



## **The role of bystander knowledge, attitudes and behaviours in preventing violence against women**

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**A technical report on the conduct and findings of VicHealth's survey of  
bystander knowledge, attitudes and behaviours in preventing violence against  
women**

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### **Disclaimer**

This research report does not necessarily reflect the policy position of the Victorian Health Promotion Foundation.

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## Glossary

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The following glossary terms are defined in the context of this study and in line with definitions adopted by VicHealth.

**bystander action** action taken by a person or persons not directly involved as a target or perpetrator of violence against women to identify, speak out about or seek to engage others in responding to specific incidents of violence against women; and/or behaviours, attitudes, practices or policies that contribute to violence against women.

**discrimination** behaviours or practices that result in avoidable and unfair inequalities in power, resources and opportunities across groups in society. This is distinguished from a narrower legal definition, where discrimination is defined as behaviours and practices that are unlawful. This definition encompasses both interpersonal discrimination (that occurring between individuals) and systemic discrimination (that occurring in the practices, policies, structures and cultures of institutions).

Discrimination may be based on a range of characteristics, including sexual preference, ethnicity, culture, gender, religion, disability, age, relationship status, social class, religion and race. Individuals may simultaneously experience multiple types of discrimination.

**sexism** (also known as gender discrimination or sex discrimination) application of the belief or attitude that some characteristics implicit to a person's gender indirectly affect abilities in unrelated areas. The attitudes of this form of discrimination or devaluation are based on beliefs in traditional stereotypes of gender roles. The term 'sexism' is most often used in relation to discrimination against women.

**violence against women** 'any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life' (United Nations, 1993). The term includes the wide range of forms of violence, harassment and abuse experienced by women. Violence against women includes not only men's physical and sexual violence against women in intimate relationships and families, but also other forms of violence perpetrated in other settings or circumstances.

## Executive summary

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VicHealth commissioned the Social Research Centre and academic associates from La Trobe University to develop and undertake a community survey on bystander knowledge, attitudes and behaviour in relation to preventing violence against women. The design of the survey was informed by VicHealth's evidence-based framework for preventing violence against women, *Preventing Violence Before It Occurs: A Framework and Background Paper to Guide Primary Prevention of Violence Against Women in Victoria* (2007), and the *Review of Bystander Approaches in Support of Preventing Violence Against Women* (Powell, 2010).

Bystander action can have the objectives of stopping the perpetration of a specific incident of violence against women; reducing the risk of its escalation; and preventing the physical, psychological and social harms that may result. Bystander action may also be directed at challenging some of the key contributors towards violence, such as sexism and gender-based discrimination, as well as strengthening broader social norms and community and organisational cultures that reduce the likelihood of violence against women in the future.

The survey developed for the VicHealth Bystander Research Project focused on bystander knowledge, attitudes and behaviour regarding sexism, discrimination and violence against women in three different settings. The pre-survey development work suggested that the survey items would work best in general social settings, sports club settings and workplaces.

A telephone survey was conducted within a sample frame comprising a randomly generated list of landline telephone numbers across Victoria. The in-scope population for the survey was Victorian residents aged 18 years and over. The final achieved number of interviews was 603, with 399 being undertaken in the Melbourne Statistical Division and 204 in the rest of Victoria.

The survey findings suggest that physical and verbal forms of violence against women are not acceptable in the community while sexist remarks and discriminatory behaviour are condoned by some. More than two-thirds of respondents considered sexist jokes in particular as always or sometimes acceptable. More than half reported taking some form of action in response to these behaviours, with action more likely for less acceptable forms of violence against women.

There was very strong agreement that sports clubs and workplaces are welcoming and respectful toward women and are not accepting of sexism. It was widely perceived that these venues would act in response to discriminatory or violent incidents while playing a role in promoting gender equity and respect. However, a third of respondents had witnessed some form of violence against women, including sexist remarks and discriminatory behaviours, in the 12 months prior to the survey, with one in eight reporting incidents in each of sports clubs and workplaces. While just over two-thirds reported formal policies and practices in place to prevent gender-based discrimination at work, approximately a third reported such formal policies and practices in sports clubs.

Violence and discrimination against women was less acceptable and responses to incidents more likely among those in larger workplaces or where formal anti-discrimination policies and practices were in place. The majority of in-scope employees were confident they could respond to an incident of violence against women if it occurred at their workplace, and that their employer and colleagues would support their action. However, women were far less confident than men, both in responding and regarding the support of their

workplace and colleagues. Employer and/or colleague support was associated with pro-social behaviour at work.

Pro-social inclination was related to pro-social behaviour while those with sexist attitudes showed lower pro-social inclination and behaviour. There were marked differences in the proportion of respondents who would say or do something to show their disapproval of violence and discrimination against women across the settings examined in the survey.

Although younger persons (those aged 18 to 34 years) were more likely to have witnessed sexist behaviour towards women (with the behaviours witnessed also encompassing discrimination and violence), they were less likely to take action in response to those incidents. In general, women, university graduates and those aged 35 to 54 years were the most likely to respond to such incidents.

The survey findings suggest strong support for bystander action to address violence and discrimination against women in the general community. However, the more subtle and systemic contributors to violence against women such as sexism and gender discrimination are still not considered very serious and more formal and/or informal support is required in key settings to enable more consistent and confident responses to various forms of discrimination and sexism, especially among young people and men.

# 1. Introduction

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## 1.1 Background

In recent years VicHealth has been developing an evidence base to guide a primary prevention agenda that tackles the causes and factors underlying race-based discrimination and violence against women. Exposure to either of these problems can be associated with serious health-damaging effects. The aim of VicHealth's work is to stop these anti-social and health damaging behaviours from occurring in the first place.

This work involves examining the potential of new tools and resources to increase individual, organisational and community capacity to take an active role in addressing the kinds of attitudes, behaviours and cultures that allow race-based discrimination and violence against women to go unchallenged.

VicHealth's work in the area of reducing violence against women and race-based discrimination is underpinned by the evidence-based frameworks *Preventing Violence Before It Occurs: A Framework and Background Paper to Guide Primary Prevention of Violence Against Women in Victoria* (2007), and *Building On Our Strengths: A Framework to Reduce Race-based Discrimination and Support Diversity in Victoria* (2009). Emerging research identified in the course of developing these frameworks suggested some promise in 'bystander' activity to address the problems concerned.

While for some the term 'bystander' suggests standing by, recent work in this area has imbued the term with a more active connotation, which we adopt in this report. Furthermore, although such bystander action is often conceived of as a response (usually direct and/or immediate) to negative behaviours (discrimination or violence) perpetrated by individuals, there is also potential to extend bystander actions to respond to organisational, community and society-level practices and policies that support race inequality and violence and intolerance. In this expanded conceptualisation of bystander action, such activity can have the objectives of:

- stopping the perpetration of a specific incident of violence/discrimination; reducing the risk of its escalation; and preventing the physical, psychological and social harms that may result
- strengthening broader social norms and community and organisational cultures that reduce the likelihood of violence and discrimination in the future.

Consistent with other behaviour change interventions, the evidence on bystander programs shows that change is more likely when awareness-raising and opportunities for building the skills and capacities of individuals, peer groups and organisations accompany an intervention (Powell, 2010). A sound understanding of community capacity and willingness to engage in bystander activity and the barriers and facilitators to such activity are required to underpin bystander action initiatives. To this end, two literature reviews focusing on bystander action in violence prevention and reducing discrimination were commissioned by VicHealth in 2010. These reviews indicated that there was very little applied research exploring these questions and little policy consideration on how to facilitate bystander action. As a result, VicHealth commissioned the Social Research Centre and academic associates from The University of Melbourne and La Trobe University to develop and undertake two general community surveys – one to measure bystander knowledge, attitudes and behaviour in relation to preventing race-based discrimination and a separate survey to measure bystander knowledge, attitudes and behaviour in relation to preventing violence against women. This technical report is focused on the development and conduct of the Discrimination Against Women Survey.

The literature reviews undertaken to inform these surveys identified sports clubs, educational institutions, workplaces and community organisations as settings conducive to promoting pro-social bystander behaviour. The community surveys focused on general social settings, sports club settings and workplaces because the pre-survey development work suggested that the survey items would work best in these settings.

## 1.2 Objectives and outcomes

The overarching aim of the VicHealth Bystander Research Project is to assess community and organisational readiness to implement pro-social bystander interventions to reduce race-based discrimination, promote diversity and to prevent violence against women.

Specific objectives of the project are to:

- increase understanding of the Victorian community's capacity and willingness to engage in positive bystander action in response to the occurrence of, or conditions contributing to, violence against women and race-based discrimination
- identify facilitators of and barriers to positive bystander behaviour, and to building cultures that encourage bystander principles and behaviours
- identify settings and audiences to which efforts to strengthen bystander activity could be most profitably targeted.

Within this context the desired outcomes for the VicHealth Bystander Research Project are:

- an improved understanding of key conditions for encouraging bystander intervention for preventing race-based discrimination
- an improved understanding of the level of community capacity and organisational readiness to implement programs that facilitate bystander responses in sports, workplace, education and community settings
- an improved understanding of the place of bystander approaches in reducing race-based discrimination and violence against women
- information to support organisational policies and skills-based bystander training programs as well as tools and materials for application in selected settings, such as workplaces and sporting organisations.

The preliminary findings presented in this report are from the survey undertaken to measure bystander knowledge, attitudes and behaviours in preventing violence against women: the Discrimination Against Women Survey (see Appendix B). A separate report has been written based on the companion survey, which measured bystander knowledge, attitudes and behaviours in relation to preventing race-based discrimination.

## 2. About the Discrimination Against Women Survey

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### 2.1 Overview

This section provides an overview of the development and conduct of the Discrimination Against Women Survey (see Appendix B). Appendix A contains detailed methodological information.

The survey was envisaged by VicHealth as a means of assessing community and organisational readiness to implement pro-social bystander interventions to prevent violence against women. The design of the survey was informed by VicHealth's framework *Preventing Violence Before It Occurs* and by the literature review commissioned by VicHealth to inform this survey and identify settings conducive to pro-social bystander action (Powell, 2010). The design of the survey instrument and of specific survey questions was further informed by four focus groups, a series of cognitive interviews and formal pilot testing.

A telephone survey methodology was used for the survey, with the sample frame comprising a randomly generated list of landline telephone numbers across Victoria. The in-scope population for the survey was Victorian residents aged 18 years and over, and the 'last birthday' method was used to select the in-scope person within a household to be interviewed. Interviews were mainly undertaken in English and several interviews were also undertaken in Greek, Italian and Mandarin.

The final achieved number of interviews was 603, with 399 being undertaken in the Melbourne Statistical Division and 204 in the rest of Victoria. The average interview length was 18 minutes and data collection took place between 30 May and 23 June 2011. The response rate for the survey, defined as interviews as a percentage of interviews plus refusals, was 36.2%. A total of 27 interviewers administered the survey.

The results presented in this report are weighted survey estimates. The survey results were weighted to adjust for the different chances of respondent selection arising from the sample design and to align the survey data with independent population benchmarks with respect to age, sex, region, educational attainment and birthplace.

### 2.2 Respondent profile

The unweighted distribution of the sample by selected characteristics is shown in Table 2.1. The distinguishing feature of this profile is the lower-than-anticipated proportion of interviews achieved with men: 35.2% of all interviews. This occurred despite the use of a call routine that matched the gender of the interviewer to the gender of the respondent. In comparison, and in line with expectations, the proportion of men in the companion survey about race-based discrimination was 40.9%.

The survey topic, which was explained to all sample members at the outset of the survey to ensure informed consent, was most likely of greater interest to women than men. Setting quotas or using other controls should be considered for future surveys to ensure a higher proportion of male respondents.

In other respects the achieved respondent profile was as expected: young people and people born overseas were under-represented with respect to the general population, and persons with tertiary qualifications were over-represented. The distribution of interviews across the Melbourne Statistical Division and the rest of Victoria was quota-controlled.

**Table 2.1: Unweighted profile of survey respondents**

Characteristic	No. of respondents ( <i>n</i> )	Sample (%)	Population (%)
<b>Gender<sup>a</sup></b>			
Male	212	35.2	49.1
Female	391	64.8	50.9
<b>Age group (years)<sup>a</sup></b>			
18–34	68	11.3	30.4
35–54	243	40.3	37.6
55+	292	48.4	32.0
<b>Country of birth<sup>b</sup></b>			
Australia	447	74.1	63.7
Other	156	25.9	36.3
<b>Education<sup>b</sup></b>			
Not university graduate	386	64.0	82.1
University graduate	217	36.0	17.9
<b>Region<sup>a</sup></b>			
Melbourne (Stat. Div.)	399	66.2	73.9
Rest of Victoria	204	33.8	26.1

<sup>a</sup> Australian Bureau of Statistics (2011). *2009 Estimated Resident Population*. Custom Report.

<sup>b</sup> Australian Bureau of Statistics (2007). *2006 Census of Population and Housing*. cat. 2914.0.

### 3. Building on previous research

The design of the Discrimination Against Women Survey was informed by VicHealth's evidence-based framework for reducing violence against women, *Preventing Violence Before It Occurs: A Framework and Background Paper to Guide the Primary Prevention of Violence Against Women in Victoria* (VicHealth, 2007) and *Review of Bystander Approaches in Support of Preventing Violence Against Women* (Powell, 2010).

The VicHealth framework document identified the contributors to violence against women shown in Table 3.1. These factors can also be seen as being associated with a disinclination towards pro-social bystander action with respect to preventing violence against women.

**Table 3.1: Key causes and contributors to violence against women**  
(Source: VicHealth 2007)

Key determinants At the individual level	Key determinants At the community/ organisational level	Key determinants At the societal level
<ul style="list-style-type: none"> <li>• belief in rigid gender roles and identities; weak support for gender equality</li> <li>• masculine orientation/sense of entitlement</li> <li>• male dominance and control of wealth in relationships</li> </ul>	<ul style="list-style-type: none"> <li>• culturally-specific norms regarding gender and sexuality</li> <li>• masculine peer and organisational cultures</li> </ul>	<ul style="list-style-type: none"> <li>• institutional and cultural support for, or weak sanctions against, gender inequality and rigid gender roles</li> </ul>
Contributing factors At the individual level	Contributing factors At the community/ organisational level	Contributing factors At the societal level
<ul style="list-style-type: none"> <li>• attitudinal support for violence against women</li> <li>• witnessing or experiencing family violence as a child</li> <li>• exposure to other forms of interpersonal or collective violence</li> <li>• use and acceptance of violence as a means of resolving interpersonal disputes</li> <li>• social isolation and limited access to systems of support</li> <li>• income, education, occupation</li> <li>• relative labour force status</li> <li>• alcohol and illicit drug use</li> <li>• poor parenting</li> <li>• personality characteristics and poor mental health</li> <li>• relationship and marital conflict</li> <li>• divorce/separation</li> </ul>	<ul style="list-style-type: none"> <li>• neighbourhood, peer and organisational cultures which are violence-supportive or have weak sanctions against violence</li> <li>• community or peer violence</li> <li>• weak social connections and social cohesion and limited collective activity among women</li> <li>• strong support for the privacy of the family</li> <li>• neighbourhood characteristics (service infrastructure, unemployment, poverty, collective efficacy)</li> </ul>	<ul style="list-style-type: none"> <li>• approval of, or weak sanctions against, violence/ violence against women</li> <li>• ethos condoning violence as a means of settling interpersonal, civic or political disputes</li> <li>• colonisation</li> <li>• support for the privacy and autonomy of the family</li> <li>• unequal distribution of material resources (e.g. employment, education)</li> </ul>

The literature review (Powell, 2010) summarises the factors that may be associated with bystander action, with a particular focus on social psychology and the concept of 'diffusion of responsibility', the 'theory of planned behaviour' and, more broadly, 'social norm' theories. The five steps that a bystander may go through (Latané & Darley, 1970) can be summarised as:

1. noticing the situation
2. interpreting the event as requiring intervention
3. assuming responsibility
4. deciding how to help
5. having confidence in capacity to help.

The literature review discusses the obstacles to bystander action with respect to violence against women, such as:

- the ambiguous nature of some sexism
- masculine peer and organisational cultures
- a perception that intervening would be ineffective
- a perception that intervening is 'none of my business'
- feeling ill-equipped to act
- a desire to preserve interpersonal relationships.

Table 3.2, reproduced from the literature review, summarises the enablers and obstacles to bystander action when a bystander is faced with violence against women. These factors, along with those identified in the VicHealth framework, provided the broad theoretical framework for both the design of the survey questionnaire and this report.

**Table 3.2: Enablers and obstacles to bystander action**

Enablers of bystander action	Obstacles to bystander action
Knowledge of what constitutes violence against women Awareness of harm caused by violence against women Perceived responsibility to intervene Perceived ability to intervene Desire to educate perpetrator Empathy for and desire to support the victim Self-validation, catharsis – expressing anger, disapproval etc. Personal belief in gender equity.	Ambiguous nature of some everyday sexism and heterosexism Exclusive group identity; male peer groups based on violence/aggressive masculinities Fear of violence or being targeted by perpetrator; fear that masculinity will be called into question Perception that action would be ineffective Lack of knowledge about how to intervene Rigid adherence to traditional gender roles; attitudes supporting male dominance Impression management; preserving interpersonal relations

The survey questionnaire was not designed exclusively along these theoretical lines. It was designed to explore as many of these known contributors, enablers and obstacles as possible within the constraints of this study and of a general community telephone survey. As mentioned previously, formative focus group research and cognitive testing were also undertaken to inform the design of the survey instrument. These phases contributed to the language, tone and structure of the survey instrument. They also helped to develop the discriminatory behaviours and scenarios presented to respondents, so that pro-social bystander intentions in particular contexts could be measured. The selection of the settings for these questions – general social settings, sports club settings and workplace settings – were also informed by this preceding qualitative research.

While the overall context for this research is to better understand bystander knowledge, attitudes and behaviours with respect to the broad conceptualisation of violence against women, as defined by VicHealth, the language used in the survey questionnaire, as informed by the formative qualitative research and cognitive testing, is usually framed in terms of the contributors to violence against women. To this end, the survey includes questions about sexist behaviour towards women, discrimination, the unfair treatment of women and violence towards women. The analysis presented in this report reflects the language used in the survey questionnaire (Appendix B) even though, from the respondents' viewpoint, terms such as 'sexism' encompass a wide range of discriminatory, unfair and violent behaviours.

As far as the authors are aware, this survey program is the first of its kind undertaken in Australia. It is hoped that this first attempt at measuring bystander knowledge, attitudes and behaviours in preventing violence against women provides a sound base from which VicHealth can develop programs to encourage pro-social bystander action in response to violence against women. It is also hoped that this first attempt will catalyse further research in this area and the continued refinement and development of survey-based measures of bystander knowledge, attitudes and behaviours.

