

Bystander behavioural survey tool for universities



THE
BEHAVIOURAL
INSIGHTS
TEAM



WOMEN VICTORIA



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Using this survey tool

The Behavioural Insights Team developed this tool to understand sexism and sexual harassment within a university context. You can use this survey to get insights on the sexism and sexual harassment happening on your campus now.

This survey is designed to:

- identify the social norms around responses to sexism and sexual harassment on campus;
- measure the level of sexism and sexual harassment being witnessed;
- measure how often bystanders take action when sexism and sexual harassment are witnessed.

This tool was used in a randomised controlled trial conducted at the University of Melbourne. The trial found that emails emphasising the social norms on campus led to an increase in bystander action against sexism and sexual harassment among staff and students.

If you are running an intervention on campus, we strongly recommend that you ask the students and staff taking part to complete this survey twice:

- Prior to the intervention, to gather information about the university context and student experiences of sexism and sexual harassment, social norms data (see email campaign guide for an explanation of social norms) and if evaluating your campaign, baseline data to use as a comparison point for your intervention. The first survey should contain only questions 1—37.
- Following your intervention, to evaluate the impact of your campaign (e.g. at least six to eight weeks after it has finished). The second survey should include all questions from 1—41, including the final four evaluation questions.

Evaluating the impact of an intervention such as an email campaign will help you assess how participants felt about taking part in the intervention, and how their attitudes and behaviours changed as a result. The lessons learned can be applied to future campaigns.

If you intend to carry out any research that collects data on campus experiences, please ensure that you obtain approval from your university's Human Research Ethics Committee.

Overview of the questions

The first 13 questions of this survey tool collect demographic information. The next 24 questions of this survey tool collect information about the kind of sexist and sexually harassing behaviours that participants have witnessed on campus, and the different types of bystander action they have taken after witnessing these behaviours. The final four questions collect information about the participants' experience and response to the intervention, and can be used to help you evaluate the impact of the intervention.

Limitations of this survey tool

We have published this tool so it can be used in future research in this area. It provides a way for universities to understand the issues they face, and to evaluate the impact of any interventions or policies in the bystander action context. However, we also note that this survey was designed specifically for the purpose of a single trial and has not been validated beyond face validity.

If others wish to use this as a wider tool we would advocate that the validity of the measure is tested further. Such validation was outside of the scope of the project for which this tool was developed.

[support messaging to be repeated throughout survey]

If you are experiencing distress in this survey, or have experienced any of these behaviours (or know someone who has), please speak to someone:

- on campus at [supply university details here]
- at Victorian Centres Against Sexual Assault (casa.org.au or 03 9635 3600) [or insert relevant support organisation]
- at 1800 RESPECT (1800respect.org.au or 1800 737 732) [or insert relevant support organisation]

A BIT ABOUT YOU

1. What was your age at your last birthday?
2. At which faculty are you a student or staff member?
 - a. *for example Medicine*
 - b. *for example Science*
 - c. *for example Arts*
 - d. *for example Other*
3. Which campus do you attend? Please select all campuses you study or work at.
 - a. *for example location #1*
 - b. *for example location #2*
 - c. *for example location #3*
 - d. *for example location #4*
4. On which campus do you spend the majority of your time?
 - a. *for example location #1*
 - b. *for example location #2*
 - c. *for example location #3*
 - d. *for example location #4*
5. Are you currently enrolled as an undergraduate student, postgraduate student, academic staff or professional staff? Please select all that apply.
 - a. Undergraduate
 - b. Postgraduate
 - c. Academic staff
 - d. Professional staff
6. If you are a student, are you a domestic or international student?
 - a. Domestic student
 - b. International student
 - c. Not a student
7. In which year did you start your current role or degree?
8. Are you currently working or studying on a full-time or part-time basis?
 - a. Full-time
 - b. Part-time
 - c. Casual (working)

