



Supplemental Statistical Report

Bureau of Land Management (BLM)
Work Environment Survey
January-March 2017

September 29, 2017



Executive Summary

This Supplemental Statistical Report documents results of the Bureau of Land Management (BLM) Work Environment Survey (WES), which was fielded from January 9 to March 5, 2017.¹ The Executive Summary provides the key findings. The BLM 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 BLM 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 BLM personnel employed as of December 10, 2016, ($N = 9,305$) during the period of January 9 to March 5, 2017. Data from 3,830 employees were obtained by the end of the survey period, yielding a participation rate of 41.2%. Upon initial screening, a total of 3,683 completed questionnaires were available for analysis, yielding a survey response rate of 39.6%. Because not all BLM employees responded to the survey, employee population characteristics were obtained from Human Resources to derive weights to estimate population parameters for the BLM 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 BLM 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 BLM 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 BLM. 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 BLM. Using the DOI results to extrapolate to the BLM is appropriate given that those results include BLM 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 35.5% of employees experienced one or more forms of harassment and/or assault related behaviors in the past 12 months. More specifically:

- 21.0% experienced harassing behaviors based on their age
- 8.2% experienced harassing behaviors based on their racial or ethnic background
- 9.1% experienced harassing behaviors based on their religious beliefs
- 6.2% experienced harassing behaviors based on a perceived or actual disability
- 3.8% experienced harassing behaviors based on their sexual orientation
- 15.9% experienced harassing behaviors based on their gender
- 7.6% experienced sexual harassment³
- 0.96% 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 and sexual minority (lesbian, gay, bisexual, transgender, other) employees were more likely to experience higher rates of sexual harassment than men or their heterosexual counterparts
- Women and sexual minority (lesbian, gay, bisexual, transgender, other) employees were more likely to experience higher rates of sexual assault related behaviors than men or their heterosexual counterparts

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, 22.4% indicated the experience was primarily based on their age; 6.5% indicated the experience was primarily based on their racial/ethnic background; 9.8% indicated the experience was primarily based on their religious beliefs; 7.0% indicated the experience was primarily based on their disability status or condition; 1.7% indicated the experience was primarily based on their sexual orientation;

26.0% indicated the experience was primarily based on their sex/gender;⁴ and 26.3% indicated the experience was primarily based on unknown factors.

- *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 (74.4%) and at a work location or site (86.7%) that was most frequently characterized as an indoor location (87.6%). Also, for the minority of these employees these experiences occurred while on travel (10.8%).
- *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 (60.0%).
- *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 (57.0%), who was typically older (40.5%), male (57.6%), and most often a peer and/or coworker (59.4%).
- *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 (86.2%).
- *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 (50.3%) or another employee (42.1%), as well as a supervisor (31.1%) or manager (21.4%). Additionally, some employees talked with the person involved (38.3%).
- *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 (74.5%); only 25.5% did.
- *What BLM 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 BLM resource was a supervisor or manager (18.8%). 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).

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.

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.

- What happened as a result of the complaint/grievance/report?* Regardless of the particular behavior involved, for employees who made complaints/grievances/reports, 62.4% indicated that some action was taken. Actions focused on the organization involved explaining rules to everyone (29.2%), management conducted a review/ investigation or other assessment (17.4%), and an investigation was conducted by a law enforcement official (2.2%). Actions involving the person engaging in the harassing behavior included someone talking to the person (31.3%), moving or reassigning the person to avoid continuing contact (8.0%), or some official career action was taken against person(s) involved (5.0%); and in some situations, the person stopped the behavior (21.4%). 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 (9.8%). Additionally, some employees were encouraged to drop the issue (38.4%) or were discouraged from making a complaint/grievance/report (32.3%). Other employees indicated that the person engaging in the harassing behavior took action against them for complaining (33.6%); their coworker(s) treated them worse, avoided or blamed them for the problem (28.2%); and some employees indicated leadership punished them for bringing the experience up (27.3%) or they were threatened with loss of employment (17.2%).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 (74.5%). Employees' most frequent reasons for not making a complaint/grievance/report involved a desire to move on or forget about the incident (55.3%), the perceived seriousness of the behavior (71.7% did not consider it serious enough to report), the behavior or experience stopped on its own (53.1%), skepticism about actions that would be taken (43.9% of employees did not think anything would be done), took care of it themselves by confronting the person (34.9%), thought they would be labeled a troublemaker (34.6%), or took other actions to handle the situation (34.1%).
- 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 (36.5%); resulted in arguments or damaged interpersonal relations at work (32.8%); and/or damaged other personal relationships (12.1%). 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 (19.3%), seek counseling (15.5%), or medical attention (8.7%). For some employees, these experiences had a *negative impact on their job performance*, making it harder to complete their work (36.2%), negatively affected their performance evaluation or promotion potential (22.1%), or negatively affected their performance evaluation/renewal/permanent employment (29.7%). For some employees,

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.

these experiences *negatively affected their willingness to remain a part of the organization*, leading them to consider leaving BLM (34.7%), take steps to leave the organization (16.6%), or request a transfer (7.8%).

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 experience are described below:

- Age harassment was more common in work environments perceived as being more tolerant of these behaviors and 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
- Sexual orientation harassment was more common where employees witnessed harassment against another employee based on their sexual orientation
- Gender harassment was more common for women than men, in work environments perceived as being more tolerant of these behaviors, 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 were 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 sexual assault related behaviors

and all three outcomes, and sexual harassment and job engagement. 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 23.2% 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:
 - 13.4% witnessed a harassment situation based on the age of the other employee
 - 8.0% witnessed a harassment situation based on the race/ethnicity of the other employee
 - 6.7% witnessed a harassment situation based on the religious beliefs of the other employee
 - 6.3% witnessed a harassment situation based a perceived or actual disability of the other employee
 - 4.6% witnessed a harassment situation based on the sexual orientation of the other employee
 - 13.1% 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 the particular behavior employees witnessed, the majority of employees took some action in response to the behaviors they witnessed (74.0%). Among employees who took some action, the most frequent actions included helping the person who was subject to the behaviors (31.7%); pointing out to the person who engaged in the harassing behaviors that s/he “crossed the line” (24.2%); and telling someone in position of authority about the situation (21.6%).

- *Did employees experience any harassing and/or assault behaviors before the past 12 months while they were employed by BLM?* An estimated 31.4% of employees experienced some form of harassing and/or assault behaviors before the past 12 months while being employed at BLM. More specifically:
 - 18.6% experienced harassing behaviors based on their age
 - 7.9% experienced harassing behaviors based on their racial or ethnic background
 - 8.2% experienced harassing behaviors based on their religious beliefs
 - 5.2% experienced harassing behaviors based on a perceived or actual disability
 - 3.8% experienced harassing behaviors based on their sexual orientation
 - 11.9% 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

- 1.75% experienced sexual assault related behaviors
- *What about the future use of BLM 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 (78.7%) 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.

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1 Introduction

This Supplemental Statistical Report presents in tabular form the results of the 2017 Bureau of Land Management (BLM) 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.

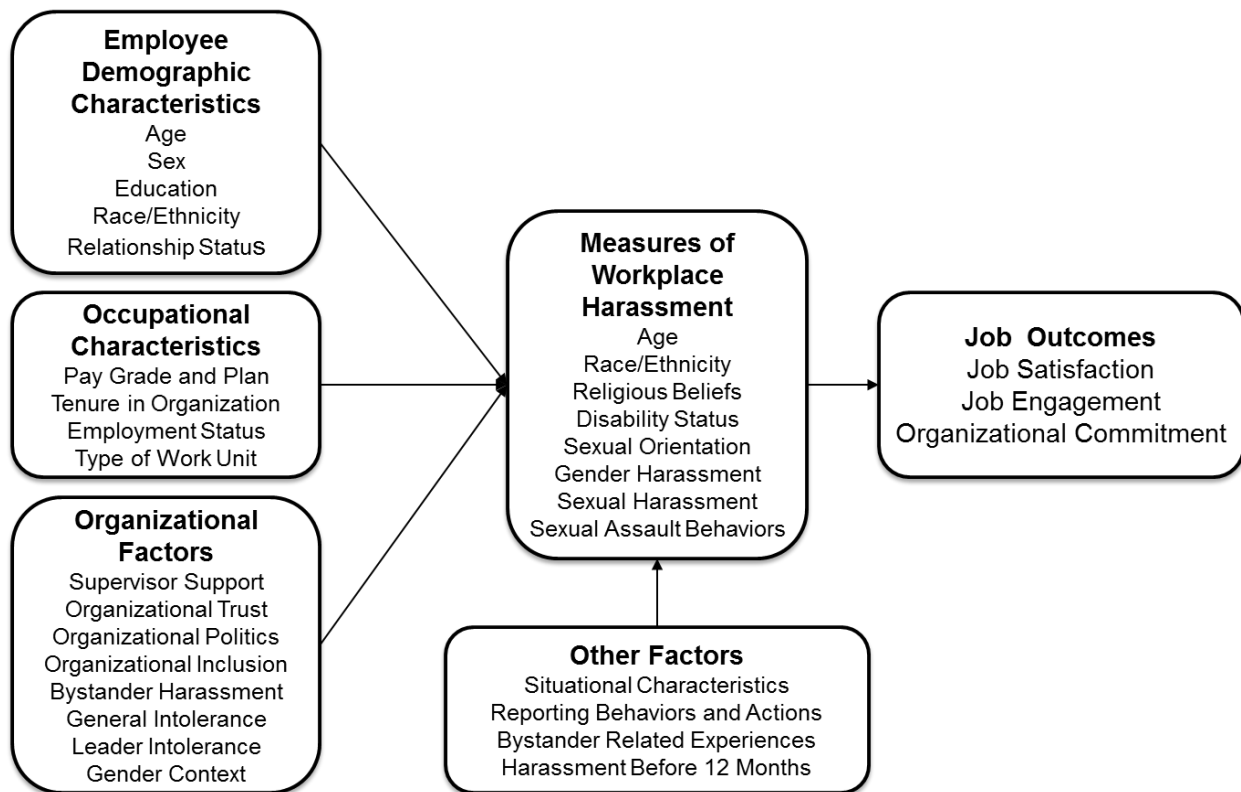


Figure 1.1 Conceptual Framework

Table 1.1 Description of Survey Constructs with Sample Items

Survey Section	Construct	Sample Item
Part I Your Perceptions About Your Job	• Job Satisfaction	• How satisfied are you with your job?
	• Job Engagement	• I am immersed in my work.
	• Organizational Commitment	• I would be happy to spend the rest of my career in my work unit.
	• Organizational Politics	• It is best not to rock the boat in my work unit.
	• Organizational Trust	• I feel my work unit will keep its word.
	• Supervisor Support	• My supervisor cares about my opinions.
	• Organizational Inclusion	• Members of my current work unit feel accepted by other members.
Part II Work Related Experiences	• Harassment based on my age, race/ethnicity, religious beliefs, disability status, sexual orientation	• How often did you hear negative comments or remarks based on your...
	• Sexual Harassment	• How often did someone at work tell offensive sexual stories or jokes?
	• Gender Harassment	• How often did someone at work make offensive, sexist remarks?
	• Sexual Assault Related Behaviors	• How often did you experience any intentional sexual contacts that were against your will?
Part III One Behavior/ Experience with the Greatest Effect	• Specific Behavior or Experience with Greatest Effect	• 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	• General Intolerance for Harassment	• At your current work unit, it would be very risky to file a harassment complaint.
	• Leadership Intolerance for Harassment	• Do the persons below tolerate harassment?
	• Bystander Harassment	• How often have you witnessed another employee being harassed?
	• Bystander Intervention	• What actions did you take if you witnessed another employee being harassed?
	• Resource Utilization	• 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	• Demographic and Occupational Characteristics	• Age, Marital Status, Ethnicity, Race, Sexual Orientation, Education, Tenure, Pay Grade, Supervisory Status, Work Location, Gender Context.

All active BLM 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 BLM employees ($N = 9,305$) 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 3,830 questionnaires were obtained by the end of the survey period (i.e., March 5, 2017), yielding a participation rate of 41.2%. Initial screening of the data for inclusion criteria indicated a total of 3,683 completed questionnaires were available for the analysis, yielding a response rate of 39.6%.

Table 1.2 BLM – WES Response Rate

	BLM
A. Total Sample	9,305
B. Delivered Invitations/Surveys	9,305
C. Submitted Surveys	3,830
D. Participation Rate	41.2%
E. Completed Surveys	3,683
F. Response Rate	39.6%

Definition of Terms

- A. Total Sample – The number of email addresses and postal addresses of active BLM 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/BLM 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 BLM 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 BLM 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 BLM. Employee population data were obtained from BLM Human Resources. Demographic characteristics for the study population were derived by weighting the survey results to estimate the BLM 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 BLM – 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	3,127	33.6%	3,128 (±90)	33.6% (±1.0)
40 or older	6,178	66.4%	6,181 (±90)	66.4% (±1.0)
Age				
25 or under	207	2.2%	208 (±30)	2.2% (±0.3)
26-29	478	5.1%	479 (±44)	5.1% (±0.5)
30-39	2,442	26.2%	2,441 (±84)	26.2% (±0.9)
40-49	2,414	25.9%	2,416 (±84)	26.0% (±0.9)
50-59	2,516	27.0%	2,516 (±85)	27.0% (±0.9)
60 or older	1,248	13.4%	1,249 (±66)	13.4% (±0.7)
Relationship Status - Collapsed				
Single	NA	NA	1,701 (±74)	18.3% (±0.8)
Partnered/Married	NA	NA	6,633 (±86)	71.4% (±0.9)
Separated/Widowed/Divorced	NA	NA	950 (±59)	10.2% (±0.6)
Relationship Status				
Single	NA	NA	1,701 (±74)	18.3% (±0.8)
Separated	NA	NA	84 (±20)	0.9% (±0.2)
Partnered	NA	NA	321 (±36)	3.5% (±0.4)
Divorced	NA	NA	768 (±54)	8.3% (±0.6)
Married	NA	NA	6,313 (±89)	68.0% (±1.0)
Widowed	NA	NA	98 (±21)	1.1% (±0.2)
Ethnicity/Race - Collapsed				
Non-Minority (Non-Hispanic White)	7,674	82.6%	7,617 (±72)	83.0% (±0.8)
Minority	1,621	17.4%	1,557 (±72)	17.0% (±0.8)

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number^a</i>	<i>Percent^a</i>
Ethnicity/Race				
Hispanic	761	8.2%	627 (±49)	6.8% (±0.5)
American Indian or Alaskan Native	206	2.2%	160 (±27)	1.7% (±0.3)
Asian	146	1.6%	63 (±18)	0.7% (±0.2)
Black/African-American	319	3.4%	185 (±28)	2.0% (±0.3)
Native Hawaiian or Other Pacific Islander	40	0.4%	34 (±14)	0.4% (±0.1)
Non-Hispanic White	7,674	82.6%	7,617 (±72)	83.0% (±0.8)
Multi-racial	149	1.6%	488 (±44)	5.3% (±0.5)
Disability				
Yes	853	9.7%	1,061 (±62)	11.4% (±0.7)
No	7,961	90.3%	8,234 (±62)	88.6% (±0.7)
Sex				
Men	5,934	63.8%	5,920 (±91)	63.7% (±1.0)
Women	3,371	36.2%	3,374 (±91)	36.3% (±1.0)
Gender Identity				
Male	5,934	63.8%	5,920 (±92)	63.5% (±1.0)
Female	3,371	36.2%	3,374 (±91)	36.2% (±1.0)
Transgender	NA	NA	NR	NR
Do not identify as female, male, or transgender	NA	NA	34 (±14)	0.4% (±0.1)
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	8,565 (±36)	96.4% (±0.4)
Sexual Minority	NA	NA	321 (±36)	3.6% (±0.4)
Sexual Orientation				
Heterosexual or straight	NA	NA	8,565 (±52)	92.4% (±0.6)
Lesbian	NA	NA	89 (±20)	1.0% (±0.2)
Gay	NA	NA	79 (±19)	0.8% (±0.2)
Bisexual	NA	NA	102 (±22)	1.1% (±0.2)
Other	NA	NA	51 (±16)	0.6% (±0.2)
I prefer not to say	NA	NA	383 (±39)	4.1% (±0.4)

^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 BLM. Employee population data, where available, were obtained from BLM Human Resources.

Table 1.4 BLM – 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	1,558	16.9%	821 (±55)	8.8% (±0.6)
Trade/Tech Certificate/Some College	1,870	20.3%	1,897 (±77)	20.4% (±0.8)
AA/College Degree	4,385	47.6%	4,985 (±94)	53.6% (±1.0)
Graduate Degree	1,397	15.2%	1,590 (±72)	17.1% (±0.8)
Appointment Type				
Permanent	8,870	95.3%	8,795 (±44)	94.6% (±0.5)
Term	183	2.0%	299 (±35)	3.2% (±0.4)
Temporary	252	2.7%	199 (±29)	2.1% (±0.3)
Work Schedule				
Seasonal	1,001	11.0%	536 (±46)	6.0% (±0.5)
Non-seasonal	8,121	89.0%	8,377 (±46)	94.0% (±0.5)
Appointment Type and Work Schedule				
Permanent-Seasonal	999	10.7%	428 (±41)	4.6% (±0.4)
Permanent-Non-Seasonal	7,871	84.6%	8,287 (±58)	90.0% (±0.6)
Term	183	2.0%	299 (±35)	3.2% (±0.4)
Temporary-Seasonal	2	0.0%	109 (±22)	1.2% (±0.2)
Temporary-Non-Seasonal	250	2.7%	90 (±21)	1.0% (±0.2)
Years of Service at Bureau or Office				
Less than 1 year	NA	NA	809 (±55)	8.7% (±0.6)
1 to 3 years	NA	NA	1,327 (±68)	14.3% (±0.7)
4 to 5 years	NA	NA	747 (±53)	8.0% (±0.6)
6 to 10 years	NA	NA	1,970 (±78)	21.2% (±0.8)
11 to 14 years	NA	NA	1,084 (±62)	11.7% (±0.7)
15 to 20 years	NA	NA	1,411 (±69)	15.2% (±0.7)
More than 20 years	NA	NA	1,956 (±78)	21.0% (±0.8)

	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	11	0.1%	62 (±17)	0.7% (±0.2)
Wage Grade (WG) 5 - 8	172	1.8%	453 (±42)	4.9% (±0.5)
Wage Grade (WG) 9 - 16	145	1.6%	202 (±29)	2.2% (±0.3)
Other Wage Grade (WG)	76	0.8%	24 (±12)	0.3% (±0.1)
General Schedule (GS) 1 - 6	959	10.3%	626 (±49)	6.8% (±0.5)
General Schedule (GS) 7 - 10	2,368	25.4%	2,197 (±81)	23.7% (±0.9)
General Schedule (GS) 11 - 12	4,101	44.1%	4,307 (±94)	46.4% (±1.0)
General Schedule (GS) 13 - 15	1,385	14.9%	1,344 (±68)	14.5% (±0.7)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	22	0.2%	15 (±10)	0.2% (±0.1)
Other	66	0.7%	44 (±15)	0.5% (±0.2)
Supervisory Status - Collapsed				
Non-Supervisor	7,288	78.3%	5,142 (±94)	55.8% (±1.0)
Supervisor	2,017	21.7%	4,079 (±94)	44.2% (±1.0)
Supervisory Status				
Team Leader	159	1.7%	2,072 (±80)	22.5% (±0.9)
Supervisor	1,750	18.8%	1,262 (±66)	13.7% (±0.7)
Manager	88	0.9%	677 (±51)	7.3% (±0.6)
Senior Leader	20	0.2%	68 (±18)	0.7% (±0.2)
None of the above	7,288	78.3%	5,142 (±94)	55.8% (±1.0)
Duty Station				
Headquarters Office (Washington)	NA	NA	270 (±34)	2.9% (±0.4)
Headquarters Office (Other than Washington)	NA	NA	122 (±24)	1.3% (±0.3)
State Office	NA	NA	1,921 (±78)	20.7% (±0.8)
Field Office/District Office	NA	NA	6,067 (±90)	65.5% (±1.0)
National Interagency Fire Center	NA	NA	253 (±33)	2.7% (±0.4)
National Operations Center	NA	NA	293 (±35)	3.2% (±0.4)
100% Telework	NA	NA	55 (±17)	0.6% (±0.2)
Other (none of the above describe the environment in which I routinely accomplish my work)	NA	NA	288 (±35)	3.1% (±0.4)

^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 BLM. 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 estimated percentage 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 35.5% of employees experienced one or more forms of harassment and/or assault related behaviors in the past 12 months. Additionally, an estimated 31.4% of employees experienced some form of harassing and/or assault behaviors before the past 12 months while being employed at BLM.¹⁰

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 respondents 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 2.1 BLM – 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	21.0%	±0.8	3.0	±0.0	3	2
Racial/Ethnic	8.2%	±0.6	2.9	±0.1	3	2
Religious	9.1%	±0.6	2.9	±0.0	3	2
Disability	6.2%	±0.5	3.4	±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.

Table 2.2 BLM – 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	1,880	2,034
Racial/Ethnic	710	814
Religious	796	905
Disability	527	618

Table 2.3 BLM – 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	3.8%	±0.4	3.0	±0.1	3	2
Gender Harassment	15.9%	±0.8	3.2	±0.0	3	3
Sexual Harassment	7.6%	±0.6	3.0	±0.0	3	2
Crude and Offensive Behavior	16.7%	±0.8	2.9	±0.0	3	2
Unwanted Sexual Attention	5.5%	±0.5	2.6	±0.1	2	2
Sexual Coercion	1.4%	±0.3	2.7	±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.

Table 2.4 BLM – 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	317	389
Gender Harassment	1,414	1,552
Sexual Harassment	656	756
Crude and Offensive Behavior	1,488	1,630
Unwanted Sexual Attention	475	562
Sexual Coercion	110	155

Table 2.5 BLM – 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	0.96%	±0.22	3.3	±0.3	2	2
Sexual Touching	0.57%	±0.17	2.2	±0.2	2	2
Attempted Sex	0.26%	±0.13	3.1	±0.4	3	2
Completed Sex	0.13%	±0.10	4.5	±1.0	6	6

^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 BLM – Estimated Number of Sexual Assault Related Behaviors in Past 12 Months

	Estimated number	
	<i>Lower bound</i>	<i>Upper bound</i>
Sexual Assault	73	110
Sexual Touching	40	69
Attempted Sex	16	36
Completed Sex	7	21

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 BLM.

Table 2.7 BLM – 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	3,307	35.4%	±1.0	3.1	±0.0
Age - Collapsed					
39 or under	1,186	37.9%*	±1.7	3.1	±0.0
40 or older	2,112	34.2%*	±1.2	3.0	±0.0
Age					
A 25 or under	121	58.3%BCDEF	±6.9	3.1B	±0.1
B 26-29	213	44.5%ACDEF	±4.5	2.9ACDF	±0.1
C 30-39	851	34.9%AB	±1.9	3.1BE	±0.0
D 40-49	780	32.3%AB	±1.9	3.1BE	±0.0
E 50-59	887	35.3%AB	±1.9	3.0CDF	±0.0
F 60 or older	445	35.6%AB	±2.7	3.1BE	±0.1
Relationship Status - Collapsed					
A Single	722	42.4%B	±2.4	3.2B	±0.0
B Partnered/Married	2,182	32.9%AC	±1.1	2.9AC	±0.0
C Separated/Widowed/Divorced	378	39.8%B	±3.2	3.2B	±0.0
Relationship Status					
A Single	722	42.4%E	±2.4	3.2E	±0.0
B Separated	36	43.3%	±11.0	3.3CE	±0.2
C Partnered	132	41.3%E	±5.5	3.1BE	±0.1
D Divorced	307	40.0%E	±3.5	3.2E	±0.1
E Married	2,050	32.5%ACD	±1.2	2.9ABCD	±0.0
F Widowed	34	34.8%	±10.1	3.1	±0.2
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	2,583	33.9%*	±1.1	3.1*	±0.0
Minority	657	42.2%*	±2.5	3.0*	±0.0
Ethnicity/Race					
A Hispanic	248	39.6%	±3.9	3.1BD	±0.1
B American Indian or Alaskan Native	66	41.2%	±7.9	2.8ACFG	±0.1
C Asian	26	40.8%	±12.8	3.2BD	±0.2
D Black/African-American	81	43.7%	±7.3	2.9ACF	±0.1
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	2,583	33.9%G	±1.1	3.1BD	±0.0
G Multi racial	223	45.6%F	±4.5	3.0B	±0.1

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Disability					
Yes	478	45.0%*	±3.0	3.2*	±0.0
No	2,808	34.1%*	±1.0	3.0*	±0.0
Sex					
Men	1,810	30.6%*	±1.2	3.0*	±0.0
Women	1,481	43.9%*	±1.7	3.1*	±0.0
Gender Identity					
A Male	1,810	30.6%B	±1.2	3.0B	±0.0
B Female	1,481	43.9%A	±1.7	3.1A	±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	NR	NR	NR	NR	NR
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	2,916	34.0%*	±1.0	3.0*	±0.0
Sexual Minority	201	62.8%*	±5.5	3.4*	±0.1
Sexual Orientation					
A Heterosexual or straight	2,916	34.0%BCDE	±1.0	3.0BCDE	±0.0
B Lesbian	50	56.3%AF	±10.6	3.3ACDE	±0.1
C Gay	50	64.0%AF	±11.4	2.5ABDEF	±0.1
D Bisexual	63	62.2%AF	±10.0	3.6ABCF	±0.1
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	38	73.7%AF	±14.1	3.7ABCF	±0.2
F I prefer not to say	152	39.8%BCDE	±5.0	3.1CDE	±0.1
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	206	25.2%BCD	±3.1	2.8BCD	±0.1
B Trade/Tech Certificate/Some College	608	32.1%ACD	±2.1	3.2ACD	±0.0
C AA/College Degree	1,806	36.2%ABD	±1.3	3.0ABD	±0.0
D Graduate Degree	664	41.7%ABC	±2.4	3.1ABC	±0.0
Appointment Type					
A Permanent	3,104	35.3%	±1.0	3.1	±0.0
B Term	119	39.9%	±5.7	3.0C	±0.1
C Temporary	72	36.2%	±7.0	3.2B	±0.1

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Work Schedule					
Seasonal	192	35.7%	±4.2	3.2*	±0.1
Non-seasonal	2,969	35.4%	±1.0	3.0*	±0.0
Appointment Type and Work Schedule					
A Permanent-Seasonal	143	33.3%	±4.6	3.2BCDE	±0.1
B Permanent-Non-Seasonal	2,946	35.6%	±1.0	3.0AE	±0.0
C Term	119	39.9%	±5.7	3.0AE	±0.1
D Temporary-Seasonal	49	45.2%E	±9.6	3.0AE	±0.1
E Temporary-Non-Seasonal	23	25.3%D	±10.2	3.6ABCD	±0.2
Years of Service at Bureau or Office					
A Less than 1 year	240	29.7%CDF	±3.2	3.1BEF	±0.1
B 1 to 3 years	476	35.9%C	±2.6	3.3ACDEFG	±0.0
C 4 to 5 years	324	43.4%ABEG	±3.6	3.1BDEF	±0.1
D 6 to 10 years	734	37.3%AG	±2.2	3.0BCE	±0.0
E 11 to 14 years	355	32.7%C	±2.9	2.9ABCDG	±0.0
F 15 to 20 years	528	37.4%AG	±2.6	2.9ABCG	±0.0
G More than 20 years	629	32.2%CDF	±2.1	3.1BEF	±0.0
Pay Plan and Grade - Collapsed					
A Junior Grade	232	33.7%	±3.6	3.2C	±0.1
B Middle Grade	1,013	35.5%	±1.8	3.1C	±0.0
C Senior Grade	2,000	35.4%	±1.3	3.0AB	±0.0
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	1,836	35.7%	±1.3	3.1	±0.0
Supervisor	1,418	34.8%	±1.5	3.0	±0.0
Supervisory Status					
A Team Leader	793	38.3%B	±2.1	3.0BE	±0.0
B Supervisor	373	29.6%AE	±2.6	3.2ACE	±0.1
C Manager	236	34.9%	±3.7	3.0B	±0.1
D Senior Leader	15	22.8%	±11.8	3.1	±0.3
E None of the above	1,836	35.7%B	±1.3	3.1AB	±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 experience 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 BLM.

Table 2.8 BLM – 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	1,956	21.0%	±0.8	3.0	±0.0
Age - Collapsed					
39 or under	754	24.1%*	±1.5	3.0	±0.0
40 or older	1,195	19.3%*	±1.0	3.0	±0.0
Age					
A 25 or under	118	56.7%BCDEF	±6.9	3.1C	±0.1
B 26-29	141	29.4%ACDE	±4.3	3.1	±0.1
C 30-39	495	20.3%ABDF	±1.6	2.9AF	±0.1
D 40-49	328	13.6%ABCEF	±1.4	3.0	±0.1
E 50-59	518	20.6%ABDF	±1.6	3.0	±0.1
F 60 or older	349	28.0%ACDE	±2.6	3.1C	±0.1
Relationship Status - Collapsed					
A Single	460	27.0%B	±2.2	3.1B	±0.1
B Partnered/Married	1,232	18.6%AC	±1.0	2.9AC	±0.0
C Separated/Widowed/Divorced	252	26.6%B	±2.9	3.1B	±0.1
Relationship Status					
A Single	460	27.0%E	±2.2	3.1E	±0.1
B Separated	20	24.2%	±10.5	3.1	±0.3
C Partnered	72	22.4%	±4.9	3.3DE	±0.1
D Divorced	210	27.3%E	±3.3	3.0C	±0.1
E Married	1,160	18.4%AD	±1.0	2.9AC	±0.0
F Widowed	22	22.6%	±9.5	3.3	±0.4
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	1,564	20.5%*	±0.9	3.0	±0.0
Minority	368	23.6%*	±2.2	3.0	±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	114	18.2%G	±3.2	3.1	±0.1
B American Indian or Alaskan Native	39	24.4%	±7.3	2.8	±0.2
C Asian	19	29.8%	±12.7	3.2	±0.2
D Black/African-American	45	24.5%	±6.8	2.9	±0.3
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	1,564	20.5%G	±0.9	3.0	±0.0
G Multi racial	138	28.2%AF	±4.2	3.0	±0.1
Disability					
Yes	260	24.5%*	±2.7	3.3*	±0.1
No	1,679	20.4%*	±0.9	2.9*	±0.0
Sex					
Men	1,162	19.6%*	±1.0	3.0	±0.0
Women	780	23.1%*	±1.5	3.0	±0.0
Gender Identity					
A Male	1,162	19.6%B	±1.0	3.0	±0.0
B Female	780	23.1%A	±1.5	3.0	±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	NR	NR	NR	NR	NR
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	1,730	20.2%*	±0.9	3.0	±0.0
Sexual Minority	114	35.6%*	±5.4	3.1	±0.1
Sexual Orientation					
A Heterosexual or straight	1,730	20.2%CD	±0.9	3.0D	±0.0
B Lesbian	16	17.5%CD	±9.5	3.4C	±0.4
C Gay	33	42.6%ABF	±11.4	2.7BD	±0.1
D Bisexual	49	48.1%ABF	±9.8	3.3ACF	±0.2
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	16	31.6%	±14.3	2.9	±0.2
F I prefer not to say	91	23.9%CD	±4.6	3.0D	±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	122	14.9%BCD	±2.6	3.1	±0.1
B	Trade/Tech Certificate/Some College	389	20.5%A	±1.9	3.0	±0.1
C	AA/College Degree	1,069	21.4%A	±1.2	3.0	±0.0
D	Graduate Degree	361	22.8%A	±2.1	3.0	±0.1
Appointment Type						
A	Permanent	1,844	21.0%	±0.9	3.0C	±0.0
B	Term	64	21.3%	±5.0	2.9C	±0.1
C	Temporary	38	19.1%	±6.1	3.7AB	±0.2
Work Schedule						
	Seasonal	119	22.3%	±3.7	2.7*	±0.1
	Non-seasonal	1,750	20.9%	±0.9	3.0*	±0.0
Appointment Type and Work Schedule						
A	Permanent-Seasonal	98	22.9%	±4.2	2.7BE	±0.1
B	Permanent-Non-Seasonal	1,733	20.9%	±0.9	3.0AE	±0.0
C	Term	64	21.3%	±5.0	2.9E	±0.1
D	Temporary-Seasonal	21	19.6%	±8.7	3.1E	±0.3
E	Temporary-Non-Seasonal	17	18.6%	±9.6	3.9ABCD	±0.2
Years of Service at Bureau or Office						
A	Less than 1 year	147	18.1%C	±2.8	3.1E	±0.1
B	1 to 3 years	266	20.0%C	±2.2	3.1E	±0.1
C	4 to 5 years	202	27.1%ABDEG	±3.3	3.1E	±0.1
D	6 to 10 years	394	20.0%C	±1.8	3.0E	±0.1
E	11 to 14 years	224	20.6%C	±2.5	2.8ABCDG	±0.1
F	15 to 20 years	307	21.8%	±2.2	3.0E	±0.1
G	More than 20 years	399	20.4%C	±1.8	3.0E	±0.1
Pay Plan and Grade - Collapsed						
A	Junior Grade	175	25.4%BC	±3.4	3.1C	±0.1
B	Middle Grade	582	20.4%A	±1.5	3.1C	±0.1
C	Senior Grade	1,153	20.4%A	±1.1	3.0AB	±0.0
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	1,077	20.9%	±1.1	3.0*	±0.0
	Supervisor	849	20.8%	±1.3	3.0*	±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	456	22.0%	±1.8	2.9CE	±0.1
B Supervisor	271	21.4%	±2.4	3.0	±0.1
C Manager	117	17.3%	±3.0	3.1A	±0.1
D Senior Leader	6	8.2%	±9.6	3.3	±0.5
E None of the above	1,077	20.9%	±1.1	3.0A	±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.

Table 2.9 BLM – 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	1,956	20.97%	±0.84
A Headquarters Office (Washington)	44	16.41%	±4.94
B Headquarters Office (Other than Washington)	23	18.55%	±8.02
C State Office	414	21.58%	±1.90
D Field Office/District Office	1,275	21.03%	±1.04
E National Interagency Fire Center	59	23.15%	±5.63
F National Operations Center	53	18.12%	±4.87
G 100% Telework	8	15.50%	±12.61
H Other (none of the above describe the environment in which I routinely accomplish my work)	57	19.85%	±5.04

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 experience age harassment prior to the past 12 months. Results have been weighted to estimate the population in BLM.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	1,563	18.6%	±0.8

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 BLM – 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	22	1.4%	±0.7
Wage Grade (WG) 5-8	117	7.5%	±1.4
Wage Grade (WG) 9-16	38	2.4%	±0.9
Other Wage Grade (WG)	0	0.0%	NA
General Schedule (GS) 1-6	213	13.7%	±1.8
General Schedule (GS) 7-10	489	31.3%	±2.3
General Schedule (GS) 11-12	551	35.3%	±2.4
General Schedule (GS) 13-15	121	7.8%	±1.4
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	10	0.7%	±0.6

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 experience 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 BLM.

Table 2.12 BLM – 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	760	8.2%	±0.6	2.9	±0.1
Age - Collapsed					
39 or under	270	8.7%	±1.0	2.9	±0.1
40 or older	487	7.9%	±0.7	2.9	±0.1
Age					
A 25 or under	16	7.5%	±4.5	2.7	±0.4
B 26-29	38	8.0%	±2.8	2.9	±0.3
C 30-39	217	8.9%	±1.2	2.9D	±0.1
D 40-49	164	6.8%E	±1.1	3.2CEF	±0.1
E 50-59	244	9.7%DF	±1.2	2.7D	±0.1
F 60 or older	78	6.3%E	±1.5	2.9D	±0.1
Relationship Status - Collapsed					
A Single	170	10.0%B	±1.5	3.2BC	±0.1
B Partnered/Married	476	7.2%AC	±0.6	2.8A	±0.1
C Separated/Widowed/Divorced	112	11.8%B	±2.2	2.8A	±0.1
Relationship Status					
A Single	170	10.0%E	±1.5	3.2DE	±0.1
B Separated	10	12.3%	±9.1	3.3E	±0.4
C Partnered	32	9.9%	±3.8	2.8	±0.2
D Divorced	98	12.7%E	±2.6	2.8A	±0.2
E Married	444	7.1%AD	±0.7	2.8AB	±0.1
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	407	5.4%*	±0.5	2.9	±0.1
Minority	340	22.0%*	±2.1	2.9	±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	146	23.6%DFG	±3.5	2.8C	±0.1
B	American Indian or Alaskan Native	33	20.4%DF	±7.0	2.5CDF	±0.2
C	Asian	20	31.3%FG	±12.7	3.3ABG	±0.4
D	Black/African-American	57	30.8%ABFG	±7.1	3.1B	±0.2
E	Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F	Non-Hispanic White	407	5.4%ABCDG	±0.5	2.9B	±0.1
G	Multi racial	80	16.5%ACDF	±3.6	2.8C	±0.1
Disability						
	Yes	123	11.7%*	±2.1	3.0*	±0.1
	No	627	7.6%*	±0.6	2.9*	±0.1
Sex						
	Men	446	7.5%*	±0.7	2.8	±0.1
	Women	309	9.2%*	±1.0	2.9	±0.1
Gender Identity						
A	Male	446	7.5%B	±0.7	2.8	±0.1
B	Female	309	9.2%A	±1.0	2.9	±0.1
C	Transgender	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	5	14.7%	±17.2	2.7	±0.3
Transgender Description						
A	Transgender, male to female	NR	NR	NR	NR	NR
B	Transgender, female to male	--	--	--	--	--
C	Gender non-conforming	--	--	--	--	--
D	Unsure	--	--	--	--	--
E	I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed						
	Heterosexual	680	7.9%*	±0.6	2.8*	±0.1
	Sexual Minority	49	15.3%*	±4.4	3.6*	±0.3
Sexual Orientation						
A	Heterosexual or straight	680	7.9%DE	±0.6	2.8E	±0.1
B	Lesbian	11	12.3%CE	±8.8	3.3	±0.5
C	Gay	0	0.0%BDE	NA	NA	NA
D	Bisexual	20	19.7%ACEF	±9.0	3.2E	±0.4
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	18	35.5%ABCDG	±14.4	3.9ADF	±0.4
F	I prefer not to say	21	5.4%DE	±2.8	2.9E	±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	65	8.0%	±2.1	2.7BD	±0.1
B Trade/Tech Certificate/Some College	137	7.2%D	±1.3	3.0A	±0.1
C AA/College Degree	391	7.9%	±0.8	2.8D	±0.1
D Graduate Degree	155	9.8%B	±1.6	3.1AC	±0.1
Appointment Type					
A Permanent	713	8.1%	±0.6	2.9B	±0.1
B Term	33	11.1%	±4.1	2.3A	±0.2
C Temporary	14	7.1%	±4.6	2.6	±0.2
Work Schedule					
Seasonal	43	8.0%	±2.6	2.7	±0.3
Non-seasonal	678	8.1%	±0.6	2.9	±0.1
Appointment Type and Work Schedule					
A Permanent-Seasonal	31	7.1%	±2.9	2.7	±0.3
B Permanent-Non-Seasonal	676	8.2%	±0.6	2.9C	±0.1
C Term	33	11.1%	±4.1	2.3B	±0.2
D Temporary-Seasonal	12	11.4%	±7.6	2.7	±0.2
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office					
A Less than 1 year	48	6.0%F	±1.9	2.3BCEFG	±0.1
B 1 to 3 years	102	7.7%	±1.6	3.2ADFG	±0.2
C 4 to 5 years	66	8.9%	±2.3	3.1AD	±0.2
D 6 to 10 years	169	8.6%	±1.3	2.7BCF	±0.1
E 11 to 14 years	83	7.7%	±1.7	2.9A	±0.1
F 15 to 20 years	140	10.0%A	±1.7	2.9ABD	±0.1
G More than 20 years	139	7.1%	±1.2	2.9AB	±0.1
Pay Plan and Grade - Collapsed					
A Junior Grade	52	7.5%	±2.2	2.8	±0.2
B Middle Grade	225	7.9%	±1.1	3.0C	±0.1
C Senior Grade	466	8.2%	±0.7	2.8B	±0.1
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	424	8.3%	±0.8	2.9	±0.1
Supervisor	321	7.9%	±0.9	2.9	±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	183	8.8%	±1.3	2.8	±0.1
B Supervisor	78	6.2%	±1.5	3.0	±0.2
C Manager	54	7.9%	±2.3	2.8	±0.2
D Senior Leader	7	10.0%	±10.0	2.5	±0.5
E None of the above	424	8.3%	±0.8	2.9	±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 BLM – 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	760	8.16%	±0.57
A Headquarters Office (Washington)	39	14.48% <i>CD</i>	±4.77
B Headquarters Office (Other than Washington)	17	13.92%	±7.46
C State Office	144	7.53% <i>A</i>	±1.27
D Field Office/District Office	462	7.63% <i>A</i>	±0.70
E National Interagency Fire Center	26	10.44%	±4.44
F National Operations Center	22	7.57%	±3.71
G 100% Telework	NR	NR	NR
H Other (none of the above describe the environment in which I routinely accomplish my work)	25	8.57%	±3.86

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 experience racial/ethnic 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 BLM.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	671	7.9%	±0.6
Ethnicity/Race			
Non-Minority	380	5.5%*	±0.6
Minority	277	20.5%*	±2.2
Ethnicity/Race			
A Hispanic	109	19.2% CDF	±3.5
B American Indian or Alaskan Native	26	19.7% CF	±7.9
C Asian	24	44.0% ABDEFG	±13.7
D Black/African-American	43	28.8% ACFG	±7.9
E Native Hawaiian or Other Pacific Islander	7	20.7% CF	±17.7
F Non-Hispanic White	380	5.5% ABCDEG	±0.6
G Multi-racial	68	16.4% CDF	±3.9

* 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 BLM – 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	NR	NR	NR
Wage Grade (WG) 5-8	45	6.7%	±2.2
Wage Grade (WG) 9-16	12	1.7%	±1.3
Other Wage Grade (WG)	0	0.0%	NA
General Schedule (GS) 1-6	122	18.3%	±3.1
General Schedule (GS) 7-10	218	32.7%	±3.7
General Schedule (GS) 11-12	201	30.1%	±3.6
General Schedule (GS) 13-15	65	9.7%	±2.5
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	0	0.0%	NA

2.3 Religious Harassment

2.3.1 Past 12 Months

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

Table 2.16 BLM – 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	849	9.1%	±0.6	2.9	±0.0
Age - Collapsed					
39 or under	259	8.3%	±1.0	3.0	±0.1
40 or older	586	9.5%	±0.8	2.9	±0.1
Age					
A 25 or under	19	9.1%	±4.8	2.4C	±0.2
B 26-29	45	9.4%	±3.0	2.5CDF	±0.1
C 30-39	195	8.0%E	±1.2	3.1ABE	±0.1
D 40-49	224	9.3%	±1.2	3.0BE	±0.1
E 50-59	269	10.7%CF	±1.3	2.8CD	±0.1
F 60 or older	94	7.5%E	±1.6	3.0B	±0.2
Relationship Status - Collapsed					
A Single	152	9.0%	±1.5	3.0C	±0.1
B Partnered/Married	588	8.9%	±0.7	2.8C	±0.1
C Separated/Widowed/Divorced	101	10.7%	±2.1	3.5AB	±0.2
Relationship Status					
A Single	152	9.0%B	±1.5	3.0D	±0.1
B Separated	21	25.4%ACDEF	±10.6	2.9D	±0.3
C Partnered	25	7.9%B	±3.5	2.6D	±0.2
D Divorced	75	9.7%B	±2.3	3.6ABCEF	±0.2
E Married	563	8.9%B	±0.7	2.8D	±0.1
F Widowed	5	5.2%B	±6.8	2.2D	±0.3
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	672	8.8%	±0.7	2.9	±0.1
Minority	156	10.0%	±1.6	3.0	±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	56	9.0%	±2.5	3.3CDFG	±0.2
B	American Indian or Alaskan Native	12	7.7%	±5.4	3.0	±0.5
C	Asian	8	12.0%	±10.9	2.3A	±0.3
D	Black/African-American	11	6.2%	±4.6	2.2A	±0.2
E	Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F	Non-Hispanic White	672	8.8%G	±0.7	2.9A	±0.1
G	Multi racial	65	13.4%F	±3.3	2.8A	±0.1
Disability						
	Yes	132	12.5%*	±2.1	2.7*	±0.1
	No	708	8.6%*	±0.6	3.0*	±0.1
Sex						
	Men	560	9.5%	±0.8	2.9	±0.1
	Women	284	8.4%	±1.0	3.0	±0.1
Gender Identity						
A	Male	560	9.5%	±0.8	2.9	±0.1
B	Female	284	8.4%	±1.0	3.0	±0.1
C	Transgender	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	5	14.7%	±17.2	2.4	±0.2
Transgender Description						
A	Transgender, male to female	NR	NR	NR	NR	NR
B	Transgender, female to male	--	--	--	--	--
C	Gender non-conforming	--	--	--	--	--
D	Unsure	--	--	--	--	--
E	I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed						
	Heterosexual	760	8.9%*	±0.6	2.9*	±0.0
	Sexual Minority	51	16.0%*	±4.5	3.8*	±0.3
Sexual Orientation						
A	Heterosexual or straight	760	8.9%E	±0.6	2.9DEF	±0.0
B	Lesbian	15	17.3%	±9.5	2.6DEF	±0.3
C	Gay	9	10.9%	±9.3	2.3DEF	±0.3
D	Bisexual	17	16.4%	±8.7	3.6ABCE	±0.4
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	11	20.8%A	±13.7	5.3ABCDF	±0.4
F	I prefer not to say	36	9.4%	±3.4	3.4ABCE	±0.3

	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	73	8.9%	±2.2	2.3BCD	±0.1
B	Trade/Tech Certificate/Some College	129	6.8%CD	±1.2	3.3ACD	±0.2
C	AA/College Degree	483	9.7%B	±0.9	2.9AB	±0.1
D	Graduate Degree	156	9.8%B	±1.6	3.0AB	±0.1
Appointment Type						
A	Permanent	821	9.4%B	±0.6	2.9	±0.1
B	Term	14	4.7%A	±3.1	3.5	±0.3
C	Temporary	13	6.7%	±4.5	2.9	±0.2
Work Schedule						
	Seasonal	40	7.5%	±2.6	2.8	±0.2
	Non-seasonal	793	9.5%	±0.6	2.9	±0.1
Appointment Type and Work Schedule						
A	Permanent-Seasonal	33	7.8%	±3.0	2.8	±0.2
B	Permanent-Non-Seasonal	787	9.5%CD	±0.7	2.9	±0.1
C	Term	14	4.7%B	±3.1	3.5	±0.3
D	Temporary-Seasonal	7	6.5%	±6.6	2.8	±0.4
E	Temporary-Non-Seasonal	6	6.8%	±7.6	3.0	±0.0
Years of Service at Bureau or Office						
A	Less than 1 year	46	5.7%CDF	±1.8	3.0	±0.2
B	1 to 3 years	103	7.9%	±1.6	3.2DF	±0.2
C	4 to 5 years	81	10.8%A	±2.4	3.2DF	±0.2
D	6 to 10 years	189	9.6%A	±1.4	2.9BC	±0.1
E	11 to 14 years	91	8.5%	±1.8	2.9	±0.1
F	15 to 20 years	158	11.2%A	±1.8	2.7BCG	±0.1
G	More than 20 years	175	9.0%	±1.4	3.0F	±0.1
Pay Plan and Grade - Collapsed						
A	Junior Grade	31	4.5%BC	±1.8	2.6	±0.2
B	Middle Grade	258	9.1%A	±1.1	3.0	±0.1
C	Senior Grade	552	9.8%A	±0.8	2.9	±0.1
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	464	9.0%	±0.8	2.9*	±0.1
	Supervisor	377	9.3%	±0.9	3.0*	±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	216	10.4%B	±1.4	3.1CE	±0.1
B Supervisor	84	6.7%AC	±1.5	3.1CE	±0.2
C Manager	72	10.6%B	±2.6	2.5ABDE	±0.1
D Senior Leader	5	8.4%	±10.1	3.5C	±0.3
E None of the above	464	9.0%	±0.8	2.9ABC	±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 BLM – 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	849	9.12%	±0.60
A Headquarters Office (Washington)	18	6.59%	±3.69
B Headquarters Office (Other than Washington)	16	12.98%	±7.32
C State Office	139	7.24%D	±1.25
D Field Office/District Office	615	10.15%CH	±0.79
E National Interagency Fire Center	18	7.07%	±3.92
F National Operations Center	19	6.68%	±3.56
G 100% Telework	7	12.58%	±12.16
H Other (none of the above describe the environment in which I routinely accomplish my work)	11	3.83%D	±2.97

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 experience religious harassment prior to the past 12 months. Results have been weighted to estimate the population in BLM.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	690	8.2%	±0.6

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 BLM – 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	8	1.2%	±1.2
Wage Grade (WG) 5-8	45	6.6%	±2.1
Wage Grade (WG) 9-16	8	1.2%	±1.2
Other Wage Grade (WG)	0	0.0%	NA
General Schedule (GS) 1-6	95	13.8%	±2.8
General Schedule (GS) 7-10	227	32.9%	±3.6
General Schedule (GS) 11-12	245	35.5%	±3.7
General Schedule (GS) 13-15	57	8.2%	±2.3
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	NR	NR	NR

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 experience 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 BLM.

Table 2.20 BLM – 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	571	6.2%	±0.5	3.4	±0.1
Age - Collapsed					
39 or under	187	6.0%	±0.9	3.6*	±0.1
40 or older	380	6.2%	±0.6	3.3*	±0.1
Age					
A 25 or under	5	2.4%	±3.3	2.6C	±0.4
B 26-29	21	4.3%	±2.2	2.5CDEF	±0.3
C 30-39	161	6.6%	±1.1	3.7ABEF	±0.1
D 40-49	120	5.0%	±1.0	3.5BE	±0.1
E 50-59	169	6.8%	±1.1	3.1BCD	±0.1
F 60 or older	91	7.5%	±1.6	3.4BC	±0.2
Relationship Status - Collapsed					
A Single	145	8.6%BC	±1.4	3.5	±0.1
B Partnered/Married	306	4.7%AC	±0.5	3.4	±0.1
C Separated/Widowed/Divorced	110	11.6%AB	±2.2	3.3	±0.1
Relationship Status					
A Single	145	8.6%E	±1.4	3.5	±0.1
B Separated	14	16.1%E	±9.7	3.3	±0.5
C Partnered	31	9.7%E	±3.8	3.7	±0.2
D Divorced	86	11.2%E	±2.4	3.4	±0.2
E Married	275	4.4%ABCD	±0.5	3.3	±0.1
F Widowed	11	10.8%	±8.0	3.1	±0.4

	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)	410	5.4%*	±0.5	3.4	±0.1
Minority	151	9.7%*	±1.6	3.5	±0.1
Ethnicity/Race					
A Hispanic	63	10.1%F	±2.6	3.6B	±0.2
B American Indian or Alaskan Native	17	10.6%	±5.9	2.8A	±0.3
C Asian	NR	NR	NR	NR	NR
D Black/African-American	9	5.0%G	±4.3	2.8	±0.4
E Native Hawaiian or Other Pacific Islander	0	0.0%	NA	NA	NA
F Non-Hispanic White	410	5.4%AG	±0.5	3.4	±0.1
G Multi racial	60	12.3%DF	±3.2	3.5	±0.2
Disability					
Yes	290	27.4%*	±2.8	3.5*	±0.1
No	277	3.4%*	±0.4	3.3*	±0.1
Sex					
Men	300	5.1%*	±0.6	3.3*	±0.1
Women	263	7.9%*	±1.0	3.5*	±0.1
Gender Identity					
A Male	300	5.1%BD	±0.6	3.3B	±0.1
B Female	263	7.9%AD	±1.0	3.5A	±0.1
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	7	20.6%AB	±17.8	3.6	±0.8
Transgender Description					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	500	5.9%*	±0.5	3.4*	±0.1
Sexual Minority	35	11.3%*	±4.0	3.8*	±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	500	5.9%D	±0.5	3.4D	±0.1
B Lesbian	6	6.7%D	±7.7	2.9D	±0.4
C Gay	0	0.0%D	NA	NA	NA
D Bisexual	26	26.7%ABCF	±9.8	4.2ABF	±0.3
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	33	8.7%D	±3.3	3.2D	±0.3
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	10	1.3%BCD	±1.1	4.2BCD	±0.1
B Trade/Tech Certificate/Some College	135	7.1%A	±1.3	3.7AC	±0.2
C AA/College Degree	315	6.4%A	±0.7	3.2AB	±0.1
D Graduate Degree	106	6.8%A	±1.4	3.4A	±0.1
Appointment Type					
A Permanent	533	6.1%	±0.5	3.4C	±0.1
B Term	28	9.5%	±3.9	3.0C	±0.2
C Temporary	10	5.1%	±4.1	4.2AB	±0.1
Work Schedule					
Seasonal	25	4.7%	±2.2	3.8*	±0.2
Non-seasonal	515	6.2%	±0.5	3.4*	±0.1
Appointment Type and Work Schedule					
A Permanent-Seasonal	15	3.5%C	±2.2	3.2D	±0.3
B Permanent-Non-Seasonal	515	6.3%	±0.5	3.4D	±0.1
C Term	28	9.5%AE	±3.9	3.0D	±0.2
D Temporary-Seasonal	10	9.4%	±7.2	4.2ABC	±0.1
E Temporary-Non-Seasonal	0	0.0%C	NA	NA	NA
Years of Service at Bureau or Office					
A Less than 1 year	42	5.2%	±1.8	3.4BF	±0.2
B 1 to 3 years	96	7.3%G	±1.5	4.0ACDEFG	±0.2
C 4 to 5 years	52	7.0%	±2.1	3.5BF	±0.2
D 6 to 10 years	147	7.6%FG	±1.3	3.3BF	±0.1
E 11 to 14 years	77	7.2%	±1.7	3.4BF	±0.2
F 15 to 20 years	70	5.0%D	±1.3	2.9ABCDE	±0.1
G More than 20 years	87	4.5%BD	±1.0	3.2B	±0.2

	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	59	8.5% ^C	±2.3	3.6 ^C	±0.2
B Middle Grade	209	7.4% ^C	±1.0	3.6 ^C	±0.1
C Senior Grade	301	5.4% ^{AB}	±0.6	3.2 ^{AB}	±0.1
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	403	7.9% [*]	±0.8	3.2 [*]	±0.1
Supervisor	163	4.0% [*]	±0.7	3.8 [*]	±0.1
Supervisory Status					
A Team Leader	86	4.2% ^E	±1.0	3.6 ^E	±0.1
B Supervisor	44	3.6% ^E	±1.2	4.0 ^E	±0.2
C Manager	33	4.9% ^E	±1.9	4.1 ^E	±0.4
D Senior Leader	0	0.0%	NA	NA	NA
E None of the above	403	7.9% ^{ABC}	±0.8	3.2 ^{ABC}	±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 BLM – 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	571	6.19%	±0.51
A Headquarters Office (Washington)	5	2.04% ^F	±2.66
B Headquarters Office (Other than Washington)	9	7.55%	±6.34
C State Office	118	6.22% ^F	±1.18
D Field Office/District Office	366	6.10% ^F	±0.64
E National Interagency Fire Center	16	6.27%	±3.77
F National Operations Center	36	12.33% ^{ACDH}	±4.34
G 100% Telework	NR	NR	NR
H Other (none of the above describe the environment in which I routinely accomplish my work)	11	3.88% ^F	±2.99

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 experience disability harassment prior to the past 12 months. Results have been weighted to estimate the population in BLM.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	433	5.2%	±0.5

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 BLM – 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	30	7.0%	±2.8
Wage Grade (WG) 9-16	21	4.9%	±2.5
Other Wage Grade (WG)	0	0.0%	NA
General Schedule (GS) 1-6	50	11.6%	±3.4
General Schedule (GS) 7-10	137	31.7%	±4.6
General Schedule (GS) 11-12	144	33.2%	±4.6
General Schedule (GS) 13-15	50	11.7%	±3.4
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	0	0.0%	NA

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 experience 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 BLM.

Table 2.24 BLM – 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	351	3.8%	±0.4	3.0	±0.1
Age - Collapsed					
39 or under	124	4.0%	±0.7	2.9*	±0.1
40 or older	224	3.7%	±0.5	3.1*	±0.1
Age					
A 25 or under	10	4.6%	±3.9	2.6D	±0.2
B 26-29	11	2.2%	±1.8	3.2	±0.5
C 30-39	104	4.3%	±0.9	2.9D	±0.1
D 40-49	92	3.8%	±0.8	3.3ACE	±0.2
E 50-59	101	4.0%	±0.8	2.9D	±0.1
F 60 or older	31	2.5%	±1.0	3.1	±0.3
Relationship Status - Collapsed					
A Single	116	6.8%B	±1.3	3.2B	±0.1
B Partnered/Married	178	2.7%AC	±0.4	2.9A	±0.1
C Separated/Widowed/Divorced	54	5.7%B	±1.7	3.0	±0.1
Relationship Status					
A Single	116	6.8%E	±1.3	3.2C	±0.1
B Separated	NR	NR	NR	NR	NR
C Partnered	30	9.2%E	±3.7	2.3ADE	±0.1
D Divorced	44	5.8%E	±1.9	3.0C	±0.2
E Married	148	2.4%ACD	±0.4	3.0C	±0.1
F Widowed	6	5.9%	±6.9	2.5	±0.3
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	257	3.4%*	±0.4	3.0	±0.1
Minority	91	5.8%*	±1.3	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	28	4.5%D	±1.9	3.4	±0.3
B	American Indian or Alaskan Native	7	4.5%D	±4.6	2.7	±0.2
C	Asian	NR	NR	NR	NR	NR
D	Black/African-American	25	13.5%ABEFG	±5.8	2.9	±0.2
E	Native Hawaiian or Other Pacific Islander	0	0.0%D	NA	NA	NA
F	Non-Hispanic White	257	3.4%D	±0.4	3.0	±0.1
G	Multi racial	28	5.7%D	±2.5	3.2	±0.2
Disability						
	Yes	58	5.5%*	±1.5	3.0	±0.2
	No	288	3.5%*	±0.4	3.0	±0.1
Sex						
	Men	158	2.7%*	±0.4	3.0	±0.1
	Women	188	5.6%*	±0.8	3.0	±0.1
Gender Identity						
A	Male	158	2.7%BD	±0.4	3.0	±0.1
B	Female	188	5.6%AD	±0.8	3.0	±0.1
C	Transgender	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	5	14.7%AB	±17.2	2.3	±0.3
Transgender Description						
A	Transgender, male to female	NR	NR	NR	NR	NR
B	Transgender, female to male	--	--	--	--	--
C	Gender non-conforming	--	--	--	--	--
D	Unsure	--	--	--	--	--
E	I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed						
	Heterosexual	215	2.5%*	±0.4	3.1	±0.1
	Sexual Minority	101	31.4%*	±5.3	3.0	±0.1
Sexual Orientation						
A	Heterosexual or straight	215	2.5%BCDEF	±0.4	3.1CD	±0.1
B	Lesbian	26	29.5%ACF	±10.5	3.1C	±0.3
C	Gay	33	42.1%ABDEF	±11.4	2.4ABD	±0.1
D	Bisexual	26	25.5%ACF	±9.5	3.6ACF	±0.4
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	15	30.1%ACF	±14.3	3.0	±0.3
F	I prefer not to say	25	6.7%ABCDE	±3.0	3.0D	±0.2

	<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	22	2.6%D	±1.4	2.7D	±0.1
B Trade/Tech Certificate/Some College	57	3.0%D	±0.9	3.0D	±0.1
C AA/College Degree	187	3.8%	±0.6	2.9D	±0.1
D Graduate Degree	79	5.0%AB	±1.2	3.4ABC	±0.2
Appointment Type					
A Permanent	339	3.9%	±0.4	3.1	±0.1
B Term	6	2.1%	±2.5	2.5	±0.2
C Temporary	5	2.6%	±3.5	2.7	±0.2
Work Schedule					
Seasonal	19	3.5%	±1.9	3.0	±0.2
Non-seasonal	325	3.9%	±0.4	3.0	±0.1
Appointment Type and Work Schedule					
A Permanent-Seasonal	13	3.1%	±2.2	3.3	±0.4
B Permanent-Non-Seasonal	325	3.9%	±0.4	3.0	±0.1
C Term	6	2.1%	±2.5	2.5	±0.2
D Temporary-Seasonal	5	4.8%	±6.2	2.7	±0.2
E Temporary-Non-Seasonal	0	0.0%	NA	NA	NA
Years of Service at Bureau or Office					
A Less than 1 year	18	2.3%BCF	±1.3	3.4DEF	±0.4
B 1 to 3 years	67	5.1%AG	±1.3	3.3DEF	±0.2
C 4 to 5 years	39	5.3%AG	±1.9	3.2F	±0.2
D 6 to 10 years	69	3.5%	±0.9	2.9AB	±0.1
E 11 to 14 years	30	2.8%F	±1.2	2.7AB	±0.2
F 15 to 20 years	72	5.1%AEG	±1.3	2.8ABC	±0.1
G More than 20 years	50	2.5%BCF	±0.8	3.2	±0.2
Pay Plan and Grade - Collapsed					
A Junior Grade	22	3.2%	±1.6	2.9	±0.2
B Middle Grade	111	3.9%	±0.8	3.1	±0.1
C Senior Grade	209	3.7%	±0.5	3.0	±0.1
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	204	4.0%	±0.6	3.0	±0.1
Supervisor	134	3.3%	±0.6	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>
Supervisory Status					
A Team Leader	92	4.5%B	±1.0	2.9B	±0.1
B Supervisor	26	2.1%AE	±0.9	3.5ACE	±0.3
C Manager	16	2.4%	±1.5	2.7B	±0.3
D Senior Leader	0	0.0%	NA	NA	NA
E None of the above	204	4.0%B	±0.6	3.0B	±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 2.25 BLM – 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	351	3.78%	±0.41
A Headquarters Office (Washington)	14	5.29%	±3.48
B Headquarters Office (Other than Washington)	6	4.98%	±5.72
C State Office	68	3.55%G	±0.93
D Field Office/District Office	223	3.70%G	±0.51
E National Interagency Fire Center	12	4.61%	±3.42
F National Operations Center	6	1.95%G	±2.46
G 100% Telework	7	11.93%CDF	±12.05
H Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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 experience sexual orientation harassment prior to the past 12 months. Results have been weighted to estimate the population in BLM.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	321	3.8%	±0.4

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 BLM – 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	33	10.4%	±3.9
Wage Grade (WG) 9-16	8	2.6%	±2.5
Other Wage Grade (WG)	0	0.0%	NA
General Schedule (GS) 1-6	45	14.0%	±4.3
General Schedule (GS) 7-10	114	35.4%	±5.4
General Schedule (GS) 11-12	91	28.3%	±5.2
General Schedule (GS) 13-15	23	7.2%	±3.4
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 experience rate 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 experience 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 BLM.

Table 2.28 BLM – 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	704	7.6%	±0.6	3.0	±0.0
Age - Collapsed					
39 or under	264	8.5%*	±1.0	3.0*	±0.1
40 or older	436	7.1%*	±0.7	2.9*	±0.1
Age					
A 25 or under	17	7.9%	±4.6	3.3F	±0.3
B 26-29	46	9.5%F	±3.0	2.9	±0.2
C 30-39	202	8.3%F	±1.2	3.0F	±0.1
D 40-49	185	7.6%F	±1.1	3.0F	±0.1
E 50-59	190	7.6%F	±1.1	2.9F	±0.1
F 60 or older	61	4.9%BCDE	±1.4	2.5ACDE	±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	200	11.8%B	±1.6	3.0B	±0.1
B Partnered/Married	401	6.1%AC	±0.6	2.9AC	±0.1
C Separated/Widowed/Divorced	90	9.5%B	±2.0	3.1B	±0.1
Relationship Status					
A Single	200	11.8%E	±1.6	3.0	±0.1
B Separated	5	6.2%	±7.8	3.3	±0.4
C Partnered	26	8.0%	±3.5	2.8	±0.2
D Divorced	78	10.1%E	±2.3	3.1E	±0.1
E Married	376	6.0%AD	±0.6	2.9D	±0.1
F Widowed	7	7.5%	±7.3	3.1	±0.5
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	534	7.0%*	±0.6	3.0*	±0.1
Minority	149	9.6%*	±1.6	2.7*	±0.1
Ethnicity/Race					
A Hispanic	47	7.5%	±2.3	2.7CF	±0.1
B American Indian or Alaskan Native	18	11.3%	±6.0	2.5CF	±0.2
C Asian	7	11.3%	±10.8	3.4ABD	±0.5
D Black/African-American	25	13.3%F	±5.7	2.7CF	±0.1
E Native Hawaiian or Other Pacific Islander	0	0.0%	NA	NA	NA
F Non-Hispanic White	534	7.0%DG	±0.6	3.0ABDG	±0.1
G Multi racial	53	10.8%F	±3.1	2.7F	±0.1
Disability					
Yes	101	9.5%*	±1.9	3.0	±0.1
No	595	7.2%*	±0.6	3.0	±0.0
Sex					
Men	254	4.3%*	±0.5	3.0	±0.1
Women	444	13.2%*	±1.2	3.0	±0.0
Gender Identity					
A Male	254	4.3%BD	±0.5	3.0	±0.1
B Female	444	13.2%A	±1.2	3.0	±0.0
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	6	17.6%A	±17.5	2.5	±0.2

	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	NR	NR	NR	NR	NR
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	599	7.0%*	±0.6	2.9*	±0.0
Sexual Minority	52	16.4%*	±4.5	3.3*	±0.2
Sexual Orientation					
A Heterosexual or straight	599	7.0%D	±0.6	2.9DE	±0.0
B Lesbian	13	14.0%	±9.1	2.7DE	±0.2
C Gay	6	7.5%D	±8.5	2.2DE	±0.2
D Bisexual	25	24.7%ACF	±9.5	3.5ABCF	±0.2
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	9	17.5%	±13.4	3.6ABCF	±0.3
F I prefer not to say	40	10.5%D	±3.5	2.8DE	±0.2
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	45	5.5%D	±1.8	2.5BCD	±0.1
B Trade/Tech Certificate/Some College	110	5.8%CD	±1.1	3.1ACD	±0.1
C AA/College Degree	385	7.7%BD	±0.8	3.0AB	±0.1
D Graduate Degree	155	9.8%ABC	±1.6	3.0AB	±0.1
Appointment Type					
A Permanent	675	7.7%	±0.6	3.0	±0.0
B Term	15	4.9%	±3.1	3.0	±0.4
C Temporary	12	6.0%	±4.3	2.8	±0.1
Work Schedule					
Seasonal	56	10.5%*	±2.9	3.3*	±0.1
Non-seasonal	628	7.5%*	±0.6	2.9*	±0.0
Appointment Type and Work Schedule					
A Permanent-Seasonal	44	10.4%E	±3.3	3.5BCD	±0.2
B Permanent-Non-Seasonal	628	7.6%	±0.6	2.9A	±0.0
C Term	15	4.9%	±3.1	3.0A	±0.4
D Temporary-Seasonal	12	10.9%E	±7.5	2.8A	±0.1
E Temporary-Non-Seasonal	0	0.0%AD	NA	NA	NA

	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	25	3.1%BCDEF	±1.4	3.0E	±0.1
B 1 to 3 years	103	7.8%AC	±1.6	3.0E	±0.1
C 4 to 5 years	86	11.5%ABEFG	±2.5	2.8	±0.1
D 6 to 10 years	192	9.8%AG	±1.4	3.1E	±0.1
E 11 to 14 years	75	6.9%AC	±1.7	2.6ABDFG	±0.1
F 15 to 20 years	101	7.1%AC	±1.5	2.9E	±0.1
G More than 20 years	113	5.8%CD	±1.1	3.0E	±0.1
Pay Plan and Grade - Collapsed					
A Junior Grade	57	8.2%	±2.3	3.2BC	±0.1
B Middle Grade	219	7.7%	±1.0	3.0A	±0.1
C Senior Grade	415	7.4%	±0.7	2.9A	±0.1
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	447	8.7%*	±0.8	3.0	±0.1
Supervisor	244	6.0%*	±0.8	2.9	±0.1
Supervisory Status					
A Team Leader	153	7.4%B	±1.2	2.9	±0.1
B Supervisor	53	4.2%AE	±1.3	3.0	±0.1
C Manager	38	5.6%E	±2.0	2.7E	±0.2
D Senior Leader	0	0.0%	NA	NA	NA
E None of the above	447	8.7%BC	±0.8	3.0C	±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 BLM – 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	704	7.56%	±0.55
A Headquarters Office (Washington)	36	13.38% ^{CDE}	±4.65
B Headquarters Office (Other than Washington)	9	7.66%	±6.37
C State Office	124	6.47% ^A	±1.19
D Field Office/District Office	459	7.58% ^A	±0.69
E National Interagency Fire Center	14	5.38% ^A	±3.59
F National Operations Center	23	7.72%	±3.69
G 100% Telework	NR	NR	NR
H Other (none of the above describe the environment in which I routinely accomplish my work)	21	7.44%	±3.68

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 experience 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 BLM.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	1,008	11.9%	±0.7
Sex			
Men	271	5.1% [*]	±0.6
Women	728	23.8% [*]	±1.5

* 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 BLM – 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	33	2.0%	±0.8
Wage Grade (WG) 5-8	118	7.0%	±1.3
Wage Grade (WG) 9-16	40	2.4%	±0.8
Other Wage Grade (WG)	0	0.0%	NA
General Schedule (GS) 1-6	352	20.9%	±2.0
General Schedule (GS) 7-10	525	31.2%	±2.3
General Schedule (GS) 11-12	476	28.2%	±2.2
General Schedule (GS) 13-15	129	7.6%	±1.4
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	12	0.7%	±0.5

2.7 Crude and Offensive Behavior

Table 2.32 and Table 2.33 present the experience rate of employees who experience 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 BLM. 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 BLM – 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	1,558	16.7%	±0.8	2.9	±0.0	3	2
Sex							
Men	847	14.3%*	±0.9	2.8*	±0.1	3	2
Women	700	20.8%*	±1.4	3.0*	±0.1	3	2
Gender Identity							
A Male	847	14.3%B	±0.9	2.8B	±0.1	3	2
B Female	700	20.8%A	±1.4	3.0A	±0.1	3	2
C Transgender	NR	NR	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	10	29.4%	±18.1	2.7	±0.3	3	3
Sexual Orientation - Collapsed							
Heterosexual	1,373	16.0%*	±0.8	2.9*	±0.0	3	2
Sexual Minority	101	31.4%*	±5.3	3.0*	±0.1	3	3
Sexual Orientation							
A Heterosexual or straight	1,373	16.0%BD	±0.8	2.9E	±0.0	3	2
B Lesbian	27	29.8%A	±10.5	2.8E	±0.2	3	3
C Gay	20	26.1%	±11.0	2.6DE	±0.1	3	3
D Bisexual	39	38.8%AF	±10.0	3.2C	±0.2	3	3
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	14	27.8%	±14.2	3.5ABCF	±0.4	4	3
F I prefer not to say	77	20.1%D	±4.3	2.9E	±0.2	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. * 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 BLM – 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	1,558	16.71%	±0.77
A Headquarters Office (Washington)	55	20.44%	±5.28
B Headquarters Office (Other than Washington)	24	19.43%	±8.10
C State Office	273	14.19% ^{DG}	±1.63
D Field Office/District Office	1,048	17.28% ^{CG}	±0.97
E National Interagency Fire Center	41	16.28% ^G	±5.11
F National Operations Center	34	11.60% ^G	±4.23
G 100% Telework	20	37.28% ^{CDEFH}	±13.88
H Other (none of the above describe the environment in which I routinely accomplish my work)	38	13.22% ^G	±4.45

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 experience 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 BLM. 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 BLM – 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	517	5.5%	±0.5	2.6	±0.1	2	2
Sex							
Men	206	3.5%*	±0.5	2.6	±0.1	2	2
Women	307	9.1%*	±1.0	2.7	±0.1	2	2
Gender Identity							
A Male	206	3.5%B	±0.5	2.6	±0.1	2	2
B Female	307	9.1%A	±1.0	2.7	±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	441	5.2%*	±0.5	2.6*	±0.1	2	2
Sexual Minority	45	13.9%*	±4.3	3.0*	±0.3	2	2
Sexual Orientation							
A Heterosexual or straight	441	5.2%DE	±0.5	2.6DEF	±0.1	2	2
B Lesbian	9	10.4%D	±8.4	2.1DE	±0.1	2	2
C Gay	6	7.9%D	±8.7	2.0DE	±0.0	2	2
D Bisexual	21	20.8%ABCF	±9.2	3.4ABCF	±0.5	3	2
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	8	15.5%A	±13.1	3.5ABCF	±0.5	3	5
F I prefer not to say	23	6.0%D	±2.9	2.1ADE	±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. * 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 BLM – 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	517	5.54%	±0.48
A Headquarters Office (Washington)	25	9.29%	±4.13
B Headquarters Office (Other than Washington)	NR	NR	NR
C State Office	93	4.86%	±1.06
D Field Office/District Office	342	5.64%	±0.61
E National Interagency Fire Center	9	3.51%	±3.15
F National Operations Center	17	5.80%	±3.36
G 100% Telework	7	13.44%	±12.30
H Other (none of the above describe the environment in which I routinely accomplish my work)	15	5.31%	±3.29

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 experience 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 BLM. 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 BLM – 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	131	1.4%	±0.3	2.7	±0.1	3	2
Sex							
Men	54	0.9%*	±0.3	2.7	±0.2	3	2
Women	76	2.3%*	±0.6	2.7	±0.1	3	2
Gender Identity							
A Male	54	0.9%B	±0.3	2.7	±0.2	3	2
B Female	76	2.3%A	±0.6	2.7	±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	118	1.4%*	±0.3	2.6*	±0.1	3	2
Sexual Minority	11	3.3%*	±2.7	3.4*	±0.5	3	3
Sexual Orientation							
A Heterosexual or straight	118	1.4%E	±0.3	2.6	±0.1	3	2
B Lesbian	0	0.0%E	NA	NA	NA	NA	NA
C Gay	0	0.0%E	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)	6	11.1%ABC	±12.4	3.1	±0.2	3	3
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 BLM – 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	131	1.40%	±0.26
A Headquarters Office (Washington)	9	3.53% ^C	±3.04
B Headquarters Office (Other than Washington)	NR	NR	NR
C State Office	21	1.12% ^{AH}	±0.58
D Field Office/District Office	82	1.35%	±0.32
E National Interagency Fire Center	NR	NR	NR
F National Operations Center	NR	NR	NR
G 100% Telework	0	0.00%	NA
H Other (none of the above describe the environment in which I routinely accomplish my work)	10	3.49% ^C	±2.88

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 experience 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 BLM. 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 BLM – 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	1,482	15.9%	±0.8	3.2	±0.0
Age - Collapsed					
39 or under	557	17.8%*	±1.4	3.2	±0.1
40 or older	920	14.9%*	±0.9	3.2	±0.1
Age					
A 25 or under	57	27.5%BCDEF	±6.5	3.3	±0.2
B 26-29	67	13.9%A	±3.4	3.0	±0.2
C 30-39	433	17.7%AF	±1.6	3.3	±0.1
D 40-49	410	17.0%AF	±1.6	3.2	±0.1
E 50-59	383	15.2%AF	±1.5	3.1	±0.1
F 60 or older	127	10.2%ACDE	±1.8	3.1	±0.1
Relationship Status - Collapsed					
A Single	386	22.7%B	±2.1	3.3BC	±0.1
B Partnered/Married	894	13.5%AC	±0.8	3.0AC	±0.0
C Separated/Widowed/Divorced	186	19.5%B	±2.6	3.6AB	±0.1
Relationship Status					
A Single	386	22.7%E	±2.1	3.3BDE	±0.1
B Separated	14	16.5%	±9.7	4.4ACDEF	±0.5
C Partnered	80	25.0%E	±5.1	3.1BD	±0.2
D Divorced	159	20.8%E	±3.0	3.5ABCE	±0.1
E Married	814	12.9%ACD	±0.8	3.0ABD	±0.0
F Widowed	12	12.7%	±8.3	3.4B	±0.3
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	1,178	15.5%*	±0.8	3.2*	±0.0
Minority	274	17.6%*	±2.0	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	93	14.8%G	±3.0	3.1	±0.1
B American Indian or Alaskan Native	25	15.5%	±6.6	3.3	±0.3
C Asian	8	12.3%	±11.0	3.4	±0.5
D Black/African-American	40	21.8%E	±6.6	2.9	±0.2
E Native Hawaiian or Other Pacific Islander	0	0.0%DG	NA	NA	NA
F Non-Hispanic White	1,178	15.5%G	±0.8	3.2	±0.0
G Multi racial	108	22.0%AEF	±3.9	3.1	±0.1
Disability					
Yes	166	15.6%	±2.3	3.4*	±0.1
No	1,305	15.8%	±0.8	3.2*	±0.0
Sex					
Men	485	8.2%*	±0.7	3.1*	±0.1
Women	987	29.3%*	±1.6	3.2*	±0.0
Gender Identity					
A Male	485	8.2%BD	±0.7	3.1B	±0.1
B Female	987	29.3%A	±1.6	3.2A	±0.0
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	9	26.5%A	±18.1	2.8	±0.3
Transgender Description					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	1,272	14.8%*	±0.8	3.2*	±0.0
Sexual Minority	116	36.1%*	±5.4	3.5*	±0.2
Sexual Orientation					
A Heterosexual or straight	1,272	14.8%BDE	±0.8	3.2DE	±0.0
B Lesbian	35	39.1%ACF	±10.7	3.1DE	±0.2
C Gay	12	14.8%BDE	±9.9	2.3DE	±0.5
D Bisexual	48	47.2%ACF	±9.9	3.6ABCF	±0.2
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	21	41.7%ACF	±14.3	4.1ABCF	±0.4
F I prefer not to say	74	19.3%BDE	±4.3	3.2DE	±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	45	5.5%BCD	±1.8	2.4BCD	±0.1
B	Trade/Tech Certificate/Some College	236	12.4%ACD	±1.6	3.3A	±0.1
C	AA/College Degree	813	16.3%ABD	±1.1	3.2A	±0.1
D	Graduate Degree	371	23.3%ABC	±2.1	3.2A	±0.1
Appointment Type						
A	Permanent	1,395	15.9%	±0.8	3.2C	±0.0
B	Term	46	15.5%	±4.6	3.2C	±0.3
C	Temporary	37	18.8%	±6.1	2.8AB	±0.1
Work Schedule						
	Seasonal	88	16.4%	±3.4	3.4*	±0.2
	Non-seasonal	1,340	16.0%	±0.8	3.2*	±0.0
Appointment Type and Work Schedule						
A	Permanent-Seasonal	61	14.2%	±3.7	3.6BD	±0.2
B	Permanent-Non-Seasonal	1,330	16.0%	±0.8	3.2AD	±0.0
C	Term	46	15.5%	±4.6	3.2D	±0.3
D	Temporary-Seasonal	27	24.8%	±9.1	2.7ABC	±0.1
E	Temporary-Non-Seasonal	10	11.6%	±8.6	3.0	±0.0
Years of Service at Bureau or Office						
A	Less than 1 year	99	12.2%BC	±2.4	3.0B	±0.1
B	1 to 3 years	228	17.2%A	±2.1	3.5ACDEFG	±0.1
C	4 to 5 years	161	21.5%ADEFG	±3.1	3.1B	±0.1
D	6 to 10 years	329	16.7%C	±1.7	3.2B	±0.1
E	11 to 14 years	161	14.9%C	±2.2	3.0BG	±0.1
F	15 to 20 years	229	16.2%C	±2.0	3.0BG	±0.1
G	More than 20 years	261	13.3%C	±1.6	3.3BEF	±0.1
Pay Plan and Grade - Collapsed						
A	Junior Grade	76	11.0%BC	±2.6	3.7BC	±0.2
B	Middle Grade	442	15.5%A	±1.4	3.2A	±0.1
C	Senior Grade	941	16.7%A	±1.0	3.1A	±0.0
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	854	16.6%*	±1.0	3.3*	±0.1
	Supervisor	605	14.8%*	±1.1	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>
Supervisory Status					
A Team Leader	356	17.2%B	±1.7	3.0E	±0.1
B Supervisor	143	11.3%AE	±1.9	3.2	±0.1
C Manager	103	15.2%	±2.9	3.0E	±0.2
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	854	16.6%B	±1.0	3.3AC	±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 BLM – 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	1,482	15.88%	±0.76
A Headquarters Office (Washington)	65	24.09%BCD	±5.49
B Headquarters Office (Other than Washington)	14	11.50%A	±7.09
C State Office	313	16.29%A	±1.72
D Field Office/District Office	927	15.27%A	±0.93
E National Interagency Fire Center	40	15.83%	±5.07
F National Operations Center	50	16.98%	±4.77
G 100% Telework	7	13.42%	±12.30
H Other (none of the above describe the environment in which I routinely accomplish my work)	43	14.78%	±4.61

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 presents 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 BLM.

