

Inventory of Workplace Sexual- and Gender-based Harassment (IWS)

In the following questions, we are interested in incidents that have occurred in connection with **your work**. It also includes situations where employees have been gathered for events such as parties or courses, and situations where you have been in contact with citizens/customers/patients.

1. How many times during the last 12 months have you been exposed to the following in connection with your work:

	Never	Once	2 - 5 times	6-9 times	10 times or more
Unwanted sexual comments about your body, clothes, or lifestyle	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
Unwanted sexual comments in a larger group/gathering	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
Unwanted messages with sexual content (e.g. letters, text messages, emails or messages on social media)	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
Staring or flirtatious glances with sexual undertones that were unwanted or unpleasant to you	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>

1. (continued) How many times during the last 12 months have you been exposed to the following in connection with your work:

	Never	Once	2 - 5 times	6-9 times	10 times or more
Unwanted physical contact with sexual undertones (e.g. pat, kiss or hug)	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
Unwanted movements with sexual undertones directed at you	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
Unsolicited requests for dates even if you have already said no	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
Someone showing you pornographic images or other material with sexual content that were unwanted or unpleasant to you	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
Someone whistling at or catcalling you in a way that was unwanted or unpleasant to you	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
Someone exposing themselves to you (e.g. taken off their clothes) in a way that was unwanted or uncomfortable for you	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>

1. (continued) How many times during the last 12 months have you been exposed to the following in connection with your work:

	Never	Once	2 - 5 times	6-9 times	10 times or more
Someone bringing you into conversations about sex against your will	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
Someone spreading sexual rumours about you	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
Someone telling stories with sexual content that were unwanted or unpleasant to you	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
Someone speaking derogatorily about women/men in a way that was unwanted or unpleasant to you	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
Sexually explicit activities (e.g. games or strippers) at festive events that were unwanted or unpleasant to you	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
Someone belittling you because of your gender or sexuality	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>

1. (continued) How many times during the last 12 months have you been exposed to the following in connection with your work:

	Never	Once	2 - 5 times	6-9 times	10 times or more
Someone excluding you from social gatherings or social network because of your gender or sexuality	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
Someone asking you for sexual favours in exchange for a reward (e.g. a pay rise or promotion)	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
Someone threatening punishment or sanctions (e.g. firing) if you refused their requests for sexual favours	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
Someone touching you against your will (e.g. groped you and/or held on to you)	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
Attempted rape or actual rape	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>

2. Who exposed you to the unwanted or unpleasant incident(s) at your workplace?

(You may tick multiple boxes).

- (1) A manager
- (2) A colleague
- (3) A subordinate
- (4) A partner
- (5) Customers, clients, students, citizens, patients, or their relatives
- (6) Others (who?): _____

Handling and witness experiences

3. Have you talked to anyone at your workplace about the unwanted or unpleasant incident(s)?

- (1) Yes, I've talked to someone about all the incidents
- (2) Yes, I have talked to someone about some of the incidents
- (3) No

4. If you said yes, who did you talk to about the unwanted or unpleasant incident(s)? (You may tick multiple boxes).

- (1) A manager
- (2) A colleague
- (3) A subordinate
- (4) A working environment representative or a union representative
- (5) An employee from HR
- (6) Others (who?): _____

5. Has anyone at your workplace done anything to help you?

- (1) Yes
- (2) No, I didn't need help
- (3) No, I didn't receive help even though I needed it
- (4) Undecided

6. If you said yes, who has done something to help you?

(You may tick multiple boxes).

- (1) A manager
- (2) A colleague
- (3) A subordinate
- (4) A working environment representative or a union representative
- (5) An employee from HR
- (6) Others (who?): _____

7. To what extent do you feel that your workplace has been able to help you?

- (1) To a very high degree
- (2) To a high degree
- (3) Partly
- (4) To a low degree
- (5) To a very low degree

8. Did the unwanted incident(s) occur in connection with your current job?

- (1) Yes
- (2) Yes, both in connection with my current and my previous job
- (3) No

9. In the last year, have you witnessed one or more of your colleagues being subjected to unwanted sexual attention or sexual harassment in your current workplace?

- (1) Yes
- (2) No
- (3) Undecided