



# Supplemental Statistical Report

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Work Environment Survey  
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# 1 Introduction

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

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

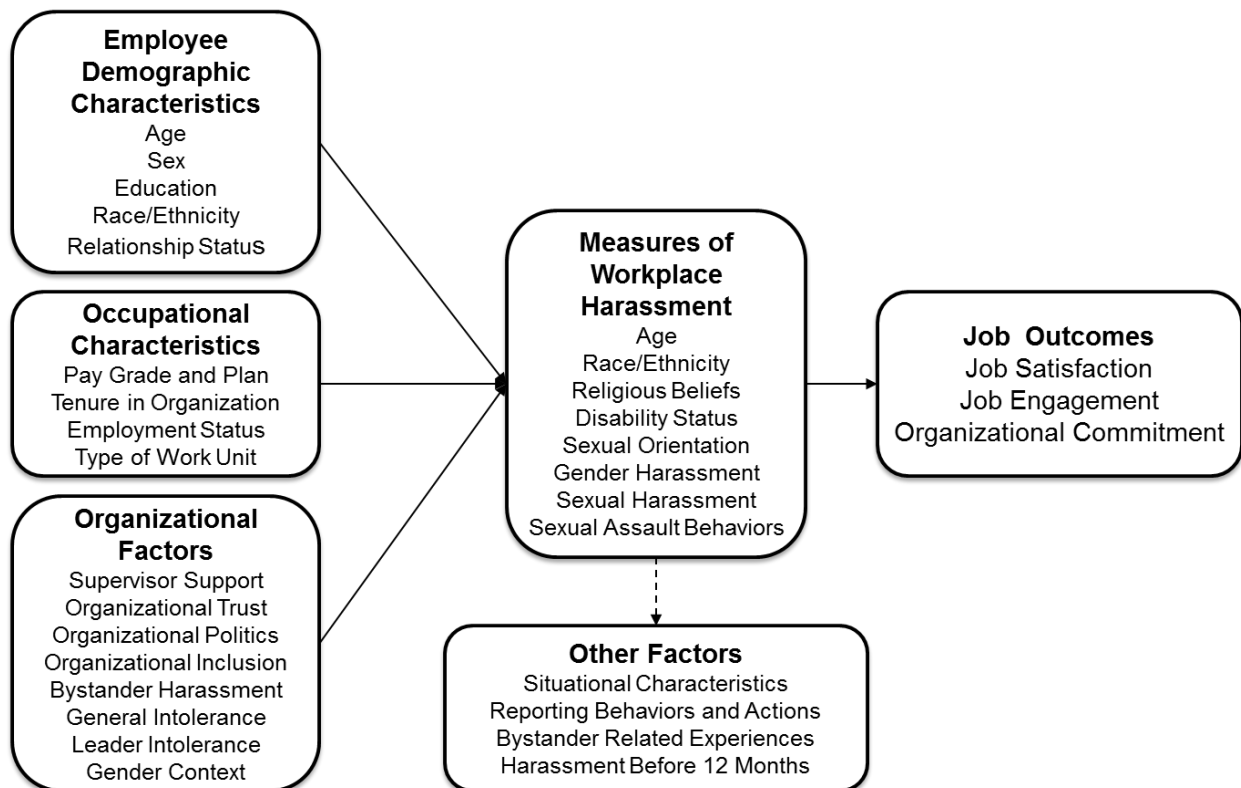


Figure 1.1 Conceptual Framework



*Table 1.1 Description of Survey Constructs with Sample Items*

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

All active DOI 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 DOI employees ( $N = 61,020$ ) 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 28,203 questionnaires were obtained by the end of the survey period (i.e., March 5, 2017), yielding a participation rate of 46.2%. Initial screening of the data for inclusion criteria indicated a total of 27,200 completed questionnaires were available for the analysis, yielding a response rate of 44.6%.<sup>1</sup>

*Table 1.2 DOI – WES Response Rate*

	DOI
A. Total Sample	61,020
B. Delivered Invitations/Surveys	61,010
C. Submitted Surveys	28,203
D. Participation Rate	46.2%
E. Completed Surveys	27,200
F. Response Rate	44.6%

### Definition of Terms

- A. Total Sample – The number of email addresses and postal addresses of active DOI 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 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.

<sup>1</sup> While all DOI employees were invited to participate, less than 10% of those in the Bureau of Indian Education (BIE) chose to do so. The low BIE response rate resulted in too few cases for inclusion in the analyses due to unreliability of the estimates.

## 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 DOI WES, primarily in tabular form without commentary or analysis. The main sections present population and respondent characteristics, estimated experience rates 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 DOI 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 DOI. Employee population data were obtained from DOI Human Resources.

Demographic characteristics for the study population were derived by weighting the survey results to estimate the DOI 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 DOI – Employee and Estimated Study Population Demographic Characteristics*

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number<sup>a</sup></i>	<i>Percent<sup>a</sup></i>
<b>Age - Collapsed</b>				
39 or under	19,235	31.5%	19,264 (±226)	31.6% (±0.4)
40 or older	41,785	68.5%	41,771 (±226)	68.4% (±0.4)
<b>Age</b>				
25 or under	2,155	3.5%	2,162 (±91)	3.5% (±0.1)
26-29	3,411	5.6%	3,420 (±113)	5.6% (±0.2)
30-39	13,669	22.4%	13,682 (±203)	22.4% (±0.3)
40-49	15,247	25.0%	15,296 (±211)	25.1% (±0.3)
50-59	17,637	28.9%	17,605 (±220)	28.8% (±0.4)
60 or older	8,901	14.6%	8,869 (±172)	14.5% (±0.3)
<b>Relationship Status - Collapsed</b>				
Single	NA	NA	12,719 (±198)	21.0% (±0.3)
Partnered/Married	NA	NA	41,348 (±226)	68.1% (±0.4)
Separated/Widowed/Divorced	NA	NA	6,638 (±152)	10.9% (±0.3)
<b>Relationship Status</b>				
Single	NA	NA	12,719 (±198)	21.0% (±0.3)
Separated	NA	NA	745 (±55)	1.2% (±0.1)
Partnered	NA	NA	2,514 (±98)	4.1% (±0.2)
Divorced	NA	NA	5,156 (±136)	8.5% (±0.2)
Married	NA	NA	38,834 (±232)	64.0% (±0.4)
Widowed	NA	NA	736 (±55)	1.2% (±0.1)
<b>Ethnicity/Race - Collapsed</b>				
Non-Minority (Non-Hispanic White)	45,654	75.5%	45,431 (±208)	75.4% (±0.3)
Minority	14,829	24.5%	14,861 (±208)	24.6% (±0.3)

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number<sup>a</sup></i>	<i>Percent<sup>a</sup></i>
<b>Ethnicity/Race</b>				
Hispanic	3,718	6.1%	4,219 (±124)	7.0% (±0.2)
American Indian or Alaskan Native	5,162	8.5%	4,334 (±126)	7.2% (±0.2)
Asian	1,352	2.2%	934 (±61)	1.5% (±0.1)
Black/African-American	3,202	5.3%	2,085 (±90)	3.5% (±0.1)
Native Hawaiian or Other Pacific Islander	357	0.6%	350 (±39)	0.6% (±0.1)
Non-Hispanic White	45,654	75.5%	45,431 (±208)	75.4% (±0.3)
Multi-racial	1,038	1.7%	2,939 (±105)	4.9% (±0.2)
<b>Disability</b>				
Yes	5,428	9.5%	6,342 (±149)	10.4% (±0.2)
No	51,569	90.5%	54,538 (±149)	89.6% (±0.2)
<b>Sex</b>				
Men	36,938	60.5%	36,849 (±237)	60.5% (±0.4)
Women	24,082	39.5%	24,104 (±237)	39.5% (±0.4)
<b>Gender Identity</b>				
Male	36,938	60.5%	36,849 (±238)	60.2% (±0.4)
Female	24,082	39.5%	24,104 (±237)	39.4% (±0.4)
Transgender	NA	NA	35 (±14)	0.1% (±0.0)
Do not identify as female, male, or transgender	NA	NA	191 (±29)	0.3% (±0.0)
<b>Transgender Description</b>				
Transgender, male to female	NA	NA	9 (±6)	25.7% (±17.7)
Transgender, female to male	NA	NA	10 (±6)	28.6% (±17.8)
Gender non-conforming	NA	NA	7 (±6)	20.0% (±17.4)
Unsure	NA	NA	5 (±6)	14.3% (±16.8)
I prefer not to say	NA	NA	NR	NR
<b>Sexual Orientation - Collapsed</b>				
Heterosexual	NA	NA	55,515 (±98)	95.7% (±0.2)
Sexual Minority	NA	NA	2,519 (±98)	4.3% (±0.2)
<b>Sexual Orientation</b>				
Heterosexual or straight	NA	NA	55,515 (±135)	91.6% (±0.2)
Lesbian	NA	NA	603 (±50)	1.0% (±0.1)
Gay	NA	NA	729 (±55)	1.2% (±0.1)
Bisexual	NA	NA	859 (±59)	1.4% (±0.1)
Other	NA	NA	329 (±37)	0.5% (±0.1)
I prefer not to say	NA	NA	2,559 (±99)	4.2% (±0.2)

<sup>a</sup> 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 DOI. Employee population data, where available, were obtained from DOI Human Resources.

*Table 1.4 DOI – Employee and Estimated Study Population Occupational Characteristics*

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number<sup>a</sup></i>	<i>Percent<sup>a</sup></i>
Education Level - Collapsed				
Less than High School/High School Diploma/GED	12,587	20.9%	5,518 (±140)	9.1% (±0.2)
Trade/Tech Certificate/Some College	8,944	14.9%	9,628 (±178)	15.9% (±0.3)
AA/College Degree	24,919	41.4%	28,917 (±241)	47.7% (±0.4)
Graduate Degree	13,730	22.8%	16,538 (±216)	27.3% (±0.4)
Appointment Type				
Permanent	54,031	88.6%	54,752 (±148)	89.8% (±0.2)
Term	2,981	4.9%	4,540 (±129)	7.5% (±0.2)
Temporary	3,962	6.5%	1,647 (±80)	2.7% (±0.1)
Work Schedule				
Seasonal	3,608	6.2%	3,094 (±108)	5.5% (±0.2)
Non-seasonal	54,385	93.8%	52,745 (±108)	94.5% (±0.2)
Appointment Type and Work Schedule				
Permanent-Seasonal	3,572	5.9%	2,013 (±88)	3.3% (±0.1)
Permanent-Non-Seasonal	50,459	82.8%	52,183 (±166)	86.4% (±0.3)
Term	2,981	4.9%	4,540 (±129)	7.5% (±0.2)
Temporary-Seasonal	36	0.1%	1,080 (±66)	1.8% (±0.1)
Temporary-Non-Seasonal	3,926	6.4%	562 (±48)	0.9% (±0.1)
Years of Service at Bureau or Office				
Less than 1 year	NA	NA	5,040 (±135)	8.3% (±0.2)
1 to 3 years	NA	NA	9,025 (±173)	14.8% (±0.3)
4 to 5 years	NA	NA	5,060 (±135)	8.3% (±0.2)
6 to 10 years	NA	NA	12,276 (±195)	20.2% (±0.3)
11 to 14 years	NA	NA	6,401 (±150)	10.5% (±0.2)
15 to 20 years	NA	NA	8,558 (±169)	14.1% (±0.3)
More than 20 years	NA	NA	14,481 (±207)	23.8% (±0.3)

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number<sup>a</sup></i>	<i>Percent<sup>a</sup></i>
<b>Pay Plan and Grade</b>				
Wage Grade (WG) 1 - 4	543	0.9%	950 (±62)	1.6% (±0.1)
Wage Grade (WG) 5 - 8	2,446	4.0%	4,274 (±125)	7.1% (±0.2)
Wage Grade (WG) 9 - 16	1,508	2.5%	1,894 (±86)	3.1% (±0.1)
Other Wage Grade (WG)	757	1.2%	357 (±39)	0.6% (±0.1)
General Schedule (GS) 1 - 6	7,551	12.4%	5,205 (±137)	8.6% (±0.2)
General Schedule (GS) 7 - 10	11,946	19.6%	12,805 (±198)	21.1% (±0.3)
General Schedule (GS) 11 - 12	19,278	31.6%	20,053 (±228)	33.1% (±0.4)
General Schedule (GS) 13 - 15	12,976	21.3%	13,254 (±201)	21.9% (±0.3)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	356	0.6%	299 (±36)	0.5% (±0.1)
Other	3,613	5.9%	1,491 (±77)	2.5% (±0.1)
<b>Supervisory Status - Collapsed</b>				
Non-Supervisor	47,687	78.2%	33,069 (±240)	54.7% (±0.4)
Supervisor	13,287	21.8%	27,344 (±240)	45.3% (±0.4)
<b>Supervisory Status</b>				
Team Leader	799	1.3%	11,784 (±192)	19.5% (±0.3)
Supervisor	11,034	18.1%	10,092 (±181)	16.7% (±0.3)
Manager	1,175	1.9%	4,910 (±133)	8.1% (±0.2)
Senior Leader	279	0.5%	559 (±48)	0.9% (±0.1)
None of the above	47,687	78.2%	33,069 (±240)	54.7% (±0.4)

<sup>a</sup> 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 rates, 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 DOI. 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.

*Table 2.1 DOI – Estimated Experience Rate for Age, Racial/Ethnic, Religious, and Disability Harassment in Past 12 Months*

	Percent experienced		Frequency of occurrence <sup>a</sup>			
	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Age	20.5%	±0.3	3.0	±0.0	3	2
Racial/Ethnic	9.3%	±0.2	3.0	±0.0	3	2
Religious	7.1%	±0.2	2.9	±0.0	3	2
Disability	6.1%	±0.2	3.2	±0.0	3	2

<sup>a</sup> 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 DOI – 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	12,341	12,732
Racial/Ethnic	5,556	5,838
Religious	4,187	4,435
Disability	3,582	3,813

*Table 2.3 DOI – Estimated Experience Rate for Sexual Orientation, Gender, and Sexual Harassment in Past 12 Months*

	Percent experienced		Frequency of occurrence <sup>a</sup>			
	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Sexual Orientation	3.6%	±0.2	3.1	±0.0	3	2
Gender Harassment	16.5%	±0.3	3.1	±0.0	3	3
Sexual Harassment	8.0%	±0.2	3.0	±0.0	3	2
Crude and Offensive Behavior	16.3%	±0.3	2.9	±0.0	3	2
Unwanted Sexual Attention	5.3%	±0.2	2.7	±0.0	2	2
Sexual Coercion	1.0%	±0.1	2.9	±0.1	2	2

<sup>a</sup> 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 DOI – 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	2,114	2,295
Gender Harassment	9,913	10,273
Sexual Harassment	4,762	5,025
Crude and Offensive Behavior	9,799	10,157
Unwanted Sexual Attention	3,109	3,325
Sexual Coercion	568	665

*Table 2.5 DOI – Estimated Experience Rate for Sexual Assault Related Behaviors in Past 12 Months*

	Percent experienced		Frequency of occurrence <sup>a</sup>			
	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Sexual Assault	0.74%	±0.07	2.8	±0.1	2	2
Sexual Touching	0.48%	±0.06	2.4	±0.1	2	2
Attempted Sex	0.19%	±0.04	2.6	±0.2	2	2
Completed Sex	0.06%	±0.02	3.4	±0.5	2	2

<sup>a</sup> 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 DOI – Estimated Number of Sexual Assault Related Behaviors in Past 12 Months*

	Estimated number	
	<i>Lower bound</i>	<i>Upper bound</i>
Sexual Assault	412	495
Sexual Touching	262	330
Attempted Sex	99	142
Completed Sex	28	53

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 DOI.

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

	Experience rate		Frequency of occurrence <sup>a</sup>		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	21,432	35.0%	±0.4	3.0	±0.0
Age - Collapsed					
39 or under	7,753	40.2%*	±0.7	3.1*	±0.0
40 or older	13,594	32.5%*	±0.5	3.0*	±0.0
Age					
A 25 or under	1,106	51.2%BCDEF	±2.1	3.2BCDEF	±0.0
B 26-29	1,573	46.0%ACDEF	±1.7	3.0ACF	±0.0
C 30-39	5,073	37.1%ABDE	±0.8	3.1ABDEF	±0.0
D 40-49	4,614	30.2%ABCEF	±0.7	3.0ACEF	±0.0
E 50-59	5,828	33.1%ABCDF	±0.7	3.0ACDF	±0.0
F 60 or older	3,152	35.5%ABDE	±1.0	3.0ABCDE	±0.0

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
<b>Relationship Status - Collapsed</b>					
A Single	5,488	43.1%BC	±0.9	3.1B	±0.0
B Partnered/Married	13,139	31.8%AC	±0.5	3.0AC	±0.0
C Separated/Widowed/Divorced	2,558	38.5%AB	±1.2	3.1B	±0.0
<b>Relationship Status</b>					
A Single	5,488	43.1%DE	±0.9	3.1BEF	±0.0
B Separated	308	41.3%E	±3.6	3.2AEF	±0.1
C Partnered	1,077	42.8%DE	±1.9	3.1EF	±0.0
D Divorced	1,954	37.9%ACE	±1.3	3.1EF	±0.0
E Married	12,062	31.1%ABCDF	±0.5	3.0ABCDF	±0.0
F Widowed	297	40.3%E	±3.6	2.9ABCDE	±0.0
<b>Ethnicity/Race - Collapsed</b>					
Non-Minority (Non-Hispanic White)	15,374	33.8%*	±0.4	3.0*	±0.0
Minority	5,666	38.1%*	±0.8	3.0*	±0.0
<b>Ethnicity/Race</b>					
A Hispanic	1,596	37.8%F	±1.5	3.0BDE	±0.0
B American Indian or Alaskan Native	1,670	38.5%CF	±1.5	3.0ADFG	±0.0
C Asian	300	32.2%BG	±3.1	3.0D	±0.1
D Black/African-American	785	37.7%F	±2.1	3.1ABCEFG	±0.0
E Native Hawaiian or Other Pacific Islander	127	36.2%	±5.2	2.9ADFG	±0.1
F Non-Hispanic White	15,374	33.8%ABDG	±0.4	3.0BDE	±0.0
G Multi-racial	1,189	40.4%CF	±1.8	3.0BDE	±0.0
<b>Disability</b>					
Yes	2,845	44.9%*	±1.2	3.2*	±0.0
No	18,435	33.8%*	±0.4	3.0*	±0.0
<b>Sex</b>					
Men	10,880	29.5%*	±0.5	3.0*	±0.0
Women	10,446	43.3%*	±0.6	3.0*	±0.0
<b>Gender Identity</b>					
A Male	10,880	29.5%BD	±0.5	3.0B	±0.0
B Female	10,446	43.3%A	±0.6	3.0AD	±0.0
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	90	47.1%A	±7.2	3.1B	±0.1

		Experience rate			Frequency of occurrence <sup>a</sup>	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
<b>Transgender Description</b>						
A	Transgender, male to female	NR	NR	NR	NR	NR
B	Transgender, female to male	NR	NR	NR	NR	NR
C	Gender non-conforming	NR	NR	NR	NR	NR
D	Unsure	NR	NR	NR	NR	NR
E	I prefer not to say	NR	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>						
	Heterosexual	18,723	33.7%*	±0.4	3.0	±0.0
	Sexual Minority	1,372	54.5%*	±2.0	3.0	±0.0
<b>Sexual Orientation</b>						
A	Heterosexual or straight	18,723	33.7%BCDEF	±0.4	3.0BCD	±0.0
B	Lesbian	325	53.9%AF	±4.0	3.1ACF	±0.0
C	Gay	373	51.2%AF	±3.6	2.8ABDEF	±0.0
D	Bisexual	488	56.8%AF	±3.3	3.2ACEF	±0.0
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	186	56.7%AF	±5.4	3.0CD	±0.1
F	I prefer not to say	1,075	42.0%ABCDE	±1.9	3.0BCD	±0.0
<b>Education Level - Collapsed</b>						
A	Less than High School/High School Diploma/GED	1,593	28.9%BCD	±1.2	3.0B	±0.0
B	Trade/Tech Certificate/Some College	3,199	33.2%ACD	±0.9	3.1ACD	±0.0
C	AA/College Degree	10,134	35.0%ABD	±0.6	3.0B	±0.0
D	Graduate Degree	6,216	37.6%ABC	±0.7	3.0B	±0.0
<b>Appointment Type</b>						
A	Permanent	18,929	34.6%BC	±0.4	3.0C	±0.0
B	Term	1,700	37.4%AC	±1.4	3.0C	±0.0
C	Temporary	707	42.9%AB	±2.4	3.2AB	±0.0
<b>Work Schedule</b>						
	Seasonal	1,395	45.1%*	±1.8	3.1*	±0.0
	Non-seasonal	18,074	34.3%*	±0.4	3.0*	±0.0
<b>Appointment Type and Work Schedule</b>						
A	Permanent-Seasonal	868	43.1%BCE	±2.2	3.0BDE	±0.0
B	Permanent-Non-Seasonal	17,894	34.3%ACD	±0.4	3.0AD	±0.0
C	Term	1,700	37.4%ABD	±1.4	3.0D	±0.0
D	Temporary-Seasonal	527	48.8%BCE	±3.0	3.3ABCE	±0.0
E	Temporary-Non-Seasonal	180	32.1%AD	±4.0	3.1AD	±0.1

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
<b>Years of Service at Bureau or Office</b>					
A Less than 1 year	1,328	26.3%BCDEFG	±1.2	3.1DEFG	±0.0
B 1 to 3 years	3,211	35.6%ACG	±1.0	3.1CDEFG	±0.0
C 4 to 5 years	2,057	40.7%ABDEFG	±1.4	3.1BDEFG	±0.0
D 6 to 10 years	4,610	37.6%ACEG	±0.9	3.0ABCF	±0.0
E 11 to 14 years	2,211	34.5%ACD	±1.2	3.0ABC	±0.0
F 15 to 20 years	3,083	36.0%ACG	±1.0	3.0ABCDG	±0.0
G More than 20 years	4,779	33.0%ABCDF	±0.8	3.0ABCF	±0.0
<b>Pay Plan and Grade - Collapsed</b>					
A Junior Grade	2,371	38.5%CD	±1.2	3.1C	±0.0
B Middle Grade	7,285	38.4%CD	±0.7	3.1C	±0.0
C Senior Grade	10,754	32.3%AB	±0.5	3.0AB	±0.0
D Executive Grade	78	26.1%AB	±5.3	3.0	±0.1
<b>Supervisory Status - Collapsed</b>					
Non-Supervisor	11,824	35.8%*	±0.5	3.1*	±0.0
Supervisor	9,261	33.9%*	±0.6	3.0*	±0.0
<b>Supervisory Status</b>					
A Team Leader	4,337	36.8%BCD	±0.9	3.0BCDE	±0.0
B Supervisor	3,280	32.5%AE	±0.9	2.9ACE	±0.0
C Manager	1,489	30.3%AE	±1.3	2.9ABE	±0.0
D Senior Leader	156	28.0%AE	±3.9	2.9AE	±0.1
E None of the above	11,824	35.8%BCD	±0.5	3.1ABCD	±0.0

<sup>a</sup> 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 presents the estimated percentage of employees who experienced age harassment within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in DOI.

*Table 2.8 DOI – Estimated Experience Rate for Age Harassment in Past 12 Months*

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	12,535	20.5%	±0.3	3.0	±0.0
Age - Collapsed					
39 or under	4,677	24.3%*	±0.6	3.1*	±0.0
40 or older	7,805	18.7%*	±0.4	3.0*	±0.0
Age					
A 25 or under	927	42.9%BCDEF	±2.1	3.3BCDEF	±0.0
B 26-29	1,057	30.9%ACDEF	±1.6	3.0AD	±0.0
C 30-39	2,693	19.7%ABDF	±0.7	3.0AE	±0.0
D 40-49	1,917	12.6%ABCEF	±0.5	3.0ABEF	±0.0
E 50-59	3,440	19.6%ABDF	±0.6	3.0ACD	±0.0
F 60 or older	2,449	27.6%ABCDE	±0.9	3.0AD	±0.0
Relationship Status - Collapsed					
A Single	3,318	26.1%BC	±0.8	3.1B	±0.0
B Partnered/Married	7,603	18.4%AC	±0.4	3.0AC	±0.0
C Separated/Widowed/Divorced	1,455	21.9%AB	±1.0	3.1B	±0.0
Relationship Status					
A Single	3,318	26.1%DE	±0.8	3.1EF	±0.0
B Separated	175	23.4%E	±3.2	3.3CDEF	±0.1
C Partnered	636	25.4%DE	±1.7	3.1B	±0.1
D Divorced	1,070	20.8%ACEF	±1.1	3.1BEF	±0.0
E Married	6,966	18.0%ABCDF	±0.4	3.0ABD	±0.0
F Widowed	210	28.5%DE	±3.4	2.9ABD	±0.1
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	9,088	20.0%*	±0.4	3.0*	±0.0
Minority	3,233	21.8%*	±0.7	3.1*	±0.0

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
<b>Ethnicity/Race</b>					
A Hispanic	830	19.7% <b>BG</b>	±1.2	3.1 <b>DF</b>	±0.1
B American Indian or Alaskan Native	1,038	24.0% <b>ADF</b>	±1.3	3.1 <b>D</b>	±0.0
C Asian	193	20.8%	±2.7	3.0 <b>D</b>	±0.1
D Black/African-American	377	18.1% <b>BG</b>	±1.7	3.3 <b>ABCEFG</b>	±0.1
E Native Hawaiian or Other Pacific Islander	86	24.7%	±4.8	3.0 <b>D</b>	±0.1
F Non-Hispanic White	9,088	20.0% <b>BG</b>	±0.4	3.0 <b>AD</b>	±0.0
G Multi-racial	708	24.1% <b>ADF</b>	±1.6	3.0 <b>D</b>	±0.0
<b>Disability</b>					
Yes	1,663	26.3%*	±1.1	3.3*	±0.0
No	10,773	19.8%*	±0.3	3.0*	±0.0
<b>Sex</b>					
Men	6,865	18.6%*	±0.4	3.0	±0.0
Women	5,600	23.3%*	±0.5	3.0	±0.0
<b>Gender Identity</b>					
A Male	6,865	18.6% <b>BD</b>	±0.4	3.0 <b>D</b>	±0.0
B Female	5,600	23.3% <b>AD</b>	±0.5	3.0 <b>D</b>	±0.0
C Transgender	8	22.9%	±17.6	3.4	±0.5
D Do not identify as female, male, or transgender	63	33.0% <b>AB</b>	±7.0	3.3 <b>AB</b>	±0.2
<b>Transgender Description</b>					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	NR	NR	NR	NR	NR
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	NR	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>					
Heterosexual	10,891	19.6%*	±0.3	3.0	±0.0
Sexual Minority	783	31.1%*	±1.8	3.0	±0.0
<b>Sexual Orientation</b>					
A Heterosexual or straight	10,891	19.6% <b>CDEF</b>	±0.3	3.0 <b>CDF</b>	±0.0
B Lesbian	136	22.7% <b>DE</b>	±3.5	2.9 <b>CD</b>	±0.1
C Gay	212	29.0% <b>AD</b>	±3.4	2.6 <b>ABDEF</b>	±0.1
D Bisexual	314	36.7% <b>ABCF</b>	±3.3	3.3 <b>ABCEF</b>	±0.1
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	121	36.7% <b>ABF</b>	±5.4	3.0 <b>CD</b>	±0.1
F I prefer not to say	678	26.6% <b>ADE</b>	±1.8	3.1 <b>ACD</b>	±0.1



		Experience rate			Frequency of occurrence <sup>a</sup>	
		<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	971	17.6%BCD	±1.0	3.1CD	±0.0
B	Trade/Tech Certificate/Some College	1,936	20.1%A	±0.8	3.2CD	±0.0
C	AA/College Degree	5,920	20.5%A	±0.5	3.0AB	±0.0
D	Graduate Degree	3,522	21.3%A	±0.6	3.0AB	±0.0
Appointment Type						
A	Permanent	10,988	20.1%BC	±0.3	3.0BC	±0.0
B	Term	1,031	22.7%AC	±1.2	3.1AC	±0.0
C	Temporary	457	27.8%AB	±2.2	3.2AB	±0.1
Work Schedule						
	Seasonal	829	26.8%*	±1.6	3.0	±0.0
	Non-seasonal	10,482	19.9%*	±0.3	3.0	±0.0
Appointment Type and Work Schedule						
A	Permanent-Seasonal	499	24.8%BD	±1.9	2.9BCDE	±0.1
B	Permanent-Non-Seasonal	10,355	19.9%ACD	±0.3	3.0AD	±0.0
C	Term	1,031	22.7%BD	±1.2	3.1AD	±0.0
D	Temporary-Seasonal	330	30.6%ABCE	±2.8	3.2ABC	±0.1
E	Temporary-Non-Seasonal	127	22.5%D	±3.7	3.2A	±0.1
Years of Service at Bureau or Office						
A	Less than 1 year	839	16.7%BCDFG	±1.1	3.2DEFG	±0.1
B	1 to 3 years	1,916	21.2%A	±0.9	3.1DEFG	±0.0
C	4 to 5 years	1,161	23.0%ADEF	±1.2	3.1DE	±0.0
D	6 to 10 years	2,463	20.1%ACG	±0.7	3.0ABC	±0.0
E	11 to 14 years	1,226	19.2%CG	±1.0	3.0ABC	±0.0
F	15 to 20 years	1,684	19.7%ACG	±0.9	3.0AB	±0.0
G	More than 20 years	3,155	21.8%ADEF	±0.7	3.0AB	±0.0
Pay Plan and Grade - Collapsed						
A	Junior Grade	1,548	25.2%BCD	±1.1	3.2BC	±0.0
B	Middle Grade	4,319	22.8%ACD	±0.6	3.1AC	±0.0
C	Senior Grade	6,049	18.2%AB	±0.4	2.9AB	±0.0
D	Executive Grade	38	12.9%AB	±4.3	3.0	±0.2
Supervisory Status - Collapsed						
	Non-Supervisor	6,978	21.1%*	±0.4	3.1*	±0.0
	Supervisor	5,351	19.6%*	±0.5	2.9*	±0.0

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	2,542	21.6%BCD	±0.8	3.0BCE	±0.0
B Supervisor	1,923	19.1%ACDE	±0.8	2.9ACE	±0.0
C Manager	818	16.7%ABE	±1.1	2.8ABE	±0.0
D Senior Leader	68	12.1%ABE	±3.0	3.1	±0.2
E None of the above	6,978	21.1%BCD	±0.4	3.1ABC	±0.0

<sup>a</sup> 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.

