New York Life Foundation 2022 Grief Survey Topline Results



NYL1_1	How strongly do you agree or disagree with the following statements? After the pandemic, I'm tired of
	talking about death and loss and just want to move on

Strongly agree	1151	26%
Somewhat agree	1598	36%
Somewhat disagree	806	18%
Strongly disagree	375	8%
Don't know/no opinion	491	11%

NYL1_2 How strongly do you agree or disagree with the following statements? People got used to talking about death and loss during the pandemic, but I think we will become less comfortable talking about these topics as society returns to normal

Strongly agree	707	16%
Somewhat agree	1471	33%
Somewhat disagree	1112	25%
Strongly disagree	479	11%
Don't know/no opinion	652	15%

NYL1_3 How strongly do you agree or disagree with the following statements? I understand the importance of talking about death and loss, but I want to focus on lighter topics after the pandemic

Strongly agree	1323	30%
Somewhat agree	1939	44%
Somewhat disagree	537	12%
Strongly disagree	220	5%
Don't know/no opinion	402	9%

NYL2_1 How strongly do you agree or disagree with the following statements? I think awareness of grief support services will decline as society returns to normal

Strongly agree	652	15%
Somewhat agree	1552	35%
Somewhat disagree	1147	26%
Strongly disagree	407	9%
Don't know/no opinion	663	15%

NYL2_2 How strongly do you agree or disagree with the following statements? Compared to the pandemic, I think adults will feel less comfortable reaching out for grief support as society returns to normal

Strongly agree	631	36%
Somewhat agree	1483	42%
Somewhat disagree	1160	7%
Strongly disagree	426	3%
Don't know/no opinion	721	16%

NYL2_3 How strongly do you agree or disagree with the following statements? I think more should be done to increase awareness of grief support services for all adults

Strongly agree	1605	36%
Somewhat agree	1860	42%
Somewhat disagree	326	7%
Strongly disagree	112	3%
Don't know/no opinion	519	12%

NYL3_1NET

In a previous study we found that few adults used bereavement services following the death of someone close to them. If someone close to you died, do you think you would use any form of bereavement services? If not, please indicate why not. Select all that apply. Not enough time to go to/participate in bereavement services

Selected	453	10%
Not Selected	3968	90%

NYL3_2NET

In a previous study we found that few adults used bereavement services following the death of someone close to them. If someone close to you died, do you think you would use any form of bereavement services? If not, please indicate why not. Select all that apply. Already have my own grieving process that doesn't involve these services

Selected	1186	27%
Not Selected	3235	73%

NYL3_3NET

In a previous study we found that few adults used bereavement services following the death of someone close to them. If someone close to you died, do you think you would use any form of bereavement services? If not, please indicate why not. Select all that apply. I'm not a person that needs help coping with grief

Selected	1132	26%
Not Selected	3289	74%

NYL3_4NET

In a previous study we found that few adults used bereavement services following the death of someone close to them. If someone close to you died, do you think you would use any form of bereavement services? If not, please indicate why not. Select all that apply. Not being able to afford bereavement services

Selected	683	15%
Not Selected	3738	85%

NYL3_5NET

In a previous study we found that few adults used bereavement services following the death of someone close to them. If someone close to you died, do you think you would use any form of bereavement services? If not, please indicate why not. Select all that apply. I don't know enough about these services to use them

Selected	1137	26%
Not Selected	3284	74%

NYL3 6NET

In a previous study we found that few adults used bereavement services following the death of someone close to them. If someone close to you died, do you think you would use any form of bereavement services? If not, please indicate why not. Select all that apply. They aren't available in my local area

Selected	400	9%
Not Selected	4021	91%

NYL3_7NET

In a previous study we found that few adults used bereavement services following the death of someone close to them. If someone close to you died, do you think you would use any form of bereavement services? If not, please indicate why not. Select all that apply. There is a long waitlist to use these services

Selected	262	6%
Not Selected	4159	94%

NYL3_8NET In a previous study we found that few adults used bereavement services following the death of someone close to them. If someone close to you died, do you think you would use any form of bereavement

services? If not, please indicate why not. Select all that apply. Other

 Selected
 81
 2%

 Not Selected
 4340
 98%

NYL3_9NET In a previous study we found that few adults used bereavement services following the death of someone

close to them. If someone close to you died, do you think you would use any form of bereavement services? If not, please indicate why not. Select all that apply. I would use bereavement services

 Selected
 717
 16%

 Not Selected
 3704
 84%

NYL4_1 How strongly do you agree or disagree with the following statements about your experience having someone close to you recently die? I felt too overwhelmed with everything happening in the world to grieve the death of my loved one (N=2,445)

Strongly agree	290	12%
Somewhat agree	529	22%
Somewhat disagree	596	24%
Strongly disagree	866	35%
Don't know/no opinion	164	7%

NYL4_2 How strongly do you agree or disagree with the following statements about your experience having someone close to you recently die? I feel like the world wants me to move on, but I still need time to deal with the death of my loved one (N=2,445)

Strongly agree	504	21%
Somewhat agree	796	33%
Somewhat disagree	534	22%
Strongly disagree	385	16%
Don't know/no opinion	225	9%

NYL4_3 How strongly do you agree or disagree with the following statements about your experience having someone close to you recently die? My friends and family were a great support system following the death of my loved one in the short-term, but I still need support to help me cope in the long-term (N=2,445)

Strongly agree	625	26%
Somewhat agree	821	34%
Somewhat disagree	469	19%
Strongly disagree	349	14%
Don't know/no opinion	181	7%

NYL4_4 How strongly do you agree or disagree with the following statements about your experience having someone close to you recently die? During my grieving process, I felt overlooked since society was focused on the COVID-19 pandemic (N=2,445)

Strongly agree	351	14%
Somewhat agree	529	22%
Somewhat disagree	640	26%
Strongly disagree	695	28%
Don't know/no opinion	229	9%

NYL5 In light of recent events (e.g., pandemic, school shooting, etc.), do you think your company should make enhancements to their bereavement policies? (N=2,081)

Yes	1049	50%
No	517	25%
My company doesn't have a bereavement leave policy	515	25%

NYL6_1 How strongly do you agree or disagree with the following statements? My company should educate employees more on their grief and bereavement policies (N=2,081)

Strongly agree	658	32%
Somewhat agree	759	36%
Somewhat disagree	239	11%
Strongly disagree	121	6%
Don't know/no opinion	305	15%

NYL6_2 How strongly do you agree or disagree with the following statements? I feel that my company proactively informs us about bereavement resources when a death occurs (N=2,081)

Strongly agree	414	20%
Somewhat agree	600	29%
Somewhat disagree	368	18%
Strongly disagree	344	17%
Don't know/no opinion	355	17%

NYL7_1NET

From previous research we know that only half of adults would use their company's bereavement policy after having someone close to them die. Hypothetically, if you had someone close to you die, do you think you would use your company's bereavement leave? If not, please select your reasons why. I don't know enough about my company's bereavement leave policy to use it (N=2,081)

Selected	289	14%
Not Selected	1791	86%

NYL7_2NET

From previous research we know that only half of adults would use their company's bereavement policy after having someone close to them die. Hypothetically, if you had someone close to you die, do you think you would use your company's bereavement leave? If not, please select your reasons why. I can't financially afford to take time off (N=2,081)

Selected	488	23%
Not Selected	1593	77%

NYL7_3NET

From previous research we know that only half of adults would use their company's bereavement policy after having someone close to them die. Hypothetically, if you had someone close to you die, do you think you would use your company's bereavement leave? If not, please select your reasons why. I'm too busy to take time off (N=2,081)

Selected	224	11%
Not Selected	1856	89%

NYL7_4NET

From previous research we know that only half of adults would use their company's bereavement policy after having someone close to them die. Hypothetically, if you had someone close to you die, do you think you would use your company's bereavement leave? If not, please select your reasons why. I don't feel comfortable taking an extended period of time off work, it's not done at my company (N=2,081)

Selected	235	11%
Not Selected	1845	89%

NYL7_5NET

From previous research we know that only half of adults would use their company's bereavement policy after having someone close to them die. Hypothetically, if you had someone close to you die, do you think you would use your company's bereavement leave? If not, please select your reasons why. I just wouldn't need to take time off work (N=2,081)

Selected	220	11%
Not Selected	1861	89%

NYL7_6NET

From previous research we know that only half of adults would use their company's bereavement policy after having someone close to them die. Hypothetically, if you had someone close to you die, do you think you would use your company's bereavement leave? If not, please select your reasons why. I would prefer to keep working as a distraction (N=2,081)

Selected	474	23%
Not Selected	1607	77%

NYL7_7NET

From previous research we know that only half of adults would use their company's bereavement policy after having someone close to them die. Hypothetically, if you had someone close to you die, do you think you would use your company's bereavement leave? If not, please select your reasons why. My company doesn't offer bereavement leave (N=2,081)

Selected	278	13%
Not Selected	1802	87%

NYL7_8NET

From previous research we know that only half of adults would use their company's bereavement policy after having someone close to them die. Hypothetically, if you had someone close to you die, do you think you would use your company's bereavement leave? If not, please select your reasons why. I would use my company's bereavement leave policy (N=2,081)

