DOI: 10.1503/cjs.013120

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Orthopaedic Surgeon Questionnaire

Thank you for your interest in this study entitled *'Prevalence of Gender-Based and Sexual Harassment in the Field of Orthopaedic Surgery'*. We greatly value your willingness to review the questions below. Your responses will help orthopaedic researchers, educators and societies better understand the issues surrounding gender-based and sexual harassment within the specialty of orthopaedic surgery.

This questionnaire should take you approximately 10-15 minutes to complete. Completion of the enclosed questionnaire is voluntary. Return of a completed questionnaire implies your consent to participate. A master list of society members will be maintained during the data collection phase for the purposes of tracking questionnaire completion. This list will not be linked to questionnaire responses – your questionnaire responses will remain completely anonymous, even to the study team.

Some of the questions may be uncomfortable for you to answer, or you may be irritated if the questions have no bearing on your life. However, we ask that you try your best in answering all questions. Your participation is important to us and for those whom would benefit from this research.

Due to the sensitive nature of this study, we ask that you find a private location to
complete this questionnaire.

SECTION A: DEMOGRAPHICS & CURRENT EDUCATION / WORK DETAILS

This section asks a few basic questions to let us know a little bit more about you.

Vhat is your gen	der?					
Woman				Man		
Transgender	Woman			Transgender	Man	
Non-Binary				Other (specif	y):	
Vhat is your age	?					
	_years					
Vhat is your race	e/ethnicity?					
Caucasian				Native/Abori	ginal	
African/Carib	bean			East Asian		
Hispanic/Lati	no			South Asian		
Middle Easter	rn			Other (specif	y):	
Mixed (specif	y):					
Vhat is your ma	arital status?					
Single	Separated	Divorced	Co	mmon Law	Married	Widowed
	Woman Transgender Non-Binary /hat is your age /hat is your race Caucasian African/Carib Hispanic/Lati Middle Easter Mixed (specif	Transgender Woman Non-Binary /hat is your age? years /hat is your race/ethnicity? Caucasian African/Caribbean Hispanic/Latino Middle Eastern Mixed (specify): /hat is your marital status?	Woman Transgender Woman Non-Binary /hat is your age?years /hat is your race/ethnicity? Caucasian African/Caribbean Hispanic/Latino Middle Eastern Mixed (specify):/hat is your marital status?	Woman Transgender Woman Non-Binary /hat is your age? years /hat is your race/ethnicity? Caucasian African/Caribbean Hispanic/Latino Middle Eastern Mixed (specify): /hat is your marital status?	Woman Man Transgender Woman Transgender Non-Binary Other (specified) /hat is your age? years /hat is your race/ethnicity? Native/Aborige Caucasian Native/Aborige African/Caribbean East Asian Hispanic/Latino South Asian Middle Eastern Other (specified) Mixed (specify): Other (specified)	Woman Man Transgender Woman Transgender Man Non-Binary Other (specify): /hat is your age? /hat is your race/ethnicity? Caucasian Native/Aboriginal African/Caribbean East Asian Hispanic/Latino South Asian Middle Eastern Other (specify): Mixed (specify): /hat is your marital status?

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5. W	/here did you complete your medical edu	cation?		
	Canada		USA	
	Oceania (specify):		Europe (specify):	
	Caribbean (specify):		Asia (specify):	
	Africa (specify):		South America (specify):	
	Other (specify):			
6. W	/hat is your highest level of education? Undergraduate Medical Degree Fellowship Training		Residency Training Doctorate Degree	
	Other (specify):			
7. P	lease indicate your current occupation:			
	Orthopaedic Surgery RESIDENT → GO TO	O QUESTIO	N 8	
	Orthopaedic Surgery FELLOW → GO TO	QUESTION	15	
	STAFF Orthopaedic Surgeon → GO TO Q	UESTION 29)	

■ RETIRED Orthopaedic Surgeon → GO TO QUESTION 51

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PLEASE COMPLETE THIS PAGE IF YOU ARE CURRENTLY AN ORTHOPAEDIC SURGERY **RESIDENT**.

8. V	/here are you curre	ently completing	ng your residency'	?		
	Canada			USA		
	Oceania (specify)	:		Europe (spe	ecify):	
	South America (s	pecify):		Asia (specif	y):	
	Africa (specify): _			Other (spec	ify):	
0 1				- I- i O		
9. A	re you planning to	complete an o		•		
	Yes	aify the cub a		No		
	ii yes, piease spe	city the sub-s	pecialty:			
10. D	o you feel your <u>cu</u>	<u>rrent</u> educatio	nal environment is	safe / health	/?	
	Yes			Νο		
	If <mark>no</mark> , why not?					
11.A	•	iy gender-bas	ed narassment po	•	our <u>current</u> training	Institution?
	Yes			No		
	If yes, how effect	ve do you bel	ieve these policies	are?	_	_
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure
12. A	re you aware of ar	ny sexual hara	ssment policies w	ithin your <u>curi</u>	r <u>ent</u> training institut	ion?
	Yes			No		
	If yes, how effect	ve do you beli	ieve these policies	are?		
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure
13 A	re you aware of ar	w gender-bas	ed harassment reg	sources within	ı your <u>current</u> traini	na institution?
	Yes	ly gender bus		No	i your <u>ourront</u> traini	ing monutation.
	If yes, how effecti	ve do you beli	ieve these resourc	es are?		
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure

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14. A	re you aware of a	ny sexual hara	ssment resource	s within your <u>c</u>	<u>urrent</u> training instit	tution?	
	Yes	□ No					
	If yes, how effec	tive do you bel	ieve these resour	ces are?			
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure	

PLEASE PROCEED TO SECTION B (QUESTION 73) OF THE QUESTIONNAIRE.

