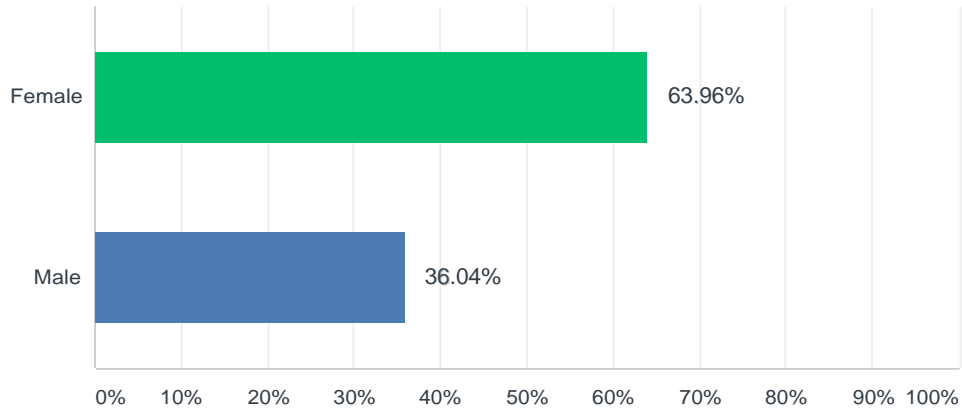


Q1 Are you male or female?

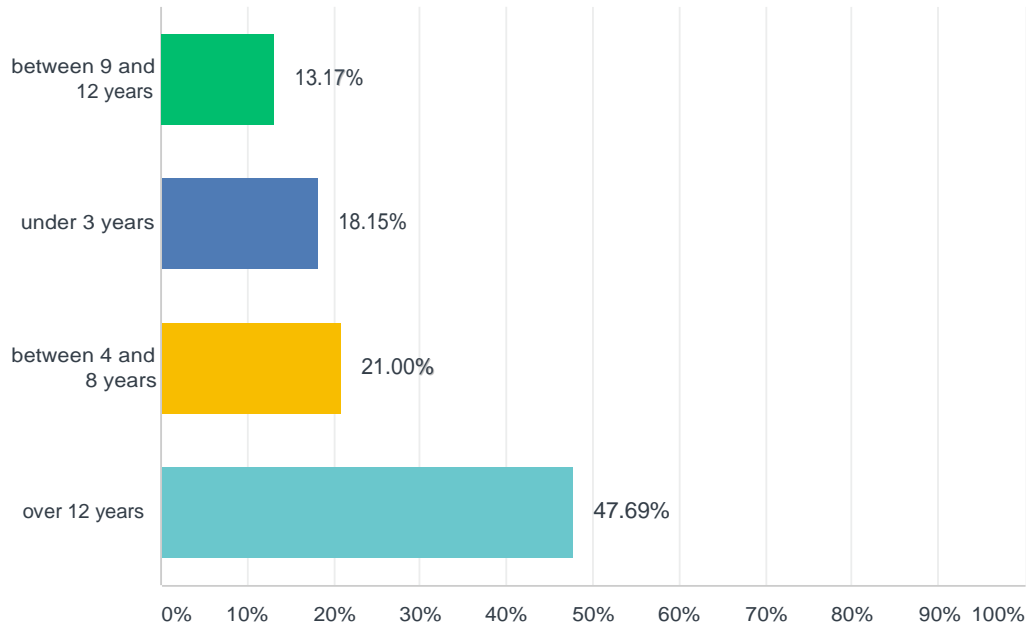
Answered: 283 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----|
| Female | 63.96% | 181 |
| Male | 36.04% | 102 |
| TOTAL | | 283 |

Q2 How many years have you been in practice in the criminal law?

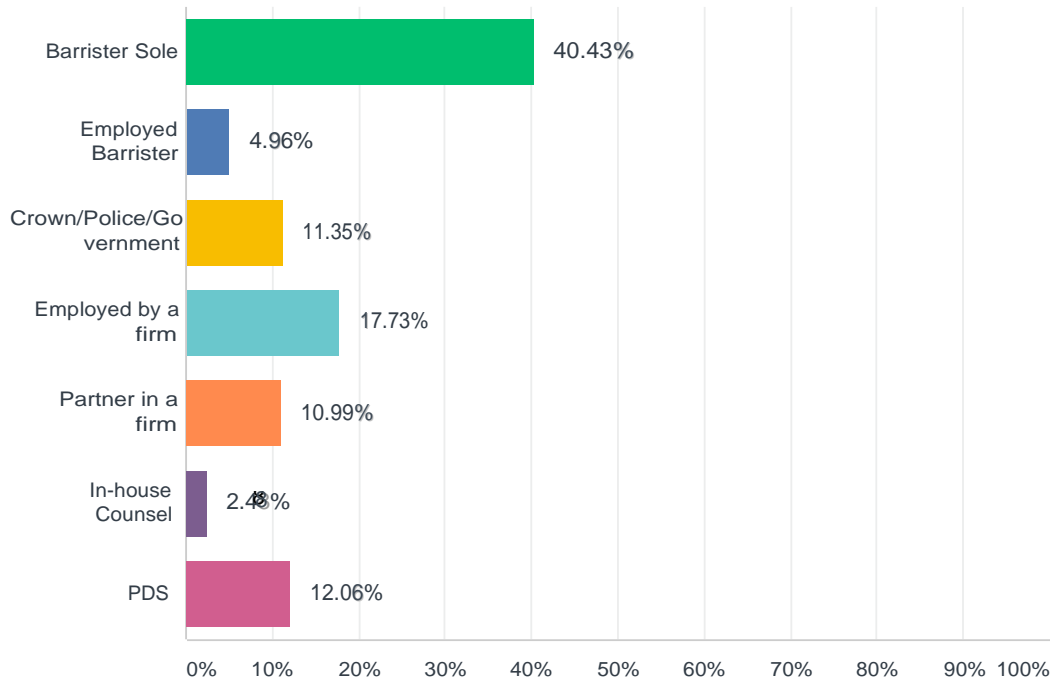
Answered: 281 Skipped: 2



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|------------|
| between 9 and 12 years | 13.17% | 37 |
| under 3 years | 18.15% | 51 |
| between 4 and 8 years | 21.00% | 59 |
| over 12 years | 47.69% | 134 |
| TOTAL | | 281 |

