Orthopaedic Surgeon Questionnaire

Thank you for your interest in this study entitled ‘Prevalence of Gender-Based and Sexual Harassment in the Field of Orthopaedic Surgery’. We greatly value your willingness to review the questions below. Your responses will help orthopaedic researchers, educators and societies better understand the issues surrounding gender-based and sexual harassment within the specialty of orthopaedic surgery.

This questionnaire should take you approximately 10-15 minutes to complete. Completion of the enclosed questionnaire is voluntary. Return of a completed questionnaire implies your consent to participate. A master list of society members will be maintained during the data collection phase for the purposes of tracking questionnaire completion. This list will not be linked to questionnaire responses – your questionnaire responses will remain completely anonymous, even to the study team.

Some of the questions may be uncomfortable for you to answer, or you may be irritated if the questions have no bearing on your life. However, we ask that you try your best in answering all questions. Your participation is important to us and for those whom would benefit from this research.

Due to the sensitive nature of this study, we ask that you find a private location to complete this questionnaire.

SECTION A: DEMOGRAPHICS & CURRENT EDUCATION / WORK DETAILS

This section asks a few basic questions to let us know a little bit more about you.

1. What is your gender?
   - [ ] Woman
   - [ ] Transgender Woman
   - [ ] Non-Binary
   - [ ] Man
   - [ ] Transgender Man
   - [ ] Other (specify): __________________________

2. What is your age?
   —________ years

3. What is your race/ethnicity?
   - [ ] Caucasian
   - [ ] African/Caribbean
   - [ ] Hispanic/Latino
   - [ ] Middle Eastern
   - [ ] Mixed (specify): __________________________
   - [ ] Native/Aboriginal
   - [ ] East Asian
   - [ ] South Asian
   - [ ] Other (specify): __________________________

4. What is your marital status?
   - [ ] Single
   - [ ] Separated
   - [ ] Divorced
   - [ ] Common Law
   - [ ] Married
   - [ ] Widowed
5. Where did you complete your medical education?

- Canada
- Oceania (specify): ________________
- Caribbean (specify): ________________
- Africa (specify): ________________
- Other (specify): ________________
- USA
- Europe (specify): ________________
- Asia (specify): ________________
- South America (specify): ________________

6. What is your highest level of education?

- Undergraduate Medical Degree
- Fellowship Training
- Other (specify): ________________
- Residency Training
- Doctorate Degree

7. Please indicate your current occupation:

- Orthopaedic Surgery RESIDENT → GO TO QUESTION 8
- Orthopaedic Surgery FELLOW → GO TO QUESTION 15
- STAFF Orthopaedic Surgeon → GO TO QUESTION 29
- RETIRED Orthopaedic Surgeon → GO TO QUESTION 51
PLEASE COMPLETE THIS PAGE IF YOU ARE CURRENTLY AN ORTHOPAEDIC SURGERY RESIDENT.

8. Where are you currently completing your residency?
- Canada
- Oceania (specify): __________________________
- South America (specify): ____________________
- Africa (specify): _____________________________
- USA
- Europe (specify): __________________________
- Asia (specify): _____________________________
- Other (specify): _____________________________

9. Are you planning to complete an orthopaedic fellowship?
- Yes
- No
  If yes, please specify the sub-specialty: __________________________

10. Do you feel your current educational environment is safe / healthy?
- Yes
- No
  If no, why not? _____________________________________________

11. Are you aware of any gender-based harassment policies within your current training institution?
- Yes
- No
  If yes, how effective do you believe these policies are?
    - Very Effective
    - Somewhat Effective
    - Neither Effective Nor Ineffective
    - Somewhat Ineffective
    - Very Ineffective
    - Not Sure

12. Are you aware of any sexual harassment policies within your current training institution?
- Yes
- No
  If yes, how effective do you believe these policies are?
    - Very Effective
    - Somewhat Effective
    - Neither Effective Nor Ineffective
    - Somewhat Ineffective
    - Very Ineffective
    - Not Sure

13. Are you aware of any gender-based harassment resources within your current training institution?
- Yes
- No
  If yes, how effective do you believe these resources are?
    - Very Effective
    - Somewhat Effective
    - Neither Effective Nor Ineffective
    - Somewhat Ineffective
    - Very Ineffective
    - Not Sure
14. Are you aware of any sexual harassment resources within your current training institution?

☐ Yes

☐ No

If yes, how effective do you believe these resources are?

☐ Very Effective

☐ Somewhat Effective

☐ Neither Effective Nor Ineffective

☐ Somewhat Ineffective

☐ Very Ineffective

☐ Not Sure

PLEASE PROCEED TO SECTION B (QUESTION 73) OF THE QUESTIONNAIRE.
PLEASE COMPLETE THIS PAGE IF YOU ARE CURRENTLY AN ORTHOPAEDIC SURGERY FELLOW.

15. Please specify your orthopaedic sub-specialty: ________________________________

16. Where are you currently completing your fellowship?
   ☐ Canada          ☐ USA
   ☐ Oceania (specify): _______________  ☐ Europe (specify): _______________
   ☐ South America (specify): __________  ☐ Asia (specify): ________________
   ☐ Africa (specify): ________________  ☐ Other (specify): ________________

17. Do you supervise residents in training?
   ☐ Yes          ☐ No

18. Do you feel your current educational environment is safe / healthy?
   ☐ Yes          ☐ No
   If no, why not? ________________________________

19. Are you aware of any gender-based harassment policies within your current training institution?
   ☐ Yes          ☐ No
   If yes, how effective do you believe these policies are?
   ☐ Very Effective  ☐ Somewhat Effective  ☐ Neither Effective Nor Ineffective  ☐ Somewhat Ineffective  ☐ Very Ineffective  ☐ Not Sure

20. Are you aware of any sexual harassment policies within your current training institution?
   ☐ Yes          ☐ No
   If yes, how effective do you believe these policies are?
   ☐ Very Effective  ☐ Somewhat Effective  ☐ Neither Effective Nor Ineffective  ☐ Somewhat Ineffective  ☐ Very Ineffective  ☐ Not Sure

21. Are you aware of any gender-based harassment resources within your current training institution?
   ☐ Yes          ☐ No
   If yes, how effective do you believe these resources are?
   ☐ Very Effective  ☐ Somewhat Effective  ☐ Neither Effective Nor Ineffective  ☐ Somewhat Ineffective  ☐ Very Ineffective  ☐ Not Sure
22. Are you aware of any sexual harassment resources within your current training institution?

