

Anonymous International Survey on Workplace Bullying



October 15, 2023

Survey Created by Linda Crockett founder of The Canadian Institute of Workplace Bullying Resources www.instituteofworkplacebullyingresources.ca

And

Judy Carmody, Author and Consultant (Ireland) www.judithcarmody.com

329 Total Responses

Date Created: Wednesday, July 05, 2023

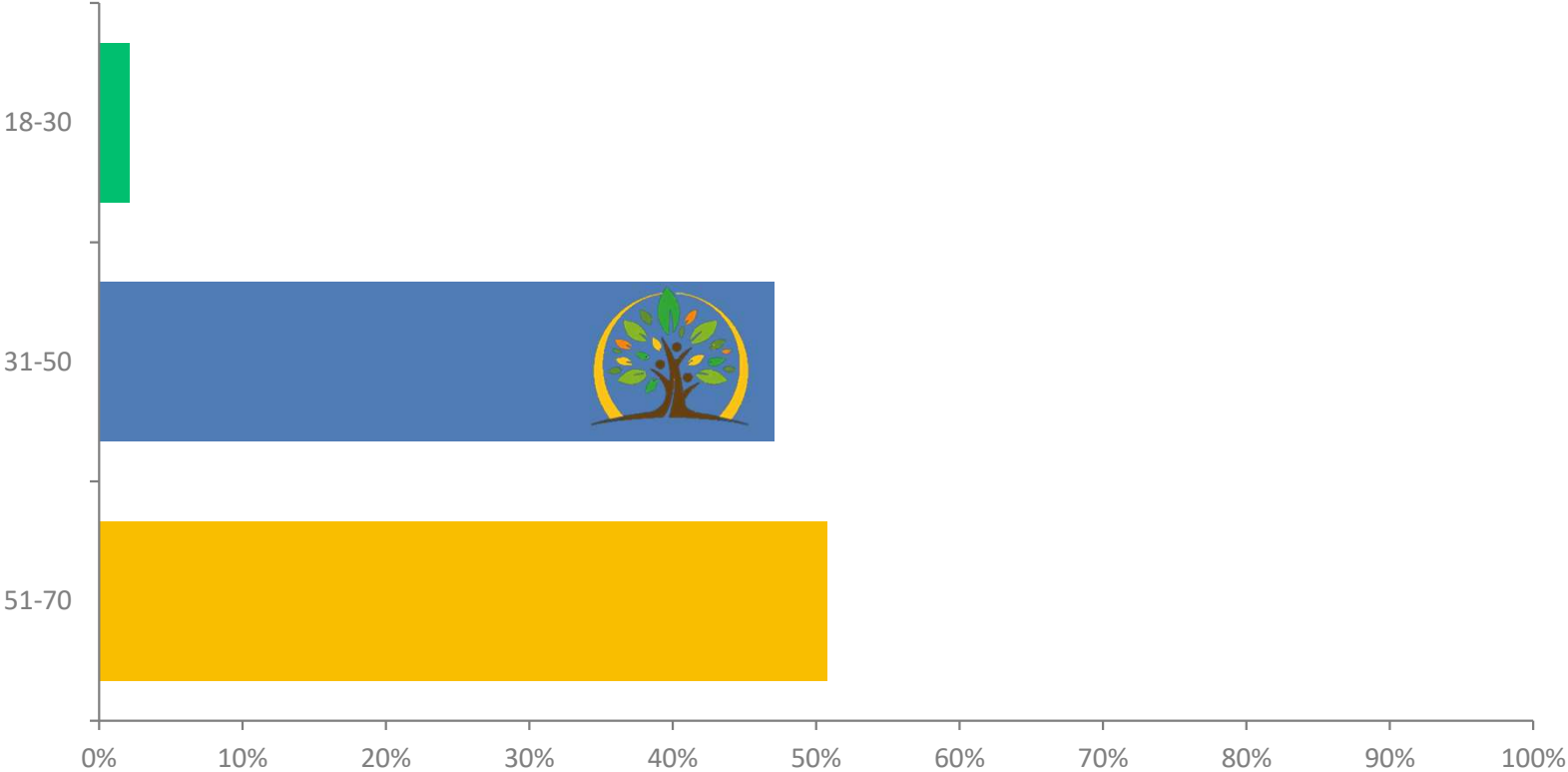
End Date: October 14, 2023

Thank you for participating in this survey. We welcome you to use this information to build international awareness.



Q2: What age group are you in?

Answered: 327 Skipped: 2



Q2: What age group are you in?

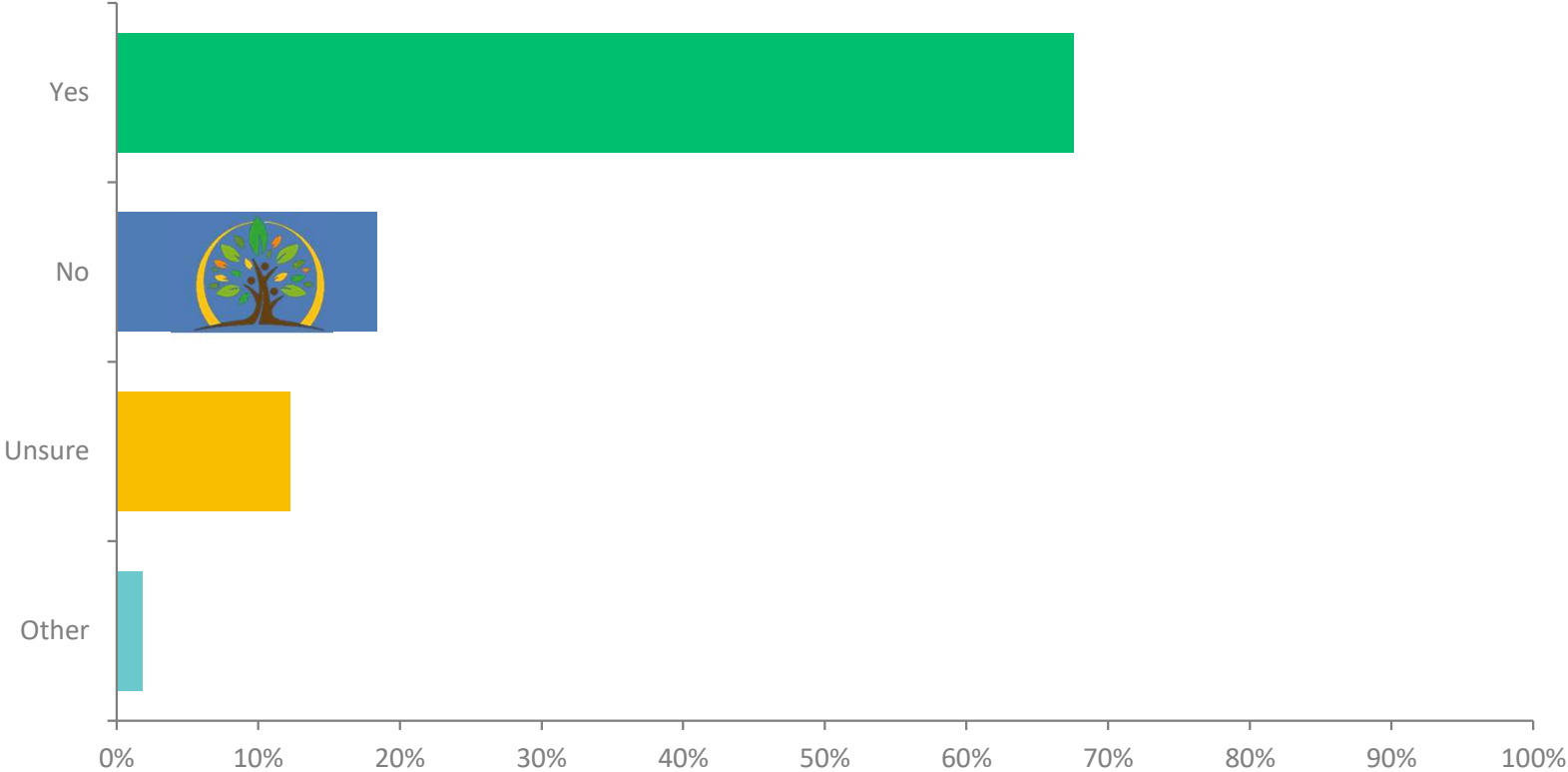
Answered: 327 Skipped: 2

ANSWER CHOICES	RESPONSES	
18-30	2.14%	7
31-50	47.09%	154
51-70	50.76%	166
TOTAL		327



Q6: Does your organization have a policy re. bullying and harassment?

Answered: 327 Skipped: 2



Q6: Does your organization have a policy re. bullying and harassment?

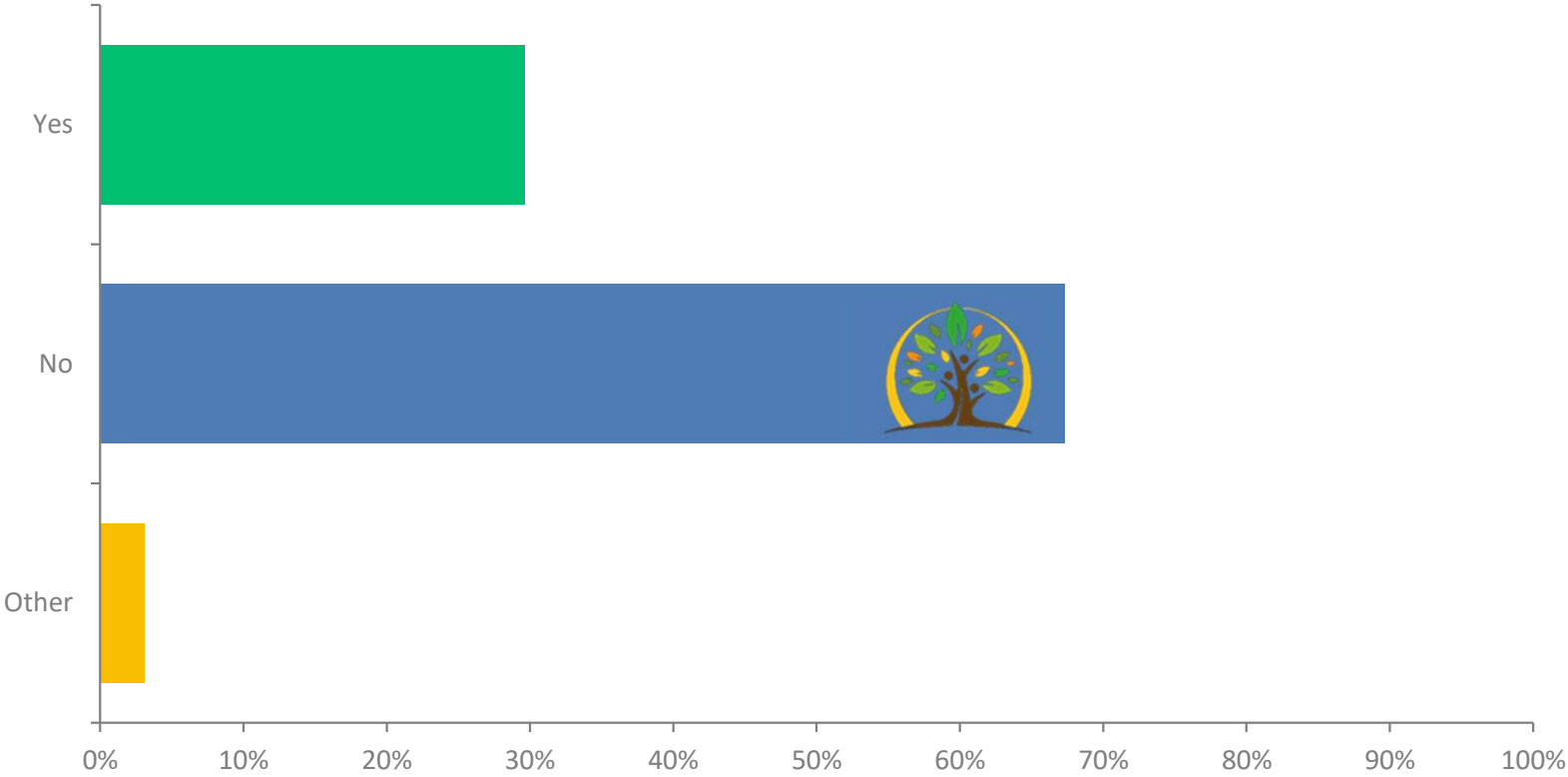
Answered: 327 Skipped: 2

ANSWER CHOICES	RESPONSES	
Yes	67.58%	221
No	18.35%	60
Unsure	12.23%	40
Other	1.83%	6
TOTAL		327



Q7: Were you provided with training on the workplace bullying (WPB) policy?

Answered: 324 Skipped: 5



Q7: Were you provided with training on the workplace bullying (WPB) policy?

