

Millennial and Sexual Harassment

June 2018

Survey Overview

The GenForward Survey, founded by Dr. Cathy Cohen at the University of Chicago, is the first of its kind—a nationally representative survey of over 1,750 young adults ages 18-34 conducted bimonthly that pays special attention to the ways race and ethnicity influence how young adults, or Millennials, experience and think about the world.

Given the importance of race and ethnicity for shaping the diverse perspectives and lived experiences of young people, we believe researchers make a mistake when they present data on young adults in a manner that assumes a monolithic Millennial generation and young adult vote.

In this memo, we present an empirical overview of Millennials' views on sexual harassment in the United States, in their own lives, and in American politics. The data presented were collected between January 3rd and January 16th, 2018 and is comprised of 503 African American, 280 Asian American, 504 Latinx, 503 white Millennial respondents.

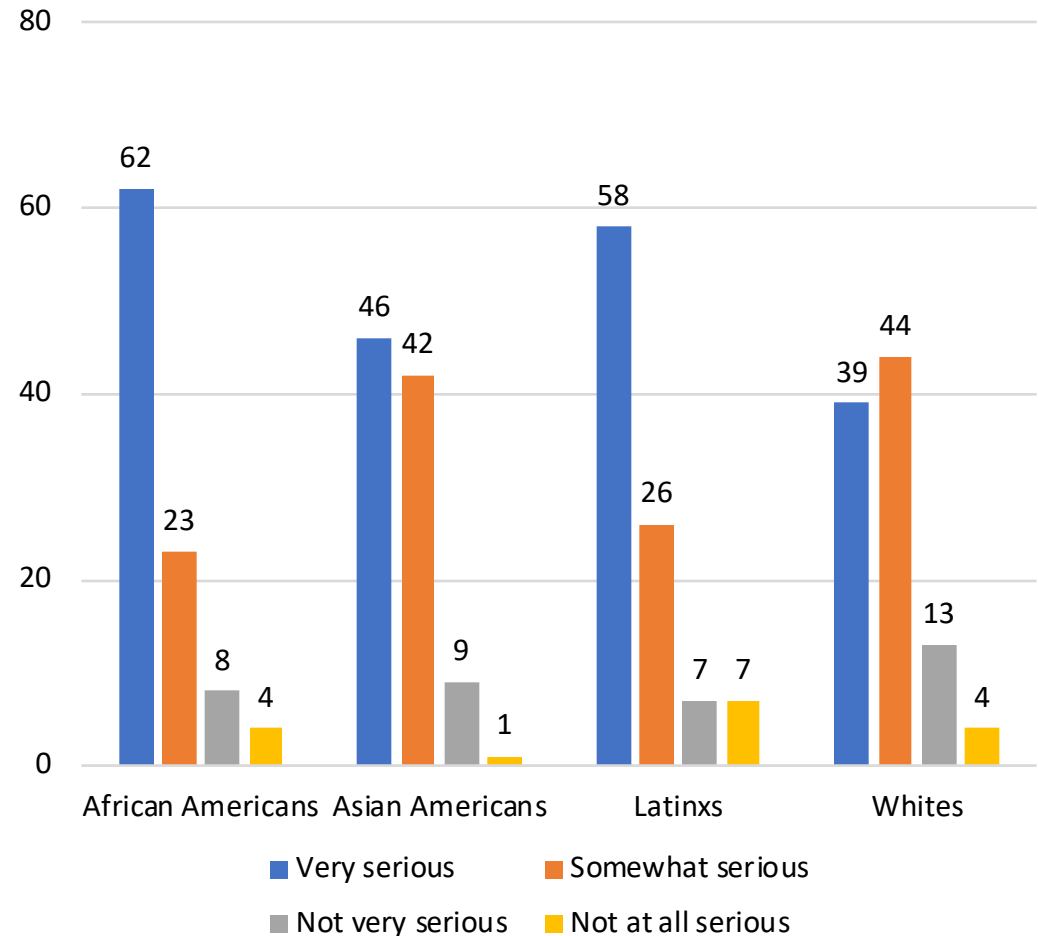
I. Sexual Harassment in the U.S.

The Problem of Sexual Harassment (by Race)

Substantial majorities of African American (85%), Asian American (88%), Latinx (84%), and white (83%) Millennials consider sexual harassment a “somewhat” or “very” serious problem in the U.S. However, there is a noticeable divide in perceptions on how severe of a problem sexual harassment is between African Americans and Latinxs on one hand and Asian American and white Millennials on the hand.

Majorities of African Americans (62%) and Latinxs (58%) believe sexual harassment is a “very” serious problem, compared to 46 percent of Asian Americans and 39 percent of white Millennials.

How serious of a problem do you think sexual harassment is in the United States?



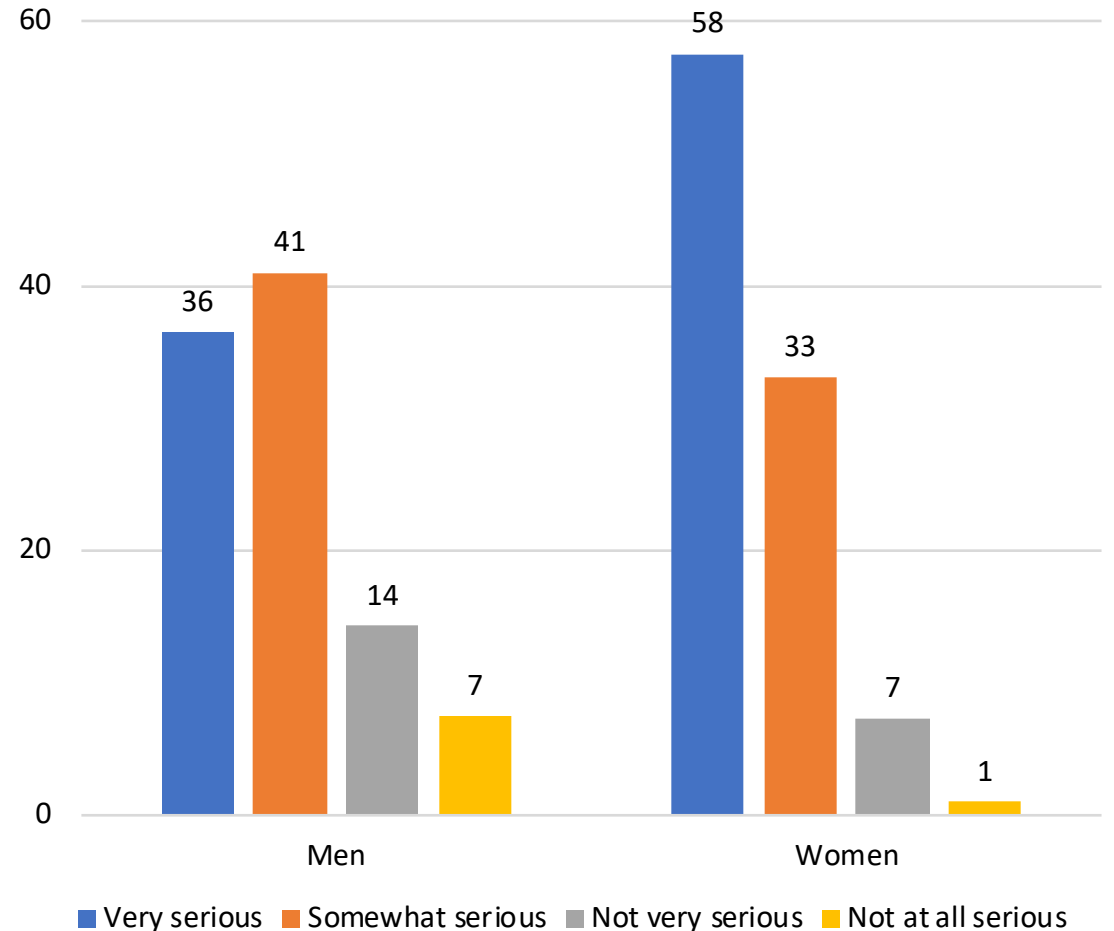
The Problem of Sexual Harassment (by Gender)

Both women (81%) and men (77%) largely agree that sexual harassment is a “somewhat” or “very” serious problem in the United States.

However, women are much more likely than men to think that sexual harassment is a “very serious” problem in the United States by a substantial margin of approximately 22 points.

Moreover, while still a minority, roughly 21% of men report that sexual harassment is not very or not at all a serious problem. The percentage of men that think sexual harassment is not much of a problem is 13 points than that of women.

How serious of a problem do you think sexual harassment is in the United States?

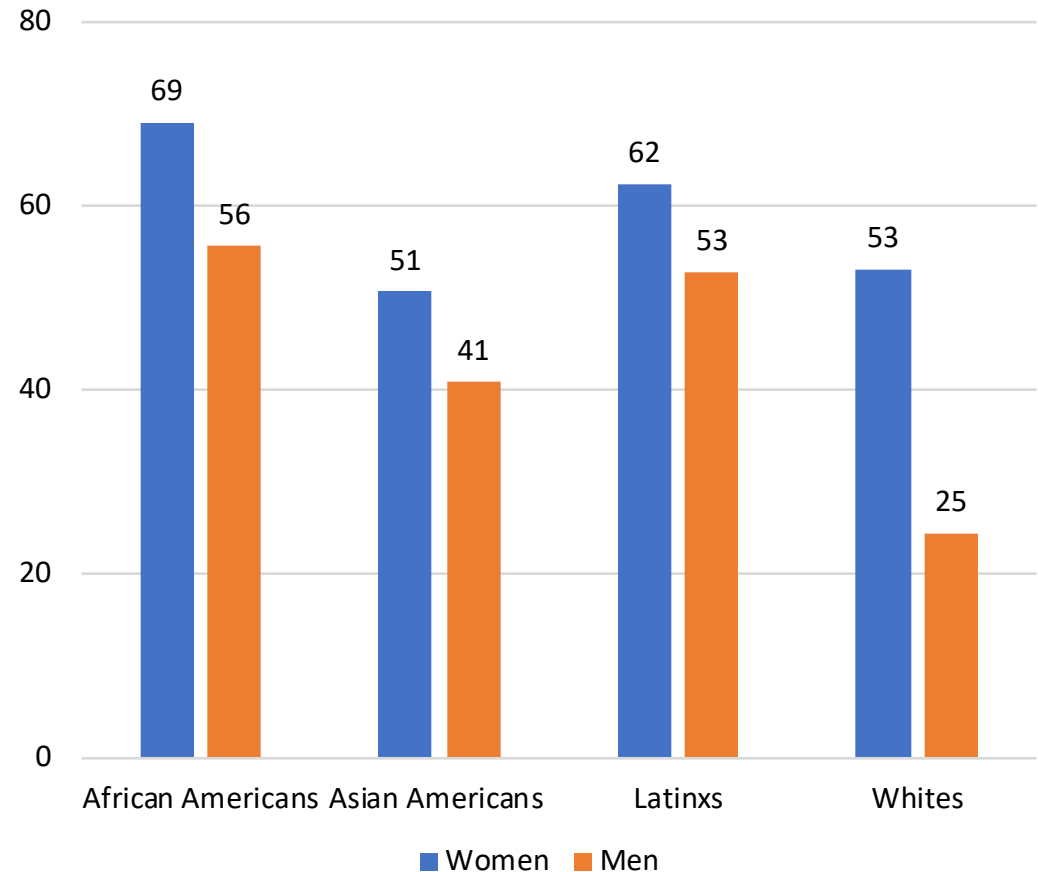


The Problem of Sexual Harassment (by Race & Gender)

The finding that women think sexual harassment is a more serious problem than men is prevalent among African Americans, Asian Americans, Latinxs, and white Millennials. The difference in opinion between women and men, however, varies somewhat by race/ethnicity.

- African Americans (13 points)
- Asian Americans (10 points)
- Latinxs (9 points)
- Whites (28 points).

**How serious of a problem do you think sexual harassment is in the United States?
(% that say very serious)**



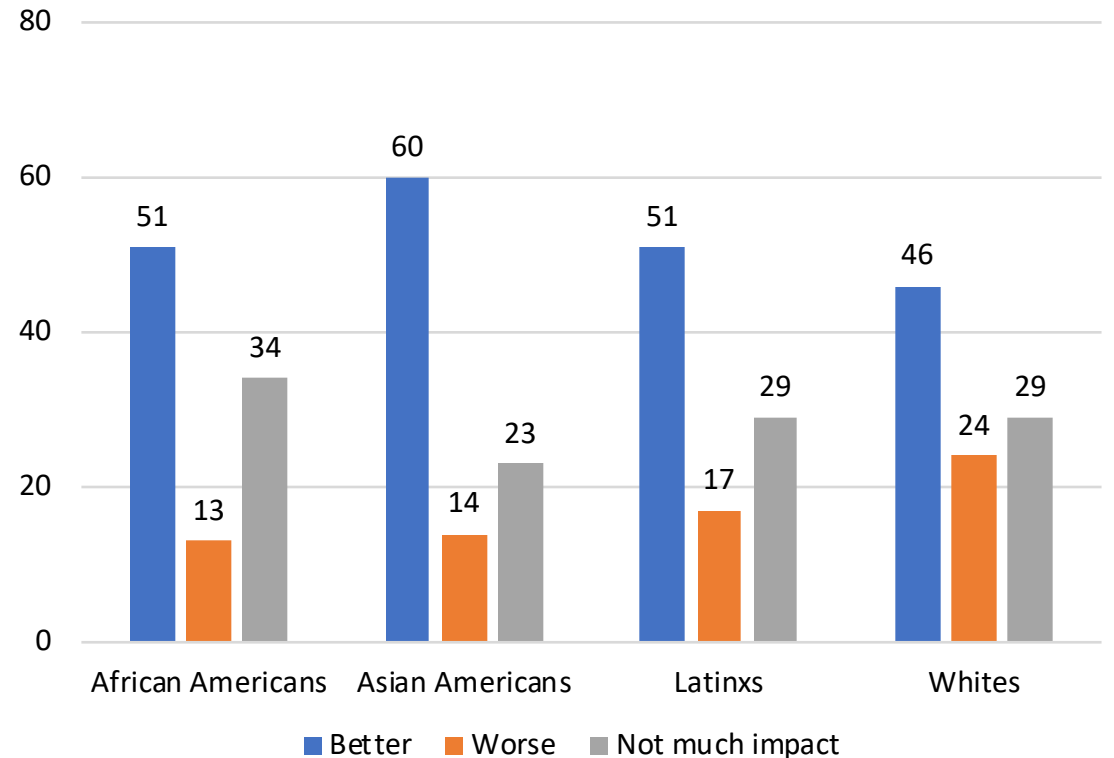
Speaking Out (by Race)

Millennials of color, especially African American millennials are more likely to believe that people coming forward with stories about sexual harassment and assault is going to change the country for the better.

