

This survey relates to sexual harassment in the workplace in Maine. Sexual harassment is defined as follows:

Sexual harassment is against state and federal law and includes unwanted sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature which threatens job security, working conditions, or advancement opportunities. Sexual harassment can be perpetrated by any gender or sexual orientation against any gender or sexual orientation. The two major categories of sexual harassment in federal and state law include *quid pro quo* harassment and harassment which creates a “hostile work environment.”

Quid pro quo harassment is when a job, promotion or other professional benefit is conditioned on the individual’s submission to sexual advances or other conduct or when such benefits are denied because the individual refused to submit to sexual request(s).

A **hostile work environment** is created when unwelcome verbal, physical or visual conduct is severe or pervasive, and creates an intimidating, hostile, or offensive work environment or interferes with work performance. Employees may experience this kind of sexual harassment even if the offensive conduct was not directed toward them.

Examples of sexual harassment include:

- Making sexually explicit or derogatory comments or jokes, either verbally or via email.
- Inappropriate touching or groping
- Questions about sex life or relationships
- Sexually suggestive looks, leers, noises, gestures
- Pictures, cartoons, screen savers
- Forwarding sexual material via e-mail or text
- Texting sexually explicit text or images

Discussion of sexual harassment can be difficult. If, for any reason, you would like more information or support regarding sexual harassment you can find many resources at <http://www.mecando.org/> and <http://www.mecasa.org/>. The Maine Sexual Assault Hotline is 1-800-871-7741.

These resources and this definition can be accessed at any time via the link at the top of the survey page.

Attitudes and Perceptions

Q1. What percentage of adults do you think have ever experienced sexual harassment in the workplace in Maine?

Q2. What do you believe is the impact on your business if employees experience or witness sexual harassment in your workplace?

Q3. Do you agree or disagree with the following statements? [STATEMENTS ROTATED]

	Strongly disagree	Somewhat disagree	Somewhat agree	Strongly agree	Don't know
a. "It is inevitable that people will "hit on" each other at work."	1	2	3	4	96
b. "Those who report being the victims of sexual harassment should be given the benefit of the doubt until proven otherwise."	1	2	3	4	96
c. "People accused of sexual harassment should be given the benefit of the doubt until proven otherwise."	1	2	3	4	96
d. "A person who reports being sexually harassed is risking their career."	1	2	3	4	96

Q4. How frequently do you think that the following consequences occur for the survivors of sexual harassment ? **[OPTIONS ROTATED]**

	Rarely / Never	Occasionally	Frequently / Almost always	Don't know
a. Quit Job	1	2	3	96
b. Change careers	1	2	3	96
c. Financial Stress	1	2	3	96
d. Anxiety/Depression	1	2	3	96
e. Lack of self confidence	1	2	3	96
f. Lower morale on the job	1	2	3	96
g. Lower satisfaction	1	2	3	96
h. Decreased productivity	1	2	3	96
i. Increased absenteeism	1	2	3	96
j. Feel bad about self	1	2	3	96

Policies and Resources

Q5. Does your organization have a written sexual harassment policy?

- 1. Yes → **CONTINUE TO Q6**
- 2. No → **SKIP TO Q7**
- 96. Don't know → **SKIP TO Q7**

Q6. When was that policy last reviewed/updated?

- 1. Within the last year
- 2. Within the last two years
- 3. 3-5 years ago
- 4. More than 5 years ago
- 96. Don't know

Q7. Does your organization provide training within the workplace about what to do if an employee experiences sexual harassment?

- 1. Yes → **CONTINUE TO Q8**
- 2. No → **SKIP TO Q10**
- 96. Don't know → **SKIP TO Q10**

Q8. Which of the following groups receive sexual harassment training in your organization? **[SELECT ALL THAT APPLY]**

- 1. Employees
- 2. Volunteers
- 3. Board members
- 90. Other (please specify): _____

Q9. Do managers and supervisors in your organization receive training to ensure immediate and appropriate corrective action is taken when there is a complaint of sexual harassment?

- 1. Yes
- 2. No

Q10. Does your organization have more than one person in the workplace to whom an employee can report sexual harassment?

