EXPERIENCES WORKING IN THE TECH INDUSTRY
There has been a lot of discussion and media coverage about patterns of funding startups and the perceived lack of gender, racial, and geographic diversity in funding. What percent do you think actually goes to startups led by the following groups? (Please make sure your answer does not add up to more than 100%)
Which of the following comes closest to describing your workload?

- I feel like I have a good work / life balance
- I feel like I work more than I should
- I feel like I should be working more most of the time
- Prefer not to say

Women
- 52% I feel like I have a good work / life balance
- 36% I feel like I work more than I should
- 10% I feel like I should be working more most of the time
- 2% Prefer not to say

Men
- 69% I feel like I have a good work / life balance
- 28% I feel like I work more than I should
- 3% I feel like I should be working more most of the time
- 2% Prefer not to say
[ASK IF CURRENTLY IN SECTOR] Which of the following comes closest to describing your workload?

- I feel like I have a good work / life balance
- I feel like I work more than I should
- I feel like I should be working more most of the time
- Prefer not to say

Women 2020
- 52% I feel like I have a good work / life balance
- 36% I feel like I work more than I should
- 10% I feel like I should be working more most of the time
- 2% Prefer not to say

Women 2017
- 49% I feel like I have a good work / life balance
- 34% I feel like I work more than I should
- 14% I feel like I should be working more most of the time
- 3% Prefer not to say
In general, over the past two years, what kind of impact has the #MeToo movement had on your current company?

**Women**
- There has been noticeable positive change: 7%
- There has been some positive change: 19%
- There has been neither positive nor negative change: 55%
- There has been some negative change: 1%
- There has been noticeable negative change: 2%
- Not sure: 17%

**Men**
- There has been noticeable positive change: 10%
- There has been some positive change: 24%
- There has been neither positive nor negative change: 48%
- There has been some negative change: 3%
- There has been noticeable negative change: 3%
- Not sure: 12%
And since the increase in awareness and discussion around harassment since 2017, have you had more discussions about harassment at work and among friends?

- Yes, both at work and with friends: 55% (Women) 36% (Men)
- Only at work: 3% (Women) 11% (Men)
- Only with friends: 26% (Women) 14% (Men)
- Neither: 14% (Women) 32% (Men)
- Not sure: 2% (Women) 7% (Men)
[ASK ALL] Please indicate below how often each of the following occurred while you were working in the tech industry.

% At least once

- [NONFOUNDERS] Treated differently than colleagues of another gender because of your gender
- Coworker asked a colleague of another gender a question they should have asked you
- Suppressed conversations about political beliefs at work*
- Coworker stole an idea and presented it as their own
- A supervisor stole an idea or concept and presented it as their own
- Suppressed conversations about family or children at work*
- Suppressed conversations about religious beliefs at work*
- It has been insinuated or said that you’ll start a family and leave your career
- Suppressed conversations about sexual orientation and relationships at work*

[ASK ALL] Please indicate below how often each of the following occurred while you were working in the tech industry.

% At least once

- Men
- Women

* Suppressed these conversations for fear of discrimination
**WORKPLACE INCIDENTS OVER TIME**

<table>
<thead>
<tr>
<th>Incident</th>
<th>Women 2017</th>
<th>Women 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>[NONFOUNDERS] Treated differently than colleagues of another gender because of your gender</td>
<td>57%</td>
<td>70%</td>
</tr>
<tr>
<td>Coworker asked a colleague of another gender a question they should have asked you</td>
<td>48%</td>
<td>64%</td>
</tr>
<tr>
<td>Suppressed conversations about political beliefs*</td>
<td>31%</td>
<td>45%</td>
</tr>
<tr>
<td>Coworker stole an idea and presented it as their own</td>
<td>48%</td>
<td>57%</td>
</tr>
<tr>
<td>A supervisor stole an idea or concept and presented it as their own</td>
<td>31%</td>
<td>43%</td>
</tr>
<tr>
<td>Suppressed conversations about family or children*</td>
<td>27%</td>
<td>34%</td>
</tr>
<tr>
<td>Suppressed conversations about religious beliefs*</td>
<td>20%</td>
<td>40%</td>
</tr>
<tr>
<td>Insinuated or said that you’ll start a family and leave your career</td>
<td>7%</td>
<td>15%</td>
</tr>
<tr>
<td>Suppressed conversations about sexual orientation and relationships*</td>
<td>5%</td>
<td>13%</td>
</tr>
</tbody>
</table>

* Suppressed these conversations for fear of discrimination

[ASK ALL] Please indicate below how often each of the following occurred while you were working in the tech industry.

