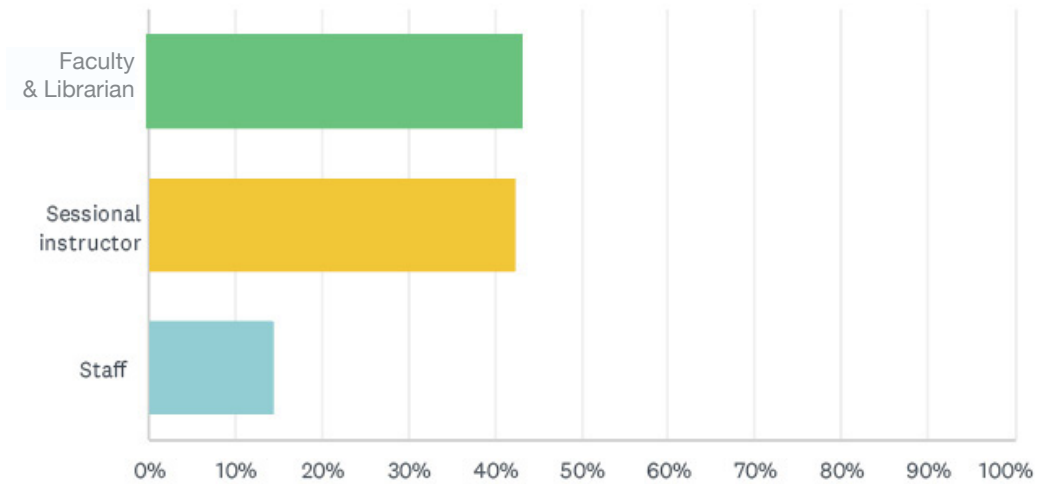


APPENDIX C

1. What is your current role in the Faculty of Music?

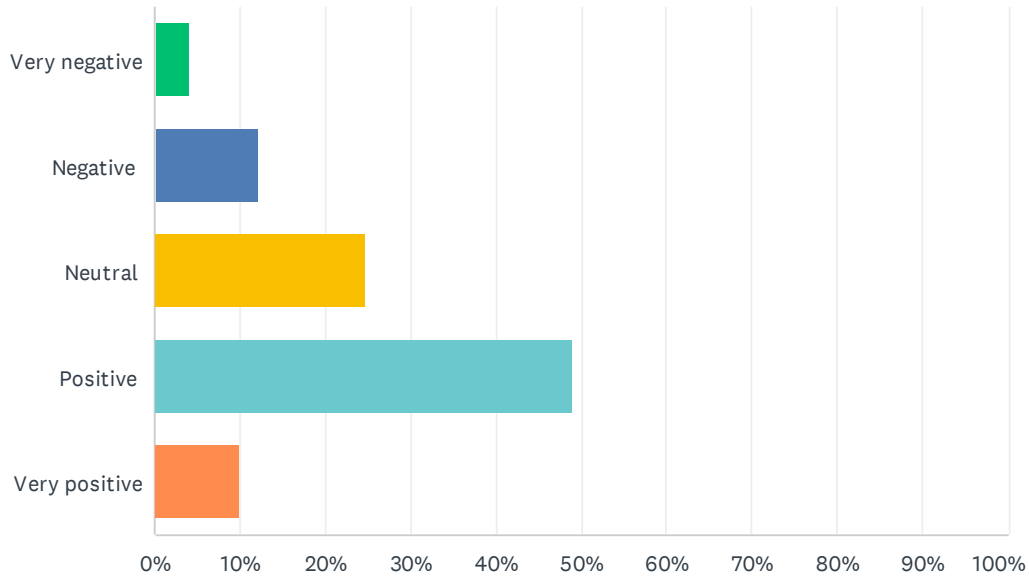
Answered: 151 Skipped: 0



ANSWER CHOICES	RESPONSES	
Faculty & Librarian	43.65%	65
Sessional instructor	42.38%	64
Staff	14.57%	22
TOTAL		151

2. How would you describe the overall working environment in the Faculty of Music?

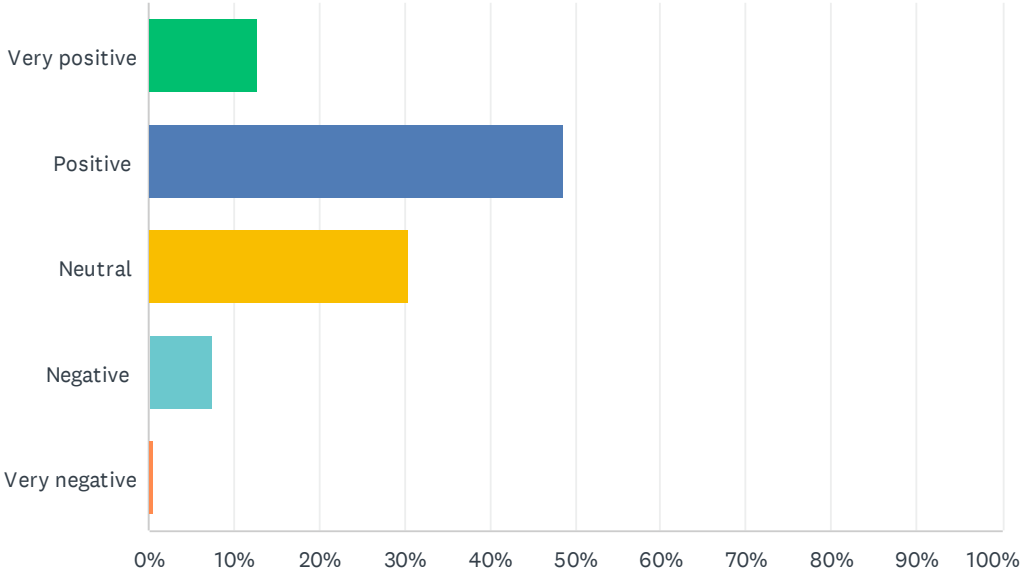
Answered: 149 Skipped: 2



ANSWER CHOICES	RESPONSES	
Very negative	4.03%	6
Negative	12.08%	18
Neutral	24.83%	37
Positive	48.99%	73
Very positive	10.07%	15
TOTAL		149