DOI: 10.1503/cjs.013120

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PLEASE COMPLETE THIS PAGE IF YOU ARE CURRENTLY AN ORTHOPAEDIC SURGERY FELLOW.

15. P	lease specify you	r orthopaedic s	sub-specialty:			
16. W	/here are you curr	ently completing	ng your fellowship	?		
	Canada			USA		
	Oceania (specify):		Europe (sp	ecify):	
	South America (specify):		Asia (speci	fy):	
	Africa (specify):			Other (spec	:ify):	
17. D	o you supervise r	esidents in trai	ning?			
	Yes			Νο		
18.D		<u>irrent</u> educatio	nal environment is		y?	
	Yes		L	No		
	If no, why not? _					
19. A	re you aware of a	ny gender-bas	ed harassment po	licies within y	our <u>current</u> training	institution?
	Yes	, ,		No		
	If yes, how effect	ive do you beli	ieve these policies	are?		
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure
20. A	re vou aware of a	ny sexual hara	ssment policies w	ithin your <i>cur</i>	rent training institut	ion?
	Yes	,		No		
	If yes, how effect	ive do you beli	ieve these policies	are?		
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure
21.A	re you aware of a	ny gender-bas	ed harassment re	sources withir	n your <u>c<i>urrent</i> traini</u>	ng institution?
	Yes			Νο		
	If yes, how effect	ive do you beli	ieve these resourc	es are?		
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure
Version 4	4.0					Page 5 of 3

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22. A	re you aware of ar	ny sexual hara	ssment resources	within your <u>c</u>	<u>urrent</u> training instit	ution?
	Yes			No		
	If yes, how effecti	ve do you beli	eve these resource	es are?		
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure
23. W	/here did you com	olete your resi	dency?			
	Canada	,		USA		
	Oceania (specify)	:		Europe (spe	cify):	
	South America (s	pecify):		Asia (specif	y):	
	Africa (specify): _				ify):	
24. D	o you feel your <u>res</u> Yes If <u>no</u> , why not?		tional environmen	No	ealthy?	
25.W	/ere you aware of a	anv gender-ba	sed harassment p	olicies within v	our <u>residency</u> train	ing institution?
	Yes	any genuer bu		No	ian <u>residency</u> train	ing monation.
	If yes, how effecti	ve do you beli	eve these policies	were?		
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure
26. W	/ere you aware of	anv sexual ha	rassment policies	within your <i>re</i>	<u>sidency</u> training ins	stitution?
	Yes			No	<u> </u>	
_	If yes, how effecti	ve do you beli	eve these policies	were?		
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure
	/ere you aware o stitution?	of any gende	r-based harassm	ent resources	s within your <u>resi</u>	<u>dency</u> training
	Yes			Νο		

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	If yes, how effec	tive do you bel	ieve these resour	ces were?		
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure
28. V	Vere you aware o	f any sexual ha	rassment resourc	ces within your	residency training	institution?
	Yes			No		
	If yes, how effec	tive do you bel	ieve these resour	ces were?		
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure

PLEASE PROCEED TO SECTION B (QUESTION 73) OF THE QUESTIONNAIRE.

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PLEASE COMPLETE THIS PAGE IF YOU ARE CURRENTLY A **STAFF** ORTHOPAEDIC SURGEON.

29. In	what country do	you currently p	oractice?				
	Canada		[USA		
	Oceania (specify):	[Europe (spe	ecify):	
	South America (s	specify):	[Asia (specif	iy):	
	Africa (specify):		[Other (spec	ify):	
30. H	ow many years ha	ave you been i	n practice?				
	0 – 4	5 – 9	10 – 14		15 – 19	20 – 24	25+
31. W	/hich type of hosp	ital describes y	our institution?				
	Academic (Unive	ersity Affiliated)			Non-Acade	mic	
32. D	o you supervise r	esidents in trai	ning?				
	Yes		[Νο		
33. D	o you feel your <u>cu</u>	<u>urrent</u> work env	ironment is safe	e / h	ealthy?		
	Yes		[No		
	If <mark>no</mark> , why not? _						
34. A	re you aware of a	ny gender-bas	ed harassment p	poli	cies within y	our <u>current</u> institutio	on?
	Yes		[No		
	If yes, how effect	tive do you beli	eve these policie	es a	are?		
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective		Somewhat Ineffective	Very Ineffective	Not Sure
35. A	re you aware of a	ny sexual hara	ssment policies	wit	hin your <u>curi</u>	rent institution?	
	Yes	-	. [No		
	If yes, how effect	tive do you beli	eve these policie	es a	are?		
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective		Somewhat Ineffective	Very Ineffective	Not Sure