Selected	662	32%
Not Selected	1419	68%

NYL8_1

How strongly do you agree or disagree with the following statements? Recent events have made me more fearful that I may not always be there for my child (N=1,103)

Strongly agree	380	34%
Somewhat agree	380	34%
Somewhat disagree	145	13%
Strongly disagree	124	11%
Don't know/no opinion	74	7%

NYL8_2	How strongly do you agree or disagree with the following statements? In the past 2 years, I prioritized my
	child's mental wellness over my own (N=1,103)

Strongly agree	492	45%
Somewhat agree	400	36%
Somewhat disagree	89	8%
Strongly disagree	34	3%
Don't know/no opinion	87	8%

NYL8_3 How strongly do you agree or disagree with the following statements? In light of recent events, I feel greater pressure to make sure my child is safe (N=1,103)

Strongly agree	530	48%
Somewhat agree	391	36%
Somewhat disagree	79	7%
Strongly disagree	39	4%
Don't know/no opinion	63	6%

NYL8_4 How strongly do you agree or disagree with the following statements? My child is more sensitive to the days that I am 'away' from home (N=1,103)

Strongly agree	288	26%
Somewhat agree	360	33%
Somewhat disagree	193	17%
Strongly disagree	137	12%
Don't know/no opinion	125	11%

NYL9_1 How strongly do you agree or disagree with the following statements? Schools need to be prepared to respond to the death of a school community member (e.g., teacher, administrator, student, or family member) (N=1,103)

Strongly agree	599	54%
Somewhat agree	367	33%
Somewhat disagree	53	5%
Strongly disagree	14	1%
Don't know/no opinion	71	6%

NYL9_2 How strongly do you agree or disagree with the following statements? Schools need to focus on mental wellness throughout the school year, not just during special circumstances (N=1,103)

Strongly agree	606	55%
Somewhat agree	369	33%
Somewhat disagree	61	6%
Strongly disagree	14	1%
Don't know/no opinion	51	5%

NYL9_3 How strongly do you agree or disagree with the following statements? Schools should spend more time on efforts to improve students' mental wellness (N=1,103)

Strongly agree	545	49%
Somewhat agree	396	36%
Somewhat disagree	70	6%
Strongly disagree	24	2%
Don't know/no opinion	69	6%

NYL9_4	How strongly do you agree or disagree with the following statements? Instructors for afterschool
	programs (e.g., sports leagues, camps) need to be informed if children in their programs have had a
	caretaker or close family member die (N=1,103)

Strongly agree	542	49%
Somewhat agree	407	37%
Somewhat disagree	48	4%
Strongly disagree	17	2%
Don't know/no opinion	88	8%

NYL9_5 How strongly do you agree or disagree with the following statements? Instructors for afterschool programs (e.g., sports leagues, camps) need training on how to support children who have had a caretaker or close family member die (N=1,103)

Strongly agree	518	47%
Somewhat agree	425	39%
Somewhat disagree	59	5%
Strongly disagree	15	1%
Don't know/no opinion	86	8%

NYLdeml Which of the following best describes your working status? (N=2,081)

I am working in an office full-time	891	43%
I am working remotely full-time	465	22%
I am working in a hybrid situation	346	17%
I do not have a job that allows me to work remotely	379	18%

NYLdem2 Are you a parent or guardian with kids in school?

Yes, I am a parent/guardian, and my kids are of school age	1103	25%
Yes, I am a parent/guardian, but my kids are not of schooling age	742	17%
No, I am not a parent/guardian	2576	58%

NYLdem3 Has someone close to you (e.g., immediate family, extended family, close friend, colleague, neighbor) died in the past 2 years (2020 – to present)?

Yes	2445	55%
No	1976	45%

Respondent Demographics Summary

Gender			
	Male Female	2136 2285	48% 52%
Generation			
	GenZers: 1997-2012	460	10%
	Millennials: 1981-1996	1365	31%
	GenXers: 1965-1980	996	23%
	Baby Boomers: 1946-1964	1475	33%
Ethnicity			
	Black	501	11%
	White	2949	67%
	Asian American	223	5%
	Hispanic	748	17%
Income			
	Under \$50k	2388	54%
	\$50-100k	1367	31%
	\$100k+	666	15%
Parent			
	Parent	1845	42%
	Not a Parent	2576	58%
Experienced a R	ecent Close Death	2445	55%
Parents of School	ol Children	1103	25%
Full-Time Emplo	pyee	2081	47%
D .			
Region	Northeast	765	17%
	Midwest	913	21%
	South	1689	38%
	West	1053	24%
Community Typ	e e		
2011111011110, 1)p	Urban	1320	30%
	Suburban	2044	46%
	Rural	1057	24%
Employment			
	Job in the private sector	1494	34%
	Job in government	215	5%
	Self-employed	371	8%
	Homemaker	346	8%
	Student	130	3%
	Retired	1139	26%
	Unemployed Other	489 236	11% 5%
		230	370

NYL1_1	How strongly do you agree or disagree with the following statements? People are more aware of their
	mental wellness now than before the pandemic

Strongly agree	1264	29%
Somewhat agree	2139	48%
Somewhat disagree	368	8%
Strongly disagree	182	4%
Don't know/no opinion	469	11%

NYL1_2 How strongly do you agree or disagree with the following statements? I personally struggled to maintain a healthy mental outlook during the pandemic

Strongly agree	910	21%
Somewhat agree	1388	31%
Somewhat disagree	913	21%
Strongly disagree	1024	23%
Don't know/no opinion	187	4%

NYL1_3 How strongly do you agree or disagree with the following statements? Grief support is more accessible now than before the pandemic

Strongly agree	873	20%
Somewhat agree	1665	38%
Somewhat disagree	570	13%
Strongly disagree	263	6%
Don't know/no opinion	1051	24%

NYLl_4 How strongly do you agree or disagree with the following statements? If I experienced the death of a loved one, I would know where to turn for grief support

Strongly agree	1313	30%
Somewhat agree	1589	37%
Somewhat disagree	649	15%
Strongly disagree	425	10%
Don't know/no opinion	352	8%

NYL2_4 How strongly do you agree or disagree with the following statements? People are more aware of grief support resources than they were before the pandemic

Strongly agree	824	19%
Somewhat agree	1909	43%
Somewhat disagree	586	13%
Strongly disagree	259	6%
Don't know/no opinion	844	19%

NYL2_1 How comfortable do you feel discussing the following topics with your family and/or friends? Death and loss

Very comfortable	1234	28%
Somewhat comfortable	1786	40%
Not very comfortable	832	19%
Not at all comfortable	421	10%
Don't know/no opinion	149	3%

NYL2_2	How comfortable do you feel discussing the following topics with your family and/or friends? Personal Finance		
	Very comfortable	843	19%
	Somewhat comfortable	1587	36%
	Not very comfortable	1120	25%
	Not at all comfortable	698	16%
	Don't know/no opinion	175	4%
	Don tknow/no opinion	1/5	470
NYL2_3	How comfortable do you feel discussing the following topics with your family an	d/or frier	nds? Politics
	Very comfortable	1246	28%
	Somewhat comfortable	1599	36%
	Not very comfortable	721	16%
	Not at all comfortable	532	12%
		324	7%
	Don't know/no opinion	324	7 70
NYL2_4	How comfortable do you feel discussing the following topics with your family an health wellness	d/or frier	nds? Mental
	Very comfortable	1333	30%
	Somewhat comfortable	1801	41%
			17%
	Not very comfortable	773	
	Not at all comfortable	340	8%
	Don't know/no opinion	175	4%
NYL3_1	How strongly do you agree or disagree with the following statements? I wish the dialogue in this country on the topic of death and loss	re was a n	nore open
	Strongly agree	1098	25%
	Somewhat agree	1929	44%
	Somewhat disagree	545	12%
	Strongly disagree	175	4%
	Don't know/no opinion	675	15%
	Don't Kilow/no opinion	073	1370
NYL3_2	How strongly do you agree or disagree with the following statements? If I experied loved one, I would need help and support to get me through it	enced the	death of a
	Strongly agree	1237	28%
	Somewhat agree	1679	38%
	Somewhat disagree	763	17%
	Strongly disagree	424	10%
	Don't know/no opinion	319	7%
NYL3_3	How strongly do you agree or disagree with the following statements? If I experie loved one, I would know where to turn for grief support	enced the	death of a
	Strongly agree	1080	24%
	Somewhat agree	1794	41%
	Somewhat disagree	801	18%
	Strongly disagree	417	9%
	Don't know/no opinion	331	7%

NYL3_4	How strongly do you agree or disagree with the following statements? I have had a conversation with my
	family regarding my end of life wishes

Strongly agree	1063	24%
Somewhat agree	1409	32%
Somewhat disagree	785	18%
Strongly disagree	926	21%
Don't know/no opinion	239	5%

NYL3_5 How strongly do you agree or disagree with the following statements? I am confident I know what I should address in my end-of-life plan

Strongly agree	1110	25%
Somewhat agree	1733	39%
Somewhat disagree	750	17%
Strongly disagree	435	10%
Don't know/no opinion	394	9%

NYL4 If the spouse/partner or child of someone close to you died (family, close friend, colleague, neighbor), how comfortable would you feel consoling them during this time?