### 2.1.2 Prior to Past 12 Months

Table 2.9 presents the estimated percentage of employees who experienced age harassment prior to the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 2.9 DOI – Estimated Experience Rate for Age Harassment Prior to Past 12 Months*

	Percent experienced		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	10,021	18.0%	±0.3

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 2.10 shows the percent indicating the pay plan or grade at which the behaviors first occurred.

*Table 2.10 DOI – 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	267	2.7%	±0.3
Wage Grade (WG) 5-8	919	9.2%	±0.6
Wage Grade (WG) 9-16	313	3.1%	±0.4
Other Wage Grade (WG)	38	0.4%	±0.1
General Schedule (GS) 1-6	1,915	19.2%	±0.8
General Schedule (GS) 7-10	2,524	25.3%	±0.9
General Schedule (GS) 11-12	2,481	24.9%	±0.9
General Schedule (GS) 13-15	1,219	12.2%	±0.7
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	21	0.2%	±0.1
Other	286	2.9%	±0.3

## 2.2 Racial/Ethnic Harassment

### 2.2.1 Past 12 Months

Table 2.11 presents the estimated percentage of employees who experienced racial/ethnic harassment within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in DOI.

*Table 2.11 DOI – Estimated Experience Rate for Racial/Ethnic Harassment in Past 12 Months*

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	5,695	9.3%	±0.2	3.0	±0.0
Age - Collapsed					
39 or under	1,769	9.2%	±0.4	3.0	±0.0
40 or older	3,897	9.4%	±0.3	3.0	±0.0
Age					
A 25 or under	205	9.5%	±1.3	3.0B	±0.1
B 26-29	296	8.7%	±1.0	2.7ACDE	±0.1
C 30-39	1,267	9.3%	±0.5	3.0BF	±0.0
D 40-49	1,336	8.7%E	±0.5	3.0BEF	±0.0
E 50-59	1,772	10.1%D	±0.5	2.9BDF	±0.0
F 60 or older	790	9.0%	±0.6	2.9CDE	±0.0
Relationship Status - Collapsed					
A Single	1,410	11.1%B	±0.6	3.0C	±0.0
B Partnered/Married	3,466	8.4%AC	±0.3	3.0C	±0.0
C Separated/Widowed/Divorced	749	11.3%B	±0.8	2.9AB	±0.0
Relationship Status					
A Single	1,410	11.1%E	±0.6	3.0	±0.0
B Separated	86	11.6%	±2.5	2.8C	±0.1
C Partnered	265	10.6%E	±1.3	3.1BDF	±0.1
D Divorced	563	10.9%E	±0.9	2.9C	±0.1
E Married	3,201	8.3%ACDF	±0.3	3.0	±0.0
F Widowed	100	13.6%E	±2.7	2.8C	±0.1
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	2,611	5.8%*	±0.2	2.9*	±0.0
Minority	2,945	19.9%*	±0.7	3.0*	±0.0

		Experience rate			Frequency of occurrence <sup>a</sup>	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
<b>Ethnicity/Race</b>						
A	Hispanic	861	20.5%BDFG	±1.2	3.0BDEG	±0.1
B	American Indian or Alaskan Native	785	18.2%ADF	±1.2	2.8ACDF	±0.0
C	Asian	181	19.6%DF	±2.7	3.1BDE	±0.1
D	Black/African-American	538	25.9%ABCEFG	±1.9	3.3ABCEFG	±0.1
E	Native Hawaiian or Other Pacific Islander	64	18.2%DF	±4.4	2.6ACDF	±0.1
F	Non-Hispanic White	2,611	5.8%ABCDEG	±0.2	2.9BDE	±0.0
G	Multi-racial	515	17.6%ADF	±1.4	2.9AD	±0.1
<b>Disability</b>						
	Yes	811	12.9%*	±0.8	3.2*	±0.1
	No	4,820	8.9%*	±0.2	2.9*	±0.0
<b>Sex</b>						
	Men	3,282	8.9%*	±0.3	3.0*	±0.0
	Women	2,377	9.9%*	±0.4	2.9*	±0.0
<b>Gender Identity</b>						
A	Male	3,282	8.9%BD	±0.3	3.0B	±0.0
B	Female	2,377	9.9%A	±0.4	2.9A	±0.0
C	Transgender	6	17.6%	±17.5	2.6	±0.4
D	Do not identify as female, male, or transgender	30	15.7%A	±5.9	3.0	±0.2
<b>Transgender Description</b>						
A	Transgender, male to female	NR	NR	NR	NR	NR
B	Transgender, female to male	NR	NR	NR	NR	NR
C	Gender non-conforming	NR	NR	NR	NR	NR
D	Unsure	NR	NR	NR	NR	NR
E	I prefer not to say	NR	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>						
	Heterosexual	4,945	8.9%*	±0.2	3.0*	±0.0
	Sexual Minority	325	12.9%*	±1.4	2.8*	±0.1
<b>Sexual Orientation</b>						
A	Heterosexual or straight	4,945	8.9%DEF	±0.2	3.0D	±0.0
B	Lesbian	67	11.1%E	±2.8	3.0D	±0.2
C	Gay	61	8.4%DEF	±2.3	3.0D	±0.2
D	Bisexual	136	15.8%AC	±2.6	2.6ABCEF	±0.1
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	61	18.7%ABC	±4.6	3.0D	±0.2
F	I prefer not to say	342	13.5%AC	±1.4	2.9D	±0.1

		Experience rate			Frequency of occurrence <sup>a</sup>	
		<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	512	9.3%	±0.8	3.0C	±0.1
B	Trade/Tech Certificate/Some College	972	10.1%D	±0.6	3.1CD	±0.0
C	AA/College Degree	2,648	9.2%	±0.3	2.9AB	±0.0
D	Graduate Degree	1,456	8.8%B	±0.4	3.0B	±0.0
Appointment Type						
A	Permanent	5,179	9.5%C	±0.2	3.0	±0.0
B	Term	374	8.3%	±0.8	2.9	±0.1
C	Temporary	119	7.2%A	±1.4	2.8	±0.2
Work Schedule						
	Seasonal	266	8.6%	±1.0	2.9	±0.1
	Non-seasonal	4,979	9.5%	±0.3	3.0	±0.0
Appointment Type and Work Schedule						
A	Permanent-Seasonal	190	9.4%	±1.4	2.9	±0.1
B	Permanent-Non-Seasonal	4,936	9.5%	±0.3	3.0	±0.0
C	Term	374	8.3%	±0.8	2.9	±0.1
D	Temporary-Seasonal	76	7.1%	±1.7	2.8	±0.2
E	Temporary-Non-Seasonal	43	7.6%	±2.5	2.8	±0.2
Years of Service at Bureau or Office						
A	Less than 1 year	304	6.0%BCDEFG	±0.7	3.1D	±0.1
B	1 to 3 years	833	9.3%A	±0.6	3.0D	±0.1
C	4 to 5 years	524	10.4%A	±0.9	3.0D	±0.1
D	6 to 10 years	1,185	9.7%A	±0.5	2.8ABCEF	±0.0
E	11 to 14 years	646	10.1%A	±0.8	3.0D	±0.1
F	15 to 20 years	819	9.6%A	±0.6	3.1DG	±0.1
G	More than 20 years	1,332	9.2%A	±0.5	2.9F	±0.0
Pay Plan and Grade - Collapsed						
A	Junior Grade	562	9.2%	±0.7	2.9B	±0.1
B	Middle Grade	1,938	10.2%C	±0.4	3.0AC	±0.0
C	Senior Grade	2,828	8.5%B	±0.3	2.9B	±0.0
D	Executive Grade	27	9.0%	±3.9	2.9	±0.2
Supervisory Status - Collapsed						
	Non-Supervisor	3,159	9.6%*	±0.3	3.0*	±0.0
	Supervisor	2,411	8.8%*	±0.3	2.9*	±0.0

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	1,122	9.5%B	±0.5	2.9	±0.0
B Supervisor	832	8.3%AE	±0.6	2.9E	±0.0
C Manager	414	8.4%	±0.8	2.8E	±0.1
D Senior Leader	44	7.9%	±2.6	2.8	±0.2
E None of the above	3,159	9.6%B	±0.3	3.0BC	±0.0

<sup>a</sup> 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.

### 2.2.2 Prior to Past 12 Months

Table 2.12 presents the estimated percentage of employees who experienced 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 DOI.

*Table 2.12 DOI – Estimated Experience Rate for Racial/Ethnic Harassment Prior to Past 12 Months*

	Percent experienced		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	5,281	9.5%	±0.2
Ethnicity/Race			
Non-Minority	2,479	6.0%*	±0.2
Minority	2,687	20.2%*	±0.7
Ethnicity/Race			
A Hispanic	805	21.4%BDF	±1.3
B American Indian or Alaskan Native	644	16.0%ACDFG	±1.2
C Asian	168	20.7%BDF	±2.9
D Black/African-American	528	29.1%ABCEFG	±2.1
E Native Hawaiian or Other Pacific Islander	51	15.8%DF	±4.4
F Non-Hispanic White	2,479	6.0%ABCDEG	±0.2
G Multi-racial	490	19.1%BDF	±1.6

\* 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 2.13 shows the percent indicating the pay plan or grade at which the behaviors first occurred.

*Table 2.13 DOI – 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	100	1.9%	±0.4
Wage Grade (WG) 5-8	420	8.0%	±0.8
Wage Grade (WG) 9-16	133	2.5%	±0.5
Other Wage Grade (WG)	37	0.7%	±0.3
General Schedule (GS) 1-6	924	17.6%	±1.1
General Schedule (GS) 7-10	1,403	26.7%	±1.2
General Schedule (GS) 11-12	1,315	25.0%	±1.2
General Schedule (GS) 13-15	728	13.8%	±1.0
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	17	0.3%	±0.2
Other	186	3.5%	±0.5



## 2.3 Religious Harassment

### 2.3.1 Past 12 Months

Table 2.14 presents the estimated percentage of employees who experienced religious harassment within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in DOI.

*Table 2.14 DOI – Estimated Experience Rate for Religious Harassment in Past 12 Months*

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	4,309	7.1%	±0.2	2.9	±0.0
Age - Collapsed					
39 or under	1,404	7.3%	±0.4	2.9	±0.0
40 or older	2,884	6.9%	±0.2	2.9	±0.0
Age					
A 25 or under	149	7.0%	±1.2	2.4	±0.1
B 26-29	229	6.7%	±0.9	2.7	±0.1
C 30-39	1,026	7.5% <sup>F</sup>	±0.5	3.0	±0.0
D 40-49	1,067	7.0%	±0.4	2.9	±0.0
E 50-59	1,273	7.3%	±0.4	2.9	±0.0
F 60 or older	545	6.2% <sup>C</sup>	±0.5	2.8	±0.1
Relationship Status - Collapsed					
A Single	916	7.2%	±0.5	2.9	±0.0
B Partnered/Married	2,898	7.0%	±0.3	2.8	±0.0
C Separated/Widowed/Divorced	461	6.9%	±0.6	2.9	±0.1
Relationship Status					
A Single	916	7.2%	±0.5	2.9	±0.0
B Separated	68	9.2%	±2.3	3.0	±0.1
C Partnered	180	7.2%	±1.1	2.8	±0.1
D Divorced	327	6.3%	±0.7	2.9	±0.1
E Married	2,718	7.0%	±0.3	2.9	±0.0
F Widowed	66	8.9%	±2.3	3.0	±0.2
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	3,037	6.7% <sup>*</sup>	±0.2	2.9	±0.0
Minority	1,195	8.1% <sup>*</sup>	±0.5	2.8	±0.0

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
<b>Ethnicity/Race</b>					
A Hispanic	326	7.7%	±0.8	2.9	±0.1
B American Indian or Alaskan Native	391	9.1%DF	±0.9	2.7	±0.1
C Asian	56	6.0%G	±1.7	2.7	±0.2
D Black/African-American	118	5.7%BG	±1.1	2.7	±0.1
E Native Hawaiian or Other Pacific Islander	20	5.8%	±3.0	2.5	±0.2
F Non-Hispanic White	3,037	6.7%BG	±0.2	2.9	±0.0
G Multi-racial	284	9.7%CDF	±1.1	2.8	±0.1
<b>Disability</b>					
Yes	652	10.3%*	±0.8	3.0	±0.1
No	3,624	6.7%*	±0.2	2.8	±0.0
<b>Sex</b>					
Men	2,659	7.2%*	±0.3	2.9	±0.0
Women	1,614	6.7%*	±0.3	2.8	±0.0
<b>Gender Identity</b>					
A Male	2,659	7.2%D	±0.3	2.9	±0.0
B Female	1,614	6.7%D	±0.3	2.8	±0.0
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	32	16.8%AB	±6.0	2.9	±0.2
<b>Transgender Description</b>					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	NR	NR	NR	NR	NR
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	NR	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>					
Heterosexual	3,779	6.8%*	±0.2	2.9	±0.0
Sexual Minority	254	10.1%*	±1.2	3.0	±0.1
<b>Sexual Orientation</b>					
A Heterosexual or straight	3,779	6.8%DEF	±0.2	2.9	±0.0
B Lesbian	40	6.6%DE	±2.3	3.2	±0.3
C Gay	40	5.5%DEF	±1.9	2.9	±0.2
D Bisexual	123	14.3%ABCF	±2.5	2.6	±0.1
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	51	15.5%ABCF	±4.4	3.8	±0.3
F I prefer not to say	232	9.1%ACDE	±1.2	2.8	±0.1

		Experience rate			Frequency of occurrence <sup>a</sup>	
		<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	300	5.5%BCD	±0.6	2.7	±0.1
B	Trade/Tech Certificate/Some College	694	7.2%A	±0.5	2.9	±0.1
C	AA/College Degree	2,077	7.2%A	±0.3	2.9	±0.0
D	Graduate Degree	1,180	7.1%A	±0.4	2.8	±0.0
Appointment Type						
A	Permanent	3,874	7.1%	±0.2	2.9	±0.0
B	Term	297	6.6%	±0.8	2.5	±0.1
C	Temporary	121	7.3%	±1.4	3.1	±0.1
Work Schedule						
	Seasonal	273	8.8%*	±1.1	2.9	±0.1
	Non-seasonal	3,699	7.0%*	±0.2	2.9	±0.0
Appointment Type and Work Schedule						
A	Permanent-Seasonal	180	8.9%BCE	±1.3	2.7	±0.1
B	Permanent-Non-Seasonal	3,671	7.1%A	±0.2	2.9	±0.0
C	Term	297	6.6%A	±0.8	2.5	±0.1
D	Temporary-Seasonal	93	8.6%	±1.8	3.2	±0.2
E	Temporary-Non-Seasonal	28	5.0%A	±2.1	2.6	±0.2
Years of Service at Bureau or Office						
A	Less than 1 year	221	4.4%BCDEFG	±0.6	2.9	±0.1
B	1 to 3 years	572	6.4%ADF	±0.5	2.8	±0.1
C	4 to 5 years	388	7.7%A	±0.8	3.0	±0.1
D	6 to 10 years	977	8.0%ABG	±0.5	2.8	±0.0
E	11 to 14 years	493	7.7%A	±0.7	2.8	±0.1
F	15 to 20 years	677	7.9%ABG	±0.6	2.9	±0.1
G	More than 20 years	945	6.5%ADF	±0.4	2.9	±0.0
Pay Plan and Grade - Collapsed						
A	Junior Grade	460	7.5%D	±0.7	2.7	±0.1
B	Middle Grade	1,485	7.9%CD	±0.4	2.9	±0.0
C	Senior Grade	2,142	6.4%B	±0.3	2.9	±0.0
D	Executive Grade	7	2.2%AB	±2.5	4.4	±0.9
Supervisory Status - Collapsed						
	Non-Supervisor	2,348	7.1%	±0.3	2.8	±0.0
	Supervisor	1,902	7.0%	±0.3	2.9	±0.0

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	987	8.4%BCDE	±0.5	3.0	±0.0
B Supervisor	603	6.0%AE	±0.5	2.8	±0.1
C Manager	291	5.9%A	±0.7	2.9	±0.1
D Senior Leader	22	3.9%A	±2.0	2.7	±0.2
E None of the above	2,348	7.1%AB	±0.3	2.8	±0.0

<sup>a</sup> 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.

### 2.3.2 Prior to Past 12 Months

Table 2.15 presents the estimated percentage of employees who experienced religious harassment prior to the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 2.15 DOI – Estimated Experience Rate for Religious Harassment Prior to Past 12 Months*

	Percent experienced		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	3,666	6.6%	±0.2

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 2.16 shows the percent indicating the pay plan or grade at which the behaviors first occurred.

*Table 2.16 DOI – 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	79	2.2%	±0.5
Wage Grade (WG) 5-8	258	7.0%	±0.9
Wage Grade (WG) 9-16	117	3.2%	±0.6
Other Wage Grade (WG)	22	0.6%	±0.3
General Schedule (GS) 1-6	712	19.5%	±1.3
General Schedule (GS) 7-10	1,027	28.1%	±1.5
General Schedule (GS) 11-12	913	25.0%	±1.4
General Schedule (GS) 13-15	423	11.6%	±1.1
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	NR	NR	NR
Other	106	2.9%	±0.6

## 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 2.17 and Table 2.18 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 2.17 presents the estimated percentage of employees who experienced disability harassment within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in DOI.

*Table 2.17 DOI – Estimated Experience Rate for Disability Harassment in Past 12 Months*

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	3,696	6.1%	±0.2	3.2	±0.0
Age - Collapsed					
39 or under	928	4.9%*	±0.3	3.2*	±0.0
40 or older	2,754	6.7%*	±0.2	3.1*	±0.0
Age					
A 25 or under	64	3.0% CDEF	±0.8	2.5 BCDEF	±0.1
B 26-29	138	4.1% EF	±0.7	3.1 AC	±0.1
C 30-39	725	5.4% AEF	±0.4	3.3 ABEF	±0.1
D 40-49	806	5.3% AEF	±0.4	3.3 AEF	±0.1
E 50-59	1,282	7.4% ABCD	±0.4	3.1 ACD	±0.0
F 60 or older	667	7.7% ABCD	±0.6	3.0 ACD	±0.1
Relationship Status - Collapsed					
A Single	888	7.1% BC	±0.5	3.1 BC	±0.0
B Partnered/Married	2,132	5.2% AC	±0.2	3.2 A	±0.0
C Separated/Widowed/Divorced	627	9.5% AB	±0.7	3.2 A	±0.1
Relationship Status					
A Single	888	7.1% BDEF	±0.5	3.1 CD	±0.0
B Separated	80	10.7% ACE	±2.4	2.9 CDEF	±0.1
C Partnered	181	7.3% BDE	±1.1	3.4 ABE	±0.1
D Divorced	474	9.3% ACE	±0.8	3.3 ABE	±0.1
E Married	1,951	5.1% ABCDF	±0.2	3.1 BCD	±0.0
F Widowed	74	10.2% AE	±2.4	3.2 B	±0.2
Ethnicity/Race - Collapsed					

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Non-Minority (Non-Hispanic White)	2,527	5.6%*	±0.2	3.2*	±0.0
Minority	1,106	7.5%*	±0.4	3.1*	±0.0
Ethnicity/Race					
A Hispanic	307	7.4%CFG	±0.8	3.2BE	±0.1
B American Indian or Alaskan Native	342	8.0%CF	±0.9	2.9AFG	±0.1
C Asian	34	3.7%ABG	±1.4	2.9	±0.2
D Black/African-American	130	6.3%G	±1.1	3.1	±0.1
E Native Hawaiian or Other Pacific Islander	15	4.3%G	±2.7	2.5AFG	±0.2
F Non-Hispanic White	2,527	5.6%ABG	±0.2	3.2BE	±0.0
G Multi-racial	278	9.6%ACDEF	±1.1	3.2BE	±0.1
Disability					
Yes	1,667	26.4%*	±1.1	3.4*	±0.0
No	2,006	3.7%*	±0.2	3.0*	±0.0
Sex					
Men	2,030	5.6%*	±0.2	3.2	±0.0
Women	1,636	6.9%*	±0.3	3.2	±0.0
Gender Identity					
A Male	2,030	5.6%BD	±0.2	3.2	±0.0
B Female	1,636	6.9%AD	±0.3	3.2	±0.0
C Transgender	5	14.7%	±17.2	3.2	±0.6
D Do not identify as female, male, or transgender	25	13.1%AB	±5.6	3.5	±0.3
Transgender Description					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	NR	NR	NR	NR	NR
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed					
Heterosexual	3,181	5.8%*	±0.2	3.2	±0.0
Sexual Minority	235	9.5%*	±1.2	3.2	±0.1
Sexual Orientation					
A Heterosexual or straight	3,181	5.8%DEF	±0.2	3.2E	±0.0
B Lesbian	52	8.7%	±2.5	3.4CE	±0.2
C Gay	51	7.2%D	±2.1	2.9BD	±0.2
D Bisexual	95	11.3%AC	±2.3	3.4CEF	±0.2
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	37	11.2%A	±3.9	2.7ABDF	±0.1
F I prefer not to say	242	9.6%A	±1.2	3.1DE	±0.1

		Experience rate			Frequency of occurrence <sup>a</sup>	
		<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	306	5.6%B	±0.6	2.8BCD	±0.1
B	Trade/Tech Certificate/Some College	756	7.9%ACD	±0.6	3.3AC	±0.1
C	AA/College Degree	1,736	6.1%BD	±0.3	3.1ABD	±0.0
D	Graduate Degree	851	5.3%BC	±0.4	3.3AC	±0.1
Appointment Type						
A	Permanent	3,390	6.3%BC	±0.2	3.2B	±0.0
B	Term	217	4.8%A	±0.7	2.8AC	±0.1
C	Temporary	68	4.2%A	±1.1	3.3B	±0.1
Work Schedule						
	Seasonal	180	5.9%	±0.9	3.2	±0.1
	Non-seasonal	3,245	6.2%	±0.2	3.2	±0.0
Appointment Type and Work Schedule						
A	Permanent-Seasonal	134	6.7%	±1.2	3.2C	±0.1
B	Permanent-Non-Seasonal	3,223	6.3%C	±0.2	3.2C	±0.0
C	Term	217	4.8%B	±0.7	2.8ABDE	±0.1
D	Temporary-Seasonal	46	4.3%	±1.4	3.3C	±0.2
E	Temporary-Non-Seasonal	22	3.8%	±2.0	3.4C	±0.3
Years of Service at Bureau or Office						
A	Less than 1 year	171	3.4%BCDEFG	±0.5	3.1	±0.1
B	1 to 3 years	526	5.9%A	±0.5	3.3EFG	±0.1
C	4 to 5 years	335	6.7%A	±0.7	3.3G	±0.1
D	6 to 10 years	816	6.8%A	±0.5	3.2	±0.1
E	11 to 14 years	412	6.5%A	±0.6	3.1B	±0.1
F	15 to 20 years	546	6.5%A	±0.5	3.1B	±0.1
G	More than 20 years	878	6.2%A	±0.4	3.1BC	±0.0
Pay Plan and Grade - Collapsed						
A	Junior Grade	426	7.0%C	±0.7	3.1B	±0.1
B	Middle Grade	1,508	8.0%C	±0.4	3.3AC	±0.0
C	Senior Grade	1,563	4.8%AB	±0.2	3.1B	±0.0
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	2,387	7.3%*	±0.3	3.2*	±0.0
	Supervisor	1,281	4.7%*	±0.3	3.1*	±0.0



	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	695	6.0%BCE	±0.4	3.2C	±0.1
B Supervisor	406	4.1%AE	±0.4	3.1	±0.1
C Manager	163	3.4%AE	±0.5	3.0AE	±0.1
D Senior Leader	17	3.1%E	±1.8	2.9	±0.4
E None of the above	2,387	7.3%ABCD	±0.3	3.2C	±0.0

<sup>a</sup> 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.

### 2.4.2 Prior to Past 12 Months

Table 2.18 presents the estimated percentage of employees who experienced disability harassment prior to the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 2.18 DOI – Estimated Experience Rate for Disability Harassment Prior to Past 12 Months*

	Percent experienced		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	3,118	5.7%	±0.2

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 2.19 shows the percent indicating the pay plan or grade at which the behaviors first occurred.

*Table 2.19 DOI – 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	57	1.8%	±0.5
Wage Grade (WG) 5-8	310	10.0%	±1.1
Wage Grade (WG) 9-16	152	4.9%	±0.8
Other Wage Grade (WG)	28	0.9%	±0.4
General Schedule (GS) 1-6	502	16.1%	±1.3
General Schedule (GS) 7-10	836	26.9%	±1.6
General Schedule (GS) 11-12	800	25.7%	±1.6
General Schedule (GS) 13-15	290	9.3%	±1.1
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	6	0.2%	±0.2
Other	128	4.1%	±0.8

## 2.5 Sexual Orientation Harassment

### 2.5.1 Past 12 Months

Table 2.20 presents the estimated percentage of employees who experienced sexual orientation harassment within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in DOI.

