

NEWS RELEASE



1 in 2 Canadians experienced bullying in the workplace

Toronto, Nov 12th - In a random sampling of public opinion taken by The Forum Poll™ among 1875 Canadians 16 years of age or older, over half (55%) say that they, a co-worker, or both have been bullied in the workplace.

Older Canadians experienced more bullying in the workplace than younger Canadians. Of those between the ages of 55-64, almost two-thirds (61%) reported that either they, and/or a coworker, have been bullied in the workplace.

Compared to the younger population, more than half (57%) of those between the ages of 25-34 reported that either they, and/or a coworker, have been bullied in the workplace.

A large majority (67%) of respondents who self-identified as disabled stated that they have been bullied, a co-worker or both in the workplace (compared to 53%).

Only 1 in 3 employers took action to end bullying

1 in 2 (52%) reported the bullying to management, senior staff, human resources, or another person or department responsible for employee conduct.

However, only about a third of employers (35%) took action to end the bullying.

Majority of employers did not take action to end bullying for LGBTQ2SIAP+ or disabled

7 out of 10 (71%) who identified as a member of the LGBTQ2SIAP+ community (n= 85) did not have an employer who took action to end the bullying (compared to 64%). 3 out of 4 (75%) of those who identified as disabled did not have an employer who took action to end the bullying (compared to 63%).

Employers who took action to end bullying addressed the bullying effectively

Of the respondents whose employers took action to end the bullying, two-thirds (TOP2: 67%) stated their employer's actions addressed the bullying effectively. Of the few respondents who identify as a member of the LGBTQ2SIAP+community (n=23), more than half (BTM2: 53%) do not believe their employer's actions addressed the bullying.

MEDIA INQUIRIES:

Lorne Bozinoff, President
lbozinoff@forumresearch.com
416.960.9603

“While younger Canadians are experiencing bullying in school at a higher rate than previous generations, it’s far less likely to be physical in nature,” said Dr. Lorne Bozinoff, President of Forum Research. “Half of Canadians say they’ve personally experienced bullying in the workplace or know someone that’s been bullied in the workplace; and Canadians that identify with disability are particularly vulnerable, as they are less likely than others to work for an employer with anti-bullying policies.”



180 Bloor Street W., #1400
Toronto, ON M5S 2V6
T 416.960.9600
F 416.960.9602
forumresearch.com

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Today's youth appear to experience more bullying than previous generation

Over 1 in 3 (38%) Canadians were the target of bullying while attending school.

1 in 2 respondents (50%) who are between the ages of 25-34 were the target of bullying while attending school.

However, 1 in 3 respondents (30%) between the ages of 55-64 and 1 in 6 respondents (17%) 65 years and over were the target of bullying while attending school.

Over half (57%) of Canadians who identified as a member of the LGBTQ2SIAP+ community experienced bullying while in school compared to over a third (37%) who do not identify with the community.

Verbal bullying most common

When asked what type of bullying they have personally experienced the most, more than half of respondents (58%) have experienced verbal bullying and almost a quarter (21%) experienced physical. One-fifth (19%) experienced emotional bullying. Cyber bullying (2%) is the most uncommon.

Disabled and LGBTQ2SIAP+ communities experienced higher level of bullying

1 in 4 respondents who identified as disabled were more likely to be physically bullied (27%) or emotionally bullied (26%) than compared to those who did not identify as disabled (20% physical, 17% emotional).

Of the few respondents from the LGBTQ2SIAP+ community (n=93), 1 in 4 experienced emotional bullying (26%) compared to 1 in 6 who did not identify (17%).

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lbozinoff@forumresearch.com

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RESEARCH**

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F 416.960.9602
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Previous generations more likely to have been physically bullied

While older Canadians were less likely to be bullied while attending school, they were more likely to experience physical bullying than younger Canadians.

One third (35%) of those 55 to 64 experienced physical bullying in school.

Younger respondents reported experiencing less physical bullying. Only 1 in 7 (14%) of those aged between 25-34 experienced physical bullying.

Nearly 1 in 3 males (31%) experienced physical bullying compared to 1 in 10 (10%) females. Similarly, nearly 1 in 3 females (29%) experienced emotional bullying compared to 1 in 10 males (9%).

Younger respondents more likely to report bullying

Respondents were asked if the bullying was reported to a teacher or school staff member and over a third (36%) reported the bullying.

Younger respondents were more likely to report the bullying than older respondents. 4 in 10 (43%) between the ages of 25-34 reported the bullying compared to only 1 in 5 (21%) between the ages of 55-64.

