

All Participants

Non-Management Participants

Management Participants

1. Do you hold a management position in your office, which allows you to have meaningful hiring/firing power (excluding hiring/firing seasonal or part-time and fellows)?	Answers	Percentage
Yes	106	21%
No	410	79%
Total	516	

3. Are you satisfied with your current level of compensation?	Answers	percentage
Yes	133	26%
No	352	68%
Unsure	31	6%
Total	516	

4. Do you ever find yourself struggling to pay bills, or to make ends meet?	Response	%
Yes	245	47%
No	245	47%
Unsure	26	5%
Total	516	

5. Do you have the equivalent of one month's rent in your savings, in case of an emergency?	Response	%
Yes	383	74%
No	128	25%

3. Are you satisfied with your current level of compensation?	Responses	%
Yes	81	20%
No	303	74%
Unsure	26	6%
Total	410	100%

4. Do you ever find yourself struggling to pay bills, or to make ends meet?	Response	%
Yes	207	50%
No	179	44%
Unsure	24	6%
Total	410	

5. Do you have the equivalent of one month's rent in your savings, in case of an emergency?	Response	%
Yes	297	72%
No	109	27%

3. Are you satisfied with your current level of compensation?	Response	Percentage
Yes	52	49%
No	49	46%
Unsure	5	5%
Total	106	

4. Do you ever find yourself struggling to pay bills, or to make ends meet?	Response	%
Yes	38	36%
No	66	62%
Unsure	2	2%
Total	106	

5. Do you have the equivalent of one month's rent in your savings, in case of an emergency?	Response	%
Yes	86	81%
No	19	18%

Unsure	5	1%
Total	516	1

Unsure	4	1%
Total	410	

Unsure	1	1%
Total	106	

6. Do you currently have, or have you ever taken out debt to make ends meet, because your income was not enough?	Response	%
Yes	200	39%
No	310	60%
Unsure	6	1%
Total	516	1

6. Do you currently have, or have you ever taken out debt to make ends meet, because your income was not enough?	Response	%
Yes	151	37%
No	253	62%
Unsure	6	1%
Total	410	

6. Do you currently have, or have you ever taken out debt to make ends meet, because your income was not enough?	Response	%
Yes	49	46%
No	57	54%
Unsure	0	
Total	106	

7. Do you currently or have you ever had a second job/gig to supplement your income?	Response	%
Yes	168	33%
No	200	39%
Unsure	1	0%
My hours...	147	28%
Total	516	

7. Do you currently or have you ever had a second job/gig to supplement your income?	Response	%
Yes	127	31%
No	161	39%
Unsure	1	0%
My hours....	121	30%
Total	410	

7. Do you currently or have you ever had a second job/gig to supplement your income?	Response	%
Yes	41	39%
No	39	37%
Unsure	0	
My hours...	26	25%
Total	106	

8. Have you ever asked for a raise?	Response	%
Yes	281	54%
No	235	46%
Unsure	0	0
Total	516	

8. Have you ever asked for a raise?	Response	%
Yes	216	53%
No	194	47%
Unsure		
Total	410	

8. Have you ever asked for a raise?	Response	%
Yes	65	61%
No	41	39%
Unsure		
Total	106	

9. If so, have you ever had a request for a raise rejected?	Response	%
Yes	164	32%
No	128	25%
Unsure	224	43%
Total	516	

9. If so, have you ever had a request for a raise rejected?	Response	%
Yes	128	31%
No	90	22%
N/A	192	47%
Total	410	

9. If so, have you ever had a request for a raise rejected?	Response	%
Yes	36	34%
No	38	36%
N/A	32	30%
Total	106	

10. Do you understand your office's policy around granting raises or bonuses?	Response	%
Yes	167	32%
No	349	68%
Unsure	0	0
Total	516	

10. Do you understand your office's policy around granting raises or bonuses?	Response	%
Yes	107	26%
No	303	74%
Unsure		
Total	410	

10. Do you understand your office's policy around granting raises or bonuses?	Response	%
Yes	60	57%
No	46	43%
Unsure		
Total	106	

