

Appendix B. Manager Survey Instrument (Baseline and Follow-up)

Form Approved
OMB No. _____
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Manager Baseline and Follow-up Survey

Training Experiences

The first set of questions asks about training for managers, including the [company name] Domestic Violence Training for Managers.

Receipt of DV Training

- T1. Have you received the Domestic Violence Training for Managers?
[If T1=yes at baseline survey] We're sorry but the survey is intended for managers who have not yet received the Domestic Violence Training for Managers. Thank you for your interest in our study. We appreciate your time. ["Back" button displayed]
- T2. Have you requested to receive the Domestic Violence Training for Managers?
- T3. [If T3=yes] Did your direct supervisor (or supervisor) request that you take it, or did you decide on your own to take it?

Perception of Supervisor Support for Trainings

- T4. How much do you feel that your direct supervisor approves or disapproves of you attending **trainings in general**?
- Strongly approves
 - Somewhat approves
 - Somewhat disapproves
 - Strongly disapproves

- T5. How much do you feel that your direct supervisor approves or disapproves of you attending **trainings related to domestic violence**?
- Strongly approves
 - Somewhat approves
 - Somewhat disapproves
 - Strongly disapproves

Receipt of Other Trainings

- T6. What other manager trainings have you taken?
[drop down box: a complete list of trainings offered by the Company will be inserted]

Background Information

The first set of questions asks for some basic information about you.

- B1. What is your gender?
- Male
 - Female
- B2. How old are you?
[drop down box: Under 18, 18-29, 30-39, 40-49, 50-59, 60-69, 70 or older]
- [If B2=Under 18] We're sorry but the survey can only be completed by individuals who are at least 18 years old. Thank you for your interest in our study. We appreciate your time. ["Back" button displayed]
- B3. How would you describe your race/ethnic background? Please check all that apply.
- White
 - Black or African American
 - Hispanic or Latino/Latina
 - Asian
 - Native Hawaiian or Other Pacific Islander
 - American Indian or Alaska Native
 - Other (specify) _____
- B4. What is your marital status?
- Married (or in a domestic partnership)
 - Divorced
 - Widowed
 - Separated
 - Never married
- B5. [If B4≠Married] Are you currently involved in a steady intimate relationship?
- Yes
 - No

- B6. Do you have any children (including biological children, legally adopted children, or stepchildren)?
- Yes
 - No
- B7. [If B6=yes] How many children do you have?
[drop down box: 1, 2, 3, 4, 5, 6, more than 6]
- B8. [If B6=yes] Are any of your children under the age of 18?
- Yes
 - No
- B9. What is the highest level of school you have completed?
- High school diploma or GED
 - Vocational or trade school graduate (certificate program)
 - Some college but no degree
 - Associate degree (2 year academic, technical, or occupational program)
 - Four year college graduate
 - Advanced degree (including masters, professional, or doctoral degrees)

Employment

The next set of questions asks about your employment history and current position.

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Employment History/Stability

- E1. How many different jobs have you had since you were 18?
[drop down box: 1, 2, 3, 4, 5, 6, 7, 8, 9,10 or more]
- E2. Since you were 18, what is the longest consecutive period of time you have worked at one job?
[drop down box: Less than 6 months, 6 months to less than a year, 1 year to less than 2 years, 2 years to less than 5 years, 5 -10 years, more than 10 years]
- E3. Since you were 18, what is the longest consecutive period of time you have been unemployed. Do not count any time on maternity or paternity leave, or time that you were a student.
[drop down box: Less than 3 months, 3-6 months, 6 months to less than a year, 1 year to less than 2 years, 2 years to less than 5 years, 5 -10 years, more than 10 years]
- E4. Since you were 18, how many times have you ever been fired from a job?
[drop down box: 1, 2, 3, 4, 5, 6, 7, 8, 9,10 or more]
- E5. Since you were 18, how many times have you ever quit a job?
[drop down box: 1, 2, 3, 4, 5, 6, 7, 8, 9,10 or more]

Unit/Division

- E6. In what unit/division do you currently work?
[drop down box: administration, finance, retail, marketing, security, product development, other]

Job retention

- E11. How long have you worked for [company name]?
[drop down box: less than 3 months, 3-5 months, 6-11 months, 12 -24 months, 2-5 years, more than 5 years]
- E12. How likely is it that you will stop working for [company name] in the next year?
- Very likely
 - Somewhat likely
 - Somewhat unlikely
 - Not at all likely
- E13. How likely is it that you will actively look for a new job in the next year?
- Very likely
 - Somewhat likely
 - Somewhat unlikely
 - Not at all likely

