

Assessing the Effectiveness of Acceptable Work Sites Trainings: Evaluation Conducted for the City of Seattle

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- * Using language that may be perceived as racist, sexist or homophobic
- * Joking about race, gender, sexuality or immigration status
- * Referencing stereotypes
- * Giving insulting or condescending orders
- * Assigning undesirable tasks only to women or people of color

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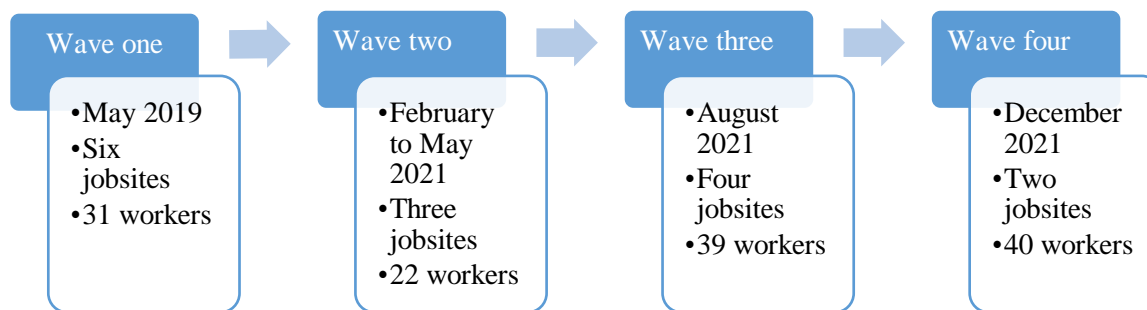
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AWS trainings and evaluation

- Prior research has demonstrated that discrimination and harassment on construction jobsites is a pervasive problem that impacts safety, productivity, and retention of workers, with increased impacts on women and people of color (e.g. Kelly and Wilkinson 2020).
- In order to reduce jobsite discrimination and harassment and promote the retention of a diverse workforce, the City of Seattle developed an Acceptable Work Site (AWS) policy, adopted in 2017. The City contracted with Apprenticeship and Non-Traditional Education for Women (ANEW) to implement trainings on three City jobsites to support the policy, launched in 2018.
- ANEW staff provided manager trainings, new worker orientations, and job box talks. ANEW staff trained contractor staff to include information about AWS at all new worker orientations and deliver job box talks. ANEW staff also provide technical assistance and conducted site visits on all three jobsites.
- The City contracted with Portland State University (PSU) researchers to evaluate the implementation of the trainings. PSU researchers conducted four waves of jobsites surveys between May 2019 and December 2021.
- A description of the research design can be found in Appendix A. The survey can be found in Appendix B.



Social context for AWS trainings and evaluation

- The implementation and evaluation of the AWS trainings as well as the evaluation findings presented here must be considered in social context. The first wave of data collection occurred in May 2019. In March 2020, the COVID-19 pandemic began and new safety measures were put in place, which posed significant challenges for the construction industry broadly and the implementation of the AWS trainings in particular.
- Further, during this time, the U.S. confronted systemic racism in the context of increases in racist rhetoric in the public sphere (including from the sitting President), racist hate crimes, and police violence against people of color (Burch et al 2021). Consequently, the U.S. saw reinvigoration of the Black Lives Matter and other anti-racist movements and protests, followed by a backlash against those opposing systemic racism (Burch et al 2021).
- Within construction, there has also been an increase in racist incidences, such as hate symbols on jobsites (Bousquin 2020). These factors may have contributed to the dynamics of harassment and discrimination on City of Seattle construction jobsites in recent years in unknown ways.

Summary of findings, conclusions, and recommendations

Findings

- Workers reported that harassment and discrimination occurred frequently on City of Seattle jobsites between 2019 and 2021. Similar trends have been documented across the industry.
- The implementation of AWS trainings has been more successful in providing information about AWS at orientation and conducting manager trainings but less successful with delivering ongoing training for all workers through job box talks.
- Workers rarely intervened or reported harassment; however, workers who received training were more likely to respond than those without training.

Conclusions

- Harassment remains a significant problem in the construction industry and on City of Seattle jobsites that will continue to negatively impact retention, productivity, and safety of the construction workforce.
- The AWS trainings have the potential to positively impact the culture of City jobsites; however, providing ongoing training for all workers is recommended to reduce the current levels of jobsite harassment and discrimination.

Recommendations

- Work with contractors to increase support for AWS policy and willingness to provide AWS trainings.
- Encourage contractors' use of available Technical Assistance (TA) to support the implementation of the trainings.
- Continue to include education about the AWS policy in all new worker orientations (suggested goal of 100% of new workers educated).
- Continue to provide manager trainings (suggested goal of 100% of supervisors trained).
- Provide ongoing training to all workers by presenting job box talks regularly (suggested goal of one job box talk per month on each site).
- Increase visibility of AWS policy on the jobsite through additional stickers, signage, and informal conversations.
- On an ongoing basis, verify that workers are receiving information about AWS at orientation, manager trainings, job box talks, and through signage on the job site.
- Continue to monitor jobsite harassment and impact of AWS trainings through ongoing evaluation.
- Provide additional implementation time on sites where reported levels of harassment are the highest.

The remainder of the report includes detailed findings, perspectives from ANEW staff, conclusions, recommendations, limitations of the study, and appendixes with the research design and survey instrument.

Discrimination and harassment

As shown in Figure 1, **across all waves, many workers reported observing harassing behaviors** in the last month. At wave four, 41% of workers reported harassing behavior in the last month. Further, at wave four, 26% of workers agreed that harassment was a problem on their jobsite and 28% believed that more should be done to address harassment (analysis not shown).

