Thank you for participating in this research study assessing the experiences of faculty and trainees at the University of Michigan. Your responses to this survey will be anonymous. If you have any questions, please contact [insert contact information].

As noted in the email that directed you to this website, the University of Michigan Institutional Review Board has determined that this study is exempt from IRB oversight (HUM00138012). By proceeding to complete this survey, you are indicating that you have read that email and are consenting to participate in
this survey. Thanks again for your time – your perspective is unique and cannot be replaced.

Demographics

First we will ask you some demographic questions about yourself. We are asking these questions because we want to know whether different types of people have different perceptions of and experiences at Michigan Medicine.

For this survey, the term "Michigan Medicine" refers to the University of Michigan Medical School, University of Michigan Hospitals and Clinics, the Office of Research, and all other areas affiliated with Michigan Medicine. In our previous survey work, we found that a small number of participants answered the questions carelessly. In this survey, we use several methods to assess whether participants answered the questions carefully, so as to ensure the quality of the survey data.

You may skip questions you prefer not to answer.
Please indicate which of the following best describes your current position at Michigan Medicine. This information is needed in order to present you with the appropriate survey.

Medical student
Resident
Fellow
Faculty

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What year did you begin medical school at the University of Michigan? (YYYY)

Which of the following best describes your current learning environment?
Preclinical
Clinical
Research
Other (please describe)

What degree(s) do you hold? Select all that apply, and indicate the year in which you received that degree:

MD or equivalent (e.g., DO, MBBS); Year received (YYYY)
PhD or equivalent (e.g., DPhil, PsyD); Year received (YYYY)
What year did you join your current specialty training program? (YYYY)

What year did you join Michigan Medicine? (YYYY)

What track are you on?
- Instructional (tenure-track)
- Clinical
- Research
- Don't know
- Other (please specify)

Please indicate the nature of your primary department:
- Basic science
- Medical (internal medicine or one of its subspecialties or neurology)
- Focused on care of women, children, or families (pediatrics, family medicine, ob/gyn, or a subspecialty of these fields)
- Surgical (surgical specialty other than ob/gyn)
- Hospital-based (anesthesiology, emergency medicine, pathology, radiology, radiation oncology)

Since JUNE 2017, in which of the following settings have you worked? Select all that
Since JUNE 2017, in which of the following settings have you had a rotation? Select all that apply:

- Inpatient wards or units
- Outpatient clinics
- Laboratory

Do your job duties include interacting with patients?

- Yes
- No

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As a medical student, do you interact with patients?

- Yes
- No

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Since JUNE 2017, have your duties included taking in-house overnight calls at the University of Michigan Hospital?

Yes
No

How would you describe your economic resources when you were growing up?

Very poor, not enough to get by
Barely had enough to get by
Had enough to get by, but no extras
Had more than enough to get by
Well off
Very wealthy

Were you a first generation college student (i.e., none of your parents attended a 4-year college)?

Yes
No

What is your age? (in years)

Which of the following best describes your gender identity?
Which of the following racial/ethnic categories describes you the best?

- Asian / Asian American / Pacific Islander
- Black / African American
- Hispanic / Latina(o)
- Middle Eastern
- Native American / American Indian
- White

Multiracial / multiethnic (please describe)

None of these categories describe me. I identify as (please describe)

Were you born in the U.S.?

- Yes
- No

Is English your native language?

- Yes
- No
Which of the following best describes your current sexual orientation?

Heterosexual
Lesbian
Gay
Bisexual
Pansexual
Queer
Asexual
None of these categories describe me. I identify as (please describe)

Job Perceptions: Med Students only

Now we will ask you some questions about your experiences in your medical program, both on and off campus.

Please rate the extent to which you agree or disagree with the following statements about your program.

All in all, I am satisfied with my program.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
</table>

In general, I don't like my program.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
</table>
In general, I like being a student here.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
</table>

How often have you thought about moving to a different program?

| Never | Once or Twice | Sometimes | Often | Many Times |

How often have you thought about leaving the medical field?

| Never | Once or Twice | Sometimes | Often | Many Times |

To what extent do you agree with the following statements?

