

Supplementary material 1. Interview questionnaire

Background information

Thank you very much for your willingness to participate in this interview within the first German project for the development of prevention measures against sexual harassment in academic medicine. As we communicated in paper and by phone before, the focus of this interview is on prevention. The goal of the project is to acquire data for the first time at our institution to develop a workplace policy and prevention measures. Furthermore, we would like to develop the basis for nationally transferable best practices for the prevention of sexual harassment in academic medicine.

We are conducting the following interview in four disciplines: surgery, internal medicine, psychiatry and emergency medicine. The project also includes a large internet survey addressing all employees on clinical, research and nursing duty.

This interview will have a duration of about 30 minutes. The questionnaire is completely anonymous and the national data protection laws apply. For comfort in conducting the interview and for accuracy we will record your answers with a mobile recorder. At the beginning of the interview I will ask some general questions, which do not allow to trace your identity. The interview is not coded in any way. The interview will be transcribed on paper by external personnel, which is bound to secrecy and not involved data acquisition or in the analysis. After transcription the recording will be deleted. All data will only be analyzed after transcription. At this moment in time no identification is possible. This means that we will not be able to identify your data, but also that we will not be able to selectively delete it at a later moment in time. If you feel that the questions are somehow uncomfortable or invasive, you can of course decide to skip them or conclude the interview ahead of time at any moment.

I am bound to professional secrecy and anything you will be talking about will not leave this room.

Do you have any questions about the procedure?

I am now turning on the recorder. We will not be able to trace your personal data. All interview questions are open and we ask you to tell us about your experiences and points of view freely and openly. As said before, you can always skip a question, if you wish to do so.

First, I have some questions about your demographic data. Please do not wonder if I am asking some obvious questions, these are necessary for the transcription, as the people writing down what we have said do not know you.

Which professional group do you belong to?

- Nurse
- Resident/ Fellow
- Attending
- Senior Attending/ Division heads
- Other Profession

Which age group do you belong to?

- 20 – 29
- 30 – 39
- 40 – 49
- 50 – 59

- >60

Which area are you working in?

- Surgery
- Internal medicine
- Psychiatry
- Emergency medicine

1. *How would you define sexual harassment / what constitutes sexual harassment in your opinion?*

Probe:

- a. Do you know other forms of sexual harassment?
- b. Do you have any other ideas about the subject?
- c. Did you ever witness anything that falls within this range?

Thank you, let's proceed to the next question

2. *How high do you think are the numbers of women and men affected by sexual harassment in the workplace?*

3. *Which professional group do you think is mostly affected by sexual harassment within the hospital?*

Probe:

- a. Could you rank the professional groups according to frequency?
- b. Why do you think this group (refer one single group after another) is particularly affected?
- c. Do you think different groups are affected by different forms of sexual harassment?
If no suggestions, hint: women or men, nurses or doctors, employees with little experience...

4. *Which preventative options/measures do you know within our hospital?*

- a. Which strategies have you developed for yourself?
- b. Are there any specific strategies/options within your specific workplace?
- c. Did you experience other forms of protection/prevention in previous workplaces?

5. *If you were in a leadership position, which measures would you put into place?*

- a. Do you think that different measures for nurses and doctors would be helpful?

6. *What would prompt you to intervene if you witnessed sexual harassment?*

- a. Which reasons would prompt you to intervene?

Thank you very much for your cooperation and support. Do you have any questions for me? I am now turning of the recorder.

If you wish, we would be very happy to send you a copy of the publication after we have evaluated the results. If at any time, you should have any questions, please do not hesitate to contact us (hand over card).

- If need is expressed or on explicit request, explain and show internal and external support and counsel options. -