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Appendix A

Survey Questionnaire

2 February 1995

Dear Colleague

Thank you for agreeing to participate in this survey which is part of my PhD study program in the University of New England Graduate School of Business Administration. As a fellow Registered Nurse, I am interested in conducting the first scientific study of sexual harassment in the Australian Health Care industry as perceived by Registered Nurses. This survey is intended to find out whether uninvited and unwanted sexual attention is a problem in the health care industry, how different Registered Nurses feel about the behaviour, and if it is a problem, what should be done about it. This is your opportunity to establish the facts about the subject.

Both men and women are urged to complete this questionnaire. I need answers from those who have not experienced unwanted sexual attention as well as from those who have. Likewise, I need answers from those who do not think a significant problem exists, as well as from those who do. Do not ask anyone else to fill out your questionnaire.

Your open and honest answers to this questionnaire will be kept strictly confidential. Do not put your name anywhere on the questionnaire. There is no identifying number on the questionnaire. All answers will be combined so that individual responses cannot be identified. Do not be daunted by the number of pages. Depending on your experience, some participants will not need to complete every section. Read the instructions carefully.

Please be reminded that your participation is completely voluntary and you are free to withdraw from this study at any time. Your names will not be recorded and the return of the questionnaire is considered consent to participate in the study. The questionnaire should take about 30 minutes to complete if you have not experienced an incident of sexual harassment and about 45 minutes if you have.

If during (or after) the completion of this questionnaire, you have any questions or would like to talk to me I will be available at the back of the room. Due to the sensitive nature of this topic, if you would like to speak to a professional counsellor I will see that you are given a list of appropriate counsellors from which to choose.

I strongly urge you to take advantage of the opportunity to participate in this landmark study. The overall findings will be presented in appropriate journal and conference publications. Thank you again for participating in this survey.

Sincerely,

Jeanne Madison, Lecturer
Department of Health Services Management and Public Health
University of New England
Armidale NSW 2351
Australia

Sex-Based Harassment in the Health Care Industry Is it a Problem?

This is the first study of sexual harassment in the Australian Health Care industry. The first part of this questionnaire asks how you feel about relationships among people who work together. This is followed by questions about your opinion of various remedies for sexual harassment. Following this section I ask about your own experience with sexual harassment. Finally, I ask for some demographic information such as your sex, age, work area and education. The questions you are answering in this survey relate only to the Health Care industry and not to other experiences you may have had outside the Health Care industry. I appreciate your taking the time to complete this questionnaire.

The following questions ask how you feel about relationships among people who work together. People feel very differently about what should or shouldn't happen at work. These questions ask your opinion and perceptions about different kinds of sexual behaviour that can happen at work.

1. How much do you agree or disagree with each statement below? For each statement, please "X" the box which best describes your opinion.

		How Much You Agree Or Disagree				
Statement	Strongly Disagree	Disagree	No Opinion	Agree	Strongly Agree	
a. I think it's all right for people to have sexual affairs with people they work with.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
b. Morale at work suffers when some employees seem to get ahead by using their sexuality.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
c. Women in positions of power are just as likely as men in such positions to sexually bother the people who work for them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
d. There's nothing wrong when women use their sexuality to get ahead on the job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
e. Unwanted sexual attention on the job is something people should not have to put up with.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
f. People who receive annoying sexual attention have usually asked for it.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
g. People shouldn't be so quick to take offence when someone expresses a sexual interest in them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
h. Nearly all instances of unwanted sexual attention can be stopped if the person receiving the attention simply tells the other person to stop.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
i. I would call something sexual harassment even if the person doing it did not mean to be offensive.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
j. When people say they've been sexually harassed, they're usually just trying to get the person they accuse into trouble.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
k. There's nothing wrong when men use their sexuality to get ahead on the job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
l. Those who sexually bother others are usually seeking power over those they bother.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
m. The issue of sexual harassment has been exaggerated--- most incidents are simply normal sexual attraction between people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
n. I think that women need their jobs as much as men do.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

The following questions ask more about how you feel about relationships among people who work together. I would like to know what you would think if the following behaviours happened to you or someone else at work. For each behaviour listed below, please "X" ONE box for each question.