I feel safe at Michigan Medicine.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
</table>

In your current position, how many lectures, meetings, conferences, calls, career opportunities, etc., have you skipped per month because of feeling unsafe?

0
1-2
3-4
5-6
7 or more
**Job Perceptions: Doctors only**

**Now we will ask you some questions about your experiences at work, both on and off campus.**

Please rate the extent to which you agree or disagree with the following statements about your job.

<table>
<thead>
<tr>
<th>Job Statement</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>All in all, I am satisfied with my job.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>In general, I don't like my job.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>In general, I like working here.</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I often think about quitting this job.</td>
<td></td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>How often have you thought about changing your area of specialty?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
How often have you thought about moving to a different institution?

- Never
- Once or Twice
- Sometimes
- Often
- Many Times

How often have you thought about leaving the medical field?

- Never
- Once or Twice
- Sometimes
- Often
- Many Times

To what extent do you agree with the following statements?

I feel safe at Michigan Medicine.

- Strongly Disagree
- Disagree
- Neither Agree nor Disagree
- Agree
- Strongly Agree

In your current position, how many lectures, meetings, conferences, calls, career opportunities, etc., have you skipped per month because of feeling unsafe?

- 0
- 1-2
- 3-4
- 5-6
- 7 or more

Institutional Factors and Control
How would you describe your work/learning environment at Michigan Medicine on the following dimensions?

### Unfriendly – Friendly

1. Unfriendly
2
3
4
5. Friendly

### Disrespectful – Respectful

1. Disrespectful
2
3
4
5. Respectful

### Competitive – Cooperative

1. Competitive
2
3
4
5. Cooperative

### Not Supportive – Supportive

1. Not Supportive
2
3
4
5. Supportive

### Unfair – Fair

1. Unfair
2
3
4
5. Fair

### Narrow-Minded – Tolerant

1. Narrow-Minded
2
3
4
5. Tolerant
Now we will ask you a few questions about yourself. These questions are about your general attitudes, not specific to your experiences at Michigan Medicine.

Please indicate the extent to which you agree with the following statements.
I have little control of the things that happen to me.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
</table>

There is really no way I can solve some of the problems I have.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither agree nor disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
</table>

I often feel helpless in dealing with problems of life.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
</table>

Sometimes I feel that I am being pushed around in life.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
</table>

I can do just about anything I really set my mind to.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
</table>

How much of the time during the past 4 weeks have you...

Felt calm and peaceful?

<table>
<thead>
<tr>
<th>Never</th>
<th>Rarely</th>
<th>Sometimes</th>
<th>Often</th>
<th>Always</th>
</tr>
</thead>
</table>
Been a very nervous person?

- Never
- Rarely
- Sometimes
- Often
- Always

Felt so down in the dumps that nothing could cheer you up?

- Never
- Rarely
- Sometimes
- Often
- Always

Felt downhearted and blue?

- Never
- Rarely
- Sometimes
- Often
- Always

Been a happy person?

- Never
- Rarely
- Sometimes
- Often
- Always

What Happened: From Staff, Students, or Faculty

Now we will ask about your experiences in the LAST YEAR.

These questions ask about a series of UNWANTED behaviors that you may have experienced when you were interacting with Michigan Medicine staff, students, and faculty, both on and off campus, SINCE JUNE 2017.

Now we will ask about your experiences in the LAST YEAR.

These questions ask about a series of UNWANTED behaviors that you may have experienced when you were interacting with Michigan Medicine staff, students,
Later, we will ask you about your experiences with patients and patients' families.

Thinking about UNWANTED behaviors SINCE JUNE 2017, how often have Michigan Medicine staff, students, or faculty:

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Mistreated, slighted, or ignored you because you are a woman?

Never  Once or Twice  Sometimes  Often  Many Times

Mistreated, slighted, or ignored you because you are a man?

Never  Once or Twice  Sometimes  Often  Many Times

Mistreated, slighted, or ignored you because of your gender?

