

# YouGov Survey: Employment Discrimination Law



Sample 1000 U.S. Adult Citizens  
 Conducted January 13 - 18, 2023  
 Margin of Error ±3.4%

1. To your knowledge, under federal law, is it legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Legal to discriminate	Illegal to discriminate	Not sure
Age (being age 40 or older)	13%	74%	13%
Appearance	25%	54%	22%
Body size or weight	19%	65%	16%
Caregiver status	13%	56%	31%
Skin color	6%	85%	9%
Criminal record	48%	29%	24%
Disability	10%	76%	14%
Gender identity	12%	68%	20%
Genetic information	12%	57%	30%
Marital status	11%	72%	17%
National origin	11%	73%	16%
Political affiliation	14%	69%	17%
Pregnancy	12%	72%	16%
Race	7%	85%	8%
Religion	6%	84%	11%
Sex	8%	81%	11%
Sexual orientation	11%	75%	14%
Socioeconomic status	15%	59%	26%

2. In your opinion, under federal law, should it be legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Should be legal to discriminate	Should be illegal to discriminate	Not sure
Age (being age 40 or older)	10%	79%	11%
Appearance	21%	63%	15%
Body size or weight	15%	72%	13%
Caregiver status	12%	69%	19%
Skin color	7%	85%	8%
Criminal record	40%	39%	21%
Disability	12%	77%	11%

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Gender identity	18%	67%	15%
Genetic information	10%	69%	21%
Marital status	8%	80%	11%
National origin	12%	76%	13%
Political affiliation	10%	77%	13%
Pregnancy	13%	72%	14%
Race	7%	84%	9%
Religion	9%	82%	9%
Sex	9%	81%	10%
Sexual orientation	12%	74%	14%
Socioeconomic status	10%	72%	18%

**Interviewing Dates** January 13 - 18, 2023

**Target population** U.S. citizens, aged 18 and over.

**Sampling method** Respondents were selected from YouGov’s opt-in Internet panel using sample matching. A random sample (stratified by gender, age, race, education, geographic region, and voter registration) was selected from the 2019 American Community Survey.

**Weighting** The sample was weighted according to gender, age, race, education, 2020 election turnout and Presidential vote, baseline party identification, and current voter registration status. Demographic weighting targets come from the 2019 American Community Survey. Baseline party identification is the respondent’s most recent answer given prior to March 15, 2022, and is weighted to the estimated distribution at that time (33% Democratic, 28% Republican). The weights range from 0.284 to 5.086, with a mean of 1 and a standard deviation of 0.481.

**Number of respondents** 1000

**Margin of error** ± 3.4% (adjusted for weighting)

**Survey mode** Web-based interviews

**Questions not reported** 55 questions not reported.

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## 1A. Legality of Workplace Discrimination — Age (being age 40 or older)

To your knowledge, under federal law, is it legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender			Age (4 category)				Race (4 category)			
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Legal to discriminate	13%	16%	10%	26%	14%	9%	4%	11%	13%	15%	*
Illegal to discriminate	74%	73%	75%	48%	72%	80%	92%	76%	77%	66%	*
Not sure	13%	11%	15%	26%	13%	11%	4%	13%	10%	19%	*
Totals	100%	100%	100%	100%	99%	100%	100%	100%	100%	100%	*
Unweighted N	(989)	(458)	(531)	(199)	(242)	(339)	(209)	(698)	(124)	(106)	(61)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Legal to discriminate	13%	14%	12%	12%	12%	10%	14%	10%	14%	13%	9%	12%	17%
Illegal to discriminate	74%	78%	68%	78%	81%	82%	68%	81%	79%	74%	78%	74%	72%
Not sure	13%	8%	19%	10%	7%	9%	18%	9%	7%	14%	13%	14%	11%
Totals	100%	100%	99%	100%	100%	101%	100%	100%	100%	101%	100%	100%	100%
Unweighted N	(989)	(330)	(382)	(277)	(370)	(318)	(390)	(266)	(214)	(170)	(201)	(368)	(250)

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## 1B. Legality of Workplace Discrimination — Appearance

To your knowledge, under federal law, is it legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender			Age (4 category)				Race (4 category)			
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Legal to discriminate	25%	31%	19%	28%	27%	23%	23%	26%	20%	21%	*
Illegal to discriminate	54%	50%	57%	47%	54%	55%	57%	53%	61%	53%	*
Not sure	22%	19%	24%	25%	19%	23%	20%	21%	19%	26%	*
Totals	101%	100%	100%	100%	100%	101%	100%	100%	100%	100%	*
Unweighted N	(985)	(456)	(529)	(195)	(244)	(337)	(209)	(695)	(123)	(105)	(62)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Legal to discriminate	25%	25%	25%	24%	26%	26%	24%	29%	30%	23%	23%	24%	30%
Illegal to discriminate	54%	56%	47%	59%	54%	56%	53%	56%	51%	54%	54%	54%	52%
Not sure	22%	19%	28%	17%	19%	18%	24%	16%	18%	23%	23%	22%	18%
Totals	101%	100%	100%	100%	99%	100%	101%	101%	99%	100%	100%	100%	100%
Unweighted N	(985)	(331)	(379)	(275)	(369)	(317)	(387)	(267)	(212)	(168)	(201)	(367)	(249)

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## 1C. Legality of Workplace Discrimination — Body size or weight

To your knowledge, under federal law, is it legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender			Age (4 category)				Race (4 category)			
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Legal to discriminate	19%	23%	15%	23%	23%	16%	15%	19%	17%	15%	*
Illegal to discriminate	65%	62%	68%	56%	59%	67%	76%	67%	69%	59%	*
Not sure	16%	15%	17%	21%	18%	16%	9%	14%	14%	27%	*
Totals	100%	100%	100%	100%	100%	99%	100%	100%	100%	101%	*
Unweighted N	(987)	(458)	(529)	(197)	(243)	(340)	(207)	(696)	(124)	(106)	(61)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Legal to discriminate	19%	21%	19%	16%	24%	18%	15%	20%	29%	20%	19%	17%	21%
Illegal to discriminate	65%	66%	60%	70%	65%	71%	66%	72%	55%	64%	65%	67%	63%
Not sure	16%	13%	21%	14%	12%	11%	19%	8%	16%	15%	16%	17%	16%
Totals	100%	100%	100%	100%	101%	100%	100%	100%	100%	99%	100%	101%	100%
Unweighted N	(987)	(330)	(380)	(277)	(368)	(318)	(388)	(267)	(214)	(169)	(201)	(368)	(249)

