2018 Work Environment and Culture Survey

Executive Summary

August 2018
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Background

In 2018, leaders of multiple orthopaedic related organizations were interested in assessing a representative group of AAOS members as to their thoughts and experiences about discrimination, bullying, harassment and sexual harassment in the field. After the survey was developed, the AAOS was asked to distribute the survey about these sensitive topics to assist the leadership of AAOS and other interested organizations in gaining an overall understanding of the experiences of their members so that they may better develop resources (effective strategies aimed at preventing these behaviors) to address these behaviors.

The ultimate goal is to ensure that all orthopaedic surgeons and associated health professionals have access to appropriate support and that every workplace is an inclusive, equitable and health-promoting environment.
Methodology

The 2018 Work Environment and Culture Survey launched on May 18, 2018 to 5,638 AAOS members as an anonymous online survey. The survey closed on June 14, 2018 with 927 respondents.

This project was a collaborative effort initially developed by representatives of the AAOS, Diversity Advisory Board, Women’s Health Advisory Board, RJOS, POSNA, AOA, and the Perry Initiative. The survey was a modification of the recent survey of the Royal Australasian College of Surgeons. The focus was to be on female orthopaedic surgeons as well as minority orthopaedic surgeons. The breakdown of the sample is as follows:

- 2,322 female members identified across member segments: Residents, Candidate Members, Fellows and Emeritus (This represents all of the females in these segments)
- 3,316 male members identified across member segments: Residents, Candidate Members, Fellows and Emeritus, additional males identified as Under Represented Minorities (URM), members age 35 or younger: Residents and Candidate Members.

In this report, members were compared based on gender, age, ethnicity, stage in their career, and role. They were segmented into the following groups:

Age: 25-34, 35-44, 45-54, 55-64, and 65+.

Ethnicity: African American, Asian, Caucasian, Hispanic/Latino, and Other

Career Stage: Residency, Fellowship, In Practice, Retired, and Other

Role: Department/Division Head, Trainee Supervisor, Attending physician/surgeon, Clinical team member, Trainee-Resident Fellow, Other clinical role, and Non-Clinical role
Methodology (continued)

The breakdown of members invited and/or responding within these segments is shown below and on the following page.

<table>
<thead>
<tr>
<th>Member Group</th>
<th>Invited</th>
</tr>
</thead>
<tbody>
<tr>
<td>Resident Member</td>
<td>1389</td>
</tr>
<tr>
<td>Resident Member Osteopathic</td>
<td>176</td>
</tr>
<tr>
<td>Candidate Member</td>
<td>486</td>
</tr>
<tr>
<td>Candidate Member Associate Ortho</td>
<td>4</td>
</tr>
<tr>
<td>Candidate Member Osteopathic</td>
<td>58</td>
</tr>
<tr>
<td>Candidate Member Applicant</td>
<td>88</td>
</tr>
<tr>
<td>Candidate Member Applicant Ortho</td>
<td>5</td>
</tr>
<tr>
<td>Candidate Member Applicant Osteo</td>
<td>5</td>
</tr>
<tr>
<td>Active Fellow</td>
<td>2858</td>
</tr>
<tr>
<td>Associate Member Orthopaedic</td>
<td>8</td>
</tr>
<tr>
<td>Associate Member Osteopathic</td>
<td>71</td>
</tr>
<tr>
<td>Emeritus Fellow</td>
<td>490</td>
</tr>
<tr>
<td>Total</td>
<td>5638</td>
</tr>
</tbody>
</table>

Among respondents, 927 indicated their current career stage.

<table>
<thead>
<tr>
<th>Career Stage</th>
<th>Frequency</th>
<th>Valid Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Residency Training/Fellowship</td>
<td>197</td>
<td>21%</td>
</tr>
<tr>
<td>In Practice 0-10 years</td>
<td>287</td>
<td>31%</td>
</tr>
<tr>
<td>In Practice 11-20 years</td>
<td>188</td>
<td>20%</td>
</tr>
<tr>
<td>In Practice 21 or more years</td>
<td>203</td>
<td>22%</td>
</tr>
<tr>
<td>Retired/Other</td>
<td>45</td>
<td>5%</td>
</tr>
<tr>
<td>Other</td>
<td>7</td>
<td>100%</td>
</tr>
<tr>
<td>Total</td>
<td>927</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gender</th>
<th>Invited</th>
<th>Responded</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>2322</td>
<td>621</td>
<td>27%</td>
</tr>
<tr>
<td>Male</td>
<td>3316</td>
<td>305</td>
<td>9%</td>
</tr>
</tbody>
</table>

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Methodology (continued)

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Invited</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>311</td>
</tr>
<tr>
<td>Asian</td>
<td>177</td>
</tr>
<tr>
<td>Caucasian</td>
<td>1705</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>296</td>
</tr>
<tr>
<td>Other</td>
<td>83</td>
</tr>
</tbody>
</table>

Note: 3,066 invited did not indicate ethnicity.

<table>
<thead>
<tr>
<th>Role</th>
<th>Responded</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department/Division Head</td>
<td>125</td>
</tr>
<tr>
<td>Trainee Supervisor</td>
<td>55</td>
</tr>
<tr>
<td>Attending Physician/Surgeon</td>
<td>662</td>
</tr>
<tr>
<td>Clinical Team Member</td>
<td>57</td>
</tr>
<tr>
<td>Trainee-Resident Fellow</td>
<td>204</td>
</tr>
<tr>
<td>Other Clinical Role</td>
<td>46</td>
</tr>
<tr>
<td>Non-Clinical Role</td>
<td>52</td>
</tr>
</tbody>
</table>

Data contained within this report consists of respondent self-reported responses.

