



Professional Harassment Survey

Prepared for The Chronicle of Philanthropy and
The Association of Fundraising Professionals

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Methods

Method statement *(first paragraph to be included in all materials for public release)*

This survey was conducted online by The Harris Poll on behalf of the Chronicle of Philanthropy in partnership with the Association of Fundraising Professionals (AFP) between February 9 and February 20, 2018. The research was conducted among 1,040 AFP members aged 18+ living in the U.S. (n=934) or Canada (n=106) who work full-time or part-time at a non-profit, consulting firm or other type of firm and has a fundraising aspect/function to their job.

Respondents for this survey were selected among those who are member of the Association of Fundraising Professionals and have agreed to participate in online surveys. No estimates of theoretical sampling error can be calculated.

Notes on reading the results

The percentage of respondents has been included for each item. An asterisk (*) signifies a value of less than one-half percent. A dash represents a value of zero. Percentages may not always add up to 100% because of computer rounding or the acceptance of multiple answers from respondents answering that question.

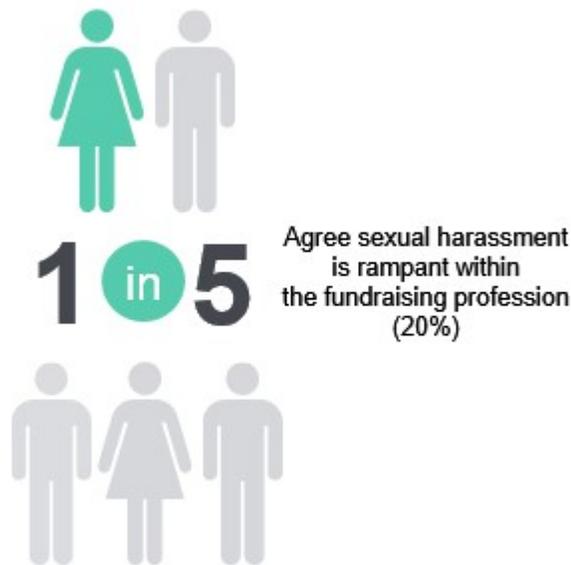
Survey Findings

EXPERIENCE WITH SEXUAL HARASSMENT IN FUNDRAISING

Sexual Harassment is Not Uncommon within the Fundraising Profession; Almost Half Have Personal Exposure

One in 5 fundraising professionals describe sexual harassment as being rampant within their profession, and approximately 1 in 2 have had some sort of personal exposure in the workplace, either witnessing, hearing about, or experiencing sexual harassment themselves. The harassment comes in many forms, most frequently as inappropriate sexual comments or unwanted touching or contact. For those who have been harassed, it is not typically a one-time occurrence (74% have had at least two experiences and 51% have had three or more). And, there seems to be some common trends: the perpetrator is nearly always male (96%), more often than not superior to them (70%), and regularly a donor (65%).

- While over half of fundraising professionals have not experienced or been made aware of others sexual harassment experiences, over a quarter of say they have been told about (26%), witnessed (16%), or personally experienced (21%) sexual harassment within the fundraising profession.
 - One-fifth (20%) agree that sexual harassment is rampant within the profession of fundraising.



- The numbers for those who agree more than double among those who have personally experienced sexual harassment in the field (43%).
 - 1 in 4 (25%) women have experienced sexual harassment in the fundraising field while only 7% of men experienced the same.
 - Only about one-quarter (26%) have been sexually harassed only once. The median number of sexual harassment occurrences personally experienced is 3.



- The most common types of sexual harassment experienced in the fundraising profession include: inappropriate comments of a sexual nature (80%) and unwanted touching or physical contact (55%). Thinking about their most recent instance, the sexual harassment was typically inappropriate comments of a sexual nature (64%).
- Their most recent experience occurred over one year ago (76%).
- When those who have experienced sexual harassment were asked to identify who they have been harassed by, the most common perpetrator is a donor (65%); less frequently it is a colleague (39%).



2 in 3 (65%) cases the perpetrator is a donor

- When it comes to victims most recent sexual harassment experience:
 - The most recent experience is more often a donor (52%) than anyone else.
 - The perpetrator was primarily in a superior position (70%) and very rarely junior (2%). And,
 - Overwhelmingly, the most recent perpetrator was male (96%).

SECOND-HAND EXPERIENCE WITH HARRASSMENT IN PROFESSION

Perpetrators of Sexual Harassment within the Fundraising Profession Are Said to Most Often be Men and Donors

Within the fundraising profession, 1 in 4 adults have either personally heard about (26%) or witnessed (16%) incidents of sexual harassment. Among this cohort, the vast majority have heard about or witnessed a median of 2 occurrences, most commonly involving inappropriate sexual comments, unwanted touching/contact and unwelcome advances. The top two types of harassment for those who have personally experienced are directly aligned those who have heard about or witnessed: inappropriate sexual comments or unwanted touching or contact. Like with personal experiences of sexual harassment, this indirect exposure is nearly always perpetrated by a male, often a donor and somewhat less frequently a colleague. In most cases, fundraising professionals do not believe – or are unclear if – any action has been taken against the perpetrator. But, most have tried to take a variety of proactive steps themselves, primarily advising the victim to set boundaries or telling the organization what they know.

- Nearly 3 in 10 fundraising professionals (26%) have **been told about** sexual harassment occurring in the profession. Of those, most (81%) have seen up to 5 incidents. 25% have heard of only one instance; the median is 2.
 - The most common types of harassment they have heard about include: inappropriate comments of a sexual nature (81%), followed by unwanted touching or physical contact (51%), and unwelcome sexual advances (49%).
- Almost 1 in 5 fundraising professionals (16%) have **witnessed** sexual harassment within the profession. Of those, most (88%) have seen up to 5 incidents. 32% have witnessed only 1 instance; the median is 2.
 - The most common types of harassment they have witnessed are: inappropriate comments of a sexual nature (83%), followed by unwanted touching or physical contact (43%), unwelcome sexual advances (40%), and verbal harassment of a sexual nature (38%).
- From what they have witnessed or been told, the perpetrators of the alleged sexual harassment are typically: donors (64%) or less likely colleagues (46%), and reportedly the gender is nearly always male (96%).



- For those who have witnessed or been made aware of others' experiences:
 - Only about one-fifth (21%) say any action has been taken against the perpetrator; around 4 in 10 (44%) believe that no action was taken. The remainder are unsure.
 - Almost 3 in 10 (27%) typically do nothing personally in response to what they have seen. But some have advised the victim to set a boundary with the perpetrator (33%) or tell the organization (30%). For those that didn't personally do anything, the top reasons are not knowing what to do (16%), fearing the victim's allegations would not be taken seriously (7%), or the perpetrator not being held accountable (6%).
 - Over half (59%) said their reason for not reporting a sexual harassment incident they heard about or witnessed was 'other.' Some common verbatim themes included: the incident happened too long ago, they didn't feel like it was their place to report the incident, and the victim had already reported it.

ORGANIZATIONAL ENVIRONMENT AND POLICIES

Awareness and Perceptions of Current Policies are Overwhelmingly Positive

Fundraising professionals generally have a good feeling about the organization at which they work, as well as the organization's culture and policies with respect to sexual harassment. Almost everyone thinks their organization cultivates a safe and open environment for staff. With respect to administration and process, nearly 8 in 10 say their organization has a sexual harassment policy in place right now; in fact, it is slightly more common than having a termination policy, hiring/recruiting policy or a disciplinary policy. In terms of the sexual harassment policy specifically, a slight majority is very familiar – and very satisfied – with the details (and nearly all have at least some awareness and comfort). For the most part, fundraising organizations also offer sexual harassment training to everyone, regardless of position or level, and this training typically consists of online videos or in-person sessions. All that said, there is a notable minority (over 1 in 7) who believe that their organization places a greater value on the loyalty of donors above the safety of its staff, and twice as many feel that donors are prioritized (and given more power and rights) than they have as employees.

- More than 8 in 10 fundraising professionals (81%) have at least somewhat favorable views of the organization for which they work. 57% are *extremely* favorable.
 - Nearly all (94%) are at least somewhat satisfied with their organization's culture towards sexual harassment (i.e., inappropriate comments, touching, sexual assault, etc.). And the majority (69%) are *very* satisfied.
 - Those who have not personally experienced, witnessed, or been told about sexual harassment (97%) are more likely than those who have personally experienced (89%) and those who have witnessed or been told about to agree (91%).
 - Overwhelmingly fundraising professionals (91%) agree that their organization fosters a safe and open environment. Over 6 in 10 (61%) feel strongly this way.
 - However, those who have not personally experienced, witnessed, or been told about (95%) agree to an even greater degree than those who have personally experienced (84%) and those who have witnessed or been told about (90%).
- Most have the following policies in place at their organization: sexual harassment (79%); safety (76%); termination (73%); disciplinary (71%); and recruiting/hiring (67%).