Very comfortable	1536	35%
Somewhat comfortable	1651	37%
Not very comfortable	680	15%
Not at all comfortable	342	8%
Don't know/no opinion	212	5%

NYL5 Please tell us what statement best describes your familiarity with bereavement services.

I used bereavement services during the pandemic	235	5%
I have used bereavement services before, but not during the pandemic	519	12%
I have heard of bereavement services, but have never used them myself	2219	50%
I was not aware of any types of bereavement services available to me	1004	23%
Don't know/no opinion	445	10%

NYL6_1NET You previously mentioned someone close to you died in the past 2 years. Who died? Please select all that

apply if you have had multiple people close to you die in the past 2 years. Parent (N=2,947)

Selected	507	17%
Not Selected	2441	83%

NYL6_2NET You previously mentioned someone close to you died in the past 2 years. Who died? Please select all that apply if you have had multiple people close to you die in the past 2 years. Spouse/partner (N=2,947)

Selected	134	5%
Not Selected	2813	95%

NYL6_3NET	NYL6_3NET You previously mentioned someone close to you died in the past 2 years. Who died? Please select all that apply if you have had multiple people close to you die in the past 2 years. Child (N=2,947)			
	Selected	66	2%	
	Not Selected	2882	98%	
NYL6_4NET	You previously mentioned someone close to you died in the past 2 years. Who died apply if you have had multiple people close to you die in the past 2 years. Sibling (select all that	
	Selected	251	9%	
	Not Selected	2696	91%	
NYL6_5NET		ly mentioned someone close to you died in the past 2 years. Who died? Please select all that have had multiple people close to you die in the past 2 years. Grandparent (N=2,947)		
	Selected	422	9%	
	Not Selected	2585	91%	
NYL6_6NET	You previously mentioned someone close to you died in the past 2 years. Who died apply if you have had multiple people close to you die in the past 2 years. Extended aunt, uncle, cousin) (N=2,947)			
	Selected	1112	38%	
	Not Selected	1835	62%	
NYL6_7NET	You previously mentioned someone close to you died in the past 2 years. Who died? Please select all that apply if you have had multiple people close to you die in the past 2 years. Neighbor (N=2,947)			
	Selected	213	7%	
	Not Selected	2734	93%	
NYL6_8NET	You previously mentioned someone close to you died in the past 2 years. Who died apply if you have had multiple people close to you die in the past 2 years. Friend (I		select all that	
	Selected	1005	34%	
	Not Selected	1942	66%	
NYL6_9NET	You previously mentioned someone close to you died in the past 2 years. Who died apply if you have had multiple people close to you die in the past 2 years. Co-work			
	Selected	191	6%	
	Not Selected	2757	94%	
NYL6_10NET	You previously mentioned someone close to you died in the past 2 years. Who died apply if you have had multiple people close to you die in the past 2 years. Other (N		select all that	
	Selected	174	6%	
	Not Selected	2773	94%	

NYL7_1NET	After having someone close to you recently die, did you seek out any of the below forms of grief or bereavement services? Please select all that apply. Calls with family and/or friends (N=2,947)			
	Selected	1284	44%	
	Not Selected	1664	56%	
NYL7_2NET	After having someone close to you recently die, did you seek out any of the below or bereavement services? Please select all that apply. Visits with family and/or fri			
	Selected	1115	38%	
	Not Selected	1832	62%	
NYL7_3NET	NYL7_3NET After having someone close to you recently die, did you seek out any of the below forms or or bereavement services? Please select all that apply. Individual counseling (N=2,947)			
	Selected	264	9%	
	Not Selected	2683	91%	
NYL7_4NET After having someone close to you recently die, did you seek out any of the below forms or bereavement services? Please select all that apply. Peer support groups (N=2,947)			grief support	
	Selected	120	4%	
	Not Selected	2827	96%	
NYL7_5NET		naving someone close to you recently die, did you seek out any of the below forms of grief suppor eavement services? Please select all that apply. Grief books & resources to read on your own 47)		
	Selected	174	6%	
	Not Selected	2774	94%	
NYL7_6NET	After having someone close to you recently die, did you seek out any of the below or bereavement services? Please select all that apply. Online videos/talks (N=2,94		grief support	
	Selected	158	5%	
	Not Selected	2789	95%	
NYL7_7NET	After having someone close to you recently die, did you seek out any of the below or bereavement services? Please select all that apply. Bereavement Camp (N=2,94		grief support	
	Selected Not Selected	28 2919	1% 99%	
NYL7_8NET	After having someone close to you recently die, did you seek out any of the below or bereavement services? Please select all that apply. Grief app (N=2,947)	forms of	grief support	
	Selected	75	3%	
	Not Selected	2872	97%	

NYL7_9NET	_9NET After having someone close to you recently die, did you seek out any of the below forms of grief support or bereavement services? Please select all that apply. Spiritual/religious support (e.g., church groups) (N=2,947)		
	Selected Not Selected	383 2564	13% 87%
NYL7_10NET	After having someone close to you recently die, did you seek out any of the below or bereavement services? Please select all that apply. Other (N=2,947)	forms of	grief support
	Selected Not Selected	45 2903	2% 98%
NYL7_11NET	After having someone close to you recently die, did you seek out any of the below or bereavement services? Please select all that apply. I did not seek out any form of (N=2,947)		
	Selected Not Selected	1048 1899	36% 64%
NYL8	Did the grief support or bereavement services align well with your values and cul	ture? (N=	1,899)
	Extremely	633	33%
	Somewhat	1341	44%
	Not very much	136	7%
	Not at all I don't know	27 258	1% 14%
NYL9_1NET	And, what form(s) of grief support or bereavement services do you think helped t the death of someone close to you? Please select all that apply. Calls with family a		
	Selected Not Selected	831 452	65% 35%
NYL9_2NET	And, what form(s) of grief support or bereavement services do you think helped t the death of someone close to you? Please select all that apply. Visits with family		
	Selected Not Selected	850 265	76% 24%
NYL9_3NET	And, what form(s) of grief support or bereavement services do you think helped to the death of someone close to you? Please select all that apply. Individual counsely		
	Selected Not Selected	180 84	68% 32%
NYL9_4NET	And, what form(s) of grief support or bereavement services do you think helped t the death of someone close to you? Please select all that apply. Peer support group		
	Selected Not Selected	60 60	50% 50%

NYL9_5NET	And, what form(s) of grie	f support or bereavemen	t services do you think	helped the most in dealing with

the death of someone close to you? Please select all that apply. Grief books & resources to read on your

own (N=174)

 Selected
 84
 49%

 Not Selected
 89
 51%

 $NYL9_6NET \qquad \text{And, what form(s) of grief support or bereavement services do you think helped the most in dealing with}$

the death of someone close to you? Please select all that apply. Online videos/talks (N=158)

 Selected
 67
 42%

 Not Selected
 91
 58%

NYL9_7NET And, what form(s) of grief support or bereavement services do you think helped the most in dealing with

the death of someone close to you? Please select all that apply. Bereavement camp (N=28)

 Selected
 15
 52%

 Not Selected
 14
 48%

NYL9_8NET And, what form(s) of grief support or bereavement services do you think helped the most in dealing with

the death of someone close to you? Please select all that apply. Grief camp (N=120)

 Selected
 42
 56%

 Not Selected
 33
 44%

NYL9_9NET And, what form(s) of grief support or bereavement services do you think helped the most in dealing with

the death of someone close to you? Please select all that apply. Spiritual/religious support (e.g., church

groups) (N=383)

 Selected
 268
 70%

 Not Selected
 115
 30%

NYL9_10NET And, what form(s) of grief support or bereavement services do you think helped the most in dealing with

the death of someone close to you? Please select all that apply. Other (N=45)

 Selected
 30
 68%

 Not Selected
 14
 32%

NYL9_11NET And, what form(s) of grief support or bereavement services do you think helped the most in dealing with

the death of someone close to you? Please select all that apply. I don't think any form of grief support

helped (N=1,899)

 Selected
 113
 6%

 Not Selected
 1786
 94%

NYL10_1NET What were the most helpful things that someone did for you to help support you or your family after

having someone close to you recently die? Please select all that apply. Visiting me or my family frequently

(N=2,947)

 Selected
 694
 24%

 Not Selected
 2253
 76%

NYL10_2NET What were the most helpful things that someone did for you to help support you or your family after

having someone close to you recently die? Please select all that apply. Calling me or my family frequently

(N=2,947)

 Selected
 844
 29%

 Not Selected
 2103
 71%

NYL10_3NET What were the most helpful things that someone did for you to help support you or your family after

having someone close to you recently die? Please select all that apply. Giving me or my family space to be

alone while we grieved (N=2,947)

 Selected
 839
 28%

 Not Selected
 2108
 72%

NYL10_4NET What were the most helpful things that someone did for you to help support you or your family after

having someone close to you recently die? Please select all that apply. Just listening to me & not speaking/

trying to provide a solution (N=2,947)