Analysis of Variance (ANOVA) is a statistical method used to test differences between two or more means. ANOVA was done to compare the segments and mean difference testing was done to compare two groups at a time.

Responses of any group of less than 30 were not analyzed for significant differences as those were deemed too small.
Executive Summary

I. Demographics

1) There were 927 respondents to the 2018 Work Environment and Culture Survey. Of those, two-thirds (67%) were female, about half (53%) were under the age of 45, and three-fourths (75%) were Caucasian; only 3% identified as LGBTQ.

2) The majority were currently In Practice (73%) as an Attending Physician (71%). Overall, 30% have been practicing for over 20 years, while 24% were less seasoned with 1-5 years of experience.
II. Organizational Culture, Equity and Training

1) When asked if members have been subject to discrimination, bullying, sexual harassment or harassment in the workplace, nearly two-thirds reported that they have, with females (81%) reporting this more commonly than males (35%). Members aged 35-44, those of African American descent, and members holding an Other clinical role were most likely to be subjected to this behavior.

2) Given a scale of 1-Strongly Disagree to 5- Strongly Agree, members were asked to rate their agreement with the following current workplace statements: “There is a supportive and inclusive culture that deals with this behavior “, “The surgical department heads/surgical supervisors/hospital execs deal efficiently with persons demonstrating this behavior”, and “Women, underrepresented minorities, and the LGBTQ community are treated fairly in orthopaedics“.

About half (45%-58%) “strongly/somewhat agreed” to these statements, especially males; however, only 29% agreed that the LGBTQ are treated fairly. When compared with African Americans, a higher number of Asian and Caucasians agreed that underrepresented minorities & the LGBTQ community are treated fairly. Department/Division Heads were more inclined to agree with most of these statements when compared with other positions.

3) Sixty-one percent of members stated that if they reported this behavior, it would have negative ramifications for them, mainly from their colleagues (51%). Females, members under the age of 45, and those in an Attending or Trainee-Resident Fellow role had a higher propensity to voice this concern.

4) When respondents were asked if they would advise a current workplace colleague who has been subjected to this behavior to file a formal complaint, 47% would make the suggestion, especially males and those In Practice, specifically in a Department/Division Head role.

The leading reasons of those reporting they would NOT be inclined to advise to file a complaint were ostracized by colleagues and the potential for retaliation.
II. Organizational Culture, Equity and Training (continued)

5) Presented with a scale of 1-Strongly Disagree to 5- Strongly Agree, members were asked to rate their agreement with diversity and respect statements. Seventy-one percent “strongly/somewhat agree” with “My workplace endorses diversity in the workplace”, especially males (77%) when compared with females (69%). Similarly, 78% “strongly/somewhat agree” with “I feel respected in my workplace”, particularly males (86% vs. 74% for females).

Members aged 25-34, Asians, and those in a Trainee Supervisor or Trainee-Resident Fellow role agreed the most (79%-84%) with the statement: “My workplace endorses diversity in the workplace”.

6) Respondents were asked what steps has your current employer taken to promote equity and display clear opposition to discrimination. Leading initiatives included having policies on: discrimination, sexual harassment and victimization (77%) and equal opportunity and gender equity (63%).

Additionally, 48% mentioned that their workplace provides information on this type of behavior to new employees as part of their orientation process, has a dedicated person that they can go and talk to in case they are the subject of this behavior, and has an effective complaint and grievance procedure; only 17% voiced that they are offered flexible working arrangements.

Females were less likely than males to indicate their workplace has put in place most of these aforementioned initiatives.
II. Organizational Culture, Equity and Training (continued)

7) Shown a scale of 1-Strongly Disagree to 5- Strongly Agree, members were asked to rate their agreement with two statements about their current workplace: “...is supportive of women surgeons and residents/students” and “...is supportive of underrepresented minority surgeons and residents/students,” and two statements about their professional orthopaedic society(ies): “...are supportive of women surgeons and trainees” and “...are supportive of underrepresented minority surgeons and trainees.” Overall, the majority (69%-78%) “strongly/somewhat agreed” with these statements, especially males (80%-89%).

8) In the past 5 years, more than half (54%) reported that they have attended training on how to deal with these behaviors, primarily at their hospital/health system.

Residents (68%) were more likely than those In Practice to attend training (52%); Trainee Supervisors were more inclined to take a training course in the past 5 years compared to members in other roles.

9) Males were more likely than females to believe they are equipped with the skills needed to effectively respond if THEY (89% vs. 66% for females) or OTHERS (85% vs. 65% for females) are subject to discrimination, bullying, sexual harassment or harassment. Additionally, older members (55+) were more likely to be equipped versus younger members, as are those of Hispanic/Latino descent compared to other ethnicities.

Members In Practice, specifically those in a Department/Division Head or Non-Clinical role, seemed to be more prepared than those in other career stages/roles.
II. Organizational Culture, Equity and Training (continued)

10) When asked what actions are required to assist in the prevention of these behaviors in the current workplace, greater leadership by surgical Department/Division Heads and Supervisors was the most prevalent mention, reported by 70% of members. At least half or more cited better support mechanisms (52%) and resources to support more effective compliance and resolution procedures in the workplace (50%). Females were more likely than males to cite these actions.

The least popular action mentioned was further training from their hospital/health system, mentioned by 36% of respondents.

