

# **Guidance on completing an anonymous climate survey on experiences of sexual harassment**

## **Introduction**

### **Why do we need a climate survey?**

An absence of reporting of sexual harassment is not indication of an absence of sexual harassment. One in two women are sexually harassed at work. However, four out of five women don't feel able to tell their employer. Therefore, as an employer, an anonymous and confidential survey of workers' experiences (whether directly or as witnesses) of sexual harassment in your workplace is a good place to start.

A good survey will contextualise sexual harassment for the workplace, explore workplace culture and environment in order to identify where the risks are, identify gaps in organisational responses and workplace expectations, so that [the employer] can take effective preventative measures to end sexual harassment at work.

### **What are the benefits of a climate survey?**

Thorough and holistic climate surveys signal that your organisation recognises the factors that facilitate harassment, the barriers to reporting and assures workers that the organisation is committed to properly understanding workers' experiences, including those of self employed and freelance workers your organisation may engage with. It is important to review the results of the survey with workers, ask for suggestions for change, take action in response, and engage in an ongoing conversation about workplace expectations and culture to build workers' trust and increase response rates.

An anonymous and confidential climate survey presents an opportunity to learn more about the power imbalances and hierarchies that shape women's experiences in the workplace and the culture of the workplace overall. Workplace cultures in which women are routinely side-lined, isolated, intimidated, mocked, undermined or spoken over provide fertile ground for sexual harassment. Conduct often dismissed as banter or casual sexism are part of a spectrum of behaviours and attitudes that create a permissible culture for sexual harassment to occur. This is also true for other groups who are more likely to experience sexual harassment including Black workers, LGBT+ and disabled workers, as well as younger workers and those on insecure work contracts. This is why it is important that your survey covers a wide range of sexually harassing behaviours and that the results are able to be disaggregated by a range of factors including protected characteristics.

## **What does this document do?**

This document provides an example structure for the survey and questions and information to include. However, you should adapt the questions in the survey for your organisation to take account of the specific context of your workplace.

All workplace surveys should be developed in consultation with a recognised trade union if there is one in your workplace.

The survey should be repeated at least annually to trace patterns over time and to see if prevention methods are working. When you run the survey, you may want to ask any freelance, agency or self-employed workers you have engaged within the previous 6 to 12 months to complete the survey. Please ensure the survey is conducted in line with the General Data Protection Regulations (GDPR).

## **Steps to take when carrying out your survey**

### **1. Build staff understanding and establish a safe space**

It is important to establish a safe space in relation to the survey and ensure workers, including self-employed and freelance workers understand and trust the process. Before carrying out the survey you should engage with trade union/s and jointly communicate with staff, explaining why you are undertaking this work, what you want to achieve and how their responses will shape the work. Reassure staff that the surveys are completely anonymous and voluntary and alert them that the survey will cover sensitive topics. Encourage taking breaks or stepping away from the survey as necessary. It is helpful to trial the survey with a small group of volunteers in order to identify any problems with the wording or with the software/system you are using to collect responses and to give you an accurate sense of how long the survey will take to complete. If the survey seems to take longer than 15 minutes to complete, you should shorten it to avoid the risk that people will not complete it.

### **2. Signal your intent**

The survey should begin with the reasons for conducting it, the length of time it will take to complete and the employer's position on sexual harassment. You should reiterate to participants that all responses will be treated seriously and confidentially. You should also state how you will analyse and disseminate results from the survey. This should include an explanation of how you will maintain anonymity including whether you will use anonymised quotes from any accounts that have been shared by respondents. In case the survey prompts a victim to report, you should provide an overview of your workplace sexual harassment response procedures and signpost available sources of legal and emotional support (both at the start and the end of the survey). You should make clear that the survey is not intended to be a tool for reporting sexual harassment incidents. Remind participants that if they wish to remain anonymous, they should be aware of this when they provide information in responses to open questions.

### **3. Include a definition of sexual harassment and victimisation**

Many people do not understand the full range of behaviours that constitute sexual harassment. Previous research has revealed that many women will, given the normalisation of other sexually harassing behaviours in workplaces and wider society, only use the label of harassment to describe sexual assault.

### **4. Questions on direct experiences of sexual harassment**

### **5. Questions about witnessing sexual harassment**

### **6. Questions on any current mechanisms designed to prevent sexual harassment in your workplace and how effective they are**

### **7. Information on protected characteristics**

This section of the survey should collect data on protected characteristics. This will help to highlight whether certain groups experience higher levels of sexual harassment in your workplace or are being treated differently when it is reported. Depending on the size and structure of your workplace, you may want to collect other information that might be relevant such as location/department or employment type. However, it is important to be aware that the more questions you ask, the more reluctant people may be to fill in the survey as they may worry about being identifiable.