% At least once
[ASK NONFOUNDERS ONLY] Has a work event or work meeting for your company ever taken place in any of the following locations? Please check all that apply.
Has a work event or work meeting for your company ever taken place in any of the following locations? Please check all that apply.

- A Restaurant: 78% (Women 2020), 87% (Women 2017)
- A Bar: 79% (Women 2020), 56% (Women 2017)
- Hotel Ballroom: 55% (Women 2020), 69% (Women 2017)
- A Supervisor’s House: 32% (Women 2020), 31% (Women 2017)
- Organized Athletic Venue: 21% (Women 2020), 20% (Women 2017)
- A Founder’s House: 16% (Women 2020), 16% (Women 2017)
- Casino: 12% (Women 2020), 8% (Women 2017)
- Hotel Room: 12% (Women 2020), 6% (Women 2017)
- Pool Party: 12% (Women 2020), 6% (Women 2017)
- Gym: 3% (Women 2020), 4% (Women 2017)
- Hooters: 2% (Women 2020), 3% (Women 2017)
- Strip Club: 5% (Women 2020), 8% (Women 2017)
- Other: 5% (Women 2020), 14% (Women 2017)
- None of the Above: 12% (Women 2020), 4% (Women 2017)
- Not Sure: 2% (Women 2020), 1% (Women 2017)
EXPERIENCES OF TECH FOUNDERS AND COFOUNDERS
**WORKPLACE INCIDENTS**

- **[FOUNDERS ONLY] Treated differently while raising funding because of your gender**
  - Women: 55%
  - Men: 35%

- **[FOUNDERS ONLY] Told that you would be more likely to get funded if you were a man or had a male cofounder**
  - Women: 40%
  - Men: 49%

- **[FOUNDERS ONLY] An investor stole your idea or concept as their own**
  - Women: 16%
  - Men: 20%

**WORKPLACE INCIDENTS OVER TIME**

- **[FOUNDERS ONLY] Treated differently while raising funding because of your gender**
  - Women 2017: 55%
  - Women 2020: 49%

- **[FOUNDERS ONLY] Told that you would be more likely to get funded if you were a man or had a male cofounder**
  - Women 2017: 40%
  - Women 2020: 40%

- **[FOUNDERS ONLY] An investor stole your idea or concept as their own**
  - Women 2017: 16%
  - Women 2020: 20%

[ASK ALL] Please indicate below how often each of the following occurred while you were working in the tech industry.

% At least once
Have you ever experienced harassment in your position as the founder/cofounder of a startup? When did you experience harassment? Please select all that apply.

**Experienced as Founder/Cofounder**

- **Women**
  - Yes, I have experienced harassment: 44%
  - No, I have never experienced harassment: 51%
  - Prefer not to say: 5%

- **Men**
  - Yes, I have experienced harassment: 27%
  - No, I have never experienced harassment: 65%
  - Prefer not to say: 8%

**When Did the Harassment Occur**

- Within the last 12 months: 43%
- Within the past 2 years: 30%
- Within the past 3-4 years: 35%
- Within the past 5+ years: 29%
- Prefer not to say: 6%
How Often

