

The Star-Ledger/Eagleton-Rutgers Poll

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RELEASE INFORMATION

A story based on the survey findings presented in this release and background memo will appear in Sunday's *Star-Ledger*. Other newspapers may also use this information in their Sunday editions. Electronic media may release after 5:00 P.M. Saturday, November 16, 1991. We ask users to properly attribute this copyrighted information to "*The Star-Ledger/Eagleton Poll*".

SEXUAL HARASSMENT VIEWED AS PROBLEM IN NEW JERSEY WORKPLACE

More than six-in-ten New Jersey residents say that sexual harassment is a serious problem in the workplace; and a majority (56%) say that companies operating in the state should be required by law to have a policy on sexual harassment.

A *Star-Ledger/Eagleton Poll*, conducted by telephone with 800 New Jersey adults from October 22 to October 30, 1991, also finds that about one-in-four women say they have been the object of an unwanted sexual advance at work; and among them, only one-in-five reported the sexual harassment at the time it happened. One-third of men in the state say that they may have done or said something at work—either intentionally or unintentionally—that might have been considered sexual harassment.

Also, the survey shows that the vast majority (79%) of New Jerseyans feel that sexual harassment is not limited to physical contact; it can include such things as unwanted sexual conversations.

ATTENTION RADIO STATIONS:

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SERIOUSNESS OF SEXUAL HARASSMENT

More than six-in-ten New Jersey residents feel that sexual harassment is a serious problem in the workplace (24% say "very" serious and 39% say "somewhat" serious). Fully two-thirds of New Jersey women feel that sexual harassment is a serious workplace problem, compared to 58 percent of the men.

Democrats (71%) are more likely than Republicans (56%) and independents (63%) to say sexual harassment is a serious problem; and residents under 50 years of age are more likely than those who are older to say it is serious by a margin of 68 percent to 56 percent. Non-whites are much more likely than whites to feel that sexual harassment is a serious problem by a margin of 81 percent to 58 percent.

PERSONAL EXPERIENCES WITH HARASSMENT

One-in-four working women in New Jersey say they personally have been the object of an unwanted sexual advance or proposition at work. This is an 8 point increase from the 17 percent who reported sexual harassment in a 1984 survey. Five percent of working men say they have experienced sexual harassment.

"Anita Hill's allegations have raised the salience of sexual harassment as a workplace issue, and as a result have made it easier for women who have experienced sexual harassment to acknowledge it," commented Ken Dautrich, the Associate Director of *The Star-Ledger/* Eagleton Poll.

Among those who have personally experienced sexual harassment, only 15 percent reported the incident at the time it occurred. While 18 percent of the women say they reported the occurrence, none of the men did.

More than one-quarter (27%) of New Jersey residents say that they personally know someone else who has been the object of an unwanted sexual advance or proposition at work. Residents under 50 years of age are more likely to report knowing a sexual harassment victim than those 50 or older by a margin of 33 percent to 17 percent.

Nearly one-quarter (23%) of state residents say they have done or said something at work that might be considered sexual harassment even if it was unintentional. Fully one-third of men admit that

they may have sexually harassed someone at work, compared to 13 percent of women. Also, one-third of New Jerseyans between the ages of 30 and 49 say they may have intentionally or unintentionally sexually harassed someone at work compared to 20 percent of those 18 to 29 years old, and 17 percent of those 50 or older.

The poll also shows that about eight-in-ten New Jerseyans believe that for something to constitute sexual harassment it does not necessarily need to involve physical contact, but can just involve unwanted sexual conversations. Fifteen percent say that physical contact is necessary for sexual harassment to occur.

CORPORATE POLICIES ON SEXUAL HARASSMENT

While 56 percent of State residents support requiring New Jersey companies to have a policy on sexual harassment, 41 percent feel a company should be allowed to decide for itself if it should have a sexual harassment policy. Younger residents and Democrats are the most likely to support the corporate sexual harassment policy requirement.

Dautrich commented, "The Thomas hearings highlighted sexual harassment as a problem in the workplace, and a majority of New Jerseyans agree that it is a significant workplace issue that requires government action."

Among those who are currently employed, 43 percent say that the company they work for has a sexual harassment policy and the same percent report that their company does not have such a policy. The remaining 13 percent don't know if their company has a policy on sexual harassment.