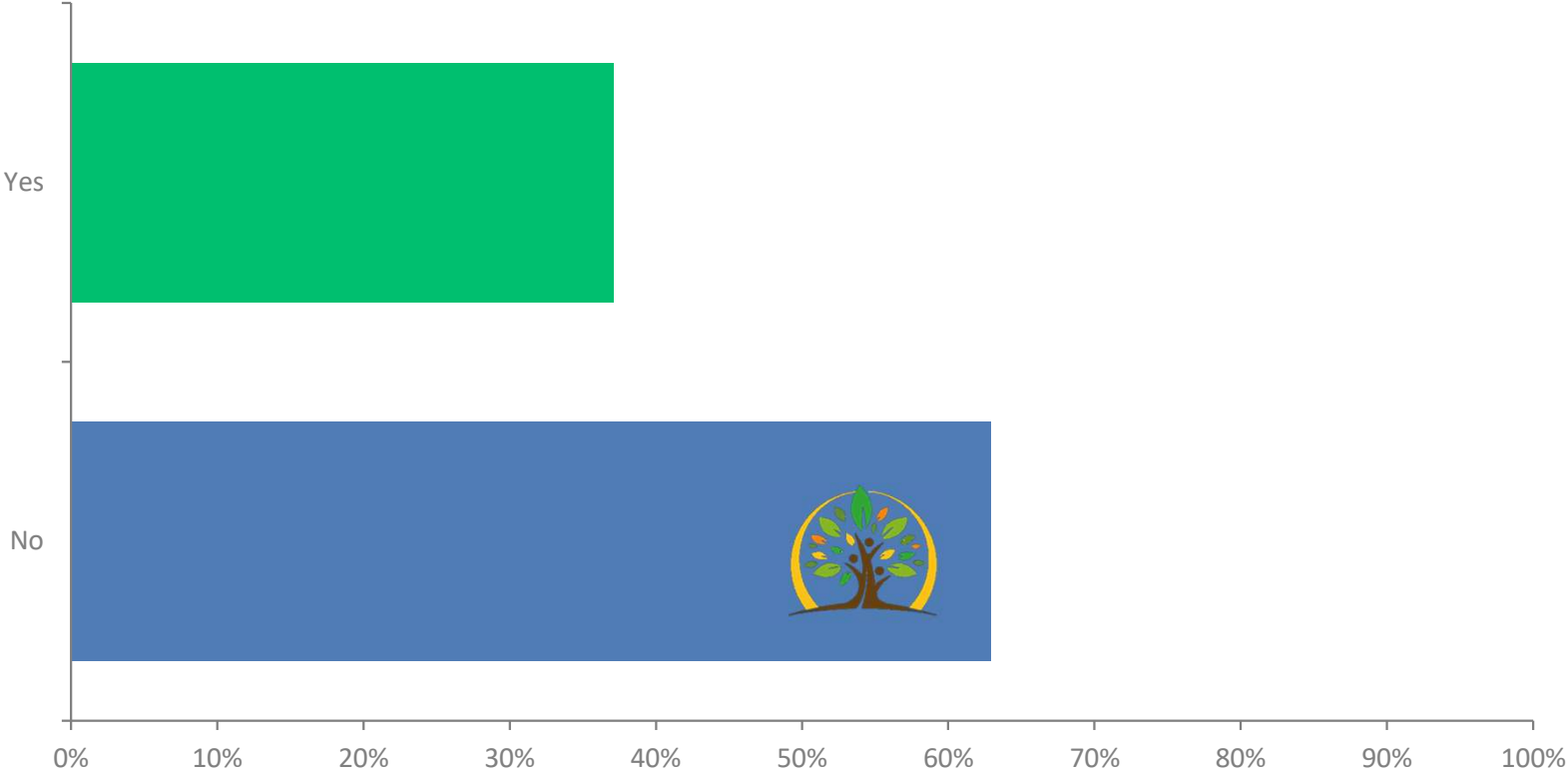
Answered: 324 Skipped: 5

ANSWER CHOICES	RESPONSES	
Yes	29.63%	96
No	67.28%	218
Other	3.09%	10
TOTAL		324



Q8: 1) Has your organization included a comprehensive definition of workplace bullying?

Answered: 326 Skipped: 3



Q8: 1) Has your organization included a comprehensive definition of workplace bullying?

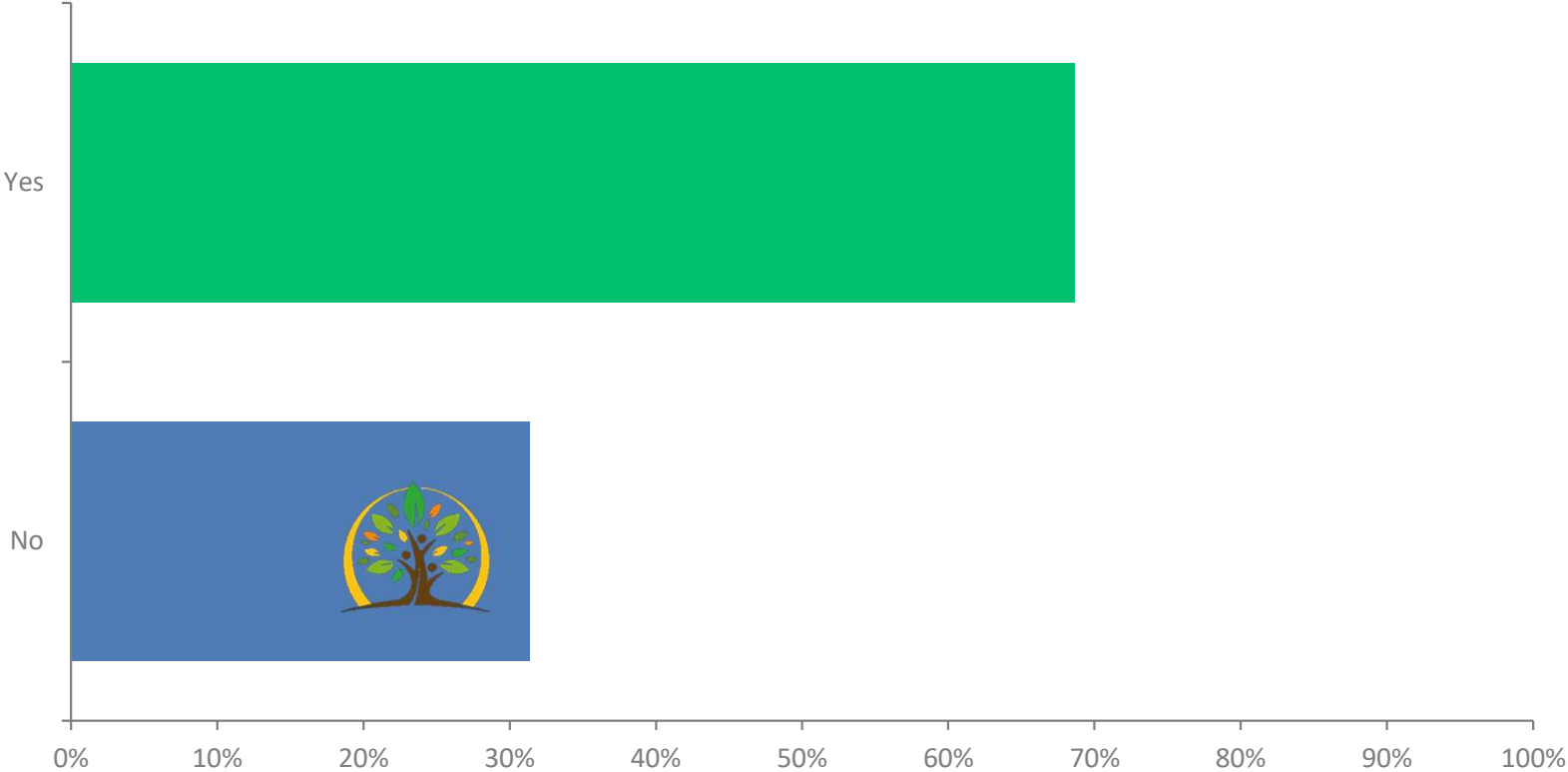
Answered: 326 Skipped: 3

ANSWER CHOICES	RESPONSES	
Yes	37.12%	121
No	62.88%	205
TOTAL		326



Q9: Does the definition of WPB make sense to you?

Answered: 322 Skipped: 7



Q9: Does the definition of WPB make sense to you?

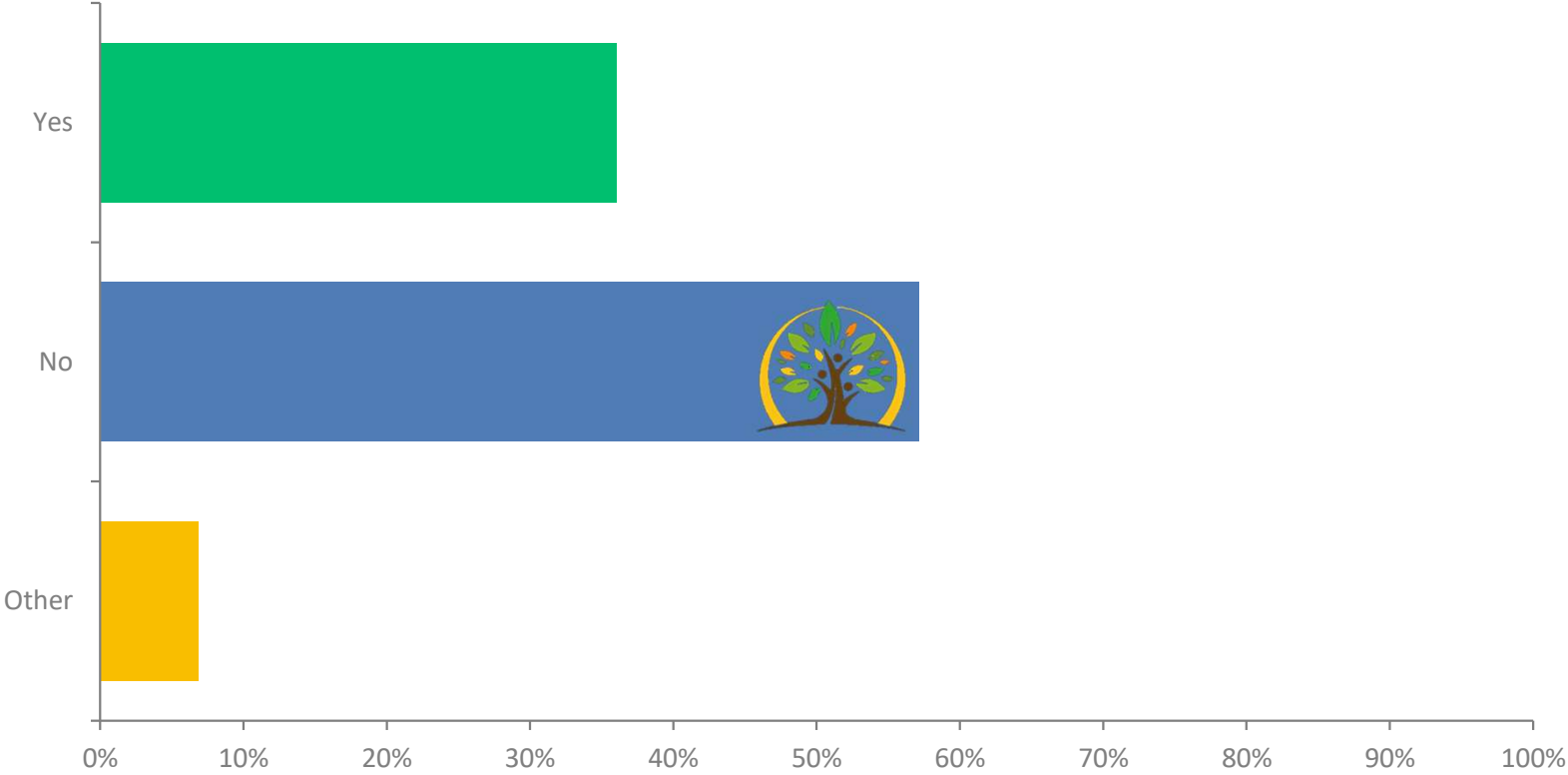
Answered: 322 Skipped: 7

ANSWER CHOICES	RESPONSES	
Yes	68.63%	221
No	31.37%	101
TOTAL		322



Q10. Has your organization included alternate processes in their policies and procedures for you to report this abuse? (For example: if the bully is your leader, HR, or a safety officer.)

Answered: 322 Skipped: 7



Q10. Has your organization included alternate processes in their policies and procedures for you to report this abuse? (For example: if the bully is your leader, HR, or a safety officer.)

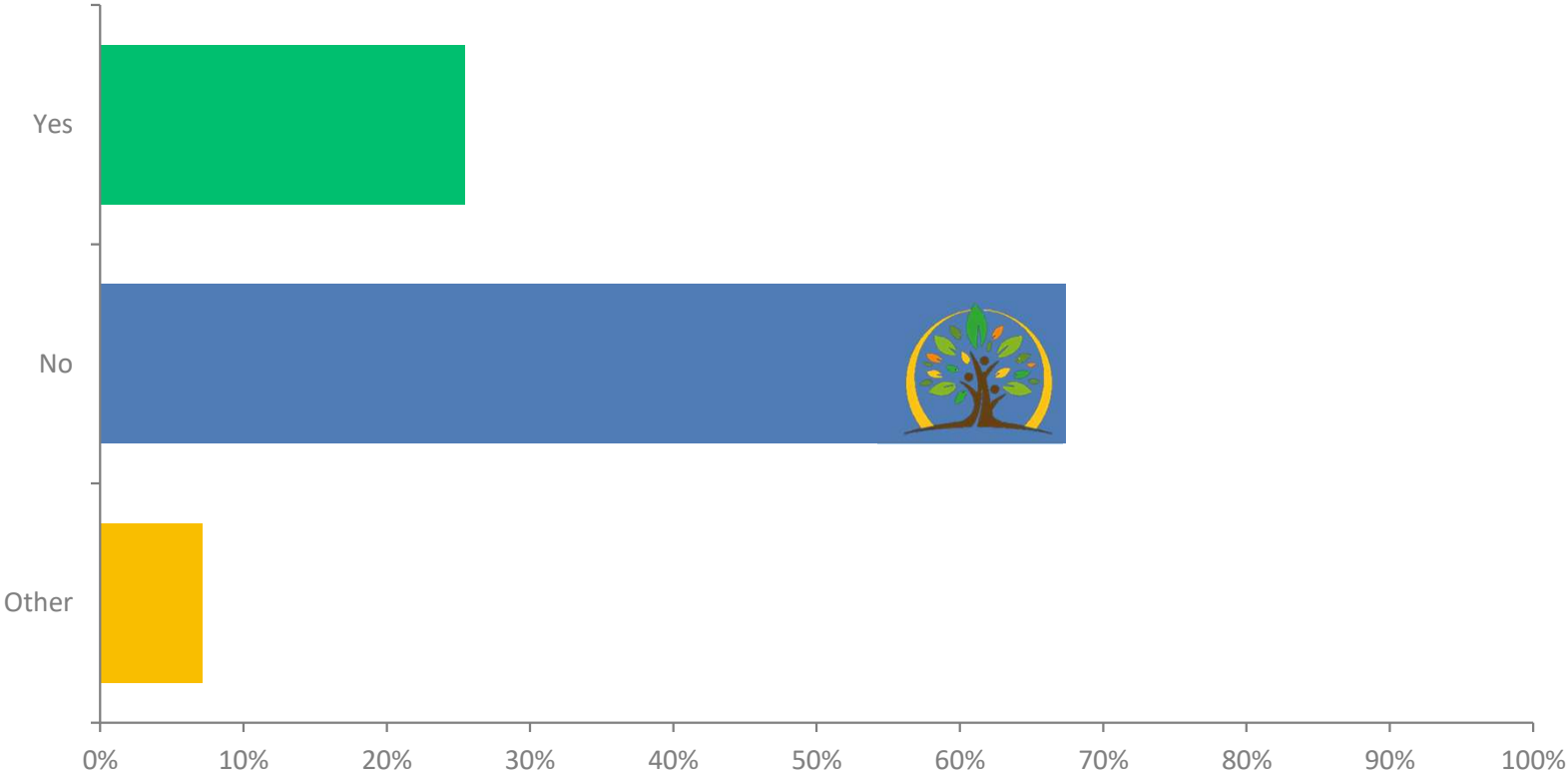
Answered: 322 Skipped: 7

ANSWER CHOICES	RESPONSES	
Yes	36.02%	116
No	57.14%	184
Other	6.83%	22
TOTAL		322



Q11: In your opinion, is your organization committed to resolving reported bullying in your workplace?