- Asian Americans (60%)
- African American (51%)
- Latinx (51%)
- Whites (46%)

White Millennials are most likely to believe they will have a negative impact (24%).

Do you think that people coming forward with stories about sexual harassment and sexual assault is going to change the nation for the better, change the nation for the worse, or do you think their stories won't have much impact either way?

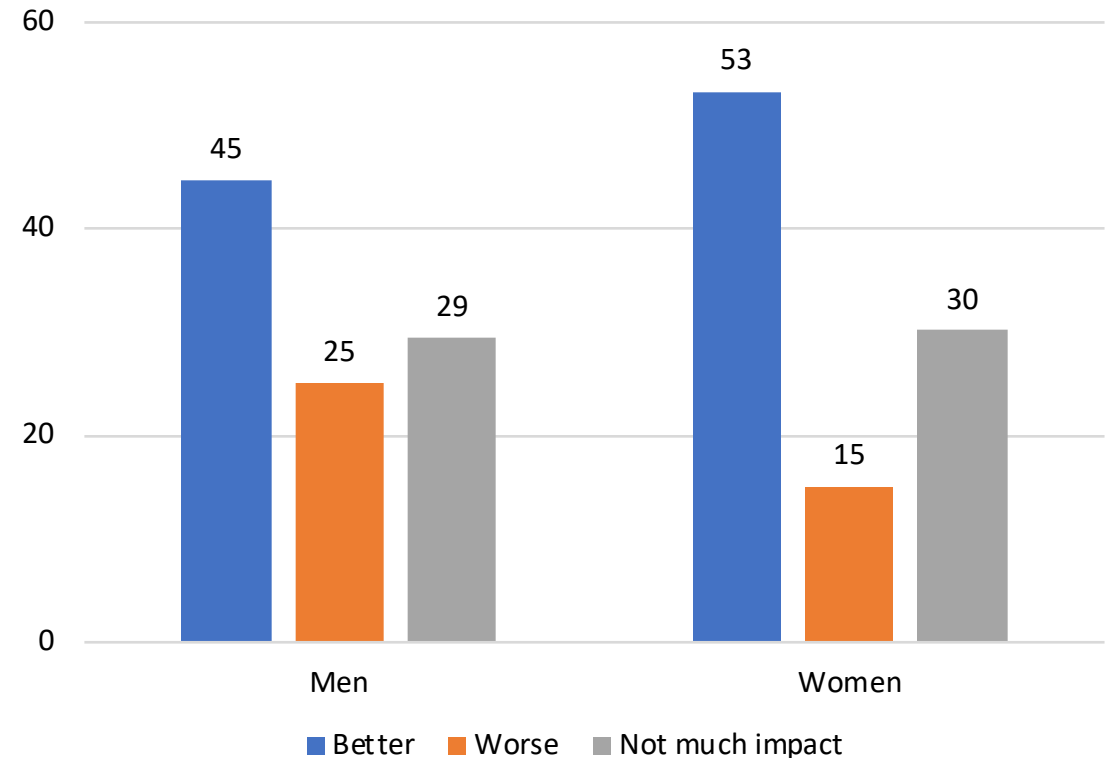


Speaking Out (by Gender)

Over half (53%) of women believe that victims speaking out about sexual harassment and assault is going to change the United States for the better. A plurality, though not a majority, (45%) of men also believe that victims sharing their experiences will ultimately benefit the nation.

Nevertheless, men are approximately 10 points more likely than women to say that victims coming forward will change the nation for the worse.

Do you think that people coming forward with stories about sexual harassment and sexual assault is going to change the nation for the better, change the nation for the worse, or do you think their stories won't have much impact either way?



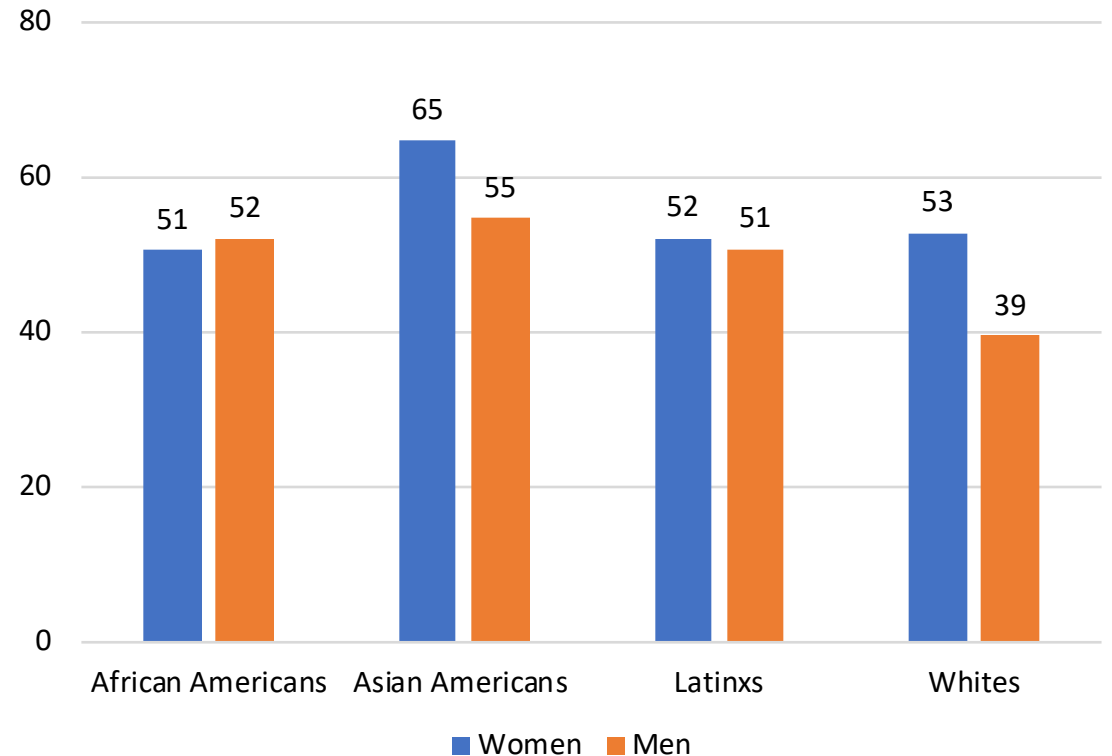
Speaking Out (by Race & Gender)

Right around half of African American and Latinx men and women say that victims speaking up about their experiences make the nation better. Women are more likely than men to hold this opinion among Asian American and white Millennials.

- African Americans (1 point gap)
- Asian Americans (10 point gap)
- Latinxs (1 point gap)
- Whites (14 point gap)

Fewer than half of white men (39%) believe that victims speaking out is a positive thing; white men are the only group not to reach a majority that thinks people sharing their experiences with sexual harassment will change the nation for the better.

Do you think that people coming forward with stories about sexual harassment and sexual assault is going to change the nation for the better, change the nation for the worse, or do you think their stories won't have much impact either way? (% that say better)



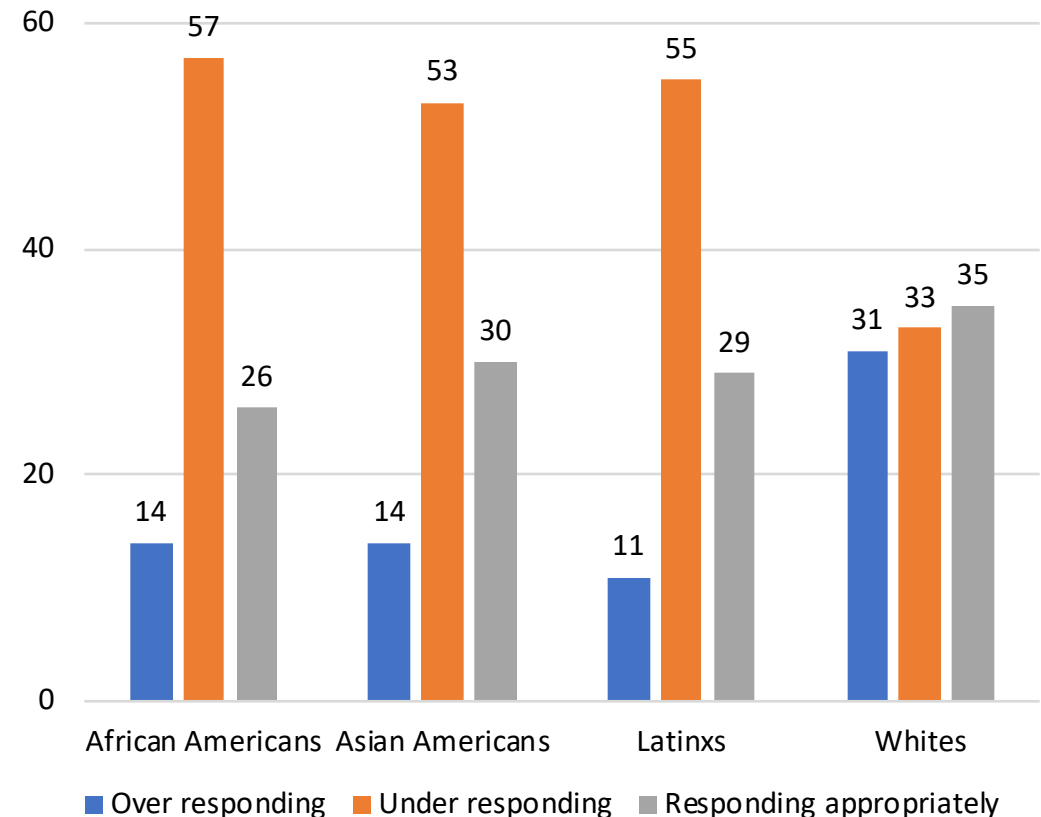
Responding to Sexual Harassment (by Race)

Majorities of Millennials of color think that the United States is under responding to accusations of sexual harassment and assault. White Millennials, on the other hand, are more evenly divided in their views.

- African American (57%)
- Asian American (53%)
- Latinx (55%)
- White (33%)

Less than 15% of respondents in each of these groups believe that the U.S. is over responding.

When you think about the recent responses to accusations of sexual harassment and assault, do you think as a country we are over responding, under responding, or responding appropriately?

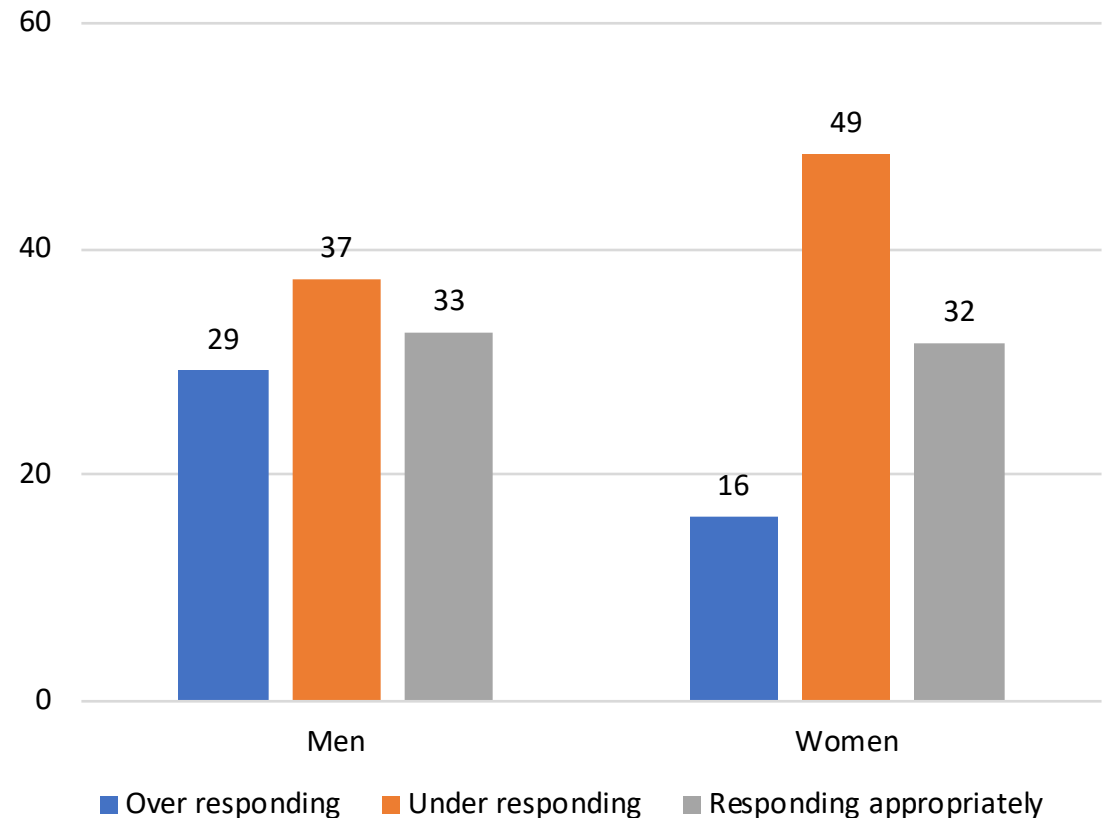


Responding to Sexual Harassment (by Gender)

Approximately equivalent percentages of men (33%) and women (32%) believe that the United States as a country is responding appropriately to allegations of sexual harassment.

Importantly, however, women are generally 12 points more likely than men to say the United States is under responding to accusations of sexual harassment and assault. Men, on the other hand, are more likely (29%) than women (16%) to believe that the United States over responding to the recent accusations of sexual harassment and assault.

When you think about the recent responses to accusations of sexual harassment and assault, do you think as a country we are over responding, under responding, or responding appropriately?