Women
- 18% Once
- 30% 2-3 times
- 18% 4-5 times
- 30% Prefer not to say

Men
- 18% Once
- 53% 2-3 times
- 24% 4-5 times
- 6% Prefer not to say

Harassed By

Potential Investor
- Women: 12%
- Men: 34%

Employee
- Women: 40%
- Men: 47%

Client
- Women: 6%
- Men: 30%

Other
- Women: 6%
- Men: 29%

Customer
- Women: 6%
- Men: 27%

Cofounder
- Women: 6%
- Men: 24%

Journalist
- Women: 6%
- Men: 18%

Current Investor
- Women: 5%
- Men: 18%

Prefer not to say
- Women: 9%
- Men: 18%

[IF EXPERIENCED] How often did this harassment occur?
[IF EXPERIENCED] Who were you harassed by? Please select all that apply.
### EXPERIENCES HARASSMENT OVER TIME

#### Experienced as Founder/Cofounder

<table>
<thead>
<tr>
<th>Year</th>
<th>Yes, I have experienced harassment</th>
<th>No, I have never experienced harassment</th>
<th>Prefer not to say</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>44%</td>
<td>51%</td>
<td>5%</td>
</tr>
<tr>
<td>2017</td>
<td>44%</td>
<td>53%</td>
<td>3%</td>
</tr>
</tbody>
</table>

#### How Often

<table>
<thead>
<tr>
<th>Year</th>
<th>Once</th>
<th>2-3 times</th>
<th>4-5 times</th>
<th>6 times or more</th>
<th>Prefer not to say</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>18%</td>
<td>30%</td>
<td>18%</td>
<td>30%</td>
<td>2%</td>
</tr>
<tr>
<td>2017</td>
<td>15%</td>
<td>29%</td>
<td>15%</td>
<td>38%</td>
<td>2%</td>
</tr>
</tbody>
</table>
And which of the following most accurately describes the type of harassment? Please select all that apply.
TYPE OF HARASSMENT EXPERIENCED AS A FOUNDER OVER TIME

[IF EXPERIENCED — FOUNDER] And which of the following most accurately describes the type of harassment? Please select all that apply.

- Sexist (76% in 2017, 77% in 2020)
- Offensive Slurs (58% in 2017, 56% in 2020)
- Offensive Character (48% in 2017, 45% in 2020)
- Professional Character (40% in 2017, 41% in 2020)
- Psychological Abuse (41% in 2017, 45% in 2020)
- Mental Abilities (30% in 2017, 22% in 2020)
- Ageist (22% in 2017, 30% in 2020)
- Classist (22% in 2017, 16% in 2020)
- Political (23% in 2017, 15% in 2020)
- Racial (9% in 2017, 15% in 2020)
- Gender Identity (11% in 2017, 4% in 2020)
- Stalking (10% in 2017, 11% in 2020)
- Physical Assault (9% in 2017, 11% in 2020)
- Homophobic (10% in 2017, 6% in 2020)
- Religious (9% in 2017, 6% in 2020)
- Physical Abilities (1% in 2017, 1% in 2020)
- Transphobic (0% in 2017, 1% in 2020)
- Other (10% in 2017, 6% in 2020)
- Prefer Not to Say (2% in 2017, 0% in 2020)
WOMEN FOUNDERS’ EXPERIENCES WITH SEXUAL HARASSMENT

**Type of Sexual Harassment**

<table>
<thead>
<tr>
<th>Harassment</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Offensive “Jokes”</td>
<td>76%</td>
</tr>
<tr>
<td>Propositioned for Sex</td>
<td>65%</td>
</tr>
<tr>
<td>Unwanted Physical Contact</td>
<td>59%</td>
</tr>
<tr>
<td>Sexual Slurs Toward You</td>
<td>56%</td>
</tr>
<tr>
<td>Groped</td>
<td>32%</td>
</tr>
<tr>
<td>Sent Graphic Photos</td>
<td>24%</td>
</tr>
<tr>
<td>Indecent Exposure</td>
<td>12%</td>
</tr>
<tr>
<td>Other</td>
<td>12%</td>
</tr>
<tr>
<td>Prefer Not to Say</td>
<td>6%</td>
</tr>
</tbody>
</table>

**Propositioned for Sex in Exchange for Funding, Etc.**

- Yes: 36%
- No: 59%
- Prefer Not to Say: 5%

(IF YES TO SEXUAL HARASSMENT IN Q31–1) Which of the following most accurately describes the type of sexual harassment you experienced? Please select all that apply.

