

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. 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 in the workplace."	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. "Victims get to decide what is and is not sexual harassment, regardless of what the accused thinks."	1	2	3	4	96
e. "A person who reports being sexually harassed is risking their career."	1	2	3	4	96
f. "Reports of sexual harassment in the workplace are generally ignored."	1	2	3	4	96

Policies and Resources

Q3. Does your current workplace have a written sexual harassment policy?

- 1. Yes → **CONTINUE TO Q4**
- 2. No → **SKIP TO Q5**
- 96. Don't know → **SKIP TO Q5**

Q4. Have you reviewed it?

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

Q5. Have you received training within your workplace within the last 12 months on what to do if you experience sexual harassment?

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

Q6. Do you know who to report sexual harassment to within your workplace?

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

Q7. Are you aware that you can make a report related to sexual harassment to the Maine Human Rights Commission?

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

Q8. Are you aware that you can make a report related to sexual harassment to the U.S. Equal Employment Opportunity Commission?

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

[Q9-Q10 ROTATED]

Q9. 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

Q10. Are you aware of the Maine Sexual Assault Helpline?

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

Personal Experiences

Q11. Have you ever experienced sexual harassment in your **current workplace**?

- 1. Yes → **SKIP TO Q13**
- 2. No → **CONTINUE TO Q12**
- 99. Prefer not to answer → **SKIP TO Q21**

Q12. Have you ever experienced sexual harassment while working in a Maine workplace?

- 1. Yes → **CONTINUE TO Q13**
- 2. No → **SKIP TO Q21**
- 99. Prefer not to answer → **SKIP TO Q21**

Q13. What was the nature of that harassment? **[SELECT ALL THAT APPLY]**

- 1. Stared, leered, ogled
- 2. Offensive remarks
- 3. Touched you or exposed self
- 4. Displayed sexist materials
- 5. Threatened retaliation or implied promotion or other allocation of funds
- 6. Derogatory comments about your gender
- 90. Other (please specify): _____
- 99. Prefer not to answer

[LANGUAGE FOR Q14 AND Q15 VARIED AS APPROPRIATE]

Q14. How frequently [have you experienced/did you experience] sexual harassment in [your current/that] workplace?

1. Daily or near-daily
2. Once a week or more
3. Once a month or more
4. Less than once a month
5. Less than once a year
99. Prefer not to respond

Q15. What is the role of the person/people who [have] sexually harassed you in [your current/that] workplace? **[SELECT ALL THAT APPLY]**

1. Coworker
2. Supervisor
3. Owner
4. Third-party (contractor, client, vendor)
90. Other (please specify): _____
99. Prefer not to answer

Q16. Have you experienced any of the following as a result of sexual harassment in your current workplace **or in any other workplace?** **[SELECT ALL THAT APPLY]**

1. Quit Job
2. Changed career
3. Financial Stress
4. Anxiety/Depression
5. Lack of self confidence
6. Lower morale on the job
7. Lower satisfaction
8. Decreased productivity
9. Increased absenteeism
10. Felt bad about self
99. Prefer not to answer

[ASKED IF RESPONDENT ANSWERS 'YES' TO Q11 OR Q12]

Q17. Did you report the sexual harassment you experienced to someone else in the organization?

- 1. Yes → **CONTINUE TO Q18**
- 2. No → **SKIP TO Q20**
- 99. Prefer not to answer → **SKIP TO Q21**

[ASKED IF RESPONDENT ANSWERS 'YES' TO Q17]

Q18. What was your primary motivation for reporting the sexual harassment you experienced?

[ASKED IF RESPONDENT ANSWERS 'YES' TO Q17]

Q19. Did you experience any retaliation as a result of reporting the sexual harassment you experienced?

- 1. Yes → **SKIP TO Q21**
- 2. No → **SKIP TO Q21**
- 99. Prefer not to answer → **SKIP TO Q21**

[ASKED IF RESPONDENT ANSWERS 'NO' TO Q17]

Q20. What was your primary motivation for not reporting the sexual harassment you experienced?

Q21. Are you aware of or have you witnessed the sexual harassment of other employees within your current workplace?

- 1. Yes
- 2. No
- 99. Prefer not to answer

[ASKED IF RESPONDENT ANSWERS 'YES' TO Q21]

Q22. Have you reported the sexual harassment you witnessed to someone else in the organization?

- 1. Yes → **CONTINUE TO Q23**
- 2. No → **SKIP TO Q25**
- 99. Prefer not to answer → **SKIP TO Q26**

[ASKED IF RESPONDENT ANSWERS 'YES' TO Q22]

Q23. What was your primary motivation for reporting the sexual harassment you witnessed?

[ASKED IF RESPONDENT ANSWERS 'YES' TO Q22]

Q24. Have you experienced any retaliation as a result of reporting the sexual harassment you witnessed?

- 1. Yes → **SKIP TO Q26**
- 2. No → **SKIP TO Q26**
- 99. Prefer not to answer → **SKIP TO Q26**

[ASKED IF RESPONDENT ANSWERS 'NO' TO Q22]

Q25. What was your primary motivation for not reporting the sexual harassment you witnessed?

Q26. 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 current workplace	1	2	3	4	5

Demographics

Q27. How long has the organization where you work been in business?

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

Q28. How many employees does the organization where you work have?

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

Q29. In what county is the organization where you work 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

Q30. Would the area where you work be best described as urban, suburban, or rural?

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

Q31. In what sector does your organization primarily 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 Technology
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

Q32. 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

Q33. Into which of the following categories does your age fall?

1. 18-24
2. 25-34
3. 35-44
4. 45-54
5. 55-64
6. 65+
99. Prefer not to answer

Q34. What is the highest level of education you have completed?

1. Less than high school
2. High school
3. Vocational / Trade school
4. Some college / Two-year college degree
5. Four-year college degree
6. Post-graduate work
99. Prefer not to answer

Q35. Which of the following best describes your position in your organization?

1. Volunteer / Intern
2. Entry level
3. Associate
4. Mid-senior level
5. Director
6. Executive
99. Prefer not to answer

Q36. What is your gender?

1. Male
2. Female
3. Transgender / Non-binary
99. Prefer not to answer

Thank you very much for your participation in this important research. If 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 Helpline is 1-800-871-7741.