Never  Once or Twice  Sometimes  Often  Many Times

Made offensive sexist remarks (for example, suggesting that people of your sex are not suited for the kind of work you do)?

Never  Once or Twice  Sometimes  Often  Many Times
Put you down or been condescending to you because of your sex?

- Never
- Once or Twice
- Sometimes
- Often
- Many Times

Displayed or distributed stories, pictures, or words that insult or disrespect women generally?

- Never
- Once or Twice
- Sometimes
- Often
- Many Times

Displayed or distributed sexually explicit stories, pictures, or pornography?

- Never
- Once or Twice
- Sometimes
- Often
- Many Times

Thinking about UNWANTED behaviors SINCE JUNE 2017, how often have Michigan Medicine staff, students, or faculty:

Told sexual stories or dirty jokes?

- Never
- Once or Twice
- Sometimes
- Often
- Many Times

Tried to get you into a conversation about sex?

- Never
- Once or Twice
- Sometimes
- Often
- Many Times

Made offensive remarks about your appearance, body, or sexual activities?

- Never
- Once or Twice
- Sometimes
- Often
- Many Times

Made gestures or used body language of a sexual nature that embarrassed or offended you?
Tried to start a romantic relationship after you told the person that you didn’t want the relationship?

Thinking about UNWANTED behaviors SINCE JUNE 2017, how often have Michigan Medicine staff, students, or faculty:

Continued to ask you for dates, drinks, dinner, etc., even though you said “No”?

Stared or looked at you in a sexual way?

Intentionally touched in any way your thigh, breast, butt, or genitals?

Touched another part of your body in a way that suggests sexual interest?

Tried to touch, stroke, fondle, kiss, or grope you?
Thinking about UNWANTED behaviors SINCE JUNE 2017, how often have Michigan Medicine staff, students, or faculty:

Exposed or sent pictures of their genitals to you?

Never  Once or Twice  Sometimes  Often  Many Times

Offered you something you wanted at work/school in exchange for doing something sexual?

Never  Once or Twice  Sometimes  Often  Many Times

Implied that you would receive a professional reward if you did something sexual?

Never  Once or Twice  Sometimes  Often  Many Times

Made you worry you might be treated badly if you did not do something sexual?

Never  Once or Twice  Sometimes  Often  Many Times

Treated you badly for refusing to do something sexual?

Never  Once or Twice  Sometimes  Often  Many Times

I work twenty-eight hours in a typical work day.

Strongly Disagree  Disagree  Neither Agree nor Disagree  Agree  Strongly Agree

Thinking about UNWANTED behaviors SINCE JUNE 2017, how often have
Michigan Medicine staff, students, or faculty:

Told offensive jokes or remarks about lesbian women, gay men, or bisexual people (for example, “fag” jokes)?

<table>
<thead>
<tr>
<th>Never</th>
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<th>Sometimes</th>
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<th>Many Times</th>
</tr>
</thead>
</table>

Made offensive remarks to you about your sexual orientation?

<table>
<thead>
<tr>
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<th>Sometimes</th>
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<th>Many Times</th>
</tr>
</thead>
</table>

Called you or someone else “dyke”, “faggot”, or some similar slur in your presence?

<table>
<thead>
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<th>Sometimes</th>
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<th>Many Times</th>
</tr>
</thead>
</table>

Thinking about UNWANTED behaviors SINCE JUNE 2017, how often have
Michigan Medicine staff, students or faculty:

Questioned your femininity?

<table>
<thead>
<tr>
<th>Never</th>
<th>Once or Twice</th>
<th>Sometimes</th>
<th>Often</th>
<th>Many Times</th>
</tr>
</thead>
</table>

Questioned your manhood?

<table>
<thead>
<tr>
<th>Never</th>
<th>Once or Twice</th>
<th>Sometimes</th>
<th>Often</th>
<th>Many Times</th>
</tr>
</thead>
</table>

Questioned your femininity or manhood?

<table>
<thead>
<tr>
<th>Never</th>
<th>Once or Twice</th>
<th>Sometimes</th>
<th>Often</th>
<th>Many Times</th>
</tr>
</thead>
</table>
Treated you negatively because you were not ‘feminine enough’?