*Table 2.20 DOI – Estimated Experience Rate for Sexual Orientation Harassment in Past 12 Months*

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	2,202	3.6%	±0.2	3.1	±0.0
Age - Collapsed					
39 or under	793	4.1%*	±0.3	3.2*	±0.1
40 or older	1,399	3.4%*	±0.2	3.0*	±0.0
Age					
A 25 or under	122	5.7%CDEF	±1.1	3.4BCDEF	±0.1
B 26-29	186	5.5%CDEF	±0.8	3.1A	±0.1
C 30-39	485	3.6%AB	±0.3	3.1AE	±0.1
D 40-49	506	3.3%AB	±0.3	3.0A	±0.1
E 50-59	643	3.7%ABF	±0.3	3.0AC	±0.1
F 60 or older	250	2.9%ABE	±0.4	3.1A	±0.1
Relationship Status - Collapsed					
A Single	725	5.7%BC	±0.4	3.1	±0.1
B Partnered/Married	1,172	2.9%AC	±0.2	3.1	±0.0
C Separated/Widowed/Divorced	290	4.4%AB	±0.5	3.0	±0.1
Relationship Status					
A Single	725	5.7%CDE	±0.4	3.1BDF	±0.1
B Separated	35	4.7%CE	±1.8	4.2ACDEF	±0.3
C Partnered	260	10.4%ABDEF	±1.3	3.2BDF	±0.1
D Divorced	215	4.2%ACE	±0.6	2.9ABCF	±0.1
E Married	912	2.4%ABCDF	±0.2	3.0BF	±0.0
F Widowed	40	5.4%CE	±1.9	2.4ABCDE	±0.2
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	1,488	3.3%*	±0.2	3.1*	±0.0
Minority	678	4.6%*	±0.4	3.0*	±0.1

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
<b>Ethnicity/Race</b>					
A Hispanic	186	4.5%F	±0.7	3.0	±0.1
B American Indian or Alaskan Native	216	5.0%F	±0.7	3.0	±0.1
C Asian	27	3.0%	±1.3	3.1	±0.3
D Black/African-American	82	4.0%	±0.9	3.0	±0.1
E Native Hawaiian or Other Pacific Islander	15	4.4%	±2.7	2.9	±0.2
F Non-Hispanic White	1,488	3.3%ABG	±0.2	3.1	±0.0
G Multi-racial	151	5.2%F	±0.9	3.1	±0.1
<b>Disability</b>					
Yes	321	5.1%*	±0.6	3.0	±0.1
No	1,873	3.5%*	±0.2	3.1	±0.0
<b>Sex</b>					
Men	1,024	2.8%*	±0.2	3.1*	±0.0
Women	1,147	4.8%*	±0.3	3.0*	±0.0
<b>Gender Identity</b>					
A Male	1,024	2.8%BCD	±0.2	3.1	±0.0
B Female	1,147	4.8%ACD	±0.3	3.0	±0.0
C Transgender	8	23.5%ABD	±18.0	3.2	±0.4
D Do not identify as female, male, or transgender	23	12.2%ABC	±5.5	3.0	±0.3
<b>Transgender Description</b>					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	NR	NR	NR	NR	NR
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	NR	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>					
Heterosexual	1,325	2.4%*	±0.1	3.1*	±0.0
Sexual Minority	665	26.5%*	±1.8	3.0*	±0.1
<b>Sexual Orientation</b>					
A Heterosexual or straight	1,325	2.4%BCDEF	±0.1	3.1C	±0.0
B Lesbian	189	31.4%ACDEF	±3.8	3.0	±0.1
C Gay	258	35.4%ABDEF	±3.6	2.8ADF	±0.1
D Bisexual	175	20.4%ABCEF	±2.8	3.2C	±0.1
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	44	13.3%ABCDF	±4.2	3.0	±0.2
F I prefer not to say	184	7.2%ABCDE	±1.1	3.1C	±0.1

		Experience rate			Frequency of occurrence <sup>a</sup>	
		<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	144	2.6%CD	±0.5	3.6BCD	±0.2
B	Trade/Tech Certificate/Some College	336	3.5%	±0.4	3.0A	±0.1
C	AA/College Degree	1,114	3.9%A	±0.2	3.0A	±0.0
D	Graduate Degree	584	3.6%A	±0.3	3.1A	±0.1
Appointment Type						
A	Permanent	1,920	3.5%C	±0.2	3.0BC	±0.0
B	Term	178	3.9%C	±0.6	3.4A	±0.1
C	Temporary	95	5.8%AB	±1.2	3.2A	±0.1
Work Schedule						
	Seasonal	192	6.2%*	±0.9	2.9	±0.1
	Non-seasonal	1,802	3.4%*	±0.2	3.0	±0.0
Appointment Type and Work Schedule						
A	Permanent-Seasonal	109	5.4%BDE	±1.1	2.7BCDE	±0.1
B	Permanent-Non-Seasonal	1,790	3.5%AD	±0.2	3.0AC	±0.0
C	Term	178	3.9%D	±0.6	3.4AB	±0.1
D	Temporary-Seasonal	83	7.7%ABCE	±1.8	3.2A	±0.2
E	Temporary-Non-Seasonal	12	2.2%AD	±1.6	3.3A	±0.3
Years of Service at Bureau or Office						
A	Less than 1 year	112	2.2%BCDF	±0.4	3.3DEG	±0.1
B	1 to 3 years	351	3.9%AC	±0.4	3.2DEG	±0.1
C	4 to 5 years	265	5.3%ABDEFG	±0.7	3.3DEFG	±0.1
D	6 to 10 years	476	3.9%AC	±0.4	3.0ABC	±0.1
E	11 to 14 years	211	3.3%C	±0.5	3.0ABC	±0.1
F	15 to 20 years	325	3.8%AC	±0.4	3.1C	±0.1
G	More than 20 years	452	3.2%C	±0.3	3.0ABC	±0.1
Pay Plan and Grade - Collapsed						
A	Junior Grade	276	4.5%C	±0.6	3.0B	±0.1
B	Middle Grade	805	4.3%C	±0.3	3.1AC	±0.1
C	Senior Grade	1,024	3.1%AB	±0.2	3.0B	±0.0
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	1,265	3.9%*	±0.2	3.1	±0.0
	Supervisor	911	3.4%*	±0.2	3.1	±0.0

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	483	4.1%BC	±0.4	3.2BCE	±0.1
B Supervisor	274	2.7%AE	±0.3	2.9AE	±0.1
C Manager	137	2.8%AE	±0.5	2.9A	±0.1
D Senior Leader	18	3.2%	±1.8	2.9	±0.4
E None of the above	1,265	3.9%BC	±0.2	3.1AB	±0.0

<sup>a</sup> 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.

### 2.5.2 Prior to Past 12 Months

Table 2.21 presents the estimated percentage of employees who experienced sexual orientation harassment prior to the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 2.21 DOI – Estimated Experience Rate for Sexual Orientation Harassment Prior to Past 12 Months*

	Percent experienced		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	2,210	4.0%	±0.2

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 2.22 shows the percent indicating the pay plan or grade at which the behaviors first occurred.

*Table 2.22 DOI – 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	65	2.9%	±0.8
Wage Grade (WG) 5-8	212	9.6%	±1.3
Wage Grade (WG) 9-16	60	2.7%	±0.8
Other Wage Grade (WG)	9	0.4%	±0.4
General Schedule (GS) 1-6	465	21.0%	±1.8
General Schedule (GS) 7-10	617	27.9%	±1.9
General Schedule (GS) 11-12	493	22.3%	±1.8
General Schedule (GS) 13-15	211	9.6%	±1.3
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	NR	NR	NR
Other	75	3.4%	±0.8

## 2.6 Sexual Harassment

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

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

### 2.6.1 Past 12 Months

Table 2.23 presents the estimated percentage of employees who experienced sexual harassment within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in DOI.

*Table 2.23 DOI – Estimated Experience Rate for Sexual Harassment in Past 12 Months*

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	4,892	8.0%	±0.2	3.0	±0.0
Age - Collapsed					
39 or under	2,067	10.7%*	±0.4	3.1*	±0.0
40 or older	2,804	6.7%*	±0.2	2.9*	±0.0
Age					
A 25 or under	259	12.0% CDEF	±1.4	3.1EF	±0.1
B 26-29	446	13.0% CDEF	±1.2	3.0EF	±0.1
C 30-39	1,363	10.0% ABDEF	±0.5	3.1EF	±0.0
D 40-49	1,170	7.7% ABCEF	±0.4	3.0EF	±0.0
E 50-59	1,169	6.7% ABCDF	±0.4	2.9ABCDF	±0.0
F 60 or older	464	5.2% ABCDE	±0.5	2.8ABCDE	±0.1
Relationship Status - Collapsed					



	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
A Single	1,528	12.0%BC	±0.6	3.0C	±0.0
B Partnered/Married	2,634	6.4%AC	±0.2	3.0C	±0.0
C Separated/Widowed/Divorced	665	10.0%AB	±0.7	3.1AB	±0.0
<b>Relationship Status</b>					
A Single	1,528	12.0%DE	±0.6	3.0BDF	±0.0
B Separated	88	11.8%E	±2.5	3.2ACEF	±0.2
C Partnered	331	13.2%DEF	±1.4	2.9BDF	±0.1
D Divorced	513	10.0%ACE	±0.8	3.1ACEF	±0.1
E Married	2,303	5.9%ABCD	±0.2	3.0BDF	±0.0
F Widowed	65	8.8%C	±2.3	2.6ABCDE	±0.1
<b>Ethnicity/Race - Collapsed</b>					
Non-Minority (Non-Hispanic White)	3,498	7.7%*	±0.2	3.0*	±0.0
Minority	1,313	8.9%*	±0.5	3.0*	±0.0
<b>Ethnicity/Race</b>					
A Hispanic	352	8.4%	±0.9	2.9E	±0.1
B American Indian or Alaskan Native	436	10.1%CDF	±0.9	3.0	±0.1
C Asian	62	6.7%B	±1.8	2.9E	±0.2
D Black/African-American	142	6.8%BG	±1.2	3.0	±0.1
E Native Hawaiian or Other Pacific Islander	25	7.3%	±3.3	3.3AC	±0.3
F Non-Hispanic White	3,498	7.7%BG	±0.2	3.0	±0.0
G Multi-racial	295	10.1%DF	±1.1	2.9	±0.1
<b>Disability</b>					
Yes	554	8.8%*	±0.7	3.1*	±0.1
No	4,303	7.9%*	±0.2	3.0*	±0.0
<b>Sex</b>					
Men	1,668	4.5%*	±0.2	3.2*	±0.0
Women	3,198	13.3%*	±0.4	2.9*	±0.0
<b>Gender Identity</b>					
A Male	1,668	4.5%BD	±0.2	3.2B	±0.0
B Female	3,198	13.3%A	±0.4	2.9A	±0.0
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	24	12.6%A	±5.6	2.9	±0.2
<b>Transgender Description</b>					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	NR	NR	NR	NR	NR
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Sexual Orientation - Collapsed					
Heterosexual	4,123	7.4%*	±0.2	3.0	±0.0
Sexual Minority	449	17.8%*	±1.5	3.0	±0.1
Sexual Orientation					
A Heterosexual or straight	4,123	7.4%BCDEF	±0.2	3.0CD	±0.0
B Lesbian	103	17.0%ADF	±3.2	3.0C	±0.1
C Gay	89	12.2%ADE	±2.6	2.7ABD	±0.1
D Bisexual	191	22.2%ABCF	±2.9	3.2ACEF	±0.1
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	67	20.3%ACF	±4.7	2.8D	±0.1
F I prefer not to say	262	10.3%ABDE	±1.2	2.9D	±0.1
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	355	6.4%CD	±0.7	3.0B	±0.1
B Trade/Tech Certificate/Some College	626	6.5%CD	±0.5	3.1AD	±0.0
C AA/College Degree	2,426	8.4%AB	±0.3	3.0D	±0.0
D Graduate Degree	1,417	8.6%AB	±0.4	2.9BC	±0.0
Appointment Type					
A Permanent	4,316	7.9%C	±0.2	3.0C	±0.0
B Term	396	8.7%	±0.9	3.0C	±0.1
C Temporary	174	10.6%A	±1.6	3.3AB	±0.1
Work Schedule					
Seasonal	370	12.0%*	±1.2	3.2*	±0.1
Non-seasonal	4,102	7.8%*	±0.2	3.0*	±0.0
Appointment Type and Work Schedule					
A Permanent-Seasonal	229	11.4%BCE	±1.5	3.0D	±0.1
B Permanent-Non-Seasonal	4,069	7.8%AD	±0.2	3.0D	±0.0
C Term	396	8.7%AD	±0.9	3.0D	±0.1
D Temporary-Seasonal	141	13.2%BCE	±2.2	3.4ABCE	±0.1
E Temporary-Non-Seasonal	33	5.9%AD	±2.3	3.0D	±0.2
Years of Service at Bureau or Office					
A Less than 1 year	238	4.7%BCDEF	±0.6	3.0G	±0.1
B 1 to 3 years	727	8.1%ACDG	±0.6	3.1DEFG	±0.0
C 4 to 5 years	516	10.2%ABEG	±0.9	3.1G	±0.1
D 6 to 10 years	1,217	9.9%ABEFG	±0.5	3.0BG	±0.0
E 11 to 14 years	536	8.4%ACDG	±0.7	3.0BG	±0.1
F 15 to 20 years	735	8.6%ADG	±0.6	3.0BG	±0.0
G More than 20 years	889	6.2%BCDEF	±0.4	2.8ABCDEF	±0.0

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Pay Plan and Grade - Collapsed					
A Junior Grade	580	9.5%CD	±0.8	3.1BCD	±0.1
B Middle Grade	1,930	10.2%CD	±0.4	3.1ACD	±0.0
C Senior Grade	2,201	6.6%AB	±0.3	2.9ABD	±0.0
D Executive Grade	13	4.5%AB	±3.1	2.3ABC	±0.2
Supervisory Status - Collapsed					
Non-Supervisor	2,783	8.4%*	±0.3	3.1*	±0.0
Supervisor	2,033	7.4%*	±0.3	2.9*	±0.0
Supervisory Status					
A Team Leader	987	8.4%BCD	±0.5	3.0B	±0.0
B Supervisor	689	6.8%AE	±0.5	2.8AE	±0.0
C Manager	333	6.8%AE	±0.7	2.9E	±0.1
D Senior Leader	23	4.1%AE	±2.0	2.8	±0.3
E None of the above	2,783	8.4%BCD	±0.3	3.1BC	±0.0

<sup>a</sup> 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.

## 2.6.2 Prior to Past 12 Months

Table 2.24 presents the estimated percentage of employees who experienced sexual harassment prior to the past 12 months. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in DOI.

*Table 2.24 DOI – Estimated Experience Rate for Sexual Harassment Prior to Past 12 Months*

	Percent experienced		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	7,401	13.3%	±0.3
Sex			
Men	1,939	5.8%*	±0.3
Women	5,432	24.6%*	±0.6

\* 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 2.25 shows the percent indicating the pay plan or grade at which the behaviors first occurred.

*Table 2.25 DOI – 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	317	2.7%	±0.3
Wage Grade (WG) 5-8	908	7.8%	±0.5
Wage Grade (WG) 9-16	269	2.3%	±0.3
Other Wage Grade (WG)	54	0.5%	±0.1
General Schedule (GS) 1-6	2,909	25.1%	±0.8
General Schedule (GS) 7-10	3,157	27.2%	±0.8
General Schedule (GS) 11-12	2,609	22.5%	±0.8
General Schedule (GS) 13-15	1,009	8.7%	±0.5
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	18	0.2%	±0.1
Other	360	3.1%	±0.3

## 2.7 Crude and Offensive Behavior

Table 2.26 presents the estimated percentage of employees who experienced crude and offensive behavior within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in DOI. Respondents were not asked the follow-on question if they had experienced the crude and offensive behaviors prior to the past 12 months.

*Table 2.26 DOI – Estimated Experience Rate for Crude and Offensive Behavior in Past 12 Months*

	Percent experienced			Frequency of occurrence <sup>a</sup>			
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Overall	9,977	16.3%	±0.3	2.9	±0.0	3	2
Sex							
Men	4,943	13.4%*	±0.4	3.0*	±0.0	3	2
Women	4,978	20.7%*	±0.5	2.9*	±0.0	3	2
Gender Identity							
A Male	4,943	13.4%BD	±0.4	3.0BC	±0.0	3	2
B Female	4,978	20.7%A	±0.5	2.9AC	±0.0	3	2
C Transgender	11	31.4%	±17.8	3.6AB	±0.8	3	2
D Do not identify as female, male, or transgender	45	23.6%A	±6.6	2.9	±0.2	3	2
Sexual Orientation - Collapsed							
Heterosexual	8,610	15.5%*	±0.3	2.9	±0.0	3	2
Sexual Minority	749	29.7%*	±1.8	3.0	±0.1	3	2
Sexual Orientation							
A Heterosexual or straight	8,610	15.5%BCDEF	±0.3	2.9CD	±0.0	3	2
B Lesbian	171	28.4%ADF	±3.7	2.9D	±0.1	3	2
C Gay	166	22.8%ADE	±3.2	2.7ADF	±0.1	2	2
D Bisexual	306	35.6%ABCF	±3.3	3.1ABCF	±0.1	3	3
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	106	32.3%ACF	±5.3	2.9	±0.1	3	2
F I prefer not to say	517	20.3%ABDE	±1.6	2.9CD	±0.1	3	2

<sup>a</sup> 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.

## 2.8 Unwanted Sexual Attention

Table 2.27 presents the estimated percentage of employees who experienced unwanted sexual attention within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in DOI. Respondents were not asked the follow-on question if they had experienced the unwanted sexual attention behaviors prior to the past 12 months.

*Table 2.27 DOI – Estimated Experience Rate for Unwanted Sexual Attention in Past 12 Months*

	Percent experienced			Frequency of occurrence <sup>a</sup>			
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Overall	3,215	5.3%	±0.2	2.7	±0.0	2	2
Sex							
Men	1,004	2.7%*	±0.2	2.7*	±0.1	2	2
Women	2,188	9.1%*	±0.4	2.7*	±0.0	2	2
Gender Identity							
A Male	1,004	2.7%BD	±0.2	2.7	±0.1	2	2
B Female	2,188	9.1%A	±0.4	2.7	±0.0	2	2
C Transgender	NR	NR	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	20	10.5%A	±5.3	3.0	±0.4	3	2
Sexual Orientation - Collapsed							
Heterosexual	2,700	4.9%*	±0.2	2.7*	±0.0	2	2
Sexual Minority	293	11.6%*	±1.3	2.8*	±0.1	2	2
Sexual Orientation							
A Heterosexual or straight	2,700	4.9%BDEF	±0.2	2.7DE	±0.0	2	2
B Lesbian	52	8.6%ADE	±2.5	2.7	±0.2	2	2
C Gay	43	5.9%DE	±2.0	2.6	±0.2	2	2
D Bisexual	150	17.5%ABCF	±2.7	2.9AF	±0.1	3	2
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	47	14.4%ABCF	±4.2	3.0AF	±0.2	3	2
F I prefer not to say	180	7.0%ADE	±1.1	2.6DE	±0.1	2	2

<sup>a</sup> 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.

## 2.9 Sexual Coercion

Table 2.28 presents the estimated percentage of employees who experienced sexual coercion within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in DOI. Respondents were not asked the follow-on question if they had experienced the sexual coercion behaviors prior to the past 12 months.

*Table 2.28 DOI – Estimated Experience Rate for Sexual Coercion in Past 12 Months*

	Percent experienced			Frequency of occurrence <sup>a</sup>			
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Overall	615	1.0%	±0.1	2.9	±0.1	2	2
Sex							
Men	217	0.6%*	±0.1	2.9	±0.1	2	2
Women	390	1.6%*	±0.2	2.9	±0.1	3	2
Gender Identity							
A Male	217	0.6%BD	±0.1	2.9	±0.1	2	2
B Female	390	1.6%A	±0.2	2.9	±0.1	3	2
C Transgender	NR	NR	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	7	3.7%A	±3.9	3.1	±0.6	3	3
Sexual Orientation - Collapsed							
Heterosexual	513	0.9%*	±0.1	2.9	±0.1	2	2
Sexual Minority	59	2.3%*	±0.7	2.8	±0.2	3	2
Sexual Orientation							
A Heterosexual or straight	513	0.9%DE	±0.1	2.9	±0.1	2	2
B Lesbian	11	1.8%	±1.4	2.9	±0.3	3	3
C Gay	8	1.0%DE	±1.1	2.2	±0.3	2	2
D Bisexual	28	3.2%ACF	±1.4	3.1	±0.3	3	2
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	12	3.7%ACF	±2.7	2.5	±0.2	2	2
F I prefer not to say	40	1.6%DE	±0.6	2.8	±0.2	2	2

<sup>a</sup> 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.

## 2.10 Gender Harassment

Table 2.29 presents the estimated percentage of employees who experienced gender harassment within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in DOI. Respondents were not asked the follow-on question if they had experienced the gender harassment behaviors prior to the past 12 months.

*Table 2.29 DOI – Estimated Experience Rate for Gender Harassment in Past 12 Months*

	Prevalence rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	10,091	16.5%	±0.3	3.1	±0.0
Age - Collapsed					
39 or under	4,197	21.8%*	±0.6	3.2*	±0.0
40 or older	5,857	14.0%*	±0.3	3.1*	±0.0
Age					
A 25 or under	621	28.7%BCDEF	±1.9	3.2DEF	±0.1
B 26-29	816	23.9%ACDEF	±1.5	3.2EF	±0.1
C 30-39	2,760	20.2%ABDEF	±0.7	3.1EF	±0.0
D 40-49	2,394	15.7%ABCEF	±0.6	3.1AF	±0.0
E 50-59	2,454	13.9%ABCDF	±0.5	3.0ABC	±0.0
F 60 or older	1,010	11.4%ABCDE	±0.7	3.0ABCD	±0.0
Relationship Status - Collapsed					
A Single	2,951	23.2%BC	±0.7	3.2B	±0.0
B Partnered/Married	5,763	13.9%AC	±0.3	3.0AC	±0.0
C Separated/Widowed/Divorced	1,244	18.8%AB	±1.0	3.2B	±0.0
Relationship Status					
A Single	2,951	23.2%CDE	±0.7	3.2EF	±0.0
B Separated	141	18.9%CE	±3.0	3.2EF	±0.1
C Partnered	674	26.8%ABDEF	±1.8	3.2EF	±0.1
D Divorced	966	18.7%ACE	±1.1	3.2EF	±0.0
E Married	5,090	13.1%ABCDF	±0.3	3.0ABCD	±0.0
F Widowed	138	18.7%CE	±3.0	2.9ABCD	±0.1
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	7,697	16.9%*	±0.3	3.1*	±0.0
Minority	2,232	15.0%*	±0.6	3.1*	±0.0



		Prevalence rate			Frequency of occurrence <sup>a</sup>	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
<b>Ethnicity/Race</b>						
A	Hispanic	672	15.9%D	±1.1	3.0BFG	±0.1
B	American Indian or Alaskan Native	623	14.4%FG	±1.1	3.2AD	±0.1
C	Asian	118	12.6%FG	±2.3	3.1	±0.2
D	Black/African-American	256	12.3%AFG	±1.5	3.0B	±0.1
E	Native Hawaiian or Other Pacific Islander	43	12.2%	±3.9	3.0	±0.2
F	Non-Hispanic White	7,697	16.9%BCD	±0.3	3.1A	±0.0
G	Multi racial	521	17.7%BCD	±1.4	3.1A	±0.1
<b>Disability</b>						
	Yes	1,073	16.9%	±0.9	3.3*	±0.0
	No	8,948	16.4%	±0.3	3.1*	±0.0
<b>Sex</b>						
	Men	2,945	8.0%*	±0.3	3.0*	±0.0
	Women	7,094	29.5%*	±0.6	3.1*	±0.0
<b>Gender Identity</b>						
A	Male	2,945	8.0%BD	±0.3	3.0B	±0.0
B	Female	7,094	29.5%AD	±0.6	3.1A	±0.0
C	Transgender	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	38	19.9%AB	±6.3	3.0	±0.2
<b>Transgender Description</b>						
A	Transgender, male to female	NR	NR	NR	NR	NR
B	Transgender, female to male	NR	NR	NR	NR	NR
C	Gender non-conforming	NR	NR	NR	NR	NR
D	Unsure	NR	NR	NR	NR	NR
E	I prefer not to say	NR	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>						
	Heterosexual	8,577	15.5%*	±0.3	3.1	±0.0
	Sexual Minority	874	34.7%*	±1.9	3.1	±0.0
<b>Sexual Orientation</b>						
A	Heterosexual or straight	8,577	15.5%BDEF	±0.3	3.1CDE	±0.0
B	Lesbian	253	41.9%ACF	±4.0	3.1CDE	±0.1
C	Gay	121	16.5%BDE	±2.9	2.7ABDF	±0.1
D	Bisexual	376	43.8%ACF	±3.3	3.3ABCEF	±0.1
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	125	37.9%ACF	±5.4	2.9ABD	±0.1
F	I prefer not to say	533	20.8%ABDE	±1.6	3.1CD	±0.1

		Prevalence rate			Frequency of occurrence <sup>a</sup>	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
<b>Education Level - Collapsed</b>						
A	Less than High School/High School Diploma/GED	461	8.4%BCD	±0.8	3.0B	±0.1
B	Trade/Tech Certificate/Some College	1,175	12.2%ACD	±0.7	3.2ACD	±0.0
C	AA/College Degree	4,798	16.6%ABD	±0.4	3.1BD	±0.0
D	Graduate Degree	3,528	21.3%ABC	±0.6	3.1BC	±0.0
<b>Appointment Type</b>						
A	Permanent	8,802	16.1%BC	±0.3	3.1C	±0.0
B	Term	849	18.7%AC	±1.2	3.1C	±0.0
C	Temporary	406	24.7%AB	±2.1	3.3AB	±0.1
<b>Work Schedule</b>						
	Seasonal	762	24.6%*	±1.6	3.1	±0.1
	Non-seasonal	8,395	15.9%*	±0.3	3.1	±0.0
<b>Appointment Type and Work Schedule</b>						
A	Permanent-Seasonal	457	22.7%BCD	±1.9	3.0D	±0.1
B	Permanent-Non-Seasonal	8,294	15.9%ACD	±0.3	3.1D	±0.0
C	Term	849	18.7%ABD	±1.2	3.1D	±0.0
D	Temporary-Seasonal	305	28.2%ABCE	±2.8	3.3ABC	±0.1
E	Temporary-Non-Seasonal	101	18.0%D	±3.4	3.1	±0.1
<b>Years of Service at Bureau or Office</b>						
A	Less than 1 year	612	12.1%BCDEF	±0.9	3.2DFG	±0.1
B	1 to 3 years	1,601	17.7%ACG	±0.8	3.2CDEFG	±0.0
C	4 to 5 years	1,022	20.2%ABEG	±1.1	3.1B	±0.0
D	6 to 10 years	2,240	18.3%AG	±0.7	3.1ABG	±0.0
E	11 to 14 years	1,102	17.2%ACG	±0.9	3.1BG	±0.0
F	15 to 20 years	1,550	18.1%AG	±0.8	3.1AB	±0.0
G	More than 20 years	1,895	13.1%BCDEF	±0.6	3.0ABDE	±0.0
<b>Pay Plan and Grade - Collapsed</b>						
A	Junior Grade	1,137	18.5%C	±1.0	3.2C	±0.0
B	Middle Grade	3,364	17.7%C	±0.6	3.2C	±0.0
C	Senior Grade	5,231	15.7%AB	±0.4	3.0AB	±0.0
D	Executive Grade	48	16.0%	±4.6	3.0	±0.2
<b>Supervisory Status - Collapsed</b>						
	Non-Supervisor	5,472	16.6%	±0.4	3.2*	±0.0
	Supervisor	4,479	16.4%	±0.4	3.0*	±0.0
<b>Supervisory Status</b>						
A	Team Leader	2,136	18.1%BCE	±0.7	3.1BCDE	±0.0
B	Supervisor	1,512	15.0%AE	±0.7	3.0AE	±0.0
C	Manager	752	15.3%A	±1.0	2.9AE	±0.0
D	Senior Leader	78	14.0%	±3.1	2.8AE	±0.1
E	None of the above	5,472	16.6%AB	±0.4	3.2ABCD	±0.0

<sup>a</sup> 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.

## 2.11 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 experienced rate for sexual assault related behaviors, and for sexual touching as well as attempted and completed assault behaviors.

### 2.11.1 Past 12 Months

Table 2.30 presents the estimated percentage 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 DOI.