Figure 1. Percent of Workers Who Observed Harassing or Discriminatory Behaviors in the Last Month, Wave 4

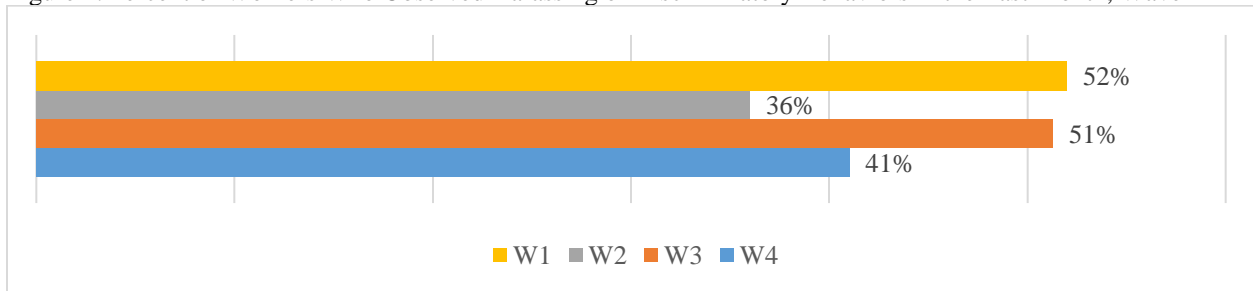
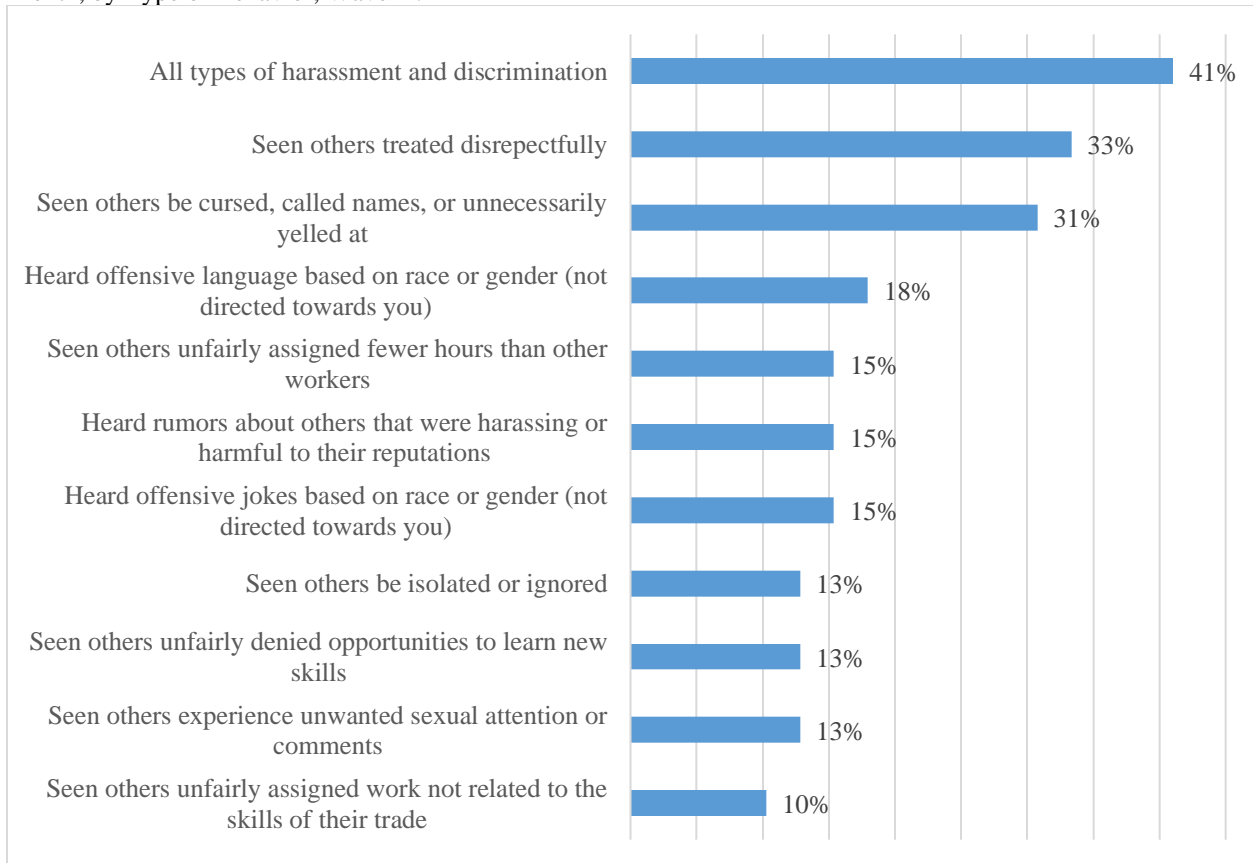


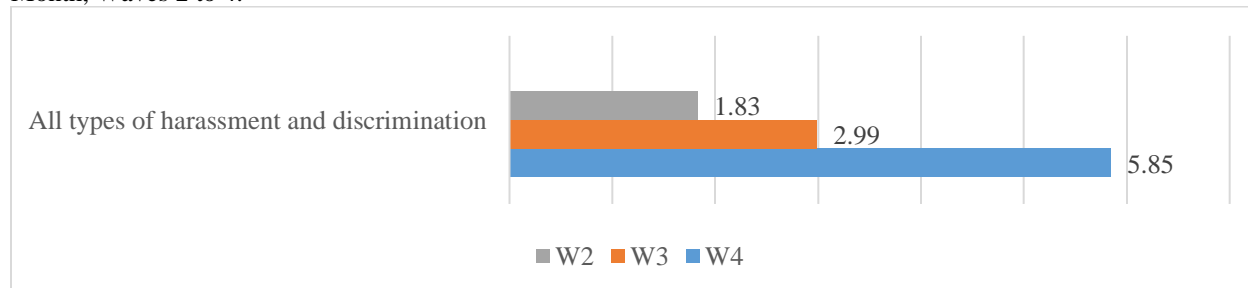
Figure 2 shows the types of harassment and discrimination that workers reported.

Figure 2. Average Number of Instances of Harassing Behavior Observed per Worker on the Jobsite in the Last Month, by Type of Behavior, Wave 4.



As shown in Figure 3, **the average number of incidents of harassment reported per month has increased** from 1.83 at wave two, to 2.99 instances of harassment a month at wave three, to 5.67 instances at wave four.¹

Figure 3. Average Number of Instances of Harassing Behavior Observed per Worker on the Jobsite in the Last Month, Waves 2 to 4.



