



Supplemental Statistical Report

Bureau of Indian Affairs (BIA)
Work Environment Survey
January-March 2017

September 29, 2017

CFI Group

Executive Summary

This Supplemental Statistical Report documents results of the Bureau of Indian Affairs (BIA) Work Environment Survey (WES), which was fielded from January 9 to March 5, 2017.¹ The Executive Summary provides the key findings. The BIA WES survey was designed to assess employee attitudes, perceptions, and behaviors on a wide range of topics related to the *character, context, correlates, and consequences* of harassing and/or assault behaviors² experienced by employees within the BIA work environment. Specifically, we report analyses addressing the following research questions:

- What is the *character* of harassing and/or assault behaviors experienced?
- What *contextual* factors influence specific behaviors or sets of experiences?
- What demographic, occupational, and organizational factors were *correlated* with harassing and/or assault behaviors experienced?
- What job-related *consequences* were associated with harassing and/or assault behaviors experienced?
- What additional findings were uncovered with regard to harassment and/or assault experiences?

The survey was sent to all BIA personnel employed as of December 10, 2016, ($N = 4,086$) during the period of January 9 to March 5, 2017. Data from 1,567 employees were obtained by the end of the survey period, yielding a participation rate of 38.4%. Upon initial screening, a total of 1,515 completed questionnaires were available for analysis, yielding a survey response rate of 37.1%. Because not all BIA employees responded to the survey, employee population characteristics were obtained from Human Resources to derive weights to estimate population parameters for the BIA workforce from the survey data. Comparison of the known employee population characteristics to the estimated study population characteristics indicated that these data were representative of the BIA population, especially with regard to age, sex, racial-ethnic background, disability status, appointment type, and work schedule. Accordingly, the results of statistical analyses of these data reflect estimated population parameters for the BIA workforce.

¹ This report does not present findings of a separate study of newly hired employees performed in July through September of 2017. Those findings will be documented in a separate report.

² Each measure of harassment included questions asking respondents to indicate if they experienced a harassing and assault behavior based on age, race/ethnicity, religion, disability and sexual orientation. Separate questions were also included to assess gender harassment and sexual harassment without asking about assault behaviors pertinent to those forms of harassment. A separate set of items were used to assess sexual assault related behaviors. Accordingly, the phrase “harassing and/or assault behaviors” is used to denote instances where an employee respondent may have experienced a particular form of harassment, an assault behavior pertinent to a specific type of harassment, or a particular sexual assault related behavior.

It is important to note that the findings described here are specific to the BIA. To the extent possible, the findings are reported for all constructs and measures included in the WES. However, in some cases, only a small number of respondents may have answered certain sections of the survey, leaving results not reportable. A result based on small numbers can 1) lead to potential disclosure of identity, and/or 2) be statistically unstable and therefore unreliable. Accordingly, some results may be suppressed within the Executive Summary and the main body of the report. Those instances are denoted by NR, indicating that the result is Not Reportable (NR). To make appropriate inferences based on those results denoted as NR, the reader is referred to the Department of the Interior (DOI) Technical Report to extrapolate from those data to the BIA. Using the DOI results to extrapolate to the BIA is appropriate given that those results include BIA data and are based on larger numbers of respondents from the DOI workforce.

WHAT IS THE CHARACTER OF HARASSING AND/OR ASSAULT BEHAVIORS EXPERIENCED?

Analyses estimated 40.2% of employees experienced one or more forms of harassment and/or assault related behaviors in the past 12 months. More specifically:

- 25.4% experienced harassing behaviors based on their age
- 20.3% experienced harassing behaviors based on their racial or ethnic background
- 8.6% experienced harassing behaviors based on their religious beliefs
- 8.0% experienced harassing behaviors based on a perceived or actual disability
- 4.4% experienced harassing behaviors based on their sexual orientation
- 12.6% experienced harassing behaviors based on their gender
- 10.1% experienced sexual harassment³
- 1.28% experienced sexual assault related behaviors

To further explore these findings, we examined differences in employees' experiences by various demographic and occupational characteristics. Demographic characteristics included variables measuring employees' age, sex, level of education, racial/ethnic background, and relationship status. Occupational characteristics included variables measuring employees' pay grade, tenure in the organization, employment classification, and type of work unit. Results of analyses comparing experience rates by demographic and occupational characteristics revealed that only certain demographic variables were associated with employees' experiences. Specifically:

³ Meta-analytic results suggest that anywhere between 24%-84% of women report having experienced sexual harassment in the U.S. workplace; among private sector organizations these rates range from 24%-58%; and within governmental organizations their rates range from 31%-43% (Ilies et al., 2003). Direct comparison involving rates of harassment and/or assault behaviors to other studies and organizations must be made with due considerations to methodological (e.g., assessment approach – direct vs. indirect assessment of harassing and/or assault behaviors; sampling strategies, and weighting procedures used to estimate rates), and contextual/organizational factors (e.g., academic, private, military, and government organizations).

- Younger (age groups 25 or under, 26 to 29, and 30 to 39) and older (age groups 50 to 59 and 60 or older) employees were more likely to experience higher rates of harassment based on their age than their middle-aged counterparts (ages 40 to 49)
- Ethnic minority employees were more likely to experience higher rates of harassment based on their racial or ethnic background than their non-minority counterparts
- Employees with a documented disability were more likely to experience higher rates of harassment based on a perceived or actual disability than their non-disabled counterparts
- Women and sexual minority (lesbian, gay, bisexual, transgender, other) employees were more likely to experience higher rates of harassment based on sexual orientation than men or their heterosexual counterparts
- Women and sexual minority (lesbian, gay, bisexual, transgender, other) employees were more likely to experience higher rates of gender harassment than men or their heterosexual counterparts
- Women employees were more likely to experience higher rates of sexual harassment than men
- Women employees were more likely to experience higher rates of sexual assault related behaviors than men

None of the other demographic and occupational variables we examined were influential in our understanding of employees' harassment and/or assault experiences. In addition, regardless of the specific experience involved, the analyses indicate that in a majority of situations employees experienced these behaviors more than once.

WHAT CONTEXTUAL FACTORS INFLUENCED SPECIFIC BEHAVIORS OR SETS OF EXPERIENCES?

Analyses of contextual factors involving specific behaviors or sets of experiences that significantly affected employees' personal and professional lives were performed with data from employees who experienced harassment and/or assault behaviors and responded to follow-up questions exploring contextual factors about their specific experiences. Contextual factors included variables assessing the primary basis for the specific behavior or set of experiences, as well as variables assessing the situational characteristics and circumstances involved in the specific harassing and/or assault behavior experienced.

- *What was the primary basis for the specific behavior or set of experiences?* Among employees who experienced any behavior, 24.4% indicated the experience was primarily based on their age; 21.4% indicated the experience was primarily based on their racial/ethnic background; 2.0% indicated the experience was primarily based on their religious beliefs; 4.5% indicated the experience was primarily based on their disability status or condition; 2.8% indicated the experience was primarily based on their sexual orientation; 11.2% indicated the experience was primarily based on their sex/gender;⁴ and 33.7% indicated the experience was primarily based on unknown factors.

⁴ Responses to questions involving gender and sexual harassment, and sexual assault related behaviors were assessed in reference to sex and/or gender within this section of the survey to minimize response burden and optimize survey completion.

- *When and where did the specific behavior or set of experiences occur?* Regardless of the particular behavior involved, for the majority of employees these experiences occurred during work hours (73.1%) and at a work location or site (80.0%) that was most frequently characterized as an indoor location (86.7%). Also, for the minority of these employees these experiences occurred while on travel (9.7%).
- *How often and for how long did the specific behavior or set of experiences persist?* Regardless of the particular behavior involved, for the majority of employees these experiences occurred more than once (59.1%).
- *Who was involved in the specific behavior or set of experiences?* Regardless of the particular behavior involved, for the majority of employees these experiences often involved one person (57.9%), who was typically older (39.1%), male (54.8%), and most often a peer and/or coworker (39.3%).
- *Did their work role require them to continue to interact with the person(s) involved?* Regardless of the particular behavior involved, the majority of employees had to continue to interact with the person(s) involved (82.6%).
- *Did they discuss the specific behavior or set of experiences with anyone at work?* Regardless of the particular behavior involved, most employees talked to someone at work about their experience including coworkers (60.7%) or another employee (42.7%), as well as a supervisor (35.0%) or manager (28.5%). Additionally, some employees talked with the person involved (38.2%).
- *Did they make a complaint/grievance/report⁵ in response to the specific behavior or set of experiences?* Regardless of the particular behavior involved, most employees did not make a complaint/grievance/report about their experience (59.5%); only 40.5% did.
- *What BIA resources were used to make a complaint/grievance/report?* Regardless of the particular behavior involved, for employees who made complaints/grievances/reports, the most frequently used BIA resource was a supervisor or manager (27.1%). All other resources were used less frequently (Employee Assistance Program, Ombudsman,⁶ CADR Office or CORE PLUS, Employee & Labor Relations, Union, Equal Employment Opportunity Counselor, Equal Employment Opportunity Office, Office of the Inspector General Hotline, Office of the Inspector General, Other Law Enforcement/Civil Authority, or Department of Interior Ethics/Bureau Ethics Office).
- *What happened as a result of the complaint/grievance/report?* Regardless of the particular behavior involved, for employees who made complaints/grievances/reports, 31.5% indicated that some action was taken. Actions focused on the organization

⁵ Individuals were presented with various types of organizational resources by which to make a complaint/grievance/report that included both formal and informal types of resources.

⁶ Ombudsman was only in existence about 1.5 months before the survey opened.

involved explaining rules to everyone (33.7%), management conducted a review/ investigation or other assessment (11.0%), and an investigation was conducted by a law enforcement official (5.8%). Actions involving the person engaging in the harassing behavior included someone talking to the person (20.1%), moving or reassigning the person to avoid continuing contact (7.4%), or some official career action was taken against person(s) involved (1.8%); and in some situations, the person stopped the behavior (20.3%). Actions associated with the employee subjected to the behavior involved changing their station location or duties to help them avoid the person engaging in the harassing behaviors (6.8%). Additionally, some employees were encouraged to drop the issue (23.9%) or were discouraged from making a complaint/grievance/report (27.3%). Other employees indicated that the person engaging in the harassing behavior took action against them for complaining (35.7%); their coworker(s) treated them worse, avoided or blamed them for the problem (31.5%); and some employees indicated leadership punished them for bringing the experience up (24.4%) or they were threatened with loss of employment (17.6%).⁷

- *What were the reasons for not making a complaint/grievance/report?* Regardless of the particular behavior involved, most employees did not make a complaint/grievance/report about their experience (59.5%). Employees' most frequent reasons for not making a complaint/grievance/report involved a desire to move on or forget about the incident (66.7%), the perceived seriousness of the behavior (64.9% did not consider it serious enough to report), the behavior or experience stopped on its own (58.9%), skepticism about actions that would be taken (57.1% of employees did not think anything would be done), took care of it themselves by confronting the person (41.9%), thought they would be labeled a troublemaker (41.1%), or did not trust that the process would be fair (45.0%).
- *What effect did the specific behavior or set of experiences have on employees' interpersonal relationships, physical or emotional well-being, your job performance, or your willingness to remain a part of the organization?* Regardless of the particular behavior involved, for some employees these experiences had a negative impact on them, but for many employees it did not. For some employees, these experiences had a *negative impact on their interpersonal relationships* with coworkers, supervisors, or managers (35.8%); resulted in arguments or damaged interpersonal relations at work (38.1%); and/or damaged other personal relationships (17.2%). For some employees, these experiences had a *negative impact on their physical or emotional well-being* leading them to call in sick or take leave (28.8%), seek counseling (17.3%), or medical attention (11.7%). For some employees, these experiences had a *negative impact on their job performance*, making it harder to complete their work (38.2%), negatively affected their performance evaluation or promotion potential (24.4%), or negatively affected their performance evaluation/renewal/permanent employment (68.0%). For some employees, these experiences *negatively affected their willingness to remain a part of the organization*, leading them to consider leaving BIA (43.2%), take steps to leave the organization (19.8%), or request a transfer (9.7%).

⁷ It is worth noting that an individual who made a complaint/grievance/report may not actually be informed of the outcome of their complaint/grievance/report because personnel policies may prohibit disclosure of such information.

WHAT DEMOGRAPHIC, OCCUPATIONAL, AND ORGANIZATIONAL FACTORS WERE CORRELATED WITH HARASSING AND/OR ASSAULT BEHAVIORS EXPERIENCED?

Analyses of demographic, occupational, and organizational factors influencing harassing and/or assault behaviors were performed with data from employees who indicated they experienced harassment and/or assault behaviors and who completed questions assessing demographic and occupational background characteristics and organizational factors associated with these behaviors. Demographic characteristics included variables measuring employees' age, sex, level of education, racial/ethnic background, and relationship status. Occupational characteristics included variables measuring employees' pay grade, tenure in the organization, employment classification, and type of work unit. Organizational characteristics included variables measuring employees' levels of supervisor support, perceptions of trust, political dynamics and inclusion within the unit, bystander experiences with harassment and/or assault behaviors (bystander experiences involve situations where an employee witnessed another employee being subjected to harassing, discriminating and/or assault behaviors), perceptions of both general and leaders' tolerance of harassing and/or assault behaviors, and gender context.

First, we performed regression analyses to identify those factors that contribute the most to the likelihood that one might experience these behaviors. Second, comparisons were made of these factors between those who had experienced harassing and/or assault behaviors and those who had not. As noted earlier and confirmed in these analyses, with a few exceptions, demographic and occupational factors had a limited contribution on our understanding of employees' harassment and/or assault related behaviors experienced. However, these analyses revealed that organizational factors were among the most important variables to understand employees' harassment and/or assault related behaviors experienced.

Which of the demographic, occupational, or organizational factors had the strongest influence on the likelihood that someone might experience harassing and/or assault behaviors? The most important variables involved for each type of experienced are described below:

- Age harassment was more common where employees witnessed harassment against another employee based on their age
- Racial/ethnic harassment was more common for racial/ethnic minority employees than for non-minority employees and where employees witnessed harassment against another employee based on their racial/ethnic background
- Religious harassment was more common where employees witnessed harassment against another employee based on their religious beliefs
- Disability harassment was more common for employees with a documented disability and more common where employees witnessed harassment against another employee based on their disability status or condition

- None of the factors informed our understanding of harassment based on one's sexual orientation
- Gender harassment was more common for women than men, younger employees, and where employees witnessed harassment against another employee based on their sex/gender
- Sexual harassment was more common where employees witnessed harassment against another employee based on their sex/gender
- None of the factors informed our understanding of sexual assault related behaviors

Given the importance of organizational factors, were there differences among individuals who were and were not harassed on the specific organizational variables? Regardless of the particular behavior involved, we observed consistent differences between employees who were harassed and those who were not. Specifically, employees who experienced harassment and/or assault behaviors were:

- Less likely to report supervisory support than employees who were not harassed
- Less likely to trust the organization than employees who were not harassed
- Less likely to view the organization as more inclusive than employees who were not harassed
- More likely to perceive greater pressure to conform to organizational norms (e.g., going along to get along) than employees who were not harassed
- More likely to perceive the organizational climate to be more tolerant of harassing behaviors than employees who were not harassed
- More likely to rate the leadership climate to be more tolerant of harassing behaviors than employees who were not harassed
- More likely to have witnessed harassment against other employees than employees who were not harassed

WHAT JOB-RELATED CONSEQUENCES WERE ASSOCIATED WITH HARASSING AND/OR ASSAULT BEHAVIORS EXPERIENCED?

Consequences of harassment and/or assault behaviors were examined with data from employees who experienced harassment and/or assault behaviors and completed questions assessing job-related outcomes including job satisfaction, job engagement, and organizational commitment. Regression analyses revealed statistically significant associations of harassment and/or assault behaviors to job-related outcomes.

While the magnitude of the effects was small, the pattern of associations indicated that employees who experienced harassment and/or assault behaviors were less satisfied, less engaged, and less committed to the organization than their counterparts. Exceptions to this trend were observed for harassment based on sexual orientation and job satisfaction, job engagement, and organizational commitment; and sexual assault related behaviors and job satisfaction and

organizational commitment. Associations among these variables were not statistically significant.

WHAT ADDITIONAL FINDINGS WERE UNCOVERED WITH REGARD TO HARASSMENT AND/OR ASSAULT EXPERIENCES?

- *What about individuals who may have witnessed behaviors occurring to someone else?* An estimated 26.3% of employees witnessed a harassing and/or assault behavior against another employee in the 12 months preceding the survey. For most of these experiences, it is estimated that employees witnessed these behaviors once, and/or, once a month or less. Among these individuals:
 - 16.6% witnessed a harassment situation based on the age of the other employee
 - 14.4% witnessed a harassment situation based on the race/ethnicity of the other employee
 - 6.6% witnessed a harassment situation based on the religious beliefs of the other employee
 - 7.6% witnessed a harassment situation based a perceived or actual disability of the other employee
 - 6.6% witnessed a harassment situation based on the sexual orientation of the other employee
 - 11.9% witnessed a harassment situation based the sex/gender of the other employee

- *What actions were taken in response to witnessing harassing and/or assault behaviors?* Regardless of particular behavior employees witnessed, the majority of employees took some action in response to the behaviors they witnessed (78.3%). Among employees who took some action, the most frequent actions included helping the person who was subject to the behaviors (22.6%); telling someone in position of authority about the situation (20.0%); and pointing out to the person who engaged in the harassing behaviors that s/he “crossed the line” (14.1%).

- *Did employees experience any harassing and/or assault behaviors before the past 12 months while they were employed by BIA?* An estimated 32.2% of employees experienced some form of harassing and/or assault behaviors before the past 12 months while being employed at BIA. More specifically:
 - 17.2% experienced harassing behaviors based on their age
 - 17.0% experienced harassing behaviors based on their racial or ethnic background
 - 5.5% experienced harassing behaviors based on their religious beliefs
 - 5.7% experienced harassing behaviors based on a perceived or actual disability
 - 3.3% experienced harassing behaviors based on their sexual orientation
 - 11.1% experienced sexually harassing behaviors⁸

⁸ Within this section of the survey, responses to questions involving gender and sexual harassment were presented together and a single item was used to assess gender and sexual harassment experiences in the period before the past 12 months to minimize response burden and optimize survey completion. Caution should be exercised in attempting

- 1.83% experienced sexual assault related behaviors
- *What about the future use of BIA resources to make a complaint/grievance/report involving a harassing and/or assault experience?* A majority of employees indicated that they would use a supervisor or manager (71.2%) to make a complaint/grievance/report if they were to experience harassing behaviors in the future. All other resources were endorsed less frequently (Employee Assistance Program, Ombudsman,⁹ CADR Office or CORE PLUS, Employee & Labor Relations, Union, Equal Employment Opportunity Counselor, Equal Employment Opportunity Office, Office of the Inspector General Hotline, Office of the Inspector General, Other Law Enforcement/Civil Authority not in the Bureau, or Department of Interior Ethics/Bureau Ethics Office). Additionally, employees rated their expectation that the majority of resources would be moderately to very helpful.

These findings reveal that employees within the organization may be directly (through their own personal experiences) or indirectly (through the witnessing or hearing about other employees' experiences) affected by harassing and/or assault situations both personally and professionally. The findings shed light on the dynamics that underlie these behaviors and affirm the need for comprehensive responses to these problems. Readers are encouraged to review the complete set of findings in the Supplemental Statistical Report and the DOI Technical Report.

to draw inferences about trends between rates of experience in the past 12 months and rates of experience prior to the past 12 months as these measures are not comparable.

⁹ Ombudsman was only in existence about 1.5 months before the survey opened.

Table of Contents

Executive Summary	1
Table of Contents	10
List of Tables	12
List of Figures	21
1 Introduction	22
1.1 Overview of Results	26
1.2 Population and Respondent Demographic and Occupational Characteristics	27
2 Work-Related Harassment Experiences	31
2.1 Age Harassment	38
2.2 Racial/Ethnic Harassment	43
2.3 Religious Harassment.....	49
2.4 Disability Harassment	54
2.5 Sexual Orientation Harassment.....	59
2.6 Sexual Harassment	64
2.7 Crude and Offensive Behavior.....	69
2.8 Unwanted Sexual Attention	71
2.9 Sexual Coercion	73
2.10 Gender Harassment	75
2.11 Sexual Assault Related Behaviors.....	79
2.12 Sexual Assault Related Behaviors Experienced.....	84
3 One Behavior or Experience with the Greatest Effect	85
3.1 Characteristics of Age Harassment	86
3.2 Characteristics of Racial/Ethnic Harassment	95
3.3 Characteristics of Religious Harassment.....	104
3.4 Characteristics of Disability Harassment	113
3.5 Characteristics of Sexual Orientation Harassment.....	122
3.6 Characteristics of Sexual/Gender Harassment	131
3.7 Characteristics of Harassment Based on Unknown Reasons	140
3.8 Comparisons Across Types of Harassment.....	149

4	Predictors of Workplace Harassment	167
4.1	Age Harassment	168
4.2	Racial/Ethnic Harassment	183
4.3	Religious Harassment.....	198
4.4	Disability Harassment	210
4.5	Sexual Orientation Harassment.....	223
4.6	Sexual Harassment	241
4.7	Crude and Offensive Behavior.....	259
4.8	Unwanted Sexual Attention	277
4.9	Sexual Coercion	295
4.10	Gender Harassment	313
4.11	Sexual Assault Related Behaviors.....	331
5	Impact of Harassment on Job Outcomes	349
5.1	Age Harassment	349
5.2	Racial/Ethnic Harassment	356
5.3	Religious Harassment.....	362
5.4	Disability Harassment	368
5.5	Sexual Orientation Harassment.....	374
5.6	Sexual Harassment	381
5.7	Crude and Offensive Behavior.....	387
5.8	Unwanted Sexual Attention	394
5.9	Sexual Coercion	400
5.10	Gender Harassment	406
5.11	Sexual Assault Related Behaviors.....	412
5.12	Linear Regression Analyses of Various Forms of Harassment and Sexual Assault Related Behaviors and Job Outcomes.....	419
6	Bystander Intervention and Future Reporting	421
6.1	Witnessing an Incident of Harassment and Actions Taken.....	421
6.2	Future Reporting	423

List of Tables

Table 1.1 Description of Survey Constructs with Sample Items	23
Table 1.2 BIA – WES Response Rate	24
Table 1.3 BIA – Employee and Estimated Study Population Demographic Characteristics	27
Table 1.4 BIA – Employee and Estimated Study Population Occupational Characteristics	29
Table 2.1 BIA – Estimated Experience Rate of Age, Racial/Ethnic, Religious, and Disability Harassment in Past 12 Months.....	32
Table 2.2 BIA – Estimated Number of Age, Racial/Ethnic, Religious, and Disability Harassment in Past 12 Months.....	32
Table 2.3 BIA – Estimated Experience Rate of Sexual Orientation, Gender, and Sexual Harassment in Past 12 Months.....	33
Table 2.4 BIA – Estimated Number of Sexual Orientation, Gender, and Sexual Harassment in Past 12 Months.....	33
Table 2.5 BIA – Estimated Experience Rate of Sexual Assault Related Behaviors in Past 12 Months	33
Table 2.6 BIA – Estimated Number of Sexual Assault Related Behaviors in Past 12 Months....	34
Table 2.7 BIA – Estimated Experience Rate for Any Form of Harassment in Past 12 Months...	34
Table 2.8 BIA – Estimated Experience Rate of Age Harassment in Past 12 Months	38
Table 2.9 BIA – Estimated Experience Rate of Age Harassment in the Past 12 Months, by Current Work Location	41
Table 2.10 BIA – Estimated Experience Rate of Age Harassment Prior to Past 12 Months	41
Table 2.11 BIA – Estimated Pay Plan or Grade at Which Age Harassment First Occurred	42
Table 2.12 BIA – Estimated Experience Rate of Racial/Ethnic Harassment in Past 12 Months .	43
Table 2.13 BIA – Estimated Experience Rate of Racial/Ethnic Harassment in the Past 12 Months, by Current Work Location.....	46
Table 2.14 BIA – Estimated Experience Rate of Racial/Ethnic Harassment Prior to Past 12 Months	47
Table 2.15 BIA – Estimated Pay Plan or Grade at Which Racial/Ethnic Harassment First Occurred.....	48
Table 2.16 BIA – Estimated Experience Rate of Religious Harassment in Past 12 Months.....	49
Table 2.17 BIA – Estimated Experience Rate of Religious Harassment in the Past 12 Months, by Current Work Location	52
Table 2.18 BIA – Estimated Experience Rate of Religious Harassment Prior to Past 12 Months	52
Table 2.19 BIA – Estimated Pay Plan or Grade at Which Religious Harassment First Occurred	53
Table 2.20 BIA – Estimated Experience Rate of Disability Harassment in Past 12 Months	54
Table 2.21 BIA – Estimated Experience Rate of Disability Harassment in the Past 12 Months, by Current Work Location	57
Table 2.22 BIA – Estimated Experience Rate of Disability Harassment Prior to Past 12 Months	58
Table 2.23 BIA – Estimated Pay Plan or Grade at Which Disability Harassment First Occurred	58

Table 2.24 BIA – Estimated Experience Rate of Sexual Orientation Harassment in Past 12 Months	59
Table 2.25 BIA – Estimated Experience Rate of Sexual Orientation Harassment in the Past 12 Months, by Current Work Location.....	62
Table 2.26 BIA – Estimated Experience Rate of Sexual Orientation Harassment Prior to Past 12 Months	62
Table 2.27 BIA – Estimated Pay Plan or Grade at Which Sexual Orientation Harassment First Occurred.....	63
Table 2.28 BIA – Estimated Experience Rate of Sexual Harassment in Past 12 Months	64
Table 2.29 BIA – Estimated Experience Rate of Sexual Harassment in the Past 12 Months, by Current Work Location	67
Table 2.30 BIA – Estimated Experience Rate of Sexual Harassment Prior to Past 12 Months ...	68
Table 2.31 BIA – Estimated Pay Plan or Grade at Which Sexual Harassment First Occurred....	68
Table 2.32 BIA – Estimated Experience Rate of Crude and Offensive Behavior in Past 12 Months	69
Table 2.33 BIA – Estimated Experience Rate of Crude and Offensive Behavior in the Past 12 Months, by Current Work Location.....	70
Table 2.34 BIA – Estimated Experience Rate of Unwanted Sexual Attention in Past 12 Months	71
Table 2.35 BIA – Estimated Experience Rate of Unwanted Sexual Attention in the Past 12 Months, by Current Work Location.....	72
Table 2.36 BIA – Estimated Experience Rate of Sexual Coercion in Past 12 Months	73
Table 2.37 BIA – Estimated Experience Rate of Sexual Coercion in the Past 12 Months, by Current Work Location	74
Table 2.38 BIA – Estimated Experience Rate of Gender Harassment in Past 12 Months	75
Table 2.39 BIA – Estimated Experience Rate of Gender Harassment in the Past 12 Months, by Current Work Location	78
Table 2.40 BIA – Estimated Experience Rate of Sexual Assault Related Behaviors in Past 12 Months	79
Table 2.41 BIA – Estimated Experience Rate of Sexual Assault Related Behaviors in the Past 12 Months, by Current Work Location.....	82
Table 2.42 BIA – Estimated Experience Rate of Sexual Assault Related Behaviors Prior to Past 12 Months	83
Table 2.43 BIA – Estimated Pay Plan or Grade at Which Sexual Assault Related Behaviors First Occurred.....	83
Table 2.44 BIA – Estimated Experience Rate of Sexual Assault Related Behaviors in the Past 12 Months, by Sex and Type of Behavior Experienced	84
Table 3.1 BIA – Primary Basis for Experience of Greatest Effect.....	85
Table 3.2 BIA – Context of the One Experience of Age Harassment	86
Table 3.3 BIA – Results of the One Experience of Age Harassment	88

Table 3.4 BIA – Discussion of the One Experience of Age Harassment	89
Table 3.5 BIA – Resources for Making Complaint of the One Experience of Age Harassment .	90
Table 3.6 BIA – Results of Reporting the One Experience of Age Harassment	91
Table 3.7 BIA – Satisfaction with Reporting of the One Experience of Age Harassment.....	93
Table 3.8 BIA – Reasons for Not Reporting the One Experience of Age Harassment	94
Table 3.9 BIA – Context of the One Experience of Racial/Ethnic Harassment	95
Table 3.10 BIA – Results of the One Experience of Racial/Ethnic Harassment	97
Table 3.11 BIA – Discussion of the One Experience of Racial/Ethnic Harassment	98
Table 3.12 BIA – Resources for Making Complaint of the One Experience of Racial/Ethnic Harassment.....	99
Table 3.13 BIA – Results of Reporting the One Experience of Racial/Ethnic Harassment	100
Table 3.14 BIA – Satisfaction with Reporting of the One Experience of Racial/Ethnic Harassment.....	102
Table 3.15 BIA – Reasons for Not Reporting the One Experience of Racial/Ethnic Harassment	103
Table 3.16 BIA – Context of the One Experience of Religious Harassment	104
Table 3.17 BIA – Results of the One Experience of Religious Harassment	106
Table 3.18 BIA – Discussion of the One Experience of Religious Harassment.....	107
Table 3.19 BIA – Resources for Making Complaint of the One Experience of Religious Harassment.....	108
Table 3.20 BIA – Results of Reporting the One Experience of Religious Harassment	109
Table 3.21 BIA – Satisfaction with Reporting of the One Experience of Religious Harassment	111
Table 3.22 BIA – Reasons for Not Reporting the One Experience of Religious Harassment ...	112
Table 3.23 BIA – Context of the One Experience of Disability Harassment	113
Table 3.24 BIA – Results of the One Experience of Disability Harassment	115
Table 3.25 BIA – Discussion of the One Experience of Disability Harassment	116
Table 3.26 BIA – Resources for Making Complaint of the One Experience of Disability Harassment.....	117
Table 3.27 BIA – Results of Reporting the One Experience of Disability Harassment	118
Table 3.28 BIA – Satisfaction with Reporting of the One Experience of Disability Harassment	120
Table 3.29 BIA – Reasons for Not Reporting the One Experience of Disability Harassment ...	121
Table 3.30 BIA – Context of the One Experience of Sexual Orientation Harassment.....	122
Table 3.31 BIA – Results of the One Experience of Sexual Orientation Harassment.....	124
Table 3.32 BIA – Discussion of the One Experience of Sexual Orientation Harassment.....	125
Table 3.33 BIA – Resources for Making Complaint of the One Experience of Sexual Orientation Harassment.....	126
Table 3.34 BIA – Results of Reporting the One Experience of Sexual Orientation Harassment	127

Table 3.35 BIA – Satisfaction with Reporting of the One Experience of Sexual Orientation Harassment.....	129
Table 3.36 BIA – Reasons for Not Reporting the One Experience of Sexual Orientation Harassment.....	130
Table 3.37 BIA – Context of the One Experience of Sexual/Gender Harassment.....	131
Table 3.38 BIA – Results of the One Experience of Sexual/Gender Harassment.....	133
Table 3.39 BIA – Discussion of the One Experience of Sexual/Gender Harassment.....	134
Table 3.40 BIA – Resources for Making Complaint of the One Experience of Sexual/Gender Harassment.....	135
Table 3.41 BIA – Results of Reporting the One Experience of Sexual/Gender Harassment.....	136
Table 3.42 BIA – Satisfaction with Reporting of the One Experience of Sexual/Gender Harassment.....	138
Table 3.43 BIA – Reasons for Not Reporting the One Experience of Sexual/Gender Harassment.....	139
Table 3.44 BIA – Context of the One Experience of Harassment Based on Unknown Reasons.....	140
Table 3.45 BIA – Results of the One Experience of Harassment Based on Unknown Reasons.....	142
Table 3.46 BIA – Discussion of the One Experience of Harassment Based on Unknown Reasons.....	143
Table 3.47 BIA – Resources for Making Complaint of the One Experience of Harassment Based on Unknown Reasons.....	144
Table 3.48 BIA – Results of Reporting the One Experience of Harassment Based on Unknown Reasons.....	145
Table 3.49 BIA – Satisfaction with Reporting of the One Experience of Harassment Based on Unknown Reasons.....	147
Table 3.50 BIA – Reasons for Not Reporting the One Experience of Harassment Based on Unknown Reasons.....	148
Table 3.51 BIA – Context of the One Experience of Harassment – Summary.....	149
Table 3.52 BIA – Results of the One Experience of Harassment – Summary.....	153
Table 3.53 BIA – Discussion of the One Experience of Harassment – Summary.....	156
Table 3.54 BIA – Resources for Making Complaint of the One Experience of Harassment – Summary.....	158
Table 3.55 BIA – Helpfulness of Resources for Making Complaint of the One Experience of Harassment – Summary.....	159
Table 3.56 BIA – Results of Reporting the One Experience of Harassment – Summary.....	160
Table 3.57 BIA – Satisfaction with Reporting of the One Experience of Harassment – Summary.....	164
Table 3.58 BIA – Reasons for Not Reporting the One Experience of Harassment – Summary.....	165
Table 4.1 BIA – Age Harassment and General Intolerance for Harassment by Selected Characteristics.....	168

Table 4.2 BIA – Age Harassment and Leadership Intolerance for Harassment by Selected Characteristics.....	170
Table 4.3 BIA – Age Harassment and Organizational Politics by Selected Characteristics	172
Table 4.4 BIA – Age Harassment and Organizational Trust by Selected Characteristics.....	174
Table 4.5 BIA – Age Harassment and Supervisor Support by Selected Characteristics	176
Table 4.6 BIA – Age Harassment and Organizational Inclusion by Selected Characteristics ...	178
Table 4.7 BIA – Age Harassment and Bystander Harassment	180
Table 4.8 BIA – Logistic Regression of Age Harassment and Predictors of Workplace Harassment.....	182
Table 4.9 BIA – Racial/Ethnic Harassment and General Intolerance for Harassment by Selected Characteristics.....	183
Table 4.10 BIA – Racial/Ethnic Harassment and Leadership Intolerance for Harassment by Selected Characteristics	185
Table 4.11 BIA – Racial/Ethnic Harassment and Organizational Politics by Selected Characteristics.....	187
Table 4.12 BIA – Racial/Ethnic Harassment and Organizational Trust by Selected Characteristics	189
Table 4.13 BIA – Racial/Ethnic Harassment and Supervisor Support by Selected Characteristics	191
Table 4.14 BIA – Racial/Ethnic Harassment and Organizational Inclusion by Selected Characteristics.....	193
Table 4.15 BIA – Racial/Ethnic Harassment and Bystander Harassment	195
Table 4.16 BIA – Logistic Regression of Racial/Ethnic Harassment and Predictors of Workplace Harassment.....	197
Table 4.17 BIA – Religious Harassment and General Intolerance for Harassment by Selected Characteristics.....	198
Table 4.18 BIA – Religious Harassment and Leadership Intolerance for Harassment by Selected Characteristics.....	200
Table 4.19 BIA – Religious Harassment and Organizational Politics by Selected Characteristics	201
Table 4.20 BIA – Religious Harassment and Organizational Trust by Selected Characteristics	203
Table 4.21 BIA – Religious Harassment and Supervisor Support by Selected Characteristics .	204
Table 4.22 BIA – Religious Harassment and Organizational Inclusion by Selected Characteristics	206
Table 4.23 BIA – Religious Harassment and Bystander Harassment	207
Table 4.24 BIA – Logistic Regression of Religious Harassment and Predictors of Workplace Harassment.....	209
Table 4.25 BIA – Disability Harassment and General Intolerance for Harassment by Selected Characteristics.....	210

Table 4.26 BIA – Disability Harassment and Leadership Intolerance for Harassment by Selected Characteristics.....	212
Table 4.27 BIA – Disability Harassment and Organizational Politics by Selected Characteristics.....	213
Table 4.28 BIA – Disability Harassment and Organizational Trust by Selected Characteristics.....	215
Table 4.29 BIA – Disability Harassment and Supervisor Support by Selected Characteristics.....	216
Table 4.30 BIA – Disability Harassment and Organizational Inclusion by Selected Characteristics.....	218
Table 4.31 BIA – Disability Harassment and Bystander Harassment.....	220
Table 4.32 BIA – Logistic Regression of Disability Harassment and Predictors of Workplace Harassment.....	222
Table 4.33 BIA – Sexual Orientation Harassment and General Intolerance for Harassment by Selected Characteristics.....	223
Table 4.34 BIA – Sexual Orientation Harassment and Leadership Intolerance for Harassment by Selected Characteristics.....	226
Table 4.35 BIA – Sexual Orientation Harassment and Organizational Politics by Selected Characteristics.....	228
Table 4.36 BIA – Sexual Orientation Harassment and Organizational Trust by Selected Characteristics.....	230
Table 4.37 BIA – Sexual Orientation Harassment and Supervisor Support by Selected Characteristics.....	232
Table 4.38 BIA – Sexual Orientation Harassment and Organizational Inclusion by Selected Characteristics.....	234
Table 4.39 BIA – Sexual Orientation Harassment and Gender Context by Selected Characteristics.....	236
Table 4.40 BIA – Sexual Orientation Harassment and Bystander Harassment.....	238
Table 4.41 BIA – Logistic Regression of Sexual Orientation Harassment and Predictors of Workplace Harassment.....	240
Table 4.42 BIA – Sexual Harassment and General Intolerance for Harassment by Selected Characteristics.....	241
Table 4.43 BIA – Sexual Harassment and Leadership Intolerance for Harassment by Selected Characteristics.....	244
Table 4.44 BIA – Sexual Harassment and Organizational Politics by Selected Characteristics.....	246
Table 4.45 BIA – Sexual Harassment and Organizational Trust by Selected Characteristics.....	248
Table 4.46 BIA – Sexual Harassment and Supervisor Support by Selected Characteristics.....	250
Table 4.47 BIA – Sexual Harassment and Organizational Inclusion by Selected Characteristics.....	252
Table 4.48 BIA – Sexual Harassment and Gender Context by Selected Characteristics.....	254
Table 4.49 BIA – Sexual Harassment and Bystander Harassment.....	256

Table 4.50 BIA – Logistic Regression of Sexual Harassment and Predictors of Workplace Harassment.....	258
Table 4.51 BIA – Crude and Offensive Behavior and General Intolerance for Harassment by Selected Characteristics	259
Table 4.52 BIA – Crude and Offensive Behavior and Leadership Intolerance for Harassment by Selected Characteristics	262
Table 4.53 BIA – Crude and Offensive Behavior and Organizational Politics by Selected Characteristics.....	264
Table 4.54 BIA – Crude and Offensive Behavior and Organizational Trust by Selected Characteristics.....	266
Table 4.55 BIA – Crude and Offensive Behavior and Supervisor Support by Selected Characteristics.....	268
Table 4.56 BIA – Crude and Offensive Behavior and Organizational Inclusion by Selected Characteristics.....	270
Table 4.57 BIA – Crude and Offensive Behavior and Gender Context by Selected Characteristics	272
Table 4.58 BIA – Crude and Offensive Behavior and Bystander Harassment.....	274
Table 4.59 BIA – Logistic Regression of Crude and Offensive Behavior and Predictors of Workplace Harassment	276
Table 4.60 BIA – Unwanted Sexual Attention and General Intolerance for Harassment by Selected Characteristics	277
Table 4.61 BIA – Unwanted Sexual Attention and Leadership Intolerance for Harassment by Selected Characteristics	280
Table 4.62 BIA – Unwanted Sexual Attention and Organizational Politics by Selected Characteristics.....	282
Table 4.63 BIA – Unwanted Sexual Attention and Organizational Trust by Selected Characteristics.....	284
Table 4.64 BIA – Unwanted Sexual Attention and Supervisor Support by Selected Characteristics.....	286
Table 4.65 BIA – Unwanted Sexual Attention and Organizational Inclusion by Selected Characteristics.....	288
Table 4.66 BIA – Unwanted Sexual Attention and Gender Context by Selected Characteristics	290
Table 4.67 BIA – Unwanted Sexual Attention and Bystander Harassment	292
Table 4.68 BIA – Logistic Regression of Unwanted Sexual Attention and Predictors of Workplace Harassment	294
Table 4.69 BIA – Sexual Coercion and General Intolerance for Harassment by Selected Characteristics.....	295
Table 4.70 BIA – Sexual Coercion and Leadership Intolerance for Harassment by Selected Characteristics.....	298

Table 4.71 BIA – Sexual Coercion and Organizational Politics by Selected Characteristics	300
Table 4.72 BIA – Sexual Coercion and Organizational Trust by Selected Characteristics.....	302
Table 4.73 BIA – Sexual Coercion and Supervisor Support by Selected Characteristics	304
Table 4.74 BIA – Sexual Coercion and Organizational Inclusion by Selected Characteristics .	306
Table 4.75 BIA – Sexual Coercion and Gender Context by Selected Characteristics	308
Table 4.76 BIA – Sexual Coercion and Bystander Harassment	310
Table 4.77 BIA – Logistic Regression of Sexual Coercion and Predictors of Workplace Harassment.....	312
Table 4.78 BIA – Gender Harassment and General Intolerance for Harassment by Selected Characteristics.....	313
Table 4.79 BIA – Gender Harassment and Leadership Intolerance for Harassment by Selected Characteristics.....	316
Table 4.80 BIA – Gender Harassment and Organizational Politics by Selected Characteristics	318
Table 4.81 BIA – Gender Harassment and Organizational Trust by Selected Characteristics...	320
Table 4.82 BIA – Gender Harassment and Supervisor Support by Selected Characteristics.....	322
Table 4.83 BIA – Gender Harassment and Organizational Inclusion by Selected Characteristics	324
Table 4.84 BIA – Gender Harassment and Gender Context by Selected Characteristics	326
Table 4.85 BIA – Gender Harassment and Bystander Harassment	328
Table 4.86 BIA – Logistic Regression of Gender Harassment and Predictors of Workplace Harassment.....	330
Table 4.87 BIA – Sexual Assault Related Behaviors and General Intolerance for Harassment by Selected Characteristics	331
Table 4.88 BIA – Sexual Assault Related Behaviors and Leadership Intolerance for Harassment by Selected Characteristics	334
Table 4.89 BIA – Sexual Assault Related Behaviors and Organizational Politics by Selected Characteristics.....	336
Table 4.90 BIA – Sexual Assault Related Behaviors and Organizational Trust by Selected Characteristics.....	338
Table 4.91 BIA – Sexual Assault Related Behaviors and Supervisor Support by Selected Characteristics.....	340
Table 4.92 BIA – Sexual Assault Related Behaviors and Organizational Inclusion by Selected Characteristics.....	342
Table 4.93 BIA – Sexual Assault Related Behaviors and Gender Context by Selected Characteristics.....	344
Table 4.94 BIA – Sexual Assault Related Behaviors and Bystander Harassment	346
Table 4.95 BIA – Logistic Regression of Sexual Assault Related Behaviors and Predictors of Workplace Harassment	348
Table 5.1 BIA – Age Harassment and Job Satisfaction by Selected Characteristics	350
Table 5.2 BIA – Age Harassment and Job Engagement by Selected Characteristics	352

Table 5.3 BIA – Age Harassment and Organizational Commitment by Selected Characteristics 354

Table 5.4 BIA – Racial/Ethnic Harassment and Job Satisfaction by Selected Characteristics .. 356

Table 5.5 BIA – Racial/Ethnic Harassment and Job Engagement by Selected Characteristics . 358

Table 5.6 BIA – Racial/Ethnic Harassment and Organizational Commitment by Selected Characteristics..... 360

Table 5.7 BIA – Religious Harassment and Job Satisfaction by Selected Characteristics..... 362

Table 5.8 BIA – Religious Harassment and Job Engagement by Selected Characteristics..... 364

Table 5.9 BIA – Religious Harassment and Organizational Commitment by Selected Characteristics..... 366

Table 5.10 BIA – Disability Harassment and Job Satisfaction by Selected Characteristics 368

Table 5.11 BIA – Disability Harassment and Job Engagement by Selected Characteristics 370

Table 5.12 BIA – Disability Harassment and Organizational Commitment by Selected Characteristics..... 372

Table 5.13 BIA – Sexual Orientation Harassment and Job Satisfaction by Selected Characteristics..... 374

Table 5.14 BIA – Sexual Orientation Harassment and Job Engagement by Selected Characteristics..... 377

Table 5.15 BIA – Sexual Orientation Harassment and Organizational Commitment by Selected Characteristics..... 379

Table 5.16 BIA – Sexual Harassment and Job Satisfaction by Selected Characteristics 381

Table 5.17 BIA – Sexual Harassment and Job Engagement by Selected Characteristics 383

Table 5.18 BIA – Sexual Harassment and Organizational Commitment by Selected Characteristics..... 385

Table 5.19 BIA – Crude and Offensive Behavior and Job Satisfaction by Selected Characteristics 387

Table 5.20 BIA – Crude and Offensive Behavior and Job Engagement by Selected Characteristics..... 390

Table 5.21 BIA – Crude and Offensive Behavior and Organizational Commitment by Selected Characteristics..... 392

Table 5.22 BIA – Unwanted Sexual Attention and Job Satisfaction by Selected Characteristics 394

Table 5.23 BIA – Unwanted Sexual Attention and Job Engagement by Selected Characteristics 396

Table 5.24 BIA – Unwanted Sexual Attention and Organizational Commitment by Selected Characteristics..... 398

Table 5.25 BIA – Sexual Coercion and Job Satisfaction by Selected Characteristics 400

Table 5.26 BIA – Sexual Coercion and Job Engagement by Selected Characteristics 402

Table 5.27 BIA – Sexual Coercion and Organizational Commitment by Selected Characteristics 404

Table 5.28 BIA – Gender Harassment and Job Satisfaction by Selected Characteristics	406
Table 5.29 BIA – Gender Harassment and Job Engagement by Selected Characteristics	408
Table 5.30 BIA – Gender Harassment and Organizational Commitment by Selected Characteristics.....	410
Table 5.31 BIA – Sexual Assault Related Behaviors and Job Satisfaction by Selected Characteristics.....	412
Table 5.32 BIA – Sexual Assault Related Behaviors and Job Engagement by Selected Characteristics.....	415
Table 5.33 BIA – Sexual Assault Related Behaviors and Organizational Commitment by Selected Characteristics	417
Table 5.34 BIA – Linear Regression of Harassment and Job Satisfaction.....	419
Table 5.35 BIA – Linear Regression of Harassment and Job Engagement.....	420
Table 5.36 BIA – Linear Regression of Harassment and Organizational Commitment	420
Table 6.1 BIA – Percent Witnessing Harassment.....	421
Table 6.2 BIA – Actions Taken in Response to Witnessing Harassment.....	422
Table 6.3 BIA – Potential Recipients of a Complaint of Harassment or Assault.....	423

List of Figures

Figure 1.1 Conceptual Framework	22
---------------------------------------	----

1 Introduction

This Supplemental Statistical Report presents in tabular form the results of the 2017 Bureau of Indian Affairs (BIA) Work Environment Study (WES) and is designed to be a companion to the DOI WES Technical Report. The Technical Report provides key findings and conclusions, as well as detailed descriptions of the methodology. This Supplement documents all findings for reference. A brief overview of the study is presented here to orient the reader to the results.

The WES was designed to assess employee attitudes, perceptions, and behaviors on a wide range of topics, including experiences with various harassing behaviors, and sexual assault related behaviors. Figure 1.1 presents a conceptual framework of constructs included within the WES. Table 1.1 lists all measured constructs with sample items for all variables included in the WES.

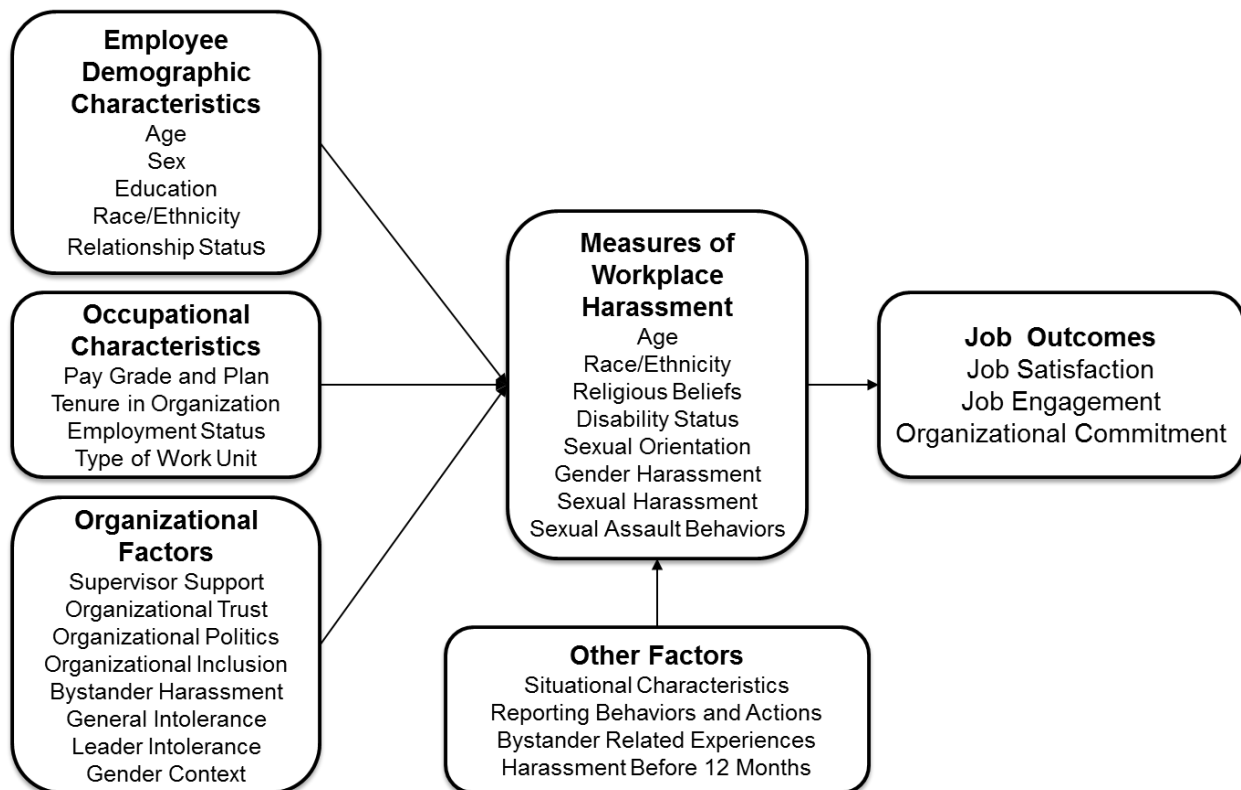


Figure 1.1 Conceptual Framework

Table 1.1 Description of Survey Constructs with Sample Items

<i>Survey Section</i>	<i>Construct</i>	<i>Sample Item</i>
Part I Your Perceptions About Your Job	<ul style="list-style-type: none"> • Job Satisfaction • Job Engagement • Organizational Commitment • Organizational Politics • Organizational Trust • Supervisor Support • Organizational Inclusion 	<ul style="list-style-type: none"> • How satisfied are you with your job? • I am immersed in my work. • I would be happy to spend the rest of my career in my work unit. • It is best not to rock the boat in my work unit. • I feel my work unit will keep its word. • My supervisor cares about my opinions. • Members of my current work unit feel accepted by other members.
Part II Work Related Experiences	<ul style="list-style-type: none"> • Harassment based on my age, race/ethnicity, religious beliefs, disability status, sexual orientation • Sexual Harassment • Gender Harassment • Sexual Assault Related Behaviors 	<ul style="list-style-type: none"> • How often did you hear negative comments or remarks based on your... • How often did someone at work tell offensive sexual stories or jokes? • How often did someone at work make offensive, sexist remarks? • How often did you experience any intentional sexual contacts that were against your will?
Part III One Behavior/ Experience with the Greatest Effect	<ul style="list-style-type: none"> • Specific Behavior or Experience with Greatest Effect 	<ul style="list-style-type: none"> • Was the type of behavior or experience based on your: age; race or ethnicity; religious beliefs; disability status or condition; sexual orientation; sex/gender; When and where did it occur? Who did it? Did you report it?
Part IV Organizational Policies & Procedures	<ul style="list-style-type: none"> • General Intolerance for Harassment • Leadership Intolerance for Harassment • Bystander Harassment • Bystander Intervention • Resource Utilization 	<ul style="list-style-type: none"> • At your current work unit, it would be very risky to file a harassment complaint. • Do the persons below tolerate harassment? • How often have you witnessed another employee being harassed? • What actions did you take if you witnessed another employee being harassed? • Which resources would you use if you were to make an oral and/or written complaint/grievance/report about a harassment experience?
Part V Demographic & Occupational Characteristics	<ul style="list-style-type: none"> • Demographic and Occupational Characteristics 	<ul style="list-style-type: none"> • Age, Marital Status, Ethnicity, Race, Sexual Orientation, Education, Tenure, Pay Grade, Supervisory Status, Work Location, Gender Context.

All active BIA employees as of December 10, 2016, were eligible to participate in the survey. The survey was fielded from January 9, 2017, to March 5, 2017. Data from the population of BIA employees ($N = 4,086$) who were invited to complete the survey online via a secured website or in paper-pencil format were used for the analysis. As shown in Table 1.2, a total of 1,567 questionnaires were obtained by the end of the survey period (i.e., March 5, 2017), yielding a participation rate of 38.4%. Initial screening of the data for inclusion criteria indicated a total of 1,515 completed questionnaires were available for the analysis, yielding a response rate of 37.1%.

Table 1.2 BIA – WES Response Rate

	BIA
A. Total Sample	4,086
B. Delivered Invitations/Surveys	4,086
C. Submitted Surveys	1,567
D. Participation Rate	38.4%
E. Completed Surveys	1,515
F. Response Rate	37.1%

Definition of Terms

- A. Total Sample – The number of email addresses and postal addresses of active BIA employees as of December 10, 2016.
- B. Delivered Surveys – The number of valid email and/or postal addressed surveys sent to respondents listed in the DOI/BIA database of email/postal addresses for individual employees.
- C. Submitted Surveys – The number of email and/or postal addressed surveys that were submitted by respondents (i.e., received online by selecting “submit” or received by postal delivery) from the batch of delivered surveys (B).
- D. Participation Rate – A proportion that is based on the number of submitted surveys (C) divided by the number of delivered surveys (B).
- E. Completed Surveys – The number of submitted surveys (C) that met inclusion criteria.
- F. Response Rate – The response rate for the WES based on the standard [American Association for Public Opinion Research](#) response rate calculation.

Inclusion Criteria for Determining a Completed Survey

All submitted surveys were screened based on the following inclusion criteria. If a submitted survey did not meet the inclusion criteria, it was not included in the analysis.

1. Duplicate or Missing Survey Identifiers – A submitted online survey or paper form must have been associated with a valid survey identifier and a survey identifier could not be associated with more than one submitted survey. When a survey identifier was associated with more than one submitted survey, the paper form submission was dropped.
2. Critical Variables – A respondent must have answered the Gender Identity (Q60) question and at least one item in the Sexual/Gender Harassment section (Q25a-q).
3. Responses to Core Variables – In addition to item 2, a respondent must have answered at least 50% of non-skip questions for the core variables listed below.
 - a. Job Satisfaction (Q3a-j)
 - b. Job Engagement (Q4a-i)
 - c. Organizational Commitment (Q5a-f)
 - d. Organizational Politics (Q6a-g)
 - e. Organizational Trust (Q7a-g)
 - f. Supervisor Support (Q8a-d)
 - g. Organizational Inclusion (Q9a-e)
 - h. General Intolerance for Harassment (Q51a-k)
 - i. Leadership Intolerance for Harassment (Q52a-d)
 - j. Bystander Harassment (Q53a-f)
4. No Variance – All cases where there was no variance in responses to the following core variables that include reverse coded questions were excluded from the analysis database. Note that responses of the neutral alternative (3), *Neither Agree nor Disagree*, are excluded from this criterion.
 - a. Organizational Politics (Q6a-g) reversed scale items Q6a and Q6b
 - b. Organizational Trust (Q7a-g) reversed scale items Q7a, Q7b, Q7e, and Q7g
 - c. Supervisor Support (Q8a-d) reversed scale item Q8b
 - d. General Intolerance for Harassment (Q51a-k) reversed scale items Q51a, Q51b, Q51f, and Q51g

1.1 Overview of Results

This Supplemental Statistical Report presents results of the 2017 BIA WES, primarily in tabular form without commentary or analysis. The main sections present population and respondent characteristics, estimated experience rate for various types of work-related harassment and sexual assault related behaviors, characteristics of the one harassment behavior or experience that had the greatest effect, predictors of workplace harassment, impact of workplace harassment on job outcomes, and bystander interventions and propensity to report harassment in the future. Results shown in this summary report are accompanied by their respective margins of error (MoE) reflecting a 95% confidence interval. Margin of error is shown either in columns or in parentheses next to the respective estimate. In some instances, a margin of error might appear as $\pm 0.0\%$. This occurs as a result of rounding when the margin of error is small. In many tables, the results are presented overall and by group breakdowns. These breakdowns are based on self-reported personal and occupational characteristics. Statistically significant differences at the .05 probability level are annotated with an asterisk where two groups differ or by using a letter to designate each group and indicating those groups that differ from each other. If there is no asterisk or letter designation, that group is not statistically different from the other group(s).

Several abbreviations are used throughout this report and are defined here rather than defining them each time they appear. These abbreviations include:

1. “NR” indicating that a result is not reportable due to low reliability of the estimate. This cautions the reader that a result is not stable and reliable enough to be interpreted and could be misleading if it were displayed. The rules for determining if a result should be suppressed are fewer than 15 cases in the denominator; fewer than 5 cases in the numerator; and/or high relative standard error of the estimate.
2. “NA” has two uses. First, “NA” stands for “Not available” when information, such as demographic data from BIA Human Resources, was not available. Second, “NA” stands for “Not Applicable” in situations where a result does not apply. For example, if a point estimate is 0.0%, meaning no respondents were estimated to have experienced a behavior, the margin of error is not applicable.
3. “-” indicates that either no one received a question based on the skip logic to be eligible for the question, or no one who received the question answered it.

1.2 Population and Respondent Demographic and Occupational Characteristics

Table 1.3 presents demographic characteristics of the employee and study populations for BIA. Employee population data were obtained from BIA Human Resources.

Demographic characteristics for the study population were derived by weighting the survey results to estimate the BIA population characteristics. Weighting was performed because not everyone chose to participate in the survey. Comparison of the known employee population characteristics to the estimated study population characteristics serves as a gauge of the accuracy of the survey in representing attitudes and opinions of the whole workforce.

Table 1.3 BIA – Employee and Estimated Study Population Demographic Characteristics

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number^a</i>	<i>Percent^a</i>
Age - Collapsed				
39 or under	1,051	25.7%	1,055 (±56)	25.8% (±1.4)
40 or older	3,035	74.3%	3,033 (±56)	74.2% (±1.4)
Age				
25 or under	101	2.5%	102 (±21)	2.5% (±0.5)
26-29	155	3.8%	156 (±26)	3.8% (±0.6)
30-39	795	19.5%	797 (±51)	19.5% (±1.2)
40-49	1,095	26.8%	1,096 (±56)	26.8% (±1.4)
50-59	1,263	30.9%	1,261 (±59)	30.8% (±1.4)
60 or older	677	16.6%	676 (±48)	16.5% (±1.2)
Relationship Status - Collapsed				
Single	NA	NA	1,029 (±55)	25.3% (±1.4)
Partnered/Married	NA	NA	2,427 (±62)	59.6% (±1.5)
Separated/Widowed/Divorced	NA	NA	613 (±46)	15.1% (±1.1)
Relationship Status				
Single	NA	NA	1,029 (±55)	25.3% (±1.4)
Separated	NA	NA	94 (±21)	2.3% (±0.5)
Partnered	NA	NA	191 (±28)	4.7% (±0.7)
Divorced	NA	NA	426 (±40)	10.5% (±1.0)
Married	NA	NA	2,236 (±62)	54.9% (±1.5)
Widowed	NA	NA	93 (±21)	2.3% (±0.5)
Ethnicity/Race - Collapsed				
Non-Minority (Non-Hispanic White)	343	8.4%	255 (±32)	6.2% (±0.8)
Minority	3,738	91.6%	3,824 (±32)	93.8% (±0.8)

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number^a</i>	<i>Percent^a</i>
Ethnicity/Race				
Hispanic	102	2.5%	239 (±31)	5.9% (±0.8)
American Indian or Alaskan Native	3,482	85.3%	3,217 (±52)	78.9% (±1.3)
Asian	15	0.4%	8 (±8)	0.2% (±0.2)
Black/African-American	39	1.0%	11 (±9)	0.3% (±0.2)
Native Hawaiian or Other Pacific Islander	20	0.5%	0 (NA)	0.0% (NA)
Non-Hispanic White	343	8.4%	255 (±32)	6.2% (±0.8)
Multi-racial	80	2.0%	349 (±37)	8.6% (±0.9)
Disability				
Yes	179	4.9%	323 (±35)	7.9% (±0.9)
No	3,499	95.1%	3,761 (±35)	92.1% (±0.9)
Sex				
Men	2,151	52.6%	2,153 (±63)	52.7% (±1.5)
Women	1,935	47.4%	1,935 (±63)	47.3% (±1.5)
Gender Identity				
Male	2,151	52.6%	2,153 (±63)	52.5% (±1.5)
Female	1,935	47.4%	1,935 (±63)	47.2% (±1.5)
Transgender	NA	NA	NR	NR
Do not identify as female, male, or transgender	NA	NA	11 (±9)	0.3% (±0.2)
Transgender Description				
Transgender, male to female	NA	NA	NR	NR
Transgender, female to male	NA	NA	NR	NR
Gender non-conforming	NA	NA	NR	NR
Unsure	NA	NA	NR	NR
I prefer not to say	NA	NA	NR	NR
Sexual Orientation - Collapsed				
Heterosexual	NA	NA	3,736 (±20)	97.8% (±0.5)
Sexual Minority	NA	NA	86 (±20)	2.2% (±0.5)
Sexual Orientation				
Heterosexual or straight	NA	NA	3,736 (±34)	92.9% (±0.8)
Lesbian	NA	NA	14 (±10)	0.3% (±0.2)
Gay	NA	NA	26 (±12)	0.6% (±0.3)
Bisexual	NA	NA	31 (±13)	0.8% (±0.3)
Other	NA	NA	15 (±10)	0.4% (±0.2)
I prefer not to say	NA	NA	198 (±29)	4.9% (±0.7)

^a Number and percentage values reflect estimated weighted proportions based on complete, eligible responses.

Table 1.4 presents the distribution of occupational characteristics among the employee and study populations for BIA. Employee population data, where available, were obtained from BIA Human Resources.

Table 1.4 BIA – Employee and Estimated Study Population Occupational Characteristics

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number^a</i>	<i>Percent^a</i>
Education Level - Collapsed				
Less than High School/High School Diploma/GED	1,880	46.5%	1,876 (± 62)	46.1% (± 1.5)
Trade/Tech Certificate/Some College	703	17.4%	713 (± 49)	17.5% (± 1.2)
AA/College Degree	1,136	28.1%	1,157 (± 57)	28.4% (± 1.4)
Graduate Degree	326	8.1%	322 (± 35)	7.9% (± 0.9)
Appointment Type				
Permanent	4,003	98.0%	3,973 (± 20)	97.8% (± 0.5)
Term	3	0.1%	58 (± 17)	1.4% (± 0.4)
Temporary	80	2.0%	32 (± 13)	0.8% (± 0.3)
Work Schedule				
Seasonal	283	6.9%	244 (± 31)	6.1% (± 0.8)
Non-seasonal	3,800	93.1%	3,727 (± 31)	93.9% (± 0.8)
Appointment Type and Work Schedule				
Permanent-Seasonal	282	6.9%	218 (± 30)	5.4% (± 0.7)
Permanent-Non-Seasonal	3,721	91.1%	3,721 (± 35)	92.4% (± 0.9)
Term	3	0.1%	58 (± 17)	1.4% (± 0.4)
Temporary-Seasonal	1	0.0%	26 (± 12)	0.6% (± 0.3)
Temporary-Non-Seasonal	79	1.9%	6 (± 7)	0.2% (± 0.2)
Years of Service at Bureau or Office				
Less than 1 year	NA	NA	228 (± 31)	5.6% (± 0.7)
1 to 3 years	NA	NA	463 (± 41)	11.4% (± 1.0)
4 to 5 years	NA	NA	216 (± 30)	5.3% (± 0.7)
6 to 10 years	NA	NA	668 (± 48)	16.4% (± 1.2)
11 to 14 years	NA	NA	494 (± 42)	12.1% (± 1.0)
15 to 20 years	NA	NA	785 (± 51)	19.2% (± 1.2)
More than 20 years	NA	NA	1,226 (± 58)	30.0% (± 1.4)

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number^a</i>	<i>Percent^a</i>
Pay Plan and Grade				
Wage Grade (WG) 1 - 4	39	1.0%	145 (±25)	3.5% (±0.6)
Wage Grade (WG) 5 - 8	101	2.5%	391 (±38)	9.6% (±0.9)
Wage Grade (WG) 9 - 16	59	1.4%	81 (±19)	2.0% (±0.5)
Other Wage Grade (WG)	24	0.6%	40 (±14)	1.0% (±0.4)
General Schedule (GS) 1 - 6	737	18.0%	454 (±41)	11.1% (±1.0)
General Schedule (GS) 7 - 10	940	23.0%	1,359 (±60)	33.4% (±1.5)
General Schedule (GS) 11 - 12	1,073	26.3%	1,021 (±55)	25.1% (±1.4)
General Schedule (GS) 13 - 15	619	15.1%	448 (±41)	11.0% (±1.0)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	17	0.4%	6 (±7)	0.2% (±0.2)
Other	477	11.7%	129 (±24)	3.2% (±0.6)
Supervisory Status - Collapsed				
Non-Supervisor	3,136	76.7%	2,390 (±61)	59.3% (±1.5)
Supervisor	950	23.3%	1,637 (±61)	40.7% (±1.5)
Supervisory Status				
Team Leader	83	2.0%	622 (±46)	15.4% (±1.1)
Supervisor	785	19.2%	698 (±48)	17.3% (±1.2)
Manager	65	1.6%	243 (±31)	6.0% (±0.8)
Senior Leader	17	0.4%	75 (±19)	1.9% (±0.5)
None of the above	3,136	76.7%	2,390 (±61)	59.3% (±1.5)
Duty Station				
Headquarters Office (Washington, D.C./Capital Region (Northern Virginia))	NA	NA	177 (±27)	4.4% (±0.7)
Regional Office	NA	NA	1,509 (±61)	37.6% (±1.5)
Jail/Detention Facility	NA	NA	149 (±25)	3.7% (±0.6)
100% Telework	NA	NA	38 (±14)	0.9% (±0.4)
Other (none of the above describe the environment in which I routinely accomplish my work)	NA	NA	2,140 (±62)	53.3% (±1.5)

^a Number and percentage values reflect estimated weighted proportions based on complete, eligible responses.

2 Work-Related Harassment Experiences

Table 2.1 through Table 2.6 present the estimated experience rate, frequency of occurrence, and estimated number of individuals experiencing various forms of harassment and sexual assault related behaviors within the past 12 months. Results have been weighted to estimate the workforce population in BIA. For all types of harassment, survey participants were asked how often they experienced various behaviors using a 6-point response scale ranging from *never* to *one or more times a day*. Respondents who answered in the affirmative (i.e., they selected *once*, *once a month or less*, *two to three times a month*, *once a week or more*, *one or more times a day*) were counted as having experienced harassment and included in the experience rate. Therefore, the experience rate represents the experience rate of employees who experienced harassment behaviors one or more times.

To further examine the breadth of harassment experiences, the mean, median, and mode were computed for each harassment type separately. The mean reflects the arithmetic average, the median is the middle score that divides the distribution of responses into two equal halves, and the mode reflects the most frequently selected response alternative. Response alternatives used to assess harassment experiences are presented in the footnote for each table. Thus, the values for the mean, median, and mode correspond to the response alternatives used to measure the breadth of harassment. For example, an average frequency of harassment of 3.5 means that on a scale ranging from 1 to 6, the average frequency fell between *once a month or less* (scale value 3) and *two to three times a month* (scale value 4). A median of 3 indicates that half of employees fell below 3 and half above. A mode of 2 means the scale value 2 (*once*) was the most frequently selected choice.

In summary, an estimated 40.2% of employees experienced one or more forms of harassment and/or assault related behaviors in the past 12 months. Additionally, an estimated 32.2% of employees experienced some form of harassing and/or assault behaviors before the past 12 months while being employed at BIA.¹⁰

Table 2.1 BIA – Estimated Experience Rate of Age, Racial/Ethnic, Religious, and Disability Harassment in Past 12 Months

	Experience rate		Frequency of occurrence ^a			
	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Age	25.4%	±1.4	2.9	±0.0	2	2
Racial/Ethnic	20.3%	±1.3	2.9	±0.0	3	3
Religious	8.6%	±0.9	2.5	±0.1	2	2
Disability	8.0%	±0.9	2.6	±0.1	2	2

^a Scale values range from 2 = Once, 3 = Once a Month or Less, 4 = Two to Three Times a Month, 5 = Once a Week or More, and 6 = One or More Times a Day.

Table 2.2 BIA – Estimated Number of Age, Racial/Ethnic, Religious, and Disability Harassment in Past 12 Months

	Estimated number	
	<i>Lower bound</i>	<i>Upper bound</i>
Age	987	1,096
Racial/Ethnic	782	883
Religious	316	386
Disability	293	361

¹⁰ Caution should be exercised in attempting to draw inferences about trends between rates of experience in the past 12 months and rates of experiences prior to the past 12 months. The measures are not comparable. The measures of experiences prior to the past 12 months were included to give employees an opportunity to share all experiences they have had and to give a general understanding if harassing behaviors are pervasive over time. The measures of experiences prior to the past 12 months were not intended to be used for trend analyses. The single-item measures of experiences prior to the past 12 months did not employ a behavioral experience method and are neither parallel nor equivalent in content or format. Future surveys of this population will use the same questions with a past 12-month time frame allowing for precise trend comparisons.

Table 2.3 BIA – Estimated Experience Rate of Sexual Orientation, Gender, and Sexual Harassment in Past 12 Months

	Experience rate			Frequency of occurrence ^a		
	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Sexual Orientation	4.4%	±0.7	3.2	±0.1	3	2
Gender Harassment	12.6%	±1.1	3.3	±0.1	3	3
Sexual Harassment	10.1%	±1.0	3.2	±0.1	3	3
Crude and Offensive Behavior	16.9%	±1.2	3.2	±0.1	3	2
Unwanted Sexual Attention	5.3%	±0.7	2.8	±0.1	2	2
Sexual Coercion	2.0%	±0.5	2.9	±0.1	3	3

^a Scale values range from 2 = Once, 3 = Once a Month or Less, 4 = Two to Three Times a Month, 5 = Once a Week or More, and 6 = One or More Times a Day.

Table 2.4 BIA – Estimated Number of Sexual Orientation, Gender, and Sexual Harassment in Past 12 Months

	Estimated number	
	<i>Lower bound</i>	<i>Upper bound</i>
Sexual Orientation	153	204
Gender Harassment	473	556
Sexual Harassment	379	455
Crude and Offensive Behavior	645	739
Unwanted Sexual Attention	191	247
Sexual Coercion	65	100

Table 2.5 BIA – Estimated Experience Rate of Sexual Assault Related Behaviors in Past 12 Months

	Experience rate			Frequency of occurrence ^a		
	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Sexual Assault	1.28%	±0.40	2.6	±0.3	2	2
Sexual Touching	1.09%	±0.37	2.0	±0.0	2	2
Attempted Sex	NR	NR	NR	NR	NR	NR
Completed Sex	NR	NR	NR	NR	NR	NR

^a Scale values range from 2 = Once, 3 = Once a Month or Less, 4 = Two to Three Times a Month, 5 = Once a Week or More, and 6 = One or More Times a Day.

Table 2.6 BIA – Estimated Number of Sexual Assault Related Behaviors in Past 12 Months

	Estimated number	
	<i>Lower bound</i>	<i>Upper bound</i>
Sexual Assault	40	68
Sexual Touching	33	59
Attempted Sex	NR	NR
Completed Sex	NR	NR

Table 2.7 presents the experience rate of employees who experienced any form of harassment within the past 12 months. Breakdowns are provided for all demographic and occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 2.7 BIA – Estimated Experience Rate for Any Form of Harassment in Past 12 Months

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	1,647	40.2%	±1.5	3.0	±0.0
Age - Collapsed					
39 or under	473	44.8%*	±3.0	3.1*	±0.0
40 or older	1,168	38.5%*	±1.7	2.9*	±0.0
Age					
A 25 or under	81	79.1%BCDEF	±9.1	3.1BDF	±0.1
B 26-29	51	33.0%A	±7.8	2.7ACE	±0.1
C 30-39	341	42.8%AD	±3.5	3.2BDF	±0.0
D 40-49	373	34.0%ACEF	±2.9	2.9ACEF	±0.0
E 50-59	517	41.1%AD	±2.7	3.1BDF	±0.0
F 60 or older	278	41.1%AD	±3.8	2.5ACDE	±0.0
Relationship Status - Collapsed					
A Single	458	44.5%B	±3.1	2.9BC	±0.0
B Partnered/Married	897	36.9%AC	±1.9	3.1AC	±0.0
C Separated/Widowed/Divorced	280	45.6%B	±4.0	2.6AB	±0.0
Relationship Status					
A Single	458	44.5%BE	±3.1	2.9BDEF	±0.0
B Separated	25	26.8%ADF	±10.0	2.1ACDE	±0.1
C Partnered	84	44.1%	±7.2	2.8BEF	±0.1
D Divorced	200	46.9%BE	±4.8	2.7ABE	±0.1
E Married	812	36.3%ADF	±2.0	3.1ABCDF	±0.0
F Widowed	55	58.5%BE	±10.4	2.6ACE	±0.0
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	134	52.5%*	±6.2	3.4*	±0.1
Minority	1,499	39.2%*	±1.6	2.9*	±0.0

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	114	47.6%G	±6.4	2.7BFG	±0.1
B American Indian or Alaskan Native	1,269	39.4%F	±1.7	2.9AF	±0.0
C Asian	NR	NR	NR	NR	NR
D Black/African-American	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F Non-Hispanic White	134	52.5%B	±6.2	3.4ABG	±0.1
G Multi racial	114	32.5%AF	±5.1	3.0AF	±0.1
Disability					
Yes	193	59.9%*	±5.5	3.1*	±0.1
No	1,448	38.5%*	±1.6	2.9*	±0.0
Sex					
Men	904	42.0%*	±2.1	3.0*	±0.0
Women	734	37.9%*	±2.2	2.9*	±0.0
Gender Identity					
A Male	904	42.0%B	±2.1	3.0B	±0.0
B Female	734	37.9%A	±2.2	2.9A	±0.0
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	NR	NR	NR	NR	NR
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	1,469	39.3%*	±1.6	3.0	±0.0
Sexual Minority	45	52.5%*	±10.7	3.0	±0.1
Sexual Orientation					
A Heterosexual or straight	1,469	39.3%F	±1.6	3.0F	±0.0
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	99	50.3%A	±7.0	2.8A	±0.1

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	805	42.9%BC	±2.3	2.9BCD	±0.0
B	Trade/Tech Certificate/Some College	263	36.9%A	±3.6	2.8ACD	±0.1
C	AA/College Degree	422	36.5%AD	±2.8	3.1ABD	±0.0
D	Graduate Degree	145	44.9%C	±5.5	3.2ABC	±0.1
Appointment Type						
A	Permanent	1,600	40.3%B	±1.5	3.0B	±0.0
B	Term	38	64.8%A	±13.4	4.2A	±0.3
C	Temporary	NR	NR	NR	NR	NR
Work Schedule						
	Seasonal	78	32.2%*	±6.2	2.7*	±0.1
	Non-seasonal	1,503	40.3%*	±1.6	3.0*	±0.0
Appointment Type and Work Schedule						
A	Permanent-Seasonal	77	35.5%C	±6.6	2.7BC	±0.1
B	Permanent-Non-Seasonal	1,500	40.3%C	±1.6	3.0AC	±0.0
C	Term	38	64.8%AB	±13.4	4.2AB	±0.3
D	Temporary-Seasonal	NR	NR	NR	NR	NR
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	73	31.8%BD	±6.4	2.9BFG	±0.1
B	1 to 3 years	240	51.8%ACEFG	±4.6	3.4ACDEFG	±0.1
C	4 to 5 years	67	30.9%BD	±6.5	3.0BFG	±0.1
D	6 to 10 years	295	44.1%AC	±3.8	3.1BEFG	±0.1
E	11 to 14 years	192	38.8%B	±4.4	2.9BDFG	±0.0
F	15 to 20 years	300	38.3%B	±3.5	3.2ABCDEG	±0.1
G	More than 20 years	469	38.3%B	±2.8	2.5ABCDEF	±0.0
Pay Plan and Grade - Collapsed						
A	Junior Grade	204	34.1%B	±3.9	3.0	±0.1
B	Middle Grade	834	45.5%AC	±2.3	3.0	±0.0
C	Senior Grade	486	33.1%B	±2.5	3.0	±0.0
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	966	40.4%	±2.0	3.2*	±0.0
	Supervisor	673	41.1%	±2.4	2.7*	±0.0

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	261	41.9%CD	±3.9	2.8BE	±0.0
B Supervisor	332	47.7%CDE	±3.7	2.6AE	±0.0
C Manager	71	29.2%ABE	±6.1	2.8E	±0.1
D Senior Leader	8	11.1%ABE	±9.6	2.3E	±0.2
E None of the above	966	40.4%BCD	±2.0	3.2ABCD	±0.0

^a Scale values range from 2 = Once, 3 = Once a Month or Less, 4 = Two to Three Times a Month, 5 = Once a Week or More, and 6 = One or More Times a Day. * Indicates a statistically significant difference between the two groups. Note. Capital letters indicate a statistically significant difference from the group(s) indicated.

2.1 Age Harassment

2.1.1 Past 12 Months

Table 2.8 and Table 2.9 present the experience rate of employees who experienced age harassment within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 2.8 BIA – Estimated Experience Rate of Age Harassment in Past 12 Months

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	1,040	25.4%	±1.4	2.9	±0.0
Age - Collapsed					
39 or under	275	26.1%	±2.7	2.9	±0.1
40 or older	761	25.1%	±1.6	2.9	±0.1
Age					
A 25 or under	76	74.4%BCDEF	±9.5	3.1CDF	±0.2
B 26-29	30	19.1%A	±7.0	3.4CDF	±0.3
C 30-39	169	21.3%AF	±3.0	2.8ABDE	±0.1
D 40-49	233	21.3%AF	±2.5	2.5ABCEF	±0.1
E 50-59	326	25.9%A	±2.5	3.3CDF	±0.1
F 60 or older	202	29.9%ACD	±3.6	2.8ABDE	±0.1
Relationship Status - Collapsed					
A Single	314	30.5%BC	±2.9	2.9C	±0.1
B Partnered/Married	581	24.0%A	±1.7	3.0C	±0.1
C Separated/Widowed/Divorced	137	22.3%A	±3.5	2.5AB	±0.1
Relationship Status					
A Single	314	30.5%BDEF	±2.9	2.9F	±0.1
B Separated	6	5.9%ACEF	±7.1	2.1	±0.2
C Partnered	72	37.7%BDEF	±7.1	2.9F	±0.2
D Divorced	81	18.9%ACF	±4.0	2.7E	±0.1
E Married	509	22.8%ABCF	±1.8	3.0DF	±0.1
F Widowed	51	54.5%ABCDE	±10.3	2.4ACE	±0.1
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	44	17.1%*	±5.2	3.3*	±0.2
Minority	990	25.9%*	±1.4	2.9*	±0.0

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	98	40.9%BFG	±6.4	2.5BF	±0.1
B American Indian or Alaskan Native	840	26.1%AFG	±1.5	2.9AF	±0.1
C Asian	NR	NR	NR	NR	NR
D Black/African-American	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F Non-Hispanic White	44	17.1%AB	±5.2	3.3ABG	±0.2
G Multi racial	52	14.9%AB	±4.2	2.8F	±0.2
Disability					
Yes	135	41.7%*	±5.5	3.3*	±0.1
No	901	24.0%*	±1.4	2.8*	±0.0
Sex					
Men	635	29.5%*	±2.0	2.8*	±0.1
Women	399	20.6%*	±1.9	3.1*	±0.1
Gender Identity					
A Male	635	29.5%B	±2.0	2.8B	±0.1
B Female	399	20.6%A	±1.9	3.1A	±0.1
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	NR	NR	NR	NR	NR
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	898	24.1%*	±1.4	2.9*	±0.0
Sexual Minority	40	47.2%*	±10.8	3.9*	±0.3
Sexual Orientation					
A Heterosexual or straight	898	24.1%F	±1.4	2.9	±0.0
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	68	34.2%A	±6.9	2.8	±0.2

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	577	30.7%BCD	±2.1	2.8CD	±0.1
B	Trade/Tech Certificate/Some College	159	22.3%A	±3.2	2.8CD	±0.1
C	AA/College Degree	217	18.8%A	±2.4	3.1AB	±0.1
D	Graduate Degree	76	23.5%A	±5.0	3.2AB	±0.2
Appointment Type						
A	Permanent	1,001	25.2%B	±1.4	2.8B	±0.0
B	Term	32	55.8%A	±13.3	4.4A	±0.3
C	Temporary	NR	NR	NR	NR	NR
Work Schedule						
	Seasonal	69	28.5%	±6.0	2.5*	±0.1
	Non-seasonal	915	24.6%	±1.4	2.9*	±0.0
Appointment Type and Work Schedule						
A	Permanent-Seasonal	68	31.4%C	±6.5	2.5BC	±0.1
B	Permanent-Non-Seasonal	912	24.5%C	±1.4	2.9AC	±0.1
C	Term	32	55.8%AB	±13.3	4.4AB	±0.3
D	Temporary-Seasonal	NR	NR	NR	NR	NR
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	38	16.7%BFG	±5.5	2.8	±0.2
B	1 to 3 years	175	37.7%ACDEFG	±4.5	3.1EG	±0.1
C	4 to 5 years	27	12.5%BFG	±5.2	2.9	±0.2
D	6 to 10 years	104	15.5%BFG	±3.0	3.0	±0.2
E	11 to 14 years	111	22.4%B	±3.9	2.7BF	±0.1
F	15 to 20 years	224	28.5%ABCD	±3.3	3.1EG	±0.1
G	More than 20 years	354	28.9%ABCD	±2.6	2.8BF	±0.1
Pay Plan and Grade - Collapsed						
A	Junior Grade	113	18.9%B	±3.4	3.5BC	±0.2
B	Middle Grade	594	32.5%AC	±2.2	2.8AC	±0.1
C	Senior Grade	234	15.9%B	±2.0	3.1AB	±0.1
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	570	23.9%*	±1.8	3.1*	±0.1
	Supervisor	465	28.4%*	±2.2	2.7*	±0.1

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	196	31.5%CE	±3.8	2.7E	±0.1
B Supervisor	222	31.9%CE	±3.6	2.7E	±0.1
C Manager	43	17.8%AB	±5.4	2.7E	±0.2
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	570	23.9%AB	±1.8	3.1ABC	±0.1

^a Scale values range from 2 = Once, 3 = Once a Month or Less, 4 = Two to Three Times a Month, 5 = Once a Week or More, and 6 = One or More Times a Day. * Indicates a statistically significant difference between the two groups. Note. Capital letters indicate a statistically significant difference from the group(s) indicated.

Table 2.9 BIA – Estimated Experience Rate of Age Harassment in the Past 12 Months, by Current Work Location

	Age harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	1,040	25.40%	±1.36
A Headquarters Office (Washington, D.C./Capital Region (Northern Virginia))	28	15.74%CE	±6.20
B Regional Office	306	20.32%CE	±2.11
C Jail/Detention Facility	81	54.18%ABE	±8.13
D 100% Telework	NR	NR	NR
E Other (none of the above describe the environment in which I routinely accomplish my work)	612	28.67%ABC	±1.96

Note. Capital letters indicate a statistically significant difference from the group(s) indicated.

2.1.2 Prior to Past 12 Months

Table 2.10 presents the experience rate of employees who experienced age harassment prior to the past 12 months. Results have been weighted to estimate the population in BIA.

Table 2.10 BIA – Estimated Experience Rate of Age Harassment Prior to Past 12 Months

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	648	17.2%	±1.2

Employees who indicated they experienced age harassment prior to the past 12 months were also asked to specify their pay plan or grade when they experienced those behaviors for the first time. Table 2.11 shows the percent indicating the pay plan or grade at which the behaviors first occurred.

Table 2.11 BIA – Estimated Pay Plan or Grade at Which Age Harassment First Occurred

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	69	10.7%	±2.6
Wage Grade (WG) 5-8	73	11.3%	±2.7
Wage Grade (WG) 9-16	43	6.7%	±2.2
Other Wage Grade (WG)	0	0.0%	NA
General Schedule (GS) 1-6	48	7.4%	±2.3
General Schedule (GS) 7-10	231	35.7%	±3.8
General Schedule (GS) 11-12	116	18.0%	±3.2
General Schedule (GS) 13-15	34	5.3%	±2.0
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	32	4.9%	±2.0

2.2 Racial/Ethnic Harassment

2.2.1 Past 12 Months

Table 2.12 and Table 2.13 present the experience rate of employees who experienced racial/ethnic harassment within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 2.12 BIA – Estimated Experience Rate of Racial/Ethnic Harassment in Past 12 Months

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	831	20.3%	±1.3	2.9	±0.0
Age - Collapsed					
39 or under	234	22.3%	±2.6	3.0	±0.1
40 or older	595	19.6%	±1.5	2.9	±0.1
Age					
A 25 or under	11	10.4%CF	±7.7	2.7E	±0.3
B 26-29	16	10.0%CF	±5.9	2.2CDE	±0.1
C 30-39	208	26.2%ABDE	±3.2	3.1BF	±0.1
D 40-49	214	19.6%C	±2.5	3.0BEF	±0.1
E 50-59	222	17.7%CF	±2.2	3.2ABDF	±0.1
F 60 or older	158	23.4%ABE	±3.3	2.4CDE	±0.1
Relationship Status - Collapsed					
A Single	228	22.2%B	±2.6	2.8B	±0.1
B Partnered/Married	442	18.3%AC	±1.6	3.1AC	±0.1
C Separated/Widowed/Divorced	152	24.8%B	±3.6	2.8B	±0.1
Relationship Status					
A Single	228	22.2%F	±2.6	2.8E	±0.1
B Separated	NR	NR	NR	NR	NR
C Partnered	27	14.1%F	±5.8	2.8	±0.3
D Divorced	100	23.5%F	±4.3	2.7E	±0.1
E Married	415	18.6%F	±1.7	3.1AD	±0.1
F Widowed	49	52.9%ACDE	±10.3	2.9	±0.0
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	123	48.4%*	±6.2	3.3*	±0.1
Minority	696	18.2%*	±1.3	2.9*	±0.0

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	72	30.3%BF	±6.2	2.9F	±0.1
B American Indian or Alaskan Native	528	16.4%AFG	±1.3	2.9F	±0.0
C Asian	NR	NR	NR	NR	NR
D Black/African-American	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F Non-Hispanic White	123	48.4%ABG	±6.2	3.3ABG	±0.1
G Multi racial	93	26.7%BF	±4.9	2.9F	±0.1
Disability					
Yes	94	29.2%*	±5.2	3.4*	±0.1
No	735	19.6%*	±1.3	2.9*	±0.0
Sex					
Men	439	20.4%	±1.8	2.9	±0.1
Women	386	20.0%	±1.8	2.9	±0.1
Gender Identity					
A Male	439	20.4%	±1.8	2.9	±0.1
B Female	386	20.0%	±1.8	2.9	±0.1
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	NR	NR	NR	NR	NR
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	767	20.6%	±1.3	3.0*	±0.0
Sexual Minority	16	18.1%	±9.8	2.4*	±0.2
Sexual Orientation					
A Heterosexual or straight	767	20.6%	±1.3	3.0	±0.0
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	46	23.0%	±6.4	2.7	±0.2

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	383	20.4%D	±1.9	2.9BCD	±0.0
B	Trade/Tech Certificate/Some College	120	16.8%D	±2.9	2.7ACD	±0.1
C	AA/College Degree	227	19.8%D	±2.4	3.1AB	±0.1
D	Graduate Degree	89	27.7%ABC	±5.2	3.2AB	±0.2
Appointment Type						
A	Permanent	824	20.8%C	±1.3	2.9B	±0.0
B	Term	5	9.0%	±11.0	2.3A	±0.4
C	Temporary	0	0.0%A	NA	NA	NA
Work Schedule						
	Seasonal	42	17.4%	±5.3	2.9	±0.1
	Non-seasonal	780	21.0%	±1.3	3.0	±0.0
Appointment Type and Work Schedule						
A	Permanent-Seasonal	42	19.4%	±5.8	2.9	±0.1
B	Permanent-Non-Seasonal	780	21.0%	±1.3	3.0	±0.0
C	Term	5	9.0%	±11.0	2.3	±0.4
D	Temporary-Seasonal	0	0.0%	NA	NA	NA
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	32	14.4%B	±5.3	2.8FG	±0.2
B	1 to 3 years	122	26.4%AFG	±4.2	3.0FG	±0.1
C	4 to 5 years	51	23.5%	±6.2	3.0FG	±0.2
D	6 to 10 years	137	20.6%	±3.2	3.0FG	±0.1
E	11 to 14 years	117	23.6%	±4.0	3.1FG	±0.1
F	15 to 20 years	145	18.6%B	±2.9	3.5ABCDEG	±0.1
G	More than 20 years	218	17.8%B	±2.2	2.4ABCDEF	±0.1
Pay Plan and Grade - Collapsed						
A	Junior Grade	68	11.3%BC	±2.8	2.8C	±0.1
B	Middle Grade	460	25.2%AC	±2.0	2.9C	±0.0
C	Senior Grade	249	17.0%AB	±2.0	3.1AB	±0.1
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	461	19.3%*	±1.6	3.1*	±0.1
	Supervisor	365	22.4%*	±2.1	2.7*	±0.1

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	156	25.2%E	±3.6	2.7BCE	±0.1
B Supervisor	163	23.5%	±3.3	2.5ACE	±0.1
C Manager	44	17.9%	±5.4	3.2AB	±0.2
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	461	19.3%A	±1.6	3.1AB	±0.1

^a Scale values range from 2 = Once, 3 = Once a Month or Less, 4 = Two to Three Times a Month, 5 = Once a Week or More, and 6 = One or More Times a Day. * Indicates a statistically significant difference between the two groups. Note. Capital letters indicate a statistically significant difference from the group(s) indicated.