Absenteeism (from NHIS)

- E14. During the past 12 months, that is since [date], about how many days did you miss a half day or more from work or business because of illness or injury? Do not include maternity leave.
[drop down box: 0, 1-2 days, 3-5 days, 5-9 days, 10-19 days, 20-29 days, 30-39 days, 40-49 days, 50 or more days]

Productivity/Presenteeism (from HPQ, items B8, B9-12)

- E15. How many hours do you work in an average week?
[drop down box: Under 10, 10-19, 20-29, 30-39, 40-49, 50-59, 60-69, 70 or more]
- E16. The next questions are about the time you spend during your hours at work in the past 4 weeks (28 days). **Select the one response for each question that comes closest to your experience.**
- | | All of the time | Most of the time | Some of the time | A little of the time | None of the time |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| E16a. How often was your performance <u>higher</u> than most workers on your job? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| E16b. How often was your performance <u>lower</u> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

- than most workers on your job?
- E16c. How often did you do no work at times when you were supposed to be working?
- E16d. How often did you find yourself not working as carefully as you should?
- E16e. How often was the quality of your work lower than it should have been?
- E16f. How often did you not concentrate enough on your work?
- E16g. How often did health problems limit the kind or amount of work you could do?
- E17. On a scale from 0 to 10 where 0 is the worst job performance anyone could have at your job and 10 is the performance of a top worker, how would you rate...
- E17a. the usual performance of most workers in a job similar to yours?
- E17b. your usual job performance over the past year?
- E17c. your overall job performance on the days you worked during the past 4 weeks (28 days)?
- E18. How would you compare your overall job performance on the days you worked during the past 4 weeks (28 days) with the performance of most other workers who have a similar type of job? (Select only one.)
- You were a lot better than other workers.
 - You were somewhat better than other workers.
 - You were a little better than other workers.
 - You were about average.
 - You were a little worse than other workers.
 - You were somewhat worse than other workers.
 - You were a lot worse than other workers.

Employee-Manager Interaction

The next few questions ask about your interaction with your direct supervisor.

E19. How often do you typically interact with your direct supervisor...

- | | Less than once a week | 1-3 times a week | 3-4 times a week | 5-6 times a week | More than 6 times a week |
|--------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| E19a. in person? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| E19b. over the phone? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| E19c. through e-mail exchange? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Perceptions of Manager Interest in Personal Life

E20. How often do you typically discuss matters other than work with your direct supervisor?

- Less than once a week
- 1-3 times a week
- 3-4 times a week
- 5-6 times a week
- More than 6 times a week

E21. How much do you feel that your direct supervisor cares about you as a person?

- Very much
- A little
- Not much
- Not at all

Approval and Compliance with Manager's Supervisor/Management Directives

E22. How many employees at your level are supervised by **your direct supervisor**?
[drop down box: 1, 2-5, 6-10, 11-20, 21-30, 31-40, 41-50, more than 50]

E23. When making a decision at work, how important is it to you to feel that your direct supervisor would approve of the decision?

- Extremely important
- Very important
- Somewhat important
- Not very important
- Not at all important

E24. Please indicate how often you engage in the following behaviors.

- | | All of the time | Most of the time | Some of the time | A little of the time | None of the time |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| E24a. I comply with special requests from my direct supervisor, even if I am extremely busy or do not agree with the | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

- request
- E24b. I follow company policies and procedures even if I do not agree with them
- E24c. I encourage other managers and employees to follow company policies and procedures

Manager Interaction and Similarity to Employees

The next questions ask about your role as a manager.

E25. How many employees do you directly supervise?
[drop down box: 1, 2-5, 6-10, 11-20, 21-30, 31-40, 41-50, more than 50]

E26. **How often do you typically interact with the average employee whom you supervise ...**

- | | Less than
once a
week | 1-3 times
a week | 3-4 times
a week | 5-6 times
a week | More than
6 times a
week |
|-----------------------------------|-----------------------------|--------------------------|--------------------------|--------------------------|--------------------------------|
| E26a. in person? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| E26b. over the phone? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| E26c. through e-mail
exchange? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

E27. How often do you typically discuss matters other than work with the average employee whom you supervise?

