



Climate of The Legal Profession in Idaho 2020

MASTER OF PUBLIC
ADMINISTRATION
CAPSTONE PROJECT
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BOISE STATE UNIVERSITY
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Authors: Adair Muth, graduate student; Jade Rodgers, graduate student

Advisor: Vanessa Fry, Interim Director of the Idaho Policy Institute

2020 climate of the legal profession in Idaho

Members of the Idaho State Bar report experiencing discrimination, harassment and bullying. How pervasive is it?

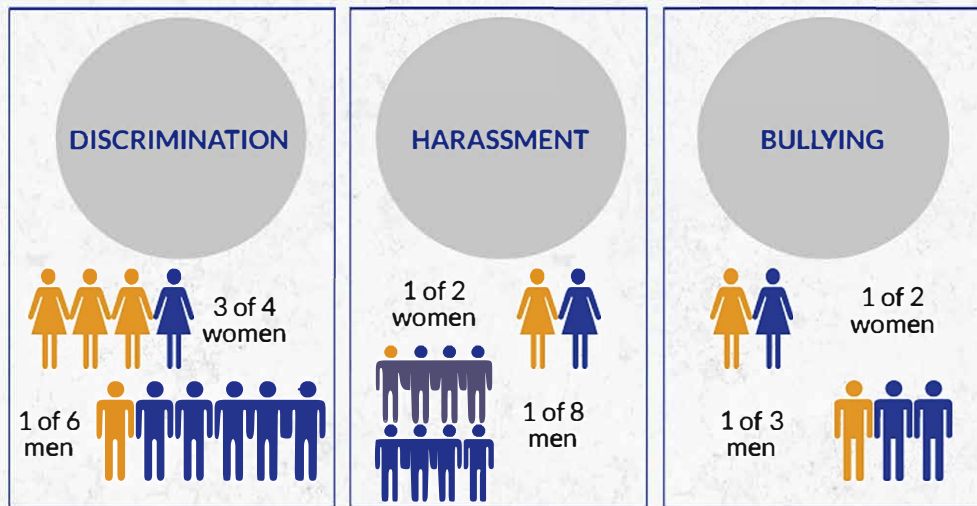
A SURVEY WAS SENT TO FIND OUT.



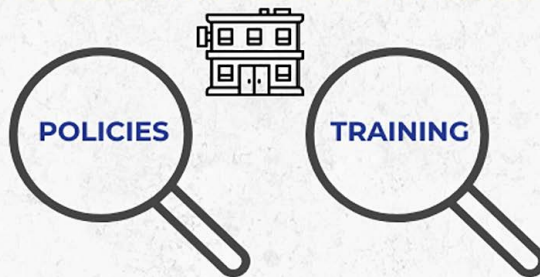
RESPONSES RECORDED



RESPONSE RATE



How many workplaces had...



DISCRIMINATION: 71%
HARASSMENT: 70%
BULLYING: 47%

DISCRIMINATION: 50%
HARASSMENT: 50%
BULLYING: 33%

49% of respondents identified "buy-in from senior leadership to make a change regarding the culture of the profession" as the solution.

Who reports?

20.7%
OF RESPONDENTS

who experienced incidents of discrimination, harassment and bullying have reported them.

37.5% of respondents identified "fear of repercussion for self" and 36.3% "profile/status of person engaged in behavior" as the reasons for not reporting.



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EXECUTIVE SUMMARY

The Professionalism and Ethics Section of the Idaho State Bar partnered with the Idaho Policy Institute and Master of Public Administration Capstone class at Boise State University to explore the climate of the legal profession of Idaho. The study examined the subjective experience of active Idaho State Bar members on the professional climate of practicing law in Idaho, specifically on their perspectives regarding incidents of discrimination, harassment and bullying. A survey was created and released to current, active Idaho State Bar members. The goals of the survey were three-fold: 1. Determine the problems that the individual attorneys are seeing and measure the intensity of those perspectives; 2. Provide a protected, anonymous platform for attorneys to share their experiences; and 3. Pose some potential solutions and measure tolerance for those ideas. Information was collected about the members' experiences with discrimination, harassment and bullying, thoughts on policies, procedures, training and prevention, and demographic data. The survey was sent to 6,323 members; 909 responses were recorded, for a 14.3% response rate. This response rate indicates that the perceptions reported reflect that of active Idaho State Bar members within a 99% confidence level.

Survey respondents perceive that discrimination, harassment and bullying occur within the legal profession in Idaho. The research team focused on comparing relationships between gender and their experiences of discrimination, harassment and bullying in the legal profession. While both females and males reported experiencing these behaviors, the survey data indicate that females experience all three behaviors at statistically significant higher rates than males. Nearly three out of four females reported experiencing discrimination, and one out of two females reported experiencing harassment and bullying.

Both male and female attorneys report that discrimination, harassment and bullying most commonly occur in the workplace and during a court proceeding and occur to a lesser extent via social media, at conferences, at clients' offices, or during work travel. Managers/supervisors and colleagues were most commonly reported to engage in harassing and bullying behaviors while managers/supervisors and judges were most commonly reported to engage in discriminatory behavior. Underreporting of incidents to a reporting authority by those who experience discrimination, harassment or bullying in the workplace was reported. Overall, only one in six people report these behaviors. The most common reasons for not reporting included fear of repercussion for self or profile of the person who engaged in the behavior.

METHODOLOGY

LITERATURE REVIEW

Review of the following literature assisted in the determination of the scope of the survey and provided broad information about discrimination, harassment and bullying within the legal profession nationwide, as well as potential solutions and recommendations to improve the legal profession. Details of the literature review are included in Appendix A.

- *2011 and 2016 Idaho State Bar Membership Surveys* (Idaho State Bar)
- *Us Too? Bullying and Sexual Harassment in the Legal Profession* (International Bar Association)
- *You Can't Change What You Can't See: Interrupting Racial and Gender Bias in the Legal Profession* (University of California, Hastings College of the Law)

SURVEY DESIGN

The survey was created and released in Qualtrics, a web-based survey development and analysis platform. The Idaho State Bar Professionalism and Ethics Section provided feedback on the survey and dissemination of the instrument was approved by the Idaho State Bar Commissioners.

The survey, included in Appendix B, is divided into three main sections: experiences, policies, prevention and training, and demographics. The experiences section is then broken into three subsections: discrimination, harassment and bullying.

The survey was distributed via email from the Idaho State Bar to all active Bar members, approximately 6,300 members. Two reminder emails were sent to the active Bar members, and the sections of the Idaho State Bar were asked to encourage their membership to complete the survey. The Idaho Women Lawyers, Inc. also sent an email to their membership asking members to complete the survey. The survey was anonymous, thereby both individual respondents and their workplaces are not identifiable from the results. The survey instrument prevented respondents from taking the survey more than once by using Internet Protocol (IP) addresses. The survey was open for two weeks in July 2020.

DATA ANALYSIS AND LIMITATIONS

The survey was sent to 6,323 members; 909 surveys were at least partially completed, for a 14.3% response rate. Of the 909 surveys, 682 surveys were fully completed. For the population size, a minimum number of 601 responses were required to achieve a 99% confidence level in the results with a 5% margin of error.

Nonresponse bias refers to the likelihood of subjects completing the survey based on the topic of the survey (Pender 2018). For example, those that have not experienced discrimination, harassment or bullying in the legal profession in Idaho may have chosen not to respond to the survey, as the topic was something they had not experienced.

The data was analyzed using Qualtrics and Microsoft Excel to compare relationships between

gender and their experiences of discrimination, harassment and bullying. Due to the small sample size of “Other (Non-Binary/Self-Defined),” this group was not included in the analysis. Graphs and charts were created using Microsoft Excel.

The research team acknowledges several limitations of this research. First, some of the respondents selected “other” when they should have selected one of the provided answers. Second, some respondents may have counted a single incident as more than one type (discrimination/harassment/bullying) and acknowledged so in the open-ended questions. Due to time limitations, the research team was unable to clean the data but believe those adjustments would not significantly change the results.

While this report focuses on the relationship between gender and experiences of discrimination, harassment and bullying, other relationships, such as age, ethnicity, or employment position, could be explored in future analyses.

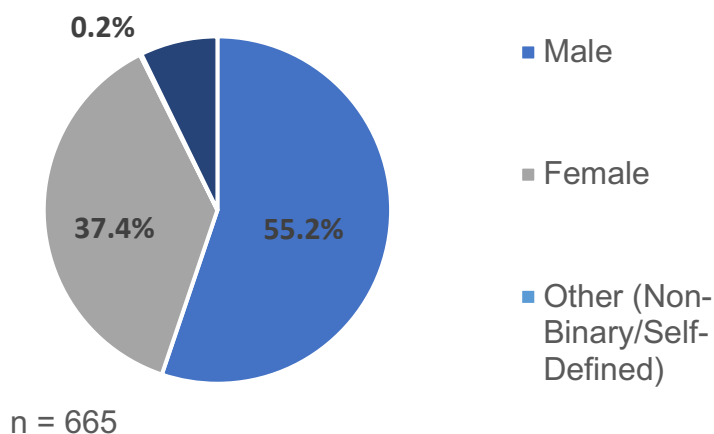
Additional graphs for all relationships described in the analysis section below are provided in Appendix C. Within the open-ended questions, respondents were able to provide additional comments.

ANALYSIS

DEMOGRAPHICS

A total of 665 survey respondents answered the question regarding gender. Of those, 249 survey respondents were female (38%), 367 were male (55%), 48 preferred not to specify (7%) and 1 was non-binary or self-defined (<1%) (Figure 1). These results align well with the 2016 Idaho State Bar Membership Survey, which found that 38% of Bar members are female and 62% are male.

Figure 1: Gender of respondents



All graphs for the following results are presented in Appendix C.

The age of the respondents was distributed relatively evenly among age groups, with the largest representation in the 37-49 age range (35%). The age distribution of respondents aligns with that of the 2016 Idaho State Bar Membership Survey data. The race/ethnicity results also align with the 2016 Idaho State Bar Membership data, with 82% of respondents identifying as Caucasian. Survey respondents represented 2% or less in each of the following categories: Hispanic or Latino, Asian Pacific Islander, American Indian/Alaskan Native and African American.

The sexual orientation of survey respondents was primarily heterosexual (83%); 12% of respondents preferred not to state, 3% were bisexual, and 2% were homosexual. Survey respondents were also asked about family or caretaking responsibilities; the majority either reported none of the options applied to them (40%) or they were a parent/guardian/foster parent of at least one child under 18 (39%).

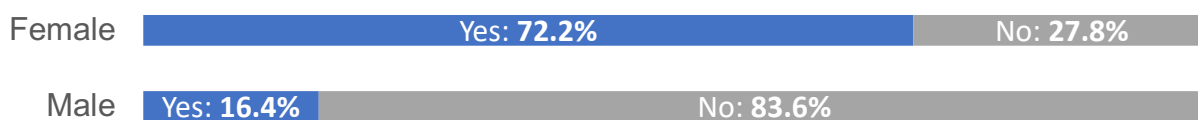
Partner or shareholder in a private firm was the most common position of survey respondents (23%), followed by government attorney (18%), and solo practitioner (15%). The majority of respondents were full-time employees (86%). This breakdown aligns with the 2016 Idaho State Bar Membership data.

DISCRIMINATION

The first section of the survey asked questions about discrimination in the practice of law. Discrimination is defined as the unjust or prejudicial treatment of different categories of people based on age, disability, equal pay/compensation, genetic information, harassment, national origin, pregnancy, race/color, religion, retaliation, sex (including sexual orientation and gender identity), and sexual harassment (EEOC n.d.).

Overall, 39% of respondents reported experiencing discrimination in the practice of law. However, 72% of females reported experiencing discrimination while 16% of males reported experiencing discrimination, a statistically significant difference (Figure 2).

Figure 2: *Have you ever experienced discrimination in the practice of law?*



Statistically significant difference between males and females

The following results are calculated from the females and males that reported experiencing discrimination. All graphs for these results are presented in Appendix C.

Females overwhelmingly reported that discrimination was primarily based on sex/gender (93%), followed by age (20%) and family status including pregnancy, maternity leave or breastfeeding (19%). Males, in contrast, reported religion (45%) as the most common reason for discrimination, followed by sex/gender (37%) and age (28%).

The workplace and during a court proceeding were the most common places that discrimination occurred for both females and males. Females reported a higher incidence of discrimination in the workplace (59%) as compared to during a court proceeding (38%). Males reported a similar occurrence of discrimination in the workplace (45%) and during a court proceeding (40%). Discrimination has been and continues to be an issue for both males and females, as respondents identified incidents from 20 years ago to current day. In the survey data, 32% of females and 28% of males reported that the incident had occurred within the past year.

Managers/supervisors most commonly engaged in discriminatory behavior as reported by both females (29%) and males (32%). Judges followed, with both females (17%) and males (25%) experiencing this discriminatory behavior from judges.

The survey data aligned with the literature, which indicates that reporting incidents of discrimination is uncommon for both females and males. Of the respondents who experienced discrimination, only 16% of females and 18% of males reported the discriminatory behavior to an authority. The most common reason for not reporting for both females (41%) and males (39%) was fear of repercussions for self. Profile or status of the person who engaged in the discrimination followed for both females (39%) and males (41%). Other reasons for not reporting incidents of discrimination by at least 20% of females included: other, discrimination perceived as acceptable within the firm, and lack of confidence in reporting procedures. Other reasons for not reporting incidents of discrimination by at least 20% of males included: other, discrimination perceived as acceptable within the firm, lack of confidence in reporting procedures, and did not wish to revisit the incident.

Witnessing Discrimination of Others

Respondents were also asked if they had witnessed discrimination of others in the practice of law. 60% of females reported witnessing discrimination of others while 34% of males reported witnessing discrimination of others, a statistically significant difference (Figure 3). The majority of the discrimination was based on sex/gender for both females (82%) and males (68%).

Figure 3: *Have you ever witnessed discrimination of others in the practice of law?*



Statistically significant difference between males and females

HARASSMENT

The second section of the survey asked questions about harassment, including sexual harassment, in the practice of law. The U.S. Equal Employment Opportunity Commission (EEOC) states: "Harassment is unwelcome conduct that is based on race,

color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information” (EEOC n.d.). The EEOC defines sexual harassment as “unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature” (EEOC n.d.).

Overall, 28% of respondents reported experiencing harassment in the practice of law. However, 52% of females reported experiencing harassment while 13% of males reported experiencing harassment, a statistically significant difference (Figure 4).

Figure 4: *Have you ever experienced harassment in the practice of law?*



Statistically significant difference between males and females

The following results are calculated from the females and males that reported experiencing harassment. All graphs for these results are presented in Appendix C.

Females experienced the following types of harassment most commonly: unwelcome remarks, jokes or using offensive slang terms (76%), acts of aggression, intimidation, hostility, or unequal treatment (43%), unwelcome sexual remarks or jokes, sexual advances, propositions, or requests for sexual favors (39%), and unwelcome and intentional physical conduct, including touching, grabbing, hugging, pinching, cornering, obstructing, gestures, or leering (27%).

Males experienced the following types of harassment most commonly: unwelcome remarks, jokes or using offensive slang terms (67%), acts of aggression, intimidation, hostility, or unequal treatment (44%), acts of aggression, intimidation, hostility, or unequal treatment based upon an individual’s protected class (30%), and unwelcome sexual remarks or jokes, sexual advances, propositions, or requests for sexual favors (24%).

Harassment occurred most commonly in the workplace for both females and males (63% for both). In the survey data, 39% of females and 33% of males reported the harassment had occurred within the past two years. Managers/supervisors and colleagues most commonly engaged in harassment as reported by both females and males. In the survey data, 21% of females and 26% of males reported managers/supervisors engaged in harassment, and 22% of females and 24% of males reported colleagues engaged in harassment.

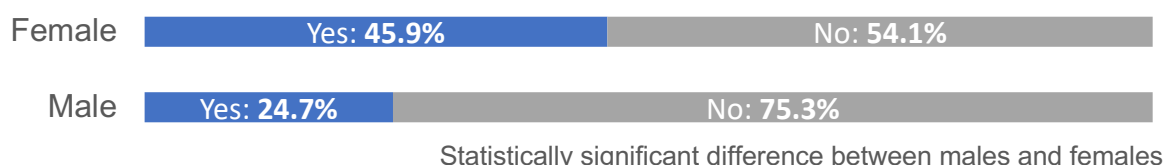
Similar to incidents of discrimination, respondents indicated reporting was uncommon; only 22% of both females and males reported incidents of harassment. The top three reasons females did not report incidents were: fear of repercussions for self (44%), profile or status of the person who engaged in the harassment (37%) and other (33%).

The top three reasons males did not report incidents were: profile or status of the person who engaged in the harassment (33%), fear of repercussions for self (27%), and did not wish to revisit the incident (27%).

Witnessing Harassment of Others

Respondents were also asked if they had witnessed harassment of others in the practice of law. 46% of females reported witnessing discrimination of others while 25% of males reported witnessing harassment of others, a statistically significant difference (Figure 5). Unwelcome remarks, jokes or using offensive slang terms was reported as the most common form of harassment for both females (69%) and males (80%).

Figure 5: *Have you witnessed harassment of others in the practice of law?*

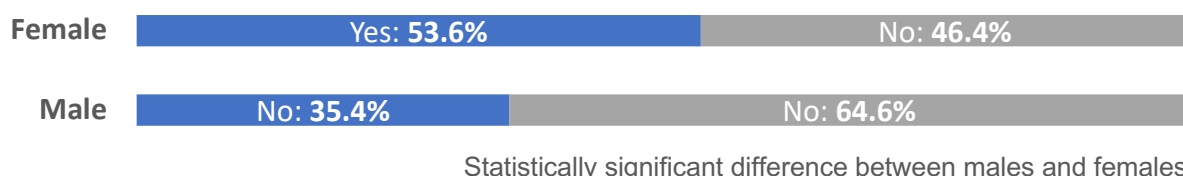


BULLYING

Bullying is “a form of aggressive behavior in which someone intentionally and repeatedly causes another person injury or discomfort. Bullying can take the form of physical contact, words or more subtle actions” (APA 2020).

Overall, 42% of respondents reported experiencing bullying in the practice of law. However, 54% of females reported experiencing bullying while 35% of males reported experiencing bullying, a statistically significant difference (Figure 6).

Figure 6: *Have you ever been bullied in the practice of law?*



The following results are calculated from the females and males that reported experiencing bullying. All graphs for these results are presented in Appendix C.

Females experienced the following bullying behaviors most commonly: ridicule or demeaning language (71%), misuse of power or position (44%), implicit or explicit threats (33%) and overbearing supervision or undermining (33%). Males experienced the following bullying behaviors most commonly: ridicule or demeaning language (61%), misuse of power or position (45%), and implicit or explicit threats (30%).

The workplace and during a court proceeding were the most common places that bullying occurred for both females and males. Females reported experiencing more bullying in the workplace (55%) as compared to during a court proceeding (31%). Males reported experiencing bullying at almost equal rates of occurrence in the workplace (46%) and during a court proceeding (45%). Notably, men experience bullying at conferences (20%) more frequently than women (12%). Bullying has been more frequently experienced within the last 10 years; the reported incidents of bullying longer than 10 years ago were less than recent years. The majority of reported incidents were within the last year; 25% of females and 24% of males reported that the incident had occurred within the past year.

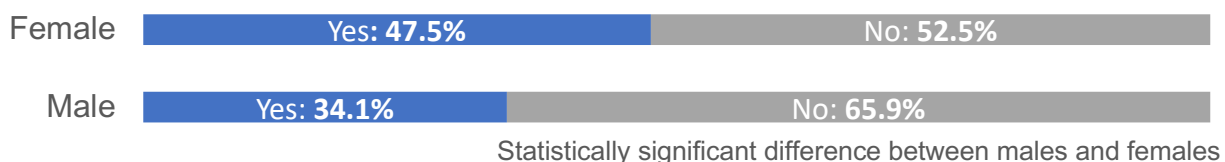
Colleagues most commonly engaged in bullying behavior as reported by both females (27%) and males (30%). Females reported that managers/supervisors were the second most common group that engaged in bullying behavior (25%), followed by the other category (14%). However, males reported the other category as the second most common group that engaged in the bullying behavior (23%), followed by managers/supervisors (20%).

The survey data aligned with the literature, which indicates that reporting incidents of bullying is uncommon for both females and males; only 23% of females and 23% of males reported bullying behavior. The reason the respondent chose not to respond varies between males and females. Females reported fear of repercussions for self (43%) as the most common reason for not reporting, followed by profile or status of the person who engaged in the bullying behavior (32%) and a lack of confidence in reporting procedures (28%). Males reported the profile or status of the person who engaged in the bullying behavior (36%) as the most common reason, followed by fear of repercussions for self (31%) and “other” (30%). Other reasons for not reporting incidents of bullying by at least 20% of females included: other and bullying perceived as acceptable within the firm. Other reasons for not reporting incidents of bullying by at least 20% of males included: lack of confidence in reporting procedures (28%) and did not wish to revisit the incident (26%).