GOVERNMENT ATTENTION TO WOMEN'S CONCERNS

About half (51%) of the state's residents feel that government and politicians pay too little attention to women's concerns, one-third say they pay the right amount of attention, and only one-in-ten say they pay too much attention to women's issues. These figures are virtually unchanged from a survey conducted seven years ago.

Fully 57 percent of women, and almost half of the men (46%) agree that too little attention is given to women's concerns by government and politicians. Also non-whites (61%) are more likely than whites (48%) to say women's issues get too little attention, Democrats (63%) are more likely than Republicans (43%) and independents (49%) to say that, as are those 18 to 29 years old (62%) compared to those 30 to 49 (51%) and 50 or older (44%).

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BACKGROUND MEMO--RELEASE SL/EP36-3 (EP86-3), SUNDAY, NOVEMBER 17, 1991

The latest *Star-Ledger*/Eagleton Poll was conducted between October 22 and October 30, 1991, when a random sample of 800 New Jerseyans, 18 years and older, was interviewed by telephone. Figures based on this sample size are subject to a sampling error of about ± 3.5 percent. Sampling error is the probable difference in results between interviewing everyone in the population versus a scientific sample taken from that population. Sampling error does not take into account other possible sources of error inherent in any study of public opinion. The questions and figures referred to in this release are presented below. The location of each question on the actual questionnaire is in brackets.

"How much attention do you think women's concerns get from government and politicians--too little, too much, or about the right amount?" [Q.34]

	<u>Too Little</u>	<u>Too Much</u>	<u>Right Amount</u>	<u>Don't Know</u>	<u>Total</u>	<u>(n)</u>
October, 1991	51%	10%	34%	5%	100%	(800)
<i><u>Party</u></i>						
--Democrat	63	7	26	4	100	(225)
--Independent	49	13	33	5	100	(303)
--Republican	43	8	43	5	99	(242)
<i><u>Age</u></i>						
--18 - 29	62	5	31	1	99	(155)
--30 - 49	51	8	35	6	100	(347)
--50 or over	44	14	35	7	100	(283)
<i><u>Race</u></i>						
--White	48	11	36	5	100	(643)
--Non-white	61	7	26	6	100	(143)
<i><u>Gender</u></i>						
--Men	46	15	36	4	101	(399)
--Women	57	5	32	6	100	(401)
<u>PAST SURVEYS</u>						
April, 1984	53	7	33	7	100	(800)

"Overall, how serious is the problem of sexual harassment in the workplace--very serious, somewhat serious, not too serious, or not serious at all? [Q.35]

	<u>Very Serious</u>	<u>Somewhat Serious</u>	<u>Not Too Serious</u>	<u>Not Serious</u>	<u>Don't Know</u>	<u>Total</u>	<u>(n)</u>
October, 1991	24%	39%	22%	7%	8%	100%	(800)
<i><u>Party</u></i>							
--Democrat	37	34	17	4	8	100	(225)
--Independent	20	43	22	7	7	99	(303)
--Republican	14	42	27	10	7	100	(242)
<i><u>Age</u></i>							
--18 - 29	32	38	21	7	2	100	(155)
--30 - 49	20	47	20	9	5	101	(347)
--50 or over	22	34	24	6	15	101	(283)
<i><u>Race</u></i>							
--White	16	42	25	8	8	99	(643)
--Non-white	50	31	9	3	7	100	(143)
<i><u>Gender</u></i>							
--Men	22	36	26	9	6	99	(399)
--Women	26	42	18	5	9	100	(401)
<i><u>Gender/Working Status</u></i>							
--Working men	18	38	29	10	5	100	(311)
--Working women	24	46	18	7	5	100	(261)
<i><u>Attention Womens' Concerns Get From Government</u></i>							
--Too little	31	43	16	5	6	101	(412)
--Right amount/too much	18	34	30	10	9	101	(359)

ASKED OF THOSE WHO ARE EMPLOYED:

"As far as you know, does the place where you work have a policy about sexual harassment or doesn't it? [Q.36]

	<u>Company Has Policy</u>	<u>Company Not Have Policy</u>	<u>Don't Know</u>	<u>Total</u>	<u>(n)</u>
Employed Residents	43%	43%	13%	99%	(595)

