

Single

Separated



Widowed

Married

Orthopaedic Surgeon Questionnaire

Thank you for your interest in this study entitled 'Prevalence of Gender-Based and Sexual Harassment in the Field of Orthopaedic Surgery'. We greatly value your willingness to review the questions below. Your responses will help orthopaedic researchers, educators and societies better understand the issues surrounding gender-based and sexual harassment within the specialty of orthopaedic surgery.

This questionnaire should take you approximately 10-15 minutes to complete. Completion of the enclosed questionnaire is voluntary. Return of a completed questionnaire implies your consent to participate. A master list of society members will be maintained during the data collection phase for the purposes of tracking questionnaire completion. This list will not be linked to questionnaire responses – your questionnaire responses will remain completely anonymous, even to the study team.

Some of the questions may be uncomfortable for you to answer, or you may be irritated if the questions have no bearing on your life. However, we ask that you try your best in answering all questions. Your participation is important to us and for those whom would benefit from this research.

Due to the sensitive nature of this study, we ask that you find a private location to complete this questionnaire.

SECTION A: DEMOGRAPHICS & CURRENT EDUCATION / WORK DETAILS

This section asks a few basic questions to let us know a little bit more about you. What is your gender? Woman Man **Transgender Woman Transgender Man** Other (specify): Non-Binary 2. What is your age? years 3. What is your race/ethnicity? Caucasian Native/Aboriginal African/Caribbean East Asian Hispanic/Latino **South Asian** Other (specify): Middle Eastern Mixed (specify): 4. What is your marital status?

Divorced

Common Law

| 5. W | here did you complete your medical edu | ucation? | | |
|------|---|------------|--------------------------|--|
| | Canada | | USA | |
| | Oceania (specify): | _ 🗆 | Europe (specify): | |
| | Caribbean (specify): | | Asia (specify): | |
| | Africa (specify): | . 🗆 | South America (specify): | |
| | Other (specify): | | | |
| 6. W | hat is your highest level of education? | | | |
| | Undergraduate Medical Degree | | Residency Training | |
| | Fellowship Training | | Doctorate Degree | |
| | Other (specify): | | | |
| 7. P | lease indicate your current occupation: | | | |
| | Orthopaedic Surgery RESIDENT → GO T | O QUESTIO | N 8 | |
| | Orthopaedic Surgery FELLOW → GO TO | QUESTION | 15 | |
| | STAFF Orthopaedic Surgeon → GO TO C | UESTION 29 |) | |
| | RETIRED Orthopaedic Surgeon → GO TO | QUESTION | l 51 | |

PLEASE COMPLETE THIS PAGE IF YOU ARE CURRENTLY AN ORTHOPAEDIC SURGERY **RESIDENT**.

| 8. W | /here are you cur | rently completi | ng your residency | ? | | |
|-------|---------------------------|------------------------|---|-------------------------|--------------------------------|-----------------|
| | Canada | | | USA | | |
| | Oceania (specify | /): | | Europe (spe | ecify): | |
| | South America (| specify): | | Asia (speci | fy): | |
| | Africa (specify): | | | Other (spec | ify): | |
| 9. A | re you planning to | o complete an | orthopaedic fellow | ship? | | |
| | Yes | | | No | | |
| | If yes, please sp | ecify the sub-s | pecialty: | | | |
| 10. D | o you feel your <u>c</u> | <u>urrent</u> educatio | nal environment is | s safe / health | y? | |
| | Yes | | |] No | | |
| | If <i>no</i> , why not? _ | | | | | |
| | , | | | 11. 1 | | |
| 11.A | • | iny gender-bas | ed harassment po | • | our <u>current</u> training | institution? |
| Ш | Yes | | | No | | |
| | If yes, how effec | tive do you beli | ieve these policies | s are? | | |
| | | | No. 24 by a second | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure |
| 12.A | re you aware of a | ny sexual hara | ssment policies w | rithin your <u>cur</u> | r <u>ent</u> training institut | ion? |
| | Yes | | | No | | |
| | If yes, how effec | tive do you beli | ieve these policies | are? | | |
| | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure |
| 13.A | re you aware of a | iny gender-bas | ed harassment re | sources withir | n your <i>current</i> traini | ing institution |
| | Yes | | | No | | |
| | If yes, how effec | tive do you beli | ieve these resourc | es are? | | |
| | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure |

| 14. A | re you aware of a | any sexual hara | ssment resource | s within your <u>c</u> | <u>urrent</u> training insti | tution? |
|-------|--------------------|-----------------------|---|-------------------------|------------------------------|----------|
| | Yes | | | No | | |
| | If yes, how effect | tive do you bel | ieve these resour | ces are? | | |
| | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure |

PLEASE PROCEED TO **SECTION B** (QUESTION 73) OF THE QUESTIONNAIRE.

PLEASE COMPLETE THIS PAGE IF YOU ARE CURRENTLY AN ORTHOPAEDIC SURGERY **FELLOW**.

| 15. P | lease specify you | r orthopaedic s | sub-specialty: | | | |
|-------|--------------------------|------------------------|---|-------------------------|-------------------------------|-----------------|
| 16. W | here are you cur | rently completi | ng your fellowship | ? | | |
| | Canada | | | USA | | |
| | Oceania (specify | /): | | Europe (sp | ecify): | |
| | South America (| specify): | | Asia (speci | fy): | |
| | Africa (specify): | | | Other (spec | ;ify): | |
| 17. D | o you supervise r | residents in trai | ning? | | | |
| | Yes | | | No | | |
| 18. D | o you feel your <u>c</u> | <u>urrent</u> educatio | nal environment is | s safe / health | y? | |
| | Yes | | |] No | | |
| | If no, why not? _ | | | | | |
| 19. A | re vou aware of a | any gender-bas | ed harassment po | olicies within v | our <i>current</i> training | institution? |
| | Yes | , 9 | | No | | |
| | If yes, how effec | tive do you beli | ieve these policies | s are? | | |
| | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure |
| 20. A | re you aware of a | any sexual hara | ssment policies w | vithin your <u>cur</u> | <u>rent</u> training institut | ion? |
| | Yes | | | No | | |
| | If yes, how effec | tive do you beli | ieve these policies | s are? | | |
| | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure |
| 21.A | re you aware of a | any gender-bas | ed harassment re | sources withir | n your <u>current</u> traini | ng institution? |
| | Yes | , - | | No | • | _ |
| | If yes, how effec | tive do you beli | ieve these resourc | es are? | | |
| | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure |

| 22. A | re you aware or a | any sexuai nara | issment resources | s within your <u>c</u> | <u>urrent</u> training instr | tution? |
|-------|---------------------------|-----------------------|---|-------------------------|------------------------------|-------------------------|
| | Yes | | | No | | |
| | If yes, how effect | tive do you bel | ieve these resourd | ces are? | | |
| | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure |
| 23. W | /here did you con | nplete vour resi | idencv? | | | |
| | Canada | p.o.co your roo | | USA | | |
| | Oceania (specify | /): | | Europe (spe | ecify): | |
| | South America (| | | _ | fy): | |
| | Africa (specify): | | | Other (spec | ify): | |
| 24. D | Yes | - | tional environmer | No | ealthy? | |
| 25. W | /ere you aware of | any gender-ba | sed harassment p | oolicies within | your <u>residency</u> trair | ning institution? |
| | Yes | | | No | | |
| | If yes, how effect | tive do you bel | ieve these policies | s were? | | |
| | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure |
| 26. W | /ere vou aware o | f anv sexual ha | rassment policies | within vour <i>re</i> | esidency training in | stitution? |
| | Yes | , | | No _ | | |
| | If yes, how effect | tive do you bel | ieve these policies | s were? | | |
| | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure |
| | Vere you aware stitution? | of any gende | r-based harassm | nent resource | s within your <u>resi</u> | i <u>dency</u> training |
| | Yes | | | No | | |
| | If yes, how effect | tive do you bel | ieve these resourd | ces were? | | |
| | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure |

| 28. W | ere you aware of | f any sexual ha | rassment resourc | ces within your | residency training | institution? | |
|-------|--|-----------------------|---|-------------------------|--------------------|--------------|--|
| | Yes | | | No | | | |
| | If yes, how effective do you believe these resources were? | | | | | | |
| | | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure | |

PLEASE PROCEED TO **SECTION B** (QUESTION 73) OF THE QUESTIONNAIRE.

PLEASE COMPLETE THIS PAGE IF YOU ARE CURRENTLY A **STAFF** ORTHOPAEDIC SURGEON.

| 29. In | what country do | you currently p | oractice? | | | | |
|--------|--------------------------|------------------------|---|-------|-------------------------|--------------------------------|----------|
| | Canada | | [| | USA | | |
| | Oceania (specify | y): | | | Europe (spe | ecify): | |
| | South America (| (specify): | | | Asia (specif | y): | |
| | Africa (specify): | | _ | | Other (spec | ify): | |
| 30. H | ow many years h | nave you been i | in practice? | | | | |
| | | | | | | | |
| | 0 – 4 | 5 – 9 | 10 – 14 | | 15 – 19 | 20 – 24 | 25+ |
| 31. W | hich type of hos | pital describes | your institution? | | | | |
| | Academic (Univ | ersity Affiliated |) [| | Non-Acader | nic | |
| 32. D | o you supervise | residents in trai | ining? | | | | |
| | Yes | | [| | No | | |
| 33. D | o you feel your <u>c</u> | <u>urrent</u> work env | vironment is safe | e / h | ealthy? | | |
| | Yes | | | | No | | |
| | If <i>no</i> , why not? | | | | | | |
| 34. A | re you aware of a | any gender-bas | sed harassment | poli | cies within y | our <u>current</u> institution | on? |
| | Yes | | [| | No | | |
| | If yes, how effect | tive do you bel | ieve these polici | es a | are? | | |
| | | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | | Somewhat Ineffective | Very Ineffective | Not Sure |
| 35. A | re you aware of a | any sexual hara | assment policies | wit | hin your <u>curr</u> | rent institution? | |
| | Yes | | [| | No | | |
| | If yes, how effect | tive do you bel | ieve these polici | es a | are? | | |
| | | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | | Somewhat Ineffective | Very Ineffective | Not Sure |

| 36. A | re you aware of a | ny gender-bas | ed harassment re | sources withir | n your <u>current</u> instit | ution? |
|--------|--------------------------|-----------------------|---|-------------------------|------------------------------|-------------------|
| | Yes | | | No | | |
| | If yes, how effect | tive do you bel | ieve these resourc | es are? | | |
| | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure |
| 37. A | re you aware of a | ny sexual hara | assment resources | within your <u>c</u> | urrent institution? | |
| | Yes | | | No | | |
| | If yes, how effect | tive do you bel | ieve these resourc | es are? | | |
| | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure |
| 38. W | here did you con | nplete your res | idency? | | | |
| | Canada | | | USA | | |
| | Oceania (specify | ν): | | Europe (spe | ecify): | |
| \Box | South America (| - | | | fy): | |
| | Africa (specify): | | | ` • | eify): | |
| 39. D | Yes | | ntional environmen | No | ealthy? | |
| 40. W | /ere you aware of Yes | any gender-ba | ased harassment p | olicies within y | your <u>residency</u> trair | ning institution? |
| | If yes, how effect | tive do you bel | ieve these policies | were? | | |
| | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure |
| 41. W | /ere you aware of | any sexual ha | rassment policies | within your <u>re</u> | esidency training in | stitution? |
| | Yes | | | No | | |
| | If yes, how effect | tive do you bel | ieve these policies | were? | | |
| | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure |

| | /ere you aware stitution? | of any gender | r-based harassm | nent resources | s within your <u>resi</u> | dency training | |
|-------|--|-----------------------|---|----------------------|---------------------------|----------------|--|
| | Yes | | | No | | | |
| | If yes, how effective do you believe these resources were? | | | | | | |
| | | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure | |
| 43. W | • | f any sexual har | rassment resourc | | <u>residency</u> training | institution? | |
| Ш | Yes | | | No | | | |
| | If yes, how effec | tive do you beli | eve these resourd | ces were? | | | |
| | | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure | |
| 44. D | id you complete a | an orthopaedic f | fellowship? | | | | |
| | Yes | | | No → GO TO | QUESTION 73 | | |
| | If yes, please sp | ecify the sub-sp | ecialty: | | | | |

