



CAEA Membership Survey - Safe and Respectful Workplaces

About This Survey

In our 2007 and 2012 surveys, members were asked to consider a whole range of issues, to guide Council and staff in how we allocate Equity's resources. Workplace conditions were among those brought to our attention on both occasions.

Engagers across the country have both a legal and a contractual obligation to ensure workplaces are free from sexual and personal harassment, bullying, discrimination, and other kinds of behaviour that create toxic work environments. Equity reinforces these requirements through our various engagement agreements and policies, and provides assistance to members when the requirements are not being met. While reports of problems are thankfully rare, we also understand that issues like this sometimes go unreported.

Council is currently reviewing all aspects of our policies, resources and staff support in this area. Your answers to this survey will help us understand what's going on across the country, how we can more effectively promote safe workplaces, and how we can best help members respond to issues when they arise. Following our February Council meeting, we'll share a comprehensive report on the results, and our plans for future improvement.

We need to hear from you before we can complete this work, so that we can better understand your experiences in the workplace. The survey contains a few general questions for which answers are required, but most questions are optional. Please take a few minutes of your time to assist us in serving you well.

If necessary, you may exit the survey at any point and later resume where you left off, up until closing of the survey at midnight on January 25.

Your privacy is important to us, and your responses will remain completely confidential. The answers you provide will not include any personal identifiers and will be reviewed only in aggregate format.

IMPORTANT: This survey is not a vehicle for reporting a current workplace problem. Contact information is provided at the end of the survey for those who may need further assistance with a specific issue.

If you have any technical difficulties with this survey, or questions about its content, please contact [Council President Allan Teichman](#).



CAEA Membership Survey - Safe and Respectful Workplaces

Safe and Respectful Workplaces - General

Relative to all workplace issues pertaining to Equity contracts (e.g. health and safety, hours of work, etc.) how important to you is it that you have a workplace free from sexual and personal harassment, bullying, discrimination, and other behaviours that create a toxic work environment?

- It's top of the list
- It's among the most important
- It's of lesser importance
- It's of little importance

How well do you think Engagers support safe and respectful workplaces for Equity engagements?

- Very well
- Somewhat well
- Somewhat poorly
- Very poorly
- Not sure

Based on your personal experience and what you hear from speaking with other members, please rank the frequency of the following workplace behaviours on Equity engagements.

(Note: each column and each row can only have one selection. If you are unsure of an answer, leave the row blank.)

	Most frequent			Least frequent
Personal harassment or bullying	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other behaviour creating a toxic environment in the workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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Equity's Current Policies and Resources

Are you aware of Equity's "Responding to Discrimination and Harassment" brochure, which deals with recognising and responding to inappropriate and toxic workplace behaviour on Equity engagements?

- Yes
 No

Have you read the brochure?

- Yes, I have read it, and found it to be useful.
 Yes, I have read it, but did not find it to be useful.
 I have not read the brochure.

Are you aware of Equity's existing support for responding to sexual or personal harassment, bullying, discrimination, or other kinds of toxic work environments on Equity engagements?

- Yes
 No

Are you aware of the basic terms of the safe workplace requirements in the Equity engagement agreements and policies under which you most often work?

- Yes
 No

Are you aware of Equity's complaint process in bylaws for responding to workplace violence or harassment by members?

- Yes
 No

How often do Engagers inform you about their safe workplace policies upon beginning an engagement?

- Always
- Usually
- Sometimes
- Rarely
- Never
- I don't remember



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Personal Experiences

Have you ever been the target of sexual or personal harassment, bullying, discrimination, or other toxic workplace behaviour while working on an Equity contract?

- Yes
- No
- Not sure



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Personal Experiences

You indicated that you have been, or may have been, the target of behaviour that created a toxic work environment while working on an Equity contract. Thank you for letting us know.

You will now be directed to some follow-up questions on your experience, how you responded, whether Equity was involved, and if there were any issues receiving the assistance you needed.

IMPORTANT: Providing additional details on your experience is optional and requested only so that we may better understand which areas need particular attention. An opportunity to add further information appears at the end of the survey if you need assistance with addressing a workplace experience, or want to provide additional details.



