

Survey on Misogyny & Sexual Misconduct in New Jersey Politics

Introduction

The New Jersey Coalition Against Sexual Assault is conducting a survey to assess the prevalence of sexual misconduct in New Jersey politics and government. Results from this survey will be used to inform and develop policies and procedures to better serve survivors and victims of sexual harassment in the political arena.

Participation in the survey is voluntary and open to anyone working or volunteering in New Jersey politics or government. The survey takes about 7-10 minutes to complete—you may skip any questions or stop at any time. Definitions for terminology used are provided throughout the survey.

Results from the survey may be used in the aggregate in public presentations and for policy development. Please note that while the survey does not have fields to collect identifying information, such as your name or your phone number, any information you enter into the survey should not be considered confidential. To protect your confidentiality, we advise against responding with information that could personally identify you or someone who has committed sexual harassment. If you would like to file an official report of sexual harassment, you can do so through the [U.S. Equal Employment Opportunity Commission](#) or the [N.J. Division on Civil Rights](#).

The survey will close at midnight on Sunday, March 15, 2020. For questions or to report technical difficulties, please contact NJCASA at info@njcasa.org.

* 1. Clicking on the "agree" button below indicates that:

- you have read the above information
- you voluntarily agree to participate
- you are at least 18 years of age

Agree

Disagree

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2. I am a (check all that apply):

- Registered lobbyist
- Partisan political operative (municipal chair, county committee member, etc.)
- Advocate/Activist
- Elected official
- Staff to an elected official
- Legislature employee
- State government employee
- County government employee
- Municipal government employee
- Campaign staffer, consultant, etc.
- Other (please specify)

3. How prevalent do you believe sexual harassment is in N.J. politics?

- Extremely prevalent
- Very prevalent
- Moderately prevalent
- Slightly prevalent
- Not at all prevalent

4. How prevalent do you believe misogyny (dislike of, contempt for, or ingrained prejudice against women) is in N.J. politics?

- Extremely prevalent
- Very prevalent
- Moderately prevalent
- Slightly prevalent
- Not at all prevalent

5. Have you experienced workplace sexual harassment (sometimes commonly referred to as "sexual misconduct") while working in N.J. politics?

Sexual harassment is any unwelcome sexual advance, request for sexual relations, or other verbal or physical conduct of a sexual nature that is made either explicitly or implicitly a term or condition of an individual's employment, and/or where rejection of such conduct is used as the basis for employment decisions affecting an individual, and/or such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

"Workplace" includes business trips, company-organized events, and meetings outside the office that are work-related—including dinners, drinks, golf, etc.

Yes

No

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6. While working in N.J. politics, how often did you experience workplace sexual harassment/sexual misconduct?

- Extremely often
- Very often
- Moderately often
- Slightly often
- Not at all often

7. Please indicate the type of workplace sexual harassment/sexual misconduct that you have experienced while working in N.J. politics. Check all that apply.

- Unwanted touching
- Sexual assault or rape
- Sexist or misogynistic comments
- Verbal remarks of a sexual nature (including jokes) directed toward you or in your presence
- Gestures of a sexual nature
- Indecent exposure
- Messages, videos, or images of a sexual nature sent to you via email, text, or on social media
- Obscene images in the workplace including calendars, desktop screens, and posters
- Stalking (online or physically)
- Sexual coercion (*i.e., a person hints at enhanced career prospects in return for a sexual favor or threatens adverse career impact if you do not respond favorably*)
- Persistent and unwanted invitations of a sexual nature
- Other (please specify)

8. The person(s) who sexually harassed you worked as a (check all that apply):

- Registered lobbyist
- Partisan political operative (municipal chair, county committee member, etc.)
- Advocate/Activist
- Elected official
- Staff to an elected official
- Don't know/unsure
- State government employee
- County government employee
- Municipal government employee
- Campaign staffer, consultant, etc.
- Other (please specify)

9. In terms of workplace hierarchy, the person(s) who sexually harassed you held the position of (check all that apply):

- Your boss or manager
- A superior who was not your boss or manager
- A colleague who was your peer
- A subordinate
- A person outside the organization who had influence over your/the organization's performance, such as client, contractor, funder or regulator
- Don't know/unsure
- Other (please specify)

10. When you experienced workplace sexual harassment/sexual misconduct while working in N.J. politics, where did the incident(s) occur? Check all that apply.