#### **8. Set out the next steps in your process**

Always end the survey by thanking the participants, repeating information on how to report a case of sexual harassment and signposting to appropriate support, internally as well as externally. The final section should also outline what will happen with the information that has been shared – how long it will take the employer to review the results and what will be done once the results have been received.

## Tips on distributing your survey

- Larger organisations may wish to use bespoke survey systems such as Qualtrics while smaller organisations may wish to use tools such as GoogleForms, which is free and accessible online.
- Organisations may want to consider commissioning an independent researcher or research organisation, who could administer and summarise the report while providing an additional level of confidentiality to respondents.
- Organisations where workers are not desk-based or provided with IT devices will need to consider using paper surveys and provide a secure way of collecting them.
- Organisations should also think about accessibility of the survey and whether it needs to be made available in a range of formats or languages.
- When setting up an online survey it is important to make sure that the responses cannot be traced back to individual respondents by anyone, including the survey host. This also means that unless you are using sophisticated dedicated survey software, you will not be able to send 'reminder' emails to people who have not taken part but will need to send reminders to everyone in the organisation.
- Software such as Qualtrics, which can generate unique survey links for each worker without compromising their anonymity, can be set to only take one response per unique link, which prevents the same person taking the survey multiple times.
- Organisations should identify a reasonable timeframe for the survey to remain open, and plan to send one or two reminder notices to everyone (or to those who have not yet responded if your software allows you to do this). Particular attention should be paid to the timeframe for completion to ensure that it does not risk excluding any particular groups e.g. during school holidays or major religious holidays.
- The link to the survey (or the paper survey itself) should be sent to all workers, including any self-employed or freelance workers you are working with or have worked with in the past 6-12 months, with a message from the leadership of the organisation. This is because it's important for culture change that there are visible signals from the leadership that they take sexual harassment seriously.
- The covering message should reiterate the anonymity of the survey as well as underlining how important it is that everyone should respond, whatever their role and whether or not they feel they have any experience at all of sexual harassment in the workplace.
- The message should also state how long the survey will be open for and signpost to sources of support.

## Reporting your survey findings

- It is important to always maintain confidentiality and ensure your methods are GDPR compliant.
- When reporting the findings, make sure that no quotes from the open text parts of the survey are used in reports, if there is any chance that they could identify the survey respondent or a person that they are talking about. For example, if yours is a small organisation, do not directly quote any use of language or 'turn of phrase' that might give away the identity of the person who used it and do not use quotes that could identify someone through information about the work that they do or the department they are working in.
- When you summarise the characteristics of the respondents, do not report exact numbers where there are characteristics that are held or shared by very few people. For example, in a small organisation there may be only one 'out' trans worker. You can safeguard their anonymity by reporting the number of trans+ workers as 'five or fewer' or using an expanded category such as 'LGBTQ+'. Similarly, protect the anonymity of those who have reported other protected characteristics that could identify them e.g., race, disability.

## Sample anonymous climate survey

We, [the employer], are carrying out this survey to help us understand people's experiences at work. We will use the results to help shape the steps we take to stop sexual harassment happening and respond better when it does take place. We want everyone to share their thoughts and experiences with us.

We encourage you to be as open as possible when completing this survey. All responses will be anonymous and treated confidentially. Every effort will be taken to remove any personally identifying information in any reports. The survey should take no longer than 15 minutes to complete.

[The employer] recognises that sexual harassment is not only unlawful but also unacceptable, morally wrong, and has a damaging impact on individuals, on the workplace and the organisation.

[The employer] is committed to promoting an environment free from all forms of sexual harassment and recognise that we are responsible for protecting all our workers from sexual harassment.

[The employer] believes that sexual harassment is not inevitable and can be prevented through practical action to protect workers against harassment and transform workplace cultures.

Thank you for taking the time to complete this survey.