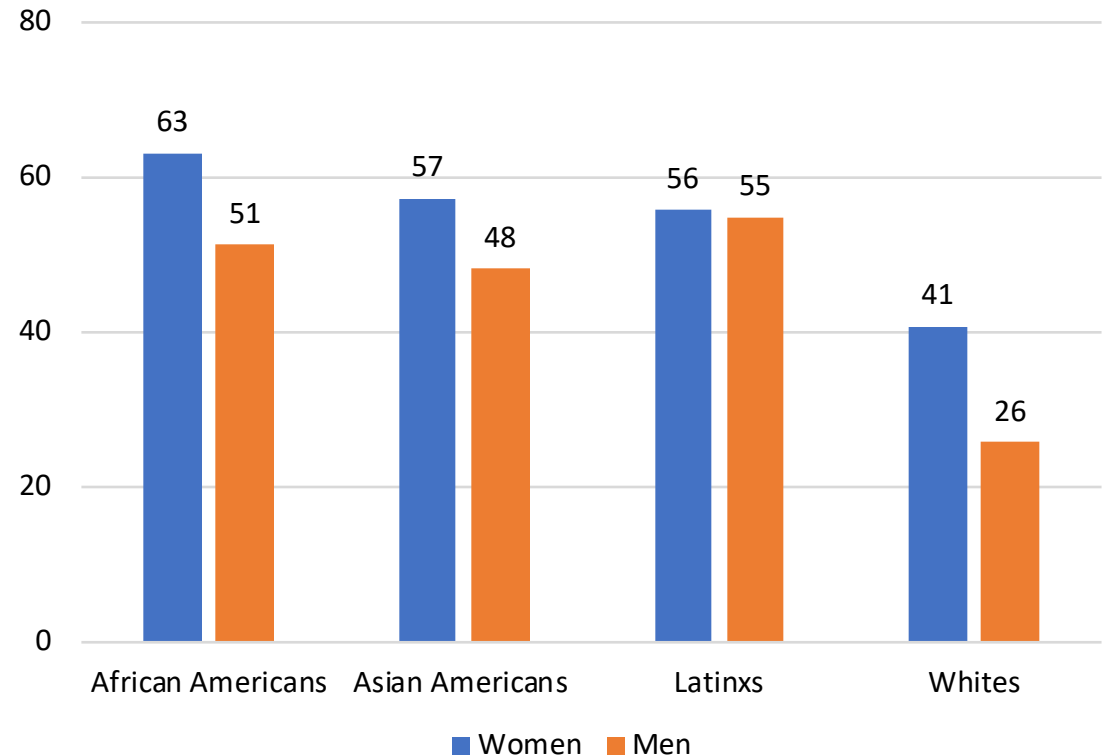
Responding to Sexual Harassment (by Race & Gender)

Latinx Millennials are the only group where similar proportions of women (56%) and men (55%) believe that the country is under responding to accusations of sexual harassment. Among other racial and ethnic groups, women are more likely to men to say the country is under responding to accusations of sexual harassment and assault.

- African Americans (12 points)
- Asian American (9 points)
- Whites (15 points)

There is also important variation by race and ethnicity not just across but also within gender. White women are the only group of women where less than half (41%) report that the country is under responding to allegations of sexual misconduct.

When you think about the recent responses to accusations of sexual harassment and assault, do you think as a country we are over responding, under responding, or responding appropriately?
(% that say under responding)



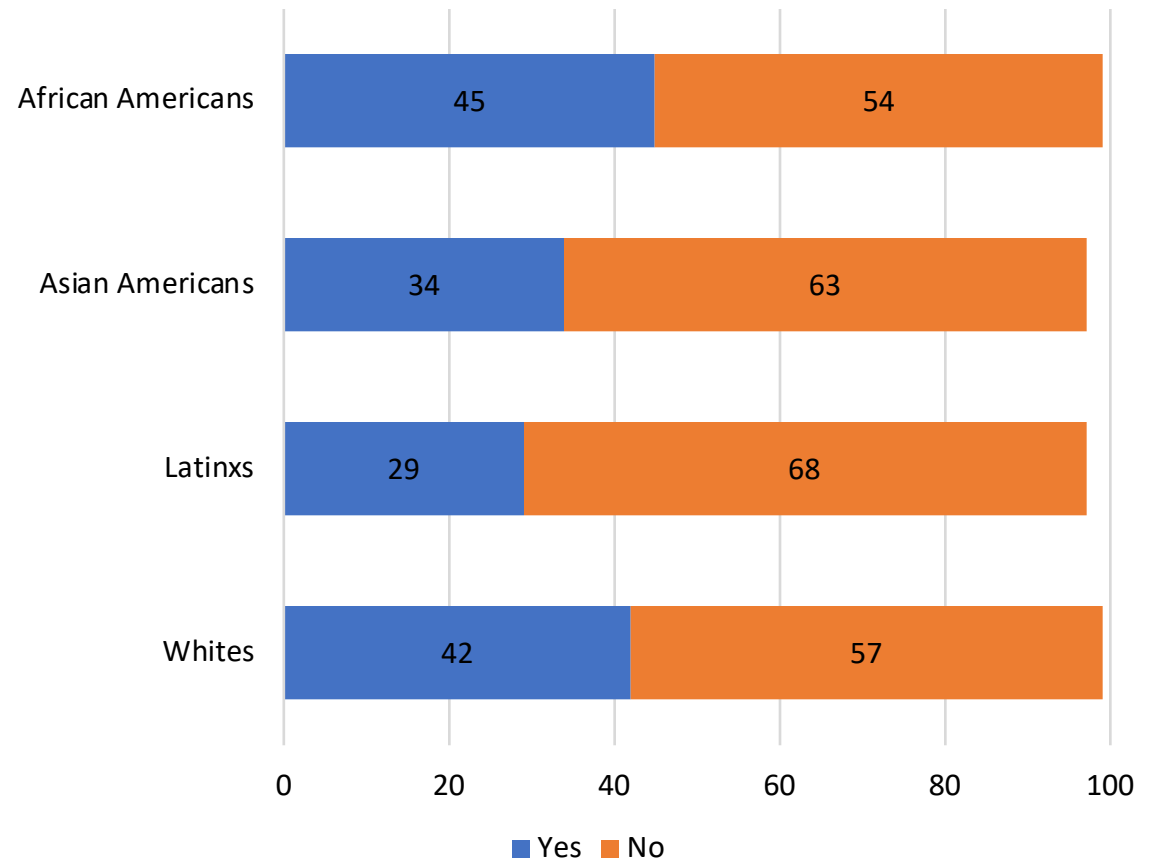
II. Experiences with Sexual Harassment

Harassment at Work or School (by Race)

African American and white Millennials report being victims of an unwanted sexual, verbal, or physical advance at work or school at much higher rates than Asian American and Latinx Millennials.

- African Americans (45%)
- Asian Americans (34%)
- Latinx (29%)
- Whites (42%)

Have you ever received an unwelcome sexual advance or other verbal or physical harassment of a sexual nature at work or school?

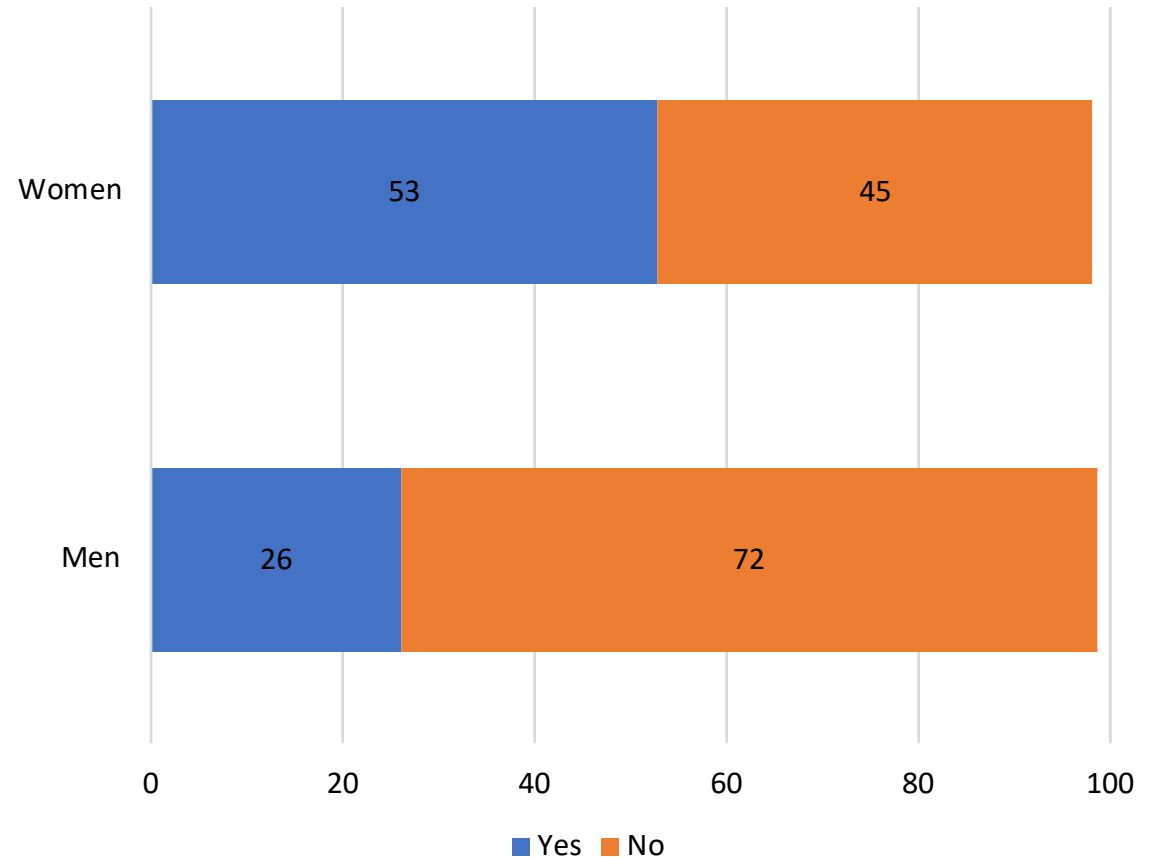


Harassment at Work or School (by Gender)

Just over half of women (53%)—and approximately double the percentage of men—report that they have been victims of an welcome sexual advance or verbal or physical harassment of a sexual nature at work or school.

In comparison, about a quarter of men (26%) say that they have received and unwelcome advance or been otherwise sexually harassed at work or school.

Have you ever received an unwelcome sexual advance or other verbal or physical harassment of a sexual nature at work or school?

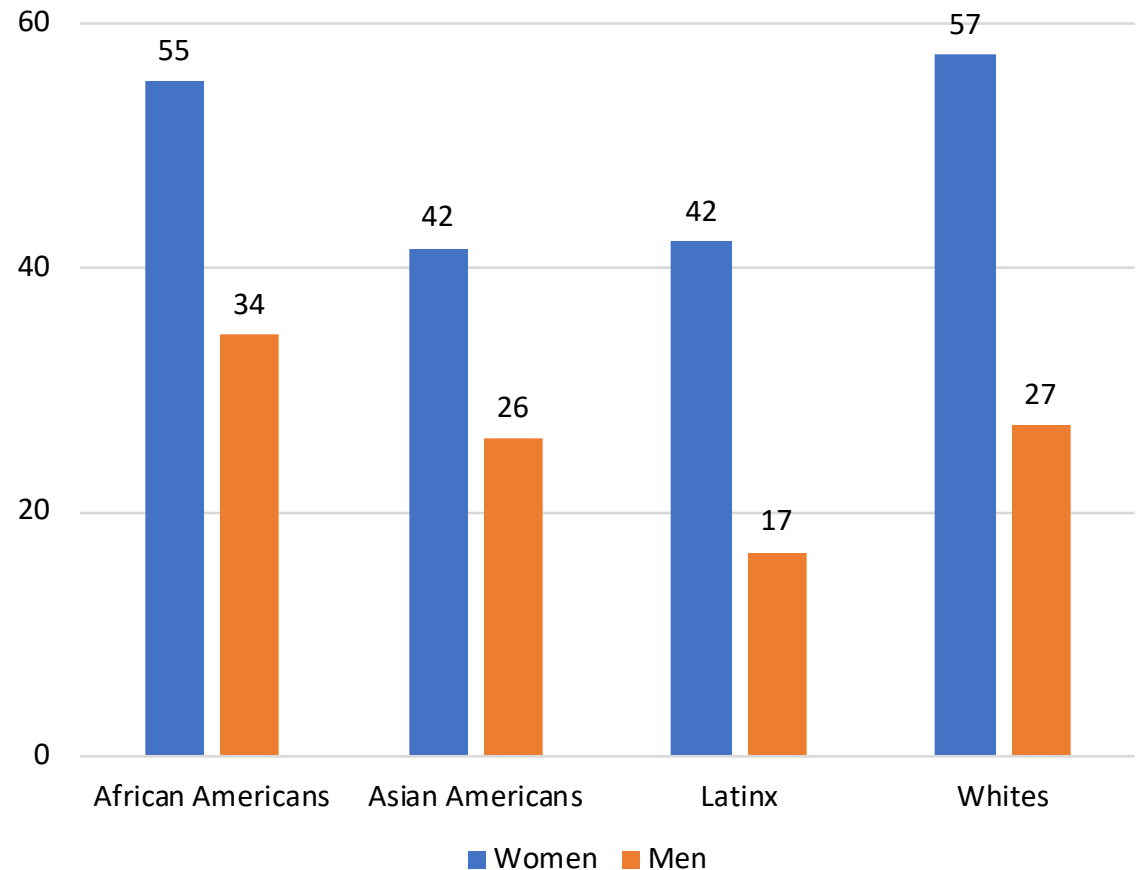


Harassment at Work or School (by Race & Gender)

Women, particularly white (57%) and African American (55%) women, are much more likely than men to report that they have received an unwelcome sexual advance. The gap between women and men is largest among white Millennials, with other groups reporting smaller gaps.

