



Violence, Bullying & Harassment Survey

This survey was developed by the CUPE BC Occupational Health and Safety Committee along with staff at the Regional Office. Your OH&S Committee and its members have been made aware of incidents of violence, bullying and harassment occurring at workplaces across the Province. In order to look at ways of addressing the issue, the Committee determined that the first step was to consult with CUPE members across the Province.

Thank you for taking the time to complete this survey. The survey will take approximately 5 minutes to complete.

A. Tell us about yourself

1. What sector do you work in?

- Airlines Museum
- Colleges Recreation
- Health Social Services
- K - 12 Transportation
- Libraries Universities
- Municipal Other
- Regional District

2. Your union Local number

Name of your union Local

3. Job title

4. Age _____ years

5. Gender

- Male
- Female
- Transgendered

6. Years of work experience in current position (rounded to nearest year)

_____ years

7. Which of the following best describes you?

- a. Elected union officer
- b. Member of joint health and safety committee
- c. Union activist
- d. Rank and file member

8. Does your worksite have a joint health and safety committee?

- Yes
- No
- Don't know

9. If you are interested in having a copy of the report prepared from this survey sent to you, please write your email address here:

(This is entirely optional and all addresses will be kept in the strictest confidence.)

B. Violence (in general)

1. Have you had a personal experience with violence in your workplace:

- In the past 3 months
- In the past 6 months
- In the past 12 months
- In the past 2 years
- No *(Skip ahead to question B6)*

2. If yes, did the experience with violence involve *(Select one only)*:

- Interactions with a client, patient or student in the regular course of your job
- Interactions with management
- Interactions with co-worker(s)
- Interactions with a member(s) of the public

3. Did the incident involve a report being made to WorkSafe BC?

- Yes
- No
- Don't know

4. Did the incident involve informal reporting and/or discussions with other staff?

- Yes
- No
- Don't know

5. Did the incident involve injury, or require either First Aid or other medical intervention?

- Yes
- No
- Don't know

6. Are you aware of violent incidents involving others in your workplace over the past year?

- Yes
- No

7. If yes, was the incident reported to the supervisor?

- Yes
- No
- Don't know

8. If yes, was a "risk assessment" carried out?

- Yes
- No
- Don't know

9. Did the incident lead to a charge being laid, or to any disciplinary proceedings?

- Yes
- No
- Don't know

10. Does your employer have a policy about violence in the workplace?

- Yes
- No
- Don't know

11. If yes, have efforts been made to publicize this policy at work?

- Yes
- No
- Don't know

12. Have workers within your bargaining unit had any training on violence in the workplace within the past 12 months?

- Yes
- No
- Don't know

Please turn over...

The easiest way to do this survey is online! It's quick, easy, and confidential. Go to www.cupe.bc.ca and click on the OH&S Committee listing under Committees. The survey button and link is under the list of committee members in the right hand column. You can also download a pdf to print, complete in hard copy and mail to:

Vanessa Wolff, National OH&S Representative
Canadian Union of Public Employees, Suite 500, 4940 Canada Way
Burnaby, B.C. V5G 4T3 or fax it to: 604-291-6248, Attention: Vanessa Wolff

C. Bullying (defined as acts or verbal comments that hurt or isolate a person in the workplace)

1. Have you had a personal experience with bullying in your workplace:

- In the past 3 months
- In the past 6 months
- In the past 12 months
- In the past 2 years
- No (Skip ahead to question C8)

2. If yes, did you report the bullying incident to your employer?

- Yes No

3. To your union Local?

- Yes No

4. Was a formal investigation conducted into the incident?

- Yes No
- Don't know

5. Did the incident lead to any disciplinary proceedings?

- Yes No
- Don't know

6. Were you personally satisfied with the outcome of this process?

- Yes No
- Unsure

7. Did the incident involve a report being made to WorkSafe BC?

- Yes No
- Don't know

8. Does your employer have an explicit policy about the need for respectful workplace conduct, or to address the problem of bullying in the workplace?

- Yes No
- Don't know

9. If yes, have efforts been made to publicize this policy at work?

- Yes No
- Don't know

10. Have workers within your workplace had any training on workplace bullying within the past 12 months?

- Yes No
- Don't know

D. Harassment (defined as any improper and unwelcome conduct or comment by a person which offends, humiliates or degrades another person)

1. Have you had a personal experience with harassment in your workplace:

- In the past 3 months
- In the past 6 months
- In the past 12 months
- In the past 2 years
- No (Skip ahead to question D8)

2. If yes, did you report the harassment to your employer?

- Yes No

3. To your union Local?

- Yes No

4. Was a formal investigation conducted into the incident?

- Yes No
- Don't know

5. Did the incident lead to any disciplinary proceedings?

- Yes No
- Don't know

6. Were you personally satisfied with the outcome of this process?

- Yes No
- Unsure

7. Did the incident involve a report being made to WorkSafe BC?

- Yes No
- Don't know

8. Does your employer have an explicit policy about harassment in the workplace?

- Yes No
- Don't know

9. If yes, have efforts been made to publicize this policy at work?

- Yes No
- Don't know

10. Have workers within your workplace had any training on harassment within the past 12 months?

- Yes No
- Don't know

E. Working Alone

1. In the normal course of your job, do you work alone:

- Frequently
- Occasionally
- Never (Skip ahead to section F)

2. If you work alone, have you ever found yourself in a situation where you felt in danger, under threat or vulnerable?

- Yes No

3. If you work alone, have you ever asked your employer to change work scheduling or arrangements to address issues of danger, threat or vulnerability?

- Yes No

4. If you work alone, has the employer made any efforts to let you or other workers in your workplace know about new laws and WorkSafe BC regulations governing working alone?

- Yes No
- Don't know

5. If you work alone, has the employer conducted a "risk assessment" of your job?

- Yes No
- Don't know

F. Give us your Opinion

Please put the number (1 - 5) in the box beside each statement to indicate your level of agreement. 1=Disagree a lot; 2=Disagree somewhat; 3=Have no opinion; 4=Agree somewhat; 5=Agree a lot.

Violence, harassment and bullying are major problems in my workplace.

My employer is not doing enough to combat violence, harassment & bullying in the workplace.

My union is not doing enough to combat violence, harassment and bullying in the workplace.

Individuals bear the major responsibility for combating violence, harassment and bullying in the workplace.

Violence is just a part of the job and workers should just "suck it up."

I have an obligation to report incidents of violence, harassment and bullying that I become aware of.

I feel I am well informed regarding the rights I have to a workplace free of violence, harassment and bullying.

Thank you! If you would like to comment on any issues raised in the survey, please write them on a separate sheet.