DOI: 10.1503/cjs.013120

36. A	re you aware of a	ny gender-bas	ed harassment re	sources withir	n your <u>current</u> institu	ution?
	Yes			Νο		
	If yes, how effect	ive do you beli	ieve these resourc	es are?		
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure
37. A	re you aware of a	ny sexual hara	assment resources	within your <u>c</u>	urrent institution?	
	Yes			No		
	If yes, how effect	ive do you beli	ieve these resourc	es are?		
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure
38 W	/here did you com	nlete vour resi	idency?			
	Canada			USA		
	Oceania (specify):			ecify):	
	South America (s				y):	
	Africa (specify):		_		ify):	
39. D	o you feel your <u>re</u>	<u>sidency</u> educa	tional environmen	t was safe / h	ealthy?	
	Yes			No		
	If <mark>no</mark> , why not? _					
40. W	-	any gender-ba	ised harassment p	-	our <u>residency</u> train	ing institution?
	Yes			No		
	If yes, how effect	ive do you bel	ieve these policies	were?	_	
			Neither			
	Very Effective	Somewhat Effective	Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure
41. W	/ere vou aware of	anv sexual ha	rassment policies	within your re	sidency training ins	stitution?
	Yes	,		No	5	
	If yes, how effect	ive do you beli	ieve these policies	were?		
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure

DOI: 10.1503/cjs.013120

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42. Were you aware of any gender-based harassment resources within your <u>residency</u> training institution?

	Yes			No		
	If yes, how effect	ive do you beli	eve these resourc	es were?		
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure
43. W	ere you aware of	any sexual har	assment resourc	es within your	residency training	institution?
	Yes			No		
	If yes, how effect	ive do you beli	eve these resourc	es were?		
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure
44. D	id you complete a Yes If <i>yes</i> , please spe	·		No → GO TC	QUESTION 73	

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PLEASE COMPLETE QUESTIONS 45 – 50 ONLY IF YOU ANSWERED YES TO QUESTION 44.

45. W	/here did you com	plete your fello	owship?				
	Canada			USA			
	Oceania (specify):		Europe (spe	Europe (specify):		
	South America (s	specify):		Asia (specif	y):		
	Africa (specify):		□	Other (spec	ify):		
46. D	o you feel your <u>fe</u>	<u>llowship</u> educa	tional environmen	t was safe / h	ealthy?		
	Yes			Νο			
	If <mark>no</mark> , why not? _						
47. W	Yes		sed harassment p	No	rour <u>fellowship</u> train	ing institution?	
	Π	, ,	·····				
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure	
48. W	/ere you aware of	any sexual ha	rassment policies	within your <u>fe</u>	<u>llowship</u> training ins	stitution?	
	Yes			Νο			
	If yes, how effect	ive do you beli	ieve these policies	were?			
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure	
	/ere you aware of stitution?	any gender-ba	ased harassment r	esources with	in your <u>fellowship</u> t	training	
	Yes			Νο			
	If yes, how effect	ive do you beli	ieve these resourc	es were?			
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure	

50. Were you aware of any sexual harassment resources within your *fellowship* training institution?

 \square

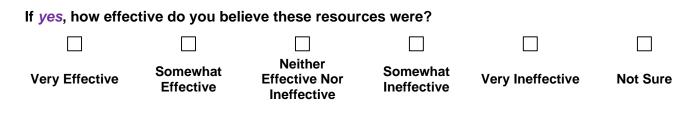
No

Yes

 \square

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PLEASE PROCEED TO **SECTION B** (QUESTION 73) OF THE QUESTIONNAIRE

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PLEASE COMPLETE THIS PAGE IF YOU ARE CURRENTLY A **RETIRED** ORTHOPAEDIC SURGEON.

51.In	what country did	you practice a	s a Staff Orthopa	edic Surgeon?	' (Check all that ap	ply)
	Canada			USA		
	Oceania (specify	/):] Europe (spe	ecify):	
	South America (specify):		Asia (specif	y):	
	Africa (specify):			Other (spec	ify):	
52.H	ow many years w	ere you in prac	tice?	_	_	_
	0 – 4	5 – 9	10 – 14	15 – 19	20 – 24	25+
53 \A	/hich type of hosp	vital describes (any of the institut	ions vou practi	cod at?	
55. M	Academic (Unive		•	Non-Acade		
	Academic (onve					
54. D	id you supervise i	residents in tra	ining?			
	Yes			No		
55.D	id you feel your w	ork environme	nt was safe / hea	_		
	Yes		L	No		
	If no, why not? _					
56 W	lere you aware of	any gender-ba	ased harassment	nolicies within	any of your practic	e institutions?
JU. N	Yes	any genuer-ba		No	any or your practic	
		tive do vou beli	ــ eve these policie	-		
			Neither			
	Very Effective	Somewhat Effective	Effective Nor	Somewhat Ineffective	Very Ineffective	Not Sure
			Ineffective			
57. W	/ere you aware of	any sexual ha	rassment policies	s within any of	your practice institu	itions?
	Yes			No		
	If yes, how effect	tive do you beli	eve these policie	s were?		
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure

DOI: 10.1503/cjs.013120

58. W	/ere you aware of	any gender-ba	sed harassment re	sources withi	n any of your practi	ce institutions?
	Yes			No		
	If yes, how effect	ive do you bel	ieve these resourc	es were?		
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure
59. W	/ere you aware of	any sexual ha	rassment resource	es within any	of your practice ins	titutions?
	Yes			No		
	If yes, how effect	ive do you bel	ieve these resourc	es were?		
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure
60 W	/here did you com	nlete vour <i>r</i> es	idencv?			
	Canada			USA		
	Oceania (specify):			ecify):	
	South America (s				y):	
	Africa (specify):				ify):	
	······································			(op		
61. D	o you feel your <u>re</u>	<u>sidency</u> educa	tional environmen	t was safe / h	ealthy?	
	Yes			Νο		
	If <mark>no</mark> , why not? _					
62. W	-	any gender-ba	ised harassment p	-	our <u>residency</u> train	ing institution?
	Yes			Νο		
	If yes, how effect	ive do you bel	ieve these policies	were?	_	
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure
63 W	/ere you aware of	any sexual ha	rassment policies	within your <i>re</i>	e <u>sidency</u> training ins	stitution?
	Yes			No	<u>Bidonoy</u> training inc	
	If yes, how effect	ive do you bel	ieve these policies	were?		
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure

DOI: 10.1503/cjs.013120

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64. Were you aware of any gender-based harassment resources within your <u>residency</u> training institution?

	Vee		_	Ne		
	Yes			Νο		
	If yes, how effect	ive do you beli	eve these resourd	es were?		
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure
65. W	ere you aware of	any sexual har	rassment resourc	es within your	residency training	institution?
	Yes			No		
	If yes, how effect	ive do you beli	eve these resourc	es were?		
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure
66. D	id you complete a Yes If <i>yes</i> , please spe			No → GO TC	QUESTION 73	

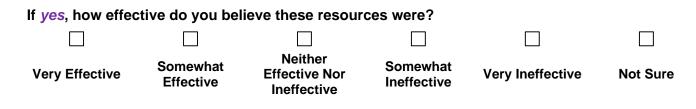
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PLEASE COMPLETE QUESTIONS 67 – 72 ONLY IF YOU ANSWERED YES TO QUESTION 66.

67. W	/here did you com	plete your fello	owship?				
	Canada			USA			
	Oceania (specify):		Europe (specify):			
	South America (specify):			Asia (specif	y):		
	Africa (specify):			Other (spec	ify):		
68. D	o you feel your <u>fe</u>	<i>llowship</i> educa	tional environmer	nt was safe / h	ealthy?		
	Yes] No			
	If <mark>no</mark> , why not? _						
69. W	-	any gender-ba	sed harassment p		our <u>fellowship</u> trair	ing institution?	
	Yes			Νο			
	If yes, how effect	ive do you beli	eve these policies	s were?			
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure	
70 M	lere vou aware of	any sevual ha	rassment policies	within your fo	<i>llowship</i> training in	stitution?	
	Yes	any sexual na		No	nowsmp training in	Sitution	
		ive do vou beli	eve these policies				
			Neither				
	Very Effective	Somewhat Effective	Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure	
	/ere you aware stitution?	of any gende	r-based harassm	ent resources	within your <u>fello</u>	wship training	
	Yes			No			
	If yes, how effect	ive do you beli	eve these resourc	es were?			
	Very Effective	Somewhat Effective	Neither Effective Nor Ineffective	Somewhat Ineffective	Very Ineffective	Not Sure	
72.W	/ere you aware of Yes	any sexual ha	rassment resourc	es within your No	<u>fellowship</u> training	institution?	

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SECTION B: HARASSMENT IN THE WORKPLACE

This section asks questions about your experiences with gender-based and / or sexual harassment in your workplace.

Part One: Gender-Based Harassment

Gender-based harassment occurs when a person experiences discrimination or unequal treatment based on their gender or gender identity. The harassment does not need to be based anything of a sexual nature. Instead, gender-based harassment usually involves stereotypes based on the *traditional* roles and functions associated with a gender.

73. Have you ever been in a situation where a supervisor, colleague or patient treated you 'differently' because of your gender (i.e., mistreated, slighted, or ignored you)? Yes No If yes, when did this type of behavior take place? (Check all that apply) **Current Profession** Medical School Residency Fellowship If yes, the perpetrator(s) of this behavior was a_____ ? (Check all that apply) Someone more senior than me but not a **Direct Supervisor** | | **Direct Supervisor** Peer Supervisee Someone less senior than me but not a Patient Supervisee Allied Health Professional Other (specify): If yes, how often did this type of behavior take place? **Sometimes Almost Always** Rarely Often (1 - 5 times)(6 - 10 times)(once a month) (once a week) 74. Have you ever been in a situation where a supervisor, colleague or patient told offensive jokes or remarks? Yes No

If yes, when did this type of behavior take place? (Check all that apply)

