



# wiegETHs 2024 Fragebogen / questionnaire

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## General Information

- ❖ Only Q1-Q3 have to be answered ⇒ Q2 because of Age 18 restriction
- ❖ Info at the beginning that “at ETH” means “by ETH members in a context in relation to your studies or work at ETH Zurich, on the ETH property or elsewhere.”
  
- These Questions are radio button
- These Questions are check boxes

## Start

### 1. In welcher Sprache möchtest du die Umfrage ausfüllen? In which language would you like to fill out the survey?

- Deutsch
- English

### 2. How old are you?

(Open text field, Number validation 12 - 99)

### 3. What is your current role at ETH Zurich?

- Bachelor's student
- Master's student with ETH Bachelor
- Master's student without ETH Bachelor
- Mobility student
- Doctoral student
- Postdoc
- Established Researcher (Oberassistent:in)
- Scientific Assistant
- Scientific Collaborator
- Senior Scientist or Executive Scientific Collaborator
- Other student
- Other scientific staff

## Demographics

### 4. Study program

(List of Bachelor + Medicine, multiple select, default option: empty)

### 5. Study program

(List of Master, multiple select, default option: empty)

### 6. Study program

(List of Bachelor + Master, multiple select, default option: empty)

### 7. Which department are you associated with?

- D-ARCH
- D-BAUG
- D-BSSE
- D-INFK
- D-ITET
- D-MAVT
- D-MATL
- D-BIOL
- D-CHAB
- D-CHAB
- D-MATH
- D-PHYS
- D-ERDW
- D-HEST
- D-USYS
- D-MTEC
- D-GESS
- Other: Open text
- I would rather not say

### 8. When did you finish high school/get your high school diploma?

(Year selection field, default: empty)

**9. What is your current salary level?**

- SNF-Funding
- ETH Standard
- ETH Level 2
- ETH Level 3
- ETH Level 4
- ETH Level 5
- I would rather not say

**10. Have you ever been employed at ETH? (e.g. as an assistant)**

Infobox: Being employed means having a job or work where you are hired by ETH to perform specific duties in exchange for compensation, such as a salary. Employment typically involves a formal agreement or contract.

- Yes, I am currently an employee of ETH.
- Yes, I used to be.
- No.

**11. Approximately how many years have you spent at ETH in total (incl. BSc and MSc)?**

- Less than a year
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- More than 10 years
- I would rather not say

**12. Did one or more of your parents/legal guardians earn a Bachelor's/Master's/Diploma/Doctorate degree/license from a higher education institution (university, university of applied sciences, university of teacher education)?**

- Yes, from an institution in Switzerland.
- Yes, from an institution outside of Switzerland.
- No.
- I don't know.
- I would rather not say.

**13. In which country or countries did you spend the majority of your life?**

- Swiss-German region
- Swiss-French region
- Swiss-Italian region
- Swiss-Romansh region
- List of the UN members
- Other: Open text
- I would rather not say

**14. Gender Identity**

**Infobox:**

Cisgender (cis): Refers to individuals whose gender identity matches the sex they were assigned at birth. For example, a person labeled male at birth and who identifies as a man is cisgender.

Transgender (trans): Refers to individuals whose gender identity differs from the sex they were assigned at birth. For example, someone born with female sex characteristics but who identifies as a man is transgender.

Non-binary: Refers to individuals who do not exclusively identify as either male or female.

Non-binary people may experience their gender identity as falling outside traditional gender categories, somewhere between them, or as fluctuating among different genders.

Agender: Refers to individuals who do not identify with any gender. Agender people might see themselves as being gender neutral or lacking gender altogether.

- Cis Male
- Cis Female
- Trans Male
- Trans Female
- Non-binary
- Agender
- Other: Open Text
- I would rather not say

## 15. Sexual Orientation

- Heterosexual
- Gay / Lesbian
- Bisexual
- Pansexual
- Asexual
- Questioning/Unsure
- Other: Open text
- I would rather not say

# Mental Health

## Personal Situation

### 16. To what extent do you agree with the following statements?

Infobox: “at ETH” means “by ETH members in a context in relation to your studies or work at ETH Zurich, on the ETH property or elsewhere.”