It is important to note that surveys were collected from different workers across different sites at each wave; thus, this is not a measure of over time for individuals or jobsites. Part of the increase from wave three to wave four shown in Figure 3 may be because the two sites surveyed at wave four were both underground projects, which our analysis for this evaluation shows tends to have more harassment than other types of projects (e.g. road projects). At waves two and three, the sites surveyed included a mix of project types.

At each wave, there was variation across site in levels of harassment. At wave four, on Site A, 50% of workers reported seeing harassment (workers saw about ten instances of harassment on average in the last month) and on Site B, 32% of workers reported seeing harassment (with an average of about two instances of harassment in the last month).

In an open-ended question at wave four workers were asked to briefly describe any discrimination or harassment they have seen or heard on this jobsite. Eleven of the 40 workers provided a comment. Seven provided some variation of the answer of none (such as “N/A” or “hasn’t been any at any time”). Substantive responses about harassment included the following:

First day... [no additional information provided]

2 workers not employed here anymore had a solid pissing match based mostly on ego

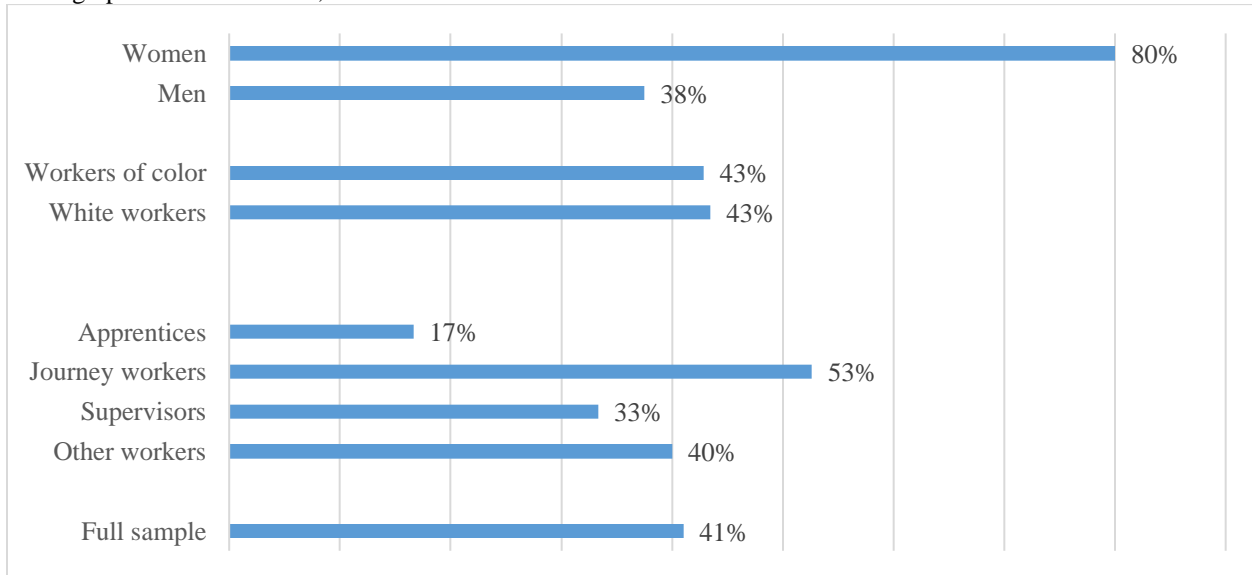
3 out of 3 women on site including myself

People being told to take their medication, that material will not cut itself, when employee is doing [the] best they can with provided materials/tools

¹ At wave one, the average number of instances of harassment reported was .99 (this does not include the item “Seen others treated disrespectfully,” which was included in waves two and beyond.).

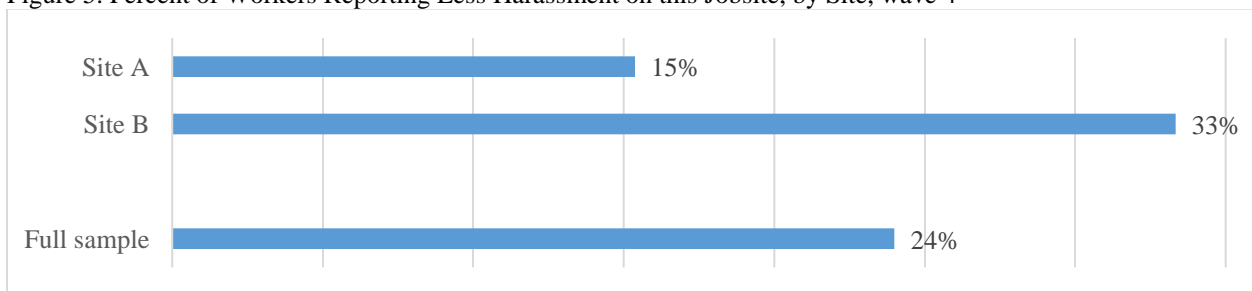
As shown in Figure 4, **the likelihood of respondents observing any harassing behaviors varied by some demographic characteristics.** A higher percent of women (80%) than men (38%) observed harassment. White workers and workers of color were equally likely to observe harassment (43%), A higher percent of journey workers (53%) reported observing harassment than other types of workers.

Figure 4. Percent of Workers Who Observed Any Type of Harassment on the Jobsite in the Last Month by Demographic Characteristics, Wave 4



Workers were asked how the levels of harassment on their current jobsite compared to their last jobsite. As shown in Figure 5, **about a quarter of workers said harassment was lower on their current jobsite than their last** (half said it was about the same on both jobsites and a quarter said it was lower on their last jobsite). Workers on Site A were less likely than workers on Site B to report that there were lower levels of harassment on their current jobsite (compared to their last), which aligns with the earlier findings that there was more harassment on Site A than Site B.