3. How would you describe the teaching and learning environment in the Faculty of Music?

Answered: 148 Skipped: 3



ANSWER CHOICES	RESPONSES	
Very positive	12.84%	19
Positive	48.65%	72
Neutral	30.41%	45
Negative	7.43%	11
Very negative	0.68%	1
TOTAL		148

4. Do you have any suggestions for how the Faculty of Music can improve its teaching and learning environment?

Answers excluded because they were comments only

5. What within the Faculty of Music's teaching and learning environment is going well?

Answers excluded because they were comments only

6. Do you have any suggestions for how the Faculty of Music can improve its working environment?

Answers excluded because they were comments only

7. What within the Faculty of Music's working environment is going well?

Answers excluded because they were comments only

8. Do you know where to report incidents of sexual violence, sexual harassment, or discrimination?

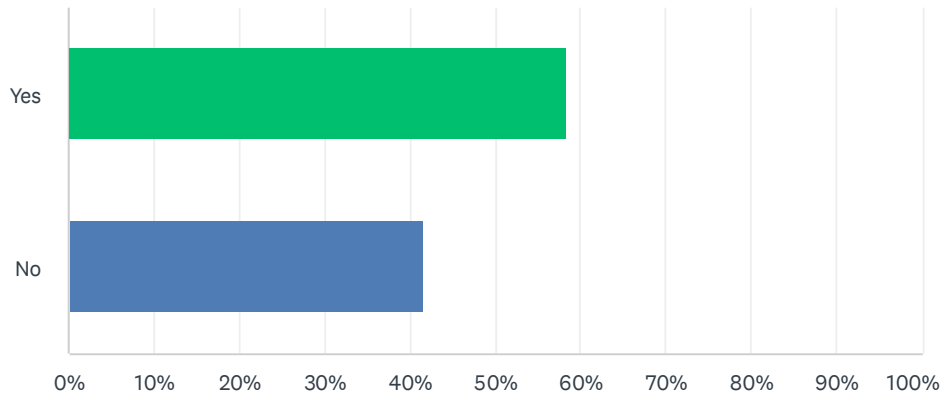
Answers excluded because they were comments only

9. Are you aware of the student and employee supports available including resources, offices, and support people?

Answers excluded because they were comments only

10. Does the Faculty of Music provide sufficient information on whom to go to and what types of resources and supports are available to students and employees?

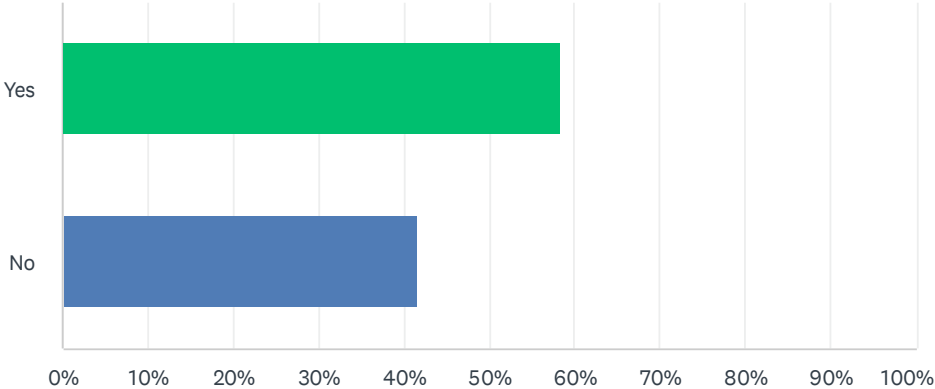
Answered: 144 Skipped: 7



ANSWER CHOICES	RESPONSES	
Yes	58.33%	84
No	41.67%	60
TOTAL		144

11. Do you have confidence in the resources and supports available?

Answered: 144 Skipped: 7



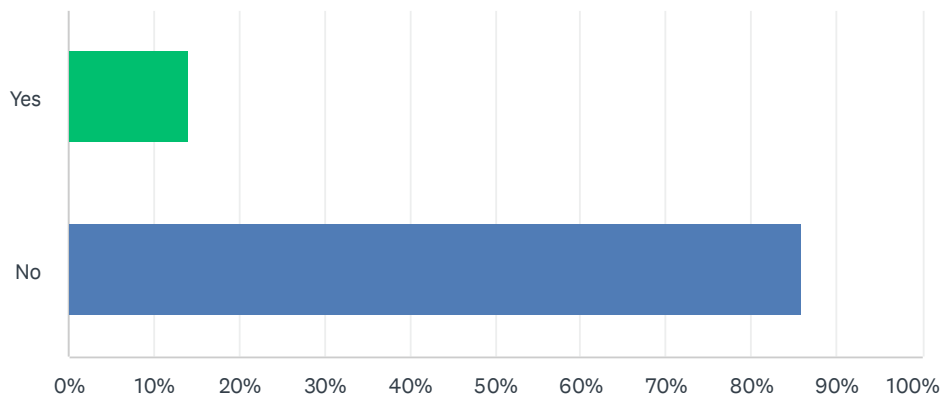
ANSWER CHOICES	RESPONSES	
Yes	58.33%	84
No	41.67%	60
TOTAL		144

12. Have you ever *witnessed* sexual violence or sexual harassment while employed at the Faculty of Music?

Sexual Violence: Any sexual act or act targeting a person’s sexuality, gender identity or gender expression, whether the act is physical or psychological in nature, that is committed, threatened or attempted against a person without the person’s consent, and includes Sexual Assault, Sexual Harassment, stalking, indecent exposure, voyeurism, and sexual exploitation.

Sexual Harassment: Includes but is not limited to engaging in a course of vexatious comments or conduct that is known or ought to be known to be unwelcome. Sexual Harassment includes workplace sexual harassment. Sexual Harassment includes any sexual solicitation or advance made by a person in a position to confer, grant or deny a benefit or advancement to the person where the person making the solicitation or advance knows or ought reasonably to know that it is unwelcome. Sexual harassment also includes a reprisal or a threat of reprisal for the rejection of a sexual solicitation or advance, where the reprisal is made or threatened by a person in a position to confer, grant or deny a benefit or advancement to the person.

