

VIOLENCE AGAINST EDUCATORS

A Thesis

Submitted to the Faculty of the Graduate School

University of Minnesota

By

Chia Wei

In Partial Fulfillment of the Requirements for the Degree of Master of Science

Susan Goodwin Gerberich

September 2011

ACKNOWLEDGMENTS

My kindest regards to Dr. Susan Gerberich, for her continued academic research advising and role as an inspirational mentor. Also, to Andy Ryan, for his statistical expertise contributions, the Nancy A. Robertson Endowed Graduate Fellowship in Injury Prevention, and Drs. Alexander, Nachreiner and Chaplin, who also participated in my graduate committee.

I would also like to thank my family and friends for all their support while there has been 7,137 miles between us. Thank you my dearest Dad, Mom, Chi and Chiao for giving me faith and strength through all my struggles and accomplishments while pursuing my Master's degree in a foreign country. Your encouragement has and will always make me feel like I can achieve all of my dreams. A special thanks to Sohail, whose dedication is nothing short of invaluable.

Abstract

Introduction

Physical and non-physical violence are recognized as a major public health issue in the work environment and one commonly ignored population that may experience work-related violence is teachers/educators. However, to date, there has been no apparent investigation to examine the relations between various exposures of interest and rates of violence, based on hours worked by educators. The objective of the current study was to identify the potential risks for both physical assault (PA) and nonphysical violence (NPV) against licensed Minnesota educators, based on hours exposed.

Methods

The target study population was licensed kindergarten through grade 12 educators in Minnesota, who were identified in the Minnesota Department of Education database as of 2003. A random sample of 26,000 educators was selected from this database to determine eligibility; 6,469 eligible participants were included in the study. Data were collected between April 27, 2005 and March 31, 2006, using specially designed mailed questionnaires. PA and NPV event data were collected from respondents for a 12-month time period prior to their respective survey completion dates. Injury rates per 100,000 working hours were calculated, using generalized linear models with Poisson distribution for both PA and NPV events among educators. Multivariate analyses utilized calculated rate ratios to determine the strength of the association between exposures of interest and injury outcomes (PA and NPV); selection of confounders for multiple regression with Poisson distribution was based on Directed Acyclic Graphs, following the methods described

by Greenland and colleagues.

Results

Among all eligible respondents, the majority was female (77%). The total NPV rates were higher than the total PA rates (26.37 and 5.31, respectively). For the four subcategories of NPV, the total rates were: threat (34.82); sexual harassment (7.58); verbal abuse (55.48); and bullying (19.62).

Multivariate analyses for respective PA and NPV models revealed increased rate ratios for: educators who were not married (1.28, 1.20) versus married; worked in public alternative (1.73, 1.93), compared to public schools; those who worked in special education (4.39, 1.45) and in multiple activities (4.01, 1.41), compared with standard classroom teaching; and worked with class sizes less than ten (2.71, 1.43), compared to ten to < 25 students. Decreased risks for respective PA and NPV models were identified for: males (0.73, 0.85), compared with females; those who worked as educators for 20-29 (0.66, 0.66), and >30 (0.55, 0.60) years, compared to less than ten years; and worked in their current school for more than 20 (0.39, 0.80) versus less than five years.

Conclusions

Results from this study provided information about factors associated with increased and decreased risks for violence against educators, based on hours exposed. This information provides a basis for further investigation and consideration of possible intervention strategies to reduce violence in the school environment.

Key Words: Occupational violence; work-related violence; physical assault; nonphysical violence, risk factors

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Plan a Master's Thesis Contract

The contract for this project involved completion of a manuscript prepared for publication in a peer-reviewed journal. This project involved descriptive and multivariate analyses of data pertinent to work-related violence among educators in Minnesota.

To fulfill this contract, the following were completed:

1. Comprehensive literature review;
2. Analysis and interpretation of the data;
3. Preparation of the manuscript.

M.S. committee members included:

Susan G. Gerberich, Ph.D.

Bruce H. Alexander, Ph.D.

Nancy M. Nachreiner, Ph.D.

Jonathan Chaplin, Ph.D.

1. INTRODUCTION

Physical and non-physical violence had been recognized as a major public health issue in the work environment (Rosenberg and Fenley, 1991). According to the 2001 National Crime Victimization Survey (NCVS), there was an average of 1.7 million people who experienced violent crimes while working or on duty in the United States (U.S.) (Duhart, 2001). One commonly ignored population that has a high risk of work-related violence is teachers/educators (Duhart, 2001; DeVoe et al, 2005; Dinkes et al., 2007). In particular, educators reportedly have a higher risk for simple assault (an attack without a weapon) than aggravated assault (attack with a weapon) (Duhart, 2001).

Between 1999 and 2003, it was estimated that 183,000 teachers were victims of non-fatal crimes at schools, accounting for an annual rate of 39 crimes per 1,000 teachers (DeVoe et al., 2005). Furthermore, students play an important role in violence against educators as they have been identified as the primary perpetrators (Peek-Asa et al., 1998; Hashemi and Webster, 1998; Fisher and Kettl, 2003; DeVoe et al., 2005; Levin et al., 2006). It has also been reported that risk of school work-related violence varies across geographical locations; teachers working in city versus suburban or rural schools were more likely to have been physically attacked or threatened with injury by students (Dinkes et al., 2007). In addition to location, the grade level may also be associated with violence rates: U.S. junior high school teachers had a higher annual work-related violence rate per 1,000 teachers (54.2) than high school (38.1) and elementary school teachers (16.8); however, special education teachers had the highest rate among all teaching categories (68.4) (Duhart, 2001). It has been reported that violence affects teachers' performance in

class and the quality of teaching; retention of educators is a major concern in such high-risk occupational environments (Fisher and Kettl, 2003).

To date, there has been no apparent investigation to examine the relations between various exposures of interest and rates of occupational violence, based on hours worked by educators. The objective of the current study was to identify the potential risk for both physical assault (PA) and nonphysical violence (NPV) against licensed Minnesota educators, based on hours exposed.

2. METHODS

2.1 Study Population and Study Cohort

The target study population was licensed Kindergarten through Grade 12 (K-12) educators in Minnesota, who were identified in the Minnesota Department of Education database as of 2003. This study population was selected because of the ability to contact through home versus workplace addresses, and the availability of various demographic information including: year of birth; fiscal year data; zip code; principal and teacher years; salary; teaching time; grade level(s) taught; license type; and educational level.

There were originally 320,333 licensed educators in the database. After eliminating educators who were deceased, not licensed, or no longer working in the year prior to 2003, a random sample of 26,000 educators was selected for screening to determine eligibility.

2.2 Study Design

The study cohort included educators who worked as licensed professionals (K-12) in Minnesota during a 12-month period prior to survey completion. The study entailed two phases; this paper focused only on Phase 1, which was designed to determine the frequency of work-related violence, and to identify the potential risk for both PA and NPV against educators in Minnesota, based on hours exposed.

Using a random number generator, 300 educators were randomly selected from 320,333 licensed educators in the Minnesota Department of Education Database to participate in an initial pilot study to test the methods and data collection instruments. From the pilot study, it was discovered that there was a large proportion of educators listed in the database who were deceased, not licensed, or no longer working in the

year prior to 2003; these were eliminated. Thus, in order to identify the eligibility of the remaining license list before implementation of the comprehensive study, a random sample of 26,000 educators received an eligibility screener; 8,614 (33%) educators responded to the screener, resulting in 6,469 (75%) apparently eligible responders who indicated working in Minnesota during the previous 12 months. Subsequently, data were collected between April 27, 2005 and March 31, 2006. Figure 1 shows the response diagram.

2.3 Definitions

Work-related violence includes physical assault (PA) and nonphysical violence (NPV), involving acts that use intentional physical force or emotional abuse with the potential for causing physical or emotional injury and consequences against an employee. In this study, work-related violence included any events or activities that were associated with and occurred in the educator's work-environment, including work-related travel.

PA occurred when educators were hit, slapped, kicked, pushed, choked, grabbed, sexually assaulted, or otherwise subjected to physical contact intended to injure or harm. NPV included threats, sexual harassment, verbal abuse, and bullying. Threat was defined as when someone used words, gestures, or actions with the intent of intimidating, frightening, or harming them (physically or otherwise). Sexual harassment occurred when educators experienced any type of unwelcome sexual behavior (words or actions) that created a hostile work environment. Verbal abuse occurred when another person yelled or swore at the educator, called the educator names, or used other words intended to control or hurt. Bullying was defined as repeated acts of intimidation or coercion.

2.4 Contact Procedure

Approval to conduct this study was obtained from the Institutional Review Board at the University of Minnesota. An initial survey packet, sent to the 6,469 eligible educators, included: a specially designed survey instrument; a letter inviting participation; informed consent information; and a postage-paid, return envelope. Participants were involved in this study by returning a completed questionnaire. For those who did not respond, up to four mailings were sent to increase the response rate. A final packet was sent to remaining non-respondents; this included a one-page survey to collect important demographic and work-related violent event information.

2.5 Data Collection

The comprehensive survey data were collected via specially designed mailed questionnaires. Of those 6,469 educators who were mailed a survey packet, 5,038 (78%) returned a fully completed survey and 377 returned a short survey. As a result, a total of 4,731 eligible educators were included in the study analysis.

The comprehensive instrument enabled collection of data pertinent to the occurrence of PA and NPV events, determination of the months in which they worked, and relevant exposures in the previous 12-month period. The number of events was established per educator and although educators may have experienced more than one violent event (physical or nonphysical), only one event was included in the current analysis.

Further data collected included the educator's demographic information: gender; age; race; ethnic classification; marital status; educational information; years of experience and job classification (full/part-time, substitution, etc.); characteristics of the teaching environment -- such as type of school (public, private, etc.); educators'

activity (classroom teacher, administrator, etc.); class size; and grade levels. Finally, working hours and number of days worked per week were also collected.

2.6 Data Analysis

Data analysis commenced with descriptive statistics including, number of reported events, and calculation of injury rates and rate ratios per 100,000 working hours.

Injury rates per 100,000 working hours were calculated, using generalized linear models with Poisson distribution for both PA and NPV events among educators; missing working hours were addressed through imputation (Madow et al., 1983). This imputation was accomplished by using average hours worked per month by educators from the same job classification (full-time/part-time contract or substitute categories). Multivariable regression models with Poisson distribution incorporated calculated rate ratios to determine the strength of the association between exposures of interest and injury outcomes (PA and NPV).

Potential selection bias, resulting from different response patterns, was examined by inversely weighting observed responses by probabilities of response, estimated as a function of characteristics available from the licensing database: characteristics included: gender; zip code; year of birth; first and last year of licensure; last fiscal year of employment; years worked as a teacher/principal; salary; class period minutes; class periods per week and grade levels taught. This method re-weights estimates using group response characteristics to account for potential differences in responses (Horvitz and Thompson, 1952). The probability of eligibility of non-respondents was estimated from these same factors. (Mongin, 2001)

A causal model was developed to determine the variables to be measured and

controlled for the overall study analyses. From this model, individual Directed Acyclic Graphs (DAGs) were derived to select the minimum set of potential confounding factors for each exposure of interest (Greenland et al., 1999; Hernan et al., 2002). An example of a DAG for one exposure of interest (grade taught) is shown in Figure 2.

3. RESULTS

A total of 4,731 eligible educators, who worked as licensed K-12 educators in Minnesota during the prior 12 months, were included in this analysis. According to gender, these respondents included 3,628 (76.7%) female and 1,103 (23.3%) male educators.

Tables 1a and 1b present the numbers of responses, numbers of events, and injury rates per 100,000 working hours per year for physical assault (PA) and nonphysical violence (NPV). As identified, the total NPV rate is higher than the total PA rate (26.37 and 5.31, respectively). Women had slightly higher rates than men for both PA and NPV. By age, those 40-49 years had the highest PA rate; for NPV, the rate was highest among those 60-79 years. Hispanics, compared to non-Hispanics, had higher PA and NPV rates; by race, little difference was observed. According to marital status, those who were not married, versus married, had slightly higher PA and NPV rates. Among education classifications, those with an education specialist degree had the highest PA rate, while those with a master's degree had the highest NPV rate. Educators who had taught less than 10, versus 10 years or more, had slightly higher PA and NPV rates. Similarly, PA and NPV rates were higher among educators who worked in the current school for less than five years. These rates were also higher for educators who taught in public alternative schools, magnet, or multiple types of schools. By job classification, PA rates were higher for those working full time versus part-time and in various substitute categories while NPV rates were higher for part-time and substitute educators. Based on educators' activities, school social workers, psychologists, and special education teachers had the highest PA and NPV rates. It was also shown that class size may affect injury

rates, especially classes with fewer than 10 students; however, larger class sizes were also important for NPV. Both PA and NPV rates were the highest for educators who taught in all grades; otherwise, PA rates were higher among those who taught kindergarten through grade 2 while NPV rates were higher in grades 7-9 and 10-12.

Table 1b identifies total rates for the four subcategories of NPV. The total rates are as follows: threat (34.82); sexual harassment (7.58); verbal abuse (55.48); and bullying (19.62). Some variations are noted among these categories.

