

FORMER MANITOBA GOVERNMENT
EMPLOYEE SURVEY



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Respectful Workplace and Harassment Prevention Policies and Practices Review

Purpose:

As a **former employee** of the Manitoba government, you are invited to complete this survey. The results of this survey will inform the independent review being conducting by MLT Aikins and the formulation of recommendations by MLT Aikins. The focus of this survey is to learn about how the Manitoba government supports staff and responds to harassment with the aim of more effectively preventing and responding to harassment in the Manitoba government.

This survey will collect some personal information in order to verify you are a former Manitoba government employee. The identifying information that you provide will be shared with the Manitoba Civil Service Commission for the sole administrative purpose of verifying your status as a former employee. However, identifying information will not be included in responses provided to the Manitoba government. In the event that your status as a former employee cannot be verified, MLT Aikins will not include your survey results for consideration. By completing and submitting your answers to this survey, you consent to the disclosure and use of the information as described. The amalgamated survey results will be shared with Manitoba government employees and may be shared with third-party consultants.

If you have an interest in responding to this survey, please download this form and return a completed copy to respectfulworkplacesurvey@mltaikins.com by no later than **4:30pm on June , 2018. Please indicate that you are a MANITOBA GOVERNMENT FORMER EMPLOYEE in the title of your email.**

Important note: Information provided on this survey will not initiate the reporting process for harassment, including but not limited to sexual harassment. MLT Aikins cannot investigate or initiate a complaint on your behalf because it is outside of our policy review and recommendations mandate. If you would like to bring forward a specific complaint of harassment or sexual harassment, you may email the Civil Service Commission at CSC@gov.mb.ca

In completing this survey, you may wish to refer to the Respectful Workplace and Harassment Prevention Policy which can be found at:

<http://www.gov.mb.ca/csc/policyman/respect.html>

Time:

The survey will take approximately 10 minutes to complete.

Submissions:

Only one submission will be accepted per former employee.

The objectives of this survey are to gather feedback on the following:

- (1) Nature and prevalence of harassment in the Manitoba government
- (2) Experiences reporting incidents of harassment
- (3) Recommendations for improving the respectful workplace and harassment prevention policies and practices, including the definition of harassment and sexual harassment and the reporting processes

Verification questions

1. Your Name at the time of your employment with the Manitoba government

2. Your department at the time of your employment with the Manitoba government.

3. Your employee number (if you still know it).

Demographic questions

1. To which gender identity do you most identify?
 Female
 Male
 Another gender (self-declaration: _____) *self-declaration is optional
 Prefer not to answer
2. Please select if you identify with any of the following
 Indigenous
 Visible minority
 Person with a disability
 LGBT2SQ+
 Prefer not to answer
3. When did you last work for the Manitoba government
(please select)

Experiences of harassment

4. Did you **witness** any incident(s) of sexual harassment directed at another employee while working for the Manitoba government?
- Yes, by a supervisor
 Yes, by a co-worker
 Yes, by another source
 No, I have not
 Prefer not to answer
5. Did you **witness** any incident(s) of any other form of harassment, other than sexual harassment, directed at another employee while working for the Manitoba government?
- Yes, by a supervisor
 Yes, by a co-worker
 Yes, by another source
 No, I have not
 Prefer not to answer
6. If you answered yes to questions 4 or 5, did you report any of the incident(s) of harassment, including sexual harassment, that you witnessed while working for the Manitoba government?
- Yes No Prefer not to answer
7. Did another employee who you did not supervise disclose directly to you that they experienced sexual harassment while working for the Manitoba government?
- Yes, by a supervisor
 Yes, by a co-worker
 Yes, by another source
 No
 Prefer not to answer
8. Did another employee who you did not supervise disclose directly to you that they experienced any other form of harassment, other than sexual harassment, while working for the Manitoba government?
- Yes, by a supervisor
 Yes, by a co-worker
 Yes, by another source
 No
 Prefer not to answer
9. Did you personally **experience sexual harassment** while working for the Manitoba government?
- Yes No Prefer not to answer
10. Did you personally **experience any other form of harassment, other than sexual harassment**, while working for the Manitoba government?

Yes No Prefer not to answer

11. If you answered yes to questions 9 or 10, did you **report** any of your experiences of sexual or any form of harassment while working for the Manitoba government?

Yes No Prefer not to answer

12. While in a supervisory position with the Manitoba government, did you ever **receive a report** of harassment, including sexual harassment, from an employee?

Yes No Prefer not to answer Not applicable

If you answered yes to question 9 or 10, please answer the following questions which relate to your personal experience(s) of harassment while working for the Manitoba government.

13. Who have you experienced harassment from (select all that apply):

- Direct supervisor
- Someone else in a position of authority
- Co-worker
- Subordinate
- Someone external to the Manitoba civil service, such as a client or member of the public
- Other:
- Prefer not to answer

14. Describe the nature of the harassment you experienced while working for the Manitoba government (select all that apply)

From authority figure [Abuse of authority] (select all that apply)

- Demands for sexual favours in return for a promise of a reward
- Threats to penalize or otherwise punish you if you refused to comply with sexual advances (reprisal)
- Retaliation or threat of retaliation for filing a harassment complaint, including sexual harassment
- Physical contact (e.g. touching, patting, pinching)
- Multiple sexual advances
- One-time sexual advance
- Other inappropriate contact (e.g. leering, invading personal space)
- Inappropriate electronic communication (e.g. sexually explicit emails, online solicitation)
- Derogatory remarks based on your gender, sex, ancestry, religion or other personal characteristic
- Derogatory language and/or comments based on your perceived or actual sexual orientation, ancestry, religion or other personal characteristics.

