Perceptions of Workplace Sexual Harassment and Support for Policy Action

Sonia Bhalotra, Matthew Ridley *†

September 2025

Abstract

Workplace sexual harassment is highly prevalent and harms women and the economy. We survey the UK population to provide the first estimates under a single definition of the prevalence of sexual harassment, its harms, people's awareness of sexual harassment law, and indicators of policy effectiveness including reporting and redressal. In a separate survey, we elicit participants' beliefs over these quantities and document the distribution of beliefs. We then experimentally vary information on prevalence, harms and policy (in)effectiveness and estimate impacts on indicators of stated and revealed preferences for policy and civil society action. Finally, we compare policymakers' beliefs with citizens'.

1 Introduction

One third to one half of all women in the UK have experienced workplace harassment at some point in their careers (TUC, 2016; Adams et al., 2020). [1] Prevalence is similar in other OECD countries for which survey data are available (Fitzgerald and Cortina, 2018). There is evidence from research in multiple disciplines across countries that sexual harassment is associated with harms to the mental health of victims and their careers, including earnings decline, higher quit rates and lower job satisfaction (see, among others, Laband and Lentz, 1998; Newman et al., 2003; Nielsen and Einarsen, 2012; McLaughlin et al., 2017; Antecol and Cobb-Clark, 2004; Shaw et al., 2018; Batut et al., 2021; Folke and Rickne, 2022; Adams-Prassl et al., 2024). Beyond harming victims, workplace sexual harassment has broader impacts on the economy, distorting the allocation of talent and diminishing productivity (Karimli, 2023; Bhalotra et al., 2024).

The responsibility for preventing and redressing workplace sexual harassment rests with employers in the UK and in most other countries. However, survey evidence indicates that victims rarely report cases to their employers, are often unsatisfied with the outcome when they do, and that perpetrators are seldom punished (TUC, 2016; Adams et al., 2020).

It is then not surprising that sexual harassment appears not to have declined: for instance, a Trade Union Congress survey in 2023 found that 58% of women had experienced workplace harassment, no lower than the rate of 52% in their 2016 survey. This is despite the #MeToo movement having occurred between the two surveys. In the US, Dobbin and Kalev (2020) argue that workplace sexual harassment has not declined in the last three decades despite most firms having an articulated sexual harassment policy managed by their Human Resource departments.

This study uses a large UK sample to provide the first systematic investigation of citizen demand for policy action against sexual harassment, alongside the willingness to take action oneself through reporting, petitioning, or support for third sector or-

---

[1] In this paper we focus on sexual harassment of women. While men do report experiencing workplace sexual harassment, this is less prevalent than for women.

ganizations. We ask how the demand for action and the willingness to contribute to addressing the problem are affected by individual perceptions of the prevalence of and harms from sexual harassment, and their perceptions of reporting and redressal rates. The media often feature stories of high profile sexual harassment cases, and political and civil society campaigns often use statistics about the prevalence and consequences of sexual harassment to motivate action[2] but there is little evidence on whether these strategies are effective in precipitating new laws or citizen demand for adherence to the law. Citizens can demand adherence as bystanders in the workplace, as civil society actors, or through initiating conversations in social and print media.

We proceed in three steps. First, we survey a representative sample of UK respondents, asking their own experience and awareness. Using this we establish benchmark estimates of statistics relating to sexual harassment, which we will later compare to individuals' beliefs and use in our information treatments. To our knowledge, there are no existing UK data that record the experience (occurrence, consequences, reporting and redressal) of workplace sexual harassment under one consistent definition. We are similarly unaware of any estimates of how aware individuals are of their legal rights and their responsibilities, and of the effectiveness of specified policies. Our benchmarks survey fills these gaps.[3]

Second, drawing a separate large sample of UK residents, we conduct a further survey investigating how individuals perceive the problem at the population level.[4] We elicit beliefs about the proportion of women in the UK who report having experienced workplace sexual harassment. Next, to capture respondents' spontaneous views on the harms from sexual harassment, we ask two open-ended questions (Haaland et al.,

---

[2]For instance, statistics on prevalence have been cited in Parliamentary debates (Hansard, 14 July 2023 col 2031) and by campaigning organizations such as the UK Fawcett society. We explain in Section 4 below how we show our respondents both stories and statistics in the course of our belief elicitation and treatments.

[3]To gauge the challenges that victims face in gaining redress, we ask whether those who experienced sexual harassment experienced it at the hands of an individual they perceived to have power over their future career, whether they reported it to their employer and whether, conditional on reporting, they felt satisfied with how their employer handled it. We also interrogate participants on their knowledge of the UK law around sexual harassment, using a quiz format.

[4]In Section 3, we explain why the extent and the direction of any misperceptions over the domains we consider is (a) not obvious a priori and, (b) relevant to identify.

3

2024) concerning harms to (a) the victim and (b) society and the economy more broadly.[5] Having obtained their unconstrained views on any potential harms, we proceed to elicit quantitative beliefs over three specific indicators of harm: the wage sacrifice that women incur to avoid sexual harassment, the proportion of harassment victims who report quitting their job, incurring work absences, or working less productively, and the proportion of victims who report having worse mental health. As markers of policy effectiveness, we elicit beliefs over the share of cases reported and the share of victims who are satisfied with the outcome conditional on reporting. We also ask if the perpetrator had power over them in their workplace, and if they feared retaliation when deciding whether to report.

Our elicitation exercise uses videos to profile and define the problem, and the narrative in the video tells stories of women with contrasting experiences- for instance, one of whom suffered career harm and one of whom did not, or one of whom benefited from reporting to the employer and one of whom did not. This balanced presentation limits priming effects. We use estimates from our benchmarks survey results to incentivize participants to report their beliefs accurately, and to describe the distribution of elicited beliefs relative to self-reported experiences and knowledge.

Third, having gathered benchmark data and profiled perceptions of the problem and the perceived effectiveness of policy around it, we implement an information experiment. Our first treatment provides participants with information about the prevalence and harms of workplace sexual harassment. Whether this information will move policy support is not *a priori* obvious. Individuals with a deontological or rules-based moral view of sexual harassment may be unresponsive to such information- they may support policy as a matter of principle, even if there is only one case and it does no measurable harm. On the other hand, our information treatment may motivate policy support among individuals with a consequentialist worldview in which the benefits of action are higher when the costs imposed by the problem are higher.[6]

---

[5]Although our intervention only uses information on harms to victims, we ask a number of questions designed to profile facts and perceptions more broadly- this is valuable given the scarcity of data on this topic.

[6]Providing information on both prevalence and harms is important as it allows individuals to surmise the *expected harm*, which is what ultimately matters from a consequentialist point of view: we thus test individuals' worldviews more sharply than if we provided only prevalence or only harms

However, the extent to which our treatment drives a consequentialist to exhibit increased support for policy may depend upon how effective policy is. For instance, they may think that policy is already doing what it can, or they may not realize there is a niche for civil society action. To test this, we implement a second treatment which combines information on prevalence and harms with information that highlights barriers to the effectiveness of existing policy including blunted employer incentives, regulator powers and the challenges faced by victims in navigating the employment tribunal system.

Our information treatments are presented in videos to increase participant attention. The policy effectiveness treatment includes, alongside information on the policy process, a "story" (case study) of a particular victim and the difficult path she followed to try and gain redress. The videos are followed by questions designed to check for retention of the information in the videos as in, for instance, Andries et al. (2024).

We estimate how these treatments affect both revealed- and stated-preference measures of the demand for policy and civil society action on sexual harassment. We measure a revealed preference donation to organizations providing legal and other support to sexual harassment victims, and whether respondents sign a real online petition calling for a set of specified policy changes. We also ask (unincentivized) questions eliciting the degree of support for the same policy changes. We identify this set of policy changes based on existing research, proposed legislation, and consultation with civil society groups. The policy changes are quotas for women in corporate managerial roles, legislation requiring that employers disclose information on the sexual misconduct history of employees for whom they write job references, legislation to protect whistleblowers and ban non-disclosure agreements, and an increase in the powers of the regulator, the Equality and Human Rights Commission, to enforce existing law against workplace sexual harassment. To avoid that participants feel pressured to support the stated policies, we describe arguments for *and* against each. To gauge how important respondents think policy action on workplace sexual harassment is, we embed it within a broader set of policy priorities and ask respondents to rank these. We create this list from policies highlighted in the King's Speech by the

_____

information.

newly-elected Labour Government on 17 July, 2024.

Individuals can also take action against sexual harassment by reporting it or (perhaps more concerningly) choosing careers to avoid it. We therefore also consider how our information treatments affect stated willingness to report a hypothetical incident of sexual harassment as bystanders, and willingness to pay to avoid jobs with a higher male share (and therefore higher sexual harassment risk for women), using a hypothetical choice experiment similar to that in Folke and Rickne (2022).[7]

We investigate heterogeneity in treatment effects by whether or not participants underestimated the information about (both) prevalence and harms, to test whether any positive causal effects are driven by an upward shift in beliefs among respondents who under-estimated the phenomenon (e.g. Haaland and Roth, 2023). We argue that this also illuminates the role of salience because salience will not generate this asymmetry the way that information does. We also investigate heterogeneity in both beliefs and treatment effects along a number of individual characteristics, including political attitudes, social conservatism, consequentialist moral attitudes, gender attitudes, a masculinity scale, whether the respondent has a daughter (conditional on having a child), age, education, immigrant status, own experience of sexual harassment, and self-reported exposure to knowledge of it through the media, friends, and family.

Built into our survey design are features designed to test and control for a number of potential confounds that may affect accurate belief reporting or treatment effect estimation. We elicit all beliefs under a fixed definition of sexual harassment that is extensively explained to participants using videos, and compare beliefs against estimates of the "true value" obtained from our benchmarks survey under the exact same definition explained in the same way. While maintaining an explicit common definition of workplace sexual harassment across our surveys is a strength, in our benchmarks survey we also investigate sensitivity of responses to the definition. We take several steps to measure and control for any tendency to misreport beliefs due to inattention, innumeracy, or cognitive uncertainty (Stantcheva, 2023; Enke and

---

[7]We look at the choices female participants make for themselves and the choices all participants would advise a female friend or relative to take. Our paper innovates and builds on Folke and Rickne (2022) in that we use hypothetical job choice as an outcome of a randomized information treatment correcting belief perceptions.

Graeber, 2023), discussed further below.

We take several steps to address the possibility of experimenter demand in treatment effects, including by using an obfuscated follow-up survey to measure outcomes again (Haaland et al., 2023; Settele, 2022).We address social desirability bias concerns by including a list experiment measure of demand for action on sexual harassment (Boring and Delfgaauw, 2024; Miller, 1984) and by framing other key survey questions to give participants 'cover' to express socially undesirable responses. We measure prominent reasons why participants might have muted responses to information treatments, including distrust of statistics or (survey) reporting around sexual harassment, and subjective quantitative beliefs about the effectiveness of each specific policy we propose. To test whether our information treatments have a first-stage effect on beliefs, we elicit posterior beliefs at the end of our main survey as well as at the end of the obfuscated follow-up. In a departure from some previous work, we elicit participant uncertainty not only in their stated prior beliefs but also in their posteriors. This allows us to test whether our information treatments move point-estimate beliefs without increasing certainty, as found in Caplin et al. (2022).

The surveys and the experiment are done with a large population of UK residents on the platform Prolific. We recruit 6000 participants (2000 in each of 2 treatment arms and 1 control arm). Power calculations based on pilot data indicate that this will enable us to detect effects of 0.08-0.12 SD on our main outcomes. This compares favourably with recent online experiments that include information treatments (Grigorieff et al., 2020; Haaland and Roth, 2023; Bursztyn et al., 2020).

The final part of our paper considers policymakers' perceptions of sexual harassment. While in traditional models only the preferences of the electorate count for policymaking (Downs, 1957), more recent research on political identity reveals that policymaker preferences also matter (Besley and Coate, 1998; Chattopadhyay and Duflo, 2004). Furthermore, decisions (by policymakers or others) attributed to preferences may in fact reflect information frictions rather than preferences (Manski, 2004). We therefore run a survey with the Policymakers Lab at the Warwick Business School, seeking to include individuals at regulatory bodies that have the power to police adherence to workplace sexual harassment law. We expect to collect only about 100 responses. We

therefore focus on describing policymakers' perceptions of the prevalence, harms and policy effectiveness related to sexual harassment. While this falls short of identifying causal effects of information treatments on this sample, we will provide new evidence on how, if at all, policymaker perceptions compare with those of citizens.

The timing of our research coincides with a re-think of policy on workplace behaviours including sexual harassment. An amendment to the Equality Act, the UK Worker Protection Act, was made effective from 26 October 2024. This imposes upon employers a legal duty to take all reasonable steps to prevent sexual harassment in their workplaces, marking a shift in focus from redressal to prevention. Recognizing that the tendency for cases not to be reported can make it hard to punish perpetrators and deter future cases, the UK Employment Rights Bill of November 2024 seeks to protect whistleblowers, including in cases of sexual harassment, from suffering consequences for raising concerns. This is part of a broader approach to encouraging – even incentivizing – whistleblowing concerning matters of public interest, spurred by the Whistleblower Protection Directive of the EU, passed in 2019.[8]. Often this entails banning non-disclosure agreements that seek to prevent whistleblowing, see the UK Employment Rights Bill, and see Friebel et al. (2024) for recent legal developments in the United States. Further discussion of the UK policy landscape is in Section 2.

The rest of the paper proceeds as follows. Section 2 gives background on the current UK policy landscape on sexual harassment that is relevant to the policy changes our survey considers. Section 3 lays out our research hypotheses and a conceptual framework indicating why the direction or magnitude of misperceptions and treatment effects is not a priori obvious. Section 4 describes the experimental design for our main citizens survey, and Section 5 details the planned analysis. Section 6 describes our policymakers survey and Section 7 sets out our timeline for data collection and analysis. Statistical power and ethical considerations are discussed in Appendix A and Appendix B.

---

[8]This is Directive (EU) 2019/1937 of the European Parliament and of the Council of 23 October 2019 on the protection of persons who report breaches of Union law.

2 The UK Policy Landscape

The UK Equality Act of 2010 made it unlawful for employers to harass their workers and made employers liable for harassment perpetrated by their employees. In the UK, similar to the US, many employers have adopted procedures for employees to report sexual harassment (Adams et al., 2020; Dobbin and Kelly, 2007). In practice, however, most cases of sexual harassment are never reported to employers and, when they are reported, employers tend not to punish the perpetrator- often they do nothing or they retaliate (Bergman et al., 2002; Cortina and Magley, 2003; Adams et al., 2020; Dobbin and Kalev, 2021). Employers may simply fail to acknowledge the problem because it symptomizes failures of management or, worse, they may close ranks with the perpetrator because they perceive the perpetrator as more valuable to the firm than the victim. This is in line with the stylized fact that many, though not all cases of sexual harassment at the workplace involve the perpetrator being a manager or an employee of higher rank in the firm than the victim (Antecol and Cobb-Clark, 2004). In one UK survey, 22% of perpetrators were identified by the victim as managers, 77% of whom were the direct (line) manager of the victim (TUC, 2016). For comparison, 11% of the UK workforce works in a managerial role.[9]

The failure of employers to address sexual harassment is possibly related to the fact that they seldom incur penalties for this failure. In principle, a policy infrastructure does exist to bring employers to task. The regulator of the Equality Act is the Equality and Human Rights Commission (EHRC), and the EHRC can investigate firms that appear non-compliant with the law but the EHRC – unlike some other regulators – appears to have limited power to fine employers for breaches.[10] Moreover, the EHRC will not receive complaints from individual victims. Victims of sexual harassment can bring cases against their employer (as well as the harasser) at employment tribunals and seek compensation. However, bringing a case to an employment tribunal can be a difficult process for victims that can stretch over many years.[11]

---

[9]Source: Office for National Statistics, accessed at `https://www.nomisweb.co.uk/reports/l mp/gor/2092957698/report.aspx`.

[10]See `https://www.equalityhumanrights.com/our-work/our-legal-work/our-legal-pow ers/our-litigation-and-enforcement-policy-2022-2025/our-0`

[11]See `https://www.rightsofwomen.org.uk/wp-content/uploads/2023/12/The-sexual-har`

An amendment to the Equality Act, the UK Worker Protection Act, was made effective from 26 October 2024. This additionally imposes upon employers a legal duty to take all reasonable steps to prevent sexual harassment in their workplaces, a shift in focus from redressal to prevention. The change in legislation also gives the EHRC power to take enforcement action where there is evidence of organisations failing to take reasonable steps to prevent sexual harassment. The new guidance specifies that enforcement by the EHRC does not depend on an incident of sexual harassment having taken place.[12] Going forward, employers are expected to assess and manage risks of sexual harassment, implement regular, tailored, and targeted training, enhance support systems for employees who report harassment and increase the scope of repercussions in the event of an upheld case of sexual harassment. Employees will be able to hold employers to account for failure to prevent, and employment tribunals will have the authority to increase compensation by up to 25% in cases of proven non-compliance. At the same time, as discussed earlier, the UK Parliament is reviewing a proposal to protect whistleblowers in cases of sexual harassment.[13]

While this appears to be a significant policy change, we do not yet know how effectively it will operate and the policy change falls short of the changes that civil society organizations (and the EHRC itself) have called for in the past.[14] This is therefore a good time at which to bring evidence on relevant perceptions of citizens – not only because citizens as voters can motivate and monitor legislation – but also because citizens as victims and bystanders are responsible for reporting, and citizens as managers are responsible for prevention and redressal.

---

assment-at-work-handbook-reporting-grievances.pdf

[12]See https://www.equalityhumanrights.com/media-centre/news/ehrc-publishes-updated-workplace-sexual-harassment-guidance-ahead-change-law.

[13]This is part of the Employment Rights Bill. In particular, the proposal is to add sexual harassment to the list of relevant failures under s.43 Employment Rights Act, that a worker can blow the whistle about and quality for employment protections and legal recourse. In November 2024, the UK Health Secretary announced proposals to regulate NHS managers, holding them accountable if they silence whistleblowers or compromise patient safety. The aim is to eliminate the "revolving door" that allows managers with a history of poor performance to continue working within the NHS. In 2019, the European Union mandated that its member countries implement reforms to encourage reporting all forms of misconduct, since when many countries have passed legislation to enable this.

[14]See for instance https://www.equalityhumanrights.com/sites/default/files/2021/turning-the-tables-ending-sexual-harassment-at-work-march-2018_2.pdf.

3 Conceptual Framework and Hypotheses

Our research has two broad goals. The first is to elicit beliefs about the prevalence and harms associated with sexual harassment, and the effectiveness of policy in this domain, and to evaluate the accuracy of these beliefs. We know of no documentation of these perceptions in the literature.[15] The extent and the direction of any misperceptions (inaccuracies in beliefs) is not obvious. The #MeToo movement and recent media coverage have substantially raised the salience of sexual harassment involving public figures such as media stars or politicians, but there is seldom coverage of cases in routine workplaces such as legal firms or department stores. Media reports typically do not track victims over time to document potentially persistent harms. Moreover, many sexual harassment cases happen in private and go unreported. People could thus under- or over-estimate the prevalence of sexual harassment, and its harms to victims.

For this reason, we do not adopt specific directional hypotheses about whether participants over- or under-estimate the quantities of interest, but test for both possibilities symmetrically. We will report the distributions of beliefs and compare the median belief with the estimates from our survey as well as with estimates from previously published surveys and academic research.

The second goal of our research is to understand the effects of providing information to correct misperceptions about sexual harassment. Both over- and under-estimation of the prevalence and harms from sexual harassment could distort policy preferences and economic decisions. Voters who underestimate the prevalence or harms from sexual harassment may fail to support desirable anti-sexual harassment policies (or fail to advocate sufficiently for such policies), especially when such policies have offsetting downsides or costs; while voters who overestimate prevalence or harms may support aggressive policies on sexual harassment even when these carry substantial costs or unintended consequences.[16] Workers who underestimate may view reporting sexual

---

[15]We are aware of work in progress on perceptions and reporting behaviour of bystanders using a French Facebook sample (Coly et al., nd). Our study differs in a number of methodological dimensions and in manipulating beliefs about policy effectiveness.

[16]Among unintended consequences are that men may occasionally be falsely accused, that men may become reluctant to collaborate with women at work (Gertsberg, 2022), and that firms may

harassment in their own workplace as less important, or women who under-estimate may choose careers that they would not have chosen were they aware of the true risk. Women who overestimate sexual harassment's prevalence or harms, meanwhile, may avoid lucrative careers in male-dominated industries due to the misperceived risk of harassment.

Motivated by these considerations, we test the hypotheses that information on the prevalence and harms from sexual harassment affects support for policies and charitable organizations that address sexual harassment, willingness to report sexual harassment, and job choice (henceforth our *outcomes*), allowing that the treatment effects are different among those who initially under- vs over-estimate the information provided.

Hypothesis 1: Combined information about the prevalence and harms from workplace sexual harassment will affect our outcomes. Among individuals who under-estimate the prevalence and harms of sexual harassment, we expect it will increase support for anti-sexual harassment policies and civil society action, increase women's preference to avoid male-dominated jobs and increase willingness to report sexual harassment.[17] We expect null or reversed effects among individuals who initially overestimate prevalence and harms.

We additionally test the hypothesis that beliefs about policy effectiveness influence policy support.

Hypothesis 2: Information about the prevalence and harms from workplace sexual harassment combined with information about the weaknesses ("ineffectiveness") inherent in current policy will increase support for anti-sexual harassment policies and civil society action relative to both the control group and to providing information about prevalence and harms without information on weaknesses of the way in which current policy operates.

seek to minimize productivity losses from sexual harassment by promoting gender segregation in workplaces (Bhalotra et al., 2024).

[17]We recognise that the effect of information is theoretically unclear: information that prevalence is high, for example, may inadvertently normalize sexual harassment in some people's minds. This makes it relevant to investigate the effects of such information.

4   Experimental Design

We conduct three surveys. We start with a benchmarks survey of participants' own experiences, which we use to generate 'ground truths'. Using an explicit and consistent definition of sexual harassment, this survey asks participants whether they have been sexually harassed at work. We ask harassment victims if they believe that it affected their career and mental health in specific ways, whether they reported the case, whether they were satisfied with the outcome if they did, and whether they were aware of their legal rights. We also ask participants if they would take a lower-paying job to avoid sexual harassment risk. This survey is run on a sample of 800 participants (both male and female) who do not participate in subsequent surveys.

Our second, main survey elicits participants' prior beliefs over prevalence and harms in the broader population and their perception of policy effectiveness. It randomizes information treatments across respondents, and then measures changes in policy support outcomes, and posterior beliefs. Our third survey is an obfuscated follow-up survey with the same participants as our main survey, conducted up to one month later, to measure outcomes again to assess persistence of any effects of the treatments. The questions in the follow-up are embedded in questions about unrelated matters in order to limit concerns about experimenter demand.

4.1   Defining sexual harassment

Individuals' awareness and subjective definition of sexual harassment may affect how they respond to our surveys. Individuals could both disagree about what should be defined as harassment, and differ in their ability to recognize harassment under a given definition. This could affect how they perceive its overall prevalence and their own experiences.

To ensure that all our estimates (of both ground truths and perceptions) are obtained under a consistent definition of sexual harassment that individuals understand, we explicitly define sexual harassment at the start of our benchmarks survey and our main survey. Participants in each survey see a video which extensively explains with

13

examples what our definition does and does not include.[18] Our definition is based on the key elements that define sexual harassment as identified by the International Labour Organization and reads as follows:[19]

"Sexual harassment is any behaviour of a sexual nature, or based on sex, which creates an intimidating, hostile or humiliating work environment for the person receiving it."