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

	<i>N</i>	Experience rate		Frequency of occurrence ^a	
		<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	89	0.96%	±0.22	3.3	±0.3
Age - Collapsed					
39 or under	36	1.15%	±0.44	2.1*	±0.1
40 or older	54	0.87%	±0.27	3.9*	±0.3
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	10	2.01%	±1.74	2.0D	±0.0
C 30-39	23	0.94%	±0.47	2.1D	±0.1
D 40-49	33	1.36%	±0.55	4.3BCE	±0.4
E 50-59	16	0.66%	±0.41	2.7D	±0.4
F 60 or older	NR	NR	NR	NR	NR
Relationship Status - Collapsed					
A Single	22	1.30%	±0.66	2.8B	±0.4
B Partnered/Married	49	0.74% ^C	±0.24	3.8AC	±0.4
C Separated/Widowed/Divorced	17	1.83% ^B	±1.08	2.4B	±0.3

	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	22	1.30%	±0.66	2.8E	±0.4
B Separated	0	0.00%	NA	NA	NA
C Partnered	NR	NR	NR	NR	NR
D Divorced	17	2.26%E	±1.33	2.4E	±0.3
E Married	45	0.71%D	±0.24	3.9AD	±0.5
F Widowed	0	0.00%	NA	NA	NA
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	53	0.70%*	±0.21	2.6	±0.2
Minority	28	1.79%*	±0.79	2.4	±0.2
Ethnicity/Race					
A Hispanic	7	1.15%G	±1.22	2.0	±0.0
B American Indian or Alaskan Native	0	0.00%G	NA	NA	NA
C Asian	NR	NR	NR	NR	NR
D Black/African-American	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	0	0.00%	NA	NA	NA
F Non-Hispanic White	53	0.70%G	±0.21	2.6	±0.2
G Multi racial	16	3.22%ABF	±2.00	2.6	±0.4
Disability					
Yes	25	2.34%*	±1.11	4.6*	±0.5
No	64	0.78%*	±0.21	2.5*	±0.2
Sex					
Men	33	0.57%*	±0.23	4.5*	±0.4
Women	54	1.61%*	±0.49	2.3*	±0.2
Gender Identity					
A Male	33	0.57%B	±0.23	4.5B	±0.4
B Female	54	1.61%A	±0.49	2.3A	±0.2
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	NR	NR	NR	NR	NR
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	61	0.71%*	±0.20	2.4*	±0.2
Sexual Minority	25	7.87%*	±3.52	4.7*	±0.4

	<i>N</i>	Experience rate		Frequency of occurrence ^a	
		<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Sexual Orientation					
A Heterosexual or straight	61	0.71% BDE	±0.20	2.4BE	±0.2
B Lesbian	10	10.76% AC	±8.51	5.7ADE	±0.4
C Gay	0	0.00% BDE	NA	NA	NA
D Bisexual	9	8.78% AC	±7.45	2.9B	±0.7
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	7	13.09% AC	±12.77	3.8AB	±0.4
F I prefer not to say	NR	NR	NR	NR	NR
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	12	1.51%	±1.12	5.4BCD	±0.5
B Trade/Tech Certificate/Some College	28	1.49% C	±0.66	2.4A	±0.3
C AA/College Degree	31	0.62% B	±0.26	2.4A	±0.2
D Graduate Degree	18	1.15%	±0.66	3.1A	±0.4
Appointment Type					
A Permanent	88	1.00%	±0.23	3.3	±0.3
B Term	NR	NR	NR	NR	NR
C Temporary	0	0.00%	NA	NA	NA
Work Schedule					
Seasonal	13	2.35%*	±1.69	5.4*	±0.5
Non-seasonal	75	0.90%*	±0.23	2.6*	±0.2
Appointment Type and Work Schedule					
A Permanent-Seasonal	13	2.95% B	±2.11	5.4B	±0.5
B Permanent-Non-Seasonal	75	0.91% A	±0.23	2.6A	±0.2
C Term	NR	NR	NR	NR	NR
D Temporary-Seasonal	0	0.00%	NA	NA	NA
E Temporary-Non-Seasonal	0	0.00%	NA	NA	NA
Years of Service at Bureau or Office					
A Less than 1 year	0	0.00% C	NA	NA	NA
B 1 to 3 years	17	1.30%	±0.77	4.5CDEFG	±0.6
C 4 to 5 years	14	1.89% AF	±1.27	2.7B	±0.5
D 6 to 10 years	22	1.10%	±0.57	2.5B	±0.4
E 11 to 14 years	6	0.59%	±0.69	2.4B	±0.4
F 15 to 20 years	7	0.51% C	±0.55	2.8B	±0.6
G More than 20 years	23	1.17%	±0.59	2.9B	±0.4

	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	15	2.14% ^{BC}	±1.40	2.0 ^B	±0.0
B Middle Grade	28	1.00% ^A	±0.44	4.5 ^{AC}	±0.5
C Senior Grade	47	0.82% ^A	±0.27	2.8 ^B	±0.3
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	55	1.07% [*]	±0.32	2.3 [*]	±0.2
Supervisor	27	0.66% [*]	±0.30	2.9 [*]	±0.3
Supervisory Status					
A Team Leader	19	0.93%	±0.52	2.8	±0.4
B Supervisor	NR	NR	NR	NR	NR
C Manager	6	0.88%	±1.07	3.0	±0.5
D Senior Leader	0	0.00%	NA	NA	NA
E None of the above	55	1.07%	±0.32	2.3	±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 2.411 BLM – Estimated Experience Rate of Sexual Assault Related Behaviors in Past 12 Months, by Work Location

	Sexual assault		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	89	0.96%	±0.22
A Headquarters Office (Washington)	NR	NR	NR
B Headquarters Office (Other than Washington)	NR	NR	NR
C State Office	15	0.79%	±0.51
D Field Office/District Office	60	1.00%	±0.28
E National Interagency Fire Center	NR	NR	NR
F National Operations Center	0	0.00%	NA
G 100% Telework	0	0.00%	NA
H Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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 experience 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 BLM.

Table 2.422 BLM – 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	148	1.75%	±0.30
Sex			
Men	70	1.32%*	±0.34
Women	75	2.45%*	±0.61

* 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 2.433 BLM – 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	10	6.77%	±5.43
Wage Grade (WG) 5-8	7	4.91%	±4.99
Wage Grade (WG) 9-16	NR	NR	NR
Other Wage Grade (WG)	0	0.00%	NA
General Schedule (GS) 1-6	36	24.05%	±7.64
General Schedule (GS) 7-10	47	32.04%	±8.04
General Schedule (GS) 11-12	38	26.03%	±7.76
General Schedule (GS) 13-15	7	4.96%	±5.00
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.00%	NA
Other	0	0.00%	NA

2.12 Sexual Assault Related Behaviors Experienced

Table 2.44 presents a breakdown of the 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 2.444 BLM – 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 Land Management	0.57% (± 0.17)	0.26% (± 0.13)	0.13% (± 0.10)
Men	0.30% (± 0.18)	0.14% (± 0.14)	0.12% (± 0.13)
Women	1.02% (± 0.40)	0.48% (± 0.30)	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 BLM – 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	762	22.7%	±1.4
Your race or ethnicity	217	6.5%	±0.9
Your religious beliefs	329	9.8%	±1.1
Your disability status or condition	237	7.0%	±0.9
Your sexual orientation	56	1.7%	±0.5
Your sex/gender	876	26.0%	±1.5
Unknown	884	26.3%	±1.5

The results shown in Section 3 represent the estimated subset of BLM employees who experienced a form of harassment or a sexual assault related behavior. Therefore, the percentage reflect the proportions within that estimated subset of employees and not percentages of the entire BLM 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, 22.4% 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 BLM.

Table 3.2 BLM – 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	593	78.1%	±3.1
Most of it occurred during work hours; some off work hours	83	10.9%	±2.4
Some of it occurred during work hours; most off work hours	45	5.9%	±1.9
None of it occurred during work hours; all off work hours	39	5.1%	±1.8
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	70	9.2%	±2.3
No	692	90.8%	±2.3
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	654	87.4%	±2.6
At a work-sponsored social event	16	2.1%	±1.3
At a non-work sponsored social event where coworkers were present	20	2.7%	±1.4
At a permanent bureau/office supplied housing location, if applicable	NR	NR	NR
At a location outside the office/site	56	7.5%	±2.1
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)	580	89.6%	±2.6
At an indoor location (shop or maintenance area)	33	5.0%	±2.0
At an outdoor location (e.g., field site) that did not require an overnight stay	20	3.1%	±1.7
At an outdoor location (e.g., field site) that required an overnight stay	15	2.3%	±1.5
Q38 How often did the specific type of behavior or experience occur?			
Once	358	47.3%	±3.6
Once a month or less	285	37.6%	±3.5
2-4 times a month	69	9.2%	±2.3
Every few days	28	3.8%	±1.6
Every day	16	2.1%	±1.3
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	443	60.0%	±3.6
A week	30	4.0%	±1.7
A month	6	0.8%	±1.0
A few months	105	14.2%	±2.7
A year or more	155	21.0%	±3.1

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	415	55.0%	±3.6
More than one person	339	45.0%	±3.6
Q41 Was/were the person(s) who did this to you?			
Male	334	45.5%	±3.6
Female	166	22.6%	±3.2
Both males and females	234	31.9%	±3.5
Q42 Was/were the person(s) who did this to you?			
Younger	292	38.7%	±3.5
About my age	43	5.7%	±1.9
Older	344	45.7%	±3.6
Some were younger, older, and/or about my age	39	5.2%	±1.8
Do not know	35	4.7%	±1.8
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	428	56.2%	±3.6
Subordinate(s) or someone you supervise/manage	74	9.7%	±2.3
Your Team lead(s) (current or former)	88	11.6%	±2.5
Another Team lead(s) (current or former)	44	5.8%	±1.9
Your Supervisor(s) (current or former)	166	21.8%	±3.1
Another Supervisor(s) (current or former)	83	10.8%	±2.4
Your Manager(s) (current or former)	122	16.0%	±2.8
Another Manager(s) (current or former)	50	6.6%	±2.0
Another federal employee	74	9.7%	±2.3
A contractor	29	3.8%	±1.6
A visitor	19	2.5%	±1.4
External partner (Friends Groups, Cooperative Associations, etc.)	27	3.5%	±1.6
Other	19	2.5%	±1.4
Do not know	20	2.6%	±1.4
None selected	18	2.4%	±1.4
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	107	14.4%	±2.7
Yes, I had to or still have to interact with this/these person(s)	639	85.6%	±2.7

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 BLM.

Table 3.3 BLM – 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	40	5.3%	±1.8
No	712	93.8%	±2.0
Don't Know	7	0.9%	±1.0
b. Did you take steps to leave your organization?			
Yes	118	15.6%	±2.8
No	638	84.0%	±2.8
Don't Know	NR	NR	NR
c. Did it make it harder to complete your work or do your job?			
Yes	256	33.8%	±3.5
No	485	64.0%	±3.5
Don't Know	17	2.2%	±1.3
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	171	24.6%	±3.3
No	473	67.9%	±3.6
Don't Know	53	7.5%	±2.2
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	13	22.6%	±13.1
No	44	77.4%	±13.1
Don't Know	0	0.0%	NA
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	212	27.9%	±3.3
No	494	65.1%	±3.5
Don't Know	54	7.1%	±2.1
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	275	36.2%	±3.5
No	425	55.9%	±3.6
Don't Know	60	7.8%	±2.1
h. Did it damage other personal relationships?			
Yes	77	10.1%	±2.4
No	665	87.6%	±2.5
Don't Know	18	2.4%	±1.4

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	139	18.4%	±2.9
No	611	80.5%	±3.0
Don't Know	9	1.1%	±1.1
j. Did you seek any type of medical attention?			
Yes	52	6.9%	±2.0
No	692	91.6%	±2.2
Don't Know	11	1.5%	±1.2
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	81	10.7%	±2.4
No	669	88.1%	±2.5
Don't Know	9	1.2%	±1.1
l. Did you consider leaving the bureau?			
Yes	283	37.2%	±3.5
No	471	62.0%	±3.5
Don't Know	6	0.8%	±1.0

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 BLM.

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q46 Discussed the experience with:			
The person(s) involved	261	36.1%	±3.6
My coworkers	342	45.8%	±3.6
My team leader	96	13.1%	±2.6
My supervisor	210	28.0%	±3.3
My manager	144	19.2%	±3.0
A senior leader	70	9.4%	±2.3
Another employee in my bureau	294	39.1%	±3.5
Someone from another bureau/office	149	20.3%	±3.1

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 BLM.

Table 3.5 BLM – 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	107	14.3%	±2.7	2.2	±0.2
Employee Assistance Program (EAP)	32	4.4%	±1.7	2.2	±0.5
Ombudsman (if applicable)	9	1.2%	±1.1	1.3	±0.3
CADR Office, CORE PLUS	13	1.7%	±1.3	2.6	±0.7
Employee & Labor Relations (Human Resources)	51	6.9%	±2.1	1.5	±0.3
Union (if applicable)	18	2.5%	±1.4	3.0	±0.6
Equal Employment Opportunity Counselor	57	7.7%	±2.2	2.1	±0.3
Equal Employment Opportunity Office	34	4.7%	±1.8	2.0	±0.3
Office of Inspector General Hotline	6	0.7%	±1.0	1.0	±0.0
Office of Inspector General	6	0.8%	±1.0	1.0	±0.0
Other Law Enforcement/Civil Authority not in the bureau	7	1.0%	±1.0	2.7	±1.2
Department of Interior Ethics/Bureau Ethics Office	13	1.8%	±1.3	1.8	±0.6
Other	28	3.9%	±1.7	2.3	±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 19.2% 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 BLM – 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	50	35.6%	±8.3
No	60	42.5%	±8.4
Don't Know	31	21.8%	±7.7
b. The rules of harassment were explained to everyone in the workplace			
Yes	33	23.2%	±7.7
No	75	52.3%	±8.2
Don't Know	35	24.6%	±7.8
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	22	15.1%	±6.9
No	88	61.0%	±8.3
Don't Know	34	23.8%	±7.7
d. An investigation was conducted by a law enforcement official			
Yes	NR	NR	NR
No	118	83.2%	±7.2
Don't Know	20	14.4%	±6.9
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	43	29.8%	±8.1
No	39	27.0%	±7.9
Don't Know	62	43.2%	±8.3
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	17	12.2%	±6.7
No	116	83.4%	±7.2
Don't Know	6	4.5%	±5.1
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	16	10.8%	±6.3
No	123	85.7%	±6.8
Don't Know	5	3.6%	±4.7
h. There was some official career action taken against person(s) for the behavior			
Yes	12	8.3%	±5.9
No	92	64.1%	±8.2
Don't Know	40	27.6%	±8.0

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	33	23.5%	±7.8
No	102	71.8%	±8.1
Don't Know	7	4.7%	±5.1
j. I was encouraged to drop the issue			
Yes	57	40.0%	±8.3
No	81	56.8%	±8.3
Don't Know	NR	NR	NR
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	36	25.3%	±7.8
No	106	73.5%	±7.9
Don't Know	NR	NR	NR
l. The person(s) who did this took action against me for complaining			
Yes	53	37.7%	±8.4
No	71	50.6%	±8.3
Don't Know	17	11.8%	±6.5
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	50	35.0%	±8.2
No	86	59.9%	±8.3
Don't Know	7	5.1%	±5.1
n. My leadership punished me for bringing it up			
Yes	47	32.3%	±8.2
No	84	58.3%	±8.3
Don't Know	14	9.4%	±6.1
o. I was threatened with loss of employment			
Yes	25	17.6%	±7.2
No	109	75.4%	±7.8
Don't Know	10	6.9%	±5.6

An estimated 19.2% 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 BLM – 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?	144	3.1	±0.2
How you were treated by personnel handling the complaint/grievance/report?	144	3.0	±0.2
Actions taken by the person handling the complaint/grievance/report?	144	2.8	±0.2
Being informed about the current status of the complaint/grievance/report?	144	2.6	±0.2
The amount of time it took to address the complaint/grievance/report?	142	2.6	±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 80.8% 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 BLM – 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	290	49.7%	±4.1
I thought it was not serious enough to discuss or report	409	68.9%	±3.9
I took care of it myself by confronting the person(s) who did it	195	33.2%	±3.9
I took other actions to handle the situation	176	30.2%	±3.9
I did not know who to report the behavior to and/or how to file a complaint	46	8.0%	±2.5
I did not want more people to know	140	23.7%	±3.6
I was ashamed or embarrassed	84	14.3%	±3.1
I did not want people to think less of me	155	26.3%	±3.7
I thought other people would blame me	93	15.8%	±3.2
I felt partially to blame	38	6.4%	±2.3
I wanted to forget about it or move on	337	56.1%	±4.0
I did not think anything would be done	280	47.7%	±4.1
I did not think I would be believed	101	17.3%	±3.3
I did not trust that the process would be fair	178	30.5%	±3.9
I thought I might get in trouble for something I did	74	12.7%	±3.0
I thought I would be labeled as a troublemaker	203	34.6%	±4.0
I thought it might hurt my performance appraisal	164	27.9%	±3.8
I thought it might hurt my chances of being renewed or obtaining permanent position	16	31.6%	±14.5
I was worried about potential negative consequences from leadership	198	33.7%	±3.9
I was worried about potential negative consequences from my coworkers or peers	143	24.5%	±3.7
I thought it might hurt my career	186	35.3%	±4.2
I did not want to hurt the person's/s' career/s or family/ies	109	18.6%	±3.4
I was concerned for my physical safety	10	1.7%	±1.4
I feared losing my job	75	12.9%	±3.0
Some other reason	202	34.3%	±3.9

3.2 Characteristics of Racial/Ethnic Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 6.5% 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 BLM.

Table 3.9 BLM – 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	172	81.6%	±5.9
Most of it occurred during work hours; some off work hours	25	11.7%	±5.1
Some of it occurred during work hours; most off work hours	13	6.0%	±4.2
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	29	13.3%	±5.2
No	189	86.7%	±5.2
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	203	93.2%	±4.2
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	10	4.7%	±3.8
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)	193	95.8%	±3.9
At an indoor location (shop or maintenance area)	0	0.0%	NA
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	7	3.5%	±3.7
Q38 How often did the specific type of behavior or experience occur?			
Once	79	36.5%	±6.7
Once a month or less	94	43.2%	±6.7
2-4 times a month	26	11.9%	±5.1
Every few days	16	7.5%	±4.4
Every day	NR	NR	NR
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	110	51.7%	±6.8
A week	14	6.4%	±4.2
A month	17	8.0%	±4.5
A few months	19	9.0%	±4.7
A year or more	53	24.9%	±6.3

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	114	52.7%	±6.7
More than one person	102	47.3%	±6.7
Q41 Was/were the person(s) who did this to you?			
Male	90	42.0%	±6.7
Female	69	31.8%	±6.6
Both males and females	56	26.2%	±6.3
Q42 Was/were the person(s) who did this to you?			
Younger	41	18.9%	±5.8
About my age	44	20.4%	±5.9
Older	63	28.8%	±6.4
Some were younger, older, and/or about my age	54	24.8%	±6.2
Do not know	15	7.1%	±4.3
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	112	51.7%	±6.7
Subordinate(s) or someone you supervise/manage	17	8.0%	±4.5
Your Team lead(s) (current or former)	25	11.4%	±5.0
Another Team lead(s) (current or former)	16	7.2%	±4.3
Your Supervisor(s) (current or former)	48	22.1%	±6.0
Another Supervisor(s) (current or former)	20	9.0%	±4.6
Your Manager(s) (current or former)	25	11.3%	±5.0
Another Manager(s) (current or former)	20	9.0%	±4.6
Another federal employee	25	11.6%	±5.0
A contractor	13	6.0%	±4.1
A visitor	NR	NR	NR
External partner (Friends Groups, Cooperative Associations, etc.)	8	3.8%	±3.6
Other	9	4.1%	±3.7
Do not know	11	4.9%	±3.9
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	39	18.1%	±5.8
Yes, I had to or still have to interact with this/these person(s)	175	81.9%	±5.8

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 BLM.

Table 3.10 BLM – 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	22	9.9%	±4.8
No	195	89.5%	±4.9
Don't Know	NR	NR	NR
b. Did you take steps to leave your organization?			
Yes	61	28.1%	±6.4
No	152	70.7%	±6.5
Don't Know	NR	NR	NR
c. Did it make it harder to complete your work or do your job?			
Yes	108	49.7%	±6.7
No	109	50.3%	±6.7
Don't Know	0	0.0%	NA
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	65	31.1%	±6.6
No	120	57.0%	±6.8
Don't Know	25	11.9%	±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	93	42.9%	±6.7
No	101	46.6%	±6.7
Don't Know	23	10.5%	±4.9
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	100	46.0%	±6.7
No	107	49.4%	±6.7
Don't Know	10	4.6%	±3.8
h. Did it damage other personal relationships?			
Yes	33	15.3%	±5.5
No	169	77.9%	±6.1
Don't Know	15	6.8%	±4.3

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	67	30.8%	±6.5
No	149	68.6%	±6.5
Don't Know	NR	NR	NR
j. Did you seek any type of medical attention?			
Yes	31	14.0%	±5.3
No	183	84.3%	±5.5
Don't Know	NR	NR	NR
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	56	25.8%	±6.3
No	160	73.6%	±6.3
Don't Know	NR	NR	NR
l. Did you consider leaving the bureau?			
Yes	110	50.7%	±6.7
No	105	48.5%	±6.7
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 BLM.

Table 3.11 BLM – 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	69	33.5%	±6.8
My coworkers	135	63.5%	±6.7
My team leader	39	18.7%	±5.9
My supervisor	73	34.0%	±6.7
My manager	55	26.0%	±6.4
A senior leader	30	14.5%	±5.5
Another employee in my bureau	121	58.1%	±6.9
Someone from another bureau/office	61	29.1%	±6.6

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 BLM.

Table 3.12 BLM – 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	52	24.5%	±6.3	1.8	±0.3
Employee Assistance Program (EAP)	12	5.6%	±4.1	3.0	±0.4
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	9	4.4%	±3.9	2.0	±0.9
Employee & Labor Relations (Human Resources)	18	8.7%	±4.7	1.6	±0.5
Union (if applicable)	7	3.5%	±3.6	2.3	±0.6
Equal Employment Opportunity Counselor	24	11.2%	±5.0	2.5	±0.5
Equal Employment Opportunity Office	24	11.3%	±5.1	2.5	±0.3
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	6	2.8%	±3.4	2.9	±1.0
Other	22	11.0%	±5.2	2.8	±0.5

^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 36.8% 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 BLM – 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	29	36.6%	±11.3
No	30	38.3%	±11.3
Don't Know	20	25.1%	±10.9
b. The rules of harassment were explained to everyone in the workplace			
Yes	23	29.1%	±11.1
No	41	51.7%	±11.1
Don't Know	15	19.2%	±10.4
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	15	18.7%	±10.3
No	50	63.3%	±11.3
Don't Know	14	18.0%	±10.3
d. An investigation was conducted by a law enforcement official			
Yes	NR	NR	NR
No	67	84.2%	±10.0
Don't Know	11	13.5%	±9.7
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	14	17.7%	±10.2
No	36	45.0%	±11.2
Don't Know	30	37.3%	±11.3
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	12	14.5%	±9.8
No	68	85.5%	±9.8
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	11	14.2%	±9.8
No	63	79.6%	±10.5
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	73	92.0%	±8.6
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	7	9.0%	±8.8
No	49	62.0%	±11.3
Don't Know	23	29.0%	±11.1
j. I was encouraged to drop the issue			
Yes	32	40.2%	±11.3
No	48	59.8%	±11.3
Don't Know	0	0.0%	NA
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	29	36.4%	±11.3
No	49	61.9%	±11.3
Don't Know	NR	NR	NR
l. The person(s) who did this took action against me for complaining			
Yes	33	41.6%	±11.3
No	39	49.3%	±11.1
Don't Know	7	9.1%	±8.8
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	25	31.6%	±11.2
No	46	57.8%	±11.3
Don't Know	8	10.6%	±9.1
n. My leadership punished me for bringing it up			
Yes	31	39.5%	±11.3
No	44	54.9%	±11.2
Don't Know	NR	NR	NR
o. I was threatened with loss of employment			
Yes	12	15.4%	±9.9
No	65	82.3%	±10.2
Don't Know	NR	NR	NR

An estimated 36.8% 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 BLM – 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?	79	2.7	±0.2
How you were treated by personnel handling the complaint/grievance/report?	78	2.5	±0.2
Actions taken by the person handling the complaint/grievance/report?	75	2.4	±0.2
Being informed about the current status of the complaint/grievance/report?	78	2.3	±0.2
The amount of time it took to address the complaint/grievance/report?	78	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 63.2% 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 BLM – 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	58	42.8%	±8.6
I thought it was not serious enough to discuss or report	74	54.9%	±8.6
I took care of it myself by confronting the person(s) who did it	35	25.9%	±8.1
I took other actions to handle the situation	42	31.0%	±8.3
I did not know who to report the behavior to and/or how to file a complaint	24	17.6%	±7.5
I did not want more people to know	53	39.8%	±8.6
I was ashamed or embarrassed	28	21.0%	±7.8
I did not want people to think less of me	46	34.1%	±8.5
I thought other people would blame me	41	31.0%	±8.4
I felt partially to blame	8	6.1%	±5.6
I wanted to forget about it or move on	67	48.7%	±8.4
I did not think anything would be done	71	52.9%	±8.5
I did not think I would be believed	50	37.7%	±8.6
I did not trust that the process would be fair	70	53.0%	±8.6
I thought I might get in trouble for something I did	29	22.5%	±8.1
I thought I would be labeled as a troublemaker	70	51.5%	±8.5
I thought it might hurt my performance appraisal	48	35.2%	±8.5
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	57	42.2%	±8.6
I was worried about potential negative consequences from my coworkers or peers	43	32.1%	±8.5
I thought it might hurt my career	57	43.9%	±8.8
I did not want to hurt the person's/s' career/s or family/ies	34	25.3%	±8.2
I was concerned for my physical safety	NR	NR	NR
I feared losing my job	35	26.0%	±8.2
Some other reason	67	49.9%	±8.5

3.3 Characteristics of Religious Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 9.8% 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 BLM.

Table 3.16 BLM – 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	216	65.6%	±5.3
Most of it occurred during work hours; some off work hours	59	17.8%	±4.5
Some of it occurred during work hours; most off work hours	37	11.2%	±3.9
None of it occurred during work hours; all off work hours	18	5.3%	±3.0
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	42	12.7%	±4.1
No	287	87.3%	±4.1
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	257	78.2%	±4.8
At a work-sponsored social event	11	3.3%	±2.6
At a non-work sponsored social event where coworkers were present	9	2.6%	±2.4
At a permanent bureau/office supplied housing location, if applicable	NR	NR	NR
At a location outside the office/site	50	15.4%	±4.3
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)	248	96.4%	±3.2
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	8	3.0%	±3.0
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	116	35.4%	±5.4
Once a month or less	163	49.7%	±5.4
2-4 times a month	27	8.2%	±3.5
Every few days	16	4.8%	±2.9
Every day	6	1.9%	±2.2
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	181	56.4%	±5.5
A week	12	3.8%	±2.8
A month	5	1.7%	±2.2
A few months	29	9.1%	±3.7
A year or more	93	29.0%	±5.2

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	139	42.4%	±5.5
More than one person	188	57.6%	±5.5
Q41 Was/were the person(s) who did this to you?			
Male	121	37.4%	±5.4
Female	67	20.6%	±4.8
Both males and females	136	42.1%	±5.5
Q42 Was/were the person(s) who did this to you?			
Younger	47	14.3%	±4.2
About my age	75	22.8%	±4.9
Older	91	27.7%	±5.1
Some were younger, older, and/or about my age	96	29.3%	±5.2
Do not know	19	5.8%	±3.1
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	244	74.2%	±5.0
Subordinate(s) or someone you supervise/manage	27	8.3%	±3.5
Your Team lead(s) (current or former)	26	7.8%	±3.5
Another Team lead(s) (current or former)	24	7.4%	±3.4
Your Supervisor(s) (current or former)	59	18.0%	±4.6
Another Supervisor(s) (current or former)	51	15.4%	±4.3
Your Manager(s) (current or former)	38	11.6%	±4.0
Another Manager(s) (current or former)	35	10.6%	±3.8
Another federal employee	29	8.8%	±3.6
A contractor	11	3.5%	±2.6
A visitor	6	1.8%	±2.2
External partner (Friends Groups, Cooperative Associations, etc.)	9	2.8%	±2.5
Other	NR	NR	NR
Do not know	8	2.4%	±2.4
None selected	10	3.2%	±2.6
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	37	11.2%	±3.9
Yes, I had to or still have to interact with this/these person(s)	292	88.8%	±3.9

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 BLM.

Table 3.17 BLM – 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	7	2.0%	±2.2
No	322	98.0%	±2.2
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	38	11.4%	±3.9
No	291	88.6%	±3.9
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	59	18.1%	±4.6
No	258	78.4%	±4.8
Don't Know	11	3.5%	±2.6
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	57	18.0%	±4.7
No	251	79.4%	±4.8
Don't Know	8	2.6%	±2.5
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	77	23.4%	±4.9
No	227	69.1%	±5.2
Don't Know	25	7.6%	±3.4
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	98	29.9%	±5.2
No	190	58.1%	±5.5
Don't Know	39	11.9%	±4.0
h. Did it damage other personal relationships?			
Yes	23	6.9%	±3.3
No	303	92.3%	±3.4
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	36	11.0%	±3.9
No	292	89.0%	±3.9
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	14	4.3%	±2.8
No	315	95.7%	±2.8
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	53	16.1%	±4.4
No	276	83.9%	±4.4
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	70	21.3%	±4.8
No	253	77.1%	±4.9
Don't Know	5	1.6%	±2.1

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 BLM.

Table 3.18 BLM – 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	118	37.0%	±5.5
My coworkers	108	33.2%	±5.3
My team leader	36	11.2%	±4.0
My supervisor	64	20.0%	±4.8
My manager	31	9.7%	±3.8
A senior leader	11	3.5%	±2.7
Another employee in my bureau	105	32.9%	±5.4
Someone from another bureau/office	45	14.0%	±4.3

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 BLM.

Table 3.19 BLM – 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	39	12.0%	±4.0	2.3	±0.3
Employee Assistance Program (EAP)	15	4.4%	±2.9	2.1	±0.4
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	6	1.8%	±2.2	1.3	±0.4
Employee & Labor Relations (Human Resources)	6	1.8%	±2.2	1.8	±0.4
Union (if applicable)	0	0.0%	NA	NA	NA
Equal Employment Opportunity Counselor	13	4.0%	±2.8	1.7	±0.4
Equal Employment Opportunity Office	10	3.0%	±2.5	1.7	±0.3
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	0	0.0%	NA	NA	NA
Department of Interior Ethics/Bureau Ethics Office	10	3.0%	±2.6	1.4	±0.3
Other	9	2.8%	±2.6	2.0	±0.7

^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.

An estimated 16.3% 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 BLM – 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	8	15.3%	±12.7
No	23	42.5%	±13.9
Don't Know	23	42.2%	±13.9
b. The rules of harassment were explained to everyone in the workplace			
Yes	10	19.0%	±13.2
No	36	66.8%	±14.0
Don't Know	8	14.2%	±12.6
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	9	16.0%	±12.8
No	23	43.0%	±13.9
Don't Know	22	41.1%	±13.9
d. An investigation was conducted by a law enforcement official			
Yes	0	0.0%	NA
No	45	83.3%	±12.9
Don't Know	9	16.7%	±12.9
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	21	39.7%	±14.0
No	19	34.9%	±14.0
Don't Know	14	25.4%	±13.7
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	10	19.5%	±13.2
No	40	74.2%	±13.8
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	46	86.5%	±12.5
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	44	81.6%	±13.1
Don't Know	8	15.3%	±12.7

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	12	22.0%	±13.5
No	34	62.7%	±14.0
Don't Know	8	15.3%	±12.7
j. I was encouraged to drop the issue			
Yes	13	23.4%	±13.6
No	38	70.3%	±13.9
Don't Know	NR	NR	NR
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	16	29.8%	±13.9
No	34	63.9%	±14.0
Don't Know	NR	NR	NR
l. The person(s) who did this took action against me for complaining			
Yes	15	27.3%	±13.8
No	33	61.5%	±14.0
Don't Know	6	11.2%	±12.1
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	17	30.8%	±14.0
No	28	52.6%	±13.7
Don't Know	9	16.6%	±12.9
n. My leadership punished me for bringing it up			
Yes	13	24.4%	±13.7
No	34	64.3%	±14.0
Don't Know	6	11.2%	±12.1
o. I was threatened with loss of employment			
Yes	6	10.7%	±12.0
No	44	83.0%	±13.0
Don't Know	NR	NR	NR

An estimated 16.3% 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 BLM – 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?	54	3.0	±0.2
How you were treated by personnel handling the complaint/grievance/report?	54	2.7	±0.3
Actions taken by the person handling the complaint/grievance/report?	54	2.7	±0.2
Being informed about the current status of the complaint/grievance/report?	54	2.8	±0.2
The amount of time it took to address the complaint/grievance/report?	54	2.6	±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 83.7% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 BLM – 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	142	54.3%	±6.1
I thought it was not serious enough to discuss or report	215	79.6%	±5.3
I took care of it myself by confronting the person(s) who did it	101	38.7%	±6.1
I took other actions to handle the situation	70	26.9%	±5.8
I did not know who to report the behavior to and/or how to file a complaint	16	6.0%	±3.7
I did not want more people to know	52	19.5%	±5.2
I was ashamed or embarrassed	24	9.0%	±4.1
I did not want people to think less of me	30	11.4%	±4.5
I thought other people would blame me	29	11.0%	±4.4
I felt partially to blame	6	2.3%	±2.7
I wanted to forget about it or move on	174	64.4%	±5.9
I did not think anything would be done	96	35.4%	±5.9
I did not think I would be believed	27	10.3%	±4.3
I did not trust that the process would be fair	62	22.7%	±5.4
I thought I might get in trouble for something I did	28	10.4%	±4.3
I thought I would be labeled as a troublemaker	71	26.0%	±5.6
I thought it might hurt my performance appraisal	33	12.1%	±4.5
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	45	16.5%	±4.9
I was worried about potential negative consequences from my coworkers or peers	65	23.9%	±5.5
I thought it might hurt my career	63	24.3%	±5.6
I did not want to hurt the person's/s' career/s or family/ies	67	24.7%	±5.5
I was concerned for my physical safety	6	2.4%	±2.7
I feared losing my job	11	4.1%	±3.2
Some other reason	99	37.4%	±6.0

3.4 Characteristics of Disability Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 7.0% 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 BLM.

Table 3.23 BLM – 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	187	79.1%	±5.7
Most of it occurred during work hours; some off work hours	34	14.6%	±5.1
Some of it occurred during work hours; most off work hours	5	2.1%	±2.9
None of it occurred during work hours; all off work hours	10	4.2%	±3.5
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	18	7.5%	±4.2
No	219	92.5%	±4.2
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	220	93.9%	±3.9
At a work-sponsored social event	0	0.0%	NA
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	11	4.9%	±3.7
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)	189	86.9%	±5.2
At an indoor location (shop or maintenance area)	15	7.1%	±4.3
At an outdoor location (e.g., field site) that did not require an overnight stay	13	6.0%	±4.1
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	54	23.0%	±5.8
Once a month or less	99	42.0%	±6.4
2-4 times a month	59	24.9%	±6.0
Every few days	14	6.1%	±3.9
Every day	9	4.0%	±3.4
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	80	34.3%	±6.3
A week	10	4.5%	±3.6
A month	8	3.6%	±3.3
A few months	65	27.7%	±6.1
A year or more	70	30.0%	±6.2

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	119	50.4%	±6.4
More than one person	117	49.6%	±6.4
Q41 Was/were the person(s) who did this to you?			
Male	113	47.8%	±6.4
Female	61	25.6%	±6.0
Both males and females	63	26.6%	±6.0
Q42 Was/were the person(s) who did this to you?			
Younger	51	21.7%	±5.8
About my age	41	17.1%	±5.4
Older	71	29.8%	±6.2
Some were younger, older, and/or about my age	60	25.4%	±6.0
Do not know	14	6.0%	±3.9
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	138	58.5%	±6.4
Subordinate(s) or someone you supervise/manage	24	10.1%	±4.6
Your Team lead(s) (current or former)	61	26.0%	±6.0
Another Team lead(s) (current or former)	31	13.3%	±5.0
Your Supervisor(s) (current or former)	94	39.6%	±6.4
Another Supervisor(s) (current or former)	44	18.5%	±5.5
Your Manager(s) (current or former)	30	12.6%	±4.9
Another Manager(s) (current or former)	19	8.0%	±4.2
Another federal employee	14	5.9%	±3.8
A contractor	11	4.7%	±3.6
A visitor	NR	NR	NR
External partner (Friends Groups, Cooperative Associations, etc.)	NR	NR	NR
Other	10	4.4%	±3.5
Do not know	6	2.7%	±3.1
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	12	5.2%	±3.7
Yes, I had to or still have to interact with this/these person(s)	222	94.8%	±3.7

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 BLM.

Table 3.24 BLM – 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	64	26.9%	±6.1
No	170	72.0%	±6.1
Don't Know	NR	NR	NR
b. Did you take steps to leave your organization?			
Yes	73	30.9%	±6.2
No	162	68.5%	±6.2
Don't Know	NR	NR	NR
c. Did it make it harder to complete your work or do your job?			
Yes	131	55.3%	±6.4
No	92	39.1%	±6.4
Don't Know	13	5.6%	±3.8
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	104	49.6%	±6.8
No	89	42.5%	±6.9
Don't Know	16	7.8%	±4.6
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	49.4%	±6.4
No	88	37.5%	±6.4
Don't Know	31	13.1%	±5.0
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	133	56.1%	±6.4
No	87	36.9%	±6.4
Don't Know	16	6.9%	±4.1
h. Did it damage other personal relationships?			
Yes	61	25.8%	±6.0
No	165	69.9%	±6.2
Don't Know	10	4.3%	±3.5

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	103	43.8%	±6.5
No	125	53.4%	±6.4
Don't Know	7	2.9%	±3.1
j. Did you seek any type of medical attention?			
Yes	77	32.8%	±6.3
No	157	66.3%	±6.3
Don't Know	NR	NR	NR
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	99	41.7%	±6.4
No	134	56.6%	±6.4
Don't Know	NR	NR	NR
l. Did you consider leaving the bureau?			
Yes	147	62.3%	±6.4
No	87	36.7%	±6.4
Don't Know	NR	NR	NR

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 BLM.

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

Q46 Discussed the experience with:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
The person(s) involved	131	58.4%	±6.6
My coworkers	138	59.4%	±6.5
My team leader	69	29.8%	±6.3
My supervisor	121	51.4%	±6.4
My manager	73	32.5%	±6.5
A senior leader	45	19.7%	±5.7
Another employee in my bureau	106	46.4%	±6.5
Someone from another bureau/office	65	28.9%	±6.3

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 BLM.

Table 3.26 BLM – 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	94	40.3%	±6.5	1.9	±0.3
Employee Assistance Program (EAP)	32	13.6%	±5.1	2.9	±0.5
Ombudsman (if applicable)	6	2.7%	±3.2	3.9	±1.6
CADR Office, CORE PLUS	11	4.7%	±3.7	3.0	±1.3
Employee & Labor Relations (Human Resources)	45	19.7%	±5.7	2.0	±0.4
Union (if applicable)	17	7.6%	±4.4	2.9	±0.9
Equal Employment Opportunity Counselor	53	22.9%	±5.9	2.3	±0.4
Equal Employment Opportunity Office	44	19.0%	±5.6	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	13	5.7%	±3.9	3.5	±0.7
Department of Interior Ethics/Bureau Ethics Office	11	4.8%	±3.7	2.8	±1.1
Other	20	9.2%	±4.6	2.8	±0.7

^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.

An estimated 49.6% 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 BLM – 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	54	46.8%	±9.3
No	43	37.0%	±9.3
Don't Know	19	16.2%	±8.0
b. The rules of harassment were explained to everyone in the workplace			
Yes	29	25.0%	±8.8
No	53	45.9%	±9.3
Don't Know	33	29.0%	±9.1
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	18	15.3%	±7.9
No	68	59.0%	±9.3
Don't Know	30	25.8%	±8.9
d. An investigation was conducted by a law enforcement official			
Yes	NR	NR	NR
No	86	73.1%	±8.9
Don't Know	28	23.6%	±8.6
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	31	27.0%	±9.0
No	55	47.7%	±9.2
Don't Know	29	25.4%	±8.9
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	7	6.5%	±6.3
No	97	84.6%	±7.9
Don't Know	10	8.9%	±6.9
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	12	10.3%	±7.2
No	91	79.3%	±8.5
Don't Know	12	10.3%	±7.1
h. There was some official career action taken against person(s) for the behavior			
Yes	NR	NR	NR
No	85	73.8%	±8.9
Don't Know	29	24.8%	±8.8

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	17	15.1%	±7.9
No	85	73.5%	±8.9
Don't Know	13	11.4%	±7.3
j. I was encouraged to drop the issue			
Yes	51	44.3%	±9.3
No	55	48.1%	±9.2
Don't Know	9	7.6%	±6.6
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	44	38.6%	±9.3
No	57	49.3%	±9.2
Don't Know	14	12.1%	±7.5
l. The person(s) who did this took action against me for complaining			
Yes	50	43.2%	±9.3
No	41	35.5%	±9.3
Don't Know	25	21.3%	±8.5
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	39	34.5%	±9.3
No	62	54.2%	±9.3
Don't Know	13	11.3%	±7.4
n. My leadership punished me for bringing it up			
Yes	46	40.9%	±9.4
No	55	48.8%	±9.3
Don't Know	12	10.3%	±7.2
o. I was threatened with loss of employment			
Yes	40	35.3%	±9.3
No	66	58.2%	±9.4
Don't Know	7	6.5%	±6.4

An estimated 49.6% 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 BLM – 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?	117	2.6	±0.2
How you were treated by personnel handling the complaint/grievance/report?	117	2.8	±0.2
Actions taken by the person handling the complaint/grievance/report?	117	2.5	±0.2
Being informed about the current status of the complaint/grievance/report?	117	2.3	±0.2
The amount of time it took to address the complaint/grievance/report?	117	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 50.4% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 BLM – 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	68	58.2%	±9.3
I thought it was not serious enough to discuss or report	69	59.0%	±9.2
I took care of it myself by confronting the person(s) who did it	49	42.3%	±9.3
I took other actions to handle the situation	51	43.9%	±9.2
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	35	30.2%	±9.1
I was ashamed or embarrassed	21	17.4%	±8.0
I did not want people to think less of me	35	29.6%	±9.0
I thought other people would blame me	26	22.5%	±8.6
I felt partially to blame	25	21.0%	±8.4
I wanted to forget about it or move on	72	61.7%	±9.2
I did not think anything would be done	69	59.4%	±9.3
I did not think I would be believed	29	25.5%	±8.8
I did not trust that the process would be fair	50	43.2%	±9.3
I thought I might get in trouble for something I did	12	10.5%	±7.2
I thought I would be labeled as a troublemaker	51	43.6%	±9.2
I thought it might hurt my performance appraisal	32	27.6%	±8.9
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	40	35.5%	±9.3
I was worried about potential negative consequences from my coworkers or peers	40	34.9%	±9.2
I thought it might hurt my career	46	47.4%	±10.1
I did not want to hurt the person's/s' career/s or family/ies	35	30.5%	±9.1
I was concerned for my physical safety	12	10.1%	±7.1
I feared losing my job	11	9.6%	±6.9
Some other reason	51	43.1%	±9.2

3.5 Characteristics of Sexual Orientation Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 1.7% 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 BLM.

Table 3.30 BLM – 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	40	71.3%	±13.5
Most of it occurred during work hours; some off work hours	7	12.1%	±11.8
Some of it occurred during work hours; most off work hours	6	11.2%	±11.7
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	11	19.8%	±12.9
No	45	80.2%	±12.9
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	42	80.3%	±13.5
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)	36	85.6%	±14.8
At an indoor location (shop or maintenance area)	0	0.0%	NA
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	36	64.4%	±13.7
Once a month or less	19	33.1%	±13.7
2-4 times a month	NR	NR	NR
Every few days	0	0.0%	NA
Every day	0	0.0%	NA
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	34	60.9%	±13.6
A week	8	14.8%	±12.3
A month	NR	NR	NR
A few months	NR	NR	NR
A year or more	10	17.3%	±12.6

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	31	54.8%	±13.5
More than one person	25	45.2%	±13.5
Q41 Was/were the person(s) who did this to you?			
Male	40	71.2%	±13.5
Female	7	12.9%	±12.0
Both males and females	9	15.9%	±12.4
Q42 Was/were the person(s) who did this to you?			
Younger	9	16.3%	±12.5
About my age	13	23.5%	±13.2
Older	27	47.3%	±13.3
Some were younger, older, and/or about my age	7	12.9%	±12.0
Do not know	0	0.0%	NA
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	43	76.3%	±13.2
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)	NR	NR	NR
Your Supervisor(s) (current or former)	NR	NR	NR
Another Supervisor(s) (current or former)	0	0.0%	NA
Your Manager(s) (current or former)	NR	NR	NR
Another Manager(s) (current or former)	8	13.7%	±12.1
Another federal employee	9	16.7%	±12.6
A contractor	NR	NR	NR
A visitor	0	0.0%	NA
External partner (Friends Groups, Cooperative Associations, etc.)	NR	NR	NR
Other	0	0.0%	NA
Do not know	NR	NR	NR
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	13	22.4%	±13.1
Yes, I had to or still have to interact with this/these person(s)	44	77.6%	±13.1

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 BLM.

Table 3.31 BLM – 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	NR	NR	NR
No	53	94.6%	±10.4
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	14	24.9%	±13.3
No	42	75.1%	±13.3
Don't Know	0	0.0%	NA
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	5	9.8%	±11.8
No	49	90.2%	±11.8
Don't Know	0	0.0%	NA
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	7	12.4%	±11.9
No	39	69.7%	±13.6
Don't Know	10	18.0%	±12.7
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	18	32.6%	±13.6
No	25	45.4%	±13.4
Don't Know	12	22.0%	±13.1
h. Did it damage other personal relationships?			
Yes	NR	NR	NR
No	49	87.2%	±12.0
Don't Know	NR	NR	NR
i. Did it cause you to call in sick or take other type of leave?			

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q45 As a result of the behavior or experience:			
Yes	NR	NR	NR
No	53	93.6%	±10.7
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	NR	NR	NR
No	53	94.5%	±10.5
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	5	9.6%	±11.4
No	51	90.4%	±11.4
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	14	24.2%	±13.3
No	43	75.8%	±13.3
Don't Know	0	0.0%	NA

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 BLM.

Table 3.32 BLM – 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	13	29.0%	±15.2
My coworkers	21	36.8%	±13.7
My team leader	5	9.1%	±11.3
My supervisor	5	9.4%	±11.3
My manager	5	9.2%	±11.3
A senior leader	10	17.4%	±12.6
Another employee in my bureau	21	37.8%	±13.7
Someone from another bureau/office	13	23.4%	±13.2

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 BLM.

Table 3.33 BLM – 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	8	14.2%	±12.2	2.8	±0.9
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)	0	0.0%	NA	NA	NA
Equal Employment Opportunity Counselor	5	9.4%	±11.6	1.0	±0.0
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
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 17.3% 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 BLM – 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	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 17.3% 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 BLM – 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?	10	2.6	±0.6
How you were treated by personnel handling the complaint/grievance/report?	10	3.6	±0.7
Actions taken by the person handling the complaint/grievance/report?	10	2.5	±0.6
Being informed about the current status of the complaint/grievance/report?	10	2.7	±0.5
The amount of time it took to address the complaint/grievance/report?	10	2.5	±0.6

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

An estimated 82.7% 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 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 BLM – 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	27	65.8%	±16.2
I thought it was not serious enough to discuss or report	38	82.1%	±14.3
I took care of it myself by confronting the person(s) who did it	17	38.5%	±15.5
I took other actions to handle the situation	20	45.4%	±15.2
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	29	62.2%	±15.2
I was ashamed or embarrassed	9	19.2%	±14.5
I did not want people to think less of me	17	36.2%	±15.2
I thought other people would blame me	NR	NR	NR
I felt partially to blame	6	11.9%	±13.5
I wanted to forget about it or move on	42	91.0%	±12.9
I did not think anything would be done	24	51.6%	±14.6
I did not think I would be believed	9	19.4%	±14.5
I did not trust that the process would be fair	13	27.7%	±15.1
I thought I might get in trouble for something I did	NR	NR	NR
I thought I would be labeled as a troublemaker	12	26.6%	±15.0
I thought it might hurt my performance appraisal	13	27.4%	±15.0
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	15	32.0%	±15.2
I was worried about potential negative consequences from my coworkers or peers	20	42.6%	±15.0
I thought it might hurt my career	19	43.7%	±15.3
I did not want to hurt the person's/s' career/s or family/ies	24	51.3%	±14.6
I was concerned for my physical safety	0	0.0%	NA
I feared losing my job	11	24.0%	±14.9
Some other reason	20	44.2%	±15.2

3.6 Characteristics of Sexual/Gender Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 26.0% 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 BLM.

Table 3.37 BLM – 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	689	78.7%	±2.8
Most of it occurred during work hours; some off work hours	137	15.7%	±2.6
Some of it occurred during work hours; most off work hours	29	3.3%	±1.4
None of it occurred during work hours; all off work hours	20	2.3%	±1.2
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	103	11.8%	±2.3
No	771	88.2%	±2.3
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	782	89.7%	±2.2
At a work-sponsored social event	9	1.0%	±0.9
At a non-work sponsored social event where coworkers were present	11	1.3%	±1.0
At a permanent bureau/office supplied housing location, if applicable	NR	NR	NR
At a location outside the office/site	68	7.8%	±2.0
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)	649	83.3%	±2.8
At an indoor location (shop or maintenance area)	33	4.2%	±1.7
At an outdoor location (e.g., field site) that did not require an overnight stay	80	10.3%	±2.3
At an outdoor location (e.g., field site) that required an overnight stay	17	2.2%	±1.3
Q38 How often did the specific type of behavior or experience occur?			
Once	311	35.7%	±3.2
Once a month or less	356	40.8%	±3.3
2-4 times a month	117	13.5%	±2.4
Every few days	65	7.5%	±2.0
Every day	22	2.5%	±1.3
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	409	47.3%	±3.3
A week	38	4.4%	±1.6
A month	13	1.5%	±1.1
A few months	161	18.6%	±2.7
A year or more	244	28.2%	±3.1

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	508	58.8%	±3.3
More than one person	357	41.2%	±3.3
Q41 Was/were the person(s) who did this to you?			
Male	674	77.8%	±2.9
Female	105	12.1%	±2.4
Both males and females	88	10.1%	±2.2
Q42 Was/were the person(s) who did this to you?			
Younger	91	10.5%	±2.2
About my age	184	21.1%	±2.8
Older	433	49.7%	±3.3
Some were younger, older, and/or about my age	135	15.5%	±2.6
Do not know	28	3.3%	±1.4
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	518	59.1%	±3.3
Subordinate(s) or someone you supervise/manage	61	6.9%	±1.9
Your Team lead(s) (current or former)	85	9.8%	±2.2
Another Team lead(s) (current or former)	59	6.7%	±1.9
Your Supervisor(s) (current or former)	203	23.2%	±2.9
Another Supervisor(s) (current or former)	98	11.2%	±2.3
Your Manager(s) (current or former)	122	13.9%	±2.5
Another Manager(s) (current or former)	69	7.8%	±2.0
Another federal employee	125	14.3%	±2.5
A contractor	46	5.3%	±1.7
A visitor	41	4.7%	±1.6
External partner (Friends Groups, Cooperative Associations, etc.)	45	5.2%	±1.7
Other	17	2.0%	±1.2
Do not know	7	0.8%	±0.9
None selected	15	1.8%	±1.1
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	99	11.4%	±2.3
Yes, I had to or still have to interact with this/these person(s)	768	88.6%	±2.3

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 BLM.

Table 3.38 BLM – 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	64	7.4%	±1.9
No	802	92.6%	±1.9
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	136	15.7%	±2.6
No	728	84.3%	±2.6
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	384	44.4%	±3.3
No	463	53.5%	±3.3
Don't Know	18	2.1%	±1.2
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	176	21.3%	±2.9
No	597	72.1%	±3.2
Don't Know	55	6.7%	±1.9
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	10	29.1%	±17.7
No	23	64.7%	±17.7
Don't Know	NR	NR	NR
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	324	37.4%	±3.3
No	517	59.6%	±3.3
Don't Know	26	3.0%	±1.4
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	320	36.9%	±3.3
No	492	56.7%	±3.3
Don't Know	55	6.4%	±1.8
h. Did it damage other personal relationships?			
Yes	111	12.8%	±2.4
No	740	85.5%	±2.5
Don't Know	15	1.7%	±1.1

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	161	18.7%	±2.7
No	697	80.5%	±2.8
Don't Know	8	0.9%	±0.9
j. Did you seek any type of medical attention?			
Yes	58	6.7%	±1.9
No	804	93.1%	±1.9
Don't Know	NR	NR	NR
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	123	14.2%	±2.5
No	740	85.8%	±2.5
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	300	34.6%	±3.2
No	566	65.4%	±3.2
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 BLM.

Table 3.39 BLM – 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	324	39.1%	±3.4
My coworkers	529	61.9%	±3.3
My team leader	159	19.0%	±2.8
My supervisor	298	35.3%	±3.3
My manager	210	24.8%	±3.0
A senior leader	123	14.6%	±2.6
Another employee in my bureau	422	49.8%	±3.4
Someone from another bureau/office	184	22.0%	±2.9

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 BLM.

Table 3.40 BLM – 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	175	20.5%	±2.9	2.1	±0.2
Employee Assistance Program (EAP)	54	6.3%	±1.9	2.5	±0.3
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	14	1.6%	±1.1	1.8	±0.3
Employee & Labor Relations (Human Resources)	56	6.6%	±1.9	1.5	±0.2
Union (if applicable)	16	1.9%	±1.2	3.1	±0.8
Equal Employment Opportunity Counselor	66	7.8%	±2.0	2.0	±0.3
Equal Employment Opportunity Office	54	6.4%	±1.9	1.9	±0.3
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	19	2.3%	±1.3	1.8	±0.6
Department of Interior Ethics/Bureau Ethics Office	19	2.3%	±1.3	1.3	±0.2
Other	64	7.9%	±2.1	2.5	±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 29.5% 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 BLM – 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	105	42.4%	±6.3
No	88	35.8%	±6.2
Don't Know	54	21.8%	±5.6
b. The rules of harassment were explained to everyone in the workplace			
Yes	72	28.8%	±6.0
No	139	55.5%	±6.3
Don't Know	39	15.7%	±5.1
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	25	9.9%	±4.4
No	163	65.1%	±6.2
Don't Know	63	25.1%	±5.8
d. An investigation was conducted by a law enforcement official			
Yes	5	2.0%	±2.8
No	214	85.6%	±5.0
Don't Know	31	12.3%	±4.7
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	81	32.4%	±6.1
No	103	41.0%	±6.2
Don't Know	67	26.6%	±5.9
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	17	6.8%	±3.9
No	222	88.5%	±4.6
Don't Know	12	4.7%	±3.5
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	17	6.9%	±3.9
No	221	88.7%	±4.6
Don't Know	11	4.4%	±3.4
h. There was some official career action taken against person(s) for the behavior			
Yes	15	6.0%	±3.7
No	197	78.6%	±5.6
Don't Know	38	15.4%	±5.1

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	62	25.1%	±5.8
No	144	58.2%	±6.3
Don't Know	42	16.7%	±5.2
j. I was encouraged to drop the issue			
Yes	97	38.9%	±6.2
No	139	55.4%	±6.2
Don't Know	14	5.7%	±3.7
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	79	32.0%	±6.1
No	161	64.8%	±6.2
Don't Know	8	3.2%	±3.1
l. The person(s) who did this took action against me for complaining			
Yes	86	34.1%	±6.1
No	150	59.3%	±6.2
Don't Know	17	6.6%	±3.8
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	63	25.0%	±5.8
No	166	65.8%	±6.1
Don't Know	23	9.2%	±4.3
n. My leadership punished me for bringing it up			
Yes	57	22.7%	±5.6
No	178	70.9%	±6.0
Don't Know	16	6.4%	±3.8
o. I was threatened with loss of employment			
Yes	39	15.7%	±5.1
No	202	81.8%	±5.4
Don't Know	6	2.5%	±2.9

An estimated 29.5% 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 BLM – 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?	250	3.0	±0.1
How you were treated by personnel handling the complaint/grievance/report?	250	2.9	±0.1
Actions taken by the person handling the complaint/grievance/report?	252	2.7	±0.1
Being informed about the current status of the complaint/grievance/report?	248	2.6	±0.1
The amount of time it took to address the complaint/grievance/report?	248	2.6	±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 70.5% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 BLM – 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	295	49.9%	±4.0
I thought it was not serious enough to discuss or report	448	75.3%	±3.6
I took care of it myself by confronting the person(s) who did it	184	30.9%	±3.8
I took other actions to handle the situation	238	40.0%	±4.0
I did not know who to report the behavior to and/or how to file a complaint	48	8.2%	±2.5
I did not want more people to know	172	29.2%	±3.8
I was ashamed or embarrassed	65	11.2%	±2.8
I did not want people to think less of me	156	26.7%	±3.7
I thought other people would blame me	102	17.3%	±3.3
I felt partially to blame	35	6.0%	±2.2
I wanted to forget about it or move on	311	52.9%	±4.1
I did not think anything would be done	279	47.2%	±4.0
I did not think I would be believed	110	18.6%	±3.4
I did not trust that the process would be fair	190	32.2%	±3.9
I thought I might get in trouble for something I did	62	10.6%	±2.8
I thought I would be labeled as a troublemaker	235	39.9%	±4.0
I thought it might hurt my performance appraisal	120	20.2%	±3.4
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	160	27.0%	±3.7
I was worried about potential negative consequences from my coworkers or peers	156	26.1%	±3.7
I thought it might hurt my career	194	34.0%	±4.0
I did not want to hurt the person's/s' career/s or family/ies	124	20.7%	±3.4
I was concerned for my physical safety	13	2.2%	±1.5
I feared losing my job	47	7.9%	±2.5
Some other reason	246	42.2%	±4.1

3.7 Characteristics of Harassment Based on Unknown Reasons

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 26.3% 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 BLM.

Table 3.44 BLM – 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	556	67.1%	±3.3
Most of it occurred during work hours; some off work hours	98	11.8%	±2.4
Some of it occurred during work hours; most off work hours	44	5.3%	±1.7
None of it occurred during work hours; all off work hours	131	15.8%	±2.7
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	85	10.1%	±2.2
No	754	89.9%	±2.2
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	612	82.5%	±2.9
At a work-sponsored social event	8	1.1%	±1.1
At a non-work sponsored social event where coworkers were present	14	1.9%	±1.3
At a permanent bureau/office supplied housing location, if applicable	9	1.2%	±1.1
At a location outside the office/site	98	13.3%	±2.6
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)	513	84.9%	±3.1
At an indoor location (shop or maintenance area)	30	4.9%	±2.0
At an outdoor location (e.g., field site) that did not require an overnight stay	56	9.3%	±2.6
At an outdoor location (e.g., field site) that required an overnight stay	5	0.9%	±1.2
Q38 How often did the specific type of behavior or experience occur?			
Once	336	44.3%	±3.6
Once a month or less	253	33.4%	±3.4
2-4 times a month	93	12.2%	±2.5
Every few days	56	7.4%	±2.1
Every day	20	2.7%	±1.4

	<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	405	54.1%	±3.6
A week	16	2.2%	±1.3
A month	24	3.2%	±1.5
A few months	120	16.0%	±2.8
A year or more	183	24.4%	±3.2
Q40 How many people were involved?			
One person	505	66.9%	±3.4
More than one person	250	33.1%	±3.4
Q41 Was/were the person(s) who did this to you?			
Male	463	61.3%	±3.5
Female	178	23.6%	±3.2
Both males and females	114	15.1%	±2.7
Q42 Was/were the person(s) who did this to you?			
Younger	101	13.3%	±2.6
About my age	200	26.3%	±3.3
Older	278	36.6%	±3.5
Some were younger, older, and/or about my age	118	15.5%	±2.8
Do not know	64	8.3%	±2.2
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	513	58.0%	±3.3
Subordinate(s) or someone you supervise/manage	33	3.7%	±1.5
Your Team lead(s) (current or former)	55	6.3%	±1.8
Another Team lead(s) (current or former)	29	3.3%	±1.4
Your Supervisor(s) (current or former)	131	14.9%	±2.5
Another Supervisor(s) (current or former)	34	3.9%	±1.5
Your Manager(s) (current or former)	30	3.4%	±1.4
Another Manager(s) (current or former)	21	2.3%	±1.2
Another federal employee	83	9.4%	±2.1
A contractor	21	2.4%	±1.2
A visitor	7	0.8%	±0.9
External partner (Friends Groups, Cooperative Associations, etc.)	14	1.6%	±1.1
Other	21	2.4%	±1.3
Do not know	38	4.3%	±1.6
None selected	139	15.8%	±2.6
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	135	17.8%	±2.9
Yes, I had to or still have to interact with this/these person(s)	622	82.2%	±2.9

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 BLM.

Table 3.45 BLM – 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	55	7.0%	±2.0
No	724	91.8%	±2.1
Don't Know	9	1.2%	±1.0
b. Did you take steps to leave your organization?			
Yes	113	14.2%	±2.6
No	678	85.2%	±2.6
Don't Know	NR	NR	NR
c. Did it make it harder to complete your work or do your job?			
Yes	223	28.3%	±3.3
No	546	69.1%	±3.3
Don't Know	21	2.7%	±1.4
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	93	12.9%	±2.6
No	598	82.4%	±3.0
Don't Know	34	4.7%	±1.8
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	19	35.2%	±14.1
No	33	61.7%	±14.1
Don't Know	NR	NR	NR
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	234	30.0%	±3.3
No	503	64.3%	±3.4
Don't Know	44	5.6%	±1.9
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	240	30.7%	±3.3
No	504	64.4%	±3.4
Don't Know	38	4.9%	±1.8
h. Did it damage other personal relationships?			
Yes	85	10.8%	±2.4
No	681	87.1%	±2.5
Don't Know	16	2.0%	±1.3

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	117	14.8%	±2.7
No	660	83.7%	±2.8
Don't Know	12	1.5%	±1.1
j. Did you seek any type of medical attention?			
Yes	47	6.1%	±1.9
No	721	92.5%	±2.1
Don't Know	11	1.4%	±1.1
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	85	10.8%	±2.4
No	692	87.8%	±2.5
Don't Know	11	1.4%	±1.1
l. Did you consider leaving the bureau?			
Yes	205	26.0%	±3.2
No	571	72.4%	±3.2
Don't Know	13	1.6%	±1.2

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 BLM.

Table 3.46 BLM – 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	270	35.8%	±3.5
My coworkers	333	43.5%	±3.5
My team leader	126	16.8%	±2.9
My supervisor	219	28.7%	±3.3
My manager	160	21.0%	±3.0
A senior leader	65	8.6%	±2.2
Another employee in my bureau	264	34.8%	±3.5
Someone from another bureau/office	103	13.7%	±2.7

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 BLM.

Table 3.47 BLM – 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	127	16.3%	±2.8	2.1	±0.2
Employee Assistance Program (EAP)	31	4.0%	±1.6	2.4	±0.4
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	13	1.6%	±1.2	2.2	±0.4
Employee & Labor Relations (Human Resources)	24	3.1%	±1.5	1.5	±0.3
Union (if applicable)	15	2.1%	±1.3	3.6	±0.5
Equal Employment Opportunity Counselor	35	4.6%	±1.7	1.9	±0.4
Equal Employment Opportunity Office	37	4.8%	±1.8	2.0	±0.4
Office of Inspector General Hotline	9	1.1%	±1.1	2.3	±0.7
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	8	1.1%	±1.1	2.5	±1.2
Other	52	7.0%	±2.1	2.0	±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 21.1% 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 BLM – 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?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. The person I told took no action			
Yes	53	33.2%	±7.8
No	58	36.6%	±7.8
Don't Know	48	30.2%	±7.7
b. The rules of harassment were explained to everyone in the workplace			
Yes	62	40.1%	±8.0
No	57	36.5%	±7.9
Don't Know	36	23.4%	±7.4
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	51	31.6%	±7.6
No	66	40.8%	±7.8
Don't Know	45	27.7%	±7.4
d. An investigation was conducted by a law enforcement official			
Yes	NR	NR	NR
No	121	79.2%	±7.3
Don't Know	28	18.5%	±7.1
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	64	39.0%	±7.8
No	34	20.7%	±7.0
Don't Know	66	40.3%	±7.8
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	15	9.7%	±5.8
No	129	83.3%	±6.8
Don't Know	11	7.0%	±5.3
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	NR	NR	NR
No	139	88.5%	±6.1
Don't Know	13	8.3%	±5.5
h. There was some official career action taken against person(s) for the behavior			
Yes	8	5.3%	±4.9
No	110	70.1%	±7.7
Don't Know	39	24.6%	±7.4

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	42	25.3%	±7.3
No	90	54.5%	±7.7
Don't Know	34	20.3%	±6.9
j. I was encouraged to drop the issue			
Yes	57	36.0%	±7.8
No	87	54.7%	±7.9
Don't Know	15	9.3%	±5.7
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	57	35.5%	±7.8
No	84	52.8%	±7.8
Don't Know	19	11.8%	±6.1
l. The person(s) who did this took action against me for complaining			
Yes	34	21.3%	±7.1
No	88	55.1%	±7.9
Don't Know	38	23.5%	±7.3
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	35	21.8%	±7.2
No	101	63.5%	±7.8
Don't Know	23	14.7%	±6.5
n. My leadership punished me for bringing it up			
Yes	25	15.8%	±6.6
No	103	65.4%	±7.8
Don't Know	30	18.9%	±6.9
o. I was threatened with loss of employment			
Yes	17	10.5%	±5.9
No	127	80.5%	±7.0
Don't Know	14	9.0%	±5.6

An estimated 21.1% 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 BLM – 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?	165	2.9	±0.2
How you were treated by personnel handling the complaint/grievance/report?	163	2.9	±0.2
Actions taken by the person handling the complaint/grievance/report?	159	2.8	±0.2
Being informed about the current status of the complaint/grievance/report?	159	2.6	±0.2
The amount of time it took to address the complaint/grievance/report?	163	2.4	±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 78.9% 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 BLM – 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	347	59.7%	±4.1
I thought it was not serious enough to discuss or report	437	72.9%	±3.7
I took care of it myself by confronting the person(s) who did it	234	39.3%	±4.0
I took other actions to handle the situation	194	33.0%	±3.9
I did not know who to report the behavior to and/or how to file a complaint	35	5.9%	±2.2
I did not want more people to know	108	18.9%	±3.4
I was ashamed or embarrassed	38	6.6%	±2.3
I did not want people to think less of me	79	13.9%	±3.1
I thought other people would blame me	44	7.7%	±2.5
I felt partially to blame	31	5.4%	±2.2
I wanted to forget about it or move on	292	50.2%	±4.1
I did not think anything would be done	204	35.0%	±4.0
I did not think I would be believed	65	11.1%	±2.8
I did not trust that the process would be fair	139	23.8%	±3.6
I thought I might get in trouble for something I did	49	8.4%	±2.6
I thought I would be labeled as a troublemaker	165	28.3%	±3.8
I thought it might hurt my performance appraisal	96	16.1%	±3.2
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	124	20.7%	±3.4
I was worried about potential negative consequences from my coworkers or peers	115	19.2%	±3.4
I thought it might hurt my career	148	25.7%	±3.7
I did not want to hurt the person's/s' career/s or family/ies	145	24.0%	±3.6
I was concerned for my physical safety	21	3.5%	±1.8
I feared losing my job	52	8.6%	±2.5
Some other reason	189	31.5%	±3.8

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 BLM.

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 (74.4%) and at a work location or site (86.7%) that was most frequently characterized as an indoor location (87.6%). Also, for the majority of these employees these experiences did not occur while on travel (89.2%). Additionally, for the majority of employees these experiences occurred more than once (60.0%); involved one person (57.0%), who was typically older (40.5%), male (57.6%), and most often a peer and/or coworker (59.4%); and their work role required them to continue to interact with the person(s) involved (86.2%).

Table 3.51 BLM – 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	78.1% (±3.1)	81.6% (±5.9)	65.6% (±5.3)	79.1% (±5.7)	71.3% (±13.5)	78.7% (±2.8)	67.1% (±3.3)
Most of it occurred during work hours; some off work hours	10.9% (±2.4)	11.7% (±5.1)	17.8% (±4.5)	14.6% (±5.1)	12.1% (±11.8)	15.7% (±2.6)	11.8% (±2.4)
Some of it occurred during work hours; most off work hours	5.9% (±1.9)	6.0% (±4.2)	11.2% (±3.9)	2.1% (±2.9)	11.2% (±11.7)	3.3% (±1.4)	5.3% (±1.7)
None of it occurred during work hours; all off work hours	5.1% (±1.8)	NR	5.3% (±3.0)	4.2% (±3.5)	NR	2.3% (±1.2)	15.8% (±2.7)
Q35 Did the specific behavior or experience occur while you were on travel?							
Yes	9.2% (±2.3)	13.3% (±5.2)	12.7% (±4.1)	7.5% (±4.2)	19.8% (±12.9)	11.8% (±2.3)	10.1% (±2.2)
No	90.8% (±2.3)	86.7% (±5.2)	87.3% (±4.1)	92.5% (±4.2)	80.2% (±12.9)	88.2% (±2.3)	89.9% (±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>
Q36 Where did the specific type of behavior or experience typically occur?							
At a work location or site	87.4% (±2.6)	93.2% (±4.2)	78.2% (±4.8)	93.9% (±3.9)	80.3% (±13.5)	89.7% (±2.2)	82.5% (±2.9)
At a work-sponsored social event	2.1% (±1.3)	NR	3.3% (±2.6)	0.0% (NA)	NR	1.0% (±0.9)	1.1% (±1.1)
At a non-work sponsored social event where coworkers were present	2.7% (±1.4)	NR	2.6% (±2.4)	NR	NR	1.3% (±1.0)	1.9% (±1.3)
At a permanent Bureau supplied housing location, if applicable	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)	NR	1.2% (±1.1)
At a location outside the office/site	7.5% (±2.1)	4.7% (±3.8)	15.4% (±4.3)	4.9% (±3.7)	NR	7.8% (±2.0)	13.3% (±2.6)
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)	89.6% (±2.6)	95.8% (±3.9)	96.4% (±3.2)	86.9% (±5.2)	85.6% (±14.8)	83.3% (±2.8)	84.9% (±3.1)
At an indoor location (shop or maintenance area)	5.0% (±2.0)	0.0% (NA)	NR	7.1% (±4.3)	0.0% (NA)	4.2% (±1.7)	4.9% (±2.0)
At an outdoor location (e.g., field site) that did not require an overnight stay	3.1% (±1.7)	NR	3.0% (±3.0)	6.0% (±4.1)	NR	10.3% (±2.3)	9.3% (±2.6)
At an outdoor location (e.g., field site) that required an overnight stay	2.3% (±1.5)	3.5% (±3.7)	0.0% (NA)	0.0% (NA)	NR	2.2% (±1.3)	0.9% (±1.2)
Q38 How often did the specific type of behavior or experience occur?							
Once	47.3% (±3.6)	36.5% (±6.7)	35.4% (±5.4)	23.0% (±5.8)	64.4% (±13.7)	35.7% (±3.2)	44.3% (±3.6)
Once a month or less	37.6% (±3.5)	43.2% (±6.7)	49.7% (±5.4)	42.0% (±6.4)	33.1% (±13.7)	40.8% (±3.3)	33.4% (±3.4)
2-4 times a month	9.2% (±2.3)	11.9% (±5.1)	8.2% (±3.5)	24.9% (±6.0)	NR	13.5% (±2.4)	12.2% (±2.5)
Every few days	3.8% (±1.6)	7.5% (±4.4)	4.8% (±2.9)	6.1% (±3.9)	0.0% (NA)	7.5% (±2.0)	7.4% (±2.1)
Every day	2.1% (±1.3)	NR	1.9% (±2.2)	4.0% (±3.4)	0.0% (NA)	2.5% (±1.3)	2.7% (±1.4)

	<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	60.0% (±3.6)	51.7% (±6.8)	56.4% (±5.5)	34.3% (±6.3)	60.9% (±13.6)	47.3% (±3.3)	54.1% (±3.6)
A week	4.0% (±1.7)	6.4% (±4.2)	3.8% (±2.8)	4.5% (±3.6)	14.8% (±12.3)	4.4% (±1.6)	2.2% (±1.3)
A month	0.8% (±1.0)	8.0% (±4.5)	1.7% (±2.2)	3.6% (±3.3)	NR	1.5% (±1.1)	3.2% (±1.5)
A few months	14.2% (±2.7)	9.0% (±4.7)	9.1% (±3.7)	27.7% (±6.1)	NR	18.6% (±2.7)	16.0% (±2.8)
A year or more	21.0% (±3.1)	24.9% (±6.3)	29.0% (±5.2)	30.0% (±6.2)	17.3% (±12.6)	28.2% (±3.1)	24.4% (±3.2)
Q40 How many people were involved?							
One person	55.0% (±3.6)	52.7% (±6.7)	42.4% (±5.5)	50.4% (±6.4)	54.8% (±13.5)	58.8% (±3.3)	66.9% (±3.4)
More than one person	45.0% (±3.6)	47.3% (±6.7)	57.6% (±5.5)	49.6% (±6.4)	45.2% (±13.5)	41.2% (±3.3)	33.1% (±3.4)
Q41 Was/were the person(s) who did this to you?							
Male	45.5% (±3.6)	42.0% (±6.7)	37.4% (±5.4)	47.8% (±6.4)	71.2% (±13.5)	77.8% (±2.9)	61.3% (±3.5)
Female	22.6% (±3.2)	31.8% (±6.6)	20.6% (±4.8)	25.6% (±6.0)	12.9% (±12.0)	12.1% (±2.4)	23.6% (±3.2)
Both males and females	31.9% (±3.5)	26.2% (±6.3)	42.1% (±5.5)	26.6% (±6.0)	15.9% (±12.4)	10.1% (±2.2)	15.1% (±2.7)
Q42 Was/were the person(s) who did this to you?							
Younger	38.7% (±3.5)	18.9% (±5.8)	14.3% (±4.2)	21.7% (±5.8)	16.3% (±12.5)	10.5% (±2.2)	13.3% (±2.6)
About my age	5.7% (±1.9)	20.4% (±5.9)	22.8% (±4.9)	17.1% (±5.4)	23.5% (±13.2)	21.1% (±2.8)	26.3% (±3.3)
Older	45.7% (±3.6)	28.8% (±6.4)	27.7% (±5.1)	29.8% (±6.2)	47.3% (±13.3)	49.7% (±3.3)	36.6% (±3.5)
Some were younger, older, and/or about my age	5.2% (±1.8)	24.8% (±6.2)	29.3% (±5.2)	25.4% (±6.0)	12.9% (±12.0)	15.5% (±2.6)	15.5% (±2.8)
Do not know	4.7% (±1.8)	7.1% (±4.3)	5.8% (±3.1)	6.0% (±3.9)	0.0% (NA)	3.3% (±1.4)	8.3% (±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>
Q43 Was/were the person(s) who did this to you any of the following?							
Peer(s)/Coworker(s)	56.2% (±3.6)	51.7% (±6.7)	74.2% (±5.0)	58.5% (±6.4)	76.3% (±13.2)	59.1% (±3.3)	58.0% (±3.3)
Subordinate(s) or someone you supervise/manage	9.7% (±2.3)	8.0% (±4.5)	8.3% (±3.5)	10.1% (±4.6)	NR	6.9% (±1.9)	3.7% (±1.5)
Your Team lead(s) (current or former)	11.6% (±2.5)	11.4% (±5.0)	7.8% (±3.5)	26.0% (±6.0)	0.0% (NA)	9.8% (±2.2)	6.3% (±1.8)
Another Team lead(s) (current or former)	5.8% (±1.9)	7.2% (±4.3)	7.4% (±3.4)	13.3% (±5.0)	NR	6.7% (±1.9)	3.3% (±1.4)
Your Supervisor(s) (current or former)	21.8% (±3.1)	22.1% (±6.0)	18.0% (±4.6)	39.6% (±6.4)	NR	23.2% (±2.9)	14.9% (±2.5)
Another Supervisor(s) (current or former)	10.8% (±2.4)	9.0% (±4.6)	15.4% (±4.3)	18.5% (±5.5)	0.0% (NA)	11.2% (±2.3)	3.9% (±1.5)
Your Manager(s) (current or former)	16.0% (±2.8)	11.3% (±5.0)	11.6% (±4.0)	12.6% (±4.9)	NR	13.9% (±2.5)	3.4% (±1.4)
Another Manager(s) (current or former)	6.6% (±2.0)	9.0% (±4.6)	10.6% (±3.8)	8.0% (±4.2)	13.7% (±12.1)	7.8% (±2.0)	2.3% (±1.2)
Another federal employee	9.7% (±2.3)	11.6% (±5.0)	8.8% (±3.6)	5.9% (±3.8)	16.7% (±12.6)	14.3% (±2.5)	9.4% (±2.1)
A contractor	3.8% (±1.6)	6.0% (±4.1)	3.5% (±2.6)	4.7% (±3.6)	NR	5.3% (±1.7)	2.4% (±1.2)
A visitor	2.5% (±1.4)	NR	1.8% (±2.2)	NR	0.0% (NA)	4.7% (±1.6)	0.8% (±0.9)
External partner (Friends Groups, Cooperative Associations, etc.)	3.5% (±1.6)	3.8% (±3.6)	2.8% (±2.5)	NR	NR	5.2% (±1.7)	1.6% (±1.1)
Other	2.5% (±1.4)	4.1% (±3.7)	NR	4.4% (±3.5)	0.0% (NA)	2.0% (±1.2)	2.4% (±1.3)
Do not know	2.6% (±1.4)	4.9% (±3.9)	2.4% (±2.4)	2.7% (±3.1)	NR	0.8% (±0.9)	4.3% (±1.6)
None selected	2.4% (±1.4)	0.0% (NA)	3.2% (±2.6)	NR	0.0% (NA)	1.8% (±1.1)	15.8% (±2.6)
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	14.4% (±2.7)	18.1% (±5.8)	11.2% (±3.9)	5.2% (±3.7)	22.4% (±13.1)	11.4% (±2.3)	17.8% (±2.9)
Yes, I had to or still have to interact with this/these person(s)	85.6% (±2.7)	81.9% (±5.8)	88.8% (±3.9)	94.8% (±3.7)	77.6% (±13.1)	88.6% (±2.3)	82.2% (±2.9)

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 BLM.

