

Employee Survey February 2010

- Q1** Does your company have rules dictating romantic relationships in the workplace?
 Yes24% *Don't Know*36%
 No41%
- Q2** Would you allow yourself to enter into a romantic relationship with a co-worker?
 Yes30% No70%
- Q3** Would you allow yourself to enter into a romantic relationship with your supervisor?
 Yes16% No84%
- Q4** Would you allow yourself to enter into a romantic relationship with a work subordinate?
 Yes 18%
 No82%
- Q5** Have you ever entered into a romantic relationship with a co-worker?
 Yes 26%
 No 74%
- Q6** If you had a romantic relationship with a co-worker, who would you most likely share that information with?
Post on Facebook/Social Networking Site 4%
Entire Office 4%
Close Friends and Family Only 30%
Only Document it with HR 2%
 No One 59%
- Q7** What would you assume to be the most significant positive result of having an office romance?
Achievment of Higher Status at Work, Socially or Professionally 5%
Favoritism as a result of relationship 3%
Achievment of more work-life balance 7%
Improved work performance and morale 8%
 No positive effects 77%
- Q8** What would you assume to be the most significant negative result of having an office romance?
Damage to Reputation 34% *Potential for Sexual Harassment Charges* 9%
Distractions at Work/Loss of Productivity 20% *No Negative Effects* 20%
Loss of Job 16%
- Q9** If faced with either ending a healthy loving relationship with a co-worker or giving up your job, which would you chose?
End relationship to keep job57% *Quit job to save relationship*43%
- Q10** Have you observed other romantic relationships or acts of romantic affection at your workplace?
 Yes 44%
 No 56%
- Q11** Did observing this relationship make you feel uncomfortable or impact your work?
 Yes 37%
 No 63%
- Q12** Would you categorize the number of romantic relationships you have observed at your workplace as increasing, decreasing or remaining about the same?
Increasing 10%
Decreasing 20%
Remaining the Same 70%
- Q13** At your office, how many people would you say have entered into an inter-office romance in the past five years?
 None 59%
 One or Two 25%
 Three to Five 11%
 Five or more 5%

Q14 How would you view a co-worker who entered into an office romance?

- Individual is normal* 30%
- Individual is not focused on job*..... 21%
- Individual is Happy/Productive*..... 7%
- Individual is Offense* 4%
- None of My Business*..... 38%

Q15 Would you view a romantic relationship between two co-workers as grounds for sexual harassment?

- Yes* 10%
- No*..... 65%
- Depends on Circumstances*..... 25%

Q16 Are you aware of sexual harassment cases that resulted from romantic relationships at your workplace?

- Yes* 20%
- No*..... 80%

Q17 Do you think training on workplace romance issues would help alleviate problems or concerns surrounding romance in the workplace?

- Yes* 41% *No*..... 59%

Q18 Are public displays of affection acceptable behavior while at the office?

- Yes* 12%
- No*..... 88%

Q19 Do you think public displays of affection while at the office should be banned?

- Yes* 57%
- No*..... 43%

Q20 If you are a woman, press 1. If a man, press 2.

- Woman* 54% *Man*..... 46%

Q21 If you are 18 to 29, press 1. If 30 to 45, press 2. If 46 to 65, press 3. If older than 65, press 4.

- 18 to 29*..... 7% *46 to 65*..... 50%
- 30 to 45*..... 21% *Older than 65*..... 22%

Q22 If you are Hispanic, press 1. If white, press 2. If black, press 3. If other, press 4.

- Hispanic*..... 15%
- White* 69%
- Black*..... 12%
- Other*..... 4%

Q23 What kind of industry do you work in? If you work in a service industry, press 1. If you work in retail or wholesale trade, press 2. If you work in finance, insurance or real estate, press 3. If you work in a construction or minerals industry, press 4. If you work in a manufacturing business, press 5. If you work in transportation, communication or utilities, press 6. If education, press 7. If health care, press 8. If you are a government employee, press 9.

- Service industry* 27%
- Retail or wholesale trade* 10%
- Finance, insurance, or real estate*..... 9%
- Construction or minerals industry*..... 5%
- Manufacturing business* 10%
- Transportation, communication, or utilities*..... 6%
- Education*..... 14%
- Health care* 10%
- Government employee*..... 10%

Q24 If you make less than \$25,000 a year, press 1. If you make between \$25,000 and \$50,000 a year, press 2. If you make between \$50,000 and \$75,000 a year, press 3. If you make between \$75,000 and \$100,000 a year, press 4. If you make more than \$100,000 a year, press 5.

- Under \$25,000*..... 30%
- \$25,000 to \$50,000*..... 30%
- \$50,000 to \$75,000*..... 20%
- \$75,000 to \$100,000*..... 10%
- More than \$100,000*..... 10%



Crosstabs

	Base	Gender	
		Woman	Man
Company Rules on Workplace Romance			
Yes	24%	22%	25%
No	41%	39%	42%
Don't Know	36%	38%	33%

	Base	Gender	
		Woman	Man
Allow Yourself to have Co-Worker Relationship			
Yes	30%	27%	34%
No	70%	73%	66%

	Base	Gender	
		Woman	Man
Allow Yourself to have Supervisor Relationship			
Yes	16%	13%	18%
No	84%	87%	82%

Crosstabs

	Base	Gender	
		Woman	Man
Allow Yourself to have Subordinate Relationship			
Yes	18%	15%	21%
No	82%	85%	79%

	Base	Gender	
		Woman	Man
Past Relationship with Co-Worker			
Yes	26%	22%	31%
No	74%	78%	69%

	Base	Gender	
		Woman	Man
Sharing of Co-Worker Relationship			
Post on Facebook/Social Networking Site	4%	5%	3%
Entire Office	4%	3%	6%
Close Friends and Family Only	30%	34%	25%
Only Document it with HR	2%	2%	3%
No One	59%	56%	63%

Crosstabs

	Base	Gender	
		Woman	Man
Biggest Positive of Office Romance			
Achievement of Higher Status at Work, Socially or Professionally	5%	3%	6%
Favoritism as a result of relationship	3%	1%	4%
Achievement of more work-life balance	7%	8%	6%
Improved work performance and morale	8%	7%	10%
No positive effects	77%	80%	74%

	Base	Gender	
		Woman	Man
Biggest Negative of Office Romance			
Damage to Reputation	34%	35%	33%
Distractions at Work/Loss of Productivity	20%	20%	20%
Loss of Job	16%	19%	13%
Potential for Sexual Harassment Charges	9%	6%	13%
No Negative Effects	20%	20%	21%

	Base	Gender	
		Woman	Man
Choose between Job/Relationship			
End relationship to keep job	57%	58%	56%
Quit job to save relationship	43%	42%	44%

Crosstabs

	Base	Gender	
		Woman	Man
Observed Workplace Romance			
Yes	44%	41%	47%
No	56%	59%	53%

	Base	Gender	
		Woman	Man
Discomfort from Workplace Relationships?			
Yes	37%	43%	30%
No	63%	57%	70%

	Base	Gender	
		Woman	Man
Trend of Workplace Romances			
Increasing	10%	9%	10%
Decreasing	20%	20%	20%
Remaining the Same	70%	71%	70%

Crosstabs

	Base	Gender	
		Woman	Man
Quantity of Workplace Relationships			
None	59%	60%	57%
One or Two	25%	26%	24%
Three to Five	11%	9%	14%
Five or more	5%	5%	5%

	Base	Gender	
		Woman	Man
View of Co-Worker in Office Romance			
Individual is normal	30%	27%	33%
Individual is not focused on job	21%	21%	22%
Individual is Happy/Productive	7%	7%	7%
Individual is Offense	4%	4%	3%
None of My Business	38%	41%	35%

	Base	Gender	
		Woman	Man
Relationship grounds for sexual harassment?			
Yes	10%	11%	10%
No	65%	64%	66%
Depends on Circumstances	25%	25%	25%

Crosstabs

		Gender		
		Base	Woman	Man
Sexual Harassment from Workplace Romance				
	Yes	20%	19%	22%
	No	80%	81%	78%

		Gender		
		Base	Woman	Man
Training on Workplace Romance Helpful				
	Yes	41%	42%	40%
	No	59%	58%	60%

		Gender		
		Base	Woman	Man
Office PDA Acceptable				
	Yes	12%	10%	15%
	No	88%	90%	85%

Crosstabs

	Base	Gender	
		Woman	Man
Ban Office PDA?			
Yes	57%	66%	47%
No	43%	34%	53%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Company Rules on Workplace Romance					
Yes	24%	51%	22%	25%	14%
No	41%	41%	51%	45%	22%
Don't Know	36%	8%	28%	30%	64%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Allow Yourself to have Co-Worker Relationship					
Yes	30%	29%	36%	31%	23%
No	70%	71%	64%	69%	77%

Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Allow Yourself to have Supervisor Relationship					
Yes	16%	18%	19%	13%	16%
No	84%	82%	81%	87%	84%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Allow Yourself to have Subordinate Relationship					
Yes	18%	26%	20%	16%	18%
No	82%	74%	80%	84%	82%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Past Relationship with Co-Worker					
Yes	26%	16%	34%	28%	18%
No	74%	84%	66%	72%	82%

Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Sharing of Co-Worker Relationship					
Post on Facebook/Social Networking Site	4%	15%	3%	3%	5%
Entire Office	4%	19%	6%	3%	1%
Close Friends and Family Only	30%	22%	44%	28%	24%
Only Document it with HR	2%	5%	3%	1%	4%
No One	59%	38%	45%	66%	65%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Biggest Positive of Office Romance					
Achievment of Higher Status at Work, Socially or Professionally	5%	23%	2%	3%	4%
Favoritism as a result of relationship	3%	5%	2%	2%	4%
Achievment of more work-life balance	7%	13%	10%	7%	2%
Improved work performance and morale	8%	9%	7%	8%	10%
No positive effects	77%	49%	78%	80%	79%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Biggest Negative of Office Romance					
Damage to Reputation	34%	37%	34%	33%	37%
Distractions at Work/Loss of Productivity	20%	18%	22%	22%	16%
Loss of Job	16%	6%	18%	20%	10%
Potential for Sexual Harassment Charges	9%	10%	7%	10%	8%
No Negative Effects	20%	30%	20%	15%	29%

Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Choose between Job/Relationship					
End relationship to keep job	57%	65%	49%	56%	65%
Quit job to save relationship	43%	35%	51%	44%	35%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Observed Workplace Romance					
Yes	44%	46%	43%	47%	37%
No	56%	54%	57%	53%	63%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Discomfort from Workplace Relationships?					
Yes	37%	25%	44%	31%	48%
No	63%	75%	56%	69%	52%

Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Trend of Workplace Romances					
Increasing	10%	17%	9%	7%	14%
Decreasing	20%	17%	14%	24%	18%
Remaining the Same	70%	66%	77%	69%	68%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Quantity of Workplace Relationships					
None	59%	53%	56%	58%	65%
One or Two	25%	29%	20%	27%	23%
Three to Five	11%	4%	15%	12%	9%
Five or more	5%	14%	10%	3%	2%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
View of Co-Worker in Office Romance					
Individual is normal	30%	31%	37%	31%	21%
Individual is not focused on job	21%	21%	18%	21%	25%
Individual is Happy/Productive	7%	8%	7%	7%	6%
Individual is Offense	4%	12%	3%	2%	6%
None of My Business	38%	28%	35%	39%	42%

Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Relationship grounds for sexual harassment?					
Yes	10%	27%	7%	8%	14%
No	65%	52%	65%	71%	54%
Depends on Circumstances	25%	20%	29%	21%	32%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Sexual Harassment from Workplace Romance					
Yes	20%	44%	14%	19%	21%
No	80%	56%	86%	81%	79%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Training on Workplace Romance Helpful					
Yes	41%	36%	34%	45%	39%
No	59%	64%	66%	55%	61%

Crosstabs

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Office PDA Acceptable					
Yes	12%	29%	10%	11%	10%
No	88%	71%	90%	89%	90%

	Base	Age			
		18 to 29	30 to 45	46 to 65	Older than 65
Ban Office PDA?					
Yes	57%	52%	48%	57%	66%
No	43%	48%	52%	43%	34%

	Base	Race			
		Hispanic	White	Black	Other
Company Rules on Workplace Romance					
Yes	24%	34%	21%	23%	31%
No	41%	28%	42%	46%	47%
Don't Know	36%	38%	37%	31%	22%

Crosstabs

	Base	Race			
		Hispanic	White	Black	Other
Allow Yourself to have Co-Worker Relationship					
Yes	30%	31%	32%	18%	31%
No	70%	69%	68%	82%	69%

	Base	Race			
		Hispanic	White	Black	Other
Allow Yourself to have Supervisor Relationship					
Yes	16%	28%	15%	4%	19%
No	84%	72%	85%	96%	81%

	Base	Race			
		Hispanic	White	Black	Other
Allow Yourself to have Subordinate Relationship					
Yes	18%	31%	16%	8%	22%
No	82%	69%	84%	92%	78%

Crosstabs

	Base	Race			
		Hispanic	White	Black	Other
Past Relationship with Co-Worker					
Yes	26%	28%	26%	25%	25%
No	74%	72%	74%	75%	75%

	Base	Race			
		Hispanic	White	Black	Other
Sharing of Co-Worker Relationship					
Post on Facebook/Social Networking Site	4%	16%	2%	2%	-
Entire Office	4%	6%	4%	2%	6%
Close Friends and Family Only	30%	32%	30%	30%	19%
Only Document it with HR	2%	-	3%	2%	3%
No One	59%	45%	61%	64%	72%

	Base	Race			
		Hispanic	White	Black	Other
Biggest Positive of Office Romance					
Achievement of Higher Status at Work, Socially or Professionally	5%	9%	3%	10%	-
Favoritism as a result of relationship	3%	-	3%	6%	-
Achievement of more work-life balance	7%	13%	7%	4%	-
Improved work performance and morale	8%	6%	7%	13%	19%
No positive effects	77%	72%	80%	67%	81%

Crosstabs

	Base	Race			
		Hispanic	White	Black	Other
Biggest Negative of Office Romance					
Damage to Reputation	34%	52%	32%	22%	41%
Distractions at Work/Loss of Productivity	20%	13%	22%	24%	13%
Loss of Job	16%	13%	17%	16%	13%
Potential for Sexual Harassment Charges	9%	6%	8%	20%	9%
No Negative Effects	20%	16%	21%	20%	25%

	Base	Race			
		Hispanic	White	Black	Other
Choose between Job/Relationship					
End relationship to keep job	57%	65%	52%	85%	48%
Quit job to save relationship	43%	35%	48%	15%	52%

	Base	Race			
		Hispanic	White	Black	Other
Observed Workplace Romance					
Yes	44%	43%	44%	48%	34%
No	56%	57%	56%	52%	66%

Crosstabs

	Base	Race			
		Hispanic	White	Black	Other
Discomfort from Workplace Relationships?					
Yes	37%	54%	33%	42%	27%
No	63%	46%	67%	58%	73%

	Base	Race			
		Hispanic	White	Black	Other
Trend of Workplace Romances					
Increasing	10%	16%	8%	13%	3%
Decreasing	20%	26%	18%	25%	19%
Remaining the Same	70%	58%	74%	62%	78%

	Base	Race			
		Hispanic	White	Black	Other
Quantity of Workplace Relationships					
None	59%	53%	60%	55%	61%
One or Two	25%	38%	24%	16%	26%
Three to Five	11%	6%	12%	16%	10%
Five or more	5%	3%	4%	14%	3%

Crosstabs

	Base	Race			
		Hispanic	White	Black	Other
View of Co-Worker in Office Romance					
Individual is normal	30%	28%	32%	19%	32%
Individual is not focused on job	21%	31%	19%	25%	13%
Individual is Happy/Productive	7%	6%	7%	8%	10%
Individual is Offense	4%	9%	3%	4%	3%
None of My Business	38%	25%	40%	44%	42%

	Base	Race			
		Hispanic	White	Black	Other
Relationship grounds for sexual harassment?					
Yes	10%	19%	10%	4%	9%
No	65%	59%	67%	65%	53%
Depends on Circumstances	25%	22%	24%	31%	38%

	Base	Race			
		Hispanic	White	Black	Other
Sexual Harassment from Workplace Romance					
Yes	20%	28%	16%	35%	16%
No	80%	72%	84%	65%	84%

Crosstabs

	Base	Race			
		Hispanic	White	Black	Other
Training on Workplace Romance Helpful					
Yes	41%	53%	39%	40%	31%
No	59%	47%	61%	60%	69%

	Base	Race			
		Hispanic	White	Black	Other
Office PDA Acceptable					
Yes	12%	23%	10%	8%	13%
No	88%	77%	90%	92%	88%

	Base	Race			
		Hispanic	White	Black	Other
Ban Office PDA?					
Yes	57%	58%	56%	63%	44%
No	43%	42%	44%	37%	56%

Crosstabs

	Base	Industry									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	
Company Rules on Workplace Romance											
Yes	26%	26%	32%	14%	24%	26%	27%	33%	23%	25%	
No	44%	45%	43%	52%	57%	46%	25%	29%	49%	51%	
Don't Know	30%	28%	25%	34%	19%	28%	47%	38%	28%	25%	

	Base	Industry									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	
Allow Yourself to have Co-Worker Relationship											
Yes	31%	35%	17%	38%	33%	25%	33%	33%	31%	27%	
No	69%	65%	83%	62%	67%	75%	67%	67%	69%	73%	

	Base	Industry									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	
Allow Yourself to have Supervisor Relationship											
Yes	15%	20%	16%	25%	26%	5%	8%	16%	7%	5%	
No	85%	80%	84%	75%	74%	95%	92%	84%	93%	95%	

Crosstabs

	Base	Industry								
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee
Allow Yourself to have Subordinate Relationship										
Yes	18%	21%	21%	27%	20%	15%	8%	21%	9%	10%
No	82%	79%	79%	73%	80%	85%	92%	79%	91%	90%

	Base	Industry								
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee
Past Relationship with Co-Worker										
Yes	27%	34%	18%	25%	44%	21%	30%	20%	22%	27%
No	73%	66%	82%	75%	56%	79%	70%	80%	78%	73%

	Base	Industry								
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee
Sharing of Co-Worker Relationship										
Post on Facebook/Social Networking Site	4%	8%	8%	2%	3%	4%	3%	-	-	-
Entire Office	5%	6%	11%	2%	7%	3%	-	5%	2%	8%
Close Friends and Family Only	29%	28%	27%	40%	31%	27%	14%	40%	25%	26%
Only Document it with HR	2%	1%	-	-	-	2%	8%	2%	4%	2%
No One	60%	58%	54%	56%	59%	65%	75%	53%	70%	64%

Crosstabs

	Base	Industry								
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee
Biggest Positive of Office Romance										
Achievement of Higher Status at Work, Socially or Professionally	5%	8%	6%	10%	6%	3%	10%	4%	2%	-
Favoritism as a result of relationship	3%	3%	7%	2%	-	8%	3%	-	2%	-
Achievement of more work-life balance	8%	10%	15%	6%	3%	2%	13%	6%	5%	4%
Improved work performance and morale	8%	10%	5%	4%	16%	9%	6%	2%	8%	10%
No positive effects	77%	69%	67%	78%	75%	79%	69%	88%	83%	86%

	Base	Industry								
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee
Biggest Negative of Office Romance										
Damage to Reputation	35%	34%	44%	36%	16%	35%	40%	50%	30%	18%
Distractions at Work/Loss of Productivity	21%	28%	20%	16%	28%	22%	8%	13%	19%	26%
Loss of Job	17%	15%	15%	25%	24%	11%	8%	12%	16%	32%
Potential for Sexual Harassment Charges	9%	7%	7%	4%	9%	14%	24%	6%	15%	5%
No Negative Effects	18%	16%	14%	20%	23%	19%	19%	19%	21%	18%

	Base	Industry								
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee
Choose between Job/Relationship										
End relationship to keep job	57%	51%	67%	52%	61%	60%	64%	60%	46%	65%
Quit job to save relationship	43%	49%	33%	48%	39%	40%	36%	40%	54%	35%

Crosstabs

	Base	Industry									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	
Observed Workplace Romance											
Yes	47%	52%	36%	54%	30%	35%	72%	38%	59%	44%	
No	53%	48%	64%	46%	70%	65%	28%	62%	41%	56%	

	Base	Industry									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	
Discomfort from Workplace Relationships?											
Yes	39%	36%	43%	42%	25%	59%	22%	32%	38%	62%	
No	61%	64%	57%	58%	75%	41%	78%	68%	62%	38%	

	Base	Industry									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	
Trend of Workplace Romances											
Increasing	10%	10%	14%	5%	11%	14%	13%	7%	7%	15%	
Decreasing	22%	28%	20%	21%	28%	23%	14%	15%	22%	19%	
Remaining the Same	68%	62%	66%	74%	61%	63%	73%	78%	71%	67%	

Crosstabs

	Base	Industry								
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee
Quantity of Workplace Relationships										
None	56%	57%	56%	49%	68%	57%	51%	64%	44%	51%
One or Two	27%	31%	22%	22%	21%	18%	24%	23%	36%	38%
Three to Five	11%	8%	11%	19%	4%	19%	11%	10%	12%	8%
Five or more	6%	4%	11%	10%	7%	5%	13%	2%	7%	4%

	Base	Industry								
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee
View of Co-Worker in Office Romance										
Individual is normal	32%	35%	23%	37%	29%	31%	39%	36%	25%	24%
Individual is not focused on job	22%	21%	33%	19%	27%	25%	14%	28%	15%	20%
Individual is Happy/Productive	7%	8%	5%	10%	10%	10%	-	2%	13%	5%
Individual is Offense	4%	4%	2%	6%	3%	2%	3%	1%	4%	10%
None of My Business	35%	32%	37%	28%	31%	32%	45%	33%	44%	41%

	Base	Industry								
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee
Relationship grounds for sexual harassment?										
Yes	10%	14%	5%	11%	-	14%	6%	13%	11%	4%
No	65%	68%	69%	62%	81%	61%	80%	60%	61%	58%
Depends on Circumstances	24%	18%	26%	27%	19%	25%	14%	27%	28%	38%

Crosstabs

	Base	Industry									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	
Sexual Harassment from Workplace Romance											
Yes	21%	25%	24%	35%	-	14%	37%	8%	7%	35%	
No	79%	75%	76%	65%	100%	86%	63%	92%	93%	65%	

	Base	Industry									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	
Training on Workplace Romance Helpful											
Yes	42%	37%	41%	55%	32%	46%	41%	47%	35%	50%	
No	58%	63%	59%	45%	68%	54%	59%	53%	65%	50%	

	Base	Industry									
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee	
Office PDA Acceptable											
Yes	11%	16%	6%	7%	4%	11%	15%	10%	5%	19%	
No	89%	84%	94%	93%	96%	89%	85%	90%	95%	81%	

Crosstabs

	Base	Industry								
		Service industry	Retail or wholesale trade	Finance, insurance, or real estate	Construction or minerals industry	Manufacturing business	Transportation, communication, or utilities	Education	Health care	Government employee
Ban Office PDA?										
Yes	58%	62%	47%	76%	33%	60%	30%	63%	62%	57%
No	42%	38%	53%	24%	67%	40%	70%	37%	38%	43%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Company Rules on Workplace Romance						
Yes	24%	23%	23%	23%	22%	29%
No	41%	31%	45%	40%	48%	52%
Don't Know	36%	46%	32%	37%	30%	19%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Allow Yourself to have Co-Worker Relationship						
Yes	30%	27%	29%	38%	25%	30%
No	70%	73%	71%	62%	75%	70%

Crosstabs

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Allow Yourself to have Supervisor Relationship						
Yes	16%	17%	13%	20%	11%	18%
No	84%	83%	87%	80%	89%	82%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Allow Yourself to have Subordinate Relationship						
Yes	18%	21%	14%	20%	12%	21%
No	82%	79%	86%	80%	88%	79%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Past Relationship with Co-Worker						
Yes	26%	23%	29%	33%	16%	23%
No	74%	77%	71%	67%	84%	77%

Crosstabs

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Sharing of Co-Worker Relationship						
Post on Facebook/Social Networking Site	4%	9%	3%	2%	-	3%
Entire Office	4%	6%	3%	5%	3%	3%
Close Friends and Family Only	30%	27%	34%	38%	24%	18%
Only Document it with HR	2%	2%	2%	1%	4%	4%
No One	59%	56%	58%	54%	69%	72%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Biggest Positive of Office Romance						
Achievement of Higher Status at Work, Socially or Professionally	5%	10%	1%	4%	1%	4%
Favoritism as a result of relationship	3%	2%	4%	2%	-	3%
Achievement of more work-life balance	7%	7%	9%	7%	4%	4%
Improved work performance and morale	8%	8%	9%	9%	9%	7%
No positive effects	77%	73%	77%	77%	86%	83%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Biggest Negative of Office Romance						
Damage to Reputation	34%	34%	33%	35%	38%	31%
Distractions at Work/Loss of Productivity	20%	18%	23%	20%	21%	17%
Loss of Job	16%	16%	18%	13%	12%	24%
Potential for Sexual Harassment Charges	9%	11%	5%	12%	12%	8%
No Negative Effects	20%	21%	21%	20%	17%	20%

Crosstabs

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Choose between Job/Relationship						
End relationship to keep job	57%	63%	55%	58%	47%	52%
Quit job to save relationship	43%	37%	45%	42%	53%	48%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Observed Workplace Romance						
Yes	44%	42%	40%	49%	47%	47%
No	56%	58%	60%	51%	53%	53%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Discomfort from Workplace Relationships?						
Yes	37%	48%	39%	24%	35%	29%
No	63%	52%	61%	76%	65%	71%

Crosstabs

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Trend of Workplace Romances						
Increasing	10%	15%	8%	11%	4%	1%
Decreasing	20%	17%	20%	21%	21%	27%
Remaining the Same	70%	68%	71%	68%	76%	72%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Quantity of Workplace Relationships						
None	59%	60%	61%	55%	59%	57%
One or Two	25%	24%	22%	30%	30%	18%
Three to Five	11%	9%	10%	13%	7%	23%
Five or more	5%	7%	7%	2%	4%	3%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
View of Co-Worker in Office Romance						
Individual is normal	30%	24%	26%	41%	23%	44%
Individual is not focused on job	21%	27%	19%	17%	16%	22%
Individual is Happy/Productive	7%	7%	7%	5%	9%	6%
Individual is Offense	4%	2%	6%	2%	7%	5%
None of My Business	38%	40%	41%	35%	46%	23%

Crosstabs

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Relationship grounds for sexual harassment?						
Yes	10%	19%	8%	6%	4%	7%
No	65%	57%	69%	69%	64%	69%
Depends on Circumstances	25%	24%	23%	26%	32%	24%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Sexual Harassment from Workplace Romance						
Yes	20%	26%	18%	17%	22%	18%
No	80%	74%	82%	83%	78%	82%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Training on Workplace Romance Helpful						
Yes	41%	39%	39%	49%	36%	43%
No	59%	61%	61%	51%	64%	57%

Crosstabs

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Office PDA Acceptable						
Yes	12%	18%	12%	9%	4%	7%
No	88%	82%	88%	91%	96%	93%

	Base	Income				
		Under \$25,000	\$25,000 to \$50,000	\$50,000 to \$75,000	\$75,000 to \$100,000	More than \$100,000
Ban Office PDA?						
Yes	57%	60%	57%	59%	57%	45%
No	43%	40%	43%	41%	43%	55%