4.2   Benchmarks survey

The first step for our study is to obtain estimates of ground truths or benchmarks based on surveying individuals about their own experiences. This allows us to construct the average prevalence of workplace sexual harassment, to quantify its harms, and to measure indicators of policy effectiveness. No other data source provides all of these indicators using one consistent definition for the UK population (or indeed, as far as we know, any other population). Our benchmarks survey fills this gap.

We will reweight the data from this survey to match the observed distribution, separately by gender, of the following variables: age, employment status, education, ethnicity and voting intention in the next UK general election (as estimated by the most recent UK census, the Office for National Statistics and, for voting intention, Politico Europe's Poll of Polls). The complete script of the benchmarks survey is in Appendix C.1.

Prevalence benchmark. Having harmonized the definition of sexual harassment among participants (see section 4.1), we ask participants if they have been sexually harassed at work under this definition in the past year. To evaluate robustness to the definition used, we compare the estimate of prevalence obtained in this manner with prevalence elicited by asking people to check off a list of 17 specific behaviours.

---

[18]The video describes the stories of two women, one whose experiences at work qualify as sexual harassment under our definition and one whose experiences likely do not.

[19]There is no one universally accepted wording to define sexual harassment. Our definition is adapted from the ILO report "Sexual harassment in the world of work", accessed at https://www.ilo.org/media/10091/download. While that document mentions 'quid pro quo' harassment as a separate category, our aim is to have a concise definition of sexual harassment that is easy for participants to read and remember. Quid pro quo harassment is less common and cumbersome to explain, so our definition does not explicitly reference it, though it could naturally be thought to create a hostile work environment.

The list is directly taken from a 2020 large-scale nationally representative survey commissioned by the UK Government Equalities Commission (Adams et al., 2020); we add two questions relating to sexism and sex discrimination for consistency with our definition above (and many other definitions in the existing literature).[20]

Harms benchmarks. Using the same definition of sexual harassment, we estimate measures of the harm to victims of workplace sexual harassment. First, we ask each participant if they would take a 10% pay cut to avoid a job where sexual harassment recently took place. We estimate this using a simplified version of the vignette-based conjoint experiment method that Folke and Rickne (2022) used to assess the willingness to pay to avert sexual harassment in Sweden. We then elicit measures of job quitting and productivity loss due to sexual harassment, by asking participants who say they have experienced sexual harassment if they quit their job, had increased difficulty doing their work, or missed work days more often as a result of the harassment. We measure mental health harms by asking the same participants if they think they had worse mental health for weeks or months afterwards as a result. These measures of harm are intended to match measures elicited in previous surveys (Folke and Rickne, 2022; TUC, 2016; Vara-Horna et al., 2023).[21]

Policy effectiveness-related benchmarks. We estimate five other quantities in this survey that describe how people perceive and utilize the policy environment, and to populate our effectiveness information treatment. We ask whether those who experienced sexual harassment experienced it at the hands of an individual they perceived to have power over their future career, whether they feared retaliation if they reported it to their employer, whether they actually reported and, if they did, whether they felt satisfied with how their employer handled it. Finally, we interrogate

---

[20]We do not use the list of behaviours to generate our main estimate of prevalence because the list-based definition would be more difficult to explain to participants when asking them to guess the prevalence of sexual harassment in the main survey. Some past research has suggested that methods based on lists of behaviours generate higher-prevalence estimates than methods based on an overall definition (McDonald, 2012) perhaps because the list of behaviours helps respondents remember. For this reason, we ask participants about the list of behaviours first, followed by the question using our brief definition. Comparing prevalence estimates from our concise definition with the more exhaustive list-based method also provides context on how broad our concise definition is.

[21]Vara-Horna et al. (2023) ask separately about several different types of difficulty working and absenteeism; in the interest of brevity we collapse these types and ask one question about each.

participant knowledge of UK law around sexual harassment, measured by the number of questions they get correct on a true/false quiz with eight questions.

4.3 Eliciting prior beliefs about sexual harassment

In our main survey, we elicit beliefs about three aspects of workplace sexual harassment: its prevalence, harms and policy effectiveness. The complete script for our main survey is in Appendix C.2.

To avoid that different participants interpret the term sexual harassment differently, all participants first watch a video that defines workplace sexual harassment and illustrates the definition using examples. This is the same video that we use in our benchmarks survey.

We also measure how much participants differ in their own understanding of sexual harassment *before* seeing our definition and video. Participants are asked which of five types of behaviour they would regard as sexual harassment if experienced in a workplace context. This is of interest as lack of awareness of what constitutes harassment could be an important driver of misperceptions.

Beliefs about prevalence. Respondents estimate the proportion of women in the UK who have been victims of workplace sexual harassment in the past year, and in their lifetimes.[22]

Beliefs about harms to victims. To elicit respondents' beliefs about the harms of sexual harassment, we begin with two free-text questions to capture respondents' beliefs about the impact of sexual harassment on (a) the victim and (b) society and the economy more broadly. The idea is to discover their spontaneous thoughts before we specify the domain in which any harm occurs (see e.g. Haaland et al. (2023)).

We then elicit respondents' beliefs about several quantitative measures of self-reported harm due to sexual harassment, corresponding to the measures from our benchmarks

---

[22]We ask about the past year because we want to measure views about sexual harassment as a contemporary policy problem, and participants may believe rates have decreased over time. We additionally ask participants to estimate lifetime prevalence (how many women have 'ever' experienced harassment) to ensure that participants notice the time frame. We focus on beliefs about the past year in our analysis.

survey: the proportion of women who would take a 10% wage cut to avoid choosing a job where they know a sexually harassing behaviour has recently taken place, and the proportion of women, among those who experienced sexual harassment, who self-report increased difficulty doing their work, missing work more often, quitting their job, or having worse mental health for several weeks or months afterwards as a result of the harassment.

Beliefs about policy effectiveness. We elicit beliefs about the percentage of victims who report the sexual harassment incident to their employer, are satisfied with the outcome conditional on reporting, perceive the offender to be someone that could influence their future career, and fear retaliation if they report.

Incentivization of beliefs. We incentivize the elicitation of beliefs by selecting one question at random and paying the participant a bonus (of £1.25) if their answer is within 5 percentage points of the estimate from our benchmarks survey (which we describe simply as a recent UK-wide survey). As in Andre et al. (2024), incentivized questions are clearly marked with a sign reading 'Bonus!'.

Visual aids. To help participants visualize the quantitative belief they report, whenever participants choose a number between 0 and 100 to indicate a probabilistic belief, their response is converted into a graphic on screen which depicts the probability using stick figures. For example, if the respondent chooses 20 then 20 of 100 stick figures appear coloured.

Measuring uncertainty in beliefs. Cognitive uncertainty may affect how participants report beliefs (Enke and Graeber, 2023), an issue we discuss further below. After each belief elicitation, we obtain a simple measure of participants' uncertainty in their belief by asking participants to rate on a four-point Likert scale how confident they feel that their guess is close to the true number.

4.4 Treatment conditions

In order to test the hypotheses laid out in Section 3, we randomize participants across three different experimental conditions. In a control condition, participants do not receive information about workplace sexual harassment. In our two treatment

conditions, we provide participants with evidence drawn from our benchmarks survey in order to measure the causal effect of shifting beliefs. Our treatment conditions are as follows:

1. A 'prevalence and harms' treatment in which participants receive information on the prevalence of sexual harassment (the *Prevalence Information*) followed by information on the harms from sexual harassment (the *Harms Information*).

2. A treatment condition in which participants receive the *Prevalence Information*, the *Harms Information*, and additional *Policy Effectiveness Information* (in that order).

We next describe our control condition and the three types of information we provide.

Control. In this group, we first measure the outcomes described in Section 4.5 below. It is *after* this that we ask respondents to report their prior beliefs. This is to avoid the risk that eliciting priors primes respondents to give consideration to the importance of the outcomes, and therefore provide a more ecologically valid measure of policy support under the 'status quo'. Respondents in this group receive no information about prevalence, harms or policy effectiveness until the end of the study.

Prevalence information. This consists of information on the prevalence of sexual harassment in the form of a short video. The information is the proportion of women who were sexually harassed at work in the past year under our definition, drawn from our benchmarks survey.

Harms information. In this condition, we give respondents a comprehensive picture of the harms to the victim about which we elicited prior beliefs. Drawing information from our benchmarks survey, we tell participants the proportion of women who would take a 10% wage cut to avoid choosing a job where sexual harassment has recently taken place, and the proportion of women experiencing workplace sexual harassment who report having difficulties at work, skipping work more often, having worse mental health in the following weeks or months, or quitting their job as a result.[23] As with

---

[23]We do not regard the 'harms' as measuring causal effects but, rather, the preferences of women and their subjective experiences. The main advantage of providing information in this way, gathered from our own survey, is that it allows us to use a common definition of workplace sexual harassment

the *Prevalence Information*, the information is presented in the form of a short video.

Policy effectiveness information. This information, which is only shown in conjunction with the prevalence and harms information to half of all treated individuals aims to make participants aware of the reasons that the policy changes we propose might be effective (see Section 4.5 below). It consists of a short video conveying the nature of the gaps in effective implementation of current anti-sexual harassment policy. Specifically, we highlight barriers created by employer incentives, (weak) regulator enforcement, the tendency for cases to be ignored or settled with non-disclosure agreements, and the challenges faced by victims in navigating the employment tribunal system. Our video includes, alongside information of the policy process, a "story" (case study) of a particular victim and the difficult path she followed to try and gain redress. We expect this to increase engagement with the information.[24]

To mitigate potential experimenter demand effects from this treatment on our policy support outcomes, the *Policy Effectiveness Information* does not tell participants directly that particular new policies will be effective. Instead, it focuses on the problems with the status quo. We discuss in Section 4.9.2 below how we measure and address potential experimenter demand effects across all our treatments.[25]

Recall of treatment information. If participants do not remember the information in their assigned treatment, this may attenuate treatment effects. We test memory of treatment information with a short quiz just after our main outcomes have been measured. Participants earn a bonus for correctly remembering information. To incentivize attention during the treatments, we inform participants of the quiz and

---

through the study.

[24]An ideal policy effectiveness treatment would provide direct causal evidence on the expected proportional reduction in our measures of prevalence and harms that would be caused by each policy and the marginal pound donated to our chosen charity. However, such evidence is not available. In a survey experiment investigating information formats that have a larger influence on policymakers, Thaler et al. (2024) show that the use of text (such as "large effect") is more effective in persuasion than the use of precise statistics (such as "52%"). This adds merit to our approach.

[25]In our treatment groups, we naturally must elicit prior beliefs first before providing information and measuring outcomes. We take two approaches, discussed further below, to address the possible confound that eliciting prior beliefs creates an additional salience effect on outcomes: first, we look for patterns of heterogeneity in treatment effects by prior beliefs that cannot be explained by salience (see section Section 5.7.2 below), and second, we use an obfuscated follow-up survey in which any salience effects of asking prior beliefs should have long since faded (see section Section 4.6 below).

bonus in advance.

If recall is imperfect, comparing treated participants who remembered the information with all control participants does not estimate a valid treatment effect because the former group is non-randomly selected. To estimate the treatment effect among those participants who *would remember* our information when exposed to it, we also need to measure memory of the information in the control group. To do so, at the end of our final (obfuscated follow-up) survey we show a further randomly-selected treatment video to all of the participants in our study, ask them a set of unrelated demographic questions (so that a similar time elapses between the video and memory questions as in the main survey) and then give participants the same quiz.[26]

4.5 Outcomes

We consider how our information treatments affect three classes of outcomes. The first is participants' support for policy and civil society action against workplace sexual harassment, measured by the willingness to donate to civil society organizations that help victims of sexual harassment, the support for harassment policies of different severity and practicality (discussed below), which will be combined into an Andersen index, and the willingness to sign a petition calling for these policy changes. The second is the elicited preference of participants over workplaces with higher wages and higher harassment risk, vs lower wages and lower risk, and their views about the suitability of these alternative careers for women. The third is their willingness to report sexual harassment.

We chose our policy outcome measures based on conversations with civil society groups about the key barriers to addressing the problem of workplace sexual harassment in the UK today, and, where available, research on how these barriers may be overcome. We identified four key barriers. First, while employers and perpetrators are liable for sexual harassment under UK law, victims face challenges in seeking legal recourse. For instance, they often lack the information or the resources needed to confront the legal teams of (wealthier) employers. Second, firms often fail to in-

---

[26]As far as we are aware, we are the first study to use this approach to identify treatment effects among those who recall information.

vestigate sexual harassment cases or punish perpetrators. Firms may even retaliate against victims, often closing ranks with the perpetrator in order to protect the firm's reputation and minimize any legal costs, or costs associated with firing the perpetrator. Third, even if perpetrators lose their jobs, nondisclosure agreements and existing norms around employer information sharing may shield perpetrators from further labour market consequences. Fourth, regulatory bodies which could police sexual harassment at work, such as the EHRC, appear to have relatively weak legal powers. One reason may be that establishing a firm's responsibility or negligence in a sexual harassment case may be harder than establishing breaches of, for instance, data protection, which can be more objectively documented.

4.5.1 Donation to help sexual harassment victims/survivors

We give respondents the opportunity to donate to a charity, Rights of Women UK, which provides legal advice to women experiencing sexual harassment at work. This provides a revealed-preference measure of support for helping victims/survivors of workplace sexual harassment overcome the first barrier: the difficulty of obtaining legal recourse.

Importantly, participants are not required to donate out of their own money, which would be hard to track from within our survey. Instead, we enter participants into a lottery to win a £50 prize, and ask participants to pre-specify how much of it they would like to donate to Rights of Women, in the event that they win. If they win the prize, we make their pre-specified donation and deduct it from their prize winnings. Thus, participants' donation decisions are incentivized.

4.5.2 Support for policy changes

We measure support for five policy changes. For each policy change, we briefly explain the status quo and the proposed change. Participants then rate their support for the change using a five-point Likert scale. To avoid that participants feel pressured to support the stated policies, we provide one argument in favour of and one argument against each policy. The arguments against elucidate potential negative economic

consequences of the policies, which serves to highlight possible trade-offs.[27]

We do not take a stance ourselves on whether each policy would in fact be advisable. Our purpose is to test how our information treatments affect the willingness to support policies that could reduce sexual harassment at a potential economic cost.

Quotas for female managers. Quotas for female managers in firms could reduce sexual harassment, as research indicates that firms with a higher share of female managers are more likely to punish perpetrators (Adams-Prassl et al., 2024). We elicit support for a 40% quota. As a balancing argument against this policy, we refer to the view that quotas may be inefficient, and that the best thing for the economy may be to allow firms to hire the best managers, irrespective of gender.

Disclosure in employer references. We ask participants if they would support a policy requiring that employment references disclose whether an applicant is known by the referee to have committed sexual harassment. Policies requiring disclosure of misconduct in references have been debated by legal scholars (Cooper, 1997; Ashby, 2004), and are not dissimilar to existing policies that require disclosure of criminal histories. As a balancing argument against this policy, we argue that the disclosure mandate we put forward could result in the perpetrator becoming unemployed. Unemployment creates a burden on welfare provision, and the unemployed have a higher risk of falling into crime.

Banning non-disclosure agreements on sexual harassment. We ask participants if they would support a ban on the use of non-disclosure agreements to prevent victims from talking about their sexual harassment experiences. A policy of this nature is under consideration by the UK government (Merrick, 2025), and was implemented in the US after MeToo (Karimli, 2023; Friebel et al., nd). As a balancing argument against it, we tell participants of concerns raised in parliamentary debates that such a ban would remove a bargaining chip for victims, making it more difficult to reach advantageous settlements with their employers (Hansard, 14 January 2025

---

[27]In face, workplace harassment damages productivity and addressing it will tend to be good for the economy, see Vara-Horna et al. (2023) for instance. We detail below the tradeoffs that we present respondents with. Our purpose here is to identify how their preferences over workplace sexual harassment are moved by the treatment while mitigating experimenter demand effects.

col 719).

Fining firms for sexual harassment. UK regulators, including the EHRC, appear to have issued few fines on firms for failing to prevent sexual harassment at work. The 2024 Worker Protection Act (see Section 2) seeks to remedy this by making firms legally liable for prevention. We ask respondents if they support making it easier for the EHRC to issue large fines to firms that fail to prevent sexual harassment at work. As a balancing argument against this policy, we tell participants of the risk that male-dominated firms may hire fewer women (and vice-versa) as a way of reducing sexual harassment risk (as found in (Bhalotra et al., 2024)).

Whistleblower protection. The UK government has recently proposed legal protection for whistleblowers who raise concerns about sexual harassment at their workplace. This could make it harder for employers to 'hush up' sexual harassment cases, especially if bystanders find it easier to blow the whistle than victims do to report themselves. We ask participants if they support this policy. As a balancing argument against it, we tell participants that some people may make false accusations or report based on misunderstandings of a situation.

4.5.3 Prioritization of sexual harassment as a policy issue

Voters who support policies against sexual harassment may nonetheless consider the issue low priority, and pay little attention to government action. This could also lead to policy inaction. To assess this, we investigate how participants prioritize sexual harassment relative to other political issues.

Participants are first told that the government has many priorities but limited parliamentary time and finite tax revenues. They are then shown a list of nine potential policy priorities, including sexual harassment, and asked to rank these in order of the importance they believe the government should place on making new policy in this area. The policy priorities are taken from the UK government's actual intended legislative program as laid out in the King's Speech on 17 July, 2024 (see the survey script in Appendix C.2 for the list of priorities).[28]

---

[28]Accessed at `https://www.gov.uk/government/speeches/the-kings-speech-2024`

This prioritization is asked before our other outcome questions, to reduce any effects from these questions making policy solutions to sexual harassment more salient.

4.5.4 Revealed-preference measure of policy support: petition

To obtain a revealed-preference measure of support for the policies described above, we give respondents the opportunity to sign a public petition calling for each of these policies to be enacted (Grigorieff et al., 2020). Signing a petition entails a time cost for participants as well requiring them to (more) publicly associate their name with a demand. The petition is hosted on change.org. We provide separate links to each treatment and control group in our sample. By counting the number of signatures at each link, we can measure treatment effects on petition signing (see Section 5.7 below), while maintaining the anonymity of individual respondents.

4.5.5 Avoidance of male-dominated jobs, and personalized risk perceptions

Misperceptions about sexual harassment may distort job or career choice. For instance, if women over-estimate the risk, then they may decline jobs that they associate with that risk and that they would take if their perceptions were corrected. To the extent that this results in a misallocation of talent, the economy will be smaller.[29] On the other hand, women who under-estimate the risk may take high-earning jobs in which they are more exposed to the risk than they understood.

We give participants a hypothetical choice between two jobs. One is in a workplace that is 80% the opposite gender to the participant and pays their current wage, and the other is in a workplace that is 80% the same gender and pays 10% less. We estimate how our information treatments affect the share of women who choose the latter job.

---

[29]Folke and Rickne (2022) show, using a hypothetical choice experiment, that women (and men) will avoid workplaces where sexual harassment has occurred. Hsieh et al. (2019) do not refer to sexual harassment directly but to barriers to women's participation more broadly, and they estimate that this has been very costly in terms of GDP growth in the US. Ashraf et al. (2023) test the hypothesis that women's entry to entrepreneurship is curtailed by the fact that men currently dominate business and women do not readily trust them as much as they would trust women in the same position.

If people have extensive private information about their own sexual harassment risk (and thus our information treatments mainly move beliefs about the risk to others), then our information treatments may not affect this measure. To address this, first, we elicit from respondents their perception of their personalized risk. Second, since we ask respondents to choose which of the same two jobs they would recommend to a sister, daughter or other close female family member who is beginning a career.

4.5.6   Willingness to report sexual harassment

Our information treatments may also reduce tolerance of sexual harassment in one's own workplace. To gauge this effect, we ask people if they would be willing to report a hypothetical sexual harassment incident to their employer/HR department that they witness as bystanders. The incident is a colleague describing their sex life in a way that makes others around them uncomfortable, a particularly common form of sexual harassment (Folke and Rickne, 2022).

4.6   Obfuscated follow-up survey

To test for persistence of treatment effects and to address concerns about experimenter demand effects, we administer an obfuscated follow-up survey to the same participants after our main survey. The script for this follow-up survey is in Appendix C.3. A longer time delay between the main survey and the follow-up survey provides a stronger test of treatment effect persistence, at the cost of potentially higher attrition. To balance these two considerations, we randomize with equal probability whether participants receive access to the follow-up survey two or four weeks after our main survey. Our main analysis will pool data from all follow-up responses, though we will also analyse the follow-up waves separately in secondary analysis.

The obfuscated follow-up survey is designed with a different look and feel to the original survey and a separate consent form to reduce the chances that participants realize that it is from the same researchers. To further obfuscate its purpose, the survey contains an equal number of questions on three different topics – age discrimination at work, people with disabilities at work, and sexual harassment. In a small pilot we confirmed that this obfuscation is successful by asking participants at the

end of the obfuscated follow-up if they recall having ever taken other surveys by the same researchers – 88% of respondents did not recall having taken other surveys by us.

We measure the following outcomes in this survey. First, we measure donation to a different charity. Reflecting the broader scope of this survey, we allow respondents to choose to donate to one of three charities, explaining that one choice will be randomly implemented if they win a prize in a lottery. One charity is the Survivors Trust UK, which helps victims of sexual assault and abuse. Our hypothesis is that our information treatments about sexual harassment will increase donations to this charity. The other two charities, included as placebos, are Age UK and Scope UK (which focuses on disability).

We also ask policy support questions. Participants first rank the relative importance of tackling workplace sexual harassment, increasing support for the elderly and increasing support for those with disabilities. We then ask participants (again) about their support for policies requiring quotas for women managers and fining power for sexual harassment regulators, using different phrasing to our main study and embedding these policies in a longer list including policies relating to disability and age.

After all outcomes have been measured, we re-ask our posterior beliefs questions – at this point, the end of the survey, it does not matter if the obfuscation breaks down. Finally, we show one of our information treatments to the control group and measure subsequent memory of the information. This is for the reason described in section 4.4: we need a measure of information recall in the control group against which to compare recall in the treated groups.

4.7 Secondary outcomes

4.7.1 Posterior beliefs

To test whether our information treatments have a first-stage effect on beliefs, we measure posterior beliefs at the end of our main survey and again at the end of our obfuscated follow-up survey. In order to test whether participants update underlying *generic* beliefs on prevalence and harms, rather than idiosyncratic beliefs about one

survey, our posterior questions intentionally refer to a different context. For instance, for prevalence, the priors were asked about women in the UK, but the posterior is asked about women in the US (see below).

Prevalence and harms posteriors. For prevalence, we ask participants to estimate the prevalence of sexual harassment among American women. For harms, we elicit beliefs about the compensating differential[30] for sexual harassment among US lawyers as estimated by Laband and Lentz (1998), and the estimated rate of psychological problems among sexual harassment victims as estimated by Nielsen and Einarsen (2012). These questions are incentivized against the evidence provided in these studies.

Policy effectiveness posteriors. For each policy discussed in section 4.5.2, we ask respondents to predict the percentage change in rates of sexual harassment over the next five years if the policy was enacted. These questions are unincentivized because we are unaware of direct evidence on the effectiveness of the policies we discuss.

