

# Workplace Sexual Harassment in Hawai‘i: A Report of Survey Findings



safe spaces  
& workplaces

November 2019

## I. Executive Summary

This first comprehensive sexual harassment survey of working adults in Hawai'i revealed:

- *Workplace sexual harassment was a common experience for women and men across Hawai'i in this sample, with younger workers being particularly vulnerable.*
- *In this sample, sexual harassment was less likely to occur at companies that had training programs and where leaders were perceived to be competent in advising victims of sexual harassment.*
- *Respondents who experienced or witnessed sexual harassment typically did not file complaints with Human Resources. As a result, Hawai'i organizations may be unlikely to know if sexual harassment occurs.*

Sexual harassment is a long-standing issue which gained even greater prominence as a result of the #MeToo movement that expanded across the United States and the world since October 2017. This 2019 survey of 607 working adults in Hawai'i was commissioned for the Safe Spaces & Workplaces Initiative to better understand and benchmark the prevalence and experience of sexual harassment in Hawai'i workplaces.

This study aimed to answer the following questions, within the state of Hawai'i:

- 1) How prevalent are incidents of sexual harassment in the workplace?
- 2) Who is most at risk of being sexually harassed?
- 3) What organizational factors relate to sexual harassment?
- 4) Who perpetrates sexual harassment?
- 5) Where does workplace sexual harassment occur?
- 6) How have people responded to incidents of sexual harassment?
- 7) How does workplace training impact the level of occurrences?

The key findings based on this sample are:

- **Workplace sexual harassment occurred across genders, ages, ethnicities, levels of education, islands, and industries in Hawai'i.**
  - **Nearly half (48.6%) of survey respondents experienced sexual harassment while working in Hawai'i.** (Recent national surveys found rates of 27%<sup>1</sup> for workplace sexual harassment and 35%<sup>2</sup> for all types of harassment in the workplace.)
    - Gender: In this sample, 52.2% of women and 42.4% of men experienced sexual harassment.
    - Age: People of all ages experienced sexual harassment, from a high of 56.5% (ages 25-34 years) to a low of 42.2% (55-64 years old).
    - Ethnicity: Every ethnicity reported harassment, with respondents who identified as Korean, "Other Ethnicity," and Hawaiian/Part-Hawaiian/Pacific Islander reporting the highest rates at 63.6%, 58.0%, and 54.7%, respectively.
    - Education: Of those respondents with a Doctoral or Professional degree, 68.2% reported harassment, compared to 33.3% of those with an Associate Degree.
    - Geography: Respondents from all four counties reported experiencing sexual harassment: O'ahu 47.4%, Maui 54.8%, Hawai'i 48.9%, and Kaula'i 48.7%.
    - Industry: Sexual harassment was reported in each industry surveyed, with the highest rates in Manufacturing (75.0%), Technology (66.7%), Non-Profit (58.8%), and Hospitality/Visitor/Travel (57.8%).
- **Respondents were sexually harassed in different work-related settings. The three most common places were:**
  - At the office or worksite (68.2%)
  - At after-hours events, such as a work dinner or pau hana (33.4%)
  - By phone calls and texts (25.3%)
- **Respondents were sexually harassed most often by co-workers.**
  - The most common work role of a perpetrator of sexual harassment is "co-worker" (55.1%).
  - Other perpetrators of sexual harassment: in-person stranger (33.8%); client/customer (28.4%); and boss/employer/manager/authority (28.4%).

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<sup>1</sup> 2019 Measuring #MeToo: A National Study on Sexual Harassment and Assault: <http://www.stopstreetharassment.org/wp-content/uploads/2012/08/2019-MeToo-National-Sexual-Harassment-and-Assault-Report.pdf>.

<sup>2</sup> 2018 Hiscox Workplace Harassment Study: <https://www.hiscox.com/documents/2018-Hiscox-Workplace-Harassment-Study.pdf>.

- **Lifelong residents in this sample were less likely to report workplace sexual harassment.**
  - Those who have lived in Hawai'i less than 10 years are statistically more likely—two times more likely—to report sexual harassment to Human Resources than lifelong residents.
- **Employers might not know that sexual harassment occurred: respondents in this sample who experienced or witnessed it rarely made complaints.**
  - Only 18% of victims told Human Resources, while just 9% filed an official complaint (e.g., a police report).
  - Only 5% told their union or association; 2% reported to an external oversight group.
- **In this sample, workplace leadership made a difference.**
  - Respondents who believed that their employers took workplace sexual harassment “extremely seriously” were statistically less likely to be sexually harassed than those who perceived that their employers took workplace sexual harassment only “somewhat” seriously (44.3% versus 65.7%).
- **Sexual harassment training makes a difference: in this study, training correlated with reduced workplace sexual harassment.**
  - Rates of sexual harassment were statistically higher in those organizations that did not have training (85.9%) versus those that did (71.9%).
  - Victims who indicated their organization did not have sexual harassment training were statistically more likely to be harassed by a supervisor than those who were unsure whether their organization had training (29.5% versus 7.7%).
  - Respondents who reported that their organizations did not have established policies or procedures in harassment were statistically more likely to witness an array of sexual harassment than those whose organizations did have established policies/procedures.

For any results reported for the entire sample, the margin of sampling error is +/- 3.98 at the 95% confidence level. Thus, adding and subtracting 3.98% from each percentage reported here provides a range that, 95% of the time, encompasses the percentage in the overall population of Hawai'i.

This report was prepared for Safe Spaces & Workplaces in October 2019 by Danielle L. Pfaff, Ph.D., Organizational Psychologist.

Please direct any inquiries to Safe Spaces & Workplaces: [info@safespacesandworkplaces.com](mailto:info@safespacesandworkplaces.com). Full results of this survey report follow.

## II. Introduction

Sexual harassment is a long-standing issue which gained even greater prominence as a result of the #MeToo movement that expanded across the continental United States and the world since October 2017.

Recent national studies found that around one in three respondents have experienced sexual harassment at work:

- Stop Street Harassment (2019)<sup>3</sup> found that 27% of respondents had experienced sexual harassment at work (38% of women and 14% of men).
- Hiscox (2018)<sup>4</sup> found that 35% of respondents had experienced harassment at work, with the majority reporting sexual harassment (as opposed to other types of harassment).
- Out of all harassment complaints received nationally by the U.S Equal Employment Opportunity Commission in FY 2015<sup>5</sup>, 45% were related to sexual harassment.

There are striking costs associated with workplace sexual harassment, including those at the organizational level (e.g., in FY 2015, \$125.5 million was secured for employees alleging harassment in EEOC's pre-litigation process<sup>5</sup>) and at the personal level (e.g., negative psychological and physical outcomes for targets of sexual harassment<sup>6</sup>). Further, there is evidence to suggest that even witnessing sexually harassing behaviors towards women in the workplace (without being a target of sexual harassment oneself) correlates with negative psychological and physical outcomes for employees<sup>7</sup>.

Despite these findings, to date, there have been no workplace sexual harassment data at the state level in Hawai'i. Given Hawai'i's unique cultural values, geographically limited job opportunities, and a layered culture of silence, public discussion of sexual harassment in the workplace may be limited. However, state-level information and data are critical to support the development of workplace policies, strategies, and action plans to address these issues in Hawai'i.

Thus, this project was commissioned by Safe Spaces & Workplaces (SSWP) to better understand the prevalence and experience of sexual harassment in the workplace in the state of Hawai'i. The findings will be used by the SSWP to help end workplace sexual harassment in Hawai'i.

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<sup>3</sup> <http://www.stopstreetharassment.org/wp-content/uploads/2012/08/2019-MeToo-National-Sexual-Harassment-and-Assault-Report.pdf>

<sup>4</sup> <https://www.hiscox.com/documents/2018-Hiscox-Workplace-Harassment-Study.pdf>

<sup>5</sup> [https://www.eeoc.gov/eeoc/task\\_force/harassment/report.cfm](https://www.eeoc.gov/eeoc/task_force/harassment/report.cfm)

<sup>6</sup> [https://iwpr.org/wp-content/uploads/2018/10/IWPR-sexual-harassment-brief\\_FINAL.pdf](https://iwpr.org/wp-content/uploads/2018/10/IWPR-sexual-harassment-brief_FINAL.pdf)

<sup>7</sup> Miner-Rubino & Cortina (2007). Beyond targets: Consequences of vicarious exposure to misogyny at work. *Journal of Applied Psychology*, 92, 1254-1269.

### III. Methodology

Data were collected from 607 participants through a web-based survey administered and managed by SMS. Two online panels were conducted to collect data. Duplicate responses within and across panels were discarded. The survey was conducted from January 22, 2019 to February 19, 2019.

Appendix A (pg. 31) provides additional methodological information, Appendix B (pg. 35) provides demographic information about the sample, Appendix C (pg. 42) provides descriptive information about each item on the survey, and Appendix D (pg. 49) is the survey instrument.

Participants were included if they were:

- Ages 18 years or over
- Currently employed
- Residents of Hawai'i

Participants were asked to respond to questions assessing whether they had experienced and/or witnessed various instances of sexual harassment in the workplace, as adapted from a nationwide study (Stop Street Harassment; February 2018). In addition, they responded to a number of occupational and demographic questions.

A description of key terms is provided below:

#### perpetrator

- As stated in the International Bar Association 2018 Survey of attorneys, “‘Perpetrator’ refers to those alleged to have bullied or sexually harassed – it is not intended to suggest a finding of civil, criminal or administrative liability.”

#### statistically [more/less] likely

- This phrase is used to refer to findings that reached the common statistical threshold for significance in psychological research,  $p < .05$ . In the comparisons included in this report, this means that there is a 95% chance that any between-group differences are truly significant and a 5% chance that there is an error in analysis.

## sexual harassment

- In this study, sexual harassment refers to any of the behaviors outlined in Stop Street Harassment's (2018) survey, which were enumerated in this survey. Behaviors include someone:
  - Whistling, honking, making kissy noises, "Pssst" sounds, or leering/staring in an aggressive way
  - Saying things like, "Hey Baby," "Mmmm Sexy," "Hey Hottie," or similar comments in a way that is disrespectful and/or unwanted and/or made one feel unsafe
  - Calling out sexist slur, like "Bitch," "Slut," "Cunt," or "Ho"
  - Talking about body parts inappropriately or offensively (such as your legs, crotch, butt, or breasts), saying sexually explicit comments ("I want to do BLANK to you") or asking inappropriate sexual questions
  - Making threats to harm you, to harm someone you know, or to share personal information you don't want shared (such as your sexual orientation)
  - Saying or implying that you must date them or do a sexual act for them in exchange for something (such as a raise, a promotion, a job, or something similar) or instead of something (like paying fee or getting fired, etc.)
  - Repeatedly texting or calling in a harassing way
  - Repeatedly asking for a date or your phone number when you've said no or ignored them
  - Electronically sending you or showing you sexual content without your permission, such as over e-mail, snapchat or Facebook or on their phone or computer
  - Taking and/or sharing pictures or videos of you, of a sexual nature, without your permission or that make you uncomfortable
  - Flashing or exposing their genitals to you without your permission
  - Physically following you in a way that made you feel uncomfortable
  - Purposely touching you or brushing up against you in an unwelcome, sexual way
  - Forcing you to do a sexual act without your permission or one that you don't want to do (including if you are under the influence of alcohol or drugs)
  - Offering or giving you inappropriate gifts

## IV. Findings

The key findings from data analysis are reported the next sections, by question.

- Question 1: *How prevalent are incidents of workplace sexual harassment?*
  - Page 8
- Question 2: *Who is most at risk of being sexually harassed?*
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- Question 3: *What organizational factors relate to sexual harassment?*
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- Question 5: *Where does workplace sexual harassment occur?*
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After the findings, please see page 30 for the report conclusion and the following appendices:

- Appendix A provides additional methodological information.
  - Page 31
- Appendix B provides demographic information about the sample.
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- Appendix C provides descriptive information about each item on the survey.
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- Appendix D is the survey instrument.
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### Question 1

#### ***How prevalent are incidents of sexual harassment in the workplace in Hawai'i?***

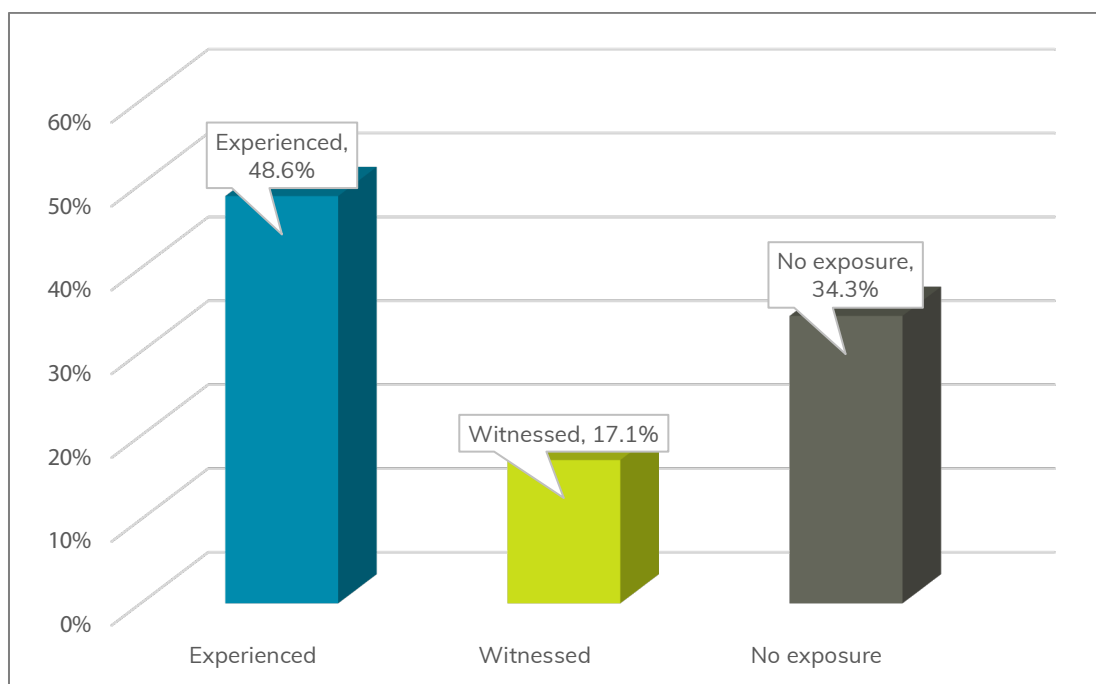
The lifetime prevalence of sexual harassment in this sample was **54.2%** (n = 329). This means that over half the employees in this sample had experienced sexual harassment at some point in their lives.