- African Americans (21 points)
- Asian Americans (16 points)
- Latinxs (25 points)
- Whites (30 points)

Have you ever received an unwelcome sexual advance or other verbal or physical harassment of a sexual nature at work or school? (% that say yes)

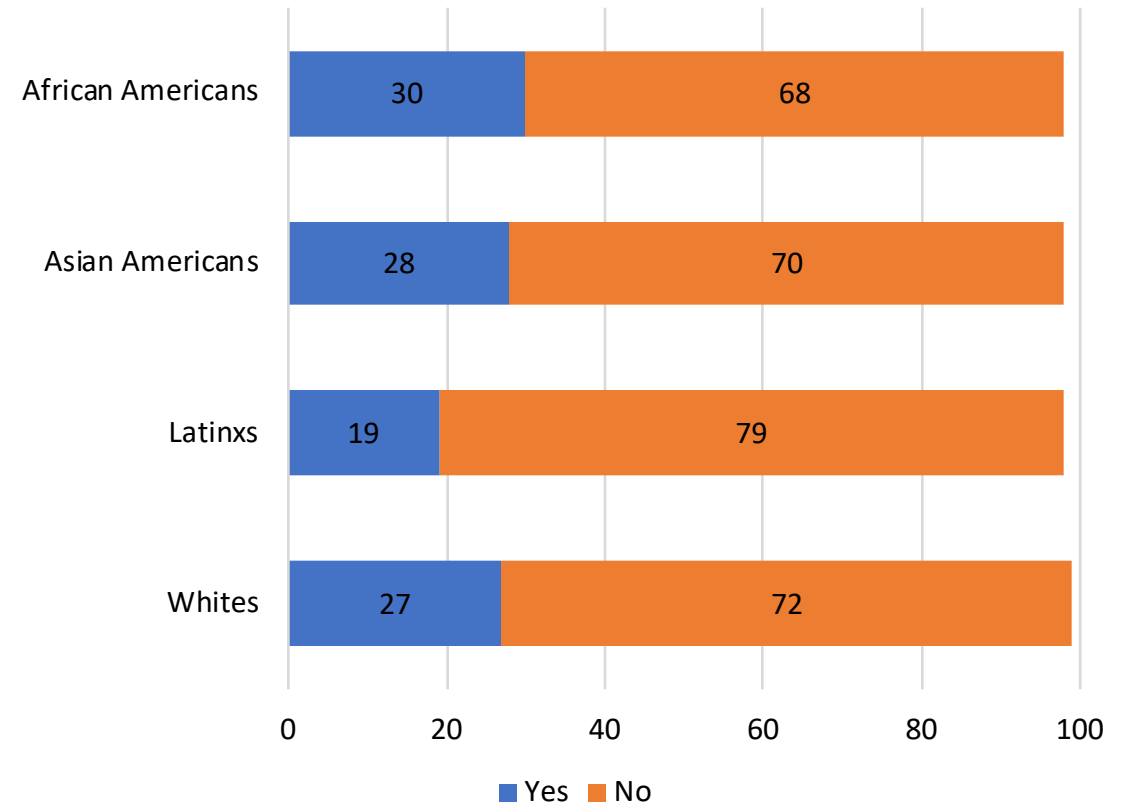


Known Offenders (by Race)

Meaningful proportions of Millennials responded “yes” when asked if there is someone in their work or school environment that everyone knows engages in inappropriate behavior and sexual harassment with other employees/students. Latinxs (19%) are less likely than their Millennial peers of other racial/ethnic backgrounds to say that someone at their school or work is known to engage in inappropriate behavior with colleagues.

- African Americans (30%)
- Asian Americans (28%)
- Latinxs (19%)
- Whites (27%)

Is there someone in your work or school environment that everyone knows engages in inappropriate behavior and sexual harassment with other employees or students?

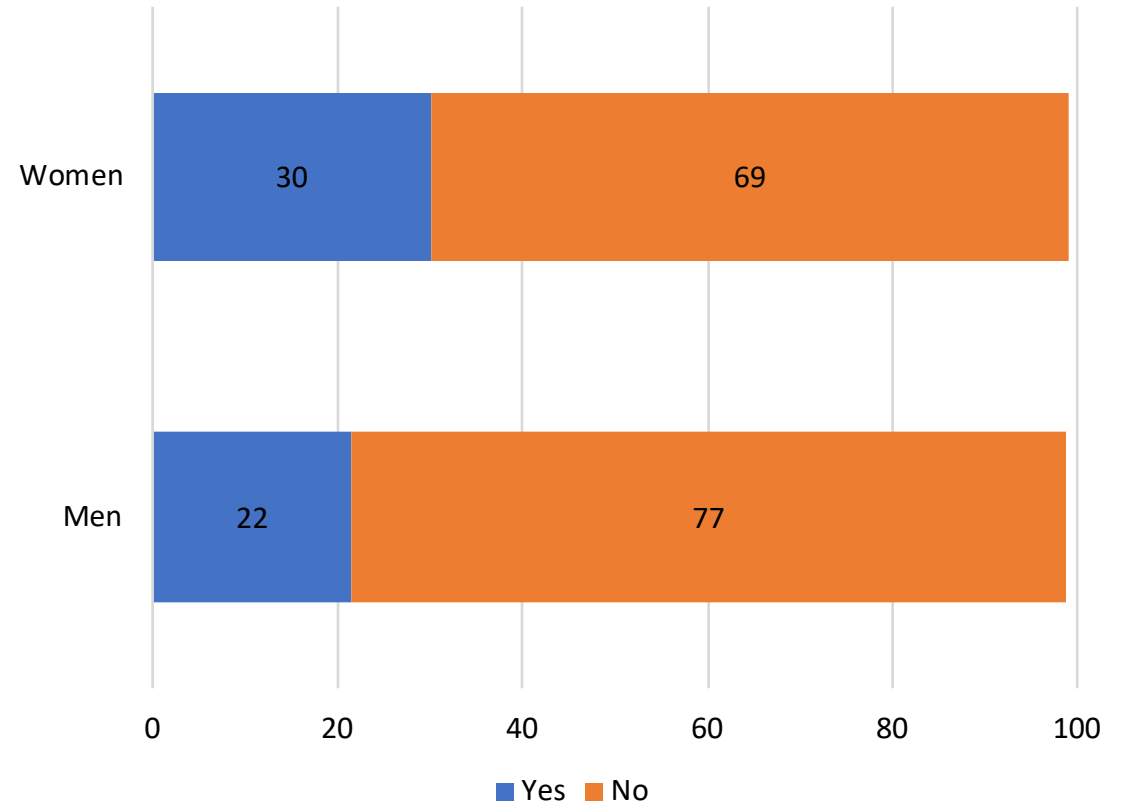


Known Offenders (by Gender)

Large majorities of women (69%) and men (77%) say that they do *not* know of anyone in their work or school environment that is known to regularly engage in inappropriate behavior.

Nevertheless, women are more likely than men by about 8 percentage points to say that there *is* someone in their work or school that everyone knows engages in inappropriate behavior.

Is there someone in your work or school environment that everyone knows engages in inappropriate behavior and sexual harassment with other employees or students?

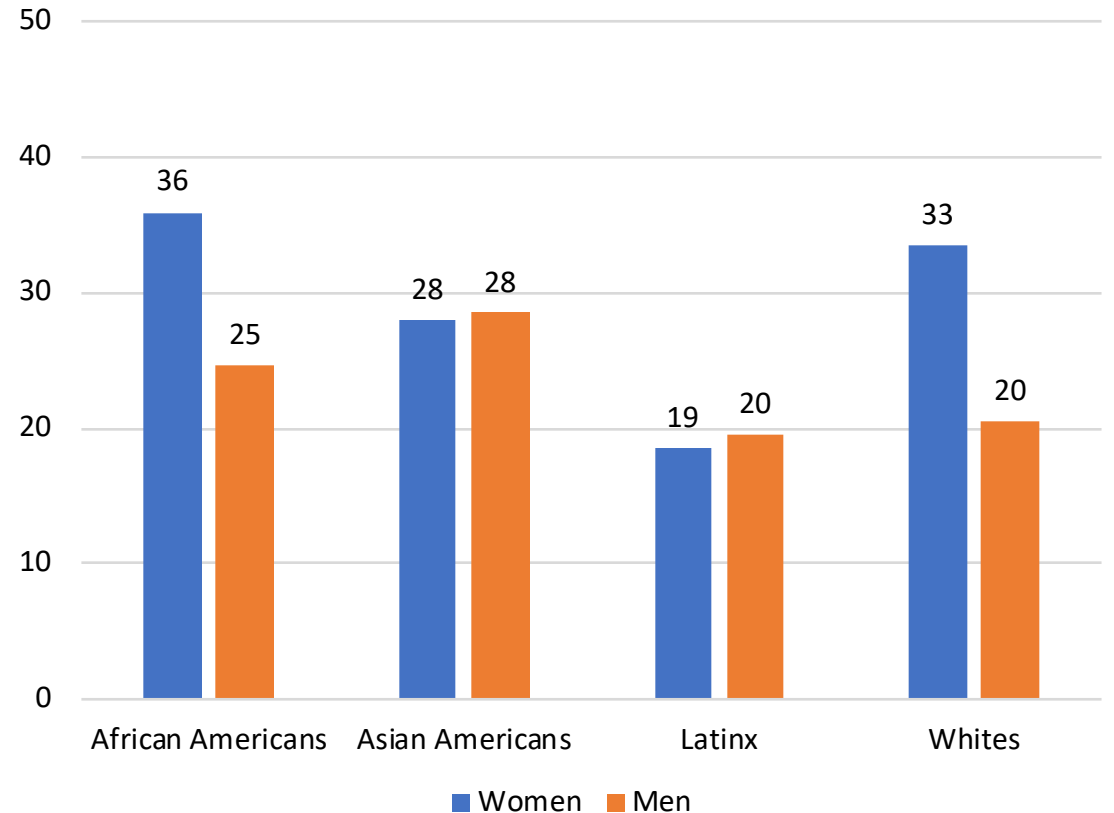


Known Offenders (by Race & Gender)

There is little variation by gender among Asian American and Latinx Millennials when asked about knowing someone that is known to engage in inappropriate behavior. The percentage of respondents who say they do someone that regularly engages in sexually inappropriate behavior is approximately 28% among Asian Americans and roughly 20% among Latinxs.

Among African American and white Millennials, however, women are significantly more likely than men to say they know someone who is known offender in their work or school environment. The difference between women and men is 13 points among white Millennials and approximately 11 points among African American Millennials.

Is there someone in your work or school environment that everyone knows engages in inappropriate behavior and sexual harassment with other employees or students? (*% that say yes*)



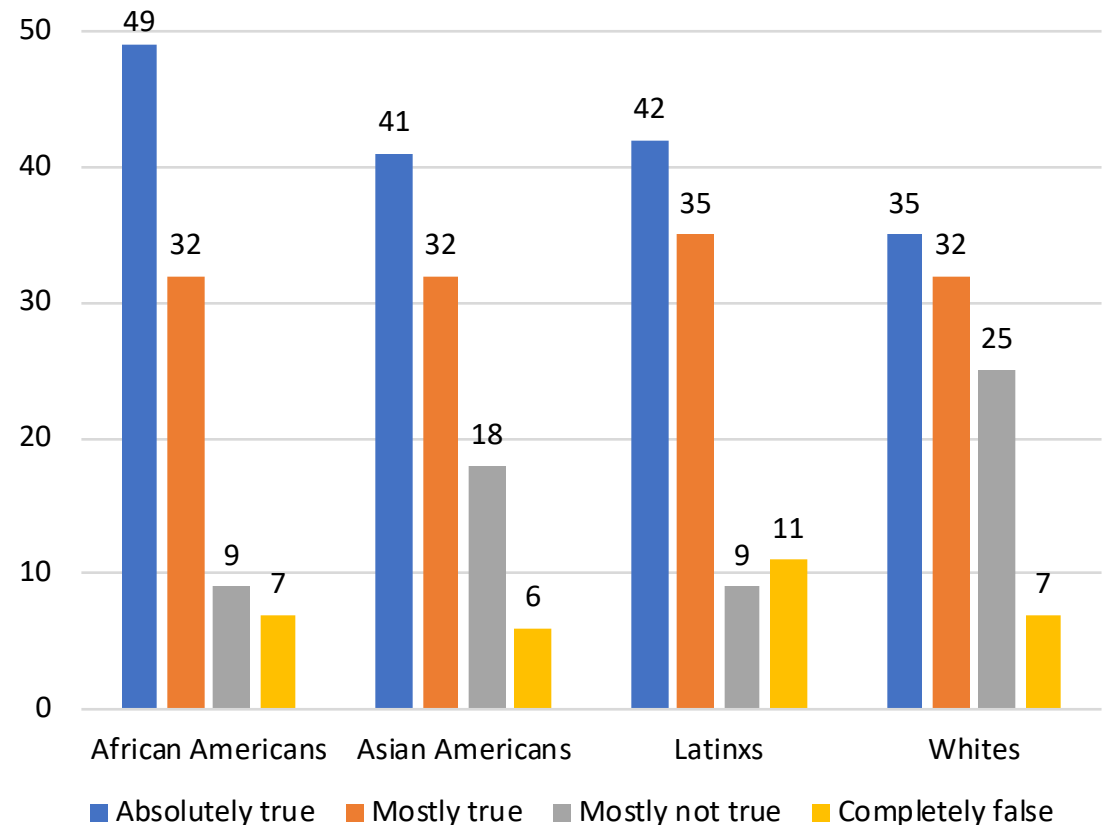
III. Sexual Harassment & American Politics

Veracity of Allegations against Trump (by Race)

Since his campaign for the president, no fewer than [16 women](#) have stepped forward and claimed that Donald Trump has made unwanted sexual advances toward them, prompting [calls](#) for Congress to investigate the claims and some [debate](#) over the claims' veracity. No fewer than 67% of Millennials believe that the allegations against Trump are "mostly" or "absolutely" true.

- African Americans (81%)
- Asian Americans (73%)
- Latinxs (77%)
- Whites (67%)

From what you've heard or read, do you think allegations that Donald Trump made unwanted sexual advances against women are mostly true or mostly not true?

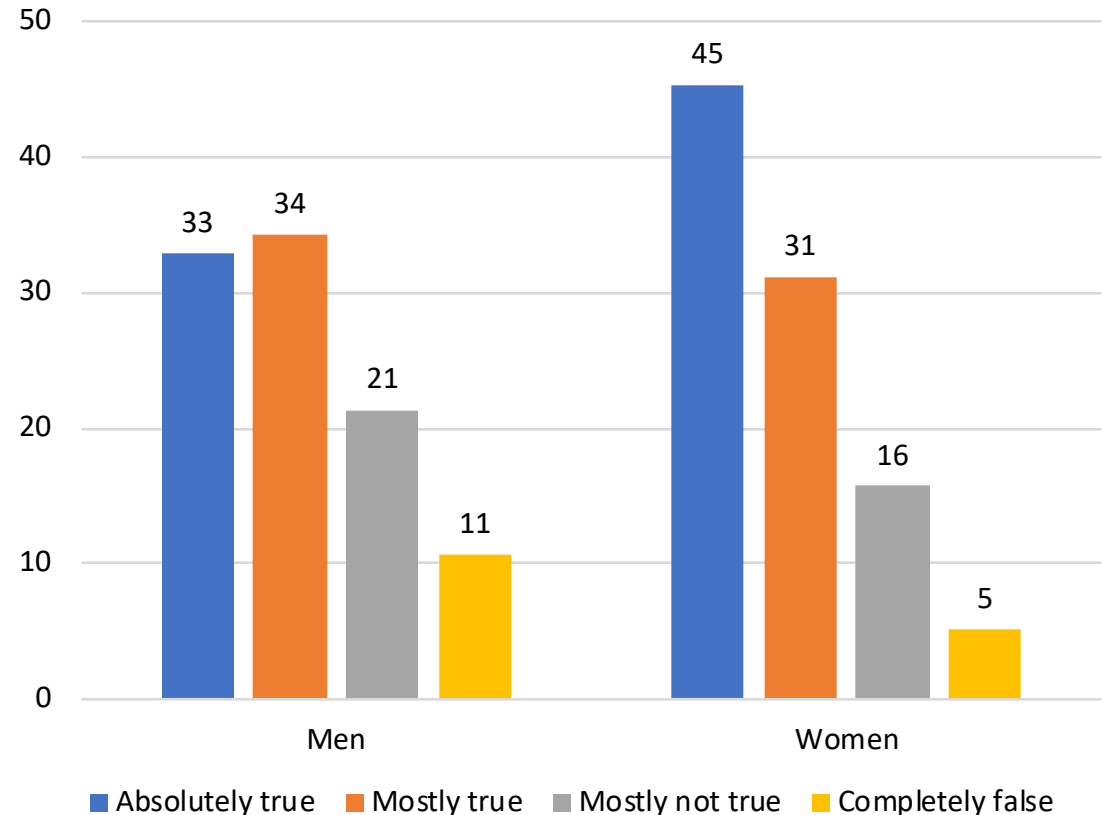


Veracity of Allegations against Trump (by Gender)

Both women and men believe that the accusations of sexual misconduct against President Trump are “mostly” or “absolutely” true. Nevertheless, women are approximately 12 points more likely than men to think that the allegations are “absolutely” true.

