

samtykke	<p>Your consent is required before you can participate in this survey.</p> <p>If you wish to withdraw from the survey after completing it, you can do so by giving us notice before May 31. If so, please notify the contact person at Ipsos that you wish to revoke your consent. Ipsos will ensure that your data is deleted accordingly. You will find the name and e-mail address of the contact person in the e-mail invitation.</p> <p>I consent to allowing Ipsos to use the data I provide in the survey for the described purpose:</p>
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♦ range:*	
Yes – I give my consent and wish to take part in the survey	<input type="radio"/> 1
♦ skip:screened	
No – I do not wish to participate	<input type="radio"/> 2

q1	Do you have a permanent or a temporary position?
♦ range:*	
Permanent	<input type="radio"/> 1
Temporary/short.term	<input type="radio"/> 2

q2	What is your FTE percentage (employment percentage)?
♦ range:*	
Less than 25% (up to approx. 9 hours per week)	<input type="radio"/> 1
25–49% (between approx. 9–19 hours per week)	<input type="radio"/> 2
50–99% (between approx. 19–37 hours per week)	<input type="radio"/> 3
100%	<input type="radio"/> 4

q3	Which employment category do you belong to?
♦ range:*	
Teaching and research	<input type="radio"/> 1
Technical/administrative	<input type="radio"/> 2
PhD position/postgraduate/senior research fellow	<input type="radio"/> 3

q4	Do you have leadership responsibilities in your role?
♦ range:*	
Yes – including human resources responsibilities	<input type="radio"/> 1
Yes – not including human resources responsibilities	<input type="radio"/> 2
No	<input type="radio"/> 3

q5	What is your gender?
♦ range:*	
Female	<input type="radio"/> 1
Male	<input type="radio"/> 2

q5	What is your gender?	
Other		<input type="radio"/> 3

q6	What is your age?	
♦ range:*		
Less than 20 years old		<input type="radio"/> 1
20-29		<input type="radio"/> 2
30-39		<input type="radio"/> 3
40-49		<input type="radio"/> 4
50-59		<input type="radio"/> 5
60+		<input type="radio"/> 6

Information

The following questions are about bullying or harassment that might have occurred in your current employment in the past 12 months.

Harassment is when a person is being subjected to unwanted negative actions, omissions or statements that are, or are intended to be, frightening, offensive, hostile, demeaning or humiliating. These actions can happen verbally, digitally, socially or physically.

Many people have experiences where they are subjected to various forms of misconduct or negative situations/actions; however, to classify it as bullying, these incidents must occur repeatedly over time.

Please note that the following questions relate to bullying and harassment. After that there will be separate questions specifically on the topic of sexual harassment.

q7	Have you been subjected to bullying or harassment in your current employment in the past 12 months?	
♦ range:*		
Yes		<input type="radio"/> 1
No		<input type="radio"/> 2

q8	How often in the past 12 months have you been subjected to bullying or harassment in your current employment?	
♦ filter:\q7.a=1		
♦ range:*		
Daily		<input type="radio"/> 1
Weekly		<input type="radio"/> 2
Monthly		<input type="radio"/> 3
Occasionally		<input type="radio"/> 4
Rarely		<input type="radio"/> 5

q9	Have you been subjected to bullying or harassment on the basis of one or more of the following factors in your current employment in the past 12 months? you can select multiple options I have been bullied/harassed because of my:
<ul style="list-style-type: none"> ◆ filter:\q7.a=1 ◆ range:* 	
gender	<input type="checkbox"/> 1
age	<input type="checkbox"/> 2
disability	<input type="checkbox"/> 3
ethnicity	<input type="checkbox"/> 4
sexual orientation	<input type="checkbox"/> 5
religion/philosophy	<input type="checkbox"/> 6
other reasons	<input type="checkbox"/> 7

q10	What type or types of bullying or harassment have you been exposed to in your current employment relationship over the past 12 months you can select multiple options
<ul style="list-style-type: none"> ◆ filter:\q7.a=1 ◆ range:* 	
Verbal harassment	<input type="checkbox"/> 1
Non-verbal harassment	<input type="checkbox"/> 2
Physical harassment	<input type="checkbox"/> 3
Digital harassment (via email, SMS, social media)	<input type="checkbox"/> 4

q11	What type of position did the person subjecting you to bullying or harassment in your current employment in the past 12 months have? you can select multiple options
<ul style="list-style-type: none"> ◆ filter:\q7.a=1 ◆ range:* 	
A subordinate	<input type="checkbox"/> 1
An equal colleague	<input type="checkbox"/> 2
A superior	<input type="checkbox"/> 3
Your manager/leader	<input type="checkbox"/> 4
A student	<input type="checkbox"/> 5
An external collaboration partner	<input type="checkbox"/> 6
Other	<input type="checkbox"/> 7

Information
The following questions are about sexual harassment that might have occurred at your current workplace in the past 12 months.