When examining rates of sexual harassment that occurred in Hawai'i, **48.6%** of all participants (n = 295) experienced sexual harassment. Of note, within this group, 25.8% of participants (n = 76) had not only experienced sexual harassment, they also witnessed it happening to others.

Just over seventeen percent of the sample (**17.1%**; n = 104) witnessed sexual harassment (and did not experience it themselves).

Finally, just over a third of the sample (**34.3%**; n = 208) did not experience or witness sexual harassment.

**Thus, nearly half of this sample (48.6%) experienced sexual harassment while working in Hawai'i.**



**Figure 1.** Prevalence of experiencing and witnessing workplace sexual harassment in Hawai'i.

Investigating the 15 specific instances of sexual harassment included on the survey revealed that:

- Verbal sexual harassment was **experienced** by more than 20% of respondents.
- About 20% of respondents **experienced** physical sexual harassment.
- Virtual sexual harassment (text, phone, online, social media) was **experienced** by more than 17% of respondents.
- Respondents were most likely to **witness** verbal sexual harassment (almost 18% of participants).

The detailed statistics by type of sexual harassment are:

	Had that experience ( <b>and</b> may have also Witnessed it Happening)	Witnessed it happening (only)	Never Happened
Someone whistling, honking, making kissy noises, "Pssst" sounds, or leering/staring aggressively.	23.1% (n=140)	16.8% (n=102)	60.1% (n=365)
Someone saying things like, 'Hey Baby,' 'Mmmm Sexy,' 'Hey Hottie,' or similar comments in a way that is disrespectful and/or unwanted and/or made one feel unsafe.	24.2% (n=147)	12.7% (n=77)	63.1% (n=383)
Someone calling out sexist slur, like "Bitch," "Slut," "Cunt," or "Ho".	20.6% (n=125)	17.6% (n=107)	61.8% (n=375)
Someone talking about body parts inappropriately or offensively (such as your legs, crotch, butt, or breasts), saying sexually explicit comments ("I want to do BLANK to you") or asking inappropriate sexual questions.	20.6% (n=125)	16.6% (n=101)	62.8% (n=381)
Someone making threats to harm you, to harm someone you know, or to share personal information you don't want shared (such as your sexual orientation).	10.8% (n=66)	11.5% (n=70)	77.6% (n=471)
Someone saying or implying that you must date them or do a sexual act for them in exchange for something (such as a raise, a promotion, a job, or something similar) or instead of something (like paying fee or getting fired, etc.).	6.1% (n=37)	6.3% (n=38)	87.6% (n=532)
Someone repeatedly texting or calling in a harassing way.	17.4% (n=106)	11.9% (n=72)	70.7% (n=429)

Someone repeatedly asking for a date or your phone number when you've said no or ignored them.	18.6% (n=113)	12.9% (n=78)	68.5% (n=416)
Someone electronically sending you or showing you sexual content without your permission, such as over e-mail, Snapchat or Facebook or on the phone or computer.	16.6% (n=101)	8.6% (n=52)	74.8% (n=454)
Someone taking and/or sharing pictures or videos of you, of a sexual nature, without your permission or that make you uncomfortable.	7.9% (n=48)	8.2% (n=50)	83.9% (n=509)
Someone flashing or exposing their genitals to you without your permission.	8.9% (n=54)	6.9% (n=42)	84.2% (n=511)
Someone physically following you in a way that made you feel uncomfortable.	19.2% (n=117)	11.2% (n=68)	69.4% (n=421)
Someone purposely touching you or brushing up against you in an unwelcome, sexual way.	19.6% (n=119)	9.9% (n=60)	70.5% (n=428)
Someone forcing you to do a sexual act without your permission or one that you don't want to do (including if you are under the influence of alcohol or drugs).	8.4% (n=51)	4.3% (n=26)	87.1% (n=529)
Someone offering or giving you inappropriate gifts.	12.5% (n=76)	12.4% (n=75)	75.1% (n=456)

## Question 2

### Who is most at risk of being sexually harassed?

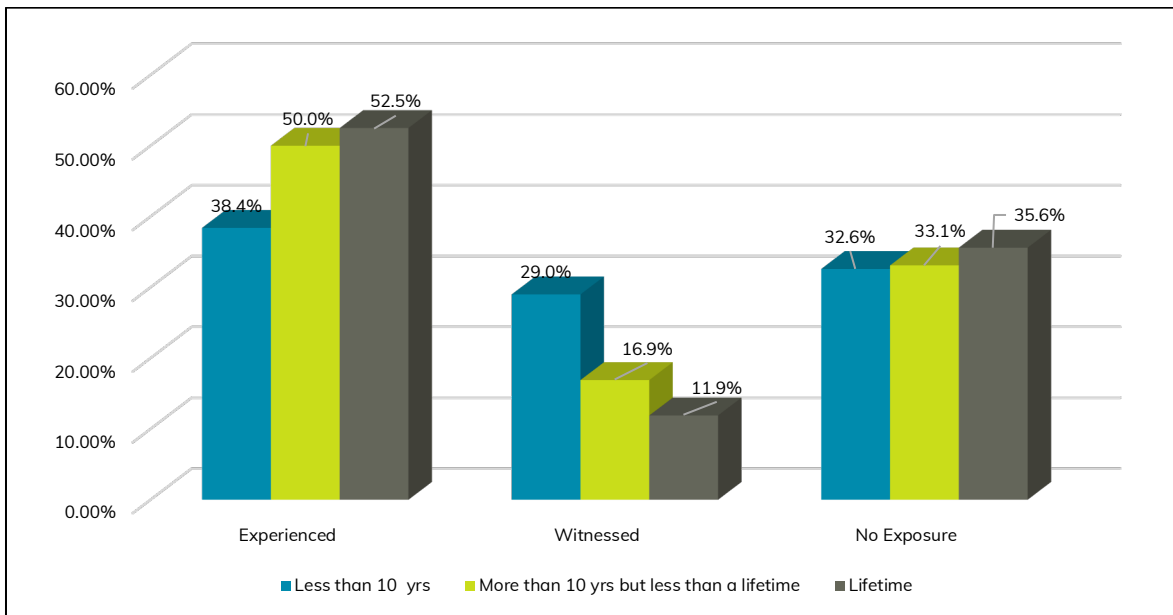
To answer this question, the relationships between various demographic variables and the experience of sexual harassment or the witnessing of sexual harassment were explored. Further, the relationships between various demographic variables and experiencing or witnessing specific instances of sexual harassment (e.g., someone whistling) were also explored. Key findings included:

- **Gender: Women are at an increased risk of sexual harassment.**
  - Women (52.2%) are statistically more likely to **experience** sexual harassment than men (42.4%).
    - They experience **verbal** sexual harassment (e.g., “Someone whistling, honking, making kissy noises; someone saying things like ‘hey baby,’ ‘mmm sexy,’ ‘hey hottie,’ or similar comments in a way that is disrespectful and/or unwanted and/or made one feel unsafe;” Someone calling out a sexist slur, like ‘bitch,’ ‘slut,’ ‘cunt,’ or ‘ho’”), as well as **physical** sexual harassment (“Someone physically following you in a way that made you feel uncomfortable;” “Someone purposely touching you or brushing up against you in an unwelcome, sexual way”) at statistically higher rates than men.
  - Men are statistically more likely to **witness** sexual harassment than women.



Gender	Had that experience ( <b>and</b> may have also Witnessed it Happening)	Witnessed it happening (only)	Never Happened	Total
Women	52.2%* (n = 203)	13.1%* (n = 51)	34.7% (n = 135)	100% (n = 389)
Men	42.4%* (n = 89)	24.3%* (n = 51)	33.3% (n = 70)	100% (n = 210)

- **Length of residence in Hawai'i: Different patterns emerged in experiencing and witnessing sexual harassment, depending on the length of time living in Hawai'i.**
  - Lifelong residents are statistically **more likely** to experience sexual harassment than those who have lived in Hawai'i less than 10 years.
  - Lifelong residents are statistically **less likely** to witness sexual harassment than those who have lived here between 1 and 5 years.
  - Those who lived in Hawai'i less than 10 years indicated statistically **higher** rates of experiencing sexual harassment within the past six months than (1) lifelong residents and (2) those who lived in Hawai'i more than 10 years (but less than a lifetime).



**Figure 2.** Experiencing and witnessing workplace sexual harassment in Hawai'i by length of residency.

Residency	Had that experience <u>(and</u> may have also Witnessed it Happening)	Witnessed it happening (only)	Never Happened
Less than 10 years	38.4%	29.0%	32.6%
More than 10 years but less than a lifetime	50.0%	16.9%	33.1%
Lifetime	52.5%	11.9%	35.6%

- **Age:** Those who are 25-34 are at risk for verbal sexual harassment.
  - Compared to respondents aged 35-64, respondents aged 25-34 are statistically **more likely** to experience "Someone whistling, honking, making kissy noises, "Pssst" sounds, or leering/staring aggressively" and "Someone saying things like 'hey baby, 'mmm sexy,' 'hey hottie,' or similar comments in a way that is disrespectful and/or unwanted and/or made one feel unsafe."

Age	Had that experience <u>(and</u> may have also Witnessed it Happening)	Witnessed it happening (only)	Never Happened
18 to 24	48.8% (n = 40)	14.6% (n = 12)	36.6% (n = 30)
25 to 34	56.5% (n = 108)	16.8% (n = 32)	26.7% (n = 51)
35 to 44	44.1% (n = 67)	19.7% (n = 30)	36.2% (n = 55)
45 to 54	45.1% (n = 46)	20.6% (n = 21)	34.3% (n = 35)
55 to 64	42.2% (n = 27)	14.1% (n = 9)	43.8% (n = 28)
65 to 74	43.8% (n = 7)	0.0% (n = 0)	56.3% (n = 9)

- **Ethnicity: Hawaiians/Part-Hawaiians/Pacific Islanders are less likely to witness sexual harassment.**
  - Filipinos and Caucasians, as well as those classified as “other,” were all statistically **more likely** to witness sexual harassment than those in the Hawaiian/Part-Hawaiian/Pacific Islander group.

Ethnicity	Had that experience ( <b>and</b> may have also Witnessed it Happening)	Witnessed it happening (only)	Never Happened
Hawaiian/Part-Hawaiian/Pacific Islander	54.7% (n = 75)	8.8% (n = 12)	36.5% (n = 50)
Chinese	33.3% (n = 9)	11.1% (n = 3)	55.6% (n = 15)
Filipino	45.7% (n = 32)	24.3% (n = 17)	30.0% (n = 21)
Japanese	47.0% (n = 54)	15.7% (n = 18)	37.4% (n = 43)
Korean	63.6% (n = 7)	18.2% (n = 2)	18.2% (n = 2)
Mixed, Not Hawaiian	31.3% (n = 15)	20.8% (n = 10)	47.9% (n = 23)
Caucasian	49.7% (n = 74)	22.8% (n = 34)	27.5% (n = 41)
Other (Black, African-American/Hispanic, Latino/Other)	58.0% (n = 29)	16.0% (n = 8)	26.0% (n = 13)

- **Educational attainment: Attaining a bachelor’s degree appears to be a protective factor in experiencing sexual harassment.**
  - Those who attained “some college” were statistically **more likely**—two times as likely—to experience sexual harassment, in comparison to those who attained a bachelor’s degree.
    - They were statistically more likely to experience “Someone whistling, honking, making kissy noises, “Pssst” sounds, or leering/staring aggressively”; “Someone talking about body parts inappropriately or offensively” and “Someone purposely touching you or brushing up against you in an unwelcome, sexual way” than those with a bachelor’s degree.
  - Those “Less than Grade 12/Other/Not sure” educational attainment group were statistically **more likely** to experience “Someone making threats to harm you, to harm someone you know, or to share personal information you don’t want shared (such as your sexual orientation)” than those with a bachelor’s degree.