Medical School	Residency	Fellowship	Current Profession

DOI: 10.1503/cjs.013120

	s, the perpetrator(s) of this	behavior was a	? (C		
	Direct Supervisor			Someone <u>more</u> ser Direct Supervisor	nior than me but not a
	Peer			Supervisee	
	Someone less senior tha Supervisee	n me but not a		Patient	
	Allied Health Professiona	al		Other (specify):	
lf yes	, how often did this type c	of behavior take pla	ice?		
	Rarely	Sometimes		Often	Almost Always
	(1 – 5 times)	(6 – 10 times)		(once a month)	(once a week)
OI	-			• ·	ent made sexist comments ender are not suited for the
	Yes			No	
lf yes	, when did this type of be	havior take place?	(Checł	all that apply)	
	Medical School	Residency		Fellowship	Current Profession
If yes	, the perpetrator(s) of this Direct Supervisor Peer Someone less senior tha Supervisee Allied Health Professiona	n me but not a	? (C		nior than me but not a
	Direct Supervisor Peer Someone less senior tha Supervisee Allied Health Professiona	n me but not a II		Someone <u>more</u> ser Direct Supervisor Supervisee Patient	
	Direct Supervisor Peer Someone less senior tha Supervisee	n me but not a II		Someone <u>more</u> ser Direct Supervisor Supervisee Patient	
	Direct Supervisor Peer Someone less senior tha Supervisee Allied Health Professiona	n me but not a II		Someone <u>more</u> ser Direct Supervisor Supervisee Patient	
	Direct Supervisor Peer Someone less senior tha Supervisee Allied Health Professiona , how often did this type o	n me but not a al of behavior take pla		Someone <u>more</u> ser Direct Supervisor Supervisee Patient Other (specify):	
 	Direct Supervisor Peer Someone less senior tha Supervisee Allied Health Professiona , how often did this type of Rarely (1 – 5 times)	n me but not a al of behavior take pla Sometimes (6 – 10 times) ituation where a su	upervis	Someone <u>more</u> ser Direct Supervisor Supervisee Patient Other (specify): Often (once a month)	 Almost Always
 	Direct Supervisor Peer Someone less senior tha Supervisee Allied Health Professiona , how often did this type of Rarely (1 – 5 times) ave you ever been in a soundescending to you beca	n me but not a al of behavior take pla Sometimes (6 – 10 times) ituation where a su	upervis	Someone <u>more</u> ser Direct Supervisor Supervisee Patient Other (specify): Often (once a month) or, colleague or pa	Almost Always (once a week)
If yes 76. H CC I	Direct Supervisor Peer Someone less senior tha Supervisee Allied Health Professiona , how often did this type of Rarely (1 – 5 times) ave you ever been in a soundescending to you beca	n me but not a al of behavior take pla <u>Sometimes</u> (6 – 10 times) ituation where a su	upervis	Someone <u>more</u> ser Direct Supervisor Supervisee Patient Other (specify): Often (once a month) or, colleague or pa	Almost Always (once a week)

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lf <mark>ye</mark> s	, the perpetrator(s) of this	behavior was a	_? (C		
	Direct Supervisor			Someone <u>more</u> ser Direct Supervisor	nior than me but not a
	Peer			Supervisee	
	Someone less senior than Supervisee	n me but not a		Patient	
	Allied Health Professiona	I		Other (specify):	
lf yes	, how often did this type o	f behavior take plac	e?		
-					
	Rarely (1 – 5 times)	Sometimes (6 – 10 times)		Often (once a month)	Almost Always (once a week)
	-				nt suggested that you don't
	ct how someone of your ge Yes	ender is supposed t		No	
lf yes	, when did this type of beł	navior take place? (Checł	all that apply)	
-					
	Medical School	Residency		Fellowship	Current Profession
If yos	, the perpetrator(s) of this	hebavior was a	2 (C	heck all that apply)	
			_; (0		nior than me but not a
	Direct Supervisor			Direct Supervisor	
	Peer Composed loop contine they			Supervisee	
	Someone less senior than Supervisee	n me but not a		Patient	
	Allied Health Professiona	I		Other (specify):	
lf yes	, how often did this type o	f behavior take plac	e?		
	Rarely (1 – 5 times)	Sometimes (6 – 10 times)		Often (once a month)	Almost Always (once a week)
dı					training / work experience r standard than your peers
	Yes			Νο	
lf yes	, when did this type of beł	navior take place? (Check	all that apply)	
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If yes, how often did this	s type of behavior take pla	ace?		
Rarely	Sometimes		Often	Almost Always
(1 – 5 times)	(6 – 10 times)		(once a month)	(once a week)
79. If you were the targe you act / react? (Che		er-base	ed harassment beha	viors tomorrow, how would
I would ignore it			I would talk to the	person(s) responsible
☐ I would report it to	a supervisor		l would request a c schedule	change in my rotation
schedule of the pe	change in the rotation erson(s) responsible		I would leave the in	nstitution
U Other (specify):				
80. If you witnessed any act / react? (Check a	-	sed hai	assment behaviors	tomorrow, how would you
I would ignore it			I would talk to the	person(s) responsible
I would supportive	ely talk to the victim		I would report it to	a supervisor
Other (specify): _				
81. Have you ever cons gender-based haras	-	dering,	changing your care	eer / specialty path due to
Yes			No	
lf <u>yes</u> , please spec	ify the career or specialty	/:		
□ Not Applicable \rightarrow	have never experienced ger	nder-ba	sed harassment	
82. Do you know of any gender-based haras	-	conside	ering, changing car	eer / specialty path due to
🗌 Yes			Νο	
lf <i>yes</i> , please spec	cify the career or specialty	/: <u> </u>		
Dert Tures Connel Harr				
Part Two: Sexual Hara		COVUC	l nature or the ur	welcome or inappropriate
				include unwelcome sexual

83. Have you ever	been in	a situation	where a	supervisor,	colleague	or patient	made cr	ude sexual
remarks?								

advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature.