Table 2.13 BIA – Estimated Experience Rate of Racial/Ethnic Harassment in the Past 12 Months, by Current Work Location

	Racial/ethnic harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	831	20.31%	±1.26
A Headquarters Office (Washington, D.C./Capital Region (Northern Virginia))	26	14.45%	±6.05
B Regional Office	294	19.51%D	±2.08
C Jail/Detention Facility	31	20.86%D	±7.36
D 100% Telework	0	0.00%BCE	NA
E Other (none of the above describe the environment in which I routinely accomplish my work)	467	21.92%D	±1.81

Note. Capital letters indicate a statistically significant difference from the group(s) indicated.

2.2.2 Prior to Past 12 Months

Table 2.14 presents the experience rate of employees who experienced racial/ethnic harassment prior to the past 12 months. Results have been weighted to estimate the population in BIA.

Table 2.14 BIA – Estimated Experience Rate of Racial/Ethnic Harassment Prior to Past 12 Months

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	648	17.0%	±1.2
Ethnicity/Race			
Non-Minority	114	50.9%*	±6.6
Minority	522	14.7%*	±1.2
Ethnicity/Race			
A Hispanic	41	18.5%F	±5.7
B American Indian or Alaskan Native	396	13.2%FG	±1.3
C Asian	NR	NR	NR
D Black/African-American	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	--	--	--
F Non-Hispanic White	114	50.9%ABG	±6.6
G Multi-racial	84	26.2%BF	±5.1

* Indicates a statistically significant difference between the two groups. Note. Capital letters indicate a statistically significant difference from the group(s) indicated.

Employees who indicated they experienced racial/ethnic harassment prior to the past 12 months were also asked to specify their pay plan or grade when they experienced those behaviors for the first time. Table 2.15 shows the percent indicating the pay plan or grade at which the behaviors first occurred.

Table 2.15 BIA – Estimated Pay Plan or Grade at Which Racial/Ethnic Harassment First Occurred

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	26	4.0%	±1.8
Wage Grade (WG) 5-8	78	12.0%	±2.7
Wage Grade (WG) 9-16	31	4.8%	±1.9
Other Wage Grade (WG)	NR	NR	NR
General Schedule (GS) 1-6	107	16.5%	±3.1
General Schedule (GS) 7-10	184	28.3%	±3.6
General Schedule (GS) 11-12	135	20.9%	±3.3
General Schedule (GS) 13-15	44	6.7%	±2.2
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	42	6.4%	±2.2

2.3 Religious Harassment

2.3.1 Past 12 Months

Table 2.16 and Table 2.17 present the experience rate of employees who experienced religious harassment within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 2.16 BIA – Estimated Experience Rate of Religious Harassment in Past 12 Months

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	349	8.6%	±0.9	2.5	±0.1
Age - Collapsed					
39 or under	97	9.3%	±1.9	2.6	±0.2
40 or older	250	8.3%	±1.0	2.5	±0.1
Age					
A 25 or under	6	5.7%	±6.7	2.6	±0.3
B 26-29	11	6.9%	±5.3	2.0	±0.0
C 30-39	81	10.2%D	±2.3	2.6F	±0.2
D 40-49	69	6.3%CF	±1.6	2.7F	±0.2
E 50-59	108	8.8%	±1.7	2.7F	±0.2
F 60 or older	73	10.8%D	±2.6	2.2CDE	±0.1
Relationship Status - Collapsed					
A Single	85	8.3%C	±1.9	2.8BC	±0.2
B Partnered/Married	184	7.7%C	±1.1	2.5A	±0.1
C Separated/Widowed/Divorced	77	12.6%AB	±2.9	2.2A	±0.1
Relationship Status					
A Single	85	8.3%F	±1.9	2.8DEF	±0.2
B Separated	0	0.0%F	NA	NA	NA
C Partnered	15	8.1%F	±4.9	2.4	±0.2
D Divorced	36	8.5%F	±3.1	2.3A	±0.2
E Married	169	7.7%F	±1.2	2.5A	±0.1
F Widowed	41	44.0%ABCDE	±10.4	2.0A	±0.0
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	22	8.8%	±4.2	3.3*	±0.4
Minority	326	8.6%	±0.9	2.5*	±0.1

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	14	6.0%	±3.9	3.1B	±0.3
B American Indian or Alaskan Native	303	9.5%G	±1.1	2.4AF	±0.1
C Asian	NR	NR	NR	NR	NR
D Black/African-American	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F Non-Hispanic White	22	8.8%	±4.2	3.3BG	±0.4
G Multi racial	7	2.1%B	±2.2	2.5F	±0.2
Disability					
Yes	27	8.9%	±3.8	2.2*	±0.1
No	320	8.5%	±0.9	2.6*	±0.1
Sex					
Men	176	8.2%	±1.2	2.5	±0.1
Women	169	8.9%	±1.4	2.5	±0.1
Gender Identity					
A Male	176	8.2%	±1.2	2.5	±0.1
B Female	169	8.9%	±1.4	2.5	±0.1
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	NR	NR	NR	NR	NR
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	296	8.0%*	±0.9	2.6	±0.1
Sexual Minority	23	26.7%*	±10.6	2.4	±0.3
Sexual Orientation					
A Heterosexual or straight	296	8.0%F	±0.9	2.6	±0.1
B Lesbian	NR	NR	NR	NR	NR
C Gay	0	0.0%	NA	NA	NA
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	29	14.8%A	±5.7	2.4	±0.2

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	162	8.8%	±1.4	2.1BCD	±0.0
B Trade/Tech Certificate/Some College	65	9.2%	±2.4	2.4ACD	±0.1
C AA/College Degree	92	7.9%	±1.7	2.9ABD	±0.2
D Graduate Degree	30	9.2%	±3.7	3.4ABC	±0.3
Appointment Type					
A Permanent	345	8.8%	±0.9	2.5	±0.1
B Term	0	0.0%	NA	NA	NA
C Temporary	0	0.0%	NA	NA	NA
Work Schedule					
Seasonal	31	12.7%*	±4.8	2.0*	±0.0
Non-seasonal	313	8.5%*	±0.9	2.6*	±0.1
Appointment Type and Work Schedule					
A Permanent-Seasonal	31	14.2%BC	±5.3	2.0B	±0.0
B Permanent-Non-Seasonal	313	8.5%A	±0.9	2.6A	±0.1
C Term	0	0.0%A	NA	NA	NA
D Temporary-Seasonal	0	0.0%	NA	NA	NA
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office					
A Less than 1 year	7	3.0%BG	±3.2	3.9BDEFG	±0.8
B 1 to 3 years	52	11.3%AEF	±3.2	2.2ACDF	±0.1
C 4 to 5 years	17	8.1%	±4.5	3.3BEG	±0.4
D 6 to 10 years	59	9.0%E	±2.5	2.9ABEG	±0.3
E 11 to 14 years	19	3.8%BDG	±2.1	2.4ACD	±0.1
F 15 to 20 years	45	5.9%BG	±1.9	2.9ABG	±0.3
G More than 20 years	150	12.3%AEF	±2.0	2.2ACDF	±0.1
Pay Plan and Grade - Collapsed					
A Junior Grade	45	7.5%	±2.4	2.5C	±0.2
B Middle Grade	169	9.4%	±1.4	2.3C	±0.1
C Senior Grade	107	7.3%	±1.4	3.0AB	±0.2
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	145	6.2%*	±1.0	2.7*	±0.1
Supervisor	204	12.5%*	±1.7	2.4*	±0.1

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	65	10.6%BDE	±2.7	2.5	±0.2
B Supervisor	117	16.8%ACDE	±3.0	2.4E	±0.1
C Manager	21	8.7%B	±4.3	2.1E	±0.1
D Senior Leader	0	0.0%AB	NA	NA	NA
E None of the above	145	6.2%AB	±1.0	2.7BC	±0.1

^a Scale values range from 2 = Once, 3 = Once a Month or Less, 4 = Two to Three Times a Month, 5 = Once a Week or More, and 6 = One or More Times a Day. * Indicates a statistically significant difference between the two groups. Note. Capital letters indicate a statistically significant difference from the group(s) indicated.

Table 2.17 BIA – Estimated Experience Rate of Religious Harassment in the Past 12 Months, by Current Work Location

	Religious harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	349	8.60%	±0.90
A Headquarters Office (Washington, D.C./Capital Region (Northern Virginia))	NR	NR	NR
B Regional Office	96	6.46%CE	±1.37
C Jail/Detention Facility	27	18.40%BDE	±7.13
D 100% Telework	0	0.00%C	NA
E Other (none of the above describe the environment in which I routinely accomplish my work)	218	10.29%BC	±1.37

Note. Capital letters indicate a statistically significant difference from the group(s) indicated.

2.3.2 Prior to Past 12 Months

Table 2.18 presents the experience rate of employees who experienced religious harassment prior to the past 12 months. Results have been weighted to estimate the population in BIA.

Table 2.18 BIA – Estimated Experience Rate of Religious Harassment Prior to Past 12 Months

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	209	5.5%	±0.8

Employees who indicated they experienced religious harassment prior to the past 12 months were also asked to specify their pay plan or grade when they experienced those behaviors for the first time. Table 2.19 shows the percent indicating the pay plan or grade at which the behaviors first occurred.

Table 2.19 BIA – Estimated Pay Plan or Grade at Which Religious Harassment First Occurred

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	6	2.9%	±3.4
Wage Grade (WG) 5-8	35	16.6%	±5.7
Wage Grade (WG) 9-16	NR	NR	NR
Other Wage Grade (WG)	0	0.0%	NA
General Schedule (GS) 1-6	53	25.5%	±6.4
General Schedule (GS) 7-10	64	30.7%	±6.6
General Schedule (GS) 11-12	29	14.1%	±5.5
General Schedule (GS) 13-15	11	5.5%	±4.1
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	9	4.3%	±3.8

2.4 Disability Harassment

In the survey, all survey respondents received a question asking how often they experienced any of seven behaviors based on “a perceived or actual disability.” The question was presented to all survey respondents because not everyone elects to reveal a disability to their employer. Later in the survey all survey respondents were asked if they have a documented disability (i.e., on record with their bureau Human Resources Office). Table 2.20, Table 2.21, and Table 2.22 show the breadth of harassment based on disability regardless of whether their disability is a documented disability or not.

2.4.1 Past 12 Months

Table 2.20 and Table 2.21 present the experience rate of employees who experienced disability harassment within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 2.20 BIA – Estimated Experience Rate of Disability Harassment in Past 12 Months

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	326	8.0%	±0.9	2.6	±0.1
Age - Collapsed					
39 or under	82	7.8%	±1.8	2.4*	±0.1
40 or older	242	8.1%	±1.0	2.7*	±0.1
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	NR	NR	NR	NR	NR
C 30-39	78	9.8%D	±2.3	2.3DE	±0.1
D 40-49	60	5.5%CE	±1.5	3.1CEF	±0.2
E 50-59	142	11.6%DF	±1.9	2.7CD	±0.1
F 60 or older	40	6.0%E	±2.1	2.4D	±0.1
Relationship Status - Collapsed					
A Single	117	11.4%B	±2.1	2.8B	±0.1
B Partnered/Married	131	5.5%AC	±1.0	2.5A	±0.1
C Separated/Widowed/Divorced	76	12.4%B	±2.9	2.6	±0.1
Relationship Status					
A Single	117	11.4%CDE	±2.1	2.8E	±0.1
B Separated	NR	NR	NR	NR	NR
C Partnered	8	4.1%AD	±4.0	2.9	±0.4
D Divorced	70	16.4%ACE	±3.8	2.6	±0.1
E Married	123	5.6%AD	±1.0	2.5A	±0.1
F Widowed	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	18	7.1%	±4.0	3.5*	±0.4
Minority	308	8.1%	±0.9	2.6*	±0.1
Ethnicity/Race					
A Hispanic	14	6.0%	±3.8	2.3FG	±0.2
B American Indian or Alaskan Native	281	8.9%G	±1.0	2.6FG	±0.1
C Asian	NR	NR	NR	NR	NR
D Black/African-American	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F Non-Hispanic White	18	7.1%	±4.0	3.5AB	±0.4
G Multi racial	12	3.6%B	±2.6	3.2AB	±0.3
Disability					
Yes	128	39.8%*	±5.5	2.7*	±0.1
No	196	5.3%*	±0.8	2.6*	±0.1
Sex					
Men	132	6.2%*	±1.1	2.8*	±0.1
Women	191	10.1%*	±1.4	2.5*	±0.1
Gender Identity					
A Male	132	6.2%B	±1.1	2.8B	±0.1
B Female	191	10.1%A	±1.4	2.5A	±0.1
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	NR	NR	NR	NR	NR
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	293	8.0%	±0.9	2.6	±0.1
Sexual Minority	7	7.7%	±8.1	2.2	±0.3

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Sexual Orientation					
A Heterosexual or straight	293	8.0%	±0.9	2.6 ^F	±0.1
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	0	0.0%	NA	NA	NA
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	24	12.0%	±5.4	3.0 ^A	±0.3
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	187	10.1% ^{BCD}	±1.5	2.3 ^{BCD}	±0.1
B Trade/Tech Certificate/Some College	44	6.2% ^A	±2.0	2.9 ^{AD}	±0.2
C AA/College Degree	77	6.7% ^A	±1.6	3.0 ^{AD}	±0.2
D Graduate Degree	17	5.3% ^A	±3.1	3.5 ^{ABC}	±0.4
Appointment Type					
A Permanent	325	8.3%	±0.9	2.6	±0.1
B Term	0	0.0%	NA	NA	NA
C Temporary	0	0.0%	NA	NA	NA
Work Schedule					
Seasonal	6	2.4% [*]	±2.9	4.1 [*]	±0.6
Non-seasonal	317	8.6% [*]	±1.0	2.6 [*]	±0.1
Appointment Type and Work Schedule					
A Permanent-Seasonal	6	2.7% ^B	±3.3	4.1 ^B	±0.6
B Permanent-Non-Seasonal	317	8.6% ^A	±1.0	2.6 ^A	±0.1
C Term	0	0.0%	NA	NA	NA
D Temporary-Seasonal	0	0.0%	NA	NA	NA
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office					
A Less than 1 year	NR	NR	NR	NR	NR
B 1 to 3 years	14	3.1% ^{DEF}	±2.1	3.2 ^{CEFG}	±0.4
C 4 to 5 years	11	5.0% ^D	±3.9	2.0 ^{BDG}	±0.0
D 6 to 10 years	85	13.1% ^{BCG}	±2.8	2.8 ^{CE}	±0.1
E 11 to 14 years	43	9.0% ^B	±2.9	2.2 ^{BDG}	±0.1
F 15 to 20 years	78	10.0% ^B	±2.3	2.5 ^B	±0.1
G More than 20 years	91	7.5% ^D	±1.6	2.7 ^{BCE}	±0.1

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Pay Plan and Grade - Collapsed					
A Junior Grade	48	8.0%	±2.5	2.9B	±0.3
B Middle Grade	163	9.0% ^C	±1.4	2.5AC	±0.1
C Senior Grade	92	6.4% ^B	±1.4	2.9B	±0.1
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	219	9.3% [*]	±1.2	2.5 [*]	±0.1
Supervisor	107	6.6% [*]	±1.3	2.8 [*]	±0.1
Supervisory Status					
A Team Leader	46	7.4%	±2.4	3.1CE	±0.2
B Supervisor	52	7.4%	±2.2	2.7	±0.1
C Manager	7	3.1% ^E	±3.3	2.2A	±0.3
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	219	9.3% ^C	±1.2	2.5A	±0.1

^a Scale values range from 2 = Once, 3 = Once a Month or Less, 4 = Two to Three Times a Month, 5 = Once a Week or More, and 6 = One or More Times a Day. * Indicates a statistically significant difference between the two groups. Note. Capital letters indicate a statistically significant difference from the group(s) indicated.

Table 2.21 BIA – Estimated Experience Rate of Disability Harassment in the Past 12 Months, by Current Work Location

	Disability harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	326	8.04%	±0.88
A Headquarters Office (Washington, D.C./Capital Region (Northern Virginia))	33	18.61% ^{BCDE}	±6.49
B Regional Office	82	5.49% ^{AE}	±1.28
C Jail/Detention Facility	6	3.74% ^A	±4.64
D 100% Telework	0	0.00% ^A	NA
E Other (none of the above describe the environment in which I routinely accomplish my work)	202	9.59% ^{AB}	±1.34

Note. Capital letters indicate a statistically significant difference from the group(s) indicated.

2.4.2 Prior to Past 12 Months

Table 2.22 presents the experience rate of employees who experienced disability harassment prior to the past 12 months. Results have been weighted to estimate the population in BIA.

Table 2.22 BIA – Estimated Experience Rate of Disability Harassment Prior to Past 12 Months

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	216	5.7%	±0.8

Employees who indicated they experienced disability harassment prior to the past 12 months were also asked to specify their pay plan or grade when they experienced those behaviors for the first time. Table 2.23 shows the percent indicating the pay plan or grade at which the behaviors first occurred.

Table 2.23 BIA – Estimated Pay Plan or Grade at Which Disability Harassment First Occurred

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	0	0.0%	NA
Wage Grade (WG) 5-8	21	9.9%	±4.8
Wage Grade (WG) 9-16	NR	NR	NR
Other Wage Grade (WG)	0	0.0%	NA
General Schedule (GS) 1-6	37	17.0%	±5.7
General Schedule (GS) 7-10	86	39.7%	±6.7
General Schedule (GS) 11-12	59	27.4%	±6.4
General Schedule (GS) 13-15	9	4.2%	±3.7
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	NR	NR	NR

2.5 Sexual Orientation Harassment

2.5.1 Past 12 Months

Table 2.24 and Table 2.25 present the experience rate of employees who experienced sexual orientation harassment within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 2.24 BIA – Estimated Experience Rate of Sexual Orientation Harassment in Past 12 Months

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	177	4.4%	±0.7	3.2	±0.1
Age - Collapsed					
39 or under	70	6.7%*	±1.7	3.6*	±0.2
40 or older	107	3.6%*	±0.7	2.8*	±0.2
Age					
A 25 or under	6	5.7%	±6.7	3.0C	±0.0
B 26-29	18	11.5%CDEF	±6.1	2.7C	±0.2
C 30-39	47	5.9%BD	±1.9	3.9ABDEF	±0.2
D 40-49	23	2.1%BCF	±1.0	2.8C	±0.3
E 50-59	47	3.8%B	±1.2	3.0C	±0.3
F 60 or older	37	5.5%BD	±2.0	2.6C	±0.2
Relationship Status - Collapsed					
A Single	44	4.3%	±1.4	3.4	±0.2
B Partnered/Married	105	4.4%	±0.9	3.1	±0.2
C Separated/Widowed/Divorced	26	4.2%	±1.9	2.8	±0.3
Relationship Status					
A Single	44	4.3%F	±1.4	3.4F	±0.2
B Separated	0	0.0%CF	NA	NA	NA
C Partnered	16	8.7%BDEF	±5.0	2.8	±0.3
D Divorced	7	1.6%CF	±1.7	3.7F	±0.8
E Married	89	4.0%CF	±0.9	3.2F	±0.2
F Widowed	19	20.4%ABCDE	±9.6	2.4ADE	±0.2
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	9	3.6%	±3.2	4.7*	±0.7
Minority	168	4.4%	±0.7	3.1*	±0.1

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	8	3.4%	±3.3	2.0BF	±0.0
B American Indian or Alaskan Native	154	4.8%	±0.8	3.2AF	±0.1
C Asian	NR	NR	NR	NR	NR
D Black/African-American	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F Non-Hispanic White	9	3.6%	±3.2	4.7ABG	±0.7
G Multi racial	6	1.6%	±2.0	2.6F	±0.3
Disability					
Yes	21	6.5%*	±3.3	2.2*	±0.1
No	156	4.2%*	±0.7	3.3*	±0.1
Sex					
Men	77	3.6%*	±0.9	3.8*	±0.2
Women	96	5.0%*	±1.1	2.7*	±0.1
Gender Identity					
A Male	77	3.6%	±0.9	3.8B	±0.2
B Female	96	5.0%	±1.1	2.7A	±0.1
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	NR	NR	NR	NR	NR
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	132	3.6%*	±0.6	3.4*	±0.2
Sexual Minority	24	28.4%*	±10.6	2.6*	±0.2
Sexual Orientation					
A Heterosexual or straight	132	3.6%F	±0.6	3.4F	±0.2
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	0	0.0%	NA	NA	NA
F I prefer not to say	19	9.6%A	±5.0	2.4A	±0.2

	Experience rate			Frequency of occurrence ^a		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	71	3.9%	±1.0	3.6BC	±0.2
B	Trade/Tech Certificate/Some College	29	4.1%	±1.7	2.4ACD	±0.2
C	AA/College Degree	65	5.7%	±1.5	3.0ABD	±0.2
D	Graduate Degree	12	3.6%	±2.7	4.0BC	±0.5
Appointment Type						
A	Permanent	177	4.5%	±0.7	3.2	±0.1
B	Term	0	0.0%	NA	NA	NA
C	Temporary	0	0.0%	NA	NA	NA
Work Schedule						
	Seasonal	6	2.3%	±2.9	2.7	±0.9
	Non-seasonal	171	4.6%	±0.7	3.2	±0.1
Appointment Type and Work Schedule						
A	Permanent-Seasonal	6	2.6%	±3.2	2.7	±0.9
B	Permanent-Non-Seasonal	171	4.7%	±0.7	3.2	±0.1
C	Term	0	0.0%	NA	NA	NA
D	Temporary-Seasonal	0	0.0%	NA	NA	NA
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	NR	NR	NR	NR	NR
B	1 to 3 years	54	11.6% CDEFG	±3.3	4.0CDEFG	±0.2
C	4 to 5 years	13	6.0% B	±4.1	2.6B	±0.2
D	6 to 10 years	16	2.4% B	±1.5	3.1BE	±0.4
E	11 to 14 years	25	5.2% B	±2.4	2.3BDF	±0.1
F	15 to 20 years	16	2.1% B	±1.3	3.2BEG	±0.4
G	More than 20 years	49	4.0% B	±1.3	2.6BF	±0.2
Pay Plan and Grade - Collapsed						
A	Junior Grade	28	4.8%	±2.1	2.4BC	±0.2
B	Middle Grade	76	4.2%	±1.0	3.6AC	±0.2
C	Senior Grade	58	3.9%	±1.1	3.1AB	±0.2
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	116	4.9%	±1.0	3.5*	±0.2
	Supervisor	60	3.7%	±1.0	2.5*	±0.1

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	14	2.3%CE	±1.5	3.2B	±0.4
B Supervisor	26	3.8%	±1.7	2.3AE	±0.2
C Manager	17	6.9%A	±4.0	2.4E	±0.2
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	116	4.9%A	±1.0	3.5BC	±0.2

^a Scale values range from 2 = Once, 3 = Once a Month or Less, 4 = Two to Three Times a Month, 5 = Once a Week or More, and 6 = One or More Times a Day. * Indicates a statistically significant difference between the two groups. Note. Capital letters indicate a statistically significant difference from the group(s) indicated.

Table 2.25 BIA – Estimated Experience Rate of Sexual Orientation Harassment in the Past 12 Months, by Current Work Location

	Sexual orientation harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	177	4.36%	±0.67
A Headquarters Office (Washington, D.C./Capital Region (Northern Virginia))	NR	NR	NR
B Regional Office	50	3.29%E	±1.03
C Jail/Detention Facility	NR	NR	NR
D 100% Telework	NR	NR	NR
E Other (none of the above describe the environment in which I routinely accomplish my work)	115	5.49%B	±1.06

Note. Capital letters indicate a statistically significant difference from the group(s) indicated.

2.5.2 Prior to Past 12 Months

Table 2.26 presents the experience rate of employees who experienced sexual orientation harassment prior to the past 12 months. Results have been weighted to estimate the population in BIA.

Table 2.26 BIA – Estimated Experience Rate of Sexual Orientation Harassment Prior to Past 12 Months

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	125	3.3%	±0.6

Employees who indicated they experienced sexual orientation harassment prior to the past 12 months were also asked to specify their pay plan or grade when they experienced those behaviors for the first time. Table 2.27 shows the percent indicating the pay plan or grade at which the behaviors first occurred.

Table 2.27 BIA – Estimated Pay Plan or Grade at Which Sexual Orientation Harassment First Occurred

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	NR	NR	NR
Wage Grade (WG) 5-8	30	24.1%	±8.4
Wage Grade (WG) 9-16	NR	NR	NR
Other Wage Grade (WG)	0	0.0%	NA
General Schedule (GS) 1-6	16	12.5%	±7.1
General Schedule (GS) 7-10	38	30.7%	±8.7
General Schedule (GS) 11-12	20	16.3%	±7.7
General Schedule (GS) 13-15	11	8.7%	±6.5
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	NR	NR	NR

2.6 Sexual Harassment

Sexual harassment was assessed in a similar manner as the other types of harassing behaviors. Respondents were asked how often they experienced 12 behavioral forms of sexual harassment using a 6-point response scale ranging from *never* to *one or more times a day*. Respondents who answered in the affirmative (i.e., they selected *once, once a month or less, two to three times a month, once a week or more, one or more times a day*) were then asked to indicate if they considered these experiences to constitute sexual harassment (labeling question) using a 3-point response scale (e.g., none were sexual harassment; some were sexual harassment, some were not sexual harassment; all were sexual harassment) and those who selected an affirmative response to both the experience and labeling question were included in the calculation of the experience rate. Therefore, the experience rate represents the estimated percentage of employees who both experienced harassment behaviors (one or more times) and also indicated the experience constituted a form of sexual harassment.

The sexual harassment scale included items reflecting crude and offensive behavior, unwanted sexual attention (commonly referred to as hostile environment forms of sexual harassment), and sexual coercion. Therefore, we were able to further examine the overall breadth of sexual harassment by these different types of sexually harassing behaviors and depict this information in the sections below.

2.6.1 Past 12 Months

Table 2.28 and Table 2.29 present the experience rate of employees who experienced sexual harassment within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 2.28 BIA – Estimated Experience Rate of Sexual Harassment in Past 12 Months

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	416	10.1%	±1.0	3.2	±0.1
Age - Collapsed					
39 or under	145	13.7%*	±2.2	3.5*	±0.1
40 or older	270	8.9%*	±1.1	2.9*	±0.1
Age					
A 25 or under	6	5.7% ^C	±6.7	2.7 ^C	±0.2
B 26-29	12	7.7% ^C	±5.4	2.6 ^C	±0.2
C 30-39	127	15.9% ^{ABDEF}	±2.7	3.6 ^{ABDEF}	±0.1
D 40-49	81	7.4% ^C	±1.7	3.0 ^{CF}	±0.2
E 50-59	136	10.8% ^C	±1.8	3.0 ^{CF}	±0.1
F 60 or older	53	7.9% ^C	±2.3	2.5 ^{CDE}	±0.1

	Experience rate		Frequency of occurrence ^a		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Relationship Status - Collapsed					
A Single	168	16.3%BC	±2.4	3.0BC	±0.1
B Partnered/Married	188	7.8%A	±1.1	3.7AC	±0.1
C Separated/Widowed/Divorced	55	9.0%A	±2.6	2.6AB	±0.1
Relationship Status					
A Single	168	16.3%CDE	±2.4	3.0CDE	±0.1
B Separated	NR	NR	NR	NR	NR
C Partnered	16	8.1%A	±4.9	2.5AE	±0.2
D Divorced	36	8.6%AF	±3.1	2.5AE	±0.2
E Married	173	7.7%AF	±1.2	3.8ACDF	±0.1
F Widowed	17	18.7%DE	±9.4	2.8E	±0.2
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	27	10.5%	±4.4	3.6*	±0.3
Minority	386	10.1%	±1.0	3.2*	±0.1
Ethnicity/Race					
A Hispanic	30	12.6%	±4.9	3.0F	±0.3
B American Indian or Alaskan Native	324	10.1%	±1.1	3.2FG	±0.1
C Asian	NR	NR	NR	NR	NR
D Black/African-American	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F Non-Hispanic White	27	10.5%	±4.4	3.6ABG	±0.3
G Multi racial	33	9.4%	±3.6	2.8BF	±0.2
Disability					
Yes	35	11.0%	±3.9	3.3	±0.2
No	380	10.1%	±1.0	3.2	±0.1
Sex					
Men	152	7.0%*	±1.2	4.1*	±0.1
Women	261	13.5%*	±1.6	2.8*	±0.0
Gender Identity					
A Male	152	7.0%B	±1.2	4.1B	±0.1
B Female	261	13.5%A	±1.6	2.8A	±0.0
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	NR	NR	NR	NR	NR
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	393	10.5%	±1.0	3.2	±0.1
Sexual Minority	9	10.5%	±8.7	3.1	±0.3
Sexual Orientation					
A Heterosexual or straight	393	10.5%	±1.0	3.2F	±0.1
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	12	6.0%	±4.3	3.7A	±0.5
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	213	11.3%B	±1.5	3.4BCD	±0.1
B Trade/Tech Certificate/Some College	54	7.6%AD	±2.2	2.8AC	±0.2
C AA/College Degree	99	8.6%D	±1.8	3.1ABD	±0.1
D Graduate Degree	48	15.0%BC	±4.4	2.8AC	±0.1
Appointment Type					
A Permanent	416	10.5%B	±1.0	3.2	±0.1
B Term	0	0.0%A	NA	NA	NA
C Temporary	0	0.0%	NA	NA	NA
Work Schedule					
Seasonal	8	3.4%*	±3.2	3.3	±0.6
Non-seasonal	407	10.9%*	±1.0	3.2	±0.1
Appointment Type and Work Schedule					
A Permanent-Seasonal	8	3.8%B	±3.6	3.3	±0.6
B Permanent-Non-Seasonal	407	11.0%A	±1.0	3.2	±0.1
C Term	0	0.0%	NA	NA	NA
D Temporary-Seasonal	0	0.0%	NA	NA	NA
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Years of Service at Bureau or Office					
A Less than 1 year	16	7.0%B	±4.2	2.5BCDEF	±0.2
B 1 to 3 years	91	19.6%ACDEFG	±3.9	4.1ACDEFG	±0.2
C 4 to 5 years	16	7.5%B	±4.4	3.3ABG	±0.3
D 6 to 10 years	76	11.4%B	±2.6	3.3ABEG	±0.1
E 11 to 14 years	47	9.5%B	±2.9	3.0ABDFG	±0.0
F 15 to 20 years	64	8.2%B	±2.1	3.6ABEG	±0.2
G More than 20 years	105	8.6%B	±1.7	2.4BCDEF	±0.1
Pay Plan and Grade - Collapsed					
A Junior Grade	38	6.3%B	±2.3	2.8B	±0.2
B Middle Grade	270	14.8%AC	±1.7	3.4AC	±0.1
C Senior Grade	105	7.1%B	±1.4	2.9B	±0.1
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	263	11.0%	±1.3	3.4*	±0.1
Supervisor	151	9.2%	±1.5	2.9*	±0.1
Supervisory Status					
A Team Leader	38	6.1%BE	±2.2	2.7E	±0.1
B Supervisor	86	12.4%A	±2.7	3.0E	±0.1
C Manager	26	10.5%	±4.6	2.7E	±0.2
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	263	11.0%A	±1.3	3.4ABC	±0.1

^a Scale values range from 2 = Once, 3 = Once a Month or Less, 4 = Two to Three Times a Month, 5 = Once a Week or More, and 6 = One or More Times a Day. * Indicates a statistically significant difference between the two groups. Note. Capital letters indicate a statistically significant difference from the group(s) indicated.

Table 2.29 BIA – Estimated Experience Rate of Sexual Harassment in the Past 12 Months, by Current Work Location

	Sexual harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	416	10.15%	±0.96
A Headquarters Office (Washington, D.C./Capital Region (Northern Virginia))	10	5.39%	±4.53
B Regional Office	153	10.16%	±1.63
C Jail/Detention Facility	NR	NR	NR
D 100% Telework	0	0.00%	NA
E Other (none of the above describe the environment in which I routinely accomplish my work)	248	11.59%	±1.43

Note. Capital letters indicate a statistically significant difference from the group(s) indicated.

2.6.2 Prior to Past 12 Months

Table 2.30 presents the experience rate of employees who experienced sexual harassment prior to the past 12 months. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 2.30 BIA – Estimated Experience Rate of Sexual Harassment Prior to Past 12 Months

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	426	11.1%	±1.0
Sex			
Men	163	8.1%*	±1.3
Women	261	14.3%*	±1.7

* Indicates a statistically significant difference between the two groups.

Employees who indicated they experienced sexual harassment prior to the past 12 months were also asked to specify their pay plan or grade when they experienced those behaviors for the first time. Table 2.31 shows the percent indicating the pay plan or grade at which the behaviors first occurred.

Table 2.31 BIA – Estimated Pay Plan or Grade at Which Sexual Harassment First Occurred

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	26	4.4%	±2.0
Wage Grade (WG) 5-8	80	13.6%	±3.0
Wage Grade (WG) 9-16	41	7.0%	±2.4
Other Wage Grade (WG)	NR	NR	NR
General Schedule (GS) 1-6	130	22.2%	±3.6
General Schedule (GS) 7-10	130	22.1%	±3.5
General Schedule (GS) 11-12	120	20.4%	±3.5
General Schedule (GS) 13-15	44	7.5%	±2.4
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	15	2.5%	±1.6

2.7 Crude and Offensive Behavior

Table 2.32 and Table 2.33 present the experience rate of employees who experienced crude and offensive behavior within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA. Respondents were not asked the follow-on question if they had experienced the crude and offensive behaviors prior to the past 12 months.

Table 2.32 BIA – Estimated Experience Rate of Crude and Offensive Behavior in Past 12 Months

	Experience rate			Frequency of occurrence ^a			
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Overall	691	16.9%	±1.2	3.2	±0.1	3	2
Sex							
Men	331	15.4%*	±1.6	3.6*	±0.1	3	2
Women	356	18.4%*	±1.8	2.9*	±0.1	3	2
Gender Identity							
A Male	331	15.4%	±1.6	3.6B	±0.1	3	2
B Female	356	18.4%	±1.8	2.9A	±0.1	3	2
C Transgender	NR	NR	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	602	16.1%*	±1.2	3.2	±0.1	3	2
Sexual Minority	37	43.6%*	±10.9	3.3	±0.3	3	2
Sexual Orientation							
A Heterosexual or straight	602	16.1%F	±1.2	3.2	±0.1	3	2
B Lesbian	NR	NR	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR	NR	NR
F I prefer not to say	49	24.5%A	±6.5	3.3	±0.2	3	3

^a Scale values range from 2 = Once, 3 = Once a Month or Less, 4 = Two to Three Times a Month, 5 = Once a Week or More, and 6 = One or More Times a Day. * Indicates a statistically significant difference between the two groups. Note. Capital letters indicate a statistically significant difference from the group(s) indicated.

Table 2.33 BIA – Estimated Experience Rate of Crude and Offensive Behavior in the Past 12 Months, by Current Work Location

		Crude and offensive behavior		
		<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall		691	16.85%	±1.18
A	Headquarters Office (Washington, D.C./Capital Region (Northern Virginia))	17	9.39%E	±5.33
B	Regional Office	248	16.45%	±1.96
C	Jail/Detention Facility	14	9.53%E	±5.95
D	100% Telework	0	0.00%E	NA
E	Other (none of the above describe the environment in which I routinely accomplish my work)	410	19.16%ACD	±1.72

Note. Capital letters indicate a statistically significant difference from the group(s) indicated.

2.8 Unwanted Sexual Attention

Table 2.34 and Table 2.35 present the experience rate of employees who experienced unwanted sexual attention within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA. Respondents were not asked the follow-on question if they had experienced the unwanted sexual attention behaviors prior to the past 12 months.

Table 2.34 BIA – Estimated Experience Rate of Unwanted Sexual Attention in Past 12 Months

	Experience rate			Frequency of occurrence ^a			
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Overall	217	5.3%	±0.7	2.8	±0.1	2	2
Sex							
Men	53	2.4%*	±0.7	3.9*	±0.4	3	2
Women	164	8.5%*	±1.3	2.6*	±0.1	2	2
Gender Identity							
A Male	53	2.4%B	±0.7	3.9B	±0.4	3	2
B Female	164	8.5%A	±1.3	2.6A	±0.1	2	2
C Transgender	NR	NR	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	200	5.4%*	±0.8	2.8	±0.1	3	2
Sexual Minority	12	13.5%*	±9.2	2.3	±0.2	2	2
Sexual Orientation							
A Heterosexual or straight	200	5.4%	±0.8	2.8	±0.1	3	2
B Lesbian	NR	NR	NR	NR	NR	NR	NR
C Gay	0	0.0%	NA	NA	NA	NA	NA
D Bisexual	NR	NR	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR	NR	NR
F I prefer not to say	5	2.6%	±3.5	2.8	±1.1	2	2

^a Scale values range from 2 = Once, 3 = Once a Month or Less, 4 = Two to Three Times a Month, 5 = Once a Week or More, and 6 = One or More Times a Day. * Indicates a statistically significant difference between the two groups. Note. Capital letters indicate a statistically significant difference from the group(s) indicated.

Table 2.35 BIA – Estimated Experience Rate of Unwanted Sexual Attention in the Past 12 Months, by Current Work Location

		Unwanted sexual attention		
		<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall		217	5.32%	±0.73
A	Headquarters Office (Washington, D.C./Capital Region (Northern Virginia))	NR	NR	NR
B	Regional Office	93	6.19%	±1.33
C	Jail/Detention Facility	NR	NR	NR
D	100% Telework	0	0.00%	NA
E	Other (none of the above describe the environment in which I routinely accomplish my work)	114	5.37%	±1.04

Note. Capital letters indicate a statistically significant difference from the group(s) indicated.

2.9 Sexual Coercion

Table 2.36 and Table 2.37 present the experience rate of employees who experienced sexual coercion within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA. Respondents were not asked the follow-on question if they had experienced the sexual coercion behaviors prior to the past 12 months.

Table 2.36 BIA – Estimated Experience Rate of Sexual Coercion in Past 12 Months

	Experience rate			Frequency of occurrence ^a			
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Overall	80	2.0%	±0.5	2.9	±0.1	3	3
Sex							
Men	16	0.7%*	±0.5	3.6*	±0.6	2	2
Women	63	3.3%*	±0.9	2.8*	±0.1	3	3
Gender Identity							
A Male	16	0.7%B	±0.5	3.6B	±0.6	2	2
B Female	63	3.3%A	±0.9	2.8A	±0.1	3	3
C Transgender	NR	NR	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	75	2.0%	±0.5	2.9	±0.1	3	3
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
A Heterosexual or straight	75	2.0%	±0.5	2.9	±0.1	3	3
B Lesbian	NR	NR	NR	NR	NR	NR	NR
C Gay	0	0.0%	NA	NA	NA	NA	NA
D Bisexual	NR	NR	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR	NR	NR
F I prefer not to say	NR	NR	NR	NR	NR	NR	NR

^a Scale values range from 2 = Once, 3 = Once a Month or Less, 4 = Two to Three Times a Month, 5 = Once a Week or More, and 6 = One or More Times a Day. * Indicates a statistically significant difference between the two groups. Note. Capital letters indicate a statistically significant difference from the group(s) indicated.

Table 2.37 BIA – Estimated Experience Rate of Sexual Coercion in the Past 12 Months, by Current Work Location

		Sexual coercion		
		<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall		80	1.98%	±0.48
A	Headquarters Office (Washington, D.C./Capital Region (Northern Virginia))	6	3.56%	±4.05
B	Regional Office	20	1.32%	±0.72
C	Jail/Detention Facility	NR	NR	NR
D	100% Telework	0	0.00%	NA
E	Other (none of the above describe the environment in which I routinely accomplish my work)	52	2.48%	±0.76

Note. Capital letters indicate a statistically significant difference from the group(s) indicated.

2.10 Gender Harassment

Table 2.38 and Table 2.39 present the experience rate of employees who experienced gender harassment within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA. Respondents were not asked the follow-on question if they had experienced the gender harassment behaviors prior to the past 12 months.

Table 2.38 BIA – Estimated Experience Rate of Gender Harassment in Past 12 Months

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	513	12.6%	±1.1	3.3	±0.1
Age - Collapsed					
39 or under	213	20.2%*	±2.5	3.4*	±0.1
40 or older	299	9.9%*	±1.1	3.2*	±0.1
Age					
A 25 or under	15	15.1%	±8.5	3.6BF	±0.5
B 26-29	29	18.4%DF	±7.0	2.4ACDE	±0.1
C 30-39	169	21.2%DEF	±3.0	3.5BF	±0.1
D 40-49	92	8.4%BC	±1.8	3.4BF	±0.2
E 50-59	145	11.6%C	±1.9	3.4BF	±0.2
F 60 or older	63	9.3%BC	±2.4	2.7ACDE	±0.2
Relationship Status - Collapsed					
A Single	178	17.3%B	±2.4	3.2BC	±0.1
B Partnered/Married	235	9.8%AC	±1.3	3.6AC	±0.1
C Separated/Widowed/Divorced	94	15.4%B	±3.1	2.6AB	±0.1
Relationship Status					
A Single	178	17.3%E	±2.4	3.2BDEF	±0.1
B Separated	18	19.0%	±9.4	2.0ACE	±0.0
C Partnered	29	15.2%	±5.9	3.1BE	±0.3
D Divorced	57	13.3%	±3.6	2.8AE	±0.2
E Married	206	9.3%AF	±1.3	3.6ABCDF	±0.1
F Widowed	20	21.0%E	±9.6	2.5AE	±0.1
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	42	16.5%*	±5.1	3.6*	±0.3
Minority	463	12.2%*	±1.1	3.3*	±0.1

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race						
A	Hispanic	21	8.7%	±4.3	2.6BFG	±0.2
B	American Indian or Alaskan Native	401	12.5%	±1.2	3.3A	±0.1
C	Asian	NR	NR	NR	NR	NR
D	Black/African-American	NR	NR	NR	NR	NR
E	Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F	Non-Hispanic White	42	16.5%	±5.1	3.6A	±0.3
G	Multi racial	41	11.7%	±3.8	3.5A	±0.3
Disability						
	Yes	54	16.7%*	±4.5	4.0*	±0.2
	No	459	12.3%*	±1.1	3.2*	±0.1
Sex						
	Men	183	8.5%*	±1.3	3.5*	±0.2
	Women	327	17.1%*	±1.8	3.2*	±0.1
Gender Identity						
A	Male	183	8.5%B	±1.3	3.5B	±0.2
B	Female	327	17.1%A	±1.8	3.2A	±0.1
C	Transgender	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description						
A	Transgender, male to female	--	--	--	--	--
B	Transgender, female to male	--	--	--	--	--
C	Gender non-conforming	NR	NR	NR	NR	NR
D	Unsure	NR	NR	NR	NR	NR
E	I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed						
	Heterosexual	452	12.2%*	±1.1	3.4*	±0.1
	Sexual Minority	24	28.4%*	±10.7	2.6*	±0.2
Sexual Orientation						
A	Heterosexual or straight	452	12.2%	±1.1	3.4	±0.1
B	Lesbian	NR	NR	NR	NR	NR
C	Gay	NR	NR	NR	NR	NR
D	Bisexual	NR	NR	NR	NR	NR
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F	I prefer not to say	33	16.8%	±5.9	3.1	±0.3

	<i>N</i>	Experience rate		Frequency of occurrence ^a	
		<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	172	9.3%CD	±1.4	3.5BC	±0.1
B Trade/Tech Certificate/Some College	91	12.8%D	±2.7	3.1AD	±0.2
C AA/College Degree	173	15.0%A	±2.2	3.1AD	±0.1
D Graduate Degree	64	20.0%AB	±4.8	3.5BC	±0.2
Appointment Type					
A Permanent	512	12.9%B	±1.1	3.3	±0.1
B Term	0	0.0%A	NA	NA	NA
C Temporary	NR	NR	NR	NR	NR
Work Schedule					
Seasonal	20	8.1%*	±4.2	3.2	±0.3
Non-seasonal	492	13.3%*	±1.1	3.3	±0.1
Appointment Type and Work Schedule					
A Permanent-Seasonal	19	8.6%	±4.6	3.3	±0.4
B Permanent-Non-Seasonal	492	13.3%C	±1.1	3.3	±0.1
C Term	0	0.0%B	NA	NA	NA
D Temporary-Seasonal	NR	NR	NR	NR	NR
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office					
A Less than 1 year	25	11.0%B	±4.8	3.3BG	±0.3
B 1 to 3 years	99	21.3%ADEFG	±4.0	4.2ACDEFG	±0.2
C 4 to 5 years	33	15.2%	±5.5	2.8BF	±0.2
D 6 to 10 years	78	11.9%B	±2.7	3.2BFG	±0.2
E 11 to 14 years	64	13.0%B	±3.3	3.0BFG	±0.1
F 15 to 20 years	99	12.6%B	±2.5	3.8BCDEG	±0.2
G More than 20 years	109	8.9%B	±1.7	2.6ABDEF	±0.1
Pay Plan and Grade - Collapsed					
A Junior Grade	25	4.1%BC	±1.9	3.6C	±0.4
B Middle Grade	273	15.1%A	±1.7	3.5C	±0.1
C Senior Grade	204	13.9%A	±1.9	3.0AB	±0.1
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	289	12.2%	±1.4	3.7*	±0.1
Supervisor	223	13.6%	±1.8	2.7*	±0.1

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	76	12.2%	±2.8	3.0BE	±0.2
B Supervisor	111	15.9%	±2.9	2.5AE	±0.1
C Manager	33	13.6%	±5.0	2.7E	±0.2
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	289	12.2%	±1.4	3.7ABC	±0.1

^a Scale values range from 2 = Once, 3 = Once a Month or Less, 4 = Two to Three Times a Month, 5 = Once a Week or More, and 6 = One or More Times a Day. * Indicates a statistically significant difference between the two groups. Note. Capital letters indicate a statistically significant difference from the group(s) indicated.

Table 2.39 BIA – Estimated Experience Rate of Gender Harassment in the Past 12 Months, by Current Work Location

	Gender harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	513	12.57%	±1.05
A Headquarters Office (Washington, D.C./Capital Region (Northern Virginia))	21	12.05%	±5.74
B Regional Office	184	12.19%	±1.75
C Jail/Detention Facility	13	8.95%	±5.84
D 100% Telework	0	0.00%	NA
E Other (none of the above describe the environment in which I routinely accomplish my work)	293	13.83%	±1.54

Note. Capital letters indicate a statistically significant difference from the group(s) indicated.

2.11 Sexual Assault Related Behaviors

Sexual assault related behaviors were measured with five items assessing sexual touching, as well as attempted and completed assault behaviors. All items were worded in behavioral terms and asked respondents to indicate how often they experienced any of the behaviors using a 6-point response scale ranging from *never* to *one or more times a day*. Respondents who answered in the affirmative (i.e., they selected *once, once a month or less, two to three times a month, once a week or more, one or more times a day*) were included in the calculation of the experience rate of sexual assault related behaviors, and for sexual touching as well as attempted and completed assault behaviors.

2.11.1 Past 12 Months

Table 2.40 and Table 2.41 present the experience rate of employees who experienced sexual assault related behaviors within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 2.40 BIA – Estimated Experience Rate of Sexual Assault Related Behaviors in Past 12 Months

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	52	1.28%	±0.40	2.6	±0.3
Age - Collapsed					
39 or under	36	3.57%*	±1.33	2.0*	±0.0
40 or older	16	0.52%*	±0.33	3.2*	±0.6
Age					
A 25 or under	0	0.00% ^C	NA	NA	NA
B 26-29	0	0.00% ^C	NA	NA	NA
C 30-39	36	4.78% ^{ABE}	±1.77	2.0 ^E	±0.0
D 40-49	NR	NR	NR	NR	NR
E 50-59	10	0.81% ^C	±0.68	3.9 ^C	±0.9
F 60 or older	NR	NR	NR	NR	NR
Relationship Status - Collapsed					
A Single	44	4.27%	±1.43	2.6	±0.4
B Partnered/Married	NR	NR	NR	NR	NR
C Separated/Widowed/Divorced	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Relationship Status					
A Single	44	4.27%BC	±1.43	2.6	±0.4
B Separated	0	0.00%A	NA	NA	NA
C Partnered	0	0.00%A	NA	NA	NA
D Divorced	NR	NR	NR	NR	NR
E Married	NR	NR	NR	NR	NR
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	NR	NR	NR	NR	NR
Minority	50	1.33%	±0.42	2.0	±0.0
Ethnicity/Race					
A Hispanic	0	0.00%	NA	NA	NA
B American Indian or Alaskan Native	47	1.46%	±0.48	2.0	±0.1
C Asian	NR	NR	NR	NR	NR
D Black/African-American	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F Non-Hispanic White	NR	NR	NR	NR	NR
G Multi racial	NR	NR	NR	NR	NR
Disability					
Yes	0	0.00%*	NA	NA	NA
No	52	1.40%*	±0.43	2.6	±0.3
Sex					
Men	6	0.29%*	±0.34	4.6*	±1.1
Women	46	2.42%*	±0.80	2.0*	±0.1
Gender Identity					
A Male	6	0.29%B	±0.34	4.6	±1.1
B Female	46	2.42%A	±0.80	2.0	±0.1
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	NR	NR	NR	NR	NR
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	52	1.41%	±0.44	2.6	±0.3
Sexual Minority	0	0.00%	NA	NA	NA

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Sexual Orientation					
A Heterosexual or straight	52	1.41%	±0.44	2.6	±0.3
B Lesbian	NR	NR	NR	NR	NR
C Gay	0	0.00%	NA	NA	NA
D Bisexual	0	0.00%	NA	NA	NA
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	0	0.00%	NA	NA	NA
F I prefer not to say	0	0.00%	NA	NA	NA
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	31	1.67%	±0.70	2.0C	±0.0
B Trade/Tech Certificate/Some College	5	0.77%	±1.00	2.2C	±0.2
C AA/College Degree	8	0.73%	±0.70	4.3ABD	±1.0
D Graduate Degree	7	2.31%	±2.37	2.0C	±0.0
Appointment Type					
A Permanent	52	1.32%	±0.41	2.6	±0.3
B Term	0	0.00%	NA	NA	NA
C Temporary	0	0.00%	NA	NA	NA
Work Schedule					
Seasonal	NR	NR	NR	NR	NR
Non-seasonal	51	1.38%	±0.43	2.6	±0.3
Appointment Type and Work Schedule					
A Permanent-Seasonal	NR	NR	NR	NR	NR
B Permanent-Non-Seasonal	51	1.39%	±0.43	2.6	±0.3
C Term	0	0.00%	NA	NA	NA
D Temporary-Seasonal	0	0.00%	NA	NA	NA
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office					
A Less than 1 year	NR	NR	NR	NR	NR
B 1 to 3 years	5	1.12%E	±1.51	2.0	±0.0
C 4 to 5 years	0	0.00%E	NA	NA	NA
D 6 to 10 years	NR	NR	NR	NR	NR
E 11 to 14 years	32	6.52%BCG	±2.56	2.0	±0.0
F 15 to 20 years	NR	NR	NR	NR	NR
G More than 20 years	7	0.56%E	±0.62	2.3	±0.3

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Pay Plan and Grade - Collapsed					
A Junior Grade	NR	NR	NR	NR	NR
B Middle Grade	37	2.01% ^C	±0.76	2.0 ^C	±0.0
C Senior Grade	13	0.88% ^B	±0.63	3.7 ^B	±0.8
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	43	1.82% [*]	±0.63	2.6	±0.4
Supervisor	8	0.50% [*]	±0.49	2.0	±0.0
Supervisory Status					
A Team Leader	NR	NR	NR	NR	NR
B Supervisor	NR	NR	NR	NR	NR
C Manager	NR	NR	NR	NR	NR
D Senior Leader	0	0.00%	NA	NA	NA
E None of the above	43	1.82%	±0.63	2.6	±0.4

^a Scale values range from 2 = Once, 3 = Once a Month or Less, 4 = Two to Three Times a Month, 5 = Once a Week or More, and 6 = One or More Times a Day. * Indicates a statistically significant difference between the two groups. Note. Capital letters indicate a statistically significant difference from the group(s) indicated.

Table 2.41 BIA – Estimated Experience Rate of Sexual Assault Related Behaviors in the Past 12 Months, by Current Work Location

	Sexual assault		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	52	1.28%	±0.40
A Headquarters Office (Washington, D.C./Capital Region (Northern Virginia))	NR	NR	NR
B Regional Office	14	0.91%	±0.63
C Jail/Detention Facility	0	0.00%	NA
D 100% Telework	0	0.00%	NA
E Other (none of the above describe the environment in which I routinely accomplish my work)	36	1.70%	±0.65

Note. Capital letters indicate a statistically significant difference from the group(s) indicated.

2.11.2 Prior to Past 12 Months

Table 2.42 presents the experience rate of employees who experienced sexual assault related behaviors prior to the past 12 months. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 2.42 BIA – Estimated Experience Rate of Sexual Assault Related Behaviors Prior to Past 12 Months

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	70	1.83%	±0.48
Sex			
Men	6	0.30%*	±0.36
Women	63	3.50%*	±0.96

* Indicates a statistically significant difference between the two groups.

Employees who indicated they experienced sexual assault related behaviors prior to the past 12 months were also asked to specify their pay plan or grade when they experienced those behaviors for the first time. Table 2.43 shows the percent indicating the pay plan or grade at which the behaviors first occurred.

Table 2.43 BIA – Estimated Pay Plan or Grade at Which Sexual Assault Related Behaviors First Occurred

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	NR	NR	NR
Wage Grade (WG) 5-8	NR	NR	NR
Wage Grade (WG) 9-16	32	45.65%	±12.01
Other Wage Grade (WG)	0	0.00%	NA
General Schedule (GS) 1-6	11	16.09%	±10.88
General Schedule (GS) 7-10	10	14.02%	±10.58
General Schedule (GS) 11-12	8	11.22%	±10.10
General Schedule (GS) 13-15	NR	NR	NR
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.00%	NA
Other	NR	NR	NR

2.12 Sexual Assault Related Behaviors Experienced

Table 2.44 presents a breakdown of the estimated experience rate of employees who experienced sexual touching, attempted, and completed assault behaviors. The distribution for each type of sexual assault related behavior reflects those individuals who reported experiencing each type of behavior in isolation (i.e., sexual touching only, attempted sex with or without touching, and completed sex with or without touching and with or without attempted sex).

Table 2.44 BIA – Estimated Experience Rate of Sexual Assault Related Behaviors in the Past 12 Months, by Sex and Type of Behavior Experienced

	Type of sexual assault behavior experienced		
	<i>Sexual touching</i>	<i>Attempted sex</i>	<i>Completed sex</i>
Bureau of Indian Affairs	1.09% (± 0.37)	NR	NR
Men	NR	NR	NR
Women	2.14% (± 0.76)	NR	NR

3 One Behavior or Experience with the Greatest Effect

The 2017 WES also included a series of follow-up questions designed to examine situational characteristics of harassing and assault experiences among respondents who indicated they had experienced some form of harassment or a sexual assault related behavior. Respondents who answered in the affirmative were asked a follow-up series of questions about the event or series of related events that had the greatest impact on them to uncover situational characteristics surrounding the experience, such as location and duration, characteristics of the offender(s), and actions taken in response to the situation (such as reporting and subsequent experiences). These data were gathered to contextualize the situational dynamics of harassment or assault experiences that had the greatest impact on respondents.

Results for these questions are shown in this section for each type of harassment based on age, race/ethnicity, religious beliefs, disability status or condition, sexual orientation, sex/gender, and an “other” category if the respondent could not determine the basis for the harassing experience. It is worth noting that harassment attributed to sex/gender includes experiences of sexual harassment, gender harassment, and sexual assault related behaviors. Table 3.1 shows the proportion of employees who chose each type of harassment for which they shared details.

Table 3.1 BIA – Primary Basis for Experience of Greatest Effect

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q33 Thinking about the one behavior or experience that had the greatest effect on you in the past 12 months, what was the primary basis for the behavior or experience?			
Your age	364	24.4%	±2.2
Your race or ethnicity	320	21.4%	±2.2
Your religious beliefs	30	2.0%	±0.9
Your disability status or condition	67	4.5%	±1.2
Your sexual orientation	42	2.8%	±1.0
Your sex/gender	168	11.2%	±1.7
Unknown	505	33.7%	±2.4

The results shown in Section 3 represent the estimated subset of BIA employees who experienced a form of harassment or a sexual assault related behavior. Therefore, the percentages reflect the proportions within that estimated subset of employees and not percentages of the entire BIA population. The tables in the following sections provide results for each question asked in the “One Behavior or Experience” portion of the survey. Most questions included multiple response options. The percent who chose each response option are shown.

3.1 Characteristics of Age Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 24.4% indicated the one behavior or experience that had the greatest effect on them was based on their age. Table 3.2 presents characteristics of the one behavior or experience of age harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in BIA.

Table 3.2 BIA – Context of the One Experience of Age Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q34 When did the specific type of behavior or experience occur?			
All of it occurred during work hours	293	81.5%	±4.4
Most of it occurred during work hours; some off work hours	13	3.5%	±2.5
Some of it occurred during work hours; most off work hours	29	8.1%	±3.3
None of it occurred during work hours; all off work hours	24	6.8%	±3.1
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	64	17.6%	±4.3
No	299	82.4%	±4.3
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	302	83.9%	±4.2
At a work-sponsored social event	NR	NR	NR
At a non-work sponsored social event where coworkers were present	26	7.1%	±3.2
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	31	8.6%	±3.4
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	252	83.7%	±4.6
At an indoor location (shop or maintenance area)	20	6.5%	±3.4
At an outdoor location (e.g., field site) that did not require an overnight stay	16	5.4%	±3.2
At an outdoor location (e.g., field site) that required an overnight stay	13	4.4%	±3.0
Q38 How often did the specific type of behavior or experience occur?			
Once	161	44.7%	±5.2
Once a month or less	99	27.5%	±4.9
2-4 times a month	10	2.7%	±2.3
Every few days	75	20.7%	±4.5
Every day	16	4.3%	±2.7
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	165	47.0%	±5.3
A week	30	8.6%	±3.4
A month	NR	NR	NR
A few months	68	19.2%	±4.5
A year or more	88	24.9%	±4.8

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	228	63.4%	±5.1
More than one person	131	36.6%	±5.1
Q41 Was/were the person(s) who did this to you?			
Male	194	54.1%	±5.2
Female	42	11.6%	±3.8
Both males and females	123	34.2%	±5.1
Q42 Was/were the person(s) who did this to you?			
Younger	139	38.7%	±5.2
About my age	28	7.8%	±3.3
Older	144	40.2%	±5.2
Some were younger, older, and/or about my age	7	2.1%	±2.1
Do not know	40	11.2%	±3.7
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	180	49.4%	±5.1
Subordinate(s) or someone you supervise/manage	13	3.5%	±2.5
Your Team lead(s) (current or former)	7	1.9%	±2.1
Another Team lead(s) (current or former)	NR	NR	NR
Your Supervisor(s) (current or former)	135	37.1%	±5.1
Another Supervisor(s) (current or former)	13	3.5%	±2.5
Your Manager(s) (current or former)	14	3.7%	±2.5
Another Manager(s) (current or former)	NR	NR	NR
Another federal employee	65	17.8%	±4.3
A contractor	NR	NR	NR
A visitor	7	2.0%	±2.1
Bureau of Indian Affairs law enforcement	NR	NR	NR
A social worker	0	0.0%	NA
Other	17	4.7%	±2.7
Do not know	28	7.7%	±3.2
None selected	8	2.1%	±2.1
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	45	12.9%	±4.0
Yes, I had to or still have to interact with this/these person(s)	301	87.1%	±4.0

Table 3.3 presents actions taken or outcomes resulting from the one behavior or experience of age harassment within the past 12 months that had the greatest effect on them. Question 45d was only asked of permanent employees and question 45e was only asked of term and temporary employees. Results have been weighted to estimate the population in BIA.

Table 3.3 BIA – Results of the One Experience of Age Harassment

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. Did you request a transfer or change of assignment?			
Yes	37	10.4%	±3.6
No	324	89.6%	±3.6
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	89	24.7%	±4.7
No	271	75.3%	±4.7
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	165	45.6%	±5.2
No	175	48.5%	±5.2
Don't Know	21	5.9%	±3.0
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	111	33.3%	±5.3
No	184	55.1%	±5.4
Don't Know	39	11.6%	±3.9
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	28	100%	NA
No	0	0.0%	NA
Don't Know	0	0.0%	NA
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	162	44.7%	±5.2
No	194	53.6%	±5.2
Don't Know	6	1.7%	±2.0
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	151	41.8%	±5.2
No	180	49.8%	±5.2
Don't Know	30	8.4%	±3.3
h. Did it damage other personal relationships?			
Yes	74	20.4%	±4.5
No	269	74.3%	±4.8
Don't Know	19	5.2%	±2.9

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	129	35.7%	±5.1
No	231	64.0%	±5.1
Don't Know	NR	NR	NR
j. Did you seek any type of medical attention?			
Yes	26	7.1%	±3.2
No	335	92.6%	±3.2
Don't Know	NR	NR	NR
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	65	17.9%	±4.3
No	296	81.8%	±4.3
Don't Know	NR	NR	NR
l. Did you consider leaving the bureau?			
Yes	183	50.7%	±5.2
No	177	48.9%	±5.2
Don't Know	NR	NR	NR

Table 3.4 shows with whom the employees discussed the one behavior or experience of age harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in BIA.

Table 3.4 BIA – Discussion of the One Experience of Age Harassment

Q46 Discussed the experience with:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
The person(s) involved	122	38.5%	±5.5
My coworkers	236	65.6%	±5.1
My team leader	99	27.4%	±4.9
My supervisor	123	34.1%	±5.1
My manager	74	20.5%	±4.5
A senior leader	51	14.2%	±4.0
Another employee in my bureau	149	41.5%	±5.2
Someone from another bureau/office	128	35.9%	±5.1

Table 3.5 shows to which resource, if any, the employees made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of age harassment within the past 12 months that had the greatest effect on them. For each resource they contacted, employees were asked to rate the helpfulness of that resource. Results have been weighted to estimate the population in BIA.

Table 3.5 BIA – Resources for Making Complaint of the One Experience of Age Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	130	36.5%	±5.1	1.5	±0.1
Employee Assistance Program (EAP)	28	8.7%	±3.6	3.3	±0.4
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	24	6.9%	±3.2	1.3	±0.4
Union (if applicable)	22	6.4%	±3.2	1.9	±0.2
Equal Employment Opportunity Counselor	48	13.6%	±4.0	1.7	±0.3
Equal Employment Opportunity Office	25	7.0%	±3.2	1.9	±0.2
Office of Inspector General Hotline	21	6.0%	±3.0	1.7	±0.6
Office of Inspector General	20	5.7%	±3.0	1.5	±0.6
Other Law Enforcement/Civil Authority not in the bureau	NR	NR	NR	NR	NR
Department of Interior Ethics/Bureau Ethics Office	5	1.5%	±2.0	1.3	±0.4
Office of Regulatory Affairs & Collaborative Action	0	0.0%	NA	NA	NA
Bureau of Indian Affairs/Office of Justice Services	0	0.0%	NA	NA	NA
Other	36	10.7%	±3.8	1.3	±0.2

^a Scale values range from 1 = Not at all Helpful, 2 = Somewhat Helpful, 3 = Moderately Helpful, 4 = Very Helpful, and 5 = Extremely Helpful. Note. The N for the mean score may be smaller than shown if not all respondents chose to provide a helpfulness rating.

An estimated 52.5% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of age harassment within the past 12 months that had the greatest effect on them. Table 3.6 shows the results of them making an oral and/or written complaint/grievance/report.

Table 3.6 BIA – Results of Reporting the One Experience of Age Harassment

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. The person I told took no action			
Yes	111	58.9%	±7.2
No	50	26.5%	±6.8
Don't Know	27	14.6%	±5.9
b. The rules of harassment were explained to everyone in the workplace			
Yes	81	43.2%	±7.2
No	83	44.3%	±7.2
Don't Know	24	12.6%	±5.6
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	17	9.1%	±5.1
No	147	78.0%	±6.5
Don't Know	24	12.9%	±5.7
d. An investigation was conducted by a law enforcement official			
Yes	NR	NR	NR
No	165	88.0%	±5.5
Don't Know	20	10.7%	±5.3
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	22	11.8%	±5.5
No	135	72.0%	±6.9
Don't Know	30	16.2%	±6.0
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	0	0.0%	NA
No	170	90.5%	±5.1
Don't Know	18	9.5%	±5.1
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	NR	NR	NR
No	168	89.2%	±5.4
Don't Know	18	9.5%	±5.1
h. There was some official career action taken against person(s) for the behavior			
Yes	NR	NR	NR
No	166	88.0%	±5.5
Don't Know	20	10.7%	±5.3

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. The person(s) stopped the behavior			
Yes	29	15.6%	±6.0
No	132	70.2%	±7.0
Don't Know	27	14.2%	±5.8
j. I was encouraged to drop the issue			
Yes	59	31.4%	±7.0
No	128	68.0%	±7.1
Don't Know	NR	NR	NR
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	82	43.8%	±7.2
No	105	55.6%	±7.2
Don't Know	NR	NR	NR
l. The person(s) who did this took action against me for complaining			
Yes	78	41.6%	±7.2
No	110	58.4%	±7.2
Don't Know	0	0.0%	NA
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	86	45.6%	±7.2
No	97	51.8%	±7.2
Don't Know	NR	NR	NR
n. My leadership punished me for bringing it up			
Yes	56	30.0%	±7.0
No	131	69.5%	±7.0
Don't Know	NR	NR	NR
o. I was threatened with loss of employment			
Yes	47	24.9%	±6.7
No	140	74.4%	±6.8
Don't Know	NR	NR	NR

An estimated 52.5% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of age harassment within the past 12 months that had the greatest effect on them. Table 3.7 shows satisfaction with aspects of making an oral and/or written complaint/grievance/report.

Table 3.7 BIA – Satisfaction with Reporting of the One Experience of Age Harassment

	<i>N</i>	<i>Satisfaction mean score^a</i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	188	2.3	±0.2
How you were treated by personnel handling the complaint/grievance/report?	187	2.3	±0.2
Actions taken by the person handling the complaint/grievance/report?	187	2.1	±0.1
Being informed about the current status of the complaint/grievance/report?	187	2.1	±0.1
The amount of time it took to address the complaint/grievance/report?	187	2.0	±0.1

^a Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied.

An estimated 47.5% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of age harassment within the past 12 months that had the greatest effect on them. Table 3.8 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

Table 3.8 BIA – Reasons for Not Reporting the One Experience of Age Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience			
The behavior or experience stopped on its own	122	74.5%	±7.3
I thought it was not serious enough to discuss or report	132	78.3%	±6.9
I took care of it myself by confronting the person(s) who did it	71	42.0%	±7.7
I took other actions to handle the situation	30	18.6%	±6.8
I did not know who to report the behavior to and/or how to file a complaint	35	21.1%	±6.9
I did not want more people to know	85	55.6%	±8.0
I was ashamed or embarrassed	13	8.2%	±5.6
I did not want people to think less of me	38	24.9%	±7.5
I thought other people would blame me	52	34.2%	±8.0
I felt partially to blame	53	34.5%	±8.0
I wanted to forget about it or move on	131	84.7%	±6.7
I did not think anything would be done	103	62.4%	±7.7
I did not think I would be believed	47	28.8%	±7.5
I did not trust that the process would be fair	65	39.8%	±7.8
I thought I might get in trouble for something I did	51	30.9%	±7.6
I thought I would be labeled as a troublemaker	46	28.1%	±7.4
I thought it might hurt my performance appraisal	71	41.9%	±7.7
I thought it might hurt my chances of being renewed or obtaining permanent position	--	--	--
I was worried about potential negative consequences from leadership	39	23.2%	±7.0
I was worried about potential negative consequences from my coworkers or peers	38	22.6%	±7.0
I thought it might hurt my career	28	16.7%	±6.5
I did not want to hurt the person's/s' career/s or family/ies	59	35.1%	±7.6
I was concerned for my physical safety	16	9.7%	±5.6
I feared losing my job	26	15.3%	±6.3
Some other reason	33	19.5%	±6.8

3.2 Characteristics of Racial/Ethnic Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 21.4% indicated the one behavior or experience that had the greatest effect on them was based on their race/ethnicity. Table 3.9 presents characteristics of the one behavior or experience of racial/ethnic harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in BIA.

Table 3.9 BIA – Context of the One Experience of Racial/Ethnic Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q34 When did the specific type of behavior or experience occur?			
All of it occurred during work hours	276	86.4%	±4.2
Most of it occurred during work hours; some off work hours	20	6.1%	±3.2
Some of it occurred during work hours; most off work hours	14	4.2%	±2.9
None of it occurred during work hours; all off work hours	11	3.3%	±2.6
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	31	9.8%	±3.8
No	288	90.2%	±3.8
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	251	79.6%	±4.8
At a work-sponsored social event	NR	NR	NR
At a non-work sponsored social event where coworkers were present	NR	NR	NR
At a permanent bureau/office supplied housing location, if applicable	34	10.7%	±3.9
At a location outside the office/site	27	8.5%	±3.6
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	220	88.7%	±4.6
At an indoor location (shop or maintenance area)	21	8.4%	±4.2
At an outdoor location (e.g., field site) that did not require an overnight stay	NR	NR	NR
At an outdoor location (e.g., field site) that required an overnight stay	NR	NR	NR
Q38 How often did the specific type of behavior or experience occur?			
Once	89	27.8%	±5.2
Once a month or less	164	51.1%	±5.5
2-4 times a month	45	14.0%	±4.3
Every few days	19	5.8%	±3.2
Every day	NR	NR	NR
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	126	39.6%	±5.5
A week	NR	NR	NR
A month	12	3.7%	±2.8
A few months	45	14.1%	±4.3
A year or more	131	41.2%	±5.5

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	85	27.0%	±5.2
More than one person	231	73.0%	±5.2
Q41 Was/were the person(s) who did this to you?			
Male	119	37.5%	±5.5
Female	56	17.7%	±4.6
Both males and females	142	44.8%	±5.6
Q42 Was/were the person(s) who did this to you?			
Younger	33	10.2%	±3.8
About my age	46	14.3%	±4.3
Older	110	34.4%	±5.4
Some were younger, older, and/or about my age	111	34.8%	±5.4
Do not know	20	6.3%	±3.3
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	116	36.3%	±5.4
Subordinate(s) or someone you supervise/manage	14	4.5%	±2.9
Your Team lead(s) (current or former)	19	6.1%	±3.2
Another Team lead(s) (current or former)	13	4.1%	±2.8
Your Supervisor(s) (current or former)	111	34.8%	±5.4
Another Supervisor(s) (current or former)	45	14.1%	±4.3
Your Manager(s) (current or former)	42	13.3%	±4.2
Another Manager(s) (current or former)	40	12.7%	±4.1
Another federal employee	63	19.8%	±4.8
A contractor	8	2.5%	±2.4
A visitor	16	5.1%	±3.0
Bureau of Indian Affairs law enforcement	37	11.6%	±4.0
A social worker	NR	NR	NR
Other	64	19.9%	±4.8
Do not know	14	4.4%	±2.9
None selected	NR	NR	NR
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	40	12.5%	±4.1
Yes, I had to or still have to interact with this/these person(s)	280	87.5%	±4.1

Table 3.10 presents actions taken or outcomes resulting from the one behavior or experience of racial/ethnic harassment within the past 12 months that had the greatest effect on them. Question 45d was only asked of permanent employees and question 45e was only asked of term and temporary employees. Results have been weighted to estimate the population in BIA.

Table 3.10 BIA – Results of the One Experience of Racial/Ethnic Harassment

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. Did you request a transfer or change of assignment?			
Yes	34	11.7%	±4.3
No	251	86.7%	±4.5
Don't Know	NR	NR	NR
b. Did you take steps to leave your organization?			
Yes	67	23.2%	±5.3
No	222	76.8%	±5.3
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	151	52.4%	±5.8
No	131	45.7%	±5.8
Don't Know	5	1.9%	±2.4
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	72	25.3%	±5.4
No	178	62.5%	±5.8
Don't Know	35	12.2%	±4.4
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	126	43.5%	±5.8
No	154	53.3%	±5.8
Don't Know	9	3.1%	±2.8
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	113	39.3%	±5.8
No	151	52.7%	±5.8
Don't Know	23	8.0%	±3.8
h. Did it damage other personal relationships?			
Yes	86	29.7%	±5.6
No	197	68.2%	±5.6
Don't Know	6	2.1%	±2.5

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	73	25.1%	±5.4
No	214	73.9%	±5.4
Don't Know	NR	NR	NR
j. Did you seek any type of medical attention?			
Yes	60	20.7%	±5.1
No	226	78.1%	±5.2
Don't Know	NR	NR	NR
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	68	23.5%	±5.3
No	219	75.8%	±5.3
Don't Know	NR	NR	NR
l. Did you consider leaving the bureau?			
Yes	153	53.1%	±5.8
No	134	46.5%	±5.8
Don't Know	NR	NR	NR

Table 3.11 shows with whom employees discussed the one behavior or experience of racial/ethnic harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in BIA.

Table 3.11 BIA – Discussion of the One Experience of Racial/Ethnic Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q46 Discussed the experience with:			
The person(s) involved	131	46.2%	±5.9
My coworkers	215	74.7%	±5.4
My team leader	110	38.1%	±5.8
My supervisor	110	38.1%	±5.8
My manager	91	31.4%	±5.6
A senior leader	56	19.3%	±5.0
Another employee in my bureau	143	54.2%	±6.1
Someone from another bureau/office	86	35.5%	±6.3

Table 3.12 shows to which resource, if any, employees made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of racial/ethnic harassment within the past 12 months that had the greatest effect on them. For each resource they contacted, employees were asked to rate the helpfulness of that resource. Results have been weighted to estimate the population in BIA.

Table 3.12 BIA – Resources for Making Complaint of the One Experience of Racial/Ethnic Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	80	27.6%	±5.5	2.2	±0.3
Employee Assistance Program (EAP)	12	4.0%	±3.0	1.4	±0.5
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	11	3.8%	±3.0	1.4	±0.4
Union (if applicable)	62	21.7%	±5.2	2.4	±0.5
Equal Employment Opportunity Counselor	25	8.6%	±3.9	1.8	±0.3
Equal Employment Opportunity Office	24	8.2%	±3.8	2.4	±0.4
Office of Inspector General Hotline	NR	NR	NR	NR	NR
Office of Inspector General	NR	NR	NR	NR	NR
Other Law Enforcement/Civil Authority not in the bureau	24	8.2%	±3.8	1.0	±0.1
Department of Interior Ethics/Bureau Ethics Office	20	7.0%	±3.6	1.1	±0.1
Office of Regulatory Affairs & Collaborative Action	0	0.0%	NA	NA	NA
Bureau of Indian Affairs/Office of Justice Services	NR	NR	NR	NR	NR
Other	24	8.6%	±4.0	1.9	±0.4

^a Scale values range from 1 = Not at all Helpful, 2 = Somewhat Helpful, 3 = Moderately Helpful, 4 = Very Helpful, and 5 = Extremely Helpful. Note. The N for the mean score may be smaller than shown if not all respondents chose to provide a helpfulness rating.

An estimated 41.8% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of racial/ethnic harassment within the past 12 months that had the greatest effect on them. Table 3.13 shows the results of them making an oral and/or written complaint/grievance/report.

Table 3.13 BIA – Results of Reporting the One Experience of Racial/Ethnic Harassment

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. The person I told took no action			
Yes	39	32.6%	±9.0
No	42	34.9%	±9.0
Don't Know	39	32.5%	±9.0
b. The rules of harassment were explained to everyone in the workplace			
Yes	40	33.4%	±9.0
No	72	59.7%	±9.1
Don't Know	8	6.9%	±6.2
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	32	26.1%	±8.7
No	71	59.0%	±9.1
Don't Know	18	14.9%	±7.6
d. An investigation was conducted by a law enforcement official			
Yes	25	20.7%	±8.3
No	92	75.8%	±8.6
Don't Know	NR	NR	NR
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	51	42.0%	±9.1
No	43	35.7%	±9.0
Don't Know	27	22.3%	±8.4
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	16	13.1%	±7.4
No	81	67.0%	±9.0
Don't Know	24	19.9%	±8.2
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	26	21.3%	±8.3
No	71	59.0%	±9.1
Don't Know	24	19.8%	±8.2
h. There was some official career action taken against person(s) for the behavior			
Yes	NR	NR	NR
No	93	77.1%	±8.5
Don't Know	26	21.9%	±8.4

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. The person(s) stopped the behavior			
Yes	53	44.1%	±9.1
No	36	29.9%	±8.9
Don't Know	31	26.0%	±8.7
j. I was encouraged to drop the issue			
Yes	15	12.6%	±7.3
No	82	67.7%	±9.0
Don't Know	24	19.7%	±8.2
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	12	9.6%	±6.8
No	86	71.5%	±8.8
Don't Know	23	18.8%	±8.1
l. The person(s) who did this took action against me for complaining			
Yes	37	30.4%	±8.9
No	46	37.7%	±9.1
Don't Know	39	31.9%	±8.9
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	35	29.0%	±8.8
No	63	52.1%	±9.0
Don't Know	23	18.8%	±8.1
n. My leadership punished me for bringing it up			
Yes	16	13.5%	±7.4
No	68	56.6%	±9.1
Don't Know	36	29.9%	±8.9
o. I was threatened with loss of employment			
Yes	14	11.5%	±7.1
No	70	57.6%	±9.1
Don't Know	37	30.9%	±8.9

An estimated 41.8% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of racial/ethnic harassment within the past 12 months that had the greatest effect on them. Table 3.14 shows satisfaction with aspects of making an oral and/or written complaint/grievance/report.

Table 3.14 BIA – Satisfaction with Reporting of the One Experience of Racial/Ethnic Harassment

	<i>N</i>	<i>Satisfaction mean score^a</i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	121	2.4	±0.2
How you were treated by personnel handling the complaint/grievance/report?	121	2.6	±0.2
Actions taken by the person handling the complaint/grievance/report?	119	2.6	±0.2
Being informed about the current status of the complaint/grievance/report?	121	2.3	±0.2
The amount of time it took to address the complaint/grievance/report?	121	2.0	±0.2

^a Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied.

An estimated 58.2% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of racial/ethnic harassment within the past 12 months that had the greatest effect on them. Table 3.15 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

Table 3.15 BIA – Reasons for Not Reporting the One Experience of Racial/Ethnic Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience			
The behavior or experience stopped on its own	89	53.0%	±7.7
I thought it was not serious enough to discuss or report	84	50.1%	±7.6
I took care of it myself by confronting the person(s) who did it	65	38.8%	±7.7
I took other actions to handle the situation	43	25.7%	±7.2
I did not know who to report the behavior to and/or how to file a complaint	56	33.3%	±7.6
I did not want more people to know	53	31.5%	±7.5
I was ashamed or embarrassed	17	10.4%	±5.7
I did not want people to think less of me	38	22.8%	±7.0
I thought other people would blame me	53	31.7%	±7.5
I felt partially to blame	NR	NR	NR
I wanted to forget about it or move on	115	68.1%	±7.5
I did not think anything would be done	108	64.1%	±7.6
I did not think I would be believed	57	33.8%	±7.6
I did not trust that the process would be fair	90	53.7%	±7.6
I thought I might get in trouble for something I did	57	33.7%	±7.5
I thought I would be labeled as a troublemaker	88	52.1%	±7.6
I thought it might hurt my performance appraisal	61	36.5%	±7.6
I thought it might hurt my chances of being renewed or obtaining permanent position	NR	NR	NR
I was worried about potential negative consequences from leadership	74	44.6%	±7.7
I was worried about potential negative consequences from my coworkers or peers	52	30.8%	±7.5
I thought it might hurt my career	86	52.3%	±7.7
I did not want to hurt the person's/s' career/s or family/ies	15	8.8%	±5.4
I was concerned for my physical safety	9	5.1%	±4.6
I feared losing my job	50	29.9%	±7.4
Some other reason	84	51.4%	±7.7

3.3 Characteristics of Religious Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 2.0% indicated the one behavior or experience that had the greatest effect on them was based on their religious beliefs. Table 3.16 presents characteristics of the one behavior or experience of religious harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in BIA.

Table 3.16 BIA – Context of the One Experience of Religious Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q34 When did the specific type of behavior or experience occur?			
All of it occurred during work hours	NR	NR	NR
Most of it occurred during work hours; some off work hours	0	0.0%	NA
Some of it occurred during work hours; most off work hours	NR	NR	NR
None of it occurred during work hours; all off work hours	NR	NR	NR
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	NR	NR	NR
No	NR	NR	NR
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	NR	NR	NR
At a work-sponsored social event	NR	NR	NR
At a non-work sponsored social event where coworkers were present	0	0.0%	NA
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	NR	NR	NR
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	NR	NR	NR
At an indoor location (shop or maintenance area)	NR	NR	NR
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	NR	NR	NR
Q38 How often did the specific type of behavior or experience occur?			
Once	NR	NR	NR
Once a month or less	NR	NR	NR
2-4 times a month	NR	NR	NR
Every few days	NR	NR	NR
Every day	0	0.0%	NA
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	NR	NR	NR
A week	NR	NR	NR
A month	0	0.0%	NA
A few months	NR	NR	NR
A year or more	NR	NR	NR

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	NR	NR	NR
More than one person	NR	NR	NR
Q41 Was/were the person(s) who did this to you?			
Male	NR	NR	NR
Female	NR	NR	NR
Both males and females	NR	NR	NR
Q42 Was/were the person(s) who did this to you?			
Younger	NR	NR	NR
About my age	NR	NR	NR
Older	NR	NR	NR
Some were younger, older, and/or about my age	NR	NR	NR
Do not know	NR	NR	NR
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	NR	NR	NR
Subordinate(s) or someone you supervise/manage	NR	NR	NR
Your Team lead(s) (current or former)	0	0.0%	NA
Another Team lead(s) (current or former)	0	0.0%	NA
Your Supervisor(s) (current or former)	NR	NR	NR
Another Supervisor(s) (current or former)	NR	NR	NR
Your Manager(s) (current or former)	NR	NR	NR
Another Manager(s) (current or former)	NR	NR	NR
Another federal employee	0	0.0%	NA
A contractor	0	0.0%	NA
A visitor	NR	NR	NR
Bureau of Indian Affairs law enforcement	NR	NR	NR
A social worker	0	0.0%	NA
Other	NR	NR	NR
Do not know	0	0.0%	NA
None selected	0	0.0%	NA
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	NR	NR	NR
Yes, I had to or still have to interact with this/these person(s)	NR	NR	NR

Table 3.17 presents actions taken or outcomes resulting from the one behavior or experience of religious harassment within the past 12 months that had the greatest effect on them. Question 45d was only asked of permanent employees and question 45e was only asked of term and temporary employees. Results have been weighted to estimate the population in BIA.

Table 3.17 BIA – Results of the One Experience of Religious Harassment

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. Did you request a transfer or change of assignment?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
h. Did it damage other personal relationships?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	0	0.0%	NA
No	30	100%	NA
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA

Table 3.18 shows with whom employees discussed the one behavior or experience of religious harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in BIA.

Table 3.18 BIA – Discussion of the One Experience of Religious Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q46 Discussed the experience with:			
The person(s) involved	NR	NR	NR
My coworkers	NR	NR	NR
My team leader	NR	NR	NR
My supervisor	NR	NR	NR
My manager	NR	NR	NR
A senior leader	NR	NR	NR
Another employee in my bureau	NR	NR	NR
Someone from another bureau/office	NR	NR	NR

Table 3.19 shows to which resource, if any, employees made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of religious harassment within the past 12 months that had the greatest effect on them. For each resource they contacted, employees were asked to rate the helpfulness of that resource. Results have been weighted to estimate the population in BIA.

Table 3.19 BIA – Resources for Making Complaint of the One Experience of Religious Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	NR	NR	NR	NR	NR
Employee Assistance Program (EAP)	NR	NR	NR	NR	NR
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	0	0.0%	NA	NA	NA
Employee & Labor Relations (Human Resources)	0	0.0%	NA	NA	NA
Union (if applicable)	0	0.0%	NA	NA	NA
Equal Employment Opportunity Counselor	0	0.0%	NA	NA	NA
Equal Employment Opportunity Office	0	0.0%	NA	NA	NA
Office of Inspector General Hotline	0	0.0%	NA	NA	NA
Office of Inspector General	0	0.0%	NA	NA	NA
Other Law Enforcement/Civil Authority not in the bureau	0	0.0%	NA	NA	NA
Department of Interior Ethics/Bureau Ethics Office	0	0.0%	NA	NA	NA
Office of Regulatory Affairs & Collaborative Action	0	0.0%	NA	NA	NA
Bureau of Indian Affairs/Office of Justice Services	0	0.0%	NA	NA	NA
Other	0	0.0%	NA	NA	NA

^a Scale values range from 1 = Not at all Helpful, 2 = Somewhat Helpful, 3 = Moderately Helpful, 4 = Very Helpful, and 5 = Extremely Helpful. Note. The N for the mean score may be smaller than shown if not all respondents chose to provide a helpfulness rating.

An estimated [NR] of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of religious harassment within the past 12 months that had the greatest effect on them. Table 3.20 shows the results of them making an oral and/or written complaint/grievance/report.

Table 3.20 BIA – Results of Reporting the One Experience of Religious Harassment

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. The person I told took no action			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
b. The rules of harassment were explained to everyone in the workplace			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
d. An investigation was conducted by a law enforcement official			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
h. There was some official career action taken against person(s) for the behavior			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. The person(s) stopped the behavior			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
j. I was encouraged to drop the issue			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
l. The person(s) who did this took action against me for complaining			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
n. My leadership punished me for bringing it up			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
o. I was threatened with loss of employment			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR

An estimated [NR] of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of religious harassment within the past 12 months that had the greatest effect on them. Table 3.21 shows satisfaction with aspects of making an oral and/or written complaint/grievance/report.

Table 3.21 BIA – Satisfaction with Reporting of the One Experience of Religious Harassment

	<i>N</i>	<i>Satisfaction mean score^a</i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	6	2.2	±1.2
How you were treated by personnel handling the complaint/grievance/report?	6	2.5	±1.1
Actions taken by the person handling the complaint/grievance/report?	6	2.5	±1.1
Being informed about the current status of the complaint/grievance/report?	6	2.2	±1.2
The amount of time it took to address the complaint/grievance/report?	6	2.2	±1.2

^a Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied.

An estimated [NR] of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of religious harassment within the past 12 months that had the greatest effect on them. Table 3.22 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

Table 3.22 BIA – Reasons for Not Reporting the One Experience of Religious Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience			
The behavior or experience stopped on its own	NR	NR	NR
I thought it was not serious enough to discuss or report	NR	NR	NR
I took care of it myself by confronting the person(s) who did it	NR	NR	NR
I took other actions to handle the situation	NR	NR	NR
I did not know who to report the behavior to and/or how to file a complaint	NR	NR	NR
I did not want more people to know	NR	NR	NR
I was ashamed or embarrassed	NR	NR	NR
I did not want people to think less of me	NR	NR	NR
I thought other people would blame me	NR	NR	NR
I felt partially to blame	NR	NR	NR
I wanted to forget about it or move on	NR	NR	NR
I did not think anything would be done	NR	NR	NR
I did not think I would be believed	NR	NR	NR
I did not trust that the process would be fair	NR	NR	NR
I thought I might get in trouble for something I did	NR	NR	NR
I thought I would be labeled as a troublemaker	NR	NR	NR
I thought it might hurt my performance appraisal	NR	NR	NR
I thought it might hurt my chances of being renewed or obtaining permanent position	--	--	--
I was worried about potential negative consequences from leadership	NR	NR	NR
I was worried about potential negative consequences from my coworkers or peers	NR	NR	NR
I thought it might hurt my career	NR	NR	NR
I did not want to hurt the person's/s' career/s or family/ies	NR	NR	NR
I was concerned for my physical safety	NR	NR	NR
I feared losing my job	NR	NR	NR
Some other reason	NR	NR	NR

3.4 Characteristics of Disability Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 4.5% indicated the one behavior or experience that had the greatest effect on them was based on their perceived or actual disability. Table 3.23 presents characteristics of the one behavior or experience of disability harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in BIA.