*Table 2.30 DOI – Estimated Experience Rate for Sexual Assault Related Behaviors in Past 12 Months*

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	451	0.74%	±0.07	2.8	±0.1
Age - Collapsed					
39 or under	193	1.00%*	±0.15	2.6*	±0.1
40 or older	256	0.62%*	±0.08	2.9*	±0.1
Age					
A 25 or under	14	0.63%B	±0.44	2.0D	±0.0
B 26-29	59	1.74%ACDEF	±0.50	2.5D	±0.2
C 30-39	120	0.88%BF	±0.17	2.6D	±0.2
D 40-49	111	0.73%B	±0.15	3.2ABCE	±0.2
E 50-59	111	0.63%B	±0.13	2.7D	±0.2
F 60 or older	34	0.39%BC	±0.15	2.6	±0.4
Relationship Status - Collapsed					
A Single	193	1.52%B	±0.23	2.6B	±0.1
B Partnered/Married	169	0.41%AC	±0.07	3.0A	±0.2
C Separated/Widowed/Divorced	81	1.23%B	±0.30	2.7	±0.2

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
<b>Relationship Status</b>					
A Single	193	1.52%CE	±0.23	2.6E	±0.1
B Separated	NR	NR	NR	NR	NR
C Partnered	15	0.61%AD	±0.40	3.0	±0.5
D Divorced	72	1.40%CE	±0.36	2.8	±0.2
E Married	154	0.40%AD	±0.07	3.0A	±0.2
F Widowed	6	0.82%	±0.99	2.0	±0.0
<b>Ethnicity/Race - Collapsed</b>					
Non-Minority (Non-Hispanic White)	281	0.62%*	±0.08	2.8*	±0.1
Minority	158	1.07%*	±0.18	2.4*	±0.1
<b>Ethnicity/Race</b>					
A Hispanic	38	0.89%G	±0.33	2.4	±0.3
B American Indian or Alaskan Native	43	1.01%G	±0.35	2.1FG	±0.1
C Asian	NR	NR	NR	NR	NR
D Black/African-American	14	0.65%G	±0.46	2.1	±0.1
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	281	0.62%G	±0.08	2.8B	±0.1
G Multi-racial	55	1.88%ABDF	±0.56	2.7B	±0.2
<b>Disability</b>					
Yes	92	1.46%*	±0.33	3.4*	±0.3
No	356	0.66%*	±0.07	2.6*	±0.1
<b>Sex</b>					
Men	182	0.49%*	±0.08	3.0*	±0.2
Women	262	1.09%*	±0.14	2.5*	±0.1
<b>Gender Identity</b>					
A Male	182	0.49%BD	±0.08	3.0BD	±0.2
B Female	262	1.09%AD	±0.14	2.5AD	±0.1
C Transgender	0	0.00%	NA	0.0	±0.0
D Do not identify as female, male, or transgender	8	4.23%AB	±4.05	4.2AB	±0.7
<b>Transgender Description</b>					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	NR	NR	NR	NR	NR
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	NR	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>					
Heterosexual	385	0.70%*	±0.07	2.6*	±0.1
Sexual Minority	44	1.73%*	±0.59	4.0*	±0.4

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
<b>Sexual Orientation</b>					
A Heterosexual or straight	385	0.70%DE	±0.07	2.6BE	±0.1
B Lesbian	9	1.52%E	±1.37	5.7ADEF	±0.4
C Gay	NR	NR	NR	NR	NR
D Bisexual	20	2.36%AF	±1.26	2.9BE	±0.4
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	11	3.50%ABF	±2.65	3.8ABDF	±0.5
F I prefer not to say	21	0.82%DE	±0.44	2.6BE	±0.4
<b>Education Level - Collapsed</b>					
A Less than High School/High School Diploma/GED	49	0.89%	±0.29	3.9BCD	±0.4
B Trade/Tech Certificate/Some College	66	0.69%	±0.19	2.3AD	±0.2
C AA/College Degree	219	0.76%	±0.11	2.6A	±0.1
D Graduate Degree	118	0.71%	±0.14	2.8AB	±0.2
<b>Appointment Type</b>					
A Permanent	406	0.74%	±0.08	2.8	±0.1
B Term	31	0.68%	±0.29	2.7	±0.3
C Temporary	15	0.92%	±0.60	3.1	±0.4
<b>Work Schedule</b>					
Seasonal	44	1.44%*	±0.49	3.7*	±0.4
Non-seasonal	376	0.72%*	±0.08	2.6*	±0.1
<b>Appointment Type and Work Schedule</b>					
A Permanent-Seasonal	31	1.55%BC	±0.65	4.1BCD	±0.5
B Permanent-Non-Seasonal	374	0.72%A	±0.08	2.6A	±0.1
C Term	31	0.68%A	±0.29	2.7A	±0.3
D Temporary-Seasonal	13	1.22%	±0.87	2.8A	±0.4
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR
<b>Years of Service at Bureau or Office</b>					
A Less than 1 year	15	0.29%CDE	±0.19	3.3	±0.5
B 1 to 3 years	70	0.78%	±0.20	3.2DEG	±0.3
C 4 to 5 years	51	1.00%A	±0.32	2.8	±0.2
D 6 to 10 years	120	0.98%AG	±0.19	2.5BF	±0.1
E 11 to 14 years	55	0.87%A	±0.26	2.5BF	±0.2
F 15 to 20 years	54	0.64%	±0.19	3.2DEG	±0.3
G More than 20 years	82	0.57%D	±0.14	2.5BF	±0.2
<b>Pay Plan and Grade - Collapsed</b>					
A Junior Grade	67	1.08%C	±0.29	2.7	±0.2
B Middle Grade	179	0.95%C	±0.15	2.8	±0.2
C Senior Grade	188	0.56%AB	±0.09	2.8	±0.1
D Executive Grade	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status - Collapsed					
Non-Supervisor	275	0.83%*	±0.10	2.7	±0.1
Supervisor	164	0.60%*	±0.10	2.7	±0.1
Supervisory Status					
A Team Leader	94	0.80%B	±0.18	2.5	±0.2
B Supervisor	32	0.32%AE	±0.13	2.7	±0.4
C Manager	37	0.76%	±0.29	2.9	±0.3
D Senior Leader	0	0.00%	NA	0.0	±0.0
E None of the above	275	0.83%B	±0.10	2.7	±0.1

<sup>a</sup> 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.

### 2.11.2 Prior to Past 12 Months

Table 2.31 presents the estimated percentage of employees who experienced sexual assault related behaviors prior to the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in DOI.

*Table 2.31 DOI – Estimated Experience Rate for Sexual Assault Related Behaviors Prior to Past 12 Months*

	Percent experienced		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	993	1.78%	±0.11
Sex			
Men	264	0.79%*	±0.10
Women	720	3.26%*	±0.24

\* 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 2.32 shows the percent indicating the pay plan or grade at which the behaviors first occurred.

*Table 2.32 DOI – 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	43	4.38%	±1.47
Wage Grade (WG) 5-8	95	9.60%	±2.00
Wage Grade (WG) 9-16	18	1.81%	±1.05
Other Wage Grade (WG)	8	0.77%	±0.79
General Schedule (GS) 1-6	319	32.17%	±2.98
General Schedule (GS) 7-10	263	26.56%	±2.84
General Schedule (GS) 11-12	174	17.52%	±2.50
General Schedule (GS) 13-15	39	3.92%	±1.41
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	NR	NR	NR
Other	31	3.18%	±1.30

## 2.12 Sexual Assault Related Behaviors Experienced

Table 2.33 presents a breakdown of estimated experience rate for 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 2.33 DOI – Estimated Experience Rate for 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>
Department of the Interior - Overall	0.48% ( $\pm 0.06$ )	0.19% ( $\pm 0.04$ )	0.06% ( $\pm 0.02$ )
Men	0.36% ( $\pm 0.07$ )	0.09% ( $\pm 0.04$ )	0.04% ( $\pm 0.03$ )
Women	0.66% ( $\pm 0.11$ )	0.35% ( $\pm 0.08$ )	0.08% ( $\pm 0.05$ )



### 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 sexual assault related behaviors. 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 respondents who chose each type of harassment for which they shared details.

*Table 3.1 DOI – 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	4,658	22.0%	±0.6
Your race or ethnicity	2,012	9.5%	±0.4
Your religious beliefs	1,319	6.2%	±0.3
Your disability status or condition	1,391	6.6%	±0.3
Your sexual orientation	434	2.0%	±0.2
Your sex/gender	6,103	28.8%	±0.6
Unknown	5,245	24.8%	±0.6

The results shown in Section 3 represent the estimated subset of DOI employees who experienced a form of harassment or sexual assault related behaviors. Therefore, the percentages reflect the proportions within that estimated subset of employees and not percentages of the entire DOI 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, 22.0% 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 DOI.

*Table 3.2 DOI – 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	3,655	79.2%	±1.2
Most of it occurred during work hours; some off work hours	482	10.4%	±0.9
Some of it occurred during work hours; most off work hours	246	5.3%	±0.7
None of it occurred during work hours; all off work hours	230	5.0%	±0.7
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	395	8.5%	±0.8
No	4,241	91.5%	±0.8
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	4,030	88.4%	±1.0
At a work-sponsored social event	82	1.8%	±0.4
At a non-work sponsored social event where coworkers were present	144	3.2%	±0.5
At a permanent bureau/office supplied housing location, if applicable	40	0.9%	±0.3
At a location outside the park/office/site	263	5.8%	±0.7
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)	3,345	83.4%	±1.2
At an indoor location (shop or maintenance area)	324	8.1%	±0.9
At an outdoor location (e.g., field site) that did not require an overnight stay	269	6.7%	±0.8
At an outdoor location (e.g., field site) that required an overnight stay	73	1.8%	±0.5
Q38 How often did the specific type of behavior or experience occur?			
Once	1,945	42.3%	±1.4
Once a month or less	1,898	41.3%	±1.4
2-4 times a month	453	9.9%	±0.9
Every few days	201	4.4%	±0.6
Every day	102	2.2%	±0.5
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	2,559	56.8%	±1.5
A week	168	3.7%	±0.6
A month	90	2.0%	±0.5
A few months	668	14.8%	±1.1
A year or more	1,017	22.6%	±1.2

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	2,405	52.9%	±1.5
More than one person	2,145	47.1%	±1.5
Q41 Was/were the person(s) who did this to you?			
Male	2,130	47.7%	±1.5
Female	905	20.2%	±1.2
Both males and females	1,434	32.1%	±1.4
Q42 Was/were the person(s) who did this to you?			
Younger	1,823	39.8%	±1.4
About my age	344	7.5%	±0.8
Older	1,959	42.7%	±1.4
Some were younger, older, and/or about my age	313	6.8%	±0.8
Do not know	144	3.1%	±0.5
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	2,530	54.3%	±1.4
Subordinate(s) or someone you supervise/manage	399	8.6%	±0.8
Your Team lead(s) (current or former)	510	10.9%	±0.9
Another Team lead(s) (current or former)	238	5.1%	±0.7
Your Supervisor(s) (current or former)	1,142	24.5%	±1.3
Another Supervisor(s) (current or former)	487	10.5%	±0.9
Your Manager(s) (current or former)	606	13.0%	±1.0
Another Manager(s) (current or former)	323	6.9%	±0.8
Another federal employee	454	9.8%	±0.9
A contractor	102	2.2%	±0.5
Other	371	8.0%	±0.8
Do not know	106	2.3%	±0.5
None selected	148	3.2%	±0.5
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	597	13.1%	±1.0
Yes, I had to or still have to interact with this/these person(s)	3,951	86.9%	±1.0

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

*Table 3.3 DOI – 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	271	5.9%	±0.7
No	4,280	93.2%	±0.8
Don't Know	42	0.9%	±0.3
b. Did you take steps to leave your organization?			
Yes	626	13.7%	±1.0
No	3,922	85.6%	±1.0
Don't Know	36	0.8%	±0.3
c. Did it make it harder to complete your work or do your job?			
Yes	1,496	32.7%	±1.4
No	2,920	63.8%	±1.4
Don't Know	161	3.5%	±0.6
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	1,038	26.0%	±1.4
No	2,607	65.3%	±1.5
Don't Know	345	8.7%	±0.9
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	66	11.3%	±2.8
No	448	76.5%	±3.6
Don't Know	71	12.2%	±2.9
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	1,278	27.9%	±1.3
No	3,050	66.5%	±1.4
Don't Know	259	5.6%	±0.7
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	1,548	33.8%	±1.4
No	2,710	59.2%	±1.4
Don't Know	321	7.0%	±0.8
h. Did it damage other personal relationships?			
Yes	481	10.5%	±0.9
No	3,971	86.8%	±1.0
Don't Know	123	2.7%	±0.5

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	713	15.6%	±1.1
No	3,803	83.1%	±1.1
Don't Know	60	1.3%	±0.4
j. Did you seek any type of medical attention?			
Yes	274	6.0%	±0.7
No	4,226	92.9%	±0.8
Don't Know	51	1.1%	±0.4
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	484	10.6%	±0.9
No	4,041	88.4%	±1.0
Don't Know	49	1.1%	±0.3
l. Did you consider leaving the bureau?			
Yes	1,552	33.9%	±1.4
No	2,964	64.7%	±1.4
Don't Know	68	1.5%	±0.4

Table 3.4 shows with whom 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 DOI.

*Table 3.4 DOI – Discussion of the One Experience of Age Harassment*

Q46 Discussed the experience with:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
The person(s) involved	1,325	30.4%	±1.4
My coworkers	2,197	48.7%	±1.5
My team leader	615	13.8%	±1.0
My supervisor	1,319	29.3%	±1.3
My manager	716	16.0%	±1.1
A senior leader	466	10.5%	±0.9
Another employee in my bureau	1,848	41.3%	±1.5
Someone from another bureau/office	617	14.0%	±1.1

Table 3.5 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 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 DOI.

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score<sup>a</sup></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	625	13.8%	±1.0	2.0	±0.1
Employee Assistance Program (EAP)	195	4.4%	±0.6	2.5	±0.2
Ombudsman (if applicable)	33	0.7%	±0.3	1.3	±0.2
CADR Office, CORE PLUS	40	0.9%	±0.3	2.1	±0.4
Employee & Labor Relations (Human Resources)	183	4.1%	±0.6	1.9	±0.2
Union (if applicable)	101	2.3%	±0.5	2.1	±0.2
Equal Employment Opportunity Counselor	229	5.1%	±0.7	2.1	±0.1
Equal Employment Opportunity Office	157	3.5%	±0.6	1.9	±0.2
Office of Inspector General Hotline	34	0.8%	±0.3	1.9	±0.5
Office of Inspector General	40	0.9%	±0.3	1.6	±0.4
Other Law Enforcement/Civil Authority not in the bureau	29	0.6%	±0.3	2.3	±0.5
Department of Interior Ethics/Bureau Ethics Office	40	0.9%	±0.3	1.9	±0.4
Other	213	4.9%	±0.7	2.3	±0.2

<sup>a</sup> 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 20.0% 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 DOI – 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	329	36.6%	±3.2
No	324	36.1%	±3.2
Don't Know	245	27.3%	±3.0
b. The rules of harassment were explained to everyone in the workplace			
Yes	259	29.1%	±3.1
No	454	50.9%	±3.3
Don't Know	178	20.0%	±2.8
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	109	12.0%	±2.3
No	598	66.3%	±3.2
Don't Know	196	21.7%	±2.8
d. An investigation was conducted by a law enforcement official			
Yes	17	1.9%	±1.1
No	746	83.2%	±2.6
Don't Know	134	14.9%	±2.5
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	196	21.8%	±2.8
No	390	43.5%	±3.3
Don't Know	311	34.6%	±3.2
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	69	7.7%	±1.9
No	756	84.5%	±2.5
Don't Know	70	7.8%	±2.0
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	58	6.4%	±1.8
No	773	85.8%	±2.4
Don't Know	70	7.8%	±1.9
h. There was some official career action taken against person(s) for the behavior			
Yes	22	2.5%	±1.2
No	687	76.6%	±2.9
Don't Know	188	20.9%	±2.8

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	175	19.5%	±2.7
No	548	61.2%	±3.2
Don't Know	173	19.3%	±2.7
j. I was encouraged to drop the issue			
Yes	358	39.9%	±3.2
No	494	55.0%	±3.3
Don't Know	46	5.1%	±1.6
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	281	31.5%	±3.1
No	578	64.8%	±3.2
Don't Know	32	3.6%	±1.5
l. The person(s) who did this took action against me for complaining			
Yes	306	34.3%	±3.2
No	491	55.0%	±3.3
Don't Know	96	10.7%	±2.2
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	264	29.4%	±3.1
No	566	63.0%	±3.2
Don't Know	68	7.6%	±1.9
n. My leadership punished me for bringing it up			
Yes	283	31.5%	±3.1
No	547	60.9%	±3.2
Don't Know	68	7.6%	±1.9
o. I was threatened with loss of employment			
Yes	172	19.2%	±2.7
No	664	74.1%	±3.0
Don't Know	60	6.7%	±1.8



An estimated 20.0% 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 DOI – Satisfaction with Reporting of the One Experience of Age Harassment*

	<i>N</i>	<i>Satisfaction mean score<sup>a</sup></i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	896	2.7	±0.1
How you were treated by personnel handling the complaint/grievance/report?	883	2.8	±0.1
Actions taken by the person handling the complaint/grievance/report?	884	2.6	±0.1
Being informed about the current status of the complaint/grievance/report?	876	2.6	±0.1
The amount of time it took to address the complaint/grievance/report?	876	2.6	±0.1

<sup>a</sup> Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied.

An estimated 80.0% 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 DOI – 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	1,848	52.7%	±1.7
I thought it was not serious enough to discuss or report	2,626	73.9%	±1.5
I took care of it myself by confronting the person(s) who did it	986	28.2%	±1.5
I took other actions to handle the situation	988	28.4%	±1.5
I did not know who to report the behavior to and/or how to file a complaint	385	11.2%	±1.1
I did not want more people to know	843	24.4%	±1.5
I was ashamed or embarrassed	421	12.2%	±1.1
I did not want people to think less of me	832	24.0%	±1.5
I thought other people would blame me	532	15.4%	±1.2
I felt partially to blame	207	6.0%	±0.8
I wanted to forget about it or move on	2,046	57.9%	±1.6
I did not think anything would be done	1,681	47.5%	±1.6
I did not think I would be believed	644	18.5%	±1.3
I did not trust that the process would be fair	1,113	31.8%	±1.6
I thought I might get in trouble for something I did	475	13.6%	±1.2
I thought I would be labeled as a troublemaker	1,307	37.3%	±1.6
I thought it might hurt my performance appraisal	945	26.8%	±1.5
I thought it might hurt my chances of being renewed or obtaining permanent position	138	29.2%	±4.3
I was worried about potential negative consequences from leadership	1,140	32.1%	±1.6
I was worried about potential negative consequences from my coworkers or peers	854	24.2%	±1.4
I thought it might hurt my career	1,061	35.0%	±1.7
I did not want to hurt the person's/s' career/s or family/ies	664	18.9%	±1.3
I was concerned for my physical safety	75	2.1%	±0.5
I feared losing my job	377	10.8%	±1.1
Some other reason	1,130	32.7%	±1.6

### 3.2 Characteristics of Racial/Ethnic Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 9.5% 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 DOI.

*Table 3.9 DOI – 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	1,626	81.6%	±1.8
Most of it occurred during work hours; some off work hours	213	10.7%	±1.4
Some of it occurred during work hours; most off work hours	109	5.5%	±1.1
None of it occurred during work hours; all off work hours	45	2.3%	±0.8
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	231	11.5%	±1.5
No	1,779	88.5%	±1.5
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	1,767	89.6%	±1.4
At a work-sponsored social event	27	1.4%	±0.6
At a non-work sponsored social event where coworkers were present	30	1.5%	±0.7
At a permanent bureau/office supplied housing location, if applicable	25	1.3%	±0.6
At a location outside the park/office/site	122	6.2%	±1.2
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)	1,460	83.7%	±1.8
At an indoor location (shop or maintenance area)	152	8.7%	±1.4
At an outdoor location (e.g., field site) that did not require an overnight stay	100	5.7%	±1.2
At an outdoor location (e.g., field site) that required an overnight stay	32	1.8%	±0.7
Q38 How often did the specific type of behavior or experience occur?			
Once	746	37.4%	±2.2
Once a month or less	765	38.4%	±2.2
2-4 times a month	250	12.6%	±1.5
Every few days	138	6.9%	±1.2
Every day	92	4.6%	±1.0
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	909	46.6%	±2.2
A week	67	3.4%	±0.9
A month	61	3.1%	±0.9
A few months	272	13.9%	±1.6
A year or more	642	32.9%	±2.1

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	849	43.0%	±2.2
More than one person	1,125	57.0%	±2.2
Q41 Was/were the person(s) who did this to you?			
Male	792	40.8%	±2.2
Female	446	23.0%	±1.9
Both males and females	702	36.2%	±2.2
Q42 Was/were the person(s) who did this to you?			
Younger	267	13.5%	±1.6
About my age	336	16.9%	±1.7
Older	670	33.8%	±2.1
Some were younger, older, and/or about my age	506	25.5%	±2.0
Do not know	204	10.3%	±1.4
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	1,006	50.0%	±2.2
Subordinate(s) or someone you supervise/manage	179	8.9%	±1.3
Your Team lead(s) (current or former)	168	8.3%	±1.3
Another Team lead(s) (current or former)	115	5.7%	±1.1
Your Supervisor(s) (current or former)	500	24.9%	±1.9
Another Supervisor(s) (current or former)	213	10.6%	±1.4
Your Manager(s) (current or former)	311	15.5%	±1.6
Another Manager(s) (current or former)	194	9.6%	±1.4
Another federal employee	262	13.0%	±1.5
A contractor	68	3.4%	±0.9
Other	298	14.8%	±1.6
Do not know	63	3.1%	±0.9
None selected	41	2.0%	±0.7
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	332	16.8%	±1.7
Yes, I had to or still have to interact with this/these person(s)	1,645	83.2%	±1.7

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 DOI.

*Table 3.10 DOI – 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	233	11.8%	±1.5
No	1,721	87.1%	±1.6
Don't Know	23	1.2%	±0.6
b. Did you take steps to leave your organization?			
Yes	482	24.4%	±1.9
No	1,487	75.2%	±2.0
Don't Know	8	0.4%	±0.4
c. Did it make it harder to complete your work or do your job?			
Yes	933	47.1%	±2.2
No	996	50.3%	±2.2
Don't Know	51	2.6%	±0.8
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	572	31.0%	±2.2
No	1,092	59.2%	±2.3
Don't Know	182	9.8%	±1.4
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	49	40.4%	±9.1
No	67	55.0%	±9.1
Don't Know	6	4.6%	±5.6
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	850	43.0%	±2.2
No	1,011	51.1%	±2.2
Don't Know	118	6.0%	±1.1
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	876	44.4%	±2.2
No	928	47.0%	±2.2
Don't Know	170	8.6%	±1.3
h. Did it damage other personal relationships?			
Yes	336	17.0%	±1.7
No	1,576	79.7%	±1.8
Don't Know	65	3.3%	±0.9

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	547	27.6%	±2.0
No	1,396	70.5%	±2.0
Don't Know	36	1.8%	±0.7
j. Did you seek any type of medical attention?			
Yes	270	13.6%	±1.6
No	1,697	85.6%	±1.6
Don't Know	15	0.8%	±0.5
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	465	23.4%	±1.9
No	1,508	76.1%	±1.9
Don't Know	10	0.5%	±0.4
l. Did you consider leaving the bureau?			
Yes	1,012	51.1%	±2.2
No	951	48.0%	±2.2
Don't Know	17	0.9%	±0.5

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 DOI.

*Table 3.11 DOI – 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	727	38.9%	±2.2
My coworkers	1,176	60.7%	±2.2
My team leader	433	22.5%	±1.9
My supervisor	781	40.3%	±2.2
My manager	552	28.8%	±2.1
A senior leader	383	20.0%	±1.9
Another employee in my bureau	966	50.6%	±2.2
Someone from another bureau/office	470	24.9%	±2.0

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 DOI.

*Table 3.12 DOI – 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<sup>a</sup></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	528	27.0%	±2.0	1.8	±0.1
Employee Assistance Program (EAP)	106	5.5%	±1.1	2.4	±0.2
Ombudsman (if applicable)	35	1.8%	±0.7	1.6	±0.2
CADR Office, CORE PLUS	84	4.4%	±1.0	1.8	±0.2
Employee & Labor Relations (Human Resources)	176	9.2%	±1.4	1.6	±0.1
Union (if applicable)	99	5.2%	±1.1	2.0	±0.3
Equal Employment Opportunity Counselor	221	11.4%	±1.5	2.3	±0.2
Equal Employment Opportunity Office	205	10.6%	±1.5	2.3	±0.2
Office of Inspector General Hotline	42	2.2%	±0.8	2.2	±0.4
Office of Inspector General	58	3.0%	±0.9	2.0	±0.3
Other Law Enforcement/Civil Authority not in the bureau	40	2.1%	±0.7	2.3	±0.5
Department of Interior Ethics/Bureau Ethics Office	69	3.6%	±0.9	1.6	±0.2
Other	156	8.3%	±1.3	2.6	±0.2

<sup>a</sup> 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 34.0% 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 DOI – 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?	N	Percent	MoE
a. The person I told took no action			
Yes	264	40.3%	±3.8
No	224	34.2%	±3.7
Don't Know	167	25.5%	±3.5
b. The rules of harassment were explained to everyone in the workplace			
Yes	201	30.6%	±3.6
No	352	53.6%	±3.8
Don't Know	104	15.8%	±3.0
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	138	21.1%	±3.3
No	386	58.7%	±3.8
Don't Know	133	20.2%	±3.3
d. An investigation was conducted by a law enforcement official			
Yes	51	7.9%	±2.3
No	509	77.7%	±3.4
Don't Know	95	14.4%	±2.9
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	157	23.8%	±3.4
No	305	46.3%	±3.8
Don't Know	197	29.9%	±3.6
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	75	11.5%	±2.7
No	533	81.8%	±3.2
Don't Know	43	6.6%	±2.2
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	66	10.1%	±2.6
No	533	81.2%	±3.2
Don't Know	57	8.7%	±2.4
h. There was some official career action taken against person(s) for the behavior			
Yes	21	3.2%	±1.7
No	529	80.6%	±3.2
Don't Know	106	16.2%	±3.0



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	88	13.3%	±2.8
No	429	64.9%	±3.7
Don't Know	144	21.8%	±3.3
j. I was encouraged to drop the issue			
Yes	259	39.2%	±3.8
No	371	56.2%	±3.8
Don't Know	30	4.6%	±1.9
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	208	31.6%	±3.7
No	426	64.8%	±3.7
Don't Know	23	3.5%	±1.7
l. The person(s) who did this took action against me for complaining			
Yes	233	35.7%	±3.8
No	335	51.2%	±3.8
Don't Know	86	13.1%	±2.8
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	241	36.5%	±3.8
No	361	54.7%	±3.8
Don't Know	57	8.7%	±2.4
n. My leadership punished me for bringing it up			
Yes	218	33.3%	±3.7
No	362	55.4%	±3.8
Don't Know	74	11.3%	±2.7
o. I was threatened with loss of employment			
Yes	94	14.3%	±2.9
No	496	75.3%	±3.4
Don't Know	68	10.3%	±2.6

An estimated 34.0% 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 DOI – Satisfaction with Reporting of the One Experience of Racial/Ethnic Harassment*

	<i>N</i>	<i>Satisfaction mean score<sup>a</sup></i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	653	2.7	±0.1
How you were treated by personnel handling the complaint/grievance/report?	646	2.6	±0.1
Actions taken by the person handling the complaint/grievance/report?	642	2.5	±0.1
Being informed about the current status of the complaint/grievance/report?	644	2.4	±0.1
The amount of time it took to address the complaint/grievance/report?	646	2.3	±0.1

<sup>a</sup> Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied.

An estimated 66.0% 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 DOI – 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	563	44.7%	±2.8
I thought it was not serious enough to discuss or report	705	55.6%	±2.8
I took care of it myself by confronting the person(s) who did it	333	26.6%	±2.5
I took other actions to handle the situation	410	32.8%	±2.7
I did not know who to report the behavior to and/or how to file a complaint	204	16.4%	±2.2
I did not want more people to know	420	33.3%	±2.7
I was ashamed or embarrassed	167	13.2%	±2.0
I did not want people to think less of me	334	26.5%	±2.5
I thought other people would blame me	280	22.2%	±2.4
I felt partially to blame	56	4.5%	±1.3
I wanted to forget about it or move on	710	55.7%	±2.7
I did not think anything would be done	771	60.2%	±2.7
I did not think I would be believed	369	29.0%	±2.6
I did not trust that the process would be fair	603	47.4%	±2.8
I thought I might get in trouble for something I did	233	18.4%	±2.2
I thought I would be labeled as a troublemaker	650	51.2%	±2.8
I thought it might hurt my performance appraisal	394	30.9%	±2.6
I thought it might hurt my chances of being renewed or obtaining permanent position	35	37.4%	±10.3
I was worried about potential negative consequences from leadership	537	42.0%	±2.7
I was worried about potential negative consequences from my coworkers or peers	412	32.4%	±2.6
I thought it might hurt my career	566	48.6%	±2.9
I did not want to hurt the person's/s' career/s or family/ies	262	20.5%	±2.3
I was concerned for my physical safety	63	5.0%	±1.3
I feared losing my job	253	19.9%	±2.3
Some other reason	513	41.2%	±2.8

### 3.3 Characteristics of Religious Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 6.2% 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 DOI.

*Table 3.16 DOI – 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	962	73.2%	±2.5
Most of it occurred during work hours; some off work hours	204	15.5%	±2.1
Some of it occurred during work hours; most off work hours	87	6.6%	±1.5
None of it occurred during work hours; all off work hours	61	4.7%	±1.3
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	121	9.3%	±1.7
No	1,186	90.7%	±1.7
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	1,082	82.8%	±2.1
At a work-sponsored social event	45	3.4%	±1.1
At a non-work sponsored social event where coworkers were present	42	3.2%	±1.1
At a permanent bureau/office supplied housing location, if applicable	16	1.2%	±0.8
At a location outside the park/office/site	121	9.3%	±1.7
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)	908	83.9%	±2.3
At an indoor location (shop or maintenance area)	72	6.6%	±1.6
At an outdoor location (e.g., field site) that did not require an overnight stay	88	8.1%	±1.8
At an outdoor location (e.g., field site) that required an overnight stay	15	1.4%	±0.9
Q38 How often did the specific type of behavior or experience occur?			
Once	463	35.1%	±2.6
Once a month or less	616	46.8%	±2.7
2-4 times a month	158	12.0%	±1.9
Every few days	61	4.6%	±1.3
Every day	18	1.4%	±0.8
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	692	53.5%	±2.7
A week	36	2.8%	±1.1
A month	22	1.7%	±0.9
A few months	206	15.9%	±2.1
A year or more	337	26.1%	±2.5

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	592	45.6%	±2.7
More than one person	705	54.4%	±2.7
Q41 Was/were the person(s) who did this to you?			
Male	571	44.5%	±2.7
Female	216	16.8%	±2.1
Both males and females	497	38.7%	±2.7
Q42 Was/were the person(s) who did this to you?			
Younger	174	13.3%	±1.9
About my age	315	24.0%	±2.4
Older	386	29.4%	±2.5
Some were younger, older, and/or about my age	373	28.4%	±2.5
Do not know	63	4.8%	±1.3
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	896	68.0%	±2.6
Subordinate(s) or someone you supervise/manage	72	5.5%	±1.4
Your Team lead(s) (current or former)	106	8.1%	±1.6
Another Team lead(s) (current or former)	60	4.5%	±1.3
Your Supervisor(s) (current or former)	271	20.6%	±2.3
Another Supervisor(s) (current or former)	110	8.4%	±1.6
Your Manager(s) (current or former)	106	8.0%	±1.6
Another Manager(s) (current or former)	75	5.7%	±1.4
Another federal employee	115	8.7%	±1.6
A contractor	43	3.2%	±1.1
Other	113	8.6%	±1.6
Do not know	43	3.3%	±1.1
None selected	31	2.4%	±1.0
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	156	11.9%	±1.9
Yes, I had to or still have to interact with this/these person(s)	1,150	88.1%	±1.9

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 DOI.