Educational Attainment	Had that experience ( <b>and</b> may have also Witnessed it Happening)	Witnessed it happening (only)	Never Happened
Less than Grade 12/Other/Not sure	50.0% (n = 6 )	25.0% (n = 3)	25.0% (n = 3)
High school diploma or GED	40.2% (n = 41)	12.7% (n = 13)	47.1% (n = 48)
Some college	58.5% (n = 100)	13.5% (n = 23)	28.2% (n = 48)
Technical/vocational school	56.8% (n = 21)	18.9% (n = 7)	24.3% (n = 9)
Associates Degree	33.3% (n = 4)	8.3% (n = 1)	58.3% (n = 7)
Bachelor's Degree	39.7% (n = 73)	22.8% (n = 42)	37.5% (n = 69)
Master's Degree	52.2% (n = 35)	17.9% (n = 12)	29.9% (n = 20)
Doctoral or Professional Degree	68.2% (n = 15)	13.6% (n = 3)	18.2% (n = 4)

- **Age at first exposure to sexual harassment: Being exposed to sexual harassment at a young age correlates with later experiences of sexual harassment.**
  - Those who were first exposed to sexual harassment at an age younger than 14 were statistically **more likely** to experience “Someone saying things like, ‘Hey Baby,’ ‘Mmmm Sexy,’ ‘Hey Hottie,’ or similar comments in a way that is disrespectful and/or unwanted and/or made one feel unsafe” than those who were first exposed between 31 and 40.
  - Those who were first exposed to sexual harassment between the ages of 14 and 17 were statistically **more likely** to experience “Someone calling out sexist slur, like ‘Bitch,’ ‘Slut,’ ‘Cunt,’ or ‘Ho’, or similar comments in a way that is disrespectful and/or unwanted and/or made one feel unsafe” than those who were first exposed between 18 and 22, 23 and 30, and 31 and 40.
  - Those who were first exposed to sexual harassment between the ages of 14 and 17 were statistically **more likely** to experience “Someone making threats to harm you, to harm someone you know, or to share personal information you don’t want shared (such as your sexual orientation)” than those who were first exposed between 23 and 30.

Age at first exposure	Percentage*
Younger than 14	6.1% (n=18)
14 to 17 years old	19.0% (n=56)
18 to 22 years old	36.3% (n=107)
23 to 30 years old	22.4% (n=66)
31 to 40 years old	7.5% (n=22)

41 to 50 years old	2.0% (n=6)
51 to 65 years old	1.0% (n=3)
Older than 65 years	0.0% (n=0)
I can't remember or don't know	5.8% (n=17)

*\*Responses for the 295 people who have been sexually harassed.*



### Question 3

#### **What organizational factors relate to sexual harassment?**

To answer this question, the relationships between various organizational variables and the experience of sexual harassment or the witnessing of sexual harassment were explored. Further, the relationships between various organizational variables and experiencing or witnessing specific instances of sexual harassment (e.g., someone whistling) were also explored. Key findings included:

- The timing of recent sexual harassment was related to victims' confidence in their leader believing their experience of sexual harassment.
  - Those who were “not at all” confident their leader would believe them were statistically **more likely** to experience sexual harassment within the past year than those who were “very” or “extremely” confident their leader would believe them.
- Respondents' experience of sexual harassment related to their perceptions of their leader's competence in advising around sexual harassment issues.
  - Those who viewed their leader as “a little” competent in advising them around sexual harassment were statistically **more likely** to experience sexual harassment than those who viewed the authority as “very” or “extremely” competent.
    - This suggests that rates of sexual harassment are lower in situations where leaders are viewed as competent in advising victims of sexual harassment.
- Respondents' experiences of sexual harassment were related to perceptions of how seriously their employing organization takes sexual harassment.
  - Those who viewed employers as taking sexual harassment “somewhat” seriously were statistically **more likely** to experience sexual harassment than those who viewed employers as taking sexual harassment “extremely” seriously.
  - Those who viewed their employers as taking sexual harassment “somewhat” seriously were also statistically **more likely** to experience sexual harassment within the past year than those who indicated that their employer took sexual harassment “extremely” seriously.
  - Similar to the findings about leaders taking sexual harassment seriously, this indicates that in instances where employees perceive that the overall organization takes sexual harassment seriously, there may be fewer instances of sexual harassment.

“When I told my supervisor, he just laughed...”

“They have seminars about it but there are no real consequences.”

- **Work role, industry, & size of organization**
  - Interestingly, although there were differences in rates of experiencing or witnessing sexual harassment across work roles, industries, or organizations of varying sizes, none of the differences were statistically significant. This suggests that sexual harassment is ubiquitous across an array of contexts.

For reference, rates of exposure to sexual harassment are reported below for these occupational categories:

Work Role	Experienced sexual harassment ( <b>and</b> may have also Witnessed it Happening)	Witnessed it happening (only)	Never Happened
Upper Management (n = 50)	54.0% (n = 27)	20.0% (n = 10)	26.0% (n = 13)
Middle Management (n = 82)	46.3% (n = 38)	18.3% (n = 15)	35.4% (n = 29)
Junior Management (n = 72)	55.6% (n = 40)	22.2% (n = 16)	22.2% (n = 16)
Administrative Staff (n = 85)	52.9% (n = 45)	15.3% (n = 13)	31.8% (n = 27)
Support Staff (n = 226)	46.0% (n = 104)	13.3% (n = 30)	40.7% (n = 92)
Intern / Temporary Contracted Employee (n = 37)	48.6% (n = 18)	18.9% (n = 7)	32.4% (n = 12)
Self-Employed (n = 25)	48.0%(n = 12)	16.0% (n = 4)	36.0% (n = 9)
Other / Don't know / Refused (n = 30)	36.7%(n = 11)	30.0% (n = 9)	33.3% (n = 10)

Industry	Experienced sexual harassment ( <b>and</b> may have also Witnessed it Happening)	Witnessed it happening (only)	Never Happened
Armed Forces (n = 18)	50.0% within industry (n = 9)	16.7% within industry (n = 3)	33.3% within industry (n = 6)
Construction & Grounds/Building Maintenance (n = 47)	46.8% within industry (n = 22)	14.9% within industry (n = 7)	38.3% within industry (n = 18)
Education/Childcare (n = 80)	40.0% within industry (n = 32)	16.3% within industry (n = 13)	43.8% within industry (n = 35)

Professional services: Finance, Consulting, Legal, Media/Public Relations/Advertising (n = 41)	48.8% within industry (n = 20)	24.4% within industry (n = 10)	26.8% within industry (n = 11)
Food service (n = 65)	56.9% within industry (n = 37)	10.8% within industry (n = 7)	32.3% within industry (n = 21)
Government (n = 62)	40.3% within industry (n = 25)	19.4% within industry (n = 12)	40.3% within industry (n = 25)
Healthcare (n = 64)	45.3% within industry (n = 29)	20.3% within industry (n = 13)	34.4% within industry (n = 22)
Hospitality/Visitor/Travel (n = 64)	57.8% within industry (n = 37)	20.3% within industry (n = 13)	21.9% within industry (n = 14)
Human Services (n = 15)	46.7% within industry (n = 7)	20.0% within industry (n = 3)	33.3% within industry (n = 5)
Manufacturing (n = 12)	75.0% within industry (n = 9)	16.7% within industry (n = 2)	8.3% within industry (n = 1)
Non-Profit (n = 17)	58.8% within industry (n = 10)	5.9% within industry (n = 1)	35.3% within industry (n = 6)
Technology (n = 30)	66.7% within industry (n = 20)	13.3% within industry (n = 4)	20.0% within industry (n = 6)
Retail (n = 48)	35.4% within industry (n = 17)	16.7% within industry (n = 8)	47.9% within industry (n = 23)
Other (including "other service") (n = 28)	53.6% within industry (n = 15)	14.3% within industry (n = 4)	32.1% within industry (n = 9)
Don't know / Refused (n = 16)	37.5% within industry (n = 6)	25.0% within industry (n = 4)	37.5% within industry (n = 6)

Size of Organization*	Experienced sexual harassment ( <u>and</u> may have also Witnessed it Happening)	Witnessed it happening (only)
Very Small: 1-10 employees (n = 51)	72.7% (n = 40)	23.6% (n = 11)
Small: 11-25 employees (n = 53)	72.9% (n = 43)	25.4% (n = 10)
Average: 26-100 employees (n = 94)	66.4% (n = 71)	29.9% (n = 23)
Large: 101-1000 employees (n = 77)	75.9% (n = 60)	22.8% (n = 17)
Very Large: > 1000 employees (n = 72)	76.0% (n = 57)	21.3% (n = 15)
Not Sure (n = 27)	68.8% (n = 22)	28.1% (n = 5)
Missing responses (n = 25)		

\*Responses for the 399 people who have experienced or witnessed sexual harassment.

## Question 4

### Who perpetrates sexual harassment?

In order to determine the characteristics of perpetrators of sexual harassment, data relating to the gender makeup of a victim's most recent perpetrator(s) were examined. Further, victims of, or witnesses to, sexual harassment indicated the work roles of any perpetrators of sexual harassment.

- Gender
  - By far, the most common gender of perpetrator(s) was “one male” (59.2%). Examining the rates of perpetrators' gender(s) across victims' genders revealed the following:

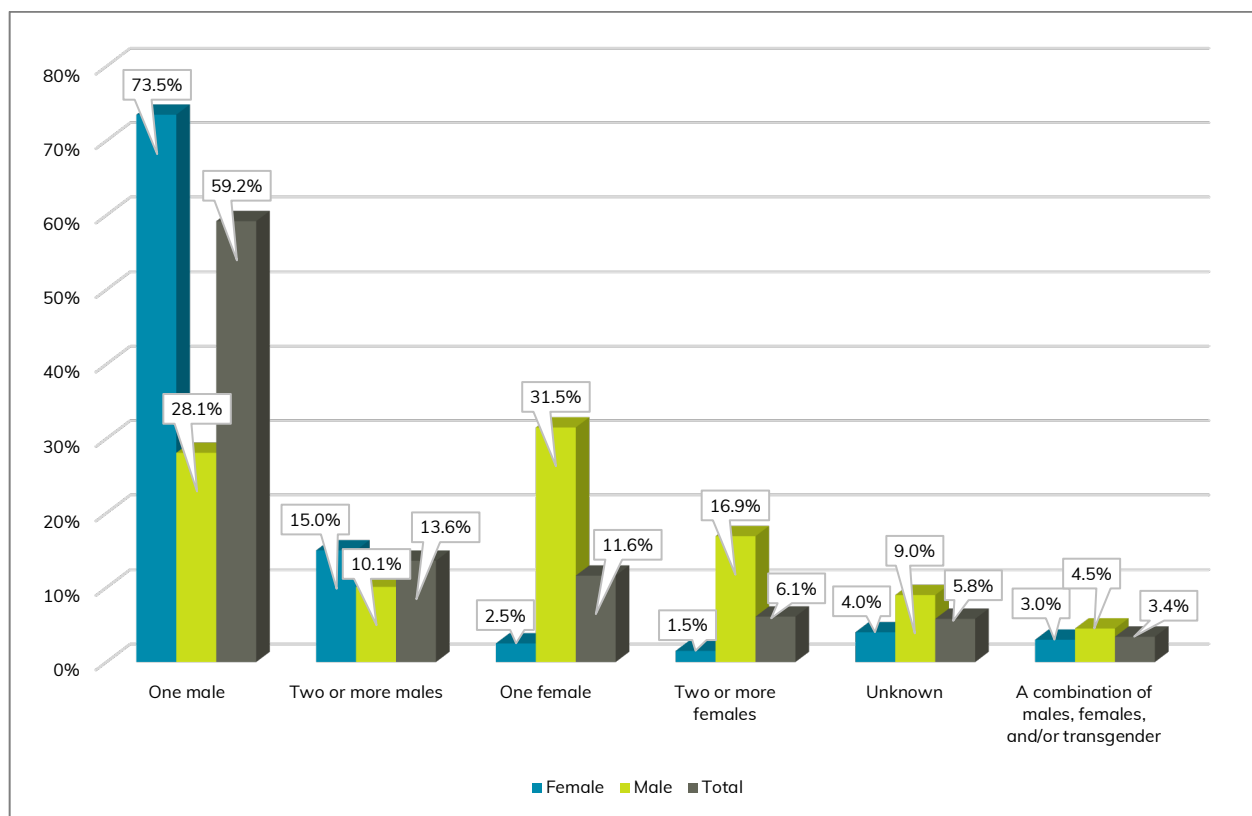
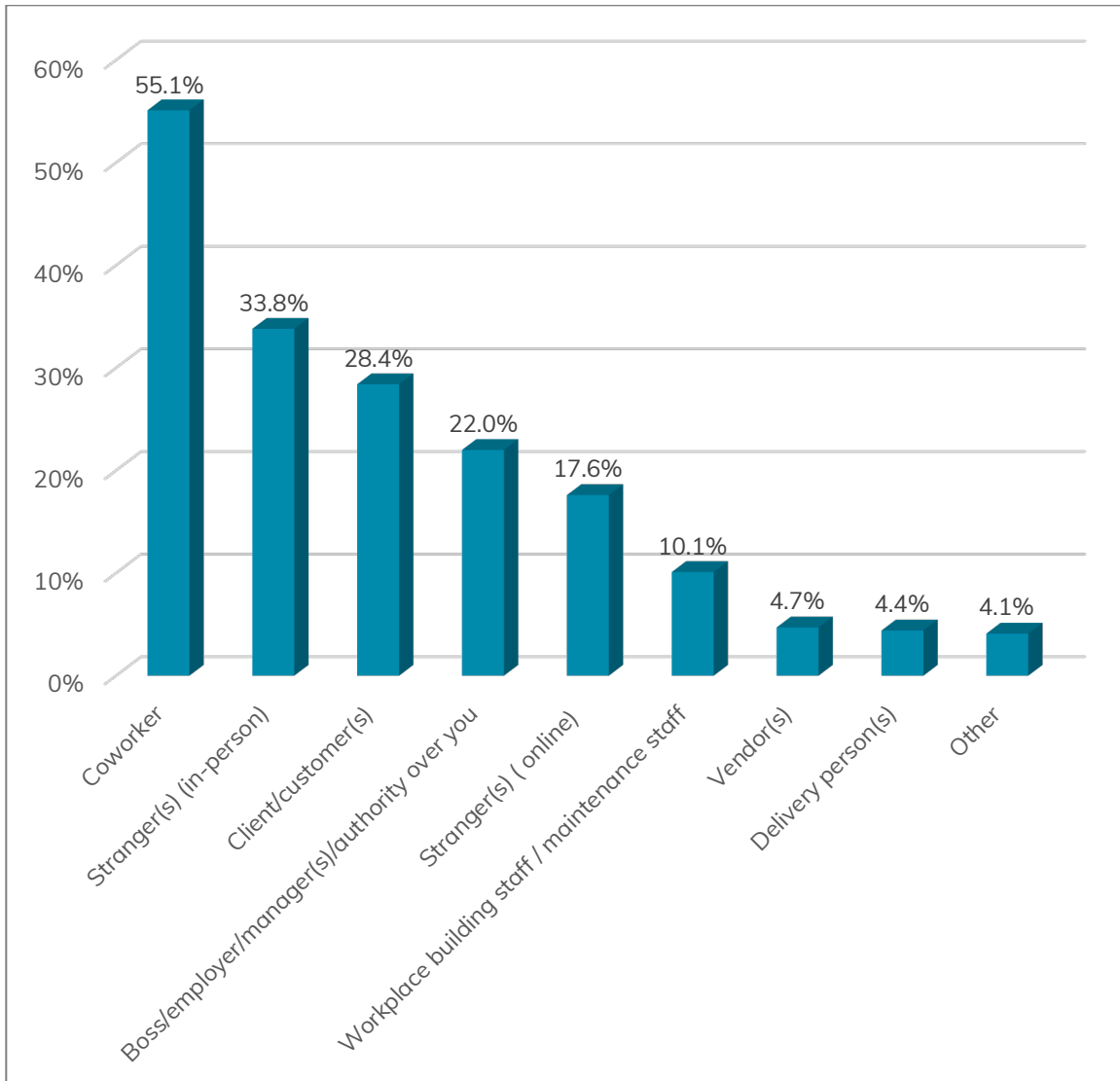