If you have been sexually harassed, experienced sexual violence or witness sexual harassment or violence, and wish to talk to someone in confidence, anonymously you can contact:

For women:

- National Sexual Violence Helpline: 0808 802 9999
- Women's Aid Federation – [www.womensaid.org.uk](http://www.womensaid.org.uk) / 08457 023 047
- London Black Women's Project – [www.lbwp.online](http://www.lbwp.online) / 020 8472 0528
- Latin American Women's Rights Service – [www.lawrs.org.uk](http://www.lawrs.org.uk) / 020 7336 0888

LGBT specialist support

- Galop – [www.galop.org.uk](http://www.galop.org.uk) / 0800 999 5428

Men's specialist support

- Survivors UK – [www.survivorsuk.org](http://www.survivorsuk.org)

Should you wish to report an incident of sexual harassment or sexual violence to [the employer] you should contact [insert contacts]. Our policies can be found at [insert links].

**Sexual harassment** is unwanted sexual behaviour that has the purpose or effect of violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment.

Anything that is unwelcome to you is unwanted. You don't need to have objected to it before.

If the unwanted behaviour violates your dignity, or creates a degrading, humiliating, hostile, intimidating or offensive environment for you then it is classified as harassment. It doesn't matter if the person harassing you didn't intend to do it, for example workplace banter, it's the impact that it has on you that counts.

Sexual harassment is against the law and has no place in the workplace.

Sexually harassing behaviours can include:

- sexual comments or jokes
- the display or circulation of pornography
- displaying sexually graphic pictures, posters or photos
- suggestive looks, staring or leering
- propositions and sexual advances
- requests or demands for sexual favours
- sexual gestures
- intrusive questions about a person's private or sex life or a person discussing their own sex life
- sexual posts or contact on social media
- spreading sexual rumours about a person
- sending sexually explicit emails or text messages, and
- unwelcome touching, hugging, massaging or kissing.

**Victimisation** is defined as treating a worker badly because

- they have reported sexual harassment at work,
- it is believed they will report a case of sexual harassment in the future
- or a person has helped someone else to report a case of sexual harassment.

**Treating a worker badly** can include, but is not limited to:

- dismissing a worker
- excluding a worker from tasks, projects, meetings, or day to day work
- unfair criticism of work
- denying a worker a promotion or development opportunity
- denying a worker shift hours
- telling other companies to not hire someone due to their reporting of sexual harassment. *Cont'd...*



*Con't...*

There is no time limit on when a worker can experience victimisation, providing that the worker is subject to bad treatment as a result of the case involving sexual harassment and not some other reason.

Sexual harassment and victimisation can happen in a work situation, during any situation related to work such as a work social event or site visit, and on social media or any online communication. It can be carried out by other workers and third parties.

**Third party** means someone who a worker interacts with as part of their job but who is not employed by the same employer as them, for example a customer or a contractor.

It is important to recognise the importance of identifying and tackling masculinised and sexist behaviours in the workplace. This can include things like excluding, talking over or ignoring women in meetings or any workplace setting; allowing jokes or comments that play to stereotypes, for example inferring a female colleague is being 'emotional'; or aggressively shouting at or undermining a co-worker.

While some of these behaviours and attitudes *may* not always constitute harassment or bullying, they do contribute to creating a culture of entitlement and one that views women as lesser. This enables sexual harassment by creating a culture where perpetrators view it as permissible and acts as a further barrier to reporting for victims.

Tackling masculinised and sexist cultures are essential steps to building preventative cultures in the workplace.

**1. I usually feel safe when I am going about my work for [the employer]**

Strongly agree/agree/neither or don't know/disagree/strongly disagree

If you would like to, please add any further comments [text box]

**2. I believe that sexism is taken seriously in [the employer]**

Strongly agree/agree/neither or don't know/disagree/strongly disagree

If you would like to, please add any further comments [text box]

**3. I feel confident to challenge sexist behaviour, comments or jokes in my workplace**

Strongly agree/agree/neither or don't know/disagree/strongly disagree

If you would like to, please add any further comments [text box]

**4. I believe that sexual harassment and inappropriate sexual behaviour are taken seriously in [the employer]**

Strongly agree/agree/neither or don't know/disagree/strongly disagree

If you would like to, please add any further comments [text box]

**5. I feel confident to challenge sexual harassment and inappropriate sexual behaviour at work**

Strongly agree/agree/neither or don't know/disagree/strongly disagree

If you would like to, please add any further comments [text box]

**6. I feel that if I spoke out about or challenged sexual harassment at work it would not go down well with my colleagues or management**

Strongly agree/agree/neither or don't know/disagree/strongly disagree

If you would like to, please add any further comments [text box]

**7. I feel that if I spoke out about or challenged sexual harassment at work I would be recognised as helping the organisation to improve its culture**

