

Summary of GISJ Results.xlsx

Question	Responses									
	All	Male	Female	Tenure	Tenure Track	Temp (FT)	Staff (FT)	Staff (PT)	Ethnic Minority	Disability
number that started survey	154	64	90	81	38	22	6	1	13	8
	100%	41.6%	58.4%	52.6%	24.7%	14.3%	3.9%	0.6%	8.40%	5.10%
6	Have you ever been falsely accused or blamed for a mistake you did not make?									
Yes Both	27.9%	25.0%	29.8%	37.8%	14.3%	18.2%	50.0%	0.0%	25.0%	12.5%
Yes by male	7.9%	7.1%	8.3%	8.1%	8.6%	9.1%	0.0%	0.0%	8.3%	0.0%
Yes by female	10.7%	12.5%	9.5%	13.5%	5.7%	9.1%	25.0%	0.0%	8.3%	25.0%
Total Yes	46.5%	44.6%	47.6%	59.4%	28.6%	36.4%	75.0%	0.0%	41.6%	37.5%
7	Have you ever experienced non-verbal, intimidating, or hostile behavior such as a stare or a glance?									
Yes Both	35.0%	28.6%	39.3%	40.5%	34.3%	22.7%	25.0%	0.0%	25.0%	37.5%
Yes by male	13.6%	12.5%	14.3%	16.2%	11.4%	4.5%	0.0%	0.0%	0.0%	12.5%
Yes by female	17.1%	16.1%	17.9%	16.2%	20.0%	22.7%	0.0%	0.0%	41.7%	25.0%
Total Yes	65.7%	57.2%	71.5%	72.9%	65.7%	49.9%	25.0%	0.0%	66.7%	75.0%
8	Have your thoughts and feelings ever been discounted during a meeting?									
Yes Both	41.4%	39.3%	42.9%	43.2%	42.9%	31.8%	50.0%	0.0%	41.8%	25.0%
Yes by male	16.4%	10.7%	14.3%	23.0%	8.6%	13.6%	0.0%	0.0%	0.0%	25.0%
Yes by female	11.4%	14.3%	20.2%	8.1%	17.1%	18.2%	0.0%	0.0%	25.0%	25.0%
Total Yes	69.2%	64.3%	77.4%	74.3%	68.6%	63.6%	50.0%	0.0%	66.8%	75.0%
9	Has anyone ever used the "silent treatment" to "ice out" or separate you from others?									
Yes Both	22.9%	21.4%	23.8%	24.3%	17.1%	13.6%	50.0%	0.0%	8.3%	25.0%
Yes by male	12.9%	10.7%	14.3%	17.6%	11.4%	4.5%	0.0%	0.0%	8.3%	12.5%
Yes by female	17.1%	12.5%	20.2%	21.6%	14.3%	13.6%	0.0%	0.0%	25.0%	25.0%
Total Yes	52.9%	44.6%	58.3%	63.5%	42.8%	31.7%	50.0%	0.0%	41.6%	62.5%
10	Has anyone ever demonstrated mood swings directed at you in front of others?									
Yes Both	21.4%	21.4%	21.4%	24.3%	17.1%	18.2%	25.0%	0.0%	33.3%	12.5%
Yes by male	12.1%	10.7%	13.1%	16.2%	5.7%	4.5%	25.0%	0.0%	16.7%	12.5%
Yes by female	22.1%	19.6%	23.8%	25.7%	28.6%	9.1%	0.0%	0.0%	16.7%	12.5%
Total Yes	55.6%	51.7%	58.3%	66.2%	51.4%	31.8%	50.0%	0.0%	66.7%	37.5%
11	Have you ever worked with someone who made up their own rules on the fly that even they did not follow?									
Yes Both	25.0%	28.6%	22.6%	25.7%	25.7%	13.6%	75.0%	0.0%	3.3%	12.5%
Yes by male	17.9%	16.1%	19.0%	25.7%	8.6%	13.6%	0.0%	0.0%	16.7%	12.5%
Yes by female	17.9%	14.3%	20.2%	18.9%	20.0%	13.6%	0.0%	0.0%	41.7%	12.5%
Total Yes	60.8%	59.0%	61.8%	70.3%	54.3%	40.8%	75.0%	0.0%	61.7%	37.5%
12	Has your work ever been discounted as being unsatisfactory or incomplete despite evidence to the contrary?									
Yes Both	19.3%	21.4%	17.9%	20.3%	11.4%	22.7%	50.0%	0.0%	16.7%	12.5%
Yes by male	17.1%	12.5%	20.2%	25.7%	14.3%	0.0%	0.0%	0.0%	8.3%	25.0%