- Less than once a week
- 1-3 times a week
- 3-4 times a week
- 5-6 times a week
- More than 6 times a week

E28. Roughly what proportion of the employees whom you directly supervise are located in the same building as you are?

- 95-100%
- 75-94%
- 50-74%
- 25-49%
- 0-24%

E29. About what percent of the employees whom you directly supervise are female?
[box to type in numeric response: __%]

E30. About what percent of the employees whom you directly supervise are...

	% of employees
E30a. White?	__%
E30b. Black or African American?	__%
E30c. Hispanic or Latino/Latina?	__%
E30d. Asian?	__%
E30e. Native Hawaiian or Other Pacific Islander?	__%
E30f. American Indian or Alaskan Native?	__%
E30g. Some other race?	__%

E31. About what percent of the employees whom you directly supervise are...

	% of employees
E31a. Under age 18?	__%
E31b. Age 18-29?	__%
E31c. Age 30-39?	__%
E31d. Age 40-49?	__%
E31e. Age 50-59?	__%
E318f. Age 60-69?	__%
E318g. Age 70 or older?	__%

Manager Stress and Workload

- E32. When thinking of your overall workload over the past 4 weeks, how busy would you say you are compared with other managers at your level?
- Much busier
 - Somewhat busier
 - About average
 - Somewhat less busy
 - Much less busy

Job stress (Perceived Work Stress Scale)

E33. The next few items are concerned with stress at work. Sometimes people feel like they have too much stress at work. In the past month, how often have you...

	Never	Almost Never	Some- times	Fairly Often	Very often
E33a. felt that you had too much stress at work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E33b. been upset because of something that happened unexpectedly at work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E33c. felt nervous or "stressed out" at work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- | | | | | | | |
|-------|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| E33d. | had to deal with irritating hassles at work? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| E33e. | felt that things were going your way at work? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| E33f. | had to deal with stressful events at work? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| E33g. | had to deal with ongoing problems at work that just never seem to go away. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Health

Health-related Quality of Life (SF-12, Version 2.0)

Next, we would like your views about your health.

- H1. In general, would you say that your health is:
- Excellent
 - Very good
 - Good
 - Fair
 - Poor

- H2. The following questions are about activities you might do during a typical day. Does your health now limit you in these activities? If so, how much?

- | | Yes, limited a lot | Yes, limited a little | No, not limited at all |
|--|--------------------------|--------------------------|--------------------------|
| H2a. <u>Moderate activities</u> , such as moving a table, pushing a vacuum cleaner, bowling, or playing golf | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| H2b. Climbing <u>several</u> flights of stairs | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

- H3. During the past 4 weeks, how much of the time have you had any of the following problems with your work or other regular daily activities as a result of your physical health?

- | | All of the time | Most of the time | Some of the time | A little of the time | None of the time |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| H3a. <u>Accomplished less</u> than you would like | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

H3b. Were limited in the kind of work or other activities

H4. During the past 4 weeks, how much of the time have you had any of the following problems with your work or other regular daily activities as a result of any emotional problems (such as feeling depressed or anxious)?

	All of the time	Most of the time	Some of the time	A little of the time	None of the time
H4a. <u>Accomplished less</u> than you would like	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

H4b. Did work or other activities <u>less carefully than usual</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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H5. During the past 4 weeks, how much did pain interfere with your normal work (including both work outside the home and housework)?

- Not at all
- A little bit
- Moderately
- Quite a bit
- Extremely

H6. These questions are about how you feel and how things have been with you during the past 4 weeks. For each question, please give the one answer that comes closest to the way you have been feeling. How much of the time during the past 4 weeks...

	All of the time	Most of the time	Some of the time	A little of the time	None of the time
H6a. Have you felt calm and peaceful?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

H6b. Did you have a lot of energy?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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H6b. Have you felt downhearted and depressed?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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H7. During the past 4 weeks, how much of the time has your physical health or emotional problems interfered with your social activities (like visiting friends, relatives, etc.)?

- All of the time
- Most of the time
- Some of the time

- o A little of the time
- o None of the time

Health Care Utilization (from NHIS)

H8. During the past 12 months, that is since [date], have you seen or talked to any of the following health care providers about your own health?