Witnessing Bullying of Others

Respondents were also asked if they had witnessed the bullying of others in the practice of law. 48% of females reported witnessing bullying of others while 34% of males reported witnessing bullying of others, a statistically significant difference (Figure 7). Males and females reported the same three bullying behaviors as most commonly witnessed: ridicule or demeaning language (73% for both), misuse of power or position (53% for both) and overbearing supervision or undermining (41% for females and 33% for males). The data also showed that men witness implicit or explicit threats more commonly than women, at 25% and 18% respectively.

Figure 7: *Have you witnessed others being bullied in the practice of law?*



POLICIES, TRAINING AND PREVENTION

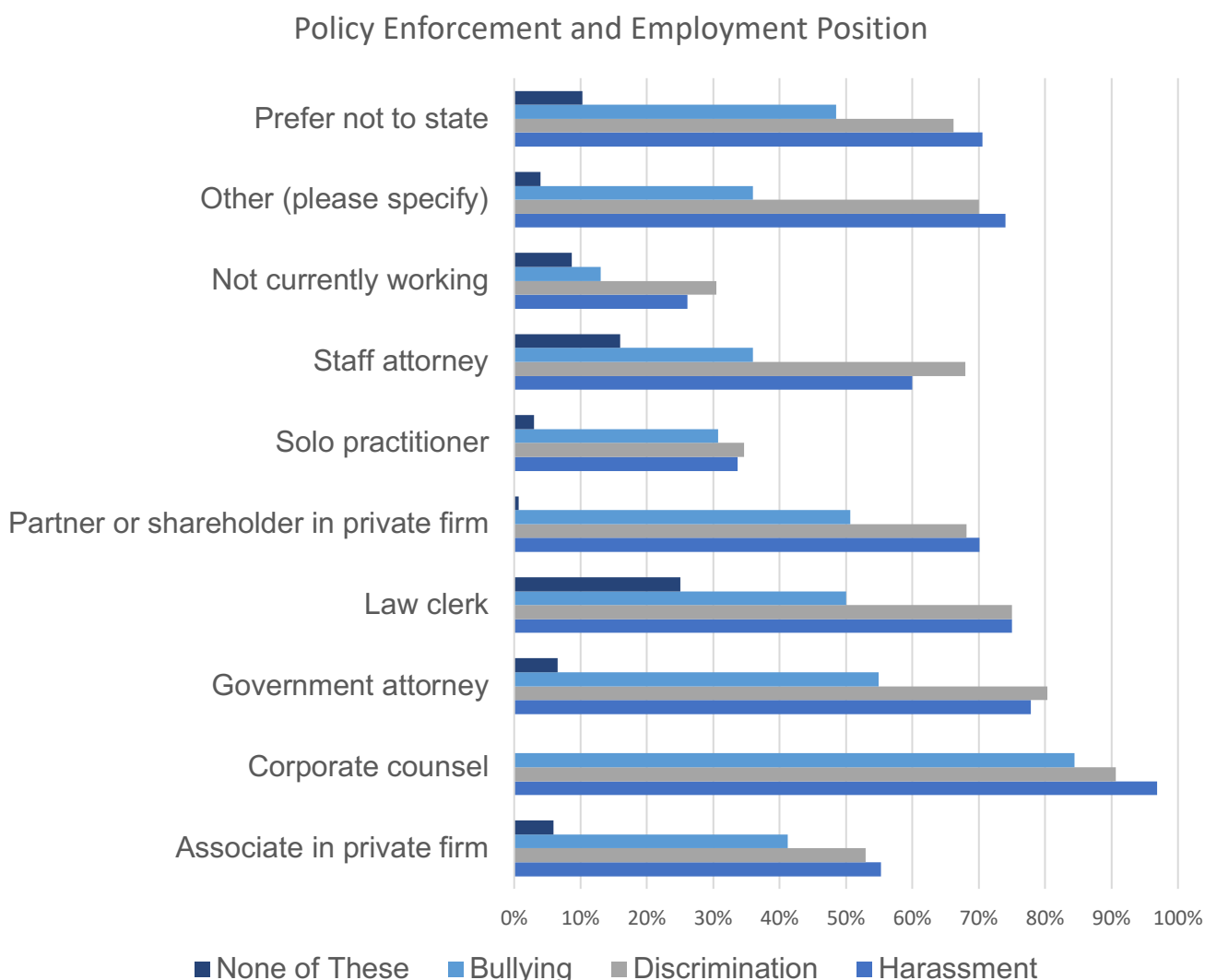
As shown in the third goal for the survey, potential solutions were posed and tolerance to these solutions was measured. Potential solutions included but were not limited to increased training, improved policies and increased reporting methods (Appendix B).

All graphs for these results are presented in Appendix C.

Overall, most respondents identified that their workplace had policies that addressed discrimination (71%) and harassment (70%). Fewer respondents stated their workplace had policies that addressed bullying (47%). Some workplaces were reported to have no policies addressing discrimination, harassment or bullying (23%). Corporate counselors, government attorneys and law clerks reported that over 90% of their workplaces had policies that addressed discrimination and harassment. Similarly, they reported that their workplaces most commonly had policies that addressed bullying: corporate counselors (84%), government attorneys (59%) and law clerks (75%). Reversely, those identified as associates in private firms, solo practitioners and not currently working reported having the fewest workplaces that had policies that addressed discrimination, harassment and bullying. Workplaces with policies that address discrimination were least commonly identified by associates in private firms (62%), solo practitioners (39%) and those not currently working (43%). Workplaces with policies that address harassment were least commonly identified by associates in private firms (64%), solo practitioners (39%) and those not currently working (30%). Workplaces with policies that address bullying were least commonly identified by associates in private firms (38%), solo practitioners (31%) and those not currently working (17%).

Respondents reported they felt their workplaces enforced the policies that addressed discrimination at a rate of 63%, harassment at a rate of 64% and bullying at a rate of 46% (Figure 8b). Corporate counselors and government attorneys reported the highest number of workplaces that enforced the policies for discrimination (91% and 80% respectively), harassment (97% and 78% respectively), and bullying (84% and 55% respectively). Solo practitioners and those not currently working reported the lowest number of workplaces that enforce these policies at 35% and 30% respectively for discrimination, 34% and 26% respectively for harassment, and 31% and 13% respectively for bullying.

Figure 8b: *In your opinion, which policies are enforced in your workplace? (select all that apply)*

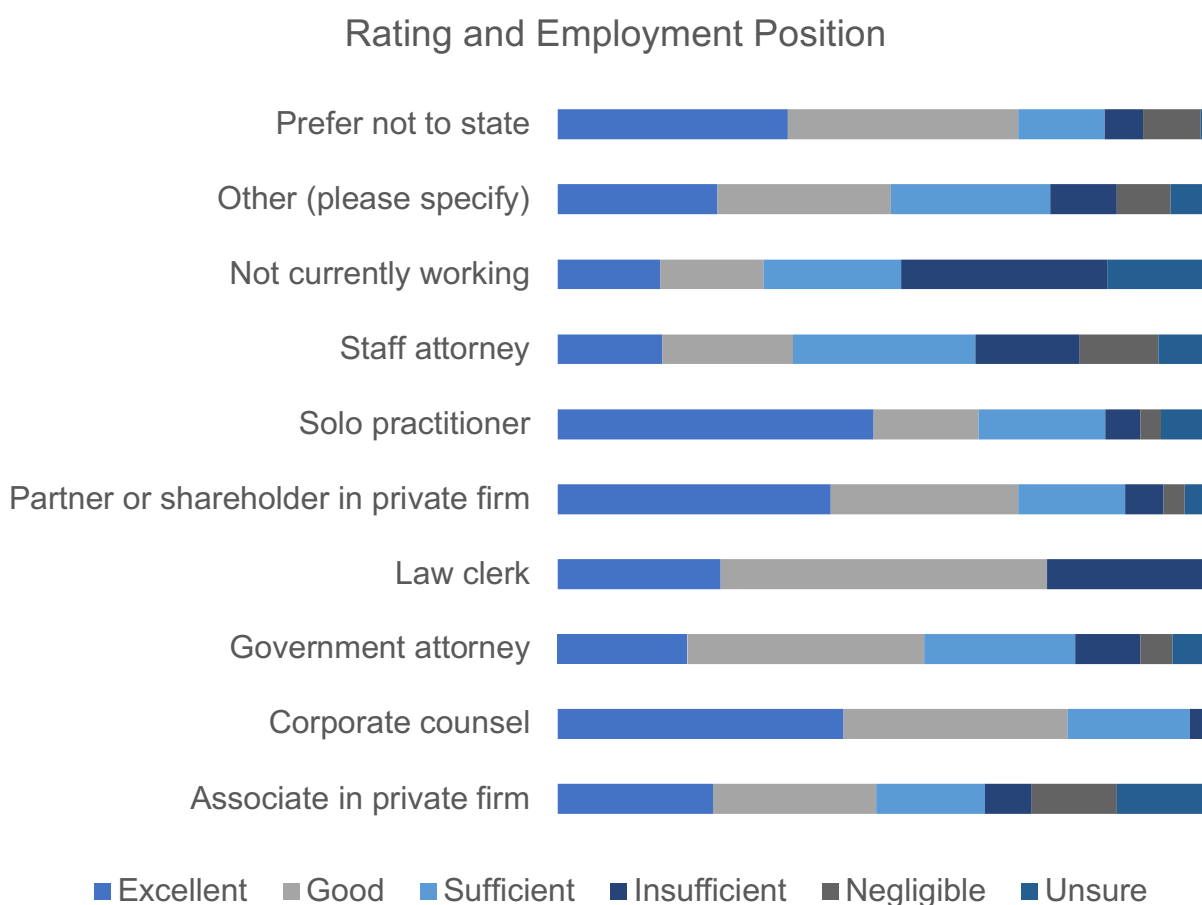


Fewer respondents reported that their workplaces have training related to discrimination (50%), harassment (50%) and bullying (33%). Corporate counselors, government attorneys and law clerks reported their workplaces most commonly had training regarding discrimination (88%, 78%, and 75% respectively), harassment (88%, 78%, and 75% respectively) and bullying (75%, 52%, and 50% respectively). Associates in private firms, solo practitioners and those not currently working reported their workplaces were the least common to have training regarding discrimination (34%, 78%, and 75% respectively), harassment (33%, 21%, and 22% respectively) and bullying (19%, 17%, and 9% respectively). Of the workplaces that have related trainings, 82% of respondents identified that they felt the training was effective. The most effective training on these topics was reported by partners or shareholders in private firms (95%), solo practitioners (91%) and associates in private firms (86%). Those that reported the lowest effectiveness included those not currently working (57%), law clerks (33%)

and government attorneys (26%).

Overall, only 14% of respondents identified that they would rate their workplace's approach to discrimination, harassment and bullying as insufficient or negligible (Figure 7e). An insufficient approach was reported at the highest percentages by those not currently working (32%) and law clerks (25%). A negligible approach was reported at the highest percentages by associates in private firms (13%) and staff attorneys (12%).

Figure 8e: Generally speaking, how would you rate your workplace's approach, including policies, training and response to incidents, to harassment, discrimination and bullying?



Various solutions to these issues were proposed to the respondents. The most supported solutions included: buy-in from senior leadership to make a change regarding the culture of the profession (49% overall); Idaho State Bar (ISB) providing model policies for discrimination, harassment and bullying (36%); improved avenues of reporting, better enforcement of policy that addresses discrimination, harassment and bullying (33%); ISB recommending or providing a standardized training regarding discrimination, harassment and bullying (33%).

CONCLUSION

According to survey respondents, discrimination, harassment and bullying occur within the legal profession in Idaho. Two in five active bar members surveyed have experienced discrimination, one in four have experienced harassment and two in five have experienced bullying. Females experience discrimination, harassment and bullying in the legal profession at rates higher than males; this difference is statistically significant. Patterns emerged across the types of behaviors that are occurring.

Within the workplace and during a court proceeding are the most common locations to experience discrimination, harassment or bullying for both females and males. Managers and supervisors were most commonly reported to engage in discriminatory and harassing behaviors for both males and females, whereas both males and females reported their colleagues as the most common people to engage in bullying behavior.

Those that experience these types of inappropriate behavior are unlikely to report to a reporting authority. Overall, one in six people report these behaviors, meaning at least five out of six incidents go undetected and unaddressed. Only one in seven women and one in six men report discrimination. Only one in five women and one in five men report harassment. Only one in five women and one in five men report bullying. Both males and females stated they did not report discrimination, harassment or bullying due to fear of repercussion for self and profile or status of the person who engaged in the behavior.

While the majority of organizations have policies regarding discrimination and harassment, training that relates to these topics is less common. Policies that address bullying are less common, and training related to bullying is even less common. Instituting both policies and training regarding these topics (discrimination, harassment and bullying) ensures employees are aware of and understand their expectations, how to identify inappropriate behavior, and the reporting methods and procedures. Overall, respondents seemed positive regarding their workplace's approach to addressing discrimination, harassment and bullying.

The occurrences of discrimination, harassment and bullying within the legal profession are prevalent, but proposed solutions to the issues were received positively by the respondents. While the policies and training set clear expectations for employees, the buy-in from senior leadership to ensure the culture is changing is crucial. Senior leadership is responsible for holding the members of the workplace accountable and enforcing the policies they put forth. Similarly, ensuring all employees have a voice and ability to report to someone could improve the reporting rate of these types of incidents. Finally, model policies and standardized training provided by the Idaho State Bar could be helpful for the state in order to advance the legal profession of Idaho.

While this report focused on gender, the researchers collected data on other demographics through this survey that could be further explored. For example, 58% of those that consider themselves as having a disability reported experiencing discrimination compared to 36% of those that do not consider themselves having a disability, a statistically significant difference. Additionally, analysis could be completed

on the incidents of adverse impact, such as change in employment status or change in compensation, based on discrimination, harassment or bullying.



CITATIONS

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APPENDIX A. Literature Review

Review of the following literature assisted in the determination of the scope of the survey and provided broad information about discrimination, harassment and bullying within the legal profession nationwide, as well as potential solutions and recommendations to improve the legal profession. Details of the literature review are included in Appendix A.

Previous Idaho State Bar Membership Surveys: The previous surveys sent to Bar membership in 2011 and 2016 were reviewed. These surveys were reviewed in order to determine the appropriate demographic data to capture on this climate survey. The data collected in this survey is comparable to the data collected from the previous surveys, and in order to do that, the demographic questions on the climate survey reflects the same demographic groups. For example, with the demographic of “Age”, the same age ranges were utilized as options as in the 2011 and 2016 surveys.

Us Too? Bullying and Sexual Harassment in the Legal Profession (International Bar Association): The report written by the International Bar Association in 2019 was reviewed, in order to gain understanding of the challenges the legal profession faces (Appendix C). This report detailed the results of a survey that tested the frequency and severity of harassment and bullying within the legal profession internationally. Major takeaways include that one in two females in the legal profession have been bullied and one in three females have been sexually harassed, while one in three males in the legal profession have been bullied and one in fourteen males have been sexually harassed. Targets of such inappropriate behavior do not report the incidence in 57% of bullying cases and 75% of sexual harassment cases, mostly based on fear of repercussion and status of the perpetrator. While 53% of workplaces had policies about bullying and sexual harassment, and 22% of workplaces deployed training on the same topics, respondents at these workplaces (as compared to those without policies and/or training) were just as likely to experience bullying and harassment. Recommendations for change were listed and included changes to policies, procedures and training, raising awareness to the issues and changing reporting methods. The survey used for the report informed the survey that was created and released for the Idaho State Bar.

You Can't Change What You Can't See: Interrupting Racial and Gender Bias in the Legal Profession (University of California, Hastings College of the Law): This report was written for the American Bar Association's Commission on Women in the Profession and the Minority Corporate Counsel Association in 2018 (Appendix D). Their report detailed the impact on employment matters, such as hiring, assignment of job duties, performance evaluations, compensation and promotion due to racial and gender bias. Findings indicate significant impacts were experienced by women (regardless of race) as well as men of color.

APPENDIX B. Survey Questions

Idaho State Bar Professionalism & Ethics Section Survey

The Professionalism and Ethics (P&E) section of the Idaho State Bar is seeking to get a better understanding of the climate of the legal profession in Idaho. In order to do this, we are working with the Idaho Policy Institute through Boise State University to survey all members of the Idaho State Bar on discrimination, harassment, and bullying. The Idaho Policy Institute will analyze the survey results and provide a report to the Idaho State Bar Commissioners. Our goal is to collect objective information from as broad a sample as possible of Idaho State Bar members.

Participation in the survey is voluntary. The survey will take approximately 15-20 minutes to complete. The survey will close on July 20, so please ensure your responses are submitted by 11:59 p.m. Mountain Time.

We ask that you try to answer all questions; however, if there are any items that make you uncomfortable or that you would prefer to skip, please leave the answer blank or select “prefer not to state”. All information collected will remain anonymous. Any information you provide, including descriptions of specific incidents or conduct, will be used exclusively for informational purposes on an anonymous basis. We will not share your information with anyone for any remedial, disciplinary, or enforcement purpose. If you wish to report specific conduct to authorities, please use the appropriate methods.

If you have any questions or concerns, feel free to contact:

Jade Rodgers, graduate student
School of Public Service
jaderodgers@u.boisestate.edu

Vanessa Crossgrove Fry
Research Director, Idaho Policy Institute
Assistant Research Professor, School of Public Service
208-426-2848
vanessafry@boisestate.edu

If you would prefer not to participate, please do not fill out a survey.

If you consent to participate, please complete the survey.

Thank you for your time.

Experiences This section will ask questions about your experiences, if any, with discrimination, harassment and bullying in the practice of law. Additional information on these terms will be provided in each section. All information collected will remain anonymous.

Discrimination

Discrimination is defined as the unjust or prejudicial treatment of different categories of people or things, especially on the grounds of race, age, or sex. Various types of discrimination are prohibited by laws enforced by the U.S. Equal Employment Opportunity Commission (EEOC).

[Types of discrimination](#) covered by current laws include: age, disability, equal pay/compensation, genetic information, harassment, national origin, pregnancy, race/color, religion, retaliation, sex (including sexual orientation and gender identity), and sexual harassment.

Have you ever experienced discrimination in the practice of law?

- ☐ Yes
- ☐ No

[If yes] Did the discrimination occur in a single occasion or over multiple occasions?

- ☐ Single
- ☐ Multiple
- ☐ Other (please specify) _____

If multiple, please consider the most recent or most significant occurrence when answering the following questions.

Which of the following was the discrimination based on? (select all that apply)

- ☐ Age
- ☐ Disability
- ☐ Genetic Information
- ☐ Family status (including pregnancy or maternity leave or breastfeeding)
- ☐ National origin
- ☐ Race or ethnicity
- ☐ Religion
- ☐ Sex/Gender (including sexual orientation and gender identity)
- ☐ Other (please specify) _____

Where did the discrimination occur? (select all applicable)

- ☐ Client office
- ☐ Conference
- ☐ During a proceeding (court, dispute resolution)
- ☐ Non-work social event
- ☐ Social media
- ☐ Workplace
- ☐ Work-related travel
- ☐ Work social event
- ☐ Other (please specify) _____
- ☐ Prefer not to state

Was this discrimination related to or did it have an impact on one of the following? (choose all applicable)

- ☐ Compensation
- ☐ Employment status
- ☐ Hiring
- ☐ Mentoring opportunities
- ☐ Networking opportunities
- ☐ Performance evaluation
- ☐ Promotion
- ☐ Quality of assignments
- ☐ None of the above
- ☐ Other (please specify) _____

How long ago did the discrimination occur?

- ☐ Less than 3 months ago
- ☐ 3-6 months ago
- ☐ 6 months - 1 year ago
- ☐ 1-2 years ago
- ☐ 2-5 years ago
- ☐ 5-10 years ago
- ☐ 10-15 years ago
- ☐ 15-20 years ago
- ☐ 20+ years ago

Who was the person who engaged in the discrimination?

- ☐ Manager/supervisor
- ☐ Someone more senior than you but not your supervisor
- ☐ Someone of equal seniority
- ☐ Someone junior to you
- ☐ Someone in a support function

- ☐ Judge
- ☐ Colleague
- ☐ A client
- ☐ Other (please specify) _____
- ☐ Prefer not to state

Did you report the discrimination?

- ☐ Yes
- ☐ No

[If yes] To whom did you report the discrimination?

- ☐ Manager/supervisor
- ☐ Partner in firm
- ☐ Human Resources
- ☐ Professional body regulator
- ☐ Public regulator
- ☐ Law enforcement
- ☐ Other (please specify) _____

What was the result or outcome of reporting the discrimination? (select all that apply)

- ☐ Person(s) sanctioned
- ☐ Resolved the situation
- ☐ Mitigated the situation
- ☐ Inconsistent
- ☐ Exacerbated the situation
- ☐ Situation remained unchanged
- ☐ Organization did not respond
- ☐ Unaware/Unsure

How would you describe the response to the reported conduct?

- ☐ Excellent
- ☐ Good
- ☐ Sufficient
- ☐ Insufficient
- ☐ Negligible
- ☐ Inconsistent
- ☐ Unsure

[If did not report the discrimination] Why did you choose to not report? (check all that apply)

- ☐ Unaware of proper reporting procedures
- ☐ Lack in confidence in proper reporting procedures
- ☐ Reported previously and insufficient action taken as a result
- ☐ Did not recognize the behavior as discrimination at the time
- ☐ Discrimination perceived as acceptable within the firm
- ☐ Fear of not being believed
- ☐ Lack of evidence
- ☐ Profile or status of the person who engaged in the discrimination

- ☐ Fear of repercussions for self
- ☐ Fear of repercussions for others in the firm
- ☐ Did not wish to revisit the incident
- ☐ Other (please specify) _____
- ☐ Prefer not to state

Did you consult with an attorney regarding the discrimination you experienced or otherwise research potential remedies for discrimination under current law?

