Q1  Assessment of Workplace Environment for Residents within the Emergency Department

During the past 6 months of your residency, has a *resident* (co-resident, off-service resident, consulting service resident) or NP/PA ever:

| Question                                                                 | Never (1) | Now and then (2) | Monthly (3) | Weekly (4) | Daily (5) |
|--------------------------------------------------------------------------|-----------|------------------|-------------|------------|-----------|
| Withheld information that affected your performance?                     |           |                  |             |            |           |
| Humiliated or ridiculed you in connection with your work?                |           |                  |             |            |           |
| Asked you to do work below your level of competence such as asking a chief to do intern level work? |           |                  |             |            |           |
| Made you or expected you to perform trivial or unpleasant tasks in addition to your normal responsibilities such as scut work, changing bedpans, etc.? |           |                  |             |            |           |
| Spread gossip and rumors about you?                                     |           |                  |             |            |           |
| Ignored or excluded you?                                                 |           |                  |             |            |           |
| Insulted or made offensive remarks about you, your attitude, or your private life? |           |                  |             |            |           |
| Shouted at you or made you the target of their spontaneous anger?        |           |                  |             |            |           |
| Demonstrated intimidating behaviors towards you such as pointing their finger at you, invading your personal space, shoving you, or blocking your view or way? |           |                  |             |            |           |
| Made hints or signals that you should quit your job?                    |           |                  |             |            |           |
| Repeatedly reminded you of your errors or mistakes?                     |           |                  |             |            |           |
Q2 During the past 6 months of your residency, has a resident (co-resident, off-service resident, consulting service resident) or NP/PA ever:

| Event                                                                 | Never (1) | Now and then (2) | Monthly (3) | Weekly (4) | Daily (5) |
|----------------------------------------------------------------------|-----------|------------------|--------------|------------|-----------|
| Ignored you when you approached them or have you ever faced a hostile reaction when you approached them? (1) |           |                  |              |            |           |
| Persistently criticized you about your errors or mistakes? (2)       |           |                  |              |            |           |
| Ignored your recommendations or orders? (3)                         |           |                  |              |            |           |
| Made you the butt of a practical joke? (4)                         |           |                  |              |            |           |
| Made a request of you with an unreasonable deadline? (5)            |           |                  |              |            |           |
| Made allegations against you? (6)                                   |           |                  |              |            |           |
| Excessively monitored your work? (7)                                |           |                  |              |            |           |
| Pressured you not to report a near miss incident or critical patient error? (8) |           |                  |              |            |           |
| Excessively teased you or been excessively sarcastic toward you? (9) |           |                  |              |            |           |
| Deliberately contributed to an unmanageable workload? (10)         |           |                  |              |            |           |
| Threatened violence against you or physically abused you? (11)      |           |                  |              |            |           |
Q3
During the past 6 months of your residency, has a *resident* (co-resident, off-service resident, consulting service resident) or NP/PA ever:

| Behavior Description                                                                 | Check here if you witnessed any FEMALE residents subjected to this behavior (1) | Check here if you witnessed any MALE residents subjected to this behavior (2) |
|--------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------|
| Withheld information that affected the female/male resident's performance? (1)       |                                                                                 |                                                                                 |
| Humiliated or ridiculed the female/male resident in connection with their work? (2)   |                                                                                 |                                                                                 |
| Asked the female/male resident to do work below their level of competence such as asking a chief to do intern level work? (3) |                                                                                 |                                                                                 |
| Made the female/male resident or expected them to perform trivial or unpleasant tasks in addition to their normal responsibilities such as scut work, changing bedpans, etc.? (4) |                                                                                 |                                                                                 |
| Spread gossip and rumors about the female/male resident? (5)                         |                                                                                 |                                                                                 |
| Ignored or excluded the female/male resident? (6)                                    |                                                                                 |                                                                                 |
| Insulted or made offensive remarks about the female/male resident, their attitude, or their private life? (7) |                                                                                 |                                                                                 |
| Shouted at the female/male resident or made them the target of spontaneous anger? (8) |                                                                                 |                                                                                 |
| Demonstrated intimidating behaviors towards female/male resident such as pointing a finger at them, invading their personal space, shoving them, or blocking their view or way? (9) |                                                                                 |                                                                                 |
| Made hints or signals that the female/male resident should quit their job? (10)       |                                                                                 |                                                                                 |
| Repeatedly reminded the female/male resident of their errors or mistakes? (11)        |                                                                                 |                                                                                 |
Q4
During the past 6 months of your residency, has a *resident* (co-resident, off-service resident, consulting service resident) or NP/PA ever:

| Check here if you witnessed any FEMALE residents subjected to this behavior (1) | Check here if you witnessed any MALE residents subjected to this behavior (2) |
|---|---|
| Ignored or had a hostile reaction when the female/male resident approached them? (1) |  |
| Persistently criticized the female/male resident about their errors or mistakes? (2) |  |
| Ignored the female/male resident’s recommendations or orders? (3) |  |
| Made the female/male resident the butt of a practical joke? (4) |  |
| Made a request of the female/male resident with an unreasonable deadline? (5) |  |
| Made allegations against the female/male resident? (6) |  |
| Excessively monitored the female/male resident’s work? (7) |  |
| Pressured the female/male resident not to report a near miss incident or critical patient error? (8) |  |
| Excessively teased the female/male resident or been excessively sarcastic toward them? (9) |  |
| Deliberately contributed to an unmanageable workload? (10) |  |
| Threatened violence against the female/male resident or physically abused them? (11) |  |
During the past 6 months of your residency, has a support staff member (nurse, pharmacist, respiratory therapist, lab technician, personal care assistant, care team assistant, or finance representative) ever:

| Scenario                                                                 | Never (1) | Now and then (2) | Monthly (3) | Weekly (4) | Daily (5) |
|--------------------------------------------------------------------------|-----------|------------------|-------------|------------|-----------|
| Withheld information that affected your performance?                     |           |                  |             |            |           |
| Humiliated or ridiculed you in connection with your work?                |           |                  |             |            |           |
| Asked you to do work below your level of competence such as asking a chief to do intern level work? |           |                  |             |            |           |
| Made you or expected you to perform trivial or unpleasant tasks in addition to your normal responsibilities such as scut work, changing bedpans, etc.? |           |                  |             |            |           |
| Spread gossip and rumors about you?                                     |           |                  |             |            |           |
| Ignored or excluded you?                                                 |           |                  |             |            |           |
| Insulted or made offensive remarks about you, your attitude, or your private life? |           |                  |             |            |           |
| Shouted at you or made you the target of their spontaneous anger?        |           |                  |             |            |           |
| Demonstrated intimidating behaviors towards you such as pointing their finger at you, invading your personal space, shoving you, or blocking your view or way? |           |                  |             |            |           |
| Made hints or signals that you should quit your job?                    |           |                  |             |            |           |
| Repeatedly reminded you of your errors or mistakes?                     |           |                  |             |            |           |
Q6 During the past 6 months of your residency, has a support staff member (nurse, pharmacist, respiratory therapist, lab technician, personal care assistant, care team assistant, or finance representative) ever:

| Never (1) | Now and then (2) | Monthly (3) | Weekly (4) | Daily (5) |
|-----------|------------------|-------------|------------|-----------|
| Ignored you when you approached them or have you ever faced a hostile reaction when you approached them? (1) |
| Persistently criticized you about your errors or mistakes? (2) |
| Ignored your recommendations or orders? (3) |
| Made you the butt of a practical joke? (4) |
| Made a request of you with an unreasonable deadline? (5) |
| Made allegations against you? (6) |
| Excessively monitored your work? (7) |
| Pressured you not to report a near miss incident or critical patient error? (8) |
| Excessively teased you or been excessively sarcastic toward you? (9) |
| Deliberately contributed to an unmanageable workload? (10) |
| Threatened violence against you or physically abused you? (11) |
Q7 During the past 6 months of your residency, has a support staff member (nurse, pharmacist, respiratory therapist, lab technician, personal care assistant, care team assistant, or finance representative) ever:

| Behavior                                                                 | Female/Male Residents Subjected to This Behavior |
|-------------------------------------------------------------------------|--------------------------------------------------|
| Check here if you witnessed any FEMALE residents subjected to this behavior (1) | Check here if you witnessed any MALE residents subjected to this behavior (2) |
| Withheld information that affected the female/male resident’s performance? (1) |                                                   |
| Humiliated or ridiculed the female/male resident in connection with their work? (2) |                                                   |
| Asked the female/male resident to do work below their level of competence such as asking a chief to do intern level work? (3) |                                                   |
| Made the female/male resident or expected them to perform trivial or unpleasant tasks in addition to their normal responsibilities such as scut work, changing bedpans, etc.? (4) |                                                   |
| Spread gossip and rumors about the female/male resident? (5) |                                                   |
| Ignored or excluded the female/male resident? (6) |                                                   |
| Insulted or made offensive remarks about the female/male resident, their attitude, or their private life? (7) |                                                   |
| Shouted at the female/male resident or made them the target of spontaneous anger? (8) |                                                   |
| Demonstrated intimidating behaviors towards female/male resident such as pointing a finger at them, invading their personal space, shoving them, or blocking their view or way? (9) |                                                   |
| Made hints or signals that the female/male resident should quit their job? (10) |                                                   |
| Repeatedly reminded the female/male resident of their errors or mistakes? (11) |                                                   |
Q8 During the past 6 months of your residency, has a support staff member (nurse, pharmacist, respiratory therapist, lab technician, personal care assistant, care team assistant, or finance representative) ever:

| Behavior                                                                 | FEMALE residents | MALE residents |
|--------------------------------------------------------------------------|------------------|----------------|
| Ignored or had a hostile reaction when the female/male resident approached them? (1) |                  |                |
| Persistently criticized the female/male resident about their errors or mistakes? (2) |                  |                |
| Ignored the female/male resident’s recommendations or orders? (3)         |                  |                |
| Made the female/male resident the butt of a practical joke? (4)           |                  |                |
| Made a request of the female/male resident with an unreasonable deadline? (5) |                  |                |
| Made allegations against the female/male resident? (6)                    |                  |                |
| Excessively monitored the female/male resident’s work? (7)                |                  |                |
| Pressured the female/male resident not to report a near miss incident or critical patient error? (8) |                  |                |
| Excessively teased the female/male resident or been excessively sarcastic toward them? (9) |                  |                |
| Deliberately contributed to an unmanageable workload? (10)               |                  |                |
| Threatened violence against the female/male resident or physically abused them? (11) |                  |                |
Q9 What sex were you assigned at birth?
   - Female (1)
   - Male (2)
   - Intersex (3)

Q10 What is your current gender identity?
   - Female (1)
   - Male (2)
   - Transgender female (male-to-female) (3)
   - Transgender male (female-to-male) (4)
   - Neither exclusively male nor female, non-binary or genderqueer (5)
   - Other (6)
   - Choose not to disclose (7)

Q11 Do you think of yourself as?
   - Asexual (1)
   - Bisexual (2)
   - Heterosexual or straight (3)
   - Homosexual, lesbian, or gay (4)
   - Pansexual (5)
   - Queer questioning (6)
   - Something else (7)
   - Choose not to disclose (8)

Q12 What is your ethnicity?
   - Hispanic or Latino (1)
   - Not Hispanic or Latino (2)
Q13 What is your race? (Mark all that apply.)

- American Indian or Alaska Native (1)
- Asian (2)
- Black or African American (3)
- Native Hawaiian or Other Pacific Islander (4)
- White (5)

Q14 What clinical year are you?

- PGY 1 (1)
- PGY 2 (2)
- PGY 3 (3)