Results of multivariate analysis for respective PA and NPV models are shown in tables 2a and 2b. These results are presented as rate ratios per 100,000 working hours per year, based on the exposures of interest. As shown in table 2a, increased risks for both PA and NPV, respectively, were shown for: educators who were not married versus married (1.28, 1.20); worked in public alternative (1.73, 1.93), compared to public schools; those who worked in special education (4.39, 1.45) or in multiple activities (4.01, 1.41), compared with standard classroom teaching; and class sizes were less than ten students (2.71, 1.43), compared to ten to <25 students. Decreased risks for both PA and NPV were identified for: males compared with females (0.73, 0.85); those who worked as teachers for 20-29 (0.66, 0.66), and more than 30 years (0.55, 0.60) compared to less than ten years; worked in their current school for more than 20 (0.39, 0.80) versus less than five years; and worked in private parochial (0.17, 0.51) versus public schools.

Other increased risks for PA were identified for those educators who: held a master's degree (1.23), or an education specialist degree (1.53), versus an associate/bachelor's degree; taught in various school types (3.05), versus public schools; worked primarily as a social worker (4.50), versus a standard classroom

teacher. Decreased risks were shown for PA when the class size was larger than 25 (0.54), versus ten to <25 students; and educators who frequently taught in grades 10 to 12 (0.39), versus kindergarten through grade 2. For NPV, risks were increased for educators: older than 60 (1.26), versus 50-59 years; who worked part-time (1.44) or in various substitute categories (1.73) versus full-time; whose class size was larger than 25 (1.16), versus 10-25 students; and those who taught in grades 3-6 (1.30), 7-9 (1.79), 10-12(1.76) and multiple grades (1.77), versus kindergarten to second grade. A decreased risk for NPV (0.83) was identified for those who worked as teachers for 10-19 years, compared to less than ten years.

Table 2b shows rate ratios per 100,000 working hours per year for the NPV subcategories. For threat, increased risks were identified for educators: aged 30-39 (1.21) and 60-79 (1.34) years compared to 50-59; who worked in public alternative (1.36), compared to public schools; who worked in various substitute categories (2.18), versus full-time; and worked in special education (1.42) compared to standard classroom teaching. A decreased risk for threat was determined when class sizes were larger than 25 (0.8), versus 10-25 students. For sexual harassment, increased risks were shown for: age 20-29 (1.77), 30-39 (1.52), 40-49 (1.61), compared to 50-59 years; those were not married (1.59) versus married; those with education specialist degrees (1.55) compared to associate/bachelor degrees; educators who taught in public alternative (1.93) and multiple school types (2.84), compared to public schools; and had classrooms with less than ten (1.6) compared to 10-25 students. Decreased risks were identified for sexual harassment among male (0.69), compared to female educators, and among those who worked for 10-19 years (0.58), versus less than ten years. In terms of verbal abuse, increased risks were seen in

educators who worked: in public alternative (1.2), compared to public schools; and in part-time position (1.51) or various substitute categories (1.91) versus full-time. It was also noted that educators with a masters' (0.87) or education specialist (0.77), versus associated/bachelors' degrees, had decreased risks for verbal abuse. For bullying, increased risks were identified for educators who worked in part-time positions (1.54) or various substitute categories (2.03) versus full-time; a decreased risk was seen for male educators (0.71) compared to female.

4. DISCUSSION

This current study was based on a comprehensive population investigation of violence against licensed educators in Minnesota. As identified in this study, the overall rate per 100,000 working hours per year was much greater for NPV (26.37) than for PA (5.31) and the highest rate among all NPV subcategories was for verbal abuse. The majority of respondents were female who were more likely to experience PA and NPV compared to male educators. From other studies, using a variety of methods and populations, it has been reported that males were more likely than females educators to experience violence (Peek-Asa et al., 1998; DeVoe et al., 2005; Liss and McCaskell, 1994; Peek-Asa et al., 1997; Duhart, 2001).

A study conducted in Los Angeles reported that educators with a master's and/or doctoral degree were more likely to report an assault (Casteel et al., 2007). However, the current study only found those with a master's degree, versus associate/bachelor's degree, had an increased PA rate; further, those with an education specialist degree, compared with an associate/bachelor's degree, had increased risks for PA and sexual harassment (NPV). According to working experience, educators in the current study, with more years of teaching experience, had decreased PA and NPV rates; however, there was an opposite finding from another study, using a different study population, which suggested that teachers with more experience were more likely to report an assault (Casteel et al., 2007).

In terms of the work environment, educators who taught in public alternative, versus public schools, had increased risks for both PA and NPV, and decreased

risks for those who taught in private compared to public schools -- findings consistent with previous reports (Dinkes et al., 2007; Nolle et al., 2007). Based on multivariate analysis, those educators who taught in classrooms with more than 25, versus 10 to less than 25 students, had decreased rates for PA but increased rates for NPV. Similarly, risks for educators who taught in grades 10-12, versus kindergarten through second grades, had decreased risks for PA and increased risks for NPV. These findings were consistent with a previous study, showing that secondary school educators were less likely to experience PA than elementary school teachers, but more likely to experience NPV (threat) (DeVoe et al., 2005).

It has been reported that violence directly impacts on teachers' performance in class and the quality of teaching (Fisher and Kettl, 2003). Work-related violence has been associated with consequences of work performance, including reduced productivity, reduced quality of life, increased turnover, and absenteeism (Lanza, 1983; Martino et al., 2003; Gerberich et al., 2004) as well as fear of recurrent assault, family disruption, and career changes (Liss and McCaaskell, 1994). Work-related violence has also been associated with short-term and long-term physical, emotional and professional effects (Levin et al., 1998; Gerberich et al., 2004). In particular, the impact of non-physical violence cannot be neglected since the consequences of nonphysical violence have been shown to be more severe than physical assault (Gerberich et al., 2004) and may lead to more advanced mental health problems such as acute stress disorder or post-traumatic stress syndrome (Brewin et al., 1999). Moreover, the resulting impact on work status (including restricted or modified work, quitting, transferring, and/or obtaining a leave of absence) for non-physical violence, versus physical assault, has also been shown to be greater (Gerberich et al., 2004).

4.1 Limitations

Limitations in this study include the fact that data, pertinent to violence events and relevant exposures, were collected through self-report, which may involve potential biases. Numerous strategies to minimize these potential biases were incorporated; for example, recall bias, was minimized, to some degree, by limiting the recall of violent events to the previous 12 months. This approach has also been implemented in previous studies (Gabel and Gerberich, 2002; Gerberich et al., 2004, 2005; Sage et al., 2010). In addition, a calendar with relevant holidays was included in the questionnaire to assist participants' recall of events. Information bias was further addressed by follow-up via mail to clarify ambiguous and missing information. As previously noted, missing working hours were addressed through imputation (Madow et al., 1983). No important differences were identified between imputed and non-imputed rates for PA and NPV: imputed working hours were used in the data analysis. Potential response bias was reduced by inversely weighting observed responses by probabilities of response, estimated as a function of educator characteristics available from the licensing database (Horvitz and Thompson, 1952). To account for unknown eligibility among non-respondents, probability of eligibility was estimated from these same factors (Mongin, 2001). Selection of confounders for multiple regression models was based on DAGs to reduce the effect of confounding (Greenland et al., 1999). Of note, is that the calculated rates may be underestimated, given that a maximum of one event was included per educator in the data analysis; yet, many educators experienced multiple violent events.

5. CONCLUSIONS

This study enabled estimation of PA and NPV rates among educators who taught kindergarten through grades 12, and provided information to determine the association between exposures of interest and these rates. In particular, findings in this study provided information about factors associated with increased and decreased risks for violence against educators that provide opportunities for further investigation and consideration of interventions to reduce violence in the school environment. Most importantly, this current study serves as the basis for future analytical studies and for development of appropriate prevention and control efforts in work-related violence.

ACKNOWLEDGMENTS

Support for this effort was provided, in part, by: the National Institute for Occupational Safety and Health (R01 OH 007816), Centers for Disease Control and Prevention, Department of Health and Human Services; the Center for Violence Prevention and Control and the Regional Injury Prevention Research Center, Division of Environmental Health Sciences, School of Public Health, University of Minnesota; and the Nancy A. Robertson Endowed Graduate Fellowship in Injury Prevention. The contents of this effort are solely the responsibility of the authors and do not necessarily represent the official view of the Centers for Disease Control and Prevention or other associated entities. We also wish to acknowledge the support of our Educational Advisory Consulting Team members who were integral to this study: Willarene Beasley, Charles Goodwin, Donald Hilts, Laura R. Langhoff, and Joseph P. Miller.

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FIGURES and TABLES

Figure 1. Minnesota Educators' Study- Phase 1: Response Numbers

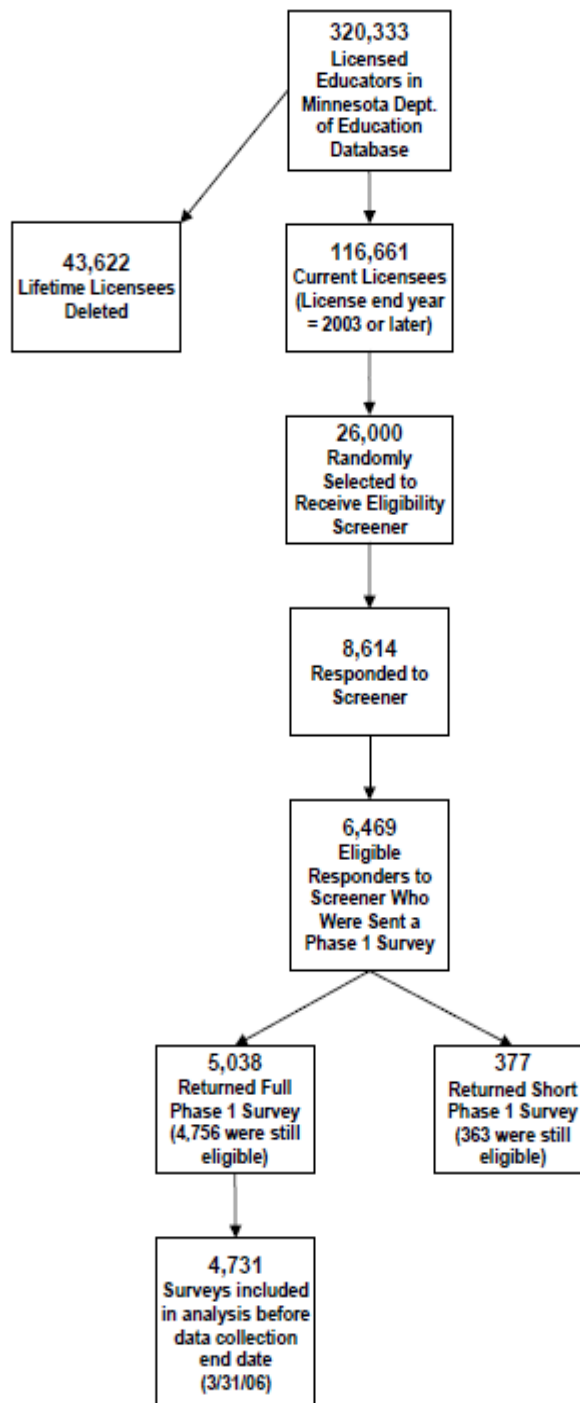


Figure2. Directed Acyclic Graph Example

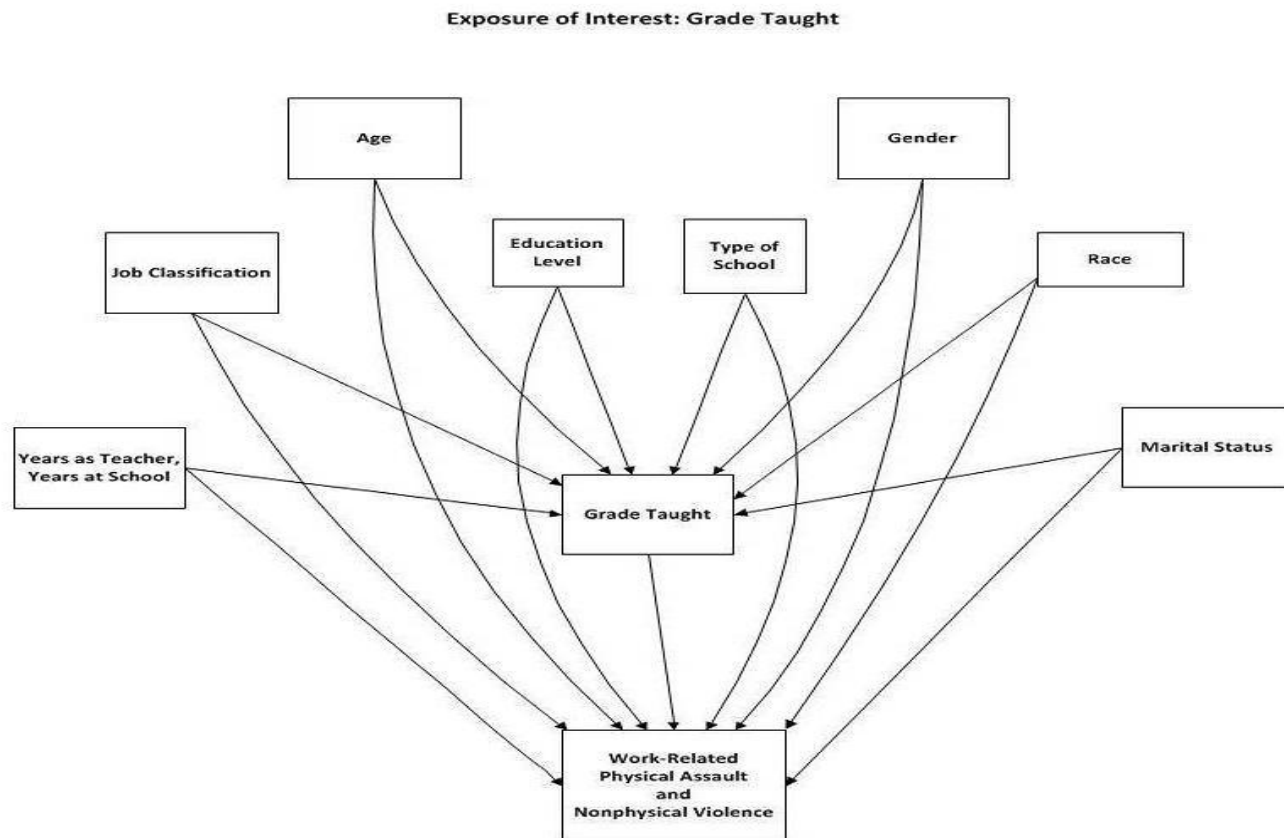


Table 1a. Physical Assault and Non-Physical Violence Rates Per 100,000 Working Hours Per Year: Violence Against Educators Study

