

# BISEXUALS IN THE WORKPLACE SURVEY:

A Study of Bisexuality, Pansexuality, Same Gender Loving, MSMW, WSMW, and Fluid Desire

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*A study of the workplace experiences of bisexuals, pansexuals, queer-identified people, same (and different) gender loving people, men who have sex with men and women (MSMW), and women who have sex with men and women (WSMW).*

You have been invited to take part in this survey of the workplace experiences of people who are attracted to people of more than one gender/sex. You may identify as bisexual or queer or simply as a person who has sex with both men and women – regardless of the label you use for yourself (or don't use at all) – we, the researchers, really want to hear from you!

This survey was developed to ask sexually fluid people themselves about the questions and perceptions held about bisexuality in society at large. Our workplaces, where many of us spend a significant portion of our lives, tend to reflect the attitudes of the larger mono-sexual society.

Those who are attracted to both/all sexes – in varying degrees – might use terms such as bisexual, pansexual, men who have sex with men and women (MSMW), women who have sex with men and women (WSMW), queer, omnisexual, same (and different) gender loving, fluid, and many other terms. The survey will often use the word “bisexual” to shorten the questions; however, the richness of your answers that will inform our findings. We define “bisexuality” as the capacity for physical, romantic, and/or emotional attraction to more than one gender/sex. As you read through the questions, try to mentally replace “bisexual” for the term or terms that you provide in the first section, because that is how we will be interpreting your survey responses.

The purpose of gathering the data is to shine some light on the vast complexity that is the “bisexual experience at work.” Whether your coworkers know about your sexual orientation or not, bisexual people have a unique experience of the workplace. The information gathered from the survey will be shared broadly in educational forums designed to make workplaces more comfortable for both bisexual people and their coworkers. We may also publish papers based on the survey findings.

The survey developers are volunteers, one of whom has been presenting workshops and other learning events on bisexuality for fifteen years and is seeking to understand who bisexuals are at work and how we define ourselves to make a more meaningful impact in those workshops.

The other researcher is a statistician who has worked for a Fortune 50 company analyzing survey data for over 20 years and now teaches statistical analysis at the university level. Over a dozen activists, workers, academics, and thought and business leaders have provided valuable input to make the survey as inclusive and clear as possible. If you don't find yourself in the wording of the questions, please make sure to explain to us what we are missing.

**THIS SURVEY IS FOR PEOPLE AGE 18 OR OLDER ONLY.** We have obtained Institutional Review Board approval to ensure the highest level of participant care is taken with our study design, one result of which is that people under 18 years of age may not participate in the study as the online survey format does not allow us to collect parental consent documentation, something required by IRB standards. We are asking for in depth demographic information at the end of the survey, but initially we want to know how you define yourself, your relationships, your involvement in community, and, finally, your experience at work. There are five sections of questions in all, and the survey should take approximately 35-45 minutes to complete. Please make sure you allow yourself sufficient time to finish the survey, since you cannot save your responses and come back later.

Thank you for your willingness to help us understand our extremely diverse population!

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## **INSTITUTIONAL REVIEW BOARD PARTICIPANT NOTIFICATION:**

The researchers anticipate that there is no more risk to filling out this survey than one experiences in the course of daily life. We hope to secure between 300-500 respondents.

The University of Cincinnati Institutional Review Board – Social and Behavioral Sciences (IRB-S) reviews all non-medical research projects that involve human participants to be sure the rights and welfare of participants are protected. If you have questions about your rights as a participant or complaints about the study, you may contact the Chairperson of the UC IRB-S at (513) 558-5784. Or, you may call the UC Research Compliance Hotline at (800) 889-1547, or write to the IRB-S, 300 University Hall, ML 0567, 51 Goodman Drive, Cincinnati, OH 45221-0567, or email the IRB office at [irb@ucmail.uc.edu](mailto:irb@ucmail.uc.edu).

**CONFIDENTIALITY:** Responses are kept completely confidential, and will not be connected with email or IP addresses. At the end of the survey, respondents will be given an email address to which they may write if they would like to volunteer for a follow-up interview to further discuss their experiences. If you prefer, you can leave us your contact information for follow-up. We may not contact everyone for follow-up interviews, and if we do contact people, there may be a gap of some months before we contact you. If you do volunteer, your participation will not be anonymous (because the researchers will know how to contact you at that point), but your survey responses will not be connected to your interview, and the identifying information in your follow-up interview will be kept confidential as required by ethical research practices. Your privacy will be protected.

No one is required to take part in this research study. Refusing to take part will NOT cause any penalty or loss of benefits that you would otherwise have. Feel free to skip any questions that you don't want to answer. You may start the survey and then change your mind and stop at any time. To stop being in the study, you exit the survey instrument. By answering questions in the survey, you indicate your consent for your answers to be used in this research study. People under 18 years of age may not participate in this study as the online survey format does not allow the researchers to collect parental consent documentation.

**PLEASE PRINT A COPY OF THESE INFORMATION SHEETS FOR YOUR REFERENCE.**