

Sexual Harassment at Work/#metoo

Part 1 – Awareness and perceived importance of issue

Part 2 – General attitudes re: Metoo & issues of harassment at work

Part 3 - Epidemiology: has it happened to you and how did you respond

Note: (T) = tracking from 2014, either the q or the answer scale

Part - 1 Awareness and perceived importance of issue

In recent months, there has been a lot of discussion about sexual harassment at work, and in work-related situations. This discussion was prompted by incidents where powerful or well-known men were either fired from or quit their jobs as a result of accusations of sexual harassment and – in some cases – sexual assault.

Some of the most high-profile cases include those of Hollywood executive Harvey Weinstein. In Canada, some prominent cases include those of actor and theatre director Albert Schultz, among others.

Collectively, these accusations, and the conversation they have started, have come to be referred to as the "#metoo movement." It is named for the social media hashtag under which many women – and some men – have shared their personal experiences with harassment assault, and other behaviours.

Q1. How closely – if at all – have you yourself been following these discussions about sexual harassment at work and the #metoo movement?

Very closely – Reading a lot of stories and discussing 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

Part 2 – General attitudes re: Metoo & issues of harassment

Q2. Here are some statements that have been made about issues surrounding the #metoo movement, such as sexual harassment and assault, the way people have come forward, the action that has or hasn't been taken in response to allegations, etc. For each one please tell us whether you personally agree or disagree.

[ROWS – RANDOMIZE all statements – but display four at a time so respondents aren't getting a wall of statements]

All these new rules about conduct are killing the human element at work

It's hard to tell where 'the line' is these days - what's okay and what's not

Women are right to come forward and tell their stories even if it was in the past
 People's careers are being ruined without due process or a chance to defend themselves

There is no forgiveness for sexual harassment – the people who did it should suffer the consequences
 Some people have definitely behaved like jerks, but they shouldn't lose their jobs or reputations for it
 Men need to take more responsibility for the way they behave towards women
 The #metoo movement will significantly improve relations between men and women

There's a lot of ambiguity about what sexual harassment is or how it's defined
 The #metoo movement will lead to real and meaningful improvement in the lives of working women
 No one has a right to question a woman's stories because they don't know what she's been through
 The #metoo discussions are long overdue

Sexual norms are changing too quickly for men to adapt appropriately
 This issue is overblown and receives more attention than it should

[COLUMNS]

Strongly Disagree

Disagree

Agree

Strongly Agree

Q3. Thinking about the discussions over the last few months regarding the #metoo movement, sexual harassment, and how people behave with each other in the working world, which statement most reflects your own view?

People might be paying attention now, but it will blow over, and nothing will really change
 The #metoo movement will lead to some change, but it will take years, if not decades, for real change
 These discussions have sparked a major and permanent shift; we are into a new era at work

Q4. 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?

[Randomize blocks]

Telling "off-colour" jokes at work
 Reading a pornographic magazine at one's workstation on lunch break
 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 with a co-worker of the opposite sex
Asking a co-worker out on a date

Standing very close to a co-worker in their personal space
Making a comment about a colleague's appearance (hairstyle, clothes etc.)
Giving a colleague an uninvited shoulder rub
Making a comment about a colleague's body (legs, figure etc.)

Telling a colleague they have a nice smile
Sending a selfie to someone you work with
Calling/texting/emailing a colleague about personal matters outside office hours
Displaying, sharing or looking at materials (such as photos, videos or cartoons) that some might consider sexually suggestive

Making gestures of a sexual nature
Using sexualized language in a work conversation
Brushing up against a colleague
Touching a colleague's arm or shoulder while talking to them
Staring at a coworker

[COLUMNS]

Unacceptable
Usually unacceptable
Usually acceptable
Acceptable

Q5. In general, which of the following strategies, if any, do you or have you used in your working life in order to try to avoid unwanted sexual advances? Choose any that apply:

Try to dress conservatively
Avoid people who have made you personally feel uncomfortable in the past
Avoid drinking alcohol with colleagues
Avoid people who have a reputation for inappropriate behaviour
Warn others about people you know behave inappropriately
Avoid social outings with coworkers
Something else [Please specify:]
None of these [Exclusive Response]

[ASK ALL WHO CHOOSE ANY ABOVE]

Q5b. And, given the strategies that you have used to avoid sexual harassment, which statement best describes how you feel:

I embrace these strategies – ultimately it's my own responsibility to protect myself from unwanted behavior

I wish I didn't have to, but using these strategies is a necessary part of my working life

I resent using these strategies, it shouldn't have to be up to me to avoid sexual harassment

Part 3 - Epidemiology: has it happened to you and how did you respond?

Q6. (T) 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. All answers are strictly confidential. 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

(combo Tracking) Q7. In your working life, have you ever been subject to sexual harassment at your workplace or at a work function? Choose as many as apply to you.

No, never

Yes - Within the past 6 months

Yes - Within the past year

Yes - 1-2 years ago

Yes - 3-5 years ago

Yes - 6+ years ago

[If NO skip to Q9]

(T) Q8. Thinking of the most serious incident of sexual harassment you experienced, did you report that harassment to your employer?

Yes I reported – my employer was responsive and conducted a serious investigation and took appropriate action.

Yes I reported – my employer was responsive, but did not take any concrete action

Yes I reported – but my employer was unresponsive and dismissive

No – I didn't report it to my employer

[For Q9 ask all No, not harassed at Q7. Others skip to next screening question]

(T) Q9. 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

(T) Q10. 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? Would your employer be ...

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

SCREENER

(T) Q11. 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. All answers are strictly confidential.

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

(T) Q12. In your working life, have you ever been subject to non-consensual sexual contact at your workplace or at a work function? Choose as many as apply to you.

- No, never
- Yes - Within the past 6 months
- Yes - Within the past year
- Yes - 1-2 years ago
- Yes - 3-5 years ago
- Yes - 6+ years ago

[If NO skip to q14]

(T) Q13. Thinking of the most serious incident of non-consensual sexual contact you experienced, did you report that harassment to your employer?

Yes I reported – my employer was responsive and conducted a serious investigation and took appropriate action

Yes I reported – my employer was responsive, but did not take any concrete action

Yes I reported – but my employer was unresponsive and dismissive

No – I didn't report it to my employer

[For Q14 and Q15, ask all who said NO in Q12.]

(T) Q14. 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

(T) Q15. 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? Would you employer be ...

Responsive and would conduct a serious investigation and take appropriate action

Responsive, but would not take any concrete action

Unresponsive and dismissive

[Ask anyone who replies **Yes to Q7 or Q12**]

Q16. You indicated previously that you have experienced sexual harassment and/or non-consensual sexual contact in your workplace. Regardless of whether you reported this incident (or incidents), which of the following, if any, did you do in response to it (or them)? Choose any that apply:

Confronted the person who harassed or assaulted you directly

Told someone else, like a friend or family member about the incident

Left your job

Requested a transfer to another area

Changed the way you interact with co-workers

Changed the way you dress at work

Some other action [Please specify:]

Did nothing/Took no action [Exclusive Responsive]

[ASK ALL]

Q17. And, what sort of impact, if any, has the #metoo movement had on you, personally, in terms of the way you relate to your co-workers?

A major impact – I am more determined than ever to do what I can to end sexual harassment in the workplace

A minor impact – I think about this issue a little bit more than I used to

No real impact at all – I don't really think about these issues and they're not relevant to me or my coworkers

Employment

Q18. 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

[Exclude those who answered Looking/Not employed/retired in Q18]

Q19. What sector are you currently working in?

Public sector

Private sector