- Yes  
- No

If Yes, how effective do you believe these resources are?

- Very Effective
- Somewhat Effective
- Neither Effective nor Ineffective
- Somewhat Ineffective
- Very Ineffective
- Not Sure

23. Where did you complete your residency?

- Canada
- Oceania (specify): ______________________
- USA
- Europe (specify): ______________________
- South America (specify): ______________
- Asia (specify): ________________________
- Africa (specify): ______________________
- Other (specify): _______________________

24. Do you feel your residency educational environment was safe / healthy?

- Yes  
- No

If No, why not? ________________________________

25. Were you aware of any gender-based harassment policies within your residency training institution?

- Yes  
- No

If Yes, how effective do you believe these policies were?

- Very Effective
- Somewhat Effective
- Neither Effective nor Ineffective
- Somewhat Ineffective
- Very Ineffective
- Not Sure

26. Were you aware of any sexual harassment policies within your residency training institution?

- Yes  
- No

If Yes, how effective do you believe these policies were?

- Very Effective
- Somewhat Effective
- Neither Effective nor Ineffective
- Somewhat Ineffective
- Very Ineffective
- Not Sure

27. Were you aware of any gender-based harassment resources within your residency training institution?

- Yes  
- No
If yes, how effective do you believe these resources were?

- [ ] Very Effective
- [ ] Somewhat Effective
- [ ] Neither Effective Nor Ineffective
- [ ] Somewhat Ineffective
- [ ] Very Ineffective
- [ ] Not Sure

28. Were you aware of any sexual harassment resources within your residency training institution?
- [ ] Yes
- [ ] No

If yes, how effective do you believe these resources were?

- [ ] Very Effective
- [ ] Somewhat Effective
- [ ] Neither Effective Nor Ineffective
- [ ] Somewhat Ineffective
- [ ] Very Ineffective
- [ ] Not Sure

PLEASE PROCEED TO SECTION B (QUESTION 73) OF THE QUESTIONNAIRE.
PLEASE COMPLETE THIS PAGE IF YOU ARE CURRENTLY A STAFF ORTHOPAEDIC SURGEON.

29. In what country do you currently practice?
☐ Canada
☐ Oceania (specify): ________________________
☐ South America (specify): ________________________
☐ Africa (specify): ________________________
☐ USA
☐ Europe (specify): ________________________
☐ Asia (specify): ________________________
☐ Other (specify): ________________________

30. How many years have you been in practice?
☐ 0 – 4
☐ 5 – 9
☐ 10 – 14
☐ 15 – 19
☐ 20 – 24
☐ 25+

31. Which type of hospital describes your institution?
☐ Academic (University Affiliated)
☐ Non-Academic

32. Do you supervise residents in training?
☐ Yes
☐ No

33. Do you feel your current work environment is safe / healthy?
☐ Yes
☐ No
If no, why not? ____________________________________________

34. Are you aware of any gender-based harassment policies within your current institution?
☐ Yes
☐ No
If yes, how effective do you believe these policies are?
☐ Very Effective
☐ Somewhat Effective
☐ Neither Effective Nor Ineffective
☐ Somewhat Ineffective
☐ Very Ineffective
☐ Not Sure

35. Are you aware of any sexual harassment policies within your current institution?
☐ Yes
☐ No
If yes, how effective do you believe these policies are?
☐ Very Effective
☐ Somewhat Effective
☐ Neither Effective Nor Ineffective
☐ Somewhat Ineffective
☐ Very Ineffective
☐ Not Sure
36. Are you aware of any gender-based harassment resources within your current institution?  
☐ Yes  ☐ No

If yes, how effective do you believe these resources are?  
☐ Very Effective  ☐ Somewhat Effective  ☐ Neither Effective Nor Ineffective  ☐ Somewhat Ineffective  ☐ Very Ineffective  ☐ Not Sure

37. Are you aware of any sexual harassment resources within your current institution?  
☐ Yes  ☐ No

If yes, how effective do you believe these resources are?  
☐ Very Effective  ☐ Somewhat Effective  ☐ Neither Effective Nor Ineffective  ☐ Somewhat Ineffective  ☐ Very Ineffective  ☐ Not Sure

38. Where did you complete your residency?  
☐ Canada  ☐ USA
☐ Oceania (specify): ____________________  ☐ Europe (specify): ____________________
☐ South America (specify): ______________  ☐ Asia (specify): ____________________
☐ Africa (specify): ____________________  ☐ Other (specify): ____________________

39. Do you feel your residency educational environment was safe / healthy?  
☐ Yes  ☐ No

If no, why not? ___________________________________________

40. Were you aware of any gender-based harassment policies within your residency training institution?  
☐ Yes  ☐ No

If yes, how effective do you believe these policies were?  
☐ Very Effective  ☐ Somewhat Effective  ☐ Neither Effective Nor Ineffective  ☐ Somewhat Ineffective  ☐ Very Ineffective  ☐ Not Sure

41. Were you aware of any sexual harassment policies within your residency training institution?  
☐ Yes  ☐ No

If yes, how effective do you believe these policies were?  
☐ Very Effective  ☐ Somewhat Effective  ☐ Neither Effective Nor Ineffective  ☐ Somewhat Ineffective  ☐ Very Ineffective  ☐ Not Sure
42. Were you aware of any gender-based harassment resources within your residency training institution?