Q3 What is your employment situation?

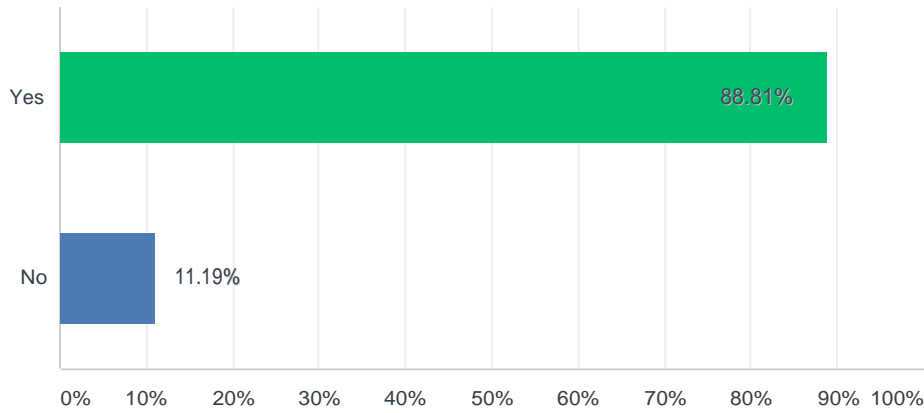
Answered: 282 Skipped: 1



| ANSWER CHOICES | RESPONSES | |
|-------------------------|-----------|------------|
| Barrister Sole | 40.43% | 114 |
| Employed Barrister | 4.96% | 14 |
| Crown/Police/Government | 11.35% | 32 |
| Employed by a firm | 17.73% | 50 |
| Partner in a firm | 10.99% | 31 |
| In-house Counsel | 2.48% | 7 |
| PDS | 12.06% | 34 |
| TOTAL | | 282 |

Q4 In the last four years have you personally experienced or witnessed harassment or bullying behaviour?