## 4. Potential for bystander action: general social settings

### 4.1 Recognising an incident

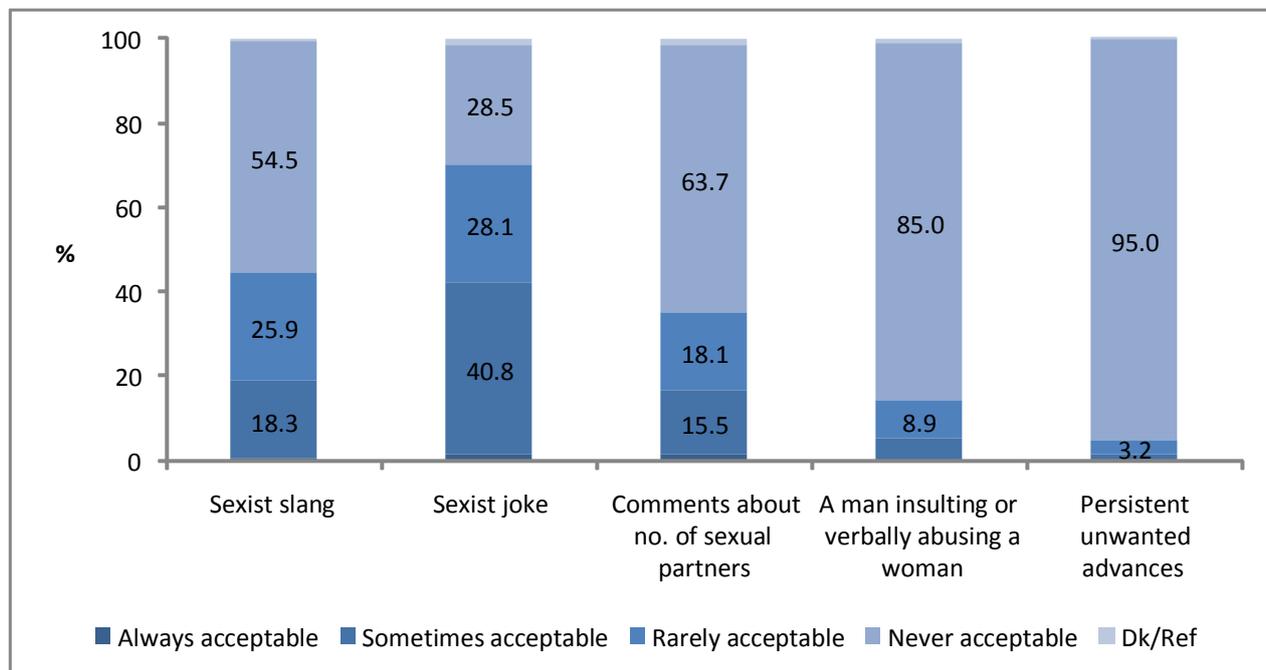
Someone confronted with an incident or episode that could constitute violence, sexism and/or discrimination towards women must recognise that a response is warranted before they will act. The ambiguous and ubiquitous nature of sexism and discrimination against women may make this recognition difficult.

Given this starting point several scenarios were designed to measure the perceived acceptability of certain behaviours towards, and in relation to, women.

Figure 4.1 shows that, when socialising with friends, 95% of respondents regarded it as never acceptable for a man they know to make repeated unwanted sexual advances towards a woman. Further, 85% regarded it as never acceptable for a man they know to insult or verbally abuse a woman as a result of an argument. Almost two-thirds (63.7%) regarded it as never acceptable for a man they know to make comments in a social setting about the number of sexual partners a woman has had.

The level of social sanction was somewhat less with regard to the use of sexist slang to describe women (54.5% regarding this as never acceptable) and with regard to a man telling a sexist joke about women (28.5% regarding this as never acceptable).

**Figure 4.1: Stated acceptability of selected behaviours towards women when socialising with friends**



Base: Total sample ( $n = 603$ ).

Dk/Ref, don't know/refused.

A1a Acceptability of a man you know using sexist slang to describe women?

A1b Acceptability of a man you know telling a sexist joke about women?

A1c Acceptability of a man you know making comments about the number of sexual partners a woman has had?

A1e Acceptability of man you know insulting or verbally abusing a woman?

A1f Acceptability of a man you know persisting in making unwanted advances towards a woman when she has made it clear she is not interested?

Table 4.1 shows the proportion of sample members who regarded as ever 'acceptable' the behaviours in Figure 4.1.

Reference to these data shows that 44.7% of respondents felt that it was at least sometimes acceptable for a man they know to use sexist slang to describe women, 7 in 10 (70.2%) felt that it was at least sometimes acceptable for a man they know to tell a sexist joke about women and just over a third (34.9%) felt that it was ever acceptable for a man to comment about the number of sexual partners a woman may have had. Lower levels of acceptability were evident in relation to a man verbally insulting or abusing a woman (14.1%) or a man making persistent unwanted sexual advances towards a woman (4.8%). Generally speaking, men were more likely than women to regard the selected behaviours as having some level of acceptability.

The extent to which holding these views is related to one's preparedness to take bystander behaviour to prevent violence against women is explored in section 8.

**Table 4.1: Behaviours to women deemed 'rarely', 'sometimes' or 'always' acceptable, grouped by respondent characteristics**

Characteristic	<i>n</i>	Sexist slang (%)	Sexist joke (%)	Comments about no. of sexual partners (%)	Man insulting or verbally abusing a woman (%)	Persistent unwanted advances (%)
<b>Total</b>	603	44.7	70.2	34.9	14.1	4.8
<b>Gender</b>						
Male	212	50.8 <sup>#</sup>	76.4 <sup>#</sup>	46.6 <sup>#</sup>	19.3 <sup>#</sup>	4.9
Female	391	39.3	64.7	24.6	9.6	4.7
<b>Age group (years)</b>						
18–34	68	51.3	82.1	58.6 <sup>#</sup>	9.2	4.9
35–54	243	51.2	73.0	37.1	14.3	4.2
55+	292	35.1	61.8	22.0	16.2	5.3
<b>Country of birth</b>						
Australia	447	48.0	73.3 <sup>#</sup>	33.9	15.7	4.8
Other	156	36.8	62.6	37.4	10.3	4.7
<b>Education</b>						
Not university graduate	386	44.8	72.1 <sup>#</sup>	33.6	14.6	4.6
University graduate	217	44.3	62.0	40.4	12.0	5.6
<b>Region</b>						
Melbourne (Stat. Div.)	399	43.5	69.2	36.9	12.8	5.4
Rest of Victoria	204	48.1	72.9	29.4	17.7	3.2

Significance testing against total using *t*-test for column proportions.

<sup>#</sup> Statistically significant at 95% two-tailed confidence level.

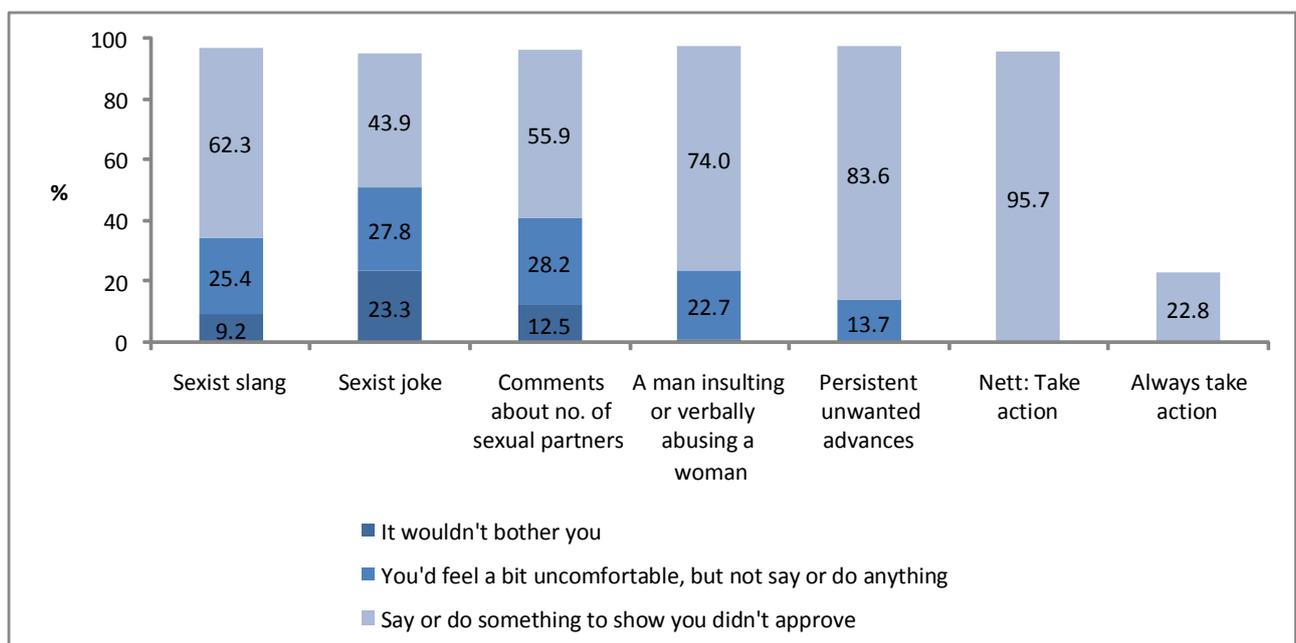
## 4.2 Deciding if action is warranted

The research that informed the design of this study showed that in addition to recognising a certain behaviour, episode or incident as constituting sexism, discrimination or violence towards women, an observer must come to the conclusion that the incident warrants action before showing pro-social bystander behaviour.

Figure 4.2 shows how respondents said they would react if they witnessed one of the selected behaviours when socialising with friends. Survey research literature warns us to be mindful that these positive behavioural intentions are most likely to be overstated due to social desirability biases and respondents' desire to present a positive self-image. However, measuring these stated behavioural intentions does provide some insights into those incidents most likely to provoke a pro-social bystander response.

A man telling a sexist joke about women in a social setting is the incident least likely to elicit a pro-social bystander response, with 43.9% of respondents reporting that they would say or do something to show their disapproval. Almost twice as many respondents (83.6%) would be inclined to say or do something to show their disapproval in response to a man making continued unwanted sexual advances towards a woman. (In the figure below, 'Nett: Take action' refers to taking action in response to at least one of these scenarios; 'Always take action' relates to saying or do something to show disapproval in response to all of these scenarios).

**Figure 4.2: Stated reaction to witnessing selected behaviours towards women when socialising with friends**



A2a How would you react if a man you know used a sexist slang term or phrase to describe women?

A2b How would you react if a man you know told a sexist joke about women?

A2c How would you react if a man you know made comments about the number of sexual partners a woman has had?

A2e How would you react if an argument between a man you know and a woman ended up with the man insulting or verbally abusing the woman?

A2f How would you react if a man you know persisted in making unwanted advances towards a woman when she has made it clear she is not interested?

Table 4.2 shows that almost a quarter of respondents (22.8%) said that they would say or do something to show their disapproval in response to each scenario. This proportion was higher for women (30.2%) and university graduates (30.0%), echoing the broader literature, which indicates that these groups are more inclined towards pro-social bystander behaviour. Those aged 18 to 34 years were less likely to have reported that they would always take action in response to the selected scenarios (10.4%).

Another group of interest in this study are those respondents who can be categorised as 'ambivalent'. This group, which constitutes 13.2% of the sample, is defined in this report as those who deemed each of the selected behaviours as never or rarely acceptable and whose stated response to each behaviour was 'discomfort' rather than an intention to say or do something to show their disapproval.

**Table 4.2: Action versus ambivalence in response to witnessing selected behaviours towards women, grouped by respondent characteristics**

Characteristic	<i>n</i>	Always take action (%)	Ambivalent (%)
<b>Total</b>	603	22.8	13.2
<b>Gender</b>			
Male	212	14.5	10.2
Female	391	30.2 <sup>#</sup>	15.8
<b>Age group (years)</b>			
18–34	68	10.4 <sup>#</sup>	9.0
35–54	243	27.8 <sup>#</sup>	8.4
55+	292	23.2	19.9
<b>Country of birth</b>			
Australia	447	23.6	12.6
Other	156	21.0	14.5
<b>Education</b>			
Not university graduate	386	21.1	13.8
University graduate	217	30.0 <sup>#</sup>	10.5
<b>Region</b>			
Melbourne (Stat. Div.)	399	25.1	12.7
Rest of Victoria	204	16.5	14.6

Significance testing against total using *t*-test for column proportions.

<sup>#</sup> Statistically significant at 95% two-tailed confidence level.

## 5. Potential for bystander action: local community sports clubs

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### 5.1 Local community sports clubs as settings for bystander action

The research identified several factors at an organisational level as conducive to violence against women and, by extension, not conducive to pro-social bystander action, including:

- culturally specific norms regarding gender and sexuality
- masculine cultures
- cultures that are violence-supportive or have weak sanctions against violence
- inequitable recruitment, evaluation, training, remuneration, turnover or promotion of men and women (applies to workplaces only)
- leadership that supports, fails to recognise or has weak sanctions against violence against women or does not value respectful relationships between men and women.

The extent to which these conditions exist in community sports clubs is explored in this section as are community expectations regarding the role of community sports clubs as pro-social agents.

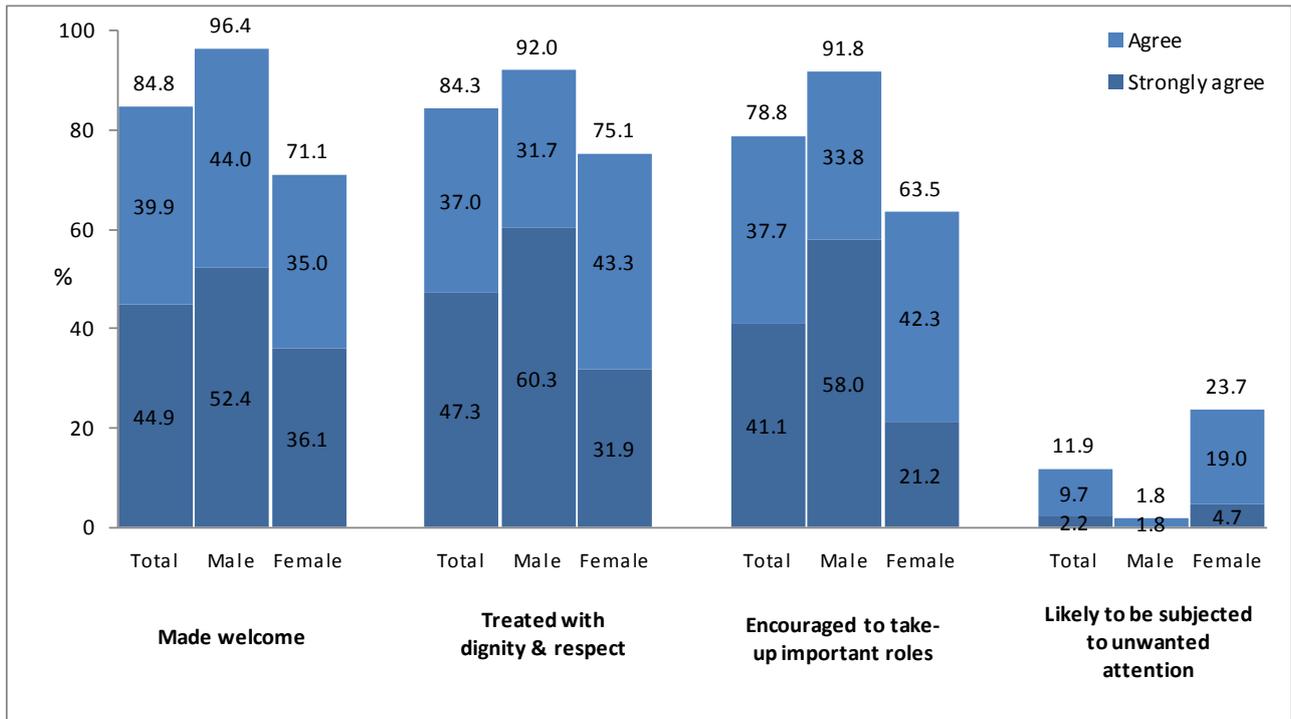
#### 5.1.1 *The local sports club environment for women*

Respondents who identified as being involved in a local community sports club with male-only or mainly male teams in the past 12 months were asked a series of questions about the culture at their club relating to the treatment of women.

Figure 5.1 shows that 84.8% of those respondents involved in male-orientated local sports clubs (96.4% of men, 71.1% of women) strongly agreed or agreed that women are made to feel welcome at the club. A similar percentage (84.3%) agreed that women are treated with dignity and respect (92.0% of men, 75.1% of women). A similar percentage (78.8%) agreed that women are encouraged to take on important roles within the club (91.8% of men, 63.5% of women). About one in eight respondents involved in local community sports clubs (11.9%) agreed that their club is a place where women are likely to be subjected to unwanted attention, with women significantly more likely to hold this view (23.7%) than men (1.8%).

These findings indicate the marked and sometimes stark differences in male and female perceptions about what constitutes a welcoming, respectful and egalitarian club environment for women.

**Figure 5.1: Perceptions about treatment of women in the local sports club environment**



Base: Involved in a local community sports club in the last 12 months (*n* = 86).

B6a Women are made to feel welcome?

B6b Women are treated with dignity and respect?

B6c Women are encouraged to take up important roles around the club?

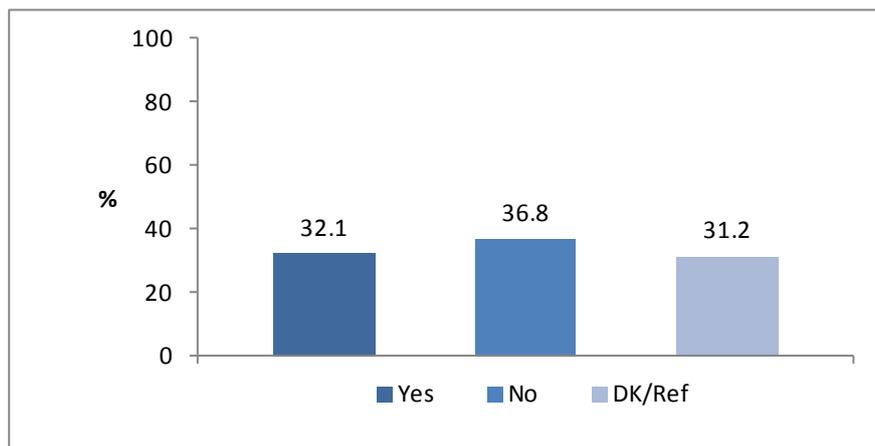
B6d Women are likely to be subjected to unwanted attention?

### 5.1.2 Existence of sports club policies and practices about behaviour towards women

The culture of an organisation regarding violence against women is also reflected in whether or not it has formal policies and practices in place to educate and inform members about acceptable behaviour towards women.

Figure 5.2 shows that approximately a third (32.1%) of those respondents who have been involved in a male-orientated local community sports club in the past 12 months believe that the club has policies or programs in place to educate or inform members about acceptable behaviour towards women. A similar proportion (36.8%) are of the view that no such policies or programs are in place and almost a third (31.2%) don't know. These findings suggest that any policies that do exist are not a prominent aspect of club culture.

**Figure 5.2: Awareness of sports club policies or programs promoting respectful behaviour towards women**



Base: Involved in a local community sports club in the past 12 months ( $n = 86$ ).

Dk/Ref, don't know/refused.