9. How many hours a week do you spend on campus during semester (when you have classes)?
10. How would you best describe your gender?
- Female
 - Male
 - Non-binary
 - Gender fluid
 - Transgender female
 - Transgender male
 - Another gender (please specify)
11. Do you identify as:
- Aboriginal
 - Torres Strait Islander
 - Aboriginal and Torres Strait Islander
 - Neither Aboriginal nor Torres Strait Islander
 - Prefer not to answer
12. Do you have a disability?
- Yes
 - No
 - Prefer not to say
13. Do you consider yourself to be:
- Straight/Heterosexual
 - Gay/lesbian/homosexual
 - Bisexual
 - Asexual
 - Undecided/not sure/questioning
 - Other
 - Prefer not to say
 - Another sexuality (please specify)
14. In the last semester have you seen or heard of anyone at university doing one of the following things, either to you or the people around you? Has someone...
- Stared at a person in a way that made them feel intimidated or uncomfortable
 - Made sexual comments or jokes that made another person feel uncomfortable or offended
 - Asked questions about someone that made them feel uncomfortable or offended
 - Used unwelcome physical contact, including touching, hugging, kissing and blocking someone's way
 - Pestered someone to go out on a date or to have sex with them
 - Sent inappropriate sexual emails, phone messages or social media comments
 - Shared private images on social media without the person's consent
 - Made assumptions about someone's abilities or attitudes based on their gender
 - Made sexist comments or jokes
 - Engaged in a relationship you thought was inappropriate for the university context (for example staff with a student)

>Options:

This happened to you...

You saw or heard of this happening to someone else...

You have not seen or heard of anyone at university do this in the last semester

15. When you saw or heard of this happening to someone around you, what did you do?
- Stared at a person in a way that made them feel intimidated or uncomfortable
 - Made sexual comments or jokes that made another person feel uncomfortable or offended
 - Asked questions about someone that made them feel uncomfortable or offended
 - Used unwelcome physical contact, including touching, hugging, kissing and blocking someone's way
 - Pestered someone to go out on a date or to have sex with them
 - Sent inappropriate sexual emails, phone messages or social media comments
 - Shared private images on social media without the person's consent
 -
 - Made assumptions about someone's abilities or attitudes based on their gender
 - Made sexist comments or jokes
 - Engaged in a relationship you thought was inappropriate for the university context (for example, staff with a student)

>Options:

Did something when I saw or heard about it

Did something after I saw or heard about it

Planned to do something, but then didn't do it

Did not do anything

WHAT HAPPENED

For the questions below, we would like to get a bit more detail about one of the incidents you saw or heard about, which you noted on the previous page. When answering the questions below, please think about the most memorable incident.

16. What happened? What was it, who experienced it, when did it happen?

17. Did you respond in any way?

18. How do you feel about your response?

19. The 'target' is the person this happened to. Was the target's gender:

- Male
- Female
- Non-binary
- Not sure

20. Was the target's status:

- Undergraduate
- Postgraduate
- Staff
- Not sure

21. The 'perpetrator' is the person who did it. Was the perpetrator's gender:

- Male
- Female
- Non-binary
- Not sure

22. Was the perpetrator's status:
- a. Undergraduate
 - b. Postgraduate
 - c. Staff

ACTIONS ON CAMPUS

Please indicate whether you have engaged in any of the below in the past two months:

23. I have started a conversation about sexism or gender inequality with someone (for example, in a social setting, or in a lecture)
- a. Yes
 - b. No
24. I have participated in a conversation about sexism or gender inequality with someone (for example, in a social setting, or in a lecture)
- a. Yes
 - b. No
25. I have started a conversation about sexual harassment with someone (for example, in a social setting, or in a lecture)
- a. Yes
 - b. No
26. I have participated in a in a conversation about sexual harassment with someone (for example, in a social setting, or in a lecture)
- a. Yes
 - b. No
27. I have suggested a change to a communication, an event or a policy to reduce sexism or harassment
- a. Yes
 - b. No

WHAT ARE THE RIGHT ACTIONS?

Now we want to quickly ask about what you think members of the university community should do, when they see or hear about one of these incidents occurring.

28. For each of these below, what do you think a member of the university community should do, if they saw or heard about someone...
- a. Stared at a person in a way that made them feel intimidated or uncomfortable
 - b. Made sexual comments or jokes that made another person feel uncomfortable or offended
 - c. Asked questions about someone that made them feel uncomfortable or offended
 - d. Used unwelcome physical contact, including touching, hugging, kissing and blocking someone's way
 - e. Pestered someone to go out on a date or to have sex with them
 - f. Sent inappropriate sexual emails, phone messages or social media comments
 - g. Shared private images on social media without the person's consent

- h. Made assumptions about someone's abilities or attitudes based on their gender
- i. Made sexist comments or jokes
- j. Engaged in a relationship you thought was inappropriate for the university context (for example, staff with a student)

>Options::

No action is needed

Some form of action is needed

WHAT EXACTLY SHOULD THEY DO?

For those incidents that you thought required some action, what's appropriate for a member of the university community to do?