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 (36.5%); resulted in arguments or damaged interpersonal relations at work (32.8%); and/or damaged other personal relationships (12.1%). 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 (19.3%), seek counseling (15.5%), or medical attention (8.7%). For some employees, these experiences had a *negative impact on their job performance*, making it harder to complete their work (36.2%), negatively affected their performance evaluation or promotion potential (22.1%), or negatively affected their performance evaluation/renewal/permanent employment (29.7%). For some employees, these experiences *negatively affected their willingness to remain a part of the organization*, leading them to consider leaving BLM (34.7%), take steps to leave the organization (16.6%), or request a transfer (7.8%).

Table 3.52 BLM – 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	5.3% (±1.8)	9.9% (±4.8)	2.0% (±2.2)	26.9% (±6.1)	NR	7.4% (±1.9)	7.0% (±2.0)
No	93.8% (±2.0)	89.5% (±4.9)	98.0% (±2.2)	72.0% (±6.1)	NR	92.6% (±1.9)	91.8% (±2.1)
Don't Know	0.9% (±1.0)	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)	1.2% (±1.0)
b. Did you take steps to leave your organization?							
Yes	15.6% (±2.8)	28.1% (±6.4)	11.4% (±3.9)	30.9% (±6.2)	NR	15.7% (±2.6)	14.2% (±2.6)
No	84.0% (±2.8)	70.7% (±6.5)	88.6% (±3.9)	68.5% (±6.2)	94.6% (±10.4)	84.3% (±2.6)	85.2% (±2.6)
Don't Know	NR	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)	NR
c. Did it make it harder to complete your work or do your job?							

Q45 As a result of the behavior or experience:	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
Yes	33.8% (±3.5)	49.7% (±6.7)	18.1% (±4.6)	55.3% (±6.4)	24.9% (±13.3)	44.4% (±3.3)	28.3% (±3.3)
No	64.0% (±3.5)	50.3% (±6.7)	78.4% (±4.8)	39.1% (±6.4)	75.1% (±13.3)	53.5% (±3.3)	69.1% (±3.3)
Don't Know	2.2% (±1.3)	0.0% (NA)	3.5% (±2.6)	5.6% (±3.8)	0.0% (NA)	2.1% (±1.2)	2.7% (±1.4)
d. Did it negatively affect your performance evaluation or promotion potential?							
Yes	24.6% (±3.3)	31.1% (±6.6)	18.0% (±4.7)	49.6% (±6.8)	9.8% (±11.8)	21.3% (±2.9)	12.9% (±2.6)
No	67.9% (±3.6)	57.0% (±6.8)	79.4% (±4.8)	42.5% (±6.9)	90.2% (±11.8)	72.1% (±3.2)	82.4% (±3.0)
Don't Know	7.5% (±2.2)	11.9% (±5.2)	2.6% (±2.5)	7.8% (±4.6)	0.0% (NA)	6.7% (±1.9)	4.7% (±1.8)
e. Did it negatively affect your performance evaluation/renewal/permanent employment?							
Yes	22.6% (±13.1)	NR	NR	NR	NR	29.1% (±17.7)	35.2% (±14.1)
No	77.4% (±13.1)	NR	NR	NR	NR	64.7% (±17.7)	61.7% (±14.1)
Don't Know	0.0% (NA)	NR	NR	NR	NR	NR	NR
f. Did it cause arguments or damage interpersonal relations at work?							
Yes	27.9% (±3.3)	42.9% (±6.7)	23.4% (±4.9)	49.4% (±6.4)	12.4% (±11.9)	37.4% (±3.3)	30.0% (±3.3)
No	65.1% (±3.5)	46.6% (±6.7)	69.1% (±5.2)	37.5% (±6.4)	69.7% (±13.6)	59.6% (±3.3)	64.3% (±3.4)
Don't Know	7.1% (±2.1)	10.5% (±4.9)	7.6% (±3.4)	13.1% (±5.0)	18.0% (±12.7)	3.0% (±1.4)	5.6% (±1.9)
g. Did it damage your relationship with coworkers, supervisors, or managers?							
Yes	36.2% (±3.5)	46.0% (±6.7)	29.9% (±5.2)	56.1% (±6.4)	32.6% (±13.6)	36.9% (±3.3)	30.7% (±3.3)
No	55.9% (±3.6)	49.4% (±6.7)	58.1% (±5.5)	36.9% (±6.4)	45.4% (±13.4)	56.7% (±3.3)	64.4% (±3.4)
Don't Know	7.8% (±2.1)	4.6% (±3.8)	11.9% (±4.0)	6.9% (±4.1)	22.0% (±13.1)	6.4% (±1.8)	4.9% (±1.8)

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	10.1% (±2.4)	15.3% (±5.5)	6.9% (±3.3)	25.8% (±6.0)	NR	12.8% (±2.4)	10.8% (±2.4)
No	87.6% (±2.5)	77.9% (±6.1)	92.3% (±3.4)	69.9% (±6.2)	87.2% (±12.0)	85.5% (±2.5)	87.1% (±2.5)
Don't Know	2.4% (±1.4)	6.8% (±4.3)	NR	4.3% (±3.5)	NR	1.7% (±1.1)	2.0% (±1.3)
i. Did it cause you to call in sick or take other type of leave?							
Yes	18.4% (±2.9)	30.8% (±6.5)	11.0% (±3.9)	43.8% (±6.5)	NR	18.7% (±2.7)	14.8% (±2.7)
No	80.5% (±3.0)	68.6% (±6.5)	89.0% (±3.9)	53.4% (±6.4)	93.6% (±10.7)	80.5% (±2.8)	83.7% (±2.8)
Don't Know	1.1% (±1.1)	NR	0.0% (NA)	2.9% (±3.1)	0.0% (NA)	0.9% (±0.9)	1.5% (±1.1)
j. Did you seek any type of medical attention?							
Yes	6.9% (±2.0)	14.0% (±5.3)	4.3% (±2.8)	32.8% (±6.3)	NR	6.7% (±1.9)	6.1% (±1.9)
No	91.6% (±2.2)	84.3% (±5.5)	95.7% (±2.8)	66.3% (±6.3)	94.5% (±10.5)	93.1% (±1.9)	92.5% (±2.1)
Don't Know	1.5% (±1.2)	NR	0.0% (NA)	NR	0.0% (NA)	NR	1.4% (±1.1)
k. Did you seek counseling from a religious leader/counselor/health care provider?							
Yes	10.7% (±2.4)	25.8% (±6.3)	16.1% (±4.4)	41.7% (±6.4)	9.6% (±11.4)	14.2% (±2.5)	10.8% (±2.4)
No	88.1% (±2.5)	73.6% (±6.3)	83.9% (±4.4)	56.6% (±6.4)	90.4% (±11.4)	85.8% (±2.5)	87.8% (±2.5)
Don't Know	1.2% (±1.1)	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)	1.4% (±1.1)
l. Did you consider leaving the bureau?							
Yes	37.2% (±3.5)	50.7% (±6.7)	21.3% (±4.8)	62.3% (±6.4)	24.2% (±13.3)	34.6% (±3.2)	26.0% (±3.2)
No	62.0% (±3.5)	48.5% (±6.7)	77.1% (±4.9)	36.7% (±6.4)	75.8% (±13.3)	65.4% (±3.2)	72.4% (±3.2)
Don't Know	0.8% (±1.0)	NR	1.6% (±2.1)	NR	0.0% (NA)	0.0% (NA)	1.6% (±1.2)

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 BLM.

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 (50.3%) or another employee (42.1%), as well as a supervisor (31.1%) or manager (21.4%). Additionally, some employees talked with the person involved (38.3%).

Table 3.53 BLM – 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	36.1% (±3.6)	33.5% (±6.8)	37.0% (±5.5)	58.4% (±6.6)	29.0% (±15.2)	39.1% (±3.4)	35.8% (±3.5)
My coworkers	45.8% (±3.6)	63.5% (±6.7)	33.2% (±5.3)	59.4% (±6.5)	36.8% (±13.7)	61.9% (±3.3)	43.5% (±3.5)
My team leader	13.1% (±2.6)	18.7% (±5.9)	11.2% (±4.0)	29.8% (±6.3)	9.1% (±11.3)	19.0% (±2.8)	16.8% (±2.9)
My supervisor	28.0% (±3.3)	34.0% (±6.7)	20.0% (±4.8)	51.4% (±6.4)	9.4% (±11.3)	35.3% (±3.3)	28.7% (±3.3)
My manager	19.2% (±3.0)	26.0% (±6.4)	9.7% (±3.8)	32.5% (±6.5)	9.2% (±11.3)	24.8% (±3.0)	21.0% (±3.0)
A senior leader	9.4% (±2.3)	14.5% (±5.5)	3.5% (±2.7)	19.7% (±5.7)	17.4% (±12.6)	14.6% (±2.6)	8.6% (±2.2)
Another employee in my bureau	39.1% (±3.5)	58.1% (±6.9)	32.9% (±5.4)	46.4% (±6.5)	37.8% (±13.7)	49.8% (±3.4)	34.8% (±3.5)
Someone from another bureau/office	20.3% (±3.1)	29.1% (±6.6)	14.0% (±4.3)	28.9% (±6.3)	23.4% (±13.2)	22.0% (±2.9)	13.7% (±2.7)

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 BLM.

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 (74.5%); only 25.5% did. For employees who made complaints/grievances/reports, the most frequently used BLM resource was a supervisor or manager (18.8%). 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 BLM – Resources for Making Complaint of the One Experience of Harassment – Summary

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?	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
Supervisor or Manager	14.3% (±2.7)	24.5% (±6.3)	12.0% (±4.0)	40.3% (±6.5)	14.2% (±12.2)	20.5% (±2.9)	16.3% (±2.8)
Employee Assistance Program (EAP)	4.4% (±1.7)	5.6% (±4.1)	4.4% (±2.9)	13.6% (±5.1)	NR	6.3% (±1.9)	4.0% (±1.6)
Ombudsman (if applicable)	1.2% (±1.1)	0.0% (NA)	0.0% (NA)	2.7% (±3.2)	0.0% (NA)	NR	0.0% (NA)
CADR Office, CORE PLUS	1.7% (±1.3)	4.4% (±3.9)	1.8% (±2.2)	4.7% (±3.7)	NR	1.6% (±1.1)	1.6% (±1.2)
Employee & Labor Relations (Human Resources)	6.9% (±2.1)	8.7% (±4.7)	1.8% (±2.2)	19.7% (±5.7)	NR	6.6% (±1.9)	3.1% (±1.5)
Union (if applicable)	2.5% (±1.4)	3.5% (±3.6)	0.0% (NA)	7.6% (±4.4)	0.0% (NA)	1.9% (±1.2)	2.1% (±1.3)
Equal Employment Opportunity Counselor	7.7% (±2.2)	11.2% (±5.0)	4.0% (±2.8)	22.9% (±5.9)	9.4% (±11.6)	7.8% (±2.0)	4.6% (±1.7)
Equal Employment Opportunity Office	4.7% (±1.8)	11.3% (±5.1)	3.0% (±2.5)	19.0% (±5.6)	NR	6.4% (±1.9)	4.8% (±1.8)
Office of Inspector General Hotline	0.7% (±1.0)	NR	NR	NR	0.0% (NA)	NR	1.1% (±1.1)
Office of Inspector General	0.8% (±1.0)	NR	NR	NR	0.0% (NA)	NR	NR
Other Law Enforcement/Civil Authority not in the bureau	1.0% (±1.0)	NR	0.0% (NA)	5.7% (±3.9)	0.0% (NA)	2.3% (±1.3)	NR
Department of Interior Ethics/Bureau Ethics Office	1.8% (±1.3)	2.8% (±3.4)	3.0% (±2.6)	4.8% (±3.7)	NR	2.3% (±1.3)	1.1% (±1.1)
Other	3.9% (±1.7)	11.0% (±5.2)	2.8% (±2.6)	9.2% (±4.6)	0.0% (NA)	7.9% (±2.1)	7.0% (±2.1)

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 BLM.

Table 3.55 BLM – 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	2.2 (±0.2)	1.8 (±0.3)	2.3 (±0.3)	1.9 (±0.3)	2.8 (±0.9)	2.1 (±0.2)	2.1 (±0.2)
Employee Assistance Program (EAP)	2.2 (±0.5)	3.0 (±0.4)	2.1 (±0.4)	2.9 (±0.5)	NR	2.5 (±0.3)	2.4 (±0.4)
Ombudsman (if applicable)	1.3 (±0.3)	NA	NA	3.9 (±1.6)	NA	NR	NA
CADR Office, CORE PLUS	2.6 (±0.7)	2.0 (±0.9)	1.3 (±0.4)	3.0 (±1.3)	NR	1.8 (±0.3)	2.2 (±0.4)
Employee & Labor Relations (Human Resources)	1.5 (±0.3)	1.6 (±0.5)	1.8 (±0.4)	2.0 (±0.4)	NR	1.5 (±0.2)	1.5 (±0.3)
Union (if applicable)	3.0 (±0.6)	2.3 (±0.6)	NA	2.9 (±0.9)	NA	3.1 (±0.8)	3.6 (±0.5)
Equal Employment Opportunity Counselor	2.1 (±0.3)	2.5 (±0.5)	1.7 (±0.4)	2.3 (±0.4)	1.0 (±0.0)	2.0 (±0.3)	1.9 (±0.4)
Equal Employment Opportunity Office	2.0 (±0.3)	2.5 (±0.3)	1.7 (±0.3)	2.4 (±0.4)	NR	1.9 (±0.3)	2.0 (±0.4)
Office of Inspector General Hotline	1.0 (±0.0)	NR	NR	NR	NA	NR	2.3 (±0.7)
Office of Inspector General	1.0 (±0.0)	NR	NR	NR	NA	NR	NR
Other Law Enforcement/Civil Authority not in the bureau	2.7 (±1.2)	NR	NA	3.5 (±0.7)	NA	1.8 (±0.6)	NR
Department of Interior Ethics/Bureau Ethics Office	1.8 (±0.6)	2.9 (±1.0)	1.4 (±0.3)	2.8 (±1.1)	NR	1.3 (±0.2)	2.5 (±1.2)
Other	2.3 (±0.4)	2.8 (±0.5)	2.0 (±0.7)	2.8 (±0.7)	NA	2.5 (±0.4)	2.0 (±0.4)

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

An estimated 25.5% 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, 62.4% indicated that some action was taken. Actions focused on the organization involved explaining rules to everyone (29.2%), management conducted a review/investigation or other assessment (17.4%), and an investigation was conducted by a law enforcement official (2.2%). Actions involving the person engaging in the harassing behavior included someone talking to the person (31.3%), moving or reassigning the person to avoid continuing contact (8.0%), or some official career action was taken against person(s) involved (5.0%); and in some situations the person stopped the behavior (21.4%). 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 (9.8%). Additionally, some employees were encouraged to drop the issue (38.4%) or were discouraged from making a complaint/grievance/report (32.3%). Other employees indicated that the person engaging in the harassing behavior took action against them for complaining (33.6%); their coworker(s) treated them worse, avoided or blamed them for the problem (28.2%); and some employees indicated leadership punished them for bringing the experience up (27.3%) or they were threatened with loss of employment (17.2%).¹¹

Table 3.56 BLM – 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	35.6% (±8.3)	36.6% (±11.3)	15.3% (±12.7)	46.8% (±9.3)	NR	42.4% (±6.3)	33.2% (±7.8)
No	42.5% (±8.4)	38.3% (±11.3)	42.5% (±13.9)	37.0% (±9.3)	NR	35.8% (±6.2)	36.6% (±7.8)
Don't Know	21.8% (±7.7)	25.1% (±10.9)	42.2% (±13.9)	16.2% (±8.0)	NR	21.8% (±5.6)	30.2% (±7.7)

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	23.2% (±7.7)	29.1% (±11.1)	19.0% (±13.2)	25.0% (±8.8)	NR	28.8% (±6.0)	40.1% (±8.0)
No	52.3% (±8.2)	51.7% (±11.1)	66.8% (±14.0)	45.9% (±9.3)	NR	55.5% (±6.3)	36.5% (±7.9)
Don't Know	24.6% (±7.8)	19.2% (±10.4)	14.2% (±12.6)	29.0% (±9.1)	NR	15.7% (±5.1)	23.4% (±7.4)
c. A review/investigation/other assessment of the workplace was conducted by management							
Yes	15.1% (±6.9)	18.7% (±10.3)	16.0% (±12.8)	15.3% (±7.9)	NR	9.9% (±4.4)	31.6% (±7.6)
No	61.0% (±8.3)	63.3% (±11.3)	43.0% (±13.9)	59.0% (±9.3)	NR	65.1% (±6.2)	40.8% (±7.8)
Don't Know	23.8% (±7.7)	18.0% (±10.3)	41.1% (±13.9)	25.8% (±8.9)	NR	25.1% (±5.8)	27.7% (±7.4)
d. An investigation was conducted by a law enforcement official							
Yes	NR	NR	0.0% (NA)	NR	NR	2.0% (±2.8)	NR
No	83.2% (±7.2)	84.2% (±10.0)	83.3% (±12.9)	73.1% (±8.9)	NR	85.6% (±5.0)	79.2% (±7.3)
Don't Know	14.4% (±6.9)	13.5% (±9.7)	16.7% (±12.9)	23.6% (±8.6)	NR	12.3% (±4.7)	18.5% (±7.1)
e. Someone talked to the person(s) to ask him/her/them to change their behavior							
Yes	29.8% (±8.1)	17.7% (±10.2)	39.7% (±14.0)	27.0% (±9.0)	NR	32.4% (±6.1)	39.0% (±7.8)
No	27.0% (±7.9)	45.0% (±11.2)	34.9% (±14.0)	47.7% (±9.2)	NR	41.0% (±6.2)	20.7% (±7.0)
Don't Know	43.2% (±8.3)	37.3% (±11.3)	25.4% (±13.7)	25.4% (±8.9)	NR	26.6% (±5.9)	40.3% (±7.8)
f. My work station location or duties were changed to help me avoid the person(s)							
Yes	12.2% (±6.7)	14.5% (±9.8)	19.5% (±13.2)	6.5% (±6.3)	NR	6.8% (±3.9)	9.7% (±5.8)
No	83.4% (±7.2)	85.5% (±9.8)	74.2% (±13.8)	84.6% (±7.9)	NR	88.5% (±4.6)	83.3% (±6.8)
Don't Know	4.5% (±5.1)	0.0% (NA)	NR	8.9% (±6.9)	NR	4.7% (±3.5)	7.0% (±5.3)

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	10.8% (±6.3)	14.2% (±9.8)	NR	10.3% (±7.2)	NR	6.9% (±3.9)	NR
No	85.7% (±6.8)	79.6% (±10.5)	86.5% (±12.5)	79.3% (±8.5)	NR	88.7% (±4.6)	88.5% (±6.1)
Don't Know	3.6% (±4.7)	NR	NR	10.3% (±7.1)	NR	4.4% (±3.4)	8.3% (±5.5)
h. There was some official career action taken against person(s) for the behavior							
Yes	8.3% (±5.9)	NR	NR	NR	NR	6.0% (±3.7)	5.3% (±4.9)
No	64.1% (±8.2)	92.0% (±8.6)	81.6% (±13.1)	73.8% (±8.9)	NR	78.6% (±5.6)	70.1% (±7.7)
Don't Know	27.6% (±8.0)	NR	15.3% (±12.7)	24.8% (±8.8)	NR	15.4% (±5.1)	24.6% (±7.4)
i. The person(s) stopped the behavior							
Yes	23.5% (±7.8)	9.0% (±8.8)	22.0% (±13.5)	15.1% (±7.9)	NR	25.1% (±5.8)	25.3% (±7.3)
No	71.8% (±8.1)	62.0% (±11.3)	62.7% (±14.0)	73.5% (±8.9)	NR	58.2% (±6.3)	54.5% (±7.7)
Don't Know	4.7% (±5.1)	29.0% (±11.1)	15.3% (±12.7)	11.4% (±7.3)	NR	16.7% (±5.2)	20.3% (±6.9)
j. I was encouraged to drop the issue							
Yes	40.0% (±8.3)	40.2% (±11.3)	23.4% (±13.6)	44.3% (±9.3)	NR	38.9% (±6.2)	36.0% (±7.8)
No	56.8% (±8.3)	59.8% (±11.3)	70.3% (±13.9)	48.1% (±9.2)	NR	55.4% (±6.2)	54.7% (±7.9)
Don't Know	NR	0.0% (NA)	NR	7.6% (±6.6)	NR	5.7% (±3.7)	9.3% (±5.7)
k. I was discouraged from making an oral and/or written complaint/grievance/report							
Yes	25.3% (±7.8)	36.4% (±11.3)	29.8% (±13.9)	38.6% (±9.3)	NR	32.0% (±6.1)	35.5% (±7.8)
No	73.5% (±7.9)	61.9% (±11.3)	63.9% (±14.0)	49.3% (±9.2)	NR	64.8% (±6.2)	52.8% (±7.8)
Don't Know	NR	NR	NR	12.1% (±7.5)	NR	3.2% (±3.1)	11.8% (±6.1)

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	37.7% (±8.4)	41.6% (±11.3)	27.3% (±13.8)	43.2% (±9.3)	NR	34.1% (±6.1)	21.3% (±7.1)
No	50.6% (±8.3)	49.3% (±11.1)	61.5% (±14.0)	35.5% (±9.3)	NR	59.3% (±6.2)	55.1% (±7.9)
Don't Know	11.8% (±6.5)	9.1% (±8.8)	11.2% (±12.1)	21.3% (±8.5)	NR	6.6% (±3.8)	23.5% (±7.3)
m. My coworkers treated me worse, avoided me, or blamed me for the problem							
Yes	35.0% (±8.2)	31.6% (±11.2)	30.8% (±14.0)	34.5% (±9.3)	NR	25.0% (±5.8)	21.8% (±7.2)
No	59.9% (±8.3)	57.8% (±11.3)	52.6% (±13.7)	54.2% (±9.3)	NR	65.8% (±6.1)	63.5% (±7.8)
Don't Know	5.1% (±5.1)	10.6% (±9.1)	16.6% (±12.9)	11.3% (±7.4)	NR	9.2% (±4.3)	14.7% (±6.5)
n. My leadership punished me for bringing it up							
Yes	32.3% (±8.2)	39.5% (±11.3)	24.4% (±13.7)	40.9% (±9.4)	NR	22.7% (±5.6)	15.8% (±6.6)
No	58.3% (±8.3)	54.9% (±11.2)	64.3% (±14.0)	48.8% (±9.3)	NR	70.9% (±6.0)	65.4% (±7.8)
Don't Know	9.4% (±6.1)	NR	11.2% (±12.1)	10.3% (±7.2)	NR	6.4% (±3.8)	18.9% (±6.9)
o. I was threatened with loss of employment							
Yes	17.6% (±7.2)	15.4% (±9.9)	10.7% (±12.0)	35.3% (±9.3)	NR	15.7% (±5.1)	10.5% (±5.9)
No	75.4% (±7.8)	82.3% (±10.2)	83.0% (±13.0)	58.2% (±9.4)	NR	81.8% (±5.4)	80.5% (±7.0)
Don't Know	6.9% (±5.6)	NR	NR	6.5% (±6.4)	NR	2.5% (±2.9)	9.0% (±5.6)

An estimated 25.5% 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 BLM – Satisfaction with Reporting 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>
Q49 How satisfied were you with:							
The availability of information on how to file a complaint/grievance/report?	3.1 (±0.2)	2.7 (±0.2)	3.0 (±0.2)	2.6 (±0.2)	2.6 (±0.6)	3.0 (±0.1)	2.9 (±0.2)
How you were treated by personnel handling the complaint/grievance/report?	3.0 (±0.2)	2.5 (±0.2)	2.7 (±0.3)	2.8 (±0.2)	3.6 (±0.7)	2.9 (±0.1)	2.9 (±0.2)
Actions taken by the person handling the complaint/grievance/report?	2.8 (±0.2)	2.4 (±0.2)	2.7 (±0.2)	2.5 (±0.2)	2.5 (±0.6)	2.7 (±0.1)	2.8 (±0.2)
Being informed about the current status of the complaint/grievance/report?	2.6 (±0.2)	2.3 (±0.2)	2.8 (±0.2)	2.3 (±0.2)	2.7 (±0.5)	2.6 (±0.1)	2.6 (±0.2)
The amount of time it took to address the complaint/grievance/report?	2.6 (±0.2)	2.0 (±0.2)	2.6 (±0.2)	2.3 (±0.2)	2.5 (±0.6)	2.6 (±0.1)	2.4 (±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 74.5% 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 (55.3%), the perceived seriousness of the behavior (71.7% did not consider it serious enough to report), the behavior or experience stopped on its own (53.1%), skepticism about actions that would be taken (43.9% of employees did not think anything would be done), took care of it themselves by confronting the person (34.9%), thought they would be labeled a troublemaker (34.6%), or took other actions to handle the situation (34.1%).

Table 3.58 BLM – 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	49.7% (±4.1)	42.8% (±8.6)	54.3% (±6.1)	58.2% (±9.3)	65.8% (±16.2)	49.9% (±4.0)	59.7% (±4.1)
I thought it was not serious enough to discuss or report	68.9% (±3.9)	54.9% (±8.6)	79.6% (±5.3)	59.0% (±9.2)	82.1% (±14.3)	75.3% (±3.6)	72.9% (±3.7)
I took care of it myself by confronting the person(s) who did it	33.2% (±3.9)	25.9% (±8.1)	38.7% (±6.1)	42.3% (±9.3)	38.5% (±15.5)	30.9% (±3.8)	39.3% (±4.0)
I took other actions to handle the situation	30.2% (±3.9)	31.0% (±8.3)	26.9% (±5.8)	43.9% (±9.2)	45.4% (±15.2)	40.0% (±4.0)	33.0% (±3.9)
I did not know who to report the behavior to and/or how to file a complaint	8.0% (±2.5)	17.6% (±7.5)	6.0% (±3.7)	NR	NR	8.2% (±2.5)	5.9% (±2.2)
I did not want more people to know	23.7% (±3.6)	39.8% (±8.6)	19.5% (±5.2)	30.2% (±9.1)	62.2% (±15.2)	29.2% (±3.8)	18.9% (±3.4)
I was ashamed or embarrassed	14.3% (±3.1)	21.0% (±7.8)	9.0% (±4.1)	17.4% (±8.0)	19.2% (±14.5)	11.2% (±2.8)	6.6% (±2.3)
I did not want people to think less of me	26.3% (±3.7)	34.1% (±8.5)	11.4% (±4.5)	29.6% (±9.0)	36.2% (±15.2)	26.7% (±3.7)	13.9% (±3.1)
I thought other people would blame me	15.8% (±3.2)	31.0% (±8.4)	11.0% (±4.4)	22.5% (±8.6)	NR	17.3% (±3.3)	7.7% (±2.5)
I felt partially to blame	6.4% (±2.3)	6.1% (±5.6)	2.3% (±2.7)	21.0% (±8.4)	11.9% (±13.5)	6.0% (±2.2)	5.4% (±2.2)
I wanted to forget about it or move on	56.1% (±4.0)	48.7% (±8.4)	64.4% (±5.9)	61.7% (±9.2)	91.0% (±12.9)	52.9% (±4.1)	50.2% (±4.1)
I did not think anything would be done	47.7% (±4.1)	52.9% (±8.5)	35.4% (±5.9)	59.4% (±9.3)	51.6% (±14.6)	47.2% (±4.0)	35.0% (±4.0)

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
I did not think I would be believed	17.3% (±3.3)	37.7% (±8.6)	10.3% (±4.3)	25.5% (±8.8)	19.4% (±14.5)	18.6% (±3.4)	11.1% (±2.8)
I did not trust that the process would be fair	30.5% (±3.9)	53.0% (±8.6)	22.7% (±5.4)	43.2% (±9.3)	27.7% (±15.1)	32.2% (±3.9)	23.8% (±3.6)
I thought I might get in trouble for something I did	12.7% (±3.0)	22.5% (±8.1)	10.4% (±4.3)	10.5% (±7.2)	NR	10.6% (±2.8)	8.4% (±2.6)
I thought I would be labeled as a troublemaker	34.6% (±4.0)	51.5% (±8.5)	26.0% (±5.6)	43.6% (±9.2)	26.6% (±15.0)	39.9% (±4.0)	28.3% (±3.8)
I thought it might hurt my performance appraisal	27.9% (±3.8)	35.2% (±8.5)	12.1% (±4.5)	27.6% (±8.9)	27.4% (±15.0)	20.2% (±3.4)	16.1% (±3.2)
I thought it might hurt my chances of being renewed or obtaining permanent position	31.6% (±14.5)	NR	NR	NR	NR	NR	NR
I was worried about potential negative consequences from leadership	33.7% (±3.9)	42.2% (±8.6)	16.5% (±4.9)	35.5% (±9.3)	32.0% (±15.2)	27.0% (±3.7)	20.7% (±3.4)
I was worried about potential negative consequences from my coworkers or peers	24.5% (±3.7)	32.1% (±8.5)	23.9% (±5.5)	34.9% (±9.2)	42.6% (±15.0)	26.1% (±3.7)	19.2% (±3.4)
I thought it might hurt my career	35.3% (±4.2)	43.9% (±8.8)	24.3% (±5.6)	47.4% (±10.1)	43.7% (±15.3)	34.0% (±4.0)	25.7% (±3.7)
I did not want to hurt the person's/s' career/s or family/ies	18.6% (±3.4)	25.3% (±8.2)	24.7% (±5.5)	30.5% (±9.1)	51.3% (±14.6)	20.7% (±3.4)	24.0% (±3.6)
I was concerned for my physical safety	1.7% (±1.4)	NR	2.4% (±2.7)	10.1% (±7.1)	0.0% (NA)	2.2% (±1.5)	3.5% (±1.8)
I feared losing my job	12.9% (±3.0)	26.0% (±8.2)	4.1% (±3.2)	9.6% (±6.9)	24.0% (±14.9)	7.9% (±2.5)	8.6% (±2.5)
Some other reason	34.3% (±3.9)	49.9% (±8.5)	37.4% (±6.0)	43.1% (±9.2)	44.2% (±15.2)	42.2% (±4.1)	31.5% (±3.8)

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 BLM.

Table 4.1 BLM – 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	1,931	3.0*	±0.0	7,247	3.7*	±0.0	-0.86 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	20	2.8*	±0.3	42	3.5*	±0.2	-0.84 (L)
Wage Grade (WG) 5-8	97	3.1*	±0.2	343	3.7*	±0.1	-0.61 (M)
Wage Grade (WG) 9-16	45	3.1*	±0.2	144	3.6*	±0.1	-0.73 (M)
Other Wage Grade (WG)	--	--	--	24	4.2	±0.2	NA
General Schedule (GS) 1-6	153	3.1*	±0.1	458	4.0*	±0.1	-1.09 (L)
General Schedule (GS) 7-10	434	3.0*	±0.1	1,719	3.7*	±0.0	-0.85 (L)
General Schedule (GS) 11-12	887	3.0*	±0.1	3,379	3.7*	±0.0	-0.87 (L)
General Schedule (GS) 13-15	258	3.1*	±0.1	1,075	3.8*	±0.0	-0.94 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	13	4.2	±0.4	NR
Other	19	3.5	±0.4	23	3.9	±0.4	-0.40 (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	147	3.2*	±0.1	649	3.8*	±0.1	-0.80 (L)
1 to 3 years	263	3.0*	±0.1	1,041	3.8*	±0.1	-0.87 (L)
4 to 5 years	202	3.0*	±0.1	531	3.7*	±0.1	-0.82 (L)
6 to 10 years	393	3.0*	±0.1	1,553	3.6*	±0.0	-0.74 (M)
11 to 14 years	221	3.1*	±0.1	858	3.7*	±0.1	-0.75 (M)
15 to 20 years	302	3.0*	±0.1	1,080	3.7*	±0.0	-0.95 (L)
More than 20 years	393	3.0*	±0.1	1,531	3.8*	±0.0	-1.00 (L)
Appointment Type							
Permanent	1,820	3.0*	±0.0	6,834	3.7*	±0.0	-0.87 (L)
Term	63	3.2*	±0.2	229	3.8*	±0.1	-0.67 (M)
Temporary	38	3.2*	±0.2	161	3.8*	±0.1	-0.67 (M)
Work Schedule							
Seasonal	117	3.2*	±0.1	392	3.7*	±0.1	-0.69 (M)
Non-Seasonal	1,729	3.0*	±0.0	6,537	3.7*	±0.0	-0.88 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	96	3.1*	±0.2	305	3.8*	±0.1	-0.84 (L)
Permanent-Non-Seasonal	1,713	3.0*	±0.0	6,464	3.7*	±0.0	-0.87 (L)
Term	63	3.2*	±0.2	229	3.8*	±0.1	-0.67 (M)
Temporary-Seasonal	21	3.5	±0.1	87	3.6	±0.2	-0.15
Temporary-Non-Seasonal	17	2.7*	±0.4	73	3.9*	±0.2	-1.37 (L)
Age - Collapsed							
39 or under	747	3.2*	±0.1	2,319	3.8*	±0.0	-0.74 (M)
40 or older	1,181	2.9*	±0.0	4,917	3.7*	±0.0	-0.95 (L)
Age							
25 or under	116	3.4*	±0.2	90	4.0*	±0.1	-0.82 (L)
26-29	141	3.2*	±0.1	331	3.9*	±0.1	-0.80 (L)
30-39	490	3.1*	±0.1	1,897	3.8*	±0.0	-0.78 (M)
40-49	326	2.8*	±0.1	2,055	3.6*	±0.0	-0.93 (L)
50-59	514	2.9*	±0.1	1,979	3.7*	±0.0	-1.07 (L)
60 or older	341	3.1*	±0.1	884	3.8*	±0.0	-0.92 (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.

4.1.2 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 BLM.

Table 4.2 BLM – 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>	
Overall	1,929	0.49*	±0.02	7,332	0.70*	±0.01	-0.50 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	20	0.86	±0.11	42	0.64	±0.15	0.52 (M)
Wage Grade (WG) 5-8	96	0.59	±0.08	351	0.61	±0.05	-0.04
Wage Grade (WG) 9-16	45	0.32*	±0.12	150	0.68*	±0.07	-0.85 (L)
Other Wage Grade (WG)	--	--	--	24	0.69	±0.16	NA
General Schedule (GS) 1-6	153	0.55*	±0.07	469	0.75*	±0.04	-0.45 (S)
General Schedule (GS) 7-10	431	0.49*	±0.04	1,746	0.67*	±0.02	-0.41 (S)
General Schedule (GS) 11-12	882	0.43*	±0.03	3,406	0.70*	±0.01	-0.67 (M)
General Schedule (GS) 13-15	261	0.60*	±0.05	1,080	0.75*	±0.02	-0.41 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	13	0.87	±0.19	NR
Other	21	0.62	±0.20	23	0.64	±0.20	-0.04
Years of Service at Bureau or Office							
Less than 1 year	147	0.62*	±0.07	657	0.74*	±0.03	-0.29 (S)
1 to 3 years	265	0.52*	±0.05	1,050	0.67*	±0.03	-0.35 (S)
4 to 5 years	199	0.44*	±0.06	542	0.71*	±0.03	-0.67 (M)
6 to 10 years	391	0.53*	±0.04	1,565	0.66*	±0.02	-0.31 (S)
11 to 14 years	224	0.42*	±0.06	860	0.74*	±0.03	-0.79 (M)
15 to 20 years	304	0.47*	±0.05	1,102	0.68*	±0.02	-0.51 (M)
More than 20 years	392	0.46*	±0.04	1,552	0.72*	±0.02	-0.64 (M)
Appointment Type							
Permanent	1,818	0.48*	±0.02	6,910	0.70*	±0.01	-0.52 (M)
Term	63	0.65	±0.12	235	0.70	±0.05	-0.12
Temporary	38	0.69	±0.15	161	0.78	±0.06	-0.21 (S)
Work Schedule							
Seasonal	119	0.58*	±0.08	410	0.73*	±0.04	-0.38 (S)
Non-Seasonal	1,724	0.48*	±0.02	6,598	0.70*	±0.01	-0.53 (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>	
Appointment Type and Work Schedule							
Permanent-Seasonal	98	0.59*	±0.08	322	0.72*	±0.05	-0.32 (S)
Permanent-Non-Seasonal	1,708	0.47*	±0.02	6,525	0.70*	±0.01	-0.54 (M)
Term	63	0.65	±0.12	235	0.70	±0.05	-0.12
Temporary-Seasonal	21	0.52*	±0.22	87	0.78*	±0.08	-0.62 (M)
Temporary-Non-Seasonal	17	0.91	±0.12	73	0.78	±0.09	0.34 (S)
Age - Collapsed							
39 or under	745	0.58*	±0.03	2,365	0.73*	±0.02	-0.35 (S)
40 or older	1,181	0.43*	±0.02	4,955	0.69*	±0.01	-0.61 (M)
Age							
25 or under	116	0.80*	±0.06	90	0.92*	±0.05	-0.39 (S)
26-29	141	0.64*	±0.07	338	0.79*	±0.04	-0.37 (S)
30-39	488	0.51*	±0.04	1,937	0.71*	±0.02	-0.46 (S)
40-49	326	0.45*	±0.05	2,071	0.69*	±0.02	-0.58 (M)
50-59	509	0.39*	±0.04	1,984	0.67*	±0.02	-0.67 (M)
60 or older	346	0.48*	±0.05	900	0.72*	±0.03	-0.57 (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.

4.1.3 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 BLM.

Table 4.3 BLM – 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	1,938	3.2*	±0.0	7,309	2.6*	±0.0	0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	20	3.1*	±0.3	42	2.6*	±0.1	0.99 (L)
Wage Grade (WG) 5-8	102	3.0*	±0.2	344	2.7*	±0.1	0.34 (S)
Wage Grade (WG) 9-16	45	3.4*	±0.2	150	2.8*	±0.1	0.87 (L)
Other Wage Grade (WG)	--	--	--	24	2.6	±0.4	NA
General Schedule (GS) 1-6	154	3.2*	±0.1	457	2.6*	±0.1	0.81 (L)
General Schedule (GS) 7-10	432	3.3*	±0.1	1,747	2.8*	±0.0	0.61 (M)
General Schedule (GS) 11-12	879	3.3*	±0.1	3,405	2.6*	±0.0	0.75 (M)
General Schedule (GS) 13-15	261	3.1*	±0.1	1,077	2.5*	±0.0	0.76 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	11	1.6	±0.3	NR
Other	21	2.9	±0.3	23	2.5	±0.3	0.45 (S)
Years of Service at Bureau or Office							
Less than 1 year	144	2.9*	±0.1	659	2.6*	±0.1	0.45 (S)
1 to 3 years	263	3.2*	±0.1	1,033	2.6*	±0.0	0.69 (M)
4 to 5 years	197	3.2*	±0.1	539	2.7*	±0.1	0.65 (M)
6 to 10 years	394	3.2*	±0.1	1,563	2.8*	±0.0	0.53 (M)
11 to 14 years	221	3.4*	±0.1	858	2.7*	±0.1	0.83 (L)
15 to 20 years	307	3.2*	±0.1	1,104	2.7*	±0.1	0.65 (M)
More than 20 years	397	3.2*	±0.1	1,545	2.5*	±0.0	0.88 (L)
Appointment Type							
Permanent	1,826	3.2*	±0.0	6,903	2.7*	±0.0	0.69 (M)
Term	64	3.0*	±0.2	233	2.4*	±0.1	0.77 (M)
Temporary	38	3.0*	±0.3	150	2.6*	±0.1	0.47 (S)
Work Schedule							
Seasonal	119	3.2*	±0.1	407	2.7*	±0.1	0.53 (M)
Non-Seasonal	1,733	3.2*	±0.0	6,583	2.6*	±0.0	0.69 (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	98	3.2*	±0.1	320	2.8*	±0.1	0.49 (S)
Permanent-Non-Seasonal	1,716	3.2*	±0.0	6,520	2.6*	±0.0	0.70 (M)
Term	64	3.0*	±0.2	233	2.4*	±0.1	0.77 (M)
Temporary-Seasonal	21	3.1*	±0.4	87	2.6*	±0.2	0.64 (M)
Temporary-Non-Seasonal	17	2.8	±0.1	63	2.7	±0.1	0.16
Age - Collapsed							
39 or under	752	3.1*	±0.1	2,357	2.7*	±0.0	0.56 (M)
40 or older	1,179	3.3*	±0.1	4,940	2.6*	±0.0	0.76 (M)
Age							
25 or under	118	2.9*	±0.1	90	2.7*	±0.2	0.37 (S)
26-29	141	3.2*	±0.1	324	2.7*	±0.1	0.67 (M)
30-39	494	3.1*	±0.1	1,942	2.7*	±0.0	0.58 (M)
40-49	324	3.2*	±0.1	2,064	2.7*	±0.0	0.60 (M)
50-59	513	3.4*	±0.1	1,980	2.7*	±0.0	0.87 (L)
60 or older	342	3.2*	±0.1	895	2.5*	±0.0	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.

4.1.4 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 BLM.

Table 4.4 BLM – 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	1,944	2.9*	±0.0	7,330	3.5*	±0.0	-0.66 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	20	3.8	±0.3	42	3.3	±0.4	0.47 (S)
Wage Grade (WG) 5-8	102	3.0*	±0.2	351	3.3*	±0.1	-0.24 (S)
Wage Grade (WG) 9-16	45	2.8*	±0.2	150	3.2*	±0.1	-0.44 (S)
Other Wage Grade (WG)	--	--	--	24	3.5	±0.3	NA
General Schedule (GS) 1-6	154	3.1*	±0.1	468	3.6*	±0.1	-0.68 (M)
General Schedule (GS) 7-10	430	2.8*	±0.1	1,761	3.3*	±0.0	-0.62 (M)
General Schedule (GS) 11-12	884	2.9*	±0.1	3,400	3.5*	±0.0	-0.77 (M)
General Schedule (GS) 13-15	261	3.1*	±0.1	1,071	3.7*	±0.0	-0.82 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	11	4.4	±0.4	NR
Other	21	3.1	±0.3	23	2.9	±0.3	0.22 (S)
Years of Service at Bureau or Office							
Less than 1 year	144	3.3*	±0.2	658	3.6*	±0.1	-0.40 (S)
1 to 3 years	266	3.0*	±0.1	1,054	3.6*	±0.1	-0.63 (M)
4 to 5 years	200	2.8*	±0.1	544	3.5*	±0.1	-0.83 (L)
6 to 10 years	394	2.9*	±0.1	1,563	3.4*	±0.0	-0.61 (M)
11 to 14 years	219	2.8*	±0.1	856	3.4*	±0.1	-0.73 (M)
15 to 20 years	307	2.9*	±0.1	1,102	3.4*	±0.0	-0.61 (M)
More than 20 years	397	2.9*	±0.1	1,546	3.5*	±0.0	-0.75 (M)
Appointment Type							
Permanent	1,831	2.9*	±0.0	6,911	3.5*	±0.0	-0.66 (M)
Term	64	2.8*	±0.2	232	3.8*	±0.1	-1.03 (L)
Temporary	38	3.5	±0.2	161	3.6	±0.1	-0.07
Work Schedule							
Seasonal	119	3.0*	±0.2	410	3.3*	±0.1	-0.42 (S)
Non-Seasonal	1,738	2.9*	±0.0	6,594	3.5*	±0.0	-0.66 (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	98	3.0*	±0.2	322	3.3*	±0.1	-0.43 (S)
Permanent-Non-Seasonal	1,721	2.9*	±0.0	6,521	3.5*	±0.0	-0.68 (M)
Term	64	2.8*	±0.2	232	3.8*	±0.1	-1.03 (L)
Temporary-Seasonal	21	3.2	±0.3	87	3.5	±0.2	-0.35 (S)
Temporary-Non-Seasonal	17	4.0	±0.2	73	3.8	±0.3	0.21 (S)
Age - Collapsed							
39 or under	752	3.1*	±0.1	2,367	3.5*	±0.0	-0.45 (S)
40 or older	1,184	2.8*	±0.0	4,951	3.5*	±0.0	-0.79 (M)
Age							
25 or under	118	3.4	±0.1	90	3.5	±0.2	-0.17
26-29	141	3.1*	±0.1	335	3.5*	±0.1	-0.41 (S)
30-39	494	3.0*	±0.1	1,942	3.4*	±0.0	-0.54 (M)
40-49	322	2.9*	±0.1	2,062	3.5*	±0.0	-0.66 (M)
50-59	515	2.7*	±0.1	1,990	3.5*	±0.0	-0.92 (L)
60 or older	347	3.0*	±0.1	898	3.6*	±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.

4.1.5 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 BLM.

Table 4.5 BLM – 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	1,894	3.2*	±0.1	7,219	3.9*	±0.0	-0.62 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	20	4.3	±0.3	42	4.0	±0.3	0.33 (S)
Wage Grade (WG) 5-8	102	3.1*	±0.2	342	3.7*	±0.1	-0.55 (M)
Wage Grade (WG) 9-16	43	3.2*	±0.3	150	3.7*	±0.2	-0.45 (S)
Other Wage Grade (WG)	--	--	--	24	3.9	±0.2	NA
General Schedule (GS) 1-6	152	3.3*	±0.2	461	3.9*	±0.1	-0.68 (M)
General Schedule (GS) 7-10	423	3.2*	±0.1	1,710	3.8*	±0.0	-0.61 (M)
General Schedule (GS) 11-12	857	3.2*	±0.1	3,359	3.9*	±0.0	-0.66 (M)
General Schedule (GS) 13-15	249	3.4*	±0.2	1,070	4.0*	±0.1	-0.63 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	11	4.5	±0.5	NR
Other	21	3.4	±0.5	23	2.9	±0.2	0.47 (S)
Years of Service at Bureau or Office							
Less than 1 year	144	3.6*	±0.2	658	4.0*	±0.1	-0.43 (S)
1 to 3 years	257	3.3*	±0.1	1,039	4.0*	±0.1	-0.63 (M)
4 to 5 years	199	3.2*	±0.2	538	3.9*	±0.1	-0.79 (M)
6 to 10 years	378	3.2*	±0.1	1,536	3.8*	±0.1	-0.54 (M)
11 to 14 years	216	3.2*	±0.2	857	3.8*	±0.1	-0.58 (M)
15 to 20 years	300	3.2*	±0.1	1,070	3.8*	±0.1	-0.51 (M)
More than 20 years	383	3.0*	±0.1	1,517	3.8*	±0.0	-0.81 (L)
Appointment Type							
Permanent	1,784	3.2*	±0.1	6,804	3.8*	±0.0	-0.62 (M)
Term	62	3.3*	±0.3	233	4.2*	±0.1	-0.90 (L)
Temporary	38	3.9	±0.4	158	3.9	±0.2	-0.05
Work Schedule							
Seasonal	118	3.2*	±0.2	393	3.9*	±0.1	-0.71 (M)
Non-Seasonal	1,692	3.2*	±0.1	6,506	3.8*	±0.0	-0.61 (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	96	3.2*	±0.2	308	3.9*	±0.1	-0.77 (M)
Permanent-Non-Seasonal	1,675	3.2*	±0.1	6,432	3.8*	±0.0	-0.63 (M)
Term	62	3.3*	±0.3	233	4.2*	±0.1	-0.90 (L)
Temporary-Seasonal	21	3.2*	±0.4	85	3.7*	±0.2	-0.52 (M)
Temporary-Non-Seasonal	17	4.7*	±0.2	73	4.2*	±0.2	0.70 (M)
Age - Collapsed							
39 or under	738	3.4*	±0.1	2,328	3.9*	±0.0	-0.52 (M)
40 or older	1,150	3.1*	±0.1	4,880	3.8*	±0.0	-0.71 (M)
Age							
25 or under	118	3.7*	±0.2	90	4.1*	±0.2	-0.40 (S)
26-29	137	3.6*	±0.2	338	4.2*	±0.1	-0.69 (M)
30-39	483	3.3*	±0.1	1,899	3.9*	±0.0	-0.57 (M)
40-49	311	3.2*	±0.1	2,042	3.8*	±0.0	-0.54 (M)
50-59	505	2.9*	±0.1	1,951	3.8*	±0.0	-0.83 (L)
60 or older	334	3.2*	±0.1	886	3.9*	±0.1	-0.73 (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.

4.1.6 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 BLM.

Table 4.6 BLM – 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	1,956	3.2*	±0.0	7,360	3.7*	±0.0	-0.66 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	20	3.4	±0.2	42	3.7	±0.3	-0.40 (S)
Wage Grade (WG) 5-8	102	3.0*	±0.2	351	3.8*	±0.1	-0.80 (L)
Wage Grade (WG) 9-16	45	3.0*	±0.2	157	3.7*	±0.1	-0.80 (L)
Other Wage Grade (WG)	--	--	--	24	3.5	±0.3	NA
General Schedule (GS) 1-6	154	3.4*	±0.1	472	3.8*	±0.1	-0.51 (M)
General Schedule (GS) 7-10	434	3.0*	±0.1	1,760	3.6*	±0.0	-0.68 (M)
General Schedule (GS) 11-12	889	3.1*	±0.1	3,410	3.8*	±0.0	-0.74 (M)
General Schedule (GS) 13-15	264	3.4*	±0.1	1,080	3.9*	±0.0	-0.56 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	13	4.4	±0.5	NR
Other	21	3.6	±0.2	23	3.4	±0.3	0.20 (S)
Years of Service at Bureau or Office							
Less than 1 year	147	3.2*	±0.2	662	3.9*	±0.1	-0.80 (L)
1 to 3 years	266	3.2*	±0.1	1,062	3.8*	±0.1	-0.60 (M)
4 to 5 years	202	3.0*	±0.1	544	3.8*	±0.1	-0.80 (L)
6 to 10 years	394	3.1*	±0.1	1,574	3.7*	±0.0	-0.67 (M)
11 to 14 years	224	3.2*	±0.1	858	3.7*	±0.1	-0.56 (M)
15 to 20 years	307	3.2*	±0.1	1,104	3.7*	±0.1	-0.58 (M)
More than 20 years	399	3.2*	±0.1	1,551	3.8*	±0.0	-0.70 (M)
Appointment Type							
Permanent	1,844	3.2*	±0.0	6,938	3.7*	±0.0	-0.65 (M)
Term	64	3.0*	±0.2	235	4.0*	±0.1	-1.13 (L)
Temporary	38	3.4*	±0.2	161	3.9*	±0.2	-0.46 (S)
Work Schedule							
Seasonal	119	3.4*	±0.2	417	3.7*	±0.1	-0.47 (S)
Non-Seasonal	1,750	3.1*	±0.0	6,614	3.7*	±0.0	-0.66 (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	98	3.3*	±0.2	330	3.8*	±0.1	-0.52 (M)
Permanent-Non-Seasonal	1,733	3.1*	±0.0	6,541	3.7*	±0.0	-0.66 (M)
Term	64	3.0*	±0.2	235	4.0*	±0.1	-1.13 (L)
Temporary-Seasonal	21	3.4	±0.3	87	3.7	±0.2	-0.29 (S)
Temporary-Non-Seasonal	17	3.5*	±0.3	73	4.1*	±0.2	-0.67 (M)
Age - Collapsed							
39 or under	754	3.3*	±0.1	2,366	3.8*	±0.0	-0.52 (M)
40 or older	1,195	3.1*	±0.1	4,982	3.7*	±0.0	-0.76 (M)
Age							
25 or under	118	3.6	±0.1	90	3.5	±0.2	0.08
26-29	141	3.3*	±0.1	338	3.8*	±0.1	-0.65 (M)
30-39	495	3.3*	±0.1	1,938	3.8*	±0.0	-0.59 (M)
40-49	328	3.0*	±0.1	2,084	3.7*	±0.0	-0.76 (M)
50-59	518	3.0*	±0.1	1,998	3.7*	±0.0	-0.84 (L)
60 or older	349	3.2*	±0.1	900	3.9*	±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.

4.1.7 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 BLM.

Table 4.7 BLM – 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	892	47.5%*	±2.3	336	4.6%*	±0.5	1.09 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NA	100%	NA	0	0.0%	NA	NA
Wage Grade (WG) 5-8	41	41.7%*	±10.1	5	1.5%*	±2.0	1.16 (L)
Wage Grade (WG) 9-16	20	46.6%*	±15.5	6	4.1%*	±4.7	1.10 (L)
Other Wage Grade (WG)	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 1-6	64	44.0%*	±8.3	15	3.1%*	±2.0	1.10 (L)
General Schedule (GS) 7-10	198	47.2%*	±4.8	101	5.8%*	±1.2	1.03 (L)
General Schedule (GS) 11-12	419	48.7%*	±3.3	165	4.9%*	±0.8	1.10 (L)
General Schedule (GS) 13-15	119	46.9%*	±6.2	37	3.5%*	±1.3	1.13 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	51	36.8%*	±8.4	14	2.1%*	±1.4	1.01 (L)
1 to 3 years	138	53.7%*	±6.2	47	4.5%*	±1.4	1.22 (L)
4 to 5 years	101	53.2%*	±7.2	40	7.5%*	±2.6	1.08 (L)
6 to 10 years	190	49.5%*	±5.0	103	6.6%*	±1.4	1.04 (L)
11 to 14 years	108	49.3%*	±6.7	35	4.1%*	±1.6	1.15 (L)
15 to 20 years	124	42.4%*	±5.8	45	4.1%*	±1.4	1.01 (L)
More than 20 years	177	45.6%*	±5.0	50	3.2%*	±1.0	1.12 (L)
Appointment Type							
Permanent	848	47.8%*	±2.3	320	4.7%*	±0.5	1.09 (L)
Term	24	38.0%*	±12.9	10	4.1%*	±3.5	0.92 (L)
Temporary	NR	NR	NR	6	3.7%	±4.4	NR
Work Schedule							
Seasonal	48	42.8%*	±9.4	11	2.7%*	±2.1	1.09 (L)
Non-Seasonal	816	48.6%*	±2.4	315	4.8%*	±0.5	1.10 (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	46	46.6%*	±10.0	5	1.6%*	±2.2	1.25 (L)
Permanent-Non-Seasonal	800	48.1%*	±2.4	315	4.9%*	±0.6	1.09 (L)
Term	24	38.0%*	±12.9	10	4.1%*	±3.5	0.92 (L)
Temporary-Seasonal	NR	NR	NR	6	6.8%	±7.8	NR
Temporary-Non-Seasonal	NA	100%	NA	0	0.0%	NA	NA
Age - Collapsed							
39 or under	357	49.5%*	±3.7	139	5.9%*	±1.0	1.07 (L)
40 or older	534	46.3%*	±2.9	197	4.0%*	±0.6	1.09 (L)
Age							
25 or under	46	42.9%	±9.6	0	0.0%	NA	NA
26-29	77	55.1%*	±8.4	32	9.5%*	±3.6	1.05 (L)
30-39	234	49.3%*	±4.5	106	5.5%*	±1.1	1.08 (L)
40-49	168	51.9%*	±5.5	99	4.8%*	±1.0	1.17 (L)
50-59	225	44.8%*	±4.4	81	4.1%*	±1.0	1.06 (L)
60 or older	142	43.1%*	±5.4	17	1.8%*	±1.1	1.16 (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 BLM – 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	3.943	0.205	370.425	--	51.563	--	--	--	--
Age	-0.436	0.076	32.676	0.000	0.646	0.557	0.751	-3141.584	32.536
Education Level	0.306	0.077	15.944	0.000	1.358	1.169	1.578	-3133.414	16.195
Relationship Status	-0.279	0.071	15.422	0.000	0.756	0.658	0.869	-3132.925	15.218
Pay Grade	--	--	16.661	--	--	--	--	--	--
Middle Grade vs. Junior Grade	-0.492	0.130	14.298	0.000	0.611	0.474	0.789	-3133.322	16.011
Senior Grade vs. Junior Grade	-0.533	0.134	15.715	0.000	0.587	0.451	0.764	-3133.322	16.011
Executive Grade vs. Junior Grade	-0.369	0.893	0.171	0.680	0.692	0.120	3.979	-3133.322	16.011
Years of Service at Bureau or Office	0.072	0.020	13.137	0.000	1.075	1.034	1.118	-3131.953	13.273
Supervisor Support	-0.134	0.037	13.142	0.000	0.875	0.813	0.940	-3131.862	13.091
Organizational Inclusion	-0.221	0.042	27.068	0.000	0.802	0.738	0.872	-3138.752	26.871
Bystander Harassment Based on Age	-2.485	0.080	974.709	0.000	0.083	0.071	0.097	-3658.668	1066.703
General Intolerance	-0.487	0.048	101.300	0.000	0.614	0.559	0.676	-3176.159	101.685

Note. N = 8,379, Nagelkerke R Square = 0.365

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 BLM.

Table 4.9 BLM – 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	747	2.8*	±0.1	8,422	3.6*	±0.0	-0.99 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.3	±0.0	57	3.2	±0.2	0.10
Wage Grade (WG) 5-8	45	2.7*	±0.3	389	3.7*	±0.1	-1.14 (L)
Wage Grade (WG) 9-16	18	3.1*	±0.3	171	3.6*	±0.1	-0.62 (M)
Other Wage Grade (WG)	--	--	--	24	4.2	±0.2	NA
General Schedule (GS) 1-6	47	3.1*	±0.3	565	3.8*	±0.1	-0.88 (L)
General Schedule (GS) 7-10	159	2.7*	±0.1	1,992	3.6*	±0.0	-1.12 (L)
General Schedule (GS) 11-12	331	2.8*	±0.1	3,935	3.6*	±0.0	-1.03 (L)
General Schedule (GS) 13-15	133	3.0*	±0.1	1,199	3.8*	±0.0	-0.88 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	13	4.2	±0.4	NR
Other	--	--	--	42	3.7	±0.3	NA

	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>
Years of Service at Bureau or Office							
Less than 1 year	46	3.3*	±0.2	747	3.8*	±0.1	-0.54 (M)
1 to 3 years	100	2.9*	±0.2	1,198	3.7*	±0.0	-0.96 (L)
4 to 5 years	66	3.1*	±0.2	667	3.5*	±0.1	-0.59 (M)
6 to 10 years	167	2.8*	±0.1	1,779	3.6*	±0.0	-0.95 (L)
11 to 14 years	83	3.0*	±0.2	997	3.6*	±0.0	-0.75 (M)
15 to 20 years	140	2.7*	±0.2	1,241	3.7*	±0.0	-1.24 (L)
More than 20 years	139	2.6*	±0.1	1,783	3.7*	±0.0	-1.27 (L)
Appointment Type							
Permanent	702	2.8*	±0.1	7,944	3.6*	±0.0	-1.04 (L)
Term	31	3.5	±0.2	261	3.7	±0.1	-0.28 (S)
Temporary	14	3.5	±0.1	184	3.7	±0.1	-0.16
Work Schedule							
Seasonal	43	3.1*	±0.2	466	3.7*	±0.1	-0.65 (M)
Non-Seasonal	667	2.8*	±0.1	7,590	3.6*	±0.0	-1.03 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	31	3.0*	±0.3	370	3.7*	±0.1	-0.87 (L)
Permanent-Non-Seasonal	665	2.8*	±0.1	7,502	3.6*	±0.0	-1.04 (L)
Term	31	3.5	±0.2	261	3.7	±0.1	-0.28 (S)
Temporary-Seasonal	12	3.5	±0.1	96	3.6	±0.2	-0.14
Temporary-Non-Seasonal	NR	NR	NR	88	3.7	±0.2	NR
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	407	2.7*	±0.1	7,105	3.6*	±0.0	-1.11 (L)
Minority	329	2.9*	±0.1	1,187	3.7*	±0.1	-0.82 (L)
Race/Ethnicity							
Hispanic	144	2.9*	±0.2	470	3.7*	±0.1	-0.86 (L)
American Indian or Alaskan Native	30	2.9*	±0.2	122	3.7*	±0.1	-0.97 (L)
Asian	20	3.2*	±0.4	42	4.0*	±0.3	-0.85 (L)
Black/African-American	50	2.7*	±0.2	126	3.4*	±0.1	-0.94 (L)
Native Hawaiian or Other Pacific Islander	NR	NR	NR	30	3.3	±0.3	NR
Non-Hispanic White	407	2.7*	±0.1	7,105	3.6*	±0.0	-1.11 (L)
Multi-racial	80	2.9*	±0.2	398	3.6*	±0.1	-0.73 (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.

4.2.2 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 BLM.

Table 4.10 BLM – 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	750	0.40*	±0.03	8,499	0.68*	±0.01	-0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	0.67	±0.00	57	0.72	±0.12	-0.12
Wage Grade (WG) 5-8	45	0.67	±0.13	396	0.60	±0.04	0.14
Wage Grade (WG) 9-16	NR	NR	NR	176	0.66	±0.06	NR
Other Wage Grade (WG)	--	--	--	24	0.69	±0.16	NA
General Schedule (GS) 1-6	47	0.49*	±0.14	576	0.72*	±0.03	-0.54 (M)
General Schedule (GS) 7-10	162	0.31*	±0.06	2,013	0.66*	±0.02	-0.82 (L)
General Schedule (GS) 11-12	330	0.33*	±0.04	3,957	0.67*	±0.01	-0.82 (L)
General Schedule (GS) 13-15	133	0.55*	±0.07	1,206	0.74*	±0.02	-0.49 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	13	0.87	±0.19	NR
Other	--	--	--	44	0.63	±0.14	NA
Years of Service at Bureau or Office							
Less than 1 year	48	0.57*	±0.13	753	0.73*	±0.03	-0.39 (S)
1 to 3 years	102	0.45*	±0.09	1,205	0.66*	±0.02	-0.48 (S)
4 to 5 years	66	0.29*	±0.09	675	0.67*	±0.03	-0.94 (L)
6 to 10 years	166	0.38*	±0.07	1,789	0.66*	±0.02	-0.66 (M)
11 to 14 years	83	0.43*	±0.09	1,001	0.69*	±0.03	-0.64 (M)
15 to 20 years	140	0.42*	±0.07	1,265	0.66*	±0.02	-0.56 (M)
More than 20 years	139	0.33*	±0.07	1,803	0.70*	±0.02	-0.91 (L)
Appointment Type							
Permanent	703	0.38*	±0.03	8,013	0.68*	±0.01	-0.71 (M)
Term	33	0.80	±0.12	265	0.68	±0.05	0.29 (S)
Temporary	14	0.24*	±0.21	184	0.80*	±0.05	-1.49 (L)
Work Schedule							
Seasonal	43	0.53*	±0.14	486	0.71*	±0.04	-0.45 (S)
Non-Seasonal	668	0.37*	±0.03	7,642	0.68*	±0.01	-0.74 (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	31	0.67	±0.14	390	0.69	±0.04	-0.07
Permanent-Non-Seasonal	667	0.37*	±0.03	7,554	0.68*	±0.01	-0.73 (M)
Term	33	0.80	±0.12	265	0.68	±0.05	0.29 (S)
Temporary-Seasonal	NR	NR	NR	96	0.80	±0.07	NR
Temporary-Non-Seasonal	NR	NR	NR	88	0.80	±0.08	NR
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	407	0.43*	±0.04	7,172	0.69*	±0.01	-0.62 (M)
Minority	331	0.35*	±0.05	1,197	0.64*	±0.02	-0.67 (M)
Race/Ethnicity							
Hispanic	143	0.30*	±0.07	467	0.70*	±0.04	-0.97 (L)
American Indian or Alaskan Native	30	0.51	±0.16	127	0.60	±0.08	-0.21 (S)
Asian	20	0.56*	±0.19	43	0.81*	±0.10	-0.66 (M)
Black/African-American	52	0.28*	±0.11	128	0.54*	±0.07	-0.60 (M)
Native Hawaiian or Other Pacific Islander	NR	NR	NR	30	0.70	±0.14	NR
Non-Hispanic White	407	0.43*	±0.04	7,172	0.69*	±0.01	-0.62 (M)
Multi-racial	80	0.40*	±0.10	402	0.59*	±0.04	-0.42 (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.

4.2.3 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 BLM.

Table 4.11 BLM – 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	753	3.3*	±0.1	8,483	2.7*	±0.0	0.75 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	4.0*	±0.0	57	2.6*	±0.1	3.74 (L)
Wage Grade (WG) 5-8	45	3.1*	±0.4	394	2.7*	±0.1	0.43 (S)
Wage Grade (WG) 9-16	18	3.4*	±0.3	176	2.9*	±0.1	0.73 (M)
Other Wage Grade (WG)	--	--	--	24	2.6	±0.4	NA
General Schedule (GS) 1-6	47	3.3*	±0.2	565	2.7*	±0.1	0.71 (M)
General Schedule (GS) 7-10	159	3.4*	±0.1	2,019	2.8*	±0.0	0.79 (M)
General Schedule (GS) 11-12	332	3.4*	±0.1	3,949	2.7*	±0.0	0.77 (M)
General Schedule (GS) 13-15	132	3.2*	±0.1	1,205	2.5*	±0.0	0.86 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	13	1.6	±0.3	NA
Other	--	--	--	44	2.7	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	48	2.8	±0.2	755	2.6	±0.1	0.27 (S)
1 to 3 years	102	3.3*	±0.2	1,187	2.7*	±0.0	0.78 (M)
4 to 5 years	66	3.3*	±0.3	670	2.8*	±0.1	0.56 (M)
6 to 10 years	167	3.5*	±0.1	1,790	2.8*	±0.0	0.90 (L)
11 to 14 years	82	3.3*	±0.2	998	2.8*	±0.1	0.56 (M)
15 to 20 years	140	3.4*	±0.1	1,269	2.7*	±0.0	0.83 (L)
More than 20 years	136	3.3*	±0.1	1,804	2.6*	±0.0	0.84 (L)
Appointment Type							
Permanent	705	3.4*	±0.1	8,012	2.7*	±0.0	0.79 (M)
Term	33	2.3	±0.3	263	2.6	±0.1	-0.34 (S)
Temporary	14	3.6*	±0.5	174	2.6*	±0.1	1.48 (L)
Work Schedule							
Seasonal	43	3.1	±0.3	484	2.8	±0.1	0.31 (S)
Non-Seasonal	671	3.4*	±0.1	7,633	2.7*	±0.0	0.82 (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	31	2.8	±0.2	387	2.9	±0.1	-0.07
Permanent-Non-Seasonal	669	3.4*	±0.1	7,555	2.7*	±0.0	0.82 (L)
Term	33	2.3	±0.3	263	2.6	±0.1	-0.34 (S)
Temporary-Seasonal	12	3.7*	±0.5	96	2.5*	±0.2	1.44 (L)
Temporary-Non-Seasonal	NR	NR	NR	78	2.7	±0.1	NR
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	405	3.4*	±0.1	7,153	2.7*	±0.0	0.84 (L)
Minority	335	3.3*	±0.1	1,196	2.7*	±0.0	0.69 (M)
Race/Ethnicity							
Hispanic	144	3.3*	±0.2	473	2.7*	±0.1	0.62 (M)
American Indian or Alaskan Native	30	3.4*	±0.3	122	2.4*	±0.1	1.29 (L)
Asian	20	3.2*	±0.3	43	2.6*	±0.2	0.97 (L)
Black/African-American	56	3.1*	±0.3	120	2.7*	±0.1	0.48 (S)
Native Hawaiian or Other Pacific Islander	NR	NR	NR	30	2.5	±0.2	NR
Non-Hispanic White	405	3.4*	±0.1	7,153	2.7*	±0.0	0.84 (L)
Multi-racial	80	3.3*	±0.2	408	2.7*	±0.1	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.

4.2.4 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 BLM.

Table 4.12 BLM – 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	754	2.7*	±0.1	8,508	3.4*	±0.0	-0.84 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	2.8	±0.0	57	3.5	±0.3	-0.62 (M)
Wage Grade (WG) 5-8	45	2.9*	±0.4	400	3.3*	±0.1	-0.33 (S)
Wage Grade (WG) 9-16	18	2.8	±0.3	176	3.1	±0.1	-0.34 (S)
Other Wage Grade (WG)	--	--	--	24	3.5	±0.3	NA
General Schedule (GS) 1-6	43	2.9*	±0.2	580	3.5*	±0.1	-0.69 (M)
General Schedule (GS) 7-10	162	2.5*	±0.1	2,029	3.3*	±0.0	-0.90 (L)
General Schedule (GS) 11-12	332	2.6*	±0.1	3,949	3.4*	±0.0	-0.98 (L)
General Schedule (GS) 13-15	132	2.9*	±0.2	1,199	3.7*	±0.0	-0.96 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	13	4.5	±0.4	NA
Other	--	--	--	44	3.0	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	45	3.3*	±0.3	758	3.6*	±0.1	-0.32 (S)
1 to 3 years	102	3.0*	±0.2	1,210	3.5*	±0.1	-0.54 (M)
4 to 5 years	66	2.5*	±0.2	678	3.4*	±0.1	-1.01 (L)
6 to 10 years	167	2.5*	±0.1	1,790	3.4*	±0.0	-1.01 (L)
11 to 14 years	82	2.8*	±0.2	993	3.3*	±0.1	-0.63 (M)
15 to 20 years	140	2.6*	±0.1	1,267	3.4*	±0.0	-0.90 (L)
More than 20 years	139	2.5*	±0.1	1,803	3.4*	±0.0	-1.07 (L)
Appointment Type							
Permanent	710	2.7*	±0.1	8,021	3.4*	±0.0	-0.88 (L)
Term	30	3.7	±0.4	266	3.6	±0.1	0.10
Temporary	14	2.8*	±0.3	184	3.7*	±0.1	-0.98 (L)
Work Schedule							
Seasonal	43	3.1	±0.3	486	3.3	±0.1	-0.17
Non-Seasonal	675	2.6*	±0.1	7,645	3.4*	±0.0	-0.92 (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>
Appointment Type and Work Schedule							
Permanent-Seasonal	31	3.3	±0.4	390	3.2	±0.1	0.09
Permanent-Non-Seasonal	673	2.6*	±0.1	7,557	3.4*	±0.0	-0.92 (L)
Term	30	3.7	±0.4	266	3.6	±0.1	0.10
Temporary-Seasonal	12	2.7*	±0.3	96	3.5*	±0.2	-1.00 (L)
Temporary-Non-Seasonal	NR	NR	NR	88	3.8	±0.2	NR
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	407	2.6*	±0.1	7,167	3.4*	±0.0	-0.94 (L)
Minority	334	2.8*	±0.1	1,208	3.4*	±0.1	-0.68 (M)
Race/Ethnicity							
Hispanic	144	2.8*	±0.1	473	3.3*	±0.1	-0.60 (M)
American Indian or Alaskan Native	29	2.3*	±0.3	127	3.6*	±0.1	-1.75 (L)
Asian	20	2.7*	±0.4	43	3.9*	±0.2	-1.74 (L)
Black/African-American	56	2.8*	±0.3	127	3.2*	±0.1	-0.41 (S)
Native Hawaiian or Other Pacific Islander	NR	NR	NR	30	3.5	±0.3	NR
Non-Hispanic White	407	2.6*	±0.1	7,167	3.4*	±0.0	-0.94 (L)
Multi-racial	80	2.9*	±0.2	408	3.4*	±0.1	-0.51 (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.

4.2.5 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 BLM.

Table 4.13 BLM – 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	729	2.9*	±0.1	8,374	3.8*	±0.0	-0.81 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.3*	±0.0	57	4.2*	±0.2	-1.15 (L)
Wage Grade (WG) 5-8	45	2.7*	±0.5	391	3.7*	±0.1	-0.89 (L)
Wage Grade (WG) 9-16	18	3.2	±0.5	175	3.6	±0.2	-0.36 (S)
Other Wage Grade (WG)	--	--	--	24	3.9	±0.2	NA
General Schedule (GS) 1-6	44	3.2*	±0.3	569	3.8*	±0.1	-0.63 (M)
General Schedule (GS) 7-10	154	3.0*	±0.2	1,979	3.7*	±0.0	-0.76 (M)
General Schedule (GS) 11-12	321	2.8*	±0.1	3,892	3.8*	±0.0	-0.90 (L)
General Schedule (GS) 13-15	125	3.1*	±0.2	1,193	4.0*	±0.1	-0.82 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	13	4.5	±0.5	NA
Other	--	--	--	44	3.2	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	48	3.5*	±0.3	754	4.0*	±0.1	-0.53 (M)
1 to 3 years	98	3.2*	±0.3	1,190	3.9*	±0.1	-0.64 (M)
4 to 5 years	65	3.1*	±0.3	672	3.8*	±0.1	-0.72 (M)
6 to 10 years	162	2.8*	±0.2	1,752	3.8*	±0.0	-0.96 (L)
11 to 14 years	82	3.0*	±0.2	991	3.7*	±0.1	-0.70 (M)
15 to 20 years	136	2.8*	±0.2	1,232	3.7*	±0.1	-0.91 (L)
More than 20 years	125	2.8*	±0.2	1,775	3.7*	±0.0	-0.95 (L)
Appointment Type							
Permanent	682	2.9*	±0.1	7,896	3.8*	±0.0	-0.85 (L)
Term	33	4.0	±0.3	261	4.0	±0.1	0.04
Temporary	14	2.9*	±0.6	182	4.0*	±0.1	-1.05 (L)
Work Schedule							
Seasonal	42	3.1*	±0.4	469	3.8*	±0.1	-0.73 (M)
Non-Seasonal	648	2.9*	±0.1	7,539	3.8*	±0.0	-0.87 (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	29	3.2*	±0.5	376	3.8*	±0.1	-0.57 (M)
Permanent-Non-Seasonal	647	2.9*	±0.1	7,451	3.8*	±0.0	-0.87 (L)
Term	33	4.0	±0.3	261	4.0	±0.1	0.04
Temporary-Seasonal	12	2.7*	±0.5	94	3.7*	±0.2	-1.07 (L)
Temporary-Non-Seasonal	NR	NR	NR	88	4.2	±0.2	NR
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	400	2.8*	±0.1	7,071	3.8*	±0.0	-0.96 (L)
Minority	317	3.1*	±0.1	1,169	3.8*	±0.1	-0.68 (M)
Race/Ethnicity							
Hispanic	130	3.1*	±0.2	464	3.7*	±0.1	-0.61 (M)
American Indian or Alaskan Native	33	2.9*	±0.4	121	4.2*	±0.1	-1.48 (L)
Asian	20	3.7*	±0.4	42	4.2*	±0.2	-0.59 (M)
Black/African-American	53	3.0*	±0.4	120	3.5*	±0.2	-0.45 (S)
Native Hawaiian or Other Pacific Islander	NR	NR	NR	30	3.8	±0.3	NR
Non-Hispanic White	400	2.8*	±0.1	7,071	3.8*	±0.0	-0.96 (L)
Multi-racial	76	3.1*	±0.3	394	3.8*	±0.1	-0.64 (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.

4.2.6 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 BLM.

Table 4.14 BLM – 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</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	760	2.9*	±0.1	8,542	3.7*	±0.0	-0.85 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.2	±0.0	57	3.6	±0.2	-0.49 (S)
Wage Grade (WG) 5-8	45	3.1*	±0.4	400	3.7*	±0.1	-0.63 (M)
Wage Grade (WG) 9-16	18	2.7*	±0.2	184	3.6*	±0.1	-1.02 (L)
Other Wage Grade (WG)	--	--	--	24	3.5	±0.3	NA
General Schedule (GS) 1-6	47	3.0*	±0.3	580	3.8*	±0.1	-0.87 (L)
General Schedule (GS) 7-10	162	2.8*	±0.2	2,030	3.5*	±0.0	-0.83 (L)
General Schedule (GS) 11-12	332	2.8*	±0.1	3,964	3.7*	±0.0	-0.99 (L)
General Schedule (GS) 13-15	133	3.2*	±0.2	1,209	3.9*	±0.0	-0.78 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	13	4.5	±0.5	NR
Other	--	--	--	44	3.5	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	48	3.3*	±0.3	758	3.8*	±0.1	-0.51 (M)
1 to 3 years	102	3.1*	±0.2	1,218	3.7*	±0.1	-0.60 (M)
4 to 5 years	66	2.8*	±0.3	681	3.6*	±0.1	-0.85 (L)
6 to 10 years	169	2.8*	±0.2	1,799	3.6*	±0.0	-0.91 (L)
11 to 14 years	83	2.8*	±0.2	999	3.7*	±0.1	-0.95 (L)
15 to 20 years	140	2.8*	±0.2	1,269	3.7*	±0.0	-1.01 (L)
More than 20 years	139	2.9*	±0.2	1,810	3.7*	±0.0	-0.96 (L)
Appointment Type							
Permanent	713	2.9*	±0.1	8,055	3.7*	±0.0	-0.89 (L)
Term	33	3.7	±0.4	266	3.8	±0.1	-0.10
Temporary	14	3.0*	±0.2	184	3.8*	±0.1	-0.87 (L)
Work Schedule							
Seasonal	43	3.4*	±0.3	493	3.7*	±0.1	-0.37 (S)
Non-Seasonal	678	2.9*	±0.1	7,672	3.7*	±0.0	-0.91 (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	31	3.6	±0.4	397	3.7	±0.1	-0.14
Permanent-Non-Seasonal	676	2.9*	±0.1	7,584	3.7*	±0.0	-0.91 (L)
Term	33	3.7	±0.4	266	3.8	±0.1	-0.10
Temporary-Seasonal	12	2.9*	±0.1	96	3.7*	±0.2	-0.91 (L)
Temporary-Non-Seasonal	NR	NR	NR	88	4.0	±0.2	NR
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	407	2.9*	±0.1	7,194	3.7*	±0.0	-0.89 (L)
Minority	340	2.9*	±0.1	1,207	3.7*	±0.1	-0.87 (L)
Race/Ethnicity							
Hispanic	146	3.0*	±0.2	471	3.6*	±0.1	-0.62 (M)
American Indian or Alaskan Native	33	2.9*	±0.3	127	4.0*	±0.1	-1.38 (L)
Asian	20	3.0*	±0.3	43	4.0*	±0.2	-1.56 (L)
Black/African-American	57	2.6*	±0.3	128	3.8*	±0.2	-1.24 (L)
Native Hawaiian or Other Pacific Islander	NR	NR	NR	30	3.6	±0.3	NR
Non-Hispanic White	407	2.9*	±0.1	7,194	3.7*	±0.0	-0.89 (L)
Multi-racial	80	3.0*	±0.2	408	3.8*	±0.1	-0.86 (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 BLM.

