

2019 SEXUAL HARASSMENT SURVEY REPORT

Canadian Anthropology Society (CASCA)

*Prepared by Marieka Sax and Marie Michèle Grenon
CASCA Members at Large
May 2020*

Executive Summary

The Canadian Anthropology Society (CASCA) ran an online survey with our members on the experience of sexual harassment in professional settings from August 1 – October 31, 2019. This was a follow-up to CASCA's [Statement on Harassment](#), released July 2019.

Invitations to the survey were distributed to our members through the CASCA listserv, and 156 members participated in the survey (representing 13.6% of total membership as of October 31, 2019).

Respondents included all professional positions, from student to professor to independent researcher. The majority of respondents self-identified as women, but also included men and gender variant people.

The purpose of the survey was to learn if CASCA members have been impacted by sexual harassment in the contexts of their professional work, and if there are gaps in prevention, response, and support that CASCA could address. Overwhelmingly, respondents indicated that the resources available are inadequate in the three professional contexts we asked about: the university and post-secondary institution, while conducting research, and at CASCA-sponsored events.

The majority of CASCA members who responded to the survey have been impacted by sexual harassment in professional settings to some degree. In addition, over one third of respondents reported experiencing sexual harassment in the university/postsecondary institution and research contexts. While very few respondents reported experiencing sexual harassment at the Annual Meeting or other CASCA-sponsored events, the fact is that sexual harassment has occurred and could occur again in this context.

Four key gaps were identified through the survey:

1. Policies, procedures, and other resources for sexual harassment prevention, response, and support at CASCA-sponsored events;
2. Sexual harassment education and training for CASCA members applicable to their university/postsecondary institution and research contexts;
3. Formal and informal supports for CASCA members surviving sexual harassment in professional settings, including graduate students, junior faculty members, and independent researchers; and
4. More effective communication that CASCA will not tolerate sexual harassment, what actionable steps CASCA will take to respond to sexual harassment, and how CASCA will support members who experience sexual harassment in professional settings.

Overall, the survey indicated that CASCA needs to do more for sexual harassment prevention, response, and support in the professional settings of our members.

This report details the findings from the survey and outlines recommendations for next steps.

Background Context

In July 2019, CASCA released a [Statement on Harassment](#) to our members. In part motivated by ongoing conversations within the CASCA Executive, the Statement on Harassment was also a timely development in preparation for the Joint Conference of the Canadian Anthropology Society and American Anthropological Association (AAA) in November 2019.

The AAA has been working on policies and resources for the prevention, intervention, and response to sexual harassment in for the past decade. The AAA distributed an [online survey](#) of sexual harassment to their members in 2016. The AAA's [Policy on Sexual Harassment and Sexual Assault](#) exists alongside the AAA's [Principles of Professional Responsibility](#). The AAA also has clear guidelines for [Annual Meeting Harassment Prevention](#). These policies and guidelines formed an important part of the event delivery and support structure for the 2019 Joint Conference, and we can assume they will continue to be important to any future joint conferences of CASCA and AAA.

Preliminary findings from this survey were presented at the 2019 CASCA-AAA Joint Conference, first at the CASCA Annual General Meeting, and then at a roundtable called "Changing Chilly Climates: Canadian and US Perspectives on Anthropological Collaborations Around Sexual Violence Prevention."

Methodology and Data Management

The survey was developed by Marieka Sax (Anglophone Member at Large, 2018-2020) and Van Troi Tran (Francophone Member at Large, 2017-2019), with input and final approval from other members of the CASCA Executive. The English survey was translated into French by a professional translator to create a bilingual survey (see **Appendices 1 and 2**).

CASCA members were invited to participate in the online survey through CASCA's membership listserv. The survey was administered through CASCA's Survey Monkey account, and was open from August 1 to October 31, 2019. Data was exported and stored in CASCA's password-protected and encrypted data management system.

Under Article 2.5 of the [Tri-council Policy Statement \(TCPS 2\)](#), studies and activities used exclusively for assessment, management, or improvement purposes are not considered research. This survey therefore falls outside of the scope of TCPS 2. Nevertheless, the CASCA Executive committed to:

- Including a process for informed consent
- Enabling the Anonymous Response collector option in Survey Monkey
- Deleting the data and survey in Survey Monkey after 12 months
- Limiting access to survey data to members of the CASCA Executive
- Storing survey data in CASCA's password-protected and encrypted data management system
- Using survey data only for the development of CASCA's policies and procedures
- Reporting aggregated survey findings to CASCA members

Results

A total of 156 CASCA members participated in the survey. This represents 13.6% of CASCA's 1144 members as of October 31, 2019. All the questions were optional, and respondents could skip any question they did not want to answer. Unless otherwise noted, percentages are calculated against the number of respondents for each question (not total respondents for the survey). Sample sizes for each question are clarified as much as possible. Percentages are rounded to the first decimal point, and may not always add up to 100.

1. Opening questions

Introductory questions asked about the CASCA [Statement on Harassment](#). The majority of respondents (67.7%) were not aware of the Statement on Harassment that was released in July 2019, while 32.4% were aware of it (20 people skipped this question). Slightly more respondents were aware that if an incident of harassment occurred at a CASCA-sponsored event, the CASCA Executive Committee would liaise with appropriate authorities and processes: 57.0% were unaware of this procedure, and 43.1% were aware (19 people skipped this question).

When asked for open-ended feedback on the CASCA Statement on Harassment, 64 respondents (41.0% of total) commented. While numerous respondents had not yet read it or were unaware of it, many respondents were glad to see that CASCA has developed a Statement on Harassment. Some respondents indicated that it is just a first step in a larger process, and that effective implementation and enforcement is important. One respondent said the Statement on Harassment should be publicized more, and another suggested that it be complemented by a statement on Equity, Diversity, and Inclusion.

The survey asked about respondents' most recent year of attendance at the CASCA Annual Meeting, how they would describe their current status, and how they would describe their gender. Almost half of respondents who answered the first of these questions (n=127) most recently attended the CASCA Annual Meeting in one of the last three years (2016-2018). Every category of professional status was represented by respondents, with the most numerous self-describing as Tenured Professor, Graduate Student, or Undergraduate Student (see **Figure 1**). The majority of respondents (74.3%) self-identified as Woman, although Men (22.1%) and Gender Variant people (1.5%) were also represented (see **Figure 2**).