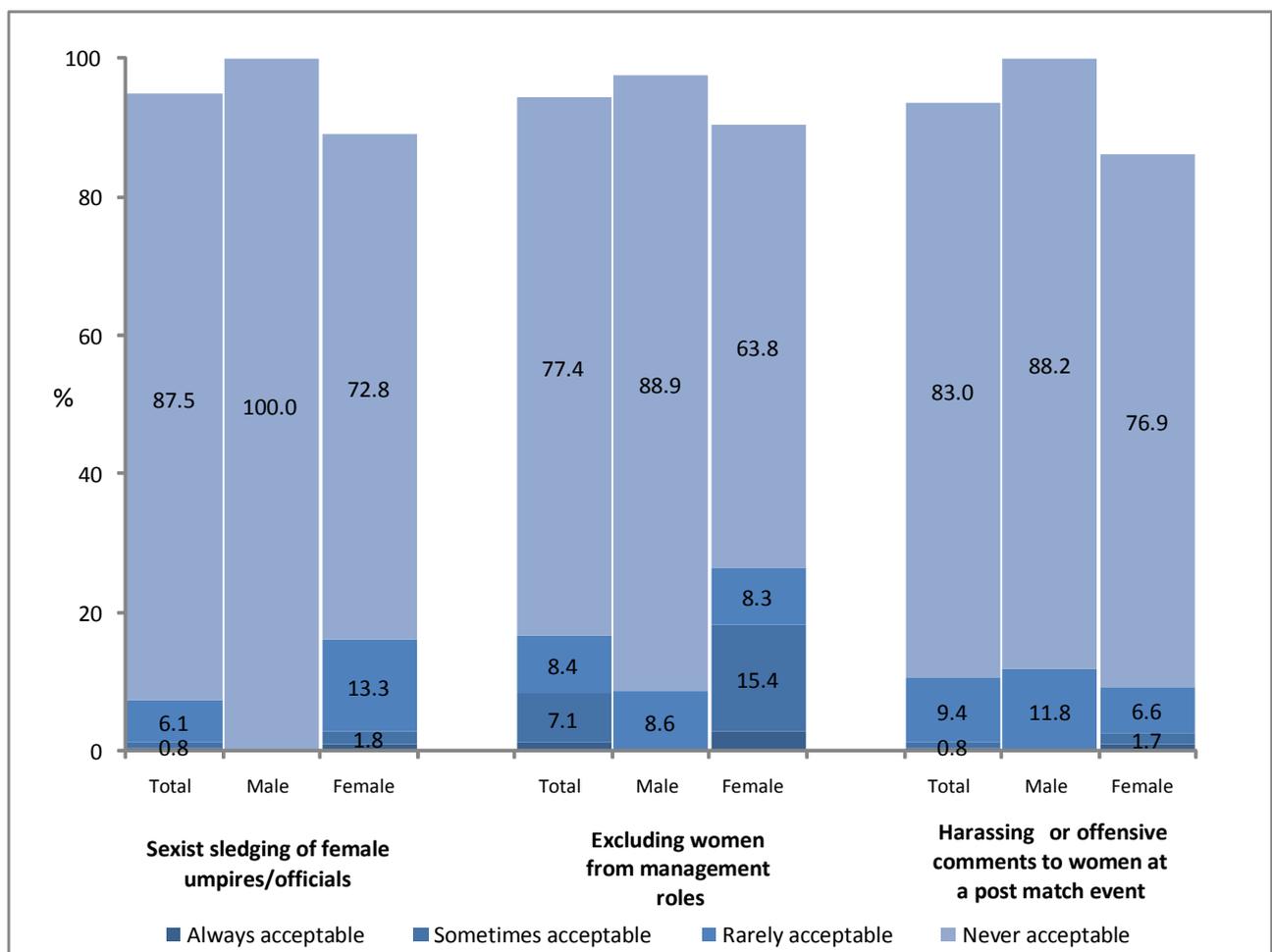
B9 Does your club have any policies or programs to educate or inform members about what is acceptable behaviour towards women?

**5.1.3 Acceptable behaviours towards women in the local sports club setting**

Organisational sanctions against the sexist, discriminatory and unfair treatment of women are concomitant with an organisational culture supportive of pro-social bystander action. Thus it is interesting to note the extent to which persons involved in male-orientated local community sports clubs felt as though their club provided a supportive environment for women.

Figure 5.3 shows that around 9 in 10 (87.5%) of those involved in male-orientated local community sports clubs were of the view that their club would never condone the sexist sledging of female umpires or officials (100.0% of men, 72.8% of women), 83.0% felt as though harassing or offensive comments made to women at a post-match function would never be acceptable at their club (88.2% of men, 76.9% of women) and 77.4% said it would never be acceptable at their club to exclude women from management roles (88.9% of men, 63.8% of women).

**Figure 5.3: Perceived acceptability of selected behaviours in the local sports club setting**



Base: Involved in local community sports club (n = 86).

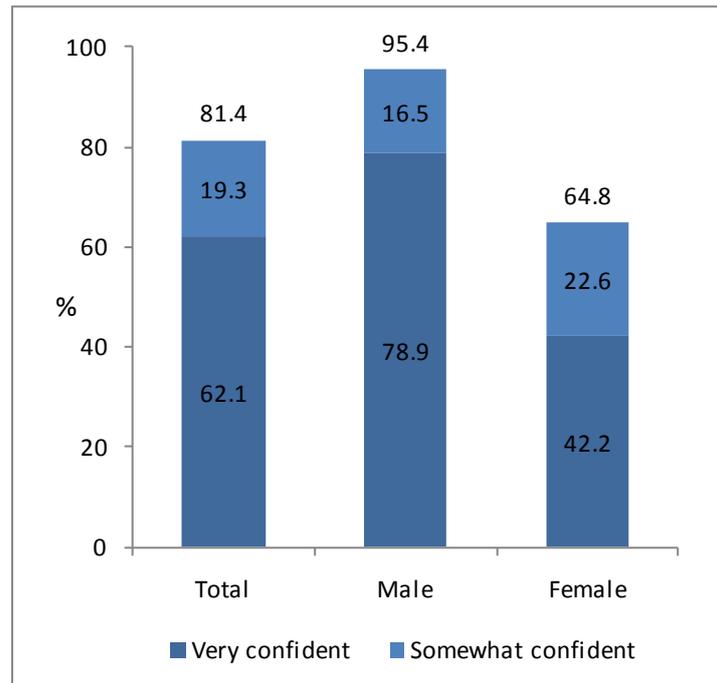
B7a Acceptability of sexist sledging at the club? (Always, sometimes, rarely, never)

B7b Acceptability of not permitting women to be involved in management committees or in decision-making roles about the club? (Always, sometimes, rarely, never)

B7c Acceptability of players making harassing or offensive comments about a woman at a post-match social event? (Always, sometimes, rarely, never)

Those involved in male-orientated local community sports clubs were also asked how confident they were that the club, if made aware that some members were treating women unfairly, would take the matter seriously. Responses to this question provide some indication about the perceived level of sanction in place at local community sports clubs with respect to the unfair treatment of women. As can be seen in Figure 5.4, 62.1% of those involved in a local community sports club were very confident that the club would take the matter seriously and a further 19.3% were somewhat confident. Again, the views of men and women differed significantly, with 78.9% of men very confident that the unfair treatment of women would be treated seriously by the club compared with 42.2% of women.

**Figure 5.4: Confidence in sports club to take action on unfair treatment of women**



Base: Involved in a local community sports club in the last 12 months ( $n = 86$ ).

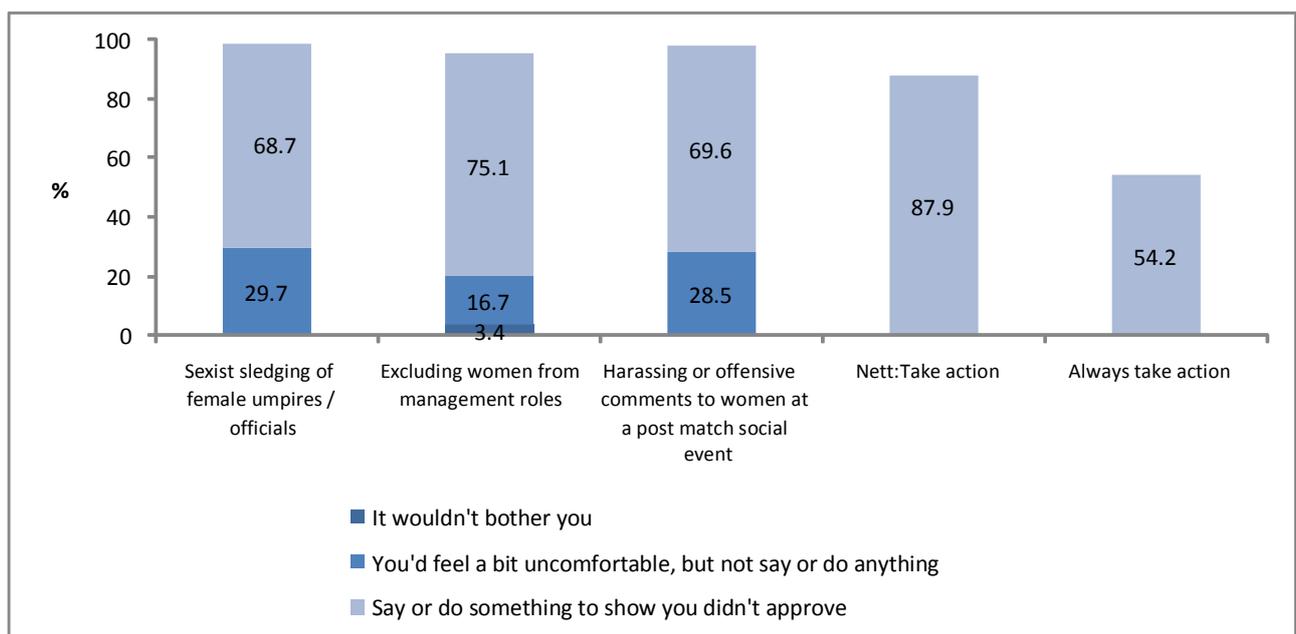
B10 If the committee was made aware that some of its members were treating women unfairly, how confident are you that the committee would take the matter seriously?

## 5.2 Bystanders' preparedness to take action in a local sports club environment

Figure 5.5 shows how respondents said they would react if they witnessed one of the selected behaviours in their local community sports club setting. Between two-thirds and three-quarters of those involved in such settings said they would say or do something to show their disapproval if they witnessed sexist sledging of officials, the exclusion of women from management roles or if harassing or offensive comments were made towards women at a post-match social event. Almost 9 in 10 (87.9%) said they would take action in response to at least one of these scenarios ('Nett: Take action', see Figure 5.5 below) and more than half (54.2%) said they would say or do something to show their disapproval in response to all these scenarios ('Always take action'.

The data (results not shown) suggest that those who were 'very confident' that their club would regard the unfair treatment of women as a serious matter were more likely to report that they would always take action in response to one of these scenarios (70.3%) compared to those with less confidence in the capacity of their club to take action (27.8% of whom said they would always take action). This indicative (but not statistically significant) result seems to confirm the view that perceived efficacy of taking action in an organisational setting has an important influence on the decision to act or not. The data also suggest that awareness of club policies and programs that educate and inform members about acceptable behaviour towards women is more likely to elicit confidence that the club would treat an incident or episode involving the unfair treatment of women as a serious matter.

**Figure 5.5: Stated reaction to witnessing selected behaviours in the sports club setting**



Base: Involved in local community sports club ( $n = 86$ ).

B8a How would you react if ... there was sexist sledging, either on field/court or from the crowd targeting female umpires or officials?

B8b How would you react if ... the club did not permit women to be involved in management committees or in decision-making roles about the club?

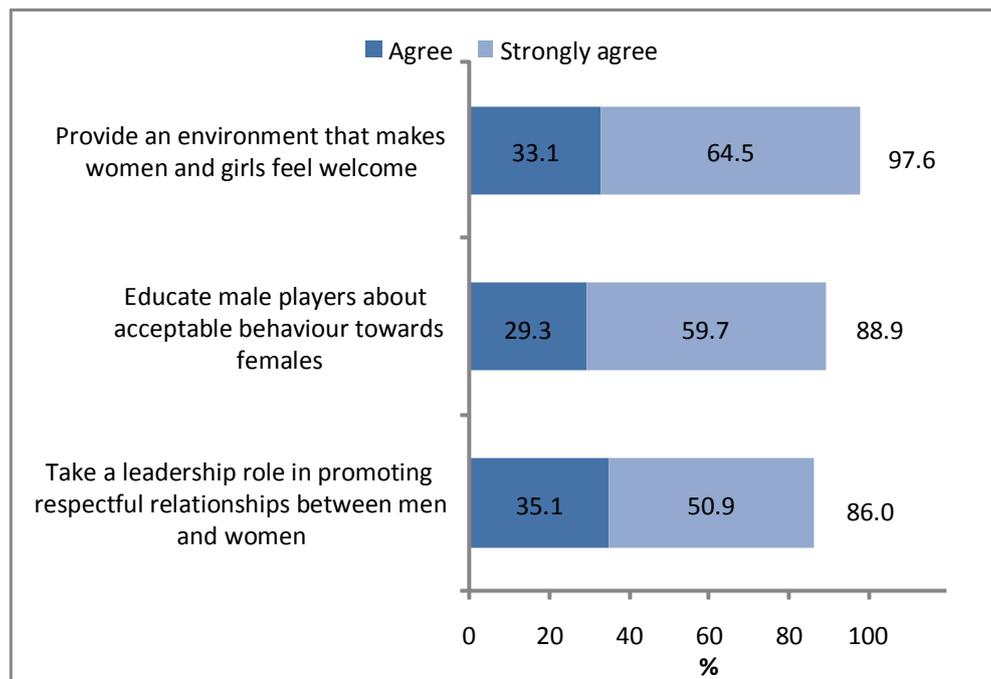
B8c How would you react if ... players made harassing or offensive comments about a woman at a post-match social event?

### 5.3 Community expectations of local sports clubs as pro-social agents

The extent to which the community thinks local community sports clubs should take a pro-social stance in promoting respectful relationships between men and women is an important aspect of this research. In particular, it provides some insight into community expectation of leadership from sports clubs in this regard.

The survey findings show (Figure 5.6) that, almost without exception, respondents (97.6%) expect their local community sports clubs to provide an environment that makes girls and women feel welcome. In addition, almost 9 in 10 (88.9%) expect local community sports clubs to educate men about acceptable behaviour towards women, and 86.0% are of the view that the local sports club should play a leadership role in the community in promoting respectful relationships between men and women.

**Figure 5.6: Expectations about responsibilities of the local sports club towards women**



Base: Total sample ( $n = 603$ ).

B1a Is it the responsibility of community sports clubs to make sure they provide an environment that makes women and girls feel welcome?

B1b Is it the responsibility of community sports clubs to educate their male players about acceptable behaviour towards women?

B1c Is it the responsibility of community sports clubs to take a leadership role in the community when it comes to promoting respectful relationships between men and women?

## 6. Potential for bystander action: workplaces

### 6.1 Workplaces as settings for bystander action

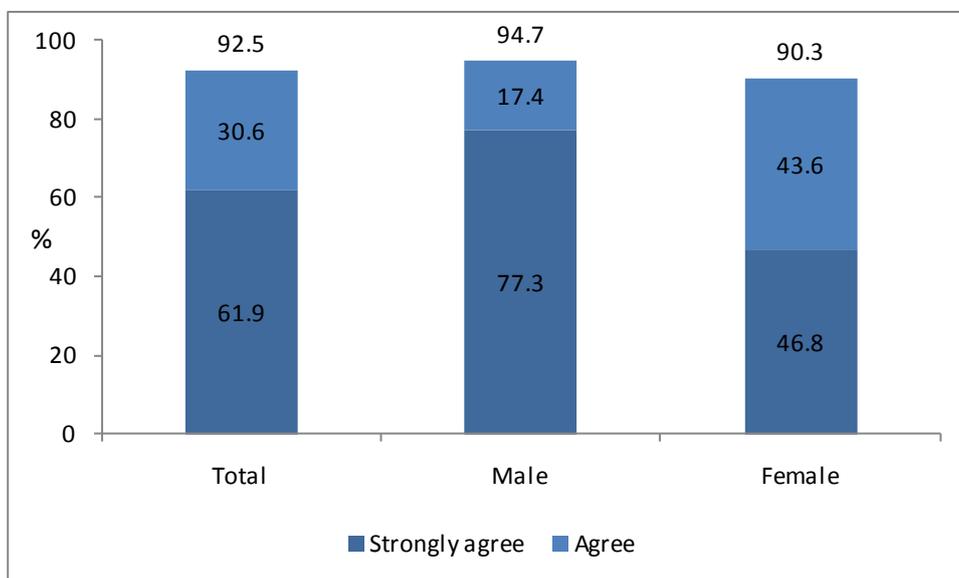
The largely structured nature of workplaces and the regulatory and legal frameworks that already apply make the workplace an obvious setting for the promotion of pro-social bystander behaviour.

The survey findings presented in this section help to identify the extent to which workplaces provide the necessary pre-conditions to support pro-social bystander action to prevent the sexist, unfair and discriminatory treatment of women.

#### 6.1.1 Workplaces as environments for promoting gender equity and respect

Most in-scope employees<sup>2</sup> either strongly agreed (61.9%) or agreed (30.6%) that women at their work were treated with dignity and respect (Figure 6.1). The proportion of men who strongly agreed that women at their workplace were always treated with dignity and respect (77.3%) was much higher than that for women (46.8%).

**Figure 6.1: Employee perception about treatment of women with dignity and respect at their workplace**



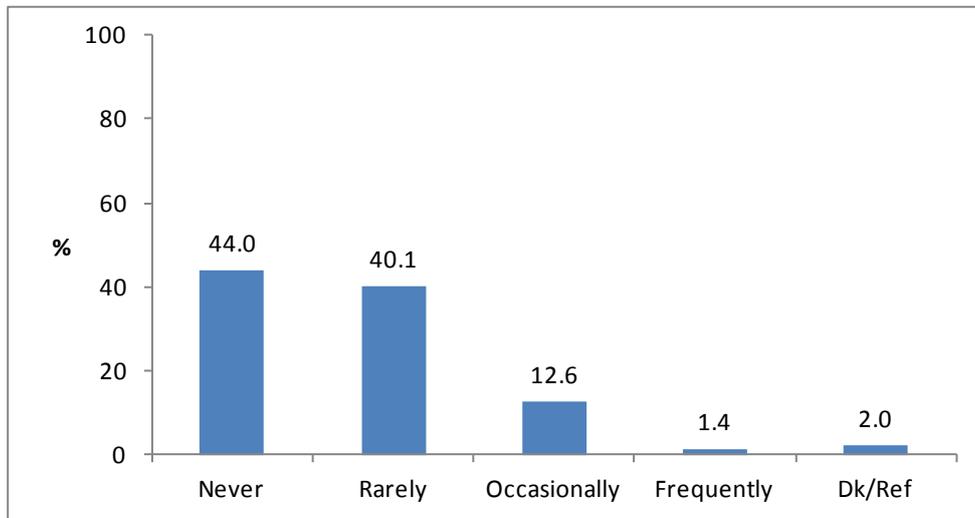
Base: In-scope employee ( $n = 234$ ).

C13 To what extent do you agree or disagree that women at your work are always treated with dignity and respect?

<sup>2</sup> Those who worked in a workplace with five or more employees, which employed both men and women and who had been with their current employer for three months or more. (Based on responses to questions C6, C7 and C10.)

