

History of the Harassment Survey:

The UCSB Gender Equity Project was conceived in the context of a graduate seminar on the Archaeology of Gender that VanDerwarker taught in early 2016. In the context of in-depth reading and discussion surrounding issues of equity in archaeology, it became apparent that most such studies are focused on academic archaeology, which leaves a huge gap in our knowledge in terms of CRM, a major job sector within the discipline. Additionally, given the recent surge in interest surrounding sexual harassment in multiple job sectors, we thought it prudent to collect baseline data on this topic. The harassment survey asks participants questions related to their own and witnessed experiences of sexual harassment while a student and in the post-education job sector; it also asks questions about training, reporting, and outcomes of reporting. The survey was administered through the SCA, using their Survey Monkey account platform. The SCA Executive Board reviewed and approved the administration of the survey through their platform. The survey did not ask any potentially identifying information that would compromise anyone's identity, there was no risk of discovery, and the survey was completely anonymous. Finally, this research is compliant with the Human Subjects Committee (HSC) at the University of California, Santa Barbara (Protocol #2-18-0688).

Publications derived from the Survey:

Gonzalez, Toni

2018 Perception Versus Reality: A Comparative Analysis of Gender Equity Trends within Academia and CRM in California. *California Archaeology* 10(2):211-229. DOI: 10.1080/1947461X.2018.1535815

Radde, Hugh

2018 Sexual Harassment among California Archaeologists: Results of the Gender Equity and Sexual Harassment Survey. *California Archaeology* 10(2):231-255. DOI: 10.1080/1947461X.2018.1535816

VanDerwarker, Amber M., Kaitlin M. Brown, Toni Gonzalez, and Hugh Radde

2018 The UCSB Gender Equity Project: Taking Stock of Mentorship, Equity, and Harassment in California Archaeology through Qualitative Survey Data. *California Archaeology* 10(2):131-158. DOI: 10.1080/1947461X.2018.1535791.

**Survey for Practicing Archaeologists (students and professionals)
on issues related to Sexual Harassment and Gender Equity**

Recently, there has been a flurry of studies examining professional outcomes for practicing scientists in the academy who have been faced with sexual harassment and assault. A recent study in *Southeastern Archaeology* suggests these practices are pervasive and have led to women leaving the field. Less is known about archaeologists in the private and public sectors of Cultural Resource Management. This survey thus seeks to collect some baseline information on experiences archaeologists have had with sexual harassment in field, laboratory, and office settings. We ask questions about individual experiences, reporting and training experiences, and outcomes.

This survey should take approximately 15-20 minutes to complete.

The survey is completely anonymous and does not ask any questions that would compromise your identity. You may stop the survey at any time, and you may choose to answer only some (not all) of the questions.

If you have any questions or comments, please contact Dr. Amber VanDerwarker (vanderwarker@anth.ucsb.edu)

If you consent to taking the survey, click the consent button below, and you will be taken to the start of the survey:

I CONSENT [\[button formatted in Survey Monkey\]](#)

Section 1: Demographic Information

This section asks basic demographic information, including level of education and current employment sector.

1. What is your gender?

- Man
- Woman
- Other (Please specify) _____

2. What is your age?

- 18-25
- 26-30
- 31-40
- 41-50
- 51-60
- 61-70
- 71-80

3A. What is your sexual orientation?

- Asexual
- Bisexual
- Heterosexual
- Homosexual
- Questioning
- I prefer not to answer
- Other (please specify)

3B. Which of the following best describes your racial/ethnic heritage?

- White
- Black/African American
- American Indian/Native Alaskan
- Asian/Asian American
- Pacific Islander
- Hispanic/Latino/Chicano
- Other (Please specify) _____

4. Which of the following best describes your current work setting? (check all that apply) [\[only those who choose one of the CRM options will be forwarded to Section 3\]](#)

- Academic (includes students)
- Cultural Resource Management (public/government sector)
- Cultural Resource Management (private firm)

- Cultural Resource Management (tribal monitor)
- I sub-contract from a larger firm(s) and work for myself
- Museum
- Retired
- Other (Please specify) _____

5. If you are an academic, which of the following best describes your current position?

- Undergraduate student
- Graduate student
- Postdoc
- Adjunct/lecturer/visiting scholar
- Assistant professor
- Associate professor
- Full professor
- Emeritus
- Other (Please specify) _____
- I am not an academic