Never  Once or Twice  Sometimes  Often  Many Times

Treated you negatively because you were not ‘masculine enough’?

Never  Once or Twice  Sometimes  Often  Many Times

Treated you negatively because you were not 'feminine enough' or 'masculine enough’?

Never  Once or Twice  Sometimes  Often  Many Times

Criticized you for not acting ‘like a woman should’?

Never  Once or Twice  Sometimes  Often  Many Times

Criticized you for not acting ‘like a real man’?

Never  Once or Twice  Sometimes  Often  Many Times

Criticized you for not acting 'like a woman should' or 'like a real man’?

Never  Once or Twice  Sometimes  Often  Many Times

Made you feel like you were not tough enough (for example, assertive, strong, or ambitious enough)?

Never  Once or Twice  Sometimes  Often  Many Times

Thinking about UNWANTED behaviors SINCE JUNE 2017, how often have
Michigan Medicine staff, students, or faculty:

Said things to insult you or other people based on gender AND race (for example, White women are dumb, Black women are angry, Asian men are wimpy, etc)?

<table>
<thead>
<tr>
<th>Never</th>
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<th>Sometimes</th>
<th>Often</th>
<th>Many Times</th>
</tr>
</thead>
</table>

Told jokes or stories that described you or other people negatively based on gender AND race?

<table>
<thead>
<tr>
<th>Never</th>
<th>Once or Twice</th>
<th>Sometimes</th>
<th>Often</th>
<th>Many Times</th>
</tr>
</thead>
</table>

Displayed pictures, memes or cartoons that portrayed you or other people negatively based on gender AND race?

<table>
<thead>
<tr>
<th>Never</th>
<th>Once or Twice</th>
<th>Sometimes</th>
<th>Often</th>
<th>Many Times</th>
</tr>
</thead>
</table>

Made comments about your body or other people’s bodies that emphasized gender AND race (for example, comments about Black women’s “Black ass”)?

<table>
<thead>
<tr>
<th>Never</th>
<th>Once or Twice</th>
<th>Sometimes</th>
<th>Often</th>
<th>Many Times</th>
</tr>
</thead>
</table>

What Happened: From Patients and Patient Families

The next questions ask about a series of UNWANTED behaviors that you may have experienced when you were interacting with PATIENTS AND PATIENTS' FAMILIES at Michigan Medicine SINCE JUNE 2017.

Thinking about UNWANTED behaviors SINCE JUNE 2017, how often have
Michigan Medicine PATIENTS OR PATIENTS' FAMILIES:

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Made offensive sexist remarks (for example, suggesting that people of your sex are not suited for the kind of work you do)?

Never  Once or Twice  Sometimes  Often  Many Times

Put you down or was condescending to you because of your sex?

Never  Once or Twice  Sometimes  Often  Many Times

Told sexual stories or dirty jokes?

Never  Once or Twice  Sometimes  Often  Many Times

Made offensive remarks about your appearance, body, or sexual activities?

Never  Once or Twice  Sometimes  Often  Many Times

Continued to ask you for dates, drinks, dinner, etc., even though you said "No"?

Never  Once or Twice  Sometimes  Often  Many Times

Thinking about UNWANTED behaviors SINCE JUNE 2017, how often have Michigan Medicine PATIENTS OR PATIENTS' FAMILIES:
**Intentionally touched in any way your thigh, breast, butt, or genitals?**

<table>
<thead>
<tr>
<th>Never</th>
<th>Once or Twice</th>
<th>Sometimes</th>
<th>Often</th>
<th>Many Times</th>
</tr>
</thead>
</table>

**Touched another part of your body in a way that suggests sexual interest?**

<table>
<thead>
<tr>
<th>Never</th>
<th>Once or Twice</th>
<th>Sometimes</th>
<th>Often</th>
<th>Many Times</th>
</tr>
</thead>
</table>