This high level of overall agreement that women were treated with dignity and respect at work (92.5%) did not necessarily result in the view that women were never treated unfairly at work. Figure 6.2 shows that a minority of employees (44.0%) felt as though women at their workplaces were never treated unfairly. Women were less likely to hold this view (30.4%) than men (57.8%).

**Figure 6.2: Employee perception of how frequently their workplace treats women unfairly**



Base: In-scope employee ( $n = 234$ ).

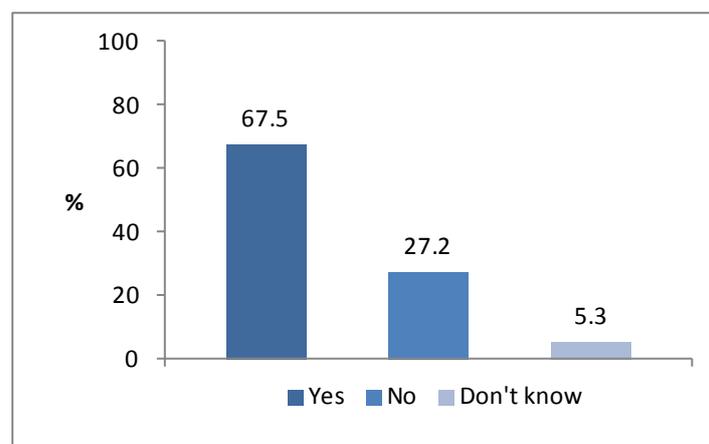
Dk/Ref, don't know/refused.

C24 In your opinion, how often does your workplace treat women unfairly?

### 6.1.2 Awareness of workplace policies and programs that target violence against women

A further indicator of the workplace culture with respect to the treatment of women is the level of awareness amongst employees of workplace policies and programs to educate or inform employees about acceptable behaviour towards women. Over two-thirds of those interviewed (67.5%) were aware of the existence of such policies or programs at their workplace.

**Figure 6.3: Awareness of policies or programs for employees about acceptable behaviour towards women**



Base: In-scope employee ( $n = 234$ ).

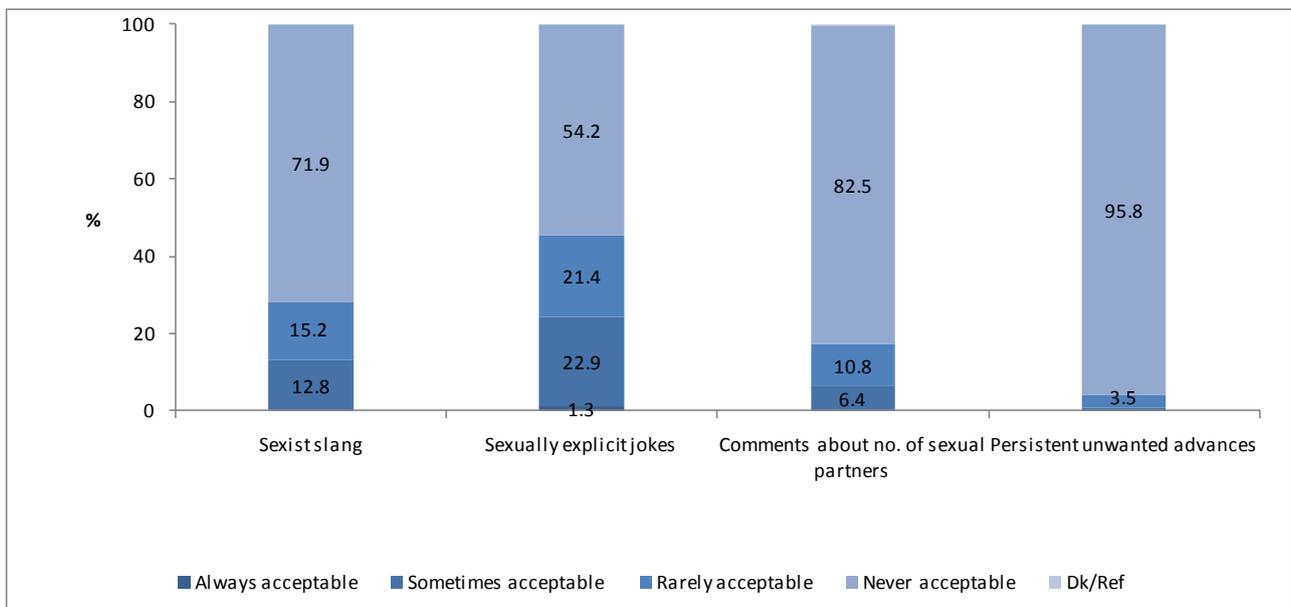
C18 To the best of your knowledge, at your work are there any policies or programs to educate or inform employees about what is acceptable behaviour towards women?

**6.1.3 Acceptable behaviour towards women at work**

The survey also included questions aimed at measuring the perceived acceptability of selected behaviours towards women in a workplace setting. The selected behaviours were identified from expert review and preliminary focus group research. For this series of questions respondents were not asked whether they felt a particular behaviour was acceptable or not but, rather, what they felt the response at work would be to a particular behaviour.

Figure 6.4 shows that 54.2% of employees felt that the telling of a sexually explicit joke in the workplace would never be seen as acceptable at their work and 71.9% felt that sexist slang would be regarded as never acceptable. Further, 82.5% felt that an employee making comments about the number of sexual partners a female co-worker has had would be viewed as never acceptable and 95.8% felt that someone making persisted unwanted advances towards a female employee would be seen as never acceptable. Comparison with Figure 4.1 shows respondents perceive the use of sexist slang, sexist joke telling and comments about numbers of sexual partners to be more out of place in a workplace setting than in a social setting.

**Figure 6.4: Perceived acceptability of selected sexist behaviours in a workplace setting**



Base: In-scope employees (n = 234).

Dk/Ref, don't know/refused.

C15a Acceptability at your work of someone using sexist slang to describe women?

C15b Acceptability at your work of someone telling sexually explicit jokes?

C15c Acceptability at your work of someone making comments about the number of sexual partners a female colleague has had?

C15d Acceptability at your work of someone persisting in making unwanted advances towards a female colleague when she made it clear she was not interested?

Characteristics of workplaces associated with lower levels of sexist, discriminatory and violent behaviour towards women appear to include large staff numbers; roughly equal proportions of male and female employees; staff awareness of policies or programs about acceptable behaviour towards women; and feelings amongst employees that they would be supported by all or most of their colleagues if they took action in response to the unfair treatment of women. Larger sample sizes are needed to confirm these findings. These characteristics are further discussed in Section 6.2.3.

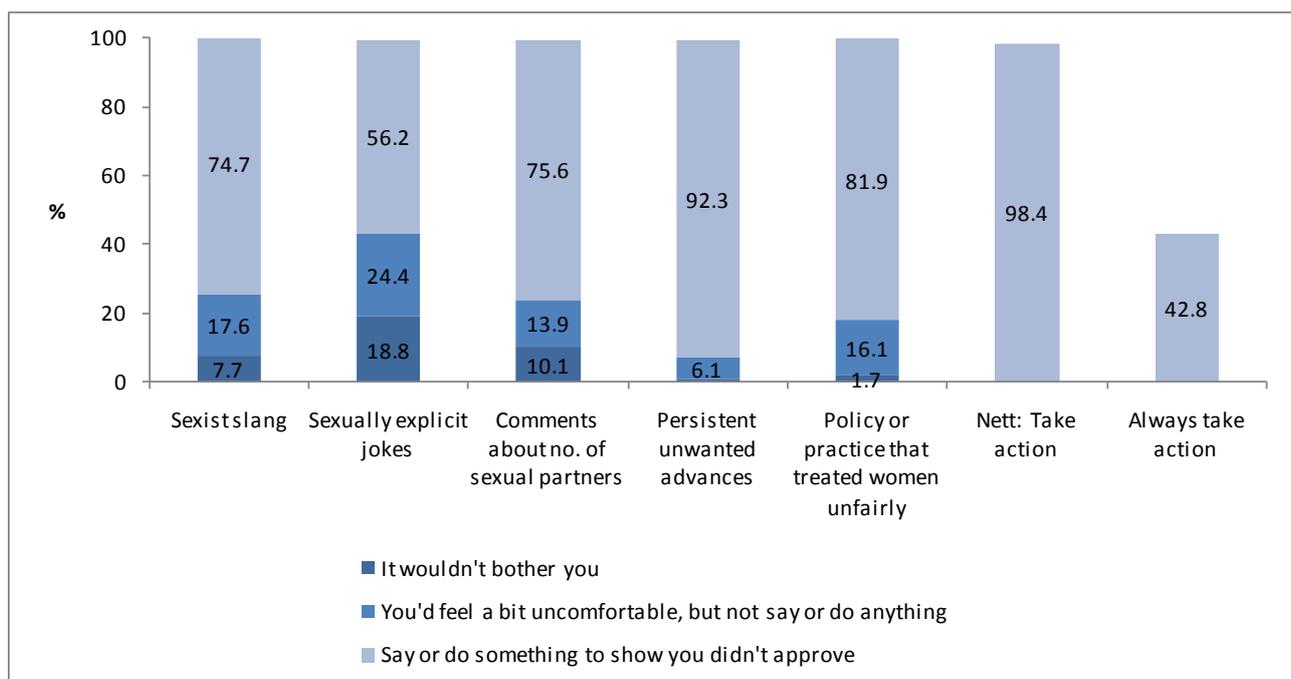
## 6.2 Bystanders' preparedness to take pro-social action at work

### 6.2.1 Stated reaction to witnessing selected behaviours at work

Respondents were asked for their view about not only how 'acceptable' certain behaviours would be at their work but also how they would react if they encountered these behaviours at work. Figure 6.5 shows 56.2% of people stated they would say or do something to show their disapproval if a sexually explicit joke about women was told at work. In the case of repeated unwanted advances towards a female employee, 92.3% said that they would say or do something to show their disapproval.

Almost all respondents (98.4%) said they would take action in response to at least one of the scenarios ('Nett: Take action') and 42.8% reported that they would take action in response to all scenarios ('Always take action').

**Figure 6.5: Stated reaction to witnessing selected sexist behaviours at work**



Base: In-scope employee ( $n = 234$ ).

C16a Stated reaction to someone using sexist slang to describe women?

C16b Stated reaction to someone telling sexually explicit jokes?

C16c Stated reaction to someone making comments about the number of sexual partners a female colleague has had?

C16d Stated reaction to someone at your work persisting in making unwanted advances towards a female colleague when she made it clear she was not interested?

C17 Stated reaction if there was a policy or practice at your work that you felt treated women unfairly?

### 6.2.2 Capacity, efficacy and support for pro-social bystander behaviour at work

The bystander literature notes that bystanders' confidence in their own capacity to take action, their perception as to whether or not their action will have any impact and the level of peer support they expect to receive are all factors that act to either encourage or discourage bystander action.

The findings presented in Table 6.1 show that 72.8% of respondents felt that if they were to take pro-social action at work in response to a workplace policy or practice that treated women unfairly, they would attract the support of all or most of their colleagues. Two-thirds (67.4%) were very confident that their employer would take the matter seriously and 58.4% were very confident that they would know what to do in such a situation.

Four in 10 of the in-scope employees interviewed (41.3%) were 'very confident' that all three pre-conditions for pro-social bystander action were in place at their workplace, with the proportion being much higher among men (58.6%) than women (24.4%).

**Table 6.1: Employee confidence in themselves, and in colleague and employer support, if they wanted to respond to a workplace policy or practice that treated women unfairly**

Confidence in ...	Total (%) (n = 234)	Male (%) (n = 86)	Female (%) (n = 148)
<b>... yourself</b>			
Very confident	58.4	72.5	44.6 <sup>#</sup>
Somewhat confident	34.8	23.7	45.7 <sup>#</sup>
Not very confident	6.4	3.8	8.9
Not at all confident	0.2	0	0.4
Don't know/refused	0.2	0	0.3
<b>... support from employer</b>			
Very confident	67.4	82.3	52.8 <sup>#</sup>
Somewhat confident	25.4	17	33.6 <sup>#</sup>
Not very confident	6.1	0.7	11.3 <sup>#</sup>
Not at all confident	0.8	0	1.6
Don't know/refused	0.4	0	0.7
<b>... support from colleagues</b>			
All or most colleagues	72.8	84.6	61.2 <sup>#</sup>
Some colleagues	16.5	9.1	23.7 <sup>#</sup>
Few if any colleagues	9.2	3.6	14.7 <sup>#</sup>
Don't know/refused	1.6	2.7	0.4

Significance testing against total using *t*-test for column proportions.

<sup>#</sup> Statistically significant at 95% two-tailed confidence level.

C20 How confident are you that you would know what to do if a female work colleague came to you with evidence of repeatedly being treated unfairly because she was a woman?

C21 How confident are you that your employers would take action to improve the situation if they were made aware of a workplace practice that treated women unfairly?

C22 Perceived level of support from colleagues if you took action over a workplace practice that you thought treated women at your work unfairly?

### 6.2.3 Correlates of pro-social bystander behaviour at work

To the extent possible given the limitations of the data, the following discussion identifies the correlates of pro-social bystander behaviour at work. Those workplace factors that appear to be associated with employees intervening in situations involving the sexist, discriminatory or unfair treatment of women include:

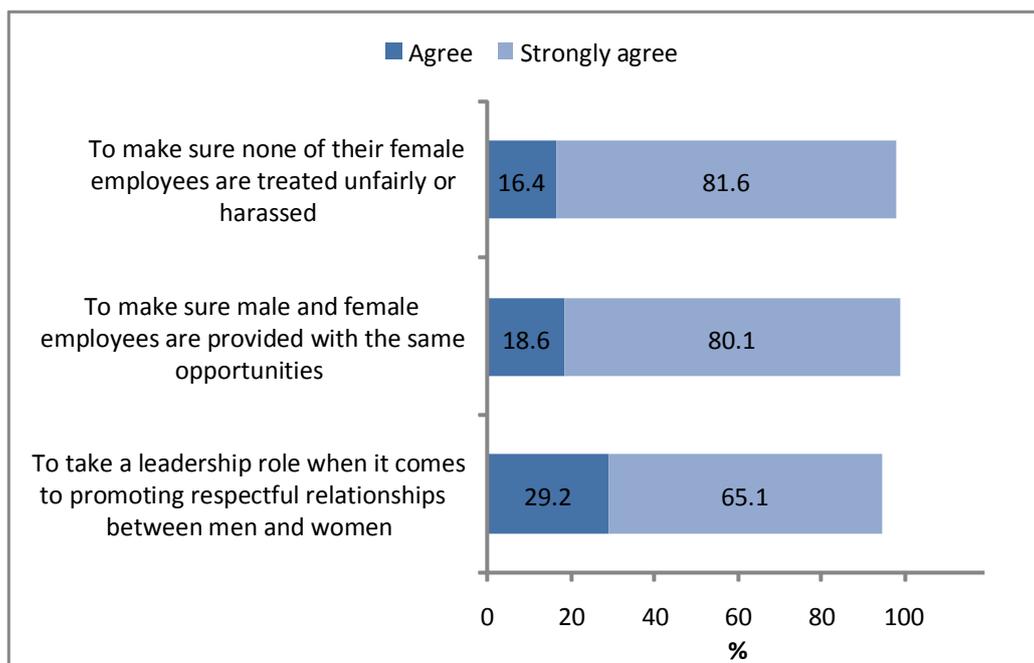
- *an understanding on the part of the employee that their workplace culture does not support the sexist, discriminatory or unfair treatment of women.* Employees who were of the view that each of the selected behaviours would never or rarely be tolerated at their work were more likely to report that they would always take action if they encountered such a situation (54.3%) than workers who felt that their workplace was more equivocal in dealing with such behaviours (21.6%)
- *being in a workplace with 200 or more employees.* More than 4 in 10 respondents from large workplaces (41.9%) said they would always take action in response to the sexist, discriminatory or unfair treatment of women compared with 22.7% of those in workplaces with fewer than 200 employees
- *being in a workplace comprising a roughly equal proportion of men and women or mostly women.* Almost a third of employees in such workplaces (32.3%) said they would always take action compared to 21.3% of those in workplaces comprising mostly men
- *being in a workplace where management comprises an equal proportion of men and women or a majority of women.* Almost a third (32.0%) of employees in such workplaces said they would always take action compared to 25.0% in workplaces where the management comprised mostly or totally men
- *being in a workplace where men and women tend to do similar work.* A third of respondents in workplaces in which men and women tended to do similar work (32.5%) said they would always take action compared to 21.1% in workplaces where the allocation of tasks was more gendered
- *an expectation of support by most or some colleagues in taking action to prevent the unfair treatment of women.* Almost a third (32.4%) of such employees would always take action whereas none of those employees who said that they would receive support from few if any of their colleagues ( $n = 18$ ) said they would always take action.

### 6.3 Community expectations of workplaces as pro-social agents

The extent to which the community thinks employers should take a pro-social stance in support of women in the workplace is an important aspect of this research. In particular, it provides some insight into community expectation of leadership from employers in this regard.

The survey findings show (Figure 6.6) that the vast majority of respondents (98.7%) 'agree' or 'strongly agree' that employers have a responsibility to ensure that women are provided with the same opportunities as men and to ensure that none of their female employees are treated unfairly or harassed (98.0%). More than 9 in 10 (94.3%) also 'agree' or 'strongly agree' that employers should take a leadership role in educating their workforce about respectful relationships between men and women.

**Figure 6.6: Expectations about responsibilities of employers towards women**



Base: In-scope employee ( $n = 603$ ).

C1h It is the responsibility of employers to make sure that none of their female employees are treated unfairly or sexually harassed?

C1i It is the responsibility of employers to make sure that male and female employees are provided with the same opportunities?

C1j It is the responsibility of employers to take a leadership role when it comes to promoting respectful relationships between men and women?

## 7. Recalling and reporting incidents involving sexist behaviour towards women

### 7.1 Witnessed sexist behaviour towards women in the past 12 months

The survey measured whether respondents had witnessed sexist behaviour towards other women at work, at their local community sports club, among friends or among extended family in the past 12 months. Interviewees were asked, 'Have you witnessed sexism towards (other) women in any of the following situations or settings?'

Qualitative research and cognitive testing, and responses to this question, showed that the term 'sexism' evokes a range of behaviours towards women, including discrimination and violence. The types of incident recalled by those who reported witnessing 'sexism' towards other women (29.0% of respondents) are shown in Figure 7.1.