- ☐ Yes
- ☐ No

[If yes] Do you believe available legal remedies are sufficient to address your concerns?

- ☐ Yes
- ☐ No

Are you still employed with the same workplace?

- ☐ Yes
- ☐ No

[If no] Was the discrimination a factor in your decision to leave the job?

- ☐ Yes
- ☐ No

If you would like to provide additional information about this specific incident or describe any other incidents, you may use the textbox below.

Have you ever witnessed discrimination of others in the practice of law?

- ☐ Yes
- ☐ No

If yes, did the discrimination occur in a single occasion or over multiple occasions?

- ☐ Single
- ☐ Multiple
- ☐ Other (please specify) _____

If multiple, please consider the most recent or most significant occurrence when answering the following questions.

Which of the following was the discrimination based on? (select all that apply)

- ☐ Age
- ☐ Disability
- ☐ Genetic Information
- ☐ Family status (including pregnancy or maternity leave or breastfeeding)
- ☐ National origin
- ☐ Race or ethnicity
- ☐ Religion
- ☐ Sex/Gender (including sexual orientation and gender identity)
- ☐ Other (please specify) _____

If yes, where did the discrimination occur? (select all applicable)

- ☐ Client office
- ☐ Conference
- ☐ During a proceeding (court, dispute resolution)
- ☐ Non-work social event
- ☐ Social media
- ☐ Workplace
- ☐ Work-related travel
- ☐ Work social event
- ☐ Other (please specify) _____
- ☐ Prefer not to state

How long ago did the discrimination occur?

- ☐ Less than 3 months ago
- ☐ 3-6 months ago
- ☐ 6 months - 1 year ago
- ☐ 1-2 years ago

- ☐ 2-5 years ago
- ☐ 5-10 years ago
- ☐ 10-15 years ago
- ☐ 15-20 years ago
- ☐ 20+ years ago

If you would like to provide additional information about this specific incident or describe any other incidents, you may use the text box below.

Harassment

The EEOC states: [Harassment](#) is unwelcome conduct that is based on race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. Offensive conduct may include, but is not limited to, offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with work performance.

Harassment can include "[sexual harassment](#)" or unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature.

Have you ever experienced harassment in the practice of law?

- ☐ Yes
- ☐ No

[If yes] Did the harassment occur in a single occasion or over multiple occasions?

- ☐ Single
- ☐ Multiple
- ☐ Other (please specify) _____

If multiple, please consider the most recent or most significant occurrence when answering the following questions.

If yes, what form did this harassment take? (select all applicable)

- ☐ Unwelcome remarks, jokes or using offensive slang terms
- ☐ Acts of aggression, intimidation, hostility, or unequal treatment
- ☐ Materials depicting offensive language or images
- ☐ Materials depicting sexually offensive language or images
- ☐ Unwelcome sexual remarks or jokes, sexual advances, propositions, or requests for sexual favors
- ☐ Unwelcome and intentional physical conduct, including touching, grabbing, hugging, pinching, cornering, obstructing, gestures, or leering
- ☐ Acts of aggression, intimidation, hostility, or unequal treatment based upon an individual's protected class
- ☐ Other (please specify) _____

Where did the harassment occur? (select all applicable)

- ☐ Client office
- ☐ Conference
- ☐ During a proceeding (court, dispute resolution)
- ☐ Non-work social event
- ☐ Social media
- ☐ Workplace

- ☐ Work-related travel
- ☐ Work social event
- ☐ Other (please specify) _____
- ☐ Prefer not to state

How long ago did the harassment occur?

- ☐ Less than 3 months ago
- ☐ 3-6 months ago
- ☐ 6 months - 1 year ago
- ☐ 1-2 years ago
- ☐ 2-5 years ago
- ☐ 5-10 years ago
- ☐ 10-15 years ago
- ☐ 15-20 years ago
- ☐ 20+ years ago

Who was the person who engaged in the harassment?

- ☐ Manager/supervisor
- ☐ Someone more senior than you but not your supervisor
- ☐ Someone of equal seniority
- ☐ Someone junior to you
- ☐ Someone in a support function
- ☐ Judge
- ☐ Colleague
- ☐ A client
- ☐ Other (please specify) _____
- ☐ Prefer not to state

Would you describe the harassment as isolated or persistent?

- ☐ Isolated
- ☐ Persistent
- ☐ Other (please specify) _____

Did you report the offensive conduct?

- ☐ Yes
- ☐ No

[If yes] To whom did you report the offensive conduct?

- ☐ Manager/supervisor
- ☐ Partner in firm
- ☐ Human Resources
- ☐ Professional body regulator
- ☐ Public regulator
- ☐ Law enforcement
- ☐ Other (please specify) _____

What was the result or outcome of reporting the offensive conduct? (select all that apply)

- ☐ Person(s) sanctioned
- ☐ Resolved the situation
- ☐ Mitigated the situation
- ☐ Inconsistent
- ☐ Exacerbated the situation
- ☐ Situation remained unchanged
- ☐ Organization did not respond
- ☐ Unaware/Unsure

How would you describe the response to the reported conduct?

- ☐ Excellent
- ☐ Good
- ☐ Sufficient
- ☐ Insufficient
- ☐ Negligible
- ☐ Inconsistent
- ☐ Unsure

[If no to reporting the offensive conduct] Why did you choose to not report? (check all that apply)

- ☐ Unaware of proper reporting procedures
- ☐ Lack in confidence in proper reporting procedures
- ☐ Reported previously and insufficient action taken as a result
- ☐ Did not recognize the behavior as discrimination at the time
- ☐ Discrimination perceived as acceptable within the firm
- ☐ Fear of not being believed
- ☐ Lack of evidence
- ☐ Profile or status of the person who engaged in the discrimination
- ☐ Fear of repercussions for self
- ☐ Fear of repercussions for others in the firm
- ☐ Did not wish to revisit the incident
- ☐ Other (please specify) _____
- ☐ Prefer not to state

Did you lose work opportunities as a result of the harassment?

- ☐ Yes
- ☐ No

[If yes] What opportunity did you lose? (select all that apply)

- ☐ Hiring
- ☐ Promotion
- ☐ Compensation
- ☐ Other (please specify) _____

Did you consult with an attorney regarding the harassment you experienced or otherwise research potential remedies for harassment under current law?

- ☐ Yes
- ☐ No

[If yes] Do you believe available legal remedies are sufficient to address your concerns?

- ☐ Yes
- ☐ No

Are you still employed with the same workplace?

- ☐ Yes
- ☐ No

[If no] Was the harassment a factor in your decision to leave the job?

- ☐ Yes
- ☐ No

If you would like to provide additional information about this specific incident or describe any other incident, you may use the text box below.

Have you witnessed harassment of others in the practice of law?

- ☐ Yes
- ☐ No

[If yes] Did the harassment occur in a single occasion or over multiple occasions?

- ☐ Single
- ☐ Multiple
- ☐ Other (please specify) _____

If multiple, please consider the most recent or most significant occurrence when answering the following questions.

What form did this harassment take? (select all applicable)

- ☐ Unwelcome remarks, jokes or using offensive slang terms
- ☐ Acts of aggression, intimidation, hostility, or unequal treatment
- ☐ Materials depicting offensive language or images
- ☐ Materials depicting sexually offensive language or images
- ☐ Unwelcome sexual remarks or jokes, sexual advances, propositions, or requests for sexual favors
- ☐ Unwelcome and intentional physical conduct, including touching, grabbing, hugging, pinching, cornering, obstructing, gestures, or leering
- ☐ Acts of aggression, intimidation, hostility, or unequal treatment based upon an individual's protected class
- ☐ Other (please specify) _____

Where did the harassment occur? (select all applicable)

- ☐ Client office
- ☐ Conference
- ☐ During a proceeding (court, dispute resolution)
- ☐ Non-work social event
- ☐ Social media
- ☐ Workplace
- ☐ Work-related travel
- ☐ Work social event
- ☐ Other (please specify) _____
- ☐ Prefer not to state

How long ago did the harassment occur?

- ☐ Less than 3 months ago
- ☐ 3-6 months ago
- ☐ 6 months - 1 year ago
- ☐ 1-2 years ago
- ☐ 2-5 years ago
- ☐ 5-10 years ago
- ☐ 10-15 years ago
- ☐ 15-20 years ago
- ☐ 20+ years ago

If you would like to provide additional information about this specific incident or describe any other incident, you may use the text box below.

Bullying

The American Psychological Association defines [bullying](#) as “a form of aggressive behavior in which someone intentionally and repeatedly causes another person injury or discomfort. Bullying can take the form of physical contact, words or more subtle actions”.

Have you ever been bullied in the practice of law?

- ☐ Yes
- ☐ No

If yes, did the bullying occur in a single occasion or over multiple occasions?

- ☐ Single
- ☐ Multiple
- ☐ Other (please specify) _____

If multiple, please consider the most recent or most significant occurrence when answering the following questions.

What form did the bullying take? (select all applicable)

- ☐ Being deliberately given too much or too little work, or work inadequate to the position
- ☐ Overbearing supervision, undermining of work output or constant unproductive criticism
- ☐ Misuse of power or position
- ☐ Ridicule or demeaning language
- ☐ Implicit or explicit threats, other than relating to the categories above
- ☐ Exclusion or victimization
- ☐ Exclusion from or bullying via social media
- ☐ Malicious rumors
- ☐ Unfounded threats or comments about job security
- ☐ Violence, threatened or actual
- ☐ Other (please specify) _____

Where did the bullying occur? (select all applicable)

- ☐ Client office
- ☐ Conference
- ☐ During a proceeding (court, dispute resolution)
- ☐ Non-work social event
- ☐ Social media
- ☐ Workplace
- ☐ Work-related travel
- ☐ Work social event
- ☐ Other (please specify) _____
- ☐ Prefer not to state

How long ago did the bullying occur?

- ☐ Less than 3 months ago
- ☐ 3-6 months ago
- ☐ 6 months - 1 year ago
- ☐ 1-2 years ago
- ☐ 2-5 years ago
- ☐ 5-10 years ago
- ☐ 10-15 years ago
- ☐ 15-20 years ago
- ☐ 20+ years ago

Who was the person who engaged in the bullying?

- ☐ Manager/supervisor
- ☐ Someone more senior than you but not your supervisor
- ☐ Someone of equal seniority
- ☐ Someone junior to you
- ☐ Someone in a support function
- ☐ Judge
- ☐ Colleague
- ☐ A client
- ☐ Other (please specify) _____
- ☐ Prefer not to state

Would you describe the bullying as isolated or persistent?

- ☐ Isolated
- ☐ Persistent
- ☐ Other (please specify) _____

Did you report the offensive conduct?

- ☐ Yes
- ☐ No

[If yes] To whom did you report the offensive conduct?

- ☐ Manager/supervisor
- ☐ Partner in firm
- ☐ Human Resources
- ☐ Professional body regulator
- ☐ Public regulator
- ☐ Law enforcement
- ☐ Other (please specify) _____

What was the result or outcome of reporting the offensive conduct? (select all that apply)

- ☐ Person(s) sanctioned
- ☐ Resolved the situation
- ☐ Mitigated the situation
- ☐ Inconsistent
- ☐ Exacerbated the situation
- ☐ Situation remained unchanged
- ☐ Organization did not respond
- ☐ Unaware/Unsure

How would you describe the response to the reported conduct?

- ☐ Excellent
- ☐ Good
- ☐ Sufficient
- ☐ Insufficient
- ☐ Negligible
- ☐ Inconsistent
- ☐ Unsure

[If no to reporting offensive conduct] Why did you choose to not report? (check all that apply)

- ☐ Unaware of proper reporting procedures
- ☐ Lack in confidence in proper reporting procedures
- ☐ Reported previously and insufficient action taken as a result
- ☐ Did not recognize the behavior as discrimination at the time
- ☐ Discrimination perceived as acceptable within the firm
- ☐ Fear of not being believed
- ☐ Lack of evidence
- ☐ Profile or status of the person who engaged in the discrimination
- ☐ Fear of repercussions for self
- ☐ Fear of repercussions for others in the firm
- ☐ Did not wish to revisit the incident
- ☐ Other (please specify) _____
- ☐ Prefer not to state

Did you lose work opportunities as a result of the bullying?

- ☐ Yes
- ☐ No

[If yes] What opportunity did you lose? (select all that apply)

- ☐ Hiring
- ☐ Promotion
- ☐ Compensation
- ☐ Other (please specify) _____

Did you consult with an attorney regarding the bullying you experienced or otherwise research potential remedies for bullying under current law?

☐ Yes

☐ No

[If yes] Do you believe available legal remedies are sufficient to address your concerns?

☐ Yes

☐ No

Are you still employed with the same workplace?

☐ Yes

☐ No

[If no] Was the bullying a factor in your decision to leave the job?

☐ Yes

☐ No

If you would like to provide additional information about this specific incident or describe any other incident, you may use the text box below.

Have you witnessed others being bullied in the practice of law?

☐ Yes

☐ No

If yes, did the bullying occur in a single occasion or over multiple occasions?

☐ Single

☐ Multiple

☐ Other (please specify) _____

If multiple, please consider the most recent or most significant occurrence when answering the following questions.

What form did the bullying take? (select all applicable)

- ☐ Being deliberately given too much or too little work, or work inadequate to the position
- ☐ Overbearing supervision, undermining of work output or constant unproductive criticism
- ☐ Misuse of power or position
- ☐ Ridicule or demeaning language
- ☐ Implicit or explicit threats, other than relating to the categories above
- ☐ Exclusion or victimization
- ☐ Exclusion from or bullying via social media
- ☐ Malicious rumors
- ☐ Unfounded threats or comments about job security
- ☐ Violence, threatened or actual
- ☐ Other (please specify) _____

Where did the bullying occur? (select all applicable)

- ☐ Client office
- ☐ Conference
- ☐ During a proceeding (court, dispute resolution)
- ☐ Non-work social event
- ☐ Social media
- ☐ Workplace
- ☐ Work-related travel
- ☐ Work social event
- ☐ Other (please specify) _____
- ☐ Prefer not to state

How long ago did the bullying occur?

- ☐ Less than 3 months ago
- ☐ 3-6 months ago
- ☐ 6 months - 1 year ago
- ☐ 1-2 years ago
- ☐ 2-5 years ago
- ☐ 5-10 years ago
- ☐ 10-15 years ago
- ☐ 15-20 years ago
- ☐ 20+ years ago

If you would like to provide additional information about this specific incident or describe any other incident, you may use the text box below.

If you have any additional comments about these issues generally, please use the text box below. Remember, this survey is meant to gather your general thoughts and perceptions on the issues. Please do not include identifiable information.

Policies, Prevention and Training

Please share your opinions regarding policies, training and prevention.

Does your workplace have policies that address any of the following? (select all that apply)

- ☐ Harassment
- ☐ Discrimination
- ☐ Bullying
- ☐ None of These

In your opinion, which policies are enforced in your workplace? (select all that apply)

- ☐ Harassment
- ☐ Discrimination
- ☐ Bullying
- ☐ None of These

How often are you informed of your responsibilities and rights, including definitions of inappropriate conduct and proper reporting procedures, under these policies?

- ☐ Frequently
- ☐ Occasionally
- ☐ Rarely
- ☐ Never

Are you aware of who is responsible for managing complaints under these policies?

- ☐ Yes
- ☐ No

Are you confident this person will manage the complaint in a thorough, confidential and impartial manner?

- ☐ Completely Confident
- ☐ Fairly Confident
- ☐ Somewhat Confident
- ☐ Slightly Confident
- ☐ Not at All Confident

Does your workplace have training that addresses harassment, discrimination and bullying?
(select all that apply)

- ☐ Harassment
- ☐ Discrimination
- ☐ Bullying
- ☐ None of these

In your opinion, is the training effective?

- ☐ Yes
- ☐ No

[If no] Why do you think the training is not effective? (select all that apply)

- ☐ Frequency of training inadequate
- ☐ Information incorrect or unclear
- ☐ Trainer not well prepared or knowledgeable about topic
- ☐ Other (please specify) _____

Generally speaking, how would you rate your workplace's approach, including policies, training and response to incidents, to harassment, discrimination and bullying?

- ☐ Excellent
- ☐ Good
- ☐ Sufficient
- ☐ Insufficient
- ☐ Negligible
- ☐ Unsure

What steps should the profession take to prevent harassment, discrimination and bullying in the practice of law? (select all that apply)

- ☐ Buy-in from senior leadership to make a change regarding the culture of the profession
- ☐ Change in rules of professional conduct
- ☐ Change in voluntary civility standards
- ☐ Improved avenues of reporting, better enforcement of policy that addresses discrimination, harassment and bullying
- ☐ ISB providing model policies for discrimination, harassment and bullying
- ☐ ISB recommending or providing a standardized training regarding discrimination, harassment and bullying
- ☐ Your firm establishing a policy addressing discrimination, harassment and bullying
- ☐ Your firm improving the policy that addresses discrimination, harassment and bullying
- ☐ Your firm establishing training in the workplace regarding discrimination, harassment and bullying
- ☐ Your firm improving training in the workplace regarding discrimination, harassment and bullying
- ☐ Other (please specify) _____

Please provide any additional comments you would like regarding solutions or preventions using the text box below.

This section will capture information about your demographics as a member of the Idaho State Bar. Please remember that your answers to the survey will remain anonymous.

Gender:

- ☐ Male
- ☐ Female
- ☐ Other (Non-Binary/Self-Defined)
- ☐ Prefer Not to State

Age:

- ☐ Under 30
- ☐ 30-36
- ☐ 37-49
- ☐ 50-59
- ☐ 60-74
- ☐ 75+
- ☐ Prefer Not to State

Which of the following best describes you?

- ☐ African American
- ☐ American Indian/Alaskan Native
- ☐ Asian or Pacific Islander
- ☐ Caucasian
- ☐ Hispanic or Latino
- ☐ Other (please specify) _____
- ☐ Prefer Not to State

Sexual orientation:

- ☐ Bisexual
- ☐ Heterosexual
- ☐ Homosexual
- ☐ Other (please specify) _____
- ☐ Prefer not to state

Do you consider yourself a person with a disability?

- ☐ Yes
- ☐ No
- ☐ Prefer Not to State

What are your family or caretaking responsibilities? (select all that apply)

- ☐ Care for family member or friend with health condition or disability
- ☐ Elder care
- ☐ Parent/guardian/foster parent of at least one child under 18
- ☐ None of these apply to me
- ☐ Other (please specify) _____
- ☐ Prefer not to state

What is your employment position?

- ☐ Associate in private firm
- ☐ Corporate counsel
- ☐ Government attorney
- ☐ Law clerk
- ☐ Partner or shareholder in private firm
- ☐ Solo practitioner
- ☐ Staff attorney
- ☐ Not currently working
- ☐ Other (please specify) _____
- ☐ Prefer not to state

Is this position full-time or part-time?

- ☐ Full-time
- ☐ Part-time
- ☐ Other (please specify) _____
- ☐ Prefer not to state

How long have you been with your current firm/practice/agency?

