APPENDICIES

 Table A1 - Clinical Workplace Learning NAQ-R *Scale Items*

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| Workplace Learning-Related Bullying (WLRB) |
| WLRB 1 | Someone withholding information which affects your learning |
| WLRB 2 | Being ordered to do tasks above your level of competence  |
| WLRB 3 | Having your opinions and views ignored |
| WLRB 4 | Being given tasks with unreasonable or impossible targets or deadlines |
| WLRB 5 | Excessive monitoring of your work |
| WLRB 6 | Being exposed to an unmanageable workload |
| WLRB 7 | Being assigned work for punishment rather than for educational value |
| WLRB 8 | Having learning opportunities blocked or withheld by others |
|  |  |
| Person-Related Bullying (PRB) |
| PRB 1 | Being humiliated or ridiculed in connection with your learning |
| PRB 2 | Having key areas of your student role removed or replaced with more trivial or unpleasant tasks |
| PRB 3 | Spreading of gossip and rumours about you |
| PRB 4 | Being ignored or excluded from the clinical team |
| PRB 5 | Having insulting or offensive remarks made about your person (i.e. habits and background), your attitudes or your private life |
| PRB 6 | Hints or signals from others that you should quit studying your profession |
| PRB 7 | Repeated reminders of your errors or mistakes |
| PRB 8 | Being ignored or facing a hostile reaction when you approach |
| PRB 9 | Persistent criticism of your work and effort |
| PRB 10 | Having allegations made against you |
| PRB 11 | Being the subject of excessive teasing and sarcasm |
|  |  |
| Physically Intimidating Bullying (PIB) |
| PIB 1 | Being shouted at or being the target of spontaneous anger |
| PIB 2 | Intimidating behaviour such as finger-pointing, invasion of personal space, shoving, blocking/barring the way |
| PIB 3 | Threats of violence of physical abuse or actual abuse |
|  |  |
| Sexual Harassment (SH) |
| SH 1 | Sexually explicit or offensive jokes |
| SH 2 | Sexual slurs |
| SH 3 | Questions or insinuations about your sexual or private life |
| SH 4 | Inappropriate physical contact |
| SH 5 | Unwanted sexual advances  |
|  |  |
| Ethnic Harassment (EH) |
| EH 1 |  Told jokes about your racial or ethnic group |
| EH 2 | Made derogatory comments about your racial or ethnic group |
| EH 3 | Used racial or ethnic slurs to describe you |
| EH 4 | Made racist comments (for example, says people of your ethnicity aren’t very smart or can’t do the job) |

**Questionnaire A2 - The Clinical Workplace Learning NAQ-R**

Thank you for taking the time to participate in this survey. We are collecting data on your experience with interacting with particular negative behaviours during your clinical learning years.

The first set of questions collects demographic data. The second set of questions look at how often you may have experienced particular negative behaviours during this year. Some of these questions are sensitive in nature, but they are important to ask for XXX to get sense of your experience with these behaviours during your clinical learning years.

**We are not collecting any identifying data (i.e. your name or student ID number).**

*Demographic information:*

1. Age:

2. Are you (please tick): Male?\_\_\_ Female?\_\_\_ Other? (please describe)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

3.What is your sexual orientation (please tick)?:

\_\_\_Heterosexual

\_\_\_Bisexual

\_\_\_Homosexual

\_\_\_Other (please describe)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

4. Ethnicity (question taken from the New Zealand 2013 Census):

Which ethnic group do you belong to?

*Tick the box or write in the spaces which apply to you*

\_\_\_ New Zealand European

\_\_\_ Maori

\_\_\_ Samoan

\_\_\_ Cook Island Maori

\_\_\_ Tongan

\_\_\_ Niuean

\_\_\_ Chinese

\_\_\_ Indian

\_\_\_ other such as *DUTCH, JAPANESE, TOKELAUAN*. Please state:

Please read the following directions for completing the rest of the survey: Since the start of the year, how often have you been subjected to the following negative acts? Please check the boxes that best corresponds with your experience from the beginning of this year (there are no right or wrong answers to this questionnaire):

**Please tick the appropriate box.**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| ***Negative Act*** | ***Never*** | ***Now and then***  | ***Monthly***  |  ***Weekly***  | ***Daily***  |
| 1. Someone withholding information which affects your learning |  |  |  |  |  |
| 2. Being humiliated or ridiculed in connection with your learning |  |  |  |  |  |
| 3. Being ordered to do tasks above your level of competence  |  |  |  |  |  |
| 4. Having key areas of your student role removed or replaced with more trivial or unpleasant tasks |  |  |  |  |  |
| 5. Spreading of gossip and rumours about you |  |  |  |  |  |
| 6. Being ignored or excluded from the clinical team  |  |  |  |  |  |
| 7. Told jokes about your racial or ethnic group |  |  |  |  |  |
| 8. Having insulting or offensive remarks made about your person (i.e. habits and background), your attitudes or your private life |  |  |  |  |  |
| 9. Being shouted at or being the target of spontaneous anger |  |  |  |  |  |
| 10. Made derogatory comments about your racial or ethnic group |  |  |  |  |  |
| 11. Intimidating behaviour such as finger-pointing, invasion of personal space, shoving, blocking/barring the way |  |  |  |  |  |
| 12. Repeated reminders of your errors or mistakes |  |  |  |  |  |
| 13. Sexual slurs |  |  |  |  |  |
| 14. Made racist comments (for example, says people of your ethnicity aren’t very smart or can’t do the job) |  |  |  |  |  |
| 15. Inappropriate physical contact |  |  |  |  |  |
| 16. Being ignored or facing a hostile reaction when you approach |  |  |  |  |  |
| 17. Persistent criticism of your work and effort |  |  |  |  |  |
| ***Negative Act*** | ***Never*** | ***Now and then*** | ***Monthly*** | ***Weekly*** | ***Daily*** |
| 18. Used racial or ethnic slurs to describe you |  |  |  |  |  |
| 19. Having your opinions and views ignored |  |  |  |  |  |
| 20. Being exposed to an unmanageable workload |  |  |  |  |  |
| 21. Sexually explicit or offensive jokes |  |  |  |  |  |
| 22. Being given tasks with unreasonable or impossible targets or deadlines |  |  |  |  |  |
| 23. Having allegations made against you |  |  |  |  |  |
| 24. Excessive monitoring of your work |  |  |  |  |  |
| 25. Being the subject of excessive teasing and sarcasm |  |  |  |  |  |
| 26. Questions or insinuations about your sexual or private life |  |  |  |  |  |
| 27. Threats of violence of physical abuse or actual abuse |  |  |  |  |  |
| 28. Being assigned work for punishment rather than for educational value |  |  |  |  |  |
| 29. Unwanted sexual advances  |  |  |  |  |  |
| 30. Hints or signals from others that you should quit studying your profession. |  |  |  |  |  |
| 31. Having learning opportunities blocked or withheld by others |  |  |  |  |  |