Asian members were more likely than other ethnic segments to say greater leadership by the surgical Department/Division Heads/Supervisors.
III. Discrimination

1) The great majority of members (79%) reported discrimination in the workplace, with females and those aged 35+ voicing this more often.

Among females, members In Practice were more likely than Residents and Fellows to report discrimination.

2) Seventy percent of members who have reported discrimination in the workplace indicated it occurred more than three times, especially females (72%) vs. males (56%), Caucasians (72%) vs. African Americans (54%), and members In Practice (72%) vs. Residents (58%).

3) Thirty-six percent of members who were subjected to discrimination stated that their most recent experience was in the last 6 months. This was especially true for females and younger members (<35), and members in a Trainee-Resident Fellow role.

African American members were more apt than other ethnicities to report discrimination at over 5 years ago.

4) Hurtful and/or humiliating comments and exclusion from social events where other colleagues had been invited were the most often named discriminating behaviors, reported by 73% and 62% of respondents, respectively.

When compared with males, females were more inclined to report the following discriminating behaviors: social exclusions (37% vs. 66%), limited surgical involvement (24% vs. 49%), assigned meaningless tasks (27% vs. 44%), and denied a training opportunity (17% vs. 37%).

Members In Practice more commonly mentioned exclusion from meeting, being denied involvement with a surgical case, and denied a title or promotion than those in their Residency.

Females In Practice are more likely than their male counterparts to be excluded from social events, have involvement limited during a surgical case, be assigned meaningless tasks, and be denied a training opportunity.
III. Discrimination (continued)

5) The most prevalent offenders who displayed discriminating behavior were *attending orthopaedic surgeons*.

When compared with males, females were more apt to say *surgeons* (69% vs. 84%), *nursing staff* (25% vs. 47%), or *trainees* (18% vs. 38%) displayed such behavior.

Asian members were more likely than any other ethnic segment to say they were discriminated by *nursing staff*. Residents, notably Trainee-Resident Fellows, more commonly reported discrimination from *Trainees*.

6) The majority (95%) reported that males displayed discriminating behavior, while fewer than half (42%) indicated females; Asian members were more likely than African American or Caucasian members to report the person displaying discriminating behavior was female.

7) Discrimination was evenly spread across the U.S., with a slightly smaller representation in the West.

Female respondents were more likely to say the discrimination took place in the Midwest, while males more commonly reported it occurred in the South.

8) Sixty-five percent addressed the discriminating behavior, with about 4 in 10 saying they did so by *discussing it with family and/or friends* (44%) or *with a peer* (42%). About half (49%) did not address this behavior*.

Females were more likely to *discuss the behavior with family/friends* or *make a complaint to Human Resources*. Members in their Residency/Trainee-Resident Fellows were more inclined to say they *didn’t want to* address the behavior, while members In Practice/Attendings were more apt to *address it directly with the person* or *bring it to the attention of their supervisor/manager*.

9) Thirty-eight percent who took action against the discriminating behavior stated that the *behavior continued* and 22% said they were *victimized*.

* Total exceeds 100% due to multiple responses accepted.
III. Discrimination (continued)

When compared with males, females were more inclined to report the behavior continued (22% vs. 41%), complaint not yet finalized (0% vs. 3%), and received compensation (0% vs. 2%).

10) Fifty-nine percent who took action felt that the behavior was NOT resolved to their satisfaction, especially female Attendings (61%) compared to their male counterparts (40%).

Males (29%) are more likely than females (13%) to be satisfied with the resolution.

11) Among those not deciding to take action against the discriminating behavior, effect on career options, harm to personal reputation and potential for victimization/retaliation were the most mentioned barriers.

Females were more likely than males to consider harm to personal reputation and concern over not being believed/taken seriously as barriers to taking action. Monetary cost was a stronger barrier for members In Practice and those in Department/Division Head and Attending roles.

When compared with African Americans, Caucasians were more greatly concerned with harm to personal reputation, while Asians cited potential for victimization/retaliation and harm to perpetrator’s reputation as barriers.
IV. Bullying

1) Bullying was reported by 55% of members surveyed, mostly stemming from females and respondents serving in a Clinical Team role.

2) When asked how frequently bullying occurred in the workplace, 70% of members indicated it occurred *more than 3 times*; 28% reported it last happened *in the last 6 months*, especially Residents.

3) The majority of bullying behavior was displayed by *Attending Orthopaedic Surgeons*; males (84%) were more likely than females (67%) to report that they were bullied by this group. Similarly, African Americans (90%) had a higher propensity to voice this opinion than Asians (70%) and Caucasians (65%).

4) Most (92%) stated that the bullying was conducted by males, and 26% indicated it stemmed from females*.

5) Bullying is equally represented across U.S. regions, although slightly less in the South.

6) Two-thirds (68%) sought to address the bullying behavior, mainly by *discussing it with a peer or family/friend*, while 42% did not*, primarily because they didn’t want to or weren’t able to.

7) Of the respondents taking action, 43% reported that the behavior continued, and 20% were victimized.

8) Of those who took action, 61% were NOT satisfied with the resolution of the bullying behavior.

9) Among respondents NOT taking action for their bullying, about two-thirds cited *potential for victimization/retaliation* (69%), *harm to personal reputation* (66%), and *effect on future career options* (65%) as barriers.

*Harm to personal reputation* is a greater consideration among members in their Residency, especially Trainee-Resident Fellows.

* Total exceeds 100% due to multiple responses accepted.
V. Sexual Harassment

1) Almost half (47%) of members have been subjected to sexual harassment, with females (54%) more commonly reporting this than males (10%); Caucasians (51%) and those of “other” ethnicities (45%) were more inclined to report they were part of sexual harassment than African American members (18%).

