



Public Opinion Survey of Canadians

GAI ÉCOUTE

PAN-CANADIAN OMNIBUS STUDY

Homosexuality and the Workplace

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Introduction

Study Context and Purpose

Leger Marketing was commissioned by the *Gai Écoute* organization to survey Canadian perception and opinion regarding homosexual people in the workplace.

Methodology

This study was conducted by Leger Marketing through telephone interviews among a representative sample of 1,525 English- or French-speaking Canadians, 18 years of age or older.

The interviews were conducted from our Montreal and Winnipeg call centres from April 18 to April 23, 2006. Up to ten call-backs were made in the case of non-response.

Using census data from Statistics Canada, the results were weighted according to gender, age, region and mother tongue to ensure a sample representative of the entire Canadian adult population.

In the end, the maximum margin of error obtained for a sample of 1,525 respondents is $\pm 2.6\%$, 19 times out of 20.

Note to readers

- Results are presented in the form of graphs according to respondents' region of residence.
- Since the data presented in the graphs and tables has been rounded out, column totals may not equal 100%.
- In the tables presented, blue arrows (↗) indicate a significantly **higher** proportion than other respondents and red arrows (↘) indicate a significantly **lower** proportion.

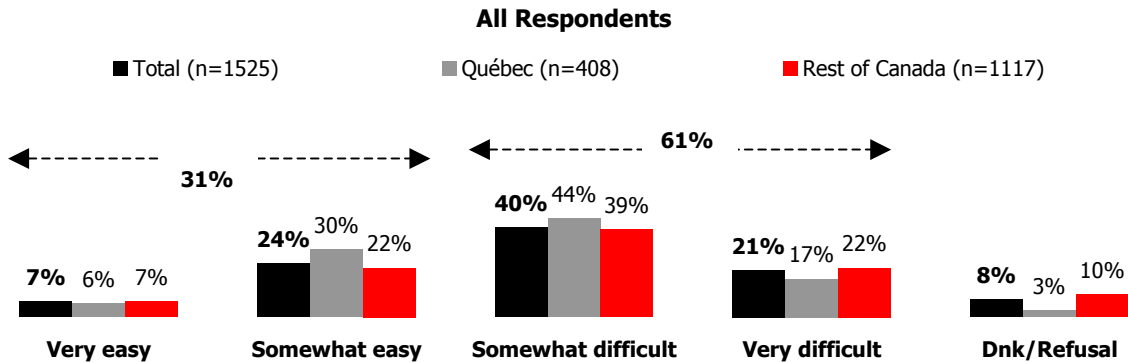
Research Results

1. Admitting Homosexual Orientation in the Workplace

1.1 How Easy it is to Admit Homosexuality in the Workplace

- ❖ Fear of workplace reactions if one’s homosexual orientation were revealed still exists: six out of ten Canadians surveyed (**61%**) say it is **difficult for a person to openly admit his or her homosexuality in the workplace**.
 - ⇒ This is especially true for anglophones (63%) and students (71%).
- ❖ Nonetheless, three out of ten respondents (**31%**) currently consider it easy to admit homosexuality in the workplace.
 - ⇒ This trend can be observed more among Quebeckers (35%), francophones (35%) and homemakers (42%).
- ❖ The proportion of respondents who could not or did not want to answer is 8%.

Graph 1.1 QG1. Would you say that today, it is VERY EASY, SOMEWHAT EASY, SOMEWHAT DIFFICULT or VERY DIFFICULT for a person to openly admit his or her homosexuality in the workplace?



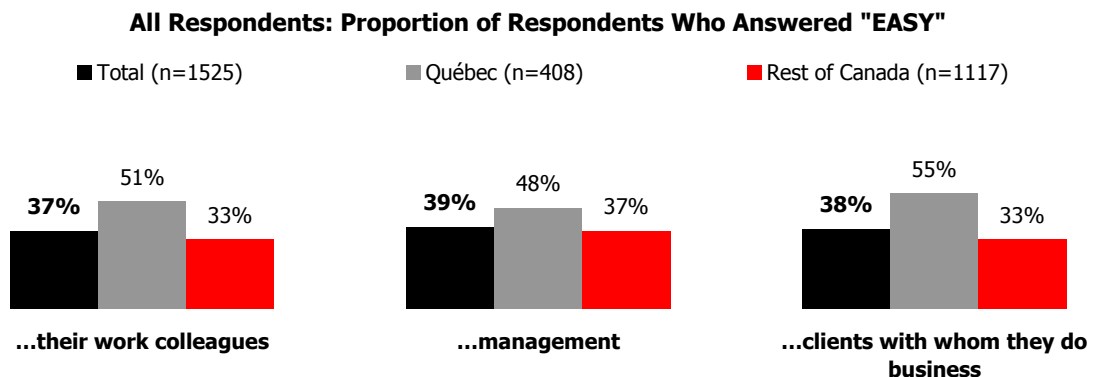
QG1. Would you say that today, it is VERY EASY, SOMEWHAT EASY, SOMEWHAT DIFFICULT or VERY DIFFICULT for a person to openly admit his or her homosexuality in the workplace?