(strongly agree - strongly disagree)

- a) ETH offers its students a motivating and supportive environment.
- b) I would recommend ETH to people who want to study the same subject as me.
- c) The students support each other in my study program.
- d) I am sufficiently free to decide about different aspects of my studies.
- e) I find joy in my studies and they are meaningful to me.
- f) My financial situation allows me to dedicate myself adequately to my studies.
- g) My current living situation allows me to dedicate myself adequately to my studies.
- h) My social environment provides me with sufficient support.
- i) I can socialize to a pleasant extent at ETH.
- j) I have enough time to adequately dedicate myself to other things I care about in life (e.g., friends, hobbies, recreation, and health).
- k) The workload of the courses at ETH is acceptable for me.
- l) The workload in research/project work at ETH is acceptable for me.  
(Additional option: Have not been involved in research/project work)
- m) I can handle the pressure to perform in my studies well.
- n) I find the intended study duration stressful.
- o) At ETH, I feel confident to speak up as a witness in discriminating/hurtful/harassing situations.
- p) I perceive ETH as accessible and barrier-free.

## Mental State

Trigger Warning: The following questions contain references to negative experiences, disorders, phobias, self-harm, and suicidal thoughts. This can trigger negative emotions or thoughts. Please consider contacting one of the services on the following informational website if this is the case: [help@vseth.ethz.ch](mailto:help@vseth.ethz.ch)

### **17. How is your mental health in general?**

Infobox: Factors that could indicate a poorer mental state are, for example, depression, sleep problems, social withdrawal, or strong self-doubt.

- very bad
- bad
- rather bad
- rather good
- good
- very good
- fluctuating
- I would rather not say

### **18. We are interested in understanding your general mental well-being.**

**Below is a series of statements about your feelings and thoughts over the last month. For each statement, please indicate how much of the time you have felt or experienced what is described during the last month. Choose the option that best reflects your experience.**

**(All of the time - Most of the time - A good bit of the time - some of the time - a little of the time - none of the time)**

During the past month, how much of the time:

- a) Have you been a happy person?
- b) Have you felt calm and peaceful?
- c) Have you been a very nervous person?
- d) Have you felt downhearted and blue?
- e) Have you felt so down in the dumps that nothing could cheer you up?

**19. Were you ever in psychological therapy/counseling?**

**Infobox: Help points in case of triggered negative emotions or thoughts: [help@vseth.ethz.ch](mailto:help@vseth.ethz.ch)**

- No.
- Yes, currently.
- Yes, at another time during my studies/work, but not anymore.
- Yes, but before I started my studies/work.
- I would rather not say.

**20. In the last semester, have you experienced longer periods (more than two weeks) of one or more of the following?**

**Infobox: Help points in case of triggered negative emotions or thoughts: [help@vseth.ethz.ch](mailto:help@vseth.ethz.ch)**

- Less interest or pleasure in things and activities or lack of drive, vigor or motivation
- Feeling down, exhausted, depressed and hopeless
- Poor opinion of yourself; feeling like a failure
- Problems with sleep (e.g. problems falling asleep, sleeping through the night, always waking up too early or an increased need to sleep)
- Feeling tense, anxious or worried
- Anxiety or panic attack
- Avoidance of / fearful about social occasions
- Discomfort or pain (e.g. head, back, joints, stomach) for which no explanation has been found
- Intensive concentration, memory or orientation difficulties (e.g. finding your way home)
- Having to think or do things over and over again, even though you don't want to
- Binge eating or intense, obsessive thoughts about food, your weight or your body
- Severe mood swings
- Self-harming behavior (e.g. deliberate cutting or burning)
- Suicidal thoughts



**21. Which of the following points apply to you? I have a ...**

- Mobility disability
- Visual disability
- Hearing disability
- Speech disability
- Attention deficit (hyperactivity) disorder (AD(H)D)
- Autism-spectrum disorder (ASD)
- Reading and spelling disorder or dyscalculia
- Other (e.g. chronic illness, mental disorder): Open text
- None of the above apply to me
- I would rather not say

**22. [Q21 != “None of the above points apply to me.” or “I would rather not say”] To what extent do you agree with the following statement?**

(strongly agree - strongly disagree)

- a) I feel supported by ETH with regard to my disabilities/disorders/illnesses.

**23. [Q21 != “None of the above points apply to me.” or “I would rather not say”] Have you currently or in the past received support e.g. in the form of aids necessitated by disabilities or have you made use of special arrangements in degree programs and examinations?**

**Infobox: "Special arrangements" refers to modifications or accommodations made to performance assessments to better suit the needs of individuals. Examples of special arrangements could include extra time on exams, provision of materials in alternative formats, use of assistive technology, or adjustments to the physical environment.**

- Yes, so I was able to study under comparable conditions.
- Yes, but the conditions were still not comparable.
- No, I do not need it.
- No, I did not know that this option existed.
- No, I was refused.
- I would rather not say.