Answered: 322 Skipped: 7



Q11: In your opinion, is your organization committed to resolving reported bullying in your workplace?

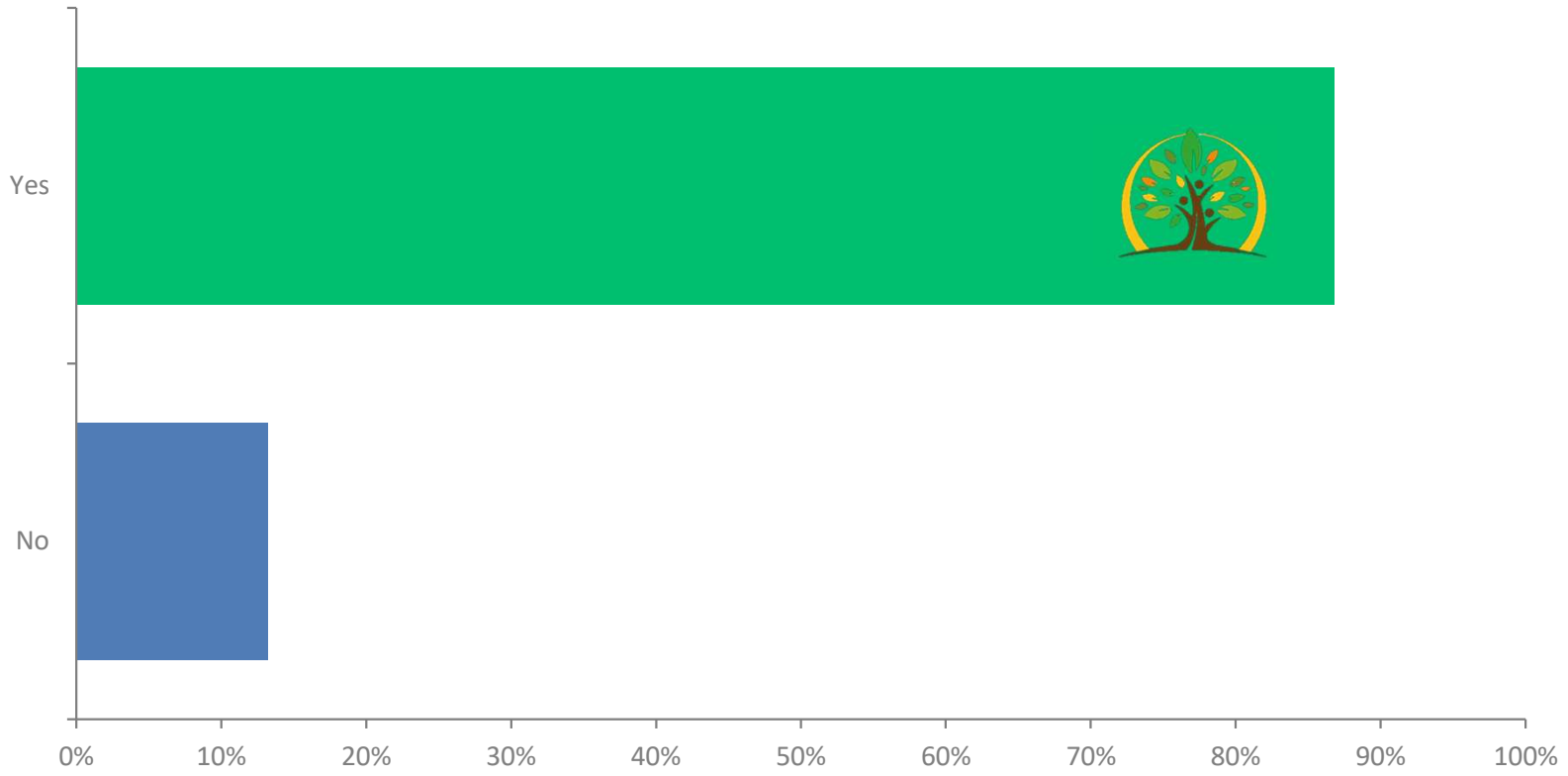
Answered: 322 Skipped: 7

ANSWER CHOICES	RESPONSES	
Yes	25.47%	82
No	67.39%	217
Other	7.14%	23
TOTAL		322



Q12: Have you experienced workplace bullying yourself?

Answered: 326 Skipped: 3



Q12: Have you experienced workplace bullying yourself?

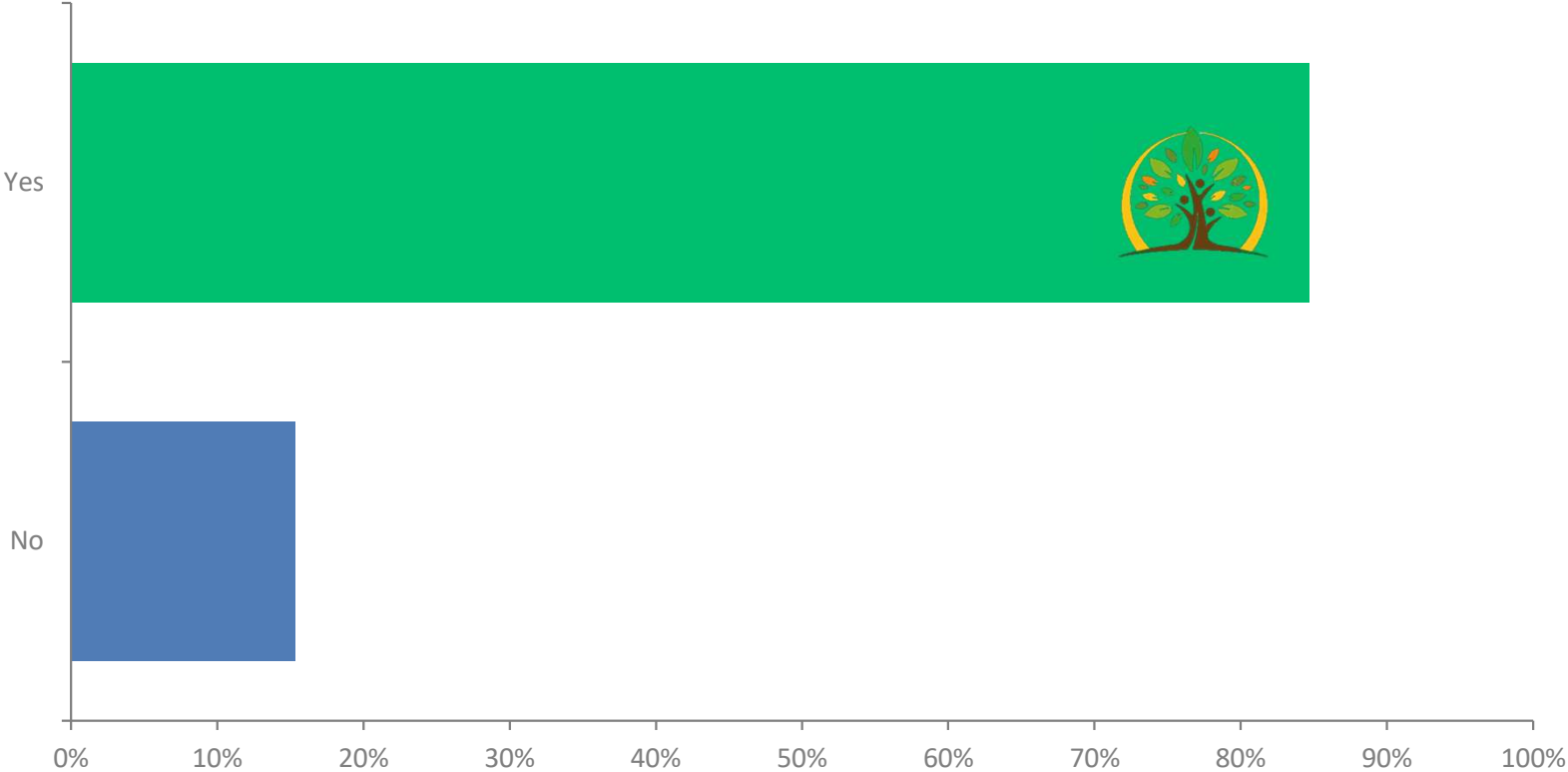
Answered: 326 Skipped: 3

ANSWER CHOICES	RESPONSES	
Yes	86.81%	283
No	13.19%	43
TOTAL		326



Q13: Have you witnessed others experience workplace bullying?

Answered: 327 Skipped: 2



Q13: Have you witnessed others experience workplace bullying?

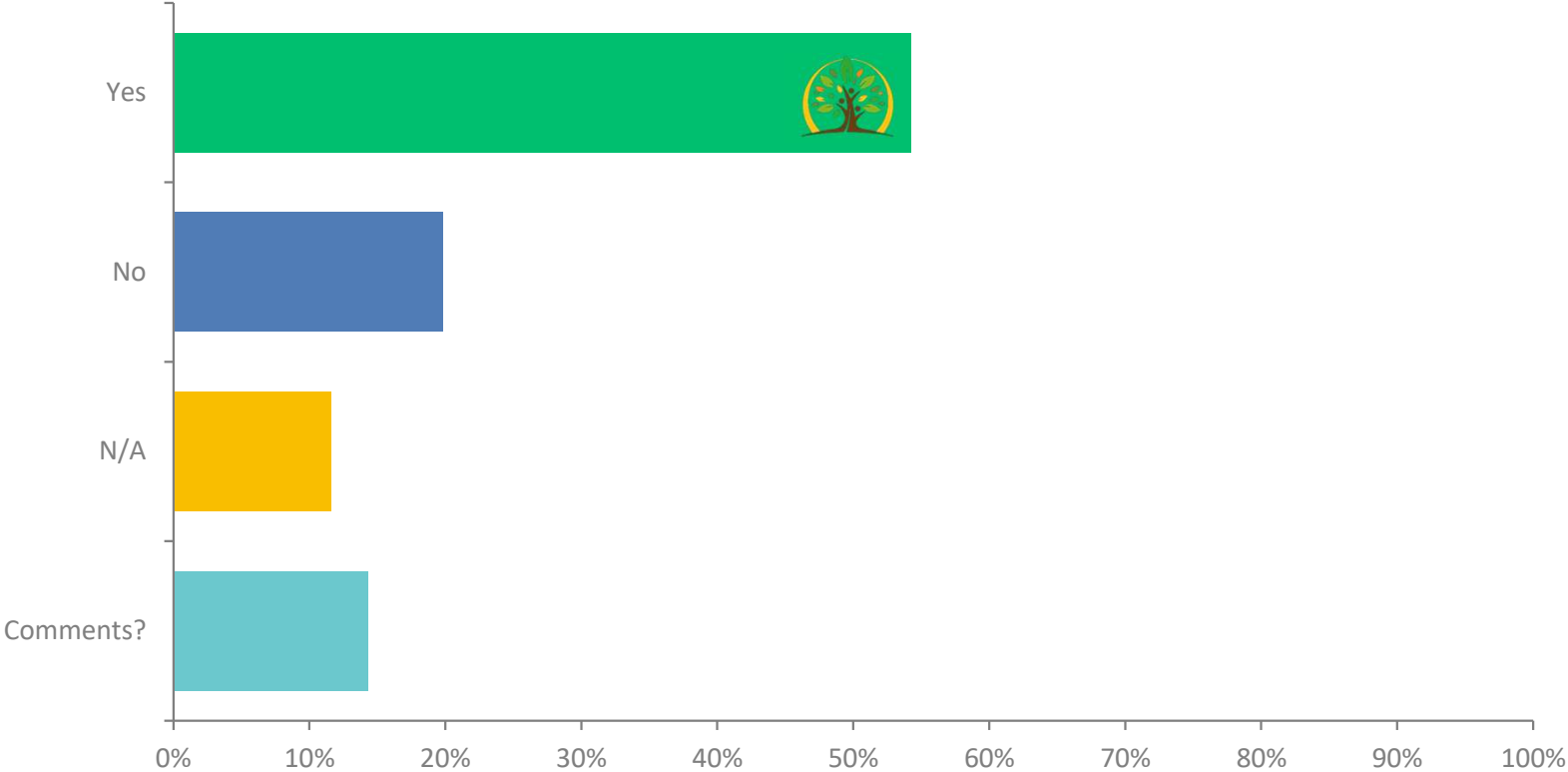
Answered: 327 Skipped: 2

ANSWER CHOICES	RESPONSES	
Yes	84.71%	277
No	15.29%	50
TOTAL		327



Q14: If you were the target of workplace bullying, did you report it?