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## 1D. Legality of Workplace Discrimination — Caregiver status

To your knowledge, under federal law, is it legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender			Age (4 category)				Race (4 category)			
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Legal to discriminate	13%	17%	11%	17%	17%	10%	12%	14%	5%	14%	*
Illegal to discriminate	56%	57%	55%	52%	56%	56%	59%	55%	75%	51%	*
Not sure	31%	27%	34%	31%	26%	34%	29%	31%	19%	35%	*
Totals	100%	101%	100%	100%	99%	100%	100%	100%	99%	100%	*
Unweighted N	(989)	(458)	(531)	(197)	(243)	(340)	(209)	(697)	(125)	(106)	(61)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Legal to discriminate	13%	12%	15%	13%	12%	14%	13%	13%	18%	12%	11%	12%	19%
Illegal to discriminate	56%	60%	49%	61%	59%	58%	55%	60%	51%	57%	55%	57%	54%
Not sure	31%	28%	36%	26%	28%	28%	32%	27%	30%	31%	34%	31%	28%
Totals	100%	100%	100%	100%	99%	100%	100%	100%	99%	100%	100%	100%	101%
Unweighted N	(989)	(328)	(384)	(277)	(369)	(318)	(389)	(267)	(213)	(170)	(202)	(369)	(248)

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## 1E. Legality of Workplace Discrimination — Skin color

To your knowledge, under federal law, is it legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender			Age (4 category)				Race (4 category)			
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Legal to discriminate	6%	8%	4%	13%	11%	1%	0%	6%	7%	7%	*
Illegal to discriminate	85%	84%	86%	71%	76%	92%	98%	88%	82%	78%	*
Not sure	9%	8%	10%	16%	13%	7%	1%	6%	11%	15%	*
Totals	100%	100%	100%	100%	100%	100%	99%	100%	100%	100%	*
Unweighted N	(987)	(458)	(529)	(197)	(243)	(339)	(208)	(695)	(124)	(106)	(62)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Legal to discriminate	6%	6%	4%	7%	4%	4%	6%	3%	10%	7%	4%	4%	9%
Illegal to discriminate	85%	88%	81%	89%	92%	92%	83%	92%	85%	83%	87%	86%	85%
Not sure	9%	6%	15%	4%	5%	4%	10%	5%	6%	10%	9%	10%	7%
Totals	100%	100%	100%	100%	101%	100%	99%	100%	101%	100%	100%	100%	101%
Unweighted N	(987)	(331)	(380)	(276)	(368)	(318)	(387)	(267)	(214)	(169)	(202)	(367)	(249)

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## 1F. Legality of Workplace Discrimination — Criminal record

To your knowledge, under federal law, is it legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender			Age (4 category)				Race (4 category)			
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Legal to discriminate	48%	51%	45%	41%	44%	48%	56%	51%	48%	28%	*
Illegal to discriminate	29%	31%	26%	35%	34%	28%	18%	27%	31%	39%	*
Not sure	24%	18%	29%	24%	22%	24%	27%	23%	22%	33%	*
Totals	101%	100%	100%	100%	100%	100%	101%	101%	101%	100%	*
Unweighted N	(986)	(455)	(531)	(196)	(242)	(340)	(208)	(698)	(121)	(106)	(61)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Legal to discriminate	48%	47%	44%	53%	46%	57%	41%	59%	53%	43%	49%	48%	49%
Illegal to discriminate	29%	30%	28%	28%	30%	22%	31%	24%	30%	35%	24%	28%	29%
Not sure	24%	24%	28%	19%	23%	21%	28%	18%	17%	22%	27%	24%	22%
Totals	101%	101%	100%	100%	99%	100%	100%	101%	100%	100%	100%	100%	100%
Unweighted N	(986)	(329)	(381)	(276)	(369)	(317)	(389)	(265)	(214)	(168)	(202)	(367)	(249)



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## 1G. Legality of Workplace Discrimination — Disability

To your knowledge, under federal law, is it legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender			Age (4 category)				Race (4 category)			
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Legal to discriminate	10%	12%	8%	19%	13%	5%	6%	9%	21%	10%	*
Illegal to discriminate	76%	73%	79%	57%	69%	85%	89%	80%	70%	66%	*
Not sure	14%	14%	14%	24%	18%	11%	5%	12%	10%	24%	*
Totals	100%	99%	101%	100%	100%	101%	100%	101%	101%	100%	*
Unweighted N	(989)	(459)	(530)	(197)	(244)	(340)	(208)	(699)	(123)	(105)	(62)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Legal to discriminate	10%	14%	7%	9%	10%	8%	11%	7%	15%	8%	11%	8%	13%
Illegal to discriminate	76%	78%	72%	81%	86%	83%	71%	86%	79%	82%	74%	75%	76%
Not sure	14%	8%	22%	10%	4%	8%	18%	6%	6%	10%	15%	17%	11%
Totals	100%	100%	101%	100%	100%	99%	100%	99%	100%	100%	100%	100%	100%
Unweighted N	(989)	(330)	(382)	(277)	(369)	(318)	(390)	(267)	(213)	(170)	(202)	(369)	(248)

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## 1H. Legality of Workplace Discrimination — Gender identity

To your knowledge, under federal law, is it legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender			Age (4 category)				Race (4 category)			
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Legal to discriminate	12%	17%	8%	19%	12%	11%	9%	13%	10%	12%	*
Illegal to discriminate	68%	65%	70%	56%	67%	69%	77%	68%	78%	62%	*
Not sure	20%	18%	22%	26%	21%	20%	14%	19%	12%	26%	*
Totals	100%	100%	100%	101%	100%	100%	100%	100%	100%	100%	*
Unweighted N	(987)	(458)	(529)	(195)	(244)	(340)	(208)	(697)	(122)	(106)	(62)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Legal to discriminate	12%	13%	12%	11%	13%	11%	13%	10%	16%	11%	13%	11%	14%
Illegal to discriminate	68%	70%	62%	74%	71%	72%	66%	77%	64%	67%	71%	67%	66%
Not sure	20%	18%	26%	15%	16%	17%	21%	13%	20%	22%	16%	22%	19%
Totals	100%	101%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	99%
Unweighted N	(987)	(328)	(382)	(277)	(369)	(317)	(389)	(267)	(212)	(169)	(201)	(370)	(247)