**24. What after-effects do you feel from the Covid-19 period?**

- Greater desire for flexibility in teaching (home office, utilization of off-peak times, etc.)
- Gaps in knowledge due to teaching during Covid-19 (whether university, high school...)
- Reduction of social interactions and social relations
- Tensions in the family environment
- Decreased physical Health
- Decreased mental health
- Reduction in concentration time
- Other: Open Text
- I would rather not say

**25. How much do the following events affect your mental well-being in any meaningful way?**

**Infobox: Help points in case of triggered negative emotions or thoughts: [help@vseth.ethz.ch](mailto:help@vseth.ethz.ch)**

**(Not at all - Slightly - Moderately - Significantly - Extremely - I would rather not say)**

- a) Climate change
- b) Wars/global conflicts

## Respectful behavior

Trigger Warning: The following questions contain references to negative experiences, disorders and phobias, This can trigger negative emotions or thoughts. Please consider contacting one of the services on the following informational website if this is the case: [help@vseth.ethz.ch](mailto:help@vseth.ethz.ch)

### **26. Have you ever personally experienced discomfort, discrimination, or inappropriate behavior at ETH due to...**

**Infobox: Help points in case of triggered negative emotions or thoughts: [help@vseth.ethz.ch](mailto:help@vseth.ethz.ch)**

- ... gender or gender identity
- ... sexual orientation
- ... race/origin
- ... language
- ... religion
- ... physical disability
- ... psychological disorder
- ... social class/socio-economic background
- ... age
- ... physical appearance (e.g. body shape, weight, tattoos, piercings)
- ... your position in the institutional hierarchy
- I would rather not say
- None of them

The following three questions (Q27, Q28, Q29) are asked in a loop about each personally experienced dimension of discrimination ticked in Q26, up to a maximum of 3 dimensions.

**27. Have you experienced any of the following regarding discrimination or inappropriate behavior due to {dimension}?**

**Infobox: Help points in case of triggered negative emotions or thoughts: [help@vseth.ethz.ch](mailto:help@vseth.ethz.ch)**

- Insulting remarks, belittling, stereotypes, slogans, jokes or depictions
- Social exclusion
- Refusal to provide information
- Allocation of offending tasks
- Unjustified criticism
- Aggressive behavior
- Being deliberately and repeatedly (persistently) pursued or harassed over a period of time
- Intrusive behavior, unwanted suggestive remarks, inappropriate or harassing looks, offering advantages in return for sexual favors
- Unwanted physical touching, grabbing, intrusive physical behavior
- Unwanted sexual activity
- I would rather not say

**28. Was the offender a member of any of the following groups:**

**Infobox: Help points in case of triggered negative emotions or thoughts: [help@vseth.ethz.ch](mailto:help@vseth.ethz.ch)**

- Students
- Assistants
- Teachers
- Superiors at work at ETH (e.g. professors or supervisors)
- People who are active in VSETH (including study associations, commissions, etc.) [B+M+MEZ+MS+OS]
- People who are active in AVETH (departmental associations, commission, etc.) [P+ PD + OSS + ESR + SA + SC + SSEXC]
- Equals at work at ETH (e.g. colleagues)
- Other staff at ETH (e.g. administrative, technical, facility staff)
- Other people on campus
- Other: Open text
- I would rather not say

## 29. In which situations did this offensive behavior take place?

**Infobox: Help points in case of triggered negative emotions or thoughts: [help@vseth.ethz.ch](mailto:help@vseth.ethz.ch)**

- During a lecture, an exercise class, or an exam
- During a practical lab course [B+M+MEZ+OS+MS]
- At your work at ETH [B+M+MEZ+OS+MS]
- In your daily working life [P+ PD + OSS + ESR + SA + SC + SSEXC]
- At a VSETH/student event (including events by study associations, commissions, etc.) [B+M+MEZ+OS+MS]
- At an AVETH event (also at departmental association and commission events) [P+ PD + OSS + ESR + SA + SC + SSEXC]
- At an ASVZ event
- At an ETH event (e.g. Polyball, ETH-local conferences/workshops)
- On the premises of ETH (e.g. campus)
- In an ETH/ASVZ toilet or changing room
- At a student dorm/student apartment
- At a social event outside of ETH (with people associated with ETH)
- On social media
- Other: Open text
- I would rather not say