Figure 1: Professional status of respondents (n=136)

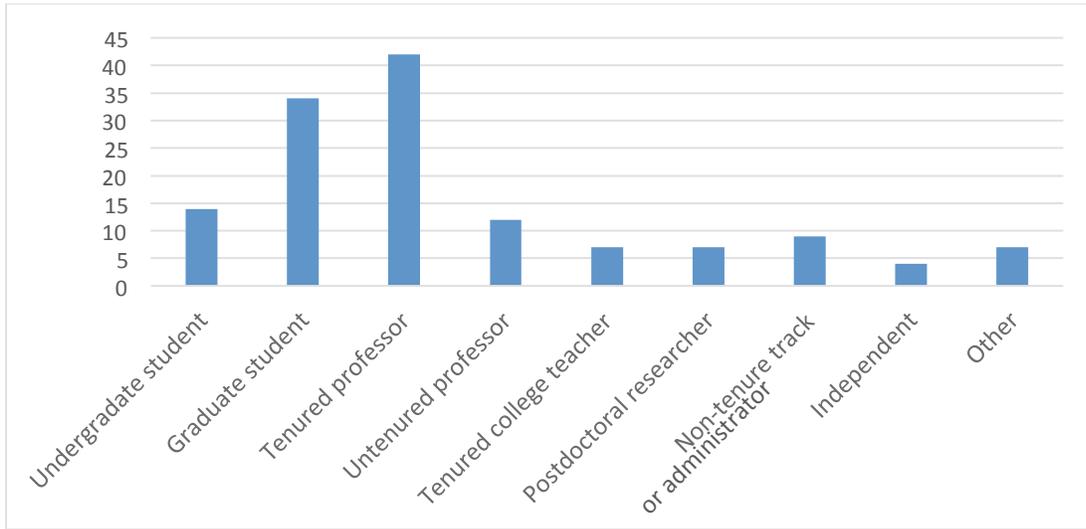
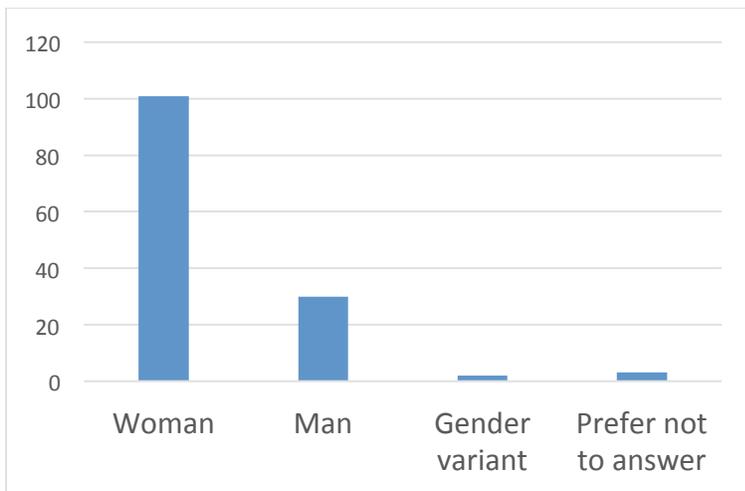


Figure 2: Gender of respondents (n=136)



Respondents were invited to state which racialized or visible minority group best describes them. This was an open-ended question, which 68 people (43.6% of total respondents) answered in some way (see **Table 1**). The most common descriptive categories were Euro-Canadian, White/Settler, and European, but responses also included African, Biracial/Mixed, East Asian, French Canadian, Indigenous, Middle Eastern, Persian, South Asian, and Unspecified Visible Minority.

A second open-ended question invited respondents to identify an LGBTQ2+ community that describes them. Forty people (25.6% of total respondents) answered this question in some way (see **Table 2**). Descriptive categories included Asexual, Bisexual, Gay, Genderqueer, Grey Sexual, Lesbian, Pansexual,

and Queer. In addition to respondents who did not identify with any LGBTQ2+ community, a number of respondents self-identified as Straight, Heterosexual, or Cis.

Table 1: Self-identified racialization of respondents (n=68)

Descriptive category	Number
African	1
Biracial, mixed	2
East Asian	1
Euro-American, European-American, American	3
Euro-Canadian, European-American, Canadian	27
European (including North European, South European, Spanish)	7
French Canadian, Québécois	3
Indigenous	4
Middle Eastern	2
Persian	1
South Asian	1
Visible minority (unspecified)	1
White, White settler, Settler, Caucasian	6
No, Prefer not to answer	5
None, N/A	4

Table 2: Self-identified LGBTQ2+ community of respondents (n=40)

Descriptive category	Number
Asexual	1
Bisexual	5
Gay	1
Genderqueer	1
Grey sexual	1
Lesbian	1
Pansexual	3
Queer	4
Yes (unspecified)	2
No, Prefer not to answer	6
Straight, Heterosexual, Cis	5
None, N/A	10

2. University and postsecondary institution context

The survey asked a series of questions related to respondents' experiences of sexual harassment in the context of their university or postsecondary institution. About a third (32.1%) of the 137 respondents who answered this question had experienced sexual harassment in this context, and 40 of those respondents answered the following question of when (see **Figure 3** and **Figure 4**). Frequency of sexual harassment was reported by 40 respondents to have occurred most often three or more times (65.0%), followed by once (20.0%) and twice (15.0%).

Figure 3: University/postsecondary institution context – Incidence of sexual harassment (n=137)

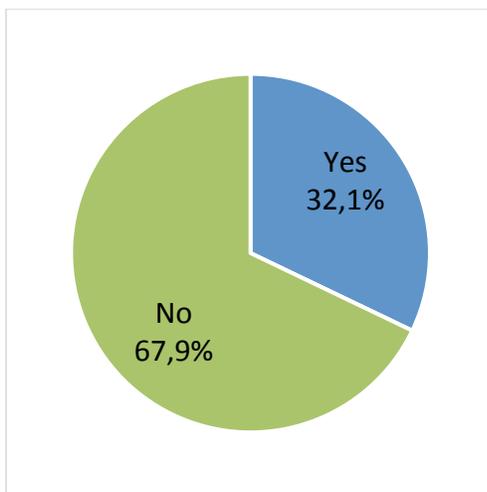
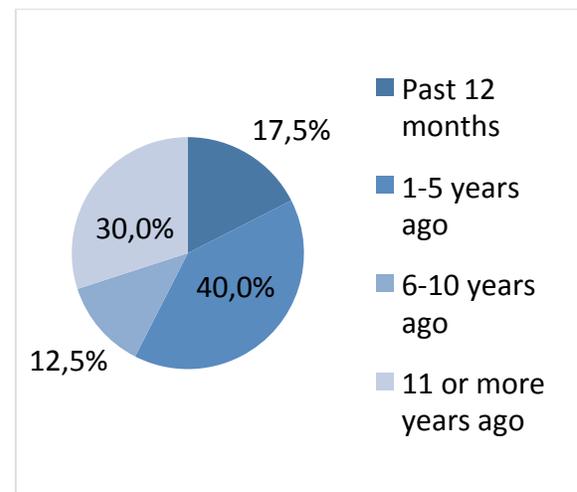


Figure 4: University/postsecondary institution context – When sexual harassment occurred (n=40)



Respondents overwhelmingly indicated an unavailability and inadequacy of resources provided by the university or postsecondary institution for sexual harassment prevention, response, and support (see **Figure 5** and **Figure 6**). Among the 30-40 respondents who answered this series of questions, only 20% said resources were available for the **prevention** of sexual harassment in this context. Respondents rated prevention resources as inadequate 68.8% of the time, followed by minimal (18.8%), adequate (6.3%), and good (3.1%).

Resources provided for **responding** to sexual harassment did not fare much better. While 35.9% of respondents said that the university or postsecondary institution provided resources for responding to sexual harassment, these resources were rated as inadequate 60.6% of the time, followed by minimal (18.2%), adequate (9.1%), and good (9.1%).