- ☐ Less than one year
 - ☐ 1-2 years
 - ☐ 2-5 years
 - ☐ 5-10 years
 - ☐ 10-15 years
 - ☐ 15+ years
 - ☐ Prefer not to state
-

APPENDIX C. Additional Graphs

Demographics

Figure 1. Gender

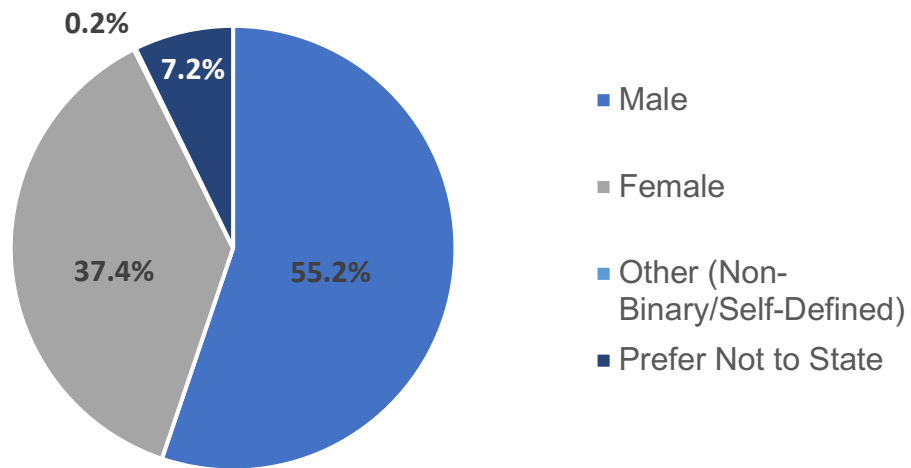


Figure 1a: Age

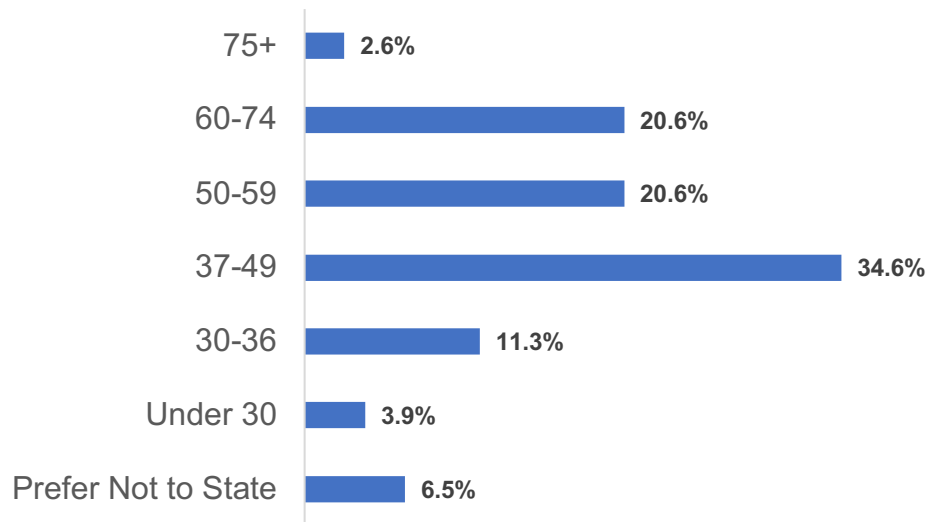


Figure 1b: Race/ethnicity

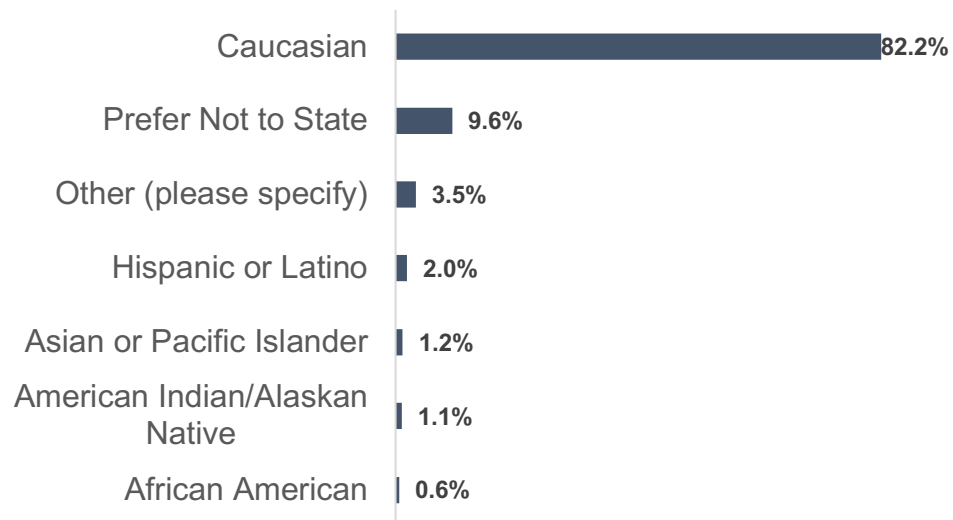


Figure 1c: Sexual orientation

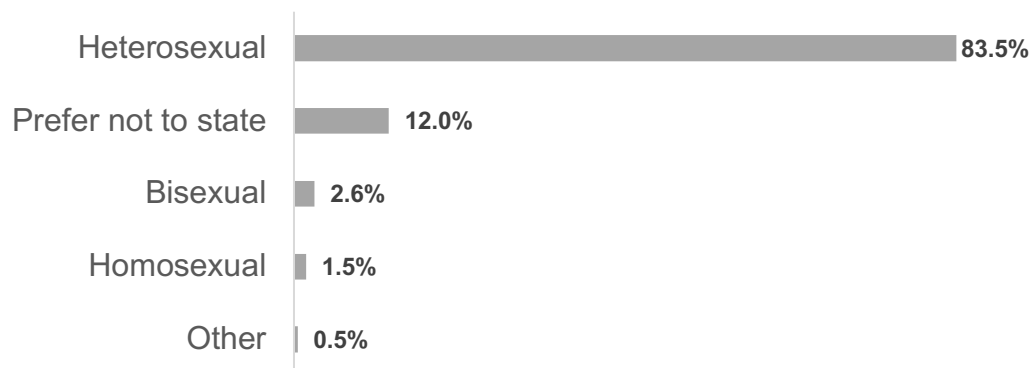


Figure 1d: Disability



Figure 1e: Family or caretaking responsibilities

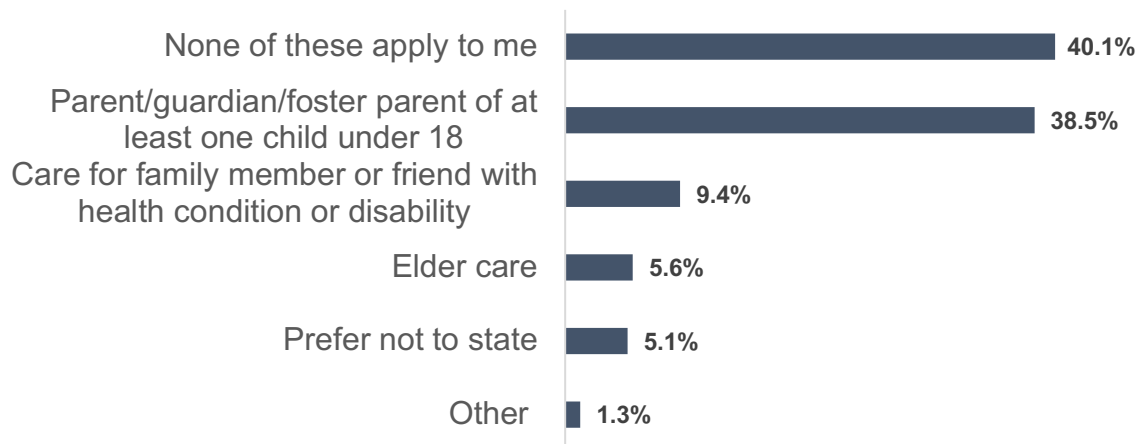


Figure 1f: Employment position

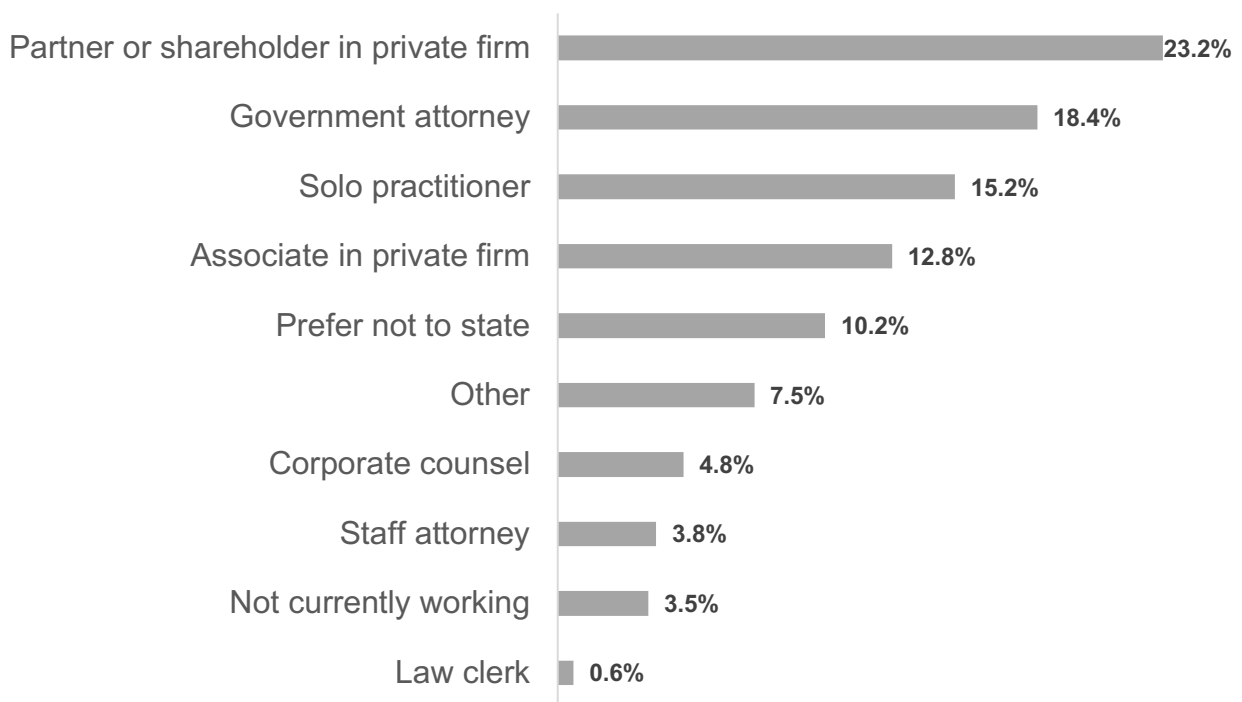


Figure 1g: *Full-time or part-time*

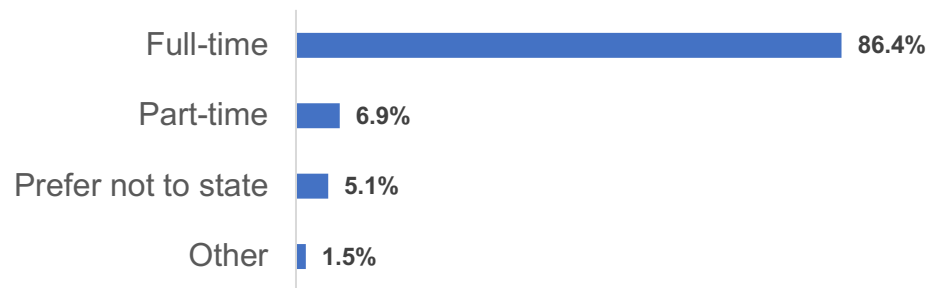
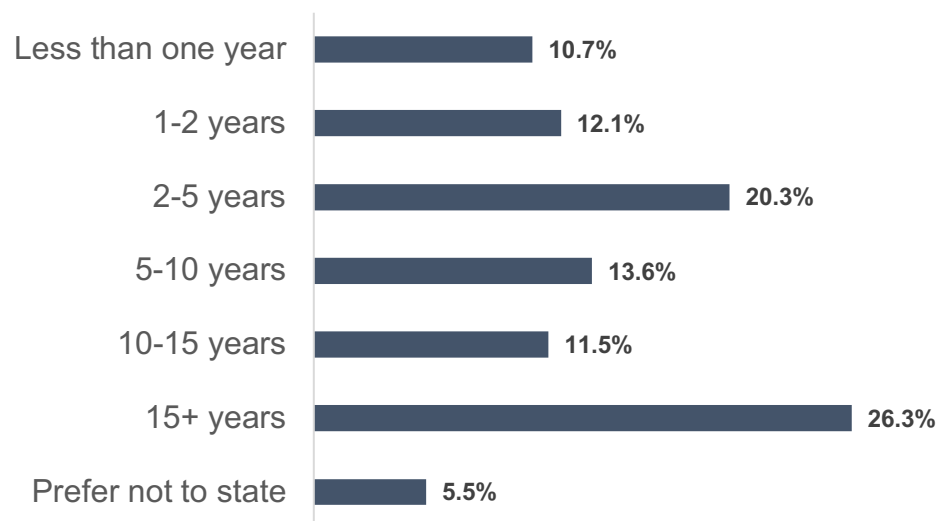


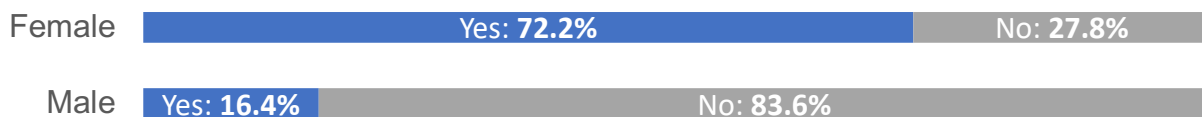
Figure 1h: *Time in current firm/practice/agency*



Experiences

Discrimination

Figure 2: *Have you ever experienced discrimination in the practice of law?*



Statistically significant difference between males and females

The following questions were asked to those who responded “yes” to experiencing discrimination in the practice of law.

Figure 2a: *Which of the following was the discrimination based on? (select all that apply)*

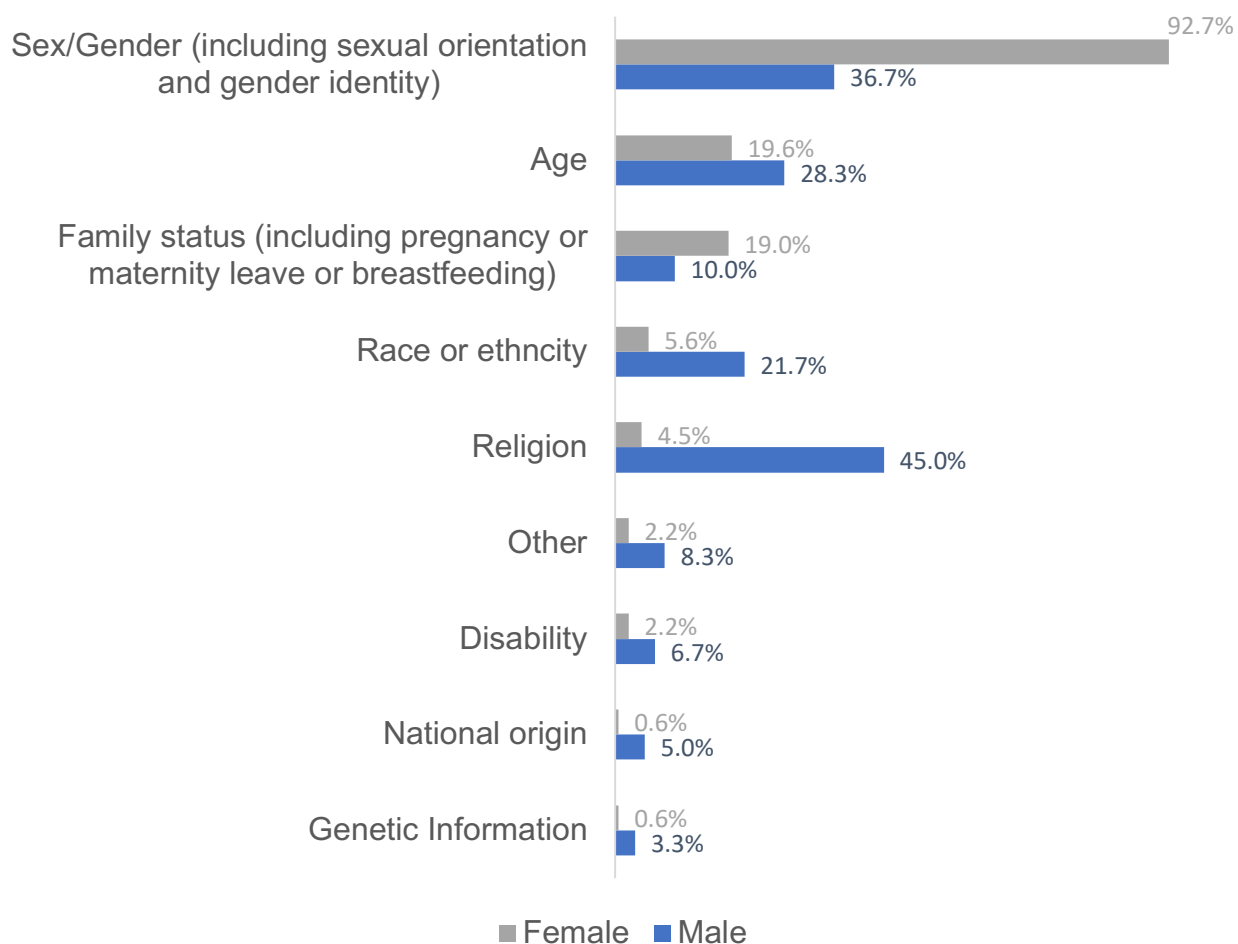


Figure 2b: *Where did the discrimination occur? (select all applicable)*

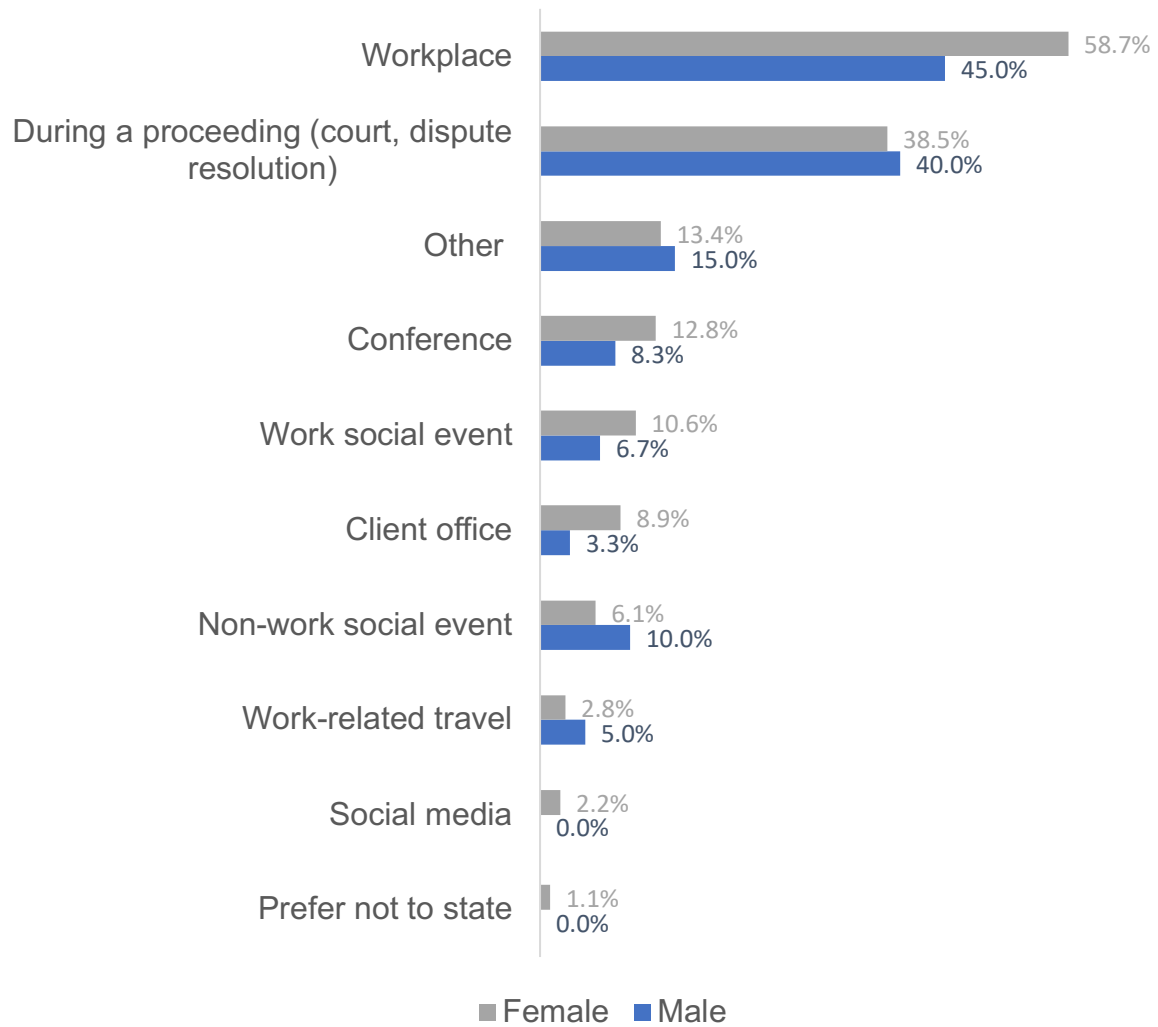


Figure 2c: *Was this discrimination related to or did it have an impact on one of the following? (choose all applicable)*