As mentioned, females had a higher preponderance to report sexual harassment, especially Caucasian members currently In Practice, holding an Attending Physician/Surgeon position.

2) About half (54%) reported that sexual harassment has occurred more than three times; 48% reported their most recent experience was over 5 years ago.

Younger females (<35) reported a more recent sexual harassment occurrence, within the last 6 months/2-5 years ago, while those aged over 35 expressed that their last experience was over 5 years ago.

Residents were more likely than members In Practice to be subjects of sexual harassment in the past 6 months or 1-2 years ago, while Department/Division Heads and Attendings were more likely than Trainees to indicate more than 5 years ago.

3) Sexually explicit or offensive jokes and unwelcome sexual flirtations were the most common sexual harassing behaviors cited, reported by 72% and 64% of members, respectively.

Among females In Practice, mainly those holding a Department/Division Head and Attending role, members were more likely to indicate persistent requests for dates and sexual favors than those in their Residency or holding a Trainee role; inappropriate physical contact was also one of the dominant concerns for female Department/Division Heads.

4) When asked who in their workplace displayed sexual harassment, Attending Orthopaedic Surgeons were the most prevalent harassers.

Among females, members In Practice, mainly in an Attending role, more commonly reported sexual harassment from the Administration Staff.
V. Sexual Harassment (continued)

5) The vast majority stated that sexual harassment mostly stems from males (95%), while very few mentioned females (5%).

However, members aged 55-64 (15%) were more apt than those under 35 (3%) to report that the offenders were female; likewise, female respondents In Practice (5%) were more likely to voice the same opinion than Residents (0%).

6) Sexual harassment is more of an issue in the Midwest than other geographic locations.

Among female members in the Northeast, those aged 25-44 (35%) were more likely than 45-54 year olds (13%) to report sexual harassment in this region; those in a Trainee role (32%) were more likely to be subjected to this behavior than Department/Division Heads (13%).

7) Over half (52%) stated that the sexual harassment encountered was addressed, mainly by speaking to family/friend/peer; however, 61% said it wasn’t addressed because they didn’t want to.

Members under age 55 were more inclined than older members to indicate they didn’t want to address this behavior, especially among females. Further, female Residents were more likely to discuss it with family/friends, and those in a Department/Division Head role had a higher propensity to address it directly with the person conducting this behavior.

8) Thirty-nine percent who took action after being sexually harassed indicated the behavior stopped, although 22% said the behavior continued.

9) Likewise, 41% who took action felt the behavior was resolved to their satisfaction, while 24% are unsure.

10) Among members who did not seek to address the behavior, 66% cited harm to personal reputation and effect on future career options as barriers. Harm to perpetrator’s reputation was a greater concern among female Trainees and Attendings versus Department/Division Heads.
VI. Harassment

1) Forty percent of members reported they were subjected to harassment in the workplace, with those aged 55-64 (49%) reporting this more often than 25-34 year olds (34%).

Males In Practice, mostly in an Attending Physician/Surgeon role, were more likely to say they were NOT harassed versus their female counterpart.

2) Seventy-six percent of members who have been subjected to harassment reported it occurred more than 3 times, especially those aged 45-54 (84%) vs. 35-44 year olds (69%).

3) Nearly one-third who experienced harassment indicated that it happened either in the last 6 months (30%) or more than 5 years ago (31%).

4) The vast majority of harassment behavior was displayed by Attending Orthopaedic Surgeons.

5) Males are the biggest offenders of harassment in the workplace, while only 20% was displayed by females.

6) While harassment is spread generally evenly across the U.S., there is a smaller occurrence in the West region (18%).

7) Fifty-nine percent of the harassing behavior was addressed, mostly through family/friend/peer discussion, although 53% wasn’t*, primarily because the harassed didn’t want to.

8) When asked what the result was after the harassment behavior was addressed, 51% said that the behavior continued, thus leading to 60% stating that they were not satisfied with the resolution.

9) Among those who did not seek action, leading reasons were: effect on future career options, potential for victimization/retaliation, or harm to personal reputation.

* Total exceeds 100% due to multiple responses accepted.
2018 Work Environment and Culture Survey

Start of Block: Introduction

Intro

Thank you for taking the time to give us feedback on concerns of discrimination, bullying, harassment and sexual harassment in the orthopaedic profession.

Responses are anonymous and will be reported in aggregate to ensure confidentiality.
Q1 Gender

- Female
- Male
- Non-binary/Other

Q1_Other Please specify:

________________________________________________________________

Q2 Age (years)

▼ <25 ... 80+
VII. Survey (continued)

Q3 Race/Ethnicity

- African American
- Asian
- Caucasian
- Hispanic/Latino
- Multi-racial
- Native American
- Other ________________________________________________
VII. Survey (continued)

Q5 Do you identify as LGBTQ?