☐ Yes  ☐ No

If yes, how effective do you believe these resources were?

☐ Very Effective  ☐ Somewhat Effective  ☐ Neither Effective Nor Ineffective  ☐ Somewhat Ineffective  ☐ Very Ineffective  ☐ Not Sure

43. Were you aware of any sexual harassment resources within your residency training institution?

☐ Yes  ☐ No

If yes, how effective do you believe these resources were?

☐ Very Effective  ☐ Somewhat Effective  ☐ Neither Effective Nor Ineffective  ☐ Somewhat Ineffective  ☐ Very Ineffective  ☐ Not Sure

44. Did you complete an orthopaedic fellowship?

☐ Yes  ☐ No  → GO TO QUESTION 73

If yes, please specify the sub-specialty: __________________________
PLEASE COMPLETE QUESTIONS 45 – 50 ONLY IF YOU ANSWERED YES TO QUESTION 44.

45. Where did you complete your fellowship?

☐ Canada
☐ Oceania (specify): ______________________
☐ Europe (specify): ______________________
☐ South America (specify): _____________
☐ Asia (specify): ________________
☐ Africa (specify): _____________
☐ Other (specify): ______________________

46. Do you feel your fellowship educational environment was safe / healthy?

☐ Yes
☐ No
If no, why not? ____________________________________________

47. Were you aware of any gender-based harassment policies within your fellowship training institution?

☐ Yes
☐ No
If yes, how effective do you believe these policies were?

☐ Very Effective
☐ Somewhat Effective
☐ Neither Effective Nor Ineffective
☐ Somewhat Ineffective
☐ Very Ineffective
☐ Not Sure

48. Were you aware of any sexual harassment policies within your fellowship training institution?

☐ Yes
☐ No
If yes, how effective do you believe these policies were?

☐ Very Effective
☐ Somewhat Effective
☐ Neither Effective Nor Ineffective
☐ Somewhat Ineffective
☐ Very Ineffective
☐ Not Sure

49. Were you aware of any gender-based harassment resources within your fellowship training institution?

☐ Yes
☐ No
If yes, how effective do you believe these resources were?

☐ Very Effective
☐ Somewhat Effective
☐ Neither Effective Nor Ineffective
☐ Somewhat Ineffective
☐ Very Ineffective
☐ Not Sure

50. Were you aware of any sexual harassment resources within your fellowship training institution?

☐ Yes
☐ No
If yes, how effective do you believe these resources were?

- [ ] Very Effective
- [ ] Somewhat Effective
- [ ] Neither Effective Nor Ineffective
- [ ] Somewhat Ineffective
- [ ] Very Ineffective
- [ ] Not Sure

PLEASE PROCEED TO SECTION B (QUESTION 73) OF THE QUESTIONNAIRE
PLEASE COMPLETE THIS PAGE IF YOU ARE CURRENTLY A RETIRED ORTHOPAEDIC SURGEON.

51. In what country did you practice as a Staff Orthopaedic Surgeon? (Check all that apply)
   - Canada
   - Oceania (specify): ______________________
   - USA
   - Europe (specify): ______________________
   - South America (specify): ____________
   - Asia (specify): ______________________
   - Africa (specify): _________________
   - Other (specify): _______________

52. How many years were you in practice?
   - 0 – 4
   - 5 – 9
   - 10 – 14
   - 15 – 19
   - 20 – 24
   - 25+

53. Which type of hospital describes any of the institutions you practiced at?
   - Academic (University Affiliated)
   - Non-Academic

54. Did you supervise residents in training?
   - Yes
   - No

55. Did you feel your work environment was safe / healthy?
   - Yes
   - No
   If no, why not? _______________________________________________________________________

56. Were you aware of any gender-based harassment policies within any of your practice institutions?
   - Yes
   - No
   If yes, how effective do you believe these policies were?
   - Very Effective
   - Somewhat Effective
   - Neither Effective Nor Ineffective
   - Somewhat Ineffective
   - Very Ineffective
   - Not Sure

57. Were you aware of any sexual harassment policies within any of your practice institutions?
   - Yes
   - No
   If yes, how effective do you believe these policies were?
   - Very Effective
   - Somewhat Effective
   - Neither Effective Nor Ineffective
   - Somewhat Ineffective
   - Very Ineffective
   - Not Sure
58. Were you aware of any gender-based harassment resources within any of your practice institutions?
   ☐ Yes ☐ No
   If yes, how effective do you believe these resources were?
   ☐ Very Effective ☐ Somewhat Effective ☐ Neither Effective Nor Ineffective ☐ Somewhat Ineffective ☐ Very Ineffective ☐ Not Sure

59. Were you aware of any sexual harassment resources within any of your practice institutions?
   ☐ Yes ☐ No
   If yes, how effective do you believe these resources were?
   ☐ Very Effective ☐ Somewhat Effective ☐ Neither Effective Nor Ineffective ☐ Somewhat Ineffective ☐ Very Ineffective ☐ Not Sure

60. Where did you complete your residency?
   ☐ Canada ☐ USA
   ☐ Oceania (specify): ________________ ☐ Europe (specify): ________________
   ☐ South America (specify): _____________ ☐ Asia (specify): ________________
   ☐ Africa (specify): ___________________ ☐ Other (specify): ________________

61. Do you feel your residency educational environment was safe / healthy?
   ☐ Yes ☐ No
   If no, why not? ___________________________

62. Were you aware of any gender-based harassment policies within your residency training institution?
   ☐ Yes ☐ No
   If yes, how effective do you believe these policies were?
   ☐ Very Effective ☐ Somewhat Effective ☐ Neither Effective Nor Ineffective ☐ Somewhat Ineffective ☐ Very Ineffective ☐ Not Sure

63. Were you aware of any sexual harassment policies within your residency training institution?
   ☐ Yes ☐ No
   If yes, how effective do you believe these policies were?
   ☐ Very Effective ☐ Somewhat Effective ☐ Neither Effective Nor Ineffective ☐ Somewhat Ineffective ☐ Very Ineffective ☐ Not Sure
64. Were you aware of any gender-based harassment resources within your residency training institution?