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## 11. Legality of Workplace Discrimination — Genetic information

To your knowledge, under federal law, is it legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender			Age (4 category)				Race (4 category)			
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Legal to discriminate	12%	17%	8%	21%	15%	8%	8%	12%	7%	18%	*
Illegal to discriminate	57%	55%	59%	47%	60%	57%	64%	57%	64%	54%	*
Not sure	30%	27%	33%	31%	25%	35%	28%	31%	29%	28%	*
Totals	99%	99%	100%	99%	100%	100%	100%	100%	100%	100%	*
Unweighted N	(985)	(456)	(529)	(197)	(241)	(338)	(209)	(696)	(124)	(105)	(60)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Legal to discriminate	12%	13%	14%	10%	14%	10%	13%	11%	17%	11%	13%	10%	16%
Illegal to discriminate	57%	60%	52%	61%	60%	60%	56%	64%	55%	56%	54%	60%	57%
Not sure	30%	27%	34%	29%	26%	31%	31%	25%	28%	32%	33%	30%	27%
Totals	99%	100%	100%	100%	100%	101%	100%	100%	100%	99%	100%	100%	100%
Unweighted N	(985)	(330)	(379)	(276)	(369)	(317)	(386)	(267)	(214)	(169)	(202)	(365)	(249)

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## 1J. Legality of Workplace Discrimination — Marital status

To your knowledge, under federal law, is it legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Total	Gender		Age (4 category)				Race (4 category)			
		Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Legal to discriminate	11%	13%	9%	21%	12%	6%	8%	11%	15%	11%	*
Illegal to discriminate	72%	69%	75%	48%	69%	81%	83%	74%	71%	66%	*
Not sure	17%	18%	17%	30%	19%	13%	10%	15%	14%	23%	*
Totals	100%	100%	101%	99%	100%	100%	101%	100%	100%	100%	*
Unweighted N	(987)	(457)	(530)	(197)	(243)	(338)	(209)	(695)	(124)	(106)	(62)

	Total	Party ID			2020 Vote		Family Income (3 category)			Census Region			
		Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Legal to discriminate	11%	13%	10%	10%	11%	10%	13%	10%	11%	9%	10%	10%	15%
Illegal to discriminate	72%	74%	65%	77%	78%	81%	68%	78%	75%	72%	74%	71%	70%
Not sure	17%	12%	25%	13%	12%	9%	20%	12%	14%	19%	16%	19%	15%
Totals	100%	99%	100%	100%	101%	100%	101%	100%	100%	100%	100%	100%	100%
Unweighted N	(987)	(331)	(380)	(276)	(370)	(317)	(387)	(267)	(214)	(169)	(202)	(367)	(249)

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## 1K. Legality of Workplace Discrimination — National origin

To your knowledge, under federal law, is it legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender			Age (4 category)				Race (4 category)			
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Legal to discriminate	11%	14%	9%	20%	15%	6%	7%	12%	10%	13%	*
Illegal to discriminate	73%	71%	74%	59%	65%	79%	85%	73%	80%	68%	*
Not sure	16%	15%	17%	21%	20%	15%	8%	15%	10%	19%	*
Totals	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	*
Unweighted N	(989)	(458)	(531)	(197)	(243)	(340)	(209)	(698)	(123)	(106)	(62)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Legal to discriminate	11%	11%	10%	13%	9%	11%	11%	9%	17%	13%	11%	10%	12%
Illegal to discriminate	73%	74%	71%	74%	79%	79%	72%	81%	70%	70%	74%	73%	74%
Not sure	16%	15%	19%	13%	12%	10%	17%	10%	13%	17%	15%	17%	14%
Totals	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Unweighted N	(989)	(331)	(381)	(277)	(370)	(318)	(390)	(267)	(214)	(170)	(202)	(368)	(249)

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## 1L. Legality of Workplace Discrimination — Political affiliation

To your knowledge, under federal law, is it legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender			Age (4 category)				Race (4 category)			
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Legal to discriminate	14%	18%	10%	24%	17%	10%	7%	14%	10%	13%	*
Illegal to discriminate	69%	67%	71%	52%	62%	74%	85%	71%	77%	59%	*
Not sure	17%	15%	19%	25%	20%	17%	8%	14%	12%	28%	*
Totals	100%	100%	100%	101%	99%	101%	100%	99%	99%	100%	*
Unweighted N	(989)	(459)	(530)	(196)	(244)	(339)	(210)	(698)	(124)	(106)	(61)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Legal to discriminate	14%	17%	13%	11%	14%	11%	14%	13%	19%	16%	14%	10%	18%
Illegal to discriminate	69%	71%	63%	75%	73%	79%	69%	74%	66%	66%	70%	71%	67%
Not sure	17%	12%	23%	14%	12%	10%	17%	12%	15%	18%	16%	19%	16%
Totals	100%	100%	99%	100%	99%	100%	100%	99%	100%	100%	100%	100%	101%
Unweighted N	(989)	(331)	(382)	(276)	(371)	(317)	(389)	(267)	(214)	(170)	(202)	(368)	(249)

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## 1M. Legality of Workplace Discrimination — Pregnancy

To your knowledge, under federal law, is it legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender			Age (4 category)				Race (4 category)			
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Legal to discriminate	12%	15%	9%	20%	15%	5%	10%	12%	14%	10%	*
Illegal to discriminate	72%	70%	74%	59%	70%	77%	80%	73%	69%	76%	*
Not sure	16%	15%	17%	21%	15%	18%	10%	15%	17%	14%	*
Totals	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	*
Unweighted N	(985)	(458)	(527)	(195)	(243)	(337)	(210)	(695)	(124)	(105)	(61)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Legal to discriminate	12%	14%	11%	9%	12%	8%	12%	8%	16%	13%	10%	9%	16%
Illegal to discriminate	72%	73%	68%	77%	77%	78%	69%	81%	71%	71%	74%	73%	70%
Not sure	16%	13%	21%	14%	11%	14%	19%	11%	13%	16%	16%	18%	14%
Totals	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Unweighted N	(985)	(329)	(380)	(276)	(369)	(317)	(387)	(266)	(213)	(169)	(201)	(367)	(248)