PLEASE COMPLETE QUESTIONS 45 – 50 ONLY IF YOU ANSWERED **YES** TO **QUESTION 44**.

| 45. W | here did you con | nplete your fello | owship? | | | |
|-------|----------------------------------|------------------------|---|-------------------------|-----------------------------|-------------------|
| | Canada | | | USA | | |
| | Oceania (specify | /): | | Europe (specify): | | |
| | South America (| specify): | | Asia (specif | y): | |
| | Africa (specify): | | | Other (spec | ify): | |
| 40 D | | | . ti a m a l a m i m a m m a m | | م مالمام دی | |
| 46. D | o you teel your <u>fe</u> Yes | <u>ellowsnip</u> educa | ational environmer | | ealtny? | |
| Ш | | | | No | | |
| | ii <i>no</i> , why not? _ | | | | | |
| 47. W | /ere you aware of | any gender-ba | sed harassment p | olicies within y | our <u>fellowship</u> trair | ning institution? |
| | Yes | , 3 | | No | | 3 |
| | If yes, how effec | tive do you bel | ieve these policies | were? | | |
| | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor | Somewhat Ineffective | Very Ineffective | Not Sure |
| | | | Ineffective | | | |
| 48. W | ere you aware of | any sexual ha | rassment policies | within your fe | <i>llowship</i> training in | stitution? |
| | Yes | - | | No | | |
| | If yes, how effect | tive do you bel | ieve these policies | were? | | |
| | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure |
| | /ere you aware stitution? | of any gende | r-based harassm | ent resources | s within your <u>fello</u> | owship training |
| | Yes | | | No | | |
| | If yes, how effect | tive do you bel | ieve these resourc | es were? | | |
| | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure |
| 50 W | lere you aware of | any sexual ha | rassment resource | es within vour | <i>fellowship</i> training | institution? |
| □ | Yes | arry sexual ria | | No | Tolloworlip training | montation: |
| | | tive do vou bel | ieve these resourc | | | |
| | | | | □ | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure |

PLEASE PROCEED TO SECTION B (QUESTION 73) OF THE QUESTIONNAIRE

PLEASE COMPLETE THIS PAGE IF YOU ARE CURRENTLY A **RETIRED** ORTHOPAEDIC SURGEON.

| 51. lr | n what country did | d you practice a | as a Staff Orthopa | edic Surgeon | ? (Check all that ap | ply) |
|--------|--------------------|-----------------------|---|-------------------------|-----------------------|------------------|
| | Canada | | | USA | | |
| | Oceania (specify | y): | | Europe (sp | ecify): | |
| | South America (| specify): | | Asia (speci | fy): | |
| | Africa (specify): | | | Other (spec | cify): | |
| 52.H | low many years v | vere you in pra | ctice? | | | |
| | | | | | | |
| | 0 – 4 | 5 – 9 | 10 – 14 | 15 – 19 | 20 – 24 | 25+ |
| 53. W | hich type of hos | oital describes | any of the instituti | ons you pract | iced at? | |
| | Academic (Univ | ersity Affiliated |) | Non-Acade | mic | |
| 54. D | id you supervise | residents in tra | ining? | | | |
| | Yes | | |] No | | |
| 55. D | id you feel your v | vork environme | ent was safe / hea | Ithy? | | |
| | Yes | | | No | | |
| | If no, why not? | | | | | |
| 56. W | √ere you aware o | f any gender-ba | ased harassment | policies within | any of your praction | ce institutions? |
| | Yes | | |] No | | |
| | If yes, how effect | tive do you bel | ieve these policie | s were? | | |
| | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure |
| 57. W | Vere you aware o | f any sexual ha | rassment policies | s within any of | your practice institu | utions? |
| | Yes | • | |] No | | |
| | If yes, how effect | tive do you bel | ieve these policie | s were? | | |
| | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure |

| 58. W | • | any gender-ba | sed narassment r | | in any of your practi | ce institutions? |
|--------|---------------------------|------------------------|---|-------------------------|-----------------------------|-------------------|
| Ш | Yes | | _ | No | | |
| | If yes, how effect | tive do you bel | ieve these resourd | es were? | _ | _ |
| | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure |
| 59. W | /ere you aware o | f any sexual ha | rassment resourc | es within any | of your practice ins | titutions? |
| | Yes | - | | No | | |
| | If yes, how effect | tive do you bel | ieve these resourc | es were? | | |
| | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure |
| 60. W | /here did you con | nplete vour <i>res</i> | idenc√? | | | |
| | Canada | , | ĺ | USA | | |
| | Oceania (specify | y): | | Europe (sp | ecify): | |
| \Box | South America (| | | | fy): | |
| | Africa (specify): | | | | cify): | |
| 61. D | o you feel your <i>re</i> | esidency educa | itional environmer | nt was safe / h | ealthy? | |
| | Yes | | | No | , | |
| | If no, why not? | | | | | |
| 62. W | /ere you aware of Yes | any gender-ba | sed harassment բ | oolicies within | your <u>residency</u> trair | ning institution? |
| | If yes, how effect | tive do you bel | ieve these policies | s were? | | |
| | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure |
| 63. W | /ere you aware o | f any sexual ha | rassment policies | within your <i>re</i> | esidency training in | stitution? |
| | Yes | • | | No | | |
| | If yes, how effect | tive do you bel | ieve these policies | s were? | | |
| | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure |

| | Vere you aware stitution? | of any gender | r-based harassm | ent resources | s within your <u>res</u> | idency training | | | |
|-------|--|-----------------------|---|-------------------------|---------------------------|-----------------|--|--|--|
| | Yes | | | No | | | | | |
| | If yes, how effective do you believe these resources were? | | | | | | | | |
| | | | | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure | | | |
| 65. W | √ere you aware of Yes | f any sexual hai | rassment resourc | es within your | <u>residency</u> training | institution? | | | |
| | | tive do you beli | eve these resourd | | | | | | |
| | | | | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure | | | |
| 66. D | 66. Did you complete an orthopaedic fellowship? | | | | | | | | |
| | Yes | | | No → GO TO | QUESTION 73 | | | | |
| | If yes, please specify the sub-specialty: | | | | | | | | |