Majority of people who bully do not face consequences

Respondents were then asked if the person bullying them faced any consequences after was reported.

Three quarters (75%) stated that the person bullying them did not face any consequences after it was reported.

A vast majority of those who identified as disabled (86%) stated that the person who bullied them did not face any consequences after the bullying was reported.

School bullying less likely to be reported and school bullies less likely to see consequences than workplace bullying and bullies

Only a third (36%) of those that were bullied said they reported the bullying to a teacher or staff member, with those 16-24 (53%) far more likely to report bullying than those 65 and over (14%).

Only a quarter (25%) said their school bully faced consequences after the report.

Half (52%) of those bullied in the workplace said they reported the bullying, with a third (35%) saying the employer took action to end the bullying.

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Over half believe school policies are not effective against bullying

When asked how effective their school's policies were on bullying, over half of the respondents (TOP2: 52%) did not believe the policies were effective.

Over a quarter (BTM2: 28%) believed their school's policies on bullying were either very effective or somewhat effective while the remaining 20% were 'not sure'.

Nearly two thirds (65%) of respondents who identified as a member of the LGBTQ2SIAP+ community and nearly 6 in 10 (59%) who self-identified as disabled expressed that their school's policies on bullying were ineffective.

2 out of 3 Canadians have policies related to bullying in the workplace

Two-thirds of Canadians (66%) stated their employer has policies related to bullying in the workplace

Those who self-identified as disabled are less likely to have an employer with policies related to bullying (54%, compared to 68%).

6 out of 10 Canadians believe workplace bullying policies are effective

A majority of Canadians (TOP 2: 63%) believed that their employer's policies on bullying were effective.

Male respondents were more likely to rate their employer's policies on bullying as effective (TOP 2: 67%) than females (TOP 2: 59%).

Those who self-identified as disabled are less likely to rate their employer's policies on bullying as effective (TOP 2: 53%, compared to TOP2: 65%).

"While younger Canadians are experiencing bullying in school at a higher rate than previous generations, it's far less likely to be physical in nature," said Dr. Lorne Bozinoff, President of Forum Research. "Half of Canadians say they've personally experienced bullying in the workplace or know someone that's been bullied in the workplace; and Canadians that identify with disability are particularly vulnerable, as they are less likely than others to work for an employer with anti-bullying policies."

Lorne Bozinoff, Ph.D. is the president and founder of Forum Research. He can be reached at lbozinoff@forumresearch.com or at (416) 960-9603.

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Methodology

The Forum Poll™ was conducted by Forum Research with the results based on an interactive voice response telephone survey of 1895 randomly selected Canadians across the country. The poll was conducted from October 11 to October 18, 2018.

Results based on the total sample are considered accurate +/- 2%, 19 times out of 20. Subsample results will be less accurate. Margins of error for subsample (such as age, gender) results are available at www.forumresearch.com/samplestim.asp

Where appropriate, the data has been statistically weighted by age, region, and other variables to ensure that the sample reflects the actual population according to the latest Census data.

This research is not necessarily predictive of future outcomes, but rather, captures opinion at one point in time. Forum Research conducted this poll as a public service and to demonstrate our survey research capabilities. Forum houses its poll results in the Data Library of the Department of Political Science at the University of Toronto.

With offices across Canada and around the world, 100% Canadian-owned Forum Research is one of the country's leading survey research firms. This Forum Poll™ and other polls may be found at Forum's poll archive at forumpoll.com.

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Target of bullying at school

First of all, I'd like to ask you a few questions about bullying at school and in the workplace. Were you the target of bullying while attending school?

Age/gender

%	TOTAL	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 and over	Female	Male	Non-binary
TOTAL (u/w)	1875	129	224	284	324	400	514	937	900	38
Yes	38	45	50	48	43	30	17	37	38	45
No	62	55	50	52	57	70	83	63	62	55

Region

%	TOTAL	ATL	QC	ON	MB/SK	AB	BC
TOTAL (u/w)	1875	140	374	766	128	219	248
Yes	38	36	38	36	36	42	41
No	62	64	62	64	64	58	59

Income

%	TOTAL	< \$20,000	\$20K to \$40K	\$40K to \$60K	\$60K to \$80K	\$80K to \$100K	\$100K to \$250K	\$250,000 +
TOTAL (u/w)	1875	214	272	274	255	212	329	38
Yes	38	44	43	31	36	41	39	34
No	62	56	57	69	64	59	61	66

LGBTQ2S1AP+

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	1875	171	1578	126
Yes	38	57	37	13
No	62	43	63	87

Disability

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	1875	247	1573	55
Yes	38	47	36	31
No	62	53	64	69



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Types of bullying

What type of bullying have you personally experienced the most?