Strongly agree/agree/neither or don't know/disagree/strongly disagree

If you would like to, please add any further comments [open text box]

**8. I think that some people seem over-sensitive in their reaction to behaviour that they think is sexual harassment, or sexist, in the workplace?**

Strongly agree/agree/neither or don't know/disagree/strongly disagree

If you would like to, please add any further comments [text box]

**8. Have you experienced any of the following types of unwanted sexual behaviour from a colleague or work client since you have worked for [the employer] (please select all that apply)**

- Unwelcome verbal sexual advances, invitations, propositions and/or the offering of gifts not accompanied by threats or demand Yes more than 12 months ago / Yes within the last 12 months / No / Don't know
- Unwelcome verbal sexual advances, invitations or propositions accompanied by threats or demand. For example, demands for sexual favours in exchange for favourable treatment or opportunities at work, or demands issued as a threat concerning your job Yes more than 12 months ago / Yes within the last 12 months / No / Don't know
- Unwelcome jokes of a sexual nature Yes more than 12 months ago / Yes within the last 12 months / No / Don't know
- Unwelcome questions/comments about your sex life? Yes more than 12 months ago / Yes within the last 12 months / No / Don't know
- Unwelcome comments, sounds or looks/staring of a sexual nature about your body and/or clothes Yes more than 12 months ago / Yes within the last 12 months / No / Don't know
- Displays of pornographic images, drawings, or objects in the workplace Yes more than 12 months ago / Yes within the last 12 months / No / Don't know
- Receiving unwanted emails with material of a sexual nature Yes more than 12 months ago / Yes within the last 12 months / No / Don't know
- Receiving unwanted messages with material of a sexual nature on social media Yes more than 12 months ago / Yes within the last 12 months / No / Don't know

#### **Serious sexual harassment or assault**

- Any other form of unwanted touching of a sexual nature (e.g., placing hand on lower back or knee, attempts to kiss) Yes more than 12 months ago / Yes within the last 12 months / No / Don't know
- Other, highly sexualised unwanted touching (e.g., of the breasts, buttocks, or genitals) Yes more than 12 months ago / Yes within the last 12 months / No / Don't know
- Sexual assault or rape Yes more than 12 months ago / Yes within the last 12 months / No / Don't know

All of these examples in the previous question come within the definition of sexual harassment. In the following questions, please think about the most recent incident/s as you answer.

#### **9. Where did this happen:** (select all that apply to the most recent incident)

- In your workplace or other premises used by your employer
- Whilst working from home or remote working
- On a work visit (e.g., in a member's place of work or in a stakeholder's premise)
  - When you were in another location for work reasons (e.g., at a conference or hotel)
- Out of hours work meeting or event (e.g., evening meeting or weekend conference)
- At a work-related social event (e.g., at a Christmas party or away day)
- Travelling to or from work

- By phone or text message
- Online, by email, on social media or on a virtual meeting

**10. Was the most recent sexual harassment you experienced:**

- A single incident
- Part of a pattern of incidents which occurred more than once
- other (please specify)

**11. Thinking about the most recent incident. Was the person/people who did this to you:**

- Female
- Male
- Do not know the identity of the person/people
- The people responsible were both male and female

**12. Thinking about the most recent incident, was the person who did this to**

**you:** (if more than one person sexually harassed you, please select all that apply)

- Your direct manager or someone else with authority over you such as a regional manager
- A colleague
- A junior colleague
- Another manager
- Somebody not employed by [the employer] e.g., member, contractor or other third party (for example a customer or audience member)
- Someone else
- Not sure
- Prefer not to say

**13. If you would like to add any more information about this or other experiences of sexual harassment you have experienced while working for [the employer], please include it here.**

[Text box]

**14. Did you report the most recent incident to your employer?** Which one of the following statements comes closest to your experience?

- Yes
- No
- Don't know / Can't remember
- Prefer not to say

**15. [Rooted from Q14, answer 'No'] Thinking about why you didn't report the sexual harassment to your employer, which of the following statements comes**

**closest to your view? (only ask to those who did not report) – you may choose multiple answers**

- I did not know how to report the incident
- I did not think I would be believed (lack of evidence)
- I did not think I would be believed (they would choose to believe the harasser and not me)
- I did not think I would be taken seriously
- I did not want anyone else to know
- I was ashamed, worried or embarrassed
- I did not trust the complaints and resolution process
- I was put off reporting by the way previous reports (yours or someone else's) were handled
- I did not want to revisit the incident (e.g. in hearings, or tribunal)
- I thought it might hurt my career
- I thought I would be treated worse by my manager (victimisation)
- I thought reporting would have a negative impact on my day-to-day work relationships with my peers/colleagues
- I did not think anything would be done
- I thought the person who did it would get away with it
- I was fearful of retaliation by the harasser
- I feared losing my job
- The harasser is in a powerful position in my organisation
- Other [text box]