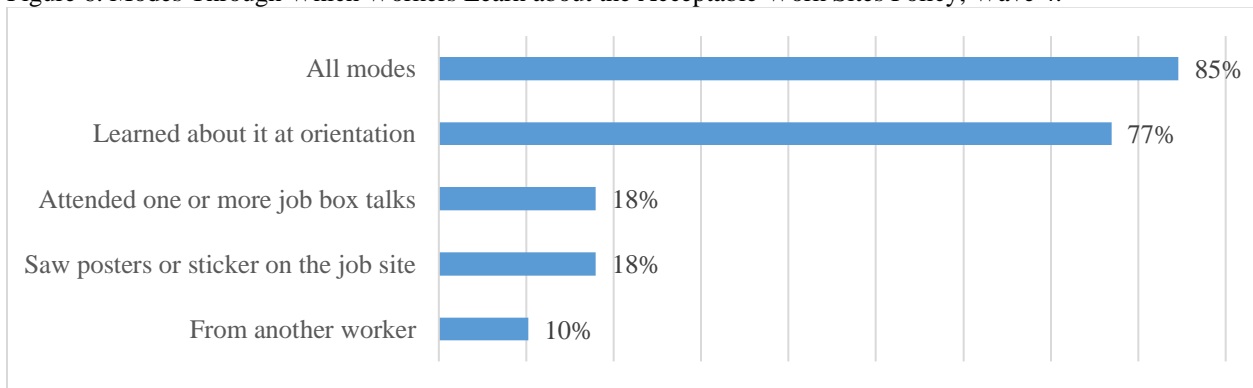
Figure 5. Percent of Workers Reporting Less Harassment on this Jobsite, by Site, wave 4



The Acceptable Work Sites policy and trainings

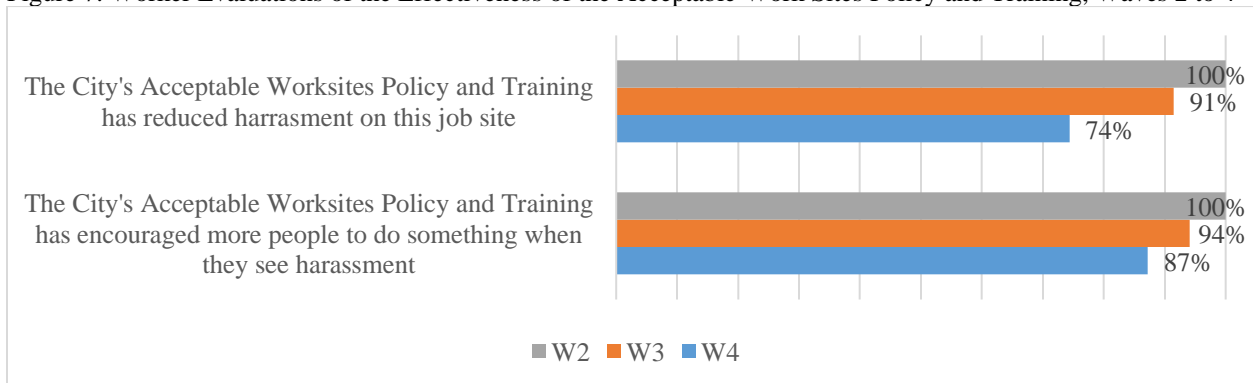
At wave four, **many workers had learned about the City of Seattle’s Acceptable Work Sites policy** (85%). Of those who knew about the policy, the majority of workers learned about this policy at orientation (77%); it may be that additional workers did get this information at orientation but forgot by the time the survey was administered. Some workers also learned about AWS at job box talks (18%), seeing posters or stickers on the site (18%), and from another worker (10%), see Figure 6. Additionally, six of the 40 workers surveyed attended a manager training. This includes three of the seven supervisors surveyed (42% of supervisors) plus two journeyworkers and one worker who described their role as “other” (specifying “CM”). Between 2019 and 2021, the consultant reported to the City that they had recorded 1597 training exposures (i.e. instances of a worker attending an orientation, training, or job box talk)

Figure 6. Modes Through Which Workers Learn about the Acceptable Work Sites Policy, Wave 4.



Many workers viewed the impact of AWS positively, reporting they perceived that AWS had decreased harassment and increased interventions; however, positive views of the impact of AWS have decreased over the course of the evaluation. These findings are shown in Figure 7.

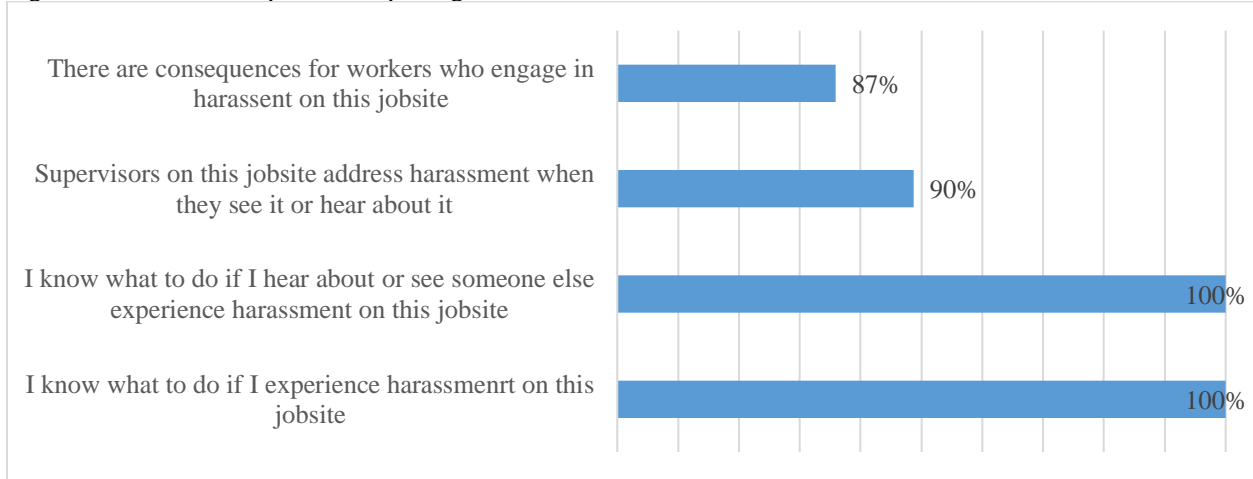
Figure 7. Worker Evaluations of the Effectiveness of the Acceptable Work Sites Policy and Training, Waves 2 to 4