☐ Yes

☐ No

If yes, how effective do you believe these resources were?

☐ Very Effective

☐ Somewhat Effective

☐ Neither Effective Nor Ineffective

☐ Somewhat Ineffective

☐ Very Ineffective

☐ Not Sure

65. Were you aware of any sexual harassment resources within your residency training institution?

☐ Yes

☐ No

If yes, how effective do you believe these resources were?

☐ Very Effective

☐ Somewhat Effective

☐ Neither Effective Nor Ineffective

☐ Somewhat Ineffective

☐ Very Ineffective

☐ Not Sure

66. Did you complete an orthopaedic fellowship?

☐ Yes

☐ No → GO TO QUESTION 73

If yes, please specify the sub-specialty: __________________________
PLEASE COMPLETE QUESTIONS 67 – 72 ONLY IF YOU ANSWERED YES TO QUESTION 66.

67. Where did you complete your fellowship?

☐ Canada
☐ Oceania (specify): ________________
☐ South America (specify): __________
☐ Africa (specify): ________________
☐ USA
☐ Europe (specify): ________________
☐ Asia (specify): ________________
☐ Other (specify): ________________

68. Do you feel your fellowship educational environment was safe / healthy?

☐ Yes
☐ No
If no, why not? ____________________________

69. Were you aware of any gender-based harassment policies within your fellowship training institution?

☐ Yes
☐ No
If yes, how effective do you believe these policies were?

Very Effective ☐ Somewhat Effective ☐ Neither Effective Nor Ineffective ☐ Somewhat Ineffective ☐ Very Ineffective ☐ Not Sure

70. Were you aware of any sexual harassment policies within your fellowship training institution?

☐ Yes
☐ No
If yes, how effective do you believe these policies were?

Very Effective ☐ Somewhat Effective ☐ Neither Effective Nor Ineffective ☐ Somewhat Ineffective ☐ Very Ineffective ☐ Not Sure

71. Were you aware of any gender-based harassment resources within your fellowship training institution?

☐ Yes
☐ No
If yes, how effective do you believe these resources were?

Very Effective ☐ Somewhat Effective ☐ Neither Effective Nor Ineffective ☐ Somewhat Ineffective ☐ Very Ineffective ☐ Not Sure

72. Were you aware of any sexual harassment resources within your fellowship training institution?

☐ Yes
☐ No
If yes, how effective do you believe these resources were?

- [ ] Very Effective
- [ ] Somewhat Effective
- [ ] Neither Effective Nor Ineffective
- [ ] Somewhat Ineffective
- [ ] Very Ineffective
- [ ] Not Sure
SECTION B: HARASSMENT IN THE WORKPLACE

This section asks questions about your experiences with gender-based and/or sexual harassment in your workplace.

Part One: Gender-Based Harassment

Gender-based harassment occurs when a person experiences discrimination or unequal treatment based on their gender or gender identity. The harassment does not need to be based anything of a sexual nature. Instead, gender-based harassment usually involves stereotypes based on the traditional roles and functions associated with a gender.

73. Have you ever been in a situation where a supervisor, colleague or patient treated you ‘differently’ because of your gender (i.e., mistreated, slighted, or ignored you)?

☐ Yes  ☐ No

If yes, when did this type of behavior take place? (Check all that apply)

☐ Medical School  ☐ Residency  ☐ Fellowship  ☐ Current Profession

If yes, the perpetrator(s) of this behavior was a____? (Check all that apply)

☐ Direct Supervisor  ☐ Someone more senior than me but not a Direct Supervisor
☐ Peer  ☐ Supervisee
☐ Someone less senior than me but not a Supervisee  ☐ Patient
☐ Allied Health Professional  ☐ Other (specify): ____________________________

If yes, how often did this type of behavior take place?

☐ Rarely (1–5 times)  ☐ Sometimes (6–10 times)  ☐ Often (once a month)  ☐ Almost Always (once a week)

74. Have you ever been in a situation where a supervisor, colleague or patient told offensive jokes or remarks?

☐ Yes  ☐ No

If yes, when did this type of behavior take place? (Check all that apply)

☐ Medical School  ☐ Residency  ☐ Fellowship  ☐ Current Profession
If yes, the perpetrator(s) of this behavior was a____? (Check all that apply)

- Direct Supervisor
- Someone more senior than me but not a Direct Supervisor
- Peer
- Supervisee
- Someone less senior than me but not a Supervisee
- Patient
- Allied Health Professional
- Other (specify): 

If yes, how often did this type of behavior take place?

- Rarely (1 – 5 times)
- Sometimes (6 – 10 times)
- Often (once a month)
- Almost Always (once a week)

75. Have you ever been in a situation where a supervisor, colleague or patient made sexist comments or displayed sexist materials (such as suggesting that people of your gender are not suited for the kind of work you do)?