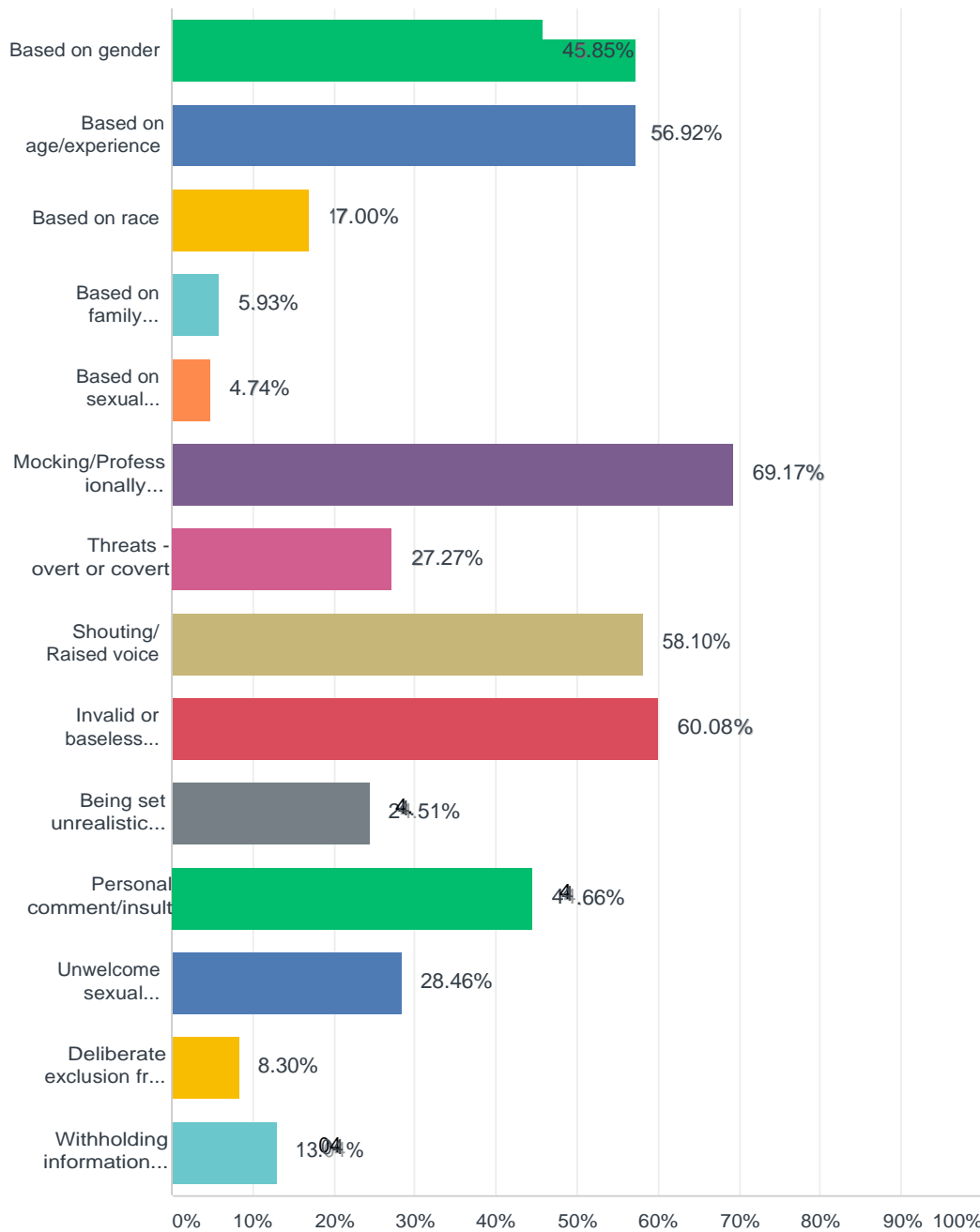
Answered: 277 Skipped: 6



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----|
| Yes | 88.81% | 246 |
| No | 11.19% | 31 |
| TOTAL | | 277 |

Q5 What type of harassment or bullying behaviour have you experienced or witnessed?

Answered: 253 Skipped: 30

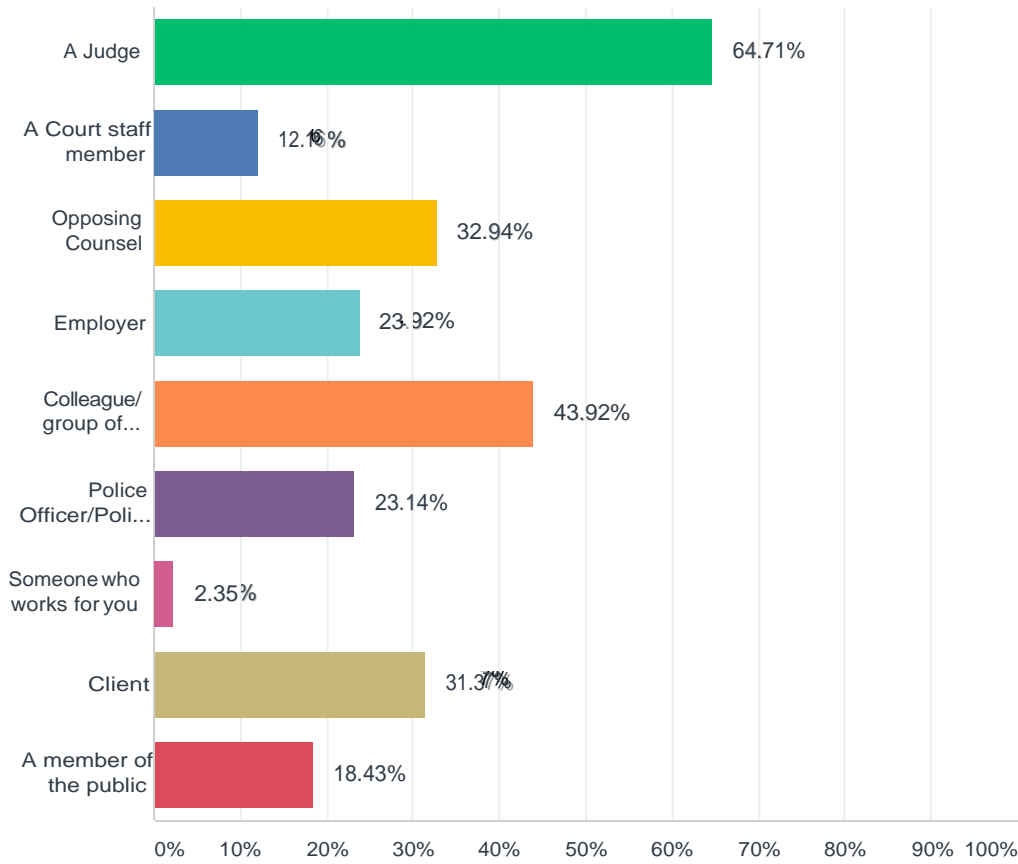


| ANSWER CHOICES | RESPONSES | |
|----------------------------------|-----------|-----|
| Based on gender | 45.85% | 116 |
| Based on age/experience | 56.92% | 144 |
| Based on race | 17.00% | 43 |
| Based on family circumstances | 5.93% | 15 |
| Based on sexual orientation | 4.74% | 12 |
| Mocking/Professionally insulting | 69.17% | 175 |

| | | |
|--|--------|-----|
| Threats - overt or covert | 27.27% | 69 |
| Shouting/ Raised voice | 58.10% | 147 |
| Invalid or baseless criticism/fault finding | 60.08% | 152 |
| Being set unrealistic goals/expectations | 24.51% | 62 |
| Personal comment/insult | 44.66% | 113 |
| Unwelcome sexual attention | 28.46% | 72 |
| Deliberate exclusion from workplace activities | 8.30% | 21 |
| Withholding information vital to your effective work performance | 13.04% | 33 |
| Total Respondents: 253 | | |

Q6 If yes, who was doing the harassing/ bullying ? (tick as many as apply)