Some of the comments provided by respondents are as follows:

*Inappropriate language. Just very inappropriate comments which I did raise with my manager.*

*It was discrimination because they were female, not because of what they can do. Also recruitment-women with young children not employed due to potentially needing time off.*

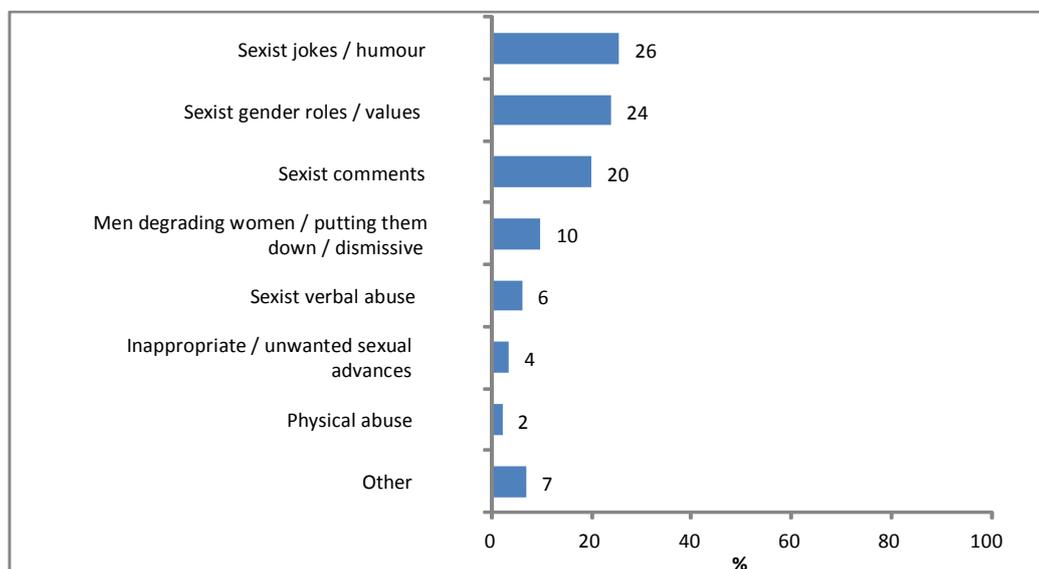
*A male commented on what a female friend was wearing and what she must be wanting if she was wearing that (at a party).*

*My family can expect females to do certain roles, the males in my family expect women to perform certain roles within the household.*

*Just a guy was drunk at a pub and was trying to crack on to a female she didn't want him to keep going but he persisted so I had to go and say something to him.*

*A husband picked up a chair and threw it at his wife.*

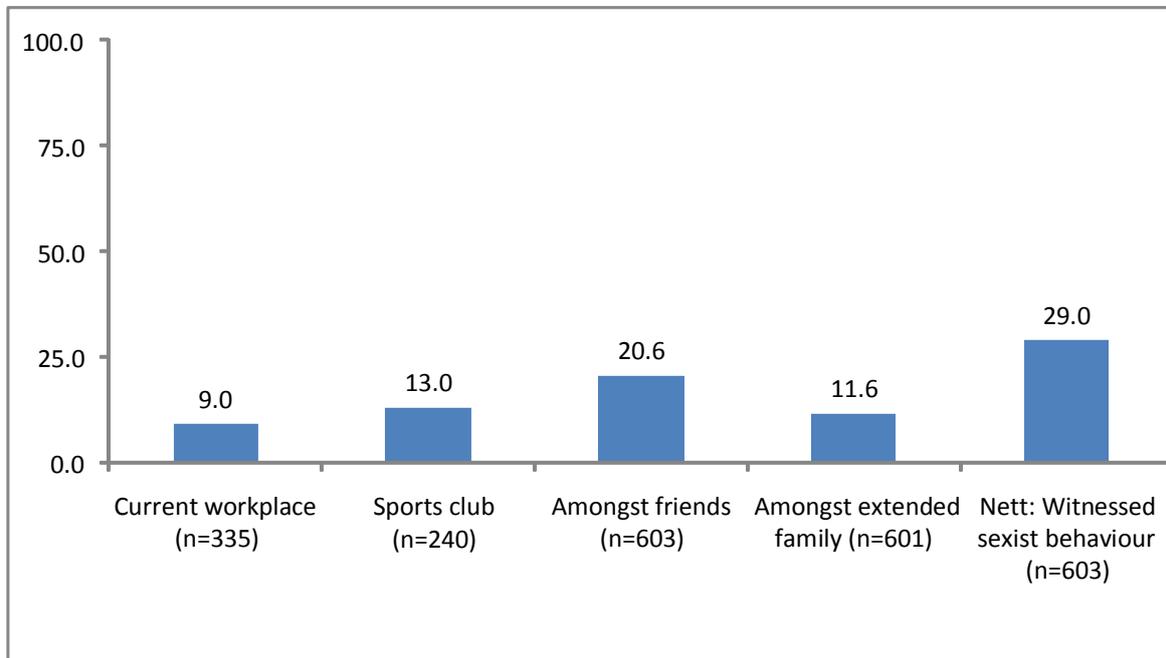
**Figure 7.1: Types of incident witnessed by respondents in the past 12 months**



Base: Reported witnessing an incident involving violence against women in a selected setting in the past 12 months ( $n = 179$ ).

As mentioned, 29.0% had witnessed sexism towards (other) women in at least one of these settings in the past 12 months (Figure 7.2). The most common setting in which people witnessed this broad range of sexist, discriminatory or violent behaviour towards women was when socialising with friends (20.6%). Amongst employed respondents, 9.0% had witnessed this sort of behaviour at their workplace in the past 12 months as had 13.0% of those involved in a local community sports club. A similar proportion (11.6%) had witnessed sexist, discriminatory or violent behaviour towards women amongst their extended family.

**Figure 7.2: Types of sexist behaviour towards women in selected settings in the past 12 months**



D1 In the last 12 months, have you witnessed sexism towards other women in any of the following situations or settings?

Table 7.1 shows that younger persons (those aged 18 to 34 years) were significantly more likely to have witnessed sexist behaviour towards women in these selected settings in the past 12 months (44.7%) and those aged 55 years and over significantly less likely to have done so (18.5%). Those with university qualifications were more likely (37.4%) to report having witnessed sexist behaviour towards women in one of the selected settings in the past 12 months. These groups may have had greater exposure to sexist behaviour towards women and/or they may have a heightened (or perhaps more informed) appreciation of what constitutes sexist, discriminatory and/or violent behaviour towards women.

**Table 7.1: Witnessed sexist behaviour towards women in selected settings in the past 12 months, grouped by respondent characteristics**

Characteristic	<i>n</i>	%
<b>Total</b>	603	29.0
<b>Gender</b>		
Male	212	27.5
Female	391	30.2
<b>Age group (years)</b>		
18–34	68	44.7 <sup>#</sup>
35–54	243	32.3
55+	292	18.5 <sup>#</sup>
<b>Country of birth</b>		
Australia	447	30.4
Other	156	25.4
<b>Education</b>		
Not university graduate	386	27.0
University graduate	217	37.4 <sup>#</sup>
<b>Region</b>		
Melbourne (Stat. Div.)	399	29.0
Rest of Victoria	204	28.9

Significance testing against total using *t*-test for column proportions.

<sup>#</sup> Statistically significant at the 95% two-tailed confidence level.

## 7.2 Response to incidents of sexist behaviour

Table 7.2 shows that almost half (47.6%) of those respondents who reported observing an episode involving sexist behaviour towards women in the past 12 months reported either saying or doing something in response or taking some other form of action. Women were more likely than men to take action (62.9% vs. 28.5%) and those aged 18 to 34 years were less likely to take action (31.2%) than those aged 35 to 54 years (57.3%). University graduates were more likely to take action than those who weren't university graduates (58.0% vs. 44.2%) as were those living in metropolitan Melbourne (50.9%) compared with those living outside the metropolitan area (38.4%). This analysis suggests that bystanders are more likely to 'respond' to what they perceive as a more serious episode, but these results are not statistically significant due to small sample sizes available.

**Table 7.2: Pro-social action in response to witnessing sexist behaviour towards women, grouped by respondent characteristics and type of incident witnessed**

Characteristic	<i>n</i>	%
<b>Total</b>	179	47.6
<b>Gender</b>		
Male	64	28.5 <sup>#</sup>
Female	115	62.9 <sup>#</sup>
<b>Age group (years)</b>		
18–34	33	31.2
35–54	84	57.3 <sup>#</sup>
55+	62	47.5
<b>Country of birth</b>		
Australia	137	45.0
Other	42	55.1
<b>Education</b>		
Not university graduate	95	44.2
University graduate	84	58.0 <sup>#</sup>
<b>Region</b>		
Melbourne (Stat. Div.)	120	50.9 <sup>#</sup>
Rest of Victoria	59	38.4
<b>Type of incident</b>		
Sexist jokes/humour	36	22.3
Sexist comments	36	49.6
Men degrading women/putting them down/dismissive	21	57.2
Witnessing sexist verbal abuse	13	57.8
Sexist gender roles/values	43	63.5
Inappropriate/unwanted sexual advances	7	81.4
Physical abuse	5	100.0

Significance testing against total.

<sup>#</sup> Statistically significant at the 95% confidence level.

Respondents who reported taking action in response to a recent incident involving sexist behaviour towards women were asked to describe the type of action they took. The responses to this open-ended question were grouped thematically and coded (Figure 7.3).

Most of the responses to witnessing such an incident involved the bystander saying or doing something to show their disapproval (78%).

Some of the comments provided by respondents are as follows:

*We had an altercation and we resolved it.*

*I said something to them.*

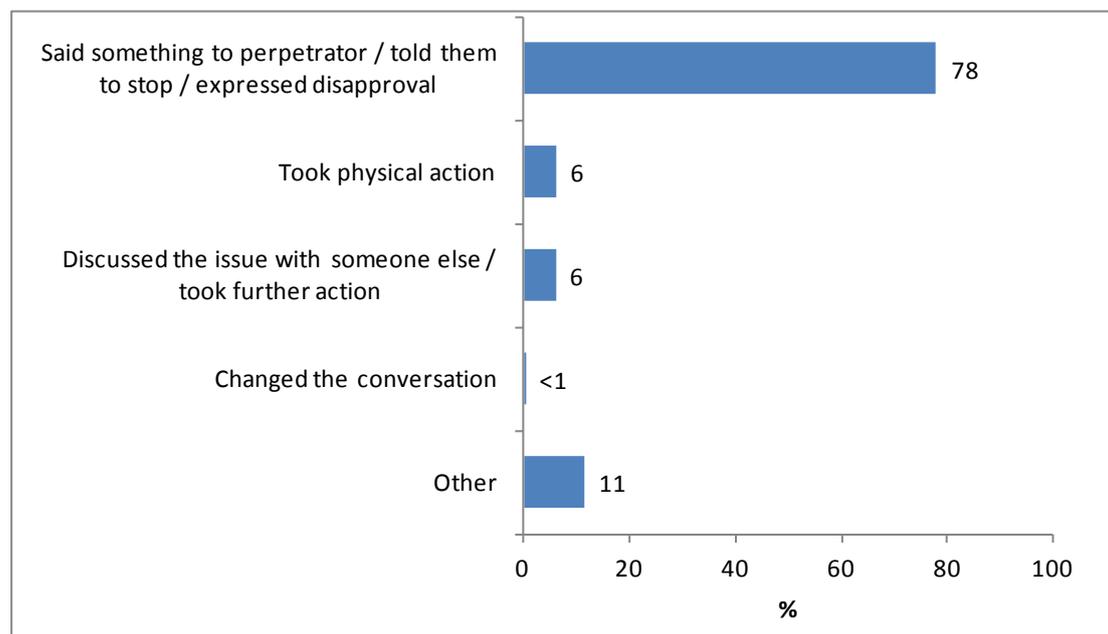
*I spoke to him and said it wasn't necessary to speak to her like that and asked if she wanted to leave the situation.*

*I spoke to the person, and a few of us (in the family) don't use Facebook anymore.*

*I said something, I told them to ease up on it.*

*Said something to them, that the text message wasn't funny it was disgusting.*

**Figure 7.3: Types of pro-social action taken in response to witnessing sexist behaviour towards women**



Base: Took pro-social action in response to witnessing violence against women ( $n = 99$ ).

Those who reported taking action in response to a recent incident were asked to reflect on the reason why they took action. The responses to this open-ended question were grouped thematically and coded (Figure 7.4).

Some of the comments provided by respondents are as follows:

*I said something in defence of the other person who was deeply hurt and they wouldn't speak up on their own behalf.*

*Because I was offended and I thought that it was completely inappropriate in a workplace situation.*

*Just cause it's not right, it was my sister so ...*

*I had had enough, no one knew him, no one said anything.*

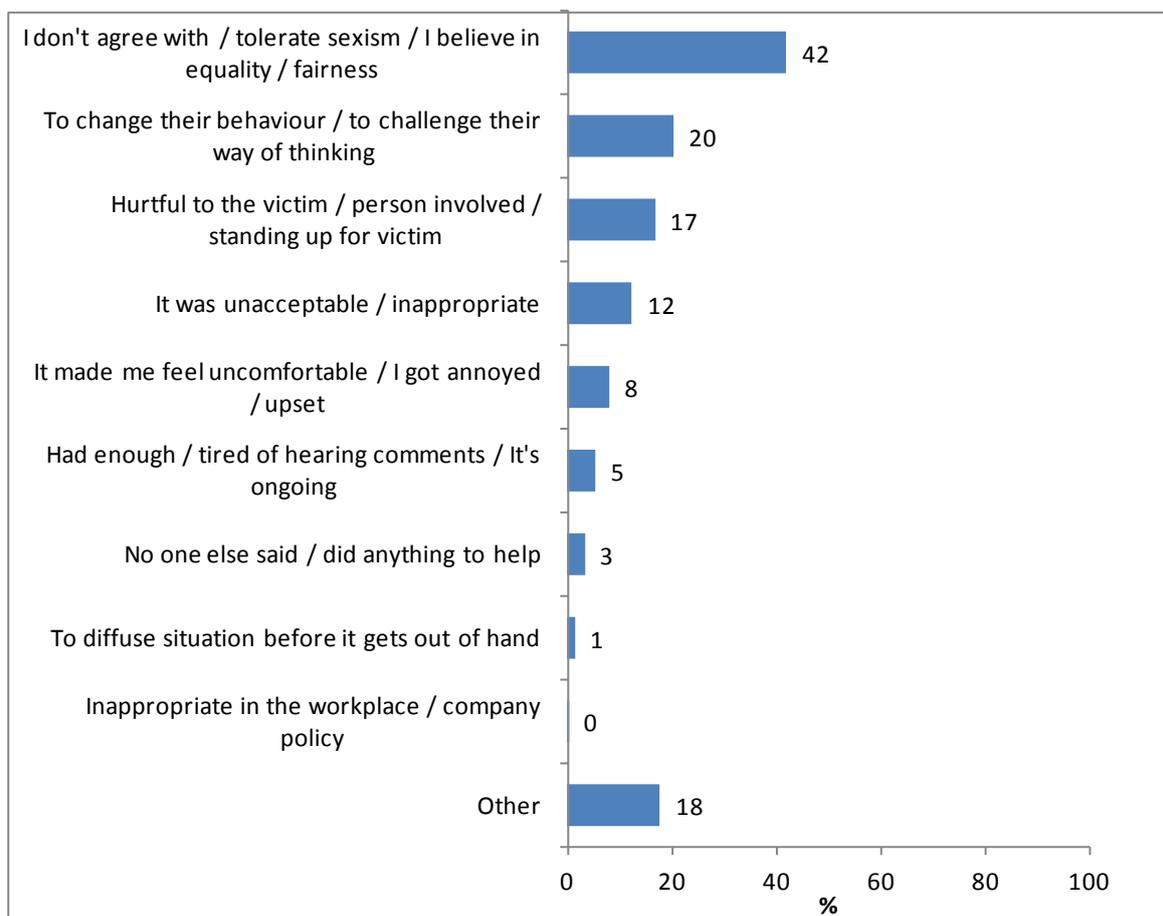
*I have a firm belief that there should be equality between men and women.*

*Because I grew up in a house where I experienced domestic violence and I understand the damage that it can cause, it makes me unable to accept this type of behaviour.*

*I was offended on behalf of the person he was talking about I suppose.*

*Because if guys want to sleaze/sleep around no one thinks anything of it, but if a girl wants to have fun or do the same sort of thing then she gets labelled.*

**Figure 7.4: Reasons for taking action in response to witnessing sexist behaviour towards women**



Base: Took pro-social action in response to witnessing violence against women ( $n = 99$ ).

Those who said they did not take action in response to the recent incident they described were asked to reflect on the reason why they chose not to take action. The responses to this open-ended question were grouped thematically and coded (Figure 7.5).

Some of the comments provided by respondents are as follows:

*I did not want to create a scene in front of everybody.*

*It wasn't my place to comment at the time.*

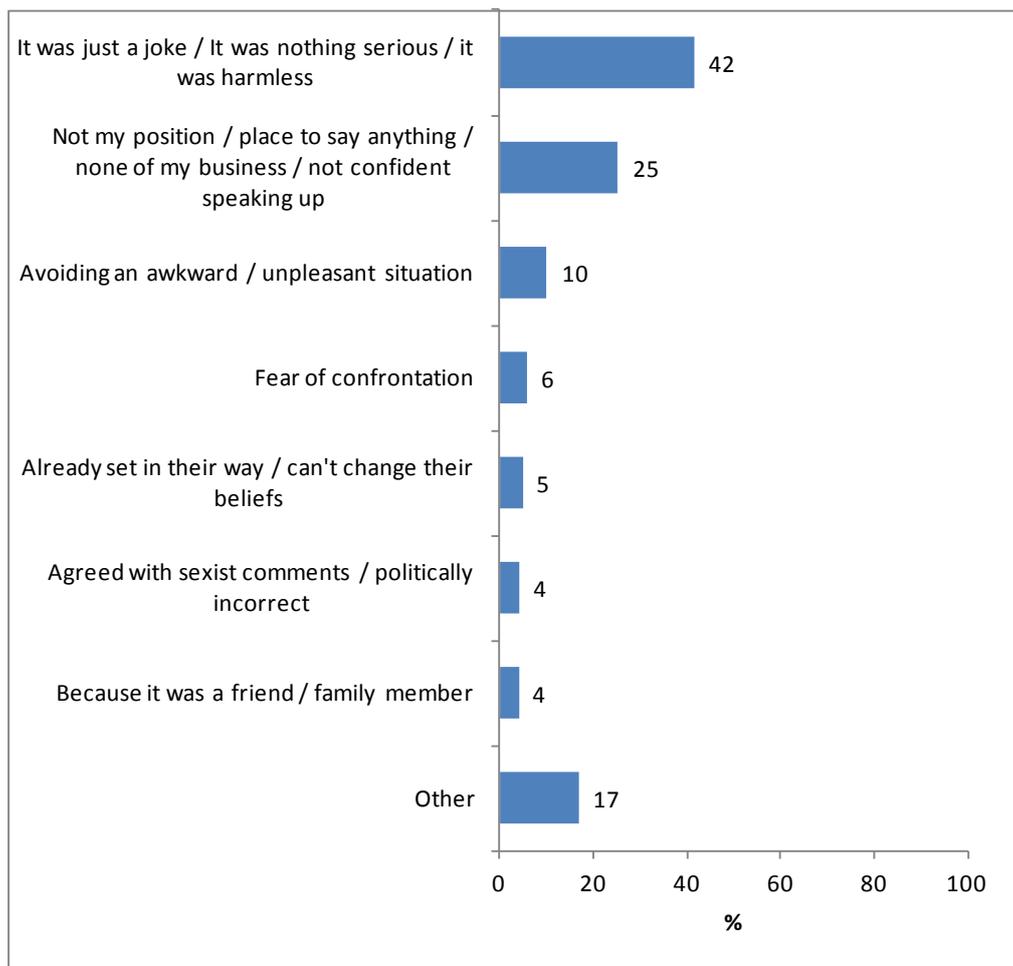
*It was in a joking manner it wasn't serious.*

*Just too many people around that might have taken sides with the wrong party.*

*We were all on holidays together, it would have been awkward, she didn't seem to mind.*

*I thought it wasn't my place. I didn't want the trouble to escalate.*

**Figure 7.5: Reasons for not taking action in response to witnessing sexist behaviour towards women**



Base: Did not take action in response to witnessing violence against women ( $n = 75$ ).

