



## **Lift Our Voices/ Morning Consult Poll - June 2023 - Questions and Crosstabs**

### **Methodology:**

This poll was conducted between May 30 - June 1, 2023 by Morning Consult on behalf of Lift Our Voices among samples of 1501 women and 503 men (18+, United States). The interviews were conducted online, and the data were weighted to approximate target samples of U.S. men and women based on age, educational attainment, race, marital status, home ownership, race by educational attainment, 2020 presidential vote, and region. Results for the overall U.S. population represent a weighted subsample of 1,011 adults (n=498 male, n=512 female) and have a margin of error of plus or minus 3 percentage points.

### **Notes for the following tables:**

- A number of questions have been withheld for future releases.
- “Survivors” are respondents who have personally experienced sexual harassment, abuse or assault in the workplace and/or experienced discrimination or been treated unfairly because of their gender, race, ethnicity, age, religion, sexual orientation, or disability status.
- Regions are defined according to the [U.S. Census regions](#).

LOV3. How would you rate the amount of work Congress is doing to protect against discrimination or sexual harassment and abuse in the workplace?				
	Should be doing more	Doing the right amount	Should be doing less	DK/No opinion
<b>All adults</b>	<b>54%</b>	<b>24%</b>	<b>4%</b>	<b>18%</b>
Northeast	62%	21%	3%	14%
Midwest	55%	21%	2%	22%
South	50%	26%	4%	21%
West	54%	26%	5%	15%
<b>Women</b>	<b>56%</b>	<b>22%</b>	<b>2%</b>	<b>20%</b>
GenZ	70%	17%	1%	13%
Millennials	52%	23%	1%	13%
GenX	53%	28%	2%	18%
Boomers	57%	19%	2%	21%
Republicans	47%	28%	4%	21%
Independents	52%	21%	1%	13%
Democrats	66%	19%	2%	21%
Survivors	64%	19%	2%	15%
<b>Men</b>	<b>52%</b>	<b>25%</b>	<b>6%</b>	<b>17%</b>
GenZ	53%	28%	3%	15%
Millennials	54%	20%	9%	17%
GenX	52%	22%	5%	15%
Boomers	52%	22%	5%	20%
Republicans	40%	34%	11%	14%
Independents	44%	21%	2%	32%
Democrats	67%	21%	5%	7%
Survivors	69%	17%	7%	7%



LOV7. Which of the following statements about non-disclosure agreements (NDAs) comes closest to your view?  
More often than not, NDAs are used by companies

	As a tool to protect valuable company information	As a tool to prevent employees from speaking out against mistreatment	Don't know/No opinion
<b>All adults</b>	<b>49%</b>	<b>32%</b>	<b>20%</b>
Women	47%	32%	21%
Men	49%	32%	18%

LOV8. While some non-disclosure agreements (NDAs) serve to protect company information, in some cases these contracts prevent people who experience or observe abuse, harassment, or discrimination from sharing that information in or outside the workplace. As far as you know, does the NDA that YOU signed allow you to talk about misconduct that happens in your workplace?

	Yes, I am allowed to discuss incidents of misconduct that take place	No, I am NOT allowed to discuss incidents of misconduct that take place	Not sure
<b>All adults</b>	<b>66%</b>	<b>18%</b>	<b>15%</b>
Women	55%	27%	18%
Men	72%	15%	13%

(LOV9\_1) Knowing that the non-disclosure agreement (NDA) you signed could potentially prevent you and your fellow workers from sharing information about misconduct that occurs in your workplace, please indicate your level of agreement with the following statements with regard to your own NDA:  
I would like to have the option to opt out of my NDA

	<b>Total agree</b>	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
<b>All</b>	<b>64%</b>	<b>27%</b>	<b>37%</b>	<b>22%</b>	<b>7%</b>	<b>7%</b>
Women	<b>58%</b>	25%	33%	28%	6%	9%
Men	<b>64%</b>	27%	37%	22%	9%	5%

(LOV9\_2) Knowing that the non-disclosure agreement (NDA) you signed could potentially prevent you and your fellow workers from sharing information about misconduct that occurs in your workplace, please indicate your level of agreement with the following statements with regard to your own NDA:  
 I would like my employer to end the practice of using NDAs altogether

	<b>Total agree</b>	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
<b>All</b>	<b>54%</b>	<b>28%</b>	<b>26%</b>	<b>20%</b>	<b>15%</b>	<b>10%</b>
Women	<b>46%</b>	18%	28%	30%	12%	12%
Men	<b>57%</b>	30%	27%	19%	17%	6%

(LOV12) As you may know, the Ending Forced Arbitration of Sexual Assault and Sexual Harassment Act (March 2022) gives sexual misconduct survivors the right to file their claims in open court, rather than handling them through a closed, private process called arbitration. After hearing more, do you generally have a favorable or unfavorable opinion of the Ending Forced Arbitration Act?

