



SAMPLE  
BENCHMARK REPORT  
SEXUAL HARASSMENT  
MODULE  
PEOPLE MATTER SURVEY  
2016

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ORGANISATION

VPSC

Victorian Public Sector Commission

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## Introduction

This report provides comparative survey data for **sexual harassment** survey module.

The comparative results can highlight areas for improvement and action and can provide realistic targets for future performance. The data can also be used to communicate why actions are needed.

## How to use the information in this report

1. You can discuss your results with your management team to identify strengths and any areas to investigate further or improve.
2. Prioritise one or two areas to respond to. It is important that employees see that their voice has been heard.

## Important information

- Your comparator group in this report may be different to the one in the report for the core survey or other modules. See page 3 for the comparator group used in this report.
- All percentages are of all respondents, unless stated otherwise.
- All percentages have been rounded to whole numbers.
- The colours used to show your results reflect the nature of the question asked. For example, 'yes' can be red (if negative) or green (if positive). Therefore, it is important to check the scale descriptions provided.
- To protect anonymity, opinion question results for demographic groups such as gender, occupation etc. are not shown where there are fewer than 10 survey responses for the group.

Please contact [people.matter@vpsc.vic.gov.au](mailto:people.matter@vpsc.vic.gov.au) for further information or to provide feedback.

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## Comparator group

The survey modules are optional for certain public sector organisations. This means that the comparator groups for individual modules may be different than those for the core survey and for other modules.

The comparative data in this report is based on the survey results of the following organisations:

Organisation 1

Organisation 2

Organisation 3

Organisation 4

Organisation 5

Organisation 6

Organisation 7

The composition of your comparator group may change from year to year, due to survey participation.

## Response rate

Your results reflect the views and experiences of **x** of the employees invited to participate (a **x%** response rate).

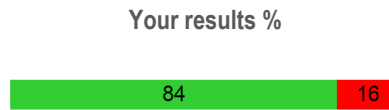
The higher your response rate the more likely it is the results reflect the views and experiences of your workforce.

# Incidence and nature of sexual harassment

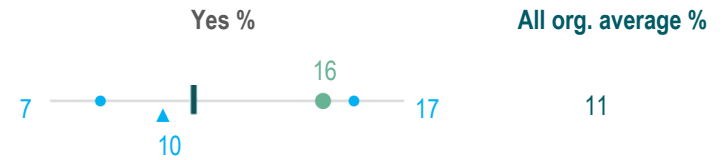
■ No ■ Yes

## Incidence

Experienced behaviours that may constitute sexual harassment in the last year?

