

# Harassment climate results

Site \_\_\_\_\_ Date \_\_\_\_\_ Number of answers \_\_\_\_\_

Tally how many employees ticked each box. Percent agree = (number of 4s + number of 5s) divided by the total, times 100.

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

## If any of these happened to you, what did you do

| FORMAL REPORT | TOLD A MANAGER | TOLD A COLLEAGUE | TOLD NO ONE | NOT APPLICABLE |
|---------------|----------------|------------------|-------------|----------------|
|               |                |                  |             |                |

### Strengths

The two statements with the highest percent agree.

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### Where to act first

The two statements with the lowest percent agree.

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### What the open answers say

Sort the comments into three or four themes.

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### You said, we will

What staff told you, and the two changes that come next.

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