We do not directly elicit posterior beliefs about the effectiveness of donating to Rights of Women. Instead, we ask participants to predict how a policy of providing "significant" government funding to organizations such as Rights of Women, such that free legal advice would be readily available to all who want it, would affect sexual harassment rates in five years.

In a departure from some previous work, we measure participant uncertainty in stated posterior beliefs. Information treatments have sometimes been found to move point-estimate beliefs without increasing certainty over the beliefs (Caplin et al., 2022). To allow that support for policies may be a function of both the level of the belief and the subjective uncertainty around it, we measure uncertainty in posterior beliefs in the same way as we do for priors.

---

[30]This is put to participants as the pay cut the average US female lawyer would take to avoid sexual harassment.

4.7.2   Other stated-preference outcomes

We measure a further potential drawback of over-estimation of sexual harassment prevalence or harms: whether men in our survey report that they are likely to feel uncomfortable talking to women in their workplace because of the chance that a behaviour they thought was innocent will be perceived as sexual harassment. We ask women essentially the same question, phrased as whether they expect the men in their workplace to feel uncomfortable. We also ask qualitative questions related to career choice and workplace organization: whether respondents would advise women to avoid certain industries due to harassment risk, and whether they see risk in pairing female employees with male mentors. Finally, we measure agreement with the statement "Modern workplaces waste too much time on anti-sexual harassment training".

4.8   Mechanisms, heterogeneity analysis and controls

As well as a battery of standard demographic controls, our survey includes several mechanism variables, described here. We estimate how these variables predict prior beliefs and policy support, and whether treatment effects vary along these dimensions (see Section 5 below). Because attitudes to sexual harassment might differ by cultural background, we measure religion, religiosity, ethnicity, whether the respondent's parents were born in the UK or abroad, and whether the respondent considers themselves to have mainly grown up in the UK. We also measure whether the respondent has a child and whether the respondent has a daughter conditional on having children. This is motivated by research indicating that having daughters makes men more left-leaning in their political views (Oswald and Powdthavee, 2010). Given evidence that men (and women) shift their beliefs upon parenthood (Bhalotra et al., 2025), it seems plausible that parents will be more sensitized to sexual harassment of women if they have a daughter and thus more supportive of policies against it, and more receptive to information about it.

We also elicit respondents' exposure to sexual harassment: their personal experience of it, whether they have witnessed it happening to others, the proportion of relatives, friends or colleagues of theirs who they know have experienced it, and how recently they have seen stories on the news or social media about it. We ask the number of

workers and the gender composition of their workplace, to provide more objective markers of the risk of sexual harassment in their workplace. We also ask respondents whether their current workplace provides sexual harassment training and has a sexual harassment policy, to gauge their exposure to information on sexual harassment at work. We elicit relevant political, social and moral attitudes, including participants' views on gender equality,measured using three questions from the UK Household Longitudinal Study[31], endorsement of masculinity norms (Matavelli et al., 2025) social conservatism and consequentialist moral attitudes. We elicit measures of economic preferences that may plausibly affect beliefs or attitudes towards sexual harassment, in particular, participants' altruism, trust and negative reciprocity, using questions from the Global Preferences Survey (Falk et al., 2023). Finally, we elicit participant beliefs over the credibility of the information they are exposed to, specifically whether they believe that women are likely to over- or under-report sexual harassment in surveys and whether they believe women are 'oversensitive' and therefore too quick to consider certain behaviours harassing.

4.9 Robustness checks and confounds

4.9.1 Mismeasurement of perceptions

As described above, our study carefully controls the definition of sexual harassment and explains it to participants, to reduce the chance that variation in respondents' own subjective definitions of sexual harassment drives misperceptions.

A different concern is that there may be biases in how participants translate their 'true' internal perceptions into a numerical belief. For instance, participants may have general cross-domain tendencies to overestimate rare events (Bordalo et al., 2024), or to shade reported guesses towards a midpoint due to cognitive uncertainty (Enke and Graeber, 2023). This may make participants appear to under- or over-estimate (or estimate surprisingly accurately) depending on how their midpoint relates to the underlying truth. Even misreporting due to noise might not average out due to floor

---

[31]In particular, we measure agreement with three statements: "All in all, family life suffers when the woman has a full-time job", "Both the husband and wife should contribute to the household income", and "A husband's job is to earn money, a wife's job is to look after the home and family"

and ceiling effects (for example, participants whose 'true perception' is that sexual harassment is very rare may overreport their true perception due to noise, but cannot underreport it by much).

We address these concerns as follows. To evaluate participants' general tendency to over- or under-estimate quantities or shade beliefs towards intermediate values across domains, we ask them to estimate the prevalence of various other social phenomena. Specifically, we elicit beliefs about the share of UK women who have experienced domestic violence (estimated at 25%[32]), the annual crime victimization rate (estimated at 17%[33]), and one rare and one common statistic arguably unrelated to sexual harassment: the proportion of cars in the UK which are fully electric (estimated at 4%[34]) and the proportion of people in the UK who call themselves 'rather' or 'very' happy, all things considered (estimated at 92%).[35] In heterogeneity analysis, we test whether the distribution of prior beliefs about sexual harassment is sensitive to dropping participants who appear to shade towards intermediate values when estimating the social phenomana above (specifically, those who are less accurate than the median participant on average on these questions). We similarly check sensitivity of our analysis to dropping participants who guess exactly 50 for all of these questions, and participants who express high subjective uncertainty in their beliefs.

We randomize whether or not we tell participants the correct statistics for the questions indicated above before proceeding to elicit priors on sexual harassment. This treatment is designed to 're-calibrate' their use of the numerical scale in favour of guessing small numbers when they think things are rare and large numbers when they think they are common. We also randomize whether we provide participants with numerical anchors for their guesses about sexual harassment. We use two such anchors: the proportion of men who have experienced workplace sexual harassment and the proportion of women who have experienced sexual harassment *in public*. The idea is that people may not know the numerical figure for workplace sexual harass-

---

[32]Source: Office for National Statistics.

[33]Source: British Crime Survey.

[34]Source: UK Department for Transport. See `https://assets.publishing.service.gov.uk/media/66f15b9c76558d051527abda/veh1103.ods`

[35]See `https://ourworldindata.org/happiness-and-life-satisfaction`

ment of women, but they may have a fairly confident notion that the share of women who suffer sexual harassment at work is some multiple of the share of men who suffer it or the rate of harassment in public spaces. Finally, we include simple numeracy tests. Testing whether the average misperception is different among the subsample who exhibit low numeracy provides insight into the magnitude of the numeracy concern. We will check sensitivity of the analysis to dropping individuals with very low numeracy.

4.9.2 Experimenter demand effects

We address the possibility of experimenter demand effects in three ways. First, we run an obfuscated follow-up survey (described in Section 4.6) in which workplace sexual harassment is one of three social phenomena and the questions about it do not stand out from the others. This also helps to address concerns about our information treatments raising the salience of sexual harassment. Second, we directly measure perceived experimenter demand at the end of our survey by asking people if they thought we wanted them to answer or act (donate, sign) in a particular way. We will then use these data to test whether perceptions of experimenter demand correlate with outcomes. Third, in the pure control group we manipulate perceptions of experimenter demand in the positive and negative directions to create bounds on the estimates, following De Quidt et al. (2018).

4.9.3 Social desirability bias

Social desirability bias, the concern that participants may say what they see as socially desirable rather than what they really think, could affect estimation of treatment effects if our treatment conditions change participants' views on what is socially desirable. Boring and Delfgaauw (2024) find evidence that social desirability bias influences expressed support for diversity, equity and inclusion policies and expressed views towards sexism and sexual harassment.

For our petition-signing outcome, which captures the willingness to *publicly* express support for anti-sexual harassment legislation, we do not regard social desirability bias as a confound. Public expressions of support are likely to be influenced by

31

perceptions of social desirability even outside the context of an experiment. These expressions are nonetheless a policy-relevant outcome because they make issues more salient and influence the public debate.

However, many other outcomes in our study aim to measure individuals' private actions or policy support. Private views also matter because many consequential actions individuals take, such as voting or deciding whether to anonymously report an incident of sexual harassment, are private.

To directly address concerns about social desirability bias in expressing private views, we include a list experiment question (Boring and Delfgaauw, 2024; Coffman et al., 2017; Miller, 1984). Participants see a list of statements and are asked how many they agree with. For a random half of our sample, we show four statements unrelated to sexual harassment. For the other half we show the same four statements plus a statement that "Most organizations should devote a lot more time and resources to monitoring, preventing and punishing workplace sexual harassment."[36] We can estimate agreement with this statement by comparing the average number of statements agreed with across the two groups, without any individual participant having to indicate their agreement or disagreement.

When measuring our other key outcomes, we address potential concerns about social desirability bias outcomes in several further ways. Firstly, we implement 'forgiving outcome framing' (Bursztyn et al., 2025) when eliciting participants' private policy support views. We provide brief pros and cons of each policy, tell participants that other people have a variety of views on this issue, and avoid framing the response options as a contrast between 'Support' and 'Oppose'. This aims to give participants cover to express the view they consider socially undesirable, should they wish to.

Secondly, like all surveys on Prolific our survey is anonymous, something we emphasize at the start of the survey in a message telling participants to give their honest opinion. Anonymity should reduce the tendency for socially desirable reporting (Bursztyn et al., 2025).

---

[36]We follow best practice by wording this statement so that the sensitive (non-socially-desirable) response is likely to be disagreement.

Thirdly, following Dhar et al. (2022), we measure social desirability bias using the Marlowe-Crowne scale and estimate heterogeneous treatment effects by this measure.

4.10 Setting, Recruitment and Sample

We conduct our experiment on Prolific, a platform widely used for conducting social science experiments, with data quality standards that compare favourably to alternative online platforms (Eyal et al., 2021; Gupta et al., 2021). To address the concern that the average participant on Prolific appears to be more politically left-wing than the UK average, we will reweight our analysis by political party support to match the distribution of voting intention in the next UK general election. We further make use of recruitment quotas by age, sex, education and political affiliation within Prolific to increase the representativeness of our sample and thereby increase power for our reweighted estimates.[37] We will stagger recruitment across several days including weekends and weekdays and at different times with a view to capturing a broad cross-section of participants.

We advertise the study on Prolific as a study on 'Perceptions of social issues', with neither the title nor the study description mentioning sexual harassment. The consent form similarly does not use the words sexual harassment, although participants are warned that they may be asked about unpleasant experiences at work.

Participants are paid to complete each survey at a base rate of £9 per hour at the average time taken to complete the survey. This rate is chosen to represent a 'good' wage for Prolific studies, in order to reduce attrition within the ethical bounds of avoiding 'undue inducement' to participate. In addition some participants may earn a bonus from our incentivized questions. We estimate that the mean participant will take 9 minutes to complete our benchmarks survey, 27.5 minutes to complete our main survey and 7.5 minutes to complete our follow-up survey. We thus pay completion fees of £1.35, £4.13 and £1.11 respectively for each survey.

Beyond incentivising belief elicitation, we use two ex-ante approaches to improve data

---

[37]Limits on the size of the recruitment quotas available on Prolific prevent us from achieving a fully-representative sample on these dimensions directly without reweighting.

quality. First, participants must pass attention screeners early in the survey to be allowed to continue. We also include additional (unincentivized) attention screeners near the end of the survey as a measure of data quality, as this is when fatigue is more likely to cause inattention.

5 Analysis Plan

We will preregister the planned analysis on the AEA RCT Registry.

5.1 Data cleaning and integrity

We will drop from our analysis dataset any participants who do not pass all our attention checks, including attention checks near the end of the survey.

5.2 Descriptive analysis of benchmarks survey

Our benchmarks survey will produce estimates of several quantities which may be of independent interest, relating to the prevalence of sexual harassment, the harms from it, victims' reporting behaviour and perceptions of power imbalances that may affect reporting. We will report the estimates from our benchmarks survey, and compare them to existing estimates of prevalence, harms or reporting from the UK when comparable estimates exist.

5.3 Descriptive analysis of beliefs

We will plot elicited beliefs using a histogram, in which we will mark the corresponding estimate from our benchmarks survey (which uses the same definition of sexual harassment and the same population) and the corresponding estimates from other studies, where these are available, as vertical lines.[38] We will report the median belief

---

[38]Specifically, we will show on the corresponding graphs: estimated prevalence from the government survey report of Adams et al. (2020), the estimated proportion who would take a 10% pay cut to avoid sexual harassment from Folke and Rickne (2022), and the estimated proportions of victims who quit their jobs and have worse mental health from TUC (2016).

as well as the fraction of participants who over- and under-estimate each quantity relative to the estimate from our benchmarks survey.

To address concerns about potential biases due to participants' cognitive uncertainty or numeracy, we will also in robustness checks plot histograms separately for the subsamples of participants which:

- Report below-median average uncertainty in their prior beliefs

- Had answers to the questions about electric cars and happiness that were more accurate than median

- Saw a numerical anchor for their prevalence belief elicitation

- Have above-median numeracy

To provide further descriptive evidence on the patterns in over and underestimation of the sexual harassment problem, we will also regress beliefs on participant demographics as well as the variables measuring cultural background, prior harassment exposure, political, social and moral attitudes, and economic preferences described in section 4.8.

To analyse participants' open-ended responses on the harms from sexual harassment, we will use large language models (LLMs) to code the types of harm mentioned and report their frequency. We will use human raters to develop an inductive coding scheme and validate the LLM output by coding a subset of responses (Haaland et al., 2024).

We will also analyse the extent to which beliefs predict outcomes, conditional and unconditional on observed characteristics.

5.4 Representativeness

We take steps to address the concern that our sample may be unrepresentative of the British public more broadly. A possible concern is that people with progressive views, particularly on gender, are more likely to take or complete our survey. To address this concern we use our data on political party support and on gender attitudes

measured using questions from the UK Household Longitudinal Study (UKHLS). We will reweight our data to match the observed distributions of each variable as measured in, respectively, an average of recent UK opinion polls[39] and the most recent wave of the UKHLS.

In addition to this, we will test whether the averages of a standard battery of demographic dummy variables (gender, age over 45, Christian religion, university education, above-median income and parents being born in the UK) are significantly different in our sample to the overall UK population. If we find significant differences of more than 5 percentage points for any of these variables, we will include the distribution of that variable as an additional target to match when reweighting our data.

5.5 Attrition

Attrition can happen in one of three ways: firstly, participants may start the survey but not finish it; secondly, participants may fail to pass the later attention checks in our survey and therefore be dropped from our dataset (note that the early attention screeners that participants must pass to complete the survey come before treatment assignment), and thirdly, participants may complete the main survey but not return for the obfuscated follow-up. Our pilot data indicate that 97.8% of participants who start the survey on Prolific finish it successfully, and that, conditional on completing, 87% of participants pass all attention checks. Failure to finish or pass attention checks was not differential by treatment condition. We found that 77% of participants who completed the main survey went on to complete the obfuscated follow-up survey but as there was no treatment in this pilot, we cannot report attrition at the follow-up stage by treatment status.

To test for differential attrition by treatment condition, we will regress an indicator for survey completion on indicators for treatment condition. If we find evidence of differential attrition we will use Lee bounds to bound the influence of this attrition on our estimated treatment effects (Lee, 2005).[40] We will also perform a robustness

---

[39]We intend to use Politico Europe's Poll of Polls for the UK Parliament voting intention.

[40]As a robustness check we will also report Manski bounds (Manski, 1990), though we will not

check in which we add back to the data all participants who completed the survey but failed an attention check.

We will regress attrition on demographic characteristics and gender attitudes to test for selection in terms of *who* completes the survey – for instance, whether people with more progressive gender views are more likely to complete. If so, we will correct for this by reweighting data by the inverse probability of survey completion given baseline characteristics (Little and Rubin, 2019). We discuss in section 5.6 how we will test for and address imbalances in characteristics between treatment and control groups (whether this is due to attrition or other factors).

5.6   Balance

We will test balance of control and treatment groups by regressing each demographic characteristic and gender attitudes on an indicator for each trial arm. If the standardized difference is greater than 0.25 then, following Imbens and Rubin (2015), we will adjust for all observable characteristics in the main analysis – this will account for any imbalances and increase efficiency. If we find substantial imbalance, we will use double-robust methods combining linear models with inverse probability weighting.

5.7   Regression Specifications: Treatment Effects

5.7.1   Average treatment effects

We will estimate overall treatment effects using the following specification:

$$Y_i = \alpha + \beta_1 PH_i + \beta_2 PH_i \times E_i + \eta' X_i + \epsilon_i$$

Where $PH_i = 1$ if i was assigned to see Prevalence and Harms information, and $E_i = 1$ if i was additionally assigned to see policy effectiveness information. $PH_i \times E_i$ is thus an indicator for assignment to the combined 'Prevalence, Harms and Effectiveness' treatment.

---

use these as our primary bounding estimates as they tend to be very conservative.

X_i is a vector of demographic controls, and Y_i denotes an outcome variable. The coefficients β_1 and β_2 give the treatment effect of each arm relative to the pure control group. Our hypotheses make the following predictions about the coefficients in this specification:

- Hypothesis 1 predicts that $\beta_1 \neq 0$

- Hypothesis 2 predicts that for our policy support outcomes, $\beta_2 > 0$ and $\beta_2 > \beta_1$

To test these predictions, we will use two-tailed t tests with a 5% significance.

5.7.2   Heterogeneous treatment effects by prior beliefs

Information treatments will tend to affect the relevant outcomes differently depending on the direction in which information moves participant beliefs.[41] We estimate heterogeneous treatment effects by whether the priors of the individual tend to over- or under-estimate the information provided. This provides a test of whether beliefs causally affect outcomes. We will use the following specification:

$$Y_i = \alpha + \beta PH_i + \gamma Over_i + \delta PH_i \times Over_i + \eta' X_i + \epsilon_i \tag{1}$$

We estimate this specification in the subsample of participants who can be regarded either as overall 'overestimators' or overall 'underestimators' of the information in our prevalence and harms treatment condition. In our main analysis, we define an over- (under-)estimator as one who over- (under-) estimates *both* our prevalence statistic *and* a majority (at least 3 out of 5) of our harms statistics.[42] $Over_i$ is an indicator variable for being an over- rather than an underestimator within this sample.

The sample for the above regression excludes those who receive the effectiveness information, as it is less clear how to define over- and underestimation in this case.

---

[41]Indeed, Coffman et al. (2025) note that average effects of information treatments are difficult to interpret because they depend on the beliefs of the marginal actor. Restricting to a subsample of over- (under-) estimators, as we do in this subsection, ensures that any marginal actors in the subsample are also over- (under-)estimators meaning that treatment effects can be interpreted as the effect of decreasing (increasing) beliefs.

[42]This means that the sample excludes those who, for instance, underestimate prevalence but overestimate all harms information as they cannot clearly be classified as over- versus under-estimators.

At least some of the effectiveness information we provide is qualitative in nature, such as the observation that the existing employment tribunal process for victims to seek redress is complex and cumbersome, and (as explained above) direct quantitative estimates of the effectiveness of different policies is lacking.

We preregister robustness checks using different definitions of over and under-estimation – in particular, a narrower definition considering only those who either overestimate or underestimate both prevalence and all of our harms statistics, and a broader definition that includes participants who over-(under-) estimate both prevalence and at least two of the harms statistics.

Hypotheses 1 predicts that $\beta > 0$ and $\delta < 0$ (because of how we define our outcome variables, described in Section 5.8). We will again test these predictions using two-tailed t tests with a 5% significance level. We will report both point estimates and 95% confidence intervals for all coefficients in all regressions.

This exercise also enables us to verify that the effects of our information treatments are not just due to salience. If salience were at play, we would expect that individuals change their beliefs and their demand for SH policy (or related outcomes) in the same direction, irrespective of their initial beliefs. However, if information drives the results then participants whose initial beliefs were lower than the information provided will increase their beliefs and demand; while those who initially held beliefs higher than the value we present as "true" will decrease their beliefs and demand. This asymmetry holds under information but not under salience.

A potential confound when conducting this exercise is that over- and under-estimators may differ in other ways besides their prior beliefs that correlate with the response to treatment. To address this confound as far as possible, when estimating equation (1) we control for interactions between the treatment and other observables that may predict treatment effects. Starting from interactions between all potential control variables and an indicator for treatment, we will use a post-double-selection LASSO procedure to select interactions to control for (Belloni et al., 2014).

Investigating the relative importance of prior beliefs about prevalence versus harms. We will also provide suggestive evidence on whether beliefs about preva-

lence or harms appear to play a relatively more important role in driving our outcomes. To do this we will estimate a specification in which indicators for treatment are interacted separately with indicators for overestimating either prevalence or harms:

$$Y_i = \alpha + \beta PH_i + \gamma_1 OverP_i + \gamma_2 OverH_i + \delta_1 PH_i \times OverP_i + \delta_2 PH_i \times OverH_i + \eta' X_i + \epsilon_i$$

In this specification, $OverP_i$ equals one if i overestimated our prevalence statistic and $OverH_i$ equals one if i overestimated a majority of our harms statistics. δ_1 measures the difference in treatment effects between over- and under-estimators of prevalence (conditional on whether they overestimated harms) and δ_2 measures the difference in treatment effects between over- and under-estimators of harms (conditional on whether they overestimated prevalence). If δ_1 is larger in absolute value than δ_2 for a given outcome, we will interpret this as evidence that beliefs about prevalence appear to be more important in driving that outcome.

5.8 Outcome variables

We divide our outcome variables into three families:

Policy Support Outcomes

- The amount of the donation chosen to go to Rights of Women UK.

- The amount of donation chosen to go to the Survivors' Trust in our obfuscated follow-up survey.

- An Anderson Index (Anderson, 2008) which combines stated support for each of the policy changes described in Section 4.5.2 with participants' ranking of sexual harassment relative to other policy issues. This includes the policy ranking and policy support outcomes from our obfuscated follow-up survey.

   ○ Respondents will be given a five-point answer scale for each policy ranging from 'strongly oppose' to 'strongly support'. We will encode these with the integers 1 through 5. We will combine these answers with participants' rankings of sexual harassment as a policy issue, coded so larger numbers are a higher rank, and construct an inverse-covariance-weighted

40

index (Anderson, 2008).

- The number of petitions calling for our policy changes that respondents sign. For this outcome, we cannot include controls in our regression because petition signatures are anonymous (we only observe the total number of signatures by petition and treatment condition).

- The estimated proportion agreeing with the sexual harassment-related statement in our list experiment, by treatment condition. Again, for this outcome we cannot include individual-level controls.

Job choice outcomes

- An indicator for choosing the lower-paying, female-dominated job in our hypothetical job choice (for this outcome, the sample will include female respondents only).

- An indicator for recommending a hypothetical daughter/female family member to choose the lower-paying, female-dominated career path.

Reporting outcomes

- Stated willingness to report a sexual harassment incident.

In addition, we will examine treatment effects on the secondary outcomes described in section 4.7.2.

5.9 First-stage effects

We will estimate first-stage effects on posterior beliefs using the above regression specifications. We will additionally estimate specifications with uncertainty in posterior beliefs as the outcome variable.

5.10 Robustness checks

Experimenter demand. We will assess the robustness of our results to experimenter demand effects in several ways. Firstly, we will estimate the above regressions using only the outcomes from our obfuscated follow-up survey (combining the policy

support outcomes from this survey into an Anderson index as above). Secondly, we will estimate the above regressions among the sample who report in debriefing questions that they did not perceive experimenter demand during the survey. Thirdly, we will estimate the treatment effect of our demand manipulation treatments (De Quidt et al., 2018) in the control group and use these to create lower and upper bounds for our 'true' treatment effects by respectively subtracting and adding them to our estimated treatment effects.