- Among those who have sexual harassment policies in place:
 - Nearly 9 in 10 (87%) are at least somewhat familiar with their organization's policy, and a slight majority (51%) are *very* familiar.
 - Almost all (97%) are at least somewhat satisfied with their organization's policy, and almost 7 in 10 (69%) are *very* satisfied.
- The majority says their organization offers some sort of sexual harassment training, predominantly: online video training (61%); in-person sessions (52%); and to a lesser extent, seminars (25%). As far as they know, this training is typically offered to everyone (74%).
- However, nearly 3 in 10 (27%) feel donors have more rights than they do.
 - The numbers increase among those who have personally experienced sexual harassment (42%) and those who have witnessed or been told about other's experiences (34%), compared to those who have not personally experienced, witnessed, or been told about 18%.
- Slightly over 1 in 10 (13%) thinks that their organization values the loyalty of donors more than it values the safety of employees.
 - Again, the numbers increase among those who have personally experienced sexual harassment (21%) and those who have witnessed or been told about other's experiences (16%), compared to those who have not personally experienced, witnessed, or been told about (7%).
 - Nearly 4 in 10 Canadian fundraising professionals somewhat disagree (37% vs. 26% U.S.).

ACTION TAKEN PERSONALLY

Fundraising Professionals Feel Somewhat Equipped to Address Harassment, Less for their Direct Reports than for Themselves Personally

Over 8 in 10 fundraising professionals feel moderately prepared to respond if they – or someone they manage or supervise – were to experience sexual harassment. The vast majority say they are aware of the steps they can take if needed. But that said, only about half express *a lot of* confidence in their level of preparation (and less so if it were to happen to someone who reports to them). Among those who have already experienced sexual harassment in the workplace, less than half told the organization (43%), told another colleague (34%), set any boundaries with the perpetrator (27%), or changed the nature of their role or relationship with the perpetrator (14%). Nearly 3 in 10 admit they have done nothing, predominantly because they feared the consequences, were unsure of what to do, or were nervous about their own interpretation of the situation.

- For those who manage staff, over 8 in 10 fundraising professionals (83%) feel at least somewhat prepared to respond to allegations of sexual harassment (if someone who they manage or supervise were to report being sexually harassed). Far fewer (only 40%) feel *very* prepared.
 - The younger generation (Millennials, 74%) feels less prepared than older generations (Gen X, 83% and Boomers, 89%).
 - Nearly 9 in 10 (87%) feel at least somewhat prepared to respond to sexual harassment (if they personally were to experience it). And half (50%) say they are *very* prepared.
 - The oldest generation (Boomers, 91%) feels more prepared than younger generations (Gen X, 86% and Millennial, 84%).
- More than 8 in 10 (85%) are aware of the steps to take should they experience or witness sexual harassment.



- The younger generation (Millennials, 78%) are less aware of the steps to take should they experience or witness sexual harassment than older generations (Gen X, 86% and Boomers, 92%).
- Approximately 1 in 5 (21%) have personally experienced sexual harassment within the fundraising profession, and slightly over one-quarter of this cohort (27%) have *not* taken any action.
 - That said, a significant minority have told their organization, including their manager or supervisor, human resources, board of directors, perpetrator's supervisor (43%), told a colleague (34%), set a boundary with the perpetrator (27%), or moved the donor or relationship to another colleague (14%).
 - Thinking about their most recent experience, again, nearly 3 in 10 (27%) did nothing, but around one-third either told the organization (34%), or told a colleague (31%).
- There are a wide variety of motivations for why those who have experienced sexual harassment have chosen to take no action personally. Some of the top barriers include: fearing they would be looked down upon or face career consequences (28%), not knowing what to do (27%), or worrying that they may have overreacted (25%).

ACTION TAKEN BY ORGANIZATION

Perceptions of Organizational Action are Hopeful, but Reality is More Bleak

The vast majority of fundraising professionals are optimistic that their organization would support them if they personally experienced sexual harassment in the workplace. But in reality, for most of those who have experienced harassment and told either their manager or organization, nothing has been done in response. Fewer than half believe their complaint has been looked into promptly and thoroughly, and less than half are satisfied with the way their allegation was handled. There are notable differences in activity (or inactivity) between managers and organizations in the way sexual harassment has been addressed within the fundraising profession, from allegations being downplayed (13% organization vs. 24% manager or supervisor) or ignored (25% vs. 45%) to being escalated (20% vs. 24%) or investigated (12% vs. 20%). About one-third of fundraising professionals (35%) have even felt a negative impact on their career through raising their allegations of harassment, and few (only about 1 in 10, 12%) have seen any clear, tangible change in response from their organization, like an update to sexual harassment policy or training.

- More than 9 in 10 (91%) feel their **organization** would support them should they ever experience sexual harassment. Over 6 in 10 (63%) strongly feel this way.
 - Even more who have not personally experienced, witnessed, or been told about sexual harassment agree (95% vs. 83% who have personally experienced and 90% who have witnessed or been told about).
- Of the 21% of those who have experienced sexual harassment and told their **organization**, for the most part, generally no action (71%) has been taken against the perpetrator after the incident has been reported.
 - Over half are not very or not at all satisfied with how their manager or supervisor (53%¹) or their organization (53%²) responded to their allegation of sexual harassment.
 - Approximately 4 in 10 feel their complaint was promptly and thoroughly investigated by their manager or supervisor (44%¹) or their organization (40%²).

¹Caution, small base: Told manager/supervisor n=75; ²Caution, small base: Told organization n=94



- When something is reported to a **manager or supervisor** specifically, there isn't one common action, but most frequently, the allegations are downplayed (24%), escalated to senior management (24%), investigated (12%), or nothing happens (25%).

 **1 in 4 (25%) fundraising professionals say their manager or supervisor did not take any action after their sexual harassment experience was reported to them.**

- By contrast, when telling their **organization**, it seems even more likely that no action will be taken (45%), while about one-fifth feel it is escalated (20%), or investigated (20%). 13% say the allegation is downplayed.
- Among professionals who have taken some sort of action themselves, a little over one-third (35%) have noticed or experienced a negative impact on their career, including avoiding events where the perpetrator is present (23%), quitting their job (9%), and being treated differently by the organization's leadership (8%).

 **1 in 3 (35%) fundraising professionals have noticed or experienced a negative impact on their career following taking action.**

- After they personally took action, a little over 1 in 10 (12%) observed that their **organization** did or changed something, including discussing sexual harassment policy more openly (9%) and updating its mandatory sexual harassment training (3%).

PERCEIVED TRENDS AND NEEDS WITHIN PROFESSION

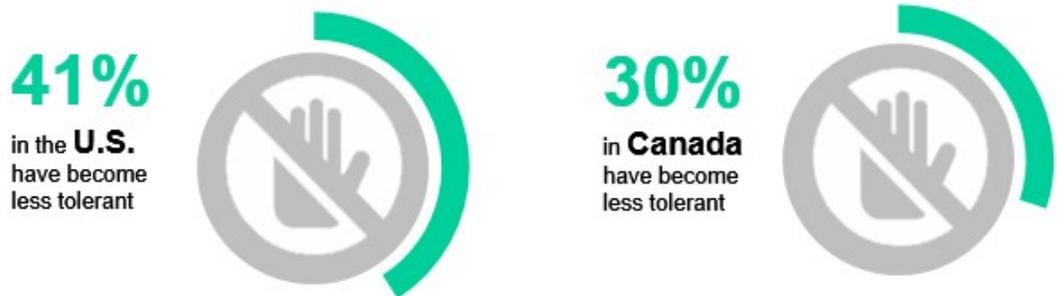
Culture Shift is Currently Taking Place within the Fundraising Profession

The majority (76%) of sexual harassment experiences happened over a year ago, and overwhelmingly, fundraising professionals feel that the culture is changing with respect to sexual harassment in their profession. The majority observes the #MeToo movement having a positive influence on the general workplace environment and believes that allegations of harassment are now being taken more seriously than ever before. According to most fundraising professionals, the recent news focus has also elevated people's understanding of sexual harassment. While the majority of fundraising professionals don't express much of a change in their own tolerance – or their organization's tolerance – for harassment, 4 in 10 admit they have become less lenient and forgiving recently, especially in the United States. Almost universally in 2018, fundraising professionals want a "zero tolerance policy" enacted in every workplace in the country (and 7 in 10 feel *very strongly* that this should be the norm).

- Over 8 in 10 (82%) feel that the #MeToo movement is having a positive effect on workplace culture and policy.
 - More than 9 in 10 (92%) believe that sexual harassment allegations in fundraising are more likely to be taken seriously today than ever before.
- Given the recent allegations of sexual harassment in the news, a slight majority think (61%) that people have a better understanding of sexual harassment today.
 - Most (60%) say their personal tolerance has stayed the same, though many (40%) have become less tolerant.

- The impact is much greater in the U.S. with over 4 in 10 (41%) becoming less tolerant compared to only 30% in Canada.
- Canadian professionals are more likely to have felt no change personally (70% vs. 59% U.S.).

Change in Personal Tolerance Given Recent Sexual Harassment Allegations in the News



- And most (61%) feel their organization's tolerance has also stayed the same, or become less tolerant (38%).
- Almost everyone (93%) believes that a zero-tolerance policy should be put in place in every work environment. 70% *strongly agree*.