Table 3.23 BIA – Context of the One Experience of Disability Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q34 When did the specific type of behavior or experience occur?			
All of it occurred during work hours	56	83.8%	±11.1
Most of it occurred during work hours; some off work hours	6	9.5%	±10.0
Some of it occurred during work hours; most off work hours	NR	NR	NR
None of it occurred during work hours; all off work hours	NR	NR	NR
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	6	8.5%	±9.8
No	61	91.5%	±9.8
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	NR	NR	NR
At a work-sponsored social event	0	0.0%	NA
At a non-work sponsored social event where coworkers were present	0	0.0%	NA
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	NR	NR	NR
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	36	72.6%	±14.5
At an indoor location (shop or maintenance area)	14	27.4%	±14.5
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	0	0.0%	NA
Q38 How often did the specific type of behavior or experience occur?			
Once	25	45.8%	±13.7
Once a month or less	9	16.9%	±12.9
2-4 times a month	11	19.5%	±13.2
Every few days	7	13.2%	±12.4
Every day	NR	NR	NR
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	10	18.1%	±13.1
A week	NR	NR	NR
A month	16	29.1%	±13.9
A few months	8	15.3%	±12.7
A year or more	19	35.6%	±14.0

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	23	42.8%	±14.0
More than one person	30	57.2%	±14.0
Q41 Was/were the person(s) who did this to you?			
Male	31	58.8%	±14.1
Female	14	26.3%	±13.9
Both males and females	8	15.0%	±12.8
Q42 Was/were the person(s) who did this to you?			
Younger	NR	NR	NR
About my age	21	39.1%	±14.1
Older	20	37.4%	±14.1
Some were younger, older, and/or about my age	6	11.0%	±12.2
Do not know	NR	NR	NR
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	30	44.9%	±12.3
Subordinate(s) or someone you supervise/manage	NR	NR	NR
Your Team lead(s) (current or former)	NR	NR	NR
Another Team lead(s) (current or former)	NR	NR	NR
Your Supervisor(s) (current or former)	31	46.6%	±12.2
Another Supervisor(s) (current or former)	12	18.3%	±11.4
Your Manager(s) (current or former)	15	22.2%	±11.8
Another Manager(s) (current or former)	NR	NR	NR
Another federal employee	18	26.1%	±12.1
A contractor	NR	NR	NR
A visitor	0	0.0%	NA
Bureau of Indian Affairs law enforcement	NR	NR	NR
A social worker	0	0.0%	NA
Other	0	0.0%	NA
Do not know	0	0.0%	NA
None selected	NR	NR	NR
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	NR	NR	NR
Yes, I had to or still have to interact with this/these person(s)	63	93.7%	±9.3

Table 3.24 presents actions taken or outcomes resulting from the one behavior or experience of disability harassment within the past 12 months that had the greatest effect on them. Question 45d was only asked of permanent employees and question 45e was only asked of term and temporary employees. Results have been weighted to estimate the population in BIA.

Table 3.24 BIA – Results of the One Experience of Disability Harassment

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. Did you request a transfer or change of assignment?			
Yes	13	18.9%	±11.5
No	54	81.1%	±11.5
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	14	20.6%	±11.6
No	53	79.4%	±11.6
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	42	62.1%	±12.4
No	25	37.9%	±12.4
Don't Know	0	0.0%	NA
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	40	59.4%	±12.4
No	12	17.8%	±11.3
Don't Know	15	22.8%	±11.8
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	34	50.7%	±12.1
No	28	41.7%	±12.4
Don't Know	5	7.6%	±9.6
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	37	55.3%	±12.3
No	27	40.5%	±12.4
Don't Know	NR	NR	NR
h. Did it damage other personal relationships?			
Yes	22	33.0%	±12.5
No	43	65.4%	±12.5
Don't Know	NR	NR	NR

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	39	57.4%	±12.3
No	29	42.6%	±12.3
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	32	49.1%	±12.2
No	32	48.3%	±12.2
Don't Know	NR	NR	NR
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	19	27.6%	±12.2
No	47	69.8%	±12.3
Don't Know	NR	NR	NR
l. Did you consider leaving the bureau?			
Yes	36	54.0%	±12.2
No	15	21.7%	±11.8
Don't Know	16	24.3%	±12.0

Table 3.25 shows with whom employees discussed the one behavior or experience of disability harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in BIA.

Table 3.25 BIA – Discussion of the One Experience of Disability Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q46 Discussed the experience with:			
The person(s) involved	54	85.5%	±11.3
My coworkers	58	87.8%	±10.7
My team leader	34	52.0%	±12.4
My supervisor	56	83.8%	±11.1
My manager	41	62.9%	±12.7
A senior leader	28	42.6%	±12.6
Another employee in my bureau	40	61.6%	±12.6
Someone from another bureau/office	16	24.4%	±12.2

Table 3.26 shows to which resource, if any, employees made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of disability harassment within the past 12 months that had the greatest effect on them. For each resource they contacted, employees were asked to rate the helpfulness of that resource. Results have been weighted to estimate the population in BIA.

Table 3.26 BIA – Resources for Making Complaint of the One Experience of Disability Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	32	48.1%	±12.1	1.3	±0.2
Employee Assistance Program (EAP)	11	17.2%	±11.4	1.9	±0.8
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	15	22.3%	±11.9	1.3	±0.5
Employee & Labor Relations (Human Resources)	22	33.2%	±12.5	1.3	±0.3
Union (if applicable)	NR	NR	NR	NR	NR
Equal Employment Opportunity Counselor	27	40.5%	±12.5	1.9	±0.6
Equal Employment Opportunity Office	11	21.4%	±13.6	1.8	±0.7
Office of Inspector General Hotline	7	10.2%	±10.3	3.5	±0.9
Office of Inspector General	7	10.2%	±10.3	3.5	±0.9
Other Law Enforcement/Civil Authority not in the bureau	NR	NR	NR	NR	NR
Department of Interior Ethics/Bureau Ethics Office	19	28.9%	±12.3	1.8	±1.2
Office of Regulatory Affairs & Collaborative Action	15	22.3%	±11.9	3.1	±0.2
Bureau of Indian Affairs/Office of Justice Services	NR	NR	NR	NR	NR
Other	7	10.4%	±10.4	2.5	±1.3

^a Scale values range from 1 = Not at all Helpful, 2 = Somewhat Helpful, 3 = Moderately Helpful, 4 = Very Helpful, and 5 = Extremely Helpful. Note. The N for the mean score may be smaller than shown if not all respondents chose to provide a helpfulness rating.

An estimated 51.3% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of disability harassment within the past 12 months that had the greatest effect on them. Table 3.27 shows the results of them making an oral and/or written complaint/grievance/report.

Table 3.27 BIA – Results of Reporting the One Experience of Disability Harassment

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. The person I told took no action			
Yes	10	29.6%	±18.0
No	NR	NR	NR
Don't Know	NR	NR	NR
b. The rules of harassment were explained to everyone in the workplace			
Yes	NR	NR	NR
No	10	28.9%	±18.0
Don't Know	NR	NR	NR
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	NR	NR	NR
No	29	84.5%	±17.1
Don't Know	NR	NR	NR
d. An investigation was conducted by a law enforcement official			
Yes	NR	NR	NR
No	27	78.7%	±17.7
Don't Know	NR	NR	NR
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	NR	NR	NR
No	7	21.1%	±18.0
Don't Know	NR	NR	NR
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	8	23.0%	±17.8
No	27	77.0%	±17.8
Don't Know	0	0.0%	NA
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	NR	NR	NR
No	28	84.2%	±17.6
Don't Know	NR	NR	NR
h. There was some official career action taken against person(s) for the behavior			
Yes	0	0.0%	NA
No	NR	NR	NR
Don't Know	NR	NR	NR

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. The person(s) stopped the behavior			
Yes	NR	NR	NR
No	28	81.9%	±17.4
Don't Know	NR	NR	NR
j. I was encouraged to drop the issue			
Yes	10	29.9%	±18.3
No	7	21.0%	±18.0
Don't Know	NR	NR	NR
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
l. The person(s) who did this took action against me for complaining			
Yes	28	80.7%	±17.5
No	6	16.2%	±17.2
Don't Know	NR	NR	NR
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	8	22.8%	±18.1
No	NR	NR	NR
Don't Know	NR	NR	NR
n. My leadership punished me for bringing it up			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
o. I was threatened with loss of employment			
Yes	10	28.8%	±18.0
No	9	26.2%	±17.9
Don't Know	NR	NR	NR

An estimated 51.3% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of disability harassment within the past 12 months that had the greatest effect on them. Table 3.28 shows satisfaction with aspects of making an oral and/or written complaint/grievance/report.

Table 3.28 BIA – Satisfaction with Reporting of the One Experience of Disability Harassment

	<i>N</i>	<i>Satisfaction mean score^a</i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	34	1.5	±0.3
How you were treated by personnel handling the complaint/grievance/report?	33	1.7	±0.3
Actions taken by the person handling the complaint/grievance/report?	33	2.1	±0.3
Being informed about the current status of the complaint/grievance/report?	33	1.5	±0.3
The amount of time it took to address the complaint/grievance/report?	33	1.3	±0.2

^a Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied.

An estimated 48.7% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of disability harassment within the past 12 months that had the greatest effect on them. Table 3.29 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

Table 3.29 BIA – Reasons for Not Reporting the One Experience of Disability Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience			
The behavior or experience stopped on its own	NR	NR	NR
I thought it was not serious enough to discuss or report	NR	NR	NR
I took care of it myself by confronting the person(s) who did it	NR	NR	NR
I took other actions to handle the situation	24	72.9%	±18.5
I did not know who to report the behavior to and/or how to file a complaint	NR	NR	NR
I did not want more people to know	NR	NR	NR
I was ashamed or embarrassed	NR	NR	NR
I did not want people to think less of me	NR	NR	NR
I thought other people would blame me	NR	NR	NR
I felt partially to blame	NR	NR	NR
I wanted to forget about it or move on	26	79.8%	±18.2
I did not think anything would be done	28	84.4%	±17.8
I did not think I would be believed	NR	NR	NR
I did not trust that the process would be fair	NR	NR	NR
I thought I might get in trouble for something I did	NR	NR	NR
I thought I would be labeled as a troublemaker	24	73.4%	±18.5
I thought it might hurt my performance appraisal	28	84.4%	±17.8
I thought it might hurt my chances of being renewed or obtaining permanent position	--	--	--
I was worried about potential negative consequences from leadership	28	84.4%	±17.8
I was worried about potential negative consequences from my coworkers or peers	NR	NR	NR
I thought it might hurt my career	24	73.4%	±18.5
I did not want to hurt the person's/s' career/s or family/ies	NR	NR	NR
I was concerned for my physical safety	NR	NR	NR
I feared losing my job	7	21.1%	±18.3
Some other reason	24	72.9%	±18.5

3.5 Characteristics of Sexual Orientation Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 2.8% indicated the one behavior or experience that had the greatest effect on them was based on their sexual orientation. Table 3.30 presents characteristics of the one behavior or experience of age harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in BIA.

Table 3.30 BIA – Context of the One Experience of Sexual Orientation Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q34 When did the specific type of behavior or experience occur?			
All of it occurred during work hours	38	91.2%	±14.0
Most of it occurred during work hours; some off work hours	NR	NR	NR
Some of it occurred during work hours; most off work hours	0	0.0%	NA
None of it occurred during work hours; all off work hours	0	0.0%	NA
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	0	0.0%	NA
No	42	100%	NA
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	42	100%	NA
At a work-sponsored social event	0	0.0%	NA
At a non-work sponsored social event where coworkers were present	0	0.0%	NA
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	0	0.0%	NA
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	16	38.6%	±16.0
At an indoor location (shop or maintenance area)	26	61.4%	±16.0
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	0	0.0%	NA
Q38 How often did the specific type of behavior or experience occur?			
Once	11	25.2%	±15.9
Once a month or less	NR	NR	NR
2-4 times a month	NR	NR	NR
Every few days	26	61.4%	±16.0
Every day	0	0.0%	NA
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	12	27.7%	±16.0
A week	0	0.0%	NA
A month	0	0.0%	NA
A few months	26	61.4%	±16.0
A year or more	NR	NR	NR

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	10	22.9%	±15.8
More than one person	32	77.1%	±15.8
Q41 Was/were the person(s) who did this to you?			
Male	29	69.1%	±16.1
Female	7	15.9%	±15.1
Both males and females	6	15.0%	±15.0
Q42 Was/were the person(s) who did this to you?			
Younger	NR	NR	NR
About my age	NR	NR	NR
Older	31	73.6%	±16.0
Some were younger, older, and/or about my age	NR	NR	NR
Do not know	NR	NR	NR
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	10	23.5%	±15.8
Subordinate(s) or someone you supervise/manage	30	71.9%	±16.0
Your Team lead(s) (current or former)	0	0.0%	NA
Another Team lead(s) (current or former)	NR	NR	NR
Your Supervisor(s) (current or former)	NR	NR	NR
Another Supervisor(s) (current or former)	NR	NR	NR
Your Manager(s) (current or former)	NR	NR	NR
Another Manager(s) (current or former)	NR	NR	NR
Another federal employee	NR	NR	NR
A contractor	NR	NR	NR
A visitor	NR	NR	NR
Bureau of Indian Affairs law enforcement	0	0.0%	NA
A social worker	0	0.0%	NA
Other	0	0.0%	NA
Do not know	0	0.0%	NA
None selected	0	0.0%	NA
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	5	12.1%	±14.5
Yes, I had to or still have to interact with this/these person(s)	37	87.9%	±14.5

Table 3.31 presents actions taken or outcomes resulting from the one behavior or experience of sexual orientation harassment within the past 12 months that had the greatest effect on them. Question 45d was only asked of permanent employees and question 45e was only asked of term and temporary employees. Results have been weighted to estimate the population in BIA.

Table 3.31 BIA – Results of the One Experience of Sexual Orientation Harassment

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. Did you request a transfer or change of assignment?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	8	19.6%	±15.5
No	34	80.4%	±15.5
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	10	23.1%	±15.8
No	29	69.6%	±16.1
Don't Know	NR	NR	NR
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	8	18.7%	±15.4
No	NR	NR	NR
Don't Know	31	73.1%	±16.0
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	12	28.0%	±16.0
No	29	69.6%	±16.1
Don't Know	NR	NR	NR
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	8	19.1%	±15.4
No	NR	NR	NR
Don't Know	30	72.0%	±16.0
h. Did it damage other personal relationships?			
Yes	NR	NR	NR
No	39	92.5%	±13.7
Don't Know	0	0.0%	NA

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	12	29.8%	±16.1
No	29	70.2%	±16.1
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	6	15.2%	±15.0
No	35	84.8%	±15.0
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	8	19.2%	±15.5
No	34	80.8%	±15.5
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	13	31.3%	±16.1
No	28	66.3%	±16.1
Don't Know	NR	NR	NR

Table 3.32 shows with whom employees discussed the one behavior or experience of sexual orientation harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in BIA.

Table 3.32 BIA – Discussion of the One Experience of Sexual Orientation Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q46 Discussed the experience with:			
The person(s) involved	NR	NR	NR
My coworkers	NR	NR	NR
My team leader	29	69.5%	±16.1
My supervisor	33	77.7%	±15.7
My manager	29	69.5%	±16.1
A senior leader	32	76.6%	±15.8
Another employee in my bureau	34	84.5%	±15.4
Someone from another bureau/office	9	21.1%	±15.9

Table 3.33 shows to which resource, if any, employees made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of sexual orientation harassment within the past 12 months that had the greatest effect on them. For each resource they contacted, employees were asked to rate the helpfulness of that resource. Results have been weighted to estimate the population in BIA.

Table 3.33 BIA – Resources for Making Complaint of the One Experience of Sexual Orientation Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	NR	NR	NR	NR	NR
Employee Assistance Program (EAP)	NR	NR	NR	NR	NR
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	NR	NR	NR	NR	NR
Union (if applicable)	29	74.8%	±16.7	1.1	±0.1
Equal Employment Opportunity Counselor	NR	NR	NR	NR	NR
Equal Employment Opportunity Office	NR	NR	NR	NR	NR
Office of Inspector General Hotline	0	0.0%	NA	NA	NA
Office of Inspector General	0	0.0%	NA	NA	NA
Other Law Enforcement/Civil Authority not in the bureau	0	0.0%	NA	NA	NA
Department of Interior Ethics/Bureau Ethics Office	NR	NR	NR	NR	NR
Office of Regulatory Affairs & Collaborative Action	0	0.0%	NA	NA	NA
Bureau of Indian Affairs/Office of Justice Services	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR

^a Scale values range from 1 = Not at all Helpful, 2 = Somewhat Helpful, 3 = Moderately Helpful, 4 = Very Helpful, and 5 = Extremely Helpful. Note. The N for the mean score may be smaller than shown if not all respondents chose to provide a helpfulness rating.

An estimated 80.6% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of sexual orientation harassment within the past 12 months that had the greatest effect on them. Table 3.34 shows the results of them making an oral and/or written complaint/grievance/report.

Table 3.34 BIA – Results of Reporting the One Experience of Sexual Orientation Harassment

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. The person I told took no action			
Yes	0	0.0%	NA
No	NR	NR	NR
Don't Know	NR	NR	NR
b. The rules of harassment were explained to everyone in the workplace			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	29	86.4%	±17.2
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	0	0.0%	NA
No	29	85.0%	±17.4
Don't Know	5	15.0%	±17.4
d. An investigation was conducted by a law enforcement official			
Yes	0	0.0%	NA
No	29	85.0%	±17.4
Don't Know	5	15.0%	±17.4
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	0	0.0%	NA
No	NR	NR	NR
Don't Know	NR	NR	NR
h. There was some official career action taken against person(s) for the behavior			
Yes	0	0.0%	NA
No	29	84.9%	±17.4
Don't Know	5	15.1%	±17.4

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. The person(s) stopped the behavior			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	27	81.0%	±17.8
j. I was encouraged to drop the issue			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
l. The person(s) who did this took action against me for complaining			
Yes	0	0.0%	NA
No	NR	NR	NR
Don't Know	NR	NR	NR
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	NR	NR	NR
No	29	86.5%	±17.2
Don't Know	NR	NR	NR
n. My leadership punished me for bringing it up			
Yes	0	0.0%	NA
No	NR	NR	NR
Don't Know	NR	NR	NR
o. I was threatened with loss of employment			
Yes	0	0.0%	NA
No	8	23.8%	±18.1
Don't Know	26	76.2%	±18.1

An estimated 80.6% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of sexual orientation harassment within the past 12 months that had the greatest effect on them. Table 3.35 shows satisfaction with aspects of making an oral and/or written complaint/grievance/report.

Table 3.35 BIA – Satisfaction with Reporting of the One Experience of Sexual Orientation Harassment

	<i>N</i>	<i>Satisfaction mean score^a</i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	34	2.2	±0.2
How you were treated by personnel handling the complaint/grievance/report?	34	2.4	±0.3
Actions taken by the person handling the complaint/grievance/report?	34	1.6	±0.4
Being informed about the current status of the complaint/grievance/report?	34	1.4	±0.3
The amount of time it took to address the complaint/grievance/report?	34	2.3	±0.2

^a Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied.

An estimated 19.4% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of sexual orientation harassment within the past 12 months that had the greatest effect on them. Table 3.36 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

Table 3.36 BIA – Reasons for Not Reporting the One Experience of Sexual Orientation Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience			
The behavior or experience stopped on its own	NR	NR	NR
I thought it was not serious enough to discuss or report	NR	NR	NR
I took care of it myself by confronting the person(s) who did it	NR	NR	NR
I took other actions to handle the situation	NR	NR	NR
I did not know who to report the behavior to and/or how to file a complaint	NR	NR	NR
I did not want more people to know	NR	NR	NR
I was ashamed or embarrassed	NR	NR	NR
I did not want people to think less of me	NR	NR	NR
I thought other people would blame me	NR	NR	NR
I felt partially to blame	NR	NR	NR
I wanted to forget about it or move on	NR	NR	NR
I did not think anything would be done	NR	NR	NR
I did not think I would be believed	NR	NR	NR
I did not trust that the process would be fair	NR	NR	NR
I thought I might get in trouble for something I did	NR	NR	NR
I thought I would be labeled as a troublemaker	NR	NR	NR
I thought it might hurt my performance appraisal	NR	NR	NR
I thought it might hurt my chances of being renewed or obtaining permanent position	--	--	--
I was worried about potential negative consequences from leadership	NR	NR	NR
I was worried about potential negative consequences from my coworkers or peers	NR	NR	NR
I thought it might hurt my career	NR	NR	NR
I did not want to hurt the person's/s' career/s or family/ies	NR	NR	NR
I was concerned for my physical safety	NR	NR	NR
I feared losing my job	NR	NR	NR
Some other reason	NR	NR	NR

3.6 Characteristics of Sexual/Gender Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 11.2% indicated the one behavior or experience that had the greatest effect on them was based on their sex/gender. Table 3.37 presents characteristics of the one behavior or experience of sexual/gender harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in BIA.

Table 3.37 BIA – Context of the One Experience of Sexual/Gender Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q34 When did the specific type of behavior or experience occur?			
All of it occurred during work hours	129	76.6%	±7.1
Most of it occurred during work hours; some off work hours	28	16.7%	±6.5
Some of it occurred during work hours; most off work hours	9	5.3%	±4.7
None of it occurred during work hours; all off work hours	NR	NR	NR
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	22	12.8%	±6.0
No	146	87.2%	±6.0
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	155	93.2%	±5.0
At a work-sponsored social event	NR	NR	NR
At a non-work sponsored social event where coworkers were present	NR	NR	NR
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	NR	NR	NR
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	146	94.1%	±5.1
At an indoor location (shop or maintenance area)	NR	NR	NR
At an outdoor location (e.g., field site) that did not require an overnight stay	NR	NR	NR
At an outdoor location (e.g., field site) that required an overnight stay	NR	NR	NR
Q38 How often did the specific type of behavior or experience occur?			
Once	44	26.1%	±7.2
Once a month or less	80	47.7%	±7.6
2-4 times a month	29	17.5%	±6.6
Every few days	8	4.6%	±4.5
Every day	7	4.1%	±4.4
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	69	41.4%	±7.7
A week	13	7.5%	±5.2
A month	20	12.0%	±5.9
A few months	31	18.4%	±6.7
A year or more	35	20.6%	±6.9

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	113	67.9%	±7.5
More than one person	53	32.1%	±7.5
Q41 Was/were the person(s) who did this to you?			
Male	123	74.0%	±7.3
Female	20	11.9%	±5.9
Both males and females	23	14.0%	±6.2
Q42 Was/were the person(s) who did this to you?			
Younger	18	10.9%	±5.7
About my age	44	26.3%	±7.3
Older	83	49.4%	±7.6
Some were younger, older, and/or about my age	11	6.7%	±5.0
Do not know	11	6.7%	±5.0
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	94	56.1%	±7.7
Subordinate(s) or someone you supervise/manage	11	6.6%	±5.0
Your Team lead(s) (current or former)	7	4.1%	±4.4
Another Team lead(s) (current or former)	NR	NR	NR
Your Supervisor(s) (current or former)	60	35.8%	±7.6
Another Supervisor(s) (current or former)	7	4.1%	±4.3
Your Manager(s) (current or former)	11	6.3%	±4.9
Another Manager(s) (current or former)	7	4.0%	±4.3
Another federal employee	19	11.4%	±5.8
A contractor	NR	NR	NR
A visitor	0	0.0%	NA
Bureau of Indian Affairs law enforcement	8	4.5%	±4.5
A social worker	NR	NR	NR
Other	NR	NR	NR
Do not know	0	0.0%	NA
None selected	NR	NR	NR
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	21	12.9%	±6.1
Yes, I had to or still have to interact with this/these person(s)	143	87.1%	±6.1

Table 3.38 presents actions taken or outcomes resulting from the one behavior or experience of sexual/gender harassment within the past 12 months that had the greatest effect on them. Question 45d was only asked of permanent employees and question 45e was only asked of term and temporary employees. Results have been weighted to estimate the population in BIA.

Table 3.38 BIA – Results of the One Experience of Sexual/Gender Harassment

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. Did you request a transfer or change of assignment?			
Yes	23	13.8%	±6.2
No	145	86.2%	±6.2
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	35	21.1%	±6.9
No	131	77.9%	±7.0
Don't Know	NR	NR	NR
c. Did it make it harder to complete your work or do your job?			
Yes	63	37.2%	±7.6
No	89	53.2%	±7.6
Don't Know	16	9.6%	±5.5
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	47	28.3%	±7.4
No	107	64.1%	±7.6
Don't Know	13	7.6%	±5.2
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	62	36.9%	±7.6
No	93	55.4%	±7.7
Don't Know	13	7.7%	±5.2
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	63	37.3%	±7.6
No	92	54.8%	±7.7
Don't Know	13	8.0%	±5.2
h. Did it damage other personal relationships?			
Yes	33	19.8%	±6.8
No	132	79.5%	±6.9
Don't Know	NR	NR	NR

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	43	25.8%	±7.2
No	125	74.2%	±7.2
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	15	9.1%	±5.5
No	150	90.1%	±5.6
Don't Know	NR	NR	NR
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	35	20.7%	±6.9
No	133	79.3%	±6.9
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	66	39.6%	±7.7
No	102	60.4%	±7.7
Don't Know	0	0.0%	NA

Table 3.39 shows with whom employees discussed the one behavior or experience of sexual/gender harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in BIA.

Table 3.39 BIA – Discussion of the One Experience of Sexual/Gender Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q46 Discussed the experience with:			
The person(s) involved	78	48.3%	±7.8
My coworkers	103	61.6%	±7.7
My team leader	34	20.4%	±6.9
My supervisor	73	43.6%	±7.7
My manager	46	28.1%	±7.5
A senior leader	34	20.1%	±6.8
Another employee in my bureau	86	51.0%	±7.6
Someone from another bureau/office	34	20.9%	±7.0

Table 3.40 shows to which resource, if any, employees made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of sexual/gender harassment within the past 12 months that had the greatest effect on them. For each resource they contacted, employees were asked to rate the helpfulness of that resource. Results have been weighted to estimate the population in BIA.

Table 3.40 BIA – Resources for Making Complaint of the One Experience of Sexual/Gender Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	48	28.4%	±7.4	1.8	±0.3
Employee Assistance Program (EAP)	13	8.0%	±5.3	1.6	±0.5
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	7	3.9%	±4.3	1.3	±0.4
Employee & Labor Relations (Human Resources)	11	6.6%	±5.0	1.9	±0.9
Union (if applicable)	12	7.4%	±5.2	1.8	±0.7
Equal Employment Opportunity Counselor	21	12.7%	±6.0	2.1	±0.6
Equal Employment Opportunity Office	18	10.8%	±5.8	1.9	±0.6
Office of Inspector General Hotline	NR	NR	NR	NR	NR
Office of Inspector General	NR	NR	NR	NR	NR
Other Law Enforcement/Civil Authority not in the bureau	NR	NR	NR	NR	NR
Department of Interior Ethics/Bureau Ethics Office	NR	NR	NR	NR	NR
Office of Regulatory Affairs & Collaborative Action	0	0.0%	NA	NA	NA
Bureau of Indian Affairs/Office of Justice Services	8	4.6%	±4.5	1.0	±0.0
Other	13	8.2%	±5.5	2.2	±0.9

^a Scale values range from 1 = Not at all Helpful, 2 = Somewhat Helpful, 3 = Moderately Helpful, 4 = Very Helpful, and 5 = Extremely Helpful. Note. The N for the mean score may be smaller than shown if not all respondents chose to provide a helpfulness rating.

An estimated 35.3% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of sexual/gender harassment within the past 12 months that had the greatest effect on them. Table 3.41 shows the results of them making an oral and/or written complaint/grievance/report.

Table 3.41 BIA – Results of Reporting the One Experience of Sexual/Gender Harassment

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. The person I told took no action			
Yes	31	53.0%	±13.0
No	18	29.8%	±13.2
Don't Know	10	17.2%	±12.2
b. The rules of harassment were explained to everyone in the workplace			
Yes	13	21.5%	±12.6
No	38	64.7%	±13.3
Don't Know	8	13.8%	±11.7
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	NR	NR	NR
No	45	75.9%	±12.9
Don't Know	11	18.8%	±12.4
d. An investigation was conducted by a law enforcement official			
Yes	NR	NR	NR
No	51	86.4%	±11.7
Don't Know	7	11.3%	±11.3
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	17	29.6%	±13.4
No	28	49.0%	±13.1
Don't Know	12	21.4%	±12.9
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	NR	NR	NR
No	53	90.1%	±11.0
Don't Know	NR	NR	NR
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	NR	NR	NR
No	55	93.6%	±10.2
Don't Know	NR	NR	NR
h. There was some official career action taken against person(s) for the behavior			
Yes	NR	NR	NR
No	46	78.4%	±12.7
Don't Know	9	15.1%	±11.9

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. The person(s) stopped the behavior			
Yes	13	21.8%	±12.7
No	35	59.7%	±13.2
Don't Know	11	18.5%	±12.3
j. I was encouraged to drop the issue			
Yes	29	49.1%	±12.9
No	26	43.7%	±13.1
Don't Know	NR	NR	NR
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	20	34.5%	±13.3
No	31	52.3%	±13.0
Don't Know	8	13.2%	±11.6
l. The person(s) who did this took action against me for complaining			
Yes	33	56.1%	±13.1
No	21	34.9%	±13.3
Don't Know	5	9.0%	±10.8
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	21	36.2%	±13.3
No	30	51.3%	±12.9
Don't Know	7	12.5%	±11.5
n. My leadership punished me for bringing it up			
Yes	28	47.5%	±13.0
No	20	34.1%	±13.3
Don't Know	11	18.4%	±12.3
o. I was threatened with loss of employment			
Yes	18	29.7%	±13.2
No	37	63.2%	±13.3
Don't Know	NR	NR	NR

An estimated 35.3% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of sexual/gender harassment within the past 12 months that had the greatest effect on them. Table 3.42 shows satisfaction with aspects of making an oral and/or written complaint/grievance/report.

Table 3.42 BIA – Satisfaction with Reporting of the One Experience of Sexual/Gender Harassment

	<i>N</i>	<i>Satisfaction mean score^a</i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	59	2.1	±0.3
How you were treated by personnel handling the complaint/grievance/report?	59	2.3	±0.3
Actions taken by the person handling the complaint/grievance/report?	59	2.2	±0.3
Being informed about the current status of the complaint/grievance/report?	59	2.0	±0.3
The amount of time it took to address the complaint/grievance/report?	59	2.1	±0.3

^a Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied.

An estimated 64.7% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of sexual/gender harassment within the past 12 months that had the greatest effect on them. Table 3.43 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

Table 3.43 BIA – Reasons for Not Reporting the One Experience of Sexual/Gender Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience			
The behavior or experience stopped on its own	59	55.1%	±9.6
I thought it was not serious enough to discuss or report	79	74.9%	±9.3
I took care of it myself by confronting the person(s) who did it	55	52.1%	±9.6
I took other actions to handle the situation	45	42.3%	±9.7
I did not know who to report the behavior to and/or how to file a complaint	16	15.0%	±8.3
I did not want more people to know	30	28.7%	±9.6
I was ashamed or embarrassed	25	23.8%	±9.3
I did not want people to think less of me	25	23.8%	±9.3
I thought other people would blame me	24	22.8%	±9.1
I felt partially to blame	10	9.9%	±7.5
I wanted to forget about it or move on	48	45.8%	±9.7
I did not think anything would be done	54	53.2%	±9.8
I did not think I would be believed	24	23.4%	±9.4
I did not trust that the process would be fair	39	38.2%	±9.9
I thought I might get in trouble for something I did	14	13.8%	±8.3
I thought I would be labeled as a troublemaker	37	36.5%	±9.9
I thought it might hurt my performance appraisal	28	26.1%	±9.4
I thought it might hurt my chances of being renewed or obtaining permanent position	NR	NR	NR
I was worried about potential negative consequences from leadership	35	34.1%	±9.8
I was worried about potential negative consequences from my coworkers or peers	35	33.6%	±9.7
I thought it might hurt my career	31	29.9%	±9.7
I did not want to hurt the person's/s' career/s or family/ies	21	19.8%	±8.9
I was concerned for my physical safety	6	5.4%	±6.5
I feared losing my job	13	12.2%	±7.9
Some other reason	42	39.3%	±9.7

3.7 Characteristics of Harassment Based on Unknown Reasons

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 33.7% indicated the one behavior or experience that had the greatest effect on them was based on reasons unknown to them. Table 3.44 presents characteristics of the one behavior or experience of harassment based on unknown reasons within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in BIA.

Table 3.44 BIA – Context of the One Experience of Harassment Based on Unknown Reasons

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q34 When did the specific type of behavior or experience occur?			
All of it occurred during work hours	215	50.4%	±4.8
Most of it occurred during work hours; some off work hours	30	7.0%	±2.9
Some of it occurred during work hours; most off work hours	55	12.9%	±3.5
None of it occurred during work hours; all off work hours	126	29.7%	±4.5
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	16	3.1%	±1.9
No	486	96.9%	±1.9
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	244	65.3%	±5.0
At a work-sponsored social event	NR	NR	NR
At a non-work sponsored social event where coworkers were present	NR	NR	NR
At a permanent bureau/office supplied housing location, if applicable	17	4.6%	±2.7
At a location outside the office/site	110	29.4%	±4.8
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	228	94.6%	±3.7
At an indoor location (shop or maintenance area)	NR	NR	NR
At an outdoor location (e.g., field site) that did not require an overnight stay	7	3.0%	±3.1
At an outdoor location (e.g., field site) that required an overnight stay	NR	NR	NR
Q38 How often did the specific type of behavior or experience occur?			
Once	209	55.9%	±5.1
Once a month or less	105	28.1%	±4.8
2-4 times a month	34	9.2%	±3.4
Every few days	16	4.2%	±2.6
Every day	10	2.6%	±2.2

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	239	65.8%	±5.1
A week	NR	NR	NR
A month	NR	NR	NR
A few months	75	20.7%	±4.5
A year or more	44	12.1%	±3.8
Q40 How many people were involved?			
One person	298	81.8%	±4.3
More than one person	66	18.2%	±4.3
Q41 Was/were the person(s) who did this to you?			
Male	208	61.3%	±5.3
Female	108	31.9%	±5.2
Both males and females	23	6.8%	±3.2
Q42 Was/were the person(s) who did this to you?			
Younger	110	29.4%	±4.9
About my age	19	5.2%	±2.8
Older	124	33.4%	±5.0
Some were younger, older, and/or about my age	12	3.1%	±2.4
Do not know	107	28.8%	±4.8
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	140	27.7%	±4.1
Subordinate(s) or someone you supervise/manage	NR	NR	NR
Your Team lead(s) (current or former)	6	1.1%	±1.4
Another Team lead(s) (current or former)	21	4.1%	±2.1
Your Supervisor(s) (current or former)	116	22.9%	±3.9
Another Supervisor(s) (current or former)	9	1.8%	±1.6
Your Manager(s) (current or former)	18	3.5%	±2.0
Another Manager(s) (current or former)	NR	NR	NR
Another federal employee	17	3.4%	±2.0
A contractor	10	2.0%	±1.7
A visitor	13	2.6%	±1.8
Bureau of Indian Affairs law enforcement	NR	NR	NR
A social worker	0	0.0%	NA
Other	40	7.9%	±2.7
Do not know	53	10.4%	±3.0
None selected	129	25.6%	±4.0
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	114	30.2%	±4.9
Yes, I had to or still have to interact with this/these person(s)	262	69.8%	±4.9

Table 3.45 presents actions taken or outcomes resulting from the one behavior or experience of harassment based on unknown reasons within the past 12 months that had the greatest effect on them. Question 45d was only asked of permanent employees and question 45e was only asked of term and temporary employees. Results have been weighted to estimate the population in BIA.

Table 3.45 BIA – Results of the One Experience of Harassment Based on Unknown Reasons

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. Did you request a transfer or change of assignment?			
Yes	21	5.3%	±2.7
No	375	92.7%	±3.0
Don't Know	8	2.0%	±1.9
b. Did you take steps to leave your organization?			
Yes	55	13.7%	±3.7
No	339	84.0%	±3.9
Don't Know	10	2.4%	±2.0
c. Did it make it harder to complete your work or do your job?			
Yes	85	21.2%	±4.3
No	291	72.2%	±4.6
Don't Know	26	6.5%	±2.9
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	35	9.1%	±3.3
No	300	77.1%	±4.5
Don't Know	54	13.8%	±3.8
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	116	28.9%	±4.7
No	239	59.8%	±4.9
Don't Know	45	11.3%	±3.5
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	105	26.1%	±4.5
No	237	59.3%	±4.9
Don't Know	58	14.6%	±3.8
h. Did it damage other personal relationships?			
Yes	13	3.3%	±2.3
No	339	84.0%	±3.9
Don't Know	51	12.7%	±3.6

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	93	23.0%	±4.4
No	284	70.5%	±4.7
Don't Know	26	6.4%	±2.9
j. Did you seek any type of medical attention?			
Yes	20	4.9%	±2.6
No	372	92.2%	±3.1
Don't Know	12	2.9%	±2.2
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	35	8.8%	±3.2
No	358	89.2%	±3.4
Don't Know	8	2.0%	±1.9
l. Did you consider leaving the bureau?			
Yes	126	31.5%	±4.7
No	266	66.3%	±4.8
Don't Know	9	2.2%	±2.0

Table 3.46 shows with whom employees discussed the one behavior or experience of harassment based on unknown reasons within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in BIA.

Table 3.46 BIA – Discussion of the One Experience of Harassment Based on Unknown Reasons

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q46 Discussed the experience with:			
The person(s) involved	86	22.5%	±4.5
My coworkers	150	38.4%	±4.9
My team leader	62	16.0%	±4.0
My supervisor	71	18.2%	±4.2
My manager	91	23.2%	±4.5
A senior leader	51	13.2%	±3.7
Another employee in my bureau	103	26.6%	±4.6
Someone from another bureau/office	71	18.5%	±4.2

Table 3.47 shows to which resource, if any, employees made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment based on unknown reasons within the past 12 months that had the greatest effect on them. For each resource they contacted, employees were asked to rate the helpfulness of that resource. Results have been weighted to estimate the population in BIA.

Table 3.47 BIA – Resources for Making Complaint of the One Experience of Harassment Based on Unknown Reasons

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	70	17.3%	±4.0	2.3	±0.3
Employee Assistance Program (EAP)	32	7.9%	±3.1	3.3	±0.4
Ombudsman (if applicable)	23	5.6%	±2.7	3.9	±0.3
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	30	7.5%	±3.0	1.4	±0.3
Union (if applicable)	46	11.3%	±3.5	2.6	±0.4
Equal Employment Opportunity Counselor	33	8.2%	±3.1	3.2	±0.4
Equal Employment Opportunity Office	32	7.9%	±3.1	3.3	±0.4
Office of Inspector General Hotline	22	5.5%	±2.7	3.9	±0.3
Office of Inspector General	23	5.8%	±2.8	3.7	±0.3
Other Law Enforcement/Civil Authority not in the bureau	41	10.1%	±3.3	3.4	±0.2
Department of Interior Ethics/Bureau Ethics Office	47	11.6%	±3.5	2.8	±0.3
Office of Regulatory Affairs & Collaborative Action	0	0.0%	NA	NA	NA
Bureau of Indian Affairs/Office of Justice Services	25	6.2%	±2.8	3.7	±0.3
Other	30	7.7%	±3.1	3.6	±0.3

^a Scale values range from 1 = Not at all Helpful, 2 = Somewhat Helpful, 3 = Moderately Helpful, 4 = Very Helpful, and 5 = Extremely Helpful. Note. The N for the mean score may be smaller than shown if not all respondents chose to provide a helpfulness rating.

An estimated 26.9% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment based on unknown reasons within the past 12 months that had the greatest effect on them. Table 3.48 shows the results of them making an oral and/or written complaint/grievance/report.

Table 3.48 BIA – Results of Reporting the One Experience of Harassment Based on Unknown Reasons

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	N	Percent	MoE
a. The person I told took no action			
Yes	20	18.0%	±8.5
No	39	35.2%	±9.5
Don't Know	51	46.8%	±9.5
b. The rules of harassment were explained to everyone in the workplace			
Yes	27	24.5%	±9.0
No	68	62.3%	±9.5
Don't Know	15	13.2%	±7.8
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	7	6.8%	±6.6
No	88	80.4%	±8.6
Don't Know	14	12.8%	±7.8
d. An investigation was conducted by a law enforcement official			
Yes	0	0.0%	NA
No	85	76.9%	±8.9
Don't Know	25	23.1%	±8.9
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	12	11.4%	±7.5
No	50	45.6%	±9.5
Don't Know	47	43.1%	±9.5
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	9	8.2%	±6.9
No	98	89.5%	±7.4
Don't Know	NR	NR	NR
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	8	7.1%	±6.7
No	97	88.1%	±7.6
Don't Know	5	4.8%	±6.1
h. There was some official career action taken against person(s) for the behavior			
Yes	NR	NR	NR
No	64	57.8%	±9.5
Don't Know	44	40.1%	±9.6

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. The person(s) stopped the behavior			
Yes	10	8.7%	±7.0
No	71	64.4%	±9.5
Don't Know	30	26.9%	±9.2
j. I was encouraged to drop the issue			
Yes	15	13.6%	±8.0
No	93	85.2%	±8.1
Don't Know	NR	NR	NR
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	17	16.0%	±8.3
No	87	79.8%	±8.7
Don't Know	NR	NR	NR
l. The person(s) who did this took action against me for complaining			
Yes	18	16.7%	±8.4
No	71	65.1%	±9.6
Don't Know	20	18.2%	±8.5
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	18	16.2%	±8.3
No	89	81.1%	±8.6
Don't Know	NR	NR	NR
n. My leadership punished me for bringing it up			
Yes	16	14.8%	±8.1
No	72	65.0%	±9.5
Don't Know	22	20.1%	±8.7
o. I was threatened with loss of employment			
Yes	6	5.2%	±6.3
No	87	79.8%	±8.7
Don't Know	16	15.0%	±8.1

An estimated 26.9% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment based on unknown reasons within the past 12 months that had the greatest effect on them. Table 3.49 shows satisfaction with aspects of making an oral and/or written complaint/grievance/report.

Table 3.49 BIA – Satisfaction with Reporting of the One Experience of Harassment Based on Unknown Reasons

	<i>N</i>	<i>Satisfaction mean score^a</i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	109	2.6	±0.2
How you were treated by personnel handling the complaint/grievance/report?	109	2.7	±0.2
Actions taken by the person handling the complaint/grievance/report?	109	2.7	±0.2
Being informed about the current status of the complaint/grievance/report?	107	2.6	±0.2
The amount of time it took to address the complaint/grievance/report?	107	2.7	±0.2

^a Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied.

An estimated 73.1% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment based on unknown reasons within the past 12 months that had the greatest effect on them. Table 3.50 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

Table 3.50 BIA – Reasons for Not Reporting the One Experience of Harassment Based on Unknown Reasons

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience			
The behavior or experience stopped on its own	145	51.3%	±5.9
I thought it was not serious enough to discuss or report	177	61.1%	±5.8
I took care of it myself by confronting the person(s) who did it	105	36.5%	±5.8
I took other actions to handle the situation	101	35.4%	±5.7
I did not know who to report the behavior to and/or how to file a complaint	85	31.0%	±5.8
I did not want more people to know	82	29.2%	±5.6
I was ashamed or embarrassed	63	22.3%	±5.2
I did not want people to think less of me	113	40.3%	±5.9
I thought other people would blame me	86	30.7%	±5.7
I felt partially to blame	26	9.3%	±4.0
I wanted to forget about it or move on	179	61.9%	±5.8
I did not think anything would be done	138	48.4%	±5.8
I did not think I would be believed	84	29.5%	±5.6
I did not trust that the process would be fair	120	42.2%	±5.9
I thought I might get in trouble for something I did	79	28.1%	±5.6
I thought I would be labeled as a troublemaker	110	38.5%	±5.8
I thought it might hurt my performance appraisal	109	38.2%	±5.8
I thought it might hurt my chances of being renewed or obtaining permanent position	NR	NR	NR
I was worried about potential negative consequences from leadership	99	34.9%	±5.8
I was worried about potential negative consequences from my coworkers or peers	81	28.6%	±5.6
I thought it might hurt my career	91	32.8%	±5.8
I did not want to hurt the person's/s' career/s or family/ies	64	22.9%	±5.3
I was concerned for my physical safety	41	14.7%	±4.7
I feared losing my job	88	31.4%	±5.7
Some other reason	86	30.6%	±5.7

3.8 Comparisons Across Types of Harassment

This section provides a side-by-side comparison of the one behavior or experience with greatest effect for each type of harassment. Table 3.51 presents characteristics of the one behavior or experience of all types of harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in BIA.

In summary, regardless of the specific form of harassment and/or assault behavior experienced, for the majority of employees these experiences occurred during work hours (73.1%) and at a work location or site (80.0%) that was most frequently characterized as an indoor location (86.7%). Also, for the majority of these employees these experiences did not occur while on travel (90.3%). Additionally, for the majority of employees these experiences occurred more than once (59.1%); involved one person (57.9%), who was typically older (39.1%), male (54.8%), and most often a peer and/or coworker (39.3%); and their work role required them to continue to interact with the person(s) involved (82.6%).

Table 3.51 BIA – Context of the One Experience of Harassment – Summary

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q34 When did the specific type of behavior or experience occur?							
All of it occurred during work hours	81.5% (±4.4)	86.4% (±4.2)	NR	83.8% (±11.1)	91.2% (±14.0)	76.6% (±7.1)	50.4% (±4.8)
Most of it occurred during work hours; some off work hours	3.5% (±2.5)	6.1% (±3.2)	0.0% (NA)	9.5% (±10.0)	NR	16.7% (±6.5)	7.0% (±2.9)
Some of it occurred during work hours; most off work hours	8.1% (±3.3)	4.2% (±2.9)	NR	NR	0.0% (NA)	5.3% (±4.7)	12.9% (±3.5)
None of it occurred during work hours; all off work hours	6.8% (±3.1)	3.3% (±2.6)	NR	NR	0.0% (NA)	NR	29.7% (±4.5)
Q35 Did the specific behavior or experience occur while you were on travel?							
Yes	17.6% (±4.3)	9.8% (±3.8)	NR	8.5% (±9.8)	0.0% (NA)	12.8% (±6.0)	3.1% (±1.9)
No	82.4% (±4.3)	90.2% (±3.8)	NR	91.5% (±9.8)	100% (NA)	87.2% (±6.0)	96.9% (±1.9)

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q36 Where did the specific type of behavior or experience typically occur?							
At a work location or site	83.9% (±4.2)	79.6% (±4.8)	NR	NR	100% (NA)	93.2% (±5.0)	65.3% (±5.0)
At a work-sponsored social event	NR	NR	NR	0.0% (NA)	0.0% (NA)	NR	NR
At a non-work sponsored social event where coworkers were present	7.1% (±3.2)	NR	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	NR
At a permanent Bureau supplied housing location, if applicable	0.0% (NA)	10.7% (±3.9)	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	4.6% (±2.7)
At a location outside the office/site	8.6% (±3.4)	8.5% (±3.6)	NR	NR	0.0% (NA)	NR	29.4% (±4.8)
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?							
At an indoor location (office setting)	83.7% (±4.6)	88.7% (±4.6)	NR	72.6% (±14.5)	38.6% (±16.0)	94.1% (±5.1)	94.6% (±3.7)
At an indoor location (shop or maintenance area)	6.5% (±3.4)	8.4% (±4.2)	NR	27.4% (±14.5)	61.4% (±16.0)	NR	NR
At an outdoor location (e.g., field site) that did not require an overnight stay	5.4% (±3.2)	NR	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	3.0% (±3.1)
At an outdoor location (e.g., field site) that required an overnight stay	4.4% (±3.0)	NR	NR	0.0% (NA)	0.0% (NA)	NR	NR
Q38 How often did the specific type of behavior or experience occur?							
Once	44.7% (±5.2)	27.8% (±5.2)	NR	45.8% (±13.7)	25.2% (±15.9)	26.1% (±7.2)	55.9% (±5.1)
Once a month or less	27.5% (±4.9)	51.1% (±5.5)	NR	16.9% (±12.9)	NR	47.7% (±7.6)	28.1% (±4.8)
2-4 times a month	2.7% (±2.3)	14.0% (±4.3)	NR	19.5% (±13.2)	NR	17.5% (±6.6)	9.2% (±3.4)
Every few days	20.7% (±4.5)	5.8% (±3.2)	NR	13.2% (±12.4)	61.4% (±16.0)	4.6% (±4.5)	4.2% (±2.6)
Every day	4.3% (±2.7)	NR	0.0% (NA)	NR	0.0% (NA)	4.1% (±4.4)	2.6% (±2.2)

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q39 How long did the specific type of behavior or experience persist?							
It happened one time	47.0% (±5.3)	39.6% (±5.5)	NR	18.1% (±13.1)	27.7% (±16.0)	41.4% (±7.7)	65.8% (±5.1)
A week	8.6% (±3.4)	NR	NR	NR	0.0% (NA)	7.5% (±5.2)	NR
A month	NR	3.7% (±2.8)	0.0% (NA)	29.1% (±13.9)	0.0% (NA)	12.0% (±5.9)	NR
A few months	19.2% (±4.5)	14.1% (±4.3)	NR	15.3% (±12.7)	61.4% (±16.0)	18.4% (±6.7)	20.7% (±4.5)
A year or more	24.9% (±4.8)	41.2% (±5.5)	NR	35.6% (±14.0)	NR	20.6% (±6.9)	12.1% (±3.8)
Q40 How many people were involved?							
One person	63.4% (±5.1)	27.0% (±5.2)	NR	42.8% (±14.0)	22.9% (±15.8)	67.9% (±7.5)	81.8% (±4.3)
More than one person	36.6% (±5.1)	73.0% (±5.2)	NR	57.2% (±14.0)	77.1% (±15.8)	32.1% (±7.5)	18.2% (±4.3)
Q41 Was/were the person(s) who did this to you?							
Male	54.1% (±5.2)	37.5% (±5.5)	NR	58.8% (±14.1)	69.1% (±16.1)	74.0% (±7.3)	61.3% (±5.3)
Female	11.6% (±3.8)	17.7% (±4.6)	NR	26.3% (±13.9)	15.9% (±15.1)	11.9% (±5.9)	31.9% (±5.2)
Both males and females	34.2% (±5.1)	44.8% (±5.6)	NR	15.0% (±12.8)	15.0% (±15.0)	14.0% (±6.2)	6.8% (±3.2)
Q42 Was/were the person(s) who did this to you?							
Younger	38.7% (±5.2)	10.2% (±3.8)	NR	NR	NR	10.9% (±5.7)	29.4% (±4.9)
About my age	7.8% (±3.3)	14.3% (±4.3)	NR	39.1% (±14.1)	NR	26.3% (±7.3)	5.2% (±2.8)
Older	40.2% (±5.2)	34.4% (±5.4)	NR	37.4% (±14.1)	73.6% (±16.0)	49.4% (±7.6)	33.4% (±5.0)
Some were younger, older, and/or about my age	2.1% (±2.1)	34.8% (±5.4)	NR	11.0% (±12.2)	NR	6.7% (±5.0)	3.1% (±2.4)
Do not know	11.2% (±3.7)	6.3% (±3.3)	NR	NR	NR	6.7% (±5.0)	28.8% (±4.8)

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q43 Was/were the person(s) who did this to you any of the following?							
Peer(s)/Coworker(s)	49.4% (±5.1)	36.3% (±5.4)	NR	44.9% (±12.3)	23.5% (±15.8)	56.1% (±7.7)	27.7% (±4.1)
Subordinate(s) or someone you supervise/manage	3.5% (±2.5)	4.5% (±2.9)	NR	NR	71.9% (±16.0)	6.6% (±5.0)	NR
Your Team lead(s) (current or former)	1.9% (±2.1)	6.1% (±3.2)	0.0% (NA)	NR	0.0% (NA)	4.1% (±4.4)	1.1% (±1.4)
Another Team lead(s) (current or former)	NR	4.1% (±2.8)	0.0% (NA)	NR	NR	NR	4.1% (±2.1)
Your Supervisor(s) (current or former)	37.1% (±5.1)	34.8% (±5.4)	NR	46.6% (±12.2)	NR	35.8% (±7.6)	22.9% (±3.9)
Another Supervisor(s) (current or former)	3.5% (±2.5)	14.1% (±4.3)	NR	18.3% (±11.4)	NR	4.1% (±4.3)	1.8% (±1.6)
Your Manager(s) (current or former)	3.7% (±2.5)	13.3% (±4.2)	NR	22.2% (±11.8)	NR	6.3% (±4.9)	3.5% (±2.0)
Another Manager(s) (current or former)	NR	12.7% (±4.1)	NR	NR	NR	4.0% (±4.3)	NR
Another federal employee	17.8% (±4.3)	19.8% (±4.8)	0.0% (NA)	26.1% (±12.1)	NR	11.4% (±5.8)	3.4% (±2.0)
A contractor	NR	2.5% (±2.4)	0.0% (NA)	NR	NR	NR	2.0% (±1.7)
A visitor	2.0% (±2.1)	5.1% (±3.0)	NR	0.0% (NA)	NR	0.0% (NA)	2.6% (±1.8)
Bureau of Indian Affairs law enforcement	NR	11.6% (±4.0)	NR	NR	0.0% (NA)	4.5% (±4.5)	NR
A social worker	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)
Other	4.7% (±2.7)	19.9% (±4.8)	NR	0.0% (NA)	0.0% (NA)	NR	7.9% (±2.7)
Do not know	7.7% (±3.2)	4.4% (±2.9)	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	10.4% (±3.0)
None selected	2.1% (±2.1)	NR	0.0% (NA)	NR	0.0% (NA)	NR	25.6% (±4.0)
Q44 Did your work role require you to continue to interact with this/these person(s)?							
No, I did not have to interact with this/these person(s) at all	12.9% (±4.0)	12.5% (±4.1)	NR	NR	12.1% (±14.5)	12.9% (±6.1)	30.2% (±4.9)
Yes, I had to or still have to interact with this/these person(s)	87.1% (±4.0)	87.5% (±4.1)	NR	93.7% (±9.3)	87.9% (±14.5)	87.1% (±6.1)	69.8% (±4.9)

Table 3.52 presents actions taken or outcomes resulting from the one behavior or experience of harassment within the past 12 months that had the greatest effect on them. Question 45d was only asked of permanent employees and question 45e was only asked of term and temporary employees. Results have been weighted to estimate the population in BIA.

In summary, regardless of the specific form of harassment and/or assault behavior experienced, for some employees these experiences had a negative impact on them, but for many employees it did not. For some employees, these experiences had a *negative impact on their interpersonal relationships* with coworkers, supervisors, or managers (35.8%); resulted in arguments or damaged interpersonal relations at work (38.1%); and/or damaged other personal relationships (17.2%). For some employees, these experiences had a *negative impact on their physical or emotional well-being* leading them to call in sick or taking leave (28.8%), seek counseling (17.3%), or medical attention (11.7%). For some employees, these experiences had a *negative impact on their job performance*, making it harder to complete their work (38.2%), negatively affected their performance evaluation or promotion potential (24.4%), or negatively affected their performance evaluation/renewal/permanent employment (68.0%). For some employees, these experiences *negatively affected their willingness to remain a part of the organization*, leading them to consider leaving BIA (43.2%), take steps to leave the organization (19.8%), or request a transfer (9.7%).

Table 3.52 BIA – Results of the One Experience of Harassment – Summary

Q45 As a result of the behavior or experience:	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
a. Did you request a transfer or change of assignment?							
Yes	10.4% (±3.6)	11.7% (±4.3)	NR	18.9% (±11.5)	NR	13.8% (±6.2)	5.3% (±2.7)
No	89.6% (±3.6)	86.7% (±4.5)	NR	81.1% (±11.5)	NR	86.2% (±6.2)	92.7% (±3.0)
Don't Know	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	2.0% (±1.9)
b. Did you take steps to leave your organization?							
Yes	24.7% (±4.7)	23.2% (±5.3)	NR	20.6% (±11.6)	19.6% (±15.5)	21.1% (±6.9)	13.7% (±3.7)
No	75.3% (±4.7)	76.8% (±5.3)	NR	79.4% (±11.6)	80.4% (±15.5)	77.9% (±7.0)	84.0% (±3.9)
Don't Know	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	2.4% (±2.0)

Q45 As a result of the behavior or experience:	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
c. Did it make it harder to complete your work or do your job?							
Yes	45.6% (±5.2)	52.4% (±5.8)	NR	62.1% (±12.4)	23.1% (±15.8)	37.2% (±7.6)	21.2% (±4.3)
No	48.5% (±5.2)	45.7% (±5.8)	NR	37.9% (±12.4)	69.6% (±16.1)	53.2% (±7.6)	72.2% (±4.6)
Don't Know	5.9% (±3.0)	1.9% (±2.4)	0.0% (NA)	0.0% (NA)	NR	9.6% (±5.5)	6.5% (±2.9)
d. Did it negatively affect your performance evaluation or promotion potential?							
Yes	33.3% (±5.3)	25.3% (±5.4)	NR	59.4% (±12.4)	18.7% (±15.4)	28.3% (±7.4)	9.1% (±3.3)
No	55.1% (±5.4)	62.5% (±5.8)	NR	17.8% (±11.3)	NR	64.1% (±7.6)	77.1% (±4.5)
Don't Know	11.6% (±3.9)	12.2% (±4.4)	0.0% (NA)	22.8% (±11.8)	73.1% (±16.0)	7.6% (±5.2)	13.8% (±3.8)
e. Did it negatively affect your performance evaluation/renewal/permanent employment?							
Yes	100% (NA)	NR	--	--	--	NR	NR
No	0.0% (NA)	NR	--	--	--	NR	NR
Don't Know	0.0% (NA)	NR	--	--	--	NR	NR
f. Did it cause arguments or damage interpersonal relations at work?							
Yes	44.7% (±5.2)	43.5% (±5.8)	NR	50.7% (±12.1)	28.0% (±16.0)	36.9% (±7.6)	28.9% (±4.7)
No	53.6% (±5.2)	53.3% (±5.8)	NR	41.7% (±12.4)	69.6% (±16.1)	55.4% (±7.7)	59.8% (±4.9)
Don't Know	1.7% (±2.0)	3.1% (±2.8)	NR	7.6% (±9.6)	NR	7.7% (±5.2)	11.3% (±3.5)
g. Did it damage your relationship with coworkers, supervisors, or managers?							
Yes	41.8% (±5.2)	39.3% (±5.8)	NR	55.3% (±12.3)	19.1% (±15.4)	37.3% (±7.6)	26.1% (±4.5)
No	49.8% (±5.2)	52.7% (±5.8)	NR	40.5% (±12.4)	NR	54.8% (±7.7)	59.3% (±4.9)
Don't Know	8.4% (±3.3)	8.0% (±3.8)	NR	NR	72.0% (±16.0)	8.0% (±5.2)	14.6% (±3.8)

Q45 As a result of the behavior or experience:	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
h. Did it damage other personal relationships?							
Yes	20.4% (±4.5)	29.7% (±5.6)	NR	33.0% (±12.5)	NR	19.8% (±6.8)	3.3% (±2.3)
No	74.3% (±4.8)	68.2% (±5.6)	NR	65.4% (±12.5)	92.5% (±13.7)	79.5% (±6.9)	84.0% (±3.9)
Don't Know	5.2% (±2.9)	2.1% (±2.5)	NR	NR	0.0% (NA)	NR	12.7% (±3.6)
i. Did it cause you to call in sick or take other type of leave?							
Yes	35.7% (±5.1)	25.1% (±5.4)	NR	57.4% (±12.3)	29.8% (±16.1)	25.8% (±7.2)	23.0% (±4.4)
No	64.0% (±5.1)	73.9% (±5.4)	NR	42.6% (±12.3)	70.2% (±16.1)	74.2% (±7.2)	70.5% (±4.7)
Don't Know	NR	NR	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	6.4% (±2.9)
j. Did you seek any type of medical attention?							
Yes	7.1% (±3.2)	20.7% (±5.1)	0.0% (NA)	49.1% (±12.2)	15.2% (±15.0)	9.1% (±5.5)	4.9% (±2.6)
No	92.6% (±3.2)	78.1% (±5.2)	100% (NA)	48.3% (±12.2)	84.8% (±15.0)	90.1% (±5.6)	92.2% (±3.1)
Don't Know	NR	NR	0.0% (NA)	NR	0.0% (NA)	NR	2.9% (±2.2)
k. Did you seek counseling from a religious leader/counselor/health care provider?							
Yes	17.9% (±4.3)	23.5% (±5.3)	NR	27.6% (±12.2)	19.2% (±15.5)	20.7% (±6.9)	8.8% (±3.2)
No	81.8% (±4.3)	75.8% (±5.3)	NR	69.8% (±12.3)	80.8% (±15.5)	79.3% (±6.9)	89.2% (±3.4)
Don't Know	NR	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)	2.0% (±1.9)
l. Did you consider leaving the bureau?							
Yes	50.7% (±5.2)	53.1% (±5.8)	NR	54.0% (±12.2)	31.3% (±16.1)	39.6% (±7.7)	31.5% (±4.7)
No	48.9% (±5.2)	46.5% (±5.8)	NR	21.7% (±11.8)	66.3% (±16.1)	60.4% (±7.7)	66.3% (±4.8)
Don't Know	NR	NR	0.0% (NA)	24.3% (±12.0)	NR	0.0% (NA)	2.2% (±2.0)

Table 3.53 shows with whom employees discussed the one behavior or experience of harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in BIA.

In summary, regardless of the specific form of harassment and/or assault behavior experienced, most employees talked to someone at work about their experience including coworkers (60.7%) or another employee (42.7%), as well as a supervisor (35.0%) or manager (28.5%). Additionally, some employees talked with the person involved (38.2%).

Table 3.53 BIA – Discussion of the One Experience of Harassment – Summary

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q46 Discussed the experience with:							
The person(s) involved	38.5% (±5.5)	46.2% (±5.9)	NR	85.5% (±11.3)	NR	48.3% (±7.8)	22.5% (±4.5)
My coworkers	65.6% (±5.1)	74.7% (±5.4)	NR	87.8% (±10.7)	NR	61.6% (±7.7)	38.4% (±4.9)
My team leader	27.4% (±4.9)	38.1% (±5.8)	NR	52.0% (±12.4)	69.5% (±16.1)	20.4% (±6.9)	16.0% (±4.0)
My supervisor	34.1% (±5.1)	38.1% (±5.8)	NR	83.8% (±11.1)	77.7% (±15.7)	43.6% (±7.7)	18.2% (±4.2)
My manager	20.5% (±4.5)	31.4% (±5.6)	NR	62.9% (±12.7)	69.5% (±16.1)	28.1% (±7.5)	23.2% (±4.5)
A senior leader	14.2% (±4.0)	19.3% (±5.0)	NR	42.6% (±12.6)	76.6% (±15.8)	20.1% (±6.8)	13.2% (±3.7)
Another employee in my bureau	41.5% (±5.2)	54.2% (±6.1)	NR	61.6% (±12.6)	84.5% (±15.4)	51.0% (±7.6)	26.6% (±4.6)
Someone from another bureau/office	35.9% (±5.1)	35.5% (±6.3)	NR	24.4% (±12.2)	21.1% (±15.9)	20.9% (±7.0)	18.5% (±4.2)

Table 3.54 shows to which resource, if any, employees made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in BIA.

In summary, regardless of the specific form of harassment and/or assault behavior experienced, most employees did not make a complaint/grievance/report about their experience (59.5%); only 40.5% did. For employees who made complaints/grievances/reports, the most frequently used BIA resource was a supervisor or manager (27.1%). All other resources were used less frequently (Employee Assistance Program, Ombudsman, CADR Office or CORE PLUS, Employee & Labor Relations, Union, Equal Employment Opportunity Counselor, Equal Employment Opportunity Office, Office of the Inspector General Hotline, Office of the Inspector General, Other Law Enforcement/Civil Authority, or Department of Interior Ethics/Bureau Ethics Office).

Table 3.54 BIA – Resources for Making Complaint of the One Experience of Harassment – Summary

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?							
Supervisor or Manager	36.5% (±5.1)	27.6% (±5.5)	NR	48.1% (±12.1)	NR	28.4% (±7.4)	17.3% (±4.0)
Employee Assistance Program (EAP)	8.7% (±3.6)	4.0% (±3.0)	NR	17.2% (±11.4)	NR	8.0% (±5.3)	7.9% (±3.1)
Ombudsman (if applicable)	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	5.6% (±2.7)
CADR Office, CORE PLUS	NR	NR	0.0% (NA)	22.3% (±11.9)	NR	3.9% (±4.3)	NR
Employee & Labor Relations (Human Resources)	6.9% (±3.2)	3.8% (±3.0)	0.0% (NA)	33.2% (±12.5)	NR	6.6% (±5.0)	7.5% (±3.0)
Union (if applicable)	6.4% (±3.2)	21.7% (±5.2)	0.0% (NA)	NR	74.8% (±16.7)	7.4% (±5.2)	11.3% (±3.5)
Equal Employment Opportunity Counselor	13.6% (±4.0)	8.6% (±3.9)	0.0% (NA)	40.5% (±12.5)	NR	12.7% (±6.0)	8.2% (±3.1)
Equal Employment Opportunity Office	7.0% (±3.2)	8.2% (±3.8)	0.0% (NA)	21.4% (±13.6)	NR	10.8% (±5.8)	7.9% (±3.1)
Office of Inspector General Hotline	6.0% (±3.0)	NR	0.0% (NA)	10.2% (±10.3)	0.0% (NA)	NR	5.5% (±2.7)
Office of Inspector General	5.7% (±3.0)	NR	0.0% (NA)	10.2% (±10.3)	0.0% (NA)	NR	5.8% (±2.8)
Other Law Enforcement/Civil Authority not in the bureau	NR	8.2% (±3.8)	0.0% (NA)	NR	0.0% (NA)	NR	10.1% (±3.3)
Department of Interior Ethics/Bureau Ethics Office	1.5% (±2.0)	7.0% (±3.6)	0.0% (NA)	28.9% (±12.3)	NR	NR	11.6% (±3.5)
Office of Regulatory Affairs & Collaborative Action	0.0% (NA)	0.0% (NA)	0.0% (NA)	22.3% (±11.9)	0.0% (NA)	0.0% (NA)	0.0% (NA)
Bureau of Indian Affairs/Office of Justice Services	0.0% (NA)	NR	0.0% (NA)	NR	NR	4.6% (±4.5)	6.2% (±2.8)
Other	10.7% (±3.8)	8.6% (±4.0)	0.0% (NA)	10.4% (±10.4)	NR	8.2% (±5.5)	7.7% (±3.1)

Table 3.55 shows the helpfulness of resources to whom employees made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in BIA.

Table 3.55 BIA – Helpfulness of Resources for Making Complaint of the One Experience of Harassment – Summary

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?							
Supervisor or Manager	1.5 (±0.1)	2.2 (±0.3)	NR	1.3 (±0.2)	NR	1.8 (±0.3)	2.3 (±0.3)
Employee Assistance Program (EAP)	3.3 (±0.4)	1.4 (±0.5)	NR	1.9 (±0.8)	NR	1.6 (±0.5)	3.3 (±0.4)
Ombudsman (if applicable)	NA	NA	NA	NA	NA	NR	3.9 (±0.3)
CADR Office, CORE PLUS	NR	NR	NA	1.3 (±0.5)	NR	1.3 (±0.4)	NR
Employee & Labor Relations (Human Resources)	1.3 (±0.4)	1.4 (±0.4)	NA	1.3 (±0.3)	NR	1.9 (±0.9)	1.4 (±0.3)
Union (if applicable)	1.9 (±0.2)	2.4 (±0.5)	NA	NR	1.1 (±0.1)	1.8 (±0.7)	2.6 (±0.4)
Equal Employment Opportunity Counselor	1.7 (±0.3)	1.8 (±0.3)	NA	1.9 (±0.6)	NR	2.1 (±0.6)	3.2 (±0.4)
Equal Employment Opportunity Office	1.9 (±0.2)	2.4 (±0.4)	NA	1.8 (±0.7)	NR	1.9 (±0.6)	3.3 (±0.4)
Office of Inspector General Hotline	1.7 (±0.6)	NR	NA	3.5 (±0.9)	NA	NR	3.9 (±0.3)
Office of Inspector General	1.5 (±0.6)	NR	NA	3.5 (±0.9)	NA	NR	3.7 (±0.3)
Other Law Enforcement/Civil Authority not in the bureau	NR	1.0 (±0.1)	NA	NR	NA	NR	3.4 (±0.2)
Department of Interior Ethics/Bureau Ethics Office	1.3 (±0.4)	1.1 (±0.1)	NA	1.8 (±1.2)	NR	NR	2.8 (±0.3)
Office of Regulatory Affairs & Collaborative Action	NA	NA	NA	3.1 (±0.2)	NA	NA	NA
Bureau of Indian Affairs/Office of Justice Services	NA	NR	NA	NR	NR	1.0 (±0.0)	3.7 (±0.3)
Other	1.3 (±0.2)	1.9 (±0.4)	NA	2.5 (±1.3)	NR	2.2 (±0.9)	3.6 (±0.3)

Scale values range from 1 = Not at all Helpful, 2 = Somewhat Helpful, 3 = Moderately Helpful, 4 = Very Helpful, and 5 = Extremely Helpful.

An estimated 40.5% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment within the past 12 months that had the greatest effect on them. Table 3.56 shows the results of them making an oral and/or written complaint/grievance/report.

In summary, regardless of the specific form of harassment and/or assault behavior experienced, for employees who made complaints/grievances/reports, 31.5% indicated that some action was taken. Actions focused on the organization involved explaining rules to everyone (33.7%), management conducted a review/investigation or other assessment (11.0%), and an investigation was conducted by a law enforcement official (5.8%). Actions involving the person engaging in the harassing behavior included someone talking to the person (20.1%), moving or reassigning the person to avoid continuing contact (7.4%), or some official career action was taken against person(s) involved (1.8%); and in some situations the person stopped the behavior (20.3%). Actions associated with the employee subjected to the behavior involved changing their station location or duties to help them avoid the person engaging in the harassing behaviors (6.8%). Additionally, some employees were encouraged to drop the issue (23.9%) or were discouraged from making a complaint/grievance/report (27.3%). Other employees indicated that the person engaging in the harassing behavior took action against them for complaining (35.7%); their coworker(s) treated them worse, avoided or blamed them for the problem (31.5%); and some employees indicated leadership punished them for bringing the experience up (24.4%) or they were threatened with loss of employment (17.6%).¹¹

Table 3.56 BIA – Results of Reporting the One Experience of Harassment – Summary

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
a. The person I told took no action							
Yes	58.9% (±7.2)	32.6% (±9.0)	NR	29.6% (±18.0)	0.0% (NA)	53.0% (±13.0)	18.0% (±8.5)
No	26.5% (±6.8)	34.9% (±9.0)	NR	NR	NR	29.8% (±13.2)	35.2% (±9.5)
Don't Know	14.6% (±5.9)	32.5% (±9.0)	NR	NR	NR	17.2% (±12.2)	46.8% (±9.5)

¹¹ It is worth noting that an individual who made a complaint/grievance/report may not actually be informed of the outcome of their complaint/grievance/report because personnel policies may prohibit disclosure of such information.

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
b. The rules of harassment were explained to everyone in the workplace							
Yes	43.2% (±7.2)	33.4% (±9.0)	NR	NR	NR	21.5% (±12.6)	24.5% (±9.0)
No	44.3% (±7.2)	59.7% (±9.1)	NR	28.9% (±18.0)	NR	64.7% (±13.3)	62.3% (±9.5)
Don't Know	12.6% (±5.6)	6.9% (±6.2)	NR	NR	86.4% (±17.2)	13.8% (±11.7)	13.2% (±7.8)
c. A review/investigation/other assessment of the workplace was conducted by management							
Yes	9.1% (±5.1)	26.1% (±8.7)	NR	NR	0.0% (NA)	NR	6.8% (±6.6)
No	78.0% (±6.5)	59.0% (±9.1)	NR	84.5% (±17.1)	85.0% (±17.4)	75.9% (±12.9)	80.4% (±8.6)
Don't Know	12.9% (±5.7)	14.9% (±7.6)	NR	NR	15.0% (±17.4)	18.8% (±12.4)	12.8% (±7.8)
d. An investigation was conducted by a law enforcement official							
Yes	NR	20.7% (±8.3)	NR	NR	0.0% (NA)	NR	0.0% (NA)
No	88.0% (±5.5)	75.8% (±8.6)	NR	78.7% (±17.7)	85.0% (±17.4)	86.4% (±11.7)	76.9% (±8.9)
Don't Know	10.7% (±5.3)	NR	NR	NR	15.0% (±17.4)	11.3% (±11.3)	23.1% (±8.9)
e. Someone talked to the person(s) to ask him/her/them to change their behavior							
Yes	11.8% (±5.5)	42.0% (±9.1)	NR	NR	NR	29.6% (±13.4)	11.4% (±7.5)
No	72.0% (±6.9)	35.7% (±9.0)	NR	21.1% (±18.0)	NR	49.0% (±13.1)	45.6% (±9.5)
Don't Know	16.2% (±6.0)	22.3% (±8.4)	NR	NR	NR	21.4% (±12.9)	43.1% (±9.5)
f. My work station location or duties were changed to help me avoid the person(s)							
Yes	0.0% (NA)	13.1% (±7.4)	NR	23.0% (±17.8)	NR	NR	8.2% (±6.9)
No	90.5% (±5.1)	67.0% (±9.0)	NR	77.0% (±17.8)	NR	90.1% (±11.0)	89.5% (±7.4)
Don't Know	9.5% (±5.1)	19.9% (±8.2)	NR	0.0% (NA)	NR	NR	NR

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them							
Yes	NR	21.3% (±8.3)	NR	NR	0.0% (NA)	NR	7.1% (±6.7)
No	89.2% (±5.4)	59.0% (±9.1)	NR	84.2% (±17.6)	NR	93.6% (±10.2)	88.1% (±7.6)
Don't Know	9.5% (±5.1)	19.8% (±8.2)	NR	NR	NR	NR	4.8% (±6.1)
h. There was some official career action taken against person(s) for the behavior							
Yes	NR	NR	NR	0.0% (NA)	0.0% (NA)	NR	NR
No	88.0% (±5.5)	77.1% (±8.5)	NR	NR	84.9% (±17.4)	78.4% (±12.7)	57.8% (±9.5)
Don't Know	10.7% (±5.3)	21.9% (±8.4)	NR	NR	15.1% (±17.4)	15.1% (±11.9)	40.1% (±9.6)
i. The person(s) stopped the behavior							
Yes	15.6% (±6.0)	44.1% (±9.1)	NR	NR	NR	21.8% (±12.7)	8.7% (±7.0)
No	70.2% (±7.0)	29.9% (±8.9)	NR	81.9% (±17.4)	NR	59.7% (±13.2)	64.4% (±9.5)
Don't Know	14.2% (±5.8)	26.0% (±8.7)	NR	NR	81.0% (±17.8)	18.5% (±12.3)	26.9% (±9.2)
j. I was encouraged to drop the issue							
Yes	31.4% (±7.0)	12.6% (±7.3)	NR	29.9% (±18.3)	NR	49.1% (±12.9)	13.6% (±8.0)
No	68.0% (±7.1)	67.7% (±9.0)	NR	21.0% (±18.0)	NR	43.7% (±13.1)	85.2% (±8.1)
Don't Know	NR	19.7% (±8.2)	NR	NR	0.0% (NA)	NR	NR
k. I was discouraged from making an oral and/or written complaint/grievance/report							
Yes	43.8% (±7.2)	9.6% (±6.8)	NR	NR	NR	34.5% (±13.3)	16.0% (±8.3)
No	55.6% (±7.2)	71.5% (±8.8)	NR	NR	NR	52.3% (±13.0)	79.8% (±8.7)
Don't Know	NR	18.8% (±8.1)	NR	0.0% (NA)	0.0% (NA)	13.2% (±11.6)	NR

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
l. The person(s) who did this took action against me for complaining							
Yes	41.6% (±7.2)	30.4% (±8.9)	NR	80.7% (±17.5)	0.0% (NA)	56.1% (±13.1)	16.7% (±8.4)
No	58.4% (±7.2)	37.7% (±9.1)	NR	16.2% (±17.2)	NR	34.9% (±13.3)	65.1% (±9.6)
Don't Know	0.0% (NA)	31.9% (±8.9)	NR	NR	NR	9.0% (±10.8)	18.2% (±8.5)
m. My coworkers treated me worse, avoided me, or blamed me for the problem							
Yes	45.6% (±7.2)	29.0% (±8.8)	NR	22.8% (±18.1)	NR	36.2% (±13.3)	16.2% (±8.3)
No	51.8% (±7.2)	52.1% (±9.0)	NR	NR	86.5% (±17.2)	51.3% (±12.9)	81.1% (±8.6)
Don't Know	NR	18.8% (±8.1)	NR	NR	NR	12.5% (±11.5)	NR
n. My leadership punished me for bringing it up							
Yes	30.0% (±7.0)	13.5% (±7.4)	NR	NR	0.0% (NA)	47.5% (±13.0)	14.8% (±8.1)
No	69.5% (±7.0)	56.6% (±9.1)	NR	NR	NR	34.1% (±13.3)	65.0% (±9.5)
Don't Know	NR	29.9% (±8.9)	NR	NR	NR	18.4% (±12.3)	20.1% (±8.7)
o. I was threatened with loss of employment							
Yes	24.9% (±6.7)	11.5% (±7.1)	NR	28.8% (±18.0)	0.0% (NA)	29.7% (±13.2)	5.2% (±6.3)
No	74.4% (±6.8)	57.6% (±9.1)	NR	26.2% (±17.9)	23.8% (±18.1)	63.2% (±13.3)	79.8% (±8.7)
Don't Know	NR	30.9% (±8.9)	NR	NR	76.2% (±18.1)	NR	15.0% (±8.1)

An estimated 40.5% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment within the past 12 months that had the greatest effect on them. Table 3.57 shows satisfaction with aspects of making an oral and/or written complaint/grievance/report.

Table 3.57 BIA – Satisfaction with Reporting of the One Experience of Harassment – Summary

	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
Q49 How satisfied were you with:							
The availability of information on how to file a complaint/grievance/report?	2.3 (±0.2)	2.4 (±0.2)	2.2 (±1.2)	1.5 (±0.3)	2.2 (±0.2)	2.1 (±0.3)	2.6 (±0.2)
How you were treated by personnel handling the complaint/grievance/report?	2.3 (±0.2)	2.6 (±0.2)	2.5 (±1.1)	1.7 (±0.3)	2.4 (±0.3)	2.3 (±0.3)	2.7 (±0.2)
Actions taken by the person handling the complaint/grievance/report?	2.1 (±0.1)	2.6 (±0.2)	2.5 (±1.1)	2.1 (±0.3)	1.6 (±0.4)	2.2 (±0.3)	2.7 (±0.2)
Being informed about the current status of the complaint/grievance/report?	2.1 (±0.1)	2.3 (±0.2)	2.2 (±1.2)	1.5 (±0.3)	1.4 (±0.3)	2.0 (±0.3)	2.6 (±0.2)
The amount of time it took to address the complaint/grievance/report?	2.0 (±0.1)	2.0 (±0.2)	2.2 (±1.2)	1.3 (±0.2)	2.3 (±0.2)	2.1 (±0.3)	2.7 (±0.2)

^a Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied.

An estimated 59.5% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment within the past 12 months that had the greatest effect on them. Table 3.58 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

In summary, regardless of the specific form of harassment and/or assault behavior experienced, employees' most frequent reasons for not making a complaint/grievance/report involved a desire to move on or forget about the incident (66.7%), the perceived seriousness of the behavior (64.9% did not consider it serious enough to report), the behavior or experience stopped on its own (58.9%), skepticism about actions that would be taken (57.1% of employees did not think anything would be done), took care of it themselves by confronting the person (41.9%), thought they would be labeled a troublemaker (41.1%), or did not trust that the process would be fair (45.0%).

Table 3.58 BIA – Reasons for Not Reporting the One Experience of Harassment – Summary

Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
The behavior or experience stopped on its own	74.5% (±7.3)	53.0% (±7.7)	NR	NR	NR	55.1% (±9.6)	51.3% (±5.9)
I thought it was not serious enough to discuss or report	78.3% (±6.9)	50.1% (±7.6)	NR	NR	NR	74.9% (±9.3)	61.1% (±5.8)
I took care of it myself by confronting the person(s) who did it	42.0% (±7.7)	38.8% (±7.7)	NR	NR	NR	52.1% (±9.6)	36.5% (±5.8)
I took other actions to handle the situation	18.6% (±6.8)	25.7% (±7.2)	NR	72.9% (±18.5)	NR	42.3% (±9.7)	35.4% (±5.7)
I did not know who to report the behavior to and/or how to file a complaint	21.1% (±6.9)	33.3% (±7.6)	NR	NR	NR	15.0% (±8.3)	31.0% (±5.8)
I did not want more people to know	55.6% (±8.0)	31.5% (±7.5)	NR	NR	NR	28.7% (±9.6)	29.2% (±5.6)
I was ashamed or embarrassed	8.2% (±5.6)	10.4% (±5.7)	NR	NR	NR	23.8% (±9.3)	22.3% (±5.2)
I did not want people to think less of me	24.9% (±7.5)	22.8% (±7.0)	NR	NR	NR	23.8% (±9.3)	40.3% (±5.9)
I thought other people would blame me	34.2% (±8.0)	31.7% (±7.5)	NR	NR	NR	22.8% (±9.1)	30.7% (±5.7)
I felt partially to blame	34.5% (±8.0)	NR	NR	NR	NR	9.9% (±7.5)	9.3% (±4.0)
I wanted to forget about it or move on	84.7% (±6.7)	68.1% (±7.5)	NR	79.8% (±18.2)	NR	45.8% (±9.7)	61.9% (±5.8)
I did not think anything would be done	62.4% (±7.7)	64.1% (±7.6)	NR	84.4% (±17.8)	NR	53.2% (±9.8)	48.4% (±5.8)
I did not think I would be believed	28.8% (±7.5)	33.8% (±7.6)	NR	NR	NR	23.4% (±9.4)	29.5% (±5.6)
I did not trust that the process would be fair	39.8% (±7.8)	53.7% (±7.6)	NR	NR	NR	38.2% (±9.9)	42.2% (±5.9)
I thought I might get in trouble for something I did	30.9% (±7.6)	33.7% (±7.5)	NR	NR	NR	13.8% (±8.3)	28.1% (±5.6)
I thought I would be labeled as a troublemaker	28.1% (±7.4)	52.1% (±7.6)	NR	73.4% (±18.5)	NR	36.5% (±9.9)	38.5% (±5.8)
I thought it might hurt my performance appraisal	41.9% (±7.7)	36.5% (±7.6)	NR	84.4% (±17.8)	NR	26.1% (±9.4)	38.2% (±5.8)
I thought it might hurt my chances of being renewed or obtaining permanent position	--	NR	--	--	--	NR	NR
I was worried about potential negative consequences from leadership	23.2% (±7.0)	44.6% (±7.7)	NR	84.4% (±17.8)	NR	34.1% (±9.8)	34.9% (±5.8)
I was worried about potential negative consequences from my coworkers or peers	22.6% (±7.0)	30.8% (±7.5)	NR	NR	NR	33.6% (±9.7)	28.6% (±5.6)
I thought it might hurt my career	16.7% (±6.5)	52.3% (±7.7)	NR	73.4% (±18.5)	NR	29.9% (±9.7)	32.8% (±5.8)
I did not want to hurt the person's/s' career/s or family/ies	35.1% (±7.6)	8.8% (±5.4)	NR	NR	NR	19.8% (±8.9)	22.9% (±5.3)

Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience	<i>Age</i>	<i>Race/ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/gender</i>	<i>Unknown reasons</i>
I was concerned for my physical safety	9.7% (±5.6)	5.1% (±4.6)	NR	NR	NR	5.4% (±6.5)	14.7% (±4.7)
I feared losing my job	15.3% (±6.3)	29.9% (±7.4)	NR	21.1% (±18.3)	NR	12.2% (±7.9)	31.4% (±5.7)
Some other reason	19.5% (±6.8)	51.4% (±7.7)	NR	72.9% (±18.5)	NR	39.3% (±9.7)	30.6% (±5.7)

4 Predictors of Workplace Harassment

The 2017 WES included multi-item scales designed to assess employee attitudes and perceptions regarding political dynamics, levels of support from supervisors, general trust, and inclusion within the organization. In addition, the 2017 WES included multi-item scales designed to assess employee perceptions regarding the organizational general intolerance for harassment and leadership intolerance for harassment in the workplace. Lastly, the 2017 WES included multi-item scales to assess gender context. Responses to items involving political dynamics, supervisor support, inclusion, trust, and perception of the organizational general intolerance for harassment were measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of support, inclusion, trust, and a more intolerant climate for harassment. Higher scores for political dynamics indicate greater pressure to conform to organizational norms. Some items within these scales were reverse coded so results reflected the same scale values for all questions. Responses to the leadership intolerance scale were made using a *yes, no, do not know* response format, with higher scores indicating greater intolerance for harassment among leaders. Gender context was measured with three questions about the mix of men and women in the workplace. Scale values include *mostly women, a relatively even mix of men and women, and mostly men*. Gender context is only shown for the types of harassment and assault related to gender. Results presented in the tables display mean scores for each of these constructs for employees who experienced or did not experience a particular type of harassing or assault behavior.

4.1 Age Harassment

The following sections display each of the predictors of workplace harassment and age harassment. In each section results are shown for those who indicated they had or had not experienced age harassment within the past 12 months. Results are further broken down by selected demographic and/or occupational characteristics relevant to age harassment. Statistically significant differences are noted.