PLEASE COMPLETE QUESTIONS 67 – 72 ONLY IF YOU ANSWERED **YES** TO **QUESTION 66**.

| 67. W | here did you cor | nplete your felle | owship? | | | |
|--------|---------------------------|------------------------|---|-------------------------|------------------------------------|-------------------|
| | Canada | | | USA | | |
| | Oceania (specify | y): | | Europe (spe | ecify): | |
| | South America (| (specify): | | Asia (specif | fy): | |
| | Africa (specify): | | | Other (spec | ify): | |
| 68. D | o you feel your <u>fe</u> | <u>ellowship</u> educa | ational environmer | nt was safe / h | ealthy? | |
| | Yes | | |] No | | |
| | If <i>no</i> , why not? | | | | | |
| 69. W | /ere you aware of | any gender-ba | sed harassment p | olicies within y | our <u>fe<i>llowship</i> trair</u> | ning institution? |
| | Yes | | | No | | |
| | If yes, how effect | tive do you bel | ieve these policies | s were? | | |
| | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure |
| 70 W | lere vou aware o | f any sevual ha | rassment nolicies | within your fe | e <u>llowship</u> training in | stitution? |
| / O. V | Yes | r arry sexual ric | | No | novomp training in | outation: |
| | | tive do vou bel | ieve these policies | • | | |
| | , , | | | | П | |
| | Very Effective | Somewhat | Neither Effective Nor | Somewhat | Very Ineffective | Not Sure |
| | • | Effective | Ineffective | Ineffective | • | |
| | Vere you aware stitution? | of any gende | er-based harassm | ent resources | s within your <u>fello</u> | owship training |
| | Yes | | | No | | |
| | If yes, how effect | tive do you bel | ieve these resourc | es were? | | |
| | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure |
| 72. W | /ere you aware o | f any sexual ha | rassment resourc | es within your | <i>fellowship</i> training | institution? |
| | Yes | | | No | | |
| | If yes, how effect | tive do you bel | ieve these resourc | es were? | | |
| | | | | | | |
| | Very Effective | Somewhat Effective | Neither Effective Nor Ineffective | Somewhat Ineffective | Very Ineffective | Not Sure |

SECTION B: HARASSMENT IN THE WORKPLACE

This section asks questions about your experiences with gender-based and / or sexual harassment in your workplace.

Part One: Gender-Based Harassment

Gender-based harassment occurs when a person experiences discrimination or unequal treatment based on their gender or gender identity. The harassment does not need to be based anything of a sexual nature. Instead, gender-based harassment usually involves stereotypes based on the *traditional* roles and functions associated with a gender.

| | • | a situation where a suer (i.e., mistreated, sligh | • | • | tient treated you 'differently' |
|--------|----------------------------------|---|---------|--------------------------------------|---------------------------------|
| | Yes | | | No | |
| If yes | s, when did this type o | of behavior take place? | (Checl | k all that apply) | |
| | | | | | |
| | Medical School | Residency | | Fellowship | Current Profession |
| If yes | s, the perpetrator(s) o | f this behavior was a | ? (C | heck all that apply | • |
| | Direct Supervisor | | | Someone more so Direct Supervisor | enior than me but not a |
| | Peer | | | Supervisee | |
| | Someone less senio Supervisee | r than me but not a | | Patient | |
| | Allied Health Profess | sional | | Other (specify): _ | |
| If yes | s, how often did this ty | pe of behavior take pla | ace? | | |
| | | | | | |
| | Rarely (1 – 5 times) | Sometimes (6 – 10 times) | | Often (once a month) | Almost Always (once a week) |
| | ave you ever been ir emarks? | a situation where a s | upervis | or, colleague or pa | atient told offensive jokes or |
| | Yes | | | No | |
| If yes | s, when did this type o | of behavior take place? | (Checl | k all that apply) | |
| | | | | | |
| | Medical School | Residency | | Fellowship | Current Profession |
| If yes | s, the perpetrator(s) o | f this behavior was a | ? (C | heck all that apply | • |
| | Direct Supervisor | | | Someone more so Direct Supervisor | enior than me but not a |
| | Peer | | | Supervisee | |
| | Someone less senio Supervisee | r than me but not a | | Patient | |
| | Allied Health Profess | sional | | Other (specify): _ | |

| If yes | s, how often did this ty | pe of behavior take pla | ace? | | |
|--------|---|--|--------|--|---|
| | Rarely (1 – 5 times) | Sometimes (6 – 10 times) | | Often (once a month) | Almost Always (once a week) |
| 0 | • | | - | • | ient made sexist comments ender are not suited for the |
| | Yes | | | No | |
| If yes | s, when did this type \Box | of behavior take place? | (Checl | all that apply) □ | |
| | Medical School | Residency | | Fellowship | Current Profession |
| If yes | ps, the perpetrator(s) of Direct Supervisor Peer Someone less senior Supervisee Allied Health Profess | | ? (C | heck all that apply) Someone more se Direct Supervisor Supervisee Patient Other (specify): | enior than me but not a |
| If yes | s, how often did this ty | pe of behavior take pla | ace? | П | П |
| | Rarely (1 – 5 times) | Sometimes (6 – 10 times) | | Often (once a month) | Almost Always (once a week) |
| | • | n a situation where a s because of your gende | • | or, colleague or pa | atient put you down or was |
| | Yes | , , | | No | |
| If yes | s, when did this type of \Box | of behavior take place? | (Checl | k all that apply) | |
| | Medical School | Residency | | Fellowship | Current Profession |
| If yes | s, the perpetrator(s) of | f this behavior was a | ? (C | heck all that apply) | |
| | Direct Supervisor | | | Someone <u>more</u> se Direct Supervisor | nior than me but not a |
| | Peer | | | Supervisee | |
| | Someone less senio Supervisee | r than me but not a | | Patient | |
| | Allied Health Profess | sional | | Other (specify): | |