Variable	Physical Assault				Nonphysical Violence			
	Number Responses	Number Events*	Injury Rate	95% C.I.	Number Responses	Number Events*	Injury Rate	95% C.I.
Total Population	4725	372	5.31	4.79-5.88	4720	1834	26.37	25.18-27.61
Gender								
Male	1102	68	4.22	3.35-5.31	1102	399	23.37	21.19-25.77
Female	3623	304	5.77	5.15-6.47	3618	1435	27.64	26.24-29.11
Age group								
20-29	415	31	5.15	3.63-7.30	415	165	26.45	22.68-30.85
30-39	1032	83	5.32	4.28-6.62	1031	423	27.46	24.94-30.22
40-49	1242	107	5.66	4.68-6.86	1242	491	26.28	24.04-28.73
50-59	1730	134	5.09	4.29-6.03	1726	654	24.91	23.07-26.90
60-79	306	17	5.24	3.25-8.46	306	101	31.28	25.70-38.06
Ethnic								
Hispanic	29	6	14.49	6.54-32.12	28	14	37.00	22.19-61.70
Non Hispanic	4661	361	5.22	4.71-5.79	4659	1797	26.14	24.95-27.38
Race								
White	4611	359	5.28	4.76-5.85	4608	1775	26.16	24.96-27.41
Non white	75	7	5.29	2.40-11.67	75	34	28.54	20.31-40.12
Marital status								
Married	3749	271	4.92	4.37-5.55	3747	1377	25.08	23.78-26.44
Other than married*	942	93	6.40	5.20-7.88	940	436	30.58	27.81-33.63
Education								
Associate + Bachelor's Degree	1800	110	4.58	3.80-5.52	1799	616	25.90	23.95-28.01
Master	2529	214	5.52	4.83-6.31	2527	1038	36.50	24.93-28.17
Education specialist degree	309	36	6.65	4.77-9.29	309	138	26.41	22.34-31.22
Doctorate degree	69	7	5.66	2.62-12.22	65	28	24.60	16.97-35.66
Years worked as a teacher								
0-9 years	1387	115	5.76	4.78-6.94	1386	580	29.39	27.06-31.91
10-19 years	1426	122	5.61	4.68-6.71	1423	579	26.90	24.78-29.20
20-29 years	1109	83	4.73	3.81-5.87	1109	407	23.00	20.85-25.37
>30 years	778	47	4.05	3.04-5.39	778	251	21.72	19.18-24.58
Years worked in current school								
0-4 years	837	75	6.50	5.15-8.20	834	357	32.49	29.27-36.05
5-9 years	587	40	4.53	3.30-6.21	587	238	27.31	24.02-31.06
10-19 years	725	69	5.99	4.70-7.62	723	284	25.41	22.60-28.57
>20	536	17	2.09	1.30-3.35	536	179	21.35	18.42-24.75
* The number of events was established per educator								
† Other than married: living as married. Living with a domestic partner, never married, separated, divorced, widowed								

Table 1a. (continued) Physical Assault and Non-Physical Violence Rates Per 100,000 Working Hours Per Year: Violence Against Educators Study

Variable	Physical Assault				Nonphysical Violence			
	Number Responses	Number Events*	Injury Rate	95% C.I.	Number Responses	Number Events*	Injury Rate	95% C.I.
Type of school								
Public	4004	327	5.53	4.96-6.17	3998	1553	26.38	25.10-27.73
Public Alternative	159	20	9.54	6.26-14.55	159	113	50.63	42.15-60.80
Public Charter	86	6	3.32	1.30-8.47	86	39	28.31	20.55-39.01
Public Magnet	64	8	8.08	4.07-16.01	64	34	33.24	23.72-46.58
Private (Parochial)	309	4	0.94	0.36-2.41	309	60	13.13	10.19-16.91
Private(Non-Parochial)	64	1	0.67	0.06-7.26	64	15	15.89	9.74-25.92
No one school type was most common	28	6	17.18	7.65-38.55	29	16	43.27	26.16-71.56
Job classification								
Full-time	3764	333	5.33	4.79-5.94	3759	1536	24.76	23.55-26.03
Part-time	420	18	4.35	2.74-6.92	420	138	34.49	29.25-40.66
Other†	523	21	6.32	4.09-9.77	523	158	47.75	40.76-55.95
Activity								
Classroom teacher	3193	148	3.22	2.74-3.78	3191	1152	24.66	23.27-26.13
Administrator + Superintendent + Dean of students	197	19	4.76	3.04-7.48	196	89	22.69	18.45-27.91
School psychologist	46	7	11.02	5.35-22.71	46	23	35.56	23.77-53.18
School social worker	66	15	16.14	9.84-26.48	66	31	35.56	25.48-49.63
Special education	595	126	14.71	12.40-17.47	594	308	34.91	31.23-39.03
Department chair/ instructional leader	22	5	14.58	5.96-35.66	22	7	20.93	9.92-44.16
Teacher assistant/aide + advisor to extra- curricular activities + other	346	24	5.22	3.48-7.82	344	124	28.03	23.53-33.40
No one activity was most common	250	28	7.60	5.20-11.10	251	98	27.42	22.46-33.47
Class size								
<10	723	140	14.00	11.90-16.48	721	342	33.61	30.25-37.34
10 to less than25	1665	115	4.66	3.87-5.61	1664	556	22.84	21.01-24.84
>=25	1865	77	2.88	2.31-3.59	1864	755	27.36	25.48-29.39
Grade								
Kindergartern-2nd grade	659	56	6.03	4.65-7.80	659	161	17.13	14.70-19.97
3-6 grade	908	60	4.53	3.53-5.83	908	294	22.02	19.65-24.68
7-9 grade	609	30	3.44	2.43-4.87	609	276	29.45	26.15-33.18
10-12 grade	426	14	2.09	1.24-3.52	426	200	29.11	25.31-33.48
No one grade level was most frequently taught	1641	171	7.34	6.30-8.54	1637	719	31.52	29.29-33.92
* The number of events was established per educator								
† Other: Long-call substitute, building substitute, all other substitute								

Table 1b. Non-Physical Violence Rates Per 100,000 Working Hours Per Year: Violence Against Educators Study

Variable	Threat				Sexual Harassment				Verbal Abuse				Bullying			
	Number Responses	Number Events*	Injury Rate	95% C.I.	Number Responses	Number Events*	Injury Rate	95% C.I.	Number Responses	Number Events*	Injury Rate	95% C.I.	Number Responses	Number Events*	Injury Rate	95% C.I.
Total Population	4719	957	34.82	32.70-37.08	4717	212	7.58	6.63-8.68	4720	1576	55.48	52.79-58.31	4719	550	19.62	18.04-21.33
Gender																
Male	1102	219	35.7	31.40-40.59	1102	38	5.73	4.16-7.89	1102	348	52.87	47.57-58.75	1102	94	15.17	12.46-18.47
Female	3617	738	34.47	32.07-37.04	3615	174	8.33	7.19-9.65	3618	1228	56.53	53.44-59.81	3617	456	21.41	19.54-23.46
Age group																
20-29	415	95	37.92	31.06-46.29	415	26	9.46	6.34-14.10	415	134	52.02	43.88-61.68	415	61	23.67	18.39-30.47
30-39	1031	240	38.06	33.54-43.19	1031	53	8.1	6.16-10.65	1031	363	56.08	50.53-62.23	1031	124	19.23	16.09-22.97
40-49	1242	246	32.81	28.95-37.18	1242	66	8.57	6.71-10.94	1242	412	53.91	48.90-59.43	1242	141	18.61	15.76-21.97
50-59	1725	323	31.33	28.07-34.96	1732	56	5.33	4.09-6.96	1726	579	56.22	51.81-61.02	1725	195	18.64	16.17-21.49
60-79	306	53	41.82	31.80-54.99	306	11	8.07	4.33-15.05	306	88	69.86	56.52-86.35	306	29	22.14	15.19-32.26
Ethnic																
Hispanic	28	6	27.6	12.46-61.14	28	1	3.66	0.41-32.51	28	12	57.01	32.78-99.14	28	4	17.88	6.66-48.02
Non Hispanic	4658	942	34.89	32.75-37.18	4656	210	7.68	6.71-8.80	4659	1542	55.32	52.61-58.18	4658	538	19.6	18.01-21.33
Race																
White	4607	928	34.82	32.67-37.12	4605	204	7.6	6.63-8.71	4608	1524	55.34	52.61-58.22	4607	532	19.56	17.97-21.30
Non white	75	17	34.6	21.73-55.09	75	6	9.37	3.83-22.90	75	29	56.76	39.48-81.62	75	11	24.54	14.12-42.63
Marital status																
Married	3747	727	35.33	32.88-37.96	3745	141	6.57	5.56-7.76	3747	1169	54.7	51.64-57.95	3746	409	19.15	17.37-21.11
Other than married*	940	222	33.47	29.31-38.22	940	70	10.91	8.65-13.76	940	388	57.62	52.08-63.75	940	135	21.13	17.88-24.96
Education																
Associate + Bachelor's Degree	1798	304	35.65	31.93-39.80	1798	70	7.86	6.22-9.94	1799	533	60.33	55.44-65.66	1799	184	20.93	18.13-24.17
Master	2527	551	34.34	31.61-37.31	2525	113	7.12	5.94-8.55	2527	892	53.68	50.23-57.36	2526	310	18.95	16.94-21.18
Education specialist degree	309	81	35.71	28.81-44.27	309	27	11.02	7.49-16.22	309	115	47.93	39.82-57.70	309	46	20.35	15.31-27.05
Doctorate degree	68	17	35.62	22.14-57.33	68	2	4.52	1.19-17.18	68	23	48.42	32.20-72.82	68	6	11.56	5.02-26.65
Years worked as a teacher																
0-9 years	1386	320	38.52	34.51-42.99	1386	86	9.86	7.94-12.25	1386	481	56.69	51.79-62.06	1386	185	22.05	19.07-25.49
10-19 years	1423	302	33.83	30.23-37.85	1422	55	5.95	4.55-7.78	1423	499	53.95	49.35-58.97	1422	153	16.85	14.37-19.76
20-29 years	1109	201	30.62	26.65-35.19	1109	45	6.72	4.99-9.04	1109	357	53.8	48.45-59.75	1109	124	18.56	15.53-22.19
>30 years	777	129	33.48	28.15-39.82	776	26	6.62	4.48-9.79	778	223	57.88	50.74-66.02	778	84	21.41	17.25-26.59
Years worked in current school																
0-4 years	834	201	41.05	35.82-47.04	834	43	8.79	6.55-11.80	834	306	59.62	53.24-66.75	834	113	22.3	18.53-26.82
5-9 years	587	118	34.56	28.89-41.34	586	25	6.71	4.47-10.09	587	204	56.73	49.33-65.24	586	67	19.53	15.39-24.80
10-19 years	723	158	35.29	30.14-41.33	722	30	6.87	4.80-9.83	723	244	54.87	48.34-62.27	723	84	18.52	14.89-23.02
>20	535	84	30.23	24.38-37.47	535	18	6.07	3.76-9.81	536	159	56.43	48.24-66.01	536	52	18.23	13.83-24.02

* The number of events was established per educator

† Other than married: living as married. Living with a domestic partner, never married, separated, divorced, widowed

Table 1b. (continued) Non-Physical Violence Rates Per 100,000 Working Hours Per Year: Violence Against Educators Study