Answered: 150 Skipped: 1



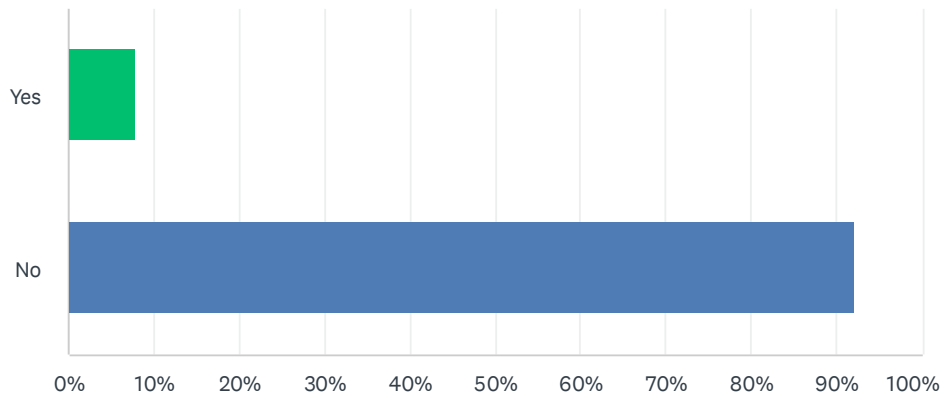
ANSWER CHOICES	RESPONSES	
Yes	14.00%	21
No	86.00%	129
TOTAL		150

13. Have you ever been *subject* to sexual violence or sexual harassment while employed at the Faculty of Music?

Sexual Violence: Any sexual act or act targeting a person’s sexuality, gender identity or gender expression, whether the act is physical or psychological in nature, that is committed, threatened or attempted against a person without the person’s consent, and includes Sexual Assault, Sexual Harassment, stalking, indecent exposure, voyeurism, and sexual exploitation.

Sexual Harassment: Includes but is not limited to engaging in a course of vexatious comments or conduct that is known or ought to be known to be unwelcome. Sexual Harassment includes workplace sexual harassment. Sexual Harassment includes any sexual solicitation or advance made by a person in a position to confer, grant or deny a benefit or advancement to the person where the person making the solicitation or advance knows or ought reasonably to know that it is unwelcome. Sexual harassment also includes a reprisal or a threat of reprisal for the rejection of a sexual solicitation or advance, where the reprisal is made or threatened by a person in a position to confer, grant or deny a benefit or advancement to the person.

Answered: 151 Skipped: 0

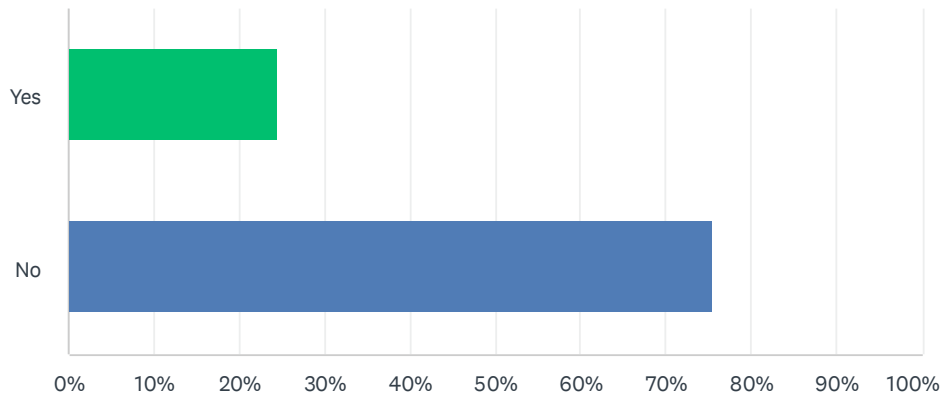


ANSWER CHOICES	RESPONSES	
Yes	7.95%	12
No	92.05%	139
TOTAL		151

14. Have you ever *witnessed* discrimination while employed at the Faculty of Music?

Discrimination includes differential treatment on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status, or disability.

Answered: 147 Skipped: 4

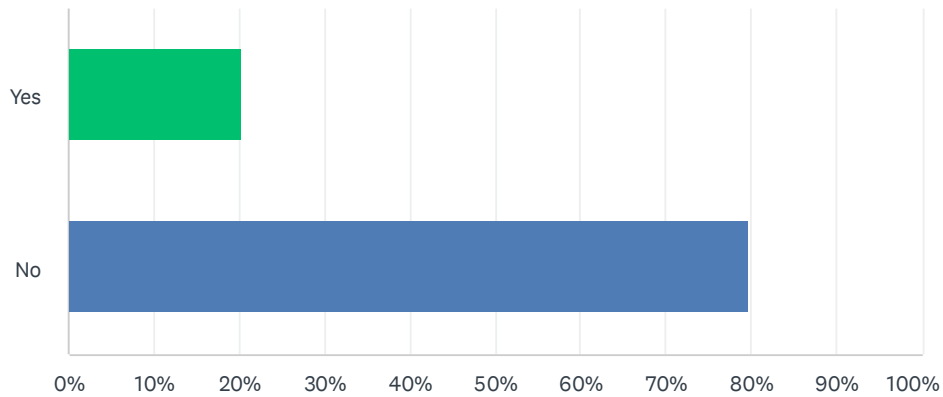


ANSWER CHOICES	RESPONSES	
Yes	24.49%	36
No	75.51%	111
TOTAL		147

15. Have you ever been *subject* to discrimination while employed at the Faculty of Music?

Discrimination includes differential treatment on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status, or disability.