Other data quality concerns. To check the robustness of our results to data quality issues that may be caused by participant inattention or response noise, we will perform the following subgroup analyses:

- The above regressions among the subsample who remembered all key statistics from their treatment information. This uses the fact that the control group is also shown the treatment information and given memory questions on it at the very end of the study.

- The above regressions, dropping from the sample those whose average subjective uncertainty in their priors was above the 90th percentile.

- The above regressions, dropping from the sample those whose average survey completion time was below the 10th percentile.

- The above regressions, dropping from the sample those whose average survey completion time was above the 90th percentile.

- The above regressions including only the intersection of the above four samples.

5.11 Heterogeneity analyses

We will perform and pre-register additional subgroup analyses as follows:

- The above regressions among the subsamples whose answers to the questions on electric cars and happiness were (on average) more versus less accurate than the median.

- The above regressions among the subsamples whose answers to the questions on

domestic violence and crime victimization were (on average) more versus less accurate than the median.

- The above regressions among the subsamples in which participants were versus were not randomly assigned to a numerical anchor for their prevalence belief elicitation.

- The above regressions among the subsample of participants who remember at least one piece of information accurately.

- The above regressions among the subsamples with above and below median social desirability bias according to the Marlowe-Crowne scale.

- Analysis allowing for heterogeneous treatment effects by the key dimensions identified in Section 4.7 above:

  - Whether participants have experienced sexual harassment themselves

  - An index of masculinity

  - An index of traditional gender norms

  - An index of perceived credibility of the information (derived from participants' answers to questions about whether women over-report due to being 'sensitive' or under-report due to harassment being normalized)

  - Gender, age, religion, education, political affiliation, income, immigration status (parents born in the UK or not), and whether participants have a daughter

In addition to the pre-specified heterogeneity discussed here, we will use causal random forest to identify variables that are relatively important in determining heterogeneous treatment effects.

5.12 Multiple hypothesis testing

To address concerns related to multiple hypothesis testing, we will utilize the Romano-Wolf procedure to adjust p-values within each family of outcome variables (Romano

and Wolf, 2005).

For each of the subgroup or heterogeneity analyses above, we will similarly adjust p-values within outcome families when restricting to a particular subsample or testing the equality of effects across subsamples.

5.13 Control variables

In all regressions, we will use the post-double-selection Lasso method of Belloni et al. (2014) to select control variables from all available controls (including the heterogeneity and mechanism variables described above as well as demographics).

6 Policymakers Survey

In the Downsian median voter model, only the preferences of the electorate (in fact, of the median voter) count for policymaking (Downs, 1957). More recent research on political identity confirms that in fact policymaker preferences matter (Besley and Coate, 1998; Chattopadhyay and Duflo, 2004). However, decisions that we attribute to preferences may reflect information frictions rather than preferences (Manski, 2004). While there is a large literature identifying the relevance of information frictions or belief biases for individual decisions including human capital investment, parenting and voting, we are unaware of studies of belief bias among policymakers.

We therefore run our perceptions survey on policymakers. For this purpose, we define policymakers broadly to refer not only to legislators, but also to those who advise and prepare policy briefs for legislators (and therefore may influence the way they vote) as well as civil servants who may have leeway to determine policy implementation, monitoring and regulation. Our sample will be drawn from the survey pool that has recently been created at the Policymakers Lab at Warwick Business School.[43] This includes approximately 250 policymakers, principally from the UK, US and Australia, who have previously expressed interest in taking surveys for academic research. Previous studies run with the Policymaker's Lab have achieved a response

---

[43]See `https://warwick.ac.uk/fac/soc/wbs/subjects/bsci/research/policymakers-lab/`.

rate of around 50%.

We use our policymakers survey to answer three research questions. First, we investigate policymaker perceptions of prevalence and harms from workplace sexual harassment, just as we do for citizens, for the same reason- they may affect the policymaker's own preferences. To the extent that policymakers have some (bounded) capacity to influence which policies are implemented, independently of public opinion, this could directly affect the sexual harassment policies that are enacted. Second, we seek to discern whether policymakers underestimate public support for stricter anti-sexual harassment legislation or stricter enforcement of existing laws. Third, we look at whether policymakers overestimate the likely effectiveness of existing sexual harassment legislation. For instance, they may partially project their own familiarity with the law onto members of the public. This could make policymakers over-optimistic about the ability of sexual harassment victims to navigate the existing system of employment law.

To address these questions, our policymakers survey proceeds as follows. Firstly, we will administer the same questions on prior beliefs about prevalence and harms of sexual harassment (in the policymakers' own country) as for our Prolific sample. These questions are described in Section 4.3. Secondly, we will ask policymakers to predict the proportion of people in our Prolific sample who indicated support for each of the policies described in Section 4.5.2. Policymakers will be asked to predict this quantity for those in the pure control group and, if not from the UK, asked if they expect the proportion in their own country to be substantially higher or lower. Thirdly, for UK-based policymakers we will elicit policymaker perceptions of the public's knowledge of sexual harassment victims' legal rights and the employment tribunal process. Specifically, policymakers will guess the percentage of true/false questions about the tribunal process which the average Prolific respondent answered correctly in our benchmarks survey. The full script for our policymakers survey is in Appendix C.4.

We expect our constraint in identifying a large sample of policymakers willing to respond to us to result in our being underpowered to detect treatment effects. We will therefore not implement any information treatments among policymakers. Our

policymakers survey is nevertheless a first step to establishing whether misperceptions may affect policymaking. In order to provide suggestive evidence on this, we obtain a hypothetical measure of how policymakers expect information on sexual harassment to influence legislation. After asking policymakers to estimate sexual harassment prevalence, its harms, public knowledge of legal rights and policy support, we ask each policymaker what they think the largest each quantity could possibly be is. We then ask them to imagine that their country's legislators learned credible information that this was the true value and, if so, whether they predict new legislation would be passed.

7   Timeline

Following acceptance of our paper, we would immediately seek Warwick IRB approval for the finalized version of our design via an amendment. Since we have obtained approval for the pilot design, we expect this to take 4 weeks. We will then pre-register the trial on the AEA Social Science Registry, including a Pre-Analysis Plan following Section 5. Following this, we will launch our study.

Data collection on Prolific is typically fast even for large surveys. Our study will follow this timeline:

1. Launch the benchmarks survey.

2. Launch the main survey once the benchmarks survey is completed (a few days later).

3. Launch the obfuscated follow-up survey over the following month (making it available to half of participants after two weeks and to the other half after one month).

We will be able to begin analysis on main survey outcomes after data collection for the main survey is completed. We expect that analysis could therefore be completed within eight weeks after the end of all the surveys and the writing of the results and any revisions in the following four weeks.

References

Adams, L., L. Hilger, E. Moselen, T. Basi, O. Gooding, and J. Hull (2020). 2020 sexual harassment survey. Working Paper, UK Government Equalities Office.

Adams-Prassl, A., K. Huttunen, E. Nix, and N. Zhang (2024). Violence against women at work. *The Quarterly Journal of Economics 139*(2), 937–991.

Anderson, M. L. (2008). Multiple inference and gender differences in the effects of early intervention: A reevaluation of the abecedarian, perry preschool, and early training projects. *Journal of the American statistical Association 103*(484), 1481–1495.

Andre, P., T. Boneva, F. Chopra, and A. Falk (2024). Misperceived social norms and willingness to act against climate change. *Review of Economics and Statistics*, 1–46.

Andries, M., L. Bursztyn, T. Chaney, and M. Djourelova (2024). In their shoes. Working Paper, National Bureau of Economic Research.

Antecol, H. and D. Cobb-Clark (2004). The changing nature of employment-related sexual harassment: Evidence from the u.s. federal government, 1978–1994. *ILR Review 57*(3), 443–461.

Ashby, J. (2004). Employment references: Should employers have an affirmative duty to report employee misconduct to inquiring prospective employers. *Ariz. L. Rev. 46*, 117.

Ashraf, N., A. Delfino, and E. Glaeser (2023). Female entrepreneurship and trust in the market.".

Batut, C., C. Coly, S. Schneider-Strawczynski, et al. (2021). *It's a man's world: culture of abuse,# MeToo and worker flows.* Università Bocconi, The Dondena Centre.

Belloni, A., V. Chernozhukov, and C. Hansen (2014). Inference on treatment effects after selection among high-dimensional controls. *Review of Economic Studies 81*(2), 608–650.

Bergman, M. E., R. D. Langhout, P. A. Palmieri, L. M. Cortina, and L. F. Fitzgerald (2002). The (un) reasonableness of reporting: Antecedents and consequences of reporting sexual harassment. *Journal of Applied Psychology 87*(2), 230.

Besley, T. and S. Coate (1998). Sources of inefficiency in a representative democracy: a dynamic analysis. *American Economic Review*, 139–156.

Bhalotra, S., M. Chatterjee, K. Mahajan, D. Walia, and F. Wang (2024). Firm responses to legislation on handling sexual harassment. Mimeo, University of Warwick.

Bhalotra, S., D. Clarke, and A. Nazarova (2025). The daughter penalty. CAGE Working Paper 756.

Bordalo, P., G. Burro, K. Coffman, N. Gennaioli, and A. Shleifer (2024, 06). Imagining the future: Memory, simulation, and beliefs. *The Review of Economic Studies*, rdae070.

Boring, A. and J. Delfgaauw (2024). Social desirability bias in attitudes towards sexism and dei policies in the workplace. *Journal of Economic Behavior & Organization 225*, 465–482.

Bursztyn, L., G. Egorov, and S. Fiorin (2020). From extreme to mainstream: The erosion of social norms. *American economic review 110*(11), 3522–3548.

Bursztyn, L., I. K. Haaland, N. Röver, and C. Roth (2025). The social desirability atlas. Technical report, National Bureau of Economic Research.

Caplin, A., M. Dean, and J. Leahy (2022). Rationally inattentive behavior: Characterizing and generalizing shannon entropy. *Journal of Political Economy 130*(6), 1676–1715.

Chattopadhyay, R. and E. Duflo (2004). Women as policy makers: Evidence from a randomized policy experiment in india. *Econometrica 72*(5), 1409–1443.

Coffman, K. B., L. C. Coffman, and K. M. M. Ericson (2017). The size of the lgbt population and the magnitude of antigay sentiment are substantially underestimated. *Management Science 63*(10), 3168–3186.

Coffman, L. C., C. R. Featherstone, and J. B. Kessler (2025). A model of information nudges.

Coly, C., P. Profeta, A. Sevilla, and M. Suteau (nd.). The bystander issue: Understanding the role of beliefs in workplace sexual harassment.

Cooper, M. D. (1997). Beyond name, rank and serial number: No comment job reference policies, violent employees and the need for disclosure-shield legislation. *Va. J. Soc. Pol'y & L. 5*, 287.

Cortina, L. M. and V. J. Magley (2003). Raising voice, risking retaliation: Events following interpersonal mistreatment in the workplace. *Journal of occupational health psychology 8*(4), 247.

De Quidt, J., J. Haushofer, and C. Roth (2018). Measuring and bounding experimenter demand. *American Economic Review 108*(11), 3266–3302.

Dhar, D., T. Jain, and S. Jayachandran (2022). Reshaping adolescents' gender attitudes: Evidence from a school-based experiment in india. *American economic review 112*(3), 899–927.

Dobbin, F. and A. Kalev (2020). Why sexual harassment programs backfire. *Harvard Business Review 98*(3), 45–52.

Dobbin, F. and A. Kalev (2021). The civil rights revolution at work: What went wrong. *Annual Review of Sociology 47*(1), 281–303.

Dobbin, F. and E. L. Kelly (2007). How to stop harassment: Professional construction of legal compliance in organizations. *American journal of sociology 112*(4), 1203–1243.

Downs, A. (1957). An economic theory of political action in a democracy. *Journal of political economy 65*(2), 135–150.

Enke, B. and T. Graeber (2023). Cognitive uncertainty. *The Quarterly Journal of Economics 138*(4), 2021–2067.

Eyal, P., R. David, G. Andrew, E. Zak, and D. Ekaterina (2021). Data quality of platforms and panels for online behavioral research. *Behavior research methods*, 1–20.

Falk, A., A. Becker, T. Dohmen, D. Huffman, and U. Sunde (2023). The preference survey module: A validated instrument for measuring risk, time, and social preferences. *Management Science 69*(4), 1935–1950.

Fitzgerald, L. F. and L. M. Cortina (2018). Sexual harassment in work organizations: A view from the 21st century.

Folke, O. and J. Rickne (2022). Sexual harassment and gender inequality in the labor market. *The Quarterly Journal of Economics 137*(4), 2163–2212.

Friebel, G., Y. Jia, X. Zheng, and M. Zhu (2024). Workplace harassment risk, nondisclosure agreements, and information flows. Mimeo, Goethe University.

Friebel, G., Y. Jia, X. Zheng, and M. Zhu (nd.). Workplace harassment risk, nondisclosure regulation, and information exchange in firms. Mimeo.

Gertsberg, M. (2022). The unintended consequences of# metoo: Evidence from research collaborations. *Available at SSRN 4105976*.

Grigorieff, A., C. Roth, and D. Ubfal (2020). Does information change attitudes toward immigrants? *Demography 57*, 1117–1143.

Gupta, N., L. Rigotti, and A. Wilson (2021). The experimenters' dilemma: inferential preferences over populations. *arXiv preprint arXiv:2107.05064*.

Haaland, I. and C. Roth (2023). Beliefs about racial discrimination and support for pro-black policies. *Review of Economics and Statistics 105*(1), 40–53.

Haaland, I., C. Roth, S. Stantcheva, and J. Wohlfart (2024). Understanding economic behavior using open-ended survey data.

Haaland, I., C. Roth, and J. Wohlfart (2023). Designing information provision experiments. *Journal of economic literature 61*(1), 3–40.

Hsieh, C.-T., E. Hurst, C. I. Jones, and P. J. Klenow (2019). The allocation of talent and us economic growth. *Econometrica 87*(5), 1439–1474.

Imbens, G. W. and D. B. Rubin (2015). *Causal inference in statistics, social, and biomedical sciences.* Cambridge university press.

Karimli, T. (2023). The costs of hidden workplace harassment. *Available at SSRN 4618312.*

Laband, D. N. and B. F. Lentz (1998). The effects of sexual harassment on job satisfaction, earnings, and turnover among female lawyers. *ILR Review 51*(4), 594–607.

Lee, D. S. (2005). Training, wages, and sample selection: Estimating sharp bounds on treatment effects.

Little, R. J. and D. B. Rubin (2019). *Statistical analysis with missing data.* John Wiley & Sons.

Manski, C. F. (1990). Nonparametric bounds on treatment effects. *The American Economic Review 80*(2), 319–323.

Manski, C. F. (2004). Measuring expectations. *Econometrica 72*(5), 1329–1376.

Matavelli, I., P. Grosjean, R. De Haas, and V. Baranov (2025). Masculinity norms and their economic consequences. CEPR Working paper DP20549.

McDonald, P. (2012). Workplace sexual harassment 30 years on: A review of the literature. *International Journal of Management Reviews 14*(1), 1–17.

McLaughlin, H., C. Uggen, and A. Blackstone (2017). The economic and career effects of sexual harassment on working women. *Gender & Society 31*(3), 333–358.

Merrick, J. (2025). Gagging clauses that stop employees exposing sexual harassment set to be banned. *The i Paper. https://inews.co.uk/news/politics/labour-ban-gagging-clause-employees-exposing-sexual-harassment-3484975.*

Miller, J. D. (1984). *A new survey technique for studying deviant behavior*. The George Washington University.

Newman, M. A., R. A. Jackson, and D. D. Baker (2003). Sexual harassment in the federal workplace. *Public Administration Review 63*(4), 472–483.

Nielsen, M. B. and S. Einarsen (2012). Prospective relationships between workplace sexual harassment and psychological distress. *Occupational medicine 62*(3), 226–228.

Oswald, A. J. and N. Powdthavee (2010). Daughters and left-wing voting. *The Review of Economics and Statistics 92*(2), 213–227.

Romano, J. P. and M. Wolf (2005). Exact and approximate stepdown methods for multiple hypothesis testing. *Journal of the American Statistical Association 100*(469), 94–108.

Settele, S. (2022). How do beliefs about the gender wage gap affect the demand for public policy? *American Economic Journal: Economic Policy 14*(2), 475–508.

Shaw, E., A. Hegewisch, and C. Hess (2018). Sexual harassment and assault at work: Understanding the costs. *Institute for Women's Policy Research Publication, IWPR B 376*.

Stantcheva, S. (2023). How to run surveys: A guide to creating your own identifying variation and revealing the invisible. *Annual Review of Economics 15*(1), 205–234.

Thaler, M., M. Toma, and V. Y. Wang (2024). Numbers tell, words sell. Mimeo, University of Warwick.

TUC (2016). Still just a bit of banter?

Vara-Horna, A. A., A. Díaz-Rosillo, Z. Asencios-Gonzalez, and L. Quipuzco-Chicata (2023). Direct and indirect effects of workplace sexual harassment on the productivity of victims and witnesses: The preventive role of equitable management. *Heliyon 9*(11).

A   Statistical Power

Power calculations based on pilot data and a conservative Bonferroni adjustment for multiple hypothesis testing indicate that a sample size of 2000 per treatment arm will enable us to detect overall treatment effects of 0.08-0.12 SD on our key outcome variables with 80% power. This compares favourably with effect sizes detected in other information provision online experiments, such as effects of 0.22 SD on donations and 0.12 SD on policy support in Grigorieff et al. (2020), 0.16 SD in Haaland and Roth (2023) and 0.33 SD in Bursztyn et al. (2020).

For our subgroup and heterogeneity analyses, we will be able to detect treatment effects of 0.12-0.17SD in a 50% subsample of the data with 80% power, comparing favourably with Haaland and Roth (2023) who detect an effect of 0.16SD in a subsample close to 50% of the data. We will be able to detect interaction effects (differences in treatment effects between two 50% subsamples) of 0.16-0.23SD. For comparison, Grigorieff et al. (2020) detect an interaction effect of 0.2SD.

B   Ethics

Ethical approval for piloting procedures was obtained from the University of California, Berkeley and University of Warwick. Once the review process is complete and our design is final we will obtain ethical approval on the revised questionnaire from the University of Warwick via an amendment.

Informed consent will be taken from all participants at the beginning of each survey. Participants in our surveys will be compensated for their time at a rate of £9/hour, a rate which is typically considered fair on Prolific. A potential ethical risk is that participants are triggered or otherwise made uncomfortable by answering questions about experiences of sexual harassment (which we ask in our ground truths survey and, after the treatments, towards the end of the main survey). We mitigate this risk in several ways: our study advertisement on Prolific will warn that the study covers sensitive topics using Prolific's in-built feature; we include a warning in the consent form that we will ask participants questions relating to "unpleasant or inappropriate

behaviours at work" and that this may remind them of bad experiences or cause discomfort; and at the end of each survey we provide participants with links to free support resources for those experiencing sexual harassment or violence, in case they were affected by any of the issues raised. Participant data will be handled in accordance with the UK's General Data Protection Regulation (GDPR) and University of Warwick requirements to protect confidentiality.

C   Survey Scripts

Appendix Section	Page
C.1 Benchmarks Survey	54
C.2 Main Survey	67
C.3 Follow-Up Survey	106
C.4 Policymakers Survey	117
C.5 Petitions	130

C.1 Benchmarks Survey

Note: headings and sub-headings in ALL CAPS are not shown to participants taking the survey.

CONSENT

You are invited to participate in a research study conducted by Professors Matthew Ridley and Sonia Bhalotra at the University of Warwick. We expect the survey will take about 20 minutes to complete.

Your responses will be treated with strict confidentiality. The results of the survey will be used for scientific research.

Before you decide to participate, it is important that you understand the purpose of the study, the procedures involved, potential risks and benefits, and your rights as a participant, all of which are described in the participant information leaflet; to access this leaflet, please click here.

Your participation is entirely voluntary, and you may withdraw at any time without penalty.

If you complete the survey you will receive a payment of £1.35 through Prolific. Additionally, you may receive a bonus payment of up to £1.25 depending on chance and the answers you provide.

By checking the box below, you acknowledge that you have read and understood the knowledge provided in this consent form. You voluntarily agree to participate in this research study, knowing that you are free to withdraw at any time.

[I consent to participate in this research study; I do not consent to participate in this research study]

INTRODUCTION

Welcome! Thank you for agreeing to take part.

We are a group of nonpartisan researchers studying people's perceptions of current social issues. We want to know **your honest opinion,** whatever that is. By expressing your views you will contribute to our knowledge as a society.

Your responses are anonymous and confidential, so there is no risk in being truthful.

We will not publish the responses of individuals. Our research will show what we learn on average across all individuals.

For many questions that we ask, most people will be uncertain of the answer. That's OK. Just give your best guess.

[I agree to give my honest opinion]

Notice of attention checks

Our study requires people to read carefully the questions we ask and the information we present. Otherwise, your answers cannot be used.

Our survey includes questions which check if you have paid attention to the survey questions and information. If you fail certain attention checks, you may be asked to return the survey in line with Prolific's attention check policy.

Click 'I agree' if you would like to proceed. If not, thank you for your time!

[I agree]

You can earn a **£1.25 bonus for accurate guessing** on questions with the following symbol:

To decide your bonus we randomly select one question with this symbol. You earn £1.25 if your guess on **that** question was correct according to recent research.

Your bonus will be calculated after you finish the survey. We will pay you your bonus through Prolific.

When guessing a number, you can have 5 either side and still be marked correct.
- For example, suppose we asked "Out of every 100 people in the UK, how many say they like cheese?" If the true number according to recent research was 50 out of 100, any guess from 45 to 55 would be marked correct.

SEXUAL HARASSMENT PREVALENCE AND HARMS

PREVALENCE UNDER LIST-BASED DEFINITION

In the last 12 months, have you experienced any of the following behaviours at work? Please check all that apply.

If you have not experienced any of the behaviours, please select "none of the above".

[Multiple choice from the list below]
- *Prefer not to answer;*
- *Displays of pornographic or sexually offensive materials which made you feel uncomfortable, including it being viewed near you;*
- *Unwelcome jokes or comments of a sexual nature about you or others that made you feel uncomfortable;*
- *Unwelcome comments of a sexual nature about your body and/or clothes;*
- *Unwelcome cat calls, wolf whistling or other provocative sounds;*
- *Unwelcome staring or looks which made you feel uncomfortable;*
- *Receiving unwanted messages with material of a sexual nature, e.g. by text/messaging app, email, social media or another source;*
- *Feeling pressured by someone to date them or do a sexual act for them in exchange for something;*
- *Someone making persistent and/or unwanted attempts to establish a romantic/sexual relationship with you despite your efforts to discourage it;*
- *Someone taking and/or sharing sexual pictures or videos of you without your permission;*
- *Flashing (e.g. the deliberate exposure of someone's intimate parts);*
- *Someone physically following you without your permission in a way that made you feel sexually threatened;*
- *Someone intentionally brushing up against you, or invading your personal space in an unwelcome, sexual way;*
- *Unwanted touching (e.g. placing hand on lower back or knee);*
- *Unwanted, overt sexual touching (e.g. touching of the breasts, buttocks or genitals, attempts to kiss);*
- *Rape and/or attempted rape;*
- *Someone making sexist comments about you or others;*
- *Someone treating you worse because of your sex or gender;*
- *None of the above*

PREVALENCE

Please watch the video below from start to finish. Please do not click on any links that appear at the end of the video.
(Show video here. Script below:)

"Liz works in a department store. Some of her coworkers often make jokes and sexual innuendos about the way Liz looks or about her clothes. They make lewd remarks about women and some have even posted pornographic images in the work chat. They say it's all just a bit of banter, but it makes Liz uncomfortable. She doesn't get the joke and wishes they'd stop.