While men are somewhat equally divided between the response options “mostly” (34%) and “absolutely” (33%) true, a clear plurality of women (45%) believe the allegations against Trump are “absolutely” true.

From what you’ve heard or read, do you think allegations that Donald Trump made unwanted sexual advances against women are mostly true or mostly not true?



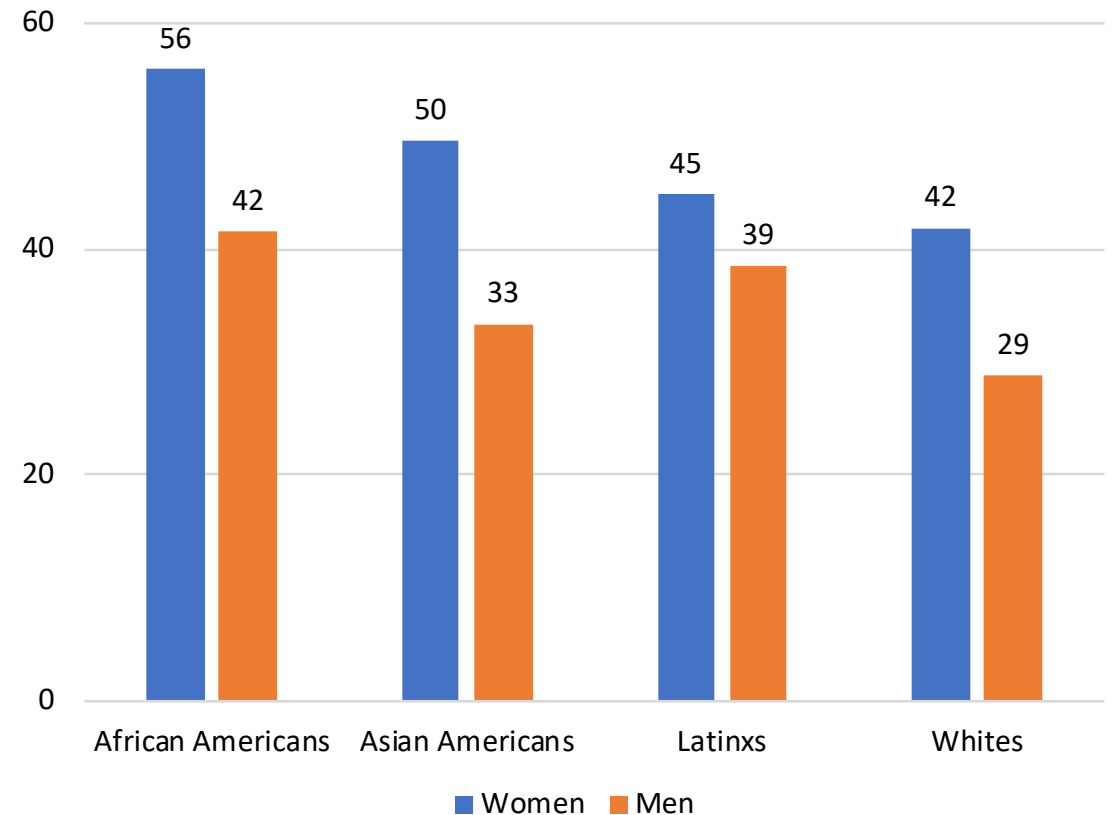
Veracity of Allegations against Trump (by Race)

There is a clear gender gap between women and men in their evaluation of whether the allegations of sexual misconduct against Donald Trump are true or false. Women, regardless of race/ethnicity, are significantly more likely to believe that the allegations against President Trump are true.

Nevertheless, there are large differences by race. African American women are approximately 6 points more likely than Asian American women, 11 points more likely than Latinx women, and 14 points more likely than white women to believe in the allegations against President Trump. Indeed, African American women are the only group where a clear majority report that they believe the allegations to be true.

Similar differences exist among men, though two general groupings emerge. African American and Latinx men and are more likely to believe the allegations than Asian American and white men.

From what you've heard or read, do you think allegations that Donald Trump made unwanted sexual advances against women are mostly true or mostly not true? (% that say *absolutely true*)



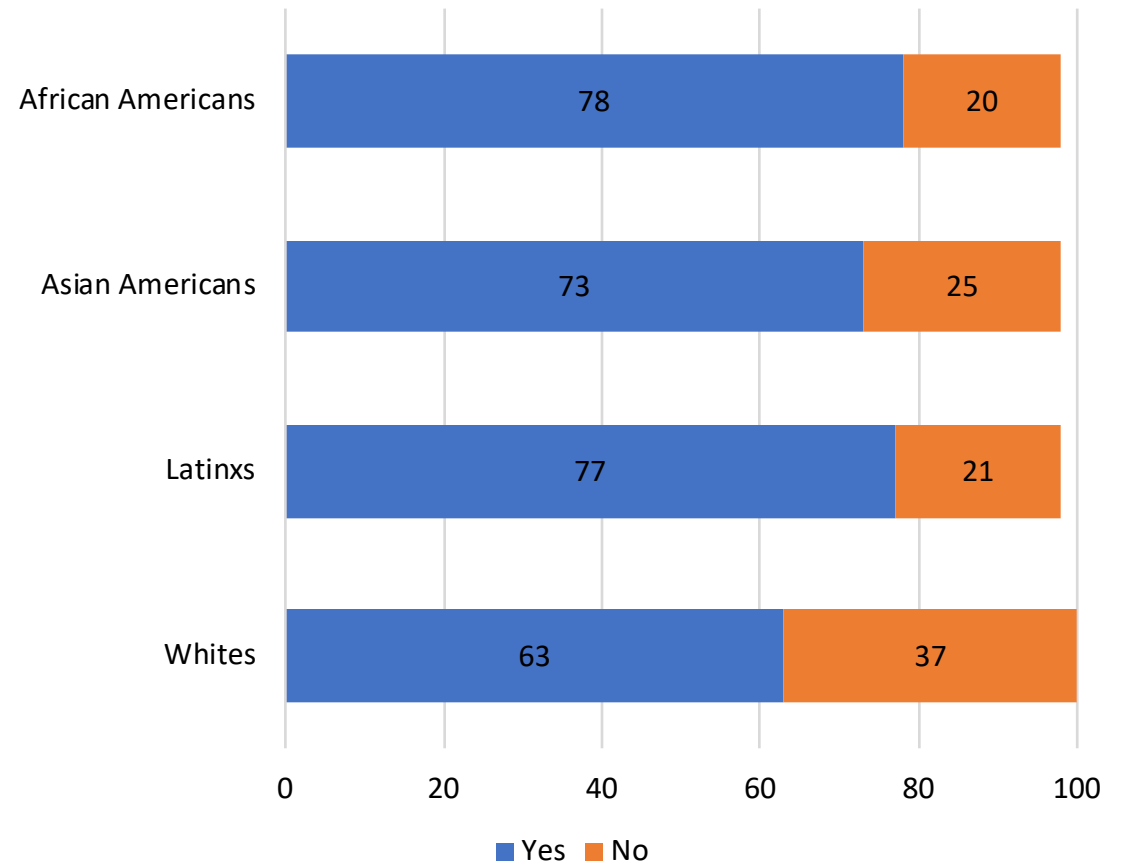
Investigation of Trump (by Race)

There is strong consistency in the opinions of Millennials of different racial and ethnic backgrounds regarding whether Congress should investigate the accusations of sexual harassment against Donald Trump. Majorities across race/ethnicity believe that Trump should be the subject of a Congressional investigation.

- African American (78%)
- Asian Americans (73%)
- Latinx (77%)
- White (63%)

Despite the overwhelming support for an investigation among Millennials of color, over a third (37%) of white Millennials—the highest of any racial/ethnic group in the data—think that Congress should not investigate accusations of sexual harassment against Trump.

Do you think Congress should investigate the accusations of sexual harassment against President Trump, or not?

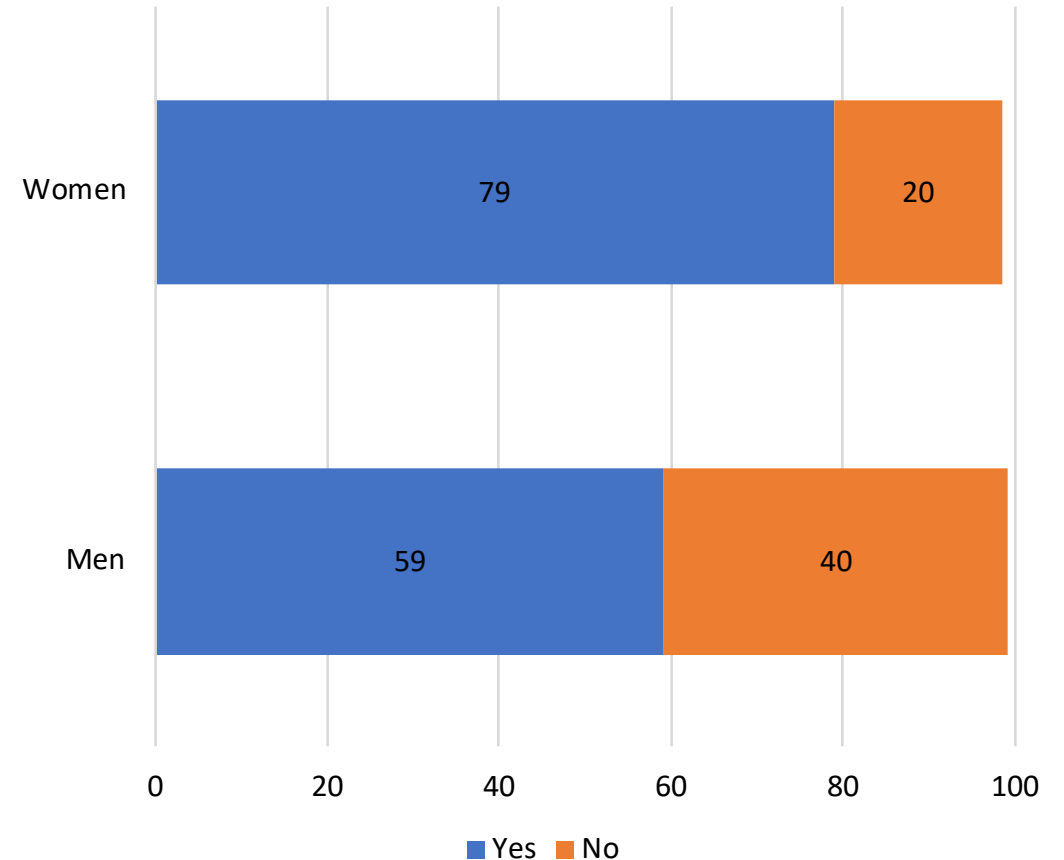


Investigation of Trump (by Gender)

Strong majorities of both women (79%) and men (59%) believe that Congress should investigate the accusations of sexual harassment against Donald Trump.

The percentage of women who support Congressional investigation, however, is 20 percentage points higher than the percentage of men..

Do you think Congress should investigate the accusations of sexual harassment against President Trump, or not?



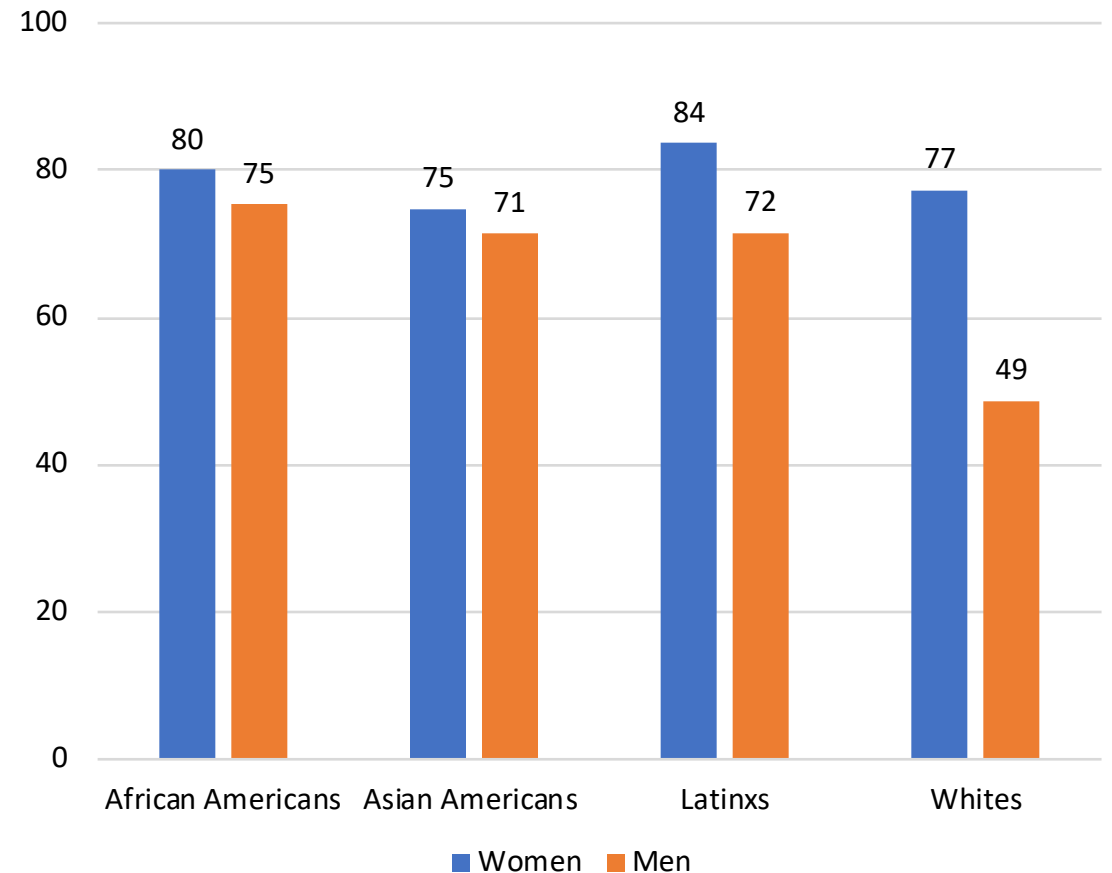
Investigation of Trump (by Race)

When asked if Congress should investigate the accusations of sexual harassment against President Trump, there are virtually no differences between men and women among African Americans or Asian Americans.