Answered: 148 Skipped: 3

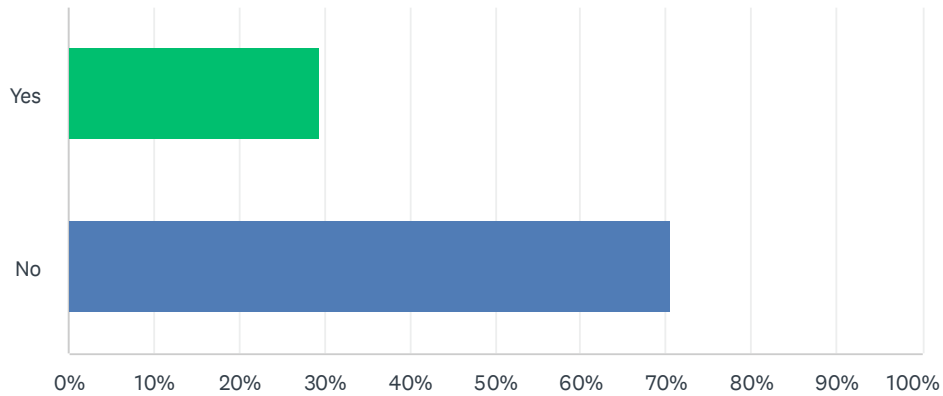


ANSWER CHOICES	RESPONSES	
Yes	20.27%	30
No	79.73%	118
TOTAL		148

16. Have you ever *witnessed harassment* (other than sexual violence, sexual harassment and/or discrimination) while employed at the Faculty of Music?

Harassment includes a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome.

Answered: 150 Skipped: 1

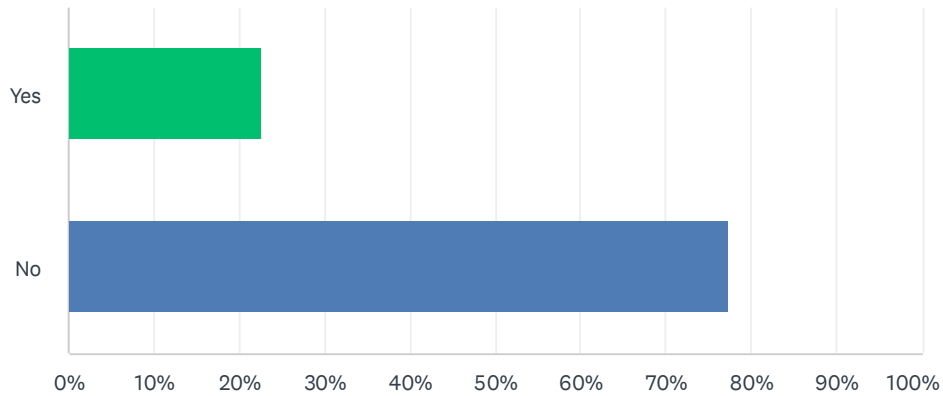


ANSWER CHOICES	RESPONSES	
Yes	29.33%	44
No	70.67%	106
TOTAL		150

17. Have you ever been *subjected* to harassment (other than sexual violence, sexual harassment and/or discrimination) while employed at the Faculty of Music?

Harassment includes a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome.

Answered: 150 Skipped: 1

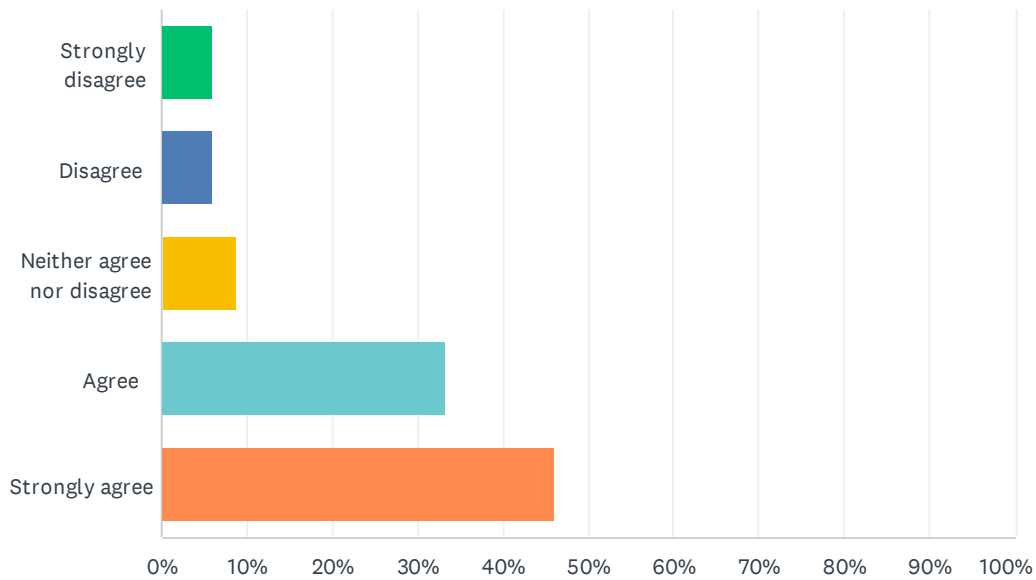


ANSWER CHOICES	RESPONSES	
Yes	22.67%	34
No	77.33%	116
TOTAL		150

18a. Please indicate your level of agreement or disagreement with the following statement: *I would feel comfortable reporting it to the University if I witnessed Sexual Violence*

(i.e., initiate a formal process with the university or request that the university follow-up and address the situation)

Answered: 150 Skipped: 1

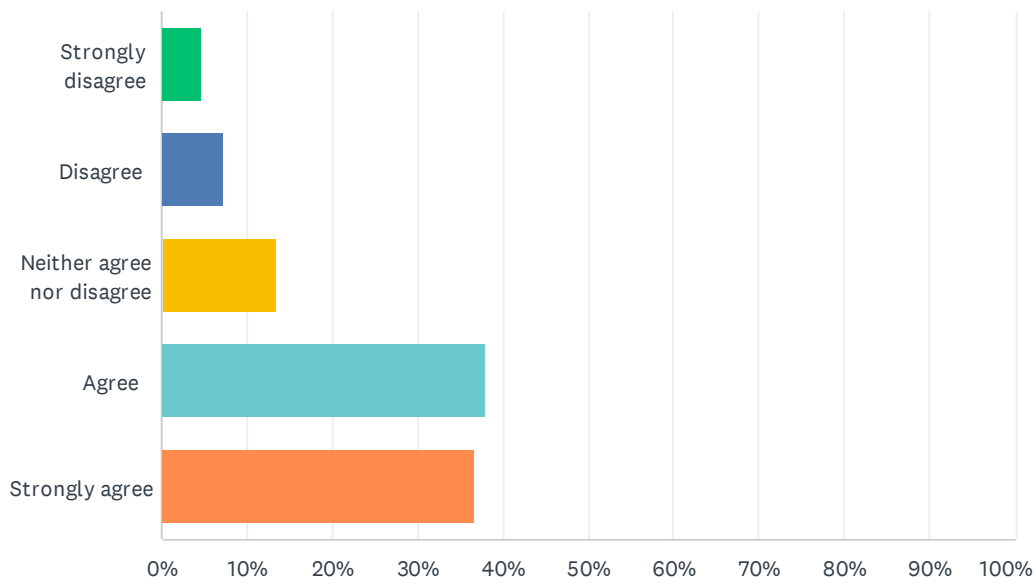


ANSWER CHOICES	RESPONSES	
Strongly disagree	6.00%	9
Disagree	6.00%	9
Neither agree nor disagree	8.67%	13
Agree	33.33%	50
Strongly agree	46.00%	69
TOTAL		150

