

Tk'emlups te Secwepemc: Workplace Harassment and Violence Survey

Please complete the survey below. Answers from this survey will be used to inform and direct TteS actions and strategy for minimizing bullying, harassment, and violence in our workplace. If anyone feels there is an outstanding issue that needs to be addressed, please see the HR department.

1. What department do you work in?

2. How long have you worked at TteS

- a. < 1 year
- b. 1 – 3 years
- c. 3 – 5 years
- d. 5 – 10 years
- e. 10+ years

3. Gender Identity (select all that apply)

- a. Woman
- b. Man
- c. Transgender
- d. Two-Spirit
- e. Prefer not to say
- f. Non-binary / non-confirming

g. Other _____

4. What age group do you belong to?

a. 15 – 19

b. 20 – 29

c. 30 – 39

d. 40 - 49

e. 50 – 59

f. 60+

5. In the **past two years** have you experienced any of the following while employed at TteS?

a. Workplace Violence or Threats (Verbal or Written) of Violence

b. Bullying or Harassment

c. Sexual Harassment or Violence

d. I have not experienced any of these issues while employed at TteS

e. Other _____

6. Were you alone when the incident occurred?

a. Yes

b. No

c. Not applicable

7. What was the relationship of the aggressor to you?

a. Client / Customer / Public

b. Co-worker

c. Supervisor

d. Manager

e. Not applicable – I have not experienced any issues at TteS

f. Other _____

8. Prior to our Bullying and Harassment training sessions in 2024, did you know how to report incidents of Workplace Violence and Harassment?

a. Yes

b. No

9. If yes, have you used these reporting methods before?

a. Yes

b. No

10. When was the last time you reviewed policies or had a conversation/review session with your manager or supervisor or HR about Respectful Workplaces, Bullying and Harassment, and/or Code of Conduct?

a. Within the last year

b. 1 – 2 years

c. 2+ years

d. Never

11. Please rank your feelings about TteS in regards to the following statements around Workplace Harassment and Violence:

Strongly Agree Agree Neither agree nor disagree Disagree Strongly disagree

Incidents are resolved and actions are taken

Managers / supervisors are held accountable

I would feel supported if I need to report an incident

I know what to do during a building lockdown

I want more training around Workplace Violence and Harassment

Bullying and Harassment is not tolerated at TteS

Security is adequate for my area

12. Do you feel there is a risk for violence in your current position?

- a. Yes
- b. No

13. If yes, what situations could cause anger with members of the public, or members of the organization to be violent or threatening?

14. Are you aware of incidents of workplace violence involving others in your workplace or similar workplaces?

- a. Yes
- b. No

15. Have you received training on any of the following:

- a. Procedures to manage angry or aggressive situations (ex/ de-escalating techniques)?
- b. Safety precautions or procedures when working alone or in small numbers?

- c. Emergency procedures regarding significant dangers? (i.e. Active Shooters, Armed Person(s), etc.)
 - d. None of these.
16. Have you been informed of internal resources available to provide support if you experience psychological stress stemming either from the workplace or your personal lives (i.e. Employee Assistance Program, HR, Direct Supervisor, etc.) ?
- a. Yes
 - b. No
17. Is public access to your work area restricted or monitored?
- a. Yes
 - b. No
 - c. Unsure
18. Are access doors locked or secured after hours?
- a. Yes
 - b. No
 - c. Unsure
19. Is video surveillance and/or security services used to monitor entrances, exits, and surroundings of the workplace?
- a. Yes
 - b. No
 - c. Unsure
20. Do you ever:
- a. Work alone or with a small number of coworkers
 - b. Work in a community-based setting (members of the public / elders / community members)
 - c. Work late at night or early in the mornings

d. Not applicable

21. Is there always adequate lighting at all times (or during work hours) inside and outside the workplace?

a. Yes

b. No

22. Are parking lots at your work site well-lit and secured?

a. Yes

b. No

23. Overall, while employed at TteS, I feel that the work environment is:

a. Engaging

b. Respectful

c. Average or Acceptable

d. Needs improvement

e. Hostile/Toxic

f. Dangerous/Unsafe

24. In your opinion, what is needed to improve the respectful workplace culture at TteS, the safety in your work area, or any other suggestions for improvements?

25. Thank you for completing this survey!

If you are currently experiencing bullying, harassment, or violence in the workplace, please notify your Manager or the HR Department.