Age/gender

%	TOTAL	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 and over	Female	Male	Non-binary
TOTAL (u/w)	650	59	112	137	140	118	84	305	328	17
Verbal	58	56	66	62	56	53	46	56	60	35
Physical	21	7	14	21	24	35	33	10	31	18
Emotional	19	30	19	15	19	12	18	29	9	29
Cyber	2	7	1	1	1	0	3	4	0	18

Region

%	TOTAL	ATL	QC	ON	MB/SK	AB	BC
TOTAL (u/w)	650	47	131	252	40	85	95
Verbal	58	47	64	56	47	63	59
Physical	21	26	15	27	23	13	18
Emotional	19	22	17	16	30	19	22
Cyber	2	5	3	1	0	5	1

Income

%	TOTAL	< \$20,000	\$20K to \$40K	\$40K to \$60K	\$60K to \$80K	\$80K to \$100K	\$100K to \$250K	\$250,000 +
TOTAL (u/w)	650	90	103	79	84	83	123	12
Verbal	58	52	60	56	64	56	62	63
Physical	21	18	19	27	19	23	20	21
Emotional	19	27	19	17	15	18	16	8
Cyber	2	3	3	0	2	3	1	8

LGBTQ2S1AP+

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	650	93	544	13
Verbal	58	61	58	51
Physical	21	11	23	28
Emotional	19	26	17	21
Cyber	2	2	2	0



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lbozinoff@forumresearch.com

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Disability

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	650	107	527	16
Verbal	58	44	60	71
Physical	21	27	20	8
Emotional	19	26	17	21
Cyber	2	2	2	0



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Reporting bullying to school staff

When you were bullied, was it reported to a teacher or school staff member?

Age/gender

%	TOTAL	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 and over	Female	Male	Non-binary
TOTAL (u/w)	650	59	112	137	140	118	84	305	328	17
Yes	36	53	43	34	35	21	14	37	34	47
No	64	47	57	66	65	78	86	63	66	53

Region

%	TOTAL	ATL	QC	ON	MB/SK	AB	BC
TOTAL (u/w)	650	47	131	252	40	85	95
Yes	36	32	41	35	36	29	35
No	64	68	59	65	64	70	65

Income

%	TOTAL	< \$20,000	\$20K to \$40K	\$40K to \$60K	\$60K to \$80K	\$80K to \$100K	\$100K to \$250K	\$250,000 +
TOTAL (u/w)	650	90	103	79	84	83	123	12
Yes	36	38	41	36	36	30	27	15
No	64	62	59	64	64	70	73	85

LGBTQ2S1AP+

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	650	93	544	13
Yes	36	42	34	54
No	64	58	66	46

Disability

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	650	107	527	16
Yes	36	39	34	55
No	64	61	66	45



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Consequences after reported

Did the person bullying you face any consequences after it was reported?

Age/gender

%	TOTAL	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 and over	Female	Male	Non-binary
TOTAL (u/w)	210	31	47	45	50	26	11	104	98	8
Yes	25	30	21	29	24	19	19	24	27	13
No	75	70	79	71	76	81	81	76	73	88

Region

%	TOTAL	ATL	QC	ON	MB/SK	AB	BC
TOTAL (u/w)	210	13	49	82	14	24	28
Yes	25	28	27	22	25	21	30
No	75	72	73	78	75	79	70

Income

%	TOTAL	< \$20,000	\$20K to \$40K	\$40K to \$60K	\$60K to \$80K	\$80K to \$100K	\$100K to \$250K	\$250,000 +
TOTAL (u/w)	210	33	38	24	27	23	32	2
Yes	25	9	28	25	25	23	37	56
No	75	91	72	75	75	77	63	44

LGBTQ2S1AP+

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	210	37	166	7
Yes	25	26	25	27
No	75	74	75	73

Disability

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	210	38	163	9
Yes	25	14	27	22
No	75	86	73	78



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 F 416.960.9602
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 416.960.9603

First experiences of bullying

When did you first experience bullying?