	<b>Total favorable</b>	Very Favorable	Somewhat favorable	Neither favorable nor unfavorable	Somewhat unfavorable	Very unfavorable	Don't know/NA
<b>All</b>	<b>57%</b>	<b>29%</b>	<b>28%</b>	<b>20%</b>	<b>4%</b>	<b>3%</b>	<b>16%</b>
Northeast	57%	30%	27%	18%	3%	3%	19%
Midwest	58%	29%	29%	21%	5%	3%	17%
South	54%	28%	26%	21%	5%	2%	9%
West	61%	30%	31%	18%	3%	4%	14%
All women	57%	28%	29%	20%	3%	3%	18%
GenZ	58%	27%	31%	18%	3%	2%	18%
Millennials	51%	26%	25%	23%	2%	4%	19%
GenX	55%	27%	28%	21%	4%	3%	17%
Boomers	62%	31%	31%	18%	2%	2%	16%
Rep.	52%	21%	31%	23%	2%	4%	19%
Ind.	45%	23%	22%	22%	4%	2%	26%
Dem.	70%	37%	33%	16%	2%	2%	10%
Survivors	67%	36%	31%	16%	4%	2%	10%
All men	58%	30%	28%	21%	6%	4%	12%
GenZ	49%	24%	25%	20%	12%	6%	12%
Millennials	65%	36%	29%	17%	5%	2%	12%
GenX	57%	31%	26%	26%	5%	3%	10%
Boomers	56%	27%	29%	22%	4%	5%	13%
Rep.	55%	24%	31%	22%	5%	4%	14%
Ind.	41%	20%	21%	28%	7%	5%	19%
Dem.	73%	43%	30%	15%	5%	2%	4%
Survivors	68%	39%	29%	17%	6%	5%	4%

(LOV13) As you may know, the Speak Out Act, signed in December 2022, allows workers who have not yet initiated legal action to disclose sexual misconduct that occurred in their workplace even if they signed a non-disclosure agreement (NDA). After hearing more, do you generally have a favorable or unfavorable opinion of the Speak Out Act?

	<b>Total favorable</b>	Very Favorable	Somewhat favorable	Neither favorable nor unfavorable	Somewhat unfavorable	Very unfavorable	Don't know/NA
<b>All</b>	<b>62%</b>	<b>33%</b>	<b>29%</b>	<b>17%</b>	<b>4%</b>	<b>2%</b>	<b>15%</b>
Northeast	<b>67%</b>	32%	35%	12%	4%	3%	14%
Midwest	<b>62%</b>	36%	26%	20%	2%	3%	13%
South	<b>60%</b>	31%	29%	18%	3%	25	16%
West	<b>63%</b>	35%	28%	15%	7%	1%	15%
All women	<b>62%</b>	32%	30%	17%	3%	2%	16%
GenZ	<b>61%</b>	35%	26%	14%	5%	2%	14%
Millennials	<b>58%</b>	29%	29%	19%	2%	2%	19%
GenX	<b>60%</b>	30%	30%	21%	3%	2%	15%
Boomers	<b>70%</b>	37%	33%	13%	1%	2%	9%
Rep.	<b>56%</b>	24%	32%	21%	4%	2%	17%
Ind.	<b>51%</b>	25%	26%	20%	3%	2%	24%
Dem.	<b>76%</b>	44%	32%	11%	2%	2%	9%
Survivors	<b>72%</b>	41%	31%	14%	4%	2%	9%
All men	<b>61%</b>	32%	29%	18%	6%	2%	12%
GenZ	<b>50%</b>	26%	24%	19%	14%	-	17%
Millennials	<b>67%</b>	40%	27%	14%	8%	1%	12%
GenX	<b>60%</b>	31%	29%	25%	2%	2%	10%
Boomers	<b>63%</b>	29%	34%	15%	5%	4%	12%
Rep.	<b>56%</b>	25%	31%	19%	9%	3%	13%
Ind.	<b>42%</b>	21%	21%	26%	7%	3%	23%
Dem.	<b>80%</b>	47%	33%	12%	4%	1%	3%
Survivors	<b>69%</b>	39%	30%	13%	7%	4%	8%

LOV14\_1-6. Do you agree or disagree that those who accuse their employers of workplace discrimination based on the **following factors** should have the choice of suing in open court for their claims (instead of a closed, private process called arbitration)?