Yes		No
-----	--	----

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lf yes	s, when did this type o	f behavior take place?	(Checl	k all that apply)	
	Medical School	Residency		Fellowship	Current Profession
lf yes	s, the perpetrator(s) of	this behavior was a	? (C	heck all that apply)	
	Direct Supervisor			Someone <u>more</u> se Direct Supervisor	nior than me but not a
	Peer			Supervisee	
	Someone less senior Supervisee	r than me but not a		Patient	
	Allied Health Profess	sional		Other (specify):	
lf yes	s, how often did this ty	pe of behavior take pla	ace?		
	Rarely (1 – 5 times)	Sometimes (6 – 10 times)		Often (once a month)	Almost Always (once a week)
□ If yes	Yes s, when did this type o	f behavior take place?	☐ (Checl	No k all that apply) □	
	Medical School	Residency		Fellowship	Current Profession
lf yes	s, the perpetrator(s) of	this behavior was a	? (C	heck all that apply)	
	Direct Supervisor			Someone <u>more</u> se Direct Supervisor	nior than me but not a
	Peer			Supervisee	
	Someone less senior Supervisee	r than me but not a		Patient	
	Allied Health Profess	sional		Other (specify):	
lf <mark>ye</mark> s	s, how often did this ty	pe of behavior take pla	ace?		
				•	
	Rarely (1 – 5 times)	Sometimes (6 – 10 times)		Often (once a month)	Almost Always (once a week)
	(1 – 5 times) ave you ever been ir	(6 – 10 times)	-	(once a month) sor, colleague or p	(once a week) patient gave you unwanted

а

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lf yes	, when did this type	of behavior take place?	(Checl	c all that apply)	
	Medical School	Residency		Fellowship	Current Profession
lf yes	, the perpetrator(s)	of this behavior was a	? (C		
	Direct Supervisor			Someone <u>more</u> ser Direct Supervisor	nior than me but not a
	Peer			Supervisee	
	Someone less senio	or than me but not a		Patient	
	Allied Health Profes	ssional		Other (specify):	
lf yes		type of behavior take pla	ice?		
	Rarely (1 – 5 times)	Sometimes (6 – 10 times)		Often (once a month)	Almost Always (once a week)
If yes	Yes , when did this type	of behavior take place?	ت Checl	No (all that apply)	
	ے Medical School	Residency		∟ Fellowship	Current Profession
		of this behavior was a	? (C	-	Current Profession
	Direct Supervisor				nior than me but not a
	Peer			Supervisee	
	Someone less senie Supervisee	or than me but not a		Patient	
	Allied Health Profes	ssional		Other (specify):	
lf <mark>ye</mark> s	, how often did this	type of behavior take pla	ice?	_	
	Rarely	Sometimes		Often	Almost Always
	(1 – 5 times)	(6 – 10 times)		(once a month)	(once a week)
	•	in a situation where a sout your appearance or b	-	sor, colleague or p	atient made inappropriate
	Yes	ou your appearance of D		No	

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lf yes	, when did this type of be	havior take place? (Checł	all that apply)	
	Medical School	Residency		Fellowship	Current Profession
lf yes	, the perpetrator(s) of this	behavior was a	_? (C	heck all that apply)	
	Direct Supervisor			Someone <u>more</u> sen Direct Supervisor	ior than me but not a
	Peer			Supervisee	
	Someone less senior tha Supervisee	n me but not a		Patient	
	Allied Health Professiona	al		Other (specify):	
lf yes	, how often did this type o Rarely (1 – 5 times)	of behavior take plac	ce?	Often (once a month)	Almost Always (once a week)
	ave you ever been in a si at made you feel uncomf Yes	•		• .	ent made physical contact ting too close)?
lf yes	, when did this type of be	havior take place? (Checł	all that apply)	
	Medical School	Residency		Fellowship	Current Profession
lf <mark>yes</mark>	, the perpetrator(s) of this	behavior was a	_? (C	••••	
	Direct Supervisor			Someone <u>more</u> sen Direct Supervisor	ior than me but not a
	Peer			Supervisee	
	Someone less senior tha Supervisee	n me but not a		Patient	
	Allied Health Professiona	al		Other (specify):	
lf yes	, how often did this type o	of behavior take plac	e?		
	Rarely	Sometimes		Often	Almost Always
	(1 – 5 times)	(6 – 10 times)		(once a month)	(once a week)
	ave you ever been in a sit stroke, fondle or kiss you		rvisor,	colleague or patient	made unwanted attempts
	Yes			No	

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lf yes	, when did this type	of behavior take place?	(Checl	c all that apply)	
	Medical School	Residency		Fellowship	Current Profession
lf yes	s, the perpetrator(s) o	of this behavior was a	? (C	heck all that apply)	
	Direct Supervisor			Someone <u>more</u> ser Direct Supervisor	nior than me but not a
	Peer			Supervisee	
	Someone less senio Supervisee	or than me but not a		Patient	
	Allied Health Profes	sional		Other (specify):	
lf yes	, how often did this t	ype of behavior take pla	ace?		
	Rarely (1 – 5 times)	Sometimes (6 – 10 times)		Often (once a month)	Almost Always (once a week)
to	have sex with you v Yes	of behavior take place?	against	your will? No	t unsuccessfully attempted
	Medical School	Residency		Fellowship	Current Profession
lf yes	, the perpetrator(s) o	of this behavior was a	? (C	-	
	Direct Supervisor			Someone <u>more</u> ser Direct Supervisor	nior than me but not a
	Peer			Supervisee	
	Someone less senic Supervisee	or than me but not a		Patient	
	Allied Health Profes	sional		Other (specify):	
lf <mark>ye</mark> s	, how often did this t	ype of behavior take pla	ace?	_	_
	Rarely (1 – 5 times)	Sometimes (6 – 10 times)		Often (once a month)	Almost Always (once a week)
	ave you ever been ir our consent or again	•	pervisor	, colleague or patie	nt had sex with you withou
,,	Yes			No	