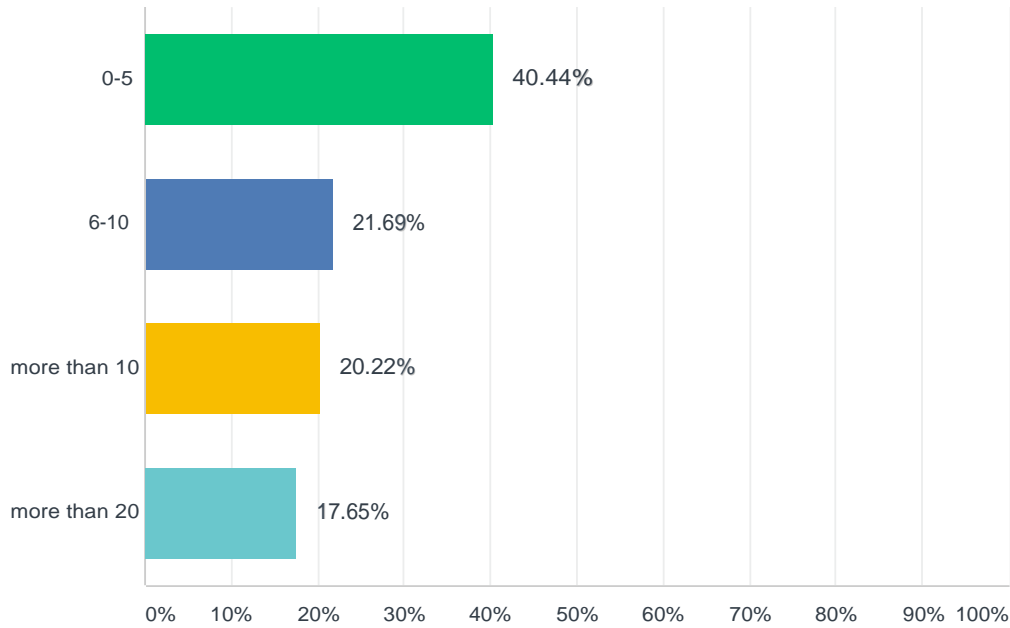
Answered: 255 Skipped: 28



| ANSWER CHOICES | RESPONSES | |
|----------------------------------|-----------|-----|
| A Judge | 64.71% | 165 |
| A Court staff member | 12.16% | 31 |
| Opposing Counsel | 32.94% | 84 |
| Employer | 23.92% | 61 |
| Colleague/ group of colleagues | 43.92% | 112 |
| Police Officer/Police Prosecutor | 23.14% | 59 |
| Someone who works for you | 2.35% | 6 |
| Client | 31.37% | 80 |
| A member of the public | 18.43% | 47 |
| Total Respondents: 255 | | |

Q7 In the last four years, how many times have you witnessed or experienced harassment/ bullying?