Age/gender

%	TOTAL	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 and over	Female	Male	Non-binary
TOTAL (u/w)	650	59	112	137	140	118	84	305	328	17
Between Kindergarten to Grade 5	53	64	61	51	49	43	41	55	50	76
Between Grade 6 to Grade 8	31	25	27	29	37	31	39	31	32	0
Between Grade 9 to Grade 12	14	12	10	16	12	24	18	13	17	0
In Post-Secondary	2	0	2	3	1	2	3	1	1	24

Region

%	TOTAL	ATL	QC	ON	MB/SK	AB	BC
TOTAL (u/w)	650	47	131	252	40	85	95
Between Kindergarten to Grade 5	53	51	57	49	58	50	57
Between Grade 6 to Grade 8	31	38	26	35	33	27	27
Between Grade 9 to Grade 12	14	12	14	16	6	20	14
In Post-Secondary	2	0	2	1	3	2	2

Income

%	TOTAL	< \$20K	\$20K to \$40K	\$40K to \$60K	\$60K to \$80K	\$80K to \$100K	\$100K to \$250K	\$250,000 +
TOTAL (u/w)	650	90	103	79	84	83	123	12
Between Kindergarten to Grade 5	53	54	50	52	58	53	53	34
Between Grade 6 to Grade 8	31	26	35	33	21	37	30	35
Between Grade 9 to Grade 12	14	14	13	14	21	10	15	23
In Post-Secondary	2	6	2	1	1	0	1	8



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LGBTQ2S1AP+

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	650	93	544	13
Between Kindergarten to Grade 5	53	52	53	47
Between Grade 6 to Grade 8	31	31	31	36
Between Grade 9 to Grade 12	14	13	15	8
In Post-Secondary	2	4	1	9

Disability

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	650	107	527	16
Between Kindergarten to Grade 5	53	53	53	54
Between Grade 6 to Grade 8	31	34	30	36
Between Grade 9 to Grade 12	14	8	16	10
In Post-Secondary	2	5	1	0



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Number of years bullied

Using your keypad, please enter the number of years you were bullied followed by the pound or hash key. If it lasted less than one year, please select 0.

Age/gender

%	TOTAL	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 and over	Female	Male	Non-binary
TOTAL (u/w)	650	59	112	137	140	118	84	305	328	17
Less than 1 year	12	9	8	17	11	14	12	11	12	12
1 year	9	8	7	11	12	7	11	11	8	6
2 years	14	12	11	17	13	15	19	12	16	0
3 years	12	8	9	11	12	15	23	11	13	6
4 years	8	12	9	3	8	12	6	9	8	0
5 years	10	8	12	12	11	10	7	9	12	6
6-10 years	21	28	28	15	19	18	15	22	20	18
11+ years	13	15	17	14	15	8	7	15	10	53



Region

%	TOTAL	ATL	QC	ON	MB/SK	AB	BC
TOTAL (u/w)	650	47	131	252	40	85	95
Less than 1 year	12	17	16	12	16	3	7
1 year	9	7	12	7	3	11	14
2 years	14	18	12	16	12	15	8
3 years	12	9	9	13	7	12	17
4 years	8	0	11	10	5	7	6
5 years	10	14	12	9	10	13	5
6-10 years	21	30	18	19	28	20	24
11+ years	13	6	9	13	18	20	17

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Income

%	TOTAL	< \$20,000	\$20K to \$40K	\$40K to \$60K	\$60K to \$80K	\$80K to \$100K	\$100K to \$250K	\$250,000 +
TOTAL (u/w)	650	90	103	79	84	83	123	12
Less than 1 year	12	10	14	15	8	10	13	0
1 year	9	9	8	12	11	5	11	16
2 years	14	9	9	19	17	16	14	7
3 years	12	8	16	10	13	13	10	18
4 years	8	8	14	8	6	10	5	0
5 years	10	9	7	13	9	15	9	37
6-10 years	21	22	20	15	19	21	26	8
11+ years	13	23	13	8	17	10	10	15

LGBTQ2S1AP+

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	650	93	544	13
Less than 1 year	12	4	13	13
1 year	9	9	9	14
2 years	14	10	15	0
3 years	12	12	11	26
4 years	8	9	8	0
5 years	10	10	11	0
6-10 years	21	21	21	29
11+ years	13	24	11	18

Disability

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	650	107	527	16
Less than 1 year	12	12	12	4
1 year	9	6	10	6
2 years	14	10	15	6
3 years	12	12	12	11
4 years	8	8	8	0
5 years	10	5	11	20
6-10 years	21	15	21	46
11+ years	13	31	10	6



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Effectiveness on school's policies

In your opinion, how effective was your school's policies on bullying?