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lf yes	, when did this type of beh	navior take place? (0	Check	k all that apply)	
	Medical School	Residency		Fellowship	Current Profession
If yes	s, the perpetrator(s) of this Direct Supervisor Peer Someone less senior thar Supervisee Allied Health Professiona	n me but not a	_? (C	heck all that apply) Someone <u>more</u> senic Direct Supervisor Supervisee Patient Other (specify):	
lf yes	s, how often did this type o ☐ Rarely (1 – 5 times)	f behavior take place Sometimes (6 – 10 times)	e?	Often (once a month)	Almost Always (once a week)
re	ave you ever been in a si ward (e.g., preferential tre atient?	•	•	• •	
	Yes			No	
lf yes	s, when did this type of beh	navior take place? (0	Checl	< all that apply)	
	Medical School	Residency		Fellowship	Current Profession
	s, the perpetrator(s) of this Direct Supervisor Peer Someone less senior thar Supervisee Allied Health Professiona	n me but not a I		heck all that apply) Someone <u>more</u> senic Direct Supervisor Supervisee Patient Other (specify):	
lf yes	s, how often did this type o Rarely (1 – 5 times)	f behavior take place Sometimes (6 – 10 times)	e?	Often (once a month)	Almost Always (once a week)

of or

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93. Have you ever been in a situation where a supervisor, colleague or patient made you feel threatened with some sort of retaliation for not being sexually co-operative (such as by mentioning an upcoming review)?

	Yes			Νο	
lf <mark>ye</mark> s	, when did this type of beh	avior take place? (Checł	all that apply)	_
	Medical School	Residency		Fellowship	Current Profession
lf <mark>yes</mark>	, the perpetrator(s) of this	behavior was a	_? (C	heck all that apply)	
	Direct Supervisor			Someone <u>more</u> sen Direct Supervisor	ior than me but not a
	Peer			Supervisee	
	Someone less senior than Supervisee	n me but not a		Patient	
	Allied Health Professiona	I		Other (specify):	
lf yes	, how often did this type o	f behavior take plac	e?		
	Rarely (1 – 5 times)	Sometimes (6 – 10 times)		Often (once a month)	Almost Always (once a week)
re	fusing to engage in sexua Yes	l activity with a sup	erviso	r, colleague or patie No	nt?
lf <mark>yes</mark>	, when did this type of beh	avior take place? (Checł	all that apply)	_
	Medical School	Residency		Fellowship	Current Profession
lf yes	, the perpetrator(s) of this	behavior was a	_? (C	heck all that apply)	
	Direct Supervisor			Someone <u>more</u> sen Direct Supervisor	ior than me but not a
	Peer			Supervisee	
	Someone less senior than Supervisee	n me but not a		Patient	
	Allied Health Professiona	I		Other (specify):	
lf yes	, how often did this type o	f behavior take plac	e?		
	Rarely	Sometimes		Often	Almost Always
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	ave you ever been in a sit e treated poorly in your tra	•		•	e you feel afraid you would y co-operate?
	Yes			Νο	
lf yes	s, when did this type of beł	navior take place? (Checl	all that apply)	
	Medical School	Residency		Fellowship	Current Profession
If yes	s, the perpetrator(s) of this Direct Supervisor Peer Someone less senior than Supervisee Other (specify): s, how often did this type o Rarely (1 – 5 times)	behavior was a n me but not a f behavior take plac Sometimes (6 – 10 times)		heck all that apply) Someone <u>more</u> ser Direct Supervisor Supervisee Allied Health Profe Often (once a month)	Almost Always (once a week)
	ave you ever been in a s etter treatment in your trai Yes		-	-	plied faster promotions or co-operative?
-	s, when did this type of beh	navior take place? (Residency	Chec	all that apply)	Current Profession
lf yes	s, the perpetrator(s) of this Direct Supervisor Peer Someone less senior that Supervisee Other (specify):	n me but not a	_? (C	heck all that apply) Someone <u>more</u> ser Direct Supervisor Supervisee Allied Health Profe	nior than me but not a ssional
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	you were the target of any one the above sexu ct / react? (Check all that apply)	al ha	rassment behaviors tomorrow, how would you
	l would ignore it		I would talk to the person(s) responsible
	I would report it to a supervisor or the police		l would request a change in my rotation schedule
	I would request a change in the rotation schedule of the person(s) responsible		I would leave the institution
	Other (specify):		
	you witnessed the above sexual harassment Check all that apply)	beh	aviors tomorrow, how would you act / react?
	l would ignore it		I would talk to the person(s) responsible
	I would supportively talk to the victim		I would report it to a supervisor or the police
	Other (specify):		
	ave you ever considered, or are you conside exual harassment?	ring,	changing your career / specialty path due to
	Yes		No
	If yes, please specify the career or specialty:		
	Not Applicable → I have never experienced sexual	al har	assment
100. se	Do you know of anyone who changed, or is o exual harassment?	onsi	dering, changing career / specialty path due to
	Yes		No
	If yes, please specify the career or specialty:		

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SECTION C: BEHAVIOR DETAILS

This section asks further questions on these types of gender-based and sexual harassment behaviors and how they may have made you feel.