6. If you work for a private CRM firm, which of the following best describes your current position?

- Field/lab technician
- Crew Chief
- Project Director
- Principal Investigator
- President/CEO
- Lab Supervisor
- Analytical Specialist
- Other (Please specify) _____
- I sub-contract for a private CRM firm as a tribal monitor OR a specialist
- I am not employed at a private CRM firm

8. If you work in the public CRM sector, at what level are you employed?

- I am a local government employee
- I am a state government employee
- I am a federal government employee
- I do not work in the public CRM sector

9. How long have you been in your current position?

- Less than a year
- 1-5 years
- 6-10 years
- 11-15 years
- 16-20 years

- 20+ years

10. Approximately what is your annual income?

- Less than \$20,000
- \$21,000-40,000
- \$41,000-60,000
- \$61,000-80,000
- \$81,000-100,000
- \$100,000+

11. What is your highest degree?

- High School Diploma/GED
- BA/BS
- MA/MS
- PhD
- Other (Please specify) _____

12. What year did you receive your highest degree?

13. Are you married/partnered?

- Yes
- No

14. If you are married/partnered, is your spouse/partner also an archaeologist?

- Yes
- No
- I am not married/partnered

15A. Do you have dependents?

- Yes
- No

15B. If you have dependents, how old are they?

- Newborn-5 years
- 6-10 years
- 11-15 years
- 15-18 years
- My kid(s) are in college

Section 2: Sexual Harassment

The U.S. Equal Employment Opportunity Commission defines sexual harassment as follows: (http://www.eeoc.gov/laws/types/sexual_harassment.cfm)

It is unlawful to harass a person (an applicant or employee) because of that person's sex. Harassment can include "sexual harassment" or unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature.

Harassment does not have to be of a sexual nature, however, and can include offensive remarks about a person's sex. For example, it is illegal to harass a woman by making offensive comments about women in general.

Both victim and the harasser can be either a woman or a man, and the victim and harasser can be the same sex.

Although the law doesn't prohibit simple teasing, offhand comments, or isolated incidents that are not very serious, harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as the victim being fired or demoted).

The harasser can be the victim's supervisor, a supervisor in another area, a co-worker, or someone who is not an employee of the employer, such as a client or customer.

The following questions ask about your **experiences as a student** in the academy (either as an undergraduate or graduate student).

Please answer the following questions using the following scale: [set up as a matrix in [Survey Monkey](#)]

Strongly Agree, Agree, N/A, Disagree, Strongly Disagree, Prefer not to answer

16. During my time as a student, men and women were treated equally within my academic institution.
17. During my time as a student, I commonly encountered professors/instructors with sexist attitudes.
18. During my time as a student, I commonly encountered peers with sexist attitudes.
19. During my time as a student, I found the overall atmosphere towards women to be "chilly" in nature.
20. During my time as a student, I found it difficult to find good role models.
21. During my time as a student, I experienced verbal sexual harassment at my academic institution.
22. During my time as a student, I witnessed verbal sexual harassment at my academic institution.
23. During my time as a student, I experienced physical sexual harassment (I was touched inappropriately) at my academic institution.

24. During my time as a student, I witnessed physical sexual harassment (I saw someone else being touched inappropriately) at my academic institution.
25. During my time as a student, I feel that my experience being sexually harassed interfered with my academic performance.
26. During my time as a student, I feel that my experience witnessing others being sexually harassed interfered with my academic performance.
- 27A. Witnessing and/or experiencing sexual harassment during my time as a student deterred me from pursuing an academic career.
- 27B. Witnessing and/or experiencing sexual harassment during my time as a student deterred me from pursuing a career in CRM.

28. Sexual harassment has many forms. During your time as a student, what types, if any, have you personally experienced in an academic setting? (Check all that apply)

- Flippant comments
- Derogatory comments
- Crude jokes
- Inappropriate and unwelcome physical contact (e.g., shoulder rubbing)
- Suggestive emails
- Blatant propositioning
- Unwelcome sexual advances
- Inappropriate bodily exposure (e.g., flashing of body parts)
- Gender exclusivity
- Other (Please specify) _____
- I have not experienced sexual harassment in the academy
- I prefer not to answer

29A. If you have personally experienced sexual harassment in an academic setting as a student, what was the gender of the perpetrator?