- 1. Yes
- 2. No
- 96. Don't know

Q11. What are the key actions your organization plans to take in the next 12 months to deter sexual harassment / coercion / assault in the workplace?

Q12. Are you aware that there is a local sexual assault response center in your area that provides education, support, and other resources to survivors of sexual harassment?

- 1. Yes
- 2. No
- 96. Don't know

Q13. Are you aware that local sexual assault response centers offer free / low-cost sexual harassment trainings to Maine employers?

- 1. Yes
- 2. No
- 96. Don't know

Experiences

Q14. Has there been a report or reports of sexual harassment within your workplace?

- 1. Yes → **CONTINUE TO Q15**
- 2. No → **SKIP TO Q16**
- 96. Don't know → **SKIP TO Q16**
- 99. Prefer not to answer → **SKIP TO Q16**

Q15. When was the most recent report of sexual harassment in your organization?

- 1. Within the last year
- 2. Within the last two years
- 3. 3-5 years ago
- 4. More than 5 years ago
- 96. Don't know
- 99. Prefer not to answer

Q16. In what ways has your organization changed its organizational approach to sexual harassment over the past 18 months

Q17. In what ways has your organization made it easier to report sexual harassment, coercion, & assault over the past 18 months?

Q18. Do you agree or disagree with the following statement?

	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree
Sexual harassment is a problem in my organization	1	2	3	4	5

Demographics

Q19. How long has your organization been in business?

1. <1 year
2. 1-3 years
3. 4-9 years
4. 10+ years
96. Don't know

Q20. How many employees does your organization have?

1. 0-14
2. 15-50
3. 51-100
4. More than 100
96. Don't know

Q21. In what county is your organization located?

1. Androscoggin	5. Hancock	9. Oxford	13. Somerset
2. Aroostook	6. Kennebec	10. Penobscot	14. Waldo
3. Cumberland	7. Knox	11. Piscataquis	15. Washington
4. Franklin	8. Lincoln	12. Sagadahoc	16. York

Q22. Would the area where your organization is located be best described as urban, suburban, or rural?

1. Urban
2. Suburban
3. Rural
96. Don't know

Q23. In what sector does your organization do business?

1. Accommodation, Hospitality and Food Services
2. Administrative and Support and Waste Management and Remediation Services
3. Agriculture, Forestry, Fishing and Hunting
4. Arts, Entertainment, and Recreation
5. Construction
6. Educational Services
7. Finance and Insurance
8. Health Care and Social Assistance
9. Information
10. Management of Companies and Enterprises
11. Manufacturing
12. Mining, Quarrying, and Oil and Gas Extraction
13. Other Services (except Public Administration)
14. Professional, Scientific, and Technical Services
15. Public Administration
16. Real Estate and Rental and Leasing
17. Retail Trade
18. Transportation and Warehousing
19. Utilities
20. Wholesale Trade
90. Other (Please specify): _____
96. Don't know

Q24. Is the organization you work for a for-profit or not-for-profit organization?

1. For-profit
2. Not-for-profit
90. Other (Please specify): _____
96. Don't know
99. Prefer not to answer

#MaineCanDo Employer Survey Instrument

Thank you very much for your participation in this important research.

A vital part of this research is also being conducted at the employee level, as #MaineCanDo is conducting surveys with both employers and employees in Maine to better understand the scope of and responses to sexual harassment in Maine in the #MeToo era.

Please [click here](#) to open a sample email invitation to your employees - feel free to edit as makes sense for your organization.

You can also invite your employees to participate via the following link:

<https://www.surveygizmo.com/s3/4839517/MaineCanDo1>.

Once again, responses from both employers and employees are strictly confidential, and all data collected in this survey will only ever be analyzed or reported at the state and county level – not by individual organization. Employee responses will never be matched to their employing organization. However, if there is a specific story at your organization that you are particularly proud of and would like to share directly with #MaineCanDo, please **click here**.

If you'd like more information about how the data will be analyzed, please contact Jason Edes, Director of Research at Pan Atlantic Research at jedes@panatlanticresearch.com.

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