9 in 10 (93%)

believe that a zero-tolerance policy should be put in place in every work environment

Data Sheeted Questionnaire – Total, U.S., and Canada

SECTION 800: VIEWS OF ORGANIZATION

BASE: ALL QUALIFIED RESPONDENTS

Q800 Overall, how favorable is your view of the organization for which you work?

| | Total | U.S. (A) | Canada (B) |
|--|-------------|------------|------------|
| Base | 1040 | 934 | 106 |
| EXTREMELY/ SOMEWHAT FAVORABLE (NET) | 81% | 81% | 81% |
| Extremely favorable | 57% | 57% | 59% |
| Somewhat favorable | 24% | 24% | 22% |
| EXTREMELY/ SOMEWHAT UNFAVORABLE (NET) | 19% | 19% | 19% |
| Somewhat unfavorable | 8% | 8% | 7% |
| Extremely unfavorable | 12% | 12% | 12% |

BASE: ALL QUALIFIED RESPONDENTS

Q805 Which of the following policies does your organization have in place? Please select **all** that apply.

| | Total | U.S. (A) | Canada (B) |
|--|-------------|------------|------------|
| Base | 1040 | 934 | 106 |
| Sexual harassment policy | 79% | 79% | 76% |
| Safety policy (i.e., health and safety in the workplace) | 76% | 76% | 81% |
| Termination policy | 73% | 73% | 68% |
| Disciplinary policy | 71% | 72% | 66% |
| Recruiting/hiring policy | 67% | 67% | 68% |
| None of the above | 4% | 4% | 1% |
| Unsure | 11% | 11% | 10% |



BASE: ALL QUALIFIED RESPONDENTS

Q810 Overall, how satisfied are you with your organization's culture towards sexual harassment (i.e., inappropriate comments, touching, sexual assault, etc.)?

| | Total | U.S. (A) | Canada (B) |
|--|--------------|-----------------|-------------------|
| Base | 1040 | 934 | 106 |
| VERY / SOMEWHAT SATISFIED (NET) | 94% | 94% | 94% |
| Very satisfied | 69% | 69% | 72% |
| Somewhat satisfied | 25% | 25% | 23% |
| NOT AT ALL / NOT VERY SATISFIED (NET) | 6% | 6% | 6% |
| Not very satisfied | 5% | 5% | 3% |
| Not at all satisfied | 2% | 2% | 3% |

BASE: ORGANIZATION HAS POLICIES IN PLACE

Q815 How familiar are you with your organization's sexual harassment policies?

| | Total | U.S. | Canada |
|--|--------------|-------------|---------------|
| Base | 822 | 741 | 81* |
| VERY/ SOMEWHAT FAMILIAR (NET) | 87% | 87% | 91% |
| Very familiar | 51% | 51% | 49% |
| Somewhat familiar | 36% | 36% | 42% |
| NOT AT ALL/ NOT VERY FAMILIAR (NET) | 13% | 13% | 9% |
| Not very familiar | 11% | 11% | 6% |
| Not at all familiar | 2% | 2% | 2% |

**Small base: Results directional in nature*



BASE: ORGANIZATION HAS POLICIES IN PLACE

Q820 How satisfied are you with your organization's policies on sexual harassment?

| | Total | U.S. | Canada |
|---|------------|------------|------------|
| Base | 822 | 741 | 81* |
| VERY/ SOMEWHAT SATISFIED (NET) | 97% | 96% | 99% |
| Very satisfied | 69% | 68% | 73% |
| Somewhat satisfied | 28% | 28% | 26% |
| NOT AT ALL/ NOT VERY SATISFIED (NET) | 3% | 4% | 1% |
| Not very satisfied | 3% | 3% | - |
| Not at all satisfied | 0% | 0% | 1% |

**Small base: Results directional in nature*

BASE: ALL QUALIFIED RESPONDENTS

Q825 Does your organization offer sexual harassment training (i.e., online video training, seminars, etc.)?

| | Total | U.S. (A) | Canada (B) |
|-------------------------|-------------|------------|------------|
| Base | 1040 | 934 | 106 |
| Yes | 41% | 42% | 35% |
| NO/ UNSURE (NET) | 59% | 58% | 65% |
| No | 43% | 42% | 46% |
| Unsure | 16% | 16% | 19% |



BASE: ORGANIZATION OFFERS SEXUAL HARASSMENT TRAINING

Q826 What type of sexual harassment training is offered by your organization (i.e., online video training, seminars, etc.)? Please select **all** that apply.

| | Total | U.S. | Canada |
|--|--------------|-------------|---------------|
| Base | 427 | 390 | 37* |
| Online video training (i.e., training through self-paced online modules) | 61% | 60% | 68% |
| In-person sessions (i.e., onsite face-to-face classroom setting) | 52% | 54% | 30% |
| Seminars (i.e., offsite workshops, group training, etc.) | 25% | 24% | 30% |
| Other | 4% | 4% | 3% |

**Small base: Results directional in nature*

BASE: ORGANIZATION OFFERS TRAINING

Q830 Who is the sexual harassment training offered to? Please select all that apply.

| | Total | U.S. | Canada |
|---|--------------|-------------|---------------|
| Base | 427 | 390 | 37* |
| Senior management (i.e., Deputy Director, Associate Director, Assistant or Associated VP, etc.) | 23% | 24% | 8% |
| Executive level (i.e., CEO, Chief Development Officer, VP, Director of Development, etc.) | 22% | 24% | 5% |
| Mid-level (i.e., Directors, Managers, etc.) | 22% | 24% | 8% |
| Junior level (i.e., fundraising staff) | 19% | 20% | 5% |
| Board members | 1% | 1% | - |
| As far as I know, everyone is offered to participate in the training | 74% | 73% | 86% |
| I am unsure who is offered sexual harassment training | 2% | 2% | 5% |

**Small base: Results directional in nature*



BASE: MANAGES STAFF

Q835 Earlier you mentioned you supervise or manage staff. How prepared do you feel to respond to allegations of sexual harassment if someone who you manage or supervise reported being sexually harassed?

| | Total | U.S. | Canada |
|--|--------------|-------------|---------------|
| Base | 621 | 548 | 73* |
| VERY/ SOMEWHAT PREPARED (NET) | 83% | 83% | 84% |
| Very prepared | 40% | 41% | 37% |
| Somewhat prepared | 43% | 42% | 47% |
| NOT AT ALL/ NOT VERY PREPARED (NET) | 17% | 17% | 16% |
| Not very prepared | 13% | 14% | 12% |
| Not at all prepared | 3% | 3% | 4% |

**Small base: Results directional in nature*

BASE: ALL QUALIFIED RESPONDENTS

Q840 How prepared do you feel to respond to sexual harassment if you were to personally experience it?

| | Total | U.S. | Canada |
|--|--------------|-------------|---------------|
| Base | 1040 | 934 | 106 |
| VERY/ SOMEWHAT PREPARED (NET) | 87% | 87% | 88% |
| Very prepared | 50% | 51% | 46% |
| Somewhat prepared | 37% | 36% | 42% |
| NOT AT ALL/ NOT VERY PREPARED (NET) | 13% | 13% | 12% |
| Not very prepared | 11% | 11% | 9% |
| Not at all prepared | 2% | 2% | 3% |



SECTION 900: PERSONAL EXPERIENCE

BASE: ALL QUALIFIED RESPONDENTS

Q905 Have you ever heard about, witnessed, or personally experienced sexual harassment in the fundraising profession? Please select **all** that apply. (Please remember, your answers are completely anonymous.)

| | Total | U.S. (A) | Canada (B) |
|--|-------------|------------|------------|
| Base | 1040 | 934 | 106 |
| Yes, a friend or colleague of mine told me they have been sexually harassed in the fundraising profession. | 26% | 26% | 24% |
| Yes, I have personally been sexually harassed in the fundraising profession. | 21% | 21% | 19% |
| Yes, I have witnessed sexual harassment in the fundraising profession. | 16% | 16% | 13% |
| No, I have not personally heard about, witnessed, or personally experienced sexual harassment in the fundraising profession. | 52% | 52% | 55% |

BASE: PERSONALLY EXPERIENCED SEXUAL HARASSMENT

Q910 To the best of your recollection, how many sexual harassment experiences have you personally experienced in the profession of fundraising?

| | Total | U.S. | Canada |
|---------------|------------|------------|------------|
| Base | 219 | 199 | 20* |
| 0 | - | - | - |
| 1 | 26% | 24% | 40% |
| 2 | 23% | 23% | 20% |
| 3 | 19% | 19% | 20% |
| 4 | 6% | 7% | - |
| 5 | 8% | 9% | 5% |
| 6-10 | 9% | 9% | 10% |
| 11-15 | 4% | 5% | - |
| 16-20 | 2% | 3% | - |
| 21+ | 3% | 3% | 5% |
| MEAN | 7.0 | 7.2 | 5.0 |
| MEDIAN | 3.0 | 3 | 2 |

