

SPEAK  
OUT

What insights do we gather?

# Speak Out Survey

Our survey helps us understand 7 key topics:

## 1 WHERE

understand where people experience harassment and bullying. This information helps us to identify trends across different sectors and geographies.

**Example question:**

What sector were you working in at the time you experienced harassment and bullying?

(User selects from a list of predefined sectors, for example: Engineering)

## 3 WHEN

## WHEN

understand over what duration the harassment and bullying took place. This information allows us to identify trends over time.

**Example question:**

When do you first recall experiencing the harassment and bullying described?

(User selects a calendar date, for example: 01 Mar 21)

## 2 WHAT

## WHAT

understand what the unfair treatment looks like based on people's lived experiences (including bullying, harassment and discrimination). This information helps us to identify trends for different demographics of people.

**Example question:**

Did your experience involve any of the following behaviours?

(User selects all relevant options from a list of predefined behaviours, for example: Micro aggressions - everyday slights, indignities, put downs and insults)



[www.speakoutrevolution.co.uk](http://www.speakoutrevolution.co.uk)



## WHO

understand who is responsible for these behaviours. This information helps identify trends about who elicits these behaviours within organisations and sectors.

### Example question:

Who was primarily responsible for your harassment and bullying?

(User selects from a predefined list of relational options, for example: A customer, client or patient)



## IMPACTS

understand how the lived experience has impacted individuals. This information helps us identify short and long term trends and the drivers for change.

### Example question:

How did the experience impact your working life?

(User selects from a predefined list of options, for example: I have taken time off work as a consequence)



## REPORTING

understand how harassment and bullying is resolved within organisations. This will help us identify trends in how issues are raised, progressed and resolved.

### Example question:

Did you (or someone else) make your employer aware of the unfair treatment you were receiving?

(User selects from a predefined list of options, for example: No, not that I am aware)



## ABOUT YOU

understand more about individuals who share their experiences with respect to their protected characteristics. This information helps us identify harassment and bullying trends for different groups of people.

### Example question:

How would you describe your gender?

(User selects from a predefined list of options, for example: Female)

