



Diversity and Inclusion Survey

Questionnaire

Dear colleagues, EKA is developing a diversity and inclusion strategy. This anonymous survey asks about your experiences and views as an EKA researcher. Responses will be used only in aggregate form.

Tick one answer for each question or one box per table row, unless several answers are permitted. For follow-up questions, select all options that apply. Questions marked * are required; "Prefer not to say" is available for sensitive questions. Write any additional comments in the spaces provided.

Participant information

1. Your gender *

☐ Female ☐ Male ☐ Other gender ☐ Prefer not to say

2. Your age *

☐ till 25 ☐ 25-45 ☐ 46-65 ☐ over 65

3. The length of your service as a researcher *

☐ less than 3 years ☐ 3 to 5 years ☐ 5 to 10 years ☐ more than 10 years

4. Your position as the researcher at EKA *

☐ researcher assistant ☐ researcher ☐ leading researcher

5. Your identification as a LGBTIQ person (lesbian, gay, bisexual, trans, non-binary, intersex, queer) *

☐ Yes ☐ No ☐ Prefer not to say

6. Your identification as a person with a racial or ethnic minority background? *

☐ Yes ☐ No ☐ Prefer not to say

7. Your identification as a person belonging to any religion or belief? *

☐ Yes ☐ No ☐ Prefer not to say

8. Do you have a dependant (e.g. child or partner) with a disability or a delay in development hindering their activities? *

☐ Yes ☐ No ☐ Prefer not to say

9. Do you have a disability (long-term physical, mental, intellectual or sensory impairments, which may hinder participation in society on an equal basis with others)? *

☐ Yes, I have a disability ☐ No ☐ No, but I have a short term or temporary impairment ☐ Prefer not to say

Experience and views of diversity and inclusion

In this part we would like to know your perception of diversity and inclusion within EKA university and EKA scientific institution as researchers

13. Are you aware about EKA`s actions related to diversity and inclusion? *

☐ I have never heard of it ☐ I have heard of it, but I don't know what it entails ☐ I am aware of it and I am familiar with the content ☐ Prefer not to say

14. Have you followed trainings in the area of diversity and inclusion since you joined EKA? *

☐ Yes ☐ No, but I would be interested to ☐ No ☐ Prefer not to say

15. Please rate the following statements about diversity of EKA according to your perception as researcher *

Response key: 1 = Agree; 2 = Slightly agree; 3 = Neutral; 4 = Slightly disagree; 5 = Disagree; 6 = Prefer not to say.

Statement	1	2	3	4	5	6
I consider that my organisation is sufficiently diverse in terms of AGE	☐	☐	☐	☐	☐	☐
I consider that my organisation is sufficiently diverse in terms of GENDER	☐	☐	☐	☐	☐	☐
I consider that my organisation is sufficiently diverse in terms of SEXUAL ORIENTATION	☐	☐	☐	☐	☐	☐
I consider that my organisation is sufficiently diverse in terms of DISABILITY	☐	☐	☐	☐	☐	☐
I consider that my organisation is sufficiently diverse in terms of RELIGION or BELIEF	☐	☐	☐	☐	☐	☐
I consider that my organisation is sufficiently diverse in terms of RACIAL or ETHNIC ORIGIN	☐	☐	☐	☐	☐	☐

16. Please rate the following statements about importance given to diversity by EKA *

Response key: 1 = Agree; 2 = Slightly agree; 3 = Neutral; 4 = Slightly disagree; 5 = Disagree; 6 = Prefer not to say.

Statement	1	2	3	4	5	6
I consider that my organisation makes efforts to create a diverse and inclusive workplace as regards AGE	☐	☐	☐	☐	☐	☐
I consider that my organisation makes efforts to create a diverse and inclusive workplace as regards GENDER	☐	☐	☐	☐	☐	☐
I consider that my organisation makes efforts to create a diverse and inclusive workplace as regards SEXUAL ORIENTATION	☐	☐	☐	☐	☐	☐
I consider that my organisation makes efforts to create a diverse and inclusive workplace as regards DISABILITY	☐	☐	☐	☐	☐	☐

Statement	1	2	3	4	5	6
I consider that my organisation makes efforts to create a diverse and inclusive workplace as regards RELIGION or BELIEF	☐	☐	☐	☐	☐	☐
I consider that my organisation makes efforts to create a diverse and inclusive workplace as regards RACIAL or ETHNIC ORIGIN	☐	☐	☐	☐	☐	☐

17. Please rate the following statements according to your perception as researcher: *

Response key: 1 = Agree; 2 = Slightly agree; 3 = Neutral; 4 = Slightly disagree; 5 = Disagree; 6 = Prefer not to say.