Table 4.15 BLM – Racial/Ethnic Harassment and Bystander Harassment

	Experienced race/ethnicity harassment			Did not experience race/ethnicity 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	343	46.2%*	±3.6	390	4.6%*	±0.5	1.06 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	0	0.0%	NA	NR
Wage Grade (WG) 5-8	14	30.1%	±15.3	NR	NR	NR	NR
Wage Grade (WG) 9-16	NR	NR	NR	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 1-6	28	59.0%*	±15.0	24	4.2%*	±2.0	1.34 (L)
General Schedule (GS) 7-10	62	38.7%*	±7.8	121	6.0%*	±1.1	0.85 (L)
General Schedule (GS) 11-12	166	51.3%*	±5.5	168	4.3%*	±0.7	1.18 (L)
General Schedule (GS) 13-15	59	44.6%*	±8.7	67	5.6%*	±1.5	0.98 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	0	0.0%	NA	NA
Years of Service at Bureau or Office							
Less than 1 year	9	18.4%*	±14.2	22	3.0%*	±1.5	0.54 (M)
1 to 3 years	58	56.7%*	±9.9	79	6.6%*	±1.6	1.18 (L)
4 to 5 years	32	48.2%*	±12.2	26	3.8%*	±1.8	1.14 (L)
6 to 10 years	87	52.1%*	±7.7	112	6.3%*	±1.2	1.11 (L)
11 to 14 years	33	42.3%*	±11.4	36	3.6%*	±1.4	1.04 (L)
15 to 20 years	61	43.5%*	±8.4	46	3.6%*	±1.2	1.06 (L)
More than 20 years	60	45.1%*	±8.6	68	3.8%*	±1.0	1.08 (L)
Appointment Type							
Permanent	335	48.3%*	±3.7	363	4.6%*	±0.5	1.11 (L)
Term	7	22.2%*	±18.1	19	7.2%*	±3.8	0.44 (S)
Temporary	NR	NR	NR	7	4.3%	±4.3	NR

	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	12	27.0%*	±15.7	35	7.4%*	±2.7	0.54 (M)
Non-Seasonal	322	48.8%*	±3.8	334	4.4%*	±0.5	1.12 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	28	7.2%	±3.1	NR
Permanent-Non-Seasonal	322	48.9%*	±3.8	334	4.5%*	±0.5	1.12 (L)
Term	7	22.2%*	±18.1	19	7.2%*	±3.8	0.44 (S)
Temporary-Seasonal	NR	NR	NR	7	8.4%	±8.1	NR
Temporary-Non-Seasonal	NR	NR	NR	0	0.0%	NA	NR
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	182	46.1%*	±5.0	306	4.3%*	±0.5	1.07 (L)
Minority	154	46.2%*	±5.4	76	6.4%*	±1.5	0.99 (L)
Race/Ethnicity							
Hispanic	54	37.2%*	±8.2	33	7.1%*	±2.7	0.77 (M)
American Indian or Alaskan Native	NR	NR	NR	NR	NR	NR	NR
Asian	NR	NR	NR	0	0.0%	NA	NR
Black/African-American	33	65.3%*	±14.5	13	10.3%*	±6.7	1.23 (L)
Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR	NR	NR
Non-Hispanic White	182	46.1%*	±5.0	306	4.3%*	±0.5	1.07 (L)
Multi-racial	35	43.3%*	±11.2	19	4.8%*	±2.6	1.00 (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 BLM – 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	4.057	0.284	203.914	--	57.810	--	--	--	--
Education Level	0.214	0.100	4.567	0.033	1.239	1.018	1.508	-1659.932	4.625
Race/Ethnicity	-1.559	0.101	237.051	0.000	0.210	0.173	0.257	-1770.255	225.271
Appointment Type	-0.624	0.191	10.700	0.001	0.536	0.369	0.779	-1662.429	9.619
Supervisor Support	-0.275	0.050	29.898	0.000	0.759	0.688	0.838	-1672.523	29.808
Organizational Inclusion	-0.240	0.058	17.305	0.000	0.787	0.702	0.881	-1666.231	17.222
Bystander Harassment Based on Race/Ethnicity	-2.257	0.106	450.312	0.000	0.105	0.085	0.129	-1873.576	431.913
General Intolerance	-0.418	0.066	40.362	0.000	0.659	0.579	0.749	-1677.809	40.379

Note. N = 8,379, Nagelkerke R Square = 0.349

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 BLM.

Table 4.17 BLM – 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	846	3.0*	±0.1	8,317	3.6*	±0.0	-0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	62	3.3	±0.2	NA
Wage Grade (WG) 5-8	40	3.1*	±0.3	395	3.6*	±0.1	-0.63 (M)
Wage Grade (WG) 9-16	8	3.0	±0.3	182	3.5	±0.1	-0.72 (M)
Other Wage Grade (WG)	NR	NR	NR	21	4.0	±0.2	NR
General Schedule (GS) 1-6	31	3.6	±0.4	581	3.8	±0.1	-0.15
General Schedule (GS) 7-10	208	3.0*	±0.1	1,942	3.6*	±0.0	-0.67 (M)
General Schedule (GS) 11-12	438	3.0*	±0.1	3,821	3.6*	±0.0	-0.78 (M)
General Schedule (GS) 13-15	115	3.2*	±0.2	1,218	3.8*	±0.0	-0.69 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.3	±0.4	NA
Other	NR	NR	NR	38	3.8	±0.3	NR

	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>
Years of Service at Bureau or Office							
Less than 1 year	43	3.2*	±0.2	753	3.8*	±0.1	-0.75 (M)
1 to 3 years	103	2.9*	±0.2	1,191	3.7*	±0.0	-0.84 (L)
4 to 5 years	81	3.0*	±0.2	653	3.6*	±0.1	-0.67 (M)
6 to 10 years	189	3.0*	±0.1	1,755	3.5*	±0.0	-0.67 (M)
11 to 14 years	91	3.1*	±0.2	986	3.6*	±0.1	-0.61 (M)
15 to 20 years	158	3.0*	±0.2	1,224	3.6*	±0.0	-0.71 (M)
More than 20 years	175	3.1*	±0.1	1,745	3.7*	±0.0	-0.68 (M)
Appointment Type							
Permanent	819	3.0*	±0.1	7,820	3.6*	±0.0	-0.71 (M)
Term	14	3.2*	±0.3	278	3.7*	±0.1	-0.54 (M)
Temporary	13	3.2	±0.6	185	3.7	±0.1	-0.47 (S)
Work Schedule							
Seasonal	40	3.2*	±0.3	469	3.6*	±0.1	-0.49 (S)
Non-Seasonal	790	3.0*	±0.1	7,461	3.6*	±0.0	-0.72 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	33	3.4	±0.4	367	3.6	±0.1	-0.29 (S)
Permanent-Non-Seasonal	784	3.0*	±0.1	7,377	3.6*	±0.0	-0.73 (M)
Term	14	3.2*	±0.3	278	3.7*	±0.1	-0.54 (M)
Temporary-Seasonal	7	2.5*	±0.7	101	3.7*	±0.2	-1.43 (L)
Temporary-Non-Seasonal	6	4.1	±0.0	84	3.7	±0.2	0.46 (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.

4.3.2 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 BLM.

Table 4.18 BLM – 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	846	0.50*	±0.03	8,398	0.67*	±0.01	-0.42 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	62	0.71	±0.11	NA
Wage Grade (WG) 5-8	40	0.57	±0.14	402	0.61	±0.04	-0.09
Wage Grade (WG) 9-16	8	0.34	±0.29	187	0.61	±0.06	-0.58 (M)
Other Wage Grade (WG)	NR	NR	NR	21	0.65	±0.17	NR
General Schedule (GS) 1-6	31	0.74	±0.14	592	0.70	±0.03	0.09
General Schedule (GS) 7-10	208	0.46*	±0.06	1,965	0.65*	±0.02	-0.44 (S)
General Schedule (GS) 11-12	438	0.46*	±0.04	3,842	0.67*	±0.01	-0.51 (M)
General Schedule (GS) 13-15	115	0.61*	±0.08	1,225	0.73*	±0.02	-0.33 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	0.88	±0.17	NA
Other	NR	NR	NR	41	0.60	±0.15	NR
Years of Service at Bureau or Office							
Less than 1 year	43	0.46*	±0.13	761	0.74*	±0.03	-0.65 (M)
1 to 3 years	103	0.45*	±0.08	1,199	0.66*	±0.02	-0.49 (S)
4 to 5 years	81	0.48*	±0.10	660	0.66*	±0.03	-0.42 (S)
6 to 10 years	189	0.48*	±0.06	1,765	0.66*	±0.02	-0.42 (S)
11 to 14 years	91	0.51*	±0.09	990	0.69*	±0.03	-0.43 (S)
15 to 20 years	158	0.51*	±0.06	1,247	0.65*	±0.02	-0.33 (S)
More than 20 years	175	0.54*	±0.07	1,765	0.68*	±0.02	-0.35 (S)
Appointment Type							
Permanent	819	0.49*	±0.03	7,891	0.67*	±0.01	-0.43 (S)
Term	14	0.72	±0.21	284	0.69	±0.05	0.06
Temporary	13	0.72	±0.07	185	0.76	±0.06	-0.10
Work Schedule							
Seasonal	40	0.70	±0.13	488	0.70	±0.04	0.00
Non-Seasonal	790	0.48*	±0.03	7,514	0.67*	±0.01	-0.45 (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	33	0.68	±0.15	387	0.69	±0.04	-0.02
Permanent-Non-Seasonal	784	0.48*	±0.03	7,430	0.67*	±0.01	-0.45 (S)
Term	14	0.72	±0.21	284	0.69	±0.05	0.06
Temporary-Seasonal	7	0.77	±0.12	101	0.72	±0.08	0.12
Temporary-Non-Seasonal	6	0.67	±0.00	84	0.81	±0.08	-0.38 (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.

4.3.3 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 BLM.

Table 4.19 BLM – 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	841	3.2*	±0.1	8,388	2.7*	±0.0	0.56 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	62	2.7	±0.1	NA
Wage Grade (WG) 5-8	40	2.7	±0.3	402	2.8	±0.1	-0.09
Wage Grade (WG) 9-16	8	3.5*	±0.5	187	2.9*	±0.1	0.81 (L)
Other Wage Grade (WG)	NR	NR	NR	21	2.8	±0.3	NR
General Schedule (GS) 1-6	31	3.6*	±0.2	581	2.7*	±0.1	1.16 (L)
General Schedule (GS) 7-10	209	3.3*	±0.1	1,966	2.8*	±0.0	0.62 (M)
General Schedule (GS) 11-12	432	3.2*	±0.1	3,843	2.7*	±0.0	0.57 (M)
General Schedule (GS) 13-15	115	3.0*	±0.2	1,222	2.5*	±0.0	0.53 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	13	1.6	±0.3	NA
Other	NR	NR	NR	41	2.6	±0.2	NR

	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>
Years of Service at Bureau or Office							
Less than 1 year	43	3.0*	±0.2	760	2.6*	±0.1	0.49 (S)
1 to 3 years	103	3.1*	±0.2	1,182	2.7*	±0.0	0.54 (M)
4 to 5 years	75	3.2*	±0.2	661	2.8*	±0.1	0.52 (M)
6 to 10 years	189	3.3*	±0.1	1,766	2.8*	±0.0	0.60 (M)
11 to 14 years	91	3.2*	±0.2	986	2.8*	±0.1	0.51 (M)
15 to 20 years	158	3.3*	±0.1	1,254	2.7*	±0.0	0.66 (M)
More than 20 years	175	3.0*	±0.1	1,764	2.6*	±0.0	0.46 (S)
Appointment Type							
Permanent	813	3.2*	±0.1	7,897	2.7*	±0.0	0.57 (M)
Term	14	2.2*	±0.6	283	2.6*	±0.1	-0.57 (M)
Temporary	13	3.0	±0.5	175	2.7	±0.1	0.48 (S)
Work Schedule							
Seasonal	40	3.2*	±0.2	486	2.8*	±0.1	0.44 (S)
Non-Seasonal	785	3.2*	±0.1	7,512	2.7*	±0.0	0.58 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	33	3.4*	±0.2	385	2.8*	±0.1	0.64 (M)
Permanent-Non-Seasonal	779	3.2*	±0.1	7,439	2.7*	±0.0	0.57 (M)
Term	14	2.2*	±0.6	283	2.6*	±0.1	-0.57 (M)
Temporary-Seasonal	7	2.3	±0.3	101	2.7	±0.2	-0.44 (S)
Temporary-Non-Seasonal	6	3.9*	±0.0	74	2.6*	±0.1	3.39 (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.

4.3.4 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 BLM.

Table 4.20 BLM – 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	842	2.9*	±0.1	8,413	3.4*	±0.0	-0.61 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	62	3.4	±0.3	NA
Wage Grade (WG) 5-8	40	3.0	±0.3	408	3.3	±0.1	-0.28 (S)
Wage Grade (WG) 9-16	8	2.7	±0.5	187	3.1	±0.1	-0.54 (M)
Other Wage Grade (WG)	NR	NR	NR	21	3.7	±0.2	NR
General Schedule (GS) 1-6	31	2.9*	±0.3	592	3.5*	±0.1	-0.67 (M)
General Schedule (GS) 7-10	209	2.7*	±0.1	1,978	3.3*	±0.0	-0.75 (M)
General Schedule (GS) 11-12	434	2.9*	±0.1	3,842	3.4*	±0.0	-0.60 (M)
General Schedule (GS) 13-15	115	3.2*	±0.2	1,217	3.6*	±0.0	-0.59 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	13	4.5	±0.4	NA
Other	NR	NR	NR	41	3.0	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	43	2.9*	±0.2	759	3.6*	±0.1	-0.80 (L)
1 to 3 years	103	3.1*	±0.2	1,205	3.5*	±0.1	-0.40 (S)
4 to 5 years	78	2.6*	±0.2	666	3.4*	±0.1	-0.92 (L)
6 to 10 years	189	2.8*	±0.1	1,766	3.3*	±0.0	-0.65 (M)
11 to 14 years	91	2.8*	±0.2	981	3.4*	±0.1	-0.64 (M)
15 to 20 years	158	2.9*	±0.1	1,252	3.4*	±0.0	-0.49 (S)
More than 20 years	173	2.9*	±0.1	1,766	3.4*	±0.0	-0.59 (M)
Appointment Type							
Permanent	815	2.9*	±0.1	7,910	3.4*	±0.0	-0.62 (M)
Term	14	3.7	±0.8	282	3.6	±0.1	0.18
Temporary	13	2.9*	±0.3	185	3.6*	±0.1	-0.80 (L)
Work Schedule							
Seasonal	40	2.8*	±0.2	488	3.3*	±0.1	-0.57 (M)
Non-Seasonal	786	2.9*	±0.1	7,528	3.4*	±0.0	-0.63 (M)

	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	33	2.7*	±0.2	387	3.3*	±0.1	-0.64 (M)
Permanent-Non-Seasonal	780	2.9*	±0.1	7,444	3.4*	±0.0	-0.62 (M)
Term	14	3.7	±0.8	282	3.6	±0.1	0.18
Temporary-Seasonal	7	3.3	±0.3	101	3.4	±0.2	-0.22 (S)
Temporary-Non-Seasonal	6	2.5*	±0.0	84	3.9*	±0.2	-1.43 (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.

4.3.5 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 BLM.

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

	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>
Overall	817	3.2*	±0.1	8,280	3.8*	±0.0	-0.57 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	62	4.1	±0.2	NA
Wage Grade (WG) 5-8	40	3.2*	±0.4	399	3.6*	±0.1	-0.36 (S)
Wage Grade (WG) 9-16	8	3.2	±0.6	185	3.6	±0.2	-0.32 (S)
Other Wage Grade (WG)	NR	NR	NR	21	4.1	±0.2	NR
General Schedule (GS) 1-6	31	3.4	±0.4	582	3.8	±0.1	-0.35 (S)
General Schedule (GS) 7-10	191	3.2*	±0.1	1,938	3.7*	±0.0	-0.51 (M)
General Schedule (GS) 11-12	431	3.1*	±0.1	3,777	3.8*	±0.0	-0.63 (M)
General Schedule (GS) 13-15	111	3.4*	±0.2	1,208	3.9*	±0.1	-0.52 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	13	4.5	±0.5	NA
Other	NR	NR	NR	41	3.3	±0.3	NR

	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>
Years of Service at Bureau or Office							
Less than 1 year	43	3.3*	±0.3	758	4.0*	±0.1	-0.69 (M)
1 to 3 years	101	3.5*	±0.3	1,183	3.9*	±0.1	-0.35 (S)
4 to 5 years	78	3.2*	±0.3	659	3.8*	±0.1	-0.61 (M)
6 to 10 years	178	3.0*	±0.2	1,734	3.7*	±0.0	-0.71 (M)
11 to 14 years	91	3.2*	±0.2	979	3.7*	±0.1	-0.45 (S)
15 to 20 years	156	3.0*	±0.2	1,214	3.7*	±0.1	-0.65 (M)
More than 20 years	163	3.3*	±0.2	1,734	3.7*	±0.0	-0.44 (S)
Appointment Type							
Permanent	790	3.2*	±0.1	7,781	3.8*	±0.0	-0.58 (M)
Term	14	4.0	±0.8	281	4.0	±0.1	0.05
Temporary	13	4.0	±0.3	183	3.9	±0.2	0.14
Work Schedule							
Seasonal	40	3.3*	±0.4	471	3.8*	±0.1	-0.51 (M)
Non-Seasonal	762	3.2*	±0.1	7,419	3.8*	±0.0	-0.58 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	33	3.0*	±0.4	371	3.8*	±0.1	-0.87 (L)
Permanent-Non-Seasonal	756	3.2*	±0.1	7,336	3.8*	±0.0	-0.57 (M)
Term	14	4.0	±0.8	281	4.0	±0.1	0.05
Temporary-Seasonal	7	4.5*	±0.0	99	3.5*	±0.2	0.94 (L)
Temporary-Non-Seasonal	6	3.5*	±0.0	84	4.3*	±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.

4.3.6 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 BLM.

Table 4.22 BLM – 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	849	3.1*	±0.1	8,449	3.7*	±0.0	-0.62 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	62	3.6	±0.2	NA
Wage Grade (WG) 5-8	40	2.8*	±0.4	408	3.7*	±0.1	-0.99 (L)
Wage Grade (WG) 9-16	8	3.1	±0.4	194	3.5	±0.1	-0.53 (M)
Other Wage Grade (WG)	NR	NR	NR	21	3.5	±0.3	NR
General Schedule (GS) 1-6	31	3.3*	±0.3	596	3.7*	±0.1	-0.46 (S)
General Schedule (GS) 7-10	211	3.0*	±0.1	1,979	3.5*	±0.0	-0.58 (M)
General Schedule (GS) 11-12	438	3.1*	±0.1	3,852	3.7*	±0.0	-0.63 (M)
General Schedule (GS) 13-15	115	3.3*	±0.2	1,228	3.8*	±0.0	-0.62 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.4	±0.5	NA
Other	NR	NR	NR	41	3.4	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	46	3.0*	±0.3	762	3.8*	±0.1	-0.99 (L)
1 to 3 years	103	3.2*	±0.2	1,212	3.7*	±0.1	-0.55 (M)
4 to 5 years	81	3.1*	±0.2	666	3.6*	±0.1	-0.61 (M)
6 to 10 years	189	3.1*	±0.2	1,777	3.6*	±0.0	-0.52 (M)
11 to 14 years	91	3.1*	±0.2	988	3.7*	±0.1	-0.59 (M)
15 to 20 years	158	3.0*	±0.2	1,254	3.7*	±0.0	-0.82 (L)
More than 20 years	175	3.2*	±0.1	1,771	3.7*	±0.0	-0.51 (M)
Appointment Type							
Permanent	821	3.1*	±0.1	7,942	3.7*	±0.0	-0.64 (M)
Term	14	3.9	±0.6	285	3.8	±0.1	0.15
Temporary	13	3.5	±0.2	185	3.8	±0.1	-0.31 (S)
Work Schedule							
Seasonal	40	3.1*	±0.3	496	3.7*	±0.1	-0.80 (L)
Non-Seasonal	793	3.1*	±0.1	7,553	3.7*	±0.0	-0.62 (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	33	3.0*	±0.3	394	3.7*	±0.1	-0.90 (L)
Permanent-Non-Seasonal	787	3.1*	±0.1	7,469	3.7*	±0.0	-0.62 (M)
Term	14	3.9	±0.6	285	3.8	±0.1	0.15
Temporary-Seasonal	7	3.3	±0.1	101	3.7	±0.2	-0.42 (S)
Temporary-Non-Seasonal	6	3.8	±0.0	84	4.0	±0.2	-0.19

^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 BLM.

Table 4.23 BLM – 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	358	43.1%*	±3.4	259	3.1%*	±0.4	1.08 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	5	8.6%	±10.6	NA
Wage Grade (WG) 5-8	27	68.8%	±16.6	NR	NR	NR	NR
Wage Grade (WG) 9-16	NR	NR	NR	14	7.3%	±4.8	NR
Other Wage Grade (WG)	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 1-6	NR	NR	NR	21	3.6%	±1.9	NR
General Schedule (GS) 7-10	92	45.2%*	±6.9	58	2.9%*	±0.9	1.13 (L)
General Schedule (GS) 11-12	181	42.3%*	±4.7	111	2.9%*	±0.6	1.07 (L)
General Schedule (GS) 13-15	39	34.9%*	±9.4	48	4.0%*	±1.3	0.86 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	0	0.0%	NA	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	14	32.4%*	±16.1	16	2.1%*	±1.3	0.92 (L)
1 to 3 years	60	58.7%*	±10.0	50	4.2%*	±1.3	1.33 (L)
4 to 5 years	47	59.6%*	±11.4	23	3.5%*	±1.7	1.39 (L)
6 to 10 years	73	39.4%*	±7.3	74	4.2%*	±1.0	0.95 (L)
11 to 14 years	32	35.0%*	±10.5	27	2.7%*	±1.2	0.94 (L)
15 to 20 years	69	44.7%*	±8.0	31	2.5%*	±1.0	1.15 (L)
More than 20 years	61	35.5%*	±7.5	39	2.2%*	±0.8	0.98 (L)
Appointment Type							
Permanent	344	42.8%*	±3.5	246	3.1%*	±0.4	1.07 (L)
Term	NR	NR	NR	5	1.8%	±2.4	NR
Temporary	NR	NR	NR	7	4.2%	±4.2	NR
Work Schedule							
Seasonal	18	45.1%*	±16.0	14	2.9%*	±2.0	1.13 (L)
Non-Seasonal	331	42.6%*	±3.5	240	3.2%*	±0.4	1.06 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	12	3.0%	±2.3	NR
Permanent-Non-Seasonal	331	42.9%*	±3.5	234	3.2%*	±0.4	1.07 (L)
Term	NR	NR	NR	5	1.8%	±2.4	NR
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	NR	NR	NR	5	6.3%	±8.0	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 BLM – Logistic Regression of Religious 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	1.434	0.217	43.656	--	4.196	--	--	--	--
Sex	0.363	0.094	14.854	0.000	1.437	1.195	1.729	-1987.510	15.280
Education Level	0.220	0.094	5.545	0.019	1.246	1.038	1.497	-1982.686	5.631
Years of Service at Bureau or Office	0.104	0.023	20.010	0.000	1.110	1.060	1.162	-1990.080	20.420
Supervisor Support	-0.169	0.049	11.821	0.001	0.845	0.767	0.930	-1985.755	11.770
Organizational Inclusion	-0.230	0.057	16.487	0.000	0.794	0.711	0.888	-1988.032	16.323
Bystander Harassment Based on Religious Beliefs	-2.920	0.104	783.702	0.000	0.054	0.044	0.066	-2368.999	778.256
General Intolerance	-0.233	0.064	13.272	0.000	0.792	0.699	0.898	-1986.481	13.222

Note. N = 8,453, Nagelkerke R Square = 0.29

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 BLM.

Table 4.25 BLM – 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</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	564	2.7*	±0.1	8,514	3.6*	±0.0	-1.09 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	62	3.3	±0.2	NA
Wage Grade (WG) 5-8	47	2.3*	±0.3	393	3.7*	±0.1	-1.71 (L)
Wage Grade (WG) 9-16	14	3.4	±0.4	172	3.5	±0.1	-0.13
Other Wage Grade (WG)	--	--	--	24	4.2	±0.2	NA
General Schedule (GS) 1-6	59	3.1*	±0.3	553	3.8*	±0.1	-0.91 (L)
General Schedule (GS) 7-10	144	2.7*	±0.1	1,988	3.6*	±0.0	-1.11 (L)
General Schedule (GS) 11-12	246	2.7*	±0.1	3,972	3.6*	±0.0	-1.12 (L)
General Schedule (GS) 13-15	53	2.9*	±0.2	1,260	3.7*	±0.0	-0.93 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.3	±0.4	NA
Other	--	--	--	35	3.5	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	42	3.1*	±0.3	749	3.8*	±0.1	-0.81 (L)
1 to 3 years	95	2.6*	±0.2	1,200	3.7*	±0.0	-1.27 (L)
4 to 5 years	52	2.7*	±0.3	674	3.6*	±0.1	-1.04 (L)
6 to 10 years	143	2.7*	±0.2	1,770	3.6*	±0.0	-0.99 (L)
11 to 14 years	77	2.7*	±0.2	987	3.7*	±0.0	-1.20 (L)
15 to 20 years	70	2.9*	±0.2	1,305	3.6*	±0.0	-0.78 (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>
More than 20 years	85	2.5*	±0.2	1,814	3.6*	±0.0	-1.32 (L)
Appointment Type							
Permanent	526	2.7*	±0.1	8,033	3.6*	±0.0	-1.10 (L)
Term	28	2.7*	±0.3	260	3.8*	±0.1	-1.27 (L)
Temporary	10	3.4	±0.0	188	3.7	±0.1	-0.23 (S)
Work Schedule							
Seasonal	21	3.1*	±0.3	488	3.6*	±0.1	-0.64 (M)
Non-Seasonal	512	2.7*	±0.1	7,662	3.6*	±0.0	-1.09 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	11	2.8*	±0.6	389	3.6*	±0.1	-1.03 (L)
Permanent-Non-Seasonal	512	2.7*	±0.1	7,572	3.6*	±0.0	-1.09 (L)
Term	28	2.7*	±0.3	260	3.8*	±0.1	-1.27 (L)
Temporary-Seasonal	10	3.4	±0.0	98	3.6	±0.2	-0.21 (S)
Temporary-Non-Seasonal	--	--	--	90	3.7	±0.2	NA
Disability							
Yes	285	2.7*	±0.1	758	3.6*	±0.1	-1.05 (L)
No	276	2.8*	±0.1	7,733	3.6*	±0.0	-1.01 (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 BLM.

Table 4.26 BLM – 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	570	0.36*	±0.03	8,592	0.68*	±0.01	-0.77 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	62	0.71	±0.11	NA
Wage Grade (WG) 5-8	50	0.36*	±0.11	397	0.64*	±0.04	-0.64 (M)
Wage Grade (WG) 9-16	14	0.43	±0.24	177	0.60	±0.07	-0.38 (S)
Other Wage Grade (WG)	--	--	--	24	0.69	±0.16	NA
General Schedule (GS) 1-6	59	0.43*	±0.12	564	0.73*	±0.03	-0.72 (M)
General Schedule (GS) 7-10	144	0.28*	±0.06	2,011	0.66*	±0.02	-0.88 (L)
General Schedule (GS) 11-12	248	0.35*	±0.05	3,993	0.67*	±0.01	-0.76 (M)
General Schedule (GS) 13-15	53	0.48*	±0.11	1,267	0.73*	±0.02	-0.67 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	0.88	±0.17	NA
Other	--	--	--	38	0.56	±0.16	NA
Years of Service at Bureau or Office							
Less than 1 year	42	0.46*	±0.14	757	0.74*	±0.03	-0.67 (M)
1 to 3 years	95	0.35*	±0.08	1,211	0.67*	±0.02	-0.74 (M)
4 to 5 years	52	0.41*	±0.11	682	0.66*	±0.03	-0.58 (M)
6 to 10 years	147	0.38*	±0.07	1,776	0.66*	±0.02	-0.67 (M)
11 to 14 years	77	0.20*	±0.07	992	0.71*	±0.03	-1.28 (L)
15 to 20 years	70	0.38*	±0.10	1,328	0.65*	±0.02	-0.65 (M)
More than 20 years	87	0.36*	±0.09	1,833	0.68*	±0.02	-0.80 (L)
Appointment Type							
Permanent	532	0.35*	±0.03	8,101	0.67*	±0.01	-0.76 (M)
Term	28	0.52*	±0.18	266	0.72*	±0.05	-0.49 (S)
Temporary	10	0.00*	±0.00	188	0.80*	±0.05	-2.21 (L)
Work Schedule							
Seasonal	NR	NR	NR	504	0.73	±0.04	NR
Non-Seasonal	514	0.36*	±0.03	7,717	0.67*	±0.01	-0.75 (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	NR	NR	NR	405	0.71	±0.04	NR
Permanent-Non-Seasonal	514	0.36*	±0.03	7,627	0.67*	±0.01	-0.74 (M)
Term	28	0.52*	±0.18	266	0.72*	±0.05	-0.49 (S)
Temporary-Seasonal	10	0.00*	±0.00	98	0.80*	±0.07	-2.28 (L)
Temporary-Non-Seasonal	--	--	--	90	0.80	±0.08	NA
Disability							
Yes	289	0.32*	±0.04	762	0.62*	±0.03	-0.70 (M)
No	277	0.40*	±0.05	7,809	0.68*	±0.01	-0.69 (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 BLM.

Table 4.27 BLM – 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	566	3.5*	±0.1	8,581	2.7*	±0.0	0.89 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	62	2.7	±0.1	NA
Wage Grade (WG) 5-8	51	3.7*	±0.2	395	2.7*	±0.1	1.13 (L)
Wage Grade (WG) 9-16	14	3.2	±0.6	177	2.9	±0.1	0.39 (S)
Other Wage Grade (WG)	--	--	--	24	2.6	±0.4	NA
General Schedule (GS) 1-6	59	3.1*	±0.2	553	2.7*	±0.1	0.48 (S)
General Schedule (GS) 7-10	139	3.5*	±0.1	2,017	2.8*	±0.0	0.79 (M)
General Schedule (GS) 11-12	248	3.6*	±0.1	3,988	2.7*	±0.0	1.04 (L)
General Schedule (GS) 13-15	53	3.2*	±0.3	1,265	2.6*	±0.0	0.73 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	13	1.6	±0.3	NA

	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>
Other	--	--	--	38	2.8	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	39	3.0*	±0.3	759	2.6*	±0.1	0.43 (S)
1 to 3 years	96	3.4*	±0.2	1,192	2.7*	±0.0	0.86 (L)
4 to 5 years	52	3.6*	±0.3	678	2.8*	±0.1	0.91 (L)
6 to 10 years	147	3.5*	±0.2	1,778	2.8*	±0.0	0.83 (L)
11 to 14 years	77	3.7*	±0.2	987	2.8*	±0.1	1.09 (L)
15 to 20 years	70	3.4*	±0.2	1,334	2.7*	±0.0	0.70 (M)
More than 20 years	84	3.6*	±0.2	1,834	2.6*	±0.0	1.14 (L)
Appointment Type							
Permanent	528	3.5*	±0.1	8,106	2.7*	±0.0	0.90 (L)
Term	28	2.8*	±0.2	264	2.5*	±0.1	0.41 (S)
Temporary	10	4.1*	±0.0	178	2.6*	±0.1	2.33 (L)
Work Schedule							
Seasonal	25	3.7*	±0.3	501	2.8*	±0.1	1.10 (L)
Non-Seasonal	510	3.5*	±0.1	7,713	2.7*	±0.0	0.90 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	15	3.4*	±0.5	403	2.9*	±0.1	0.65 (M)
Permanent-Non-Seasonal	510	3.5*	±0.1	7,634	2.7*	±0.0	0.90 (L)
Term	28	2.8*	±0.2	264	2.5*	±0.1	0.41 (S)
Temporary-Seasonal	10	4.1*	±0.0	98	2.5*	±0.2	2.15 (L)
Temporary-Non-Seasonal	--	--	--	80	2.7	±0.1	NA
Disability							
Yes	290	3.5*	±0.1	734	2.8*	±0.1	0.87 (L)
No	273	3.4*	±0.1	7,819	2.7*	±0.0	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.

4.4.4 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 BLM.

Table 4.28 BLM – 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	563	2.7*	±0.1	8,611	3.4*	±0.0	-0.85 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	62	3.4	±0.3	NA
Wage Grade (WG) 5-8	51	2.3*	±0.2	402	3.3*	±0.1	-1.11 (L)
Wage Grade (WG) 9-16	14	2.5*	±0.3	177	3.1*	±0.1	-0.74 (M)
Other Wage Grade (WG)	--	--	--	24	3.5	±0.3	NA
General Schedule (GS) 1-6	55	2.9*	±0.3	568	3.5*	±0.1	-0.80 (L)
General Schedule (GS) 7-10	141	2.7*	±0.2	2,027	3.3*	±0.0	-0.72 (M)
General Schedule (GS) 11-12	246	2.7*	±0.1	3,991	3.4*	±0.0	-0.92 (L)
General Schedule (GS) 13-15	53	3.0*	±0.2	1,259	3.6*	±0.0	-0.71 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	13	4.5	±0.4	NA
Other	--	--	--	38	2.9	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	36	3.0*	±0.3	762	3.6*	±0.1	-0.75 (M)
1 to 3 years	96	2.9*	±0.2	1,215	3.5*	±0.1	-0.71 (M)
4 to 5 years	52	2.5*	±0.2	685	3.4*	±0.1	-0.99 (L)
6 to 10 years	147	2.6*	±0.2	1,777	3.3*	±0.0	-0.85 (L)
11 to 14 years	75	2.5*	±0.2	985	3.4*	±0.1	-1.01 (L)
15 to 20 years	70	2.7*	±0.2	1,333	3.3*	±0.0	-0.75 (M)
More than 20 years	87	2.6*	±0.2	1,832	3.4*	±0.0	-0.97 (L)
Appointment Type							
Permanent	528	2.7*	±0.1	8,119	3.4*	±0.0	-0.85 (L)
Term	24	2.9*	±0.4	267	3.7*	±0.1	-0.77 (M)
Temporary	10	2.5*	±0.0	188	3.7*	±0.1	-1.29 (L)
Work Schedule							
Seasonal	25	2.4*	±0.2	504	3.3*	±0.1	-1.18 (L)
Non-Seasonal	510	2.7*	±0.1	7,730	3.4*	±0.0	-0.84 (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 and Work Schedule							
Permanent-Seasonal	15	2.3*	±0.3	405	3.3*	±0.1	-1.22 (L)
Permanent-Non-Seasonal	510	2.7*	±0.1	7,640	3.4*	±0.0	-0.84 (L)
Term	24	2.9*	±0.4	267	3.7*	±0.1	-0.77 (M)
Temporary-Seasonal	10	2.5*	±0.0	98	3.5*	±0.2	-1.35 (L)
Temporary-Non-Seasonal	--	--	--	90	3.8	±0.2	NA
Disability							
Yes	287	2.6*	±0.1	759	3.3*	±0.1	-0.76 (M)
No	273	2.7*	±0.1	7,822	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.

4.4.5 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 BLM.

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

	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>
Overall	551	2.8*	±0.1	8,464	3.8*	±0.0	-0.93 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	62	4.1	±0.2	NA
Wage Grade (WG) 5-8	51	1.8*	±0.2	392	3.8*	±0.1	-1.89 (L)
Wage Grade (WG) 9-16	14	3.3	±0.7	175	3.6	±0.2	-0.28 (S)
Other Wage Grade (WG)	--	--	--	24	3.9	±0.2	NA
General Schedule (GS) 1-6	51	3.0*	±0.3	562	3.9*	±0.1	-0.88 (L)
General Schedule (GS) 7-10	139	3.0*	±0.2	1,971	3.7*	±0.0	-0.73 (M)
General Schedule (GS) 11-12	241	2.8*	±0.2	3,927	3.8*	±0.0	-0.91 (L)
General Schedule (GS) 13-15	51	3.0*	±0.3	1,248	3.9*	±0.1	-0.83 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	13	4.5	±0.5	NA
Other	--	--	--	38	3.1	±0.3	NA

	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	39	3.2*	±0.4	758	4.0*	±0.1	-0.86 (L)
1 to 3 years	90	3.0*	±0.3	1,198	3.9*	±0.1	-0.86 (L)
4 to 5 years	51	3.0*	±0.4	679	3.8*	±0.1	-0.78 (M)
6 to 10 years	139	2.7*	±0.2	1,742	3.7*	±0.0	-1.00 (L)
11 to 14 years	77	2.5*	±0.3	980	3.8*	±0.1	-1.27 (L)
15 to 20 years	70	3.1*	±0.3	1,293	3.7*	±0.1	-0.51 (M)
More than 20 years	85	2.6*	±0.3	1,792	3.7*	±0.0	-1.10 (L)
Appointment Type							
Permanent	513	2.8*	±0.1	7,981	3.8*	±0.0	-0.92 (L)
Term	28	3.1*	±0.5	262	4.1*	±0.1	-1.06 (L)
Temporary	10	2.3*	±0.0	186	4.0*	±0.1	-1.84 (L)
Work Schedule							
Seasonal	25	2.3*	±0.4	486	3.8*	±0.1	-1.56 (L)
Non-Seasonal	495	2.8*	±0.1	7,612	3.8*	±0.0	-0.90 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	15	2.4*	±0.7	390	3.8*	±0.1	-1.52 (L)
Permanent-Non-Seasonal	495	2.8*	±0.1	7,522	3.8*	±0.0	-0.90 (L)
Term	28	3.1*	±0.5	262	4.1*	±0.1	-1.06 (L)
Temporary-Seasonal	10	2.3*	±0.0	96	3.7*	±0.2	-1.55 (L)
Temporary-Non-Seasonal	--	--	--	90	4.3	±0.2	NA
Disability							
Yes	281	2.8*	±0.2	741	3.7*	±0.1	-0.78 (M)
No	267	2.9*	±0.1	7,692	3.8*	±0.0	-0.90 (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 BLM.

Table 4.30 BLM – 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	571	2.9*	±0.1	8,645	3.7*	±0.0	-0.90 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	62	3.6	±0.2	NA
Wage Grade (WG) 5-8	51	2.6*	±0.3	402	3.8*	±0.1	-1.28 (L)
Wage Grade (WG) 9-16	14	2.9*	±0.4	185	3.6*	±0.1	-0.72 (M)
Other Wage Grade (WG)	--	--	--	24	3.5	±0.3	NA
General Schedule (GS) 1-6	59	3.1*	±0.3	568	3.8*	±0.1	-0.85 (L)
General Schedule (GS) 7-10	144	2.8*	±0.2	2,029	3.5*	±0.0	-0.83 (L)
General Schedule (GS) 11-12	248	2.9*	±0.1	4,003	3.7*	±0.0	-0.92 (L)
General Schedule (GS) 13-15	53	3.1*	±0.3	1,270	3.8*	±0.0	-0.82 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.4	±0.5	NA
Other	--	--	--	38	3.4	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	42	3.0*	±0.3	762	3.8*	±0.1	-0.91 (L)
1 to 3 years	96	2.7*	±0.2	1,223	3.7*	±0.1	-1.07 (L)
4 to 5 years	52	2.7*	±0.3	688	3.6*	±0.1	-1.05 (L)
6 to 10 years	147	2.8*	±0.2	1,789	3.6*	±0.0	-0.84 (L)
11 to 14 years	77	2.9*	±0.2	990	3.7*	±0.1	-0.89 (L)
15 to 20 years	70	3.0*	±0.2	1,334	3.6*	±0.0	-0.76 (M)
More than 20 years	87	2.9*	±0.2	1,839	3.7*	±0.0	-0.85 (L)
Appointment Type							
Permanent	533	2.8*	±0.1	8,154	3.7*	±0.0	-0.92 (L)
Term	28	3.3*	±0.4	267	3.9*	±0.1	-0.63 (M)
Temporary	10	2.8*	±0.0	188	3.8*	±0.1	-1.14 (L)
Work Schedule							
Seasonal	25	3.1*	±0.2	511	3.7*	±0.1	-0.65 (M)
Non-Seasonal	515	2.8*	±0.1	7,757	3.7*	±0.0	-0.92 (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	15	3.4	±0.3	413	3.7	±0.1	-0.35 (S)
Permanent-Non-Seasonal	515	2.8*	±0.1	7,667	3.7*	±0.0	-0.91 (L)
Term	28	3.3*	±0.4	267	3.9*	±0.1	-0.63 (M)
Temporary-Seasonal	10	2.8*	±0.0	98	3.7*	±0.2	-1.02 (L)
Temporary-Non-Seasonal	--	--	--	90	4.0	±0.2	NA
Disability							
Yes	290	2.9*	±0.1	768	3.6*	±0.1	-0.72 (M)
No	277	2.8*	±0.1	7,847	3.7*	±0.0	-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.

4.4.7 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 BLM.

Table 4.31 BLM – 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	248	44.2%*	±4.2	324	3.8%*	±0.4	1.06 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	0	0.0%	NA	NA
Wage Grade (WG) 5-8	23	45.6%	±14.2	NR	NR	NR	NR
Wage Grade (WG) 9-16	NR	NR	NR	12	6.6%	±4.8	NR
Other Wage Grade (WG)	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 1-6	24	40.4%*	±13.3	26	4.7%*	±2.1	0.94 (L)
General Schedule (GS) 7-10	76	54.8%*	±8.5	88	4.4%*	±1.0	1.24 (L)
General Schedule (GS) 11-12	98	40.0%*	±6.3	149	3.7%*	±0.6	0.98 (L)
General Schedule (GS) 13-15	23	44.0%*	±13.9	43	3.4%*	±1.2	1.08 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	0	0.0%	NA	NA
Years of Service at Bureau or Office							
Less than 1 year	13	31.4%*	±16.2	16	2.1%*	±1.3	0.90 (L)
1 to 3 years	37	38.9%*	±10.3	72	6.0%*	±1.5	0.85 (L)
4 to 5 years	25	48.7%*	±13.8	42	6.2%*	±2.1	1.04 (L)
6 to 10 years	72	50.2%*	±8.2	77	4.3%*	±1.1	1.16 (L)
11 to 14 years	42	54.4%*	±11.4	32	3.3%*	±1.3	1.30 (L)
15 to 20 years	34	48.3%*	±11.9	32	2.4%*	±1.0	1.22 (L)
More than 20 years	24	29.8%*	±11.0	52	2.8%*	±0.9	0.81 (L)
Appointment Type							
Permanent	227	43.5%*	±4.3	308	3.8%*	±0.4	1.05 (L)
Term	NR	NR	NR	13	5.0%	±3.4	NR
Temporary	NR	NR	NR	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	10	2.0%	±1.7	NR
Non-Seasonal	221	43.7%*	±4.4	299	3.9%*	±0.5	1.05 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	7	1.8%	±1.9	NR
Permanent-Non-Seasonal	221	43.7%*	±4.4	299	3.9%*	±0.5	1.04 (L)
Term	NR	NR	NR	13	5.0%	±3.4	NR
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	0	0.0%	NA	NA
Disability							
Yes	149	52.2%*	±5.8	56	7.4%*	±2.1	1.06 (L)
No	98	35.7%*	±5.9	267	3.4%*	±0.4	0.91 (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 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 BLM – Logistic Regression of Disability 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	2.638	0.510	26.780	--	13.984	--	--	--	--
Sex	-0.268	0.113	5.581	0.018	0.765	0.612	0.955	-1256.872	5.548
Education Level	0.391	0.119	10.874	0.001	1.478	1.172	1.865	-1259.681	11.167
Relationship Status	-0.495	0.114	18.976	0.000	0.610	0.488	0.762	-1263.406	18.616
Disability Status	-2.177	0.117	348.272	0.000	0.113	0.090	0.143	-1419.979	331.763
Supervisor Support	-0.134	0.061	4.854	0.028	0.875	0.777	0.985	-1256.525	4.855
Organizational Politics	0.171	0.083	4.225	0.040	1.186	1.008	1.396	-1256.215	4.236
Organizational Inclusion	-0.212	0.066	10.220	0.001	0.809	0.710	0.921	-1259.185	10.174
Bystander Harassment Based on Disability	-2.037	0.128	255.091	0.000	0.130	0.102	0.167	-1375.819	243.442
General Intolerance	-0.329	0.086	14.722	0.000	0.720	0.608	0.851	-1261.452	14.709
Leadership Intolerance	-0.343	0.155	4.892	0.027	0.710	0.524	0.962	-1256.530	4.865

Note. N = 8,310, Nagelkerke R Square = 0.391

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 BLM.

Table 4.33 BLM – 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>	
Overall	346	2.7*	±0.1	8,788	3.6*	±0.0	-1.08 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.3	±0.0	57	3.2	±0.2	0.10
Wage Grade (WG) 5-8	20	2.6*	±0.3	415	3.6*	±0.1	-1.13 (L)
Wage Grade (WG) 9-16	10	3.3	±0.2	179	3.5	±0.1	-0.30 (S)
Other Wage Grade (WG)	--	--	--	24	4.2	±0.2	NA
General Schedule (GS) 1-6	17	2.9*	±0.5	595	3.8*	±0.1	-1.08 (L)
General Schedule (GS) 7-10	80	2.5*	±0.2	2,061	3.6*	±0.0	-1.23 (L)
General Schedule (GS) 11-12	158	2.6*	±0.1	4,089	3.6*	±0.0	-1.13 (L)
General Schedule (GS) 13-15	51	2.9*	±0.2	1,273	3.7*	±0.0	-0.92 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.3	±0.4	NA
Other	NR	NR	NR	39	3.8	±0.3	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	18	2.9*	±0.4	770	3.7*	±0.1	-1.09 (L)
1 to 3 years	67	2.9*	±0.2	1,229	3.7*	±0.0	-0.88 (L)
4 to 5 years	39	2.7*	±0.2	693	3.5*	±0.1	-1.09 (L)
6 to 10 years	69	2.5*	±0.2	1,866	3.5*	±0.0	-1.20 (L)
11 to 14 years	30	3.1*	±0.4	1,044	3.6*	±0.0	-0.65 (M)
15 to 20 years	72	2.5*	±0.2	1,302	3.6*	±0.0	-1.46 (L)
More than 20 years	50	2.8*	±0.3	1,870	3.6*	±0.0	-0.93 (L)
Appointment Type							
Permanent	333	2.7*	±0.1	8,281	3.6*	±0.0	-1.06 (L)
Term	6	2.4*	±0.5	281	3.7*	±0.1	-1.46 (L)
Temporary	5	2.1*	±0.0	193	3.7*	±0.1	-1.76 (L)
Work Schedule							
Seasonal	19	2.8*	±0.2	491	3.6*	±0.1	-1.09 (L)
Non-Seasonal	320	2.7*	±0.1	7,907	3.6*	±0.0	-1.07 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	13	3.0*	±0.2	387	3.6*	±0.1	-0.77 (M)
Permanent-Non-Seasonal	320	2.7*	±0.1	7,816	3.6*	±0.0	-1.07 (L)
Term	6	2.4*	±0.5	281	3.7*	±0.1	-1.46 (L)
Temporary-Seasonal	5	2.1*	±0.0	103	3.7*	±0.2	-1.91 (L)
Temporary-Non-Seasonal	--	--	--	90	3.7	±0.2	NA
Sex							
Men	158	2.8*	±0.2	5,651	3.7*	±0.0	-1.03 (L)
Women	183	2.6*	±0.1	3,107	3.5*	±0.0	-1.03 (L)
Gender Identity							
Male	158	2.8*	±0.2	5,651	3.7*	±0.0	-1.03 (L)
Female	183	2.6*	±0.1	3,107	3.5*	±0.0	-1.03 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	5	2.3*	±0.7	29	3.4*	±0.4	-1.06 (L)
Sexual Orientation - Collapsed							
Heterosexual	215	2.6*	±0.1	8,180	3.6*	±0.0	-1.29 (L)
Sexual Minority	101	2.9*	±0.2	213	3.6*	±0.1	-0.83 (L)

	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	215	2.6*	±0.1	8,180	3.6*	±0.0	-1.29 (L)
Lesbian	26	2.9*	±0.1	56	3.6*	±0.2	-1.12 (L)
Gay	33	3.3	±0.3	46	3.4	±0.2	-0.17
Bisexual	26	2.8*	±0.5	76	3.6*	±0.2	-0.93 (L)
Other	15	2.4*	±0.7	36	3.8*	±0.2	-1.52 (L)
I prefer not to say	25	3.2	±0.4	350	3.3	±0.1	-0.18

^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 BLM.

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

	Experienced sexual orientation harassment			Did not experience sexual orientation 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>	
Overall	343	0.36*	±0.04	8,872	0.67*	±0.01	-0.73 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	0.67	±0.00	57	0.72	±0.12	-0.12
Wage Grade (WG) 5-8	20	0.39*	±0.21	422	0.62*	±0.04	-0.50 (M)
Wage Grade (WG) 9-16	10	0.25*	±0.23	184	0.62*	±0.06	-0.82 (L)
Other Wage Grade (WG)	--	--	--	24	0.69	±0.16	NA
General Schedule (GS) 1-6	17	0.44*	±0.16	606	0.71*	±0.03	-0.61 (M)
General Schedule (GS) 7-10	77	0.29*	±0.08	2,087	0.65*	±0.02	-0.83 (L)
General Schedule (GS) 11-12	158	0.33*	±0.06	4,110	0.66*	±0.01	-0.79 (M)
General Schedule (GS) 13-15	51	0.52*	±0.11	1,280	0.73*	±0.02	-0.54 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	0.88	±0.17	NA
Other	NR	NR	NR	42	0.65	±0.15	NR
Years of Service at Bureau or Office							
Less than 1 year	18	0.53*	±0.16	778	0.73*	±0.03	-0.47 (S)
1 to 3 years	67	0.35*	±0.10	1,237	0.66*	±0.02	-0.73 (M)
4 to 5 years	39	0.24*	±0.11	700	0.66*	±0.03	-1.01 (L)
6 to 10 years	69	0.34*	±0.10	1,876	0.65*	±0.02	-0.73 (M)
11 to 14 years	30	0.45*	±0.14	1,049	0.68*	±0.03	-0.56 (M)
15 to 20 years	72	0.32*	±0.08	1,325	0.65*	±0.02	-0.78 (M)
More than 20 years	47	0.45*	±0.13	1,893	0.68*	±0.02	-0.55 (M)
Appointment Type							
Permanent	330	0.36*	±0.04	8,355	0.66*	±0.01	-0.71 (M)
Term	6	0.54	±0.37	287	0.71	±0.05	-0.40 (S)
Temporary	5	0.00*	±0.00	193	0.78*	±0.05	-2.04 (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>
Work Schedule							
Seasonal	19	0.44*	±0.22	510	0.71*	±0.04	-0.64 (M)
Non-Seasonal	317	0.35*	±0.04	7,963	0.67*	±0.01	-0.75 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	13	0.61	±0.25	407	0.69	±0.04	-0.19
Permanent-Non-Seasonal	317	0.35*	±0.04	7,873	0.66*	±0.01	-0.74 (M)
Term	6	0.54	±0.37	287	0.71	±0.05	-0.40 (S)
Temporary-Seasonal	5	0.00*	±0.00	103	0.76*	±0.08	-1.96 (L)
Temporary-Non-Seasonal	--	--	--	90	0.80	±0.08	NA
Sex							
Men	155	0.40*	±0.07	5,705	0.70*	±0.01	-0.71 (M)
Women	183	0.33*	±0.06	3,137	0.62*	±0.02	-0.68 (M)
Gender Identity							
Male	155	0.40*	±0.07	5,705	0.70*	±0.01	-0.71 (M)
Female	183	0.33*	±0.06	3,137	0.62*	±0.02	-0.68 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	29	0.47	±0.18	NR
Sexual Orientation - Collapsed							
Heterosexual	215	0.33*	±0.05	8,269	0.68*	±0.01	-0.84 (L)
Sexual Minority	98	0.42*	±0.08	213	0.67*	±0.06	-0.63 (M)
Sexual Orientation							
Heterosexual or straight	215	0.33*	±0.05	8,269	0.68*	±0.01	-0.84 (L)
Lesbian	26	0.44	±0.13	56	0.47	±0.11	-0.08
Gay	33	0.49*	±0.15	46	0.81*	±0.09	-0.87 (L)
Bisexual	23	0.29*	±0.15	76	0.71*	±0.09	-1.04 (L)
Other	15	0.40*	±0.20	36	0.73*	±0.13	-0.82 (L)
I prefer not to say	25	0.50	±0.17	353	0.53	±0.05	-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 BLM.

Table 4.35 BLM – 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</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	349	3.4*	±0.1	8,851	2.7*	±0.0	0.75 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	4.0*	±0.0	57	2.6*	±0.1	3.74 (L)
Wage Grade (WG) 5-8	20	3.1	±0.3	421	2.8	±0.1	0.31 (S)
Wage Grade (WG) 9-16	10	3.1	±0.2	184	2.9	±0.1	0.25 (S)
Other Wage Grade (WG)	--	--	--	24	2.6	±0.4	NA
General Schedule (GS) 1-6	17	3.3*	±0.4	594	2.8*	±0.1	0.76 (M)
General Schedule (GS) 7-10	78	3.6*	±0.2	2,088	2.8*	±0.0	0.94 (L)
General Schedule (GS) 11-12	158	3.4*	±0.1	4,105	2.7*	±0.0	0.79 (M)
General Schedule (GS) 13-15	51	3.2*	±0.3	1,278	2.6*	±0.0	0.78 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	13	1.6	±0.3	NA
Other	NR	NR	NR	42	2.8	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	16	3.4*	±0.3	780	2.6*	±0.1	1.01 (L)
1 to 3 years	67	3.2*	±0.2	1,220	2.7*	±0.0	0.65 (M)
4 to 5 years	39	3.3*	±0.4	696	2.8*	±0.1	0.54 (M)
6 to 10 years	69	3.5*	±0.2	1,877	2.8*	±0.0	0.78 (M)
11 to 14 years	30	3.3*	±0.4	1,044	2.8*	±0.1	0.53 (M)
15 to 20 years	72	3.5*	±0.2	1,331	2.7*	±0.0	0.88 (L)
More than 20 years	50	3.4*	±0.3	1,889	2.7*	±0.0	0.91 (L)
Appointment Type							
Permanent	336	3.4*	±0.1	8,350	2.8*	±0.0	0.74 (M)
Term	6	3.0	±0.6	286	2.5	±0.1	0.70 (M)
Temporary	5	3.6*	±0.0	183	2.7*	±0.1	1.24 (L)
Work Schedule							
Seasonal	19	3.1	±0.3	508	2.8	±0.1	0.32 (S)
Non-Seasonal	323	3.4*	±0.1	7,950	2.7*	±0.0	0.78 (M)

	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	13	2.9	±0.3	405	2.9	±0.1	0.04
Permanent-Non-Seasonal	323	3.4*	±0.1	7,871	2.7*	±0.0	0.77 (M)
Term	6	3.0	±0.6	286	2.5	±0.1	0.70 (M)
Temporary-Seasonal	5	3.6*	±0.0	103	2.6*	±0.2	1.09 (L)
Temporary-Non-Seasonal	--	--	--	80	2.7	±0.1	NA
Sex							
Men	156	3.3*	±0.2	5,692	2.7*	±0.0	0.67 (M)
Women	188	3.4*	±0.1	3,129	2.7*	±0.0	0.81 (L)
Gender Identity							
Male	156	3.3*	±0.2	5,692	2.7*	±0.0	0.67 (M)
Female	188	3.4*	±0.1	3,129	2.7*	±0.0	0.81 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	5	4.0*	±0.6	29	2.9*	±0.4	1.03 (L)
Sexual Orientation - Collapsed							
Heterosexual	213	3.5*	±0.1	8,245	2.7*	±0.0	0.89 (L)
Sexual Minority	101	3.2*	±0.2	213	2.6*	±0.1	0.75 (M)
Sexual Orientation							
Heterosexual or straight	213	3.5*	±0.1	8,245	2.7*	±0.0	0.89 (L)
Lesbian	26	3.1*	±0.2	56	2.3*	±0.2	1.02 (L)
Gay	33	3.0	±0.4	46	2.6	±0.2	0.40 (S)
Bisexual	26	3.3*	±0.4	76	2.7*	±0.2	0.74 (M)
Other	15	3.6*	±0.7	36	2.5*	±0.2	1.19 (L)
I prefer not to say	25	3.2	±0.4	347	2.9	±0.1	0.34 (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.

4.5.4 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 BLM.

Table 4.36 BLM – 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	349	2.7*	±0.1	8,878	3.4*	±0.0	-0.81 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	2.8	±0.0	57	3.5	±0.3	-0.62 (M)
Wage Grade (WG) 5-8	20	3.8*	±0.4	428	3.2*	±0.1	0.57 (M)
Wage Grade (WG) 9-16	10	3.2	±0.1	184	3.1	±0.1	0.18
Other Wage Grade (WG)	--	--	--	24	3.5	±0.3	NA
General Schedule (GS) 1-6	17	2.3*	±0.3	606	3.5*	±0.1	-1.41 (L)
General Schedule (GS) 7-10	78	2.6*	±0.2	2,100	3.3*	±0.0	-0.80 (L)
General Schedule (GS) 11-12	158	2.5*	±0.1	4,105	3.4*	±0.0	-1.03 (L)
General Schedule (GS) 13-15	51	2.8*	±0.3	1,272	3.6*	±0.0	-0.97 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	13	4.5	±0.4	NA
Other	NR	NR	NR	42	3.1	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	16	2.4*	±0.3	779	3.6*	±0.1	-1.38 (L)
1 to 3 years	67	3.3	±0.2	1,243	3.5	±0.1	-0.22 (S)
4 to 5 years	39	2.1*	±0.2	704	3.4*	±0.1	-1.49 (L)
6 to 10 years	69	2.7*	±0.2	1,876	3.3*	±0.0	-0.71 (M)
11 to 14 years	30	2.6*	±0.4	1,040	3.3*	±0.1	-0.86 (L)
15 to 20 years	72	2.5*	±0.2	1,329	3.4*	±0.0	-1.07 (L)
More than 20 years	50	2.7*	±0.3	1,890	3.4*	±0.0	-0.85 (L)
Appointment Type							
Permanent	336	2.7*	±0.1	8,364	3.4*	±0.0	-0.83 (L)
Term	6	2.8*	±1.3	285	3.6*	±0.1	-0.87 (L)
Temporary	5	4.0	±0.0	193	3.6	±0.1	0.44 (S)
Work Schedule							
Seasonal	19	3.7*	±0.5	510	3.3*	±0.1	0.58 (M)
Non-Seasonal	323	2.6*	±0.1	7,967	3.4*	±0.0	-0.89 (L)

	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	13	3.6	±0.6	407	3.2	±0.1	0.49 (S)
Permanent-Non-Seasonal	323	2.6*	±0.1	7,877	3.4*	±0.0	-0.89 (L)
Term	6	2.8*	±1.3	285	3.6*	±0.1	-0.87 (L)
Temporary-Seasonal	5	4.0	±0.0	103	3.4	±0.2	0.75 (M)
Temporary-Non-Seasonal	--	--	--	90	3.8	±0.2	NA
Sex							
Men	156	2.7*	±0.2	5,709	3.4*	±0.0	-0.78 (M)
Women	188	2.7*	±0.1	3,138	3.4*	±0.0	-0.82 (L)
Gender Identity							
Male	156	2.7*	±0.2	5,709	3.4*	±0.0	-0.78 (M)
Female	188	2.7*	±0.1	3,138	3.4*	±0.0	-0.82 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	5	2.6	±1.2	29	3.2	±0.4	-0.51 (M)
Sexual Orientation - Collapsed							
Heterosexual	213	2.6*	±0.1	8,266	3.4*	±0.0	-0.93 (L)
Sexual Minority	101	2.8*	±0.2	213	3.6*	±0.1	-0.80 (L)
Sexual Orientation							
Heterosexual or straight	213	2.6*	±0.1	8,266	3.4*	±0.0	-0.93 (L)
Lesbian	26	3.0*	±0.3	56	3.6*	±0.3	-0.65 (M)
Gay	33	2.9*	±0.2	46	3.7*	±0.2	-1.16 (L)
Bisexual	26	2.8*	±0.4	76	3.5*	±0.2	-0.69 (M)
Other	15	2.6*	±0.5	36	3.6*	±0.3	-0.95 (L)
I prefer not to say	25	2.9	±0.4	350	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.

4.5.5 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 BLM.

Table 4.37 BLM – 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^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	343	2.9*	±0.1	8,725	3.8*	±0.0	-0.77 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.3*	±0.0	57	4.2*	±0.2	-1.15 (L)
Wage Grade (WG) 5-8	20	2.9*	±0.2	419	3.6*	±0.1	-0.65 (M)
Wage Grade (WG) 9-16	10	3.2	±0.2	182	3.6	±0.2	-0.33 (S)
Other Wage Grade (WG)	--	--	--	24	3.9	±0.2	NA
General Schedule (GS) 1-6	17	3.2*	±0.6	596	3.8*	±0.1	-0.57 (M)
General Schedule (GS) 7-10	78	2.8*	±0.3	2,043	3.7*	±0.0	-0.90 (L)
General Schedule (GS) 11-12	156	2.7*	±0.2	4,040	3.8*	±0.0	-0.98 (L)
General Schedule (GS) 13-15	48	3.6*	±0.4	1,263	3.9*	±0.1	-0.31 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	13	4.5	±0.5	NA
Other	NR	NR	NR	42	3.1	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	16	3.7	±0.6	778	4.0	±0.1	-0.33 (S)
1 to 3 years	65	3.0*	±0.3	1,220	3.9*	±0.1	-0.86 (L)
4 to 5 years	38	2.6*	±0.4	697	3.8*	±0.1	-1.22 (L)
6 to 10 years	67	2.9*	±0.3	1,835	3.7*	±0.0	-0.80 (L)
11 to 14 years	30	3.3	±0.5	1,037	3.7	±0.1	-0.33 (S)
15 to 20 years	72	2.7*	±0.3	1,290	3.7*	±0.1	-0.98 (L)
More than 20 years	48	3.1*	±0.4	1,849	3.7*	±0.0	-0.55 (M)
Appointment Type							
Permanent	331	2.9*	±0.1	8,216	3.7*	±0.0	-0.76 (M)
Term	6	3.7	±1.0	284	4.0	±0.1	-0.31 (S)
Temporary	5	2.5*	±0.0	191	3.9*	±0.1	-1.44 (L)
Work Schedule							
Seasonal	17	2.7*	±0.3	494	3.8*	±0.1	-1.06 (L)
Non-Seasonal	319	2.9*	±0.1	7,838	3.7*	±0.0	-0.76 (M)

	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	12	2.8*	±0.4	393	3.8*	±0.1	-1.00 (L)
Permanent-Non-Seasonal	319	2.9*	±0.1	7,748	3.7*	±0.0	-0.76 (M)
Term	6	3.7	±1.0	284	4.0	±0.1	-0.31 (S)
Temporary-Seasonal	5	2.5*	±0.0	101	3.7*	±0.2	-1.12 (L)
Temporary-Non-Seasonal	--	--	--	90	4.3	±0.2	NA
Sex							
Men	154	3.1*	±0.2	5,611	3.8*	±0.0	-0.68 (M)
Women	184	2.9*	±0.2	3,084	3.7*	±0.0	-0.82 (L)
Gender Identity							
Male	154	3.1*	±0.2	5,611	3.8*	±0.0	-0.68 (M)
Female	184	2.9*	±0.2	3,084	3.7*	±0.0	-0.82 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	5	2.2*	±1.1	29	3.6*	±0.5	-1.00 (L)
Sexual Orientation - Collapsed							
Heterosexual	209	2.7*	±0.2	8,121	3.8*	±0.0	-0.97 (L)
Sexual Minority	99	3.1*	±0.3	208	4.1*	±0.1	-0.90 (L)
Sexual Orientation							
Heterosexual or straight	209	2.7*	±0.2	8,121	3.8*	±0.0	-0.97 (L)
Lesbian	26	3.2*	±0.4	56	4.1*	±0.2	-1.01 (L)
Gay	33	3.2*	±0.4	44	4.2*	±0.2	-1.04 (L)
Bisexual	24	3.4*	±0.6	73	3.9*	±0.2	-0.48 (S)
Other	15	2.5*	±0.8	36	4.1*	±0.3	-1.38 (L)
I prefer not to say	25	3.8	±0.4	349	3.5	±0.1	0.22 (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.

4.5.6 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 BLM.

Table 4.38 BLM – 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	351	2.8*	±0.1	8,918	3.7*	±0.0	-0.99 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.2	±0.0	57	3.6	±0.2	-0.49 (S)
Wage Grade (WG) 5-8	20	3.5	±0.4	428	3.7	±0.1	-0.20 (S)
Wage Grade (WG) 9-16	10	3.2	±0.2	191	3.5	±0.1	-0.31 (S)
Other Wage Grade (WG)	--	--	--	24	3.5	±0.3	NA
General Schedule (GS) 1-6	17	3.2*	±0.6	609	3.7*	±0.1	-0.58 (M)
General Schedule (GS) 7-10	80	2.5*	±0.2	2,102	3.5*	±0.0	-1.05 (L)
General Schedule (GS) 11-12	158	2.6*	±0.2	4,120	3.7*	±0.0	-1.22 (L)
General Schedule (GS) 13-15	51	2.9*	±0.3	1,283	3.8*	±0.0	-1.05 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.4	±0.5	NA
Other	NR	NR	NR	42	3.5	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	18	2.6*	±0.6	782	3.8*	±0.1	-1.39 (L)
1 to 3 years	67	3.1*	±0.3	1,250	3.7*	±0.1	-0.60 (M)
4 to 5 years	39	2.5*	±0.4	706	3.6*	±0.1	-1.26 (L)
6 to 10 years	69	2.7*	±0.3	1,888	3.6*	±0.0	-0.99 (L)
11 to 14 years	30	3.5	±0.4	1,047	3.6	±0.1	-0.12
15 to 20 years	72	2.4*	±0.2	1,331	3.7*	±0.0	-1.45 (L)
More than 20 years	50	2.6*	±0.3	1,896	3.7*	±0.0	-1.23 (L)
Appointment Type							
Permanent	339	2.8*	±0.1	8,401	3.7*	±0.0	-0.99 (L)
Term	6	2.5*	±1.0	288	3.8*	±0.1	-1.45 (L)
Temporary	5	3.8	±0.0	193	3.8	±0.1	0.02
Work Schedule							
Seasonal	19	3.5	±0.3	518	3.7	±0.1	-0.18
Non-Seasonal	325	2.7*	±0.1	7,996	3.7*	±0.0	-1.02 (L)

	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	13	3.4	±0.5	414	3.7	±0.1	-0.34 (S)
Permanent-Non-Seasonal	325	2.7*	±0.1	7,906	3.7*	±0.0	-1.01 (L)
Term	6	2.5*	±1.0	288	3.8*	±0.1	-1.45 (L)
Temporary-Seasonal	5	3.8	±0.0	103	3.6	±0.2	0.20 (S)
Temporary-Non-Seasonal	--	--	--	90	4.0	±0.2	NA
Sex							
Men	158	2.8*	±0.2	5,735	3.7*	±0.0	-1.06 (L)
Women	188	2.7*	±0.2	3,153	3.6*	±0.0	-0.88 (L)
Gender Identity							
Male	158	2.8*	±0.2	5,735	3.7*	±0.0	-1.06 (L)
Female	188	2.7*	±0.2	3,153	3.6*	±0.0	-0.88 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	5	3.3	±1.5	29	3.5	±0.3	-0.19
Sexual Orientation - Collapsed							
Heterosexual	215	2.6*	±0.1	8,296	3.7*	±0.0	-1.22 (L)
Sexual Minority	101	3.0*	±0.2	220	3.8*	±0.1	-0.70 (M)
Sexual Orientation							
Heterosexual or straight	215	2.6*	±0.1	8,296	3.7*	±0.0	-1.22 (L)
Lesbian	26	3.1*	±0.5	63	3.9*	±0.3	-0.65 (M)
Gay	33	3.3*	±0.4	46	3.8*	±0.3	-0.50 (M)
Bisexual	26	2.8*	±0.5	76	3.7*	±0.2	-0.89 (L)
Other	15	2.4*	±0.7	36	3.6*	±0.4	-0.96 (L)
I prefer not to say	25	3.3	±0.4	353	3.5	±0.1	-0.24 (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.

4.5.7 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 BLM.

Table 4.39 BLM – 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</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	343	2.2	±0.1	8,868	2.2	±0.0	0.01
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	1.7	±0.0	57	1.7	±0.1	-0.15
Wage Grade (WG) 5-8	20	2.4	±0.2	425	2.3	±0.1	0.22 (S)
Wage Grade (WG) 9-16	10	2.5	±0.4	191	2.5	±0.1	0.08
Other Wage Grade (WG)	--	--	--	24	2.8	±0.1	NA
General Schedule (GS) 1-6	17	2.3	±0.3	602	2.2	±0.0	0.19
General Schedule (GS) 7-10	78	2.3	±0.1	2,090	2.3	±0.0	0.10
General Schedule (GS) 11-12	158	2.2	±0.1	4,100	2.2	±0.0	-0.11
General Schedule (GS) 13-15	51	2.3	±0.1	1,280	2.2	±0.0	0.09
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	2.1	±0.1	NA
Other	NR	NR	NR	39	2.6	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	16	2.4	±0.2	782	2.2	±0.0	0.32 (S)
1 to 3 years	67	2.4*	±0.1	1,242	2.2*	±0.0	0.25 (S)
4 to 5 years	39	2.5*	±0.2	700	2.2*	±0.0	0.52 (M)
6 to 10 years	69	2.0*	±0.1	1,871	2.2*	±0.0	-0.49 (S)
11 to 14 years	30	2.3	±0.2	1,038	2.3	±0.0	-0.04
15 to 20 years	72	2.3	±0.1	1,324	2.3	±0.0	-0.08
More than 20 years	50	2.2	±0.1	1,896	2.2	±0.0	-0.10
Appointment Type							
Permanent	331	2.2	±0.1	8,351	2.2	±0.0	-0.03
Term	6	2.3	±0.2	288	2.2	±0.1	0.12
Temporary	5	3.0*	±0.0	193	2.1*	±0.1	1.79 (L)
Work Schedule							
Seasonal	19	2.6	±0.2	515	2.5	±0.0	0.20 (S)
Non-Seasonal	318	2.2	±0.1	7,949	2.2	±0.0	-0.01

	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	13	2.4	±0.3	412	2.5	±0.0	-0.27 (S)
Permanent-Non-Seasonal	318	2.2	±0.1	7,859	2.2	±0.0	-0.02
Term	6	2.3	±0.2	288	2.2	±0.1	0.12
Temporary-Seasonal	5	3.0*	±0.0	103	2.2*	±0.1	1.52 (L)
Temporary-Non-Seasonal	--	--	--	90	2.0	±0.1	NA
Sex							
Men	156	2.2*	±0.1	5,718	2.3*	±0.0	-0.19
Women	183	2.3*	±0.1	3,121	2.1*	±0.0	0.32 (S)
Gender Identity							
Male	156	2.2*	±0.1	5,718	2.3*	±0.0	-0.19
Female	183	2.3*	±0.1	3,121	2.1*	±0.0	0.32 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	5	1.9	±0.5	28	2.2	±0.2	-0.53 (M)
Sexual Orientation - Collapsed							
Heterosexual	213	2.3	±0.1	8,266	2.2	±0.0	0.01
Sexual Minority	101	2.3	±0.1	220	2.2	±0.1	0.11
Sexual Orientation							
Heterosexual or straight	213	2.3	±0.1	8,266	2.2	±0.0	0.01
Lesbian	26	2.3	±0.2	63	2.3	±0.1	0.01
Gay	33	2.3	±0.2	46	2.3	±0.2	0.05
Bisexual	26	2.2	±0.2	76	2.1	±0.1	0.23 (S)
Other	15	2.3	±0.2	36	2.2	±0.2	0.04
I prefer not to say	25	2.0	±0.2	345	2.2	±0.0	-0.39 (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.

4.5.8 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 BLM.

Table 4.40 BLM – 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>	Percent ^a	MoE	<i>N</i>	Percent ^a	MoE	
Overall	145	43.0%*	±5.4	279	3.2%*	±0.4	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	NR	NR	NR	5	1.2%	±1.6	NR
Wage Grade (WG) 9-16	NR	NR	NR	10	5.3%	±4.4	NR
Other Wage Grade (WG)	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 1-6	NR	NR	NR	32	5.2%	±2.1	NR
General Schedule (GS) 7-10	31	42.6%*	±11.9	60	2.9%*	±0.8	1.08 (L)
General Schedule (GS) 11-12	67	42.0%*	±7.9	144	3.5%*	±0.6	1.03 (L)
General Schedule (GS) 13-15	24	48.0%*	±14.0	28	2.2%*	±1.0	1.23 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	0	0.0%	NA	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	13	1.7%	±1.2	NR
1 to 3 years	28	42.0%*	±12.4	59	4.8%*	±1.3	0.97 (L)
4 to 5 years	NR	NR	NR	36	5.2%	±1.9	NR
6 to 10 years	31	45.7%*	±12.1	76	4.1%*	±1.0	1.08 (L)
11 to 14 years	NR	NR	NR	26	2.5%	±1.1	NR
15 to 20 years	32	44.8%*	±11.8	30	2.2%*	±1.0	1.17 (L)
More than 20 years	18	38.1%*	±15.1	38	2.0%*	±0.7	1.05 (L)
Appointment Type							
Permanent	143	43.9%*	±5.5	269	3.2%*	±0.4	1.09 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	NR	NR	NR	7	4.0%	±4.1	NR

	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	26	5.2%	±2.3	NR
Non-Seasonal	132	42.3%*	±5.6	240	3.0%*	±0.4	1.07 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	18	4.6%	±2.6	NR
Permanent-Non-Seasonal	132	42.3%*	±5.6	240	3.1%*	±0.4	1.06 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	NR	NR	NR	7	7.8%	±7.5	NR
Temporary-Non-Seasonal	--	--	--	0	0.0%	NA	NA
Sex							
Men	71	46.7%*	±8.1	149	2.6%*	±0.4	1.18 (L)
Women	72	40.0%*	±7.4	129	4.2%*	±0.8	0.96 (L)
Gender Identity							
Male	71	46.7%*	±8.1	149	2.6%*	±0.4	1.18 (L)
Female	72	40.0%*	±7.4	129	4.2%*	±0.8	0.96 (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	91	42.5%*	±6.8	246	3.0%*	±0.4	1.07 (L)
Sexual Minority	48	51.6%*	±10.2	13	6.1%*	±4.2	1.10 (L)
Sexual Orientation							
Heterosexual or straight	91	42.5%*	±6.8	246	3.0%*	±0.4	1.07 (L)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	NR	NR	NR	0	0.0%	NA	NR
Bisexual	NR	NR	NR	8	10.8%	±9.5	NR
Other	NR	NR	NR	0	0.0%	NA	NR
I prefer not to say	NR	NR	NR	20	5.6%	±3.0	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 BLM – Logistic Regression of Sexual Orientation 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	2.585	0.243	112.820	--	13.260	--	--	--	--
Sex	-0.578	0.129	20.080	0.000	0.561	0.436	0.722	-1007.899	20.148
Relationship Status	-0.475	0.130	13.251	0.000	0.622	0.482	0.803	-1004.317	12.984
Organizational Inclusion	-0.377	0.070	29.064	0.000	0.686	0.598	0.787	-1012.360	29.070
Bystander Harassment Based on Sexual Orientation	-2.463	0.142	300.158	0.000	0.085	0.064	0.113	-1129.821	263.992
General Intolerance	-0.602	0.083	53.191	0.000	0.548	0.466	0.644	-1024.534	53.418

Note. N = 8,356, Nagelkerke R Square = 0.287

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 BLM.