Gender differences do exist among Latinx and white Millennials. Among Latinx Millennials, women are about 12 points more likely to say that Congress should investigate the allegations against the president than are Latinx men. Nevertheless, a large majority (72%) of Latinx men think that the allegations should be investigated.

Among white Millennials, less than half of white men (49%) believe Congress should investigate President Trump, which is a full 28 points less than the percentage of white women that believe Trump should be investigated.

Do you think Congress should investigate the accusations of sexual harassment against President Trump, or not? (% that say yes)

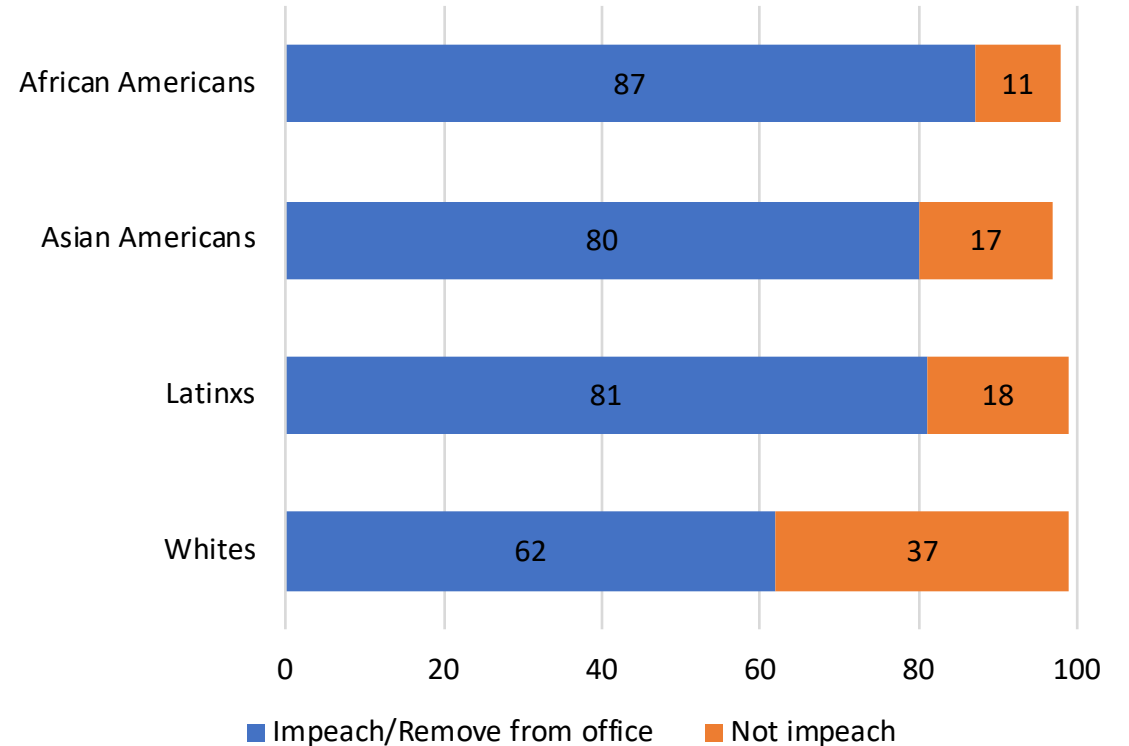


Impeachment of Trump (by Race)

Majorities of Millennials, especially African American (87%), Latinx (81%), and Asian American (80%) Millennials—think that Trump should be impeached if the sexual misconduct allegations against him are proven true.

The majority of white (62%) Millennials also agree that Trump should be impeached or otherwise removed from office. However, the percentage of white Millennials that agree is approximately 18-25 points lower than any other racial/ethnic group.

President Trump has been accused of sexual harassment by multiple women. If it is proven true that President Trump sexually harassed them, do you think he should be impeached and removed from office or not?

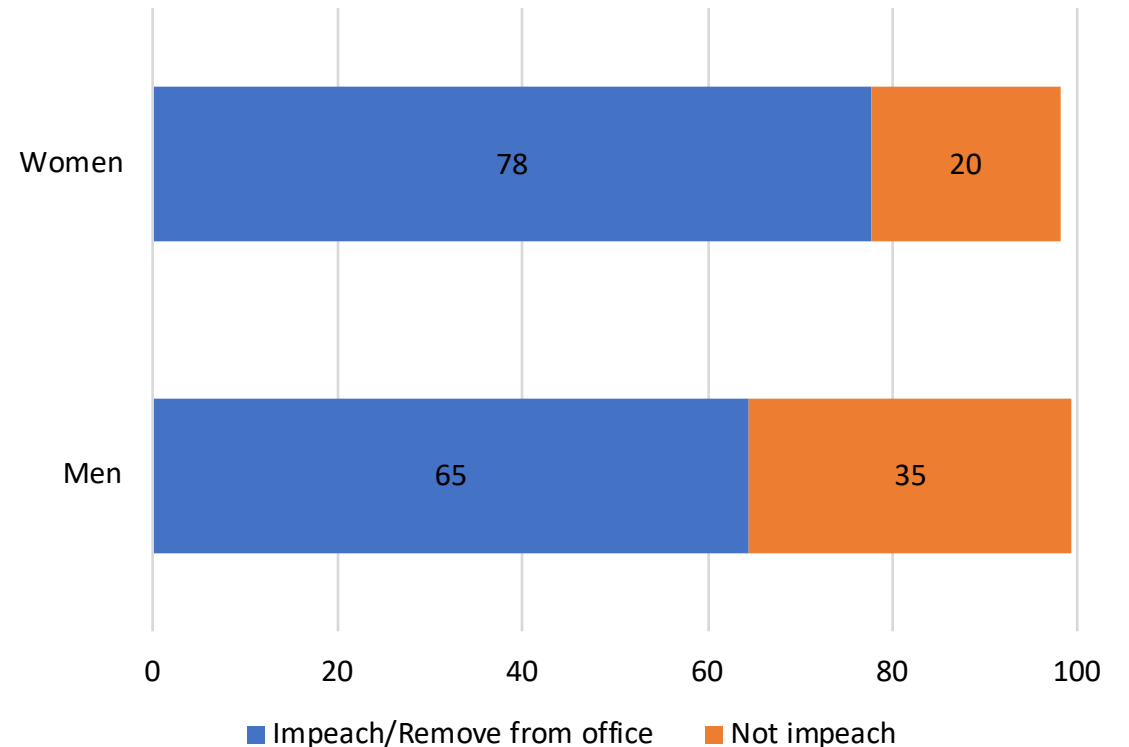


Impeachment of Trump (by Gender)

Majorities of men (65%) and women (78%) believe that Trump should be impeached or otherwise removed from office if the allegations of sexual harassment against him are proven true.

Despite majority support across gender, support for Trump's impeachment and/or removal from office is higher among women than men by approximately 13 points.

President Trump has been accused of sexual harassment by multiple women. If it is proven true that President Trump sexually harassed them, do you think he should be impeached and removed from office or not?



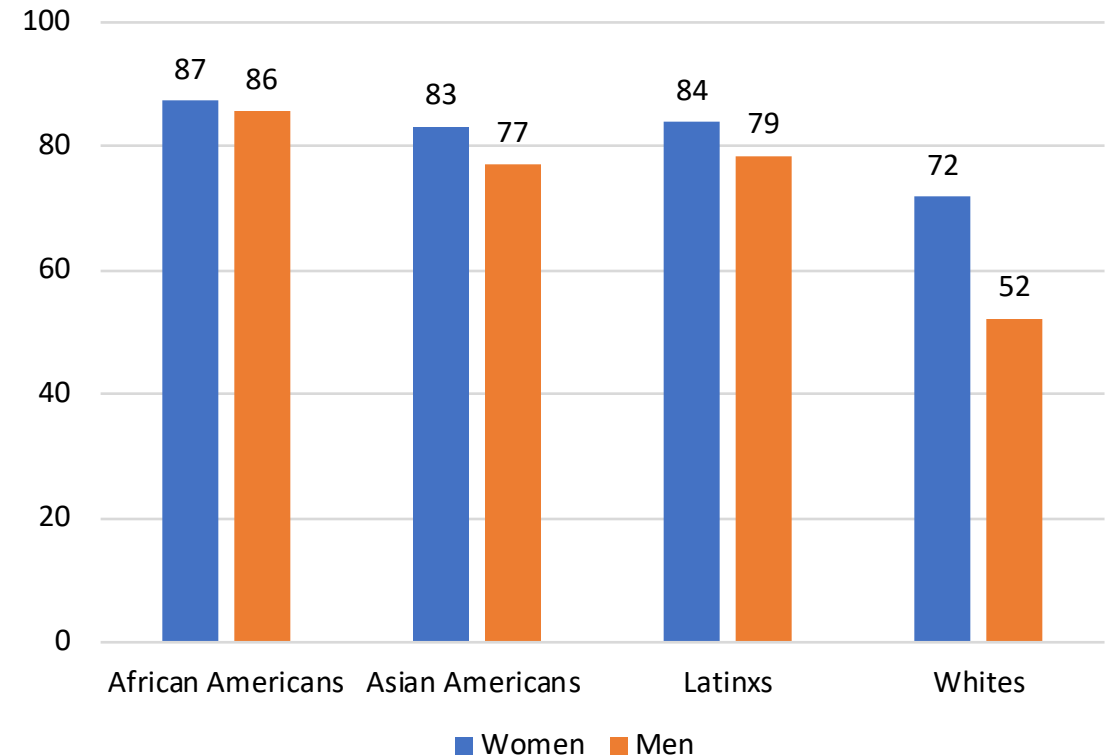
Impeachment of Trump (by Race & Gender)

Many Millennials believe that Trump should be impeached and removed from office if the allegations of sexual harassment against him are proven true, but there are differences in opinion between women and men by race.

- African Americans (1 point gap)
- Asian Americans (6 point gap)
- Latinxs (5 point gap)
- Whites (20 point gap)

White men are the least likely to say Trump should be removed from office as a consequence of sexually harassing women.

President Trump has been accused of sexual harassment by multiple women. If it is proven true that President Trump sexually harassed them, do you think he should be impeached and removed from office or not? (% that say impeach/remove)



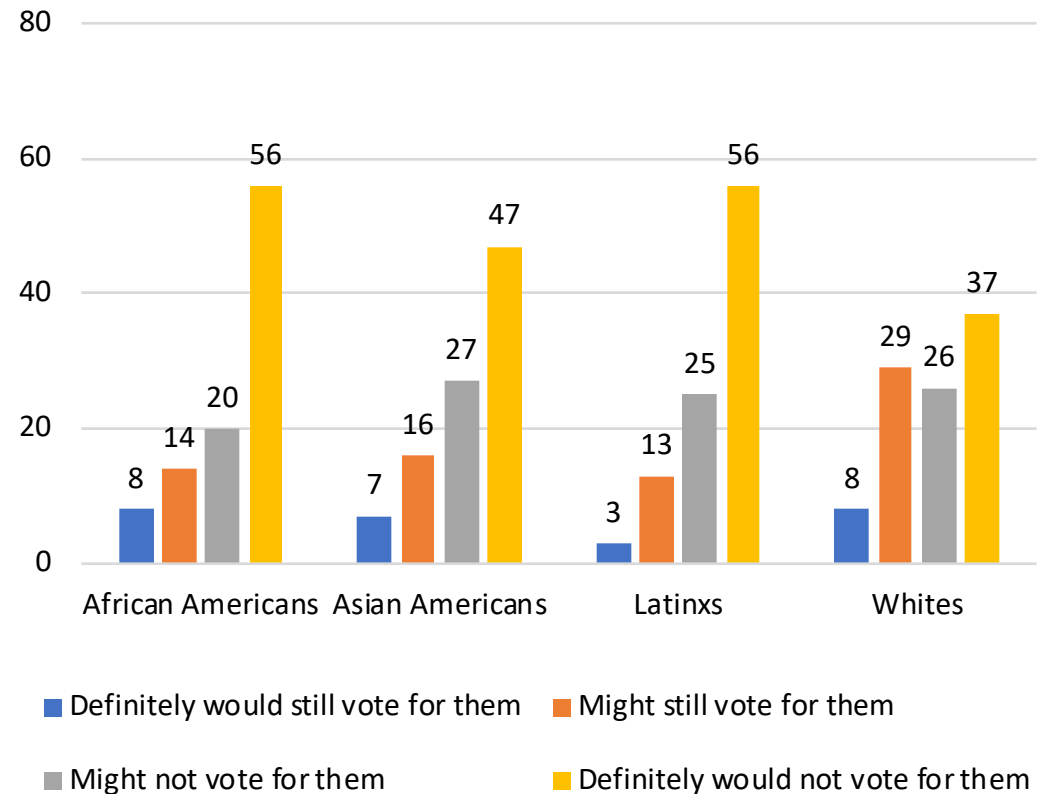
Voting for an Accused Candidate (by Race)

Allegations of sexual harassment are not necessarily an automatically disqualifying offense for candidates running for office. Majorities of Millennials across race and ethnicity say they definitely would not vote for a candidate accused of sexual harassment by multiple women.

- African Americans (56%)
- Asian Americans (56%)
- Latinx (47%)
- white (37%)

While few Millennials of any racial or ethnic background say that they would “definitely” vote for such a candidate, a sizable percentage of white (29%) Millennials, in particular, say that they “might still vote” for a candidate accused of sexual harassment.

If a political candidate has been accused of sexual harassment by multiple women, would you still consider voting for them if you agreed with them on the issues, or would you definitely not vote for them?