Variable	Threat				Sexual Harassment				Verbal Abuse				Bullying			
	Number Responses	Number Events*	Injury Rate	95% C.I.	Number Responses	Number Events*	Injury Rate	95% C.I.	Number Responses	Number Events*	Injury Rate	95% C.I.	Number Responses	Number Events*	Injury Rate	95% C.I.
Type of school																
Public	3997	787	33.73	31.47-36.16	3995	167	7.14	6.14-8.30	3998	1330	55.28	52.36-58.36	3997	456	18.99	17.31-20.83
Public Alternative	159	75	46.84	37.62-58.33	159	25	13.89	9.28-20.78	159	109	65.04	53.99-78.35	159	36	23.39	17.15-31.90
Public Charter	86	25	39.24	26.33-58.49	86	4	6.84	2.63-17.79	86	34	53.86	38.31-75.72	86	15	25.72	15.71-42.11
Public Magnet	64	25	45.75	30.84-67.88	64	5	10.03	4.32-23.29	64	30	55.74	38.99-79.68	64	7	12.5	5.88-26.58
Private (Parochial)	309	23	26.33	17.71-39.14	309	4	4.24	1.58-11.38	309	40	42.2	30.86-57.72	309	23	25.79	17.28-38.49
Private(Non-Parochial)	64	10	40.13	22.26-72.33	64	1	2.36	0.21-26.78	64	13	43.91	25.01-77.12	64	7	24.75	11.69-52.39
No one school type was most common	29	11	47.28	25.43-87.91	29	5	21.34	8.48-53.72	29	16	72	43.56-119.00	29	5	18.99	7.14-50.52
Job classification																
Full-time	3758	821	32.99	30.83-35.31	3756	184	7.22	6.25-8.35	3759	1322	51.5	48.78-54.38	3758	469	18.51	16.91-20.27
Part-time	420	64	45.04	35.60-56.97	420	11	7.25	4.04-13.03	420	119	79.04	66.19-94.39	420	35	24.4	17.73-33.58
Other†	523	71	59.57	47.23-75.14	523	16	14.51	9.06-23.23	523	133	107.49	90.43-127.77	523	45	35.86	26.59-48.37
Activity																
Classroom teacher	3190	557	32.77	30.19-35.57	3189	125	7.25	6.09-8.63	3191	984	55.45	52.06-59.06	3191	346	19.5	17.54-21.69
Administrator + Superintendent + Dean of students	196	57	32.48	25.08-42.05	196	9	4.88	2.51-9.51	196	74	41.06	32.63-51.68	196	27	15.35	10.54-22.36
School psychologist	46	14	39.67	23.65-66.53	46	2	7.65	2.36-24.83	46	20	56.93	36.98-87.67	46	11	34.1	19.53-59.56
School social worker	66	17	39.11	25.32-60.41	66	4	8.75	3.49-21.94	66	25	54.45	37.66-78.71	66	6	14.01	6.77-28.96
Special education	594	201	44.27	38.63-50.73	593	37	8.07	5.86-11.11	594	274	58.95	52.39-66.34	593	96	21.48	17.65-26.13
Department chair/ instructional leader	22	7	69.11	32.78-145.72	22	3	29.84	9.59-92.87	22	7	69.12	32.79-145.72	22	3	28.44	8.89-90.96
Teacher assistant/aide + advisor to extra- curricular activities + other	344	54	31.18	23.98-40.55	344	17	9.74	6.09-15.59	344	103	57.71	47.58-70.00	344	30	17.64	12.44-25.01
No one activity was most common	251	49	33.69	25.47-44.57	251	14	8.53	4.89-14.87	251	87	57.82	46.71-71.59	251	30	19.89	13.82-28.63
Class size																
<10	721	212	43.15	37.82-49.24	720	47	9.47	7.15-12.56	721	304	59.93	53.59-67.03	720	118	24.12	20.21-28.78
10 to less than 25	1663	290	35.09	31.27-39.38	1663	59	6.89	5.32-8.94	1664	473	55.59	50.73-60.91	1664	181	21.47	18.53-24.88
>=25	1864	357	31.64	28.57-35.05	1863	89	7.71	6.27-9.48	1864	645	54.79	50.70-59.21	1864	205	17.2	14.97-19.75
Grade																
Kindergarten-2nd grade	659	82	34.26	27.80-42.30	659	11	4.15	2.27-7.59	659	128	50.27	42.27-59.79	659	58	23.71	18.42-30.52
3-6 grade	907	156	34.22	29.30-39.97	907	25	6.24	4.34-8.98	908	239	51.39	45.28-58.32	908	97	20.9	17.14-25.49
7-9 grade	609	140	33.2	28.15-39.15	607	38	8.66	6.26-11.97	609	239	54.85	48.24-62.36	608	104	24.51	20.22-29.71
10-12 grade	426	106	34.2	28.27-41.38	426	24	7.85	5.27-11.68	426	181	57.09	49.26-66.16	426	43	13.3	9.80-18.05
No one grade level was most frequently taught	1637	375	36.67	33.16-40.55	1637	97	9.03	7.37-11.06	1637	631	59.79	55.26-64.69	1637	203	18.72	16.26-21.54
* The number of events was established per educator																
† Other: Long-call substitute, building substitute, all other substitute																

Table 2a. Rate Ratios for Physical Assault and Non-Physical Violence Rates Per 100,000 Working Hours Per Year: Violence Against Educators Study

Variable	Physical Assaults				Nonphysical Violence			
	Number Responses	Number Events*	Estimate RR	95% C.I.	Number Responses	Number Events*	Estimate RR	95% C.I.
Gender‡								
Male	1103	68	0.73	0.56-0.94	1103	399	0.85	0.76-0.94
Female	3628	304	1.00	-	3628	1435	1.00	-
Age group‡								
20-29	416	31	1.01	0.69-1.49	416	165	1.06	0.89-1.26
30-39	1033	83	1.05	0.79-1.38	1033	423	1.10	0.97-1.25
40-49	1242	107	1.11	0.86-1.44	1242	491	1.05	0.94-1.19
50-59	1732	134	1.00	-	1732	654	1.00	-
60-79	308	17	1.03	0.62-1.71	308	101	1.26	1.02-1.55
Race‡								
White	4613	359	1.00	-	4613	1775	1.00	-
Non white	75	7	1.00	0.45-2.23	75	34	1.09	0.77-1.54
Marital status§								
Married	3740	271	1.00	-	3740	1373	1.00	-
Other than married†	935	92	1.28	1.00-1.64	935	431	1.20	1.07-1.34
Education**								
Associate + Bachelor's Degree	1781	108	1.00	-	1781	607	1.00	-
Master	2516	213	1.23	0.97-1.56	2516	1032	1.04	0.94-1.15
Education specialist degree	307	35	1.53	1.03-2.26	307	136	1.05	0.87-1.27
Doctorate degree	68	7	1.38	0.62-3.09	68	28	0.98	0.67-1.45
Years worked as a teacher††								
0-10 years	1371	114	1.00	-	1371	572	1.00	-
10-19 years	1414	121	0.85	0.63-1.15	1414	573	0.83	0.72-0.95
20-29 years	1103	82	0.66	0.45-0.95	1103	405	0.66	0.56-0.78
>30 years	774	46	0.55	0.35-0.86	774	249	0.60	0.49-0.73
Years worked in current school‡‡								
0-4 years	823	71	1.00	-	823	348	1.00	-
5-9 years	575	40	0.76	0.50-1.14	575	233	0.91	0.76-1.08
10-19 years	719	69	1.08	0.71-1.63	719	284	0.90	0.74-1.08
>20	528	17	0.39	0.21-0.73	528	175	0.80	0.63-1.01
* The number of events was established per educator								
† Other than married: living as married. Living with a domestic partner, never married, separated, divorced, widowed								
‡ Adjusted for non-response								
§ Adjusted for gender, race and age								
** Adjusted for gender, race, age and marry status								
†† Adjusted for gender, race, age, marry status and education								
‡‡ Adjusted for gender, race, age, marry status, education, jobclass, year as a teacher and activity								

Table 2a. (continued) Rate Ratios for Physical Assault and Non-Physical Violence Rates Per 100,000 Working Hours Per Year: Violence Against Educators Study

Variable	Physical Assaults				Nonphysical Violence			
	Number Responses	Number Events*	Estimate RR	95% C.I.	Number Responses	Number Events*	Estimate RR	95% C.I.
Type of school‡								
Public	3937	319	1.00	-	3935	1520	1.00	-
Public Alternative	157	20	1.73	1.11-2.68	157	112	1.93	1.59-2.34
Public Charter	85	6	0.58	0.22-1.49	85	39	1.04	0.75-1.45
Public Magnet	63	7	1.24	0.60-2.58	63	33	1.20	0.85-1.71
Private (Parochial)	309	4	0.17	0.06-0.44	309	60	0.51	0.39-0.66
Private(Non-Parochial)	64	1	0.13	0.01-1.38	64	15	0.62	0.38-1.02
No one school type was most common	29	6	3.05	1.33-6.96	29	16	1.38	0.83-2.29
Job classification§								
Full-time	2071	174	1.00	-	1914	773	1.00	-
Part-time	249	12	0.78	0.42-1.43	205	75	1.44	1.13-1.82
Other†	343	11	0.70	0.36-1.36	308	97	1.73	1.36-2.19
Activity**								
Classroom teacher	1837	78	1.00	-	1837	654	1.00	-
Administrator + Superintendent + Dean of students	71	9	1.81	0.82-3.98	71	38	1.09	0.75-1.58
School psychologist	18	1	1.03	0.16-6.52	18	10	1.33	0.69-2.56
School social worker	33	7	4.50	2.07-9.76	33	13	1.14	0.66-1.95
Special education	348	69	4.39	3.13-6.16	348	183	1.45	1.23-1.72
Department chair/ instructional leader	11	2	3.01	0.70-12.88	11	2	0.49	0.13-1.88
Teacher assistant/aide + advisor to extra-curricular activities + other	194	11	1.35	0.70-2.59	194	74	1.13	0.88-1.44
No one activity was most common	131	20	4.01	2.42-6.63	131	64	1.41	1.09-1.83
Class size††								
<10	411	79	2.71	1.92-3.82	411	205	1.43	1.20-1.71
10 to less than25	952	59	1.00	-	952	317	1.00	1
>=25	1069	44	0.54	0.36-0.81	1069	427	1.16	1.00-1.35
Grade§§								
Kindergarten-2nd grade	371	28	1.00	-	371	91	1.00	-
3-6 grade	530	32	0.78	0.46-1.31	530	169	1.30	1.00-1.68
7-9 grade	319	17	0.72	0.39-1.33	319	146	1.79	1.36-2.34
10-12 grade	219	6	0.39	0.17-0.91	219	103	1.76	1.32-2.35
No one grade level was most frequently taught	982	98	1.36	0.87-2.11	982	435	1.77	1.41-2.24
* The number of events was established per educator								
† Other: Long-call substitute, building substitute, all other substitute								
‡ Adjusted for gender, race, age, merry status, education, jobclass, year as a teacher								
§ Adjusted for gender, race, age, merry status, education, school type, grade and year worked								
** Adjusted for gender, race, age, merry status, education, jobclass, year as a teacher, year worked and school type								
†† Adjusted for gender, race, age, education, jobclass, year as a teacher, year worked and school type and activity								
§§ Adjusted for gender, race, age, merry status, education, jobclass, year as a teacher, year worked, school type and activity								

Table 2b. Rate Ratios for Non-Physical Violence Rates Per 100,000 Working Hours Per Year: Violence Against Educators Study

Variable	Threat				Sexual harassment				Verbal abuse				Bullying			
	Number Responses	Number Events*	Estimate RR	95% C.I.	Number Responses	Number Events*	Estimate RR	95% C.I.	Number Responses	Number Events*	Estimate RR	95% C.I.	Number Responses	Number Events*	Estimate RR	95% C.I.
Gender†																
Male	1103	219	1.04	0.89-1.20	1103	38	0.69	0.48-0.98	1103	348	0.94	0.83-1.05	1103	94	0.71	0.57-0.88
Female	3628	738	1.00	-	3628	174	1.00	-	3628	1228	1.00	-	3628	456	1.00	-
Age group‡																
20-29	416	95	1.21	0.96-1.52	416	26	1.77	1.10-2.86	416	134	0.93	0.77-1.12	416	61	1.27	0.95-1.70
30-39	1033	240	1.21	1.03-1.44	1033	53	1.52	1.04-2.22	1033	363	1.00	0.87-1.14	1033	124	1.03	0.82-1.29
40-49	1242	246	1.05	0.89-1.24	1242	66	1.61	1.12-2.31	1242	412	0.96	0.84-1.09	1242	141	1.00	0.80-1.24
50-59	1732	323	1.00	-	1732	56	1.00	-	1732	579	1.00	-	1732	195	1.00	-
60-79	308	53	1.34	0.99-1.79	308	11	1.51	0.77-2.98	308	88	1.24	0.99-1.56	308	29	1.19	0.79-1.78
Race‡																
White	4613	928	1.00	-	4613	1775	1.00	-	4613	1524	1.00	-	4613	532	1.00	-
Non white	75	17	0.99	0.62-1.59	75	34	1.09	0.77-1.54	75	29	1.03	0.71-1.48	75	11	1.25	0.72-2.19
Marital status§																
Married	3740	726	1.00	-	3740	140	1.00	-	3740	1166	1.00	-	3740	408	1.00	-
Other than married†	935	218	0.92	0.79-1.07	935	70	1.59	1.18-2.12	935	383	1.05	0.94-1.19	935	134	1.04	0.86-1.27
Education**																
Associate + Bachelor's Degree	1781	302	1.00	-	1781	69	1.00	-	1781	525	1.00	-	1781	182	1.00	-
Master	2516	546	0.97	0.84-1.12	2516	112	0.96	0.71-1.31	2516	887	0.87	0.78-0.98	2516	308	0.93	0.77-1.13
Education specialist degree	307	79	1.02	0.80-1.31	307	27	1.55	0.98-2.46	307	113	0.77	0.63-0.95	307	45	1.00	0.72-1.39
Doctorate degree	68	17	1.05	0.64-1.73	68	2	0.79	0.20-3.13	68	23	0.77	0.51-1.18	68	6	0.61	0.26-1.44
Years worked as a teacher††																
0-10 years	1371	318	1.00	-	1371	85	1.00	-	1371	474	1.00	-	1371	183	1.00	-
10-19 years	1414	297	0.88	0.73-1.05	1414	54	0.58	0.39-0.87	1414	494	0.92	0.79-1.06	1414	151	0.80	0.62-1.03
20-29 years	1103	200	0.82	0.65-1.04	1103	45	0.74	0.45-1.19	1103	355	0.90	0.75-1.08	1103	123	0.92	0.67-1.26
>30 years	774	128	0.90	0.68-1.20	774	26	0.96	0.51-1.80	774	221	0.96	0.77-1.19	774	83	1.14	0.79-1.65
Years worked in current school‡‡																
0-4 years	823	198	1.00	-	823	43	1.00	-	823	298	1.00	-	823	111	1.00	-
5-9 years	575	115	0.90	0.71-1.14	575	25	0.83	0.49-1.42	575	199	1.00	0.83-1.21	575	65	0.95	0.69-1.32
10-19 years	719	158	1.04	0.79-1.35	719	30	1.00	0.55-1.82	719	244	0.97	0.79-1.20	719	84	0.95	0.66-1.37
>20	528	84	0.92	0.65-1.28	528	18	0.91	0.43-1.92	528	155	1.01	0.78-1.30	528	51	0.92	0.59-1.44
* The number of events was established per educator																
† Other than married: living as married. Living with a domestic partner, never married, separated, divorced, widowed																
‡ Adjusted for non-response																
§ Adjusted for gender, race and age																
** Adjusted for gender, race, age and marry status																
†† Adjusted for gender, race, age, marry status and education																
‡‡ Adjusted for gender, race, age, marry status, education, jobclass, year as a teacher and activity																