## 8. Pro-social orientation

### 8.1 Relationship between stated pro-social intentions and reported pro-social behaviour

In this section we look more closely at the relationship between stated pro-social intentions and reported pro-social bystander behaviour. A summary 'pro-social inclination' variable was constructed by tallying the responses to the five questions asking respondents what they would do if, in a social setting, they witnessed (i) someone they knew using sexist slang, (ii) telling a sexist joke, (iii) making comments about the number of sexual partners a woman had had, (iv) an argument between a man and a woman escalating to the point where the man insulted or verbally abused the woman, and (v) a man making repeated unwanted advances towards a woman. For each scenario a score of 1 was given if the respondent said it wouldn't bother them, a score of 2 if they'd feel uncomfortable but not say or do anything, and a score of 3 if the respondent said they would say or do something to show they didn't approve. Thus each respondent had a score on a scale from 5 to 15. A score of less than 12 on this scale was considered to indicate a relatively low pro-social inclination, a score of 12 to 14 a moderate pro-social inclination and a score of 15 (would say or do something to show disapproval for each scenario) demonstrating a high pro-social inclination. The distribution of respondents across this scale was 26% low, 47% medium, 26% high.

Table 8.1 shows that, overall, 13.8% of respondents reported witnessing sexist behaviour towards women and taking action to show their disapproval. A further 14.5% recalled witnessing such behaviour and not taking any action. Those with a low pro-social inclination were less likely to have witnessed an incident and have taken action in response to that event (4.5%) and those with a high pro-social inclination were more likely to have witnessed an incident and taken action (27.3%). In other words, there is a relatively strong relationship between a high stated *intention* to *intervene* if witnessing sexism, discrimination or violence against women and pro-social bystander *action taken* when witnessing an incident.

**Table 8.1: Relationship between stated pro-social inclination and reported pro-social behaviour**

Response	Level of pro-social inclination			
	Total (%) (n = 603)	Low (%) (n = 158)	Moderate (%) (n = 286)	High (%) (n = 159)
Did not witness sexist behaviour towards women	71.0	75.0	71.6	64.6
Witnessed and took action	13.8	4.5 <sup>#</sup>	13.2	27.3 <sup>#</sup>
Witnessed and did not take action	14.5	20.5	14.2	7.1
Don't know/refused	0.7	0	0.9	1.0

Significance testing against total.

<sup>#</sup> Statistically significant at the 95% confidence level.

## 8.2 Stages of pro-social bystander behaviour

The next step was to incorporate a behavioural dimension into this analysis by looking at the reported bystander behaviour of respondents in the past 12 months. This was done by calculating the pro-social inclination scores for those respondents that **did not** report taking action in response to an incident involving sexist behaviour towards women and then adding a category to this variable that separately identified those respondents who reported taking pro-social bystander action. This enabled us to construct a 'stages of pro-social bystander behaviour' variable with the following dimensions:

low pro-social inclination (24.0%)

moderate pro-social inclination (40.5%)

high pro-social inclination (19.1%)

reported taking pro-social action (16.4%).

This variable is not presented as a robust model of behavioural change, nor does it suggest a linear progression towards the adoption of pro-social bystander behaviours (as this was not the intention of this study). It is a practical construct to help in the analysis and interpretation of these survey findings.

Table 8.2 shows that university graduates (21.7%) and women (19.0%) are the most likely to have reported taking action in response to a incident involving sexist behaviour towards women in the past 12 months.

**Table 8.2: Stages of pro-social behaviour, grouped by respondent characteristics**

Characteristic	Stages of pro-social behaviour				
	Base (n)	Low	Moderate	High	Took action
<b>Total</b>	603	29.2	40.4	16.6	13.8
<b>Gender</b>					
Male	212	39.9 <sup>#</sup>	41.1	11.2	7.8
Female	391	19.8 <sup>#</sup>	39.9	21.4 <sup>#</sup>	19.0 <sup>#</sup>
<b>Age group (years)</b>					
18–34	68	32.2	48.6	5.3 <sup>#</sup>	13.9
35–54	243	31.4	32.1	18.1	18.5
55+	292	25.6	45.5	20.1	8.8
<b>Country of birth</b>					
Australia	447	28.6	39.1	18.6	13.7
Other	156	30.6	43.6	11.8	14.0
<b>Education</b>					
Not university graduate	386	30.6	41.2	16.3	11.9
University graduate	217	23.3	37.2	17.8	21.7 <sup>#</sup>
<b>Region</b>					
Melbourne (Stat. Div.)	399	27.9	39.8	17.5	14.7
Rest of Victoria	204	32.8	42.1	14.0	11.1

Significance testing against total using *t*-test for column proportions.

<sup>#</sup> Statistically significant at the 95% two-tailed confidence level.

Table 8.3 presents the results of an analysis using an expanded conceptualisation of the gender equity scale as adopted by McGregor (2009) in analysing the results of the 2009 National Community Attitudes to Violence Against Women Survey.

McGregor (2009) and Taylor & Mouzos (2006) found the strongest predictor for views about violence against women was an individual's gender equity score. (See Appendix A for details.) Respondents were asked to respond to a series of attitudinal statements about women and their role in society. The responses to those statements were summed and became a score out of 100. The answers of those who scored highly (closest to 100) indicated they believed in gender equity – that is men and women are equally important and should play an equal role in society. Those who scored lower on the gender equity scale (closer to zero) expressed views that indicated they believe men play a more important role in society.

Table 8.3 shows the gender equity scores in three categories – low, medium and high – and looks at the correlation between attitudes to gender equity and pro-social inclination and behaviour. These data show that persons with a low or medium gender equity score were only about a third as likely to report having taken action in the past 12 months in response to an incident involving sexist behaviour towards women (9.8%) than those with a high gender equity rating (26.7%).

**Table 8.3: Stages of pro-social behaviour by gender equity score**

Gender equity rating	Pro-social inclination and behaviour				
	Base (n = 603)	Low (%) (n = 145)	Moderate (%) (n = 244)	High (%) (n = 115)	Took action (%) (n = 99)
<b>Total</b>		29.2	40.4	16.6	13.8
Low	158	37.6	42.3	10.2	9.8
Medium	290	30.1	41.4	18.7	9.8
High	155	17.2 <sup>#</sup>	36.1	20.0	26.7 <sup>#</sup>

Significance testing against total using *t*-test for column proportions.

<sup>#</sup> Statistically significant at the 95% two-tailed confidence level.

## 9. Summary

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The survey findings suggest that physical and verbal forms of violence against women are not acceptable in the community while sexist remarks and discriminatory behaviour are condoned by some. More than two-thirds of respondents considered sexist jokes in particular as always or sometimes acceptable. More than half reported taking some form of action in response to these behaviours, with action more likely for less acceptable forms of violence against women.

There was very strong agreement that sports clubs and workplaces are welcoming and respectful toward women, are not accepting of sexism and should act in response to discriminatory or violent incidents while playing a role in promoting gender equity and respect. However, a third of respondents have witnessed some form of violence against women, including sexist remarks and discriminatory behaviours, in the past 12 months, with one in eight reporting incidents in each of sports clubs and workplaces. While over two-thirds reported formal policies and practices in place to prevent gender-based discrimination at work, approximately a third reported such formal policies and practices in sports clubs.

Violence and discrimination against women was less acceptable and responses to incidents more likely among those in larger workplaces or where formal anti-discrimination policies and practices were in place. The majority of in-scope employees were confident they could respond to an incident of violence against women if it occurred at their workplace, and that their employer and colleagues would support their action. However, women were far less confident than men, both in responding and in feeling that their workplace and colleagues would support them. Employer and colleague support was associated with pro-social behaviour at work.

Pro-social inclination was related to pro-social behaviour while those with sexist attitudes showed lower pro-social inclination and behaviour. There were marked differences in the proportion of respondents who would say or do something to show their disapproval of violence and discrimination against women across the settings examined in the survey.

Although younger persons (those aged 18 to 34 years) were more likely to have witnessed sexist, discriminatory or violent behaviour towards women, they were also less likely to take action in response to violent and/or sexist incidents. In general, women, university graduates and those aged 35 to 54 years were the most likely to respond to such incidents.

The survey findings suggest strong support for bystander action to address violence and discrimination against women in the general community. However, the more subtle and systemic contributors to violence against women such as sexism and gender discrimination are still not considered very serious. More formal and informal support is required in key settings to enable more consistent and confident responses to various forms of discrimination and sexism, especially among young people and men.

## 10. Next steps

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This report is one in a series of reports to be produced from the VicHealth Bystander Research Project. The two subsequent reports relating to violence against women will further explore pro-social responses:

- a standalone report from an ensuing qualitative research project, aimed at exploring strategies and programs to encourage pro-social bystander behaviour in selected settings
- a publicly available research report, including further analysis of the survey data and qualitative data with a view to identifying viable strategies for promoting pro-social bystander behaviour in selected settings.

As mentioned at the outset, parallel reports examining pro-social responses to race-based discrimination will also be produced.

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## Appendix A – Methodology and conduct

### Survey overview

The Bystander Research Project was envisaged by VicHealth as a means of assessing community and organisational readiness to implement pro-social bystander interventions to reduce race-based discrimination and promote diversity. The design of the race-based discrimination survey component was informed by VicHealth's framework *Preventing Violence Before It Occurs: A Framework and Background Paper to Guide Primary Prevention of Violence Against Women* (2007) and by the literature review commissioned by VicHealth to inform this survey and identify settings conducive to pro-social bystander action (Powell, 2010). The design of the survey instrument and of specific survey questions was further informed by four focus groups, a program of face-to-face cognitive testing and formal pilot testing.

A telephone survey methodology was used for the survey with the sample frame comprising a randomly generated list of landline telephone numbers across Victoria. The in-scope population for the survey was Victorian residents aged 18 years and over, and the 'next birthday' method was used to select the in-scope person to be interviewed from within a household.

The final achieved number of interviews was 603 with 399 being undertaken in the Melbourne Statistical Division and 204 in the rest of Victoria. The average interview length was 18 minutes and data collection took place over the period 30 May to 23 June 2011. The response rate/cooperation rate for the survey was 36.2%. A total of 27 interviewers worked on this project.

**Table A1: Key survey statistics**

Key statistics	
Interviews achieved	603
Average interview length	17.6
Start date	30 May 2011
Finish date	23 Jun 2011
Co-operation rate	36.2%
Interviewers used	27

### Project planning and research design

Formal governance arrangements were put in place by VicHealth to manage the VicHealth Bystander Research Project. An initial project scoping meeting between VicHealth and the Social Research Centre was held in May 2010. This was followed by a high-level project plan prepared by the Social Research Centre and presented to VicHealth in June 2010. Based upon the feedback provided, a detailed project plan was submitted to VicHealth for approval in July 2010. This plan was endorsed by the VicHealth Board and formal funding approved in September 2010. The terms of reference for the project working group and the technical advisory group are set out below.

The following terms of reference were used for the project working group:

- Contribute specified information, knowledge and complete agreed tasks throughout the research.
- Maintain respectful and professional relationships with all project members.
- Identify concerns arising from the research and raise for discussion and resolution within the shortest possible time frame.
- Engage in and contribute positively to the resolution of any conflict between partners throughout the research project.

The following terms of reference were used for the technical advisory group:

- Provide expertise, advice, recommendations and support for each phase of the research.
- Share resources, knowledge and skills within the group to support the research.
- Reflect on the information and learning on each phase of the research that will promote the research objectives and further VicHealth's prevention agenda.
- Identify opportunities and or facilitate networks/relationships within their respective fields or settings of influence that would support a bystander demonstration project.

While this project management arrangement worked reasonably well, delays were caused by changes in key personnel over the course of the project, obtaining ethical clearances and some uncertainty on the part of the Social Research Centre in terms of delegated authority. It is suggested that VicHealth, the academic advisers and the Social Research Centre review these arrangements with a view to identifying improvement opportunities for future projects.

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## **Questionnaire design and testing**

### **Initial drafting of questionnaire content**

The initial drafting of the survey instrument was undertaken by Darren Pennay and Nikki Honey of the Social Research Centre and was informed by preliminary discussions with VicHealth, the commissioned literature reviews, the VicHealth Framework documents and independent desktop research. The initial conceptual framework for the survey instrument was discussed with the project academic adviser (Dr Anastasia Powell) and the technical advisory group at a meeting on 29 September 2010.

### **Focus groups**

Following on from the initial consideration of the conceptual framework for the survey, drafting of the questionnaire continued until it was sufficiently advanced to benefit from confirmatory testing, concept development and further scoping in a focus group environment.

While the academic research in this area provided a sound understanding of the theoretical factors that either contribute to or inhibit pro-social bystander behaviour, it was felt that a very targeted program of qualitative research would help to help 'build a bridge' between these theoretical constructs and the design of a practically orientated survey instrument. This turned out to be the case.

Focus groups were used to explore the theoretical constructs of interest, in particular how they related to general social settings, the workplace, the local sports club setting and to educational institutions. The groups

provided an opportunity for researchers to listen to the 'language' of participants and to explore their attitudes to workplaces, sporting clubs and educational institutions as conduits for pro-social bystander behaviour. These discussions also enabled the researchers to better develop realistic setting-based scenarios for inclusion in the survey instrument.

Four focus groups were undertaken to inform the design of the questionnaire for the violence against women survey. The groups comprised approximately eight participants aged 25–50 years and a relatively even mix of males and females. All participants were employees and as such could talk about the workplace as a setting for those factors (such as sexist behaviour, discrimination and unfair treatment) that contribute to violence against women. All participants were also involved in local community sporting clubs either directly or via their children. The groups were segmented such that two groups were undertaken with 'blue collar' participants and two with white collar participants. Separate groups were undertaken for males and females.

The major outcomes from this phase of the research program were:

- the decision to focus on general social settings, sports clubs and workplaces and the need to differentiate between junior and adult sports clubs
- the development of the setting-specific scenarios
- an appreciation that the perceived seriousness of certain discriminatory behaviours was judged both on the basis of 'intentions' and 'harm caused'
- a more nuanced understanding of the ambiguous nature of sexism and discrimination and hence some of the difficulties associated with recognising a behaviour as sexist and, perhaps, requiring a response
- a sense of the pervasiveness of sexist and discriminatory attitudes and behaviours in so far as these attitudes and behaviours pervade familial relationships and relationships with extended family
- a better understanding of the 'language' used in this area and hence the terminology most appropriate for a general community survey.

The focus groups' protocols and those for the subsequent cognitive interviews were sanctioned by the La Trobe University, Faculty of Humanities and Social Sciences Ethics Committee (Ethics Application #917-10). The submission was lodged on 13 September 2010 and approved on 28 October 2010. These focus groups were conducted during the period 10–17 November 2010.

### **Cognitive interviews**

The objective of the cognitive interviewing phase of the questionnaire design process was to explore the cognitive response process (encoding, comprehension, retrieval, judgment and response) in order to better understand how the proposed survey questions would work.

The cognitive interviewing regime comprised eight face-to-face interviews with workers aged 25 to 50 years involved in local community sports clubs either directly or via their children. Quotas were set to ensure the equal representation of blue and white collar employees. A professional recruitment agency was used to recruit participants, and participants were provided a \$60 reimbursement to cover out-of-pocket expenses. Interviewing took place over the period 20–25 January 2011.

The cognitive testing of the questionnaire helped to refine the introduction to the survey, helped elicit understanding of terms such as 'sexist joke', 'sexist slang', 'sexist comments' and 'unwanted advances',

helped refine the pivotal response categories developed for the survey pertaining to the perceived acceptability of specific behaviours (i.e. 'never', 'rarely', 'sometimes' or 'always' acceptable) and the perceived reaction to specific behaviours (i.e. 'not bother you at all', 'feel a bit uncomfortable but not say or do anything' or 'say or do something to show your disapproval'). The cognitive interviews also provided an understanding of the conceptual framework for participants when they were asked whether or not they had 'witnessed sexism towards (other) women' and the types of behaviours that this line of questioning brought to mind.

The formative focus groups and cognitive testing process led to the design of the pilot test questionnaire.

### **Pilot testing**

The pilot test survey comprised 34 interviews and employed a test/re-test methodology. Initially four interviews were undertaken on 17 February followed by a questionnaire review period and a further 30 interviews on 3 March. The advantage of this approach was that it allowed for the full re-testing of any questionnaire modifications made as a result of initial testing.

At the completion of this stage the Stage 2 Ethics submission was able to be completed. The submission was considered by The University of Melbourne, School of Population Health Human Research Ethics Committee. The submission was lodged on 18 March 2011 and approval received on 18 May 2011 (HREC 1135575).

### **Sampling procedures**

The sample frame used for the survey was a randomly generated list of landline telephone numbers supplied by a commercial sample vendor. The starting point for this sampling procedure is the list of publicly available number ranges identified in the Australian Communications and Media Authority (ACMA) Numbering Plan. There are currently some 35,000 active number ranges nationally allocated to telecommunications providers, with a further 200 to 300 new ranges released each week.

The procedures for the generation of these 'exchange-based' sampling frames are as follows:

- generation of 10 random numbers per range on an 'as required' basis
- 'testing' of numbers to assign a 'working' or 'disconnected' status via a SS7 signal link, to build up a pool of 'working' numbers that is representative of the actual distribution of working landline numbers across all number ranges
- random selection of numbers from the pool of working numbers at any given point in time.

The advantages of this exchange-based approach to RDD sample generation include:

- improved coverage in areas where new exchanges have been activated
- improved coverage in growth corridors, peri-urban areas and CBD developments
- exchange block representation in the frame in proportion to the current population of working landline numbers
- high connection rates and therefore greater fieldwork efficiency.

## **Fieldwork procedures**

### **Respondent selection**

The 'last birthday' method of respondent selection was used in households with more than one in-scope person. For the violence against women survey 'matched gender' interviewing was undertaken. That is, if a female sample member was selected for interview then a female interviewer conducted the interview and if a male sample member was selected a male interviewer conducted the interview.

### **Interviewer selection and training**

Twenty seven interviewers were briefed to work on the survey with each interviewer attending a three-hour briefing/practice session prior to commencing work on the project.

### **Sample release**

A batched approach to releasing phone numbers to interviewers was adopted. The idea behind this approach is to ensure, as far as practicable, that call attempts to each batch of phone numbers are all but exhausted before loading fresh numbers into the CATI system. This approach accords with best practice sample utilisation and helps guard against only obtaining interviews from members of the public that are relatively easy to establish contact with.

### **Call regime**

A 15-call protocol was used for the study. Up to six attempts were made to establish contact with the selected household, and, on making contact, up to nine more attempts were made to achieve an interview with the selected respondent.

This call regime was adopted to improve the representativeness of the achieved sample. Previous experience suggested that the representation of groups such as young persons, males and working persons is improved by using an extended call cycle of this type.

Initial contact attempts were made between 4.30 pm and 8.30 pm on weekdays, 10.00 am and 4.00 pm on Saturdays and 11.am and 4.00 pm on Sundays. Appointments were made for any time within the hours of operation of the call centre.

