Q1 - To what extent do you think each of the following are acceptable to do in the workplace?

Summary Table Of Always Acceptable

<table>
<thead>
<tr>
<th>Country</th>
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<th>Australia</th>
<th>Ecuador</th>
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<tr>
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Invite a subordinate (i.e., an employee who ranks below you) to go on a date

<table>
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Kiss a colleague at an office holiday party without asking permission

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Pinch a colleague’s bottom in jest (i.e., as a joke)

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Tell a risqué or sexual joke to a colleague

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Show a colleague a photo or video containing nudity

<table>
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Wolf-whistle or cat-call at a colleague

<table>
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<td>144</td>
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<td>21</td>
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<td>17</td>
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An employer to ask or expect an employee to have intimate interactions (e.g., a relationship, sex/sexual favors) with them or one of their family members or friends

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<tr>
<td>Unweighted Base</td>
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<td>451</td>
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<tr>
<td>Weighted Base</td>
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<td>128</td>
<td>115</td>
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Proportions/Means: Columns Tested (5%, 10% risk level) - B/C/D/E/F/G/H/I
Q1 - To what extent do you think each of the following are acceptable to do in the workplace?

Summary Table Of Always Acceptable

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<tr>
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<td>(D)</td>
<td>(E)</td>
<td>(F)</td>
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<td></td>
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<tr>
<td>Unweighted Base</td>
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<td>1165</td>
<td>1004</td>
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<td>1021</td>
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<td>1165</td>
<td>1004</td>
<td>2035</td>
<td>1021</td>
</tr>
<tr>
<td>Draw graffiti or pictures of a colleague that are sexual in nature</td>
<td>4%</td>
<td>3%CFH</td>
<td>1%</td>
<td>12%BCFGHI</td>
<td>9%BCFGHI</td>
<td>1%</td>
<td>3%CFH</td>
<td>1%</td>
<td>5%BCFGHI</td>
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<tr>
<td>Touch a colleague on their lower back or knee without asking permission</td>
<td>476</td>
<td>35</td>
<td>8</td>
<td>164</td>
<td>111</td>
<td>15</td>
<td>54</td>
<td>20</td>
<td>69</td>
</tr>
<tr>
<td>Rank work colleagues based on their appearance</td>
<td>608</td>
<td>34</td>
<td>42</td>
<td>154</td>
<td>164</td>
<td>46</td>
<td>43</td>
<td>33</td>
<td>93</td>
</tr>
</tbody>
</table>

Proportions/Means: Columns Tested (5%, 10% risk level) - B/C/D/E/F/G/H/I
### Table 2: To what extent do you think each of the following are acceptable to do in the workplace?

<table>
<thead>
<tr>
<th>Country</th>
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<th>Egypt</th>
<th>India</th>
<th>South Africa</th>
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<th>Vietnam</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>(A)</td>
<td>(B)</td>
<td>(C)</td>
<td>(D)</td>
<td>(E)</td>
<td>(F)</td>
<td>(G)</td>
<td>(H)</td>
<td>(I)</td>
</tr>
<tr>
<td>Invite a subordinate (i.e., an employee who ranks below you) to go on a date</td>
<td>3716</td>
<td>430</td>
<td>305</td>
<td>493</td>
<td>399</td>
<td>373</td>
<td>405</td>
<td>644</td>
<td>574</td>
</tr>
<tr>
<td>Kiss a colleague at an office holiday party without asking permission</td>
<td>1668</td>
<td>144</td>
<td>120</td>
<td>441</td>
<td>157</td>
<td>113</td>
<td>200</td>
<td>150</td>
<td>343</td>
</tr>
<tr>
<td>Pinch a colleague’s bottom in jest (i.e., as a joke)</td>
<td>1591</td>
<td>115</td>
<td>67</td>
<td>475</td>
<td>266</td>
<td>134</td>
<td>147</td>
<td>88</td>
<td>300</td>
</tr>
<tr>
<td>Tell a risqué or sexual joke to a colleague</td>
<td>3150</td>
<td>347</td>
<td>339</td>
<td>442</td>
<td>305</td>
<td>292</td>
<td>484</td>
<td>542</td>
<td>399</td>
</tr>
<tr>
<td>Show a colleague a photo or video containing nudity</td>
<td>1514</td>
<td>139</td>
<td>104</td>
<td>409</td>
<td>183</td>
<td>110</td>
<td>169</td>
<td>163</td>
<td>238</td>
</tr>
<tr>
<td>wolf-whistle or cat-call at a colleague</td>
<td>1812</td>
<td>184</td>
<td>143</td>
<td>454</td>
<td>240</td>
<td>146</td>
<td>220</td>
<td>152</td>
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<tr>
<td>An employer to ask or expect an employee to have intimate interactions (e.g., a relationship, sex/sexual favors) with them or one of their family members or friends</td>
<td>1131</td>
<td>85</td>
<td>41</td>
<td>455</td>
<td>192</td>
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<td>75</td>
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<td>171</td>
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Proportions/Means: Columns Tested (5%, 10% risk level) - B/C/D/E/F/G/H/I
**Q1 - To what extent do you think each of the following are acceptable to do in the workplace?**