Answered: 328 Skipped: 1



Q14: If you were the target of workplace bullying, did you report it?

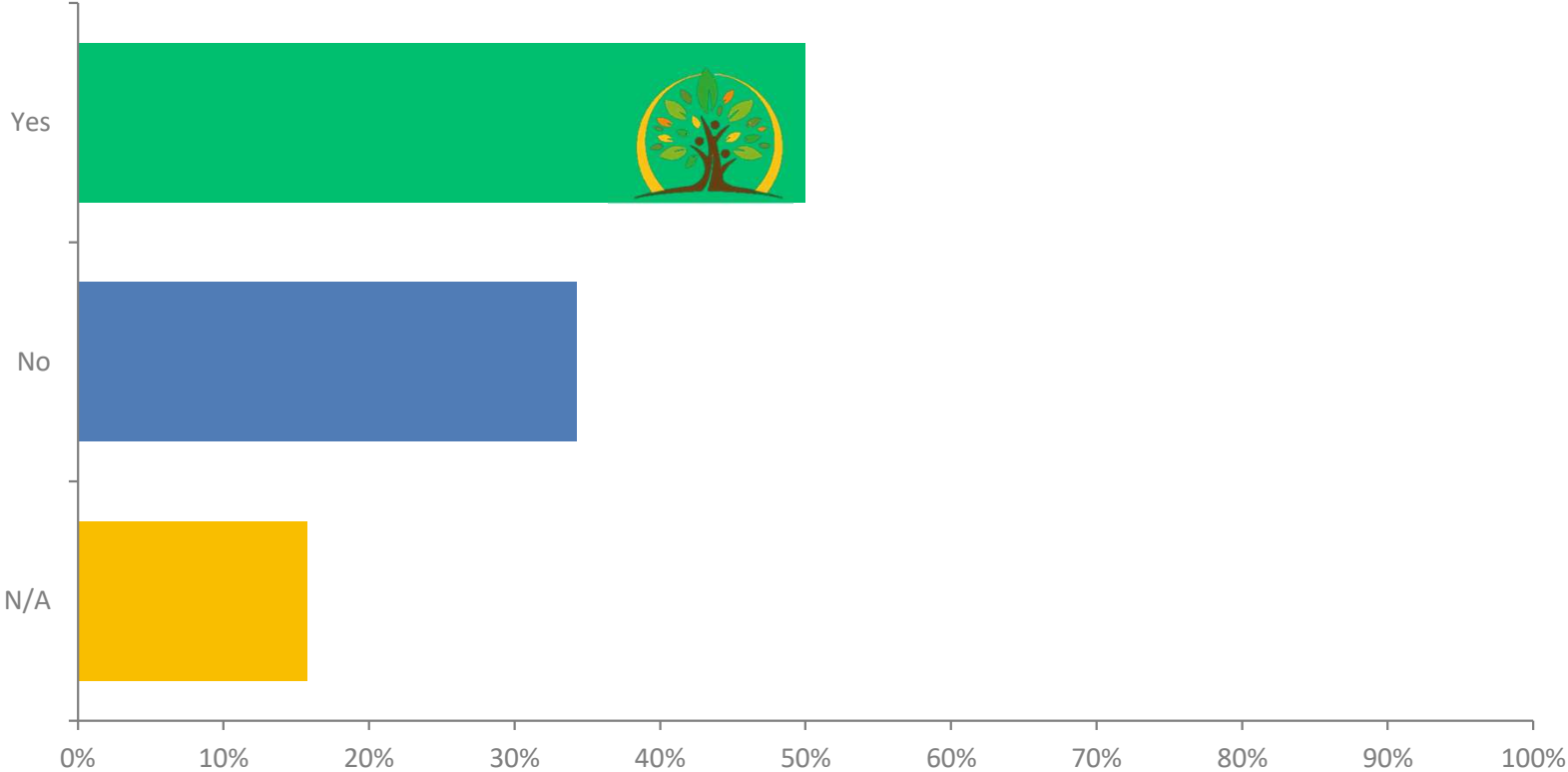
Answered: 328 Skipped: 1

ANSWER CHOICES	RESPONSES	
Yes	54.27%	178
No	19.82%	65
N/A	11.59%	38
Comments?	14.33%	47
TOTAL		328



Q15: If you were a witness to workplace bullying, did you report it?

Answered: 324 Skipped: 5



Q15: If you were a witness to workplace bullying, did you report it?

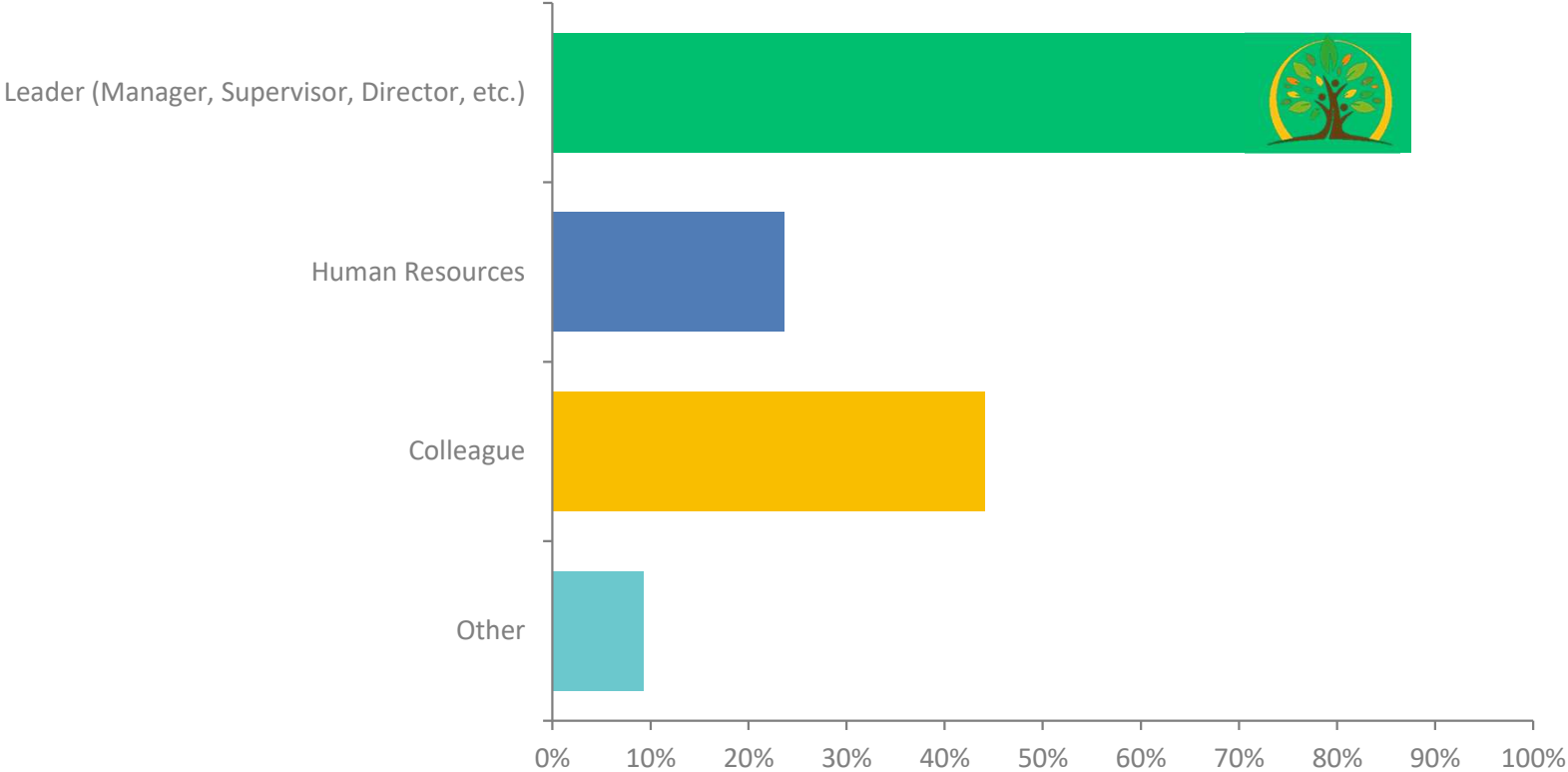
Answered: 324 Skipped: 5

ANSWER CHOICES	RESPONSES	
Yes	50.0%	162
No	34.26%	111
N/A	15.74%	51
TOTAL		324



Q16: In your experience, was the perpetrator of bullying in your workplace in any of the following positions?

Answered: 313 Skipped: 16



Q16: In your experience, was the perpetrator of bullying in your workplace in any of the following positions?

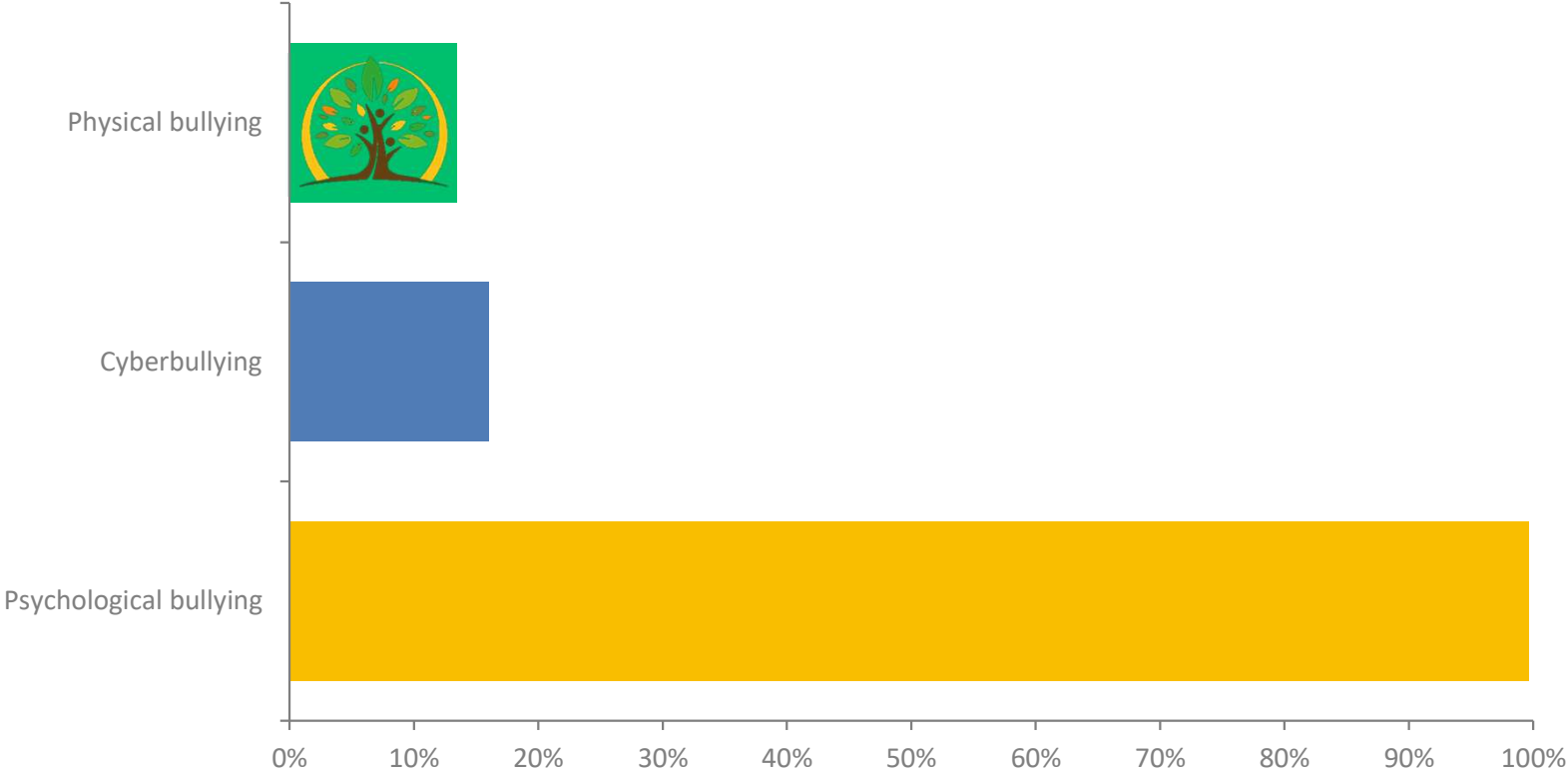
Answered: 313 Skipped: 16

ANSWER CHOICES	RESPONSES	
Leader (Manager, Supervisor, Director, etc.)	87.54%	274
Human Resources	23.64%	74
Colleague	44.09%	138
Other	9.27%	29
TOTAL		515



Q17: Please indicate which type(s) of bullying you have experienced or witnessed in the workplace.

Answered: 313 Skipped: 16



Q17: Please indicate which type(s) of bullying you have experienced or witnessed in the workplace.