4.1.1 Age Harassment and General Intolerance for Harassment

Table 4.1 presents general intolerance for harassment for those who indicated they had or had not experienced age harassment within the past 12 months. General intolerance for harassment was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate an organizational climate more intolerant of harassment. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.1 BIA – Age Harassment and General Intolerance for Harassment by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,005	2.7*	±0.1	3,004	3.4*	±0.0	-0.79 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	38	2.8*	±0.1	104	3.8*	±0.1	-2.40 (L)
Wage Grade (WG) 5-8	167	2.7*	±0.1	212	3.3*	±0.1	-0.81 (L)
Wage Grade (WG) 9-16	22	2.9	±0.3	41	2.8	±0.4	0.10
Other Wage Grade (WG)	32	3.0	±0.1	8	3.2	±0.2	-0.60 (M)
General Schedule (GS) 1-6	73	2.9*	±0.2	376	3.3*	±0.1	-0.39 (S)
General Schedule (GS) 7-10	378	2.7*	±0.1	962	3.5*	±0.1	-0.86 (L)
General Schedule (GS) 11-12	167	2.5*	±0.1	841	3.3*	±0.1	-1.08 (L)
General Schedule (GS) 13-15	64	2.8*	±0.3	380	3.7*	±0.1	-1.09 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	61	3.6	±0.2	54	3.4	±0.1	0.24 (S)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	36	3.2*	±0.3	181	3.9*	±0.1	-0.92 (L)
1 to 3 years	168	2.9*	±0.1	281	3.7*	±0.1	-1.14 (L)
4 to 5 years	27	2.2*	±0.2	188	3.4*	±0.1	-1.49 (L)
6 to 10 years	101	3.0	±0.2	553	3.1	±0.1	-0.04
11 to 14 years	111	2.8*	±0.1	382	3.6*	±0.1	-0.92 (L)
15 to 20 years	207	2.7*	±0.1	560	3.4*	±0.1	-0.88 (L)
More than 20 years	346	2.6*	±0.1	849	3.4*	±0.1	-1.04 (L)
Appointment Type							
Permanent	967	2.7*	±0.1	2,918	3.4*	±0.0	-0.79 (M)
Term	32	3.1*	±0.2	26	4.2*	±0.2	-1.76 (L)
Temporary	NR	NR	NR	28	3.6	±0.2	NR
Work Schedule							
Seasonal	69	3.5	±0.1	167	3.6	±0.1	-0.20 (S)
Non-Seasonal	882	2.7*	±0.1	2,765	3.4*	±0.0	-0.84 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	68	3.5	±0.1	142	3.6	±0.1	-0.19
Permanent-Non-Seasonal	879	2.7*	±0.1	2,762	3.4*	±0.0	-0.85 (L)
Term	32	3.1*	±0.2	26	4.2*	±0.2	-1.76 (L)
Temporary-Seasonal	NR	NR	NR	25	3.6	±0.2	NR
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Age - Collapsed							
39 or under	270	3.0*	±0.1	763	3.5*	±0.1	-0.53 (M)
40 or older	733	2.6*	±0.1	2,232	3.4*	±0.0	-0.92 (L)
Age							
25 or under	76	3.2*	±0.1	26	4.0*	±0.3	-1.54 (L)
26-29	25	3.4*	±0.3	123	4.0*	±0.1	-0.94 (L)
30-39	169	2.9*	±0.1	614	3.4*	±0.1	-0.51 (M)
40-49	230	2.6*	±0.1	853	3.4*	±0.1	-0.97 (L)
50-59	306	2.5*	±0.1	926	3.4*	±0.1	-1.15 (L)
60 or older	196	2.9*	±0.1	453	3.3*	±0.1	-0.47 (S)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.1.2 Age Harassment and Leadership Intolerance for Harassment

Table 4.2 presents leadership intolerance for harassment for those who indicated they had or had not experienced age harassment within the past 12 months. Intolerance for harassment was measured using a *yes, no, do not know* response format, with higher scores indicating greater intolerance for harassment among leaders. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.2 BIA – Age Harassment and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	988	0.32*	±0.03	3,015	0.52*	±0.02	-0.44 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	38	0.89*	±0.08	106	0.67*	±0.09	0.53 (M)
Wage Grade (WG) 5-8	171	0.14*	±0.04	215	0.29*	±0.05	-0.44 (S)
Wage Grade (WG) 9-16	NR	NR	NR	42	0.40	±0.11	NR
Other Wage Grade (WG)	32	0.16*	±0.06	8	0.39*	±0.34	-0.87 (L)
General Schedule (GS) 1-6	73	0.47	±0.10	377	0.58	±0.05	-0.25 (S)
General Schedule (GS) 7-10	378	0.31*	±0.04	962	0.44*	±0.03	-0.31 (S)
General Schedule (GS) 11-12	168	0.28*	±0.06	846	0.51*	±0.03	-0.51 (M)
General Schedule (GS) 13-15	63	0.37*	±0.11	378	0.72*	±0.04	-0.91 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	1.00	±0.00	NR
Other	39	0.81	±0.12	54	0.71	±0.10	0.27 (S)
Years of Service at Bureau or Office							
Less than 1 year	38	0.64	±0.14	188	0.63	±0.06	0.02
1 to 3 years	170	0.49*	±0.07	286	0.62*	±0.05	-0.27 (S)
4 to 5 years	27	0.22*	±0.12	189	0.65*	±0.06	-1.02 (L)
6 to 10 years	79	0.31	±0.07	563	0.33	±0.04	-0.05
11 to 14 years	111	0.19*	±0.07	381	0.66*	±0.04	-1.14 (L)
15 to 20 years	205	0.22*	±0.05	559	0.49*	±0.04	-0.62 (M)
More than 20 years	348	0.33*	±0.04	839	0.51*	±0.03	-0.42 (S)
Appointment Type							
Permanent	948	0.30*	±0.03	2,929	0.52*	±0.02	-0.49 (S)
Term	32	0.97*	±0.06	26	0.78*	±0.15	0.68 (M)
Temporary	NR	NR	NR	28	0.70	±0.08	NR
Work Schedule							
Seasonal	69	0.16*	±0.07	161	0.37*	±0.06	-0.54 (M)
Non-Seasonal	862	0.32*	±0.03	2,782	0.53*	±0.02	-0.47 (S)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	68	0.16*	±0.07	136	0.30*	±0.07	-0.38 (S)
Permanent-Non-Seasonal	859	0.32*	±0.03	2,779	0.53*	±0.02	-0.48 (S)
Term	32	0.97*	±0.06	26	0.78*	±0.15	0.68 (M)
Temporary-Seasonal	NR	NR	NR	25	0.71	±0.05	NR
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Age - Collapsed							
39 or under	268	0.44*	±0.06	774	0.54*	±0.03	-0.21 (S)
40 or older	717	0.28*	±0.03	2,231	0.51*	±0.02	-0.53 (M)
Age							
25 or under	76	0.90	±0.06	26	0.94	±0.05	-0.15
26-29	25	0.76	±0.16	126	0.66	±0.08	0.22 (S)
30-39	167	0.19*	±0.05	622	0.50*	±0.04	-0.71 (M)
40-49	209	0.26*	±0.05	861	0.51*	±0.03	-0.60 (M)
50-59	308	0.25*	±0.04	913	0.54*	±0.03	-0.66 (M)
60 or older	200	0.35*	±0.06	457	0.44*	±0.04	-0.22 (S)

^a Scale values are 0 = Yes/Do Not Know, 1 = No. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.1.3 Age Harassment and Organizational Politics

Table 4.3 presents organizational politics for those who indicated they had or had not experienced age harassment within the past 12 months. Organizational politics was measured with a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater pressure to conform to organizational norms. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.3 BIA – Age Harassment and Organizational Politics by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	987	3.3*	±0.0	2,982	2.9*	±0.0	0.48 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	10	2.9*	±0.2	106	2.5*	±0.1	1.20 (L)
Wage Grade (WG) 5-8	174	3.4*	±0.1	212	3.2*	±0.1	0.35 (S)
Wage Grade (WG) 9-16	39	3.1	±0.1	41	3.1	±0.2	-0.07
Other Wage Grade (WG)	32	3.3*	±0.1	8	2.5*	±0.8	1.17 (L)
General Schedule (GS) 1-6	57	3.2*	±0.1	375	2.9*	±0.1	0.48 (S)
General Schedule (GS) 7-10	379	3.4*	±0.1	937	3.0*	±0.1	0.40 (S)
General Schedule (GS) 11-12	166	3.4*	±0.1	832	3.0*	±0.1	0.45 (S)
General Schedule (GS) 13-15	63	3.3*	±0.3	376	2.6*	±0.1	0.82 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	1.8	±0.5	NR
Other	61	2.8*	±0.1	67	2.7*	±0.1	0.38 (S)
Years of Service at Bureau or Office							
Less than 1 year	38	2.9	±0.1	164	2.8	±0.1	0.27 (S)
1 to 3 years	145	3.3*	±0.1	286	2.6*	±0.1	0.93 (L)
4 to 5 years	27	3.6*	±0.3	188	2.9*	±0.1	1.00 (L)
6 to 10 years	104	3.5*	±0.1	558	3.1*	±0.1	0.45 (S)
11 to 14 years	109	3.3*	±0.1	376	2.8*	±0.1	0.59 (M)
15 to 20 years	222	3.4*	±0.1	555	2.9*	±0.1	0.62 (M)
More than 20 years	335	3.2*	±0.1	845	3.0*	±0.1	0.24 (S)
Appointment Type							
Permanent	976	3.3*	±0.0	2,897	2.9*	±0.0	0.47 (S)
Term	NR	NR	NR	26	2.8	±0.2	NR
Temporary	NR	NR	NR	28	2.8	±0.1	NR
Work Schedule							
Seasonal	68	2.8	±0.1	174	2.8	±0.1	-0.11
Non-Seasonal	891	3.4*	±0.1	2,737	2.9*	±0.0	0.51 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	67	2.8	±0.1	149	2.8	±0.1	-0.11
Permanent-Non-Seasonal	888	3.4*	±0.1	2,734	2.9*	±0.0	0.51 (M)
Term	NR	NR	NR	26	2.8	±0.2	NR
Temporary-Seasonal	NR	NR	NR	25	2.8	±0.0	NR
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Age - Collapsed							
39 or under	246	3.1*	±0.1	767	2.9*	±0.1	0.34 (S)
40 or older	737	3.4*	±0.1	2,206	3.0*	±0.0	0.52 (M)
Age							
25 or under	47	2.8	±0.1	26	2.8	±0.2	0.02
26-29	30	3.1*	±0.4	126	2.7*	±0.1	0.44 (S)
30-39	169	3.2*	±0.1	615	2.9*	±0.1	0.42 (S)
40-49	231	3.5*	±0.1	830	3.0*	±0.1	0.67 (M)
50-59	319	3.5*	±0.1	923	3.0*	±0.1	0.66 (M)
60 or older	186	3.0	±0.1	452	2.9	±0.1	0.16

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.1.4 Age Harassment and Organizational Trust

Table 4.4 presents organizational trust for those who indicated they had or had not experienced age harassment within the past 12 months. Organizational trust was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of trust. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.4 BIA – Age Harassment and Organizational Trust by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,029	2.6*	±0.1	3,015	3.3*	±0.0	-0.80 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	38	2.5*	±0.1	106	3.7*	±0.1	-2.58 (L)
Wage Grade (WG) 5-8	173	2.5*	±0.1	214	3.0*	±0.1	-0.51 (M)
Wage Grade (WG) 9-16	39	2.7*	±0.1	42	3.2*	±0.2	-1.01 (L)
Other Wage Grade (WG)	31	3.4	±0.1	8	3.1	±0.6	0.72 (M)
General Schedule (GS) 1-6	74	2.8	±0.1	375	3.0	±0.1	-0.21 (S)
General Schedule (GS) 7-10	380	2.5*	±0.1	955	3.2*	±0.1	-0.88 (L)
General Schedule (GS) 11-12	164	2.6*	±0.1	842	3.3*	±0.1	-0.81 (L)
General Schedule (GS) 13-15	63	2.9*	±0.3	378	3.7*	±0.1	-0.99 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	4.2	±0.3	NR
Other	61	2.7*	±0.1	68	3.7*	±0.1	-2.05 (L)
Years of Service at Bureau or Office							
Less than 1 year	38	3.0*	±0.3	162	3.7*	±0.1	-0.87 (L)
1 to 3 years	173	2.6*	±0.1	287	3.6*	±0.1	-1.20 (L)
4 to 5 years	27	2.5*	±0.3	188	3.3*	±0.1	-1.14 (L)
6 to 10 years	102	2.6*	±0.2	563	2.9*	±0.1	-0.32 (S)
11 to 14 years	111	2.9*	±0.1	382	3.4*	±0.1	-0.56 (M)
15 to 20 years	220	2.5*	±0.1	555	3.2*	±0.1	-0.84 (L)
More than 20 years	349	2.5*	±0.1	868	3.3*	±0.0	-1.03 (L)
Appointment Type							
Permanent	991	2.6*	±0.1	2,929	3.3*	±0.0	-0.80 (L)
Term	32	2.8*	±0.3	26	3.9*	±0.2	-1.45 (L)
Temporary	NR	NR	NR	28	2.8	±0.0	NR
Work Schedule							
Seasonal	68	3.4	±0.2	174	3.4	±0.1	0.03
Non-Seasonal	907	2.5*	±0.1	2,768	3.3*	±0.0	-0.86 (L)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	67	3.4	±0.2	149	3.4	±0.1	-0.06
Permanent-Non-Seasonal	904	2.5*	±0.1	2,765	3.3*	±0.0	-0.86 (L)
Term	32	2.8*	±0.3	26	3.9*	±0.2	-1.45 (L)
Temporary-Seasonal	NR	NR	NR	25	2.8	±0.0	NR
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Age - Collapsed							
39 or under	275	2.8*	±0.1	773	3.3*	±0.1	-0.57 (M)
40 or older	750	2.5*	±0.1	2,233	3.3*	±0.0	-0.90 (L)
Age							
25 or under	76	2.7*	±0.1	26	3.8*	±0.2	-1.98 (L)
26-29	30	3.0*	±0.3	126	3.6*	±0.2	-0.63 (M)
30-39	169	2.7*	±0.1	621	3.2*	±0.1	-0.50 (M)
40-49	229	2.5*	±0.1	833	3.2*	±0.1	-0.83 (L)
50-59	323	2.4*	±0.1	930	3.2*	±0.0	-1.16 (L)
60 or older	198	2.8*	±0.1	470	3.3*	±0.1	-0.66 (M)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.1.5 Age Harassment and Supervisor Support

Table 4.5 presents supervisor support for those who indicated they had or had not experienced age harassment within the past 12 months. Supervisory support was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of support. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.5 BIA – Age Harassment and Supervisor Support by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	896	2.7*	±0.1	2,883	3.5*	±0.0	-0.76 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	10	2.4*	±0.7	106	3.9*	±0.1	-2.33 (L)
Wage Grade (WG) 5-8	134	2.4*	±0.2	211	3.1*	±0.1	-0.63 (M)
Wage Grade (WG) 9-16	39	2.8	±0.2	40	3.1	±0.2	-0.36 (S)
Other Wage Grade (WG)	31	2.8	±0.2	8	2.9	±0.7	-0.14
General Schedule (GS) 1-6	71	3.3	±0.2	357	3.2	±0.1	0.17
General Schedule (GS) 7-10	334	2.5*	±0.1	899	3.5*	±0.1	-1.02 (L)
General Schedule (GS) 11-12	155	2.8*	±0.2	802	3.5*	±0.1	-0.70 (M)
General Schedule (GS) 13-15	59	2.8*	±0.4	368	3.9*	±0.1	-1.11 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	58	3.4	±0.2	67	3.6	±0.2	-0.33 (S)
Years of Service at Bureau or Office							
Less than 1 year	36	3.5*	±0.3	159	4.1*	±0.1	-0.70 (M)
1 to 3 years	144	2.9*	±0.2	281	3.9*	±0.1	-0.98 (L)
4 to 5 years	27	2.4*	±0.4	187	3.5*	±0.1	-1.04 (L)
6 to 10 years	87	2.6*	±0.2	528	3.3*	±0.1	-0.63 (M)
11 to 14 years	108	2.9*	±0.2	350	3.6*	±0.1	-0.65 (M)
15 to 20 years	171	2.6*	±0.2	551	3.3*	±0.1	-0.70 (M)
More than 20 years	314	2.6*	±0.1	817	3.5*	±0.1	-0.90 (L)
Appointment Type							
Permanent	884	2.7*	±0.1	2,797	3.5*	±0.0	-0.79 (M)
Term	NR	NR	NR	26	4.2	±0.3	NR
Temporary	NR	NR	NR	27	2.5	±0.2	NR
Work Schedule							
Seasonal	39	3.2	±0.2	148	3.4	±0.1	-0.17
Non-Seasonal	830	2.7*	±0.1	2,663	3.5*	±0.0	-0.79 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	38	3.2*	±0.2	123	3.6*	±0.1	-0.46 (S)
Permanent-Non-Seasonal	827	2.7*	±0.1	2,662	3.5*	±0.0	-0.79 (M)
Term	NR	NR	NR	26	4.2	±0.3	NR
Temporary-Seasonal	NR	NR	NR	25	2.5	±0.2	NR
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Age - Collapsed							
39 or under	219	2.9*	±0.2	714	3.6*	±0.1	-0.63 (M)
40 or older	674	2.6*	±0.1	2,159	3.5*	±0.0	-0.82 (L)
Age							
25 or under	48	3.9	±0.2	26	4.2	±0.3	-0.33 (S)
26-29	30	2.9*	±0.5	126	3.7*	±0.2	-0.65 (M)
30-39	141	2.6*	±0.2	562	3.6*	±0.1	-0.91 (L)
40-49	203	2.4*	±0.1	818	3.4*	±0.1	-0.99 (L)
50-59	301	2.5*	±0.1	870	3.5*	±0.1	-1.02 (L)
60 or older	170	3.1*	±0.2	471	3.4*	±0.1	-0.29 (S)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.1.6 Age Harassment and Organizational Inclusion

Table 4.6 presents organizational inclusion for those who indicated they had or had not experienced age harassment within the past 12 months. Organizational inclusion was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of inclusion. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.6 BIA – Age Harassment and Organizational Inclusion by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,039	2.9*	±0.1	3,052	3.6*	±0.0	-0.64 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	38	1.9*	±0.3	106	3.6*	±0.1	-2.49 (L)
Wage Grade (WG) 5-8	175	3.0*	±0.1	216	3.3*	±0.2	-0.29 (S)
Wage Grade (WG) 9-16	39	2.2	±0.2	42	2.6	±0.4	-0.39 (S)
Other Wage Grade (WG)	32	3.0	±0.2	8	3.4	±0.6	-0.57 (M)
General Schedule (GS) 1-6	75	3.1*	±0.2	378	3.5*	±0.1	-0.49 (S)
General Schedule (GS) 7-10	380	3.1*	±0.1	977	3.5*	±0.1	-0.36 (S)
General Schedule (GS) 11-12	168	2.6*	±0.2	850	3.6*	±0.1	-1.08 (L)
General Schedule (GS) 13-15	64	3.0*	±0.3	380	3.9*	±0.1	-1.07 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	4.5	±0.4	NR
Other	61	3.4	±0.2	68	3.3	±0.1	0.08
Years of Service at Bureau or Office							
Less than 1 year	38	3.2*	±0.3	186	3.8*	±0.1	-0.63 (M)
1 to 3 years	175	3.0*	±0.2	289	3.8*	±0.1	-0.73 (M)
4 to 5 years	27	2.2*	±0.2	189	3.4*	±0.1	-1.49 (L)
6 to 10 years	104	2.8*	±0.2	565	3.4*	±0.1	-0.71 (M)
11 to 14 years	111	2.9*	±0.1	383	3.6*	±0.1	-0.79 (M)
15 to 20 years	222	3.0*	±0.2	562	3.5*	±0.1	-0.48 (S)
More than 20 years	354	2.9*	±0.1	868	3.5*	±0.1	-0.65 (M)
Appointment Type							
Permanent	999	3.0*	±0.1	2,966	3.6*	±0.0	-0.62 (M)
Term	32	1.9*	±0.4	26	4.0*	±0.3	-1.97 (L)
Temporary	NR	NR	NR	28	2.6	±0.4	NR
Work Schedule							
Seasonal	69	3.5	±0.2	174	3.5	±0.1	-0.07
Non-Seasonal	914	3.0*	±0.1	2,805	3.6*	±0.0	-0.62 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	68	3.4*	±0.2	149	3.7*	±0.1	-0.33 (S)
Permanent-Non-Seasonal	910	3.0*	±0.1	2,802	3.6*	±0.0	-0.62 (M)
Term	32	1.9*	±0.4	26	4.0*	±0.3	-1.97 (L)
Temporary-Seasonal	NR	NR	NR	25	2.4	±0.4	NR
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Age - Collapsed							
39 or under	275	3.1*	±0.1	778	3.8*	±0.1	-0.73 (M)
40 or older	760	2.9*	±0.1	2,265	3.5*	±0.0	-0.62 (M)
Age							
25 or under	76	2.9*	±0.3	26	3.7*	±0.4	-0.64 (M)
26-29	30	3.4*	±0.3	126	3.8*	±0.2	-0.44 (S)
30-39	169	3.1*	±0.1	626	3.8*	±0.1	-0.73 (M)
40-49	233	3.1*	±0.1	860	3.4*	±0.1	-0.39 (S)
50-59	326	2.7*	±0.1	931	3.6*	±0.1	-0.93 (L)
60 or older	200	3.0*	±0.1	473	3.4*	±0.1	-0.40 (S)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.1.7 Age Harassment and Bystander Harassment

Table 4.7 presents experiences of bystander age harassment for those who indicated they had or had not personally experienced age harassment within the past 12 months. Age bystander harassment (i.e., a situation in which an employee witnessed but may not have been a direct target of the harassing behavior) was measured on a 6-point response scale ranging from *never* to *one or more times a day*. The results indicate the percentage of employees who witnessed age harassment against another employee. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.7 BIA – Age Harassment and Bystander Harassment

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	463	47.2%*	±3.1	199	6.6%*	±0.9	1.00 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	33	88.3%	±15.6	NR	NR	NR	NR
Wage Grade (WG) 5-8	92	53.9%*	±7.6	24	11.4%*	±5.1	0.96 (L)
Wage Grade (WG) 9-16	NR	NR	NR	7	16.6%	±15.1	NR
Other Wage Grade (WG)	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 1-6	39	53.4%*	±11.7	31	8.2%*	±3.2	1.06 (L)
General Schedule (GS) 7-10	133	35.4%*	±5.0	41	4.2%*	±1.5	0.86 (L)
General Schedule (GS) 11-12	95	57.3%*	±7.7	53	6.3%*	±1.9	1.21 (L)
General Schedule (GS) 13-15	21	33.2%*	±12.8	31	8.0%*	±3.2	0.65 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	33	84.9%*	±15.6	5	9.5%*	±11.6	1.72 (L)
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	5	2.7%	±3.6	NR
1 to 3 years	130	76.2%*	±7.0	12	4.4%*	±3.1	1.70 (L)
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	40	51.6%*	±11.3	69	12.2%*	±3.0	0.89 (L)
11 to 14 years	28	25.5%*	±9.2	9	2.5%*	±2.2	0.74 (M)
15 to 20 years	55	26.8%*	±6.5	28	5.0%*	±2.2	0.64 (M)
More than 20 years	178	51.5%*	±5.3	71	8.3%*	±2.1	1.01 (L)
Appointment Type							
Permanent	429	45.6%*	±3.2	199	6.8%*	±1.0	0.96 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary	NR	NR	NR	0	0.0%	NA	NR
Work Schedule							
Seasonal	18	25.3%	±11.8	NR	NR	NR	NR
Non-Seasonal	414	48.3%*	±3.4	191	6.9%*	±1.0	1.01 (L)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	17	24.2%	±11.8	NR	NR	NR	NR
Permanent-Non-Seasonal	410	48.1%*	±3.4	191	6.9%*	±1.0	1.00 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary-Seasonal	NR	NR	NR	0	0.0%	NA	NR
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Age - Collapsed							
39 or under	134	49.8%*	±6.0	28	3.5%*	±1.6	1.19 (L)
40 or older	329	46.4%*	±3.7	170	7.6%*	±1.2	0.94 (L)
Age							
25 or under	62	81.2%	±10.6	0	0.0%	NA	NA
26-29	NR	NR	NR	NR	NR	NR	NR
30-39	60	35.9%*	±7.6	24	3.8%*	±1.8	0.89 (L)
40-49	83	39.9%*	±6.9	78	9.1%*	±2.1	0.75 (M)
50-59	148	48.2%*	±5.6	77	8.3%*	±2.0	0.95 (L)
60 or older	99	50.5%*	±7.0	16	3.4%*	±2.1	1.21 (L)

^a Represents the percent, who, in the past 12 months, indicated they witnessed a situation where another employee was subjected to harassment or discrimination based on age. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.1.8 Logistic Regression Analyses of Age Harassment and Predictors of Workplace Harassment

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced age harassment against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to age harassment, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience age harassment. Table 4.8 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.8 BIA – Logistic Regression of Age Harassment and Predictors of Workplace Harassment

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	3.106	0.476	42.494	--	22.335	--	--	--	--
Sex	0.530	0.121	19.306	0.000	1.699	1.341	2.153	-1245.140	19.543
Relationship Status	-0.621	0.107	33.958	0.000	0.537	0.436	0.662	-1252.488	34.239
Pay Grade	--	--	81.526	--	--	--	--	--	--
Middle Grade vs. Junior Grade	1.126	0.176	41.071	0.000	3.082	2.185	4.349	-1278.000	85.261
Senior Grade vs. Junior Grade	0.218	0.185	1.378	0.241	1.243	0.864	1.787	-1278.000	85.261
Executive Grade vs. Junior Grade	1.739	1.203	2.088	0.149	5.690	0.538	60.181	-1278.000	85.261
Supervisor Support	-0.164	0.064	6.495	0.011	0.849	0.749	0.963	-1238.639	6.540
Organizational Politics	-0.312	0.076	16.990	0.000	0.732	0.631	0.849	-1243.975	17.212
Organizational Inclusion	-0.325	0.063	26.527	0.000	0.723	0.639	0.818	-1248.637	26.536
Bystander Harassment Based on Age	-2.048	0.125	269.187	0.000	0.129	0.101	0.165	-1376.871	283.004
General Intolerance	-0.484	0.078	38.255	0.000	0.616	0.529	0.718	-1254.938	39.138
Leadership Intolerance	-0.302	0.142	4.498	0.034	0.740	0.560	0.977	-1237.623	4.509
Gender Context	0.322	0.085	14.181	0.000	1.379	1.167	1.631	-1242.565	14.392

Note. N = 3,277, Nagelkerke R Square = 0.377

4.2 Racial/Ethnic Harassment

The following sections display each of the predictors of workplace harassment and racial/ethnic harassment. In each section results are shown for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Results are further broken down by selected demographic and/or occupational characteristics relevant to racial/ethnic harassment. Statistically significant differences are noted.

4.2.1 Racial/Ethnic Harassment and General Intolerance for Harassment

Table 4.9 presents general intolerance for harassment for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. General intolerance for harassment was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate an organizational climate more intolerant of harassment. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.9 BIA – Racial/Ethnic Harassment and General Intolerance for Harassment by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	813	2.5*	±0.1	3,192	3.4*	±0.0	-1.14 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	138	3.6	±0.1	NR
Wage Grade (WG) 5-8	106	2.4*	±0.1	273	3.3*	±0.1	-1.27 (L)
Wage Grade (WG) 9-16	NR	NR	NR	60	2.9	±0.3	NR
Other Wage Grade (WG)	18	2.9*	±0.2	21	3.1*	±0.1	-0.84 (L)
General Schedule (GS) 1-6	66	2.0*	±0.3	384	3.5*	±0.1	-1.89 (L)
General Schedule (GS) 7-10	348	2.5*	±0.1	990	3.5*	±0.1	-1.10 (L)
General Schedule (GS) 11-12	185	2.6*	±0.1	822	3.3*	±0.1	-0.90 (L)
General Schedule (GS) 13-15	64	2.7*	±0.3	380	3.7*	±0.1	-1.14 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	13	2.7*	±0.5	102	3.6*	±0.1	-1.68 (L)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	32	3.0*	±0.3	185	3.9*	±0.1	-1.23 (L)
1 to 3 years	120	2.7*	±0.1	328	3.6*	±0.1	-1.28 (L)
4 to 5 years	51	2.5*	±0.2	164	3.4*	±0.1	-1.17 (L)
6 to 10 years	136	1.9*	±0.2	515	3.4*	±0.1	-1.71 (L)
11 to 14 years	117	2.8*	±0.1	376	3.6*	±0.1	-0.92 (L)
15 to 20 years	145	2.4*	±0.2	621	3.4*	±0.1	-1.20 (L)
More than 20 years	203	2.5*	±0.1	993	3.3*	±0.1	-0.95 (L)
Appointment Type							
Permanent	807	2.5*	±0.1	3,074	3.4*	±0.0	-1.15 (L)
Term	5	4.2*	±0.2	53	3.5*	±0.2	0.96 (L)
Temporary	--	--	--	32	3.5	±0.2	NA
Work Schedule							
Seasonal	42	3.2*	±0.2	194	3.7*	±0.1	-0.77 (M)
Non-Seasonal	763	2.4*	±0.1	2,880	3.4*	±0.0	-1.17 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	42	3.2*	±0.2	168	3.7*	±0.1	-0.77 (M)
Permanent-Non-Seasonal	763	2.4*	±0.1	2,873	3.4*	±0.0	-1.17 (L)
Term	5	4.2*	±0.2	53	3.5*	±0.2	0.96 (L)
Temporary-Seasonal	--	--	--	26	3.6	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	3.1	±0.4	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	123	2.7*	±0.2	127	3.6*	±0.1	-1.12 (L)
Minority	678	2.5*	±0.1	3,056	3.4*	±0.0	-1.17 (L)
Race/Ethnicity							
Hispanic	72	2.9*	±0.1	161	3.4*	±0.1	-0.69 (M)
American Indian or Alaskan Native	510	2.5*	±0.1	2,625	3.4*	±0.0	-1.16 (L)
Asian	NR	NR	NR	7	3.9	±0.3	NR
Black/African-American	NR	NR	NR	8	3.1	±0.8	NR
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	123	2.7*	±0.2	127	3.6*	±0.1	-1.12 (L)
Multi-racial	93	2.0*	±0.2	255	3.4*	±0.1	-1.54 (L)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.2.2 Racial/Ethnic Harassment and Leadership Intolerance for Harassment

Table 4.10 presents leadership intolerance for harassment for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Intolerance for harassment was measured using a *yes, no, do not know* response format, with higher scores indicating greater intolerance for harassment among leaders. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.10 BIA – Racial/Ethnic Harassment and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	810	0.29*	±0.03	3,187	0.51*	±0.02	-0.50 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	140	0.73	±0.07	NR
Wage Grade (WG) 5-8	107	0.10*	±0.05	278	0.27*	±0.04	-0.50 (M)
Wage Grade (WG) 9-16	NR	NR	NR	61	0.31	±0.09	NR
Other Wage Grade (WG)	18	0.28	±0.06	NR	NR	NR	NR
General Schedule (GS) 1-6	64	0.21*	±0.08	386	0.62*	±0.04	-0.96 (L)
General Schedule (GS) 7-10	348	0.31*	±0.05	990	0.44*	±0.03	-0.29 (S)
General Schedule (GS) 11-12	184	0.34*	±0.06	828	0.50*	±0.03	-0.37 (S)
General Schedule (GS) 13-15	62	0.47*	±0.12	379	0.70*	±0.04	-0.59 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	1.00	±0.00	NR
Other	13	0.35*	±0.25	80	0.82*	±0.07	-1.38 (L)
Years of Service at Bureau or Office							
Less than 1 year	32	0.50	±0.15	193	0.66	±0.06	-0.37 (S)
1 to 3 years	121	0.20*	±0.06	333	0.70*	±0.05	-1.23 (L)
4 to 5 years	51	0.34*	±0.11	165	0.67*	±0.06	-0.79 (M)
6 to 10 years	136	0.17*	±0.06	505	0.37*	±0.04	-0.50 (M)
11 to 14 years	115	0.49	±0.09	376	0.58	±0.05	-0.18
15 to 20 years	145	0.27*	±0.07	618	0.45*	±0.04	-0.41 (S)
More than 20 years	201	0.30*	±0.05	986	0.48*	±0.03	-0.44 (S)
Appointment Type							
Permanent	804	0.29*	±0.03	3,069	0.51*	±0.02	-0.51 (M)
Term	5	1.00	±0.00	53	0.87	±0.08	0.42 (S)
Temporary	--	--	--	32	0.68	±0.07	NA
Work Schedule							
Seasonal	42	0.17*	±0.09	188	0.34*	±0.06	-0.42 (S)
Non-Seasonal	761	0.29*	±0.03	2,879	0.52*	±0.02	-0.53 (M)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	42	0.17	±0.09	162	0.28	±0.06	-0.28 (S)
Permanent-Non-Seasonal	761	0.29*	±0.03	2,873	0.52*	±0.02	-0.53 (M)
Term	5	1.00	±0.00	53	0.87	±0.08	0.42 (S)
Temporary-Seasonal	--	--	--	26	0.70	±0.05	NA
Temporary-Non-Seasonal	--	--	--	6	0.62	±0.29	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	123	0.43*	±0.08	132	0.67*	±0.07	-0.56 (M)
Minority	675	0.27*	±0.03	3,046	0.51*	±0.02	-0.54 (M)
Race/Ethnicity							
Hispanic	72	0.42*	±0.11	164	0.66*	±0.06	-0.57 (M)
American Indian or Alaskan Native	508	0.26*	±0.03	2,615	0.48*	±0.02	-0.50 (M)
Asian	NR	NR	NR	NR	NR	NR	NR
Black/African-American	NR	NR	NR	9	0.54	±0.29	NR
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	123	0.43*	±0.08	132	0.67*	±0.07	-0.56 (M)
Multi-racial	92	0.19*	±0.07	252	0.63*	±0.05	-1.13 (L)

^a Scale values are 0 = Yes/Do Not Know, 1 = No. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.2.3 Racial/Ethnic Harassment and Organizational Politics

Table 4.11 presents organizational politics for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Organizational politics was measured with a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater pressure to conform to organizational norms. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.11 BIA – Racial/Ethnic Harassment and Organizational Politics by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	824	3.4*	±0.1	3,141	2.9*	±0.0	0.65 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	112	2.5	±0.1	NR
Wage Grade (WG) 5-8	107	3.8*	±0.1	280	3.1*	±0.1	0.96 (L)
Wage Grade (WG) 9-16	NR	NR	NR	78	3.1	±0.1	NR
Other Wage Grade (WG)	18	3.7*	±0.1	21	2.7*	±0.3	2.02 (L)
General Schedule (GS) 1-6	66	2.9	±0.2	367	3.0	±0.1	-0.15
General Schedule (GS) 7-10	349	3.5*	±0.1	965	3.0*	±0.0	0.60 (M)
General Schedule (GS) 11-12	182	3.4*	±0.1	816	3.0*	±0.1	0.44 (S)
General Schedule (GS) 13-15	63	3.5*	±0.2	376	2.5*	±0.1	1.19 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	1.8	±0.5	NR
Other	26	2.8	±0.1	102	2.7	±0.1	0.34 (S)
Years of Service at Bureau or Office							
Less than 1 year	32	3.3*	±0.2	169	2.7*	±0.1	1.10 (L)
1 to 3 years	121	3.4*	±0.1	308	2.6*	±0.1	1.10 (L)
4 to 5 years	51	3.5*	±0.2	164	2.9*	±0.1	0.84 (L)
6 to 10 years	137	3.7*	±0.2	522	3.0*	±0.1	0.76 (M)
11 to 14 years	113	3.2*	±0.2	372	2.8*	±0.1	0.36 (S)
15 to 20 years	144	3.5*	±0.2	631	3.0*	±0.1	0.64 (M)
More than 20 years	216	3.4*	±0.1	965	3.0*	±0.0	0.54 (M)
Appointment Type							
Permanent	816	3.4*	±0.1	3,053	2.9*	±0.0	0.64 (M)
Term	5	3.5*	±0.1	25	2.6*	±0.2	2.07 (L)
Temporary	--	--	--	32	2.8	±0.1	NA
Work Schedule							
Seasonal	41	2.7	±0.2	202	2.8	±0.1	-0.12
Non-Seasonal	774	3.5*	±0.1	2,850	2.9*	±0.0	0.67 (M)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	41	2.7	±0.2	176	2.8	±0.1	-0.12
Permanent-Non-Seasonal	774	3.5*	±0.1	2,844	2.9*	±0.0	0.67 (M)
Term	5	3.5*	±0.1	25	2.6*	±0.2	2.07 (L)
Temporary-Seasonal	--	--	--	26	2.8	±0.0	NA
Temporary-Non-Seasonal	--	--	--	6	2.8	±0.4	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	123	3.5*	±0.1	130	2.7*	±0.1	0.91 (L)
Minority	688	3.4*	±0.1	3,003	2.9*	±0.0	0.63 (M)
Race/Ethnicity							
Hispanic	72	3.3*	±0.2	165	2.8*	±0.1	0.64 (M)
American Indian or Alaskan Native	523	3.5*	±0.1	2,570	2.9*	±0.0	0.72 (M)
Asian	NR	NR	NR	7	3.3	±0.1	NR
Black/African-American	NR	NR	NR	7	3.2	±0.9	NR
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	123	3.5*	±0.1	130	2.7*	±0.1	0.91 (L)
Multi-racial	91	3.1	±0.2	253	2.9	±0.1	0.16

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.2.4 Racial/Ethnic Harassment and Organizational Trust

Table 4.12 presents organizational trust for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Organizational trust was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of trust. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.12 BIA – Racial/Ethnic Harassment and Organizational Trust by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	824	2.5*	±0.1	3,216	3.3*	±0.0	-0.96 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	140	3.4	±0.1	NR
Wage Grade (WG) 5-8	106	1.9*	±0.2	281	3.1*	±0.1	-1.70 (L)
Wage Grade (WG) 9-16	NR	NR	NR	78	2.9	±0.1	NR
Other Wage Grade (WG)	17	3.1*	±0.2	21	3.5*	±0.2	-0.93 (L)
General Schedule (GS) 1-6	66	1.9*	±0.3	384	3.1*	±0.1	-1.60 (L)
General Schedule (GS) 7-10	349	2.5*	±0.1	984	3.2*	±0.1	-0.76 (M)
General Schedule (GS) 11-12	181	2.7*	±0.1	823	3.3*	±0.1	-0.74 (M)
General Schedule (GS) 13-15	64	2.8*	±0.3	377	3.7*	±0.1	-1.14 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	4.2	±0.3	NR
Other	27	2.7*	±0.3	102	3.3*	±0.1	-0.89 (L)
Years of Service at Bureau or Office							
Less than 1 year	31	3.1*	±0.3	168	3.7*	±0.1	-0.75 (M)
1 to 3 years	120	2.5*	±0.2	338	3.4*	±0.1	-1.11 (L)
4 to 5 years	51	2.6*	±0.2	164	3.4*	±0.1	-1.05 (L)
6 to 10 years	137	2.1*	±0.2	526	3.1*	±0.1	-1.26 (L)
11 to 14 years	117	2.6*	±0.2	376	3.5*	±0.1	-1.13 (L)
15 to 20 years	145	2.3*	±0.2	629	3.2*	±0.1	-1.02 (L)
More than 20 years	213	2.6*	±0.1	1,004	3.2*	±0.0	-0.72 (M)
Appointment Type							
Permanent	817	2.4*	±0.1	3,097	3.3*	±0.0	-0.99 (L)
Term	5	4.3*	±0.3	53	3.2*	±0.2	1.24 (L)
Temporary	--	--	--	32	2.8	±0.1	NA
Work Schedule							
Seasonal	41	3.2	±0.2	202	3.4	±0.1	-0.25 (S)
Non-Seasonal	775	2.4*	±0.1	2,896	3.3*	±0.0	-1.03 (L)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	41	3.2*	±0.2	176	3.5*	±0.1	-0.37 (S)
Permanent-Non-Seasonal	775	2.4*	±0.1	2,890	3.3*	±0.0	-1.03 (L)
Term	5	4.3*	±0.3	53	3.2*	±0.2	1.24 (L)
Temporary-Seasonal	--	--	--	26	2.8	±0.1	NA
Temporary-Non-Seasonal	--	--	--	6	2.9	±0.1	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	123	2.8*	±0.2	130	3.6*	±0.1	-0.85 (L)
Minority	688	2.4*	±0.1	3,077	3.3*	±0.0	-1.03 (L)
Race/Ethnicity							
Hispanic	72	2.8*	±0.1	166	3.4*	±0.1	-0.71 (M)
American Indian or Alaskan Native	521	2.4*	±0.1	2,643	3.2*	±0.0	-0.97 (L)
Asian	--	--	--	7	3.7	±0.3	NA
Black/African-American	NR	NR	NR	9	2.9	±0.7	NR
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	123	2.8*	±0.2	130	3.6*	±0.1	-0.85 (L)
Multi-racial	93	2.0*	±0.2	251	3.5*	±0.1	-1.89 (L)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.2.5 Racial/Ethnic Harassment and Supervisor Support

Table 4.13 presents supervisor support for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Supervisory support was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of support. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.13 BIA – Racial/Ethnic Harassment and Supervisor Support by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	784	2.6*	±0.1	2,991	3.5*	±0.0	-0.80 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	112	3.8	±0.1	NR
Wage Grade (WG) 5-8	106	1.8*	±0.2	239	3.3*	±0.1	-1.43 (L)
Wage Grade (WG) 9-16	NR	NR	NR	76	2.9	±0.2	NR
Other Wage Grade (WG)	17	2.8	±0.2	21	2.9	±0.3	-0.12
General Schedule (GS) 1-6	63	1.9*	±0.3	364	3.4*	±0.1	-1.59 (L)
General Schedule (GS) 7-10	323	2.8*	±0.1	907	3.4*	±0.1	-0.57 (M)
General Schedule (GS) 11-12	173	3.0*	±0.2	783	3.5*	±0.1	-0.47 (S)
General Schedule (GS) 13-15	62	2.9*	±0.3	365	3.9*	±0.1	-1.02 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	24	3.0*	±0.4	101	3.7*	±0.1	-1.03 (L)
Years of Service at Bureau or Office							
Less than 1 year	31	3.6*	±0.3	164	4.1*	±0.1	-0.61 (M)
1 to 3 years	118	2.5*	±0.2	306	4.0*	±0.1	-1.43 (L)
4 to 5 years	50	2.8*	±0.4	164	3.5*	±0.2	-0.65 (M)
6 to 10 years	137	2.5*	±0.2	475	3.4*	±0.1	-0.90 (L)
11 to 14 years	114	2.7*	±0.2	344	3.7*	±0.1	-0.97 (L)
15 to 20 years	143	2.4*	±0.2	578	3.3*	±0.1	-0.91 (L)
More than 20 years	182	2.8*	±0.2	949	3.3*	±0.1	-0.51 (M)
Appointment Type							
Permanent	776	2.6*	±0.1	2,902	3.5*	±0.0	-0.83 (L)
Term	5	3.8	±0.2	25	4.4	±0.3	-0.77 (M)
Temporary	--	--	--	31	2.5	±0.2	NA
Work Schedule							
Seasonal	37	3.2	±0.2	149	3.4	±0.1	-0.26 (S)
Non-Seasonal	737	2.6*	±0.1	2,752	3.5*	±0.0	-0.85 (L)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	37	3.2*	±0.2	123	3.6*	±0.1	-0.53 (M)
Permanent-Non-Seasonal	737	2.6*	±0.1	2,747	3.5*	±0.0	-0.85 (L)
Term	5	3.8	±0.2	25	4.4	±0.3	-0.77 (M)
Temporary-Seasonal	--	--	--	26	2.5	±0.2	NA
Temporary-Non-Seasonal	--	--	--	5	2.7	±0.1	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	122	3.2*	±0.2	127	3.7*	±0.2	-0.47 (S)
Minority	650	2.5*	±0.1	2,855	3.5*	±0.0	-0.91 (L)
Race/Ethnicity							
Hispanic	68	3.0*	±0.2	152	3.7*	±0.2	-0.75 (M)
American Indian or Alaskan Native	487	2.5*	±0.1	2,439	3.5*	±0.0	-0.90 (L)
Asian	NR	NR	NR	7	4.8	±0.4	NR
Black/African-American	NR	NR	NR	9	3.1	±0.8	NR
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	122	3.2*	±0.2	127	3.7*	±0.2	-0.47 (S)
Multi-racial	91	2.3*	±0.3	248	3.6*	±0.1	-1.23 (L)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.2.6 Racial/Ethnic Harassment and Organizational Inclusion

Table 4.14 presents organizational inclusion for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Organizational inclusion was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of inclusion. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.14 BIA – Racial/Ethnic Harassment and Organizational Inclusion by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	830	2.9*	±0.1	3,257	3.5*	±0.0	-0.66 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	140	3.2	±0.2	NR
Wage Grade (WG) 5-8	108	2.4*	±0.2	283	3.5*	±0.1	-1.09 (L)
Wage Grade (WG) 9-16	NR	NR	NR	78	2.4	±0.2	NR
Other Wage Grade (WG)	18	2.6*	±0.4	21	3.4*	±0.2	-1.22 (L)
General Schedule (GS) 1-6	66	3.1*	±0.2	388	3.5*	±0.1	-0.48 (S)
General Schedule (GS) 7-10	349	3.1*	±0.1	1,006	3.5*	±0.1	-0.45 (S)
General Schedule (GS) 11-12	184	2.8*	±0.2	833	3.6*	±0.1	-0.81 (L)
General Schedule (GS) 13-15	64	3.0*	±0.3	381	3.9*	±0.1	-0.99 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	4.5	±0.4	NR
Other	27	2.8*	±0.4	102	3.5*	±0.1	-1.08 (L)
Years of Service at Bureau or Office							
Less than 1 year	32	3.3*	±0.5	191	3.8*	±0.1	-0.50 (M)
1 to 3 years	122	3.0*	±0.2	340	3.7*	±0.1	-0.69 (M)
4 to 5 years	51	2.7*	±0.3	165	3.4*	±0.1	-0.75 (M)
6 to 10 years	137	3.0*	±0.2	529	3.4*	±0.1	-0.46 (S)
11 to 14 years	117	3.1*	±0.1	377	3.6*	±0.1	-0.51 (M)
15 to 20 years	144	2.7*	±0.2	638	3.5*	±0.1	-0.85 (L)
More than 20 years	218	2.8*	±0.1	1,006	3.5*	±0.1	-0.75 (M)
Appointment Type							
Permanent	822	2.9*	±0.1	3,139	3.5*	±0.0	-0.70 (M)
Term	5	4.5*	±0.7	53	2.7*	±0.4	1.25 (L)
Temporary	--	--	--	32	2.7	±0.4	NA
Work Schedule							
Seasonal	42	3.3	±0.3	202	3.6	±0.1	-0.30 (S)
Non-Seasonal	779	2.9*	±0.1	2,936	3.5*	±0.0	-0.72 (M)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	42	3.3*	±0.3	176	3.7*	±0.1	-0.54 (M)
Permanent-Non-Seasonal	779	2.9*	±0.1	2,930	3.5*	±0.0	-0.72 (M)
Term	5	4.5*	±0.7	53	2.7*	±0.4	1.25 (L)
Temporary-Seasonal	--	--	--	26	2.5	±0.4	NA
Temporary-Non-Seasonal	--	--	--	6	3.6	±0.6	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	123	3.0*	±0.2	132	3.8*	±0.1	-0.92 (L)
Minority	694	2.9*	±0.1	3,117	3.5*	±0.0	-0.66 (M)
Race/Ethnicity							
Hispanic	72	2.9*	±0.3	166	3.8*	±0.1	-1.16 (L)
American Indian or Alaskan Native	526	2.8*	±0.1	2,679	3.5*	±0.0	-0.63 (M)
Asian	NR	NR	NR	7	4.2	±0.3	NR
Black/African-American	NR	NR	NR	9	3.3	±0.7	NR
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	123	3.0*	±0.2	132	3.8*	±0.1	-0.92 (L)
Multi-racial	93	3.0*	±0.1	255	3.7*	±0.1	-0.99 (L)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.2.7 Racial/Ethnic Harassment and Bystander Harassment

Table 4.15 presents experiences of bystander racial/ethnic harassment for those who indicated they had or had not personally experienced racial/ethnic harassment within the past 12 months. Racial/ethnic bystander harassment (i.e., a situation in which an employee witnessed but may not have been a direct target of the harassing behavior) was measured on a 6-point response scale ranging from *never* to *one or more times a day*. The results indicate the percentage of employees who witnessed racial/ethnic harassment against another employee. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.15 BIA – Racial/Ethnic Harassment and Bystander Harassment

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	367	45.5%*	±3.5	208	6.5%*	±0.9	0.96 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	NR	NR	NR	NR
Wage Grade (WG) 5-8	60	57.5%*	±9.8	21	7.4%*	±3.8	1.17 (L)
Wage Grade (WG) 9-16	NR	NR	NR	NR	NR	NR	NR
Other Wage Grade (WG)	NA	100%	NA	0	0.0%	NA	NA
General Schedule (GS) 1-6	47	73.2%*	±12.4	36	9.3%*	±3.3	1.43 (L)
General Schedule (GS) 7-10	121	34.5%*	±5.2	49	4.9%*	±1.5	0.81 (L)
General Schedule (GS) 11-12	88	48.2%*	±7.3	35	4.2%*	±1.6	1.12 (L)
General Schedule (GS) 13-15	23	36.7%*	±12.9	5	1.4%*	±1.8	1.06 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	59	72.8%	±11.0	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	NR	NR	NR	NR
1 to 3 years	75	63.0%*	±9.1	38	11.5%*	±3.9	1.14 (L)
4 to 5 years	22	42.9%*	±14.3	39	23.9%*	±7.2	0.41 (S)
6 to 10 years	87	64.3%*	±8.5	56	11.1%*	±3.1	1.18 (L)
11 to 14 years	36	31.4%	±9.2	NR	NR	NR	NR
15 to 20 years	47	32.7%*	±8.2	10	1.5%*	±1.3	0.97 (L)
More than 20 years	83	41.3%*	±7.0	62	6.3%*	±1.7	0.89 (L)
Appointment Type							
Permanent	366	45.7%*	±3.5	206	6.7%*	±0.9	0.96 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	0	0.0%	NA	NA

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	13	31.8%	±16.0	0	0.0%	NA	NA
Non-Seasonal	351	46.4%*	±3.6	205	7.1%*	±1.0	0.96 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	13	31.8%	±16.0	0	0.0%	NA	NA
Permanent-Non-Seasonal	351	46.4%*	±3.6	205	7.2%*	±1.0	0.96 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	0	0.0%	NA	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	50	40.8%	±9.0	NR	NR	NR	NR
Minority	316	47.0%*	±3.8	204	6.7%*	±0.9	0.99 (L)
Race/Ethnicity							
Hispanic	40	55.8%*	±11.8	14	8.7%*	±5.4	1.09 (L)
American Indian or Alaskan Native	227	44.9%*	±4.4	182	6.9%*	±1.0	0.93 (L)
Asian	NR	NR	NR	NR	NR	NR	NR
Black/African-American	NR	NR	NR	NR	NR	NR	NR
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	50	40.8%	±9.0	NR	NR	NR	NR
Multi-racial	48	51.7%*	±10.3	7	2.8%*	±2.9	1.27 (L)

^a Represents the percent, who, in the past 12 months, indicated they witnessed a situation where another employee was subjected to harassment or discrimination based on race or ethnicity. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.2.8 Logistic Regression Analyses of Racial/Ethnic Harassment and Predictors of Workplace Harassment

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced racial/ethnic harassment against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to racial/ethnic harassment, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience racial/ethnic harassment. Table 4.16 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.16 BIA – Logistic Regression of Racial/Ethnic Harassment and Predictors of Workplace Harassment

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	2.345	0.580	16.320	--	10.430	--	--	--	--
Age	-0.606	0.130	21.863	0.000	0.546	0.423	0.703	-1103.424	21.398
Race/Ethnicity	2.134	0.194	121.205	0.000	8.450	5.779	12.355	-1153.025	120.599
Relationship Status	-0.754	0.115	42.774	0.000	0.470	0.375	0.590	-1114.577	43.703
Pay Grade	--	--	71.333	--	--	--	--	--	--
Middle Grade vs. Junior Grade	1.419	0.204	48.339	0.000	4.134	2.771	6.167	-1131.510	77.570
Senior Grade vs. Junior Grade	0.660	0.222	8.868	0.003	1.935	1.253	2.988	-1131.510	77.570
Executive Grade vs. Junior Grade	2.582	1.329	3.777	0.052	13.230	0.978	178.945	-1131.510	77.570
Work Schedule	-0.640	0.248	6.663	0.010	0.527	0.324	0.857	-1095.885	6.320
Organizational Politics	0.225	0.083	7.397	0.007	1.253	1.065	1.473	-1096.432	7.413
Organizational Trust	-0.383	0.089	18.480	0.000	0.682	0.572	0.812	-1102.077	18.705
Bystander Harassment Based on Race/Ethnicity	-2.212	0.149	219.211	0.000	0.109	0.082	0.147	-1212.149	238.848
General Intolerance	-0.632	0.083	58.360	0.000	0.531	0.452	0.625	-1123.311	61.172
Gender Context	0.319	0.088	13.098	0.000	1.376	1.158	1.636	-1099.361	13.272

Note. N = 3,274, Nagelkerke R Square = 0.471

4.3 Religious Harassment

The following sections display each of the predictors of workplace harassment and religious harassment. In each section results are shown for those who indicated they had or had not experienced religious harassment within the past 12 months. Results are further broken down by selected demographic and/or occupational characteristics relevant to religious harassment. Statistically significant differences are noted.

4.3.1 Religious Harassment and General Intolerance for Harassment

Table 4.17 presents general intolerance for harassment for those who indicated they had or had not experienced religious harassment within the past 12 months. General intolerance for harassment was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate an organizational climate more intolerant of harassment. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.17 BIA – Religious Harassment and General Intolerance for Harassment by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	341	2.6*	±0.1	3,635	3.3*	±0.0	-0.87 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	140	3.6	±0.1	NR
Wage Grade (WG) 5-8	36	2.5*	±0.1	326	3.2*	±0.1	-0.85 (L)
Wage Grade (WG) 9-16	NR	NR	NR	60	2.9	±0.3	NR
Other Wage Grade (WG)	14	3.0	±0.0	26	3.0	±0.1	-0.03
General Schedule (GS) 1-6	43	2.4*	±0.2	407	3.4*	±0.1	-1.08 (L)
General Schedule (GS) 7-10	126	2.6*	±0.2	1,197	3.3*	±0.1	-0.75 (M)
General Schedule (GS) 11-12	81	2.5*	±0.2	926	3.3*	±0.1	-0.84 (L)
General Schedule (GS) 13-15	22	2.5*	±0.4	422	3.6*	±0.1	-1.26 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	5	3.2	±0.8	NA
Other	13	2.8*	±0.5	102	3.6*	±0.1	-1.54 (L)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	7	2.4*	±0.7	213	3.8*	±0.1	-1.75 (L)
1 to 3 years	51	2.7*	±0.1	396	3.5*	±0.1	-1.10 (L)
4 to 5 years	17	2.4*	±0.3	197	3.3*	±0.1	-1.06 (L)
6 to 10 years	55	2.1*	±0.2	580	3.2*	±0.1	-1.16 (L)
11 to 14 years	19	2.6*	±0.4	474	3.4*	±0.1	-0.85 (L)
15 to 20 years	45	3.0*	±0.3	705	3.3*	±0.1	-0.32 (S)
More than 20 years	147	2.6*	±0.1	1,048	3.3*	±0.1	-0.77 (M)
Appointment Type							
Permanent	339	2.6*	±0.1	3,511	3.3*	±0.0	-0.85 (L)
Term	--	--	--	58	3.6	±0.2	NA
Temporary	--	--	--	32	3.5	±0.2	NA
Work Schedule							
Seasonal	31	3.5	±0.2	206	3.6	±0.1	-0.21 (S)
Non-Seasonal	307	2.5*	±0.1	3,306	3.3*	±0.0	-0.93 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	31	3.5	±0.2	179	3.6	±0.1	-0.21 (S)
Permanent-Non-Seasonal	307	2.5*	±0.1	3,300	3.3*	±0.0	-0.93 (L)
Term	--	--	--	58	3.6	±0.2	NA
Temporary-Seasonal	--	--	--	26	3.6	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	3.1	±0.4	NA

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.3.2 Religious Harassment and Leadership Intolerance for Harassment

Table 4.18 presents leadership intolerance for harassment for those who indicated they had or had not experienced religious harassment within the past 12 months. Intolerance for harassment was measured using a *yes, no, do not know* response format, with higher scores indicating greater intolerance for harassment among leaders. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.18 BIA – Religious Harassment and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	341	0.29*	±0.04	3,626	0.49*	±0.01	-0.46 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	0.73	±0.07	NR
Wage Grade (WG) 5-8	37	0.10*	±0.09	331	0.25*	±0.04	-0.43 (S)
Wage Grade (WG) 9-16	NR	NR	NR	61	0.32	±0.09	NR
Other Wage Grade (WG)	14	0.33*	±0.00	26	0.14*	±0.12	0.72 (M)
General Schedule (GS) 1-6	41	0.56	±0.13	409	0.56	±0.04	-0.01
General Schedule (GS) 7-10	127	0.29*	±0.08	1,196	0.42*	±0.03	-0.29 (S)
General Schedule (GS) 11-12	83	0.22*	±0.08	931	0.50*	±0.03	-0.63 (M)
General Schedule (GS) 13-15	20	0.26*	±0.19	421	0.69*	±0.04	-1.09 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	0.79	±0.34	NA
Other	13	0.42*	±0.23	81	0.80*	±0.07	-1.09 (L)
Years of Service at Bureau or Office							
Less than 1 year	7	0.00*	±0.00	222	0.65*	±0.06	-1.54 (L)
1 to 3 years	52	0.23*	±0.10	402	0.61*	±0.04	-0.85 (L)
4 to 5 years	17	0.39*	±0.17	198	0.61*	±0.06	-0.51 (M)
6 to 10 years	56	0.11*	±0.06	568	0.36*	±0.04	-0.61 (M)
11 to 14 years	17	0.21*	±0.18	474	0.57*	±0.04	-0.79 (M)
15 to 20 years	44	0.13*	±0.10	704	0.44*	±0.03	-0.72 (M)
More than 20 years	148	0.43	±0.07	1,039	0.46	±0.03	-0.05
Appointment Type							
Permanent	339	0.29*	±0.04	3,504	0.48*	±0.01	-0.45 (S)
Term	--	--	--	58	0.88	±0.08	NA
Temporary	--	--	--	32	0.68	±0.07	NA
Work Schedule							
Seasonal	31	0.16*	±0.10	200	0.33*	±0.06	-0.44 (S)
Non-Seasonal	306	0.30*	±0.05	3,303	0.50*	±0.02	-0.44 (S)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	31	0.16	±0.10	173	0.27	±0.06	-0.30 (S)
Permanent-Non-Seasonal	306	0.30*	±0.05	3,297	0.50*	±0.02	-0.44 (S)
Term	--	--	--	58	0.88	±0.08	NA
Temporary-Seasonal	--	--	--	26	0.70	±0.05	NA
Temporary-Non-Seasonal	--	--	--	6	0.62	±0.29	NA

^a Scale values are 0 = Yes/Do Not Know, 1 = No. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.3.3 Religious Harassment and Organizational Politics

Table 4.19 presents organizational politics for those who indicated they had or had not experienced religious harassment within the past 12 months. Organizational politics was measured with a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater pressure to conform to organizational norms. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.19 BIA – Religious Harassment and Organizational Politics by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	345	3.3*	±0.1	3,591	3.0*	±0.0	0.43 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	113	2.5	±0.1	NR
Wage Grade (WG) 5-8	37	3.4	±0.1	332	3.2	±0.1	0.18
Wage Grade (WG) 9-16	NR	NR	NR	76	3.0	±0.1	NR
Other Wage Grade (WG)	14	3.7*	±0.0	26	2.8*	±0.3	1.56 (L)
General Schedule (GS) 1-6	39	3.7*	±0.2	393	2.9*	±0.1	1.40 (L)
General Schedule (GS) 7-10	128	3.3*	±0.2	1,170	3.1*	±0.0	0.20 (S)
General Schedule (GS) 11-12	83	3.1	±0.2	915	3.0	±0.1	0.05
General Schedule (GS) 13-15	23	3.8*	±0.4	418	2.6*	±0.1	1.39 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	2.1	±0.7	NA
Other	13	3.0*	±0.2	115	2.7*	±0.1	0.74 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	7	3.4*	±0.7	198	2.8*	±0.1	1.06 (L)
1 to 3 years	51	3.2*	±0.2	378	2.8*	±0.1	0.47 (S)
4 to 5 years	17	3.3	±0.4	197	3.0	±0.1	0.41 (S)
6 to 10 years	59	4.0*	±0.2	584	3.0*	±0.1	1.24 (L)
11 to 14 years	18	2.9	±0.3	467	2.9	±0.1	0.00
15 to 20 years	45	2.9	±0.2	715	3.0	±0.1	-0.14
More than 20 years	148	3.3*	±0.1	1,032	3.0*	±0.0	0.30 (S)
Appointment Type							
Permanent	341	3.3*	±0.1	3,497	3.0*	±0.0	0.41 (S)
Term	--	--	--	30	2.8	±0.2	NA
Temporary	--	--	--	32	2.8	±0.1	NA
Work Schedule							
Seasonal	31	2.5*	±0.1	212	2.8*	±0.1	-0.56 (M)
Non-Seasonal	309	3.4*	±0.1	3,284	3.0*	±0.0	0.49 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	31	2.5*	±0.1	186	2.8*	±0.1	-0.54 (M)
Permanent-Non-Seasonal	309	3.4*	±0.1	3,278	3.0*	±0.0	0.49 (S)
Term	--	--	--	30	2.8	±0.2	NA
Temporary-Seasonal	--	--	--	26	2.8	±0.0	NA
Temporary-Non-Seasonal	--	--	--	6	2.8	±0.4	NA

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.3.4 Religious Harassment and Organizational Trust

Table 4.20 presents organizational trust for those who indicated they had or had not experienced religious harassment within the past 12 months. Organizational trust was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of trust. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.20 BIA – Religious Harassment and Organizational Trust by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	346	2.6*	±0.1	3,665	3.2*	±0.0	-0.69 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	3.4	±0.1	NR
Wage Grade (WG) 5-8	36	1.5*	±0.2	334	3.0*	±0.1	-1.97 (L)
Wage Grade (WG) 9-16	NR	NR	NR	77	3.0	±0.1	NR
Other Wage Grade (WG)	14	3.3	±0.0	25	3.3	±0.2	0.00
General Schedule (GS) 1-6	42	2.5*	±0.2	408	3.0*	±0.1	-0.53 (M)
General Schedule (GS) 7-10	128	2.8*	±0.1	1,189	3.1*	±0.1	-0.28 (S)
General Schedule (GS) 11-12	83	2.7*	±0.2	923	3.2*	±0.1	-0.61 (M)
General Schedule (GS) 13-15	23	2.5*	±0.4	419	3.7*	±0.1	-1.44 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	3.8	±0.7	NA
Other	13	2.3*	±0.4	116	3.3*	±0.1	-1.52 (L)
Years of Service at Bureau or Office							
Less than 1 year	6	2.1*	±0.3	197	3.7*	±0.1	-1.91 (L)
1 to 3 years	51	2.0*	±0.3	407	3.3*	±0.1	-1.59 (L)
4 to 5 years	17	2.3*	±0.4	197	3.3*	±0.1	-1.35 (L)
6 to 10 years	59	2.5*	±0.2	588	3.0*	±0.1	-0.52 (M)
11 to 14 years	19	2.4*	±0.4	474	3.3*	±0.1	-1.05 (L)
15 to 20 years	45	2.9	±0.3	714	3.1	±0.1	-0.15
More than 20 years	149	2.8*	±0.1	1,068	3.1*	±0.1	-0.42 (S)
Appointment Type							
Permanent	343	2.6*	±0.1	3,542	3.2*	±0.0	-0.68 (M)
Term	--	--	--	58	3.3	±0.2	NA
Temporary	--	--	--	32	2.8	±0.1	NA
Work Schedule							
Seasonal	31	3.4	±0.3	212	3.4	±0.1	-0.01
Non-Seasonal	311	2.5*	±0.1	3,330	3.2*	±0.0	-0.75 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	31	3.4	±0.3	186	3.4	±0.1	-0.11
Permanent-Non-Seasonal	311	2.5*	±0.1	3,324	3.2*	±0.0	-0.75 (M)
Term	--	--	--	58	3.3	±0.2	NA
Temporary-Seasonal	--	--	--	26	2.8	±0.1	NA
Temporary-Non-Seasonal	--	--	--	6	2.9	±0.1	NA

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.3.5 Religious Harassment and Supervisor Support

Table 4.21 presents supervisor support for those who indicated they had or had not experienced religious harassment within the past 12 months. Supervisory support was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of support. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.21 BIA – Religious Harassment and Supervisor Support by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	312	2.8*	±0.1	3,432	3.4*	±0.0	-0.59 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	112	3.8	±0.1	NR
Wage Grade (WG) 5-8	37	1.5*	±0.3	291	3.1*	±0.1	-1.45 (L)
Wage Grade (WG) 9-16	NR	NR	NR	76	3.0	±0.2	NR
Other Wage Grade (WG)	14	2.8	±0.0	25	2.9	±0.3	-0.19
General Schedule (GS) 1-6	39	2.4*	±0.1	388	3.3*	±0.1	-0.83 (L)
General Schedule (GS) 7-10	109	3.3	±0.1	1,106	3.3	±0.1	0.01
General Schedule (GS) 11-12	75	2.9*	±0.3	881	3.4*	±0.1	-0.50 (M)
General Schedule (GS) 13-15	20	2.5*	±0.6	408	3.8*	±0.1	-1.26 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	5	3.8	±0.9	NA
Other	11	2.9*	±0.8	114	3.6*	±0.1	-1.11 (L)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	5	3.7	±0.7	191	4.0	±0.1	-0.35 (S)
1 to 3 years	50	1.9*	±0.4	374	3.8*	±0.1	-1.76 (L)
4 to 5 years	17	2.4*	±0.6	196	3.4*	±0.1	-1.01 (L)
6 to 10 years	56	3.5	±0.3	539	3.3	±0.1	0.20 (S)
11 to 14 years	19	2.4*	±0.5	439	3.5*	±0.1	-0.93 (L)
15 to 20 years	43	2.7*	±0.3	663	3.2*	±0.1	-0.52 (M)
More than 20 years	121	2.8*	±0.1	1,010	3.3*	±0.1	-0.40 (S)
Appointment Type							
Permanent	308	2.7*	±0.1	3,338	3.4*	±0.0	-0.60 (M)
Term	--	--	--	30	4.3	±0.2	NA
Temporary	--	--	--	31	2.5	±0.2	NA
Work Schedule							
Seasonal	30	3.0*	±0.1	157	3.4*	±0.1	-0.48 (S)
Non-Seasonal	277	2.7*	±0.1	3,181	3.4*	±0.0	-0.61 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	30	3.0*	±0.1	131	3.6*	±0.1	-0.78 (M)
Permanent-Non-Seasonal	277	2.7*	±0.1	3,176	3.4*	±0.0	-0.61 (M)
Term	--	--	--	30	4.3	±0.2	NA
Temporary-Seasonal	--	--	--	26	2.5	±0.2	NA
Temporary-Non-Seasonal	--	--	--	5	2.7	±0.1	NA

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.3.6 Religious Harassment and Organizational Inclusion

Table 4.22 presents organizational inclusion for those who indicated they had or had not experienced religious harassment within the past 12 months. Organizational inclusion was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of inclusion. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.22 BIA – Religious Harassment and Organizational Inclusion by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	349	3.2*	±0.1	3,707	3.4*	±0.0	-0.28 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	3.2	±0.2	NR
Wage Grade (WG) 5-8	37	3.5	±0.2	337	3.3	±0.1	0.26 (S)
Wage Grade (WG) 9-16	NR	NR	NR	77	2.4	±0.2	NR
Other Wage Grade (WG)	14	2.2*	±0.0	26	3.5*	±0.2	-3.03 (L)
General Schedule (GS) 1-6	43	3.3	±0.3	411	3.5	±0.1	-0.12
General Schedule (GS) 7-10	128	3.6*	±0.1	1,210	3.4*	±0.1	0.27 (S)
General Schedule (GS) 11-12	84	2.7*	±0.2	934	3.5*	±0.1	-0.82 (L)
General Schedule (GS) 13-15	23	2.3*	±0.4	423	3.8*	±0.1	-1.77 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.0	±0.9	NA
Other	13	2.6*	±0.7	116	3.4*	±0.1	-1.40 (L)
Years of Service at Bureau or Office							
Less than 1 year	7	2.6*	±0.9	218	3.7*	±0.1	-1.23 (L)
1 to 3 years	52	3.5	±0.2	410	3.5	±0.1	-0.05
4 to 5 years	17	2.4*	±0.5	198	3.3*	±0.1	-1.09 (L)
6 to 10 years	59	3.5	±0.2	591	3.4	±0.1	0.09
11 to 14 years	19	2.4*	±0.4	475	3.5*	±0.1	-1.06 (L)
15 to 20 years	45	3.2	±0.3	722	3.5	±0.1	-0.22 (S)
More than 20 years	150	3.2*	±0.2	1,073	3.4*	±0.1	-0.25 (S)
Appointment Type							
Permanent	345	3.2*	±0.1	3,583	3.5*	±0.0	-0.29 (S)
Term	--	--	--	58	2.8	±0.4	NA
Temporary	--	--	--	32	2.7	±0.4	NA
Work Schedule							
Seasonal	31	3.6	±0.3	213	3.5	±0.1	0.11
Non-Seasonal	313	3.1*	±0.1	3,369	3.5*	±0.0	-0.33 (S)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	31	3.6	±0.3	187	3.6	±0.1	-0.04
Permanent-Non-Seasonal	313	3.1*	±0.1	3,363	3.5*	±0.0	-0.32 (S)
Term	--	--	--	58	2.8	±0.4	NA
Temporary-Seasonal	--	--	--	26	2.5	±0.4	NA
Temporary-Non-Seasonal	--	--	--	6	3.6	±0.6	NA

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.3.7 Religious Harassment and Bystander Harassment

Table 4.23 presents experiences of bystander religious harassment for those who indicated they had or had not personally experienced religious harassment within the past 12 months. Religious bystander harassment (i.e., a situation in which an employee witnessed but may not have been a direct target of the harassing behavior) was measured on a 6-point response scale ranging from *never* to *one or more times a day*. The results indicate the percentage of employees who witnessed religious harassment against another employee. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.23 BIA – Religious Harassment and Bystander Harassment

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	160	47.9%*	±5.4	87	2.4%*	±0.6	1.22 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	NR	NR	NR	NR
Wage Grade (WG) 5-8	31	86.7%	±16.5	NR	NR	NR	NR
Wage Grade (WG) 9-16	NR	NR	NR	0	0.0%	NA	NR
Other Wage Grade (WG)	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 1-6	26	62.9%*	±16.1	17	4.1%*	±2.4	1.42 (L)
General Schedule (GS) 7-10	50	39.4%*	±8.9	7	0.6%*	±0.6	1.21 (L)
General Schedule (GS) 11-12	28	34.9%*	±11.3	21	2.2%*	±1.2	0.97 (L)
General Schedule (GS) 13-15	NR	NR	NR	NR	NR	NR	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	28	34.6%	±11.2	NR

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	NR	NR	NR	NR
1 to 3 years	35	69.4%*	±14.3	31	7.7%*	±3.1	1.41 (L)
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	9	16.9%*	±12.9	17	2.9%*	±1.8	0.50 (M)
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	13	31.8%*	±16.0	7	1.0%*	±1.1	1.00 (L)
More than 20 years	81	55.6%*	±8.2	24	2.3%*	±1.1	1.38 (L)
Appointment Type							
Permanent	159	47.8%*	±5.4	87	2.5%*	±0.6	1.21 (L)
Term	--	--	--	0	0.0%	NA	NA
Temporary	--	--	--	0	0.0%	NA	NA
Work Schedule							
Seasonal	0	0.0%	NA	0	0.0%	NA	NA
Non-Seasonal	158	52.6%*	±5.7	85	2.6%*	±0.6	1.30 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	0	0.0%	NA	0	0.0%	NA	NA
Permanent-Non-Seasonal	158	52.6%*	±5.7	85	2.6%*	±0.6	1.30 (L)
Term	--	--	--	0	0.0%	NA	NA
Temporary-Seasonal	--	--	--	0	0.0%	NA	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR

^a Represents the percent, who, in the past 12 months, indicated they witnessed a situation where another employee was subjected to harassment or discrimination based on religion. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.3.8 Logistic Regression Analyses of Religious Harassment and Predictors of Workplace Harassment

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced religious harassment against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to religious harassment, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience religious harassment. Table 4.24 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.24 BIA – Logistic Regression of Religious Harassment and Predictors of Workplace Harassment

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	4.027	0.634	40.379	--	56.089	--	--	--	--
Age	-1.202	0.238	25.426	0.000	0.301	0.188	0.480	-549.807	25.516
Relationship Status	-0.515	0.179	8.335	0.004	0.597	0.421	0.847	-541.231	8.364
Years of Service at Bureau or Office	0.235	0.063	13.734	0.000	1.265	1.117	1.432	-544.420	14.741
Work Schedule	-1.931	0.258	56.176	0.000	0.145	0.087	0.240	-559.782	45.466
Supervisor Support	0.363	0.091	16.003	0.000	1.438	1.204	1.718	-544.982	15.866
Bystander Harassment Based on Religious Beliefs	-4.715	0.261	327.263	0.000	0.009	0.005	0.015	-777.746	481.394
General Intolerance	-0.740	0.119	38.574	0.000	0.477	0.378	0.603	-556.628	39.158
Leadership Intolerance	-1.388	0.249	31.010	0.000	0.250	0.153	0.407	-553.750	33.403
Gender Context	0.360	0.135	7.120	0.008	1.433	1.100	1.867	-540.676	7.254

Note. N = 3,237, Nagelkerke R Square = 0.476

4.4 Disability Harassment

The following sections display each of the predictors of workplace harassment and disability harassment. In each section results are shown for those who indicated they had or had not experienced disability harassment within the past 12 months. Results are further broken down by selected demographic and/or occupational characteristics relevant to disability harassment. Statistically significant differences are noted.

4.4.1 Disability Harassment and General Intolerance for Harassment

Table 4.25 presents general intolerance for harassment for those who indicated they had or had not experienced disability harassment within the past 12 months. General intolerance for harassment was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate an organizational climate more intolerant of harassment. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.25 BIA – Disability Harassment and General Intolerance for Harassment by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	322	2.5*	±0.1	3,642	3.3*	±0.0	-0.97 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	141	3.6	±0.1	NA
Wage Grade (WG) 5-8	36	2.2*	±0.2	325	3.2*	±0.1	-1.24 (L)
Wage Grade (WG) 9-16	NR	NR	NR	62	2.9	±0.3	NR
Other Wage Grade (WG)	15	2.9*	±0.2	24	3.1*	±0.1	-0.78 (M)
General Schedule (GS) 1-6	48	2.6*	±0.2	402	3.3*	±0.1	-0.84 (L)
General Schedule (GS) 7-10	124	2.4*	±0.2	1,213	3.3*	±0.1	-0.99 (L)
General Schedule (GS) 11-12	80	2.7*	±0.2	909	3.2*	±0.1	-0.64 (M)
General Schedule (GS) 13-15	11	1.6*	±0.4	427	3.6*	±0.1	-2.39 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	5	3.2	±0.8	NA
Other	5	2.5*	±0.6	110	3.5*	±0.1	-1.87 (L)
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	216	3.8	±0.1	NR
1 to 3 years	12	2.6*	±0.4	435	3.4*	±0.1	-1.08 (L)
4 to 5 years	11	2.5*	±0.4	204	3.3*	±0.1	-0.94 (L)
6 to 10 years	85	2.9	±0.2	547	3.1	±0.1	-0.17
11 to 14 years	43	3.1*	±0.2	432	3.4*	±0.1	-0.32 (S)
15 to 20 years	78	2.0*	±0.2	686	3.4*	±0.1	-1.73 (L)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
More than 20 years	90	2.1*	±0.2	1,101	3.3*	±0.0	-1.43 (L)
Appointment Type							
Permanent	322	2.5*	±0.1	3,517	3.3*	±0.0	-0.96 (L)
Term	--	--	--	58	3.6	±0.2	NA
Temporary	--	--	--	32	3.5	±0.2	NA
Work Schedule							
Seasonal	6	2.8*	±0.4	231	3.6*	±0.1	-1.34 (L)
Non-Seasonal	315	2.5*	±0.1	3,287	3.3*	±0.0	-0.93 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	6	2.8*	±0.4	205	3.6*	±0.1	-1.30 (L)
Permanent-Non-Seasonal	315	2.5*	±0.1	3,280	3.3*	±0.0	-0.93 (L)
Term	--	--	--	58	3.6	±0.2	NA
Temporary-Seasonal	--	--	--	26	3.6	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	3.1	±0.4	NA
Disability							
Yes	128	2.4*	±0.2	193	3.1*	±0.1	-0.65 (M)
No	193	2.5*	±0.1	3,437	3.3*	±0.0	-0.96 (L)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.4.2 Disability Harassment and Leadership Intolerance for Harassment

Table 4.26 presents leadership intolerance for harassment for those who indicated they had or had not experienced disability harassment within the past 12 months. Intolerance for harassment was measured using a *yes, no, do not know* response format, with higher scores indicating greater intolerance for harassment among leaders. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.26 BIA – Disability Harassment and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	323	0.19*	±0.04	3,634	0.49*	±0.01	-0.70 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	143	0.73	±0.07	NA
Wage Grade (WG) 5-8	38	0.09*	±0.07	329	0.25*	±0.04	-0.45 (S)
Wage Grade (WG) 9-16	NR	NR	NR	63	0.31	±0.09	NR
Other Wage Grade (WG)	15	0.33	±0.00	NR	NR	NR	NR
General Schedule (GS) 1-6	48	0.46	±0.13	403	0.57	±0.04	-0.25 (S)
General Schedule (GS) 7-10	122	0.12*	±0.04	1,215	0.43*	±0.03	-0.73 (M)
General Schedule (GS) 11-12	80	0.17*	±0.08	915	0.49*	±0.03	-0.72 (M)
General Schedule (GS) 13-15	NR	NR	NR	424	0.69	±0.04	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	0.79	±0.34	NA
Other	NR	NR	NR	89	0.79	±0.07	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	224	0.64	±0.06	NR
1 to 3 years	14	0.21*	±0.16	440	0.58*	±0.04	-0.80 (L)
4 to 5 years	11	0.27*	±0.14	205	0.61*	±0.06	-0.77 (M)
6 to 10 years	85	0.13*	±0.05	536	0.37*	±0.04	-0.60 (M)
11 to 14 years	43	0.16*	±0.11	431	0.58*	±0.04	-0.93 (L)
15 to 20 years	77	0.05*	±0.04	685	0.46*	±0.03	-0.94 (L)
More than 20 years	90	0.36*	±0.08	1,094	0.46*	±0.03	-0.23 (S)
Appointment Type							
Permanent	322	0.18*	±0.04	3,510	0.49*	±0.01	-0.69 (M)
Term	--	--	--	58	0.88	±0.08	NA
Temporary	--	--	--	32	0.68	±0.07	NA
Work Schedule							
Seasonal	6	0.35	±0.19	225	0.30	±0.05	0.11
Non-Seasonal	314	0.18*	±0.04	3,285	0.51*	±0.02	-0.73 (M)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	6	0.35	±0.19	199	0.25	±0.05	0.24 (S)
Permanent-Non-Seasonal	314	0.18*	±0.04	3,279	0.51*	±0.02	-0.73 (M)
Term	--	--	--	58	0.88	±0.08	NA
Temporary-Seasonal	--	--	--	26	0.70	±0.05	NA
Temporary-Non-Seasonal	--	--	--	6	0.62	±0.29	NA
Disability							
Yes	127	0.16*	±0.05	193	0.45*	±0.05	-0.84 (L)
No	195	0.20*	±0.05	3,429	0.50*	±0.02	-0.65 (M)

^a Scale values are 0 = Yes/Do Not Know, 1 = No. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.4.3 Disability Harassment and Organizational Politics

Table 4.27 presents organizational politics for those who indicated they had or had not experienced disability harassment within the past 12 months. Organizational politics was measured with a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater pressure to conform to organizational norms. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.27 BIA – Disability Harassment and Organizational Politics by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	321	3.7*	±0.1	3,602	3.0*	±0.0	0.95 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	115	2.5	±0.1	NA
Wage Grade (WG) 5-8	38	3.9*	±0.2	331	3.2*	±0.1	0.99 (L)
Wage Grade (WG) 9-16	NR	NR	NR	79	3.1	±0.1	NR
Other Wage Grade (WG)	15	3.7*	±0.1	24	2.8*	±0.3	1.54 (L)
General Schedule (GS) 1-6	46	3.5*	±0.2	386	2.9*	±0.1	1.10 (L)
General Schedule (GS) 7-10	124	3.7*	±0.1	1,189	3.1*	±0.0	0.80 (L)
General Schedule (GS) 11-12	77	3.7*	±0.2	900	3.0*	±0.1	0.77 (M)
General Schedule (GS) 13-15	11	4.2*	±0.5	422	2.6*	±0.1	1.84 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	2.1	±0.7	NA
Other	5	3.4*	±0.3	122	2.7*	±0.1	1.83 (L)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	200	2.8	±0.1	NR
1 to 3 years	13	3.5*	±0.4	416	2.8*	±0.1	0.79 (M)
4 to 5 years	11	3.6*	±0.4	204	3.0*	±0.1	0.89 (L)
6 to 10 years	85	3.9*	±0.1	555	3.0*	±0.1	1.09 (L)
11 to 14 years	42	3.0	±0.1	425	2.9	±0.1	0.01
15 to 20 years	77	3.8*	±0.2	697	3.0*	±0.1	1.10 (L)
More than 20 years	90	3.8*	±0.2	1,084	3.0*	±0.0	1.09 (L)
Appointment Type							
Permanent	320	3.7*	±0.1	3,507	3.0*	±0.0	0.93 (L)
Term	--	--	--	30	2.8	±0.2	NA
Temporary	--	--	--	32	2.8	±0.1	NA
Work Schedule							
Seasonal	6	3.4*	±0.5	237	2.8*	±0.1	1.07 (L)
Non-Seasonal	312	3.7*	±0.1	3,269	3.0*	±0.0	0.92 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	6	3.4*	±0.5	211	2.8*	±0.1	1.02 (L)
Permanent-Non-Seasonal	312	3.7*	±0.1	3,263	3.0*	±0.0	0.92 (L)
Term	--	--	--	30	2.8	±0.2	NA
Temporary-Seasonal	--	--	--	26	2.8	±0.0	NA
Temporary-Non-Seasonal	--	--	--	6	2.8	±0.4	NA
Disability							
Yes	126	3.8*	±0.1	190	3.3*	±0.1	0.71 (M)
No	193	3.6*	±0.1	3,397	2.9*	±0.0	0.87 (L)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.4.4 Disability Harassment and Organizational Trust

Table 4.28 presents organizational trust for those who indicated they had or had not experienced disability harassment within the past 12 months. Organizational trust was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of trust. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.28 BIA – Disability Harassment and Organizational Trust by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	319	2.4*	±0.1	3,679	3.2*	±0.0	-0.92 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	143	3.4	±0.1	NA
Wage Grade (WG) 5-8	37	2.1*	±0.3	332	2.9*	±0.1	-1.04 (L)
Wage Grade (WG) 9-16	NR	NR	NR	80	2.9	±0.1	NR
Other Wage Grade (WG)	15	3.2	±0.2	23	3.4	±0.2	-0.43 (S)
General Schedule (GS) 1-6	48	2.7	±0.1	402	3.0	±0.1	-0.26 (S)
General Schedule (GS) 7-10	124	2.4*	±0.2	1,208	3.1*	±0.1	-0.79 (M)
General Schedule (GS) 11-12	75	2.3*	±0.2	910	3.2*	±0.1	-1.20 (L)
General Schedule (GS) 13-15	11	1.9*	±0.5	424	3.7*	±0.1	-2.13 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	3.8	±0.7	NA
Other	5	1.8*	±0.4	123	3.3*	±0.1	-2.27 (L)
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	199	3.6	±0.1	NR
1 to 3 years	13	2.4*	±0.5	445	3.2*	±0.1	-0.91 (L)
4 to 5 years	11	2.9	±0.4	204	3.2	±0.1	-0.44 (S)
6 to 10 years	85	2.2*	±0.2	559	3.0*	±0.1	-1.03 (L)
11 to 14 years	43	3.0*	±0.2	432	3.3*	±0.1	-0.34 (S)
15 to 20 years	75	1.8*	±0.2	698	3.1*	±0.1	-1.69 (L)
More than 20 years	89	2.7*	±0.1	1,123	3.1*	±0.0	-0.53 (M)
Appointment Type							
Permanent	319	2.4*	±0.1	3,554	3.2*	±0.0	-0.92 (L)
Term	--	--	--	58	3.3	±0.2	NA
Temporary	--	--	--	32	2.8	±0.1	NA
Work Schedule							
Seasonal	6	2.4*	±0.4	237	3.4*	±0.1	-1.24 (L)
Non-Seasonal	311	2.4*	±0.1	3,318	3.2*	±0.0	-0.90 (L)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	6	2.4*	±0.4	211	3.5*	±0.1	-1.32 (L)
Permanent-Non-Seasonal	311	2.4*	±0.1	3,311	3.2*	±0.0	-0.90 (L)
Term	--	--	--	58	3.3	±0.2	NA
Temporary-Seasonal	--	--	--	26	2.8	±0.1	NA
Temporary-Non-Seasonal	--	--	--	6	2.9	±0.1	NA
Disability							
Yes	126	2.3*	±0.2	194	2.8*	±0.1	-0.46 (S)
No	192	2.4*	±0.1	3,470	3.2*	±0.0	-0.94 (L)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.4.5 Disability Harassment and Supervisor Support

Table 4.29 presents supervisor support for those who indicated they had or had not experienced disability harassment within the past 12 months. Supervisory support was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of support. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.29 BIA – Disability Harassment and Supervisor Support by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	279	2.3*	±0.1	3,451	3.4*	±0.0	-0.99 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	114	3.8	±0.1	NA
Wage Grade (WG) 5-8	38	2.0*	±0.3	289	3.0*	±0.1	-0.92 (L)
Wage Grade (WG) 9-16	NR	NR	NR	78	2.9	±0.2	NR
Other Wage Grade (WG)	15	2.9	±0.2	23	2.8	±0.3	0.08
General Schedule (GS) 1-6	46	2.6*	±0.2	381	3.3*	±0.1	-0.62 (M)
General Schedule (GS) 7-10	119	2.1*	±0.2	1,111	3.4*	±0.1	-1.21 (L)
General Schedule (GS) 11-12	45	2.9*	±0.5	892	3.4*	±0.1	-0.44 (S)
General Schedule (GS) 13-15	10	1.6*	±0.7	411	3.8*	±0.1	-2.07 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	5	3.8	±0.9	NA
Other	NR	NR	NR	122	3.6	±0.1	NR

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	192	4.0	±0.1	NR
1 to 3 years	13	2.3*	±0.5	411	3.6*	±0.1	-1.13 (L)
4 to 5 years	11	2.8	±0.6	203	3.4	±0.2	-0.58 (M)
6 to 10 years	53	2.6*	±0.3	540	3.3*	±0.1	-0.71 (M)
11 to 14 years	40	3.1	±0.3	400	3.5	±0.1	-0.30 (S)
15 to 20 years	78	1.8*	±0.2	641	3.3*	±0.1	-1.62 (L)
More than 20 years	81	2.3*	±0.2	1,045	3.3*	±0.1	-0.93 (L)
Appointment Type							
Permanent	278	2.3*	±0.1	3,356	3.4*	±0.0	-1.00 (L)
Term	--	--	--	30	4.3	±0.2	NA
Temporary	--	--	--	31	2.5	±0.2	NA
Work Schedule							
Seasonal	NR	NR	NR	184	3.4	±0.1	NR
Non-Seasonal	274	2.3*	±0.1	3,172	3.4*	±0.0	-1.00 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	158	3.5	±0.1	NR
Permanent-Non-Seasonal	274	2.3*	±0.1	3,167	3.4*	±0.0	-1.00 (L)
Term	--	--	--	30	4.3	±0.2	NA
Temporary-Seasonal	--	--	--	26	2.5	±0.2	NA
Temporary-Non-Seasonal	--	--	--	5	2.7	±0.1	NA
Disability							
Yes	123	2.1*	±0.2	169	3.0*	±0.2	-0.89 (L)
No	154	2.6*	±0.2	3,268	3.4*	±0.0	-0.81 (L)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.4.6 Disability Harassment and Organizational Inclusion

Table 4.30 presents organizational inclusion for those who indicated they had or had not experienced disability harassment within the past 12 months. Organizational inclusion was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of inclusion. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.30 BIA – Disability Harassment and Organizational Inclusion by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	326	2.7*	±0.1	3,717	3.5*	±0.0	-0.75 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	143	3.1	±0.2	NA
Wage Grade (WG) 5-8	38	2.3*	±0.3	335	3.4*	±0.1	-1.20 (L)
Wage Grade (WG) 9-16	NR	NR	NR	80	2.4	±0.2	NR
Other Wage Grade (WG)	15	2.3*	±0.2	24	3.5*	±0.2	-2.57 (L)
General Schedule (GS) 1-6	48	3.7	±0.2	406	3.4	±0.1	0.25 (S)
General Schedule (GS) 7-10	124	2.2*	±0.2	1,229	3.5*	±0.0	-1.41 (L)
General Schedule (GS) 11-12	81	3.5	±0.3	917	3.5	±0.1	0.03
General Schedule (GS) 13-15	11	2.2*	±0.7	427	3.8*	±0.1	-1.90 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.0	±0.9	NA
Other	5	1.3*	±0.4	123	3.4*	±0.1	-4.11 (L)
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	220	3.7	±0.1	NR
1 to 3 years	14	2.6*	±0.5	447	3.5*	±0.1	-0.86 (L)
4 to 5 years	11	2.7*	±0.6	205	3.3*	±0.1	-0.67 (M)
6 to 10 years	85	3.3	±0.3	562	3.4	±0.1	-0.04
11 to 14 years	43	3.0*	±0.2	433	3.5*	±0.1	-0.50 (M)
15 to 20 years	78	2.2*	±0.3	702	3.5*	±0.1	-1.34 (L)
More than 20 years	91	2.5*	±0.3	1,126	3.4*	±0.1	-0.96 (L)
Appointment Type							
Permanent	325	2.7*	±0.1	3,592	3.5*	±0.0	-0.78 (M)
Term	--	--	--	58	2.8	±0.4	NA
Temporary	--	--	--	32	2.7	±0.4	NA
Work Schedule							
Seasonal	6	2.5*	±0.3	238	3.5*	±0.1	-1.14 (L)
Non-Seasonal	317	2.7*	±0.1	3,353	3.5*	±0.0	-0.76 (M)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	6	2.5*	±0.3	212	3.7*	±0.1	-1.46 (L)
Permanent-Non-Seasonal	317	2.7*	±0.1	3,347	3.5*	±0.0	-0.76 (M)
Term	--	--	--	58	2.8	±0.4	NA
Temporary-Seasonal	--	--	--	26	2.5	±0.4	NA
Temporary-Non-Seasonal	--	--	--	6	3.6	±0.6	NA
Disability							
Yes	128	2.2*	±0.2	193	3.4*	±0.2	-1.06 (L)
No	196	3.1*	±0.2	3,510	3.5*	±0.0	-0.41 (S)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.4.7 Disability Harassment and Bystander Harassment

Table 4.31 presents experiences of bystander disability harassment for those who indicated they had or had not personally experienced disability harassment within the past 12 months. Disability bystander harassment (i.e., a situation in which an employee witnessed but may not have been a direct target of the harassing behavior) was measured on a 6-point response scale ranging from *never* to *one or more times a day*. The results indicate the percentage of employees who witnessed disability harassment against another employee. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.31 BIA – Disability Harassment and Bystander Harassment

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Percent^d</i>	<i>MoE</i>	<i>N</i>	<i>Percent^d</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	121	37.5%*	±5.5	183	5.0%*	±0.8	0.87 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	5	3.7%	±4.8	NA
Wage Grade (WG) 5-8	5	13.8%	±15.8	53	16.1%	±4.4	-0.07
Wage Grade (WG) 9-16	NR	NR	NR	NR	NR	NR	NR
Other Wage Grade (WG)	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 1-6	25	53.5%*	±14.6	19	4.7%*	±2.6	1.21 (L)
General Schedule (GS) 7-10	55	44.7%*	±9.0	41	3.4%*	±1.2	1.10 (L)
General Schedule (GS) 11-12	23	28.8%*	±11.2	47	5.2%*	±1.7	0.67 (M)
General Schedule (GS) 13-15	NR	NR	NR	5	1.3%	±1.7	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	6	7.0%	±7.8	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	5	2.2%	±3.1	NR
1 to 3 years	NR	NR	NR	59	13.4%	±3.5	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	16	18.7%*	±9.9	15	2.9%*	±1.8	0.55 (M)
11 to 14 years	6	14.1%*	±14.5	24	5.6%*	±2.6	0.29 (S)
15 to 20 years	33	43.2%*	±11.6	23	3.4%*	±1.7	1.06 (L)
More than 20 years	53	59.0%*	±10.6	51	4.7%*	±1.4	1.32 (L)
Appointment Type							
Permanent	121	37.6%*	±5.5	179	5.1%*	±0.8	0.86 (L)
Term	--	--	--	0	0.0%	NA	NA
Temporary	--	--	--	NR	NR	NR	NR

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	NR	NR	NR	0	0.0%	NA	NR
Non-Seasonal	115	36.8%*	±5.5	182	5.6%*	±0.8	0.83 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	0	0.0%	NA	NR
Permanent-Non-Seasonal	115	36.8%*	±5.5	178	5.5%*	±0.8	0.83 (L)
Term	--	--	--	0	0.0%	NA	NA
Temporary-Seasonal	--	--	--	0	0.0%	NA	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Disability							
Yes	64	51.1%*	±8.8	6	3.3%*	±3.7	1.23 (L)
No	56	28.9%*	±6.8	176	5.1%*	±0.8	0.68 (M)

^a Represents the percent, who, in the past 12 months, indicated they witnessed a situation where another employee was subjected to harassment or discrimination based on disability. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.4.8 Logistic Regression Analyses of Disability Harassment and Predictors of Workplace Harassment

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced disability harassment against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to disability harassment, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience disability harassment. Table 4.32 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.32 BIA – Logistic Regression of Disability Harassment and Predictors of Workplace Harassment

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	-1.131	0.932	1.474	--	0.323	--	--	--	--
Age	-1.009	0.241	17.574	0.000	0.365	0.227	0.584	-586.383	17.022
Education Level	-0.586	0.207	8.035	0.005	0.557	0.371	0.835	-582.154	8.563
Relationship Status	-0.963	0.167	33.287	0.000	0.382	0.275	0.530	-595.048	34.352
Disability Status	-2.402	0.192	155.741	0.000	0.091	0.062	0.132	-651.368	146.992
Years of Service at Bureau or Office	0.267	0.056	22.645	0.000	1.307	1.170	1.459	-589.953	24.162
Work Schedule	1.986	0.716	7.702	0.006	7.288	1.792	29.637	-584.661	13.578
Organizational Politics	0.567	0.112	25.388	0.000	1.762	1.414	2.197	-590.835	25.926
Organizational Inclusion	-0.331	0.089	13.724	0.000	0.718	0.603	0.856	-584.719	13.695
Bystander Harassment Based on Disability	-2.348	0.197	141.362	0.000	0.096	0.065	0.141	-644.582	133.421
Leadership Intolerance	-0.655	0.226	8.411	0.004	0.520	0.334	0.809	-582.229	8.714

Note. N = 3,357, Nagelkerke R Square = 0.434

4.5 Sexual Orientation Harassment

The following sections display each of the predictors of workplace harassment and sexual orientation harassment. In each section results are shown for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Results are further broken down by selected demographic and/or occupational characteristics relevant to sexual orientation harassment. Statistically significant differences are noted.