| If yes , how often did t | this type of behavior take place | ? | |
|---|--|--|--------------------------------|
| | | | |
| Rarely (1 – 5 times) | Sometimes (6 – 10 times) | Often (once a month) | Almost Always (once a week) |
| • | en in a situation where a super | | nt suggested that you don't |
| ☐ Yes | | □ No | |
| If yes , when did this t | type of behavior take place? (C | heck all that apply) | П |
| Medical School | Residency | Fellowship | Current Profession |
| If yes, the perpetrator | r(s) of this behavior was a | ? (Check all that apply) | nier than me but not a |
| ☐ Direct Supervis | sor | ☐ Direct Supervisor | nior than me but not a |
| | senior than me but not a | ☐ Supervisee☐ Patient | |
| ☐ Supervisee☐ Allied Health Properties | rofessional | Other (specify): | |
| If yes , how often did | this type of behavior take place | 9? | |
| , n | Π . | П | П |
| Rarely (1 – 5 times) | Sometimes (6 – 10 times) | Often (once a month) | Almost Always (once a week) |
| - | en in a situation where you felt er (such as fewer opportunities ? | - | • |
| ☐ Yes | | ☐ No | |
| If <i>yes</i> , when did this t | rype of behavior take place? (C | check all that apply) | |
| | | | |
| Medical School | Residency | Fellowship | Current Profession |
| If yes, how often did | this type of behavior take place | 9? | |
| | | | |
| Rarely (1 – 5 times) | Sometimes (6 – 10 times) | Often (once a month) | Almost Always (once a week) |

| | ou act / react? (Check all th | • | Jase | eu narassment benavio | is tomorrow, now would |
|----------------|--|-----------------------|-------|--------------------------------|-------------------------|
| | I would ignore it | | | I would talk to the per- | son(s) responsible |
| | I would report it to a super | visor | | I would request a charschedule | nge in my rotation |
| | I would request a change is schedule of the person(s) Other (specify): | responsible | | I would leave the insti | tution |
| | you witnessed any of the a | _ | l har | assment behaviors tor | norrow, how would you |
| | I would ignore it | | | I would talk to the per- | son(s) responsible |
| | I would supportively talk to Other (specify): | | | I would report it to a s | upervisor |
| | ave you ever considered, ender-based harassment? | or are you consider | ing, | changing your career | / specialty path due to |
| | Yes | | | No | |
| | If yes, please specify the o | areer or specialty: _ | | | |
| | Not Applicable → I have ne | ver experienced gende | r-bas | sed harassment | |
| | o you know of anyone who ender-based harassment? | o changed, or is cor | nside | ering, changing career | / specialty path due to |
| | Yes | | | No | |
| | If yes, please specify the o | areer or specialty: _ | | | |
| Sexu prom | Two: Sexual Harassment all harassment is bullying ise of rewards in exchangences, requests for sexual fa | or coercion of a see | Suc | h harassment can incl | ude unwelcome sexual |
| | ave you ever been in a si marks? | tuation where a sup | oervi | sor, colleague or pation | ent made crude sexual |
| | Yes | | | No | |
| lf <i>y</i> es | , when did this type of beh | avior take place? (C | heck | all that apply) | |
| | ── Medical School | Posidonov | | □ Fellowship | Current Profession |
| | wiedicai School | Residency | | Leliowallih | Current Frotession |

| If yes | s, the perpetrator(s) of this | behavior was a | ? (C | heck all that apply) | |
|--------|--|-----------------------------|--------|---------------------------------------|--------------------------------|
| | Direct Supervisor | | | Someone more ser Direct Supervisor | nior than me but not a |
| | Peer | | | Supervisee | |
| | Someone less senior tha Supervisee | n me but not a | | Patient | |
| | Allied Health Professiona | ıl | | Other (specify): | |
| If yes | s, how often did this type o | of behavior take pla | ice? | | |
| | | | | | |
| | Rarely (1 – 5 times) | Sometimes (6 – 10 times) | | Often (once a month) | Almost Always (once a week) |
| rc | lave you ever been in a sit omantic sexual relationship o ask you for dates, drinks Yes | with you despite y | our at | tempts to discourage | - |
| If yes | s, when did this type of bel | havior take place? | (Chec | k all that apply) | |
| | | | | | |
| | Medical School | Residency | | Fellowship | Current Profession |
| If yes | s, the perpetrator(s) of this | behavior was a | ? (C | heck all that apply) | |
| | Direct Supervisor | _ | | | nior than me but not a |
| | Peer | | | Supervisee | |
| | Someone less senior that Supervisee | n me but not a | | Patient | |
| | Allied Health Professiona | ıl | | Other (specify): | |
| If yes | s, how often did this type o | of behavior take pla | ice? | | |
| | | | | | |
| | Rarely (1 – 5 times) | Sometimes (6 – 10 times) | | Often (once a month) | Almost Always (once a week) |
| | lave you ever been in a statention (such as whistles, Yes | | - | | - |
| If yes | s, when did this type of bel | havior take place? | (Chec | k all that apply) | |
| | Medical School | □ Residency | | □ Fellowship | Current Profession |
| | modical collect | Residency | | . chowship | Guirent i folession |