All adults	Total agree	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Don't know/No opinion
<b>Disability</b>	<b>72%</b>	<b>46%</b>	<b>26%</b>	<b>7%</b>	<b>4%</b>	<b>17%</b>
Rep	66%	38%	28%	8%	1%	8%
Ind	64%	40%	24%	4%	4%	28%
Dem	83%	56%	27%	8%	1%	8%
<b>Race/ethnicity</b>	<b>71%</b>	<b>45%</b>	<b>26%</b>	<b>5%</b>	<b>4%</b>	<b>18%</b>
Rep	63%	35%	28%	9%	8%	20%
Ind	61%	37%	24%	6%	3%	31%
Dem	88%	60%	28%	3%	3%	7%
<b>Older age (40+)</b>	<b>71%</b>	<b>43%</b>	<b>28%</b>	<b>6%</b>	<b>4%</b>	<b>19%</b>
Rep	64%	38%	26%	9%	6%	20%
Ind	61%	35%	26%	6%	3%	30%
Dem	85%	54%	31%	5%	3%	8%
<b>Sexual orientation</b>	<b>68%</b>	<b>42%</b>	<b>26%</b>	<b>7%</b>	<b>6%</b>	<b>19%</b>
Rep	56%	27%	29%	11%	12%	20%
Ind	62%	35%	27%	5%	4%	29%
Dem	83%	59%	24%	6%	3%	8%
<b>Gender/ Gender Identity</b>	<b>68%</b>	<b>40%</b>	<b>28%</b>	<b>6%</b>	<b>7%</b>	<b>19%</b>
Rep	57%	26%	31%	7%	13%	23%
Ind	61%	36%	25%	6%	5%	28%
Dem	82%	53%	29%	5%	3%	9%
<b>Religion</b>	<b>68%</b>	<b>39%</b>	<b>29%</b>	<b>7%</b>	<b>6%</b>	<b>19%</b>
Rep	61%	32%	29%	8%	9%	22%
Ind	60%	34%	26%	7%	5%	28%



Dem	79%	48%	31%	6%	5%	17%
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LOV15. Now thinking about your own experiences, have you ever personally experienced sexual harassment, abuse, or assault in the workplace? As a reminder, this survey is anonymous and for research purposes only.

	Yes, have experienced this	No, have NOT experienced this	Prefer not to answer
<b>All adults</b>	<b>24%</b>	<b>71%</b>	<b>5%</b>
Women	29%	65%	6%
Men	20%	76%	5%

LOV16. Did you report or talk about the sexual harassment, abuse, or assault with anyone at work?

	Yes	No
<b>All adults</b>	<b>53%</b>	<b>47%</b>
Women	45%	55%
Men	64%	36%

LOV20\_1-8. We would like to understand better why you did not report the sexual harassment, abuse or assault. Please select all of the following reasons that prevented you from reporting it. (*The subgroup of men who did not report was too small a subset to report out.*)

	All Adults	Women
I didn't think anything helpful would be done	42%	48%
I didn't want to be retaliated against	38%	41%
I would be uncomfortable reporting what happened	32%	35%
I didn't think others would believe me	30%	30%
I didn't want my career to suffer	30%	29%
I was worried coworkers would be angry with me if I reported it	26%	23%
I was afraid to report the experience	25%	31%
I didn't know who to report it to	16%	18%

LOV18. How much, if any, did the sexual harassment, abuse, or assault you experienced at work affect your mental health at the time?				
	A lot	Some	Not much	Not at all
<b>All adults</b>	<b>38%</b>	<b>38%</b>	<b>17%</b>	<b>7%</b>
Women	37%	41%	15%	8%
Men	43%	35%	17%	4%

LOV22. Have YOU ever experienced discrimination or been treated unfairly because of your gender, race, ethnicity, age, religion, sexual orientation, or disability status			
	Yes	No	Don't know
<b>All adults</b>	<b>29%</b>	<b>64%</b>	<b>8%</b>
Women	31%	59%	10%
Men	28%	65%	7%

LOV26. How much, if any, did the discrimination or unfair treatment you experienced at work affect your mental health at the time?				
	A lot	Some	Not much	Not at all
<b>All adults</b>	<b>36%</b>	<b>35%</b>	<b>20%</b>	<b>9%</b>
Women	36%	45%	14%	5%
Men	38%	27%	24%	11%