Statement	Your Response to Behaviour				
	Definitely Not	Probably Not	Don't Know	Probably Yes	Definitely Yes
2a. Uninvited pressure for sexual favours:					
a. If a supervisor did this, would it bother you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. If a supervisor did this, would you consider this sexual harassment?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. If medical officer did this, would it bother you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. If medical officer did this, would you consider it sexual harassment?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. If another health care professional did this, would it bother you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. If another health care professional did this, would you consider it sexual harassment?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2b. Uninvited and deliberate touching, leaning over, cornering, or pinching:					
a. If a supervisor did this, would it bother you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. If a supervisor did this, would you consider this sexual harassment?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. If medical officer did this, would it bother you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. If medical officer did this, would you consider it sexual harassment?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. If another health care professional did this, would it bother you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. If another health care professional did this, would you consider it sexual harassment?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2c. Uninvited sexually suggestive looks or gestures:					
a. If a supervisor did this, would it bother you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. If a supervisor did this, would you consider this sexual harassment?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. If medical officer did this, would it bother you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. If medical officer did this, would you consider it sexual harassment?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. If another health care professional did this, would it bother you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. If another health care professional did this, would you consider it sexual harassment?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2d. Uninvited letters, phone calls, or materials of a sexual nature:					
a. If a supervisor did this, would it bother you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. If a supervisor did this, would you consider this sexual harassment?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. If medical officer did this, would it bother you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. If medical officer did this, would you consider it sexual harassment?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. If another health care professional did this, would it bother you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. If another health care professional did this, would you consider it sexual harassment?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2e. Uninvited pressure for dates:

- | | | | | | | |
|----|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. | If a supervisor did this, would it bother you? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. | If a supervisor did this, would you consider this sexual harassment? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. | If medical officer did this, would it bother you? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. | If medical officer did this, would you consider it sexual harassment? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. | If another health care professional did this, would it bother you? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. | If another health care professional did this, would you consider it sexual harassment? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

2f. Uninvited sexual teasing, jokes, remarks, or questions:

- | | | | | | | |
|----|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. | If a supervisor did this, would it bother you? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. | If a supervisor did this, would you consider this sexual harassment? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. | If medical officer did this, would it bother you? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. | If medical officer did this, would you consider it sexual harassment? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. | If another health care professional did this, would it bother you? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. | If another health care professional did this, would you consider it sexual harassment? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

2g. Stereotypical or demeaning comments

- | | | | | | | |
|----|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. | If a supervisor did this, would it bother you? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. | If a supervisor did this, would you consider this sexual harassment? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. | If medical officer did this, would it bother you? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. | If medical officer did this, would you consider it sexual harassment? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. | If another health care professional did this, would it bother you? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. | If another health care professional did this, would you consider it sexual harassment? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

*In this section, I would like your views on what actions would be useful in **reducing or preventing** sexual harassment in the workplace.*

3. In most cases, which of the following do you think are the most effective actions for employees to take to make others stop bothering them sexually? Please "X" ALL the boxes that apply.

- | | | |
|--|--------------------------|---|
| Ignoring the behaviour | <input type="checkbox"/> | 1 |
| Avoiding the person(s) | <input type="checkbox"/> | 2 |
| Asking or telling the person(s) to stop | <input type="checkbox"/> | 3 |
| Threatening to tell or telling other workers | <input type="checkbox"/> | 4 |
| Reporting the behaviour to the supervisor or other officials | <input type="checkbox"/> | 5 |
| Filing a formal complaint | <input type="checkbox"/> | 6 |
| There is very little that employees can do to make others stop bothering them sexually | <input type="checkbox"/> | 7 |
| Other, please specify _____ | <input type="checkbox"/> | 8 |

4. Which of the following do you think are the most effective actions for an organisation's management to take regarding sexual harassment? Please "X" ALL the boxes that apply.

- Establish and publicise policies which prohibit sexual harassment. 1
- Conduct swift and thorough investigations of complaints of sexual harassment. 2
- Enforce penalties against managers who knowingly allow this behaviour to continue. 3
- Enforce penalties against those who sexually bother others. 4
- Publicise the availability of formal complaint channels. 5
- Establish a special counselling service for those who experience sexual harassment. 6
- Provide awareness training for employees on sexual harassment. 7
- Provide training for managers and EEO officials on their responsibilities for decreasing sexual harassment. 8
- There is very little that management can do to reduce sexual harassment on the job. 9
- None of the above. 10
- Other, please specify _____

I want to know whether you think the following actions are available to those who have been sexually bothered by others and if the actions would be effective in helping those employees. For each action listed below, please "X" ONE box for each question.

Statement	Your Response to Behaviour				
	Definitely Not	Probably Not	Don't Know	Probably Yes	Definitely Yes
5a. Requesting an investigation by employing organisation.					
a. Is this remedy available to employees where you work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Would this be effective in helping these employees?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5b. Requesting an investigation by an outside agency.					
a. Is this remedy available to employees where you work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Would this be effective in helping these employees?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5c. Lodging a grievance or adverse action appeal.					
a. Is this remedy available to employees where you work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Would this be effective in helping these employees?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5d. Lodging a discrimination complaint.					
a. Is this remedy available to employees where you work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Would this be effective in helping these employees?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5e. Lodging a complaint through special channels set up for sexual harassment complaints.					
a. Is this remedy available to employees where you work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Would this be effective in helping these employees?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The following questions ask about any experience you may have had with uninvited and unwanted sexual attention on the job from persons of either sex.