Table 4.42 BLM – 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	697	2.7*	±0.1	8,474	3.6*	±0.0	-1.15 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.3	±0.0	57	3.2	±0.2	0.10
Wage Grade (WG) 5-8	27	2.1*	±0.3	413	3.6*	±0.1	-1.86 (L)
Wage Grade (WG) 9-16	17	3.3	±0.2	173	3.5	±0.1	-0.36 (S)
Other Wage Grade (WG)	--	--	--	24	4.2	±0.2	NA
General Schedule (GS) 1-6	51	2.6*	±0.2	560	3.8*	±0.1	-1.61 (L)
General Schedule (GS) 7-10	176	2.7*	±0.1	1,978	3.6*	±0.0	-1.18 (L)
General Schedule (GS) 11-12	315	2.7*	±0.1	3,944	3.6*	±0.0	-1.12 (L)
General Schedule (GS) 13-15	100	2.9*	±0.2	1,230	3.8*	±0.0	-1.01 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.3	±0.4	NA
Other	NR	NR	NR	38	3.8	±0.3	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	25	2.5*	±0.4	772	3.8*	±0.1	-1.57 (L)
1 to 3 years	103	2.8*	±0.2	1,201	3.7*	±0.0	-1.01 (L)
4 to 5 years	86	2.7*	±0.2	648	3.6*	±0.1	-1.15 (L)
6 to 10 years	190	2.8*	±0.1	1,756	3.6*	±0.0	-0.91 (L)
11 to 14 years	75	2.7*	±0.2	1,005	3.7*	±0.0	-1.16 (L)
15 to 20 years	101	2.6*	±0.2	1,279	3.6*	±0.0	-1.34 (L)
More than 20 years	113	2.6*	±0.2	1,804	3.7*	±0.0	-1.29 (L)
Appointment Type							
Permanent	667	2.7*	±0.1	7,982	3.6*	±0.0	-1.14 (L)
Term	15	2.7*	±0.4	277	3.7*	±0.1	-1.25 (L)
Temporary	12	2.2*	±0.1	187	3.7*	±0.1	-1.77 (L)
Work Schedule							
Seasonal	56	2.7*	±0.2	453	3.7*	±0.1	-1.39 (L)
Non-Seasonal	621	2.7*	±0.1	7,641	3.6*	±0.0	-1.13 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	44	2.8*	±0.2	356	3.7*	±0.1	-1.21 (L)
Permanent-Non-Seasonal	621	2.7*	±0.1	7,551	3.6*	±0.0	-1.13 (L)
Term	15	2.7*	±0.4	277	3.7*	±0.1	-1.25 (L)
Temporary-Seasonal	12	2.2*	±0.1	97	3.8*	±0.2	-2.11 (L)
Temporary-Non-Seasonal	--	--	--	90	3.7	±0.2	NA
Sex							
Men	254	2.8*	±0.1	5,567	3.7*	±0.0	-1.12 (L)
Women	437	2.7*	±0.1	2,879	3.5*	±0.0	-1.07 (L)
Gender Identity							
Male	254	2.8*	±0.1	5,567	3.7*	±0.0	-1.12 (L)
Female	437	2.7*	±0.1	2,879	3.5*	±0.0	-1.07 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	6	2.6	±0.6	28	3.3	±0.4	-0.71 (M)
Sexual Orientation - Collapsed							
Heterosexual	596	2.7*	±0.1	7,832	3.7*	±0.0	-1.15 (L)
Sexual Minority	52	2.5*	±0.3	261	3.6*	±0.1	-1.26 (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>
Sexual Orientation							
Heterosexual or straight	596	2.7*	±0.1	7,832	3.7*	±0.0	-1.15 (L)
Lesbian	13	2.8*	±0.3	69	3.5*	±0.2	-1.01 (L)
Gay	6	2.2*	±0.6	73	3.5*	±0.2	-2.00 (L)
Bisexual	25	2.9*	±0.4	76	3.6*	±0.2	-0.75 (M)
Other	9	1.6*	±0.5	42	3.8*	±0.2	-2.92 (L)
I prefer not to say	40	2.5*	±0.3	338	3.4*	±0.1	-1.06 (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 BLM.

Table 4.43 BLM – 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	690	0.34*	±0.03	8,564	0.68*	±0.01	-0.82 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	0.67	±0.00	57	0.72	±0.12	-0.12
Wage Grade (WG) 5-8	25	0.06*	±0.05	422	0.64*	±0.04	-1.36 (L)
Wage Grade (WG) 9-16	NR	NR	NR	178	0.64	±0.06	NR
Other Wage Grade (WG)	--	--	--	24	0.69	±0.16	NA
General Schedule (GS) 1-6	51	0.25*	±0.10	571	0.74*	±0.03	-1.19 (L)
General Schedule (GS) 7-10	169	0.30*	±0.06	2,008	0.66*	±0.02	-0.84 (L)
General Schedule (GS) 11-12	315	0.36*	±0.04	3,968	0.67*	±0.01	-0.75 (M)
General Schedule (GS) 13-15	100	0.46*	±0.08	1,238	0.74*	±0.02	-0.75 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	0.88	±0.17	NA
Other	NR	NR	NR	41	0.60	±0.15	NR
Years of Service at Bureau or Office							
Less than 1 year	25	0.22*	±0.13	780	0.74*	±0.03	-1.25 (L)
1 to 3 years	103	0.40*	±0.08	1,212	0.66*	±0.02	-0.61 (M)
4 to 5 years	84	0.30*	±0.08	657	0.68*	±0.03	-0.92 (L)
6 to 10 years	185	0.35*	±0.06	1,771	0.67*	±0.02	-0.76 (M)
11 to 14 years	75	0.32*	±0.07	1,009	0.70*	±0.03	-0.95 (L)
15 to 20 years	101	0.31*	±0.07	1,302	0.66*	±0.02	-0.86 (L)
More than 20 years	113	0.40*	±0.08	1,824	0.69*	±0.02	-0.71 (M)
Appointment Type							
Permanent	661	0.35*	±0.03	8,062	0.68*	±0.01	-0.79 (M)
Term	15	0.17*	±0.12	283	0.72*	±0.05	-1.36 (L)
Temporary	12	0.00*	±0.00	187	0.81*	±0.05	-2.28 (L)
Work Schedule							
Seasonal	56	0.34*	±0.11	473	0.74*	±0.04	-0.99 (L)
Non-Seasonal	614	0.34*	±0.03	7,703	0.68*	±0.01	-0.81 (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>	
Appointment Type and Work Schedule							
Permanent-Seasonal	44	0.44*	±0.12	376	0.72*	±0.04	-0.69 (M)
Permanent-Non-Seasonal	614	0.34*	±0.03	7,613	0.68*	±0.01	-0.81 (L)
Term	15	0.17*	±0.12	283	0.72*	±0.05	-1.36 (L)
Temporary-Seasonal	12	0.00*	±0.00	97	0.81*	±0.07	-2.43 (L)
Temporary-Non-Seasonal	--	--	--	90	0.80	±0.08	NA
Sex							
Men	254	0.39*	±0.05	5,620	0.70*	±0.01	-0.76 (M)
Women	430	0.31*	±0.04	2,915	0.64*	±0.02	-0.79 (M)
Gender Identity							
Male	254	0.39*	±0.05	5,620	0.70*	±0.01	-0.76 (M)
Female	430	0.31*	±0.04	2,915	0.64*	±0.02	-0.79 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	28	0.49	±0.18	NR
Sexual Orientation - Collapsed							
Heterosexual	597	0.34*	±0.03	7,924	0.69*	±0.01	-0.85 (L)
Sexual Minority	52	0.35*	±0.10	258	0.64*	±0.05	-0.71 (M)
Sexual Orientation							
Heterosexual or straight	597	0.34*	±0.03	7,924	0.69*	±0.01	-0.85 (L)
Lesbian	13	0.20*	±0.09	69	0.51*	±0.10	-0.78 (M)
Gay	6	0.58	±0.29	73	0.69	±0.09	-0.28 (S)
Bisexual	25	0.38*	±0.17	73	0.69*	±0.10	-0.73 (M)
Other	9	0.33*	±0.23	42	0.69*	±0.12	-0.90 (L)
I prefer not to say	40	0.35*	±0.12	340	0.54*	±0.05	-0.45 (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.

4.6.3 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 BLM.

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

	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>
Overall	700	3.3*	±0.1	8,540	2.7*	±0.0	0.70 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	4.0*	±0.0	57	2.6*	±0.1	3.74 (L)
Wage Grade (WG) 5-8	27	3.7*	±0.4	420	2.7*	±0.1	1.10 (L)
Wage Grade (WG) 9-16	17	3.3*	±0.3	178	2.9*	±0.1	0.51 (M)
Other Wage Grade (WG)	--	--	--	24	2.6	±0.4	NA
General Schedule (GS) 1-6	51	3.5*	±0.2	560	2.7*	±0.1	1.17 (L)
General Schedule (GS) 7-10	173	3.3*	±0.1	2,005	2.8*	±0.0	0.61 (M)
General Schedule (GS) 11-12	313	3.3*	±0.1	3,964	2.7*	±0.0	0.69 (M)
General Schedule (GS) 13-15	100	3.1*	±0.2	1,235	2.5*	±0.0	0.58 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	13	1.6	±0.3	NA
Other	NR	NR	NR	41	2.6	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	25	3.5*	±0.4	779	2.6*	±0.1	1.18 (L)
1 to 3 years	103	3.3*	±0.2	1,194	2.7*	±0.0	0.72 (M)
4 to 5 years	86	3.4*	±0.2	651	2.8*	±0.1	0.69 (M)
6 to 10 years	192	3.2*	±0.1	1,765	2.8*	±0.0	0.51 (M)
11 to 14 years	75	3.3*	±0.2	1,005	2.8*	±0.1	0.60 (M)
15 to 20 years	101	3.4*	±0.2	1,308	2.7*	±0.0	0.81 (L)
More than 20 years	108	3.3*	±0.2	1,827	2.6*	±0.0	0.79 (M)
Appointment Type							
Permanent	670	3.3*	±0.1	8,054	2.7*	±0.0	0.68 (M)
Term	15	3.4*	±0.2	282	2.5*	±0.1	1.26 (L)
Temporary	12	3.6*	±0.1	176	2.6*	±0.1	1.42 (L)
Work Schedule							
Seasonal	56	3.4*	±0.2	470	2.8*	±0.1	0.72 (M)
Non-Seasonal	624	3.3*	±0.1	7,687	2.7*	±0.0	0.68 (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	44	3.3*	±0.2	373	2.8*	±0.1	0.58 (M)
Permanent-Non-Seasonal	624	3.3*	±0.1	7,607	2.7*	±0.0	0.68 (M)
Term	15	3.4*	±0.2	282	2.5*	±0.1	1.26 (L)
Temporary-Seasonal	12	3.6*	±0.1	97	2.6*	±0.2	1.30 (L)
Temporary-Non-Seasonal	--	--	--	80	2.7	±0.1	NA
Sex							
Men	254	3.5*	±0.1	5,608	2.7*	±0.0	0.87 (L)
Women	440	3.2*	±0.1	2,903	2.7*	±0.0	0.62 (M)
Gender Identity							
Male	254	3.5*	±0.1	5,608	2.7*	±0.0	0.87 (L)
Female	440	3.2*	±0.1	2,903	2.7*	±0.0	0.62 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	6	3.4	±0.8	28	3.0	±0.4	0.32 (S)
Sexual Orientation - Collapsed							
Heterosexual	596	3.3*	±0.1	7,898	2.7*	±0.0	0.72 (M)
Sexual Minority	52	3.5*	±0.3	261	2.6*	±0.1	1.09 (L)
Sexual Orientation							
Heterosexual or straight	596	3.3*	±0.1	7,898	2.7*	±0.0	0.72 (M)
Lesbian	13	3.0*	±0.4	69	2.5*	±0.2	0.63 (M)
Gay	6	4.8*	±0.2	73	2.7*	±0.2	2.62 (L)
Bisexual	25	3.2*	±0.4	76	2.8*	±0.2	0.50 (M)
Other	9	4.4*	±0.5	42	2.5*	±0.2	2.72 (L)
I prefer not to say	38	3.1	±0.3	337	2.9	±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.

4.6.4 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 BLM.

Table 4.45 BLM – 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	704	2.7*	±0.1	8,562	3.4*	±0.0	-0.82 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	2.8	±0.0	57	3.5	±0.3	-0.62 (M)
Wage Grade (WG) 5-8	27	2.9	±0.3	426	3.2	±0.1	-0.30 (S)
Wage Grade (WG) 9-16	17	3.0	±0.4	178	3.1	±0.1	-0.15
Other Wage Grade (WG)	--	--	--	24	3.5	±0.3	NA
General Schedule (GS) 1-6	51	2.4*	±0.2	571	3.6*	±0.1	-1.42 (L)
General Schedule (GS) 7-10	176	2.6*	±0.1	2,015	3.3*	±0.0	-0.82 (L)
General Schedule (GS) 11-12	315	2.7*	±0.1	3,963	3.4*	±0.0	-0.93 (L)
General Schedule (GS) 13-15	100	3.0*	±0.2	1,229	3.6*	±0.0	-0.73 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	13	4.5	±0.4	NA
Other	NR	NR	NR	41	3.0	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	25	2.7*	±0.4	778	3.6*	±0.1	-1.02 (L)
1 to 3 years	103	3.0*	±0.2	1,217	3.5*	±0.1	-0.51 (M)
4 to 5 years	86	2.5*	±0.2	658	3.4*	±0.1	-1.08 (L)
6 to 10 years	192	2.7*	±0.1	1,764	3.4*	±0.0	-0.79 (M)
11 to 14 years	75	2.7*	±0.2	1,000	3.4*	±0.1	-0.84 (L)
15 to 20 years	101	2.7*	±0.2	1,306	3.4*	±0.0	-0.75 (M)
More than 20 years	113	2.5*	±0.2	1,824	3.4*	±0.0	-1.05 (L)
Appointment Type							
Permanent	675	2.7*	±0.1	8,063	3.4*	±0.0	-0.80 (L)
Term	15	1.9*	±0.3	281	3.7*	±0.1	-1.86 (L)
Temporary	12	2.9*	±0.6	187	3.6*	±0.1	-0.75 (M)
Work Schedule							
Seasonal	56	2.8*	±0.2	473	3.3*	±0.1	-0.70 (M)
Non-Seasonal	628	2.7*	±0.1	7,699	3.4*	±0.0	-0.80 (L)

	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	44	2.7*	±0.2	376	3.3*	±0.1	-0.71 (M)
Permanent-Non-Seasonal	628	2.7*	±0.1	7,609	3.4*	±0.0	-0.80 (L)
Term	15	1.9*	±0.3	281	3.7*	±0.1	-1.86 (L)
Temporary-Seasonal	12	2.9*	±0.6	97	3.5*	±0.2	-0.68 (M)
Temporary-Non-Seasonal	--	--	--	90	3.8	±0.2	NA
Sex							
Men	254	2.6*	±0.1	5,625	3.4*	±0.0	-1.01 (L)
Women	444	2.8*	±0.1	2,907	3.4*	±0.0	-0.71 (M)
Gender Identity							
Male	254	2.6*	±0.1	5,625	3.4*	±0.0	-1.01 (L)
Female	444	2.8*	±0.1	2,907	3.4*	±0.0	-0.71 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	6	2.9	±1.1	28	3.2	±0.4	-0.22 (S)
Sexual Orientation - Collapsed							
Heterosexual	599	2.7*	±0.1	7,916	3.4*	±0.0	-0.83 (L)
Sexual Minority	52	2.5*	±0.2	261	3.5*	±0.1	-1.08 (L)
Sexual Orientation							
Heterosexual or straight	599	2.7*	±0.1	7,916	3.4*	±0.0	-0.83 (L)
Lesbian	13	2.6*	±0.4	69	3.5*	±0.2	-0.94 (L)
Gay	6	1.7*	±0.4	73	3.5*	±0.2	-2.37 (L)
Bisexual	25	2.8*	±0.3	76	3.4*	±0.2	-0.60 (M)
Other	9	1.9*	±0.2	42	3.6*	±0.3	-1.77 (L)
I prefer not to say	40	2.7*	±0.3	338	3.2*	±0.1	-0.52 (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.

4.6.5 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 BLM.

Table 4.46 BLM – 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	694	3.1*	±0.1	8,418	3.8*	±0.0	-0.69 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.3*	±0.0	57	4.2*	±0.2	-1.15 (L)
Wage Grade (WG) 5-8	27	2.2*	±0.3	417	3.7*	±0.1	-1.27 (L)
Wage Grade (WG) 9-16	17	3.2	±0.5	176	3.6	±0.2	-0.33 (S)
Other Wage Grade (WG)	--	--	--	24	3.9	±0.2	NA
General Schedule (GS) 1-6	49	3.2*	±0.3	564	3.8*	±0.1	-0.66 (M)
General Schedule (GS) 7-10	176	3.1*	±0.2	1,957	3.7*	±0.0	-0.66 (M)
General Schedule (GS) 11-12	312	3.0*	±0.1	3,901	3.8*	±0.0	-0.71 (M)
General Schedule (GS) 13-15	95	3.3*	±0.3	1,222	3.9*	±0.1	-0.58 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	13	4.5	±0.5	NA
Other	NR	NR	NR	41	3.3	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	25	2.7*	±0.6	778	4.0*	±0.1	-1.32 (L)
1 to 3 years	99	3.4*	±0.3	1,197	3.9*	±0.1	-0.42 (S)
4 to 5 years	85	2.8*	±0.3	652	3.8*	±0.1	-1.03 (L)
6 to 10 years	191	3.2*	±0.2	1,725	3.7*	±0.0	-0.51 (M)
11 to 14 years	75	3.2*	±0.3	998	3.7*	±0.1	-0.52 (M)
15 to 20 years	101	2.8*	±0.2	1,267	3.7*	±0.1	-0.90 (L)
More than 20 years	109	2.8*	±0.2	1,788	3.7*	±0.0	-0.85 (L)
Appointment Type							
Permanent	664	3.1*	±0.1	7,922	3.8*	±0.0	-0.65 (M)
Term	15	2.4*	±0.5	280	4.1*	±0.1	-1.70 (L)
Temporary	12	2.1*	±0.4	184	4.0*	±0.1	-2.12 (L)
Work Schedule							
Seasonal	55	2.9*	±0.3	456	3.8*	±0.1	-1.01 (L)
Non-Seasonal	619	3.1*	±0.1	7,577	3.8*	±0.0	-0.64 (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	43	3.1*	±0.4	362	3.8*	±0.1	-0.79 (M)
Permanent-Non-Seasonal	619	3.1*	±0.1	7,487	3.8*	±0.0	-0.64 (M)
Term	15	2.4*	±0.5	280	4.1*	±0.1	-1.70 (L)
Temporary-Seasonal	12	2.1*	±0.4	94	3.8*	±0.2	-1.88 (L)
Temporary-Non-Seasonal	--	--	--	90	4.3	±0.2	NA
Sex							
Men	248	2.8*	±0.2	5,534	3.8*	±0.0	-0.94 (L)
Women	440	3.2*	±0.1	2,855	3.8*	±0.0	-0.54 (M)
Gender Identity							
Male	248	2.8*	±0.2	5,534	3.8*	±0.0	-0.94 (L)
Female	440	3.2*	±0.1	2,855	3.8*	±0.0	-0.54 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	6	2.8	±0.9	28	3.5	±0.5	-0.52 (M)
Sexual Orientation - Collapsed							
Heterosexual	589	3.0*	±0.1	7,780	3.8*	±0.0	-0.73 (M)
Sexual Minority	51	2.8*	±0.4	257	3.9*	±0.1	-1.13 (L)
Sexual Orientation							
Heterosexual or straight	589	3.0*	±0.1	7,780	3.8*	±0.0	-0.73 (M)
Lesbian	13	3.3*	±0.7	69	3.9*	±0.2	-0.64 (M)
Gay	6	1.6*	±0.7	71	3.9*	±0.2	-2.55 (L)
Bisexual	24	3.2*	±0.6	74	3.9*	±0.2	-0.66 (M)
Other	9	1.6*	±0.3	42	4.0*	±0.3	-2.34 (L)
I prefer not to say	40	3.4	±0.4	337	3.5	±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.

4.6.6 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 BLM.

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

	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>
Overall	704	2.9*	±0.1	8,604	3.7*	±0.0	-0.88 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.2	±0.0	57	3.6	±0.2	-0.49 (S)
Wage Grade (WG) 5-8	27	2.3*	±0.5	426	3.7*	±0.1	-1.42 (L)
Wage Grade (WG) 9-16	17	2.9*	±0.3	185	3.6*	±0.1	-0.76 (M)
Other Wage Grade (WG)	--	--	--	24	3.5	±0.3	NA
General Schedule (GS) 1-6	51	3.1*	±0.2	575	3.8*	±0.1	-0.80 (L)
General Schedule (GS) 7-10	176	2.8*	±0.2	2,019	3.6*	±0.0	-0.86 (L)
General Schedule (GS) 11-12	315	2.8*	±0.1	3,977	3.7*	±0.0	-1.01 (L)
General Schedule (GS) 13-15	100	3.3*	±0.2	1,241	3.8*	±0.0	-0.58 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.4	±0.5	NA
Other	NR	NR	NR	41	3.4	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	25	2.7*	±0.4	784	3.8*	±0.1	-1.23 (L)
1 to 3 years	103	3.1*	±0.2	1,224	3.7*	±0.1	-0.61 (M)
4 to 5 years	86	2.9*	±0.2	661	3.7*	±0.1	-0.81 (L)
6 to 10 years	192	2.9*	±0.2	1,776	3.6*	±0.0	-0.80 (L)
11 to 14 years	75	2.8*	±0.2	1,007	3.7*	±0.1	-0.99 (L)
15 to 20 years	101	2.7*	±0.2	1,308	3.7*	±0.0	-1.09 (L)
More than 20 years	113	2.8*	±0.2	1,830	3.7*	±0.0	-1.03 (L)
Appointment Type							
Permanent	675	2.9*	±0.1	8,102	3.7*	±0.0	-0.87 (L)
Term	15	2.7*	±0.5	284	3.8*	±0.1	-1.21 (L)
Temporary	12	3.0*	±0.5	187	3.8*	±0.1	-0.88 (L)
Work Schedule							
Seasonal	56	3.0*	±0.3	480	3.7*	±0.1	-0.86 (L)
Non-Seasonal	628	2.9*	±0.1	7,731	3.7*	±0.0	-0.88 (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	44	3.0*	±0.3	383	3.7*	±0.1	-0.90 (L)
Permanent-Non-Seasonal	628	2.9*	±0.1	7,641	3.7*	±0.0	-0.88 (L)
Term	15	2.7*	±0.5	284	3.8*	±0.1	-1.21 (L)
Temporary-Seasonal	12	3.0*	±0.5	97	3.7*	±0.2	-0.75 (M)
Temporary-Non-Seasonal	--	--	--	90	4.0	±0.2	NA
Sex							
Men	254	2.9*	±0.1	5,653	3.7*	±0.0	-0.99 (L)
Women	444	2.9*	±0.1	2,922	3.6*	±0.0	-0.74 (M)
Gender Identity							
Male	254	2.9*	±0.1	5,653	3.7*	±0.0	-0.99 (L)
Female	444	2.9*	±0.1	2,922	3.6*	±0.0	-0.74 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	6	2.9	±1.1	28	3.6	±0.3	-0.67 (M)
Sexual Orientation - Collapsed							
Heterosexual	599	2.9*	±0.1	7,949	3.7*	±0.0	-0.91 (L)
Sexual Minority	52	2.6*	±0.3	268	3.7*	±0.1	-1.00 (L)
Sexual Orientation							
Heterosexual or straight	599	2.9*	±0.1	7,949	3.7*	±0.0	-0.91 (L)
Lesbian	13	2.7*	±0.7	77	3.8*	±0.3	-0.91 (L)
Gay	6	2.0*	±0.9	73	3.8*	±0.2	-1.86 (L)
Bisexual	25	3.0*	±0.5	76	3.6*	±0.2	-0.58 (M)
Other	9	1.7*	±0.5	42	3.5*	±0.4	-1.56 (L)
I prefer not to say	40	3.2*	±0.4	341	3.5*	±0.1	-0.34 (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.

4.6.7 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 BLM.

Table 4.48 BLM – 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	690	2.3	±0.0	8,560	2.2	±0.0	0.04
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	1.7	±0.0	57	1.7	±0.1	-0.15
Wage Grade (WG) 5-8	27	2.3	±0.3	424	2.3	±0.1	0.02
Wage Grade (WG) 9-16	17	2.7*	±0.1	185	2.4*	±0.1	0.78 (M)
Other Wage Grade (WG)	--	--	--	24	2.8	±0.1	NA
General Schedule (GS) 1-6	51	2.4*	±0.1	568	2.2*	±0.0	0.39 (S)
General Schedule (GS) 7-10	169	2.3	±0.1	2,012	2.3	±0.0	0.03
General Schedule (GS) 11-12	313	2.2	±0.1	3,960	2.2	±0.0	-0.08
General Schedule (GS) 13-15	100	2.3	±0.1	1,237	2.2	±0.0	0.17
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	2.1	±0.1	NA
Other	NR	NR	NR	38	2.6	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	25	2.2	±0.2	780	2.2	±0.0	0.01
1 to 3 years	103	2.2	±0.1	1,216	2.2	±0.0	-0.11
4 to 5 years	83	2.5*	±0.1	657	2.2*	±0.0	0.51 (M)
6 to 10 years	185	2.3	±0.1	1,766	2.2	±0.0	0.12
11 to 14 years	75	2.2	±0.1	998	2.3	±0.0	-0.10
15 to 20 years	101	2.3	±0.1	1,301	2.3	±0.0	0.03
More than 20 years	113	2.1	±0.1	1,830	2.2	±0.0	-0.18
Appointment Type							
Permanent	660	2.3	±0.0	8,058	2.2	±0.0	0.03
Term	15	2.1	±0.2	284	2.3	±0.1	-0.43 (S)
Temporary	12	2.7*	±0.2	187	2.1*	±0.1	1.20 (L)
Work Schedule							
Seasonal	56	2.6	±0.1	477	2.5	±0.0	0.20 (S)
Non-Seasonal	614	2.2	±0.0	7,689	2.2	±0.0	0.03

	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	44	2.5	±0.2	380	2.5	±0.0	-0.01
Permanent-Non-Seasonal	614	2.2	±0.0	7,599	2.2	±0.0	0.02
Term	15	2.1	±0.2	284	2.3	±0.1	-0.43 (S)
Temporary-Seasonal	12	2.7*	±0.2	97	2.2*	±0.1	0.94 (L)
Temporary-Non-Seasonal	--	--	--	90	2.0	±0.1	NA
Sex							
Men	254	2.3	±0.1	5,634	2.3	±0.0	-0.08
Women	430	2.3*	±0.0	2,898	2.1*	±0.0	0.29 (S)
Gender Identity							
Male	254	2.3	±0.1	5,634	2.3	±0.0	-0.08
Female	430	2.3*	±0.0	2,898	2.1*	±0.0	0.29 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	6	2.0	±0.3	27	2.1	±0.2	-0.20 (S)
Sexual Orientation - Collapsed							
Heterosexual	596	2.3	±0.0	7,918	2.2	±0.0	0.07
Sexual Minority	52	2.2	±0.2	268	2.3	±0.1	-0.10
Sexual Orientation							
Heterosexual or straight	596	2.3	±0.0	7,918	2.2	±0.0	0.07
Lesbian	13	2.4	±0.5	77	2.3	±0.1	0.07
Gay	6	2.6	±0.4	73	2.3	±0.1	0.59 (M)
Bisexual	25	2.0	±0.2	76	2.2	±0.1	-0.36 (S)
Other	9	2.2	±0.2	42	2.2	±0.2	-0.04
I prefer not to say	40	2.2	±0.2	333	2.2	±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.

4.6.8 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 BLM.

Table 4.49 BLM – 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	402	59.0%*	±3.7	805	9.5%*	±0.6	1.13 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	10	18.9%	±12.9	NR
Wage Grade (WG) 5-8	NR	NR	NR	20	4.7%	±2.5	NR
Wage Grade (WG) 9-16	NR	NR	NR	18	10.1%	±5.4	NR
Other Wage Grade (WG)	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 1-6	29	56.9%*	±14.2	21	3.8%*	±1.9	1.32 (L)
General Schedule (GS) 7-10	115	69.5%*	±7.5	222	11.1%*	±1.5	1.29 (L)
General Schedule (GS) 11-12	165	53.7%*	±5.6	389	9.9%*	±1.0	1.01 (L)
General Schedule (GS) 13-15	53	52.6%*	±9.9	120	9.7%*	±1.8	0.99 (L)
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	34	4.4%	±1.7	NR
1 to 3 years	70	67.7%*	±9.8	140	11.6%*	±1.9	1.24 (L)
4 to 5 years	48	57.9%*	±11.1	85	13.0%*	±2.8	0.99 (L)
6 to 10 years	126	69.3%*	±7.2	190	10.8%*	±1.5	1.30 (L)
11 to 14 years	27	37.3%*	±12.0	93	9.4%*	±2.0	0.69 (M)
15 to 20 years	57	57.0%*	±10.0	118	9.1%*	±1.7	1.10 (L)
More than 20 years	58	51.8%*	±9.3	144	7.9%*	±1.3	1.04 (L)
Appointment Type							
Permanent	381	58.6%*	±3.8	763	9.5%*	±0.7	1.12 (L)
Term	NR	NR	NR	19	6.6%	±3.6	NR
Temporary	NR	NR	NR	23	13.1%	±5.9	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	40	71.5%*	±13.5	45	9.6%*	±3.0	1.39 (L)
Non-Seasonal	348	57.7%*	±4.0	737	9.6%*	±0.7	1.09 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	33	73.8%*	±15.4	34	8.9%*	±3.4	1.46 (L)
Permanent-Non-Seasonal	348	57.7%*	±4.0	725	9.6%*	±0.7	1.10 (L)
Term	NR	NR	NR	19	6.6%	±3.6	NR
Temporary-Seasonal	NR	NR	NR	11	12.5%	±8.8	NR
Temporary-Non-Seasonal	--	--	--	12	13.7%	±9.0	NA
Sex							
Men	121	49.3%*	±6.3	438	7.8%*	±0.7	0.99 (L)
Women	278	64.6%*	±4.7	364	12.6%*	±1.3	1.14 (L)
Gender Identity							
Male	121	49.3%*	±6.3	438	7.8%*	±0.7	0.99 (L)
Female	278	64.6%*	±4.7	364	12.6%*	±1.3	1.14 (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	341	57.7%*	±4.0	703	8.9%*	±0.7	1.12 (L)
Sexual Minority	39	80.1%*	±14.1	51	19.9%*	±5.4	1.29 (L)
Sexual Orientation							
Heterosexual or straight	341	57.7%*	±4.0	703	8.9%*	±0.7	1.12 (L)
Lesbian	NR	NR	NR	13	19.0%	±11.3	NR
Gay	NR	NR	NR	19	25.9%	±11.5	NR
Bisexual	NR	NR	NR	18	24.6%	±11.4	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	49	14.7%	±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 BLM – Logistic Regression of Sexual 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	2.935	0.274	114.991	--	18.816	--	--	--	--
Sex	-0.908	0.098	86.360	0.000	0.403	0.333	0.488	-1634.190	88.154
Education Level	0.464	0.108	18.555	0.000	1.590	1.288	1.964	-1599.735	19.244
Relationship Status	-0.286	0.099	8.367	0.004	0.751	0.619	0.912	-1594.236	8.247
Work Schedule	-0.989	0.184	28.981	0.000	0.372	0.260	0.533	-1603.024	25.822
Organizational Inclusion	-0.268	0.054	24.656	0.000	0.765	0.689	0.850	-1602.379	24.533
Bystander Harassment Based on Sex/Gender	-1.741	0.101	295.052	0.000	0.175	0.144	0.214	-1735.171	290.117
General Intolerance	-0.553	0.069	63.357	0.000	0.575	0.502	0.659	-1622.188	64.150
Leadership Intolerance	-0.644	0.135	22.601	0.000	0.525	0.403	0.685	-1601.402	22.578

Note. N = 8,390, Nagelkerke R Square = 0.336

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 BLM.

Table 4.51 BLM – 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>	
Overall	1,542	3.0*	±0.0	7,638	3.7*	±0.0	-0.79 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.3	±0.0	57	3.2	±0.2	0.10
Wage Grade (WG) 5-8	79	2.9*	±0.2	361	3.7*	±0.1	-0.89 (L)
Wage Grade (WG) 9-16	27	3.2*	±0.2	162	3.6*	±0.1	-0.45 (S)
Other Wage Grade (WG)	12	4.2	±0.2	12	4.1	±0.3	0.15
General Schedule (GS) 1-6	96	3.1*	±0.2	515	3.9*	±0.1	-0.93 (L)
General Schedule (GS) 7-10	374	3.0*	±0.1	1,779	3.6*	±0.0	-0.86 (L)
General Schedule (GS) 11-12	720	3.0*	±0.1	3,545	3.7*	±0.0	-0.83 (L)
General Schedule (GS) 13-15	214	3.3*	±0.1	1,118	3.8*	±0.0	-0.63 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.3	±0.4	NA
Other	NR	NR	NR	38	3.8	±0.3	NR

	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	75	3.1*	±0.2	722	3.8*	±0.1	-0.87 (L)
1 to 3 years	229	3.1*	±0.1	1,075	3.7*	±0.0	-0.77 (M)
4 to 5 years	165	3.1*	±0.1	568	3.6*	±0.1	-0.71 (M)
6 to 10 years	341	3.0*	±0.1	1,607	3.6*	±0.0	-0.73 (M)
11 to 14 years	175	3.1*	±0.1	905	3.7*	±0.1	-0.72 (M)
15 to 20 years	255	3.1*	±0.1	1,127	3.7*	±0.0	-0.76 (M)
More than 20 years	291	3.0*	±0.1	1,629	3.7*	±0.0	-0.91 (L)
Appointment Type							
Permanent	1,473	3.0*	±0.0	7,182	3.7*	±0.0	-0.78 (M)
Term	33	2.9*	±0.3	259	3.8*	±0.1	-1.09 (L)
Temporary	30	3.0*	±0.3	168	3.8*	±0.1	-0.81 (L)
Work Schedule							
Seasonal	111	3.0*	±0.1	398	3.8*	±0.1	-1.01 (L)
Non-Seasonal	1,382	3.0*	±0.0	6,886	3.7*	±0.0	-0.76 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	86	3.1*	±0.2	314	3.8*	±0.1	-0.92 (L)
Permanent-Non-Seasonal	1,376	3.0*	±0.0	6,801	3.7*	±0.0	-0.77 (M)
Term	33	2.9*	±0.3	259	3.8*	±0.1	-1.09 (L)
Temporary-Seasonal	25	2.8*	±0.3	84	3.8*	±0.2	-1.32 (L)
Temporary-Non-Seasonal	5	4.0	±0.3	85	3.7	±0.2	0.34 (S)
Sex							
Men	841	3.1*	±0.1	4,986	3.8*	±0.0	-0.76 (M)
Women	691	2.9*	±0.1	2,627	3.6*	±0.0	-0.77 (M)
Gender Identity							
Male	841	3.1*	±0.1	4,986	3.8*	±0.0	-0.76 (M)
Female	691	2.9*	±0.1	2,627	3.6*	±0.0	-0.77 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	10	2.8	±0.5	24	3.4	±0.4	-0.55 (M)
Sexual Orientation - Collapsed							
Heterosexual	1,362	3.0*	±0.0	7,074	3.7*	±0.0	-0.80 (L)
Sexual Minority	101	3.0*	±0.2	213	3.6*	±0.1	-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>
Sexual Orientation							
Heterosexual or straight	1,362	3.0*	±0.0	7,074	3.7*	±0.0	-0.80 (L)
Lesbian	27	3.1*	±0.3	55	3.5*	±0.2	-0.60 (M)
Gay	20	3.2	±0.4	58	3.5	±0.2	-0.33 (S)
Bisexual	39	3.0*	±0.4	62	3.6*	±0.2	-0.64 (M)
Other	14	2.4*	±0.7	37	3.8*	±0.2	-1.58 (L)
I prefer not to say	77	3.0*	±0.2	301	3.4*	±0.1	-0.51 (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 BLM.

Table 4.52 BLM – 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</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,548	0.45*	±0.02	7,711	0.70*	±0.01	-0.58 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	0.67	±0.00	57	0.72	±0.12	-0.12
Wage Grade (WG) 5-8	77	0.39*	±0.09	369	0.65*	±0.04	-0.60 (M)
Wage Grade (WG) 9-16	27	0.28*	±0.15	167	0.65*	±0.07	-0.86 (L)
Other Wage Grade (WG)	12	0.39*	±0.20	12	1.00*	±0.00	-2.25 (L)
General Schedule (GS) 1-6	102	0.53*	±0.09	520	0.73*	±0.04	-0.48 (S)
General Schedule (GS) 7-10	374	0.42*	±0.04	1,802	0.68*	±0.02	-0.61 (M)
General Schedule (GS) 11-12	720	0.44*	±0.03	3,566	0.69*	±0.01	-0.62 (M)
General Schedule (GS) 13-15	214	0.57*	±0.06	1,125	0.75*	±0.02	-0.47 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	0.88	±0.17	NA
Other	NR	NR	NR	41	0.60	±0.15	NR
Years of Service at Bureau or Office							
Less than 1 year	75	0.55*	±0.10	730	0.74*	±0.03	-0.44 (S)
1 to 3 years	235	0.48*	±0.05	1,077	0.68*	±0.03	-0.47 (S)
4 to 5 years	164	0.44*	±0.06	577	0.69*	±0.03	-0.61 (M)
6 to 10 years	343	0.45*	±0.05	1,615	0.68*	±0.02	-0.54 (M)
11 to 14 years	175	0.40*	±0.06	909	0.73*	±0.03	-0.82 (L)
15 to 20 years	255	0.45*	±0.05	1,151	0.68*	±0.02	-0.56 (M)
More than 20 years	291	0.47*	±0.05	1,649	0.71*	±0.02	-0.59 (M)
Appointment Type							
Permanent	1,480	0.45*	±0.02	7,246	0.69*	±0.01	-0.57 (M)
Term	33	0.47*	±0.15	265	0.72*	±0.05	-0.61 (M)
Temporary	30	0.34*	±0.15	168	0.83*	±0.05	-1.36 (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>
Work Schedule							
Seasonal	117	0.47*	±0.08	412	0.76*	±0.04	-0.74 (M)
Non-Seasonal	1,382	0.45*	±0.02	6,939	0.69*	±0.01	-0.59 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	92	0.54*	±0.08	328	0.74*	±0.04	-0.49 (S)
Permanent-Non-Seasonal	1,377	0.45*	±0.02	6,854	0.69*	±0.01	-0.59 (M)
Term	33	0.47*	±0.15	265	0.72*	±0.05	-0.61 (M)
Temporary-Seasonal	25	0.22*	±0.14	84	0.87*	±0.06	-2.05 (L)
Temporary-Non-Seasonal	5	0.90	±0.14	85	0.79	±0.08	0.27 (S)
Sex							
Men	847	0.50*	±0.03	5,031	0.72*	±0.01	-0.54 (M)
Women	691	0.40*	±0.03	2,656	0.65*	±0.02	-0.60 (M)
Gender Identity							
Male	847	0.50*	±0.03	5,031	0.72*	±0.01	-0.54 (M)
Female	691	0.40*	±0.03	2,656	0.65*	±0.02	-0.60 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	24	0.53	±0.19	NR
Sexual Orientation - Collapsed							
Heterosexual	1,369	0.46*	±0.02	7,158	0.71*	±0.01	-0.60 (M)
Sexual Minority	101	0.43*	±0.08	210	0.67*	±0.06	-0.58 (M)
Sexual Orientation							
Heterosexual or straight	1,369	0.46*	±0.02	7,158	0.71*	±0.01	-0.60 (M)
Lesbian	27	0.40	±0.13	55	0.49	±0.11	-0.24 (S)
Gay	20	0.50*	±0.18	58	0.74*	±0.09	-0.64 (M)
Bisexual	39	0.46*	±0.14	59	0.72*	±0.11	-0.60 (M)
Other	14	0.33*	±0.21	37	0.75*	±0.12	-1.08 (L)
I prefer not to say	77	0.44	±0.10	303	0.55	±0.05	-0.25 (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.

4.7.3 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 BLM.

Table 4.53 BLM – 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	1,551	3.1*	±0.0	7,695	2.7*	±0.0	0.49 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	4.0*	±0.0	57	2.6*	±0.1	3.74 (L)
Wage Grade (WG) 5-8	81	2.7	±0.2	365	2.8	±0.1	-0.10
Wage Grade (WG) 9-16	27	3.3*	±0.3	167	2.9*	±0.1	0.62 (M)
Other Wage Grade (WG)	12	2.8	±0.4	12	2.5	±0.6	0.38 (S)
General Schedule (GS) 1-6	102	3.2*	±0.2	509	2.7*	±0.1	0.74 (M)
General Schedule (GS) 7-10	370	3.2*	±0.1	1,809	2.8*	±0.0	0.49 (S)
General Schedule (GS) 11-12	718	3.1*	±0.1	3,563	2.7*	±0.0	0.54 (M)
General Schedule (GS) 13-15	214	2.9*	±0.1	1,123	2.5*	±0.0	0.47 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	13	1.6	±0.3	NA
Other	NR	NR	NR	41	2.6	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	72	3.1*	±0.2	732	2.6*	±0.1	0.63 (M)
1 to 3 years	235	3.0*	±0.1	1,059	2.7*	±0.0	0.40 (S)
4 to 5 years	165	3.2*	±0.2	571	2.7*	±0.1	0.60 (M)
6 to 10 years	343	3.1*	±0.1	1,616	2.8*	±0.0	0.41 (S)
11 to 14 years	175	3.1*	±0.1	905	2.8*	±0.1	0.41 (S)
15 to 20 years	257	3.2*	±0.1	1,154	2.7*	±0.1	0.52 (M)
More than 20 years	286	3.1*	±0.1	1,653	2.6*	±0.0	0.55 (M)
Appointment Type							
Permanent	1,482	3.1*	±0.0	7,245	2.7*	±0.0	0.49 (S)
Term	33	2.5	±0.3	264	2.6	±0.1	-0.11
Temporary	30	3.3*	±0.3	158	2.6*	±0.1	1.14 (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>
Work Schedule							
Seasonal	117	3.1*	±0.1	409	2.8*	±0.1	0.40 (S)
Non-Seasonal	1,385	3.1*	±0.0	6,929	2.7*	±0.0	0.50 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	92	3.0	±0.2	325	2.8	±0.1	0.19
Permanent-Non-Seasonal	1,379	3.1*	±0.0	6,855	2.7*	±0.0	0.50 (M)
Term	33	2.5	±0.3	264	2.6	±0.1	-0.11
Temporary-Seasonal	25	3.5*	±0.3	84	2.4*	±0.2	1.33 (L)
Temporary-Non-Seasonal	5	2.8	±0.3	74	2.7	±0.1	0.17
Sex							
Men	845	3.1*	±0.1	5,022	2.7*	±0.0	0.48 (S)
Women	696	3.1*	±0.1	2,648	2.7*	±0.0	0.50 (M)
Gender Identity							
Male	845	3.1*	±0.1	5,022	2.7*	±0.0	0.48 (S)
Female	696	3.1*	±0.1	2,648	2.7*	±0.0	0.50 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	10	3.4	±0.5	24	3.0	±0.4	0.46 (S)
Sexual Orientation - Collapsed							
Heterosexual	1,368	3.1*	±0.0	7,132	2.7*	±0.0	0.50 (M)
Sexual Minority	101	3.2*	±0.2	213	2.6*	±0.1	0.66 (M)
Sexual Orientation							
Heterosexual or straight	1,368	3.1*	±0.0	7,132	2.7*	±0.0	0.50 (M)
Lesbian	27	2.9*	±0.3	55	2.4*	±0.2	0.67 (M)
Gay	20	3.2*	±0.6	58	2.7*	±0.2	0.55 (M)
Bisexual	39	3.0	±0.3	62	2.8	±0.2	0.34 (S)
Other	14	3.8*	±0.5	37	2.5*	±0.2	1.67 (L)
I prefer not to say	74	3.1*	±0.2	300	2.8*	±0.1	0.34 (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.

4.7.4 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 BLM.

Table 4.54 BLM – 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	1,552	2.9*	±0.0	7,720	3.5*	±0.0	-0.58 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	2.8	±0.0	57	3.5	±0.3	-0.62 (M)
Wage Grade (WG) 5-8	81	3.2	±0.2	371	3.2	±0.1	0.00
Wage Grade (WG) 9-16	27	2.9	±0.3	167	3.1	±0.1	-0.23 (S)
Other Wage Grade (WG)	12	3.2*	±0.4	12	3.9*	±0.4	-1.11 (L)
General Schedule (GS) 1-6	99	3.0*	±0.2	524	3.6*	±0.1	-0.72 (M)
General Schedule (GS) 7-10	372	2.8*	±0.1	1,818	3.3*	±0.0	-0.62 (M)
General Schedule (GS) 11-12	720	2.9*	±0.1	3,561	3.5*	±0.0	-0.69 (M)
General Schedule (GS) 13-15	214	3.2*	±0.1	1,117	3.7*	±0.0	-0.54 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	13	4.5	±0.4	NA
Other	NR	NR	NR	41	3.0	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	69	3.1*	±0.2	734	3.6*	±0.1	-0.66 (M)
1 to 3 years	235	3.3*	±0.1	1,082	3.5*	±0.1	-0.30 (S)
4 to 5 years	165	2.7*	±0.1	579	3.5*	±0.1	-0.89 (L)
6 to 10 years	343	2.9*	±0.1	1,616	3.4*	±0.0	-0.54 (M)
11 to 14 years	175	3.0*	±0.1	900	3.4*	±0.1	-0.48 (S)
15 to 20 years	257	3.0*	±0.1	1,153	3.4*	±0.0	-0.52 (M)
More than 20 years	291	2.8*	±0.1	1,649	3.5*	±0.0	-0.83 (L)
Appointment Type							
Permanent	1,487	2.9*	±0.0	7,254	3.4*	±0.0	-0.59 (M)
Term	29	3.2	±0.4	266	3.6	±0.1	-0.37 (S)
Temporary	30	3.2*	±0.3	168	3.7*	±0.1	-0.56 (M)
Work Schedule							
Seasonal	117	3.1*	±0.1	412	3.3*	±0.1	-0.32 (S)
Non-Seasonal	1,389	2.9*	±0.0	6,941	3.5*	±0.0	-0.60 (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	92	3.1*	±0.2	328	3.3*	±0.1	-0.24 (S)
Permanent-Non-Seasonal	1,384	2.9*	±0.0	6,857	3.4*	±0.0	-0.60 (M)
Term	29	3.2	±0.4	266	3.6	±0.1	-0.37 (S)
Temporary-Seasonal	25	3.0*	±0.3	84	3.5*	±0.2	-0.67 (M)
Temporary-Non-Seasonal	5	3.8	±0.5	85	3.8	±0.2	0.02
Sex							
Men	841	2.9*	±0.1	5,042	3.5*	±0.0	-0.61 (M)
Women	700	3.0*	±0.1	2,653	3.4*	±0.0	-0.54 (M)
Gender Identity							
Male	841	2.9*	±0.1	5,042	3.5*	±0.0	-0.61 (M)
Female	700	3.0*	±0.1	2,653	3.4*	±0.0	-0.54 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	10	2.8	±0.7	24	3.2	±0.4	-0.36 (S)
Sexual Orientation - Collapsed							
Heterosexual	1,367	3.0*	±0.0	7,153	3.5*	±0.0	-0.60 (M)
Sexual Minority	101	2.9*	±0.2	213	3.5*	±0.1	-0.66 (M)
Sexual Orientation							
Heterosexual or straight	1,367	3.0*	±0.0	7,153	3.5*	±0.0	-0.60 (M)
Lesbian	27	3.0*	±0.3	55	3.5*	±0.2	-0.50 (M)
Gay	20	2.9*	±0.4	58	3.5*	±0.2	-0.71 (M)
Bisexual	39	2.9*	±0.3	62	3.5*	±0.2	-0.54 (M)
Other	14	2.5*	±0.5	37	3.6*	±0.3	-1.10 (L)
I prefer not to say	77	2.9*	±0.2	301	3.3*	±0.1	-0.39 (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.

4.7.5 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 BLM.

Table 4.55 BLM – 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</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,528	3.3*	±0.1	7,585	3.8*	±0.0	-0.44 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.3*	±0.0	57	4.2*	±0.2	-1.15 (L)
Wage Grade (WG) 5-8	81	3.6	±0.2	362	3.6	±0.1	0.00
Wage Grade (WG) 9-16	27	3.3	±0.4	166	3.6	±0.2	-0.26 (S)
Other Wage Grade (WG)	12	3.7*	±0.3	12	4.2*	±0.3	-1.15 (L)
General Schedule (GS) 1-6	97	3.4*	±0.2	516	3.8*	±0.1	-0.40 (S)
General Schedule (GS) 7-10	362	3.3*	±0.1	1,771	3.7*	±0.0	-0.41 (S)
General Schedule (GS) 11-12	714	3.3*	±0.1	3,500	3.8*	±0.0	-0.53 (M)
General Schedule (GS) 13-15	209	3.5*	±0.2	1,110	3.9*	±0.1	-0.41 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	13	4.5	±0.5	NA
Other	NR	NR	NR	41	3.3	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	72	3.5*	±0.2	731	4.0*	±0.1	-0.52 (M)
1 to 3 years	229	3.7*	±0.2	1,065	3.9*	±0.1	-0.19
4 to 5 years	164	3.2*	±0.2	572	3.9*	±0.1	-0.68 (M)
6 to 10 years	339	3.4*	±0.1	1,577	3.7*	±0.1	-0.35 (S)
11 to 14 years	175	3.3*	±0.2	897	3.7*	±0.1	-0.43 (S)
15 to 20 years	257	3.3*	±0.1	1,113	3.7*	±0.1	-0.42 (S)
More than 20 years	276	3.1*	±0.2	1,622	3.8*	±0.0	-0.64 (M)
Appointment Type							
Permanent	1,462	3.3*	±0.1	7,125	3.8*	±0.0	-0.44 (S)
Term	33	3.8	±0.4	262	4.0	±0.1	-0.19
Temporary	30	3.3*	±0.4	166	4.0*	±0.1	-0.75 (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>
Work Schedule							
Seasonal	116	3.4*	±0.2	395	3.8*	±0.1	-0.48 (S)
Non-Seasonal	1,366	3.3*	±0.1	6,832	3.8*	±0.0	-0.44 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	91	3.5*	±0.2	314	3.9*	±0.1	-0.39 (S)
Permanent-Non-Seasonal	1,361	3.3*	±0.1	6,747	3.8*	±0.0	-0.44 (S)
Term	33	3.8	±0.4	262	4.0	±0.1	-0.19
Temporary-Seasonal	25	3.0*	±0.4	82	3.8*	±0.2	-0.79 (M)
Temporary-Non-Seasonal	5	4.6	±0.5	85	4.2	±0.2	0.36 (S)
Sex							
Men	826	3.3*	±0.1	4,958	3.8*	±0.0	-0.47 (S)
Women	693	3.4*	±0.1	2,602	3.8*	±0.0	-0.39 (S)
Gender Identity							
Male	826	3.3*	±0.1	4,958	3.8*	±0.0	-0.47 (S)
Female	693	3.4*	±0.1	2,602	3.8*	±0.0	-0.39 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	10	3.0	±0.8	24	3.5	±0.6	-0.41 (S)
Sexual Orientation - Collapsed							
Heterosexual	1,347	3.3*	±0.1	7,024	3.8*	±0.0	-0.46 (S)
Sexual Minority	99	3.3*	±0.3	208	4.0*	±0.1	-0.69 (M)
Sexual Orientation							
Heterosexual or straight	1,347	3.3*	±0.1	7,024	3.8*	±0.0	-0.46 (S)
Lesbian	27	3.5	±0.4	55	4.0	±0.2	-0.46 (S)
Gay	20	3.1*	±0.6	56	4.0*	±0.2	-0.93 (L)
Bisexual	38	3.5	±0.4	60	3.9	±0.2	-0.39 (S)
Other	14	2.4*	±0.7	37	4.1*	±0.3	-1.51 (L)
I prefer not to say	75	3.5	±0.3	302	3.5	±0.1	-0.01

^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 BLM.

Table 4.56 BLM – 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^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,558	3.1*	±0.1	7,757	3.7*	±0.0	-0.64 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.2	±0.0	57	3.6	±0.2	-0.49 (S)
Wage Grade (WG) 5-8	81	3.2*	±0.2	371	3.7*	±0.1	-0.49 (S)
Wage Grade (WG) 9-16	27	3.0*	±0.3	175	3.6*	±0.1	-0.73 (M)
Other Wage Grade (WG)	12	3.5	±0.5	12	3.6	±0.3	-0.20 (S)
General Schedule (GS) 1-6	102	3.3*	±0.1	524	3.8*	±0.1	-0.52 (M)
General Schedule (GS) 7-10	374	3.0*	±0.1	1,820	3.6*	±0.0	-0.71 (M)
General Schedule (GS) 11-12	720	3.1*	±0.1	3,576	3.7*	±0.0	-0.70 (M)
General Schedule (GS) 13-15	214	3.5*	±0.1	1,128	3.9*	±0.0	-0.48 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.4	±0.5	NA
Other	NR	NR	NR	41	3.4	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	75	3.2*	±0.2	734	3.8*	±0.1	-0.64 (M)
1 to 3 years	235	3.3*	±0.1	1,089	3.8*	±0.1	-0.49 (S)
4 to 5 years	165	3.0*	±0.2	581	3.7*	±0.1	-0.74 (M)
6 to 10 years	343	3.1*	±0.1	1,627	3.6*	±0.0	-0.63 (M)
11 to 14 years	175	3.1*	±0.2	907	3.7*	±0.1	-0.64 (M)
15 to 20 years	257	3.1*	±0.1	1,154	3.7*	±0.0	-0.67 (M)
More than 20 years	291	3.1*	±0.1	1,656	3.8*	±0.0	-0.71 (M)
Appointment Type							
Permanent	1,489	3.1*	±0.1	7,291	3.7*	±0.0	-0.65 (M)
Term	33	3.6	±0.4	266	3.8	±0.1	-0.23 (S)
Temporary	30	3.5*	±0.3	168	3.8*	±0.1	-0.42 (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>
Work Schedule							
Seasonal	117	3.3*	±0.1	419	3.8*	±0.1	-0.55 (M)
Non-Seasonal	1,392	3.1*	±0.1	6,971	3.7*	±0.0	-0.65 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	92	3.3*	±0.2	335	3.8*	±0.1	-0.52 (M)
Permanent-Non-Seasonal	1,386	3.1*	±0.1	6,886	3.7*	±0.0	-0.66 (M)
Term	33	3.6	±0.4	266	3.8	±0.1	-0.23 (S)
Temporary-Seasonal	25	3.2*	±0.2	84	3.8*	±0.2	-0.64 (M)
Temporary-Non-Seasonal	5	4.7	±0.4	85	3.9	±0.2	0.83 (L)
Sex							
Men	847	3.2*	±0.1	5,064	3.8*	±0.0	-0.67 (M)
Women	700	3.1*	±0.1	2,668	3.6*	±0.0	-0.56 (M)
Gender Identity							
Male	847	3.2*	±0.1	5,064	3.8*	±0.0	-0.67 (M)
Female	700	3.1*	±0.1	2,668	3.6*	±0.0	-0.56 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	10	3.1	±0.7	24	3.6	±0.4	-0.52 (M)
Sexual Orientation - Collapsed							
Heterosexual	1,373	3.1*	±0.1	7,180	3.7*	±0.0	-0.66 (M)
Sexual Minority	101	3.0*	±0.3	220	3.8*	±0.1	-0.72 (M)
Sexual Orientation							
Heterosexual or straight	1,373	3.1*	±0.1	7,180	3.7*	±0.0	-0.66 (M)
Lesbian	27	3.1*	±0.5	63	3.9*	±0.3	-0.63 (M)
Gay	20	3.2*	±0.6	58	3.8*	±0.2	-0.58 (M)
Bisexual	39	3.0*	±0.4	62	3.7*	±0.2	-0.68 (M)
Other	14	2.2*	±0.7	37	3.6*	±0.4	-1.13 (L)
I prefer not to say	77	3.3*	±0.2	304	3.5*	±0.1	-0.28 (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.

4.7.7 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 BLM.

Table 4.57 BLM – 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	1,548	2.3*	±0.0	7,708	2.2*	±0.0	0.13
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	1.7	±0.0	57	1.7	±0.1	-0.15
Wage Grade (WG) 5-8	81	2.5*	±0.1	369	2.2*	±0.1	0.59 (M)
Wage Grade (WG) 9-16	27	2.7*	±0.1	175	2.4*	±0.1	0.64 (M)
Other Wage Grade (WG)	12	2.7	±0.1	12	2.8	±0.1	-0.55 (M)
General Schedule (GS) 1-6	102	2.3	±0.1	517	2.2	±0.0	0.21 (S)
General Schedule (GS) 7-10	372	2.3	±0.1	1,809	2.3	±0.0	0.08
General Schedule (GS) 11-12	718	2.3	±0.0	3,559	2.2	±0.0	0.04
General Schedule (GS) 13-15	214	2.3	±0.1	1,125	2.2	±0.0	0.14
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	2.1	±0.1	NA
Other	NR	NR	NR	38	2.6	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	72	2.2	±0.1	733	2.2	±0.0	-0.04
1 to 3 years	235	2.3	±0.1	1,081	2.2	±0.0	0.09
4 to 5 years	163	2.4*	±0.1	577	2.2*	±0.0	0.49 (S)
6 to 10 years	343	2.3	±0.1	1,610	2.2	±0.0	0.09
11 to 14 years	175	2.3	±0.1	898	2.3	±0.0	0.13
15 to 20 years	257	2.4*	±0.1	1,147	2.3*	±0.0	0.27 (S)
More than 20 years	291	2.2	±0.1	1,656	2.2	±0.0	-0.07
Appointment Type							
Permanent	1,479	2.3*	±0.0	7,242	2.2*	±0.0	0.10
Term	33	2.5*	±0.2	266	2.2*	±0.1	0.59 (M)
Temporary	30	2.5*	±0.2	168	2.1*	±0.1	0.84 (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>
Work Schedule							
Seasonal	117	2.6*	±0.1	416	2.4*	±0.0	0.40 (S)
Non-Seasonal	1,382	2.3*	±0.0	6,925	2.2*	±0.0	0.08
Appointment Type and Work Schedule							
Permanent-Seasonal	92	2.7*	±0.1	332	2.5*	±0.1	0.32 (S)
Permanent-Non-Seasonal	1,376	2.3*	±0.0	6,840	2.2*	±0.0	0.07
Term	33	2.5*	±0.2	266	2.2*	±0.1	0.59 (M)
Temporary-Seasonal	25	2.6*	±0.3	84	2.2*	±0.1	0.75 (M)
Temporary-Non-Seasonal	5	2.2	±0.3	85	2.0	±0.1	0.42 (S)
Sex							
Men	845	2.4*	±0.0	5,047	2.3*	±0.0	0.13
Women	693	2.2*	±0.0	2,637	2.1*	±0.0	0.22 (S)
Gender Identity							
Male	845	2.4*	±0.0	5,047	2.3*	±0.0	0.13
Female	693	2.2*	±0.0	2,637	2.1*	±0.0	0.22 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	10	2.3	±0.3	23	2.1	±0.2	0.39 (S)
Sexual Orientation - Collapsed							
Heterosexual	1,368	2.3*	±0.0	7,152	2.2*	±0.0	0.13
Sexual Minority	101	2.3	±0.1	220	2.2	±0.1	0.09
Sexual Orientation							
Heterosexual or straight	1,368	2.3*	±0.0	7,152	2.2*	±0.0	0.13
Lesbian	27	2.3	±0.2	63	2.3	±0.1	0.02
Gay	20	2.5	±0.2	58	2.2	±0.2	0.46 (S)
Bisexual	39	2.2	±0.2	62	2.1	±0.1	0.05
Other	14	2.2	±0.1	37	2.3	±0.2	-0.12
I prefer not to say	77	2.2	±0.1	296	2.2	±0.1	0.08

^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 BLM.

Table 4.58 BLM – 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	647	42.2%*	±2.5	560	7.3%*	±0.6	0.87 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	10	18.9%	±12.9	NR
Wage Grade (WG) 5-8	25	32.0%*	±11.3	15	4.2%*	±2.6	0.79 (M)
Wage Grade (WG) 9-16	NR	NR	NR	17	10.0%	±5.6	NR
Other Wage Grade (WG)	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 1-6	40	39.0%*	±9.9	11	2.1%*	±1.7	1.06 (L)
General Schedule (GS) 7-10	170	45.9%*	±5.1	167	9.3%*	±1.4	0.87 (L)
General Schedule (GS) 11-12	297	42.0%*	±3.7	256	7.2%*	±0.9	0.87 (L)
General Schedule (GS) 13-15	92	43.3%*	±6.8	80	7.2%*	±1.7	0.89 (L)
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	21	27.6%*	±11.4	25	3.5%*	±1.6	0.73 (M)
1 to 3 years	112	47.6%*	±6.4	97	9.1%*	±1.9	0.91 (L)
4 to 5 years	78	48.5%*	±7.8	54	9.5%*	±2.7	0.91 (L)
6 to 10 years	172	50.6%*	±5.3	144	9.0%*	±1.5	0.97 (L)
11 to 14 years	58	34.6%*	±7.6	62	6.9%*	±1.9	0.73 (M)
15 to 20 years	96	38.1%*	±6.2	79	6.9%*	±1.6	0.80 (L)
More than 20 years	106	36.3%*	±5.7	97	5.9%*	±1.2	0.80 (L)
Appointment Type							
Permanent	626	42.8%*	±2.6	518	7.2%*	±0.6	0.88 (L)
Term	7	20.6%*	±18.3	23	8.5%*	±4.0	0.35 (S)
Temporary	NR	NR	NR	19	12.1%	±6.1	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	54	46.0%*	±9.2	31	7.7%*	±3.0	0.93 (L)
Non-Seasonal	582	42.6%*	±2.6	504	7.3%*	±0.6	0.87 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	44	47.8%*	±10.3	22	6.8%*	±3.3	1.00 (L)
Permanent-Non-Seasonal	580	42.6%*	±2.6	494	7.2%*	±0.6	0.88 (L)
Term	7	20.6%*	±18.3	23	8.5%*	±4.0	0.35 (S)
Temporary-Seasonal	NR	NR	NR	9	11.7%	±9.6	NR
Temporary-Non-Seasonal	NR	NR	NR	10	12.5%	±9.2	NR
Sex							
Men	273	32.7%*	±3.3	286	5.7%*	±0.7	0.74 (M)
Women	371	53.8%*	±3.7	271	10.3%*	±1.2	0.99 (L)
Gender Identity							
Male	273	32.7%*	±3.3	286	5.7%*	±0.7	0.74 (M)
Female	371	53.8%*	±3.7	271	10.3%*	±1.2	0.99 (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	547	40.3%*	±2.6	498	7.0%*	±0.6	0.84 (L)
Sexual Minority	62	63.6%*	±10.2	28	13.6%*	±5.4	1.09 (L)
Sexual Orientation							
Heterosexual or straight	547	40.3%*	±2.6	498	7.0%*	±0.6	0.84 (L)
Lesbian	NR	NR	NR	8	14.3%	±12.3	NR
Gay	NR	NR	NR	9	14.8%	±12.0	NR
Bisexual	26	66.0%*	±16.7	11	18.5%*	±12.4	1.01 (L)
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	37	48.2%*	±11.4	33	11.2%*	±4.1	0.85 (L)

^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 BLM – 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	2.267	0.213	113.115	--	9.651	--	--	--	--
Sex	-0.140	0.068	4.170	0.041	0.870	0.761	0.994	-3098.263	4.145
Age	-0.285	0.077	13.849	0.000	0.752	0.647	0.874	-3103.081	13.781
Education Level	0.422	0.073	33.103	0.000	1.525	1.321	1.760	-3113.240	34.100
Relationship Status	-0.206	0.071	8.368	0.004	0.814	0.708	0.936	-3100.324	8.267
Years of Service at Bureau or Office	0.071	0.019	13.787	0.000	1.074	1.034	1.115	-3103.170	13.959
Work Schedule	-0.590	0.134	19.269	0.000	0.554	0.426	0.721	-3105.240	18.100
Supervisor Support	0.182	0.038	22.757	0.000	1.200	1.113	1.293	-3107.762	23.144
Organizational Inclusion	-0.324	0.042	58.575	0.000	0.723	0.666	0.786	-3125.403	58.426
Bystander Harassment Based on Sex/Gender	-1.690	0.078	469.240	0.000	0.185	0.158	0.215	-3325.981	459.582
General Intolerance	-0.415	0.051	65.449	0.000	0.661	0.598	0.730	-3129.066	65.751
Leadership Intolerance	-0.528	0.091	33.531	0.000	0.590	0.493	0.705	-3112.759	33.137

Note. N = 8,395, Nagelkerke R Square = 0.257

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 BLM.

Table 4.60 BLM – 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	515	2.7*	±0.1	8,666	3.6*	±0.0	-1.06 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.3	±0.0	57	3.2	±0.2	0.10
Wage Grade (WG) 5-8	19	2.0*	±0.4	421	3.6*	±0.1	-1.94 (L)
Wage Grade (WG) 9-16	7	3.0	±0.5	183	3.5	±0.1	-0.77 (M)
Other Wage Grade (WG)	--	--	--	24	4.2	±0.2	NA
General Schedule (GS) 1-6	32	2.8*	±0.4	580	3.8*	±0.1	-1.27 (L)
General Schedule (GS) 7-10	144	2.8*	±0.1	2,010	3.6*	±0.0	-0.93 (L)
General Schedule (GS) 11-12	247	2.7*	±0.1	4,020	3.6*	±0.0	-1.06 (L)
General Schedule (GS) 13-15	59	2.9*	±0.3	1,273	3.7*	±0.0	-1.01 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.3	±0.4	NA
Other	--	--	--	42	3.7	±0.3	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>
Years of Service at Bureau or Office							
Less than 1 year	41	2.8*	±0.3	756	3.8*	±0.1	-1.32 (L)
1 to 3 years	100	2.7*	±0.2	1,204	3.7*	±0.0	-1.10 (L)
4 to 5 years	35	2.7*	±0.3	698	3.5*	±0.1	-1.03 (L)
6 to 10 years	150	2.9*	±0.2	1,797	3.5*	±0.0	-0.78 (M)
11 to 14 years	48	2.7*	±0.3	1,032	3.6*	±0.0	-1.22 (L)
15 to 20 years	70	2.7*	±0.2	1,312	3.6*	±0.0	-1.09 (L)
More than 20 years	66	2.6*	±0.2	1,856	3.6*	±0.0	-1.24 (L)
Appointment Type							
Permanent	492	2.7*	±0.1	8,165	3.6*	±0.0	-1.06 (L)
Term	12	3.4	±0.3	280	3.7	±0.1	-0.35 (S)
Temporary	11	2.3*	±0.3	187	3.7*	±0.1	-1.60 (L)
Work Schedule							
Seasonal	45	2.7*	±0.2	464	3.7*	±0.1	-1.22 (L)
Non-Seasonal	455	2.7*	±0.1	7,814	3.6*	±0.0	-1.08 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	36	2.9*	±0.3	365	3.7*	±0.1	-0.98 (L)
Permanent-Non-Seasonal	453	2.7*	±0.1	7,726	3.6*	±0.0	-1.08 (L)
Term	12	3.4	±0.3	280	3.7	±0.1	-0.35 (S)
Temporary-Seasonal	10	2.1*	±0.0	99	3.8*	±0.2	-2.18 (L)
Temporary-Non-Seasonal	NR	NR	NR	88	3.7	±0.2	NR
Sex							
Men	206	2.9*	±0.1	5,622	3.7*	±0.0	-1.00 (L)
Women	306	2.7*	±0.1	3,013	3.5*	±0.0	-1.00 (L)
Gender Identity							
Male	206	2.9*	±0.1	5,622	3.7*	±0.0	-1.00 (L)
Female	306	2.7*	±0.1	3,013	3.5*	±0.0	-1.00 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	30	3.3	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	439	2.8*	±0.1	7,999	3.6*	±0.0	-1.06 (L)
Sexual Minority	45	2.6*	±0.3	269	3.5*	±0.1	-1.17 (L)

	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>
Sexual Orientation							
Heterosexual or straight	439	2.8*	±0.1	7,999	3.6*	±0.0	-1.06 (L)
Lesbian	9	2.9*	±0.3	73	3.4*	±0.2	-0.75 (M)
Gay	6	3.3	±0.3	72	3.4	±0.2	-0.08
Bisexual	21	2.6*	±0.5	80	3.6*	±0.2	-1.05 (L)
Other	8	1.4*	±0.2	43	3.8*	±0.2	-3.40 (L)
I prefer not to say	23	2.4*	±0.4	355	3.4*	±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.

4.8.2 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 BLM.

Table 4.61 BLM – Unwanted Sexual Attention and Leadership 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>	
Overall	510	0.35*	±0.03	8,754	0.67*	±0.01	-0.77 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	0.67	±0.00	57	0.72	±0.12	-0.12
Wage Grade (WG) 5-8	19	0.17*	±0.15	427	0.62*	±0.04	-1.05 (L)
Wage Grade (WG) 9-16	7	0.32	±0.31	188	0.61	±0.06	-0.64 (M)
Other Wage Grade (WG)	--	--	--	24	0.69	±0.16	NA
General Schedule (GS) 1-6	32	0.23*	±0.14	591	0.72*	±0.03	-1.18 (L)
General Schedule (GS) 7-10	137	0.37*	±0.07	2,040	0.65*	±0.02	-0.66 (M)
General Schedule (GS) 11-12	247	0.36*	±0.05	4,044	0.66*	±0.01	-0.74 (M)
General Schedule (GS) 13-15	60	0.43*	±0.10	1,279	0.74*	±0.02	-0.81 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	0.88	±0.17	NA
Other	--	--	--	44	0.63	±0.14	NA
Years of Service at Bureau or Office							
Less than 1 year	43	0.44*	±0.13	762	0.74*	±0.03	-0.71 (M)
1 to 3 years	100	0.36*	±0.08	1,215	0.66*	±0.02	-0.71 (M)
4 to 5 years	35	0.22*	±0.10	706	0.66*	±0.03	-1.04 (L)
6 to 10 years	143	0.31*	±0.07	1,815	0.66*	±0.02	-0.84 (L)
11 to 14 years	48	0.39*	±0.11	1,037	0.69*	±0.03	-0.72 (M)
15 to 20 years	70	0.34*	±0.08	1,335	0.65*	±0.02	-0.75 (M)
More than 20 years	66	0.47*	±0.10	1,876	0.68*	±0.02	-0.51 (M)
Appointment Type							
Permanent	486	0.37*	±0.04	8,244	0.67*	±0.01	-0.72 (M)
Term	NR	NR	NR	286	0.72	±0.05	NR
Temporary	NR	NR	NR	187	0.80	±0.05	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>
Work Schedule							
Seasonal	45	0.35*	±0.12	484	0.73*	±0.04	-0.95 (L)
Non-Seasonal	450	0.36*	±0.04	7,876	0.67*	±0.01	-0.74 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	36	0.44*	±0.14	385	0.71*	±0.04	-0.66 (M)
Permanent-Non-Seasonal	448	0.36*	±0.04	7,787	0.67*	±0.01	-0.74 (M)
Term	NR	NR	NR	286	0.72	±0.05	NR
Temporary-Seasonal	10	0.00*	±0.00	99	0.80*	±0.07	-2.24 (L)
Temporary-Non-Seasonal	NR	NR	NR	88	0.80	±0.08	NR
Sex							
Men	206	0.32*	±0.05	5,675	0.70*	±0.01	-0.93 (L)
Women	300	0.38*	±0.05	3,048	0.62*	±0.02	-0.57 (M)
Gender Identity							
Male	206	0.32*	±0.05	5,675	0.70*	±0.01	-0.93 (L)
Female	300	0.38*	±0.05	3,048	0.62*	±0.02	-0.57 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	30	0.49	±0.17	NR
Sexual Orientation - Collapsed							
Heterosexual	441	0.36*	±0.04	8,090	0.68*	±0.01	-0.78 (M)
Sexual Minority	45	0.27*	±0.11	266	0.65*	±0.05	-0.94 (L)
Sexual Orientation							
Heterosexual or straight	441	0.36*	±0.04	8,090	0.68*	±0.01	-0.78 (M)
Lesbian	9	0.19*	±0.11	73	0.50*	±0.09	-0.77 (M)
Gay	6	0.00*	±0.00	72	0.74*	±0.08	-2.16 (L)
Bisexual	21	0.34*	±0.18	77	0.69*	±0.09	-0.80 (L)
Other	8	0.37	±0.25	43	0.68	±0.13	-0.74 (M)
I prefer not to say	23	0.43	±0.18	357	0.53	±0.05	-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.

4.8.3 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 BLM.

Table 4.62 BLM – 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	514	3.2*	±0.1	8,735	2.7*	±0.0	0.55 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	4.0*	±0.0	57	2.6*	±0.1	3.74 (L)
Wage Grade (WG) 5-8	19	4.0*	±0.4	427	2.7*	±0.1	1.39 (L)
Wage Grade (WG) 9-16	7	3.6*	±0.6	188	2.9*	±0.1	0.88 (L)
Other Wage Grade (WG)	--	--	--	24	2.6	±0.4	NA
General Schedule (GS) 1-6	32	3.3*	±0.3	580	2.7*	±0.1	0.71 (M)
General Schedule (GS) 7-10	141	3.3*	±0.1	2,037	2.8*	±0.0	0.51 (M)
General Schedule (GS) 11-12	247	3.2*	±0.1	4,038	2.7*	±0.0	0.49 (S)
General Schedule (GS) 13-15	60	2.9*	±0.2	1,277	2.6*	±0.0	0.36 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	13	1.6	±0.3	NA
Other	--	--	--	44	2.7	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	40	3.2*	±0.3	764	2.6*	±0.1	0.83 (L)
1 to 3 years	100	3.3*	±0.1	1,197	2.7*	±0.0	0.79 (M)
4 to 5 years	35	3.3*	±0.4	701	2.8*	±0.1	0.50 (M)
6 to 10 years	150	3.1*	±0.1	1,809	2.8*	±0.0	0.36 (S)
11 to 14 years	48	3.3*	±0.3	1,032	2.8*	±0.1	0.53 (M)
15 to 20 years	70	3.2*	±0.2	1,341	2.8*	±0.0	0.48 (S)
More than 20 years	66	3.2*	±0.3	1,875	2.7*	±0.0	0.58 (M)
Appointment Type							
Permanent	491	3.2*	±0.1	8,241	2.7*	±0.0	0.53 (M)
Term	12	3.3*	±0.2	285	2.5*	±0.1	1.06 (L)
Temporary	11	3.5*	±0.1	177	2.6*	±0.1	1.22 (L)
Work Schedule							
Seasonal	45	3.0	±0.2	481	2.8	±0.1	0.28 (S)
Non-Seasonal	454	3.2*	±0.1	7,864	2.7*	±0.0	0.57 (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	36	2.9	±0.2	382	2.9	±0.1	0.05
Permanent-Non-Seasonal	453	3.2*	±0.1	7,786	2.7*	±0.0	0.57 (M)
Term	12	3.3*	±0.2	285	2.5*	±0.1	1.06 (L)
Temporary-Seasonal	10	3.6*	±0.0	99	2.6*	±0.2	1.17 (L)
Temporary-Non-Seasonal	NR	NR	NR	78	2.7	±0.1	NR
Sex							
Men	203	3.3*	±0.1	5,666	2.7*	±0.0	0.60 (M)
Women	307	3.2*	±0.1	3,039	2.7*	±0.0	0.53 (M)
Gender Identity							
Male	203	3.3*	±0.1	5,666	2.7*	±0.0	0.60 (M)
Female	307	3.2*	±0.1	3,039	2.7*	±0.0	0.53 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	30	3.0	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	439	3.2*	±0.1	8,066	2.7*	±0.0	0.54 (M)
Sexual Minority	45	3.5*	±0.3	269	2.6*	±0.1	1.02 (L)
Sexual Orientation							
Heterosexual or straight	439	3.2*	±0.1	8,066	2.7*	±0.0	0.54 (M)
Lesbian	9	3.1*	±0.3	73	2.5*	±0.2	0.70 (M)
Gay	6	3.2	±0.7	72	2.8	±0.2	0.46 (S)
Bisexual	21	3.4*	±0.4	80	2.7*	±0.2	0.81 (L)
Other	8	4.6*	±0.3	43	2.5*	±0.2	3.17 (L)
I prefer not to say	23	3.1	±0.4	351	2.9	±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.

4.8.4 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 BLM.

Table 4.63 BLM – 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	514	2.9*	±0.1	8,762	3.4*	±0.0	-0.61 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	2.8	±0.0	57	3.5	±0.3	-0.62 (M)
Wage Grade (WG) 5-8	19	3.0	±0.4	433	3.2	±0.1	-0.23 (S)
Wage Grade (WG) 9-16	7	2.9	±0.9	188	3.1	±0.1	-0.30 (S)
Other Wage Grade (WG)	--	--	--	24	3.5	±0.3	NA
General Schedule (GS) 1-6	32	2.6*	±0.3	591	3.5*	±0.1	-1.07 (L)
General Schedule (GS) 7-10	141	2.8*	±0.1	2,049	3.3*	±0.0	-0.57 (M)
General Schedule (GS) 11-12	247	2.8*	±0.1	4,039	3.4*	±0.0	-0.66 (M)
General Schedule (GS) 13-15	60	3.2*	±0.2	1,271	3.6*	±0.0	-0.45 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	13	4.5	±0.4	NA
Other	--	--	--	44	3.0	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	40	2.8*	±0.3	763	3.6*	±0.1	-0.92 (L)
1 to 3 years	100	3.1*	±0.2	1,220	3.5*	±0.1	-0.45 (S)
4 to 5 years	35	2.7*	±0.3	709	3.4*	±0.1	-0.75 (M)
6 to 10 years	150	2.8*	±0.1	1,808	3.3*	±0.0	-0.59 (M)
11 to 14 years	48	2.9*	±0.3	1,027	3.3*	±0.1	-0.53 (M)
15 to 20 years	70	2.9*	±0.2	1,340	3.3*	±0.0	-0.48 (S)
More than 20 years	66	2.6*	±0.2	1,875	3.4*	±0.0	-0.94 (L)
Appointment Type							
Permanent	491	2.9*	±0.1	8,254	3.4*	±0.0	-0.58 (M)
Term	12	1.9*	±0.2	284	3.6*	±0.1	-1.79 (L)
Temporary	11	3.1	±0.6	187	3.6	±0.1	-0.60 (M)
Work Schedule							
Seasonal	45	3.0*	±0.2	484	3.3*	±0.1	-0.35 (S)
Non-Seasonal	454	2.9*	±0.1	7,880	3.4*	±0.0	-0.61 (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	36	3.0	±0.2	385	3.3	±0.1	-0.32 (S)
Permanent-Non-Seasonal	453	2.9*	±0.1	7,792	3.4*	±0.0	-0.60 (M)
Term	12	1.9*	±0.2	284	3.6*	±0.1	-1.79 (L)
Temporary-Seasonal	10	3.1	±0.7	99	3.5	±0.2	-0.46 (S)
Temporary-Non-Seasonal	NR	NR	NR	88	3.8	±0.2	NR
Sex							
Men	203	2.7*	±0.1	5,683	3.4*	±0.0	-0.80 (L)
Women	307	3.0*	±0.1	3,048	3.4*	±0.0	-0.44 (S)
Gender Identity							
Male	203	2.7*	±0.1	5,683	3.4*	±0.0	-0.80 (L)
Female	307	3.0*	±0.1	3,048	3.4*	±0.0	-0.44 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	30	3.3	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	439	2.9*	±0.1	8,086	3.4*	±0.0	-0.58 (M)
Sexual Minority	45	2.6*	±0.2	269	3.4*	±0.1	-0.85 (L)
Sexual Orientation							
Heterosexual or straight	439	2.9*	±0.1	8,086	3.4*	±0.0	-0.58 (M)
Lesbian	9	2.6*	±0.5	73	3.5*	±0.2	-0.89 (L)
Gay	6	3.4	±0.3	72	3.4	±0.2	0.08
Bisexual	21	2.7*	±0.4	80	3.4*	±0.2	-0.73 (M)
Other	8	1.9*	±0.2	43	3.6*	±0.3	-1.80 (L)
I prefer not to say	23	2.7*	±0.4	355	3.2*	±0.1	-0.49 (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.

