

- REPORT OVERVIEW -

"It's Everywhere. It's Everything":

The Report of NJCASA's 2020 Survey on Sexual Harassment & Misconduct in N.J. Politics

Toplines

- Sexual misconduct and misogynist behavior/attitudes are often not overt – they are quiet and consistent, creating inequity and perpetuating power imbalances.
- Power reigns supreme with elected officials and political party leadership committing, and permitting, acts of sexual misconduct and upholding misogynistic behaviors at higher rates than others.
- There is overall low knowledge about how to report harassment and misconduct, paired with low confidence in the reporting, investigating, and accountability process associated with reporting.
- Identity shapes perception. Male- and female-identified respondents indicated vastly different perceptions about the prevalence of sexual harassment and misogyny in government and politics.

What is happening?

- 36 percent of respondents indicated that they believed sexual harassment in N.J. politics is “very prevalent,” and 26 percent responded that they believe it is “extremely prevalent.”
 - 11 percent of men reported that they believe harassment is ‘extremely prevalent,’ compared to 30 percent of respondents who identified themselves as women.
- The majority of survey respondents (57 percent) indicated that they have experienced harassment during the course of their time working in N.J. politics.
 - Women (64 percent) were more likely to report being harassed than men (28 percent).
- 23 percent of respondents indicated that they experienced “verbal remarks of a sexual nature,” closely followed by “sexist or misogynistic comments” (22 percent) and “unwanted touching” (15 percent). 3 percent reported experiencing sexual assault or rape.

UNWANTED TOUCHING	SEXUAL ASSAULT OR RAPE	SEXIST OR MISOGYNISTIC COMMENTS	VERBAL REMARKS OF A SEXUAL NATURE	GESTURES OF A SEXUAL NATURE	INDECENT EXPOSURE
15%	3%	22%	23%	9%	1%
MESSAGES, VIDEOS, OR IMAGES OF A SEXUAL NATURE	OBSCENE IMAGES IN THE WORKPLACE	STALKING (ONLINE OR PHYSICALLY)	SEXUAL COERCION	PERSISTENT + UNWANTED INVITATIONS OF A SEXUAL NATURE	OTHER
6%	2%	2%	6%	9%	3%

Who is committing harm?

- Of the ten surveyed occupations, respondents indicated experiencing sexual misconduct from elected officials at the highest rates (22%).
- In terms of workplace hierarchy, most people reported being harassed by a colleague who was their peer (28 percent).
- Most respondents indicated they were harassed at outside-of-work events they were expected to attend at part of their job (38 percent).

What is the response?

- Respondents indicated that after experiencing harassment or assault, they told a friend / family member (28 percent) or a colleague (24 percent), higher than any official “reporting” medium.
- When respondents who indicated they chose not to report were asked why, the majority shared that they feared retaliation (18 percent), closely followed by 17 percent who indicated that they “did not think reporting would help.”
- When asked what the ideal outcome would be for those who commit harm, 24 percent indicated “an apology” and another 24 percent replied “termination of employment.” This underscores how very individual each person’s desired outcomes will be, and the wide range along which those outcomes fall.

What is the knowledge?

The below chart compares:

- The percentage breakdowns to the question, “The person who assaulted me worked as a...”
 - Please note, totals do not reach 100 percent due to more occupations being surveyed in this question than in the following reporting knowledge question
- The percentage breakdowns to the question, “I know how to report misconduct committed by a...”

	REGISTERED LOBBYIST	PARTISAN POLITICAL OPERATIVE	ADVOCATE / ACTIVIST	ELECTED OFFICIAL	STAFF TO AN ELECTED OFFICIAL
THE PERSON WHO ASSUALTED ME WAS A...	9%	13%	6%	22%	12%
I KNOW WHERE TO REPORT MISCONDUCT BY A ...	YES: 21%	YES: 24%	YES: 23%	YES: 41%	YES: 46%
	NO: 79%	NO: 76%	NO: 77%	NO: 59%	NO: 54%

Please note: These responses are not directly matching Q1 and Q2 respondents, but are all aggregate averages of respondents to each question.