## 30. Have you ever witnessed discomfort, discrimination, or inappropriate behavior at ETH due to...

**Infobox: Help points in case of triggered negative emotions or thoughts: [help@vseth.ethz.ch](mailto:help@vseth.ethz.ch)**

- ... gender or gender identity
- ... sexual orientation
- ... race/origin
- ... language
- ... religion
- ... physical disabilities
- ... psychological disorders
- ... social class/socio-economic background
- ... age
- ... physical appearance (e.g. body shape, weight, tattoos, piercings)
- ... position in the institutional hierarchy
- I would rather not say
- None of the above

**31.[Q30 != “None” or “I would rather not say”] Which of the following forms of discomfort, discrimination, or inappropriate behavior have you witnessed?**

**Infobox: Help points in case of triggered negative emotions or thoughts: [help@vseth.ethz.ch](mailto:help@vseth.ethz.ch)**

- Insulting remarks, belittling, stereotypes, slogans, jokes or depictions
- Social exclusion
- Refusal to provide information
- Allocation of offending tasks
- Unjustified criticism
- Aggressive behavior
- Being deliberately and repeatedly (persistently) pursued or harassed over a period of time
- Intrusive behavior, unwanted suggestive remarks, inappropriate or harassing looks, offering advantages in return for sexual favors
- Unwanted physical touching, grabbing, intrusive physical behavior
- Unwanted sexual activity
- I would rather not say

**32.[Q30 != “None” or “I would rather not say”] Was the offender a member of any of the following groups**

**Infobox: Help points in case of triggered negative emotions or thoughts: [help@vseth.ethz.ch](mailto:help@vseth.ethz.ch)**

- Students
- Assistants
- Teachers
- Superiors at work at ETH (e.g. professors or supervisors)
- People who are active in VSETH (including study associations, commissions, etc.) [B+M+MEZ+MS+OS]
- People who are active in AVETH (departmental associations, commission, etc.) [P+ PD + OSS + ESR + SA + SC + SSEXC]
- Equals at work at ETH (e.g. colleagues)
- Other staff at ETH (e.g. administrative, technical, facility staff)
- Other people on campus
- Other: Open text
- I would rather not say

**33.[Q30 != “None” or “I would rather not say”] In which situations did the offensive behavior take place?**

**Infobox: Help points in case of triggered negative emotions or thoughts: [help@vseth.ethz.ch](mailto:help@vseth.ethz.ch)**

- During a lecture, an exercise class, or an exam
- During a practical lab course [B+M+MEZ+OS+MS]
- At your work at ETH [B+M+MEZ+OS+MS]
- In your daily working life [P+ PD + OSS + ESR + SA + SC + SSEXC]
- At a VSETH/student event (including events by study associations, commissions, etc.) [B+M+MEZ+OS+MS]
- At an AVETH event (also at departmental association and commission events) [P+ PD + OSS + ESR + SA + SC + SSEXC]
- At an ASVZ event
- At an ETH event (e.g. Polyball, ETH-local conferences/workshops)
- On the premises of ETH (e.g, campus)
- In an ETH/ASVZ toilet or changing room
- At a student dorm/student apartment
- At a social event outside of ETH (with people associated with ETH)
- On social media
- Other: Open text
- I would rather not say

## Solutions

### Contact points

In this section, some of the contact points at ETH are evaluated. The intention is to get a general perspective on the contact points. It does not focus only on discrimination and inappropriate behavior, but includes these among others.

#### **34. Which of the following contact points do you know?**

- Safety, Security, Health and Environment department (SSHE)
- Counseling and coaching of the Student Services [B+M+MEZ+OS+MS]
- Psychological Counseling Services for students and doctoral candidates
- Nightline
- Ombudspersons
- SpeakUp ETH
- ETH Respect (ETH internal advice and conciliation service)
- AVETH Counseling [P+ PD + OSS + ESR + SA + SC + SSEXC]
- VSETH Student Helpdesk [B+M+MEZ+OS+MS]
- Your HR contact [P+ PD + OSS + ESR + SA + SC + SSEXC]
- Reporting office
- None of them

#### **35. Which of the following contact points have you ever contacted?**

- As options a list of all ticked contact points in Q34
- I would rather not say
- None of them

#### **36. [Q34 Ticked but Q35 not ticked] Which of the following contact points do you trust to a sufficient degree that they would help you adequately if you needed help? Please select all that apply.**

- As options, list all ticked contact points in Q34 that are not ticked in Q35

#### **37. [Q35 ticked] The counseling/provided help of which of the following contact points that you have contacted have you found helpful overall? Please select all that apply.**

- As options, list all ticked contact points in Q35



## Evaluation of each contact point

Loop only if the following contact points were indicated as contacted in Q35:  
Safety, Security, Health and Environment department (SSHE)  
Reporting office

### 38. Did you want them to take measures because of misbehavior?

- Yes, I wanted them to take measures.
- Yes, I wanted them to take measures, but they didn't.
- No, I did not want them to take measures, but they did so anyway.
- No, I did not want them to take measures, and they didn't.
- The unit cannot take measures.
- I would rather not say.