(IF YES TO PROPOSITIONED FOR SEX–FOUNDER) Was the sexual harassment you experienced intended (whether directly stated or not) in exchange for funding, introductions, a job, etc.?
WOMEN FOUNDERS’ EXPERIENCES WITH SEXUAL HARASSMENT OVER TIME

Type of Sexual Harassment

- Offensive “Jokes”
- Propositioned for Sex
- Unwanted Physical Contact
- Sexual Slurs Toward You
- Groped
- Sent Graphic Photos
- Indecent Exposure
- Other
- Prefer Not to Say

Prefer Not to Say

<table>
<thead>
<tr>
<th>Type of Sexual Harassment</th>
<th>Women 2020</th>
<th>Women 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Offensive “Jokes”</td>
<td>76%</td>
<td>70%</td>
</tr>
<tr>
<td>Propositioned for Sex</td>
<td>56%</td>
<td>65%</td>
</tr>
<tr>
<td>Unwanted Physical Contact</td>
<td>59%</td>
<td>62%</td>
</tr>
<tr>
<td>Sexual Slurs Toward You</td>
<td>39%</td>
<td>56%</td>
</tr>
<tr>
<td>Groped</td>
<td>32%</td>
<td>25%</td>
</tr>
<tr>
<td>Sent Graphic Photos</td>
<td>10%</td>
<td>12%</td>
</tr>
<tr>
<td>Indecent Exposure</td>
<td>4%</td>
<td>12%</td>
</tr>
<tr>
<td>Other</td>
<td>12%</td>
<td>15%</td>
</tr>
<tr>
<td>Prefer Not to Say</td>
<td>6%</td>
<td>3%</td>
</tr>
</tbody>
</table>

[IF YES TO SEXUAL HARASSMENT IN Q31=1] Which of the following most accurately describes the type of sexual harassment you experienced? Please select all that apply.

[IF YES TO PROPOSITIONED FOR SEX–FOUNDER] Was the sexual harassment you experienced intended (whether directly stated or not) in exchange for funding, introductions, a job, etc.?
TECH EMPLOYEES EXPERIENCES WITH HARASSMENT
EXPERIENCED HARASSMENT WORKING IN TECH

## Experienced Harassment

<table>
<thead>
<tr>
<th>Experience</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, I have experienced harassment</td>
<td>11%</td>
<td>48%</td>
</tr>
<tr>
<td>Yes, I have witnessed harassment</td>
<td>27%</td>
<td>42%</td>
</tr>
<tr>
<td>No, I have never experienced harassment</td>
<td>33%</td>
<td>65%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>3%</td>
<td>2%</td>
</tr>
</tbody>
</table>

## When Did the Harassment Occur?

<table>
<thead>
<tr>
<th>Time Frame</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Within the last 12 months</td>
<td>36%</td>
<td>15%</td>
</tr>
<tr>
<td>Within the past 2 years</td>
<td>28%</td>
<td>22%</td>
</tr>
<tr>
<td>Within the past 3-4 years</td>
<td>42%</td>
<td>25%</td>
</tr>
<tr>
<td>Within the past 5+ years</td>
<td>60%</td>
<td>42%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>3%</td>
<td>2%</td>
</tr>
</tbody>
</table>
[IF Q39=1] You indicated that you were harassed while working at a tech company. Who were you harassed by? Please mark all that apply.

- Another Employee: 76%
- My Supervisor: 65%
- Senior Leadership: 42%
- Another Supervisor: 25%
- C-Suite/Executive Team: 25%
- Customer: 16%
- Client: 14%
- Other (Please Specify): 10%
- Prefer not to say: 5%

Chosen gender:
- Women: 35%
- Men: 65%
Based on this definition, have you ever experienced harassment or witnessed harassment working at a tech company? Please select all that apply.