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Yes by female	13.6%	10.7%	15.5%	13.5%	17.1%	9.1%	0.0%	0.0%	16.7%	37.5%
Total Yes	30.7%	44.6%	53.6%	59.5%	42.8%	31.8%	50.0%	0.0%	41.7%	75.0%
13	Have you ever felt that you were expected to work at a higher standard than your colleagues?									
Yes Both	24.3%	30.4%	20.2%	23.0%	20.0%	27.3%	50.0%	0.0%	3.3%	25.0%
Yes by male	11.4%	5.4%	15.5%	16.2%	8.6%	0.0%	25.0%	0.0%	0.0%	25.0%
Yes by female	9.3%	3.6%	13.1%	13.5%	5.7%	4.5%	0.0%	0.0%	8.3%	12.5%
Total Yes	45.0%	39.4%	48.8%	52.7%	34.3%	31.8%	75.0%	0.0%	11.6%	62.5%
14	Have gossip or destructive rumors ever been spread about you and not addressed by your supervisor after you bro									
Yes Both	12.1%	8.9%	14.3%	16.2%	5.7%	9.1%	25.0%	0.0%	16.7%	12.5%
Yes by male	11.4%	16.1%	11.9%	14.9%	8.6%	9.1%	0.0%	0.0%	16.7%	0.0%
Yes by female	10.0%	10.7%	15.5%	12.2%	8.6%	9.1%	0.0%	0.0%	8.3%	12.5%
Total Yes	33.5%	35.7%	41.7%	43.3%	22.9%	27.3%	25.0%	0.0%	41.7%	25.0%
15	Has anyone ever pitted others against you?									
Yes Both	28.6%	25.0%	31.0%	29.7%	25.7%	22.7%	50.0%	0.0%	16.7%	37.5%
Yes by male	11.4%	10.7%	11.9%	17.6%	5.7%	4.5%	0.0%	0.0%	16.7%	12.5%
Yes by female	15.7%	16.1%	15.5%	21.6%	11.4%	9.1%	0.0%	0.0%	16.7%	0.0%
Total Yes	55.7%	51.8%	58.4%	68.9%	42.8%	36.3%	50.0%	0.0%	50.1%	50.0%
16	Have you ever been singled out and isolated from co-workers, either socially or physically									
Yes Both	18.6%	17.9%	19.0%	21.6%	14.3%	13.6%	25.0%	0.0%	16.7%	25.0%
Yes by male	9.3%	8.9%	9.5%	12.2%	8.6%	4.5%	0.0%	0.0%	16.7%	12.5%
Yes by female	6.4%	1.8%	9.5%	6.8%	5.7%	9.1%	0.0%	0.0%	0.0%	12.5%
Total Yes	34.3%	28.6%	38.0%	40.6%	28.6%	27.2%	25.0%	0.0%	33.4%	50.0%
17	Have you ever been humiliated by a co-worker's yelling, screaming, or tantrum in front of you?									
Yes Both	10.0%	10.7%	9.5%	12.2%	8.6%	4.5%	25.0%	0.0%	8.3%	12.5%
Yes by male	15.7%	10.7%	19.0%	17.6%	11.4%	9.1%	25.0%	0.0%	8.3%	12.5%
Yes by female	16.4%	16.1%	16.7%	16.2%	22.9%	13.6%	0.0%	0.0%	25.0%	25.0%
Total Yes	42.1%	37.5%	45.2%	46.0%	42.9%	27.2%	50.0%	0.0%	41.6%	50.0%
18	Has anyone ever taken credit for work done by yourself or others?									
Yes Both	17.6%	16.7%	18.3%	16.4%	11.8%	33.3%	25.0%	0.0%	27.3%	14.3%
Yes by male	14.7%	16.7%	13.4%	20.5%	8.8%	9.5%	0.0%	0.0%	18.2%	0.0%
Yes by female	18.4%	13.0%	22.0%	23.3%	11.8%	4.8%	25.0%	0.0%	9.1%	57.1%
Total Yes	50.7%	46.4%	53.7%	60.2%	32.4%	47.6%	50.0%	0.0%	54.6%	71.4%
19	Have your evaluations been tampered by inaccurate reporting on your performance?									
Yes Both	6.6%	11.1%	3.7%	6.8%	2.9%	14.3%	0.0%	0.0%	18.2%	28.6%
Yes by male	5.9%	1.9%	8.5%	11.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%
Yes by female	11.0%	7.4%	13.4%	8.2%	20.6%	4.8%	0.0%	0.0%	18.2%	42.9%
Total Yes	23.5%	20.4%	25.6%	26.0%	23.5%	19.1%	0.0%	0.0%	36.4%	85.8%
20	Have you ever been accused of being "insubordinate" for failinng to follow arbitrary commands?									