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## 1N. Legality of Workplace Discrimination — Race

To your knowledge, under federal law, is it legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender			Age (4 category)				Race (4 category)			
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Legal to discriminate	7%	10%	4%	16%	14%	1%	0%	7%	8%	9%	*
Illegal to discriminate	85%	84%	86%	66%	76%	93%	99%	87%	85%	76%	*
Not sure	8%	6%	10%	18%	10%	5%	1%	6%	7%	15%	*
Totals	100%	100%	100%	100%	100%	99%	100%	100%	100%	100%	*
Unweighted N	(983)	(456)	(527)	(195)	(240)	(339)	(209)	(697)	(122)	(105)	(59)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Legal to discriminate	7%	8%	6%	7%	4%	4%	9%	4%	9%	7%	3%	8%	9%
Illegal to discriminate	85%	87%	80%	89%	93%	92%	83%	91%	86%	87%	89%	84%	82%
Not sure	8%	5%	14%	4%	3%	3%	9%	5%	5%	6%	8%	8%	9%
Totals	100%	100%	100%	100%	100%	99%	101%	100%	100%	100%	100%	100%	100%
Unweighted N	(983)	(330)	(378)	(275)	(369)	(317)	(387)	(267)	(213)	(168)	(202)	(365)	(248)



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## 10. Legality of Workplace Discrimination — Religion

To your knowledge, under federal law, is it legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender			Age (4 category)				Race (4 category)			
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Legal to discriminate	6%	8%	4%	10%	9%	4%	0%	6%	7%	8%	*
Illegal to discriminate	84%	84%	84%	73%	76%	87%	97%	86%	81%	77%	*
Not sure	11%	9%	12%	17%	15%	9%	3%	9%	11%	14%	*
Totals	101%	101%	100%	100%	100%	100%	100%	101%	99%	99%	*
Unweighted N	(987)	(458)	(529)	(195)	(243)	(340)	(209)	(698)	(123)	(104)	(62)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Legal to discriminate	6%	8%	5%	4%	6%	3%	7%	5%	7%	4%	6%	4%	9%
Illegal to discriminate	84%	84%	79%	89%	88%	92%	81%	91%	85%	86%	84%	82%	83%
Not sure	11%	8%	15%	7%	6%	4%	12%	4%	8%	10%	10%	13%	8%
Totals	101%	100%	99%	100%	100%	99%	100%	100%	100%	100%	100%	99%	100%
Unweighted N	(987)	(329)	(381)	(277)	(368)	(318)	(387)	(267)	(213)	(169)	(202)	(368)	(248)

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## 1P. Legality of Workplace Discrimination — Sex

To your knowledge, under federal law, is it legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender			Age (4 category)				Race (4 category)			
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Legal to discriminate	8%	9%	7%	16%	13%	3%	2%	8%	9%	9%	*
Illegal to discriminate	81%	80%	82%	63%	72%	88%	95%	83%	81%	74%	*
Not sure	11%	11%	11%	20%	14%	8%	3%	9%	10%	17%	*
Totals	100%	100%	100%	99%	99%	99%	100%	100%	100%	100%	*
Unweighted N	(988)	(458)	(530)	(198)	(244)	(338)	(208)	(697)	(123)	(106)	(62)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Legal to discriminate	8%	9%	8%	6%	7%	5%	12%	3%	12%	7%	8%	7%	10%
Illegal to discriminate	81%	82%	76%	86%	88%	89%	77%	90%	80%	79%	82%	81%	81%
Not sure	11%	9%	16%	7%	5%	6%	12%	6%	8%	13%	10%	12%	9%
Totals	100%	100%	100%	99%	100%	100%	101%	99%	100%	99%	100%	100%	100%
Unweighted N	(988)	(330)	(381)	(277)	(369)	(317)	(388)	(266)	(214)	(170)	(200)	(369)	(249)

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## 1Q. Legality of Workplace Discrimination — Sexual orientation

To your knowledge, under federal law, is it legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender			Age (4 category)				Race (4 category)			
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Legal to discriminate	11%	14%	7%	15%	11%	8%	9%	12%	4%	11%	*
Illegal to discriminate	75%	72%	78%	60%	72%	81%	82%	75%	80%	68%	*
Not sure	14%	14%	15%	24%	17%	10%	9%	13%	16%	21%	*
Totals	100%	100%	100%	99%	100%	99%	100%	100%	100%	100%	*
Unweighted N	(986)	(456)	(530)	(195)	(243)	(338)	(210)	(696)	(124)	(106)	(60)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Legal to discriminate	11%	14%	10%	8%	12%	9%	11%	7%	17%	8%	10%	9%	16%
Illegal to discriminate	75%	77%	70%	80%	79%	82%	74%	82%	72%	77%	78%	73%	73%
Not sure	14%	9%	21%	12%	9%	8%	15%	11%	10%	15%	13%	17%	11%
Totals	100%	100%	101%	100%	100%	99%	100%	100%	99%	100%	101%	99%	100%
Unweighted N	(986)	(328)	(382)	(276)	(370)	(317)	(388)	(266)	(213)	(170)	(201)	(367)	(248)

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## 1R. Legality of Workplace Discrimination — Socioeconomic status

To your knowledge, under federal law, is it legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender			Age (4 category)				Race (4 category)			
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Legal to discriminate	15%	19%	12%	19%	20%	12%	11%	16%	14%	15%	*
Illegal to discriminate	59%	58%	60%	49%	53%	61%	72%	61%	62%	56%	*
Not sure	26%	23%	28%	32%	27%	26%	18%	23%	23%	29%	*
Totals	100%	100%	100%	100%	100%	99%	101%	100%	99%	100%	*
Unweighted N	(988)	(459)	(529)	(199)	(243)	(337)	(209)	(696)	(124)	(106)	(62)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Legal to discriminate	15%	19%	14%	12%	18%	13%	14%	15%	23%	17%	11%	14%	20%
Illegal to discriminate	59%	61%	54%	64%	65%	66%	54%	67%	62%	55%	61%	59%	60%
Not sure	26%	20%	32%	24%	17%	21%	32%	17%	15%	27%	28%	27%	20%
Totals	100%	100%	100%	100%	100%	100%	100%	99%	100%	99%	100%	100%	100%
Unweighted N	(988)	(330)	(382)	(276)	(370)	(316)	(388)	(266)	(214)	(170)	(201)	(367)	(250)