Table 2b. (continued) Rate Ratios for Non-Physical Violence Rates Per 100,000 Working Hours Per Year: Violence Against Educators Study

Variable	Threat				Sexual harassment				Verbal abuse				Bullying			
	Number	Number	Estimate		Number	Number	Estimate		Number	Number	Estimate		Number	Number	Estimate	
	Responses	Events*	RR	95% C.I.	Responses	Events*	RR	95% C.I.	Responses	Events*	RR	95% C.I.	Responses	Events*	RR	95% C.I.
Type of school‡																
Public	3935	775	1.00	-	3935	165	1.00	-	3935	1300	1.00	-	3935	446	1.00	-
Public Alternative	157	74	1.36	1.08-1.72	157	25	1.93	1.25-2.99	157	108	1.20	0.98-1.46	157	36	1.31	0.94-1.82
Public Charter	85	25	1.13	0.75-1.70	85	4	0.80	0.30-2.14	85	34	1.01	0.71-1.43	85	15	1.31	0.79-2.18
Public Magnet	63	24	1.33	0.88-2.02	63	5	1.32	0.55-3.16	63	29	1.03	0.71-1.50	63	7	0.66	0.31-1.44
Private (Parochial)	309	23	0.79	0.53-1.19	309	4	0.58	0.21-1.59	309	40	0.80	0.58-1.10	309	23	1.38	0.91-2.08
Private(Non-Parochial)	64	10	1.18	0.64-2.14	64	1	0.36	0.03-4.13	64	13	0.84	0.47-1.48	64	7	1.30	0.60-2.80
No one school type was most common	29	11	1.20	0.63-2.25	29	5	2.84	1.08-7.48	29	16	1.04	0.62-1.74	29	5	0.88	0.32-2.37
Job classification§																
Full-time	1914	425	1.00	-	1914	92	1.00	-	1914	672	1.00	-	1914	240	1.00	-
Part-time	205	34	1.21	0.86-1.71	205	9	1.34	0.66-2.71	205	64	1.51	1.17-1.95	205	23	1.54	1.01-2.35
Other†	308	50	2.18	1.57-3.01	308	7	1.64	0.74-3.63	308	78	1.91	1.46-2.50	308	26	2.03	1.29-3.21
Activity**																
Classroom teacher	1837	332	1.00	-	1837	69	1.00	-	1837	563	1.00	-	1837	195	1.00	-
Administrator + Superintendent + Dean of students	71	23	1.01	0.63-1.63	71	5	0.52	0.17-1.53	71	33	0.87	0.59-1.28	71	14	1.18	0.64-2.16
School psychologist	18	7	1.25	0.56-2.80	18	1	0.60	0.09-3.87	18	9	1.12	0.57-2.21	18	4	1.73	0.62-4.77
School social worker	33	7	1.31	0.63-2.72	33	1	0.63	0.07-5.60	33	11	1.17	0.65-2.10	33	3	1.04	0.36-3.04
Special education	348	123	1.42	1.15-1.76	348	20	0.95	0.57-1.58	348	159	1.07	0.90-1.29	348	60	1.16	0.86-1.56
Department chair/ instructional leader	11	2	1.65	0.42-6.45	11	1	3.23	0.43-24.42	11	2	0.99	0.26-3.79	11	1	1.13	0.17-7.59
Teacher assistant/aide + advisor to extra-curricular activities + other	194	29	0.84	0.58-1.23	194	9	1.20	0.58-2.48	194	61	0.97	0.74-1.27	194	15	0.76	0.45-1.28
No one activity was most common	131	32	1.05	0.73-1.52	131	10	1.20	0.59-2.44	131	56	1.06	0.80-1.41	131	19	1.01	0.62-1.65
Class size††																
<10	411	127	1.13	0.90-1.42	408	29	1.60	0.97-2.66	411	177	1.02	0.84-1.23	411	75	1.19	0.88-1.60
10 to less than25	952	179	1.00	-	950	32	1.00	-	952	281	1.00	-	952	109	1.00	-
>=25	1069	205	0.80	0.65-1.00	1068	47	1.28	0.79-2.07	1069	360	0.92	0.78-1.09	1069	107	0.79	0.59-1.05
Grade§§																
Kindergarten-2nd grade	371	48	1.00	-	371	7	1.00	-	371	75	1.00	-	371	33	1.00	-
3-6 grade	530	97	1.04	0.74-1.47	530	10	0.88	0.34-2.28	530	137	1.01	0.76-1.34	530	59	1.05	0.68-1.62
7-9 grade	319	72	0.88	0.61-1.27	319	22	2.00	0.85-4.71	319	128	1.08	0.80-1.45	319	50	1.13	0.72-1.78
10-12 grade	219	58	0.98	0.66-1.44	219	7	0.97	0.34-2.74	219	93	1.05	0.77-1.45	219	19	0.57	0.32-1.02
No one grade level was most frequently taught	982	234	0.99	0.73-1.36	982	62	1.89	0.86-4.15	982	380	1.07	0.83-1.38	982	128	0.88	0.59-1.32
* The number of events was established per educator																
† Other: Long-call substitute, building substitute, all other substitute																
‡ Adjusted for gender, race, age, merry status, education, jobclass, year as a teacher																
§ Adjusted for gender, race, age, merry status, education, school type, grade and year worked																
** Adjusted for gender, race, age, merry status, education, jobclass, year as a teacher, year worked and school type																
†† Adjusted for gender, race, age, education, jobclass, year as a teacher, year worked and school type and activity																
§§ Adjusted for gender, race, age, merry status, education, jobclass, year as a teacher, year worked, school type and activity																

Appendices

Appendix A

Phase 1 (Comprehensive) Initial cover letter

PHASE 1 (COMPREHENSIVE) INITIAL COVER LETTER

Date

Name

Address

Address

Dear <<Teacher
Name>>:

Thank you for returning your form to us indicating you have worked as an educator in Minnesota in the past twelve months. At this time, we are following up regarding the Minnesota Educators' Study. We have enclosed an information sheet on the back of this letter, regarding the purpose and methods of this study, and about the drawing of 250 randomly selected individuals for the \$100 savings bonds. The opportunity for receiving a bond will be at least 1 in 75 individuals; however, this will vary based on the number of respondents. Individuals who are awarded the bonds will be notified at the completion of the data collection for both phases of the study (approximately May 2006).

For this initial portion of the study, participation includes completing and returning the enclosed questionnaire *whether or not you experienced either physical or non-physical violence*. Involvement in this study is voluntary, and choosing not to participate will not affect your future relations with any of the persons or institutions involved in this effort.

If you have any questions, please contact us at 612-626-4801 or toll free at 1-877-70-TEACH (1-877-708-3224). If you have any questions or concerns regarding this study and would like to talk to someone other than the researchers, you are encouraged to contact the Research Subjects' Advocate Line, D528 Mayo, 420 Delaware St. Southeast, Minneapolis, Minnesota 55455; (612) 625-1650. **We look forward to your potential contribution to this important study and would appreciate your completing and returning the questionnaire by <<date>>. A postage-paid, return envelope is included for your convenience.**

Sincerely,



Susan Goodwin Gerberich, Ph.D.
Principal Investigator
Regional Injury Prevention Research Center and
Center for Violence Prevention and Control
Division of Environmental Health Sciences
University of Minnesota



Nancy Nachreiner, Ph.D., R.N.
Project Director

Appendix B

Data Collection Materials: Minnesota Educators' Study: Phase 1

Minnesota Educators' Study: Phase I



Center for Violence Prevention and Control
Division of Environmental Health Sciences
School of Public Health, University of Minnesota
MMC 807, 420 Delaware St. SE
Minneapolis, MN 55455

Telephone: 612-626-4801; or toll free: 1-877-70-TEACH (1-877-708-3224)

Confidentiality - The information that you provide will be kept strictly confidential and no information that could personally identify you or the facility in which you work(ed) will ever be made public. Only investigators at the University of Minnesota will ever have access to this information. **If there is any question you do not wish to answer, please mark an X on the question number, and continue to the next question.**

123456-7 

123456 

123456-7 

123456 

Drawing - We are providing savings bonds valued at \$100 each to 250 randomly selected individuals. You are not required to complete the questionnaire to be eligible for this drawing; however, you do need to check yes or no below, and return this questionnaire in the envelope provided.

1 **Yes**, include me in the savings bond drawing 2 **No**, do not include me in the savings bond drawing

1. Are you the person to whom this questionnaire was sent?

1 **Yes** 2 **No** → Please call 1-877-708-3224 toll free, so that we may clarify the situation.

2. What is today's date? ____/____/____
month day year

3. Did you work as a licensed educator for a school (Kindergarten through Twelfth Grade), for any amount of time, in Minnesota, in the 12 months prior to today's date?

1 **Yes** 2 **No** → **IF NO**, Thank you for taking the time to respond. Please stop here and return the questionnaire in the enclosed envelope.

IF YES, Please continue to the next page.

4. We would like to know about the hours you worked, as a licensed educator in Minnesota, for the 12 months prior to today's date. Below is a calendar to prompt your memory about your past work schedule. Please write in the number of days worked each month, and average number of hours you worked per day. If you did not work as a licensed educator during a specific month, please write "0." Please include the time you spent in direct student contact, preparation time, and other school-related assignments.

EXAMPLE: May 2004 is completed below as an example. This example shows the educator worked 18 days during May 2004, and worked on average 9 hours per day. Please complete the days and hours you worked for each of the previous 12 months.

<p>May 2004 Days worked: <u>18</u> Hours per day: <u>9</u></p> <p>May 2004</p> <p>S M T W Th F S</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31</p>	<p>June 2004 Days worked: _____ Hours per day: _____</p> <p>June 2004</p> <p>S M T W Th F S</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30</p>	<p>July 2004 Days worked: _____ Hours per day: _____</p> <p>July 2004</p> <p>S M T W Th F S</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31</p>	<p>August 2004 Days worked: _____ Hours per day: _____</p> <p>August 2004</p> <p>S M T W Th F S</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31</p>
<p>September 2004 Days worked: _____ Hours per day: _____</p> <p>September 2004</p> <p>S M T W Th F S</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30</p>	<p>October 2004 Days worked: _____ Hours per day: _____</p> <p>October 2004</p> <p>S M T W Th F S</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31</p>	<p>November 2004 Days worked: _____ Hours per day: _____</p> <p>November 2004</p> <p>S M T W Th F S</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30</p>	<p>December 2004 Days worked: _____ Hours per day: _____</p> <p>December 2004</p> <p>S M T W Th F S</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31</p>
<p>January 2005 Days worked: _____ Hours per day: _____</p> <p>January 2005</p> <p>S M T W Th F S</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31</p>	<p>February 2005 Days worked: _____ Hours per day: _____</p> <p>February 2005</p> <p>S M T W Th F S</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28</p>	<p>March 2005 Days worked: _____ Hours per day: _____</p> <p>March 2005</p> <p>S M T W Th F S</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31</p>	<p>April 2005 Days worked: _____ Hours per day: _____</p> <p>April 2005</p> <p>S M T W Th F S</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30</p>
<p>May 2005 Days worked: _____ Hours per day: _____</p> <p>May 2005</p> <p>S M T W Th F S</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31</p>	<p>June 2005 Days worked: _____ Hours per day: _____</p> <p>June 2005</p> <p>S M T W Th F S</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30</p>	<p>July 2005 Days worked: _____ Hours per day: _____</p> <p>July 2005</p> <p>S M T W Th F S</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31</p>	<p>August 2005 Days worked: _____ Hours per day: _____</p> <p>August 2005</p> <p>S M T W Th F S</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31</p>
<p>September 2005 Days worked: _____ Hours per day: _____</p> <p>September 2005</p> <p>S M T W Th F S</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30</p>	<p>October 2005 Days worked: _____ Hours per day: _____</p> <p>October 2005</p> <p>S M T W Th F S</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31</p>	<p>November 2005 Days worked: _____ Hours per day: _____</p> <p>November 2005</p> <p>S M T W Th F S</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30</p>	<p>December 2005 Days worked: _____ Hours per day: _____</p> <p>December 2005</p> <p>S M T W Th F S</p> <p>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31</p>