About a third of respondents (30.6%) said their university or postsecondary institution provided **supporting** resources, but these resources were rated as inadequate 63.3% of the time, followed by

minimal (16.7%), adequate (6.7%), and good (3.3%). No respondents rated the resources provided for prevention, response, and support in this context as excellent.

Figure 5: University/postsecondary context – Availability of sexual harassment resources

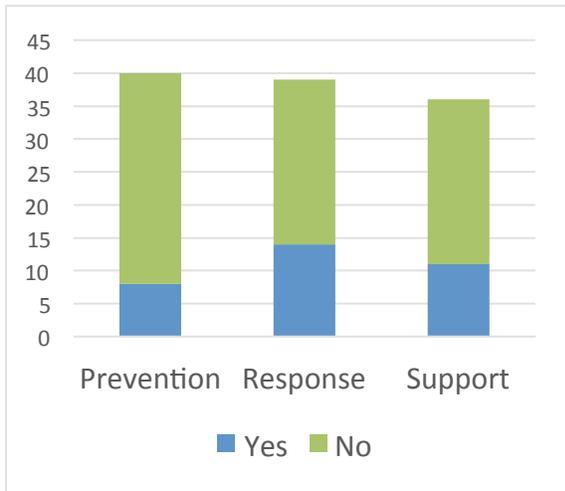
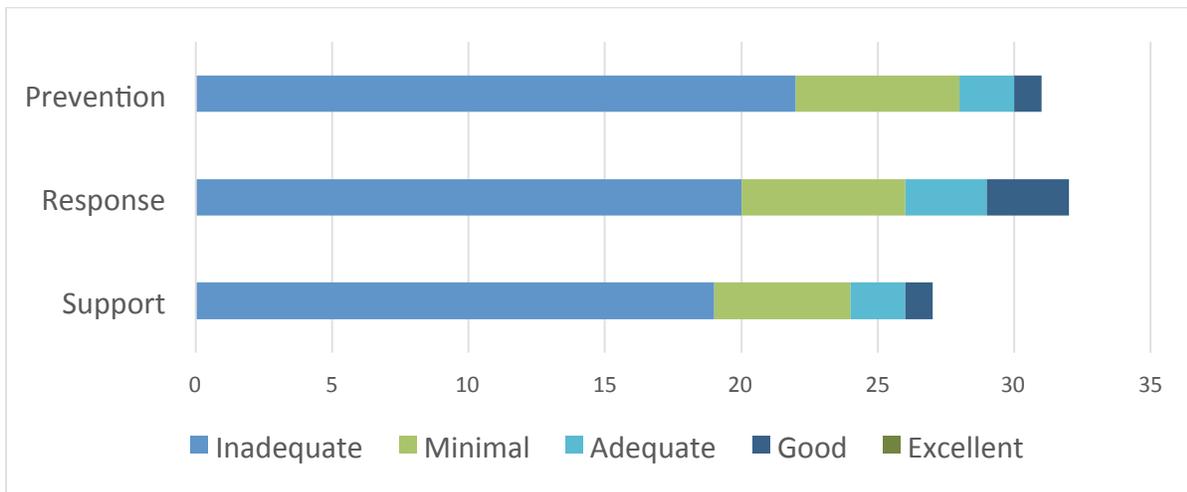


Figure 6: University/postsecondary context – Adequacy of sexual harassment resources



The survey also asked respondents to rate how sexual harassment in the university/postsecondary institution context has impacted them on a scale of 0-5. While over a third (37.7%) of the 130 respondents who answered this question rated their impact experience as 0, or “not at all,” 62.3% have been impacted by sexual harassment in this context. Impact experience was rated as 1 or 2 by 28.5%, and as 3 or 4 by 26.2%, of respondents. A number of respondents (7.7%) rated their impact experience of sexual harassment in the context of the university/postsecondary institution as 5, or “a lot.”

3. Research context

The survey asked a series of questions related to respondents' experiences of sexual harassment in the context of conducting anthropological research. Respondents to this question (n=128) have conducted current or past research inside Canada (32.0%), outside Canada (23.4%), and both inside and outside Canada (39.1%). The question of where their research is conducted was "not applicable" to 5.5% of respondents.

Just over a third (36.0%) of the 128 respondents who answered the next question had experienced sexual harassment while conducting research, and 45 of those respondents answered the question of when (see **Figure 7** and **Figure 8**). Frequency of sexual harassment was reported to have occurred most often three or more times (71.1%), followed by once (15.6%) and twice (13.3%).

Figure 7: Research context – Incidence of sexual harassment (n=128)

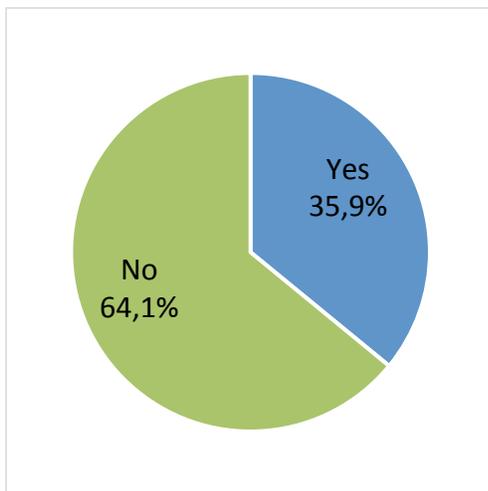
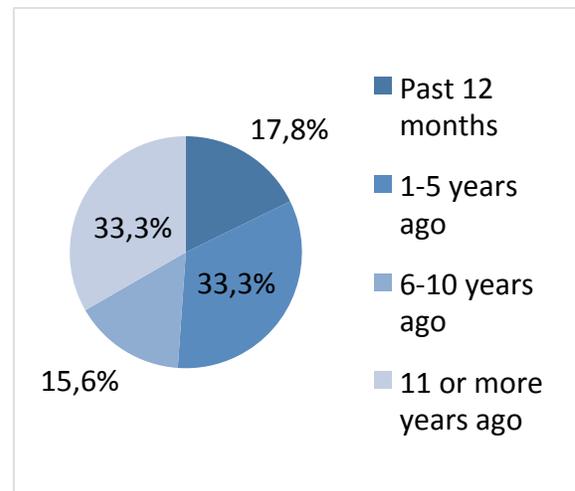


Figure 8: Research context – When sexual harassment occurred (n=45)



Respondents consistently and strongly indicated a lack and inadequacy of resources available for sexual harassment prevention, response, and support while conducting research (see **Figure 9** and **Figure 10**). Among the 35-45 respondents who answered this series of questions, only 13.3% said resources were available for the **prevention** of sexual harassment in this context. Respondents rated prevention resources as inadequate 65.7% of the time, followed by minimal (25.7%) and adequate (2.9%). No respondents identified prevention resources as good or excellent.

Slightly more respondents said resources were available for **responding** to sexual harassment, and the adequacy of these resources was rated slightly higher than prevention resources in this context. A quarter (25.0%) of respondents said that resources were available for responding to sexual harassment while conducting research. These resources were rated as inadequate 57.9% of the time, followed by minimal (21.1%), adequate (7.9%), and good (2.6%).

Respondents rated resources for **supporting** sexual harassment while conducting research more favourably than prevention resources, while still reflecting an overwhelming lack and of adequacy of resources. Just over a quarter of respondents (26.8%) said supporting resources were available in the research context. These resources were rated as inadequate 52.8% of the time, followed by minimal (16.7%), adequate (11.1%), and good (5.6%).