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## 2A. Support for Outlawing Workplace Discrimination — Age (being age 40 or older)

In your opinion, under federal law, should it be legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender			Age (4 category)				Race (4 category)			
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Should be legal to discriminate	10%	14%	6%	20%	11%	6%	4%	8%	11%	18%	*
Should be illegal to discriminate	79%	75%	84%	54%	76%	88%	93%	82%	78%	68%	*
Not sure	11%	11%	10%	25%	13%	6%	3%	10%	11%	14%	*
Totals	100%	100%	100%	99%	100%	100%	100%	100%	100%	100%	*
Unweighted N	(990)	(460)	(530)	(199)	(243)	(339)	(209)	(699)	(125)	(105)	(61)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Should be legal to discriminate	10%	9%	9%	12%	8%	11%	11%	8%	11%	11%	8%	10%	11%
Should be illegal to discriminate	79%	86%	72%	82%	89%	82%	75%	85%	82%	78%	82%	78%	80%
Not sure	11%	5%	19%	6%	4%	6%	13%	6%	7%	11%	10%	12%	9%
Totals	100%	100%	100%	100%	101%	99%	99%	99%	100%	100%	100%	100%	100%
Unweighted N	(990)	(330)	(384)	(276)	(371)	(317)	(390)	(267)	(213)	(170)	(202)	(369)	(249)

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## 2B. Support for Outlawing Workplace Discrimination — Appearance

In your opinion, under federal law, should it be legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender		Age (4 category)				Race (4 category)				
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Should be legal to discriminate	21%	29%	14%	18%	19%	21%	26%	23%	19%	12%	*
Should be illegal to discriminate	63%	58%	69%	61%	68%	63%	61%	63%	67%	65%	*
Not sure	15%	13%	17%	20%	12%	16%	12%	13%	14%	22%	*
Totals	99%	100%	100%	99%	99%	100%	99%	99%	100%	99%	*
Unweighted N	(990)	(459)	(531)	(199)	(242)	(339)	(210)	(699)	(125)	(105)	(61)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Should be legal to discriminate	21%	14%	24%	27%	14%	33%	19%	22%	26%	20%	25%	19%	23%
Should be illegal to discriminate	63%	75%	55%	61%	75%	53%	64%	67%	61%	67%	63%	63%	61%
Not sure	15%	11%	22%	12%	11%	15%	17%	11%	13%	13%	12%	18%	16%
Totals	99%	100%	101%	100%	100%	101%	100%	100%	100%	100%	100%	100%	100%
Unweighted N	(990)	(330)	(383)	(277)	(370)	(318)	(389)	(266)	(214)	(170)	(201)	(369)	(250)

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## 2C. Support for Outlawing Workplace Discrimination — Body size or weight

In your opinion, under federal law, should it be legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender			Age (4 category)				Race (4 category)			
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Should be legal to discriminate	15%	21%	10%	18%	16%	12%	17%	15%	11%	20%	*
Should be illegal to discriminate	72%	66%	78%	57%	71%	79%	76%	73%	79%	62%	*
Not sure	13%	13%	13%	25%	13%	9%	7%	11%	10%	17%	*
Totals	100%	100%	101%	100%	100%	100%	100%	99%	100%	99%	*
Unweighted N	(987)	(457)	(530)	(197)	(243)	(338)	(209)	(697)	(124)	(106)	(60)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Should be legal to discriminate	15%	10%	16%	20%	10%	21%	14%	15%	20%	15%	15%	15%	16%
Should be illegal to discriminate	72%	83%	66%	67%	84%	68%	72%	75%	72%	69%	74%	73%	71%
Not sure	13%	7%	18%	13%	6%	11%	14%	10%	8%	17%	11%	13%	13%
Totals	100%	100%	100%	100%	100%	100%	100%	100%	100%	101%	100%	101%	100%
Unweighted N	(987)	(329)	(383)	(275)	(370)	(316)	(390)	(264)	(213)	(169)	(201)	(369)	(248)

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## 2D. Support for Outlawing Workplace Discrimination — Caregiver status

In your opinion, under federal law, should it be legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender		Age (4 category)				Race (4 category)				
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Should be legal to discriminate	12%	17%	8%	18%	16%	8%	9%	11%	9%	20%	*
Should be illegal to discriminate	69%	65%	72%	52%	69%	73%	76%	70%	78%	58%	*
Not sure	19%	19%	20%	29%	15%	20%	14%	19%	14%	22%	*
Totals	100%	101%	100%	99%	100%	101%	99%	100%	101%	100%	*
Unweighted N	(988)	(458)	(530)	(199)	(242)	(338)	(209)	(698)	(125)	(104)	(61)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Should be legal to discriminate	12%	8%	12%	17%	7%	16%	13%	11%	16%	13%	11%	12%	13%
Should be illegal to discriminate	69%	81%	61%	65%	82%	64%	65%	74%	69%	70%	72%	66%	68%
Not sure	19%	11%	27%	18%	11%	20%	22%	15%	14%	17%	17%	22%	19%
Totals	100%	100%	100%	100%	100%	100%	100%	100%	99%	100%	100%	100%	100%
Unweighted N	(988)	(330)	(384)	(274)	(370)	(316)	(388)	(266)	(213)	(169)	(202)	(368)	(249)



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## 2E. Support for Outlawing Workplace Discrimination — Skin color

In your opinion, under federal law, should it be legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender		Age (4 category)				Race (4 category)				
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Should be legal to discriminate	7%	10%	5%	15%	11%	4%	2%	7%	8%	13%	*
Should be illegal to discriminate	85%	83%	86%	67%	77%	93%	97%	87%	85%	72%	*
Not sure	8%	7%	9%	18%	12%	3%	2%	6%	7%	15%	*
Totals	100%	100%	100%	100%	100%	100%	101%	100%	100%	100%	*
Unweighted N	(988)	(460)	(528)	(199)	(242)	(338)	(209)	(699)	(124)	(104)	(61)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Should be legal to discriminate	7%	7%	7%	9%	5%	8%	9%	6%	11%	8%	6%	5%	12%
Should be illegal to discriminate	85%	88%	80%	87%	92%	88%	81%	91%	84%	83%	87%	84%	84%
Not sure	8%	5%	13%	5%	2%	4%	11%	3%	5%	9%	7%	10%	5%
Totals	100%	100%	100%	101%	99%	100%	101%	100%	100%	100%	100%	99%	101%
Unweighted N	(988)	(329)	(382)	(277)	(369)	(318)	(388)	(266)	(214)	(168)	(202)	(368)	(250)