Information
<p>Sexual harassment is when a person is subjected to unwanted sexual attention which the person considers to be abusive, offensive, frightening, hostile, demeaning, humiliating or bothersome.</p>

q12	Have you been subjected to sexual harassment in your current position in the past 12 months?
<p>♦ filter:\q12.a=1 ♦ range:*</p>	
Yes	<input type="radio"/> 1
No	<input type="radio"/> 2

q13	How often have you been subjected to sexual harassment in your current position in the past 12 months?
<p>♦ filter:\q12.a=1 ♦ range:*</p>	
Daily	<input type="radio"/> 1
Weekly	<input type="radio"/> 2
Monthly	<input type="radio"/> 3
Occasionally	<input type="radio"/> 4
Rarely	<input type="radio"/> 5

q14	Have you been subjected to any of the following forms of sexual harassment in your current employment in the past 12 months? you can select multiple options
<p>♦ filter:\q12.a=1 ♦ range:*</p>	
Verbal harassment orally or in writing	<input type="checkbox"/> 1
Non-verbal harassment	<input type="checkbox"/> 2
Physical harassment	<input type="checkbox"/> 3
Digital harassment (via email, SMS, social media)	<input type="checkbox"/> 4

q15	Who was it that subjected you to this? you can select multiple options
<p>♦ filter:\q12.a=1 ♦ range:*</p>	
A subordinate	<input type="checkbox"/> 1
An equal colleague	<input type="checkbox"/> 2
A superior	<input type="checkbox"/> 3
Your manager/leader	<input type="checkbox"/> 4
A student	<input type="checkbox"/> 5
An external collaboration partner	<input type="checkbox"/> 6

q15	Who was it that subjected you to this? you can select multiple options
Other	<input type="checkbox"/> 7

q16	Was the person who subjected you to this:
<ul style="list-style-type: none"> ♦ filter:\q12.a=1 ♦ range:* 	
Male	<input type="radio"/> 1
Female	<input type="radio"/> 2
I have experienced such behaviour from different genders	<input type="radio"/> 3
I do not wish to say	<input type="radio"/> 4

q17	Have you in the past 12 months, in your current employment, been subjected to a situation where someone had sexual intercourse with you through the use of force, or have you felt compelled, threatened or pressured into having sexual intercourse?
<ul style="list-style-type: none"> ♦ range:* 	
Yes	<input type="radio"/> 1
No	<input type="radio"/> 2
Don't know / Not sure	<input type="radio"/> 3
I do not wish to say	<input type="radio"/> 4

q18	Who was it that subjected you to this? you can select multiple options
<ul style="list-style-type: none"> ♦ filter:\q17.a=1 ♦ range:* 	
A subordinate	<input type="checkbox"/> 1
An equal colleague	<input type="checkbox"/> 2
A superior	<input type="checkbox"/> 3
Your manager/leader	<input type="checkbox"/> 4
A student	<input type="checkbox"/> 5
An external collaboration partner	<input type="checkbox"/> 6
Other	<input type="checkbox"/> 7

q19	Was the person who subjected you to this:
<ul style="list-style-type: none"> ♦ filter:\q17.a=1 ♦ range:* 	
Male	<input type="radio"/> 1
Female	<input type="radio"/> 2
I have experienced such behaviour from different genders	<input type="radio"/> 3

q19	Was the person who subjected you to this:
I do not wish to say	<input type="radio"/> 4

q20	The actions outlined in the question regarding use of violence, force/coercion or threats in the context of sexual intercourse is punishable by law, and should be handled by the police. Have you reported the issue to the police?
<ul style="list-style-type: none"> ◆ filter:\q17.a=1 ◆ range:* 	
Yes	<input type="radio"/> 1
No	<input type="radio"/> 2
I do not wish to say	<input type="radio"/> 3

Information
<p>Finally some questions about whistleblowing.</p> <p>In the following we will present a few questions concerning your ability to report negative aspects or situations at your higher education institution (whistleblowing). Note that the questions will include both bullying, harassment and sexual harassment, and may be referred to in the following as 'negative aspects'.</p>

q21	Do you know where you can access the whistleblowing system at your institution?
<ul style="list-style-type: none"> ◆ range:* 	
Yes	<input type="radio"/> 1
No	<input type="radio"/> 2
Don't know / Not sure	<input type="radio"/> 3

q22	Have you reported any negative aspects or situations as defined which have affected you in your current employment in the past 12 months?
<ul style="list-style-type: none"> ◆ range:* 	
Yes	<input type="radio"/> 1
No	<input type="radio"/> 2

q23	Have you reported any negative aspects or situations as defined previously which have affected other people than yourself in your current employment in the past 12 months?
<ul style="list-style-type: none"> ◆ range:* 	
Yes	<input type="radio"/> 1
No	<input type="radio"/> 2

komplett**Komplett**

♦ range:1

OK

 1**screened****Screened**

♦ filter:!komplett=1

♦ range:1

OK

 1**sluttid****Sluttid**

♦ afilla:sys_timenowf c

Sluttidspunkt

 1**sluttdato****Sluttdato**

♦ afilla:sys_date c

Sluttdato

 1**Information**

- ♦ exit:yes
- ♦ filter:\komplett=1
- ♦ redirect:https://www.uia.no/
- ♦ status:COMPLETE

Thank you for completing the survey. Click "Next" to save and exit.