4.5.1 Sexual Orientation Harassment and General Intolerance for Harassment

Table 4.33 presents general intolerance for harassment for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. General intolerance for harassment was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate an organizational climate more intolerant of harassment. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.33 BIA – Sexual Orientation Harassment and General Intolerance for Harassment by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	171	2.7*	±0.1	3,805	3.3*	±0.0	-0.70 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	139	3.6	±0.1	NR
Wage Grade (WG) 5-8	41	2.4*	±0.2	322	3.2*	±0.1	-0.93 (L)
Wage Grade (WG) 9-16	NR	NR	NR	62	2.9	±0.3	NR
Other Wage Grade (WG)	14	3.0	±0.0	26	3.0	±0.1	-0.03
General Schedule (GS) 1-6	25	2.7*	±0.1	411	3.3*	±0.1	-0.60 (M)
General Schedule (GS) 7-10	28	2.7*	±0.3	1,312	3.3*	±0.1	-0.54 (M)
General Schedule (GS) 11-12	51	2.7*	±0.3	955	3.2*	±0.1	-0.64 (M)
General Schedule (GS) 13-15	7	2.9	±0.7	434	3.6	±0.1	-0.73 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	5	3.2	±0.8	NA
Other	NR	NR	NR	113	3.5	±0.1	NR

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	216	3.8	±0.1	NR
1 to 3 years	49	2.7*	±0.2	400	3.5*	±0.1	-1.00 (L)
4 to 5 years	13	2.1*	±0.3	202	3.3*	±0.1	-1.42 (L)
6 to 10 years	16	2.8	±0.4	619	3.1	±0.1	-0.32 (S)
11 to 14 years	25	2.9*	±0.3	465	3.4*	±0.1	-0.55 (M)
15 to 20 years	16	2.3*	±0.4	749	3.2*	±0.1	-1.03 (L)
More than 20 years	47	2.6*	±0.2	1,133	3.2*	±0.1	-0.67 (M)
Appointment Type							
Permanent	171	2.7*	±0.1	3,680	3.3*	±0.0	-0.69 (M)
Term	--	--	--	58	3.6	±0.2	NA
Temporary	--	--	--	32	3.5	±0.2	NA
Work Schedule							
Seasonal	6	3.0*	±0.7	231	3.6*	±0.1	-1.02 (L)
Non-Seasonal	165	2.6*	±0.1	3,448	3.3*	±0.0	-0.67 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	6	3.0*	±0.7	205	3.6*	±0.1	-0.99 (L)
Permanent-Non-Seasonal	165	2.6*	±0.1	3,442	3.3*	±0.0	-0.67 (M)
Term	--	--	--	58	3.6	±0.2	NA
Temporary-Seasonal	--	--	--	26	3.6	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	3.1	±0.4	NA
Sex							
Men	72	2.7*	±0.2	2,024	3.4*	±0.0	-0.80 (L)
Women	95	2.6*	±0.1	1,773	3.2*	±0.0	-0.60 (M)
Gender Identity							
Male	72	2.7*	±0.2	2,024	3.4*	±0.0	-0.80 (L)
Female	95	2.6*	±0.1	1,773	3.2*	±0.0	-0.60 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	6	2.8	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	131	2.5*	±0.1	3,513	3.3*	±0.0	-0.84 (L)
Sexual Minority	19	3.3	±0.5	61	3.5	±0.2	-0.26 (S)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	131	2.5*	±0.1	3,513	3.3*	±0.0	-0.84 (L)
Lesbian	7	3.1	±0.6	7	3.7	±0.3	-0.90 (L)
Gay	7	4.4	±0.5	19	4.2	±0.4	0.20 (S)
Bisexual	5	2.2*	±0.4	21	3.6*	±0.3	-1.78 (L)
Other	--	--	--	15	2.6	±0.1	NA
I prefer not to say	19	3.0	±0.2	157	3.2	±0.1	-0.30 (S)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.5.2 Sexual Orientation Harassment and Leadership Intolerance for Harassment

Table 4.34 presents leadership intolerance for harassment for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Intolerance for harassment was measured using a *yes, no, do not know* response format, with higher scores indicating greater intolerance for harassment among leaders. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.34 BIA – Sexual Orientation Harassment and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	170	0.22*	±0.05	3,798	0.48*	±0.01	-0.59 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	0.73	±0.07	NR
Wage Grade (WG) 5-8	NR	NR	NR	328	0.26	±0.04	NR
Wage Grade (WG) 9-16	NR	NR	NR	63	0.31	±0.09	NR
Other Wage Grade (WG)	14	0.33*	±0.00	26	0.14*	±0.12	0.72 (M)
General Schedule (GS) 1-6	25	0.10*	±0.09	412	0.61*	±0.04	-1.16 (L)
General Schedule (GS) 7-10	29	0.29	±0.16	1,311	0.41	±0.02	-0.26 (S)
General Schedule (GS) 11-12	51	0.31*	±0.12	962	0.48*	±0.03	-0.39 (S)
General Schedule (GS) 13-15	NR	NR	NR	433	0.68	±0.04	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	0.79	±0.34	NA
Other	NR	NR	NR	92	0.76	±0.08	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	225	0.63	±0.06	NR
1 to 3 years	49	0.18*	±0.10	407	0.62*	±0.04	-0.98 (L)
4 to 5 years	13	0.17*	±0.16	203	0.62*	±0.06	-1.05 (L)
6 to 10 years	14	0.36	±0.24	609	0.34	±0.03	0.05
11 to 14 years	25	0.22*	±0.16	464	0.57*	±0.04	-0.78 (M)
15 to 20 years	16	0.16*	±0.14	747	0.42*	±0.03	-0.59 (M)
More than 20 years	49	0.22*	±0.08	1,124	0.47*	±0.03	-0.58 (M)
Appointment Type							
Permanent	170	0.22*	±0.05	3,674	0.48*	±0.01	-0.58 (M)
Term	--	--	--	58	0.88	±0.08	NA
Temporary	--	--	--	32	0.68	±0.07	NA

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	6	0.21	±0.15	225	0.31	±0.05	-0.26 (S)
Non-Seasonal	165	0.22*	±0.05	3,447	0.49*	±0.02	-0.62 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	6	0.21	±0.15	199	0.26	±0.05	-0.13
Permanent-Non-Seasonal	165	0.22*	±0.05	3,440	0.49*	±0.02	-0.61 (M)
Term	--	--	--	58	0.88	±0.08	NA
Temporary-Seasonal	--	--	--	26	0.70	±0.05	NA
Temporary-Non-Seasonal	--	--	--	6	0.62	±0.29	NA
Sex							
Men	72	0.22*	±0.08	2,002	0.52*	±0.02	-0.68 (M)
Women	94	0.20*	±0.07	1,788	0.44*	±0.02	-0.53 (M)
Gender Identity							
Male	72	0.22*	±0.08	2,002	0.52*	±0.02	-0.68 (M)
Female	94	0.20*	±0.07	1,788	0.44*	±0.02	-0.53 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	6	0.50	±0.44	NR
Sexual Orientation - Collapsed							
Heterosexual	130	0.15*	±0.05	3,538	0.49*	±0.01	-0.76 (M)
Sexual Minority	19	0.50*	±0.22	61	0.74*	±0.10	-0.55 (M)
Sexual Orientation							
Heterosexual or straight	130	0.15*	±0.05	3,538	0.49*	±0.01	-0.76 (M)
Lesbian	7	0.40	±0.34	7	0.68	±0.33	-0.59 (M)
Gay	7	1.00	±0.00	19	0.63	±0.21	0.87 (L)
Bisexual	5	0.00*	±0.00	21	0.76*	±0.15	-2.26 (L)
Other	--	--	--	15	0.87	±0.18	NA
I prefer not to say	19	0.36	±0.11	158	0.34	±0.07	0.06

^a Scale values are 0 = Yes/Do Not Know, 1 = No. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.5.3 Sexual Orientation Harassment and Organizational Politics

Table 4.35 presents organizational politics for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Organizational politics was measured with a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater pressure to conform to organizational norms. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.35 BIA – Sexual Orientation Harassment and Organizational Politics by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	176	3.4*	±0.1	3,757	3.0*	±0.0	0.49 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	113	2.5	±0.1	NR
Wage Grade (WG) 5-8	46	3.5*	±0.2	324	3.2*	±0.1	0.48 (S)
Wage Grade (WG) 9-16	NR	NR	NR	79	3.1	±0.1	NR
Other Wage Grade (WG)	14	3.7*	±0.0	26	2.8*	±0.3	1.56 (L)
General Schedule (GS) 1-6	25	3.3*	±0.1	395	2.9*	±0.1	0.57 (M)
General Schedule (GS) 7-10	29	3.4	±0.2	1,286	3.1	±0.0	0.36 (S)
General Schedule (GS) 11-12	50	3.2	±0.2	945	3.0	±0.1	0.20 (S)
General Schedule (GS) 13-15	7	3.3	±0.9	430	2.7	±0.1	0.69 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	2.1	±0.7	NA
Other	NR	NR	NR	126	2.7	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	201	2.8	±0.1	NR
1 to 3 years	54	3.4*	±0.2	376	2.8*	±0.1	0.85 (L)
4 to 5 years	13	3.8*	±0.2	201	3.0*	±0.1	1.21 (L)
6 to 10 years	16	3.2	±0.5	627	3.1	±0.1	0.12
11 to 14 years	24	3.3*	±0.1	459	2.9*	±0.1	0.50 (M)
15 to 20 years	16	3.6*	±0.5	758	3.0*	±0.1	0.71 (M)
More than 20 years	49	3.3	±0.2	1,115	3.1	±0.0	0.26 (S)
Appointment Type							
Permanent	176	3.4*	±0.1	3,661	3.0*	±0.0	0.48 (S)
Term	--	--	--	30	2.8	±0.2	NA
Temporary	--	--	--	32	2.8	±0.1	NA
Work Schedule							
Seasonal	6	3.5*	±0.5	237	2.8*	±0.1	1.25 (L)
Non-Seasonal	170	3.4*	±0.1	3,422	3.0*	±0.0	0.45 (S)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	6	3.5*	±0.5	211	2.8*	±0.1	1.19 (L)
Permanent-Non-Seasonal	170	3.4*	±0.1	3,415	3.0*	±0.0	0.45 (S)
Term	--	--	--	30	2.8	±0.2	NA
Temporary-Seasonal	--	--	--	26	2.8	±0.0	NA
Temporary-Non-Seasonal	--	--	--	6	2.8	±0.4	NA
Sex							
Men	77	3.5*	±0.2	1,957	3.0*	±0.0	0.64 (M)
Women	96	3.3*	±0.1	1,792	3.0*	±0.0	0.39 (S)
Gender Identity							
Male	77	3.5*	±0.2	1,957	3.0*	±0.0	0.64 (M)
Female	96	3.3*	±0.1	1,792	3.0*	±0.0	0.39 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	7	3.5	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	132	3.3*	±0.1	3,444	3.0*	±0.0	0.40 (S)
Sexual Minority	24	3.6*	±0.4	60	2.6*	±0.2	1.32 (L)
Sexual Orientation							
Heterosexual or straight	132	3.3*	±0.1	3,444	3.0*	±0.0	0.40 (S)
Lesbian	7	3.2	±0.2	7	2.8	±0.5	0.88 (L)
Gay	7	3.0	±0.5	19	2.7	±0.3	0.46 (S)
Bisexual	10	4.2*	±0.7	20	2.7*	±0.3	1.73 (L)
Other	--	--	--	15	2.3	±0.2	NA
I prefer not to say	18	3.6*	±0.2	174	3.2*	±0.1	0.62 (M)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.5.4 Sexual Orientation Harassment and Organizational Trust

Table 4.36 presents organizational trust for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Organizational trust was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of trust. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.36 BIA – Sexual Orientation Harassment and Organizational Trust by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	177	2.5*	±0.1	3,831	3.1*	±0.0	-0.69 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	3.4	±0.1	NR
Wage Grade (WG) 5-8	46	1.8*	±0.3	325	3.0*	±0.1	-1.51 (L)
Wage Grade (WG) 9-16	NR	NR	NR	80	3.0	±0.1	NR
Other Wage Grade (WG)	14	3.3	±0.0	25	3.3	±0.2	0.00
General Schedule (GS) 1-6	25	3.0	±0.2	412	2.9	±0.1	0.14
General Schedule (GS) 7-10	29	2.7*	±0.3	1,305	3.0*	±0.1	-0.37 (S)
General Schedule (GS) 11-12	51	2.7*	±0.2	952	3.2*	±0.1	-0.56 (M)
General Schedule (GS) 13-15	7	2.7*	±0.8	431	3.6*	±0.1	-1.07 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	3.8	±0.7	NA
Other	NR	NR	NR	127	3.2	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	199	3.6	±0.1	NR
1 to 3 years	54	2.0*	±0.2	406	3.4*	±0.1	-1.65 (L)
4 to 5 years	13	2.5*	±0.5	201	3.3*	±0.1	-0.93 (L)
6 to 10 years	16	2.9	±0.4	631	2.9	±0.1	-0.03
11 to 14 years	25	3.3	±0.2	465	3.3	±0.1	0.03
15 to 20 years	16	2.0*	±0.4	757	3.0*	±0.1	-1.26 (L)
More than 20 years	49	2.8*	±0.2	1,152	3.1*	±0.0	-0.39 (S)
Appointment Type							
Permanent	177	2.5*	±0.1	3,706	3.1*	±0.0	-0.68 (M)
Term	--	--	--	58	3.3	±0.2	NA
Temporary	--	--	--	32	2.8	±0.1	NA
Work Schedule							
Seasonal	6	2.3*	±0.3	237	3.4*	±0.1	-1.36 (L)
Non-Seasonal	171	2.5*	±0.1	3,468	3.1*	±0.0	-0.65 (M)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	6	2.3*	±0.3	211	3.5*	±0.1	-1.44 (L)
Permanent-Non-Seasonal	171	2.5*	±0.1	3,462	3.1*	±0.0	-0.65 (M)
Term	--	--	--	58	3.3	±0.2	NA
Temporary-Seasonal	--	--	--	26	2.8	±0.1	NA
Temporary-Non-Seasonal	--	--	--	6	2.9	±0.1	NA
Sex							
Men	77	2.2*	±0.2	2,020	3.2*	±0.0	-1.02 (L)
Women	96	2.8*	±0.2	1,802	3.1*	±0.0	-0.39 (S)
Gender Identity							
Male	77	2.2*	±0.2	2,020	3.2*	±0.0	-1.02 (L)
Female	96	2.8*	±0.2	1,802	3.1*	±0.0	-0.39 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	7	3.0	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	132	2.4*	±0.2	3,519	3.1*	±0.0	-0.85 (L)
Sexual Minority	24	3.0*	±0.2	61	3.6*	±0.2	-0.61 (M)
Sexual Orientation							
Heterosexual or straight	132	2.4*	±0.2	3,519	3.1*	±0.0	-0.85 (L)
Lesbian	7	3.1*	±0.4	7	4.0*	±0.3	-1.48 (L)
Gay	7	3.3	±0.6	19	4.0	±0.5	-0.71 (M)
Bisexual	10	2.8	±0.1	21	3.3	±0.5	-0.60 (M)
Other	--	--	--	15	3.1	±0.1	NA
I prefer not to say	19	3.0	±0.3	173	3.1	±0.1	-0.13

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.5.5 Sexual Orientation Harassment and Supervisor Support

Table 4.37 presents supervisor support for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Supervisory support was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of support. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.37 BIA – Sexual Orientation Harassment and Supervisor Support by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	169	2.6*	±0.2	3,572	3.4*	±0.0	-0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	112	3.8	±0.1	NR
Wage Grade (WG) 5-8	46	1.6*	±0.3	283	3.1*	±0.1	-1.44 (L)
Wage Grade (WG) 9-16	NR	NR	NR	78	2.9	±0.2	NR
Other Wage Grade (WG)	14	2.8	±0.0	25	2.9	±0.3	-0.19
General Schedule (GS) 1-6	25	3.4	±0.3	389	3.2	±0.1	0.20 (S)
General Schedule (GS) 7-10	25	2.7*	±0.4	1,206	3.3*	±0.1	-0.48 (S)
General Schedule (GS) 11-12	47	2.9*	±0.4	907	3.4*	±0.1	-0.45 (S)
General Schedule (GS) 13-15	7	3.0	±1.0	417	3.8	±0.1	-0.73 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	5	3.8	±0.9	NA
Other	NR	NR	NR	123	3.5	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	193	4.0	±0.1	NR
1 to 3 years	54	1.8*	±0.3	372	3.8*	±0.1	-1.93 (L)
4 to 5 years	13	2.2*	±0.8	200	3.4*	±0.1	-1.17 (L)
6 to 10 years	16	3.3	±0.6	580	3.3	±0.1	0.04
11 to 14 years	24	3.8	±0.3	432	3.4	±0.1	0.38 (S)
15 to 20 years	15	1.8*	±0.5	705	3.2*	±0.1	-1.36 (L)
More than 20 years	44	2.9*	±0.2	1,070	3.2*	±0.1	-0.34 (S)
Appointment Type							
Permanent	169	2.6*	±0.2	3,475	3.4*	±0.0	-0.71 (M)
Term	--	--	--	30	4.3	±0.2	NA
Temporary	--	--	--	31	2.5	±0.2	NA
Work Schedule							
Seasonal	NR	NR	NR	183	3.4	±0.1	NR
Non-Seasonal	166	2.6*	±0.2	3,290	3.4*	±0.0	-0.71 (M)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	157	3.5	±0.1	NR
Permanent-Non-Seasonal	166	2.6*	±0.2	3,285	3.4*	±0.0	-0.71 (M)
Term	--	--	--	30	4.3	±0.2	NA
Temporary-Seasonal	--	--	--	26	2.5	±0.2	NA
Temporary-Non-Seasonal	--	--	--	5	2.7	±0.1	NA
Sex							
Men	74	2.2*	±0.3	1,888	3.3*	±0.0	-1.07 (L)
Women	91	2.9*	±0.2	1,676	3.4*	±0.1	-0.43 (S)
Gender Identity							
Male	74	2.2*	±0.3	1,888	3.3*	±0.0	-1.07 (L)
Female	91	2.9*	±0.2	1,676	3.4*	±0.1	-0.43 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	6	3.2	±0.8	NR
Sexual Orientation - Collapsed							
Heterosexual	124	2.5*	±0.2	3,268	3.4*	±0.0	-0.78 (M)
Sexual Minority	24	2.9*	±0.6	61	3.8*	±0.3	-0.80 (L)
Sexual Orientation							
Heterosexual or straight	124	2.5*	±0.2	3,268	3.4*	±0.0	-0.78 (M)
Lesbian	7	3.3*	±0.5	7	4.5*	±0.4	-1.80 (L)
Gay	7	4.7	±0.3	19	4.1	±0.5	0.55 (M)
Bisexual	10	1.3*	±0.2	21	3.8*	±0.5	-2.62 (L)
Other	--	--	--	15	3.2	±0.1	NA
I prefer not to say	19	2.7*	±0.3	165	3.3*	±0.2	-0.65 (M)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.5.6 Sexual Orientation Harassment and Organizational Inclusion

Table 4.38 presents organizational inclusion for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Organizational inclusion was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of inclusion. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.38 BIA – Sexual Orientation Harassment and Organizational Inclusion by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	177	2.9*	±0.1	3,876	3.4*	±0.0	-0.57 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	3.2	±0.2	NR
Wage Grade (WG) 5-8	46	3.6	±0.2	329	3.3	±0.1	0.30 (S)
Wage Grade (WG) 9-16	NR	NR	NR	80	2.4	±0.2	NR
Other Wage Grade (WG)	14	2.2*	±0.0	26	3.5*	±0.2	-3.03 (L)
General Schedule (GS) 1-6	25	2.9*	±0.2	416	3.5*	±0.1	-0.56 (M)
General Schedule (GS) 7-10	29	3.0*	±0.4	1,325	3.4*	±0.1	-0.44 (S)
General Schedule (GS) 11-12	51	2.4*	±0.2	964	3.5*	±0.1	-1.14 (L)
General Schedule (GS) 13-15	7	2.9*	±0.7	435	3.8*	±0.1	-0.96 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.0	±0.9	NA
Other	NR	NR	NR	127	3.4	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	221	3.7	±0.1	NR
1 to 3 years	54	3.4	±0.3	410	3.5	±0.1	-0.07
4 to 5 years	13	2.4*	±0.5	203	3.3*	±0.1	-1.01 (L)
6 to 10 years	16	3.0	±0.5	634	3.4	±0.1	-0.48 (S)
11 to 14 years	25	3.2	±0.2	467	3.5	±0.1	-0.25 (S)
15 to 20 years	16	2.2*	±0.4	765	3.4*	±0.1	-1.18 (L)
More than 20 years	49	2.3*	±0.2	1,158	3.4*	±0.1	-1.10 (L)
Appointment Type							
Permanent	177	2.9*	±0.1	3,750	3.4*	±0.0	-0.59 (M)
Term	--	--	--	58	2.8	±0.4	NA
Temporary	--	--	--	32	2.7	±0.4	NA
Work Schedule							
Seasonal	6	2.4*	±0.2	238	3.5*	±0.1	-1.25 (L)
Non-Seasonal	171	2.9*	±0.1	3,510	3.4*	±0.0	-0.56 (M)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	6	2.4*	±0.2	212	3.7*	±0.1	-1.59 (L)
Permanent-Non-Seasonal	171	2.9*	±0.1	3,503	3.4*	±0.0	-0.56 (M)
Term	--	--	--	58	2.8	±0.4	NA
Temporary-Seasonal	--	--	--	26	2.5	±0.4	NA
Temporary-Non-Seasonal	--	--	--	6	3.6	±0.6	NA
Sex							
Men	77	3.1*	±0.2	2,052	3.5*	±0.0	-0.48 (S)
Women	96	2.7*	±0.2	1,815	3.3*	±0.0	-0.59 (M)
Gender Identity							
Male	77	3.1*	±0.2	2,052	3.5*	±0.0	-0.48 (S)
Female	96	2.7*	±0.2	1,815	3.3*	±0.0	-0.59 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	7	3.5	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	132	2.9*	±0.2	3,559	3.4*	±0.0	-0.54 (M)
Sexual Minority	24	3.3	±0.4	61	3.7	±0.2	-0.47 (S)
Sexual Orientation							
Heterosexual or straight	132	2.9*	±0.2	3,559	3.4*	±0.0	-0.54 (M)
Lesbian	7	3.0*	±0.6	7	4.4*	±0.4	-2.00 (L)
Gay	7	3.6	±0.2	19	3.4	±0.3	0.37 (S)
Bisexual	10	3.2	±0.9	21	3.6	±0.5	-0.33 (S)
Other	--	--	--	15	4.0	±0.3	NA
I prefer not to say	19	2.2*	±0.2	178	3.2*	±0.1	-1.10 (L)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.5.7 Sexual Orientation Harassment and Gender Context

Table 4.39 presents gender context for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Gender context was measured with three questions about the mix of men and women in the workplace. Scale values include *mostly women*, *a relatively even mix of men and women*, and *mostly men*. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.39 BIA – Sexual Orientation Harassment and Gender Context by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	176	2.3*	±0.1	3,856	2.2*	±0.0	0.26 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	2.1	±0.1	NR
Wage Grade (WG) 5-8	46	2.5	±0.2	328	2.3	±0.1	0.28 (S)
Wage Grade (WG) 9-16	NR	NR	NR	79	1.9	±0.2	NR
Other Wage Grade (WG)	14	3.0	±0.0	26	2.9	±0.1	0.54 (M)
General Schedule (GS) 1-6	25	2.6*	±0.2	409	2.1*	±0.1	0.73 (M)
General Schedule (GS) 7-10	29	2.3	±0.2	1,324	2.2	±0.0	0.13
General Schedule (GS) 11-12	50	2.0	±0.2	963	2.1	±0.0	-0.28 (S)
General Schedule (GS) 13-15	7	2.4	±0.5	436	2.1	±0.1	0.46 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	2.1	±0.2	NA
Other	NR	NR	NR	125	2.5	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	222	1.9	±0.1	NR
1 to 3 years	54	2.5*	±0.2	409	2.2*	±0.1	0.35 (S)
4 to 5 years	13	2.3	±0.3	203	2.2	±0.1	0.14
6 to 10 years	16	2.3	±0.4	631	2.2	±0.1	0.08
11 to 14 years	24	2.6*	±0.1	463	2.0*	±0.1	0.99 (L)
15 to 20 years	16	2.1	±0.4	761	2.3	±0.0	-0.31 (S)
More than 20 years	49	2.2	±0.2	1,149	2.2	±0.0	0.01
Appointment Type							
Permanent	176	2.3*	±0.1	3,730	2.2*	±0.0	0.28 (S)
Term	--	--	--	58	2.4	±0.2	NA
Temporary	--	--	--	32	2.8	±0.1	NA
Work Schedule							
Seasonal	6	2.5	±0.7	234	2.4	±0.1	0.09
Non-Seasonal	170	2.3*	±0.1	3,494	2.1*	±0.0	0.29 (S)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	6	2.5	±0.7	208	2.4	±0.1	0.24 (S)
Permanent-Non-Seasonal	170	2.3*	±0.1	3,488	2.1*	±0.0	0.29 (S)
Term	--	--	--	58	2.4	±0.2	NA
Temporary-Seasonal	--	--	--	26	3.0	±0.0	NA
Temporary-Non-Seasonal	--	--	--	6	2.1	±0.5	NA
Sex							
Men	77	2.6*	±0.2	2,051	2.4*	±0.0	0.27 (S)
Women	96	2.2*	±0.1	1,800	1.9*	±0.0	0.42 (S)
Gender Identity							
Male	77	2.6*	±0.2	2,051	2.4*	±0.0	0.27 (S)
Female	96	2.2*	±0.1	1,800	1.9*	±0.0	0.42 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	132	2.4*	±0.1	3,553	2.2*	±0.0	0.33 (S)
Sexual Minority	24	1.8	±0.3	61	2.1	±0.2	-0.46 (S)
Sexual Orientation							
Heterosexual or straight	132	2.4*	±0.1	3,553	2.2*	±0.0	0.33 (S)
Lesbian	7	2.3	±0.6	7	2.4	±0.7	-0.10
Gay	7	2.0*	±0.0	19	1.6*	±0.2	0.93 (L)
Bisexual	10	1.4*	±0.3	21	2.1*	±0.3	-1.07 (L)
Other	--	--	--	15	2.8	±0.3	NA
I prefer not to say	18	2.7*	±0.3	165	1.9*	±0.1	1.35 (L)

^a Scale values range from 1 = Mostly women, 2 = A relatively even mix of men and women, and 3 = Mostly men.

* Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.5.8 Sexual Orientation Harassment and Bystander Harassment

Table 4.40 presents experiences of bystander sexual orientation harassment for those who indicated they had or had not personally experienced sexual orientation harassment within the past 12 months. Sexual orientation bystander harassment (i.e., a situation in which an employee witnessed but may not have been a direct target of the harassing behavior) was measured on a 6-point response scale ranging from *never* to *one or more times a day*. The results indicate the percentage of employees who witnessed sexual orientation harassment against another employee. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.40 BIA – Sexual Orientation Harassment and Bystander Harassment

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size Cohen's <i>h</i>
	<i>N</i>	<i>Percent</i> ^a	<i>MoE</i>	<i>N</i>	<i>Percent</i> ^a	<i>MoE</i>	
Overall	64	37.8%*	±7.6	200	5.3%*	±0.8	0.86 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	NR	NR	NR	NR
Wage Grade (WG) 5-8	34	83.5%*	±15.4	38	11.5%*	±4.0	1.61 (L)
Wage Grade (WG) 9-16	NR	NR	NR	0	0.0%	NA	NR
Other Wage Grade (WG)	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 1-6	NR	NR	NR	65	15.7%	±3.9	NR
General Schedule (GS) 7-10	NR	NR	NR	49	3.7%	±1.2	NR
General Schedule (GS) 11-12	16	32.5%*	±14.5	37	3.9%*	±1.4	0.81 (L)
General Schedule (GS) 13-15	NR	NR	NR	5	1.3%	±1.6	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	9	4.1%	±3.6	NR
1 to 3 years	37	74.5%*	±14.5	6	1.4%*	±1.7	1.85 (L)
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	104	17.1%	±3.2	NR
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	NR	NR	NR	28	3.8%	±1.6	NR
More than 20 years	9	17.6%*	±13.9	46	4.1%*	±1.3	0.46 (S)
Appointment Type							
Permanent	64	37.8%*	±7.6	200	5.4%*	±0.8	0.85 (L)
Term	--	--	--	0	0.0%	NA	NA
Temporary	--	--	--	0	0.0%	NA	NA

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	NR	NR	NR	27	11.5%	±4.7	NR
Non-Seasonal	61	37.2%*	±7.7	171	5.0%*	±0.8	0.86 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	27	12.9%	±5.3	NR
Permanent-Non-Seasonal	61	37.2%*	±7.7	171	5.0%*	±0.8	0.86 (L)
Term	--	--	--	0	0.0%	NA	NA
Temporary-Seasonal	--	--	--	0	0.0%	NA	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	39	53.6%*	±11.8	121	6.0%*	±1.1	1.15 (L)
Women	22	23.1%*	±9.8	79	4.4%*	±1.1	0.58 (M)
Gender Identity							
Male	39	53.6%*	±11.8	121	6.0%*	±1.1	1.15 (L)
Female	22	23.1%*	±9.8	79	4.4%*	±1.1	0.58 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	51	39.4%*	±8.7	198	5.6%*	±0.8	0.88 (L)
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	51	39.4%*	±8.7	198	5.6%*	±0.8	0.88 (L)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	NR	NR	NR	0	0.0%	NA	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	0	0.0%	NA	NR

^a Represents the percent, who, in the past 12 months, indicated they witnessed a situation where another employee was subjected to harassment or discrimination based on sexual orientation. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.5.9 Logistic Regression Analyses of Sexual Orientation Harassment and Predictors of Workplace Harassment

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced sexual orientation harassment against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to sexual orientation harassment, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience sexual orientation harassment. Table 4.41 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.41 BIA – Logistic Regression of Sexual Orientation Harassment and Predictors of Workplace Harassment

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	-0.177	0.679	0.068	--	0.838	--	--	--	--
Sex	-0.602	0.194	9.637	0.002	0.548	0.375	0.801	-479.990	10.012
Years of Service at Bureau or Office	-0.211	0.050	18.111	0.000	0.810	0.735	0.892	-483.915	17.861
Work Schedule	1.176	0.602	3.824	0.051	3.243	0.997	10.543	-477.553	5.138
Supervisor Support	-0.262	0.081	10.406	0.001	0.770	0.656	0.902	-480.249	10.529
Bystander Harassment Based on Sexual Orientation	-1.930	0.221	76.237	0.000	0.145	0.094	0.224	-508.454	66.940
Leadership Intolerance	-1.220	0.268	20.684	0.000	0.295	0.174	0.499	-486.522	23.075

Note. N = 3,241, Nagelkerke R Square = 0.207

4.6 Sexual Harassment

The following sections display each of the predictors of workplace harassment and sexual harassment. In each section results are shown for those who indicated they had or had not experienced sexual harassment within the past 12 months. Results are further broken down by selected demographic and/or occupational characteristics relevant to sexual harassment. Statistically significant differences are noted.

4.6.1 Sexual Harassment and General Intolerance for Harassment

Table 4.42 presents general intolerance for harassment for those who indicated they had or had not experienced sexual harassment within the past 12 months. General intolerance for harassment was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate an organizational climate more intolerant of harassment. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.42 BIA – Sexual Harassment and General Intolerance for Harassment by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	
Overall	410	2.4*	±0.1	3,600	3.4*	±0.0	-1.14 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	143	3.6	±0.1	NA
Wage Grade (WG) 5-8	75	2.5*	±0.1	303	3.2*	±0.1	-0.89 (L)
Wage Grade (WG) 9-16	7	2.3	±0.5	56	2.9	±0.3	-0.56 (M)
Other Wage Grade (WG)	--	--	--	40	3.0	±0.1	NA
General Schedule (GS) 1-6	38	2.2*	±0.2	411	3.4*	±0.1	-1.22 (L)
General Schedule (GS) 7-10	182	2.3*	±0.1	1,159	3.4*	±0.1	-1.16 (L)
General Schedule (GS) 11-12	83	2.4*	±0.2	925	3.3*	±0.1	-1.08 (L)
General Schedule (GS) 13-15	21	2.7*	±0.4	421	3.6*	±0.1	-0.98 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	5	3.2	±0.8	NA
Other	NR	NR	NR	112	3.5	±0.1	NR

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	16	2.4*	±0.4	204	3.9*	±0.1	-2.03 (L)
1 to 3 years	86	2.7*	±0.1	362	3.6*	±0.1	-1.25 (L)
4 to 5 years	16	2.2*	±0.3	199	3.3*	±0.1	-1.36 (L)
6 to 10 years	76	2.0*	±0.2	578	3.2*	±0.1	-1.24 (L)
11 to 14 years	47	2.8*	±0.2	445	3.5*	±0.1	-0.72 (M)
15 to 20 years	64	1.9*	±0.2	702	3.3*	±0.1	-1.88 (L)
More than 20 years	104	2.5*	±0.1	1,091	3.3*	±0.1	-0.89 (L)
Appointment Type							
Permanent	410	2.4*	±0.1	3,475	3.4*	±0.0	-1.13 (L)
Term	--	--	--	58	3.6	±0.2	NA
Temporary	--	--	--	32	3.5	±0.2	NA
Work Schedule							
Seasonal	8	2.4*	±0.5	228	3.6*	±0.1	-1.97 (L)
Non-Seasonal	401	2.4*	±0.1	3,246	3.3*	±0.0	-1.10 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	8	2.4*	±0.5	202	3.7*	±0.1	-1.91 (L)
Permanent-Non-Seasonal	401	2.4*	±0.1	3,240	3.3*	±0.0	-1.10 (L)
Term	--	--	--	58	3.6	±0.2	NA
Temporary-Seasonal	--	--	--	26	3.6	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	3.1	±0.4	NA
Sex							
Men	147	2.2*	±0.1	1,967	3.4*	±0.0	-1.42 (L)
Women	260	2.5*	±0.1	1,625	3.3*	±0.0	-0.94 (L)
Gender Identity							
Male	147	2.2*	±0.1	1,967	3.4*	±0.0	-1.42 (L)
Female	260	2.5*	±0.1	1,625	3.3*	±0.0	-0.94 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	7	2.9	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	392	2.4*	±0.1	3,285	3.4*	±0.0	-1.15 (L)
Sexual Minority	NR	NR	NR	77	3.5	±0.2	NR

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	392	2.4*	±0.1	3,285	3.4*	±0.0	-1.15 (L)
Lesbian	--	--	--	14	3.4	±0.4	NA
Gay	NR	NR	NR	24	4.3	±0.3	NR
Bisexual	NR	NR	NR	24	3.3	±0.4	NR
Other	NR	NR	NR	14	2.7	±0.1	NR
I prefer not to say	12	2.6*	±0.4	165	3.2*	±0.1	-0.85 (L)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.6.2 Sexual Harassment and Leadership Intolerance for Harassment

Table 4.43 presents leadership intolerance for harassment for those who indicated they had or had not experienced sexual harassment within the past 12 months. Intolerance for harassment was measured using a *yes, no, do not know* response format, with higher scores indicating greater intolerance for harassment among leaders. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.43 BIA – Sexual Harassment and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	409	0.19*	±0.04	3,594	0.50*	±0.01	-0.69 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	145	0.73	±0.07	NA
Wage Grade (WG) 5-8	NR	NR	NR	310	0.28	±0.04	NR
Wage Grade (WG) 9-16	NR	NR	NR	57	0.33	±0.10	NR
Other Wage Grade (WG)	--	--	--	40	0.21	±0.09	NA
General Schedule (GS) 1-6	38	0.52	±0.15	412	0.57	±0.04	-0.10
General Schedule (GS) 7-10	183	0.17*	±0.05	1,158	0.44*	±0.03	-0.62 (M)
General Schedule (GS) 11-12	83	0.20*	±0.08	931	0.50*	±0.03	-0.66 (M)
General Schedule (GS) 13-15	19	0.45*	±0.21	420	0.68*	±0.04	-0.57 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	0.79	±0.34	NA
Other	NR	NR	NR	91	0.77	±0.07	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	212	0.66	±0.06	NR
1 to 3 years	86	0.14*	±0.07	370	0.67*	±0.04	-1.26 (L)
4 to 5 years	16	0.20*	±0.16	200	0.63*	±0.06	-0.98 (L)
6 to 10 years	74	0.11*	±0.06	568	0.36*	±0.04	-0.59 (M)
11 to 14 years	47	0.13*	±0.09	444	0.60*	±0.04	-1.07 (L)
15 to 20 years	64	0.06*	±0.05	699	0.45*	±0.03	-0.89 (L)
More than 20 years	105	0.40	±0.09	1,081	0.46	±0.03	-0.13
Appointment Type							
Permanent	409	0.19*	±0.04	3,469	0.50*	±0.01	-0.69 (M)
Term	--	--	--	58	0.88	±0.08	NA
Temporary	--	--	--	32	0.68	±0.07	NA
Work Schedule							
Seasonal	NR	NR	NR	222	0.31	±0.05	NR
Non-Seasonal	400	0.19*	±0.04	3,245	0.51*	±0.02	-0.73 (M)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size <i>Hedges' g</i>
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	196	0.25	±0.05	NR
Permanent-Non-Seasonal	400	0.19*	±0.04	3,238	0.51*	±0.02	-0.73 (M)
Term	--	--	--	58	0.88	±0.08	NA
Temporary-Seasonal	--	--	--	26	0.70	±0.05	NA
Temporary-Non-Seasonal	--	--	--	6	0.62	±0.29	NA
Sex							
Men	147	0.11*	±0.04	1,945	0.54*	±0.02	-0.99 (L)
Women	259	0.24*	±0.05	1,640	0.45*	±0.02	-0.48 (S)
Gender Identity							
Male	147	0.11*	±0.04	1,945	0.54*	±0.02	-0.99 (L)
Female	259	0.24*	±0.05	1,640	0.45*	±0.02	-0.48 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	7	0.57	±0.40	NR
Sexual Orientation - Collapsed							
Heterosexual	391	0.19*	±0.04	3,309	0.50*	±0.02	-0.71 (M)
Sexual Minority	NR	NR	NR	77	0.70	±0.10	NR
Sexual Orientation							
Heterosexual or straight	391	0.19*	±0.04	3,309	0.50*	±0.02	-0.71 (M)
Lesbian	--	--	--	14	0.53	±0.24	NA
Gay	NR	NR	NR	24	0.72	±0.17	NR
Bisexual	NR	NR	NR	24	0.64	±0.17	NR
Other	NR	NR	NR	14	0.93	±0.14	NR
I prefer not to say	NR	NR	NR	166	0.36	±0.07	NR

^a Scale values are 0 = Yes/Do Not Know, 1 = No. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.6.3 Sexual Harassment and Organizational Politics

Table 4.44 presents organizational politics for those who indicated they had or had not experienced sexual harassment within the past 12 months. Organizational politics was measured with a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater pressure to conform to organizational norms. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.44 BIA – Sexual Harassment and Organizational Politics by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	411	3.6*	±0.1	3,559	3.0*	±0.0	0.75 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	117	2.5	±0.1	NA
Wage Grade (WG) 5-8	80	3.9*	±0.2	305	3.1*	±0.1	0.99 (L)
Wage Grade (WG) 9-16	7	3.7*	±0.2	73	3.0*	±0.1	1.23 (L)
Other Wage Grade (WG)	--	--	--	40	3.1	±0.2	NA
General Schedule (GS) 1-6	37	3.6*	±0.3	396	2.9*	±0.1	1.32 (L)
General Schedule (GS) 7-10	183	3.6*	±0.1	1,134	3.1*	±0.0	0.68 (M)
General Schedule (GS) 11-12	81	3.1	±0.2	918	3.0	±0.1	0.09
General Schedule (GS) 13-15	20	3.4*	±0.4	418	2.6*	±0.1	0.92 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	2.1	±0.7	NA
Other	NR	NR	NR	125	2.7	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	16	3.4*	±0.4	189	2.8*	±0.1	1.06 (L)
1 to 3 years	91	3.7*	±0.1	339	2.6*	±0.1	1.45 (L)
4 to 5 years	15	3.3	±0.4	200	3.0	±0.1	0.46 (S)
6 to 10 years	76	4.0*	±0.3	585	3.1*	±0.1	1.13 (L)
11 to 14 years	46	3.0	±0.2	439	2.9	±0.1	0.15
15 to 20 years	63	4.0*	±0.2	713	3.0*	±0.1	1.30 (L)
More than 20 years	104	3.2*	±0.1	1,075	3.0*	±0.0	0.21 (S)
Appointment Type							
Permanent	411	3.6*	±0.1	3,463	3.0*	±0.0	0.74 (M)
Term	--	--	--	30	2.8	±0.2	NA
Temporary	--	--	--	32	2.8	±0.1	NA
Work Schedule							
Seasonal	8	3.4*	±0.7	234	2.8*	±0.1	1.02 (L)
Non-Seasonal	402	3.6*	±0.1	3,226	3.0*	±0.0	0.72 (M)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	8	3.4*	±0.7	208	2.8*	±0.1	0.98 (L)
Permanent-Non-Seasonal	402	3.6*	±0.1	3,220	3.0*	±0.0	0.72 (M)
Term	--	--	--	30	2.8	±0.2	NA
Temporary-Seasonal	--	--	--	26	2.8	±0.0	NA
Temporary-Non-Seasonal	--	--	--	6	2.8	±0.4	NA
Sex							
Men	150	3.7*	±0.1	1,901	3.0*	±0.0	0.98 (L)
Women	259	3.4*	±0.1	1,648	3.0*	±0.0	0.62 (M)
Gender Identity							
Male	150	3.7*	±0.1	1,901	3.0*	±0.0	0.98 (L)
Female	259	3.4*	±0.1	1,648	3.0*	±0.0	0.62 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	8	3.3	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	389	3.6*	±0.1	3,221	2.9*	±0.0	0.76 (M)
Sexual Minority	9	3.8*	±0.9	76	2.8*	±0.2	1.30 (L)
Sexual Orientation							
Heterosexual or straight	389	3.6*	±0.1	3,221	2.9*	±0.0	0.76 (M)
Lesbian	--	--	--	14	3.0	±0.3	NA
Gay	NR	NR	NR	24	2.8	±0.2	NR
Bisexual	6	4.3*	±1.0	23	2.9*	±0.3	1.33 (L)
Other	NR	NR	NR	14	2.2	±0.1	NR
I prefer not to say	11	3.3	±0.5	182	3.2	±0.1	0.08

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.6.4 Sexual Harassment and Organizational Trust

Table 4.45 presents organizational trust for those who indicated they had or had not experienced sexual harassment within the past 12 months. Organizational trust was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of trust. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.45 BIA – Sexual Harassment and Organizational Trust by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	410	2.4*	±0.1	3,634	3.2*	±0.0	-0.97 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	145	3.4	±0.1	NA
Wage Grade (WG) 5-8	80	1.9*	±0.2	306	3.0*	±0.1	-1.46 (L)
Wage Grade (WG) 9-16	7	2.5*	±0.4	74	3.0*	±0.1	-0.85 (L)
Other Wage Grade (WG)	--	--	--	39	3.3	±0.2	NA
General Schedule (GS) 1-6	38	2.6*	±0.2	412	3.0*	±0.1	-0.43 (S)
General Schedule (GS) 7-10	183	2.4*	±0.1	1,153	3.1*	±0.1	-0.78 (M)
General Schedule (GS) 11-12	80	2.6*	±0.2	925	3.2*	±0.1	-0.77 (M)
General Schedule (GS) 13-15	19	2.6*	±0.5	421	3.7*	±0.1	-1.22 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	3.8	±0.7	NA
Other	NR	NR	NR	126	3.2	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	16	2.8*	±0.4	187	3.7*	±0.1	-1.09 (L)
1 to 3 years	91	2.2*	±0.2	368	3.4*	±0.1	-1.44 (L)
4 to 5 years	15	2.5*	±0.3	200	3.3*	±0.1	-1.04 (L)
6 to 10 years	76	2.2*	±0.2	589	3.0*	±0.1	-0.87 (L)
11 to 14 years	47	2.9*	±0.2	445	3.3*	±0.1	-0.49 (S)
15 to 20 years	62	1.6*	±0.2	713	3.1*	±0.1	-2.08 (L)
More than 20 years	104	2.7*	±0.1	1,112	3.1*	±0.0	-0.47 (S)
Appointment Type							
Permanent	410	2.4*	±0.1	3,509	3.2*	±0.0	-0.96 (L)
Term	--	--	--	58	3.3	±0.2	NA
Temporary	--	--	--	32	2.8	±0.1	NA
Work Schedule							
Seasonal	8	2.6*	±0.4	234	3.4*	±0.1	-1.06 (L)
Non-Seasonal	402	2.4*	±0.1	3,273	3.2*	±0.0	-0.95 (L)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	8	2.6*	±0.4	208	3.5*	±0.1	-1.15 (L)
Permanent-Non-Seasonal	402	2.4*	±0.1	3,267	3.2*	±0.0	-0.95 (L)
Term	--	--	--	58	3.3	±0.2	NA
Temporary-Seasonal	--	--	--	26	2.8	±0.1	NA
Temporary-Non-Seasonal	--	--	--	6	2.9	±0.1	NA
Sex							
Men	150	2.2*	±0.1	1,964	3.2*	±0.0	-1.15 (L)
Women	257	2.5*	±0.1	1,659	3.2*	±0.0	-0.85 (L)
Gender Identity							
Male	150	2.2*	±0.1	1,964	3.2*	±0.0	-1.15 (L)
Female	257	2.5*	±0.1	1,659	3.2*	±0.0	-0.85 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	8	3.1	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	388	2.4*	±0.1	3,296	3.2*	±0.0	-0.95 (L)
Sexual Minority	9	3.0	±0.3	77	3.5	±0.2	-0.55 (M)
Sexual Orientation							
Heterosexual or straight	388	2.4*	±0.1	3,296	3.2*	±0.0	-0.95 (L)
Lesbian	--	--	--	14	3.5	±0.4	NA
Gay	NR	NR	NR	24	3.9	±0.4	NR
Bisexual	6	2.9	±0.1	24	3.2	±0.4	-0.30 (S)
Other	NR	NR	NR	14	3.2	±0.0	NR
I prefer not to say	12	1.7*	±0.4	181	3.1*	±0.1	-1.91 (L)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.6.5 Sexual Harassment and Supervisor Support

Table 4.46 presents supervisor support for those who indicated they had or had not experienced sexual harassment within the past 12 months. Supervisory support was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of support. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.46 BIA – Sexual Harassment and Supervisor Support by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	392	2.6*	±0.1	3,386	3.4*	±0.0	-0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	115	3.8	±0.1	NA
Wage Grade (WG) 5-8	80	1.8*	±0.2	264	3.1*	±0.1	-1.25 (L)
Wage Grade (WG) 9-16	7	2.1*	±0.5	72	3.0*	±0.2	-1.24 (L)
Other Wage Grade (WG)	--	--	--	39	2.8	±0.2	NA
General Schedule (GS) 1-6	37	2.6*	±0.3	391	3.2*	±0.1	-0.63 (M)
General Schedule (GS) 7-10	163	2.9*	±0.2	1,070	3.3*	±0.1	-0.32 (S)
General Schedule (GS) 11-12	81	2.8*	±0.3	877	3.5*	±0.1	-0.60 (M)
General Schedule (GS) 13-15	21	2.9*	±0.6	404	3.8*	±0.1	-0.87 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	5	3.8	±0.9	NA
Other	NR	NR	NR	122	3.6	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	14	3.2*	±0.5	182	4.1*	±0.1	-1.08 (L)
1 to 3 years	91	2.3*	±0.3	334	3.9*	±0.1	-1.54 (L)
4 to 5 years	16	2.8*	±0.5	197	3.4*	±0.2	-0.54 (M)
6 to 10 years	76	3.0	±0.3	538	3.3	±0.1	-0.22 (S)
11 to 14 years	47	2.9*	±0.3	411	3.5*	±0.1	-0.51 (M)
15 to 20 years	62	2.0*	±0.2	659	3.2*	±0.1	-1.29 (L)
More than 20 years	86	2.8*	±0.2	1,044	3.3*	±0.1	-0.47 (S)
Appointment Type							
Permanent	392	2.6*	±0.1	3,289	3.4*	±0.0	-0.72 (M)
Term	--	--	--	30	4.3	±0.2	NA
Temporary	--	--	--	31	2.5	±0.2	NA
Work Schedule							
Seasonal	8	3.7	±0.5	178	3.3	±0.1	0.41 (S)
Non-Seasonal	384	2.6*	±0.1	3,109	3.4*	±0.0	-0.74 (M)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	8	3.7	±0.5	152	3.5	±0.1	0.25 (S)
Permanent-Non-Seasonal	384	2.6*	±0.1	3,104	3.4*	±0.0	-0.74 (M)
Term	--	--	--	30	4.3	±0.2	NA
Temporary-Seasonal	--	--	--	26	2.5	±0.2	NA
Temporary-Non-Seasonal	--	--	--	5	2.7	±0.1	NA
Sex							
Men	149	2.7*	±0.2	1,831	3.4*	±0.0	-0.64 (M)
Women	240	2.6*	±0.1	1,546	3.4*	±0.1	-0.77 (M)
Gender Identity							
Male	149	2.7*	±0.2	1,831	3.4*	±0.0	-0.64 (M)
Female	240	2.6*	±0.1	1,546	3.4*	±0.1	-0.77 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	7	3.3	±0.6	NR
Sexual Orientation - Collapsed							
Heterosexual	369	2.6*	±0.1	3,057	3.4*	±0.0	-0.69 (M)
Sexual Minority	9	2.0*	±0.7	77	3.7*	±0.3	-1.52 (L)
Sexual Orientation							
Heterosexual or straight	369	2.6*	±0.1	3,057	3.4*	±0.0	-0.69 (M)
Lesbian	--	--	--	14	3.9	±0.5	NA
Gay	NR	NR	NR	24	4.3	±0.4	NR
Bisexual	6	1.4*	±0.3	24	3.4*	±0.6	-1.45 (L)
Other	NR	NR	NR	14	3.2	±0.0	NR
I prefer not to say	12	2.2*	±0.7	173	3.4*	±0.1	-1.21 (L)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.6.6 Sexual Harassment and Organizational Inclusion

Table 4.47 presents organizational inclusion for those who indicated they had or had not experienced sexual harassment within the past 12 months. Organizational inclusion was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of inclusion. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.47 BIA – Sexual Harassment and Organizational Inclusion by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	416	2.8*	±0.1	3,674	3.5*	±0.0	-0.65 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	145	3.1	±0.2	NA
Wage Grade (WG) 5-8	80	2.6*	±0.3	310	3.3*	±0.1	-0.70 (M)
Wage Grade (WG) 9-16	7	2.6	±0.6	74	2.4	±0.2	0.26 (S)
Other Wage Grade (WG)	--	--	--	40	3.0	±0.2	NA
General Schedule (GS) 1-6	38	3.1*	±0.4	416	3.5*	±0.1	-0.36 (S)
General Schedule (GS) 7-10	183	3.0*	±0.2	1,173	3.4*	±0.1	-0.43 (S)
General Schedule (GS) 11-12	83	2.5*	±0.2	935	3.6*	±0.1	-1.15 (L)
General Schedule (GS) 13-15	21	3.0*	±0.5	422	3.8*	±0.1	-0.92 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.0	±0.9	NA
Other	NR	NR	NR	126	3.4	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	16	2.7*	±0.6	209	3.8*	±0.1	-1.09 (L)
1 to 3 years	91	3.0*	±0.2	372	3.6*	±0.1	-0.62 (M)
4 to 5 years	16	2.5*	±0.4	200	3.3*	±0.1	-0.95 (L)
6 to 10 years	76	2.8*	±0.3	592	3.4*	±0.1	-0.68 (M)
11 to 14 years	47	2.9*	±0.2	447	3.5*	±0.1	-0.59 (M)
15 to 20 years	64	2.1*	±0.2	718	3.5*	±0.1	-1.55 (L)
More than 20 years	105	3.2	±0.2	1,117	3.4	±0.1	-0.14
Appointment Type							
Permanent	416	2.8*	±0.1	3,548	3.5*	±0.0	-0.67 (M)
Term	--	--	--	58	2.8	±0.4	NA
Temporary	--	--	--	32	2.7	±0.4	NA
Work Schedule							
Seasonal	8	2.4*	±0.8	236	3.5*	±0.1	-1.22 (L)
Non-Seasonal	407	2.8*	±0.1	3,310	3.5*	±0.0	-0.66 (M)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	8	2.4*	±0.8	209	3.7*	±0.1	-1.57 (L)
Permanent-Non-Seasonal	407	2.8*	±0.1	3,304	3.5*	±0.0	-0.66 (M)
Term	--	--	--	58	2.8	±0.4	NA
Temporary-Seasonal	--	--	--	26	2.5	±0.4	NA
Temporary-Non-Seasonal	--	--	--	6	3.6	±0.6	NA
Sex							
Men	152	3.1*	±0.2	1,995	3.6*	±0.0	-0.50 (M)
Women	261	2.7*	±0.1	1,669	3.4*	±0.0	-0.66 (M)
Gender Identity							
Male	152	3.1*	±0.2	1,995	3.6*	±0.0	-0.50 (M)
Female	261	2.7*	±0.1	1,669	3.4*	±0.0	-0.66 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	8	3.4	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	393	2.8*	±0.1	3,332	3.5*	±0.0	-0.65 (M)
Sexual Minority	9	3.7	±0.8	77	3.6	±0.2	0.15
Sexual Orientation							
Heterosexual or straight	393	2.8*	±0.1	3,332	3.5*	±0.0	-0.65 (M)
Lesbian	--	--	--	14	3.7	±0.5	NA
Gay	NR	NR	NR	24	3.4	±0.3	NR
Bisexual	6	4.0	±0.9	24	3.3	±0.5	0.50 (M)
Other	NR	NR	NR	14	4.1	±0.2	NR
I prefer not to say	12	2.0*	±0.5	186	3.2*	±0.1	-1.33 (L)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.6.7 Sexual Harassment and Gender Context

Table 4.48 presents gender context for those who indicated they had or had not experienced sexual harassment within the past 12 months. Gender context was measured with three questions about the mix of men and women in the workplace. Scale values include *mostly women*, *a relatively even mix of men and women*, and *mostly men*. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.48 BIA – Sexual Harassment and Gender Context by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	415	2.3*	±0.1	3,654	2.2*	±0.0	0.23 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	145	2.1	±0.1	NA
Wage Grade (WG) 5-8	80	2.3	±0.2	309	2.3	±0.1	-0.01
Wage Grade (WG) 9-16	7	2.2	±0.7	73	1.9	±0.2	0.34 (S)
Other Wage Grade (WG)	--	--	--	40	2.9	±0.1	NA
General Schedule (GS) 1-6	38	1.6*	±0.2	409	2.2*	±0.1	-0.92 (L)
General Schedule (GS) 7-10	183	2.5*	±0.1	1,172	2.1*	±0.0	0.66 (M)
General Schedule (GS) 11-12	82	2.2	±0.1	934	2.1	±0.0	0.17
General Schedule (GS) 13-15	21	2.1	±0.3	424	2.1	±0.1	-0.02
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	2.1	±0.2	NA
Other	NR	NR	NR	123	2.5	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	16	1.8	±0.3	210	1.9	±0.1	-0.17
1 to 3 years	91	2.5*	±0.1	371	2.2*	±0.1	0.43 (S)
4 to 5 years	16	2.4	±0.3	200	2.2	±0.1	0.34 (S)
6 to 10 years	76	2.2	±0.2	590	2.2	±0.1	0.01
11 to 14 years	46	2.2	±0.1	443	2.1	±0.1	0.17
15 to 20 years	64	2.6*	±0.1	715	2.3*	±0.0	0.59 (M)
More than 20 years	105	2.2	±0.2	1,108	2.2	±0.0	0.07
Appointment Type							
Permanent	415	2.3*	±0.1	3,528	2.1*	±0.0	0.26 (S)
Term	--	--	--	58	2.4	±0.2	NA
Temporary	--	--	--	32	2.8	±0.1	NA
Work Schedule							
Seasonal	8	2.3	±0.3	231	2.4	±0.1	-0.21 (S)
Non-Seasonal	406	2.3*	±0.1	3,294	2.1*	±0.0	0.28 (S)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	8	2.3	±0.3	205	2.4	±0.1	-0.06
Permanent-Non-Seasonal	406	2.3*	±0.1	3,288	2.1*	±0.0	0.28 (S)
Term	--	--	--	58	2.4	±0.2	NA
Temporary-Seasonal	--	--	--	26	3.0	±0.0	NA
Temporary-Non-Seasonal	--	--	--	6	2.1	±0.5	NA
Sex							
Men	152	2.7*	±0.1	1,994	2.4*	±0.0	0.48 (S)
Women	261	2.1*	±0.1	1,654	1.9*	±0.0	0.38 (S)
Gender Identity							
Male	152	2.7*	±0.1	1,994	2.4*	±0.0	0.48 (S)
Female	261	2.1*	±0.1	1,654	1.9*	±0.0	0.38 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	393	2.3*	±0.1	3,326	2.2*	±0.0	0.27 (S)
Sexual Minority	9	1.3*	±0.3	77	2.1*	±0.2	-1.25 (L)
Sexual Orientation							
Heterosexual or straight	393	2.3*	±0.1	3,326	2.2*	±0.0	0.27 (S)
Lesbian	--	--	--	14	2.3	±0.4	NA
Gay	NR	NR	NR	24	1.7	±0.2	NR
Bisexual	6	1.0*	±0.0	24	2.0*	±0.3	-1.81 (L)
Other	NR	NR	NR	14	2.9	±0.3	NR
I prefer not to say	11	2.2	±0.4	173	2.0	±0.1	0.37 (S)

^a Scale values range from 1 = Mostly women, 2 = A relatively even mix of men and women, and 3 = Mostly men.

* Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.6.8 Sexual Harassment and Bystander Harassment

Table 4.49 presents experiences of bystander sex/gender harassment for those who indicated they had or had not personally experienced sexual harassment within the past 12 months. Sex/gender bystander harassment (i.e., a situation in which an employee witnessed but may not have been a direct target of the harassing behavior) was measured on a 6-point response scale ranging from *never* to *one or more times a day*. The results indicate the percentage of employees who witnessed sex/gender harassment against another employee. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.49 BIA – Sexual Harassment and Bystander Harassment

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	225	55.0%*	±4.9	251	7.0%*	±0.9	1.14 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	NR	NR	NR	NR
Wage Grade (WG) 5-8	32	42.2%*	±11.6	42	13.6%*	±4.3	0.66 (M)
Wage Grade (WG) 9-16	NR	NR	NR	0	0.0%	NA	NR
Other Wage Grade (WG)	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 1-6	26	68.6%*	±17.0	22	5.2%*	±2.6	1.49 (L)
General Schedule (GS) 7-10	105	57.2%*	±7.3	62	5.3%*	±1.4	1.25 (L)
General Schedule (GS) 11-12	53	63.3%*	±11.0	71	7.7%*	±1.9	1.28 (L)
General Schedule (GS) 13-15	NR	NR	NR	23	5.5%	±2.6	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	28	30.7%	±10.4	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	6	2.8%	±3.4	NR
1 to 3 years	45	52.7%*	±10.7	47	12.9%*	±3.8	0.89 (L)
4 to 5 years	NR	NR	NR	10	5.3%	±4.2	NR
6 to 10 years	42	56.4%*	±11.7	60	10.6%*	±2.8	1.04 (L)
11 to 14 years	9	18.3%*	±14.2	34	7.6%*	±2.9	0.33 (S)
15 to 20 years	50	77.3%*	±12.1	42	6.1%*	±2.0	1.65 (L)
More than 20 years	62	59.0%*	±9.8	51	4.6%*	±1.4	1.32 (L)
Appointment Type							
Permanent	225	55.0%*	±4.9	248	7.1%*	±0.9	1.13 (L)
Term	--	--	--	NR	NR	NR	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	NR	NR	NR	30	12.8%	±5.0	NR
Non-Seasonal	219	54.6%*	±4.9	219	6.8%*	±0.9	1.14 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	29	13.9%	±5.4	NR
Permanent-Non-Seasonal	219	54.6%*	±4.9	219	6.8%*	±0.9	1.14 (L)
Term	--	--	--	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	101	69.1%*	±8.0	177	9.0%*	±1.4	1.35 (L)
Women	121	46.9%*	±6.1	71	4.3%*	±1.1	1.09 (L)
Gender Identity							
Male	101	69.1%*	±8.0	177	9.0%*	±1.4	1.35 (L)
Female	121	46.9%*	±6.1	71	4.3%*	±1.1	1.09 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	215	55.1%*	±5.0	235	7.1%*	±0.9	1.13 (L)
Sexual Minority	NR	NR	NR	10	13.1%	±9.8	NR
Sexual Orientation							
Heterosexual or straight	215	55.1%*	±5.0	235	7.1%*	±0.9	1.13 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	6	3.4%	±4.2	NR

^a Represents the percent, who, in the past 12 months, indicated they witnessed a situation where another employee was subjected to sexual harassment. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.6.9 Logistic Regression Analyses of Sexual Harassment and Predictors of Workplace Harassment

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced sexual harassment against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to sexual harassment, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience sexual harassment. Table 4.50 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.50 BIA – Logistic Regression of Sexual Harassment and Predictors of Workplace Harassment

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	-0.110	0.754	0.021	--	0.896	--	--	--	--
Sex	-1.189	0.169	49.515	0.000	0.304	0.219	0.424	-776.278	53.756
Age	-0.365	0.182	4.011	0.045	0.694	0.485	0.992	-751.398	3.998
Education Level	-0.581	0.167	12.063	0.001	0.559	0.403	0.776	-755.698	12.598
Relationship Status	-0.892	0.143	39.005	0.000	0.410	0.310	0.542	-769.555	40.312
Years of Service at Bureau or Office	-0.205	0.046	19.624	0.000	0.815	0.744	0.892	-759.130	19.461
Work Schedule	1.569	0.426	13.546	0.000	4.804	2.083	11.080	-757.679	16.560
Supervisor Support	0.177	0.076	5.362	0.021	1.193	1.027	1.385	-752.121	5.444
Organizational Politics	0.423	0.098	18.492	0.000	1.526	1.259	1.850	-758.907	19.015
Bystander Harassment Based on Sex/Gender	-2.403	0.162	219.095	0.000	0.090	0.066	0.124	-867.581	236.362
General Intolerance	-0.626	0.112	31.436	0.000	0.535	0.429	0.665	-765.607	32.415
Leadership Intolerance	-1.550	0.207	55.916	0.000	0.212	0.141	0.319	-780.261	61.723
Gender Context	0.458	0.117	15.418	0.000	1.580	1.258	1.986	-757.276	15.754

Note. N = 3,408, Nagelkerke R Square = 0.442

4.7 Crude and Offensive Behavior

The following sections display each of the predictors of workplace harassment and crude and offensive behavior. In each section results are shown for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Results are further broken down by selected demographic and/or occupational characteristics relevant to crude and offensive behavior. Statistically significant differences are noted.

4.7.1 Crude and Offensive Behavior and General Intolerance for Harassment

Table 4.51 presents general intolerance for harassment for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. General Intolerance for harassment was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate an organizational climate more intolerant of harassment. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.51 BIA – Crude and Offensive Behavior and General Intolerance for Harassment by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	683	2.6*	±0.1	3,331	3.4*	±0.0	-0.98 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	140	3.6	±0.1	NR
Wage Grade (WG) 5-8	119	2.5*	±0.1	260	3.3*	±0.1	-1.10 (L)
Wage Grade (WG) 9-16	8	2.4	±0.5	55	2.9	±0.3	-0.46 (S)
Other Wage Grade (WG)	17	2.9*	±0.2	23	3.1*	±0.1	-0.83 (L)
General Schedule (GS) 1-6	47	2.5*	±0.3	402	3.4*	±0.1	-0.88 (L)
General Schedule (GS) 7-10	284	2.5*	±0.1	1,058	3.4*	±0.1	-0.99 (L)
General Schedule (GS) 11-12	155	2.6*	±0.1	853	3.3*	±0.1	-0.87 (L)
General Schedule (GS) 13-15	34	2.7*	±0.3	410	3.6*	±0.1	-1.02 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	12	2.7*	±0.5	103	3.6*	±0.1	-1.70 (L)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	25	2.9*	±0.4	196	3.9*	±0.1	-1.34 (L)
1 to 3 years	123	2.9*	±0.1	326	3.6*	±0.1	-1.02 (L)
4 to 5 years	28	2.4*	±0.2	187	3.3*	±0.1	-1.19 (L)
6 to 10 years	116	2.3*	±0.1	537	3.2*	±0.1	-1.04 (L)
11 to 14 years	80	3.0*	±0.1	413	3.5*	±0.1	-0.55 (M)
15 to 20 years	115	2.1*	±0.2	653	3.4*	±0.1	-1.73 (L)
More than 20 years	196	2.6*	±0.1	999	3.3*	±0.1	-0.83 (L)
Appointment Type							
Permanent	681	2.5*	±0.1	3,208	3.4*	±0.0	-0.98 (L)
Term	NR	NR	NR	56	3.5	±0.2	NR
Temporary	--	--	--	32	3.5	±0.2	NA
Work Schedule							
Seasonal	23	2.7*	±0.2	214	3.7*	±0.1	-1.69 (L)
Non-Seasonal	656	2.5*	±0.1	2,995	3.4*	±0.0	-0.95 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	23	2.7*	±0.2	188	3.7*	±0.1	-1.67 (L)
Permanent-Non-Seasonal	656	2.5*	±0.1	2,988	3.4*	±0.0	-0.95 (L)
Term	NR	NR	NR	56	3.5	±0.2	NR
Temporary-Seasonal	--	--	--	26	3.6	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	3.1	±0.4	NA
Sex							
Men	326	2.6*	±0.1	1,789	3.5*	±0.0	-1.05 (L)
Women	352	2.5*	±0.1	1,535	3.3*	±0.0	-0.91 (L)
Gender Identity							
Male	326	2.6*	±0.1	1,789	3.5*	±0.0	-1.05 (L)
Female	352	2.5*	±0.1	1,535	3.3*	±0.0	-0.91 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	5	2.6	±0.6	5	2.9	±0.4	-0.55 (M)
Sexual Orientation - Collapsed							
Heterosexual	598	2.5*	±0.1	3,082	3.4*	±0.0	-1.02 (L)
Sexual Minority	32	3.0*	±0.3	48	3.8*	±0.2	-1.02 (L)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	598	2.5*	±0.1	3,082	3.4*	±0.0	-1.02 (L)
Lesbian	NR	NR	NR	12	3.3	±0.4	NR
Gay	NR	NR	NR	21	4.2	±0.3	NR
Bisexual	11	2.6*	±0.3	15	3.8*	±0.4	-1.72 (L)
Other	14	2.6	±0.0	NR	NR	NR	NR
I prefer not to say	49	2.8*	±0.2	129	3.3*	±0.1	-0.62 (M)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.7.2 Crude and Offensive Behavior and Leadership Intolerance for Harassment

Table 4.52 presents leadership intolerance for harassment for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Intolerance for harassment was measured using a *yes, no, do not know* response format, with higher scores indicating greater intolerance for harassment among leaders. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.52 BIA – Crude and Offensive Behavior and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	
Overall	678	0.26*	±0.03	3,327	0.51*	±0.02	-0.57 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	142	0.73	±0.07	NR
Wage Grade (WG) 5-8	118	0.06*	±0.03	267	0.30*	±0.05	-0.70 (M)
Wage Grade (WG) 9-16	NR	NR	NR	56	0.33	±0.10	NR
Other Wage Grade (WG)	17	0.30	±0.05	NR	NR	NR	NR
General Schedule (GS) 1-6	47	0.64	±0.12	403	0.55	±0.04	0.19
General Schedule (GS) 7-10	283	0.27*	±0.05	1,058	0.44*	±0.03	-0.39 (S)
General Schedule (GS) 11-12	154	0.24*	±0.06	860	0.51*	±0.03	-0.62 (M)
General Schedule (GS) 13-15	33	0.43*	±0.16	408	0.69*	±0.04	-0.65 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	1.00	±0.00	NR
Other	12	0.25*	±0.19	82	0.82*	±0.07	-1.79 (L)
Years of Service at Bureau or Office							
Less than 1 year	25	0.43*	±0.19	204	0.65*	±0.06	-0.53 (M)
1 to 3 years	122	0.20*	±0.06	334	0.71*	±0.05	-1.26 (L)
4 to 5 years	28	0.41*	±0.15	188	0.62*	±0.06	-0.47 (S)
6 to 10 years	115	0.12*	±0.05	528	0.38*	±0.04	-0.63 (M)
11 to 14 years	80	0.44*	±0.11	412	0.58*	±0.04	-0.30 (S)
15 to 20 years	113	0.12*	±0.05	651	0.47*	±0.03	-0.82 (L)
More than 20 years	197	0.35*	±0.06	991	0.47*	±0.03	-0.27 (S)
Appointment Type							
Permanent	677	0.26*	±0.03	3,204	0.51*	±0.02	-0.56 (M)
Term	NR	NR	NR	56	0.88	±0.08	NR
Temporary	--	--	--	32	0.68	±0.07	NA

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	23	0.30	±0.14	208	0.31	±0.05	-0.02
Non-Seasonal	652	0.26*	±0.03	2,996	0.52*	±0.02	-0.61 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	23	0.30	±0.14	182	0.25	±0.06	0.12
Permanent-Non-Seasonal	652	0.26*	±0.03	2,989	0.52*	±0.02	-0.61 (M)
Term	NR	NR	NR	56	0.88	±0.08	NR
Temporary-Seasonal	--	--	--	26	0.70	±0.05	NA
Temporary-Non-Seasonal	--	--	--	6	0.62	±0.29	NA
Sex							
Men	326	0.26*	±0.04	1,767	0.55*	±0.02	-0.66 (M)
Women	347	0.26*	±0.04	1,553	0.46*	±0.02	-0.46 (S)
Gender Identity							
Male	326	0.26*	±0.04	1,767	0.55*	±0.02	-0.66 (M)
Female	347	0.26*	±0.04	1,553	0.46*	±0.02	-0.46 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	5	0.60	±0.48	NR
Sexual Orientation - Collapsed							
Heterosexual	594	0.24*	±0.03	3,110	0.51*	±0.02	-0.62 (M)
Sexual Minority	32	0.66	±0.15	48	0.70	±0.12	-0.08
Sexual Orientation							
Heterosexual or straight	594	0.24*	±0.03	3,110	0.51*	±0.02	-0.62 (M)
Lesbian	NR	NR	NR	12	0.62	±0.25	NR
Gay	NR	NR	NR	21	0.67	±0.20	NR
Bisexual	11	0.29*	±0.20	15	0.84*	±0.18	-1.53 (L)
Other	14	0.92	±0.14	NR	NR	NR	NR
I prefer not to say	49	0.17*	±0.07	129	0.41*	±0.08	-0.59 (M)

^a Scale values are 0 = Yes/Do Not Know, 1 = No. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.7.3 Crude and Offensive Behavior and Organizational Politics

Table 4.53 presents organizational politics for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Organizational politics was measured with a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater pressure to conform to organizational norms. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.53 BIA – Crude and Offensive Behavior and Organizational Politics by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	686	3.5*	±0.1	3,289	2.9*	±0.0	0.77 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	114	2.5	±0.1	NR
Wage Grade (WG) 5-8	124	3.8*	±0.1	263	3.1*	±0.1	0.97 (L)
Wage Grade (WG) 9-16	8	3.8*	±0.2	72	3.0*	±0.1	1.40 (L)
Other Wage Grade (WG)	17	3.6*	±0.1	23	2.8*	±0.3	1.41 (L)
General Schedule (GS) 1-6	47	3.5*	±0.2	386	2.9*	±0.1	1.02 (L)
General Schedule (GS) 7-10	285	3.6*	±0.1	1,033	3.0*	±0.0	0.72 (M)
General Schedule (GS) 11-12	153	3.3*	±0.1	846	3.0*	±0.1	0.40 (S)
General Schedule (GS) 13-15	35	3.3*	±0.3	406	2.6*	±0.1	0.74 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	1.8	±0.5	NR
Other	11	3.0*	±0.3	116	2.7*	±0.1	0.83 (L)
Years of Service at Bureau or Office							
Less than 1 year	25	3.2*	±0.3	180	2.7*	±0.1	0.81 (L)
1 to 3 years	128	3.5*	±0.1	303	2.6*	±0.1	1.31 (L)
4 to 5 years	27	3.3*	±0.3	188	3.0*	±0.1	0.46 (S)
6 to 10 years	117	3.8*	±0.2	544	3.0*	±0.1	0.96 (L)
11 to 14 years	79	3.5*	±0.2	406	2.8*	±0.1	0.81 (L)
15 to 20 years	112	3.9*	±0.1	665	2.9*	±0.1	1.37 (L)
More than 20 years	199	3.2*	±0.1	983	3.0*	±0.0	0.28 (S)
Appointment Type							
Permanent	683	3.5*	±0.1	3,194	2.9*	±0.0	0.76 (M)
Term	NR	NR	NR	28	2.8	±0.2	NR
Temporary	--	--	--	32	2.8	±0.1	NA
Work Schedule							
Seasonal	23	3.3*	±0.3	220	2.8*	±0.1	0.94 (L)
Non-Seasonal	658	3.5*	±0.1	2,974	2.9*	±0.0	0.75 (M)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	23	3.3*	±0.3	194	2.7*	±0.1	0.91 (L)
Permanent-Non-Seasonal	658	3.5*	±0.1	2,967	2.9*	±0.0	0.75 (M)
Term	NR	NR	NR	28	2.8	±0.2	NR
Temporary-Seasonal	--	--	--	26	2.8	±0.0	NA
Temporary-Non-Seasonal	--	--	--	6	2.8	±0.4	NA
Sex							
Men	328	3.6*	±0.1	1,724	2.9*	±0.0	0.90 (L)
Women	354	3.5*	±0.1	1,556	2.9*	±0.0	0.67 (M)
Gender Identity							
Male	328	3.6*	±0.1	1,724	2.9*	±0.0	0.90 (L)
Female	354	3.5*	±0.1	1,556	2.9*	±0.0	0.67 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	6	3.4	±0.6	NR
Sexual Orientation - Collapsed							
Heterosexual	598	3.5*	±0.1	3,018	2.9*	±0.0	0.81 (L)
Sexual Minority	37	3.0	±0.3	47	2.8	±0.2	0.24 (S)
Sexual Orientation							
Heterosexual or straight	598	3.5*	±0.1	3,018	2.9*	±0.0	0.81 (L)
Lesbian	NR	NR	NR	12	3.0	±0.3	NR
Gay	NR	NR	NR	21	2.8	±0.3	NR
Bisexual	16	3.8*	±0.5	14	2.6*	±0.4	1.15 (L)
Other	14	2.2	±0.2	NR	NR	NR	NR
I prefer not to say	48	3.7*	±0.2	146	3.1*	±0.1	0.93 (L)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.7.4 Crude and Offensive Behavior and Organizational Trust

Table 4.54 presents organizational trust for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Organizational trust was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of trust. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.54 BIA – Crude and Offensive Behavior and Organizational Trust by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	685	2.4*	±0.1	3,364	3.2*	±0.0	-0.95 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	142	3.4	±0.1	NR
Wage Grade (WG) 5-8	124	2.0*	±0.2	264	3.2*	±0.1	-1.51 (L)
Wage Grade (WG) 9-16	8	2.5*	±0.3	73	3.0*	±0.1	-0.91 (L)
Other Wage Grade (WG)	17	3.2	±0.2	22	3.4	±0.2	-0.49 (S)
General Schedule (GS) 1-6	47	2.6*	±0.2	403	3.0*	±0.1	-0.41 (S)
General Schedule (GS) 7-10	285	2.3*	±0.1	1,052	3.2*	±0.1	-0.98 (L)
General Schedule (GS) 11-12	151	2.7*	±0.1	854	3.2*	±0.1	-0.65 (M)
General Schedule (GS) 13-15	34	2.9*	±0.3	409	3.7*	±0.1	-0.90 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	4.2	±0.3	NR
Other	12	2.6*	±0.5	116	3.3*	±0.1	-0.92 (L)
Years of Service at Bureau or Office							
Less than 1 year	25	2.7*	±0.3	178	3.7*	±0.1	-1.27 (L)
1 to 3 years	128	2.5*	±0.2	332	3.4*	±0.1	-1.10 (L)
4 to 5 years	27	2.6*	±0.3	188	3.3*	±0.1	-0.95 (L)
6 to 10 years	117	2.4*	±0.1	548	3.0*	±0.1	-0.65 (M)
11 to 14 years	80	2.4*	±0.2	413	3.5*	±0.1	-1.21 (L)
15 to 20 years	112	2.0*	±0.2	664	3.2*	±0.1	-1.65 (L)
More than 20 years	197	2.6*	±0.1	1,021	3.2*	±0.1	-0.66 (M)
Appointment Type							
Permanent	682	2.4*	±0.1	3,241	3.2*	±0.0	-0.95 (L)
Term	NR	NR	NR	56	3.3	±0.2	NR
Temporary	--	--	--	32	2.8	±0.1	NA
Work Schedule							
Seasonal	23	2.5*	±0.3	220	3.5*	±0.1	-1.34 (L)
Non-Seasonal	657	2.4*	±0.1	3,022	3.2*	±0.0	-0.93 (L)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	23	2.5*	±0.3	194	3.5*	±0.1	-1.47 (L)
Permanent-Non-Seasonal	657	2.4*	±0.1	3,015	3.2*	±0.0	-0.93 (L)
Term	NR	NR	NR	56	3.3	±0.2	NR
Temporary-Seasonal	--	--	--	26	2.8	±0.1	NA
Temporary-Non-Seasonal	--	--	--	6	2.9	±0.1	NA
Sex							
Men	329	2.4*	±0.1	1,787	3.2*	±0.0	-0.96 (L)
Women	351	2.5*	±0.1	1,570	3.2*	±0.0	-0.93 (L)
Gender Identity							
Male	329	2.4*	±0.1	1,787	3.2*	±0.0	-0.96 (L)
Female	351	2.5*	±0.1	1,570	3.2*	±0.0	-0.93 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	5	2.1*	±0.6	6	3.3*	±0.4	-1.74 (L)
Sexual Orientation - Collapsed							
Heterosexual	596	2.4*	±0.1	3,093	3.2*	±0.0	-1.00 (L)
Sexual Minority	37	2.9*	±0.2	48	3.8*	±0.3	-1.03 (L)
Sexual Orientation							
Heterosexual or straight	596	2.4*	±0.1	3,093	3.2*	±0.0	-1.00 (L)
Lesbian	NR	NR	NR	12	3.7	±0.3	NR
Gay	NR	NR	NR	21	3.9	±0.5	NR
Bisexual	16	2.6*	±0.2	15	3.8*	±0.5	-1.55 (L)
Other	14	3.1	±0.1	NR	NR	NR	NR
I prefer not to say	49	2.7*	±0.2	145	3.2*	±0.1	-0.63 (M)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.7.5 Crude and Offensive Behavior and Supervisor Support

Table 4.55 presents supervisor support for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Supervisory support was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of support. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.55 BIA – Crude and Offensive Behavior and Supervisor Support by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	659	2.7*	±0.1	3,124	3.4*	±0.0	-0.69 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	113	3.8	±0.1	NR
Wage Grade (WG) 5-8	124	1.9*	±0.2	221	3.3*	±0.1	-1.34 (L)
Wage Grade (WG) 9-16	8	2.1*	±0.4	71	3.0*	±0.2	-1.30 (L)
Other Wage Grade (WG)	17	2.7	±0.3	22	3.0	±0.2	-0.48 (S)
General Schedule (GS) 1-6	47	2.7*	±0.2	380	3.2*	±0.1	-0.46 (S)
General Schedule (GS) 7-10	263	2.9*	±0.1	972	3.3*	±0.1	-0.44 (S)
General Schedule (GS) 11-12	148	2.9*	±0.2	810	3.5*	±0.1	-0.50 (M)
General Schedule (GS) 13-15	36	3.1*	±0.4	393	3.8*	±0.1	-0.69 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	10	3.3	±0.8	115	3.6	±0.1	-0.44 (S)
Years of Service at Bureau or Office							
Less than 1 year	23	3.2*	±0.4	174	4.1*	±0.1	-1.14 (L)
1 to 3 years	128	2.6*	±0.2	298	4.0*	±0.1	-1.25 (L)
4 to 5 years	28	2.8*	±0.5	185	3.4*	±0.2	-0.60 (M)
6 to 10 years	116	3.0*	±0.2	498	3.3*	±0.1	-0.29 (S)
11 to 14 years	80	2.8*	±0.2	378	3.6*	±0.1	-0.76 (M)
15 to 20 years	110	2.2*	±0.2	613	3.3*	±0.1	-1.16 (L)
More than 20 years	175	2.8*	±0.1	958	3.3*	±0.1	-0.47 (S)
Appointment Type							
Permanent	656	2.7*	±0.1	3,029	3.5*	±0.0	-0.70 (M)
Term	NR	NR	NR	28	4.3	±0.2	NR
Temporary	--	--	--	31	2.5	±0.2	NA
Work Schedule							
Seasonal	21	3.1	±0.4	165	3.4	±0.1	-0.40 (S)
Non-Seasonal	632	2.7*	±0.1	2,864	3.5*	±0.0	-0.71 (M)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	21	3.1*	±0.4	139	3.6*	±0.1	-0.66 (M)
Permanent-Non-Seasonal	632	2.7*	±0.1	2,859	3.5*	±0.0	-0.71 (M)
Term	NR	NR	NR	28	4.3	±0.2	NR
Temporary-Seasonal	--	--	--	26	2.5	±0.2	NA
Temporary-Non-Seasonal	--	--	--	5	2.7	±0.1	NA
Sex							
Men	325	2.7*	±0.1	1,656	3.4*	±0.1	-0.66 (M)
Women	329	2.7*	±0.1	1,461	3.5*	±0.1	-0.71 (M)
Gender Identity							
Male	325	2.7*	±0.1	1,656	3.4*	±0.1	-0.66 (M)
Female	329	2.7*	±0.1	1,461	3.5*	±0.1	-0.71 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	5	2.2*	±0.9	5	3.6*	±0.6	-1.48 (L)
Sexual Orientation - Collapsed							
Heterosexual	570	2.7*	±0.1	2,862	3.4*	±0.0	-0.70 (M)
Sexual Minority	37	2.8*	±0.4	48	4.2*	±0.3	-1.30 (L)
Sexual Orientation							
Heterosexual or straight	570	2.7*	±0.1	2,862	3.4*	±0.0	-0.70 (M)
Lesbian	NR	NR	NR	12	4.1	±0.3	NR
Gay	NR	NR	NR	21	4.1	±0.5	NR
Bisexual	16	1.8*	±0.4	15	4.2*	±0.5	-2.51 (L)
Other	14	3.2	±0.1	NR	NR	NR	NR
I prefer not to say	49	2.8*	±0.2	137	3.4*	±0.2	-0.63 (M)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.7.6 Crude and Offensive Behavior and Organizational Inclusion

Table 4.56 presents organizational inclusion for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Organizational inclusion was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of inclusion. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.56 BIA – Crude and Offensive Behavior and Organizational Inclusion by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	691	2.9*	±0.1	3,404	3.5*	±0.0	-0.59 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	142	3.2	±0.2	NR
Wage Grade (WG) 5-8	124	2.5*	±0.2	267	3.5*	±0.1	-0.99 (L)
Wage Grade (WG) 9-16	8	2.6	±0.5	73	2.4	±0.2	0.30 (S)
Other Wage Grade (WG)	17	2.4*	±0.2	23	3.5*	±0.2	-2.45 (L)
General Schedule (GS) 1-6	47	3.2	±0.4	407	3.5	±0.1	-0.26 (S)
General Schedule (GS) 7-10	285	3.2*	±0.1	1,072	3.4*	±0.1	-0.27 (S)
General Schedule (GS) 11-12	155	2.7*	±0.2	863	3.6*	±0.1	-0.93 (L)
General Schedule (GS) 13-15	36	3.1*	±0.4	410	3.8*	±0.1	-0.84 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	4.5	±0.4	NR
Other	12	3.0	±0.8	116	3.4	±0.1	-0.55 (M)
Years of Service at Bureau or Office							
Less than 1 year	25	3.1*	±0.5	200	3.8*	±0.1	-0.68 (M)
1 to 3 years	128	3.1*	±0.2	336	3.7*	±0.1	-0.49 (S)
4 to 5 years	28	2.5*	±0.3	188	3.3*	±0.1	-0.95 (L)
6 to 10 years	117	2.8*	±0.2	551	3.4*	±0.1	-0.66 (M)
11 to 14 years	80	3.1*	±0.2	414	3.5*	±0.1	-0.48 (S)
15 to 20 years	115	2.3*	±0.2	669	3.6*	±0.1	-1.43 (L)
More than 20 years	199	3.2*	±0.2	1,026	3.4*	±0.1	-0.20 (S)
Appointment Type							
Permanent	688	2.9*	±0.1	3,279	3.5*	±0.0	-0.61 (M)
Term	NR	NR	NR	56	2.8	±0.4	NR
Temporary	--	--	--	32	2.7	±0.4	NA
Work Schedule							
Seasonal	23	2.6*	±0.4	221	3.6*	±0.1	-1.09 (L)
Non-Seasonal	663	2.9*	±0.1	3,058	3.5*	±0.0	-0.59 (M)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	23	2.6*	±0.4	195	3.7*	±0.1	-1.48 (L)
Permanent-Non-Seasonal	663	2.9*	±0.1	3,051	3.5*	±0.0	-0.59 (M)
Term	NR	NR	NR	56	2.8	±0.4	NR
Temporary-Seasonal	--	--	--	26	2.5	±0.4	NA
Temporary-Non-Seasonal	--	--	--	6	3.6	±0.6	NA
Sex							
Men	331	3.2*	±0.1	1,817	3.6*	±0.0	-0.46 (S)
Women	356	2.7*	±0.1	1,579	3.4*	±0.0	-0.68 (M)
Gender Identity							
Male	331	3.2*	±0.1	1,817	3.6*	±0.0	-0.46 (S)
Female	356	2.7*	±0.1	1,579	3.4*	±0.0	-0.68 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	5	3.0	±1.1	6	3.2	±0.6	-0.18
Sexual Orientation - Collapsed							
Heterosexual	602	2.9*	±0.1	3,128	3.5*	±0.0	-0.59 (M)
Sexual Minority	37	3.5	±0.3	48	3.7	±0.2	-0.24 (S)
Sexual Orientation							
Heterosexual or straight	602	2.9*	±0.1	3,128	3.5*	±0.0	-0.59 (M)
Lesbian	NR	NR	NR	12	3.8	±0.6	NR
Gay	NR	NR	NR	21	3.3	±0.3	NR
Bisexual	16	2.9*	±0.6	15	4.2*	±0.4	-1.17 (L)
Other	14	4.0	±0.3	NR	NR	NR	NR
I prefer not to say	49	2.5*	±0.2	149	3.4*	±0.2	-0.96 (L)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.7.7 Crude and Offensive Behavior and Gender Context

Table 4.57 presents gender context for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Gender context was measured with three questions about the mix of men and women in the workplace. Scale values include *mostly women*, *a relatively even mix of men and women*, and *mostly men*. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.57 BIA – Crude and Offensive Behavior and Gender Context by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	689	2.3*	±0.1	3,384	2.1*	±0.0	0.31 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	142	2.2	±0.1	NR
Wage Grade (WG) 5-8	124	2.4*	±0.1	266	2.2*	±0.1	0.34 (S)
Wage Grade (WG) 9-16	8	2.3	±0.7	72	1.9	±0.2	0.51 (M)
Other Wage Grade (WG)	17	2.9	±0.1	23	2.9	±0.1	-0.10
General Schedule (GS) 1-6	47	1.7*	±0.2	400	2.2*	±0.1	-0.76 (M)
General Schedule (GS) 7-10	285	2.5*	±0.1	1,072	2.1*	±0.0	0.69 (M)
General Schedule (GS) 11-12	154	2.1	±0.1	862	2.1	±0.0	-0.02
General Schedule (GS) 13-15	36	2.1	±0.2	412	2.1	±0.1	-0.01
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	2.0	±0.2	NR
Other	12	2.8*	±0.2	114	2.5*	±0.1	0.74 (M)
Years of Service at Bureau or Office							
Less than 1 year	25	1.7*	±0.3	201	1.9*	±0.1	-0.43 (S)
1 to 3 years	128	2.4*	±0.1	335	2.2*	±0.1	0.28 (S)
4 to 5 years	28	2.6*	±0.2	188	2.1*	±0.1	0.63 (M)
6 to 10 years	116	2.3	±0.1	549	2.2	±0.1	0.14
11 to 14 years	79	2.3*	±0.1	411	2.0*	±0.1	0.53 (M)
15 to 20 years	115	2.5*	±0.1	666	2.2*	±0.0	0.49 (S)
More than 20 years	199	2.3*	±0.1	1,017	2.2*	±0.0	0.26 (S)
Appointment Type							
Permanent	686	2.3*	±0.1	3,260	2.1*	±0.0	0.34 (S)
Term	NR	NR	NR	56	2.4	±0.2	NR
Temporary	--	--	--	32	2.8	±0.1	NA
Work Schedule							
Seasonal	23	2.4	±0.3	217	2.4	±0.1	0.02
Non-Seasonal	661	2.3*	±0.1	3,043	2.1*	±0.0	0.36 (S)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	23	2.4	±0.3	191	2.3	±0.1	0.17
Permanent-Non-Seasonal	661	2.3*	±0.1	3,037	2.1*	±0.0	0.36 (S)
Term	NR	NR	NR	56	2.4	±0.2	NR
Temporary-Seasonal	--	--	--	26	3.0	±0.0	NA
Temporary-Non-Seasonal	--	--	--	6	2.1	±0.5	NA
Sex							
Men	331	2.7*	±0.1	1,816	2.4*	±0.0	0.46 (S)
Women	355	2.1*	±0.1	1,564	1.9*	±0.0	0.32 (S)
Gender Identity							
Male	331	2.7*	±0.1	1,816	2.4*	±0.0	0.46 (S)
Female	355	2.1*	±0.1	1,564	1.9*	±0.0	0.32 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	601	2.4*	±0.1	3,123	2.2*	±0.0	0.30 (S)
Sexual Minority	37	2.4*	±0.2	48	1.8*	±0.2	0.81 (L)
Sexual Orientation							
Heterosexual or straight	601	2.4*	±0.1	3,123	2.2*	±0.0	0.30 (S)
Lesbian	NR	NR	NR	12	2.2	±0.5	NR
Gay	NR	NR	NR	21	1.7	±0.2	NR
Bisexual	16	1.9	±0.4	15	1.7	±0.3	0.20 (S)
Other	14	2.9	±0.1	NR	NR	NR	NR
I prefer not to say	48	2.3*	±0.2	137	1.9*	±0.1	0.66 (M)

^a Scale values range from 1 = Mostly women, 2 = A relatively even mix of men and women, and 3 = Mostly men.

* Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.7.8 Crude and Offensive Behavior and Bystander Harassment

Table 4.58 presents experiences of bystander sex/gender harassment for those who indicated they had or had not personally experienced crude and offensive behavior within the past 12 months. Sex/gender bystander harassment (i.e., a situation in which an employee witnessed but may not have been a direct target of the harassing behavior) was measured on a 6-point response scale ranging from *never* to *one or more times a day*. The results indicate the percentage of employees who witnessed sex/gender harassment against another employee. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.58 BIA – Crude and Offensive Behavior and Bystander Harassment

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Percent^d</i>	<i>MoE</i>	<i>N</i>	<i>Percent^d</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	275	40.7%*	±3.8	200	6.0%*	±0.9	0.89 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	0	0.0%	NA	NR
Wage Grade (WG) 5-8	34	29.0%*	±8.9	39	14.8%*	±4.8	0.35 (S)
Wage Grade (WG) 9-16	NR	NR	NR	0	0.0%	NA	NR
Other Wage Grade (WG)	0	0.0%	NA	0	0.0%	NA	NA
General Schedule (GS) 1-6	32	69.1%*	±15.1	15	3.8%*	±2.4	1.57 (L)
General Schedule (GS) 7-10	131	46.1%*	±5.9	36	3.3%*	±1.3	1.12 (L)
General Schedule (GS) 11-12	65	42.9%*	±8.1	59	6.9%*	±1.9	0.90 (L)
General Schedule (GS) 13-15	NR	NR	NR	22	5.4%	±2.7	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	28	34.2%	±11.1	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	NR	NR	NR	NR
1 to 3 years	51	41.5%*	±9.0	42	12.5%*	±4.0	0.68 (M)
4 to 5 years	NR	NR	NR	6	3.0%	±3.8	NR
6 to 10 years	51	44.4%*	±9.3	51	9.7%*	±2.8	0.82 (L)
11 to 14 years	31	39.3%*	±11.3	11	2.7%*	±2.1	1.02 (L)
15 to 20 years	54	48.7%*	±9.4	38	5.9%*	±2.1	1.06 (L)
More than 20 years	65	33.3%*	±7.0	48	4.8%*	±1.5	0.79 (M)
Appointment Type							
Permanent	273	40.6%*	±3.8	199	6.2%*	±0.9	0.88 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	NR	NR	NR	25	11.5%	±5.0	NR
Non-Seasonal	262	40.4%*	±3.8	175	5.9%*	±0.9	0.89 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	24	12.5%	±5.5	NR
Permanent-Non-Seasonal	262	40.4%*	±3.8	175	5.9%*	±0.9	0.89 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary-Seasonal	--	--	--	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	130	40.1%*	±5.5	148	8.3%*	±1.4	0.79 (M)
Women	142	41.0%*	±5.3	50	3.2%*	±1.0	1.03 (L)
Gender Identity							
Male	130	40.1%*	±5.5	148	8.3%*	±1.4	0.79 (M)
Female	142	41.0%*	±5.3	50	3.2%*	±1.0	1.03 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	260	44.0%*	±4.0	191	6.1%*	±0.9	0.95 (L)
Sexual Minority	9	26.3%	±18.6	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	260	44.0%*	±4.0	191	6.1%*	±0.9	0.95 (L)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	6	4.4%	±5.3	NR

^a Represents the percent, who, in the past 12 months, indicated they witnessed a situation where another employee was subjected to crude or offensive behavior. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.7.9 Logistic Regression Analyses of Crude and Offensive Behavior and Predictors of Workplace Harassment

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced crude and offensive behavior against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to crude and offensive behavior, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience crude and offensive behavior. Table 4.59 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.59 BIA – Logistic Regression of Crude and Offensive Behavior and Predictors of Workplace Harassment

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	-0.689	0.631	1.194	--	0.502	--	--	--	--
Sex	-0.361	0.132	7.478	0.006	0.697	0.538	0.903	-1084.610	7.556
Age	-0.558	0.147	14.514	0.000	0.572	0.429	0.763	-1088.038	14.412
Relationship Status	-0.740	0.115	41.171	0.000	0.477	0.380	0.598	-1101.726	41.788
Pay Grade	--	--	53.792	--	--	--	--	--	--
Middle Grade vs. Junior Grade	1.112	0.195	32.590	0.000	3.040	2.075	4.453	-1109.058	56.451
Senior Grade vs. Junior Grade	0.389	0.208	3.478	0.062	1.475	0.980	2.219	-1109.058	56.451
Executive Grade vs. Junior Grade	2.317	1.329	3.040	0.081	10.143	0.750	137.180	-1109.058	56.451
Years of Service at Bureau or Office	-0.083	0.035	5.621	0.018	0.920	0.859	0.986	-1083.623	5.582
Work Schedule	1.426	0.328	18.959	0.000	4.163	2.191	7.912	-1091.479	21.294
Supervisor Support	0.262	0.076	11.726	0.001	1.299	1.118	1.509	-1086.759	11.854
Organizational Politics	0.374	0.084	19.849	0.000	1.454	1.233	1.714	-1090.923	20.182
Organizational Trust	-0.415	0.100	17.297	0.000	0.660	0.543	0.803	-1089.427	17.189
Bystander Harassment Based on Sex/Gender	-2.032	0.152	178.340	0.000	0.131	0.097	0.177	-1175.029	188.393
General Intolerance	-0.458	0.088	26.893	0.000	0.632	0.532	0.752	-1094.623	27.581
Leadership Intolerance	-0.552	0.154	12.796	0.000	0.576	0.425	0.779	-1087.298	12.932
Gender Context	0.407	0.096	17.985	0.000	1.502	1.245	1.813	-1089.987	18.309

Note. N = 3,280, Nagelkerke R Square = 0.405

4.8 Unwanted Sexual Attention

The following sections display each of the predictors of workplace harassment and unwanted sexual attention. In each section results are shown for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Results are further broken down by selected demographic and/or occupational characteristics relevant to unwanted sexual attention. Statistically significant differences are noted.

4.8.1 Unwanted Sexual Attention and General Intolerance for Harassment

Table 4.60 presents general intolerance for harassment for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. General intolerance for harassment was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate an organizational climate more intolerant of harassment. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.60 BIA – Unwanted Sexual Attention and General Intolerance for Harassment by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	215	2.7*	±0.1	3,782	3.3*	±0.0	-0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	143	3.6	±0.1	NA
Wage Grade (WG) 5-8	36	2.4*	±0.2	327	3.2*	±0.1	-1.00 (L)
Wage Grade (WG) 9-16	NR	NR	NR	60	2.9	±0.3	NR
Other Wage Grade (WG)	--	--	--	40	3.0	±0.1	NA
General Schedule (GS) 1-6	22	2.9	±0.3	427	3.3	±0.1	-0.35 (S)
General Schedule (GS) 7-10	92	2.8*	±0.1	1,251	3.3*	±0.1	-0.45 (S)
General Schedule (GS) 11-12	47	2.4*	±0.3	962	3.2*	±0.1	-0.94 (L)
General Schedule (GS) 13-15	12	3.2	±0.6	432	3.6	±0.1	-0.42 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	113	3.5	±0.1	NR

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	10	3.1*	±0.4	211	3.8*	±0.1	-0.87 (L)
1 to 3 years	53	2.6*	±0.2	396	3.5*	±0.1	-1.22 (L)
4 to 5 years	16	2.3*	±0.2	199	3.3*	±0.1	-1.26 (L)
6 to 10 years	18	2.8	±0.4	619	3.1	±0.1	-0.30 (S)
11 to 14 years	37	3.0*	±0.1	456	3.5*	±0.1	-0.47 (S)
15 to 20 years	28	2.5*	±0.4	739	3.2*	±0.1	-0.88 (L)
More than 20 years	54	2.7*	±0.2	1,142	3.2*	±0.1	-0.62 (M)
Appointment Type							
Permanent	215	2.7*	±0.1	3,657	3.3*	±0.0	-0.66 (M)
Term	--	--	--	58	3.6	±0.2	NA
Temporary	--	--	--	32	3.5	±0.2	NA
Work Schedule							
Seasonal	10	3.1*	±0.4	226	3.6*	±0.1	-0.85 (L)
Non-Seasonal	205	2.7*	±0.1	3,429	3.3*	±0.0	-0.66 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	10	3.1*	±0.4	200	3.6*	±0.1	-0.83 (L)
Permanent-Non-Seasonal	205	2.7*	±0.1	3,423	3.3*	±0.0	-0.66 (M)
Term	--	--	--	58	3.6	±0.2	NA
Temporary-Seasonal	--	--	--	26	3.6	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	3.1	±0.4	NA
Sex							
Men	53	2.5*	±0.1	2,062	3.4*	±0.0	-1.02 (L)
Women	162	2.8*	±0.1	1,708	3.2*	±0.0	-0.50 (M)
Gender Identity							
Male	53	2.5*	±0.1	2,062	3.4*	±0.0	-1.02 (L)
Female	162	2.8*	±0.1	1,708	3.2*	±0.0	-0.50 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	9	2.7	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	199	2.7*	±0.1	3,465	3.3*	±0.0	-0.64 (M)
Sexual Minority	12	2.6*	±0.3	69	3.6*	±0.2	-1.24 (L)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	199	2.7*	±0.1	3,465	3.3*	±0.0	-0.64 (M)
Lesbian	NR	NR	NR	13	3.4	±0.4	NR
Gay	--	--	--	26	4.3	±0.3	NA
Bisexual	9	2.5*	±0.4	16	3.7*	±0.4	-1.58 (L)
Other	NR	NR	NR	14	2.7	±0.1	NR
I prefer not to say	5	2.4*	±0.8	172	3.2*	±0.1	-1.15 (L)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.8.2 Unwanted Sexual Attention and Leadership Intolerance for Harassment

Table 4.61 presents leadership intolerance for harassment for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Intolerance for harassment was measured using a *yes, no, do not know* response format, with higher scores indicating greater intolerance for harassment among leaders. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.61 BIA – Unwanted Sexual Attention and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size Hedges' <i>g</i>
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	
Overall	214	0.24*	±0.05	3,775	0.48*	±0.01	-0.54 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	145	0.73	±0.07	NA
Wage Grade (WG) 5-8	NR	NR	NR	333	0.26	±0.04	NR
Wage Grade (WG) 9-16	NR	NR	NR	61	0.32	±0.09	NR
Other Wage Grade (WG)	--	--	--	40	0.21	±0.09	NA
General Schedule (GS) 1-6	22	0.34*	±0.13	428	0.57*	±0.04	-0.52 (M)
General Schedule (GS) 7-10	92	0.28*	±0.09	1,250	0.42*	±0.02	-0.31 (S)
General Schedule (GS) 11-12	47	0.29*	±0.12	967	0.48*	±0.03	-0.43 (S)
General Schedule (GS) 13-15	11	0.36*	±0.27	430	0.68*	±0.04	-0.79 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	1.00	±0.00	NR
Other	NR	NR	NR	91	0.76	±0.08	NR
Years of Service at Bureau or Office							
Less than 1 year	10	0.35*	±0.32	219	0.64*	±0.06	-0.68 (M)
1 to 3 years	53	0.20*	±0.10	403	0.62*	±0.04	-0.95 (L)
4 to 5 years	16	0.29*	±0.17	200	0.62*	±0.06	-0.75 (M)
6 to 10 years	16	0.27	±0.20	609	0.34	±0.03	-0.16
11 to 14 years	NR	NR	NR	454	0.60	±0.04	NR
15 to 20 years	28	0.21*	±0.13	736	0.42*	±0.03	-0.48 (S)
More than 20 years	54	0.38	±0.12	1,133	0.46	±0.03	-0.19
Appointment Type							
Permanent	214	0.24*	±0.05	3,650	0.48*	±0.01	-0.53 (M)
Term	--	--	--	58	0.88	±0.08	NA
Temporary	--	--	--	32	0.68	±0.07	NA

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	10	0.52	±0.17	220	0.30	±0.05	0.57 (M)
Non-Seasonal	203	0.23*	±0.05	3,428	0.49*	±0.02	-0.60 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	10	0.52*	±0.17	194	0.24*	±0.05	0.72 (M)
Permanent-Non-Seasonal	203	0.23*	±0.05	3,422	0.49*	±0.02	-0.60 (M)
Term	--	--	--	58	0.88	±0.08	NA
Temporary-Seasonal	--	--	--	26	0.70	±0.05	NA
Temporary-Non-Seasonal	--	--	--	6	0.62	±0.29	NA
Sex							
Men	53	0.15*	±0.08	2,040	0.52*	±0.02	-0.83 (L)
Women	160	0.27*	±0.06	1,724	0.44*	±0.02	-0.38 (S)
Gender Identity							
Male	53	0.15*	±0.08	2,040	0.52*	±0.02	-0.83 (L)
Female	160	0.27*	±0.06	1,724	0.44*	±0.02	-0.38 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	9	0.56	±0.34	NR
Sexual Orientation - Collapsed							
Heterosexual	197	0.24*	±0.05	3,490	0.49*	±0.01	-0.55 (M)
Sexual Minority	12	0.28*	±0.20	69	0.75*	±0.10	-1.16 (L)
Sexual Orientation							
Heterosexual or straight	197	0.24*	±0.05	3,490	0.49*	±0.01	-0.55 (M)
Lesbian	NR	NR	NR	13	0.57	±0.25	NR
Gay	--	--	--	26	0.73	±0.17	NA
Bisexual	9	0.34*	±0.22	16	0.75*	±0.21	-1.01 (L)
Other	NR	NR	NR	14	0.93	±0.14	NR
I prefer not to say	NR	NR	NR	173	0.35	±0.06	NR

^a Scale values are 0 = Yes/Do Not Know, 1 = No. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.8.3 Unwanted Sexual Attention and Organizational Politics

Table 4.62 presents organizational politics for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Organizational politics was measured with a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater pressure to conform to organizational norms. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.62 BIA – Unwanted Sexual Attention and Organizational Politics by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	215	3.3*	±0.1	3,742	3.0*	±0.0	0.35 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	117	2.5	±0.1	NA
Wage Grade (WG) 5-8	36	3.5*	±0.2	334	3.2*	±0.1	0.36 (S)
Wage Grade (WG) 9-16	NR	NR	NR	77	3.0	±0.1	NR
Other Wage Grade (WG)	--	--	--	40	3.1	±0.2	NA
General Schedule (GS) 1-6	21	3.1	±0.3	412	2.9	±0.1	0.34 (S)
General Schedule (GS) 7-10	92	3.3	±0.1	1,226	3.1	±0.0	0.16
General Schedule (GS) 11-12	47	3.3	±0.3	952	3.0	±0.1	0.29 (S)
General Schedule (GS) 13-15	12	3.1	±0.5	427	2.7	±0.1	0.54 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	1.8	±0.5	NR
Other	NR	NR	NR	125	2.7	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	10	3.0	±0.2	195	2.8	±0.1	0.30 (S)
1 to 3 years	55	3.3*	±0.2	376	2.8*	±0.1	0.69 (M)
4 to 5 years	16	3.3	±0.4	199	3.0	±0.1	0.46 (S)
6 to 10 years	18	3.0	±0.5	626	3.1	±0.1	-0.15
11 to 14 years	37	3.0	±0.1	448	2.9	±0.1	0.12
15 to 20 years	27	3.6*	±0.3	751	3.0*	±0.1	0.74 (M)
More than 20 years	53	3.4*	±0.2	1,127	3.0*	±0.0	0.45 (S)
Appointment Type							
Permanent	215	3.3*	±0.1	3,646	3.0*	±0.0	0.34 (S)
Term	--	--	--	30	2.8	±0.2	NA
Temporary	--	--	--	32	2.8	±0.1	NA
Work Schedule							
Seasonal	10	3.0	±0.2	232	2.8	±0.1	0.39 (S)
Non-Seasonal	204	3.3*	±0.1	3,411	3.0*	±0.0	0.34 (S)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	10	3.0	±0.2	206	2.8	±0.1	0.37 (S)
Permanent-Non-Seasonal	204	3.3*	±0.1	3,405	3.0*	±0.0	0.34 (S)
Term	--	--	--	30	2.8	±0.2	NA
Temporary-Seasonal	--	--	--	26	2.8	±0.0	NA
Temporary-Non-Seasonal	--	--	--	6	2.8	±0.4	NA
Sex							
Men	51	3.3*	±0.2	2,001	3.0*	±0.0	0.30 (S)
Women	162	3.3*	±0.1	1,730	3.0*	±0.0	0.40 (S)
Gender Identity							
Male	51	3.3*	±0.2	2,001	3.0*	±0.0	0.30 (S)
Female	162	3.3*	±0.1	1,730	3.0*	±0.0	0.40 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	9	3.3	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	198	3.3*	±0.1	3,400	3.0*	±0.0	0.34 (S)
Sexual Minority	12	3.4*	±0.3	73	2.8*	±0.2	0.68 (M)
Sexual Orientation							
Heterosexual or straight	198	3.3*	±0.1	3,400	3.0*	±0.0	0.34 (S)
Lesbian	NR	NR	NR	13	3.0	±0.3	NR
Gay	--	--	--	26	2.8	±0.2	NA
Bisexual	9	3.4	±0.4	20	3.2	±0.6	0.22 (S)
Other	NR	NR	NR	14	2.2	±0.1	NR
I prefer not to say	5	3.8*	±0.3	188	3.2*	±0.1	0.89 (L)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.8.4 Unwanted Sexual Attention and Organizational Trust

Table 4.63 presents organizational trust for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Organizational trust was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of trust. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.63 BIA – Unwanted Sexual Attention and Organizational Trust by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	214	2.4*	±0.1	3,817	3.1*	±0.0	-0.82 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	145	3.4	±0.1	NA
Wage Grade (WG) 5-8	36	1.4*	±0.2	335	3.0*	±0.1	-2.11 (L)
Wage Grade (WG) 9-16	NR	NR	NR	78	3.0	±0.1	NR
Other Wage Grade (WG)	--	--	--	39	3.3	±0.2	NA
General Schedule (GS) 1-6	22	2.3*	±0.2	428	3.0*	±0.1	-0.77 (M)
General Schedule (GS) 7-10	92	2.6*	±0.2	1,245	3.0*	±0.1	-0.48 (S)
General Schedule (GS) 11-12	46	2.7*	±0.3	960	3.2*	±0.1	-0.56 (M)
General Schedule (GS) 13-15	12	3.3	±0.6	429	3.6	±0.1	-0.43 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	4.2	±0.3	NR
Other	NR	NR	NR	126	3.2	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	10	3.4	±0.4	194	3.6	±0.1	-0.23 (S)
1 to 3 years	55	1.9*	±0.3	405	3.4*	±0.1	-1.70 (L)
4 to 5 years	16	2.4*	±0.2	199	3.3*	±0.1	-1.10 (L)
6 to 10 years	18	2.8	±0.5	630	2.9	±0.1	-0.18
11 to 14 years	37	3.0	±0.1	455	3.3	±0.1	-0.29 (S)
15 to 20 years	27	2.3*	±0.4	749	3.0*	±0.1	-0.92 (L)
More than 20 years	53	2.3*	±0.3	1,164	3.1*	±0.0	-1.03 (L)
Appointment Type							
Permanent	214	2.4*	±0.1	3,692	3.1*	±0.0	-0.82 (L)
Term	--	--	--	58	3.3	±0.2	NA
Temporary	--	--	--	32	2.8	±0.1	NA
Work Schedule							
Seasonal	10	2.3*	±0.3	232	3.4*	±0.1	-1.52 (L)
Non-Seasonal	204	2.4*	±0.1	3,458	3.1*	±0.0	-0.79 (M)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	10	2.3*	±0.3	206	3.5*	±0.1	-1.62 (L)
Permanent-Non-Seasonal	204	2.4*	±0.1	3,452	3.1*	±0.0	-0.79 (M)
Term	--	--	--	58	3.3	±0.2	NA
Temporary-Seasonal	--	--	--	26	2.8	±0.1	NA
Temporary-Non-Seasonal	--	--	--	6	2.9	±0.1	NA
Sex							
Men	51	1.8*	±0.3	2,065	3.2*	±0.0	-1.50 (L)
Women	162	2.6*	±0.1	1,740	3.1*	±0.0	-0.62 (M)
Gender Identity							
Male	51	1.8*	±0.3	2,065	3.2*	±0.0	-1.50 (L)
Female	162	2.6*	±0.1	1,740	3.1*	±0.0	-0.62 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	10	2.8	±0.6	NR
Sexual Orientation - Collapsed							
Heterosexual	197	2.5*	±0.1	3,473	3.1*	±0.0	-0.77 (M)
Sexual Minority	12	2.3*	±0.2	74	3.6*	±0.2	-1.51 (L)
Sexual Orientation							
Heterosexual or straight	197	2.5*	±0.1	3,473	3.1*	±0.0	-0.77 (M)
Lesbian	NR	NR	NR	13	3.6	±0.3	NR
Gay	--	--	--	26	3.8	±0.4	NA
Bisexual	9	2.4*	±0.3	21	3.5*	±0.4	-1.42 (L)
Other	NR	NR	NR	14	3.2	±0.0	NR
I prefer not to say	5	1.6*	±0.4	188	3.1*	±0.1	-1.88 (L)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.8.5 Unwanted Sexual Attention and Supervisor Support

Table 4.64 presents supervisor support for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Supervisory support was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of support. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.64 BIA – Unwanted Sexual Attention and Supervisor Support by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	197	2.7*	±0.2	3,568	3.4*	±0.0	-0.61 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	115	3.8	±0.1	NA
Wage Grade (WG) 5-8	36	1.3*	±0.3	293	3.1*	±0.1	-1.72 (L)
Wage Grade (WG) 9-16	NR	NR	NR	76	2.9	±0.2	NR
Other Wage Grade (WG)	--	--	--	39	2.8	±0.2	NA
General Schedule (GS) 1-6	21	2.8	±0.4	407	3.2	±0.1	-0.41 (S)
General Schedule (GS) 7-10	75	3.2	±0.1	1,160	3.2	±0.1	-0.05
General Schedule (GS) 11-12	46	2.8*	±0.4	911	3.4*	±0.1	-0.58 (M)
General Schedule (GS) 13-15	12	3.3	±0.8	415	3.8	±0.1	-0.46 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	123	3.6	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	8	3.6	±0.5	189	4.0	±0.1	-0.50 (M)
1 to 3 years	55	2.1*	±0.4	371	3.8*	±0.1	-1.55 (L)
4 to 5 years	16	2.3*	±0.4	198	3.4*	±0.1	-1.06 (L)
6 to 10 years	18	3.5	±0.7	579	3.3	±0.1	0.18
11 to 14 years	37	3.0*	±0.1	421	3.5*	±0.1	-0.39 (S)
15 to 20 years	27	2.3*	±0.5	696	3.2*	±0.1	-0.88 (L)
More than 20 years	37	3.1	±0.3	1,094	3.2	±0.1	-0.08
Appointment Type							
Permanent	197	2.7*	±0.2	3,471	3.4*	±0.0	-0.61 (M)
Term	--	--	--	30	4.3	±0.2	NA
Temporary	--	--	--	31	2.5	±0.2	NA
Work Schedule							
Seasonal	10	2.6*	±0.3	176	3.4*	±0.1	-0.98 (L)
Non-Seasonal	187	2.7*	±0.2	3,293	3.4*	±0.0	-0.60 (M)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	10	2.6*	±0.3	150	3.5*	±0.1	-1.28 (L)
Permanent-Non-Seasonal	187	2.7*	±0.2	3,288	3.4*	±0.0	-0.60 (M)
Term	--	--	--	30	4.3	±0.2	NA
Temporary-Seasonal	--	--	--	26	2.5	±0.2	NA
Temporary-Non-Seasonal	--	--	--	5	2.7	±0.1	NA
Sex							
Men	51	1.8*	±0.3	1,930	3.3*	±0.0	-1.41 (L)
Women	145	3.0*	±0.2	1,627	3.4*	±0.1	-0.35 (S)
Gender Identity							
Male	51	1.8*	±0.3	1,930	3.3*	±0.0	-1.41 (L)
Female	145	3.0*	±0.2	1,627	3.4*	±0.1	-0.35 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	9	3.0	±0.7	NR
Sexual Orientation - Collapsed							
Heterosexual	180	2.8*	±0.2	3,233	3.4*	±0.0	-0.54 (M)
Sexual Minority	12	2.1*	±0.5	74	3.8*	±0.3	-1.46 (L)
Sexual Orientation							
Heterosexual or straight	180	2.8*	±0.2	3,233	3.4*	±0.0	-0.54 (M)
Lesbian	NR	NR	NR	13	4.0	±0.4	NR
Gay	--	--	--	26	4.3	±0.4	NA
Bisexual	9	2.1*	±0.7	21	3.4*	±0.7	-0.87 (L)
Other	NR	NR	NR	14	3.2	±0.0	NR
I prefer not to say	5	1.9*	±0.9	180	3.3*	±0.1	-1.41 (L)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.8.6 Unwanted Sexual Attention and Organizational Inclusion

Table 4.65 presents organizational inclusion for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Organizational inclusion was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of inclusion. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.65 BIA – Unwanted Sexual Attention and Organizational Inclusion by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	216	3.0*	±0.1	3,861	3.4*	±0.0	-0.43 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	145	3.1	±0.2	NA
Wage Grade (WG) 5-8	36	3.3	±0.3	339	3.3	±0.1	0.05
Wage Grade (WG) 9-16	NR	NR	NR	78	2.4	±0.2	NR
Other Wage Grade (WG)	--	--	--	40	3.0	±0.2	NA
General Schedule (GS) 1-6	22	2.4*	±0.4	432	3.5*	±0.1	-1.24 (L)
General Schedule (GS) 7-10	92	3.2*	±0.1	1,266	3.4*	±0.1	-0.23 (S)
General Schedule (GS) 11-12	47	2.7*	±0.4	971	3.5*	±0.1	-0.83 (L)
General Schedule (GS) 13-15	12	3.2*	±0.8	432	3.8*	±0.1	-0.67 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	4.5	±0.4	NR
Other	NR	NR	NR	126	3.3	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	10	3.9	±0.4	215	3.7	±0.1	0.20 (S)
1 to 3 years	55	3.4	±0.3	409	3.5	±0.1	-0.07
4 to 5 years	16	2.3*	±0.3	200	3.3*	±0.1	-1.16 (L)
6 to 10 years	18	2.7*	±0.5	633	3.4*	±0.1	-0.76 (M)
11 to 14 years	37	3.0*	±0.1	457	3.5*	±0.1	-0.48 (S)
15 to 20 years	27	2.5*	±0.4	757	3.4*	±0.1	-0.89 (L)
More than 20 years	54	3.0*	±0.3	1,169	3.4*	±0.1	-0.43 (S)
Appointment Type							
Permanent	216	3.0*	±0.1	3,735	3.4*	±0.0	-0.45 (S)
Term	--	--	--	58	2.8	±0.4	NA
Temporary	--	--	--	32	2.7	±0.4	NA
Work Schedule							
Seasonal	10	2.7*	±0.6	233	3.5*	±0.1	-0.89 (L)
Non-Seasonal	205	3.0*	±0.1	3,499	3.4*	±0.0	-0.42 (S)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	10	2.7*	±0.6	207	3.7*	±0.1	-1.19 (L)
Permanent-Non-Seasonal	205	3.0*	±0.1	3,493	3.4*	±0.0	-0.42 (S)
Term	--	--	--	58	2.8	±0.4	NA
Temporary-Seasonal	--	--	--	26	2.5	±0.4	NA
Temporary-Non-Seasonal	--	--	--	6	3.6	±0.6	NA
Sex							
Men	51	3.2*	±0.2	2,097	3.5*	±0.0	-0.31 (S)
Women	164	2.9*	±0.2	1,752	3.3*	±0.0	-0.37 (S)
Gender Identity							
Male	51	3.2*	±0.2	2,097	3.5*	±0.0	-0.31 (S)
Female	164	2.9*	±0.2	1,752	3.3*	±0.0	-0.37 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	10	3.1	±0.6	NR
Sexual Orientation - Collapsed							
Heterosexual	199	3.1*	±0.1	3,513	3.4*	±0.0	-0.36 (S)
Sexual Minority	12	2.2*	±0.4	74	3.8*	±0.2	-1.93 (L)
Sexual Orientation							
Heterosexual or straight	199	3.1*	±0.1	3,513	3.4*	±0.0	-0.36 (S)
Lesbian	NR	NR	NR	13	3.7	±0.5	NR
Gay	--	--	--	26	3.4	±0.3	NA
Bisexual	9	2.1*	±0.4	21	4.1*	±0.4	-2.37 (L)
Other	NR	NR	NR	14	4.1	±0.2	NR
I prefer not to say	5	1.9*	±0.7	193	3.2*	±0.1	-1.28 (L)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.8.7 Unwanted Sexual Attention and Gender Context

Table 4.66 presents gender context for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Gender context was measured with three questions about the mix of men and women in the workplace. Scale values include *mostly women*, *a relatively even mix of men and women*, and *mostly men*. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.66 BIA – Unwanted Sexual Attention and Gender Context by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	217	2.3*	±0.1	3,838	2.2*	±0.0	0.25 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	145	2.1	±0.1	NA
Wage Grade (WG) 5-8	36	2.8*	±0.2	338	2.3*	±0.1	0.72 (M)
Wage Grade (WG) 9-16	NR	NR	NR	77	1.9	±0.2	NR
Other Wage Grade (WG)	--	--	--	40	2.9	±0.1	NA
General Schedule (GS) 1-6	22	2.4	±0.3	425	2.2	±0.1	0.40 (S)
General Schedule (GS) 7-10	92	2.3	±0.1	1,265	2.2	±0.0	0.14
General Schedule (GS) 11-12	49	2.2	±0.2	968	2.1	±0.0	0.18
General Schedule (GS) 13-15	12	1.9	±0.4	434	2.1	±0.1	-0.36 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	2.0	±0.2	NR
Other	NR	NR	NR	124	2.5	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	10	2.3*	±0.5	216	1.9*	±0.1	0.67 (M)
1 to 3 years	55	2.5*	±0.2	408	2.2*	±0.1	0.44 (S)
4 to 5 years	16	2.5*	±0.2	200	2.2*	±0.1	0.53 (M)
6 to 10 years	18	2.1	±0.3	631	2.2	±0.1	-0.10
11 to 14 years	37	2.0	±0.1	453	2.1	±0.1	-0.04
15 to 20 years	28	2.2	±0.2	752	2.3	±0.0	-0.06
More than 20 years	54	2.4*	±0.2	1,160	2.2*	±0.0	0.37 (S)
Appointment Type							
Permanent	217	2.3*	±0.1	3,712	2.2*	±0.0	0.27 (S)
Term	--	--	--	58	2.4	±0.2	NA
Temporary	--	--	--	32	2.8	±0.1	NA
Work Schedule							
Seasonal	10	2.9*	±0.1	229	2.4*	±0.1	1.09 (L)
Non-Seasonal	207	2.3*	±0.1	3,481	2.2*	±0.0	0.24 (S)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	10	2.9*	±0.1	203	2.3*	±0.1	1.29 (L)
Permanent-Non-Seasonal	207	2.3*	±0.1	3,474	2.2*	±0.0	0.24 (S)
Term	--	--	--	58	2.4	±0.2	NA
Temporary-Seasonal	--	--	--	26	3.0	±0.0	NA
Temporary-Non-Seasonal	--	--	--	6	2.1	±0.5	NA
Sex							
Men	53	2.8*	±0.1	2,094	2.4*	±0.0	0.64 (M)
Women	164	2.2*	±0.1	1,737	1.9*	±0.0	0.49 (S)
Gender Identity							
Male	53	2.8*	±0.1	2,094	2.4*	±0.0	0.64 (M)
Female	164	2.2*	±0.1	1,737	1.9*	±0.0	0.49 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	5	2.0	±0.6	NR
Sexual Orientation - Collapsed							
Heterosexual	200	2.3*	±0.1	3,505	2.2*	±0.0	0.24 (S)
Sexual Minority	12	2.5*	±0.3	74	2.0*	±0.2	0.72 (M)
Sexual Orientation							
Heterosexual or straight	200	2.3*	±0.1	3,505	2.2*	±0.0	0.24 (S)
Lesbian	NR	NR	NR	13	2.3	±0.5	NR
Gay	--	--	--	26	1.7	±0.2	NA
Bisexual	9	2.5*	±0.3	21	1.5*	±0.2	1.78 (L)
Other	NR	NR	NR	14	2.9	±0.3	NR
I prefer not to say	5	1.9	±0.5	179	2.0	±0.1	-0.11

^a Scale values range from 1 = Mostly women, 2 = A relatively even mix of men and women, and 3 = Mostly men.

* Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.8.8 Unwanted Sexual Attention and Bystander Harassment

Table 4.67 presents experiences of bystander sex/gender harassment for those who indicated they had or had not personally experienced unwanted sexual attention within the past 12 months. Sex/gender bystander harassment (i.e., a situation in which an employee witnessed but may not have been a direct target of the harassing behavior) was measured on a 6-point response scale ranging from *never* to *one or more times a day*. The results indicate the percentage of employees who witnessed sex/gender harassment against another employee. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.67 BIA – Unwanted Sexual Attention and Bystander Harassment

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Percent^d</i>	<i>MoE</i>	<i>N</i>	<i>Percent^d</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	92	42.6%*	±6.8	384	10.2%*	±1.0	0.77 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	NR	NR	NR	NR
Wage Grade (WG) 5-8	31	87.4%*	±16.4	43	12.8%*	±4.1	1.68 (L)
Wage Grade (WG) 9-16	NR	NR	NR	0	0.0%	NA	NR
Other Wage Grade (WG)	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 1-6	NR	NR	NR	38	8.8%	±3.1	NR
General Schedule (GS) 7-10	29	31.7%*	±10.4	137	10.9%*	±1.8	0.52 (M)
General Schedule (GS) 11-12	19	38.8%*	±14.7	105	11.0%*	±2.1	0.67 (M)
General Schedule (GS) 13-15	NR	NR	NR	27	6.3%	±2.7	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	31	33.8%	±10.5	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	12	5.4%	±3.9	NR
1 to 3 years	36	65.2%*	±13.9	57	14.2%*	±3.8	1.11 (L)
4 to 5 years	NR	NR	NR	12	6.1%	±4.4	NR
6 to 10 years	NR	NR	NR	97	15.9%	±3.1	NR
11 to 14 years	0	0.0%	NA	43	9.3%	±3.0	-0.62 (M)
15 to 20 years	NR	NR	NR	78	10.6%	±2.5	NR
More than 20 years	27	49.7%*	±13.4	86	7.5%*	±1.7	1.01 (L)
Appointment Type							
Permanent	92	42.6%*	±6.8	381	10.4%*	±1.0	0.76 (M)
Term	--	--	--	NR	NR	NR	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	NR	NR	NR	32	13.6%	±5.1	NR
Non-Seasonal	87	42.4%*	±6.9	350	10.3%*	±1.1	0.77 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	31	14.8%	±5.6	NR
Permanent-Non-Seasonal	87	42.4%*	±6.9	350	10.3%*	±1.1	0.77 (M)
Term	--	--	--	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	38	71.6%*	±14.0	241	11.7%*	±1.5	1.32 (L)
Women	53	32.8%*	±7.7	139	8.1%*	±1.4	0.64 (M)
Gender Identity							
Male	38	71.6%*	±14.0	241	11.7%*	±1.5	1.32 (L)
Female	53	32.8%*	±7.7	139	8.1%*	±1.4	0.64 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	83	41.9%*	±7.0	367	10.5%*	±1.1	0.75 (M)
Sexual Minority	NR	NR	NR	6	8.5%	±9.6	NR
Sexual Orientation							
Heterosexual or straight	83	41.9%*	±7.0	367	10.5%*	±1.1	0.75 (M)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	9	5.2%	±4.6	NR

^a Represents the percent, who, in the past 12 months, indicated they witnessed a situation where another employee was subjected to unwanted sexual attention. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.8.9 Logistic Regression Analyses of Unwanted Sexual Attention and Predictors of Workplace Harassment

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced unwanted sexual attention against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to unwanted sexual attention, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience unwanted sexual attention. Table 4.68 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.68 BIA – Logistic Regression of Unwanted Sexual Attention and Predictors of Workplace Harassment

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	0.693	0.595	1.358	--	2.000	--	--	--	--
Sex	-2.045	0.235	75.945	0.000	0.129	0.082	0.205	-542.522	93.535
Age	-1.506	0.220	46.707	0.000	0.222	0.144	0.342	-520.393	49.276
Relationship Status	-1.415	0.197	51.522	0.000	0.243	0.165	0.358	-524.916	58.323
Pay Grade	--	--	23.447	--	--	--	--	--	--
Middle Grade vs. Junior Grade	1.264	0.299	17.819	0.000	3.540	1.968	6.367	-508.545	25.579
Senior Grade vs. Junior Grade	0.922	0.331	7.749	0.005	2.514	1.314	4.810	-508.545	25.579
Executive Grade vs. Junior Grade	4.322	1.539	7.892	0.005	75.362	3.694	1537.333	-508.545	25.579
Years of Service at Bureau or Office	-0.120	0.057	4.434	0.035	0.887	0.793	0.992	-497.936	4.362
Organizational Inclusion	0.214	0.105	4.154	0.042	1.239	1.008	1.521	-497.856	4.202
Organizational Trust	-0.804	0.132	37.261	0.000	0.447	0.346	0.579	-514.757	38.003
Bystander Harassment Based on Sex/Gender	-1.094	0.211	26.882	0.000	0.335	0.222	0.506	-508.771	26.032
Leadership Intolerance	-0.956	0.260	13.474	0.000	0.384	0.231	0.640	-502.930	14.349
Gender Context	0.478	0.153	9.753	0.002	1.613	1.195	2.177	-500.774	10.037

Note. N = 3,264, Nagelkerke R Square = 0.342

4.9 Sexual Coercion

The following sections display each of the predictors of workplace harassment and sexual coercion. In each section results are shown for those who indicated they had or had not experienced sexual coercion within the past 12 months. Results are further broken down by selected demographic and/or occupational characteristics relevant to sexual coercion. Statistically significant differences are noted.

4.9.1 Sexual Coercion and General Intolerance for Harassment

Table 4.69 presents general intolerance for harassment for those who indicated they had or had not experienced sexual coercion within the past 12 months. General intolerance for harassment was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate an organizational climate more intolerant of harassment. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.69 BIA – Sexual Coercion and General Intolerance for Harassment by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	80	2.7*	±0.1	3,886	3.3*	±0.0	-0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	143	3.6	±0.1	NA
Wage Grade (WG) 5-8	6	2.8	±0.6	357	3.1	±0.1	-0.36 (S)
Wage Grade (WG) 9-16	--	--	--	63	2.9	±0.3	NA
Other Wage Grade (WG)	--	--	--	40	3.0	±0.1	NA
General Schedule (GS) 1-6	8	3.0	±0.2	411	3.4	±0.1	-0.56 (M)
General Schedule (GS) 7-10	48	2.7*	±0.1	1,294	3.3*	±0.1	-0.55 (M)
General Schedule (GS) 11-12	14	2.2*	±0.5	995	3.2*	±0.1	-1.22 (L)
General Schedule (GS) 13-15	NR	NR	NR	442	3.6	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	5	3.2	±0.8	NA
Other	NR	NR	NR	114	3.5	±0.1	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	5	2.0*	±0.5	215	3.8*	±0.1	-2.33 (L)
1 to 3 years	9	2.7*	±0.3	440	3.4*	±0.1	-0.89 (L)
4 to 5 years	NR	NR	NR	210	3.2	±0.1	NR
6 to 10 years	12	2.7	±0.5	594	3.2	±0.1	-0.52 (M)
11 to 14 years	33	3.0*	±0.0	459	3.4*	±0.1	-0.47 (S)
15 to 20 years	10	2.1*	±0.5	758	3.2*	±0.1	-1.34 (L)
More than 20 years	6	1.9*	±0.6	1,190	3.2*	±0.0	-1.45 (L)
Appointment Type							
Permanent	79	2.7*	±0.1	3,762	3.3*	±0.0	-0.69 (M)
Term	--	--	--	58	3.6	±0.2	NA
Temporary	NR	NR	NR	31	3.5	±0.2	NR
Work Schedule							
Seasonal	5	2.0*	±0.5	231	3.6*	±0.1	-2.66 (L)
Non-Seasonal	75	2.7*	±0.2	3,529	3.3*	±0.0	-0.61 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	206	3.6	±0.1	NR
Permanent-Non-Seasonal	75	2.7*	±0.2	3,522	3.3*	±0.0	-0.61 (M)
Term	--	--	--	58	3.6	±0.2	NA
Temporary-Seasonal	NR	NR	NR	25	3.6	±0.2	NR
Temporary-Non-Seasonal	--	--	--	6	3.1	±0.4	NA
Sex							
Men	16	2.3*	±0.4	2,099	3.4*	±0.0	-1.17 (L)
Women	63	2.7*	±0.2	1,777	3.2*	±0.0	-0.55 (M)
Gender Identity							
Male	16	2.3*	±0.4	2,099	3.4*	±0.0	-1.17 (L)
Female	63	2.7*	±0.2	1,777	3.2*	±0.0	-0.55 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	8	2.7	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	75	2.7*	±0.2	3,557	3.3*	±0.0	-0.70 (M)
Sexual Minority	NR	NR	NR	77	3.5	±0.2	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	75	2.7*	±0.2	3,557	3.3*	±0.0	-0.70 (M)
Lesbian	NR	NR	NR	13	3.4	±0.4	NR
Gay	--	--	--	26	4.3	±0.3	NA
Bisexual	NR	NR	NR	24	3.3	±0.4	NR
Other	NR	NR	NR	14	2.7	±0.1	NR
I prefer not to say	NR	NR	NR	176	3.2	±0.1	NR

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.9.2 Sexual Coercion and Leadership Intolerance for Harassment

Table 4.70 presents leadership intolerance for harassment for those who indicated they had or had not experienced sexual coercion within the past 12 months. Intolerance for harassment was measured using a *yes, no, do not know* response format, with higher scores indicating greater intolerance for harassment among leaders. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.70 BIA – Sexual Coercion and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	80	0.12*	±0.06	3,878	0.48*	±0.01	-0.82 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	145	0.73	±0.07	NA
Wage Grade (WG) 5-8	NR	NR	NR	363	0.24	±0.04	NR
Wage Grade (WG) 9-16	--	--	--	64	0.31	±0.09	NA
Other Wage Grade (WG)	--	--	--	40	0.21	±0.09	NA
General Schedule (GS) 1-6	8	0.15*	±0.12	411	0.61*	±0.04	-1.04 (L)
General Schedule (GS) 7-10	48	0.07*	±0.06	1,293	0.42*	±0.02	-0.79 (M)
General Schedule (GS) 11-12	NR	NR	NR	1,000	0.48	±0.03	NR
General Schedule (GS) 13-15	NR	NR	NR	439	0.67	±0.04	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	0.79	±0.34	NA
Other	NR	NR	NR	92	0.74	±0.08	NR
Years of Service at Bureau or Office							
Less than 1 year	5	0.00*	±0.00	223	0.64*	±0.06	-1.51 (L)
1 to 3 years	9	0.13*	±0.11	447	0.58*	±0.04	-0.97 (L)
4 to 5 years	NR	NR	NR	211	0.59	±0.06	NR
6 to 10 years	12	0.22	±0.19	582	0.36	±0.03	-0.33 (S)
11 to 14 years	NR	NR	NR	458	0.60	±0.04	NR
15 to 20 years	NR	NR	NR	755	0.42	±0.03	NR
More than 20 years	NR	NR	NR	1,181	0.45	±0.02	NR
Appointment Type							
Permanent	79	0.11*	±0.06	3,754	0.48*	±0.01	-0.81 (L)
Term	--	--	--	58	0.88	±0.08	NA
Temporary	NR	NR	NR	31	0.69	±0.07	NR
Work Schedule							
Seasonal	NR	NR	NR	225	0.31	±0.05	NR
Non-Seasonal	75	0.12*	±0.06	3,525	0.49*	±0.01	-0.83 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size <i>Hedges' g</i>
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	200	0.26	±0.05	NR
Permanent-Non-Seasonal	75	0.12*	±0.06	3,519	0.49*	±0.01	-0.83 (L)
Term	--	--	--	58	0.88	±0.08	NA
Temporary-Seasonal	NR	NR	NR	25	0.71	±0.05	NR
Temporary-Non-Seasonal	--	--	--	6	0.62	±0.29	NA
Sex							
Men	16	0.24*	±0.19	2,077	0.51*	±0.02	-0.61 (M)
Women	63	0.07*	±0.05	1,790	0.45*	±0.02	-0.85 (L)
Gender Identity							
Male	16	0.24*	±0.19	2,077	0.51*	±0.02	-0.61 (M)
Female	63	0.07*	±0.05	1,790	0.45*	±0.02	-0.85 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	8	0.50	±0.37	NR
Sexual Orientation - Collapsed							
Heterosexual	75	0.11*	±0.06	3,580	0.48*	±0.01	-0.84 (L)
Sexual Minority	NR	NR	NR	77	0.71	±0.09	NR
Sexual Orientation							
Heterosexual or straight	75	0.11*	±0.06	3,580	0.48*	±0.01	-0.84 (L)
Lesbian	NR	NR	NR	13	0.57	±0.25	NR
Gay	--	--	--	26	0.73	±0.17	NA
Bisexual	NR	NR	NR	24	0.64	±0.17	NR
Other	NR	NR	NR	14	0.93	±0.14	NR
I prefer not to say	NR	NR	NR	177	0.34	±0.06	NR

^a Scale values are 0 = Yes/Do Not Know, 1 = No. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.9.3 Sexual Coercion and Organizational Politics

Table 4.71 presents organizational politics for those who indicated they had or had not experienced sexual coercion within the past 12 months. Organizational politics was measured with a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater pressure to conform to organizational norms. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.71 BIA – Sexual Coercion and Organizational Politics by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	80	3.2	±0.2	3,846	3.0	±0.0	0.19
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	117	2.5	±0.1	NA
Wage Grade (WG) 5-8	6	3.9*	±0.8	364	3.2*	±0.1	0.90 (L)
Wage Grade (WG) 9-16	--	--	--	80	3.1	±0.1	NA
Other Wage Grade (WG)	--	--	--	40	3.1	±0.2	NA
General Schedule (GS) 1-6	8	3.0	±0.4	394	3.0	±0.1	0.06
General Schedule (GS) 7-10	48	3.1	±0.1	1,270	3.1	±0.0	-0.06
General Schedule (GS) 11-12	14	3.3	±0.7	985	3.0	±0.1	0.32 (S)
General Schedule (GS) 13-15	NR	NR	NR	437	2.7	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	2.1	±0.7	NA
Other	NR	NR	NR	126	2.7	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	5	3.8*	±0.3	200	2.8*	±0.1	1.73 (L)
1 to 3 years	9	3.3	±0.6	421	2.8	±0.1	0.52 (M)
4 to 5 years	NR	NR	NR	210	3.0	±0.1	NR
6 to 10 years	12	3.2	±0.6	601	3.1	±0.1	0.04
11 to 14 years	33	3.0	±0.0	452	2.9	±0.1	0.09
15 to 20 years	10	3.7*	±0.6	768	3.0*	±0.1	0.83 (L)
More than 20 years	6	3.3	±0.7	1,174	3.1	±0.0	0.27 (S)
Appointment Type							
Permanent	79	3.2	±0.2	3,751	3.0	±0.0	0.18
Term	--	--	--	30	2.8	±0.2	NA
Temporary	NR	NR	NR	31	2.8	±0.1	NR
Work Schedule							
Seasonal	5	3.8*	±0.4	238	2.8*	±0.1	1.82 (L)
Non-Seasonal	75	3.1	±0.2	3,510	3.0	±0.0	0.10

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	212	2.8	±0.1	NR
Permanent-Non-Seasonal	75	3.1	±0.2	3,503	3.0	±0.0	0.10
Term	--	--	--	30	2.8	±0.2	NA
Temporary-Seasonal	NR	NR	NR	25	2.8	±0.0	NR
Temporary-Non-Seasonal	--	--	--	6	2.8	±0.4	NA
Sex							
Men	16	3.3	±0.5	2,037	3.0	±0.0	0.32 (S)
Women	63	3.2	±0.2	1,799	3.0	±0.0	0.17
Gender Identity							
Male	16	3.3	±0.5	2,037	3.0	±0.0	0.32 (S)
Female	63	3.2	±0.2	1,799	3.0	±0.0	0.17
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	8	3.4	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	75	3.2*	±0.2	3,491	3.0*	±0.0	0.23 (S)
Sexual Minority	NR	NR	NR	81	2.9	±0.2	NR
Sexual Orientation							
Heterosexual or straight	75	3.2*	±0.2	3,491	3.0*	±0.0	0.23 (S)
Lesbian	NR	NR	NR	13	3.0	±0.3	NR
Gay	--	--	--	26	2.8	±0.2	NA
Bisexual	NR	NR	NR	28	3.3	±0.4	NR
Other	NR	NR	NR	14	2.2	±0.1	NR
I prefer not to say	NR	NR	NR	192	3.2	±0.1	NR

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.9.4 Sexual Coercion and Organizational Trust

Table 4.72 presents organizational trust for those who indicated they had or had not experienced sexual coercion within the past 12 months. Organizational trust was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of trust. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.72 BIA – Sexual Coercion and Organizational Trust by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	79	2.6*	±0.2	3,921	3.1*	±0.0	-0.61 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	145	3.4	±0.1	NA
Wage Grade (WG) 5-8	6	1.9*	±0.9	365	2.9*	±0.1	-1.06 (L)
Wage Grade (WG) 9-16	--	--	--	81	2.9	±0.1	NA
Other Wage Grade (WG)	--	--	--	39	3.3	±0.2	NA
General Schedule (GS) 1-6	8	2.4*	±0.3	411	3.1*	±0.1	-1.05 (L)
General Schedule (GS) 7-10	48	2.9	±0.1	1,289	3.0	±0.1	-0.15
General Schedule (GS) 11-12	13	2.0*	±0.5	993	3.2*	±0.1	-1.47 (L)
General Schedule (GS) 13-15	NR	NR	NR	439	3.6	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	3.8	±0.7	NA
Other	NR	NR	NR	127	3.2	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	5	2.6*	±0.1	198	3.6*	±0.1	-1.25 (L)
1 to 3 years	9	2.4*	±0.6	451	3.2*	±0.1	-0.82 (L)
4 to 5 years	NR	NR	NR	210	3.2	±0.1	NR
6 to 10 years	12	2.2*	±0.5	605	3.0*	±0.1	-1.01 (L)
11 to 14 years	33	3.0	±0.1	459	3.3	±0.1	-0.29 (S)
15 to 20 years	10	1.8*	±0.3	766	3.0*	±0.1	-1.47 (L)
More than 20 years	NR	NR	NR	1,212	3.1	±0.0	NR
Appointment Type							
Permanent	78	2.6*	±0.2	3,797	3.1*	±0.0	-0.59 (M)
Term	--	--	--	58	3.3	±0.2	NA
Temporary	NR	NR	NR	31	2.8	±0.0	NR
Work Schedule							
Seasonal	5	2.5*	±0.3	238	3.4*	±0.1	-1.10 (L)
Non-Seasonal	74	2.6*	±0.2	3,558	3.1*	±0.0	-0.58 (M)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	212	3.5	±0.1	NR
Permanent-Non-Seasonal	74	2.6*	±0.2	3,551	3.1*	±0.0	-0.58 (M)
Term	--	--	--	58	3.3	±0.2	NA
Temporary-Seasonal	NR	NR	NR	25	2.8	±0.0	NR
Temporary-Non-Seasonal	--	--	--	6	2.9	±0.1	NA
Sex							
Men	16	2.4*	±0.4	2,100	3.1*	±0.0	-0.76 (M)
Women	61	2.7*	±0.2	1,810	3.2*	±0.0	-0.59 (M)
Gender Identity							
Male	16	2.4*	±0.4	2,100	3.1*	±0.0	-0.76 (M)
Female	61	2.7*	±0.2	1,810	3.2*	±0.0	-0.59 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	9	2.8	±0.6	NR
Sexual Orientation - Collapsed							
Heterosexual	74	2.6*	±0.2	3,566	3.1*	±0.0	-0.58 (M)
Sexual Minority	NR	NR	NR	82	3.5	±0.2	NR
Sexual Orientation							
Heterosexual or straight	74	2.6*	±0.2	3,566	3.1*	±0.0	-0.58 (M)
Lesbian	NR	NR	NR	13	3.6	±0.3	NR
Gay	--	--	--	26	3.8	±0.4	NA
Bisexual	NR	NR	NR	29	3.2	±0.4	NR
Other	NR	NR	NR	14	3.2	±0.0	NR
I prefer not to say	NR	NR	NR	192	3.1	±0.1	NR

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.9.5 Sexual Coercion and Supervisor Support

Table 4.73 presents supervisor support for those who indicated they had or had not experienced sexual coercion within the past 12 months. Supervisory support was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of support. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.73 BIA – Sexual Coercion and Supervisor Support by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	79	2.8*	±0.2	3,655	3.4*	±0.0	-0.54 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	115	3.8	±0.1	NA
Wage Grade (WG) 5-8	6	2.5	±1.4	322	2.9	±0.1	-0.31 (S)
Wage Grade (WG) 9-16	--	--	--	79	2.9	±0.2	NA
Other Wage Grade (WG)	--	--	--	39	2.8	±0.2	NA
General Schedule (GS) 1-6	8	2.5*	±0.6	389	3.4*	±0.1	-0.93 (L)
General Schedule (GS) 7-10	48	3.0	±0.1	1,186	3.3	±0.1	-0.24 (S)
General Schedule (GS) 11-12	13	2.2*	±0.8	945	3.4*	±0.1	-1.15 (L)
General Schedule (GS) 13-15	NR	NR	NR	425	3.8	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	5	3.8	±0.9	NA
Other	NR	NR	NR	123	3.5	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	5	3.0*	±0.5	191	4.0*	±0.1	-1.24 (L)
1 to 3 years	9	2.5*	±0.6	417	3.6*	±0.1	-0.94 (L)
4 to 5 years	NR	NR	NR	209	3.4	±0.1	NR
6 to 10 years	12	2.8*	±0.9	554	3.4*	±0.1	-0.64 (M)
11 to 14 years	33	3.0*	±0.1	425	3.5*	±0.1	-0.41 (S)
15 to 20 years	10	1.6*	±0.6	713	3.2*	±0.1	-1.52 (L)
More than 20 years	NR	NR	NR	1,127	3.2	±0.1	NR
Appointment Type							
Permanent	78	2.8*	±0.2	3,559	3.4*	±0.0	-0.56 (M)
Term	--	--	--	30	4.3	±0.2	NA
Temporary	NR	NR	NR	30	2.5	±0.2	NR
Work Schedule							
Seasonal	5	3.3	±0.2	181	3.4	±0.1	-0.01
Non-Seasonal	74	2.7*	±0.2	3,375	3.4*	±0.0	-0.58 (M)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	156	3.5	±0.1	NR
Permanent-Non-Seasonal	74	2.7*	±0.2	3,370	3.4*	±0.0	-0.58 (M)
Term	--	--	--	30	4.3	±0.2	NA
Temporary-Seasonal	NR	NR	NR	25	2.5	±0.2	NR
Temporary-Non-Seasonal	--	--	--	5	2.7	±0.1	NA
Sex							
Men	16	2.6*	±0.6	1,965	3.3*	±0.0	-0.66 (M)
Women	61	2.8*	±0.2	1,680	3.4*	±0.1	-0.55 (M)
Gender Identity							
Male	16	2.6*	±0.6	1,965	3.3*	±0.0	-0.66 (M)
Female	61	2.8*	±0.2	1,680	3.4*	±0.1	-0.55 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	8	2.9	±0.8	NR
Sexual Orientation - Collapsed							
Heterosexual	74	2.8*	±0.2	3,308	3.4*	±0.0	-0.51 (M)
Sexual Minority	NR	NR	NR	82	3.6	±0.3	NR
Sexual Orientation							
Heterosexual or straight	74	2.8*	±0.2	3,308	3.4*	±0.0	-0.51 (M)
Lesbian	NR	NR	NR	13	4.0	±0.4	NR
Gay	--	--	--	26	4.3	±0.4	NA
Bisexual	NR	NR	NR	29	3.0	±0.6	NR
Other	NR	NR	NR	14	3.2	±0.0	NR
I prefer not to say	NR	NR	NR	184	3.3	±0.1	NR

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.9.6 Sexual Coercion and Organizational Inclusion

Table 4.74 presents organizational inclusion for those who indicated they had or had not experienced sexual coercion within the past 12 months. Organizational inclusion was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of inclusion. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.74 BIA – Sexual Coercion and Organizational Inclusion by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	80	2.7*	±0.2	3,966	3.4*	±0.0	-0.79 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	145	3.1	±0.2	NA
Wage Grade (WG) 5-8	6	2.7	±1.4	369	3.3	±0.1	-0.58 (M)
Wage Grade (WG) 9-16	--	--	--	81	2.4	±0.2	NA
Other Wage Grade (WG)	--	--	--	40	3.0	±0.2	NA
General Schedule (GS) 1-6	8	2.8	±0.3	415	3.5	±0.1	-0.65 (M)
General Schedule (GS) 7-10	48	2.8*	±0.2	1,309	3.4*	±0.1	-0.57 (M)
General Schedule (GS) 11-12	14	1.8*	±0.6	1,005	3.5*	±0.1	-1.72 (L)
General Schedule (GS) 13-15	NR	NR	NR	442	3.8	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.0	±0.9	NA
Other	NR	NR	NR	127	3.3	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	5	2.3*	±0.7	220	3.7*	±0.1	-1.45 (L)
1 to 3 years	9	2.7*	±0.6	454	3.5*	±0.1	-0.80 (L)
4 to 5 years	NR	NR	NR	211	3.2	±0.1	NR
6 to 10 years	12	2.2*	±0.7	608	3.4*	±0.1	-1.29 (L)
11 to 14 years	33	3.0*	±0.1	461	3.5*	±0.1	-0.45 (S)
15 to 20 years	10	1.9*	±0.8	774	3.4*	±0.1	-1.49 (L)
More than 20 years	6	2.5*	±1.1	1,217	3.4*	±0.1	-0.93 (L)
Appointment Type							
Permanent	79	2.6*	±0.2	3,841	3.4*	±0.0	-0.84 (L)
Term	--	--	--	58	2.8	±0.4	NA
Temporary	NR	NR	NR	31	2.7	±0.4	NR
Work Schedule							
Seasonal	5	2.6*	±1.1	239	3.5*	±0.1	-1.03 (L)
Non-Seasonal	75	2.7*	±0.2	3,599	3.4*	±0.0	-0.79 (M)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	214	3.7	±0.1	NR
Permanent-Non-Seasonal	75	2.7*	±0.2	3,592	3.4*	±0.0	-0.79 (M)
Term	--	--	--	58	2.8	±0.4	NA
Temporary-Seasonal	NR	NR	NR	25	2.4	±0.4	NR
Temporary-Non-Seasonal	--	--	--	6	3.6	±0.6	NA
Sex							
Men	16	2.3*	±0.4	2,132	3.5*	±0.0	-1.39 (L)
Women	63	2.7*	±0.2	1,822	3.3*	±0.0	-0.56 (M)
Gender Identity							
Male	16	2.3*	±0.4	2,132	3.5*	±0.0	-1.39 (L)
Female	63	2.7*	±0.2	1,822	3.3*	±0.0	-0.56 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	9	3.1	±0.7	NR
Sexual Orientation - Collapsed							
Heterosexual	75	2.6*	±0.2	3,605	3.4*	±0.0	-0.79 (M)
Sexual Minority	NR	NR	NR	82	3.6	±0.2	NR
Sexual Orientation							
Heterosexual or straight	75	2.6*	±0.2	3,605	3.4*	±0.0	-0.79 (M)
Lesbian	NR	NR	NR	13	3.7	±0.5	NR
Gay	--	--	--	26	3.4	±0.3	NA
Bisexual	NR	NR	NR	29	3.6	±0.4	NR
Other	NR	NR	NR	14	4.1	±0.2	NR
I prefer not to say	NR	NR	NR	197	3.1	±0.1	NR

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.9.7 Sexual Coercion and Gender Context

Table 4.75 presents gender context for those who indicated they had or had not experienced sexual coercion within the past 12 months. Gender context was measured with three questions about the mix of men and women in the workplace. Scale values include *mostly women*, *a relatively even mix of men and women*, and *mostly men*. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.75 BIA – Sexual Coercion and Gender Context by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	80	2.2	±0.1	3,944	2.2	±0.0	-0.01
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	145	2.1	±0.1	NA
Wage Grade (WG) 5-8	6	2.0	±0.4	367	2.3	±0.1	-0.50 (M)
Wage Grade (WG) 9-16	--	--	--	80	1.9	±0.2	NA
Other Wage Grade (WG)	--	--	--	40	2.9	±0.1	NA
General Schedule (GS) 1-6	8	2.5	±0.4	408	2.1	±0.1	0.59 (M)
General Schedule (GS) 7-10	48	2.1	±0.1	1,308	2.2	±0.0	-0.14
General Schedule (GS) 11-12	14	2.2	±0.4	1,003	2.1	±0.0	0.10
General Schedule (GS) 13-15	NR	NR	NR	444	2.1	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	2.1	±0.2	NA
Other	NR	NR	NR	125	2.5	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	5	2.2	±0.4	220	1.9	±0.1	0.48 (S)
1 to 3 years	9	2.4	±0.5	453	2.3	±0.1	0.16
4 to 5 years	NR	NR	NR	211	2.2	±0.1	NR
6 to 10 years	12	2.1	±0.4	606	2.2	±0.1	-0.16
11 to 14 years	33	2.1	±0.1	456	2.1	±0.1	0.00
15 to 20 years	10	2.1	±0.5	771	2.3	±0.0	-0.25 (S)
More than 20 years	6	2.3	±0.5	1,209	2.2	±0.0	0.18
Appointment Type							
Permanent	79	2.2	±0.1	3,819	2.2	±0.0	0.00
Term	--	--	--	58	2.4	±0.2	NA
Temporary	NR	NR	NR	31	2.8	±0.2	NR
Work Schedule							
Seasonal	5	2.1	±0.3	234	2.4	±0.1	-0.60 (M)
Non-Seasonal	75	2.2	±0.1	3,582	2.2	±0.0	0.03

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	209	2.4	±0.1	NR
Permanent-Non-Seasonal	75	2.2	±0.1	3,576	2.2	±0.0	0.03
Term	--	--	--	58	2.4	±0.2	NA
Temporary-Seasonal	NR	NR	NR	25	3.0	±0.0	NR
Temporary-Non-Seasonal	--	--	--	6	2.1	±0.5	NA
Sex							
Men	16	2.1*	±0.3	2,131	2.4*	±0.0	-0.52 (M)
Women	63	2.2*	±0.1	1,807	1.9*	±0.0	0.46 (S)
Gender Identity							
Male	16	2.1*	±0.3	2,131	2.4*	±0.0	-0.52 (M)
Female	63	2.2*	±0.1	1,807	1.9*	±0.0	0.46 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	75	2.2	±0.1	3,599	2.2	±0.0	0.00
Sexual Minority	NR	NR	NR	82	2.1	±0.2	NR
Sexual Orientation							
Heterosexual or straight	75	2.2	±0.1	3,599	2.2	±0.0	0.00
Lesbian	NR	NR	NR	13	2.3	±0.5	NR
Gay	--	--	--	26	1.7	±0.2	NA
Bisexual	NR	NR	NR	29	1.9	±0.3	NR
Other	NR	NR	NR	14	2.9	±0.3	NR
I prefer not to say	NR	NR	NR	183	2.0	±0.1	NR

^a Scale values range from 1 = Mostly women, 2 = A relatively even mix of men and women, and 3 = Mostly men.

* Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.9.8 Sexual Coercion and Bystander Harassment

Table 4.76 presents experiences of bystander sex/gender harassment for those who indicated they had or had not personally experienced sexual coercion within the past 12 months. Sex/gender bystander harassment (i.e., a situation in which an employee witnessed but may not have been a direct target of the harassing behavior) was measured on a 6-point response scale ranging from *never* to *one or more times a day*. The results indicate the percentage of employees who witnessed sex/gender harassment against another employee. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.76 BIA – Sexual Coercion and Bystander Harassment

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Percent^d</i>	<i>MoE</i>	<i>N</i>	<i>Percent^d</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	33	41.6%*	±11.3	442	11.4%*	±1.0	0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	NR	NR	NR	NR
Wage Grade (WG) 5-8	NR	NR	NR	70	19.2%	±4.4	NR
Wage Grade (WG) 9-16	--	--	--	0	0.0%	NA	NA
Other Wage Grade (WG)	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 1-6	NR	NR	NR	42	10.3%	±3.3	NR
General Schedule (GS) 7-10	12	24.4%*	±14.5	154	11.8%*	±1.9	0.33 (S)
General Schedule (GS) 11-12	NR	NR	NR	113	11.4%	±2.1	NR
General Schedule (GS) 13-15	NR	NR	NR	29	6.5%	±2.7	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	31	33.6%	±10.4	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	9	4.2%	±3.6	NR
1 to 3 years	NR	NR	NR	86	19.2%	±3.9	NR
4 to 5 years	NR	NR	NR	16	7.6%	±4.5	NR
6 to 10 years	NR	NR	NR	97	16.6%	±3.3	NR
11 to 14 years	0	0.0%	NA	43	9.3%	±3.0	-0.62 (M)
15 to 20 years	NR	NR	NR	85	11.3%	±2.5	NR
More than 20 years	NR	NR	NR	107	9.0%	±1.8	NR
Appointment Type							
Permanent	32	40.8%*	±11.3	441	11.7%*	±1.1	0.69 (M)
Term	--	--	--	NR	NR	NR	NR
Temporary	NR	NR	NR	0	0.0%	NA	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	NR	NR	NR	31	13.1%	±4.9	NR
Non-Seasonal	28	37.4%*	±11.7	409	11.6%*	±1.1	0.62 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	31	14.6%	±5.4	NR
Permanent-Non-Seasonal	28	37.4%*	±11.7	409	11.7%*	±1.1	0.62 (M)
Term	--	--	--	NR	NR	NR	NR
Temporary-Seasonal	NR	NR	NR	0	0.0%	NA	NR
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	266	12.7%	±1.5	NR
Women	20	31.2%*	±12.8	173	9.7%*	±1.5	0.55 (M)
Gender Identity							
Male	NR	NR	NR	266	12.7%	±1.5	NR
Female	20	31.2%*	±12.8	173	9.7%*	±1.5	0.55 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	29	37.9%*	±11.7	422	11.8%*	±1.1	0.63 (M)
Sexual Minority	NR	NR	NR	9	11.7%	±9.5	NR
Sexual Orientation							
Heterosexual or straight	29	37.9%*	±11.7	422	11.8%*	±1.1	0.63 (M)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	10	5.4%	±4.5	NR

^a Represents the percent, who, in the past 12 months, indicated they witnessed a situation where another employee was subjected to sexual coercion. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.9.9 Logistic Regression Analyses of Sexual Coercion and Predictors of Workplace Harassment

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced sexual coercion against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to sexual coercion, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience sexual coercion. Table 4.77 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.77 BIA – Logistic Regression of Sexual Coercion and Predictors of Workplace Harassment

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	1.487	0.470	10.012	--	4.423	--	--	--	--
Sex	-1.654	0.343	23.329	0.000	0.191	0.098	0.374	-248.430	29.080
Age	-2.378	0.284	69.908	0.000	0.093	0.053	0.162	-271.743	75.706
Education Level	-0.792	0.311	6.496	0.011	0.453	0.246	0.833	-237.382	6.983
Race/Ethnicity	1.771	0.467	14.387	0.000	5.876	2.353	14.673	-240.234	12.688
Relationship Status	-1.829	0.337	29.503	0.000	0.161	0.083	0.311	-253.003	38.226
Organizational Inclusion	-0.315	0.135	5.462	0.019	0.730	0.561	0.950	-236.627	5.474
Bystander Harassment Based on Sex/Gender	-1.286	0.309	17.334	0.000	0.276	0.151	0.506	-242.139	16.498
Leadership Intolerance	-2.499	0.464	29.053	0.000	0.082	0.033	0.204	-254.862	41.943

Note. N = 3,362, Nagelkerke R Square = 0.367

4.10 Gender Harassment

The following sections display each of the predictors of workplace harassment and gender harassment. In each section results are shown for those who indicated they had or had not experienced gender harassment within the past 12 months. Results are further broken down by selected demographic and/or occupational characteristics relevant to gender harassment. Statistically significant differences are noted.

4.10.1 Gender Harassment and General Intolerance for Harassment

Table 4.78 presents general intolerance for harassment for those who indicated they had or had not experienced gender harassment within the past 12 months. General intolerance for harassment was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate an organizational climate more intolerant of harassment. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.78 BIA – Gender Harassment and General Intolerance for Harassment by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	507	2.5*	±0.1	3,490	3.4*	±0.0	-0.98 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	3.6	±0.1	NR
Wage Grade (WG) 5-8	51	2.4*	±0.2	312	3.2*	±0.1	-0.93 (L)
Wage Grade (WG) 9-16	NR	NR	NR	59	2.9	±0.3	NR
Other Wage Grade (WG)	NR	NR	NR	38	3.0	±0.1	NR
General Schedule (GS) 1-6	23	2.6*	±0.3	427	3.3*	±0.1	-0.77 (M)
General Schedule (GS) 7-10	212	2.5*	±0.1	1,130	3.4*	±0.1	-0.96 (L)
General Schedule (GS) 11-12	163	2.5*	±0.1	846	3.3*	±0.1	-0.98 (L)
General Schedule (GS) 13-15	41	2.7*	±0.3	403	3.6*	±0.1	-1.06 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	7	2.9*	±0.8	108	3.5*	±0.1	-1.11 (L)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	25	3.0*	±0.5	195	3.9*	±0.1	-1.20 (L)
1 to 3 years	94	2.8*	±0.1	355	3.6*	±0.1	-1.10 (L)
4 to 5 years	33	2.5*	±0.2	182	3.4*	±0.1	-1.12 (L)
6 to 10 years	78	2.2*	±0.2	559	3.2*	±0.1	-1.11 (L)
11 to 14 years	64	2.9*	±0.2	428	3.5*	±0.1	-0.64 (M)
15 to 20 years	99	2.1*	±0.2	669	3.4*	±0.1	-1.65 (L)
More than 20 years	108	2.7*	±0.1	1,088	3.2*	±0.1	-0.67 (M)
Appointment Type							
Permanent	506	2.5*	±0.1	3,366	3.4*	±0.0	-0.96 (L)
Term	--	--	--	58	3.6	±0.2	NA
Temporary	NR	NR	NR	31	3.5	±0.2	NR
Work Schedule							
Seasonal	20	2.6*	±0.2	217	3.7*	±0.1	-1.89 (L)
Non-Seasonal	486	2.5*	±0.1	3,148	3.3*	±0.0	-0.93 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	19	2.6*	±0.2	192	3.7*	±0.1	-1.89 (L)
Permanent-Non-Seasonal	486	2.5*	±0.1	3,142	3.3*	±0.0	-0.93 (L)
Term	--	--	--	58	3.6	±0.2	NA
Temporary-Seasonal	NR	NR	NR	25	3.6	±0.2	NR
Temporary-Non-Seasonal	--	--	--	6	3.1	±0.4	NA
Sex							
Men	178	2.4*	±0.1	1,937	3.4*	±0.0	-1.16 (L)
Women	326	2.6*	±0.1	1,544	3.3*	±0.0	-0.83 (L)
Gender Identity							
Male	178	2.4*	±0.1	1,937	3.4*	±0.0	-1.16 (L)
Female	326	2.6*	±0.1	1,544	3.3*	±0.0	-0.83 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	7	2.9	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	451	2.5*	±0.1	3,212	3.4*	±0.0	-1.02 (L)
Sexual Minority	19	3.2	±0.5	61	3.6	±0.2	-0.40 (S)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	451	2.5*	±0.1	3,212	3.4*	±0.0	-1.02 (L)
Lesbian	NR	NR	NR	11	3.3	±0.5	NR
Gay	6	4.5	±0.6	20	4.2	±0.3	0.39 (S)
Bisexual	10	2.5*	±0.3	16	3.8*	±0.4	-1.99 (L)
Other	NR	NR	NR	14	2.7	±0.1	NR
I prefer not to say	33	2.8*	±0.2	144	3.2*	±0.1	-0.63 (M)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.10.2 Gender Harassment and Leadership Intolerance for Harassment

Table 4.79 presents leadership intolerance for harassment for those who indicated they had or had not experienced gender harassment within the past 12 months. Intolerance for harassment was measured using a *yes, no, do not know* response format, with higher scores indicating greater intolerance for harassment among leaders. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.79 BIA – Gender Harassment and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	505	0.21*	±0.03	3,483	0.51*	±0.01	-0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	143	0.73	±0.07	NR
Wage Grade (WG) 5-8	51	0.13*	±0.07	318	0.25*	±0.04	-0.34 (S)
Wage Grade (WG) 9-16	NR	NR	NR	60	0.31	±0.09	NR
Other Wage Grade (WG)	NR	NR	NR	38	0.22	±0.09	NR
General Schedule (GS) 1-6	23	0.22*	±0.11	427	0.58*	±0.04	-0.80 (L)
General Schedule (GS) 7-10	214	0.22*	±0.05	1,128	0.44*	±0.03	-0.52 (M)
General Schedule (GS) 11-12	162	0.20*	±0.05	852	0.53*	±0.03	-0.76 (M)
General Schedule (GS) 13-15	39	0.33*	±0.13	402	0.70*	±0.04	-0.96 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	1.00	±0.00	NR
Other	NR	NR	NR	87	0.79	±0.07	NR
Years of Service at Bureau or Office							
Less than 1 year	25	0.35*	±0.19	203	0.66*	±0.06	-0.74 (M)
1 to 3 years	94	0.24*	±0.07	362	0.66*	±0.05	-0.96 (L)
4 to 5 years	33	0.35*	±0.14	183	0.64*	±0.06	-0.65 (M)
6 to 10 years	76	0.13*	±0.06	550	0.37*	±0.04	-0.57 (M)
11 to 14 years	64	0.22*	±0.09	427	0.61*	±0.04	-0.88 (L)
15 to 20 years	99	0.10*	±0.05	666	0.46*	±0.03	-0.84 (L)
More than 20 years	108	0.27*	±0.08	1,079	0.47*	±0.03	-0.48 (S)
Appointment Type							
Permanent	504	0.21*	±0.03	3,360	0.50*	±0.02	-0.67 (M)
Term	--	--	--	58	0.88	±0.08	NA
Temporary	NR	NR	NR	31	0.69	±0.07	NR
Work Schedule							
Seasonal	20	0.24	±0.13	211	0.31	±0.05	-0.18
Non-Seasonal	484	0.21*	±0.03	3,147	0.52*	±0.02	-0.72 (M)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	19	0.23	±0.13	186	0.26	±0.06	-0.06
Permanent-Non-Seasonal	484	0.21*	±0.03	3,140	0.52*	±0.02	-0.71 (M)
Term	--	--	--	58	0.88	±0.08	NA
Temporary-Seasonal	NR	NR	NR	25	0.71	±0.05	NR
Temporary-Non-Seasonal	--	--	--	6	0.62	±0.29	NA
Sex							
Men	178	0.16*	±0.05	1,915	0.54*	±0.02	-0.87 (L)
Women	324	0.23*	±0.04	1,559	0.47*	±0.02	-0.53 (M)
Gender Identity							
Male	178	0.16*	±0.05	1,915	0.54*	±0.02	-0.87 (L)
Female	324	0.23*	±0.04	1,559	0.47*	±0.02	-0.53 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	7	0.57	±0.40	NR
Sexual Orientation - Collapsed							
Heterosexual	450	0.20*	±0.03	3,237	0.51*	±0.02	-0.71 (M)
Sexual Minority	19	0.54	±0.20	61	0.73	±0.11	-0.43 (S)
Sexual Orientation							
Heterosexual or straight	450	0.20*	±0.03	3,237	0.51*	±0.02	-0.71 (M)
Lesbian	NR	NR	NR	11	0.50	±0.27	NR
Gay	6	1.00	±0.00	20	0.66	±0.20	0.80 (L)
Bisexual	10	0.32*	±0.22	16	0.78*	±0.20	-1.16 (L)
Other	NR	NR	NR	14	0.93	±0.14	NR
I prefer not to say	33	0.12*	±0.09	145	0.40*	±0.07	-0.67 (M)

^a Scale values are 0 = Yes/Do Not Know, 1 = No. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.10.3 Gender Harassment and Organizational Politics

Table 4.80 presents organizational politics for those who indicated they had or had not experienced gender harassment within the past 12 months. Organizational politics was measured with a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater pressure to conform to organizational norms. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.80 BIA – Gender Harassment and Organizational Politics by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	508	3.5*	±0.1	3,448	2.9*	±0.0	0.69 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	115	2.5	±0.1	NR
Wage Grade (WG) 5-8	54	3.5*	±0.2	315	3.2*	±0.1	0.43 (S)
Wage Grade (WG) 9-16	NR	NR	NR	75	3.0	±0.1	NR
Other Wage Grade (WG)	NR	NR	NR	38	3.1	±0.2	NR
General Schedule (GS) 1-6	23	3.2*	±0.3	410	2.9*	±0.1	0.42 (S)
General Schedule (GS) 7-10	214	3.6*	±0.1	1,105	3.0*	±0.0	0.65 (M)
General Schedule (GS) 11-12	160	3.5*	±0.1	839	3.0*	±0.1	0.61 (M)
General Schedule (GS) 13-15	40	3.4*	±0.3	400	2.6*	±0.1	0.95 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	1.8	±0.5	NR
Other	7	2.8	±0.3	121	2.7	±0.1	0.33 (S)
Years of Service at Bureau or Office							
Less than 1 year	25	3.5*	±0.3	180	2.7*	±0.1	1.27 (L)
1 to 3 years	98	3.4*	±0.2	332	2.7*	±0.1	0.95 (L)
4 to 5 years	31	3.4*	±0.2	183	2.9*	±0.1	0.64 (M)
6 to 10 years	78	3.8*	±0.2	567	3.0*	±0.1	1.00 (L)
11 to 14 years	63	3.1*	±0.1	422	2.9*	±0.1	0.29 (S)
15 to 20 years	97	3.9*	±0.2	680	2.9*	±0.1	1.30 (L)
More than 20 years	109	3.2	±0.1	1,071	3.1	±0.0	0.15
Appointment Type							
Permanent	507	3.5*	±0.1	3,353	3.0*	±0.0	0.68 (M)
Term	--	--	--	30	2.8	±0.2	NA
Temporary	NR	NR	NR	31	2.8	±0.1	NR
Work Schedule							
Seasonal	19	3.4*	±0.2	224	2.7*	±0.1	1.25 (L)
Non-Seasonal	488	3.5*	±0.1	3,127	3.0*	±0.0	0.65 (M)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	18	3.5*	±0.2	199	2.7*	±0.1	1.24 (L)
Permanent-Non-Seasonal	488	3.5*	±0.1	3,121	3.0*	±0.0	0.65 (M)
Term	--	--	--	30	2.8	±0.2	NA
Temporary-Seasonal	NR	NR	NR	25	2.8	±0.0	NR
Temporary-Non-Seasonal	--	--	--	6	2.8	±0.4	NA
Sex							
Men	181	3.7*	±0.1	1,871	2.9*	±0.0	0.97 (L)
Women	325	3.4*	±0.1	1,567	2.9*	±0.0	0.56 (M)
Gender Identity							
Male	181	3.7*	±0.1	1,871	2.9*	±0.0	0.97 (L)
Female	325	3.4*	±0.1	1,567	2.9*	±0.0	0.56 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	8	3.4	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	449	3.5*	±0.1	3,148	2.9*	±0.0	0.66 (M)
Sexual Minority	24	3.6*	±0.3	60	2.6*	±0.2	1.44 (L)
Sexual Orientation							
Heterosexual or straight	449	3.5*	±0.1	3,148	2.9*	±0.0	0.66 (M)
Lesbian	NR	NR	NR	11	2.9	±0.3	NR
Gay	6	3.3*	±0.3	20	2.7*	±0.3	1.00 (L)
Bisexual	15	3.8*	±0.5	15	2.6*	±0.4	1.25 (L)
Other	NR	NR	NR	14	2.2	±0.1	NR
I prefer not to say	31	3.7*	±0.3	162	3.1*	±0.1	0.80 (L)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.10.4 Gender Harassment and Organizational Trust

Table 4.81 presents organizational trust for those who indicated they had or had not experienced gender harassment within the past 12 months. Organizational trust was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of trust. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.81 BIA – Gender Harassment and Organizational Trust by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	505	2.5*	±0.1	3,526	3.2*	±0.0	-0.84 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	143	3.4	±0.1	NR
Wage Grade (WG) 5-8	54	1.9*	±0.3	316	3.0*	±0.1	-1.44 (L)
Wage Grade (WG) 9-16	NR	NR	NR	77	3.0	±0.1	NR
Other Wage Grade (WG)	NR	NR	NR	37	3.3	±0.2	NR
General Schedule (GS) 1-6	23	2.3*	±0.2	427	3.0*	±0.1	-0.77 (M)
General Schedule (GS) 7-10	214	2.4*	±0.1	1,124	3.1*	±0.1	-0.75 (M)
General Schedule (GS) 11-12	157	2.7*	±0.1	848	3.2*	±0.1	-0.73 (M)
General Schedule (GS) 13-15	40	2.9*	±0.3	401	3.7*	±0.1	-0.99 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	4.2	±0.3	NR
Other	7	3.0	±0.7	122	3.2	±0.1	-0.36 (S)
Years of Service at Bureau or Office							
Less than 1 year	25	2.6*	±0.2	178	3.7*	±0.1	-1.47 (L)
1 to 3 years	98	2.4*	±0.2	362	3.4*	±0.1	-1.22 (L)
4 to 5 years	31	2.8*	±0.2	183	3.3*	±0.1	-0.61 (M)
6 to 10 years	78	2.4*	±0.2	571	3.0*	±0.1	-0.61 (M)
11 to 14 years	64	2.8*	±0.2	428	3.4*	±0.1	-0.64 (M)
15 to 20 years	95	2.1*	±0.2	680	3.1*	±0.1	-1.26 (L)
More than 20 years	107	2.6*	±0.1	1,110	3.1*	±0.0	-0.63 (M)
Appointment Type							
Permanent	504	2.5*	±0.1	3,402	3.2*	±0.0	-0.84 (L)
Term	--	--	--	58	3.3	±0.2	NA
Temporary	NR	NR	NR	31	2.8	±0.0	NR
Work Schedule							
Seasonal	19	2.3*	±0.3	224	3.5*	±0.1	-1.58 (L)
Non-Seasonal	485	2.5*	±0.1	3,177	3.2*	±0.0	-0.81 (L)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	18	2.3*	±0.3	199	3.5*	±0.1	-1.66 (L)
Permanent-Non-Seasonal	485	2.5*	±0.1	3,171	3.2*	±0.0	-0.81 (L)
Term	--	--	--	58	3.3	±0.2	NA
Temporary-Seasonal	NR	NR	NR	25	2.8	±0.0	NR
Temporary-Non-Seasonal	--	--	--	6	2.9	±0.1	NA
Sex							
Men	180	2.3*	±0.1	1,936	3.2*	±0.0	-0.97 (L)
Women	323	2.6*	±0.1	1,580	3.2*	±0.0	-0.79 (M)
Gender Identity							
Male	180	2.3*	±0.1	1,936	3.2*	±0.0	-0.97 (L)
Female	323	2.6*	±0.1	1,580	3.2*	±0.0	-0.79 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	8	3.1	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	445	2.5*	±0.1	3,225	3.2*	±0.0	-0.84 (L)
Sexual Minority	24	2.8*	±0.3	61	3.7*	±0.2	-1.09 (L)
Sexual Orientation							
Heterosexual or straight	445	2.5*	±0.1	3,225	3.2*	±0.0	-0.84 (L)
Lesbian	NR	NR	NR	11	3.6	±0.4	NR
Gay	6	3.2	±0.7	20	4.0	±0.5	-0.78 (M)
Bisexual	15	2.5*	±0.2	16	3.7*	±0.5	-1.63 (L)
Other	NR	NR	NR	14	3.2	±0.0	NR
I prefer not to say	32	2.4*	±0.3	161	3.2*	±0.1	-1.02 (L)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.10.5 Gender Harassment and Supervisor Support

Table 4.82 presents supervisor support for those who indicated they had or had not experienced gender harassment within the past 12 months. Supervisory support was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of support. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.82 BIA – Gender Harassment and Supervisor Support by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	481	2.7*	±0.1	3,284	3.4*	±0.0	-0.61 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	114	3.8	±0.1	NR
Wage Grade (WG) 5-8	54	1.7*	±0.3	274	3.1*	±0.1	-1.35 (L)
Wage Grade (WG) 9-16	NR	NR	NR	75	3.0	±0.2	NR
Other Wage Grade (WG)	NR	NR	NR	37	2.9	±0.2	NR
General Schedule (GS) 1-6	23	2.6*	±0.3	405	3.2*	±0.1	-0.61 (M)
General Schedule (GS) 7-10	192	3.0*	±0.1	1,042	3.3*	±0.1	-0.29 (S)
General Schedule (GS) 11-12	156	2.8*	±0.2	801	3.5*	±0.1	-0.62 (M)
General Schedule (GS) 13-15	39	2.9*	±0.4	388	3.9*	±0.1	-0.85 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	120	3.5	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	23	3.1*	±0.4	173	4.1*	±0.1	-1.25 (L)
1 to 3 years	96	2.5*	±0.3	329	3.9*	±0.1	-1.33 (L)
4 to 5 years	33	2.8*	±0.4	181	3.5*	±0.2	-0.59 (M)
6 to 10 years	78	3.2	±0.3	520	3.3	±0.1	-0.10
11 to 14 years	61	2.9*	±0.3	396	3.5*	±0.1	-0.57 (M)
15 to 20 years	95	2.4*	±0.2	627	3.2*	±0.1	-0.86 (L)
More than 20 years	87	2.8*	±0.2	1,044	3.2*	±0.1	-0.40 (S)
Appointment Type							
Permanent	479	2.7*	±0.1	3,188	3.4*	±0.0	-0.62 (M)
Term	--	--	--	30	4.3	±0.2	NA
Temporary	NR	NR	NR	30	2.5	±0.2	NR
Work Schedule							
Seasonal	16	2.9*	±0.3	170	3.4*	±0.1	-0.61 (M)
Non-Seasonal	463	2.7*	±0.1	3,017	3.4*	±0.0	-0.62 (M)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	15	2.9*	±0.3	145	3.6*	±0.1	-0.97 (L)
Permanent-Non-Seasonal	463	2.7*	±0.1	3,012	3.4*	±0.0	-0.62 (M)
Term	--	--	--	30	4.3	±0.2	NA
Temporary-Seasonal	NR	NR	NR	25	2.5	±0.2	NR
Temporary-Non-Seasonal	--	--	--	5	2.7	±0.1	NA
Sex							
Men	176	2.8*	±0.2	1,805	3.3*	±0.0	-0.50 (M)
Women	302	2.7*	±0.1	1,470	3.5*	±0.1	-0.71 (M)
Gender Identity							
Male	176	2.8*	±0.2	1,805	3.3*	±0.0	-0.50 (M)
Female	302	2.7*	±0.1	1,470	3.5*	±0.1	-0.71 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	7	3.2	±0.7	NR
Sexual Orientation - Collapsed							
Heterosexual	421	2.8*	±0.1	2,992	3.4*	±0.0	-0.59 (M)
Sexual Minority	24	2.6*	±0.6	61	3.9*	±0.2	-1.24 (L)
Sexual Orientation							
Heterosexual or straight	421	2.8*	±0.1	2,992	3.4*	±0.0	-0.59 (M)
Lesbian	NR	NR	NR	11	4.1	±0.4	NR
Gay	6	4.8	±0.2	20	4.1	±0.5	0.65 (M)
Bisexual	15	1.7*	±0.3	16	4.2*	±0.5	-3.01 (L)
Other	NR	NR	NR	14	3.2	±0.0	NR
I prefer not to say	32	2.7*	±0.3	153	3.4*	±0.2	-0.74 (M)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.10.6 Gender Harassment and Organizational Inclusion

Table 4.83 presents organizational inclusion for those who indicated they had or had not experienced gender harassment within the past 12 months. Organizational inclusion was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of inclusion. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.83 BIA – Gender Harassment and Organizational Inclusion by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	513	2.9*	±0.1	3,564	3.5*	±0.0	-0.61 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	143	3.2	±0.2	NR
Wage Grade (WG) 5-8	56	3.4	±0.3	319	3.3	±0.1	0.08
Wage Grade (WG) 9-16	NR	NR	NR	77	2.4	±0.2	NR
Other Wage Grade (WG)	NR	NR	NR	38	3.0	±0.2	NR
General Schedule (GS) 1-6	23	2.4*	±0.4	431	3.5*	±0.1	-1.19 (L)
General Schedule (GS) 7-10	214	3.1*	±0.1	1,144	3.4*	±0.1	-0.40 (S)
General Schedule (GS) 11-12	163	2.7*	±0.2	856	3.6*	±0.1	-1.03 (L)
General Schedule (GS) 13-15	41	2.9*	±0.3	404	3.9*	±0.1	-1.16 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	4.5	±0.4	NR
Other	7	3.0	±1.3	122	3.4	±0.1	-0.58 (M)
Years of Service at Bureau or Office							
Less than 1 year	25	2.8*	±0.5	200	3.8*	±0.1	-1.12 (L)
1 to 3 years	99	3.3	±0.2	365	3.6	±0.1	-0.20 (S)
4 to 5 years	33	2.7*	±0.3	183	3.3*	±0.1	-0.74 (M)
6 to 10 years	78	3.0*	±0.2	574	3.4*	±0.1	-0.43 (S)
11 to 14 years	64	2.9*	±0.2	430	3.6*	±0.1	-0.69 (M)
15 to 20 years	99	2.4*	±0.2	685	3.5*	±0.1	-1.18 (L)
More than 20 years	109	2.9*	±0.2	1,114	3.4*	±0.1	-0.49 (S)
Appointment Type							
Permanent	512	2.9*	±0.1	3,439	3.5*	±0.0	-0.63 (M)
Term	--	--	--	58	2.8	±0.4	NA
Temporary	NR	NR	NR	31	2.7	±0.4	NR
Work Schedule							
Seasonal	20	2.4*	±0.4	224	3.6*	±0.1	-1.44 (L)
Non-Seasonal	492	2.9*	±0.1	3,212	3.5*	±0.0	-0.59 (M)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	19	2.2*	±0.3	199	3.8*	±0.1	-2.21 (L)
Permanent-Non-Seasonal	492	2.9*	±0.1	3,206	3.5*	±0.0	-0.59 (M)
Term	--	--	--	58	2.8	±0.4	NA
Temporary-Seasonal	NR	NR	NR	25	2.4	±0.4	NR
Temporary-Non-Seasonal	--	--	--	6	3.6	±0.6	NA
Sex							
Men	183	3.2*	±0.1	1,965	3.6*	±0.0	-0.39 (S)
Women	327	2.7*	±0.1	1,589	3.4*	±0.0	-0.66 (M)
Gender Identity							
Male	183	3.2*	±0.1	1,965	3.6*	±0.0	-0.39 (S)
Female	327	2.7*	±0.1	1,589	3.4*	±0.0	-0.66 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	8	3.4	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	452	2.9*	±0.1	3,259	3.5*	±0.0	-0.58 (M)
Sexual Minority	24	3.0*	±0.4	61	3.8*	±0.2	-0.99 (L)
Sexual Orientation							
Heterosexual or straight	452	2.9*	±0.1	3,259	3.5*	±0.0	-0.58 (M)
Lesbian	NR	NR	NR	11	3.9	±0.5	NR
Gay	6	3.6	±0.3	20	3.4	±0.3	0.26 (S)
Bisexual	15	2.8*	±0.7	16	4.1*	±0.4	-1.19 (L)
Other	NR	NR	NR	14	4.1	±0.2	NR
I prefer not to say	33	2.6*	±0.3	165	3.3*	±0.1	-0.72 (M)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.10.7 Gender Harassment and Gender Context

Table 4.84 presents gender context for those who indicated they had or had not experienced gender harassment within the past 12 months. Gender context was measured with three questions about the mix of men and women in the workplace. Scale values include *mostly women*, *a relatively even mix of men and women*, and *mostly men*. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.84 BIA – Gender Harassment and Gender Context by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	511	2.4*	±0.1	3,544	2.2*	±0.0	0.33 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	143	2.1	±0.1	NR
Wage Grade (WG) 5-8	54	2.4	±0.2	319	2.3	±0.1	0.14
Wage Grade (WG) 9-16	NR	NR	NR	75	1.9	±0.2	NR
Other Wage Grade (WG)	NR	NR	NR	38	3.0	±0.0	NR
General Schedule (GS) 1-6	23	2.3	±0.3	424	2.2	±0.1	0.29 (S)
General Schedule (GS) 7-10	214	2.5*	±0.1	1,143	2.1*	±0.0	0.63 (M)
General Schedule (GS) 11-12	162	2.2	±0.1	855	2.1	±0.0	0.17
General Schedule (GS) 13-15	41	2.3	±0.2	405	2.1	±0.1	0.24 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	2.0	±0.2	NR
Other	7	2.6	±0.3	119	2.5	±0.1	0.33 (S)
Years of Service at Bureau or Office							
Less than 1 year	25	2.0	±0.2	200	1.9	±0.1	0.09
1 to 3 years	98	2.3	±0.1	365	2.2	±0.1	0.09
4 to 5 years	33	2.5*	±0.2	183	2.1*	±0.1	0.53 (M)
6 to 10 years	78	2.5*	±0.1	571	2.2*	±0.1	0.51 (M)
11 to 14 years	63	2.1	±0.1	426	2.1	±0.1	0.05
15 to 20 years	99	2.5*	±0.1	682	2.2*	±0.0	0.47 (S)
More than 20 years	109	2.4*	±0.1	1,106	2.2*	±0.0	0.35 (S)
Appointment Type							
Permanent	510	2.4*	±0.1	3,419	2.1*	±0.0	0.36 (S)
Term	--	--	--	58	2.4	±0.2	NA
Temporary	NR	NR	NR	31	2.8	±0.2	NR
Work Schedule							
Seasonal	19	2.5	±0.3	221	2.4	±0.1	0.23 (S)
Non-Seasonal	491	2.4*	±0.1	3,197	2.1*	±0.0	0.37 (S)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	18	2.5	±0.3	196	2.3	±0.1	0.38 (S)
Permanent-Non-Seasonal	491	2.4*	±0.1	3,190	2.1*	±0.0	0.37 (S)
Term	--	--	--	58	2.4	±0.2	NA
Temporary-Seasonal	NR	NR	NR	25	3.0	±0.0	NR
Temporary-Non-Seasonal	--	--	--	6	2.1	±0.5	NA
Sex							
Men	183	2.5	±0.1	1,964	2.4	±0.0	0.13
Women	326	2.3*	±0.1	1,574	1.8*	±0.0	0.79 (M)
Gender Identity							
Male	183	2.5	±0.1	1,964	2.4	±0.0	0.13
Female	326	2.3*	±0.1	1,574	1.8*	±0.0	0.79 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	452	2.4*	±0.1	3,253	2.2*	±0.0	0.39 (S)
Sexual Minority	24	2.0	±0.3	61	2.1	±0.2	-0.01
Sexual Orientation							
Heterosexual or straight	452	2.4*	±0.1	3,253	2.2*	±0.0	0.39 (S)
Lesbian	NR	NR	NR	11	2.1	±0.5	NR
Gay	6	2.0	±0.0	20	1.7	±0.2	0.84 (L)
Bisexual	15	1.9	±0.5	16	1.8	±0.2	0.16
Other	NR	NR	NR	14	2.9	±0.3	NR
I prefer not to say	31	2.1	±0.1	153	2.0	±0.1	0.14

^a Scale values range from 1 = Mostly women, 2 = A relatively even mix of men and women, and 3 = Mostly men.

* Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.10.8 Gender Harassment and Bystander Harassment

Table 4.85 presents experiences of bystander sex/gender harassment for those who indicated they had or had not personally experienced gender harassment within the past 12 months. Sex/gender bystander harassment (i.e., a situation in which an employee witnessed but may not have been a direct target of the harassing behavior) was measured on a 6-point response scale ranging from *never* to *one or more times a day*. The results indicate the percentage of employees who witnessed sex/gender harassment against another employee. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.85 BIA – Gender Harassment and Bystander Harassment

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	254	50.3%*	±4.4	221	6.3%*	±0.9	1.07 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	0	0.0%	NA	NR
Wage Grade (WG) 5-8	36	70.9%*	±14.4	38	11.9%*	±4.1	1.30 (L)
Wage Grade (WG) 9-16	NR	NR	NR	0	0.0%	NA	NR
Other Wage Grade (WG)	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 1-6	NR	NR	NR	32	7.4%	±2.9	NR
General Schedule (GS) 7-10	109	50.8%*	±6.7	58	5.1%*	±1.4	1.13 (L)
General Schedule (GS) 11-12	71	43.8%*	±7.8	53	6.3%*	±1.9	0.94 (L)
General Schedule (GS) 13-15	NR	NR	NR	11	2.8%	±2.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	30	34.2%	±10.8	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	NR	NR	NR	NR
1 to 3 years	51	54.3%*	±10.3	42	11.5%*	±3.7	0.96 (L)
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	51	66.6%*	±11.6	51	9.4%*	±2.7	1.29 (L)
11 to 14 years	9	14.4%	±11.2	33	7.8%	±3.0	0.21 (S)
15 to 20 years	66	67.1%*	±10.0	26	3.9%*	±1.8	1.52 (L)
More than 20 years	49	45.2%*	±9.6	64	5.9%*	±1.6	0.99 (L)
Appointment Type							
Permanent	253	50.2%*	±4.4	220	6.5%*	±0.9	1.06 (L)
Term	--	--	--	NR	NR	NR	NR
Temporary	NR	NR	NR	0	0.0%	NA	NR

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	NR	NR	NR	25	11.2%	±4.9	NR
Non-Seasonal	243	50.1%*	±4.5	195	6.2%*	±0.9	1.07 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	25	12.6%	±5.4	NR
Permanent-Non-Seasonal	243	50.1%*	±4.5	195	6.2%*	±0.9	1.07 (L)
Term	--	--	--	NR	NR	NR	NR
Temporary-Seasonal	NR	NR	NR	0	0.0%	NA	NR
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	108	60.8%*	±7.4	170	8.8%*	±1.4	1.19 (L)
Women	143	44.1%*	±5.5	49	3.2%*	±1.0	1.09 (L)
Gender Identity							
Male	108	60.8%*	±7.4	170	8.8%*	±1.4	1.19 (L)
Female	143	44.1%*	±5.5	49	3.2%*	±1.0	1.09 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	237	52.8%*	±4.6	213	6.6%*	±0.9	1.11 (L)
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	237	52.8%*	±4.6	213	6.6%*	±0.9	1.11 (L)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	6	4.1%	±4.9	NR

^a Represents the percent, who, in the past 12 months, indicated they witnessed a situation where another employee was subjected to harassment or discrimination based on gender. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.10.9 Logistic Regression Analyses of Gender Harassment and Predictors of Workplace Harassment

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced gender harassment against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to gender harassment, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience gender harassment. Table 4.86 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.86 BIA – Logistic Regression of Gender Harassment and Predictors of Workplace Harassment

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	-1.275	0.630	4.090	--	0.279	--	--	--	--
Sex	-1.667	0.168	98.597	0.000	0.189	0.136	0.262	-835.568	112.913
Age	-1.637	0.152	115.344	0.000	0.195	0.144	0.262	-838.714	119.205
Education Level	0.469	0.156	9.068	0.003	1.598	1.178	2.167	-783.624	9.026
Relationship Status	-0.790	0.139	32.346	0.000	0.454	0.346	0.596	-795.655	33.088
Pay Grade	--	--	41.333	--	--	--	--	--	--
Middle Grade vs. Junior Grade	1.621	0.275	34.841	0.000	5.059	2.953	8.667	-805.337	52.452
Senior Grade vs. Junior Grade	1.796	0.290	38.285	0.000	6.023	3.410	10.636	-805.337	52.452
Executive Grade vs. Junior Grade	3.631	1.600	5.148	0.023	37.758	1.640	869.384	-805.337	52.452
Supervisor Support	0.239	0.086	7.665	0.006	1.270	1.072	1.504	-782.955	7.686
Organizational Politics	0.428	0.100	18.189	0.000	1.534	1.260	1.867	-788.410	18.597
Organizational Trust	-0.263	0.118	4.949	0.026	0.769	0.610	0.969	-781.554	4.885
Bystander Harassment Based on Sex/Gender	-2.509	0.168	222.808	0.000	0.081	0.059	0.113	-901.349	244.474
General Intolerance	-0.253	0.111	5.163	0.023	0.776	0.624	0.966	-781.726	5.229
Leadership Intolerance	-1.314	0.198	44.148	0.000	0.269	0.182	0.396	-802.782	47.341
Gender Context	0.790	0.119	44.371	0.000	2.204	1.747	2.781	-802.441	46.660

Note. N = 3,264, Nagelkerke R Square = 0.489

4.11 Sexual Assault Related Behaviors

The following sections display each of the predictors of workplace harassment and sexual assault related behaviors. In each section results are shown for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Results are further broken down by selected demographic and/or occupational characteristics relevant to sexual assault related behaviors. Statistically significant differences are noted.

4.11.1 Sexual Assault Related Behaviors and General Intolerance for Harassment

Table 4.87 presents general intolerance for harassment for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. General intolerance for harassment was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate an organizational climate more intolerant of harassment. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.87 BIA – Sexual Assault Related Behaviors and General Intolerance for Harassment by Selected Characteristics

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	52	2.8*	±0.2	3,920	3.3*	±0.0	-0.59 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	143	3.6	±0.1	NA
Wage Grade (WG) 5-8	NR	NR	NR	375	3.0	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	63	2.9	±0.3	NA
Other Wage Grade (WG)	--	--	--	40	3.0	±0.1	NA
General Schedule (GS) 1-6	NR	NR	NR	415	3.4	±0.1	NR
General Schedule (GS) 7-10	32	3.0	±0.0	1,304	3.2	±0.1	-0.25 (S)
General Schedule (GS) 11-12	9	2.2*	±0.5	996	3.2*	±0.1	-1.23 (L)
General Schedule (GS) 13-15	NR	NR	NR	439	3.6	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	5	3.2	±0.8	NA
Other	--	--	--	115	3.5	±0.1	NA

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	218	3.8	±0.1	NR
1 to 3 years	5	2.5*	±0.4	442	3.4*	±0.1	-1.19 (L)
4 to 5 years	--	--	--	215	3.2	±0.1	NA
6 to 10 years	NR	NR	NR	615	3.2	±0.1	NR
11 to 14 years	32	3.0*	±0.0	459	3.4*	±0.1	-0.46 (S)
15 to 20 years	NR	NR	NR	764	3.2	±0.1	NR
More than 20 years	7	2.5*	±0.4	1,187	3.2*	±0.0	-0.81 (L)
Appointment Type							
Permanent	52	2.8*	±0.2	3,796	3.3*	±0.0	-0.57 (M)
Term	--	--	--	58	3.6	±0.2	NA
Temporary	--	--	--	32	3.5	±0.2	NA
Work Schedule							
Seasonal	NR	NR	NR	235	3.6	±0.1	NR
Non-Seasonal	51	2.8*	±0.2	3,560	3.3*	±0.0	-0.54 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	209	3.6	±0.1	NR
Permanent-Non-Seasonal	51	2.8*	±0.2	3,553	3.3*	±0.0	-0.54 (M)
Term	--	--	--	58	3.6	±0.2	NA
Temporary-Seasonal	--	--	--	26	3.6	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	3.1	±0.4	NA
Sex							
Men	6	2.1*	±0.7	2,102	3.4*	±0.0	-1.39 (L)
Women	46	2.8*	±0.1	1,806	3.2*	±0.0	-0.41 (S)
Gender Identity							
Male	6	2.1*	±0.7	2,102	3.4*	±0.0	-1.39 (L)
Female	46	2.8*	±0.1	1,806	3.2*	±0.0	-0.41 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	10	2.7	±0.3	NA
Sexual Orientation - Collapsed							
Heterosexual	52	2.8*	±0.2	3,588	3.3*	±0.0	-0.57 (M)
Sexual Minority	--	--	--	81	3.5	±0.2	NA

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	52	2.8*	±0.2	3,588	3.3*	±0.0	-0.57 (M)
Lesbian	--	--	--	14	3.4	±0.4	NA
Gay	--	--	--	26	4.3	±0.3	NA
Bisexual	--	--	--	26	3.3	±0.4	NA
Other	--	--	--	15	2.6	±0.1	NA
I prefer not to say	--	--	--	176	3.2	±0.1	NA

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.11.2 Sexual Assault Related Behaviors and Leadership Intolerance for Harassment

Table 4.88 presents leadership intolerance for harassment for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Intolerance for harassment was measured using a *yes, no, do not know* response format, with higher scores indicating greater intolerance for harassment among leaders. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.88 BIA – Sexual Assault Related Behaviors and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	52	0.07*	±0.07	3,912	0.48*	±0.01	-0.91 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	145	0.73	±0.07	NA
Wage Grade (WG) 5-8	NR	NR	NR	381	0.23	±0.04	NR
Wage Grade (WG) 9-16	--	--	--	64	0.31	±0.09	NA
Other Wage Grade (WG)	--	--	--	40	0.21	±0.09	NA
General Schedule (GS) 1-6	NR	NR	NR	416	0.61	±0.04	NR
General Schedule (GS) 7-10	32	0.00*	±0.00	1,304	0.42*	±0.02	-0.95 (L)
General Schedule (GS) 11-12	NR	NR	NR	1,002	0.48	±0.03	NR
General Schedule (GS) 13-15	NR	NR	NR	436	0.67	±0.04	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	0.79	±0.34	NA
Other	--	--	--	94	0.75	±0.08	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	226	0.62	±0.06	NR
1 to 3 years	5	0.00*	±0.00	449	0.58*	±0.04	-1.25 (L)
4 to 5 years	--	--	--	216	0.59	±0.06	NA
6 to 10 years	NR	NR	NR	603	0.35	±0.03	NR
11 to 14 years	32	0.00*	±0.00	458	0.60*	±0.04	-1.36 (L)
15 to 20 years	NR	NR	NR	762	0.42	±0.03	NR
More than 20 years	NR	NR	NR	1,178	0.45	±0.02	NR
Appointment Type							
Permanent	52	0.07*	±0.07	3,788	0.47*	±0.01	-0.90 (L)
Term	--	--	--	58	0.88	±0.08	NA
Temporary	--	--	--	32	0.68	±0.07	NA

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	NR	NR	NR	229	0.31	±0.05	NR
Non-Seasonal	51	0.07*	±0.07	3,556	0.49*	±0.01	-0.92 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	203	0.26	±0.05	NR
Permanent-Non-Seasonal	51	0.07*	±0.07	3,550	0.49*	±0.01	-0.92 (L)
Term	--	--	--	58	0.88	±0.08	NA
Temporary-Seasonal	--	--	--	26	0.70	±0.05	NA
Temporary-Non-Seasonal	--	--	--	6	0.62	±0.29	NA
Sex							
Men	NR	NR	NR	2,080	0.51	±0.02	NR
Women	NR	NR	NR	1,820	0.44	±0.02	NR
Gender Identity							
Male	NR	NR	NR	2,080	0.51	±0.02	NR
Female	NR	NR	NR	1,820	0.44	±0.02	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	10	0.50	±0.33	NA
Sexual Orientation - Collapsed							
Heterosexual	52	0.07*	±0.07	3,611	0.48*	±0.01	-0.92 (L)
Sexual Minority	--	--	--	81	0.68	±0.09	NA
Sexual Orientation							
Heterosexual or straight	52	0.07*	±0.07	3,611	0.48*	±0.01	-0.92 (L)
Lesbian	--	--	--	14	0.53	±0.24	NA
Gay	--	--	--	26	0.73	±0.17	NA
Bisexual	--	--	--	26	0.60	±0.17	NA
Other	--	--	--	15	0.87	±0.18	NA
I prefer not to say	--	--	--	177	0.34	±0.06	NA

^a Scale values are 0 = Yes/Do Not Know, 1 = No. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.11.3 Sexual Assault Related Behaviors and Organizational Politics

Table 4.89 presents organizational politics for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Organizational politics was measured with a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater pressure to conform to organizational norms. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.89 BIA – Sexual Assault Related Behaviors and Organizational Politics by Selected Characteristics

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	52	3.3*	±0.2	3,877	3.0*	±0.0	0.35 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	117	2.5	±0.1	NA
Wage Grade (WG) 5-8	NR	NR	NR	382	3.3	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	80	3.1	±0.1	NA
Other Wage Grade (WG)	--	--	--	40	3.1	±0.2	NA
General Schedule (GS) 1-6	NR	NR	NR	398	3.0	±0.1	NR
General Schedule (GS) 7-10	32	3.0	±0.0	1,279	3.1	±0.0	-0.14
General Schedule (GS) 11-12	9	3.6	±0.7	985	3.0	±0.1	0.64 (M)
General Schedule (GS) 13-15	NR	NR	NR	435	2.7	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	2.1	±0.7	NA
Other	--	--	--	128	2.7	±0.1	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	203	2.8	±0.1	NR
1 to 3 years	5	4.1*	±0.6	424	2.8*	±0.1	1.59 (L)
4 to 5 years	--	--	--	215	3.0	±0.1	NA
6 to 10 years	NR	NR	NR	622	3.2	±0.1	NR
11 to 14 years	32	3.0	±0.0	451	2.9	±0.1	0.12
15 to 20 years	NR	NR	NR	773	3.0	±0.1	NR
More than 20 years	7	3.4	±0.6	1,170	3.1	±0.0	0.46 (S)
Appointment Type							
Permanent	52	3.3*	±0.2	3,782	3.0*	±0.0	0.34 (S)
Term	--	--	--	30	2.8	±0.2	NA
Temporary	--	--	--	32	2.8	±0.1	NA
Work Schedule							
Seasonal	NR	NR	NR	242	2.8	±0.1	NR
Non-Seasonal	51	3.3*	±0.2	3,538	3.0*	±0.0	0.31 (S)

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	216	2.8	±0.1	NR
Permanent-Non-Seasonal	51	3.3*	±0.2	3,532	3.0*	±0.0	0.31 (S)
Term	--	--	--	30	2.8	±0.2	NA
Temporary-Seasonal	--	--	--	26	2.8	±0.0	NA
Temporary-Non-Seasonal	--	--	--	6	2.8	±0.4	NA
Sex							
Men	6	3.5	±0.8	2,039	3.0	±0.0	0.62 (M)
Women	46	3.3*	±0.2	1,826	3.0*	±0.0	0.31 (S)
Gender Identity							
Male	6	3.5	±0.8	2,039	3.0	±0.0	0.62 (M)
Female	46	3.3*	±0.2	1,826	3.0*	±0.0	0.31 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	10	3.3	±0.4	NA
Sexual Orientation - Collapsed							
Heterosexual	52	3.3*	±0.2	3,520	3.0*	±0.0	0.36 (S)
Sexual Minority	--	--	--	85	2.9	±0.2	NA
Sexual Orientation							
Heterosexual or straight	52	3.3*	±0.2	3,520	3.0*	±0.0	0.36 (S)
Lesbian	--	--	--	14	3.0	±0.3	NA
Gay	--	--	--	26	2.8	±0.2	NA
Bisexual	--	--	--	30	3.2	±0.4	NA
Other	--	--	--	15	2.3	±0.2	NA
I prefer not to say	--	--	--	192	3.2	±0.1	NA

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.11.4 Sexual Assault Related Behaviors and Organizational Trust

Table 4.90 presents organizational trust for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Organizational trust was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of trust. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.90 BIA – Sexual Assault Related Behaviors and Organizational Trust by Selected Characteristics

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	52	2.8*	±0.2	3,951	3.1*	±0.0	-0.41 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	145	3.4	±0.1	NA
Wage Grade (WG) 5-8	NR	NR	NR	383	2.8	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	81	2.9	±0.1	NA
Other Wage Grade (WG)	--	--	--	39	3.3	±0.2	NA
General Schedule (GS) 1-6	NR	NR	NR	415	3.1	±0.1	NR
General Schedule (GS) 7-10	32	3.1	±0.1	1,298	3.0	±0.1	0.04
General Schedule (GS) 11-12	9	2.5*	±0.6	992	3.2*	±0.1	-0.78 (M)
General Schedule (GS) 13-15	NR	NR	NR	436	3.6	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	3.8	±0.7	NA
Other	--	--	--	129	3.2	±0.1	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	201	3.6	±0.1	NR
1 to 3 years	5	2.0*	±0.6	453	3.2*	±0.1	-1.23 (L)
4 to 5 years	--	--	--	215	3.2	±0.1	NA
6 to 10 years	NR	NR	NR	626	3.0	±0.1	NR
11 to 14 years	32	3.1	±0.1	459	3.3	±0.1	-0.27 (S)
15 to 20 years	NR	NR	NR	772	3.0	±0.1	NR
More than 20 years	7	2.4*	±0.5	1,206	3.1*	±0.0	-0.84 (L)
Appointment Type							
Permanent	52	2.8*	±0.2	3,827	3.1*	±0.0	-0.40 (S)
Term	--	--	--	58	3.3	±0.2	NA
Temporary	--	--	--	32	2.8	±0.1	NA
Work Schedule							
Seasonal	NR	NR	NR	242	3.4	±0.1	NR
Non-Seasonal	51	2.8*	±0.2	3,585	3.1*	±0.0	-0.37 (S)

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	216	3.4	±0.1	NR
Permanent-Non-Seasonal	51	2.8*	±0.2	3,578	3.1*	±0.0	-0.37 (S)
Term	--	--	--	58	3.3	±0.2	NA
Temporary-Seasonal	--	--	--	26	2.8	±0.1	NA
Temporary-Non-Seasonal	--	--	--	6	2.9	±0.1	NA
Sex							
Men	6	2.4	±0.9	2,103	3.1	±0.0	-0.79 (M)
Women	46	2.8*	±0.2	1,836	3.1*	±0.0	-0.37 (S)
Gender Identity							
Male	6	2.4	±0.9	2,103	3.1	±0.0	-0.79 (M)
Female	46	2.8*	±0.2	1,836	3.1*	±0.0	-0.37 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	11	2.7	±0.5	NA
Sexual Orientation - Collapsed							
Heterosexual	52	2.8*	±0.2	3,594	3.1*	±0.0	-0.40 (S)
Sexual Minority	--	--	--	86	3.4	±0.2	NA
Sexual Orientation							
Heterosexual or straight	52	2.8*	±0.2	3,594	3.1*	±0.0	-0.40 (S)
Lesbian	--	--	--	14	3.5	±0.4	NA
Gay	--	--	--	26	3.8	±0.4	NA
Bisexual	--	--	--	31	3.1	±0.3	NA
Other	--	--	--	15	3.1	±0.1	NA
I prefer not to say	--	--	--	192	3.0	±0.1	NA

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.11.5 Sexual Assault Related Behaviors and Supervisor Support

Table 4.91 presents supervisor support for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Supervisory support was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of support. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.91 BIA – Sexual Assault Related Behaviors and Supervisor Support by Selected Characteristics

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	52	2.8*	±0.2	3,685	3.3*	±0.0	-0.50 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	115	3.8	±0.1	NA
Wage Grade (WG) 5-8	NR	NR	NR	340	2.8	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	79	2.9	±0.2	NA
Other Wage Grade (WG)	--	--	--	39	2.8	±0.2	NA
General Schedule (GS) 1-6	NR	NR	NR	393	3.4	±0.1	NR
General Schedule (GS) 7-10	32	3.0	±0.1	1,196	3.3	±0.1	-0.19
General Schedule (GS) 11-12	9	2.7	±0.9	944	3.4	±0.1	-0.64 (M)
General Schedule (GS) 13-15	NR	NR	NR	422	3.8	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	5	3.8	±0.9	NA
Other	--	--	--	125	3.5	±0.1	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	195	4.0	±0.1	NR
1 to 3 years	5	2.7	±1.3	419	3.6	±0.1	-0.76 (M)
4 to 5 years	--	--	--	213	3.4	±0.1	NA
6 to 10 years	NR	NR	NR	575	3.3	±0.1	NR
11 to 14 years	32	3.0*	±0.1	424	3.5*	±0.1	-0.38 (S)
15 to 20 years	NR	NR	NR	718	3.1	±0.1	NR
More than 20 years	7	2.3*	±0.9	1,121	3.2*	±0.1	-0.88 (L)
Appointment Type							
Permanent	52	2.8*	±0.2	3,589	3.3*	±0.0	-0.50 (M)
Term	--	--	--	30	4.3	±0.2	NA
Temporary	--	--	--	31	2.5	±0.2	NA
Work Schedule							
Seasonal	NR	NR	NR	186	3.4	±0.1	NR
Non-Seasonal	51	2.8*	±0.3	3,403	3.3*	±0.0	-0.48 (S)

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	159	3.5	±0.1	NR
Permanent-Non-Seasonal	51	2.8*	±0.3	3,397	3.3*	±0.0	-0.48 (S)
Term	--	--	--	30	4.3	±0.2	NA
Temporary-Seasonal	--	--	--	26	2.5	±0.2	NA
Temporary-Non-Seasonal	--	--	--	5	2.7	±0.1	NA
Sex							
Men	6	2.4*	±0.9	1,968	3.3*	±0.0	-0.79 (M)
Women	46	2.8*	±0.3	1,705	3.4*	±0.1	-0.50 (M)
Gender Identity							
Male	6	2.4*	±0.9	1,968	3.3*	±0.0	-0.79 (M)
Female	46	2.8*	±0.3	1,705	3.4*	±0.1	-0.50 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	10	2.9	±0.7	NA
Sexual Orientation - Collapsed							
Heterosexual	52	2.8*	±0.2	3,336	3.3*	±0.0	-0.50 (M)
Sexual Minority	--	--	--	86	3.5	±0.3	NA
Sexual Orientation							
Heterosexual or straight	52	2.8*	±0.2	3,336	3.3*	±0.0	-0.50 (M)
Lesbian	--	--	--	14	3.9	±0.5	NA
Gay	--	--	--	26	4.3	±0.4	NA
Bisexual	--	--	--	31	3.0	±0.5	NA
Other	--	--	--	15	3.2	±0.1	NA
I prefer not to say	--	--	--	184	3.3	±0.1	NA

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.11.6 Sexual Assault Related Behaviors and Organizational Inclusion

Table 4.92 presents organizational inclusion for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Organizational inclusion was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of inclusion. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.92 BIA – Sexual Assault Related Behaviors and Organizational Inclusion by Selected Characteristics

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	52	2.8*	±0.2	3,997	3.4*	±0.0	-0.61 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	145	3.1	±0.2	NA
Wage Grade (WG) 5-8	NR	NR	NR	386	3.2	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	81	2.4	±0.2	NA
Other Wage Grade (WG)	--	--	--	40	3.0	±0.2	NA
General Schedule (GS) 1-6	NR	NR	NR	419	3.5	±0.1	NR
General Schedule (GS) 7-10	32	3.0*	±0.1	1,319	3.4*	±0.1	-0.37 (S)
General Schedule (GS) 11-12	9	2.8	±1.0	1,005	3.5	±0.1	-0.63 (M)
General Schedule (GS) 13-15	NR	NR	NR	440	3.8	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.0	±0.9	NA
Other	--	--	--	129	3.4	±0.1	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	223	3.7	±0.1	NR
1 to 3 years	5	2.6	±1.3	457	3.5	±0.1	-0.85 (L)
4 to 5 years	--	--	--	216	3.2	±0.1	NA
6 to 10 years	NR	NR	NR	629	3.3	±0.1	NR
11 to 14 years	32	3.0*	±0.1	460	3.5*	±0.1	-0.46 (S)
15 to 20 years	NR	NR	NR	780	3.4	±0.1	NR
More than 20 years	7	2.5*	±1.0	1,213	3.4*	±0.1	-0.87 (L)
Appointment Type							
Permanent	52	2.8*	±0.2	3,872	3.4*	±0.0	-0.62 (M)
Term	--	--	--	58	2.8	±0.4	NA
Temporary	--	--	--	32	2.7	±0.4	NA
Work Schedule							
Seasonal	NR	NR	NR	243	3.5	±0.1	NR
Non-Seasonal	51	2.8*	±0.2	3,627	3.4*	±0.0	-0.61 (M)

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	217	3.6	±0.1	NR
Permanent-Non-Seasonal	51	2.8*	±0.2	3,621	3.4*	±0.0	-0.61 (M)
Term	--	--	--	58	2.8	±0.4	NA
Temporary-Seasonal	--	--	--	26	2.5	±0.4	NA
Temporary-Non-Seasonal	--	--	--	6	3.6	±0.6	NA
Sex							
Men	6	2.4*	±0.9	2,135	3.5*	±0.0	-1.19 (L)
Women	46	2.9*	±0.2	1,849	3.3*	±0.0	-0.40 (S)
Gender Identity							
Male	6	2.4*	±0.9	2,135	3.5*	±0.0	-1.19 (L)
Female	46	2.9*	±0.2	1,849	3.3*	±0.0	-0.40 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	11	3.1	±0.5	NA
Sexual Orientation - Collapsed							
Heterosexual	52	2.8*	±0.2	3,635	3.4*	±0.0	-0.61 (M)
Sexual Minority	--	--	--	86	3.6	±0.2	NA
Sexual Orientation							
Heterosexual or straight	52	2.8*	±0.2	3,635	3.4*	±0.0	-0.61 (M)
Lesbian	--	--	--	14	3.7	±0.5	NA
Gay	--	--	--	26	3.4	±0.3	NA
Bisexual	--	--	--	31	3.5	±0.4	NA
Other	--	--	--	15	4.0	±0.3	NA
I prefer not to say	--	--	--	197	3.1	±0.1	NA

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.11.7 Sexual Assault Related Behaviors and Gender Context

Table 4.93 presents gender context for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Gender context was measured with three questions about the mix of men and women in the workplace. Scale values include *mostly women*, *a relatively even mix of men and women*, and *mostly men*. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.93 BIA – Sexual Assault Related Behaviors and Gender Context by Selected Characteristics

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	52	2.1	±0.1	3,976	2.2	±0.0	-0.19
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	145	2.1	±0.1	NA
Wage Grade (WG) 5-8	NR	NR	NR	385	2.3	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	80	1.9	±0.2	NA
Other Wage Grade (WG)	--	--	--	40	2.9	±0.1	NA
General Schedule (GS) 1-6	NR	NR	NR	413	2.1	±0.1	NR
General Schedule (GS) 7-10	32	2.0	±0.1	1,318	2.2	±0.0	-0.21 (S)
General Schedule (GS) 11-12	9	2.2	±0.4	1,003	2.1	±0.0	0.05
General Schedule (GS) 13-15	NR	NR	NR	441	2.1	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	2.1	±0.2	NA
Other	--	--	--	126	2.5	±0.1	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	224	1.9	±0.1	NR
1 to 3 years	5	1.4*	±0.1	456	2.3*	±0.1	-1.25 (L)
4 to 5 years	--	--	--	216	2.2	±0.1	NA
6 to 10 years	NR	NR	NR	627	2.1	±0.1	NR
11 to 14 years	32	2.0	±0.1	456	2.1	±0.1	-0.03
15 to 20 years	NR	NR	NR	776	2.3	±0.0	NR
More than 20 years	7	2.4	±0.4	1,204	2.2	±0.0	0.29 (S)
Appointment Type							
Permanent	52	2.1	±0.1	3,851	2.2	±0.0	-0.17
Term	--	--	--	58	2.4	±0.2	NA
Temporary	--	--	--	32	2.8	±0.1	NA
Work Schedule							
Seasonal	NR	NR	NR	238	2.4	±0.1	NR
Non-Seasonal	51	2.0	±0.1	3,610	2.1	±0.0	-0.18

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	212	2.4	±0.1	NR
Permanent-Non-Seasonal	51	2.0	±0.1	3,604	2.1	±0.0	-0.18
Term	--	--	--	58	2.4	±0.2	NA
Temporary-Seasonal	--	--	--	26	3.0	±0.0	NA
Temporary-Non-Seasonal	--	--	--	6	2.1	±0.5	NA
Sex							
Men	6	2.3	±0.4	2,134	2.4	±0.0	-0.16
Women	46	2.0	±0.1	1,834	1.9	±0.0	0.22 (S)
Gender Identity							
Male	6	2.3	±0.4	2,134	2.4	±0.0	-0.16
Female	46	2.0	±0.1	1,834	1.9	±0.0	0.22 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	6	2.2	±0.6	NA
Sexual Orientation - Collapsed							
Heterosexual	52	2.1	±0.1	3,629	2.2	±0.0	-0.20 (S)
Sexual Minority	--	--	--	86	2.1	±0.2	NA
Sexual Orientation							
Heterosexual or straight	52	2.1	±0.1	3,629	2.2	±0.0	-0.20 (S)
Lesbian	--	--	--	14	2.3	±0.4	NA
Gay	--	--	--	26	1.7	±0.2	NA
Bisexual	--	--	--	31	1.8	±0.2	NA
Other	--	--	--	15	2.8	±0.3	NA
I prefer not to say	--	--	--	183	2.0	±0.1	NA

^a Scale values range from 1 = Mostly women, 2 = A relatively even mix of men and women, and 3 = Mostly men.

* Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.11.8 Sexual Assault Related Behaviors and Bystander Harassment

Table 4.94 presents experiences of bystander sex/gender harassment for those who indicated they had or had not personally experienced sexual assault related behaviors within the past 12 months. Sex/gender bystander harassment (i.e., a situation in which an employee witnessed but may not have been a direct target of the harassing behavior) was measured on a 6-point response scale ranging from *never* to *one or more times a day*. The results indicate the percentage of employees who witnessed sex/gender harassment against another employee. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 4.94 BIA – Sexual Assault Related Behaviors and Bystander Harassment

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Percent^d</i>	<i>MoE</i>	<i>N</i>	<i>Percent^d</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	11	22.0%*	±13.7	464	11.8%*	±1.1	0.27 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	NR	NR	NR	NR
Wage Grade (WG) 5-8	NR	NR	NR	72	18.9%	±4.3	NR
Wage Grade (WG) 9-16	--	--	--	0	0.0%	NA	NA
Other Wage Grade (WG)	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 1-6	NR	NR	NR	46	11.1%	±3.4	NR
General Schedule (GS) 7-10	0	0.0%	NA	166	12.7%	±1.9	-0.73 (M)
General Schedule (GS) 11-12	NR	NR	NR	118	11.9%	±2.2	NR
General Schedule (GS) 13-15	NR	NR	NR	27	6.3%	±2.7	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	31	33.0%	±10.3	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	15	6.5%	±4.1	NR
1 to 3 years	NR	NR	NR	89	19.8%	±4.0	NR
4 to 5 years	--	--	--	19	8.8%	±4.7	NA
6 to 10 years	NR	NR	NR	101	16.7%	±3.2	NR
11 to 14 years	0	0.0%	NA	43	9.3%	±3.0	-0.62 (M)
15 to 20 years	NR	NR	NR	89	11.8%	±2.5	NR
More than 20 years	NR	NR	NR	109	9.2%	±1.8	NR
Appointment Type							
Permanent	11	22.0%*	±13.7	461	12.2%*	±1.1	0.26 (S)
Term	--	--	--	NR	NR	NR	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	NR	NR	NR	37	15.0%	±5.1	NR
Non-Seasonal	11	22.4%*	±13.9	426	12.0%*	±1.1	0.28 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	35	16.4%	±5.6	NR
Permanent-Non-Seasonal	11	22.4%*	±13.9	426	12.0%*	±1.1	0.28 (S)
Term	--	--	--	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	275	13.2%	±1.5	NR
Women	8	18.1%	±14.5	184	10.1%	±1.5	0.23 (S)
Gender Identity							
Male	NR	NR	NR	275	13.2%	±1.5	NR
Female	8	18.1%	±14.5	184	10.1%	±1.5	0.23 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	11	22.0%*	±13.7	439	12.2%*	±1.1	0.26 (S)
Sexual Minority	--	--	--	13	15.8%	±9.9	NA
Sexual Orientation							
Heterosexual or straight	11	22.0%*	±13.7	439	12.2%*	±1.1	0.26 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	11	6.0%	±4.7	NA

^a Represents the percent, who, in the past 12 months, indicated they witnessed a situation where another employee experienced sexual assault. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.11.9 Logistic Regression Analyses of Sexual Assault Related Behaviors and Predictors of Workplace Harassment

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced sexual assault related behaviors against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to sexual assault related behaviors, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience sexual assault related behaviors. Table 4.95 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.95 BIA – Logistic Regression of Sexual Assault Related Behaviors and Predictors of Workplace Harassment

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	-1.039	0.739	1.977	--	0.354	--	--	--	--
Sex	-2.149	0.508	17.882	0.000	0.117	0.043	0.316	-162.264	27.258
Age	-3.574	0.460	60.361	0.000	0.028	0.011	0.069	-187.446	77.624
Relationship Status	-2.760	0.626	19.415	0.000	0.063	0.019	0.216	-167.565	37.862
Years of Service at Bureau or Office	0.395	0.127	9.766	0.002	1.485	1.159	1.903	-154.158	11.048
Supervisor Support	-0.374	0.152	6.086	0.014	0.688	0.511	0.926	-151.704	6.140
Leadership Intolerance	-2.600	0.671	15.027	0.000	0.074	0.020	0.277	-160.300	23.332

Note. N = 3,241, Nagelkerke R Square = 0.45

5 Impact of Harassment on Job Outcomes

The 2017 WES also included multi-item scales designed to assess job satisfaction, job engagement, and commitment to the organization. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*, with higher scores indicating greater job satisfaction. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*, with higher scores indicating greater frequency of engagement. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*, with higher scores indicating greater commitment to the organization. Results presented in the following tables display mean scores for each of these constructs for employees who experienced or did not experience a particular type of harassing or assault behavior.

5.1 Age Harassment

The following sections display each of the outcomes of workplace harassment and age harassment. In each section results are shown for those who indicated they had or had not experienced age harassment within the past 12 months. Results are further broken down by selected demographic and/or occupational characteristics relevant to age harassment. Statistically significant differences are noted.

5.1.1 Age Harassment and Job Satisfaction

Table 5.1 presents the job satisfaction results for those who indicated they had or had not experienced age harassment within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.1 BIA – Age Harassment and Job Satisfaction by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,040	3.3*	±0.0	3,053	3.8*	±0.0	-0.63 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	38	2.9*	±0.2	106	3.8*	±0.1	-1.98 (L)
Wage Grade (WG) 5-8	175	3.4	±0.1	216	3.5	±0.1	-0.17
Wage Grade (WG) 9-16	39	3.6*	±0.1	42	3.3*	±0.3	0.47 (S)
Other Wage Grade (WG)	32	3.6*	±0.1	8	3.2*	±0.4	1.17 (L)
General Schedule (GS) 1-6	75	3.2*	±0.1	378	3.7*	±0.1	-0.82 (L)
General Schedule (GS) 7-10	380	3.3*	±0.1	977	3.8*	±0.0	-0.67 (M)
General Schedule (GS) 11-12	169	3.3*	±0.1	851	3.8*	±0.0	-0.74 (M)
General Schedule (GS) 13-15	64	3.4*	±0.2	380	4.1*	±0.1	-0.99 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	4.5	±0.3	NR
Other	61	3.6*	±0.1	68	3.3*	±0.2	0.39 (S)
Years of Service at Bureau or Office							
Less than 1 year	38	3.4*	±0.2	188	4.0*	±0.1	-0.93 (L)
1 to 3 years	175	3.3*	±0.1	289	3.9*	±0.1	-1.06 (L)
4 to 5 years	27	3.1*	±0.2	189	3.5*	±0.1	-0.51 (M)
6 to 10 years	104	3.2*	±0.2	563	3.7*	±0.1	-0.70 (M)
11 to 14 years	111	3.3*	±0.1	383	3.9*	±0.1	-0.75 (M)
15 to 20 years	224	3.5*	±0.1	562	3.7*	±0.1	-0.28 (S)
More than 20 years	354	3.3*	±0.1	869	3.9*	±0.0	-0.72 (M)
Appointment Type							
Permanent	1,001	3.3*	±0.0	2,967	3.8*	±0.0	-0.61 (M)
Term	32	2.9*	±0.2	26	4.0*	±0.2	-1.80 (L)
Temporary	NR	NR	NR	28	3.5	±0.2	NR
Work Schedule							
Seasonal	69	4.0*	±0.1	173	3.7*	±0.1	0.42 (S)
Non-Seasonal	915	3.3*	±0.0	2,808	3.8*	±0.0	-0.68 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	68	4.0*	±0.1	148	3.8*	±0.1	0.32 (S)
Permanent-Non-Seasonal	912	3.3*	±0.0	2,805	3.8*	±0.0	-0.68 (M)
Term	32	2.9*	±0.2	26	4.0*	±0.2	-1.80 (L)
Temporary-Seasonal	NR	NR	NR	25	3.5	±0.2	NR
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Age - Collapsed							
39 or under	275	3.4*	±0.1	778	3.8*	±0.0	-0.70 (M)
40 or older	761	3.3*	±0.1	2,266	3.8*	±0.0	-0.61 (M)
Age							
25 or under	76	3.2*	±0.1	26	3.8*	±0.2	-1.01 (L)
26-29	30	3.4*	±0.3	126	4.0*	±0.1	-0.76 (M)
30-39	169	3.4*	±0.1	626	3.8*	±0.1	-0.58 (M)
40-49	233	3.3*	±0.1	862	3.8*	±0.0	-0.63 (M)
50-59	326	3.2*	±0.1	933	3.8*	±0.0	-0.78 (M)
60 or older	202	3.6*	±0.1	472	3.8*	±0.1	-0.31 (S)

^a Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.1.2 Age Harassment and Job Engagement

Table 5.2 presents the job engagement results for those who indicated they had or had not experienced age harassment within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.2 BIA – Age Harassment and Job Engagement by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,039	5.4*	±0.1	3,053	5.9*	±0.0	-0.42 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	38	4.1*	±0.4	106	5.9*	±0.2	-1.71 (L)
Wage Grade (WG) 5-8	175	5.8	±0.1	216	5.6	±0.2	0.13
Wage Grade (WG) 9-16	39	5.8*	±0.3	42	6.2*	±0.2	-0.45 (S)
Other Wage Grade (WG)	32	6.7*	±0.2	8	4.9*	±0.7	2.58 (L)
General Schedule (GS) 1-6	74	5.5*	±0.2	378	5.9*	±0.1	-0.44 (S)
General Schedule (GS) 7-10	380	5.4*	±0.1	977	5.9*	±0.1	-0.52 (M)
General Schedule (GS) 11-12	169	5.2*	±0.2	851	5.8*	±0.1	-0.55 (M)
General Schedule (GS) 13-15	64	5.5*	±0.3	380	6.0*	±0.1	-0.53 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	6.6	±0.1	NR
Other	61	5.1*	±0.2	68	5.4*	±0.2	-0.36 (S)
Years of Service at Bureau or Office							
Less than 1 year	38	5.2*	±0.3	188	5.8*	±0.1	-0.66 (M)
1 to 3 years	174	5.2*	±0.2	289	5.8*	±0.1	-0.57 (M)
4 to 5 years	27	5.4	±0.5	189	5.3	±0.2	0.10
6 to 10 years	104	5.2*	±0.2	563	5.8*	±0.1	-0.54 (M)
11 to 14 years	111	5.2*	±0.2	383	6.0*	±0.1	-0.83 (L)
15 to 20 years	224	5.3*	±0.1	562	5.6*	±0.1	-0.23 (S)
More than 20 years	354	5.8*	±0.1	869	6.2*	±0.1	-0.40 (S)
Appointment Type							
Permanent	999	5.5*	±0.1	2,967	5.9*	±0.0	-0.39 (S)
Term	32	3.8*	±0.4	26	6.1*	±0.2	-2.23 (L)
Temporary	NR	NR	NR	28	5.9	±0.2	NR
Work Schedule							
Seasonal	69	5.6*	±0.2	173	6.1*	±0.1	-0.54 (M)
Non-Seasonal	914	5.4*	±0.1	2,808	5.9*	±0.0	-0.41 (S)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	68	5.6*	±0.2	148	6.1*	±0.2	-0.58 (M)
Permanent-Non-Seasonal	910	5.4*	±0.1	2,805	5.9*	±0.0	-0.41 (S)
Term	32	3.8*	±0.4	26	6.1*	±0.2	-2.23 (L)
Temporary-Seasonal	NR	NR	NR	25	5.9	±0.2	NR
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Age - Collapsed							
39 or under	275	5.0*	±0.1	778	5.7*	±0.1	-0.62 (M)
40 or older	760	5.6*	±0.1	2,266	5.9*	±0.0	-0.35 (S)
Age							
25 or under	76	4.3*	±0.2	26	5.5*	±0.4	-1.33 (L)
26-29	30	5.8	±0.3	126	5.5	±0.2	0.29 (S)
30-39	169	5.2*	±0.2	626	5.7*	±0.1	-0.51 (M)
40-49	233	5.5*	±0.1	862	5.8*	±0.1	-0.31 (S)
50-59	325	5.4*	±0.1	933	5.9*	±0.1	-0.50 (M)
60 or older	202	6.0*	±0.1	472	6.2*	±0.1	-0.27 (S)

^a Scale values range from 1 = Never, 2 = Almost Never or a Few Times A Year or Less, 3 = Rarely or Once a Month or Less, 4 = Sometimes or a Few Times a Month, 5 = Often or Once a Week, 6 = Very Often or a Few Times a Week, and 7 = Always or Every Day. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.1.3 Age Harassment and Organizational Commitment

Table 5.3 presents the organizational commitment results for those who indicated they had or had not experienced age harassment within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.3 BIA – Age Harassment and Organizational Commitment by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size Hedges' <i>g</i>
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	
Overall	1,039	3.1*	±0.1	3,053	3.6*	±0.0	-0.53 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	38	1.5*	±0.3	106	3.3*	±0.1	-2.37 (L)
Wage Grade (WG) 5-8	175	3.2	±0.1	216	3.2	±0.1	-0.01
Wage Grade (WG) 9-16	39	3.2	±0.2	42	3.0	±0.3	0.27 (S)
Other Wage Grade (WG)	32	3.8*	±0.1	8	3.2*	±0.5	1.14 (L)
General Schedule (GS) 1-6	74	3.3*	±0.2	378	3.8*	±0.1	-0.63 (M)
General Schedule (GS) 7-10	380	3.0*	±0.1	977	3.5*	±0.1	-0.48 (S)
General Schedule (GS) 11-12	169	2.9*	±0.2	851	3.5*	±0.1	-0.65 (M)
General Schedule (GS) 13-15	64	3.3*	±0.3	380	3.9*	±0.1	-0.68 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	4.6	±0.6	NR
Other	61	3.1*	±0.2	68	3.4*	±0.2	-0.49 (S)
Years of Service at Bureau or Office							
Less than 1 year	38	2.7*	±0.2	188	3.5*	±0.1	-0.91 (L)
1 to 3 years	174	3.0*	±0.2	289	3.6*	±0.1	-0.56 (M)
4 to 5 years	27	2.3*	±0.4	189	3.1*	±0.1	-0.90 (L)
6 to 10 years	104	3.1*	±0.2	563	3.4*	±0.1	-0.25 (S)
11 to 14 years	111	3.0*	±0.2	383	3.7*	±0.1	-0.59 (M)
15 to 20 years	224	3.1*	±0.1	562	3.6*	±0.1	-0.58 (M)
More than 20 years	354	3.2*	±0.1	869	3.7*	±0.1	-0.62 (M)
Appointment Type							
Permanent	999	3.1*	±0.1	2,967	3.6*	±0.0	-0.48 (S)
Term	32	1.5*	±0.4	26	3.4*	±0.3	-1.91 (L)
Temporary	NR	NR	NR	28	3.1	±0.1	NR
Work Schedule							
Seasonal	69	3.7	±0.2	173	3.7	±0.1	0.01
Non-Seasonal	914	3.1*	±0.1	2,808	3.6*	±0.0	-0.52 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	68	3.7	±0.1	148	3.8	±0.1	-0.13
Permanent-Non-Seasonal	910	3.1*	±0.1	2,805	3.6*	±0.0	-0.52 (M)
Term	32	1.5*	±0.4	26	3.4*	±0.3	-1.91 (L)
Temporary-Seasonal	NR	NR	NR	25	3.1	±0.1	NR
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Age - Collapsed							
39 or under	275	2.9*	±0.1	778	3.6*	±0.1	-0.71 (M)
40 or older	760	3.1*	±0.1	2,266	3.6*	±0.0	-0.47 (S)
Age							
25 or under	76	2.4*	±0.2	26	3.2*	±0.5	-0.74 (M)
26-29	30	2.9*	±0.3	126	3.4*	±0.2	-0.47 (S)
30-39	169	3.1*	±0.1	626	3.6*	±0.1	-0.56 (M)
40-49	233	3.0*	±0.1	862	3.5*	±0.1	-0.47 (S)
50-59	325	3.0*	±0.1	933	3.6*	±0.1	-0.70 (M)
60 or older	202	3.5	±0.1	472	3.6	±0.1	-0.12

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.2 Racial/Ethnic Harassment

The following sections display each of the outcomes of workplace harassment and racial/ethnic harassment. In each section results are shown for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Results are further broken down by selected demographic and/or occupational characteristics relevant to racial/ethnic harassment. Statistically significant differences are noted.

5.2.1 Racial/Ethnic Harassment and Job Satisfaction

Table 5.4 presents the job satisfaction results for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.4 BIA – Racial/Ethnic Harassment and Job Satisfaction by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	831	3.2*	±0.1	3,259	3.8*	±0.0	-0.76 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	140	3.6	±0.1	NR
Wage Grade (WG) 5-8	108	3.0*	±0.1	283	3.7*	±0.1	-1.10 (L)
Wage Grade (WG) 9-16	NR	NR	NR	78	3.5	±0.2	NR
Other Wage Grade (WG)	18	3.3*	±0.1	21	3.7*	±0.2	-1.16 (L)
General Schedule (GS) 1-6	66	3.3*	±0.1	388	3.7*	±0.1	-0.45 (S)
General Schedule (GS) 7-10	349	3.3*	±0.1	1,006	3.8*	±0.0	-0.72 (M)
General Schedule (GS) 11-12	185	3.3*	±0.1	834	3.8*	±0.0	-0.65 (M)
General Schedule (GS) 13-15	64	3.2*	±0.2	381	4.2*	±0.1	-1.38 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	4.5	±0.3	NR
Other	27	3.1*	±0.3	102	3.6*	±0.2	-0.60 (M)
Years of Service at Bureau or Office							
Less than 1 year	32	3.6*	±0.3	193	3.9*	±0.1	-0.46 (S)
1 to 3 years	122	3.3*	±0.1	340	3.8*	±0.1	-0.78 (M)
4 to 5 years	51	3.1*	±0.2	165	3.5*	±0.1	-0.58 (M)
6 to 10 years	137	3.4*	±0.1	527	3.7*	±0.1	-0.45 (S)
11 to 14 years	117	3.1*	±0.1	377	4.0*	±0.1	-1.22 (L)
15 to 20 years	145	3.1*	±0.2	638	3.7*	±0.0	-0.85 (L)
More than 20 years	218	3.3*	±0.1	1,007	3.8*	±0.0	-0.77 (M)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	824	3.2*	±0.1	3,140	3.8*	±0.0	-0.79 (M)
Term	5	4.1*	±0.3	53	3.3*	±0.2	0.97 (L)
Temporary	--	--	--	32	3.6	±0.2	NA
Work Schedule							
Seasonal	42	3.6*	±0.2	200	3.9*	±0.1	-0.53 (M)
Non-Seasonal	780	3.2*	±0.1	2,939	3.8*	±0.0	-0.80 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	42	3.6*	±0.2	174	3.9*	±0.1	-0.65 (M)
Permanent-Non-Seasonal	780	3.2*	±0.1	2,933	3.8*	±0.0	-0.80 (L)
Term	5	4.1*	±0.3	53	3.3*	±0.2	0.97 (L)
Temporary-Seasonal	--	--	--	26	3.5	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	3.8	±0.2	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	123	3.2*	±0.1	130	3.8*	±0.1	-0.81 (L)
Minority	696	3.2*	±0.1	3,120	3.8*	±0.0	-0.76 (M)
Race/Ethnicity							
Hispanic	72	3.5*	±0.2	166	3.8*	±0.1	-0.42 (S)
American Indian or Alaskan Native	528	3.2*	±0.1	2,682	3.8*	±0.0	-0.85 (L)
Asian	NR	NR	NR	7	4.1	±0.3	NR
Black/African-American	NR	NR	NR	9	3.7	±0.6	NR
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	123	3.2*	±0.1	130	3.8*	±0.1	-0.81 (L)
Multi-racial	93	3.4*	±0.1	255	3.8*	±0.1	-0.65 (M)

^a Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.2.2 Racial/Ethnic Harassment and Job Engagement

Table 5.5 presents the job engagement results for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.5 BIA – Racial/Ethnic Harassment and Job Engagement by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	831	5.4*	±0.1	3,257	5.8*	±0.0	-0.40 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	140	5.4	±0.2	NR
Wage Grade (WG) 5-8	108	5.5*	±0.2	283	5.8*	±0.1	-0.24 (S)
Wage Grade (WG) 9-16	NR	NR	NR	78	6.0	±0.2	NR
Other Wage Grade (WG)	18	6.2	±0.5	21	6.4	±0.4	-0.22 (S)
General Schedule (GS) 1-6	66	6.1*	±0.3	387	5.8*	±0.1	0.30 (S)
General Schedule (GS) 7-10	349	5.5*	±0.1	1,006	5.8*	±0.1	-0.34 (S)
General Schedule (GS) 11-12	185	5.1*	±0.2	834	5.9*	±0.1	-0.75 (M)
General Schedule (GS) 13-15	64	5.1*	±0.3	381	6.1*	±0.1	-1.00 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	6.6	±0.1	NR
Other	27	5.0	±0.5	102	5.3	±0.1	-0.27 (S)
Years of Service at Bureau or Office							
Less than 1 year	32	5.2*	±0.3	193	5.8*	±0.1	-0.68 (M)
1 to 3 years	122	5.5	±0.2	339	5.6	±0.1	-0.10
4 to 5 years	51	5.0	±0.4	165	5.3	±0.2	-0.28 (S)
6 to 10 years	137	5.9*	±0.2	527	5.7*	±0.1	0.19
11 to 14 years	117	5.3*	±0.2	377	6.0*	±0.1	-0.80 (L)
15 to 20 years	145	4.8*	±0.2	638	5.7*	±0.1	-0.83 (L)
More than 20 years	218	5.7*	±0.1	1,007	6.1*	±0.1	-0.46 (S)
Appointment Type							
Permanent	824	5.4*	±0.1	3,139	5.9*	±0.0	-0.44 (S)
Term	5	6.0	±0.2	53	4.7	±0.4	0.84 (L)
Temporary	--	--	--	32	6.0	±0.2	NA
Work Schedule							
Seasonal	42	5.0*	±0.3	200	6.1*	±0.1	-1.33 (L)
Non-Seasonal	780	5.4*	±0.1	2,938	5.8*	±0.0	-0.39 (S)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	42	5.0*	±0.3	174	6.2*	±0.1	-1.33 (L)
Permanent-Non-Seasonal	780	5.4*	±0.1	2,931	5.8*	±0.0	-0.39 (S)
Term	5	6.0	±0.2	53	4.7	±0.4	0.84 (L)
Temporary-Seasonal	--	--	--	26	5.9	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	6.4	±0.2	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	123	4.8*	±0.2	130	5.6*	±0.2	-0.65 (M)
Minority	696	5.5*	±0.1	3,118	5.9*	±0.0	-0.31 (S)
Race/Ethnicity							
Hispanic	72	5.6*	±0.3	166	5.9*	±0.1	-0.30 (S)
American Indian or Alaskan Native	528	5.5*	±0.1	2,681	5.9*	±0.0	-0.37 (S)
Asian	NR	NR	NR	7	4.6	±1.3	NR
Black/African-American	NR	NR	NR	9	5.6	±1.0	NR
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	123	4.8*	±0.2	130	5.6*	±0.2	-0.65 (M)
Multi-racial	93	5.8	±0.2	255	5.6	±0.1	0.17

^a Scale values range from 1 = Never, 2 = Almost Never or a Few Times A Year or Less, 3 = Rarely or Once a Month or Less, 4 = Sometimes or a Few Times a Month, 5 = Often or Once a Week, 6 = Very Often or a Few Times a Week, and 7 = Always or Every Day. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.2.3 Racial/Ethnic Harassment and Organizational Commitment

Table 5.6 presents the organizational commitment results for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.6 BIA – Racial/Ethnic Harassment and Organizational Commitment by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	831	3.1*	±0.1	3,257	3.5*	±0.0	-0.49 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	140	2.9	±0.2	NR
Wage Grade (WG) 5-8	108	2.9*	±0.2	283	3.4*	±0.1	-0.55 (M)
Wage Grade (WG) 9-16	NR	NR	NR	78	3.1	±0.2	NR
Other Wage Grade (WG)	18	3.9*	±0.2	21	3.5*	±0.2	0.72 (M)
General Schedule (GS) 1-6	66	3.8	±0.2	387	3.7	±0.1	0.06
General Schedule (GS) 7-10	349	3.0*	±0.1	1,006	3.5*	±0.1	-0.53 (M)
General Schedule (GS) 11-12	185	3.0*	±0.2	834	3.5*	±0.1	-0.58 (M)
General Schedule (GS) 13-15	64	3.1*	±0.3	381	3.9*	±0.1	-0.95 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	4.6	±0.6	NR
Other	27	2.9*	±0.4	102	3.3*	±0.1	-0.63 (M)
Years of Service at Bureau or Office							
Less than 1 year	32	3.1	±0.5	193	3.4	±0.1	-0.31 (S)
1 to 3 years	122	3.3	±0.2	339	3.4	±0.1	-0.09
4 to 5 years	51	2.7*	±0.3	165	3.1*	±0.1	-0.44 (S)
6 to 10 years	137	3.4	±0.2	527	3.4	±0.1	0.03
11 to 14 years	117	2.7*	±0.2	377	3.8*	±0.1	-1.04 (L)
15 to 20 years	145	2.8*	±0.2	638	3.6*	±0.1	-1.02 (L)
More than 20 years	218	3.2*	±0.1	1,007	3.6*	±0.1	-0.47 (S)
Appointment Type							
Permanent	824	3.0*	±0.1	3,139	3.6*	±0.0	-0.53 (M)
Term	5	4.3*	±0.6	53	2.1*	±0.4	1.63 (L)
Temporary	--	--	--	32	3.2	±0.2	NA
Work Schedule							
Seasonal	42	3.4*	±0.3	200	3.7*	±0.1	-0.46 (S)
Non-Seasonal	780	3.0*	±0.1	2,938	3.5*	±0.0	-0.53 (M)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	42	3.4*	±0.3	174	3.8*	±0.1	-0.56 (M)
Permanent-Non-Seasonal	780	3.0*	±0.1	2,931	3.5*	±0.0	-0.53 (M)
Term	5	4.3*	±0.6	53	2.1*	±0.4	1.63 (L)
Temporary-Seasonal	--	--	--	26	3.2	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	3.1	±0.4	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	123	2.8*	±0.2	130	3.6*	±0.1	-0.84 (L)
Minority	696	3.1*	±0.1	3,118	3.5*	±0.0	-0.45 (S)
Race/Ethnicity							
Hispanic	72	3.4*	±0.2	166	3.6*	±0.1	-0.28 (S)
American Indian or Alaskan Native	528	3.0*	±0.1	2,681	3.5*	±0.0	-0.55 (M)
Asian	NR	NR	NR	7	3.7	±0.3	NR
Black/African-American	NR	NR	NR	9	2.9	±0.6	NR
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	123	2.8*	±0.2	130	3.6*	±0.1	-0.84 (L)
Multi-racial	93	3.6	±0.2	255	3.6	±0.1	-0.10

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.3 Religious Harassment

The following sections display each of the outcomes of workplace harassment and religious harassment. In each section results are shown for those who indicated they had or had not experienced religious harassment within the past 12 months. Results are further broken down by selected demographic and/or occupational characteristics relevant to religious harassment. Statistically significant differences are noted.

5.3.1 Religious Harassment and Job Satisfaction

Table 5.7 presents the job satisfaction results for those who indicated they had or had not experienced religious harassment within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.7 BIA – Religious Harassment and Job Satisfaction by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	349	3.5*	±0.1	3,711	3.7*	±0.0	-0.32 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	3.6	±0.1	NR
Wage Grade (WG) 5-8	37	3.2*	±0.1	337	3.5*	±0.1	-0.49 (S)
Wage Grade (WG) 9-16	NR	NR	NR	77	3.5	±0.2	NR
Other Wage Grade (WG)	14	3.3*	±0.0	26	3.6*	±0.2	-0.73 (M)
General Schedule (GS) 1-6	43	3.0*	±0.2	411	3.7*	±0.1	-0.92 (L)
General Schedule (GS) 7-10	128	3.8	±0.1	1,212	3.7	±0.0	0.15
General Schedule (GS) 11-12	84	3.5*	±0.2	936	3.7*	±0.0	-0.30 (S)
General Schedule (GS) 13-15	23	3.3*	±0.4	423	4.1*	±0.1	-1.09 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	3.9	±0.9	NA
Other	13	3.1*	±0.6	116	3.5*	±0.1	-0.58 (M)
Years of Service at Bureau or Office							
Less than 1 year	7	3.3*	±0.7	222	3.9*	±0.1	-0.94 (L)
1 to 3 years	52	3.3*	±0.2	410	3.7*	±0.1	-0.57 (M)
4 to 5 years	17	2.8*	±0.3	198	3.5*	±0.1	-0.91 (L)
6 to 10 years	59	3.8	±0.2	589	3.6	±0.1	0.23 (S)
11 to 14 years	19	3.3*	±0.4	475	3.8*	±0.1	-0.63 (M)
15 to 20 years	45	3.4*	±0.3	723	3.7*	±0.0	-0.43 (S)
More than 20 years	150	3.5*	±0.1	1,074	3.7*	±0.0	-0.27 (S)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	345	3.5*	±0.1	3,588	3.7*	±0.0	-0.32 (S)
Term	--	--	--	58	3.4	±0.2	NA
Temporary	--	--	--	32	3.6	±0.2	NA
Work Schedule							
Seasonal	31	3.7	±0.2	211	3.8	±0.1	-0.22 (S)
Non-Seasonal	313	3.5*	±0.1	3,375	3.7*	±0.0	-0.33 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	31	3.7	±0.2	185	3.9	±0.1	-0.30 (S)
Permanent-Non-Seasonal	313	3.5*	±0.1	3,369	3.7*	±0.0	-0.33 (S)
Term	--	--	--	58	3.4	±0.2	NA
Temporary-Seasonal	--	--	--	26	3.5	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	3.8	±0.2	NA

^a Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.3.2 Religious Harassment and Job Engagement

Table 5.8 presents the job engagement results for those who indicated they had or had not experienced religious harassment within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.8 BIA – Religious Harassment and Job Engagement by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	348	5.8	±0.1	3,711	5.8	±0.0	0.00
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	5.4	±0.2	NR
Wage Grade (WG) 5-8	37	5.5	±0.2	337	5.6	±0.1	-0.10
Wage Grade (WG) 9-16	NR	NR	NR	77	6.0	±0.2	NR
Other Wage Grade (WG)	14	6.8*	±0.0	26	6.1*	±0.4	0.71 (M)
General Schedule (GS) 1-6	41	5.9	±0.4	411	5.9	±0.1	0.00
General Schedule (GS) 7-10	128	6.1*	±0.2	1,212	5.7*	±0.1	0.41 (S)
General Schedule (GS) 11-12	84	5.4*	±0.3	936	5.8*	±0.1	-0.35 (S)
General Schedule (GS) 13-15	23	5.5*	±0.4	423	6.0*	±0.1	-0.46 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	5.6	±1.6	NA
Other	13	4.3*	±0.7	116	5.3*	±0.1	-1.27 (L)
Years of Service at Bureau or Office							
Less than 1 year	7	5.6	±1.0	222	5.7	±0.1	-0.16
1 to 3 years	51	5.8	±0.2	410	5.6	±0.1	0.17
4 to 5 years	17	5.1	±0.7	198	5.3	±0.1	-0.16
6 to 10 years	59	6.1*	±0.3	589	5.7*	±0.1	0.36 (S)
11 to 14 years	19	5.2*	±0.7	475	5.9*	±0.1	-0.70 (M)
15 to 20 years	45	5.0*	±0.3	723	5.6*	±0.1	-0.59 (M)
More than 20 years	150	6.0	±0.2	1,074	6.1	±0.1	-0.04
Appointment Type							
Permanent	344	5.8	±0.1	3,588	5.8	±0.0	-0.01
Term	--	--	--	58	4.8	±0.4	NA
Temporary	--	--	--	32	6.0	±0.2	NA
Work Schedule							
Seasonal	31	5.1*	±0.3	211	6.1*	±0.1	-1.16 (L)
Non-Seasonal	312	5.8	±0.1	3,375	5.8	±0.0	0.07

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	31	5.1*	±0.3	185	6.1*	±0.1	-1.15 (L)
Permanent-Non-Seasonal	312	5.8	±0.1	3,369	5.8	±0.0	0.07
Term	--	--	--	58	4.8	±0.4	NA
Temporary-Seasonal	--	--	--	26	5.9	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	6.4	±0.2	NA

^a Scale values range from 1 = Never, 2 = Almost Never or a Few Times A Year or Less, 3 = Rarely or Once a Month or Less, 4 = Sometimes or a Few Times a Month, 5 = Often or Once a Week, 6 = Very Often or a Few Times a Week, and 7 = Always or Every Day. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.3.3 Religious Harassment and Organizational Commitment

Table 5.9 presents the organizational commitment results for those who indicated they had or had not experienced religious harassment within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.9 BIA – Religious Harassment and Organizational Commitment by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	348	3.4	±0.1	3,711	3.5	±0.0	-0.10
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	2.9	±0.2	NR
Wage Grade (WG) 5-8	37	3.2	±0.1	337	3.3	±0.1	-0.19
Wage Grade (WG) 9-16	NR	NR	NR	77	3.2	±0.2	NR
Other Wage Grade (WG)	14	4.2*	±0.0	26	3.4*	±0.2	1.87 (L)
General Schedule (GS) 1-6	41	3.5	±0.3	411	3.8	±0.1	-0.30 (S)
General Schedule (GS) 7-10	128	3.6*	±0.2	1,212	3.4*	±0.1	0.27 (S)
General Schedule (GS) 11-12	84	3.2*	±0.2	936	3.5*	±0.1	-0.23 (S)
General Schedule (GS) 13-15	23	2.8*	±0.5	423	3.8*	±0.1	-1.14 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	3.9	±1.3	NA
Other	13	2.5*	±0.7	116	3.3*	±0.1	-1.26 (L)
Years of Service at Bureau or Office							
Less than 1 year	7	2.5*	±1.1	222	3.4*	±0.1	-0.91 (L)
1 to 3 years	51	3.3	±0.2	410	3.4	±0.1	-0.06
4 to 5 years	17	2.1*	±0.5	198	3.1*	±0.1	-1.08 (L)
6 to 10 years	59	3.8*	±0.3	589	3.4*	±0.1	0.43 (S)
11 to 14 years	19	3.0	±0.4	475	3.5	±0.1	-0.46 (S)
15 to 20 years	45	3.3	±0.3	723	3.5	±0.1	-0.24 (S)
More than 20 years	150	3.5	±0.1	1,074	3.6	±0.1	-0.11
Appointment Type							
Permanent	344	3.4	±0.1	3,588	3.5	±0.0	-0.10
Term	--	--	--	58	2.3	±0.4	NA
Temporary	--	--	--	32	3.2	±0.2	NA
Work Schedule							
Seasonal	31	3.6	±0.3	211	3.7	±0.1	-0.14
Non-Seasonal	312	3.4	±0.1	3,375	3.5	±0.0	-0.09

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	31	3.6	±0.3	185	3.8	±0.1	-0.23 (S)
Permanent-Non-Seasonal	312	3.4	±0.1	3,369	3.5	±0.0	-0.10
Term	--	--	--	58	2.3	±0.4	NA
Temporary-Seasonal	--	--	--	26	3.2	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	3.1	±0.4	NA

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.4 Disability Harassment

The following sections display each of the outcomes of workplace harassment and disability harassment. In each section results are shown for those who indicated they had or had not experienced disability harassment within the past 12 months. Results are further broken down by selected demographic and/or occupational characteristics relevant to disability harassment. Statistically significant differences are noted.

5.4.1 Disability Harassment and Job Satisfaction

Table 5.10 presents the job satisfaction results for those who indicated they had or had not experienced disability harassment within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.10 BIA – Disability Harassment and Job Satisfaction by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	326	2.8*	±0.1	3,721	3.8*	±0.0	-1.35 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	143	3.6	±0.1	NA
Wage Grade (WG) 5-8	38	2.7*	±0.2	335	3.6*	±0.1	-1.52 (L)
Wage Grade (WG) 9-16	NR	NR	NR	80	3.5	±0.2	NR
Other Wage Grade (WG)	15	3.3*	±0.0	24	3.6*	±0.2	-0.73 (M)
General Schedule (GS) 1-6	48	2.8*	±0.2	406	3.7*	±0.1	-1.41 (L)
General Schedule (GS) 7-10	124	2.6*	±0.1	1,231	3.8*	±0.0	-1.78 (L)
General Schedule (GS) 11-12	81	3.2*	±0.2	919	3.8*	±0.0	-0.81 (L)
General Schedule (GS) 13-15	11	2.9*	±0.5	428	4.1*	±0.1	-1.65 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	3.9	±0.9	NA
Other	5	2.1*	±0.5	123	3.5*	±0.1	-1.95 (L)
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	224	3.9	±0.1	NR
1 to 3 years	14	2.8*	±0.2	447	3.7*	±0.1	-1.30 (L)
4 to 5 years	11	2.9*	±0.3	205	3.5*	±0.1	-0.79 (M)
6 to 10 years	85	3.0*	±0.2	560	3.7*	±0.1	-1.08 (L)
11 to 14 years	43	3.1*	±0.1	433	3.8*	±0.1	-0.98 (L)
15 to 20 years	78	2.4*	±0.2	704	3.7*	±0.0	-2.13 (L)
More than 20 years	91	2.8*	±0.2	1,127	3.8*	±0.0	-1.37 (L)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	325	2.8*	±0.1	3,596	3.8*	±0.0	-1.37 (L)
Term	--	--	--	58	3.4	±0.2	NA
Temporary	--	--	--	32	3.6	±0.2	NA
Work Schedule							
Seasonal	6	2.9*	±0.2	236	3.8*	±0.1	-1.62 (L)
Non-Seasonal	317	2.8*	±0.1	3,359	3.8*	±0.0	-1.34 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	6	2.9*	±0.2	210	3.9*	±0.1	-1.74 (L)
Permanent-Non-Seasonal	317	2.8*	±0.1	3,353	3.8*	±0.0	-1.34 (L)
Term	--	--	--	58	3.4	±0.2	NA
Temporary-Seasonal	--	--	--	26	3.5	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	3.8	±0.2	NA
Disability							
Yes	128	2.5*	±0.1	194	3.5*	±0.1	-1.43 (L)
No	196	3.0*	±0.1	3,512	3.8*	±0.0	-1.10 (L)

^a Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.4.2 Disability Harassment and Job Engagement

Table 5.11 presents the job engagement results for those who indicated they had or had not experienced disability harassment within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.11 BIA – Disability Harassment and Job Engagement by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	324	5.2*	±0.1	3,721	5.8*	±0.0	-0.53 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	143	5.4	±0.2	NA
Wage Grade (WG) 5-8	38	4.5*	±0.3	335	5.8*	±0.1	-1.15 (L)
Wage Grade (WG) 9-16	NR	NR	NR	80	6.0	±0.2	NR
Other Wage Grade (WG)	15	6.6	±0.3	24	6.2	±0.4	0.37 (S)
General Schedule (GS) 1-6	46	5.8	±0.3	406	5.9	±0.1	-0.07
General Schedule (GS) 7-10	124	4.8*	±0.2	1,231	5.8*	±0.1	-1.09 (L)
General Schedule (GS) 11-12	81	5.8	±0.3	919	5.7	±0.1	0.08
General Schedule (GS) 13-15	11	4.7*	±1.2	428	6.0*	±0.1	-1.29 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	5.6	±1.6	NA
Other	5	3.4*	±1.4	123	5.3*	±0.1	-2.36 (L)
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	224	5.7	±0.1	NR
1 to 3 years	13	5.4	±0.9	447	5.6	±0.1	-0.15
4 to 5 years	11	4.8	±0.6	205	5.3	±0.2	-0.42 (S)
6 to 10 years	85	5.5	±0.3	560	5.7	±0.1	-0.21 (S)
11 to 14 years	43	4.5*	±0.3	433	6.0*	±0.1	-1.53 (L)
15 to 20 years	78	4.7*	±0.3	704	5.6*	±0.1	-0.84 (L)
More than 20 years	91	5.7*	±0.2	1,127	6.1*	±0.1	-0.36 (S)
Appointment Type							
Permanent	323	5.2*	±0.1	3,596	5.8*	±0.0	-0.56 (M)
Term	--	--	--	58	4.8	±0.4	NA
Temporary	--	--	--	32	6.0	±0.2	NA
Work Schedule							
Seasonal	6	4.3*	±1.7	236	6.0*	±0.1	-1.86 (L)
Non-Seasonal	315	5.2*	±0.1	3,359	5.8*	±0.0	-0.52 (M)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	6	4.3*	±1.7	210	6.0*	±0.1	-1.80 (L)
Permanent-Non-Seasonal	315	5.2*	±0.1	3,353	5.8*	±0.0	-0.52 (M)
Term	--	--	--	58	4.8	±0.4	NA
Temporary-Seasonal	--	--	--	26	5.9	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	6.4	±0.2	NA
Disability							
Yes	127	5.2*	±0.2	194	6.0*	±0.1	-0.75 (M)
No	196	5.2*	±0.2	3,512	5.8*	±0.0	-0.50 (M)

^a Scale values range from 1 = Never, 2 = Almost Never or a Few Times A Year or Less, 3 = Rarely or Once a Month or Less, 4 = Sometimes or a Few Times a Month, 5 = Often or Once a Week, 6 = Very Often or a Few Times a Week, and 7 = Always or Every Day. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.4.3 Disability Harassment and Organizational Commitment

Table 5.12 presents the organizational commitment results for those who indicated they had or had not experienced disability harassment within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.12 BIA – Disability Harassment and Organizational Commitment by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	324	2.8*	±0.1	3,721	3.5*	±0.0	-0.75 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	143	2.8	±0.2	NA
Wage Grade (WG) 5-8	38	2.0*	±0.2	335	3.4*	±0.1	-1.89 (L)
Wage Grade (WG) 9-16	NR	NR	NR	80	3.1	±0.2	NR
Other Wage Grade (WG)	15	4.0*	±0.2	24	3.4*	±0.2	1.30 (L)
General Schedule (GS) 1-6	46	3.4*	±0.2	406	3.8*	±0.1	-0.47 (S)
General Schedule (GS) 7-10	124	2.6*	±0.2	1,231	3.4*	±0.1	-0.87 (L)
General Schedule (GS) 11-12	81	2.9*	±0.2	919	3.5*	±0.1	-0.54 (M)
General Schedule (GS) 13-15	11	2.3*	±0.7	428	3.8*	±0.1	-1.60 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	3.9	±1.3	NA
Other	5	1.2*	±0.2	123	3.3*	±0.1	-3.59 (L)
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	224	3.4	±0.1	NR
1 to 3 years	13	2.9	±0.5	447	3.4	±0.1	-0.52 (M)
4 to 5 years	11	2.5	±0.5	205	3.1	±0.1	-0.58 (M)
6 to 10 years	85	2.9*	±0.2	560	3.5*	±0.1	-0.59 (M)
11 to 14 years	43	3.1*	±0.2	433	3.5*	±0.1	-0.44 (S)
15 to 20 years	78	2.2*	±0.2	704	3.6*	±0.1	-1.81 (L)
More than 20 years	91	3.1*	±0.2	1,127	3.6*	±0.1	-0.55 (M)
Appointment Type							
Permanent	323	2.8*	±0.1	3,596	3.5*	±0.0	-0.79 (M)
Term	--	--	--	58	2.3	±0.4	NA
Temporary	--	--	--	32	3.2	±0.2	NA
Work Schedule							
Seasonal	6	2.5*	±0.4	236	3.7*	±0.1	-1.51 (L)
Non-Seasonal	315	2.8*	±0.1	3,359	3.5*	±0.0	-0.76 (M)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	6	2.5*	±0.4	210	3.8*	±0.1	-1.58 (L)
Permanent-Non-Seasonal	315	2.8*	±0.1	3,353	3.5*	±0.0	-0.76 (M)
Term	--	--	--	58	2.3	±0.4	NA
Temporary-Seasonal	--	--	--	26	3.2	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	3.1	±0.4	NA
Disability							
Yes	127	2.7*	±0.2	194	3.5*	±0.1	-0.88 (L)
No	196	2.8*	±0.1	3,512	3.5*	±0.0	-0.69 (M)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.5 Sexual Orientation Harassment

The following sections display each of the outcomes of workplace harassment and sexual orientation harassment. In each section results are shown for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Results are further broken down by selected demographic and/or occupational characteristics relevant to sexual orientation harassment. Statistically significant differences are noted.