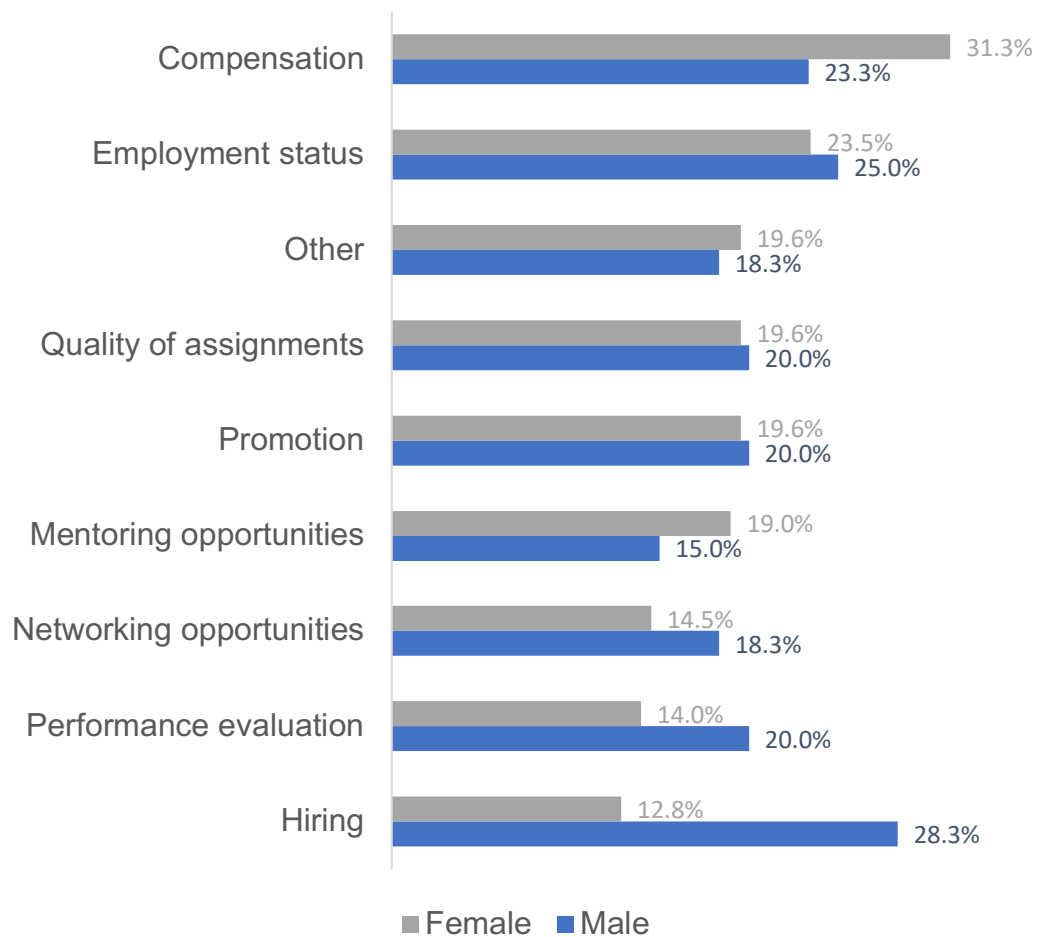


Figure 2d: *How long ago did the discrimination occur?*

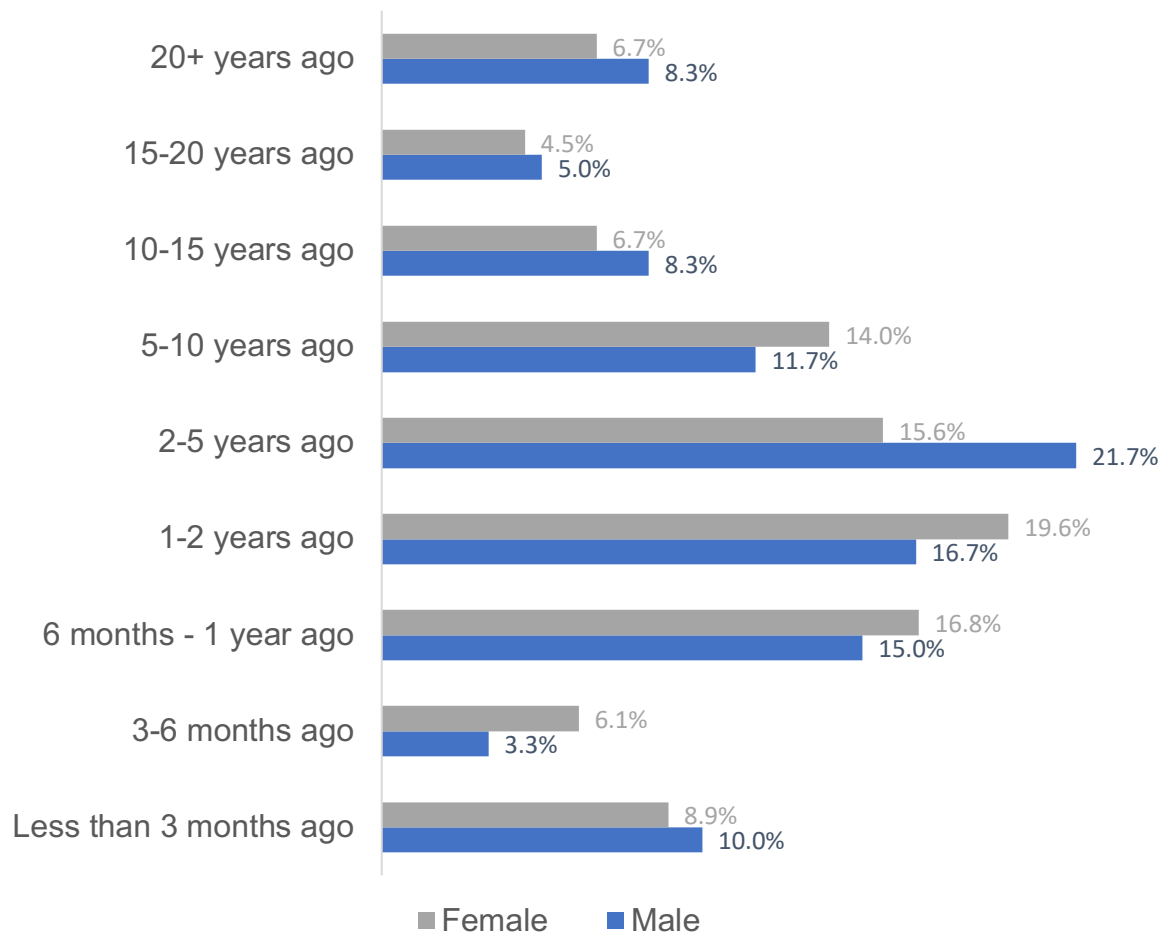


Figure 2e: *Who was the person who engaged in the discrimination?*

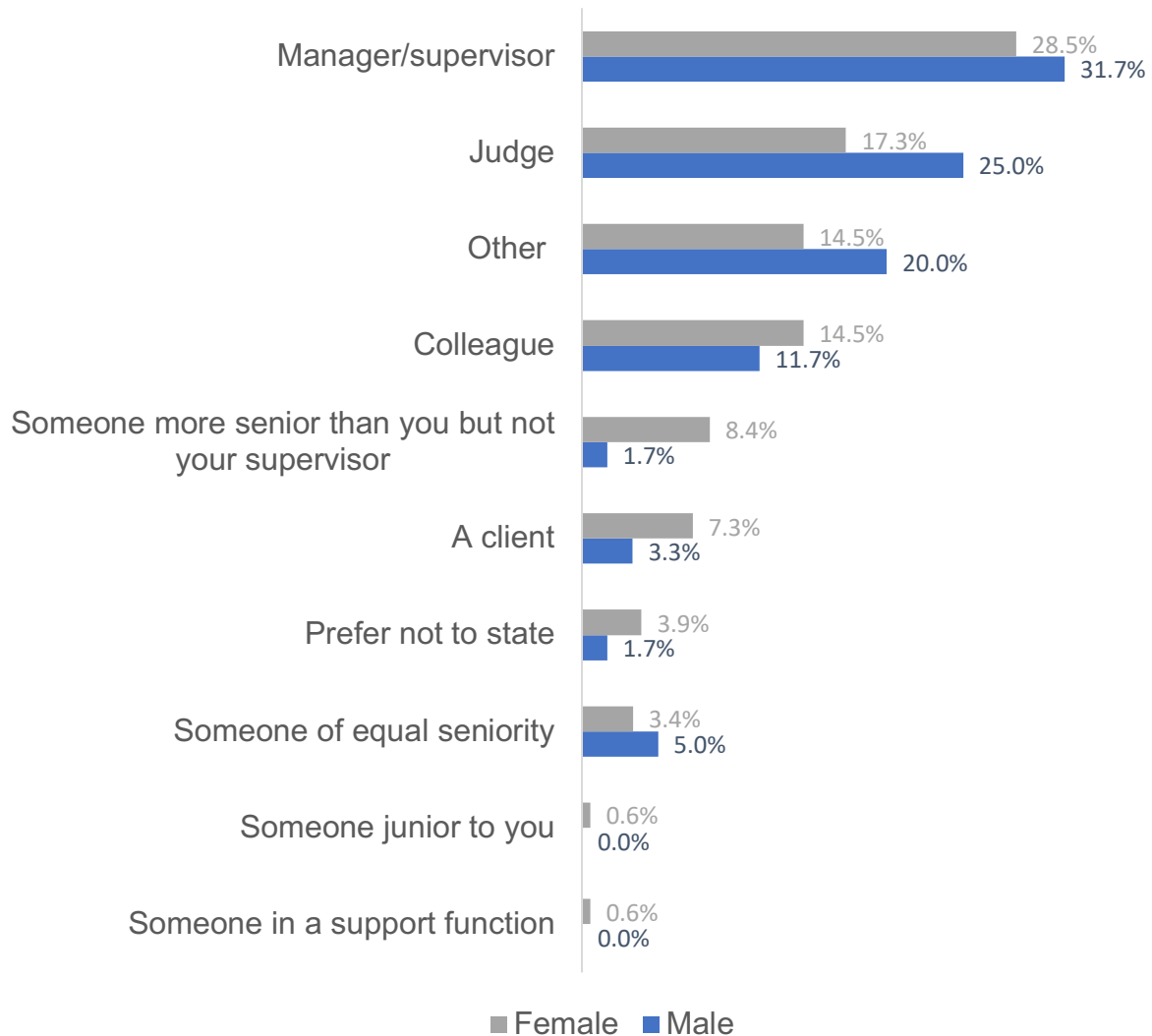


Figure 2f: *Did you report the discrimination?*

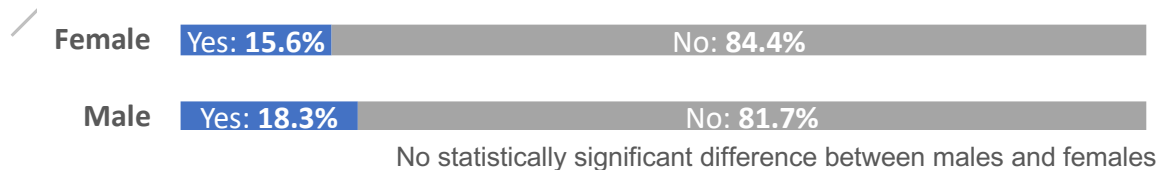
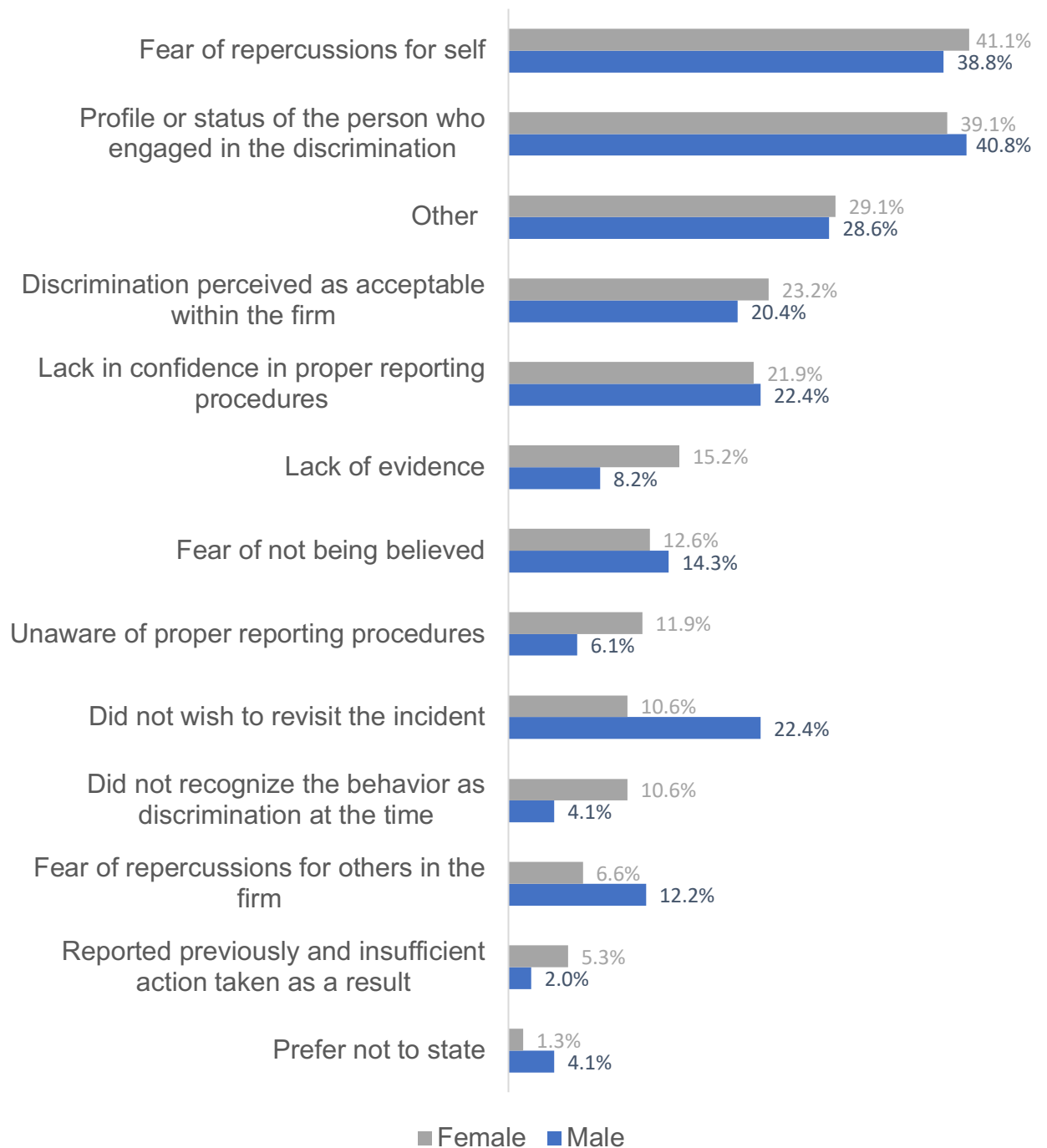
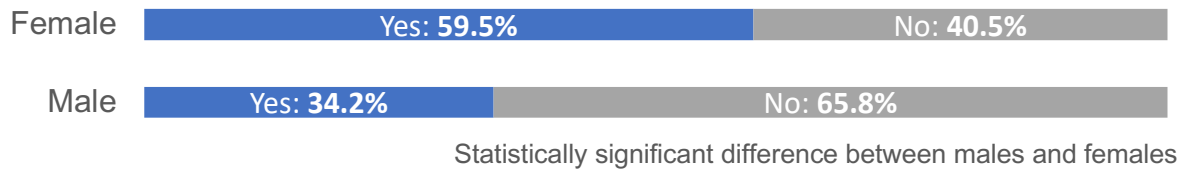


Figure 2g: *Why did you choose to not report? (check all that apply)*



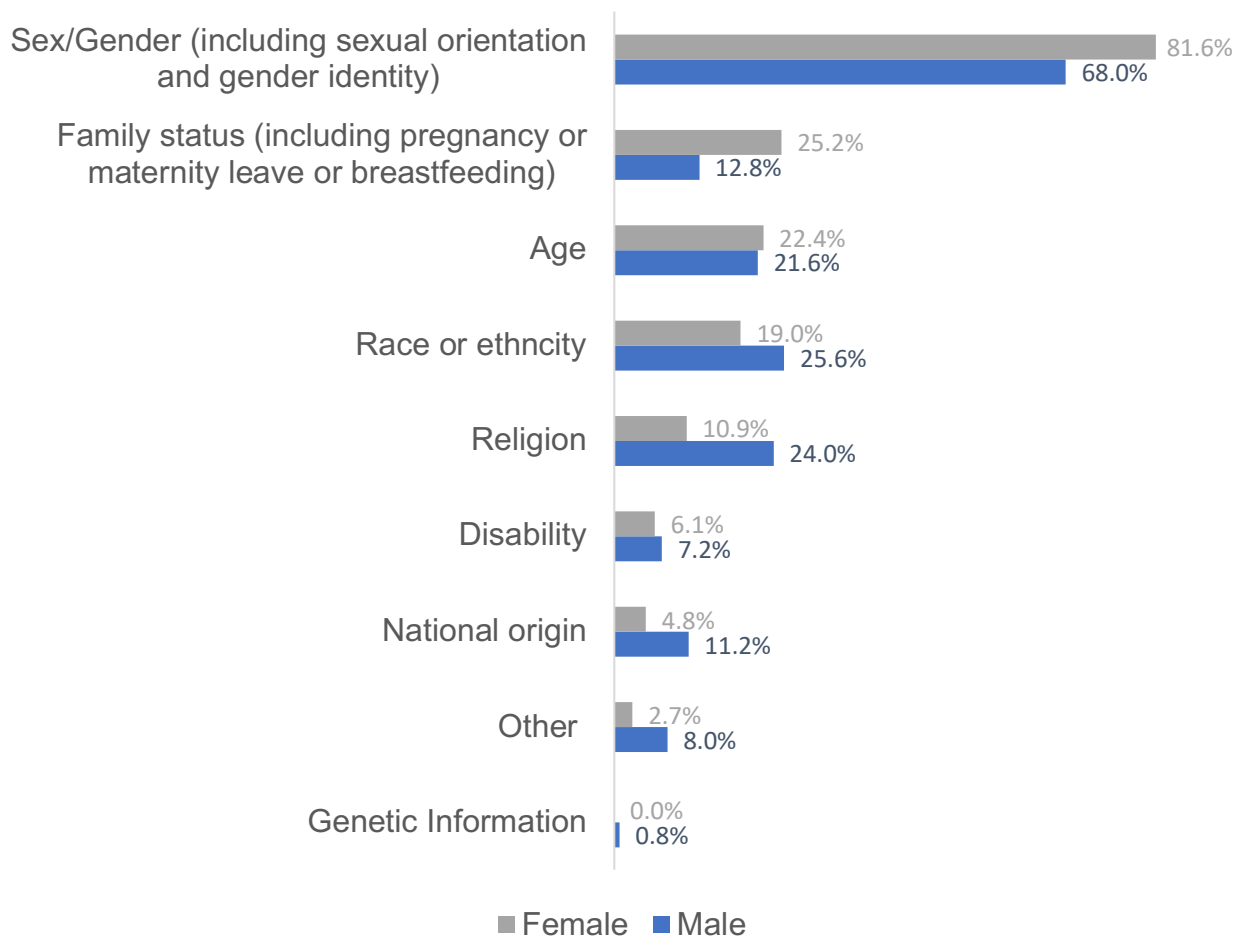
Witnessing Discrimination of Others

Figure 3: *Have you ever witnessed discrimination of others in the practice of law?*



The following question was asked to those who responded “yes” to witnessing discrimination of others in the practice of law.

Figure 3a: *Which of the following was the discrimination based on? (select all that apply)*



Harassment

Figure 4: *Have you ever experienced harassment in the practice of law?*



Statistically significant difference between males and females

The following questions were asked to those who responded “yes” to experiencing harassment in the practice of law.

