

Appendix B: Sexual Harassment Telephone Survey Questionnaire

Questionnaire – Screening for Incidence

Good morning, afternoon, evening my name is from the Gallup Organization. We are conducting a social survey on behalf of the Federal Human Rights and Equal Opportunity Commission and would be grateful for a few minutes of your time.

S1. Firstly are you aged between 18 and 64? IF YES CONTINUE IF NO ASK FOR SOMEONE IN HH WHO IS IN THIS AGE GROUP

S2. Record Gender

Male 1 Female 2

This is an important study of the prevalence and impact of sexual harassment. First I would like to read the definition of Sexual harassment. It is an unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which makes a person feel offended, humiliated or intimidated, and where that reaction is reasonable in the circumstances.

Q1.* Have you ever personally experienced sexual harassment?

Yes 1 Continue

No 2 Thank and terminate

Q2. Where was that sexual harassment experienced? READ LIST (IF PERSON STATES THEY HAD MULTIPLE EXPERIENCES ASK THEM ABOUT THE MOST RECENT EXPERIENCE)

At your work / in the workplace / in employment by co-workers,
your employer, boss or supervisor 1

At your work by people other than those just mentioned 2

In the provision of goods or services for example as a customer 3 Go to Q22

In an educational institution (school, TAFE, university) 4 Go to Q22

Elsewhere - please specify 5 Go to Q22

Q3. Hold

Q4. When did this harassment start? READ LIST IF REQUIRED

Less than 1 year ago 1 continue

Between 1 to 2 years ago 2 continue

Between 2 to 3 years ago 3 continue

Between 3 to 4 years ago 4 continue

Between 4 to 5 years ago 5 continue

More than 5 years ago 6 Go to Q22

If answer to Question 2 was Code 1 or 2 AND answer to Question 4 was Code 1, 2, 3, 4 or 5 continue. All other go to Q22.

Q5a. Out of the following how would you describe the harassment? Please answer Yes or No to each one. RANDOMISE LIST ORDER AND NOTE APPROPRIATELY YES OR NO FOR EACH ACTION

NOTE FOR TABS PURPOSES ONLY		Yes	No	Most concerned
A. Unwanted sexual attention	Unwelcome touching, hugging, cornering or kissing	1	2	1
B. Crude/offensive behaviour	Staring or leering	1	2	2
C. Crude/offensive behaviour	Suggestive comments or jokes	1	2	3
D. Crude/offensive behaviour	Sexually explicit pictures or posters	1	2	4
E. Unwanted sexual attention	Unwanted invitations to go out on dates	1	2	5
F. Sexual coercion	Requests or pressure for sex	1	2	6
G. Unwanted sexual attention	Intrusive questions about your private life or body	1	2	7
H. Unwanted sexual attention	Unnecessary familiarity, such as deliberately brushing up against you	1	2	8
I. Sexist behaviours	Insults or taunts based on your sex	1	2	9
J. Crude/offensive behaviour	Sexually explicit emails or SMS messages	1	2	10
K. Sexual assault	Sexually explicit physical contact	1	2	11
L. Sexual assault	Actual or attempted rape or assault			
M.	Something Else (specify)			

Q5b.* Overall how offended did the harassment make you feel? 1 means not offended at all and 5 means extremely offended.

Not offended at all		Extremely offended			Don't Know
1	2	3	4	5	6

Q5c.* Overall how intimidated did the harassment make you feel? 1 means not intimidated at all and 5 means extremely intimidated.

Not intimidated at all		Extremely intimidated			Don't Know
1	2	3	4	5	6

Q5d.* Do you know if this happened to anyone else in that same place of work?

Yes	1	Continue
No	2	Go to Q6

Q5e.* Would you say that, in your workplace at that time, that this type of behaviour was very rare, rare, occurred sometimes or common?

Very rare	1
Rare	2
Occurred sometimes	3
Common	4

Q6. How long did the harassment go on for?

It was a one off	1
Less than 1 month	2
1 to 3 months	3
4 to 6 months	4
7 to 12 months	5
More than one year	6
Other, please specify	7

Q7. Did you formally report or make a complaint about the harassment to anyone?