- Yes
- No
VII. Survey (continued)

Q6 Stage in your career (Choose one):

- In Practice (Years In Practice): ________________________________________________
- Residency training
- Fellowship
- Retired
- Other

Q6_Other Please specify "Other" stage in your career:

_____________________________________________________________________________
VII. Survey (continued)

Q7 Which of the following roles do you hold? (Check all that apply)

☐ Department or Division Head
☐ Trainee Supervisor (e.g., Residency Director)
☐ Attending physician/surgeon
☐ Clinical team member
☐ Trainee-resident fellow
☐ Other clinical role
☐ Non-Clinical role
VII. Survey (continued)

Q7_6 other Please specify other clinical role:
________________________________________________________________

Q7_7 other Please specify non-clinical role:
________________________________________________________________

End of Block: Demographics

Start of Block: Definitions

Definitions You will be asked a series of questions about whether you have experienced each of the following behaviors: Discrimination
Treating a person with an identified attribute or personal characteristic less favorably than a person who does not have that attribute or characteristic

Bullying
A behavior or pattern of behaviors that a reasonable person would expect might victimize, humiliate, undermine or threaten a person to whom the behavior is directed

Sexual Harassment
Unwelcome sexual advances, request for sexual favors and other unwelcome conduct of a sexual nature by which a reasonable person would be offended, humiliated or intimidated

Harassment
An unwanted, or unwelcome or uninvited behavior that makes a person feel humiliated, intimidated or offended

Q8 Have you ever been subject to any of the following behaviors in the workplace: Discrimination, Bullying, Sexual Harassment or Harassment?

- Yes
- No

Page Break

End of Block: Definitions

Start of Block: Organizational Culture, Equity, and Training/Improvements
Q58 Please rate your level of agreement with the following statements regarding your current workplace (your main workplace if you have more than one).

<table>
<thead>
<tr>
<th></th>
<th>1-Strongly agree</th>
<th>Somewhat agree</th>
<th>3-Neither agree nor disagree</th>
<th>Somewhat disagree</th>
<th>5-Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. There is a supportive and inclusive culture that deals effectively with discrimination, bullying, harassment, and sexual harassment.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>b. The surgical department heads and surgical supervisors deal effectively with persons who demonstrate behaviors of discrimination, bullying, harassment and/or sexual harassment.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>c. The hospital executives deal effectively with persons who demonstrate behaviors of discrimination, bullying, harassment, and/or sexual harassment.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>d. Women are treated fairly in orthopaedics.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>e. Underrepresented minorities are treated fairly in orthopaedics.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>f. The LGBTQ community are treated fairly in orthopaedics.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
Q59 Do you believe that reporting behaviors of discrimination, bullying, harassment, and/or sexual harassment would have negative ramifications for you? (Check all that apply)

☐ No

☐ Yes, from colleagues

☐ Yes, from the hospital

☐ Yes, from supervisors/administrators

☐ Yes, other (please specify): ________________________________
Q60 Would you advise a current workplace colleague who has been subject to discrimination, bullying, harassment or sexual harassment to file a formal complaint?

- Yes
- Maybe, if he/she had strong evidence
- No, the resolution process is inadequate
- No, he/she would be ostracized by colleagues
- No, it would affect his/her future career options
- No, because of the potential for retaliation
- No, other (please specify): _________________________________

| Page Break |
Q61-62 Please rate your level of agreement with the following statements:

<table>
<thead>
<tr>
<th></th>
<th>1-Strongly agree</th>
<th>Somewhat agree</th>
<th>3-Neither agree nor disagree</th>
<th>Somewhat disagree</th>
<th>5-Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. My workplace endorses diversity in the workplace.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>b. I feel respected in my workplace.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
VII. Survey (continued)

Q63 What steps has your current employer taken to promote equity and display clear opposition to discrimination (based on gender, minority status, sexual orientation) in the workplace? (Check all that apply)

☐ Has a workplace policy on discrimination, sexual harassment and victimization

☐ Has a workplace policy on equal opportunity and gender equity

☐ Has an effective complaint and grievance procedure

☐ Provides information about discrimination, sexual harassment and victimization to new employees as part of the induction process

☐ Has a designated person or contact officer whom employees can speak to if they have any concerns regarding discrimination, sexual harassment and victimization in the workplace

☐ Provides flexible working arrangements

☐ None of the above

☐ Other (please specify): ________________________________________________
Q64

Please rate your level of agreement with the following statements:

<table>
<thead>
<tr>
<th>1-Strongly agree</th>
<th>Somewhat agree</th>
<th>3-Neither agree nor disagree</th>
<th>Somewhat disagree</th>
<th>5-Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. My current workplace is supportive of women surgeons and residents/students.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>b. My professional orthopaedic society/societies are supportive of women surgeons and trainees.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>c. My current workplace is supportive of underrepresented minority surgeons and residents/students.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>d. My professional orthopaedic society/societies are supportive of underrepresented minority surgeons and trainees.</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
</tbody>
</table>
Q65 In the last 5 years, have you attended training on how to deal with discrimination, bullying, harassment, and sexual harassment (from individuals) in your workplace? (Check all that apply)

- [ ] Yes, at my hospital/health system
- [ ] Yes, in a private practice setting
- [ ] Yes, at a conference meeting
- [ ] Yes, with an orthopaedic society
- [ ] No
- [ ] Other (please specify): ________________________________________________

Q66 Do you believe that you are equipped with the skills to effectively respond:

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. If you are subjected to discrimination, bullying or sexual harassment?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. If others are subjected to discrimination, bullying or sexual harassment?</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Q67 What action do you think is required to assist in the prevention of discrimination, bullying, harassment and sexual harassment within your current workplace? (Check all that apply)

☐ Further training from hospital/health system on discrimination, bullying, harassment and sexual harassment

☐ Resources to support more effective compliance and resolution procedures in the workplace

☐ Better support mechanisms (i.e. counseling and resolution services)

☐ Greater leadership by surgical department heads and surgical supervisors

☐ Other (please specify): ________________________________________________
VII. Survey (continued)

Q68 What other comments and/or suggestions would you like to make?