**Made you worry that you would face professional punishment if you refused to do something sexual?**

<table>
<thead>
<tr>
<th>Never</th>
<th>Once or Twice</th>
<th>Sometimes</th>
<th>Often</th>
<th>Many Times</th>
</tr>
</thead>
</table>

**Told offensive jokes or remarks about lesbian women, gay men, or bisexual people (for example, "fag" jokes)?**

<table>
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</tr>
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</table>

**Made offensive remarks to you about your sexual orientation?**

<table>
<thead>
<tr>
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<th>Sometimes</th>
<th>Often</th>
<th>Many Times</th>
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</thead>
</table>

**Called you or someone else "dyke", "faggot", or some similar slur in your presence?**

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<thead>
<tr>
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<th>Sometimes</th>
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<th>Many Times</th>
</tr>
</thead>
</table>

**Thinking about UNWANTED behaviors SINCE JUNE 2017, how often have Michigan Medicine PATIENTS OR PATIENTS' FAMILIES:**
Questioned your femininity?

Never   Once or Twice   Sometimes   Often   Many Times

Questioned your manhood?

Never   Once or Twice   Sometimes   Often   Many Times

Questioned your femininity or manhood?

Never   Once or Twice   Sometimes   Often   Many Times

Treated you negatively because you were not 'feminine enough'?

Never   Once or Twice   Sometimes   Often   Many Times

Treated you negatively because you were not 'masculine enough'?

Never   Once or Twice   Sometimes   Often   Many Times

Treated you negatively because you were not 'feminine enough' or 'masculine enough'?

Never   Once or Twice   Sometimes   Often   Many Times

Criticized you for not behaving 'like a woman should'?

Never   Once or Twice   Sometimes   Often   Many Times

Criticized you for not behaving 'like a real man'?
Criticized you for not behaving 'like a woman should' or 'like a real man'?

Made you feel like you were not tough enough (for example, assertive, strong, or ambitious enough)?

Thinking about UNWANTED behaviors SINCE JUNE 2017, how often have Michigan Medicine PATIENTS OR PATIENTS' FAMILIES:

Said things to insult you or other people based on gender AND race (for example, White women are dumb, Black women are angry, Asian men are wimpy, etc)?

Told jokes or stories that described you or other people negatively based on gender AND race?

Displayed pictures, memes or cartoons that portrayed you or other people negatively based on gender AND race?

Made comments about your body or other people’s bodies that emphasized gender
AND race (for example, comments about Black women’s “Black ass”)?

Circumstances

You just answered a series of questions about UNWANTED behaviors you might have experienced or witnessed at Michigan Medicine SINCE JUNE 2017.

You may have encountered these UNWANTED behaviors from one or more people. Did anyone from the following groups act this way?

- Patient(s)
  - Yes
  - No

- Patients' families
  - Yes
  - No

- Medical student(s)
  - Yes
  - No

- Medical resident(s) and/or fellow(s)
  - Yes
  - No
Medical faculty

Yes  No

You may have encountered these UNWANTED behaviors from one or more people. Did anyone from the following groups act this way?

Nurse(s)

Yes  No

Administrative staff

Yes  No

Custodial staff

Yes  No

Technician(s)

Yes  No

Other position (please describe):

Did anyone from the following gender groups engage in these UNWANTED behaviors?
Did anyone from the following racial/ethnic groups engage in these UNWANTED behaviors?

**Women**

- Yes
- No

**Men**

- Yes
- No

**Did anyone from the following racial/ethnic groups engage in these UNWANTED behaviors?**

**White**

- Yes
- No

**Underrepresented minority (i.e., Black/African American, Non-White Latina/o, Native American/American Indian)**

- Yes
- No

**Other Minority**

- Yes
- No

**Did these UNWANTED behaviors ever happen in the following locations?**

**At the hospital**

- Yes
- No
In a personal or shared office

Yes  No

In clinic

Yes  No

Before, during, or after class

Yes  No

In a laboratory

Yes  No

At an out-of-town conference

Yes  No

In the operating room

Yes  No

Other (please describe):

These UNWANTED behaviors could have been directed toward you, or they could
have been directed toward others but happened in your presence.

