

Participant survey - EEOC Respectful Workplaces Training

Evaluation Instrument Summary

You are invited to participate in this survey because you are scheduled to attend, or you recently attended, an Equal Employment Opportunity Commission (EEOC) Respectful Workplaces training session.

The purpose of this survey is to evaluate the effectiveness of the training. The survey asks employees to answer a short set of questions before and after they have attended sessions on "Respect in the Workplace" (for non-supervisory employees) or "Leading for Respect" (for supervisors). We estimate that it will take you less than 10 minutes to complete this survey.

All information obtained during this survey will be collected using Verint, a secure survey software. You will not be asked to identify yourself by your name or job title, so your answers will be anonymous.

All information collected during the survey will be kept confidential and will not be shared with your employer.

The EEOC highly values your participation in the surveys, both before and after the respectful workplaces training.

Thank you for your time and honest responses. You can direct any questions to EEOC at rwsurveys@eEOC.gov or (202) 921-3170.

1. Overall, in thinking about your work organization...Do you feel respected in your workplace by your peers?

- Yes
- No

2. Do you feel respected in your workplace by your leaders?

- Yes
- No

3. Do you think your employer values you?

- Yes
- No

4. Do you think the work that you do matters?

- Yes
- No

5. Have you, *in the past three months*, been on the receiving end of rude, abusive, or harassing behavior at work?

- Yes

No

6. What steps did you take to address the behavior? (Mark all that apply):

- I objected to the behavior.
- I sought advice from peers or others outside of management.
- I reported the behavior to human resources or management.
- I did not take steps to address the behavior.
- Other (please specify) _____

7. If you were to experience rude, abusive, or harassing behavior in the workplace in the future, would you know how to report the behavior to HR or management?

- Yes
- No

8. In the *past three months*, have you observed behavior in the workplace that was not directed at you but was rude, abusive, or harassing to someone else?

- Yes
- No

9. Are you a supervisor or manager?

- Yes
- No

10. In the *past three months*, have you dealt with one or more instances where an employee complained to you about rude, abusive or harassing behavior?

- Yes
- No

11. In the *past three months*, have you coached or counseled an employee because his or her behavior was rude, abusive or harassing to others?

- Yes
- No

12. In general, how prepared do you feel to respond to a complaint of rude, abusive or harassing behavior?

- Very Prepared
- Somewhat Prepared
- Not Prepared

13. In general, how confident are you that you have the tools or skills to coach or counsel an employee who is exhibiting rude or abusive behavior?

- Very Confident
- Somewhat Confident
- Not Confident

14. How confident are you that you understand when it is appropriate to keep a complaint confidential and when it is not?

- Very Confident
- Somewhat Confident
- Not Confident

Your responses are valued and kept confidential. No survey data is shared with employers.