6. Have you received any of the following uninvited sexual attention from someone where you work in health care? Please "X" ONE box for each Item.

Uninvited Sexual Attention	Frequency				
	Never	Once	Once a Month or Less	2-4 times a Month	Once a week or More
a. Actual or attempted rape or sexual assault.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Unwanted pressure for sexual favours.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Unwanted deliberate touching, leaning over, cornering, or pinching.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Unwanted sexually suggestive looks or gestures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Unwanted letters, phone calls, or materials of a sexual nature.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Unwanted pressure for dates.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Unwanted sexual teasing, jokes, remarks, or questions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Select one experience that is either most recent or that had the greatest effect on you and answer the questions that follow in terms of that experience. Please complete these questions even if you dealt with the situation yourself. If you have not experienced uninvited and unwanted sexual attention on the job please skip to question 29.

7. Is the experience you are about to describe the most recent one, or is it the one which had the greatest effect on you? Please "X" ALL the boxes that apply.

- This was my only experience. 1
- This was my most recent experience. 2
- This was the experience that had the greatest effect on me. 3
- This experience is still continuing. 4

8. During any particular experience, a person may receive more than one kind of unwanted sexual attention. During the experience you describe here, which of the following happened to you? Please "X" ALL the boxes that apply.

- Actual or attempted rape or sexual assault. 1
- Unwanted pressure for sexual favours. 2
- Unwanted and deliberate touching, leaning over, cornering, or pinching. 3
- Unwanted sexually-suggestive looks or gestures. 4
- Unwanted letters, phone calls, or materials of a sexual nature. 5
- Unwanted pressure for dates. 6
- Unwanted sexual teasing, jokes, remarks, or questions. 7

9. How often did the unwanted sexual attention occur? Please "X" ONE box.

- Once 1 Every few days 4
- Once a month or less 2 Every day 5
- 2-4 times a month 3

10. How long did this unwanted sexual attention continue? Please "X" ONE box.

- Less than one week 1 One to six months 3
- Several weeks 2 More than six months 4

11. Describe **yourself** when you experienced this unwanted sexual attention.

a. AGE (at time of incident)

- Older than the person who sexually bothered you 1
- Same age as the person who sexually bothered you 2
- Younger than the person who sexually bothered you 3

b. MARITAL STATUS (at time of incident)

- | | | | |
|----------------------------|----------------------------|-----------------------|----------------------------|
| Married | <input type="checkbox"/> 1 | Single, never married | <input type="checkbox"/> 2 |
| Divorced, separated, widow | <input type="checkbox"/> 3 | defacto | <input type="checkbox"/> 4 |
| Unknown | <input type="checkbox"/> 5 | | |

c. At the time of the incident were you a

- Director of Nurses (DON) 1
- Deputy Director of Nurses (DDON) 2
- Nurse Unit Manager (NUM) 3
- Clinical Nurse Consultant 4
- Clinical Nurse Specialist 5
- Registered Nurse 6
- Registered Nurse Midwife 7
- Unknown 8
- Other, please describe _____ 9
- _____

d. At the time of the incident were you

- The supervisor of the person who sexually bothered you 1
- The peer of the person who sexually bothered you 2
- The subordinate of the person who sexually bothered you 3
- The person who sexually bothered you was another
health care professional 4
- Unknown 5
- Other, please describe _____
- _____ 6

e. Height _____ at time of incident. (Please identify whether feet and inches or cm)

f. Weight _____ at time of incident. (Please identify whether stones, kg or pounds)

12. How did you respond to this unwanted sexual attention? **Please "X" ALL the boxes that apply.**

13. For each action that you took, what effect did it have? **Please "X" the box for each action that you took.**

Action		Effect of Response		
		Making Things Worse	Making No Difference	Making Things Better
I ignored the behaviour or did nothing.	<input type="checkbox"/> 1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I avoided the person(s)	<input type="checkbox"/> 2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I asked or told the person(s) to stop.	<input type="checkbox"/> 3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I threatened to tell or told other workers	<input type="checkbox"/> 4	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I reported behaviour to supervisor or other officials.	<input type="checkbox"/> 5	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I made a joke of the behaviour.	<input type="checkbox"/> 6	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I went along with the behaviour.	<input type="checkbox"/> 7	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I transferred, disciplined or gave a poor work performance rating to the person.	<input type="checkbox"/> 8	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I requested a transfer..	<input type="checkbox"/> 9	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I did something other than actions listed above.	<input type="checkbox"/> 10	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

please specify _____

14. Did you think that any of the following would happen to you if you **did not** go along with the unwanted sexual attention? **Please "X" ALL the boxes that apply.**

