# Executive Summary – Workplace Harassment Survey

Executive Summary  
  
Of the 61 respondents, 56 (91.8%) are aware of what constitutes workplace harassment.  
  
Chi-square test between 'Are\_you\_aware\_of\_what\_constitutes\_workplace\_harassment' and 'Do\_you\_know\_whom\_to\_report\_workplace\_harassment\_incidents\_to': χ² = 4.57, p = 0.1017 (dof=2)  
  
Chi-square test between 'Training' and 'Know\_Whom': No data available for chi-square test.  
  
Chi-square test between 'What\_is\_your\_Gender' and 'Are\_you\_aware\_of\_what\_constitutes\_workplace\_harassment': χ² = 1.76, p = 0.7796 (dof=4)

## Recommendations

1. Mandatory Training: Formal training on harassment policies should be made mandatory for all employees.  
2. Clear Reporting Channels: Ensure all employees know whom to contact in case of harassment.  
3. Gender-Sensitive Communication: Address awareness gaps by tailoring outreach strategies.  
4. Continuous Learning: Reinforce knowledge with scheduled refresher courses.  
5. Visible Policy Access: Make policy documents easy to access for all staff.