Figure 3. Rates of workplace sexual harassment perpetrators' gender(s) across victims' gender(s).

- There were robust differences across gender in the perpetrators of sexual harassment.
  - Women were statistically **more likely** to be harassed by “one male” than men were.
  - Men were statistically **more likely** to be harassed by “one female” and “two or more females” than women were.

- **Work role**

- The most common work role of a perpetrator of sexual harassment is “co-worker” (55.1%), followed by multiple other work roles:



**Figure 4.** Workplace sexual harassment perpetrators by role.

There were some statistically significant relationships between various demographic and occupational characteristics of victims and the characteristics of perpetrators:

- Those with minimal length of residency were at heightened risk for harassment from some types of perpetrators.
  - Victims who had lived in Hawai'i less than 10 years were statistically **more likely** to be harassed by a vendor than victims who were lifelong residents.

- Victims who had lived in Hawai'i more than six months but less than one year were statistically **more likely** to be harassed by building maintenance staff than those who have lived in Hawai'i more than 20 years but less than a lifetime.
- There were differences across gender in the work role of perpetrators of sexual harassment.
  - Women were statistically **more likely** to be harassed by a boss than men were.
  - Women were also statistically **more likely** to be harassed by a client or customer than men were.
- Perpetrators included strangers online who engaged in virtual sexual harassment.
  - Victims in the 18-24 age group were statistically **more likely** to be harassed by a stranger online than victims in the 45-54 age group. This may be driven by generational differences in online practice/use.
  - Victims who were in the Intern/Temporary Contracted Employee group were statistically **more likely** to be harassed by a stranger online than victims in the support staff group.
- Company-wide sexual harassment training had an impact on who perpetrated sexual harassment.
  - Those victims who indicated that their organization had not provided company-wide sexual harassment training were statistically **more likely** to be harassed by a boss than those who were “unsure” about company-wide training.
- Routine training in harassment (physical, sexual, other) correlates with harassment by a boss.
  - Those victims who indicated that their organization did not offer routine training in sexual harassment were statistically **more likely** to be harassed by a boss than those who were “unsure” about routine training in sexual harassment.

### Question 5

#### Where does workplace sexual harassment occur?

Respondents were asked to indicate the types of setting(s) in which they had experienced sexual harassment. By far, the most frequent setting of sexual harassment was within the workplace or office, at a rate of 68.2%. Yet, there was also evidence of numerous other settings for sexual harassment to take place, which vary in the extent to which they are public or private:

“I’ve seen things happen—people being harassed, bullied, intimidated—and it happens after hours; a person or persons are allowed to continue what they do and not get punished for it which is why I’ve resigned from that job.”

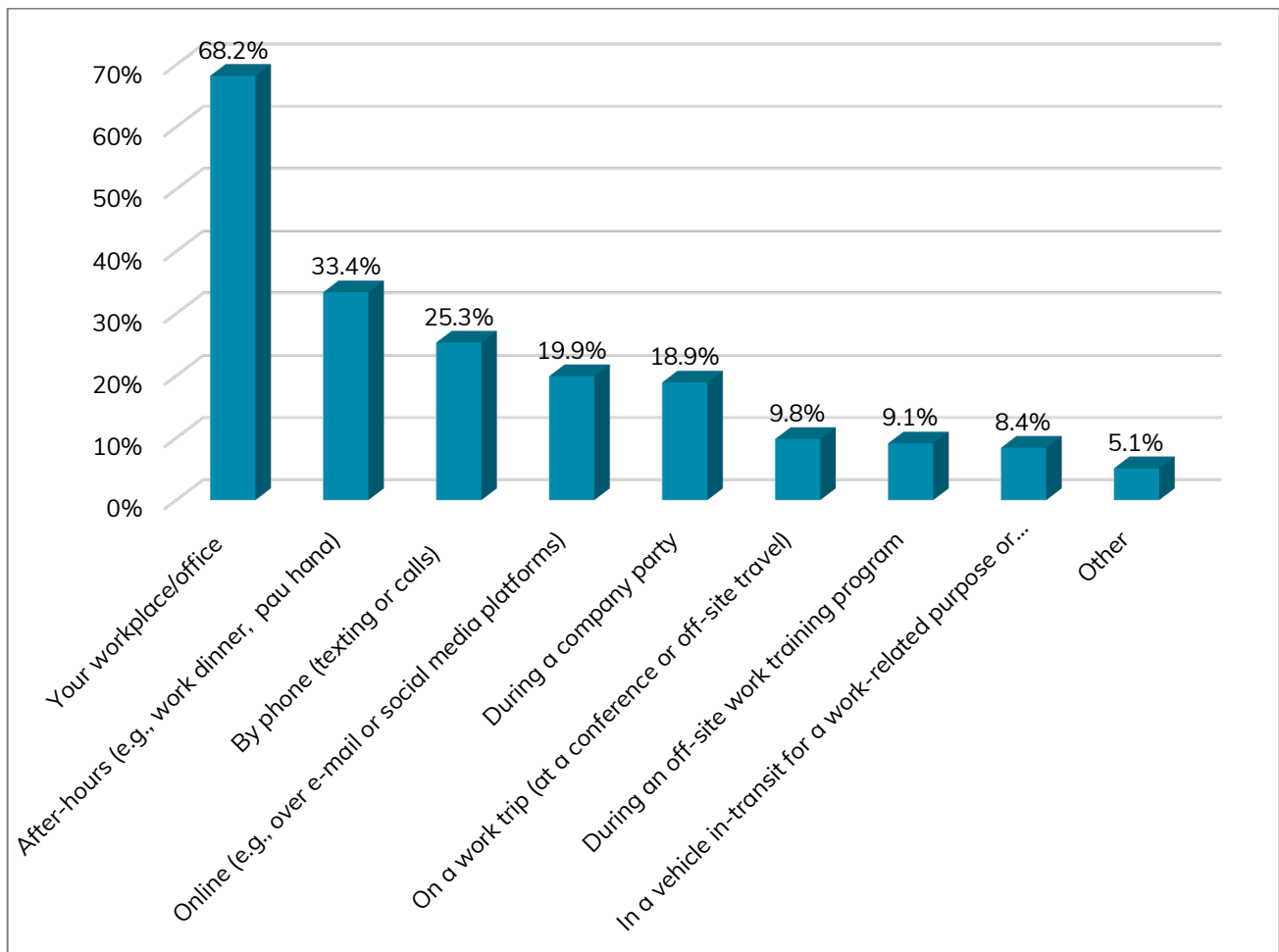


Figure 5. Settings for workplace sexual harassment.

There were some statistically significant relationships between various demographic characteristics of victims and the setting of sexual harassment:

- **Age**
  - Those in the 45-54 age group were statistically **less likely** to be harassed “By phone (texting or calls)” than those in the 18-24 age group and those in the 25-34 age group.
- **Length of residency**
  - Those who have lived in Hawai'i between 10 and 20 years were statistically **more likely** to be harassed in a vehicle than lifelong residents of Hawai'i.
- **Educational attainment**
  - Those with education classified as “Less than Grade 12/Other/Not sure” were statistically **less likely** to endorse experiencing sexual harassment in a workplace/office setting than those with a High School Diploma/GED, Some college, or a bachelor's degree.
  - Those with Some College were statistically **less likely** to experience sexual harassment in a work trip setting than those with a master's degree.



## Question 6

### ***How have people responded to incidents of sexual harassment?***

Respondents were asked to indicate the ways in which they responded to instances of experiencing or witnessing sexual harassment. The rates of each response to sexual harassment are reported below (please note that participants could provide more than one response):

Response	Within those who Experienced SH	Within those who only Witnessed SH	Overall Percentage
Told a co-worker, family, or friend	38.3%	44.4%	39.6%
Did nothing	25.1%	27.2%	25.5%
Changed your route or regular routine	28.1%	13.6%	25.0%
Reported to Human Resources	16.3%	23.5%	17.8%
Changed jobs or quit a job	16.3%	11.1%	15.2%
Ended a relationship (such as a friendship or romantic relationship)	13.2%	9.9%	12.5%
Filed an official complaint or report to an authority figure, including a police report or temporary restraining order	9.2%	9.9%	9.3%
Stopped an activity or stopped participating in a community or religious group	8.8%	7.4%	8.5%
Sought a new job assignment	8.5%	6.2%	8.0%
Contacted union/association	4.1%	8.6%	5.1%
Sought medical help, including mental health counseling	4.7%	1.2%	4.0%
Other	3.7%	2.5%	3.5%
Moved from place of residence	3.4%	2.5%	3.2%
Reported to an external oversight group	2.4%	2.5%	2.4%

Those victims who indicated that they did nothing were asked to provide further information about their reasoning, as depicted below (please note that victims could provide more than one response):

Did nothing because:	Percentage
Did not think it was serious enough to report	38.5% (n = 37)
Felt it was just a joke or meant to be funny	26.0% (n = 25)
Didn't want to make a big deal out of something	20.8% (n = 20)

Felt embarrassed, ashamed or that it would be too emotionally difficult	18.8% (n =18)
Did not want the person to get into trouble	14.6% (n= 14)
Did not know where to go or who to tell	13.5% (n = 13)
It's not in my nature to complain about these things	13.5% (n = 13)
I'm friends with the person who committed the harassment	13.5% (n = 13)
Did not think anything would be done	11.5% (n = 11)
Did not think anyone would believe me	9.4% (n = 9)
Feared negative social consequences	7.3% (n = 7)
Did nothing because I wasn't sure what to do	6.3% (n = 6)
Took action in another way	6.3% (n = 6)
Feared it would not be kept confidential	6.3% (n=6)
Felt it was none of my business	6.3% (n = 6)
Other reason	6.3% (n = 6)
Did nothing because I feared retaliation by the person who committed the act or their family, friends, or colleagues	5.2% (n = 5)
Didn't think the incident was associated with my workplace	5.2% (n = 5)
Incident did not occur while at the office	3.1% (n = 3)
Not the culture of my office to discuss these things	3.1% (n = 3)
Had a past negative experience with my supervisor	1.0% (n = 1)
Felt I or they deserved that treatment/was asking for it	0.0% (n = 0)

Key findings included:

- **The most common response was to tell a co-worker, family member, or friend (39.6%).**
  - This stands in contrast to the rates of utilizing a formal reporting structure, either within the organization (e.g., only 17.8% of respondents reported to Human Resources) or outside the organization (e.g., only 9.3% filed an official complaint and only 5.1% contacted a union or association).
- **Over a quarter (25.5%) of those who experienced or witnessed workplace sexual harassment reported that they “did nothing,” the most common reasons for doing nothing were:**
  - Did not think it was serious enough to report (38.5%)
  - Felt it was just a joke or meant to be funny (26.0%)
  - Didn't want to make a big deal out of something (20.8%)

- **Length of residency relates to responses to workplace sexual harassment.**
  - Those who have lived in Hawai'i less than ten years are statistically **more likely**—two times as *likely*—to report sexual harassment to Human Resources as those who have lived in Hawai'i their whole lives. This finding potentially shines a light on the local culture of silence. It is also possible that lifelong residents feel that the small community of Hawai'i provides few prospects for work, while those who do not have roots here may be willing to leave for other jobs.
  - Those who have lived in Hawai'i less than ten years are statistically **more likely** to ask for a new assignment within the same job than lifelong residents in response to sexual harassment. Similarly, those who have lived in Hawai'i less than ten years are statistically **more likely** to move residences than lifelong residents in response to sexual harassment.
- **Gender relates to responses to workplace sexual harassment.**
  - Women were statistically **more likely** than men to (a) Ask for a different assignment within the same job; (b) Tell a co-worker, family, or friend; and (c) Move their residence.
  - Men were statistically **more likely** than women to report to an external oversight group.
  - Men who experienced or witnessed harassment were statistically **more likely** than women to report doing nothing because they felt it was just a joke or meant to be funny.
- **Ethnicity has a relationship to responses to workplace sexual harassment.**
  - Those who were Mixed, not Hawaiian were statistically **more likely** to endorse “filing an official complaint or reporting to an authority figure, including a police report or temporary restraining order,” than those who were Japanese.
  - For those who did nothing in response to sexual harassment, Korean participants were statistically **more likely** to endorse “Felt it was none of my business” than Filipino and Japanese participants.
- **The extent to which an organization has established policies and procedures around harassment (physical, sexual, or other) correlates with victim's responses.**
  - Those victims whose organizations did not have established policies and procedures were statistically **more likely** to report sexual harassment to an external oversight group than those who indicated that their organization *did* have established policies and procedures.