*Table 3.17 DOI – 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	48	3.7%	±1.2
No	1,260	96.3%	±1.2
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	135	10.3%	±1.8
No	1,176	89.7%	±1.8
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	276	21.0%	±2.3
No	1,003	76.5%	±2.4
Don't Know	32	2.5%	±1.0
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	184	15.5%	±2.2
No	954	80.1%	±2.4
Don't Know	52	4.4%	±1.3
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	8	7.1%	±6.5
No	105	91.1%	±6.9
Don't Know	NR	NR	NR
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	359	27.4%	±2.5
No	859	65.5%	±2.6
Don't Know	93	7.1%	±1.5
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	410	31.4%	±2.6
No	789	60.3%	±2.7
Don't Know	108	8.3%	±1.6
h. Did it damage other personal relationships?			
Yes	76	5.8%	±1.4
No	1,213	92.5%	±1.6
Don't Know	22	1.7%	±0.9

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	141	10.7%	±1.8
No	1,157	88.2%	±1.9
Don't Know	14	1.0%	±0.7
j. Did you seek any type of medical attention?			
Yes	30	2.3%	±1.0
No	1,272	97.3%	±1.0
Don't Know	6	0.4%	±0.5
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	158	12.1%	±1.9
No	1,146	87.6%	±1.9
Don't Know	NR	NR	NR
l. Did you consider leaving the bureau?			
Yes	342	26.1%	±2.4
No	956	72.9%	±2.5
Don't Know	12	0.9%	±0.7

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 DOI.

*Table 3.18 DOI – 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	437	34.5%	±2.7
My coworkers	483	37.1%	±2.7
My team leader	147	11.4%	±1.9
My supervisor	247	19.0%	±2.2
My manager	137	10.6%	±1.8
A senior leader	72	5.5%	±1.4
Another employee in my bureau	407	31.6%	±2.6
Someone from another bureau/office	152	11.8%	±1.9

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 DOI.

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score<sup>a</sup></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	142	10.9%	±1.8	2.1	±0.2
Employee Assistance Program (EAP)	41	3.2%	±1.1	2.0	±0.3
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	10	0.8%	±0.7	1.7	±0.5
Employee & Labor Relations (Human Resources)	48	3.7%	±1.2	1.9	±0.3
Union (if applicable)	9	0.7%	±0.6	3.1	±0.5
Equal Employment Opportunity Counselor	35	2.7%	±1.0	2.3	±0.4
Equal Employment Opportunity Office	25	2.0%	±0.9	2.1	±0.4
Office of Inspector General Hotline	NR	NR	NR	NR	NR
Office of Inspector General	8	0.6%	±0.6	1.9	±1.1
Other Law Enforcement/Civil Authority not in the bureau	NR	NR	NR	NR	NR
Department of Interior Ethics/Bureau Ethics Office	20	1.6%	±0.8	2.5	±0.6
Other	20	1.6%	±0.9	2.6	±0.6

<sup>a</sup> 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 14.0% 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 DOI – 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	58	31.9%	±7.2
No	76	41.8%	±7.4
Don't Know	48	26.3%	±6.9
b. The rules of harassment were explained to everyone in the workplace			
Yes	56	31.3%	±7.2
No	109	60.5%	±7.4
Don't Know	15	8.2%	±5.1
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	22	12.4%	±5.7
No	129	71.4%	±7.1
Don't Know	29	16.3%	±6.2
d. An investigation was conducted by a law enforcement official			
Yes	7	3.7%	±4.0
No	151	84.1%	±6.2
Don't Know	22	12.2%	±5.7
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	64	35.3%	±7.3
No	81	45.2%	±7.4
Don't Know	35	19.5%	±6.5
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	18	10.1%	±5.4
No	152	85.6%	±6.0
Don't Know	8	4.3%	±4.3
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	9	5.1%	±4.4
No	166	92.1%	±5.0
Don't Know	NR	NR	NR
h. There was some official career action taken against person(s) for the behavior			
Yes	13	7.3%	±4.9
No	153	84.8%	±6.1
Don't Know	14	7.9%	±5.0

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	43	23.5%	±6.8
No	115	63.5%	±7.3
Don't Know	24	13.1%	±5.8
j. I was encouraged to drop the issue			
Yes	72	40.2%	±7.4
No	98	54.3%	±7.4
Don't Know	10	5.5%	±4.5
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	53	29.5%	±7.1
No	119	66.2%	±7.3
Don't Know	8	4.4%	±4.2
l. The person(s) who did this took action against me for complaining			
Yes	39	21.8%	±6.7
No	122	68.0%	±7.2
Don't Know	18	10.2%	±5.4
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	62	34.5%	±7.3
No	103	57.1%	±7.4
Don't Know	15	8.4%	±5.1
n. My leadership punished me for bringing it up			
Yes	59	32.5%	±7.2
No	112	62.3%	±7.4
Don't Know	9	5.1%	±4.4
o. I was threatened with loss of employment			
Yes	24	13.3%	±5.8
No	152	84.4%	±6.1
Don't Know	NR	NR	NR

An estimated 14.0% 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 DOI – Satisfaction with Reporting of the One Experience of Religious Harassment*

	<i>N</i>	<i>Satisfaction mean score<sup>a</sup></i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	182	2.8	±0.2
How you were treated by personnel handling the complaint/grievance/report?	182	2.6	±0.2
Actions taken by the person handling the complaint/grievance/report?	181	2.6	±0.2
Being informed about the current status of the complaint/grievance/report?	182	2.6	±0.2
The amount of time it took to address the complaint/grievance/report?	179	2.7	±0.2

<sup>a</sup> Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied.

An estimated 86.0% 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 DOI – 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	581	54.2%	±3.0
I thought it was not serious enough to discuss or report	833	76.5%	±2.6
I took care of it myself by confronting the person(s) who did it	345	32.3%	±2.9
I took other actions to handle the situation	313	29.5%	±2.8
I did not know who to report the behavior to and/or how to file a complaint	93	8.8%	±1.9
I did not want more people to know	303	28.2%	±2.8
I was ashamed or embarrassed	93	8.7%	±1.8
I did not want people to think less of me	207	19.2%	±2.5
I thought other people would blame me	157	14.7%	±2.3
I felt partially to blame	47	4.4%	±1.4
I wanted to forget about it or move on	661	60.6%	±2.9
I did not think anything would be done	471	43.2%	±3.0
I did not think I would be believed	138	12.8%	±2.1
I did not trust that the process would be fair	335	30.9%	±2.8
I thought I might get in trouble for something I did	99	9.2%	±1.9
I thought I would be labeled as a troublemaker	379	34.9%	±2.9
I thought it might hurt my performance appraisal	204	18.5%	±2.4
I thought it might hurt my chances of being renewed or obtaining permanent position	25	26.1%	±9.9
I was worried about potential negative consequences from leadership	263	23.8%	±2.6
I was worried about potential negative consequences from my coworkers or peers	329	29.9%	±2.8
I thought it might hurt my career	294	29.3%	±2.9
I did not want to hurt the person's/s' career/s or family/ies	276	25.1%	±2.7
I was concerned for my physical safety	40	3.7%	±1.3
I feared losing my job	67	6.1%	±1.6
Some other reason	363	33.4%	±2.9

### 3.4 Characteristics of Disability Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 6.6% 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 DOI.

*Table 3.23 DOI – 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	1,147	82.7%	±2.1
Most of it occurred during work hours; some off work hours	165	11.9%	±1.8
Some of it occurred during work hours; most off work hours	36	2.6%	±1.0
None of it occurred during work hours; all off work hours	38	2.7%	±1.0
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	101	7.3%	±1.5
No	1,288	92.7%	±1.5
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	1,267	93.2%	±1.5
At a work-sponsored social event	13	1.0%	±0.7
At a non-work sponsored social event where coworkers were present	12	0.8%	±0.7
At a permanent bureau/office supplied housing location, if applicable	NR	NR	NR
At a location outside the park/office/site	63	4.6%	±1.3
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)	998	79.8%	±2.3
At an indoor location (shop or maintenance area)	172	13.8%	±2.0
At an outdoor location (e.g., field site) that did not require an overnight stay	71	5.7%	±1.4
At an outdoor location (e.g., field site) that required an overnight stay	9	0.7%	±0.7
Q38 How often did the specific type of behavior or experience occur?			
Once	386	28.1%	±2.4
Once a month or less	511	37.2%	±2.6
2-4 times a month	268	19.5%	±2.2
Every few days	136	9.9%	±1.7
Every day	72	5.2%	±1.3
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	477	35.0%	±2.6
A week	45	3.3%	±1.1
A month	64	4.7%	±1.3
A few months	305	22.4%	±2.3
A year or more	471	34.6%	±2.6

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	614	45.0%	±2.7
More than one person	751	55.0%	±2.7
Q41 Was/were the person(s) who did this to you?			
Male	561	41.3%	±2.6
Female	323	23.8%	±2.3
Both males and females	473	34.8%	±2.6
Q42 Was/were the person(s) who did this to you?			
Younger	278	20.3%	±2.2
About my age	258	18.8%	±2.2
Older	397	29.0%	±2.5
Some were younger, older, and/or about my age	351	25.7%	±2.4
Do not know	85	6.2%	±1.4
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	736	52.9%	±2.6
Subordinate(s) or someone you supervise/manage	102	7.3%	±1.5
Your Team lead(s) (current or former)	230	16.5%	±2.0
Another Team lead(s) (current or former)	117	8.4%	±1.6
Your Supervisor(s) (current or former)	617	44.4%	±2.6
Another Supervisor(s) (current or former)	185	13.3%	±1.9
Your Manager(s) (current or former)	246	17.7%	±2.1
Another Manager(s) (current or former)	116	8.3%	±1.6
Another federal employee	142	10.2%	±1.7
A contractor	50	3.6%	±1.1
Other	73	5.2%	±1.3
Do not know	17	1.2%	±0.7
None selected	23	1.7%	±0.8
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	104	7.6%	±1.5
Yes, I had to or still have to interact with this/these person(s)	1,264	92.4%	±1.5

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 DOI.

*Table 3.24 DOI – 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	254	18.4%	±2.1
No	1,117	80.9%	±2.2
Don't Know	11	0.8%	±0.6
b. Did you take steps to leave your organization?			
Yes	406	29.3%	±2.5
No	969	70.0%	±2.5
Don't Know	8	0.6%	±0.6
c. Did it make it harder to complete your work or do your job?			
Yes	816	58.8%	±2.6
No	520	37.5%	±2.6
Don't Know	51	3.7%	±1.1
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	590	46.9%	±2.8
No	516	41.1%	±2.7
Don't Know	150	11.9%	±1.9
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	38	30.6%	±8.8
No	60	48.7%	±8.9
Don't Know	25	20.7%	±8.2
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	687	49.7%	±2.6
No	559	40.4%	±2.6
Don't Know	136	9.9%	±1.7
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	798	57.5%	±2.6
No	465	33.5%	±2.5
Don't Know	125	9.0%	±1.6
h. Did it damage other personal relationships?			
Yes	319	23.1%	±2.3
No	1,000	72.5%	±2.4
Don't Know	61	4.4%	±1.2

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	608	43.8%	±2.6
No	753	54.3%	±2.6
Don't Know	26	1.9%	±0.9
j. Did you seek any type of medical attention?			
Yes	484	35.0%	±2.6
No	891	64.3%	±2.6
Don't Know	10	0.7%	±0.6
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	582	41.9%	±2.6
No	788	56.7%	±2.6
Don't Know	20	1.4%	±0.8
l. Did you consider leaving the bureau?			
Yes	802	57.8%	±2.6
No	553	39.8%	±2.6
Don't Know	33	2.4%	±1.0

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

*Table 3.25 DOI – Discussion of the One Experience of Disability Harassment*

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q46 Discussed the experience with:			
The person(s) involved	725	55.7%	±2.7
My coworkers	854	62.7%	±2.6
My team leader	392	29.7%	±2.5
My supervisor	726	53.3%	±2.7
My manager	449	33.7%	±2.6
A senior leader	319	24.2%	±2.4
Another employee in my bureau	696	52.2%	±2.7
Someone from another bureau/office	307	23.5%	±2.4



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 DOI.

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score<sup>a</sup></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	478	34.9%	±2.6	1.7	±0.1
Employee Assistance Program (EAP)	197	14.7%	±2.0	2.5	±0.2
Ombudsman (if applicable)	27	2.1%	±0.9	2.7	±0.6
CADR Office, CORE PLUS	81	6.1%	±1.4	1.8	±0.3
Employee & Labor Relations (Human Resources)	211	15.9%	±2.1	1.8	±0.2
Union (if applicable)	108	8.2%	±1.6	2.4	±0.3
Equal Employment Opportunity Counselor	239	17.9%	±2.2	2.2	±0.2
Equal Employment Opportunity Office	215	16.2%	±2.1	2.2	±0.2
Office of Inspector General Hotline	35	2.6%	±1.0	2.4	±0.5
Office of Inspector General	42	3.2%	±1.1	2.6	±0.5
Other Law Enforcement/Civil Authority not in the bureau	33	2.5%	±1.0	2.7	±0.6
Department of Interior Ethics/Bureau Ethics Office	72	5.5%	±1.4	2.0	±0.3
Other	184	14.0%	±2.0	2.8	±0.2

<sup>a</sup> 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 45.8% 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 DOI – 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	310	49.8%	±3.9
No	171	27.6%	±3.7
Don't Know	141	22.7%	±3.5
b. The rules of harassment were explained to everyone in the workplace			
Yes	173	27.9%	±3.7
No	311	50.2%	±3.9
Don't Know	135	21.8%	±3.4
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	80	12.9%	±2.9
No	398	64.1%	±3.9
Don't Know	143	23.1%	±3.5
d. An investigation was conducted by a law enforcement official			
Yes	27	4.4%	±1.9
No	470	76.3%	±3.5
Don't Know	119	19.3%	±3.3
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	120	19.4%	±3.3
No	290	46.9%	±4.0
Don't Know	208	33.7%	±3.8
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	78	12.7%	±2.9
No	515	83.3%	±3.2
Don't Know	25	4.0%	±1.9
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	51	8.3%	±2.5
No	526	85.3%	±3.0
Don't Know	39	6.4%	±2.2
h. There was some official career action taken against person(s) for the behavior			
Yes	18	2.8%	±1.6
No	457	73.4%	±3.6
Don't Know	148	23.8%	±3.5

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	109	17.6%	±3.2
No	410	66.2%	±3.8
Don't Know	101	16.2%	±3.1
j. I was encouraged to drop the issue			
Yes	314	50.3%	±3.9
No	256	41.0%	±3.9
Don't Know	55	8.8%	±2.5
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	287	46.0%	±3.9
No	291	46.6%	±3.9
Don't Know	46	7.4%	±2.3
l. The person(s) who did this took action against me for complaining			
Yes	276	44.4%	±3.9
No	279	44.8%	±3.9
Don't Know	68	10.9%	±2.7
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	222	35.8%	±3.9
No	315	50.8%	±3.9
Don't Know	83	13.4%	±2.9
n. My leadership punished me for bringing it up			
Yes	259	41.6%	±3.9
No	284	45.7%	±3.9
Don't Know	79	12.7%	±2.9
o. I was threatened with loss of employment			
Yes	165	26.8%	±3.6
No	382	61.9%	±3.9
Don't Know	70	11.4%	±2.8

An estimated 45.8% 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 DOI – Satisfaction with Reporting of the One Experience of Disability Harassment*

	<i>N</i>	<i>Satisfaction mean score<sup>a</sup></i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	626	2.5	±0.1
How you were treated by personnel handling the complaint/grievance/report?	615	2.5	±0.1
Actions taken by the person handling the complaint/grievance/report?	611	2.4	±0.1
Being informed about the current status of the complaint/grievance/report?	611	2.4	±0.1
The amount of time it took to address the complaint/grievance/report?	611	2.2	±0.1

<sup>a</sup> Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied.

An estimated 54.2% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 DOI – 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	355	49.7%	±3.7
I thought it was not serious enough to discuss or report	431	59.7%	±3.6
I took care of it myself by confronting the person(s) who did it	263	36.8%	±3.6
I took other actions to handle the situation	267	37.3%	±3.6
I did not know who to report the behavior to and/or how to file a complaint	112	15.8%	±2.9
I did not want more people to know	267	37.1%	±3.6
I was ashamed or embarrassed	202	28.2%	±3.4
I did not want people to think less of me	309	43.1%	±3.7
I thought other people would blame me	197	27.7%	±3.4
I felt partially to blame	119	16.8%	±3.0
I wanted to forget about it or move on	448	61.8%	±3.6
I did not think anything would be done	400	55.7%	±3.7
I did not think I would be believed	220	30.9%	±3.5
I did not trust that the process would be fair	332	46.7%	±3.7
I thought I might get in trouble for something I did	148	20.9%	±3.2
I thought I would be labeled as a troublemaker	361	50.4%	±3.7
I thought it might hurt my performance appraisal	271	37.6%	±3.6
I thought it might hurt my chances of being renewed or obtaining permanent position	35	45.4%	±11.5
I was worried about potential negative consequences from leadership	311	43.7%	±3.7
I was worried about potential negative consequences from my coworkers or peers	290	40.5%	±3.7
I thought it might hurt my career	295	47.2%	±3.9
I did not want to hurt the person's/s' career/s or family/ies	173	24.3%	±3.3
I was concerned for my physical safety	40	5.5%	±1.9
I feared losing my job	179	24.8%	±3.3
Some other reason	284	39.7%	±3.6

### 3.5 Characteristics of Sexual Orientation Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 2.0% indicated the one behavior or experience that had the greatest effect on them was based on their 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 DOI.

*Table 3.30 DOI – 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	323	74.9%	±4.3
Most of it occurred during work hours; some off work hours	66	15.3%	±3.7
Some of it occurred during work hours; most off work hours	36	8.4%	±3.0
None of it occurred during work hours; all off work hours	6	1.5%	±1.7
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	31	7.2%	±2.9
No	401	92.8%	±2.9
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	384	89.6%	±3.3
At a work-sponsored social event	14	3.2%	±2.2
At a non-work sponsored social event where coworkers were present	8	1.8%	±1.8
At a permanent bureau/office supplied housing location, if applicable	NR	NR	NR
At a location outside the park/office/site	20	4.6%	±2.5
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)	293	76.1%	±4.5
At an indoor location (shop or maintenance area)	68	17.8%	±4.2
At an outdoor location (e.g., field site) that did not require an overnight stay	13	3.4%	±2.4
At an outdoor location (e.g., field site) that required an overnight stay	10	2.7%	±2.2
Q38 How often did the specific type of behavior or experience occur?			
Once	162	37.4%	±4.7
Once a month or less	176	40.7%	±4.7
2-4 times a month	39	9.0%	±3.1
Every few days	35	8.0%	±3.0
Every day	21	4.9%	±2.5
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	222	51.3%	±4.7
A week	23	5.4%	±2.6
A month	9	2.0%	±1.9
A few months	66	15.3%	±3.7
A year or more	112	25.9%	±4.4

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	219	50.4%	±4.7
More than one person	215	49.6%	±4.7
Q41 Was/were the person(s) who did this to you?			
Male	272	63.0%	±4.7
Female	59	13.6%	±3.6
Both males and females	101	23.4%	±4.2
Q42 Was/were the person(s) who did this to you?			
Younger	55	12.6%	±3.5
About my age	84	19.5%	±4.0
Older	173	40.1%	±4.7
Some were younger, older, and/or about my age	100	23.2%	±4.2
Do not know	20	4.6%	±2.4
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	315	72.6%	±4.4
Subordinate(s) or someone you supervise/manage	43	10.0%	±3.2
Your Team lead(s) (current or former)	32	7.4%	±2.9
Another Team lead(s) (current or former)	26	6.0%	±2.7
Your Supervisor(s) (current or former)	100	23.1%	±4.2
Another Supervisor(s) (current or former)	30	6.9%	±2.8
Your Manager(s) (current or former)	45	10.3%	±3.3
Another Manager(s) (current or former)	26	6.0%	±2.7
Another federal employee	38	8.9%	±3.1
A contractor	19	4.3%	±2.4
Other	31	7.1%	±2.8
Do not know	NR	NR	NR
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	48	11.3%	±3.4
Yes, I had to or still have to interact with this/these person(s)	381	88.7%	±3.4

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 DOI.

*Table 3.31 DOI – 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	20	4.7%	±2.5
No	410	94.8%	±2.5
Don't Know	NR	NR	NR
b. Did you take steps to leave your organization?			
Yes	59	14.0%	±3.7
No	363	86.0%	±3.7
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	187	43.5%	±4.7
No	229	53.2%	±4.7
Don't Know	14	3.4%	±2.2
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	95	26.3%	±4.8
No	235	64.7%	±5.1
Don't Know	33	9.0%	±3.4
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	27	38.3%	±12.2
No	36	51.8%	±11.9
Don't Know	7	9.9%	±9.9
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	195	45.1%	±4.7
No	209	48.4%	±4.7
Don't Know	28	6.5%	±2.8
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	208	48.1%	±4.7
No	176	40.8%	±4.7
Don't Know	48	11.1%	±3.3
h. Did it damage other personal relationships?			
Yes	68	15.8%	±3.8
No	350	80.9%	±4.0
Don't Know	14	3.3%	±2.2



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	104	24.1%	±4.3
No	328	75.9%	±4.3
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	47	11.0%	±3.3
No	380	88.1%	±3.4
Don't Know	NR	NR	NR
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	89	20.5%	±4.1
No	343	79.5%	±4.1
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	173	39.8%	±4.7
No	250	57.7%	±4.7
Don't Know	11	2.5%	±2.0

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 DOI.

*Table 3.32 DOI – 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	158	39.1%	±4.9
My coworkers	253	60.2%	±4.8
My team leader	90	21.6%	±4.2
My supervisor	143	33.8%	±4.7
My manager	83	19.6%	±4.1
A senior leader	71	16.8%	±3.9
Another employee in my bureau	222	53.4%	±4.8
Someone from another bureau/office	83	20.3%	±4.2

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 DOI.

*Table 3.33 DOI – 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<sup>a</sup></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	110	25.7%	±4.4	1.8	±0.3
Employee Assistance Program (EAP)	32	7.7%	±3.0	2.3	±0.5
Ombudsman (if applicable)	12	3.0%	±2.2	NR	NR
CADR Office, CORE PLUS	20	4.9%	±2.6	1.6	±0.3
Employee & Labor Relations (Human Resources)	38	9.2%	±3.2	1.8	±0.4
Union (if applicable)	14	3.6%	±2.4	1.2	±0.2
Equal Employment Opportunity Counselor	34	8.2%	±3.1	2.1	±0.4
Equal Employment Opportunity Office	30	7.1%	±2.9	2.0	±0.4
Office of Inspector General Hotline	9	2.2%	±2.0	NR	NR
Office of Inspector General	NR	NR	NR	NR	NR
Other Law Enforcement/Civil Authority not in the bureau	6	1.5%	±1.8	2.1	±1.0
Department of Interior Ethics/Bureau Ethics Office	6	1.5%	±1.8	2.1	±1.3
Other	37	9.2%	±3.3	3.0	±0.4

<sup>a</sup> 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 34.8% 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 DOI – 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	58	38.5%	±8.1
No	34	22.5%	±7.5
Don't Know	58	38.9%	±8.1
b. The rules of harassment were explained to everyone in the workplace			
Yes	41	28.0%	±7.9
No	70	47.4%	±8.2
Don't Know	36	24.6%	±7.7
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	35	23.6%	±7.6
No	82	55.7%	±8.2
Don't Know	30	20.7%	±7.4
d. An investigation was conducted by a law enforcement official			
Yes	16	10.8%	±6.3
No	101	69.8%	±8.0
Don't Know	28	19.4%	±7.3
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	36	24.5%	±7.7
No	43	29.3%	±8.0
Don't Know	68	46.2%	±8.2
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	27	18.5%	±7.3
No	108	74.4%	±7.8
Don't Know	10	7.1%	±5.6
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	31	21.1%	±7.5
No	96	66.4%	±8.2
Don't Know	18	12.5%	±6.5
h. There was some official career action taken against person(s) for the behavior			
Yes	17	12.0%	±6.5
No	89	61.9%	±8.3
Don't Know	37	26.0%	±7.9

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. The person(s) stopped the behavior			
Yes	31	21.1%	±7.5
No	77	52.9%	±8.2
Don't Know	38	26.1%	±7.8
j. I was encouraged to drop the issue			
Yes	66	45.3%	±8.2
No	77	53.4%	±8.2
Don't Know	NR	NR	NR
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	41	28.0%	±7.9
No	104	71.0%	±7.9
Don't Know	NR	NR	NR
l. The person(s) who did this took action against me for complaining			
Yes	37	25.7%	±7.8
No	88	60.4%	±8.3
Don't Know	20	13.9%	±6.7
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	50	34.1%	±8.1
No	93	63.1%	±8.2
Don't Know	NR	NR	NR
n. My leadership punished me for bringing it up			
Yes	38	25.8%	±7.8
No	96	65.6%	±8.1
Don't Know	13	8.6%	±5.8
o. I was threatened with loss of employment			
Yes	12	8.2%	±5.8
No	119	82.2%	±7.2
Don't Know	14	9.6%	±6.1

An estimated 34.8% 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 DOI – Satisfaction with Reporting of the One Experience of Sexual Orientation Harassment*

	<i>N</i>	<i>Satisfaction mean score<sup>a</sup></i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	147	2.7	±0.2
How you were treated by personnel handling the complaint/grievance/report?	150	2.8	±0.2
Actions taken by the person handling the complaint/grievance/report?	150	2.6	±0.2
Being informed about the current status of the complaint/grievance/report?	147	2.4	±0.2
The amount of time it took to address the complaint/grievance/report?	147	2.6	±0.2

<sup>a</sup> Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied.

An estimated 65.2% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 DOI – 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	136	49.8%	±5.9
I thought it was not serious enough to discuss or report	199	70.8%	±5.6
I took care of it myself by confronting the person(s) who did it	85	30.7%	±5.7
I took other actions to handle the situation	65	23.7%	±5.4
I did not know who to report the behavior to and/or how to file a complaint	52	19.0%	±5.1
I did not want more people to know	150	53.9%	±5.9
I was ashamed or embarrassed	88	31.7%	±5.8
I did not want people to think less of me	115	41.6%	±5.9
I thought other people would blame me	66	23.8%	±5.4
I felt partially to blame	21	7.4%	±3.7
I wanted to forget about it or move on	201	71.7%	±5.6
I did not think anything would be done	151	55.2%	±6.0
I did not think I would be believed	70	25.7%	±5.6
I did not trust that the process would be fair	111	41.0%	±6.0
I thought I might get in trouble for something I did	42	15.4%	±4.8
I thought I would be labeled as a troublemaker	125	46.0%	±6.0
I thought it might hurt my performance appraisal	85	30.5%	±5.7
I thought it might hurt my chances of being renewed or obtaining permanent position	18	37.9%	±15.0
I was worried about potential negative consequences from leadership	115	41.2%	±5.9
I was worried about potential negative consequences from my coworkers or peers	130	46.8%	±5.9
I thought it might hurt my career	98	42.3%	±6.5
I did not want to hurt the person's/s' career/s or family/ies	91	32.5%	±5.7
I was concerned for my physical safety	17	6.1%	±3.5
I feared losing my job	47	17.1%	±4.9
Some other reason	107	39.3%	±6.0

### 3.6 Characteristics of Sexual/Gender Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 28.8% 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 DOI.

