

PUBLIC USE FILE CODEBOOK

SAP/AP-NORC: How Does the Focus on Sexual Misconduct and Diversity Affect the Workplace?

APRIL 2020

PRESENTED BY:
NORC at the
University of Chicago

Table of Contents

Study Methodology	1
About The Associated Press-NORC Center for Public Affairs Research	2
About SAP	3
Index of Variables: <i>Listed in the order they appear on the file</i>	4
Details of Variables	122
Map of Census Regions	30

Study Methodology

This survey was conducted by The Associated Press-NORC Center for Public Affairs Research with funding from SAP.

Data were collected using the AmeriSpeak Omnibus®, a monthly multi-client survey using NORC's probability-based panel designed to be representative of the U.S. household population. The survey was part of a larger study that included questions about other topics not included in this report. During the initial recruitment phase of the panel, randomly selected U.S. households were sampled with a known, non-zero probability of selection from the NORC National Sample Frame and then contacted by U.S. mail, email, telephone, and field interviewers (face-to-face). The panel provides sample coverage of approximately 97% of the U.S. household population. Those excluded from the sample include people with P.O. Box only addresses, some addresses not listed in the USPS Delivery Sequence File, and some newly constructed dwellings.

Interviews for this survey were conducted between July 25 and 30, 2019, with full-time or part-time employed adults age 18 and over representing the 50 states and the District of Columbia. Self-employed adults were not included in the survey. Panel members were randomly drawn from AmeriSpeak and screened using data provided by respondents when they were originally recruited, and 1,000 completed the survey—948 via the web and 52 via telephone. Interviews were conducted in English. The final stage completion rate is 20.7%, the weighted household panel response rate is 30.3%, and the weighted household panel retention rate is 85.4%, for a cumulative response rate of 5.4%. The overall margin of sampling error is +/- 4.2 percentage points at the 95% confidence level, including the design effect. The margin of sampling error may be higher for subgroups.

Once the sample has been selected and fielded, and all the study data have been collected and made final, a poststratification process is used to adjust for any survey nonresponse as well as any noncoverage or under- and oversampling resulting from the study specific sample design.

Poststratification variables included age, gender, census division, race/ethnicity, and education.

Weighting variables were obtained from the 2018 Current Population Survey. The weighted data reflect the U.S. population of full-time and part-time employed adults age 18 and over.

For more information, email info@apnorc.org.

About The Associated Press-NORC Center for Public Affairs Research

The AP-NORC Center for Public Affairs Research taps into the power of social science research and the highest quality journalism to bring key information to people across the nation and throughout the world.

- The Associated Press is the world's essential news organization, bringing fast, unbiased news to all media platforms and formats.
- NORC at the University of Chicago is one of the oldest and most respected, objective social science research institutions in the world.

The two organizations have established The AP-NORC Center to conduct, analyze, and distribute social science research in the public interest on newsworthy topics, and to use the power of journalism to tell the stories that research reveals.

The founding principles of The AP-NORC Center include a mandate to carefully preserve and protect the scientific integrity and objectivity of NORC and the journalistic independence of The Associated Press. All work conducted by The AP-NORC Center conforms to the highest levels of scientific integrity to prevent any real or perceived bias in the research. All of the work of The AP-NORC Center is subject to review by its advisory committee to help ensure it meets these standards. The AP-NORC Center publicizes the results of all studies and makes all datasets and study documentation available to scholars and the public.

About SAP

SAP is the market leader in enterprise application software, helping companies of all sizes and in all industries run at their best: 77% of the world's transaction revenue touches an SAP system. Our machine learning, Internet of Things, and advanced analytics technologies help turn customers' businesses into intelligent enterprises. Our end-to-end suite of applications and services enables our customers to operate profitably, adapt continuously, and make a difference. With a global network of customers, partners, employees, and thought leaders, SAP helps the world run better and improves people's lives.

Index of Variables: *Listed in the order they appear on the file*

#	Variable	Question	Type	Len	Label
1	SU_ID	N/A	Num	8	SU_ID: Case ID
2	FINALWT	N/A	Num	8	FINALWT: Post-stratification weights - employed adults age 18+(N=1,000)
3	SURV_MODE	N/A	Num	8	Survey interview mode (online or phone)
4	SAP1A	SAP1	Num	8	SAP1A: [The compensation including salary and benefits] When you decided to take your current job, how important was each of the following?
5	SAP1B	SAP1	Num	8	SAP1B: [The ability to balance work and personal life] When you decided to take your current job, how important was each of the following?
6	SAP1C	SAP1	Num	8	SAP1C: [Whether there are diversity and inclusion policies] When you decided to take your current job, how important was each of the following?
7	SAP1D	SAP1	Num	8	SAP1D: [Equal opportunities for advancement and raises] When you decided to take your current job, how important was each of the following?
8	SAP2A	SAP2	Num	8	SAP2A: [Women] Compared with other people, do you think each of the following have more advantages, fewer advantages, or about as many advantages at your workplace?
9	SAP2B	SAP2	Num	8	SAP2B: [Men] Compared with other people, do you think each of the following have more advantages, fewer advantages, or about as many advantages at your workplace?