18b. Please indicate your level of agreement or disagreement with the following statement: *I would feel comfortable reporting it to the University if I witnessed Sexual Harassment*

(i.e., initiate a formal process with the university or request that the university follow-up and address the situation)

Answered: 150 Skipped: 1

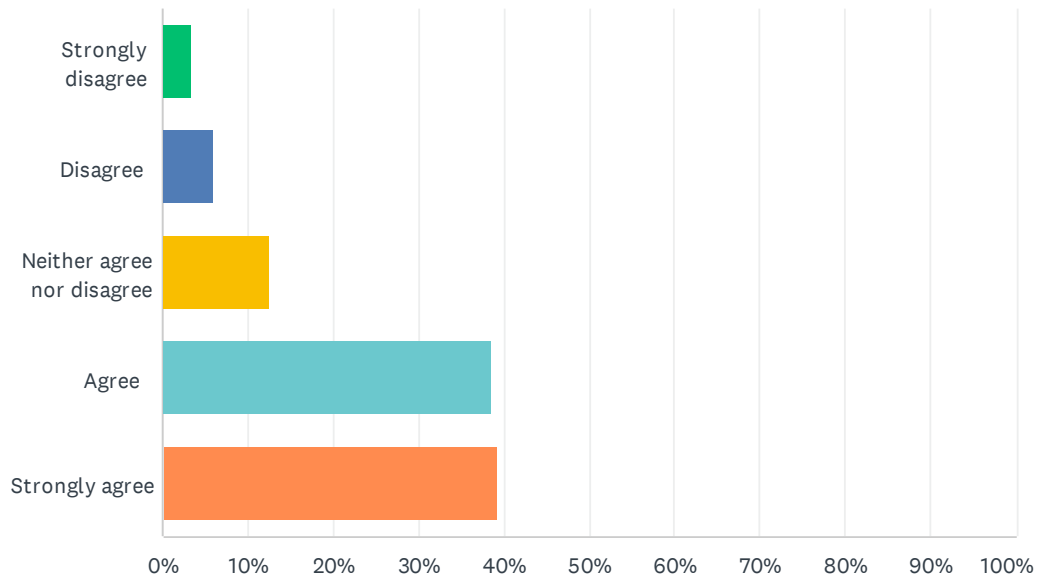


ANSWER CHOICES	RESPONSES	
Strongly disagree	4.67%	7
Disagree	7.33%	11
Neither agree nor disagree	13.33%	20
Agree	38.00%	57
Strongly agree	36.67%	55
TOTAL		150

18c. Please indicate your level of agreement or disagreement with the following statement: *I would feel comfortable reporting it to the University if I witnessed Discrimination*

(i.e., initiate a formal process with the university or request that the university follow-up and address the situation)

Answered: 150 Skipped: 1

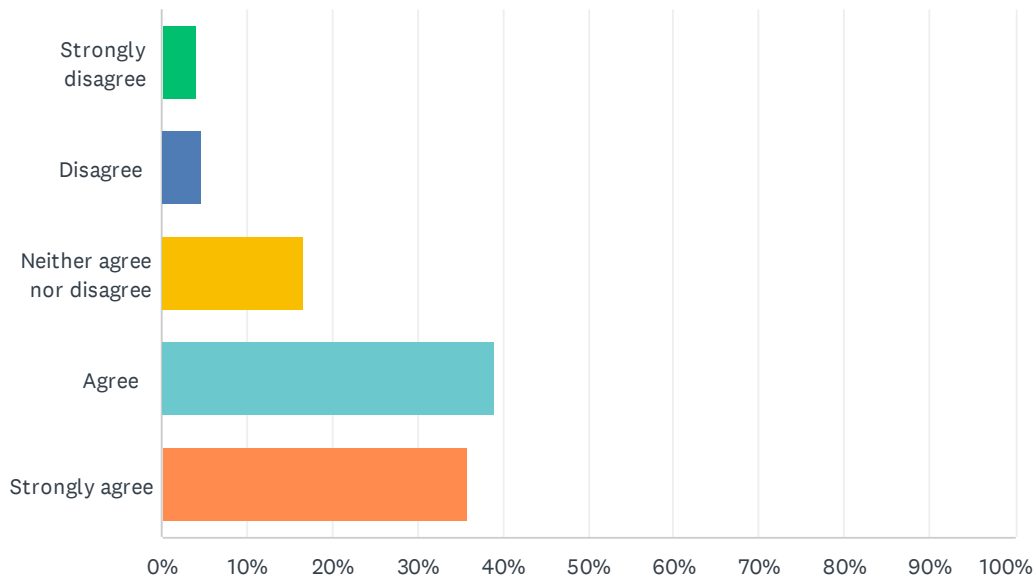


ANSWER CHOICES	RESPONSES	
Strongly disagree	3.33%	5
Disagree	6.00%	9
Neither agree nor disagree	12.67%	19
Agree	38.67%	58
Strongly agree	39.33%	59
TOTAL		150

18d. Please indicate your level of agreement or disagreement with the following statement: *I would feel comfortable reporting it to the University if I witnessed Harassment*

(i.e., initiate a formal process with the university or request that the university follow-up and address the situation)

