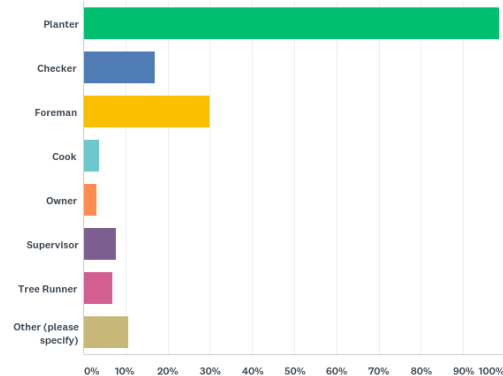


## Notes from CAMP surveys as of January 2020

In both surveys we asked respondents to tell us identifying factors such as:

- Age
- Position
- # of Seasons they planted
- Which years they planted in
- Provinces they planted in
- Gender they identify as

Q5 What was your role in the industry? (select more than one if you have had multiple roles).



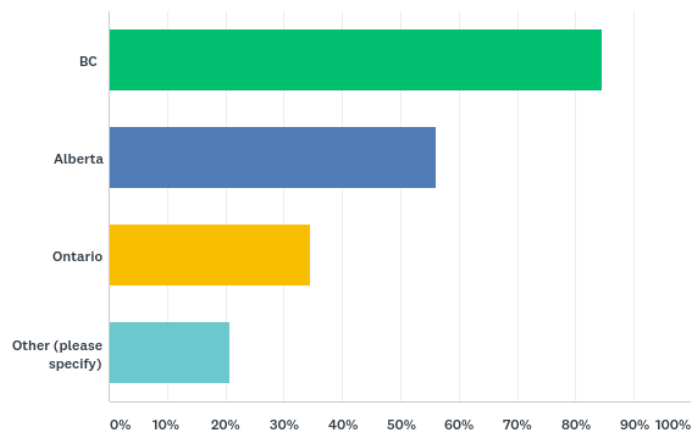
Almost everyone who responded to the survey was under 44 years of age with the majority choosing the 18-24 and 25-34 age ranges.

The majority of respondents had planted in BC at some point but many had planted in other provinces as well.

The majority of people who have responded to the survey are current or recent planters/crew – over 70% had planted since 2010.\*

\*The years they planted is important to note as it shows that the stories of harassment and assaults we are hearing from the industry aren't stories from decades ago - this is happening now, in camps across the country.

Q6 What provinces have you planted in?



## **We asked How Many Times Have You Witnessed or Experienced Sexual Harassment or Assault In The Industry?**

0 times: 14 %

1-5 times: 43.5 %

5-10 times: 24 %

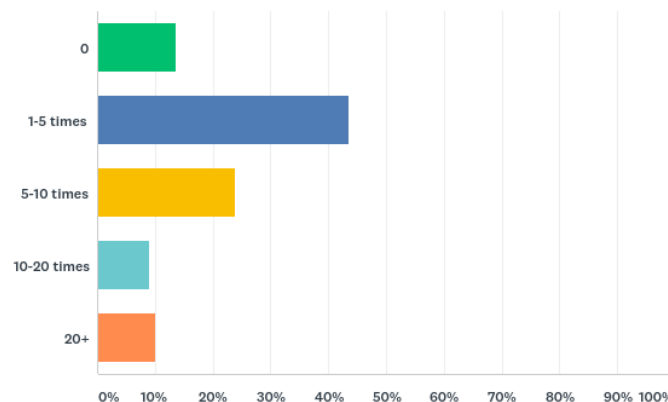
10-20 times: 9 %

20+ times: 10 %

It is important to note that while 14 per cent of respondents said they had never witnessed/experienced anything, 19 per cent had witnessed/experienced over 10 times

Overall, 86 per cent said they have witnessed or experienced harassment or assault!

**Q7 How often have you heard of, witnessed or experienced harassment or assault in the planting industry? (In camp, on the block or offsite)**



**In our expanded survey we broke this question down into four questions so we could get a better idea of what people were witnessing vs experiencing.**

- *Witnessed Harassment* top answers: 1-5 times = 38%, 5-10 times = 29%
- *Experienced Harassment* top answers: 1-5 times = 43%, 0 times = 38%
- *Witnessed Assault* top answers: 1-5 times = 62%, 0 times = 18%
- *Experienced Assault* top answers: 0 times = 65%, 1-5 times = 32%

Note: 32 per cent of survey respondents have been sexually assaulted while tree planting!

**We asked “If you experienced harassment or assault, how would you like your report to be handled by management?”**

Nearly everyone said the same basic things...

- Seriously/Professionally
- Management Should Be Trained
- Stern Warnings
- Immediate Responses
- Detailed Investigations
- Acknowledge It Happened
- Termination of Perpetrator
- Management Is Often The Perpetrator
- More Women in Upper Management
- Don't Prioritize Keeping Highballers
- Sensitively/Discretely
- Zero Tolerance
- Don't Brush It Off/Make Excuses For It

**So, do planters really trust outsiders coming in to talk to them about camp life? Would they trust industry vets more? We asked them if they would prefer education/training be provided internally, (by the company) or externally (by an outside agency).**

The responses were 60% to 40% in favour of an external source providing training as well as conducting investigations, reporting, disciplinary recommendations. They said:

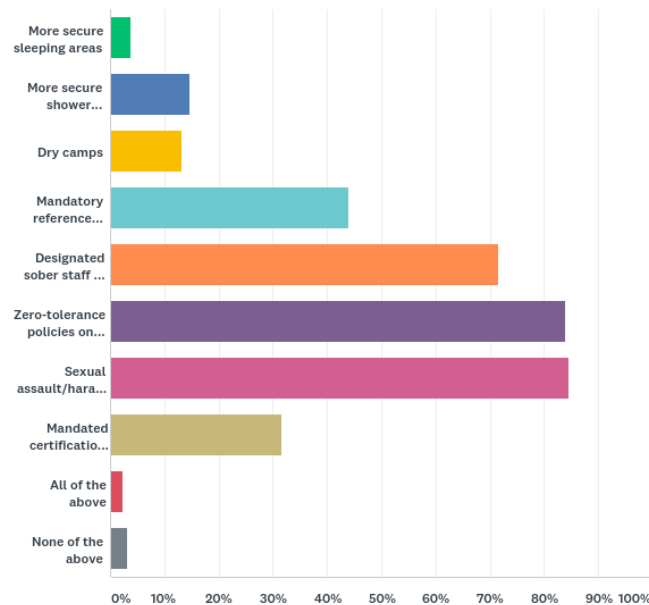
**Reasons for wanting External:**

- Not trusting the companies to take it seriously
- Management are sometimes the perpetrators
- Wanting consistency of training/education throughout industry
- Non-bias of outside agency
- Want people with experience/training/background in the issue, company staff don't have the skills/training
- Male-dominated ownership still too tone deaf on the issue
- External agency provides some connection and alternative support to remote/isolated workers

**Reasons for wanting Internal:**

- Planters will trust other forestry workers more than strangers coming into camp
- Making management deliver the training would force them to take it seriously
- Outside sources don't understand camp life
- Too complicated and expensive for external agencies to deliver
- Shows that management/owners care and took the time to learn

Q24 What changes, if any, do you feel would create a safer environment in terms of sexual violence in camp?



**NSDP was awarded a grant from the Vancouver Foundation to take this year to explore this issue further and to consult with industry, government, legal, WCB, other anti-violence agencies and planters regarding proposed improvements that can be implemented in camps to improve safety and create a healthier atmosphere.**

Some of these ideas include easily implementable actions such as:

- having one or two designated sober staff at camp parties,
- special training for staff designated to take reports of harassment and assault
- improvements to hiring practices such as reference/background checks

**Other ideas are more complex and take some in-depth exploration, but they have the potential to spark significant industry-wide improvements and positively impact recruitment and marketing for companies. These include:**

- required online harassment/sexual assault training covering consent, bystander interventions and reporting options required pre-hire for all camp workers
- the development of stand-alone violence “safe camp” certifications for companies that participate in specific training, commit to suggested improvements that create an atmosphere of safety and implement specific protocols for handling reports of harassment and assaults
- the creation of an anonymous, third party reporting system for the industry where reports of assaults could be catalogued and alleged perpetrators flagged when they are reported multiple times

\*67% of respondents said that companies need to do more than just having a sexual harassment/assault policy and procedures

\*74% of respondents said they would be more likely to apply for a job with a company that has a sexual violence safety certification

\*76% of respondents said they would be willing to take online training prior to being hired

Q21 How would you feel if all staff were required to take sexual harassment/assault training online prior to being hired?