Figure 4a: *What form did this harassment take?*

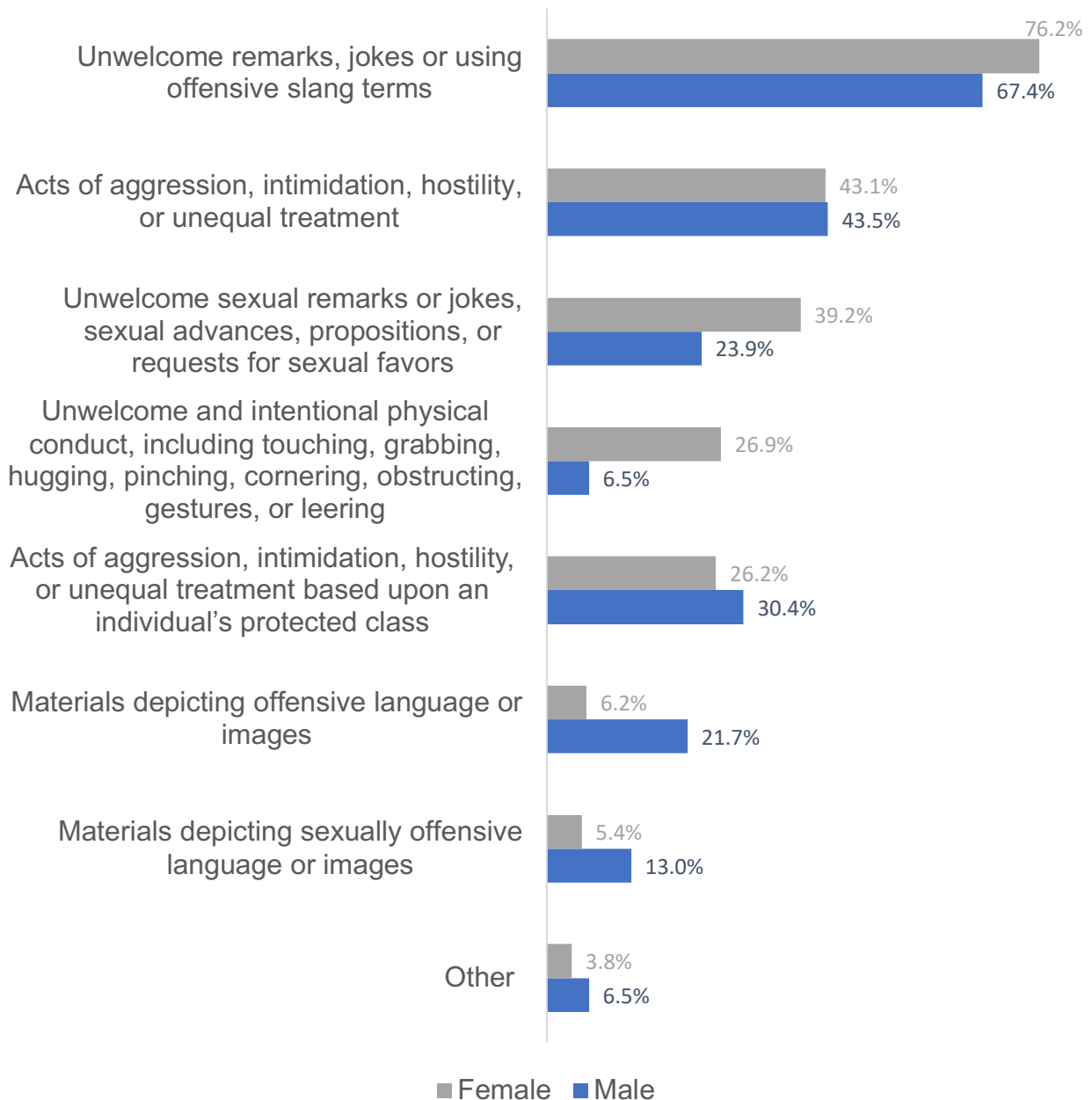


Figure 4b: *Where did the harassment occur? (select all applicable)*

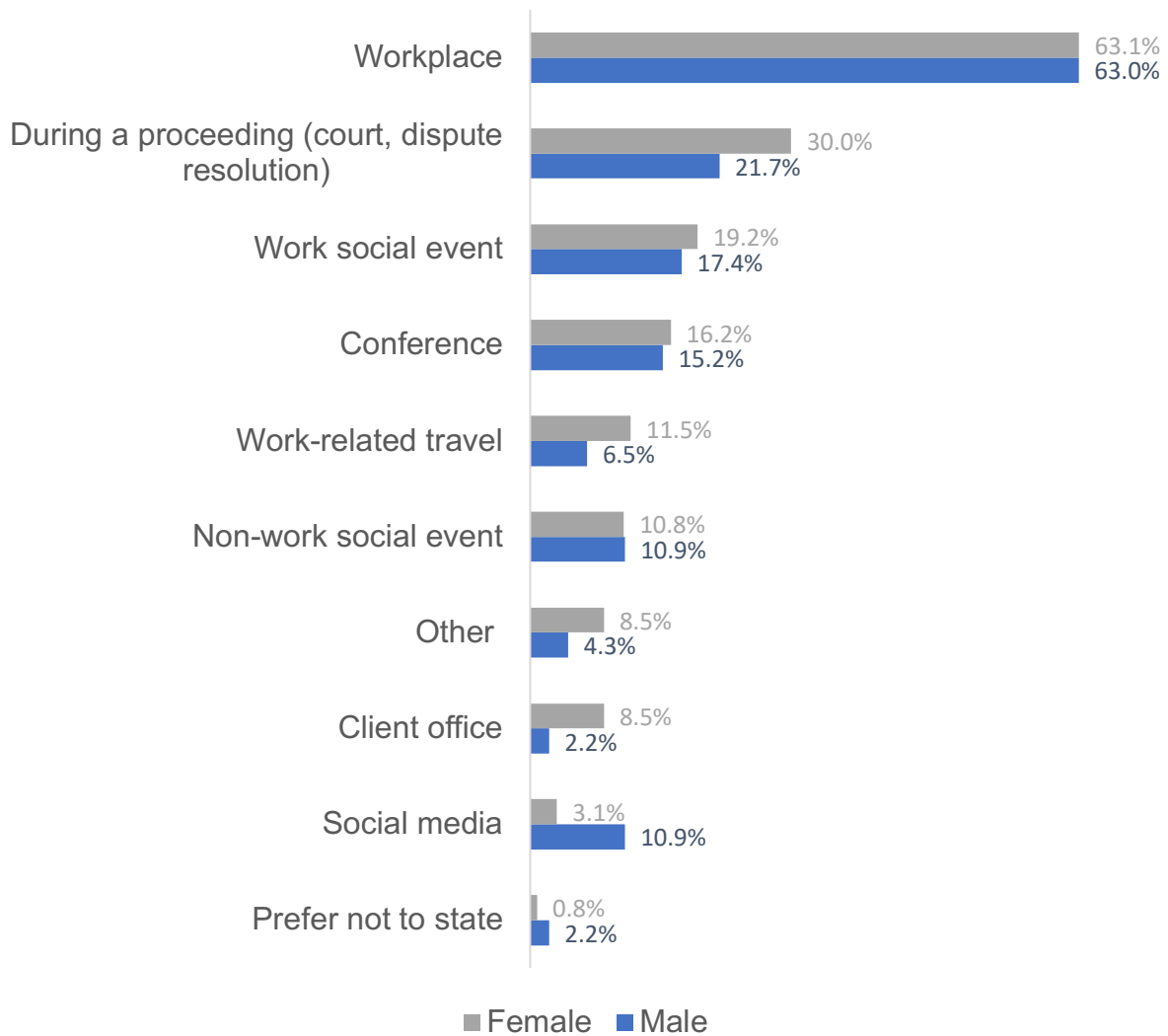


Figure 4c: *How long ago did the harassment occur?*

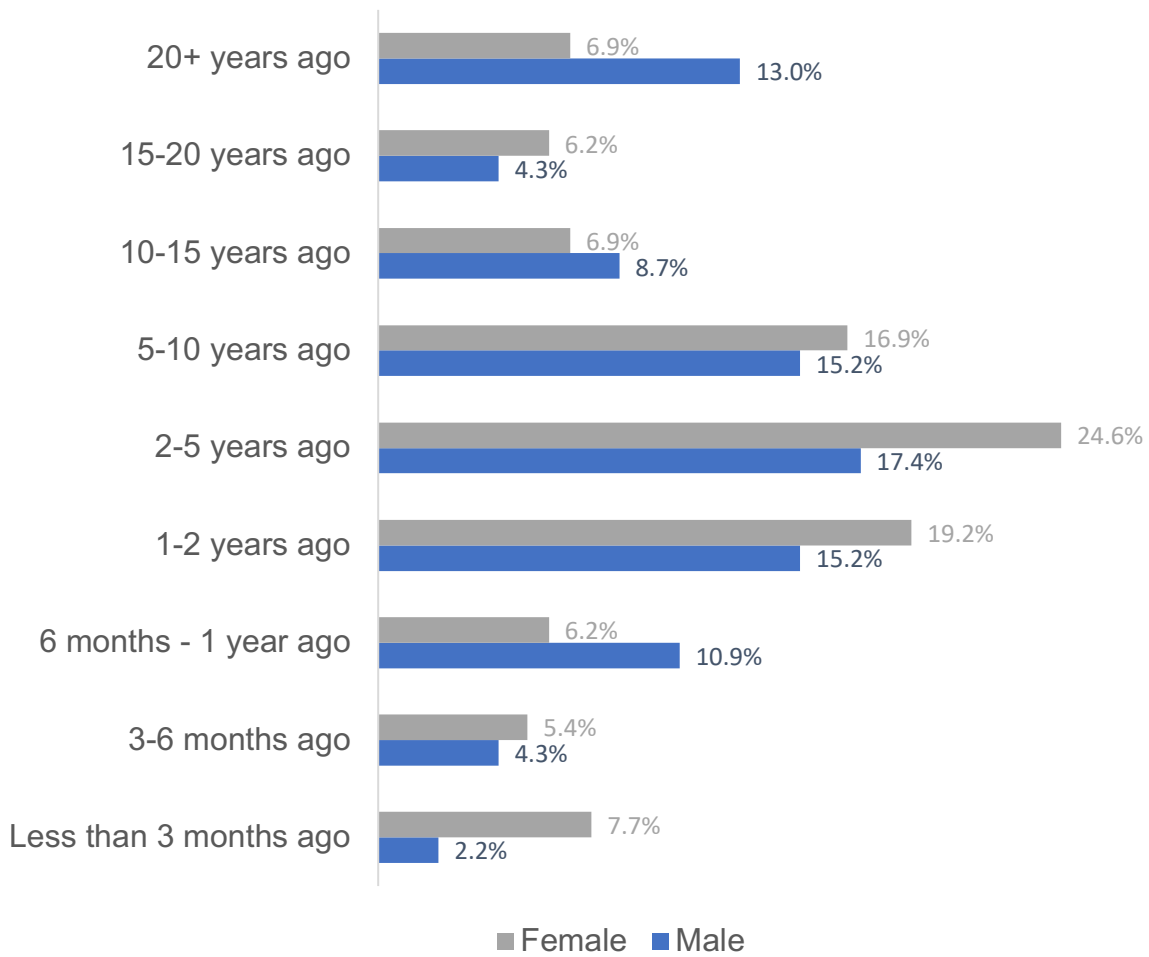


Figure 4d: *Who was the person who engaged in the harassment?*

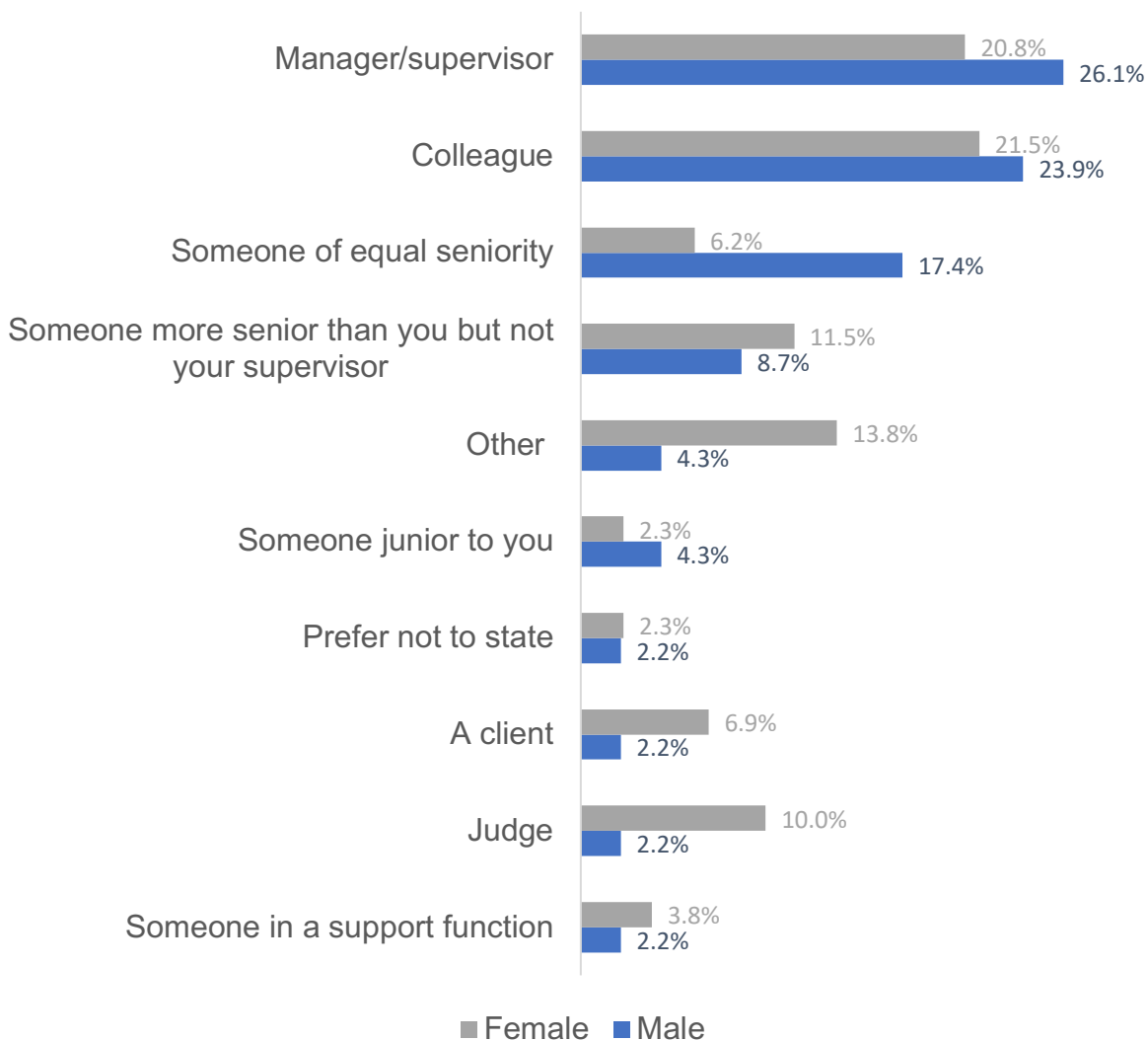
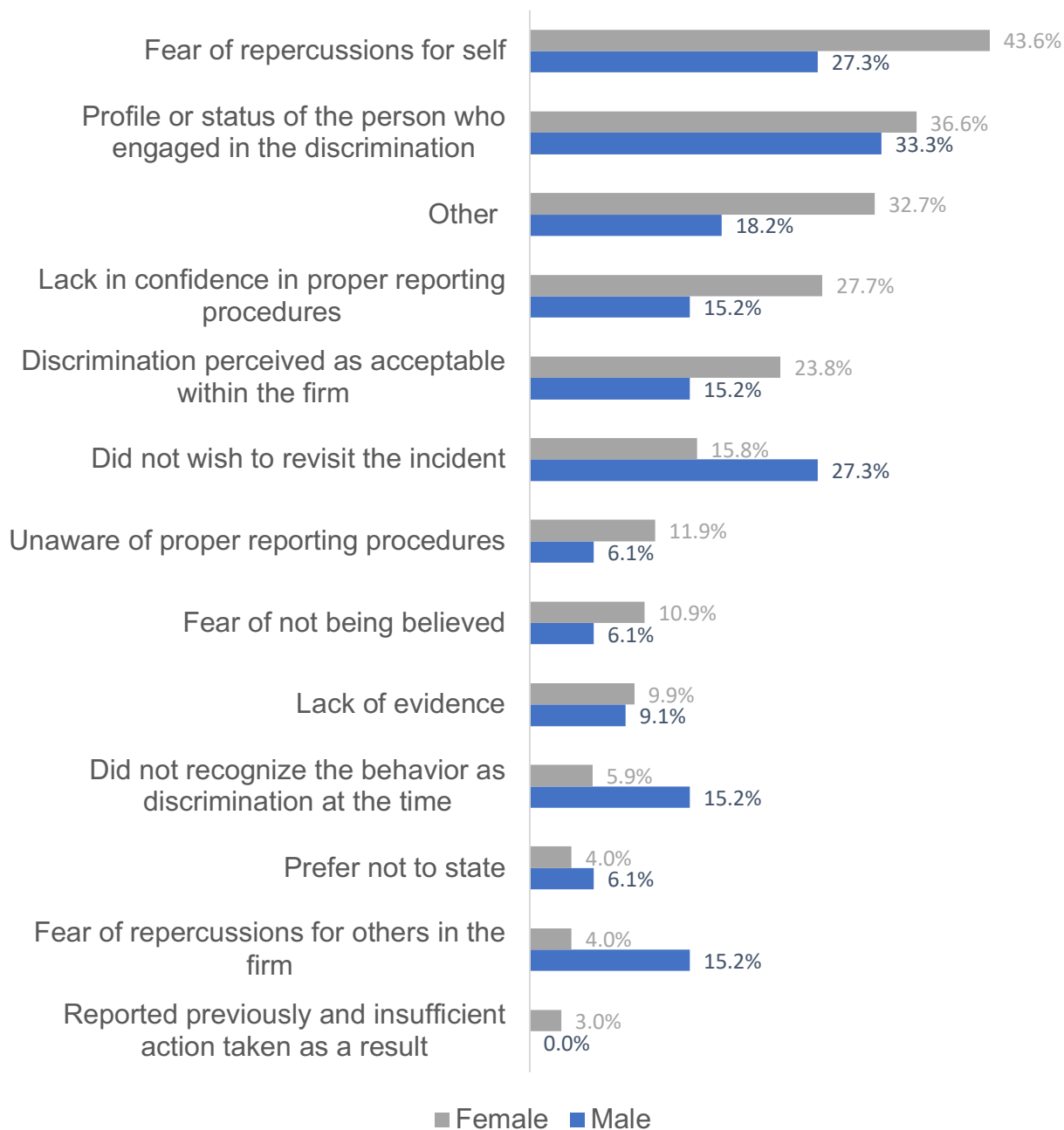


Figure 4e: *Did you report the offensive conduct?*

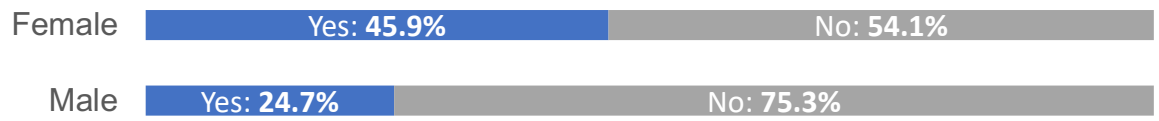


Figure 4f: *Why did you choose to not report? (check all that apply)*



Witnessing Harassment of Others

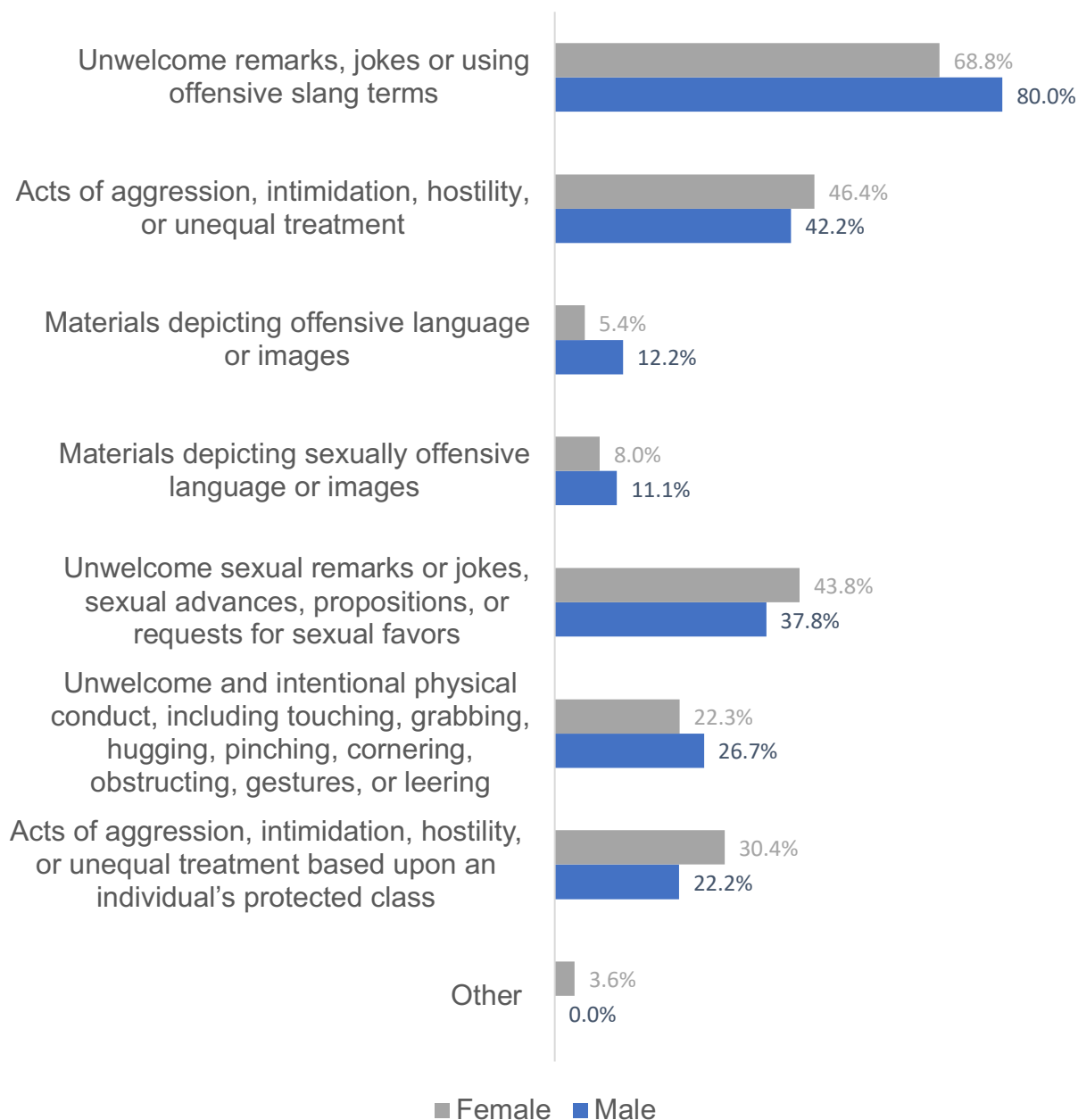
Figure 5: *Have you witnessed harassment of others in the practice of law?*



Statistically significant difference between males and females

The following question was asked to those who responded “yes” to witnessing harassment of others in the practice of law.