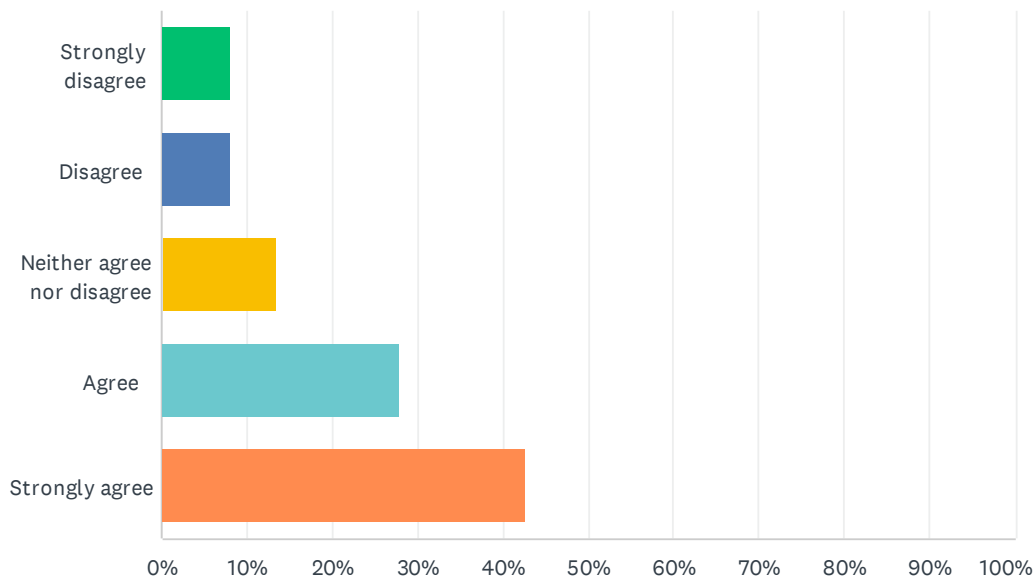
Answered: 151 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	3.97%	6
Disagree	4.64%	7
Neither agree nor disagree	16.56%	25
Agree	39.07%	59
Strongly agree	35.76%	54
TOTAL		151

19a. Please indicate your level of agreement or disagreement with the following statement: *I would feel comfortable reporting it to the University if I experienced Sexual Violence*

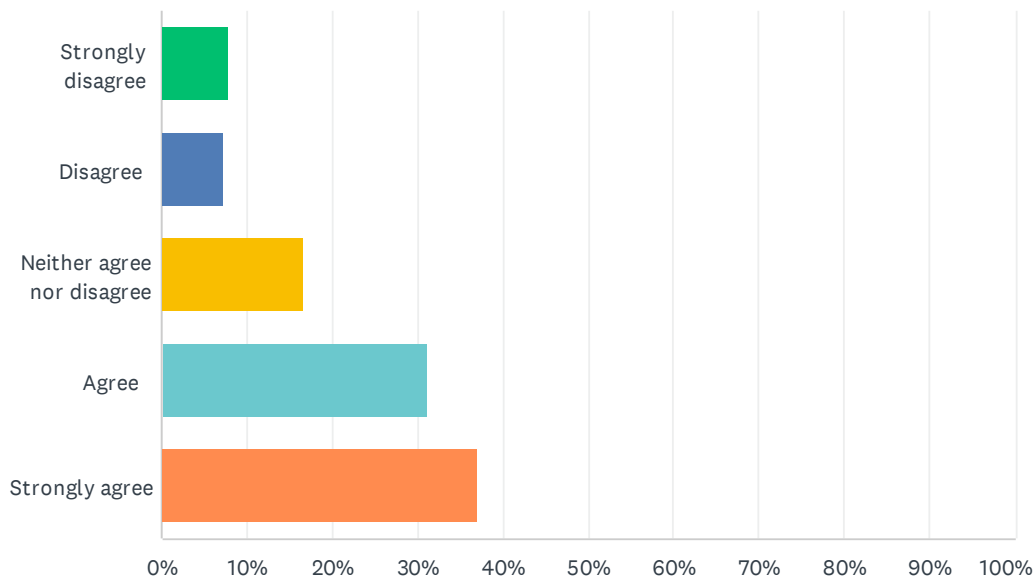
Answered: 150 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly disagree	8.00%	12
Disagree	8.00%	12
Neither agree nor disagree	13.33%	20
Agree	28.00%	42
Strongly agree	42.67%	64
TOTAL		150

19b. Please indicate your level of agreement or disagreement with the following statement: *I would feel comfortable reporting it to the University if I experienced Sexual Harassment*

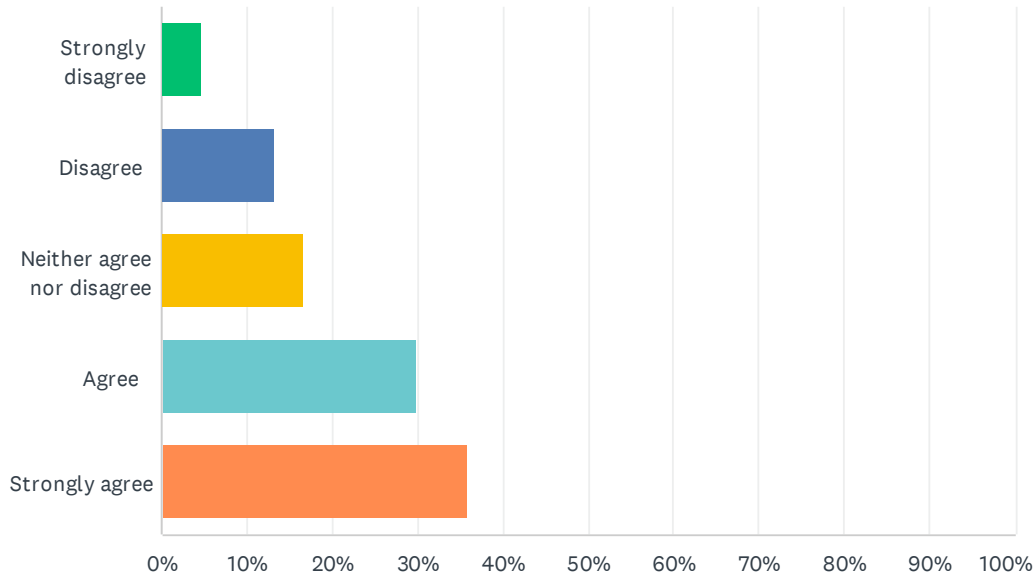
Answered: 151 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	7.95%	12
Disagree	7.28%	11
Neither agree nor disagree	16.56%	25
Agree	31.13%	47
Strongly agree	37.09%	56
TOTAL		151