5.5.1 Sexual Orientation Harassment and Job Satisfaction

Table 5.13 presents the job satisfaction results for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.13 BIA – Sexual Orientation Harassment and Job Satisfaction by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	177	3.3*	±0.1	3,881	3.7*	±0.0	-0.59 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	3.6	±0.1	NR
Wage Grade (WG) 5-8	46	3.3*	±0.1	329	3.5*	±0.1	-0.36 (S)
Wage Grade (WG) 9-16	NR	NR	NR	80	3.5	±0.2	NR
Other Wage Grade (WG)	14	3.3*	±0.0	26	3.6*	±0.2	-0.73 (M)
General Schedule (GS) 1-6	25	3.0*	±0.1	416	3.6*	±0.1	-0.98 (L)
General Schedule (GS) 7-10	29	3.2*	±0.3	1,327	3.7*	±0.0	-0.63 (M)
General Schedule (GS) 11-12	51	3.4*	±0.2	966	3.7*	±0.0	-0.44 (S)
General Schedule (GS) 13-15	7	3.4*	±0.7	435	4.0*	±0.1	-0.88 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	3.9	±0.9	NA
Other	NR	NR	NR	127	3.5	±0.1	NR

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	225	3.9	±0.1	NR
1 to 3 years	54	3.2*	±0.1	410	3.8*	±0.1	-0.78 (M)
4 to 5 years	13	3.2	±0.3	203	3.4	±0.1	-0.27 (S)
6 to 10 years	16	3.5	±0.4	632	3.6	±0.1	-0.15
11 to 14 years	25	3.3*	±0.2	467	3.8*	±0.1	-0.60 (M)
15 to 20 years	16	2.7*	±0.4	766	3.6*	±0.1	-1.34 (L)
More than 20 years	49	3.4*	±0.2	1,159	3.7*	±0.0	-0.46 (S)
Appointment Type							
Permanent	177	3.3*	±0.1	3,755	3.7*	±0.0	-0.60 (M)
Term	--	--	--	58	3.4	±0.2	NA
Temporary	--	--	--	32	3.6	±0.2	NA
Work Schedule							
Seasonal	6	2.8*	±0.2	237	3.8*	±0.1	-1.75 (L)
Non-Seasonal	171	3.3*	±0.1	3,516	3.7*	±0.0	-0.56 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	6	2.8*	±0.2	211	3.9*	±0.1	-1.88 (L)
Permanent-Non-Seasonal	171	3.3*	±0.1	3,509	3.7*	±0.0	-0.56 (M)
Term	--	--	--	58	3.4	±0.2	NA
Temporary-Seasonal	--	--	--	26	3.5	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	3.8	±0.2	NA
Sex							
Men	77	3.2*	±0.1	2,056	3.7*	±0.0	-0.70 (M)
Women	96	3.3*	±0.1	1,816	3.7*	±0.0	-0.51 (M)
Gender Identity							
Male	77	3.2*	±0.1	2,056	3.7*	±0.0	-0.70 (M)
Female	96	3.3*	±0.1	1,816	3.7*	±0.0	-0.51 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	7	3.6	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	132	3.3*	±0.1	3,563	3.7*	±0.0	-0.57 (M)
Sexual Minority	24	3.3*	±0.2	61	4.0*	±0.2	-1.09 (L)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	132	3.3*	±0.1	3,563	3.7*	±0.0	-0.57 (M)
Lesbian	7	3.3*	±0.3	7	4.2*	±0.3	-2.28 (L)
Gay	7	3.5	±0.6	19	4.1	±0.3	-0.88 (L)
Bisexual	10	3.2*	±0.1	21	3.8*	±0.4	-0.78 (M)
Other	--	--	--	15	4.0	±0.2	NA
I prefer not to say	19	3.3*	±0.1	178	3.7*	±0.1	-0.71 (M)

^a Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.5.2 Sexual Orientation Harassment and Job Engagement

Table 5.14 presents the job engagement results for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.14 BIA – Sexual Orientation Harassment and Job Engagement by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	177	5.5*	±0.2	3,879	5.8*	±0.0	-0.27 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	5.4	±0.2	NR
Wage Grade (WG) 5-8	46	5.5	±0.2	329	5.7	±0.1	-0.14
Wage Grade (WG) 9-16	NR	NR	NR	80	6.0	±0.2	NR
Other Wage Grade (WG)	14	6.8*	±0.0	26	6.1*	±0.4	0.71 (M)
General Schedule (GS) 1-6	25	5.2*	±0.2	414	5.9*	±0.1	-0.68 (M)
General Schedule (GS) 7-10	29	5.2*	±0.5	1,327	5.8*	±0.1	-0.55 (M)
General Schedule (GS) 11-12	51	5.2*	±0.4	966	5.8*	±0.1	-0.46 (S)
General Schedule (GS) 13-15	7	5.7	±0.3	435	6.0	±0.1	-0.22 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	5.6	±1.6	NA
Other	NR	NR	NR	127	5.2	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	225	5.7	±0.1	NR
1 to 3 years	54	5.7	±0.2	408	5.6	±0.1	0.08
4 to 5 years	13	5.6	±0.5	203	5.2	±0.2	0.35 (S)
6 to 10 years	16	5.3	±0.4	632	5.7	±0.1	-0.34 (S)
11 to 14 years	25	5.4*	±0.3	467	5.9*	±0.1	-0.48 (S)
15 to 20 years	16	4.5*	±0.8	766	5.5*	±0.1	-0.99 (L)
More than 20 years	49	5.6*	±0.3	1,159	6.1*	±0.1	-0.48 (S)
Appointment Type							
Permanent	177	5.5*	±0.2	3,754	5.8*	±0.0	-0.29 (S)
Term	--	--	--	58	4.8	±0.4	NA
Temporary	--	--	--	32	6.0	±0.2	NA
Work Schedule							
Seasonal	6	5.6	±1.0	237	5.9	±0.1	-0.38 (S)
Non-Seasonal	171	5.5*	±0.2	3,515	5.8*	±0.0	-0.28 (S)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	6	5.6	±1.0	211	6.0	±0.1	-0.37 (S)
Permanent-Non-Seasonal	171	5.5*	±0.2	3,508	5.8*	±0.0	-0.28 (S)
Term	--	--	--	58	4.8	±0.4	NA
Temporary-Seasonal	--	--	--	26	5.9	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	6.4	±0.2	NA
Sex							
Men	77	5.5	±0.3	2,056	5.7	±0.0	-0.15
Women	96	5.5*	±0.2	1,815	5.9*	±0.1	-0.38 (S)
Gender Identity							
Male	77	5.5	±0.3	2,056	5.7	±0.0	-0.15
Female	96	5.5*	±0.2	1,815	5.9*	±0.1	-0.38 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	7	5.6	±0.9	NR
Sexual Orientation - Collapsed							
Heterosexual	132	5.3*	±0.2	3,562	5.8*	±0.0	-0.45 (S)
Sexual Minority	24	5.8	±0.4	61	5.8	±0.2	-0.01
Sexual Orientation							
Heterosexual or straight	132	5.3*	±0.2	3,562	5.8*	±0.0	-0.45 (S)
Lesbian	7	5.7*	±0.6	7	6.6*	±0.4	-1.26 (L)
Gay	7	5.5	±1.4	19	5.4	±0.2	0.05
Bisexual	10	6.2	±0.1	21	5.8	±0.6	0.35 (S)
Other	--	--	--	15	6.1	±0.4	NA
I prefer not to say	19	6.4*	±0.5	178	5.7*	±0.2	0.61 (M)

^a Scale values range from 1 = Never, 2 = Almost Never or a Few Times A Year or Less, 3 = Rarely or Once a Month or Less, 4 = Sometimes or a Few Times a Month, 5 = Often or Once a Week, 6 = Very Often or a Few Times a Week, and 7 = Always or Every Day. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.5.3 Sexual Orientation Harassment and Organizational Commitment

Table 5.15 presents the organizational commitment results for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.15 BIA – Sexual Orientation Harassment and Organizational Commitment by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	177	3.2*	±0.1	3,879	3.5*	±0.0	-0.29 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	2.9	±0.2	NR
Wage Grade (WG) 5-8	46	3.1	±0.2	329	3.3	±0.1	-0.23 (S)
Wage Grade (WG) 9-16	NR	NR	NR	80	3.1	±0.2	NR
Other Wage Grade (WG)	14	4.2*	±0.0	26	3.4*	±0.2	1.87 (L)
General Schedule (GS) 1-6	25	3.6	±0.1	414	3.8	±0.1	-0.14
General Schedule (GS) 7-10	29	2.9*	±0.3	1,327	3.4*	±0.1	-0.49 (S)
General Schedule (GS) 11-12	51	3.0*	±0.3	966	3.5*	±0.1	-0.50 (M)
General Schedule (GS) 13-15	7	3.2	±0.6	435	3.8	±0.1	-0.62 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	3.9	±1.3	NA
Other	NR	NR	NR	127	3.3	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	225	3.4	±0.1	NR
1 to 3 years	54	3.1	±0.1	408	3.4	±0.1	-0.28 (S)
4 to 5 years	13	2.4*	±0.7	203	3.1*	±0.1	-0.73 (M)
6 to 10 years	16	2.9*	±0.5	632	3.4*	±0.1	-0.51 (M)
11 to 14 years	25	3.7	±0.2	467	3.5	±0.1	0.20 (S)
15 to 20 years	16	2.2*	±0.5	766	3.5*	±0.1	-1.40 (L)
More than 20 years	49	3.6	±0.2	1,159	3.6	±0.1	0.00
Appointment Type							
Permanent	177	3.2*	±0.1	3,754	3.5*	±0.0	-0.31 (S)
Term	--	--	--	58	2.3	±0.4	NA
Temporary	--	--	--	32	3.2	±0.2	NA
Work Schedule							
Seasonal	6	2.5*	±0.4	237	3.7*	±0.1	-1.52 (L)
Non-Seasonal	171	3.2*	±0.1	3,515	3.5*	±0.0	-0.27 (S)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	6	2.5*	±0.4	211	3.8*	±0.1	-1.58 (L)
Permanent-Non-Seasonal	171	3.2*	±0.1	3,508	3.5*	±0.0	-0.27 (S)
Term	--	--	--	58	2.3	±0.4	NA
Temporary-Seasonal	--	--	--	26	3.2	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	3.1	±0.4	NA
Sex							
Men	77	3.2*	±0.2	2,056	3.5*	±0.0	-0.33 (S)
Women	96	3.2*	±0.2	1,815	3.4*	±0.0	-0.23 (S)
Gender Identity							
Male	77	3.2*	±0.2	2,056	3.5*	±0.0	-0.33 (S)
Female	96	3.2*	±0.2	1,815	3.4*	±0.0	-0.23 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	7	3.3	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	132	3.2*	±0.2	3,562	3.5*	±0.0	-0.29 (S)
Sexual Minority	24	2.7*	±0.4	61	3.5*	±0.2	-0.86 (L)
Sexual Orientation							
Heterosexual or straight	132	3.2*	±0.2	3,562	3.5*	±0.0	-0.29 (S)
Lesbian	7	2.5*	±0.7	7	4.0*	±0.6	-1.46 (L)
Gay	7	3.5	±0.6	19	3.3	±0.4	0.17
Bisexual	10	2.3*	±0.6	21	3.4*	±0.5	-0.97 (L)
Other	--	--	--	15	3.7	±0.3	NA
I prefer not to say	19	3.8*	±0.3	178	3.4*	±0.1	0.55 (M)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.6 Sexual Harassment

The following sections display each of the outcomes of workplace harassment and sexual harassment. In each section results are shown for those who indicated they had or had not experienced sexual harassment within the past 12 months. Results are further broken down by selected demographic and/or occupational characteristics relevant to sexual harassment. Statistically significant differences are noted.

5.6.1 Sexual Harassment and Job Satisfaction

Table 5.16 presents the job satisfaction results for those who indicated they had or had not experienced sexual harassment within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.16 BIA – Sexual Harassment and Job Satisfaction by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	416	3.3*	±0.1	3,679	3.7*	±0.0	-0.62 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	145	3.6	±0.1	NA
Wage Grade (WG) 5-8	80	3.1*	±0.1	310	3.6*	±0.1	-0.61 (M)
Wage Grade (WG) 9-16	7	3.2	±0.3	74	3.5	±0.2	-0.42 (S)
Other Wage Grade (WG)	--	--	--	40	3.5	±0.1	NA
General Schedule (GS) 1-6	38	3.0*	±0.2	416	3.7*	±0.1	-0.92 (L)
General Schedule (GS) 7-10	183	3.3*	±0.1	1,175	3.7*	±0.0	-0.54 (M)
General Schedule (GS) 11-12	83	3.4*	±0.2	938	3.7*	±0.0	-0.50 (M)
General Schedule (GS) 13-15	21	3.4*	±0.5	422	4.1*	±0.1	-0.89 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	3.9	±0.9	NA
Other	NR	NR	NR	126	3.5	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	16	3.3*	±0.5	212	3.9*	±0.1	-0.98 (L)
1 to 3 years	91	3.3*	±0.1	372	3.8*	±0.1	-0.73 (M)
4 to 5 years	16	3.2	±0.4	200	3.4	±0.1	-0.29 (S)
6 to 10 years	76	3.5	±0.2	591	3.6	±0.1	-0.23 (S)
11 to 14 years	47	3.2*	±0.2	447	3.8*	±0.1	-0.86 (L)
15 to 20 years	64	2.7*	±0.2	719	3.7*	±0.0	-1.52 (L)
More than 20 years	105	3.5*	±0.1	1,118	3.7*	±0.0	-0.28 (S)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	416	3.3*	±0.1	3,553	3.7*	±0.0	-0.63 (M)
Term	--	--	--	58	3.4	±0.2	NA
Temporary	--	--	--	32	3.6	±0.2	NA
Work Schedule							
Seasonal	8	3.3*	±0.6	234	3.8*	±0.1	-0.91 (L)
Non-Seasonal	407	3.3*	±0.1	3,316	3.7*	±0.0	-0.62 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	8	3.3*	±0.6	208	3.9*	±0.1	-1.01 (L)
Permanent-Non-Seasonal	407	3.3*	±0.1	3,310	3.7*	±0.0	-0.61 (M)
Term	--	--	--	58	3.4	±0.2	NA
Temporary-Seasonal	--	--	--	26	3.5	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	3.8	±0.2	NA
Sex							
Men	152	3.4*	±0.1	1,998	3.7*	±0.0	-0.47 (S)
Women	261	3.2*	±0.1	1,670	3.7*	±0.0	-0.72 (M)
Gender Identity							
Male	152	3.4*	±0.1	1,998	3.7*	±0.0	-0.47 (S)
Female	261	3.2*	±0.1	1,670	3.7*	±0.0	-0.72 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	8	3.6	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	393	3.3*	±0.1	3,336	3.7*	±0.0	-0.61 (M)
Sexual Minority	9	3.5	±0.4	77	3.8	±0.1	-0.56 (M)
Sexual Orientation							
Heterosexual or straight	393	3.3*	±0.1	3,336	3.7*	±0.0	-0.61 (M)
Lesbian	--	--	--	14	3.7	±0.3	NA
Gay	NR	NR	NR	24	3.9	±0.3	NR
Bisexual	6	3.3	±0.0	24	3.7	±0.3	-0.43 (S)
Other	NR	NR	NR	14	4.1	±0.0	NR
I prefer not to say	12	3.3*	±0.4	186	3.7*	±0.1	-0.63 (M)

^a Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.6.2 Sexual Harassment and Job Engagement

Table 5.17 presents the job engagement results for those who indicated they had or had not experienced sexual harassment within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.17 BIA – Sexual Harassment and Job Engagement by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	416	5.6*	±0.1	3,677	5.8*	±0.0	-0.21 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	145	5.4	±0.2	NA
Wage Grade (WG) 5-8	80	5.9*	±0.2	310	5.6*	±0.1	0.25 (S)
Wage Grade (WG) 9-16	7	4.8*	±0.9	74	6.1*	±0.2	-1.53 (L)
Other Wage Grade (WG)	--	--	--	40	6.3	±0.3	NA
General Schedule (GS) 1-6	38	6.0	±0.3	414	5.9	±0.1	0.16
General Schedule (GS) 7-10	183	5.5*	±0.2	1,175	5.8*	±0.1	-0.31 (S)
General Schedule (GS) 11-12	83	5.2*	±0.3	938	5.8*	±0.1	-0.50 (M)
General Schedule (GS) 13-15	21	5.7	±0.7	422	6.0	±0.1	-0.25 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	5.6	±1.6	NA
Other	NR	NR	NR	126	5.2	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	16	5.0*	±0.6	212	5.8*	±0.1	-0.82 (L)
1 to 3 years	91	5.7	±0.2	370	5.5	±0.1	0.16
4 to 5 years	16	5.2	±0.8	200	5.3	±0.1	-0.08
6 to 10 years	76	6.1*	±0.3	591	5.7*	±0.1	0.31 (S)
11 to 14 years	47	4.7*	±0.3	447	6.0*	±0.1	-1.42 (L)
15 to 20 years	64	4.8*	±0.3	719	5.6*	±0.1	-0.81 (L)
More than 20 years	105	6.1	±0.2	1,118	6.1	±0.1	0.02
Appointment Type							
Permanent	416	5.6*	±0.1	3,551	5.8*	±0.0	-0.23 (S)
Term	--	--	--	58	4.8	±0.4	NA
Temporary	--	--	--	32	6.0	±0.2	NA
Work Schedule							
Seasonal	8	5.0*	±1.0	234	6.0*	±0.1	-1.11 (L)
Non-Seasonal	407	5.6*	±0.1	3,315	5.8*	±0.0	-0.20 (S)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	8	5.0*	±1.0	208	6.0*	±0.1	-1.07 (L)
Permanent-Non-Seasonal	407	5.6*	±0.1	3,309	5.8*	±0.0	-0.20 (S)
Term	--	--	--	58	4.8	±0.4	NA
Temporary-Seasonal	--	--	--	26	5.9	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	6.4	±0.2	NA
Sex							
Men	152	5.7	±0.2	1,998	5.7	±0.0	0.04
Women	261	5.5*	±0.2	1,669	5.9*	±0.1	-0.40 (S)
Gender Identity							
Male	152	5.7	±0.2	1,998	5.7	±0.0	0.04
Female	261	5.5*	±0.2	1,669	5.9*	±0.1	-0.40 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	8	5.5	±0.8	NR
Sexual Orientation - Collapsed							
Heterosexual	393	5.6*	±0.1	3,335	5.8*	±0.0	-0.19
Sexual Minority	9	5.9	±0.6	77	5.8	±0.2	0.05
Sexual Orientation							
Heterosexual or straight	393	5.6*	±0.1	3,335	5.8*	±0.0	-0.19
Lesbian	--	--	--	14	6.1	±0.4	NA
Gay	NR	NR	NR	24	5.4	±0.4	NR
Bisexual	6	6.2	±0.2	24	5.9	±0.5	0.28 (S)
Other	NR	NR	NR	14	6.3	±0.1	NR
I prefer not to say	12	5.2*	±0.9	186	5.8*	±0.2	-0.60 (M)

^a Scale values range from 1 = Never, 2 = Almost Never or a Few Times A Year or Less, 3 = Rarely or Once a Month or Less, 4 = Sometimes or a Few Times a Month, 5 = Often or Once a Week, 6 = Very Often or a Few Times a Week, and 7 = Always or Every Day. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.6.3 Sexual Harassment and Organizational Commitment

Table 5.18 presents the organizational commitment results for those who indicated they had or had not experienced sexual harassment within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.18 BIA – Sexual Harassment and Organizational Commitment by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	416	3.1*	±0.1	3,677	3.5*	±0.0	-0.38 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	145	2.9	±0.2	NA
Wage Grade (WG) 5-8	80	3.1	±0.3	310	3.3	±0.1	-0.17
Wage Grade (WG) 9-16	7	2.3*	±0.4	74	3.2*	±0.2	-1.00 (L)
Other Wage Grade (WG)	--	--	--	40	3.7	±0.2	NA
General Schedule (GS) 1-6	38	3.4*	±0.3	414	3.8*	±0.1	-0.38 (S)
General Schedule (GS) 7-10	183	3.1*	±0.2	1,175	3.4*	±0.1	-0.29 (S)
General Schedule (GS) 11-12	83	3.0*	±0.3	938	3.5*	±0.1	-0.52 (M)
General Schedule (GS) 13-15	21	3.4*	±0.6	422	3.8*	±0.1	-0.45 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	3.9	±1.3	NA
Other	NR	NR	NR	126	3.3	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	16	2.8*	±0.6	212	3.4*	±0.1	-0.68 (M)
1 to 3 years	91	3.5	±0.2	370	3.4	±0.1	0.10
4 to 5 years	16	2.6*	±0.6	200	3.1*	±0.1	-0.53 (M)
6 to 10 years	76	3.2	±0.3	591	3.4	±0.1	-0.19
11 to 14 years	47	2.9*	±0.3	447	3.6*	±0.1	-0.64 (M)
15 to 20 years	64	2.3*	±0.2	719	3.5*	±0.1	-1.58 (L)
More than 20 years	105	3.5	±0.2	1,118	3.6	±0.1	-0.10
Appointment Type							
Permanent	416	3.1*	±0.1	3,551	3.5*	±0.0	-0.40 (S)
Term	--	--	--	58	2.3	±0.4	NA
Temporary	--	--	--	32	3.2	±0.2	NA

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	8	3.1*	±0.9	234	3.7*	±0.1	-0.77 (M)
Non-Seasonal	407	3.1*	±0.1	3,315	3.5*	±0.0	-0.38 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	8	3.1*	±0.9	208	3.8*	±0.1	-0.85 (L)
Permanent-Non-Seasonal	407	3.1*	±0.1	3,309	3.5*	±0.0	-0.38 (S)
Term	--	--	--	58	2.3	±0.4	NA
Temporary-Seasonal	--	--	--	26	3.2	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	3.1	±0.4	NA
Sex							
Men	152	3.5	±0.2	1,998	3.5	±0.0	-0.03
Women	261	2.9*	±0.1	1,669	3.5*	±0.0	-0.59 (M)
Gender Identity							
Male	152	3.5	±0.2	1,998	3.5	±0.0	-0.03
Female	261	2.9*	±0.1	1,669	3.5*	±0.0	-0.59 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	8	3.0	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	393	3.1*	±0.1	3,335	3.5*	±0.0	-0.36 (S)
Sexual Minority	9	3.0	±0.5	77	3.3	±0.2	-0.27 (S)
Sexual Orientation							
Heterosexual or straight	393	3.1*	±0.1	3,335	3.5*	±0.0	-0.36 (S)
Lesbian	--	--	--	14	3.2	±0.6	NA
Gay	NR	NR	NR	24	3.3	±0.3	NR
Bisexual	6	3.0	±0.2	24	3.1	±0.5	-0.07
Other	NR	NR	NR	14	3.8	±0.0	NR
I prefer not to say	12	2.8*	±0.5	186	3.5*	±0.1	-0.87 (L)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.7 Crude and Offensive Behavior

The following sections display each of the outcomes of workplace harassment and crude and offensive behavior. In each section results are shown for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Results are further broken down by selected demographic and/or occupational characteristics relevant to crude and offensive behavior. Statistically significant differences are noted.

5.7.1 Crude and Offensive Behavior and Job Satisfaction

Table 5.19 presents the job satisfaction results for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.19 BIA – Crude and Offensive Behavior and Job Satisfaction by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	691	3.3*	±0.1	3,408	3.7*	±0.0	-0.62 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	142	3.6	±0.1	NR
Wage Grade (WG) 5-8	124	3.0*	±0.1	267	3.7*	±0.1	-0.98 (L)
Wage Grade (WG) 9-16	8	3.1	±0.3	73	3.5	±0.2	-0.60 (M)
Other Wage Grade (WG)	17	3.4	±0.1	23	3.6	±0.2	-0.62 (M)
General Schedule (GS) 1-6	47	3.0*	±0.1	407	3.7*	±0.1	-0.98 (L)
General Schedule (GS) 7-10	285	3.4*	±0.1	1,074	3.7*	±0.0	-0.51 (M)
General Schedule (GS) 11-12	155	3.5*	±0.1	866	3.8*	±0.0	-0.42 (S)
General Schedule (GS) 13-15	36	3.5*	±0.3	410	4.1*	±0.1	-0.82 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	4.5	±0.3	NR
Other	12	3.3	±0.6	116	3.5	±0.1	-0.21 (S)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	25	3.3*	±0.4	204	4.0*	±0.1	-1.06 (L)
1 to 3 years	128	3.3*	±0.1	336	3.8*	±0.1	-0.71 (M)
4 to 5 years	28	3.2	±0.3	188	3.5	±0.1	-0.39 (S)
6 to 10 years	117	3.4*	±0.1	549	3.6*	±0.1	-0.35 (S)
11 to 14 years	80	3.2*	±0.1	414	3.9*	±0.1	-0.88 (L)
15 to 20 years	115	2.9*	±0.2	671	3.7*	±0.0	-1.33 (L)
More than 20 years	199	3.5*	±0.1	1,027	3.7*	±0.0	-0.29 (S)
Appointment Type							
Permanent	688	3.3*	±0.1	3,284	3.8*	±0.0	-0.63 (M)
Term	NR	NR	NR	56	3.4	±0.2	NR
Temporary	--	--	--	32	3.6	±0.2	NA
Work Schedule							
Seasonal	23	3.2*	±0.3	220	3.9*	±0.1	-1.14 (L)
Non-Seasonal	663	3.3*	±0.1	3,064	3.8*	±0.0	-0.61 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	23	3.2*	±0.3	194	3.9*	±0.1	-1.28 (L)
Permanent-Non-Seasonal	663	3.3*	±0.1	3,058	3.7*	±0.0	-0.60 (M)
Term	NR	NR	NR	56	3.4	±0.2	NR
Temporary-Seasonal	--	--	--	26	3.5	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	3.8	±0.2	NA
Sex							
Men	331	3.4*	±0.1	1,821	3.7*	±0.0	-0.50 (M)
Women	356	3.2*	±0.1	1,580	3.8*	±0.0	-0.73 (M)
Gender Identity							
Male	331	3.4*	±0.1	1,821	3.7*	±0.0	-0.50 (M)
Female	356	3.2*	±0.1	1,580	3.8*	±0.0	-0.73 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	5	3.4	±0.4	6	3.6	±0.4	-0.28 (S)
Sexual Orientation - Collapsed							
Heterosexual	602	3.3*	±0.1	3,133	3.7*	±0.0	-0.62 (M)
Sexual Minority	37	3.5*	±0.2	48	4.0*	±0.2	-0.67 (M)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	602	3.3*	±0.1	3,133	3.7*	±0.0	-0.62 (M)
Lesbian	NR	NR	NR	12	3.8	±0.3	NR
Gay	NR	NR	NR	21	3.9	±0.3	NR
Bisexual	16	3.1*	±0.2	15	4.1*	±0.3	-1.98 (L)
Other	14	4.0	±0.2	NR	NR	NR	NR
I prefer not to say	49	3.3*	±0.1	149	3.8*	±0.1	-0.77 (M)

^a Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.7.2 Crude and Offensive Behavior and Job Engagement

Table 5.20 presents the job engagement results for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.20 BIA – Crude and Offensive Behavior and Job Engagement by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	691	5.5*	±0.1	3,407	5.8*	±0.0	-0.25 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	142	5.4	±0.2	NR
Wage Grade (WG) 5-8	124	5.4*	±0.2	267	5.8*	±0.1	-0.34 (S)
Wage Grade (WG) 9-16	8	4.8*	±0.8	73	6.1*	±0.2	-1.46 (L)
Other Wage Grade (WG)	17	6.5	±0.3	23	6.2	±0.5	0.23 (S)
General Schedule (GS) 1-6	47	5.8	±0.3	405	5.9	±0.1	-0.11
General Schedule (GS) 7-10	285	5.6*	±0.1	1,074	5.8*	±0.1	-0.18
General Schedule (GS) 11-12	155	5.4*	±0.2	866	5.8*	±0.1	-0.35 (S)
General Schedule (GS) 13-15	36	5.3*	±0.5	410	6.0*	±0.1	-0.70 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	6.6	±0.1	NR
Other	12	5.1	±0.7	116	5.2	±0.1	-0.19
Years of Service at Bureau or Office							
Less than 1 year	25	5.0*	±0.5	204	5.8*	±0.1	-0.88 (L)
1 to 3 years	128	5.7	±0.2	335	5.5	±0.1	0.18
4 to 5 years	28	5.5	±0.4	188	5.2	±0.2	0.19
6 to 10 years	117	5.6	±0.2	549	5.8	±0.1	-0.15
11 to 14 years	80	5.1*	±0.2	414	6.0*	±0.1	-0.91 (L)
15 to 20 years	115	5.0*	±0.2	671	5.6*	±0.1	-0.62 (M)
More than 20 years	199	5.9*	±0.1	1,027	6.1*	±0.1	-0.16
Appointment Type							
Permanent	688	5.5*	±0.1	3,283	5.8*	±0.0	-0.28 (S)
Term	NR	NR	NR	56	4.8	±0.4	NR
Temporary	--	--	--	32	6.0	±0.2	NA
Work Schedule							
Seasonal	23	5.3*	±0.4	220	6.0*	±0.1	-0.80 (L)
Non-Seasonal	663	5.5*	±0.1	3,063	5.8*	±0.0	-0.25 (S)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	23	5.3*	±0.4	194	6.0*	±0.1	-0.78 (M)
Permanent-Non-Seasonal	663	5.5*	±0.1	3,056	5.8*	±0.0	-0.25 (S)
Term	NR	NR	NR	56	4.8	±0.4	NR
Temporary-Seasonal	--	--	--	26	5.9	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	6.4	±0.2	NA
Sex							
Men	331	5.6	±0.1	1,821	5.7	±0.0	-0.05
Women	356	5.4*	±0.1	1,578	6.0*	±0.1	-0.46 (S)
Gender Identity							
Male	331	5.6	±0.1	1,821	5.7	±0.0	-0.05
Female	356	5.4*	±0.1	1,578	6.0*	±0.1	-0.46 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	5	5.3	±1.2	6	5.5	±1.1	-0.15
Sexual Orientation - Collapsed							
Heterosexual	602	5.5*	±0.1	3,131	5.8*	±0.0	-0.31 (S)
Sexual Minority	37	6.1	±0.2	48	5.7	±0.3	0.41 (S)
Sexual Orientation							
Heterosexual or straight	602	5.5*	±0.1	3,131	5.8*	±0.0	-0.31 (S)
Lesbian	NR	NR	NR	12	6.2	±0.4	NR
Gay	NR	NR	NR	21	5.2	±0.4	NR
Bisexual	16	5.9	±0.2	15	6.0	±0.8	-0.09
Other	14	6.1	±0.4	NR	NR	NR	NR
I prefer not to say	49	5.9	±0.3	149	5.8	±0.2	0.10

^a Scale values range from 1 = Never, 2 = Almost Never or a Few Times A Year or Less, 3 = Rarely or Once a Month or Less, 4 = Sometimes or a Few Times a Month, 5 = Often or Once a Week, 6 = Very Often or a Few Times a Week, and 7 = Always or Every Day. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.7.3 Crude and Offensive Behavior and Organizational Commitment

Table 5.21 presents the organizational commitment results for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.21 BIA – Crude and Offensive Behavior and Organizational Commitment by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	691	3.0*	±0.1	3,407	3.5*	±0.0	-0.48 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	142	2.9	±0.2	NR
Wage Grade (WG) 5-8	124	2.8*	±0.2	267	3.4*	±0.1	-0.70 (M)
Wage Grade (WG) 9-16	8	2.3*	±0.4	73	3.2*	±0.2	-1.05 (L)
Other Wage Grade (WG)	17	4.1*	±0.2	23	3.4*	±0.2	1.57 (L)
General Schedule (GS) 1-6	47	3.3*	±0.3	405	3.8*	±0.1	-0.61 (M)
General Schedule (GS) 7-10	285	3.1*	±0.1	1,074	3.5*	±0.1	-0.38 (S)
General Schedule (GS) 11-12	155	3.0*	±0.2	866	3.5*	±0.1	-0.51 (M)
General Schedule (GS) 13-15	36	3.3*	±0.4	410	3.8*	±0.1	-0.55 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	4.6	±0.6	NR
Other	12	2.8*	±0.8	116	3.3*	±0.1	-0.74 (M)
Years of Service at Bureau or Office							
Less than 1 year	25	2.7*	±0.4	204	3.4*	±0.1	-0.76 (M)
1 to 3 years	128	3.4	±0.2	335	3.4	±0.1	0.02
4 to 5 years	28	2.6*	±0.4	188	3.1*	±0.1	-0.59 (M)
6 to 10 years	117	3.0*	±0.2	549	3.4*	±0.1	-0.44 (S)
11 to 14 years	80	2.5*	±0.2	414	3.7*	±0.1	-1.27 (L)
15 to 20 years	115	2.4*	±0.2	671	3.6*	±0.1	-1.51 (L)
More than 20 years	199	3.6	±0.1	1,027	3.6	±0.1	-0.02
Appointment Type							
Permanent	688	3.1*	±0.1	3,283	3.5*	±0.0	-0.51 (M)
Term	NR	NR	NR	56	2.3	±0.4	NR
Temporary	--	--	--	32	3.2	±0.2	NA

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	23	2.9*	±0.4	220	3.7*	±0.1	-1.09 (L)
Non-Seasonal	663	3.1*	±0.1	3,063	3.5*	±0.0	-0.47 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	23	2.9*	±0.4	194	3.8*	±0.1	-1.19 (L)
Permanent-Non-Seasonal	663	3.1*	±0.1	3,056	3.5*	±0.0	-0.47 (S)
Term	NR	NR	NR	56	2.3	±0.4	NR
Temporary-Seasonal	--	--	--	26	3.2	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	3.1	±0.4	NA
Sex							
Men	331	3.2*	±0.1	1,821	3.5*	±0.0	-0.34 (S)
Women	356	2.9*	±0.1	1,578	3.5*	±0.0	-0.62 (M)
Gender Identity							
Male	331	3.2*	±0.1	1,821	3.5*	±0.0	-0.34 (S)
Female	356	2.9*	±0.1	1,578	3.5*	±0.0	-0.62 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	5	3.1	±0.6	6	3.1	±0.6	0.02
Sexual Orientation - Collapsed							
Heterosexual	602	3.0*	±0.1	3,131	3.5*	±0.0	-0.52 (M)
Sexual Minority	37	3.1	±0.3	48	3.4	±0.3	-0.35 (S)
Sexual Orientation							
Heterosexual or straight	602	3.0*	±0.1	3,131	3.5*	±0.0	-0.52 (M)
Lesbian	NR	NR	NR	12	3.3	±0.7	NR
Gay	NR	NR	NR	21	3.2	±0.4	NR
Bisexual	16	2.4*	±0.4	15	3.8*	±0.5	-1.47 (L)
Other	14	3.7	±0.3	NR	NR	NR	NR
I prefer not to say	49	3.4	±0.2	149	3.4	±0.1	-0.04

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.8 Unwanted Sexual Attention

The following sections display each of the outcomes of workplace harassment and unwanted sexual attention. In each section results are shown for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Results are further broken down by selected demographic and/or occupational characteristics relevant to unwanted sexual attention. Statistically significant differences are noted.

5.8.1 Unwanted Sexual Attention and Job Satisfaction

Table 5.22 presents the job satisfaction results for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.22 BIA – Unwanted Sexual Attention and Job Satisfaction by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	217	3.2*	±0.1	3,864	3.7*	±0.0	-0.62 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	145	3.6	±0.1	NA
Wage Grade (WG) 5-8	36	3.2*	±0.2	339	3.5*	±0.1	-0.58 (M)
Wage Grade (WG) 9-16	NR	NR	NR	78	3.5	±0.2	NR
Other Wage Grade (WG)	--	--	--	40	3.5	±0.1	NA
General Schedule (GS) 1-6	22	2.8*	±0.3	432	3.6*	±0.1	-1.20 (L)
General Schedule (GS) 7-10	92	3.3*	±0.1	1,268	3.7*	±0.0	-0.49 (S)
General Schedule (GS) 11-12	49	3.3*	±0.3	972	3.7*	±0.0	-0.60 (M)
General Schedule (GS) 13-15	12	3.6*	±0.6	432	4.0*	±0.1	-0.67 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	4.5	±0.3	NR
Other	NR	NR	NR	126	3.5	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	10	4.0	±0.3	219	3.9	±0.1	0.18
1 to 3 years	55	3.4*	±0.2	409	3.7*	±0.1	-0.48 (S)
4 to 5 years	16	2.9*	±0.2	200	3.5*	±0.1	-0.73 (M)
6 to 10 years	18	3.5	±0.5	632	3.6	±0.1	-0.21 (S)
11 to 14 years	37	3.1*	±0.1	457	3.8*	±0.1	-0.96 (L)
15 to 20 years	28	2.9*	±0.3	757	3.6*	±0.1	-1.08 (L)
More than 20 years	54	3.3*	±0.2	1,170	3.7*	±0.0	-0.56 (M)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	217	3.2*	±0.1	3,738	3.7*	±0.0	-0.63 (M)
Term	--	--	--	58	3.4	±0.2	NA
Temporary	--	--	--	32	3.6	±0.2	NA
Work Schedule							
Seasonal	10	3.1*	±0.4	232	3.8*	±0.1	-1.32 (L)
Non-Seasonal	207	3.3*	±0.1	3,504	3.7*	±0.0	-0.60 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	10	3.1*	±0.4	206	3.9*	±0.1	-1.45 (L)
Permanent-Non-Seasonal	207	3.3*	±0.1	3,497	3.7*	±0.0	-0.60 (M)
Term	--	--	--	58	3.4	±0.2	NA
Temporary-Seasonal	--	--	--	26	3.5	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	3.8	±0.2	NA
Sex							
Men	53	3.1*	±0.2	2,099	3.7*	±0.0	-0.82 (L)
Women	164	3.3*	±0.1	1,753	3.7*	±0.0	-0.56 (M)
Gender Identity							
Male	53	3.1*	±0.2	2,099	3.7*	±0.0	-0.82 (L)
Female	164	3.3*	±0.1	1,753	3.7*	±0.0	-0.56 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	10	3.5	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	200	3.3*	±0.1	3,516	3.7*	±0.0	-0.55 (M)
Sexual Minority	12	3.0*	±0.2	74	3.9*	±0.1	-1.66 (L)
Sexual Orientation							
Heterosexual or straight	200	3.3*	±0.1	3,516	3.7*	±0.0	-0.55 (M)
Lesbian	NR	NR	NR	13	3.8	±0.3	NR
Gay	--	--	--	26	3.9	±0.3	NA
Bisexual	9	2.9*	±0.2	21	3.9*	±0.3	-1.61 (L)
Other	NR	NR	NR	14	4.1	±0.0	NR
I prefer not to say	5	2.4*	±0.4	193	3.7*	±0.1	-2.17 (L)

^a Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.8.2 Unwanted Sexual Attention and Job Engagement

Table 5.23 presents the job engagement results for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.23 BIA – Unwanted Sexual Attention and Job Engagement by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	217	5.2*	±0.2	3,863	5.8*	±0.0	-0.49 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	145	5.4	±0.2	NA
Wage Grade (WG) 5-8	36	5.1*	±0.4	339	5.7*	±0.1	-0.57 (M)
Wage Grade (WG) 9-16	NR	NR	NR	78	6.0	±0.2	NR
Other Wage Grade (WG)	--	--	--	40	6.3	±0.3	NA
General Schedule (GS) 1-6	22	5.6	±0.5	431	5.9	±0.1	-0.29 (S)
General Schedule (GS) 7-10	92	5.1*	±0.2	1,268	5.8*	±0.1	-0.73 (M)
General Schedule (GS) 11-12	49	5.5	±0.4	972	5.8	±0.1	-0.26 (S)
General Schedule (GS) 13-15	12	6.0	±0.5	432	6.0	±0.1	0.05
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	6.6	±0.1	NR
Other	NR	NR	NR	126	5.2	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	10	5.3	±0.7	219	5.7	±0.1	-0.42 (S)
1 to 3 years	55	5.4	±0.3	408	5.6	±0.1	-0.22 (S)
4 to 5 years	16	4.8	±0.6	200	5.3	±0.1	-0.43 (S)
6 to 10 years	18	5.6	±0.5	632	5.7	±0.1	-0.09
11 to 14 years	37	4.4*	±0.3	457	6.0*	±0.1	-1.65 (L)
15 to 20 years	28	4.8*	±0.5	757	5.5*	±0.1	-0.67 (M)
More than 20 years	54	5.9	±0.3	1,170	6.1	±0.1	-0.17
Appointment Type							
Permanent	217	5.2*	±0.2	3,737	5.8*	±0.0	-0.52 (M)
Term	--	--	--	58	4.8	±0.4	NA
Temporary	--	--	--	32	6.0	±0.2	NA
Work Schedule							
Seasonal	10	5.4*	±0.4	232	6.0*	±0.1	-0.66 (M)
Non-Seasonal	207	5.2*	±0.2	3,502	5.8*	±0.0	-0.50 (M)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	10	5.4*	±0.4	206	6.0*	±0.1	-0.64 (M)
Permanent-Non-Seasonal	207	5.2*	±0.2	3,496	5.8*	±0.0	-0.50 (M)
Term	--	--	--	58	4.8	±0.4	NA
Temporary-Seasonal	--	--	--	26	5.9	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	6.4	±0.2	NA
Sex							
Men	53	5.0*	±0.3	2,099	5.7*	±0.0	-0.66 (M)
Women	164	5.3*	±0.2	1,752	5.9*	±0.1	-0.51 (M)
Gender Identity							
Male	53	5.0*	±0.3	2,099	5.7*	±0.0	-0.66 (M)
Female	164	5.3*	±0.2	1,752	5.9*	±0.1	-0.51 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	10	5.5	±0.8	NR
Sexual Orientation - Collapsed							
Heterosexual	200	5.3*	±0.2	3,514	5.8*	±0.0	-0.45 (S)
Sexual Minority	12	5.4	±0.5	74	5.9	±0.2	-0.54 (M)
Sexual Orientation							
Heterosexual or straight	200	5.3*	±0.2	3,514	5.8*	±0.0	-0.45 (S)
Lesbian	NR	NR	NR	13	6.2	±0.4	NR
Gay	--	--	--	26	5.4	±0.4	NA
Bisexual	9	5.7	±0.3	21	6.0	±0.6	-0.33 (S)
Other	NR	NR	NR	14	6.3	±0.1	NR
I prefer not to say	5	3.9*	±1.9	193	5.8*	±0.1	-1.84 (L)

^a Scale values range from 1 = Never, 2 = Almost Never or a Few Times A Year or Less, 3 = Rarely or Once a Month or Less, 4 = Sometimes or a Few Times a Month, 5 = Often or Once a Week, 6 = Very Often or a Few Times a Week, and 7 = Always or Every Day. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.8.3 Unwanted Sexual Attention and Organizational Commitment

Table 5.24 presents the organizational commitment results for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.24 BIA – Unwanted Sexual Attention and Organizational Commitment by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	217	3.0*	±0.1	3,863	3.5*	±0.0	-0.49 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	145	2.9	±0.2	NA
Wage Grade (WG) 5-8	36	3.1	±0.2	339	3.3	±0.1	-0.32 (S)
Wage Grade (WG) 9-16	NR	NR	NR	78	3.1	±0.2	NR
Other Wage Grade (WG)	--	--	--	40	3.7	±0.2	NA
General Schedule (GS) 1-6	22	2.7*	±0.3	431	3.8*	±0.1	-1.30 (L)
General Schedule (GS) 7-10	92	3.1*	±0.1	1,268	3.4*	±0.1	-0.26 (S)
General Schedule (GS) 11-12	49	2.6*	±0.3	972	3.5*	±0.1	-0.84 (L)
General Schedule (GS) 13-15	12	3.8	±0.6	432	3.8	±0.1	-0.02
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	4.6	±0.6	NR
Other	NR	NR	NR	126	3.2	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	10	3.6	±0.6	219	3.3	±0.1	0.33 (S)
1 to 3 years	55	3.2	±0.2	408	3.4	±0.1	-0.17
4 to 5 years	16	1.9*	±0.2	200	3.1*	±0.1	-1.40 (L)
6 to 10 years	18	3.1	±0.5	632	3.4	±0.1	-0.36 (S)
11 to 14 years	37	3.0*	±0.1	457	3.6*	±0.1	-0.48 (S)
15 to 20 years	28	2.4*	±0.3	757	3.5*	±0.1	-1.20 (L)
More than 20 years	54	3.2*	±0.2	1,170	3.6*	±0.1	-0.40 (S)
Appointment Type							
Permanent	217	3.0*	±0.1	3,737	3.5*	±0.0	-0.52 (M)
Term	--	--	--	58	2.3	±0.4	NA
Temporary	--	--	--	32	3.2	±0.2	NA

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	10	2.8*	±0.4	232	3.7*	±0.1	-1.18 (L)
Non-Seasonal	207	3.0*	±0.1	3,502	3.5*	±0.0	-0.49 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	10	2.8*	±0.4	206	3.8*	±0.1	-1.26 (L)
Permanent-Non-Seasonal	207	3.0*	±0.1	3,496	3.5*	±0.0	-0.49 (S)
Term	--	--	--	58	2.3	±0.4	NA
Temporary-Seasonal	--	--	--	26	3.2	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	3.1	±0.4	NA
Sex							
Men	53	3.0*	±0.2	2,099	3.5*	±0.0	-0.52 (M)
Women	164	3.0*	±0.1	1,752	3.4*	±0.0	-0.47 (S)
Gender Identity							
Male	53	3.0*	±0.2	2,099	3.5*	±0.0	-0.52 (M)
Female	164	3.0*	±0.1	1,752	3.4*	±0.0	-0.47 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	10	3.1	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	200	3.1*	±0.1	3,514	3.5*	±0.0	-0.41 (S)
Sexual Minority	12	2.0*	±0.4	74	3.5*	±0.2	-1.66 (L)
Sexual Orientation							
Heterosexual or straight	200	3.1*	±0.1	3,514	3.5*	±0.0	-0.41 (S)
Lesbian	NR	NR	NR	13	3.2	±0.7	NR
Gay	--	--	--	26	3.3	±0.3	NA
Bisexual	9	2.0*	±0.5	21	3.6*	±0.4	-1.68 (L)
Other	NR	NR	NR	14	3.8	±0.0	NR
I prefer not to say	5	2.2*	±0.9	193	3.5*	±0.1	-1.57 (L)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.9 Sexual Coercion

The following sections display each of the outcomes of workplace harassment and sexual coercion. In each section results are shown for those who indicated they had or had not experienced sexual coercion within the past 12 months. Results are further broken down by selected demographic and/or occupational characteristics relevant to sexual coercion. Statistically significant differences are noted.

5.9.1 Sexual Coercion and Job Satisfaction

Table 5.25 presents the job satisfaction results for those who indicated they had or had not experienced sexual coercion within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.25 BIA – Sexual Coercion and Job Satisfaction by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	80	2.9*	±0.2	3,970	3.7*	±0.0	-1.01 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	145	3.6	±0.1	NA
Wage Grade (WG) 5-8	6	2.9*	±1.1	369	3.5*	±0.1	-0.91 (L)
Wage Grade (WG) 9-16	--	--	--	81	3.5	±0.1	NA
Other Wage Grade (WG)	--	--	--	40	3.5	±0.1	NA
General Schedule (GS) 1-6	8	2.6*	±0.6	415	3.6*	±0.1	-1.44 (L)
General Schedule (GS) 7-10	48	3.1*	±0.1	1,311	3.7*	±0.0	-0.78 (M)
General Schedule (GS) 11-12	14	2.4*	±0.6	1,007	3.7*	±0.0	-1.78 (L)
General Schedule (GS) 13-15	NR	NR	NR	442	4.0	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	3.9	±0.9	NA
Other	NR	NR	NR	127	3.5	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	5	2.8*	±0.3	223	3.9*	±0.1	-1.76 (L)
1 to 3 years	9	2.7*	±0.8	454	3.7*	±0.1	-1.41 (L)
4 to 5 years	NR	NR	NR	211	3.4	±0.1	NR
6 to 10 years	12	3.2	±0.6	607	3.6	±0.1	-0.56 (M)
11 to 14 years	33	3.1*	±0.1	461	3.8*	±0.1	-0.96 (L)
15 to 20 years	10	2.4*	±0.8	776	3.6*	±0.1	-1.71 (L)
More than 20 years	6	2.9*	±0.4	1,218	3.7*	±0.0	-1.13 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	79	2.9*	±0.2	3,845	3.7*	±0.0	-1.04 (L)
Term	--	--	--	58	3.4	±0.2	NA
Temporary	NR	NR	NR	31	3.5	±0.2	NR
Work Schedule							
Seasonal	5	3.0*	±0.7	237	3.8*	±0.1	-1.36 (L)
Non-Seasonal	75	2.9*	±0.2	3,605	3.7*	±0.0	-1.00 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	212	3.9	±0.1	NR
Permanent-Non-Seasonal	75	2.9*	±0.2	3,599	3.7*	±0.0	-1.00 (L)
Term	--	--	--	58	3.4	±0.2	NA
Temporary-Seasonal	NR	NR	NR	25	3.5	±0.2	NR
Temporary-Non-Seasonal	--	--	--	6	3.8	±0.2	NA
Sex							
Men	16	2.6*	±0.5	2,136	3.7*	±0.0	-1.43 (L)
Women	63	3.0*	±0.2	1,823	3.7*	±0.0	-0.91 (L)
Gender Identity							
Male	16	2.6*	±0.5	2,136	3.7*	±0.0	-1.43 (L)
Female	63	3.0*	±0.2	1,823	3.7*	±0.0	-0.91 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	9	3.6	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	75	2.9*	±0.2	3,610	3.7*	±0.0	-1.00 (L)
Sexual Minority	NR	NR	NR	82	3.8	±0.1	NR
Sexual Orientation							
Heterosexual or straight	75	2.9*	±0.2	3,610	3.7*	±0.0	-1.00 (L)
Lesbian	NR	NR	NR	13	3.8	±0.3	NR
Gay	--	--	--	26	3.9	±0.3	NA
Bisexual	NR	NR	NR	29	3.6	±0.3	NR
Other	NR	NR	NR	14	4.1	±0.0	NR
I prefer not to say	NR	NR	NR	197	3.7	±0.1	NR

^a Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.9.2 Sexual Coercion and Job Engagement

Table 5.26 presents the job engagement results for those who indicated they had or had not experienced sexual coercion within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.26 BIA – Sexual Coercion and Job Engagement by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	80	4.6*	±0.3	3,969	5.8*	±0.0	-1.06 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	145	5.4	±0.2	NA
Wage Grade (WG) 5-8	6	3.8*	±2.0	369	5.7*	±0.1	-1.72 (L)
Wage Grade (WG) 9-16	--	--	--	81	6.0	±0.2	NA
Other Wage Grade (WG)	--	--	--	40	6.3	±0.3	NA
General Schedule (GS) 1-6	8	6.0	±0.7	414	5.8	±0.1	0.20 (S)
General Schedule (GS) 7-10	48	4.3*	±0.3	1,311	5.8*	±0.1	-1.50 (L)
General Schedule (GS) 11-12	14	5.0*	±0.9	1,007	5.8*	±0.1	-0.68 (M)
General Schedule (GS) 13-15	NR	NR	NR	442	6.0	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	5.6	±1.6	NA
Other	NR	NR	NR	127	5.2	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	5	3.9*	±0.3	223	5.8*	±0.1	-1.97 (L)
1 to 3 years	9	5.2	±1.4	453	5.6	±0.1	-0.30 (S)
4 to 5 years	NR	NR	NR	211	5.3	±0.1	NR
6 to 10 years	12	5.4	±0.8	607	5.7	±0.1	-0.23 (S)
11 to 14 years	33	4.3*	±0.2	461	6.0*	±0.1	-1.84 (L)
15 to 20 years	10	4.4*	±1.2	776	5.5*	±0.1	-1.10 (L)
More than 20 years	6	5.3	±1.0	1,218	6.1	±0.1	-0.76 (M)
Appointment Type							
Permanent	79	4.6*	±0.3	3,844	5.8*	±0.0	-1.12 (L)
Term	--	--	--	58	4.8	±0.4	NA
Temporary	NR	NR	NR	31	6.0	±0.2	NR
Work Schedule							
Seasonal	5	4.4*	±1.2	237	6.0*	±0.1	-1.73 (L)
Non-Seasonal	75	4.6*	±0.3	3,604	5.8*	±0.0	-1.05 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	212	6.0	±0.1	NR
Permanent-Non-Seasonal	75	4.6*	±0.3	3,597	5.8*	±0.0	-1.05 (L)
Term	--	--	--	58	4.8	±0.4	NA
Temporary-Seasonal	NR	NR	NR	25	5.9	±0.2	NR
Temporary-Non-Seasonal	--	--	--	6	6.4	±0.2	NA
Sex							
Men	16	3.8*	±0.8	2,136	5.7*	±0.0	-1.81 (L)
Women	63	4.8*	±0.3	1,822	5.9*	±0.1	-0.97 (L)
Gender Identity							
Male	16	3.8*	±0.8	2,136	5.7*	±0.0	-1.81 (L)
Female	63	4.8*	±0.3	1,822	5.9*	±0.1	-0.97 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	9	5.4	±0.9	NR
Sexual Orientation - Collapsed							
Heterosexual	75	4.6*	±0.3	3,609	5.8*	±0.0	-1.08 (L)
Sexual Minority	NR	NR	NR	82	5.9	±0.2	NR
Sexual Orientation							
Heterosexual or straight	75	4.6*	±0.3	3,609	5.8*	±0.0	-1.08 (L)
Lesbian	NR	NR	NR	13	6.2	±0.4	NR
Gay	--	--	--	26	5.4	±0.4	NA
Bisexual	NR	NR	NR	29	5.9	±0.4	NR
Other	NR	NR	NR	14	6.3	±0.1	NR
I prefer not to say	NR	NR	NR	197	5.8	±0.2	NR

^a Scale values range from 1 = Never, 2 = Almost Never or a Few Times A Year or Less, 3 = Rarely or Once a Month or Less, 4 = Sometimes or a Few Times a Month, 5 = Often or Once a Week, 6 = Very Often or a Few Times a Week, and 7 = Always or Every Day. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.9.3 Sexual Coercion and Organizational Commitment

Table 5.27 presents the organizational commitment results for those who indicated they had or had not experienced sexual coercion within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.27 BIA – Sexual Coercion and Organizational Commitment by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	
Overall	80	2.8*	±0.2	3,969	3.4*	±0.0	-0.63 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	145	2.9	±0.2	NA
Wage Grade (WG) 5-8	6	2.5*	±1.2	369	3.3*	±0.1	-0.89 (L)
Wage Grade (WG) 9-16	--	--	--	81	3.1	±0.2	NA
Other Wage Grade (WG)	--	--	--	40	3.7	±0.2	NA
General Schedule (GS) 1-6	8	3.2	±0.4	414	3.7	±0.1	-0.56 (M)
General Schedule (GS) 7-10	48	2.8*	±0.2	1,311	3.4*	±0.1	-0.58 (M)
General Schedule (GS) 11-12	14	2.5*	±0.6	1,007	3.5*	±0.1	-0.97 (L)
General Schedule (GS) 13-15	NR	NR	NR	442	3.8	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	3.9	±1.3	NA
Other	NR	NR	NR	127	3.2	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	5	2.2*	±0.3	223	3.4*	±0.1	-1.34 (L)
1 to 3 years	9	3.0	±0.7	453	3.4	±0.1	-0.38 (S)
4 to 5 years	NR	NR	NR	211	3.0	±0.1	NR
6 to 10 years	12	2.8	±0.6	607	3.4	±0.1	-0.56 (M)
11 to 14 years	33	3.1*	±0.1	461	3.5*	±0.1	-0.45 (S)
15 to 20 years	10	2.4*	±0.7	776	3.5*	±0.1	-1.22 (L)
More than 20 years	6	2.4*	±0.5	1,218	3.6*	±0.1	-1.18 (L)
Appointment Type							
Permanent	79	2.8*	±0.2	3,844	3.5*	±0.0	-0.68 (M)
Term	--	--	--	58	2.3	±0.4	NA
Temporary	NR	NR	NR	31	3.1	±0.1	NR
Work Schedule							
Seasonal	5	2.6*	±1.1	237	3.7*	±0.1	-1.49 (L)
Non-Seasonal	75	2.9*	±0.2	3,604	3.4*	±0.0	-0.61 (M)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	212	3.8	±0.1	NR
Permanent-Non-Seasonal	75	2.9*	±0.2	3,597	3.4*	±0.0	-0.61 (M)
Term	--	--	--	58	2.3	±0.4	NA
Temporary-Seasonal	NR	NR	NR	25	3.1	±0.1	NR
Temporary-Non-Seasonal	--	--	--	6	3.1	±0.4	NA
Sex							
Men	16	2.3*	±0.5	2,136	3.5*	±0.0	-1.21 (L)
Women	63	3.0*	±0.2	1,822	3.4*	±0.0	-0.46 (S)
Gender Identity							
Male	16	2.3*	±0.5	2,136	3.5*	±0.0	-1.21 (L)
Female	63	3.0*	±0.2	1,822	3.4*	±0.0	-0.46 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	9	3.1	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	75	2.8*	±0.2	3,609	3.5*	±0.0	-0.62 (M)
Sexual Minority	NR	NR	NR	82	3.3	±0.2	NR
Sexual Orientation							
Heterosexual or straight	75	2.8*	±0.2	3,609	3.5*	±0.0	-0.62 (M)
Lesbian	NR	NR	NR	13	3.2	±0.7	NR
Gay	--	--	--	26	3.3	±0.3	NA
Bisexual	NR	NR	NR	29	3.1	±0.4	NR
Other	NR	NR	NR	14	3.8	±0.0	NR
I prefer not to say	NR	NR	NR	197	3.4	±0.1	NR

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.10 Gender Harassment

The following sections display each of the outcomes of workplace harassment and gender harassment. In each section results are shown for those who indicated they had or had not experienced gender harassment within the past 12 months. Results are further broken down by selected demographic and/or occupational characteristics relevant to gender harassment. Statistically significant differences are noted.

5.10.1 Gender Harassment and Job Satisfaction

Table 5.28 presents the job satisfaction results for those who indicated they had or had not experienced gender harassment within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.28 BIA – Gender Harassment and Job Satisfaction by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	513	3.3*	±0.1	3,568	3.7*	±0.0	-0.60 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	143	3.6	±0.1	NR
Wage Grade (WG) 5-8	56	3.3*	±0.1	319	3.5*	±0.1	-0.36 (S)
Wage Grade (WG) 9-16	NR	NR	NR	77	3.5	±0.2	NR
Other Wage Grade (WG)	NR	NR	NR	38	3.5	±0.1	NR
General Schedule (GS) 1-6	23	2.8*	±0.2	431	3.6*	±0.1	-1.20 (L)
General Schedule (GS) 7-10	214	3.3*	±0.1	1,146	3.7*	±0.0	-0.56 (M)
General Schedule (GS) 11-12	163	3.3*	±0.1	858	3.8*	±0.0	-0.66 (M)
General Schedule (GS) 13-15	41	3.5*	±0.3	404	4.1*	±0.1	-0.81 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	4.5	±0.3	NR
Other	7	3.3	±1.0	122	3.5	±0.1	-0.28 (S)
Years of Service at Bureau or Office							
Less than 1 year	25	3.3*	±0.3	203	4.0*	±0.1	-1.13 (L)
1 to 3 years	99	3.3*	±0.1	365	3.8*	±0.1	-0.70 (M)
4 to 5 years	33	3.2	±0.3	183	3.5	±0.1	-0.33 (S)
6 to 10 years	78	3.5	±0.2	572	3.6	±0.1	-0.13
11 to 14 years	64	3.1*	±0.1	430	3.9*	±0.1	-0.95 (L)
15 to 20 years	99	3.0*	±0.2	687	3.7*	±0.0	-1.00 (L)
More than 20 years	109	3.5*	±0.1	1,115	3.7*	±0.0	-0.32 (S)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	512	3.3*	±0.1	3,443	3.7*	±0.0	-0.62 (M)
Term	--	--	--	58	3.4	±0.2	NA
Temporary	NR	NR	NR	31	3.5	±0.2	NR
Work Schedule							
Seasonal	20	3.1*	±0.3	223	3.9*	±0.1	-1.49 (L)
Non-Seasonal	492	3.3*	±0.1	3,219	3.7*	±0.0	-0.58 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	19	3.0*	±0.2	198	3.9*	±0.1	-1.87 (L)
Permanent-Non-Seasonal	492	3.3*	±0.1	3,212	3.7*	±0.0	-0.58 (M)
Term	--	--	--	58	3.4	±0.2	NA
Temporary-Seasonal	NR	NR	NR	25	3.5	±0.2	NR
Temporary-Non-Seasonal	--	--	--	6	3.8	±0.2	NA
Sex							
Men	183	3.3*	±0.1	1,969	3.7*	±0.0	-0.51 (M)
Women	327	3.3*	±0.1	1,590	3.8*	±0.0	-0.68 (M)
Gender Identity							
Male	183	3.3*	±0.1	1,969	3.7*	±0.0	-0.51 (M)
Female	327	3.3*	±0.1	1,590	3.8*	±0.0	-0.68 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	8	3.6	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	452	3.3*	±0.1	3,264	3.7*	±0.0	-0.57 (M)
Sexual Minority	24	3.1*	±0.1	61	4.1*	±0.1	-2.00 (L)
Sexual Orientation							
Heterosexual or straight	452	3.3*	±0.1	3,264	3.7*	±0.0	-0.57 (M)
Lesbian	NR	NR	NR	11	3.9	±0.3	NR
Gay	6	3.2*	±0.4	20	4.1*	±0.3	-1.52 (L)
Bisexual	15	3.0*	±0.2	16	4.1*	±0.3	-2.09 (L)
Other	NR	NR	NR	14	4.1	±0.0	NR
I prefer not to say	33	3.4*	±0.2	165	3.7*	±0.1	-0.48 (S)

^a Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.10.2 Gender Harassment and Job Engagement

Table 5.29 presents the job engagement results for those who indicated they had or had not experienced gender harassment within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.29 BIA – Gender Harassment and Job Engagement by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	513	5.3*	±0.1	3,567	5.8*	±0.0	-0.44 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	143	5.4	±0.2	NR
Wage Grade (WG) 5-8	56	5.2*	±0.3	319	5.7*	±0.1	-0.51 (M)
Wage Grade (WG) 9-16	NR	NR	NR	77	6.0	±0.2	NR
Other Wage Grade (WG)	NR	NR	NR	38	6.4	±0.3	NR
General Schedule (GS) 1-6	23	5.6	±0.4	430	5.9	±0.1	-0.28 (S)
General Schedule (GS) 7-10	214	5.5*	±0.2	1,146	5.8*	±0.1	-0.29 (S)
General Schedule (GS) 11-12	163	5.2*	±0.2	858	5.9*	±0.1	-0.61 (M)
General Schedule (GS) 13-15	41	5.5*	±0.4	404	6.0*	±0.1	-0.50 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	6.6	±0.1	NR
Other	7	4.9	±1.2	122	5.2	±0.1	-0.37 (S)
Years of Service at Bureau or Office							
Less than 1 year	25	5.1*	±0.4	203	5.8*	±0.1	-0.77 (M)
1 to 3 years	99	5.5	±0.2	363	5.6	±0.1	-0.13
4 to 5 years	33	5.4	±0.4	183	5.2	±0.2	0.11
6 to 10 years	78	5.6	±0.4	572	5.7	±0.1	-0.12
11 to 14 years	64	4.9*	±0.3	430	6.0*	±0.1	-1.16 (L)
15 to 20 years	99	5.1*	±0.3	687	5.6*	±0.1	-0.45 (S)
More than 20 years	109	5.7*	±0.2	1,115	6.1*	±0.1	-0.39 (S)
Appointment Type							
Permanent	512	5.3*	±0.1	3,442	5.8*	±0.0	-0.47 (S)
Term	--	--	--	58	4.8	±0.4	NA
Temporary	NR	NR	NR	31	6.0	±0.2	NR
Work Schedule							
Seasonal	20	5.1*	±0.5	223	6.0*	±0.1	-1.03 (L)
Non-Seasonal	492	5.3*	±0.1	3,217	5.8*	±0.0	-0.44 (S)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	19	5.0*	±0.4	198	6.0*	±0.1	-1.14 (L)
Permanent-Non-Seasonal	492	5.3*	±0.1	3,211	5.8*	±0.0	-0.44 (S)
Term	--	--	--	58	4.8	±0.4	NA
Temporary-Seasonal	NR	NR	NR	25	5.9	±0.2	NR
Temporary-Non-Seasonal	--	--	--	6	6.4	±0.2	NA
Sex							
Men	183	5.6	±0.2	1,969	5.7	±0.0	-0.06
Women	327	5.2*	±0.1	1,588	6.0*	±0.1	-0.74 (M)
Gender Identity							
Male	183	5.6	±0.2	1,969	5.7	±0.0	-0.06
Female	327	5.2*	±0.1	1,588	6.0*	±0.1	-0.74 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	8	5.6	±0.8	NR
Sexual Orientation - Collapsed							
Heterosexual	452	5.3*	±0.1	3,262	5.8*	±0.0	-0.46 (S)
Sexual Minority	24	5.6	±0.5	61	6.0	±0.2	-0.40 (S)
Sexual Orientation							
Heterosexual or straight	452	5.3*	±0.1	3,262	5.8*	±0.0	-0.46 (S)
Lesbian	NR	NR	NR	11	6.3	±0.4	NR
Gay	6	5.3	±1.8	20	5.5	±0.2	-0.21 (S)
Bisexual	15	5.9	±0.3	16	6.0	±0.7	-0.07
Other	NR	NR	NR	14	6.3	±0.1	NR
I prefer not to say	33	5.6	±0.4	165	5.8	±0.2	-0.19

^a Scale values range from 1 = Never, 2 = Almost Never or a Few Times A Year or Less, 3 = Rarely or Once a Month or Less, 4 = Sometimes or a Few Times a Month, 5 = Often or Once a Week, 6 = Very Often or a Few Times a Week, and 7 = Always or Every Day. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.10.3 Gender Harassment and Organizational Commitment

Table 5.30 presents the organizational commitment results for those who indicated they had or had not experienced gender harassment within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.30 BIA – Gender Harassment and Organizational Commitment by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	513	3.0*	±0.1	3,567	3.5*	±0.0	-0.48 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	143	2.9	±0.2	NR
Wage Grade (WG) 5-8	56	3.1	±0.2	319	3.3	±0.1	-0.25 (S)
Wage Grade (WG) 9-16	NR	NR	NR	77	3.2	±0.2	NR
Other Wage Grade (WG)	NR	NR	NR	38	3.6	±0.2	NR
General Schedule (GS) 1-6	23	2.7*	±0.3	430	3.8*	±0.1	-1.25 (L)
General Schedule (GS) 7-10	214	3.2*	±0.1	1,146	3.4*	±0.1	-0.26 (S)
General Schedule (GS) 11-12	163	2.9*	±0.2	858	3.5*	±0.1	-0.66 (M)
General Schedule (GS) 13-15	41	3.2*	±0.3	404	3.9*	±0.1	-0.69 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	4.6	±0.6	NR
Other	7	2.7*	±1.1	122	3.3*	±0.1	-0.77 (M)
Years of Service at Bureau or Office							
Less than 1 year	25	2.6*	±0.4	203	3.4*	±0.1	-0.89 (L)
1 to 3 years	99	3.2	±0.2	363	3.4	±0.1	-0.21 (S)
4 to 5 years	33	2.8	±0.4	183	3.1	±0.1	-0.27 (S)
6 to 10 years	78	3.5	±0.3	572	3.4	±0.1	0.05
11 to 14 years	64	2.9*	±0.2	430	3.6*	±0.1	-0.65 (M)
15 to 20 years	99	2.6*	±0.2	687	3.6*	±0.1	-1.07 (L)
More than 20 years	109	3.3*	±0.2	1,115	3.6*	±0.1	-0.34 (S)
Appointment Type							
Permanent	512	3.0*	±0.1	3,442	3.5*	±0.0	-0.52 (M)
Term	--	--	--	58	2.3	±0.4	NA
Temporary	NR	NR	NR	31	3.1	±0.1	NR

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	20	2.7*	±0.4	223	3.8*	±0.1	-1.39 (L)
Non-Seasonal	492	3.0*	±0.1	3,217	3.5*	±0.0	-0.47 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	19	2.6*	±0.3	198	3.8*	±0.1	-1.70 (L)
Permanent-Non-Seasonal	492	3.0*	±0.1	3,211	3.5*	±0.0	-0.47 (S)
Term	--	--	--	58	2.3	±0.4	NA
Temporary-Seasonal	NR	NR	NR	25	3.1	±0.1	NR
Temporary-Non-Seasonal	--	--	--	6	3.1	±0.4	NA
Sex							
Men	183	3.3*	±0.2	1,969	3.5*	±0.0	-0.26 (S)
Women	327	2.9*	±0.1	1,588	3.5*	±0.0	-0.62 (M)
Gender Identity							
Male	183	3.3*	±0.2	1,969	3.5*	±0.0	-0.26 (S)
Female	327	2.9*	±0.1	1,588	3.5*	±0.0	-0.62 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	8	3.2	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	452	3.1*	±0.1	3,262	3.5*	±0.0	-0.46 (S)
Sexual Minority	24	2.5*	±0.3	61	3.6*	±0.2	-1.31 (L)
Sexual Orientation							
Heterosexual or straight	452	3.1*	±0.1	3,262	3.5*	±0.0	-0.46 (S)
Lesbian	NR	NR	NR	11	3.5	±0.7	NR
Gay	6	3.3	±0.7	20	3.4	±0.4	-0.11
Bisexual	15	2.3*	±0.4	16	3.8*	±0.5	-1.62 (L)
Other	NR	NR	NR	14	3.8	±0.0	NR
I prefer not to say	33	3.3	±0.3	165	3.5	±0.1	-0.23 (S)

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.11 Sexual Assault Related Behaviors

The following sections display each of the outcomes of workplace harassment and sexual assault related behaviors. In each section results are shown for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Results are further broken down by selected demographic and/or occupational characteristics relevant to sexual assault. Statistically significant differences are noted.

5.11.1 Sexual Assault Related Behaviors and Job Satisfaction

Table 5.31 presents the job satisfaction results for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.31 BIA – Sexual Assault Related Behaviors and Job Satisfaction by Selected Characteristics

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	52	3.0*	±0.2	4,002	3.7*	±0.0	-0.96 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	145	3.6	±0.1	NA
Wage Grade (WG) 5-8	NR	NR	NR	386	3.5	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	81	3.5	±0.1	NA
Other Wage Grade (WG)	--	--	--	40	3.5	±0.1	NA
General Schedule (GS) 1-6	NR	NR	NR	419	3.6	±0.1	NR
General Schedule (GS) 7-10	32	3.1*	±0.1	1,321	3.7*	±0.0	-0.82 (L)
General Schedule (GS) 11-12	9	2.9*	±0.8	1,008	3.7*	±0.0	-1.13 (L)
General Schedule (GS) 13-15	NR	NR	NR	440	4.0	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	3.9	±0.9	NA
Other	--	--	--	129	3.5	±0.1	NA

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	226	3.9	±0.1	NR
1 to 3 years	5	2.6*	±1.2	457	3.7*	±0.1	-1.59 (L)
4 to 5 years	--	--	--	216	3.4	±0.1	NA
6 to 10 years	NR	NR	NR	628	3.6	±0.1	NR
11 to 14 years	32	3.1*	±0.1	460	3.8*	±0.1	-0.97 (L)
15 to 20 years	NR	NR	NR	781	3.6	±0.1	NR
More than 20 years	7	3.3	±0.5	1,214	3.7	±0.0	-0.58 (M)
Appointment Type							
Permanent	52	3.0*	±0.2	3,877	3.7*	±0.0	-0.97 (L)
Term	--	--	--	58	3.4	±0.2	NA
Temporary	--	--	--	32	3.6	±0.2	NA
Work Schedule							
Seasonal	NR	NR	NR	241	3.8	±0.1	NR
Non-Seasonal	51	3.0*	±0.2	3,633	3.7*	±0.0	-0.94 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	215	3.9	±0.1	NR
Permanent-Non-Seasonal	51	3.0*	±0.2	3,627	3.7*	±0.0	-0.94 (L)
Term	--	--	--	58	3.4	±0.2	NA
Temporary-Seasonal	--	--	--	26	3.5	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	3.8	±0.2	NA
Sex							
Men	6	2.7*	±0.9	2,138	3.7*	±0.0	-1.40 (L)
Women	46	3.0*	±0.2	1,850	3.7*	±0.0	-0.90 (L)
Gender Identity							
Male	6	2.7*	±0.9	2,138	3.7*	±0.0	-1.40 (L)
Female	46	3.0*	±0.2	1,850	3.7*	±0.0	-0.90 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	11	3.5	±0.3	NA
Sexual Orientation - Collapsed							
Heterosexual	52	3.0*	±0.2	3,639	3.7*	±0.0	-0.94 (L)
Sexual Minority	--	--	--	86	3.8	±0.1	NA

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	52	3.0*	±0.2	3,639	3.7*	±0.0	-0.94 (L)
Lesbian	--	--	--	14	3.7	±0.3	NA
Gay	--	--	--	26	3.9	±0.3	NA
Bisexual	--	--	--	31	3.6	±0.3	NA
Other	--	--	--	15	4.0	±0.2	NA
I prefer not to say	--	--	--	197	3.6	±0.1	NA

^a Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.11.2 Sexual Assault Related Behaviors and Job Engagement

Table 5.32 presents the job engagement results for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.32 BIA – Sexual Assault Related Behaviors and Job Engagement by Selected Characteristics

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	52	4.5*	±0.4	4,000	5.8*	±0.0	-1.20 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	145	5.4	±0.2	NA
Wage Grade (WG) 5-8	NR	NR	NR	386	5.7	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	81	6.0	±0.2	NA
Other Wage Grade (WG)	--	--	--	40	6.3	±0.3	NA
General Schedule (GS) 1-6	NR	NR	NR	418	5.8	±0.1	NR
General Schedule (GS) 7-10	32	4.2*	±0.2	1,321	5.8*	±0.1	-1.60 (L)
General Schedule (GS) 11-12	9	4.8*	±1.3	1,008	5.8*	±0.1	-0.80 (L)
General Schedule (GS) 13-15	NR	NR	NR	440	6.0	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	5.6	±1.6	NA
Other	--	--	--	129	5.2	±0.1	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	226	5.7	±0.1	NR
1 to 3 years	5	4.3*	±2.3	455	5.6*	±0.1	-1.18 (L)
4 to 5 years	--	--	--	216	5.3	±0.1	NA
6 to 10 years	NR	NR	NR	628	5.7	±0.1	NR
11 to 14 years	32	4.2*	±0.2	460	6.0*	±0.1	-1.89 (L)
15 to 20 years	NR	NR	NR	781	5.5	±0.1	NR
More than 20 years	7	6.3	±0.2	1,214	6.1	±0.1	0.24 (S)
Appointment Type							
Permanent	52	4.5*	±0.4	3,875	5.8*	±0.0	-1.23 (L)
Term	--	--	--	58	4.8	±0.4	NA
Temporary	--	--	--	32	6.0	±0.2	NA
Work Schedule							
Seasonal	NR	NR	NR	241	5.9	±0.1	NR
Non-Seasonal	51	4.4*	±0.4	3,632	5.8*	±0.0	-1.24 (L)

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	215	5.9	±0.1	NR
Permanent-Non-Seasonal	51	4.4*	±0.4	3,626	5.8*	±0.0	-1.24 (L)
Term	--	--	--	58	4.8	±0.4	NA
Temporary-Seasonal	--	--	--	26	5.9	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	6.4	±0.2	NA
Sex							
Men	6	4.3*	±1.8	2,138	5.7*	±0.0	-1.29 (L)
Women	46	4.5*	±0.3	1,849	5.9*	±0.1	-1.26 (L)
Gender Identity							
Male	6	4.3*	±1.8	2,138	5.7*	±0.0	-1.29 (L)
Female	46	4.5*	±0.3	1,849	5.9*	±0.1	-1.26 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	11	5.4	±0.8	NA
Sexual Orientation - Collapsed							
Heterosexual	52	4.5*	±0.4	3,638	5.8*	±0.0	-1.18 (L)
Sexual Minority	--	--	--	86	5.8	±0.2	NA
Sexual Orientation							
Heterosexual or straight	52	4.5*	±0.4	3,638	5.8*	±0.0	-1.18 (L)
Lesbian	--	--	--	14	6.1	±0.4	NA
Gay	--	--	--	26	5.4	±0.4	NA
Bisexual	--	--	--	31	5.9	±0.4	NA
Other	--	--	--	15	6.1	±0.4	NA
I prefer not to say	--	--	--	197	5.8	±0.2	NA

^a Scale values range from 1 = Never, 2 = Almost Never or a Few Times A Year or Less, 3 = Rarely or Once a Month or Less, 4 = Sometimes or a Few Times a Month, 5 = Often or Once a Week, 6 = Very Often or a Few Times a Week, and 7 = Always or Every Day. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.11.3 Sexual Assault Related Behaviors and Organizational Commitment

Table 5.33 presents the organizational commitment results for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BIA.

Table 5.33 BIA – Sexual Assault Related Behaviors and Organizational Commitment by Selected Characteristics

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	52	2.8*	±0.2	4,000	3.4*	±0.0	-0.63 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	145	2.9	±0.2	NA
Wage Grade (WG) 5-8	NR	NR	NR	386	3.2	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	81	3.1	±0.2	NA
Other Wage Grade (WG)	--	--	--	40	3.7	±0.2	NA
General Schedule (GS) 1-6	NR	NR	NR	418	3.7	±0.1	NR
General Schedule (GS) 7-10	32	3.0*	±0.1	1,321	3.4*	±0.1	-0.35 (S)
General Schedule (GS) 11-12	9	2.6*	±0.8	1,008	3.5*	±0.1	-0.88 (L)
General Schedule (GS) 13-15	NR	NR	NR	440	3.8	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	3.9	±1.3	NA
Other	--	--	--	129	3.2	±0.1	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	226	3.3	±0.1	NR
1 to 3 years	5	2.2*	±0.7	455	3.4*	±0.1	-1.22 (L)
4 to 5 years	--	--	--	216	3.0	±0.1	NA
6 to 10 years	NR	NR	NR	628	3.3	±0.1	NR
11 to 14 years	32	3.0*	±0.1	460	3.6*	±0.1	-0.47 (S)
15 to 20 years	NR	NR	NR	781	3.4	±0.1	NR
More than 20 years	7	2.8*	±0.6	1,214	3.6*	±0.1	-0.84 (L)
Appointment Type							
Permanent	52	2.8*	±0.2	3,875	3.5*	±0.0	-0.65 (M)
Term	--	--	--	58	2.3	±0.4	NA
Temporary	--	--	--	32	3.2	±0.2	NA
Work Schedule							
Seasonal	NR	NR	NR	241	3.7	±0.1	NR
Non-Seasonal	51	2.8*	±0.2	3,632	3.4*	±0.0	-0.62 (M)

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	215	3.7	±0.1	NR
Permanent-Non-Seasonal	51	2.8*	±0.2	3,626	3.4*	±0.0	-0.62 (M)
Term	--	--	--	58	2.3	±0.4	NA
Temporary-Seasonal	--	--	--	26	3.2	±0.2	NA
Temporary-Non-Seasonal	--	--	--	6	3.1	±0.4	NA
Sex							
Men	6	2.7*	±1.0	2,138	3.5*	±0.0	-0.85 (L)
Women	46	2.8*	±0.2	1,849	3.4*	±0.0	-0.55 (M)
Gender Identity							
Male	6	2.7*	±1.0	2,138	3.5*	±0.0	-0.85 (L)
Female	46	2.8*	±0.2	1,849	3.4*	±0.0	-0.55 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	11	3.1	±0.4	NA
Sexual Orientation - Collapsed							
Heterosexual	52	2.8*	±0.2	3,638	3.4*	±0.0	-0.62 (M)
Sexual Minority	--	--	--	86	3.3	±0.2	NA
Sexual Orientation							
Heterosexual or straight	52	2.8*	±0.2	3,638	3.4*	±0.0	-0.62 (M)
Lesbian	--	--	--	14	3.2	±0.6	NA
Gay	--	--	--	26	3.3	±0.3	NA
Bisexual	--	--	--	31	3.1	±0.4	NA
Other	--	--	--	15	3.7	±0.3	NA
I prefer not to say	--	--	--	197	3.4	±0.1	NA

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither Agree nor Disagree, 4 = Agree, and 5 = Strongly Agree. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

5.12 Linear Regression Analyses of Various Forms of Harassment and Sexual Assault Related Behaviors and Job Outcomes

In the previous sections, the results for the organizational outcomes of workplace harassment were each shown separately, comparing results of the outcomes (i.e., job satisfaction, job engagement, and organizational commitment) for those who had experienced each form of harassing and/or assault related behaviors against those who had not. To further understand the relationship of the harassing and/or assault related behaviors and job outcomes, we performed a series of linear regression analyses to identify the harassing behaviors that are most likely to influence job outcomes. Table 5.34, Table 5.35, and Table 5.36 present the results of the regression analyses. Each predictor variable is shown in the first column.

Table 5.34 BIA – Linear Regression of Harassment and Job Satisfaction

	B	S.E.	B	t	p	95% C.I.		r	Partial r	Semi Partial r
						Lower	Upper			
Constant	3.861	0.013	--	297.204	0.000	3.835	3.886	--	--	--
Harassment Based on Age	-0.267	0.028	-0.157	-9.612	0.000	-0.321	-0.212	-0.258	-0.151	-0.139
Harassment Based on Race/Ethnicity	-0.325	0.034	-0.172	-9.689	0.000	-0.391	-0.259	-0.271	-0.152	-0.140
Harassment Based on Religious Beliefs	0.202	0.046	0.077	4.418	0.000	0.112	0.291	-0.090	0.070	0.064
Harassment Based on Disability	-0.716	0.043	-0.258	-16.701	0.000	-0.801	-0.632	-0.324	-0.257	-0.242
Harassment Based on Sexual Orientation	-0.033	0.059	-0.009	-0.564	0.573	-0.149	0.082	-0.124	-0.009	-0.008
Gender Harassment	-0.110	0.045	-0.049	-2.420	0.016	-0.198	-0.021	-0.176	-0.038	-0.035
Sexual Harassment	0.080	0.052	0.032	1.534	0.125	-0.022	0.181	-0.144	0.024	0.022
Sexual Assault	0.099	0.104	0.015	0.950	0.342	-0.105	0.303	-0.112	0.015	0.014

Note. N = 3,968, F = 99.646, R Square = 0.168

Table 5.35 BIA – Linear Regression of Harassment and Job Engagement

	B	S.E.	B	t	p	95% C.I.		r	Partial r	Semi Partial r
						Lower	Upper			
Constant	5.891	0.020	--	295.434	0.000	5.852	5.930	--	--	--
Harassment Based on Age	-0.284	0.043	-0.115	-6.670	0.000	-0.368	-0.201	-0.163	-0.105	-0.102
Harassment Based on Race/Ethnicity	-0.408	0.052	-0.149	-7.929	0.000	-0.509	-0.307	-0.175	-0.125	-0.122
Harassment Based on Religious Beliefs	0.391	0.070	0.103	5.572	0.000	0.254	0.529	0.005	0.088	0.085
Harassment Based on Disability	-0.226	0.066	-0.056	-3.418	0.001	-0.355	-0.096	-0.119	-0.054	-0.052
Harassment Based on Sexual Orientation	0.009	0.091	0.002	0.102	0.919	-0.168	0.187	-0.056	0.002	0.002
Gender Harassment	-0.313	0.070	-0.096	-4.493	0.000	-0.449	-0.176	-0.126	-0.071	-0.069
Sexual Harassment	0.390	0.080	0.106	4.887	0.000	0.233	0.546	-0.051	0.077	0.075
Sexual Assault	-0.785	0.160	-0.083	-4.921	0.000	-1.098	-0.472	-0.135	-0.078	-0.075

Note. N = 3,967, F = 37.117, R Square = 0.07

Table 5.36 BIA – Linear Regression of Harassment and Organizational Commitment

	B	S.E.	B	t	p	95% C.I.		r	Partial r	Semi Partial r
						Lower	Upper			
Constant	3.614	--	--	202.545	0.000	3.579	3.649	--	--	--
Harassment Based on Age	-0.384	0.038	-0.172	-10.079	0.000	-0.459	-0.310	-0.216	-0.158	-0.153
Harassment Based on Race/Ethnicity	-0.336	0.046	-0.136	-7.289	0.000	-0.426	-0.246	-0.186	-0.115	-0.111
Harassment Based on Religious Beliefs	0.330	0.063	0.096	5.257	0.000	0.207	0.454	-0.020	0.083	0.080
Harassment Based on Disability	-0.454	0.059	-0.124	-7.683	0.000	-0.569	-0.338	-0.175	-0.121	-0.117
Harassment Based on Sexual Orientation	0.110	0.081	0.023	1.360	0.174	-0.049	0.269	-0.060	0.022	0.021
Gender Harassment	-0.298	0.062	-0.101	-4.782	0.000	-0.420	-0.176	-0.134	-0.076	-0.073
Sexual Harassment	0.310	0.071	0.094	4.350	0.000	0.170	0.450	-0.059	0.069	0.066
Sexual Assault	0.056	0.143	0.007	0.392	0.695	-0.224	0.336	-0.074	0.006	0.006

Note. N = 3,967, F = 47.968, R Square = 0.088

6 Bystander Intervention and Future Reporting

In addition to assessing personal experiences with various forms of harassment and sexual assault related behaviors, the 2017 WES included a multi-item scale designed to assess employee bystander experiences with harassment (i.e., a situation in which an employee witnessed but may not have been a direct target of the harassing behavior). Respondents were asked to indicate if they had witnessed a situation in which another employee was subjected to harassment or discrimination using a 6-point response scale ranging from *never* to *one or more times a day*. Results presented in the tables display the percentage of employees who witnessed a form of harassment and the average frequency of occurrence of the behaviors witnessed.

The 2017 WES included a multi-item scale designed to assess employee responses to bystander situations described previously. Items asked respondents to indicate the actions that best described their most typical response(s) to the situation(s) they witnessed.

The 2017 WES also included a question about the resources employees might choose if they were to experience harassing behaviors in the future. Employees were presented a possible list of resources and asked to indicate those they might select and their assessment of the helpfulness of each resource.

6.1 Witnessing an Incident of Harassment and Actions Taken

Table 6.1 presents the percentage of employees who witnessed various forms of harassment within the past 12 months. These percentages are different than the experience rate of harassment because multiple employees might have witnessed the same event. Results have been weighted to estimate the population in BIA.

In summary, an estimated 26.3% of employees witnessed some form of harassing and/or assault behavior in the 12 months preceding the survey against another employee.

Table 6.1 BIA – Percent Witnessing Harassment

	Percent witnessing			Frequency of occurrence ^a			
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Age	664	16.6%	±1.2	2.8	±0.1	2	2
Racial/Ethnic	577	14.4%	±1.1	3.2	±0.1	3	2
Religious	264	6.6%	±0.8	2.6	±0.1	2	2
Disability	304	7.6%	±0.9	2.5	±0.1	2	2
Sexual Orientation	265	6.6%	±0.8	3.5	±0.2	3	2
Sex/Gender	475	11.9%	±1.0	3.2	±0.1	3	2

^a Scale values range from 2 = Once, 3 = Once a Month or Less, 4 = Two to Three Times a Month, 5 = Once a Week or More, and 6 = One or More Times a Day. Note. The N for the mean score may be smaller than shown if not all respondents chose to provide a frequency of occurrence rating.

Survey respondents who indicated they had witnessed a situation where another employee was subjected to any type of harassment one or more times were then asked what type of action they took, if any. Table 6.2 shows the type of action(s) typically taken as a result of witnessing another employee experiencing harassment. If a respondent indicated they took no action, they were not able to select any of the other choices. These results do not distinguish actions taken for any specific form of harassment witnessed; rather the actions taken are for any form of harassment. Results have been weighted to estimate the population in BIA.

Table 6.2 BIA – Actions Taken in Response to Witnessing Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q54 Which of the following actions best describes your most typical response(s) to the situation you witnessed?			
I did not take any action	277	26.2%	±2.7
I asked the person who was experiencing the behavior if he/she needed help	239	22.6%	±2.6
I pointed out to person that he/she “crossed the line” with comments/behaviors	149	14.1%	±2.2
I stepped in with the intent of diffusing/stopping the situation	95	9.0%	±1.9
I asked others to step in as a group and diffuse the situation	21	2.0%	±1.0
I told someone in a position of authority about the situation	211	20.0%	±2.5
I considered intervening but I feared I would experience negative consequences	218	20.6%	±2.6
I considered intervening but did not feel I had the authority to do so	153	14.5%	±2.3
I stepped in but then was discouraged or criticized by others for doing so	80	7.5%	±1.8
I stepped in but then was harassed myself by the person(s) I was trying to stop	64	6.1%	±1.6
None selected	37	3.5%	±1.3

6.2 Future Reporting

Earlier in the survey respondents who indicated they had experienced a form of harassment or a sexual assault related behavior were asked if they made a complaint/grievance/report either orally or in writing. Since not every survey respondent experienced harassing or assault behaviors, all respondents were asked to consider to whom they might make a complaint/grievance/report if they were to experience such behaviors in the future.

Table 6.3 shows the options they would most likely choose if they were to make a complaint/grievance/report, either orally or in writing, about a harassing experience involving someone at work. For each resource they would contact, respondents were asked to rate the perceived helpfulness of that resource. Results have been weighted to estimate the population in BIA.

Table 6.3 BIA – Potential Recipients of a Complaint of Harassment or Assault

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Q55 If you were to make an oral and/or written complaint/grievance/report about a harassment experience involving someone at work, which of the following options would you be most likely to use?					
Supervisor or Manager					
Yes	2,776	71.2%	±1.4	3.5	±0.0
No	656	16.8%	±1.2	--	--
Don't Know	469	12.0%	±1.1	--	--
Employee Assistance Program (EAP)					
Yes	1,665	43.5%	±1.6	3.4	±0.0
No	1,059	27.7%	±1.4	--	--
Don't Know	1,103	28.8%	±1.5	--	--
Ombudsman (if applicable)					
Yes	308	8.2%	±0.9	3.2	±0.1
No	1,194	31.9%	±1.5	--	--
Don't Know	2,238	59.8%	±1.6	--	--
CADR Office, CORE PLUS					
Yes	432	11.5%	±1.1	3.4	±0.1
No	1,208	32.2%	±1.5	--	--
Don't Know	2,111	56.3%	±1.6	--	--
Employee & Labor Relations (Human Resources)					
Yes	1,540	40.5%	±1.6	3.4	±0.1
No	947	24.9%	±1.4	--	--
Don't Know	1,317	34.6%	±1.5	--	--

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Union (if applicable)					
Yes	1,361	35.5%	±1.5	3.2	±0.1
No	1,130	29.5%	±1.5	--	--
Don't Know	1,337	34.9%	±1.5	--	--
Equal Employment Opportunity Counselor					
Yes	1,460	38.8%	±1.6	3.4	±0.1
No	884	23.5%	±1.4	--	--
Don't Know	1,419	37.7%	±1.6	--	--
Equal Employment Opportunity Office					
Yes	1,460	38.5%	±1.6	3.4	±0.1
No	891	23.5%	±1.4	--	--
Don't Know	1,437	37.9%	±1.6	--	--
Office of Inspector General Hotline					
Yes	777	20.9%	±1.3	3.2	±0.1
No	1,150	30.8%	±1.5	--	--
Don't Know	1,801	48.3%	±1.6	--	--
Office of Inspector General					
Yes	717	19.1%	±1.3	3.4	±0.1
No	1,202	32.1%	±1.5	--	--
Don't Know	1,830	48.8%	±1.6	--	--
Other Law Enforcement/Civil Authority not in the bureau					
Yes	750	20.0%	±1.3	3.4	±0.1
No	1,320	35.2%	±1.5	--	--
Don't Know	1,677	44.8%	±1.6	--	--
Department of Interior Ethics/Bureau Ethics Office					
Yes	1,216	32.5%	±1.5	3.5	±0.1
No	1,114	29.8%	±1.5	--	--
Don't Know	1,412	37.7%	±1.6	--	--
Office of Regulatory Affairs & Collaborative Action					
Yes	283	7.6%	±0.9	3.4	±0.1
No	1,285	34.3%	±1.5	--	--
Don't Know	2,178	58.1%	±1.6	--	--
Bureau of Indian Affairs/Office of Justice Services					
Yes	769	20.6%	±1.3	3.6	±0.1
No	1,307	35.1%	±1.5	--	--
Don't Know	1,650	44.3%	±1.6	--	--

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Other					
Yes	392	11.8%	±1.1	3.5	±0.1
No	871	26.2%	±1.5	--	--
Don't Know	2,057	62.0%	±1.7	--	--

^a Scale values range from 1 = Not at all Helpful, 2 = Somewhat Helpful, 3 = Moderately Helpful, 4 = Very Helpful, and 5 = Extremely Helpful. Note. The N for the mean score may be smaller than shown if not all respondents chose to provide a helpfulness rating.

Federal Consulting Group

Rafael Williams
Contracting Officer's
Representative (COR)
202-208-3035 (tel)
Rafael_Williams@ios.doi.gov

Jessica Reed
Director
202-208-4699 (tel)
Jessica_Reed@ios.doi.gov

Call Order #109
IA# 20309
D12PA00231

CFI Group

625 Avis Drive
Ann Arbor, MI 48108
734-930-9090 (tel)
www.cfigroup.com