	Yes	No
H9a. A mental health professional such as a psychiatrist, psychologist, psychiatric nurse, or clinical social worker.	<input type="checkbox"/>	<input type="checkbox"/>
H9b. [If B1=female] A doctor who specializes in women’s health (an obstetrician/gynecologist)	<input type="checkbox"/>	<input type="checkbox"/>
H9c. A medical doctor who specializes in a particular medical disease or problem (other than obstetrician/gynecologist, psychiatrist, or ophthalmologist)	<input type="checkbox"/>	<input type="checkbox"/>
H9d. A general doctor who treats a variety of illnesses (a doctor in general practice, family medicine, or internal medicine).	<input type="checkbox"/>	<input type="checkbox"/>

H10. During the past 12 months, how many times have you gone to a hospital emergency room about your own health? This includes emergency room visits that resulted in a hospital admission.

[drop down box: None, 1, 2-3, 4-5, 6-7, 8-9, 10-12, 13-15, 16 or more]

H11. During the past 12 months, how many times have you seen a doctor or other health care professional about your own health at a doctor’s office, a clinic, or some other place? Do not include times you were hospitalized overnight, visits to hospital emergency rooms, home visits, dental visits, or telephone calls.

[drop down box: None, 1, 2-3, 4-5, 6-7, 8-9, 10-12, 13-15, 16 or more]

H12. During the past 12 months, have you contacted the [company name] Employee Assistance Program (EAP) for help with grief and loss, stress, balancing work and family, depression and anxiety, communication breakdowns, financial difficulties, work-related issues, or alcohol or drug use/abuse?

- o Yes
- o No

Experiences

The next set of questions asks about violence between intimate partners. By “violence between intimate partners” we mean the use of physical, sexual, or emotional abuse or threats to control another person who is an intimate partner. Please remember that you do not have to answer any questions that you don’t want to. Also, remember that the survey is completely anonymous, which means that we do not have any way to link the responses you provide to your identity.

IPV Victimization and Perpetration (V1-20 are from CTS2-Short Form)

In the past year, how often did this happen?	1	2	3	4	5	6	7	0
to see a doctor because of a fight with my partner.								
V16. My partner went to see a doctor (M.D.) or needed to see a doctor because of a fight with me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
V17. I used force (like hitting, holding down, or using a weapon) to make my partner have sex.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
V18. My partner used force (like hitting, holding down, or using a weapon) to make me have sex.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
V19. I insisted on sex when my partner did not want to or insisted on sex without a condom (but did not use physical force).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
V20. My partner insisted on sex when I did not want to or insisted on sex without a condom (but did not use physical force).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

[Display the following in a bulleted list above V21: “ your partner pushed, shoved, or slapped you”; “your partner punched or kicked or beat you up”; “your partner destroyed something belonging to you or threatened to hit you”; “you went to see a doctor or needed to see a doctor because of a fight with your partner”; “you had a sprain, bruise, or small cut, or felt pain the next day because of a fight with your partner”; “your partner used force (like hitting, holding down, or using a weapon) to make you have sex”; “your partner insisted on sex when you did not want to or insisted on sex without a condom (but did not use physical force)”]

- V21. [If V5, V10, V12, V14, V16, V17, OR V20 \geq 1] Have you ever experienced any of the things on the list above from an intimate partner while employed by [company name] or any of its subsidiaries or affiliates?
- Yes
 - No

Perceived Impact of Victimization on Work (modified from Company's Survey)

- V22. [If V5, V10, V12, V14, V16, V17, OR V20 \geq 1] How did these experiences affect your ability to work?
- Significantly
 - Somewhat
 - Minimally
 - No effect

- V23. [If V5, V10, V12, V14, V16, V17, OR V20 \geq 1] Below is a list of the various ways these experiences might have affected you in the workplace. Please choose all that apply.
- Missed days
 - Lateness
 - Distraction

- Inability to complete assignments on time
- Need to seek out co-workers for additional help
- Problems with your boss
- Problems with other co-workers
- Job loss
- Fear of discovery
- Fear of intimate partner's unexpected visits
- Harassment by intimate partner at work (either by phone or in person)

Utilization of Company DV Resources (from Company's Survey, victims only)