- Man
- Woman
- Other (Please specify) _____
- I don't know
- I did not experience harassment when I was a student
- I prefer not to answer

29B. If you have personally experienced sexual harassment in an academic setting as a student, what was the sexual orientation of the perpetrator? (check all that apply)

- Asexual
- Bisexual
- Heterosexual
- Homosexual
- Questioning
- Other (Please specify) _____

- I don't know
- I did not experience harassment when I was a student
- I prefer not to answer

30. During your time as a student, what types of sexual harassment, if any, have you witnessed others experience in an academic setting? (Check all that apply)

- Flippant comments
- Derogatory comments
- Crude jokes
- Inappropriate and unwelcome physical contact (e.g., shoulder rubbing)
- Suggestive emails
- Blatant propositioning
- Unwelcome sexual advances
- Inappropriate bodily exposure (e.g., flashing of body parts)
- Gender exclusivity
- Other (Please specify) _____
- I have not witnessed sexual harassment in the academy
- I prefer not to answer

31A. If you have witnessed sexual harassment or are aware of others who have experienced sexual harassment in an academic setting during your time as a student, what was the gender of the perpetrator?

- Man
- Woman
- Other (Please specify) _____
- I have not witnessed sexual harassment as a student
- I don't know the gender of the perpetrator
- I prefer not to answer

31B. If you have witnessed sexual harassment or are aware of others who have experienced sexual harassment in an academic setting as a student, what was the sexual orientation of the perpetrator? (check all that apply)

- Asexual
- Bisexual
- Heterosexual
- Homosexual
- Questioning
- Other (Please specify) _____
- I don't know
- I did not experience harassment when I was a student
- I prefer not to answer

32. If you experienced sexual harassment, where did the incident(s) take place? (check all that apply)
- In the field (within the USA)
 - In the field (outside the USA)
 - In the office/laboratory
 - In the classroom on campus property
 - While traveling
 - While attending a conference
 - Other (Please specify) _____
 - I have not experienced sexual harassment as a student
 - I prefer not to answer
33. If you witnessed or are aware of an incident of sexual harassment, where did the incident(s) take place? (check all that apply)
- In the field (within the USA)
 - In the field (outside the USA)
 - In the office/laboratory
 - In the classroom on campus property
 - While traveling
 - While attending a conference
 - Other (Please specify) _____
 - I have not witnessed sexual harassment as a student
 - I prefer not to answer
34. If you experienced sexual harassment, what was the status of the perpetrator in relation to yourself?
- The perpetrator was a peer in the same institution as myself
 - The perpetrator was my advisor/mentor or professor
 - The perpetrator was a graduate student
 - The perpetrator was external to my institution (e.g., monitor, construction worker at a field site, conference attendee, etc.)
 - I have not experienced sexual harassment as a student
35. If you witnessed or are aware of an incident of sexual harassment, what was the status of the perpetrator in relation to the victim?
- The perpetrator and victim were peers in the same institution
 - The perpetrator was the advisor or professor of the victim
 - The perpetrator was a graduate student mentor to the victim
 - The perpetrator was an subordinate of the victim
 - The perpetrator was external to the victim's institution (e.g., monitor, construction worker at the field site, conference attendee, etc.)
 - I have not witnessed sexual harassment as a student
 - I prefer not to answer

36. Have any student peers ever confided in you about incidences of sexual harassment or inappropriate behavior?

- Yes
- No
- I prefer not to answer

37. Is/Was there a clear policy in place regarding sexual harassment at your academic institution?

- Yes
- No
- I don't know
- I prefer not to answer

38. Does/Did your academic institution require mandatory sexual harassment training/education of its students?

- Yes
- No
- I don't know
- I prefer not to answer

39. Did you undergo sexual harassment training/education while a student at your academic institution?

- Yes
- No
- I prefer not to answer

40. If you experienced any form of sexual harassment, did you report it?

- Yes
- No
- I prefer not to answer
- I have not experienced sexual harassment as a student at my academic institution

If you answered no, please elaborate on why you chose not to report it:

41A. If you witnessed or are aware of any form of sexual harassment, did you report it?