________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________

End of Block: Organizational Culture, Equity, and Training/Improvements

Start of Block: End of Survey

Q70
Thank you for taking the time to complete this survey. Please hit SUBMIT below to send us your responses.

End of Block: End of Survey

Start of Block: Discrimination

Q9 Discrimination: treating a person with an identified attribute or personal characteristic less favorably than a person who does not have that attribute or characteristic. Have you ever been subject to discrimination in the workplace?

☐ Yes

☐ No
Q10 Please describe the behavior you experienced, but do not name specific individuals involved.

________________________________________________________________

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________________________________________________________________
VII. Survey (continued)

Q11 Please indicate how frequently this behavior occurred:

- One time only
- 2-3 times
- > 3 times

Q12 When did you most recently experience this behavior?

- In the last 6 months
- Between 6 months and 1 year ago
- Between 1 and 2 years ago
- Between 2 and 5 years ago
- > 5 years ago
VII. Survey (continued)

Q13 Have you experienced any of these behaviors, which you believe were because of your gender/race/ethnicity/sexual orientation or other individual characteristic? (Check all that apply)

☐ Being denied involvement with a surgical case

☐ Having your involvement limited during a surgical case

☐ Being denied a training opportunity

☐ Being excluded from meetings directly related to your role

☐ Being assigned meaningless tasks unrelated to your role

☐ Being excluded from social events where other colleagues had been invited

☐ Being denied a title or promotion

☐ Hurtful and/or humiliating comments made about you

☐ Other (please specify): ____________________________________________

_________________________________________________________________

Page Break
VII. Survey (continued)

Q14 Which of the following persons displayed this behavior towards you? (Check all that apply)

☐ Attending orthopaedic surgeon

☐ Attending physician, non-surgical (i.e., anesthesiologist, internist)

☐ Trainee

☐ Nursing staff

☐ Other allied health professional

☐ Administration staff

☐ Other: ________________________________

Q15 What was the gender of the person(s) who displayed this behavior towards you? (Check all that apply)

☐ Female

☐ Male

☐ Non-binary/Other

Q15_other Please specify:

__________________________________________

__________________________________________
Q16 In what geographic location did this behavior take place?


- **Midwest U.S.** (Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin)

- **South U.S.** (Delaware, Florida, Georgia, Maryland, Washington D.C., North Carolina, South Carolina, Virginia, West Virginia, Alabama, Kentucky, Mississippi, Tennessee, Arkansas, Louisiana, Oklahoma, and Texas)

- **West U.S.** (Montana, Wyoming, Colorado, New Mexico, Idaho, Utah, Arizona, Nevada, Washington, Oregon, California, Alaska, and Hawaii)

- Other location (please specify): ________________________________________________
Q17 Did you seek to address this behavior in any of the following ways (Check all that apply):

- No, I didn’t want to
- No, I wasn’t able to at the time
- Yes, I addressed it directly with the person
- Yes, I brought it to the attention of my supervisor/manager
- Yes, I made a complaint to Human Resources
- Yes, I made a complaint to an external agency
- Yes, I discussed it with a peer
- Yes, I discussed it with a senior colleague or mentor
- Yes, I discussed it with family and/or friends
- Yes, I discussed it with a lawyer
- Yes, I discussed it with a union/employee representative
- Yes, I referred it to the police
- Other (please specify): ________________________________________________
VII. Survey (continued)

Q18 What was the result of the action(s) you took as identified above? (Check all that apply)

☐ Complaint not yet finalized

☐ Complaint was not progressed by receiving body

☐ I withdrew my complaint

☐ I received an apology

☐ I received compensation

☐ My employer made changes in the workplace to prevent this behavior in future

☐ The behavior stopped

☐ The behavior continued

☐ I was victimized for making a complaint

☐ I left my job

☐ Police investigation was conducted

☐ Other (please specify): ___________________________________________________________
Q19  Has this behavior been resolved to your satisfaction?

- [ ] Yes
- [ ] No
- [ ] Unsure
Q20 Did you consider any of the following barriers to taking action? (Check all that apply)

☐ Effect on future career options

☐ Potential for victimization/retaliation

☐ Concern over not being believed or taken seriously

☐ Harm to personal reputation

☐ Harm to perpetrator’s reputation

☐ Fear of being blamed

☐ Loss of support from colleagues, family, friends

☐ Monetary cost of taking action

☐ The stress related to filing a complaint and the ensuing investigation

☐ None of the above

☐ Other (please specify): ________________________________

Page Break
VII. Survey (continued)

Q21 Do you believe there is anything that could have been done differently that would have made it safer/easier for you to take action on this behavior?

________________________________________________________________

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________________________________________________________________

End of Block: Discrimination

Start of Block: Bullying

Q22 Bullying: a behavior or pattern of behaviors that a reasonable person would expect might victimize, humiliate, undermine or threaten a person to whom the behavior is directed. Have you ever been subject to bullying in the workplace?

☐ Yes

☐ No

Q23 Please describe the behavior you experienced, but do not name specific individuals involved.

________________________________________________________________

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________________________________________________________________
VII. Survey (continued)

Q24 Please indicate how frequently this behavior occurred:

- One time only
- 2-3 times
- > 3 times

Q25 When did you most recently experience this behavior?