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## 2F. Support for Outlawing Workplace Discrimination — Criminal record

In your opinion, under federal law, should it be legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender		Age (4 category)				Race (4 category)				
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Should be legal to discriminate	40%	46%	35%	34%	35%	41%	50%	44%	33%	29%	*
Should be illegal to discriminate	39%	38%	40%	40%	45%	41%	28%	36%	48%	45%	*
Not sure	21%	17%	25%	26%	20%	17%	22%	20%	18%	27%	*
Totals	100%	101%	100%	100%	100%	99%	100%	100%	99%	101%	*
Unweighted N	(992)	(460)	(532)	(199)	(243)	(340)	(210)	(700)	(125)	(106)	(61)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Should be legal to discriminate	40%	31%	38%	54%	30%	58%	34%	48%	48%	38%	38%	42%	41%
Should be illegal to discriminate	39%	50%	35%	31%	48%	28%	44%	33%	37%	40%	40%	37%	39%
Not sure	21%	19%	27%	14%	22%	14%	23%	19%	16%	22%	21%	21%	20%
Totals	100%	100%	100%	99%	100%	100%	101%	100%	101%	100%	99%	100%	100%
Unweighted N	(992)	(330)	(385)	(277)	(371)	(318)	(390)	(267)	(214)	(170)	(202)	(370)	(250)

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## 2G. Support for Outlawing Workplace Discrimination — Disability

In your opinion, under federal law, should it be legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender		Age (4 category)				Race (4 category)				
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Should be legal to discriminate	12%	17%	7%	18%	15%	7%	9%	11%	16%	14%	*
Should be illegal to discriminate	77%	72%	81%	60%	73%	84%	85%	78%	74%	71%	*
Not sure	11%	11%	12%	22%	12%	8%	6%	11%	10%	15%	*
Totals	100%	100%	100%	100%	100%	99%	100%	100%	100%	100%	*
Unweighted N	(987)	(459)	(528)	(198)	(242)	(337)	(210)	(697)	(124)	(105)	(61)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Should be legal to discriminate	12%	9%	13%	14%	10%	16%	10%	14%	15%	11%	10%	10%	17%
Should be illegal to discriminate	77%	83%	70%	78%	84%	76%	75%	79%	78%	78%	78%	77%	75%
Not sure	11%	7%	17%	8%	6%	8%	14%	7%	7%	12%	12%	13%	8%
Totals	100%	99%	100%	100%	100%	100%	99%	100%	100%	101%	100%	100%	100%
Unweighted N	(987)	(329)	(382)	(276)	(370)	(317)	(389)	(267)	(211)	(170)	(202)	(367)	(248)

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## 2H. Support for Outlawing Workplace Discrimination — Gender identity

In your opinion, under federal law, should it be legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender			Age (4 category)				Race (4 category)			
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Should be legal to discriminate	18%	22%	14%	18%	18%	19%	16%	19%	11%	18%	*
Should be illegal to discriminate	67%	63%	71%	59%	69%	66%	74%	67%	77%	62%	*
Not sure	15%	15%	15%	23%	14%	15%	10%	14%	12%	20%	*
Totals	100%	100%	100%	100%	101%	100%	100%	100%	100%	100%	*
Unweighted N	(989)	(460)	(529)	(197)	(244)	(339)	(209)	(698)	(124)	(105)	(62)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Should be legal to discriminate	18%	8%	18%	28%	7%	30%	18%	16%	20%	13%	17%	19%	20%
Should be illegal to discriminate	67%	82%	62%	55%	86%	54%	66%	73%	70%	71%	67%	63%	70%
Not sure	15%	9%	19%	17%	7%	16%	17%	11%	10%	16%	16%	18%	10%
Totals	100%	99%	99%	100%	100%	100%	101%	100%	100%	100%	100%	100%	100%
Unweighted N	(989)	(330)	(383)	(276)	(371)	(317)	(390)	(267)	(213)	(170)	(202)	(368)	(249)

# YouGov Survey: Employment Discrimination Law

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## 2I. Support for Outlawing Workplace Discrimination — Genetic information

In your opinion, under federal law, should it be legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender		Age (4 category)				Race (4 category)				
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Should be legal to discriminate	10%	14%	7%	19%	15%	5%	5%	10%	8%	16%	*
Should be illegal to discriminate	69%	65%	73%	53%	69%	74%	77%	69%	73%	66%	*
Not sure	21%	21%	20%	28%	16%	21%	18%	21%	18%	18%	*
Totals	100%	100%	100%	100%	100%	100%	100%	100%	99%	100%	*
Unweighted N	(990)	(460)	(530)	(198)	(244)	(338)	(210)	(699)	(124)	(105)	(62)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Should be legal to discriminate	10%	9%	10%	13%	6%	12%	11%	8%	15%	12%	7%	8%	16%
Should be illegal to discriminate	69%	79%	62%	67%	83%	67%	66%	76%	73%	68%	69%	68%	70%
Not sure	21%	12%	28%	20%	10%	21%	24%	16%	12%	20%	24%	24%	14%
Totals	100%	100%	100%	100%	99%	100%	101%	100%	100%	100%	100%	100%	100%
Unweighted N	(990)	(330)	(384)	(276)	(371)	(316)	(389)	(267)	(213)	(170)	(202)	(369)	(249)

# YouGov Survey: Employment Discrimination Law

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## 2J. Support for Outlawing Workplace Discrimination — Marital status