4.8.5 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 BLM.

Table 4.64 BLM – 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	507	3.2*	±0.1	8,611	3.8*	±0.0	-0.55 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.3*	±0.0	57	4.2*	±0.2	-1.15 (L)
Wage Grade (WG) 5-8	19	2.4*	±0.6	424	3.6*	±0.1	-1.05 (L)
Wage Grade (WG) 9-16	7	3.8	±1.0	186	3.5	±0.1	0.22 (S)
Other Wage Grade (WG)	--	--	--	24	3.9	±0.2	NA
General Schedule (GS) 1-6	32	3.3*	±0.5	581	3.8*	±0.1	-0.52 (M)
General Schedule (GS) 7-10	138	3.2*	±0.2	1,995	3.7*	±0.0	-0.46 (S)
General Schedule (GS) 11-12	245	3.1*	±0.2	3,973	3.8*	±0.0	-0.61 (M)
General Schedule (GS) 13-15	58	3.5*	±0.4	1,261	3.9*	±0.1	-0.37 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	13	4.5	±0.5	NA
Other	--	--	--	44	3.2	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	40	3.2*	±0.4	763	4.0*	±0.1	-0.82 (L)
1 to 3 years	98	3.4*	±0.3	1,198	3.9*	±0.1	-0.47 (S)
4 to 5 years	35	3.3*	±0.4	702	3.7*	±0.1	-0.39 (S)
6 to 10 years	149	3.2*	±0.2	1,767	3.7*	±0.0	-0.47 (S)
11 to 14 years	48	3.1*	±0.4	1,025	3.7*	±0.1	-0.58 (M)
15 to 20 years	70	3.1*	±0.3	1,301	3.7*	±0.1	-0.57 (M)
More than 20 years	62	2.8*	±0.3	1,838	3.7*	±0.0	-0.85 (L)
Appointment Type							
Permanent	484	3.2*	±0.1	8,109	3.7*	±0.0	-0.49 (S)
Term	12	2.1*	±0.5	283	4.1*	±0.1	-2.03 (L)
Temporary	11	2.4*	±0.8	185	4.0*	±0.1	-1.69 (L)
Work Schedule							
Seasonal	44	3.0*	±0.4	467	3.8*	±0.1	-0.79 (M)
Non-Seasonal	448	3.2*	±0.1	7,754	3.7*	±0.0	-0.49 (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	34	3.3*	±0.4	371	3.8*	±0.1	-0.48 (S)
Permanent-Non-Seasonal	446	3.2*	±0.1	7,666	3.7*	±0.0	-0.49 (S)
Term	12	2.1*	±0.5	283	4.1*	±0.1	-2.03 (L)
Temporary-Seasonal	10	1.9*	±0.4	97	3.8*	±0.2	-2.01 (L)
Temporary-Non-Seasonal	NR	NR	NR	88	4.2	±0.2	NR
Sex							
Men	199	3.0*	±0.2	5,587	3.8*	±0.0	-0.70 (M)
Women	304	3.3*	±0.1	2,992	3.7*	±0.0	-0.42 (S)
Gender Identity							
Male	199	3.0*	±0.2	5,587	3.8*	±0.0	-0.70 (M)
Female	304	3.3*	±0.1	2,992	3.7*	±0.0	-0.42 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	30	3.5	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	432	3.2*	±0.1	7,943	3.8*	±0.0	-0.55 (M)
Sexual Minority	43	2.8*	±0.4	265	3.9*	±0.1	-1.11 (L)
Sexual Orientation							
Heterosexual or straight	432	3.2*	±0.1	7,943	3.8*	±0.0	-0.55 (M)
Lesbian	9	3.2*	±0.7	73	3.9*	±0.2	-0.72 (M)
Gay	6	2.6*	±0.2	71	3.8*	±0.2	-1.19 (L)
Bisexual	20	3.1*	±0.7	78	3.9*	±0.2	-0.78 (M)
Other	8	1.5*	±0.2	43	4.0*	±0.3	-2.44 (L)
I prefer not to say	23	3.4	±0.5	354	3.5	±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.

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 BLM.

Table 4.65 BLM – 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	517	3.0*	±0.1	8,802	3.7*	±0.0	-0.69 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.2	±0.0	57	3.6	±0.2	-0.49 (S)
Wage Grade (WG) 5-8	19	2.5*	±0.6	433	3.7*	±0.1	-1.19 (L)
Wage Grade (WG) 9-16	7	3.3	±0.6	195	3.5	±0.1	-0.25 (S)
Other Wage Grade (WG)	--	--	--	24	3.5	±0.3	NA
General Schedule (GS) 1-6	32	3.1*	±0.3	594	3.7*	±0.1	-0.78 (M)
General Schedule (GS) 7-10	144	3.1*	±0.2	2,051	3.5*	±0.0	-0.50 (M)
General Schedule (GS) 11-12	247	2.9*	±0.2	4,054	3.7*	±0.0	-0.81 (L)
General Schedule (GS) 13-15	60	3.4*	±0.2	1,282	3.8*	±0.0	-0.53 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.4	±0.5	NA
Other	--	--	--	44	3.5	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	43	3.2*	±0.3	767	3.8*	±0.1	-0.69 (M)
1 to 3 years	100	3.2*	±0.2	1,228	3.7*	±0.1	-0.52 (M)
4 to 5 years	35	3.2*	±0.3	711	3.6*	±0.1	-0.44 (S)
6 to 10 years	150	3.0*	±0.2	1,820	3.6*	±0.0	-0.69 (M)
11 to 14 years	48	3.1*	±0.3	1,034	3.6*	±0.1	-0.64 (M)
15 to 20 years	70	2.8*	±0.3	1,341	3.6*	±0.0	-1.00 (L)
More than 20 years	66	2.9*	±0.2	1,882	3.7*	±0.0	-0.89 (L)
Appointment Type							
Permanent	494	3.0*	±0.1	8,291	3.7*	±0.0	-0.68 (M)
Term	12	2.9*	±0.4	287	3.8*	±0.1	-0.95 (L)
Temporary	11	3.1*	±0.6	187	3.8*	±0.1	-0.74 (M)
Work Schedule							
Seasonal	45	3.1*	±0.3	491	3.7*	±0.1	-0.73 (M)
Non-Seasonal	457	3.0*	±0.1	7,910	3.7*	±0.0	-0.69 (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	36	3.1*	±0.3	392	3.7*	±0.1	-0.72 (M)
Permanent-Non-Seasonal	455	3.0*	±0.1	7,822	3.6*	±0.0	-0.69 (M)
Term	12	2.9*	±0.4	287	3.8*	±0.1	-0.95 (L)
Temporary-Seasonal	10	3.0*	±0.6	99	3.7*	±0.2	-0.78 (M)
Temporary-Non-Seasonal	NR	NR	NR	88	4.0	±0.2	NR
Sex							
Men	206	3.0*	±0.2	5,708	3.7*	±0.0	-0.85 (L)
Women	307	3.1*	±0.1	3,063	3.6*	±0.0	-0.51 (M)
Gender Identity							
Male	206	3.0*	±0.2	5,708	3.7*	±0.0	-0.85 (L)
Female	307	3.1*	±0.1	3,063	3.6*	±0.0	-0.51 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	30	3.6	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	441	3.1*	±0.1	8,116	3.7*	±0.0	-0.68 (M)
Sexual Minority	45	2.6*	±0.4	276	3.7*	±0.1	-0.91 (L)
Sexual Orientation							
Heterosexual or straight	441	3.1*	±0.1	8,116	3.7*	±0.0	-0.68 (M)
Lesbian	9	2.4*	±0.9	80	3.8*	±0.2	-1.20 (L)
Gay	6	3.4	±0.8	72	3.6	±0.2	-0.19
Bisexual	21	2.9*	±0.5	80	3.6*	±0.2	-0.67 (M)
Other	8	1.7*	±0.5	43	3.5*	±0.4	-1.60 (L)
I prefer not to say	23	3.3	±0.5	357	3.5	±0.1	-0.21 (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.

4.8.7 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 BLM.

Table 4.66 BLM – 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	506	2.2	±0.0	8,754	2.2	±0.0	-0.02
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	1.7	±0.0	57	1.7	±0.1	-0.15
Wage Grade (WG) 5-8	19	2.0*	±0.4	431	2.3*	±0.1	-0.48 (S)
Wage Grade (WG) 9-16	7	2.6	±0.3	195	2.5	±0.1	0.44 (S)
Other Wage Grade (WG)	--	--	--	24	2.8	±0.1	NA
General Schedule (GS) 1-6	32	2.2	±0.2	587	2.2	±0.0	0.00
General Schedule (GS) 7-10	134	2.3	±0.1	2,046	2.3	±0.0	0.07
General Schedule (GS) 11-12	246	2.2	±0.1	4,035	2.2	±0.0	-0.06
General Schedule (GS) 13-15	60	2.3	±0.1	1,279	2.2	±0.0	0.09
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	2.1	±0.1	NA
Other	--	--	--	42	2.6	±0.1	NA
Years of Service at Bureau or Office							
Less than 1 year	40	2.2	±0.2	765	2.2	±0.0	-0.04
1 to 3 years	98	2.2	±0.1	1,221	2.2	±0.0	0.00
4 to 5 years	35	2.5*	±0.2	705	2.2*	±0.0	0.52 (M)
6 to 10 years	143	2.1*	±0.1	1,810	2.2*	±0.0	-0.21 (S)
11 to 14 years	48	2.3	±0.1	1,025	2.3	±0.0	0.01
15 to 20 years	70	2.3	±0.1	1,335	2.3	±0.0	0.13
More than 20 years	66	2.2	±0.1	1,882	2.2	±0.0	-0.12
Appointment Type							
Permanent	483	2.2	±0.0	8,243	2.2	±0.0	-0.05
Term	12	2.2	±0.3	287	2.3	±0.1	-0.03
Temporary	11	2.6*	±0.2	187	2.1*	±0.1	1.08 (L)
Work Schedule							
Seasonal	45	2.6	±0.1	488	2.5	±0.0	0.29 (S)
Non-Seasonal	446	2.2	±0.1	7,865	2.2	±0.0	-0.08

	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	36	2.6	±0.2	389	2.5	±0.0	0.12
Permanent-Non-Seasonal	444	2.2	±0.1	7,777	2.2	±0.0	-0.08
Term	12	2.2	±0.3	287	2.3	±0.1	-0.03
Temporary-Seasonal	10	2.7*	±0.2	99	2.2*	±0.1	0.92 (L)
Temporary-Non-Seasonal	NR	NR	NR	88	2.0	±0.1	NR
Sex							
Men	203	2.2*	±0.1	5,692	2.3*	±0.0	-0.21 (S)
Women	299	2.3*	±0.1	3,032	2.1*	±0.0	0.25 (S)
Gender Identity							
Male	203	2.2*	±0.1	5,692	2.3*	±0.0	-0.21 (S)
Female	299	2.3*	±0.1	3,032	2.1*	±0.0	0.25 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	29	2.1	±0.2	NR
Sexual Orientation - Collapsed							
Heterosexual	437	2.2	±0.1	8,087	2.2	±0.0	-0.03
Sexual Minority	45	2.3	±0.2	276	2.2	±0.1	0.07
Sexual Orientation							
Heterosexual or straight	437	2.2	±0.1	8,087	2.2	±0.0	-0.03
Lesbian	9	2.4	±0.6	80	2.3	±0.1	0.10
Gay	6	2.7	±0.4	72	2.3	±0.1	0.75 (M)
Bisexual	21	2.1	±0.2	80	2.2	±0.1	-0.07
Other	8	2.2	±0.2	43	2.2	±0.2	0.02
I prefer not to say	23	2.1	±0.2	350	2.2	±0.0	-0.15

^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 BLM.

Table 4.67 BLM – 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	276	54.8%*	±4.4	931	10.7%*	±0.7	1.00 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	10	18.9%	±12.9	NR
Wage Grade (WG) 5-8	NR	NR	NR	25	5.8%	±2.7	NR
Wage Grade (WG) 9-16	NR	NR	NR	24	12.8%	±5.6	NR
Other Wage Grade (WG)	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 1-6	NR	NR	NR	41	7.0%	±2.4	NR
General Schedule (GS) 7-10	78	58.2%*	±8.6	259	12.7%*	±1.5	1.01 (L)
General Schedule (GS) 11-12	129	52.9%*	±6.3	425	10.6%*	±1.0	0.97 (L)
General Schedule (GS) 13-15	32	53.3%*	±12.9	140	11.0%*	±1.8	0.96 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	12	27.6%*	±15.8	34	4.5%*	±1.7	0.68 (M)
1 to 3 years	64	64.9%*	±10.1	146	12.0%*	±2.0	1.17 (L)
4 to 5 years	NR	NR	NR	114	16.4%	±2.9	NR
6 to 10 years	84	60.2%*	±8.4	232	12.9%*	±1.6	1.04 (L)
11 to 14 years	25	51.7%*	±14.5	95	9.4%*	±2.0	0.98 (L)
15 to 20 years	29	41.0%*	±12.1	146	11.0%*	±1.8	0.71 (M)
More than 20 years	41	61.9%*	±12.5	162	8.6%*	±1.4	1.22 (L)
Appointment Type							
Permanent	263	54.9%*	±4.5	881	10.7%*	±0.7	1.00 (L)
Term	NR	NR	NR	24	8.3%	±3.8	NR
Temporary	NR	NR	NR	24	13.4%	±5.9	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	22	49.1%*	±14.8	63	13.2%*	±3.4	0.81 (L)
Non-Seasonal	248	56.0%*	±4.7	837	10.7%*	±0.7	1.02 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	49	12.9%	±3.7	NR
Permanent-Non-Seasonal	247	55.8%*	±4.7	827	10.7%*	±0.7	1.02 (L)
Term	NR	NR	NR	24	8.3%	±3.8	NR
Temporary-Seasonal	NR	NR	NR	13	14.7%	±9.0	NR
Temporary-Non-Seasonal	NR	NR	NR	10	12.0%	±8.8	NR
Sex							
Men	82	40.0%*	±6.9	477	8.5%*	±0.8	0.78 (M)
Women	192	65.0%*	±5.7	450	14.9%*	±1.3	1.08 (L)
Gender Identity							
Male	82	40.0%*	±6.9	477	8.5%*	±0.8	0.78 (M)
Female	192	65.0%*	±5.7	450	14.9%*	±1.3	1.08 (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	223	51.1%*	±4.7	822	10.2%*	±0.7	0.94 (L)
Sexual Minority	37	84.1%*	±14.5	53	20.2%*	±5.3	1.39 (L)
Sexual Orientation							
Heterosexual or straight	223	51.1%*	±4.7	822	10.2%*	±0.7	0.94 (L)
Lesbian	NR	NR	NR	17	23.2%	±11.3	NR
Gay	NR	NR	NR	14	20.9%	±11.5	NR
Bisexual	NR	NR	NR	19	25.2%	±11.1	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	55	15.7%	±4.2	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 BLM – Logistic Regression of Unwanted Sexual Attention 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	2.363	0.304	60.363	--	10.626	--	--	--	--
Sex	-0.588	0.105	31.209	0.000	0.555	0.452	0.683	-1435.056	31.393
Race/Ethnicity	-0.268	0.126	4.491	0.034	0.765	0.597	0.980	-1421.534	4.350
Relationship Status	-0.616	0.105	34.493	0.000	0.540	0.440	0.664	-1436.282	33.846
Years of Service at Bureau or Office	-0.092	0.028	11.179	0.001	0.912	0.864	0.963	-1424.965	11.212
Work Schedule	-0.697	0.190	13.460	0.000	0.498	0.343	0.723	-1425.439	12.159
Supervisor Support	0.140	0.052	7.278	0.007	1.151	1.039	1.274	-1423.018	7.319
Bystander Harassment Based on Sex/Gender	-1.549	0.112	189.587	0.000	0.212	0.170	0.265	-1511.934	185.149
General Intolerance	-0.690	0.078	79.320	0.000	0.501	0.431	0.584	-1459.548	80.378
Leadership Intolerance	-0.778	0.148	27.694	0.000	0.459	0.344	0.614	-1433.196	27.673

Note. N = 8,397, Nagelkerke R Square = 0.268

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 BLM.

Table 4.69 BLM – 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	131	2.2*	±0.1	9,040	3.6*	±0.0	-1.61 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.3	±0.0	57	3.2	±0.2	0.10
Wage Grade (WG) 5-8	13	1.5*	±0.3	426	3.6*	±0.1	-2.48 (L)
Wage Grade (WG) 9-16	6	3.4	±0.0	183	3.5	±0.1	-0.10
Other Wage Grade (WG)	--	--	--	24	4.2	±0.2	NA
General Schedule (GS) 1-6	7	2.1*	±0.2	604	3.8*	±0.1	-2.02 (L)
General Schedule (GS) 7-10	26	2.2*	±0.2	2,121	3.5*	±0.0	-1.66 (L)
General Schedule (GS) 11-12	65	2.3*	±0.2	4,202	3.6*	±0.0	-1.55 (L)
General Schedule (GS) 13-15	8	2.0*	±0.3	1,323	3.7*	±0.0	-2.04 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.3	±0.4	NA
Other	--	--	--	42	3.7	±0.3	NA

	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	10	2.6*	±0.3	786	3.7*	±0.1	-1.47 (L)
1 to 3 years	30	2.3*	±0.3	1,274	3.6*	±0.0	-1.55 (L)
4 to 5 years	NR	NR	NR	728	3.5	±0.1	NR
6 to 10 years	25	1.7*	±0.2	1,921	3.5*	±0.0	-2.10 (L)
11 to 14 years	14	2.2*	±0.2	1,059	3.6*	±0.0	-1.69 (L)
15 to 20 years	26	2.5*	±0.3	1,356	3.6*	±0.0	-1.35 (L)
More than 20 years	21	2.1*	±0.4	1,901	3.6*	±0.0	-1.80 (L)
Appointment Type							
Permanent	119	2.2*	±0.2	8,528	3.6*	±0.0	-1.61 (L)
Term	NR	NR	NR	290	3.7	±0.1	NR
Temporary	10	2.1*	±0.0	189	3.7*	±0.1	-1.87 (L)
Work Schedule							
Seasonal	16	2.1*	±0.1	491	3.7*	±0.1	-2.06 (L)
Non-Seasonal	112	2.3*	±0.2	8,149	3.6*	±0.0	-1.58 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	7	2.0*	±0.3	392	3.6*	±0.1	-2.12 (L)
Permanent-Non-Seasonal	112	2.3*	±0.2	8,059	3.6*	±0.0	-1.58 (L)
Term	NR	NR	NR	290	3.7	±0.1	NR
Temporary-Seasonal	10	2.1*	±0.0	99	3.8*	±0.2	-2.18 (L)
Temporary-Non-Seasonal	--	--	--	90	3.7	±0.2	NA
Sex							
Men	54	2.5*	±0.2	5,774	3.7*	±0.0	-1.43 (L)
Women	76	2.1*	±0.2	3,232	3.5*	±0.0	-1.63 (L)
Gender Identity							
Male	54	2.5*	±0.2	5,774	3.7*	±0.0	-1.43 (L)
Female	76	2.1*	±0.2	3,232	3.5*	±0.0	-1.63 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	33	3.2	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	118	2.3*	±0.2	8,310	3.6*	±0.0	-1.58 (L)
Sexual Minority	11	1.8*	±0.4	303	3.5*	±0.1	-2.02 (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>
Sexual Orientation							
Heterosexual or straight	118	2.3*	±0.2	8,310	3.6*	±0.0	-1.58 (L)
Lesbian	--	--	--	82	3.4	±0.2	NA
Gay	--	--	--	79	3.4	±0.2	NA
Bisexual	NR	NR	NR	97	3.5	±0.2	NR
Other	6	1.5*	±0.0	46	3.7*	±0.3	-2.32 (L)
I prefer not to say	NR	NR	NR	376	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.

4.9.2 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 BLM.

Table 4.70 BLM – 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	131	0.24*	±0.05	9,123	0.66*	±0.01	-1.00 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	0.67	±0.00	57	0.72	±0.12	-0.12
Wage Grade (WG) 5-8	13	0.00*	±0.00	433	0.62*	±0.04	-1.43 (L)
Wage Grade (WG) 9-16	6	0.00*	±0.00	189	0.62*	±0.06	-1.39 (L)
Other Wage Grade (WG)	--	--	--	24	0.69	±0.16	NA
General Schedule (GS) 1-6	NR	NR	NR	615	0.71	±0.03	NR
General Schedule (GS) 7-10	26	0.27*	±0.14	2,144	0.64*	±0.02	-0.84 (L)
General Schedule (GS) 11-12	65	0.25*	±0.08	4,226	0.65*	±0.01	-0.95 (L)
General Schedule (GS) 13-15	8	0.44*	±0.12	1,330	0.73*	±0.02	-0.73 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	0.88	±0.17	NA
Other	--	--	--	44	0.63	±0.14	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	794	0.73	±0.03	NR
1 to 3 years	30	0.17*	±0.10	1,284	0.65*	±0.02	-1.14 (L)
4 to 5 years	NR	NR	NR	735	0.64	±0.03	NR
6 to 10 years	NR	NR	NR	1,932	0.65	±0.02	NR
11 to 14 years	14	0.19*	±0.13	1,063	0.68*	±0.03	-1.16 (L)
15 to 20 years	26	0.29*	±0.09	1,379	0.64*	±0.02	-0.85 (L)
More than 20 years	21	0.58	±0.14	1,921	0.67	±0.02	-0.22 (S)
Appointment Type							
Permanent	119	0.26*	±0.06	8,602	0.66*	±0.01	-0.94 (L)
Term	NR	NR	NR	295	0.70	±0.05	NR
Temporary	10	0.00*	±0.00	189	0.80*	±0.05	-2.19 (L)
Work Schedule							
Seasonal	16	0.00*	±0.00	511	0.72*	±0.04	-1.80 (L)
Non-Seasonal	112	0.27*	±0.06	8,205	0.66*	±0.01	-0.91 (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 and Work Schedule							
Permanent-Seasonal	7	0.00*	±0.00	412	0.70*	±0.04	-1.71 (L)
Permanent-Non-Seasonal	112	0.27*	±0.06	8,115	0.66*	±0.01	-0.91 (L)
Term	NR	NR	NR	295	0.70	±0.05	NR
Temporary-Seasonal	10	0.00*	±0.00	99	0.80*	±0.07	-2.24 (L)
Temporary-Non-Seasonal	--	--	--	90	0.80	±0.08	NA
Sex							
Men	54	0.24*	±0.10	5,827	0.69*	±0.01	-1.10 (L)
Women	76	0.24*	±0.06	3,262	0.61*	±0.01	-0.86 (L)
Gender Identity							
Male	54	0.24*	±0.10	5,827	0.69*	±0.01	-1.10 (L)
Female	76	0.24*	±0.06	3,262	0.61*	±0.01	-0.86 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	33	0.44	±0.16	NR
Sexual Orientation - Collapsed							
Heterosexual	118	0.23*	±0.06	8,403	0.67*	±0.01	-1.05 (L)
Sexual Minority	11	0.32*	±0.20	300	0.60*	±0.05	-0.68 (M)
Sexual Orientation							
Heterosexual or straight	118	0.23*	±0.06	8,403	0.67*	±0.01	-1.05 (L)
Lesbian	--	--	--	82	0.46	±0.09	NA
Gay	--	--	--	79	0.68	±0.09	NA
Bisexual	NR	NR	NR	93	0.64	±0.09	NR
Other	6	0.51	±0.25	46	0.65	±0.13	-0.31 (S)
I prefer not to say	NR	NR	NR	379	0.52	±0.04	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 BLM.

Table 4.71 BLM – Sexual Coercion and Organizational Politics 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	128	3.6*	±0.2	9,111	2.8*	±0.0	1.03 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	4.0*	±0.0	57	2.6*	±0.1	3.74 (L)
Wage Grade (WG) 5-8	13	4.2*	±0.3	432	2.8*	±0.1	1.58 (L)
Wage Grade (WG) 9-16	6	3.0	±0.0	189	2.9	±0.1	0.10
Other Wage Grade (WG)	--	--	--	24	2.6	±0.4	NA
General Schedule (GS) 1-6	7	3.4*	±0.2	604	2.8*	±0.1	0.90 (L)
General Schedule (GS) 7-10	23	4.1*	±0.3	2,148	2.9*	±0.0	1.55 (L)
General Schedule (GS) 11-12	65	3.4*	±0.3	4,221	2.8*	±0.0	0.79 (M)
General Schedule (GS) 13-15	8	3.4*	±0.4	1,328	2.6*	±0.0	0.94 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	13	1.6	±0.3	NA
Other	--	--	--	44	2.7	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	8	3.5*	±0.2	796	2.6*	±0.1	1.20 (L)
1 to 3 years	30	3.8*	±0.2	1,267	2.7*	±0.0	1.29 (L)
4 to 5 years	NR	NR	NR	731	2.8	±0.1	NR
6 to 10 years	25	3.6*	±0.4	1,933	2.8*	±0.0	0.97 (L)
11 to 14 years	14	3.9*	±0.5	1,059	2.8*	±0.1	1.28 (L)
15 to 20 years	26	3.6*	±0.4	1,385	2.8*	±0.0	0.93 (L)
More than 20 years	21	3.7*	±0.5	1,920	2.7*	±0.0	1.22 (L)
Appointment Type							
Permanent	116	3.6*	±0.2	8,605	2.8*	±0.0	1.00 (L)
Term	NR	NR	NR	294	2.5	±0.1	NR
Temporary	10	3.6*	±0.0	179	2.6*	±0.1	1.30 (L)
Work Schedule							
Seasonal	16	3.6*	±0.1	508	2.8*	±0.1	0.90 (L)
Non-Seasonal	110	3.6*	±0.2	8,200	2.8*	±0.0	1.02 (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	7	3.6*	±0.2	410	2.9*	±0.1	0.84 (L)
Permanent-Non-Seasonal	110	3.6*	±0.2	8,120	2.8*	±0.0	1.01 (L)
Term	NR	NR	NR	294	2.5	±0.1	NR
Temporary-Seasonal	10	3.6*	±0.0	99	2.6*	±0.2	1.17 (L)
Temporary-Non-Seasonal	--	--	--	80	2.7	±0.1	NA
Sex							
Men	51	3.3*	±0.3	5,818	2.8*	±0.0	0.69 (M)
Women	76	3.8*	±0.2	3,259	2.7*	±0.0	1.27 (L)
Gender Identity							
Male	51	3.3*	±0.3	5,818	2.8*	±0.0	0.69 (M)
Female	76	3.8*	±0.2	3,259	2.7*	±0.0	1.27 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	33	3.1	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	115	3.6*	±0.2	8,379	2.7*	±0.0	0.98 (L)
Sexual Minority	11	4.3*	±0.4	303	2.7*	±0.1	1.87 (L)
Sexual Orientation							
Heterosexual or straight	115	3.6*	±0.2	8,379	2.7*	±0.0	0.98 (L)
Lesbian	--	--	--	82	2.6	±0.2	NA
Gay	--	--	--	79	2.8	±0.2	NA
Bisexual	NR	NR	NR	97	2.8	±0.2	NR
Other	6	4.7*	±0.4	46	2.6*	±0.2	2.83 (L)
I prefer not to say	NR	NR	NR	373	2.9	±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 BLM.

Table 4.72 BLM – Sexual Coercion and Organizational Trust 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	128	2.5*	±0.1	9,137	3.4*	±0.0	-1.01 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	2.8	±0.0	57	3.5	±0.3	-0.62 (M)
Wage Grade (WG) 5-8	13	3.0	±0.5	438	3.2	±0.1	-0.20 (S)
Wage Grade (WG) 9-16	6	3.3	±0.0	189	3.1	±0.1	0.28 (S)
Other Wage Grade (WG)	--	--	--	24	3.5	±0.3	NA
General Schedule (GS) 1-6	7	2.6*	±0.6	615	3.5*	±0.1	-1.06 (L)
General Schedule (GS) 7-10	23	2.0*	±0.3	2,160	3.2*	±0.0	-1.43 (L)
General Schedule (GS) 11-12	65	2.4*	±0.2	4,221	3.4*	±0.0	-1.11 (L)
General Schedule (GS) 13-15	8	2.4*	±0.5	1,322	3.6*	±0.0	-1.48 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	13	4.5	±0.4	NA
Other	--	--	--	44	3.0	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	8	2.1*	±0.3	796	3.6*	±0.1	-1.70 (L)
1 to 3 years	30	3.1*	±0.2	1,290	3.5*	±0.1	-0.44 (S)
4 to 5 years	NR	NR	NR	738	3.3	±0.1	NR
6 to 10 years	25	2.3*	±0.3	1,932	3.3*	±0.0	-1.14 (L)
11 to 14 years	14	1.7*	±0.3	1,054	3.3*	±0.1	-1.94 (L)
15 to 20 years	26	2.5*	±0.2	1,383	3.3*	±0.0	-0.99 (L)
More than 20 years	21	2.3*	±0.3	1,921	3.4*	±0.0	-1.30 (L)
Appointment Type							
Permanent	116	2.5*	±0.1	8,619	3.4*	±0.0	-1.04 (L)
Term	NR	NR	NR	293	3.6	±0.1	NR
Temporary	10	3.1	±0.7	189	3.6	±0.1	-0.58 (M)
Work Schedule							
Seasonal	16	2.6*	±0.5	511	3.3*	±0.1	-0.83 (L)
Non-Seasonal	110	2.5*	±0.1	8,217	3.4*	±0.0	-1.01 (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	7	1.9*	±0.4	412	3.3*	±0.1	-1.63 (L)
Permanent-Non-Seasonal	110	2.5*	±0.1	8,127	3.4*	±0.0	-1.01 (L)
Term	NR	NR	NR	293	3.6	±0.1	NR
Temporary-Seasonal	10	3.1	±0.7	99	3.5	±0.2	-0.46 (S)
Temporary-Non-Seasonal	--	--	--	90	3.8	±0.2	NA
Sex							
Men	51	2.4*	±0.2	5,835	3.4*	±0.0	-1.13 (L)
Women	76	2.6*	±0.2	3,268	3.3*	±0.0	-0.89 (L)
Gender Identity							
Male	51	2.4*	±0.2	5,835	3.4*	±0.0	-1.13 (L)
Female	76	2.6*	±0.2	3,268	3.3*	±0.0	-0.89 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	33	3.2	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	115	2.5*	±0.1	8,399	3.4*	±0.0	-1.04 (L)
Sexual Minority	11	2.2*	±0.4	303	3.4*	±0.1	-1.16 (L)
Sexual Orientation							
Heterosexual or straight	115	2.5*	±0.1	8,399	3.4*	±0.0	-1.04 (L)
Lesbian	--	--	--	82	3.4	±0.2	NA
Gay	--	--	--	79	3.4	±0.2	NA
Bisexual	NR	NR	NR	97	3.3	±0.2	NR
Other	6	1.8*	±0.3	46	3.5*	±0.3	-1.67 (L)
I prefer not to say	NR	NR	NR	376	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.

4.9.5 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 BLM.

Table 4.73 BLM – 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	125	2.5*	±0.2	8,982	3.7*	±0.0	-1.22 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.3*	±0.0	57	4.2*	±0.2	-1.15 (L)
Wage Grade (WG) 5-8	13	1.8*	±0.4	429	3.6*	±0.1	-1.48 (L)
Wage Grade (WG) 9-16	6	3.0	±0.0	187	3.6	±0.2	-0.55 (M)
Other Wage Grade (WG)	--	--	--	24	3.9	±0.2	NA
General Schedule (GS) 1-6	7	2.5*	±1.2	605	3.8*	±0.1	-1.31 (L)
General Schedule (GS) 7-10	23	2.0*	±0.3	2,103	3.7*	±0.0	-1.62 (L)
General Schedule (GS) 11-12	63	2.7*	±0.4	4,155	3.7*	±0.0	-0.98 (L)
General Schedule (GS) 13-15	6	1.8*	±0.4	1,311	3.9*	±0.1	-1.95 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	13	4.5	±0.5	NA
Other	--	--	--	44	3.2	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	8	1.8*	±0.6	795	4.0*	±0.1	-2.29 (L)
1 to 3 years	29	2.7*	±0.4	1,267	3.9*	±0.1	-1.10 (L)
4 to 5 years	NR	NR	NR	731	3.7	±0.1	NR
6 to 10 years	23	2.1*	±0.5	1,891	3.7*	±0.0	-1.48 (L)
11 to 14 years	14	2.5*	±0.5	1,052	3.7*	±0.1	-1.15 (L)
15 to 20 years	26	2.4*	±0.6	1,344	3.7*	±0.1	-1.18 (L)
More than 20 years	21	2.4*	±0.6	1,879	3.7*	±0.0	-1.21 (L)
Appointment Type							
Permanent	113	2.5*	±0.2	8,469	3.7*	±0.0	-1.15 (L)
Term	NR	NR	NR	292	4.0	±0.1	NR
Temporary	10	1.9*	±0.4	187	4.0*	±0.1	-2.26 (L)
Work Schedule							
Seasonal	16	1.7*	±0.4	493	3.8*	±0.1	-2.20 (L)
Non-Seasonal	106	2.6*	±0.2	8,087	3.7*	±0.0	-1.08 (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 and Work Schedule							
Permanent-Seasonal	7	1.5*	±0.8	396	3.8*	±0.1	-2.48 (L)
Permanent-Non-Seasonal	106	2.6*	±0.2	7,997	3.7*	±0.0	-1.08 (L)
Term	NR	NR	NR	292	4.0	±0.1	NR
Temporary-Seasonal	10	1.9*	±0.4	97	3.8*	±0.2	-2.01 (L)
Temporary-Non-Seasonal	--	--	--	90	4.3	±0.2	NA
Sex							
Men	51	2.7*	±0.3	5,735	3.8*	±0.0	-1.06 (L)
Women	73	2.3*	±0.3	3,213	3.7*	±0.0	-1.29 (L)
Gender Identity							
Male	51	2.7*	±0.3	5,735	3.8*	±0.0	-1.06 (L)
Female	73	2.3*	±0.3	3,213	3.7*	±0.0	-1.29 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	33	3.4	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	114	2.5*	±0.2	8,252	3.8*	±0.0	-1.19 (L)
Sexual Minority	9	1.7*	±0.5	298	3.8*	±0.1	-2.05 (L)
Sexual Orientation							
Heterosexual or straight	114	2.5*	±0.2	8,252	3.8*	±0.0	-1.19 (L)
Lesbian	--	--	--	82	3.9	±0.2	NA
Gay	--	--	--	77	3.7	±0.2	NA
Bisexual	NR	NR	NR	94	3.8	±0.2	NR
Other	6	1.3*	±0.1	46	3.9*	±0.3	-2.36 (L)
I prefer not to say	NR	NR	NR	375	3.5	±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 BLM.

Table 4.74 BLM – 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	131	2.4*	±0.2	9,178	3.6*	±0.0	-1.34 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.2	±0.0	57	3.6	±0.2	-0.49 (S)
Wage Grade (WG) 5-8	13	2.2*	±0.8	438	3.7*	±0.1	-1.47 (L)
Wage Grade (WG) 9-16	6	3.2	±0.0	196	3.5	±0.1	-0.35 (S)
Other Wage Grade (WG)	--	--	--	24	3.5	±0.3	NA
General Schedule (GS) 1-6	7	2.4*	±0.3	619	3.7*	±0.1	-1.60 (L)
General Schedule (GS) 7-10	26	2.4*	±0.4	2,162	3.5*	±0.0	-1.22 (L)
General Schedule (GS) 11-12	65	2.3*	±0.3	4,236	3.7*	±0.0	-1.48 (L)
General Schedule (GS) 13-15	8	2.6*	±1.1	1,333	3.8*	±0.0	-1.39 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.4	±0.5	NA
Other	--	--	--	44	3.5	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	10	2.8*	±0.5	799	3.8*	±0.1	-1.08 (L)
1 to 3 years	30	2.7*	±0.4	1,297	3.7*	±0.1	-1.01 (L)
4 to 5 years	NR	NR	NR	741	3.6	±0.1	NR
6 to 10 years	25	2.1*	±0.4	1,944	3.6*	±0.0	-1.61 (L)
11 to 14 years	14	2.0*	±0.3	1,061	3.6*	±0.1	-1.83 (L)
15 to 20 years	26	2.5*	±0.5	1,385	3.6*	±0.0	-1.21 (L)
More than 20 years	21	2.3*	±0.5	1,928	3.7*	±0.0	-1.54 (L)
Appointment Type							
Permanent	119	2.4*	±0.2	8,656	3.6*	±0.0	-1.38 (L)
Term	NR	NR	NR	296	3.8	±0.1	NR
Temporary	10	3.0*	±0.6	189	3.8*	±0.1	-0.91 (L)
Work Schedule							
Seasonal	16	2.5*	±0.5	518	3.7*	±0.1	-1.57 (L)
Non-Seasonal	112	2.4*	±0.2	8,246	3.6*	±0.0	-1.32 (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 and Work Schedule							
Permanent-Seasonal	7	1.7*	±0.5	419	3.7*	±0.1	-2.65 (L)
Permanent-Non-Seasonal	112	2.4*	±0.2	8,156	3.6*	±0.0	-1.32 (L)
Term	NR	NR	NR	296	3.8	±0.1	NR
Temporary-Seasonal	10	3.0*	±0.6	99	3.7*	±0.2	-0.78 (M)
Temporary-Non-Seasonal	--	--	--	90	4.0	±0.2	NA
Sex							
Men	54	2.3*	±0.3	5,860	3.7*	±0.0	-1.64 (L)
Women	76	2.5*	±0.3	3,283	3.5*	±0.0	-1.02 (L)
Gender Identity							
Male	54	2.3*	±0.3	5,860	3.7*	±0.0	-1.64 (L)
Female	76	2.5*	±0.3	3,283	3.5*	±0.0	-1.02 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	33	3.5	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	118	2.5*	±0.2	8,429	3.7*	±0.0	-1.33 (L)
Sexual Minority	11	1.7*	±0.7	310	3.6*	±0.1	-1.65 (L)
Sexual Orientation							
Heterosexual or straight	118	2.5*	±0.2	8,429	3.7*	±0.0	-1.33 (L)
Lesbian	--	--	--	89	3.7	±0.2	NA
Gay	--	--	--	79	3.6	±0.2	NA
Bisexual	NR	NR	NR	97	3.5	±0.2	NR
Other	6	1.3*	±0.5	46	3.5*	±0.3	-1.90 (L)
I prefer not to say	NR	NR	NR	379	3.5	±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 BLM.

Table 4.75 BLM – 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	128	2.1*	±0.1	9,121	2.2*	±0.0	-0.34 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	1.7	±0.0	57	1.7	±0.1	-0.15
Wage Grade (WG) 5-8	13	2.0	±0.5	436	2.3	±0.0	-0.48 (S)
Wage Grade (WG) 9-16	6	3.0*	±0.0	196	2.5*	±0.1	1.42 (L)
Other Wage Grade (WG)	--	--	--	24	2.8	±0.1	NA
General Schedule (GS) 1-6	7	2.4	±0.3	612	2.2	±0.0	0.30 (S)
General Schedule (GS) 7-10	23	2.0*	±0.2	2,150	2.3*	±0.0	-0.50 (M)
General Schedule (GS) 11-12	65	2.1*	±0.1	4,216	2.2*	±0.0	-0.40 (S)
General Schedule (GS) 13-15	8	1.9	±0.2	1,330	2.2	±0.0	-0.64 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	2.1	±0.1	NA
Other	--	--	--	42	2.6	±0.1	NA
Years of Service at Bureau or Office							
Less than 1 year	8	2.5	±0.2	798	2.2	±0.0	0.49 (S)
1 to 3 years	30	2.2	±0.3	1,289	2.2	±0.0	-0.08
4 to 5 years	NR	NR	NR	735	2.3	±0.0	NR
6 to 10 years	25	2.0*	±0.2	1,927	2.2*	±0.0	-0.54 (M)
11 to 14 years	14	2.1	±0.3	1,052	2.3	±0.0	-0.45 (S)
15 to 20 years	26	2.1*	±0.1	1,378	2.3*	±0.0	-0.45 (S)
More than 20 years	21	2.0*	±0.1	1,928	2.2*	±0.0	-0.44 (S)
Appointment Type							
Permanent	116	2.0*	±0.1	8,599	2.3*	±0.0	-0.43 (S)
Term	NR	NR	NR	296	2.3	±0.1	NR
Temporary	10	2.7*	±0.2	189	2.1*	±0.1	1.19 (L)
Work Schedule							
Seasonal	16	2.5	±0.2	515	2.5	±0.0	0.03
Non-Seasonal	110	2.0*	±0.1	8,193	2.2*	±0.0	-0.42 (S)

	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	7	2.2	±0.3	417	2.5	±0.0	-0.70 (M)
Permanent-Non-Seasonal	110	2.0*	±0.1	8,103	2.2*	±0.0	-0.43 (S)
Term	NR	NR	NR	296	2.3	±0.1	NR
Temporary-Seasonal	10	2.7*	±0.2	99	2.2*	±0.1	0.92 (L)
Temporary-Non-Seasonal	--	--	--	90	2.0	±0.1	NA
Sex							
Men	51	2.1*	±0.2	5,844	2.3*	±0.0	-0.41 (S)
Women	76	2.1	±0.1	3,245	2.1	±0.0	-0.15
Gender Identity							
Male	51	2.1*	±0.2	5,844	2.3*	±0.0	-0.41 (S)
Female	76	2.1	±0.1	3,245	2.1	±0.0	-0.15
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	32	2.1	±0.2	NR
Sexual Orientation - Collapsed							
Heterosexual	115	2.1*	±0.1	8,399	2.2*	±0.0	-0.27 (S)
Sexual Minority	11	1.8*	±0.3	310	2.3*	±0.1	-0.86 (L)
Sexual Orientation							
Heterosexual or straight	115	2.1*	±0.1	8,399	2.2*	±0.0	-0.27 (S)
Lesbian	--	--	--	89	2.3	±0.1	NA
Gay	--	--	--	79	2.3	±0.1	NA
Bisexual	NR	NR	NR	97	2.2	±0.1	NR
Other	6	2.1	±0.1	46	2.3	±0.2	-0.33 (S)
I prefer not to say	NR	NR	NR	371	2.2	±0.0	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 BLM.

Table 4.76 BLM – 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	95	72.9%*	±8.4	1,111	12.3%*	±0.7	1.33 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	10	18.9%	±12.9	NR
Wage Grade (WG) 5-8	NR	NR	NR	28	6.5%	±2.7	NR
Wage Grade (WG) 9-16	NR	NR	NR	22	11.5%	±5.5	NR
Other Wage Grade (WG)	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 1-6	NR	NR	NR	48	7.8%	±2.4	NR
General Schedule (GS) 7-10	NR	NR	NR	320	15.0%	±1.6	NR
General Schedule (GS) 11-12	43	65.6%*	±12.6	511	12.2%*	±1.0	1.17 (L)
General Schedule (GS) 13-15	NR	NR	NR	164	12.5%	±1.9	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	44	5.6%	±1.9	NR
1 to 3 years	NA	100%	NA	179	14.0%	±2.0	2.37 (L)
4 to 5 years	NR	NR	NR	131	18.0%	±3.0	NR
6 to 10 years	NR	NR	NR	297	15.5%	±1.7	NR
11 to 14 years	NR	NR	NR	108	10.3%	±2.0	NR
15 to 20 years	NR	NR	NR	161	11.7%	±1.8	NR
More than 20 years	NR	NR	NR	186	9.7%	±1.4	NR
Appointment Type							
Permanent	90	76.0%*	±8.6	1,054	12.3%*	±0.7	1.40 (L)
Term	NR	NR	NR	29	9.9%	±4.0	NR
Temporary	NR	NR	NR	26	14.2%	±5.9	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	73	14.5%	±3.4	NR
Non-Seasonal	84	74.6%*	±9.0	1,002	12.3%*	±0.7	1.37 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	60	14.5%	±3.8	NR
Permanent-Non-Seasonal	84	74.6%*	±9.0	990	12.3%*	±0.7	1.37 (L)
Term	NR	NR	NR	29	9.9%	±4.0	NR
Temporary-Seasonal	NR	NR	NR	13	14.7%	±9.0	NR
Temporary-Non-Seasonal	--	--	--	12	13.7%	±9.0	NA
Sex							
Men	33	61.9%*	±14.0	526	9.1%*	±0.8	1.20 (L)
Women	61	80.3%*	±10.7	580	17.9%*	±1.4	1.35 (L)
Gender Identity							
Male	33	61.9%*	±14.0	526	9.1%*	±0.8	1.20 (L)
Female	61	80.3%*	±10.7	580	17.9%*	±1.4	1.35 (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	85	71.8%*	±8.9	960	11.5%*	±0.7	1.33 (L)
Sexual Minority	NR	NR	NR	82	27.7%	±5.4	NR
Sexual Orientation							
Heterosexual or straight	85	71.8%*	±8.9	960	11.5%*	±0.7	1.33 (L)
Lesbian	--	--	--	24	29.8%	±11.0	NA
Gay	--	--	--	19	25.1%	±11.3	NA
Bisexual	NR	NR	NR	34	36.6%	±10.4	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	68	18.3%	±4.3	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 BLM – Logistic Regression of Sexual Coercion 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	4.287	0.678	39.975	--	72.734	--	--	--	--
Education Level	-0.670	0.210	10.179	0.001	0.512	0.339	0.772	-422.915	10.105
Relationship Status	-0.998	0.205	23.681	0.000	0.369	0.247	0.551	-429.890	24.055
Work Schedule	-1.407	0.325	18.768	0.000	0.245	0.130	0.463	-425.710	15.695
Organizational Inclusion	-0.528	0.127	17.256	0.000	0.590	0.460	0.757	-426.863	18.002
Organizational Trust	0.489	0.160	9.284	0.002	1.630	1.190	2.232	-422.545	9.366
Bystander Harassment Based on Sex/Gender	-1.887	0.238	63.000	0.000	0.151	0.095	0.241	-452.818	69.913
General Intolerance	-0.958	0.159	36.408	0.000	0.384	0.281	0.524	-436.717	37.710
Leadership Intolerance	-0.850	0.320	7.040	0.008	0.427	0.228	0.801	-421.484	7.244
Gender Context	-0.807	0.199	16.410	0.000	0.446	0.302	0.659	-426.112	16.500

Note. N = 8,386, 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 BLM.

Table 4.78 BLM – 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>	
Overall	1,468	2.9*	±0.0	7,714	3.7*	±0.0	-0.96 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	16	2.5*	±0.3	46	3.5*	±0.2	-1.33 (L)
Wage Grade (WG) 5-8	74	2.8*	±0.2	366	3.7*	±0.1	-1.13 (L)
Wage Grade (WG) 9-16	25	3.4	±0.2	165	3.5	±0.1	-0.16
Other Wage Grade (WG)	--	--	--	24	4.2	±0.2	NA
General Schedule (GS) 1-6	60	3.0*	±0.2	551	3.8*	±0.1	-1.05 (L)
General Schedule (GS) 7-10	343	2.9*	±0.1	1,811	3.7*	±0.0	-0.98 (L)
General Schedule (GS) 11-12	684	2.9*	±0.1	3,583	3.7*	±0.0	-0.96 (L)
General Schedule (GS) 13-15	251	3.1*	±0.1	1,082	3.8*	±0.0	-0.93 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	13	4.4	±0.4	NR
Other	NR	NR	NR	41	3.8	±0.3	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>
Years of Service at Bureau or Office							
Less than 1 year	97	3.1*	±0.2	699	3.8*	±0.1	-0.89 (L)
1 to 3 years	228	2.9*	±0.1	1,076	3.8*	±0.0	-0.99 (L)
4 to 5 years	158	2.9*	±0.1	575	3.6*	±0.1	-0.95 (L)
6 to 10 years	325	2.9*	±0.1	1,622	3.6*	±0.0	-0.81 (L)
11 to 14 years	161	2.8*	±0.1	918	3.7*	±0.0	-1.16 (L)
15 to 20 years	229	2.9*	±0.1	1,153	3.7*	±0.0	-0.98 (L)
More than 20 years	261	2.9*	±0.1	1,663	3.7*	±0.0	-1.03 (L)
Appointment Type							
Permanent	1,382	2.9*	±0.0	7,277	3.7*	±0.0	-0.97 (L)
Term	46	3.2*	±0.2	246	3.8*	±0.1	-0.63 (M)
Temporary	37	2.8*	±0.3	161	3.9*	±0.1	-1.31 (L)
Work Schedule							
Seasonal	88	2.9*	±0.2	422	3.8*	±0.1	-1.05 (L)
Non-Seasonal	1,327	2.9*	±0.0	6,944	3.7*	±0.0	-0.96 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	61	2.9*	±0.2	340	3.7*	±0.1	-1.09 (L)
Permanent-Non-Seasonal	1,317	2.9*	±0.0	6,864	3.7*	±0.0	-0.95 (L)
Term	46	3.2*	±0.2	246	3.8*	±0.1	-0.63 (M)
Temporary-Seasonal	27	3.0*	±0.4	82	3.8*	±0.2	-0.96 (L)
Temporary-Non-Seasonal	10	2.1*	±0.0	80	3.9*	±0.2	-2.22 (L)
Sex							
Men	484	2.8*	±0.1	5,343	3.7*	±0.0	-1.14 (L)
Women	976	3.0*	±0.1	2,345	3.6*	±0.0	-0.77 (M)
Gender Identity							
Male	484	2.8*	±0.1	5,343	3.7*	±0.0	-1.14 (L)
Female	976	3.0*	±0.1	2,345	3.6*	±0.0	-0.77 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	9	2.5*	±0.5	25	3.5*	±0.4	-0.94 (L)
Sexual Orientation - Collapsed							
Heterosexual	1,264	2.9*	±0.0	7,176	3.7*	±0.0	-0.98 (L)
Sexual Minority	116	3.0*	±0.2	197	3.6*	±0.1	-0.79 (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>
Sexual Orientation							
Heterosexual or straight	1,264	2.9*	±0.0	7,176	3.7*	±0.0	-0.98 (L)
Lesbian	35	3.1*	±0.2	47	3.6*	±0.2	-0.70 (M)
Gay	12	2.7*	±0.5	67	3.5*	±0.2	-1.08 (L)
Bisexual	48	3.0*	±0.3	54	3.7*	±0.2	-0.73 (M)
Other	21	2.8*	±0.5	30	3.9*	±0.3	-1.08 (L)
I prefer not to say	74	2.7*	±0.2	304	3.5*	±0.1	-0.92 (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.

4.10.2 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 BLM.

Table 4.79 BLM – 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	1,460	0.45*	±0.02	7,806	0.70*	±0.01	-0.60 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	16	0.89	±0.08	46	0.66	±0.14	0.54 (M)
Wage Grade (WG) 5-8	73	0.53	±0.10	374	0.62	±0.04	-0.21 (S)
Wage Grade (WG) 9-16	25	0.49	±0.18	170	0.61	±0.07	-0.28 (S)
Other Wage Grade (WG)	--	--	--	24	0.69	±0.16	NA
General Schedule (GS) 1-6	58	0.53*	±0.12	565	0.72*	±0.03	-0.44 (S)
General Schedule (GS) 7-10	336	0.41*	±0.04	1,841	0.67*	±0.02	-0.61 (M)
General Schedule (GS) 11-12	683	0.40*	±0.03	3,608	0.69*	±0.01	-0.72 (M)
General Schedule (GS) 13-15	253	0.54*	±0.05	1,088	0.76*	±0.02	-0.58 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	13	1.00	±0.00	NR
Other	NR	NR	NR	43	0.64	±0.14	NR
Years of Service at Bureau or Office							
Less than 1 year	99	0.67	±0.08	706	0.73	±0.03	-0.13
1 to 3 years	225	0.51*	±0.06	1,089	0.67*	±0.03	-0.38 (S)
4 to 5 years	157	0.44*	±0.07	584	0.69*	±0.03	-0.62 (M)
6 to 10 years	321	0.39*	±0.05	1,637	0.69*	±0.02	-0.70 (M)
11 to 14 years	161	0.36*	±0.06	923	0.73*	±0.03	-0.94 (L)
15 to 20 years	229	0.46*	±0.05	1,176	0.67*	±0.02	-0.49 (S)
More than 20 years	261	0.42*	±0.05	1,683	0.71*	±0.02	-0.72 (M)
Appointment Type							
Permanent	1,373	0.44*	±0.02	7,360	0.69*	±0.01	-0.61 (M)
Term	46	0.48*	±0.13	252	0.73*	±0.05	-0.61 (M)
Temporary	37	0.60*	±0.14	161	0.80*	±0.06	-0.51 (M)
Work Schedule							
Seasonal	88	0.55*	±0.09	441	0.73*	±0.04	-0.42 (S)
Non-Seasonal	1,318	0.44*	±0.02	7,009	0.69*	±0.01	-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	61	0.60	±0.10	360	0.71	±0.04	-0.25 (S)
Permanent-Non-Seasonal	1,308	0.43*	±0.02	6,929	0.69*	±0.01	-0.63 (M)
Term	46	0.48*	±0.13	252	0.73*	±0.05	-0.61 (M)
Temporary-Seasonal	27	0.44*	±0.17	82	0.82*	±0.08	-0.98 (L)
Temporary-Non-Seasonal	10	1.00	±0.00	80	0.77	±0.09	0.60 (M)
Sex							
Men	481	0.44*	±0.04	5,400	0.71*	±0.01	-0.65 (M)
Women	970	0.45*	±0.03	2,381	0.66*	±0.02	-0.51 (M)
Gender Identity							
Male	481	0.44*	±0.04	5,400	0.71*	±0.01	-0.65 (M)
Female	970	0.45*	±0.03	2,381	0.66*	±0.02	-0.51 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	25	0.55	±0.19	NR
Sexual Orientation - Collapsed							
Heterosexual	1,265	0.45*	±0.02	7,268	0.70*	±0.01	-0.61 (M)
Sexual Minority	116	0.50*	±0.07	194	0.65*	±0.06	-0.37 (S)
Sexual Orientation							
Heterosexual or straight	1,265	0.45*	±0.02	7,268	0.70*	±0.01	-0.61 (M)
Lesbian	35	0.43	±0.12	47	0.49	±0.12	-0.16
Gay	12	0.51	±0.16	67	0.71	±0.10	-0.49 (S)
Bisexual	48	0.56	±0.13	51	0.66	±0.12	-0.23 (S)
Other	21	0.46*	±0.16	30	0.75*	±0.15	-0.72 (M)
I prefer not to say	71	0.30*	±0.10	309	0.58*	±0.05	-0.64 (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 BLM.

Table 4.80 BLM – 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	1,471	3.1*	±0.0	7,780	2.7*	±0.0	0.48 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	16	3.2*	±0.3	46	2.6*	±0.1	1.50 (L)
Wage Grade (WG) 5-8	74	2.9	±0.3	372	2.8	±0.1	0.17
Wage Grade (WG) 9-16	25	3.1	±0.2	170	2.9	±0.1	0.26 (S)
Other Wage Grade (WG)	--	--	--	24	2.6	±0.4	NA
General Schedule (GS) 1-6	60	3.2*	±0.2	551	2.7*	±0.1	0.62 (M)
General Schedule (GS) 7-10	338	3.2*	±0.1	1,840	2.8*	±0.0	0.49 (S)
General Schedule (GS) 11-12	683	3.1*	±0.1	3,602	2.7*	±0.0	0.46 (S)
General Schedule (GS) 13-15	252	3.0*	±0.1	1,087	2.5*	±0.0	0.65 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	11	1.6	±0.3	NR
Other	NR	NR	NR	43	2.7	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	96	2.8*	±0.2	708	2.6*	±0.1	0.24 (S)
1 to 3 years	226	3.1*	±0.1	1,071	2.7*	±0.0	0.55 (M)
4 to 5 years	161	3.1*	±0.1	576	2.8*	±0.1	0.41 (S)
6 to 10 years	329	3.1*	±0.1	1,630	2.8*	±0.0	0.33 (S)
11 to 14 years	160	3.2*	±0.1	919	2.8*	±0.1	0.53 (M)
15 to 20 years	229	3.2*	±0.1	1,182	2.7*	±0.1	0.60 (M)
More than 20 years	256	3.1*	±0.1	1,686	2.6*	±0.0	0.57 (M)
Appointment Type							
Permanent	1,384	3.1*	±0.0	7,349	2.7*	±0.0	0.49 (S)
Term	46	2.7	±0.2	250	2.5	±0.1	0.21 (S)
Temporary	37	3.0*	±0.3	151	2.6*	±0.1	0.51 (M)
Work Schedule							
Seasonal	88	2.9	±0.2	439	2.8	±0.1	0.16
Non-Seasonal	1,330	3.1*	±0.0	6,990	2.7*	±0.0	0.50 (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	61	2.9	±0.2	357	2.9	±0.1	0.04
Permanent-Non-Seasonal	1,319	3.1*	±0.1	6,921	2.7*	±0.0	0.50 (M)
Term	46	2.7	±0.2	250	2.5	±0.1	0.21 (S)
Temporary-Seasonal	27	3.0*	±0.4	82	2.5*	±0.2	0.56 (M)
Temporary-Non-Seasonal	10	2.9	±0.0	69	2.7	±0.1	0.34 (S)
Sex							
Men	483	3.3*	±0.1	5,386	2.7*	±0.0	0.64 (M)
Women	979	3.0*	±0.1	2,368	2.7*	±0.0	0.43 (S)
Gender Identity							
Male	483	3.3*	±0.1	5,386	2.7*	±0.0	0.64 (M)
Female	979	3.0*	±0.1	2,368	2.7*	±0.0	0.43 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	9	3.3	±0.7	25	3.0	±0.4	0.31 (S)
Sexual Orientation - Collapsed							
Heterosexual	1,263	3.1*	±0.1	7,243	2.7*	±0.0	0.49 (S)
Sexual Minority	116	3.0*	±0.2	197	2.7*	±0.1	0.34 (S)
Sexual Orientation							
Heterosexual or straight	1,263	3.1*	±0.1	7,243	2.7*	±0.0	0.49 (S)
Lesbian	35	2.7	±0.2	47	2.4	±0.3	0.34 (S)
Gay	12	3.7*	±0.7	67	2.7*	±0.2	1.08 (L)
Bisexual	48	2.9	±0.3	54	2.9	±0.2	0.00
Other	21	3.2	±0.5	30	2.6	±0.3	0.56 (M)
I prefer not to say	72	3.3*	±0.2	303	2.8*	±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.

4.10.4 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 BLM.

Table 4.81 BLM – 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	1,474	2.9*	±0.0	7,804	3.4*	±0.0	-0.59 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	16	3.8	±0.4	46	3.3	±0.3	0.51 (M)
Wage Grade (WG) 5-8	74	3.1	±0.2	378	3.3	±0.1	-0.20 (S)
Wage Grade (WG) 9-16	25	3.3	±0.3	170	3.1	±0.1	0.32 (S)
Other Wage Grade (WG)	--	--	--	24	3.5	±0.3	NA
General Schedule (GS) 1-6	60	2.9*	±0.2	563	3.6*	±0.1	-0.80 (L)
General Schedule (GS) 7-10	338	2.8*	±0.1	1,852	3.3*	±0.0	-0.61 (M)
General Schedule (GS) 11-12	686	2.9*	±0.1	3,600	3.5*	±0.0	-0.70 (M)
General Schedule (GS) 13-15	252	3.1*	±0.1	1,081	3.7*	±0.0	-0.70 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	11	4.6	±0.3	NR
Other	NR	NR	NR	43	3.0	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	96	3.2*	±0.2	707	3.6*	±0.1	-0.53 (M)
1 to 3 years	228	3.1*	±0.1	1,092	3.6*	±0.1	-0.54 (M)
4 to 5 years	161	2.9*	±0.2	584	3.4*	±0.1	-0.67 (M)
6 to 10 years	329	2.9*	±0.1	1,629	3.4*	±0.0	-0.58 (M)
11 to 14 years	160	2.9*	±0.2	915	3.4*	±0.1	-0.61 (M)
15 to 20 years	229	3.0*	±0.1	1,181	3.4*	±0.0	-0.45 (S)
More than 20 years	257	2.8*	±0.1	1,687	3.5*	±0.0	-0.79 (M)
Appointment Type							
Permanent	1,387	2.9*	±0.0	7,360	3.4*	±0.0	-0.59 (M)
Term	46	2.7*	±0.3	249	3.7*	±0.1	-1.10 (L)
Temporary	37	3.4	±0.3	161	3.6	±0.1	-0.22 (S)
Work Schedule							
Seasonal	88	3.2	±0.2	441	3.3	±0.1	-0.15
Non-Seasonal	1,333	2.9*	±0.1	7,004	3.4*	±0.0	-0.60 (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	61	3.2	±0.2	360	3.2	±0.1	-0.03
Permanent-Non-Seasonal	1,322	2.9*	±0.1	6,924	3.4*	±0.0	-0.61 (M)
Term	46	2.7*	±0.3	249	3.7*	±0.1	-1.10 (L)
Temporary-Seasonal	27	3.1*	±0.4	82	3.5*	±0.2	-0.60 (M)
Temporary-Non-Seasonal	10	4.3	±0.0	80	3.7	±0.2	0.59 (M)
Sex							
Men	483	2.8*	±0.1	5,403	3.4*	±0.0	-0.76 (M)
Women	982	3.0*	±0.1	2,375	3.4*	±0.0	-0.51 (M)
Gender Identity							
Male	483	2.8*	±0.1	5,403	3.4*	±0.0	-0.76 (M)
Female	982	3.0*	±0.1	2,375	3.4*	±0.0	-0.51 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	9	2.9	±0.9	25	3.2	±0.4	-0.23 (S)
Sexual Orientation - Collapsed							
Heterosexual	1,266	2.9*	±0.1	7,260	3.5*	±0.0	-0.59 (M)
Sexual Minority	116	3.0*	±0.2	197	3.5*	±0.1	-0.59 (M)
Sexual Orientation							
Heterosexual or straight	1,266	2.9*	±0.1	7,260	3.5*	±0.0	-0.59 (M)
Lesbian	35	3.0*	±0.3	47	3.6*	±0.2	-0.62 (M)
Gay	12	2.3*	±0.5	67	3.6*	±0.2	-1.61 (L)
Bisexual	48	3.1	±0.3	54	3.5	±0.3	-0.39 (S)
Other	21	3.0	±0.5	30	3.5	±0.4	-0.44 (S)
I prefer not to say	72	2.7*	±0.2	306	3.3*	±0.1	-0.60 (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.

4.10.5 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 BLM.

Table 4.82 BLM – 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	1,450	3.3*	±0.1	7,667	3.8*	±0.0	-0.51 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	16	4.4	±0.4	46	4.0	±0.2	0.43 (S)
Wage Grade (WG) 5-8	74	3.1*	±0.3	369	3.7*	±0.1	-0.44 (S)
Wage Grade (WG) 9-16	25	3.8	±0.3	168	3.5	±0.2	0.29 (S)
Other Wage Grade (WG)	--	--	--	24	3.9	±0.2	NA
General Schedule (GS) 1-6	60	3.2*	±0.3	553	3.8*	±0.1	-0.67 (M)
General Schedule (GS) 7-10	335	3.2*	±0.1	1,798	3.8*	±0.0	-0.52 (M)
General Schedule (GS) 11-12	675	3.2*	±0.1	3,543	3.8*	±0.0	-0.55 (M)
General Schedule (GS) 13-15	242	3.4*	±0.2	1,076	4.0*	±0.1	-0.57 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	11	4.9	±0.1	NR
Other	NR	NR	NR	43	3.2	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	96	3.7*	±0.2	707	4.0*	±0.1	-0.33 (S)
1 to 3 years	224	3.4*	±0.2	1,072	4.0*	±0.1	-0.52 (M)
4 to 5 years	160	3.2*	±0.2	577	3.9*	±0.1	-0.68 (M)
6 to 10 years	328	3.3*	±0.1	1,588	3.7*	±0.1	-0.43 (S)
11 to 14 years	155	3.1*	±0.2	917	3.8*	±0.1	-0.62 (M)
15 to 20 years	229	3.2*	±0.2	1,142	3.7*	±0.1	-0.49 (S)
More than 20 years	245	3.1*	±0.2	1,655	3.8*	±0.0	-0.58 (M)
Appointment Type							
Permanent	1,363	3.3*	±0.1	7,229	3.8*	±0.0	-0.52 (M)
Term	46	3.6*	±0.3	248	4.1*	±0.1	-0.44 (S)
Temporary	37	3.5*	±0.5	159	4.0*	±0.1	-0.43 (S)
Work Schedule							
Seasonal	86	3.2*	±0.3	425	3.8*	±0.1	-0.63 (M)
Non-Seasonal	1,310	3.3*	±0.1	6,892	3.8*	±0.0	-0.51 (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	59	3.3*	±0.3	345	3.8*	±0.1	-0.52 (M)
Permanent-Non-Seasonal	1,300	3.3*	±0.1	6,812	3.8*	±0.0	-0.52 (M)
Term	46	3.6*	±0.3	248	4.1*	±0.1	-0.44 (S)
Temporary-Seasonal	27	3.0*	±0.5	79	3.8*	±0.2	-0.83 (L)
Temporary-Non-Seasonal	10	5.0*	±0.0	80	4.2*	±0.2	1.01 (L)
Sex							
Men	472	3.1*	±0.1	5,314	3.8*	±0.0	-0.72 (M)
Women	969	3.4*	±0.1	2,328	3.8*	±0.0	-0.41 (S)
Gender Identity							
Male	472	3.1*	±0.1	5,314	3.8*	±0.0	-0.72 (M)
Female	969	3.4*	±0.1	2,328	3.8*	±0.0	-0.41 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	9	2.8	±0.9	25	3.6	±0.5	-0.60 (M)
Sexual Orientation - Collapsed							
Heterosexual	1,244	3.3*	±0.1	7,132	3.8*	±0.0	-0.53 (M)
Sexual Minority	114	3.4*	±0.2	193	4.0*	±0.1	-0.52 (M)
Sexual Orientation							
Heterosexual or straight	1,244	3.3*	±0.1	7,132	3.8*	±0.0	-0.53 (M)
Lesbian	35	3.8	±0.3	47	3.9	±0.3	-0.17
Gay	12	2.5*	±0.7	65	3.9*	±0.2	-1.56 (L)
Bisexual	47	3.5*	±0.4	51	4.0*	±0.2	-0.55 (M)
Other	21	3.2	±0.7	30	3.9	±0.4	-0.53 (M)
I prefer not to say	72	3.0*	±0.3	305	3.6*	±0.1	-0.52 (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 BLM.

Table 4.83 BLM – 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	1,482	3.1*	±0.1	7,839	3.7*	±0.0	-0.70 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	16	3.6	±0.1	46	3.6	±0.3	0.01
Wage Grade (WG) 5-8	74	2.9*	±0.3	378	3.8*	±0.1	-0.94 (L)
Wage Grade (WG) 9-16	25	3.5	±0.2	177	3.5	±0.1	0.00
Other Wage Grade (WG)	--	--	--	24	3.5	±0.3	NA
General Schedule (GS) 1-6	60	3.2*	±0.3	566	3.8*	±0.1	-0.72 (M)
General Schedule (GS) 7-10	343	3.0*	±0.1	1,852	3.6*	±0.0	-0.65 (M)
General Schedule (GS) 11-12	688	3.0*	±0.1	3,613	3.7*	±0.0	-0.78 (M)
General Schedule (GS) 13-15	253	3.4*	±0.1	1,091	3.9*	±0.0	-0.65 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	13	4.7	±0.3	NR
Other	NR	NR	NR	43	3.5	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	99	3.1*	±0.2	710	3.8*	±0.1	-0.87 (L)
1 to 3 years	228	3.2*	±0.1	1,100	3.8*	±0.1	-0.61 (M)
4 to 5 years	161	3.0*	±0.2	586	3.7*	±0.1	-0.76 (M)
6 to 10 years	329	3.1*	±0.1	1,641	3.6*	±0.0	-0.63 (M)
11 to 14 years	161	3.1*	±0.2	920	3.7*	±0.1	-0.64 (M)
15 to 20 years	229	3.1*	±0.1	1,182	3.7*	±0.0	-0.68 (M)
More than 20 years	261	3.0*	±0.1	1,689	3.8*	±0.0	-0.83 (L)
Appointment Type							
Permanent	1,395	3.1*	±0.1	7,392	3.7*	±0.0	-0.69 (M)
Term	46	2.9*	±0.4	253	3.9*	±0.1	-1.20 (L)
Temporary	37	3.4*	±0.3	161	3.9*	±0.1	-0.47 (S)
Work Schedule							
Seasonal	88	3.4*	±0.2	449	3.7*	±0.1	-0.43 (S)
Non-Seasonal	1,340	3.1*	±0.1	7,028	3.7*	±0.0	-0.69 (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	61	3.4*	±0.2	367	3.7*	±0.1	-0.39 (S)
Permanent-Non-Seasonal	1,330	3.1*	±0.1	6,949	3.7*	±0.0	-0.69 (M)
Term	46	2.9*	±0.4	253	3.9*	±0.1	-1.20 (L)
Temporary-Seasonal	27	3.3*	±0.4	82	3.7*	±0.2	-0.50 (M)
Temporary-Non-Seasonal	10	3.8	±0.0	80	4.0	±0.2	-0.21 (S)
Sex							
Men	485	3.0*	±0.1	5,428	3.7*	±0.0	-0.91 (L)
Women	987	3.2*	±0.1	2,384	3.7*	±0.0	-0.53 (M)
Gender Identity							
Male	485	3.0*	±0.1	5,428	3.7*	±0.0	-0.91 (L)
Female	987	3.2*	±0.1	2,384	3.7*	±0.0	-0.53 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	9	2.9*	±0.7	25	3.6*	±0.3	-0.79 (M)
Sexual Orientation - Collapsed							
Heterosexual	1,272	3.1*	±0.1	7,288	3.7*	±0.0	-0.68 (M)
Sexual Minority	116	3.0*	±0.2	205	3.8*	±0.1	-0.69 (M)
Sexual Orientation							
Heterosexual or straight	1,272	3.1*	±0.1	7,288	3.7*	±0.0	-0.68 (M)
Lesbian	35	3.1*	±0.4	54	4.0*	±0.3	-0.82 (L)
Gay	12	2.4*	±0.6	67	3.8*	±0.2	-1.60 (L)
Bisexual	48	3.3	±0.3	54	3.6	±0.3	-0.34 (S)
Other	21	2.8*	±0.6	30	3.5*	±0.4	-0.60 (M)
I prefer not to say	74	2.9*	±0.2	307	3.6*	±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.

4.10.7 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 BLM.

Table 4.84 BLM – 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	1,461	2.3*	±0.0	7,800	2.2*	±0.0	0.08
Pay Plan and Grade							
Wage Grade (WG) 1-4	16	1.7	±0.0	46	1.8	±0.1	-0.19
Wage Grade (WG) 5-8	74	2.3	±0.1	376	2.2	±0.1	0.05
Wage Grade (WG) 9-16	25	2.3	±0.2	177	2.5	±0.1	-0.39 (S)
Other Wage Grade (WG)	--	--	--	24	2.8	±0.1	NA
General Schedule (GS) 1-6	60	2.1	±0.1	559	2.2	±0.0	-0.18
General Schedule (GS) 7-10	333	2.3	±0.1	1,847	2.3	±0.0	-0.01
General Schedule (GS) 11-12	684	2.3*	±0.0	3,597	2.2*	±0.0	0.16
General Schedule (GS) 13-15	253	2.3*	±0.1	1,088	2.2*	±0.0	0.20 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	13	2.0	±0.1	NR
Other	NR	NR	NR	41	2.6	±0.1	NR
Years of Service at Bureau or Office							
Less than 1 year	95	2.2	±0.1	710	2.2	±0.0	0.05
1 to 3 years	228	2.2	±0.1	1,091	2.2	±0.0	-0.01
4 to 5 years	158	2.4*	±0.1	582	2.2*	±0.0	0.38 (S)
6 to 10 years	321	2.2	±0.1	1,632	2.2	±0.0	0.02
11 to 14 years	161	2.3	±0.1	912	2.3	±0.0	0.06
15 to 20 years	229	2.4*	±0.1	1,176	2.3*	±0.0	0.19
More than 20 years	261	2.2	±0.1	1,689	2.2	±0.0	-0.04
Appointment Type							
Permanent	1,375	2.3*	±0.0	7,353	2.2*	±0.0	0.07
Term	46	2.3	±0.1	253	2.2	±0.1	0.02
Temporary	37	2.3*	±0.2	161	2.1*	±0.1	0.37 (S)
Work Schedule							
Seasonal	88	2.5	±0.1	446	2.5	±0.0	0.15
Non-Seasonal	1,320	2.3*	±0.0	6,993	2.2*	±0.0	0.07

	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	61	2.5	±0.1	364	2.5	±0.0	0.03
Permanent-Non-Seasonal	1,310	2.3*	±0.0	6,913	2.2*	±0.0	0.07
Term	46	2.3	±0.1	253	2.2	±0.1	0.02
Temporary-Seasonal	27	2.5*	±0.1	82	2.2*	±0.1	0.68 (M)
Temporary-Non-Seasonal	10	1.7*	±0.0	80	2.0*	±0.1	-0.79 (M)
Sex							
Men	483	2.2*	±0.0	5,412	2.3*	±0.0	-0.28 (S)
Women	969	2.3*	±0.0	2,363	2.1*	±0.0	0.54 (M)
Gender Identity							
Male	483	2.2*	±0.0	5,412	2.3*	±0.0	-0.28 (S)
Female	969	2.3*	±0.0	2,363	2.1*	±0.0	0.54 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	9	2.1	±0.3	24	2.1	±0.3	-0.08
Sexual Orientation - Collapsed							
Heterosexual	1,265	2.3*	±0.0	7,261	2.2*	±0.0	0.09
Sexual Minority	116	2.3	±0.1	205	2.2	±0.1	0.08
Sexual Orientation							
Heterosexual or straight	1,265	2.3*	±0.0	7,261	2.2*	±0.0	0.09
Lesbian	35	2.4	±0.2	54	2.3	±0.1	0.13
Gay	12	2.6*	±0.3	67	2.2*	±0.1	0.67 (M)
Bisexual	48	2.1	±0.1	54	2.2	±0.1	-0.24 (S)
Other	21	2.4	±0.2	30	2.1	±0.2	0.40 (S)
I prefer not to say	74	2.1	±0.1	299	2.2	±0.1	-0.19

^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 BLM.

Table 4.85 BLM – 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	787	54.4%*	±2.6	422	5.4%*	±0.5	1.19 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NA	100%	NA	0	0.0%	NA	NA
Wage Grade (WG) 5-8	34	45.1%*	±11.6	7	1.9%*	±2.0	1.19 (L)
Wage Grade (WG) 9-16	NR	NR	NR	12	7.3%	±5.1	NR
Other Wage Grade (WG)	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 1-6	34	56.6%*	±13.1	17	3.0%*	±1.8	1.36 (L)
General Schedule (GS) 7-10	191	57.4%*	±5.4	146	8.0%*	±1.3	1.15 (L)
General Schedule (GS) 11-12	366	54.3%*	±3.8	188	5.2%*	±0.8	1.19 (L)
General Schedule (GS) 13-15	122	49.0%*	±6.2	51	4.8%*	±1.4	1.11 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	0	0.0%	NA	NR
Years of Service at Bureau or Office							
Less than 1 year	40	41.0%*	±10.2	6	0.8%*	±1.0	1.21 (L)
1 to 3 years	126	55.5%*	±6.6	83	7.7%*	±1.7	1.12 (L)
4 to 5 years	82	53.6%*	±8.0	50	8.7%*	±2.6	1.05 (L)
6 to 10 years	194	60.9%*	±5.5	122	7.5%*	±1.4	1.23 (L)
11 to 14 years	83	53.1%*	±7.9	37	4.1%*	±1.5	1.23 (L)
15 to 20 years	109	47.9%*	±6.5	66	5.7%*	±1.5	1.05 (L)
More than 20 years	149	57.4%*	±6.1	56	3.3%*	±1.0	1.35 (L)
Appointment Type							
Permanent	745	54.9%*	±2.7	400	5.5%*	±0.5	1.20 (L)
Term	14	29.2%*	±15.1	16	6.2%*	±3.8	0.64 (M)
Temporary	25	68.1%*	±17.2	5	3.5%*	±4.5	1.56 (L)

	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	61	70.0%*	±10.6	24	5.5%*	±2.6	1.51 (L)
Non-Seasonal	705	54.1%*	±2.7	382	5.5%*	±0.6	1.18 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	46	76.3%*	±12.6	20	5.6%*	±2.9	1.65 (L)
Permanent-Non-Seasonal	695	53.7%*	±2.7	380	5.5%*	±0.6	1.17 (L)
Term	14	29.2%*	±15.1	16	6.2%*	±3.8	0.64 (M)
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	254	53.3%*	±4.5	305	5.7%*	±0.7	1.15 (L)
Women	528	54.9%*	±3.2	116	4.9%*	±0.9	1.22 (L)
Gender Identity							
Male	254	53.3%*	±4.5	305	5.7%*	±0.7	1.15 (L)
Female	528	54.9%*	±3.2	116	4.9%*	±0.9	1.22 (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	677	54.0%*	±2.8	369	5.1%*	±0.5	1.19 (L)
Sexual Minority	68	61.0%*	±9.5	22	11.2%*	±5.3	1.11 (L)
Sexual Orientation							
Heterosexual or straight	677	54.0%*	±2.8	369	5.1%*	±0.5	1.19 (L)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	NR	NR	NR	13	19.5%	±11.6	NR
Bisexual	32	67.5%	±14.9	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	39	53.9%*	±11.7	31	10.1%*	±4.0	1.00 (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 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 BLM – 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	5.536	0.420	173.402	--	253.606	--	--	--	--
Sex	-1.550	0.079	387.178	0.000	0.212	0.182	0.248	-2630.995	417.900
Age	-0.278	0.083	11.237	0.001	0.757	0.643	0.891	-2427.619	11.148
Education Level	0.730	0.091	64.837	0.000	2.075	1.737	2.478	-2456.047	68.004
Relationship Status	-0.228	0.080	8.027	0.005	0.796	0.680	0.932	-2426.017	7.945
Pay Grade	--	--	14.700	--	--	--	--	--	--
Middle Grade vs. Junior Grade	0.339	0.168	4.073	0.044	1.403	1.010	1.951	-2429.642	15.194
Senior Grade vs. Junior Grade	0.592	0.174	11.528	0.001	1.808	1.284	2.544	-2429.642	15.194
Executive Grade vs. Junior Grade	1.148	0.910	1.591	0.207	3.151	0.529	18.755	-2429.642	15.194
Appointment Type	-0.402	0.167	5.799	0.016	0.669	0.482	0.928	-2424.844	5.597
Work Schedule	-0.696	0.175	15.922	0.000	0.498	0.354	0.702	-2429.554	15.019
Organizational Politics	-0.244	0.057	18.504	0.000	0.784	0.701	0.876	-2431.412	18.735
Organizational Inclusion	-0.341	0.046	54.618	0.000	0.711	0.650	0.778	-2449.268	54.446
Bystander Harassment Based on Sex/Gender	-2.463	0.087	799.621	0.000	0.085	0.072	0.101	-2849.252	854.414
General Intolerance	-0.673	0.056	142.122	0.000	0.510	0.457	0.570	-2495.258	146.426

Note. N = 8,397, Nagelkerke R Square = 0.448

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 BLM.