**16. [Rooted from Q14, answer 'Yes'] Thinking about when you reported the incident to your employer, did any of the following occur as a result?**

Response options: Yes / No / Don't know

- No action was taken
- My report was taken seriously and dealt with satisfactorily
- My report was not taken seriously or dealt with satisfactorily
- Some action followed my report but I was not satisfied with the process and/or outcome

**17. [Rooted from Q16, not dealt with satisfactorily] Why were you unsatisfied following on from your report? (please select all that apply)**

- I was not taken seriously or believed
- Someone talked to the harasser to ask them to change behaviour but there was no follow up to check this had happened
- My harasser was only approached informally
- I wasn't aware of any action taken in response to my report
- My work station location/role/duties/department were changed in order avoid the harasser
- I was encouraged to 'drop' the issue
- The process for investigating reports was not followed
- My line manager/management treated me worse for bringing it up (e.g denial of promotion/training opportunities, transfer, reassignment to less favourable work, scheduling changes)
- It had a negative impact on my day-to-day work relationships with my peers/colleagues

**18. [Rooted from Q16, answer 'dealt with satisfactorily']. Can you explain why you were satisfied with the process?**

- I was taken seriously and believed
- I felt supported by my colleagues and/or trade union rep
- The process for investigating reports was properly followed
- I was kept informed at each stage
- There was an adverse action taken against the harasser for their behaviour (e.g., demotion, loss of pay, termination)
- The person stopped the behaviour

**19. In response to the experience did you: (please select all that apply)**

- Confide in a friend at work
- Confide in a friend outside of work
- Confide in family/partner
- Confide in a colleague
- Directly challenge the person/people responsible for the discrimination/harassment/victimisation
- Report the incident to your manager
- Report the incident to another manager e.g. Head of Department or line manager of perpetrator

- Report the incident to (or seek advice from) HR without instigating a formal grievance procedure
- Instigate a formal grievance procedure
- Report the incident to a union rep (or seek advice from your rep)
- Seek advice elsewhere (e.g. a helpline, Employee Assistance Programme, a community organisation)
- Tell no one
- Don't know/can't remember
- Prefer not to say

**20. Did the unwanted sexual behaviour have any of the following effects on you:**

- It had a negative impact on my performance at work
- It had a negative impact on my mental health (e.g. made you feel stressed, anxious, depressed)
- It made me feel less confident at work
- It made me feel embarrassed
- It made me want to leave my job
- It had a negative impact on my physical health
- It caused me to have to take time off work
- It caused me to avoid certain work situations (meetings, courses, particular shifts) to avoid the perpetrator
- It caused me to change my role in the company/organisation
- None of these
- Don't know
- Prefer not to say

**21. Have you witnessed any of the following types of unwanted sexual behaviour in your workplace, including at work related social events, meetings and conferences:**

- Unwelcome verbal sexual advances, invitations, propositions and/or the offering of gifts not accompanied by threats or demand Yes more than 12 months ago / Yes within the last 12 months / No / Don't know
- Unwelcome verbal sexual advances, invitations or propositions accompanied by threats or demand. For example, demands for sexual favours in exchange for favourable treatment or opportunities at work, or demands issued as a threat concerning your job Yes more than 12 months ago / Yes within the last 12 months / No / Don't know
- Unwelcome jokes of a sexual nature Yes more than 12 months ago / Yes within the last 12 months / No / Don't know
- Unwelcome questions/comments about your sex life? Yes more than 12 months ago / Yes within the last 12 months / No / Don't know

- Unwelcome comments, sounds or looks/staring of a sexual nature about your body and/or clothes\_Yes more than 12 months ago / Yes within the last 12 months / No / Don't know
- Displays of pornographic images, drawings, images or objects in the workplace Yes more than 12 months ago / Yes within the last 12 months / No / Don't know
- Receiving unwanted emails with material of a sexual nature Yes more than 12 months ago / Yes within the last 12 months / No / Don't know
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- Any other form of unwanted touching of a sexual nature (e.g., placing hand on lower back or knee, attempts to kiss) Yes more than 12 months ago / Yes within the last 12 months / No / Don't know
- Other, highly sexualised unwanted touching (e.g., of the breasts, buttocks or genitals) Yes more than 12 months ago / Yes within the last 12 months / No / Don't know
- Sexual assault or rape Yes more than 12 months ago / Yes within the last 12 months / No / Don't know

All of these examples come within the definition of sexual harassment. In the following questions, please think about the most recent incident/s as you answer.