- V24. [If V21=Yes] Did you inform anyone from [company name] that you were experiencing domestic violence?
- Yes
 - No
 - Not sure
- V25. [If V24=Yes] Who did you contact? Please check all that apply.
- A co-worker
 - The person who is currently your direct supervisor/manager
 - A supervisor or manager who is not your current supervisor/manager
 - A human resources (HR) staff member
 - A representative from the Company's Employee Assistance Program (EAP)
 - A security staff member
 - Someone else (please specify: _____)
- V26. [If V24=Yes] What sorts of programs or support did the Company offer to help? Please check all that apply.
- Providing access to counseling and assistance
 - Providing information and referral to domestic violence programs
 - Contacting authorities
 - Providing security services to you (e.g., escorting you to your car, providing you with a pager or cell phone, switching your office location)
 - Providing access to legal support
 - Providing flexible leave time or other benefits
 - Other (please specify: _____)
- V27. [If V24=No] What prevented you from informing the Company that you were experiencing domestic violence? Please check all that apply.
- You did not think it was a serious enough problem to report
 - You were embarrassed to have people at work know about the problem
 - You were afraid of hurting your reputation at work
 - You were afraid of what your coworkers would think
 - You felt that domestic violence is not a work issue
 - You were afraid that your manager/supervisor would think less of you
 - You felt that your manager/supervisor would not understand what domestic violence has to do with work
 - You were afraid of retaliation by your spouse/partner
 - Other (please specify: _____)

Satisfaction with Company DV Resources (victims only)

- V28. [If V24=Yes] How helpful did you find the program or resources offered by the Company?
- Extremely helpful
 - Very helpful
 - Somewhat helpful
 - Not helpful
- V29. [If response options 2 OR 3 were selected for V25] How supportive was the manager/supervisor when you told them you had experienced violence from an intimate partner?
- Very supportive
 - Somewhat supportive
 - Not very supportive
 - Not at all supportive/hostile
- V30. [If response options 4, 5, OR 6 were selected for V25] How supportive were Company officials when you told them you had experienced violence from an intimate partner?
- Very supportive
 - Somewhat supportive
 - Not very supportive
 - Not at all supportive/hostile
- V31. [If response option 1 was selected for V25] How supportive were your co-workers when you told them you had experienced violence from an intimate partner?
- Very supportive
 - Somewhat supportive
 - Not very supportive
 - Not at all supportive/hostile

Hypothetical use of Company IPV Resources (non-victims only)

- V32. [If V5, V10, V12, V14, V16, V17, AND V20 = 0] If you were to experience violence from an intimate partner, how likely is it that you would tell your manager/direct supervisor?
- Very likely
 - Somewhat likely
 - Somewhat unlikely
 - Not at all likely
- V33. [If V5, V10, V12, V14, V16, V17, AND V20 = 0] If you were to experience violence from an intimate partner, how likely is it that you would tell a co-worker at the company?
- Very likely
 - Somewhat likely
 - Somewhat unlikely

- Not at all likely
- V34. [If V5, V10, V12, V14, V16, V17, AND V20 = 0] If you were to experience violence from an intimate partner, how likely is it that you would tell someone else at [company name], such as a human resources (HR) staff member, a representative from the Employee Assistance Program (EAP), or a security staff member?
- Very likely
 - Somewhat likely
 - Somewhat unlikely
 - Not at all likely

Domestic Violence and the Workplace

The next set of questions asks more about your awareness of [company name]'s domestic violence program.

Awareness of the Company's Domestic Violence Program

- D1. How seriously do you believe [company name] takes the issue of domestic violence and its impact on the workplace?
- Not seriously
 - Somewhat seriously
 - Very seriously
 - Extremely seriously
- D2. Are you aware if [company name] has a workplace program for people experiencing violence from an intimate partner?
- Yes
 - No
- D3. [If D2=Yes] How effective do you believe [company name]'s program is?
- Very effective
 - Somewhat effective
 - Not very effective
 - Not effective at all

Attitudes toward Domestic Violence as a Workplace Issue

- D4. In general, how much do you agree or disagree that it is important for companies to provide services for employees who are experiencing domestic violence?
- Strongly agree
 - Agree
 - Neither agree nor disagree
 - Disagree
 - Strongly disagree

- D5. How important is a manager's role in supporting individuals experiencing domestic violence compared to other possible sources of support (such as family, friends, community organizations and neighbors)?
- More important
 - Equally important
 - Less important

Perception of Manager's Attitudes toward Domestic Violence as a Workplace Issue

- D6. In general, how much do you think your direct supervisor agrees or disagrees that it is important for companies to provide services for employees who are experiencing domestic violence?
- Strongly agree
 - Agree
 - Neither agree nor disagree
 - Disagree
 - Strongly disagree
- D7. If you were experiencing violence by an intimate partner, how likely do you believe your direct supervisor would be to offer help?
- Very likely
 - Somewhat likely
 - Somewhat unlikely
 - Not at all likely

Relative Importance of Domestic Violence as a Workplace Issue

The last set of questions in the survey asks your opinion about the extent to which domestic violence is a workplace issue and your role as a manager in responding to domestic violence.