Figure 5a: *What form did this harassment take? (select all that apply)*



Bullying

Figure 6: *Have you ever been bullied in the practice of law?*



Statistically significant difference between males and females

The following questions were asked to those who responded “yes” to experiencing bullying in the practice of law.

Figure 6a: *What form did the bullying take? (select all that apply)*

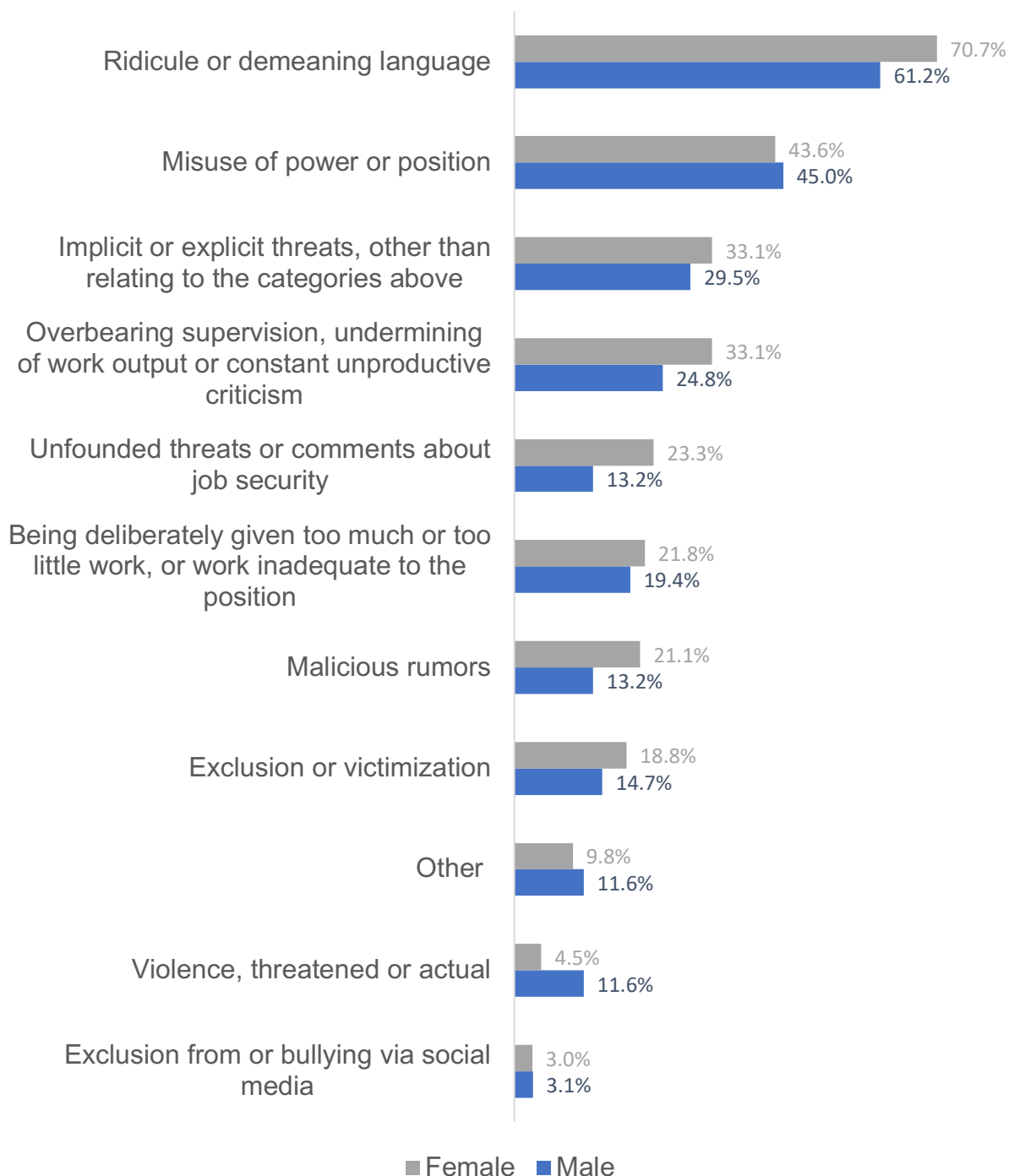


Figure 6b: *Where did the bullying occur? (select all applicable)*

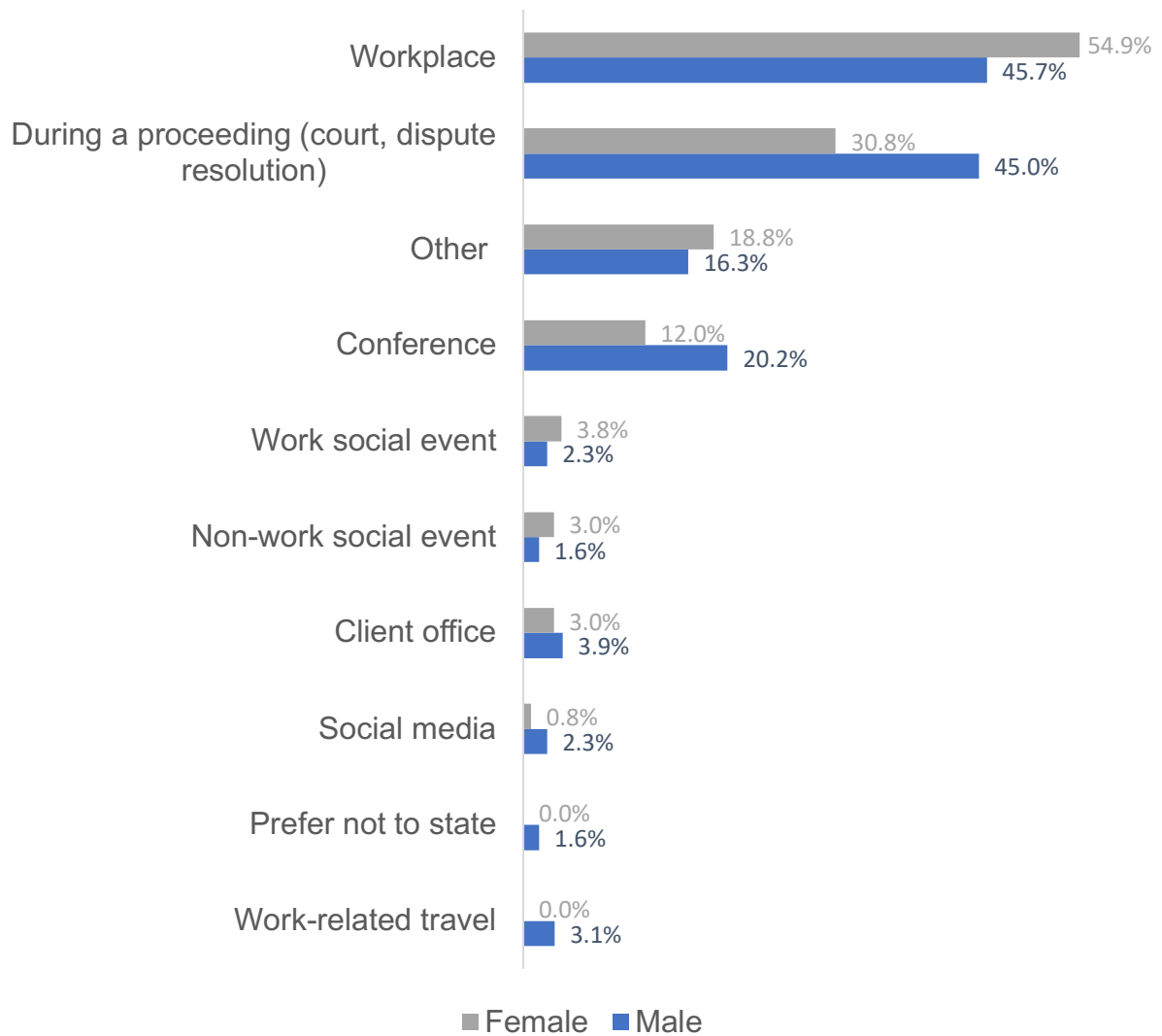


Figure 6c: *How long ago did the bullying occur?*

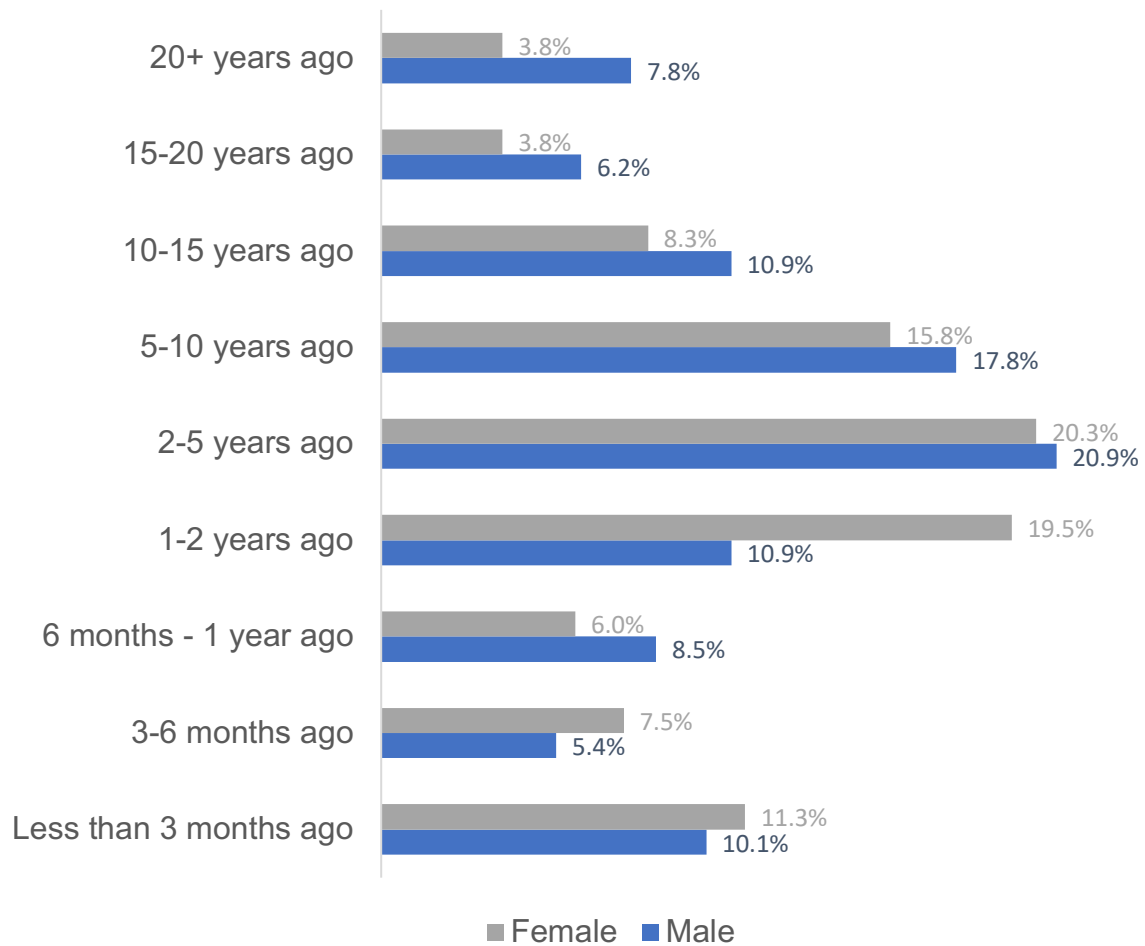


Figure 6d: *Who was the person who engaged in the bullying?*

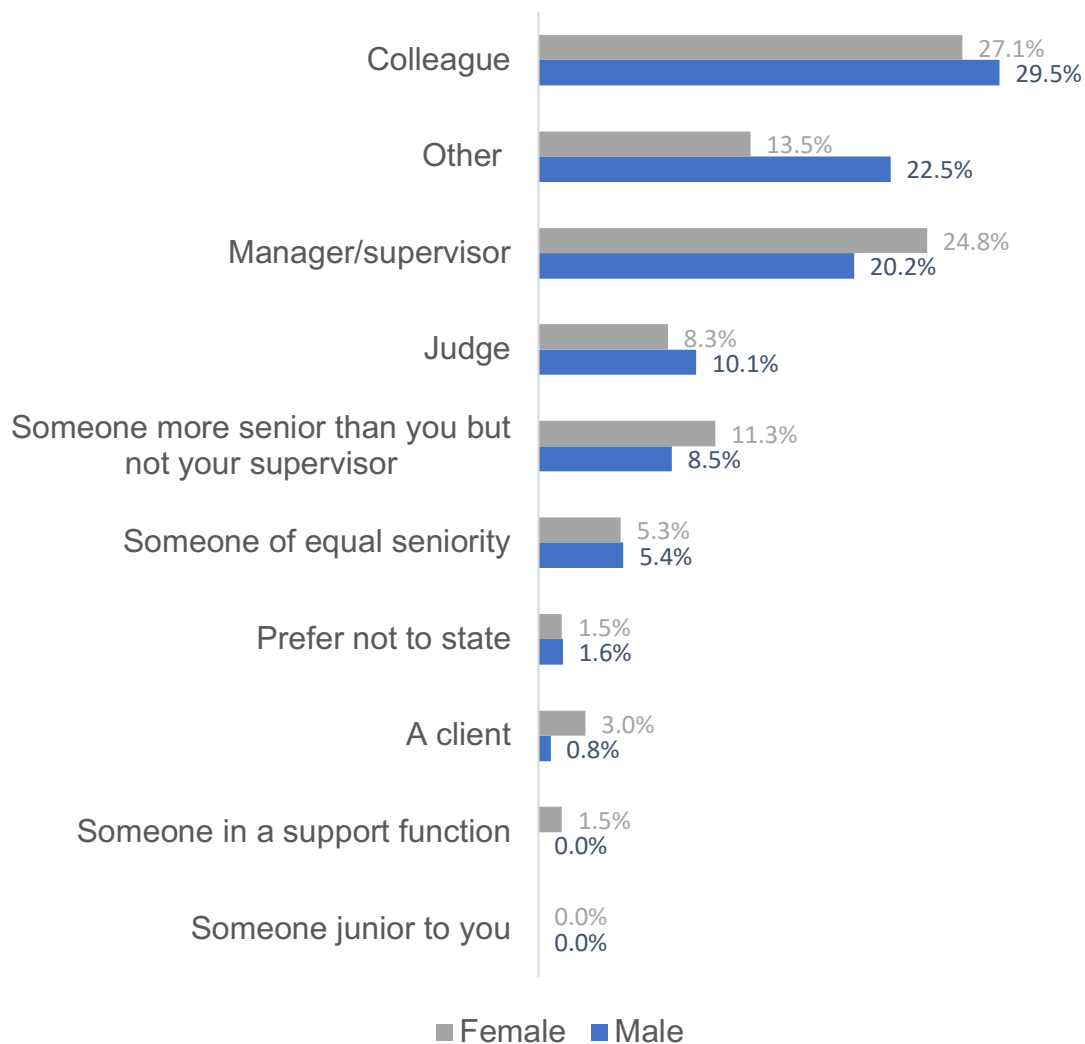
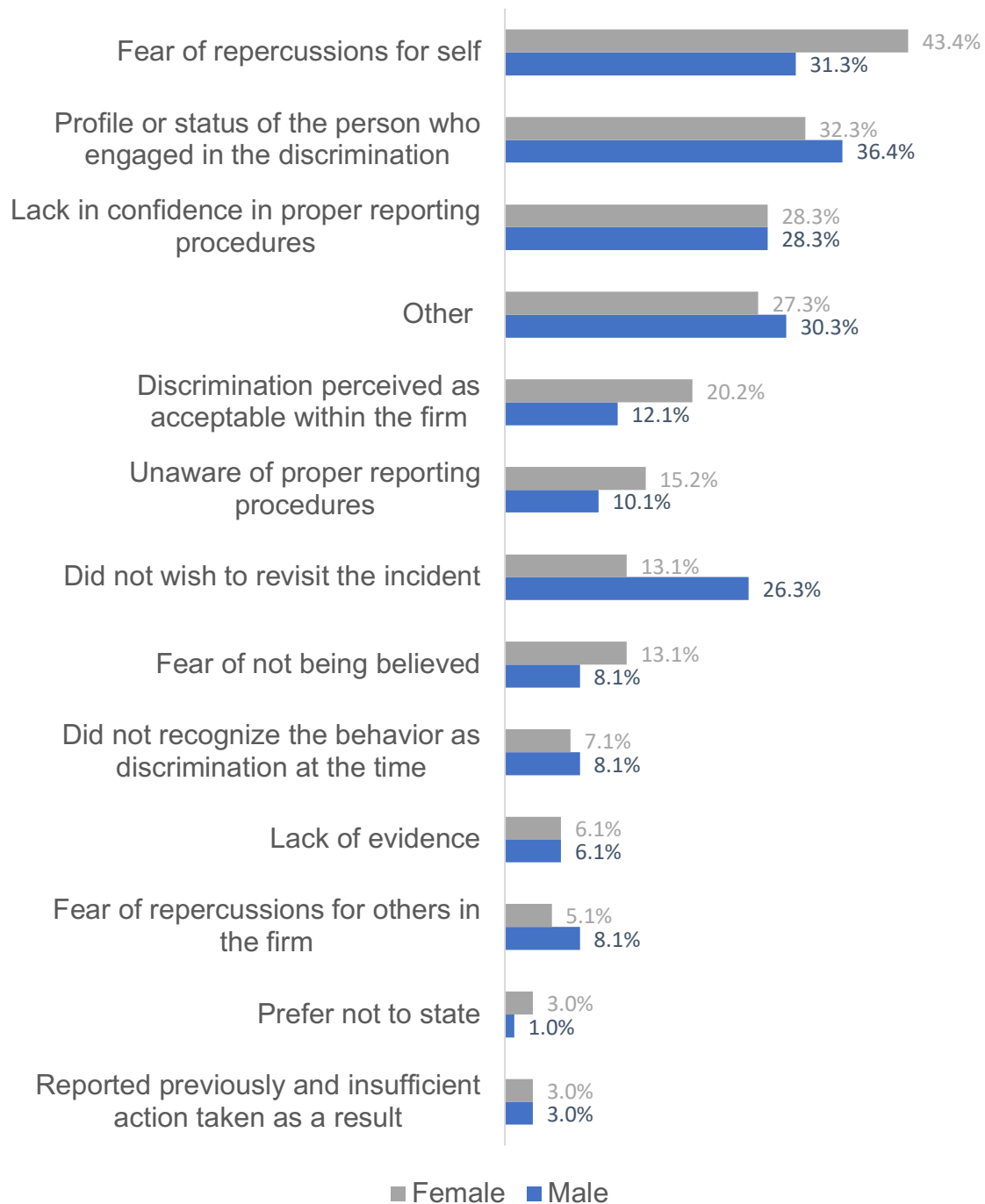


Figure 6e: *Did you report the offensive conduct?*

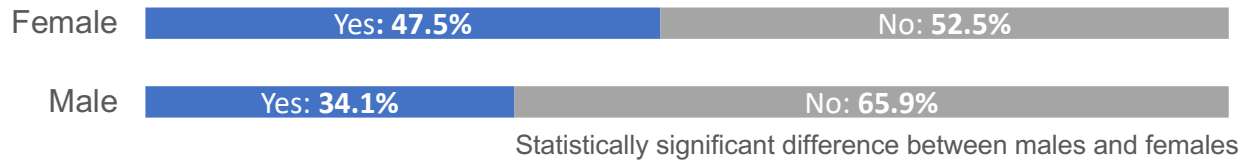


Figure 6f: *Why did you choose to not report? (check all that apply)*



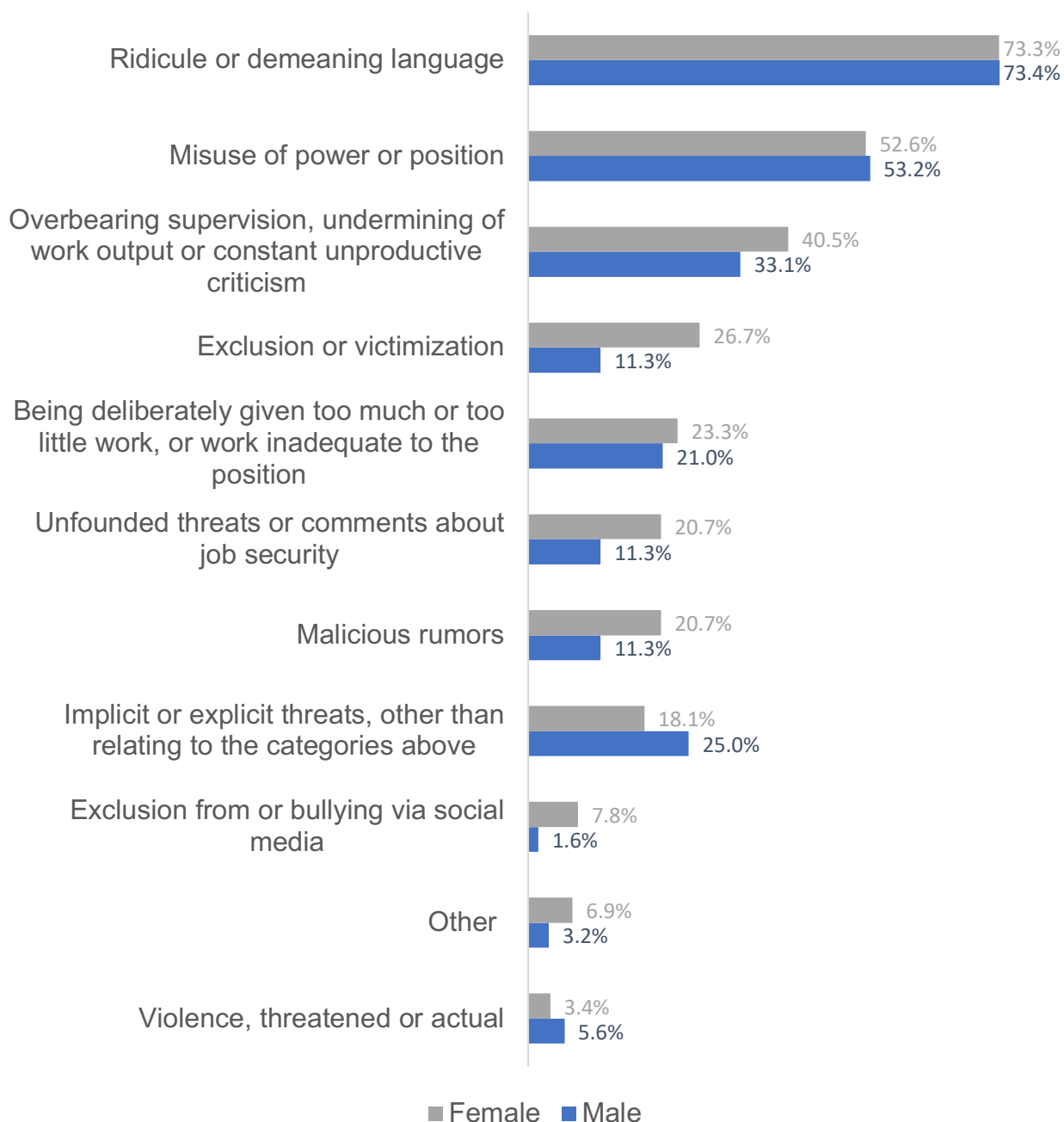
Witnessing Bullying of Others

Figure 7: Have you witnessed others being bullied in the practice of law?