| If ye | s, the perpetrator(s) of | this behavior was a_ | ? (C | heck all that apply) | |
|---------------|---|--|-------|--------------------------------------|------------------------------|
| | Direct Supervisor | | | Someone more se Direct Supervisor | nior than me but not a |
| | Peer | | | Supervisee | |
| | Someone less senior Supervisee | r than me but not a | | Patient | |
| | Allied Health Profess | sional | | Other (specify): | |
| lf ve | s. how often did this tv | pe of behavior take pla | ace? | | |
| | , | | | | |
| | Rarely | Sometimes | | Often | Almost Always |
| | (1 – 5 times) | (6 – 10 times) | | (once a month) | (once a week) |
| | tories or displayed sex | a situation where a su xually suggestive mate | - | - | ent told sexually suggestive |
| Ш | Yes | | | No | |
| If <i>y</i> e | s, when did this type o | of behavior take place? | (Chec | k all that apply) | |
| | | | ` | | |
| | Medical School | Residency | | Fellowship | Current Profession |
| If ye | s, the perpetrator(s) of Direct Supervisor Peer | this behavior was a | ? (C | | nior than me but not a |
| | Someone less senior Supervisee | r than me but not a | | Patient | |
| | Allied Health Profess | sional | | Other (specify): | |
| If <i>y</i> e | s, how often did this ty | pe of behavior take pla | ace? | | |
| | | | | | |
| | Rarely (1 – 5 times) | Sometimes (6 – 10 times) | | Often (once a month) | Almost Always (once a week) |
| | • | n a situation where a it your appearance or b | - | isor, colleague or p | patient made inappropriate |
| | Yes | | | No | |
| lf <i>y</i> e | s, when did this type o | f behavior take place? | (Chec | k all that apply) | |
| | | | | | |
| | Medical School | Residency | | Fellowship | Current Profession |

| If ye | s, the perpetrator(s) of | this behavior was a | ? (C | heck all that apply) | |
|--------------|--|-----------------------------|----------|---|--|
| | Direct Supervisor | | | Someone <u>more</u> se Direct Supervisor | nior than me but not a |
| | Peer | | | Supervisee | |
| | Someone less senior Supervisee | than me but not a | | Patient | |
| | Allied Health Profess | ional | | Other (specify): | |
| lf ve | s, how often did this ty | pe of behavior take pla | ace? | | |
| | , D | | | | |
| | Rarely | Sometimes | | Often | Almost Always |
| | (1 – 5 times) | (6 – 10 times) | | (once a month) | (once a week) |
| tł | hat made you feel unce Yes s, when did this type o | omfortable (such as hu | ugs or s | shoulder rubs, or ge No | ient made physical contac tting too close)? |
| | | | | | |
| | Medical School | Residency | | Fellowship | Current Profession |
| If ye. | s, the perpetrator(s) of Direct Supervisor Peer Someone less senior Supervisee Allied Health Profess | than me but not a | ? (C | | nior than me but not a |
| If <i>ye</i> | s, how often did this ty | pe of behavior take pla | ace? | | |
| | | | | | |
| | Rarely (1 – 5 times) | Sometimes (6 – 10 times) | | Often (once a month) | Almost Always (once a week) |
| | lave you ever been in a stroke, fondle or kiss | · | ervisor | , colleague or patier | nt made unwanted attempts |
| | Yes | | | No | |
| If <i>ye</i> | s, when did this type o | f behavior take place? | (Chec | k all that apply) | |
| | | | | | |
| | Medical School | Residency | | Fellowship | Current Profession |

| If yes | s, the perpetrator(s) of | this behavior was a | ? (C | heck all that apply) | |
|--------|---|-----------------------------|---------|---|--------------------------------|
| | Direct Supervisor | | | Someone <u>more</u> se Direct Supervisor | nior than me but not a |
| | Peer | | | Supervisee | |
| | Someone less senior Supervisee | than me but not a | | Patient | |
| | Allied Health Profess | ional | | Other (specify): | |
| If yes | s, how often did this ty | oe of behavior take pla | ace? | | |
| | | | | | |
| | Rarely | Sometimes | | Often | Almost Always |
| | (1 – 5 times) | (6 – 10 times) | | (once a month) | (once a week) |
| 90. H | lave you ever been in a | situation where a sup | ervisor | , colleague or patier | nt unsuccessfully attempted |
| to | have sex with you with | hout your consent or | against | your will? | |
| | Yes | | | No | |
| If yes | s, when did this type of | behavior take place? | (Chec | k all that apply) | |
| | | | | | |
| | Medical School | Residency | | Fellowship | Current Profession |
| If ves | s, the perpetrator(s) of | this behavior was a | ? (C | heck all that annly) | |
| you | | and bondvior was a | (• | | nior than me but not a |
| Ш | Direct Supervisor | | Ш | Direct Supervisor | |
| | Peer | | | Supervisee | |
| | Someone less senior Supervisee | than me but not a | | Patient | |
| | Allied Health Profess | ional | | Other (specify): | |
| If yes | s, how often did this ty | pe of behavior take pla | ace? | | |
| | | | | | |
| | Rarely (1 – 5 times) | Sometimes (6 – 10 times) | | Often (once a month) | Almost Always (once a week) |
| | lave you ever been in a our consent or against | • | perviso | r, colleague or patie | nt had sex with you without |
| | Yes | • | | No | |
| If ve | s, when did this type of | hehavior take place? | (Chec | k all that apply) | |
| you | | | (51100) | | |
| | Medical School | Residency | | Fellowship | Current Profession |

| If yes, | the perpetrator(s) of th | nis behavior was a | ? (C | • • • / | |
|-----------------|---|-----------------------------|-------|---|--|
| | Direct Supervisor | | | Someone <u>more</u> se Direct Supervisor | nior than me but not a |
| | Peer | | | Supervisee | |
| 1 1 | Someone less senior th Supervisee | nan me but not a | | Patient | |
| | Allied Health Professio | nal | | Other (specify): | |
| If ves. | how often did this type | e of behavior take pla | ace? | | |
| , | | | | | |
| | Rarely (1 – 5 times) | Sometimes (6 – 10 times) | | Often (once a month) | Almost Always (once a week) |
| rew pat | - | | - | _ | y bribed with some sort o a supervisor, colleague o |
| | | | | | |
| If <i>yes</i> , | when did this type of b | ehavior take place? | (Chec | call that apply) | |
| | | | | | |
| N | ledical School | Residency | | Fellowship | Current Profession |
| | the perpetrator(s) of the perpetrator of the Direct Supervisor Peer | nis behavior was a | ? (C | | nior than me but not a |
| _ ; | Someone less senior th Supervisee | nan me but not a | | Patient | |
| | Allied Health Professio | nal | | Other (specify): | |
| If ves | how often did this type | of behavior take pla | ace? | | |
| y 00, | | | | П | П |
| | Rarely (1 – 5 times) | Sometimes (6 – 10 times) | | Often (once a month) | Almost Always (once a week) |
| with | ve you ever been in a s | ituation where a sup | | colleague or patier | nt made you feel threatened by mentioning an upcoming |
| | Yes | | | No | |
| If <i>yes</i> , | when did this type of b | pehavior take place? | (Chec | call that apply) | |
| p. | | Decider | | Fallows !: !:: | Comment Brafa - ala |
| IV | ledical School | Residency | | Fellowship | Current Profession |