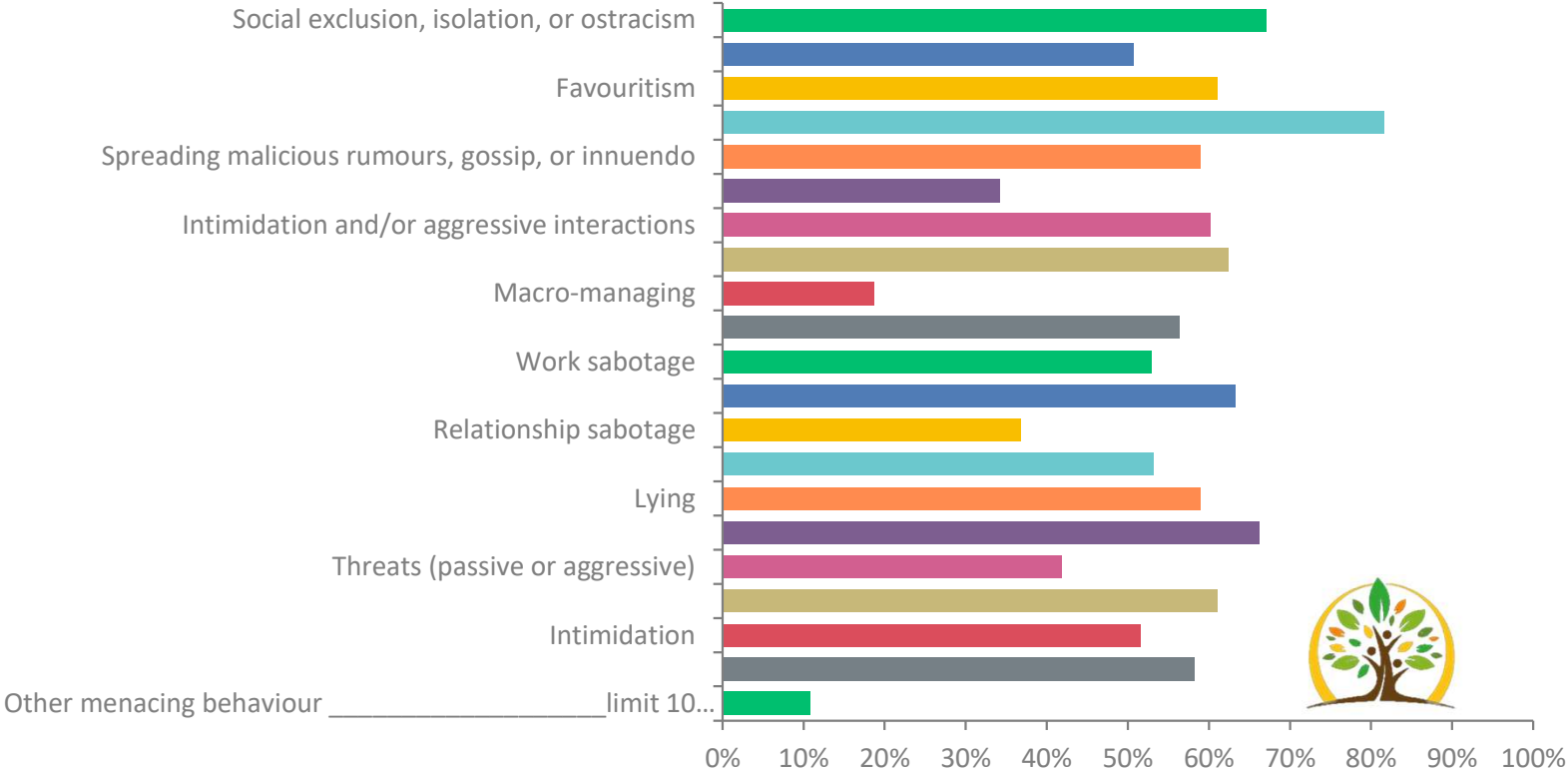
Answered: 313 Skipped: 16

ANSWER CHOICES	RESPONSES	
Physical bullying	13.42%	42
Cyberbullying	15.97%	50
Psychological bullying	99.68%	312
TOTAL		404



Q18: Bullying can take many different forms please check the types of bullying your experienced in the workplace:

Answered: 316 Skipped: 13



Q18: Bullying can take many different forms please check the types of bullying your experienced in the workplace:

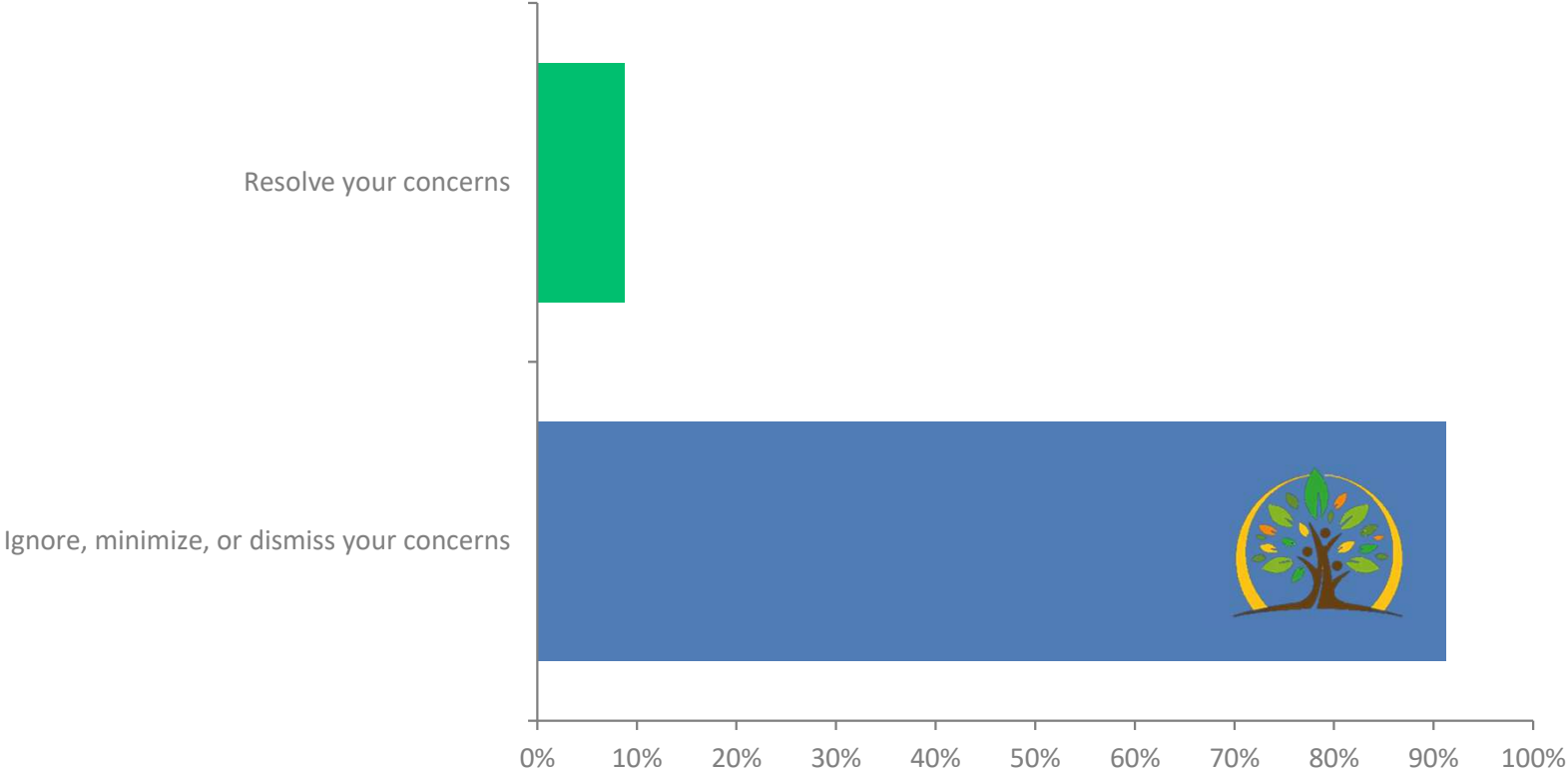
Answered: 316 Skipped: 13



ANSWER CHOICES	RESPONSES	
Social exclusion, isolation, or ostracism	67.09%	212
Verbal abuse e.g., insults, name calling, obscene language.	50.63%	160
Favouritism	61.08%	193
Belittling, demeaning, undermining	81.65%	258
Spreading malicious rumours, gossip, or innuendo	58.86%	186
Intrusion - pestering, spying or stalking	34.18%	108
Intimidation and/or aggressive interactions	60.13%	190
Micro-managing	62.34%	197

Q19: In your opinion, did your organization:

Answered: 309 Skipped: 20



Q19: In your opinion, did your organization:

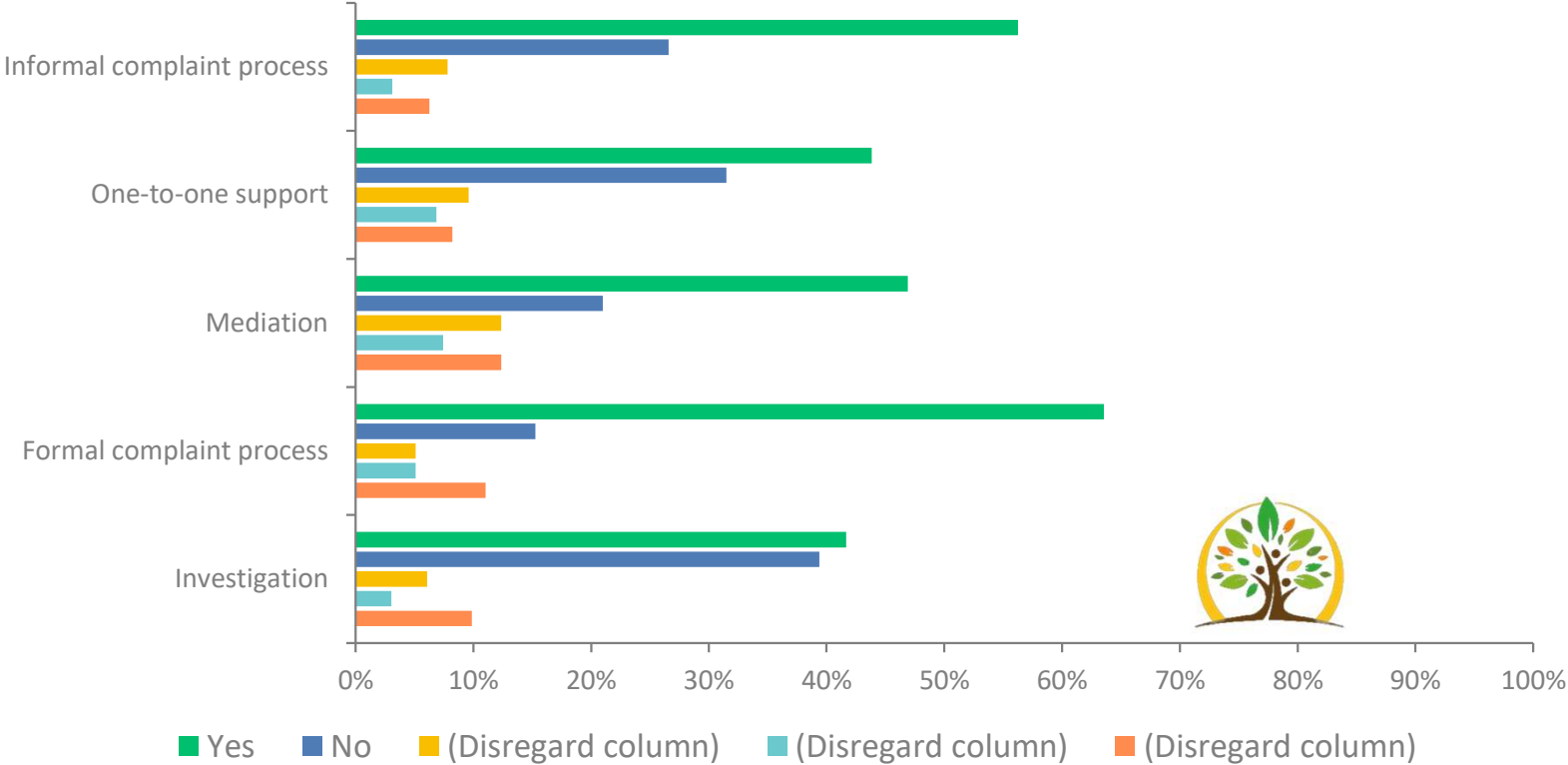
Answered: 309 Skipped: 20

ANSWER CHOICES	RESPONSES	
Resolve your concerns	8.74%	27
Ignore, minimize, or dismiss your concerns	91.26%	282
TOTAL		309



Q20: In your experience, did your organization offer any of the following?

Answered: 271 Skipped: 58



Q20: In your experience, did your organization offer any of the following?

