**Staff Survey:**

***This survey has been developed by Becky Gardiner***

**Q1. Thinking about the last five years, and in connection with the publication of a story or an appearance in the media, have you experienced comments on the *[insert name of publication]*** **site or on social media which in your opinion went beyond acceptable criticism of your work to become abusive?**

• Yes

• No

• Do not know / do not remember

**Q2. If you answered yes to Q1, approximately how many times has this happened:**

• 1-2 times

• 3 - 10 times

• 11 - 20 times

• 21 - 50 times

• 51 - 100 times

• more than 100 times

**Q3. Thinking about the last five years, and in connection with the publication of a story/appearance in the media, has it happened that...**

people have made comments that ridicule or belittle you?

• Yes

• No

you have received repeated criticism that have left you feeling harassed, mobbed, or bullied?

• Yes

• No

remarks have been made that have focused on your body, private life or sexuality and that made you feel uncomfortable?

• Yes

• No

remarks have been made that have focused on your race, ethnicity or religion that made you feel uncomfortable?

• Yes

• No

**Q4. If you have answered yes to any of the statements in Q3, did the story/ stories or media appearance(s) cover any of the following (more than one answer allowed):**

• Immigration / race / religion

• Feminism / gender / sexuality

• Technology

• Domestic news and/or politics

• International news and / or politics

• Sport

• Other subjects, please specify

• Can't recall

**Q5. Thinking about the last five years, and in connection with the publication of a story/appearance in the media, has it happened that...**

|  | Yes | No |
| --- | --- | --- |
| Someone has led me to understand that it may be harmful to me or my loved ones if I continue to publish / cover issues about a given topic. |  |  |
| My address or other private information has been published online without my permission. |  |  |
| Someone has come to the [insert name of publication] to confront me? |  |  |
| Someone has approached me at my home address? |  |  |
| Someone has confronted me in a public place. |  |  |

**Q6. (Optional) *Note****: Answering the next question will identify you. If you do choose to answer, it may help us identify patterns of abusive behaviour, which may in turn help the company find new ways to protect journalists from abuse*

**If you have written a story on any subject which led to particularly abusive or hostile comments on comment threads or social media, it would be very helpful if you could post the url/s here, and say where the abuse occurred.**

(Open text answer)

**Q7.**

***Definitions:***

*In this survey we use the term* ***‘harassment’*** *to refer to unwanted conduct – online or offline - which has the purpose or effect of violating an individual's dignity or creating an interrogating, degrading, hostile offensive or humiliating environment. This includes actions that may be intimidating or emotionally difficult to handle but are not necessarily covered by criminal law. (For the purpose of this survey, we are not interested in workplace harassment from managers or colleagues. We are interested in events / episodes involving your readers / audience, sources or interviewees).*

*We use the term* ***‘Threats’*** *to mean direct or indirect statements of an intention to inflict pain, injury, damage or other hostile action as retribution for something said, done or imagined. These will often be covered by criminal law.*

*We use the term* ***‘Violence’*** *to refer to physical assaults, whether minor or serious.*

**Thinking about the last five years, and in connection with the publication of a story/appearance in the media, have you ever...**

|  | No, never | Yes, once | Yes 2-10 times | Yes, 10-50 times | Yes, more than 50 times |
| --- | --- | --- | --- | --- | --- |
| Been subjected to harassment |  |  |  |  |  |
| Been subjected to threats |  |  |  |  |  |
| Been subjected to violence |  |  |  |  |  |

**Q8. Have you ever reported abuse, harassment, threats or violence to:**

• The Editor-in-chief or a managing editor

• Your commissioning editor or desk editor (news editor, etc.)