*Small base: Results directional in nature



BASE: PERSONALLY EXPERIENCED SEXUAL HARASSMENT

Q915 Who was/were the perpetrator(s) of the sexual harassment you have experienced? Please select **all** that apply.

| | Total | U.S. | Canada |
|------------------------------|--------------|-------------|---------------|
| Base | 219 | 199 | 20* |
| DONOR (NET) | 65% | 65% | 60% |
| A major donor | 32% | 34% | 20% |
| An individual donor | 32% | 33% | 20% |
| A donor prospect | 29% | 30% | 15% |
| A corporate donor | 12% | 12% | 20% |
| COLLEAGUE (NET) | 39% | 39% | 45% |
| An executive-level colleague | 18% | 18% | 25% |
| A senior-level colleague | 16% | 17% | 15% |
| A mid-level colleague | 11% | 11% | 5% |
| A junior-level colleague | 4% | 4% | 5% |
| A board member | 35% | 35% | 30% |
| My supervisor/manager | 18% | 19% | 15% |
| A trustee | 5% | 6% | - |
| A foundation leader | 2% | 3% | - |
| A grant maker | 1% | 2% | - |
| Other | 18% | 18% | 20% |
| I don't know | - | - | - |

**Small base: Results directional in nature*



BASE: PERSONALLY EXPERIENCED SEXUAL HARASSMENT MORE THAN ONCE

Q916 Who was/were the perpetrator(s) of the sexual harassment you most recently experienced?

| | Total | U.S. | Canada |
|------------------------------|------------|------------|------------|
| Base | 163 | 151 | 12* |
| DONOR (NET) | 52% | 52% | 50% |
| A major donor | 21% | 22% | 17% |
| An individual donor | 17% | 17% | 8% |
| A donor prospect | 12% | 12% | 8% |
| A corporate donor | 5% | 4% | 17% |
| COLLEAGUE (NET) | 23% | 22% | 33% |
| An executive-level colleague | 11% | 10% | 25% |
| A senior-level colleague | 6% | 6% | 8% |
| A mid-level colleague | 4% | 5% | - |
| A junior-level colleague | 2% | 2% | - |
| A board member | 16% | 16% | 17% |
| My supervisor/manager | 8% | 8% | 8% |
| A trustee | 2% | 3% | - |
| A foundation leader | 1% | 1% | - |
| A grant maker | - | - | - |
| Other | 7% | 7% | - |
| I don't know | - | - | - |

*Small base: Results directional in nature

BASE: PERSONALLY EXPERIENCED SEXUAL HARASSMENT

Q917 Was/were the perpetrator(s) of the most recent experience...? Please select **all** that apply.

| | Total | U.S. | Canada |
|-------------------------------|------------|------------|------------|
| Base | 219 | 199 | 20* |
| Junior to you | 2% | 2% | 5% |
| The same level as you | 11% | 10% | 15% |
| In a superior position to you | 70% | 70% | 75% |
| Unsure | 19% | 20% | 5% |

*Small base: Results directional in nature



BASE: PERSONALLY EXPERIENCED SEXUAL HARASSMENT

Q918 What was/were the gender(s) of the perpetrator(s) of the sexual harassment you most recently experienced? Please select **all** that apply.

| | Total | U.S. | Canada |
|-------------|--------------|-------------|---------------|
| Base | 219 | 199 | 20* |
| Male | 96% | 96% | 95% |
| Female | 4% | 4% | 5% |

**Small base: Results directional in nature*

BASE: PERSONALLY EXPERIENCED SEXUAL HARASSMENT

Q920 Which of the following types of sexual harassment have you ever experienced in the fundraising profession? Please select **all** that apply.

| | Total | U.S. | Canada |
|---|--------------|-------------|---------------|
| Base | 219 | 199 | 20* |
| Inappropriate comments of a sexual nature | 80% | 80% | 80% |
| Unwanted touching or physical contact | 55% | 54% | 60% |
| Unwelcomed sexual advances | 36% | 35% | 50% |
| Verbal harassment of a sexual nature | 29% | 31% | 10% |
| Requests for or elusions towards sexual favors | 26% | 27% | 20% |
| Conditions or ultimatums dependent on sexual favors | 5% | 5% | 5% |
| Physical acts of sexual assault | 5% | 4% | 15% |
| Other | 4% | 5% | - |

**Small base: Results directional in nature*



BASE: PERSONALLY EXPERIENCED SEXUAL HARASSMENT MORE THAN ONCE

Q925 What type of sexual harassment did you experience most recently? Please select **all** that apply.

| | Total | U.S. | Canada |
|---|--------------|-------------|---------------|
| Base | 163 | 151 | 12* |
| Inappropriate comments of a sexual nature | 64% | 63% | 83% |
| Unwanted touching or physical contact | 33% | 32% | 42% |
| Unwelcomed sexual advances | 18% | 17% | 42% |
| Verbal harassment of a sexual nature | 12% | 13% | - |
| Requests for or elusions towards sexual favors | 7% | 7% | - |
| Physical acts of sexual assault | 2% | 2% | - |
| Conditions or ultimatums dependent on sexual favors | 1% | 1% | - |
| Other | 2% | 2% | - |

**Small base: Results directional in nature*

BASE: PERSONALLY EXPERIENCED SEXUAL HARASSMENT

Q930 When did the sexual harassment occur? If you have experienced more than one incident, please think of the most recent sexual harassment incident.

| | Total | U.S. | Canada |
|--|--------------|-------------|---------------|
| Base | 219 | 199 | 20* |
| LESS THAN A YEAR AGO (NET) | 24% | 24% | 25% |
| LESS THAN A MONTH AGO (SUB-NET) | 5% | 4% | 10% |
| Less than one week ago | 1% | 1% | 5% |
| 1-2 weeks ago | 2% | 2% | 5% |
| 3-4 weeks ago | 2% | 2% | - |
| One month to less than 6 months ago | 9% | 9% | 10% |
| 6 months to a year ago | 10% | 11% | 5% |
| Over a year ago | 76% | 76% | 75% |

**Small base: Results directional in nature*



BASE: PERSONALLY EXPERIENCED SEXUAL HARASSMENT

Q940 What actions have you ever taken after experiencing sexual harassment? Please select **all** that apply.

| | Total | U.S. | Canada |
|---|--------------|-------------|---------------|
| Base | 219 | 199 | 20* |
| TOLD ORGANIZATION (NET) | 43% | 43% | 40% |
| Reported the incident to my manager/supervisor | 34% | 35% | 25% |
| Reported the incident to human resources (HR) | 13% | 13% | 15% |
| Reported the incident to the perpetrator's supervisor | 7% | 8% | 5% |
| Reported the incident to the Board of Directors | 5% | 5% | 10% |
| Reported the incident to the Equal Employment Opportunity Commission (EEOC) | * | 1% | - |
| Told a colleague | 34% | 36% | 20% |
| Set a boundary with the perpetrator | 27% | 26% | 35% |
| Moved the donor or relationship to another colleague | 14% | 15% | 5% |
| Filed a police report | * | 1% | - |
| Other | 5% | 6% | - |
| I did not take any action after I experienced the harassment | 27% | 27% | 35% |

**Small base: Results directional in nature*



BASE: PERSONALLY EXPERIENCED SEXUAL HARASSMENT MORE THAN ONCE

Q945 What actions did you take after your most recent sexual harassment incident? Please select **all** that apply.

| | Total | U.S. | Canada |
|---|------------|------------|------------|
| Base | 163 | 151 | 12* |
| TOLD ORGANIZATION (NET) | 34% | 35% | 17% |
| Reported the incident to my manager/supervisor | 25% | 26% | 8% |
| Reported the incident to human resources (HR) | 10% | 10% | 17% |
| Reported the incident to the perpetrator's supervisor | 2% | 3% | - |
| Reported the incident to the Board of Directors | 2% | 3% | - |
| Reported the incident to the Equal Employment Opportunity Commission (EEOC) | - | - | - |
| Told a colleague | 31% | 30% | 33% |
| Set a boundary with the perpetrator | 21% | 21% | 17% |
| Moved the donor or relationship to another colleague | 13% | 14% | 8% |
| Filed a police report | - | - | - |
| Other | 4% | 4% | - |
| I did not take any action after I experienced the harassment | 27% | 26% | 42% |

**Small base: Results directional in nature*



BASE: PERSONALLY EXPERIENCED SEXUAL HARASSMENT AND TOLD SUPERVISOR

Q955 First, what actions were ever taken by your manager or supervisor following the action(s) you took after the incident was reported? Please select **all** that apply.

| | Total | U.S. | Canada |
|--|--------------|-------------|---------------|
| Base | 75* | 70* | 5* |
| My allegations were escalated to senior management | 24% | 26% | - |
| My accusations were downplayed | 24% | 26% | - |
| The allegations were investigated | 12% | 11% | 20% |
| I was offered to change positions so I would no longer have to work with the perpetrator | 7% | 7% | - |
| I was offered to transfer locations so I would no longer have to work with the perpetrator | 4% | 4% | - |
| Both myself and the accused perpetrator were called in to discuss the incident in-person | 3% | 3% | - |
| I was encouraged to hire a lawyer | 1% | 1% | - |
| Other | 28% | 27% | 40% |
| My manager/supervisor did not take any action | 25% | 24% | 40% |