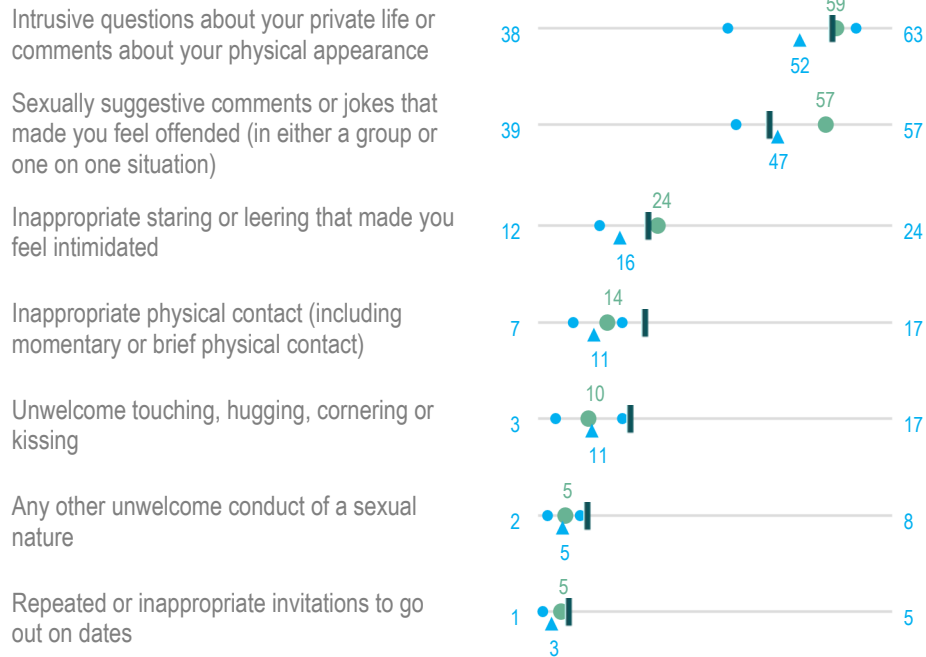


● You ▲ Group average ● Highest & lowest in group | All org. average

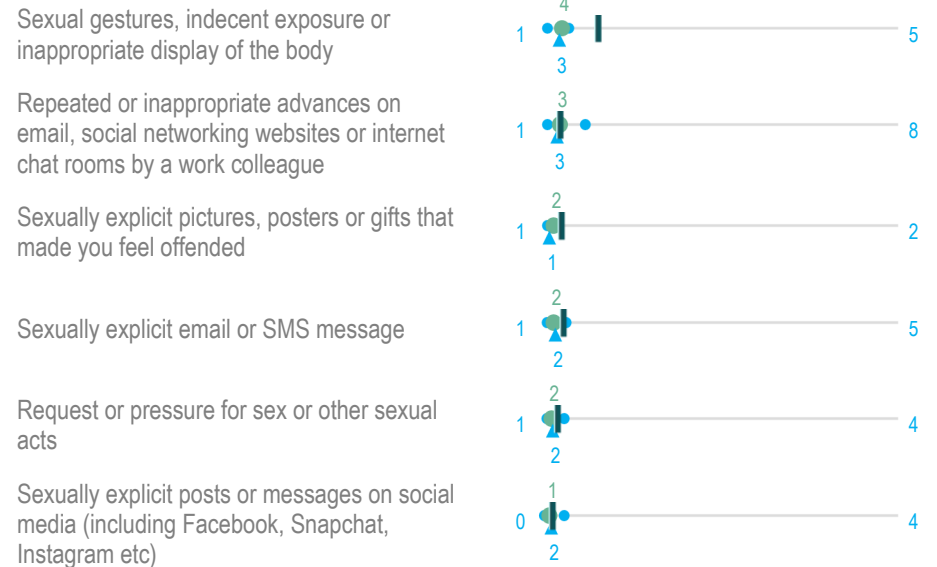


## Breakdown of behaviours experienced (a respondent could select all that applied)

% of those who experienced behaviours consistent with sexual harassment



% of those who experienced behaviours consistent with sexual harassment



# Impact and perpetrator of sexual harassment

5 (Extremely intimidated/offended) 4 3 2 1 (Not intimidated/offended at all)

## Intimidation

On a scale of 1 to 5, overall how intimidated did the behaviour/s make you feel



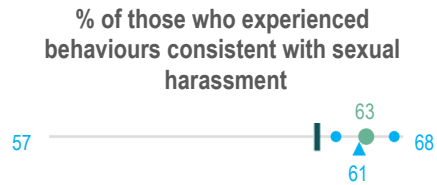
## Offence

On a scale of 1 to 5, overall how offended did the behaviour/s make you feel



## Perpetrators

Colleague



Group of colleagues



A more senior manager than my manager



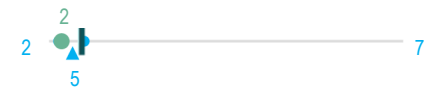
My immediate manager or supervisor



Client/customer/patient/stakeholder



Someone I supervise or manage



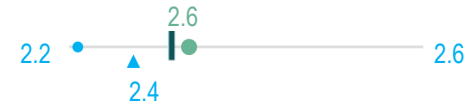
Member of the public



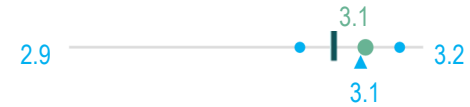
● You ▲ Group average ● Highest & lowest in group | All org. average