How often were these UNWANTED behaviors directed toward you specifically?

Never  Once or Twice  Sometimes  Often  Many Times

Do you think these UNWANTED behaviors happened to you because of:

Your gender?

Yes  No

Your race/ethnicity?

Yes  No

Your sexual orientation?

Yes  No

Your position at Michigan Medicine (e.g., medical student, resident, fellow, or faculty member)?

Yes  No

Do you think these unwanted behaviors happened to you because you are some specific combination of the factors above (e.g., both your race and gender combined; both your gender and position combined)?

Yes (please describe)
I eat cement occasionally.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
</table>

Appraisal

To what degree did you find these UNWANTED behaviors...

Offensive?

Not at All  Slightly  Moderately  Very  Extremely

Annoying?

Not at All  Slightly  Moderately  Very  Extremely

Embarrassing?

Not at All  Slightly  Moderately  Very  Extremely

Frustrating?

Not at All  Slightly  Moderately  Very  Extremely

Disturbing?
Threatening?

<table>
<thead>
<tr>
<th>Not at All</th>
<th>Slightly</th>
<th>Moderately</th>
<th>Very</th>
<th>Extremely</th>
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Tell Someone: YES / NO

Did you tell anyone about these UNWANTED behaviors?

Yes
No

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Telling: Who?

Who did you tell about these UNWANTED behaviors?

Someone in authority at the University of Michigan or Michigan Medicine who could have taken action to address the situation.

Yes
No
Someone else at the University of Michigan or Michigan Medicine.

Yes
No

Someone in authority outside the University of Michigan or Michigan Medicine who could have taken action to address the situation.

Yes
No

Friends or family members.

Yes
No

Other person not listed here. If so, what is that person’s relationship to you?

Reporting: Who

Who at the University of Michigan or Michigan Medicine did you tell about these
UNWANTED behaviors?

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Dean/Program Director
Yes
No

Department Head
Yes
No

Attending Physician
Yes
No

Classroom Instructor
Yes
No

Hospital Security
Office of Institutional Equity/ Title IX office

Yes
No

Other person in authority

Yes)
No

Reported: Institutional Responses

To the best of your knowledge, did any of the following happen after you told someone in authority about the UNWANTED behavior?

The person or people who bothered me were talked to about the behavior.

Yes   No   Don’t Know

The person or people who bothered me were transferred.
Action was taken against the person or people who bothered me.

Yes  No  Don't Know

My concerns were not taken seriously.

Yes  No  Don't Know

My concerns were found to be unsubstantiated.

Yes  No  Don't Know

No action was taken.

Yes  No  Don't Know

When you told someone in authority about the UNWANTED behavior, did any of the following happen?

Someone in authority encouraged me to drop the issue.

Yes  No

Someone in authority told me it was not my fault.

Yes  No
Someone in authority told me I could have done more to prevent this experience.

Yes  No

Someone in authority told me that talking about it might negatively affect the reputation of Michigan Medicine.

Yes  No

When you told someone in authority about the UNWANTED behavior, did any of the following happen?

Someone in authority told me to stop thinking about it.

Yes  No

Someone in authority made me feel that my experience was less important than the reputation of Michigan Medicine.

Yes  No

Someone in authority made me feel that I was listened to.

Yes  No

Someone in authority reassured me that I am an important member of Michigan Medicine.

Yes  No
How satisfied are you with the way that the situation was handled?

Not at All  Somewhat  Moderately  Very  Extremely

Reported: Retaliation

To the best of your knowledge did the following happen to you as a result of speaking to an authority figure at Michigan Medicine about the UNWANTED behavior?

I was slighted, ignored, or ridiculed by others at Michigan Medicine.

Yes  No

I was denied a promotion or advancement that I deserved.

Yes  No

I was given less favorable job duties or assignments.

Yes  No

I was given an unfair performance evaluation or grade.

Yes  No
I was denied an opportunity that I deserved.

Yes  No

To the best of your knowledge did the following happen to you as a result of speaking to an authority figure at Michigan Medicine about the UNWANTED behavior?