11. Do you feel comfortable requesting a raise in your office?	Response	%
Yes	284	55%
No	232	45%
Unsure	0	0%
Total	516	

11. Do you feel comfortable requesting a raise in your office?	Response	%
Yes	203	50%
No	207	50%
Unsure		
Total	410	

11. Do you feel comfortable requesting a raise in your office?	Response	%
Yes	81	76%
No	25	24%
Unsure		
Total	106	

12. On average how many hours do you work a week?	Response	%
40-50	212	41%
50-60	218	42%
60-70	67	13%
70+	19	4%
Total	516	

12. On average how many hours do you work a week?	Response	%
40-50	190	46%
50-60	175	43%
60-70	38	9%
70+	7	2%
Total	410	

12. On average how many hours do you work a week?	Response	%
40-50	22	21%
50-60	43	41%
60-70	29	27%
70+	12	11%
Total	106	

13. Do you ever have to work on weeknight evenings after close of business (6:30pm) and/or weekends?	Response	%
Yes	471	91%
No	41	8%
Unsure	4	1%
Total	516	

13. Do you ever have to work on weeknight evenings after close of business (6:30pm) and/or weekends?	Response	%
Yes	368	90%
No	38	9%
Unsure	4	1%
Total	410	

13. Do you ever have to work on weeknight evenings after close of business (6:30pm) and/or weekends?	Response	%
Yes	103	97%
No	3	3%
Unsure		
Total	106	

14. Throughout the COVID-19 pandemic, has your office required in-person attendance prior to the availability of the COVID-19 vaccine?	Response	%
Yes	127	25%
No	318	62%
Unsure	71	14%
Total	516	

14. Throughout the COVID-19 pandemic, has your office required in-person attendance prior to the availability of the COVID-19 vaccine?	Response	%
Yes	97	24%
No	247	60%
Unsure	66	16%
Total	410	

14. Throughout the COVID-19 pandemic, has your office required in-person attendance prior to the availability of the COVID-19 vaccine?	Response	%
Yes	30	28%
No	71	67%
Unsure	5	5%
Total	106	

15. Are you satisfied with your office's COVID-19 safety policy?	Response	%
Yes	334	65%
No	131	25%
Unsure	51	10%
Total	516	

15. Are you satisfied with your office's COVID-19 safety policy?	Response	%
Yes	253	62%
No	115	28%
Unsure	42	10%
Total	410	

15. Are you satisfied with your office's COVID-19 safety policy?	Response	%
Yes	81	76%
No	16	15%
Unsure	9	8%
Total	106	

16. Do you feel like you have a meaningful voice in your office's COVID-19 safety policy?	Response	%
Yes	334	65%
No	182	35%
Unsure	0	0%
Total	516	

16. Do you feel like you have a meaningful voice in your office's COVID-19 safety policy?	Response	%
Yes	248	60%
No	162	40%
Unsure		
Total	410	

16. Do you feel like you have a meaningful voice in your office's COVID-19 safety policy?	Response	%
Yes	86	81%
No	20	19%
Unsure		
Total	106	

17. Are you satisfied with your office's telework policy?	Response	%
Yes	325	63%
No	145	28%
Unsure	46	9%
Total	516	

17. Are you satisfied with your office's telework policy?	Response	%
Yes	246	60%
No	122	30%
Unsure	42	10%
Total	410	

17. Are you satisfied with your office's telework policy?	Response	%
Yes	79	75%
No	23	22%
Unsure	4	4%
Total	106	

18. Do you feel satisfied with your office leave policies?	Response	%

18. Do you feel satisfied with your office leave policies?	Response	%

18. Do you feel satisfied with your office leave policies?	Response	%

Yes	383	74%
No	133	26%
Unsure	0	0%
Total	516	

Yes	292	71%
No	118	29%
Unsure		
Total	410	

Yes	91	86%
No	15	14%
Unsure		
Total	106	

19. Have you ever felt compelled or pressured to work (either in person or remotely) while you were sick or taking paid time off?		
	Response	%
Yes	246	48%
No	248	48%
Unsure	22	4%
Total	516	

19. Have you ever felt compelled or pressured to work (either in person or remotely) while you were sick or taking paid time off?		
	Response	%
Yes	189	46%
No	200	49%
Unsure	21	5%
Total	410	