Base: All Respondents	Total Canada (n=1525)	Atl. Prov. (n=109)	Québec (n=408)	Ontario (n=603)	Prairies (n=127)	Alberta (n=126)	BC (n=152)
TOTAL EASY	31	29	35 ↗	32	25	26	27
Very easy	7	10	6	8	5	6	6
Somewhat easy	24	20	30 ↗	25	20	20	21
TOTAL DIFFICULT	61	62	61	60	61	65	61
Somewhat difficult	40	45	44	40	33	41	36
Very difficult	21	18	17 ↘	21	28 ↗	24	25
Don't know / Refusal	8	9	3 ↘	7	14 ↗	10	13 ↗

1.2 Reaction to Homosexuality in the Workplace

- ❖ It seems that in Canada, fear of revealing one's homosexual orientation in the workplace is somewhat unfounded.
- ❖ Thus, nearly two out of five respondents say it is easy for people who openly admit their homosexuality in the workplace to be accepted by **management (39%)**, **clients with whom they do business (38%)** or **their close work colleagues (37%)**.
- ⇒ Overall, more Quebecers say homosexuality is easily accepted in the workplace than Alberta or Prairie residents.
- ⇒ It is not surprising to observe that Canadians who think it easy to openly admit one's homosexual orientation in the workplace are among those most likely to think homosexuality is easily accepted by work colleagues, management and clients.

Graph 1.2 QG2a-QG2c. *Personally, would you say that it is VERY EASY, SOMEWHAT EASY, SOMEWHAT DIFFICULT or VERY DIFFICULT for people who openly admit their homosexuality in the workplace to be accepted by...?*



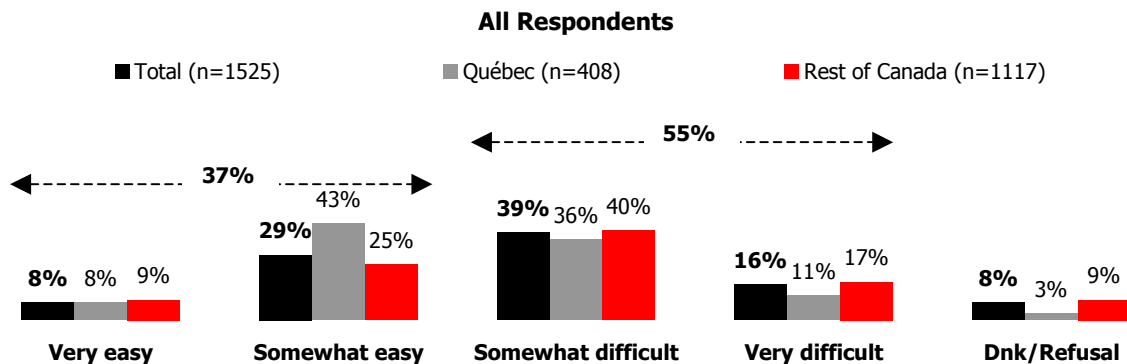
QG2a-QG2c. Personally, would you say that it is VERY EASY, SOMEWHAT EASY, SOMEWHAT DIFFICULT or VERY DIFFICULT for people who openly admit their homosexuality in the workplace to be accepted by...?

Base: All Respondents	Total Canada (n=1525)	Atl. Prov. (n=109)	Québec (n=408)	Ontario (n=603)	Prairies (n=127)	Alberta (n=126)	BC (n=152)
PROPORTION OF "EASY"	%	%	%	%	%	%	%
...their work colleagues	37	36	51 ↗	39	25 ↘	24 ↘	27 ↘
...management	39	36	48 ↗	41	34	28 ↘	33
...clients with whom they do business	38	34	55 ↗	37	22 ↘	25 ↘	35

1.2.1 Reaction of Work Colleagues to a Colleague's Homosexuality

- ❖ Globally, more than half (**55%**) of Canadians surveyed think it is **difficult for people who openly admit their homosexuality to be accepted by their work colleagues.**
 ⇒ Quebeckers (47% vs. 57% of other Canadians) are less likely to share this opinion.
- ❖ In contrast, over one-third (**37%**) of respondents believe that **people who openly admit their homosexuality are easily accepted by their work colleagues.**
 ⇒ This is especially true for Quebeckers as opposed to other Canadians (51% vs. 33% of other Canadians).
- ❖ The proportion of respondents who could not or did not want to answer is 8%.

Graph 1.2.1 QG2a. Personally, would you say that it is *VERY EASY*, *SOMEWHAT EASY*, *SOMEWHAT DIFFICULT* or *VERY DIFFICULT* for people who openly admit their homosexuality in the workplace to be accepted by **their work colleagues**?



QG2a. Personally, would you say that it is *VERY EASY*, *SOMEWHAT EASY*, *SOMEWHAT DIFFICULT* or *VERY DIFFICULT* for people who openly admit their homosexuality in the workplace to be accepted by **their work colleagues**?

Base: All Respondents	Total Canada (n=1525)	Atl. Prov. (n=109)	Québec (n=408)	Ontario (n=603)	Prairies (n=127)	Alberta (n=126)	BC. (n=152)
TOTAL EASY	37	36	51 ↗	39	25 ↘	24 ↘	27 ↘
Very easy	8	10	8	11 ↗	6	4	7
Somewhat easy	29	27	43 ↗	28	19 ↘	20 ↘	21 ↘
TOTAL DIFFICULT	55	59	47 ↘	55	62	61	58
Somewhat difficult	39	43	36	38	44	42	40
Very difficult	16	16	11 ↘	17	18	19	18
Don't know / Refusal	8	5	3 ↘	6	13 ↗	15 ↗	15 ↗

- ❖ The following table presents the characteristics of respondents who think that people who openly admit their homosexuality in the workplace are ...

...Easily accepted by their work colleagues

- ▶ Quebeckers (51%)
- ▶ Francophones (49%)
- ▶ People aged 25 to 34 (46%)
- ▶ Employees in the service, sales or office work sectors (43%) and professionals (47%)
- ▶ People whose gross annual household income is \$80,000 or more (47%)
- ▶ People with a university level education (44%)
- ▶ People who think it is easy to openly admit one's homosexuality in the workplace (67%)

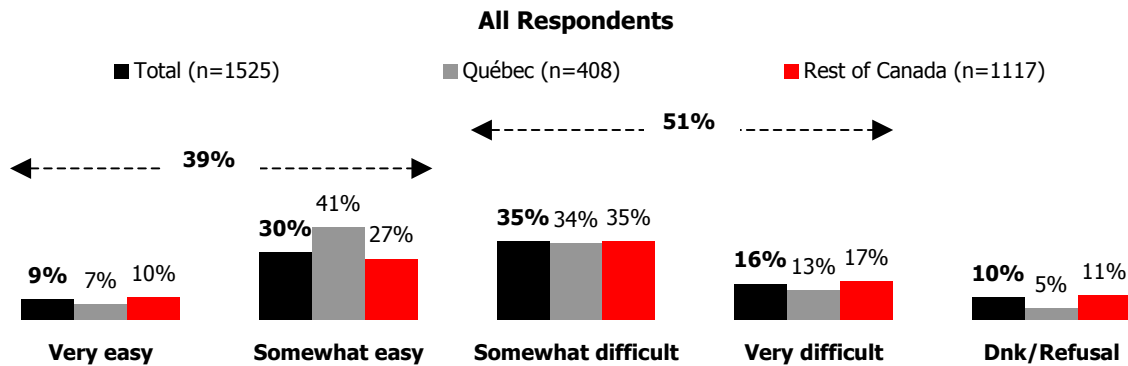
...Difficultly accepted by their work colleagues

- ▶ Anglophones (58%)
- ▶ Manual workers (65%)
- ▶ People with an elementary (75%) or high school (59%) level education
- ▶ People who think it is difficult to openly admit one's homosexuality in the workplace (71%)

1.2.2 Reaction of Management to an Employee's Homosexuality

- ❖ Overall, one out of two Canadians (**51%**) considers it **difficult for openly homosexual people to be accepted by management** in their workplace.
- ❖ On the other hand, nearly two out of five respondents (**39%**) think that **management easily accepts these people**.
- ⇒ Quebeckers (48% vs. 37% of other Canadians) are more likely to share this opinion.
- ❖ The proportion of respondents who could not or did not want to answer is 10%.

Graph 1.2.2 QG2b. Personally, would you say that it is **VERY EASY**, **SOMEWHAT EASY**, **SOMEWHAT DIFFICULT** or **VERY DIFFICULT** for people who openly admit their homosexuality in the workplace to be accepted by **management**?