- There were statistically significant differences in terms of reactions to workplace sexual harassment, given victim's ratings of how seriously their employers take sexual harassment. Victims in workplaces that take sexual harassment seriously seemed to fare better than victims where sexual harassment was not taken seriously:

How seriously employers take sexual harassment	Victims' reactions
"Not at all" seriously <b>more likely</b> than "Somewhat" seriously to...	Seek a new job assignment in response to sexual harassment.
"Not at all" seriously <b>more likely</b> than "somewhat," "very," or "extremely" seriously to...	Move from their place of residence in response to sexual harassment.
"A little" seriously <b>more likely</b> than "extremely" seriously to...	Do nothing because they feared negative social consequences.
"A little" seriously <b>more likely</b> than "very" or "extremely" seriously, or who didn't know how seriously their employer took sexual harassment, to...	Do nothing because they feared it would not be kept confidential.
"Somewhat" seriously <b>more likely</b> than "extremely" seriously to...	Do nothing because they feared it would not be kept confidential.

In other words:

- Those victims who rated their employers as taking sexual harassment "not at all" seriously were statistically **more likely** than those victims who rated their employers as taking sexual harassment "somewhat" seriously to seek a new job assignment in response to sexual harassment.
- Those victims who rated their employers as taking sexual harassment "not at all" seriously were statistically **more likely** than those victims who rated their employers as taking sexual harassment "somewhat," "very," or "extremely" seriously to move from their place of residence in response to sexual harassment.
- Those victims who rated their employers as taking sexual harassment "a little" seriously were statistically **more likely** than those victims who rated their employers as taking sexual harassment "extremely" seriously to do nothing because they feared negative social consequences.
- Those victims who rated their employers as taking sexual harassment "a little" seriously were statistically **more likely** than those victims who rated their employers as taking sexual harassment "very" or "extremely" seriously, or who didn't know how seriously their employer took sexual harassment, to do nothing because they feared it would not be kept confidential.
- Also, those victims who rated their employers as taking sexual harassment "somewhat" seriously were statistically **more likely** than those victims who rated their employers as taking sexual harassment "extremely" seriously to do nothing because they feared it would not be kept confidential.

"It is the culture at my workplace not to take sexual harassment seriously."

### Question 7

#### How does workplace training impact the level of occurrences?

Participants were asked to indicate their response(s) to three prompts assessing workplace trainings and policies/procedures.

“They do provide the training and such, but sometimes I question if they are doing it because they believe in it or just because they have to.”

- Company-wide sexual harassment training correlates with lower rates of experiencing sexual harassment and also higher rates of witnessing it.
  - Those respondents who indicated that their company had provided company-wide sexual harassment training were statistically **less likely** to experience sexual harassment than those whose companies had not provided company-wide sexual harassment training.
  - Those respondents who indicated that their company had provided company-wide sexual harassment training were statistically **more likely** to witness sexual harassment than those whose companies had not provided company-wide sexual harassment training. This is likely due to increased sensitivity to what behaviors constitute sexual harassment in the workplace.

- Company-wide sexual harassment training\*

Yes	42.8% (n = 161)
No	35.9% (n = 135)
Not sure	21.3% (n = 80)

\*Responses for the people who have been sexually harassed or who have witnessed sexual harassment.

- A lack of routine training in harassment (physical, sexual, other) related to statistically higher rates of specific instances of sexual harassment:
  - Those respondents whose companies did not provide routine harassment training indicated statistically **higher rates** of experiencing “Someone calling out sexist slur, like ‘Bitch,’ ‘Slut,’ ‘Cunt,’ or ‘Ho’ ” than those whose companies did provide routine training.
  - Those respondents whose companies did not provide routine harassment training indicated statistically **higher rates** of experiencing “Someone making threats to harm you, to harm someone you know, or to share personal information you don’t want shared (such as your sexual orientation)” than those whose companies did provide routine training.

- Routine training in harassment (physical, sexual, other)

Yes	52.1% (n=316)
No	32.9% (n=200)
Not sure	14.2% (n=86)
Missing	0.8% (n=5)

- A lack of established policies/procedures prohibiting harassment (physical, sexual, other) related to higher rates of witnessing specific instances of sexual harassment:
  - Those respondents whose companies did not have established policies/procedures in harassment indicated statistically **higher rates** of witnessing “Someone whistling, honking, making kissy noises, ‘Pssst’ sounds, or leering/staring aggressively” than those whose companies *did* have established policies/procedure and those who were unsure about policies/procedures.
  - Those respondents whose companies did not have established policies/procedures in harassment indicated statistically **higher rates** of witnessing “Someone making threats to harm you, to harm someone you know, or to share personal information you don’t want shared (such as your sexual orientation)”; “Someone repeatedly texting or calling in a harassing way”; and “Someone forcing you to do a sexual act without your permission or one that you don’t want to do (including if you are under the influence of alcohol or drugs)” than those whose companies *did* have policies/procedures.
- Established policies/procedures related to harassment (physical, sexual, other)

Yes	81.2% (n=493)
No	7.9% (n=48)
Not sure	9.7% (n=59)
Missing	1.2% (n=7)

- There is a relationship between age of respondent and presence/absence of workplace training.
  - Those who were between 18 and 24 years of age were statistically **less likely** to indicate routine harassment training in their workplaces than those who were 45 to 54 and 55 to 64.
  - Further, those who were between 18 and 24 years of age were statistically **more likely** to indicate being unsure about the presence of routine harassment training than those who were 45-54.
  - Similarly, those who were between 65 and 74 years of age were statistically **more likely** to indicate being unsure about the presence of routine harassment training than those who were 45-54.

## V. Conclusion

This first comprehensive sexual harassment survey of Hawai'i working adults revealed myriad significant findings:

- Nearly half (48.6%) of survey respondents experienced sexual harassment while working in Hawai'i.
- Respondents were sexually harassed in different work-related settings, including at the office or worksite (68.2%); at after-hours events, such as a work dinner or *pau hana* (33.4%); and by phone calls and texts (25.3%).
- Respondents were sexually harassed most often by co-workers.
- Lifelong residents in this sample were less likely to report workplace sexual harassment.
- Employers might not know that sexual harassment occurred: respondents in this sample who experienced or witnessed it rarely made complaints.
- In this sample, workplace leadership made a difference.
- Further, sexual harassment training makes a difference: in this study, training correlated with reduced workplace sexual harassment.

Given that sexual harassment is a complex, insidious, and ubiquitous phenomenon, recommendations must be victim-centered, thoughtful, and well-researched. Specific recommendations leveraging the results of this study will be forthcoming in service of creating safe workplaces for all employees.

## Appendix A: Methodology

### Sampling

Safe Spaces & Workplaces contracted with SMS to recruit a representative sample of Hawai'i residents who were over the age of 18 and currently employed. Data were collected from 610 participants in total from two separate online panels, constructed to be representative of the general population in the state (668,566 residents, 16 years or older, are employed in Hawai'i, American Community Survey, 2017). Three participants were ultimately excluded when it was not possible to verify that they were not duplicate respondents. Thus, the final sample comprised 607 unique respondents. The survey was conducted from January 22, 2019 to February 19, 2019.

### Variables

Participants were asked to respond to questions assessing whether they had experienced and/or witnessed various instances of sexual harassment in the workplace, as adapted from a nationwide study (Stop Street Harassment; February 2018). In addition, they responded to a number of occupational and demographic questions.

For the purposes of analysis, study variables were categorized in the following way:

- **Predictive Variables**
  - **Contextual Variables**
    - County
    - Urban (O'ahu) vs. Rural (Maui, Hawai'i, Kaua'i)
  - **Occupational Variables**
    - Work Status
    - Role
    - Industry
    - Size of organization
    - Recent sexual harassment training
    - Established policies/procedures for harassment (physical, sexual, other)
    - Routine training in harassment (physical, sexual, other)
    - Confidence in authority believing victim
    - Perceived competence of authority in advising victim
    - How seriously employer takes sexual harassment
  - **Individual Difference Variables**
    - Length of time living in Hawai'i
    - Age
    - Gender
    - Ethnicity
    - Education
    - Age at first exposure to sexual harassment



- **Outcome Variables**
  - **Exposure** (i.e., experiencing sexual harassment, witnessing sexual harassment, or neither)
  - **Specific type of sexual harassment** (i.e., participants were asked to rate their exposure to 15 different instances of sexual harassment)
  - **Timing of most recent instance of sexual harassment**
  - **Perpetrator(s) of sexual harassment - work role**
  - **Perpetrator(s) of most recent sexual harassment - gender**
  - **Location of sexual harassment**
  - **Response to sexual harassment**
    - Including reasons why someone reported “doing nothing”

Descriptive statistics for each of these variables are provided in Appendices B (pg. 35) and C (pg. 42) and are referenced, when appropriate, throughout this report.

#### **Adjustments to Variables:**

Of note, due to the demographic characteristics of the participants who responded to the survey, it was necessary to collapse across subgroups with very small numbers of participants for specific analyses (as summarized below).

- **Gender:**  
There were very few participants who did not identify as a woman or a man (n = 10). For gender-specific analysis, the one participant who identified as a transgender woman was put into the overall category of women; similarly, the one participant who identified as a transgender man was put into the overall category of men. Eight participants were excluded from gender-specific analyses but were included in all other aspects of this report. Out of these eight, one participant reported identifying as gender-fluid or genderqueer, two participants indicated that their gender was not listed, and five participants selected that they chose not to answer this question. While we acknowledge the importance of moving away from a binary gender system, in this sample, we were required to utilize this method for gender-specific analyses.
- **Ethnicity**  
There was a limited number of participants who identified as Black or African-American (n = 22), Hispanic or Latino (n = 18), or “Other” (n = 10). For ethnicity-specific analysis, these groups were combined into one “Other” category. Again, it is important to note that each of these groups may have qualitatively different experiences with sexual harassment, but limited numbers necessitated this combination for ethnicity-specific analyses. Further studies should include larger numbers within each category of ethnicity to more deeply analyze potential differences.

- **Education**

The number of participants who indicated that they achieved “Less than Grade 12” (n = 8), “Other” (n = 3), or “Not sure” (n = 1) in their response to educational attainment were small. Thus, for education-specific analysis, these groups were combined into one category. Again, it is important to note that each of these groups may have qualitatively different experiences with sexual harassment, but limited numbers necessitated this combination for education-specific analyses.

- **Work Role**

There were limited amounts of participants who classified themselves as an “Intern” (n = 13) or a “Temporary Contracted Employee” (n = 24). Thus, for work role-specific analysis, these groups were combined into one category due to the time-bound nature of both of these roles. Further, there was a small number of participants who responded to the work role question with “Don’t know” (n = 23), “Refused” (n = 5) or “Other” (n = 2), and these three responses were combined into one “Other” category. Again, it is important to note that each of these groups may have qualitatively different experiences with sexual harassment, but limited numbers necessitated this combination for work role-specific analyses.

- **Industry**

The number of participants who reported some specific occupations was small, thus certain adjustments were made. Those who worked in “Grounds/Building Maintenance” (n = 6) were combined with the more robust “Construction” (n = 41) group, given the physical nature of both of these roles. Further, those who worked in “Consulting” (n = 5), “Finance” (n = 22), “Legal” (n = 7), and “Media/Public Relations/Advertising” (n = 7) were combined into one group, given the relatively white-collar nature of these workplaces. Finally, those who responded “Don’t know” or “Refused” were combined into one category. Again, it is important to note that each of these groups likely have qualitatively different experiences with sexual harassment, but limited numbers necessitated this combination for industry-specific analyses.