#	Variable	Question	Type	Len	Label
10	SAP2C	SAP2	Num	8	SAP2C: [White people] Compared with other people, do you think each of the following have more advantages, fewer advantages, or about as many advantages at your workplace?
11	SAP2D	SAP2	Num	8	SAP2D: [African American people] Compared with other people, do you think each of the following have more advantages, fewer advantages, or about as many advantages at your workplace?
12	SAP2E	SAP2	Num	8	SAP2E: [Hispanic people] Compared with other people, do you think each of the following have more advantages, fewer advantages, or about as many advantages at your workplace?
13	SAP2F	SAP2	Num	8	SAP2F: [Asian people] Compared with other people, do you think each of the following have more advantages, fewer advantages, or about as many advantages at your workplace?
14	SAP2G	SAP2	Num	8	SAP2G: [Younger people] Compared with other people, do you think each of the following have more advantages, fewer advantages, or about as many advantages at your workplace?
15	SAP2H	SAP2	Num	8	SAP2H: [Older people] Compared with other people, do you think each of the following have more advantages, fewer advantages, or about as many advantages at your workplace?

#	Variable	Question	Type	Len	Label
16	SAP2I	SAP2	Num	8	SAP2I: [People with disabilities] Compared with other people, do you think each of the following have more advantages, fewer advantages, or about as many advantages at your workplace?
17	SAP2J	SAP2	Num	8	SAP2J: [People who are lesbian, gay, bisexual or transgender] Compared with other people, do you think each of the following have more advantages, fewer advantages, or about as many advantages at your workplace?
18	SAP3A	SAP3	Num	8	SAP3A: [Instituted new policies about harassment in the workplace] In the past 2 years, has your employer done any of the following?
19	SAP3B	SAP3	Num	8	SAP3B: [Instituted new training on harassment in the workplace] In the past 2 years, has your employer done any of the following?
20	SAP3C	SAP3	Num	8	SAP3C: [Instituted new training on diversity in the workplace] In the past 2 years, has your employer done any of the following?
21	SAP3D	SAP3	Num	8	SAP3D: [Instituted new policies to ensure equality in salary, hiring practices, and promotions to leadership positions] In the past 2 years, has your employer done any of the following?
22	SAP4A	SAP4	Num	8	SAP4A: [New policies about harassment in the workplace] Based on your experiences, do you think each of the following has had a positive effect, a negative effect, or neither positive nor negative effect in your workplace?

#	Variable	Question	Type	Len	Label
23	SAP4B	SAP4	Num	8	SAP4B: [New training on harassment in the workplace] Based on your experiences, do you think each of the following has had a positive effect, a negative effect, or neither positive nor negative effect in your workplace?
24	SAP4C	SAP4	Num	8	SAP4C: [New training on diversity in the workplace] Based on your experiences, do you think each of the following has had a positive effect, a negative effect, or neither positive nor negative effect in your workplace?
25	SAP4D	SAP4	Num	8	SAP4D: [New policies to ensure equality in salary, hiring practices, and promotions to leadership positions] Based on your experiences, do you think each of the following has had a positive effect, a negative effect, or neither positive nor negative effect in your workplace?
26	SAP5	SAP5	Num	8	SAP5: In the next few years, do you think attention to sexual misconduct in the workplace is more likely to increase, stay the same or decrease?
27	SAP6A	SAP6	Num	8	SAP6A: [For female employees in this country generally] As a result of recent high-profile sexual misconduct cases, do you think things will change [INSERT ITEM] for the better, for the worse, or won't there be much difference?

#	Variable	Question	Type	Len	Label
28	SAP6B	SAP6	Num	8	SAP6B: [For male employees in this country generally] As a result of recent high-profile sexual misconduct cases, do you think things will change [INSERT ITEM] for the better, for the worse, or won't there be much difference?
29	SAP6C	SAP6	Num	8	SAP6C: [For gay and lesbian employees in this country generally] As a result of recent high-profile sexual misconduct cases, do you think things will change [INSERT ITEM] for the better, for the worse, or won't there be much difference?
30	SAP6D	SAP6	Num	8	SAP6D: [For transgender employees in this country generally] As a result of recent high-profile sexual misconduct cases, do you think things will change [INSERT ITEM] for the better, for the worse, or won't there be much difference?
31	SAP6E	SAP6	Num	8	SAP6E: [At your workplace] As a result of recent high-profile sexual misconduct cases, do you think things will change [INSERT ITEM] for the better, for the worse, or won't there be much difference?
32	SAP6F	SAP6	Num	8	SAP6F: [For you personally] As a result of recent high-profile sexual misconduct cases, do you think things will change [INSERT ITEM] for the better, for the worse, or won't there be much difference?

#	Variable	Question	Type	Len	Label
33	SAP7A	SAP7	Num	8	SAP7A: [For white employees in this country generally] As a result of recent emphasis on racial and ethnic diversity, do you think things will change [INSERT ITEM] for the better, for the worse, or won't there be much difference?
34	SAP7B	SAP7	Num	8	SAP7B: [For African American employees in this country generally] As a result of recent emphasis on racial and ethnic diversity, do you think things will change [INSERT ITEM] for the better, for the worse, or won't there be much difference?
35	SAP7C	SAP7	Num	8	SAP7C: [For Hispanic employees in this country generally] As a result of recent emphasis on racial and ethnic diversity, do you think things will change [INSERT ITEM] for the better, for the worse, or won't there be much difference?
36	SAP7D	SAP7	Num	8	SAP7D: [For Asian employees in this country generally] As a result of recent emphasis on racial and ethnic diversity, do you think things will change [INSERT ITEM] for the better, for the worse, or won't there be much difference?
37	SAP7E	SAP7	Num	8	SAP7E: [At your workplace] As a result of recent emphasis on racial and ethnic diversity, do you think things will change [INSERT ITEM] for the better, for the worse, or won't there be much difference?