Reporting and intervening in response to harassment

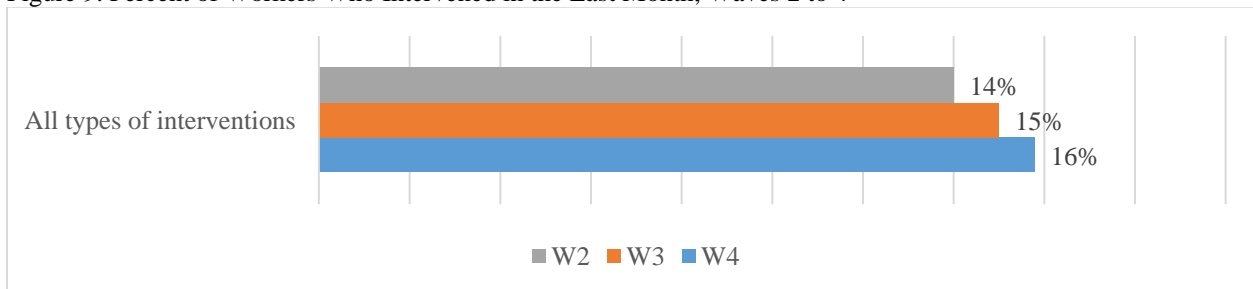
At wave four, all workers agreed that **they knew what to do if they experienced harassment on the jobsite and if they hear about or see someone else experience harassment on the jobsite. Many workers agreed that there are consequences for workers who engage in harassment on this jobsite and supervisors on this jobsite address harassment when they see it or hear about it.** These findings are shown in Figure 8.

Figure 8. Workers Perception of Reporting Practices and Harassment, Wave 4.



Across all waves, **few workers reported responding to harassment** (see Figure 9). As noted earlier, at wave four, 41% of all workers reported observing harassing or discriminatory behaviors but only 16% of all workers reported responding to harassment by intervening or reporting.

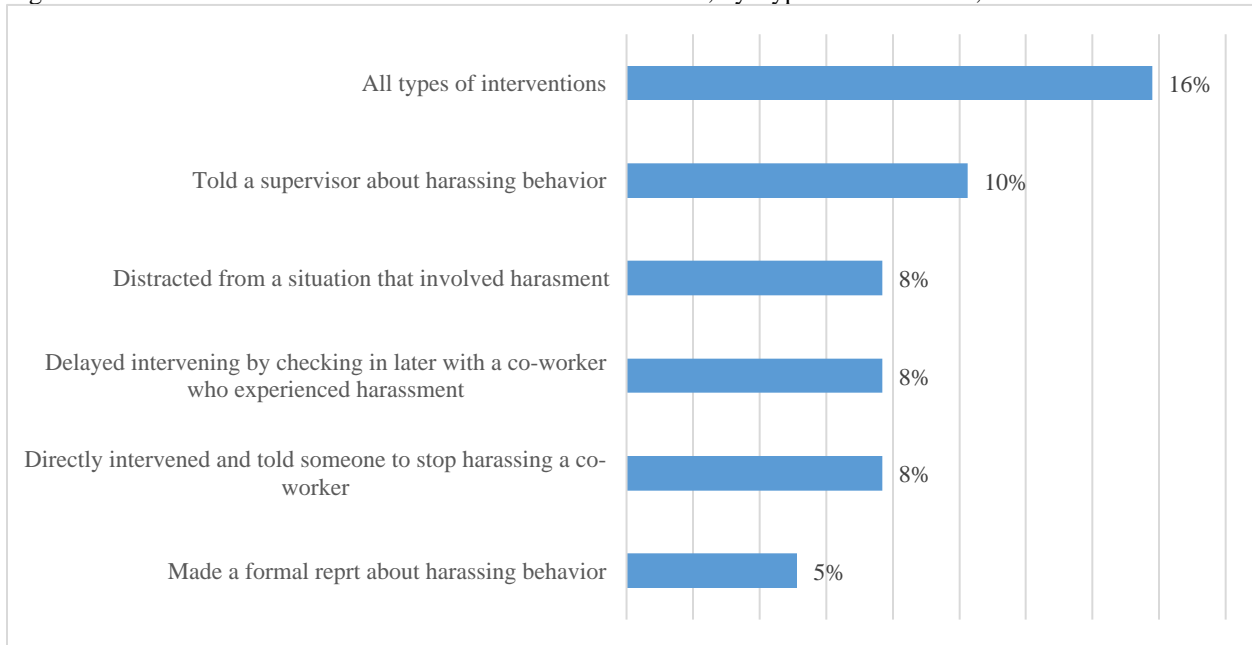
Figure 9. Percent of Workers Who Intervened in the Last Month, Waves 2 to 4



While data for each wave includes all sites, there was variation across sites in the percent of workers who intervened ranging from no workers reporting intervening on some sites up to 25% of workers reporting an intervention on other sites (analysis not shown).

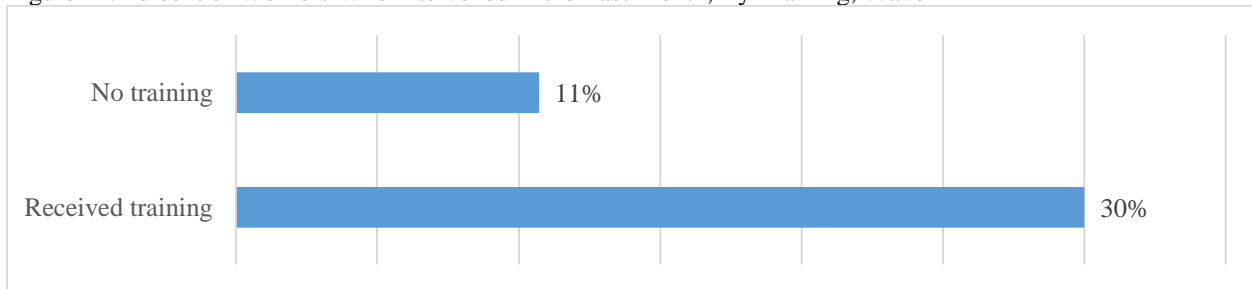
Workers who responded to harassment at wave four used a variety of approaches to either intervene or report harassment (see Figure 10).