29. What would be appropriate at the time?

- a. Stared at a person in a way that made them feel intimidated or uncomfortable
- b. Made sexual comments or jokes that made another person feel uncomfortable or offended
- c. Asked questions about someone that made them feel uncomfortable or offended
- d. Used unwelcome physical contact, including touching, hugging, kissing and blocking someone's way
- e. Pestered someone to go out on a date or to have sex with them
- f. Sent inappropriate sexual emails, phone messages or social media comments
- g. Shared private images on social media without the person's consent
- h. Made assumptions about someone's abilities or attitudes based on their gender
- i. Made sexist comments or jokes
- j. Engaged in a relationship you thought was inappropriate for the university context (for example, staff with a student)

>Options:

Giving the person who did it a disapproving look

Telling off the person who did it in a joking way

Silencing the conversation, not responding, or changing the subject

Openly challenging the behaviour

Wait to act later

30. What would be appropriate afterwards?

- a. Stared at a person in a way that made them feel intimidated or uncomfortable
- b. Made sexual comments or jokes that made another person feel uncomfortable or offended
- c. Asked questions about someone that made them feel uncomfortable or offended
- d. Used unwelcome physical contact, including touching, hugging, kissing and blocking someone's way
- e. Pestered someone to go out on a date or to have sex with them
- f. Sent inappropriate sexual emails, phone messages or social media comments
- g. Shared private images on social media without the person's consent
- h. Made assumptions about someone's abilities or attitudes based on their gender
- i. Made sexist comments or jokes
- j. Engaged in a relationship you thought was inappropriate for the university context (for example, staff with a student)

>Options:

Talk to the person who did it later (the 'perpetrator')

Talk to the person who experienced it later (the 'target')

Report the behaviour to someone in the university
It's only appropriate to act at the time of the incident

31. If I saw or heard about any of the incidents discussed in this survey happening to someone I know:

- a. I would intervene at the time I saw it
- b. I would intervene later
- c. I would feel confident in knowing how to intervene

>Options:

scale of 1—10 where 1 is 'definitely would not' and 10 is 'definitely would'

32. If I saw or heard about any of the incidents discussed in this survey happening to someone I did not know:

- a. I would intervene at the time I saw it
- b. I would intervene later
- c. I would feel confident in knowing how to intervene

>Options:

scale of 1—10 where 1 is 'definitely would not' and 10 is 'definitely would'

33. How safe do you feel in the places listed below?

- a. On campus
- b. On public transport
- c. In tutorials / lectures / labs
- d. In university spaces such as student lounges or libraries
- e. In university social spaces such as bars

>Options:

scale of 1—5 where 1 is 'not at all safe' and 5 is 'extremely safe'

34. Please tell us how much you agree with the following statements:

- a. Overall, how satisfied are you with your life?
- b. Overall, to what extent do you feel the things you do in your life are worthwhile?
- c. Overall how happy did you feel yesterday?
- d. Overall, how anxious did you feel yesterday?

>Options:

scale of 1—10 where 1 is 'not at all' and 10 is 'completely'

35. We're interested in what you think about sexism and sexual harassment on campus, and what your role in intervening after you see it should be. Please tell us how much you agree with the following statements.

- a. It is important for all community members to play a role in reducing gender discrimination
- b. Friends will look up to me and admire me if I intervene
- c. Intervening might cost me friendships
- d. I could make the wrong decision and intervene when nothing was wrong and feel embarrassed
- e. If I intervene, people might think I'm too sensitive and am overreacting to the situation
- f. I could get in trouble by making the wrong decision about how to intervene

- g. I don't think there's much I can do about sexual harassment on campus
- h. I don't think there's much I can do about sexism on campus
- i. I could get someone in trouble when nothing was wrong and embarrass them

>Options:

scale of 1—10 where 1 is 'not at all' and 10 is 'completely'

36. How many hours last week did you spend on campus?

37. How many hours will you spend on campus next week?

EVALUATION

Thank you for participating in this Bystander Action Campaign and for completing this survey. The aim of the following questions is to evaluate the impact of the campaign. The responses we receive will inform how we communicate with members of the university community about sexism and sexual harassment in the future.

38. How do you feel about the university communicating with you about sensitive topics such as sexism and sexual harassment?
- a. I do not ever want to be contacted by university about sensitive topics
 - b. I would prefer to be contacted by university about sensitive topics in another way, for example, through a student representative or lecturer
 - c. I am fine with being contacted by university about sensitive topics via email
39. Has receiving information about taking action against sexism and sexual harassment made an impact on your life? If so, how?
40. What were the main barriers to using insights from the information you received in your own life?
41. Are there other things you wish had been included in the information?



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