[IF Q39=1] You indicated that you were harassed while working at a tech company. Who were you harassed by? Please mark all that apply.

Women 2020  Women 2017
And which of the following most accurately describes the type of harassment? Please select all that apply.

- Offensive Slurs / “Jokes”
- Men
- Professional Character
- Women
- Psychological Abuse
- Offensive Slurs / “Jokes”
- Ageist
- Sexual
- Racial
- Offensive Slurs / “Jokes”
- Mental Abilities
- Offensive Slurs / “Jokes”
- Gender Identity
- Offensive Slurs / “Jokes”
- Classist
- Offensive Slurs / “Jokes”
- Political
- Offensive Slurs / “Jokes”
- Stalking
- Offensive Slurs / “Jokes”
- Homophobic
- Offensive Slurs / “Jokes”
- Religious
- Offensive Slurs / “Jokes”
- Physical Abilities
- Offensive Slurs / “Jokes”
- Physical Assault
- Offensive Slurs / “Jokes”
- Transphobic
- Offensive Slurs / “Jokes”
- Other
- Offensive Slurs / “Jokes”
- Prefer Not to Say

[IF Q39=1]
And which of the following most accurately describes the type of harassment? Please select all that apply.

<table>
<thead>
<tr>
<th>Type of Harassment</th>
<th>Women 2017</th>
<th>Women 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Offensive Slurs / &quot;Jokes&quot;</td>
<td>43%</td>
<td>51%</td>
</tr>
<tr>
<td>Sexist</td>
<td>72%</td>
<td>63%</td>
</tr>
<tr>
<td>Sexual</td>
<td>45%</td>
<td>43%</td>
</tr>
<tr>
<td>Professional Character</td>
<td>41%</td>
<td>39%</td>
</tr>
<tr>
<td>Psychological Abuse</td>
<td>24%</td>
<td>22%</td>
</tr>
<tr>
<td>Ageist</td>
<td>22%</td>
<td>21%</td>
</tr>
<tr>
<td>Racial</td>
<td>14%</td>
<td>15%</td>
</tr>
<tr>
<td>Mental Abilities</td>
<td>15%</td>
<td>11%</td>
</tr>
<tr>
<td>Gender Identity</td>
<td>10%</td>
<td>7%</td>
</tr>
<tr>
<td>Classist</td>
<td>13%</td>
<td>9%</td>
</tr>
<tr>
<td>Political</td>
<td>8%</td>
<td>10%</td>
</tr>
<tr>
<td>Stalking</td>
<td>8%</td>
<td>11%</td>
</tr>
<tr>
<td>Homophobic</td>
<td>5%</td>
<td>7%</td>
</tr>
<tr>
<td>Religious</td>
<td>5%</td>
<td>5%</td>
</tr>
<tr>
<td>Physical Abilities</td>
<td>5%</td>
<td>5%</td>
</tr>
<tr>
<td>Physical Assault</td>
<td>5%</td>
<td>5%</td>
</tr>
<tr>
<td>Transphobic</td>
<td>1%</td>
<td>2%</td>
</tr>
<tr>
<td>Other</td>
<td>2%</td>
<td>6%</td>
</tr>
<tr>
<td>Prefer Not to Say</td>
<td>0%</td>
<td>2%</td>
</tr>
</tbody>
</table>
SEXUAL HARASSMENT OF TECH EMPLOYEES

Type of Sexual Harassment

- Offensive “Jokes”: 75%
- Unwanted Physical Contact: 54%
- Sexual Slurs Toward You: 51%
- Propositioned for Sex: 35%
- Groped: 13%
- Sent Graphic Photos: 13%
- Indecent Exposure: 3%
- Other: 19%
- Prefer Not to Say: 1%

Sexual Harassment Intended in Exchange for Raise, Etc.

- Yes: 18%
- No: 82%

[IF Q42=1] Which of the following most accurately describes the type of sexual harassment you experienced? Please select all that apply.