*Table 3.37 DOI – 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	4,840	79.4%	±1.0
Most of it occurred during work hours; some off work hours	820	13.5%	±0.9
Some of it occurred during work hours; most off work hours	314	5.1%	±0.6
None of it occurred during work hours; all off work hours	121	2.0%	±0.4
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	705	11.6%	±0.8
No	5,379	88.4%	±0.8
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	5,404	89.3%	±0.8
At a work-sponsored social event	100	1.6%	±0.4
At a non-work sponsored social event where coworkers were present	144	2.4%	±0.4
At a permanent bureau/office supplied housing location, if applicable	61	1.0%	±0.3
At a location outside the park/office/site	345	5.7%	±0.6
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)	4,309	80.2%	±1.1
At an indoor location (shop or maintenance area)	320	6.0%	±0.7
At an outdoor location (e.g., field site) that did not require an overnight stay	599	11.2%	±0.9
At an outdoor location (e.g., field site) that required an overnight stay	142	2.6%	±0.5
Q38 How often did the specific type of behavior or experience occur?			
Once	2,134	35.2%	±1.2
Once a month or less	2,593	42.7%	±1.2
2-4 times a month	806	13.3%	±0.9
Every few days	396	6.5%	±0.7
Every day	137	2.3%	±0.4
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	2,859	47.8%	±1.3
A week	254	4.2%	±0.5
A month	153	2.6%	±0.4
A few months	972	16.3%	±1.0
A year or more	1,737	29.1%	±1.2

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	3,817	63.1%	±1.2
More than one person	2,229	36.9%	±1.2
Q41 Was/were the person(s) who did this to you?			
Male	4,839	80.2%	±1.0
Female	735	12.2%	±0.8
Both males and females	463	7.7%	±0.7
Q42 Was/were the person(s) who did this to you?			
Younger	557	9.2%	±0.8
About my age	1,259	20.8%	±1.0
Older	3,335	55.0%	±1.3
Some were younger, older, and/or about my age	758	12.5%	±0.9
Do not know	152	2.5%	±0.4
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	3,511	57.5%	±1.2
Subordinate(s) or someone you supervise/manage	306	5.0%	±0.6
Your Team lead(s) (current or former)	413	6.8%	±0.7
Another Team lead(s) (current or former)	389	6.4%	±0.6
Your Supervisor(s) (current or former)	1,232	20.2%	±1.0
Another Supervisor(s) (current or former)	654	10.7%	±0.8
Your Manager(s) (current or former)	651	10.7%	±0.8
Another Manager(s) (current or former)	404	6.6%	±0.7
Another federal employee	650	10.6%	±0.8
A contractor	243	4.0%	±0.5
Other	774	12.7%	±0.9
Do not know	46	0.7%	±0.3
None selected	115	1.9%	±0.4
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	770	12.8%	±0.9
Yes, I had to or still have to interact with this/these person(s)	5,265	87.2%	±0.9



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 DOI.

*Table 3.38 DOI – 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	405	6.7%	±0.7
No	5,624	93.0%	±0.7
Don't Know	19	0.3%	±0.2
b. Did you take steps to leave your organization?			
Yes	773	12.8%	±0.9
No	5,237	86.7%	±0.9
Don't Know	33	0.5%	±0.2
c. Did it make it harder to complete your work or do your job?			
Yes	2,476	40.9%	±1.2
No	3,389	56.0%	±1.3
Don't Know	192	3.2%	±0.5
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	994	19.3%	±1.1
No	3,732	72.4%	±1.2
Don't Know	431	8.4%	±0.8
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	88	9.9%	±2.1
No	741	83.1%	±2.6
Don't Know	63	7.1%	±1.9
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	2,063	34.1%	±1.2
No	3,719	61.5%	±1.2
Don't Know	268	4.4%	±0.5
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	2,145	35.4%	±1.2
No	3,499	57.8%	±1.2
Don't Know	411	6.8%	±0.7
h. Did it damage other personal relationships?			
Yes	651	10.8%	±0.8
No	5,254	87.1%	±0.9
Don't Know	130	2.2%	±0.4

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	977	16.2%	±1.0
No	5,007	82.9%	±1.0
Don't Know	56	0.9%	±0.3
j. Did you seek any type of medical attention?			
Yes	385	6.4%	±0.6
No	5,609	93.0%	±0.7
Don't Know	38	0.6%	±0.2
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	865	14.3%	±0.9
No	5,138	85.1%	±0.9
Don't Know	33	0.6%	±0.2
l. Did you consider leaving the bureau?			
Yes	1,876	31.0%	±1.2
No	4,110	68.0%	±1.2
Don't Know	61	1.0%	±0.3

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 DOI.

*Table 3.39 DOI – 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	1,873	32.7%	±1.2
My coworkers	3,708	62.2%	±1.2
My team leader	1,049	18.1%	±1.0
My supervisor	2,054	34.7%	±1.2
My manager	1,157	19.9%	±1.0
A senior leader	718	12.3%	±0.9
Another employee in my bureau	3,095	52.7%	±1.3
Someone from another bureau/office	909	15.8%	±1.0

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

*Table 3.40 DOI – 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<sup>a</sup></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	1,175	19.6%	±1.0	2.3	±0.1
Employee Assistance Program (EAP)	263	4.4%	±0.6	2.5	±0.2
Ombudsman (if applicable)	52	0.9%	±0.3	2.5	±0.4
CADR Office, CORE PLUS	105	1.8%	±0.4	1.7	±0.2
Employee & Labor Relations (Human Resources)	307	5.2%	±0.6	1.8	±0.1
Union (if applicable)	104	1.8%	±0.4	2.3	±0.3
Equal Employment Opportunity Counselor	320	5.4%	±0.6	2.1	±0.1
Equal Employment Opportunity Office	222	3.8%	±0.5	2.1	±0.2
Office of Inspector General Hotline	27	0.5%	±0.2	1.7	±0.5
Office of Inspector General	52	0.9%	±0.3	2.1	±0.4
Other Law Enforcement/Civil Authority not in the bureau	50	0.8%	±0.3	2.6	±0.4
Department of Interior Ethics/Bureau Ethics Office	52	0.9%	±0.3	1.4	±0.1
Other	330	5.6%	±0.6	2.6	±0.2

<sup>a</sup> 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 25.4% 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 DOI – 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	601	39.8%	±2.5
No	618	40.9%	±2.5
Don't Know	292	19.3%	±2.1
b. The rules of harassment were explained to everyone in the workplace			
Yes	393	26.1%	±2.3
No	899	59.7%	±2.5
Don't Know	214	14.2%	±1.9
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	239	15.9%	±1.9
No	1,012	67.2%	±2.4
Don't Know	255	16.9%	±2.0
d. An investigation was conducted by a law enforcement official			
Yes	78	5.2%	±1.2
No	1,261	84.0%	±1.9
Don't Know	162	10.8%	±1.7
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	559	37.3%	±2.5
No	562	37.4%	±2.5
Don't Know	379	25.3%	±2.3
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	184	12.2%	±1.8
No	1,265	84.0%	±1.9
Don't Know	56	3.7%	±1.1
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	127	8.5%	±1.5
No	1,310	87.6%	±1.8
Don't Know	59	3.9%	±1.1
h. There was some official career action taken against person(s) for the behavior			
Yes	87	5.8%	±1.3
No	1,135	75.7%	±2.2
Don't Know	277	18.5%	±2.0

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	356	23.8%	±2.2
No	881	59.0%	±2.5
Don't Know	258	17.2%	±2.0
j. I was encouraged to drop the issue			
Yes	539	35.9%	±2.5
No	895	59.6%	±2.5
Don't Know	67	4.5%	±1.2
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	474	31.8%	±2.4
No	954	64.0%	±2.5
Don't Know	63	4.2%	±1.1
l. The person(s) who did this took action against me for complaining			
Yes	495	33.0%	±2.4
No	874	58.2%	±2.5
Don't Know	133	8.9%	±1.5
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	430	28.8%	±2.4
No	963	64.5%	±2.5
Don't Know	100	6.7%	±1.4
n. My leadership punished me for bringing it up			
Yes	373	24.7%	±2.2
No	1,016	67.4%	±2.4
Don't Know	119	7.9%	±1.5
o. I was threatened with loss of employment			
Yes	183	12.3%	±1.8
No	1,232	82.6%	±2.0
Don't Know	77	5.1%	±1.2

An estimated 25.4% 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 DOI – Satisfaction with Reporting of the One Experience of Sexual/Gender Harassment*

	<i>N</i>	<i>Satisfaction mean score<sup>a</sup></i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	1510	2.7	±0.1
How you were treated by personnel handling the complaint/grievance/report?	1487	2.8	±0.1
Actions taken by the person handling the complaint/grievance/report?	1499	2.6	±0.1
Being informed about the current status of the complaint/grievance/report?	1472	2.6	±0.1
The amount of time it took to address the complaint/grievance/report?	1482	2.6	±0.1

<sup>a</sup> Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied.

An estimated 74.6% 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. 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 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 DOI – 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	2,085	48.0%	±1.5
I thought it was not serious enough to discuss or report	3,289	74.4%	±1.3
I took care of it myself by confronting the person(s) who did it	1,256	28.9%	±1.4
I took other actions to handle the situation	1,561	36.0%	±1.4
I did not know who to report the behavior to and/or how to file a complaint	456	10.6%	±1.0
I did not want more people to know	1,159	26.7%	±1.3
I was ashamed or embarrassed	600	13.8%	±1.1
I did not want people to think less of me	1,094	25.2%	±1.3
I thought other people would blame me	768	17.7%	±1.2
I felt partially to blame	329	7.6%	±0.8
I wanted to forget about it or move on	2,388	54.6%	±1.5
I did not think anything would be done	2,022	46.5%	±1.5
I did not think I would be believed	706	16.3%	±1.1
I did not trust that the process would be fair	1,344	31.0%	±1.4
I thought I might get in trouble for something I did	461	10.7%	±1.0
I thought I would be labeled as a troublemaker	1,812	41.7%	±1.5
I thought it might hurt my performance appraisal	831	19.0%	±1.2
I thought it might hurt my chances of being renewed or obtaining permanent position	164	24.2%	±3.4
I was worried about potential negative consequences from leadership	1,136	25.9%	±1.3
I was worried about potential negative consequences from my coworkers or peers	1,194	27.2%	±1.3
I thought it might hurt my career	1,238	33.5%	±1.5
I did not want to hurt the person's/s' career/s or family/ies	981	22.4%	±1.3
I was concerned for my physical safety	106	2.4%	±0.5
I feared losing my job	351	8.0%	±0.8
Some other reason	1,726	39.9%	±1.5

### 3.7 Characteristics of Harassment Based on Unknown Reasons

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 24.8% 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 DOI.

*Table 3.44 DOI – 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	3,223	66.6%	±1.3
Most of it occurred during work hours; some off work hours	471	9.7%	±0.9
Some of it occurred during work hours; most off work hours	298	6.2%	±0.7
None of it occurred during work hours; all off work hours	844	17.4%	±1.1
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	347	6.8%	±0.7
No	4,715	93.2%	±0.7
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	3,628	81.6%	±1.2
At a work-sponsored social event	86	1.9%	±0.4
At a non-work sponsored social event where coworkers were present	103	2.3%	±0.5
At a permanent bureau/office supplied housing location, if applicable	77	1.7%	±0.4
At a location outside the park/office/site	553	12.4%	±1.0
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)	2,820	79.1%	±1.4
At an indoor location (shop or maintenance area)	360	10.1%	±1.0
At an outdoor location (e.g., field site) that did not require an overnight stay	310	8.7%	±1.0
At an outdoor location (e.g., field site) that required an overnight stay	76	2.1%	±0.5
Q38 How often did the specific type of behavior or experience occur?			
Once	2,212	49.8%	±1.5
Once a month or less	1,339	30.2%	±1.4
2-4 times a month	476	10.7%	±0.9
Every few days	311	7.0%	±0.8
Every day	103	2.3%	±0.5



	<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	2,556	58.5%	±1.5
A week	89	2.0%	±0.5
A month	103	2.4%	±0.5
A few months	649	14.9%	±1.1
A year or more	974	22.3%	±1.3
Q40 How many people were involved?			
One person	2,950	67.1%	±1.4
More than one person	1,445	32.9%	±1.4
Q41 Was/were the person(s) who did this to you?			
Male	2,745	63.1%	±1.4
Female	952	21.9%	±1.3
Both males and females	654	15.0%	±1.1
Q42 Was/were the person(s) who did this to you?			
Younger	793	17.7%	±1.1
About my age	1,045	23.4%	±1.3
Older	1,734	38.8%	±1.4
Some were younger, older, and/or about my age	475	10.6%	±0.9
Do not know	423	9.5%	±0.9
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	2,478	47.2%	±1.4
Subordinate(s) or someone you supervise/manage	297	5.7%	±0.7
Your Team lead(s) (current or former)	293	5.6%	±0.7
Another Team lead(s) (current or former)	142	2.7%	±0.5
Your Supervisor(s) (current or former)	856	16.3%	±1.0
Another Supervisor(s) (current or former)	294	5.6%	±0.7
Your Manager(s) (current or former)	362	6.9%	±0.7
Another Manager(s) (current or former)	145	2.8%	±0.5
Another federal employee	420	8.0%	±0.8
A contractor	112	2.1%	±0.4
Other	329	6.3%	±0.7
Do not know	279	5.3%	±0.6
None selected	797	15.2%	±1.0
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	912	20.3%	±1.2
Yes, I had to or still have to interact with this/these person(s)	3,579	79.7%	±1.2

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 DOI.

*Table 3.45 DOI – 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	265	5.6%	±0.7
No	4,345	92.7%	±0.8
Don't Know	79	1.7%	±0.4
b. Did you take steps to leave your organization?			
Yes	581	12.4%	±1.0
No	4,020	85.8%	±1.0
Don't Know	85	1.8%	±0.4
c. Did it make it harder to complete your work or do your job?			
Yes	1,376	29.4%	±1.3
No	3,104	66.4%	±1.4
Don't Know	196	4.2%	±0.6
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	691	16.4%	±1.2
No	3,189	75.8%	±1.3
Don't Know	329	7.8%	±0.9
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	61	14.1%	±3.6
No	317	73.3%	±4.4
Don't Know	54	12.5%	±3.5
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	1,357	29.1%	±1.3
No	3,013	64.7%	±1.4
Don't Know	289	6.2%	±0.7
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	1,372	29.5%	±1.3
No	2,948	63.3%	±1.4
Don't Know	334	7.2%	±0.8
h. Did it damage other personal relationships?			
Yes	447	9.6%	±0.9
No	4,008	86.1%	±1.0
Don't Know	200	4.3%	±0.6

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	730	15.7%	±1.1
No	3,843	82.6%	±1.1
Don't Know	83	1.8%	±0.4
j. Did you seek any type of medical attention?			
Yes	279	6.0%	±0.7
No	4,284	92.3%	±0.8
Don't Know	80	1.7%	±0.4
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	535	11.5%	±0.9
No	4,039	86.8%	±1.0
Don't Know	79	1.7%	±0.4
l. Did you consider leaving the bureau?			
Yes	1,248	26.7%	±1.3
No	3,323	71.2%	±1.3
Don't Know	98	2.1%	±0.5

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 DOI.

*Table 3.46 DOI – 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	1,573	35.6%	±1.4
My coworkers	2,126	46.6%	±1.5
My team leader	740	16.5%	±1.1
My supervisor	1,424	31.2%	±1.4
My manager	906	20.0%	±1.2
A senior leader	533	11.8%	±1.0
Another employee in my bureau	1,712	37.9%	±1.4
Someone from another bureau/office	558	12.5%	±1.0

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 DOI.

*Table 3.47 DOI – 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<sup>a</sup></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	835	18.1%	±1.1	2.1	±0.1
Employee Assistance Program (EAP)	188	4.1%	±0.6	2.3	±0.2
Ombudsman (if applicable)	34	0.7%	±0.3	2.5	±0.5
CADR Office, CORE PLUS	64	1.4%	±0.4	2.2	±0.3
Employee & Labor Relations (Human Resources)	222	4.9%	±0.7	2.0	±0.2
Union (if applicable)	122	2.7%	±0.5	2.7	±0.3
Equal Employment Opportunity Counselor	196	4.3%	±0.6	2.3	±0.2
Equal Employment Opportunity Office	156	3.4%	±0.6	2.2	±0.2
Office of Inspector General Hotline	40	0.9%	±0.3	2.3	±0.3
Office of Inspector General	61	1.4%	±0.4	2.2	±0.3
Other Law Enforcement/Civil Authority not in the bureau	53	1.2%	±0.4	2.8	±0.3
Department of Interior Ethics/Bureau Ethics Office	74	1.6%	±0.4	2.2	±0.3
Other	253	5.7%	±0.7	2.5	±0.2

<sup>a</sup> 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 22.7% 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 DOI – 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	389	38.2%	±3.0
No	357	35.1%	±3.0
Don't Know	271	26.7%	±2.8
b. The rules of harassment were explained to everyone in the workplace			
Yes	338	33.2%	±3.0
No	483	47.4%	±3.1
Don't Know	198	19.4%	±2.5
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	219	21.4%	±2.6
No	575	56.0%	±3.1
Don't Know	233	22.7%	±2.7
d. An investigation was conducted by a law enforcement official			
Yes	51	5.0%	±1.5
No	777	76.7%	±2.7
Don't Know	185	18.3%	±2.5
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	355	34.6%	±3.0
No	305	29.8%	±2.9
Don't Know	365	35.6%	±3.0
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	95	9.3%	±1.9
No	864	84.8%	±2.3
Don't Know	60	5.9%	±1.6
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	82	8.0%	±1.8
No	862	84.7%	±2.3
Don't Know	74	7.2%	±1.8
h. There was some official career action taken against person(s) for the behavior			
Yes	60	5.9%	±1.6
No	699	68.4%	±2.9
Don't Know	262	25.7%	±2.8

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	270	26.2%	±2.8
No	543	52.8%	±3.1
Don't Know	215	20.9%	±2.6
j. I was encouraged to drop the issue			
Yes	340	33.3%	±3.0
No	592	57.8%	±3.1
Don't Know	91	8.9%	±1.9
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	276	27.1%	±2.8
No	672	66.1%	±3.0
Don't Know	69	6.8%	±1.7
l. The person(s) who did this took action against me for complaining			
Yes	307	30.2%	±2.9
No	541	53.3%	±3.1
Don't Know	167	16.5%	±2.4
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	255	25.0%	±2.8
No	657	64.3%	±3.0
Don't Know	109	10.7%	±2.0
n. My leadership punished me for bringing it up			
Yes	232	22.8%	±2.7
No	637	62.7%	±3.0
Don't Know	147	14.5%	±2.3
o. I was threatened with loss of employment			
Yes	122	12.0%	±2.2
No	839	82.5%	±2.5
Don't Know	56	5.5%	±1.6

An estimated 22.7% 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 DOI – Satisfaction with Reporting of the One Experience of Harassment Based on Unknown Reasons*

	<i>N</i>	<i>Satisfaction mean score<sup>a</sup></i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	1031	2.8	±0.1
How you were treated by personnel handling the complaint/grievance/report?	1010	2.8	±0.1
Actions taken by the person handling the complaint/grievance/report?	1006	2.7	±0.1
Being informed about the current status of the complaint/grievance/report?	1003	2.6	±0.1
The amount of time it took to address the complaint/grievance/report?	1007	2.6	±0.1

<sup>a</sup> Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied.

An estimated 77.3% 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 DOI – 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	2,074	60.9%	±1.7
I thought it was not serious enough to discuss or report	2,453	71.4%	±1.5
I took care of it myself by confronting the person(s) who did it	1,264	37.1%	±1.6
I took other actions to handle the situation	1,087	32.2%	±1.6
I did not know who to report the behavior to and/or how to file a complaint	334	9.9%	±1.1
I did not want more people to know	910	27.1%	±1.5
I was ashamed or embarrassed	375	11.2%	±1.1
I did not want people to think less of me	641	19.1%	±1.4
I thought other people would blame me	403	12.0%	±1.1
I felt partially to blame	234	7.0%	±0.9
I wanted to forget about it or move on	1,783	52.2%	±1.7
I did not think anything would be done	1,255	36.8%	±1.6
I did not think I would be believed	478	14.2%	±1.2
I did not trust that the process would be fair	881	26.1%	±1.5
I thought I might get in trouble for something I did	398	11.8%	±1.1
I thought I would be labeled as a troublemaker	990	29.2%	±1.6
I thought it might hurt my performance appraisal	637	18.8%	±1.4
I thought it might hurt my chances of being renewed or obtaining permanent position	85	24.2%	±4.8
I was worried about potential negative consequences from leadership	781	22.9%	±1.4
I was worried about potential negative consequences from my coworkers or peers	755	22.3%	±1.4
I thought it might hurt my career	790	25.9%	±1.6
I did not want to hurt the person's/s' career/s or family/ies	795	23.6%	±1.5
I was concerned for my physical safety	139	4.1%	±0.7
I feared losing my job	390	11.6%	±1.1
Some other reason	1,039	31.2%	±1.6



### 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 DOI.

*Table 3.51 DOI – 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>
<b>Q34 When did the specific type of behavior or experience occur?</b>							
All of it occurred during work hours	79.2% (±1.2)	81.6% (±1.8)	73.2% (±2.5)	82.7% (±2.1)	74.9% (±4.3)	79.4% (±1.0)	66.6% (±1.3)
Most of it occurred during work hours; some off work hours	10.4% (±0.9)	10.7% (±1.4)	15.5% (±2.1)	11.9% (±1.8)	15.3% (±3.7)	13.5% (±0.9)	9.7% (±0.9)
Some of it occurred during work hours; most off work hours	5.3% (±0.7)	5.5% (±1.1)	6.6% (±1.5)	2.6% (±1.0)	8.4% (±3.0)	5.1% (±0.6)	6.2% (±0.7)
None of it occurred during work hours; all off work hours	5.0% (±0.7)	2.3% (±0.8)	4.7% (±1.3)	2.7% (±1.0)	1.5% (±1.7)	2.0% (±0.4)	17.4% (±1.1)
<b>Q35 Did the specific behavior or experience occur while you were on travel?</b>							
Yes	8.5% (±0.8)	11.5% (±1.5)	9.3% (±1.7)	7.3% (±1.5)	7.2% (±2.9)	11.6% (±0.8)	6.8% (±0.7)
No	91.5% (±0.8)	88.5% (±1.5)	90.7% (±1.7)	92.7% (±1.5)	92.8% (±2.9)	88.4% (±0.8)	93.2% (±0.7)
<b>Q36 Where did the specific type of behavior or experience typically occur?</b>							
At a work location or site	88.4% (±1.0)	89.6% (±1.4)	82.8% (±2.1)	93.2% (±1.5)	89.6% (±3.3)	89.3% (±0.8)	81.6% (±1.2)
At a work-sponsored social event	1.8% (±0.4)	1.4% (±0.6)	3.4% (±1.1)	1.0% (±0.7)	3.2% (±2.2)	1.6% (±0.4)	1.9% (±0.4)
At a non-work sponsored social event where coworkers were present	3.2% (±0.5)	1.5% (±0.7)	3.2% (±1.1)	0.8% (±0.7)	1.8% (±1.8)	2.4% (±0.4)	2.3% (±0.5)
At a permanent bureau/office supplied housing location, if applicable	0.9% (±0.3)	1.3% (±0.6)	1.2% (±0.8)	NR	NR	1.0% (±0.3)	1.7% (±0.4)
At a location outside the park/office/site	5.8% (±0.7)	6.2% (±1.2)	9.3% (±1.7)	4.6% (±1.3)	4.6% (±2.5)	5.7% (±0.6)	12.4% (±1.0)

	<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>
<b>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?</b>							
At an indoor location (office setting)	83.4% (±1.2)	83.7% (±1.8)	83.9% (±2.3)	79.8% (±2.3)	76.1% (±4.5)	80.2% (±1.1)	79.1% (±1.4)
At an indoor location (shop or maintenance area)	8.1% (±0.9)	8.7% (±1.4)	6.6% (±1.6)	13.8% (±2.0)	17.8% (±4.2)	6.0% (±0.7)	10.1% (±1.0)
At an outdoor location (e.g., field site) that did not require an overnight stay	6.7% (±0.8)	5.7% (±1.2)	8.1% (±1.8)	5.7% (±1.4)	3.4% (±2.4)	11.2% (±0.9)	8.7% (±1.0)
At an outdoor location (e.g., field site) that required an overnight stay	1.8% (±0.5)	1.8% (±0.7)	1.4% (±0.9)	0.7% (±0.7)	2.7% (±2.2)	2.6% (±0.5)	2.1% (±0.5)
<b>Q38 How often did the specific type of behavior or experience occur?</b>							
Once	42.3% (±1.4)	37.4% (±2.2)	35.1% (±2.6)	28.1% (±2.4)	37.4% (±4.7)	35.2% (±1.2)	49.8% (±1.5)
Once a month or less	41.3% (±1.4)	38.4% (±2.2)	46.8% (±2.7)	37.2% (±2.6)	40.7% (±4.7)	42.7% (±1.2)	30.2% (±1.4)
2-4 times a month	9.9% (±0.9)	12.6% (±1.5)	12.0% (±1.9)	19.5% (±2.2)	9.0% (±3.1)	13.3% (±0.9)	10.7% (±0.9)
Every few days	4.4% (±0.6)	6.9% (±1.2)	4.6% (±1.3)	9.9% (±1.7)	8.0% (±3.0)	6.5% (±0.7)	7.0% (±0.8)
Every day	2.2% (±0.5)	4.6% (±1.0)	1.4% (±0.8)	5.2% (±1.3)	4.9% (±2.5)	2.3% (±0.4)	2.3% (±0.5)
<b>Q39 How long did the specific type of behavior or experience persist?</b>							
It happened one time	56.8% (±1.5)	46.6% (±2.2)	53.5% (±2.7)	35.0% (±2.6)	51.3% (±4.7)	47.8% (±1.3)	58.5% (±1.5)
A week	3.7% (±0.6)	3.4% (±0.9)	2.8% (±1.1)	3.3% (±1.1)	5.4% (±2.6)	4.2% (±0.5)	2.0% (±0.5)
A month	2.0% (±0.5)	3.1% (±0.9)	1.7% (±0.9)	4.7% (±1.3)	2.0% (±1.9)	2.6% (±0.4)	2.4% (±0.5)
A few months	14.8% (±1.1)	13.9% (±1.6)	15.9% (±2.1)	22.4% (±2.3)	15.3% (±3.7)	16.3% (±1.0)	14.9% (±1.1)
A year or more	22.6% (±1.2)	32.9% (±2.1)	26.1% (±2.5)	34.6% (±2.6)	25.9% (±4.4)	29.1% (±1.2)	22.3% (±1.3)
<b>Q40 How many people were involved?</b>							
One person	52.9% (±1.5)	43.0% (±2.2)	45.6% (±2.7)	45.0% (±2.7)	50.4% (±4.7)	63.1% (±1.2)	67.1% (±1.4)
More than one person	47.1% (±1.5)	57.0% (±2.2)	54.4% (±2.7)	55.0% (±2.7)	49.6% (±4.7)	36.9% (±1.2)	32.9% (±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>
Q41 Was/were the person(s) who did this to you?							
Male	47.7% (±1.5)	40.8% (±2.2)	44.5% (±2.7)	41.3% (±2.6)	63.0% (±4.7)	80.2% (±1.0)	63.1% (±1.4)
Female	20.2% (±1.2)	23.0% (±1.9)	16.8% (±2.1)	23.8% (±2.3)	13.6% (±3.6)	12.2% (±0.8)	21.9% (±1.3)
Both males and females	32.1% (±1.4)	36.2% (±2.2)	38.7% (±2.7)	34.8% (±2.6)	23.4% (±4.2)	7.7% (±0.7)	15.0% (±1.1)
Q42 Was/were the person(s) who did this to you?							
Younger	39.8% (±1.4)	13.5% (±1.6)	13.3% (±1.9)	20.3% (±2.2)	12.6% (±3.5)	9.2% (±0.8)	17.7% (±1.1)
About my age	7.5% (±0.8)	16.9% (±1.7)	24.0% (±2.4)	18.8% (±2.2)	19.5% (±4.0)	20.8% (±1.0)	23.4% (±1.3)
Older	42.7% (±1.4)	33.8% (±2.1)	29.4% (±2.5)	29.0% (±2.5)	40.1% (±4.7)	55.0% (±1.3)	38.8% (±1.4)
Some were younger, older, and/or about my age	6.8% (±0.8)	25.5% (±2.0)	28.4% (±2.5)	25.7% (±2.4)	23.2% (±4.2)	12.5% (±0.9)	10.6% (±0.9)
Do not know	3.1% (±0.5)	10.3% (±1.4)	4.8% (±1.3)	6.2% (±1.4)	4.6% (±2.4)	2.5% (±0.4)	9.5% (±0.9)

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
<b>Q43 Was/were the person(s) who did this to you any of the following?</b>							
Peer(s)/Coworker(s)	54.3% (±1.4)	50.0% (±2.2)	68.0% (±2.6)	52.9% (±2.6)	72.6% (±4.4)	57.5% (±1.2)	47.2% (±1.4)
Subordinate(s) or someone you supervise/manage	8.6% (±0.8)	8.9% (±1.3)	5.5% (±1.4)	7.3% (±1.5)	10.0% (±3.2)	5.0% (±0.6)	5.7% (±0.7)
Your Team lead(s) (current or former)	10.9% (±0.9)	8.3% (±1.3)	8.1% (±1.6)	16.5% (±2.0)	7.4% (±2.9)	6.8% (±0.7)	5.6% (±0.7)
Another Team lead(s) (current or former)	5.1% (±0.7)	5.7% (±1.1)	4.5% (±1.3)	8.4% (±1.6)	6.0% (±2.7)	6.4% (±0.6)	2.7% (±0.5)
Your Supervisor(s) (current or former)	24.5% (±1.3)	24.9% (±1.9)	20.6% (±2.3)	44.4% (±2.6)	23.1% (±4.2)	20.2% (±1.0)	16.3% (±1.0)
Another Supervisor(s) (current or former)	10.5% (±0.9)	10.6% (±1.4)	8.4% (±1.6)	13.3% (±1.9)	6.9% (±2.8)	10.7% (±0.8)	5.6% (±0.7)
Your Manager(s) (current or former)	13.0% (±1.0)	15.5% (±1.6)	8.0% (±1.6)	17.7% (±2.1)	10.3% (±3.3)	10.7% (±0.8)	6.9% (±0.7)
Another Manager(s) (current or former)	6.9% (±0.8)	9.6% (±1.4)	5.7% (±1.4)	8.3% (±1.6)	6.0% (±2.7)	6.6% (±0.7)	2.8% (±0.5)
Another federal employee	9.8% (±0.9)	13.0% (±1.5)	8.7% (±1.6)	10.2% (±1.7)	8.9% (±3.1)	10.6% (±0.8)	8.0% (±0.8)
A contractor	2.2% (±0.5)	3.4% (±0.9)	3.2% (±1.1)	3.6% (±1.1)	4.3% (±2.4)	4.0% (±0.5)	2.1% (±0.4)
Other	8.0% (±0.8)	14.8% (±1.6)	8.6% (±1.6)	5.2% (±1.3)	7.1% (±2.8)	12.7% (±0.9)	6.3% (±0.7)
Do not know	2.3% (±0.5)	3.1% (±0.9)	3.3% (±1.1)	1.2% (±0.7)	NR	0.7% (±0.3)	5.3% (±0.6)
None selected	3.2% (±0.5)	2.0% (±0.7)	2.4% (±1.0)	1.7% (±0.8)	NR	1.9% (±0.4)	15.2% (±1.0)
<b>Q44 Did your work role require you to continue to interact with this/these person(s)?</b>							
No, I did not have to interact with this/these person(s) at all	13.1% (±1.0)	16.8% (±1.7)	11.9% (±1.9)	7.6% (±1.5)	11.3% (±3.4)	12.8% (±0.9)	20.3% (±1.2)
Yes, I had to or still have to interact with this/these person(s)	86.9% (±1.0)	83.2% (±1.7)	88.1% (±1.9)	92.4% (±1.5)	88.7% (±3.4)	87.2% (±0.9)	79.7% (±1.2)

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 DOI.