My working assignments or conditions would get worse.	<input type="checkbox"/> 1
The person(s) or other workers would be unpleasant or would embarrass me.	<input type="checkbox"/> 2
I would be unable to get a promotion, salary increase, good performance rating, or reference.	<input type="checkbox"/> 3
I would lose my job.	<input type="checkbox"/> 4
I did not think anything would happen	<input type="checkbox"/> 5
I would be blamed	<input type="checkbox"/> 6

15. Did you think that any of the following would happen if you **went along** with the unwanted sexual attention? **Please "X" ALL the boxes that apply.**

My working assignments or conditions would get better.	<input type="checkbox"/> 1
The person(s) would become more pleasant.	<input type="checkbox"/> 2
I would get a promotion, salary increase, good rating, or reference.	<input type="checkbox"/> 3
I would get a better job.	<input type="checkbox"/> 4
I did not think anything would happen.	<input type="checkbox"/> 5

16. Did any of the following changes happen in your work situation as a result of this unwanted sexual attention? **Please "X" ALL the boxes that apply,**

My working assignments or conditions got worse.	<input type="checkbox"/> 1
I was denied a promotion, salary increase, good performance rating, or reference.	<input type="checkbox"/> 2
I was reassigned or fired.	<input type="checkbox"/> 3
I transferred or quit to take another job.	<input type="checkbox"/> 4
I quit without having another job.	<input type="checkbox"/> 5
My working assignments or conditions got better.	<input type="checkbox"/> 6
I received a promotion, salary increase, good performance rating, or reference.	<input type="checkbox"/> 7
No changes happened in my work situation.	<input type="checkbox"/> 8

17. Did you talk about this with anyone? Please "X" ONE box.

No 1

Yes 2

Who? _____
(husband, friend, coworker, etc.)

18. Did you take any formal actions? Please "X" ONE box.

No 1 **Then Skip to question 22**

Yes 2

19. What formal actions did you take?
Please "X" ALL the boxes that apply.

20. For each action that you took, did it make a difference? Please "X" for each group talked to:

Difference formal action made

Formal Action		Made Things Worse	Made No Difference	Made Things Better
I requested an investigation by my organisation.	<input type="checkbox"/> 1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I requested an investigation by an outside agency.	<input type="checkbox"/> 2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I lodged a grievance or adverse action appeal.	<input type="checkbox"/> 3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I lodged a discrimination complaint or lawsuit.	<input type="checkbox"/> 4	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
None of the above.	<input type="checkbox"/> 5	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other, please specify. _____	<input type="checkbox"/> 6	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

21. How did your organisation's management respond to the action you took? Please "X" ALL the boxes that apply.

- Found my charge to be true. 1
- Found my charge to be false. 2
- Corrected the damage done to me. 3
- Took action against the person who bothered me. 4
- Were hostile or took action against me. 5
- Did nothing. 6
- The action is still being processed. 7
- Separated us. 8
- Recommended that I take time off. 9
- I don't know whether management did anything. 10

22. What were your reasons for not taking any formal action? Please "X" ALL the boxes that apply.

- I did take formal action. 1 Then skip to question 23
- I did not know what action to take. 2
- I saw no need to report it. 3
- I did not want to hurt the person who bothered me. 4
- I was too embarrassed. 5
- I did not think anything would be done. 6
- I thought it would take too much time and effort. 7
- I thought it would be held against me or that I would be blamed. 8
- I thought it would make my work situation unpleasant. 9

23. How did the unwanted sexual attention affect you? For each statement listed below, please "X" the box which best describes how you were affected?

Statement	How you were Affected		
	Became Worse	Had No Effect	Became Better
a. My feelings about work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. My emotional or physical condition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. My ability to work with others on the job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The quality of my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. The quantity of my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. My time and attendance at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. My closeness to fellow colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

24. How did the unwanted sexual attention affect others in your immediate work group? That is, the people you worked with on a day-to-day basis? For each statement listed below, please "X" the box which best describes how others were affected.