"Do you think all companies in New Jersey should be required by law to have a policy about sexual harassment, or do you think each company should decide for itself whether or not it wants a policy? [Q.37]

	Companies Should Be <u>Required</u>	Companies Should Decide <u>On Own</u>	Don't <u>Know</u>	<u>Total</u>	<u>(n)</u>
October, 1991	56%	41%	3%	100%	(800)
<i><u>Party</u></i>					
--Democrat	61	36	3	100	(225)
--Independent	55	41	4	100	(303)
--Republican	49	49	2	100	(242)
<i><u>Age</u></i>					
--18 - 29	63	36	1	100	(155)
--30 - 49	58	40	2	100	(347)
--50 or over	48	45	6	99	(283)
<i><u>Race</u></i>					
--White	52	44	4	100	(643)
--Non-white	67	31	2	100	(143)
<i><u>Gender</u></i>					
--Men	55	43	2	100	(399)
--Women	56	40	4	100	(401)
<i><u>Attention Womens' Concerns Get From Government</u></i>					
--Too little	67	32	2	101	(412)
--Right amount/too much	45	52	3	100	(359)

"Have you ever been the object of an unwanted sexual advance or proposition at work?" [Q.38a]

	<u>Yes</u>	<u>No</u>	Don't <u>Know</u>	<u>Total</u>	<u>(n)</u>
October, 1991	14%	84%	2%	100%	(800)
<i><u>Gender</u></i>					
--Men	5	94	1	100	(399)
--Women	23	74	4	101	(401)
<i><u>Gender/Working Status</u></i>					
--Working men	5	95	--	100	(311)
--Working women	25	75	--	100	(261)
<u>PAST SURVEYS</u>					
--Working women, 1984	17	82	1	100	(267)

ASKED OF THOSE WHO HAVE BEEN OBJECT OF SEXUAL HARASSMENT:

"Did you report that incident at the time? [Q.38b]

	<u>Yes, Reported Incident</u>	<u>No, Not Report It</u>	<u>Total</u>	<u>(n)</u>
Sexually Harassed	15%	85%	100%	(136)
<u>Gender</u>				
--Men	--	100	100	(21)
--Women	18	82	100	(115)

"Do you personally know anyone else who has been the object of an unwanted sexual advance or proposition at work?
[Q.39]

	<u>Yes</u>	<u>No</u>	<u>Don't Know</u>	<u>Total</u>	<u>(n)</u>
October, 1991	27%	72%	1%	100%	(800)
<u>Age</u>					
--18 - 29	30	70	--	100	(155)
--30 - 49	34	65	1	100	(347)
--50 or over	17	80	3	100	(283)
<u>Gender</u>					
--Men	26	73	1	100	(399)
--Women	27	71	1	99	(401)
<u>Gender/Working Status</u>					
--Working men	30	69	2	101	(311)
--Working women	28	72	1	101	(261)

"Do you think you might ever have done or said something at work that might be considered sexual harassment even if it was unintentional? [Q.40]

	<u>Yes</u>	<u>No</u>	<u>Don't Know</u>	<u>Total</u>	<u>(n)</u>
October, 1991	23%	73%	4%	100%	(800)
<u>Age</u>					
--18 - 29	20	77	3	100	(155)
--30 - 49	33	65	2	100	(347)
--50 or over	17	78	5	100	(283)
<u>Education</u>					
--Less than high school	16	82	2	100	(56)
--High school graduate	21	75	4	100	(243)
--More than high school	30	65	5	100	(499)
<u>Gender</u>					
--Men	34	63	4	101	(399)
--Women	13	83	4	100	(401)

"Do you think that for something to be "sexual harassment" it must involve physical contact, or do you think that "sexual harassment" can just involve unwanted sexual conversations, without any physical contact?" [Q.41]

	<u>Must Involve Physical Contact</u>	<u>Can Involve Unwanted Conversation</u>	<u>Don't Know</u>	<u>Total</u>	<u>(n)</u>
October, 1991	15%	79%	5%	99%	(800)
<i><u>Gender</u></i>					
--Men	16	77	7	100	(399)
--Women	15	81	4	100	(401)
<i><u>Attention Womens' Concerns Get From Government</u></i>					
--Too little	12	85	3	100	(412)
--Right amount/too much	20	74	6	100	(359)