Has Liz experienced sexual harassment? One definition of sexual harassment, which we'll use in this survey, is "behaviour of a sexual nature, or based on sex, which creates an intimidating, hostile or humiliating work environment for the person receiving it". The behaviour of Liz's colleagues is of a sexual nature. Because it's repeated and makes Liz uncomfortable, it seems to be creating a hostile work environment for her too. So under this definition, yes, Liz appears to be experiencing sexual harassment.

Liz's story was just one example. In fact, any behaviour based on sex or gender can be sexual harassment if it creates an intimidating, hostile or humiliating work environment. This could include undermining women's work because of their gender, repeatedly pressuring someone for dates if they're not interested, requesting sexual favours in exchange for advancement at work, or even sexual assault.

It's also important to think about what is not sexual harassment. Consider the story of Mary, who works at a different department store. Mary and some of her colleagues are quite open with each other. They often talk and joke about their dating lives. Some jokes are a bit racy. But Mary and her colleagues are comfortable with it, and everyone joins in on an equal footing. One time, one person told a joke that went a bit too far – but he quickly apologized and hasn't done that again.

Is Mary experiencing sexual harassment? Based on the definition we are using, it seems not. The behaviour of Mary's colleagues does not create an intimidating, hostile or humiliating work environment for her. She is generally comfortable with her coworkers' behaviour and the joke that went too far was an isolated incident.

Similarly, it is not sexual harassment just because two work colleagues are dating or consensually flirtatious at work. Sexual harassment is about behaviour that creates an intimidating, hostile or humiliating work environment for the person receiving it."

Here is how sexual harassment was defined in the video you just saw:

"Sexual harassment is any behaviour of a sexual nature, or based on sex, which creates an intimidating, hostile or humiliating work environment for the person receiving it."

Under this definition, do you think you have experienced sexual harassment at work **in the past year**?
[Yes; No; Unsure; Prefer not to say]

(If the participant indicates they have experienced workplace sexual harassment)
You indicated that you have experienced sexual harassment at work during the past year. The next questions are about how these experiences affected you.

We know that in some cases this might be difficult to think about. You can skip any question that you are not comfortable answering.

Was any of the sexual harassment committed by a person you perceived as having some degree of power over your future career?
[Yes; No; Unsure; Prefer not to say]

At any time during the past year, were you concerned that your employer would **retaliate** against you if you reported sexual harassment to them?

[Yes; No; Unsure; Prefer not to say]

During the past year, did you in fact report an incident of sexual harassment at work to your employer?
[Yes; No; Unsure; Prefer not to say]

During the past year, did you have worse mental health for several weeks or months as a result of experiencing sexual harassment at work?
[Yes; No; Unsure; Prefer not to say]

During the past year, did you quit a job as a result of experiencing sexual harassment at work?
[Yes; No; Unsure; Prefer not to say]

As a result of experiencing sexual harassment at work, did you experience any of the following in the weeks or months afterwards:

Increased difficulty doing your job, e.g. difficulty concentrating, working slower than normal, or having problems with the quality of your work?
[Yes; No; Unsure; Prefer not to say]

Being absent from work or showing up late more often, e.g. to avoid certain coworkers or to attend to your physical or mental health?
[Yes; No; Unsure; Prefer not to say]

(If the participant indicates they have reported workplace sexual harassment they experienced to their employer)
You indicated that you reported an incident of sexual harassment at work to your employer in the past year.

Overall, how satisfied were you with the outcome of reporting?

If you reported on multiple occasions, please think about the most recent one.
[Very dissatisfied; Fairly dissatisfied; Neither; Fairly satisfied; Very satisfied; Prefer not to say]

In your view, did you experience retaliation at work in the past year as a result of reporting sexual harassment?

[Yes, No, Unsure]

PREVALENCE IN ALTERNATIVE LOCATIONS AND TIME PERIODS

Continue to think about the same definition of sexual harassment:

"Sexual harassment is any behaviour of a sexual nature, or based on sex, which creates an intimidating, hostile or humiliating work environment for the person receiving it."

Have you experienced sexual harassment in **a public place** (that is not your workplace) **in the past year**?

[Yes; No; Unsure; Prefer not to say]

Continue to think about the same definition of sexual harassment:

"Sexual harassment is any behaviour of a sexual nature, or based on sex, which creates an intimidating, hostile or humiliating work environment for the person receiving it."

(If the participant indicates they have not experienced sexual harassment at work in the past year)
Under this definition, do you think you have **ever** experienced sexual harassment at work?

[Yes; No; Unsure; Prefer not to say]

(If the participant indicates they have not experienced sexual harassment in a public place in the past year)
Under this definition, do you think you have **ever** experienced sexual harassment in a **public place** (that is not your workplace)?

[Yes; No; Unsure; Prefer not to say]

The next question is about your agreement with employers being legally liable for sexual harassment. Actually, we are not really interested in this, we just want to check your attentiveness. Please select "Neither agree nor disagree" from the options below. We appreciate the fact that most of you read and answer questions carefully. We hope you will understand that we do this to catch the small minority who just 'click through' without reading.

[Strongly disagree; Somewhat disagree; Neither agree nor disagree; Somewhat agree; Strongly agree]

COMPENSATING DIFFERENTIALS FOR SPECIFIC BEHAVIOURS

Suppose you had offers for the following two jobs and had to choose one. **Which would you choose?** Assume the jobs are identical in all other respects.

[**Job A: Pays the same** *as your current wage. You have good reason to believe there was a **recent incident of sexual harassment** at this job (you do not know more details).;*

Job B: Pays 10% less *than your current wage. You have **no reason to believe** there was a recent incident of sexual harassment at this job.]*

You will receive a bonus if we select this question for payment and your guess is 5 or less away from the true answer according to a recent UK-wide survey.

Out of 100 UK female workers, how many do you think would take **Job B** in this scenario?
[Your guess: _____out of 100]

Next, you will see a series of questions similar to the previous ones. These questions will ask for your opinion on more specific incidents.

Suppose you had offers for the following two jobs and had to choose one. **Which would you choose?** Assume the jobs are identical in all other respects.

[*Job A: Pays the same as your current wage. Men at this workplace have repeatedly expressed negative beliefs about women;*

Job B: Pays 10% less than your current wage. No evidence any man at this workplace has repeatedly expressed negative beliefs about women.]

You will receive a bonus if we select this question for payment and your guess is 5 or less away from the true answer according to a recent UK-wide survey.

Out of 100 UK female workers, how many do you think would take **Job B** in this scenario?
[Your guess: _____ out of 100]

Suppose you had offers for the following two jobs and had to choose one. **Which would you choose?** Assume the jobs are identical in all other respects.

[*Job A: Pays the same as your current wage. A man at this workplace recently expressed persistent unwelcome sexual interest in a woman at work;*

Job B: Pays 10% less than your current wage. No evidence any man at this workplace expressed persistent unwelcome sexual interest in a woman at work.]

Out of 100 UK female workers, how many do you think would take **Job B** in this scenario?
[Your guess: _____out of 100]

Suppose you had offers for the following two jobs and had to choose one. **Which would you choose?** Assume the jobs are identical in all other respects.

*[**Job A: Pays the same** as your current wage. A man at this job has **recently** touched a woman at work in an **inappropriate** and **unwelcome** way;*
s
*Job B: Pays 10% less** than your current wage. **No evidence** any man at this job has recently touched a woman at work in an inappropriate and unwelcome way.]*

Out of 100 UK female workers, how many do you think would take **Job B** in this scenario?
[Your guess: _____out of 100]

KNOWLEDGE OF SEXUAL HARASSMENT LAW

We want to understand how much you know about workplace sexual harassment law in the UK.

To do this we have a short 'true or false' quiz for you. Please say whether you think each statement below is true or false.

Note we are interested in *what you know already*, so please don't look up the answers. We'll tell you the correct answers at the end of the survey.

- Legally, sexual harassment can include any unwanted conduct of a sexual nature that violates your dignity or creates an intimidating, hostile, degrading or offensive work environment.
- Sexual harassment is only against the law if you asked the person to stop and they didn't.
- Sexual harassment can be unintentional.
- Your employer is liable (i.e. legally responsible) if another employee sexually harasses you at work.
- If you have been sexually harassed at work, you can make a claim at an Employment Tribunal and get compensation, but it can take years and the outcome is uncertain.
- Official government bodies including ACAS (the Advisory, Conciliation and Arbitration Service) offer free legal advice for people who may have been sexually harassed at work.
- It is against the law to murder someone, in the workplace or elsewhere.
- Employers can only investigate sexual harassment reports when it is not a criminal matter. If it is a criminal matter, you must report it to the police.
- Legally, you must prove 'beyond reasonable doubt' that sexual harassment happened for your employer to take action.

[For each statement: True; False]

Here are the answers to the true/false quiz.

It is **True** that legally, sexual harassment can include any unwanted conduct of a sexual nature that violates your dignity or creates an intimidating, hostile, degrading or offensive work environment.

It is **True** that sexual harassment can be unintentional.

It is **True** that your employer is liable (i.e. legally responsible) if another employee sexually harasses you at work.

It is **True** that if you have been sexually harassed at work, you can make a claim at an Employment Tribunal and get compensation, but it can take years and the outcome is uncertain.

(Unsurprisingly, it is also **True** that it is against the law to murder someone).

All other statements were false. In fact, here is the truth:
- Sexual harassment is against the law even if you didn't ask the person to stop.
-
- Employers should always investigate formal reports of sexual harassment, whether or not it is a criminal matter.
- Official government bodies such as ACAS provide information about the law, but cannot give you legal advice (such as whether you should pursue a sexual harassment case).
- You do not have to prove 'beyond reasonable doubt' that sexual harassment happened for your employer to take action.

DEMOGRAPHICS

How do you describe yourself?
[Male; Female; Non-binary / third gender; Prefer to self-describe____; Prefer not to say]

What is your age?
[dropdown of possible ages from 18 to over 65]

Have you ever held a job?
[Yes, No]

(If 'yes' to 'Have you ever held a job') What best describes the industry/sector of your current or most recent job?
[dropdown list of industries]

What best describes the ratio of men to women among your coworkers in your current or most recent job? We mean people who worked in the same physical location (site/office) as you.

[Mostly men, Slightly more men than women, About the same number of men and women, Slightly more women than men, Mostly women, Not applicable (e.g. worked alone or remotely), Don't know]

(Optional) Is there anything you'd like to share about why you responded the way you did, or clarify about your answers? Our goal is to understand people's views, so anything explaining your thoughts is helpful.
[text entry]

(Optional) Do you have any feedback for the researchers? For instance, did anything not work properly? Was anything confusing or unclear?

We welcome all feedback as it helps improve the survey for future participants.
[text entry]

Thank you for taking part in our survey. Every participant is really valuable to us.

If you have been affected by any of the issues raised in this survey, help is available. The following websites offer a range of support options for people who may have been affected by abuse, harassment or sexual violence.

https://www.mind.org.uk/information-support/guides-to-support-and-services/abuse/

https://www.gov.uk/guidance/support-for-victims-of-sexual-violence-and-abuse

Please now click the button below to be redirected back to Prolific and register your submission.

C.2 Main Survey

Note: headings and sub-headings in ALL CAPS are not shown to participants taking the survey.

CONSENT

You are invited to participate in a research study conducted by Professors Sonia Bhalotra and Matthew Ridley at the University of Warwick. We expect the survey will take about 20 minutes to complete.

Your responses will be treated with strict confidentiality. The results of the survey will be used for scientific research.

Before you decide to participate, it is important that you understand the purpose of the study, the procedures involved, potential risks and benefits, and your rights as a participant, all of which are described in the participant information leaflet; to access this leaflet, please click here.

Your participation is entirely voluntary, and you may withdraw at any time without penalty.

If you complete the survey you will receive a payment of £4.13 through Prolific. Additionally, you may receive a bonus payment of up to £1.25 depending on chance and the answers you provide, and there is a very small random chance of receiving an additional £50 prize.

By checking the box below, you acknowledge that you have read and understood the knowledge provided in this consent form. You voluntarily agree to participate in this research study, knowing that you are free to withdraw at any time.

[I consent to participate in this research study; I do not consent to participate in this research study]

INTRODUCTION

Welcome! Thank you for agreeing to take part.

We are a group of nonpartisan researchers studying people's perceptions of current social issues. We want to know **your honest opinion,** whatever that is. By expressing your views you will contribute to our knowledge as a society.

Your responses are anonymous and confidential, so there is no risk in being truthful. We will not publish the responses of individuals. Our research will show what we learn on average across all individuals.

For many questions that we ask, most people will be uncertain of the answer. That's OK. Just give your best guess.

[I agree to give my honest opinion]

Our study contains some text which it is important for you to read carefully.

We will use attention checks in this survey. If you fail certain attention checks, you may be asked to return the survey in line with Prolific's attention check policy.

Click 'I agree' if you accept this and would like to proceed.

[I agree]

INTRODUCTORY QUESTIONS

How do you describe yourself?

[Male; Female; Non-binary / third gender; Prefer to self-describe____; Prefer not to say]

Are you currently or have you ever been in paid employment?

[Yes, No]

This next question is about political parties. Here is the procedure for answering it: when we ask you to choose between the parties below, you must select both 'Conservative' and 'Green'. Do not select any other options. This is an attention check. We know that most of you are very attentive, and we appreciate your forbearance. We have to put this in to catch the few who aren't.

Please choose between these parties, in accordance with the instructions you read above.

[Multiple choice from the list below]

- *Green*
- *Labour*
- *Liberal Democrat*
- *Conservative*
- *Reform*
- *SNP*

How old are you?

[18-24, 25-34, 35-44, 45-54, 55-65, Older than 65]

What best describes your ethnic origin?

[White, Black/African/Caribbean, Asian (Indian, Pakistani, Bangladeshi, Chinese, any other Asian background), Mixed two or more ethnic groups, Other (Arab or any others), Prefer not to say]

What is the highest level of education you have achieved?

[GCSEs, O-levels or equivalent, A-levels or equivalent, Undergraduate university degree, Vocational or technical qualification, Postgraduate university degree]

Which political party do you currently support?

[Conservatives, Labour, Liberal Democrat, SNP, Reform, Other, None]

Please indicate your agreement or disagreement with each of the following statements. Please answer for the way you actually are, not the way you would want to be.

- It is sometimes hard for me to go on with work if I am not encouraged.
- I sometimes feel resentful when I don't get my way
- On a few occasions, I have given up doing something because I thought too little of my ability
- There have been times when I felt like rebelling against people in authority even though I knew they were right
- No matter who I'm talking to, I'm always a good listener
- There have been occasions when I took advantage of someone
- I'm always willing to admit it when I make a mistake
- I sometimes try to get even rather than forgive and forget
- I am always courteous, even to people who are disagreeable
- I have never been irked when people expressed ideas very different to my own
- There have been times when I was quite jealous of the good fortune of others
- I am sometimes irritated by people who ask favours of me
- I have deliberately said something that hurt someone's feelings
- I live in a semi-detached house at the south pole

[Agree; Disagree]

You can earn a **£1.25 bonus for accurate guessing** on questions with the following symbol:

To decide your bonus we randomly select one question with this symbol. You earn £1.25 if your guess on **that** question was correct according to recent research.

Your bonus will be calculated after you finish the survey. We will pay you your bonus through Prolific.

When guessing a number, you can have 5 either side and still be marked correct.

For example, suppose we asked "Out of every 100 people in the UK, how many like cheese?" If the true number according to recent research was 50 out of 100, any guess from 45 to 55 would be marked correct.

NUMERICAL PERCEPTION CALIBRATION

 You will receive a bonus if we select this question for payment and your guess is 5 or less away from the true answer according to a recent UK-wide survey.

Out of 100 roadworthy cars in the UK today, how many do you think are **fully** electric?

[Your guess: _____]

How confident are you that your guess is close to the true number?

[Not confident at all; Not very confident; Quite Confident; Very Confident]

 You will receive a bonus if we select this question for payment and your guess is 5 or less away from the true answer according to a recent UK-wide survey.

Out of every 100 women in the UK, how many do you think have been a victim of domestic violence in the past year?

[Your guess: _____]

How confident are you that your guess is close to the true number?

[Not confident at all; Not very confident; Quite Confident; Very Confident]

You will receive a bonus if we select this question for payment and your guess is 5 or less away from the true answer according to a recent UK-wide survey.

Out of every 100 people in the UK, how many do you think were a victim of a crime in the past year?

[Your guess: _____]

How confident are you that your guess is close to the true number?

[Not confident at all; Not very confident; Quite Confident; Very Confident]

You will receive a bonus if we select this question for payment and your guess is 5 or less away from the true answer according to a recent UK-wide survey.

Out of every 100 people in the UK, how many do you think say they are happy?

This is defined as the share of people who say that taking all things together they are "very" or "rather" happy.

[Your guess: _____]

How confident are you that your guess is close to the true number?

[Not confident at all; Not very confident; Quite Confident; Very Confident]

(If randomized to see calibration answers:)

Here are the correct answers to some questions you guessed about previously.

4 out of 100 roadworthy cars in the UK today are fully electric. (You guessed: _____)

Source: Department for Transport (DfT) and Driver and Vehicle Licensing Agency (DVLA)

25 out of 100 women say they have experienced domestic violence. (You guessed: _____)

Source: https://www.ncdv.org.uk/domestic-abuse-statistics-uk/

17 out of 100 people say they were a victim of a crime in the past year. (You guessed: _____)

Source: Office for National Statistics, Crime and justice bulletins

92 out of 100 people in the UK say they are happy. (You guessed: _____)

Source: Our World in Data, https://ourworldindata.org/happiness-and-life-satisfaction

SEXUAL HARASSMENT DEFINITION

You will see a number of questions in this survey which focus on the workplace sexual harassment of women.

We recognize that sexual harassment of men also happens. We intend to study workplace sexual harassment of men in a separate, future survey, because some of the issues faced by men are different.

During this survey, we will also show you some videos containing information that we would like you to remember. You can earn an extra bonus of £0.50 if you can correctly answer a few simple memory questions about the videos later on in our survey.

Note the memory questions are not an attention check. You will be able to complete the survey and receive your payment for participating regardless of how accurate your answers are.

Which of the following behaviours, if experienced at work, would you say count as workplace sexual harassment? Check all that apply.

[Multiple choice from the list below]

- *Colleagues treating someone differently because of their gender (e.g. undermining their work)*
- *Jokes or comments of a sexual nature, not directed at a specific person*
- *Verbal sexual attention towards someone who doesn't want it, e.g. asking them out repeatedly*
- *Unwanted touching or sexual assault, such as groping*
- *Sexual coercion, i.e. threats or bribes for sexual favors, such as a promotion for going on a date with your boss*

Please watch the video below from start to finish. Please do not click on any links that appear at the end of the video.

(Show video here. Video script below:)

"Liz works in a department store. Some of her coworkers often make jokes and sexual innuendos about the way Liz looks or about her clothes. They make lewd remarks about women and some have even posted pornographic images in the work chat. They say it's all just a bit of banter, but it makes Liz uncomfortable. She doesn't get the joke and wishes they'd stop.

Has Liz experienced sexual harassment? One definition of sexual harassment, which we'll use in this survey, is "behaviour of a sexual nature, or based on sex, which creates an intimidating, hostile or humiliating work environment for the person receiving it". The behaviour of Liz's colleagues is of a sexual nature. Because it's repeated and makes Liz uncomfortable, it seems to be creating a hostile work environment for her too. So under this definition, yes, Liz appears to be experiencing sexual harassment.

Liz's story was just one example. In fact, any behaviour based on sex or gender can be sexual harassment if it creates an intimidating, hostile or humiliating work environment. This could include undermining women's work because of their gender, repeatedly pressuring someone for dates if they're not interested, requesting sexual favours in exchange for advancement at work, or even sexual assault.

It's also important to think about what isn't sexual harassment. Consider the story of Mary, who works at a different department store. Mary and some of her colleagues are quite open with each other. They often talk and joke about their dating lives. Some jokes are a bit racy. But Mary and her colleagues are comfortable with it, and everyone joins in on an equal footing. One time, one person told a joke that went a bit too far – but he quickly apologized and hasn't done that again.

Is Mary experiencing sexual harassment? Based on the definition we are using, it seems not. The behaviour of Mary's colleagues does not create an intimidating, hostile or humiliating work environment for her. She is generally comfortable with her coworkers' behaviour and the joke that went too far was an isolated incident.

Similarly, it is not sexual harassment just because two work colleagues are dating or consensually flirtatious at work. Sexual harassment is about behaviour that creates an intimidating, hostile or humiliating work environment for the person receiving it.

Now that we've talked about what sexual harassment is, you might wonder: how common is it? How many women have experiences like Liz? How many instead have experiences more like Mary's, that don't meet the bar for sexual harassment? How many work in places where everyone is professional and there's no hint of harassment?

Researchers have studied these question and you will discover what they found during this survey. But first, we want to find out what you think. How common do you think sexual harassment is?"

PREVALENCE AND HARMS PRIOR BELIEFS

PREVALENCE PRIORS

BONUS! You will receive a bonus if we select this question for payment and your guess is 5 or less away from the true answer according to a recent UK-wide survey.

Here is how workplace sexual harassment was defined in the video you just saw:

"Sexual harassment is any behaviour of a sexual nature, or based on sex, which creates an intimidating, hostile or humiliating work environment for the person receiving it."

Under the above definition, out of every 100 women in the UK, how many do you think have been sexually harassed at work **in the past year**?

(Participants randomized to see Anchor Treatment 1, Anchor Treatment 2, or neither:)

*(**Anchor Treatment 1**: For context, out of every 100 **men** in the UK, __ were sexually harassed at work in the past year.)*

*(**Anchor Treatment 2**: For context, out of every 100 women in the UK, __ were sexually harassed in **public places** in the past year.)*

[Your guess: _____ out of 100]

How confident are you that your guess is close to the true number? Answer on a scale from 0 to 10 where 0 means 'not confident at all' and 10 means 'extremely confident'.

Under the same definition, out of every 100 women in the UK, how many do you think have **ever** been sexually harassed at work at any time in their career?

[Your guess: _____ out of 100]

How confident are you that your guess is close to the true number?

[Not confident at all; Not very confident; Quite Confident; Very Confident]

HARMS PRIORS

Continue to think about the same definition of workplace sexual harassment:

"Sexual harassment is any behaviour of a sexual nature, or based on sex, which creates an intimidating, hostile or humiliating work environment for the person receiving it."

Think about the impact of sexual harassment on those who experience it. What comes to your mind? You could, for instance, list the different types of impact it might have.

You can write as much or as little as you want. We may award bonuses up to £1 for especially thoughtful answers.

—

Now think about the impact of sexual harassment on society and the economy more broadly. What comes to your mind? You could, for instance, list the different types of impact it might have.

You can write as much or as little as you want. We may award bonuses up to £1 for especially thoughtful answers.