**Summary Table Of Sometimes Acceptable**

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<th>US</th>
<th>Vietnam</th>
</tr>
</thead>
<tbody>
<tr>
<td>Draw graffiti or pictures of</td>
<td>1075</td>
<td>71</td>
<td>25</td>
<td>425</td>
<td>43</td>
<td>95</td>
<td>58</td>
<td>182</td>
<td>438</td>
</tr>
<tr>
<td>a colleague that are sexual</td>
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<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>in nature</td>
<td>11%</td>
<td>7%CFH</td>
<td>2%</td>
<td>38%BCFGH</td>
<td>17%BCFGH</td>
<td>4%</td>
<td>10%BCFH</td>
<td>2%</td>
<td>18%BCFGH</td>
</tr>
<tr>
<td>Touch a colleague on their</td>
<td>1922</td>
<td>174</td>
<td>91</td>
<td>414</td>
<td>129</td>
<td>219</td>
<td>290</td>
<td>438</td>
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<tr>
<td>lower back or knee without</td>
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<td></td>
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<tr>
<td>asking permission</td>
<td>20%</td>
<td>17%CFH</td>
<td>8%</td>
<td>37%BCFGH</td>
<td>15%BCF</td>
<td>11%</td>
<td>23%BCF</td>
<td>14%</td>
<td>43%BCFGH</td>
</tr>
<tr>
<td>Rank work colleagues based</td>
<td>2111</td>
<td>139</td>
<td>202</td>
<td>485</td>
<td>197</td>
<td>170</td>
<td>203</td>
<td>428</td>
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<tr>
<td>on their appearance</td>
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*Base: Total Respondents*

**Unweighted Base:**
- 9408
- 1004
- 1034
- 1116
- 1029
- 1165
- 1004
- 2035
- 1021

**Weighted Base:**
- 9408
- 1004
- 1034
- 1116
- 1029
- 1165
- 1004
- 2035
- 1021

**Proportions/Means: Columns Tested (5%, 10% risk level)**

- B/C/D/E/F/G/H/I
Q1 - To what extent do you think each of the following are acceptable to do in the workplace?