How Others were Affected

Statements	How Others were Affected			
	Became Worse	Had No Effect	Became Better	Not Sure
a. Morale of the immediate work group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Productivity of the immediate work group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Camaraderie/work friendship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

25. Please describe the person(s) who sexually bothered you. Please "X" ONE box for each line.

a. SEX

Male	<input type="checkbox"/> 1	Female	<input type="checkbox"/> 2
Two or more males	<input type="checkbox"/> 3	Two or more females	<input type="checkbox"/> 4
Both males and females	<input type="checkbox"/> 5	Unknown	<input type="checkbox"/> 6

b. AGE

Older than you	<input type="checkbox"/> 1	Same age as you	<input type="checkbox"/> 2
Younger than you	<input type="checkbox"/> 3	Various ages	<input type="checkbox"/> 4
Unknown	<input type="checkbox"/> 5		

c. ETHNIC STATUS

Same as you	<input type="checkbox"/> 1	Different ethnic group from you	<input type="checkbox"/> 2
Some the same and some different	<input type="checkbox"/> 3	Unknown	<input type="checkbox"/> 4

d. MARITAL STATUS

Married	<input type="checkbox"/> 1	Single	<input type="checkbox"/> 2
Divorced, separated, widowed	<input type="checkbox"/> 3	Both married and not married	<input type="checkbox"/> 4
Unknown	<input type="checkbox"/> 5		

26. Was the person(s) who sexually bothered you: Please "X" ALL the boxes that apply.

Your immediate supervisor(s)	<input type="checkbox"/> 1	A medical officer(s)	<input type="checkbox"/> 6
Other higher level supervisor(s)	<input type="checkbox"/> 2	A medical officer to whom you report	<input type="checkbox"/> 7
Your co-worker(s)	<input type="checkbox"/> 3	A consultant to your organisation	<input type="checkbox"/> 8
Your subordinate(s)	<input type="checkbox"/> 4	A patient	<input type="checkbox"/> 9
Other employee(s) (other department)	<input type="checkbox"/> 5	Other, please identify_____	<input type="checkbox"/> 10

27. Do you know whether the person(s) has (have) sexually bothered others at work? Please "X" ONE box.

- No, this person has not sexually bothered others at work. 1
- I don't know. 2
- Yes, this person has sexually bothered others at work. 3

28. At the time of this experience, how much did you need this job? Please "X" ONE box.

- Not at all 1 Quite a bit 4
- A little 2 A great deal 5
- Some 3

This ends the questions about this particular experience. Please continue. In this next series of questions I am also interested in knowing whether you have been accused of sexually bothering someone else.

29. Has anyone said that you were sexually bothering them? Please "X" ONE box.

- No 1 Then skip to question 37
- Not sure 2 Then skip to question 37
- Yes 3

If you have been accused of sexually bothering someone select one experience that is either the most recent or had the greatest effect on you and answer the questions in this section in terms of that experience.

30. Did you think that the charge was fair? Please "X" ONE box.

- No 1
- Not sure 2
- Yes 3

31. Why do you think it was unfair? Please "X" ALL the boxes that apply.

- There was nothing wrong with what I did. 1
- The person who accused me misunderstood my motives. 2
- The person who accused me wanted to create trouble. 3
- My organisation's management found the charge to be false. 4

32. Please describe the person who accused you. Please "X" ONE box for each question.

a. SEX

- A male 1
- A female 2

b. AGE

- Older than you 1
- Same age as you 2
- Younger than you 3

c. ETHNIC IDENTIFICATION

- Same ethnic group as you 1
- Different ethnic group from you 2

d. MARITAL STATUS

- | | | |
|------------------------------|--------------------------|---|
| Married | <input type="checkbox"/> | 1 |
| Single | <input type="checkbox"/> | 2 |
| Divorced, separated, widowed | <input type="checkbox"/> | 3 |
| Don't know | <input type="checkbox"/> | 4 |

33. Was the person who accused you: **Please "X" ONE box.**

- | | | |
|-------------------------------------|--------------------------|---|
| Your immediate supervisor | <input type="checkbox"/> | 1 |
| Other higher level supervisor | <input type="checkbox"/> | 2 |
| Your co-worker | <input type="checkbox"/> | 3 |
| Your subordinate | <input type="checkbox"/> | 4 |
| Other employee (another department) | <input type="checkbox"/> | 5 |
| A medical officer | <input type="checkbox"/> | 6 |
| Other health care professional | <input type="checkbox"/> | 7 |
| Other or unknown | <input type="checkbox"/> | 8 |
| Please specify _____ | | |

34. Were any formal actions taken by the person who accused you? **Please "X" ONE box.**

- | | | |
|---------------|--------------------------|---|
| No | <input type="checkbox"/> | 1 |
| I don't know. | <input type="checkbox"/> | 2 |
| Yes | <input type="checkbox"/> | 3 |

35. Do you know whether this person has accused others at work? **Please "X" ONE box.**

- | | | |
|---|--------------------------|---|
| No, this person has not accused others at work. | <input type="checkbox"/> | 1 |
| I don't know. | <input type="checkbox"/> | 2 |
| Yes, this person has accused others at work. | <input type="checkbox"/> | 3 |

36. Was your work productivity affected as a result of this experience? **Please "X" ONE box.**

- | | | |
|---------------|--------------------------|---|
| Became worse | <input type="checkbox"/> | 1 |
| Had no effect | <input type="checkbox"/> | 2 |
| Became better | <input type="checkbox"/> | 3 |

This ends the questions about this particular experience. Please continue. In the following series of questions I ask about your work setting. If you received unwanted sexual attention or if you were accused of bothering someone sexually, please answer these questions in terms of the job where that occurred. If you did not identify either of the above, please answer these questions in terms of your present job.