19c. Please indicate your level of agreement or disagreement with the following statement: *I would feel comfortable reporting it to the University if I experienced Discrimination*

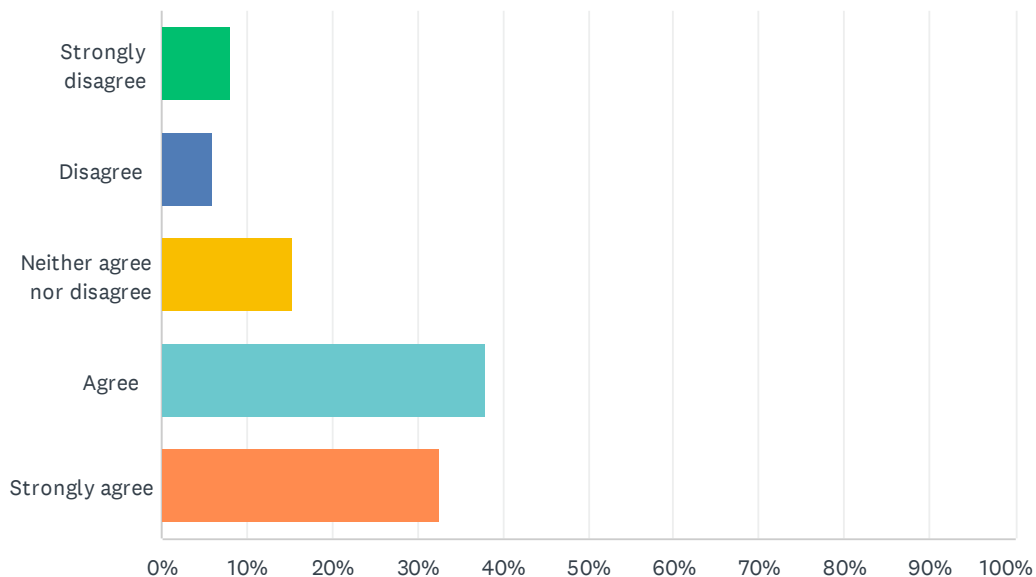
Answered: 151 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly disagree	4.64%	7
Disagree	13.25%	20
Neither agree nor disagree	16.56%	25
Agree	29.80%	45
Strongly agree	35.76%	54
TOTAL		151

19d. Please indicate your level of agreement or disagreement with the following statement: *I would feel comfortable reporting it to the University if I experienced Harassment*

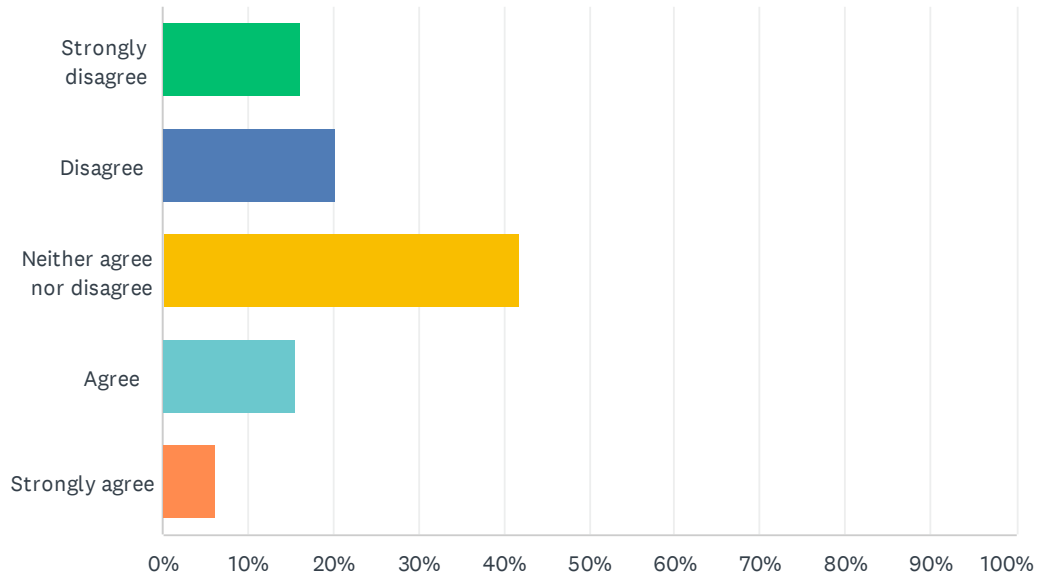
Answered: 150 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly disagree	8.00%	12
Disagree	6.00%	9
Neither agree nor disagree	15.33%	23
Agree	38.00%	57
Strongly agree	32.67%	49
TOTAL		150

20a. Please indicate your level of agreement or disagreement with the following statement: *The Faculty of Music adequately and appropriately responds to concerns related to Sexual Violence*

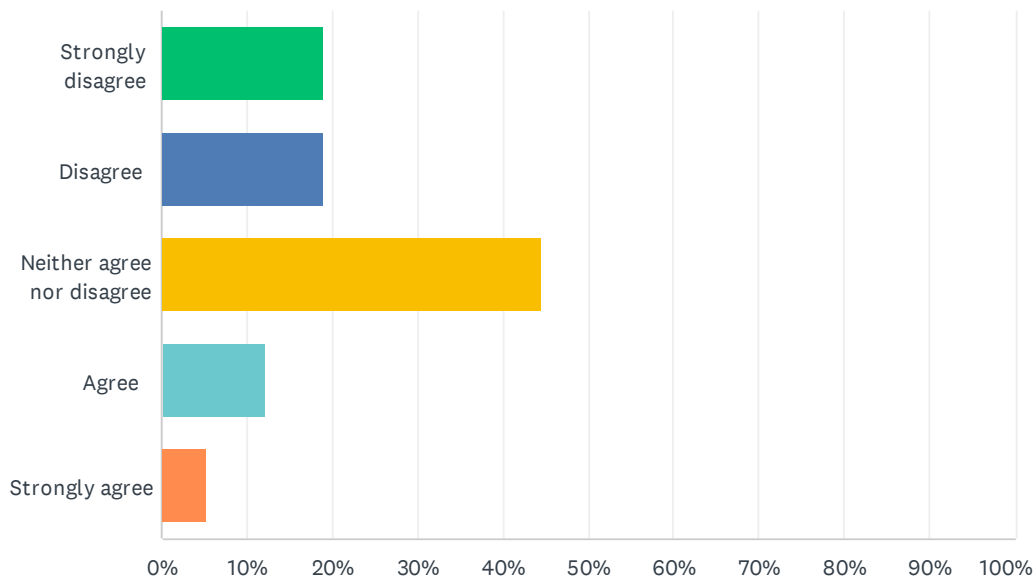
Answered: 148 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly disagree	16.22%	24
Disagree	20.27%	30
Neither agree nor disagree	41.89%	62
Agree	15.54%	23
Strongly agree	6.08%	9
TOTAL		148