5. In what type(s) of school(s) did you work in the 12 months prior to today's date? *Check all that apply.*

- | | | |
|---|---|--|
| 1 <input type="checkbox"/> Public | 3 <input type="checkbox"/> Public Charter | 5 <input type="checkbox"/> Private (Parochial) |
| 2 <input type="checkbox"/> Public Alternative | 4 <input type="checkbox"/> Public Magnet | 6 <input type="checkbox"/> Private (Non-Parochial) |

6. In what type(s) of school did you work the most time in the 12 months prior to today's date? *Check one.*

- | | | |
|---|--|---|
| 1 <input type="checkbox"/> Public | 4 <input type="checkbox"/> Public Magnet | 7 <input type="checkbox"/> No one school type was most common |
| 2 <input type="checkbox"/> Public Alternative | 5 <input type="checkbox"/> Private (Parochial) | |
| 3 <input type="checkbox"/> Public Charter | 6 <input type="checkbox"/> Private (Non-Parochial) | |

7. Consider the school where you worked the most time in the past 12 months. What is the total length of time that you have worked in that school? *Please indicate the number of years and/or months.*

_____ year(s) _____ month(s)

8. What grade level(s) were taught in the school where you worked the most time? *Check all that apply.*

- | | | |
|---|--|--|
| 1 <input type="checkbox"/> Kindergarten | 6 <input type="checkbox"/> Fifth Grade | 11 <input type="checkbox"/> Tenth Grade |
| 2 <input type="checkbox"/> First Grade | 7 <input type="checkbox"/> Sixth Grade | 12 <input type="checkbox"/> Eleventh Grade |
| 3 <input type="checkbox"/> Second Grade | 8 <input type="checkbox"/> Seventh Grade | 13 <input type="checkbox"/> Twelfth Grade |
| 4 <input type="checkbox"/> Third Grade | 9 <input type="checkbox"/> Eighth Grade | |
| 5 <input type="checkbox"/> Fourth Grade | 10 <input type="checkbox"/> Ninth Grade | |

9. What was your job classification in the school where you worked the most time? *Check one.*

- | | |
|---|--|
| 1 <input type="checkbox"/> Full-time contract | 4 <input type="checkbox"/> Building substitute (assigned daily to one building to cover classes as needed) |
| 2 <input type="checkbox"/> Part-time contract | 5 <input type="checkbox"/> All other substitutes (day-to-day, short call, etc.) |
| 3 <input type="checkbox"/> Long-call substitute | |

10. Please check all of your professional activities in the 12 months prior to today's date. *Check all that apply.*

- | | |
|---|---|
| 1 <input type="checkbox"/> Classroom teacher | 9 <input type="checkbox"/> Guidance Counselor |
| 2 <input type="checkbox"/> Librarian/Media Specialist | 10 <input type="checkbox"/> Coach |
| 3 <input type="checkbox"/> School Nurse | 11 <input type="checkbox"/> School Psychologist |
| 4 <input type="checkbox"/> Administrator | 12 <input type="checkbox"/> School Social Worker |
| 5 <input type="checkbox"/> Superintendent | 13 <input type="checkbox"/> Special Education |
| 6 <input type="checkbox"/> Dean of Students | 14 <input type="checkbox"/> Department Chair/Instructional Leader |
| 7 <input type="checkbox"/> Teacher Assistant/Aide | 15 <input type="checkbox"/> Other, specify _____ |
| 8 <input type="checkbox"/> Advisor to Extra-Curricular Activities | |

11. Please check your one most frequent activity in the 12 months prior to today's date. *Check one.*

- | | |
|---|---|
| 1 <input type="checkbox"/> Classroom teacher | 9 <input type="checkbox"/> Guidance Counselor |
| 2 <input type="checkbox"/> Librarian/Media Specialist | 10 <input type="checkbox"/> Coach |
| 3 <input type="checkbox"/> School Nurse | 11 <input type="checkbox"/> School Psychologist |
| 4 <input type="checkbox"/> Administrator | 12 <input type="checkbox"/> School Social Worker |
| 5 <input type="checkbox"/> Superintendent | 13 <input type="checkbox"/> Special Education |
| 6 <input type="checkbox"/> Dean of Students | 14 <input type="checkbox"/> Department Chair/Instructional Leader |
| 7 <input type="checkbox"/> Teacher Assistant/Aide | 15 <input type="checkbox"/> Other, specify _____ |
| 8 <input type="checkbox"/> Advisor to Extra-Curricular Activities | 16 <input type="checkbox"/> No one activity was most common. |

12. Did you teach students in a classroom or other setting in which instruction occurred in the 12 months prior to today's date? Check one.

- 1 Yes 2 No → **IF NO, go to Question 19.**

13. What grade level(s) did you teach in the 12 months prior to today's date? Check all that apply.

- | | | |
|---|--|--|
| 1 <input type="checkbox"/> Kindergarten | 6 <input type="checkbox"/> Fifth Grade | 11 <input type="checkbox"/> Tenth Grade |
| 2 <input type="checkbox"/> First Grade | 7 <input type="checkbox"/> Sixth Grade | 12 <input type="checkbox"/> Eleventh Grade |
| 3 <input type="checkbox"/> Second Grade | 8 <input type="checkbox"/> Seventh Grade | 13 <input type="checkbox"/> Twelfth Grade |
| 4 <input type="checkbox"/> Third Grade | 9 <input type="checkbox"/> Eighth Grade | |
| 5 <input type="checkbox"/> Fourth Grade | 10 <input type="checkbox"/> Ninth Grade | |

14. What grade level did you teach most frequently in the 12 months prior to today's date? Check one.

- | | | |
|---|--|--|
| 1 <input type="checkbox"/> Kindergarten | 6 <input type="checkbox"/> Fifth Grade | 11 <input type="checkbox"/> Tenth Grade |
| 2 <input type="checkbox"/> First Grade | 7 <input type="checkbox"/> Sixth Grade | 12 <input type="checkbox"/> Eleventh Grade |
| 3 <input type="checkbox"/> Second Grade | 8 <input type="checkbox"/> Seventh Grade | 13 <input type="checkbox"/> Twelfth Grade |
| 4 <input type="checkbox"/> Third Grade | 9 <input type="checkbox"/> Eighth Grade | 14 <input type="checkbox"/> No one grade level was most frequently taught. |
| 5 <input type="checkbox"/> Fourth Grade | 10 <input type="checkbox"/> Ninth Grade | |

15. What topic(s) did you teach in the 12 months prior to today's date? Check all that apply.

- | | |
|---|--|
| 1 <input type="checkbox"/> Elementary Education | 11 <input type="checkbox"/> Business Education |
| 2 <input type="checkbox"/> English | 12 <input type="checkbox"/> Computer Technology |
| 3 <input type="checkbox"/> Language Arts | 13 <input type="checkbox"/> Industrial Technology/Applied Arts |
| 4 <input type="checkbox"/> Reading | 14 <input type="checkbox"/> English Language Learners/ESL |
| 5 <input type="checkbox"/> Fine Arts | 15 <input type="checkbox"/> Special Education |
| 6 <input type="checkbox"/> Mathematics | 16 <input type="checkbox"/> Speech Pathology |
| 7 <input type="checkbox"/> Science | 17 <input type="checkbox"/> Physical Education |
| 8 <input type="checkbox"/> Social Studies | 18 <input type="checkbox"/> Driver's Education |
| 9 <input type="checkbox"/> World Language (non-English) | 19 <input type="checkbox"/> Other, specify _____ |
| 10 <input type="checkbox"/> Family Consumer Science | |

16. What topic did you teach most frequently in the 12 months prior to today's date? Check one.

- | | |
|---|--|
| 1 <input type="checkbox"/> Elementary Education | 11 <input type="checkbox"/> Business Education |
| 2 <input type="checkbox"/> English | 12 <input type="checkbox"/> Computer Technology |
| 3 <input type="checkbox"/> Language Arts | 13 <input type="checkbox"/> Industrial Technology/Applied Arts |
| 4 <input type="checkbox"/> Reading | 14 <input type="checkbox"/> English Language Learners/ESL |
| 5 <input type="checkbox"/> Fine Arts | 15 <input type="checkbox"/> Special Education |
| 6 <input type="checkbox"/> Mathematics | 16 <input type="checkbox"/> Speech Pathology |
| 7 <input type="checkbox"/> Science | 17 <input type="checkbox"/> Physical Education |
| 8 <input type="checkbox"/> Social Studies | 18 <input type="checkbox"/> Driver's Education |
| 9 <input type="checkbox"/> World Language (non-English) | 19 <input type="checkbox"/> Other, specify _____ |
| 10 <input type="checkbox"/> Family Consumer Science | 20 <input type="checkbox"/> No one topic was most frequently taught. |

17. What was your typical class size in the 12 months prior to today's date? Check one.

- | | | |
|---|---|---------------------------------------|
| 1 <input type="checkbox"/> Less than 10 | 3 <input type="checkbox"/> 25 to less than 45 | 5 <input type="checkbox"/> 55 or more |
| 2 <input type="checkbox"/> 10 to less than 25 | 4 <input type="checkbox"/> 45 to less than 55 | |

18. Were there typically any other personnel (licensed educators or non-educators), besides yourself, in your classroom (or other setting in which instruction occurred) in the 12 months prior to today's date? Check only one.

- 1 Yes 2 No

The next section pertains to **work-related violence events**. **Work-related** includes any activities associated with jobs or events that occur in your work environment; work-related travel is included. **Work-related violence** is defined as the intentional use of physical force or emotional abuse, against an employee, that results in physical or emotional injury and consequences. This includes *physical assault, threat, sexual harassment, verbal abuse, and bullying*.

PHYSICAL VIOLENCE

Physical assault occurs when you are hit, slapped, kicked, pushed, choked, grabbed, sexually assaulted, or otherwise subjected to physical contact intended to injure or harm you. **Questions 19 through 46 relate to physical assault only**; questions about threat, sexual harassment, verbal abuse, and bullying will follow.

19. Were you the target of a work-related physical assault at any time during the 12 months prior to today's date? Check YES or NO.

- 1 Yes 2 No → ***IF NO, go to Page 11.***

20. Please describe the(se) event(s): *Check one.*

- 1 Single event (one-time occurrence)
 2 Multiple events (specific separate events that you can describe)
 3 Ongoing events (events that occur with such frequency that you are only able to describe them in general) → If ongoing, please estimate the number of events in the past 12 months: _____ *number of violent events*

If you experienced **single or multiple events**, please describe each event (1-4) below; if you experienced **ongoing violence**, please complete the Event 1 columns regarding how the events occurred, in general, and please write in the **earliest date** the events occurred in the past 12 months.

Please provide the following information for each physical assault event that happened to you during the 12 months prior to today's date.

- If you experienced more than one event, it may be easier to first complete Questions 21 through 46 for Event 1, and then go back and complete Questions 21 through 46 for Event 2, etc.
- If you experienced more than 4 events in the previous 12 months, please provide information for Questions 21 through 46 for each event on a separate sheet of paper, or call 1-877-708-3224 toll free, or 612-626-4801, for additional copies of this questionnaire.