37. Below are a series of statements that may or may not generally describe your immediate work group, that is, the people with whom you work(ed) most closely on a day-to-day basis. How much do you agree or disagree with each statement? **For each statement, please "X" the box which best describes your opinion.**

		How Much You Agree or Disagree				
Statement	Strongly Disagree	Disagree	No Opinion	Agree	Strongly Agree	
a. I feel (felt) free to bring up general work-related concerns or suggestions to my immediate supervisor.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
b. I feel (felt) that my supervisor would correct general work-related concerns or suggestions if possible.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
c. At work I feel (felt) I am (was), expected to flirt.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
d. At work I feel (felt) I am (was) expected to make sexual comments about the opposite sex.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
e. Uninvited and unwanted sexual attention is (was) a problem for employees where I work(ed).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
f. Employees use(d) their sexual favours for advancement on the job at work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
g. My organisation makes (made) every effort to stop unwanted sexual attention amongst its employees.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

38. Does your organisation have a formal policy for dealing with sex-based harassment in the workplace?

- 1 No
 2 Yes
 3 Don't know

Have you ever used the formal policy for dealing with sex-based harassment?

- 1 No
 2 Yes
 3 Other, please describe _____

39. Does your organisation encourage employees to formally protest against harassing behaviour through an established procedure?

- 1 No
 2 Yes
 3 Don't know

40. Would you agree or disagree that your organisation seems to resent dealing with sex-based harassment?

- 1 Disagree
 2 Agree
 3 Don't know

41. Have employee's within your organisation been formally trained concerning what constitutes sex-based harassment?

- 1 No
 2 Yes
 3 Don't know

42. Has the medical staff associated with your organisation been formally trained concerning what constitutes sex-based harassment?

- 1 No
 2 Yes
 3 Don't know

43. Does the medical staff associated with your organisation have a formal policy to govern relationships among medical staff and employees in your organisation?

- 1 No
 2 Yes
 3 Don't know

This last section asks for information I need to help me with understanding the nature of sex-based harassment in the workplace. Please answer the following questions about yourself.

44. Age

_____ years

45. Gender

- 1 Male
 2 Female

46. Current employment status (tick all that apply)

- 0 None
 1 Full-time
 2 Part-time
 3 Casual

47. Current employment

- 1 Hospital (acute care hospital more than 100 beds)
 2 Hospital (acute care hospital less than 100 beds)
 3 Convalescent Hospital/Long Term Care/Nursing Home
 4 Community Health
 5 Home Health
 6 School (primary through secondary/high school)
 7 Tertiary Institution /College/University
 8 Other, please identify _____

48. Please identify the 'specialty' (medical ward, surgical ward, theatre etc.) area of your employment.

49. Unemployed

- 1 unable to find employment
 2 taking 'time out'
 3 full time home maker
 4 not applicable

50. How long have you been working as a Registered Nurse?

_____ years

51. Identify your highest qualification

- 1 Certificate
 2 Post Graduate Certificate
 3 Diploma
 4 Bachelors
 5 Honours
 6 Masters
 7 Other, please identify _____

52. Do you wish to describe or do you have any additional comments, information or situations associated with sex-based harassment in health care? If so, please use the following space (and other side of this sheet, if necessary). I welcome and encourage these additions.

53. May I contact you later this year to discuss your further participation in this study of sex-based harassment? I would be discussing with you the possibility that you maintain a journal over a 6 month period, noting incidence of sex-based harassment. Absolute confidentiality of all journal content will be maintained.

- 1 No
 2 Yes

54. May I contact you later this year so that you may *consider* participating in an in depth interview regarding your experiences with sex-based harassment in health care? Absolute confidentiality of all interview content will be maintained.

- 1 No
 2 Yes

55. Would you like a summary of the findings of this survey questionnaire?

- 1 No
 2 Yes

If yes to either 53, 54 or 55, please complete the tear-off (next) page of this questionnaire and place it in the receptacle at the door labelled 'MORE INFORMATION'; the separated, completed questionnaire can be placed in the receptacle labelled 'QUESTIONNAIRES'.

Thank you.