**Small base: Results directional in nature*

BASE: PERSONALLY EXPERIENCED SEXUAL HARASSMENT AND TOLD ORGANIZATION

Q950 And what actions were ever taken by your organization following the action(s) you took after the incident was reported? Please select **all** that apply.

| | Total | United States | Canada |
|--|------------|---------------|-----------|
| Base | 94* | 86* | 8* |
| My allegations were escalated to senior management | 20% | 22% | - |
| The allegations were investigated | 20% | 21% | 13% |
| My accusations were downplayed | 13% | 12% | 25% |
| Both myself and the accused perpetrator were called in to discuss the incident in-person | 7% | 6% | 25% |
| I was offered to change positions so I would no longer have to work with the perpetrator | 4% | 5% | - |
| I was offered to transfer locations so I would no longer have to work with the perpetrator | 2% | 2% | - |
| I was encouraged to file a police report | 1% | 1% | - |
| Other | 18% | 20% | - |
| My organization did not take any action | 45% | 43% | 63% |

**Small base: Results directional in nature*



BASE: PERSONALLY EXPERIENCED SEXUAL HARASSMENT AND TOLD SUPERVISOR

Q951 Did you feel your complaint was promptly and thoroughly investigated by your manager or supervisor?

| | Total | U.S. | Canada |
|-------------------------|------------|------------|------------|
| Base | 75* | 70* | 5* |
| Yes | 44% | 43% | 60% |
| NO/ UNSURE (NET) | 56% | 57% | 40% |
| No | 43% | 43% | 40% |
| Unsure | 13% | 14% | - |

**Small base: Results directional in nature*

BASE: PERSONALLY EXPERIENCED SEXUAL HARASSMENT AND TOLD ORGANIZATION

Q952 Did you feel your complaint was promptly and thoroughly investigated by your organization?

| | Total | U.S. | Canada |
|-------------------------|------------|------------|------------|
| Base | 94* | 86* | 8* |
| Yes | 40% | 42% | 25% |
| NO/ UNSURE (NET) | 60% | 58% | 75% |
| No | 40% | 40% | 50% |
| Unsure | 19% | 19% | 25% |

**Small base: Results directional in nature*

BASE: PERSONALLY EXPERIENCED SEXUAL HARASSMENT

Q953 Ultimately, what happened to the perpetrator after the incident was reported? If you have experienced more than one incident, please think of the most recent sexual harassment incident.

| | Total | U.S. | Canada |
|---|------------|------------|------------|
| Base | 219 | 199 | 20* |
| Some form of action was taken against the perpetrator | 13% | 13% | 15% |
| No action was taken against the perpetrator | 71% | 71% | 70% |
| I don't know | 16% | 16% | 15% |

**Small base: Results directional in nature*



BASE: PERSONALLY EXPERIENCED SEXUAL HARASSMENT AND TOLD SUPERVISOR

Q954 How satisfied were you with your manager's or supervisor's response to your allegation of sexual harassment?

| | Total | U.S. | Canada |
|---|--------------|-------------|---------------|
| Base | 75* | 70* | 5* |
| VERY/ SOMEWHAT SATISFIED (NET) | 47% | 47% | 40% |
| Extremely satisfied | 24% | 24% | 20% |
| Somewhat satisfied | 23% | 23% | 20% |
| NOT AT ALL/ NOT VERY SATISFIED (NET) | 53% | 53% | 60% |
| Somewhat dissatisfied | 24% | 26% | - |
| Extremely dissatisfied | 29% | 27% | 60% |

**Small base: Results directional in nature*

BASE: PERSONALLY EXPERIENCED SEXUAL HARASSMENT AND TOLD ORGANIZATION

Q960 How satisfied were you with your organization's response to your allegation of sexual harassment?

| | Total | U.S. | Canada |
|---|--------------|-------------|---------------|
| Base | 94* | 86* | 8* |
| VERY/ SOMEWHAT SATISFIED (NET) | 47% | 47% | 50% |
| Extremely satisfied | 23% | 24% | 13% |
| Somewhat satisfied | 23% | 22% | 38% |
| NOT AT ALL/ NOT VERY SATISFIED (NET) | 53% | 53% | 50% |
| Somewhat dissatisfied | 21% | 23% | - |
| Extremely dissatisfied | 32% | 30% | 50% |

**Small base: Results directional in nature*

BASE: PERSONALLY EXPERIENCED SEXUAL HARASSMENT AND TOOK ACTION

Q965 Which of the following negative impacts on your job/career, if any, did you experience after taking action(s) against your harasser? Please select **all** that apply.

| | Total | U.S. | Canada |
|---|------------|------------|------------|
| Base | 159 | 146 | 13* |
| EXPERIENCED NEGATIVE IMPACTS (NET) | 35% | 34% | 46% |
| I began avoiding events when the perpetrator was going to be present | 23% | 23% | 23% |
| I quit my job | 9% | 8% | 15% |
| I was treated differently by the leadership within my organization | 8% | 8% | 15% |
| I was treated differently by my peers within my organization | 4% | 4% | 8% |
| I was forced to switch jobs | 4% | 3% | 8% |
| I have felt excluded from job promotions since reporting the harassment | 4% | 4% | - |
| I was unrightfully fired | 1% | 1% | - |
| I was demoted | 1% | 1% | - |
| Other | 6% | 5% | 8% |
| I haven't noticed or experienced any negative impacts | 63% | 64% | 46% |

**Small base: Results directional in nature*

BASE: PERSONALLY EXPERIENCED SEXUAL HARASSMENT AND TOOK ACTION

Q966 Which of the following actions, if any, has your organization taken after you took action after you experienced sexual harassment? Please select **all** that apply.

| | Total | U.S. | Canada |
|---|--------------|-------------|---------------|
| Base | 159 | 146 | 13* |
| ORGANIZATION TOOK ACTION (NET) | 12% | 13% | - |
| Discussed sexual harassment more openly | 9% | 10% | - |
| Updated its mandatory sexual harassment training | 3% | 3% | - |
| Started to believe employees who raise concerns about sexual harassment | 1% | 1% | - |
| Altered its sexual harassment policy | 1% | 1% | - |
| Other | 9% | 9% | 8% |
| No actions were taken by my organization | 52% | 51% | 62% |
| I don't know | 28% | 27% | 31% |

**Small base: Results directional in nature*



BASE: PERSONALLY EXPERIENCED SEXUAL HARASSMENT AND DID NOT TAKE ACTION

Q970 What was/were your reason(s) for not taking any action following the sexual harassment you experienced? Please select **all** that apply.

| | Total | U.S. | Canada |
|---|--------------|-------------|---------------|
| Base | 60* | 53* | 7* |
| I feared I would be looked down upon or face career consequences | 28% | 21% | 86% |
| I didn't know what to do | 27% | 25% | 43% |
| I was worried I may have overreacted | 25% | 21% | 57% |
| I feared that my sexual harassment allegations would not be taken seriously | 22% | 17% | 57% |
| I felt ashamed and/or embarrassed | 22% | 17% | 57% |
| I didn't want to be treated differently if people found out about the allegations | 18% | 15% | 43% |
| I was scared my organization could possibly lose a long-time donor/supporter | 17% | 19% | - |
| I worried that I may have taken the perpetrator's advances the wrong way | 15% | 15% | 14% |
| Perpetrators are never held accountable | 8% | 6% | 29% |
| I've reported incidents in the past and nothing came of it | - | - | - |
| My organization has a clear definition of what sexual harassment is and I didn't feel my experience fit into their definition | - | - | - |
| Other | 30% | 32% | 14% |
| I do know why I didn't take any action | 12% | 13% | - |

**Small base: Results directional in nature*

SECTION 1000: HARASSMENT IN THE PROFESSION

BASE: TOLD ABOUT OTHERS SEXUAL HARASSMENT

Q1010 You mentioned you were told about sexual harassment in the profession of fundraising. To the best of your recollection, how many sexual harassment incidences have you been told about that happened in the profession?

| | Total | U.S. | Canada |
|---------------|--------------|-------------|---------------|
| Base | 268 | 243 | 25* |
| 0 | - | - | - |
| 1 | 25% | 23% | 40% |
| 2 | 31% | 31% | 36% |
| 3 | 17% | 18% | 8% |
| 4 | 5% | 5% | 8% |
| 5 | 9% | 10% | 4% |
| 6-10 | 7% | 8% | - |
| 11-15 | 1% | 1% | - |
| 16-20 | 1% | 1% | 4% |
| 21+ | 2% | 2% | - |
| MEAN | 8.0 | 8.6 | 2.7 |
| MEDIAN | 2 | 2 | 2 |

**Small base: Results directional in nature*

BASE: TOLD ABOUT OTHERS SEXUAL HARASSMENT EXPERIENCES

Q1015 Which of the following types of sexual harassment have you been told of that happened in the fundraising profession? Please select **all** that apply.