- **Length of Time Living in Hawai‘i**

For this variable only, two modified variables were created:

- 1) First, all original choices for residency were preserved (i.e., For 6 months or less; More than 6 months but less than a year; Between one and five years; Between five and ten years; Between ten and twenty years; More than twenty years but not my entire life; For my entire life) with the exception of combining “Don’t know” and “Refused” into one category. All residency-related analyses were completed with this variable.
- 2) Second, to obtain a broader sense of residency dynamics, a secondary variable was created, which collapsed subgroups into three categories: a) those who lived in Hawai‘i less than 10 years, didn’t know how long they lived here, or refused to answer; b) those who lived in Hawai‘i more than 10 years

but less than a lifetime; and c) lifelong residents of Hawai'i. All residency-related analyses were also completed with this variable.

### Analyses

Simple frequency analyses were completed for all variables in the survey. Based upon these frequency analyses, adjustments to variables were made, as indicated above.

For inferential statistics, contextual, demographic, and occupational variables were used in Chi Square Tests (or, when indicated by expected counts less than five, Fisher's Exact Tests), as well as multinomial regression models, to determine what, if any, significant relationships emerged between predictive variables and outcome variables. For Chi Square and Fisher's Exact Tests, cell proportions were compared with a Bonferroni correction. All tests were interpreted at the  $p < .05$  level.

## Appendix B: Demographics of Sample

Frequencies for each demographic variable are reported below. Following these tables, information regarding the representativeness of this sample is reported.

### Contextual Variables

- County

O'ahu	67.1% (n=407)
Maui	12.0% (n=73)
Hawai'i	14.5% (n=88)
Kaua'i	6.4% (n=39)

- Urban/Rural

Urban (O'ahu)	67.1% (n=407)
Rural (Maui, Hawai'i, Kaua'i)	32.9% (n=200)

### Individual Difference Variables

- Length of Time Living in Hawai'i

For 6 months or less	3.0% (n=18)
More than 6 months but less than a year	1.6% (n=10)
Between one and five years	10.0% (n=61)
Between five and ten years	6.8% (n=41)
Between ten and twenty years	10.9% (n=66)
More than twenty years but not my entire life	16.5% (n=100)
For my entire life	49.9% (n=303)
Don't know	0.3% (n=2)
Refused	1.0% (n=6)

- Length of Time Living in Hawai'i – Reduced

(1) <u>Less than 10 years</u> (i.e., For 6 months or less, More than 6 months but less than a year, Between one and five years, Between five and ten years, Don't know/ Refused)	22.7% (n=138)
(2) <u>More than 10 years, less than a lifetime</u> (i.e., Between ten and twenty years, More than twenty years but not my entire life)	27.3% (n=166)
(3) <u>Lifetime</u> (i.e., For my entire life)	49.9% (n=303)

- Age

18 to 24	13.5% (n=82)
25 to 34	31.5% (n=191)
35 to 44	25.0% (n=152)
45 to 54	16.8% (n=102)
55 to 64	10.5% (n=64)
65 to 74	2.6% (n=16)
75 or older	0.0% (n=0)
Choose not to answer	0.0% (n=0)

- Gender

Female	63.9% (n=388)
Male	34.4% (n=209)
Transgender woman	0.2% (n=1)
Transgender man	0.2% (n=1)
Genderqueer or gender fluid	0.2% (n=1)
Questioning	0.0% (n=0)
Not listed	0.3% (n=2)
Choose not to answer	0.8% (n=5)

- Gender – Reduced (for gender-specific analyses)

Female	64.9% (n=389)
Male	35.1% (n=210)

- Ethnicity

Hawaiian/Part-Hawaiian	18.6% (n=113)
Chinese	4.4% (n=27)
Filipino	11.5% (n=70)
Japanese	18.9% (n=115)
Korean	1.8% (n=11)
Mixed, Not Hawaiian	7.9% (n=48)
Pacific Islander	4.0% (n=24)
Black/African-American	3.6% (n=22)
Caucasian	24.5% (n=149)
Hispanic / Latino	3.0% (n=18)
Other	1.6% (n=10)

- Ethnicity – Reduced (for ethnicity-specific analyses)

Hawaiian/Part-Hawaiian, Pacific Islander	22.6% (n=137)
Chinese	4.4% (n=27)
Filipino	11.5% (n=70)
Japanese	18.9% (n=115)
Korean	1.8% (n=11)
Mixed, Not Hawaiian	7.9% (n=48)

Caucasian	24.5% (n=149)
Other (including those who identified as "other," Black / African-American, or Hispanic/Latino)	8.2% (n=50)

- **Education**

Less than Grade 12	1.3% (n=8)
High school diploma or GED	16.8% (n=102)
Some college	28.2% (n=171)
Technical/vocational school	6.1% (n=37)
Bachelor's degree	30.3% (n=184)
Master's degree	11.0% (n=67)
Doctoral or professional degree	3.6% (n=22)
Other	0.5% (n=3)
Not sure	0.2% (n=1)
Associates	2.0% (n=12)

- **Education – Reduced (for education-specific analyses)**

Less than Grade 12, Other, "Not sure"	2.0% (n=12)
High school diploma or GED	16.8% (n=102)
Some college	28.2% (n=171)
Technical/vocational school	6.1% (n=37)
Associates	2.0% (n=12)
Bachelor's degree	30.3% (n=184)
Master's degree	11.0% (n=67)
Doctoral or professional degree	3.6% (n=22)

- **How old were you the first time you experienced any of the sexually harassing workplace situation(s) you checked off in question 1?\***

	% of overall sample	% within group who has been sexually harassed	n
Younger than 14	3.0%	6.1%	18
14 to 17 years old	9.2%	19.0%	56
18 to 22 years old	17.6%	36.3%	107
23 to 30 years old	10.9%	22.4%	66
31 to 40 years old	3.6%	7.5%	22
41 to 50 years old	1.0%	2.0%	6
51 to 65 years old	0.5%	1.0%	3
Older than 65 years	0.0%	0.0%	0
I can't remember or don't know	2.8%	5.8%	17

\* Responses for the 295 people who have been sexually harassed.

### Occupational Variables

- **Work Status**

Employed full-time	78.4% (n=476)
Employed part-time	19.8% (n=120)
Military	1.8% (n=11)

- **Work Role**

Upper Management	8.2% (n=50)
Middle Management	13.5% (n=82)
Junior Management	11.9% (n=72)
Administrative Staff	14.0% (n=85)
Support Staff	37.2% (n=226)
Intern	2.1% (n=13)
Temporary or Contracted Employee	4.0% (n=24)
Self Employed	4.1% (n=25)
Don't know	3.8% (n=23)
Refused	0.8% (n=5)
Other	0.3% (n=2)

- **Work Role – Reduced (for work role-specific analyses)**

Upper Management	8.2% (n=50)
Middle Management	13.5% (n=82)
Junior Management	11.9% (n=72)
Administrative Staff	14.0% (n=85)
Support Staff	37.2% (n=226)
Intern / Temporary or Contracted Employee	6.1% (n=37)
Self Employed	4.1% (n=25)
Don't know / Refused / Other	4.9% (n=30)

- **Industry**

Armed Forces	3.0% (n=18)
Construction	6.8% (n=41)
Consulting	0.8% (n=5)
Education/Childcare	13.2% (n=80)
Finance	3.6% (n=22)
Food service	10.7% (n=65)
Government	10.2% (n=62)
Grounds/Building Maintenance	1.0% (n=6)
Healthcare	10.5% (n=64)
Hospitality/Visitor/Travel	10.5% (n=64)
Human Services	2.5% (n=15)
Legal	1.2% (n=7)
Manufacturing	2.0% (n=12)
Media/Public Relations/Advertising	1.2% (n=7)
Non-Profit	2.8% (n=17)
Technology	4.9% (n=30)
Don't know	1.0% (n=6)
Refused	1.6% (n=10)
Other	4.0% (n=24)
Retail	7.9% (n=48)
Other services	0.7% (n=4)

- **Industry – Reduced (for industry-specific analyses)**

Armed Forces	3.0% (n=18)
Construction, Grounds/Building Maintenance	7.7% (n=47)
Education/Childcare	13.2% (n=80)
Professional Services: Consulting, Finance, Legal, Media/Public Relations/Advertising	6.8% (n=41)
Food service	10.7% (n=65)
Government	10.2% (n=62)
Healthcare	10.5% (n=64)
Hospitality/Visitor/Travel	10.5% (n=64)
Human Services	2.5% (n=15)
Manufacturing	2.0% (n=12)
Non-Profit	2.8% (n=17)
Technology	4.9% (n=30)
Retail	7.9% (n=48)
Other (including "Other Services")	4.6% (n=28)
Don't know, Refused	2.6% (n=16)

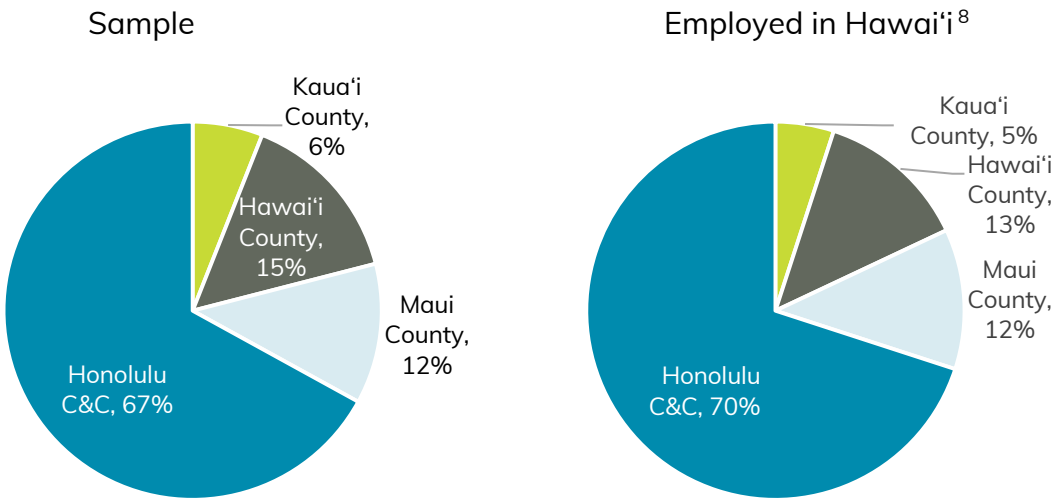


Representativeness

Below, please find select comparisons between the survey sample and the population of Hawai'i, as provided by SMS.

- Contextual Variables

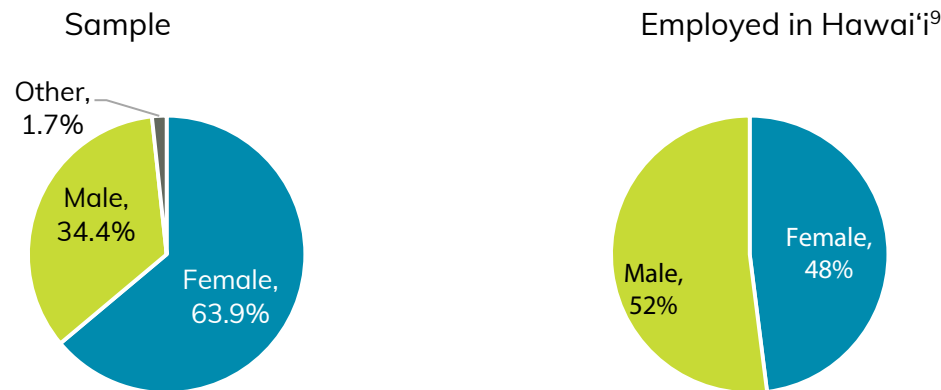
In general, this sample is largely representative of the Hawaii population, with a slight oversampling of those from Honolulu City & County.



<sup>8</sup> 2017 DBEDT Databook Section 12: Source: U.S. Census Bureau, 2012-2016 American Community Survey 5-Year Estimates, "DP03 Selected Economic Characteristics: 2012-2016 State of Hawaii, and County: Honolulu, Hawaii, Kauai, Maui, Kalawao" (<https://factfinder.census.gov/faces/nav/jsf/pages/searchresults.xhtml?refresh=t>) accessed July 14, 2018.

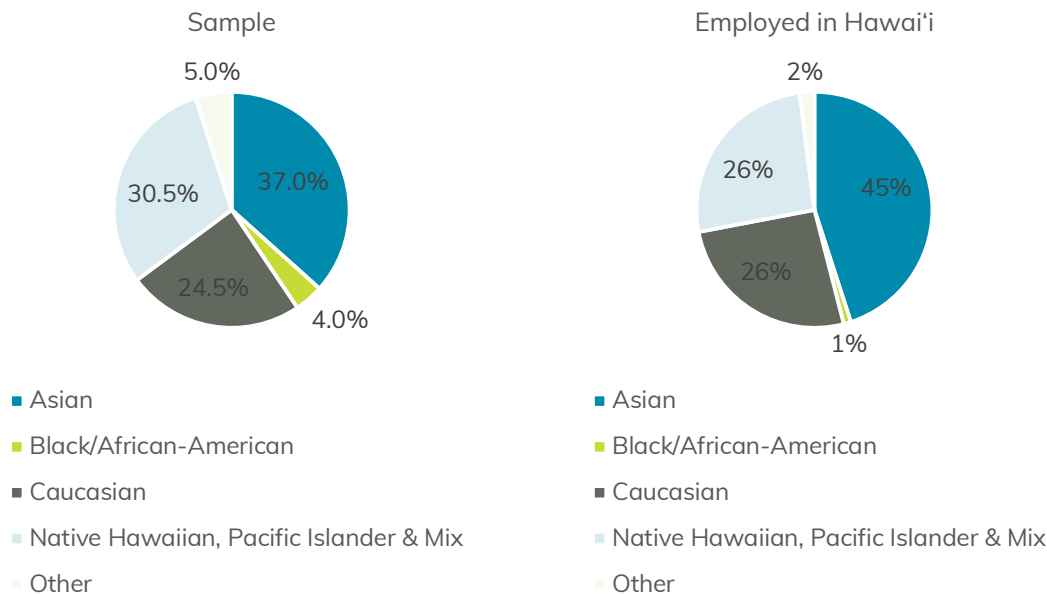
• Gender

This sample reflects an oversampling of women and undersampling of men in comparison to the Hawai'i workforce. Findings should be interpreted in light of this discrepancy.