#	Variable	Question	Type	Len	Label
38	SAP7F	SAP7	Num	8	SAP7F: [For you personally] As a result of recent emphasis on racial and ethnic diversity, do you think things will change [INSERT ITEM] for the better, for the worse, or won't there be much difference?
39	SAP8	SAP8	Num	8	SAP8: Do you have a favorable or unfavorable, opinion of the MeToo Movement? If you don't know enough about the MeToo Movement to have an opinion, you can say that too.
40	SAP9A	SAP9	Num	8	SAP9A: [Talked with coworkers about sexual misconduct in the workplace] In the past year, have you done any of the following, or not?
41	SAP9B	SAP9	Num	8	SAP9B: [Changed how you interacted with coworkers] In the past year, have you done any of the following, or not?
42	SAP9C	SAP9	Num	8	SAP9C: [Received training on diversity in the workplace] In the past year, have you done any of the following, or not?
43	SAP9D	SAP9	Num	8	SAP9D: [Received training on harassment in the workplace] In the past year, have you done any of the following, or not?
44	SAP10	SAP10	Num	8	SAP10: Have you personally been the victim of sexual misconduct at work or not?
45	SAP11	SAP11	Num	8	SAP11: What level or position do you have within the company or organization where you work?
46	SAP12	SAP12	Num	8	SAP12: How many employees do you supervise as a part of your current job?

#	Variable	Question	Type	Len	Label
47	POLITICS	PID1	Num	8	POLITICS: Do you consider yourself a Democrat, a Republican, an independent or none of these?
48	DEMO	PIDA	Num	8	DEMO: Do you consider yourself a strong or moderate Democrat?
49	REPUB	PIDB	Num	8	REPUB: Do you consider yourself a strong or moderate Republican?
50	INDEP	PIDI	Num	8	INDEP: Do you learn more toward the Democrats or the Republicans?
51	MARITAL	N/A	Num	8	MARITAL: Marital status
52	AGEGRP	N/A	Num	8	AGEGRP: Age
53	EDUCATION	N/A	Num	8	EDUCATION: Educational attainment
54	GENDER	N/A	Num	8	GENDER: Gender
55	RACETH	N/A	Num	8	RACETH: Race/ethnicity
56	HHINCOME		Num	8	HHINCOME: Household income
57	CENSUS_REGION	N/A	Num	8	CENSUS_REGION: Census region
58	STATE	N/A	Char	2	STATE: State of residence

Variables #51-58 are AmeriSpeak® profile variables. These variables are collapsed or recoded to minimize the risk of disclosing respondent privacy.

Details of Variables

- “.” Or space: logic skip, respondent is not applicable to a specific question
- 99: missing, survey non-respondent

Survey interview mode (online or phone)			
SURV_MODE	Frequency	Weighted Frequency	Weighted Percent
(1) Phone interview	52	9,102,784	6.26
(2) Web Interview	948	136,406,127	93.74
Total	1,000	145,508,911	100.00

SAP1A: [The compensation including salary and benefits] When you decided to take your current job, how important was each of the following?			
SAP1A	Frequency	Weighted Frequency	Weighted Percent
(1) Extremely important	471	67,685,385	46.52
(2) Very important	340	51,025,401	35.07
(3) Moderately important	150	22,262,857	15.30
(4) Not very important	30	3,242,084	2.23
(5) Not at all important	6	742,206	0.51
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	3	550,977	0.38
Total	1,000	145,508,911	100.00

SAP1B: [The ability to balance work and personal life] When you decided to take your current job, how important was each of the following?			
SAP1B	Frequency	Weighted Frequency	Weighted Percent
(1) Extremely important	444	61,608,161	42.34
(2) Very important	353	55,507,406	38.15
(3) Moderately important	159	22,222,343	15.27
(4) Not very important	30	4,442,238	3.05
(5) Not at all important	11	1,342,577	0.92
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	3	386,187	0.27
Total	1,000	145,508,911	100.00

SAP1C: [Whether there are diversity and inclusion policies] When you decided to take your current job, how important was each of the following?			
SAP1C	Frequency	Weighted Frequency	Weighted Percent
(1) Extremely important	147	24,751,154	17.01
(2) Very important	220	29,980,227	20.60
(3) Moderately important	308	43,696,223	30.03
(4) Not very important	193	26,787,981	18.41
(5) Not at all important	128	19,782,986	13.60
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	4	510,342	0.35
Total	1,000	145,508,911	100.00

SAP1D: [Equal opportunities for advancement and raises] When you decided to take your current job, how important was each of the following?			
SAP1D	Frequency	Weighted Frequency	Weighted Percent
(1) Extremely important	311	46,980,136	32.29
(2) Very important	351	50,559,720	34.75
(3) Moderately important	246	33,147,095	22.78
(4) Not very important	70	10,220,749	7.02
(5) Not at all important	19	4,231,345	2.91
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	3	369,865	0.25
Total	1,000	145,508,911	100.00