### **Interviewing in languages other than English**

The 'language other than English' workload was carried out using the English language version of the questionnaire with key words and concepts translated by the bilingual interviewing team. The main languages requested were Greek, Italian, Mandarin and Vietnamese. Call-backs resulted in one Greek interview, six Italian interviews and one Mandarin interview. As such, 1.3% of all interviews were in a language other than English. This is reasonably typical for a survey of this nature. While the number of interviews obtained in a language other than English is relatively small, these interviews accounted for 8.5% of all interviews undertaken with respondents who speak a language other than English at home. On this basis, bilingual interviewing plays an important role in improving the representation of language other than English households in the achieved sample

## Ethical considerations

No adverse events or ethical issues arose in the conduct of either phase of the research program.

## Call results and response rates

### Call attempts and outcomes

A total of 13,875 calls were placed to achieve 603 completed surveys. This equates to an interview every 23.0 calls and an average of 3.6 calls per sample record.

The most common call outcome was no answer (26.6%). There were also a high number of answering machines outcomes (23.8%) and call-back appointments (17.3%).

**Table A2: Call attempts and outcomes**

Call attempt outcome	<i>n</i>	%
No answer	3694	26.6
Appointments	2400	17.3
Answering machine	3306	23.8
Engaged	1206	8.7
Incoming call restrictions	5	**
Household refusal	895	6.5
Not a residential number	396	2.9
Telstra message, number disconnected	445	3.2
Fax/modem	469	3.4
Respondent refusal	139	1.0
Too old/ill health/unable to do survey	151	1.1
Remove number from list	1	**
Not a Victorian household	5	**
Out of scope (no one in household 18+)	3	**
Out of scope (other)	1	**
Selected respondent away for duration	45	0.3
Language difficulty	79	0.6
Terminated mid-survey	22	0.2
Wrong number/not known at this address	7	**
Claims to have done survey	3	**
Total numbers initiated	<b>13,875</b>	100.0
Interviews	<b>603</b>	4.3
Average calls per interview	<b>23.0</b>	
Average calls per sample record	<b>3.6</b>	

\*\* Rounded to zero.

## Final call disposition

Table A3 shows the final call results for the survey. On average an interview was achieved approximately every sixth call (15.8% of final call results were interviews). Of the 3825 numbers initiated, 22.4% were unusable, 26.5% were unresolved at the end of the call cycle (non-contacts or unresolved appointments) and 7.5% were identified as being out of scope. Refusals (all types) accounted for 27.6% of final call outcomes.

For the purposes of this report, the response rate has been defined as interviews as a proportion of interviews plus refusals. On this basis the final overall response rate for the survey was 36.3%. This is at the lower end of expectations but nonetheless acceptable given the budgetary constraints and the fieldwork procedures adopted for the survey.

**Table A3: Final call results**

	<i>n</i>	%	
<b>Total numbers initiated</b>	<b>3825</b>	<b>100.0</b>	
<b>Unusable numbers</b>			
Telstra message, number disconnected	214	5.6	
Fax/modem	243	6.4	
Incoming call restrictions	5	0.1	
Not a residential number	396	10.4	
<i>Subtotal unusable number</i>	<i>858</i>	<i>22.4</i>	
<b>No contact/unresolved in survey period</b>			
Engaged	129	3.3	
Answering machine	319	8.3	
No answer	446	11.7	
Appointments	119	3.1	
<i>Subtotal no contact/unresolved</i>	<i>1013</i>	<i>26.5</i>	
<b>Out of scope</b>			
Claims to have done survey	3	**	
Selected respondent away for duration	45	1.2	
Too old/ill health/unable to do survey	151	3.9	
Language difficulty	79	2.1	
Out of scope	9	0.2	
<i>Subtotal out of scope</i>	<i>287</i>	<i>7.5</i>	
<b>In-scope contacts</b>			<b>% all in scope contacts</b>
Interviews	603	15.8	36.3
Household refusal	895	23.4	53.9
Respondent refusal	139	3.6	8.4
Remove number from list	1	**	**
Terminated mid survey	22	0.6	1.3
<i>Subtotal in-scope contacts</i>	<i>1660</i>	<i>43.4</i>	<i>100.0</i>

### Reasons for refusing to participate

Reasons for refusal were captured, wherever possible, from either the phone answerer (household refusal) or the selected sample member (respondent refusal).

Of those sample members who gave a discernible reason for refusal the main responses were 'not interested' (49.2%), no comment or hanging up (26.9%) and 'too busy' (15.9%).

**Table A4: Reason for refusal – all calls**

Refusal response	<i>n</i>
<b>Total</b>	<b>991</b>
'Not interested'	49.2
No comment/just hung up	26.9
'Too busy'	15.9
'Never do surveys'	2.5
'Get too many calls for surveys/telemarketing'	1.0
'Don't like subject matter'	1.0
'Don't believe surveys are confidential'/privacy concerns	0.4
Silent number	0.6
'Too personal/intrusive'	0.2
'20 minutes is too long'	1.4

### Review of call cycle

An extended call cycle was used for the survey to ensure the achieved sample was as representative as possible of the Victorian adult population.

The value of this extended call cycle is evident from the results presented in Table A5. This shows that 10% of interviews were achieved on the seventh or subsequent call attempt.

**Table A5: Analysis of response by call attempt**

Call attempt on which interview was achieved	Base ( <i>n</i> )	1–6 (%)	7 or more (%)
<b>Total</b>	<b>603</b>	<b>90.0</b>	<b>10.0</b>
<b>Age group (years)</b>			
18–24	28	89.3	10.7
25–34	40	87.5	12.5
35–44	114	86.0	14.0
45–54	129	89.1	10.9
55–64	122	87.7	12.3
65–74	93	96.8	3.2
75+	77	94.8	5.2
<b>Gender</b>			
Male	212	87.7	12.3
Female	391	91.3	8.7
<b>Location</b>			
State capital (Melbourne Statistical Division)	399	89.5	10.5
Rest of state	204	91.2	8.8

## Data processing and weighting

### Treatment of 'other specify' and open-ended questions

Code frames for open-ended questions and code frame extensions for 'other specify' questions were developed by the Social Research Centre. The coded responses are contained in the survey data file. The verbatim responses to the open-ended questions were provided to VicHealth and the project's academic advisers.

### Weighting

A two-stage approach to weighting was used. A **design weight** was initially calculated taking into account the number of in-scope sample members in a household – Dem11 (max. 6) – and the number of landlines in the household used for private calls – Dem10 (max. 4). Following this a **post-stratification weight** was applied. The final weights used were trimmed at the 95th percentile to reduce variability in the survey estimates arising from disproportionately large weighting factors.

The post-stratification weighting factors were developed using a 'rim weighting' approach, sometimes known as 'raking' or 'iterative proportional fitting'. This weight adjusted for the differential response rates by age, gender, educational attainment, country of birth and geographic location. The population parameters for age, sex and location (Melbourne Statistical Division/rest of state) were based on a customised report from 2009 Estimated Residential Population data (ABS cat. 3218.0). The population figures for educational attainment were based on a customised data report from the 2006 census. The population figures for birthplace were extracted from 2006 Basic Community Profile data (ABS cat 2001.0).

The post-stratification weights were created using a statistical regression approach which seeks to achieve the 'best fit' possible, with the population proportions specified by the weighting variables while disturbing the overall data as little as possible. The algorithm used for this purpose was provided in the Social Research Centre's Quantum analysis software. Table A6 shows the parameter targets used for rim weighting.

**Table A6: Parameter targets used for rim weighting**

<b>Region (Dem13)</b>	
Capital city	0.739
Rest of state	0.261
<b>Gender (S4)</b>	
Male	0.491
Female	0.509
<b>Age (Dem1/1a)</b>	
18–44	0.508
45+	0.492
<b>Educational attainment (Dem8)</b>	
University	0.179
Not university	0.821
<b>Country of birth (Dem3)</b>	
Australia	0.696
Other	0.304

## Analysis notes

The analysis notes for this survey were provided in the documentation that accompanied the survey data file.

### Gender equity scale

The 2006 Community Attitudes to Violence Against Women Survey (VicHealth) measured attitudes towards gender equality by using the gender equity scale developed by Inglehardt and Norris (2003) based on selected items from the World Values Survey.

For the current survey an expanded gender equity scale was used as developed by McGregor (2009) for the National Community Attitudes to Violence Against Women Survey.

The 2009 survey presented respondents with a series of attitudinal statements relating to gender equity. Responses were based on a Likert scale of 1 'strongly agree' and 5 'strongly disagree'. The statements were:

- a. 'On the whole, men make better political leaders than women.'
- b. 'When jobs are scarce men should have more right to a job than women.'
- c. 'A university education is more important for a boy than a girl.'
- d. 'A woman has to have children to be fulfilled.'
- e. 'It's OK for a woman to have a child as a single parent and not want a stable relationship with a man.' (reversed scored)

The 2009 survey and this current survey included three additional items:

- f. 'Discrimination against women is no longer a problem in the workplace in Australia.'
- g. 'Men should take control in relationships and be the head of the household.'
- h. 'Women prefer a man to be in charge of the relationship.'

A gender equity score was calculated for each respondent as shown in Table A7.

**Table A7: Calculation of gender equity scores**

Likert scale response	E3a	E3b	E3c	E3d	E3e	E3f	E3g	E3h
Strongly agree	1	1	1	1	5	1	1	1
Agree	2	2	2	2	4	2	2	2
Neither	3	3	3	3	3	3	3	3
Disagree	4	4	4	4	2	4	4	4
Strongly disagree	5	5	5	5	1	5	5	5

The eight statements were summed to give the respondent a score out of 40. The score was then multiplied by 2.5 to give the respondent a score out of 100. For those respondents with missing data across any of the eight statements, the average across each of the statements with a valid response was used, and an appropriate multiplier applied.

The score out of 100 was then categorised as 'high' (>90), 'medium' (75–90) or 'low' (<75).

## Suggestions for future surveys

Based on a review of the survey results and some of the limitations encountered in analysing the data, a number of issues need to be considered with respect to possible future surveys of this nature. While several areas for improvement have been identified, given that this survey was the first of its kind and given the demonstration nature of the survey, the improvement suggestions are relatively minor. On balance, the survey, in particular the survey questionnaire, seems to have performed quite well.

As mentioned in the body of main report (p.3) a lower-than-expected proportion of interviews were achieved with males (35.2% of all interviews). This occurred despite the use of a call routine that matched the gender of the interviewer to the gender of the respondent. By way of comparison, the proportion of males in the companion survey that looked at bystander knowledge, attitudes and behaviours with respect to race-based discrimination was 40.9% (and in line with expectations). The survey topic, which was explained to all sample members at the outset of the survey to ensure informed consent, was most likely of greater interest to women than men. Setting quotas or using other controls should be considered for future surveys to ensure a higher proportion of male respondents.

Other issues to be considered with regard to possible future iterations of this survey, in no particular order, include:

- using standard response maximisation techniques such as primary approach letters, answering machine messages and creating a web presence for the survey in order to boost response rates
- substantially increasing the sample size to support more detailed analysis and subgroup analysis
- using standalone surveys of sporting club members and employees given that sample size restrictions and interview length constraints limited the level of analysis that could be undertaken
- expanding the scope of question D1 ('witnessed sexism towards other people') from specific settings only (at work, at the sports club, amongst friends, amongst extended family) to include 'other settings'
- removing the efficacy and altruistic values questions (E1 and E2) because these had very little variation among survey respondents
- dropping or recasting the questions pertaining to discriminatory recruitment and employment practices (C15e, C15f, C16e and C16f) because these questions were ambiguous and not included in any analysis.

## Appendix B – Questionnaire

### 2011 DISCRIMINATION AGAINST WOMEN SURVEY

#### Main Study Questionnaire Final

#### INTRODUCTION AND SCREENING

INTRO Good (morning/afternoon/evening). My name is (...). I'm calling on behalf of VicHealth from the Social Research Centre. We are conducting a community attitudes study across Victoria. The study is looking at community attitudes to discrimination against women and the results will be used to inform programs and policies in this area. The survey has ethics approval from The University of Melbourne. It will take about 20 minutes to complete.

**IF NECESSARY: Any information collected will be protected and kept confidential.**

1. Continue
2. Stop interview, make appointment (RECORD NAME AND ARRANGE CALL BACK)
3. Household refusal (ATTEMPT CONVERSION / RECORD REASON) (GO TO RR1)
4. HH LOTE - - (Cantonese, Mandarin, Vietnamese, Italian, Greek)(language follow up) (GO TO ALOTE)
5. HH LOTE – Other language identified (no language follow up) (RECORD ON SMS)
6. HH LOTE – Language not identified (make appointment) (RECORD ON SMS)
7. Queried about how telephone number was obtained (DISPLAY ATELQ)
8. No one in household over 18 (GO TO TERMINATION SCRIPT 1)
9. Respondent does not live in Victoria (GO TO TERMINATION SCRIPT 2)

S7 Record gender

1. Male
2. Female

<b>MODULE A: SOCIAL SETTINGS</b>
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- A1a I am now going to read out a number of behaviours that you might encounter when you are socialising with friends. I would like you to tell me how you feel about each of these behaviours and what you might do if you were in this situation. To start with – If a man you know used sexist slang to describe women? Would you say that was ... (READ OUT RESPONSE FRAME A1)
- A2a And if you were present when that happened do you think ...? (READ OUT RESPONSE FRAME A2) (If a man you know used a sexist slang term or phrase to describe women)
- A1b How about if a man you know told a sexist joke about women? Would you say that was ... (READ OUT RESPONSE FRAME A1)
- A2b And if you were present when that happened do you think ...? (READ OUT RESPONSE FRAME A2) (if a man you know told a sexist joke about women)
- A1c How about if a man you know made comments about the number of sexual partners a woman has had? Would you say that was ... (READ OUT RESPONSE FRAME A1)

\*(ALL)

- A2c And if you were present when that happened do you think ...? (READ OUT RESPONSE FRAME A2) (if a man you know made comments about the number of sexual partners a woman has had)
- A1e How about if an argument between a man you know and a woman that ended up with the man insulting or verbally abusing the woman? Would you say that was ... (READ OUT RESPONSE FRAME A1)
- A2e And if you were present when that happened do you think ...? (READ OUT RESPONSE FRAME A2) (if an argument between a man you know and a woman that ended up with the man insulting or verbally abusing the woman)
- A1f And finally, if a man you know persisted in making unwanted advances towards a woman when she has made it clear she is not interested? Would you say that was ... (READ OUT RESPONSE FRAME A1)
- A2f And if you were present when that happened do you think ...? (READ OUT RESPONSE FRAME A2) (if a man you know persisted in making unwanted advances towards a woman when she has made it clear she is not interested)

(RESPONSE FRAME FOR A1)

1. Always acceptable
2. Sometimes acceptable
3. Rarely acceptable, or
4. Never acceptable
5. (Don't know)
6. (Refused)

(RESPONSE FRAME FOR A2)

1. It wouldn't bother you
2. You'd feel a bit uncomfortable, but not say or do anything, or
3. Say or do something to show you didn't approve
4. (Don't know)
5. (Refused)

## **MODULE B: SPORTS CLUB SETTING**

### **Sports clubs as pro-social agents**

- B1 Next some questions about the role that local community sports clubs play in the community. Do you agree or disagree that it is the responsibility of community sports clubs to ... (PROBE: Strongly agree / disagree or agree / disagree).

(STATEMENTS)

- a) Make sure that they provide an environment that makes women and girls feel welcome
- b) Educate their male players about acceptable behaviour towards women
- c) Take a leadership role in the community when it comes to promoting respectful relationships between men and women

(RESPONSE FRAME)

1. Strongly agree
2. Agree
3. (Neither agree or disagree)
4. Disagree
5. Strongly disagree

6. (Don't know)
7. (Refused)

### **Sports club participation status**

B2 In the last 12 months, have you been involved either socially, as a player, as a parent, as a spectator or in a non-playing role with any community sports clubs? By this I mean organised sports clubs run by a committee. For example, a football club, a cricket club, a hockey club, etc. (NOTE: Excludes school sport)

1. Yes
2. No (GO TO TS3)
3. (Refused) (GO TO TS3)

B3 What is the main type of sporting club that you are MOST involved in? (READ OUT IF NECESSARY) (INTERVIEWER NOTE: Each code includes indoor variants) (SINGLE RESPONSE)

1. Athletics
2. Badminton / Squash
3. Baseball
4. Basketball
5. Cricket
6. Cycling
7. Football (Australian rules)
8. Golf
9. Gymnastics
10. Hockey
11. Lawn bowls
12. Martial arts / boxing
13. Netball
14. Rowing
15. Rugby
16. Soccer
17. Softball
18. Swimming / diving
19. Tennis
20. Volleyball
21. Other (SPECIFY)
22. (Don't know) ^s
23. (Refused) ^s

B4 Is your involvement with the <RESPONSE FROM B3> club with ... (READ OUT)

1. Junior sports
2. Adult sports, or
3. Both
4. (Don't know)
5. (Refused)

### **Sports club environment and culture**

B5 Does your <RESPONSE FROM B3> club have ... (READ OUT)

1. Only male teams (CONTINUE)
2. Mainly male teams (CONTINUE)
3. Mainly female teams (GO TO TS3)
4. Only female teams (GO TO TS3)
5. Equal mix of male and female teams (GO TO TS3)
6. Mixed gender teams (GO TO TS3)
7. (Don't Know) (GO TO TS3)
8. (Refused) (GO TO TS3)

PREB6: IF B5=1 OR 2 (SPORTS CLUB HAS ALL MALE OR MAINLY MALE TEAMS) CONTINUE.

OTHERS GO TO TS3

\*(INVOLVED IN MALE DOMINATED SPORTING CLUBS) (B5=1 OR 2)

B6 Next some questions about the culture or environment at the <RESPONSE FROM B3> club. To what extent do you agree or disagree with the following statements. The <RESPONSE FROM B3>club is a place where ... (PROBE: Strongly agree / disagree or agree / disagree).

PROGRAMMER NOTE – PLEASE DISPLAY THE QUESTION STEM ON EACH CATI SCREEN

(STATEMENTS)

- d) Women are made to feel welcome
- e) Women are treated with dignity and respect
- f) Women are encouraged to take up important roles around the club
- g) Women are likely to be subjected to unwanted attention

(RESPONSE FRAME)

- 1. Strongly agree
- 2. Agree
- 3. (Neither agree or disagree)
- 4. Disagree
- 5. Strongly disagree
- 6. (Don't know)
- 7. (Refused)

### **Tolerances and thresholds in a sports club setting**

B7a I am now going to read out a number of behaviours that you might encounter at the <RESPONSE FROM B3> club. I would like you to tell me as best you can what you think the club's attitude would be to each behaviour and what you might do if you were in that situation. To start with what would the <RESPONSE FROM B3> club's attitude be if there was sexist sledging, either on field/court or from the crowd targeting female umpires or officials? Would that be seen as ... (READ OUT)

B8a And if you were present when that happened at the <RESPONSE FROM B3> club do you think ...? (READ OUT) (if there was sexist sledging, either on field/court or from the crowd targeting female umpires or officials)

B7b And what would the <RESPONSE FROM B3> club's attitude be if they found out that women were not permitted to be involved in management committees or in decision-making roles about the club? Would that be seen as ... (READ OUT)

B8b And if you were present when that happened at the <RESPONSE FROM B3> club do you think ...? (READ OUT) (if the club did not permit women to be involved in management committees or in decision-making roles about the club)

B7c Finally, what would the <RESPONSE FROM B3> club's attitude be if players made harassing or offensive comments about a woman at a post match social event? Would that be seen as ... (READ OUT)

B8c And if you were present when that happened at the <RESPONSE FROM B3> club do you think ...? (READ OUT) (if players made harassing or offensive comments about a woman at a post match social event)

(RESPONSE FRAME FOR B7)

1. Always acceptable
2. Sometimes acceptable
3. Rarely acceptable, or
4. Never acceptable
5. (Don't know)
6. (Refused)

(RESPONSE FRAME FOR B8)

1. It wouldn't bother you
2. You'd feel a bit uncomfortable, but not say or do anything, or
3. Say or do something to show you didn't approve
4. (Don't know)
5. (Refused)

B9 To the best of your knowledge, does the <RESPONSE FROM B3> club have any policies or programs to educate or inform members about what is acceptable behaviour towards women?