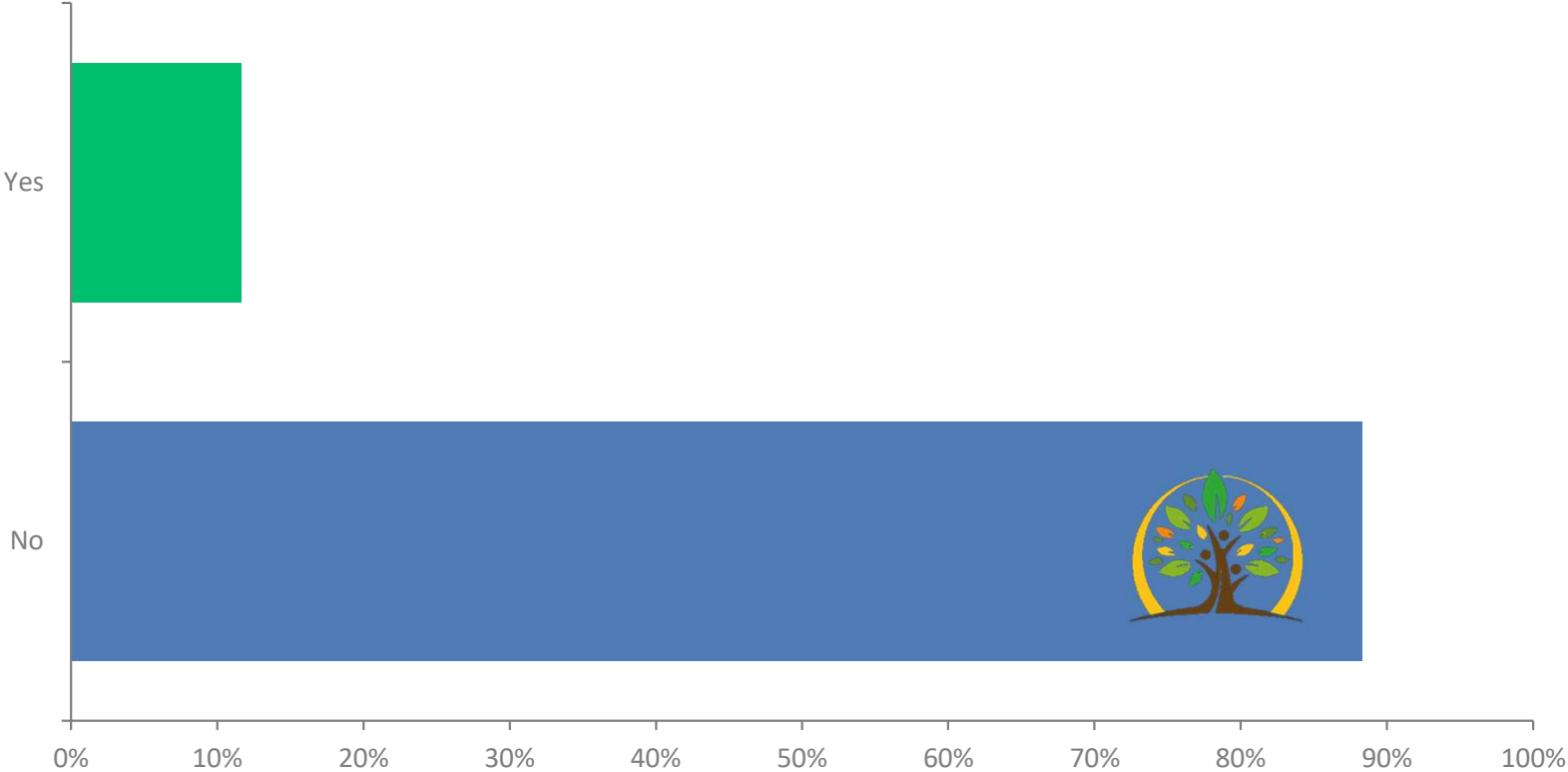
Answered: 271 Skipped: 58



	YES	NO	(DISREGARDED COLUMN)	(DISREGARDED COLUMN)	(DISREGARDED COLUMN)	TOTAL	WEIGHTED AVERAGE
Informal complaint process	56.25% 72	26.56% 34	7.81% 10	3.12% 4	6.25% 8	128	1
One-to-one support	43.84% 32	31.51% 23	9.59% 7	6.85% 5	8.22% 6	73	1
Mediation	46.91% 38	20.99% 17	12.35% 10	7.41% 6	12.35% 10	81	1
Formal complaint process	63.56% 75	15.25% 18	5.08% 6	5.08% 6	11.02% 13	118	1
Investigati	41.67% 55	39.39% 52	6.06% 8	3.03% 4	9.85% 13	132	1

Q21: Did you feel any of the above was safe or effective?

Answered: 300 Skipped: 29



Q21: Did you feel any of the above was safe or effective?

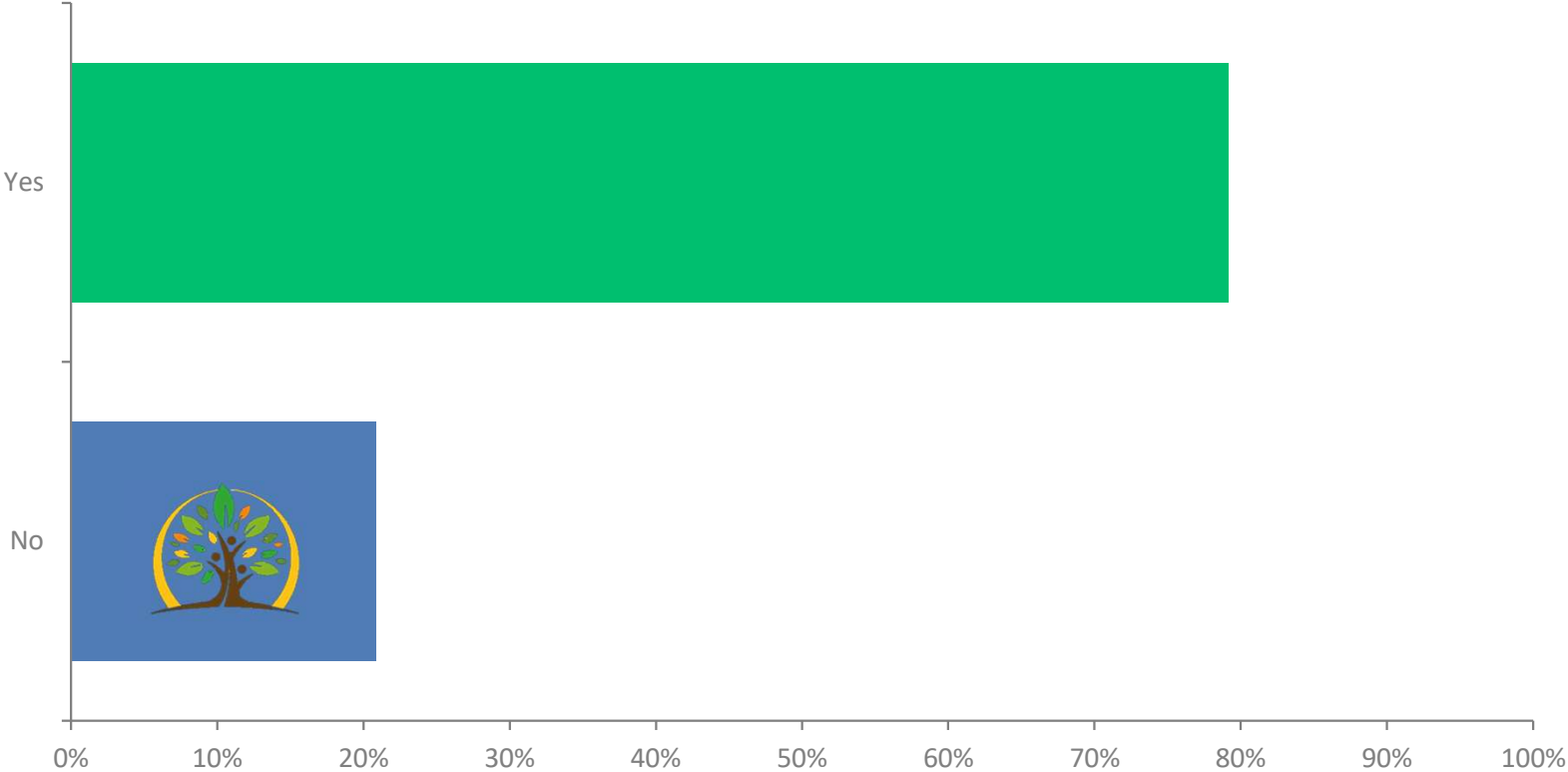
Answered: 300 Skipped: 29

ANSWER CHOICES	RESPONSES	
Yes	11.67%	35
No	88.33%	265
TOTAL		300



Q24: In your opinion, do you think the bullying experience had a negative impact on your career?

Answered: 307 Skipped: 22



Q24: In your opinion, do you think the bullying experience had a negative impact on your career?

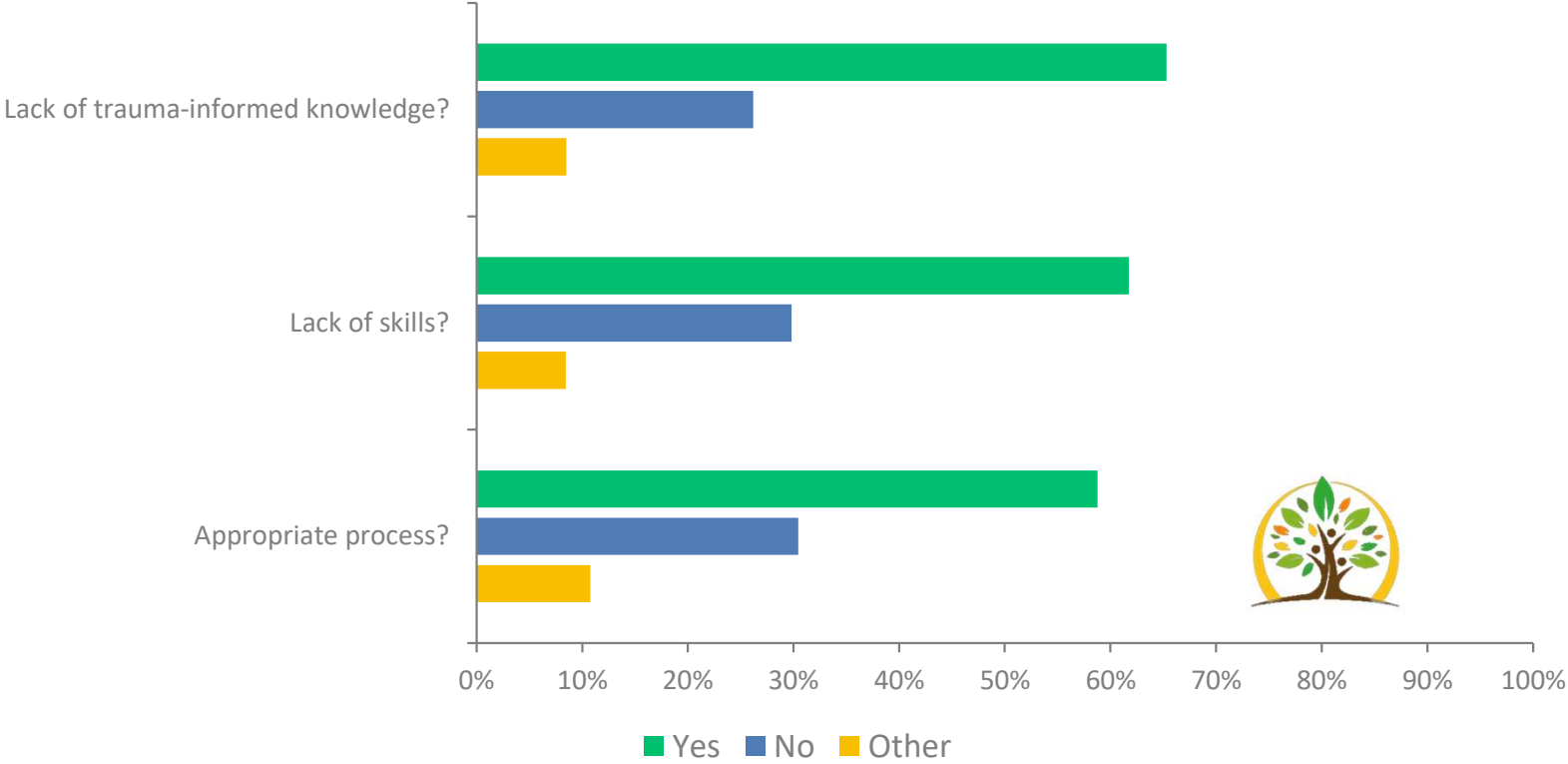
Answered: 307 Skipped: 22

ANSWER CHOICES	RESPONSES	
Yes	79.15%	243
No	20.85%	64
TOTAL		307



Q25: Do you feel at risk of further harm or relapse due to your organizations:

Answered: 300 Skipped: 29



Q25: Do you feel at risk of further harm or relapse due to your organizations:

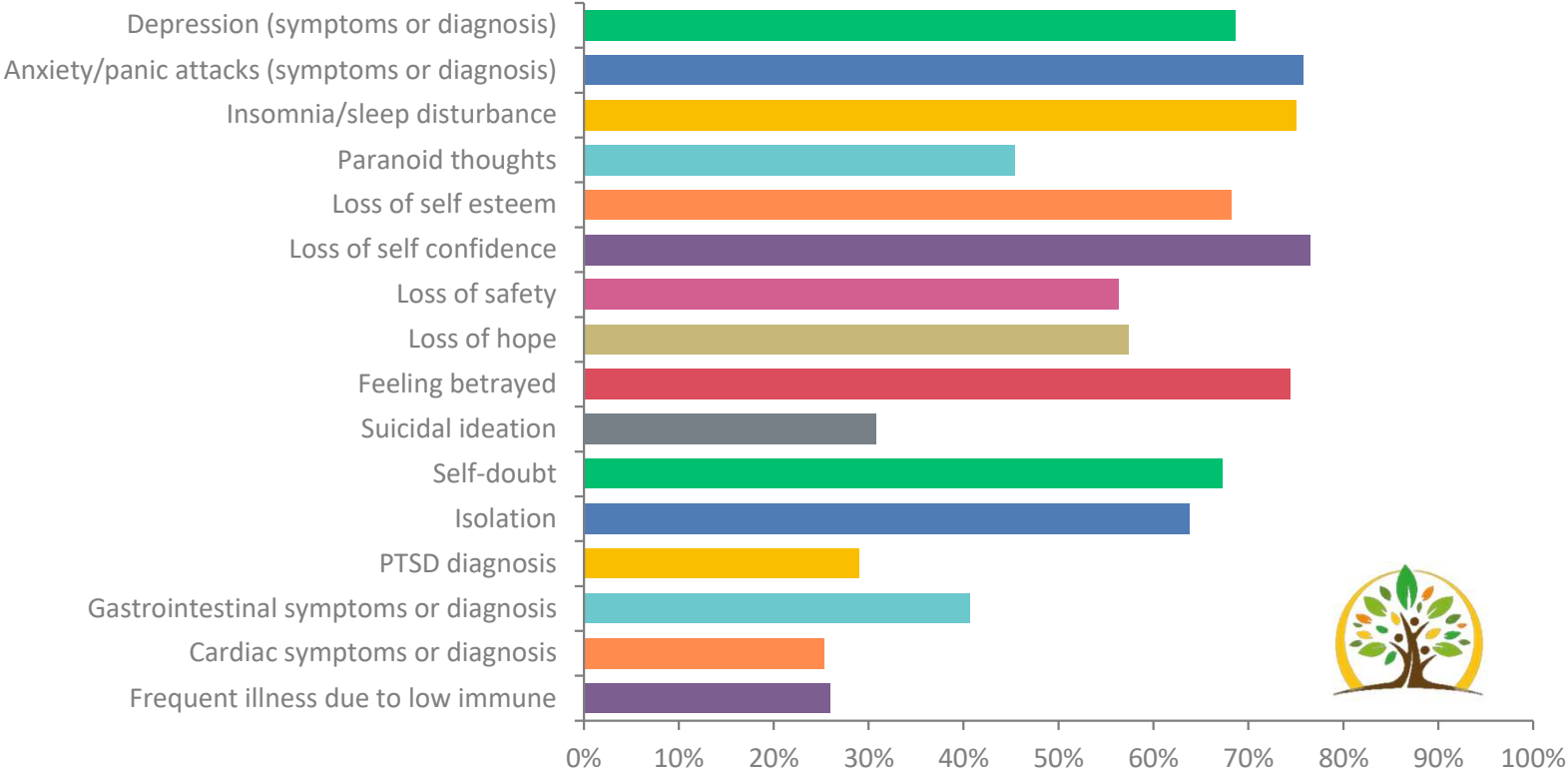
Answered: 300 Skipped: 29

	YES	NO	OTHER	TOTAL	WEIGHTED AVERAGE
Lack of trauma-informed knowledge?	65.31% 192	26.19% 77	8.50% 25	294	1.43
Lack of skills?	61.75% 176	29.82% 85	8.42% 24	285	1.47
Appropriate process?	58.78% 164	30.47% 85	10.75% 30	279	1.52



Q26: Have you experienced any psychological or physical injuries/symptoms because of workplace bullying?