If yes was it to READ LIST MULTIPLE RESPONSE

Manager/supervisor at work	01	Go to Q9
Employer/boss	02	Go to Q9
Human Resources manager or equivalent at work	03	Go to Q9
Equity Officer/Sexual Harassment Contact Officer/ Harassment Contact Officer	04	Go to Q9
Co-worker	05	Go to Q9
The person harassing you	06	Go to Q9
A union or employee representative	07	Go to Q9
A lawyer	08	Go to Q9
Federal Human Rights and Equal Opportunity Commission or to a state or territory anti-discrimination agency	10	Go to Q9
Other than the above, please specify	11	Go to Q9
Didn't report or make a complaint	12	Go to Q8

Q8. Why did you not report or make a complaint?

DO NOT READ LIST PROBE FULLY

Too scared/frightened	1
Easier to just keep quiet	2
Thought would not be believed	3
Person too senior	4
Process would be embarrassing	5
Process would be difficult	
Would not change things	6
People would treat me like I was the wrong doer	7
Afraid of getting fired	8
Don't trust the people I could complain to	9
My husband/partner told me not to do anything	10
Damage to my reputation	11
Didn't think it was serious enough	12
Didn't want to hurt the person who bothered me	13
Did not think anything would be done	14
Took care of problem myself	15
Other specify	16

ALL IN Q8 GO TO Q12

Q9. What were the results to either yourself or the harasser as an outcome of your complaint? PROBE FULLY MULTIPLE RESPONSE

The harasser was disciplined (specify if possible)	3
The harasser was transferred or changed shifts	4
The harasser resigned	5
The harasser was dismissed	6
The harasser apologised	7
The harasser paid you compensation (specify how much if possible)	8
Your employer apologised for allowing the harassment	9
Your employer paid you compensation for allowing the harassment (specify how much if possible)	10
Your employer made changes to the workplace to prevent sexual harassment in the future	11

Your employer provided you with a reference	12
You were disciplined (specify if possible)	13
You were transferred or changed shifts	14
You resigned	15
You were dismissed	16
Other (Specify)	

Q10. What was the time period between when the harassment began and when you reported it?

Immediately/same day/next working day	1
Less than 1 month	2
1 to 3 months	3
4 to 6 months	4
Other, please specify	5

Q11. How was your complaint finalised, that is was it finalised... READ LIST

Between your boss and yourself	1
Between your employer and yourself	2
With your union's involvement	3
With the involvement of the Federal Human Rights and Equal Opportunity Commission, or state or territory anti-discrimination agency	4
By your legal representative/lawyer	5
In Court	6
Other (specify)	7
Not finalised yet	8

Q12. Was the harasser male or female?

Male	1
Female	2

Q13. About how old was the harasser?

15 -20 years	1
21-30 years	2
31-40 years	3
41-50 years	4
51-64 years	5
64+	6

Q14. What was the harasser's relationship to you? READ LIST IF REQUIRED

Supervisor/manager	1
Boss/employer	2
Co-worker	3
Other, (specify)	4

Q15. Hold

Now I would like you to think specifically about your workplace when the sexual harassment took place

Q16. How many employees would there have been at your employer – in total not just at your workplace? (READ LIST)

Small (less than 25 employees)	1
Medium-sized (26 to 100 employees)	2
Large (more than 100 employees)	3

Q17a. At the time of the harassment were you working full-time or part-time?

Full-time	1
Part-time	2

Q17b. And was that as a (READ LIST) permanent, casual or temporary employee?

Permanent	1
Casual	2
Temporary	3

Q18. At the time of the harassment how long had you been working for this employer?

Less than 3 months	1
More than three months but less than 12 months	2
More than 12 months but less than 3 years	3
3 or more years	4

Q19. What was the industry you were working in at the time the harassment took place?