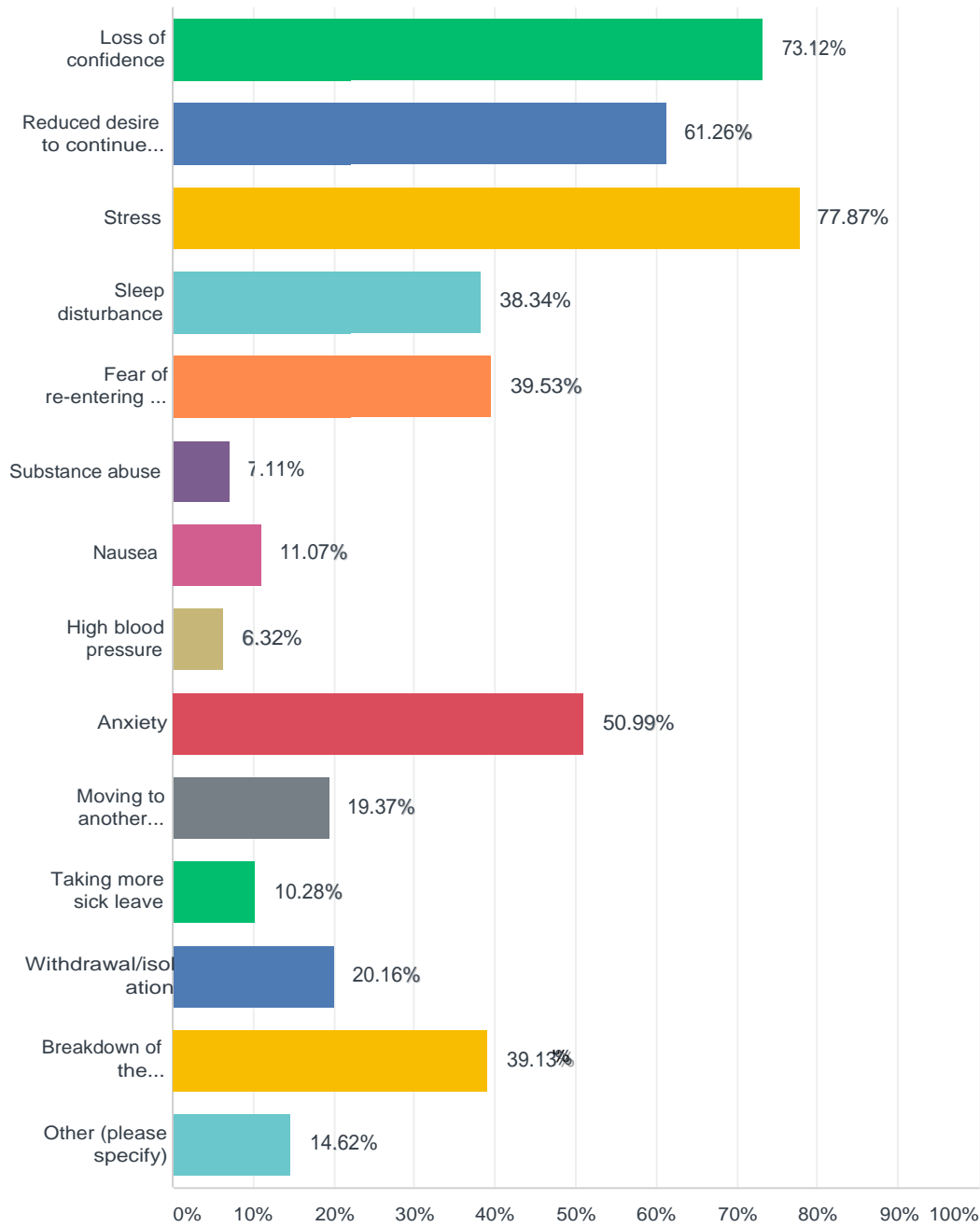
Answered: 272 Skipped: 11



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|------------|
| 0-5 | 40.44% | 110 |
| 6-10 | 21.69% | 59 |
| more than 10 | 20.22% | 55 |
| more than 20 | 17.65% | 48 |
| TOTAL | | 272 |

Q8 What effect did the behaviour have on you/the person being harassed/bullied?

Answered: 253 Skipped: 30

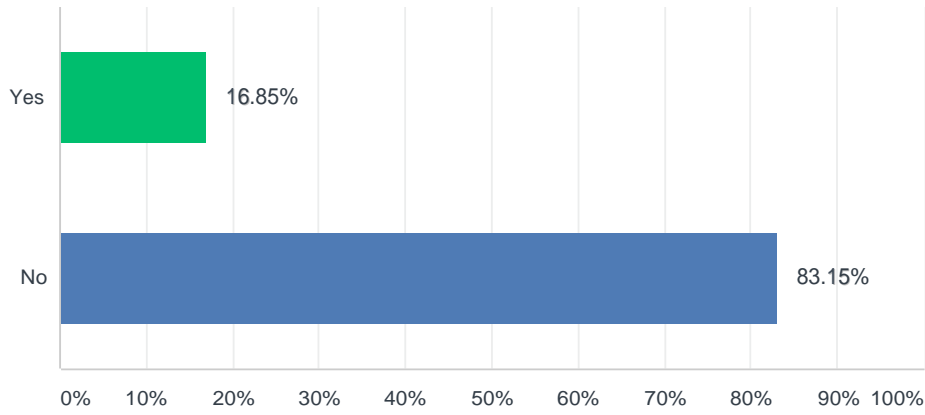


| ANSWER CHOICES | RESPONSES | |
|--|-----------|-----|
| Loss of confidence | 73.12% | 185 |
| Reduced desire to continue working in that field | 61.26% | 155 |
| Stress | 77.87% | 197 |
| Sleep disturbance | 38.34% | 97 |
| Fear of re-entering the environment | 39.53% | 100 |
| Substance abuse | 7.11% | 18 |

| | | |
|--|--------|-----|
| Nausea | 11.07% | 28 |
| High blood pressure | 6.32% | 16 |
| Anxiety | 50.99% | 129 |
| Moving to another position/job | 19.37% | 49 |
| Taking more sick leave | 10.28% | 26 |
| Withdrawal/isolation | 20.16% | 51 |
| Breakdown of the professional working relationship | 39.13% | 99 |
| Other (please specify) | 14.62% | 37 |
| Total Respondents: 253 | | |

Q9 Have you ever made any official report or complaint about bullying you have witnessed or experienced?

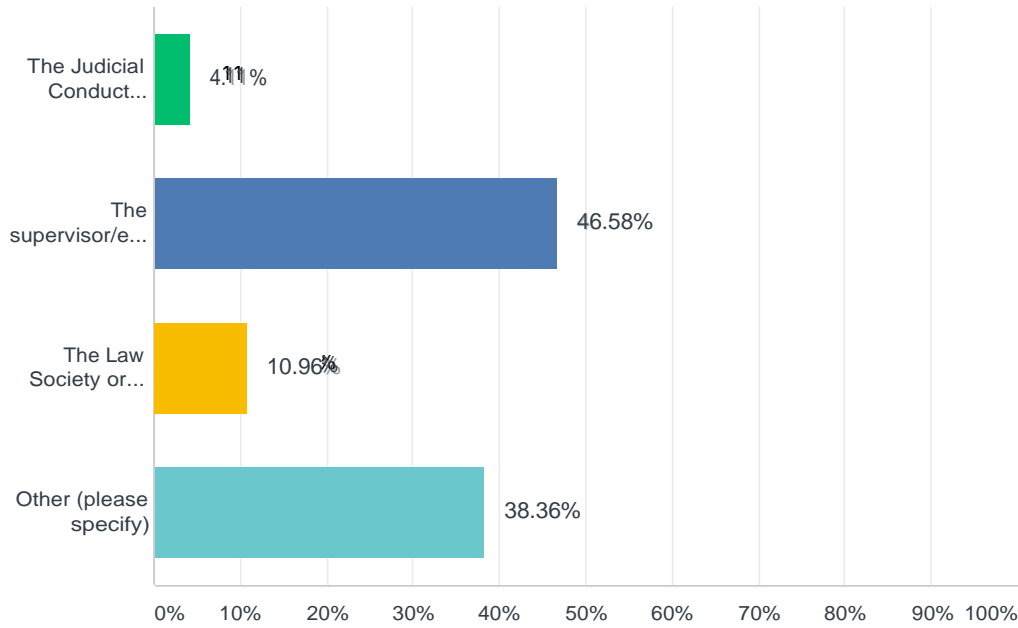
Answered: 273 Skipped: 10



| ANSWER CHOICES | | RESPONSES | |
|----------------|--|-----------|-----|
| Yes | | 16.85% | 46 |
| No | | 83.15% | 227 |
| TOTAL | | | 273 |

Q10 If you did complain, who did you complain to?