*Table 3.52 DOI – 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
<b>a. Did you request a transfer or change of assignment?</b>							
Yes	5.9% (±0.7)	11.8% (±1.5)	3.7% (±1.2)	18.4% (±2.1)	4.7% (±2.5)	6.7% (±0.7)	5.6% (±0.7)
No	93.2% (±0.8)	87.1% (±1.6)	96.3% (±1.2)	80.9% (±2.2)	94.8% (±2.5)	93.0% (±0.7)	92.7% (±0.8)
Don't Know	0.9% (±0.3)	1.2% (±0.6)	0.0% (NA)	0.8% (±0.6)	NR	0.3% (±0.2)	1.7% (±0.4)
<b>b. Did you take steps to leave your organization?</b>							
Yes	13.7% (±1.0)	24.4% (±1.9)	10.3% (±1.8)	29.3% (±2.5)	14.0% (±3.7)	12.8% (±0.9)	12.4% (±1.0)
No	85.6% (±1.0)	75.2% (±2.0)	89.7% (±1.8)	70.0% (±2.5)	86.0% (±3.7)	86.7% (±0.9)	85.8% (±1.0)
Don't Know	0.8% (±0.3)	0.4% (±0.4)	0.0% (NA)	0.6% (±0.6)	0.0% (NA)	0.5% (±0.2)	1.8% (±0.4)
<b>c. Did it make it harder to complete your work or do your job?</b>							
Yes	32.7% (±1.4)	47.1% (±2.2)	21.0% (±2.3)	58.8% (±2.6)	43.5% (±4.7)	40.9% (±1.2)	29.4% (±1.3)
No	63.8% (±1.4)	50.3% (±2.2)	76.5% (±2.4)	37.5% (±2.6)	53.2% (±4.7)	56.0% (±1.3)	66.4% (±1.4)
Don't Know	3.5% (±0.6)	2.6% (±0.8)	2.5% (±1.0)	3.7% (±1.1)	3.4% (±2.2)	3.2% (±0.5)	4.2% (±0.6)
<b>d. Did it negatively affect your performance evaluation or promotion potential?</b>							
Yes	26.0% (±1.4)	31.0% (±2.2)	15.5% (±2.2)	46.9% (±2.8)	26.3% (±4.8)	19.3% (±1.1)	16.4% (±1.2)
No	65.3% (±1.5)	59.2% (±2.3)	80.1% (±2.4)	41.1% (±2.7)	64.7% (±5.1)	72.4% (±1.2)	75.8% (±1.3)
Don't Know	8.7% (±0.9)	9.8% (±1.4)	4.4% (±1.3)	11.9% (±1.9)	9.0% (±3.4)	8.4% (±0.8)	7.8% (±0.9)

Q45 As a result of the behavior or experience:	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
<b>e. Did it negatively affect your performance evaluation/renewal/permanent employment?</b>							
Yes	11.3% (±2.8)	40.4% (±9.1)	7.1% (±6.5)	30.6% (±8.8)	38.3% (±12.2)	9.9% (±2.1)	14.1% (±3.6)
No	76.5% (±3.6)	55.0% (±9.1)	91.1% (±6.9)	48.7% (±8.9)	51.8% (±11.9)	83.1% (±2.6)	73.3% (±4.4)
Don't Know	12.2% (±2.9)	4.6% (±5.6)	NR	20.7% (±8.2)	9.9% (±9.9)	7.1% (±1.9)	12.5% (±3.5)
<b>f. Did it cause arguments or damage interpersonal relations at work?</b>							
Yes	27.9% (±1.3)	43.0% (±2.2)	27.4% (±2.5)	49.7% (±2.6)	45.1% (±4.7)	34.1% (±1.2)	29.1% (±1.3)
No	66.5% (±1.4)	51.1% (±2.2)	65.5% (±2.6)	40.4% (±2.6)	48.4% (±4.7)	61.5% (±1.2)	64.7% (±1.4)
Don't Know	5.6% (±0.7)	6.0% (±1.1)	7.1% (±1.5)	9.9% (±1.7)	6.5% (±2.8)	4.4% (±0.5)	6.2% (±0.7)
<b>g. Did it damage your relationship with coworkers, supervisors, or managers?</b>							
Yes	33.8% (±1.4)	44.4% (±2.2)	31.4% (±2.6)	57.5% (±2.6)	48.1% (±4.7)	35.4% (±1.2)	29.5% (±1.3)
No	59.2% (±1.4)	47.0% (±2.2)	60.3% (±2.7)	33.5% (±2.5)	40.8% (±4.7)	57.8% (±1.2)	63.3% (±1.4)
Don't Know	7.0% (±0.8)	8.6% (±1.3)	8.3% (±1.6)	9.0% (±1.6)	11.1% (±3.3)	6.8% (±0.7)	7.2% (±0.8)
<b>h. Did it damage other personal relationships?</b>							
Yes	10.5% (±0.9)	17.0% (±1.7)	5.8% (±1.4)	23.1% (±2.3)	15.8% (±3.8)	10.8% (±0.8)	9.6% (±0.9)
No	86.8% (±1.0)	79.7% (±1.8)	92.5% (±1.6)	72.5% (±2.4)	80.9% (±4.0)	87.1% (±0.9)	86.1% (±1.0)
Don't Know	2.7% (±0.5)	3.3% (±0.9)	1.7% (±0.9)	4.4% (±1.2)	3.3% (±2.2)	2.2% (±0.4)	4.3% (±0.6)
<b>i. Did it cause you to call in sick or take other type of leave?</b>							
Yes	15.6% (±1.1)	27.6% (±2.0)	10.7% (±1.8)	43.8% (±2.6)	24.1% (±4.3)	16.2% (±1.0)	15.7% (±1.1)
No	83.1% (±1.1)	70.5% (±2.0)	88.2% (±1.9)	54.3% (±2.6)	75.9% (±4.3)	82.9% (±1.0)	82.6% (±1.1)
Don't Know	1.3% (±0.4)	1.8% (±0.7)	1.0% (±0.7)	1.9% (±0.9)	0.0% (NA)	0.9% (±0.3)	1.8% (±0.4)

Q45 As a result of the behavior or experience:	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
j. Did you seek any type of medical attention?							
Yes	6.0% (±0.7)	13.6% (±1.6)	2.3% (±1.0)	35.0% (±2.6)	11.0% (±3.3)	6.4% (±0.6)	6.0% (±0.7)
No	92.9% (±0.8)	85.6% (±1.6)	97.3% (±1.0)	64.3% (±2.6)	88.1% (±3.4)	93.0% (±0.7)	92.3% (±0.8)
Don't Know	1.1% (±0.4)	0.8% (±0.5)	0.4% (±0.5)	0.7% (±0.6)	NR	0.6% (±0.2)	1.7% (±0.4)
k. Did you seek counseling from a religious leader/counselor/health care provider?							
Yes	10.6% (±0.9)	23.4% (±1.9)	12.1% (±1.9)	41.9% (±2.6)	20.5% (±4.1)	14.3% (±0.9)	11.5% (±0.9)
No	88.4% (±1.0)	76.1% (±1.9)	87.6% (±1.9)	56.7% (±2.6)	79.5% (±4.1)	85.1% (±0.9)	86.8% (±1.0)
Don't Know	1.1% (±0.3)	0.5% (±0.4)	NR	1.4% (±0.8)	0.0% (NA)	0.6% (±0.2)	1.7% (±0.4)
l. Did you consider leaving the bureau?							
Yes	33.9% (±1.4)	51.1% (±2.2)	26.1% (±2.4)	57.8% (±2.6)	39.8% (±4.7)	31.0% (±1.2)	26.7% (±1.3)
No	64.7% (±1.4)	48.0% (±2.2)	72.9% (±2.5)	39.8% (±2.6)	57.7% (±4.7)	68.0% (±1.2)	71.2% (±1.3)
Don't Know	1.5% (±0.4)	0.9% (±0.5)	0.9% (±0.7)	2.4% (±1.0)	2.5% (±2.0)	1.0% (±0.3)	2.1% (±0.5)

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 DOI.

*Table 3.53 DOI – 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	30.4% (±1.4)	38.9% (±2.2)	34.5% (±2.7)	55.7% (±2.7)	39.1% (±4.9)	32.7% (±1.2)	35.6% (±1.4)
My coworkers	48.7% (±1.5)	60.7% (±2.2)	37.1% (±2.7)	62.7% (±2.6)	60.2% (±4.8)	62.2% (±1.2)	46.6% (±1.5)
My team leader	13.8% (±1.0)	22.5% (±1.9)	11.4% (±1.9)	29.7% (±2.5)	21.6% (±4.2)	18.1% (±1.0)	16.5% (±1.1)
My supervisor	29.3% (±1.3)	40.3% (±2.2)	19.0% (±2.2)	53.3% (±2.7)	33.8% (±4.7)	34.7% (±1.2)	31.2% (±1.4)
My manager	16.0% (±1.1)	28.8% (±2.1)	10.6% (±1.8)	33.7% (±2.6)	19.6% (±4.1)	19.9% (±1.0)	20.0% (±1.2)
A senior leader	10.5% (±0.9)	20.0% (±1.9)	5.5% (±1.4)	24.2% (±2.4)	16.8% (±3.9)	12.3% (±0.9)	11.8% (±1.0)
Another employee in my bureau	41.3% (±1.5)	50.6% (±2.2)	31.6% (±2.6)	52.2% (±2.7)	53.4% (±4.8)	52.7% (±1.3)	37.9% (±1.4)
Someone from another bureau/office	14.0% (±1.1)	24.9% (±2.0)	11.8% (±1.9)	23.5% (±2.4)	20.3% (±4.2)	15.8% (±1.0)	12.5% (±1.0)



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 DOI.

*Table 3.54 DOI – 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	13.8% (±1.0)	27.0% (±2.0)	10.9% (±1.8)	34.9% (±2.6)	25.7% (±4.4)	19.6% (±1.0)	18.1% (±1.1)
Employee Assistance Program (EAP)	4.4% (±0.6)	5.5% (±1.1)	3.2% (±1.1)	14.7% (±2.0)	7.7% (±3.0)	4.4% (±0.6)	4.1% (±0.6)
Ombudsman (if applicable)	0.7% (±0.3)	1.8% (±0.7)	NR	2.1% (±0.9)	3.0% (±2.2)	0.9% (±0.3)	0.7% (±0.3)
CADR Office, CORE PLUS	0.9% (±0.3)	4.4% (±1.0)	0.8% (±0.7)	6.1% (±1.4)	4.9% (±2.6)	1.8% (±0.4)	1.4% (±0.4)
Employee & Labor Relations (Human Resources)	4.1% (±0.6)	9.2% (±1.4)	3.7% (±1.2)	15.9% (±2.1)	9.2% (±3.2)	5.2% (±0.6)	4.9% (±0.7)
Union (if applicable)	2.3% (±0.5)	5.2% (±1.1)	0.7% (±0.6)	8.2% (±1.6)	3.6% (±2.4)	1.8% (±0.4)	2.7% (±0.5)
Equal Employment Opportunity Counselor	5.1% (±0.7)	11.4% (±1.5)	2.7% (±1.0)	17.9% (±2.2)	8.2% (±3.1)	5.4% (±0.6)	4.3% (±0.6)
Equal Employment Opportunity Office	3.5% (±0.6)	10.6% (±1.5)	2.0% (±0.9)	16.2% (±2.1)	7.1% (±2.9)	3.8% (±0.5)	3.4% (±0.6)
Office of Inspector General Hotline	0.8% (±0.3)	2.2% (±0.8)	NR	2.6% (±1.0)	2.2% (±2.0)	0.5% (±0.2)	0.9% (±0.3)
Office of Inspector General	0.9% (±0.3)	3.0% (±0.9)	0.6% (±0.6)	3.2% (±1.1)	NR	0.9% (±0.3)	1.4% (±0.4)
Other Law Enforcement/Civil Authority not in the bureau	0.6% (±0.3)	2.1% (±0.7)	NR	2.5% (±1.0)	1.5% (±1.8)	0.8% (±0.3)	1.2% (±0.4)
Department of Interior Ethics/Bureau Ethics Office	0.9% (±0.3)	3.6% (±0.9)	1.6% (±0.8)	5.5% (±1.4)	1.5% (±1.8)	0.9% (±0.3)	1.6% (±0.4)
Other	4.9% (±0.7)	8.3% (±1.3)	1.6% (±0.9)	14.0% (±2.0)	9.2% (±3.3)	5.6% (±0.6)	5.7% (±0.7)

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 DOI.

*Table 3.55 DOI – 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	2.0 (±0.1)	1.8 (±0.1)	2.1 (±0.2)	1.7 (±0.1)	1.8 (±0.3)	2.3 (±0.1)	2.1 (±0.1)
Employee Assistance Program (EAP)	2.5 (±0.2)	2.4 (±0.2)	2.0 (±0.3)	2.5 (±0.2)	2.3 (±0.5)	2.5 (±0.2)	2.3 (±0.2)
Ombudsman (if applicable)	1.3 (±0.2)	1.6 (±0.2)	NR	2.7 (±0.6)	NR	2.5 (±0.4)	2.5 (±0.5)
CADR Office, CORE PLUS	2.1 (±0.4)	1.8 (±0.2)	1.7 (±0.5)	1.8 (±0.3)	1.6 (±0.3)	1.7 (±0.2)	2.2 (±0.3)
Employee & Labor Relations (Human Resources)	1.9 (±0.2)	1.6 (±0.1)	1.9 (±0.3)	1.8 (±0.2)	1.8 (±0.4)	1.8 (±0.1)	2.0 (±0.2)
Union (if applicable)	2.1 (±0.2)	2.0 (±0.3)	3.1 (±0.5)	2.4 (±0.3)	1.2 (±0.2)	2.3 (±0.3)	2.7 (±0.3)
Equal Employment Opportunity Counselor	2.1 (±0.1)	2.3 (±0.2)	2.3 (±0.4)	2.2 (±0.2)	2.1 (±0.4)	2.1 (±0.1)	2.3 (±0.2)
Equal Employment Opportunity Office	1.9 (±0.2)	2.3 (±0.2)	2.1 (±0.4)	2.2 (±0.2)	2.0 (±0.4)	2.1 (±0.2)	2.2 (±0.2)
Office of Inspector General Hotline	1.9 (±0.5)	2.2 (±0.4)	NR	2.4 (±0.5)	NR	1.7 (±0.5)	2.3 (±0.3)
Office of Inspector General	1.6 (±0.4)	2.0 (±0.3)	1.9 (±1.1)	2.6 (±0.5)	NR	2.1 (±0.4)	2.2 (±0.3)
Other Law Enforcement/Civil Authority not in the bureau	2.3 (±0.5)	2.3 (±0.5)	NR	2.7 (±0.6)	2.1 (±1.0)	2.6 (±0.4)	2.8 (±0.3)
Department of Interior Ethics/Bureau Ethics Office	1.9 (±0.4)	1.6 (±0.2)	2.5 (±0.6)	2.0 (±0.3)	2.1 (±1.3)	1.4 (±0.1)	2.2 (±0.3)
Other	2.3 (±0.2)	2.6 (±0.2)	2.6 (±0.6)	2.8 (±0.2)	3.0 (±0.4)	2.6 (±0.2)	2.5 (±0.2)

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

An estimated 25.3% 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.

*Table 3.56 DOI – 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
<b>a. The person I told took no action</b>							
Yes	36.6% (±3.2)	40.3% (±3.8)	31.9% (±7.2)	49.8% (±3.9)	38.5% (±8.1)	39.8% (±2.5)	38.2% (±3.0)
No	36.1% (±3.2)	34.2% (±3.7)	41.8% (±7.4)	27.6% (±3.7)	22.5% (±7.5)	40.9% (±2.5)	35.1% (±3.0)
Don't Know	27.3% (±3.0)	25.5% (±3.5)	26.3% (±6.9)	22.7% (±3.5)	38.9% (±8.1)	19.3% (±2.1)	26.7% (±2.8)
<b>b. The rules of harassment were explained to everyone in the workplace</b>							
Yes	29.1% (±3.1)	30.6% (±3.6)	31.3% (±7.2)	27.9% (±3.7)	28.0% (±7.9)	26.1% (±2.3)	33.2% (±3.0)
No	50.9% (±3.3)	53.6% (±3.8)	60.5% (±7.4)	50.2% (±3.9)	47.4% (±8.2)	59.7% (±2.5)	47.4% (±3.1)
Don't Know	20.0% (±2.8)	15.8% (±3.0)	8.2% (±5.1)	21.8% (±3.4)	24.6% (±7.7)	14.2% (±1.9)	19.4% (±2.5)
<b>c. A review/investigation/other assessment of the workplace was conducted by management</b>							
Yes	12.0% (±2.3)	21.1% (±3.3)	12.4% (±5.7)	12.9% (±2.9)	23.6% (±7.6)	15.9% (±1.9)	21.4% (±2.6)
No	66.3% (±3.2)	58.7% (±3.8)	71.4% (±7.1)	64.1% (±3.9)	55.7% (±8.2)	67.2% (±2.4)	56.0% (±3.1)
Don't Know	21.7% (±2.8)	20.2% (±3.3)	16.3% (±6.2)	23.1% (±3.5)	20.7% (±7.4)	16.9% (±2.0)	22.7% (±2.7)
<b>d. An investigation was conducted by a law enforcement official</b>							
Yes	1.9% (±1.1)	7.9% (±2.3)	3.7% (±4.0)	4.4% (±1.9)	10.8% (±6.3)	5.2% (±1.2)	5.0% (±1.5)
No	83.2% (±2.6)	77.7% (±3.4)	84.1% (±6.2)	76.3% (±3.5)	69.8% (±8.0)	84.0% (±1.9)	76.7% (±2.7)
Don't Know	14.9% (±2.5)	14.4% (±2.9)	12.2% (±5.7)	19.3% (±3.3)	19.4% (±7.3)	10.8% (±1.7)	18.3% (±2.5)

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>e. Someone talked to the person(s) to ask him/her/them to change their behavior</b>							
Yes	21.8% (±2.8)	23.8% (±3.4)	35.3% (±7.3)	19.4% (±3.3)	24.5% (±7.7)	37.3% (±2.5)	34.6% (±3.0)
No	43.5% (±3.3)	46.3% (±3.8)	45.2% (±7.4)	46.9% (±4.0)	29.3% (±8.0)	37.4% (±2.5)	29.8% (±2.9)
Don't Know	34.6% (±3.2)	29.9% (±3.6)	19.5% (±6.5)	33.7% (±3.8)	46.2% (±8.2)	25.3% (±2.3)	35.6% (±3.0)
<b>f. My work station location or duties were changed to help me avoid the person(s)</b>							
Yes	7.7% (±1.9)	11.5% (±2.7)	10.1% (±5.4)	12.7% (±2.9)	18.5% (±7.3)	12.2% (±1.8)	9.3% (±1.9)
No	84.5% (±2.5)	81.8% (±3.2)	85.6% (±6.0)	83.3% (±3.2)	74.4% (±7.8)	84.0% (±1.9)	84.8% (±2.3)
Don't Know	7.8% (±2.0)	6.6% (±2.2)	4.3% (±4.3)	4.0% (±1.9)	7.1% (±5.6)	3.7% (±1.1)	5.9% (±1.6)
<b>g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them</b>							
Yes	6.4% (±1.8)	10.1% (±2.6)	5.1% (±4.4)	8.3% (±2.5)	21.1% (±7.5)	8.5% (±1.5)	8.0% (±1.8)
No	85.8% (±2.4)	81.2% (±3.2)	92.1% (±5.0)	85.3% (±3.0)	66.4% (±8.2)	87.6% (±1.8)	84.7% (±2.3)
Don't Know	7.8% (±1.9)	8.7% (±2.4)	NR	6.4% (±2.2)	12.5% (±6.5)	3.9% (±1.1)	7.2% (±1.8)
<b>h. There was some official career action taken against person(s) for the behavior</b>							
Yes	2.5% (±1.2)	3.2% (±1.7)	7.3% (±4.9)	2.8% (±1.6)	12.0% (±6.5)	5.8% (±1.3)	5.9% (±1.6)
No	76.6% (±2.9)	80.6% (±3.2)	84.8% (±6.1)	73.4% (±3.6)	61.9% (±8.3)	75.7% (±2.2)	68.4% (±2.9)
Don't Know	20.9% (±2.8)	16.2% (±3.0)	7.9% (±5.0)	23.8% (±3.5)	26.0% (±7.9)	18.5% (±2.0)	25.7% (±2.8)
<b>i. The person(s) stopped the behavior</b>							
Yes	19.5% (±2.7)	13.3% (±2.8)	23.5% (±6.8)	17.6% (±3.2)	21.1% (±7.5)	23.8% (±2.2)	26.2% (±2.8)
No	61.2% (±3.2)	64.9% (±3.7)	63.5% (±7.3)	66.2% (±3.8)	52.9% (±8.2)	59.0% (±2.5)	52.8% (±3.1)
Don't Know	19.3% (±2.7)	21.8% (±3.3)	13.1% (±5.8)	16.2% (±3.1)	26.1% (±7.8)	17.2% (±2.0)	20.9% (±2.6)

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<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>
<b>j. I was encouraged to drop the issue</b>							
Yes	39.9% (±3.2)	39.2% (±3.8)	40.2% (±7.4)	50.3% (±3.9)	45.3% (±8.2)	35.9% (±2.5)	33.3% (±3.0)
No	55.0% (±3.3)	56.2% (±3.8)	54.3% (±7.4)	41.0% (±3.9)	53.4% (±8.2)	59.6% (±2.5)	57.8% (±3.1)
Don't Know	5.1% (±1.6)	4.6% (±1.9)	5.5% (±4.5)	8.8% (±2.5)	NR	4.5% (±1.2)	8.9% (±1.9)
<b>k. I was discouraged from making an oral and/or written complaint/grievance/report</b>							
Yes	31.5% (±3.1)	31.6% (±3.7)	29.5% (±7.1)	46.0% (±3.9)	28.0% (±7.9)	31.8% (±2.4)	27.1% (±2.8)
No	64.8% (±3.2)	64.8% (±3.7)	66.2% (±7.3)	46.6% (±3.9)	71.0% (±7.9)	64.0% (±2.5)	66.1% (±3.0)
Don't Know	3.6% (±1.5)	3.5% (±1.7)	4.4% (±4.2)	7.4% (±2.3)	NR	4.2% (±1.1)	6.8% (±1.7)
<b>l. The person(s) who did this took action against me for complaining</b>							
Yes	34.3% (±3.2)	35.7% (±3.8)	21.8% (±6.7)	44.4% (±3.9)	25.7% (±7.8)	33.0% (±2.4)	30.2% (±2.9)
No	55.0% (±3.3)	51.2% (±3.8)	68.0% (±7.2)	44.8% (±3.9)	60.4% (±8.3)	58.2% (±2.5)	53.3% (±3.1)
Don't Know	10.7% (±2.2)	13.1% (±2.8)	10.2% (±5.4)	10.9% (±2.7)	13.9% (±6.7)	8.9% (±1.5)	16.5% (±2.4)
<b>m. My coworkers treated me worse, avoided me, or blamed me for the problem</b>							
Yes	29.4% (±3.1)	36.5% (±3.8)	34.5% (±7.3)	35.8% (±3.9)	34.1% (±8.1)	28.8% (±2.4)	25.0% (±2.8)
No	63.0% (±3.2)	54.7% (±3.8)	57.1% (±7.4)	50.8% (±3.9)	63.1% (±8.2)	64.5% (±2.5)	64.3% (±3.0)
Don't Know	7.6% (±1.9)	8.7% (±2.4)	8.4% (±5.1)	13.4% (±2.9)	NR	6.7% (±1.4)	10.7% (±2.0)
<b>n. My leadership punished me for bringing it up</b>							
Yes	31.5% (±3.1)	33.3% (±3.7)	32.5% (±7.2)	41.6% (±3.9)	25.8% (±7.8)	24.7% (±2.2)	22.8% (±2.7)
No	60.9% (±3.2)	55.4% (±3.8)	62.3% (±7.4)	45.7% (±3.9)	65.6% (±8.1)	67.4% (±2.4)	62.7% (±3.0)
Don't Know	7.6% (±1.9)	11.3% (±2.7)	5.1% (±4.4)	12.7% (±2.9)	8.6% (±5.8)	7.9% (±1.5)	14.5% (±2.3)

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
o. I was threatened with loss of employment							
Yes	19.2% (±2.7)	14.3% (±2.9)	13.3% (±5.8)	26.8% (±3.6)	8.2% (±5.8)	12.3% (±1.8)	12.0% (±2.2)
No	74.1% (±3.0)	75.3% (±3.4)	84.4% (±6.1)	61.9% (±3.9)	82.2% (±7.2)	82.6% (±2.0)	82.5% (±2.5)
Don't Know	6.7% (±1.8)	10.3% (±2.6)	NR	11.4% (±2.8)	9.6% (±6.1)	5.1% (±1.2)	5.5% (±1.6)

An estimated 25.3% 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 DOI – Satisfaction with Reporting of the One Experience of Harassment – Summary*

	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
Q49 How satisfied were you with:							
The availability of information on how to file a complaint/grievance/report?	2.7 (±0.1)	2.7 (±0.1)	2.8 (±0.2)	2.5 (±0.1)	2.7 (±0.2)	2.7 (±0.1)	2.8 (±0.1)
How you were treated by personnel handling the complaint/grievance/report?	2.8 (±0.1)	2.6 (±0.1)	2.6 (±0.2)	2.5 (±0.1)	2.8 (±0.2)	2.8 (±0.1)	2.8 (±0.1)
Actions taken by the person handling the complaint/grievance/report?	2.6 (±0.1)	2.5 (±0.1)	2.6 (±0.2)	2.4 (±0.1)	2.6 (±0.2)	2.6 (±0.1)	2.7 (±0.1)
Being informed about the current status of the complaint/grievance/report?	2.6 (±0.1)	2.4 (±0.1)	2.6 (±0.2)	2.4 (±0.1)	2.4 (±0.2)	2.6 (±0.1)	2.6 (±0.1)
The amount of time it took to address the complaint/grievance/report?	2.6 (±0.1)	2.3 (±0.1)	2.7 (±0.2)	2.2 (±0.1)	2.6 (±0.2)	2.6 (±0.1)	2.6 (±0.1)

<sup>a</sup> Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied.

An estimated 74.7% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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.