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Yes Both	2.9%	3.7%	2.4%	4.1%	0.0%	4.8%	0.0%	0.0%	0.0%	14.3%
Yes by male	11.0%	7.4%	13.4%	13.7%	11.8%	4.8%	0.0%	0.0%	18.2%	0.0%
Yes by female	11.8%	11.1%	12.2%	12.3%	8.8%	9.5%	25.0%	0.0%	9.1%	14.3%
Total Yes	25.7%	22.2%	28.0%	30.1%	20.6%	19.1%	25.0%	0.0%	27.3%	28.6%
21	Has confidential information ever been used to humiliate you publically or privately?									
Yes Both	5.1%	7.4%	3.7%	5.5%	5.9%	4.8%	0.0%	0.0%	9.1%	14.3%
Yes by male	8.1%	11.1%	6.1%	11.0%	2.9%	9.5%	0.0%	0.0%	9.1%	0.0%
Yes by female	5.9%	7.4%	4.9%	6.8%	5.9%	4.8%	0.0%	0.0%	9.1%	14.3%
Total Yes	19.1%	25.9%	14.7%	23.3%	14.7%	19.1%	0.0%	0.0%	27.3%	28.6%
22	Has anyone retaliated against you for submitting a complaint about you?									
Yes Both	9.6%	7.4%	11.0%	12.3%	5.9%	9.5%	0.0%	0.0%	9.1%	14.3%
Yes by male	8.8%	7.4%	9.8%	11.0%	5.9%	9.5%	0.0%	0.0%	18.2%	0.0%
Yes by female	11.8%	11.1%	12.2%	13.7%	2.9%	9.5%	50.0%	0.0%	9.1%	28.6%
Total Yes	30.0%	25.9%	33.0%	37.0%	14.7%	28.5%	50.0%	0.0%	36.4%	42.9%
23	Have you ever been verbally insulted based on gender, race, ethnicity, language, or sexual orientation?									
Yes Both	4.4%	1.9%	6.1%	4.1%	5.9%	4.8%	0.0%	0.0%	18.2%	14.3%
Yes by male	8.1%	3.7%	11.0%	12.3%	5.9%	0.0%	0.0%	0.0%	9.1%	14.3%
Yes by female	8.8%	16.7%	3.7%	8.2%	11.8%	9.5%	0.0%	0.0%	9.1%	14.3%
Total Yes	21.3%	22.3%	20.8%	24.6%	23.6%	14.3%	0.0%	0.0%	36.4%	42.9%
24	Have you ever been assigned undesirable work as punishment?									
Yes Both	2.9%	1.9%	3.7%	4.1%	0.0%	4.8%	0.0%	0.0%	0.0%	0.0%
Yes by male	5.9%	3.7%	7.3%	8.2%	0.0%	0.0%	0.0%	0.0%	9.1%	28.6%
Yes by female	6.6%	3.7%	8.5%	9.6%	5.9%	0.0%	0.0%	0.0%	18.2%	0.0%
Total Yes	15.4%	9.3%	19.5%	21.9%	5.9%	4.8%	0.0%	0.0%	27.3%	28.6%
25	Have unachievable demands ever been placed on you--workload, deadlines, duties?									
Yes Both	16.9%	14.8%	18.3%	15.1%	20.6%	19.0%	0.0%	0.0%	18.2%	42.9%
Yes by male	8.8%	9.3%	8.5%	9.6%	11.8%	0.0%	25.0%	0.0%	0.0%	14.3%
Yes by female	10.3%	3.7%	14.6%	12.3%	8.8%	9.5%	0.0%	0.0%	18.2%	0.0%
Total Yes	36.0%	27.8%	41.4%	37.0%	41.2%	28.5%	25.0%	0.0%	36.4%	57.2%
26	Has anyone ever launched a baseless campaign against you which was not stopped by your employer?									
Yes Both	5.9%	9.3%	3.7%	6.8%	2.9%	9.5%	0.0%	0.0%	0.0%	28.6%
Yes by male	11.8%	13.0%	11.0%	12.3%	17.6%	0.0%	0.0%	0.0%	18.2%	0.0%
Yes by female	4.4%	3.7%	4.9%	5.5%	2.9%	0.0%	0.0%	0.0%	0.0%	14.3%
Total Yes	22.1%	26.0%	19.6%	24.6%	23.4%	9.5%	0.0%	0.0%	18.2%	42.9%
27	Have you ever considered quitting or transferring to avoid more mistreatment?									
Yes Both	22.8%	22.2%	23.2%	21.9%	17.6%	28.6%	50.0%	0.0%	27.3%	28.6%
Yes by male	10.3%	13.0%	8.5%	12.3%	8.8%	4.8%	0.0%	0.0%	9.1%	0.0%

Summary of GISJ Results.xlsx

Yes by female	12.5%	13.0%	12.2%	12.3%	14.7%	14.3%	0.0%	0.0%	18.2%	28.6%
Total Yes	45.6%	48.2%	43.9%	46.5%	41.1%	47.7%	50.0%	0.0%	54.6%	57.2%
28	Has your contribution to a team, goal, or reward been sabotaged?									
Yes Both	12.5%	18.5%	8.5%	12.3%	11.8%	19.0%	0.0%	0.0%	0.0%	14.3%
Yes by male	10.3%	5.6%	13.4%	13.7%	11.8%	0.0%	0.0%	0.0%	9.1%	0.0%
Yes by female	11.8%	11.1%	12.2%	16.4%	8.8%	0.0%	0.0%	0.0%	9.1%	28.6%
Total Yes	34.6%	35.2%	34.1%	42.4%	32.4%	19.0%	0.0%	0.0%	18.2%	42.9%