Table 4.87 BLM – 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>	
Overall	82	2.5*	±0.2	9,076	3.6*	±0.0	-1.26 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.3	±0.0	57	3.2	±0.2	0.10
Wage Grade (WG) 5-8	--	--	--	440	3.5	±0.1	NA
Wage Grade (WG) 9-16	--	--	--	182	3.5	±0.1	NA
Other Wage Grade (WG)	--	--	--	24	4.2	±0.2	NA
General Schedule (GS) 1-6	9	3.2	±0.1	602	3.8	±0.1	-0.62 (M)
General Schedule (GS) 7-10	21	2.2*	±0.3	2,122	3.5*	±0.0	-1.66 (L)
General Schedule (GS) 11-12	36	2.5*	±0.4	4,227	3.5*	±0.0	-1.22 (L)
General Schedule (GS) 13-15	10	2.1*	±0.4	1,322	3.7*	±0.0	-1.82 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.3	±0.4	NA
Other	--	--	--	42	3.7	±0.3	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	--	--	--	797	3.7	±0.1	NA
1 to 3 years	10	2.8*	±0.4	1,294	3.6*	±0.0	-0.94 (L)
4 to 5 years	14	3.0*	±0.3	719	3.5*	±0.1	-0.64 (M)
6 to 10 years	22	2.6*	±0.5	1,914	3.5*	±0.0	-1.08 (L)
11 to 14 years	6	2.6*	±0.2	1,065	3.6*	±0.0	-1.28 (L)
15 to 20 years	7	2.8*	±1.0	1,372	3.6*	±0.0	-0.97 (L)
More than 20 years	23	2.0*	±0.4	1,901	3.6*	±0.0	-1.95 (L)
Appointment Type							
Permanent	80	2.5*	±0.2	8,554	3.6*	±0.0	-1.27 (L)
Term	NR	NR	NR	290	3.7	±0.1	NR
Temporary	--	--	--	199	3.6	±0.1	NA
Work Schedule							
Seasonal	5	1.8*	±0.0	504	3.6*	±0.1	-2.29 (L)
Non-Seasonal	75	2.6*	±0.2	8,171	3.6*	±0.0	-1.20 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	5	1.8*	±0.0	395	3.6*	±0.1	-2.36 (L)
Permanent-Non-Seasonal	75	2.6*	±0.2	8,081	3.6*	±0.0	-1.20 (L)
Term	NR	NR	NR	290	3.7	±0.1	NR
Temporary-Seasonal	--	--	--	109	3.6	±0.2	NA
Temporary-Non-Seasonal	--	--	--	90	3.7	±0.2	NA
Sex							
Men	26	2.8*	±0.5	5,789	3.7*	±0.0	-1.07 (L)
Women	54	2.4*	±0.2	3,254	3.4*	±0.0	-1.25 (L)
Gender Identity							
Male	26	2.8*	±0.5	5,789	3.7*	±0.0	-1.07 (L)
Female	54	2.4*	±0.2	3,254	3.4*	±0.0	-1.25 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	32	3.2	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	61	2.5*	±0.2	8,356	3.6*	±0.0	-1.27 (L)
Sexual Minority	18	2.2*	±0.4	295	3.5*	±0.1	-1.56 (L)

	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	61	2.5*	±0.2	8,356	3.6*	±0.0	-1.27 (L)
Lesbian	NR	NR	NR	80	3.4	±0.2	NR
Gay	--	--	--	79	3.4	±0.2	NA
Bisexual	9	2.2*	±0.6	93	3.5*	±0.2	-1.46 (L)
Other	7	1.8*	±0.5	45	3.7*	±0.3	-2.00 (L)
I prefer not to say	NR	NR	NR	374	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.

4.11.2 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 BLM.

Table 4.88 BLM – 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	82	0.34*	±0.08	9,159	0.66*	±0.01	-0.75 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	0.67	±0.00	57	0.72	±0.12	-0.12
Wage Grade (WG) 5-8	--	--	--	447	0.60	±0.04	NA
Wage Grade (WG) 9-16	--	--	--	187	0.58	±0.07	NA
Other Wage Grade (WG)	--	--	--	24	0.69	±0.16	NA
General Schedule (GS) 1-6	9	0.67	±0.00	613	0.70	±0.03	-0.08
General Schedule (GS) 7-10	21	0.23*	±0.13	2,145	0.64*	±0.02	-0.93 (L)
General Schedule (GS) 11-12	36	0.33*	±0.12	4,251	0.65*	±0.01	-0.76 (M)
General Schedule (GS) 13-15	NR	NR	NR	1,329	0.73	±0.02	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	0.88	±0.17	NA
Other	--	--	--	44	0.63	±0.14	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	805	0.72	±0.03	NA
1 to 3 years	10	0.47	±0.20	1,305	0.64	±0.02	-0.41 (S)
4 to 5 years	14	0.56	±0.14	727	0.64	±0.03	-0.18
6 to 10 years	22	0.12*	±0.07	1,924	0.64*	±0.02	-1.22 (L)
11 to 14 years	6	0.30*	±0.22	1,069	0.67*	±0.03	-0.90 (L)
15 to 20 years	NR	NR	NR	1,395	0.63	±0.02	NR
More than 20 years	23	0.37*	±0.16	1,921	0.67*	±0.02	-0.73 (M)
Appointment Type							
Permanent	80	0.34*	±0.08	8,628	0.65*	±0.01	-0.75 (M)
Term	NR	NR	NR	296	0.69	±0.05	NR
Temporary	--	--	--	199	0.76	±0.06	NA

	Experienced sexual assault			Did not experience sexual assault			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>	
Work Schedule							
Seasonal	5	0.00*	±0.00	524	0.71*	±0.04	-1.71 (L)
Non-Seasonal	75	0.36*	±0.08	8,228	0.66*	±0.01	-0.70 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	5	0.00*	±0.00	415	0.70*	±0.04	-1.70 (L)
Permanent-Non-Seasonal	75	0.36*	±0.08	8,138	0.65*	±0.01	-0.70 (M)
Term	NR	NR	NR	296	0.69	±0.05	NR
Temporary-Seasonal	--	--	--	109	0.73	±0.08	NA
Temporary-Non-Seasonal	--	--	--	90	0.80	±0.08	NA
Sex							
Men	26	0.39*	±0.16	5,843	0.69*	±0.01	-0.73 (M)
Women	54	0.31*	±0.08	3,284	0.61*	±0.01	-0.68 (M)
Gender Identity							
Male	26	0.39*	±0.16	5,843	0.69*	±0.01	-0.73 (M)
Female	54	0.31*	±0.08	3,284	0.61*	±0.01	-0.68 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	32	0.44	±0.16	NR
Sexual Orientation - Collapsed							
Heterosexual	61	0.33*	±0.08	8,448	0.67*	±0.01	-0.81 (L)
Sexual Minority	18	0.32*	±0.16	292	0.61*	±0.05	-0.68 (M)
Sexual Orientation							
Heterosexual or straight	61	0.33*	±0.08	8,448	0.67*	±0.01	-0.81 (L)
Lesbian	NR	NR	NR	80	0.47	±0.09	NR
Gay	--	--	--	79	0.68	±0.09	NA
Bisexual	NR	NR	NR	90	0.66	±0.09	NR
Other	7	0.59	±0.26	45	0.64	±0.13	-0.12
I prefer not to say	NR	NR	NR	377	0.52	±0.04	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.

4.11.3 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 BLM.

Table 4.89 BLM – 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	82	3.6*	±0.2	9,145	2.8*	±0.0	1.00 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	4.0*	±0.0	57	2.6*	±0.1	3.74 (L)
Wage Grade (WG) 5-8	--	--	--	447	2.8	±0.1	NA
Wage Grade (WG) 9-16	--	--	--	187	2.9	±0.1	NA
Other Wage Grade (WG)	--	--	--	24	2.6	±0.4	NA
General Schedule (GS) 1-6	9	3.7*	±0.2	602	2.8*	±0.1	1.32 (L)
General Schedule (GS) 7-10	21	3.9*	±0.4	2,147	2.9*	±0.0	1.30 (L)
General Schedule (GS) 11-12	36	3.4*	±0.3	4,246	2.8*	±0.0	0.75 (M)
General Schedule (GS) 13-15	10	3.4*	±0.6	1,327	2.6*	±0.0	0.93 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	13	1.6	±0.3	NA
Other	--	--	--	44	2.7	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	804	2.7	±0.1	NA
1 to 3 years	10	3.5*	±0.3	1,287	2.7*	±0.0	0.94 (L)
4 to 5 years	14	3.7*	±0.3	722	2.8*	±0.1	0.95 (L)
6 to 10 years	22	3.4*	±0.3	1,925	2.8*	±0.0	0.63 (M)
11 to 14 years	6	3.6*	±1.0	1,065	2.8*	±0.1	0.85 (L)
15 to 20 years	7	3.3	±0.8	1,401	2.8	±0.0	0.57 (M)
More than 20 years	23	3.9*	±0.4	1,920	2.7*	±0.0	1.54 (L)
Appointment Type							
Permanent	80	3.6*	±0.2	8,629	2.8*	±0.0	0.99 (L)
Term	NR	NR	NR	295	2.5	±0.1	NR
Temporary	--	--	--	188	2.7	±0.1	NA
Work Schedule							
Seasonal	5	3.7*	±0.0	521	2.8*	±0.1	1.05 (L)
Non-Seasonal	75	3.6*	±0.2	8,221	2.8*	±0.0	0.99 (L)

	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	5	3.7*	±0.0	413	2.9*	±0.1	1.02 (L)
Permanent-Non-Seasonal	75	3.6*	±0.2	8,141	2.8*	±0.0	0.99 (L)
Term	NR	NR	NR	295	2.5	±0.1	NR
Temporary-Seasonal	--	--	--	109	2.7	±0.2	NA
Temporary-Non-Seasonal	--	--	--	80	2.7	±0.1	NA
Sex							
Men	26	3.6*	±0.4	5,831	2.8*	±0.0	1.01 (L)
Women	54	3.6*	±0.2	3,281	2.8*	±0.0	1.03 (L)
Gender Identity							
Male	26	3.6*	±0.4	5,831	2.8*	±0.0	1.01 (L)
Female	54	3.6*	±0.2	3,281	2.8*	±0.0	1.03 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	32	3.1	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	61	3.6*	±0.2	8,422	2.8*	±0.0	0.97 (L)
Sexual Minority	18	3.8*	±0.4	295	2.7*	±0.1	1.30 (L)
Sexual Orientation							
Heterosexual or straight	61	3.6*	±0.2	8,422	2.8*	±0.0	0.97 (L)
Lesbian	NR	NR	NR	80	2.5	±0.2	NR
Gay	--	--	--	79	2.8	±0.2	NA
Bisexual	9	3.4*	±0.3	93	2.8*	±0.2	0.71 (M)
Other	7	4.4*	±0.8	45	2.6*	±0.2	2.14 (L)
I prefer not to say	NR	NR	NR	371	2.9	±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.

4.11.4 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 BLM.

Table 4.90 BLM – 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	82	2.5*	±0.2	9,171	3.4*	±0.0	-1.05 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	2.8	±0.0	57	3.5	±0.3	-0.62 (M)
Wage Grade (WG) 5-8	--	--	--	453	3.2	±0.1	NA
Wage Grade (WG) 9-16	--	--	--	187	3.1	±0.1	NA
Other Wage Grade (WG)	--	--	--	24	3.5	±0.3	NA
General Schedule (GS) 1-6	9	2.2*	±0.0	613	3.5*	±0.1	-1.54 (L)
General Schedule (GS) 7-10	21	2.3*	±0.3	2,158	3.2*	±0.0	-1.08 (L)
General Schedule (GS) 11-12	36	2.5*	±0.3	4,246	3.4*	±0.0	-1.02 (L)
General Schedule (GS) 13-15	10	2.6*	±0.4	1,321	3.6*	±0.0	-1.15 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	13	4.5	±0.4	NA
Other	--	--	--	44	3.0	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	803	3.6	±0.1	NA
1 to 3 years	10	2.9*	±0.3	1,310	3.5*	±0.1	-0.65 (M)
4 to 5 years	14	2.3*	±0.1	730	3.3*	±0.1	-1.20 (L)
6 to 10 years	22	2.7*	±0.4	1,925	3.3*	±0.0	-0.74 (M)
11 to 14 years	6	1.8*	±0.5	1,060	3.3*	±0.1	-1.79 (L)
15 to 20 years	7	3.0	±0.7	1,400	3.3	±0.0	-0.30 (S)
More than 20 years	23	2.2*	±0.3	1,921	3.4*	±0.0	-1.41 (L)
Appointment Type							
Permanent	80	2.5*	±0.2	8,642	3.4*	±0.0	-1.04 (L)
Term	NR	NR	NR	294	3.6	±0.1	NR
Temporary	--	--	--	199	3.6	±0.1	NA
Work Schedule							
Seasonal	5	1.7*	±0.0	524	3.3*	±0.1	-1.98 (L)
Non-Seasonal	75	2.5*	±0.2	8,237	3.4*	±0.0	-0.98 (L)

	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	5	1.7*	±0.0	415	3.2*	±0.1	-1.93 (L)
Permanent-Non-Seasonal	75	2.5*	±0.2	8,147	3.4*	±0.0	-0.98 (L)
Term	NR	NR	NR	294	3.6	±0.1	NR
Temporary-Seasonal	--	--	--	109	3.4	±0.2	NA
Temporary-Non-Seasonal	--	--	--	90	3.8	±0.2	NA
Sex							
Men	26	2.5*	±0.3	5,848	3.4*	±0.0	-1.06 (L)
Women	54	2.5*	±0.2	3,290	3.3*	±0.0	-1.01 (L)
Gender Identity							
Male	26	2.5*	±0.3	5,848	3.4*	±0.0	-1.06 (L)
Female	54	2.5*	±0.2	3,290	3.3*	±0.0	-1.01 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	32	3.2	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	61	2.4*	±0.2	8,442	3.4*	±0.0	-1.18 (L)
Sexual Minority	18	2.6*	±0.4	295	3.4*	±0.1	-0.84 (L)
Sexual Orientation							
Heterosexual or straight	61	2.4*	±0.2	8,442	3.4*	±0.0	-1.18 (L)
Lesbian	NR	NR	NR	80	3.4	±0.2	NR
Gay	--	--	--	79	3.4	±0.2	NA
Bisexual	9	2.7	±0.5	93	3.3	±0.2	-0.61 (M)
Other	7	2.0*	±0.4	45	3.5*	±0.3	-1.49 (L)
I prefer not to say	NR	NR	NR	374	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.

4.11.5 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 BLM.

Table 4.91 BLM – 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	80	2.6*	±0.2	9,013	3.7*	±0.0	-1.10 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.3*	±0.0	57	4.2*	±0.2	-1.15 (L)
Wage Grade (WG) 5-8	--	--	--	444	3.6	±0.1	NA
Wage Grade (WG) 9-16	--	--	--	185	3.5	±0.2	NA
Other Wage Grade (WG)	--	--	--	24	3.9	±0.2	NA
General Schedule (GS) 1-6	9	3.6	±0.1	603	3.8	±0.1	-0.19
General Schedule (GS) 7-10	21	2.1*	±0.3	2,101	3.7*	±0.0	-1.53 (L)
General Schedule (GS) 11-12	36	2.6*	±0.4	4,178	3.7*	±0.0	-1.05 (L)
General Schedule (GS) 13-15	9	2.0*	±0.4	1,309	3.9*	±0.1	-1.82 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	13	4.5	±0.5	NA
Other	--	--	--	44	3.2	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	803	4.0	±0.1	NA
1 to 3 years	10	3.1*	±0.5	1,286	3.9*	±0.1	-0.74 (M)
4 to 5 years	14	3.1*	±0.4	723	3.7*	±0.1	-0.61 (M)
6 to 10 years	22	2.1*	±0.5	1,882	3.7*	±0.0	-1.49 (L)
11 to 14 years	6	2.6*	±0.6	1,057	3.7*	±0.1	-1.04 (L)
15 to 20 years	7	3.3	±1.2	1,360	3.7	±0.1	-0.35 (S)
More than 20 years	21	2.2*	±0.4	1,879	3.7*	±0.0	-1.38 (L)
Appointment Type							
Permanent	79	2.5*	±0.2	8,489	3.7*	±0.0	-1.11 (L)
Term	NR	NR	NR	293	4.0	±0.1	NR
Temporary	--	--	--	196	3.9	±0.1	NA
Work Schedule							
Seasonal	5	1.0*	±0.0	506	3.8*	±0.1	-2.88 (L)
Non-Seasonal	73	2.7*	±0.2	8,104	3.7*	±0.0	-1.01 (L)

	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	5	1.0*	±0.0	399	3.8*	±0.1	-3.01 (L)
Permanent-Non-Seasonal	73	2.7*	±0.2	8,014	3.7*	±0.0	-1.00 (L)
Term	NR	NR	NR	293	4.0	±0.1	NR
Temporary-Seasonal	--	--	--	106	3.6	±0.2	NA
Temporary-Non-Seasonal	--	--	--	90	4.3	±0.2	NA
Sex							
Men	26	2.6*	±0.5	5,748	3.8*	±0.0	-1.09 (L)
Women	52	2.6*	±0.3	3,232	3.7*	±0.0	-1.05 (L)
Gender Identity							
Male	26	2.6*	±0.5	5,748	3.8*	±0.0	-1.09 (L)
Female	52	2.6*	±0.3	3,232	3.7*	±0.0	-1.05 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	32	3.4	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	59	2.7*	±0.3	8,293	3.7*	±0.0	-1.03 (L)
Sexual Minority	18	2.0*	±0.4	290	3.9*	±0.1	-1.78 (L)
Sexual Orientation							
Heterosexual or straight	59	2.7*	±0.3	8,293	3.7*	±0.0	-1.03 (L)
Lesbian	NR	NR	NR	80	3.9	±0.2	NR
Gay	--	--	--	77	3.7	±0.2	NA
Bisexual	9	2.5*	±0.8	89	3.9*	±0.2	-1.34 (L)
Other	7	1.4*	±0.2	45	4.0*	±0.3	-2.37 (L)
I prefer not to say	NR	NR	NR	373	3.5	±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.

4.11.6 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 BLM.

Table 4.92 BLM – 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	89	2.8*	±0.2	9,207	3.6*	±0.0	-0.96 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.2	±0.0	57	3.6	±0.2	-0.49 (S)
Wage Grade (WG) 5-8	--	--	--	453	3.6	±0.1	NA
Wage Grade (WG) 9-16	7	5.0*	±0.0	187	3.4*	±0.1	1.76 (L)
Other Wage Grade (WG)	--	--	--	24	3.5	±0.3	NA
General Schedule (GS) 1-6	9	3.0*	±0.0	617	3.7*	±0.1	-0.84 (L)
General Schedule (GS) 7-10	21	2.2*	±0.5	2,163	3.5*	±0.0	-1.36 (L)
General Schedule (GS) 11-12	36	2.4*	±0.3	4,261	3.6*	±0.0	-1.32 (L)
General Schedule (GS) 13-15	10	2.9*	±0.7	1,332	3.8*	±0.0	-1.08 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.4	±0.5	NA
Other	--	--	--	44	3.5	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	809	3.8	±0.1	NA
1 to 3 years	17	4.0	±0.4	1,310	3.7	±0.1	0.33 (S)
4 to 5 years	14	2.7*	±0.3	733	3.6*	±0.1	-0.89 (L)
6 to 10 years	22	2.6*	±0.5	1,936	3.6*	±0.0	-0.99 (L)
11 to 14 years	6	2.0*	±0.8	1,067	3.6*	±0.1	-1.78 (L)
15 to 20 years	7	3.1	±0.9	1,401	3.6	±0.0	-0.58 (M)
More than 20 years	23	2.0*	±0.3	1,927	3.7*	±0.0	-1.87 (L)
Appointment Type							
Permanent	88	2.7*	±0.2	8,674	3.6*	±0.0	-0.95 (L)
Term	NR	NR	NR	297	3.8	±0.1	NR
Temporary	--	--	--	199	3.8	±0.1	NA
Work Schedule							
Seasonal	13	3.5	±1.0	524	3.7	±0.1	-0.19
Non-Seasonal	75	2.6*	±0.2	8,269	3.6*	±0.0	-1.08 (L)

	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	13	3.5	±1.0	415	3.7	±0.1	-0.21 (S)
Permanent-Non-Seasonal	75	2.6*	±0.2	8,179	3.6*	±0.0	-1.08 (L)
Term	NR	NR	NR	297	3.8	±0.1	NR
Temporary-Seasonal	--	--	--	109	3.6	±0.2	NA
Temporary-Non-Seasonal	--	--	--	90	4.0	±0.2	NA
Sex							
Men	33	2.9*	±0.5	5,868	3.7*	±0.0	-0.95 (L)
Women	54	2.7*	±0.3	3,305	3.5*	±0.0	-0.86 (L)
Gender Identity							
Male	33	2.9*	±0.5	5,868	3.7*	±0.0	-0.95 (L)
Female	54	2.7*	±0.3	3,305	3.5*	±0.0	-0.86 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	32	3.5	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	61	2.6*	±0.2	8,475	3.6*	±0.0	-1.20 (L)
Sexual Minority	25	3.1	±0.6	295	3.6	±0.1	-0.36 (S)
Sexual Orientation							
Heterosexual or straight	61	2.6*	±0.2	8,475	3.6*	±0.0	-1.20 (L)
Lesbian	10	4.6*	±0.5	80	3.5*	±0.3	0.93 (L)
Gay	--	--	--	79	3.6	±0.2	NA
Bisexual	9	2.7*	±0.7	93	3.5*	±0.2	-0.70 (M)
Other	7	1.5*	±0.6	45	3.5*	±0.3	-1.70 (L)
I prefer not to say	NR	NR	NR	377	3.5	±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.

4.11.7 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 BLM.

Table 4.93 BLM – 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	89	2.2	±0.1	9,148	2.2	±0.0	0.01
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	1.7	±0.0	57	1.7	±0.1	-0.15
Wage Grade (WG) 5-8	--	--	--	451	2.3	±0.1	NA
Wage Grade (WG) 9-16	7	3.0*	±0.0	187	2.5*	±0.1	1.40 (L)
Other Wage Grade (WG)	--	--	--	24	2.8	±0.1	NA
General Schedule (GS) 1-6	9	2.4	±0.1	610	2.2	±0.0	0.32 (S)
General Schedule (GS) 7-10	21	2.5	±0.3	2,149	2.3	±0.0	0.36 (S)
General Schedule (GS) 11-12	36	2.0*	±0.2	4,241	2.2*	±0.0	-0.47 (S)
General Schedule (GS) 13-15	10	2.3	±0.4	1,329	2.2	±0.0	0.15
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	2.1	±0.1	NA
Other	--	--	--	42	2.6	±0.1	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	806	2.2	±0.0	NA
1 to 3 years	17	2.5*	±0.3	1,302	2.2*	±0.0	0.59 (M)
4 to 5 years	14	2.4	±0.2	726	2.2	±0.0	0.30 (S)
6 to 10 years	22	1.9*	±0.2	1,919	2.2*	±0.0	-0.75 (M)
11 to 14 years	6	1.7*	±0.5	1,058	2.3*	±0.0	-1.19 (L)
15 to 20 years	7	2.4	±0.4	1,394	2.3	±0.0	0.23 (S)
More than 20 years	23	2.4	±0.2	1,927	2.2	±0.0	0.36 (S)
Appointment Type							
Permanent	88	2.2	±0.1	8,615	2.2	±0.0	-0.01
Term	NR	NR	NR	297	2.2	±0.1	NR
Temporary	--	--	--	199	2.1	±0.1	NA
Work Schedule							
Seasonal	13	2.6	±0.3	521	2.5	±0.0	0.21 (S)
Non-Seasonal	75	2.2	±0.1	8,213	2.2	±0.0	-0.10

	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	13	2.6	±0.3	412	2.5	±0.0	0.10
Permanent-Non-Seasonal	75	2.2	±0.1	8,123	2.2	±0.0	-0.10
Term	NR	NR	NR	297	2.2	±0.1	NR
Temporary-Seasonal	--	--	--	109	2.3	±0.1	NA
Temporary-Non-Seasonal	--	--	--	90	2.0	±0.1	NA
Sex							
Men	33	2.5	±0.2	5,849	2.3	±0.0	0.34 (S)
Women	54	2.1	±0.2	3,267	2.1	±0.0	-0.01
Gender Identity							
Male	33	2.5	±0.2	5,849	2.3	±0.0	0.34 (S)
Female	54	2.1	±0.2	3,267	2.1	±0.0	-0.01
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	31	2.1	±0.2	NR
Sexual Orientation - Collapsed							
Heterosexual	61	2.3	±0.1	8,442	2.2	±0.0	0.12
Sexual Minority	25	2.2	±0.3	295	2.3	±0.1	-0.15
Sexual Orientation							
Heterosexual or straight	61	2.3	±0.1	8,442	2.2	±0.0	0.12
Lesbian	10	2.5	±0.6	80	2.3	±0.1	0.44 (S)
Gay	--	--	--	79	2.3	±0.1	NA
Bisexual	9	1.9	±0.4	93	2.2	±0.1	-0.47 (S)
Other	7	2.0	±0.2	45	2.3	±0.2	-0.58 (M)
I prefer not to say	NR	NR	NR	369	2.2	±0.0	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.

4.11.8 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 BLM.

Table 4.94 BLM – 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	56	67.7%*	±11.1	1,149	12.6%*	±0.7	1.21 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	10	18.9%	±12.9	NR
Wage Grade (WG) 5-8	--	--	--	41	9.1%	±3.0	NA
Wage Grade (WG) 9-16	--	--	--	28	14.8%	±5.9	NA
Other Wage Grade (WG)	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 1-6	NR	NR	NR	49	8.0%	±2.5	NR
General Schedule (GS) 7-10	NR	NR	NR	321	15.0%	±1.6	NR
General Schedule (GS) 11-12	28	76.7%*	±17.2	524	12.4%*	±1.0	1.41 (L)
General Schedule (GS) 13-15	NR	NR	NR	167	12.7%	±1.9	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	46	5.8%	±1.9	NA
1 to 3 years	NR	NR	NR	200	15.3%	±2.1	NR
4 to 5 years	NR	NR	NR	127	17.7%	±3.0	NR
6 to 10 years	NR	NR	NR	296	15.5%	±1.7	NR
11 to 14 years	NR	NR	NR	115	11.0%	±2.0	NR
15 to 20 years	NR	NR	NR	170	12.2%	±1.8	NR
More than 20 years	NR	NR	NR	190	9.9%	±1.4	NR
Appointment Type							
Permanent	54	67.0%*	±11.2	1,088	12.7%*	±0.7	1.19 (L)
Term	NR	NR	NR	28	9.3%	±3.9	NR
Temporary	--	--	--	31	16.2%	±6.0	NA

	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	80	15.5%	±3.4	NR
Non-Seasonal	49	64.7%*	±11.7	1,035	12.7%*	±0.7	1.14 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	61	14.7%	±3.8	NR
Permanent-Non-Seasonal	49	64.7%*	±11.7	1,023	12.7%*	±0.7	1.14 (L)
Term	NR	NR	NR	28	9.3%	±3.9	NR
Temporary-Seasonal	--	--	--	19	18.5%	±8.9	NA
Temporary-Non-Seasonal	--	--	--	12	13.7%	±9.0	NA
Sex							
Men	NR	NR	NR	541	9.3%	±0.8	NR
Women	36	67.6%*	±13.9	603	18.5%*	±1.4	1.04 (L)
Gender Identity							
Male	NR	NR	NR	541	9.3%	±0.8	NR
Female	36	67.6%*	±13.9	603	18.5%*	±1.4	1.04 (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	37	61.7%*	±13.1	1,006	12.0%*	±0.7	1.10 (L)
Sexual Minority	NR	NR	NR	75	26.2%	±5.4	NR
Sexual Orientation							
Heterosexual or straight	37	61.7%*	±13.1	1,006	12.0%*	±0.7	1.10 (L)
Lesbian	NR	NR	NR	22	27.8%	±11.1	NR
Gay	--	--	--	19	25.1%	±11.3	NA
Bisexual	NR	NR	NR	30	33.8%	±10.6	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	66	17.9%	±4.3	NR

^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 BLM – 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	0.236	0.516	0.208	--	1.266	--	--	--	--
Sex	-0.827	0.252	10.795	0.001	0.437	0.267	0.716	-339.211	11.351
Age	-0.881	0.282	9.746	0.002	0.414	0.238	0.720	-338.434	9.797
Race/Ethnicity	-0.767	0.257	8.879	0.003	0.464	0.280	0.769	-337.619	8.168
Years of Service at Bureau or Office	0.194	0.077	6.320	0.012	1.214	1.044	1.411	-336.864	6.657
Organizational Inclusion	-0.547	0.130	17.762	0.000	0.579	0.449	0.746	-342.725	18.379
Bystander Harassment Based on Sex/Gender	-1.702	0.279	37.120	0.000	0.182	0.105	0.315	-353.495	39.919
General Intolerance	-0.493	0.158	9.765	0.002	0.611	0.448	0.832	-338.507	9.944

Note. N = 8,452, Nagelkerke R Square = 0.25

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 BLM.

Table 5.1 BLM – 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	1,956	3.4*	±0.0	7,362	3.9*	±0.0	-0.65 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	20	3.3*	±0.1	42	3.6*	±0.1	-1.00 (L)
Wage Grade (WG) 5-8	102	3.3*	±0.2	351	3.7*	±0.1	-0.41 (S)
Wage Grade (WG) 9-16	45	3.6	±0.2	157	3.8	±0.1	-0.26 (S)
Other Wage Grade (WG)	--	--	--	24	4.0	±0.2	NA
General Schedule (GS) 1-6	154	3.3*	±0.1	465	3.8*	±0.1	-0.75 (M)
General Schedule (GS) 7-10	434	3.3*	±0.1	1,762	3.7*	±0.0	-0.61 (M)
General Schedule (GS) 11-12	889	3.4*	±0.0	3,416	3.9*	±0.0	-0.72 (M)
General Schedule (GS) 13-15	264	3.6*	±0.1	1,080	4.0*	±0.0	-0.67 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	13	4.5	±0.2	NR
Other	21	3.8	±0.3	23	3.5	±0.3	0.41 (S)
Years of Service at Bureau or Office							
Less than 1 year	147	3.4*	±0.1	662	3.8*	±0.1	-0.61 (M)
1 to 3 years	266	3.4*	±0.1	1,062	3.9*	±0.0	-0.72 (M)
4 to 5 years	202	3.4*	±0.1	537	3.8*	±0.1	-0.57 (M)
6 to 10 years	394	3.4*	±0.1	1,574	3.8*	±0.0	-0.58 (M)
11 to 14 years	224	3.5*	±0.1	860	3.8*	±0.0	-0.47 (S)
15 to 20 years	307	3.5*	±0.1	1,104	3.9*	±0.0	-0.66 (M)
More than 20 years	399	3.4*	±0.1	1,557	4.0*	±0.0	-0.85 (L)
Appointment Type							
Permanent	1,844	3.4*	±0.0	6,947	3.9*	±0.0	-0.65 (M)
Term	64	3.2*	±0.2	235	3.8*	±0.1	-0.97 (L)
Temporary	38	3.6	±0.1	154	3.8	±0.1	-0.32 (S)
Work Schedule							
Seasonal	119	3.4*	±0.1	410	3.7*	±0.1	-0.46 (S)
Non-Seasonal	1,750	3.4*	±0.0	6,623	3.9*	±0.0	-0.66 (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	98	3.3*	±0.1	330	3.7*	±0.1	-0.61 (M)
Permanent-Non-Seasonal	1,733	3.4*	±0.0	6,549	3.9*	±0.0	-0.65 (M)
Term	64	3.2*	±0.2	235	3.8*	±0.1	-0.97 (L)
Temporary-Seasonal	21	3.8	±0.1	80	3.7	±0.2	0.23 (S)
Temporary-Non-Seasonal	17	3.4*	±0.1	73	4.0*	±0.2	-0.99 (L)
Age - Collapsed							
39 or under	754	3.5*	±0.0	2,365	3.8*	±0.0	-0.43 (S)
40 or older	1,195	3.4*	±0.0	4,984	3.9*	±0.0	-0.78 (M)
Age							
25 or under	118	3.6	±0.1	83	3.6	±0.1	-0.09
26-29	141	3.6*	±0.1	338	3.8*	±0.1	-0.39 (S)
30-39	495	3.5*	±0.1	1,944	3.8*	±0.0	-0.46 (S)
40-49	328	3.4*	±0.1	2,086	3.8*	±0.0	-0.62 (M)
50-59	518	3.3*	±0.1	1,998	3.9*	±0.0	-0.92 (L)
60 or older	349	3.5*	±0.1	900	4.0*	±0.0	-0.85 (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.

5.1.2 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 BLM.

Table 5.2 BLM – 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	1,956	5.1*	±0.1	7,366	5.5*	±0.0	-0.38 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	20	4.4*	±0.2	42	6.0*	±0.3	-1.88 (L)
Wage Grade (WG) 5-8	102	5.2*	±0.2	351	5.6*	±0.1	-0.35 (S)
Wage Grade (WG) 9-16	45	5.3	±0.3	157	5.6	±0.2	-0.25 (S)
Other Wage Grade (WG)	--	--	--	24	6.2	±0.4	NA
General Schedule (GS) 1-6	154	4.8*	±0.2	470	5.5*	±0.1	-0.71 (M)
General Schedule (GS) 7-10	434	5.0*	±0.1	1,762	5.5*	±0.1	-0.41 (S)
General Schedule (GS) 11-12	889	5.1*	±0.1	3,416	5.4*	±0.0	-0.31 (S)
General Schedule (GS) 13-15	264	5.2*	±0.1	1,080	5.6*	±0.1	-0.38 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	13	6.8	±0.2	NR
Other	21	5.7*	±0.3	23	4.9*	±0.6	0.70 (M)
Years of Service at Bureau or Office							
Less than 1 year	147	4.8*	±0.2	660	5.5*	±0.1	-0.58 (M)
1 to 3 years	266	4.9*	±0.1	1,062	5.6*	±0.1	-0.60 (M)
4 to 5 years	202	5.1*	±0.2	544	5.4*	±0.1	-0.27 (S)
6 to 10 years	394	5.2*	±0.1	1,574	5.3*	±0.1	-0.17
11 to 14 years	224	5.0*	±0.2	860	5.4*	±0.1	-0.28 (S)
15 to 20 years	307	5.2*	±0.1	1,104	5.5*	±0.1	-0.29 (S)
More than 20 years	399	5.0*	±0.1	1,557	5.6*	±0.0	-0.57 (M)
Appointment Type							
Permanent	1,844	5.1*	±0.1	6,944	5.5*	±0.0	-0.35 (S)
Term	64	4.7*	±0.3	235	5.8*	±0.1	-1.07 (L)
Temporary	38	5.0*	±0.2	161	6.0*	±0.2	-0.91 (L)
Work Schedule							
Seasonal	119	5.3*	±0.2	417	5.7*	±0.1	-0.32 (S)
Non-Seasonal	1,750	5.0*	±0.1	6,620	5.5*	±0.0	-0.36 (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	98	5.3*	±0.2	330	5.6*	±0.1	-0.29 (S)
Permanent-Non-Seasonal	1,733	5.1*	±0.1	6,547	5.5*	±0.0	-0.35 (S)
Term	64	4.7*	±0.3	235	5.8*	±0.1	-1.07 (L)
Temporary-Seasonal	21	5.6	±0.1	87	6.1	±0.3	-0.39 (S)
Temporary-Non-Seasonal	17	4.3*	±0.2	73	6.0*	±0.2	-1.79 (L)
Age - Collapsed							
39 or under	754	5.0*	±0.1	2,372	5.4*	±0.0	-0.36 (S)
40 or older	1,195	5.1*	±0.1	4,982	5.5*	±0.0	-0.38 (S)
Age							
25 or under	118	4.9*	±0.2	90	5.4*	±0.2	-0.51 (M)
26-29	141	4.8*	±0.2	338	5.2*	±0.1	-0.35 (S)
30-39	495	5.1*	±0.1	1,944	5.4*	±0.0	-0.32 (S)
40-49	328	5.2*	±0.1	2,084	5.4*	±0.1	-0.14
50-59	518	4.9*	±0.1	1,998	5.6*	±0.0	-0.64 (M)
60 or older	349	5.3*	±0.1	900	5.8*	±0.1	-0.42 (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 BLM.

Table 5.3 BLM – Age Harassment and Organizational Commitment by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size Hedges' g
	N	Mean ^a	MoE	N	Mean ^a	MoE	
Overall	1,956	3.0*	±0.0	7,363	3.6*	±0.0	-0.55 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	20	3.2	±0.3	42	3.5	±0.3	-0.34 (S)
Wage Grade (WG) 5-8	102	3.0*	±0.2	351	3.6*	±0.1	-0.65 (M)
Wage Grade (WG) 9-16	45	3.2*	±0.3	157	3.7*	±0.1	-0.46 (S)
Other Wage Grade (WG)	--	--	--	24	3.9	±0.2	NA
General Schedule (GS) 1-6	154	2.9*	±0.1	472	3.6*	±0.1	-0.80 (L)
General Schedule (GS) 7-10	434	3.1*	±0.1	1,760	3.4*	±0.0	-0.39 (S)
General Schedule (GS) 11-12	889	3.0*	±0.1	3,416	3.5*	±0.0	-0.64 (M)
General Schedule (GS) 13-15	264	3.2*	±0.1	1,077	3.7*	±0.1	-0.57 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	13	4.4	±0.4	NR
Other	21	4.2*	±0.4	23	3.2*	±0.3	1.08 (L)
Years of Service at Bureau or Office							
Less than 1 year	147	3.0*	±0.2	662	3.5*	±0.1	-0.55 (M)
1 to 3 years	266	2.9*	±0.1	1,062	3.5*	±0.1	-0.65 (M)
4 to 5 years	202	2.9*	±0.1	544	3.5*	±0.1	-0.64 (M)
6 to 10 years	394	3.0*	±0.1	1,574	3.5*	±0.0	-0.46 (S)
11 to 14 years	224	3.2*	±0.1	858	3.5*	±0.1	-0.33 (S)
15 to 20 years	307	3.1*	±0.1	1,104	3.6*	±0.1	-0.59 (M)
More than 20 years	399	3.1*	±0.1	1,554	3.7*	±0.0	-0.69 (M)
Appointment Type							
Permanent	1,844	3.0*	±0.0	6,941	3.5*	±0.0	-0.56 (M)
Term	64	3.0*	±0.3	235	3.7*	±0.1	-0.74 (M)
Temporary	38	3.6	±0.3	161	3.8	±0.1	-0.22 (S)
Work Schedule							
Seasonal	119	3.3*	±0.2	417	3.6*	±0.1	-0.35 (S)
Non-Seasonal	1,750	3.0*	±0.0	6,617	3.5*	±0.0	-0.56 (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	98	3.2*	±0.2	330	3.6*	±0.1	-0.47 (S)
Permanent-Non-Seasonal	1,733	3.0*	±0.0	6,544	3.5*	±0.0	-0.56 (M)
Term	64	3.0*	±0.3	235	3.7*	±0.1	-0.74 (M)
Temporary-Seasonal	21	3.9	±0.3	87	3.8	±0.2	0.22 (S)
Temporary-Non-Seasonal	17	3.1*	±0.3	73	3.8*	±0.2	-0.75 (M)
Age - Collapsed							
39 or under	754	3.2*	±0.1	2,370	3.5*	±0.0	-0.37 (S)
40 or older	1,195	3.0*	±0.1	4,981	3.6*	±0.0	-0.66 (M)
Age							
25 or under	118	3.2*	±0.1	90	3.4*	±0.2	-0.30 (S)
26-29	141	3.0*	±0.1	338	3.5*	±0.1	-0.47 (S)
30-39	495	3.2*	±0.1	1,942	3.5*	±0.0	-0.34 (S)
40-49	328	3.0*	±0.1	2,086	3.5*	±0.0	-0.59 (M)
50-59	518	2.8*	±0.1	1,995	3.6*	±0.0	-0.77 (M)
60 or older	349	3.1*	±0.1	900	3.7*	±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.

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 BLM.

Table 5.4 BLM – 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	760	3.3*	±0.1	8,543	3.8*	±0.0	-0.74 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.2*	±0.0	57	3.6*	±0.1	-0.92 (L)
Wage Grade (WG) 5-8	45	3.3*	±0.2	400	3.6*	±0.1	-0.38 (S)
Wage Grade (WG) 9-16	18	3.8	±0.4	184	3.8	±0.1	0.00
Other Wage Grade (WG)	--	--	--	24	4.0	±0.2	NA
General Schedule (GS) 1-6	47	3.0*	±0.2	573	3.7*	±0.1	-1.04 (L)
General Schedule (GS) 7-10	162	3.3*	±0.1	2,033	3.7*	±0.0	-0.56 (M)
General Schedule (GS) 11-12	332	3.2*	±0.1	3,970	3.8*	±0.0	-0.99 (L)
General Schedule (GS) 13-15	133	3.5*	±0.1	1,209	4.0*	±0.0	-0.70 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	13	4.6	±0.2	NR
Other	--	--	--	44	3.6	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	48	3.4*	±0.2	758	3.8*	±0.0	-0.52 (M)
1 to 3 years	102	3.4*	±0.2	1,218	3.8*	±0.0	-0.57 (M)
4 to 5 years	66	3.2*	±0.2	673	3.8*	±0.0	-0.85 (L)
6 to 10 years	169	3.2*	±0.1	1,799	3.7*	±0.0	-0.81 (L)
11 to 14 years	83	3.4*	±0.1	1,001	3.7*	±0.0	-0.61 (M)
15 to 20 years	140	3.3*	±0.1	1,269	3.8*	±0.0	-0.86 (L)
More than 20 years	139	3.3*	±0.1	1,816	3.9*	±0.0	-0.90 (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							
Permanent	713	3.3*	±0.1	8,063	3.8*	±0.0	-0.77 (M)
Term	33	3.4*	±0.3	266	3.7*	±0.1	-0.38 (S)
Temporary	14	3.7	±0.0	177	3.8	±0.1	-0.15
Work Schedule							
Seasonal	43	3.6	±0.2	486	3.7	±0.1	-0.14
Non-Seasonal	678	3.3*	±0.1	7,680	3.8*	±0.0	-0.79 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	31	3.5	±0.2	397	3.7	±0.1	-0.20 (S)
Permanent-Non-Seasonal	676	3.3*	±0.1	7,592	3.8*	±0.0	-0.79 (M)
Term	33	3.4*	±0.3	266	3.7*	±0.1	-0.38 (S)
Temporary-Seasonal	12	3.7	±0.0	89	3.7	±0.1	-0.03
Temporary-Non-Seasonal	NR	NR	NR	88	3.9	±0.1	NR
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	407	3.2*	±0.1	7,200	3.8*	±0.0	-0.85 (L)
Minority	340	3.4*	±0.1	1,202	3.8*	±0.0	-0.68 (M)
Race/Ethnicity							
Hispanic	146	3.4*	±0.1	466	3.8*	±0.1	-0.51 (M)
American Indian or Alaskan Native	33	3.1*	±0.3	127	4.0*	±0.1	-1.49 (L)
Asian	20	3.3*	±0.4	43	3.9*	±0.2	-0.91 (L)
Black/African-American	57	3.4*	±0.2	128	3.7*	±0.1	-0.43 (S)
Native Hawaiian or Other Pacific Islander	NR	NR	NR	30	3.8	±0.2	NR
Non-Hispanic White	407	3.2*	±0.1	7,200	3.8*	±0.0	-0.85 (L)
Multi-racial	80	3.3*	±0.2	408	3.8*	±0.1	-0.72 (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 BLM.

Table 5.5 BLM – 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	760	5.0*	±0.1	8,548	5.4*	±0.0	-0.38 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	4.9	±0.0	57	5.5	±0.3	-0.55 (M)
Wage Grade (WG) 5-8	45	5.1*	±0.3	400	5.6*	±0.1	-0.39 (S)
Wage Grade (WG) 9-16	18	5.5	±0.5	184	5.5	±0.2	-0.01
Other Wage Grade (WG)	--	--	--	24	6.2	±0.4	NA
General Schedule (GS) 1-6	47	4.5*	±0.3	577	5.4*	±0.1	-0.80 (L)
General Schedule (GS) 7-10	162	5.0*	±0.2	2,033	5.4*	±0.0	-0.31 (S)
General Schedule (GS) 11-12	332	4.9*	±0.1	3,970	5.4*	±0.0	-0.40 (S)
General Schedule (GS) 13-15	133	5.1*	±0.2	1,209	5.6*	±0.1	-0.49 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	13	6.8	±0.2	NR
Other	--	--	--	44	5.3	±0.4	NA
Years of Service at Bureau or Office							
Less than 1 year	48	4.9*	±0.4	755	5.5*	±0.1	-0.46 (S)
1 to 3 years	102	4.9*	±0.2	1,218	5.5*	±0.1	-0.54 (M)
4 to 5 years	66	4.8*	±0.4	681	5.3*	±0.1	-0.44 (S)
6 to 10 years	169	4.9*	±0.2	1,799	5.3*	±0.1	-0.41 (S)
11 to 14 years	83	5.0*	±0.2	1,001	5.3*	±0.1	-0.29 (S)
15 to 20 years	140	5.3	±0.2	1,269	5.5	±0.1	-0.15
More than 20 years	139	5.0*	±0.2	1,816	5.6*	±0.0	-0.53 (M)
Appointment Type							
Permanent	713	5.0*	±0.1	8,061	5.4*	±0.0	-0.39 (S)
Term	33	5.2	±0.4	266	5.6	±0.1	-0.33 (S)
Temporary	14	5.6	±0.1	184	5.8	±0.2	-0.20 (S)
Work Schedule							
Seasonal	43	5.5	±0.2	493	5.6	±0.1	-0.04
Non-Seasonal	678	4.9*	±0.1	7,678	5.4*	±0.0	-0.41 (S)

	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	31	5.5	±0.3	397	5.5	±0.1	0.00
Permanent-Non-Seasonal	676	4.9*	±0.1	7,590	5.4*	±0.0	-0.40 (S)
Term	33	5.2	±0.4	266	5.6	±0.1	-0.33 (S)
Temporary-Seasonal	12	5.7	±0.0	96	6.0	±0.2	-0.29 (S)
Temporary-Non-Seasonal	NR	NR	NR	88	5.7	±0.2	NR
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	407	4.8*	±0.1	7,198	5.4*	±0.0	-0.52 (M)
Minority	340	5.2*	±0.1	1,209	5.6*	±0.1	-0.37 (S)
Race/Ethnicity							
Hispanic	146	5.3*	±0.2	473	5.7*	±0.1	-0.34 (S)
American Indian or Alaskan Native	33	5.3*	±0.4	127	5.9*	±0.1	-0.74 (M)
Asian	20	4.4*	±0.6	43	5.2*	±0.4	-0.55 (M)
Black/African-American	57	5.6	±0.4	128	5.7	±0.2	-0.07
Native Hawaiian or Other Pacific Islander	NR	NR	NR	30	5.3	±0.3	NR
Non-Hispanic White	407	4.8*	±0.1	7,198	5.4*	±0.0	-0.52 (M)
Multi-racial	80	4.9*	±0.3	408	5.5*	±0.1	-0.46 (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.

5.2.3 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 BLM.

Table 5.6 BLM – 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	760	2.8*	±0.1	8,545	3.5*	±0.0	-0.69 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.5	±0.0	57	3.4	±0.2	0.15
Wage Grade (WG) 5-8	45	3.0*	±0.3	400	3.6*	±0.1	-0.59 (M)
Wage Grade (WG) 9-16	18	3.4	±0.3	184	3.6	±0.1	-0.17
Other Wage Grade (WG)	--	--	--	24	3.9	±0.2	NA
General Schedule (GS) 1-6	47	2.8*	±0.3	580	3.5*	±0.1	-0.69 (M)
General Schedule (GS) 7-10	162	2.8*	±0.2	2,030	3.4*	±0.0	-0.63 (M)
General Schedule (GS) 11-12	332	2.7*	±0.1	3,970	3.5*	±0.0	-0.82 (L)
General Schedule (GS) 13-15	133	3.0*	±0.2	1,206	3.7*	±0.1	-0.78 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	13	4.4	±0.4	NR
Other	--	--	--	44	3.7	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	48	2.9*	±0.3	758	3.5*	±0.1	-0.65 (M)
1 to 3 years	102	3.0*	±0.2	1,218	3.4*	±0.1	-0.45 (S)
4 to 5 years	66	2.9*	±0.2	681	3.4*	±0.1	-0.46 (S)
6 to 10 years	169	2.7*	±0.1	1,799	3.5*	±0.0	-0.83 (L)
11 to 14 years	83	2.9*	±0.3	999	3.5*	±0.1	-0.62 (M)
15 to 20 years	140	2.9*	±0.2	1,269	3.6*	±0.0	-0.78 (M)
More than 20 years	139	2.8*	±0.2	1,813	3.6*	±0.0	-0.94 (L)
Appointment Type							
Permanent	713	2.8*	±0.1	8,058	3.5*	±0.0	-0.74 (M)
Term	33	3.3	±0.3	266	3.6	±0.1	-0.26 (S)
Temporary	14	4.3*	±0.3	184	3.7*	±0.1	0.73 (M)
Work Schedule							
Seasonal	43	3.6	±0.3	493	3.6	±0.1	0.00
Non-Seasonal	678	2.8*	±0.1	7,675	3.5*	±0.0	-0.75 (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	31	3.2*	±0.3	397	3.5*	±0.1	-0.39 (S)
Permanent-Non-Seasonal	676	2.8*	±0.1	7,587	3.5*	±0.0	-0.74 (M)
Term	33	3.3	±0.3	266	3.6	±0.1	-0.26 (S)
Temporary-Seasonal	12	4.5*	±0.2	96	3.7*	±0.2	0.93 (L)
Temporary-Non-Seasonal	NR	NR	NR	88	3.7	±0.2	NR
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	407	2.7*	±0.1	7,195	3.5*	±0.0	-0.80 (L)
Minority	340	3.0*	±0.1	1,209	3.6*	±0.1	-0.70 (M)
Race/Ethnicity							
Hispanic	146	3.0*	±0.2	473	3.6*	±0.1	-0.66 (M)
American Indian or Alaskan Native	33	2.8*	±0.3	127	3.9*	±0.1	-1.30 (L)
Asian	20	2.9*	±0.5	43	3.6*	±0.3	-0.69 (M)
Black/African-American	57	2.9*	±0.3	128	3.4*	±0.2	-0.49 (S)
Native Hawaiian or Other Pacific Islander	NR	NR	NR	30	3.8	±0.2	NR
Non-Hispanic White	407	2.7*	±0.1	7,195	3.5*	±0.0	-0.80 (L)
Multi-racial	80	3.0*	±0.2	408	3.5*	±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.

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 BLM.

Table 5.7 BLM – 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	849	3.4*	±0.0	8,451	3.8*	±0.0	-0.59 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	62	3.5	±0.1	NA
Wage Grade (WG) 5-8	40	3.2*	±0.2	408	3.7*	±0.1	-0.63 (M)
Wage Grade (WG) 9-16	8	3.7	±0.2	194	3.8	±0.1	-0.19
Other Wage Grade (WG)	NR	NR	NR	21	4.1	±0.2	NR
General Schedule (GS) 1-6	31	3.3*	±0.2	589	3.7*	±0.1	-0.56 (M)
General Schedule (GS) 7-10	211	3.3*	±0.1	1,982	3.7*	±0.0	-0.56 (M)
General Schedule (GS) 11-12	438	3.4*	±0.1	3,858	3.8*	±0.0	-0.67 (M)
General Schedule (GS) 13-15	115	3.6*	±0.1	1,228	4.0*	±0.0	-0.50 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.6	±0.2	NA
Other	NR	NR	NR	41	3.7	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	46	3.3*	±0.2	762	3.8*	±0.0	-0.75 (M)
1 to 3 years	103	3.5*	±0.2	1,212	3.8*	±0.0	-0.48 (S)
4 to 5 years	81	3.2*	±0.2	659	3.8*	±0.1	-0.77 (M)
6 to 10 years	189	3.3*	±0.1	1,777	3.7*	±0.0	-0.62 (M)
11 to 14 years	91	3.4*	±0.1	990	3.7*	±0.0	-0.48 (S)
15 to 20 years	158	3.4*	±0.1	1,254	3.8*	±0.0	-0.73 (M)
More than 20 years	175	3.5*	±0.1	1,777	3.9*	±0.0	-0.52 (M)

	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	821	3.4*	±0.0	7,951	3.8*	±0.0	-0.61 (M)
Term	14	3.6	±0.5	285	3.7	±0.1	-0.15
Temporary	13	3.8	±0.4	178	3.8	±0.1	0.08
Work Schedule							
Seasonal	40	3.3*	±0.2	489	3.7*	±0.1	-0.52 (M)
Non-Seasonal	793	3.4*	±0.1	7,561	3.8*	±0.0	-0.61 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	33	3.1*	±0.2	394	3.7*	±0.1	-0.89 (L)
Permanent-Non-Seasonal	787	3.4*	±0.1	7,477	3.8*	±0.0	-0.60 (M)
Term	14	3.6	±0.5	285	3.7	±0.1	-0.15
Temporary-Seasonal	7	4.5*	±0.4	94	3.6*	±0.1	1.38 (L)
Temporary-Non-Seasonal	6	3.1*	±0.0	84	3.9*	±0.1	-1.28 (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.

5.3.2 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 BLM.

Table 5.8 BLM – 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	849	5.1*	±0.1	8,456	5.4*	±0.0	-0.33 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	62	5.5	±0.3	NA
Wage Grade (WG) 5-8	40	5.5	±0.4	408	5.6	±0.1	-0.08
Wage Grade (WG) 9-16	8	5.4	±0.4	194	5.5	±0.2	-0.14
Other Wage Grade (WG)	NR	NR	NR	21	6.1	±0.4	NR
General Schedule (GS) 1-6	31	5.2	±0.4	593	5.4	±0.1	-0.15
General Schedule (GS) 7-10	211	5.0*	±0.2	1,982	5.4*	±0.0	-0.35 (S)
General Schedule (GS) 11-12	438	5.0*	±0.1	3,858	5.4*	±0.0	-0.33 (S)
General Schedule (GS) 13-15	115	5.1*	±0.2	1,228	5.6*	±0.1	-0.47 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	6.8	±0.2	NA
Other	NR	NR	NR	41	5.3	±0.4	NR
Years of Service at Bureau or Office							
Less than 1 year	46	4.8*	±0.3	760	5.5*	±0.1	-0.51 (M)
1 to 3 years	103	4.9*	±0.3	1,212	5.5*	±0.1	-0.46 (S)
4 to 5 years	81	4.6*	±0.4	666	5.4*	±0.1	-0.67 (M)
6 to 10 years	189	5.3	±0.2	1,777	5.3	±0.1	-0.02
11 to 14 years	91	5.2	±0.2	990	5.3	±0.1	-0.08
15 to 20 years	158	5.1*	±0.2	1,254	5.5*	±0.1	-0.42 (S)
More than 20 years	175	5.0*	±0.2	1,777	5.6*	±0.0	-0.49 (S)
Appointment Type							
Permanent	821	5.0*	±0.1	7,948	5.4*	±0.0	-0.34 (S)
Term	14	5.8	±0.6	285	5.6	±0.1	0.21 (S)
Temporary	13	5.8	±0.3	185	5.8	±0.2	-0.01
Work Schedule							
Seasonal	40	5.8	±0.3	496	5.6	±0.1	0.19
Non-Seasonal	793	5.0*	±0.1	7,559	5.4*	±0.0	-0.36 (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 and Work Schedule							
Permanent-Seasonal	33	5.7	±0.3	394	5.5	±0.1	0.20 (S)
Permanent-Non-Seasonal	787	5.0*	±0.1	7,475	5.4*	±0.0	-0.36 (S)
Term	14	5.8	±0.6	285	5.6	±0.1	0.21 (S)
Temporary-Seasonal	7	6.2	±0.2	101	6.0	±0.2	0.26 (S)
Temporary-Non-Seasonal	6	5.3	±0.0	84	5.7	±0.2	-0.30 (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.

5.3.3 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 BLM.

Table 5.9 BLM – 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	849	3.0*	±0.1	8,452	3.5*	±0.0	-0.52 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	62	3.4	±0.2	NA
Wage Grade (WG) 5-8	40	3.2*	±0.3	408	3.5*	±0.1	-0.33 (S)
Wage Grade (WG) 9-16	8	2.9*	±0.7	194	3.6*	±0.1	-0.81 (L)
Other Wage Grade (WG)	NR	NR	NR	21	3.8	±0.2	NR
General Schedule (GS) 1-6	31	2.9*	±0.3	596	3.5*	±0.1	-0.57 (M)
General Schedule (GS) 7-10	211	2.8*	±0.1	1,979	3.4*	±0.0	-0.65 (M)
General Schedule (GS) 11-12	438	3.0*	±0.1	3,858	3.5*	±0.0	-0.47 (S)
General Schedule (GS) 13-15	115	3.2*	±0.2	1,225	3.6*	±0.1	-0.49 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.4	±0.4	NA
Other	NR	NR	NR	41	3.8	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	46	2.7*	±0.3	762	3.5*	±0.1	-0.91 (L)
1 to 3 years	103	3.0*	±0.2	1,212	3.4*	±0.1	-0.38 (S)
4 to 5 years	81	2.6*	±0.2	666	3.4*	±0.1	-0.84 (L)
6 to 10 years	189	3.0*	±0.1	1,777	3.4*	±0.0	-0.43 (S)
11 to 14 years	91	3.0*	±0.2	988	3.5*	±0.1	-0.44 (S)
15 to 20 years	158	2.9*	±0.2	1,254	3.6*	±0.0	-0.69 (M)
More than 20 years	175	3.2*	±0.2	1,774	3.6*	±0.0	-0.41 (S)
Appointment Type							
Permanent	821	3.0*	±0.1	7,945	3.5*	±0.0	-0.54 (M)
Term	14	3.7	±0.5	285	3.6	±0.1	0.10
Temporary	13	4.0	±0.4	185	3.7	±0.1	0.32 (S)
Work Schedule							
Seasonal	40	3.1*	±0.3	496	3.6*	±0.1	-0.59 (M)
Non-Seasonal	793	3.0*	±0.1	7,556	3.5*	±0.0	-0.52 (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	33	2.8*	±0.3	394	3.5*	±0.1	-0.91 (L)
Permanent-Non-Seasonal	787	3.0*	±0.1	7,472	3.5*	±0.0	-0.52 (M)
Term	14	3.7	±0.5	285	3.6	±0.1	0.10
Temporary-Seasonal	7	4.5*	±0.4	101	3.7*	±0.2	0.84 (L)
Temporary-Non-Seasonal	6	3.5	±0.0	84	3.7	±0.2	-0.22 (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.

5.4 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 BLM.

Table 5.10 BLM – Disability Harassment and Job Satisfaction by Selected Characteristics

	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>
Overall	571	3.2*	±0.1	8,647	3.8*	±0.0	-0.89 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	62	3.5	±0.1	NA
Wage Grade (WG) 5-8	51	2.7*	±0.2	402	3.7*	±0.1	-1.31 (L)
Wage Grade (WG) 9-16	14	3.4*	±0.2	185	3.8*	±0.1	-0.64 (M)
Other Wage Grade (WG)	--	--	--	24	4.0	±0.2	NA
General Schedule (GS) 1-6	59	3.0*	±0.2	560	3.7*	±0.1	-1.01 (L)
General Schedule (GS) 7-10	144	3.2*	±0.1	2,031	3.7*	±0.0	-0.76 (M)
General Schedule (GS) 11-12	248	3.3*	±0.1	4,009	3.8*	±0.0	-0.81 (L)
General Schedule (GS) 13-15	53	3.4*	±0.2	1,270	4.0*	±0.0	-0.85 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.6	±0.2	NA
Other	--	--	--	38	3.5	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	42	3.5*	±0.2	762	3.8*	±0.0	-0.34 (S)
1 to 3 years	96	3.1*	±0.2	1,223	3.8*	±0.0	-1.10 (L)
4 to 5 years	52	3.1*	±0.2	681	3.7*	±0.0	-1.01 (L)
6 to 10 years	147	3.1*	±0.1	1,789	3.7*	±0.0	-0.90 (L)
11 to 14 years	77	3.2*	±0.2	992	3.8*	±0.0	-0.97 (L)
15 to 20 years	70	3.4*	±0.1	1,334	3.8*	±0.0	-0.60 (M)
More than 20 years	87	3.3*	±0.2	1,845	3.9*	±0.0	-0.92 (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	533	3.2*	±0.1	8,162	3.8*	±0.0	-0.90 (L)
Term	28	3.1*	±0.2	267	3.7*	±0.1	-0.93 (L)
Temporary	10	3.7	±0.0	181	3.8	±0.1	-0.20 (S)
Work Schedule							
Seasonal	25	2.9*	±0.4	504	3.7*	±0.1	-1.29 (L)
Non-Seasonal	515	3.2*	±0.1	7,766	3.8*	±0.0	-0.85 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	15	2.3*	±0.4	413	3.7*	±0.1	-2.18 (L)
Permanent-Non-Seasonal	515	3.2*	±0.1	7,675	3.8*	±0.0	-0.85 (L)
Term	28	3.1*	±0.2	267	3.7*	±0.1	-0.93 (L)
Temporary-Seasonal	10	3.7	±0.0	91	3.7	±0.1	-0.07
Temporary-Non-Seasonal	--	--	--	90	3.9	±0.1	NA
Disability							
Yes	290	3.2*	±0.1	763	3.7*	±0.1	-0.67 (M)
No	277	3.2*	±0.1	7,853	3.8*	±0.0	-0.91 (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 BLM.

Table 5.11 BLM – 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	569	4.9*	±0.1	8,654	5.4*	±0.0	-0.51 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	62	5.5	±0.3	NA
Wage Grade (WG) 5-8	51	4.5*	±0.4	402	5.7*	±0.1	-0.92 (L)
Wage Grade (WG) 9-16	14	5.6	±0.4	185	5.5	±0.2	0.07
Other Wage Grade (WG)	--	--	--	24	6.2	±0.4	NA
General Schedule (GS) 1-6	57	4.5*	±0.4	568	5.4*	±0.1	-0.82 (L)
General Schedule (GS) 7-10	144	4.9*	±0.2	2,031	5.4*	±0.0	-0.40 (S)
General Schedule (GS) 11-12	248	4.9*	±0.2	4,009	5.4*	±0.0	-0.44 (S)
General Schedule (GS) 13-15	53	5.0*	±0.4	1,270	5.6*	±0.1	-0.55 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	6.8	±0.2	NA
Other	--	--	--	38	5.1	±0.4	NA
Years of Service at Bureau or Office							
Less than 1 year	39	5.1	±0.4	762	5.4	±0.1	-0.29 (S)
1 to 3 years	96	4.6*	±0.3	1,223	5.5*	±0.1	-0.75 (M)
4 to 5 years	52	4.8*	±0.4	688	5.3*	±0.1	-0.46 (S)
6 to 10 years	147	5.0*	±0.2	1,789	5.3*	±0.1	-0.28 (S)
11 to 14 years	77	4.7*	±0.3	992	5.3*	±0.1	-0.53 (M)
15 to 20 years	70	5.2*	±0.3	1,334	5.5*	±0.1	-0.27 (S)
More than 20 years	87	4.6*	±0.3	1,845	5.5*	±0.0	-0.89 (L)
Appointment Type							
Permanent	531	4.8*	±0.1	8,162	5.4*	±0.0	-0.52 (M)
Term	28	5.1*	±0.5	267	5.7*	±0.1	-0.49 (S)
Temporary	10	5.7	±0.0	188	5.8	±0.2	-0.15
Work Schedule							
Seasonal	25	4.9*	±0.6	511	5.6*	±0.1	-0.69 (M)
Non-Seasonal	512	4.8*	±0.1	7,766	5.4*	±0.0	-0.50 (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	15	4.4*	±0.9	413	5.5*	±0.1	-1.15 (L)
Permanent-Non-Seasonal	512	4.8*	±0.1	7,675	5.4*	±0.0	-0.50 (M)
Term	28	5.1*	±0.5	267	5.7*	±0.1	-0.49 (S)
Temporary-Seasonal	10	5.7	±0.0	98	6.0	±0.2	-0.30 (S)
Temporary-Non-Seasonal	--	--	--	90	5.7	±0.2	NA
Disability							
Yes	288	4.9*	±0.2	770	5.5*	±0.1	-0.45 (S)
No	277	4.8*	±0.2	7,853	5.4*	±0.0	-0.56 (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 BLM.

Table 5.12 BLM – 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	571	2.8*	±0.1	8,648	3.5*	±0.0	-0.69 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	62	3.4	±0.2	NA
Wage Grade (WG) 5-8	51	2.3*	±0.3	402	3.6*	±0.1	-1.39 (L)
Wage Grade (WG) 9-16	14	3.4	±0.4	185	3.6	±0.1	-0.20 (S)
Other Wage Grade (WG)	--	--	--	24	3.9	±0.2	NA
General Schedule (GS) 1-6	59	2.6*	±0.3	568	3.5*	±0.1	-1.04 (L)
General Schedule (GS) 7-10	144	2.8*	±0.2	2,029	3.4*	±0.0	-0.59 (M)
General Schedule (GS) 11-12	248	2.9*	±0.1	4,009	3.5*	±0.0	-0.58 (M)
General Schedule (GS) 13-15	53	3.1*	±0.3	1,267	3.6*	±0.1	-0.60 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.4	±0.4	NA
Other	--	--	--	38	3.6	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	42	2.8*	±0.3	762	3.5*	±0.1	-0.73 (M)
1 to 3 years	96	2.5*	±0.2	1,223	3.5*	±0.1	-0.90 (L)
4 to 5 years	52	2.9*	±0.3	688	3.4*	±0.1	-0.45 (S)
6 to 10 years	147	2.9*	±0.2	1,789	3.4*	±0.0	-0.59 (M)
11 to 14 years	77	3.0*	±0.3	990	3.5*	±0.1	-0.51 (M)
15 to 20 years	70	2.9*	±0.2	1,334	3.5*	±0.0	-0.68 (M)
More than 20 years	87	2.8*	±0.2	1,842	3.6*	±0.0	-0.82 (L)
Appointment Type							
Permanent	533	2.8*	±0.1	8,157	3.5*	±0.0	-0.72 (M)
Term	28	3.0*	±0.5	267	3.7*	±0.1	-0.69 (M)
Temporary	10	4.7*	±0.0	188	3.7*	±0.1	1.10 (L)
Work Schedule							
Seasonal	25	3.2*	±0.6	511	3.6*	±0.1	-0.42 (S)
Non-Seasonal	515	2.8*	±0.1	7,760	3.5*	±0.0	-0.69 (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	15	2.2*	±0.6	413	3.5*	±0.1	-1.59 (L)
Permanent-Non-Seasonal	515	2.8*	±0.1	7,670	3.5*	±0.0	-0.69 (M)
Term	28	3.0*	±0.5	267	3.7*	±0.1	-0.69 (M)
Temporary-Seasonal	10	4.7*	±0.0	98	3.7*	±0.2	1.16 (L)
Temporary-Non-Seasonal	--	--	--	90	3.7	±0.2	NA
Disability							
Yes	290	2.9*	±0.1	770	3.4*	±0.1	-0.52 (M)
No	277	2.8*	±0.1	7,848	3.5*	±0.0	-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.

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 BLM.

Table 5.13 BLM – 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	351	3.3*	±0.1	8,919	3.8*	±0.0	-0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.2*	±0.0	57	3.6*	±0.1	-0.92 (L)
Wage Grade (WG) 5-8	20	3.4	±0.3	428	3.6	±0.1	-0.29 (S)
Wage Grade (WG) 9-16	10	4.3*	±0.2	191	3.8*	±0.1	0.81 (L)
Other Wage Grade (WG)	--	--	--	24	4.0	±0.2	NA
General Schedule (GS) 1-6	17	2.8*	±0.4	602	3.7*	±0.1	-1.22 (L)
General Schedule (GS) 7-10	80	3.2*	±0.1	2,104	3.7*	±0.0	-0.69 (M)
General Schedule (GS) 11-12	158	3.2*	±0.1	4,126	3.8*	±0.0	-0.93 (L)
General Schedule (GS) 13-15	51	3.5*	±0.2	1,283	4.0*	±0.0	-0.66 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.6	±0.2	NA
Other	NR	NR	NR	42	3.6	±0.2	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	18	3.4*	±0.3	782	3.7*	±0.0	-0.51 (M)
1 to 3 years	67	3.5*	±0.2	1,250	3.8*	±0.0	-0.46 (S)
4 to 5 years	39	3.0*	±0.2	699	3.7*	±0.1	-1.13 (L)
6 to 10 years	69	3.2*	±0.2	1,888	3.7*	±0.0	-0.75 (M)
11 to 14 years	30	3.5	±0.2	1,049	3.7	±0.0	-0.32 (S)
15 to 20 years	72	3.2*	±0.1	1,331	3.8*	±0.0	-0.98 (L)
More than 20 years	50	3.3*	±0.3	1,903	3.9*	±0.0	-0.83 (L)
Appointment Type							
Permanent	339	3.3*	±0.1	8,409	3.8*	±0.0	-0.70 (M)
Term	6	2.9*	±1.1	288	3.7*	±0.1	-1.15 (L)
Temporary	5	3.2*	±0.0	186	3.8*	±0.1	-0.90 (L)
Work Schedule							
Seasonal	19	3.6	±0.2	511	3.7	±0.1	-0.08
Non-Seasonal	325	3.3*	±0.1	8,005	3.8*	±0.0	-0.74 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	13	3.7	±0.2	414	3.6	±0.1	0.16
Permanent-Non-Seasonal	325	3.3*	±0.1	7,915	3.8*	±0.0	-0.74 (M)
Term	6	2.9*	±1.1	288	3.7*	±0.1	-1.15 (L)
Temporary-Seasonal	5	3.2	±0.0	96	3.7	±0.1	-0.82 (L)
Temporary-Non-Seasonal	--	--	--	90	3.9	±0.1	NA
Sex							
Men	158	3.3*	±0.1	5,741	3.8*	±0.0	-0.72 (M)
Women	188	3.3*	±0.1	3,148	3.8*	±0.0	-0.69 (M)
Gender Identity							
Male	158	3.3*	±0.1	5,741	3.8*	±0.0	-0.72 (M)
Female	188	3.3*	±0.1	3,148	3.8*	±0.0	-0.69 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	5	2.7*	±0.7	29	3.9*	±0.2	-1.70 (L)
Sexual Orientation - Collapsed							
Heterosexual	215	3.2*	±0.1	8,302	3.8*	±0.0	-0.93 (L)
Sexual Minority	101	3.5*	±0.1	213	3.8*	±0.1	-0.55 (M)

	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	215	3.2*	±0.1	8,302	3.8*	±0.0	-0.93 (L)
Lesbian	26	3.6*	±0.2	56	3.9*	±0.1	-0.62 (M)
Gay	33	3.3*	±0.2	46	3.9*	±0.2	-0.82 (L)
Bisexual	26	3.5	±0.3	76	3.7	±0.1	-0.26 (S)
Other	15	3.5	±0.4	36	3.9	±0.2	-0.56 (M)
I prefer not to say	25	3.5	±0.3	355	3.6	±0.1	-0.20 (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.

5.5.2 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 BLM.

Table 5.14 BLM – 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</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	351	5.0*	±0.1	8,924	5.4*	±0.0	-0.35 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	4.9	±0.0	57	5.5	±0.3	-0.55 (M)
Wage Grade (WG) 5-8	20	5.1	±0.5	428	5.6	±0.1	-0.37 (S)
Wage Grade (WG) 9-16	10	5.8	±0.3	191	5.5	±0.2	0.21 (S)
Other Wage Grade (WG)	--	--	--	24	6.2	±0.4	NA
General Schedule (GS) 1-6	17	4.8*	±0.6	607	5.4*	±0.1	-0.50 (M)
General Schedule (GS) 7-10	80	4.7*	±0.3	2,104	5.4*	±0.0	-0.63 (M)
General Schedule (GS) 11-12	158	5.0*	±0.2	4,126	5.4*	±0.0	-0.29 (S)
General Schedule (GS) 13-15	51	5.2*	±0.4	1,283	5.6*	±0.1	-0.38 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	6.8	±0.2	NA
Other	NR	NR	NR	42	5.2	±0.4	NR
Years of Service at Bureau or Office							
Less than 1 year	18	4.6*	±0.7	780	5.4*	±0.1	-0.67 (M)
1 to 3 years	67	5.1*	±0.3	1,250	5.5*	±0.1	-0.27 (S)
4 to 5 years	39	4.5*	±0.5	706	5.3*	±0.1	-0.74 (M)
6 to 10 years	69	5.0	±0.3	1,888	5.3	±0.1	-0.24 (S)
11 to 14 years	30	5.0	±0.4	1,049	5.3	±0.1	-0.23 (S)
15 to 20 years	72	5.3	±0.3	1,331	5.5	±0.1	-0.18
More than 20 years	50	4.8*	±0.4	1,903	5.5*	±0.0	-0.65 (M)
Appointment Type							
Permanent	339	5.0*	±0.1	8,407	5.4*	±0.0	-0.35 (S)
Term	6	5.0	±1.3	288	5.6	±0.1	-0.53 (M)
Temporary	5	6.2	±0.0	193	5.8	±0.2	0.36 (S)
Work Schedule							
Seasonal	19	5.9	±0.3	518	5.6	±0.1	0.29 (S)
Non-Seasonal	325	5.0*	±0.1	8,003	5.4*	±0.0	-0.37 (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	13	5.7	±0.3	414	5.5	±0.1	0.26 (S)
Permanent-Non-Seasonal	325	5.0*	±0.1	7,912	5.4*	±0.0	-0.36 (S)
Term	6	5.0	±1.3	288	5.6	±0.1	-0.53 (M)
Temporary-Seasonal	5	6.2	±0.0	103	6.0	±0.2	0.24 (S)
Temporary-Non-Seasonal	--	--	--	90	5.7	±0.2	NA
Sex							
Men	158	4.7*	±0.2	5,741	5.4*	±0.0	-0.57 (M)
Women	188	5.3*	±0.2	3,153	5.5*	±0.0	-0.18
Gender Identity							
Male	158	4.7*	±0.2	5,741	5.4*	±0.0	-0.57 (M)
Female	188	5.3*	±0.2	3,153	5.5*	±0.0	-0.18
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	5	3.9*	±0.9	29	5.7*	±0.4	-1.49 (L)
Sexual Orientation - Collapsed							
Heterosexual	215	4.9*	±0.2	8,300	5.4*	±0.0	-0.43 (S)
Sexual Minority	101	5.0*	±0.3	220	5.5*	±0.2	-0.38 (S)
Sexual Orientation							
Heterosexual or straight	215	4.9*	±0.2	8,300	5.4*	±0.0	-0.43 (S)
Lesbian	26	5.4*	±0.5	63	6.1*	±0.2	-0.59 (M)
Gay	33	4.5*	±0.4	46	5.3*	±0.4	-0.59 (M)
Bisexual	26	4.9	±0.6	76	5.3	±0.2	-0.28 (S)
Other	15	5.6	±0.8	36	5.4	±0.4	0.19
I prefer not to say	25	5.2	±0.4	355	5.3	±0.1	-0.12

^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 BLM.

Table 5.15 BLM – 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^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	351	2.9*	±0.1	8,921	3.5*	±0.0	-0.62 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.5	±0.0	57	3.4	±0.2	0.15
Wage Grade (WG) 5-8	20	3.1	±0.3	428	3.5	±0.1	-0.40 (S)
Wage Grade (WG) 9-16	10	3.6	±0.1	191	3.6	±0.1	0.06
Other Wage Grade (WG)	--	--	--	24	3.9	±0.2	NA
General Schedule (GS) 1-6	17	3.0*	±0.6	609	3.5*	±0.1	-0.48 (S)
General Schedule (GS) 7-10	80	2.6*	±0.2	2,102	3.4*	±0.0	-0.87 (L)
General Schedule (GS) 11-12	158	2.8*	±0.2	4,126	3.4*	±0.0	-0.73 (M)
General Schedule (GS) 13-15	51	3.1*	±0.3	1,280	3.6*	±0.1	-0.54 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.4	±0.4	NA
Other	NR	NR	NR	42	3.7	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	18	2.8*	±0.6	782	3.5*	±0.1	-0.77 (M)
1 to 3 years	67	3.2	±0.2	1,250	3.4	±0.1	-0.18
4 to 5 years	39	2.7*	±0.3	706	3.4*	±0.1	-0.73 (M)
6 to 10 years	69	2.9*	±0.3	1,888	3.4*	±0.0	-0.51 (M)
11 to 14 years	30	3.3	±0.3	1,047	3.4	±0.1	-0.14
15 to 20 years	72	2.6*	±0.2	1,331	3.5*	±0.0	-0.99 (L)
More than 20 years	50	2.5*	±0.3	1,899	3.6*	±0.0	-1.20 (L)
Appointment Type							
Permanent	339	2.9*	±0.1	8,404	3.5*	±0.0	-0.63 (M)
Term	6	3.1	±1.4	288	3.6	±0.1	-0.45 (S)
Temporary	5	4.0	±0.0	193	3.7	±0.1	0.29 (S)
Work Schedule							
Seasonal	19	3.3	±0.2	518	3.6	±0.1	-0.26 (S)
Non-Seasonal	325	2.9*	±0.1	7,999	3.5*	±0.0	-0.63 (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	13	3.1	±0.2	414	3.5	±0.1	-0.50 (M)
Permanent-Non-Seasonal	325	2.9*	±0.1	7,909	3.5*	±0.0	-0.63 (M)
Term	6	3.1	±1.4	288	3.6	±0.1	-0.45 (S)
Temporary-Seasonal	5	4.0	±0.0	103	3.8	±0.2	0.25 (S)
Temporary-Non-Seasonal	--	--	--	90	3.7	±0.2	NA
Sex							
Men	158	2.7*	±0.2	5,738	3.5*	±0.0	-0.83 (L)
Women	188	3.0*	±0.1	3,153	3.5*	±0.0	-0.44 (S)
Gender Identity							
Male	158	2.7*	±0.2	5,738	3.5*	±0.0	-0.83 (L)
Female	188	3.0*	±0.1	3,153	3.5*	±0.0	-0.44 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	5	2.7	±1.2	29	3.2	±0.4	-0.40 (S)
Sexual Orientation - Collapsed							
Heterosexual	215	2.7*	±0.1	8,297	3.5*	±0.0	-0.84 (L)
Sexual Minority	101	3.1*	±0.2	220	3.6*	±0.1	-0.47 (S)
Sexual Orientation							
Heterosexual or straight	215	2.7*	±0.1	8,297	3.5*	±0.0	-0.84 (L)
Lesbian	26	3.3*	±0.3	63	3.9*	±0.2	-0.69 (M)
Gay	33	3.0*	±0.3	46	3.5*	±0.3	-0.46 (S)
Bisexual	26	3.2	±0.4	76	3.4	±0.3	-0.16
Other	15	2.7*	±0.7	36	3.6*	±0.4	-0.71 (M)
I prefer not to say	25	3.2	±0.3	355	3.2	±0.1	-0.01

^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 BLM.