QG2b. Personally, would you say that it is **VERY EASY**, **SOMEWHAT EASY**, **SOMEWHAT DIFFICULT** or **VERY DIFFICULT** for people who openly admit their homosexuality in the workplace to be accepted by **management**?

Base: All Respondents	Total Canada (n=1525)	Atl. Prov. (n=109)	Québec (n=408)	Ontario (n=603)	Prairies (n=127)	Alberta (n=126)	BC (n=152)
	%	%	%	%	%	%	%
TOTAL EASY	39	36	48 ↗	41	34	28 ↘	33
Very easy	9	7	7	12↗	9	6	9
Somewhat easy	30	29	41↗	28	25	22↘	24
TOTAL DIFFICULT	51	60	47	50	55	59	50
Somewhat difficult	35	50↗	34	34	38	39	27↘
Very difficult	16	10	13	16	17	20	23↗
Don't know / Refusal	10	4	5	9	11	14	17↗

- ❖ The following table presents the characteristics of respondents who think that people who openly admit their homosexuality in the workplace are ...

...Easily accepted by their work colleagues

- ▶ Quebeckers (48%)
- ▶ Francophones (47%)
- ▶ Men (43%)
- ▶ People aged 25 to 34 (47%)
- ▶ Professionals (46%)
- ▶ People whose gross annual household income is between \$60,000 and \$79,999 (49%) or \$80,000 or more (50%)
- ▶ People with a university level education (45%)
- ▶ People who think it is easy to openly admit one's homosexuality in the workplace (63%)

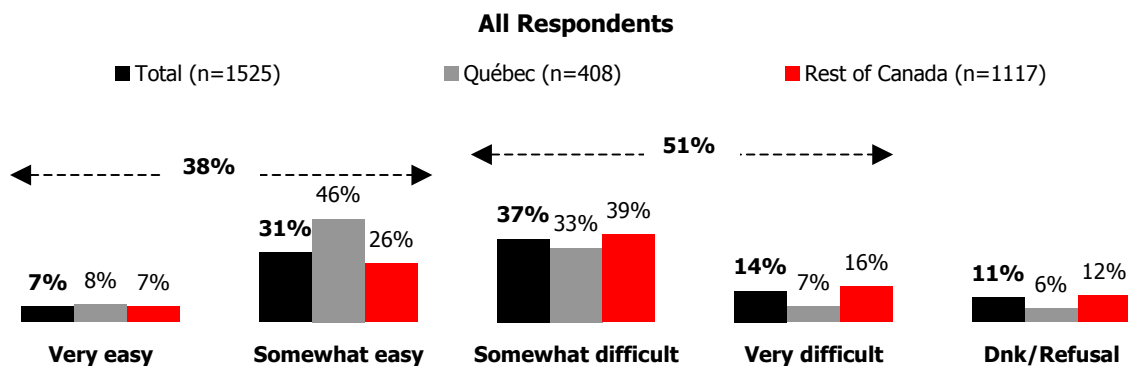
...Difficultly accepted by their work colleagues

- ▶ Anglophones (54%)
- ▶ Women (55%)
- ▶ Homemakers (62%)
- ▶ People whose gross annual household income is below \$20,000 (62%)
- ▶ People who think it is difficult to openly admit one's homosexuality in the workplace (65%)

1.2.3 Reaction of Clients to a Business Relation's Homosexuality

- ❖ In all, one out of two Canadians (**51%**) say it is **difficult for people who openly admit their homosexuality to be accepted by clients with whom they do business.**
 ⇒ Quebeckers (39% vs. 55% of other Canadians) are less likely to have this point of view.
- ❖ On the contrary, nearly two out of five respondents (**39%**) contend that **openly homosexual people are easily accepted by clients with whom they do business.**
 ⇒ This is especially true of Quebeckers as opposed to other Canadians (55% vs. 33% of other Canadians).
- ❖ The proportion of respondents who could not or did not want to answer is 11%.

Graph 1.2.3 QG2b. Personally, would you say that it is *VERY EASY*, *SOMEWHAT EASY*, *SOMEWHAT DIFFICULT* or *VERY DIFFICULT* for people who openly admit their homosexuality in the workplace to be accepted by *clients with whom they do business*?



QG2c. Personally, would you say that it is *VERY EASY*, *SOMEWHAT EASY*, *SOMEWHAT DIFFICULT* or *VERY DIFFICULT* for people who openly admit their homosexuality in the workplace to be accepted by *clients with whom they do business*?