19. Have you ever felt compelled or pressured to work (either in person or remotely) while you were sick or taking paid time off?		
	Response	%
Yes	57	54%
No	48	45%
Unsure	1	1%
Total	106	

20. Does your office require you to take paid time off to celebrate a religious holiday?		
	Response	%
Yes	58	11%
No	303	59%
Unsure	155	30%
Total	516	

20. Does your office require you to take paid time off to celebrate a religious holiday?		
	Response	%
Yes	41	10%
No	229	56%
Unsure	140	34%
Total	410	

20. Does your office require you to take paid time off to celebrate a religious holiday?		
	Response	%
Yes	17	16%
No	74	70%
Unsure	15	14%
Total	106	

21. Have you ever been made to feel uncomfortable or unsafe because of your identity while working in Congress?		
	Response	%
Yes	121	23%
No	369	72%
Unsure	26	5%
Total	516	

21. Have you ever been made to feel uncomfortable or unsafe because of your identity while working in Congress?		
	Response	%
Yes	102	25%
No	285	70%
Unsure	23	6%
Total	410	

21. Have you ever been made to feel uncomfortable or unsafe because of your identity while working in Congress?		
	Response	%
Yes	19	18%
No	84	79%
Unsure	3	3%
Total	106	

22. Has anyone in an office you've worked in made you feel uncomfortable or unsafe?		
	Response	%
Yes	127	25%
No	378	73%

22. Has anyone in an office you've worked in made you feel uncomfortable or unsafe?		
	Response	%
Yes	107	26%
No	293	71%

22. Has anyone in an office you've worked in made you feel uncomfortable or unsafe?		
	Response	%
Yes	20	19%
No	85	80%

Unsure	11	2%
Total	516	

Unsure	10	2%
Total	410	

Unsure	1	1%
Total	106	

23. Have you ever faced sexual harassment while working on the hill or in your office?		
	Response	%
Yes	61	12%
No	444	86%
Unsure	11	2%
Total	516	

23. Have you ever faced sexual harassment while working on the hill or in your office?		
	Response	%
Yes	44	11%
No	356	87%
Unsure	10	2%
Total	410	

23. Have you ever faced sexual harassment while working on the hill or in your office?		
	Response	%
Yes	17	16%
No	88	83%
Unsure	1	1%
Total	106	

24. Do you believe Congress provides adequate support for people that have been harassed or made to feel uncomfortable at work?		
	Response	%
Yes	81	16%
No	229	44%
Unsure	206	40%
Total	516	

24. Do you believe Congress provides adequate support for people that have been harassed or made to feel uncomfortable at work?		
	Response	%
Yes	57	14%
No	184	45%
Unsure	169	41%
Total	410	

24. Do you believe Congress provides adequate support for people that have been harassed or made to feel uncomfortable at work?		
	Response	%
Yes	24	23%
No	45	42%
Unsure	37	35%
Total	106	

25. If you have a disability and/or mental illness, are your accessibility needs met in your office?		
	Response	%
Yes	149	29%
No	78	15%
Unsure	289	56%
Total	516	

25. If you have a disability and/or mental illness, are your accessibility needs met in your office?		
	Response	%
Yes	110	27%
No	64	16%
Unsure	236	58%
Total	410	

25. If you have a disability and/or mental illness, are your accessibility needs met in your office?		
	Response	%
Yes	39	37%
No	14	13%
Unsure	53	50%
Total	106	

26. Do you feel there is a toxic work environment in Congress?		
	Response	%
Yes	439	85%
No	77	15%
Unsure	0	

26. Do you feel there is a toxic work environment in Congress?		
	Response	%
Yes	354	86%
No	56	14%
Unsure		

26. Do you feel there is a toxic work environment in Congress?		
	Response	%
Yes	85	80%
No	21	20%
Unsure		

Total	516
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Total	410
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Total	106
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27. Would you like to see more protections to give you a voice at work?		
	Response	%
Yes	468	91%
No	48	9%
Unsure	0	
Total	516	

27. Would you like to see more protections to give you a voice at work?		
	Response	%
Yes	382	93%
No	28	7%
Unsure		
Total	410	

27. Would you like to see more protections to give you a voice at work?		
	Response	%
Yes	86	81%
No	20	19%
Unsure		
Total	106	