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Personal Experiences

On how many contracts have you ever experienced sexual or personal harassment, bullying, discrimination, or other toxic workplace behaviour?

- On 1 contract
- On 2-3 contracts
- On 4-9 contracts
- On 10 or more contracts

When was the most recent occurrence?

- Within the last 3 years
- Within the last 5 years
- Within the last 10 years
- More than 10 years ago



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Personal Experiences

For the questions on this page, please consider the most recent occurrence only.

Did the occurrence involve...? (Select as many as apply.)

- Personal harassment or bullying (generally: comment or conduct causing humiliation, intimidation, offence or embarrassment)
- Sexual harassment (generally: unwelcome/unwanted comment or conduct of a gender-related or sexual nature, that is offensive, hostile or inappropriate)
- Discrimination on a legally prohibited ground (*see list below)
- Other behaviour that created a toxic work environment (please specify)

**Prohibited grounds for discrimination include age, ancestry, association, colour, creed, citizenship, dependence on alcohol or drugs, handicap (physical or mental), language, marital or family status, national or ethnic origin, place of origin, political belief, race, record of offences, religion, sex, sexual orientation, or social condition.*

What was the context of the occurrence?

- Audition/interview
- Contract negotiation
- Rehearsal
- Performance
- Interaction with the Engager as a Deputy
- Other (please specify)

Was the person responsible for the behaviour...? (Select the position this person held in the context of the occurrence. If there was more than one person involved, select the position of the primary instigator.)

- a Performer
- a Director
- a Choreographer
- a Fight Director
- a Stage Manager (includes ASMs and Apprentices)
- a Crew Member
- a Manager or Administrator
- Other (please specify the position only)

Was there more than this one person actively involved?

- Yes
- No



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Personal Experiences

For the questions on this page, please consider the most recent occurrence only.

Did you do anything to put an end to the inappropriate behaviour, and what happened?

(Specific actions might include: speaking directly to the instigator(s), requesting assistance from the SM or Deputy, talking to a theatre representative, etc.)

- Yes I did, and the inappropriate behaviour ceased
- Yes I did, and the situation improved somewhat
- Yes I did, but there was no improvement
- I did not take any specific action, but the situation improved
- I did not take any specific action, and there was no improvement

Comments

Did you seek assistance from Equity staff and, if you did, what happened?

- Yes I did seek assistance, and it was helpful *(Please use the comment box below to let us know how the assistance was helpful.)*
- Yes I did seek assistance, but the assistance was not helpful *(Please use the comment box below to let us know how how we could have been more helpful.)*
- No, I did not seek assistance from Equity staff *(Please use the comment box below to let us know why not.)*

Comments



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Witnessed Occurrences

Have you ever witnessed an occurrence of sexual or personal harassment, bullying, discrimination, or other toxic workplace behaviour while working on an Equity contract?

- Yes
- No
- Not sure



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Witnessed Occurrences

You indicated that you have witnessed, or may have witnessed, behaviour that created a toxic work environment while working on an Equity contract. Thank you for letting us know.

You will now be directed to some follow-up questions on your experience, how you responded, whether Equity was involved, and if there were any issues receiving assistance to end the inappropriate behaviour.

IMPORTANT: Providing additional details on your experience is optional and requested only so that we may better understand which areas need particular attention. An opportunity to add further information appears at the end of the survey if you need assistance with addressing a workplace experience, or want to provide any additional details.



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Witnessed Occurrences

On how many contracts have you ever witnessed Equity members being subjected to sexual or personal harassment, bullying, discrimination, or other toxic workplace behaviour?

- On 1 contract
- On 2-3 contracts
- On 4-9 contracts
- On 10 or more contracts

When was the most recent occurrence?

- Within the last 3 years
- Within the last 5 years
- Within the last 10 years
- More than 10 years ago



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Witnessed Occurrences

For the questions on this page, please consider the most recent occurrence only.

Did the occurrence involve...? (Select as many as apply.)