Figure 9: Research context – Availability of sexual harassment resources

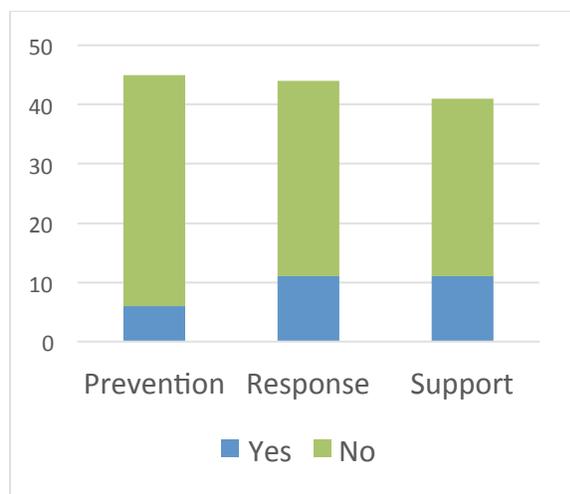
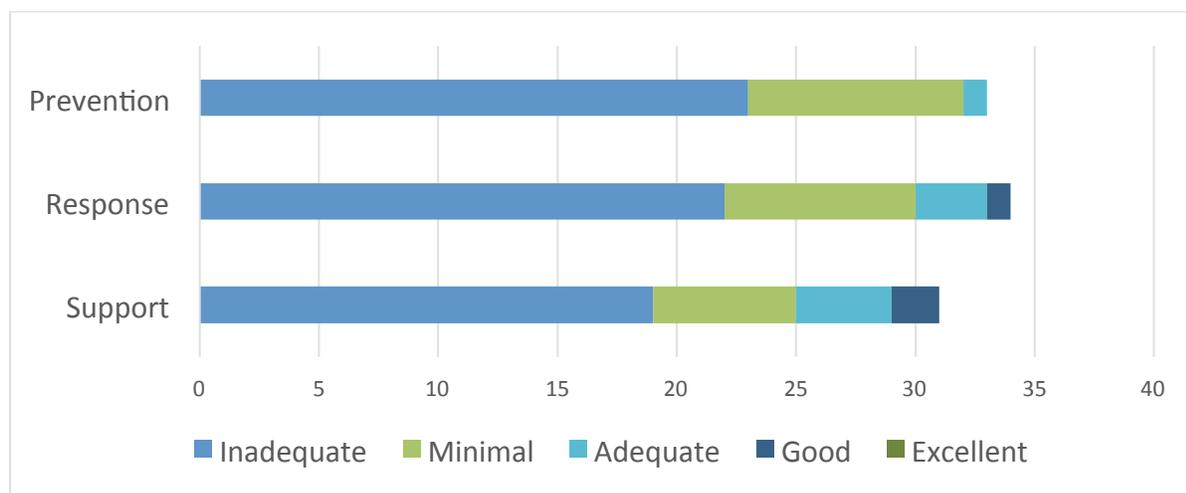


Figure 10: Research context – Adequacy of sexual harassment resources



The survey also asked respondents to rate how sexual harassment in the context of conducting research has impacted them on a scale of 0-5. Half (50.0%) of the 124 respondents who answered this question rated their impact experience as 0, or “not at all.” The other half of respondents indicated they have

been impacted by sexual harassment while conducting research to some degree. Impact experience was rated as 1 or 2 by 29.0%, and as 3 or 4 by 16.1%, of respondents. In addition, 4.8% of respondents rated their impact experience of sexual harassment while conducting research as 5, or “a lot.”

4. CASCA Annual Meeting and events context

The survey asked a series of questions related to respondents’ experiences of sexual harassment in the context of the CASCA Annual Meeting and other CASCA-sponsored events. A small but not insignificant number of the 130 respondents who answered this question had experienced sexual harassment in this context, and answered the following question of when (see **Figure 11** and **Figure 12**). Frequency of sexual harassment was reported to have occurred either once, twice, or three times.

Figure 11: CASCA events context – Incidence of sexual harassment (n=130)

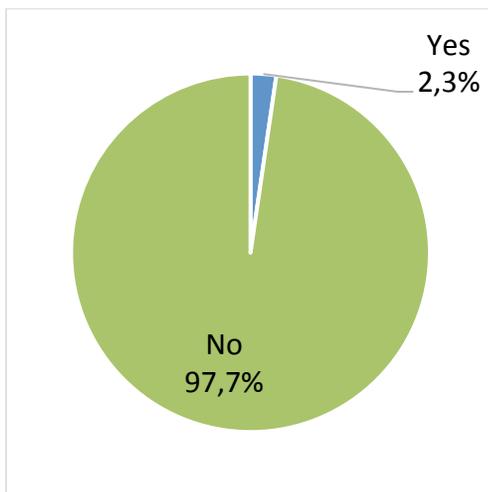
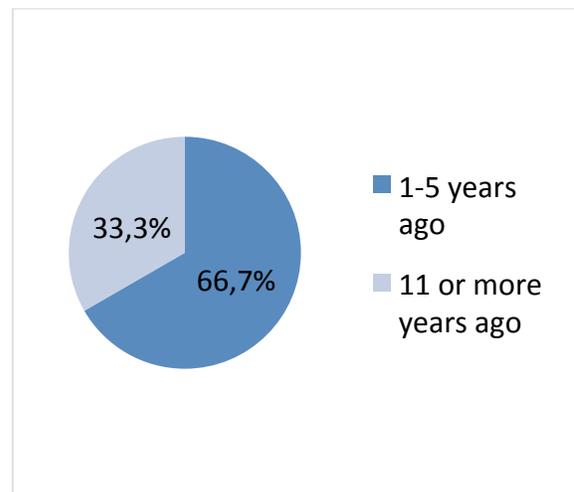


Figure 12: CASCA events context – When sexual harassment occurred (n=3)



Respondents indicated a nearly complete lack of resources provided by event organizers for sexual harassment prevention, response, and support (see **Figure 13** and **Figure 14**). While the sample size for this series of questions is extremely small, respondents clearly indicated that resources for sexual harassment in the context of CASCA-sponsored events were absent and inadequate. No resources were provided for sexual harassment **prevention**, and these resources were unanimously rated as inadequate. No resources were provided for sexual harassment **response**, but one respondent rated these resources as minimal. Two out of three respondents said no resources were provided for sexual harassment **support**; at the same time, these resources were rated as minimal two out of three times.