SAP2A: [Women] Compared with other people, do you think each of the following have more advantages, fewer advantages, or about as many advantages at your workplace?			
SAP2A	Frequency	Weighted Frequency	Weighted Percent
(1) More advantages	131	21,916,783	15.06
(2) Fewer advantages	340	48,944,824	33.64
(3) About as many advantages	526	74,272,172	51.04
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	3	375,132	0.26
Total	1,000	145,508,911	100.00

SAP2B: [Men] Compared with other people, do you think each of the following have more advantages, fewer advantages, or about as many advantages at your workplace?			
SAP2B	Frequency	Weighted Frequency	Weighted Percent
(1) More advantages	420	59,641,571	40.99
(2) Fewer advantages	83	13,458,181	9.25
(3) About as many advantages	491	71,770,031	49.32
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	6	639,128	0.44
Total	1,000	145,508,911	100.00

SAP2C: [White people] Compared with other people, do you think each of the following have more advantages, fewer advantages, or about as many advantages at your workplace?			
SAP2C	Frequency	Weighted Frequency	Weighted Percent
(1) More advantages	386	56,063,513	38.53
(2) Fewer advantages	79	11,654,258	8.01
(3) About as many advantages	530	77,213,966	53.06
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	5	577,175	0.40
Total	1,000	145,508,911	100.00

SAP2D: [African American people] Compared with other people, do you think each of the following have more advantages, fewer advantages, or about as many advantages at your workplace?			
SAP2D	Frequency	Weighted Frequency	Weighted Percent
(1) More advantages	110	16,528,211	11.36
(2) Fewer advantages	359	54,769,466	37.64
(3) About as many advantages	525	73,405,325	50.45
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	6	805,909	0.55
Total	1,000	145,508,911	100.00

SAP2E: [Hispanic people] Compared with other people, do you think each of the following have more advantages, fewer advantages, or about as many advantages at your workplace?			
SAP2E	Frequency	Weighted Frequency	Weighted Percent
(1) More advantages	98	17,392,912	11.95
(2) Fewer advantages	343	50,486,617	34.70
(3) About as many advantages	550	76,473,249	52.56
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	9	1,156,133	0.79
Total	1,000	145,508,911	100.00

SAP2F: [Asian people] Compared with other people, do you think each of the following have more advantages, fewer advantages, or about as many advantages at your workplace?			
SAP2F	Frequency	Weighted Frequency	Weighted Percent
(1) More advantages	144	18,969,478	13.04
(2) Fewer advantages	167	30,227,056	20.77
(3) About as many advantages	678	94,651,453	65.05
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	11	1,660,924	1.14
Total	1,000	145,508,911	100.00

SAP2G: [Younger people] Compared with other people, do you think each of the following have more advantages, fewer advantages, or about as many advantages at your workplace?			
SAP2G	Frequency	Weighted Frequency	Weighted Percent
(1) More advantages	308	43,206,323	29.69
(2) Fewer advantages	184	30,486,882	20.95
(3) About as many advantages	498	70,520,469	48.46
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	10	1,295,237	0.89
Total	1,000	145,508,911	100.00

SAP2H: [Older people] Compared with other people, do you think each of the following have more advantages, fewer advantages, or about as many advantages at your workplace?			
SAP2H	Frequency	Weighted Frequency	Weighted Percent
(1) More advantages	72	8,654,287	5.95
(2) Fewer advantages	517	78,814,141	54.16
(3) About as many advantages	405	57,313,956	39.39
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	6	726,528	0.50
Total	1,000	145,508,911	100.00

SAP2I: [People with disabilities] Compared with other people, do you think each of the following have more advantages, fewer advantages, or about as many advantages at your workplace?			
SAP2I	Frequency	Weighted Frequency	Weighted Percent
(1) More advantages	64	7,984,465	5.49
(2) Fewer advantages	546	81,253,551	55.84
(3) About as many advantages	378	54,588,662	37.52
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	12	1,682,233	1.16
Total	1,000	145,508,911	100.00

SAP2J: [People who are lesbian, gay, bisexual or transgender] Compared with other people, do you think each of the following have more advantages, fewer advantages, or about as many advantages at your workplace?			
SAP2J	Frequency	Weighted Frequency	Weighted Percent
(1) More advantages	86	12,411,786	8.53
(2) Fewer advantages	265	41,057,566	28.22
(3) About as many advantages	642	91,020,698	62.55
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	7	1,018,861	0.70
Total	1,000	145,508,911	100.00

SAP3A: [Instituted new policies about harassment in the workplace] In the past 2 years, has your employer done any of the following?			
SAP3A	Frequency	Weighted Frequency	Weighted Percent
(1) Yes	380	54,530,628	37.48
(2) No	433	60,610,242	41.65
(77) Don't know	182	29,774,684	20.46
(99) SKIPPED/REFUSED (VOL)	5	593,358	0.41
Total	1,000	145,508,911	100.00

SAP3B: [Instituted new training on harassment in the workplace] In the past 2 years, has your employer done any of the following?			
SAP3B	Frequency	Weighted Frequency	Weighted Percent
(1) Yes	446	61,051,268	41.96
(2) No	398	57,629,819	39.61
(77) Don't know	151	26,234,466	18.03
(99) SKIPPED/REFUSED (VOL)	5	593,358	0.41
Total	1,000	145,508,911	100.00