- In the office or regular workplace
- At outside events you were assigned to or expected to attend as part of your job
- At social events with people with whom you work

11. How did you respond when you experienced workplace sexual harassment/sexual misconduct? Check all that apply.

- Did not tell anyone what happened
- Told the harasser that their behavior was wrong
- Told a friend/family member
- Told a colleague
- Called a local/statewide sexual violence hotline
- Reported it to human resources/management
- Reported it to law enforcement
- Filed a claim with a government agency (e.g., the U.S. Equal Employment Opportunity Commission or the N.J. Division on Civil Rights)
- Other (please specify)

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12. How satisfied/dissatisfied are you with the results of reporting your experience with sexual harassment/sexual misconduct? *If you did not make a formal report, please skip this question.*

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
Report to human resources/management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Report to law enforcement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Report to government agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. If you did not report the sexual harassment/sexual misconduct, please indicate the reason(s) why. Check all that apply.

- Did not want action taken
- Did not think reporting would help
- Did not want to get harasser in trouble
- Advised or pressured to not report
- Fear of retaliation
- Position of harasser could influence results of reporting
- Fear of public or social backlash
- Fear of not being believed
- Not sure it qualified as sexual harassment
- Did not know how to report
- Other (please specify)

14. In your opinion, what would be the ideal outcome of reporting sexual harassment/sexual misconduct? Check all that apply.

- Apology
- Termination of employment
- Written reprimand
- Civil damages
- Criminal penalties
- Other (please specify)

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15. Would you know where to file a complaint if you experienced sexual harassment/sexual misconduct from a:

	Yes	No
Registered lobbyist?	<input type="radio"/>	<input type="radio"/>
Partisan political operative?	<input type="radio"/>	<input type="radio"/>
Advocate/Activist?	<input type="radio"/>	<input type="radio"/>
Elected official?	<input type="radio"/>	<input type="radio"/>
Staff to an elected official?	<input type="radio"/>	<input type="radio"/>

16. Have you witnessed workplace sexual harassment/sexual misconduct while working in N.J. politics?

Yes

No

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17. When you witnessed workplace sexual harassment/sexual misconduct while working in N.J. politics, how did you respond? Check all that apply.

- Did not say or do anything in response
- Intervened on the spot
- Told the harasser later that their conduct was wrong
- Reported it within the organization
- Reported it to law enforcement
- Filed a claim with a government agency (e.g., the U.S. Equal Employment Opportunity Commission or the N.J. Division on Civil Rights)
- Called a local/statewide sexual violence hotline
- Offered support to the person who was sexually harassed
- Other (please specify)

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18. If you were to witness workplace sexual harassment/sexual misconduct while working in N.J. politics, how would you respond? Check all that apply.

- Not say or do anything in response
- Intervene on the spot
- Tell the harasser later that their conduct was wrong
- Report it within the organization
- Report to law enforcement
- Call a local/statewide sexual violence hotline
- Offer support to the person who was harassed
- File a claim with a government agency (e.g., the U.S. Equal Employment Opportunity Commission or the N.J. Division on Civil Rights)
- Other (please specify)

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19. What is your current zip code?

20. What is your current gender identity?

- Male
- Female
- Transgender man
- Transgender woman
- Non-binary
- Prefer not to answer
- Different identity (please specify)

21. What gender were you assigned at birth?

- Male
- Female
- Prefer not to answer

22. Are you Hispanic or Latinx?

- Yes
- No
- Prefer not to answer

23. How do you identify your race/ethnicity?

- Black/African American/Afro-Caribbean/Continental African
- White
- Asian
- Native American/American Indian/Alaskan Native
- Native Hawaiian/Pacific Islander
- Prefer not to answer
- Two or more races (please specify)

24. Do you consider yourself to be:

- Heterosexual or straight
- Gay or lesbian
- Bisexual
- Prefer not to answer
- Another sexual orientation not listed (please specify)

25. What is the highest level of education you've completed?

- Less than high school
- GED
- High school diploma
- Graduated from technical school
- Some college, no degree
- Associate degree
- Bachelor's degree
- Advanced degree (Master's, Ph.D., M.D., J.D.)
- Don't know/not sure
- Prefer not to answer

26. Were you born in the United States?

- Yes
- No
- Prefer not to answer

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27. Is there anything else you'd like to share? *Please note: This is not a reporting mechanism and naming perpetrators will not result in a report or response.*