 Selected
 1144
 39%

 Not Selected
 1803
 61%

NYL10_5NET What were the most helpful things that someone did for you to help support you or your family after

having someone close to you recently die? Please select all that apply. Asking me about the person who

recently died (e.g., memories, stories) (N=2,947)

 Selected
 764
 26%

 Not Selected
 2184
 74%

NYLIO_6NET What were the most helpful things that someone did for you to help support you or your family after

having someone close to you recently die? Please select all that apply. Telling me stories about the person

(N=2,947)

 Selected
 1038
 35%

 Not Selected
 1909
 65%

NYL10_7NET What were the most helpful things that someone did for you to help support you or your family after

having someone close to you recently die? Please select all that apply. Remembering special days about

the person (e.g., birthdays, anniversaries, anniversary of the death, holidays) (N=2,947)

 Selected
 985
 33%

 Not Selected
 1962
 67%

NYL10_8NET	What were	the most helpful tl	hings that someone	did for you	to help support you	ı or your family after
			1 11 1		/	>

having someone close to you recently die? Please select all that apply. Other (N=2,947)

 Selected
 40
 1%

 Not Selected
 2907
 99%

NYL10_9NET What were the most helpful things that someone did for you to help support you or your family after

having someone close to you recently die? Please select all that apply. I did not receive any support from others (N=2,947)

 Selected
 421
 14%

 Not Selected
 2526
 86%

NYL10a_1 Were the following areas of grief support and bereavement services available to you? If they weren't, do you wish you had access to them to help you deal with the death of your loved one? Calls with family

and/or friends (N=2,947)

This was available to me	2427	82%
This was unavailable, but I wish I had access to it	198	7%
This was unavailable, and I didn't need it	321	11%

NYL10a_2 Were the following areas of grief support and bereavement services available to you? If they weren't, do you wish you had access to them to help you deal with the death of your loved one? Visits with family

and/or friends (N=2,947)

This was available to me	2268	77%
This was unavailable, but I wish I had access to it	282	10%
This was unavailable, and I didn't need it	397	13%

NYL10a_3 Were the following areas of grief support and bereavement services available to you? If they weren't, do you wish you had access to them to help you deal with the death of your loved one? Individual counseling (N=2,947)

This was available to me

1133

38%
This was unavailable, but I wish I had access to it

468

16%

This was unavailable, but I wish I had access to it

This was unavailable, and I didn't need it

468
16%
46%

Were the following areas of grief support and bereavement services available to you? If they weren't, do you wish you had access to them to help you deal with the death of your loved one? Peer support groups (N=2,947)

This was available to me	855	29%
This was unavailable, but I wish I had access to it	479	16%
This was unavailable, and I didn't need it	1613	55%

NYL10a_5 Were the following areas of grief support and bereavement services available to you? If they weren't, do you wish you had access to them to help you deal with the death of your loved one? Grief books & resources to read on your own (N=2,947)

This was available to me	1126	38%
This was unavailable, but I wish I had access to it	372	13%
This was unavailable, and I didn't need it	1448	49%

NYL10a_6

570

906

610

27%

43%

29%

National Survey Results

NYLIUa_6	you wish you had access to them to help you deal with the death of your lov (N=2,947)		
	This was available to me	1026	35%
	This was unavailable, but I wish I had access to it	350	12%
	This was unavailable, and I didn't need it	1571	53%
NYL10a_7	Were the following areas of grief support and bereavement services availably you wish you had access to them to help you deal with the death of your lov (N=2,947)		
	This was available to me	294	10%
	This was unavailable, but I wish I had access to it	410	14%
	This was unavailable, and I didn't need it	2243	76%
NYL10a_8	Were the following areas of grief support and bereavement services availabl you wish you had access to them to help you deal with the death of your lov		
	This was available to me	642	22%
	This was unavailable, but I wish I had access to it	486	16%
	This was unavailable, and I didn't need it	1820	62%
NYL10a_9	Were the following areas of grief support and bereavement services available you wish you had access to them to help you deal with the death of your lov support (e.g., church groups) (N=2,947)	•	•
	This was available to me	1513	51%
	This was unavailable, but I wish I had access to it	299	10%
	This was unavailable, and I didn't need it	1135	39%
NYL11	Do you think you would know if a colleague had someone close to them die	? (N=2,086)	
	Yes	1200	58%
	No	427	20%
	I don't know	458	22%
NYL12	If a colleague on your team experiences a death, how prepared do you feel to (N=2,086)	o provide emot	tional support?
	Very prepared	466	22%
	Somewhat prepared	1009	48%
	Not very prepared	402	19%
	Not at all prepared	111	5%
	I don't know/no opinion	98	5%
NYL13	Is there a process or communication plan in place at your company to deter of a loved one to colleagues? (N=2,086)	mine how to d	lisclose a death

Were the following areas of grief support and bereavement services available to you? If they weren't, do

Yes

No

I don't know

NYL14	How familiar are you with any grief support and/or bereavement resource These might include referrals for counseling, support groups, bereavement				
	Very familiar	193	9%		
	Somewhat familiar	398	19%		
	My workplace offers them, but I'm not familiar with what is provided	391	19%		
	My workplace does not offer them	485	23%		
	I don't know if my workplace offers them or not	619	30%		
NYL15	Does your employer offer bereavement leave? (N=2,086)				
	Yes, my employer offers paid bereavement leave	922	44%		
	Yes, my employer offers non-paid bereavement leave	303	15%		
	I am not aware of my employer's bereavement leave policy	561	27%		
	My employer doesn't offer bereavement leave	300	14%		
NYL16	Has your company made any changes to their bereavement policy in the p	oast year? (N=2,C	086)		
	Yes	175	8%		
	No	1101	53%		
	I don't know	810	39%		
NYL17_1	How strongly do you agree or disagree with the following statements? My resources provide information that is culturally inclusive and sensitive (N		avement		
	Strongly agree	389	19%		
	Somewhat agree	566	27%		
	Somewhat disagree	178	9%		
	Strongly disagree	157	8%		
	Don't know/no opinion	795	38%		
NYL17_2	How strongly do you agree or disagree with the following statements? My provides enough time for grieving individuals (N=2,086)	company's bere	avement leave		
	Strongly agree	434	21%		
	Somewhat agree	635	30%		
	Somewhat disagree	249	12%		
	Strongly disagree	185	9%		
	Don't know/no opinion	582	28%		
NYL17_3	How strongly do you agree or disagree with the following statements? My provides enough flexibility for grieving individuals (N=2,086)	company's bere	eavement leave		
	Strongly agree	461	22%		
	Somewhat agree	648	31%		
	Somewhat disagree	226	11%		
	Strongly disagree	167	8%		
	Don't know/no opinion	583	28%		

NYL17_4 How strongly do you agree or disagree with the following statements? My company's bereavement policies show they care about me as a person (N=2,086)

Strongly agree	477	23%
Somewhat agree	676	32%
Somewhat disagree	216	10%
Strongly disagree	164	8%
Don't know/no opinion	553	27%

NYL18_1NET

There have been a number of significant events in the past few years that could create a sense of loss or impact someone's mental wellness (e.g., protests, pandemic, mass shootings, etc.). Has your employer started to offer (or reinforced the availability of) any of the following resources? Please select all that apply. Paid days off for mental wellness (N=2,086)

Selected	505	24%
Not Selected	1580	76%

NYL18_2NET

There have been a number of significant events in the past few years that could create a sense of loss or impact someone's mental wellness (e.g., protests, pandemic, mass shootings, etc.). Has your employer started to offer (or reinforced the availability of) any of the following resources? Please select all that apply. Subscriptions to online therapy resources (e.g., Betterhelp, Talkspace) (N=2,086)

Selected	248	12%
Not Selected	1838	88%

NYL18_3NET

There have been a number of significant events in the past few years that could create a sense of loss or impact someone's mental wellness (e.g., protests, pandemic, mass shootings, etc.). Has your employer started to offer (or reinforced the availability of) any of the following resources? Please select all that apply. Subscriptions to meditation apps (e.g., Calm) (N=2,086)

Selected	164	8%
Not Selected	1922	92%

NYL18_4NET

There have been a number of significant events in the past few years that could create a sense of loss or impact someone's mental wellness (e.g., protests, pandemic, mass shootings, etc.). Has your employer started to offer (or reinforced the availability of) any of the following resources? Please select all that apply. Reimbursement for gym memberships and/or fitness classes (N=2,086)

Selected	219	11%
Not Selected	1867	89%

NYL18_5NET

There have been a number of significant events in the past few years that could create a sense of loss or impact someone's mental wellness (e.g., protests, pandemic, mass shootings, etc.). Has your employer started to offer (or reinforced the availability of) any of the following resources? Please select all that apply. Addition/expansion of insurance coverage for mental wellness visits (N=2,086)

Selected	286	14%
Not Selected	1800	86%

NYL18_6NET T

There have been a number of significant events in the past few years that could create a sense of loss or impact someone's mental wellness (e.g., protests, pandemic, mass shootings, etc.). Has your employer started to offer (or reinforced the availability of) any of the following resources? Please select all that apply. Lectures/talks with subject experts (N=2,086)