[IF Q44=3] Was the sexual harassment you experienced intended (whether directly stated or not) in exchange for a promotion, raise, etc.?
TECH EMPLOYEES’ EXPERIENCES WITH SEXUAL HARASSMENT OVER TIME

<table>
<thead>
<tr>
<th>Type of Sexual Harassment</th>
<th>2017</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Offensive “Jokes”</td>
<td>58%</td>
<td>78%</td>
</tr>
<tr>
<td>Unwanted Physical Contact</td>
<td>55%</td>
<td>54%</td>
</tr>
<tr>
<td>Sexual Slurs Toward You</td>
<td>50%</td>
<td>51%</td>
</tr>
<tr>
<td>Propositioned for Sex</td>
<td>38%</td>
<td>35%</td>
</tr>
<tr>
<td>Groped</td>
<td>18%</td>
<td>13%</td>
</tr>
<tr>
<td>Sent Graphic Photos</td>
<td>11%</td>
<td>13%</td>
</tr>
<tr>
<td>Indecent Exposure</td>
<td>8%</td>
<td>3%</td>
</tr>
<tr>
<td>Other</td>
<td>14%</td>
<td>19%</td>
</tr>
<tr>
<td>Prefer Not to Say</td>
<td>1%</td>
<td>1%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Sexual Harassment Intended in Exchange for Raise, Etc.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women 2017</td>
</tr>
<tr>
<td>Yes</td>
</tr>
<tr>
<td>No</td>
</tr>
<tr>
<td>Prefer Not to Say</td>
</tr>
<tr>
<td>Women 2020</td>
</tr>
<tr>
<td>Yes</td>
</tr>
<tr>
<td>No</td>
</tr>
</tbody>
</table>

**Notes:**
- [IF Q42=1] Which of the following most accurately describes the type of sexual harassment you experienced? Please select all that apply.
- [IF Q44=3] Was the sexual harassment you experienced intended (whether directly stated or not) in exchange for a promotion, raise, etc.?
TECH EMPLOYEES WHO WERE HARASSED

**Age**

- **Under 18**: 15% (Women), 10% (Men)
- **18-25**: 25% (Women), 18% (Men)
- **25-35**: 40% (Women), 44% (Men)
- **36-45**: 15% (Women), 25% (Men)
- **46-55**: 25% (Women), 50% (Men)
- **56+**: 9% (Women), 20% (Men)
- **Prefer Not to Say**: 4% (Women), 0% (Men)

**Where Harassment Occurred**

- **In person at the office during the day**: 88% (Women), 80% (Men)
- **At a work event, offsite during the evening**: 8% (Women), 10% (Men)
- **At a work event, offsite during the day**: 10% (Women), 20% (Men)
- **In person at the office during the evening**: 20% (Women), 20% (Men)
- **Via company messaging platforms such as Slack or...**: 0% (Women), 20% (Men)
- **Over the phone**: 19% (Women), 15% (Men)
- **Via texting**: 15% (Women), 10% (Men)
- **Via social media**: 10% (Women), 5% (Men)
- **Prefer Not to Say**: 6% (Women), 10% (Men)

[IF Q39=1] And how old were you when you were harassed? Please select all that apply.

And where did the harassment occur? Please select all that apply.
Tech Employees Who Were Harassed Over Time

**Age**

- Under 18: 15% (Women 2020), 5% (Women 2017)
- 18-25: 42% (Women 2020), 43% (Women 2017)
- 25-35: 35% (Women 2020), 44% (Women 2017)
- 36-45: 25% (Women 2020), 27% (Women 2017)
- 46-55: 10% (Women 2020), 9% (Women 2017)
- 56+: 3% (Women 2020), 4% (Women 2017)
- Prefer Not to Say: 3% (Women 2020), 3% (Women 2017)