—

Continue to think about the same definition of workplace sexual harassment:

"Sexual harassment is any behaviour of a sexual nature, or based on sex, which creates an intimidating, hostile or humiliating work environment for the person receiving it."

BONUS! You will receive a bonus if we select this question for payment and your guess is 5 or less away from the true answer according to a recent UK-wide survey.

Out of 100 UK women who experience sexual harassment at work, how many do you think would say they had **worse mental health** for several weeks or months after as a result?

[Your guess: _____out of 100]

How confident are you that your guess is close to the true number?

[Not confident at all; Not very confident; Quite Confident; Very Confident]

Continue to think about the same definition of workplace sexual harassment:

"Sexual harassment is any behaviour of a sexual nature, or based on sex, which creates an intimidating, hostile or humiliating work environment for the person receiving it."

Out of 100 UK women who experience sexual harassment at work, how many do you think **find it harder to do their job** as a result?

This includes having difficulty concentrating, working slower than normal, or having problems with the quality of one's work as a result of the harassment.

[Your guess: _____out of 100]

How confident are you that your guess is close to the true number?

[Not confident at all; Not very confident; Quite Confident; Very Confident]

Continue to think about the same definition of workplace sexual harassment:

"Sexual harassment is any behaviour of a sexual nature, or based on sex, which creates an intimidating, hostile or humiliating work environment for the person receiving it."

Out of 100 UK women who experience sexual harassment at work, how many do you think **are absent from work more often** as a result?

This includes showing up late or missing work altogether as a result of the harassment.

[Your guess: _____out of 100]

How confident are you that your guess is close to the true number?

[Not confident at all; Not very confident; Quite Confident; Very Confident]

Continue to think about the same definition of workplace sexual harassment:

"Sexual harassment is any behaviour of a sexual nature, or based on sex, which creates an intimidating, hostile or humiliating work environment for the person receiving it."

BONUS! You will receive a bonus if we select this question for payment and your guess is 5 or less away from the true answer according to a recent UK-wide survey.

Out of 100 UK women who experience sexual harassment at work, how many do you think **quit their job** as a result?

[Your guess: _____out of 100]

How confident are you that your guess is close to the true number?

[Not confident at all; Not very confident; Quite Confident; Very Confident]

Consider all the women in the UK who experience sexual harassment at work but stay on at their jobs.

On average, relative to their productivity at work before the incident, how do you think their productivity will change in the weeks and months after, as a result of the sexual harassment?

Productivity means how well and how efficiently people get their jobs done. Productivity might depend, for instance, on how much time people take off work or their motivation and concentration at work.

[Slider from +50% to -50%]

I think that women who have experienced sexual harassment at work will be _% [more/less] productive at work as a result.

Now think about the **coworkers** of these women who experienced an incident of sexual harassment at work.

On average, relative to their productivity at work before the incident, how do you think their productivity will change in the weeks and months after, as a result of the incident?

Other people could be affected by the incident if female co-workers think they are at risk of harassment or if male co-workers now think they will be less trusted or more likely to be accused. On the other hand, they may be unaffected. We want to know what you think.

[Slider from +50% to -50%]

I think that after a woman experiences sexual harassment at work, her coworkers will be _% [more/less] productive at work as a result.

Suppose you had offers for the following two jobs and had to choose one. Which would you choose? Assume the jobs are identical in all other respects.

*[**Job A**: **Pays the same** as your current wage. You have good reason to believe there was a **recent incident of sexual harassment** at this job (you do not know more details).;*

***Job B**: **Pays 10% less** than your current wage. You have **no reason to believe** there was a recent incident of sexual harassment at this job.]*

(Bonus statement displayed for some participants)

Out of **100 UK women** who answered the above question, how many do you think chose **Job B** (the job that pays less)?

[Your guess: _____out of 100]

How confident are you that your guess is close to the true number?

[Not confident at all; Not very confident; Quite Confident; Very Confident]

Note: 'XX' in the treatment text denotes a statistic that will be filled in using an estimate from our benchmarks survey when it is done.

PREVALENCE TREATMENT

Please now watch this short video. Please watch to the end and do not click on any links that appear at the end of the video.

Please pay attention as there may be additional bonuses for remembering information from these videos later in the survey.

(Show video here. Video script below:)

"Researchers have studied how common sexual harassment is. They surveyed 400 women in the UK, women of different ages and from all walks of life. The researchers asked about their experiences of workplace sexual harassment, assuring the women that their individual data would remain private and they would suffer no repercussions from telling the surveyors.

The researchers used the same definition of sexual harassment that we showed you earlier. To remind you, this definition was:

"Behaviour of a sexual nature, or based on sex, which creates an intimidating, hostile or humiliating work environment for the person receiving it".

The researchers explained this definition to the women in their survey using the same video that you saw earlier. They then asked the women if they'd experienced sexual harassment under this definition.

The research found that using this definition of harassment, XX out of 100 women had experienced sexual harassment in the past 12 months."

HARMS TREATMENT

Please now watch this short video. Please watch to the end and do not click on any links that appear at the end of the video.

Please pay attention as there may be additional bonuses for remembering information from these videos later in the survey.

(Show video here. Video script below:)

"Researchers have studied the effects of sexual harassment. They surveyed 400 women in the UK, women of different ages and from all walks of life. The researchers asked about their experiences of workplace sexual harassment, assuring the women that their individual data would remain private and they would suffer no repercussions from telling the surveyors.

The researchers used the same definition of sexual harassment that we showed you earlier. To remind you, this definition was:

"Behaviour of a sexual nature, or based on sex, which creates an intimidating, hostile or humiliating work environment for the person receiving it".

The researchers explained this definition to the women in their survey using the same video that you saw earlier. They then asked the women if they'd experienced sexual harassment under this definition and how it had affected them if so.

The researchers found that among women who had experienced sexual harassment, XX out of 100 said they had worse mental health for several weeks or months as a result. XX out of 100 had increased difficulty performing at work or were absent from work more often because of the harassment. XX out of 100 quit their job as a result of the harassment.

Finally, remember that earlier we asked you if you'd take a job with 10% lower pay to avoid a job where you've heard about a risk of sexual harassment. The researchers asked this same question to the women in their survey. They found that XX out of 100 women would take a job with 10% lower pay to avoid one where they've heard about a risk of sexual harassment."

PRIOR BELIEFS OVER REPORTING AND POLICY EFFECTIVENESS

BONUS! You will receive a bonus if we select this question for payment and your guess is 5 or less away from the true answer according to a recent UK-wide survey.

Out of 100 women who experience sexual harassment at work, how many do you think report it to their employer?

[Your guess: _____ out of 100]

How confident are you that your guess is close to the true number?

[Not confident at all; Not very confident; Quite Confident; Very Confident]

BONUS! You will receive a bonus if we select this question for payment and your guess is 5 or less away from the true answer according to a recent UK-wide survey.

Out of 100 women who experience sexual harassment at work, how many do you think are concerned their employer will **retaliate** against them if they report it to their employer?

[Your guess: _____out of 100]

How confident are you that your guess is close to the true number?

[Not confident at all; Not very confident; Quite Confident; Very Confident]

You will receive a bonus if we select this question for payment and your guess is 5 or less away from the true answer according to a recent UK-wide survey.

Out of 100 women who **report** sexual harassment to their employer, how many do you think are satisfied with the outcome?

[Your guess: _____out of 100]

How confident are you that your guess is close to the true number?

[Not confident at all; Not very confident; Quite Confident; Very Confident]

You will receive a bonus if we select this question for payment and your guess is 5 or less away from the true answer according to a recent UK-wide survey.

Out of 100 women who experience sexual harassment at work, how many do you think are harassed by a person that has some influence over their future career?

[Your guess: _____out of 100]

How confident are you that your guess is close to the true number?

[Not confident at all; Not very confident; Quite Confident; Very Confident]

EFFECTIVENESS TREATMENT

Please now watch this second short video about some of the questions you answered previously. Please watch to the end and do not click on any links that appear at the end of the video.

Please pay attention as there may be additional bonuses for remembering information from these videos later in the survey.

(Show video here. Video script below:)

Sophie had always enjoyed her job at a marketing firm in London. But this changed when her supervisor Mark started sexually harassing her. As his behavior escalated, Sophie decided to report him to HR, trusting in the company's policies to protect her.

UK laws are supposed to protect employees like Sophie from workplace sexual harassment. Employers are required to establish clear procedures for addressing harassment and ensuring a safe work environment. If harassment occurs, they are meant to take action and deliver justice to the victim.

However, as Sophie found out, the reality is often different. A recent survey revealed that among women who experienced sexual harassment in the UK, only XX out of 100 ever reported it to their employer. This is partly because they fear that their own career may suffer if they report: in fact, XX out of 100 women fear retaliation if they report. Sophie had chosen to report, but as she'd discover, many who do are left disappointed. Among those who report harassment, only XX out of 100 are satisfied with how their employer handles the case.

Sophie's HR department conducted an investigation, but the outcome was underwhelming. Mark received a verbal warning and continued in his role, while Sophie felt increasingly isolated by colleagues who viewed her as "troublemaking." This is not unusual; surveys show that in many cases, there are no consequences for the harasser.

Research offers some answers for why experiences like Sophie's might be common. Survey data reveal that in xx out of 100 cases, the harasser is someone with power over the victim's career, making it difficult to pursue decisive action against them. Other times, employers avoid addressing harassment altogether to protect the company's reputation.

Government regulators, in theory, could hold employers accountable. But such investigations are rare, leaving victims like Sophie without external support.

When her employer's response left her feeling unsupported, Sophie considered taking her case to an employment tribunal. But as she researched her options, she discovered how daunting the process can be. The tribunal system is long, complex, and expensive. Most victims lack the legal knowledge to navigate it effectively, especially when facing employers backed by well-funded legal teams. A survey revealed that xx out of 100 victims are unaware of their rights, a gap in awareness that further deters action.

Sophie's situation wasn't unique. Research indicates that most people who attempt to bring a case to tribunal end up settling before it reaches court. These settlements often come with a non-disclosure agreement (NDA), which prevents the victim from sharing details of her harassment. Sophie feared this outcome: a small financial settlement, no accountability for Mark, and a gag order preventing her from warning others.

Sophie's experience highlights the broader issues with how workplace sexual harassment is addressed in the UK:

- *Employers often fail to adequately tackle harassment.*

- *Regulators do little to force employers to improve.*

- *The legal system is slow, complex, and inaccessible for many victims.*

- *Non disclosure agreements and settlements keep harassment cases hidden, enabling harassers to repeat their behavior.*

OUTCOMES

PRIORITIZATION

There are many issues in this country that the government could focus on. It might not have the time or resources to focus on all of them.

Please rank the issues below in terms of how **important** you think it is for the government to focus on the issue. The issue you rank first should be the most important issue to you, etc.

[Multiple choices to be ranked from the list below]

- *Immigration and Border Security*
- *Climate Change*
- *Violent Crime*
- *Sexual Harassment*
- *House Prices*
- *Racial Inequality*
- *The Gender Pay Gap*

- *Water Quality*
- *Supporting Ukraine*

JOB CHOICE

Suppose you had offers for the following two jobs and had to choose one. Which would you choose? Assume the jobs are identical in all other respects.

For <u>women</u>, show the following two options:

[***Job A***: ***Pays the same*** *as your current wage. 4 in 5 of your colleagues in this workplace will be **men**.;*

Job B: ***Pays 10% less*** *than your current wage. 4 in 5 of your colleagues in this workplace will be **women**.]*

For <u>men</u>, show the following two options:

[***Job A***: ***Pays the same*** *as your current wage. 4 in 5 of your colleagues in this workplace will be **women**.;*

Job B: ***Pays 10% less*** *than your current wage. 4 in 5 of your colleagues in this workplace will be **men**.]*

If you worked in a job like job A for a year, what do you think is the chance out of 100 that you would experience workplace sexual harassment?

__ out of 100

(Reminder: Job A pays the same as your current wage. 4 in 5 of your colleagues in this workplace will be [women/men])

If you worked in a job like job B for a year, what do you think is the chance out of 100 that you would experience workplace sexual harassment?

__ out of 100

(Reminder: Job B pays 10% less than your current wage. 4 in 5 of your colleagues in this workplace will be [men/women])

Imagine you have a daughter who is considering a new career path.

If you actually have a daughter or other female family member (sister, niece etc) in this position, you can think about her when answering this question.

In this scenario, your daughter/other family member is well-qualified for both the careers below and finding it hard to choose. She asks for your advice. If you had to choose, what career path would you recommend for her?

Career A: *A well-paying career. 4 out of 5 people working in this career are men.*

Career B: *A career where the average job pays about 10% less than career A. 4 out of 5 people working in this career are women.*

Questions for the control group to bound experimenter demand:

(If Demand Manipulation Treatment is 'High':)

We'll next ask you about policy changes that have been proposed to reduce gender and sexual harassment at work.

We expect most people will **support** these proposed policy changes. In fact, you will be helping us if you indicate that you support them.

(If Demand Manipulation Treatment is 'Low':)

We'll next ask you about policy changes that have been proposed to reduce gender and sexual harassment at work.

We expect most people to **oppose** these policies. In fact, you will be helping us if you indicate you oppose them.

QUOTAS

In some European countries there are quotas for women in management. This means that big companies legally must fill a minimum percentage of senior management posts with women.

Some have proposed that the UK should also have quotas for women in senior management.

What do you think?

People vary in whether they support this idea. On one hand, there is some evidence that female managers are more likely than male managers to fire perpetrators of workplace sexual harassment.

On the other hand, there is a view that we should hire the best managers, male or female, and quotas reduce efficiency.

Below choose the statement which best reflects your view.

- *I strongly support quotas for women in senior management in big UK companies.*
- *I somewhat support quotas for women in senior management in big UK companies.*
- *I have no opinion one way or the other*

- *I somewhat support the status quo with no quotas for women in senior management in big UK companies.*
- *I strongly support the status quo with no quotas for women in senior management in big UK companies.*

If this policy was enacted today, how do you think rates of workplace sexual harassment would change from their current level in five years' time?

HARASSMENT DISCLOSURE ON REFERENCES

Suppose someone's previous employer knew that they had committed sexual harassment. It has been proposed that the employer should be legally required to disclose this fact in an employment reference.

What do you think?

People vary in whether they support this idea. On one hand, it would prevent a harasser from moving jobs and committing sexual harassment again .

On the other hand, perpetrators of sexual harassment could end up unemployed, imposing a burden on welfare payments, and the unemployed are at risk of falling into crime.

Below choose the statement which best reflects your own view.

- *I strongly support requiring employers to disclose sexual harassment history in employment references.*
- *I somewhat support requiring employers to disclose sexual harassment history in employment references.*
- *I have no opinion one way or the other*
- *I somewhat support the status quo in which employers are not required to disclose particular facts in an employment reference.*
- *I strongly support the status quo in which employers are not required to disclose particular facts in an employment reference.*

If this policy was enacted today, how do you think rates of workplace sexual harassment would change from their current level in five years' time?

NON-DISCLOSURE AGREEMENTS

Currently, sexual harassment victims often agree to sign non-disclosure agreements (NDAs), which stop them from talking about the harassment to others, as part of a settlement with their employer.

A law change has been proposed which would ban this type of non-disclosure agreement.

What do you think?

People vary in whether they support this idea.On one hand, banning NDAs might reduce the culture of silence around sexual harassment, enabling people to name and shame employers.

On the other hand, the option to sign a NDA is a bargaining chip that may help victims get more money from the employer. A ban on NDAs could leave victims who want confidentiality less protected.

Below choose the statement which best reflects your own view.

- *I strongly support a ban on non-disclosure agreements that cover sexual harassment.*
- *I somewhat support a ban on non-disclosure agreements that cover sexual harassment.*
- *I have no opinion one way or the other*
- *I somewhat support allowing non-disclosure agreements that cover sexual harassment.*
- *I strongly support allowing non-disclosure agreements that cover sexual harassment.*

If this policy was enacted today, how do you think rates of workplace sexual harassment would change from their current level in five years' time?

FINING POWER FOR REGULATORS

The Equality and Human Rights Commission (EHRC) is one of the main regulators tasked with enforcing the law against workplace sexual harassment.

The EHRC can investigate employers that enable or fail to prevent sexual harassment and force them to change their practices. It cannot directly fine them.

Would you support or oppose a law enabling the EHRC to issue large fines to companies which it thinks have not done enough to prevent or redress workplace sexual harassment?

People vary in whether they support this idea.

On one hand, this law would give firms an incentive to work harder to reduce sexual harassment.

On the other hand, some firms may try to reduce sexual harassment by becoming more like "single sex firms". Male-dominated firms may hire fewer women. Female-dominated firms may hire fewer men. This could raise questions of equal opportunity.

Below choose the statement which best reflects your own view.

- *I strongly support enabling the EHRC to fine companies over sexual harassment.*
- *I somewhat support enabling the EHRC to fine companies over sexual harassment.*
- *I have no opinion one way or the other*
- *I somewhat support the status quo in which the EHRC can investigate companies and force changes, but not fine them.*
- *I strongly support the status quo in which the EHRC can investigate companies and force changes, but not fine them.*

If this policy was enacted today, how do you think rates of workplace sexual harassment would change from their current level in five years' time?

WHISTLEBLOWING REFORM

The UK government is considering a law that extends legal protection to sexual harassment whistleblowers- people who publicly disclose issues with sexual harassment in their workplace.

This law would protect sexual harassment whistleblowers from retaliation by their employer (so long as the whistleblower could reasonably think it was in the public interest).

What do you think?

People vary in whether they support this idea. On one hand, it may encourage reporting that helps prevent future incidents. People often find it easier to report harassment that happens to others .

On the other hand, some people may use the legal protection to make false accusations or because they misunderstood the situation.

Below choose the statement which best reflects your own view.

- *I strongly support a law giving legal protection to sexual harassment whistleblowers.*
- *I somewhat support a law giving legal protection to sexual harassment whistleblowers.*
- *I have no opinion one way or the other*
- *I somewhat support the status quo.*
- *I strongly support the status quo.*

If this policy was enacted today, how do you think rates of workplace sexual harassment would change from their current level in five years' time?

PETITION SIGNING

There are currently **petitions** active on change.org which call for the UK government to implement each of the policy changes that you just considered.

Would you like to sign any of these petitions?

If you would like to sign a petition, please click on the corresponding link below. You can sign one, many, or no petitions as you wish.

Note that **you will remain anonymous to us:** your signature or any details you enter on change.org cannot be linked to your responses in this survey.

Petition links below (one for each policy). Links have different urls according to treatment condition.

CHARITY DONATION

If you complete this survey, we will enter you into a lottery to win a **£50 reward**. This is separate to any other compensation you receive for taking part in this survey. We will notify you if you have won the reward in the next week.

If you win, you can decide to **donate** some of the £50 reward to Rights of Women UK.

Rights of Women UK provides women with "free, confidential specialist legal advice, enabling women to understand and benefit from their legal rights". Their free telephone advice line helps women identify sexual harassment at work and understand their legal options.

How much would you like to donate to Rights of Women UK, if you win the £50 prize?

If you win the reward, the donation you choose now **will be taken off your reward** and given to Rights of Women UK. You will get the rest of the reward.

[Your chosen donation: £_____]

Please Note: You are free to donate nothing. Our only interest is in measuring how much you want to donate.

This is not promotional material and we are not affiliated with any charity. Rights of Women UK did not write, and do not necessarily endorse, any of the questions or materials in this survey.

Would you support or oppose a policy providing significant government funding to organizations such as Rights of Women UK?

Assume the funding would be enough to ensure that free legal advice about workplace sexual harassment was readily available to all who might want it. Of course, this would mean the government had correspondingly less money to spend on other priorities.

[Strongly oppose, Oppose, Neither oppose nor support, Support, Strongly support, Don't know - didn't understand question]

If this policy was enacted today, how do you think rates of workplace sexual harassment would change from their current level in five years' time?

	-50	-40	-30	-20	-10	0	10	20	30	40	50
% change											
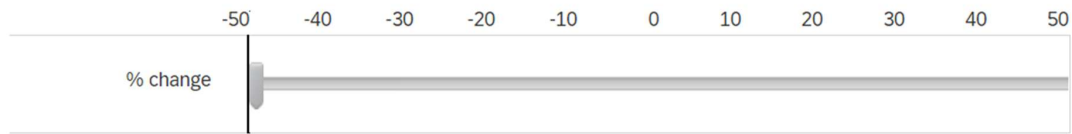
Imagine you were at your workplace and you witnessed a colleague discussing their sex life in a way that seemed to make people around them feel uncomfortable.

Would you report the colleague's behaviour to HR (or, if there is no HR department, your boss)?

[I would definitely report, I would probably report, I would probably not report, I would definitely not report]

MECHANISMS

MEMORY/ATTENTION TO VIDEOS

(If respondent was in a treatment group:)

Earlier we showed you some videos. We are curious how much you remember from them. This is not an attention check and it is OK if you do not remember. However, we will pay a bonus of £0.50 to people who remember these numbers to within 2 (out of 100) of the statistic we provided.

(If shown Prevalence treatment:)

According to the videos we showed you earlier, how many women out of 100 have experienced sexual harassment in the past 12 months?

[Your answer: _____]

(If shown Harms treatment:)

According to the videos we showed you earlier, how many women out of 100 would take a job with 10% lower pay to avoid a job where they have reason to believe there was a recent incident of sexual harassment?

[Your answer: _____]

According to the videos we showed you earlier, among women who experienced sexual harassment, how many out of 100 said they had worse mental health for several weeks or months as a result?

[Your answer: _____]

(If shown Effectiveness treatment:)

According to the videos we showed you earlier, among women who experienced sexual harassment, how many out of 100 reported it to their employer?

[Your answer: _____]

According to the videos we showed you earlier, among women who reported sexual harassment to their employer, how many out of 100 were satisfied with the outcome?

[Your answer: _____]

These next questions are subjective: there is no right or wrong answer. Please just give your honest opinion.

To what extent do you agree with the following statement?

(If respondent is male:) "I feel uncomfortable working with and talking to women in my workplace because a behaviour I thought was innocent may be perceived as sexual harassment"

(If respondent is female:) "Men at my workplace are uncomfortable working with and talking to women because they are afraid that an innocent behaviour on their part could be perceived as sexual harassment"

[Strongly Disagree, Disagree, Neither Agree nor Disagree, Agree, Strongly Agree]

To what extent do you agree with the following statement?

Many women today are too sensitive -- they overreact to minor comments, jokes or misunderstandings by labelling them 'sexual harassment'.

[Strongly Disagree, Disagree, Neither Agree nor Disagree, Agree, Strongly Agree]

To what extent do you agree with the following statement?

Harassing behaviour is sadly so normalized in some workplaces that some women do not realize they are being harassed.

[Strongly Disagree, Disagree, Neither Agree nor Disagree, Agree, Strongly Agree]

I would advise women not to enter certain industries because of the high risk they might be sexually harassed.

[Strongly Disagree, Disagree, Neither Agree nor Disagree, Agree, Strongly Agree]

It is risky to pair female employees with male mentors in a work setting.

[Strongly Disagree, Disagree, Neither Agree nor Disagree, Agree, Strongly Agree]

To what extent do you agree with the following statement?

Modern workplaces waste too much time on anti-sexual harassment training.

[Strongly Disagree, Disagree, Neither Agree nor Disagree, Agree, Strongly Agree]

Please rate your agreement with the following statements about present-day life in the UK.

-   Sexual harassment at work is rare.
-   Sexual harassment at work damages women's careers.
-   New laws or government policies would not be effective in reducing sexual harassment at work.