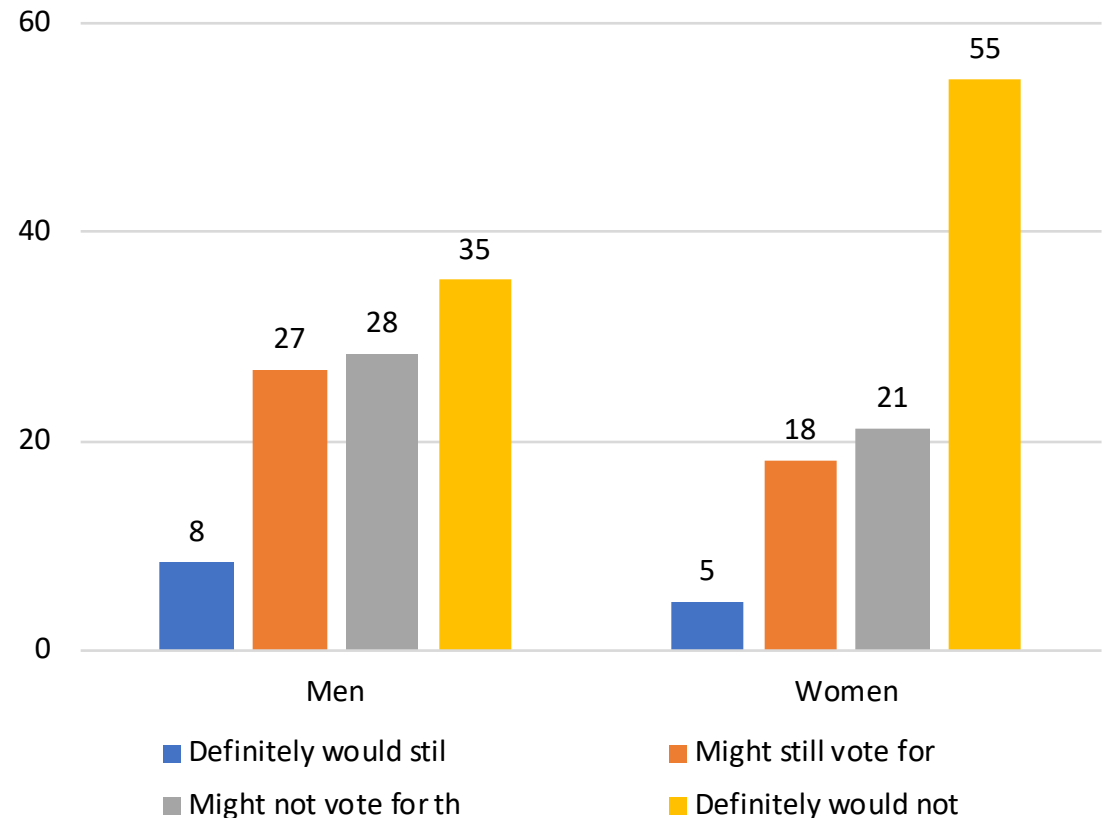


Voting for an Accused Candidate (by Gender)

The majority of women consider accusations of sexual harassment disqualifying for potential political candidates.

While a plurality of men also say they would “definitely not” vote for a candidate that was accused of sexual harassment, the percentage of men who expressed this position was 20 points less than that of women (35% versus 55%). Instead, men were more likely to say they “might” vote for an accused candidate.

If a political candidate has been accused of sexual harassment by multiple women, would you still consider voting for them if you agreed with them on the issues, or would you definitely not vote for them?



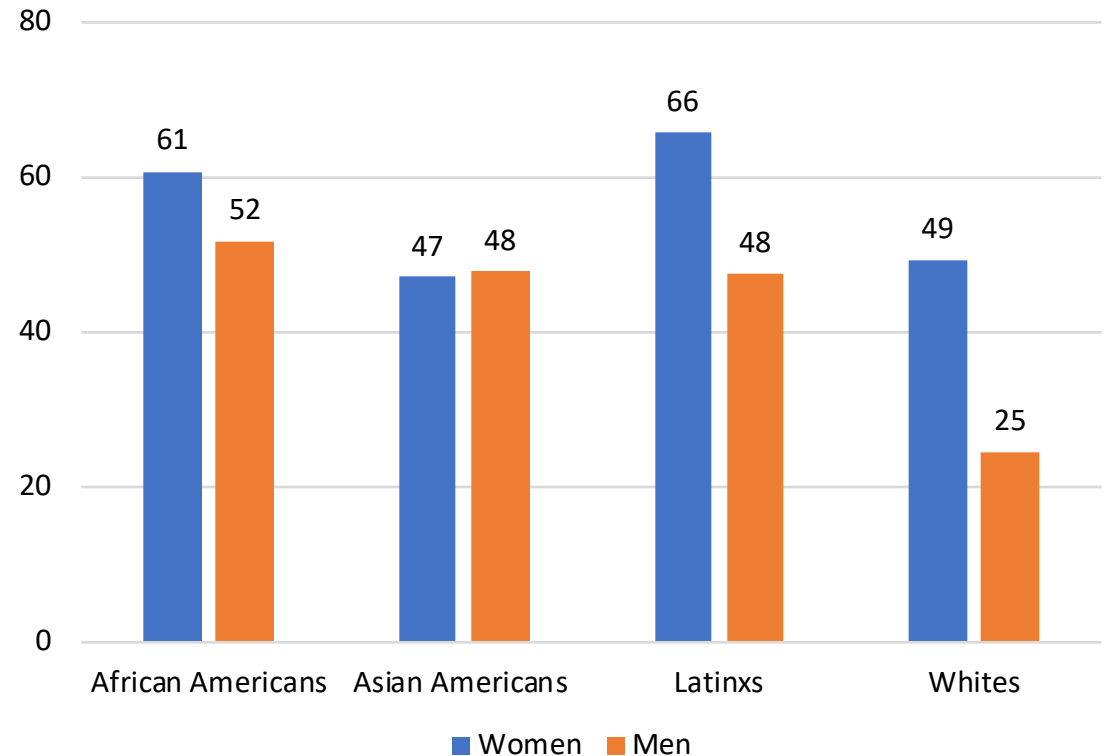
Voting for an Accused Candidate (by Race & Gender)

White men are the least likely (25%) to say they would definitely *not* vote for a political candidate that has been accused of sexual harassment by multiple women. The percentage of white women (49%) who would not vote for such a candidate is almost double that of white men.

Gender gaps also exist among Latinx and African American Millennials, although to a less extreme degree.

- African Americans (9 point gap)
- Asian Americans (1 point gap)
- Latinx (18 point gap)

If a political candidate has been accused of sexual harassment by multiple women, would you still consider voting for them if you agreed with them on the issues, or would you definitely not vote for them? (% that would definitely not vote for them)



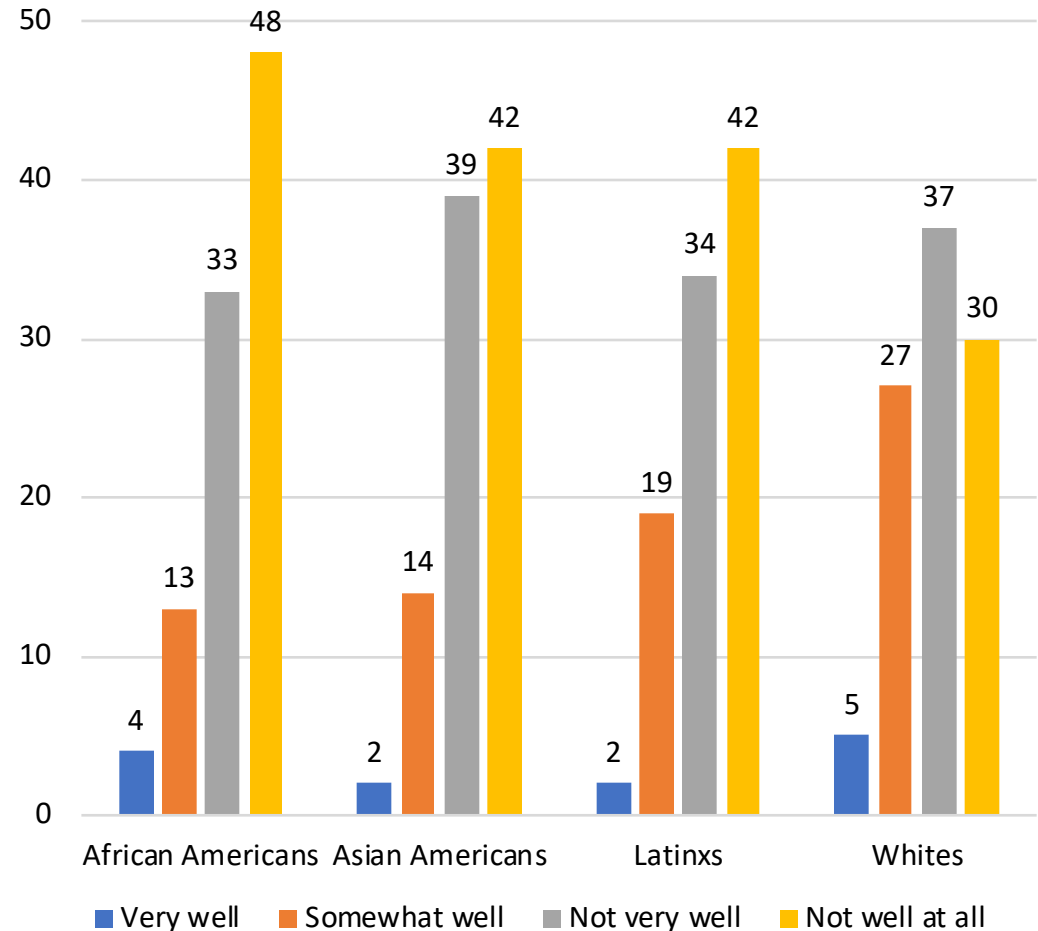
Republicans and Sexual Harassment (by Race)

Overwhelming majorities of Millennials believe the Republican Party do not handle accusation of sexual harassment well—very and not at all.

- African Americans (81%)
- Asian Americans (81%)
- Latinxs (76%)
- Whites (67%)

While the plurality of white Millennials do not necessarily approve of the way the Republican Party handles accusations of sexual harassment, they are more likely to say that the Party handles accusations “not very well” (37%) compared to “not well at all” (30%).

How well do you think the Republican Party generally handles accusations of sexual harassment?



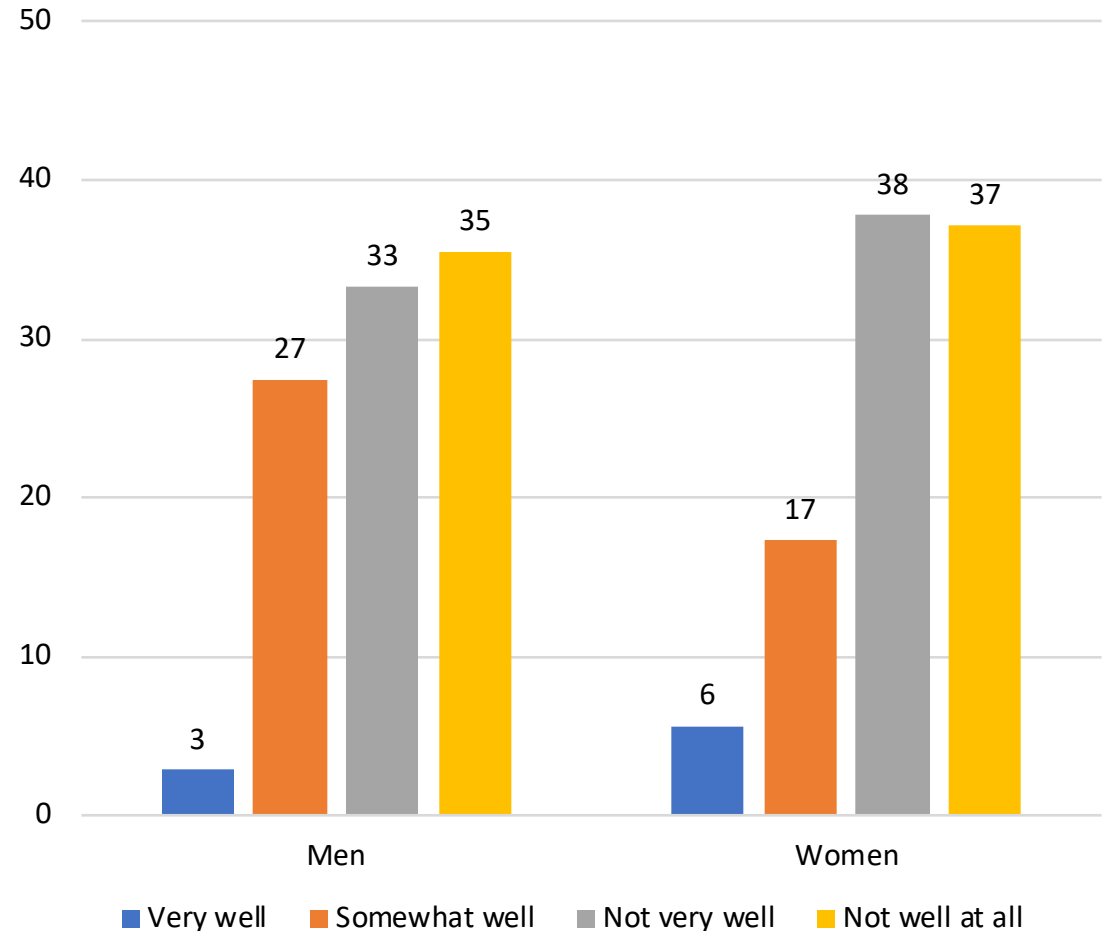
Republicans and Sexual Harassment (by Gender)

Millennial men and women hold largely negative views of how the Republican Party generally handles accusations of sexual harassment.

Roughly 75% of women and 68% of men think that the Republican Party handles accusations of sexual harassment “not very well” or “not well at all.” The plurality response among men is “not well at all” (35%) while statistically equivalent percentages of women say “not very well” or “not well.”

Very small minorities of both men (3%) and women (6%) believe that the Republican generally handles accusations of sexual harassment “very well.”

How well do you think the Republican Party generally handles accusations of sexual harassment?