Base: All respondents	Total Canada (n=1525)	Atl. Prov. (n=109)	Québec (n=408)	Ontario (n=603)	Prairies (n=127)	Alberta (n=126)	BC (n=152)
	%	%	%	%	%	%	%
TOTAL EASY	38	34	55 ↗	37	22 ↘	25 ↘	35
Very easy	7	8	8	8	6	2	7
Somewhat easy	31	26	46	29	16	22	27
TOTAL DIFFICULT	51	59	39 ↘	55 ↗	64 ↗	56	47
Somewhat difficult	37	46	33	40	47	33	31
Very difficult	14	13	7	16	17	24	16
Don't know / Refusal	11	8	6	8	13	19	19

- ❖ The following table presents the characteristics of respondents who think that people who openly admit their homosexuality in the workplace are ...

...Easily accepted by clients with whom they do business

- ▶ Quebeckers (55%)
- ▶ Francophones (52%)
- ▶ Men (43%)
- ▶ People aged 35 to 44 (43%)
- ▶ People whose gross annual household income is \$80,000 or more (46%)
- ▶ People with a university level education (42%)
- ▶ People who think it is easy to openly admit one's homosexuality in the workplace (57%)

...Difficultly accepted by clients with whom they do business

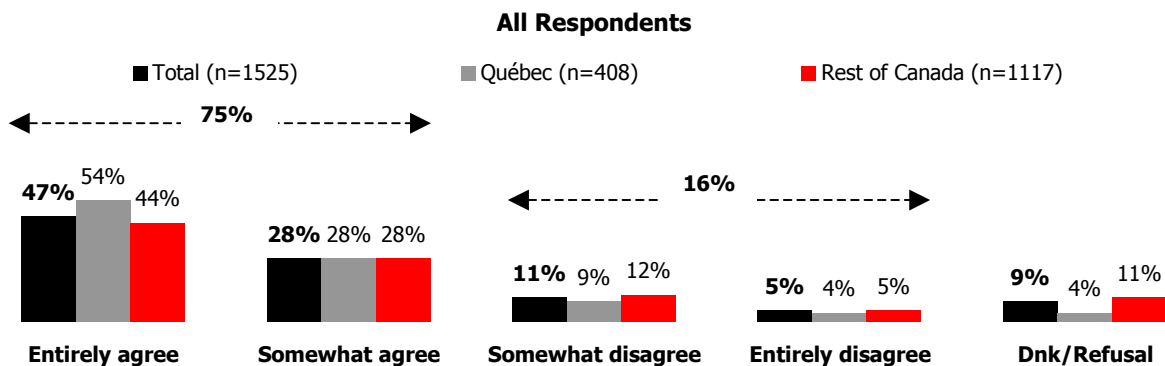
- ▶ Ontario (55%) or Prairies (64%) residents
- ▶ Anglophones (56%)
- ▶ Women (55%)
- ▶ People who think it is difficult to openly admit one's homosexuality in the workplace (61%)

2. Homosexuality and Professional Career

2.1 Credibility of Homosexual Boss vs. Heterosexual Boss

- ❖ In Canada, a **homosexual boss has as much credibility among employees as a heterosexual boss** according to three out of four Canadians (**75%**).
- ⇒ There are more Quebecers who share this opinion as opposed to other Canadians (82% vs. 73% of other Canadians).
- ❖ The proportion of respondents who **think the opposite** is **16%**.
- ❖ Nearly one-tenth (9%) of Canadians surveyed could not or did not want to answer the question.

Graph 2.1 QG3. Do you ENTIRELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE or ENTIRELY DISAGREE with the following affirmation: **A homosexual boss has the same credibility among his or her employees as a heterosexual boss?**



QG3. Do you ENTIRELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE or ENTIRELY DISAGREE with the following affirmation: **A homosexual boss has the same credibility among his or her employees as a heterosexual boss.**

Base: All Respondents	Total Canada (n=1525)	Atl. Prov. (n=109)	Québec (n=408)	Ontario (n=603)	Prairies (n=127)	Alberta (n=126)	BC (n=152)
	%	%	%	%	%	%	%
TOTAL AGREE	75	79	82 ↗	74	72	68	68 ↘
Entirely agree	47	49	54 ↗	45	40	42	44
Somewhat agree	28	31	28	29	31	26	24
TOTAL DISAGREE	16	15	13	18	13	19	14
Somewhat disagree	11	9	9	14 ↗	9	9	12
Entirely disagree	5	6	4	5	4	10 ↗	3
Don't know / Refusal	9	6	4 ↘	7	14 ↗	13	18 ↗

- ❖ The following table presents the characteristics of respondents who agree or disagree with the affirmation: **a homosexual boss has the same credibility among his or her employees as a heterosexual boss.**