1. Yes, has policies or practices in place
2. No, does not have policies or practices in place
3. (Don't know)
4. (Refused)

B10 If the committee at the <RESPONSE FROM B3> club was made aware that some of its members were treating women unfairly, how confident are you that the committee would take the matter seriously. Would you say ... (READ OUT)

1. Very confident
2. Somewhat confident
3. Not very confident, or
4. Not at all confident
5. (Don't know)
6. (Refused)

## MODULE C: WORKPLACE

### Workplaces as pro-social agents

C1 Now some questions about workplaces. Do you agree or disagree that ... (PROBE: Strongly agree / disagree or agree / disagree)

(STATEMENTS)

- h) It is the responsibility of employers to make sure that none of their female employees are treated unfairly or sexually harassed
- i) It is the responsibility of employers to make sure that male and female employees are provided with the same opportunities
- j) It is the responsibility of employers to take a leadership role when it comes to promoting respectful relationships between men and women

(RESPONSE FRAME)

1. Strongly agree
2. Agree
3. (Neither agree or disagree)
4. Disagree
5. Strongly disagree
6. (Don't know)
7. (Refused)

**Employment screening questions**

\*(ALL)

C2 Next I need to ask some questions about your own employment circumstances. Are you currently working for pay in a job, business or farm? (INTERVIEWER NOTE: Can be temporarily absent but must still have that job)

1. Yes
2. No (GO TO TS4)
3. (Refused) (GO TO TS4)

C5 How many hours in total per week do you usually work in your job?

(INTERVIEWER NOTE 1: IF THEY SAY "IT VARIES", ASK: On average, what would it work out to?)

(INTERVIEWER NOTE 2: IF WORKING MORE THAN 1 JOB ASK ABOUT MAIN JOB)

1. Hours given (specify) (ALLOWABLE RANGE 1 TO 100)
2. (Don't know)
3. (Refused)

C6 And how long have you had your current job?

(INTERVIEWER NOTE: IF WORKING MORE THAN 1 JOB ASK ABOUT MAIN JOB)

1. Number of weeks (specify 1 to 4)
2. Number of months (specify 1 to 12)
3. Number of years (specify 1 to 50)
4. (Don't know)
5. (Refused)

C7 About how many people are employed by the company you work for at your (main) workplace or work site? (INTERVIEWER NOTE: IF WORKING MORE THAN 1 JOB ASK ABOUT MAIN JOB)

1. Respondent is the only worker
2. 2-4 people (ABS def – micro business)
3. 5-19 people (small business)
4. 20-199 (medium business)
5. 200 or more people (large business)
6. (Don't know)
7. (Refused)

C8 What kind of work do you do? (PROBE FOR JOB TITLE AND DESCRIPTION OF MAIN DUTIES) (INTERVIEWER NOTE: IF WORKING MORE THAN 1 JOB ASK ABOUT MAIN JOB)

1. Managers
2. Professionals
3. Technicians and Trade Workers
4. Community and Personal Service Workers
5. Clerical and Administrative workers
6. Sales Workers
7. Machinery Operators and Drivers
8. Labourers
9. Other occupation (Specify)
10. (Don't know)

11. (Refused)

C9 What is your employer's main kind of business at the location you work at (e.g. mining, retail)?

1. Agriculture, Forestry and Fishing
2. Mining
3. Manufacturing
4. Electricity, Gas, Water and Waste Services
5. Construction
6. Wholesale Trade
7. Retail Trade
8. Accommodation and Food Services
9. Transport, Postal and Warehousing
10. Information Media and Telecommunications Services
11. Financial and Insurance Services
12. Rental, Hiring and Real Estate Services
13. Professional, Scientific and Technical Services
14. Administrative and Support Services
15. Public Administration and Safety
16. Education and Training
17. Health Care and Social Assistance
18. Arts and Recreation Services
19. Other Services
20. Other (specify)
21. (Don't know)
22. (Refused)

### **Workplace culture**

C10 Is your particular workplace made up totally of men, mostly of men, mostly of women, totally of women or is the proportion of men and women about equal?

1. totally of men
2. mostly of men
3. mostly of women
4. totally of women
5. proportion of men and women about equal
6. (Don't Know)
7. (Refused)

C10a And would you say that most of the management at your work is made up totally of men, mostly of men, mostly of women, totally of women or is the proportion of men and women about equal?

1. totally of men
2. mostly of men
3. mostly of women
4. totally of women
5. proportion of men and women about equal
6. (Don't Know)
7. (Refused)

C11 At your workplace do men and women tend to do the same type of work or are the jobs done by men and women quite different?

1. Men and women tend to do the same type of work
2. The jobs done by men and women tend to be quite different
3. (Don't Know)
4. (Refused)

C12 And do you agree or disagree that at your workplace, the women are expected to take on the upkeep of the office (for example doing dishes, purchasing milk and coffee) even if it's not part of their job description? (PROBE: Strongly agree / disagree or agree / disagree)

1. Strongly agree
2. Agree
3. (Neither agree or disagree)
4. Disagree
5. Strongly disagree
6. (Don't know)
7. (Refused)

C13 To what extent do you agree or disagree with the following statement. Women at my work are always treated with dignity and respect? (PROBE: Strongly agree / disagree or agree / disagree)

1. Strongly agree
2. Agree
3. (Neither agree or disagree)
4. Disagree
5. Strongly disagree
6. (Don't know)
7. (Refused)

### **Workplace tolerances and thresholds**

C15a I am now going to read out a number of behaviours that you might encounter when you are at work. I would like you to tell me as best you can the attitude at your work to these behaviours and what you might do if you were in that situation. To start with – If someone at your work used a sexist slang to describe women. At your work, would that be seen as ... (READ OUT)

C16a And if you were present when that happened at work do you think ...? (READ OUT) (if someone at work used sexist slang to describe women)

C15b How about if someone at your work told sexually explicit jokes. At your work, would that be seen as ... (READ OUT)

C16b And if you were present when that happened at work do you think ...? (READ OUT) (if someone at work told sexually explicit jokes)

\*(WORKS IN A COMPANY WITH MEN AND WOMEN AND WORKS IN A WORKPLACE WITH 5 OR MORE EMPLOYEES AND HAVE WORKED IN CURRENT JOB FOR AT LEAST 3 MONTHS) (C10=2, 3 OR 5 AND C7=3, 4 OR 5 AND C6=2 AND 3+MONTHS OR 3)

C15c How about if someone at your work made comments about the number of sexual partners a female colleague has had. At your work, would that be seen as ... (READ OUT)

C16c And if you were present when that happened at work do you think ...? (READ OUT) (if someone at work made comments about the number of sexual partners a female colleague has had)

C15d How about if someone at your work persisted in making unwanted advances towards a female colleague when she made it clear she was not interested. At your work, would that be seen as ... (READ OUT)

C16d And if you were present when that happened at work do you think ...? (READ OUT) (if someone at work persisted in making unwanted advances towards a female colleague when she made it clear she was not interested)

C15e How about if someone at your work took the possibility of needing time off for maternity leave or parenting responsibilities into account when making recruitment decisions. At your work, would that be seen as ... (READ OUT)

C16e And if you were present when that happened at work do you think ...? (READ OUT) (if someone at your work took the possibility of needing time off for maternity leave or parenting responsibilities into account when making recruitment decisions)

C15f Finally, if someone at your work took the possibility of needing time off for maternity leave or parenting responsibilities into account when allocating duties. At your work, would that be seen as ... (READ OUT)

C16f And if you were present when that happened at work do you think ...? (READ OUT) (if someone at your work took the possibility of needing time off for maternity leave or parenting responsibilities into account when allocating duties)

(RESPONSE FRAME FOR C15)

1. Always acceptable
2. Sometimes acceptable
3. Rarely acceptable, or
4. Never acceptable
5. (Don't know)
6. (Refused)

(RESPONSE FRAME FOR C16)

1. It wouldn't bother you
2. You'd feel a bit uncomfortable, but not say or do anything, or
3. Say or do something to show you didn't approve
4. (Don't know)
5. (Refused)

C17 If there was a policy or practise at your work that you felt treated women unfairly, do you think...(READ OUT)

1. It wouldn't bother you
2. You'd feel a bit uncomfortable, but not say or do anything, or
3. Say or do something to show you didn't approve
4. (Don't know)
5. (Refused)

C18 To the best of your knowledge, at your work are there any policies or programs to educate or inform employees about what is acceptable behaviour towards women?

1. Yes, has policies or practices in place
2. No, does not have policies or practices in place
3. (Don't know)
4. (Refused)

### **Peer norms**

C19 Suppose a female work colleague came to you with evidence of repeatedly being treated unfairly because she was a woman. Thinking about your current workplace, do you think...(READ OUT)

1. It wouldn't bother you
2. You'd feel a bit uncomfortable, but not say or do anything, or
3. Say or do something to show you didn't approve
4. (Don't know)

5. (Refused)

C20 And how confident are you that you would know what to do. Would you say ... (READ OUT)

1. Very confident
2. Somewhat confident
3. Not very confident, or
4. Not at all confident
5. (Don't know)
6. (Refused)

C21 If your employer was made aware of a workplace practice that treated women unfairly, how confident are you that they would take action to improve the situation. Would you say ... (READ OUT)

1. Very confident
2. Somewhat confident
3. Not very confident, or
4. Not at all confident
5. (Don't know)
6. (Refused)

C22 Suppose you took action over a workplace practice that you thought treated women at your work unfairly do you think you would get the support of all or most of your colleagues, some of your colleagues or few if any of your colleagues? Would you say ..(READ OUT)

1. All or most of your colleagues
2. Some of your colleagues, or
3. Few if any of your colleagues
4. (Don't know)
5. (Refused)

### **Capacity to take pro-social action in the workplace setting**

C24 In your opinion, how often does your workplace treat women unfairly? Would you say it ... (READ OUT)

1. Never happens
2. Rarely happens
3. Occasionally happens, or
4. Often happens
5. (Don't know)
6. (Refused)

### **MODULE D: BYSTANDER ACTION**

D1 In the last 12 months, have you witnessed sexism towards other women in any of the following situations or settings? (READ OUT)

(STATEMENTS)

- a) In your current job
- b) At the <RESPONSE FROM B3> sports club
- c) Amongst friends
- d) Amongst extended family

(RESPONSE FRAME)

1. Yes
2. No

3. (Don't know)
4. (Refused)

\*(SEEN SEXIST BEHAVIOUR) (D1\_a=1 OR D1\_b=1 OR D1\_c=1 OR D1\_d=1)

D2 Thinking about the sexism you witnessed <at work / amongst friends / at the <RESPONSE FROM B3> club / amongst extended family > can you describe the most recent situation?

1. Response given (specify)
2. (Don't know)
3. (Refused)

D3 The last time you witnessed sexism towards other women <at work / amongst friends / at the <RESPONSE FROM B3> club / amongst extended family>, did you do or say anything or take some other form of action?

1. Yes (CONTINUE)
2. No (GO TO D6)
3. (Don't know) (GO TO START OF LOOP OR TS5)
4. (Refused) (GO TO START OF LOOP OR TS5)

D4 What did you do?

1. Response given (specify)
2. (Don't know)
3. (Refused)

D5 Thinking back, what would you say were the main reasons you decided to do or say something?

1. Response given (specify)
2. (Don't know)
3. (Refused)

D6 Thinking back, what would you say were the main reasons you decided not to do or say something?

1. Response given (specify)
2. (Don't know)
3. (Refused)

**MODULE E: BYSTANDER BELIEFS****Efficacy**

E1 Please tell me if you agree or disagree with the following statements. (PAUSE) Even when I'm not involved and it's not about me, I can make a difference in helping to ensure ... (PROBE: Strongly agree / disagree or agree / disagree)

(STATEMENTS)

- a) Women are treated with respect and dignity in our community.
- b) Women are safe in their personal relationships.
- c) Women are treated fairly.
- d) Women are safe from sexual harassment.

(RESPONSE FRAME)

1. Strongly agree
2. Agree
3. (Neither agree nor disagree)
4. Disagree
5. Strongly disagree
6. (Don't know)
7. (Refused)

**Altruistic values**

E2 Now a few questions about your own values and beliefs. Please tell me if you agree or disagree with each of these statements. (PROBE: Strongly agree/disagree or agree/disagree)

(STATEMENTS)

- a) People should be willing to help others who are less fortunate than them.
- b) Personally assisting people in trouble is very important to me.
- c) These days, people need to look after themselves and not worry about others.

(RESPONSE FRAME)

1. Strongly agree
2. Agree
3. (Neither agree nor disagree)
4. Disagree
5. Strongly disagree
6. (Don't know)
7. (Refused)

**Gender attitudes**

E3 Now some questions about attitudes which different people have. There are no right or wrong answers, only opinions. For each statement please tell me whether you strongly agree, somewhat agree, somewhat disagree or strongly disagree. (PROBE: Strongly agree/disagree or agree/disagree)

(RANDOMISE STATEMENTS)

- a) On the whole, men make better political leaders than women.
- b) When jobs are scarce men should have more right to a job than women.

- c) A university education is more important for a boy than a girl.
- d) A woman has to have children to be fulfilled.
- e) It's OK for a woman to have a child as a single parent and not want a stable relationship with a man.
- f) Discrimination against women is no longer a problem in the workplace in Australia.
- g) Men should take control in relationships and be the head of the household.
- h) Women prefer a man to be in charge of the relationship.
- i) There is equal opportunity for all women in Australia.
- j) Something more should be done to prevent violence against women in Australia.

(RESPONSE FRAME)

- 1. Strongly agree
- 2. Agree
- 3. (Neither agree nor disagree)
- 4. Disagree
- 5. Strongly disagree
- 6. (Don't know / Not sure)
- 7. (Refused)

## DEMOGRAPHICS

PREDEM1 Finally, to help us analyse the results of this survey, it's important that we understand a little bit about your household. I only need a couple more minutes of your time and all answers are completely confidential.

- 1. Continue

DEM1 To start, how old were you last birthday?

- 1. Age given (RECORD AGE IN YEARS (RANGE 18 TO 99) (GO TO DEM2)
- 2. (Refused)

PREDEM1a: If DEM1=2 (REFUSED AGE) CONTINUE. OTHERS GO TO DEM2.

DEM1a Which of the following age groups are you in? READ OUT

- 1. 18–24 years
- 2. 25–34 years
- 3. 35–44 years
- 4. 45–54 years
- 5. 55–64 years
- 6. 65–74 years, or
- 7. 75+ years
- 8. (Refused)

DEM2 Are you of Aboriginal or Torres Strait Islander origin?

- 1. No
- 2. Yes, Aboriginal
- 3. Yes, Torres Strait Islander
- 4. Yes, both Aboriginal and Torres Strait Islander
- 5. (Refused)

DEM3 In which country were you born?

- 1. Australia
- 2. China
- 3. Greece
- 4. India
- 5. Italy

6. Lebanon
7. New Zealand
8. North America
9. Pacific Islands
10. Turkey
11. England
12. Ireland
13. Vietnam
14. Other (specify)
15. (Don't know)
16. (Refused)

DEM4 What is your racial or ethnic background? (MULTIPLES ACCEPTED)

(INTERVIEWER NOTE: DO NOT PROMPT)

1. Anglo-Australian
2. Aboriginal and/or Torres Strait Islander
3. Chinese
4. British (English, Scottish, Welsh)
5. German
6. Greek
7. Irish
8. Italian
9. Lebanese
10. Vietnamese
11. Other (Specify)
12. (Don't know)
13. (Refused)

DEM5 Do you speak a language other than English at home?

1. Yes
2. No
3. (Don't know)
4. (Refused)

DEM7 How would you describe your current household? For example, a couple, a couple with children, single person household or something else? (PROBE TO CLARIFY)

1. At home with my parents/guardians
2. At home with my sole parent/guardian
3. Couple without children
4. Couple with children (includes children aged 18 years and older)
5. One parent family
6. Group or share household (most people in household are non-related)
7. One person household, or
8. Something else (specify) (e.g. siblings living together and multigenerational families)
9. (Don't know)
10. (Refused)

DEM8 What is the highest level of formal education you have completed?

(NOTE: IF UNSURE OR AMBIGUOUS PROBE FURTHER)

(IF YEAR 12 OR BELOW, PROBE FOR TRADE OR APPRENTICESHIP, ETC)

1. Primary school
2. Year 10 or below
3. Year 11
4. Year 12
5. Trade/apprenticeship qualification
6. Other TAFE/Technical
7. Certificate or Diploma/Associate Diploma
8. Degree or Graduate Diploma
9. Post Graduate

10. Other (Specify)
11. (Don't Know)
12. (Refused)

DEM9 Which one of the following best describes your current situation? Are you.....? (READ OUT)

1. Retired
2. Unemployed
3. Engaged in home duties
4. A student, or
5. Doing something else (specify)
6. (None of the above)
7. (Don't know)
8. (Refused)

DEM10 EXCLUDING mobile phone numbers, dedicated faxes, modems or business phone numbers, how many phone numbers do you have in your household? (NOTE: Only include mobile phones if they are connected to the household telephone number.)

1. Number of lines given (Specify) RECORD WHOLE NUMBER (ALLOWABLE RANGE 1 TO 10)
2. (Don't know/ Not stated) (PROGRAMMER NOTE: RECORD IN DATA AS 999)
3. (Refused) (PROGRAMMER NOTE: RECORD IN DATA AS 888)

DEM11 (Just to confirm) including you, how many people aged 18 years and over live in this household?

1. Number given (Specify) RECORD WHOLE NUMBER (ALLOWABLE RANGE 1 TO 20)
2. Don't know (PROGRAMMER NOTE: RECORD IN DATA AS 999)
3. Refused (PROGRAMMER NOTE: RECORD IN DATA AS 888)

DEM12 And just one question about income. Which of the following best describes (your / your household's) total approximate annual income, from all sources, before tax or anything else is taken out? (READ OUT)

1. Less than \$20,000
2. \$20,000 – less than \$40,000
3. \$40,000 – less than \$80,000
4. \$80,000 – less than \$120,000, or
5. \$120,000 or over
6. (Don't know)
7. (Refused)

DEM13 And finally, could I just confirm your postcode please?

1. Postcode from sample correct
2. (Specify postcode)
3. Don't know postcode (Specify suburb, town or locality)
4. (Refused)