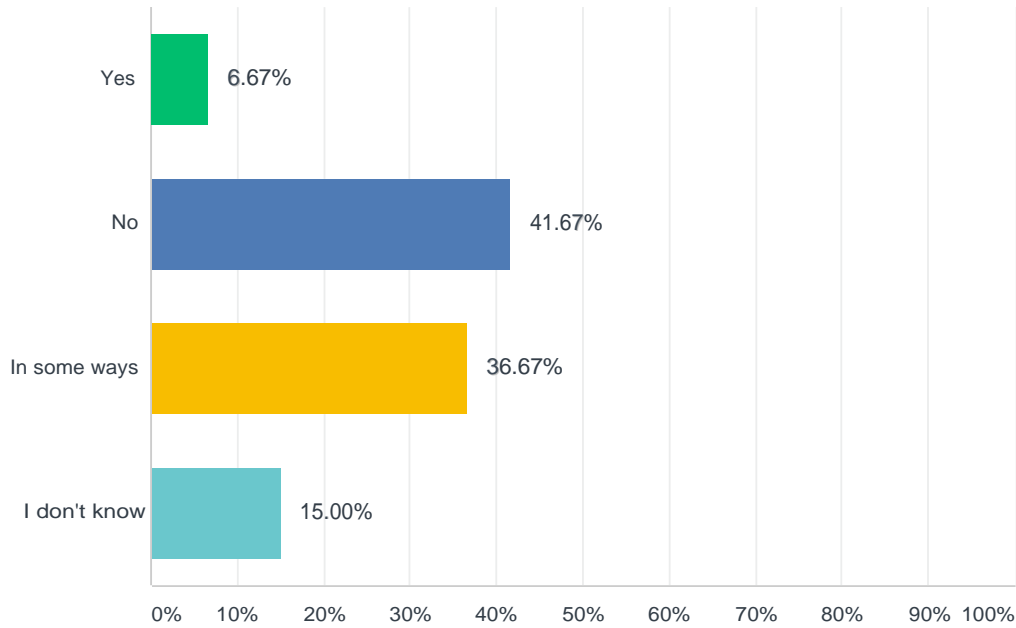
Answered: 73 Skipped: 210



| ANSWER CHOICES | RESPONSES | |
|---|-----------|-----------|
| The Judicial Conduct Commissioner | 4.11% | 3 |
| The supervisor/employer of the person concerned | 46.58% | 34 |
| The Law Society or Professional body | 10.96% | 8 |
| Other (please specify) | 38.36% | 28 |
| TOTAL | | 73 |

Q11 If you did complain formally did the complaint process resolve the issue?

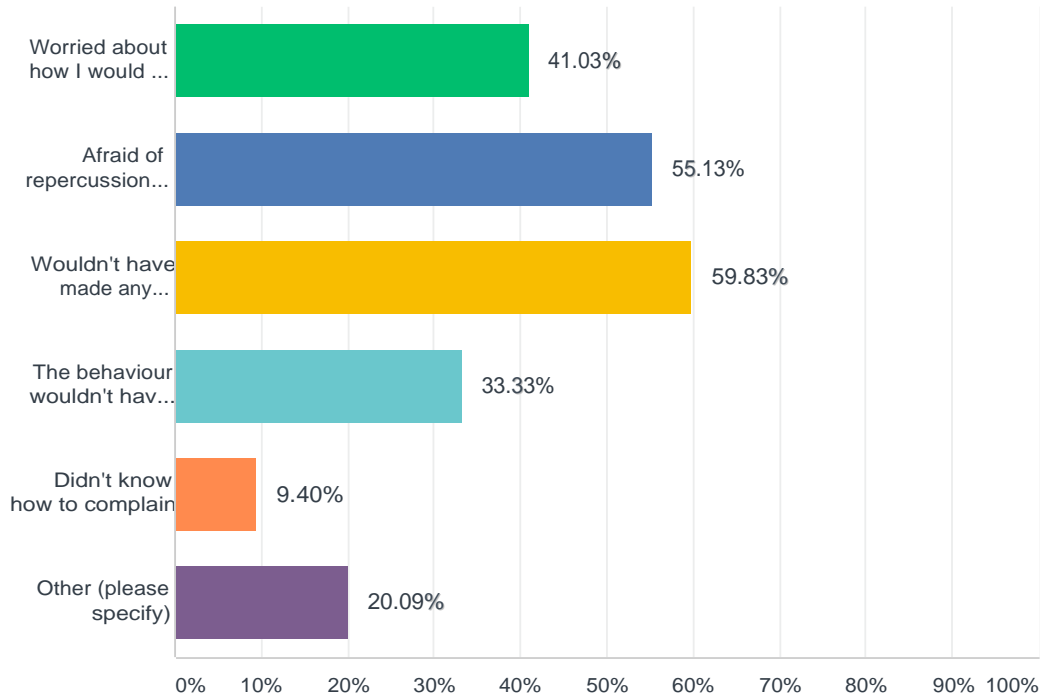
Answered: 60 Skipped: 223



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----------|
| Yes | 6.67% | 4 |
| No | 41.67% | 25 |
| In some ways | 36.67% | 22 |
| I don't know | 15.00% | 9 |
| TOTAL | | 60 |