SAP3C: [Instituted new training on diversity in the workplace] In the past 2 years, has your employer done any of the following?			
SAP3C	Frequency	Weighted Frequency	Weighted Percent
(1) Yes	388	53,886,188	37.03
(2) No	425	59,695,839	41.03
(77) Don't know	183	31,408,423	21.59
(99) SKIPPED/REFUSED (VOL)	4	518,461	0.36
Total	1,000	145,508,911	100.00

SAP3D: [Instituted new policies to ensure equality in salary, hiring practices, and promotions to leadership positions] In the past 2 years, has your employer done any of the following?			
SAP3D	Frequency	Weighted Frequency	Weighted Percent
(1) Yes	249	37,054,335	25.47
(2) No	461	66,550,253	45.74
(77) Don't know	285	41310965	28.39
(99) SKIPPED/REFUSED (VOL)	5	593,358	0.41
Total	1,000	145,508,911	100.00

SAP4A: [New policies about harassment in the workplace] Based on your experiences, do you think each of the following has had a positive effect, a negative effect, or neither positive nor negative effect in your workplace?			
SAP4A	Frequency	Weighted Frequency	Weighted Percent
.	620	90,978,283	62.52
(1) Very positive	90	13,986,812	9.61
(2) Somewhat positive	126	16,899,023	11.61
(3) Neither positive nor negative	144	20,687,701	14.22
(4) Somewhat negative	14	2,348,926	1.61
(5) Very negative	4	449,630	0.31
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	2	158,536	0.11
Total	1,000	145,508,911	100.00

SAP4B: [New training on harassment in the workplace] Based on your experiences, do you think each of the following has had a positive effect, a negative effect, or neither positive nor negative effect in your workplace?			
SAP4B	Frequency	Weighted Frequency	Weighted Percent
.	554	84,457,644	58.04
(1) Very positive	97	13,535,698	9.30
(2) Somewhat positive	157	20,652,446	14.19
(3) Neither positive nor negative	172	23,939,461	16.45
(4) Somewhat negative	12	1,895,741	1.30
(5) Very negative	3	344,589	0.24
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	5	683,332	0.47
Total	1,000	145,508,911	100.00

SAP4C: [New training on diversity in the workplace] Based on your experiences, do you think each of the following has had a positive effect, a negative effect, or neither positive nor negative effect in your workplace?			
SAP4C	Frequency	Weighted Frequency	Weighted Percent
.	612	91,622,723	62.97
(1) Very positive	89	13,475,587	9.26
(2) Somewhat positive	140	19,307,631	13.27
(3) Neither positive nor negative	142	18,830,469	12.94
(4) Somewhat negative	13	1,806,947	1.24
(5) Very negative	2	307,019	0.21
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	2	158,536	0.11
Total	1,000	145,508,911	100.00

SAP4D: [New policies to ensure equality in salary, hiring practices, and promotions to leadership positions] Based on your experiences, do you think each of the following has had a positive effect, a negative effect, or neither positive nor negative effect in your workplace?			
SAP4D	Frequency	Weighted Frequency	Weighted Percent
.	751	108,454,576	74.53
(1) Very positive	80	12,982,276	8.92
(2) Somewhat positive	88	11,522,772	7.92
(3) Neither positive nor negative	67	9,365,784	6.44
(4) Somewhat negative	10	2,757,248	1.89
(5) Very negative	2	188,869	0.13
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	2	237,388	0.16
Total	1,000	145,508,911	100.00

SAP5: In the next few years, do you think attention to sexual misconduct in the workplace is more likely to increase, stay the same or decrease?			
SAP5	Frequency	Weighted Frequency	Weighted Percent
(1) Increase a lot	185	21,552,550	14.81
(2) Increase a little	306	41,293,527	28.38
(3) Stay the same	355	57,976,294	39.84
(4) Decrease a little	109	17,350,454	11.92
(5) Decrease a lot	37	6,113,873	4.20
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	8	1,222,213	0.84
Total	1,000	145,508,911	100.00

SAP6A: [For female employees in this country generally] As a result of recent high-profile sexual misconduct cases, do you think things will change [INSERT ITEM] for the better, for the worse, or won't there be much difference?			
SAP6A	Frequency	Weighted Frequency	Weighted Percent
(1) A lot of change for the better	102	15,610,517	10.73
(2) Some change for the better	470	61,593,218	42.33
(3) Not much difference	340	53,819,903	36.99
(4) Some change for the worse	56	8,513,372	5.85
(5) A lot of change for the worse	19	3,063,041	2.11
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	13	2,908,859	2.00
Total	1,000	145,508,911	100.00

SAP6B: [For male employees in this country generally] As a result of recent high-profile sexual misconduct cases, do you think things will change [INSERT ITEM] for the better, for the worse, or won't there be much difference?			
SAP6B	Frequency	Weighted Frequency	Weighted Percent
(1) A lot of change for the better	45	8,272,010	5.68
(2) Some change for the better	158	21,697,400	14.91
(3) Not much difference	565	83,096,339	57.11
(4) Some change for the worse	183	25,199,985	17.32
(5) A lot of change for the worse	38	4,977,134	3.42
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	11	2,266,042	1.56
Total	1,000	145,508,911	100.00