- Yes
- No
- I prefer not to answer

- I have not witnessed sexual harassment as a student at my academic institution

If you answered no, please elaborate on why you chose not to report it:

41B. Are you aware that you can report an incident of sexual harassment as a third party if you have either witnessed or simply been told about the incident?

- Yes
- No
- I prefer not to answer

Please answer the following questions using the following scale: [\[set up as a matrix in Survey Monkey\]](#)

Strongly Agree, Agree, N/A, Disagree, Strongly Disagree, Prefer not to answer

42. I reported an incident of sexual harassment and I am satisfied with how the issue was resolved.
43. I reported an incident of sexual harassment and the case is ongoing.
44. I reported an incident of sexual harassment and I feel like my report was taken seriously.
45. I reported an incident of sexual harassment and I feel like the perpetrator was appropriately sanctioned.
46. At my academic institution, there is/was a sexually charged environment.
47. At my academic institution, women and men are/were provided with comparable opportunities for lab work and field work.
48. At my academic institution, men are/were preferentially given fieldwork opportunities over women.
49. At my academic institution, women are/were preferentially given fieldwork opportunities over men.
50. At my academic institution, men are/were preferentially given lab opportunities over women.
51. At my academic institution, women are/were preferentially given lab opportunities over men.

The following questions ask about your experiences in your current job setting:

Note: if you are currently employed in a job other than archaeology, please end the survey now

Note: if you are currently unemployed, but your previous job was in the field of archaeology, please answer questions as related to your previous position.

Note: if you are currently a student, please end the survey now.

52. Are you currently employed (at least part time) in the field of archaeology?

- Yes
- No, I am employed in a job unrelated to archaeology
- No, I am currently unemployed

Please answer the following questions using the following scale: [\[set up as a matrix in Survey Monkey\]](#)

Strongly Agree, Agree, N/A, Disagree, Strongly Disagree, Prefer not to answer

53. In my current job setting, men and women are treated equally.

54. In my current job setting, I commonly encounter colleagues with sexist attitudes.

55. In my current job setting, I find the overall atmosphere towards women to be hostile in nature.

56. In my current job setting, it is difficult to find good role models.

57. In my current job setting, women contend with the "glass ceiling syndrome" (defined as an unacknowledged barrier to advancement, especially for women and people of color)

58. In my current job setting, I have personally experienced verbal sexual harassment.

59. In my current job setting, I have witnessed others experience verbal sexual harassment.

60. In my current job setting, I have personally experienced physical sexual harassment (I was touched inappropriately).

61. In my current job setting, I have witnessed physical sexual harassment (I saw someone else being touched inappropriately).

62. In my current job setting, I feel that my experience being sexually harassed interfered with my work performance.

63. In my current job setting, I feel that my experience witnessing others being sexually harassed interfered with my work performance.

64. Witnessing and/or experiencing sexual harassment in my current job setting has led me to apply for/pursue other positions of employment.

65. Sexual harassment has many forms. In your current job setting, what types, if any, have you personally experienced in your current job setting? (Check all that apply)

- Flippant comments
- Derogatory comments
- Crude jokes
- Inappropriate and unwelcome physical contact (e.g., shoulder rubbing)
- Suggestive emails
- Blatant propositioning

- Unwelcome sexual advances
- Inappropriate bodily exposure (e.g., flashing of body parts)
- Gender exclusivity
- Other (Please specify) _____
- I have not experienced sexual harassment in my current job setting
- I prefer not to answer

66A. If you have personally experienced sexual harassment in your current job setting, what was the gender of the perpetrator?

- Man
- Woman
- Other (Please specify) _____
- I have not experienced sexual harassment in my current job setting
- I don't know the gender of the perpetrator
- I prefer not to answer

66B. If you have personally experienced sexual harassment in your current work setting, what was the sexual orientation of the perpetrator? (check all that apply)

- Asexual
- Bisexual
- Heterosexual
- Homosexual
- Questioning
- Other (Please specify) _____
- I don't know
- I have not experienced harassment in my current job setting
- I prefer not to answer

67. What types of sexual harassment, if any, have you witnessed others experience in your current job setting? (Check all that apply)

- Flippant comments
- Derogatory comments
- Crude jokes
- Inappropriate and unwelcome physical contact (e.g., shoulder rubbing)
- Suggestive emails
- Blatant propositioning
- Unwelcome sexual advances
- Inappropriate bodily exposure (e.g., flashing of body parts)
- Gender exclusivity
- Other (Please specify) _____
- I have not experienced sexual harassment in the academy
- I prefer not to answer

68A. If you have witnessed sexual harassment or are aware of others that have experienced sexual harassment in your current job setting, what was the gender of the perpetrator?