Answered: 293 Skipped: 36



Q26: Have you experienced any psychological or physical injuries/symptoms because of workplace bullying?

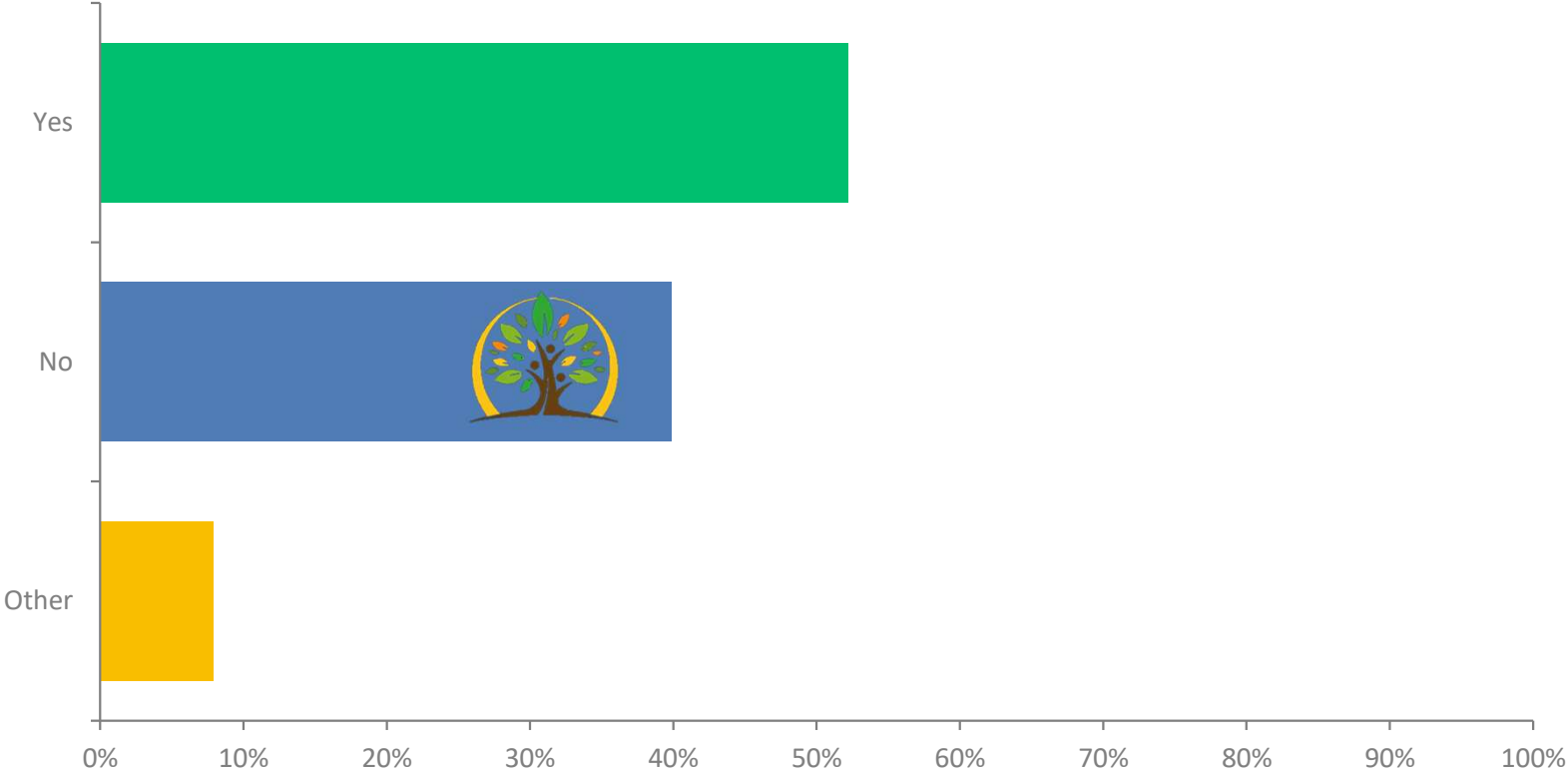
Answered: 293 Skipped: 36



ANSWER CHOICES	RESPONSES	
Depression (symptoms or diagnosis)	68.60%	201
Anxiety/panic attacks (symptoms or diagnosis)	75.77%	222
Insomnia/sleep disturbance	75.09%	220
Paranoid thoughts	45.39%	133
Loss of self esteem	68.26%	200
Loss of self confidence	76.45%	224
Loss of safety	56.31%	165
Loss of hope	57.34%	168
Feeling betrayed	74.40%	218

Q27: Does anything stop you or prevent you from asking for help?

Answered: 316 Skipped: 13



Q27: Does anything stop you or prevent you from asking for help?

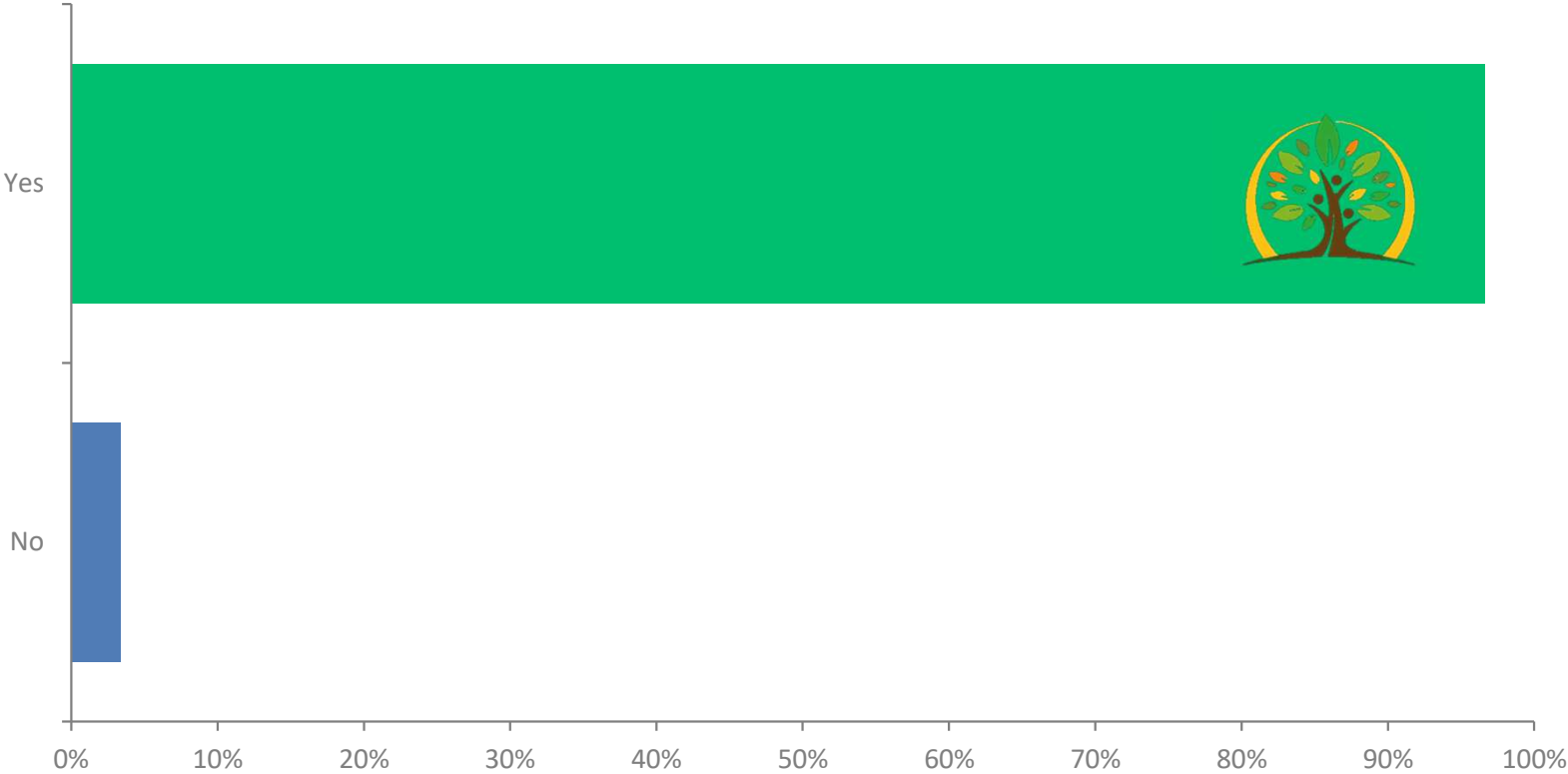
Answered: 316 Skipped: 13

ANSWER CHOICES	RESPONSES	
Yes	52.22%	165
No	39.87%	126
Other	7.91%	25
TOTAL		316



Q28: If you had a safe, knowledgeable, and confidential resource to access, would you use it?

Answered: 324 Skipped: 5



Q28: If you had a safe, knowledgeable, and confidential resource to access, would you use it?

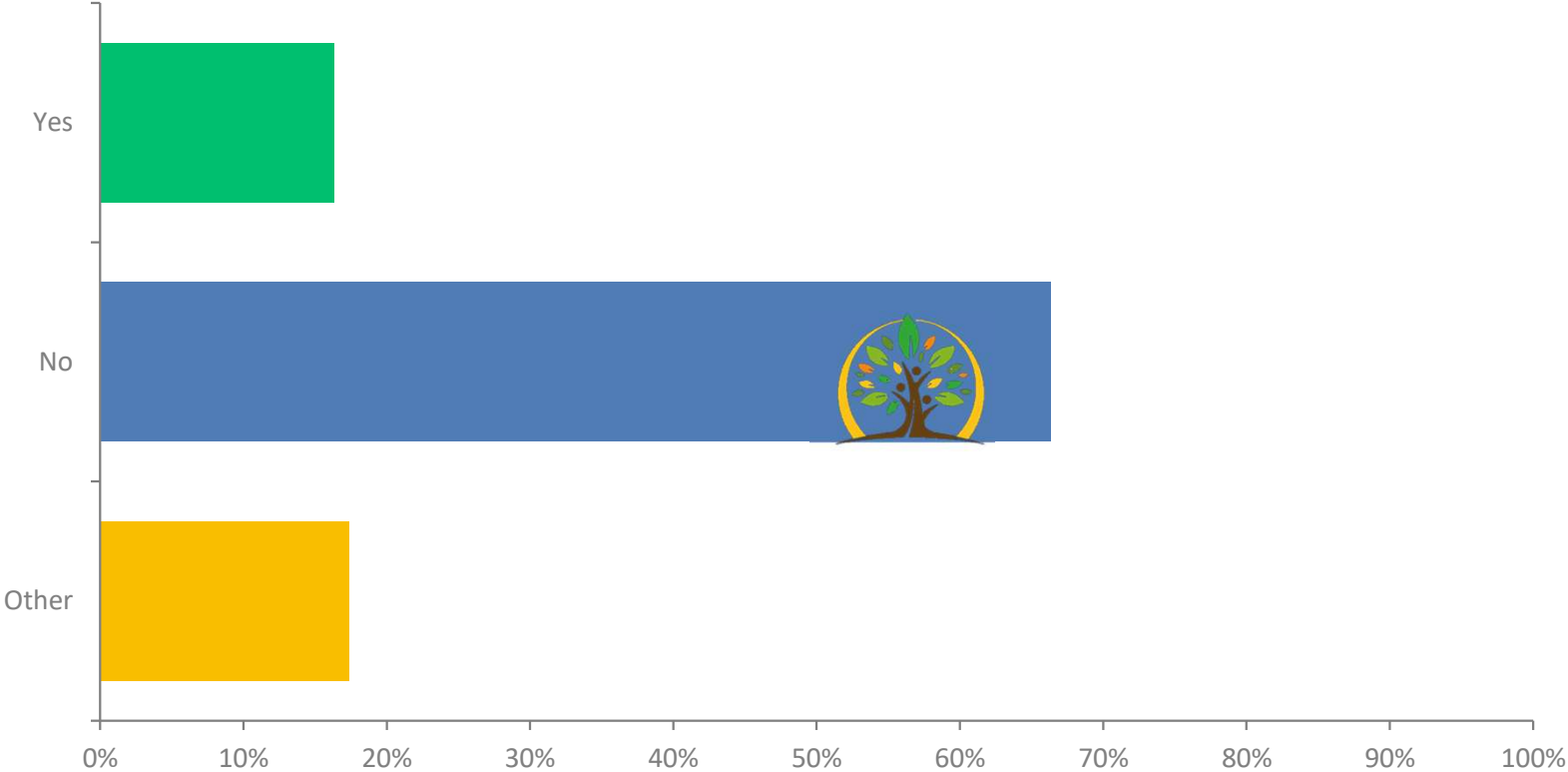
Answered: 324 Skipped: 5

ANSWER CHOICES	RESPONSES	
Yes	96.60%	313
No	3.40%	11
TOTAL		324



Q29: If you accessed resources internally, were they helpful?

