

STOP!

Harassment & Bullying Survey

What will be asked?

This document offers a broad outline of the content covered in the survey.

Respondents can answer the questions relevant to their circumstances and experiences. Survey 'logic' is used to direct respondents to relevant sections.

Are you currently working or active in the built environment professions?

This is the only compulsory question

Yes → Questions about what field and type of organisation you work in

Not at present → Questions about what field and type of organisation you used to work in, when you left and why

No → Finish survey

1. Demographics

A set of demographic questions, including

- / Areas of work / discipline / employment
- / Gender / age / citizenship status / LGBTIQ+ / Aboriginal and/or Torres Strait Islander / ability

2. Prevalence

This section seeks to understand the current situation. Questions concern experiences in the last five years.

Sexual harassment

Experiences of sexual harassment

- / Checklist of types
- / Frequency of experiences

Witnessing sexual harassment

- / Checklist of types
- / Frequency of witnessing

Experiences of informal 'whisper networks'

Experiences of everyday sexism

Your thoughts on the extent of the problem

Bullying

Experiences of bullying

- / Checklist of types
- / Frequency of experiences

Witnessing bullying

- / Checklist of types
- / Frequency of witnessing

Your thoughts on the extent of the problem

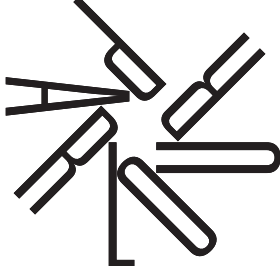
Location & context

Experienced

- / Fields in which you have experienced sexual harassment and/or bullying
- / Locations where you have experienced sexual harassment and/or bullying
- / Changes in the overall frequency of experiencing sexual harassment and/or bullying over the course of your career

Witnessed

- / Fields in which you witnessed sexual harassment and/or bullying
- / Response when you witnessed
- / Locations where have you witnessed sexual harassment and/or bullying
- / Changes in the frequency of witnessing sexual harassment and/or bullying over the course of your career



3. Specific incidents

This is an opportunity to tell your story in your own words.

You can tell us about up to three impactful incidents, from any time in your career.

Additional questions about the incident/s. Most of these are tickbox answers.

Timeframe & duration

- / When, how often and over what duration

Context & location

- / Type of organisation or workplace
- / Size office or organisation
- / Context (work, profession or educational setting)
- / Actual location
- / Number of people involved
- / Awareness of other people experiencing similar behaviour
- / Recognition of what was happening
- / Previous events that may have lead up to it

Seniority & roles

- / Your level of seniority
- / The other person(s) level
- / Relationship of this person(s) to you
- / Role of this person(s)
- / Level of seniority relative to you
- / Fields of you and the other person(s)
- / Gender of the person(s)

Intersectional or other factors

Were other forms of discrimination involved?

Witnesses & support

- / Were there witnesses?
- / If so, how many?
- / Did anyone step in or intervene?
- / What did witnesses do after the incident?

Advice & support

- / Did you talk about the incident?
- / Who did you talk to?
- / If you didn't talk to anyone, why not?

Reporting

- / Did you know your options?
- / Formal reporting
- / Report timeframe
- / Report to who

Outcomes of reporting

- / What happened to you?
- / What happened to the other person/s?
- / Was there a change in behaviour?
- / What would you like to have happened?
- / Stressfulness of the reporting process
- / Satisfaction with the outcome

Not reporting

- / Why not reported?
- / What would have helped?

Impact

- / What did you do after the incident?
- / Impact of incident
- / How stressful was the incident in its entirety?
- / Would you like to tell us anything else about the incident?

4. Policies, processes & support

This section is about the support available within workplaces and professional bodies.

Workplace

- / Are there policies in place?
- / Are the policies known about?
- / Are there processes and protocols?
- / Is there training?
- / Is there an Employee Assistance program (EAP)?
- / Is it possible to anonymously report?
- / Awareness of legislation
- / How safe do you feel at work?
- / How safe would you feel to report?
- / Do you know where else you can report?

Professional bodies

- / How professional bodies help
- / Guidance from professional bodies
- / Reporting and/or disciplinary mechanisms
- / Any other comment?

Last word

A final open ended question

- / Anything else you would like to say?
- / Suggestions for change