- Man
- Woman
- Other (Please specify) _____
- I have not witnessed sexual harassment as a student
- I don't know the gender of the perpetrator
- I prefer not to answer

68B. If you have witnessed sexual harassment or are aware of others that have experienced sexual harassment in your current job setting, what was the sexual orientation of the perpetrator?

- Asexual
- Bisexual
- Heterosexual
- Homosexual
- Questioning
- Other (Please specify) _____
- I don't know
- I did not experience harassment when I was a student
- I prefer not to answer

69. If you experienced sexual harassment, where did the incident(s) take place? (check all that apply)

- In the field (within the USA)
- In the field (outside the USA)
- In the office/laboratory
- While traveling
- While attending a conference
- Other (Please specify) _____
- I have not experienced sexual harassment in my current job setting
- I prefer not to answer

70. If you witnessed or are aware of an incident of sexual harassment related to your current job setting, where did the incident(s) take place? (check all that apply)

- In the field (within the USA)
- In the field (outside the USA)
- In the office/laboratory
- While traveling
- While attending a conference
- Other (Please specify) _____

- I have not witnessed sexual harassment in my current job setting
- I prefer not to answer

71. If you experienced sexual harassment, what was the status of the perpetrator in relation to yourself?

- The perpetrator was a peer in the same organization as myself
- The perpetrator was my boss or supervisor
- The perpetrator was my subordinate
- The perpetrator was external to my organization (e.g., monitor, construction worker at the field site, etc.)
- I have not experienced sexual harassment in my current job setting
- I prefer not to answer

72. If you witnessed or are aware of an incident of sexual harassment, what was the status of the perpetrator in relation to the victim?

- The perpetrator and victim were peers in the same organization
- The perpetrator was the boss or supervisor of the victim
- The perpetrator was a subordinate of the victim
- The perpetrator was external to the victim's organization (e.g., monitor, construction worker at the field site, etc.)
- I have not witnessed sexual harassment in my current job setting
- I prefer not to answer

73. Have any colleagues ever confided in you about incidences of sexual harassment or inappropriate behavior?

- Yes
- No
- I prefer not to answer

74. Is there a clear policy in place regarding sexual harassment at your current job setting?

- Yes
- No
- I don't know
- I prefer not to answer

75. Does your employer require mandatory sexual harassment training/education for its employees?

- Yes
- No
- I don't know
- I prefer not to answer

76. Have you undergone sexual harassment training/education in the context of your current job setting?

- Yes
- No
- I prefer not to answer

77. Who provided your training/education in sexual harassment policies in your current job setting?

- My employer
- A contractor who engages the services of my firm
- Other (Please specify) _____
- I was not trained/educated in sexual harassment policies while at my current job
- I prefer not to answer

78. If you experienced any form of sexual harassment in your current job setting, did you report it?

- Yes
- No
- I prefer not to answer
- I have not experienced sexual harassment in my current job setting

If you answered no, please elaborate on why you chose not to report it:

79. If you witnessed or are aware of an incident of any form of sexual harassment in your current job setting, did you report it?

- Yes
- No
- I prefer not to answer
- I have not experienced sexual harassment in my current job setting.

If you answered no, please elaborate on why you chose not to report it:

Please answer the following questions using the following scale: [\[set up as a matrix in Survey Monkey\]](#)

Strongly Agree, Agree, N/A, Disagree, Strongly Disagree, Prefer not to answer

80. While in my current job setting, I reported an incident of sexual harassment and I am satisfied with how the issue was resolved.

81. While in my current job setting, I reported an incident of sexual harassment and the case is ongoing.

82. While in my current job setting, I reported an incident of sexual harassment and I feel like my report was taken seriously.

83. While in my current job setting, I reported an incident of sexual harassment and I feel like the perpetrator was appropriately sanctioned.