Figure 13: CASCA-sponsored events context – Availability of sexual harassment resources

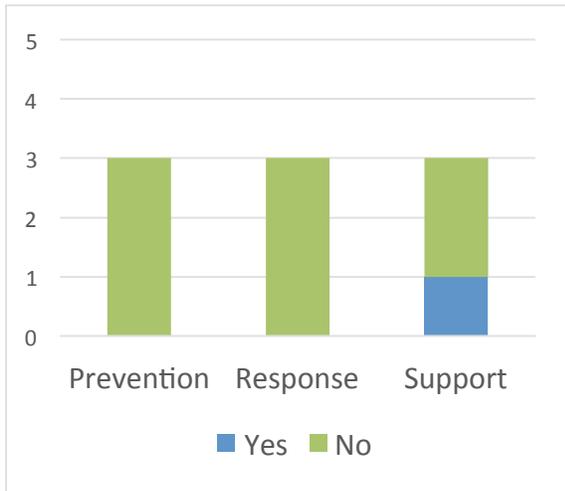
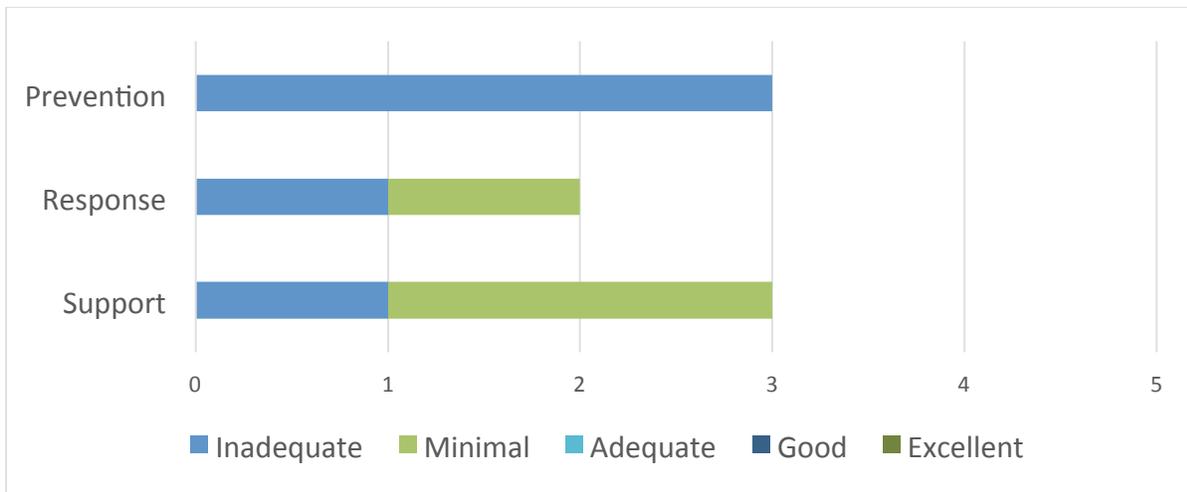


Figure 14: CASCA-sponsored event context – Adequacy of sexual harassment resources



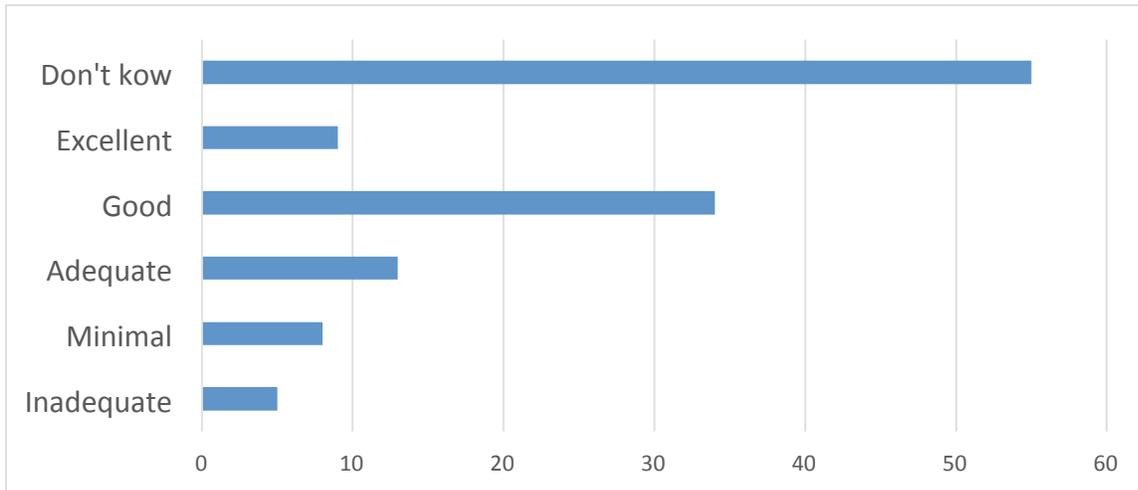
Many more respondents rated how sexual harassment in the context of CASCA-sponsored events has impacted them on a scale of 0-5. A large majority (90.4%) of the 125 respondents who answered this question rated their impact experience as 0, or “not at all.” Impact experience was rated as 1 or 2 by 5.6%, and as 3 or 4 by 2.4%, of respondents. It is notable that 1.6% of respondents rated their impact experience of sexual harassment at CASCA-sponsored events as 5, or “a lot.”

5. Closing questions

Finally, summary questions asked respondents to rate what CASCA is doing, whether CASCA is doing enough, and what else CASCA can do in relation to sexual harassment. One hundred and twenty-five

respondents rated what CASCA is doing to address sexual harassment in professional settings (see **Figure 15**). This was rated as good by 27.2% of respondents, followed by adequate (10.4%), excellent (7.2%), minimal (6.4%), and inadequate (4.0%). At the same time, a very large portion of respondents (44.0%) said they “didn’t know.”

Figure 15: Rating of what CASCA is doing to address sexual harassment (n=125)



Fifty-four people (34.6% of total) responded to the open-ended question, “Is CASCA doing enough to address sexual harassment in professional settings? Please elaborate.” Sixteen respondents said they were unsure, eleven said they thought CASCA was doing enough, and four said it was too soon to tell. Several respondents expressed gratitude that CASCA had started the conversation, and one suggested that CASCA should have done it sooner. A number of respondents expressed doubt as to how much CASCA could do given the various jurisdictions and international settings our members work in. A few people pointed specifically to the responsibility of universities and postsecondary institutions—or even a neutral organization independent of the survivor’s place of work—to respond to sexual harassment, support survivors, and hold perpetrators accountable. More than one respondent indexed the structures of sexism, heteronormativity, and social power that sexual harassment is embedded in, which perpetuates sexual harassment and makes it difficult to hold perpetrators accountable. These respondents expressed that sexual harassment occurs in contexts of professional mentorship, supervision, promotion, and research, rendering those in lower positions of power vulnerable to harm and injustice.

Numerous respondents indicated that the Statement on Harassment and Sexual Harassment Survey are a good first step, but more needs to be done, with substantive follow-through. Specific examples included:

- Education as to what sexual harassment is and what its impacts are
- Training and workshops for both graduate students and supervisors, particularly for female researchers entering the field for the first time

- Discussion forums, including sharing experiences of navigating sexual harassment and ensuring men are an integral part of the conversation
- Advocacy and support for sexual harassment survivors
- A central point of contact that members can go to in the event of sexual harassment, including CASCA members working outside of a university/postsecondary system
- A network of support within the CASCA community

Forty-three people (27.6% of total) responded to the open-ended question, “Thinking just of the issue of sexual harassment, is there anything that CASCA could do to make the annual meeting more inclusive and welcoming?” Seventeen respondents said they did not have any suggestions, and five respondents said they find CASCA events safe and welcoming. Numerous respondents offered suggestions, summarized below.