Figure 10: Percent of Workers Who Intervened in the Last Month, by Type of Intervention, Wave 4



As shown in Figure 11, **workers who attended an AWS job box talk and/or manager training were more likely to intervene in response to harassment than workers without this training.** This suggests that AWS trainings can positively impact jobsite culture; however, the success depends on the extent of the implementation. As noted above, 18% of workers reported attending a job box talk at wave four; the highest during the study period was 25% of workers attending a job box talk at wave three. Also noted above, the implementation has been more successful in conducting manager trainings (42% of managers at wave four) as well as providing information about AWS at orientation (77% of workers at wave four).²

Figure 11. Percent of Workers Who Intervened in the Last Month, By Training, Wave 4



² Given the small sample size and the fact that the majority of workers did report learning about AWS at orientation, it was not possible to analyze whether those who learned about AWS at orientation only (did not attend an AWS job box or manager training) were more likely to intervene than those who did not receive AWS information at orientation.

Perspectives from Stakeholders

At the conclusion of the study period, staff from ANEW, the City, and contractors implementing the trainings on their job sites were asked to provide their perspectives on the implementation. They were each asked to reflect on the successes, challenges, and lessons learned. Two ANEW staff provided comments directly to the researcher. The remaining comments were collected by the City and provided to the researcher. All statements are shown in the boxes below.

What has been successful about the implementation of the City of Seattle AWS trainings?

“The success of managers and new workers being trained brought awareness and more individuals to speak up and report out when issues arise. That is a win and moving forward in the right direction of having an acceptable work site culture. The shift has started to bring more awareness.” ~ANEW Staff

“For the most part, contractors have been positive about implementing the program. They have sometimes been unresponsive to our emails and requests for site visits, but onsite they have been cooperative and implemented program requirements quickly when pointed out they were not currently in compliance.” ~ANEW Staff

“Program was easy and intuitive from a safety standpoint. In fact, it helped facilitate job site discussions around morale, welfare and personal behaviors which are typically more difficult to discuss in a group setting.” ~ Contractor Safety Representative

“In talking with workers at site visits and interviews, it appears gaining awareness of the policy and tools for how to reduce bullying, hazing and harassment has been helpful for some workers and built some confidence.” ~ City of Seattle Labor Equity Field Advisor

“In my role as a City Field Enforcement Representative, I visit City public works construction sites and interact with workers and contractor key personnel, including leadership. The contractor leadership at [name of one site] were supportive of AWS training and showed support by assigning an HR liaison and made sure trainings were adequately supported.” ~ City of Seattle Field Enforcement Representative

“AWS seemed to inspire each individual to reduce/prevent or think twice before acting in a manner to bully, haze or harass. Overall, it seemed to encourage a more thoughtful process and awareness by the contractor and all their subcontractors.” ~ City of Seattle Light Resident Engineer

“The City has been a regional leader in centering this equity and retention work, by funding the initial development of the RISE Up Curriculum and Ambassador program. AWS training has positioned us to be at the forefront in partnership for jobsite culture change as a retention strategy. The model is now being utilized nationwide and the City has been called upon to share best practices with committees, panels and other states.” ~ City of Seattle Associate Manager Labor Equity

What have been the challenges or limitations of the implementation?

“[Challenges include the] unresponsiveness of contractors for scheduling site visits, COVID shifting the implementation to virtual training, language barriers, and staff changes at the project site. Also the inability to get Manager Training Acknowledgement forms back from participants who took the training virtually [was a challenge] – many didn’t comply.” ~ANEW Staff

“The acknowledgment forms were never up to the level of the rest of the program. The videos, trainings and postings were world class, but the acknowledgment forms fell short in that they were not well defined and never fully implemented, perhaps reverting to sign-in sheets instead would help.” ~Contractor Safety Representative

“Prime contractor staffing changes has presented some challenges for coordination and training.” ~ City of Seattle Labor Equity Field Advisor

“COVID 19 presented some significant challenges with site visits and communication, including staff changes with contractors, partner coordination, training formats (virtual vs in person) , training length, and training frequency.” ~ City of Seattle Associate Manager Labor Equity

What have you learned (so far) from the implementation that will inform this work going forward?

“Lessons learned [from the current implementation are that] the AWS culture has started to shift; however, to be truly successful, [we need] a stronger buy in from contractors being eager for the trainings or held in compliance for not implementing the required trainings and/or access to jobsites compliances site visits. Going forward, [we will be] working with AWS and the ANEW RISE Up framework as a retention strategy by building out a larger ambassadorship on jobsites.” ~ANEW Staff

“Training was helpful to discuss morale, personal behaviors in a group setting. Support tools were world class. In the future more technical assistance in implementing acknowledgement and training verification systems could improve implementation.” ~Contractor Safety Representative

“After initial training, ongoing reinforcement of training is important to affect culture change. Working with contractors through staff changes will allow for better coordination and increased training.” ~ City of Seattle Labor Equity Field Advisor

“During site interviews, workers reported that they appreciated knowing their safety and well-being were being considered through the policy and training. The most consistent feedback was to expand AWS training to additional sites.” ~ City of Seattle Field Enforcement Representative

“The city invests in worker pathway supports and believe AWS training is another critical support and can enhance worker retention.” ~ City of Seattle Associate Manager Labor Equity

Conclusions

Harassment remains a significant problem in the construction industry and on City of Seattle jobsites that will continue to negatively impact retention, productivity, and safety of the construction workforce.

This evaluation research has demonstrated that workers reported experiencing job site harassment remained throughout the study period on City of Seattle job sites, consistent with trends across the industry (e.g. Bousquin 2020; Kelly and Wilkinson 2020a). Previous research has demonstrated that harassment negatively impacts retention, productivity, and safety (e.g. Kelly and Wilkinson 2020a).