- Yes
- No

If yes, when did this type of behavior take place? (Check all that apply)

- Medical School
- Residency
- Fellowship
- Current Profession

If yes, the perpetrator(s) of this behavior was a____? (Check all that apply)

- Direct Supervisor
- Someone more senior than me but not a Direct Supervisor
- Peer
- Supervisee
- Someone less senior than me but not a Supervisee
- Patient
- Allied Health Professional
- Other (specify): 

If yes, how often did this type of behavior take place?

- Rarely (1 – 5 times)
- Sometimes (6 – 10 times)
- Often (once a month)
- Almost Always (once a week)

76. Have you ever been in a situation where a supervisor, colleague or patient put you down or was condescending to you because of your gender?

- Yes
- No

If yes, when did this type of behavior take place? (Check all that apply)

- Medical School
- Residency
- Fellowship
- Current Profession
If yes, the perpetrator(s) of this behavior was a____? (Check all that apply)

- [ ] Direct Supervisor
- [ ] Peer
- [ ] Someone less senior than me but not a Supervisee
- [ ] Allied Health Professional
- [ ] Someone more senior than me but not a Direct Supervisor
- [ ] Supervisee
- [ ] Patient
- [ ] Other (specify): __________________________

If yes, how often did this type of behavior take place?

- [ ] Rarely (1 – 5 times)
- [ ] Sometimes (6 – 10 times)
- [ ] Often (once a month)
- [ ] Almost Always (once a week)

77. Have you ever been in a situation where a supervisor, colleague or patient suggested that you don’t act how someone of your gender is supposed to act?

- [ ] Yes
- [ ] No

If yes, when did this type of behavior take place? (Check all that apply)

- [ ] Medical School
- [ ] Residency
- [ ] Fellowship
- [ ] Current Profession

If yes, the perpetrator(s) of this behavior was a____? (Check all that apply)

- [ ] Direct Supervisor
- [ ] Peer
- [ ] Someone less senior than me but not a Supervisee
- [ ] Allied Health Professional
- [ ] Someone more senior than me but not a Direct Supervisor
- [ ] Supervisee
- [ ] Patient
- [ ] Other (specify): __________________________

If yes, how often did this type of behavior take place?

- [ ] Rarely (1 – 5 times)
- [ ] Sometimes (6 – 10 times)
- [ ] Often (once a month)
- [ ] Almost Always (once a week)

78. Have you ever been in a situation where you felt you received an inferior training / work experience due to your gender (such as fewer opportunities or being held to a higher standard than your peers of other genders)?

- [ ] Yes
- [ ] No

If yes, when did this type of behavior take place? (Check all that apply)

- [ ] Medical School
- [ ] Residency
- [ ] Fellowship
- [ ] Current Profession
If yes, how often did this type of behavior take place?

- Rarely (1–5 times)
- Sometimes (6–10 times)
- Often (once a month)
- Almost Always (once a week)

79. If you were the target of any of the above gender-based harassment behaviors tomorrow, how would you act/ react? (Check all that apply)

- I would ignore it
- I would talk to the person(s) responsible
- I would report it to a supervisor
- I would request a change in my rotation schedule
- I would request a change in the rotation schedule of the person(s) responsible
- I would leave the institution
- I would leave the institution

80. If you witnessed any of the above gender-based harassment behaviors tomorrow, how would you act/ react? (Check all that apply)

- I would ignore it
- I would talk to the person(s) responsible
- I would supportively talk to the victim
- I would report it to a supervisor
- Other (specify): ____________________________________________________________________

81. Have you ever considered, or are you considering, changing your career / specialty path due to gender-based harassment?

- Yes
- No

If yes, please specify the career or specialty: ______________________

- Not Applicable → I have never experienced gender-based harassment

82. Do you know of anyone who changed, or is considering, changing career / specialty path due to gender-based harassment?

- Yes
- No

If yes, please specify the career or specialty: ______________________

**Part Two: Sexual Harassment**

Sexual harassment is bullying or coercion of a sexual nature, or the unwelcome or inappropriate promise of rewards in exchange for sexual favors. Such harassment can include unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature.

83. Have you ever been in a situation where a supervisor, colleague or patient made crude sexual remarks?

- Yes
- No
If yes, when did this type of behavior take place? (Check all that apply)

☐ Medical School ☐ Residency ☐ Fellowship ☐ Current Profession

If yes, the perpetrator(s) of this behavior was a_____? (Check all that apply)

☐ Direct Supervisor ☐ Someone more senior than me but not a Direct Supervisor
☐ Peer ☐ Supervisee
☐ Someone less senior than me but not a Supervisee ☐ Patient
☐ Allied Health Professional ☐ Other (specify): __________________________

If yes, how often did this type of behavior take place?

☐ Rarely (1 – 5 times) ☐ Sometimes (6 – 10 times) ☐ Often (once a month) ☐ Almost Always (once a week)

84. Have you ever been in a situation where a supervisor, colleague or patient attempted to establish a romantic sexual relationship with you despite your attempts to discourage them (such as continuing to ask you for dates, drinks, dinner, etc., even though you said ‘No’)?

☐ Yes ☐ No

If yes, when did this type of behavior take place? (Check all that apply)

☐ Medical School ☐ Residency ☐ Fellowship ☐ Current Profession

If yes, the perpetrator(s) of this behavior was a_____? (Check all that apply)

☐ Direct Supervisor ☐ Someone more senior than me but not a Direct Supervisor
☐ Peer ☐ Supervisee
☐ Someone less senior than me but not a Supervisee ☐ Patient
☐ Allied Health Professional ☐ Other (specify): __________________________

If yes, how often did this type of behavior take place?