| If <i>y</i> e | s, the perpetrator(s) of | this behavior was a_ | ? (C | heck all that apply) | |
|---------------|---|-----------------------------|---------|---|-----------------------------|
| | Direct Supervisor | | | Someone <u>more</u> se Direct Supervisor | nior than me but not a |
| | Peer | | | Supervisee | |
| | Someone less senior Supervisee | than me but not a | | Patient | |
| | Allied Health Profess | sional | | Other (specify): | |
| lf ve | s, how often did this ty | ne of behavior take pla | ace? | | |
| , • | | | | | П |
| | Rarely | Sometimes | | Often | Almost Always |
| | (1 – 5 times) | (6 – 10 times) | | (once a month) | (once a week) |
| 94. F | lave vou ever been i | n a situation where v | ou actı | ually experienced r | negative consequences for |
| | efusing to engage in s | • | | • | |
| | Yes | | | No | |
| If wo | s, when did this type o | f hehavior take place? | (Chac | k all that apply) | |
| ii ye | | | (Onec | | П |
| | Medical School | Residency | | Fellowship | Current Profession |
| If <i>ye</i> | s, the perpetrator(s) of Direct Supervisor | this behavior was a | ? (C | Someone more se | nior than me but not a |
| | Peer | | | Direct Supervisor Supervisee | |
| | Someone less senior Supervisee | than me but not a | | Patient | |
| | Allied Health Profess | sional | | Other (specify): | |
| If <i>y</i> e | s, how often did this ty | pe of behavior take pla | ace? | | |
| | | | | | |
| | Rarely (1 – 5 times) | Sometimes (6 – 10 times) | | Often (once a month) | Almost Always (once a week) |
| 95. F | lave you ever been in | a situation where a su | perviso | or or colleague mad | e you feel afraid you would |
| b | e treated poorly in you | ur training / work enviro | onment | if you didn't sexual | ly co-operate? |
| | Yes | | | No | |
| If <i>y</i> e | s, when did this type o | f behavior take place? | (Chec | k all that apply) | |
| | | | • | | |
| | Medical School | Residency | | Fellowship | Current Profession |

| If yes | s, the perpetrator(s) of | this behavior was a | ? (C | 117/ | | |
|--------|---|-----------------------------|---------|---|--------------------------------|--|
| | Direct Supervisor | | | Someone <u>more</u> senior than me but not a Direct Supervisor | | |
| | Peer | | | Supervisee | | |
| | Someone less senior Supervisee | r than me but not a | | Allied Health Profe | ssional | |
| | Other (specify): | | | | | |
| 16 | | | 0 | | | |
| If yes | s, now often did this ty | pe of behavior take pla | ace? | | | |
| | L. Danaka | Comotimos | | | Almont Always | |
| | Rarely (1 – 5 times) | Sometimes (6 – 10 times) | | Often (once a month) | Almost Always (once a week) | |
| | , | , | | , | , | |
| | • | | • | • | iplied faster promotions or | |
| D(| • | r training / work enviror | nment i | , | co-operative? | |
| Ш | Yes | | | No | | |
| If ves | when did this type o | of behavior take place? | (Checl | k all that apply) | | |
| ıı yec | | | (Onco | | | |
| | Medical School | Residency | | Fellowship | Current Profession | |
| | | | | p | | |
| If yes | , the perpetrator(s) of | this behavior was a | ? (C | heck all that apply) | | |
| | Direct Supervisor | | , | Someone more ser | nior than me but not a | |
| | - | | | Direct Supervisor | | |
| | Peer Someone less senior | r than me but not a | | Supervisee | | |
| | Supervisee | than me but not a | | Allied Health Profe | ssional | |
| | Other (specify): | | | | | |
| | | | | | | |
| If yes | s, how often did this ty | pe of behavior take pla | ace? | | | |
| | | | | | | |
| | Rarely | Sometimes | | Often | Almost Always | |
| | (1 – 5 times) | (6 – 10 times) | | (once a month) | (once a week) | |
| 97. If | vou were the target o | f anv one the above se | xual ha | rassment behaviors | s tomorrow, how would you | |
| | ct / react? (Check all t | • | | | , | |
| | I would ignore it | | | I would talk to the | person(s) responsible | |
| | I would report it to a | supervisor or the | | - | change in my rotation | |
| Ш | police | ango in the retation | | schedule | | |
| | I would request a cha schedule of the pers | | | I would leave the in | nstitution | |
| | Other (specify): | | | | | |

| 98. If | you witnessed the above sexual harassment | t beh | aviors tomorrow, how would you act / react? | |
|------------|---|--------|---|--|
| (C | Check all that apply) | | | |
| | I would ignore it | | I would talk to the person(s) responsible | |
| | I would supportively talk to the victim | | I would report it to a supervisor or the police | |
| | Other (specify): | | | |
| | ave you ever considered, or are you conside exual harassment? | ring, | | |
| Ш | Yes | Ш | No | |
| | If yes, please specify the career or specialty: | | | |
| | Not Applicable → I have never experienced sexual | al har | assment | |
| 100. se | Do you know of anyone who changed, or is cexual harassment? | consi | dering, changing career / specialty path due to | |
| | Yes | | No | |
| | If yes, please specify the career or specialty: | | | |

SECTION C: BEHAVIOR DETAILS

This section asks further questions on these types of gender-based and sexual harassment behaviors and how they may have made you feel.

