

## CICM Survey - General Information

**Thank you for contributing to the survey. The survey is divided into 3 main sections, separately addressing bullying/harassment, sexual harassment and discrimination.**

**Even if you have not experienced any of these in the workplace, your responses are still valuable to the College.**

1. What best describes your status with CICM?

- Trainee (Pre First Part Exam)
- Trainee (Post First Part Exam)
- New Fellow (0 -3 years)
- Fellow (3 - 10 years)
- Fellow (> 10 years)

2. What is your gender?

- Male
- Female

3. What is your age?

- < 30 years
- 30 - 39 years
- 40 - 49 years
- 50 - 59 years
- 60 - 69 years
- > 70 years

4. Where did you obtain your basic medical degree?

5. In what year did you obtain your basic medical degree?

6. In which state or country do you practice?

## Bullying and Harassment

\* 7. During the last 12 months have you experienced bullying\* or harassment\*\* in your workplace?

*(\* the use of force, threat or coercion to abuse, intimidate, or aggressively dominate others)*

*(\*\* systematic and/or continued unwanted and annoying actions of one party or a group, including threats and demands)*

No

Yes

## Bullying and Harassment

8. How frequently have you experienced bullying over the last 12 months?

- One-off event
- Two or three occasions
- More than three occasions

9. Briefly describe this worst example of bullying that has happened to you over the last 12 months (please avoid using names or other clearly identifying information)

10. Where did this event occur?

- Public Level 1 ICU
- Public Level 2 ICU
- Public level 3 ICU
- Private ICU
- Other (please specify)

11. Who displayed this behaviour?

- ICU Consultant
- ICU Registrar
- ICU Nurse
- ICU Administrative Staff Member
- Consultant from other speciality
- Registrar/Trainee from other speciality
- Nurse from other speciality
- Administrative Staff Member
- Other (please specify)

12. Did you report this behaviour?

- Yes
- No

13. If yes, what measures were taken by the unit/hospital (if any) to remedy the situation?

14. If no, why did you choose not to report this behaviour?

## Sexual Harassment

\* 15. During the last 12 months have you experienced sexual harassment\* in your workplace?  
(\* harassment involving the making of unwanted sexual advances or obscene remarks)

No

Yes

## Sexual Harassment

16. How frequently have you experienced sexual harassment over the last 12 months?

- One-off event
- Two or three occasions
- More than three occasions

17. Briefly describe this worst example of sexual harassment that has happened to you over the last 12 months (please avoid using names or other clearly identifying information)

18. Where did this event occur?

- Public Level 1 ICU
- Public Level 2 ICU
- Public level 3 ICU
- Private ICU
- Other (please specify)

19. Who displayed this behaviour?

- ICU Consultant
- ICU Registrar
- ICU Nurse
- ICU Administrative Staff Member
- Consultant from other speciality
- Registrar/Trainee from other speciality
- Nurse from other speciality
- Administrative Staff Member
- Other (please specify)

20. Did you report this behaviour?

- Yes
- No

21. If yes, what measures were taken by the unit/hospital (if any) to remedy the situation?

22. If no, why did you choose not to report this behaviour?



## Discrimination

\* 23. During the last 12 months have you experienced discrimination\* in your workplace?

(\* unjust or prejudicial treatment, especially on the grounds of race, age or sex)

No

Yes

## Discrimination

24. How frequently have you experienced discrimination over the last 12 months?

- One-off event
- Two or three occasions
- More than three occasions

25. Briefly describe this worst example of discrimination that has happened to you over the last 12 months (please avoid using names or other clearly identifying information)

26. Where did this event occur?

- Public Level 1 ICU
- Public Level 2 ICU
- Public level 3 ICU
- Private ICU
- Other (please specify)

27. Who displayed this behaviour?

- ICU Consultant
- ICU Registrar
- ICU Nurse
- ICU Administrative Staff Member
- Consultant from other speciality
- Registrar/Trainee from other speciality
- Nurse from other speciality
- Administrative Staff Member
- Other (please specify)

28. Did you report this behaviour?

- Yes
- No

29. If yes, what measures were taken by the unit/hospital (if any) to remedy the situation?

30. If no, why did you choose not to report this behaviour?

## Further Information

31. Any further comments?

Thank you for providing your feedback

The College considers the welfare of Fellows and Trainees to be of the utmost priority.

If you would like to further discuss issues raised in this survey you are encouraged to contact the College.