

PEOPLE MATTER SURVEY

SEXUAL HARASSMENT MODULE



In addition to the core People Matter Survey, your organisation has chosen to include a question module this year which asks about whether you have experienced any behaviours that may constitute **sexual harassment**. This module will assist your organisation to understand your employees' experiences of harassment in the workplace.



1. In the last year, have you experienced any of the following behaviours in your organisation? **[Select all that apply]**

Sexually suggestive comments or jokes that made you feel offended (in either a group or one on one situation)	<input type="checkbox"/>	1
Intrusive questions about your private life or comments about your physical appearance	<input type="checkbox"/>	2
Unwelcome touching, hugging, cornering or kissing	<input type="checkbox"/>	3
Inappropriate physical contact (including momentary or brief physical contact)	<input type="checkbox"/>	4
Repeated or inappropriate invitations to go out on dates	<input type="checkbox"/>	5
Sexual gestures, indecent exposure or inappropriate display of the body	<input type="checkbox"/>	6
Any other unwelcome conduct of a sexual nature	<input type="checkbox"/>	7
Repeated or inappropriate advances on email, social networking websites or internet chat rooms by a work colleague	<input type="checkbox"/>	8
Sexually explicit email or SMS message	<input type="checkbox"/>	9
Request or pressure for sex or other sexual act	<input type="checkbox"/>	10
Sexually explicit pictures, posters or gifts that made you feel offended	<input type="checkbox"/>	11
Sexually explicit posts or messages on social media (including Facebook, Snapchat, Instagram etc)	<input type="checkbox"/>	12
Inappropriate staring or leering that made you feel intimidated	<input type="checkbox"/>	13
No, I have not experienced any of the above behaviours <i>[Exit module]</i>	<input type="checkbox"/>	14

2. On a scale of 1 to 5, overall how intimidated did the behaviour(s) make you feel?

	Not intimidated at all				Extremely intimidated
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	1	2	3	4	5

3. On a scale of 1 to 5, overall how offended did the behaviour(s) make you feel?

	Not offended at all				Extremely offended
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	1	2	3	4	5

4. Which of the following best describes the person who behaved in that way? **[Select all that apply]**

- | | | |
|---------------------------------------|--------------------------|---|
| Colleague | <input type="checkbox"/> | 1 |
| Group of colleagues | <input type="checkbox"/> | 2 |
| My immediate manager or supervisor | <input type="checkbox"/> | 3 |
| A more senior manager than my manager | <input type="checkbox"/> | 4 |
| Someone I supervise or manage | <input type="checkbox"/> | 5 |
| Client/customer/patient/stakeholder | <input type="checkbox"/> | 6 |
| Member of the public | <input type="checkbox"/> | 7 |

5. When the harassment happened to you, did you respond in any of the following ways?
[Select all that apply]

- | | | |
|---|--------------------------|----|
| Tried to laugh it off or forget about it | <input type="checkbox"/> | 1 |
| Pretended it didn't bother you | <input type="checkbox"/> | 2 |
| Avoided the person(s) by staying away from them | <input type="checkbox"/> | 3 |
| Told the person the behaviour was not OK | <input type="checkbox"/> | 4 |
| Avoided locations where the behaviour might occur | <input type="checkbox"/> | 5 |
| Took time off work | <input type="checkbox"/> | 6 |
| Sought a transfer to another role/location/roster | <input type="checkbox"/> | 7 |
| Told someone else about what happened | <input type="checkbox"/> | 8 |
| Submitted a formal complaint <i>[Go to Q.7]</i> | <input type="checkbox"/> | 9 |
| Other | <input type="checkbox"/> | 10 |

[If respondents answer option 9, they should then skip Q6 and go to Q7. If respondents answer anything else other than option 9, they should go to Q6 which would be the final question in this module for this group of respondents]

6. Please tell us why you did not submit a formal complaint **[Select all that apply]**

I believed there would be negative consequences for my reputation [e.g. that I would be blamed or not believed or thought to be over-reacting]	<input type="checkbox"/>	1
I believed there would be negative consequences for my career [e.g. opportunities for promotion, risk of being fired]	<input type="checkbox"/>	2
I didn't think it would make a difference	<input type="checkbox"/>	3
I believed there would be negative consequences for the person I was going to complain about	<input type="checkbox"/>	4
I didn't need to because I made the harassment stop	<input type="checkbox"/>	5
I didn't need to because I no longer had contact with the harasser(s)	<input type="checkbox"/>	6
I didn't know who to talk to or how to make a complaint	<input type="checkbox"/>	7
I was advised not to by a colleague or colleagues	<input type="checkbox"/>	8
I was advised not to by family or friend(s)	<input type="checkbox"/>	9
Other	<input type="checkbox"/>	10

	Yes	No	Not sure
7. Were you satisfied with the way your formal complaint was handled?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Note: If you would like further advice or assistance with any of the issues raised in this survey, please contact any of the following services:

Women's Information & Referral Exchange (WIRE)

If you would like to speak to someone female, WIRE can give you support, information and referrals to other services.

Phone » 1300 134 130 (Mon-Fri 9am-5pm)

Web » www.wire.org.au

Men's Referral Service

If you would like want to speak to someone male, this is an anonymous and confidential service run by guys.

Phone » 1800 065 973 (freecall Victoria) 9428 2899 (Mon-Fri 12pm-9pm)

Web » www.mrs.org.au

CASAs (Centres Against Sexual Assault)

Counselling, support and information for victims of sexual assault.

Phone » 1800 806 292 (24 hours, 7 days)

Web » www.casa.org.au