

Harassment Questionnaire

As you might have heard, radio host Jian Ghomeshi was recently fired by CBC after “graphic evidence” emerged that he had allegedly caused “physical injury” to a woman. Other complaints have since surfaced. Now the Toronto Police are investigating him.

A1. How closely have you yourself been following the Jian Ghomeshi issue in the media?

Very closely -- Read a lot of stories and discussed it with friends and family

Closely following the issue, and having the odd conversation about it

Not following that closely, just scanning the headlines

Not following it at all

More broadly now, we want to ask people about their views and attitudes regarding the issue of sexual harassment in the workplace in Canada today.

A2. There’s been some debate recently about how important the issue of sexual harassment in the workplace is today. Which of the following best reflects your view?

[Rotate statements]

This issue is overblown and receives more attention than it should.

This issue is really important and should get more attention than it does.

A3. Thinking generally about the issue of sexual harassment in the workplace – overall, would you describe sexual harassment in the workplace as...

Widespread, happens a lot

Common, it happens

Doesn’t happen very often

Quite rare

Now, we want to ask some questions about your experience with sexual harassment in the workplace. We know this is a sensitive issue for many people. Please feel free to skip these questions if you wish.

For the purposes of this survey, we will define sexual harassment as: unwelcome sexual advances, requests for sexual favours, and other verbal (non-touching) conduct of a sexual nature.

I would like to skip this section

I am comfortable talking about this issue and would like to continue

B5. In your working life, have you ever been subject to sexual harassment at your workplace or at a work function?

Yes

No

B6. In your working life, how often have you experienced sexual harassment?

Once

2-5

5-10

11-20

21-50

51-100

100 +

B6b When did the most recent incident occur?

Within the past 6 months

Within the past year

1-2 years ago

3-5 years ago

6+ years ago

B7. Have you ever reported sexual harassment to your employer?

Yes

No

B8. Thinking of the most serious incident of sexual harassment that you reported to your employer, which statement best reflects your employer's response?

Responsive and conducted a serious investigation and took appropriate action.

Responsive, but did not take any concrete action

Unresponsive and dismissive

B9. Why was this not reported? Please select from the list below.

Felt the issue was too minor

Not sure it was harassment

- Scared to come forward
- Embarrassed by what happened
- Didn't want to talk about it/re-visit it
- Thought no one would believe you
- Afraid to lose your job
- Afraid to hurt your career
- Didn't think employer would respond well
- Preferred to deal with it on your own
- Other reason (Please specify:)

B10. What other actions, if any, did you take in response to this sexual harassment? Please select any actions you might have taken from the list below.

- Confronted the person directly
- Told someone else, like a friend or family member
- Left your job
- Requested a transfer to another area
- Some other action [Please specify:]
- Did nothing/Took no action [Exclusive Responsive]

B11. Suppose you were subject to sexual harassment – that is, unwanted sexual advances -- in the workplace. How likely would you yourself be to report it to your employer? Do you think you would:

- Definitely report it
- Probably report it
- Might or might not, depends
- Probably not report it
- Definitely not report it

B12. Suppose you were subject to sexual harassment and reported it to your employer, which statement best reflects what you think your employer's response would be?

- Responsive and would conduct a serious investigation and take appropriate action
- Responsive, but would not take any concrete action
- Unresponsive and dismissive

B13. And what would you say are the main reasons you might not report sexual harassment to your employer? Would you say it's because you might ... (Select the main reasons from the list below)

Feel it's too minor
You're not sure, what is harassment?
Be scared to come forward
Be embarrassed by what happened
Wouldn't want to talk about it/re-visit it
Feel no one would believe you
Afraid to lose your job
Afraid to hurt your career
Think employer would not respond effectively
Prefer to deal with it on your own
Other reason (Please specify:)

Now we want to ask some questions about non-consensual sexual contact that might occur in the workplace. This is technically sexual assault and could include anything from an unwanted quick sexual touch to more serious unwanted physical sexual contact.

Again, we realize this can be a sensitive issue for some people. So, feel free to skip this series of questions if you wish.

I would like to skip this section

I am comfortable talking about this issue and would like to continue

C15. In your working life, have you ever been subject to non-consensual sexual contact at your workplace or at a work function?

Yes

No

C16. In your working life, how often have you experienced non-consensual sexual contact?

Once

2-5

5-10

11-20

21-50

51-100

100 +

C16B – When did the most recent incident occur?

Within the past 6 months

Within the past year

1-2 years ago

2-5 years ago

6+ years ago

C17. Have you ever reported non-consensual sexual contact to your employer?

Yes

No

C18. Thinking of the most serious incident of non-consensual sexual contact that you reported to your employer, which statement best reflects your employer's response?

Responsive and conducted a serious investigation and took appropriate action.

Responsive, but did not take any concrete action

Unresponsive and dismissive

[If **no**, did not report:]

C19. Why was this not reported? Please select from the list below.

Felt the issue was too minor

Scared to come forward

Embarrassed by what happened

Didn't want to talk about it/re-visit it

Thought no one would believe you

Afraid to lose your job

Afraid to hurt your career

Didn't think employer would respond well

Preferred to deal with it on your own

Other reason (Please specify:)

C20. What other actions, if any, did you take in response to this non-consensual sexual contact, in the workplace? Please select any actions you might have taken from the list below.

Confronted the person directly

Told someone else, like a friend or family member

Left your job

Requested a transfer to another area

Some other action [Please specify:]

Did nothing/Took no action

C21. Suppose you experienced non-consensual sexual contact. How likely would you yourself be to report it to your employer? Do you think you would:

- Definitely report it
- Probably report it
- Might or might not, depends
- Probably not report it
- Definitely not report it

C22. Suppose you experienced non-consensual sexual contact and reported it to your employer, which statement best reflects what you think your employer's response would be?

- Responsive and would conduct a serious investigation and take appropriate action
- Responsive, but would not take any concrete action
- Unresponsive and dismissive

C23. And what would you say are the main reasons you might not report non-consensual sexual contact to your employer? Would you say it's because you might ... (Select the main reasons from the list below)

- Feel it's too minor
- Be scared to come forward
- Be embarrassed by what happened
- Wouldn't want to talk about it/re-visit it
- Feel no one would believe you
- Afraid to lose your job
- Afraid to hurt your career
- Think employer would not respond effectively
- Prefer to deal with it on your own

D24. People sometimes discuss what is and is not acceptable behavior in the workplace. For each of the following, please indicate whether you personally consider that to be: Acceptable or unacceptable in the workplace?

- Telling "off-colour" jokes at work
- Reading a pornographic magazine at one's workstation on lunch break
- Calling a co-worker's outfit "sexy"
- Expressing sexual interest in a co-worker
- An unmarried boss asking a single employee for a date

Wearing sexy clothing
Hugging a co-worker
A boss hugging an employee
Kissing the cheek of a co-worker
A boss kissing the cheek of an employee
After work drinks
Dating a co-worker
Asking a co-worker out on a date
Standing very close to a co-worker in their personal space
Putting your arm around a co-worker
Giving a colleague a shoulder rub

Acceptable
Usually acceptable
Usually unacceptable
Unacceptable

D26. Which of the following very broad categories best describes the kind of work you are doing right now?

Professional – nurse, engineer, teacher, IT, etc
Manager
Office work/Admin
Sales&Service/Retail/Hospitality
Skilled Trade
Labour
Other type of occupation
Looking for work
Not employed/student/homemaker
Retired

D27. What sector are you currently working in?

Public sector
Private sector