I was threatened.

Yes  No

I was considered a "troublemaker."

Yes  No

I lost my position and/or funding.

Yes  No

Did not report to authority: Fear of Retaliation

Did the following concerns influence your decision not to report the UNWANTED behavior to an authority at Michigan Medicine?

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Possibility of being slighted, ignored, or ridiculed by others at Michigan Medicine.

Yes  No

Possibility of being denied a promotion or advancement that you deserved.

Yes  No

Possibility of being given less favorable job duties or assignments.

Yes  No

Possibility of being given an unfair performance evaluation or grade.

Yes  No

Possibility of being denied an opportunity that you deserved.

Yes  No

Did the following concerns influence your decision not to report the UNWANTED behavior to an authority figure at Michigan Medicine?

Possibility of being threatened.

Yes  No
Possibility of being considered a "troublemaker."

Yes  No

Possibility of the person or people who bothered you facing negative consequences (such as losing their position).

Yes  No

Possibility of losing your position and/or funding.

Yes  No

Possibility of triggering a mandatory report if you spoke up.

Yes  No

Labeling

You are almost done! Just a few more questions.

Have you been sexually harassed at Michigan Medicine SINCE JUNE 2017?

Yes  No

Have you experienced gender harassment at Michigan Medicine SINCE JUNE 2017?

Yes  No
Follow-up

The next questions will ask about your most distressing experience of sexual or gender harassment at Michigan Medicine SINCE JUNE 2017.

During which time of day did the most distressing harassment happen?

Daytime  
Evening  
Overnight

To what extent could the person(s) engaging in the most distressing harassment influence the following, either directly or indirectly?

My performance evaluations

Not at All  A Little Bit  Somewhat  Very Much  Extremely

My career advancement

Not at All  A Little Bit  Somewhat  Very Much  Extremely

My reputation
Sub-Department

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With which of the following Basic Science departments is your primary affiliation?

- Biological Chemistry
- Biomedical Engineering
- Cell and Developmental Biology
- Computational Medicine and Bioinformatics
- Human Genetics
- Learning Heath Sciences
- Microbiology and Immunology
- Pharmacology
- Molecular and Integrative Physiology
  Other (please specify)
- Prefer not to say

With which of the following medical or Internal Medicine departments is your primary affiliation?

- Dermatology
- Neurology
- Allergy and Clinical Immunology
- Cardiovascular Medicine
With which of the following departments that are focused on the care of women, children, or families is your primary affiliation?

Family Medicine
Obstetrics & Gynecology
Adolescent Medicine
Pediatric Cardiology
Pediatric Critical Care Medicine
Developmental Behavioral Pediatrics
Pediatric Endocrinology
Pediatric Gastroenterology
General Pediatrics
Genetics, Metabolism, & Genomic Medicine
Pediatric Hematology/Oncology
Pediatric Infectious Diseases
Neonatal-Perinatal Medicine
Pediatric Nephrology
Pediatric Neurology
With which of the following surgical departments is your primary affiliation?

Cardiac Surgery
Neurosurgery
Ophthalmology & Visual Sciences
Orthopaedic Surgery
Otolaryngology – Head and Neck Surgery
General Surgery
Oral & Maxillofacial
Pediatric Surgery
Plastic Surgery
Thoracic Surgery
Vascular Surgery
Urology
Prefer not to say
Other (please specify)

With which of the following hospital-based departments is your primary affiliation?

Anesthesiology
Emergency Medicine
Pathology
Physical Medicine and Rehabilitation
Psychiatry
Feedback

Thank you very much! We greatly appreciate your time!

Please use the space below to provide any feedback you would like to give us about your experiences taking this survey.
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We would like to conduct follow-up research with participants from the current study. Participation in this follow-up research is completely voluntary.

If you are interested in participating, please select "yes" below and you will be directed to a completely separate form that will ask for your contact information. This information will not be linked to your data from the current study in any way.

Are you interested in participating in a follow-up study about your experiences at Michigan Medicine?

Yes
No