PLEASE COMPLETE THIS SECTION ONLY IF YOU ANSWERED **YES** TO ANY OF THE BEHAVIORS IN **SECTION B**.

| 101. | How did this / these behavior(s) either emotionally / mentally affect you? (Check all that apply) | | | | |
|------|---|--------|---------------------------------|--|--|
| | Angry | | Upset | | |
| | Frustrated | | Fearful | | |
| | More cautious or aware | | Loss of trust in others | | |
| | Shock or disbelief | | Hurt or disappointed | | |
| | Depressed | | Anxious | | |
| | Suicidal thoughts | | Ashamed | | |
| | Guilty | | Annoyed | | |
| | Lowered self-esteem or self-worth | | Other (specify): | | |
| | | | | | |
| 102. | Did someone in authority ever find out about | t this | / these behavior(s) in any way? | | |
| | Yes | | No → GO TO QUESTION 108 | | |
| | Unsure → GO TO QUESTION 108 | | | | |

PLEASE COMPLETE QUESTIONS 103-107 ONLY IF YOU ANSWERED **YES** TO **QUESTION 102**.

| 103. | Which person(s) | in authority found | l out about | this / | these behaviors? (Check all that apply) |
|------|---|---------------------|--------------|---------|---|
| | Direct Supervisor | | | | Someone more senior than me but not my Direct Supervisor |
| | Police | | | | Other person in authority |
| 104. | How did the pers From me Unsure | on(s) in authority | learn of thi | is / th | nese behaviors? Some other way (specify): |
| 105. | What actions we | re taken? | | | |
| | No actions taken | | | | Talked to the person(s) responsible |
| | Disciplinary action person(s) respons | | he | | Changed my rotation schedule |
| | Changed the rotat | ion schedule of th | ne | | Referred me to a Sexual Misconduct |
| | person(s) respons Recommended the Workplace or Hara | at I speak with a | | | Response Centre Recommended that I file a grievance or a formal complaint |
| | Referred me to the | e police | | | Referred me to medical or mental health support |
| | Filed a report | | | | Unsure |
| | Other (specify): | | | | |
| 106. | | sfied were you wi | th the actic |] | ken by the person(s) in authority? |
| Very | y Dissatisfied | Dissatisfied | Nor Sat | | Vary Satistian |
| 107. | Do you still expe | rience this / these | behavior(s | s)? | No |

PLEASE PROCEED TO **SECTION D** (QUESTION 110) OF THE QUESTIONNAIRE IF YOU ANSWERED **YES** TO **QUESTION 102**.

PLEASE COMPLETE QUESTIONS 108-109 ONLY IF YOU ANSWERED **NO** TO **QUESTION 102**.

| 108 | What was / were your reason(s) for not o | ontac | ting someone in authority about this / these |
|------|---|-------|--|
| | ehavior(s)? (Check all that apply) | ornac | and someone in authority about this / these |
| | A person in authority found out about the behavior(s) in another way | | The behavior(s) stopped |
| | I resolved the issue(s) on my own | | Someone told me not to report the behavior(s) |
| | I didn't think the issue(s) was / were serious enough to report | | I didn't know what to do, where to go, or who to ask for help |
| | I had concerns about the formal complaint process (e.g., confidentiality, didn't think I would be believed) | | I was afraid of negative work / educational consequences (e.g., career implications, lower grades) |
| | I was afraid of negative reputation consequences (e.g., being labeled) | | I was afraid of negative safety consequences (e.g., physical threats) |
| | I did not believe that it would make a difference | | Unsure |
| | Other (specify): | | |
| 109. | Do you still experience this / these behavior | s? | |
| | Yes | | No |

SECTION D: FINAL THOUGHTS & OPINIONS

This section asks some questions on your opinion about whether gender-based and sexual harassment are pervasive issues in the orthopaedic training / work environment, as well your thoughts on how orthopaedic training / work environments might better prevent the occurrence of such types of harassment.

| 110. Do you be | | a high prevalenc | e of gender-bas | ed harassment in | the training and / |
|---|---|--------------------------------------|------------------------|--------------------------|--------------------|
| ☐ Yes | | | ☐ No | | |
| If yes, where? TRAINING BOTH | Only | | ☐ WORK On | ly | |
| • | entage of orthopagarassment in the tr | | | s do you believe h t? | ave experienced |
| | | | | | |
| 0 – 20% | 21 – 40% | 41 – 60% | 61 – 80% | 81 – 100% | Not Sure |
| 111. Do you b orthopaedic s | _ | er-based harassr | ment contribute | s to the large ge | nder disparity in |
| | | | | | |
| Strongly Believe | Somewhat Believe | Neither Believe nor Disbelieve | Somewhat Disbelieve | Strongly Disbelieve | Not Sure |
| 112. Do you be environment? | | a high prevalence | e of sexual hara | ssment in the train | ing and / or work |
| ☐ Yes | | | □ No | | |
| If yes, where? | | | | | |
| ☐ TRAINING☐ BOTH | Only | | ☐ WORK On | ly | |
| - | entage of orthopae ent in the training a | | | s do you believe h | ave experienced |
| | | | | | |
| 0 – 20% | 21 – 40% | 41 – 60% | 61 – 80% | 81 – 100% | Not Sure |
| 113. Do you be surgery? | elieve that sexual | harassment cont | ributes to the la | rge gender dispari | ty in orthopaedic |
| | | | | | |
| Strongly Believe | Somewhat Believe | Neither Believe nor Disbelieve | Somewhat Disbelieve | Strongly Disbelieve | Not Sure |

| | arassment? (Specify training or work organization) |
|-----------------|---|
| 115. ge — | Do you have any suggestions on how training institutions or workplaces can minimize the risk o ender-based or sexual harassment within the training or work environment? |
| 116. | Please include any other comments you would like to share here: |
| _ | |

You have reached the end of the questionnaire.
Thank you for participating in this survey!