The AWS trainings have the potential to positively impact the culture of City jobsites; however, providing ongoing training for all workers is recommended to reduce the current levels of jobsite harassment and discrimination.

A positive finding of this evaluation was that workers who had AWS training (i.e. attended a manager training or a job box talk) were more likely to intervene in response to harassment than those without AWS training. This indicates the potential for success of the AWS trainings. However, the findings of this evaluation suggest that too few workers received these types of trainings to impact the levels of job site harassment. In order to see change, it will be important to increase the frequency of job box talks (18% of all workers at wave four) as well as continue to provide manager trainings when projects begin and ensure that additional trainings occur when new staff are brought on (42% of supervisors were trained at wave four) and educate all workers about AWS at orientation (77% of all workers at wave four).

Recommendations

Work with contractors to increase support for AWS policy and willingness to provide AWS trainings.

As noted in the quotes from ANEW staff, not all contractors demonstrated commitment to the AWS trainings. City staff noted that contractors' staffing changes posed particular challenges for the ongoing implementation of trainings. Additional contractor education and/or buy-in may be needed to promote contractor willingness to provide trainings.

Encourage contractors' use of available Technical Assistance (TA) to support the implementation of the trainings.

Given the challenges implementing the trainings during the study period, it will be important to encourage contractors to utilize available TA as they continue the AWS trainings. ANEW staff noted a need for increased communication with contractor staff. One contractor staff member also noted that additional TA was needed.

Continue to include education about the AWS policy in all new worker orientations

At wave four 77% of workers reported learning about AWS at orientation. As noted above, it may be that additional workers did get this information at orientation but forgot by the time the survey was administered. The recommendation is for 100% of new workers to receive this information at orientation.

Continue to provide manager trainings

At wave four, 42% (three of seven) of workers in supervisory roles surveyed reported attending a training. Supervisors need to have the relevant information and skills in order to respond to harassment when it occurs as well as provide orientations, job box talks, and have informal conversation with workers about AWS. The recommendation is for 100% of supervisors to receive this training.

Provide ongoing training to all workers by presenting job box talks regularly

At wave four, only 18% of workers reported ever attending an AWS job box talk. Having this regular training will be critical for ensuring workers are able to recall the information and skills needed to address job site harassment. The recommendation is one job box talk per month on each site.

Increase visibility of AWS policy on the jobsite through additional stickers, signage, and informal conversations.

In addition to providing ongoing training, increasing visibility of AWS on a daily basis will help remind workers of the relevant information and skills.

On an ongoing basis, verify that workers are receiving information about AWS at orientation, manager trainings, job box talks, and through signage on the job site.

Given some of the challenges with implementating trainings, it will be necessary for the City to continue to monitor the frequency of trainings and intervene if trainings are not occurring.

Continue to monitor jobsite harassment and impact of AWS trainings through ongoing evaluation.

In addition to verifying that trainings occur, it will be helpful to continue to track levels of job site harassment and frequency of worker interventions to determine if the AWS trainings are shifting job site culture.

Provide additional implementation time on sites where reported levels of harassment are the highest.

While some sites have only minor issues with harassment, other sites are more problematic. The recommendation is to provide additional trainings on sites where workers report high levels of harassment (via formal or informal worker reports and/or findings from evaluation research).

Limitations

There are a few limitations to this evaluation research:

- A relatively small number of workers completed surveys at wave one (31) and two (22) three (39), and four (40); readers should use caution when reviewing findings from surveys with small sample sizes.
- For waves one to three, not all workers on all sites were made available to researchers to recruit for the study. On some sites, researchers were permitted to speak with fewer than half of workers on site. At wave four, researchers were able to access all workers on site by coordinating with contractor staff to collect data at morning meetings.
- Data were collected from different workers on different jobsites across waves so these findings are an approximation of the jobsite culture across City of Seattle sites at four points in time (rather than measuring change in individual worker behavior and attitudes or change on the same sites over time).
- About two years passed between the first and second wave of data collection because of the challenges associated with COVID-19 in implementing and evaluating the program

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Appendix A: Research Design

The PSU evaluation of the City of Seattle Acceptable Work Sites trainings included four waves of data collection on City of Seattle jobsites. The primary goals were to examine how levels of jobsite harassment and workers' responses to observing harassment changed over time.

The wave one survey was administered on six City of Seattle jobsites in on one day in May 2019. Data was collected in-person by a PSU researcher, with the assistance of a City of Seattle staff member. Researchers visited the jobsites at times agreed to by the contractor; however, all workers were made available to researchers for recruitment into the study (at a morning meeting) on only one of the six sites. Researchers administered the paper surveys on clipboards and used a gift card raffle to incentivize participation. A total of 31 workers across six sites completed the wave one survey.

The wave two survey was administered on three City of Seattle jobsites between February to May 2021. Because of the COVID-19 pandemic, PSU researchers were not able to collect data in person, so an online version of the survey was created in Qualtrics. ANEW staff administered the surveys on jobsites by providing workers with a flyer that had a QR code and a link to access the web-based survey on their phones. ANEW staff also had iPads in case any worker did not have a smart phone (no workers used iPads). Using a web-based survey on workers' phones allowed for PSU researchers to collect data while maintaining respondents' privacy. However, having workers complete the survey on their phones rather than on paper surveys may have contributed to lower participation rates as some workers may have preferred looking at something other than survey on their phones. They were also not able to see that other workers were completing the survey (as they are able to do when surveys are on clipboards), which may have also reduced participation. Given logistical challenges of the gift card raffle, gift card incentives were not given out on all jobsites. Not all workers were made available to researchers on each site visit. Given the challenges in recruiting workers on the jobsites to participate, two sites were visited twice, one site was visited once. A total of 22 workers completed the wave two survey.

The wave three survey was administered on four City of Seattle jobsites on two consecutive days in August 2021. Data was collected in-person by a PSU researcher, with the assistance of a City of Seattle staff member. Researchers visited the jobsites at times agreed to by the contractor; however, not all workers were made available to researchers for recruitment into the study. Researchers administered the paper surveys on clipboards and used a gift card raffle to incentivize participation. 39 workers completed the wave three survey.