Q12 If you didn't complain formally, why not? (tick as many as apply)

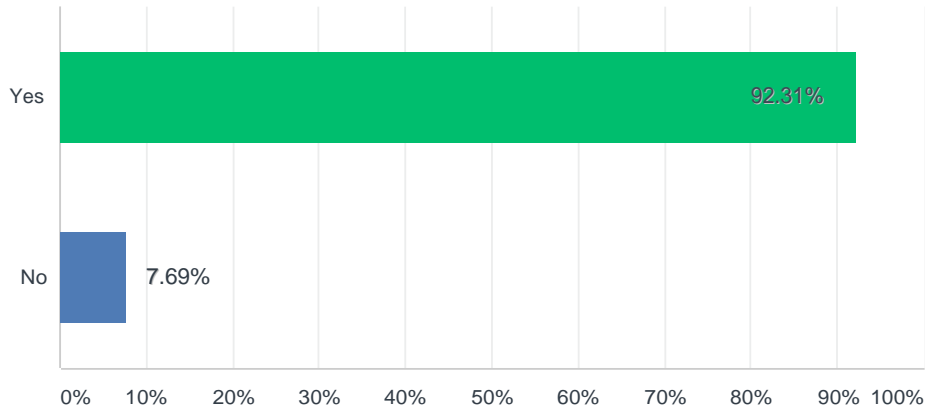
Answered: 234 Skipped: 49



| ANSWER CHOICES | RESPONSES | |
|--|-----------|-----|
| Worried about how I would be perceived | 41.03% | 96 |
| Afraid of repercussions/ongoing relationship | 55.13% | 129 |
| Wouldn't have made any difference | 59.83% | 140 |
| The behaviour wouldn't have seemed bad "on paper", you "had to be there" | 33.33% | 78 |
| Didn't know how to complain | 9.40% | 22 |
| Other (please specify) | 20.09% | 47 |
| Total Respondents: 234 | | |

Q13 Did you talk to your colleagues about it on an informal basis?

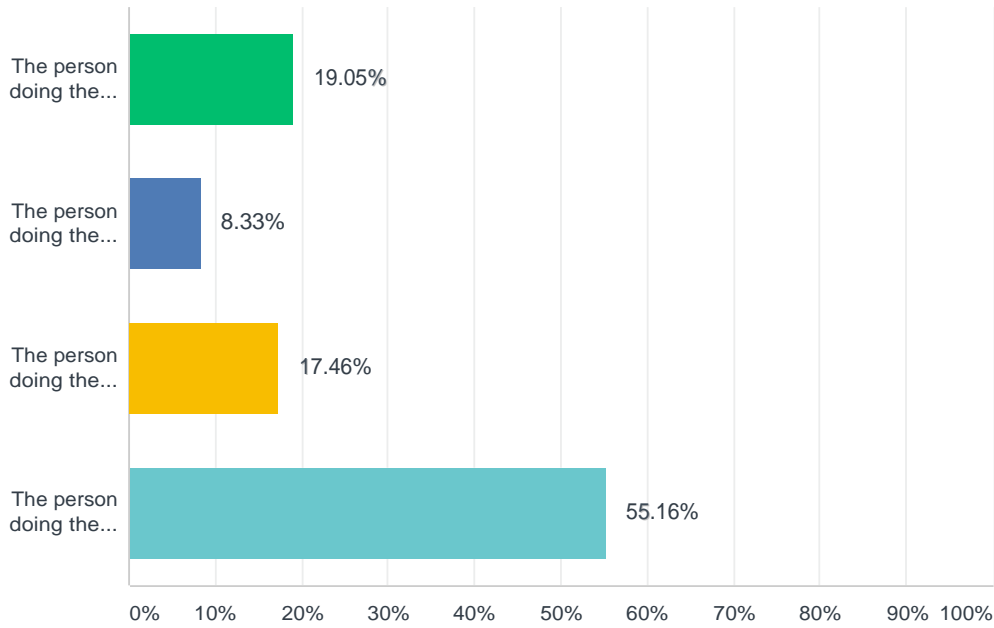
Answered: 260 Skipped: 23



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|------------|
| Yes | 92.31% | 240 |
| No | 7.69% | 20 |
| TOTAL | | 260 |

Q14 Thinking about that last occasion you witnessed or experienced harassment/ bullying, what were the genders?

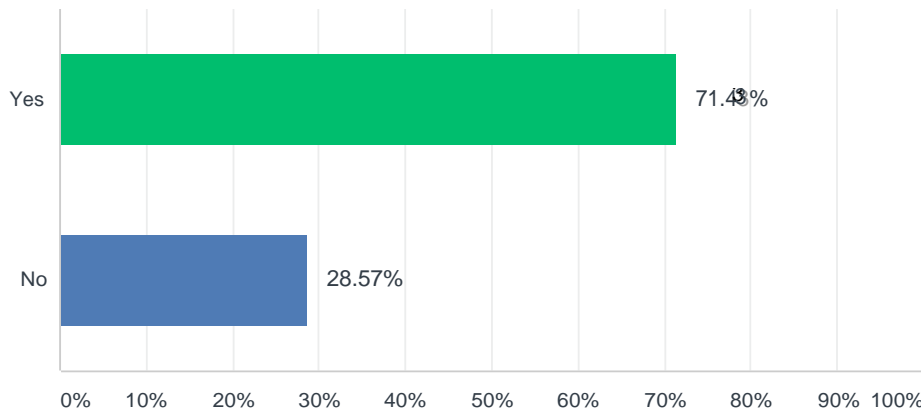
Answered: 252 Skipped: 31



| ANSWER CHOICES | RESPONSES | |
|---|-----------|-----|
| The person doing the harassing/bullying was a male, the target was a male | 19.05% | 48 |
| The person doing the harassing/bullying was a female, the target was a male | 8.33% | 21 |
| The person doing the harassing/bullying was a female, the target was a female | 17.46% | 44 |
| The person doing the harassing/bullying was a male, the target was a female | 55.16% | 139 |
| TOTAL | | 252 |

Q15 Thinking about that last occasion you witnessed or experienced bullying, was age/experience disparity a factor?

