



# Workplace Bullying Survey

The Ventura County 2010-2011 Grand Jury issued a report and concluded that bullying is a problem in Ventura County Government.

A SEIU 721 member committee has formed to support a positive work environment. The results of the surveys will be used to create a public report card on supervisors and managers. The committee also hopes to keep the Board of Supervisors accountable by asking them to implement a County of Ventura anti-bullying policy.

The committee invites you to complete and return the following survey by **August 8, 2011**. You may submit anonymously if you wish.

### Definition used in Grand Jury Report

*Workplace bullying can be defined as an abuse or misuse of power that manifests itself in "behavior that intimidates, degrades, offends, or humiliates a worker."*

### Survey

Where do you work? Agency \_\_\_\_\_ Dept or Unit \_\_\_\_\_

How long have you worked for the county? \_\_\_\_\_ (in years)

Have you worked in any other County Agencies/Departments? Yes \_\_\_ No \_\_\_

If Yes, in which Agency/Department? \_\_\_\_\_

Have you felt any stress brought on by work that has led you to seek medical or psychological attention?  
\_\_\_ Yes \_\_\_ No

Have you witnessed any bullying in the workplace? \_\_\_ Yes \_\_\_ No

Have you been bullied in the workplace? \_\_\_ Yes \_\_\_ No

Have you been impacted by or witnessed any of the below characteristics of bullying?

- |         |        |   |
|---------|--------|---|
| ___ Yes | ___ No | Excessive monitoring  |
| ___ Yes | ___ No | Yelled at by managers or supervisors in group meeting or in public?         |
| ___ Yes | ___ No | Isolation or exclusion from activities                                      |
| ___ Yes | ___ No | Physical intimidation   |
| ___ Yes | ___ No | Threats (whether verbal, written, or via online networks)                   |
| ___ Yes | ___ No | Shouted at or sworn at in private by supervisor or manager                  |
| ___ Yes | ___ No | Placed on Administrative Leave improperly or unfair disciplinary action     |
| ___ Yes | ___ No | Retaliatory behavior  |
| ___ Yes | ___ No | Made to report directly to a higher manager and not to immediate supervisor |
| ___ Yes | ___ No | Setting impossible deadlines or setting up for failure                      |
| ___ Yes | ___ No | Diminishing work or achievements  |
| ___ Yes | ___ No | Criticizing in public or in front of co-workers                             |
| ___ Yes | ___ No | Teasing, insults, practical jokes   |
| ___ Yes | ___ No | Spreading rumors or innuendo  |
| ___ Yes | ___ No | Belittling or disregarding opinions or suggestions                          |

If you have been a victim of bullying, did you report it to SEIU721? \_\_\_ Yes \_\_\_ No

If you have been a victim of bullying, did you report it to the County's Employee Complaint Resolution Process or the Auditor Controller Fraud Hotline? \_\_\_ Yes \_\_\_ No

If not, why not? \_\_\_\_\_

If you have been bullied:

Manager or Supervisor responsible for bullying behavior \_\_\_\_\_

Department or Agency \_\_\_\_\_

Year(s) of bullying incidents/behavior \_\_\_\_\_

Additional Comments:

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**Rate Your Supervisor**

Please rate your supervisor on a scale from 1 to 5 (1 is worst and 5 is best).

- \_\_\_ Rating Ensures that all employees are aware of anti-bullying practices and procedures
- \_\_\_ Rating Ensures that any incident of bullying is dealt with regardless of whether a complaint of bullying has been received
- \_\_\_ Rating Provides leadership and role-modeling in appropriate professional behavior
- \_\_\_ Rating Responds promptly, sensitively and confidentially to all situations where bullying behavior is observed or alleged to have occurred

**Rate Your Manager**

Please rate your manager on a scale from 1 to 5 (1 is worst and 5 is best).

- \_\_\_ Rating Ensures that all employees are aware of anti-bullying practices and procedures
- \_\_\_ Rating Ensures that any incident of bullying is dealt with regardless of whether a complaint of bullying has been received
- \_\_\_ Rating Provides leadership and role-modeling in appropriate professional behavior
- \_\_\_ Rating Responds promptly, sensitively and confidentially to all situations where bullying behavior is observed or alleged to have occurred

**Follow Up**

May we contact you for further information? \_\_\_ Yes \_\_\_ No

Would you like to participate on the member Anti-Bully Committee? \_\_\_ Yes \_\_\_ No

Name \_\_\_\_\_ (Optional)

Phone (work) \_\_\_\_\_ (Optional)

Phone (personal) \_\_\_\_\_ (Optional)

Email (work) \_\_\_\_\_ (Optional)

Email (personal) \_\_\_\_\_ (Optional)

*Questions? Contact your worksite organizer.*

**Please return this survey using the enclosed postage-paid envelope by August 8, 2011.**  
SEIU Local 721 \* 2472 Eastman Ave., Ste 30 \* Ventura, CA 93003 \* 805-650-4420 \* www.seiu721.org  
Attn: Lead Worksite Organizer, Laura Espinosa – 805-320-2010