- In the last 6 months
- Between 6 months and 1 year ago
- Between 1 and 2 years ago
- Between 2 and 5 years ago
- > 5 years ago
VII. Survey (continued)

Q26 Which of the following persons displayed this behavior towards you? (Check all that apply)

☐ Attending orthopaedic surgeon

☐ Attending physician, non-surgical (i.e., anesthesiologist, internist)

☐ Trainee

☐ Nursing staff

☐ Other allied health professional

☐ Administration staff

☐ Other: ________________________________________________

Q27 What was the gender of the person(s) who displayed this behavior towards you? (Check all that apply)

☐ Female

☐ Male

☐ Non-binary/Other

Q27_Other Please specify: ________________________________________________________
Q28 In what geographic location did this behavior take place?


- **Midwest U.S.** (Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin)

- **South U.S.** (Delaware, Florida, Georgia, Maryland, Washington D.C., North Carolina, South Carolina, Virginia West Virginia, Alabama, Kentucky, Mississippi, Tennessee, Arkansas, Louisiana, Oklahoma, and Texas)

- **West U.S.** (Montana, Wyoming, Colorado, New Mexico, Idaho, Utah, Arizona, Nevada, Washington, Oregon, California, Alaska, and Hawaii)

- Other location (please specify): ____________________________________________________________
VII. Survey (continued)

Q29 Did you seek to address this behavior in any of the following ways (Check all that apply):

- [ ] No, I didn’t want to
- [ ] No, I wasn’t able to at the time
- [ ] Yes, I addressed it directly with the person
- [ ] Yes, I brought it to the attention of my supervisor/manager
- [ ] Yes, I made a complaint to Human Resources
- [ ] Yes, I made a complaint to an external agency
- [ ] Yes, I discussed it with a peer
- [ ] Yes, I discussed it with a senior colleague or mentor
- [ ] Yes, I discussed it with family and/or friends
- [ ] Yes, I discussed it with a lawyer
- [ ] Yes, I discussed it with a union/employee representative
- [ ] Yes, I referred it to the police
- [ ] Other (please specify): ____________________________________________
Q30 What was the result of the action(s) you took as identified above? (Check all that apply)

- [ ] Complaint not yet finalized
- [ ] Complaint was not progressed by receiving body
- [ ] I withdrew my complaint
- [ ] I received an apology
- [ ] I received compensation
- [ ] My employer made changes in the workplace to prevent this behavior in future
- [ ] The behavior stopped
- [ ] The behavior continued
- [ ] I was victimized for making a complaint
- [ ] I left my job
- [ ] Police investigation was conducted
- [ ] Other (please specify): ________________________________________________
Q31 Has this behavior been resolved to your satisfaction?

- Yes
- No
- Unsure
Q32 Did you consider any of the following barriers to taking action? (Check all that apply)

- Effect on future career options
- Potential for victimization/retaliation
- Concern over not being believed or taken seriously
- Harm to personal reputation
- Harm to perpetrator’s reputation
- Fear of being blamed
- Loss of support from colleagues, family, friends
- Monetary cost of taking action
- The stress related to filing a complaint and the ensuing investigation
- None of the above
- Other (please specify): ________________________________________________
VII. Survey (continued)

Q33 Do you believe there is anything that could have been done differently that would have made it safer/easier for you to take action on this behavior?

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End of Block: Bullying

Start of Block: Sexual Harassment

Q34 Sexual Harassment: unwelcome sexual advances, request for sexual favors and other unwelcome conduct of a sexual nature by which a reasonable person would be offended, humiliated or intimidated Have you ever been subject to sexual harassment in the workplace?

☐ Yes

☐ No

Q35 Please describe the behavior you experienced, but do not name specific individuals involved.

________________________________________________________________
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Page Break
Q36 Please indicate how frequently this behavior occurred:

- One time only
- 2-3 times
- > 3 times

Q37 When did you most recently experience this behavior?

- In the last 6 months
- Between 6 months and 1 year ago
- Between 1 and 2 years ago
- Between 2 and 5 years ago
- > 5 years ago
Q38 Have you ever been the recipient of any of these behaviors in the workplace? (Check all that apply)

☐ Inappropriate physical contact

☐ Persistent requests for dates

☐ Unwelcome sexual flirtations

☐ Demands for sexual favors

☐ Leering or graphic comments about my body

☐ Sexually explicit or offensive jokes

☐ Display of sexually suggestive photos, videos, emails, texts messages or other social media

☐ Questions or insinuations about my sexual or private life

☐ Sexual assault

☐ Rape

☐ Other ____________________________________________________________
VII. Survey (continued)

Q39 Which of the following persons displayed this behavior towards you? (Check all that apply)

☐ Attending orthopaedic surgeon

☐ Attending physician, non-surgical (i.e., anesthesiologist, internist)

☐ Trainee

☐ Nursing staff

☐ Other allied health professional

☐ Administration staff

☐ Other: ________________________________________________

Q40 What was the gender of the person(s) who displayed this behavior towards you? (Check all that apply)

☐ Female

☐ Male

☐ Non-binary/Other

Q40_other Please specify

________________________________________________________________

Page Break
VII. Survey (continued)

Q41 In what geographic location did this behavior take place?