- D8. If you had to prioritize resources for [company name] employees, which do you feel are most important? Please rank the items below from 1 (lowest priority) to 10 (highest priority).

	Rank
D8a. Alcohol or drug abuse programs	—
D8b. Nutrition and fitness programs	—
D8c. On-site child care	—
D8d. Services for depression and anxiety	—
D8e. Smoking cessation programs	—
D8f. Stress reduction/management seminars	—
D8g. Support for employees experiencing domestic violence	—
D8h. Support for employees experiencing grief and loss	—
D6i. Tuition reimbursement for education	—

Knowledge of DV and the Company's DV Program

- D9. What % of [company name] employees have reported that they have ever experienced domestic violence?
- 2%
 - 6%
 - 23%
 - 84%
- D10. Please list signs of possible domestic violence victimization that an associate might exhibit in the workplace.
[open-ended text box]
- D11. What kinds of security measures can be arranged by [company name] for the protection of associates who are experiencing domestic violence? Please check all that apply.
- Providing security escorts
 - Helping to enforce restraining orders on company property
 - Developing a perpetrator profile
 - Offering a change in work hours
 - Offering a change of phone number
 - Offering a change of work location
 - Other (Please specify: _____)
- D12. Other than security measures, what sorts of programs or support does the company offer? Please check all that apply.
- Providing access to counseling and assistance
 - Providing information and referral to domestic violence programs
 - Contacting authorities
 - Providing access to legal support
 - Providing flexible leave time
 - Other (please specify: _____)
- D13. Which statement best describes who is involved in a Domestic Violence Response Team (DVRT)?
- Employee Assistance Program staff and the employee's direct supervisor, with involvement from Human Resources and Legal personnel as needed.
 - On-duty security personnel in collaboration with the Employee Assistance Program.
 - The employee, direct supervisor and a representative from Human Resources.
 - Security, Human Resources and Legal staff, with involvement as needed from the Employee Assistance Program, local law enforcement and domestic violence advocacy organizations.
- D14. What is the best course of action if you suspect that an associate is experiencing partner violence?
- Inquire directly with the associate about the suspected abuse.
 - Identify whether the abuse is affecting individual performance or the work environment by interviewing all coworkers of the suspected victim.

- o Share with the associate what you have observed, let the associate know that you are concerned that someone or something may be hurting him/her, and make a strong statement of support.
- o Counsel the associate on options for improving or terminating his/her relationship.

D15. Which resources would you use, either directly or via referral, to assist an employee who is experiencing domestic violence? (Check all that apply.)

- Employee Assistance Program
- Security personnel
- Human Resources Generalist
- National Domestic Violence Hotline
- Local domestic violence organization

Confidence in Responding to DV

D16. How confident do you feel in your ability to be empathetic and provide emotional support if one of the employees whom you directly supervise was experiencing domestic violence?

- Extremely confident
- Somewhat confident
- Not very confident
- Not at all confident

D17. How confident do you feel in your ability to take specific, appropriate actions to help if one of the employees whom you directly supervise was experiencing domestic violence?

- Extremely confident
- Somewhat confident
- Not very confident
- Not at all confident

Employee DV Referrals

D18. In the past 12 months, have any employees whom you directly supervise shown any signs that they are experiencing domestic violence?

- o Yes
- o No

D19. [If D18=yes] How many employees whom you directly supervise have showed any signs of experiencing domestic violence in the past 12 months? [3-digit box: “___ employees”]

D20. [If D18=yes] How many times did you make use of each of the following resources, either by referring an employee or making contact on his/her behalf?

- | | |
|---|------------|
| | # of times |
| D20a. Employee Assistance Program (EAP) | __times |
| D20b. Security personnel | __times |
| D20c. Human resources generalist | __times |

D20d. National Domestic Violence Hotline
D20e. Local domestic violence organization

__times
__times

Satisfaction with Resources Used

D21. [If D20a, b, c, d, OR e >0] How helpful did you find the program or resources offered by the Company to your employees?

- Extremely helpful
- Very helpful
- Somewhat helpful
- Not helpful