Agree with the affirmation

- ▶ Quebeckers (82%)
- ▶ Francophones (83%)
- ▶ People aged 25-34 (83%)
- ▶ Employees in the service, sales or office work sectors (80%), professionals (79%) and students (84%)
- ▶ People whose gross annual household income is \$80,000 or more (81%)
- ▶ People with a university level education (81%)
- ▶ People who think it is easy to openly admit one's homosexuality in the workplace (82%)

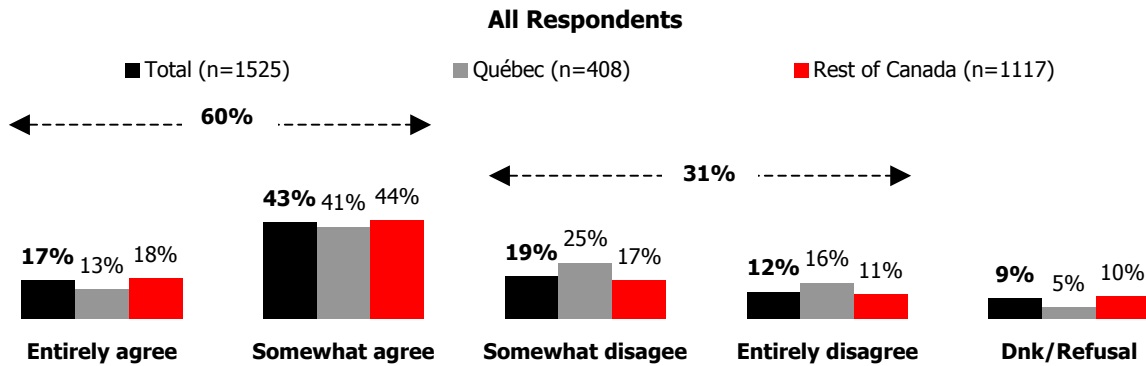
Disagree with the affirmation

- ▶ Men (19%)
- ▶ Manual workers (21%)
- ▶ People with an elementary level education (32%)
- ▶ People who think it is difficult to openly admit one's homosexuality in the workplace (19%)

2.2 Impact of Homosexual Orientation on Professional Career

- ❖ **Revealing your homosexual orientation at work could be harmful to your professional career:** three out of five Canadians (**60%**) share this opinion.
 ⇒ Quebeckers are less likely (55% vs. 62% of other Canadians) to defend this point of view.
- ❖ However, nearly one-third (**31%**) of respondents **think the opposite**.
- ❖ The proportion of respondents who could not or did not want to answer is 9%.

Graph 2.2 QG4. Do you ENTIRELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE or ENTIRELY DISAGREE with the following affirmation: **Revealing your sexual orientation at work can be detrimental to your professional career?**



QG4. Do you ENTIRELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE or ENTIRELY DISAGREE with the following affirmation: **Revealing your sexual orientation at work can be detrimental to your professional career?**

Base: All Respondents	Total Canada (n=1525)	Atl. Prov. (n=109)	Québec (n=408)	Ontario (n=603)	Prairies (n=127)	Alberta (n=126)	BC (n=152)
	%	%	%	%	%	%	%
TOTAL AGREE	60	65	55 ↓	62	66	62	57
Entirely agree	17	16	13 ↓	18	18	21	18
Somewhat agree	43	50	41	44	49	41	39
TOTAL DISAGREE	31	30	41 ↑	30	22 ↓	23 ↓	26
Somewhat disagree	19	18	25 ↑	18	17	14	16
Entirely disagree	12	12	16 ↑	12	6 ↓	9	10
Don't know / Refusal	9	5	5 ↓	8	11	15 ↑	18 ↑

- ❖ The following table presents the characteristics of respondents who agree or disagree with the affirmation: **Revealing your sexual orientation at work can be detrimental to your professional career.**

Agree with the affirmation

- ▶ Anglophones (63%)
- ▶ Men (63%)
- ▶ People aged 45 to 54 (66%) and 55 to 64 (66%)
- ▶ People whose gross annual household income is between \$40,000 and \$59,999 (68%)
- ▶ People who think it is difficult to openly admit one's homosexuality in the workplace (69%)
- ▶ People who think it is difficult for those who openly admit their homosexuality in the workplace to be accepted by management (73%)