Age/gender

%	TOTAL	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 and over	Female	Male	Non-binary
TOTAL (u/w)	1875	129	224	284	324	400	514	937	900	38
NET: TOP2	28	42	31	24	20	28	28	28	29	16
NET: BTM2	52	53	58	58	59	51	38	51	53	66
Very effective	9	10	8	8	5	11	13	8	10	11
Somewhat effective	19	32	23	15	15	17	15	19	19	5
Not very effective	19	23	28	21	17	14	15	19	20	16
Not at all effective	33	30	31	37	43	36	23	32	34	50
Not sure	20	5	11	19	20	22	34	22	17	18



Region

%	TOTAL	ATL	QC	ON	MB/SK	AB	BC
TOTAL (u/w)	1875	140	374	766	128	219	248
NET: TOP2	28	31	26	28	29	33	27
NET: BTM2	52	50	58	50	53	46	53
Very effective	9	11	8	9	8	11	10
Somewhat effective	19	20	18	19	21	23	16
Not very effective	19	16	24	17	17	15	21
Not at all effective	33	33	34	33	36	31	33
Not sure	20	19	16	22	18	21	20

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%	TOTAL	< \$20,000	\$20K to \$40K	\$40K to \$60K	\$60K to \$80K	\$80K to \$100K	\$100K to \$250K	\$250,000 +
TOTAL (u/w)	1875	214	272	274	255	212	329	38
NET: TOP2	28	26	27	31	31	28	25	27
NET: BTM2	52	62	58	48	49	53	55	54
Very effective	9	7	10	12	9	9	9	5
Somewhat effective	19	20	17	19	22	19	16	22
Not very effective	19	24	24	17	17	19	18	12
Not at all effective	33	39	34	30	31	34	36	42
Not sure	20	11	15	21	20	19	21	19

LGBTQ2S1AP+

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	1875	171	1578	126
NET: TOP2	28	26	28	28
NET: BTM2	52	65	52	38
Very effective	9	8	9	8
Somewhat effective	19	19	19	20
Not very effective	19	23	19	18
Not at all effective	33	42	33	20
Not sure	20	9	20	34

Disability

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	1875	247	1573	55
NET: TOP2	28	27	28	24
NET: BTM2	52	59	51	53
Very effective	9	9	9	6
Somewhat effective	19	18	19	18
Not very effective	19	15	20	19
Not at all effective	33	44	31	34
Not sure	20	13	20	23



180 Bloor Street W., #1400
 Toronto, ON M5S 2V6
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Lorne Bozinoff, President
 lbozinoff@forumresearch.com
 416.960.9603

Is your child being bullied?

If you are a parent, has your child been bullied?

Age/gender

%	TOTAL	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 and over	Female	Male	Non-binary
TOTAL (u/w)	1875	129	224	284	324	400	514	937	900	38
Yes	28	2	14	32	43	39	31	33	23	32
No	37	23	26	41	37	40	49	35	40	39
Not applicable	35	75	60	27	20	21	20	33	37	29

Region

%	TOTAL	ATL	QC	ON	MB/SK	AB	BC
TOTAL (u/w)	1875	140	374	766	128	219	248
Yes	28	28	23	31	30	31	26
No	37	37	40	37	34	34	35
Not applicable	35	35	37	32	37	36	38

Income

%	TOTAL	< \$20,000	\$20K to \$40K	\$40K to \$60K	\$60K to \$80K	\$80K to \$100K	\$100K to \$250K	\$250,000 +
TOTAL (u/w)	1875	214	272	274	255	212	329	38
Yes	28	24	25	25	34	36	28	42
No	37	34	35	41	35	34	41	43
Not applicable	35	41	40	34	31	30	31	16

LGBTQ2S1AP+

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	1875	171	1578	126
Yes	28	17	29	34
No	37	33	38	41
Not applicable	35	50	34	25



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Lorne Bozinoff, President
lbozinoff@forumresearch.com
416.960.9603

Disability

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	1875	247	1573	55
Yes	28	37	27	26
No	37	31	38	43
Not applicable	35	32	35	31



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Lorne Bozinoff, President
 lbozinoff@forumresearch.com
 416.960.9603

Policies in the workplace

As far as you know, does your employer have policies related to bullying in the workplace or not?