Statement	1	2	3	4	5	6
At work, I feel that I am personally respected, valued and that I have the same opportunities as others, irrespective of my personal characteristics.	☐	☐	☐	☐	☐	☐
At work, I feel that everybody is respected, valued and have the same opportunities, irrespective of their personal characteristics.	☐	☐	☐	☐	☐	☐
At work, inappropriate attitudes and jokes related to age, gender, sexual orientation, disability, religion or belief, ethnic or racial origin, are not tolerated	☐	☐	☐	☐	☐	☐
My management is committed to an inclusive and equal treatment of all staff members, and fights any discrimination in all of its forms.	☐	☐	☐	☐	☐	☐

18. In the last 5 years, have you observed behaviors, remarks or decisions in your researcher workplace which made someone (including yourself) feel discriminated or unequally treated? *

☐ No ☐ No, but I know of precise case ☐ Yes ☐ Yes and I generally speak out ☐ Yes and I generally do not react ☐ Prefer not to say

19. If you have observed behaviors, remarks or decisions in your workplace which made someone (including yourself) feel discriminated or unequally treated in the last 5 years, please specify on which ground:

☐ Disability ☐ Gender ☐ Sexual orientation ☐ Age ☐ Religion and belief ☐ Racial or ethnic origin ☐ Other ☐ Prefer not to say

20. In the last 5 years, have you or any of visitors faced accessibility barriers in buildings of EKA? *

☐ Yes ☐ Yes, partially ☐ No ☐ Prefer not to say

21. If you or any of visitors have faced accessibility barriers in buildings of EKA in the last 5 years, please specify on what:

☐ Access to building (lift, escalator, toilets, entrance doors etc.) ☐ Access to meeting/study rooms ☐ Access to IT tool ☐ Other ☐ Prefer not to say

22. Have you refrained from applying to a job vacancy, a new project or some training because of one or more personal characteristics you may have? *

☐ Yes ☐ No ☐ Prefer not to say

23. If you have you refrained from applying to a job vacancy, a new project or some training because of one or more your personal characteristics, please specify on which:

☐ Age ☐ Gender ☐ Sexual orientation ☐ Disability ☐ Racial or ethnic group ☐ Religion or belief ☐ Any other reason ☐ Prefer not to say

24. Have you ever requested from your organisation any special arrangement specifically linked to your... *

Response key: 1 = Yes, and there was no problem; 2 = Yes, and I had to convince my hierarchy; 3 = Yes, but I was refused; 4 = No, I would not dare to ask; 5 = No; 6 = Prefer not to say; 7 = Not applicable.

Statement	1	2	3	4	5	6	7
AGE (e.g. adapted working conditions, specific training...)	☐	☐	☐	☐	☐	☐	☐
GENDER (e.g. adapted working conditions, specific training, paternity leave, medical intervention linked to transgender....)	☐	☐	☐	☐	☐	☐	☐
SEXUAL ORIENTATION (e.g. adoption of a child, same gender marriage, parental leave...)	☐	☐	☐	☐	☐	☐	☐
DISABILITY, if any (e.g. adapted working conditions, adapted missions...)	☐	☐	☐	☐	☐	☐	☐
RELIGION or BELIEF (e.g. days off for a religious celebration, special diet, praying room/space...)	☐	☐	☐	☐	☐	☐	☐
Other issues	☐	☐	☐	☐	☐	☐	☐

25. Would you report a discrimination or lodge a complaint based on a discriminatory behavior (several answers possible)? *

- ☐ Yes
- ☐ Yes, but I would not know how to
- ☐ Yes, but not formally (eg only orally or only to colleagues)
- ☐ No, as I am not sure what is considered discriminatory or not
- ☐ No, it is not worth reporting because most of times it is just a joke / it is just once / it is not a big deal
- ☐ No, I would be afraid of the negative consequences for myself or my colleagues
- ☐ No, I do not think actions would be taken anyway
- ☐ No, if it is not me who is impacted by the discrimination, because it is not my business
- ☐ No
- ☐ Other
- ☐ Prefer not to say

26. Do you feel you are sufficiently informed and accompanied to ensure diversity, inclusion and non-discrimination in your team as researcher? *

☐ Yes ☐ Yes, but only on some aspects of diversity and not on others ☐ No ☐ Prefer not to say

Respect at the workplace

The information in this section will help us better understand how respectful and safe our workplace is. Please still evaluate situation from your RESEARCHER perspective.