- Spreading rumours about you (sexual or based on another personal characteristic)
- Questions or comments about your sexual activities
- Other

From someone other than authority figure such as a co-worker, subordinate, client, etc. (select all that apply)

- Demands for sexual favours in return for a promise of a reward
- Threats to penalize or otherwise punish you if you refused to comply with sexual advances (reprisal)
- Retaliation or threat of retaliation for filing a harassment complaint, including sexual harassment
- Physical contact (e.g. touching, patting, pinching)
- Multiple sexual advances from someone other than authority figure
- One-time sexual advance from someone other than authority figure
- Other inappropriate contact (e.g. leering, invading personal space)
- Inappropriate electronic communication (e.g. sexually explicit emails, online solicitation)
- Derogatory remarks based on your gender, sex, ancestry, religion or other personal characteristic
- Derogatory language and/or comments based on your perceived or actual sexual orientation, ancestry, religion or other personal characteristics.
- Spreading sexual rumours about you
- Questions or comments about your sexual activities
- Other

Negative [Poisoned] Environment

- Sexual or gender-related banter, gossip, jokes, rumours, remarks about individuals or members of a specific gender or sexual orientation
- Gossip, jokes, rumours, remarks about individuals or members of a specific group having a protected characteristic such as ancestry, disability, religious group or analogous groups
- Display of pornographic or obscene materials
- Frequent use of terms like “sweetheart,” “hun,” “sweetie” or use of derogatory terms related to sexual orientation
- Other

15. When did you experience harassment (approximate)? Select all that apply:

- Within the last three years of your employment with the Manitoba government
- Prior to the last three years of your employment with the Manitoba government
- Prefer not to answer

16. What department(s) and/or branches were you working in when you experienced harassment?

Enter name of department(s) and/or branch(es):

- Prefer not to answer

17. What type of position(s) were you in when you experienced harassment? (select all that apply)

- Regular
- Term
- Student/Internship
- Casual/Temporary
- Seasonal
- Technical officer
- Prefer not to answer

18. What position classification(s) were you in when you experienced harassment? (select all that apply)

- Managerial
- Administrative
- Professional/Technical
- Prefer not to answer

Experiences reporting harassment

If you answered yes to questions 9 or 10, please answer the following questions which relate to your experience(s) of reporting harassment while working for the Manitoba government. If you have reported more than one experience of sexual harassment, please answer the following questions based on your most recent experience.

19. Who did you report the harassment to? (select all that apply)

- Direct supervisor
- Someone else in a position of authority
- Human Resources
- Other
- Prefer not to answer

20. What kind of response did you receive from the person(s) you reported the harassment to? (select all that apply)

- Explained policy/process/next steps
- Kept me informed of the developments in the process
- Initiated further measures
 - What was the type of further measure taken? (select)
 - No further action was taken
 - Explained rationale for taking or not taking further action
 - Provided me information about available supports
 - I was satisfied with the resolution/action taken
 - Other

21. What kind of treatment did you receive from the person(s) you reported the harassment to? (select all that apply)

- The person took my complaint seriously.
- The person treated me with respect.
- The person did not believe me.
- Other

22. Please provide any other comments about reporting harassment that you wish to share.

Reasons for not reporting harassment

Please complete the below if you did not report the harassment.

23. What were your reasons for not reporting harassment while working for the Manitoba government? (select all that apply)

- Fear of reprisal / negative implications for career
- Did not feel it was serious enough
- Did not trust the process would be respectful
- Did not feel you would be believed
- Did not trust any change would occur
- From previous experience, did not think action would be taken
- Other (please describe)
- Prefer not to answer
- Did not want to participate in an investigation

Experience of receiving a report

The following questions relate to your experience(s) of receiving a report of harassment, including sexual harassment from one of your staff, while working for the Manitoba government. If you have received multiple reports, please answer the following questions based on your most recent experience.

24. How did you feel about the experience of receiving and responding to the report(s)? (select all that apply)

- I felt confident about my response.
- I felt ill-equipped to deal with the situation.
- I felt I had the proper resources to deal with the situation.
- I felt I needed more training on how to deal with the situation.

- I felt comfortable responding to the person who made the report.
- I felt comfortable addressing the situation with the harasser.
- I felt support was available if I needed help with deciding what action to pursue (e.g. whether or not to investigate).
- Other

25. Please provide any other comments about responding to the report(s) of sexual harassment that you wish to share.

Recommendations

In answering the following questions, please consider current policies, definition of sexual harassment and harassment, and defined reporting processes.

26. Please share any recommendations for how the Manitoba government can **respond** to sexual harassment more effectively in the workplace

27. Please share any recommendations for how the Manitoba government can **respond** to other forms of harassment more effectively in the workplace

28. Please share any recommendations for how the Manitoba government can **prevent** harassment from occurring in the workplace

29. Please share any recommendations for how the Manitoba government can **prevent** sexual harassment from occurring in the workplace

Thank you.

Your answers will be used to enhance existing processes and policies to address workplace harassment.

For more information about Manitoba's current *Respectful Workplace and Harassment Prevention Policy*, please visit: <http://www.gov.mb.ca/csc/policyman/respect.html>