Selected	225	11%
Not Selected	1861	89%

NYL18_7NET

There have been a number of significant events in the past few years that could create a sense of loss or impact someone's mental wellness (e.g., protests, pandemic, mass shootings, etc.). Has your employer started to offer (or reinforced the availability of) any of the following resources? Please select all that apply. Employee discussion/support groups (N=2,086)

Selected	385	18%
Not Selected	1701	82%

NYL18 8NET

There have been a number of significant events in the past few years that could create a sense of loss or impact someone's mental wellness (e.g., protests, pandemic, mass shootings, etc.). Has your employer started to offer (or reinforced the availability of) any of the following resources? Please select all that apply. Resources on how to talk to your family and kids about grief and loss (N=2,086)

Selected	317	15%
Not Selected	1769	85%

NYL18_9NET

There have been a number of significant events in the past few years that could create a sense of loss or impact someone's mental wellness (e.g., protests, pandemic, mass shootings, etc.). Has your employer started to offer (or reinforced the availability of) any of the following resources? Please select all that apply. Other (N=2,086)

Selected	44	2%
Not Selected	2042	98%

NYL18_10NET

There have been a number of significant events in the past few years that could create a sense of loss or impact someone's mental wellness (e.g., protests, pandemic, mass shootings, etc.). Has your employer started to offer (or reinforced the availability of) any of the following resources? Please select all that apply. My employer has not provided any resources (N=2,086)

Selected	957	46%
Not Selected	1129	54%

NYL19 Does your company offer emergency assistance funds to employees? (N=2,086)

Yes	440	21%
No	1004	48%
I don't know	642	31%

NYL20 Can you receive emergency assistance funds to cover costs associated with the death of a family member? (N=440)

Yes	264	60%
No	59	13%
I don't know	117	27%

NYL21	Have you personally experienced the death of someone close to you while you were working at your current employer? (N=2,086)		
	Yes	1042	50%
	No	1044	50%
NYL22	Did you inform your company about the death in some way? (N=1,042)		
IVILZZ			
	Yes	801	77%
	No	218	21%
	I don't know	23	2%
NYL23_1NET	How did you inform your company about the death? Please select all that apply. Told m	y managei	r/boss (N=801)
	Selected	623	78%
	Not Selected	178	22%
NYL23_2NET	How did you inform your company about the death? Please select all that apply. Temployee (N=801)	old a Hun	nan Resource
	Selected	184	23%
	Not Selected	617	77%
NYL23_3NET	How did you inform your company about the death? Please select all that apply. T	old a colle	eague (N=801)
	Selected	189	24%
	Not Selected	612	76%
NYL23_4NET	How did you inform your company about the death? Please select all that apply. S paperwork (N=801)		
	Selected N. J. Selected	84	10%
	Not Selected	717	90%
NYL23_5NET	How did you inform your company about the death? Please select all that apply. C	ther (N=8	801)
	Selected	8	1%
	Not Selected	792	99%
NYL24	Did you use your company's bereavement leave policy? (N=1,042)		
	Yes	524	50%
	No	518	50%
NYL25	Were you satisfied with the bereavement leave policy? (N=524)		
	Very satisfied	189	36%
	Satisfied	219	33%
	Neutral	73	11%
	Dissatisfied	33	10%
	Very Dissatisfied	9	11%

NYL26_1 Overall, did you feel supported by the following after someone close to you died? The company			npany (N=1,042)
	Very supported	354	34%
	Somewhat supported	343	33%
	Not very supported	118	11%
	Not at all supported	109	10%
	Don't know/no opinion	118	11%
NYL26_2	Overall, did you feel supported by the following after someone close to you	າ died? Your ma	nager (N=1,042)
	Very supported	477	46%
	Somewhat supported	301	29%
	Not very supported	91	9%
	Not at all supported	80	8%
	Don't know/no opinion	93	9%
NYL26_3	Overall, did you feel supported by the following after someone close to you died	? Your team/coll	eagues (N=1,042)
	Very supported	511	49%
	Somewhat supported	330	32%
	Not very supported	63	6%
	Not at all supported	51	5%
	Don't know/no opinion	86	8%
NYL27_1NET	What did your company, manager or colleagues do, if anything, after the d supported? Please select all that apply. Called to express their condolences Selected		you feel 34%
	Not Selected	683	66%
NYL27_2NET	What did your company, manager or colleagues do, if anything, after the d supported? Please select all that apply. Provided materials related to be easy		
	Selected	93	9%
	Not Selected	948	91%
NYL27_3NET	What did your company, manager or colleagues do, if anything, after the d supported? Please select all that apply. Sent an email/message expressing to		
	Selected	320	31%
	Not Selected	721	69%
NYL27_4NET	What did your company, manager or colleagues do, if anything, after the d supported? Please select all that apply. Extended project deadlines (N=1,04)		you feel
	Selected	79	8%
	Not Selected	962	92%

NYL27_5NET	What did your company, manager or colleagues do, if anything, after the death t supported? Please select all that apply. Excused me from some/all meetings (N=1		you feel
	Selected	271	26%
	Not Selected	771	74%
NYL27_6NET	What did your company, manager or colleagues do, if anything, after the death t supported? Please select all that apply. Sent flowers or a card to my home (N=1,0)		you feel
	Selected	345	33%
	Not Selected	697	67%
NYL27_7NET	What did your company, manager or colleagues do, if anything, after the death t supported? Please select all that apply. Attended the memorial/funeral (N=1,042		you feel
	Selected	236	23%
	Not Selected	806	77%
NYL27_8NET	What did your company, manager or colleagues do, if anything, after the death t supported? Please select all that apply. Allowed me to work remotely more frequency.		
	Selected	156	15%
	Not Selected	885	85%
NYL27_9NET	What did your company, manager or colleagues do, if anything, after the death t supported? Please select all that apply. Allowed me to work flexible hours more for		
	Selected	274	26%
	Not Selected	768	74%
NYL27_10NET	What did your company, manager or colleagues do, if anything, after the death t supported? Please select all that apply. Other (N=1,042)	hat made	you feel
	Selected	32	3%
	Not Selected	1009	97%
NYL27_11NET	What did your company, manager or colleagues do, if anything, after the death t supported? Please select all that apply. My company/manager/colleagues didn't the death (N=1,042)		
	Selected	200	19%
	Not Selected	842	81%
NYL29_1	How strongly do you agree or disagree with the following statements? I think receive.g., pandemic, school shootings, etc.) have made my child more cautious in soc		
	Strongly agree	296	26%
	Somewhat agree	470	42%
	Somewhat disagree	159	14%
	Strongly disagree	110	10%
	Don't know/no opinion	84	7%

NYL29_2	How strongly do you agree or disagree with the following statements? My child to go to school than they used to be (N=1,118)	is current	ly more nervous
	Strongly agree	190	17%
	Somewhat agree	294	26%
	Somewhat disagree	279	25%
	Strongly disagree	284	25%
	Don't know/no opinion	71	6%
	·		
NYL29_3	How strongly do you agree or disagree with the following statements? Since the child is more empathetic towards their friends and classmates (N=1,118)	pandemi	c, I think my
	Strongly agree	216	19%
	Somewhat agree	483	43%
	Somewhat disagree	187	17%
	Strongly disagree	69	6%
	Don't know/no opinion	162	14%
	Don Eknow/no opinion	102	1470
NYL29_4	How strongly do you agree or disagree with the following statements? Since the children are generally more empathetic towards each other (N=1,118)	pandemi	c, I think
	Strongly agree	191	17%
	Somewhat agree	465	42%
	Somewhat disagree	213	19%
	Strongly disagree	104	9%
	Don't know/no opinion	145	13%
	Don't know/no opinion	143	13 70
NYL3O_1NET	In the past 2 years, have you noticed any of the below behavior changes in your that apply. Difficulty sleeping (N=1,118)	child? Ple	ase select all
	Selected	263	24%
	Not Selected	855	76%
	Not Selected	033	7076
NYL30_2NET	In the past 2 years, have you noticed any of the below behavior changes in your that apply. Not wanting to be separated from you/another caregiver (N=1,118)	child? Ple	ase select all
	Selected	212	19%
	Not Selected	906	81%
NYL30_3NET	In the past 2 years, have you noticed any of the below behavior changes in your that apply. Not wanting to go to school (N=1,118)	child? Ple	ase select all
	Selected	294	26%
	Not Selected	824	74%
NYL30_4NET	In the past 2 years, have you noticed any of the below behavior changes in your that apply. Calling home from school more frequently (N=1,118)	child? Ple	ase select all
	Selected	121	11%
	Not Selected	997	89%
	NOT Selected	337	OJ 70

NYL30_5NET	In the past 2 years, have you noticed any of the below behavior changes in your child? Please select all that apply. Wanting to stay home sick more frequently (N=1,118)		
	Selected Not Selected	175 943	16% 84%
NYL30_6NET	In the past 2 years, have you noticed any of the below behavior changes in your changes that apply. Not wanting to go over to friend's house as often (N=1,118)	ild? Pleas	se select all
	Selected Not Selected	106 1012	9% 91%
NYL30_7NET	In the past 2 years, have you noticed any of the below behavior changes in your changes that apply. Not wanting to play with friends as often (N=1,118)	nild? Pleas	se select all
	Selected Not Selected	132 986	12% 88%
NYL30_8NET	In the past 2 years, have you noticed any of the below behavior changes in your changes that apply. A decline in academic performance (N=1,118)	nild? Pleas	se select all
	Selected Not Selected	180 938	16% 84%
NYL30_9NET	In the past 2 years, have you noticed any of the below behavior changes in your changes that apply. Greater concerns about health & cleanliness (N=1,118)	nild? Pleas	se select all
	Selected Not Selected	203 915	18% 82%
NYL30_10NET	In the past 2 years, have you noticed any of the below behavior changes in your changes that apply. Other (N=1,118)	nild? Pleas	se select all
	Selected Not Selected	13 1105	1% 99%
NYL30_11NET	In the past 2 years, have you noticed any of the below behavior changes in your changes that apply. I have not noticed any behavior changes in the past 2 year (N=1,118)	nild? Pleas	se select all
	Selected Not Selected	421 697	38% 62%
NYL31	In the last two years, do you think your child feels more or less safe at their school	l? (N=1,118	3)
	Less safe	278	25%
	Similar feelings of safety	564	50%
	More safe I don't know	154 122	14% 11%

NYL32_INET In light of recent events (e.g., pandemic, school shootings), what do you want your child to have more of

to help with their social and emotional development? Please select all that apply. Greater socialization

with classmates (N=1,118)

 Selected
 406
 36%

 Not Selected
 712
 64%

NYL32_2NET In light of recent events (e.g., pandemic, school shootings), what do you want your child to have more of to help with their social and emotional development? Please select all that apply. More academic support

(e.g., more one-on-one time with teachers/tutors) (N=1,118)

 Selected
 349
 31%

 Not Selected
 769
 69%

NYL32_3NET In light of recent events (e.g., pandemic, school shootings), what do you want your child to have more of

to help with their social and emotional development? Please select all that apply. Greater participation in afterschool and summer programs (N=1,118)

 Selected
 274
 25%

 Not Selected
 844
 75%

NYL32_4NET In light of recent events (e.g., pandemic, school shootings), what do you want your child to have more

of to help with their social and emotional development? Please select all that apply. More time spent

reading (N=1,118)

 Selected
 258
 23%

 Not Selected
 860
 77%

NYL32_5NET In light of recent events (e.g., pandemic, school shootings), what do you want your child to have more of to help with their social and emotional development? Please select all that apply. Greater control over

their emotions (N=1,118)

 Selected
 374
 33%

 Not Selected
 744
 67%

NYL32_6NET In light of recent events (e.g., pandemic, school shootings), what do you want your child to have more of

to help with their social and emotional development? Please select all that apply. More time with a school

counselor (N=1,118)

 Selected
 233
 21%

 Not Selected
 885
 79%

NYL32_7NET In light of recent events (e.g., pandemic, school shootings), what do you want your child to have more of

to help with their social and emotional development? Please select all that apply. Other (N=1,118)

 Selected
 17
 2%

 Not Selected
 1101
 98%

NYL32_8NET	In light of recent events (e.g., pandemic, school shootings), what do you want you	ar child to	o have more o	of
	to help with their social and emotional development? Please select all that apply	I don't tl	nink my child	l
	needs any more help with their social or emotional development (N=1,118)			
	Selected	251	22%	

Selected	251	22%
Not Selected	867	78%

NYL33_INET Through your child's school, does your child have access to any of the following resources that could help aid their social and emotional development? Please select all that apply. Afterschool programs (N=1,118)

Selected	476	43%
Not Selected	642	57%

NYL33_2NET Through your child's school, does your child have access to any of the following resources that could help aid their social and emotional development? Please select all that apply. Peer support groups (N=1,118)

Selected	230	21%
Not Selected	888	79%

NYL33_3NET Through your child's school, does your child have access to any of the following resources that could help aid their social and emotional development? Please select all that apply. Sports leagues (N=1,118)

Selected	406	36%
Not Selected	712	64%

NYL33_4NET Through your child's school, does your child have access to any of the following resources that could help aid their social and emotional development? Please select all that apply. Student groups/clubs (N=1,118)

	•		
Selected		359	32%
Not Selected		758	68%

NYL33_5NET Through your child's school, does your child have access to any of the following resources that could help aid their social and emotional development? Please select all that apply. Summer camps (N=1,118)

Selected	239	21%
Not Selected	879	79%

NYL33_6NET Through your child's school, does your child have access to any of the following resources that could help aid their social and emotional development? Please select all that apply. Tutors (N=1,118)

Selected	306	27%
Not Selected	812	73%

NYL33_7NET Through your child's school, does your child have access to any of the following resources that could help aid their social and emotional development? Please select all that apply. Study groups (N=1,118)

Selected	220	20%
Not Selected	897	80%

141

218

39%

61%

National Survey Results

NYL33_8NET	Through your child's school, does your child have access to any of the following resources that could help aid their social and emotional development? Please select all that apply. Therapy/counseling (N=1,118)		
	Selected	437	39%
	Not Selected	681	61%
NYL33_9NET	Through your child's school, does your child have access to any of the following raid their social and emotional development? Please select all that apply. Books/v their emotions (N=1,118)		
	Selected Not Selected	217 901	19% 81%
NYL33_10NET	Through your child's school, does your child have access to any of the following raid their social and emotional development? Please select all that apply. Other (N		that could help
	Selected Not Selected	19 1099	2% 98%
NYL33_11NET	Through your child's school, does your child have access to any of the following raid their social and emotional development? Please select all that apply. My child any resources that could help with social and emotional development (N=1,118)		
	Selected Not Selected	158 960	14% 86%
NYL34_1NET	Does your child participate or use any of the following through their school? Plea Afterschool programs (N=476)	ase select	all that apply.
	Selected	208	44%
	Not Selected	268	56%
NYL34_2NET	Does your child participate or use any of the following through their school? Plear support groups (N=230)	ase select	all that apply.
	Selected	70	31%
	Not Selected	160	69%
NYL34_3NET	Does your child participate or use any of the following through their school? Plea Sports leagues (N=406)	ase select	all that apply.
	Selected	248	61%
	Not Selected	158	39%
NYL34_4NET	Does your child participate or use any of the following through their school? Pleastudent groups/clubs (N=359)	ase select	all that apply.

Selected

Not Selected

NYL34_5NET	Does your child participate or use any of the following through their school? Please select all that apply. Summer camps $(N=239)$		
	Selected	109	46%
	Not Selected	129	54%
NYL34_6NET	Does your child participate or use any of the following through their school Tutors (N=306)	l? Please select	all that apply.
	Selected	82	27%
	Not Selected	224	73%
NYL34_7NET	Does your child participate or use any of the following through their school Study groups (N=220)	l? Please select	all that apply.
	Selected	74	34%
	Not Selected	146	66%
NYL34_8NET	Does your child participate or use any of the following through their school Therapy/counseling (N=437)	l? Please select	all that apply.
	Selected	152	35%
	Not Selected	285	65%
NYL34_9NET	Does your child participate or use any of the following through their school Books/videos about managing their emotions (N=217)	l? Please select	all that apply.
	Selected	72	33%
	Not Selected	145	67%
NYL34_10NET	Does your child participate or use any of the following through their school Other (N=19)	l? Please select	all that apply.
	Selected	10	52%
	Not Selected	9	48%
NYL34_11NET	Does your child participate or use any of the following through their school My child does not use or participate in any additional resources to help with development (N=960)		
	Selected	272	28%
	Not Selected	688	72%
NYL35_1NET	From participating or using any of these resources, have you noticed any poa result? Please select all that apply. Interacting more easily with classmates		on your child as
	Selected	252	37%
	Not Selected	436	63%

NYL35_2NET	From participating or using any of these resources, have you noticed any positive a result? Please select all that apply. Maintaining healthy relationships with family		
	Selected Not Selected	237 451	34% 66%
NW OF ONE			1.11
NYL35_3NET	From participating or using any of these resources, have you noticed any positive a result? Please select all that apply. Greater control over their emotions (N=688)	impact o	n your child as
	Selected Not Selected	192 496	28% 72%
NYL35_4NET	From participating or using any of these resources, have you noticed any positive a result? Please select all that apply. Ability to identify emotions (N=688)	impact o	on your child as
	Selected Not Selected	216 472	31% 69%
	Notocicut	472	0370
NYL35_5NET	From participating or using any of these resources, have you noticed any positive a result? Please select all that apply. Greater engagement in their schoolwork (N=		on your child as
	Selected	170	25%
	Not Selected	517	75%
NYL35_6NET	From participating or using any of these resources, have you noticed any positive a result? Please select all that apply. Greater independence (N=688)	impact o	n your child as
	Selected Net Selected	260	38%
	Not Selected	428	62%
NYL35_7NET	From participating or using any of these resources, have you noticed any positive a result? Please select all that apply. Greater confident (N=688)	impact o	on your child as
	Selected Not Selected	357 331	52% 48%
	Not Selected	331	4070
NYL35_8NET	From participating or using any of these resources, have you noticed any positive a result? Please select all that apply. Become more caring or empathetic (N=688)	impact o	on your child as
	Selected	179	26%
	Not Selected	509	74%
NYL35_9NET	From participating or using any of these resources, have you noticed any positive a result? Please select all that apply. Other $(N=688)$	impact o	n your child as
	Selected	2	0%
	Not Selected	686	100%
NYL35_10NET	From participating or using any of these resources, have you noticed any positive impresult? Please select all that apply. I have not noticed any direct positive impact from		
	Selected	52	8%