SAP6C: [For gay and lesbian employees in this country generally] As a result of recent high-profile sexual misconduct cases, do you think things will change [INSERT ITEM] for the better, for the worse, or won't there be much difference?			
SAP6C	Frequency	Weighted Frequency	Weighted Percent
(1) A lot of change for the better	89	15,067,015	10.35
(2) Some change for the better	412	55,349,289	38.04
(3) Not much difference	401	59,476,725	40.88
(4) Some change for the worse	65	9,094,828	6.25
(5) A lot of change for the worse	21	3,662,268	2.52
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	12	2,858,785	1.96
Total	1,000	145,508,911	100.00

SAP6D: [For transgender employees in this country generally] As a result of recent high-profile sexual misconduct cases, do you think things will change [INSERT ITEM] for the better, for the worse, or won't there be much difference?			
SAP6D	Frequency	Weighted Frequency	Weighted Percent
(1) A lot of change for the better	72	13,587,792	9.34
(2) Some change for the better	373	48,430,238	33.28
(3) Not much difference	423	64,703,860	44.47
(4) Some change for the worse	94	11,984,327	8.24
(5) A lot of change for the worse	26	4,853,832	3.34
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	12	1,948,862	1.34
Total	1,000	145,508,911	100.00

SAP6E: [At your workplace] As a result of recent high-profile sexual misconduct cases, do you think things will change [INSERT ITEM] for the better, for the worse, or won't there be much difference?			
SAP6E	Frequency	Weighted Frequency	Weighted Percent
(1) A lot of change for the better	53	8,728,028	6.00
(2) Some change for the better	225	30,727,263	21.12
(3) Not much difference	665	97,073,735	66.71
(4) Some change for the worse	37	4,798,149	3.30
(5) A lot of change for the worse	5	1,330,732	0.91
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	15	2,851,004	1.96
Total	1,000	145,508,911	100.00

SAP6F: [For you personally] As a result of recent high-profile sexual misconduct cases, do you think things will change [INSERT ITEM] for the better, for the worse, or won't there be much difference?			
SAP6F	Frequency	Weighted Frequency	Weighted Percent
(1) A lot of change for the better	43	7,082,894	4.87
(2) Some change for the better	140	20,912,115	14.37
(3) Not much difference	753	106,920,396	73.48
(4) Some change for the worse	42	6,572,744	4.52
(5) A lot of change for the worse	10	1,586,307	1.09
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	12	2,434,457	1.67
Total	1,000	145,508,911	100.00

SAP7A: [For white employees in this country generally] As a result of recent emphasis on racial and ethnic diversity, do you think things will change [INSERT ITEM] for the better, for the worse, or won't there be much difference?			
SAP7A	Frequency	Weighted Frequency	Weighted Percent
(1) A lot of change for the better	72	12,556,482	8.63
(2) Some change for the better	126	18,756,768	12.89
(3) Not much difference	619	88,545,967	60.85
(4) Some change for the worse	143	19,012,687	13.07
(5) A lot of change for the worse	31	5,636,347	3.87
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	9	1,000,660	0.69
Total	1,000	145,508,911	100.00

SAP7B: [For African American employees in this country generally] As a result of recent emphasis on racial and ethnic diversity, do you think things will change [INSERT ITEM] for the better, for the worse, or won't there be much difference?			
SAP7B	Frequency	Weighted Frequency	Weighted Percent
(1) A lot of change for the better	55	9,822,246	6.75
(2) Some change for the better	368	52,742,642	36.25
(3) Not much difference	478	69,470,853	47.74
(4) Some change for the worse	68	9,503,344	6.53
(5) A lot of change for the worse	21	2,820,874	1.94
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	10	1,148,953	0.79
Total	1,000	145,508,911	100.00

SAP7C: [For Hispanic employees in this country generally] As a result of recent emphasis on racial and ethnic diversity, do you think things will change [INSERT ITEM] for the better, for the worse, or won't there be much difference?			
SAP7C	Frequency	Weighted Frequency	Weighted Percent
(1) A lot of change for the better	41	8,470,397	5.82
(2) Some change for the better	313	43,131,349	29.64
(3) Not much difference	487	70,077,744	48.16
(4) Some change for the worse	114	16,842,899	11.58
(5) A lot of change for the worse	31	5,494,302	3.78
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	14	1,492,220	1.03
Total	1,000	145,508,911	100.00

SAP7D: [For Asian employees in this country generally] As a result of recent emphasis on racial and ethnic diversity, do you think things will change [INSERT ITEM] for the better, for the worse, or won't there be much difference?			
SAP7D	Frequency	Weighted Frequency	Weighted Percent
(1) A lot of change for the better	34	6,465,855	4.44
(2) Some change for the better	234	34,998,976	24.05
(3) Not much difference	660	92,888,124	63.84
(4) Some change for the worse	45	6,502,127	4.47
(5) A lot of change for the worse	13	3,088,598	2.12
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	14	1,565,231	1.08
Total	1,000	145,508,911	100.00

SAP7E: [At your workplace] As a result of recent emphasis on racial and ethnic diversity, do you think things will change [INSERT ITEM] for the better, for the worse, or won't there be much difference?			
SAP7E	Frequency	Weighted Frequency	Weighted Percent
(1) A lot of change for the better	47	9,404,617	6.46
(2) Some change for the better	203	29,090,569	19.99
(3) Not much difference	692	96,604,615	66.39
(4) Some change for the worse	39	7,400,651	5.09
(5) A lot of change for the worse	7	1,293,595	0.89
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	12	1,714,864	1.18
Total	1,000	145,508,911	100.00