20b. Please indicate your level of agreement or disagreement with the following statement: *The Faculty of Music adequately and appropriately responds to concerns related to Sexual Harassment*

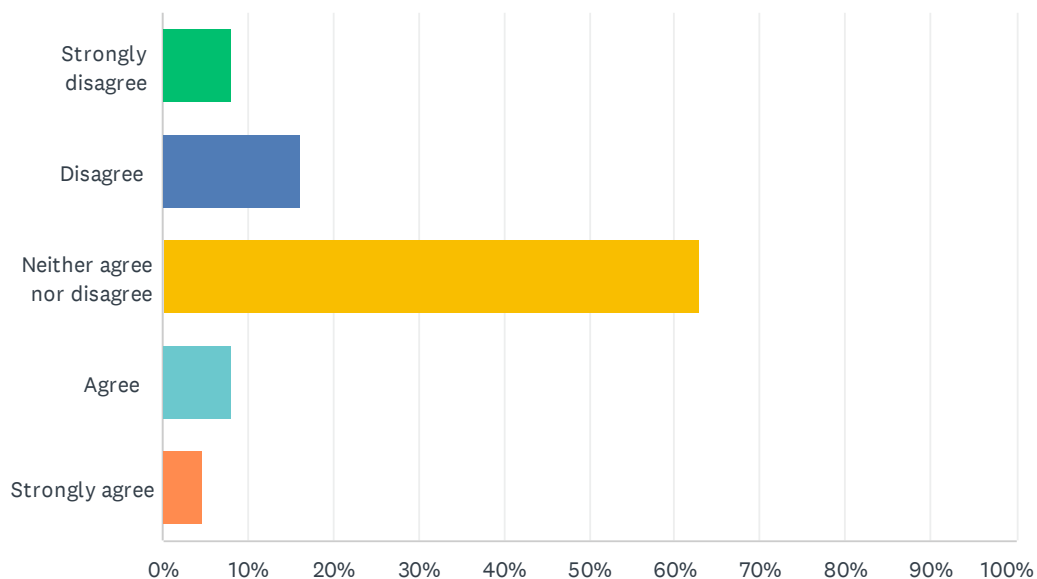
Answered: 148 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly disagree	18.92%	28
Disagree	18.92%	28
Neither agree nor disagree	44.59%	66
Agree	12.16%	18
Strongly agree	5.41%	8
TOTAL		148

20c. Please indicate your level of agreement or disagreement with the following statement: *The Faculty of Music adequately and appropriately responds to concerns related to Discrimination*

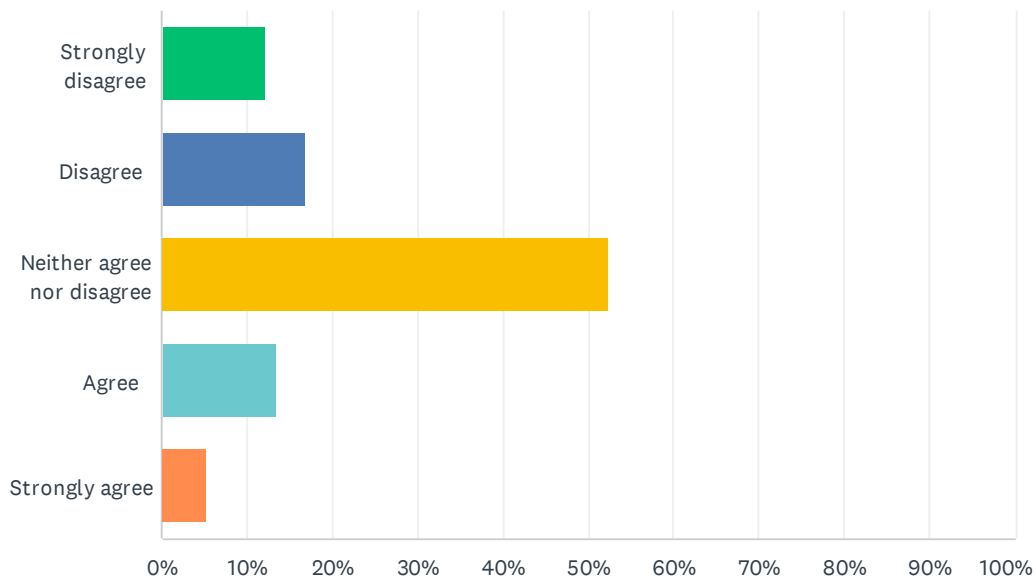
Answered: 148 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly disagree	8.11%	12
Disagree	16.22%	24
Neither agree nor disagree	62.84%	93
Agree	8.11%	12
Strongly agree	4.73%	7
TOTAL		148

20d. Please indicate your level of agreement or disagreement with the following statement: *The Faculty of Music adequately and appropriately responds to concerns related to Harassment*

Answered: 149 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly disagree	12.08%	18
Disagree	16.78%	25
Neither agree nor disagree	52.35%	78
Agree	13.42%	20
Strongly agree	5.37%	8
TOTAL		149

21. As a part of the review process, we will be conducting several one-on-one interviews to gather additional information. Would you be willing to participate in an interview?

Answers excluded because this question collected identifying information

22. Please share anything else you would like us to know as part of this review.

Answers excluded because they were comments only