• Ethnicity

This sample reflects an undersampling of Asians and an oversampling of Black/African-Americans, Native Hawaiians, Pacific Islanders, and those of Mixed ancestry, and those classified as "Other" in comparison to the Hawai'i workforce. Findings should be interpreted in light of this discrepancy.



<sup>9</sup> 2017 DBEDT Databook Section 12: Source: U.S. Census Bureau, 2012-2016 American Community Survey 5-Year Estimates, "DP03 Selected Economic Characteristics: 2012-2016 State of Hawaii, and County: Honolulu, Hawaii, Kauai, Maui, Kalawao" (<https://factfinder.census.gov/faces/nav/jsf/pages/searchresults.xhtml?refresh=t>) accessed July 14, 2018.

<sup>10</sup> 2017 DBEDT Databook Section 12: Hawaii State Department of Labor & Industrial Relations, Labor Force Info for Affirmative Action Programs, "Table 1. Labor Force Information by Sex & Race" (annual) (<https://www.hiwi.org/gsipub/index.asp?docid=462>) accessed July 14, 2018

## Appendix C: Descriptive Statistics for Survey Items

Frequencies for each survey item are reported below.

- Exposure to Sexual Harassment**

Experienced sexual harassment themselves in Hawai'i	48.6% (n = 295) • Note: 25.8% of these people (n = 76) <b>also witnessed</b> sexual harassment happening to others
Solely witnessed sexual harassment (and did not experience it)	17.1% (n = 104)
Did not experience and did not witness sexual harassment	34.3% (n = 208)

- Specific Type of Sexual Harassment**

	Had that experience ( <b>and</b> may have also Witnessed it Happening)	Witnessed it happening (only)	Never Happened
Someone whistling, honking, making kissy noises, "Pssst" sounds, or leering/staring aggressively.	23.1% (n=140)	16.8% (n=102)	60.1% (n=365)
Someone saying things like, 'Hey Baby,' 'Mmmm Sexy,' 'Hey Hottie,' or similar comments in a way that is disrespectful and/or unwanted and/or made one feel unsafe.	24.2% (n=147)	12.7% (n=77)	63.1% (n=383)
Someone calling out sexist slur, like "Bitch," "Slut," "Cunt," or "Ho".	20.6% (n=125)	17.6% (n=107)	61.8% (n=375)
Someone talking about body parts inappropriately or offensively (such as your legs, crotch, butt, or breasts), saying sexually explicit comments ("I want to do BLANK to you") or asking inappropriate sexual questions.	20.6% (n=125)	16.6% (n=101)	62.8% (n=381)
Someone making threats to harm you, to harm someone you know, or to share personal information you don't want shared (such as your sexual orientation).	10.8% (n=66)	11.5% (n=70)	77.6% (n=471)
Someone saying or implying that you must date them or do a sexual act for them in exchange for something (such as a raise, a promotion, a job, or something similar) or instead of something (like paying fee or getting fired, etc.).	6.1% (n=37)	6.3% (n=38)	87.6% (n=532)
Someone repeatedly texting or calling in a harassing way.	17.4% (n=106)	11.9% (n=72)	70.7% (n=429)

Someone repeatedly asking for a date or your phone number when you've said no or ignored them.	18.6% (n=113)	12.9% (n=78)	68.5% (n=416)
Someone electronically sending you or showing you sexual content without your permission, such as over e-mail, snapchat or Facebook or on their phone or computer.	16.6% (n=101)	8.6% (n=52)	74.8% (n=454)
Someone taking and/or sharing pictures or videos of you, of a sexual nature, without your permission or that make you uncomfortable.	7.9% (n=48)	8.2% (n=50)	83.9% (n=509)
Someone flashing or exposing their genitals to you without your permission.	8.9% (n=54)	6.9% (n=42)	84.2% (n=511)
Someone physically following you in a way that made you feel uncomfortable.	19.2% (n=117)	11.2% (n=68)	69.4% (n=421)
Someone purposely touching you or brushing up against you in an unwelcome, sexual way.	19.6% (n=119)	9.9% (n=60)	70.5% (n=428)
Someone forcing you to do a sexual act without your permission or one that you don't want to do (including if you are under the influence of alcohol or drugs).	8.4% (n=51)	4.3% (n=26)	87.1% (n=529)
Someone offering or giving you inappropriate gifts.	12.5% (n=76)	12.4% (n=75)	75.1% (n=456)

- When was the **most recent time** you had a sexually harassing experience(s)?\*

	% of overall sample	% within group who has been sexually harassed	n
Today	0.3%	0.7%	2
Yesterday	0.5%	1.0%	3
Within the past 7 days	1.5%	3.1%	9
Within the past 30 days	3.0%	6.2%	18
Within the past 6 months	5.8%	12.1%	35
Within the past year	4.8%	10.0%	29
Between one and five years ago	12.0%	25.2%	73
Over five years ago	14.5%	30.3%	88
I don't remember	5.4%	11.4%	33

\*Responses for the 295 people who have been sexually harassed.

- During the sexually harassing experiences you have had, which of the following best describes the **person(s) who has been the harasser(s)**?\* (participants could select multiple responses)

	% of overall sample	% within group who has been sexually harassed	n
Co-worker	26.9%	55.1%	163

Boss/employer/manager(s) or someone else at work with authority over you	10.7%	22.0%	65
Client/customer(s)	13.8%	28.4%	84
Vendor(s)	2.3%	4.7%	14
Delivery person(s)	2.1%	4.4%	13
Workplace building staff or maintenance staff	4.9%	10.1%	30
Stranger(s) (who harassed you in person)	16.5%	33.8%	100
Stranger(s) (who harassed you online)	8.6%	17.6%	52
Other	2.0%	4.1%	12

\*Responses for the 295 people who have been sexually harassed

- In your most recent sexually harassing experience, **who did the harassing?**\*

	% of overall sample	% within group who has been sexually harassed	n
One male	28.7%	59.2%	174
Two or more males	6.6%	13.6%	40
One female	5.6%	11.6%	34
Two or more females	3.0%	6.1%	18
Unknown	2.8%	5.8%	17
A combination of males, females and/or transgender	1.6%	3.4%	10
Two or more transgender or non-binary individual(s)	0.2%	0.3%	1
One transgender or non-binary individual	0.0%	0.0%	0

\*Responses for the 295 people who have been sexually harassed.

- **Where have you experienced** the sexually harassing workplace situation(s) [listed above]?\* (participants could select multiple responses)

	% of overall sample	% within group who has been sexually harassed	n
Your workplace/office	33.3%	68.2%	202
After-hours venue (like a work dinner or pau hana)	16.3%	33.4%	99
By phone (texting or calls)	12.4%	25.3%	75
Online (such as over e-mail or social media platforms)	9.7%	19.9%	59
During a company party	9.2%	18.9%	56
On a work trip (at a conference or off-site travel)	4.8%	9.8%	29
During an off-site work training program	4.4%	9.1%	27

In a vehicle in-transit for a work-related purpose or event	4.1%	8.4%	25
Other	2.5%	5.1%	15

\*Responses for the 295 people who have been sexually harassed.

- After experiencing or witnessing sexual harassment in the workplace, **did you do any of the following?**\* (participants could select multiple responses)

	% of overall sample	% within group who has been sexually harassed	n
Told a co-worker, family, or friend	24.5%	39.6%	149
Did nothing (see next chart for more detail)_	15.8%	25.5%	96
Changed your route or regular routine	15.5%	25.0%	94
Reported to Human Resources	11.0%	17.8%	67
Changed jobs or quit a job	9.4%	15.2%	57
Ended a relationship (such as a friendship or romantic relationship)	7.7%	12.5%	47
Filed an official complaint or report to an authority figure, including a police report or temporary restraining order	5.8%	9.3%	35
Stopped an activity or stopped participating in a community or religious group	5.3%	8.5%	32
Sought a new job assignment	4.9%	8.0%	30
Contacted union/association	3.1%	5.1%	19
Sought medical help, including mental health counseling	2.5%	4.0%	15
Other	2.1%	3.5%	13
Moved from place of residence	2.0%	3.2%	12
Reported to an external oversight group	1.5%	2.4%	9

\*Responses for the 295 people who have been sexually harassed.

- Were any of the following reasons **why you did nothing?**

	% of overall sample	% within group who reported doing nothing	n
Did not think it was serious enough to report	6.1%	38.5%	37
Felt it was just a joke or meant to be funny	4.1%	26.0%	25
Didn't want to make a big deal out of something	3.3%	20.8%	20
Felt embarrassed, ashamed or that it would be too emotionally difficult	3.0%	18.8%	18
Did not want the person to get into trouble	2.3%	14.6%	14

Did not know where to go or who to tell	2.1%	13.5%	13
It's not in my nature to complain about these things	2.1%	13.5%	13
I'm friends with the person who committed the harassment	2.1%	13.5%	13
Did not think anything would be done	1.8%	11.5%	11
Did not think anyone would believe me	1.5%	9.4%	9
Feared negative social consequences	1.2%	7.3%	7
Did nothing because I wasn't sure what to do	1.0%	6.3%	6
Took action in another way	1.0%	6.3%	6
Feared it would not be kept confidential	1.0%	6.3%	6
Felt it was none of my business	1.0%	6.3%	6
Other reason	1.0%	6.3%	6
Did nothing because I feared retaliation by the person who committed the act or their family, friends, or colleagues	0.8%	5.2%	5
Didn't think the incident was associated with my workplace	0.8%	5.2%	5
Incident did not occur while at the office	0.5%	3.1%	3
Not the culture of my office to discuss these things	0.5%	3.1%	3
Had a past negative experience with my supervisor	0.2%	1.0%	1
Felt I or they deserved that treatment/was asking for it	0.0%	0.0%	0

\*Responses for the 96 people who experienced sexual harassment and reported doing nothing.

- At the time of the most recent incident of sexual harassment that you have experienced or witnessed, **what was the size of your organization/company?**\*

	% of overall sample	% within those who have been sexually harassed or witnessed sexual harassment	n
Very Small (1-10 employees)	8.6%	13.9%	52
Small (11-25 employees)	8.7%	14.1%	53
Average (26-100 employees)	15.5%	25.1%	94
Large (101-1000 employees)	12.7%	20.5%	77
Very Large (>1000 employees)	11.9%	19.2%	72
Not sure	4.4%	7.2%	27

\*Responses for the people who have been sexually harassed or who have witnessed sexual harassment

- At the time of the most recent incident of sexual harassment that you have experienced or witnessed, had your current employer provided any **company-wide training** in sexual harassment prior to the incident?\*

	% of overall sample	% within those who have been sexually harassed or witnessed sexual harassment	n
Yes	26.5%	42.8%	161
No	22.2%	35.9%	135
Not sure	13.2%	21.3%	80

\*Responses for the people who have been sexually harassed or who have witnessed sexual harassment

The following questions were answered by all participants, regardless of whether they had been a) sexually harassed, b) witnessed sexual harassment, or c) neither.

- Does your workplace/company have **established policies & procedures** related to harassment (physical, sexual, or other)?

Yes	81.2% (n=493)
No	7.9% (n=48)
Not sure	9.7% (n=59)
Missing	1.2% (n=7)

- Does your workplace/company provide **routine training** on harassment (physical, sexual, or other)?

Yes	52.1% (n=316)
No	32.9% (n=200)
Not sure	14.2% (n=86)
Missing	0.8% (n=5)

- If you were to tell a **direct supervisor or manager** about a sexual harassment incident that you experienced or witnessed, **how confident are you that they would believe you?**

Extremely	37.2% (n=226)
Very	29.7% (n=180)
Somewhat	16.5% (n=100)
A little	6.3% (n=38)
Not at all	3.5% (n=21)
Don't know	6.6% (n=40)
Missing	0.3% (n=2)



- **If you were to tell a direct supervisor or manager** about a sexual harassment incident that you experienced or witnessed, how confident are you that they would be **competent to advise you** on a range of options and actions?