### Summary Table Of Never Acceptable

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<tbody>
<tr>
<td></td>
<td>(A)</td>
<td>(B)</td>
<td>(C)</td>
<td>(D)</td>
<td>(E)</td>
<td>(F)</td>
<td>(G)</td>
<td>(H)</td>
<td>(I)</td>
</tr>
<tr>
<td>Invite a subordinate (i.e., an employee who ranks below you) to go on a date</td>
<td>4839</td>
<td>509</td>
<td>664</td>
<td>457</td>
<td>465</td>
<td>745</td>
<td>402</td>
<td>1321</td>
<td>275</td>
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<tr>
<td>Kiss a colleague at an office holiday party without asking permission</td>
<td>7268</td>
<td>828</td>
<td>890</td>
<td>520</td>
<td>763</td>
<td>1033</td>
<td>762</td>
<td>1866</td>
<td>606</td>
</tr>
<tr>
<td>Pinch a colleague’s bottom in jest (i.e., as a joke)</td>
<td>7386</td>
<td>849</td>
<td>952</td>
<td>512</td>
<td>657</td>
<td>1016</td>
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<td>1922</td>
<td>656</td>
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<tr>
<td>Tell a risqué or sexual joke to a colleague</td>
<td>5766</td>
<td>612</td>
<td>681</td>
<td>529</td>
<td>610</td>
<td>845</td>
<td>466</td>
<td>1466</td>
<td>555</td>
</tr>
<tr>
<td>Show a colleague a photo or video containing nudity</td>
<td>7430</td>
<td>832</td>
<td>920</td>
<td>552</td>
<td>738</td>
<td>1035</td>
<td>790</td>
<td>1850</td>
<td>713</td>
</tr>
<tr>
<td>Wolf-whistle or cat-call at a colleague</td>
<td>7150</td>
<td>779</td>
<td>833</td>
<td>518</td>
<td>685</td>
<td>988</td>
<td>728</td>
<td>1866</td>
<td>693</td>
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<td>An employer to ask or expect an employee to have intimate interactions (e.g., a relationship, sex/sexual favors) with them or one of their family members or friends</td>
<td>7026</td>
<td>877</td>
<td>881</td>
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<td>722</td>
<td>1082</td>
<td>872</td>
<td>1970</td>
<td>788</td>
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Base: Total Respondents

Unweighted Base | 9408 | 1004 | 1034 | 1116 | 1029 | 1165 | 1004 | 2035 | 1021 |

Weighted Base | 9408 | 1004 | 1034 | 1116 | 1029 | 1165 | 1004 | 2035 | 1021 |

### Proportions/Means: Columns Tested (5%, 10% risk level) - B/C/D/E/F/G/H/I
Q1 - To what extent do you think each of the following are acceptable to do in the workplace?

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Proportions/Means: Columns Tested (5%, 10% risk level) - B/C/D/E/F/G/H/I
Q1 - To what extent do you think each of the following are acceptable to do in the workplace?

*Invite a subordinate (i.e., an employee who ranks below you) to go on a date*

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Always acceptable

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Proportions/Means: Columns Tested (5%, 10% risk level) - B/C/D/E/F/G/H/I
Q1 - To what extent do you think each of the following are acceptable to do in the workplace?

Kiss a colleague at an office holiday party without asking permission

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- Always acceptable
  - Australia: 472
  - Ecuador: 32
  - Egypt: 24
  - India: 24
  - South Africa: 45
  - UK: 72

- Sometimes acceptable
  - Australia: 1668
  - Ecuador: 144
  - Egypt: 120
  - India: 157
  - South Africa: 200
  - UK: 150
  - US: 343

- Never acceptable
  - Australia: 7268
  - Ecuador: 828
  - Egypt: 890
  - India: 763
  - South Africa: 762
  - UK: 1866
  - US: 606
  - Vietnam: 77%

Sigma
- Australia: 100%
- Ecuador: 100%
- Egypt: 100%
- India: 100%
- South Africa: 100%
- UK: 100%
- US: 100%
- Vietnam: 100%

Proportions/Means: Columns Tested (5%, 10% risk level) - B/C/D/E/F/G/H/I
Q1 - To what extent do you think each of the following are acceptable to do in the workplace?

Pinch a colleague's bottom in jest (i.e., as a joke)

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Proportions/Means: Columns Tested (5%, 10% risk level) - B/C/D/E/F/G/H/I
Q1 - To what extent do you think each of the following are acceptable to do in the workplace?

Tell a risqué or sexual joke to a colleague

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Always acceptable

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Proportions/Means: Columns Tested (5%, 10% risk level) - B/C/D/E/F/G/H/I
Q1 - To what extent do you think each of the following are acceptable to do in the workplace?
Show a colleague a photo or video containing nudity

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Proportions/Means: Columns Tested (5%, 10% risk level) - B/C/D/E/F/G/H/I
Q1 - To what extent do you think each of the following are acceptable to do in the workplace?
Wolf-whistle or rat-call at a colleague

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Proportions/Means: Columns Tested (5%, 10% risk level) - B/C/D/E/F/G/H/I
Table 10

Q1 - To what extent do you think each of the following are acceptable to do in the workplace?