Age/gender

%	TOTAL	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 and over	Female	Male	Non-binary
TOTAL (u/w)	1742	88	201	270	309	380	494	859	853	30
Yes	66	67	74	69	74	69	48	66	66	60
No	34	32	26	31	26	31	52	34	34	40

Region

%	TOTAL	ATL	QC	ON	MB/SK	AB	BC
TOTAL (u/w)	1742	132	344	712	123	206	225
Yes	66	58	68	64	69	71	66
No	34	42	32	36	31	29	34



Income

%	TOTAL	< \$20,000	\$20K to \$40K	\$40K to \$60K	\$60K to \$80K	\$80K to \$100K	\$100K to \$250K	\$250,000 +
TOTAL (u/w)	1742	174	250	266	243	203	317	37
Yes	66	46	58	67	70	72	77	73
No	34	54	42	33	30	28	23	27

LGBTQ2S1AP+

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	1742	148	1479	115
Yes	66	67	67	50
No	34	32	33	50

Disability

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	1742	214	1479	49
Yes	66	54	68	61
No	34	46	32	39

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Lorne Bozinoff, President
 lbozinoff@forumresearch.com
 416.960.9603

Effectiveness of workplace policies

In your opinion, how effective are your employer’s policies on bullying in the workplace?

Age/gender

%	TOTAL	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 and over	Female	Male	Non-binary
TOTAL (u/w)	1120	59	148	189	228	260	236	550	552	18
NET: TOP2	63	70	58	58	61	69	68	59	67	67
NET: BTM2	26	21	26	29	32	24	19	30	22	22
Very effective	33	40	33	28	29	40	31	25	40	33
Somewhat effective	31	30	26	30	33	29	36	34	28	33
Not very effective	13	10	12	16	14	11	12	15	11	6
Not at all effective	13	11	14	14	18	13	7	15	11	17
Not sure	11	9	15	13	7	7	14	11	11	11



Region

%	TOTAL	ATL	QC	ON	MB/SK	AB	BC
TOTAL (u/w)	1120	77	232	443	83	142	143
NET: TOP2	63	48	64	64	64	70	64
NET: BTM2	26	35	23	26	24	23	28
Very effective	33	24	26	37	28	43	31
Somewhat effective	31	24	37	27	36	26	33
Not very effective	13	20	10	13	11	13	13
Not at all effective	13	15	13	13	13	10	16
Not sure	11	16	13	10	12	7	8

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Lorne Bozinoff, President
 lbozinoff@forumresearch.com
 416.960.9603

Income

%	TOTAL	< \$20,000	\$20K to \$40K	\$40K to \$60K	\$60K to \$80K	\$80K to \$100K	\$100K to \$250K	\$250,000 +
TOTAL (u/w)	1120	73	136	173	164	144	242	27
NET: TOP2	63	60	57	62	72	58	68	62
NET: BTM2	26	33	28	26	19	32	23	30
Very effective	33	33	23	37	37	29	38	30
Somewhat effective	31	27	34	26	35	29	30	32
Not very effective	13	15	11	14	10	16	12	15
Not at all effective	13	18	17	12	9	16	11	16
Not sure	11	7	15	12	9	10	9	7

LGBTQ2S1AP+

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	1120	93	969	58
NET: TOP2	63	62	64	50
NET: BTM2	26	25	26	23
Very effective	33	29	34	23
Somewhat effective	31	32	31	27
Not very effective	13	9	13	11
Not at all effective	13	17	13	12
Not sure	11	13	10	27

Disability

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	1120	114	978	28
NET: TOP2	63	53	65	39
NET: BTM2	26	36	24	44
Very effective	33	27	34	13
Somewhat effective	31	25	31	26
Not very effective	13	17	12	21
Not at all effective	13	19	12	23
Not sure	11	11	11	17



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Experiencing bullying in the workplace

Have you or a coworker, ever been bullied in the workplace?

Age/gender

%	TOTAL	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 and over	Female	Male	Non-binary
TOTAL (u/w)	1742	88	201	270	309	380	494	859	853	30
I have been bullied	27	25	28	25	33	34	17	35	19	23
A coworker has been bullied	23	20	24	26	26	22	21	20	27	20
Both I and a coworker has been bullied	5	5	5	9	4	5	4	5	5	20
No	45	49	43	40	37	39	58	39	50	37

Region

%	TOTAL	ATL	QC	ON	MB/SK	AB	BC
TOTAL (u/w)	1742	132	344	712	123	206	225
I have been bullied	27	32	24	25	29	26	31
A coworker has been bullied	23	23	29	23	19	19	20
Both I and a coworker has been bullied	5	3	3	6	4	10	5
No	45	42	44	46	48	44	43



MEDIA INQUIRIES:

Lorne Bozinoff, President

lbozinoff@forumresearch.com

416.960.9603

180 Bloor Street W., #1400
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 T 416.960.9600
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Lorne Bozinoff, President
 lbozinoff@forumresearch.com
 416.960.9603

Income

%	TOTAL	< \$20,000	\$20K to \$40K	\$40K to \$60K	\$60K to \$80K	\$80K to \$100K	\$100K to \$250K	\$250,000 +
TOTAL (u/w)	1742	174	250	266	243	203	317	37
I have been bullied	27	29	31	24	23	32	24	35
A coworker has been bullied	23	23	22	21	25	26	28	24
Both I and a coworker has been bullied	5	6	5	5	4	5	7	7
No	45	41	42	51	48	38	40	34

LGBTQ2S1AP+

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	1742	148	1479	115
I have been bullied	27	23	27	24
A coworker has been bullied	23	24	23	21
Both I and a coworker has been bullied	5	7	5	3
No	45	45	44	51

Disability

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	1742	214	1479	49
I have been bullied	27	34	25	42
A coworker has been bullied	23	21	24	20
Both I and a coworker has been bullied	5	12	5	2
No	45	33	47	36



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 lbozinoff@forumresearch.com
 416.960.9603

Frequency of the bullying

How often have you been bullied?

Age/gender

%	TOTAL	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 and over	Female	Male	Non-binary
TOTAL (u/w)	559	27	66	90	117	152	107	345	201	13
Daily	23	34	21	20	24	25	17	22	22	62
Once a week	23	27	26	24	22	23	17	23	24	8
Once a month	22	16	31	19	23	20	22	22	23	8
Once a year	18	11	14	23	18	20	18	16	22	0
Don't know	14	11	8	15	13	12	26	16	10	23

Region

%	TOTAL	ATL	QC	ON	MB/SK	AB	BC
TOTAL (u/w)	559	45	97	219	42	75	81
Daily	23	12	28	21	23	23	28
Once a week	23	33	30	18	15	22	27
Once a month	22	13	16	25	28	31	19
Once a year	18	21	15	20	27	14	15
Don't know	14	21	10	17	6	11	12

Income

%	TOTAL	< \$20,000	\$20K to \$40K	\$40K to \$60K	\$60K to \$80K	\$80K to \$100K	\$100K to \$250K	\$250,000 +
TOTAL (u/w)	559	61	87	78	69	76	104	15
Daily	23	38	30	18	19	16	18	39
Once a week	23	30	30	22	22	30	11	12
Once a month	22	8	19	23	26	28	28	17
Once a year	18	10	13	22	13	15	29	15
Don't know	14	14	8	14	20	11	14	18



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Lorne Bozinoff, President
lbozinoff@forumresearch.com
416.960.9603

LGBTQ2S1AP+

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	559	46	484	29
Daily	23	28	22	36
Once a week	23	32	22	20
Once a month	22	13	24	10
Once a year	18	17	19	9
Don't know	14	10	14	25

Disability

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	559	96	443	20
Daily	23	27	22	22
Once a week	23	34	21	16
Once a month	22	18	23	13
Once a year	18	10	20	9
Don't know	14	11	13	40



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 lbozinoff@forumresearch.com
 416.960.9603

Reporting workplace bullying

Was the bullying reported to management, senior staff, human resources, or another person or department responsible for employee conduct?

Age/gender

%	TOTAL	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 and over	Female	Male	Non-binary
TOTAL (u/w)	956	45	113	159	196	237	206	513	424	19
Yes	52	52	51	56	55	58	39	57	48	32
No	48	48	49	44	45	42	60	43	52	68

Region

%	TOTAL	ATL	QC	ON	MB/SK	AB	BC
TOTAL (u/w)	956	72	199	379	64	115	127
Yes	52	52	56	48	51	62	52
No	48	48	44	52	49	38	48

Income

%	TOTAL	< \$20,000	\$20K to \$40K	\$40K to \$60K	\$60K to \$80K	\$80K to \$100K	\$100K to \$250K	\$250,000 +
TOTAL (u/w)	956	100	140	133	126	127	191	24
Yes	52	41	53	52	44	60	57	37
No	48	59	47	48	56	40	43	63

LGBTQ2S1AP+

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	956	85	820	51
Yes	52	47	53	46
No	48	53	47	54

Disability

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	956	142	784	30
Yes	52	53	53	36
No	48	47	47	64



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Lorne Bozinoff, President
 lbozinoff@forumresearch.com
 416.960.9603

Action taken by employer

Did your employer take action to end the bullying, or not?

