

Workplace harassment survey

Please leave your name off this form. Answers are read only as group totals. This form cannot start an investigation: to report something, use the channels in our harassment policy.

Site _____ Date _____

For each statement, tick one box from 1 (strongly disagree) to 5 (strongly agree).

1 In the last 12 months, has anyone at work done any of these to you? (tick all that apply)

- ☐ Slurs or identity jokes ☐ Remarks on my body ☐ Lewd texts or images ☐ Unwanted touching
☐ Repeated advances ☐ Threats ☐ None of these

2 In the last 12 months, have you seen any of these happen to a colleague?

- ☐ Yes, more than once ☐ Yes, once ☐ No ☐ Not sure

3 If any of these happened to you, what did you do?

- ☐ Formal report ☐ Told a manager ☐ Told a colleague ☐ Told no one ☐ Not applicable

STATEMENT	STRONGLY DISAGREE					STRONGLY AGREE				
4 I know how to report harassment here.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
5 Reporting would not harm my career here.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
6 A report would be kept confidential here.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
7 Managers act quickly on concerns raised.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
8 My team speaks up when a remark goes too far.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
9 Everyone here is treated with respect.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
10 I feel safe from harassment by customers.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5

11 If you had a concern, what would make you more likely to speak up about it?

12 What is one change that would make this a more respectful place to work?

Optional questions (1 of 3)

Add any of these to the core questions. Keep the numbering running on from page one.

After a report (only if you reported something)

13 Who did you report it to first?

- ☐ HR ☐ My manager ☐ Another manager ☐ Hotline or web form ☐ Union or staff rep

14 After you reported, were you treated worse by anyone at work?

- ☐ No ☐ Yes, a little ☐ Yes, a lot ☐ Not sure

STATEMENT	STRONGLY DISAGREE			STRONGLY AGREE	
15 The person I told took my concern seriously.	1	2	3	4	5
16 I was kept up to date on what happened next.	1	2	3	4	5
17 Overall, my report was handled well.	1	2	3	4	5

Training and policy

18 When did you last take harassment prevention training here?

- ☐ In the last year ☐ 1 to 2 years ago ☐ Over 2 years ago ☐ Never

STATEMENT	STRONGLY DISAGREE			STRONGLY AGREE	
19 Training taught me what to do as a bystander.	1	2	3	4	5
20 I can find our harassment policy quickly.	1	2	3	4	5
21 What should the next training session cover?					

Bullying and incivility

22 In the last 6 months, how often has someone at work shouted at you?

- ☐ Never ☐ Once or twice ☐ About monthly ☐ Weekly or more

23 How often have you been left out of meetings or messages you needed?

- ☐ Never ☐ Once or twice ☐ About monthly ☐ Weekly or more

24 How often has someone belittled your work in front of others?

- ☐ Never ☐ Once or twice ☐ About monthly ☐ Weekly or more

Optional questions (2 of 3)

Add any of these to the core questions. Keep the numbering running on from page one.

Bullying and incivility (continued)

25 How often has a colleague held back information you needed to do your job?

☐ Never ☐ Once or twice ☐ About monthly ☐ Weekly or more

STATEMENT	STRONGLY DISAGREE				STRONGLY AGREE
26 Our disagreements stay about work, not people.	☐	☐	☐	☐	☐

About you (optional)

27 How long have you worked here?

☐ Under 1 year ☐ 1 to 3 years ☐ 4 to 10 years ☐ Over 10 years ☐ Prefer not to say

28 Which best describes your role?

☐ Staff member ☐ Team lead or supervisor ☐ Manager or above ☐ Prefer not to say

29 Where do you mostly work?

☐ On site ☐ Hybrid ☐ Remote ☐ Prefer not to say

30 How do you describe your gender?

☐ Woman ☐ Man ☐ In another way ☐ Prefer not to say

Knowledge check after training (answers below)

31 Can a single offensive joke be illegal harassment on its own?

☐ Yes, every time ☐ Only if it is extremely serious ☐ No, never

32 Who can harass an employee at work?

☐ Only a manager ☐ Managers and coworkers only ☐ Anyone, including customers

33 Does harassment law apply to video calls and work chat?

☐ Yes, remote work counts ☐ No, only the workplace ☐ Only during office hours

Thank you. Your answers are anonymous.

poll-maker.com/workplace-harassment

Optional questions (3 of 3)

Add any of these to the core questions. Keep the numbering running on from page one.

Knowledge check after training (answers below) (continued)

34 Who can be the target of sexual harassment?

- ☐ Only women ☐ Anyone, whatever their sex ☐ Only junior staff

35 You report harassment, and the next week your shifts are cut. What is that?

- ☐ A normal rota change ☐ Retaliation, also illegal ☐ Fine if the report fails

36 You and your manager clash over deadlines. Is that harassment under the law?

- ☐ Yes, always ☐ Not on its own ☐ Only if it is in writing

37 Must someone lose pay or their job before harassment is illegal?

- ☐ Yes ☐ No

38 A coworker's comments make you uncomfortable. What is a good first step?

- ☐ Say nothing and wait ☐ Say it is unwelcome, or report it ☐ Warn others on social media

Thank you. Your answers are anonymous.

poll-maker.com/workplace-harassment