Average impact level

All org. average %



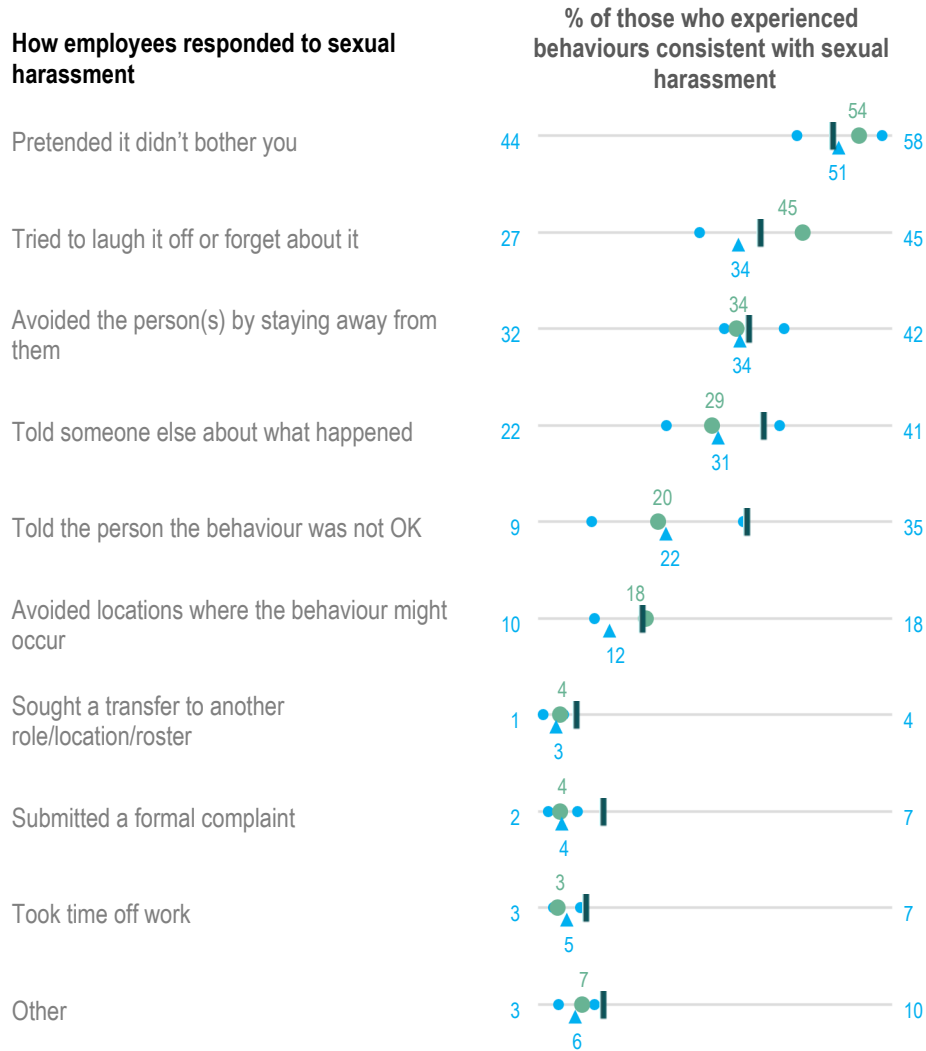
2.5



3.0

# How employees responded to sexual harassment

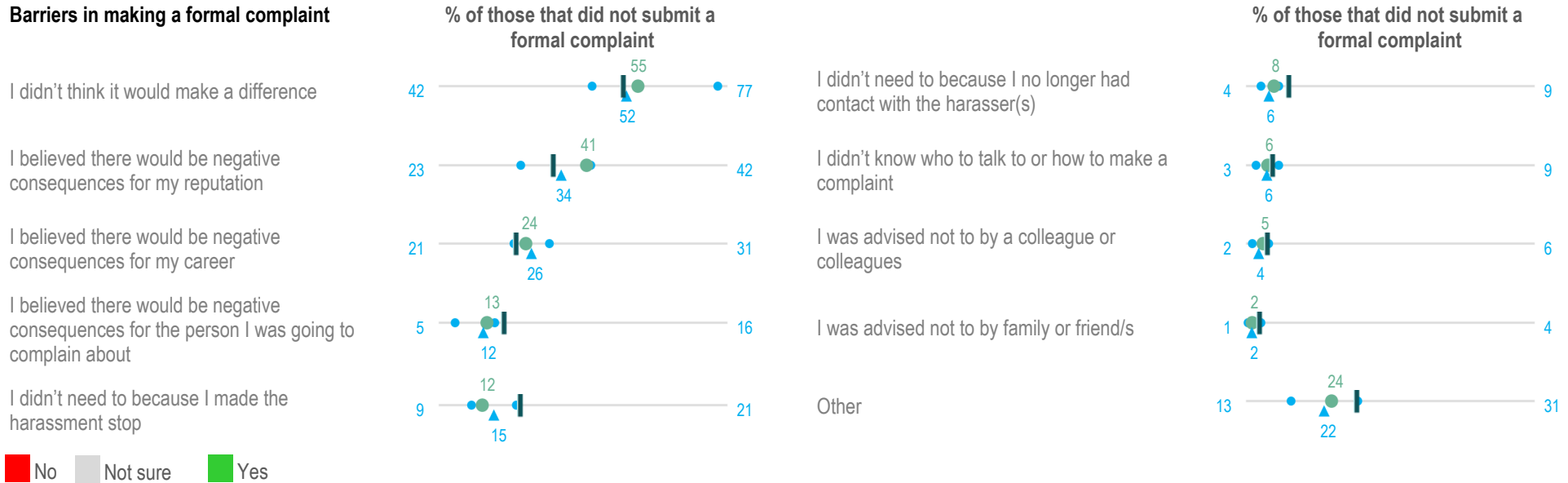
● You ▲ Group average ● Highest & lowest in group | All org. average



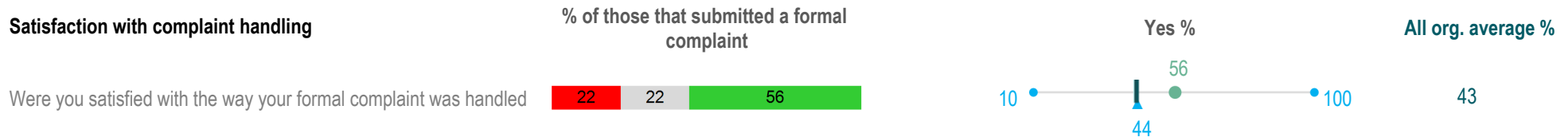
# Formal complaints on sexual harassment: Barriers and satisfaction

● You ▲ Group average ● Highest & lowest in group | All org. average

## Barriers in making a formal complaint



## Satisfaction with complaint handling



# Incidence of sexual harassment by demographic group

● You ▲ Group average ● Highest & lowest in group | All org. average

% who experienced behaviours consistent with sexual harassment

% who experienced behaviours consistent with sexual harassment