In your opinion, under federal law, should it be legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender		Age (4 category)				Race (4 category)				
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Should be legal to discriminate	8%	12%	5%	16%	11%	6%	2%	7%	9%	11%	*
Should be illegal to discriminate	80%	77%	83%	60%	76%	86%	95%	83%	82%	71%	*
Not sure	11%	11%	11%	24%	14%	7%	3%	9%	9%	18%	*
Totals	99%	100%	99%	100%	101%	99%	100%	99%	100%	100%	*
Unweighted N	(990)	(459)	(531)	(199)	(243)	(340)	(208)	(699)	(124)	(106)	(61)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Should be legal to discriminate	8%	6%	10%	10%	5%	9%	10%	5%	12%	8%	9%	7%	11%
Should be illegal to discriminate	80%	88%	72%	83%	91%	84%	78%	86%	81%	82%	81%	80%	79%
Not sure	11%	6%	19%	7%	4%	6%	12%	9%	7%	10%	11%	13%	10%
Totals	99%	100%	101%	100%	100%	99%	100%	100%	100%	100%	101%	100%	100%
Unweighted N	(990)	(329)	(384)	(277)	(369)	(318)	(390)	(266)	(214)	(170)	(202)	(368)	(250)

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## 2K. Support for Outlawing Workplace Discrimination — National origin

In your opinion, under federal law, should it be legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender		Age (4 category)				Race (4 category)				
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Should be legal to discriminate	12%	15%	9%	18%	14%	9%	8%	12%	12%	13%	*
Should be illegal to discriminate	76%	75%	76%	62%	70%	81%	86%	77%	77%	69%	*
Not sure	13%	10%	15%	21%	15%	10%	6%	11%	11%	18%	*
Totals	101%	100%	100%	101%	99%	100%	100%	100%	100%	100%	*
Unweighted N	(992)	(461)	(531)	(200)	(243)	(339)	(210)	(700)	(125)	(106)	(61)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Should be legal to discriminate	12%	8%	12%	16%	5%	18%	11%	10%	18%	11%	9%	11%	17%
Should be illegal to discriminate	76%	83%	69%	75%	90%	72%	76%	82%	71%	78%	78%	75%	73%
Not sure	13%	9%	19%	9%	5%	11%	13%	9%	11%	12%	13%	15%	11%
Totals	101%	100%	100%	100%	100%	101%	100%	101%	100%	101%	100%	101%	101%
Unweighted N	(992)	(331)	(384)	(277)	(372)	(318)	(390)	(267)	(214)	(170)	(201)	(370)	(251)

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## 2L. Support for Outlawing Workplace Discrimination — Political affiliation

In your opinion, under federal law, should it be legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender		Age (4 category)				Race (4 category)				
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Should be legal to discriminate	10%	13%	6%	15%	14%	6%	4%	9%	9%	11%	*
Should be illegal to discriminate	77%	74%	80%	59%	68%	86%	91%	80%	74%	70%	*
Not sure	13%	12%	14%	26%	17%	8%	4%	11%	17%	18%	*
Totals	100%	99%	100%	100%	99%	100%	99%	100%	100%	99%	*
Unweighted N	(987)	(459)	(528)	(199)	(242)	(336)	(210)	(698)	(124)	(104)	(61)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Should be legal to discriminate	10%	10%	7%	12%	8%	12%	9%	8%	16%	13%	7%	8%	12%
Should be illegal to discriminate	77%	81%	72%	80%	85%	81%	76%	85%	73%	77%	81%	76%	76%
Not sure	13%	9%	21%	8%	7%	7%	15%	7%	10%	10%	12%	16%	12%
Totals	100%	100%	100%	100%	100%	100%	100%	100%	99%	100%	100%	100%	100%
Unweighted N	(987)	(329)	(381)	(277)	(369)	(318)	(389)	(266)	(212)	(169)	(201)	(369)	(248)



# YouGov Survey: Employment Discrimination Law

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## 2M. Support for Outlawing Workplace Discrimination — Pregnancy

In your opinion, under federal law, should it be legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender		Age (4 category)				Race (4 category)				
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Should be legal to discriminate	13%	18%	9%	21%	14%	9%	12%	13%	14%	14%	*
Should be illegal to discriminate	72%	67%	77%	54%	71%	79%	80%	74%	74%	66%	*
Not sure	14%	15%	13%	25%	15%	12%	9%	13%	12%	20%	*
Totals	99%	100%	99%	100%	100%	100%	101%	100%	100%	100%	*
Unweighted N	(990)	(459)	(531)	(198)	(243)	(340)	(209)	(699)	(124)	(106)	(61)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Should be legal to discriminate	13%	11%	13%	17%	9%	16%	12%	12%	20%	14%	13%	10%	18%
Should be illegal to discriminate	72%	81%	66%	70%	84%	72%	70%	79%	70%	73%	73%	73%	70%
Not sure	14%	8%	21%	13%	6%	12%	18%	9%	10%	13%	14%	17%	12%
Totals	99%	100%	100%	100%	99%	100%	100%	100%	100%	100%	100%	100%	100%
Unweighted N	(990)	(330)	(384)	(276)	(371)	(317)	(390)	(267)	(213)	(170)	(202)	(369)	(249)

# YouGov Survey: Employment Discrimination Law

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## 2N. Support for Outlawing Workplace Discrimination — Race

In your opinion, under federal law, should it be legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender			Age (4 category)				Race (4 category)			
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Should be legal to discriminate	7%	9%	5%	14%	10%	4%	2%	6%	7%	10%	*
Should be illegal to discriminate	84%	83%	85%	67%	78%	92%	96%	86%	87%	76%	*
Not sure	9%	8%	9%	19%	12%	5%	2%	8%	6%	14%	*
Totals	100%	100%	99%	100%	100%	101%	100%	100%	100%	100%	*
Unweighted N	(989)	(459)	(530)	(199)	(242)	(338)	(210)	(699)	(125)	(105)	(60)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Should be legal to discriminate	7%	8%	5%	9%	5%	8%	7%	6%	11%	6%	3%	7%	12%
Should be illegal to discriminate	84%	87%	80%	86%	93%	86%	82%	91%	84%	84%	89%	83%	82%
Not sure	9%	5%	15%	5%	2%	6%	12%	4%	5%	11%	8%	10%	6%
Totals	100%	100%	100%	100%	100%	100%	101%	101%	100%	101%	100%	100%	100%
Unweighted N	(989)	(329)	(383)	(277)	(371)	(318)	(389)	(267)	(213)	(170)	(202)	(367)	(250)

# YouGov Survey: Employment Discrimination Law

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## 20. Support for Outlawing Workplace Discrimination — Religion

