

TO: USF Students, Faculty, Staff and Community

FROM: Margaret Denney, M.Ed., LMHC, CCEP  
Director, Title IX/VAWA Compliance, Title IX Coordinator  
University of South Florida

DATE: March 10, 2025

SUBJECT: **USF Health Launches Culture of Compliance Survey**

---

USF Health is committed to fostering a safe, transparent, and inclusive environment for all students, faculty, and staff. To further this commitment, we are currently conducting a **Culture of Compliance Survey** across USF Health. This survey is available to all USF Health employees, staff, faculty, administrators, and students. The survey was distributed to these community members via USF email on 2/4/25 and periodic reminders have also been emailed.

### Why This Survey Matters

This survey is designed to assess key areas such as:

- ✓ **Sex-based discrimination and harassment**
- ✓ **Sexual misconduct**
- ✓ **Fraud, waste, and abuse**
- ✓ **Overall campus climate and compliance culture**

By gathering feedback from our community, we can better understand experiences, identify areas for improvement, and enhance efforts to ensure a respectful and accountable environment.

### Survey Details

📅 **Open from:** February 4, 2025 – March 31, 2025

🔒 **Anonymous & Confidential:** Responses cannot be traced back to individuals.

👉 **Voluntary, But Important:** Your participation helps shape policies and initiatives that promote a positive campus culture.

### Who Is Conducting the Survey?

USF Health has partnered with **Rankin Climate LLC**, an independent climate assessment firm, to ensure an objective and research-based approach. The survey is informed by best practices from the **Administrator-Researcher Campus Climate Collaborative (ARC3)** and federal government recommendations.

### Make Your Voice Heard!

If you are part of USF Health, we encourage you to take a few minutes to complete the survey. Your insights will directly contribute to strengthening USF Health's culture of compliance, ethics, and respect.

Together, we can create a community where everyone feels safe, valued, and empowered. For more information about the survey, contact USF Title IX Coordinator Maggie Denney at [denney1@usf.edu](mailto:denney1@usf.edu) or 813-974-8616.

### Title IX-VAWA Compliance

University of South Florida | 4202 E Fowler Avenue, ALN172 | Tampa, FL 33620-4301  
813-974-4373 | <https://www.usf.edu/compliance-ethics>