PLACE THIS QUESTIONNAIRE IN THE RECEPTACLE AT THE BACK OF THE ROOM LABELLED 'QUESTIONNAIRE'

PLEASE DETACH FROM QUESTIONNAIRE
PLACE THIS SINGLE PAGE IN THE RECEPTACLE
AT THE BACK OF THE ROOM LABELLED
'MORE INFORMATION'

Yes, I would *consider* participating in further study regarding my experiences with sex-based harassment in health care.

___ I would like to discuss keeping a journal

___ I would like to discuss an in depth interview

___ I would like to discuss either or both

___ I would like a summary of the findings of this survey questionnaire

I can be reached at:

Name: _____

Address: _____

City or town: _____

Home phone: _____

Work phone: _____

FAX: _____

email: _____

Thank you very much for your participation in this survey.

Jeanne Madison

School of Health

Department of Health Services Management and Public Health

University of New England

Armidale NSW 2351

Australia

WORK PHONE: 067 733665

HOME PHONE: 067 783178

EMAIL: jmadison@metz.une.edu.au

FAX: 067 733666

Appendix B

Plain Language Statement for Interview Participants (Registered Nurses)

Hello, my name is Jeanne Madison and I am a Registered Nurse presently enrolled in a Doctor of Philosophy degree at the University of New England. Part of my research project which is entitled *Sex-based Harassment in the Australian Health Care Industry* is being undertaken at this time.

I would like to invite you to participate in this research study and would be very grateful if you decide to do so.

The aim of this research is to explore the perceptions of Registered Nurses regarding sex-based harassment in the Australian Health Care Industry. If you agree to participate, you would be asked to share with me your views about, and experiences with, sex-based harassment in the health care work environment. The interview lasting about 1 hour will be completely confidential and neither you nor your employer will be identified in any way in the results of the study. All interviews will be recorded on audio tape and written transcriptions of these recordings will be made. No names will be attached to the tapes. Only a code number will be used to identify the tapes and any information which could link them to you will be kept in a separate place in case I need to contact you again before the end of the study.

If during the interview, you wish to continue at another time or discontinue the interview completely, you are free to ask me to leave, even if you have agreed, at an earlier time, to be interviewed. Please understand that any information given will remain confidential. Due to the sensitive nature of this topic if you feel at any time you would like to speak to a professional counsellor I will see that you are directed to a list of appropriate counsellors from which to chose.

You should note that you are free to withdraw this consent at any time during the study for any reason. If this happens, then any information which has already been collected from you, will be destroyed if you so wish.

Any questions concerning the project, which is titled *Sex-based Harassment in the Australian Health Care Industry* can be directed to Jeanne Madison, Postgraduate Student, Graduate School of Business Administration, University of New England, Armidale, NSW 2351. Phone 067 733665.

If you decide that you would like to assist me by participating in this research, please read the following statement and sign below.

I, _____, have read the information above and any questions I have asked have been answered to my satisfaction. I agree to participate in this activity, realising that I may withdraw at any time. I agree that research data gathered for the study may be published, provided my name is not used.

Participant or Authorised Representative Date

Investigator Date

Appendix C

Letter to Focus Group Participants

30 January 1998

Dear

Thank you for agreeing to assist once again in my PhD research project entitled *Sex-based and Sexual Harassment in the Australian Health Care Industry*, by participating in a telephone focus group discussion in March. The aim of this research is to explore the experiences and perceptions of Registered Nurses regarding sex-based and sexual harassment in the health care workplace. You will find enclosed here two chapters from the research project that include the interview coding and analysis. These chapters follow a literature review, the research project conceptual and theoretical framework, and the findings associated with the survey questionnaire conducted in January 1995.

I hope that you will be able to read the attachment and be prepared to listen and discuss with other interview participants your perspective and comments on the manuscript. Feel free to write on the manuscript itself. It is a draft document and will be revised upon completion of the telephone focus group discussion. This telephone focus group discussion will be a conference call that will include six of the original seventeen interview participants. With your permission I would like to record the discussion so that I can transcribe and review it later. This will assist in any revisions or clarifications in the manuscript that become evident from the discussion.

You will see there are basically 6 areas of analysis:

LABELLING: how the RN informants label the event of harassment

RECOGNITION: how the RN informants recognise harassment may be imminent: what were some of the features or benchmarks

CLASSIFICATION: what classifications could be used to describe the harasser

RESPONSE: emotional and physical responses of the RN informants' experiences with harassment

RATIONALISATION: what rationalisations the RN informants used to explain their and their harassers actions or inactions

POLITICAL CONSEQUENCE: how harassment can be politicised for the profession and individual RN informants

I would like to know if you agree or disagree with my interpretations of the issues and if they make sense to you. Can you confirm the validity of my

thinking? I would appreciate your thoughts where you understand or recognise a 'truth' from your experience or perceptions. Do you have alternative ways of interpreting or looking at the interview information? Wherever possible if you can think of examples to support your interpretation or suggestions this would be helpful. I would hope the telephone focus group discussion can identify, explore and expand other implications of the issues. Finally I would hope to develop some ideas about how you see the practical implications of this research in light of the discussion and your thinking.