☐ Rarely (1 – 5 times) ☐ Sometimes (6 – 10 times) ☐ Often (once a month) ☐ Almost Always (once a week)

85. Have you ever been in a situation where a supervisor, colleague or patient gave you unwanted attention (such as whistles, calls, suggestive looks, gestures or body language)?

☐ Yes ☐ No
If yes, when did this type of behavior take place? (Check all that apply)

☐ Medical School  ☐ Residency  ☐ Fellowship  ☐ Current Profession

If yes, the perpetrator(s) of this behavior was a____? (Check all that apply)

☐ Direct Supervisor  ☐ Someone more senior than me but not a Direct Supervisor
☐ Peer  ☐ Supervisee
☐ Someone less senior than me but not a Supervisee  ☐ Patient
☐ Allied Health Professional  ☐ Other (specify): ______________________

If yes, how often did this type of behavior take place?

☐ Rarely  (1 – 5 times)  ☐ Sometimes  (6 – 10 times)  ☐ Often  (once a month)  ☐ Almost Always  (once a week)

86. Have you ever been in a situation where a supervisor, colleague or patient told sexually suggestive stories or displayed sexually suggestive materials?

☐ Yes  ☐ No

If yes, when did this type of behavior take place? (Check all that apply)

☐ Medical School  ☐ Residency  ☐ Fellowship  ☐ Current Profession

If yes, the perpetrator(s) of this behavior was a____? (Check all that apply)

☐ Direct Supervisor  ☐ Someone more senior than me but not a Direct Supervisor
☐ Peer  ☐ Supervisee
☐ Someone less senior than me but not a Supervisee  ☐ Patient
☐ Allied Health Professional  ☐ Other (specify): ______________________

If yes, how often did this type of behavior take place?

☐ Rarely  (1 – 5 times)  ☐ Sometimes  (6 – 10 times)  ☐ Often  (once a month)  ☐ Almost Always  (once a week)

87. Have you ever been in a situation where a supervisor, colleague or patient made inappropriate sexual comments about your appearance or body?

☐ Yes  ☐ No
If yes, when did this type of behavior take place? (Check all that apply)

Medical School  Residency  Fellowship  Current Profession

If yes, the perpetrator(s) of this behavior was a_____? (Check all that apply)

Direct Supervisor  Someone more senior than me but not a Direct Supervisor
Peer  Supervisee
Someone less senior than me but not a Supervisee  Patient
Allied Health Professional  Other (specify): ______________________

If yes, how often did this type of behavior take place?

Rarely  Sometimes  Often  Almost Always
(1 – 5 times) (6 – 10 times) (once a month) (once a week)

88. Have you ever been in a situation where a supervisor, colleague or patient made physical contact that made you feel uncomfortable (such as hugs or shoulder rubs, or getting too close)?

Yes  No

If yes, when did this type of behavior take place? (Check all that apply)

Medical School  Residency  Fellowship  Current Profession

If yes, the perpetrator(s) of this behavior was a_____? (Check all that apply)

Direct Supervisor  Someone more senior than me but not a Direct Supervisor
Peer  Supervisee
Someone less senior than me but not a Supervisee  Patient
Allied Health Professional  Other (specify): ______________________

If yes, how often did this type of behavior take place?

Rarely  Sometimes  Often  Almost Always
(1 – 5 times) (6 – 10 times) (once a month) (once a week)

89. Have you ever been in a situation where a supervisor, colleague or patient made unwanted attempts to stroke, fondle or kiss you?

Yes  No
If yes, when did this type of behavior take place? (Check all that apply)

Medical School  Residency  Fellowship  Current Profession

If yes, the perpetrator(s) of this behavior was a____? (Check all that apply)

Direct Supervisor  Someone more senior than me but not a Direct Supervisor
Peer  Supervisee
Someone less senior than me but not a Supervisee  Patient
Allied Health Professional  Other (specify): _______________________

If yes, how often did this type of behavior take place?

Rarely  (1 – 5 times)  Sometimes  (6 – 10 times)  Often  (once a month)  Almost Always  (once a week)

90. Have you ever been in a situation where a supervisor, colleague or patient unsuccessfully attempted to have sex with you without your consent or against your will?

Yes  No

If yes, when did this type of behavior take place? (Check all that apply)

Medical School  Residency  Fellowship  Current Profession

If yes, the perpetrator(s) of this behavior was a____? (Check all that apply)

Direct Supervisor  Someone more senior than me but not a Direct Supervisor
Peer  Supervisee
Someone less senior than me but not a Supervisee  Patient
Allied Health Professional  Other (specify): _______________________

If yes, how often did this type of behavior take place?

Rarely  (1 – 5 times)  Sometimes  (6 – 10 times)  Often  (once a month)  Almost Always  (once a week)

91. Have you ever been in a situation where a supervisor, colleague or patient had sex with you without your consent or against your will?

Yes  No
If yes, when did this type of behavior take place? (Check all that apply)

- Medical School
- Residency
- Fellowship
- Current Profession

If yes, the perpetrator(s) of this behavior was a_____? (Check all that apply)

- Direct Supervisor
- Peer
- Someone more senior than me but not a Direct Supervisor
- Someone less senior than me but not a Supervisee
- Patient
- Allied Health Professional
- Someone more senior than me but not a Direct Supervisor
- Supervisee
- Patient
- Other (specify): _________________

If yes, how often did this type of behavior take place?

- Rarely (1 – 5 times)
- Sometimes (6 – 10 times)
- Often (once a month)
- Almost Always (once a week)

92. Have you ever been in a situation where you felt you were being subtly bribed with some sort of reward (e.g., preferential treatment) to engage in sexual behavior with a supervisor, colleague or patient?