- **Midwest U.S.** (Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin)

- **South U.S.** (Delaware, Florida, Georgia, Maryland, Washington D.C., North Carolina, South Carolina, Virginia West Virginia, Alabama, Kentucky, Mississippi, Tennessee, Arkansas, Louisiana, Oklahoma, and Texas)

- **West U.S.** (Montana, Wyoming, Colorado, New Mexico, Idaho, Utah, Arizona, Nevada, Washington, Oregon, California, Alaska, and Hawaii)

- Other location (please specify): ______________________________
Q42 Did you seek to address this behavior in any of the following ways (Check all that apply):

- No, I didn’t want to
- No, I wasn’t able to at the time
- Yes, I addressed it directly with the person
- Yes, I brought it to the attention of my supervisor/manager
- Yes, I made a complaint to Human Resources
- Yes, I made a complaint to an external agency
- Yes, I discussed it with a peer
- Yes, I discussed it with a senior colleague or mentor
- Yes, I discussed it with family and/or friends
- Yes, I discussed it with a lawyer
- Yes, I discussed it with a union/employee representative
- Yes, I referred it to the police
- Other (please specify): ____________________________________________
VII. Survey (continued)

Q43 What was the result of the action(s) you took as identified above? (Check all that apply)

- Complaint not yet finalized
- Complaint was not progressed by receiving body
- I withdrew my complaint
- I received an apology
- I received compensation
- My employer made changes in the workplace to prevent this behavior in future
- The behavior stopped
- The behavior continued
- I was victimized for making a complaint
- I left my job
- Police investigation was conducted
- Other (please specify): _________________________________________
VII. Survey (continued)

Q44 Has this behavior been resolved to your satisfaction?

- Yes
- No
- Unsure
VII. Survey (continued)

Q45 Did you consider any of the following barriers to taking action? (Check all that apply)

- ☐ Effect on future career options
- ☐ Potential for victimization/retaliation
- ☐ Concern over not being believed or taken seriously
- ☐ Harm to personal reputation
- ☐ Harm to perpetrator’s reputation
- ☐ Fear of being blamed
- ☐ Loss of support from colleagues, family, friends
- ☐ Monetary cost of taking action
- ☐ The stress related to filing a complaint and the ensuing investigation
- ☐ None of the above
- ☐ Other (please specify): ____________________________________________

End of Block: Sexual Harassment

Start of Block: Harassment

Q46 Harassment: an unwanted, unwelcome or uninvited behavior that makes a person feel humiliated, intimidated or offended. Have you ever been subject to harassment in the workplace?

- ☐ Yes
- ☐ No
Q47 Please describe the behavior you experienced, but do not name specific individuals involved.

________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________

Page Break
VII. Survey (continued)

Q48 Please indicate how frequently this behavior occurred:

- One time only
- 2-3 times
- > 3 times

Q49 When did you most recently experience this behavior?

- In the last 6 months
- Between 6 months and 1 year ago
- Between 1 and 2 years ago
- Between 2 and 5 years ago
- > 5 years ago
VII. Survey (continued)

Q50 Which of the following persons displayed this behavior towards you? (Check all that apply)

☐ Attending orthopaedic surgeon

☐ Attending physician, non-surgical (i.e., anesthesiologist, internist)

☐ Trainee

☐ Nursing staff

☐ Other allied health professional

☐ Administration staff

☐ Other: ________________________________________________

Q51 What was the gender of the person(s) who displayed this behavior towards you? (Check all that apply)

☐ Female

☐ Male

☐ Non-binary/Other

Q51_OTHER Please specify:

________________________________________________________________

________________________________________________________________
Q52 In what geographic location did this behavior take place?


- **Midwest U.S.** (Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin)

- **South U.S.** (Delaware, Florida, Georgia, Maryland, Washington D.C., North Carolina, South Carolina, Virginia West Virginia, Alabama, Kentucky, Mississippi, Tennessee, Arkansas, Louisiana, Oklahoma, and Texas)

- **West U.S.** (Montana, Wyoming, Colorado, New Mexico, Idaho, Utah, Arizona, Nevada, Washington, Oregon, California, Alaska, and Hawaii)

- **Other location (please specify):** ____________________________________________________
VII. Survey (continued)

Q53  Did you seek to address this behavior in any of the following ways (Check all that apply):

☐ No, I didn’t want to

☐ No, I wasn’t able to at the time

☐ Yes, I addressed it directly with the person

☐ Yes, I brought it to the attention of my supervisor/manager

☐ Yes, I made a complaint to Human Resources

☐ Yes, I made a complaint to an external agency

☐ Yes, I discussed it with a peer

☐ Yes, I discussed it with a senior colleague or mentor

☐ Yes, I discussed it with family and/or friends

☐ Yes, I discussed it with a lawyer

☐ Yes, I discussed it with a union/employee representative

☐ Yes, I referred it to the police

☐ Other (please specify): ________________________________________________
Q54 What was the result of the action(s) you took as identified above? (Check all that apply)

- [ ] Complaint not yet finalized
- [ ] Complaint was not progressed by receiving body
- [ ] I withdrew my complaint
- [ ] I received an apology
- [ ] I received compensation
- [ ] My employer made changes in the workplace to prevent this behavior in future
- [ ] The behavior stopped
- [ ] The behavior continued
- [ ] I was victimized for making a complaint
- [ ] I left my job
- [ ] Police investigation was conducted
- [ ] Other (please specify): _________________________________
VII. Survey (continued)

Q55 Has this behavior been resolved to your satisfaction?

- Yes
- No
- Unsure
Q56 Did you consider any of the following barriers to taking action? (Check all that apply)

- Effect on future career options
- Potential for victimization/retaliation
- Concern over not being believed or taken seriously
- Harm to personal reputation
- Harm to perpetrator’s reputation
- Fear of being blamed
- Loss of support from colleagues, family, friends
- Monetary cost of taking action
- The stress related to filing a complaint and the ensuing investigation
- None of the above
- Other (please specify): ____________________________________________

VII. Survey (continued)

Q57 Do you believe there is anything that could have been done differently that would have made it safer/easier for you to take action on this behavior?

________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________