Not Selected

636

92%

NYL36_1NET	Would you be interested in enrolling your child in any of the following programs? Please select all that apply. Afterschool programs (N=1,118)		
	Selected	423	38%
	Not Selected	695	62%
NYL36_2NET	Would you be interested in enrolling your child in any of the following programs? apply. Summer camp (N=1,118)	Please se	elect all that
	Selected	317	28%
	Not Selected	801	72%
NYL36_3NET	Would you be interested in enrolling your child in any of the following programs? apply. Sport leagues (N=1,118)	Please se	elect all that
	Selected	431	39%
	Not Selected	687	61%
NYL36_4NET	Would you be interested in enrolling your child in any of the following programs? apply. Reading clubs (N=1,118)	Please se	elect all that
	Selected	301	27%
	Not Selected	817	73%
NYL36_5NET	Would you be interested in enrolling your child in any of the following programs? apply. Other student groups/clubs (N=1,118)	Please se	elect all that
	Selected	263	24%
	Not Selected	855	76%
NYL36_6NET	Would you be interested in enrolling your child in any of the following programs? apply. Other (N=1,118)	Please se	elect all that
	Selected	13	1%
	Not Selected	1105	99%
NYL36_7NET	Would you be interested in enrolling your child in any of the following programs? apply. No, my child is already enrolled in too many after-school/summer activities		
	Selected	93	8%
	Not Selected	1025	92%
NYL36_8NET	Would you be interested in enrolling your child in any of the following programs? apply. No, my child does not need to be enrolled in any afterschool/summer activity.		
	Selected	240	21%
	Not Selected	878	79%

NYL37	In light of recent events (e.g., pandemic, school shootings), has your child's school their approach to school safety and preparedness? (N=1,118)	ol kept yo	ou updated on
	Yes, they have provided sufficient updates	558	50%
	Yes, they have provided some updates, but I wish they provided more information	255	23%
	No, they have not provided any updates	173	15%
	Don't know/no opinion	132	12%
	Don't know/no opinion	132	1270
NYL38	How strongly do you agree or disagree with the following statement? I think my enough to ensure my child feels safe attending ($N=1,118$)	child's sc	chool has done
	Strongly agree	363	33%
	Somewhat agree	469	42%
	Somewhat disagree	117	11%
	Strongly disagree	66	6%
	I don't know	102	9%
NYL39_1	How strongly do you agree or disagree with the following statement? I am seekir from my child's school on what they are doing regarding school safety and prepa		
	Strongly agree	289	26%
	Somewhat agree	425	38%
	Somewhat disagree	201	18%
	Strongly disagree	110	10%
	I don't know	92	8%
NYL39_2	How strongly do you agree or disagree with the following statement? I am advoc school to do more to make children feel safe given recent events (N=1,118)	ating for	my child's
	Strongly agree	284	25%
	Somewhat agree	378	34%
	Somewhat disagree	214	19%
	Strongly disagree	105	9%
	I don't know	137	12%
NYL39_3	How strongly do you agree or disagree with the following statement? I think my benefit from more resources and guidance on how to help students feel safer at s		
	Strongly agree	334	30%
	Somewhat agree	470	42%
	Somewhat disagree	137	12%
	Strongly disagree	46	4%
	I don't know	132	12%
NYL39_4	How strongly do you agree or disagree with the following statement? I want to b child's school community in light of recent events (N=1,118)	e more ir	nvolved in my
	Strongly agree	346	31%
	Somewhat agree	443	40%
	Somewhat disagree	145	13%
	Strongly disagree	63	6%
	Idon't know	121	11%

I don't know

121

11%

Yes, we experienced a death, and we informed my child's school Yes, we experienced a death, and we informed my child's school 334 34% 34% 34% 34% 34% 34% 34% 34% 34%	NYL40	If your family experienced the death of a loved one in the past couple years, dis school? $(N=1,118)$	d you infori	m your child's
NYL4Oa_INET Who did you contact at your child's school to inform them of the death? Please select all that apply. My child's teacher (N=345) Selected Not Selected Not did you contact at your child's school to inform them of the death? Please select all that apply. Administrative office (N=345) Selected Not Selected		Yes, we experienced a death, and we informed my child's school	345	31%
NYL40a_INET Who did you contact at your child's school to inform them of the death? Please select all that apply. My child's teacher (N=345) Selected Not Selected Not Selected NYL40a_2NET Who did you contact at your child's school to inform them of the death? Please select all that apply. Administrative office (N=345) Selected Not Selected			384	34%
Selected Not Selec		No, our family has not recently experienced a death	389	35%
NYL40a_2NET Who did you contact at your child's school to inform them of the death? Please select all that apply. Administrative office (N=345) Selected 188 54% 157 46% NYL40a_3NET Who did you contact at your child's school to inform them of the death? Please select all that apply. School counselor (N=345) Selected 122 35% 15% 122 35% 15% 122 35% 15% 15% 15% 15% 15% 15% 15% 15% 15% 1	NYL40a_1NET		e select all t	hat apply.
NYL40a_2NET Who did you contact at your child's school to inform them of the death? Please select all that apply. Administrative office (N=345) Selected 188 54% Not Selected 157 46% NYL40a_3NET Who did you contact at your child's school to inform them of the death? Please select all that apply. School counselor (N=345) Selected 122 35% Not Selected 122 35% School counselor (N=345) Selected 122 35% Not Selected 122 35% Not Selected 122 35% Not Selected 11 3% Not Selected 1595 82% NYL41_INET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Early childhood education (N=729) Selected 134 18% Not Selected 1595 82% NYL41_2NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Elementary school (N=729) Selected 154 51% Not Selected 1595 82% NYL41_3NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Middle school (N=729) Selected 11 29% Not Selected 11		Selected	171	50%
Administrative office (N=345) Selected Not		Not Selected	174	50%
Not Selected 157 46% NYL40a_3NET Who did you contact at your child's school to inform them of the death? Please select all that apply. School counselor (N=345) Selected 122 35% 165% NYL40a_4NET Who did you contact at your child's school to inform them of the death? Please select all that apply. Other (N=345) Selected 11 3% 374 97% NYL41_INET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Early childhood education (N=729) Selected 134 18% Not Selected 595 82% NYL41_2NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Elementary school (N=729) Selected 374 51% Not Selected 375 49% NYL41_3NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Middle school (N=729) Selected 211 29% Not Selected 518 71% NYL41_4NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Middle school (N=729) Selected 11 29% Not Selected 11 34 35% Not Selected 11 34 35%	NYL40a_2NET		e select all t	hat apply.
NYL40a_3NET Who did you contact at your child's school to inform them of the death? Please select all that apply. School counselor (N=345) Selected 122 35% Not Selected 223 65% NYL40a_4NET Who did you contact at your child's school to inform them of the death? Please select all that apply. Other (N=345) Selected 11 3% Not Selected 11 3% 97% NYL41_INET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Early childhood education (N=729) Selected 134 18% Not Selected 595 82% NYL41_2NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Elementary school (N=729) Selected 374 51% Not Selected 355 49% NYL41_3NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Middle school (N=729) Selected 211 29% Not Selected 518 71% NYL41_4NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Middle school (N=729) Selected 1168 23%		Selected	188	54%
School counselor (N=345) Selected Not Selected 122 35% NYL40a_4NET Who did you contact at your child's school to inform them of the death? Please select all that apply. Other (N=345) Selected 11 3% Not Selected 11 3% Not Selected 334 97% NYL41_INET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Early childhood education (N=729) Selected 134 18% Not Selected 595 82% NYL41_2NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Elementary school (N=729) Selected 374 51% Not Selected Not Selected 355 49% NYL41_3NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Middle school (N=729) Selected 211 29% Not Selected 518 71% NYL41_4NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Middle school (N=729) Selected 518 71% NYL41_4NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. High school (N=729) Selected 518 71%		Not Selected	157	46%
NYL41_3NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Elementary school (N=729) Selected Not Sele	NYL40a_3NET		e select all t	hat apply.
NYL40a_4NET Who did you contact at your child's school to inform them of the death? Please select all that apply. Other (N=345) Selected 11 3% 334 97% NYL41_INET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Early childhood education (N=729) Selected 134 18% Not Selected 595 82% NYL41_2NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Elementary school (N=729) Selected 374 51% Not Selected 355 49% NYL41_3NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Middle school (N=729) Selected 211 29% Not Selected 518 71% NYL41_4NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. High school (N=729) Selected 168 23%		Selected	122	35%
Other (N=345) Selected Not Selected Not Selected NYL41_INET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Early childhood education (N=729) Selected Not		Not Selected	223	65%
NyL41_1NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Early childhood education (N=729) Selected Not Selected	NYL40a_4NET		e select all t	hat apply.
NYL41_INET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Early childhood education (N=729) Selected Not Selected		Selected	11	3%
apply if you have more than one child. Early childhood education (N=729) Selected Not Selected Not Selected NYL41_2NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Elementary school (N=729) Selected Not Selected NYL41_3NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Middle school (N=729) Selected Not Selected 211 29% Not Selected Not Selected Not Selected Not Selected 168 23%		Not Selected	334	97%
NYL41_2NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Elementary school (N=729) Selected 374 51% NYL41_3NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Middle school (N=729) Selected 211 29% Not Selected 211 29% Not Selected 518 71% NYL41_4NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. High school (N=729) Selected 168 23%	NYL41_1NET		eath? Pleas	e select all that
NYL41_2NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Elementary school (N=729) Selected 374 51% Not Selected 355 49% NYL41_3NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Middle school (N=729) Selected 211 29% Not Selected 211 29% Not Selected 518 71% NYL41_4NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. High school (N=729) Selected 168 23%		Selected	134	18%
apply if you have more than one child. Elementary school (N=729) Selected 374 51% Not Selected 355 49% NYL41_3NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Middle school (N=729) Selected 211 29% Not Selected 518 71% NYL41_4NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. High school (N=729) Selected 168 23%		Not Selected	595	82%
NYL41_3NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Middle school (N=729) Selected 211 29% Not Selected 518 71% NYL41_4NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. High school (N=729) Selected 168 23%	NYL41_2NET		eath? Pleas	e select all that
NYL41_3NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. Middle school (N=729) Selected 211 29% Not Selected 518 71% NYL41_4NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. High school (N=729) Selected 168 23%		Selected	374	51%
apply if you have more than one child. Middle school (N=729) Selected 211 29% Not Selected 518 71% NYL41_4NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. High school (N=729) Selected 168 23%		Not Selected	355	49%
NYL41_4NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. High school (N=729) Selected 168 23%	NYL41_3NET		eath? Pleas	e select all that
NYL41_4NET What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. High school (N=729) Selected 168 23%		Selected	211	29%
apply if you have more than one child. High school (N=729) Selected 168 23%		Not Selected	518	71%
	NYL41_4NET		eath? Pleas	e select all that
Not Selected 562 77%		Selected	168	23%
		Not Selected	562	77%