PLEASE COMPLETE THIS SECTION ONLY IF YOU ANSWERED **YES** TO ANY OF THE BEHAVIORS IN **SECTION B**.

101.	How did this / these behavior(s) either emotion	ionally	y / mentally affect you? (Check all that apply)
	Angry		Upset
	Frustrated		Fearful
	More cautious or aware		Loss of trust in others
	Shock or disbelief		Hurt or disappointed
	Depressed		Anxious
	Suicidal thoughts		Ashamed
	Guilty		Annoyed
	Lowered self-esteem or self-worth		Other (specify):
102.	Did someone in authority ever find out about	t this	/ these behavior(s) in any way?
	Yes		No \rightarrow GO TO QUESTION 108
	Unsure → GO TO QUESTION 108		

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PLEASE COMPLETE QUESTIONS 103-107 ONLY IF YOU ANSWERED YES TO QUESTION 102.

103.	Which person(s) in authority found out about	this /	
	Direct Supervisor		Someone more senior than me but not my Direct Supervisor
	Police		Other person in authority
104.	How did the person(s) in authority learn of th	is / th	ese behaviors?
	From me		Some other way (specify):
	Unsure		
105.	What actions were taken?		
	No actions taken		Talked to the person(s) responsible
	Disciplinary actions taken against the person(s) responsible		Changed my rotation schedule
	Changed the rotation schedule of the person(s) responsible		Referred me to a Sexual Misconduct Response Centre
	Recommended that I speak with a		Recommended that I file a grievance or a
	Workplace or Harassment Advisor		formal complaint Referred me to medical or mental health
	Referred me to the police		support
	Filed a report		Unsure
	Other (specify):		
106.	Overall, how satisfied were you with the actio	ons ta]	aken by the person(s) in authority?
Ver	y Dissatisfied Somewhat Neither Dis Dissatisfied Nor Sa		Very Satistied
107.	Do you still experience this / these behavior(Yes	s)?	Νο

PLEASE PROCEED TO **SECTION D** (QUESTION 110) OF THE QUESTIONNAIRE IF YOU ANSWERED **YES** TO **QUESTION 102**.

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PLEASE COMPLETE QUESTIONS 108-109 ONLY IF YOU ANSWERED NO TO QUESTION 102.

108.	What was / were your reason(s) for not c	ontac	ting someone in authority about this / these
be	ehavior(s)? (Check all that apply)		
	A person in authority found out about the behavior(s) in another way		The behavior(s) stopped
	I resolved the issue(s) on my own		Someone told me not to report the behavior(s)
	I didn't think the issue(s) was / were serious enough to report		I didn't know what to do, where to go, or who to ask for help
	I had concerns about the formal complaint process (e.g., confidentiality, didn't think I would be believed)		I was afraid of negative work / educational consequences (e.g., career implications, lower grades)
	I was afraid of negative reputation consequences (e.g., being labeled)		l was afraid of negative safety consequences (e.g., physical threats)
	I did not believe that it would make a difference		Unsure
	Other (specify):		
109.	Do you still experience this / these behavior	s?	
	Yes		No

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SECTION D: FINAL THOUGHTS & OPINIONS

This section asks some questions on your opinion about whether gender-based and sexual harassment are pervasive issues in the orthopaedic training / work environment, as well your thoughts on how orthopaedic training / work environments might better prevent the occurrence of such types of harassment.

110. Do you believe that there is a high prevalence of gender-based harassment in the training and / or work environment?

	Yes	Νο
lf <mark>ye</mark> s	s, where?	
	TRAINING Only	WORK Only
	вотн	

If **yes**, what percentage of orthopaedic residents, fellows or surgeons do you believe have experienced gender-based harassment in the training and / or work environment?

0 – 20%	21 – 40%	41 – 60%	61 – 80%	81 – 100%	Not Sure

111. Do you believe that gender-based harassment contributes to the large gender disparity in orthopaedic surgery?

Strongly Believe	Somewhat Believe	Neither Believe nor Disbelieve	Somewhat Disbelieve	Strongly Disbelieve	Not Sure

112. Do you believe that there is a high prevalence of sexual harassment in the training and / or work environment?

Yes		Νο
, where?	_	
TRAINING Only		WORK Only
BOTH		

If **yes**, what percentage of orthopaedic residents, fellows or surgeons do you believe have experienced sexual harassment in the training and / or work environment?

0 – 20%	21 – 40%	41 – 60%	61 – 80%	81 – 100%	Not Sure

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113. Do you believe that sexual harassment contributes to the large gender disparity in orthopaedic surgery?



114. Please describe your training and/or work organization's tolerance of gender-based or sexual harassment? (Specify training or work organization)

115. Do you have any suggestions on how training institutions or workplaces can minimize the risk of gender-based or sexual harassment within the training or work environment?

116. Please include any other comments you would like to share here:

You have reached the end of the questionnaire. Thank you for participating in this survey!