SAP7F: [For you personally] As a result of recent emphasis on racial and ethnic diversity, do you think things will change [INSERT ITEM] for the better, for the worse, or won't there be much difference?			
SAP7F	Frequency	Weighted Frequency	Weighted Percent
(1) A lot of change for the better	38	8,332,810	5.73
(2) Some change for the better	119	19,133,912	13.15
(3) Not much difference	762	103,992,739	71.47
(4) Some change for the worse	54	9,180,207	6.31
(5) A lot of change for the worse	17	3,693,875	2.54
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	10	1,175,368	0.81
Total	1,000	145,508,911	100.00

SAP8: Do you have a favorable or unfavorable, opinion of the MeToo Movement? If you don't know enough about the MeToo Movement to have an opinion, you can say that too.			
SAP8	Frequency	Weighted Frequency	Weighted Percent
(1) Strongly favorable	213	29,563,821	20.32
(2) Somewhat favorable	274	35,534,728	24.42
(3) Somewhat unfavorable	192	24,745,690	17.01
(4) Strongly unfavorable	96	14,211,474	9.77
(77) Don't know enough to have an opinion	219	40,566,316	27.89
(99) SKIPPED/REFUSED (VOL)	6	886,883	0.61
Total	1,000	145,508,911	100.00

SAP9A: [Talked with coworkers about sexual misconduct in the workplace] In the past year, have you done any of the following, or not?			
SAP9A	Frequency	Weighted Frequency	Weighted Percent
(1) Yes	316	45,521,085	31.28
(2) No	679	99,447,786	68.34
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	5	540,040	0.37
Total	1,000	145,508,911	100.00

SAP9B: [Changed how you interacted with coworkers] In the past year, have you done any of the following, or not?			
SAP9B	Frequency	Weighted Frequency	Weighted Percent
(1) Yes	309	46,059,016	31.65
(2) No	684	97,682,146	67.13
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	7	1,767,749	1.21
Total	1,000	145,508,911	100.00

SAP9C: [Received training on diversity in the workplace] In the past year, have you done any of the following, or not?			
SAP9C	Frequency	Weighted Frequency	Weighted Percent
(1) Yes	476	63,853,076	43.88
(2) No	517	80,795,028	55.53
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	7	860,807	0.59
Total	1,000	145,508,911	100.00

SAP9D: [Received training on harassment in the workplace] In the past year, have you done any of the following, or not?			
SAP9D	Frequency	Weighted Frequency	Weighted Percent
(1) Yes	535	74,119,072	50.94
(2) No	459	70,691,869	48.58
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	6	697,970	0.48
Total	1,000	145,508,911	100.00

SAP10: Have you personally been the victim of sexual misconduct at work or not?			
SAP10	Frequency	Weighted Frequency	Weighted Percent
(1) Yes	162	21,083,400	14.49
(2) No	834	123,959,453	85.19
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	4	466,059	0.32
Total	1,000	145,508,911	100.00

SAP11: What level or position do you have within the company or organization where you work?			
SAP11	Frequency	Weighted Frequency	Weighted Percent
(1) Entry level	195	34,730,701	23.87
(2) Mid-level	569	80,488,455	55.32
(3) Senior level	184	24,619,321	16.92
(4) Executive level	45	4,618,754	3.17
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	7	1,051,679	0.72
Total	1,000	145,508,911	100.00

SAP12: How many employees do you supervise as a part of your current job?			
SAP12	Frequency	Weighted Frequency	Weighted Percent
(1) None	499	77,960,586	53.58
(2) 1 to 5	251	31,999,706	21.99
(3) 6 to 10	120	17,665,462	12.14
(4) 11 to 15	35	5,621,227	3.86
(5) 16 to 25	24	3,002,119	2.06
(6) More than 25	66	8,694,074	5.97
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	5	565,737	0.39
Total	1,000	145,508,911	100.00

POLITICS: Do you consider yourself a Democrat, a Republican, an independent or none of these?			
POLITICS	Frequency	Weighted Frequency	Weighted Percent
(1) Democrat	369	49,961,157	34.34
(2) Republican	253	37,840,929	26.01
(3) Independent	247	33,435,084	22.98
(4) None of these	127	22,786,662	15.66
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	4	1,485,080	1.02
Total	1,000	145,508,911	100.00

DEMO: Do you consider yourself a strong Democrat or a moderate Democrat?			
DEMO	Frequency	Weighted Frequency	Weighted Percent
.	631	95,547,754	65.66
(1) Strong Democrat	172	24,388,713	16.76
(2) Moderate Democrat	196	25,455,060	17.49
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	1	117,384	0.08
Total	1,000	145,508,911	100.00

REPUB: Do you consider yourself a strong Republican or a moderate Republican?			
REPUB	Frequency	Weighted Frequency	Weighted Percent
.	747	107,667,982	73.99
(1) Strong Republican	88	12,311,568	8.46
(2) Moderate Republican	164	25,348,061	17.42
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	1	181,300	0.12
Total	1,000	145,508,911	100.00

INDEP: Do you learn more toward the Democrats or the Republicans?			
INDEP	Frequency	Weighted Frequency	Weighted Percent
.	622	87,802,086	60.34
(1) Lean Democrat	111	15,748,757	10.82
(2) Lean Republican	102	15,107,120	10.38
(3) Don't lean	157	25,034,484	17.20
(99) DON'T KNOW/SKIPPED/REFUSED (VOL)	8	1,816,464	1.25
Total	1,000	145,508,911	100.00