The following question was asked to those who responded “yes” to witnessing bullying of others in the practice of law.

Figure 7a: *What form did the bullying take? (select all that apply)*



Policies, Training and Prevention

Figure 8a: *Does your workplace have policies that address any of the following?*

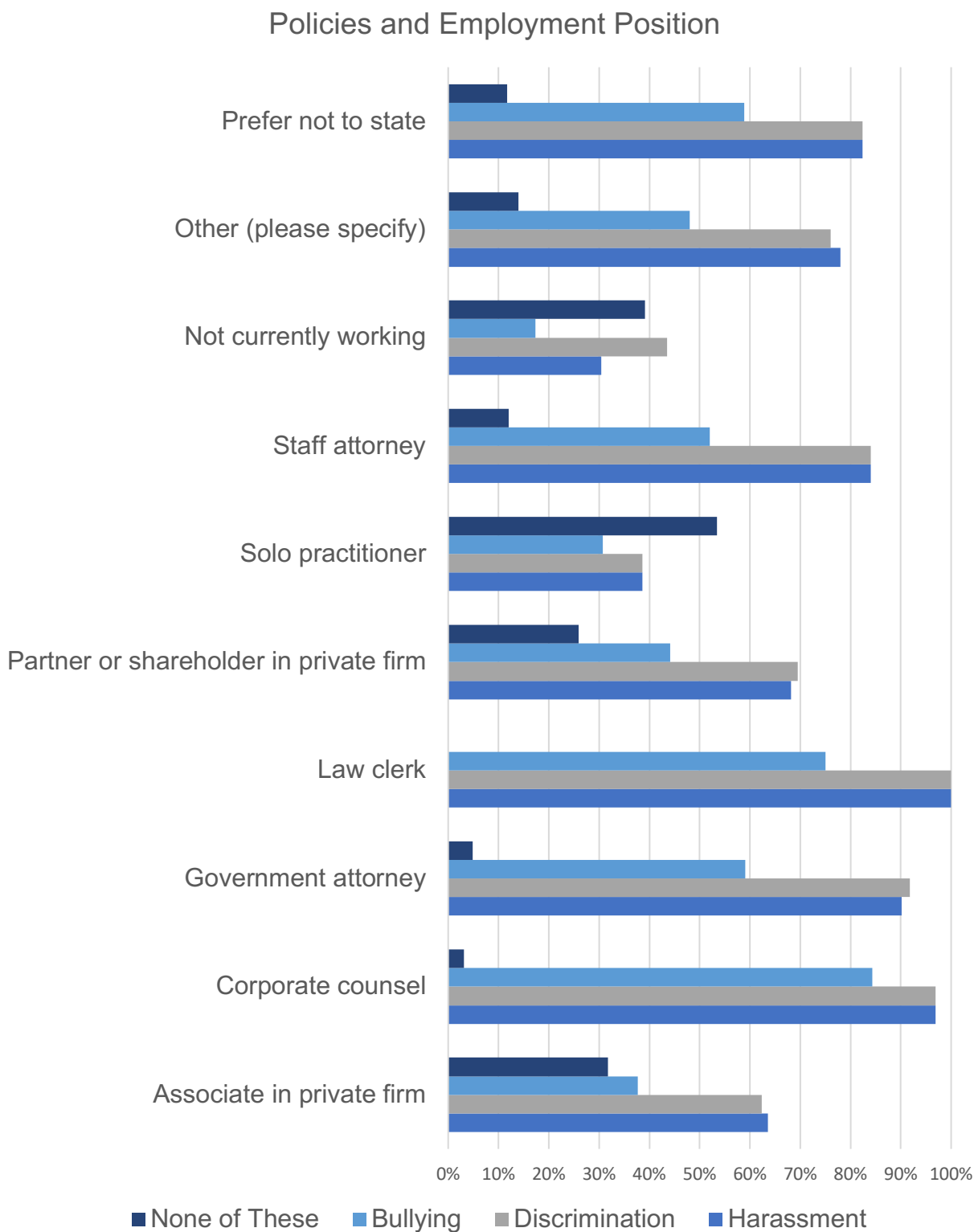


Figure 8b: *In your opinion, which policies are enforced in your workplace? (select all that apply)*

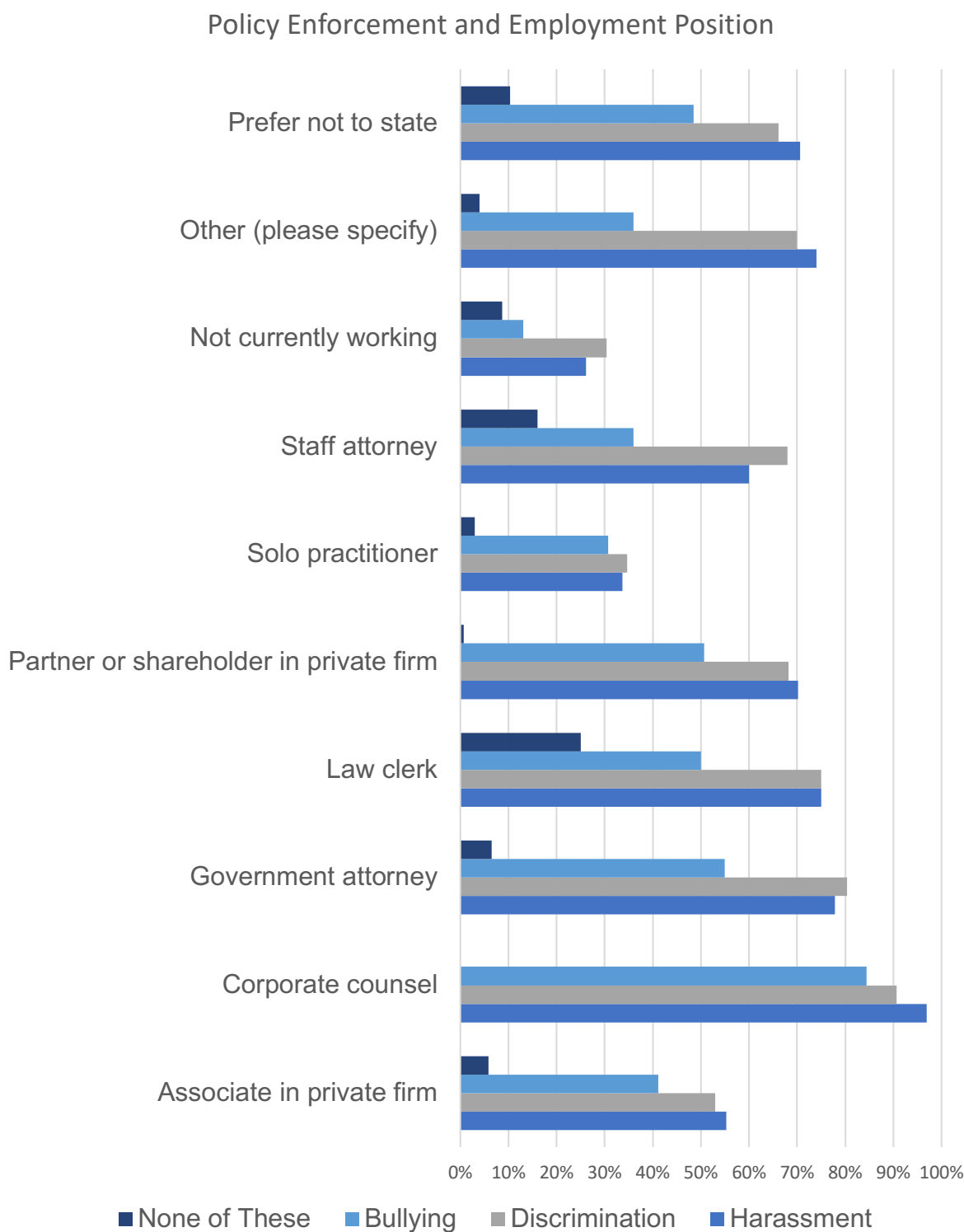


Figure 8c: *Does your workplace have training that addresses harassment, discrimination and bullying? (select all that apply)*

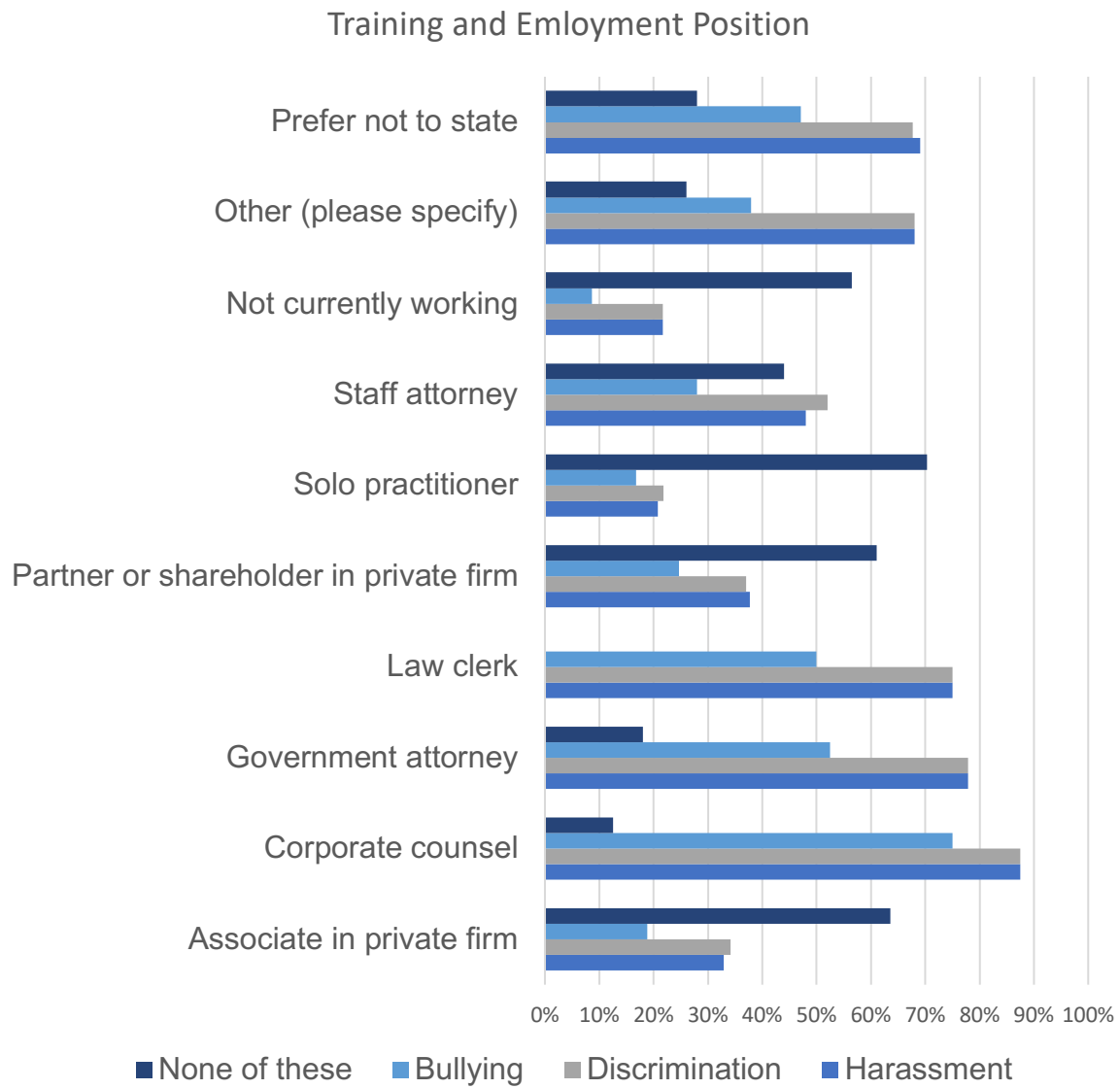


Figure 8d: *In your opinion, is the training effective?*

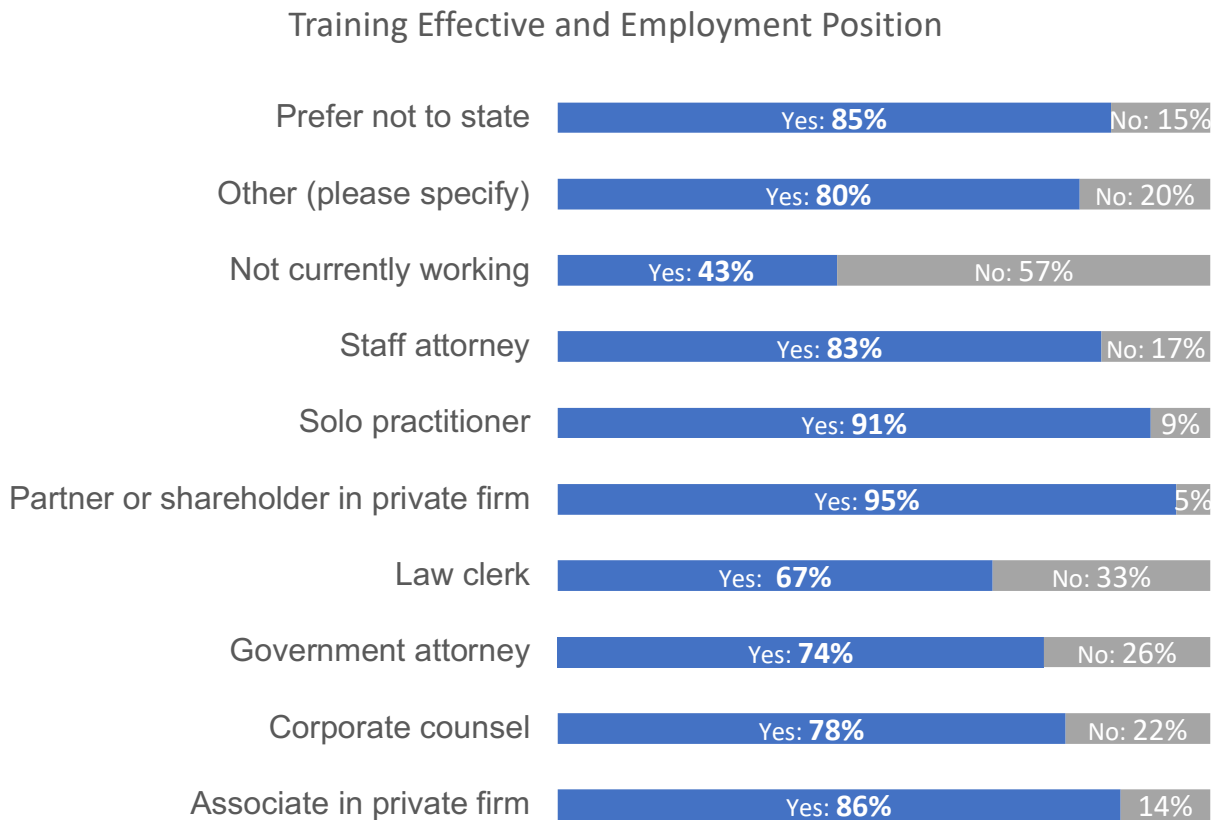


Figure 8e: Generally speaking, how would you rate your workplace's approach, including policies, training and response to incidents, to harassment, discrimination and bullying?

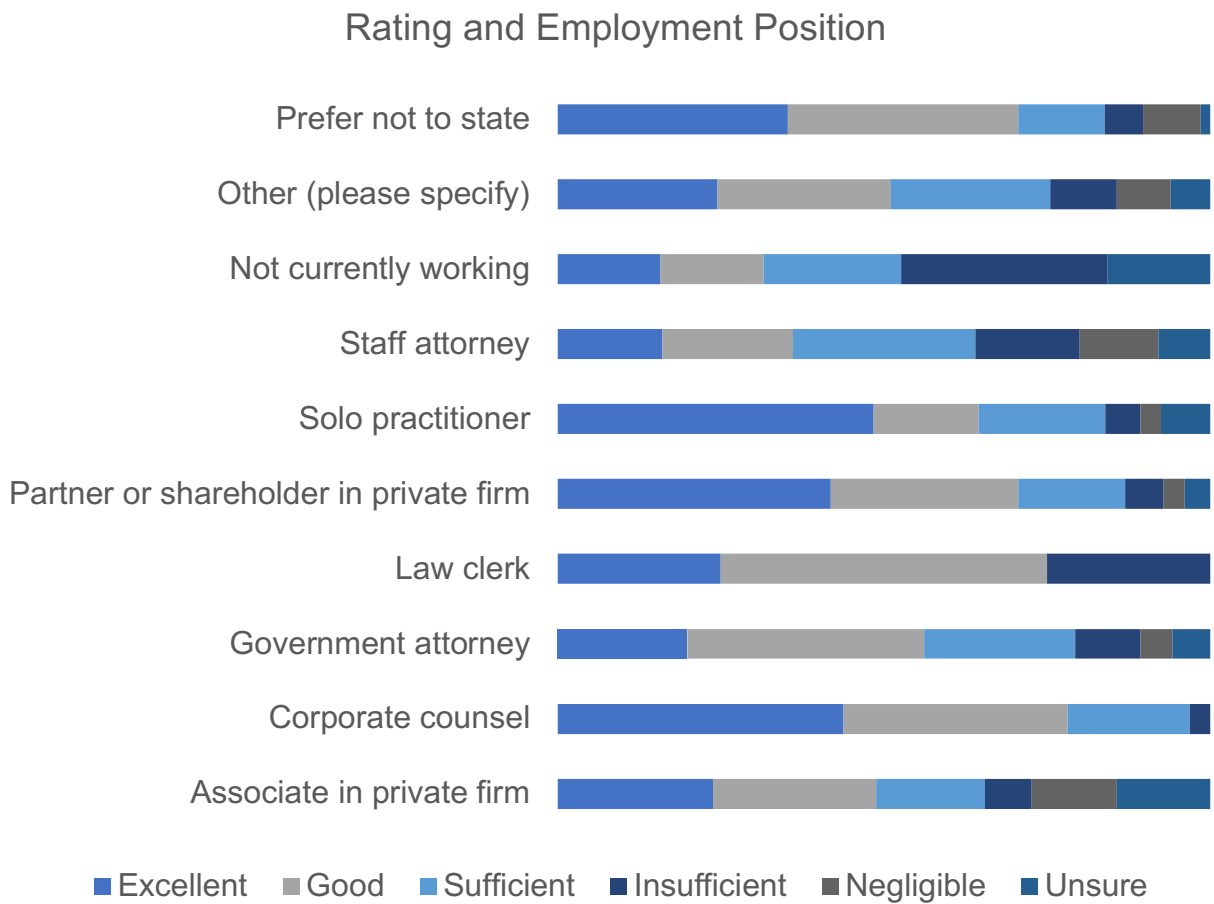


Figure 8f: *What steps should the profession take to prevent harassment, discrimination and bullying in the practice of law? (select all that apply)*