Agriculture, Forestry and Fishing	1
Mining	2
Manufacturing	3
Electricity, Gas and Water Supply	4
Construction	5
Wholesale Trade	6
Retail Trade	7
Accommodation, Cafes and Restaurants	8
Transport and Storage	9
Communication Services	10
Finance and Insurance	11
Property and Business Services	12
Government Administration and Defence	13
Education	14
Health and Community Services	15
Cultural and Recreational Services	16
Personal and other Services	17
If unsure write in	18

Q20. What was your occupation at the time the harassment occurred? (INTERVIEWER NOTE: CHECK CATEGORY BELOW WHICH BEST DESCRIBES RESPONDENT'S OCCUPATION) (If necessary, read 01-12)

<u>Professional Worker</u> --lawyer, doctor, scientist, teacher, engineer, nurse, accountant, investment banker, stock brokerage marketing, musician	1
<u>Manager, Executive or Official</u> --in a business, government agency, or other organisation	2
<u>Business Owner</u> --such as a store, factory, plumbing contractor, etc.	3
<u>Clerical or Office Worker</u> --in business, government agency, or other type of organisation--such as a typist, secretary, postal clerk, telephone operator, computer operator, data entry, bank clerk, etc.	4
<u>Sales worker</u> --clerk in a store, door-to-door salesperson, sales associate	5
<u>Manufacturer's Representative</u> - outside sales person, sales representative	6
<u>Service Worker</u> --policeman/woman, fireman, waiter or waitress, maid, nurse's aide, attendant, barber or beautician, fast-food	7
<u>Skilled Tradesman</u> --printer, baker, tailor, electrician, machinist, linesman, railroad engineer, plumber, or does mechanical work such as garage mechanic, carpenter, etc.	8
<u>Semi-skilled Worker</u> --operates a machine in a factory, is an assembly line worker in a factory, drives a truck, taxi cab, or bus, etc.	9
<u>Unskilled/Labourer/Elementary Occupations</u> --plumber's helper, construction labourer, longshoreman, sanitation worker, maintenance, housekeeping, or other physical work	10
<u>Technology Professional</u> – web designer, network administrator, systems engineer, programmer, systems analyst, Internet, IT	11
<u>Agriculture and Fishery Workers</u>	12
Home Duties	13
Retired/Pensioner	14
Student	15
Other (list)	16
Don't Know	17
Refused	18

ASK IF YES AT Q7 (ie CODES 1 to 11)

Q21. Overall on a scale of 1 to 5 where 5 is very satisfied and 1 is not at all satisfied, how would you rate the total process of dealing with your sexual harassment complaint?

Not at all satisfied		Very satisfied		Don't Know	
1	2	3	4	5	6

ASK ALL

Q22. Have you witnessed sexual harassment in your workplace in the last five years?

Yes	1	Continue
No	2	Go to Q27
Don't Know	3	Go to Q27

Q23. Did you take any of the following actions after witnessing this? (Ask each one and get a Yes/No response for each)

	Yes	No	Don't Know
Confront the harasser	1	2	3
Report the harassment to your employer	1	2	3
Talk/Listen to the victim	1	2	3
Offer advice to the victim	1	2	3
Take any other action (specify)	1	2	3
Take no action	1	2	3

Now just a few questions about your current situation...

Q24. What is the main language spoken at home?

English	1
Italian	2
Greek	3
Cantonese	4
Mandarin	5
Arabic	6
Vietnamese	7
Other (specify)	8

Q25. Are you of Aboriginal or Torres Strait Islander descent?

Yes	1
No	2

Q26. Are you currently employed?

Full-time	1
Part-time	2
Don't Know	3
Refused	4

Q27. What is your total annual HOUSEHOLD income from all sources before taxes? Is it over or under \$25,000?

(If "Under", ask:)	Is it over or under \$15,000?	1
(If "Over", ask:)	Is it over or under \$25,000?	2
(If "Over", ask:)	Is it over or under \$35,000?	3
(If "Over", ask:)	Is it over or under \$45,000?	4
(If "Over", ask:)	Is it over or under \$55,000?	5
(If "Over", ask:)	Is it over or under \$75,000?	6
(If "Over", ask:)	Is it over or under \$100,000?	7
(If "Over", ask:)	Is it over or under \$150,000?	8
(If "Over", ask:)	Is it over or under \$200,000?	9
Over \$200,000		10
Don't Know		11
Refused		12

Please could you tell me what age you are? (Code actual age)

99	Refused
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RECORD POSTCODE FROM PHONE FILE

* Question added after pilot of 182 interviews.