| | Total | U.S. | Canada |
|---|--------------|-------------|---------------|
| Base | 268 | 243 | 25* |
| Inappropriate comments of a sexual nature | 81% | 82% | 68% |
| Unwanted touching or physical contact | 51% | 53% | 36% |
| Unwelcomed sexual advances | 49% | 49% | 52% |
| Verbal harassment of a sexual nature | 33% | 33% | 32% |
| Requests for or elusions towards sexual favors | 24% | 25% | 12% |
| Conditions or ultimatums dependent on sexual favors | 9% | 9% | 4% |
| Physical acts of sexual assault | 3% | 3% | - |
| Other | 4% | 4% | 4% |
| I don't know | 2% | 2% | 4% |

**Small base: Results directional in nature*

BASE: WITNESSED OTHERS SEXUAL HARASSMENT EXPERIENCES

Q1011 You mentioned you witnessed sexual harassment in the profession of fundraising. To the best of your recollection, how many sexual harassment incidences have you witnessed that happened in the profession?

| | Total | U.S. | Canada |
|---------------|--------------|-------------|---------------|
| Base | 162 | 148 | 14* |
| 0 | - | - | - |
| 1 | 32% | 30% | 50% |
| 2 | 28% | 28% | 29% |
| 3 | 13% | 14% | - |
| 4 | 4% | 4% | - |
| 5 | 11% | 11% | 7% |
| 6-10 | 7% | 7% | 7% |
| 11-15 | - | - | - |
| 16-20 | 2% | 2% | - |
| 21+ | 3% | 3% | 7% |
| MEAN | 4.7 | 4.6 | 5.7 |
| MEDIAN | 2 | 2 | 2 |

**Small base: Results directional in nature*



BASE: WITNESSED OTHERS SEXUAL HARASSMENT EXPERIENCES

Q1016 Which of the following types of sexual harassment have you witnessed in the fundraising profession?

Please select **all** that apply.

| | Total | U.S. | Canada |
|---|--------------|-------------|---------------|
| Base | 162 | 148 | 14* |
| Inappropriate comments of a sexual nature | 83% | 83% | 79% |
| Unwanted touching or physical contact | 43% | 43% | 50% |
| Unwelcomed sexual advances | 40% | 39% | 50% |
| Verbal harassment of a sexual nature | 38% | 37% | 50% |
| Requests for or elusions towards sexual favors | 20% | 22% | 7% |
| Conditions or ultimatums dependent on sexual favors | 4% | 5% | - |
| Physical acts of sexual assault | 2% | 2% | - |
| Other | 4% | 4% | 7% |
| I don't know | 1% | 1% | 7% |

**Small base: Results directional in nature*

BASE: WITNESSED OR AWARE OF OTHERS SEXUAL HARASSMENT EXPERIENCES

Q1025 From what you witnessed or what you've been told about sexual harassment, who was/were the initiator(s) of the alleged sexual harassment? Please select **all** that apply.

| | Total | U.S. | Canada |
|---------------------------------|--------------|-------------|---------------|
| Base | 364 | 330 | 34* |
| DONOR (NET) | 64% | 66% | 50% |
| A major donor | 36% | 37% | 26% |
| An individual donor | 30% | 32% | 21% |
| A donor prospect | 21% | 22% | 12% |
| A corporate donor | 10% | 10% | 12% |
| COLLEAGUE (NET) | 46% | 46% | 50% |
| An executive-level colleague | 22% | 23% | 12% |
| A senior-level colleague | 20% | 18% | 29% |
| A mid-level colleague | 12% | 12% | 9% |
| A junior-level colleague | 6% | 6% | 6% |
| A board member | 24% | 25% | 6% |
| The victim's supervisor/manager | 17% | 17% | 12% |
| A trustee | 6% | 7% | - |
| A foundation leader | 2% | 2% | - |
| A grant maker | * | * | - |
| Other | 6% | 5% | 15% |
| I don't know | 3% | 3% | 6% |

*Small base: Results directional in nature



BASE: WITNESSED OR AWARE OF OTHERS SEXUAL HARASSMENT EXPERIENCES

Q1026 What was/were the gender(s) of the perpetrator(s) of the incident(s) you witnessed or were told about?

Please select **all** that apply.

| | Total | U.S. | Canada |
|-------------|------------|------------|------------|
| Base | 364 | 330 | 34* |
| Male | 96% | 96% | 94% |
| Female | 9% | 9% | 9% |

**Small base: Results directional in nature*

BASE: WITNESSED OR AWARE OF OTHERS SEXUAL HARASSMENT EXPERIENCES

Q1030 What actions have you ever taken after witnessing or being told about sexual harassment incident(s)?

Please select **all** that apply.

| | Total | U.S. | Canada |
|---|------------|------------|------------|
| Base | 364 | 330 | 34* |
| I advised the victim to set a boundary with the perpetrator | 33% | 32% | 38% |
| TOLD ORGANIZATION (NET) | 30% | 31% | 15% |
| I reported the incident to my supervisor/manager | 18% | 19% | 12% |
| I reported the incident to human resources (HR) | 14% | 15% | 6% |
| I reported the incident to the perpetrator's supervisor/manager | 7% | 7% | 6% |
| I reported the incident to the Board of Directors | 5% | 5% | - |
| I reported the incident to the Equal Employment Opportunity Commission (EEOC) | 1% | 1% | - |
| I told another colleague | 19% | 19% | 21% |
| I recommended the victim move the donor or relationship to another colleague | 16% | 17% | 9% |
| I recommended the victim file a police report | 5% | 4% | 9% |
| Other | 22% | 20% | 38% |
| I have never taken any action | 27% | 27% | 24% |

**Small base: Results directional in nature*

BASE: WITNESSED OR AWARE OF OTHERS SEXUAL HARASSMENT EXPERIENCES

Q1035 Are you aware of any action that has been taken against the perpetrator(s) following any incident(s)? If you have witnessed or were told about more than one incident, please think of the most recent sexual harassment incident.

| | Total | U.S. | Canada |
|---|--------------|-------------|---------------|
| Base | 364 | 330 | 34* |
| Some form of action was taken against the perpetrator | 21% | 21% | 21% |
| No action was taken against the perpetrator | 44% | 43% | 47% |
| I don't know | 36% | 36% | 32% |

**Small base: Results directional in nature*



BASE: WITNESSED OR AWARE OF OTHERS SEXUAL HARASSMENT EXPERIENCES AND DID NOT TAKE ACTION

Q1040 What was/were your reason(s) for not taking any action following the sexual harassment? Please select **all** that apply.

| | Total | U.S. | Canada |
|---|--------------|-------------|---------------|
| Base | 98* | 90* | 8* |
| I did not know what to do | 16% | 16% | 25% |
| I feared the victim's sexual harassment allegations would not be taken seriously | 7% | 8% | - |
| Perpetrators are never held accountable | 6% | 7% | - |
| I didn't want the victim to be treated differently if people found out about the allegations | 5% | 3% | 25% |
| I feared the victim would be looked down upon or face negative career consequences | 4% | 3% | 13% |
| I was scared my organization could possibly lose a long-time donor/supporter | 3% | 3% | - |
| I worried the victim would feel ashamed and/or embarrassed | 3% | 2% | 13% |
| I've reported incidents in the past and nothing came of it | 2% | 1% | 13% |
| My organization has a clear definition of what sexual harassment is and I didn't feel the victim's experience fit into their definition | 1% | 1% | - |
| I personally know the accused perpetrator and this did not seem like something they would do | - | - | - |
| I was worried the victim may have overreacted | - | - | - |
| I worried that the victim may have taken the perpetrator's advances the wrong way | - | - | - |
| Other | 59% | 60% | 50% |
| I do not know why I did not take any action | 16% | 17% | 13% |

**Small base: Results directional in nature*

BASE: ALL QUALIFIED RESPONDENTS

Q1045 How much do you agree or disagree with each of the following statements?