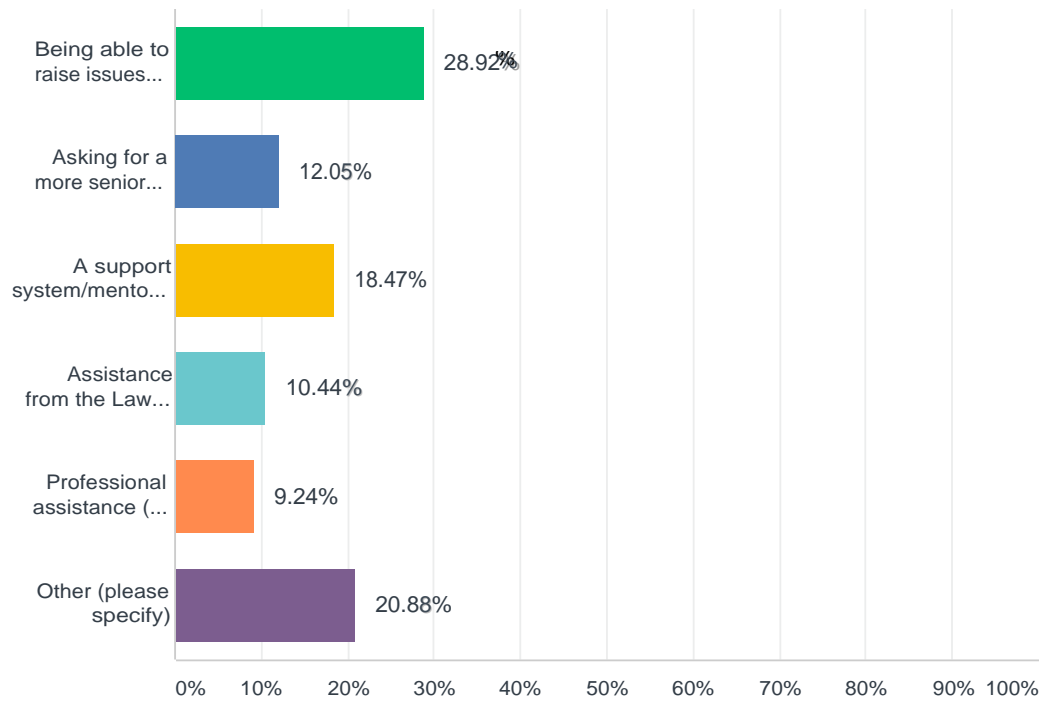
Answered: 259 Skipped: 24



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----|
| Yes | 71.43% | 185 |
| No | 28.57% | 74 |
| TOTAL | | 259 |

Q16 Which of the following would be most likely to help reduce harassment/bullying do you think?

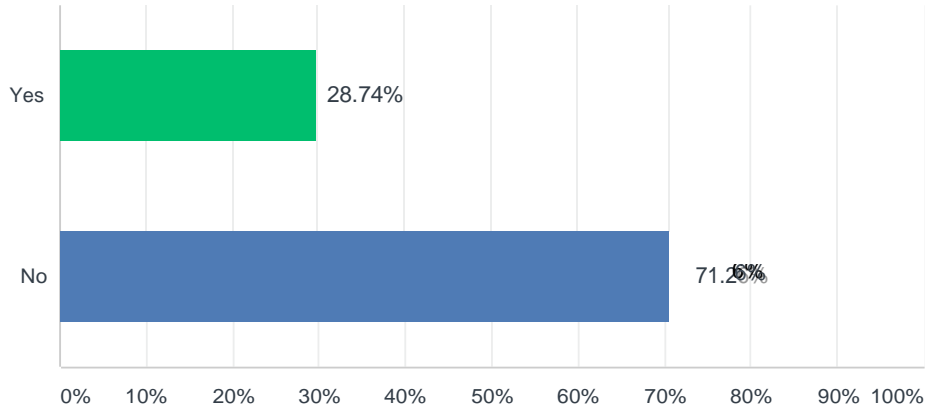
Answered: 249 Skipped: 34



| ANSWER CHOICES | RESPONSES | |
|--|-----------|------------|
| Being able to raise issues in an anonymous way | 28.92% | 72 |
| Asking for a more senior colleague to review the incident | 12.05% | 30 |
| A support system/mentoring | 18.47% | 46 |
| Assistance from the Law Society/Branch | 10.44% | 26 |
| Professional assistance (eg a counsellor or psychologist) to develop skills to improve the situation | 9.24% | 23 |
| Other (please specify) | 20.88% | 52 |
| TOTAL | | 249 |

Q17 Would you be prepared to discuss the incident(s) on a confidential basis to assist the writer in gaining a better understanding of the extent of any problem/possible solutions?

Answered: 261 Skipped: 22



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|-----|
| Yes | 28.74% | 75 |
| No | 71.26% | 186 |
| TOTAL | | 261 |