One cluster of respondents commented on planning and decision-making processes that go into conferences, such as gender-balanced leadership and planning committees, accepting proportionately more panels and general submissions from women and minority groups, avoiding all-male panels, providing gender-sensitive guidelines for question and answer periods, and including an opening session by transsexual or nonbinary presenters. Respondents also suggested having fewer events involving alcohol consumption, ensuring safety and support in accommodation venues, and keeping doors open during presentations in small rooms.

A second cluster of respondents spoke to policies and procedures specific to sexual harassment that CASCA could develop and implement. Specific examples included:

- Clear communication and application of sexual harassment policies
- Effective communication about the resources and supports available to CASCA members
- An accessible, supportive, and if possible anonymous process for reporting sexual harassment
- Workshops, leaflets, and posters to raise awareness about sexual harassment
- Having a safe space or safe people (such as trained volunteers) attendees could go to if needed
- Continue supporting the Women’s Network social events and feminist-related research events, and support similar networking opportunities for male and LGBTQ2+ scholars and students

Discussion

While the sample size is small, some general insights can be gained from the survey. A significant proportion of CASCA’s members have been impacted by sexual harassment in professional settings. The large majority of survey respondents answered the impact questions. Among these respondents, 62.3% have been impacted to some degree in their university/postsecondary institution, 50% while conducting research, and 9.6% in the context of CASCA-sponsored events.

Respondents indicated a near total lack of resources for sexual harassment prevention, response, and support at CASCA-sponsored events. While very few respondents reported experiencing sexual

harassment at the Annual Meeting or other CASCA-sponsored events, the fact is that sexual harassment has occurred and could occur again in this context. Since CASCA has not previously had a sexual harassment policy, we can assume that any response to sexual harassment and support of survivors in this context has been informal in nature.

Over one third of CASCA members who responded to the survey reported experiencing sexual harassment in the university/postsecondary institution and research contexts. Among these respondents, sexual harassment occurred most often three or more times. This indicates (unsurprisingly) that sexual harassment in these settings is more often a serial problem than an isolated occurrence. There is much more variability in how respondents rated the adequacy of resources in these two contexts than at CASCA-sponsored events. Nevertheless, respondents indicated that resources were largely unavailable and inadequate for sexual harassment prevention, response, and support in both the university/postsecondary institution and research contexts.

Many respondents expressed gratitude that CASCA is beginning to address sexual harassment, but also that much more work needs to be done. We infer that CASCA members hope and expect that the survey will be followed by substantive actions.

Four key gaps were identified through the survey:

1. Policies, procedures, and other resources for sexual harassment prevention, response, and support at CASCA-sponsored events;
2. Sexual harassment education and training for CASCA members applicable to their university/postsecondary institution and research contexts;
3. Formal and informal supports for CASCA members surviving sexual harassment in professional settings, including graduate students, junior faculty members, and independent researchers; and
4. More effective communication that CASCA will not tolerate sexual harassment, what actionable steps CASCA will take to respond to sexual harassment, and how CASCA will support members who experience sexual harassment in professional settings.

Overall, the survey indicated that CASCA needs to do more for sexual harassment prevention, response, and support in the professional contexts in which our members work. Recommendations for next steps are laid out in the final section.

Recommendations for Next Steps

As a result of the survey, we make the following recommendations for next steps to CASCA:

1. Better promote and publicize CASCA's Statement on Harassment, as well as any future policies, procedures, and resources related to sexual harassment.
2. Develop and implement a clear, actionable, and publicly available policy on sexual harassment.
3. Provide programming and services for sexual harassment prevention, response, and support at the Annual Meeting and other CASCA-sponsored events.
4. Develop education, training and networking opportunities for CASCA members to gain the tools they need to navigate sexual harassment in professional settings.
5. Explore additional avenues for advocacy and support of CASCA members who are survivors of sexual harassment in professional settings.

More detailed recommendations have been submitted to the CASCA Executive Committee.

If you are interested in becoming involved in the development of sexual harassment resources and other actionable steps for CASCA, please contact the current Members at Large or other members of the [Executive Committee](#).

Our sincere thanks to all the CASCA members who took the time to fill out the survey and share their comments and concerns.

Appendix 1: Survey Questions – English

CASCA Sexual Harassment Survey

The Canadian Anthropology Society (CASCA) is conducting a survey to learn if CASCA members have been impacted by sexual harassment in professional settings, and if there are gaps in prevention, response, and support that CASCA could address.

The Canada Labour Code defines sexual harassment as “any conduct, comment, gesture, or contact of a sexual nature that is likely to cause offence or humiliation to any employee; or that might, on reasonable grounds, be perceived by that employee as placing a condition of a sexual nature on employment or on any opportunity for training or promotion.”

We realize that recalling incidents involving sexual harassment or unwanted sexual contact can be upsetting. Your participation is voluntary and can be terminated at any time. Your answers are completely confidential and will remain anonymous.

The survey should take between 15-30 minutes to complete. Anonymized results will be presented at the CASCA-AAA 2019 conference.

Your responses are collected anonymously. Your name and contact information are not tracked. SurveyMonkey records respondent IP addresses in backend logs and deletes them after 13 months. The data collected in this survey is confidential. Only members of the CASCA Executive have access to the data collected in this survey. Data will be stored in the CASCA SurveyMonkey account for five years, after which it will be deleted.

SurveyMonkey is processing responses on behalf of CASCA. Your information and data may be processed in and transferred or disclosed in the United States and countries in which SurveyMonkey affiliates are [located](#) and in which their service providers are located or have servers. For more information on how SurveyMonkey stores data, see the [Privacy Policy page](#).

Any questions about this survey should be directed to the CASCA Membership Manager at membership@anthropologica.ca.

Do you agree to the above terms? By clicking Yes, you consent that you are willing to answer the questions in this survey.

General questions

1. Are you aware of the CASCA Statement on Harassment released July 2019? (yes/no)

2. Are you aware that if an incident of harassment occurs at a CASCA-sponsored event, the CASCA Executive Committee will liaise with appropriate authorities and processes? (yes/no)
3. Do you have any feedback on the CASCA Statement on Harassment? (open-ended)
4. What year was the most recent CASCA annual meeting that you attended? (2018, 2017, 2016, 2015, 2014, Other)
5. What best describes your current status? (Undergraduate student, Graduate student, Tenured Professor, Untenured Professor, Tenured College Teach, Postdoctoral researcher, Non-tenure track instructor or administrator, Independent, Other)
6. What is your gender? (Woman, Man, Gender variant, Prefer not to answer)
7. If you wish, you may identify which racialized or visible minority best describes you. (Indigenous, European-Canadian, South Asian, etc.) (open-ended)
8. If you wish, you may identify a LGBTQ2+ community that describes you. (open-ended)