| <i>Summary: Agree</i> | Total | U.S. (A) | Canada (B) |
|---|--------------|-----------------|-------------------|
| Base | 1040 | 934 | 106 |
| A zero-tolerance policy should be put in place in every work environment | 93% | 92% | 96% |
| Sexual harassment allegations in fundraising are more likely to be taken seriously today than ever before | 92% | 92% | 93% |
| My organization fosters a safe and open environment | 91% | 91% | 91% |
| I feel my organization would support me should I ever experience sexual harassment | 91% | 91% | 92% |
| I am aware of the steps to take should I experience or witness sexual harassment | 85% | 86% | 84% |
| The #MeToo movement is having a positive effect on workplace culture and policy | 82% | 82% | 83% |
| I feel donors have more rights than I do | 27% | 28% | 24% |
| Sexual harassment is rampant in the profession of fundraising | 20% | 21% | 16% |
| My organization values the loyalty of donors more than it values the safety of employees | 13% | 13% | 9% |



| Summary: Disagree | Total | U.S. (A) | Canada (B) |
|---|--------------|-----------------|-------------------|
| Base | 1040 | 934 | 106 |
| My organization values the loyalty of donors more than it values the safety of employees | 87% | 87% | 91% |
| Sexual harassment is rampant in the profession of fundraising | 80% | 79% | 84% |
| I feel donors have more rights than I do | 73% | 72% | 76% |
| The #MeToo movement is having a positive effect on workplace culture and policy | 18% | 18% | 17% |
| I am aware of the steps to take should I experience or witness sexual harassment | 15% | 14% | 16% |
| I feel my organization would support me should I ever experience sexual harassment | 9% | 9% | 8% |
| My organization fosters a safe and open environment | 9% | 9% | 9% |
| Sexual harassment allegations in fundraising are more likely to be taken seriously today than ever before | 8% | 8% | 7% |
| A zero-tolerance policy should be put in place in every work environment | 7% | 8% | 4% |

| Sexual harassment allegations in fundraising are more likely to be taken seriously today than ever before | Total | U.S. (A) | Canada (B) |
|--|--------------|-----------------|-------------------|
| Base | 1040 | 934 | 106 |
| AGREE (NET) | 92% | 92% | 93% |
| Strongly agree | 41% | 41% | 42% |
| Somewhat agree | 51% | 51% | 52% |
| DISAGREE (NET) | 8% | 8% | 7% |
| Somewhat disagree | 7% | 7% | 4% |
| Strongly disagree | 2% | 1% | 3% |

| A zero-tolerance policy should be put in place in every work environment | Total | U.S. (A) | Canada (B) |
|---|--------------|-----------------|-------------------|
| Base | 1040 | 934 | 106 |
| AGREE (NET) | 93% | 92% | 96% |
| Strongly agree | 70% | 70% | 74% |
| Somewhat agree | 23% | 22% | 23% |
| DISAGREE (NET) | 7% | 8% | 4% |
| Somewhat disagree | 6% | 6% | 2% |
| Strongly disagree | 2% | 2% | 2% |



| <i>The #MeToo movement is having a positive effect on workplace culture and policy</i> | Total | U.S. (A) | Canada (B) |
|--|-------------|------------|------------|
| Base | 1040 | 934 | 106 |
| AGREE (NET) | 82% | 82% | 83% |
| Strongly agree | 35% | 36% | 26% |
| Somewhat agree | 48% | 46% | 57% B |
| DISAGREE (NET) | 18% | 18% | 17% |
| Somewhat disagree | 14% | 14% | 12% |
| Strongly disagree | 4% | 4% | 5% |

| <i>I feel my organization would support me should I ever experience sexual harassment</i> | Total | U.S. (A) | Canada (B) |
|---|-------------|------------|------------|
| Base | 1040 | 934 | 106 |
| AGREE (NET) | 91% | 91% | 92% |
| Strongly agree | 63% | 63% | 62% |
| Somewhat agree | 28% | 28% | 29% |
| DISAGREE (NET) | 9% | 9% | 8% |
| Somewhat disagree | 6% | 6% | 6% |
| Strongly disagree | 3% | 3% | 3% |

| <i>I am aware of the steps to take should I experience or witness sexual harassment</i> | Total | U.S. (A) | Canada (B) |
|---|-------------|------------|------------|
| Base | 1040 | 934 | 106 |
| AGREE (NET) | 85% | 86% | 84% |
| Strongly agree | 50% | 51% B | 41% |
| Somewhat agree | 36% | 35% | 43% |
| DISAGREE (NET) | 15% | 14% | 16% |
| Somewhat disagree | 11% | 11% | 12% |
| Strongly disagree | 4% | 4% | 4% |



| <i>I feel donors have more rights than I do</i> | Total | U.S. (A) | Canada (B) |
|---|-------------|------------|------------|
| Base | 1040 | 934 | 106 |
| AGREE (NET) | 27% | 28% | 24% |
| Strongly agree | 7% | 8% | 6% |
| Somewhat agree | 20% | 20% | 18% |
| DISAGREE (NET) | 73% | 72% | 76% |
| Somewhat disagree | 28% | 28% | 32% |
| Strongly disagree | 45% | 45% | 44% |

| <i>My organization values the loyalty of donors more than it values the safety of employees</i> | Total | U.S. (A) | Canada (B) |
|---|-------------|------------|------------|
| Base | 1040 | 934 | 106 |
| AGREE (NET) | 13% | 13% | 9% |
| Strongly agree | 4% | 4% | 1% |
| Somewhat agree | 9% | 9% | 8% |
| DISAGREE (NET) | 87% | 87% | 91% |
| Somewhat disagree | 28% | 26% | 37% A |
| Strongly disagree | 60% | 60% | 54% |

| <i>My organization fosters a safe and open environment</i> | Total | U.S. (A) | Canada (B) |
|--|-------------|------------|------------|
| Base | 1040 | 934 | 106 |
| AGREE (NET) | 91% | 91% | 91% |
| Strongly agree | 61% | 62% | 59% |
| Somewhat agree | 30% | 30% | 31% |
| DISAGREE (NET) | 9% | 9% | 9% |
| Somewhat disagree | 5% | 5% | 4% |
| Strongly disagree | 3% | 3% | 6% |

| <i>Sexual harassment is rampant in the profession of fundraising</i> | Total | U.S. (A) | Canada (B) |
|--|-------------|------------|------------|
| Base | 1040 | 934 | 106 |
| AGREE (NET) | 20% | 21% | 16% |
| Strongly agree | 4% | 4% | 3% |
| Somewhat agree | 16% | 17% | 13% |
| DISAGREE (NET) | 80% | 79% | 84% |
| Somewhat disagree | 49% | 48% | 54% |
| Strongly disagree | 31% | 31% | 30% |



BASE: ALL QUALIFIED RESPONDENTS

Q1055 Given the recent allegations of sexual harassment in the news recently, how has your personal tolerance changed, if at all?

| | Total | U.S. (A) | Canada (B) |
|---|-------------|--------------|------------|
| Base | 1040 | 934 | 106 |
| MORE TOLERANT (NET) | * | 1% | - |
| Much more tolerant of sexual harassment | * | * | - |
| Somewhat more tolerant of sexual harassment | * | * | - |
| No change in tolerance | 60% | 59% | 70% A |
| LESS TOLERANT (NET) | 40% | 41% B | 30% |
| Somewhat less tolerant of sexual harassment | 15% | 15% | 16% |
| Much less tolerant of sexual harassment | 25% | 26% B | 14% |

BASE: ALL QUALIFIED RESPONDENTS

Q1060 Given the recent allegations of sexual harassment in the news recently, how do you think your organization's tolerance has changed, if at all?

| | Total | U.S. (A) | Canada (B) |
|---|-------------|------------|------------|
| Base | 1040 | 934 | 106 |
| MORE TOLERANT (NET) | 1% | 1% | - |
| Much more tolerant of sexual harassment | * | * | - |
| Somewhat more tolerant of sexual harassment | 1% | 1% | - |
| No change in tolerance | 61% | 61% | 61% |
| LESS TOLERANT (NET) | 38% | 38% | 39% |
| Somewhat less tolerant of sexual harassment | 20% | 19% | 25% |
| Much less tolerant of sexual harassment | 18% | 19% | 13% |

BASE: ALL QUALIFIED RESPONDENTS

Q1065 Given the recent allegations of sexual harassment in the news recently, do you think people have a better understanding of sexual harassment?

| | Total | U.S. (A) | Canada (B) |
|-------------------------|--------------|-----------------|-------------------|
| Base | 1040 | 934 | 106 |
| Yes | 61% | 61% | 59% |
| NO/ UNSURE (NET) | 39% | 39% | 41% |
| No | 18% | 18% | 22% |
| Unsure | 21% | 21% | 19% |

SECTION: SCREENING QUESTIONS AND DEMOGRAPHICS

BASE: ALL QUALIFIED RESPONDENTS

Country In which country or region do you currently reside?

| | Total | U.S. (A) | Canada (B) |
|--------------------------|-------------|------------|------------|
| Base | 1040 | 934 | 106 |
| Canada | 10% | - | 100% |
| United States of America | 90% | 100% | - |

BASE: ALL QUALIFIED RESPONDENTS

Gender How do you describe your gender identity? (Select one)

| | Total | U.S. (A) | Canada (B) |
|---|-------------|------------|------------|
| Base | 1040 | 934 | 106 |
| Man or Male or Masculine | 21% | 21% | 22% |
| Transgender Man or Male or Masculine | - | - | - |
| Transgender Woman or Female or Feminine | * | * | 1% |
| Woman or Female or Feminine | 79% | 79% | 76% |
| Gender non-conforming or Gender queer | * | * | - |
| Intersex or other related terms | - | - | - |
| Prefer to self-describe | - | - | - |
| Prefer not to say | * | * | 1% |



BASE: ALL QUALIFIED RESPONDENTS

Age What is your age?