1994

89%

National Survey Results

NYL41_5NET	What age was your child / children, when your family recently experienced a death? Please select all that apply if you have more than one child. College (N=729)		
	Selected	19	3%
	Not Selected	710	97%
NYL41a	You mentioned you informed your child's school after your family experienced a were you with the support they provided your child and family? (N=345)	death. Ho	ow satisfied
	Very satisfied	195	56%
	Somewhat satisfied	98	28%
	Not very satisfied	20	6%
	Not at all satisfied	11	3%
	Don't know/no opinion	22	6%
NYL42_1NET	Hypothetically, if your family did unfortunately experience a death in the future, at your child's school to inform them? Please select all that apply. My child's teach		
	Selected	497	44%
	Not Selected	621	56%
NYL42_2NET	Hypothetically, if your family did unfortunately experience a death in the future, at your child's school to inform them? Please select all that apply. Administrative		
	Selected	499	45%
	Not Selected	619	55%
NYL42_3NET	Hypothetically, if your family did unfortunately experience a death in the future, at your child's school to inform them? Please select all that apply. School counsel		
	Selected	390	35%
	Not Selected	727	65%
NYL42_4NET	Hypothetically, if your family did unfortunately experience a death in the future, at your child's school to inform them? Please select all that apply. Other (N=1,118)		ıld you contact
	Selected	34	3%
	Not Selected	1084	97%
NYL42_5NET	Hypothetically, if your family did unfortunately experience a death in the future, at your child's school to inform them? Please select all that apply. I don't know when the child's school (N=1,118)		
	Selected	60	5%
	Not Selected	1058	95%
NYL42_6NET	Hypothetically, if your family did unfortunately experience a death in the future, who your child's school to inform them? Please select all that apply. I would not inform m		
	Selected	124	11%

Not Selected

NYL43_1NET	In the past, if a primary caregiver in your child's school community died, how did Please select all that apply. Directly from the school (N=1,118)	l you hear	r about it?
	Selected	320	29%
	Not Selected	798	71%
NYL43_2NET	In the past, if a primary caregiver in your child's school community died, how did Please select all that apply. From my child (N=1,118)	l you hear	r about it?
	Selected Not Selected	312 806	28% 72%
NYL43_3NET	In the past, if a primary caregiver in your child's school community died, how did Please select all that apply. From my school community (e.g., parent groups, PTA)		
	Selected Not Selected	164 954	15%
	Not Selected	954	85%
NYL43_4NET	In the past, if a primary caregiver in your child's school community died, how did Please select all that apply. Informally from other parents or students (N=1,118)	l you hear	r about it?
	Selected Net Selected	221	20%
	Not Selected	897	80%
NYL43_5NET	In the past, if a primary caregiver in your child's school community died, how did Please select all that apply. I did not hear about it for weeks/months after (N=1,11		r about it?
	Selected Not Selected	35 1083	3% 97%
	Not Selected	1003	37 70
NYL43_6NET	In the past, if a primary caregiver in your child's school community died, how did Please select all that apply. No primary caregiver in my school's community has d (N=1,118)		
	Selected	391	35%
	Not Selected	727	65%
NYL44	Is there a formal process in your school's community to become informed of a de loved one? (N=1,118)	ath of a c	aregiver or
	Yes	223	20%
	No I don't know	306 589	27% 53%
NYL45_1	Based on the previous information, how strongly do you agree or disagree with the I think schools should have permanent records for when a student has a primary		
	Strongly agree Somewhat agree	342 422	31% 38%
	Somewhat disagree	122	11%
	Strongly disagree	62	6%
	Don't know/no opinion	170	15%

NYL45_2 Based on the previous information, how strongly do you agree or disagree with the below statements? Having this type of school permanent record will help provide emotional support for the child over the long term (N=1,118)

Strongly agree	364	33%
Somewhat agree	444	40%
Somewhat disagree	101	9%
Strongly disagree	43	4%
Don't know/no opinion	165	15%

NYL45_3 Based on the previous information, how strongly do you agree or disagree with the below statements? I think schools are properly resourced to keep track of primary caregiver deaths (N=1,118)

Strongly agree	216	19%
Somewhat agree	375	34%
Somewhat disagree	165	15%
Strongly disagree	100	9%
Don't know/no opinion	262	23%

NYL45_4 Based on the previous information, how strongly do you agree or disagree with the below statements?

I think schools need to provide more long-term support to children who had a primary caregiver die (N=1,118)

Strongly agree	389	35%
Somewhat agree	466	42%
Somewhat disagree	72	6%
Strongly disagree	35	3%
Don't know/no opinion	156	14%

Combined methodology

Two polls were conducted between August 24th-26th, 2022 and October 11th-13th, 2022. Both polls had a sample of 4422 General Population Adults. The interviews were conducted online, and the data was weighted to approximate a target sample of Adults based on gender, educational attainment, age, race, and region. Results from the full survey have a margin of error of plus or minus 2 percentage points.

Respondent Demographics Summary

Gender				
	Male Female	2136 2286	48% 52%	
Generation				
	GenZers: 1997-2012 Millennials: 1981-1996 GenXers: 1965-1980 Baby Boomers: 1946-1964	430 1345 1080 1435	10% 30% 24% 32%	
Parent/Employment				
	Parent with School Children FT Employed Office Employee	1118 2086 825	25% 47% 19%	
Parent				
	Parent Not a Parent	1845 2576	42% 58%	
Parents of School	ol Children	1103	25%	
Income				
	Under \$50k \$50-100k \$100k+	2388 1367 666	54% 31% 15%	
Ethnicity				
	Black White Asian American Hispanic	464 3001 209 748	10% 68% 5% 17%	
Relationship with Death Recently				
	Experienced a Recent Close Death Did not Experience a Recent Close Death	2948 1475	67% 33%	
Region				
	Northeast Midwest South West	765 913 1690 1053	17% 21% 38% 24%	
Community Type				
	Urban Suburban Rural	1223 2103 1096	28% 48% 25%	
Full-Time Employee		2086	47%	

Respondent Demographics Summary

Employment			
Jo	ob in the private sector	1485	34%
Jo	ob in government	215	5%
Sc	elf-employed	385	9%
Н	omemaker	339	8%
St	tudent	91	2%
Re	etired	1110	25%
U	nemployed	536	12%
0	ther	260	6%
Employment			
Fu	ull-Time Office Employee	825	19%
Fu	ully Remote Employee	479	11%
Н	ybrid Work Employee	355	8%