The wave four survey was administered on two City of Seattle jobsites on one day in December 2021. Data was collected in-person by PSU researcher, with the assistance of a researcher from the University of Washington. Given challenges with previous waves of data collection, researchers decided to only collect data on jobsites where all workers would be made available to researchers for recruitment into the study. City of Seattle staff attempted to schedule site visits for morning meetings on five City of Seattle sites. A contractor with two sites agreed to allow researchers to attend morning meetings to administer surveys. Researchers administered the paper surveys on clipboards and used a gift card raffle to incentivize participation. 40 of the approximately 65 workers across the two sites completed surveys (62% response rate).

Appendix B: Survey



Thank You for Your Participation in the Evaluation of The City of Seattle's Acceptable Work Sites Policy and Training

BACKGROUND: Portland State University (PSU) researchers are conducting an evaluation of the City's Acceptable Work Sites Policy, which is intended to reduce harassment, hazing, and bullying on City construction work sites. The City is providing trainings to support the policy as well as a hotline to report harassment. The goal of this study is to learn more about workers' experiences as the City implements the Acceptable Work Sites Policy. This study is sponsored by the City of Seattle.

INSTRUCTIONS: You will be asked to complete this short survey, which will take about 10 minutes. Your participation is voluntary and you are not required to provide PSU with the information requested in the survey. By taking the survey, you give your consent to participate in the study. You don't have to answer any questions you don't want to answer and you can stop at any time. If you choose to participate, you will be entered into a **drawing for a \$50 gift card**.

BENEFITS AND RISKS: Benefits of the study include contributing to research that will potentially improve the experiences of future workers in the construction trades. Risks to participating in the study are minimal (e.g. thinking about negative past or future experiences working in the construction trades).

CONFIDENTIALITY: **PSU will keep your answers to this survey confidential to the fullest extent possible.** Only the PSU researchers conducting the project will have access to your survey. You will not be asked to give your name. Any identifying information will not be shared with the City or your employer. Any identifying information will not be included in reports from this study.

ADDITIONAL INFORMATION: If you have concerns or problems about your participation in this study or your rights as a research subject, please contact the PSU Office of Research Integrity at 503-725-2227. If you have questions about the study itself, contact Dr. Maura Kelly at 503-725-8302.

By continuing, you consent to participate in this research.

This page is for you to keep.

How much do you agree or disagree with the following statements?

	Strongly Agree	Agree	Disagree	Strongly Disagree
I am respected on this jobsite.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I know what to do if I experience harassment on this jobsite.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I know what to do if I hear about or see someone else experience harassment on this jobsite.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervisors on this jobsite address harassment when they see it or hear about it.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There are consequences for workers who engage in harassment on this jobsite.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Harassment is a problem on this jobsite.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
More should be done to address harassment on this jobsite.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

On this jobsite, how many times *in the last month* have you...

	0 times	1-2 times	3-5 times	6-9 times	10+ times
Seen others be treated disrespectfully?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Heard offensive jokes about race and/or gender (not directed towards you)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Heard offensive language that was based on race and/or gender (not directed towards you)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Seen others experience unwanted sexual attention or comments?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Seen others be called names, be cursed at, or be unnecessarily yelled at?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Seen others be isolated or ignored?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Heard rumors about others that were harassing or harmful to their reputations?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Seen others be unfairly assigned work not related to the skills of their trade (like cleaning)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Seen others be unfairly denied opportunities to learn new skills?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Seen others unfairly assigned fewer work hours than other workers?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Seen others experience any harassment, hazing, or bullying?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please briefly describe any harassment, hazing, or bullying you've seen or heard on this jobsite in the last month:

How would you compare the level of harassment on your *last jobsite* compared to *this jobsite*?

- There was more harassment on my last jobsite.
- There was about the same amount of harassment on my last jobsite and this jobsite.
- There was more harassment on this jobsite.

On this jobsite, how many times in the last month have you...

	I was not in this situation	0 times in the last month	1-2 times	3-5 times	6-9 times	10 or more times
Directly intervened and told someone to stop harassing a co-worker?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Delayed intervening by checking in later with a co-worker who experienced harassment to see if they were okay or need support?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Distracted from a situation that involved harassment (e.g., changed the subject)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Delegated the task of intervening in harassing behavior to a coworker?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Told a supervisor about harassing behavior?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Made a formal report about harassing behavior?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please briefly describe a time in the last month when you did something in response to harassment, hazing, or bullying on this jobsite.

How have you learned about the City's Acceptable Work Sites Policy? (Select all that apply)

- I learned about it at orientation
- I attended a worker training
- I attended a manager training
- I attended one or more job box talks
- I saw posters or stickers on the jobsite
- I learned about it from another worker
- Other (please specify): _____

How much do you agree or disagree?

	Strongly Agree	Agree	Disagree	Strongly Disagree
The City's Acceptable Work Sites policy and training has encouraged more people to do something when they see harassment on this jobsite.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The City's Acceptable Work Sites policy and training has reduced harassment on this jobsite.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Have you worked on another City of Seattle jobsite since 2018?

- Yes
- No
- Not sure

What is your position on this jobsite?

- Apprentice
- Journey worker
- Supervisor/foreperson/superintendent/project manager
- Other tradesperson
- Other (please specify): _____

What trade do you work in? Please specify _____

Is your employer...

- The prime contractor on this jobsite
- A subcontractor on this jobsite
- Other (Please specify) _____

How many *months* have you been working on this jobsite? _____

What is your age? _____

What is your race/ethnicity? (Select all that apply)

- White
- Black or African American
- Asian or Asian American
- American Indian or Alaska Native
- Native Hawaiian or other Pacific Islander
- Latino/a, Hispanic, Spanish
- Another race/ethnicity, please specify: _____

What is your gender identity?

- Man
- Woman
- Non-binary

What is your sexual identity?

- Heterosexual or straight
- LGBTQ+ (such as lesbian, gay, bisexual, queer, pansexual, or asexual)

The PSU researcher will collect this survey and enter you into the raffle for the \$50 gift card!