- Yes
- No

If yes, when did this type of behavior take place? (Check all that apply)

- Medical School
- Residency
- Fellowship
- Current Profession

If yes, the perpetrator(s) of this behavior was a_____? (Check all that apply)

- Direct Supervisor
- Peer
- Someone more senior than me but not a Direct Supervisor
- Someone less senior than me but not a Supervisee
- Patient
- Allied Health Professional
- Someone more senior than me but not a Direct Supervisor
- Supervisee
- Patient
- Other (specify): _________________

If yes, how often did this type of behavior take place?

- Rarely (1 – 5 times)
- Sometimes (6 – 10 times)
- Often (once a month)
- Almost Always (once a week)
93. Have you ever been in a situation where a supervisor, colleague or patient made you feel threatened with some sort of retaliation for not being sexually co-operative (such as by mentioning an upcoming review)?

☐ Yes  ☐ No

If yes, when did this type of behavior take place? (Check all that apply)

☐ Medical School  ☐ Residency  ☐ Fellowship  ☐ Current Profession

If yes, the perpetrator(s) of this behavior was a____? (Check all that apply)

☐ Direct Supervisor  ☐ Someone more senior than me but not a Direct Supervisor
☐ Peer  ☐ Someone more senior than me but not a Supervisee
☐ Someone less senior than me but not a Supervisee  ☐ Patient
☐ Allied Health Professional  ☐ Other (specify): ______________________

If yes, how often did this type of behavior take place?

☐ Rarely (1 – 5 times)  ☐ Sometimes (6 – 10 times)  ☐ Often (once a month)  ☐ Almost Always (once a week)

94. Have you ever been in a situation where you actually experienced negative consequences for refusing to engage in sexual activity with a supervisor, colleague or patient?

☐ Yes  ☐ No

If yes, when did this type of behavior take place? (Check all that apply)

☐ Medical School  ☐ Residency  ☐ Fellowship  ☐ Current Profession

If yes, the perpetrator(s) of this behavior was a____? (Check all that apply)

☐ Direct Supervisor  ☐ Someone more senior than me but not a Direct Supervisor
☐ Peer  ☐ Someone more senior than me but not a Supervisee
☐ Someone less senior than me but not a Supervisee  ☐ Patient
☐ Allied Health Professional  ☐ Other (specify): ______________________

If yes, how often did this type of behavior take place?

☐ Rarely (1 – 5 times)  ☐ Sometimes (6 – 10 times)  ☐ Often (once a month)  ☐ Almost Always (once a week)
95. Have you ever been in a situation where a supervisor or colleague made you feel afraid you would be treated poorly in your training / work environment if you didn’t sexually co-operate?

☐ Yes  ☐ No

If yes, when did this type of behavior take place? (Check all that apply)

☐ Medical School  ☐ Residency  ☐ Fellowship  ☐ Current Profession

If yes, the perpetrator(s) of this behavior was a_____? (Check all that apply)

☐ Direct Supervisor  ☐ Someone more senior than me but not a Direct Supervisor
☐ Peer  ☐ Direct Supervisor
☐ Someone less senior than me but not a Supervisee  ☐ Supervisee
☐ Other (specify): ______________________

If yes, how often did this type of behavior take place?

☐ Rarely (1 – 5 times)  ☐ Sometimes (6 – 10 times)  ☐ Often (once a month)  ☐ Almost Always (once a week)

96. Have you ever been in a situation where a supervisor or colleague implied faster promotions or better treatment in your training / work environment if you were sexually co-operative?

☐ Yes  ☐ No

If yes, when did this type of behavior take place? (Check all that apply)

☐ Medical School  ☐ Residency  ☐ Fellowship  ☐ Current Profession

If yes, the perpetrator(s) of this behavior was a_____? (Check all that apply)

☐ Direct Supervisor  ☐ Someone more senior than me but not a Direct Supervisor
☐ Peer  ☐ Direct Supervisor
☐ Someone less senior than me but not a Supervisee  ☐ Supervisee
☐ Other (specify): ______________________

If yes, how often did this type of behavior take place?

☐ Rarely (1 – 5 times)  ☐ Sometimes (6 – 10 times)  ☐ Often (once a month)  ☐ Almost Always (once a week)
97. If you were the target of any one the above sexual harassment behaviors tomorrow, how would you act / react? (Check all that apply)

☐ I would ignore it
☐ I would report it to a supervisor or the police
☐ I would request a change in the rotation schedule of the person(s) responsible
☐ Other (specify): 

☐ I would talk to the person(s) responsible
☐ I would request a change in my rotation schedule
☐ I would leave the institution

98. If you witnessed the above sexual harassment behaviors tomorrow, how would you act / react? (Check all that apply)

☐ I would ignore it
☐ I would supportively talk to the victim
☐ Other (specify):

☐ I would talk to the person(s) responsible
☐ I would report it to a supervisor or the police

99. Have you ever considered, or are you considering, changing your career / specialty path due to sexual harassment?

☐ Yes
☐ No
If yes, please specify the career or specialty: 

☐ Not Applicable → I have never experienced sexual harassment

100. Do you know of anyone who changed, or is considering, changing career / specialty path due to sexual harassment?

☐ Yes
☐ No
If yes, please specify the career or specialty: 

SECTION C: BEHAVIOR DETAILS

This section asks further questions on these types of gender-based and sexual harassment behaviors and how they may have made you feel.

PLEASE COMPLETE THIS SECTION ONLY IF YOU ANSWERED YES TO ANY OF THE BEHAVIORS IN SECTION B.