[Strongly Disagree, Disagree, Neither Agree nor Disagree, Agree, Strongly Agree]

If you remain employed for the next 12 months, what do you think is the chance that you yourself will experience some form of workplace sexual harassment during these 12 months?

If you are not currently employed, assume for the purpose of this question that you shortly find a job and keep it for 12 months.

__ out of 100

MORAL VIEWS

The following are statements about the ethics of different actions. Some people agree with each statement and some people don't. To what extent do you agree with each of these statements?

- The existence of potential harm to others is always wrong, irrespective of the benefits to be gained.
- What is ethical varies from one situation and society to another.

[Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree]

NUMERACY

Imagine that you rolled a fair six-sided dice 1,200 times.

Out of 1,200 rolls:

How many times do you think the dice would come up even (2, 4 or 6)?

[Your guess: _____]

How many times do you think the number 1 would come up when you roll the dice?

[Your guess: _____]

POSTERIOR BELIEFS

PREVALENCE POSTERIOR

You will receive a bonus if we select this question for payment and your guess is 5 or less away from the true answer according to a recent UK-wide survey.

A recent survey in the USA asked 1000 women if they'd experienced workplace sexual harassment, defined as a range of unwanted sexual behaviours including:

- Colleagues sharing inappropriate sexual materials
- Unwanted jokes, comments, or social media messages of a sexual nature from colleagues
- Unwelcome verbal sexual advances
- Unwanted touching, flashing or attempts to kiss
- Serious sexual assault or rape

Out of every 100 American women, how many do you think said they'd experienced any form of sexual harassment at work?

[Your guess: _____ out of 100]

How confident are you that your guess is close to the true number?

[Not confident at all; Not very confident; Quite Confident; Very Confident]

HARMS POSTERIORS

You will receive a bonus if we select this question for payment and your guess is 5 or less away from the true answer according to a recent UK-wide survey.

The same US survey asked the women who'd experienced workplace sexual harassment whether they quit or changed their job as a result.

Out of every 100 women who experienced sexual harassment at work, how many quit or changed their job, according to this survey?

[Your guess: _____ out of 100]

How confident are you that your guess is close to the true number?

[Not confident at all; Not very confident; Quite Confident; Very Confident]

Researchers in Sweden studied whether women would take a pay cut to avoid jobs where sexual harassment took place.

Sexual harassment was defined by a survey asking female lawyers if they'd experienced either less severe (e.g., sexual jokes) or more severe (e.g., sexual assault) forms of harassment.

What pay cut in % would the average Swedish woman take to avoid jobs where sexual harassment took place, according to this study?

[Your guess: _____%]

How confident are you that your guess is close to the true number?

[Not confident at all; Not very confident; Quite Confident; Very Confident]

Researchers in Norway studied the psychological effects of sexual harassment.

The researchers asked women if they experienced sexual harassment at work, defined as any of the following:

- Unwanted verbal sexual attention
- Unwanted physical sexual behaviours
- Sexual pressure

Out of every 100 Norwegian women who experienced workplace sexual harassment, how many felt psychological distress afterwards, according to this survey?

[Your guess: _____out of 100]

How confident are you that your guess is close to the true number?

[Not confident at all; Not very confident; Quite Confident; Very Confident]

DEMOGRAPHICS AND DEBRIEF

ECONOMIC PREFERENCES

How do you assess your willingness to share with others without expecting anything in return when it comes to charity?

Please use a scale from 0 to 10, where 0 means you are completely unwilling to share and 10 means you are very willing to share. You can also use the values in between to indicate where you fall on that scale.

__ *out of 10*

How well does the following statement describe you as a person?

As long as I am not convinced otherwise, I assume that people have only the best intentions.

Please use a scale from 0 to 10, where 0 means "does not describe me at all" and a 10 means "describes me perfectly". You can also use the values in-between to indicate where you fall on the scale.

__ *out of 10*

How do you see yourself: Are you a person who is generally willing to punish unfair behaviour even if this is costly?

Please use a scale from 0 to 10, where 0 means you are "not willing at all to incur costs to punish unfair behaviour" and a 10 means you are "very willing to incur costs to punish unfair behaviour". You can also use the values in-between to indicate where you fall on the scale.

__ *out of 10*

MASCULINITY AND GENDER NORMS

How do you feel about the following statements? Do you agree or disagree with them?

- All in all, family life suffers when the woman has a full-time job.
- A husband's job is to earn money, a wife's job is to look after the home and family.
- Both the husband and wife should contribute to the household income

[Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree]

How positive or negative do you feel about each issue below on the scale of 0 to 100, where 0 represents very negative, and 100 represents very positive?
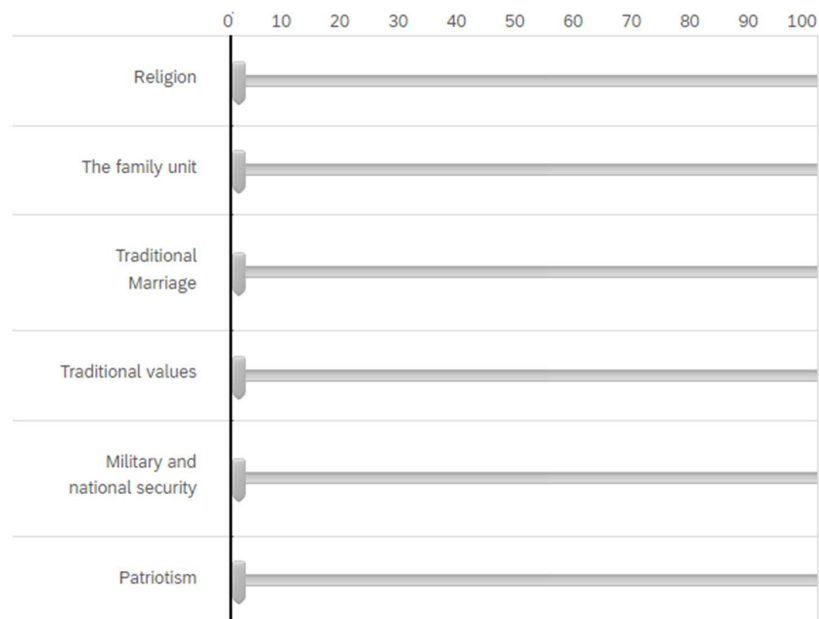
Thinking about your own actions, feelings and beliefs, how much do you agree or disagree with the following statements? There are no right or wrong answers. It is best if you respond with your first impression when answering.

- "Winning is the most important thing"
- "Sometimes violent action is necessary"
- "It bothers me when I have to ask for help"

- "I love it when men are in charge of women"
- "It is important to me that people think I am heterosexual"

[Strongly Disagree, Disagree, Neither Agree nor Disagree, Agree, Strongly Agree]

SEXUAL HARASSMENT EXPOSURE

Have you ever experienced workplace sexual harassment (in your own subjective judgement)?

[Yes, No, Unsure, Prefer not to say]

Among your **friends and family**, how many out of every 10 do you **know** have experienced workplace sexual harassment?

[Your estimate: _____]

Among your **colleagues**, how many out of every 10 do you **know** have experienced workplace sexual harassment?

[Your estimate: _____]

If you can remember, when was the last time you saw a story or video about workplace sexual harassment, either on the news or on social media?

[In the last week, In the last month, In the last year, More than a year ago or never, I can't remember]

DEMOGRAPHICS

What was your household's income from all sources, before taxes and subsidies, in 2022/23 in GBP (£)?

By household we mean yourself and any family living with you but not renters and roommates.

[Less than £10,000, Between £10,000 and £25,000, Between £25,000 and £50,000, Between £50,000 and £75,000, Over £75,000]

What best describes your religion?

[Buddhist, Christian, Hindu, Jewish, Muslim, Sikh, Other religion, No religion, Not sure / prefer not to say]

How important is religion in your life?

[Very important, somewhat important, not too important, not at all important, Don't know/ prefer not to say]

Did you vote at the most recent general election (in July 2024)?

[Yes, No, Can't remember]

Were your parents born in the UK?

- *Yes, both parents*
- *Yes, one parent*
- *No*
- *Don't know / prefer not to say*

Where did you (mostly) grow up?

- *Mostly / entirely in the UK*
- *Mostly / entirely in another country or countries*
- *Equally in the UK and other countries*
- *Not sure / prefer not to say*

How many children of each gender do you have? (Enter 0 if none)

[Sons: _____, Daughters: _____, Children identifying as neither male or female: _____]

(If respondent has more than 0 children of any gender)

What was the sex at birth of your first born child?

[Male, Female, Intersex, Prefer not to say]

(Ask the below questions about current/most recent job only if respondent answered 'yes' to ever employed).

Think of your current or most recent job. How many other people, if any, did you manage in that job?. __

In your current or most recent job, to what extent do/did you make decisions that influence the work environment? *All the time/ Often/ not often/ never etc.*

What best describes the industry/sector of your current or most recent job?

[Agriculture (inc forestry/fishing), Arts/entertainment, Construction, Education, Finance/property/real estate, Healthcare and social work, Hospitality, Manufacturing, Mining and utilities, Other public sector, Professional services, Retail, Technology and telecommunications, Transport and logistics, Other, Don't know]

Does this job involve working with or analysing data?

[Yes, No, Unsure]

In your current or most recent job, how many employees worked in your workplace? We mean people who worked in the same physical location (site/office building) as you.

[1-4, 5-9, 10-19, 20-49, 50-99, 100-249, 250-499, 500-999, 1000 or more]

What best describes the ratio of men to women among your coworkers in your current or most recent job? We mean people who worked in the same physical location (site/office building) as you.

[Mostly men, Slightly more men than women, About the same number of men and women, Slightly more women than men, Mostly women, Not applicable (e.g. worked alone or remotely), Don't know]

To the best of your knowledge, does/did your current or most recent workplace have either of the following? Check all that apply.

- *Trainings on workplace sexual harassment (including short online video courses)*
- *An explicit procedure for handling workplace sexual harassment that most employees are aware of*

DEBRIEF AND FEEDBACK

Earlier we asked you questions like 'Out of 100 UK women, how many do you think have experienced...'

What best describes the way you approached those questions? Check all that apply (and you can be honest - it won't affect your compensation or future surveys!).

[Choose from the list below the one that is most true]

- *I had no idea what to guess*
- *I entered a guess very quickly*
- *I had some idea of the rough range (e.g. 30-50 out of 100) but not the exact number*
- *I remembered a statistic I had seen before and entered that*
- *I did some googling to help me come up with a guess*
- *I spent quite some time thinking about a good guess*

(If respondent was in a treatment group:)

Earlier we also presented you with some information in the form of statistics about sexual harassment at work.

What best describes your how you responded to this information? Select all that apply.

[Multiple choice from the list below]

- *I didn't find the information relevant or interesting*
- *I didn't think I could trust the information because it might just depend on the particular sample*
- *The information was surprising*
- *The information changed my beliefs*
- *If the information was more trustworthy, it could have changed my beliefs*
- *Other (please elaborate): _____*

As far as you can remember, have you seen similar statistics in the past, before this survey?

- *Yes*
- *No*
- *Unsure*

What best describes your attitude towards statistics published by researchers at universities?

[Multiple choice from the list below]

- *I mostly trust such statistics*
- *I sometimes trust and sometimes distrust such statistics*
- *I mostly distrust such statistics*
- *Don't know/unfamiliar with these statistics*

What do you think the researchers wanted you to do in the survey?

[open-ended response]

Do you think this survey had a particular agenda?

[No, Yes– please elaborate if you can: _____]

What did you think the researchers wanted you to do regarding the proposed new laws about workplace sexual harassment?

[Express support for these laws, Express opposition to these laws, Neither, they just wanted to measure my true preference, Other (please elaborate): _____]

(Optional) In your opinion, what, if anything, should the government, employers, or others do differently in order to tackle sexual harassment at work?

We are interested in learning from you. So please feel free to share any thoughts you have on this topic.. But you do not have to if you don't want to.

[_____]

(Optional) Is there anything else you'd like to share about why you responded the way you did, or clarify about your answers? Our goal is to understand people's views, so anything explaining your thoughts is helpful.

[_____]

(Optional) Do you have any feedback for the researchers? For instance, did anything not work properly? Was anything confusing or unclear?

We welcome all feedback as it helps improve the survey for future participants.

[_____]

Thank you for taking part in our survey. Every participant is really valuable to us.

If you have been affected by any of the issues raised in this survey, help is available. The following websites offer a range of support options for people who may have been affected by abuse, harassment or sexual violence.

https://www.mind.org.uk/information-support/guides-to-support-and-services/abuse/

https://www.gov.uk/guidance/support-for-victims-of-sexual-violence-and-abuse

Please now click the button below to be redirected back to Prolific and register your submission.

C.3 Obfuscated Follow-up Survey

Note: headings and sub-headings in ALL CAPS are not shown to participants taking the survey.

CONSENT

You are invited to participate in a research study conducted by Professors Matthew Ridley and Sonia Bhalotra at the University of Warwick. We expect the survey will take about 10 minutes to complete.

Your responses will be treated with strict confidentiality. The results of the survey will be used for scientific research.

Before you decide to participate, it is important that you understand the purpose of the study, the procedures involved, potential risks and benefits, and your rights as a participant, all of which are described in the participant information leaflet; to access this leaflet, please click here.

Your participation is entirely voluntary, and you may withdraw at any time without penalty.

If you complete the survey you will receive a payment of £1.11 through Prolific. Additionally, you may receive a bonus payment of up to £1.25 depending on chance and the answers you provide.

Consent
By checking the box below, you acknowledge that you have read and understood the knowledge provided in this consent form. You voluntarily agree to participate in this research study, knowing that you are free to withdraw at any time.

[I consent to participate in this research study; I do not consent to participate in this research study]

INTRODUCTION

Welcome! Thank you for agreeing to take part.

We are a group of academics studying current social issues. We have no political or partisan affiliation. We want to know your opinion on various topics.

Your responses are anonymous and confidential, so **please say what you really think**. We will not publish the responses of individuals. Our research will show what we learn on average across all individuals.

For some questions, you might be uncertain of the answer. Just give your best guess.

[I agree to say what I really think]

What percentage of individuals in the UK with a disability do you think are in paid employment?

[Your guess: _____%]

What percentage of individuals in the UK over 60 do you think are in paid employment?

[Your guess: _____%]

What percentage of women in the UK in paid employment do you think have been sexually harassed at work in the past year?

[Your guess: _____%]

OUTCOMES

LAW SUPPORT

Below is a list of potential changes to the law that could be made. Please let us know your views on each one.
- Policy requiring firms to have a minimum quota of 40% women in their senior management, or be fined.
- Increase disability benefits by 50%.
- Empower government regulators to fine firms which they believe discriminate based on disability status, without having to take the firm to court.
- Empower government regulators to fine firms which they believe do not do enough to prevent sexual harassment, without having to take the firm to court.
- Empower government regulators to fine firms which they believe discriminate based on gender, without having to take the firm to court.
- Empower government regulators to fine firms which they believe discriminate based on age, without having to take the firm to court.

[Strongly support; Support; Neither support nor oppose; Oppose; Strongly oppose]

LIST METHOD QUESTION

Below are several statements. Please read each statement carefully, then indicate **how many** statements you agree with. You do not have to say which statements you agree with.

For instance, if you agree with the first 2 statements and disagree with the rest, you would answer '2'.

[Sensitive item randomly shown for 50%]: Most organizations should devote a lot more time and resources to monitoring, preventing and punishing workplace sexual harassment.

The level of immigration to the UK should be increased.

Transgender people who identify as female should not be allowed in women-only spaces.

As a society, we should invest more in young people, even if this means spending less on the elderly.

UK employers should engage in much greater efforts to hire more people with disabilities.

[Number of statements you agree with: _____]

CHARITY DONATIONS

If you complete this survey, we will enter you into a lottery to win a £40 prize. The prize is on top of your normal payment. You will find out if you won in a few weeks.

We can donate some of your £40 prize to a charity if you win. The donation would go to **one** of these three charities:
1. The Survivors' Trust
2. Age UK
3. Scope UK

In the next part of the survey, you will choose a donation to make to **each** of these charities. Here is how your choices will be used:
• If you win the prize, we will randomly select one charity from the three above.
• We will look at the donation you chose to make to that charity.
• We will subtract this donation from your prize and donate it directly to the charity.
• We will pay you whatever is left of your prize.

You will be able to find out more about each charity before choosing your donation. **Donating nothing is allowed.**

Next we would like to check your understanding of this procedure.

Suppose you choose a donation of £9 to The Survivors' Trust, £11 to Age UK, and £0 to Scope UK. Suppose that later you win the prize, and we randomly select The Survivors' Trust. What will happen?.

[A. We will make a donation of £9 to The Survivors' Trust only. You will receive £40 - £9 = £31;
B. We will make a donation of £9 to The Survivors' Trust only. You will receive £40;
C. We will make donations of £9 to The Survivors' Trust, £11 to Age UK and £0 to Scope UK. You will receive £40 - £9 - £11 = £20;
D. We will make donations of £9 to The Survivors' Trust, £11 to Age UK and £0 to Scope UK. You will receive £40]

Please note that this is not promotional material. The researchers conducting this survey are not affiliated with any of the charities above. The charities above did not write, and do not necessarily endorse, any of the questions or materials in this survey.

How much would you like to donate to **The Survivors' Trust**, if you win the £40 prize and The Survivors' Trust is selected to receive your donation?

Think carefully: The donation you choose now will be deducted from your prize if you win the prize and we select The Survivors' Trust to receive your donation.

Here is more information about The Survivors' Trust:

The Survivors' Trust provides specialist support services to survivors of rape and sexual abuse through a range of member agencies. This includes counselling, support, helplines and advocacy.

Choose £0 if you do not want to donate to The Survivors' Trust, should you win the prize.
[Your chosen donation: £_____]

Please note that this is not promotional material. The researchers conducting this survey are not affiliated with any charity. The Survivors' Trust did not write, and do not necessarily endorse, any of the questions or materials in this survey.

How much would you like to donate to **Age UK**, if you win the £40 prize and Age UK is selected to receive your donation?

Think carefully: The donation you choose now will be deducted from your prize if you win the prize and we select Age UK to receive your donation.

Here is more information about Age UK:

Age UK "provide support, advice and hope for older people who need it". They provide a free advice line to help older people deal with issues including age discrimination at work.

 Choose £0 if you do not want to donate to Age UK, should you win the prize.
[Your chosen donation: £_____]

Please note that this is not promotional material. The researchers conducting this survey are not affiliated with any charity. Age UK did not write, and do not necessarily endorse, any of the questions or materials in this survey.

How much would you like to donate to **Scope UK**, if you win the £40 prize and Scope UK is selected to receive your donation?

Think carefully: The donation you choose now will be deducted from your prize if you win the prize and we select Scope UK to receive your donation.

Here is more information about Scope UK:

Scope UK provides "information, support and advocacy for disabled people and their families". They provide a free telephone advice line to help disabled people with issues including their legal rights, finding employment, and discrimination at work.

Choose £0 if you do not want to donate to Scope UK, should you win the prize.
[Your chosen donation: £_____]

Please note that this is not promotional material. The researchers conducting this survey are not affiliated with any charity. Scope UK did not write, and do not necessarily endorse, any of the questions or materials in this survey.

POSTERIORS

You chose to donate £XX to The Survivors' Trust, a charity which supports survivors of rape and sexual abuse. Would your choice have been different if it had instead been a charity which supported survivors of workplace sexual harassment in all its forms?

*[Yes, I would have donated **less** to a charity supporting survivors of workplace sexual harassment;*

*Yes, I would have donated **more** to a charity supporting survivors of workplace sexual harassment;*

No, I would have donated the same amount]

You will receive a bonus if we select this question for payment and your guess is 5 or less away from the true answer according to a recent UK-wide survey.

A recent survey in the USA asked 1000 women if they'd experienced workplace sexual harassment, defined as a range of unwanted sexual behaviours including:

- Colleagues sharing inappropriate sexual materials
- Unwanted jokes, comments, or social media messages of a sexual nature from colleagues
- Unwelcome verbal sexual advances
- Unwanted touching, flashing or attempts to kiss
- Serious sexual assault or rape

Out of every 100 American women, how many do you think said they'd experienced any form of sexual harassment at work?

[Your guess: _____ out of 100]

How confident are you that your guess is close to the true number?

[Not confident at all; Not very confident; Quite Confident; Very Confident]

HARMS POSTERIORS

You will receive a bonus if we select this question for payment and your guess is 5 or less away from the true answer according to a recent UK-wide survey.

The same US survey asked the women who'd experienced workplace sexual harassment whether they quit or changed their job as a result.

Out of every 100 women who experienced sexual harassment at work, how many quit or changed their job, according to this survey?

[Your guess: _____out of 100]

How confident are you that your guess is close to the true number?

[Not confident at all; Not very confident; Quite Confident; Very Confident]

You will receive a bonus if we select this question for payment and your guess is 5 or less away from the true answer according to a recent UK-wide survey.

Researchers in Sweden studied whether women would take a pay cut to avoid jobs where sexual harassment took place.

Sexual harassment was defined by a survey asking female lawyers if they'd experienced either less severe (e.g., sexual jokes) or more severe (e.g., sexual assault) forms of harassment.

What pay cut in % would the average Swedish woman take to avoid jobs where sexual harassment took place, according to this study?

[Your guess: _____%]

How confident are you that your guess is close to the true number?

[Not confident at all; Not very confident; Quite Confident; Very Confident]

Researchers in Norway studied the psychological effects of sexual harassment.

The researchers asked women if they experienced sexual harassment at work, defined as any of the following:

- Unwanted verbal sexual attention
- Unwanted physical sexual behaviours
- Sexual pressure

Out of every 100 Norwegian women who experienced workplace sexual harassment, how many felt psychological distress afterwards, according to this survey?

[Your guess: _____out of 100]

How confident are you that your guess is close to the true number?

[Not confident at all; Not very confident; Quite Confident; Very Confident]

TREATMENT VIDEO

Please now watch this short video. Please watch to the end and do not click on any links that appear at the end of the video.

Please pay attention as there may be additional bonuses for remembering information from these videos later in the survey.

[Show a randomly-selected video: either the prevalence, harms, or effectiveness treatment video – see above for script]

DEMOGRAPHICS

How do you describe yourself?
[Male; Female; Non-binary / third gender; Prefer to self-describe_____; Prefer not to say]

What is your age?
[dropdown of possible ages from 18 to over 65]

Which political party do you support?
[Conservatives; Labour; Liberal Democrat; SNP; Other; None]

Have you ever held a job?
[Yes, No]

(If 'yes' to 'Have you ever held a job') What best describes the industry/sector of your current or most recent job?
[dropdown list of industries]

Which of the following best describes your sexual orientation?
[Heterosexual (straight), homosexual (gay), Bisexual, Other, Prefer not to say]

Are you now married, divorced, separated, widowed or never married?
[Married, Divorced, Separated, Widowed, Never married]

What was your household's income from all sources, before taxes and subsidies, in 2022/23 in GBP (£)?

By household we mean yourself and any family living with you but not renters and roommates.
[Less than £10,000, Between £10,000 and £25,000, Between £25,000 and £50,000, Between £50,000 and £75,000, Over £75,000]

What best describes your religion?
[Buddhist, Christian, Hindu, Jewish, Muslim, Sikh, Other religion, No religion, Not sure / prefer not to say]

Earlier we showed you some videos. We are curious how much you remember from them. This is not an attention check and it is OK if you do not remember. However, we will pay a bonus of £0.50 to people who remember at least one number to within 2%.

