

Policy Review Survey

Purpose

To understand how our policies are working in practice and how they affect fairness, inclusion, and wellbeing in our Faculty and hospital environment. Your feedback is anonymous and helps improve how we support our people.

INSTRUCTIONS

Please rate the following “Pulse-Check” questions using the following:

Strongly Disagree

1

Disagree

2

Neutral

3

Agree

4

Strongly Agree

5

Section 1: Awareness and Clarity

1. I understand the key policies that affect my role (e.g., workload, leave, wellbeing).

☐ Strongly Disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly Agree

2. Information about policies is easy to find and clearly communicated.

☐ Strongly Disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly Agree

3. When policies change, updates are shared in a clear and timely way.

☐ Strongly Disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly Agree

Section 2: Fairness and Equity

4. Policies are applied fairly and consistently across departments or teams.

☐ Strongly Disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly Agree

5. Our policies reflect and support equity, diversity, and inclusion.

☐ Strongly Disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly Agree

6. Policies take into account the different realities of staff, faculty, and learners.

☐ Strongly Disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly Agree

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Section 3: Voice and Participation

7. I feel comfortable sharing feedback or concerns about policies.
☐ Strongly Disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly Agree
8. When I or others share feedback, it is taken seriously and leads to visible improvement.
☐ Strongly Disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly Agree

Section 4: Impact on Wellbeing and Culture

9. Current policies support my overall wellbeing and work-life balance.
☐ Strongly Disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly Agree
10. Policies promote kindness, respect, and psychological safety in our environment.
☐ Strongly Disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly Agree

Section 5: Implementation and Action

11. Policies are practical and easy to apply in my day-to-day work.
☐ Strongly Disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly Agree
12. Leaders and managers model the values and behaviours that our policies promote.
☐ Strongly Disagree ☐ Disagree ☐ Neutral ☐ Agree ☐ Strongly Agree

Section 6: Open Feedback

13. What is one policy you would most want to give positive or negative feedback on, and why?

Thank you for taking a few minutes to help us understand how policies are working for you. Your voice directly informs how we review and improve the systems that shape our shared workplace. The questions in this survey were developed using the following organizational surveys, articles, and research on institutional and employment satisfaction.^{9, 10, 11, 12}