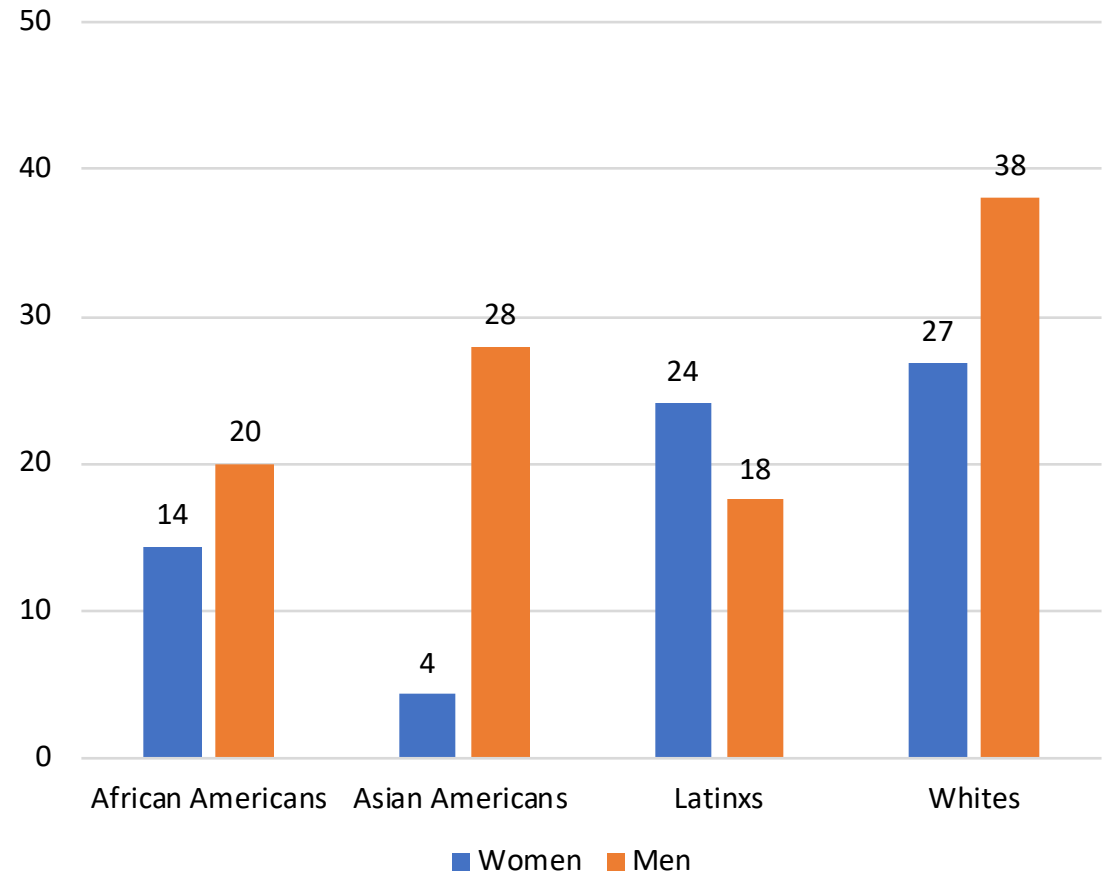
Republicans and Sexual Harassment (by Race & Gender)

Men are more likely than women to believe the Republican Party generally handles accusations of sexual harassment “very” or “somewhat” well among African American, Asian American, and white Millennials.

- African Americans (6 point gap)
- Asian Americans (26 point gap)
- Whites (11 point gap)

Among Latinx Millennials, the reverse is true—Latinx women are roughly 6 points more likely than Latinx men to say that the Republican handles accusations of sexual harassment well.

**How well do you think the Republican Party generally handles accusations of sexual harassment?
(% that say very/somewhat well)**

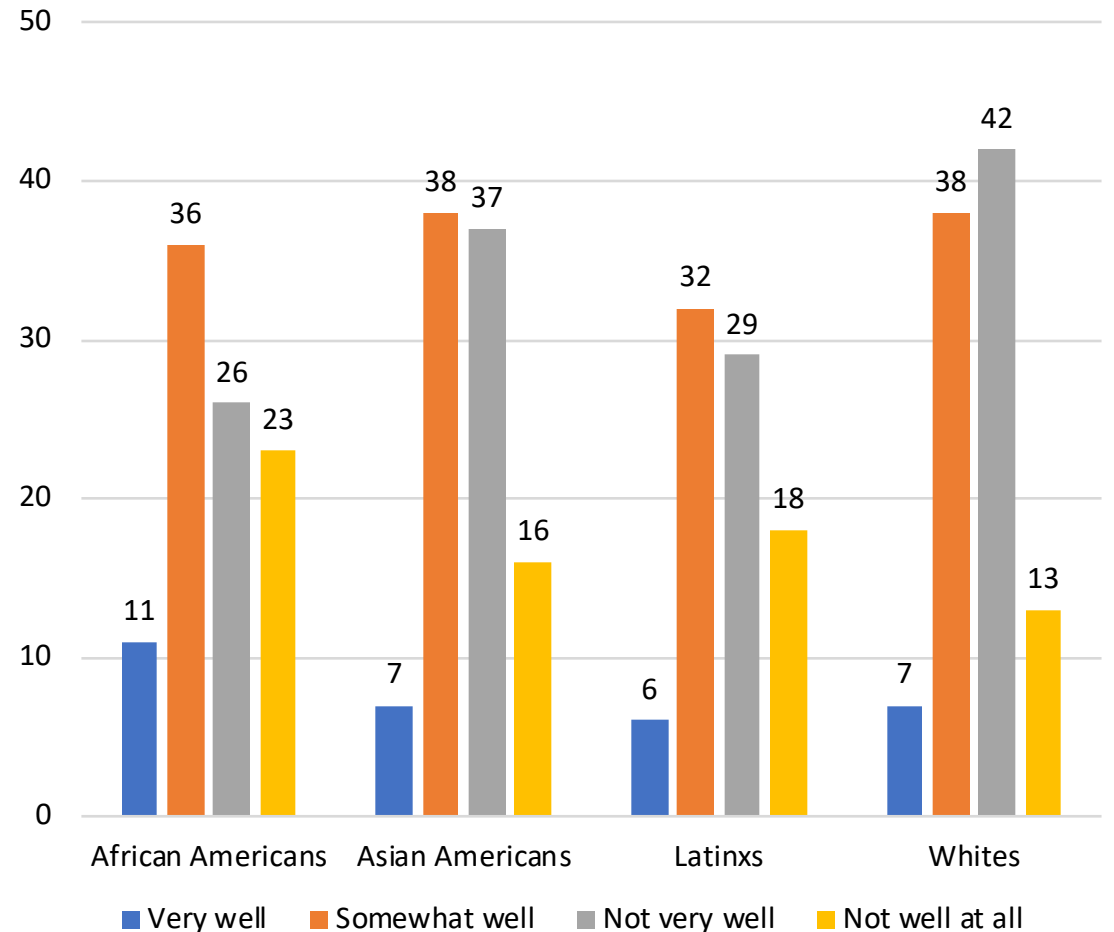


Democrats and Sexual Harassment (by Race)

Evaluations of how well the Democratic Party handles accusations of sexual harassment are somewhat tepid with the most positive evaluations expressed by African American Millennials (47%). In general, there is a split in evaluations of how the Democratic Party handles sexual harassment with majorities of Asian American and white Millennials believing the Democratic Party does not do very well or well at all in dealing with sexual harassment.

- African Americans (49%)
- Asian Americans (53%)
- Latinxs (47%)
- Whites (55%)

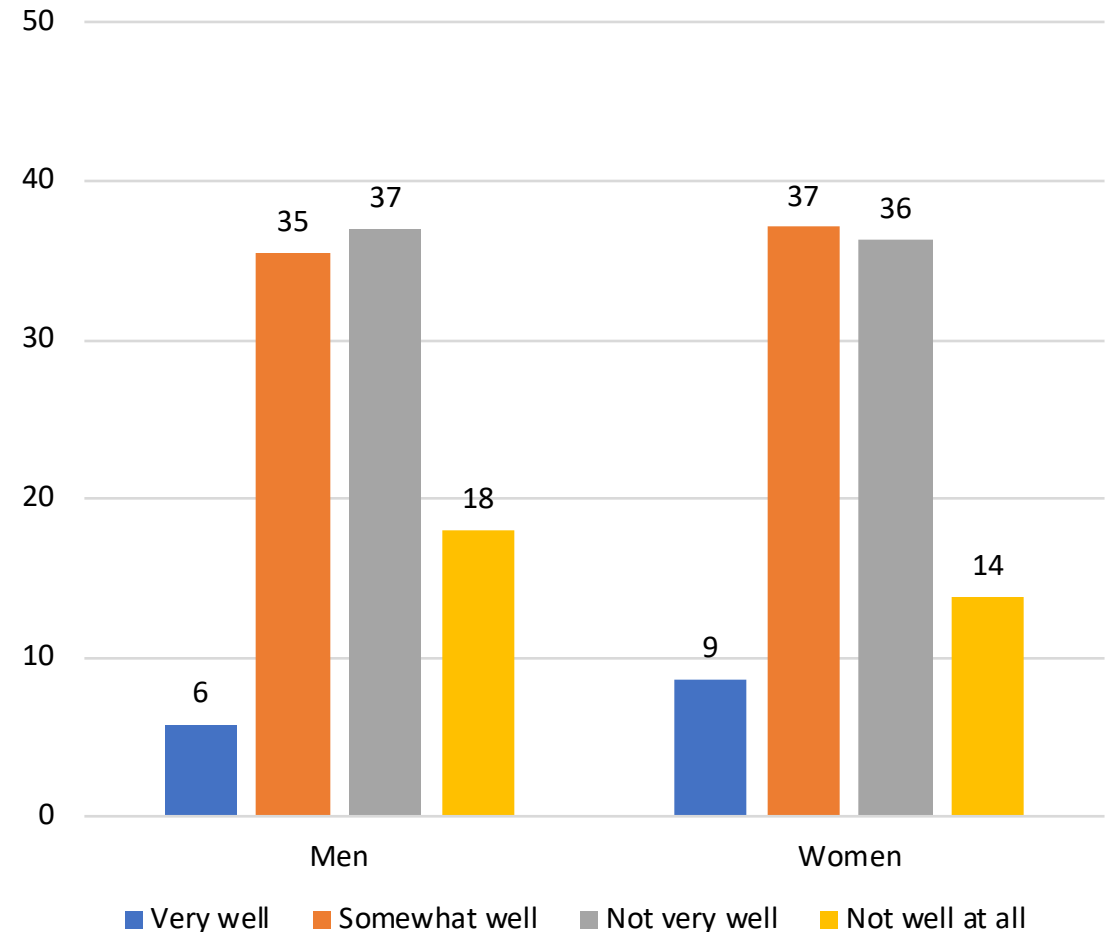
How well do you think the Democratic Party generally handles accusations of sexual harassment?



Democrats and Sexual Harassment (by Gender)

Women and men have middling feelings with regard to how the Democratic Party handles accusations of sexual harassment. Majorities of both groups (~71%) select the response options “somewhat” or “not very” well.

How well do you think the Democratic Party generally handles accusations of sexual harassment?

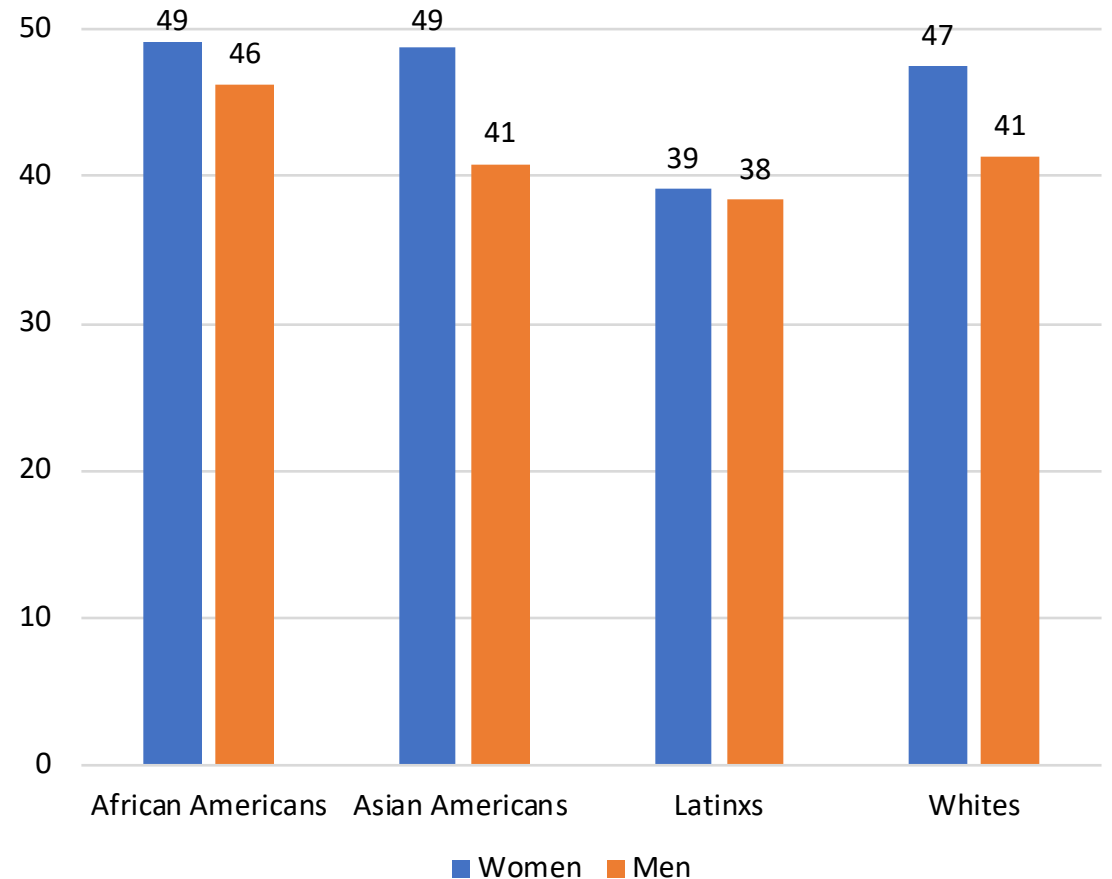


Democrats and Sexual Harassment (by Race & Gender)

Across race and ethnicity, women are more likely than men to think that Democratic Party handles accusations of sexual harassment "very" or "somewhat" well. The differences between men and women, however, are moderate.

- African Americans (3 point gap)
- Asian Americans (8 points)
- Latinxs (1 point gap)
- Whites (6 points)

How well do you think the Democratic Party generally handles accusations of sexual harassment?
(% that say very/somewhat well)



*Full details including survey methodology are available at
www.genforwardsurvey.com*