84. In my workplace, there is a sexually charged environment.

85. In my workplace, women and men are provided with comparable opportunities for lab work and field work.

86. In my workplace, men are preferentially given fieldwork opportunities over women.

87. In my workplace, women are preferentially given fieldwork opportunities over men.

88. In my workplace, men are preferentially given lab opportunities over women.

89. In my workplace, women are preferentially given lab opportunities over men.

90. During your tenure of archaeological fieldwork, on approximately how many projects has the director/PI been a man?

- 0-25%
- 26-50%
- 51-75%
- 76-100%
- I have not conducted fieldwork

91. During your tenure of archaeological fieldwork, on approximately how many projects has the director/PI been a woman?

- 0-25%
- 26-50%
- 51-75%
- 76-100%
- I have not conducted fieldwork

92. In your general experience, what is the female:male ratio of archaeologists during fieldwork?

- More men than women
- More women than men
- About the same number of women and men
- I have never participated in a field project

93. In your general experience, what is the female:male ratio of archaeologists in the lab?

- More men than women
- More women than men
- About the same number of women and men
- I have never participated in a field project

94. In your general experience, what is the female:male ratio of archaeologists in the office?

- More men than women
- More women than men
- About the same number of women and men
- I have never participated in a field project

95. Do you feel that you were held to the same standard (or higher/lower standard) compared to other field site participants?

- I was held to a much higher standard
- I was held to a slightly higher standard
- I was held to the same standard
- I was held to a slightly lower standard
- I was held to a much lower standard
- I don't know
- I have never participated in a field project

96. What was the relative level of gender differentiation during your last fieldwork experience? (examples include men/women doing separate leisure activities, or bureaucratic tasks, and/or cleaning tasks being disproportionately allocated between genders).

- Highly differentiated
- Moderately differentiated
- Somewhat differentiated
- Not differentiated at all
- I don't remember
- I have never participated in a field project

97. If you identified the existence of gender differentiation in the previous question, please elaborate below in terms of what types of tasks were mainly differentiated (open-ended):

98. With what frequency did you witness other field participants making inappropriate or offensive remarks (e.g., jokes, slurs, epithets, name-calling, intimidation, mockery, insults, etc.)?

- Never
- Rarely
- Moderately
- Often
- I have never participated in a field project

Please answer the following questions using the following scale: [\[set up as a matrix in Survey Monkey\]](#)

Never, Rarely, Sometimes, Often, Always, N/A, Prefer Not to Answer

If you witnessed other field participants making inappropriate or offensive remarks, please indicate the basis of the remark and the frequency with which you heard them:

99. Race

100. Ethnicity

101. Gender Orientation (includes transgender individuals)

102. Sexual Orientation

103. Age

104. Disability

105. Other (please specify) _____

106. Do you consider these types of remarks to be typical field banter?

- Yes
- No
- I don't know

107. Do you feel that there is a different set of social norms for fieldwork versus office/lab-based work?

- Yes
- No
- Sometimes
- Please elaborate if you like: _____

108. Please indicate (again) if you have ever experienced sexual harassment (in the academy, workplace, field situation, conferences, etc.).

- I have experienced sexual harassment
- I have never been sexually harassed.

Please answer the following questions using the following scale: [\[set up as a matrix in Survey Monkey\]](#)

Never, Rarely, Sometimes, Often, Always, N/A, Prefer Not to Answer

My experience being sexually harassed has affected me in the following ways:

- 109. I feel insecure about my abilities.
- 110. I feel insecure about my career future.
- 111. I fear for my safety at field sites.
- 112. I worry about getting good letters of recommendation.
- 113. I worry about getting a sufficient number of letters of recommendation.

Please answer the following questions using the following scale: [\[set up as a matrix in Survey Monkey\]](#)

Strongly agree, Agree, N/A, Disagree, Strongly disagree

My experience being sexually harassed has affected me in the following ways:

- 114. It has led to a lack of networking opportunities
- 115. I have a decreased desire to attend conferences
- 116. I have a decreased desire to present research and/or publish
- 117. I have a decreased desire to do fieldwork
- 118. I have a decreased desire to do archaeology
- 119. I am considering other career options

120. Please use this space to add any other ways that you have been affected by your experience being sexually harassed (open-ended response):

121. Please use this space to add any additional comments relevant to the survey's subject matter (open-ended response):