**Where Harassment Occurred**

- In person at the office during the day: 88% (Women 2020), 91% (Women 2017)
- At a work event, offsite during the evening: 32% (Women 2020), 41% (Women 2017)
- At a work event, offsite during the day: 28% (Women 2020), 30% (Women 2017)
- In person at the office during the evening: 27% (Women 2020), 23% (Women 2017)
- Via company messaging platforms such as Slack or...: 22% (Women 2020), 29% (Women 2017)
- Over the phone: 19% (Women 2020), 18% (Women 2017)
- Via texting: 15% (Women 2020), 12% (Women 2017)
- Via social media: 10% (Women 2020), 9% (Women 2017)
- Prefer Not to Say: 6% (Women 2020), 5% (Women 2017)
TECH EMPLOYEES REPORTING HARASSMENT
REPORTED HARASSMENT

Does/Did your workplace have an HR Department where it was possible to formally submit a complaint about the harassment you experienced?

[IF Q48=1] Did you report the harassment to HR?

[IF Q48=1] Did you report the harassment to anyone in senior leadership?

Yes

No

No HR/Not Sure

Prefer Not to Say

Reported to HR

Women

Men

Reported to Senior Leadership

Women

Men
HARASSMENT REPORTED OVER TIME

**Reported to HR**
- Yes: 30%
- No: 28%
- No HR/Not Sure: 34%
- Prefer Not to Say: 2%

**Reported to Senior Leadership**
- Yes: 45%
- No: 55%
- No HR/Not Sure: 4%
- Prefer Not to Say: 4%
HARASSMENT REPERCUSSIONS

Repercussions for Harasser

- Yes: 30%
- No: 50%
- Prefer Not to Say: 20%

Repercussions for Employee Harassed

- Yes: 45%
- No: 50%
- Prefer Not to Say: 15%

(IF Q49=1 OR Q50=1) Did the person who you reported for harassing you face any repercussions at work?  
(IF Q49=1 OR Q50=1) Did you face any negative repercussions after reporting the harassment?
HARASSMENT REPERCUSSIONS OVER TIME

Repercussions for Harasser

<table>
<thead>
<tr>
<th></th>
<th>Women 2017</th>
<th>Women 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>25%</td>
<td>30%</td>
</tr>
<tr>
<td>No</td>
<td>85%</td>
<td>79%</td>
</tr>
<tr>
<td>Prefer Not to Say</td>
<td>12%</td>
<td>12%</td>
</tr>
</tbody>
</table>

Repercussions for Employee Harassed

<table>
<thead>
<tr>
<th></th>
<th>Women 2017</th>
<th>Women 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>53%</td>
<td>65%</td>
</tr>
<tr>
<td>No</td>
<td>47%</td>
<td>35%</td>
</tr>
<tr>
<td>Prefer Not to Say</td>
<td>14%</td>
<td>15%</td>
</tr>
</tbody>
</table>
[IF NONFOUNDER] And in general, how much trust do you have in the company you currently work for when it comes to handling allegations of harassment?

### Women
- A lot of trust: 33%
- Some trust: 37%
- Very little trust: 16%
- No trust at all: 9%
- Not sure: 5%

### Men
- A lot of trust: 47%
- Some trust: 33%
- Very little trust: 7%
- No trust at all: 5%
- Not sure: 8%
And in general, how much trust do you have in the company you currently work for when it comes to handling allegations of harassment?

<table>
<thead>
<tr>
<th>Trust Level</th>
<th>Women 2020</th>
<th>Women 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>A lot of trust</td>
<td>33%</td>
<td>35%</td>
</tr>
<tr>
<td>Some trust</td>
<td>37%</td>
<td>37%</td>
</tr>
<tr>
<td>Very little trust</td>
<td>16%</td>
<td>15%</td>
</tr>
<tr>
<td>No trust at all</td>
<td>9%</td>
<td>9%</td>
</tr>
<tr>
<td>Not sure</td>
<td>5%</td>
<td>3%</td>
</tr>
</tbody>
</table>

Women 2020

Women 2017

(IF NONFOUNDER) And in general, how much trust do you have in the company you currently work for when it comes to handling allegations of harassment?
1,003 interviews among adults in the tech and startup sector were conducted by Lincoln Park Strategies on behalf of Women Who Tech from February 13 - March 23, 2020 via an online survey.