AGEGRP: Age			
AGEGRP	Frequency	Weighted Frequency	Weighted Percent
(1) Age 18-29	123	34,263,258	23.55
(2) Age 30-39	312	32,699,034	22.47
(3) Age 40-59	412	58,971,004	40.53
(4) Age 60-64	87	10,551,686	7.25
(5) Age 65 and older	66	9,023,929	6.20
Total	1,000	145,508,911	100.00

GENDER: Gender			
GENDER	Frequency	Weighted Frequency	Weighted Percent
(1) Male	495	76,084,014	52.29
(2) Female	505	69,424,897	47.71
Total	1,000	145,508,911	100.00

RACETH: Race/ethnicity			
RACETH	Frequency	Weighted Frequency	Weighted Percent
(1) White, non-Hispanic	660	90,070,637	61.90
(2) African American, non-Hispanic	128	17,099,323	11.75
(3) Hispanic	100	25,448,738	17.49
(4) Other	112	12,890,214	8.86
Total	1,000	145,508,911	100.00

MARITAL: Marital status			
MARITAL	Frequency	Weighted Frequency	Weighted Percent
(1) Married	543	71,430,460	49.09
(2) Widowed	13	2,363,954	1.62
(3) Divorced	111	15,117,033	10.39
(4) Separated	20	3,434,493	2.36
(5) Never married	227	36,879,051	25.34
(6) Living with partner	86	16,283,920	11.19
Total	1,000	145,508,911	100.00

EDUCATION: Educational attainment			
EDUCATION	Frequency	Weighted Frequency	Weighted Percent
(1) Less than high school graduate	21	9,901,027	6.80
(2) High school graduate	111	37,682,362	25.90
(3) Some college	337	40,344,192	27.73
(4) College graduate or above	531	57,581,329	39.57
Total	1,000	145,508,911	100.00

HHINCOME: Household income			
HHINCOME	Frequency	Weighted Frequency	Weighted Percent
(1) Under \$10,000	22	5,713,426	3.93
(2) \$10,000 to under \$20,000	40	5,999,666	4.12
(3) \$20,000 to under \$30,000	64	13,961,312	9.59
(4) \$30,000 to under \$40,000	84	17,237,809	11.85
(5) \$40,000 to under \$50,000	88	11,228,753	7.72
(6) \$50,000 to under \$75,000	237	30,598,391	21.03
(7) \$75,000 to under \$100,000	168	25,020,063	17.19
(8) \$100,000 to under \$150,000	198	23,328,935	16.03
(9) \$150,000 or more	99	12,420,557	8.54
Total	1,000	145,508,911	100.00

STATE: State of residence			
STATE	Frequency	Weighted Frequency	Weighted Percent
Alaska	1	58,270	0.04
Alabama	9	1,197,910	0.82
Arkansas	5	1,193,679	0.82
Arizona	19	1,621,473	1.11
California	111	19,160,288	13.17
Colorado	35	4,310,597	2.96
Connecticut	9	2,102,736	1.45
District of Columbia	5	842,600	0.58
Delaware	6	664,107	0.46
Florida	71	10,118,811	6.95
Georgia	31	3,049,506	2.10
Hawaii	4	281,797	0.19
Iowa	5	563,329	0.39
Idaho	11	704,003	0.48
Illinois	40	4,325,210	2.97
Indiana	28	2,734,602	1.88
Kansas	7	646,028	0.44
Kentucky	11	2,489,220	1.71
Louisiana	7	840,387	0.58
Massachusetts	19	2,954,173	2.03
Maryland	19	4,146,886	2.85
Maine	4	653,449	0.45
Michigan	38	5,002,970	3.44
Minnesota	20	2,373,306	1.63
Missouri	20	3,004,175	2.06
Mississippi	5	2,296,114	1.58
Montana	5	543,398	0.37
North Carolina	34	4,418,427	3.04
Nebraska	29	2,240,979	1.54
New Hampshire	5	952,039	0.65
New Jersey	24	4,467,418	3.07
New Mexico	5	1,142,675	0.79
Nevada	5	437,669	0.30
New York	51	7,136,775	4.90
Ohio	43	5,232,347	3.60
Oklahoma	10	2,127,555	1.46
Oregon	9	1,090,038	0.75
Pennsylvania	35	6,693,451	4.60
South Carolina	8	969,737	0.67
South Dakota	10	1,171,392	0.81
Tennessee	14	1,907,809	1.31

Texas	65	13,202,283	9.07
Utah	13	2,252,421	1.55
Virginia	30	3,439,326	2.36
Vermont	3	530,133	0.36
Washington	21	2,642,086	1.82
Wisconsin	31	4,044,051	2.78
West Virginia	9	1,482,787	1.02
Wyoming	1	48,489	0.03
Total	1,000	145,508,911	100.00

CENSUS_REGION: Census region			
CENSUS_REGION	Frequency	Weighted Frequency	Weighted Percent
(1) Northeast	150	25,490,175	17.52
(2) Midwest	271	31,338,390	21.54
(3) South	339	54,387,142	37.38
(4) West	240	34,293,205	23.57
Total	1,000	145,508,911	100.00

Map of Census Regions