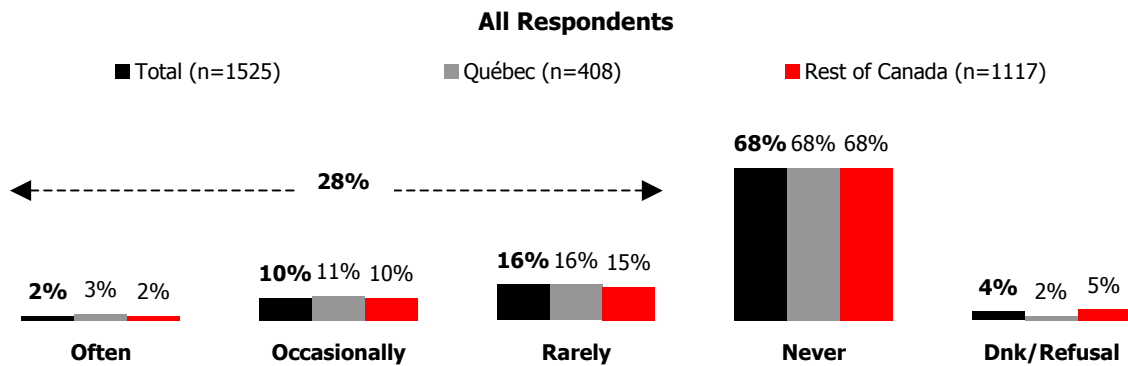
Disagree with the affirmation

- ▶ Quebeckers (41%)
- ▶ Francophones (40%)
- ▶ People aged 25 to 34 (36%)
- ▶ Employees in the service, sales or office work sectors (37%)
- ▶ People whose gross annual household income is \$80,000 or more (36%)
- ▶ People with an elementary (47%) or college (38%) level education
- ▶ People who think it is easy to openly admit one's homosexuality in the workplace (41%)
- ▶ People who think it is easy for those who openly admit their homosexuality in the workplace to be accepted by management (44%)

3. Hostile Behaviour towards Homosexual People

- ❖ Overall, more than one quarter (**28%**) of Canadians interviewed **say they have witnessed hostile behaviour towards a homosexual person in the workplace.** There is a small proportion (**2%**) of respondents who say they have **often** witnessed this type of situation.
 - ⇒ As opposed to other respondents, professionals (34%) and respondents with a university level education (32%) are more likely to allege witnessing hostile behaviour towards a homosexual person in the workplace.
- ❖ Nevertheless, two out of three respondents (**68%**) **have never witnessed this type of situation.**
 - ⇒ This is especially true for people aged 65 and older (75%), retired people (75%) and those with a high school level education (72%).
- ❖ The proportion of respondents who could not or did not want to answer is 4%.

Graph 3 QG5. Have you ever witnessed hostile behaviour towards a homosexual person in the workplace? Would you say...



QG5. Have you ever witnessed hostile behaviour towards a homosexual person in the workplace? Would you say...

Base: All respondents.	Total Canada (n=1525)	Atl. Prov. (n=109)	Québec (n=408)	Ontario (n=603)	Prairies (n=127)	Alberta (n=126)	BC (n=152)
	%	%	%	%	%	%	%
TOTAL YES	28	29	31	28	21	25	28
Often	2	4	3	2	-	1	3
Occasionally	10	10	11	10	8	11	9
Rarely	16	15	16	16	13	14	16
NEVER	68	71	68	68	74	70	60 ↘
Don't know / Refusal	4	-	2	4	5	5	13

Questionnaire



FRENCH VERSION

QG1

QG1. Diriez-vous que, de nos jours, il est TRÈS FACILE, ASSEZ FACILE, ASSEZ DIFFICILE ou TRÈS DIFFICILE pour une personne d'afficher ouvertement son homosexualité en milieu de travail ?

Très facile	1
Assez facile.....	2
Assez difficile.....	3
Très difficile.....	4
Ne sait pas	8
Refus	9

«QG1 »

QG2A

QG2a. Personnellement, diriez-vous qu'il est TRÈS FACILE, ASSEZ FACILE, ASSEZ DIFFICILE ou TRÈS DIFFICILE pour les personnes qui affichent ouvertement leur homosexualité en milieu de travail d'être acceptées par...

a)...leurs collègues de travail

Très facile	1
Assez facile.....	2
Assez difficile.....	3
Très difficile.....	4
Ne sait pas	8
Refus	9

«QG2A »

QG2B

QG2b. Personnellement, diriez-vous qu'il est TRÈS FACILE, ASSEZ FACILE, ASSEZ DIFFICILE ou TRÈS DIFFICILE pour les personnes qui affichent ouvertement leur homosexualité en milieu de travail d'être acceptées par...

b)...la direction

Très facile	1
Assez facile.....	2
Assez difficile.....	3
Très difficile.....	4
Ne sait pas	8
Refus	9