Answered: 294 Skipped: 35



Q29: If you accessed resources internally, were they helpful?

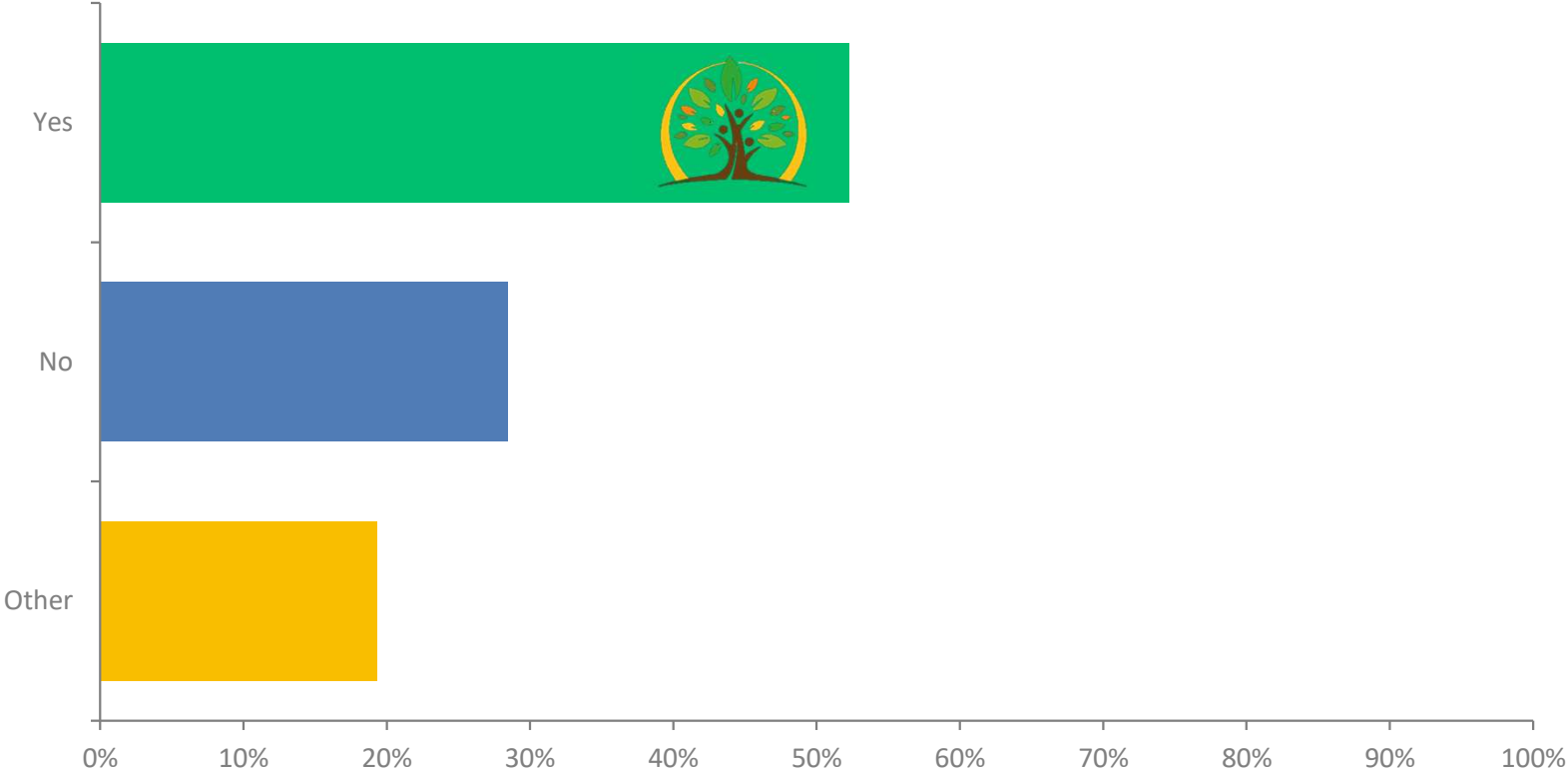
Answered: 294 Skipped: 35

ANSWER CHOICES	RESPONSES	
Yes	16.33%	48
No	66.33%	195
Other	17.35%	51
TOTAL		294



Q30: If you accessed resources externally, were they helpful?

Answered: 285 Skipped: 44



Q30: If you accessed resources externally, were they helpful?

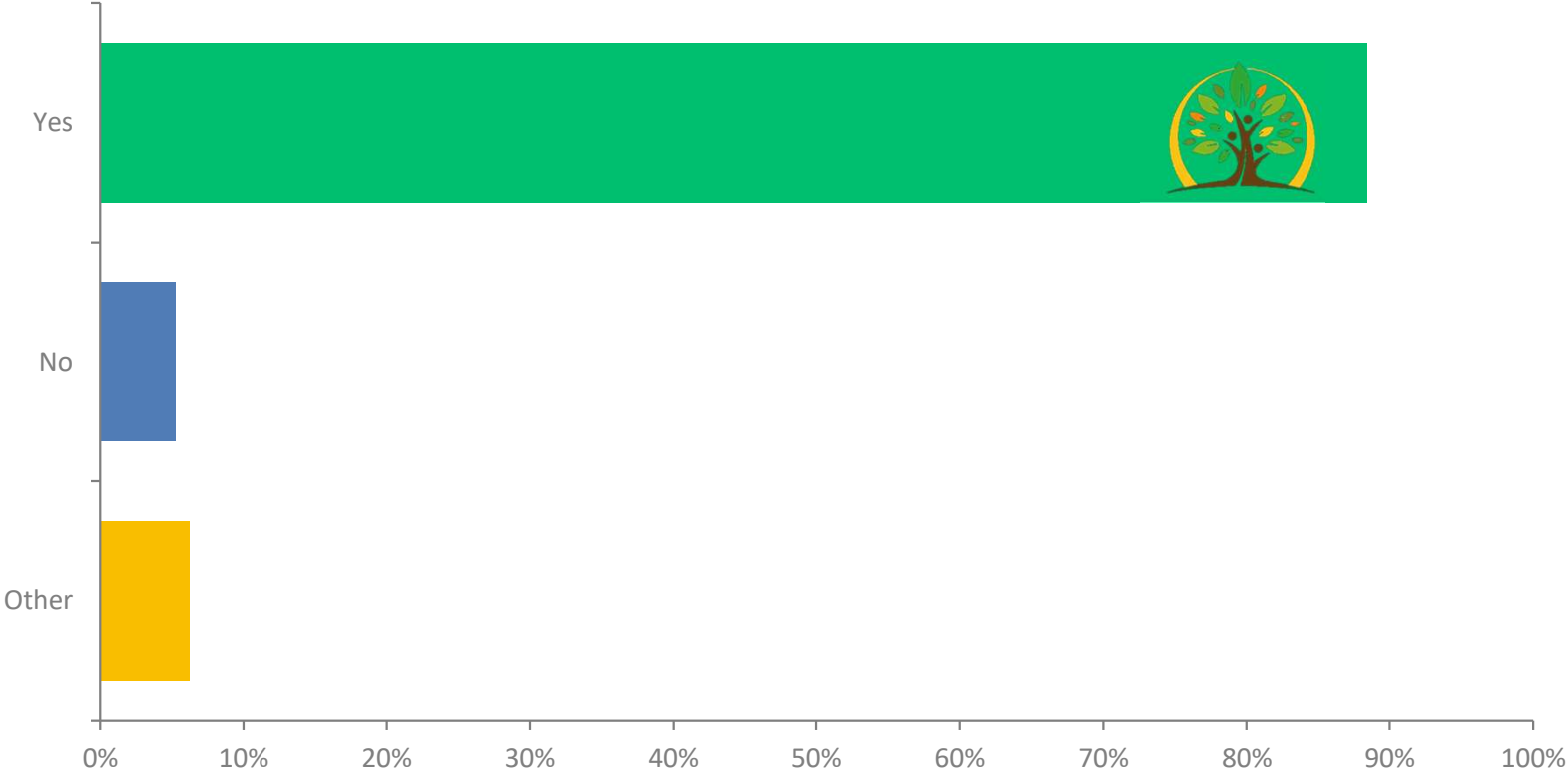
Answered: 285 Skipped: 44

ANSWER CHOICES	RESPONSES	
Yes	52.28%	149
No	28.42%	81
Other	19.30%	55
TOTAL		285



Q31: Have you committed to your own recovery?

Answered: 303 Skipped: 26



Q31: Have you committed to your own recovery?

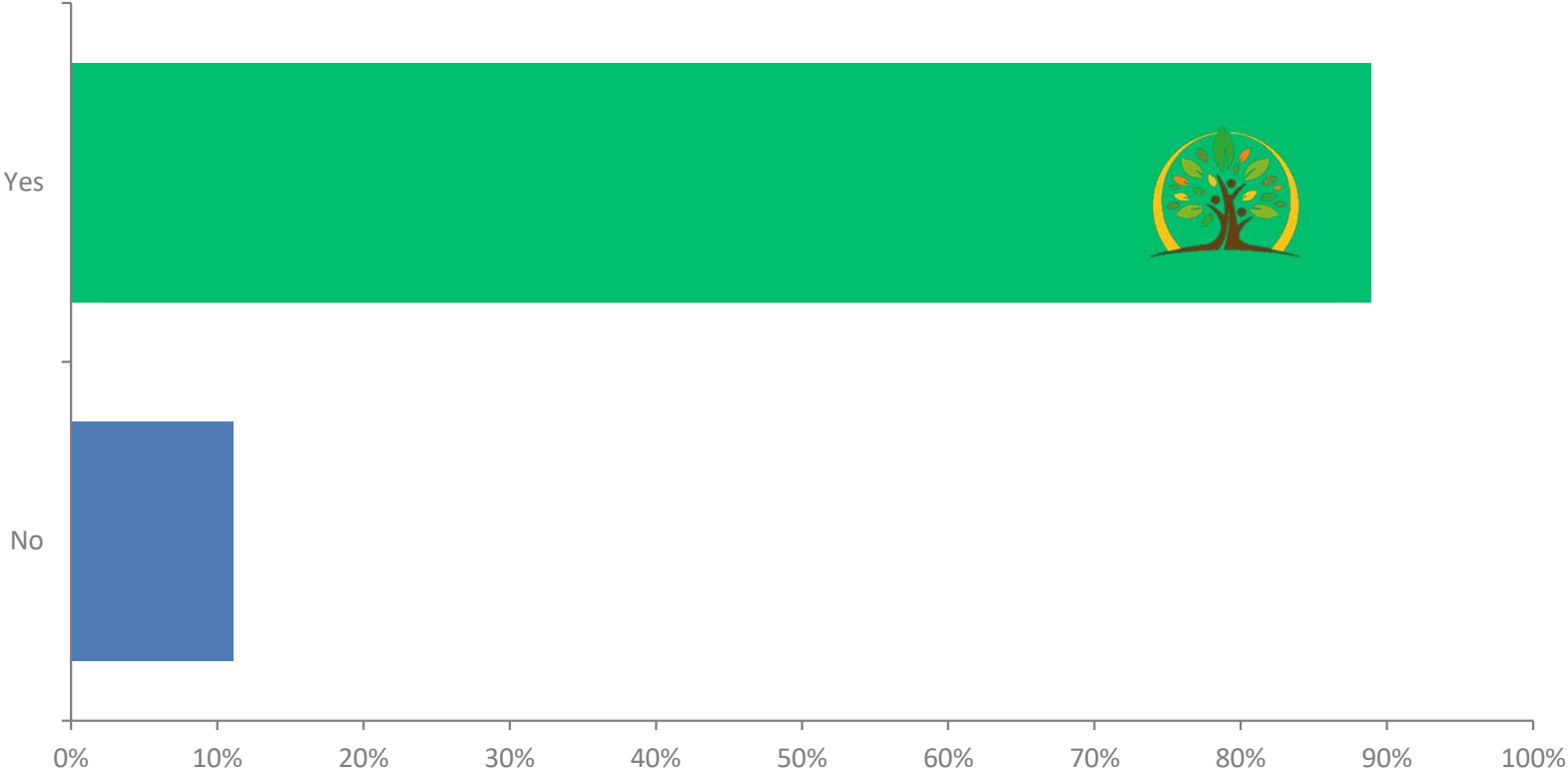
Answered: 303 Skipped: 26

ANSWER CHOICES	RESPONSES	
Yes	88.45%	268
No	5.28%	16
Other	6.27%	19
TOTAL		303



Q2. Would you be willing to learn more about preventing and addressing workplace bullying (for you or someone you care about) even if the workplace does not offer you the training?

Answered: 315 Skipped: 14



Q2. Would you be willing to learn more about preventing and addressing workplace bullying (for you or someone you care about) even if the workplace does not offer you the training?

Answered: 315 Skipped: 14

ANSWER CHOICES	RESPONSES	
Yes	88.89%	280
No	11.11%	35
TOTAL		315