An employer to ask or expect an employee to have intimate interactions (e.g., a relationship, sex/sexual favors) with them or one of their family members or friends

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Q1 - To what extent do you think each of the following are acceptable to do in the workplace?

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Proportions/Means: Columns Tested (5%, 10% risk level) - B/C/D/E/F/G/H/I
Q1 - To what extent do you think each of the following are acceptable to do in the workplace?

Touch a colleague on their lower back or knee without asking permission

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Q1 - To what extent do you think each of the following are acceptable to do in the workplace?

Rank work colleagues based on their appearance

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Proportions/Means: Columns Tested (5%, 10% risk level) - B/C/D/E/F/G/H/I
Table 14

Have you ever personally experienced work-related sexual harassment or sexual assault (i.e., any unwelcome or uninvited sexual behaviour, at work or related to the workplace, which has offended, humiliated or intimidated you)?

<table>
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<tr>
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Proportions/Means: Columns Tested (5%, 10% risk level) - B/C/D/E/F/G/H/I
Q2 - Have you ever personally experienced work-related sexual harassment or sexual assault i.e., any unwelcome or uninvited sexual behaviour, at work or related to the workplace, which has offended, humiliated or intimidated you?

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Proportions/Means: Columns Tested (5%, 10% risk level) - B/C/D/E/F/G/H/I
Q3 – Which of the following best describes your views on sexual harassment in the workplace?

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Proportions/Means: Columns Tested (5%, 10% risk level) - B/C/D/E/F/G/H/I
Q3 - Which of the following best describes your views on sexual harassment in the workplace?

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Proportions/Means: Columns Tested (5%, 10% risk level) = B/C/D/E/F/G/I
Q5 - For each of the following pairs of statements, please indicate which one you agree with most.

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My employer takes sexual harassment seriously (e.g., investigates complaints, punishes offenders).

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My employer does not take sexual harassment seriously (e.g., ignores complaints, does not punish offenders).

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Proportions/Means: Columns Tested (5%, 10% risk level) - B/C/D/E/F/G/H/I
Q6 - For each of the following pairs of statements, please indicate which one you agree with most.

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</table>

A bit of sexual banter (i.e., joking) in the workplace does no harm.

What some think of as harmless banter (i.e., joking) in the workplace, may actually be offensive sexual harassment.

Sigma: 100% 100% 100% 100% 100% 100% 100% 100% 100% 100%

Proportions/Means: Columns Tested (5%, 10% risk level) - B/C/D/E/F/G/H/I
Q7 - For each of the following pairs of statements, please indicate which one you agree with most.

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Proportions/Means: Columns Tested (5%, 10% risk level) - B/C/D/E/F/G/H/I
Q8 - For each of the following pairs of statements, please indicate which one you agree with most.

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<td>(G)</td>
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<td>(I)</td>
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<td>2035</td>
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Proportions/Means: Columns Tested (5%, 10% risk level) - B/C/D/E/F/G/H/I
Q9 - For each of the following pairs of statements, please indicate which one you agree with most.

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<td>100%</td>
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</tr>
</tbody>
</table>

Base: Total Respondents

Unweighted Base

Weighted Base

I would feel comfortable telling a colleague their behavior is a form of sexual harassment.

Sigma

Proportions/Means: Columns Tested (5%, 10% risk level) - B/C/D/E/F/G/H/I
**Table 22**

**QDEM01 - Are you?**

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<td>(A)</td>
<td>(B)</td>
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**Base: Total Respondents**

- **Total Respondents**
  - Unweighted Base: 9408, 1004, 1034, 1116, 1029, 1165, 1004, 2035, 1021
  - Weighted Base: 9408, 1004, 1034, 1116, 1029, 1165, 1004, 2035, 1021

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**QEM02 - What is your age?**

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*Proportions/Means: Columns Tested (5%, 10% risk level) - B/C/D/E/F/G/H/I