In your opinion, under federal law, should it be legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender		Age (4 category)				Race (4 category)				
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Should be legal to discriminate	9%	14%	5%	17%	14%	5%	2%	8%	9%	14%	*
Should be illegal to discriminate	82%	77%	86%	64%	75%	88%	96%	85%	83%	68%	*
Not sure	9%	9%	9%	19%	11%	6%	2%	7%	8%	18%	*
Totals	100%	100%	100%	100%	100%	99%	100%	100%	100%	100%	*
Unweighted N	(991)	(460)	(531)	(199)	(243)	(339)	(210)	(699)	(125)	(106)	(61)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Should be legal to discriminate	9%	8%	10%	10%	6%	9%	10%	6%	13%	7%	7%	9%	13%
Should be illegal to discriminate	82%	87%	75%	85%	90%	87%	78%	89%	81%	83%	86%	81%	79%
Not sure	9%	5%	15%	5%	4%	5%	12%	5%	6%	10%	7%	11%	8%
Totals	100%	100%	100%	100%	100%	101%	100%	100%	100%	100%	100%	101%	100%
Unweighted N	(991)	(330)	(385)	(276)	(371)	(317)	(390)	(266)	(214)	(170)	(201)	(370)	(250)

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## 2P. Support for Outlawing Workplace Discrimination — Sex

In your opinion, under federal law, should it be legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender			Age (4 category)				Race (4 category)			
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Should be legal to discriminate	9%	13%	5%	15%	14%	5%	4%	8%	7%	18%	*
Should be illegal to discriminate	81%	78%	84%	64%	74%	88%	94%	84%	83%	67%	*
Not sure	10%	9%	10%	21%	12%	6%	2%	8%	10%	15%	*
Totals	100%	100%	99%	100%	100%	99%	100%	100%	100%	100%	*
Unweighted N	(988)	(460)	(528)	(199)	(243)	(337)	(209)	(698)	(125)	(105)	(60)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Should be legal to discriminate	9%	6%	10%	11%	5%	10%	10%	8%	11%	10%	7%	8%	12%
Should be illegal to discriminate	81%	90%	74%	81%	92%	81%	78%	86%	84%	81%	85%	80%	80%
Not sure	10%	5%	16%	7%	3%	8%	12%	5%	5%	9%	9%	12%	8%
Totals	100%	101%	100%	99%	100%	99%	100%	99%	100%	100%	101%	100%	100%
Unweighted N	(988)	(330)	(383)	(275)	(371)	(316)	(387)	(267)	(213)	(169)	(202)	(368)	(249)

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## 2Q. Support for Outlawing Workplace Discrimination — Sexual orientation

In your opinion, under federal law, should it be legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender			Age (4 category)				Race (4 category)			
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Should be legal to discriminate	12%	17%	8%	17%	13%	13%	6%	12%	12%	15%	*
Should be illegal to discriminate	74%	70%	78%	61%	68%	79%	86%	77%	78%	62%	*
Not sure	14%	13%	14%	22%	19%	9%	8%	12%	10%	23%	*
Totals	100%	100%	100%	100%	100%	101%	100%	101%	100%	100%	*
Unweighted N	(990)	(460)	(530)	(199)	(243)	(339)	(209)	(699)	(125)	(105)	(61)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Should be legal to discriminate	12%	6%	13%	18%	5%	19%	13%	11%	13%	11%	9%	13%	15%
Should be illegal to discriminate	74%	86%	68%	68%	90%	69%	71%	80%	78%	74%	80%	70%	75%
Not sure	14%	8%	18%	14%	5%	12%	17%	9%	9%	15%	11%	17%	10%
Totals	100%	100%	99%	100%	100%	100%	101%	100%	100%	100%	100%	100%	100%
Unweighted N	(990)	(329)	(384)	(277)	(370)	(318)	(390)	(266)	(214)	(170)	(202)	(368)	(250)

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## 2R. Support for Outlawing Workplace Discrimination — Socioeconomic status

In your opinion, under federal law, should it be legal or illegal for an employer to discriminate against employees based on the following characteristic?

	Gender		Age (4 category)				Race (4 category)				
	Total	Male	Female	18-29	30-44	45-64	65+	White	Black	Hispanic	Other
Should be legal to discriminate	10%	14%	6%	14%	13%	7%	6%	10%	9%	8%	*
Should be illegal to discriminate	72%	69%	76%	58%	65%	79%	83%	74%	70%	67%	*
Not sure	18%	18%	18%	27%	22%	14%	11%	16%	20%	25%	*
Totals	100%	101%	100%	99%	100%	100%	100%	100%	99%	100%	*
Unweighted N	(990)	(459)	(531)	(199)	(243)	(338)	(210)	(699)	(125)	(105)	(61)

	Party ID			2020 Vote		Family Income (3 category)			Census Region				
	Total	Dem	Ind	Rep	Biden	Trump	< \$50K	\$50-100K	\$100K+	Northeast	Midwest	South	West
Should be legal to discriminate	10%	8%	9%	12%	7%	12%	10%	8%	14%	13%	9%	8%	11%
Should be illegal to discriminate	72%	80%	67%	70%	88%	71%	68%	81%	76%	68%	76%	70%	76%
Not sure	18%	11%	24%	18%	5%	17%	23%	11%	10%	18%	15%	22%	14%
Totals	100%	99%	100%	100%	100%	100%	101%	100%	100%	99%	100%	100%	101%
Unweighted N	(990)	(330)	(383)	(277)	(371)	(318)	(389)	(266)	(214)	(169)	(201)	(370)	(250)

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<b>Interviewing Dates</b>	January 13 - 18, 2023
<b>Target population</b>	U.S. citizens, aged 18 and over.
<b>Sampling method</b>	Respondents were selected from YouGov's opt-in Internet panel using sample matching. A random sample (stratified by gender, age, race, education, geographic region, and voter registration) was selected from the 2019 American Community Survey.
<b>Weighting</b>	The sample was weighted according to gender, age, race, education, 2020 election turnout and Presidential vote, baseline party identification, and current voter registration status. Demographic weighting targets come from the 2019 American Community Survey. Baseline party identification is the respondent's most recent answer given prior to March 15, 2022, and is weighted to the estimated distribution at that time (33% Democratic, 28% Republican). The weights range from 0.284 to 5.086, with a mean of 1 and a standard deviation of 0.481.
<b>Number of respondents</b>	1000
<b>Margin of error</b>	± 3.4% (adjusted for weighting)
<b>Survey mode</b>	Web-based interviews
<b>Questions not reported</b>	55 questions not reported.