- Personal harassment or bullying (generally: comment or conduct causing humiliation, intimidation, offence or embarrassment)
- Sexual harassment (generally: unwelcome/unwanted comment or conduct of a gender-related or sexual nature, that is offensive, hostile or inappropriate)
- Discrimination on a legally prohibited ground (*see list below)
- Other behaviour that created a toxic work environment (please specify)

**Prohibited grounds for discrimination include age, ancestry, association, colour, creed, citizenship, dependence on alcohol or drugs, handicap (physical or mental), language, marital or family status, national or ethnic origin, place of origin, political belief, race, record of offences, religion, sex, sexual orientation, or social condition.*

What was the context of the occurrence?

- Audition/interview
- Contract negotiation
- Rehearsal
- Performance
- Interaction with the Engager as a Deputy
- Other (please specify)

Was the person responsible for the behaviour...? (Select the position this person held in the context of the occurrence. If there was more than one person involved, select the position of the primary instigator.)

- a Performer
- a Director
- a Choreographer
- a Fight Director
- a Stage Manager (includes ASMs and Apprentices)
- a Crew Member
- a Manager or Administrator
- Other (please specify the position only)

Was there more than this one person actively involved?

- Yes
- No



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Witnessed Occurrences

For the questions on this page, please consider the most recent occurrence only.

Did you do anything on behalf of the affected member(s) to help put an end to the inappropriate behaviour, and what happened?

(Specific actions might include: speaking directly to the instigator(s), requesting assistance from the SM or Deputy, talking to a theatre representative, etc.)

- Yes I did, and the inappropriate behaviour ceased
- Yes I did, and the situation improved somewhat
- Yes I did, but there was no improvement
- I did not take any specific action, but the situation improved
- I did not take any specific action, and there was no improvement

Comments

Did you seek assistance from Equity staff on behalf of the affected member and, if you did, what happened?

- Yes I did seek assistance, and it was helpful *(Please use the comment box below to let us know how the assistance was helpful.)*
- Yes I did seek assistance, but the assistance was not helpful *(Please use the comment box below to let us know how how we could have been more helpful.)*
- No, I did not seek assistance from Equity staff *(Please use the comment box below to let us know why not.)*

Comments



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Response and Assistance

What is the biggest challenge an individual member faces in responding effectively to harassment, bullying, discrimination, or other behaviours that create a toxic work environment while working on an Equity contract?

In an ideal situation, what assistance would you personally want from Equity in responding to harassment, bullying, discrimination, or other behaviours that create a toxic work environment while working on an Equity contract?



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Additional Information

Is there anything else you would like to tell us?

A large, empty rectangular box with a thin black border, intended for the respondent to provide additional information.



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Demographics

These final questions will help us understand how you relate to different groups.

In which discipline do you primarily work?

- Performer
- Stage Manager
- Director
- Choreographer
- Fight Director
- Not currently active in any of these disciplines
- Other (please specify)

In which type of live performance do you primarily work?

- Theatre
- Opera
- Dance
- Not currently active in any of these areas
- Other (please specify)

What is your age?

- 24 or younger
- 25 – 39
- 40 – 55
- 55 – 69
- 70 or older
- Prefer not to answer

What is your gender?

- Male
- Female
- Trans* or in transition
- Prefer not to answer
- Other (please identify if comfortable)



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Conclusion

We greatly appreciate the time you have taken to complete this survey - thank you for helping us serve you well. If you need to revise any of your answers, you may re-enter the survey using the link in the invitation email, up until the closing of the survey at midnight on January 25.

Following our February Council meeting, we'll share a comprehensive report on the results and our plans for future improvement.

If you would like to read Equity's current brochure "Responding to Discrimination and Harassment", you can find it [here](#). We have plans to revise this document; if you wish to share any comments or suggestions for improvement, please send them to [Council President Allan Teichman](#).

To submit click the DONE button at the bottom, and you're done!

IMPORTANT: If you wish to contact us to discuss anything in relation to this topic, to request assistance, or to share an idea, please write to [Council President Allan Teichman](#) or [Executive Director Arden R. Ryshpan](#). All communication will be kept in strictest confidence.