101. How did this / these behavior(s) either emotionally / mentally affect you? (Check all that apply)

- [ ] Angry
- [ ] Frustrated
- [ ] More cautious or aware
- [ ] Shock or disbelief
- [ ] Depressed
- [ ] Suicidal thoughts
- [ ] Guilty
- [ ] Lowered self-esteem or self-worth
- [ ] Upset
- [ ] Fearful
- [ ] Loss of trust in others
- [ ] Hurt or disappointed
- [ ] Anxious
- [ ] Ashamed
- [ ] Annoyed
- [ ] Other (specify): ________________

102. Did someone in authority ever find out about this / these behavior(s) in any way?

- [ ] Yes
- [ ] No ➔ GO TO QUESTION 108
- [ ] Unsure ➔ GO TO QUESTION 108
PLEASE COMPLETE QUESTIONS 103-107 ONLY IF YOU ANSWERED YES TO QUESTION 102.

103. Which person(s) in authority found out about this / these behaviors? (Check all that apply)

- [ ] Direct Supervisor
- [ ] Police
- [ ] Someone more senior than me but not my Direct Supervisor
- [ ] Other person in authority

104. How did the person(s) in authority learn of this / these behaviors?

- [ ] From me
- [ ] Unsure
- [ ] Some other way (specify): ________________

105. What actions were taken?

- [ ] No actions taken
- [ ] Disciplinary actions taken against the person(s) responsible
- [ ] Changed the rotation schedule of the person(s) responsible
- [ ] Recommended that I speak with a Workplace or Harassment Advisor
- [ ] Referred me to the police
- [ ] Filed a report
- [ ] Talked to the person(s) responsible
- [ ] Changed my rotation schedule
- [ ] Referred me to a Sexual Misconduct Response Centre
- [ ] Recommended that I file a grievance or a formal complaint
- [ ] Referred me to medical or mental health support
- [ ] Unsure
- [ ] Other (specify): __________________________

106. Overall, how satisfied were you with the actions taken by the person(s) in authority?

- [ ] Very Dissatisfied
- [ ] Somewhat Dissatisfied
- [ ] Neither Dissatisfied Nor Satisfied
- [ ] Somewhat Satisfied
- [ ] Very Satisfied

107. Do you still experience this / these behavior(s)?

- [ ] Yes
- [ ] No

PLEASE PROCEED TO SECTION D (QUESTION 110) OF THE QUESTIONNAIRE IF YOU ANSWERED YES TO QUESTION 102.
PLEASE COMPLETE QUESTIONS 108-109 ONLY IF YOU ANSWERED NO TO QUESTION 102.

108. What was / were your reason(s) for not contacting someone in authority about this / these behavior(s)? (Check all that apply)

☐ A person in authority found out about the behavior(s) in another way

☐ I resolved the issue(s) on my own

☐ I didn’t think the issue(s) was / were serious enough to report

☐ I had concerns about the formal complaint process (e.g., confidentiality, didn’t think I would be believed)

☐ I was afraid of negative reputation consequences (e.g., being labeled)

☐ I did not believe that it would make a difference

☐ Other (specify): ______________________

☐ The behavior(s) stopped

☐ Someone told me not to report the behavior(s)

☐ I didn’t know what to do, where to go, or who to ask for help

☐ I was afraid of negative work / educational consequences (e.g., career implications, lower grades)

☐ I was afraid of negative safety consequences (e.g., physical threats)

☐ Unsure

109. Do you still experience this / these behaviors?

☐ Yes

☐ No
SECTION D: FINAL THOUGHTS & OPINIONS

This section asks some questions on your opinion about whether gender-based and sexual harassment are pervasive issues in the orthopaedic training / work environment, as well your thoughts on how orthopaedic training / work environments might better prevent the occurrence of such types of harassment.

110. Do you believe that there is a high prevalence of gender-based harassment in the training and / or work environment?

☐ Yes ☐ No

If yes, where?

☐ TRAINING Only ☐ WORK Only
☐ BOTH

If yes, what percentage of orthopaedic residents, fellows or surgeons do you believe have experienced gender-based harassment in the training and / or work environment?

☐ 0 – 20% ☐ 21 – 40% ☐ 41 – 60% ☐ 61 – 80% ☐ 81 – 100% ☐ Not Sure

111. Do you believe that gender-based harassment contributes to the large gender disparity in orthopaedic surgery?

☐ Strongly Believe ☐ Somewhat Believe ☐ Neither Believe nor Disbelieve ☐ Somewhat Disbelieve ☐ Strongly Disbelieve ☐ Not Sure

112. Do you believe that there is a high prevalence of sexual harassment in the training and / or work environment?

☐ Yes ☐ No

If yes, where?

☐ TRAINING Only ☐ WORK Only
☐ BOTH

If yes, what percentage of orthopaedic residents, fellows or surgeons do you believe have experienced sexual harassment in the training and / or work environment?

☐ 0 – 20% ☐ 21 – 40% ☐ 41 – 60% ☐ 61 – 80% ☐ 81 – 100% ☐ Not Sure
113. Do you believe that sexual harassment contributes to the large gender disparity in orthopaedic surgery?

- [ ] Strongly Believe
- [ ] Somewhat Believe
- [ ] Neither Believe nor Disbelieve
- [ ] Somewhat Disbelieve
- [ ] Strongly Disbelieve
- [ ] Not Sure

114. Please describe your training and/or work organization’s tolerance of gender-based or sexual harassment? (Specify training or work organization)

______________________________________________________________________________
______________________________________________________________________________
______________________________________________________________________________
______________________________________________________________________________

115. Do you have any suggestions on how training institutions or workplaces can minimize the risk of gender-based or sexual harassment within the training or work environment?

______________________________________________________________________________
______________________________________________________________________________
______________________________________________________________________________
______________________________________________________________________________

116. Please include any other comments you would like to share here:

______________________________________________________________________________
______________________________________________________________________________
______________________________________________________________________________
______________________________________________________________________________

You have reached the end of the questionnaire. Thank you for participating in this survey!