Age/gender

%	TOTAL	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 and over	Female	Male	Non-binary
TOTAL (u/w)	956	45	113	159	196	237	206	513	424	19
Yes	35	38	38	34	40	33	28	33	37	32
No	65	62	62	66	60	67	72	66	63	68

Region

%	TOTAL	ATL	QC	ON	MB/SK	AB	BC
TOTAL (u/w)	956	72	199	379	64	115	127
Yes	35	29	42	34	30	42	28
No	65	71	58	66	70	58	72

Income

%	TOTAL	< \$20,000	\$20K to \$40K	\$40K to \$60K	\$60K to \$80K	\$80K to \$100K	\$100K to \$250K	\$250,000 +
TOTAL (u/w)	956	100	140	133	126	127	191	24
Yes	35	22	34	35	31	38	43	37
No	65	78	66	65	69	62	57	63

LGBTQ2S1AP+

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	956	85	820	51
Yes	35	29	36	38
No	65	71	64	62

Disability

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	956	142	784	30
Yes	35	25	37	39
No	65	75	63	61



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Lorne Bozinoff, President
 lbozinoff@forumresearch.com
 416.960.9603

Effectiveness of employer's actions

How effectively did your employer's action address the bullying?

Age/gender

%	TOTAL	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 and over	Female	Male	Non-binary
TOTAL (u/w)	325	17	44	53	77	78	56	163	156	6
NET: TOP2	67	64	63	62	75	72	63	67	68	50
NET: BTM2	27	30	28	30	18	26	36	26	26	50
Very effectively	29	16	28	27	29	40	30	26	33	33
Somewhat effectively	38	48	35	35	46	31	33	41	35	17
Not very effectively	16	12	16	22	10	15	20	14	18	17
Not at all effectively	11	18	12	7	8	11	16	13	9	33
Not sure	6	6	9	8	6	3	2	6	5	0



Region

%	TOTAL	ATL	QC	ON	MB/SK	AB	BC
TOTAL (u/w)	325	20	81	124	20	45	35
NET: TOP2	67	74	60	71	79	66	68
NET: BTM2	27	21	33	23	16	29	32
Very effectively	29	50	25	31	29	33	20
Somewhat effectively	38	24	34	40	50	33	49
Not very effectively	16	12	22	9	7	20	23
Not at all effectively	11	8	10	14	10	10	9
Not sure	6	5	8	7	0	5	0

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 T 416.960.9600
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Lorne Bozinoff, President
 lbozinoff@forumresearch.com
 416.960.9603

Income

%	TOTAL	< \$20,000	\$20K to \$40K	\$40K to \$60K	\$60K to \$80K	\$80K to \$100K	\$100K to \$250K	\$250,000 +
TOTAL (u/w)	325	21	47	45	38	45	80	9
NET: TOP2	67	62	72	63	59	70	72	65
NET: BTM2	27	33	22	29	33	25	23	23
Very effectively	29	25	20	30	36	23	38	30
Somewhat effectively	38	37	52	33	23	47	34	35
Not very effectively	16	20	13	11	22	21	10	11
Not at all effectively	11	13	9	18	11	4	13	12
Not sure	6	5	6	8	8	4	4	13

LGBTQ2S1AP+

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	325	23	284	18
NET: TOP2	67	47	69	64
NET: BTM2	27	53	24	31
Very effectively	29	16	31	30
Somewhat effectively	38	31	39	34
Not very effectively	16	26	14	25
Not at all effectively	11	27	10	6
Not sure	6	0	6	5

Disability

%	TOTAL	Yes	No	Prefer not to say
TOTAL (u/w)	325	35	278	12
NET: TOP2	67	56	69	59
NET: BTM2	27	40	25	25
Very effectively	29	18	31	25
Somewhat effectively	38	38	38	34
Not very effectively	16	29	14	17
Not at all effectively	11	12	11	8
Not sure	6	4	5	17



180 Bloor Street W., #1400
 Toronto, ON M5S 2V6
 T 416.960.9600
 F 416.960.9602
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FORUM RESEARCH INC.

For more information:
Lorne Bozinoff, Ph.D.
President
Forum Research Inc.
Tel: (416) 960-9603
Fax: (416) 960-9602
E-mail: lbozinoff@forumresearch.com

MEDIA INQUIRIES:

Lorne Bozinoff, President
lbozinoff@forumresearch.com
416.960.9603



180 Bloor Street W., #1400
Toronto, ON M5S 2V6
T 416.960.9600
F 416.960.9602
forumresearch.com