27. In the last years, have you experienced a conflict situation, i.e. a dispute, a disagreement or a difficult one-off situation with a member of your research team, your lead researcher or with another colleague? *

☐ Often ☐ Sometimes ☐ Seldom ☐ Almost never ☐ Never ☐ Prefer not to say

28. Please rate the following statements about psychological harassment according to your perception: *

Response key: 1 = Agree; 2 = Slightly agree; 3 = Neutral; 4 = Slightly disagree; 5 = Disagree; 6 = Prefer not to say.

Statement	1	2	3	4	5	6
I feel that my organisation takes the matter of prevention and fight against psychological harassment seriously	☐	☐	☐	☐	☐	☐
I feel that my organisation takes the matter of prevention and fight against sexual harassment seriously	☐	☐	☐	☐	☐	☐
I know how to obtain information on support and procedures to address psychological and sexual harassment at my workplace	☐	☐	☐	☐	☐	☐

29. In the last 5 years, have you personally experienced or witnessed any of the following behaviors that occurred in the course of, were linked with, or arose at work over a period, were intentional, repetitive, or systematic regarding psychological harassment as researcher?

Response key: 1 = Yes, I experienced that behavior; 2 = Yes, I directly witnessed that behavior; 3 = No, I did not experience nor witness that behavior; 4 = Prefer not to say.

Statement	1	2	3	4
Offensive or degrading comments, particularly in public, bullying, antagonism, pressure, offensive behaviour	☐	☐	☐	☐
Refusal to communicate	☐	☐	☐	☐
Degrading remarks related to your competences	☐	☐	☐	☐
Threatening remarks	☐	☐	☐	☐
Being set unrealistic work objectives	☐	☐	☐	☐
Not being given work at all or being given work that does not correspond to my post	☐	☐	☐	☐
Being isolated, set apart, excluded, rejected, ignored, disparaged, or humiliated	☐	☐	☐	☐

30. In the last 5 years, have you personally experienced or witnessed any of the following behaviors that occurred in the course of, were linked with, or arose at work regarding sexual harassment as researcher? *

Response key: 1 = Yes, I experienced that behavior; 2 = Yes, I directly witnessed that behavior; 3 = No, I did not experience nor witness that behavior; 4 = Prefer not to say.

Statement	1	2	3	4
A promise of some kind of reward in return for sexual favours, or a threat of reprisal if you rejected such a request	☐	☐	☐	☐
Coarse or suggestive remarks, sexual innuendo	☐	☐	☐	☐
Crude and obscene language and gestures	☐	☐	☐	☐
Exaggerated and insisting compliments on how you look	☐	☐	☐	☐
Unwanted physical contact	☐	☐	☐	☐
Voyeurism or exhibitionism	☐	☐	☐	☐
Use of pornographic materials	☐	☐	☐	☐

31. If you had experience on psychological or sexual harassment, who carried out this behavior?

☐ My direct manager on research ☐ Another member of my or other research team ☐ Other colleague/-s (member of EKA) ☐ An external (expert, visitors, non-member of EKA) ☐ Prefer not to say

32. According to you, what is the effectiveness of the following actions to develop and preserve a respectful workplace?
*

Response key: 1 = Very effective; 2 = Somehow effective; 3 = Neutral; 4 = Not so effective; 5 = Not effective; 6 = Prefer not to say.

Statement	1	2	3	4	5	6
The organisation making clear which behaviours are unacceptable or inappropriate in the workplace	☐	☐	☐	☐	☐	☐
Managers addressing swiftly unacceptable or inappropriate behaviours in the workplace	☐	☐	☐	☐	☐	☐
Compulsory training on conflict resolution for all staff with management responsibilities	☐	☐	☐	☐	☐	☐
Compulsory training on harassment prevention for all staff	☐	☐	☐	☐	☐	☐
Encouraging early, informal ways to resolve conflicts	☐	☐	☐	☐	☐	☐
Develop recourse to the mediation service	☐	☐	☐	☐	☐	☐
Raising staff's awareness on what different behaviours may constitute harassment and where to find help or information	☐	☐	☐	☐	☐	☐
Effective disciplinary procedures	☐	☐	☐	☐	☐	☐
The organisation making clear which behaviours are unacceptable or inappropriate in the workplace	☐	☐	☐	☐	☐	☐

33. Would you recommend EKA and EKA research institution as an employer of choice regarding diversity, inclusion and respect at work?

☐ Yes, totally ☐ Yes, for some aspects only ☐ Not really ☐ Not at all ☐ Prefer not to say

34. If you have any other comments or suggestions related to the efforts EKA makes to advance diversity and inclusion in the workforce, and respect at work, please feel free to share them with us (optional).

Thank you for completing the survey.