

## Appendix 1

### Questionnaire:

1. You are
  - A man
  - A woman
  - Other
  
2. Currently you are
  - Student
  - Resident
  - Physician without speciality title
  - Physician with speciality title
  - Senior attending
  - Independent
  - Retired
  - Other occupation (please specify)
  
3. You have:
  - < 5 years experience
  - 5-10 years experience
  - 10-15 years experience
  - 15-20 years experience
  - > 20 years experience
  - Other (please specify)
  
4. You work in:
  - A public hospital
  - A private hospital
  - Medical practice
  - Other
  
5. Workplace
  - Switzerland
  - Europe
  - Outside Europe
  
6. Which of these sentences best represents your current stance :
  - You were the victim of discrimination, acts of sexism or gender-inequality.
  - You witnessed discrimination, acts of sexism or gender-inequality.
  - I have an ethical concern. I support initiatives that help the medical culture evolve.
  - I don't feel concerned.

7. According to your experience what problems have you observed?
  - Discrimination in hiring, and working conditions
  - Career development
  - Access to research
  - Respect of maternity laws
  - Acts of sexism
  - Psychological pressure
  - Sexual harassment
  - None
  - Other
  
8. At the present time, what are your needs?
  - Network for a better transmission of skills and competence
  - Support in career development
  - Knowledge about my rights and have them respected
  - Promotion of equality and inclusivity in the medical culture
  - Clinical mentoring
  - No specific need
  - Other
  
9. What needs to be done in the future to achieve an ideal professional world and what are the remaining challenges?
  
10. I am interested in MedFem. I would like to contribute by :
  - Talking about Medfem to people around me
  - Participating in MedFem events
  - Helping organizing events
  - Developing a communication strategy via social media
  - Fund raising
  - Participating in mentoring
  - Supporting us without being concretely involved
  - I don't want to contribute
  - Other
  
11. With respect to anonymity, I would like to add: