

TUC Workplace Discrimination

Absolutes/col percents

Table 1

Q1. Have you experienced any of the following at work in the last 5 years?

Base: All respondents

	D1. Gender		D2. Age						D3. Ethnicity				D5. Religion								
	Total	Female (A)	Male (B)	18-24 (C)	25-34 (D)	35-44 (E)	45-54 (F)	55-64 (G)	65+ (H)	Mixed / Multiple Ethnic Groups (I)	Asian / Asian British (J)	Black / African / Caribbean / Black British (K)	Other Ethnic Group (L)	Bud-dhist (M)	Christ-ian (N)	Hindu (O)	Jewish (P)	Muslim (Q)	Sikh (R)	No reli-gion (S)	Other (T)
Unweighted base	1003	552	448	86	333	306	183	75	20	118	551	256	78	36	325	123	6	227	29	190	30
Weighted base	1003	545	455	83*	332	307	182	79*	20**	90	568	241	104*	39*	318	124	7**	229	28**	186	32**
Having to work two or more jobs for financial reasons	196 20%	97 18%	99 22%	26 32%EG	77 23%EG	43 14%	39 21%EG	8 10%	3 13%	18 20%	109 19%	53 22%	16 15%	9 23%	74 23%O	17 13%	1 11%	45 20%	4 14%	31 17%	10 30%
The hours that I work being changed at short notice	169 17%	95 17%	74 16%	22 27%EFG	66 20%G	48 16%	25 13%	6 8%	2 9%	18 19%L	100 18%	41 17%	9 9%	7 19%	56 18%	24 19%	1 11%	36 16%	6 21%	29 15%	6 18%
Struggling to earn enough to afford my basic living costs	148 15%	82 15%	66 15%	12 14%G	61 18%G	44 14%G	29 16%G	1 1%	1 5%	16 18%	70 12%	52 21%JL	11 10%	6 15%	60 19%	16 13%	1 11%	30 13%	3 10%	25 13%	3 9%
Working on a zero-hours contract	135 13%	62 11%	73 16%A	21 26%EFG	55 17%FG	37 12%G	18 10%	2 2%	2 10%	14 15%	61 11%	45 19%J	15 14%	2 4%	50 16%	14 12%	2 22%	34 15%	3 10%	20 11%	6 19%
Being made redundant	133 13%	62 11%	70 15%	9 11%	39 12%	46 15%	29 16%	8 10%	2 10%	9 10%	78 14%	35 14%	11 10%	7 17%	45 14%	17 14%	1 11%	27 12%	4 14%	26 14%	2 6%
Not being given adequate hours of work	124 12%	68 13%	55 12%	18 22%EFG	52 16%EG	31 10%	18 10%	5 6%	- -	15 16%	71 12%	29 12%	9 9%	9 23%O	43 13%	12 10%	1 11%	28 12%	3 10%	20 11%	3 9%
Being employed through an agency in the same workplace for more than 3 months	105 11%	49 9%	56 12%	5 6%	49 15%CFG	30 10%	15 8%	4 5%	2 8%	6 7%	58 10%	30 13%	11 10%	3 8%	32 10%	14 11%	- -	23 10%	2 7%	21 11%	7 21%
My job transferring from one employer to another (eg from the NHS to a private company, from one private company to another etc.)	96 10%	45 8%	51 11%	3 4%	45 13%CF	28 9%	13 7%	6 7%	2 9%	15 17%JK	49 9%	23 9%	9 9%	2 5%	35 11%	15 13%	1 11%	21 9%	- -	15 8%	5 16%
Being denied holiday pay that you were entitled to	60 6%	33 6%	27 6%	9 10%EG	28 8%G	14 5%	9 5%	- -	1 5%	5 5%	33 6%	20 8%	3 3%	4 9%S	24 8%S	7 6%	1 11%	14 6%	- -	4 2%	3 9%

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E/F/G/H - I/J/K/L - M/N/O/P/Q/R/S/T - a/b/c/d/e/f/g/h/i/j/k - l/m/n/o/p

*** small base; ** very small base (under 30) ineligible for sig testing**

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Base: All respondents

	D1. Gender		D2. Age						D3. Ethnicity				D5. Religion								
	Total	Female (A)	Male (B)	18-24 (C)	25-34 (D)	35-44 (E)	45-54 (F)	55-64 (G)	65+ (H)	Mixed / Multiple Ethnic Groups (I)	Asian / British (J)	Black / African / Caribbean / Black British (K)	Other Ethnic Group (L)	Bud-dhist (M)	Christ-ian (N)	Hindu (O)	Jewish (P)	Muslim (Q)	Sikh (R)	No reli-gion (S)	Other (T)
Weighted base	1003	545	455	83*	332	307	182	79*	20**	90	568	241	104*	39*	318	124	7**	229	28**	186	32**
Being paid less than the national minimum wage	58 6%	28 5%	31 7%	7 9%EG	30 9%EG	9 3%	10 5%	1 2%	1 7%	7 8%	28 5%	15 6%	8 8%	3 8%	17 5%	8 6%	3 50%	12 5%	-	7 4%	3 9%
None of the above	401 40%	221 41%	177 39%	18 22%	99 30%	139 45%CD	84 46%CD	50 63%CDEF	10 50%	31 35%	240 42%K	79 33%	51 49%K	13 33%	110 34%	49 39%	3 39%	101 44%N	15 52%	86 46%N	8 24%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F/G/H - I/J/K/L - M/N/O/P/Q/R/S/T - a/b/c/d/e/f/g/h/i/j/k - l/m/n/o/p

*** small base; ** very small base (under 30) ineligible for sig testing**

TUC Workplace Discrimination

Absolutes/col percents

Table 3
Q2. And have you experienced any of the following at work in the last 5 years?
Base: All respondents

	D1. Gender			D2. Age						D3. Ethnicity				D5. Religion							
	Total	Female (A)	Male (B)	18-24 (C)	25-34 (D)	35-44 (E)	45-54 (F)	55-64 (G)	65+ (H)	Mixed / Multiple Ethnic Groups (I)	Asian / Asian British (J)	Black / African / Caribbean / Black British (K)	Other Ethnic Group (L)	Bud-dhist (M)	Christ-ian (N)	Hindu (O)	Jewish (P)	Muslim (Q)	Sikh (R)	No religion (S)	Other (T)
Unweighted base	1003	552	448	86	333	306	183	75	20	118	551	256	78	36	325	123	6	227	29	190	30
Weighted base	1003	545	455	83*	332	307	182	79*	20**	90	568	241	104*	39*	318	124	7**	229	28**	186	32**
My request for flexible working being refused	182 18%	102 19%	81 18%	27 33%EFG	77 23%FG	54 18%FG	18 10%	6 7%	-	15 17%	115 20%	38 16%	15 14%	10 25%S	61 19%S	23 19%S	1 11%	52 23%S	7 24%	20 11%	4 11%
Struggling to juggle work and childcare	180 18%	114 21%B	66 14%	7 9%	74 22%CFG	72 24%CFG	21 12%	4 5%	1 5%	19 21%	98 17%	51 21%	12 12%	8 20%	65 20%S	23 19%S	1 19%	48 21%S	9 34%	19 10%	5 16%
Having to take an extended period off work because of stress, depression or mental ill-health	112 11%	64 12%	48 10%	10 12%	45 14%F	36 12%	14 8%	5 7%	1 7%	16 18%J	57 10%	26 11%	12 12%	5 12%	31 10%	17 14%	2 22%	26 11%	2 6%	15 8%	10 31%
Not getting the support I needed to return to work after illness	75 7%	45 8%	30 7%	7 9%	32 10%	22 7%	10 5%	4 5%	-	11 12%JL	37 7%	24 10%L	3 3%	4 10%	30 9%	10 8%	1 11%	17 7%	-	9 5%	1 2%
Being singled out for unfair treatment because I have children	53 5%	31 6%	22 5%	6 7%	22 7%F	19 6%	5 3%	1 2%	-	4 4%	28 5%	14 6%	7 6%	4 10%	14 5%	6 5%	-	15 7%	1 3%	8 4%	3 10%
Being singled out for unfair treatment because I was pregnant	49 5%	27 5%	22 5%	6 7%FG	33 10%EFG	9 3%	1 1%	-	-	2 2%	30 5%	9 4%	8 8%	4 9%S	20 6%S	6 5%S	-	16 7%S	-	1 1%	3 8%
Not getting the support I need for my mental health needs	37 4%	15 3%	22 5%	2 3%	11 3%	13 4%	4 2%	6 7%	-	5 5%	22 4%	7 3%	4 4%	-	9 3%	7 6%	1 19%	10 4%	1 3%	6 3%	1 3%
Not getting the support I need for a disability	32 3%	14 3%	18 4%	2 2%	14 4%F	11 4%F	1 1%	3 3%	1 5%	4 4%	19 3%	5 2%	4 4%	1 3%	8 3%	4 3%	1 11%	13 6%S	-	3 1%	1 3%
Being singled out for unfair treatment because I care for another adult (eg a sick or disabled family member)	22 2%	8 1%	14 3%	2 2%	8 2%	7 2%	6 3%	-	-	4 4%L	14 2%	5 2%	-	-	6 2%	3 2%	1 11%	9 4%	-	2 1%	1 3%

Proportions/Means: Columns Tested (5% risk level) - A/B - C/D/E/F/G/H - I/J/K/L - M/N/O/P/Q/R/S/T - a/b/c/d/e/f/g/h/i/j/k - l/m/n/o/p

*** small base; ** very small base (under 30) ineligible for sig testing**

TUC Workplace Discrimination

Absolutes/col percents

Table 3

Q2. And have you experienced any of the following at work in the last 5 years?

Base: All respondents

	D1. Gender			D2. Age						D3. Ethnicity				D5. Religion							
	Total	Female (A)	Male (B)	18-24 (C)	25-34 (D)	35-44 (E)	45-54 (F)	55-64 (G)	65+ (H)	Mixed / Multiple Ethnic Groups (I)	Asian / Asian British (J)	Black / African / Caribbean / Black British (K)	Other Ethnic Group (L)	Buddhist (M)	Christian (N)	Hindu (O)	Jewish (P)	Muslim (Q)	Sikh (R)	No religion (S)	Other (T)
Weighted base	1003	545	455	83*	332	307	182	79*	20**	90	568	241	104*	39*	318	124	7**	229	28**	186	32**
None of these	570 57%	297 54%	270 59%	37 45%	153 46%	175 57%CD	126 69%CDE	62 78%CDE	18 89%	43 47%	329 58%I	134 55%	65 63%I	17 45%	182 57%	68 55%	3 39%	112 49%	15 56%	130 70%MNOQ	14 43%

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E/F/G/H - I/J/K/L - M/N/O/P/Q/R/S/T - a/b/c/d/e/f/g/h/i/j/k - l/m/n/o/p

*** small base; ** very small base (under 30) ineligible for sig testing**

TUC Workplace Discrimination

Absolutes/col percents

Table 5

Q3. Have you experienced any of the following in the workplace in the last 5 years (i.e. from a work colleague or a work client)?

Base: All respondents

	D1. Gender			D2. Age						D3. Ethnicity				D5. Religion							
	Total	Female (A)	Male (B)	18-24 (C)	25-34 (D)	35-44 (E)	45-54 (F)	55-64 (G)	65+ (H)	Mixed / Multiple Ethnic Groups (I)	Asian / Asian British (J)	Black / African / Caribbean / Black British (K)	Other Ethnic Group (L)	Bud-dhist (M)	Christ-ian (N)	Hindu (O)	Jewish (P)	Muslim (Q)	Sikh (R)	No reli-gion (S)	Other (T)
Unweighted base	1003	552	448	86	333	306	183	75	20	118	551	256	78	36	325	123	6	227	29	190	30
Weighted base	1003	545	455	83*	332	307	182	79*	20**	90	568	241	104*	39*	318	124	7**	229	28**	186	32**
Being singled out for unfair treatment (eg denied a promotion or pay rise, being disciplined unfairly, unwarranted extra supervision)	190 19%	89 16%	100 22%A	16 19%	77 23%FG	59 19%	27 15%	8 10%	3 14%	11 13%	108 19%	55 23%I	16 15%	5 13%	64 20%	26 21%	1 11%	48 21%	6 21%	30 16%	4 13%
Bullying or harassment	161 16%	93 17%	68 15%	12 14%	57 17%	54 18%	27 15%	8 10%	2 11%	13 14%	82 14%	40 17%	25 24%J	9 24%S	57 18%S	19 15%	2 22%	37 16%	6 21%	20 11%	8 24%
Verbal abuse	154 15%	72 13%	81 18%A	17 21%G	54 16%G	54 18%G	22 12%	5 6%	2 11%	15 17%	80 14%	36 15%	23 22%	8 21%	59 18%S	21 17%	2 22%	29 13%	4 14%	22 12%	8 24%
Assault or physical violence	43 4%	22 4%	21 5%	2 2%	26 8%EFG	11 4%	3 2%	- -	1 7%	5 5%	21 4%	9 4%	8 8%	1 3%	12 4%	5 4%	2 31%	11 5%	2 7%	7 4%	2 7%
None of the above	631 63%	354 65%	275 60%	46 56%	185 56%	195 64%D	127 70%CD	64 81%CDE	15 72%	59 65%	360 63%	148 61%	64 62%	19 48%	199 62%	75 61%	4 58%	145 63%	17 62%	126 68%M	17 52%

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E/F/G/H - I/J/K/L - M/N/O/P/Q/R/S/T - a/b/c/d/e/f/g/h/i/j/k - l/m/n/o/p

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Absolutes/col percents

Table 7

Q4. Thinking about the most recent time you experienced each of the below in turn, do you consider that this treatment was because of your race or ethnicity, gender, religion or belief, or something else?

Summary Table

Base: All respondents selecting an option at Q3

	Bullying or harassment	Verbal abuse	Assault or physical violence	Being singled out for unfair treatment
Unweighted base	159	153	43	190
Weighted base	161	154	43	190
This was in some way because of my race or ethnicity	73 46%	72 47%	15 36%	90 47%
This was in some way because of my gender	41 25%	37 24%	22 51%	51 27%
This was in some way because of my religion or belief	29 18%	27 18%	7 15%	28 15%
Other	54 34%	53 34%	10 24%	67 35%

TUC Workplace Discrimination

Absolutes/col percents

Table 34

Q5. Have you experienced any of the following from a work colleague or a work client or in the workplace in the last 5 years?

Base: All respondents

	D1. Gender		D2. Age						D3. Ethnicity				D5. Religion								
	Total	Female (A)	Male (B)	18-24 (C)	25-34 (D)	35-44 (E)	45-54 (F)	55-64 (G)	65+ (H)	Mixed / Multiple Ethnic Groups (I)	Asian / Asian British (J)	Black / African / Caribbean / Black British (K)	Other Ethnic Group (L)	Bud-dhist (M)	Christ-ian (N)	Hindu (O)	Jewish (P)	Muslim (Q)	Sikh (R)	No reli-gion (S)	Other (T)
Unweighted base	1003	552	448	86	333	306	183	75	20	118	551	256	78	36	325	123	6	227	29	190	30
Weighted base	1003	545	455	83*	332	307	182	79*	20**	90	568	241	104*	39*	318	124	7**	229	28**	186	32**
Hearing racist remarks, opinions or jokes directed at you	162 16%	72 13%	90 20%A	17 20%	64 19%	43 14%	25 14%	9 11%	3 16%	7 8%	87 15%I	49 20%I	20 19%I	6 14%	68 21%S	23 19%S	2 22%	37 16%S	5 17%	16 9%	2 7%
Hearing racist remarks, opinions or jokes directed at someone else	233 23%	115 21%	118 26%	21 26%	92 28%F	71 23%	32 18%	13 16%	4 20%	29 32%J	112 20%	59 25%	32 31%J	11 28%	87 27%O	20 17%	2 31%	58 25%	5 17%	36 20%	7 22%
Seeing racist material being shared (e.g. on email or social media, or on posters or leaflets etc.)	104 10%	45 8%	59 13%A	11 13%	42 13%	27 9%	16 9%	7 8%	1 5%	8 9%	53 9%	25 11%	17 17%J	5 14%	35 11%	9 7%	1 19%	26 11%	5 17%	11 6%	8 23%
Hearing or seeing prejudice against visible markers of religious affiliation directed at you	77 8%	37 7%	39 9%	6 8%	39 12%F	22 7%F	5 3%	5 6%	-	5 6%	49 9%	11 5%	12 12%K	4 9%	18 6%	10 8%	-	33 14%NS	2 7%	6 3%	2 7%
Hearing or seeing prejudice against visible markers of religious affiliation directed at someone else	111 11%	51 9%	60 13%A	13 16%	29 9%	36 12%	18 10%	11 14%	3 14%	11 12%	57 10%	26 11%	17 17%	4 10%	39 12%	11 9%	-	30 13%	2 7%	15 8%	8 23%
None of the above	607 61%	349 64%B	256 56%	40 48%	171 52%	195 63%CD	128 70%CD	59 75%CD	14 70%	50 55%	354 62%	142 59%	61 59%	24 61%	182 57%	81 66%Q	3 39%	119 52%	16 58%	132 71%NQ	21 64%

Proportions/Mean: Columns Tested (5% risk level) - A/B - C/D/E/F/G/H - I/J/K/L - M/N/O/P/Q/R/S/T - a/b/c/d/e/f/g/h/i/j/k - l/m/n/o/p

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Table 36

Q6. Think about the most recent time you experienced ... at work. Which one of the following describes the main perpetrator?

Summary Table

Base: All respondents selecting an option at Q3 and/or Q5

	Bullying or harassment	Verbal abuse	Assault or physical violence	Being singled out for unfair treatment (eg denied a promotion or pay rise, being disciplined unfairly, unwarranted extra supervision)	Hearing racist remarks, opinions or jokes directed at you	Hearing racist remarks, opinions or jokes directed at someone else	Seeing racist material being shared (e.g. on email or social media, or on posters or leaflets etc.)	Hearing or seeing prejudice against visible markers of religious affiliation directed at you	Hearing or seeing prejudice against visible markers of religious affiliation directed at someone else
Unweighted base	159	153	43	190	161	234	102	76	109
Weighted base	161	154	43	190	162	233	104	77	111
My direct manager or someone else with direct authority over me (e.g. a regional manager)	68 42%	32 21%	11 25%	86 45%	17 11%	26 11%	10 10%	13 17%	11 10%
Another manager	22 14%	21 14%	9 20%	36 19%	21 13%	30 13%	16 15%	12 16%	10 9%
A colleague	57 36%	52 34%	8 18%	41 22%	71 43%	105 45%	36 35%	27 35%	42 38%
A customer, client or patient	8 5%	37 24%	10 23%	9 5%	40 25%	43 19%	16 15%	11 14%	25 22%
Someone else	5 3%	6 4%	5 11%	9 5%	8 5%	18 8%	13 12%	6 8%	13 11%
Don't know/ Can't remember	1 1%	6 4%	1 2%	9 5%	6 4%	11 5%	13 13%	8 10%	10 9%

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Absolutes/col percents

Table 55

Q7. Which, if any, of the following did you do in response to what happened?

Summary Table

Base: All respondents selecting an option at Q3 and/or Q5

	Bullying or harassment	Verbal abuse	Assault or physical violence	Being singled out for unfair treatment (eg denied a promotion or pay rise, being disciplined unfairly, unwarranted extra supervision)	Hearing racist remarks, opinions or jokes directed at you	Hearing racist remarks, opinions or jokes directed at someone else	Seeing racist material being shared (e.g. on email or social media, or on posters or leaflets etc.)	Hearing or seeing prejudice against visible markers of religious affiliation directed at you	Hearing or seeing prejudice against visible markers of religious affiliation directed at someone else
Unweighted base	159	153	43	190	161	234	102	76	109
Weighted base	161	154	43	190	162	233	104	77	111
Confide in a friend or colleague at work	75 47%	61 40%	33 30%	73 38%	62 38%	76 33%	22 21%	28 37%	42 37%
Confide in your family, your partner or friend outside of work	71 44%	54 35%	21 49%	72 38%	51 31%	61 26%	29 28%	22 29%	28 25%
Report the incident to the police	15 9%	21 13%	13 29%	11 6%	19 12%	24 10%	7 7%	14 18%	2 2%
Report the incident to your union representative	27 17%	19 13%	8 18%	26 14%	14 9%	21 9%	17 16%	12 15%	7 6%
Report incident to the HR department	35 22%	37 24%	15 34%	32 17%	21 13%	39 17%	12 12%	15 19%	15 13%
Seek advice elsewhere (e.g. from a helpline, employee assistance programme, healthcare professional, lawyer, community organisation)	28 17%	15 10%	5 11%	25 13%	15 9%	17 7%	15 15%	8 10%	11 10%
Other, please specify	10 6%	7 4%	-	6 3%	6 4%	12 5%	3 3%	3 3%	9 9%
Nothing	22 14%	29 19%	5 12%	31 17%	45 28%	53 23%	31 30%	14 18%	22 20%
Don't know/ Can't answer	3 2%	5 3%	-	9 5%	3 2%	15 7%	7 7%	4 5%	7 7%

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Table 74

Q8. Which one of the following statements comes closest to your view?

Summary Table

Base: All respondents selecting an option at Q3 and/or Q5

	Bullying or harassment	Verbal abuse	Assault or physical violence	Being singled out for unfair treatment (eg denied a promotion or pay rise, being disciplined unfairly, unwarranted extra supervision)	Hearing racist remarks, opinions or jokes directed at you	Hearing racist remarks, opinions or jokes directed at someone else	Seeing racist material being shared (e.g. on email or social media, or on posters or leaflets etc.)	Hearing or seeing prejudice against visible markers of religious affiliation directed at you	Hearing or seeing prejudice against visible markers of religious affiliation directed at someone else
Unweighted base	159	153	43	190	161	234	102	76	109
Weighted base	161	154	43	190	162	233	104	77	111
I reported what happened to my employer, and it was taken seriously and dealt with satisfactorily	32 20%	34 22%	10 23%	24 12%	33 20%	41 17%	15 14%	12 15%	17 16%
I reported what happened to my employer, but it was not dealt with satisfactorily	36 23%	38 24%	14 31%	33 17%	32 20%	50 22%	23 22%	15 19%	12 11%
I reported what happened to my employer, it was not dealt with satisfactorily and I was treated less well as a result (eg passed over for promotion or other opportunities, targeted for further bullying or harassment, disciplined)	25 16%	21 14%	10 22%	36 19%	15 9%	22 9%	11 11%	14 18%	14 12%
I did not report what happened to my employer	61 38%	51 33%	8 18%	81 43%	68 42%	99 43%	47 45%	29 38%	55 50%
Don't know/ Can't remember	6 3%	10 7%	2 5%	16 8%	14 9%	21 9%	8 8%	8 10%	13 11%

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Table 93

Q9. Which, if any, of the following describe the effect(s) that the experience had on you?

Summary Table

Base: All respondents selecting an option at Q3 and/or Q5

	Bullying or harassment	Verbal abuse	Assault or physical violence	Being singled out for unfair treatment (eg denied a promotion or pay rise, being disciplined unfairly, unwarranted extra supervision)	Hearing racist remarks, opinions or jokes directed at you	Hearing racist remarks, opinions or jokes directed at someone else	Seeing racist material being shared (e.g. on email or social media, or on posters or leaflets etc.)	Hearing or seeing prejudice against visible markers of religious affiliation directed at you	Hearing or seeing prejudice against visible markers of religious affiliation directed at someone else
Unweighted base	159	153	43	190	161	234	102	76	109
Weighted base	161	154	43	190	162	233	104	77	111
It had a negative impact on my performance at work	72 45%	54 35%	8 19%	83 44%	44 27%	47 20%	16 16%	22 29%	27 24%
It had a negative impact on my mental health (e.g. made you feel more stressed, anxious, depressed)	85 53%	55 36%	19 45%	69 36%	31 19%	43 18%	13 13%	17 23%	15 13%
It caused me to leave my job or leave the employer	44 28%	30 19%	13 29%	41 22%	26 16%	21 9%	15 15%	12 16%	10 9%
It made me want to leave my job (but I couldn't because of financial or other factors)	61 38%	43 28%	20 46%	57 30%	28 17%	40 17%	21 21%	22 28%	10 9%
It had a negative impact on my physical health	37 23%	25 16%	7 17%	31 16%	16 10%	11 5%	9 9%	10 13%	8 7%
It caused me to have to take time off work	40 25%	20 13%	9 21%	29 15%	18 11%	20 9%	13 12%	7 9%	9 8%
It caused me to avoid certain work situations (meetings, courses, locations, particular shifts) in order to avoid the perpetrator	51 31%	31 20%	9 21%	37 20%	20 12%	23 10%	12 12%	13 17%	16 15%
It caused me to change my role in the company/organisation	16 10%	9 6%	1 2%	12 6%	8 5%	9 4%	3 3%	4 5%	4 4%
It had a negative impact on relationships at work	55 34%	26 17%	6 15%	49 26%	25 15%	44 19%	14 14%	9 12%	18 16%
None of these	4 3%	8 5%	2 5%	5 3%	16 10%	31 13%	18 17%	9 12%	12 11%

TUC Workplace Discrimination

Absolutes/col percents

Table 93

Q9. Which, if any, of the following describe the effect(s) that the experience had on you?

Summary Table

Base: All respondents selecting an option at Q3 and/or Q5

	Bullying or harassment	Verbal abuse	Assault or physical violence	Being singled out for unfair treatment (eg denied a promotion or pay rise, being disciplined unfairly, unwarranted extra supervision)	Hearing racist remarks, opinions or jokes directed at you	Hearing racist remarks, opinions or jokes directed at someone else	Seeing racist material being shared (e.g. on email or social media, or on posters or leaflets etc.)	Hearing or seeing prejudice against visible markers of religious affiliation directed at you	Hearing or seeing prejudice against visible markers of religious affiliation directed at someone else
Weighted base	161	154	43	190	162	233	104	77	111
It didn't affect me	3 2%	13 8%	1 3%	13 7%	23 14%	41 18%	17 16%	6 8%	33 29%
Don't know/ Can't remember	1 1%	6 4%	-	6 3%	9 5%	9 4%	3 3%	3 4%	4 3%

TUC Workplace Discrimination

Absolutes/col percents

Table 112

Q10. The UK voted to leave the European Union on 23 June 2016. Since 23 June 2016, have you witnessed or experienced any of the following?

Summary Table

Base: All respondents

	I have been racially abused	I have seen someone else racially abused	NET: Racially abused	I have been racially assaulted	I have seen someone else racially assaulted	NET: Racially assaulted	I have experienced prejudice because I wear visible markers of religious affiliation	I have seen someone else experience prejudice because they wear visible markers of religious affiliation	NET: Experienced prejudice	I have heard racist remarks or opinions	I have seen racist material eg posters, leaflets, graffiti on buildings	I have seen racist material online eg on email or social media
Unweighted base	1003	1003	1003	1003	1003	1003	1003	1003	1003	1003	1003	1003
Weighted base	1003	1003	1003	1003	1003	1003	1003	1003	1003	1003	1003	1003
NET: Witnessed/ Experienced	257 26%	282 28%	344 34%	120 12%	166 17%	193 19%	140 14%	212 21%	234 23%	409 41%	269 27%	376 38%
Witnessed	142 14%	218 22%	254 25%	65 6%	119 12%	141 14%	86 9%	147 15%	169 17%	309 31%	194 19%	296 30%
Experienced	174 17%	105 10%	217 22%	76 8%	72 7%	108 11%	80 8%	90 9%	124 12%	196 19%	131 13%	149 15%
Neither witnessed nor experienced	600 60%	573 57%	654 65%	743 74%	695 69%	771 77%	734 73%	647 64%	756 75%	475 47%	585 58%	487 49%
Don't know/ can't recall	145 14%	147 15%	116 12%	140 14%	142 14%	120 12%	129 13%	145 14%	117 12%	119 12%	148 15%	140 14%