### 39. [only if Q38 "Yes, I wanted them to take measures."] Are you satisfied with the measures that were taken by {contact point}? (very satisfied -not satisfied at all)

## Comparison/Working condition

### 40. How many ECTS are you planning to achieve this semester? Validated Number field from 0 to 180

### 41. To what extent do you agree with the following statement? I attend the lectures on-site.

- Yes, always.
- Yes, most of the time.
- Yes, but rarely.
- No, never.

### 42. Have you ever had to extend your studies at ETH due to exam results?

- Yes.
- I have not done it yet, but I will.
- No, but I have extended/will extend my studies for other reasons.
- No, never.

**43. How many hours do you work outside your studies?**

**Infobox Only those hours which you spend on activities that are not directly connected with your studies**

Validated Number field from 0 to 80

**44. The following questions concern the relationship between work and private life:**

To what extent do you agree with the following statements?

(Strongly agree - Rather agree - Neither/ nor - rather disagree - strongly disagree)

- a) My work drains so much of my energy that it has a negative effect on my private life.
- b) My work takes so much of my time that it has a negative effect on my private life.

**45. The following questions concern your scope for influence and your freedom at work.**

(Always - Often - Sometimes - Seldom - Never/hardly ever)

- a) Can you take holidays more or less when you wish?

**46. Development opportunities and the importance of the work. (Part 2)**

(To a very large extent - To a large extent - Somewhat - To a small extent - To a very small extent)

- a) Is your work meaningful?
- b) Do you feel that the work you do is important?

**47. Now a few questions about regulations and procedures in your work.**

(To a very large extent - To a large extent - Somewhat - To a small extent - To a very small extent)

- a) At your place of work, are you informed well in advance concerning, for example, important decisions, changes, or plans for the future?
- b) Do you receive all the information you need in order to do your work well?
- c) Does your work have clear objectives?

**48. Please estimate to what extent your immediate supervisor ...**

(To a very large extent - To a large extent - Somewhat - To a small extent - To a very small extent - I have no supervisor)

- a) ... is good at work planning?
- b) ... is good at solving conflicts?

**49. The following questions concern your relationship with your colleagues and with your supervisor.**

(Always - Often - Sometimes - Seldom - Never/hardly ever - I have no supervisor/colleagues )

- a) How often do you get help and support from your colleagues, if needed?
- b) How often do you get help and support from your supervisor, if needed?
- c) Is there a good atmosphere between you and your colleagues?

**50. The following four questions are not about your own job but about the whole working group where you work.**

(To a very large extent - To a large extent - Somewhat - To a small extent - To a very small extent)

- a) Does the supervisor trust the employees to do their work well?
- b) Can the employees trust the information that comes from the supervisor?
- c) Are conflicts resolved in a fair way?
- d) Is the work distributed fairly?
- e) Is your work recognized and appreciated by the supervisor?

**51. Are you worried about ...**

(To a very large extent - To a large extent - Somewhat - To a small extent - To a very small extent)

- a) ... becoming unemployed?
- b) ... it being difficult for you to find another job if you became unemployed?

**52. When you look at your overall work situation, how satisfied are you with...**

(Very satisfied - satisfied - neither/nor - unsatisfied - very unsatisfied)

- a) ... the way your group is run?
- b) ... your supervision?
- c) ... your salary?
- d) ... your job as a whole, everything taken into consideration?

**53. Energy and mental well-being: For each of the following statements, please indicate the extent to which it applies to you.**

**(Always - Often - Sometimes - Seldom - Never/hardly ever)**

- a) How often does it occur that you come to work, even though you really feel unwell and sick?
- b) How often are you not able to stop thinking about work in your free time?

**54. To what extent do you agree with the following statements?**

(strongly agree - strongly disagree)

Infobox: "at ETH" means "by ETH members in a context in relation to your studies or work at ETH Zurich, on the ETH property or elsewhere."

- a) When I came to ETH, I felt warmly welcomed and supported in my integration into the ETH community and institution as a whole.
- b) I perceive ETH as accessible and barrier-free.
- c) My classification in the salary system is comprehensible for me.
- d) My salary is commensurate with the cost of living in my location.
- e) I was well enough informed and supported by the Safety, Security, Health, and Environment (SSHE) department on occupational safety and health protection for field trips, laboratory work, etc.

**55. How many hours per week do you spend looking after or caring for children, relatives, or others voluntarily or without salary?**

**Infobox Care-work**

**Care work is broadly defined as consisting of activities and relations involved in meeting the physical, psychological and emotional needs of adults and children, old and young, frail and able-bodied.**

**Newborns and young people, older persons, the sick and those with disabilities, and even healthy adults have physical, psychological, cognitive and emotional needs and require varying degrees of protection, care or support.**

(Validated Number field, Disclaimer "0" means "NO", default: empty)

**56. Do you have the feeling that your care work outside of your studies/work has an impact on your everyday study/working life?**

Infobox Care-work

Care work is broadly defined as consisting of activities and relations involved in meeting the physical, psychological, and emotional needs of adults and children, old and young, frail and able-bodied. Newborns and young people, older persons, the sick and those with disabilities, and even healthy adults have physical, psychological, cognitive, and emotional needs and require varying degrees of protection, care, or support.

(Strongly positive- strongly negative)

**57. Do you know what AVETH and the {departmental association mentioned in your previous response (Q7)} are, and are you familiar with what they do? Please select the option that best describes your knowledge of both.**

- I know both AVETH and the departmental association and am familiar with their work.
- I know AVETH and the departmental association but am only familiar with the work of AVETH.
- I know AVETH and the departmental association but am only familiar with the work of the departmental association.
- I know AVETH and the departmental association but do not know what either does.
- I know AVETH but not the departmental association.
- I know the departmental association but not AVETH.
- I do not know either AVETH or the departmental association.

## Sexual Orientation

**58. Do you ever behave differently at ETH than you would elsewhere because you are uncomfortable about your romantic interests /partner's gender when you ...?**

- ... mention the relationship.
- ... show the relationship during events.
- ... hold hands.
- ... kiss.
- ... Other: Open text
- I don't behave differently.
- Does not concern me.

**59. To what extent do you agree with the following statements:**

(strongly agree - strongly disagree)

- a) ETH is a respectful environment for people of all sexual orientations.
- b) I feel fully supported to ensure that my sexual orientation does not negatively impact my studies/my work.
- c) I feel safe expressing my sexual orientation at ETH.

## Gender Identity

**60. [Only for trans, or non-binary] Most students/colleagues I regularly interact with at ETH ...**

- ... know that I am trans/non-binary.
- ... treat me as the gender I identify with.

**61. To what extent do you agree with the following statements:**

(strongly agree - strongly disagree)

- a) ETH is a respectful environment for people of all gender identities.
- b) I feel fully supported to ensure that my gender identity or transition doesn't negatively impact my studies/my work.
- c) I feel safe and comfortable expressing my gender identity at ETH.

**62. To what extent do you agree with the following statements:**

(strongly agree - strongly disagree)

- a) I feel fully supported to ensure that my gender identity and sexual orientation don't negatively impact my work.
- b) I feel safe and comfortable expressing my gender identity and sexual orientation at ETH.

**63. [Only for trans, or non-binary or unsure + minorities of sexual orientation] How could ETH / VSETH / AVETH support you better?**

- Introducing a non-binary gender option in the ETH system
- Guidelines/workshops for employers and professors in the treatment of LGBTQIA+ students and employees
- Reporting/advisory office for discrimination/violence for LGBTQIA+ students
- More gender-neutral toilets and showers/changing rooms in ETH buildings (e.g. HG, Polyterrasse)
- Other: Open text

## Final

**64. Please use the text box below to tell us anything you would like. We encourage you to use this as an opportunity to clarify any answer(s) given above, or to describe specific cases of discrimination or harassment that you have experienced or observed at ETH and would like to share with us. This text field can also be used to provide feedback on the survey.**

Note: If you name specific people in this field, their names will be removed from your answer before we evaluate it to ensure anonymity. If something happened to you that you would like to talk about more or to report, you can find all necessary information here:

[help@vseth.ethz.ch](mailto:help@vseth.ethz.ch)

Open text