University/postsecondary institution context

9. Have you experienced sexual harassment in the context of your university or postsecondary institution? (yes/no)
 - a. When did you experience sexual harassment in this context? (past 12 months, 1-5 years ago, 6-10 years ago, 11 or more years ago)
 - b. How often did you experience sexual harassment in this context? (once, twice, three or more times)
 - c. Were there resources provided by your university or postsecondary institution for the prevention of sexual harassment in this context? (yes/no)
 - i. How would you rate the adequacy of these prevention resources? (inadequate, minimal, adequate, good, excellent)
 - ii. If desired, please elaborate. (open-ended)
 - d. Were there resources provided by your university or postsecondary institution for responding to sexual harassment in this context? (yes/no)
 - i. How would you rate the adequacy of these response resources? (inadequate, minimal, adequate, good, excellent)
 - ii. If desired, please elaborate. (open-ended)
 - e. Were there resources provided by your university or postsecondary institution to support you in this context? (yes/no)
 - i. How would you rate the adequacy of these support resources? (inadequate, minimal, adequate, good, excellent)
 - ii. If desired, please elaborate. (open-ended)
10. On a scale of 0-5, how have you been impacted by sexual harassment at scholarly conferences? (Not at all - 0, 1, 2, 3, 4, 5 - A lot)

CASCA-sponsored events context

11. Have you experienced sexual harassment at the annual CASCA meeting or another CASCA-sponsored event? (yes/no)
 - a. When did you experience sexual harassment in this context? (past 12 months, 1-5 years ago, 6-10 years ago, 11 or more years ago)
 - b. How often did you experience sexual harassment in this context? (once, twice, three or more times)
 - c. Were there resources provided by event organizers for the prevention of sexual harassment in this context? (yes/no)
 - i. How would you rate the adequacy of these prevention resources? (inadequate, minimal, adequate, good, excellent)
 - ii. If desired, please elaborate. (open-ended)
 - d. Were there resources provided by event organizers for responding to sexual harassment in this context? (yes/no)
 - i. How would you rate the adequacy of these response resources? (inadequate, minimal, adequate, good, excellent)
 - ii. If desired, please elaborate. (open-ended)
 - e. Were there resources provided by event organizers to support you in this context? (yes/no)
 - i. How would you rate the adequacy of these support resources? (inadequate, minimal, adequate, good, excellent)
 - ii. If desired, please elaborate. (open-ended)
12. On a scale of 0-5, how have you been impacted by sexual harassment at CASCA-sponsored events? (Not at all - 0, 1, 2, 3, 4, 5 - A lot)

Anthropological research context

13. Do you, now or in the past, conduct anthropological research inside or outside Canada? (inside, outside, both)
14. Have you experienced sexual harassment while conducting research? (yes/no)
 - a. When did you experience sexual harassment in this context? (past 12 months, 1-5 years ago, 6-10 years ago, 11 or more years ago)
 - b. How often did you experience sexual harassment in this context? (once, twice, three or more times)
 - c. Were there resources available for the prevention of sexual harassment in this context? (yes/no)
 - i. How would you rate the adequacy of these prevention resources? (inadequate, minimal, adequate, good, excellent)
 - ii. If desired, please elaborate. (open-ended)
 - d. Were there resources available for responding to sexual harassment in this context? (yes/no)

- i. How would you rate the adequacy of these response resources? (inadequate, minimal, adequate, good, excellent)
 - ii. If desired, please elaborate. (open-ended)
 - e. Were there resources available to support you in this context? (yes/no)
 - i. How would you rate the adequacy of these support resources? (inadequate, minimal, adequate, good, excellent)
 - ii. If desired, please elaborate. (open-ended)
- 15. On a scale of 0-5, how have you been impacted by sexual harassment while conducting research? (Not at all - 0, 1, 2, 3, 4, 5 - A lot)

Closing questions

- 16. How would you rate what CASCA is doing to address sexual harassment experienced by CASCA members in professional settings? (inadequate, minimal, adequate, good, excellent)
- 17. Is CASCA doing enough to address sexual harassment in professional settings? Please elaborate. (open-ended)
- 18. Thinking just of the issue of sexual harassment, is there anything that CASCA could do to make the annual meeting more inclusive and welcoming? (open-ended)

Thank you for taking the time to fill out this survey. Your responses will help CASCA understand how to better support its members.

Appendix 2: Survey Questions – French

Sondage de la CASCA sur le harcèlement sexuel

La Société canadienne d'anthropologie (CASCA) mène un sondage afin d'évaluer si ses membres ont vécu des situations de harcèlement sexuel en contexte professionnel, et s'il existe des failles en matière de prévention, de réponse et de soutien que la CASCA pourrait corriger.

Selon le Code canadien du travail, le harcèlement sexuel est « tout comportement, propos, geste ou contact qui, sur le plan sexuel, soit est de nature à offenser ou humilier un employé, soit peut, pour des motifs raisonnables, être interprété par celui-ci comme subordonnant son emploi ou une possibilité de formation ou d'avancement à des conditions à caractère sexuel ».

Nous sommes conscients que le fait de se souvenir de situations de harcèlement sexuel ou de contact sexuel non désiré peut être pénible. Votre participation à ce sondage est volontaire et vous pourrez y mettre fin à tout moment. Vos réponses seront totalement confidentielles et demeureront anonymes.

Vous aurez besoin de 15 à 30 minutes pour répondre au sondage. Les résultats rendus anonymes seront présentés lors du congrès CASCA-AAA 2019.

Vos réponses seront enregistrées de façon anonyme. Vos coordonnées et votre nom ne seront pas recueillis. SurveyMonkey conserve les adresses IP des répondants dans des journaux d'arrière-plan et les supprime après 13 mois. Les données recueillies par le sondage seront confidentielles. Seuls les membres du comité de direction de la CASCA auront accès aux données recueillies par le sondage. Les données seront conservées dans le compte SurveyMonkey de la CASCA pendant cinq ans, après quoi elles seront supprimées.

SurveyMonkey traitera les réponses au nom de la CASCA. Vos données et renseignements pourraient être traités et transférés ou divulgués aux États-Unis et dans des pays où des sociétés affiliées à SurveyMonkey sont [situées](#) et où ses fournisseurs de services ou leurs serveurs sont situés. Pour en savoir davantage sur la façon dont SurveyMonkey conserve les données, voir sa [politique en matière de confidentialité](#).

Pour toute question au sujet de ce sondage, communiquer directement avec l'administratrice des adhésions à la CASCA à membership@anthropologica.ca.

Acceptez-vous les termes ci-dessus? En cliquant sur « Oui », vous consentez à répondre aux questions de ce sondage. (Oui/Non)

Questions générales

1. Avez-vous pris connaissance de la Déclaration sur le harcèlement que la CASCA a émise en juillet 2019? (Oui/Non)
2. Savez-vous que si un incident de harcèlement a lieu pendant un événement chapeauté par la CASCA, le comité de direction de la CASCA collaborera avec les autorités appropriées en les appuyant au cours des démarches nécessaires? (Oui/Non)
3. Avez-vous des commentaires à formuler à propos de la Déclaration sur le harcèlement de la CASCA? [open-ended]
4. En quelle année a eu lieu le dernier congrès annuel de la CASCA auquel vous avez assisté? (2018, 2017, 2016, 2015, 2014, Autre)
5. Quel choix décrit le mieux votre statut actuel? (Étudiant universitaire de premier cycle, Étudiant universitaire des cycles supérieurs, Professeur permanent au niveau universitaire, Professeur non permanent au niveau universitaire, Professeur permanent au niveau collégial, Chercheur au postdoctorat, Poste (chargé de cours ou poste administratif) ne menant pas à la permanence, Indépendant, Autre)
6. Quel est votre genre? (Femme, Homme, Autre variante de genre, Je préfère ne pas répondre)
7. Si vous le désirez, vous pouvez préciser quelle origine ethnique ou minorité visible vous décrit le mieux. (Autochtone, Européen-Canadien, Asiatique du Sud, etc.) (open-ended)
8. Si vous le souhaitez, vous pouvez nommer la communauté LGBTQ2+ qui vous représente. (open-ended)