Extremely	28.7% (n=174)
Very	29.3% (n=178)
Somewhat	22.6% (n=137)
A little	6.9% (n=42)
Not at all	4.0% (n=24)
Don't know	8.2% (n=50)
Missing	0.3% (n=2)

- At your current workplace, **how serious of an issue** do you consider sexual harassment to be?\*

Extremely	32.6% (n=198)
Very	13.0% (n=79)
Somewhat	9.6% (n=58)
A little	13.2% (n=80)
Not at all	27.2% (n=165)
Don't know	4.1% (n=25)
Missing	0.3% (n=2)

\*Please note that Stop Street Harassment's survey included this item asking respondents to indicate how serious of an issue sexual harassment is at work. However, in this survey, participants interpreted this item in different ways. Some spoke to the seriousness of sexual harassment within their specific work context, such as "I don't always feel safe at my present workplace, and have found myself looking over my shoulder for the offending person when I leave for the day" or "I do not see or hear about any such incidents." Others spoke to the importance of taking sexual harassment seriously in general, such as "I am against sexual harassment in general" or "In this day and age, people take those situations much more seriously." Finally, some participants did seem to be confused by the prompt, e.g., "I'm not sure if I understand the question. It's a serious problem but there hasn't been too much of a problem here directly related to it." Because of these discrepancies in understanding this item, it was eliminated from analyses and this report.

- At your current workplace, how **seriously do you feel your employer takes the issue** of sexual harassment?

Extremely	46.1% (n=280)
Very	27.2% (n=165)
Somewhat	11.0% (n=67)
A little	4.6% (n=28)
Not at all	3.3% (n=20)
Don't know	7.4% (n=45)
Missing	0.3% (n=2)

## Hawaii Workplace Incidents and Issues Survey

### INTRODUCTION

This survey is being conducted on behalf of XXXXX,

This survey is about people's experiences with sexual harassment in the workplace or at work-related functions in Hawaii.

1. Please read each statement and check off each type of experience you have ever had happen to you or witnessed happening to someone else at **WORK OR AT A WORK-RELATED EVENT**. Note: that this is focused on interactions to which you, or another person, did not willingly agree.

<i>(STATEMENTS WILL BE SHOWN IN A RANDOM ORDER)</i>	Had that experience	Witnessed it happening
Someone whistling, honking, making kissy noises, "Pssst" sounds, or leering/staring aggressively.		
Someone saying things like, "Hey Baby," "Mmmm Sexy," "Hey Hottie," or similar comments in a way that is disrespectful and/or unwanted and/or made one feel unsafe.		
Someone calling out sexist slur, like "Bitch," "Slut," "Cunt," or "Ho".		
Someone talking about body parts inappropriately or offensively (such as your legs, crotch, butt, or breasts), saying sexually explicit comments ("I want to do BLANK to you") or asking inappropriate sexual questions.		
Someone making threats to harm you, to harm someone you know, or to share personal information you don't want shared (such as your sexual orientation).		
Someone saying or implying that you must date them or do a sexual act for them in exchange for something (such as a raise, a promotion, a job, or something similar) or instead of something (like paying fee or getting fired, etc.)		
Someone repeatedly texting or calling in a harassing way.		
Someone repeatedly asking for a date or your phone number when you've said no or ignored them.		
Someone electronically sending you or showing you sexual content without your permission, such as over e-mail, snapchat or Facebook or on their phone or computer.		
Someone taking and/or sharing pictures or videos of you, of a sexual nature, without your permission or that make you uncomfortable.		
Someone flashing or exposing their genitals to you without your permission.		
Someone physically following you in a way that made you feel uncomfortable.		
Someone purposely touching you or brushing up against you in an unwelcome, sexual way.		
Someone forcing you to do a sexual act without your permission or one that you don't want to do (including if you are under the influence of alcohol or drugs).		
Someone offering or giving you inappropriate gifts		
Never happened. [SKIP TO Q11]		

[IF ANY "EXPERIENCED" SELECTED, CONTINUE TO Q2, IF ONLY "WITNESSED" SELECTED, SKIP TO Q7]

**2. How old were you the first time you experienced the sexually harassing workplace situation(s) you checked off in question 1?**

- Younger than 14 ..... ☐ O
- 14 to 17 years old..... ☐ O
- 18 to 22 years old..... ☐ O
- 23 to 30 years old..... ☐ O
- 31 to 40 years old..... ☐ O
- 41 to 50 years old..... ☐ O
- 51 to 65 years old..... ☐ O
- Older than 65 years..... ☐ O
- I can't remember or don't know ..... ☐ O

**3. Where have you experienced sexually harassing workplace situation(s) listed in question 1? (Mark all that apply)**

- Your workplace/office ..... ☐ O
- On a work trip (at a conference or off-site travel) ..... ☐ O
- During an off-site work training program ..... ☐ O
- After-hours venue (like a work dinner or pau hana) ..... ☐ O
- In a vehicle in-transit for a work-related purpose or event ..... ☐ O
- During a company party ..... ☐ O
- Online (such as over e-mail or social media platforms)..... ☐ O
- By phone (texting or calls) ..... ☐ O
- Other (please specify) ..... ☐ O

**4. When was the most recent time you had a sexually harassing experience(s)?**

- Today ..... ☐ O
- Yesterday ..... ☐ O
- Within the past 7 days..... ☐ O
- Within the past 30 days..... ☐ O
- Within the past 6 months ..... ☐ O
- Within the past year..... ☐ O
- Between one and five years ago ..... ☐ O
- Over five years ago..... ☐ O
- I don't remember ..... ☐ O

**5. During the sexually harassing experiences you have had (listed in Q1), which of the following describe the person who has been the harasser? (Mark all that apply)**

- Co-worker ..... ☐ O
- Boss/employer/manager or someone else at work with authority over you..... ☐ O
- Client/customer..... ☐ O
- Vendor ..... ☐ O
- Delivery person..... ☐ O
- Workplace building staff or maintenance staff..... ☐ O
- Stranger (who harassed you in person)..... ☐ O
- Stranger (who harassed you online) ..... ☐ O

Other (please specify): ..... ☐

**6. In your most recent sexually harassing experience, who did the harassing?**

- One male..... ☐  
 Two or more males ..... ☐  
 One female..... ☐  
 Two or more females ..... ☐  
 One transgender or non-binary individual(s)..... ☐  
 Two or more transgender or non-binary individual(s)..... ☐  
 A combination of males, females and/or transgender..... ☐  
 Unknown..... ☐  
 Other (please specify): ..... ☐

**As a reminder, responses are strictly confidential.**

**The following question is seeking open and honest feedback. Any and all responses are acceptable and welcomed.**

**7. After experiencing or witnessing sexual harassment in the workplace, did you do any of the following? (Mark all that apply)**

- Changed your route or regular routine..... ☐  
 Stopped an activity or stopped participating in a community or religious group ..... ☐  
 Ended a relationship (such as a friendship or romantic relationship) ..... ☐  
 Sought a new job assignment ..... ☐  
 Changed jobs or quit a job ..... ☐  
 Contacted union/association ..... ☐  
 Reported to Human Resources ..... ☐  
 Told a co-worker, family, or friend ..... ☐  
 Reported to an external oversight group..... ☐  
 Moved from place of residence ..... ☐  
 Sought medical help, including mental health counseling..... ☐  
 Filed an official complaint or report to an authority figure, including a police report or temporary restraining order..... ☐  
 Other (please specify) (Anchor): ..... ☐  
 Did nothing [GO TO Q8] ..... ☐

[IF ANY OTHER THAN "DID NOTHING" SELECTED, SKIP TO Q9]

**As a reminder, responses are strictly confidential.**

**The following question is seeking open and honest feedback. Any and all responses are acceptable and welcomed.**

**8. Were any of the following reasons why you did nothing? (Mark all that apply)**

- Did not know where to go or who to tell ..... ☐  
 Felt embarrassed, ashamed or that it would be too emotionally difficult ..... ☐  
 Did not think anyone would believe me ..... ☐

- Did not think it was serious enough to report ..... O
- Did not want the person to get into trouble ..... O
- Feared negative social consequences ..... O
- Did not think anything would be done ..... O
- Feared it would not be kept confidential ..... O
- Did nothing because I wasn't sure what to do ..... O
- Did nothing because I feared retaliation by the person who committed the act or their family, friends, or colleagues ..... O
- It's not in my nature to complain about these things ..... O
- Took action in another way ..... O
- Incident did not occur while at the office ..... O
- Didn't think the incident was associated with my workplace ..... O
- Had a past negative experience with my supervisor..... O
- Felt it was none of my business ..... O
- Felt I or they deserved that treatment/was asking for it ..... O
- Didn't want to make a big deal out of something ..... O
- Not the culture of my office to discuss these things ..... O
- Felt it was just a joke or meant to be funny ..... O
- I'm friends with the person who committed the harassment ..... O
- Other reason (please specify): ..... O

**9. At the time of the most recent incident of sexual harassment that you have experienced or witnessed, what was the size of your organization/company?**

- Very Small (1-10 employees)..... O
- Small (11-25 employees)..... O
- Average (26-100 employees)..... O
- Large (101-1000 employees)..... O
- Very Large (>1000 employees)..... O

**10. At the time of the most recent incident of sexual harassment that you have experienced or witnessed, had your current employer provided any company-wide training in sexual harassment prior to the incident?**

- Yes..... O
- No..... O
- Not sure..... O

**Now talking about the situation in your current workplace:**

**11. Does your workplace/company have established policies & procedures related to harassment (physical, sexual, or other)?**

- Yes..... O
- No..... O
- Not sure..... O

12. Does your workplace/company provide routine training on harassment (physical, sexual, or other)?

- Yes.....O
- No..O
- Not sure.....O

13. If you were to tell a direct supervisor or manager about a sexual harassment incident that you experienced or witnessed, how confident are you that they would believe you?

- Not at all .....O
- A little .....O
- Somewhat .....O
- Very .....O
- Extremely .....O
- Don't know .....O

13b. And why do you say that?

14. If you were to tell a direct supervisor or manager about a sexual harassment incident that you experienced or witnessed, how confident are you that they would be competent to advise you on a range of options and actions?

- Not at all .....O
- A little .....O
- Somewhat .....O
- Very .....O
- Extremely .....O
- Don't know .....O

14b. And why do you say that?

15. At your current workplace, how serious of an issue do you consider sexual harassment to be?

- Not at all .....O
- A little .....O
- Somewhat .....O
- Very .....O
- Extremely .....O

15b. And why do you say that?

16. At your current workplace, how seriously do you feel your employer takes the issue sexual harassment?

- Not at all

.....

O
- A little

.....

O
- Somewhat

.....

O
- Very

.....

O
- Extremely

.....

O

16b. And why do you say that?

**DEMOGRAPHICS****D1. What is your age?**

18 to 24 ..... **O**  
 25 to 34 ..... **O**  
 35 to 44 ..... **O**  
 45 to 54 ..... **O**  
 55 to 64 ..... **O**  
 65 to 74 ..... **O**  
 75 or older..... **O**

**D2. What is your gender?**

Female..... **O**  
 Male ..... **O**  
 Transgender woman..... **O**  
 Transgender man ..... **O**  
 Genderqueer or gender fluid ..... **O**  
 Questioning..... **O**  
 Not listed..... **O**  
 Choose not to answer..... **O**

**D3. With which ethnic background do you identify with most?**

Black or African American..... **O**  
 Caucasian..... **O**  
 Chinese ..... **O**  
 Filipino..... **O**  
 Hawaiian/Part-Hawaiian..... **O**  
 Hispanic or Latino ..... **O**  
 Japanese ..... **O**  
 Korean..... **O**  
 Mixed, Not Hawaiian..... **O**  
 Pacific Islander ..... **O**  
 Other ..... **O**

**D4. Which of the following best describes your role at work?**

Upper Management ..... **O**  
 Middle Management..... **O**  
 Junior Management ..... **O**  
 Administrative Staff..... **O**  
 Support Staff..... **O**  
 Intern..... **O**  
 Temporary or Contracted Employee ..... **O**  
 Self Employed ..... **O**  
 Don't know ..... **O**  
 Refused ..... **O**  
 Other (please specify): ..... **O**

**D5. In what industry do you work?**

Armed Forces..... **O**  
 Construction..... **O**  
 Consulting..... **O**  
 Education/Childcare ..... **O**  
 Finance..... **O**



- Food service..... ☐
- Government ..... ☐
- Grounds/Building Maintenance..... ☐
- Health/Healthcare
- Hospitality/Visitor/Travel..... ☐
- Human Services ..... ☐
- Legal ..... ☐
- Manufacturing..... ☐
- Media/Public Relations/Advertising..... ☐
- Medical/Health Care ..... ☐
- Non-profit
- Technology ..... ☐
- Don't know ..... ☐
- Refused ..... ☐
- Other (please specify): ..... ☐

**D6. What was the highest education level you completed?**

- Less than high school..... ☐
- High school graduate ..... ☐
- Business/Trade school ..... ☐
- Some college..... ☐
- College graduate ..... ☐
- Post-graduate ..... ☐
- Don't know ..... ☐
- Refused ..... ☐

**D7. How long have you lived in Hawaii?**

- For 6 months or less..... ☐
- More than 6 months but less than a year ..... ☐
- Between one and five years ..... ☐
- Between five and ten years ..... ☐
- Between ten and twenty years ..... ☐
- More than twenty years but not my entire life..... ☐
- For my entire life ..... ☐
- Don't know ..... ☐
- Refused ..... ☐

**17. Is there anything else on the topic of workplace sexual harassment that you would like to share?**

**CLOSING**

Thank you for sharing your experiences with us. The information you shared will make a difference!

If you have experienced sexual harassment and abuse, we appreciate and honor you for sharing your experiences in the survey. We know it can be upsetting and challenging.

[If you need assistance, support or advice, the National Sexual Assault Hotline is free and confidential. Call 1-800-656-4673 or visit: <https://www.rainn.org/>. A specific resource tailored for men is also available with the organization 1 in 6: <https://1in6.org/>.]