| | Total | U.S. (A) | Canada (B) |
|-------------|-------------|-------------|-------------|
| Base | 1040 | 934 | 106 |
| 18-24 | 1% | 1% | 1% |
| 25-34 | 21% | 21% | 18% |
| 35-44 | 23% | 23% | 23% |
| 45-54 | 27% | 26% | 32% |
| 55-64 | 22% | 22% | 24% |
| 65+ | 6% | 6% | 3% |
| MEAN | 45.9 | 45.9 | 46.0 |

BASE: ALL QUALIFIED RESPONDENTS

Q601 What is your employment status? Please select all that apply.

| | Total | U.S. (A) | Canada (B) |
|--------------------|-------------|------------|------------|
| Base | 1040 | 934 | 106 |
| Employed full-time | 97% | 97% | 93% |
| Employed part-time | 3% | 3% | 7% |

BASE: ALL QUALIFIED RESPONDENTS

Q602 What type of organization do you work for?

| | Total | U.S. (A) | Canada (B) |
|---------------------------------------|-------------|------------|------------|
| Base | 1040 | 934 | 106 |
| A non-profit charity | 98% | 98% B | 95% |
| A for-profit consulting or other firm | 2% | 2% | 5% A |



BASE: ALL QUALIFIED RESPONDENTS

Q605 Which of the following best describes the type of organization in which you work?

| | Total | U.S. (A) | Canada (B) |
|---|-------------|------------|------------|
| Base | 1040 | 934 | 106 |
| Social Service (child, youth, adult, family, retirement, etc.) | 22% | 21% | 28% |
| Health Services (hospital, clinic, nursing home, specialized services) | 14% | 13% | 24% A |
| Arts/Cultural Organization | 12% | 13% B | 5% |
| Higher Education | 10% | 10% | 10% |
| Primary or Secondary Education | 7% | 7% | 4% |
| Environmental | 5% | 5% | 4% |
| Community Development/Economic Development | 4% | 4% | 3% |
| Religious or Religion-related | 3% | 3% | 1% |
| Scientific, Research or Other Educational | 2% | 2% | 3% |
| Consulting Firm | 2% | 1% | 5% |
| Association Foundation | 2% | 2% | - |
| National or Regional Health Agency (specific disease or health-related problem) | 1% | 1% | 3% |
| International Development/Overseas Aid and Support | 1% | 1% | 4% A |
| Public Broadcasting | 1% | 1% | - |
| Emergency Relief/Humanitarian Aid | 1% | 1% | 1% |
| Civic and Public Affairs | 1% | 1% | 1% |
| Federated Appeals | * | * | - |
| Government | * | * | - |
| Other | 11% | 12% | 6% |

BASE: ALL QUALIFIED RESPONDENTS

Q630 Do you have a fundraising aspect to your job?

| | Total | U.S. (A) | Canada (B) |
|-------------|-------------|------------|------------|
| Base | 1040 | 934 | 106 |
| Yes | 100% | 100% | 100% |
| No | - | - | - |



BASE: ALL QUALIFIED RESPONDENTS

Q610 How long have you worked in the fundraising profession?

| | Total | U.S. (A) | Canada (B) |
|------------------------------|-------------|------------|------------|
| Base | 1040 | 934 | 106 |
| Less than 6 months | 1% | 1% | 1% |
| 6 months to less than 1 year | 3% | 3% | 1% |
| 1 year to less than 2 years | 5% | 5% | 4% |
| 2 years to less than 4 years | 11% | 10% | 12% |
| 4 years to less than 6 years | 11% | 11% | 10% |
| More than 6 years | 70% | 69% | 72% |

BASE: ALL QUALIFIED RESPONDENTS

Q620 What is your job level?

| | Total | U.S. (A) | Canada (B) |
|---|-------------|------------|------------|
| Base | 1040 | 934 | 106 |
| CEO | 12% | 12% | 10% |
| Chief Development Officer, Vice President or Director of Development (top paid position with responsibility for managing fundraising) | 36% | 37% B | 26% |
| Deputy Director/Associate Director/Assistant or Associated VP (number two person with responsibility for managing fundraising) | 10% | 10% | 11% |
| Director/Manager | 26% | 25% | 33% |
| Other Fundraising Staff Position | 16% | 15% | 19% |

BASE: ALL QUALIFIED RESPONDENTS

Q625 Do you manage or supervise staff?

| | Total | U.S. (A) | Canada (B) |
|-------------|-------------|------------|------------|
| Base | 1040 | 934 | 106 |
| Yes | 60% | 59% | 69% A |
| No | 40% | 41% B | 31% |



BASE: ALL US RESPONDENTS

Region

| | Total | U.S. (A) | Canada (B) |
|-------------|--------------|-----------------|-------------------|
| Base | 1040 | 934 | N/A |
| Northeast | 19% | 19% | - |
| Midwest | 28% | 28% | - |
| South | 32% | 32% | - |
| West | 21% | 21% | - |

BASE: ALL QUALIFIED RESPONDENTS

Education

U.S.: What is the highest level of education you have completed or the highest degree you have received?

Canada: Which of the following, if any, is the highest educational or professional qualification you have obtained?

| | Total | U.S. (A) | Canada (B) |
|---|--------------|-----------------|-------------------|
| Base | 1040 | 934 | 106 |
| Certificate or Diploma from Community College, Institution, CEGEP | 2% | NA | 16% |
| Completed some University Study, but no Degree | * | NA | 4% |
| University Certificate or Diploma below Bachelor Level | 1% | NA | 6% |
| Bachelor or First Professional Degree | 6% | NA | 56% |
| Graduate or Professional Degree above Bachelor Level | 2% | NA | 19% |
| Completed high school | * | * | NA |
| Associate Degree | 2% | 2% | NA |
| Job-specific training program(s) after high school | * | * | NA |
| Some college, but no degree | 2% | 3% | NA |
| College (such as B.A., B.S.) | 32% | 36% | NA |
| Some graduate school, but no degree | 12% | 14% | NA |
| MA, MS, MFA | 19% | 21% | NA |
| MBA | 8% | 9% | NA |
| Ph.D., Psy.D. or other academic doctorate | 2% | 2% | NA |
| J.D. | 2% | 2% | NA |
| Other graduate or professional degree | 10% | 11% | NA |



BASE: ALL QUALIFIED RESPONDENTS

Household Income [Which of the following income categories best describes your total 2017 household income before taxes?]

| | Total | U.S. (A) | Canada (B) |
|--|--------------|-----------------|-------------------|
| Base | 1040 | 934 | 106 |
| Less than \$15,000 | * | * | NA |
| \$15,000 to \$24,999 | * | * | NA |
| \$25,000 to \$34,999 | 1% | 1% | NA |
| \$35,000 to \$49,999 | 7% | 7% | NA |
| \$50,000 to \$74,999 | 12% | 14% | NA |
| \$75,000 to \$99,999 | 14% | 16% | NA |
| \$100,000 to \$124,999 | 17% | 19% | NA |
| \$125,000 to \$149,999 | 11% | 12% | NA |
| \$150,000 to \$199,999 | 13% | 15% | NA |
| \$200,000 to \$249,999 | 7% | 8% | NA |
| \$250,000 or more | 8% | 8% | NA |
| \$35,000 to \$49,999 (in Canadian dollars) | * | NA | 2% |
| \$50,000 to \$74,999 (in Canadian dollars) | 1% | NA | 12% |
| \$75,000 to \$99,999 (in Canadian dollars) | 2% | NA | 18% |
| \$100,000 to \$124,999 (in Canadian dollars) | 2% | NA | 21% |
| \$125,000 to \$149,999 (in Canadian dollars) | 1% | NA | 11% |
| \$150,000 to \$199,999 (in Canadian dollars) | 2% | NA | 21% |
| \$200,000 to \$249,999 (in Canadian dollars) | 1% | NA | 7% |
| \$250,000 or more (in Canadian dollars) | 1% | NA | 8% |

BASE: ALL QUALIFIED RESPONDENTS

Q498 Of the following, which do you consider yourself to be?

| | Total | U.S. (A) | Canada (B) |
|--------------------------|-------------|------------|------------|
| Base | 1040 | 934 | 106 |
| Heterosexual (straight) | 86% | 87% | 81% |
| Lesbian | 2% | 2% | 1% |
| Gay | 4% | 4% | 5% |
| Bisexual | 2% | 2% | 2% |
| Queer | 1% | 1% | 1% |
| Pansexual | * | * | - |
| Asexual | * | * | 1% |
| Other sexual orientation | - | - | - |
| Not sure | - | - | - |
| Decline to answer | 4% | 3% | 9% |

BASE: ALL QUALIFIED RESPONDENTS

Marital Status What is your marital status?

| | Total | U.S. (A) | Canada (B) |
|---|-------------|------------|------------|
| Base | 1040 | 934 | 106 |
| Never married | 15% | 15% | 10% |
| MARRIED/ LIVING WITH PARTNER (NET) | 73% | 73% | 76% |
| Married or civil union | 66% | 66% | 60% |
| Living with partner | 8% | 7% | 16% A |
| Divorced | 9% | 9% | 10% |
| Separated | 1% | 1% | 3% |
| Widow/Widower | 1% | 1% | - |