Contexte : Université ou établissement d'enseignement postsecondaire

9. Avez-vous vécu une situation de harcèlement sexuel dans le contexte de votre université ou de votre établissement d'enseignement postsecondaire? (Oui/Non)
 - a. Quand avez-vous été victime de harcèlement sexuel dans ce contexte? (Dans les 12 derniers mois, Il y a entre 1 et 5 ans, Il y a entre 6 et 10 ans, Il y a 11 ans ou plus)
 - b. À quelle fréquence avez-vous été victime de harcèlement sexuel dans ce contexte? (Une fois, Deux fois, Trois fois ou plus)
 - c. Votre université ou établissement d'enseignement postsecondaire disposait-il d'outils pour prévenir le harcèlement sexuel dans ce contexte? (Oui/Non)
 - i. Comment qualifieriez-vous ces outils de prévention? (Inadéquats, Sommaires, Adéquats, Bons, Excellents)
 - ii. Au besoin, veuillez expliquer. [open-ended]
 - d. Votre université ou établissement d'enseignement postsecondaire disposait-il de ressources pour vous aider à faire face à une situation de harcèlement sexuel dans ce contexte? (Oui/Non)
 - i. Comment qualifieriez-vous les ressources offertes pour vous aider à faire face à une situation de harcèlement sexuel? (Inadéquates, Sommaires, Adéquates, Bonnes, Excellentes)
 - ii. Au besoin, veuillez expliquer. [open-ended]

- e. Votre université ou établissement d'enseignement postsecondaire disposait-il de ressources pour vous appuyer dans ce contexte? (Oui/Non)
 - i. Comment qualifieriez-vous ces ressources de soutien? (Inadéquates, Sommaires, Adéquates, Bonnes, Excellentes)
 - ii. Au besoin, veuillez expliquer. [open-ended]
10. Sur une échelle de 0 à 5, à quel point avec-vous été touché par du harcèlement sexuel lors de congrès scientifiques? (Aucunement – 0, 1, 2, 3, 4, 5 – Énormément)

Contexte : Événements chapeautés par la CASCA

11. Avez-vous vécu une situation de harcèlement sexuel pendant le congrès annuel de la CASCA ou dans le cadre d'un autre événement chapeauté par la CASCA? (Oui/Non)
- a. Quand avez-vous été victime de harcèlement sexuel dans ce contexte? (Dans les 12 derniers mois, Il y a entre 1 et 5 ans, Il y a entre 6 et 10 ans, Il y a 11 ans ou plus)
 - b. À quelle fréquence avez-vous été victime de harcèlement sexuel dans ce contexte? (Une fois, Deux fois, Trois fois ou plus)
 - c. Les organisateurs de l'événement avaient-ils prévu des outils pour prévenir le harcèlement sexuel dans ce contexte? (Oui/Non)
 - i. Comment qualifieriez-vous ces outils de prévention? (Inadéquats, Sommaires, Adéquats, Bons, Excellents)
 - ii. Au besoin, veuillez expliquer. [open-ended]
 - d. Les organisateurs de l'événement disposaient-ils de ressources pour vous aider à faire face à une situation de harcèlement sexuel dans ce contexte? (Oui/Non)
 - i. Comment qualifieriez-vous les ressources offertes pour vous aider à faire face à une situation de harcèlement sexuel? (Inadéquates, Sommaires, Adéquates, Bonnes, Excellentes)
 - ii. Au besoin, veuillez expliquer. [open-ended]
 - e. Les organisateurs de l'événement disposaient-ils de ressources pour vous appuyer dans ce contexte? (Oui/Non)
 - i. Comment qualifieriez-vous ces ressources de soutien? (Inadéquates, Sommaires, Adéquates, Bonnes, Excellentes)
 - ii. Au besoin, veuillez expliquer. [open-ended]
12. Sur une échelle de 0 à 5, à quel point avec-vous été touché par du harcèlement sexuel lors d'événements chapeautés par la CASCA? (Aucunement – 0, 1, 2, 3, 4, 5 – Énormément)

Contexte : Recherche anthropologique

13. Menez-vous actuellement ou avez-vous mené antérieurement des travaux de recherche anthropologique au Canada ou à l'étranger? (Au Canada, À l'étranger, Au Canada et à l'étranger)
14. Avez-vous vécu des situations de harcèlement sexuel pendant vos travaux de recherche? (Oui/Non)

- a. Quand avez-vous été victime de harcèlement sexuel dans ce contexte? (Dans les 12 derniers mois, Il y a entre 1 et 5 ans, Il y a entre 6 et 10 ans, Il y a 11 ans ou plus)
 - b. À quelle fréquence avez-vous été victime de harcèlement sexuel dans ce contexte? (Une fois, Deux fois, Trois fois ou plus)
 - c. Existait-il des outils pour prévenir le harcèlement sexuel dans ce contexte? (Oui/Non)
 - i. Comment qualifieriez-vous ces outils de prévention? (Inadéquats, Sommaires, Adéquats, Bons, Excellents)
 - ii. Au besoin, veuillez expliquer. [open-ended]
 - d. Existait-il des ressources pour vous aider à faire face à une situation de harcèlement sexuel dans ce contexte? (Oui/Non)
 - i. Comment qualifieriez-vous les ressources offertes pour vous aider à faire face à une situation de harcèlement sexuel? (Inadéquates, Sommaires, Adéquates, Bonnes, Excellentes)
 - ii. Au besoin, veuillez expliquer. [open-ended]
 - e. Existait-il des ressources pour vous appuyer dans ce contexte? (Oui/Non)
 - i. Comment qualifieriez-vous ces ressources de soutien? (Inadéquates, Sommaires, Adéquates, Bonnes, Excellentes)
 - ii. Au besoin, veuillez expliquer. [open-ended]
15. Sur une échelle de 0 à 5, à quel point avec-vous été touché par du harcèlement sexuel lors de travaux de recherche? (Aucunement – 0, 1, 2, 3, 4, 5 – Énormément)

Questions de clôture

- 16. Comment qualifieriez-vous les mesures mises en place par la CASCA pour remédier aux situations de harcèlement sexuel vécues par ses membres en contexte professionnel? (Inadéquates, Sommaires, Adéquates, Bonnes, Excellentes)
- 17. Selon vous, la CASCA en fait-elle assez pour s’attaquer au harcèlement sexuel en contexte professionnel? Veuillez expliquer votre réponse. [open-ended]
- 18. En ce qui concerne seulement la question du harcèlement sexuel, y a-t-il autre chose que la CASCA pourrait mettre en œuvre pour faire en sorte que le congrès annuel soit encore plus accueillant et ouvert à la diversité? [open-ended]

Merci du temps dédié à répondre à ce sondage. Vos réponses aideront la CASCA à savoir comment mieux appuyer ses membres.