(If shown Prevalence treatment:)

According to the videos we showed you earlier, how many women out of 100 have experienced sexual harassment in the past 12 months?

[Your answer: _____]

(If shown Harms treatment:)

According to the videos we showed you earlier, how many women out of 100 would take a job with 10% lower pay to avoid a job where they have reason to believe there was a recent incident of sexual harassment?

[Your answer: _____]

Among women who have experienced sexual harassment, how many out of 100 said they had worse mental health for several weeks or months after?

[Your answer: _____]

(If shown Effectiveness treatment:)

According to the videos we showed you earlier, among women who reported sexual harassment to their employer, how many out of 100 were satisfied with the outcome?

[Your answer: _____]

(Optional) Is there anything else you'd like to share about why you responded the way you did, or clarify about your answers? Our goal is to understand people's views, so anything explaining your thoughts is helpful.
[text entry]

(Optional) Do you have any feedback for the researchers? For instance, did anything not work properly? Was anything confusing or unclear?

We welcome all feedback as it helps improve the survey for future participants.
[text entry]

Thank you for taking part in our survey. Every participant is really valuable to us.

If you have been affected by any of the issues raised in this survey, help is available. The following websites offer a range of support options for people who may have

been affected by abuse, harassment or sexual violence.

https://www.mind.org.uk/information-support/guides-to-support-and-services/abuse/

https://www.gov.uk/guidance/support-for-victims-of-sexual-violence-and-abuse

Please now click the button below to be redirected back to Prolific and register your submission.

C.4 Policymakers' Survey

CONSENT

You are invited to participate in a research study conducted by Profs. Matthew Ridley and Sonia Bhalotra at the University of Warwick. We expect the survey will take about 10 minutes to complete.

Your responses will be treated with strict confidentiality. The results of the survey will be used for scientific research.

Before you decide to participate, it is important that you understand the purpose of the study, the procedures involved, potential risks and benefits, and your rights as a participant, all of which are described in the participant information leaflet; to access this leaflet, please click here.

Your participation is entirely voluntary, and you may withdraw at any time without penalty.

If you complete the survey you will receive a payment of £10.

By checking the box below, you acknowledge that you have read and understood the knowledge provided in this consent form. You voluntarily agree to participate in this research study, knowing that you are free to withdraw at any time.

[I consent to participate in this research study; I do not consent to participate in this research study]

QUESTIONS

Thank you so much for considering our survey. The goal of this survey is to understand your perspective on two issues faced by women in the workplace in your country: the gender pay gap and sexual harassment.

We will ask questions to understand how you perceive the scale of these problems, their societal impact, and the current legal and legislative situation.

In all questions, we are interested in what you currently believe based on your existing knowledge and expertise. We would prefer it if you did not look anything up. It is fine if you are uncertain about the answer and we will give you ways to express that uncertain.

Please be aware that this survey covers sensitive topics. As specified above, you are free to withdraw at any time.

Are you happy to continue with the survey?

[Yes; No]

In which country are you based?

[United Kingdom, United States, Australia, India, Other, Prefer not to answer]

What is your best estimate of the gender pay gap in [COUNTRY] today? *Note: COUNTRY = 'your country' if policymaker's country is 'Other' or 'Prefer not to answer'*

I estimate that in [COUNTRY] today, the average woman earns [UNIT]__ for every [UNIT]1 that the average man earns.

Naturally, you may be uncertain about the true number. The next questions are about gauging your uncertainty.

What do you think is the **highest** this number could plausibly be? (This would correspond to the smallest pay gap.) __ *for every [UNIT]1 a man earns OR Prefer not to answer*

What do you think is the **lowest** this number could plausibly be? (This would correspond to the largest pay gap.) __ *for every [UNIT]1 unit a man earns OR Prefer not to answer*

What is your best estimate of the gender gap in employment rates in [COUNTRY] today?

I estimate that in my country today, for every 100 men who are employed, __ women are employed.

Naturally, you may be uncertain about the true number. The next questions are about gauging your uncertainty.

What do you think is the **highest** this number could plausibly be? __ *women are employed for every 100 men employed. OR Prefer not to answer*

What do you think is the **lowest** this number could plausibly be? __ *women are employed for every 100 men employed. OR Prefer not to answer*

Here is one definition of workplace sexual harassment:

"Sexual harassment is any behaviour of a sexual nature, or based on sex, which creates an intimidating, hostile or humiliating work environment for the person receiving it."

Under this definition, out of every 100 women in [COUNTRY], how many do you think have been sexually harassed at work in the past year? *Your guess: __ out of 100 OR Prefer not to answer*

Naturally, you may be uncertain about the true number. The next questions are about gauging your uncertainty.

What do you think is the **highest** this number could plausibly be? __ *out of 100 OR Prefer not to answer*

What do you think is the **lowest** this number could plausibly be? __ *out of 100 OR Prefer not to answer*

Continue to think about the same definition of sexual harassment:

"Sexual harassment is any behaviour of a sexual nature, or based on sex, which creates an intimidating, hostile or humiliating work environment for the person receiving it."

Out of 100 women in [COUNTRY] who experience sexual harassment at work, how many do you think would say they had **worse mental health** for several weeks or months after as a result? *Your guess: __ out of 100 OR Prefer not to answer*

Naturally, you may be uncertain about the true number. The next questions are about gauging your uncertainty.

What do you think is the **highest** this number could plausibly be? __ *out of 100 OR Prefer not to answer [Store answer as Highest_MH]*

What do you think is the **lowest** this number could plausibly be? __ *out of 100 OR Prefer not to answer*

Continue to think about the same definition of sexual harassment:

"Sexual harassment is any behaviour of a sexual nature, or based on sex, which creates an intimidating, hostile or humiliating work environment for the person receiving it."

Out of 100 women in [COUNTRY] who experience sexual harassment at work, how many do you think would say they **quit their job** as a result? *Your guess: __ out of 100 OR Prefer not to answer*

Naturally, you may be uncertain about the true number. The next questions are about gauging your uncertainty.

What do you think is the **highest** this number could plausibly be? __ *out of 100 OR Prefer not to answer*

What do you think is the **lowest** this number could plausibly be? __ *out of 100 OR Prefer not to answer*

Would you take a pay cut to avoid the risk of sexual harassment?

Suppose you had offers for the following two jobs and had to choose one. **Which would you choose?** Assume the jobs are identical in all other respects.

[They must select one of the following, OR select 'Prefer not to answer':]

Job A	Job B
• **Pays the same** as your current wage • You have good reason to believe there was a **recent incident of sexual harassment** at this job (you do not know more details).	• **Pays 10% less** than your current wage • You have **no reason to believe** there was a recent incident of sexual harassment at this job.

What do you think other people would do?

We asked the above question to a sample of women in the UK.

Out of **100 women** in the UK who answered the above question, how many do you think chose **Job B** (the job that pays less)? *Your guess: __ out of 100 OR Prefer not to answer*

Out of **100 women** in [COUNTRY], how many do you think would choose **Job B** (the job that pays less)? *Your guess: __ out of 100 OR Prefer not to answer*

Naturally, you may be uncertain about the true number of women in [COUNTRY] who'd choose job B. The next questions are about gauging your uncertainty.

What do you think is the **highest** this number could plausibly be? __ *out of 100 OR Prefer not to answer*

What do you think is the **lowest** this number could plausibly be? __ *out of 100 OR Prefer not to answer*

Harassment disclosure on references

Often to get a new job, you need a reference from your previous employer.

Suppose someone's previous employer knew they had commited sexual harassment. Some people have proposed that the law should require the employer to disclose this information in the reference they provide.

Suppose the [LEGISLATURE] in [COUNTRY] debated this law. What do you think are the chances that it would be passed? __ % *OR Prefer not to answer*

And what percentage of the [LEGISLATURE] do you think would support this law? __ *out of 100 OR Prefer not to answer*

We asked a large sample of UK adults on an online survey platform if they supported the law above. These adults were **not** shown any information about sexual harassment (e.g. how common it is) before answering this question.

What proportion of UK adults do you think indicated they 'supported' or 'strongly supported' the proposed policy above? *Your guess:* __ *out of 100 OR Prefer not to answer*

[If not from UK:] What proportion of adults in [COUNTRY] do you think would 'support' or 'strongly support' the proposed policy above? *Your guess:* __ *out of 100 OR Prefer not to answer*

Naturally, you may be uncertain about the true number in [COUNTRY] who would support or strongly support the policy. The next questions are about gauging your uncertainty.

What do you think is the **highest** this number could plausibly be? __ *out of 100 OR Prefer not to answer*

What do you think is the **lowest** this number could plausibly be? __ *out of 100 OR Prefer not to answer*

EHRC fining powers

[Only ask the below page if the respondent is from the UK:]

The Equality and Human Rights Commission (EHRC) is one of the main regulators that is supposed to enforce the law against workplace sexual harassment.

The EHRC has some powers, but our understanding is that it has not issued large fines on many companies for workplace sexual harassment, and it lacks the same power as some other regulators.

Suppose the UK Parliament debated a law which would make it easier for the EHRC to issue large fines to companies that it thinks have not done enough to prevent or redress workplace sexual harassment.

What do you think are the chances that it would be passed?

__ % OR Prefer not to answer

And what proportion of MPs do you think would support this law? __ *out of 100 OR Prefer not to answer*

We asked a large sample of UK adults on an online survey platform if they supported the law above. These adults were **not** shown any information about sexual harassment (e.g. how common it is) before answering this question.

What proportion do you think indicated they 'supported' or 'strongly supported' the proposed policy above? *Your guess: __ out of 100 OR Prefer not to answer*

Naturally, you may be uncertain about the true number who support or strongly support this law. The next questions are about gauging your uncertainty.

What do you think is the **highest** this number could plausibly be? __ *out of 100 OR Prefer not to answer*

What do you think is the **lowest** this number could plausibly be? __ *out of 100 OR Prefer not to answer*

Hiring quotas for women

Suppose the [LEGISLATURE] in [COUNTRY] debated a law that would require big companies to fill at least 40% of senior management positions with women.

What do you think are the chances that it would be passed?

__ % OR 'My country already has a law like this' OR Prefer not to answer

And what proportion of [LEGISLATORS] do you think would support this law? *__ out of 100 OR 'My country already has a law like this' OR Prefer not to answer*

We asked a large sample of UK adults on an online survey platform if they supported the law above. These adults were **not** shown any information about sexual harassment (e.g. how common it is) before answering this question.

What proportion of UK adults do you think indicated they 'supported' or 'strongly supported' the proposed policy above? *Your guess: __ out of 100 OR Prefer not to answer*

[If not from UK:] What proportion of adults in [COUNTRY] do you think would 'support' or 'strongly support' the proposed policy above? *Your guess: __ out of 100 OR Prefer not to answer*

Naturally, you may be uncertain about the true number in [COUNTRY] who would support or strongly support this law. The next questions are about gauging your uncertainty.

What do you think is the **highest** this number could plausibly be? *__ out of 100 OR Prefer not to answer*

What do you think is the **lowest** this number could plausibly be? *__ out of 100 OR Prefer not to answer*

Whistleblower protection

The UK government is currently considering a reform that extends legal protection to whistleblowers- people who report issues in the public interest. The government is considering adding workplace sexual harassment to the list of issues on which reporting is encouraged.

Suppose [LEGISLATURE] in [COUNTRY] debated such a reform.

What do you think are the chances that it would be passed?

__ % OR 'My country already has a law like this' OR Prefer not to answer

And what percentage of the [LEGISLATURE] do you think would support this law? *__ % OR 'My country already has a law like this' OR Prefer not to answer*

We asked a large sample of UK adults on an online survey platform if they supported the law above. These adults were **not** shown any information about sexual harassment (e.g. how common it is) before answering this question.

What proportion of UK adults do you think indicated they 'supported' or 'strongly supported' the proposed policy above? *Your guess: __ out of 100 OR Prefer not to answer*

[If not from UK:] What proportion of adults in [COUNTRY] do you think would 'support' or 'strongly support' the proposed policy above? *Your guess: __ out of 100 OR Prefer not to answer*

NDA Bans

Across the world, Non-Disclosure Agreements (NDAs) have been used by employers to prevent people who experienced workplace sexual harassment from talking about their experiences (Garrahan, 2017), and to preclude other employees from reporting or testifying as witness (Huang, 2019).

Prompted by the #MeToo movement, since 2017, a number of states in the USA have banned NDAs (with a view to empowering potential victims and witnesses of harassment).

Suppose [LEGISLATURE] in [COUNTRY] debated a law that would prevent the use of NDAs to stop people disclosing sexual harassment. (Specifically, it would render unenforceable any provision in an NDA that prevents sexual harassment disclosure).

What do you think are the chances that it will be passed? __ *% OR 'My country already has a law like this' OR Prefer not to answer*

And what proportion of [LEGISLATORS] do you think would support this law? __ *out of 100 OR Prefer not to answer*

[Only ask the below page if the respondent is from the UK:]

Below is a short 'true or false' quiz relating to the law around workplace sexual harassment in the UK. We are interested in your views of how the general public would perform on this quiz. First, though, please take the quiz yourself. Please say whether you think each statement below is true or false.

(We are interested in what you know already, so please don't feel the need to look up the answers).

	True	False
Legally, sexual harassment can include any unwanted conduct of a sexual nature that violates your dignity or creates an intimidating, hostile, degrading or offensive work environment.		
Sexual harassment is only against the law if you asked the person to stop and they didn't.		
Sexual harassment can be unintentional.		
Your employer is liable (i.e. legally responsible) if another employee sexually harasses you at work.		
If you have been sexually harassed at work, you can make a claim at an Employment Tribunal and get compensation, but it can take years and the outcome is uncertain.		
Official government bodies including ACAS (the Advisory, Conciliation and Arbitration Service) offer free legal advice for people who may have been sexually harassed at work.		
Employers can only investigate sexual harassment reports when it is not a criminal matter. If it is a criminal matter, you must report it to the police.		
Legally, you must prove 'beyond reasonable doubt' that sexual harassment happened for your employer to take action.		

We gave the same quiz to a large sample of UK adults on an online survey platform. How many questions do you think the **average person** in that sample answered correctly?

Your guess: __ out of 8 OR Prefer not to answer

Naturally, you may be uncertain about the true number. The next questions are about gauging your uncertainty.

What do you think is the **highest** this number could plausibly be? __ *out of 8 OR Prefer not to answer*

What do you think is the **lowest** this number could plausibly be? __ *out of 8 OR Prefer not to answer*

[Only ask the below page if the respondent is from the UK:]

Imagine MPs in the UK learned that in fact, the average person would answer only , *[Lowest_correct]* out of 8 questions correctly in the true or false quiz you took above.

Suppose that this information came from a highly credible source and all MPs believed it fully.

Do you think this information would change in any way the laws that Parliament is willing to pass on sexual harassment?

[Yes; No; Prefer not to answer]

[If yes:] Which, if any, of the following policies (which we described earlier) do you think MPs would vote for if they learned this information? Select all that apply.

- Require employers to disclose on references when a person was fired for harassment
- Give the EHRC the power to fine companies which it thinks have not done enough to prevent workplace sexual harassment
- Require big companies to fill at least 40% of senior management positions with women
- Extend legal protection to whistleblowers over sexual harassment
- Ban use of nondisclosure agreements (NDAs) around sexual harassment

---

Imagine that [LEGISLATORS] in [COUNTRY] learned that in fact, *[Highest_Prev]* out of 100 women in [COUNTRY] had experienced workplace sexual harassment.

Suppose that this information came from a highly credible source and all [LEGISLATORS] believed it fully.

Do you think this information would change in any way the laws that the [LEGISLATURE] in [COUNTRY] is willing to pass on sexual harassment?

[Yes; No; Prefer not to answer]

[If yes:] Which, if any, of the following policies (which we described earlier) do you think [LEGISLATORS] would vote for if they learned this information? Select all that apply.

- Require employers to disclose on references when a person was fired for harassment
- *[Only include if policymaker is from the UK:]* Give the EHRC the power to fine companies which it thinks have not done enough to prevent workplace sexual harassment
- Require big companies to fill at least 40% of senior management positions with women
- Extend legal protection to whistleblowers over sexual harassment
- Ban nondisclosure agreements (NDAs) around sexual harassment

Imagine that [LEGISLATORS] in [COUNTRY] learned that in fact, *[Highest_MH]* out of 100 women in [COUNTRY] who experience sexual harassment at work had worse mental health for weeks or months afterward.

Suppose that this information came from a highly credible source and all [LEGISLATORS] believed it fully.

Do you think this information would change in any way the laws that the [LEGISLATURE] in [COUNTRY] is willing to pass on sexual harassment?

[Yes; No; Prefer not to answer]

[If yes:] Which, if any, of the following policies (which we described earlier) do you think [LEGISLATORS] would vote for if they learned this information? Select all that apply.

- Require employers to disclose on references when a person was fired for harassment
- *[Only include if policymaker is from the UK:]* Give the EHRC the power to fine companies which it thinks have not done enough to prevent workplace sexual harassment
- Require big companies to fill at least 40% of senior management positions with women
- Extend legal protection to whistleblowers over sexual harassment
- Ban use of nondisclosure agreements (NDAs) around sexual harassment

Imagine that [LEGISLATORS] in [COUNTRY] learned that in fact, *[Highest_supp_ref]* out of 100 people in [COUNTRY] supported the policy of requiring employers to disclose on references when a person was known to have committed sexual harassment.

Suppose that this information came from a highly credible source and all [LEGISLATORS] believed it fully.

Do you think this information would make the [LEGISLATURE] in [COUNTRY] more likely to pass such a law?

[Yes; No; Prefer not to say]

[Only show the below page if policymaker is from the UK:]

Imagine that MPs learned that in fact, *[Highest_supp_fine]* out of 100 people in the UK supported the policy of giving the EHRC the power to fine companies it thinks have not done enough to prevent sexual harassment.

Suppose that this information came from a highly credible source and all MPs believed it fully.

Do you think this information would make Parliament more likely to pass such a law?

[Yes; No; Prefer not to say]

Imagine that [LEGISLATORS] in [COUNTRY] learned that in fact, *[Highest_supp_quota]* out of 100 people in [COUNTRY] supported the policy of requiring big companies to fill at least 40% of senior management positions with women.

Suppose that this information came from a highly credible source and all [LEGISLATORS] believed it fully.

Do you think this information would make the [LEGISLATURE] in [COUNTRY] more likely to pass such a law?

[Yes; No; Prefer not to say]

Thank you so much for taking part in our survey.

In case it interests you, here are the results from our survey of the UK general public that we referenced during this survey.

XX out of 100 women in the UK say they have experienced workplace sexual harassment in the past year.

XX out of 100 of those who experienced sexual harassment say their mental health was worse for weeks or months later as a result.

XX out of 100 of those who experienced sexual harassment say they quit their job as a result.

XX out of 100 of those who experienced sexual harassment say they did not report the harassment to their employer.

XX out of 100 UK women would take a job paying 10% less in order to avoid a job where an incident of sexual harassment has recently taken place.

The proportion of UK voters supporting each of the laws we described earlier was as follows:

- Require employers to disclose on references when a person was fired for harassment – XX out of 100 supported
- *[Only include if policymaker is from the UK:]* Give the EHRC the power to fine companies which it thinks have not done enough to prevent workplace sexual harassment – XX out of 100 supported
- Require big companies to fill at least 40% of senior management positions with women – XX out of 100 supported
- Extend legal protection to whistleblowers over sexual harassment – XX out of 100 supported
- Ban use of nondisclosure agreements (NDAs) around sexual harassment – XX out of 100 supported

C.5 Petition Scripts

1. Fines

Title: Strengthen UK workplace sexual harassment regulation by allowing EHRC to fine companies

Starting in October 2024, the Worker Protection Act requires employers to take "reasonable steps" to protect employees from sexual harassment.

The Equality and Human Rights Commission (EHRC) is one of the main regulators that is supposed to enforce this law.

The EHRC has some powers, but it does not currently have the power to fine companies that have not done enough to prevent workplace sexual harassment.

We urge the UK government to empower the EHRC to levy fines on companies (up to 4% of annual turnover) if they fail to abide by the Worker Protection Act.

This would provide further incentives for companies to take actions and provide more comprehensive protection for employees.

Support our fight to enhance the current regulations on workplace sexual harassment and sign this petition!

Link 1: https://chng.it/RwJ9h2Grn4
Link 2: https://chng.it/5PsVXT6fSF
Link 3: https://chng.it/M7QrjzF2Pk

_____

2. Female managers

Title: Strengthen UK workplace sexual harassment regulation with hiring quotas for female managers

In many European countries, but not the UK, there are quotas for women in management. This means that big companies legally must fill a minimum percentage of senior management posts with women, or they will get fined. Studies have shown that companies with more female managers are more effective in dealing with workplace sexual harassment.

We urge the UK government to follow these practices and require big companies to fill at least 40% of their senior management positions with women.

This will reduce workplace sexual harassment and provide a more inclusive working environment.

Support our fight to enhance the current regulations on workplace sexual harassment and sign this petition!

Link 1: https://chng.it/8MMHFnhjrY
Link 2: https://chng.it/PzMRyFyBQt
Link 3: https://chng.it/YTWB8JTGxM

3. Disclosure of harassment on employment reference
Title: Require employment references to disclose sexual harassment perpetration

One bottleneck for tackling workplace sexual harassment is the lack of punishment for perpetrators. Even if they are fired due to the incidents, they can find a new job as if there has been no fault on their side.

In many cases, before extending a job offer, firms will reach out to previous employers for references on the job candidate's previous firm. Currently, firms are not required to disclose any information even if the employee has harassed others sexually at work.

We urge the UK government to require firms to disclose sexual harassment incidents when providing references to perpetrators they fired.

This will prevent people from committing sexual harassment at work, knowing that it will be more difficult to find jobs if they are fired.

Support our fight to enhance the current regulations on workplace sexual harassment and sign this petition!

Link 1: https://chng.it/HCkNZpFmm8
Link 2: https://chng.it/zLk5gZKyhB
Link 3: https://chng.it/HF9bHQRYyV

4. Banning non-disclosure agreements
Title: Strengthen UK workplace sexual harassment regulation by banning NDA's that 'gag' victims

Sexual harassment victims often find that to get compensation from a firm they have sign non-disclosure agreements that prevent them from talking publicly about the harassment. This perpetuates the culture of silence around harassment.

We urge the UK government to ban (make unenforceable) provisions of non-disclosure agreements that prevent victims from talking about sexual harassment.

Support our fight to enhance the current regulations on workplace sexual harassment and sign this petition!

Link 1: https://chng.it/y4xk4SRXvL

Link 2: https://chng.it/snkwKFbmKK
Link 3: https://chng.it/rRwLbvFXfh

5. Whistleblowing reform

Title: Strengthen UK workplace sexual harassment regulation by protecting whistleblowers

The UK has legislation to protect 'whistleblowers' who speak up publicly about bad practices at work from retaliation by their employers. However, these laws do not explicitly protect those who speak up publicly against sexual harassment at work.

We urge the UK government to enact explicit legal protection for people who blow the whistle on workplace sexual harassment.

Support our fight to enhance the current regulations on workplace sexual harassment and sign this petition!

Link 1: https://chng.it/nvKZtgRdsK
Link 2: https://chng.it/D9wcSRFnzS
Link 3: https://chng.it/F45BFH2ywj