#### **22. Was the sexual harassment you witnessed:**

- A single incident
- Part of a pattern of incidents which occurred more than once
- Other (please specify)

#### **23. Was the perpetrator:**

- Female
- Male
- Do not know the identity of the person/people
- The people responsible were both male and female

#### **24. Was the perpetrator:**

- A direct manager or someone else with authority over the individual being harassed such as a regional manager
- A colleague
- A junior colleague
- Another manager
- Somebody not employed by [the employer] e.g. member, contractor or other third party (for example a customer or audience member)



- Someone else
- Not sure
- Prefer not to say

**25. Which one of the following statements comes closest to your experience? (please select all that apply)**

- I challenged the sexual harassment
- I did not challenge the sexual harassment
- I spoke to the person/people being targeted
- I reported the sexual harassment to my employer, and it was taken seriously and dealt with satisfactorily
- I reported the sexual harassment to my employer, but it was not dealt with satisfactorily (please provide further details)
- I did not report
- I reported it to my trade union rep or my trade union
- I contacted a third-party organisation e.g. a charity working on sexual harassment
- I spoke to a friend or colleague about it informally
- Don't know / can't remember
- Prefer not to say

**26. [Rooted from Q 25] Thinking about why you didn't report/challenge the sexual harassment, which of the following statements comes closest to your experience? (only ask to those who did not report/challenge) – you may choose multiple answers**

- Did not know how to report
- Was unaware that I could report as a witness
- Did not see it as my responsibility to report
- I did not think I would be believed (lack of evidence)
- I did not think I would be believed (they would choose to believe the harasser and not me)
- I did not think I would be taken seriously
- I did not want anyone else to know
- I did not trust the complaints and resolution process

- I was put off reporting by the way previous reports (yours or someone else's) were handled
- I did not want to revisit the incident (e.g. in hearings, or tribunal)
- I thought it might hurt my career
- I thought I would be treated worse by my manager (victimisation)
- I thought reporting would have a negative impact on my day-to-day work relationships with my peers/colleagues
- I did not think anything would be done
- I thought the person who did it would get away with it
- I was fearful of retaliation by the harasser
- I feared losing my job
- The harasser is in a powerful position in my organisation
- Felt I would be betraying confidentiality if I reported
- Other [text box]

**27. [Rooted from Q 25] If you reported it to your employer, were you satisfied with the response and process that followed?**

- Yes
- No
- If no, why not? [Text box]

**28. Do you know that [the employer] has a policy on sexual harassment?**

- Yes
- No

**29. If yes, do you know how to access the policy if you need to?**

- Yes
- No

**30. Was the policy mentioned in your induction process when you started your job?**

- Yes
- No
- Don't know

**31. What could [insert employer] do to make it easier for you to report or challenge sexual harassment?**

[text box]

**32. What other steps would you like to see [the employer] take to work to eliminate sexual harassment?**

[text box]

**33. Now thinking more broadly about the general environment at work, have you experienced any of the following: (please select all that apply)**

- Excessive scrutiny or criticism at work
- Being talked over by others in meetings, events or work-related social activities
- Being shouted at or humiliated
- Being excluded from meetings, events or work-related social activities
- Being talked down to
- Being singled out for unfair treatment
- Denied training or promotion opportunities
- Being subject to unwanted jokes or 'banter'

## **About you**

### **Ethnic group**

BLACK AND ETHNIC MINORITY

African Caribbean ☐

African ☐

Asian ☐

Other ☐

WHITE ☐

### **SEX**

Female ☐

Male ☐

Other .....

Prefer not to say ☐

**GENDER IDENTITY Is your present gender different from that to which you were assigned at birth?**

No

Yes

Prefer not to say

## DISABILITY

Do you define yourself as disabled? Yes ☐ No ☐

## SEXUAL ORIENTATION

Do you define yourself as

Bisexual ☐

Heterosexual ☐

Gay ☐

Gay Woman/Lesbian ☐

Other .....

## AGE

Under 26 " 26–35 " 36–45 " 46–55 " 56–65 " 65+ " Prefer not to say "