21. Date(s) of physical assault(s): *Fill in month and year. If unsure of exact month, please give your best estimate.*

22. Time(s) of physical assault(s): *Check all that apply for each event.*

- 1 During regular school hours
 2 Before or after regular school hours
 8 Unsure

23. What was(were) the location(s) of the physical assault(s)? *Check all that apply for each event.*

- 1 Classroom
 How many people were in the room?
 2 Hallway
 3 Parking area
 4 Stairway
 5 Staff or student lounge
 6 Away from school property
 7 In a vehicle (bus, etc.)
 8 Athletic field/court
 9 Extra curricular setting (stage, etc.)
 10 Other

- Specify
 11 Unsure

24. Did only one person assault you? *Check one for each event.*

- 1 Yes
 2 No (more than one)
 8 Unsure

Event 1	Event 2	Event 3	Event 4
/ / mo./yr.	/ / mo./yr.	/ / mo./yr.	/ / mo./yr.
1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>
1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>
5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>
6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>
7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>
8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>
9 <input type="checkbox"/>	9 <input type="checkbox"/>	9 <input type="checkbox"/>	9 <input type="checkbox"/>
10 <input type="checkbox"/>	10 <input type="checkbox"/>	10 <input type="checkbox"/>	10 <input type="checkbox"/>
11 <input type="checkbox"/>	11 <input type="checkbox"/>	11 <input type="checkbox"/>	11 <input type="checkbox"/>
1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>

	Event 1	Event 2	Event 3	Event 4
25. What was(were) your <u>relationship(s)</u> with the person(s) who physically assaulted you? <i>Check all that apply for each event.</i>				
1 Your current student	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 Your former student	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 Another currently enrolled student	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
4 Another formerly enrolled student	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>
5 Someone you supervise	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>
6 Another employee	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>
7 Parent	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>
8 Visitor	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>
9 Trespasser	9 <input type="checkbox"/>	9 <input type="checkbox"/>	9 <input type="checkbox"/>	9 <input type="checkbox"/>
10 No professional relationship	10 <input type="checkbox"/>	10 <input type="checkbox"/>	10 <input type="checkbox"/>	10 <input type="checkbox"/>
11 Other	11 <input type="checkbox"/>	11 <input type="checkbox"/>	11 <input type="checkbox"/>	11 <input type="checkbox"/>
Specify				
88 Unsure	88 <input type="checkbox"/>	88 <input type="checkbox"/>	88 <input type="checkbox"/>	88 <input type="checkbox"/>
26. What was(were) the <u>gender(s)</u> of the person(s) who physically assaulted you? <i>Check all that apply for each event.</i>				
1 Male	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 Female	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
8 Unsure	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>
27. Was(were) the perpetrator(s) of the physical assault of the <u>same</u> race/ethnicity as you? <i>Check one for each event.</i>				
1 Yes	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 No	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
8 Unsure	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>
28. In what <u>age group(s)</u> was(were) the person(s) who physically assaulted you? <i>Check all that apply for each event.</i>				
1 Age less than 13 years	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 13 years to less than 16 years	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 16 years to less than 18 years	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
4 Adult	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>
8 Unsure	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>
29. Was(were) the person(s) who physically assaulted you <u>impaired</u>? <i>Check all that apply for each event.</i>				
1 Yes, because of injury or illness (physical impairment, hearing impairment, etc.)	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 Yes, because of disability (learning, emotional, autism, etc.) or developmental delay	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 Yes, under influence of alcohol, aerosols, or drugs (prescribed or non-prescribed)	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
4 Not impaired	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>
5 Unsure	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>
30. What did the <u>person(s)</u> use to physically assault you? <i>Check all that apply for each event.</i>				
1 Hands/Arms	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 Feet/Legs	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 Teeth	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
4 Genitals	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>
5 Gun	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>
6 Knife	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>
7 Bodily Fluids (e.g., spit)	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>
8 Other,	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>
Specify				
9 Unsure	9 <input type="checkbox"/>	9 <input type="checkbox"/>	9 <input type="checkbox"/>	9 <input type="checkbox"/>

	Event 1	Event 2	Event 3	Event 4
31. Was(were) the event(s) <u>witnessed</u>? <i>Check one for each event.</i>				
1 Yes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2 No	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8 Unsure	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
32. What was(were) the <u>type(s) of physical injury</u>? <i>Check all that apply for each event.</i>				
1 Abrasion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2 Amputation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3 Asphyxia	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4 Bite	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5 Bruise/contusion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6 Burn	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7 Concussion (Loss of consciousness/awareness)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8 Crushing/mangling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9 Cut/laceration/scratch	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10 Fracture/dislocation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11 Nerve injury	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12 Penetration injury including puncture	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13 Poisoning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14 Rupture	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15 Sexual assault	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16 Sprain/strain	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17 Temporary discoloration/slap mark	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18 Torn ligament	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19 Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Specify				
20 None	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
33. What <u>body part(s)</u> was(were) injured? <i>Check all that apply for each event.</i>				
1 Head/skull/brain	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2 Face (forehead, cheek, nose, lip, jaw, ear)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3 Eye/eyelid	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4 Teeth	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5 Neck (cervical area)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6 Back (muscles, skin)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7 Internal chest	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8 External chest (muscles, skin)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9 Spinal cord/spine (vertebrae, sacrum, tailbone, coccyx, disks)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10 Internal abdomen	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11 External abdomen (muscles, skin)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12 Shoulder/collar bone, shoulder blade	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13 Arm/elbow/wrist	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14 Hand/fingers/thumb(s)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15 Internal hips/pelvis (uterus, ovaries, bladder, rectum)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16 External hips/pelvis (muscles, skin)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17 Buttocks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18 Genitalia	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19 Leg (thigh, shin, calf, knee, ankle)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20 Foot/heel, toes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21 General systems (e.g., respiratory, cardiovascular)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22 Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Specify				
23 None	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Event 1	Event 2	Event 3	Event 4
34. As a result of the physical assault(s), what types of <u>symptoms/feelings</u> have you experienced? Check all that apply for each event.				
1 Anger	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 Depression	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 Sadness	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
4 Fatigue	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>
5 Frustration	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>
6 Fear/anxiety/stress	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>
7 Shame/Low self-esteem/Low self-confidence	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>
8 Stress-related physical symptoms (headaches, stomach problems, etc.)	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>
9 Difficulty sleeping	9 <input type="checkbox"/>	9 <input type="checkbox"/>	9 <input type="checkbox"/>	9 <input type="checkbox"/>
10 Nightmares	10 <input type="checkbox"/>	10 <input type="checkbox"/>	10 <input type="checkbox"/>	10 <input type="checkbox"/>
11 Hallucinations	11 <input type="checkbox"/>	11 <input type="checkbox"/>	11 <input type="checkbox"/>	11 <input type="checkbox"/>
12 Flashbacks	12 <input type="checkbox"/>	12 <input type="checkbox"/>	12 <input type="checkbox"/>	12 <input type="checkbox"/>
13 Difficulty concentrating	13 <input type="checkbox"/>	13 <input type="checkbox"/>	13 <input type="checkbox"/>	13 <input type="checkbox"/>
14 Irritability	14 <input type="checkbox"/>	14 <input type="checkbox"/>	14 <input type="checkbox"/>	14 <input type="checkbox"/>
15 Intrusive thoughts about the event	15 <input type="checkbox"/>	15 <input type="checkbox"/>	15 <input type="checkbox"/>	15 <input type="checkbox"/>
16 Hyperarousal/Hypervigilance/Overly cautious	16 <input type="checkbox"/>	16 <input type="checkbox"/>	16 <input type="checkbox"/>	16 <input type="checkbox"/>
17 Avoidance of any reminders of the event	17 <input type="checkbox"/>	17 <input type="checkbox"/>	17 <input type="checkbox"/>	17 <input type="checkbox"/>
18 Resurfacing memories of previous trauma	18 <input type="checkbox"/>	18 <input type="checkbox"/>	18 <input type="checkbox"/>	18 <input type="checkbox"/>
19 Withdrawal from contact with people	19 <input type="checkbox"/>	19 <input type="checkbox"/>	19 <input type="checkbox"/>	19 <input type="checkbox"/>
20 Other, Specify	20 <input type="checkbox"/>	20 <input type="checkbox"/>	20 <input type="checkbox"/>	20 <input type="checkbox"/>
21 None	21 <input type="checkbox"/>	21 <input type="checkbox"/>	21 <input type="checkbox"/>	21 <input type="checkbox"/>
35. Did <u>any</u> of your symptoms (identified in Question 34) last for at least 1 month? Check one for each event.				
1 Yes	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 No	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 1 month has not passed since the event occurred	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
36. Did <u>any</u> of your symptoms (identified in Question 34) last for 6 months or more? Check one for each event.				
1 Yes	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 No	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 6 months have not passed since the event occurred	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
37. Are you <u>currently experiencing any persistent problems or symptoms</u> related to this(these) event(s)? Check one for each event.				
1 Yes	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
If YES, please describe				
2 No	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
38. Were you <u>treated</u> by any of the following as a result of this(these) event(s)? Check all that apply for each event.				
1 No treatment	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 Physician (non-Psychiatrist)	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 Dentist	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
4 Chiropractor	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>
5 Nurse/Nurse Practitioner/Nurse Clinician/Physician's Assistant	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>
6 Psychiatrist/Psychologist/Therapist	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>
7 Physical/Occupational Therapist	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>
8 Athletic Trainer	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>
9 Paramedics/Emergency Medical Technician	9 <input type="checkbox"/>	9 <input type="checkbox"/>	9 <input type="checkbox"/>	9 <input type="checkbox"/>
10 Homeopathic, Alternative, or Non-traditional medicine provider	10 <input type="checkbox"/>	10 <input type="checkbox"/>	10 <input type="checkbox"/>	10 <input type="checkbox"/>
11 Treated yourself	11 <input type="checkbox"/>	11 <input type="checkbox"/>	11 <input type="checkbox"/>	11 <input type="checkbox"/>
12 Other, Specify	12 <input type="checkbox"/>	12 <input type="checkbox"/>	12 <input type="checkbox"/>	12 <input type="checkbox"/>

	Event 1	Event 2	Event 3	Event 4
39. Were you <u>admitted to a hospital</u> as a result of this(these) event(s)? <i>Check one for each event.</i>				
1 Yes If YES, for how many days?	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 No	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
40. What <u>changes in your work situation</u> occurred as a result of this(these) event(s)? <i>Check all that apply for each event.</i>				
1 Quit your job	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 Voluntary transfer to another location	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 Involuntary transfer to another location	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
4 Leave of absence	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>
5 Restriction/modification of work activities	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>
6 No changes	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>
7 Other, Specify	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>
41. How long were regular work and/or non-work <u>activities restricted</u> as a result of this(these) event(s)? <i>Check one for each event.</i>				
1 Less than 4 hours	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 4 hours to less than 1 day	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 1 day to less than 3 days	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
4 3 days to less than 7 days	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>
5 7 days to less than 14 days	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>
6 14 days to less than 1 month	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>
7 1 month to less than 3 months	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>
8 3 months or more	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>
9 No restriction	9 <input type="checkbox"/>	9 <input type="checkbox"/>	9 <input type="checkbox"/>	9 <input type="checkbox"/>
42. Are your regular activities <u>still restricted</u> as a result of this(these) event(s)? <i>Check one for each event.</i>				
1 Yes	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 No	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
43. As a result of this(these) event(s), <u>how long were you absent from work?</u> <i>Check one for each event.</i>				
1 Less than 4 hours	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 4 hours to less than 1 day	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 1 day to less than 3 days	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
4 3 days to less than 7 days	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>
5 7 days to less than 14 days	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>
6 14 days to less than 1 month	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>
7 1 month to less than 3 months	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>
8 3 months or more	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>
9 No absence	9 <input type="checkbox"/>	9 <input type="checkbox"/>	9 <input type="checkbox"/>	9 <input type="checkbox"/>
44. How would you <u>rate the severity of your symptom(s)/problem(s) resulting from this(these) event(s)?</u> Consider any <u>limitation of your abilities (physical/mental) and/or activities.</u> <i>Check one for each event.</i>				
1 No limitations of abilities/activities	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 Some limitations of abilities/activities	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 Moderate limitations of abilities/activities	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
4 Severe limitations of abilities/activities	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>
5 Disabling—inability to function	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>

	Event 1	Event 2	Event 3	Event 4
45. Did you <u>report</u> the event(s) to administration? <i>Check all that apply for each event.</i>				
1 Yes, orally	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 Yes, written	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 No, I did not report the event	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
If <u>YES</u>, in your opinion, was administration adequately responsive to your report?				
4 Yes	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>
5 No	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>
6 Unsure	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>
If <u>NO</u>, please check reason(s) that event(s) was(were) not reported.				
7 Reporting takes too much time	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>
8 Unaware of reporting process	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>
9 Did not expect report to change situation	9 <input type="checkbox"/>	9 <input type="checkbox"/>	9 <input type="checkbox"/>	9 <input type="checkbox"/>
10 Did not feel necessary to report	10 <input type="checkbox"/>	10 <input type="checkbox"/>	10 <input type="checkbox"/>	10 <input type="checkbox"/>
11 Other	11 <input type="checkbox"/>	11 <input type="checkbox"/>	11 <input type="checkbox"/>	11 <input type="checkbox"/>
Specify				

Comments regarding reporting: _____

46. Please describe how each event occurred. What were you doing just prior to the event? What was the person(s) who assaulted you doing just prior to the event? What triggered the event? Describe how you were assaulted. *Please use additional paper as necessary.*

Event 1: _____

Event 2: _____

Event 3: _____

Event 4: _____

NON-PHYSICAL VIOLENCE

Questions 47 through 72 pertain to non-physical violence directed at you: work-related threats, sexual harassment, verbal abuse, and bullying.

A **threat** occurs when someone uses words, gestures, or actions with the intent of intimidating, frightening, or causing harm to you (physically or otherwise). Threats may also include theft or property damage.

Sexual harassment occurs when you experience any type of unwelcome sexual behavior (words or actions) that creates a hostile work environment.

Verbal abuse occurs when someone yells or swears at you, calls you names, or uses other words intended to control or hurt you.

Bullying is defined as repeated acts of intimidation or coercion.

47. Did you experience any work-related **threats, sexual harassment, verbal abuse, or bullying**, according to the above definitions, **within the 12 months prior to today's date**? *Check one.*

1 Yes 2 No —→ ***IF NO, go to Page 16.***



Please provide the following information for any threats, sexual harassment, verbal abuse, or bullying that you experienced **during the 12 months prior to today's date**. This may include either a single event, with one or more persons, or multiple events with one or more persons.

48. Place a check under **each type of behavior(s)** you have experienced at work.

49. How **frequently** did each type of behavior(s) occur?

Check one response per column.

1 1 to 3 times

2 4 to 9 times

3 10 to 19 times

4 20 times or more

50. Over **what time period** did the behavior(s) occur? *Check one response per column.*

1 Single event

2 Less than 1 week

3 1 week to less than 1 month

4 1 month to less than 3 months

5 3 months to less than 6 months

6 6 months to less than 9 months

7 9 months to 1 year or more

51. Is(are) the **behavior(s) still continuing**? *Check one response per column.*

1 Yes

2 No

52. How did the **behavior(s)** occur (in most situations)?

Check all that apply per column.