I will call you during the week following March 13 and organise a mutually convenient evening and time that will bring the seven of us together on the telephone. I would suggest the call might take an hour, possibly more. As you can see, I have sent you two copies of this letter and a postage paid envelope. Your signature below indicates you have agreed to participate and that you know the conversation will be tape recorded. If you would like to be identified by a code name during the telephone focus group discussion, please indicate below a suggested pseudonym. I would be most grateful if you could kindly sign one of these letters and return it to me to arrive prior to the telephone focus group conference call. Retain the copy for your files.

I'm most grateful for your participation in this research project.

Regards,

Jeanne Madison
University of New England

Your signature

Appendix D

Focus Group Trigger Questions

Hello Everyone!

I'm happy you could all make it and want to repeat my thank you to each of you for participating tonight in a discussion about Sexual Harassment and RNs. Each of you have read about 100 pages of my research draft that discusses the interview portion of the project, that each of you participated in. What I'm hoping happens tonight is that we can take the analysis to a new level, greater depth. I need to see if what I've said makes sense to you? Can you add things I've missed? Have I interpreted comments as you might have?

As way of introduction, I'll just say that there are 6 of you on the line tonight, plus me. All six of you are female, all are RNs, all are in your 30's or 40's... except me! I'm assuming that people will maintain confidentiality about what is discussed by anyone tonight. That said, let's start. Whenever you can remember, could you just identify yourself by name before you talk, to help people follow who is talking. We'll pause at the one hour mark to assess peoples fatigue level. We'll work our way through them first by going around to each of you for a reaction or comment then open it up for discussion. If people tire we may need to organise another conference call. Just to begin with, do any of you happen to have a burning issue that you want up front in the first place or need to get off your chest?

1. OK, let's just start at the beginning and work through the different sections. You read about how the interview participants 'labelled' different episodes of harassment. Mary start with some of your thoughts about the way labelling is dealt with in the paper.

Bess

Frances

Paula

Sarah

Lucy

Mary

2. OK, let's move to 'recognition'. Lucy talk a bit about the ideas associated with how RNs recognise harassment, such as invasion of space, disrespectful behaviours, and so forth.

Bess

Frances

Paula

Sarah

Mary

3. OK, let's go on to the ideas surrounding 'classification'. Bess start us off on some of your ideas about the classifications that were identified. Do you have others? Better names?

Frances

Paula

Sarah

Lucy

Mary

4. All right, now how about the section about 'responses'. Sarah can you add some thinking in this section? Do you see the important responses adequately portrayed here?

Bess

Frances

Paula

Lucy

Mary

5. OK, let's move on to 'rationalisation'. Paula would you like to start us off on a discussion about the various rationale or explanations for the behaviour of the harasser as well as the harassed?

Bess

Frances

Paula

Sarah

Lucy

Mary

6. OK, the broader concepts associated with political consequences. Let's take them one by one.

- a. Silence, anyone have a comment to begin a discussion - Frances?
- b. Absence of supportive behaviours - Mary?
- c. Lack of education - Lucy?
- d. Perpetuating the myths - Bess?

Bess

Frances

Paula

Sarah

Lucy

Mary

7. My supervisor brought up an interesting question in our last session together saying that he was having a hard time with my concept of 'silence' alongside the media interest that was generated by the survey part of this research project. He asked how can I say the issue is 'silent' when it seems to

generate such interest from the media? I know that nurses talk about inappropriate behaviour of co-workers, colleagues, doctors, patients, privately, in our tea rooms or exclusively nurse groups, but I also know it isn't on any professional meeting agenda... it isn't in our journals..., we haven't formally researched it... What would you say to my supervisor about silence and harassment?

Bess

Frances

Paula

Sarah

Lucy

Mary

8. OK, let's step way back and take a 'big picture'. Do you have any general comments about the scope and depth of the interview research?

Bess

Frances

Paula

Sarah

Lucy

Mary

9. Any, ANY other comments are areas that you would like to discuss or comment on?

Bess

Frances

Paula

Sarah

Lucy

Mary

I'd like to bring this to a close now, with another thank you. I appreciate your taking the time to be available and to participate this evening, it has been very helpful. I will be transcribing and analysing our discussion soon. If, for any reason you wish to discuss any concerns in the next few days, do not hesitate to call me, at work or at home. I remain available to talk with you further should you feel the need to 'debrief' or add some after-thoughts.