«QG2B »

QG2C

QG2c. Personnellement, diriez-vous qu'il est TRÈS FACILE, ASSEZ FACILE, ASSEZ DIFFICILE ou TRÈS DIFFICILE pour les personnes qui affichent ouvertement leur homosexualité en milieu de travail d'être acceptées par...

c)...les clients avec qui elles font affaires

Très facile	1
Assez facile.....	2
Assez difficile.....	3
Très difficile.....	4
Ne sait pas	8
Refus	9

«QG2C »

QG3

QG3. Êtes-vous ENTIÈREMENT D'ACCORD, PLUTÔT D'ACCORD, PLUTÔT EN DÉSAccORD ou ENTIÈREMENT EN DÉSAccORD avec l'affirmation suivante...

...Un patron homosexuel a la même crédibilité auprès de ses employés qu'un patron hétérosexuel

Entièrement d'accord.....	1
Plutôt d'accord.....	2
Plutôt en désaccord.....	3
Entièrement en désaccord.....	4
Ne sait pas	8
Refus	9

«QG3 »

QG4

QG4. Êtes-vous ENTIÈREMENT D'ACCORD, PLUTÔT D'ACCORD, PLUTÔT EN DÉSAccORD ou ENTIÈREMENT EN DÉSAccORD avec l'affirmation suivante...

...Dévoiler son orientation homosexuelle au travail peut-être nuisible pour une carrière professionnelle

Entièrement d'accord.....	1
Plutôt d'accord.....	2
Plutôt en désaccord.....	3
Entièrement en désaccord.....	4
Ne sait pas	8
Refus	9

«QG4 »

QG5

QG5. Avez-vous déjà été témoin de comportement hostile à l'égard d'une personne homosexuelle en milieu de travail ? Diriez-vous...

Souvent	1
Occasionnellement	2
Rarement	3
Jamais	4
Ne sait pas	8
Refus	9
«QG5 »	

ENGLISH VERSION**QG1**

QG1. Would you say that today, it is VERY EASY, SOMEWHAT EASY, SOMEWHAT DIFFICULT or VERY DIFFICULT for a person to openly admit his or her homosexuality in the workplace?

Very easy	1
Somewhat easy	2
Somewhat difficult	3
Very difficult	4
Don't know	8
Refusal.....	9
«QG1 »	

QG2A

QG2a. Personally, would you say that it is VERY EASY, SOMEWHAT EASY, SOMEWHAT DIFFICULT or VERY DIFFICULT for people who openly admit their homosexuality in the workplace to be accepted by...

a)...their work colleagues

Very easy	1
Somewhat easy	2
Somewhat difficult	3
Very difficult	4
Don't know	8
Refusal.....	9
«QG2A »	

QG2B

QG2b. Personally, would you say that it is VERY EASY, SOMEWHAT EASY, SOMEWHAT DIFFICULT or VERY DIFFICULT for people who openly admit their homosexuality in the workplace to be accepted by...

b)...management

Very easy	1
Somewhat easy	2
Somewhat difficult	3
Very difficult	4
Don't know	8
Refusal.....	9
«QG2B »	

QG2C

QG2c. Personally, would you say that it is VERY EASY, SOMEWHAT EASY, SOMEWHAT DIFFICULT or VERY DIFFICULT for people who openly admit their homosexuality in the workplace to be accepted by...

c)...clients with whom they do business

Very easy	1
Somewhat easy	2
Somewhat difficult	3
Very difficult	4
Don't know	8
Refusal.....	9
«QG2C »	

QG3

QG3. Do you ENTIRELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE or ENTIRELY DISAGREE with the following affirmation...

...A homosexual boss has the same credibility among his or her employees as a heterosexual boss.

Entirely agree	1
Somewhat agree.....	2
Somewhat disagree.....	3
Entirely disagree	4
Don't know	8
Refusal.....	9
«QG3 »	

QG4

QG4. Do you ENTIRELY AGREE, SOMEWHAT AGREE, SOMEWHAT DISAGREE or ENTIRELY DISAGREE with the following affirmation...

...Revealing your sexual orientation at work can be detrimental to your professional career

Entirely agree	1
Somewhat agree.....	2
Somewhat disagree.....	3
Entirely disagree	4
Don't know.....	8
Refusal.....	9

«QG4 »

QG5

QG5. Have you ever witnessed hostile behaviour towards a homosexual person in the workplace? Would you say...

Often	1
Occasionally	2
Rarely	3
Never.....	4
Don't know.....	8
Refusal.....	9

«QG5 »