1 Directly (Behavior occurred to you or in your presence)

2 Indirectly (Made aware of the behavior by someone else)

	Threat	Sexual Harassment	Verbal Abuse	Bullying
	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>
	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>
	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>
	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>
	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>
	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>

	Threat	Sexual Harassment	Verbal Abuse	Bullying
53. What was the <u>nature of the behavior(s)</u> (in most situations)? <i>Check all that apply per column.</i>				
1 Physical (gesture, inappropriate touch, facial expression, etc.)	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 Verbal (telephone, etc.)	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 Graphic (picture, writing, email, webpage, etc.)	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
4 Theft/Destruction of property	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>
5 Other	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>
Specify				
54. What was your <u>relationship</u> with the person(s) who threatened/sexually harassed/verbally abused/bullied you (in most situations)? <i>Check all that apply per column.</i>				
1 Your current student	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 Your former student	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 Another currently enrolled student	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
4 Another formerly enrolled student	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>
5 Someone you supervise	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>
6 Another employee	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>
7 Parent	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>
8 Visitor	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>
9 Trespasser	9 <input type="checkbox"/>	9 <input type="checkbox"/>	9 <input type="checkbox"/>	9 <input type="checkbox"/>
10 No professional relationship	10 <input type="checkbox"/>	10 <input type="checkbox"/>	10 <input type="checkbox"/>	10 <input type="checkbox"/>
11 Other	11 <input type="checkbox"/>	11 <input type="checkbox"/>	11 <input type="checkbox"/>	11 <input type="checkbox"/>
Specify				
88 Unsure	88 <input type="checkbox"/>	88 <input type="checkbox"/>	88 <input type="checkbox"/>	88 <input type="checkbox"/>
55. What was(were) the <u>gender(s)</u> of the person(s) who threatened/sexually harassed/verbally abused/bullied you (in most situations)? <i>Check all that apply per column.</i>				
1 Male	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 Female	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
8 Unsure	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>
56. Was the <u>race/ethnicity</u> of the person(s) (in most situations) the same as your own? <i>Check all that apply per column.</i>				
1 Yes	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 No	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 Unsure	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
57. In what <u>age group(s)</u> was(were) this(these) person(s) (in most situations)? <i>Check all that apply per column.</i>				
1 Age less than 13 years	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 13 years to less than 16 years	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 16 years to less than 18 years	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
4 Adult	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>
8 Unsure	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>
58. Was(were) this(these) person(s) <u>impaired</u> (in most situations)? <i>Check all that apply per column.</i>				
1 Yes, because of injury or illness (physical impairment, hearing impairment, etc.)	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 Yes, because of disability (learning, emotional, autism, etc.) or developmental delay	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 Yes, under influence of alcohol, aerosols, or drugs (prescribed or non-prescribed)	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
4 Not impaired	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>
5 Unsure	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>

	Threat	Sexual Harassment	Verbal Abuse	Bullying
59. Was(were) the behavior(s) <u>witnessed</u>? <i>Check one response per column.</i>				
1 Yes, at least once	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 No, never witnessed	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
8 Unsure	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>
60. As a result of the behavior(s) what types of <u>symptoms and feelings</u> have you experienced? <i>Check all that apply per column.</i>				
1 Anger	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 Depression	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 Sadness	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
4 Fatigue	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>
5 Frustration	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>
6 Fear/anxiety/stress	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>
7 Shame/Low self-esteem/Low self-confidence	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>
8 Stress-related physical symptoms (headaches, stomach problems, etc.)	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>
9 Difficulty sleeping	9 <input type="checkbox"/>	9 <input type="checkbox"/>	9 <input type="checkbox"/>	9 <input type="checkbox"/>
10 Nightmares	10 <input type="checkbox"/>	10 <input type="checkbox"/>	10 <input type="checkbox"/>	10 <input type="checkbox"/>
11 Hallucinations	11 <input type="checkbox"/>	11 <input type="checkbox"/>	11 <input type="checkbox"/>	11 <input type="checkbox"/>
12 Flashbacks	12 <input type="checkbox"/>	12 <input type="checkbox"/>	12 <input type="checkbox"/>	12 <input type="checkbox"/>
13 Difficulty concentrating	13 <input type="checkbox"/>	13 <input type="checkbox"/>	13 <input type="checkbox"/>	13 <input type="checkbox"/>
14 Irritability	14 <input type="checkbox"/>	14 <input type="checkbox"/>	14 <input type="checkbox"/>	14 <input type="checkbox"/>
15 Intrusive thoughts about the event	15 <input type="checkbox"/>	15 <input type="checkbox"/>	15 <input type="checkbox"/>	15 <input type="checkbox"/>
16 Hyperarousal/Hypervigilance/Overly cautious	16 <input type="checkbox"/>	16 <input type="checkbox"/>	16 <input type="checkbox"/>	16 <input type="checkbox"/>
17 Avoidance of any reminders of the event	17 <input type="checkbox"/>	17 <input type="checkbox"/>	17 <input type="checkbox"/>	17 <input type="checkbox"/>
18 Resurfacing memories of previous trauma	18 <input type="checkbox"/>	18 <input type="checkbox"/>	18 <input type="checkbox"/>	18 <input type="checkbox"/>
19 Withdrawal from contact with people	19 <input type="checkbox"/>	19 <input type="checkbox"/>	19 <input type="checkbox"/>	19 <input type="checkbox"/>
20 Other, Specify	20 <input type="checkbox"/>	20 <input type="checkbox"/>	20 <input type="checkbox"/>	20 <input type="checkbox"/>
21 None	21 <input type="checkbox"/>	21 <input type="checkbox"/>	21 <input type="checkbox"/>	21 <input type="checkbox"/>
61. Did <u>any</u> of your symptoms (identified in Question 60) last for at least 1 month? <i>Check one response per column.</i>				
1 Yes	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 No	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 1 month has not passed since the event occurred	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
62. Did <u>any</u> of your symptoms (identified in Question 60) last for 6 months or more? <i>Check one response per column.</i>				
1 Yes	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 No	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 6 months have not passed since the event occurred	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
63. Are you <u>currently experiencing</u> any persistent problems or symptoms related to the behavior(s)? <i>Check one response per column.</i>				
1 Yes	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 No	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
If YES, please list problems or symptoms:				

	Threat	Sexual Harassment	Verbal Abuse	Bullying
64. How would you rate the severity of your symptom(s)/ problem(s) resulting from the behavior(s)? Consider any limitation of your abilities (physical/mental) and/or activities. Check one response per column.				
1 No limitations of abilities/activities	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 Some limitations of abilities/activities	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 Moderate limitations of abilities/activities	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
4 Severe limitations of abilities/activities	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>
5 Disabling—inability to function	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>
65. Were you treated by any of the following as a result of the behavior(s)? Check all that apply per column.				
1 No treatment	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 Physician (non-Psychiatrist)	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 Chiropractor	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
4 Nurse/Nurse Practitioner/Nurse Clinician/ Physician's Assistant	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>
5 Psychiatrist/ Psychologist/Therapist	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>
6 Homeopathic, Alternative, or Non-traditional medicine provider	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>
7 Treated yourself	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>
8 Other Specify	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>
66. Were you admitted to a hospital as a result of the behavior(s)? Check one response per column.				
1 Yes	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 No	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
If YES, for how many days? (if none, fill in 0)	___ days	___ days	___ days	___ days
67. What changes in your work situation have occurred as a result of the behavior(s)? Check all that apply per column.				
1 Quit your job	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 Voluntary transfer to another location	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 Involuntary transfer to another location	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
4 Leave of absence	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>
5 Restriction/modification of work activities	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>
6 No changes	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>
7 Other Specify	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>
68. How long were regular work and/or non-work activities restricted as a result of the behavior(s)? Check one response per column.				
1 Less than 4 hours	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 4 hours to less than 1 day	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 1 day to less than 3 days	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
4 3 days to less than 7 days	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>
5 7 days to less than 14 days	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>
6 14 days to less than 1 month	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>
7 1 month to less than 3 months	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>
8 3 months or more	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>
9 No restriction	9 <input type="checkbox"/>	9 <input type="checkbox"/>	9 <input type="checkbox"/>	9 <input type="checkbox"/>

	Threat	Sexual Harassment	Verbal Abuse	Bullying
69. Are your regular activities still restricted as a result of the behavior(s)? <i>Check one response per column.</i>				
1 Yes	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 No	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
70. As a result of the behavior(s), how many days were you absent from work? <i>Check one response per column.</i>				
1 Less than 4 hours	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 4 hours to less than 1 day	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 1 day to less than 3 days	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
4 3 days to less than 7 days	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>
5 7 days to less than 14 days	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>
6 14 days to less than 1 month	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>
7 1 month to less than 3 months	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>	7 <input type="checkbox"/>
8 3 months or more	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>
9 No absence	9 <input type="checkbox"/>	9 <input type="checkbox"/>	9 <input type="checkbox"/>	9 <input type="checkbox"/>
71. In general, did you report the behavior(s) to administration? <i>Check all that apply per column.</i>				
1 Yes, orally	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>	1 <input type="checkbox"/>
2 Yes, written	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>
3 No	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>	3 <input type="checkbox"/>
If YES, in your opinion, was administration adequately responsive to your report?				
4 Yes	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>	4 <input type="checkbox"/>
5 No	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>	5 <input type="checkbox"/>
6 Unsure	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>	6 <input type="checkbox"/>
If NO, please check reason(s) that event(s) was(were) not reported.				
8 Reporting takes too much time	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>	8 <input type="checkbox"/>
9 Unaware of reporting process	9 <input type="checkbox"/>	9 <input type="checkbox"/>	9 <input type="checkbox"/>	9 <input type="checkbox"/>
10 Did not expect report to change situation	10 <input type="checkbox"/>	10 <input type="checkbox"/>	10 <input type="checkbox"/>	10 <input type="checkbox"/>
11 Did not feel necessary to report	11 <input type="checkbox"/>	11 <input type="checkbox"/>	11 <input type="checkbox"/>	11 <input type="checkbox"/>
12 Other	12 <input type="checkbox"/>	12 <input type="checkbox"/>	12 <input type="checkbox"/>	12 <input type="checkbox"/>
Specify				

Comments regarding reporting: _____

72. Please describe how the behavior(s) occurred, in general. What were you typically doing just prior to the event, and what was the person who threatened/sexually harassed/verbally abused/bullied you doing? What triggered the behavior(s)? *Please use extra paper if necessary.*

Threat: _____

Sexual Harassment: _____

Verbal Abuse: _____

Bullying: _____

**** Please answer the following questions regardless of your personal experience with violence. ****

73. In the 12 months prior to today's date, how often have you witnessed other licensed educators being:

a. physically assaulted in your work environment? Check one.

1 Never 2 1-3 times 3 4-10 times 4 More than 10 times

b. threatened in your work environment? Check one.

1 Never 2 1-3 times 3 4-10 times 4 More than 10 times

c. sexually harassed in your work environment? Check one.

1 Never 2 1-4 times 3 5-9 times 4 10-19 times 5 20 times or more

d. verbally abused in your work environment? Check one.

1 Never 2 1-4 times 3 5-9 times 4 10-19 times 5 20 times or more

e. bullied in your work environment? Check one.

1 Never 2 1-4 times 3 5-9 times 4 10-19 times 5 20 times or more

74. In the 12 months prior to today's date, how often were you made aware of, but not a witness to, other licensed educators being:

a. physically assaulted in your work environment? Check one.

1 Never 2 1-3 times 3 4-10 times 4 More than 10 times

b. threatened in your work environment? Check one.

1 Never 2 1-3 times 3 4-10 times 4 More than 10 times

c. sexually harassed in your work environment? Check one.

1 Never 2 1-4 times 3 5-9 times 4 10-19 times 5 20 times or more

d. verbally abused in your work environment? Check one.

1 Never 2 1-4 times 3 5-9 times 4 10-19 times 5 20 times or more

e. bullied in your work environment? Check one.

1 Never 2 1-4 times 3 5-9 times 4 10-19 times 5 20 times or more

75. Do you believe that work-related violence against licensed educators is a problem in your work environment? Check one.

1 Yes 2 No 3 Unsure

76. Do you believe that work-related violence against licensed educators can be prevented? Check one.

1 Yes 2 No 3 Unsure

Comments: _____

77. As of today's date, **how many years** have you worked as a **licensed educator** in any location? Please indicate the number of years and/or months.

_____ year(s) _____ month(s)

78. As of today's date, what is your **highest level of education**? Check one.

- 1 Associate Degree 3 Master's Degree 5 Doctorate Degree
2 Bachelor's Degree 4 Education Specialist Degree

79. What is your **gender**? Check one.

- 1 Male 2 Female

80. What is your **date of birth**? Please write in date.

(month/day/year) _____ / _____ / _____

81. Which of the following best describes your **ethnic background**? Check one.

- 1 Hispanic 2 Not Hispanic

82. Which of the following best describes your **race**? Check all that apply.

- 1 American Indian or Alaska Native 4 Native Hawaiian or Other Pacific Islander
2 Asian 5 White
3 Black or African American

83. What is your **current marital status**? Check one.

- 1 Married 5 Separated
2 Living as married 6 Divorced
3 Living with a domestic partner 7 Widowed
4 Never married

We would appreciate your providing a telephone number in case we need to clarify some information with you.

 (_____) - _____ - _____ 1 work 2 home 3 cell
area code

*****Thank you for taking the time to participate in this important study!*****
Please return your questionnaire in the enclosed envelope.