• A moderator

• A member of the community team

• Other colleagues

• Friends or family

• People in general, through social media

• People in general, through my own journalism / comments

• The police

• A medical professional

• Sender of harassment or threats

• other, specify

**Q9. If you answered yes to any of the options above, can you briefly say what happened as a result?**

(Open text answer)

**Q10. If you have not reported the abuse, harassment, threats or violence to anyone at work, can you explain why not?** (you may choose more than one answer)

|  | Yes | No | Do not know |
| --- | --- | --- | --- |
| I did not think the problem was severe enough |  |  |  |
| I felt ashamed or embarrassed |  |  |  |
| No one can do anything to help |  |  |  |
| I didn’t know who to report it to |  |  |  |
| Managers / editors don’t take it seriously |  |  |  |
| I was afraid that the harassment, threats or violence would escalate |  |  |  |
| other, specify |  |  |  |

**Q11. As a result of abuse, harassment or threats you have experienced, have you:**

|  | Yes | No | prefer not to say |
| --- | --- | --- | --- |
| felt angry? |  |  |  |
| felt depressed? |  |  |  |
| had anxiety symptoms? |  |  |  |
| felt guilt or shame? |  |  |  |
| felt concerned for your own or your family’s safety |  |  |  |
| resorted to alcohol or drugs? |  |  |  |
| been on sick leave? |  |  |  |
| taken steps to enhance your digital security? |  |  |  |
| gone offline or off social media permanently or for a time? |  |  |  |
| changed the nature of your work (e.g. stopped covering certain subjects, or moved from one role to another)? |  |  |  |
| moved home? |  |  |  |
| seriously considered leaving journalism? |  |  |  |

**Q12. Would you say that abuse, harassment, threats or violence have affected your journalistic practices in some way?**

|  | Yes | No | Don't know / prefer not to say |
| --- | --- | --- | --- |
| I have subdued or changed angles in stories |  |  |  |
| I am completely / partially keeping off social media |  |  |  |
| I have chosen not to publish comment articles |  |  |  |
| I have stayed away from public debate |  |  |  |
| I have published without a byline / credit |  |  |  |
| I have refused assignments or stories |  |  |  |
| I think twice before I publish |  |  |  |
| I no longer respond to inquiries or comments from the audience |  |  |  |
| It in no way affects my journalism |  |  |  |
| other, specify |  | | |

**Q13. To which of these statements do you agree? Online abuse of journalists...**

• ... is something that comes with the job

• … only affects a minority of journalists

• ... affects journalism negatively

• … does not affect journalism negatively

• ... can be seen as a problem for society as a whole

• ... is something you need to deal with pragmatically

• ... creates poor conditions for press freedom

• ... should certainly not be tolerated

• … is more common if the journalist is female

• … is more common if the journalist is from an ethnic minority

• … I do not agree with any of the claims

**Q14. Which, if any, of the following statements apply to you?**

|  | True | False | Don't know/ not applicable |
| --- | --- | --- | --- |
| I use different passwords for each site I am registered with |  |  |  |
| I know exactly how much information is visible to strangers in all my social media accounts |  |  |  |
| I use two-step verification in my email |  |  |  |
| I use two-step verification in my social media accounts |  |  |  |

**Q15. Are there any strategies that you have used to counter online harassment or abuse, and would you recommend them to colleagues who are subjected to harassment or threats?**

Do you write mainly for:

• Home news

• International news

• Comment & Debate

• Sport

• Business

• Culture

• Features

• Other, specify

**Q16. What is your employment status?**

• Permanent employee

• Fixed term contract

• Freelance

*The following questions are designed to explore whether there is a relationship between journalists and editors’ various categories of identity in terms of degrees of risk of harassment or threats. It is therefore be important to know what kind of background you have.*

**Q17. Which of the following do you identify as? I identify as**

• Male

• Female

• Other (eg non-binary)

**Q18. Which age group do you fall into?**

• 16-24 years

• 25-34 years

• 35-44 years

• 45-54 years

• 55-64 years

• 65+ years

**Q19. What is your ethnic group?**

• White British

• All Other White;

• Mixed / Multiple ethnic groups;

• Asian / Asian British;

• Black / African / Caribbean / Black British

• Other

**Q20. What is your religion?**

• No religion

• Christian

• Muslim

• Hindu

• Sikh

• Jewish

• Any other religion, please describe

**Q21. Finally, do you have any other comments in terms of abuse, harassment or threats directed towards journalists, editors or people in general?**