Table 5.16 BLM – 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	704	3.3*	±0.1	8,606	3.8*	±0.0	-0.70 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.2*	±0.0	57	3.6*	±0.1	-0.92 (L)
Wage Grade (WG) 5-8	27	2.7*	±0.2	426	3.6*	±0.1	-1.22 (L)
Wage Grade (WG) 9-16	17	3.9	±0.4	185	3.8	±0.1	0.18
Other Wage Grade (WG)	--	--	--	24	4.0	±0.2	NA
General Schedule (GS) 1-6	51	3.1*	±0.2	568	3.7*	±0.1	-0.89 (L)
General Schedule (GS) 7-10	176	3.3*	±0.1	2,021	3.7*	±0.0	-0.65 (M)
General Schedule (GS) 11-12	315	3.3*	±0.1	3,984	3.8*	±0.0	-0.77 (M)
General Schedule (GS) 13-15	100	3.6*	±0.1	1,241	4.0*	±0.0	-0.61 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.6	±0.2	NA
Other	NR	NR	NR	41	3.7	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	25	3.3*	±0.3	784	3.8*	±0.0	-0.65 (M)
1 to 3 years	103	3.4*	±0.1	1,224	3.8*	±0.0	-0.54 (M)
4 to 5 years	86	3.2*	±0.2	654	3.8*	±0.1	-0.74 (M)
6 to 10 years	192	3.3*	±0.1	1,776	3.7*	±0.0	-0.67 (M)
11 to 14 years	75	3.2*	±0.2	1,009	3.8*	±0.0	-0.83 (L)
15 to 20 years	101	3.4*	±0.2	1,308	3.8*	±0.0	-0.74 (M)
More than 20 years	113	3.3*	±0.1	1,837	3.9*	±0.0	-0.83 (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							
Permanent	675	3.3*	±0.1	8,110	3.8*	±0.0	-0.68 (M)
Term	15	2.7*	±0.4	284	3.7*	±0.1	-1.68 (L)
Temporary	12	3.1*	±0.0	180	3.8*	±0.1	-1.10 (L)
Work Schedule							
Seasonal	56	3.3*	±0.2	473	3.7*	±0.1	-0.55 (M)
Non-Seasonal	628	3.3*	±0.1	7,739	3.8*	±0.0	-0.69 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	44	3.4*	±0.2	383	3.7*	±0.1	-0.44 (S)
Permanent-Non-Seasonal	628	3.3*	±0.1	7,649	3.8*	±0.0	-0.69 (M)
Term	15	2.7*	±0.4	284	3.7*	±0.1	-1.68 (L)
Temporary-Seasonal	12	3.1*	±0.0	90	3.8*	±0.1	-1.08 (L)
Temporary-Non-Seasonal	--	--	--	90	3.9	±0.1	NA
Sex							
Men	254	3.2*	±0.1	5,659	3.8*	±0.0	-0.83 (L)
Women	444	3.4*	±0.1	2,917	3.8*	±0.0	-0.65 (M)
Gender Identity							
Male	254	3.2*	±0.1	5,659	3.8*	±0.0	-0.83 (L)
Female	444	3.4*	±0.1	2,917	3.8*	±0.0	-0.65 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	6	3.0*	±0.7	28	3.8*	±0.3	-1.09 (L)
Sexual Orientation - Collapsed							
Heterosexual	599	3.3*	±0.1	7,955	3.8*	±0.0	-0.73 (M)
Sexual Minority	52	3.3*	±0.2	261	3.8*	±0.1	-0.73 (M)
Sexual Orientation							
Heterosexual or straight	599	3.3*	±0.1	7,955	3.8*	±0.0	-0.73 (M)
Lesbian	13	3.5*	±0.4	70	3.9*	±0.1	-0.68 (M)
Gay	6	2.5*	±0.6	73	3.8*	±0.2	-1.83 (L)
Bisexual	25	3.5	±0.3	76	3.7	±0.2	-0.33 (S)
Other	9	3.2*	±0.3	42	3.9*	±0.2	-1.08 (L)
I prefer not to say	40	3.3*	±0.2	343	3.7*	±0.1	-0.52 (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 BLM.

Table 5.17 BLM – 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	704	5.1*	±0.1	8,611	5.4*	±0.0	-0.29 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	4.9	±0.0	57	5.5	±0.3	-0.55 (M)
Wage Grade (WG) 5-8	27	5.2	±0.4	426	5.6	±0.1	-0.27 (S)
Wage Grade (WG) 9-16	17	5.5	±0.4	185	5.5	±0.2	-0.04
Other Wage Grade (WG)	--	--	--	24	6.2	±0.4	NA
General Schedule (GS) 1-6	51	4.9*	±0.3	573	5.4*	±0.1	-0.44 (S)
General Schedule (GS) 7-10	176	4.9*	±0.2	2,021	5.4*	±0.0	-0.48 (S)
General Schedule (GS) 11-12	315	5.1*	±0.1	3,984	5.4*	±0.0	-0.25 (S)
General Schedule (GS) 13-15	100	5.4	±0.2	1,241	5.6	±0.1	-0.13
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	6.8	±0.2	NA
Other	NR	NR	NR	41	5.3	±0.4	NR
Years of Service at Bureau or Office							
Less than 1 year	25	5.6	±0.6	782	5.4	±0.1	0.15
1 to 3 years	103	5.1*	±0.2	1,224	5.5*	±0.1	-0.33 (S)
4 to 5 years	86	4.9*	±0.3	661	5.4*	±0.1	-0.35 (S)
6 to 10 years	192	5.2	±0.2	1,776	5.3	±0.1	-0.14
11 to 14 years	75	4.8*	±0.2	1,009	5.3*	±0.1	-0.51 (M)
15 to 20 years	101	5.4	±0.2	1,308	5.5	±0.1	-0.10
More than 20 years	113	4.9*	±0.2	1,837	5.6*	±0.0	-0.63 (M)
Appointment Type							
Permanent	675	5.1*	±0.1	8,108	5.4*	±0.0	-0.29 (S)
Term	15	4.8*	±0.7	284	5.6*	±0.1	-0.69 (M)
Temporary	12	6.6*	±0.2	187	5.8*	±0.2	0.76 (M)
Work Schedule							
Seasonal	56	5.4	±0.3	480	5.6	±0.1	-0.16
Non-Seasonal	628	5.1*	±0.1	7,737	5.4*	±0.0	-0.29 (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	44	5.1*	±0.3	383	5.5*	±0.1	-0.40 (S)
Permanent-Non-Seasonal	628	5.1*	±0.1	7,647	5.4*	±0.0	-0.28 (S)
Term	15	4.8*	±0.7	284	5.6*	±0.1	-0.69 (M)
Temporary-Seasonal	12	6.6*	±0.2	97	5.9*	±0.2	0.67 (M)
Temporary-Non-Seasonal	--	--	--	90	5.7	±0.2	NA
Sex							
Men	254	4.9*	±0.2	5,659	5.4*	±0.0	-0.44 (S)
Women	444	5.2*	±0.1	2,922	5.5*	±0.0	-0.26 (S)
Gender Identity							
Male	254	4.9*	±0.2	5,659	5.4*	±0.0	-0.44 (S)
Female	444	5.2*	±0.1	2,922	5.5*	±0.0	-0.26 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	6	4.4*	±0.8	28	5.6*	±0.5	-1.03 (L)
Sexual Orientation - Collapsed							
Heterosexual	599	5.1*	±0.1	7,953	5.4*	±0.0	-0.32 (S)
Sexual Minority	52	5.1	±0.4	268	5.4	±0.1	-0.24 (S)
Sexual Orientation							
Heterosexual or straight	599	5.1*	±0.1	7,953	5.4*	±0.0	-0.32 (S)
Lesbian	13	5.7	±0.8	77	5.9	±0.2	-0.20 (S)
Gay	6	3.6*	±1.5	73	5.0*	±0.3	-1.14 (L)
Bisexual	25	5.2	±0.5	76	5.2	±0.3	0.02
Other	9	4.9	±1.3	42	5.5	±0.4	-0.44 (S)
I prefer not to say	40	5.1	±0.3	343	5.3	±0.1	-0.22 (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.

5.6.3 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 BLM.

Table 5.18 BLM – 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	704	2.9*	±0.1	8,607	3.5*	±0.0	-0.60 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.5	±0.0	57	3.4	±0.2	0.15
Wage Grade (WG) 5-8	27	2.7*	±0.4	426	3.5*	±0.1	-0.78 (M)
Wage Grade (WG) 9-16	17	3.2	±0.6	185	3.6	±0.1	-0.48 (S)
Other Wage Grade (WG)	--	--	--	24	3.9	±0.2	NA
General Schedule (GS) 1-6	51	3.2	±0.3	575	3.5	±0.1	-0.25 (S)
General Schedule (GS) 7-10	176	2.8*	±0.2	2,019	3.4*	±0.0	-0.64 (M)
General Schedule (GS) 11-12	315	2.8*	±0.1	3,984	3.5*	±0.0	-0.71 (M)
General Schedule (GS) 13-15	100	3.2*	±0.2	1,237	3.6*	±0.1	-0.47 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.4	±0.4	NA
Other	NR	NR	NR	41	3.8	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	25	2.9*	±0.4	784	3.4*	±0.1	-0.65 (M)
1 to 3 years	103	3.1*	±0.2	1,224	3.4*	±0.1	-0.33 (S)
4 to 5 years	86	2.9*	±0.2	661	3.4*	±0.1	-0.45 (S)
6 to 10 years	192	2.9*	±0.1	1,776	3.4*	±0.0	-0.53 (M)
11 to 14 years	75	2.7*	±0.2	1,007	3.5*	±0.1	-0.79 (M)
15 to 20 years	101	2.8*	±0.2	1,308	3.6*	±0.0	-0.86 (L)
More than 20 years	113	2.9*	±0.2	1,833	3.6*	±0.0	-0.79 (M)
Appointment Type							
Permanent	675	2.9*	±0.1	8,105	3.5*	±0.0	-0.61 (M)
Term	15	2.9*	±0.6	284	3.6*	±0.1	-0.64 (M)
Temporary	12	4.0	±0.1	187	3.7	±0.1	0.26 (S)
Work Schedule							
Seasonal	56	3.2*	±0.2	480	3.6*	±0.1	-0.51 (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>
Non-Seasonal	628	2.9*	±0.1	7,734	3.5*	±0.0	-0.61 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	44	2.9*	±0.3	383	3.6*	±0.1	-0.73 (M)
Permanent-Non-Seasonal	628	2.9*	±0.1	7,644	3.5*	±0.0	-0.61 (M)
Term	15	2.9*	±0.6	284	3.6*	±0.1	-0.64 (M)
Temporary-Seasonal	12	4.0	±0.1	97	3.8	±0.2	0.22 (S)
Temporary-Non-Seasonal	--	--	--	90	3.7	±0.2	NA
Sex							
Men	254	2.7*	±0.1	5,656	3.5*	±0.0	-0.82 (L)
Women	444	3.1*	±0.1	2,922	3.5*	±0.0	-0.47 (S)
Gender Identity							
Male	254	2.7*	±0.1	5,656	3.5*	±0.0	-0.82 (L)
Female	444	3.1*	±0.1	2,922	3.5*	±0.0	-0.47 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	6	2.3	±0.9	28	3.3	±0.4	-0.89 (L)
Sexual Orientation - Collapsed							
Heterosexual	599	2.9*	±0.1	7,950	3.5*	±0.0	-0.63 (M)
Sexual Minority	52	2.8*	±0.3	268	3.6*	±0.1	-0.71 (M)
Sexual Orientation							
Heterosexual or straight	599	2.9*	±0.1	7,950	3.5*	±0.0	-0.63 (M)
Lesbian	13	2.9*	±0.5	77	3.9*	±0.2	-1.07 (L)
Gay	6	1.5*	±0.6	73	3.5*	±0.2	-2.17 (L)
Bisexual	25	3.4	±0.4	76	3.4	±0.3	0.02
Other	9	1.9*	±0.3	42	3.6*	±0.4	-1.45 (L)
I prefer not to say	40	2.8*	±0.3	343	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.

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 BLM.

Table 5.19 BLM – 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	1,558	3.5*	±0.0	7,758	3.8*	±0.0	-0.52 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.2*	±0.0	57	3.6*	±0.1	-0.92 (L)
Wage Grade (WG) 5-8	81	3.3*	±0.1	371	3.6*	±0.1	-0.39 (S)
Wage Grade (WG) 9-16	27	3.8	±0.2	175	3.8	±0.1	0.00
Other Wage Grade (WG)	12	4.0	±0.3	12	4.1	±0.3	-0.22 (S)
General Schedule (GS) 1-6	102	3.4*	±0.1	517	3.7*	±0.1	-0.48 (S)
General Schedule (GS) 7-10	374	3.4*	±0.1	1,822	3.7*	±0.0	-0.42 (S)
General Schedule (GS) 11-12	720	3.4*	±0.1	3,582	3.9*	±0.0	-0.68 (M)
General Schedule (GS) 13-15	214	3.7*	±0.1	1,128	4.0*	±0.0	-0.47 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.6	±0.2	NA
Other	NR	NR	NR	41	3.7	±0.2	NR

	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	75	3.4*	±0.2	734	3.8*	±0.0	-0.59 (M)
1 to 3 years	235	3.5*	±0.1	1,089	3.8*	±0.0	-0.41 (S)
4 to 5 years	165	3.4*	±0.1	574	3.8*	±0.1	-0.55 (M)
6 to 10 years	343	3.4*	±0.1	1,627	3.7*	±0.0	-0.50 (M)
11 to 14 years	175	3.4*	±0.1	909	3.8*	±0.0	-0.61 (M)
15 to 20 years	257	3.5*	±0.1	1,154	3.9*	±0.0	-0.54 (M)
More than 20 years	291	3.5*	±0.1	1,662	3.9*	±0.0	-0.60 (M)
Appointment Type							
Permanent	1,489	3.5*	±0.0	7,299	3.8*	±0.0	-0.54 (M)
Term	33	3.3*	±0.3	266	3.7*	±0.1	-0.56 (M)
Temporary	30	3.8	±0.2	161	3.8	±0.1	0.02
Work Schedule							
Seasonal	117	3.6	±0.1	412	3.7	±0.1	-0.14
Non-Seasonal	1,392	3.5*	±0.0	6,979	3.8*	±0.0	-0.55 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	92	3.5	±0.1	335	3.7	±0.1	-0.20 (S)
Permanent-Non-Seasonal	1,386	3.5*	±0.0	6,895	3.8*	±0.0	-0.55 (M)
Term	33	3.3*	±0.3	266	3.7*	±0.1	-0.56 (M)
Temporary-Seasonal	25	3.7	±0.2	77	3.7	±0.1	0.07
Temporary-Non-Seasonal	5	4.1	±0.2	85	3.9	±0.1	0.29 (S)
Sex							
Men	847	3.5*	±0.0	5,070	3.8*	±0.0	-0.52 (M)
Women	700	3.5*	±0.1	2,663	3.8*	±0.0	-0.53 (M)
Gender Identity							
Male	847	3.5*	±0.0	5,070	3.8*	±0.0	-0.52 (M)
Female	700	3.5*	±0.1	2,663	3.8*	±0.0	-0.53 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	10	3.1*	±0.5	24	3.9*	±0.3	-1.11 (L)
Sexual Orientation - Collapsed							
Heterosexual	1,373	3.5*	±0.0	7,186	3.8*	±0.0	-0.54 (M)
Sexual Minority	101	3.4*	±0.1	213	3.8*	±0.1	-0.60 (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>
Sexual Orientation							
Heterosexual or straight	1,373	3.5*	±0.0	7,186	3.8*	±0.0	-0.54 (M)
Lesbian	27	3.5*	±0.2	56	4.0*	±0.1	-0.82 (L)
Gay	20	3.2*	±0.3	58	3.8*	±0.2	-0.82 (L)
Bisexual	39	3.5	±0.2	62	3.7	±0.2	-0.23 (S)
Other	14	3.4*	±0.3	37	3.9*	±0.2	-0.81 (L)
I prefer not to say	77	3.4*	±0.1	306	3.7*	±0.1	-0.39 (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.

5.7.2 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 BLM.

Table 5.20 BLM – 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^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,558	5.2*	±0.1	7,763	5.4*	±0.0	-0.23 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	4.9	±0.0	57	5.5	±0.3	-0.55 (M)
Wage Grade (WG) 5-8	81	5.8	±0.2	371	5.5	±0.1	0.24 (S)
Wage Grade (WG) 9-16	27	5.6	±0.4	175	5.5	±0.2	0.05
Other Wage Grade (WG)	12	6.8*	±0.2	12	5.6*	±0.6	1.40 (L)
General Schedule (GS) 1-6	102	5.1*	±0.2	522	5.4*	±0.1	-0.30 (S)
General Schedule (GS) 7-10	374	5.0*	±0.1	1,822	5.4*	±0.1	-0.40 (S)
General Schedule (GS) 11-12	720	5.1*	±0.1	3,582	5.4*	±0.0	-0.26 (S)
General Schedule (GS) 13-15	214	5.4*	±0.1	1,128	5.6*	±0.1	-0.21 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	6.8	±0.2	NA
Other	NR	NR	NR	41	5.3	±0.4	NR
Years of Service at Bureau or Office							
Less than 1 year	75	5.0*	±0.3	732	5.5*	±0.1	-0.37 (S)
1 to 3 years	235	5.2*	±0.1	1,089	5.5*	±0.1	-0.24 (S)
4 to 5 years	165	5.1*	±0.2	581	5.4*	±0.1	-0.25 (S)
6 to 10 years	343	5.1*	±0.1	1,627	5.4*	±0.1	-0.23 (S)
11 to 14 years	175	5.0*	±0.2	909	5.3*	±0.1	-0.31 (S)
15 to 20 years	257	5.4	±0.1	1,154	5.5	±0.1	-0.05
More than 20 years	291	5.2*	±0.1	1,662	5.6*	±0.1	-0.33 (S)
Appointment Type							
Permanent	1,489	5.2*	±0.1	7,297	5.4*	±0.0	-0.25 (S)
Term	33	5.7	±0.4	266	5.6	±0.1	0.09
Temporary	30	6.1	±0.2	168	5.8	±0.2	0.31 (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>
Work Schedule							
Seasonal	117	5.6	±0.1	419	5.6	±0.1	0.02
Non-Seasonal	1,392	5.1*	±0.1	6,977	5.4*	±0.0	-0.26 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	92	5.5	±0.2	335	5.5	±0.1	-0.02
Permanent-Non-Seasonal	1,386	5.1*	±0.1	6,892	5.4*	±0.0	-0.26 (S)
Term	33	5.7	±0.4	266	5.6	±0.1	0.09
Temporary-Seasonal	25	6.1	±0.2	84	5.9	±0.3	0.12
Temporary-Non-Seasonal	5	6.3	±0.8	85	5.6	±0.2	0.66 (M)
Sex							
Men	847	5.1*	±0.1	5,070	5.4*	±0.0	-0.25 (S)
Women	700	5.3*	±0.1	2,668	5.5*	±0.0	-0.24 (S)
Gender Identity							
Male	847	5.1*	±0.1	5,070	5.4*	±0.0	-0.25 (S)
Female	700	5.3*	±0.1	2,668	5.5*	±0.0	-0.24 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	10	4.4*	±0.6	24	5.8*	±0.4	-1.34 (L)
Sexual Orientation - Collapsed							
Heterosexual	1,373	5.2*	±0.1	7,184	5.5*	±0.0	-0.24 (S)
Sexual Minority	101	5.0*	±0.3	220	5.5*	±0.2	-0.36 (S)
Sexual Orientation							
Heterosexual or straight	1,373	5.2*	±0.1	7,184	5.5*	±0.0	-0.24 (S)
Lesbian	27	5.3*	±0.5	63	6.1*	±0.2	-0.82 (L)
Gay	20	4.3*	±0.6	58	5.2*	±0.3	-0.65 (M)
Bisexual	39	5.2	±0.4	62	5.2	±0.3	-0.04
Other	14	5.3	±0.9	37	5.5	±0.4	-0.12
I prefer not to say	77	5.2	±0.2	306	5.3	±0.1	-0.12

^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 BLM.

Table 5.21 BLM – 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	1,558	3.1*	±0.1	7,760	3.5*	±0.0	-0.44 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.5	±0.0	57	3.4	±0.2	0.15
Wage Grade (WG) 5-8	81	3.3	±0.2	371	3.5	±0.1	-0.19
Wage Grade (WG) 9-16	27	3.2*	±0.4	175	3.6*	±0.1	-0.41 (S)
Other Wage Grade (WG)	12	3.8	±0.4	12	4.0	±0.1	-0.30 (S)
General Schedule (GS) 1-6	102	3.3	±0.2	524	3.5	±0.1	-0.15
General Schedule (GS) 7-10	374	3.0*	±0.1	1,820	3.4*	±0.0	-0.46 (S)
General Schedule (GS) 11-12	720	3.0*	±0.1	3,582	3.5*	±0.0	-0.54 (M)
General Schedule (GS) 13-15	214	3.3*	±0.1	1,125	3.7*	±0.1	-0.42 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.4	±0.4	NA
Other	NR	NR	NR	41	3.8	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	75	2.9*	±0.2	734	3.5*	±0.1	-0.61 (M)
1 to 3 years	235	3.2*	±0.1	1,089	3.4*	±0.1	-0.19
4 to 5 years	165	3.0*	±0.2	581	3.4*	±0.1	-0.39 (S)
6 to 10 years	343	3.1*	±0.1	1,627	3.5*	±0.0	-0.43 (S)
11 to 14 years	175	3.1*	±0.2	907	3.5*	±0.1	-0.39 (S)
15 to 20 years	257	3.1*	±0.1	1,154	3.6*	±0.1	-0.55 (M)
More than 20 years	291	3.1*	±0.1	1,659	3.6*	±0.0	-0.64 (M)
Appointment Type							
Permanent	1,489	3.1*	±0.1	7,294	3.5*	±0.0	-0.47 (S)
Term	33	3.5	±0.4	266	3.6	±0.1	-0.03
Temporary	30	4.3*	±0.2	168	3.6*	±0.1	0.78 (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>
Work Schedule							
Seasonal	117	3.5	±0.2	419	3.6	±0.1	-0.07
Non-Seasonal	1,392	3.1*	±0.1	6,974	3.5*	±0.0	-0.47 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	92	3.3*	±0.2	335	3.6*	±0.1	-0.35 (S)
Permanent-Non-Seasonal	1,386	3.1*	±0.1	6,889	3.5*	±0.0	-0.48 (S)
Term	33	3.5	±0.4	266	3.6	±0.1	-0.03
Temporary-Seasonal	25	4.4*	±0.2	84	3.6*	±0.2	1.01 (L)
Temporary-Non-Seasonal	5	3.9	±0.4	85	3.7	±0.2	0.19
Sex							
Men	847	3.1*	±0.1	5,067	3.5*	±0.0	-0.49 (S)
Women	700	3.2*	±0.1	2,668	3.5*	±0.0	-0.36 (S)
Gender Identity							
Male	847	3.1*	±0.1	5,067	3.5*	±0.0	-0.49 (S)
Female	700	3.2*	±0.1	2,668	3.5*	±0.0	-0.36 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	10	2.4*	±0.7	24	3.4*	±0.4	-0.96 (L)
Sexual Orientation - Collapsed							
Heterosexual	1,373	3.1*	±0.1	7,181	3.5*	±0.0	-0.44 (S)
Sexual Minority	101	3.1*	±0.2	220	3.6*	±0.1	-0.52 (M)
Sexual Orientation							
Heterosexual or straight	1,373	3.1*	±0.1	7,181	3.5*	±0.0	-0.44 (S)
Lesbian	27	3.0*	±0.3	63	4.0*	±0.2	-1.11 (L)
Gay	20	3.0	±0.5	58	3.4	±0.3	-0.39 (S)
Bisexual	39	3.4	±0.3	62	3.4	±0.3	0.01
Other	14	2.2*	±0.5	37	3.7*	±0.4	-1.30 (L)
I prefer not to say	77	2.9*	±0.2	306	3.3*	±0.1	-0.45 (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.

5.8 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 BLM.

Table 5.22 BLM – 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	517	3.4*	±0.1	8,803	3.8*	±0.0	-0.57 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.2*	±0.0	57	3.6*	±0.1	-0.92 (L)
Wage Grade (WG) 5-8	19	2.9*	±0.4	433	3.6*	±0.1	-0.90 (L)
Wage Grade (WG) 9-16	7	3.4	±0.7	195	3.8	±0.1	-0.65 (M)
Other Wage Grade (WG)	--	--	--	24	4.0	±0.2	NA
General Schedule (GS) 1-6	32	3.3*	±0.2	587	3.7*	±0.1	-0.53 (M)
General Schedule (GS) 7-10	144	3.4*	±0.1	2,053	3.7*	±0.0	-0.42 (S)
General Schedule (GS) 11-12	247	3.4*	±0.1	4,060	3.8*	±0.0	-0.64 (M)
General Schedule (GS) 13-15	60	3.6*	±0.2	1,282	4.0*	±0.0	-0.49 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.6	±0.2	NA
Other	--	--	--	44	3.6	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	43	3.5*	±0.2	767	3.8*	±0.0	-0.33 (S)
1 to 3 years	100	3.4*	±0.1	1,228	3.8*	±0.0	-0.52 (M)
4 to 5 years	35	3.6	±0.3	704	3.7	±0.1	-0.22 (S)
6 to 10 years	150	3.3*	±0.1	1,820	3.7*	±0.0	-0.64 (M)
11 to 14 years	48	3.3*	±0.2	1,037	3.7*	±0.0	-0.65 (M)
15 to 20 years	70	3.5*	±0.2	1,341	3.8*	±0.0	-0.54 (M)
More than 20 years	66	3.4*	±0.1	1,888	3.9*	±0.0	-0.77 (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	494	3.4*	±0.1	8,299	3.8*	±0.0	-0.54 (M)
Term	12	2.7*	±0.3	287	3.7*	±0.1	-1.56 (L)
Temporary	11	3.3*	±0.1	180	3.8*	±0.1	-0.87 (L)
Work Schedule							
Seasonal	45	3.5	±0.1	484	3.7	±0.1	-0.30 (S)
Non-Seasonal	457	3.4*	±0.1	7,918	3.8*	±0.0	-0.57 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	36	3.5	±0.2	392	3.6	±0.1	-0.15
Permanent-Non-Seasonal	455	3.4*	±0.1	7,830	3.8*	±0.0	-0.57 (M)
Term	12	2.7*	±0.3	287	3.7*	±0.1	-1.56 (L)
Temporary-Seasonal	10	3.2*	±0.0	92	3.8*	±0.1	-0.98 (L)
Temporary-Non-Seasonal	NR	NR	NR	88	3.9	±0.1	NR
Sex							
Men	206	3.3*	±0.1	5,714	3.8*	±0.0	-0.69 (M)
Women	307	3.5*	±0.1	3,058	3.8*	±0.0	-0.49 (S)
Gender Identity							
Male	206	3.3*	±0.1	5,714	3.8*	±0.0	-0.69 (M)
Female	307	3.5*	±0.1	3,058	3.8*	±0.0	-0.49 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	30	3.8	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	441	3.4*	±0.1	8,123	3.8*	±0.0	-0.58 (M)
Sexual Minority	45	3.3*	±0.2	269	3.8*	±0.1	-0.68 (M)
Sexual Orientation							
Heterosexual or straight	441	3.4*	±0.1	8,123	3.8*	±0.0	-0.58 (M)
Lesbian	9	3.4*	±0.3	73	3.9*	±0.1	-0.80 (L)
Gay	6	3.1	±0.4	72	3.7	±0.2	-0.77 (M)
Bisexual	21	3.4	±0.3	80	3.7	±0.1	-0.44 (S)
Other	8	3.2*	±0.3	43	3.9*	±0.2	-1.05 (L)
I prefer not to say	23	3.4	±0.3	360	3.6	±0.1	-0.37 (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.

5.8.2 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 BLM.

Table 5.23 BLM – 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	517	5.2*	±0.1	8,808	5.4*	±0.0	-0.22 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	4.9	±0.0	57	5.5	±0.3	-0.55 (M)
Wage Grade (WG) 5-8	19	5.3	±0.5	433	5.5	±0.1	-0.20 (S)
Wage Grade (WG) 9-16	7	5.3	±0.7	195	5.6	±0.2	-0.22 (S)
Other Wage Grade (WG)	--	--	--	24	6.2	±0.4	NA
General Schedule (GS) 1-6	32	5.1	±0.5	592	5.4	±0.1	-0.23 (S)
General Schedule (GS) 7-10	144	5.0*	±0.2	2,053	5.4*	±0.0	-0.33 (S)
General Schedule (GS) 11-12	247	5.1*	±0.1	4,060	5.4*	±0.0	-0.19
General Schedule (GS) 13-15	60	5.6	±0.2	1,282	5.6	±0.1	0.06
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	6.8	±0.2	NA
Other	--	--	--	44	5.3	±0.4	NA
Years of Service at Bureau or Office							
Less than 1 year	43	5.5	±0.3	765	5.4	±0.1	0.09
1 to 3 years	100	4.8*	±0.2	1,228	5.5*	±0.1	-0.56 (M)
4 to 5 years	35	5.2	±0.4	711	5.3	±0.1	-0.06
6 to 10 years	150	5.2	±0.2	1,820	5.3	±0.1	-0.13
11 to 14 years	48	4.8*	±0.3	1,037	5.3*	±0.1	-0.47 (S)
15 to 20 years	70	5.6	±0.2	1,341	5.5	±0.1	0.12
More than 20 years	66	5.2*	±0.3	1,888	5.5*	±0.0	-0.29 (S)
Appointment Type							
Permanent	494	5.1*	±0.1	8,297	5.4*	±0.0	-0.22 (S)
Term	12	4.7*	±0.6	287	5.6*	±0.1	-0.76 (M)
Temporary	11	6.3	±0.4	187	5.8	±0.2	0.47 (S)
Work Schedule							
Seasonal	45	5.5	±0.3	491	5.6	±0.1	-0.07
Non-Seasonal	457	5.1*	±0.1	7,916	5.4*	±0.0	-0.22 (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	36	5.2	±0.3	392	5.5	±0.1	-0.26 (S)
Permanent-Non-Seasonal	455	5.1*	±0.1	7,828	5.4*	±0.0	-0.22 (S)
Term	12	4.7*	±0.6	287	5.6*	±0.1	-0.76 (M)
Temporary-Seasonal	10	6.5	±0.2	99	5.9	±0.2	0.56 (M)
Temporary-Non-Seasonal	NR	NR	NR	88	5.7	±0.2	NR
Sex							
Men	206	4.9*	±0.2	5,714	5.4*	±0.0	-0.38 (S)
Women	307	5.3*	±0.1	3,063	5.5*	±0.0	-0.15
Gender Identity							
Male	206	4.9*	±0.2	5,714	5.4*	±0.0	-0.38 (S)
Female	307	5.3*	±0.1	3,063	5.5*	±0.0	-0.15
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	30	5.6	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	441	5.1*	±0.1	8,120	5.4*	±0.0	-0.24 (S)
Sexual Minority	45	5.1	±0.4	276	5.4	±0.1	-0.27 (S)
Sexual Orientation							
Heterosexual or straight	441	5.1*	±0.1	8,120	5.4*	±0.0	-0.24 (S)
Lesbian	9	5.2*	±1.0	80	6.0*	±0.2	-0.74 (M)
Gay	6	3.7*	±0.0	72	5.1*	±0.3	-1.08 (L)
Bisexual	21	5.4	±0.5	80	5.1	±0.3	0.22 (S)
Other	8	5.1	±1.4	43	5.5	±0.4	-0.29 (S)
I prefer not to say	23	5.3	±0.4	360	5.3	±0.1	0.02

^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 BLM.

Table 5.24 BLM – 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</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	517	3.0*	±0.1	8,805	3.5*	±0.0	-0.50 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.5	±0.0	57	3.4	±0.2	0.15
Wage Grade (WG) 5-8	19	2.7*	±0.5	433	3.5*	±0.1	-0.76 (M)
Wage Grade (WG) 9-16	7	2.8*	±0.9	195	3.6*	±0.1	-0.85 (L)
Other Wage Grade (WG)	--	--	--	24	3.9	±0.2	NA
General Schedule (GS) 1-6	32	3.4	±0.4	594	3.4	±0.1	-0.05
General Schedule (GS) 7-10	144	3.0*	±0.2	2,051	3.4*	±0.0	-0.38 (S)
General Schedule (GS) 11-12	247	2.9*	±0.1	4,060	3.5*	±0.0	-0.64 (M)
General Schedule (GS) 13-15	60	3.3*	±0.2	1,279	3.6*	±0.1	-0.29 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.4	±0.4	NA
Other	--	--	--	44	3.7	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	43	3.0*	±0.3	767	3.5*	±0.1	-0.51 (M)
1 to 3 years	100	3.0*	±0.2	1,228	3.4*	±0.1	-0.38 (S)
4 to 5 years	35	3.3	±0.4	711	3.3	±0.1	-0.04
6 to 10 years	150	3.1*	±0.2	1,820	3.4*	±0.0	-0.35 (S)
11 to 14 years	48	2.9*	±0.3	1,034	3.4*	±0.1	-0.55 (M)
15 to 20 years	70	2.8*	±0.2	1,341	3.5*	±0.0	-0.80 (L)
More than 20 years	66	2.8*	±0.2	1,885	3.6*	±0.0	-0.86 (L)
Appointment Type							
Permanent	494	3.0*	±0.1	8,294	3.5*	±0.0	-0.50 (M)
Term	12	2.6*	±0.5	287	3.6*	±0.1	-0.95 (L)
Temporary	11	3.8	±0.1	187	3.7	±0.1	0.10
Work Schedule							
Seasonal	45	3.5	±0.3	491	3.6	±0.1	-0.11

	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>
Non-Seasonal	457	3.0*	±0.1	7,913	3.5*	±0.0	-0.53 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	36	3.3	±0.3	392	3.5	±0.1	-0.19
Permanent-Non-Seasonal	455	3.0*	±0.1	7,825	3.5*	±0.0	-0.53 (M)
Term	12	2.6*	±0.5	287	3.6*	±0.1	-0.95 (L)
Temporary-Seasonal	10	3.9	±0.1	99	3.8	±0.2	0.16
Temporary-Non-Seasonal	NR	NR	NR	88	3.7	±0.2	NR
Sex							
Men	206	2.8*	±0.1	5,711	3.5*	±0.0	-0.74 (M)
Women	307	3.2*	±0.1	3,063	3.5*	±0.0	-0.32 (S)
Gender Identity							
Male	206	2.8*	±0.1	5,711	3.5*	±0.0	-0.74 (M)
Female	307	3.2*	±0.1	3,063	3.5*	±0.0	-0.32 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	30	3.3	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	441	3.0*	±0.1	8,117	3.5*	±0.0	-0.56 (M)
Sexual Minority	45	3.1*	±0.3	276	3.5*	±0.1	-0.32 (S)
Sexual Orientation							
Heterosexual or straight	441	3.0*	±0.1	8,117	3.5*	±0.0	-0.56 (M)
Lesbian	9	2.8*	±0.6	80	3.8*	±0.2	-1.13 (L)
Gay	6	3.4	±0.2	72	3.3	±0.2	0.06
Bisexual	21	3.7	±0.4	80	3.3	±0.3	0.34 (S)
Other	8	1.9*	±0.4	43	3.6*	±0.4	-1.39 (L)
I prefer not to say	23	3.1	±0.4	360	3.2	±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.

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 BLM.

Table 5.25 BLM – 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	131	3.2*	±0.1	9,179	3.8*	±0.0	-0.90 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.2*	±0.0	57	3.6*	±0.1	-0.92 (L)
Wage Grade (WG) 5-8	13	2.6*	±0.3	438	3.6*	±0.1	-1.27 (L)
Wage Grade (WG) 9-16	6	4.6*	±0.0	196	3.8*	±0.1	1.23 (L)
Other Wage Grade (WG)	--	--	--	24	4.0	±0.2	NA
General Schedule (GS) 1-6	7	3.3	±0.2	612	3.6	±0.1	-0.46 (S)
General Schedule (GS) 7-10	26	3.0*	±0.2	2,164	3.7*	±0.0	-1.03 (L)
General Schedule (GS) 11-12	65	3.2*	±0.2	4,242	3.8*	±0.0	-0.95 (L)
General Schedule (GS) 13-15	8	3.1*	±0.3	1,333	4.0*	±0.0	-1.22 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.6	±0.2	NA
Other	--	--	--	44	3.6	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	10	3.3*	±0.3	799	3.7*	±0.0	-0.68 (M)
1 to 3 years	30	3.3*	±0.3	1,297	3.8*	±0.0	-0.73 (M)
4 to 5 years	NR	NR	NR	734	3.7	±0.0	NR
6 to 10 years	25	3.0*	±0.3	1,944	3.7*	±0.0	-0.97 (L)
11 to 14 years	14	2.6*	±0.1	1,063	3.7*	±0.0	-1.87 (L)
15 to 20 years	26	3.3*	±0.3	1,385	3.8*	±0.0	-0.74 (M)
More than 20 years	21	3.3*	±0.2	1,934	3.9*	±0.0	-0.82 (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	119	3.2*	±0.1	8,664	3.8*	±0.0	-0.91 (L)
Term	NR	NR	NR	296	3.7	±0.1	NR
Temporary	10	3.2*	±0.0	182	3.8*	±0.1	-1.02 (L)
Work Schedule							
Seasonal	16	3.0*	±0.1	511	3.7*	±0.1	-0.97 (L)
Non-Seasonal	112	3.2*	±0.1	8,255	3.8*	±0.0	-0.90 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	7	2.9*	±0.3	419	3.7*	±0.1	-1.20 (L)
Permanent-Non-Seasonal	112	3.2*	±0.1	8,165	3.8*	±0.0	-0.89 (L)
Term	NR	NR	NR	296	3.7	±0.1	NR
Temporary-Seasonal	10	3.2*	±0.0	92	3.8*	±0.1	-0.98 (L)
Temporary-Non-Seasonal	--	--	--	90	3.9	±0.1	NA
Sex							
Men	54	3.2*	±0.2	5,866	3.8*	±0.0	-0.84 (L)
Women	76	3.2*	±0.2	3,278	3.8*	±0.0	-0.93 (L)
Gender Identity							
Male	54	3.2*	±0.2	5,866	3.8*	±0.0	-0.84 (L)
Female	76	3.2*	±0.2	3,278	3.8*	±0.0	-0.93 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	33	3.8	±0.2	NR
Sexual Orientation - Collapsed							
Heterosexual	118	3.1*	±0.1	8,436	3.8*	±0.0	-0.95 (L)
Sexual Minority	11	3.3	±0.5	303	3.7	±0.1	-0.58 (M)
Sexual Orientation							
Heterosexual or straight	118	3.1*	±0.1	8,436	3.8*	±0.0	-0.95 (L)
Lesbian	--	--	--	82	3.8	±0.1	NA
Gay	--	--	--	79	3.7	±0.2	NA
Bisexual	NR	NR	NR	97	3.6	±0.1	NR
Other	6	3.0*	±0.3	46	3.8*	±0.2	-1.36 (L)
I prefer not to say	NR	NR	NR	381	3.6	±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 BLM.

Table 5.26 BLM – 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	131	5.3	±0.2	9,184	5.4	±0.0	-0.06
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	4.9	±0.0	57	5.5	±0.3	-0.55 (M)
Wage Grade (WG) 5-8	13	5.1	±0.6	438	5.5	±0.1	-0.32 (S)
Wage Grade (WG) 9-16	6	6.0	±0.0	196	5.5	±0.2	0.40 (S)
Other Wage Grade (WG)	--	--	--	24	6.2	±0.4	NA
General Schedule (GS) 1-6	7	6.1	±0.7	617	5.3	±0.1	0.67 (M)
General Schedule (GS) 7-10	26	5.2	±0.4	2,164	5.4	±0.0	-0.16
General Schedule (GS) 11-12	65	5.3	±0.3	4,242	5.3	±0.0	0.00
General Schedule (GS) 13-15	8	5.1	±0.6	1,333	5.6	±0.1	-0.44 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	6.8	±0.2	NA
Other	--	--	--	44	5.3	±0.4	NA
Years of Service at Bureau or Office							
Less than 1 year	10	5.9	±0.6	797	5.4	±0.1	0.39 (S)
1 to 3 years	30	5.3	±0.3	1,297	5.4	±0.1	-0.10
4 to 5 years	NR	NR	NR	741	5.3	±0.1	NR
6 to 10 years	25	5.3	±0.4	1,944	5.3	±0.1	0.03
11 to 14 years	14	4.5*	±0.3	1,063	5.3*	±0.1	-0.71 (M)
15 to 20 years	26	5.9	±0.3	1,385	5.5	±0.1	0.37 (S)
More than 20 years	21	5.1	±0.7	1,934	5.5	±0.0	-0.35 (S)
Appointment Type							
Permanent	119	5.2	±0.2	8,662	5.4	±0.0	-0.12
Term	NR	NR	NR	296	5.6	±0.1	NR
Temporary	10	6.5*	±0.2	189	5.8*	±0.2	0.66 (M)
Work Schedule							
Seasonal	16	6.0	±0.4	518	5.6	±0.1	0.38 (S)
Non-Seasonal	112	5.2	±0.2	8,252	5.4	±0.0	-0.11

	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	7	5.2	±0.1	419	5.5	±0.1	-0.31 (S)
Permanent-Non-Seasonal	112	5.2	±0.2	8,162	5.4	±0.0	-0.11
Term	NR	NR	NR	296	5.6	±0.1	NR
Temporary-Seasonal	10	6.5	±0.2	99	5.9	±0.2	0.56 (M)
Temporary-Non-Seasonal	--	--	--	90	5.7	±0.2	NA
Sex							
Men	54	5.2	±0.4	5,866	5.4	±0.0	-0.14
Women	76	5.5	±0.2	3,283	5.5	±0.0	-0.01
Gender Identity							
Male	54	5.2	±0.4	5,866	5.4	±0.0	-0.14
Female	76	5.5	±0.2	3,283	5.5	±0.0	-0.01
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	33	5.5	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	118	5.3	±0.2	8,433	5.4	±0.0	-0.12
Sexual Minority	11	6.0	±0.8	310	5.3	±0.1	0.54 (M)
Sexual Orientation							
Heterosexual or straight	118	5.3	±0.2	8,433	5.4	±0.0	-0.12
Lesbian	--	--	--	89	5.9	±0.2	NA
Gay	--	--	--	79	4.9	±0.3	NA
Bisexual	NR	NR	NR	97	5.1	±0.2	NR
Other	6	5.9	±1.4	46	5.4	±0.4	0.41 (S)
I prefer not to say	NR	NR	NR	381	5.3	±0.1	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 BLM.

Table 5.27 BLM – Sexual Coercion and Organizational Commitment 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	131	2.9*	±0.2	9,181	3.5*	±0.0	-0.62 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.5	±0.0	57	3.4	±0.2	0.15
Wage Grade (WG) 5-8	13	2.6*	±0.7	438	3.5*	±0.1	-0.86 (L)
Wage Grade (WG) 9-16	6	3.7	±0.0	196	3.6	±0.1	0.12
Other Wage Grade (WG)	--	--	--	24	3.9	±0.2	NA
General Schedule (GS) 1-6	7	3.6	±0.2	619	3.4	±0.1	0.16
General Schedule (GS) 7-10	26	2.6*	±0.4	2,162	3.4*	±0.0	-0.87 (L)
General Schedule (GS) 11-12	65	2.8*	±0.3	4,242	3.4*	±0.0	-0.66 (M)
General Schedule (GS) 13-15	8	2.8*	±0.6	1,330	3.6*	±0.1	-0.84 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.4	±0.4	NA
Other	--	--	--	44	3.7	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	10	3.7	±0.1	799	3.4	±0.1	0.25 (S)
1 to 3 years	30	3.1	±0.4	1,297	3.4	±0.1	-0.27 (S)
4 to 5 years	NR	NR	NR	741	3.4	±0.1	NR
6 to 10 years	25	2.8*	±0.5	1,944	3.4*	±0.0	-0.61 (M)
11 to 14 years	14	2.3*	±0.3	1,061	3.4*	±0.1	-1.22 (L)
15 to 20 years	26	2.9*	±0.4	1,385	3.5*	±0.0	-0.63 (M)
More than 20 years	21	2.4*	±0.4	1,931	3.6*	±0.0	-1.23 (L)
Appointment Type							
Permanent	119	2.8*	±0.2	8,659	3.4*	±0.0	-0.71 (M)
Term	NR	NR	NR	296	3.6	±0.1	NR
Temporary	10	3.9	±0.1	189	3.7	±0.1	0.21 (S)
Work Schedule							
Seasonal	16	3.1*	±0.6	518	3.6*	±0.1	-0.55 (M)
Non-Seasonal	112	2.8*	±0.2	8,249	3.4*	±0.0	-0.65 (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	7	1.9*	±0.6	419	3.5*	±0.1	-1.93 (L)
Permanent-Non-Seasonal	112	2.8*	±0.2	8,159	3.4*	±0.0	-0.65 (M)
Term	NR	NR	NR	296	3.6	±0.1	NR
Temporary-Seasonal	10	3.9	±0.1	99	3.8	±0.2	0.16
Temporary-Non-Seasonal	--	--	--	90	3.7	±0.2	NA
Sex							
Men	54	2.7*	±0.3	5,863	3.5*	±0.0	-0.82 (L)
Women	76	3.0*	±0.2	3,283	3.5*	±0.0	-0.47 (S)
Gender Identity							
Male	54	2.7*	±0.3	5,863	3.5*	±0.0	-0.82 (L)
Female	76	3.0*	±0.2	3,283	3.5*	±0.0	-0.47 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	33	3.2	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	118	2.8*	±0.2	8,430	3.5*	±0.0	-0.66 (M)
Sexual Minority	11	2.9	±0.8	310	3.5	±0.1	-0.54 (M)
Sexual Orientation							
Heterosexual or straight	118	2.8*	±0.2	8,430	3.5*	±0.0	-0.66 (M)
Lesbian	--	--	--	89	3.7	±0.2	NA
Gay	--	--	--	79	3.3	±0.2	NA
Bisexual	NR	NR	NR	97	3.3	±0.2	NR
Other	6	1.8*	±0.4	46	3.5*	±0.4	-1.45 (L)
I prefer not to say	NR	NR	NR	381	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.

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 BLM.

Table 5.28 BLM – 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	1,482	3.5*	±0.0	7,840	3.8*	±0.0	-0.54 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	16	3.4*	±0.1	46	3.6*	±0.1	-0.58 (M)
Wage Grade (WG) 5-8	74	3.2*	±0.2	378	3.7*	±0.1	-0.63 (M)
Wage Grade (WG) 9-16	25	4.0*	±0.2	177	3.7*	±0.1	0.47 (S)
Other Wage Grade (WG)	--	--	--	24	4.0	±0.2	NA
General Schedule (GS) 1-6	60	3.1*	±0.2	559	3.7*	±0.1	-0.79 (M)
General Schedule (GS) 7-10	343	3.4*	±0.1	1,854	3.7*	±0.0	-0.54 (M)
General Schedule (GS) 11-12	688	3.5*	±0.1	3,619	3.9*	±0.0	-0.62 (M)
General Schedule (GS) 13-15	253	3.7*	±0.1	1,091	4.0*	±0.0	-0.51 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	13	4.5	±0.2	NR
Other	NR	NR	NR	43	3.6	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	99	3.4*	±0.1	710	3.8*	±0.1	-0.52 (M)
1 to 3 years	228	3.5*	±0.1	1,100	3.9*	±0.0	-0.56 (M)
4 to 5 years	161	3.4*	±0.1	579	3.8*	±0.1	-0.59 (M)
6 to 10 years	329	3.4*	±0.1	1,641	3.7*	±0.0	-0.46 (S)
11 to 14 years	161	3.4*	±0.1	923	3.8*	±0.0	-0.52 (M)
15 to 20 years	229	3.5*	±0.1	1,182	3.8*	±0.0	-0.51 (M)
More than 20 years	261	3.5*	±0.1	1,695	3.9*	±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							
Permanent	1,395	3.5*	±0.0	7,400	3.8*	±0.0	-0.52 (M)
Term	46	3.1*	±0.2	253	3.8*	±0.1	-1.12 (L)
Temporary	37	3.4*	±0.2	154	3.9*	±0.1	-0.79 (M)
Work Schedule							
Seasonal	88	3.5*	±0.1	442	3.7*	±0.1	-0.27 (S)
Non-Seasonal	1,340	3.5*	±0.0	7,037	3.8*	±0.0	-0.53 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	61	3.6	±0.2	367	3.7	±0.1	-0.14
Permanent-Non-Seasonal	1,330	3.5*	±0.0	6,957	3.8*	±0.0	-0.53 (M)
Term	46	3.1*	±0.2	253	3.8*	±0.1	-1.12 (L)
Temporary-Seasonal	27	3.4*	±0.2	75	3.8*	±0.1	-0.76 (M)
Temporary-Non-Seasonal	10	3.4*	±0.0	80	3.9*	±0.2	-0.75 (M)
Sex							
Men	485	3.3*	±0.1	5,435	3.8*	±0.0	-0.73 (M)
Women	987	3.5*	±0.0	2,380	3.9*	±0.0	-0.50 (M)
Gender Identity							
Male	485	3.3*	±0.1	5,435	3.8*	±0.0	-0.73 (M)
Female	987	3.5*	±0.0	2,380	3.9*	±0.0	-0.50 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	9	3.2*	±0.6	25	3.9*	±0.3	-0.86 (L)
Sexual Orientation - Collapsed							
Heterosexual	1,272	3.5*	±0.0	7,294	3.8*	±0.0	-0.54 (M)
Sexual Minority	116	3.5*	±0.1	198	3.8*	±0.1	-0.40 (S)
Sexual Orientation							
Heterosexual or straight	1,272	3.5*	±0.0	7,294	3.8*	±0.0	-0.54 (M)
Lesbian	35	3.6*	±0.2	47	4.0*	±0.2	-0.77 (M)
Gay	12	3.1*	±0.4	67	3.8*	±0.2	-1.00 (L)
Bisexual	48	3.6	±0.2	54	3.7	±0.2	-0.12
Other	21	3.7	±0.3	30	3.8	±0.3	-0.24 (S)
I prefer not to say	74	3.2*	±0.2	309	3.7*	±0.1	-0.83 (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.

5.10.2 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 BLM.

Table 5.29 BLM – 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	1,482	5.1*	±0.1	7,845	5.5*	±0.0	-0.29 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	16	4.5*	±0.1	46	5.8*	±0.3	-1.27 (L)
Wage Grade (WG) 5-8	74	5.1*	±0.3	378	5.6*	±0.1	-0.43 (S)
Wage Grade (WG) 9-16	25	5.5	±0.3	177	5.6	±0.2	-0.06
Other Wage Grade (WG)	--	--	--	24	6.2	±0.4	NA
General Schedule (GS) 1-6	60	5.0*	±0.3	564	5.4*	±0.1	-0.34 (S)
General Schedule (GS) 7-10	343	5.1*	±0.1	1,854	5.4*	±0.1	-0.27 (S)
General Schedule (GS) 11-12	688	5.1*	±0.1	3,619	5.4*	±0.0	-0.27 (S)
General Schedule (GS) 13-15	253	5.2*	±0.1	1,091	5.6*	±0.1	-0.38 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	13	6.8	±0.2	NR
Other	NR	NR	NR	43	5.3	±0.4	NR
Years of Service at Bureau or Office							
Less than 1 year	99	5.2	±0.2	708	5.4	±0.1	-0.17
1 to 3 years	228	5.1*	±0.2	1,100	5.5*	±0.1	-0.31 (S)
4 to 5 years	161	5.0*	±0.2	586	5.4*	±0.1	-0.32 (S)
6 to 10 years	329	5.2*	±0.1	1,641	5.3*	±0.1	-0.14
11 to 14 years	161	5.0*	±0.2	923	5.3*	±0.1	-0.33 (S)
15 to 20 years	229	5.1*	±0.2	1,182	5.5*	±0.1	-0.36 (S)
More than 20 years	261	5.2*	±0.1	1,695	5.6*	±0.1	-0.38 (S)
Appointment Type							
Permanent	1,395	5.1*	±0.1	7,398	5.4*	±0.0	-0.27 (S)
Term	46	4.8*	±0.4	253	5.7*	±0.1	-0.81 (L)
Temporary	37	5.7	±0.4	161	5.9	±0.2	-0.14
Work Schedule							
Seasonal	88	5.6	±0.2	449	5.6	±0.1	0.05
Non-Seasonal	1,340	5.1*	±0.1	7,034	5.4*	±0.0	-0.28 (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	61	5.4	±0.2	367	5.5	±0.1	-0.15
Permanent-Non-Seasonal	1,330	5.1*	±0.1	6,955	5.4*	±0.0	-0.27 (S)
Term	46	4.8*	±0.4	253	5.7*	±0.1	-0.81 (L)
Temporary-Seasonal	27	6.2	±0.3	82	5.9	±0.3	0.31 (S)
Temporary-Non-Seasonal	10	4.3*	±0.0	80	5.8*	±0.2	-1.46 (L)
Sex							
Men	485	4.8*	±0.1	5,435	5.4*	±0.0	-0.53 (M)
Women	987	5.3*	±0.1	2,384	5.6*	±0.0	-0.25 (S)
Gender Identity							
Male	485	4.8*	±0.1	5,435	5.4*	±0.0	-0.53 (M)
Female	987	5.3*	±0.1	2,384	5.6*	±0.0	-0.25 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	9	4.7	±0.9	25	5.7	±0.5	-0.77 (M)
Sexual Orientation - Collapsed							
Heterosexual	1,272	5.1*	±0.1	7,291	5.5*	±0.0	-0.30 (S)
Sexual Minority	116	5.3	±0.2	205	5.4	±0.2	-0.12
Sexual Orientation							
Heterosexual or straight	1,272	5.1*	±0.1	7,291	5.5*	±0.0	-0.30 (S)
Lesbian	35	5.4*	±0.4	54	6.2*	±0.2	-0.79 (M)
Gay	12	4.4	±0.9	67	5.0	±0.3	-0.52 (M)
Bisexual	48	5.3	±0.3	54	5.1	±0.4	0.10
Other	21	5.6	±0.6	30	5.3	±0.5	0.15
I prefer not to say	74	4.8*	±0.3	309	5.4*	±0.1	-0.48 (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.

5.10.3 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 BLM.

Table 5.30 BLM – Gender Harassment and Organizational Commitment 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	1,482	3.0*	±0.1	7,842	3.5*	±0.0	-0.53 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	16	3.5	±0.0	46	3.4	±0.3	0.18
Wage Grade (WG) 5-8	74	2.8*	±0.2	378	3.6*	±0.1	-0.77 (M)
Wage Grade (WG) 9-16	25	3.4	±0.3	177	3.6	±0.1	-0.17
Other Wage Grade (WG)	--	--	--	24	3.9	±0.2	NA
General Schedule (GS) 1-6	60	3.1*	±0.3	566	3.5*	±0.1	-0.45 (S)
General Schedule (GS) 7-10	343	3.0*	±0.1	1,852	3.4*	±0.0	-0.50 (M)
General Schedule (GS) 11-12	688	3.0*	±0.1	3,619	3.5*	±0.0	-0.57 (M)
General Schedule (GS) 13-15	253	3.2*	±0.1	1,088	3.7*	±0.1	-0.56 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	13	4.5	±0.4	NR
Other	NR	NR	NR	43	3.7	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	99	3.0*	±0.2	710	3.5*	±0.1	-0.53 (M)
1 to 3 years	228	3.0*	±0.1	1,100	3.5*	±0.1	-0.44 (S)
4 to 5 years	161	3.0*	±0.2	586	3.5*	±0.1	-0.51 (M)
6 to 10 years	329	3.1*	±0.1	1,641	3.4*	±0.0	-0.36 (S)
11 to 14 years	161	3.0*	±0.2	920	3.5*	±0.1	-0.57 (M)
15 to 20 years	229	3.0*	±0.1	1,182	3.6*	±0.0	-0.69 (M)
More than 20 years	261	3.0*	±0.1	1,692	3.6*	±0.0	-0.70 (M)
Appointment Type							
Permanent	1,395	3.0*	±0.1	7,395	3.5*	±0.0	-0.53 (M)
Term	46	2.9*	±0.3	253	3.7*	±0.1	-0.74 (M)
Temporary	37	3.7	±0.2	161	3.8	±0.1	-0.08
Work Schedule							
Seasonal	88	3.3*	±0.2	449	3.6*	±0.1	-0.31 (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>
Non-Seasonal	1,340	3.0*	±0.1	7,031	3.5*	±0.0	-0.53 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	61	3.1*	±0.2	367	3.5*	±0.1	-0.49 (S)
Permanent-Non-Seasonal	1,330	3.0*	±0.1	6,952	3.5*	±0.0	-0.53 (M)
Term	46	2.9*	±0.3	253	3.7*	±0.1	-0.74 (M)
Temporary-Seasonal	27	3.8	±0.2	82	3.8	±0.2	-0.05
Temporary-Non-Seasonal	10	3.5	±0.0	80	3.7	±0.2	-0.23 (S)
Sex							
Men	485	2.7*	±0.1	5,431	3.5*	±0.0	-0.84 (L)
Women	987	3.2*	±0.1	2,384	3.6*	±0.0	-0.40 (S)
Gender Identity							
Male	485	2.7*	±0.1	5,431	3.5*	±0.0	-0.84 (L)
Female	987	3.2*	±0.1	2,384	3.6*	±0.0	-0.40 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	9	2.5	±0.9	25	3.4	±0.4	-0.74 (M)
Sexual Orientation - Collapsed							
Heterosexual	1,272	3.0*	±0.1	7,288	3.5*	±0.0	-0.53 (M)
Sexual Minority	116	3.1*	±0.2	205	3.6*	±0.1	-0.49 (S)
Sexual Orientation							
Heterosexual or straight	1,272	3.0*	±0.1	7,288	3.5*	±0.0	-0.53 (M)
Lesbian	35	3.1*	±0.3	54	4.1*	±0.2	-1.19 (L)
Gay	12	2.5*	±0.7	67	3.4*	±0.2	-1.00 (L)
Bisexual	48	3.3	±0.3	54	3.5	±0.3	-0.15
Other	21	3.0	±0.6	30	3.5	±0.4	-0.38 (S)
I prefer not to say	74	2.6*	±0.3	309	3.4*	±0.1	-0.86 (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.

5.11 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 BLM.

Table 5.31 BLM – 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	89	3.3*	±0.1	9,208	3.8*	±0.0	-0.70 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.2*	±0.0	57	3.6*	±0.1	-0.92 (L)
Wage Grade (WG) 5-8	--	--	--	453	3.6	±0.1	NA
Wage Grade (WG) 9-16	7	4.9*	±0.0	187	3.7*	±0.1	1.80 (L)
Other Wage Grade (WG)	--	--	--	24	4.0	±0.2	NA
General Schedule (GS) 1-6	9	3.0*	±0.3	610	3.7*	±0.1	-0.86 (L)
General Schedule (GS) 7-10	21	3.0*	±0.2	2,165	3.7*	±0.0	-0.99 (L)
General Schedule (GS) 11-12	36	3.2*	±0.2	4,267	3.8*	±0.0	-0.88 (L)
General Schedule (GS) 13-15	10	3.2*	±0.1	1,332	4.0*	±0.0	-1.15 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.6	±0.2	NA
Other	--	--	--	44	3.6	±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>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	809	3.7	±0.0	NA
1 to 3 years	17	4.0	±0.4	1,310	3.8	±0.0	0.23 (S)
4 to 5 years	14	3.1*	±0.3	726	3.7*	±0.1	-0.94 (L)
6 to 10 years	22	3.1*	±0.3	1,936	3.7*	±0.0	-0.83 (L)
11 to 14 years	6	2.6*	±0.3	1,069	3.7*	±0.0	-1.73 (L)
15 to 20 years	7	3.7	±0.3	1,401	3.8	±0.0	-0.22 (S)
More than 20 years	23	3.2*	±0.1	1,933	3.9*	±0.0	-1.05 (L)
Appointment Type							
Permanent	88	3.3*	±0.1	8,682	3.8*	±0.0	-0.68 (M)
Term	NR	NR	NR	297	3.7	±0.1	NR
Temporary	--	--	--	192	3.8	±0.1	NA
Work Schedule							
Seasonal	13	4.0	±0.6	517	3.6	±0.1	0.48 (S)
Non-Seasonal	75	3.2*	±0.1	8,277	3.8*	±0.0	-0.85 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	13	4.0	±0.6	415	3.6	±0.1	0.49 (S)
Permanent-Non-Seasonal	75	3.2*	±0.1	8,187	3.8*	±0.0	-0.85 (L)
Term	NR	NR	NR	297	3.7	±0.1	NR
Temporary-Seasonal	--	--	--	101	3.7	±0.1	NA
Temporary-Non-Seasonal	--	--	--	90	3.9	±0.1	NA
Sex							
Men	33	3.4*	±0.3	5,874	3.8*	±0.0	-0.56 (M)
Women	54	3.2*	±0.2	3,301	3.8*	±0.0	-0.80 (L)
Gender Identity							
Male	33	3.4*	±0.3	5,874	3.8*	±0.0	-0.56 (M)
Female	54	3.2*	±0.2	3,301	3.8*	±0.0	-0.80 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	32	3.7	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	61	3.1*	±0.1	8,481	3.8*	±0.0	-1.05 (L)
Sexual Minority	25	3.8	±0.4	288	3.7	±0.1	0.10

	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	61	3.1*	±0.1	8,481	3.8*	±0.0	-1.05 (L)
Lesbian	10	4.7*	±0.3	73	3.7*	±0.1	1.82 (L)
Gay	--	--	--	79	3.7	±0.2	NA
Bisexual	9	3.4	±0.6	93	3.7	±0.1	-0.37 (S)
Other	7	3.0*	±0.2	45	3.9*	±0.2	-1.30 (L)
I prefer not to say	NR	NR	NR	379	3.6	±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.

5.11.2 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 BLM.

Table 5.32 BLM – 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	89	5.2	±0.3	9,213	5.4	±0.0	-0.20 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	4.9	±0.0	57	5.5	±0.3	-0.55 (M)
Wage Grade (WG) 5-8	--	--	--	453	5.5	±0.1	NA
Wage Grade (WG) 9-16	7	7.0*	±0.0	187	5.5*	±0.2	1.27 (L)
Other Wage Grade (WG)	--	--	--	24	6.2	±0.4	NA
General Schedule (GS) 1-6	9	4.5*	±0.5	615	5.4*	±0.1	-0.77 (M)
General Schedule (GS) 7-10	21	5.1	±0.6	2,165	5.4	±0.0	-0.27 (S)
General Schedule (GS) 11-12	36	5.3	±0.5	4,267	5.3	±0.0	-0.06
General Schedule (GS) 13-15	10	4.6*	±0.8	1,332	5.6*	±0.1	-0.92 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	6.8	±0.2	NA
Other	--	--	--	44	5.3	±0.4	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	807	5.4	±0.1	NA
1 to 3 years	17	5.8	±0.6	1,310	5.4	±0.1	0.30 (S)
4 to 5 years	14	4.5*	±0.5	733	5.3*	±0.1	-0.74 (M)
6 to 10 years	22	5.3	±0.6	1,936	5.3	±0.1	0.02
11 to 14 years	6	4.4	±0.9	1,069	5.3	±0.1	-0.78 (M)
15 to 20 years	7	5.7	±0.8	1,401	5.5	±0.1	0.17
More than 20 years	23	5.1	±0.7	1,933	5.5	±0.0	-0.41 (S)
Appointment Type							
Permanent	88	5.2	±0.3	8,680	5.4	±0.0	-0.20 (S)
Term	NR	NR	NR	297	5.6	±0.1	NR
Temporary	--	--	--	199	5.8	±0.2	NA
Work Schedule							
Seasonal	13	6.2*	±0.5	524	5.6*	±0.1	0.61 (M)
Non-Seasonal	75	5.0*	±0.3	8,275	5.4*	±0.0	-0.34 (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	13	6.2*	±0.5	415	5.5*	±0.1	0.74 (M)
Permanent-Non-Seasonal	75	5.0*	±0.3	8,185	5.4*	±0.0	-0.34 (S)
Term	NR	NR	NR	297	5.6	±0.1	NR
Temporary-Seasonal	--	--	--	109	6.0	±0.2	NA
Temporary-Non-Seasonal	--	--	--	90	5.7	±0.2	NA
Sex							
Men	33	5.2	±0.6	5,874	5.4	±0.0	-0.10
Women	54	5.2*	±0.3	3,305	5.5*	±0.0	-0.29 (S)
Gender Identity							
Male	33	5.2	±0.6	5,874	5.4	±0.0	-0.10
Female	54	5.2*	±0.3	3,305	5.5*	±0.0	-0.29 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	32	5.5	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	61	4.8*	±0.3	8,479	5.4*	±0.0	-0.57 (M)
Sexual Minority	25	6.1*	±0.5	295	5.3*	±0.1	0.60 (M)
Sexual Orientation							
Heterosexual or straight	61	4.8*	±0.3	8,479	5.4*	±0.0	-0.57 (M)
Lesbian	10	7.0*	±0.0	80	5.8*	±0.2	1.18 (L)
Gay	--	--	--	79	4.9	±0.3	NA
Bisexual	9	5.5	±0.8	93	5.2	±0.3	0.24 (S)
Other	7	5.5	±1.4	45	5.4	±0.4	0.09
I prefer not to say	NR	NR	NR	379	5.3	±0.1	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.

5.11.3 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 BLM.

Table 5.33 BLM – 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	89	2.7*	±0.2	9,210	3.4*	±0.0	-0.74 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	5	3.5	±0.0	57	3.4	±0.2	0.15
Wage Grade (WG) 5-8	--	--	--	453	3.5	±0.1	NA
Wage Grade (WG) 9-16	7	5.0*	±0.0	187	3.5*	±0.1	1.77 (L)
Other Wage Grade (WG)	--	--	--	24	3.9	±0.2	NA
General Schedule (GS) 1-6	9	2.9	±0.3	617	3.5	±0.1	-0.59 (M)
General Schedule (GS) 7-10	21	2.4*	±0.4	2,163	3.4*	±0.0	-1.08 (L)
General Schedule (GS) 11-12	36	2.6*	±0.3	4,267	3.4*	±0.0	-0.89 (L)
General Schedule (GS) 13-15	10	2.0*	±0.8	1,329	3.6*	±0.1	-1.73 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	15	4.4	±0.4	NA
Other	--	--	--	44	3.7	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	809	3.4	±0.1	NA
1 to 3 years	17	4.0*	±0.5	1,310	3.4*	±0.1	0.63 (M)
4 to 5 years	14	2.7*	±0.4	733	3.4*	±0.1	-0.62 (M)
6 to 10 years	22	2.9*	±0.5	1,936	3.4*	±0.0	-0.57 (M)
11 to 14 years	6	1.9*	±0.6	1,067	3.4*	±0.1	-1.61 (L)
15 to 20 years	7	2.3*	±0.7	1,401	3.5*	±0.0	-1.31 (L)
More than 20 years	23	2.1*	±0.3	1,930	3.6*	±0.0	-1.66 (L)
Appointment Type							
Permanent	88	2.7*	±0.2	8,677	3.4*	±0.0	-0.75 (M)
Term	NR	NR	NR	297	3.6	±0.1	NR
Temporary	--	--	--	199	3.7	±0.1	NA
Work Schedule							
Seasonal	13	3.5	±1.0	524	3.6	±0.1	-0.01
Non-Seasonal	75	2.6*	±0.2	8,272	3.4*	±0.0	-0.89 (L)

	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	13	3.5	±1.0	415	3.5	±0.1	0.06
Permanent-Non-Seasonal	75	2.6*	±0.2	8,182	3.4*	±0.0	-0.88 (L)
Term	NR	NR	NR	297	3.6	±0.1	NR
Temporary-Seasonal	--	--	--	109	3.8	±0.2	NA
Temporary-Non-Seasonal	--	--	--	90	3.7	±0.2	NA
Sex							
Men	33	2.7*	±0.5	5,871	3.4*	±0.0	-0.84 (L)
Women	54	2.9*	±0.3	3,305	3.5*	±0.0	-0.61 (M)
Gender Identity							
Male	33	2.7*	±0.5	5,871	3.4*	±0.0	-0.84 (L)
Female	54	2.9*	±0.3	3,305	3.5*	±0.0	-0.61 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	32	3.3	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	61	2.5*	±0.2	8,476	3.5*	±0.0	-1.06 (L)
Sexual Minority	25	3.5	±0.5	295	3.4	±0.1	0.05
Sexual Orientation							
Heterosexual or straight	61	2.5*	±0.2	8,476	3.5*	±0.0	-1.06 (L)
Lesbian	10	4.6*	±0.4	80	3.6*	±0.2	1.12 (L)
Gay	--	--	--	79	3.3	±0.2	NA
Bisexual	9	3.6	±0.7	93	3.4	±0.2	0.22 (S)
Other	7	1.7*	±0.4	45	3.5*	±0.3	-1.60 (L)
I prefer not to say	NR	NR	NR	379	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.

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 BLM – 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	3.894	0.008	--	494.981	0.000	3.879	3.910	--	--	--
Harassment Based on Age	-0.254	0.019	-0.152	-13.673	0.000	-0.291	-0.218	-0.256	-0.141	-0.135
Harassment Based on Race/Ethnicity	-0.186	0.028	-0.074	-6.746	0.000	-0.240	-0.132	-0.194	-0.070	-0.067
Harassment Based on Religious Beliefs	-0.154	0.025	-0.065	-6.141	0.000	-0.203	-0.105	-0.166	-0.064	-0.061
Harassment Based on Disability	-0.331	0.030	-0.116	-11.160	0.000	-0.389	-0.273	-0.205	-0.116	-0.110
Harassment Based on Sexual Orientation	-0.031	0.040	-0.009	-0.790	0.430	-0.109	0.046	-0.132	-0.008	-0.008
Gender Harassment	-0.097	0.022	-0.052	-4.352	0.000	-0.141	-0.054	-0.194	-0.045	-0.043
Sexual Harassment	-0.158	0.030	-0.061	-5.176	0.000	-0.218	-0.098	-0.182	-0.054	-0.051
Sexual Assault	0.034	0.072	0.005	0.471	0.638	-0.108	0.176	-0.066	0.005	0.005

Note. N = 9,165, F = 141.301, R Square = 0.11

Table 5.35 BLM – 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	5.533	0.014	--	400.490	0.000	5.506	5.561	--	--	--
Harassment Based on Age	-0.296	0.033	-0.104	-9.042	0.000	-0.360	-0.232	-0.157	-0.094	-0.093
Harassment Based on Race/Ethnicity	-0.156	0.048	-0.037	-3.228	0.001	-0.251	-0.061	-0.104	-0.034	-0.033
Harassment Based on Religious Beliefs	-0.169	0.044	-0.042	-3.832	0.000	-0.255	-0.083	-0.098	-0.040	-0.039
Harassment Based on Disability	-0.346	0.052	-0.072	-6.615	0.000	-0.448	-0.243	-0.120	-0.069	-0.068
Harassment Based on Sexual Orientation	0.027	0.070	0.004	0.386	0.699	-0.110	0.163	-0.062	0.004	0.004
Gender Harassment	-0.117	0.039	-0.037	-2.977	0.003	-0.194	-0.040	-0.106	-0.031	-0.031
Sexual Harassment	-0.030	0.054	-0.007	-0.569	0.569	-0.136	0.075	-0.079	-0.006	-0.006
Sexual Assault	0.165	0.127	0.014	1.297	0.195	-0.084	0.415	-0.021	0.014	0.013

Note. N = 9,170, F = 43.783, R Square = 0.037

Table 5.36 BLM – 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	3.608	--	--	321.483	0.000	3.586	3.630	--	--	--
Harassment Based on Age	-0.291	0.027	-0.124	-10.975	0.000	-0.343	-0.239	-0.219	-0.114	-0.110
Harassment Based on Race/Ethnicity	-0.277	0.039	-0.079	-7.053	0.000	-0.354	-0.200	-0.181	-0.074	-0.071
Harassment Based on Religious Beliefs	-0.189	0.036	-0.056	-5.271	0.000	-0.259	-0.119	-0.146	-0.055	-0.053
Harassment Based on Disability	-0.315	0.042	-0.079	-7.452	0.000	-0.398	-0.232	-0.160	-0.078	-0.075
Harassment Based on Sexual Orientation	0.001	0.057	0.000	0.012	0.990	-0.110	0.112	-0.113	0.000	0.000
Gender Harassment	-0.203	0.032	-0.077	-6.367	0.000	-0.266	-0.141	-0.189	-0.066	-0.064
Sexual Harassment	-0.136	0.044	-0.037	-3.134	0.002	-0.222	-0.051	-0.155	-0.033	-0.031
Sexual Assault	-0.059	0.103	-0.006	-0.570	0.569	-0.262	0.144	-0.066	-0.006	-0.006

Note. N = 9,167, F = 103.526, R Square = 0.083

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 BLM.

In summary, an estimated 23.2% of employees witnessed some form of harassing and/or assault behavior in the 12 months preceding the survey against another employee.

Table 6.1 BLM – 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	1,228	13.4%	±0.7	2.9	±0.1	3	3
Racial/Ethnic	732	8.0%	±0.6	2.9	±0.1	3	2
Religious	618	6.7%	±0.5	2.9	±0.1	3	2
Disability	577	6.3%	±0.5	2.9	±0.1	3	3
Sexual Orientation	427	4.6%	±0.4	2.9	±0.1	3	2
Sex/Gender	1,208	13.1%	±0.7	3.2	±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. 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 BLM.

Table 6.2 BLM – 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	556	26.0%	±1.9
I asked the person who was experiencing the behavior if he/she needed help	679	31.7%	±2.0
I pointed out to person that he/she “crossed the line” with comments/behaviors	519	24.2%	±1.9
I stepped in with the intent of diffusing/stopping the situation	352	16.5%	±1.6
I asked others to step in as a group and diffuse the situation	90	4.2%	±0.9
I told someone in a position of authority about the situation	463	21.6%	±1.8
I considered intervening but I feared I would experience negative consequences	285	13.3%	±1.5
I considered intervening but did not feel I had the authority to do so	243	11.4%	±1.4
I stepped in but then was discouraged or criticized by others for doing so	108	5.0%	±1.0
I stepped in but then was harassed myself by the person(s) I was trying to stop	112	5.2%	±1.0
None selected	22	1.0%	±0.5

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 BLM.

Table 6.3 BLM – 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	7,178	78.7%	±0.9	3.7	±0.0
No	1,131	12.4%	±0.7	--	--
Don't Know	809	8.9%	±0.6	--	--
Employee Assistance Program (EAP)					
Yes	3,789	42.4%	±1.0	3.4	±0.0
No	3,003	33.6%	±1.0	--	--
Don't Know	2,144	24.0%	±0.9	--	--
Ombudsman (if applicable)					
Yes	730	8.3%	±0.6	3.4	±0.1
No	3,063	34.9%	±1.0	--	--
Don't Know	4,992	56.8%	±1.0	--	--
CADR Office, CORE PLUS					
Yes	1,281	14.5%	±0.7	3.5	±0.1
No	3,377	38.2%	±1.0	--	--
Don't Know	4,177	47.3%	±1.0	--	--
Employee & Labor Relations (Human Resources)					
Yes	3,754	42.1%	±1.0	3.5	±0.0
No	2,686	30.1%	±1.0	--	--
Don't Know	2,475	27.8%	±0.9	--	--
Union (if applicable)					
Yes	1,341	15.7%	±0.8	3.5	±0.1
No	4,084	47.7%	±1.1	--	--
Don't Know	3,137	36.6%	±1.0	--	--
Equal Employment Opportunity Counselor					
Yes	4,537	51.2%	±1.0	3.6	±0.0
No	2,175	24.5%	±0.9	--	--
Don't Know	2,157	24.3%	±0.9	--	--
Equal Employment Opportunity Office					
Yes	4,189	47.4%	±1.0	3.6	±0.0
No	2,371	26.9%	±0.9	--	--
Don't Know	2,271	25.7%	±0.9	--	--

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Office of Inspector General Hotline					
Yes	1,708	19.4%	±0.8	3.4	±0.1
No	3,852	43.8%	±1.0	--	--
Don't Know	3,238	36.8%	±1.0	--	--
Office of Inspector General					
Yes	1,579	18.0%	±0.8	3.5	±0.1
No	3,918	44.5%	±1.0	--	--
Don't Know	3,299	37.5%	±1.0	--	--
Other Law Enforcement/Civil Authority not in the bureau					
Yes	1,680	19.1%	±0.8	3.6	±0.0
No	3,999	45.4%	±1.0	--	--
Don't Know	3,134	35.6%	±1.0	--	--
Department of Interior Ethics/Bureau Ethics Office					
Yes	2,866	32.4%	±1.0	3.5	±0.0
No	3,109	35.2%	±1.0	--	--
Don't Know	2,859	32.4%	±1.0	--	--
Other					
Yes	727	9.3%	±0.7	3.4	±0.1
No	2,453	31.3%	±1.0	--	--
Don't Know	4,651	59.4%	±1.1	--	--

^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.

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