*Table 3.58 DOI – 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	52.7% (±1.7)	44.7% (±2.8)	54.2% (±3.0)	49.7% (±3.7)	49.8% (±5.9)	48.0% (±1.5)	60.9% (±1.7)
I thought it was not serious enough to discuss or report	73.9% (±1.5)	55.6% (±2.8)	76.5% (±2.6)	59.7% (±3.6)	70.8% (±5.6)	74.4% (±1.3)	71.4% (±1.5)
I took care of it myself by confronting the person(s) who did it	28.2% (±1.5)	26.6% (±2.5)	32.3% (±2.9)	36.8% (±3.6)	30.7% (±5.7)	28.9% (±1.4)	37.1% (±1.6)
I took other actions to handle the situation	28.4% (±1.5)	32.8% (±2.7)	29.5% (±2.8)	37.3% (±3.6)	23.7% (±5.4)	36.0% (±1.4)	32.2% (±1.6)
I did not know who to report the behavior to and/or how to file a complaint	11.2% (±1.1)	16.4% (±2.2)	8.8% (±1.9)	15.8% (±2.9)	19.0% (±5.1)	10.6% (±1.0)	9.9% (±1.1)
I did not want more people to know	24.4% (±1.5)	33.3% (±2.7)	28.2% (±2.8)	37.1% (±3.6)	53.9% (±5.9)	26.7% (±1.3)	27.1% (±1.5)
I was ashamed or embarrassed	12.2% (±1.1)	13.2% (±2.0)	8.7% (±1.8)	28.2% (±3.4)	31.7% (±5.8)	13.8% (±1.1)	11.2% (±1.1)
I did not want people to think less of me	24.0% (±1.5)	26.5% (±2.5)	19.2% (±2.5)	43.1% (±3.7)	41.6% (±5.9)	25.2% (±1.3)	19.1% (±1.4)
I thought other people would blame me	15.4% (±1.2)	22.2% (±2.4)	14.7% (±2.3)	27.7% (±3.4)	23.8% (±5.4)	17.7% (±1.2)	12.0% (±1.1)
I felt partially to blame	6.0% (±0.8)	4.5% (±1.3)	4.4% (±1.4)	16.8% (±3.0)	7.4% (±3.7)	7.6% (±0.8)	7.0% (±0.9)
I wanted to forget about it or move on	57.9% (±1.6)	55.7% (±2.7)	60.6% (±2.9)	61.8% (±3.6)	71.7% (±5.6)	54.6% (±1.5)	52.2% (±1.7)
I did not think anything would be done	47.5% (±1.6)	60.2% (±2.7)	43.2% (±3.0)	55.7% (±3.7)	55.2% (±6.0)	46.5% (±1.5)	36.8% (±1.6)
I did not think I would be believed	18.5% (±1.3)	29.0% (±2.6)	12.8% (±2.1)	30.9% (±3.5)	25.7% (±5.6)	16.3% (±1.1)	14.2% (±1.2)
I did not trust that the process would be fair	31.8% (±1.6)	47.4% (±2.8)	30.9% (±2.8)	46.7% (±3.7)	41.0% (±6.0)	31.0% (±1.4)	26.1% (±1.5)
I thought I might get in trouble for something I did	13.6% (±1.2)	18.4% (±2.2)	9.2% (±1.9)	20.9% (±3.2)	15.4% (±4.8)	10.7% (±1.0)	11.8% (±1.1)
I thought I would be labeled as a troublemaker	37.3% (±1.6)	51.2% (±2.8)	34.9% (±2.9)	50.4% (±3.7)	46.0% (±6.0)	41.7% (±1.5)	29.2% (±1.6)
I thought it might hurt my performance appraisal	26.8% (±1.5)	30.9% (±2.6)	18.5% (±2.4)	37.6% (±3.6)	30.5% (±5.7)	19.0% (±1.2)	18.8% (±1.4)

Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience	<i>Age</i>	<i>Race/ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/gender</i>	<i>Unknown reasons</i>
I thought it might hurt my chances of being renewed or obtaining permanent position	29.2% (±4.3)	37.4% (±10.3)	26.1% (±9.9)	45.4% (±11.5)	37.9% (±15.0)	24.2% (±3.4)	24.2% (±4.8)
I was worried about potential negative consequences from leadership	32.1% (±1.6)	42.0% (±2.7)	23.8% (±2.6)	43.7% (±3.7)	41.2% (±5.9)	25.9% (±1.3)	22.9% (±1.4)
I was worried about potential negative consequences from my coworkers or peers	24.2% (±1.4)	32.4% (±2.6)	29.9% (±2.8)	40.5% (±3.7)	46.8% (±5.9)	27.2% (±1.3)	22.3% (±1.4)
I thought it might hurt my career	35.0% (±1.7)	48.6% (±2.9)	29.3% (±2.9)	47.2% (±3.9)	42.3% (±6.5)	33.5% (±1.5)	25.9% (±1.6)
I did not want to hurt the person's/s' career/s or family/ies	18.9% (±1.3)	20.5% (±2.3)	25.1% (±2.7)	24.3% (±3.3)	32.5% (±5.7)	22.4% (±1.3)	23.6% (±1.5)
I was concerned for my physical safety	2.1% (±0.5)	5.0% (±1.3)	3.7% (±1.3)	5.5% (±1.9)	6.1% (±3.5)	2.4% (±0.5)	4.1% (±0.7)
I feared losing my job	10.8% (±1.1)	19.9% (±2.3)	6.1% (±1.6)	24.8% (±3.3)	17.1% (±4.9)	8.0% (±0.8)	11.6% (±1.1)
Some other reason	32.7% (±1.6)	41.2% (±2.8)	33.4% (±2.9)	39.7% (±3.6)	39.3% (±6.0)	39.9% (±1.5)	31.2% (±1.6)



## 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 climate for sexual 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 sexual 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

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 DOI.

*Table 4.1 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	12,322	3.0*	±0.0	47,990	3.7*	±0.0	-0.88 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	259	3.2*	±0.1	681	3.8*	±0.1	-0.71 (M)
Wage Grade (WG) 5-8	1,013	3.0*	±0.1	3,150	3.7*	±0.0	-0.85 (L)
Wage Grade (WG) 9-16	436	2.9*	±0.1	1,400	3.6*	±0.0	-0.78 (M)
Other Wage Grade (WG)	106	3.1*	±0.1	242	3.6*	±0.1	-0.73 (M)
General Schedule (GS) 1-6	1,267	3.2*	±0.0	3,845	3.8*	±0.0	-0.74 (M)
General Schedule (GS) 7-10	2,754	2.9*	±0.0	9,859	3.6*	±0.0	-0.88 (L)
General Schedule (GS) 11-12	3,847	2.9*	±0.0	16,021	3.7*	±0.0	-0.91 (L)
General Schedule (GS) 13-15	2,167	3.1*	±0.0	10,985	3.8*	±0.0	-0.95 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	38	3.7*	±0.2	252	4.2*	±0.1	-0.76 (M)
Other	311	2.9*	±0.1	1,145	3.6*	±0.1	-0.75 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	822	3.3*	±0.1	4,116	3.9*	±0.0	-0.82 (L)
1 to 3 years	1,866	3.1*	±0.0	7,002	3.8*	±0.0	-0.88 (L)
4 to 5 years	1,146	3.1*	±0.1	3,829	3.7*	±0.0	-0.70 (M)
6 to 10 years	2,451	2.9*	±0.0	9,685	3.6*	±0.0	-0.79 (M)
11 to 14 years	1,207	2.9*	±0.0	5,137	3.6*	±0.0	-0.92 (L)
15 to 20 years	1,654	2.8*	±0.0	6,811	3.6*	±0.0	-0.97 (L)
More than 20 years	3,099	2.9*	±0.0	11,190	3.7*	±0.0	-0.99 (L)
<b>Appointment Type</b>							
Permanent	10,817	2.9*	±0.0	43,165	3.7*	±0.0	-0.91 (L)
Term	1,007	3.3*	±0.1	3,480	3.8*	±0.0	-0.70 (M)
Temporary	446	3.3*	±0.1	1,171	3.8*	±0.0	-0.68 (M)
<b>Work Schedule</b>							
Seasonal	806	3.2*	±0.1	2,213	3.6*	±0.0	-0.53 (M)
Non-Seasonal	10,324	2.9*	±0.0	41,704	3.7*	±0.0	-0.91 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	485	3.2*	±0.1	1,476	3.6*	±0.0	-0.54 (M)
Permanent-Non-Seasonal	10,199	2.9*	±0.0	41,274	3.7*	±0.0	-0.92 (L)
Term	1,007	3.3*	±0.1	3,480	3.8*	±0.0	-0.70 (M)
Temporary-Seasonal	321	3.3*	±0.1	737	3.7*	±0.1	-0.56 (M)
Temporary-Non-Seasonal	125	3.3*	±0.1	430	4.0*	±0.1	-0.88 (L)
<b>Age - Collapsed</b>							
39 or under	4,621	3.2*	±0.0	14,355	3.8*	±0.0	-0.73 (M)
40 or older	7,654	2.9*	±0.0	33,549	3.7*	±0.0	-0.98 (L)
<b>Age</b>							
25 or under	902	3.4*	±0.1	1,228	4.0*	±0.0	-0.77 (M)
26-29	1,043	3.2*	±0.1	2,319	3.9*	±0.0	-0.81 (L)
30-39	2,676	3.1*	±0.0	10,808	3.7*	±0.0	-0.79 (M)
40-49	1,882	2.8*	±0.0	13,196	3.7*	±0.0	-0.99 (L)
50-59	3,392	2.8*	±0.0	14,022	3.7*	±0.0	-1.05 (L)
60 or older	2,380	3.0*	±0.0	6,331	3.8*	±0.0	-0.96 (L)

<sup>a</sup> 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.

Table 4.2 presents the scale distribution of general intolerance for harassment for those who indicated they had or had not experienced age harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.2 DOI – Age Harassment and General Intolerance for Harassment Scale Distribution*

	Experienced age harassment			Did not experience age harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Intolerance for Harassment						
(1) Strongly Disagree	869	7.0%	±0.5	648	1.4%	±0.1
(2) Disagree	2,652	21.5%	±0.7	3,075	6.4%	±0.2
(3) Neither Agree nor Disagree	5,011	40.7%	±0.9	13,426	28.0%	±0.4
(4) Agree	3,253	26.4%	±0.8	21,649	45.1%	±0.4
(5) Strongly Agree	538	4.4%	±0.4	9,192	19.2%	±0.4

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

### 4.1.2 Age Harassment and Leadership Intolerance of Harassment

Table 4.3 presents leadership intolerance for harassment for those who indicated they had or had not experienced age harassment within the past 12 months. Intolerance of 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 DOI.

*Table 4.3 DOI – Age Harassment and Leadership Intolerance of Harassment by Selected Characteristics*

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	
Overall	12,243	0.47*	±0.01	48,281	0.69*	±0.00	-0.52 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	253	0.55*	±0.06	682	0.69*	±0.03	-0.31 (S)
Wage Grade (WG) 5-8	1,019	0.43*	±0.03	3,176	0.64*	±0.02	-0.47 (S)
Wage Grade (WG) 9-16	434	0.43*	±0.04	1,419	0.60*	±0.02	-0.41 (S)
Other Wage Grade (WG)	106	0.41*	±0.08	247	0.64*	±0.05	-0.57 (M)
General Schedule (GS) 1-6	1,234	0.55*	±0.02	3,887	0.69*	±0.01	-0.32 (S)
General Schedule (GS) 7-10	2,748	0.44*	±0.02	9,933	0.66*	±0.01	-0.50 (M)
General Schedule (GS) 11-12	3,827	0.45*	±0.01	16,103	0.68*	±0.01	-0.56 (M)
General Schedule (GS) 13-15	2,149	0.51*	±0.02	11,016	0.75*	±0.01	-0.62 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	38	0.80*	±0.12	257	0.91*	±0.03	-0.42 (S)
Other	311	0.41*	±0.05	1,152	0.65*	±0.02	-0.56 (M)
Years of Service at Bureau or Office							
Less than 1 year	823	0.58*	±0.03	4,173	0.72*	±0.01	-0.33 (S)
1 to 3 years	1,865	0.57*	±0.02	7,054	0.72*	±0.01	-0.38 (S)
4 to 5 years	1,133	0.48*	±0.02	3,867	0.66*	±0.01	-0.43 (S)
6 to 10 years	2,426	0.48*	±0.02	9,740	0.66*	±0.01	-0.42 (S)
11 to 14 years	1,197	0.42*	±0.02	5,139	0.68*	±0.01	-0.63 (M)
15 to 20 years	1,637	0.39*	±0.02	6,842	0.67*	±0.01	-0.67 (M)
More than 20 years	3,079	0.43*	±0.02	11,249	0.70*	±0.01	-0.68 (M)
Appointment Type							
Permanent	10,748	0.45*	±0.01	43,427	0.68*	±0.00	-0.56 (M)
Term	997	0.62*	±0.03	3,491	0.74*	±0.01	-0.30 (S)
Temporary	441	0.59*	±0.04	1,189	0.73*	±0.02	-0.34 (S)
Work Schedule							
Seasonal	797	0.54*	±0.03	2,243	0.65*	±0.02	-0.28 (S)
Non-Seasonal	10,265	0.45*	±0.01	41,957	0.69*	±0.00	-0.56 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	481	0.51*	±0.04	1,495	0.64*	±0.02	-0.31 (S)
Permanent-Non-Seasonal	10,140	0.45*	±0.01	41,521	0.68*	±0.00	-0.56 (M)
Term	997	0.62*	±0.03	3,491	0.74*	±0.01	-0.30 (S)
Temporary-Seasonal	316	0.58*	±0.05	749	0.68*	±0.03	-0.24 (S)
Temporary-Non-Seasonal	125	0.62*	±0.08	435	0.81*	±0.03	-0.51 (M)
<b>Age - Collapsed</b>							
39 or under	4,575	0.56*	±0.01	14,477	0.71*	±0.01	-0.37 (S)
40 or older	7,623	0.42*	±0.01	33,717	0.68*	±0.00	-0.62 (M)
<b>Age</b>							
25 or under	895	0.68*	±0.03	1,222	0.83*	±0.02	-0.39 (S)
26-29	1,029	0.57*	±0.03	2,344	0.75*	±0.02	-0.45 (S)
30-39	2,651	0.51*	±0.02	10,912	0.69*	±0.01	-0.42 (S)
40-49	1,864	0.41*	±0.02	13,279	0.67*	±0.01	-0.63 (M)
50-59	3,373	0.41*	±0.01	14,063	0.68*	±0.01	-0.65 (M)
60 or older	2,387	0.44*	±0.02	6,375	0.69*	±0.01	-0.59 (M)

<sup>a</sup> 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 4.4 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 DOI.

*Table 4.4 DOI – Age Harassment and Organizational Politics by Selected Characteristics*

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	12,374	3.2*	±0.0	48,088	2.6*	±0.0	0.67 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	244	3.1*	±0.1	675	2.7*	±0.1	0.50 (M)
Wage Grade (WG) 5-8	1,052	3.2*	±0.0	3,136	2.7*	±0.0	0.60 (M)
Wage Grade (WG) 9-16	451	3.3*	±0.1	1,406	2.8*	±0.0	0.65 (M)
Other Wage Grade (WG)	106	3.2*	±0.1	243	2.8*	±0.1	0.48 (S)
General Schedule (GS) 1-6	1,261	3.2*	±0.0	3,855	2.7*	±0.0	0.62 (M)
General Schedule (GS) 7-10	2,773	3.3*	±0.0	9,911	2.7*	±0.0	0.66 (M)
General Schedule (GS) 11-12	3,817	3.2*	±0.0	16,041	2.6*	±0.0	0.68 (M)
General Schedule (GS) 13-15	2,169	3.1*	±0.0	10,997	2.5*	±0.0	0.74 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	38	2.4*	±0.2	253	1.9*	±0.1	0.78 (M)
Other	320	3.2*	±0.1	1,139	2.8*	±0.0	0.48 (S)
Years of Service at Bureau or Office							
Less than 1 year	829	3.0*	±0.1	4,141	2.5*	±0.0	0.67 (M)
1 to 3 years	1,891	3.1*	±0.0	7,001	2.6*	±0.0	0.65 (M)
4 to 5 years	1,154	3.2*	±0.1	3,855	2.7*	±0.0	0.56 (M)
6 to 10 years	2,443	3.2*	±0.0	9,716	2.7*	±0.0	0.59 (M)
11 to 14 years	1,216	3.3*	±0.1	5,109	2.7*	±0.0	0.70 (M)
15 to 20 years	1,666	3.3*	±0.0	6,821	2.7*	±0.0	0.76 (M)
More than 20 years	3,089	3.2*	±0.0	11,207	2.6*	±0.0	0.76 (M)
Appointment Type							
Permanent	10,856	3.2*	±0.0	43,259	2.6*	±0.0	0.68 (M)
Term	1,010	3.0*	±0.1	3,493	2.6*	±0.0	0.65 (M)
Temporary	454	3.0*	±0.1	1,167	2.6*	±0.0	0.59 (M)
Work Schedule							
Seasonal	820	3.1*	±0.1	2,244	2.7*	±0.0	0.47 (S)
Non-Seasonal	10,358	3.2*	±0.0	41,763	2.6*	±0.0	0.69 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	493	3.1*	±0.1	1,499	2.8*	±0.0	0.40 (S)
Permanent-Non-Seasonal	10,231	3.2*	±0.0	41,346	2.6*	±0.0	0.69 (M)
Term	1,010	3.0*	±0.1	3,493	2.6*	±0.0	0.65 (M)
Temporary-Seasonal	327	3.1*	±0.1	746	2.6*	±0.1	0.60 (M)
Temporary-Non-Seasonal	127	2.8*	±0.1	417	2.5*	±0.1	0.48 (S)
<b>Age - Collapsed</b>							
39 or under	4,640	3.1*	±0.0	14,424	2.7*	±0.0	0.54 (M)
40 or older	7,682	3.3*	±0.0	33,573	2.6*	±0.0	0.75 (M)
<b>Age</b>							
25 or under	903	3.0*	±0.0	1,213	2.6*	±0.0	0.53 (M)
26-29	1,052	3.1*	±0.1	2,322	2.6*	±0.0	0.60 (M)
30-39	2,685	3.1*	±0.0	10,889	2.7*	±0.0	0.56 (M)
40-49	1,892	3.3*	±0.0	13,230	2.7*	±0.0	0.76 (M)
50-59	3,381	3.3*	±0.0	14,003	2.6*	±0.0	0.80 (L)
60 or older	2,409	3.1*	±0.0	6,341	2.5*	±0.0	0.75 (M)

<sup>a</sup> 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.

Table 4.5 presents the scale distribution of organizational politics for those who indicated they had or had not experienced age harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.5 DOI – Age Harassment and Organizational Politics Scale Distribution*

	Experienced age harassment			Did not experience age harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<b>Organizational Politics</b>						
(1) Strongly Disagree	261	2.1%	±0.3	2,980	6.2%	±0.2
(2) Disagree	2,619	21.2%	±0.7	20,198	42.0%	±0.4
(3) Neither Agree nor Disagree	4,908	39.7%	±0.9	17,520	36.4%	±0.4
(4) Agree	3,513	28.4%	±0.8	6,195	12.9%	±0.3
(5) Strongly Agree	1,072	8.7%	±0.5	1,194	2.5%	±0.1

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.



#### 4.1.4 Age Harassment and Organizational Trust

Table 4.6 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 DOI.

*Table 4.6 DOI – Age Harassment and Organizational Trust by Selected Characteristics*

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	12,480	2.9*	±0.0	48,267	3.6*	±0.0	-0.75 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	264	3.0*	±0.1	678	3.7*	±0.1	-0.79 (M)
Wage Grade (WG) 5-8	1,059	2.8*	±0.1	3,179	3.4*	±0.0	-0.65 (M)
Wage Grade (WG) 9-16	456	2.6*	±0.1	1,419	3.3*	±0.0	-0.77 (M)
Other Wage Grade (WG)	103	3.0*	±0.1	249	3.3*	±0.1	-0.31 (S)
General Schedule (GS) 1-6	1,276	3.0*	±0.1	3,874	3.5*	±0.0	-0.60 (M)
General Schedule (GS) 7-10	2,788	2.8*	±0.0	9,952	3.4*	±0.0	-0.72 (M)
General Schedule (GS) 11-12	3,849	2.9*	±0.0	16,073	3.6*	±0.0	-0.79 (M)
General Schedule (GS) 13-15	2,174	3.1*	±0.0	11,003	3.8*	±0.0	-0.82 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	38	3.7*	±0.2	255	4.3*	±0.1	-0.98 (L)
Other	326	2.7*	±0.1	1,154	3.3*	±0.0	-0.67 (M)
Years of Service at Bureau or Office							
Less than 1 year	837	3.3*	±0.1	4,157	3.8*	±0.0	-0.71 (M)
1 to 3 years	1,905	3.1*	±0.0	7,057	3.7*	±0.0	-0.72 (M)
4 to 5 years	1,155	3.0*	±0.1	3,879	3.5*	±0.0	-0.60 (M)
6 to 10 years	2,459	2.9*	±0.0	9,739	3.4*	±0.0	-0.64 (M)
11 to 14 years	1,219	2.8*	±0.1	5,126	3.5*	±0.0	-0.77 (M)
15 to 20 years	1,677	2.8*	±0.0	6,826	3.5*	±0.0	-0.85 (L)
More than 20 years	3,137	2.9*	±0.0	11,246	3.6*	±0.0	-0.90 (L)
Appointment Type							
Permanent	10,937	2.9*	±0.0	43,409	3.6*	±0.0	-0.77 (M)
Term	1,029	3.1*	±0.1	3,498	3.7*	±0.0	-0.72 (M)
Temporary	457	3.2*	±0.1	1,184	3.7*	±0.0	-0.56 (M)
Work Schedule							
Seasonal	821	3.0*	±0.1	2,248	3.4*	±0.0	-0.43 (S)
Non-Seasonal	10,442	2.9*	±0.0	41,920	3.6*	±0.0	-0.77 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	490	2.9*	±0.1	1,504	3.3*	±0.0	-0.46 (S)
Permanent-Non-Seasonal	10,315	2.9*	±0.0	41,484	3.6*	±0.0	-0.78 (M)
Term	1,029	3.1*	±0.1	3,498	3.7*	±0.0	-0.72 (M)
Temporary-Seasonal	330	3.2*	±0.1	744	3.6*	±0.1	-0.45 (S)
Temporary-Non-Seasonal	127	3.4*	±0.1	435	3.9*	±0.1	-0.73 (M)
<b>Age - Collapsed</b>							
39 or under	4,669	3.1*	±0.0	14,478	3.6*	±0.0	-0.55 (M)
40 or older	7,758	2.8*	±0.0	33,699	3.6*	±0.0	-0.88 (L)
<b>Age</b>							
25 or under	927	3.3*	±0.1	1,218	3.8*	±0.0	-0.62 (M)
26-29	1,055	3.1*	±0.1	2,346	3.7*	±0.0	-0.60 (M)
30-39	2,688	3.0*	±0.0	10,914	3.5*	±0.0	-0.60 (M)
40-49	1,897	2.7*	±0.0	13,267	3.5*	±0.0	-0.90 (L)
50-59	3,426	2.8*	±0.0	14,057	3.6*	±0.0	-0.93 (L)
60 or older	2,435	2.9*	±0.0	6,375	3.7*	±0.0	-0.90 (L)

<sup>a</sup> 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.

Table 4.7 presents the scale distribution of organizational trust for those who indicated they had or had not experienced age harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.7 DOI – Age Harassment and Organizational Trust Scale Distribution*

	Experienced age harassment			Did not experience age harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<b>Organizational Trust</b>						
(1) Strongly Disagree	876	7.0%	±0.5	863	1.8%	±0.1
(2) Disagree	2,989	23.9%	±0.8	4,081	8.5%	±0.3
(3) Neither Agree nor Disagree	4,513	36.2%	±0.8	13,483	27.9%	±0.4
(4) Agree	3,592	28.8%	±0.8	22,707	47.0%	±0.4
(5) Strongly Agree	511	4.1%	±0.4	7,133	14.8%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

### 4.1.5 Age Harassment and Supervisor Support

Table 4.8 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 DOI.

*Table 4.8 DOI – Age Harassment and Supervisor Support by Selected Characteristics*

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	12,067	3.2*	±0.0	47,411	3.9*	±0.0	-0.67 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	244	3.4*	±0.2	670	4.1*	±0.1	-0.66 (M)
Wage Grade (WG) 5-8	988	3.1*	±0.1	3,106	3.8*	±0.0	-0.63 (M)
Wage Grade (WG) 9-16	438	3.1*	±0.1	1,387	3.7*	±0.1	-0.56 (M)
Other Wage Grade (WG)	103	2.8*	±0.2	239	3.5*	±0.1	-0.62 (M)
General Schedule (GS) 1-6	1,239	3.4*	±0.1	3,780	4.0*	±0.0	-0.55 (M)
General Schedule (GS) 7-10	2,700	3.1*	±0.0	9,734	3.9*	±0.0	-0.68 (M)
General Schedule (GS) 11-12	3,740	3.2*	±0.0	15,828	3.9*	±0.0	-0.66 (M)
General Schedule (GS) 13-15	2,112	3.4*	±0.1	10,851	4.1*	±0.0	-0.70 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	38	4.1*	±0.3	251	4.5*	±0.1	-0.60 (M)
Other	318	3.0*	±0.1	1,127	3.7*	±0.1	-0.70 (M)
Years of Service at Bureau or Office							
Less than 1 year	806	3.6*	±0.1	4,082	4.2*	±0.0	-0.64 (M)
1 to 3 years	1,868	3.5*	±0.1	6,934	4.1*	±0.0	-0.57 (M)
4 to 5 years	1,149	3.3*	±0.1	3,802	3.9*	±0.0	-0.53 (M)
6 to 10 years	2,374	3.3*	±0.0	9,576	3.9*	±0.0	-0.56 (M)
11 to 14 years	1,196	3.1*	±0.1	5,024	3.9*	±0.0	-0.75 (M)
15 to 20 years	1,609	3.0*	±0.1	6,725	3.8*	±0.0	-0.80 (L)
More than 20 years	2,973	3.1*	±0.0	11,031	3.9*	±0.0	-0.79 (M)
Appointment Type							
Permanent	10,575	3.2*	±0.0	42,629	3.9*	±0.0	-0.69 (M)
Term	999	3.5*	±0.1	3,443	4.1*	±0.0	-0.67 (M)
Temporary	449	3.7*	±0.1	1,167	4.1*	±0.1	-0.38 (S)
Work Schedule							
Seasonal	790	3.5*	±0.1	2,206	3.9*	±0.0	-0.36 (S)
Non-Seasonal	10,111	3.2*	±0.0	41,177	3.9*	±0.0	-0.70 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	465	3.5*	±0.1	1,470	3.8*	±0.1	-0.37 (S)
Permanent-Non-Seasonal	9,987	3.2*	±0.0	40,751	3.9*	±0.0	-0.71 (M)
Term	999	3.5*	±0.1	3,443	4.1*	±0.0	-0.67 (M)
Temporary-Seasonal	325	3.7*	±0.1	737	4.0*	±0.1	-0.38 (S)
Temporary-Non-Seasonal	124	3.9*	±0.2	426	4.2*	±0.1	-0.30 (S)
<b>Age - Collapsed</b>							
39 or under	4,560	3.5*	±0.0	14,229	4.0*	±0.0	-0.48 (S)
40 or older	7,456	3.1*	±0.0	33,093	3.9*	±0.0	-0.81 (L)
<b>Age</b>							
25 or under	885	3.8*	±0.1	1,194	4.2*	±0.0	-0.44 (S)
26-29	1,042	3.6*	±0.1	2,314	4.1*	±0.0	-0.52 (M)
30-39	2,634	3.4*	±0.0	10,721	4.0*	±0.0	-0.55 (M)
40-49	1,827	3.1*	±0.1	13,033	3.9*	±0.0	-0.79 (M)
50-59	3,294	3.0*	±0.0	13,795	3.8*	±0.0	-0.80 (L)
60 or older	2,335	3.1*	±0.0	6,265	4.0*	±0.0	-0.88 (L)

<sup>a</sup> 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.

Table 4.9 presents the scale distribution of supervisor support for those who indicated they had or had not experienced age harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.9 DOI – Age Harassment and Supervisor Support Scale Distribution*

	Experienced age harassment			Did not experience age harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<b>Supervisor Support</b>						
(1) Strongly Disagree	1,413	11.7%	±0.6	1,386	2.9%	±0.2
(2) Disagree	1,806	15.0%	±0.6	2,694	5.7%	±0.2
(3) Neither Agree nor Disagree	2,638	21.9%	±0.7	7,295	15.4%	±0.3
(4) Agree	3,921	32.5%	±0.8	19,051	40.2%	±0.4
(5) Strongly Agree	2,289	19.0%	±0.7	16,986	35.8%	±0.4

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

#### 4.1.6 Age Harassment and Organizational Inclusion

Table 4.10 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 DOI.

*Table 4.10 DOI – Age Harassment and Organizational Inclusion by Selected Characteristics*

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	12,522	3.2*	±0.0	48,510	3.8*	±0.0	-0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	264	3.3*	±0.1	684	3.9*	±0.1	-0.68 (M)
Wage Grade (WG) 5-8	1,063	3.1*	±0.1	3,205	3.7*	±0.0	-0.71 (M)
Wage Grade (WG) 9-16	453	3.0*	±0.1	1,424	3.6*	±0.0	-0.73 (M)
Other Wage Grade (WG)	106	3.1*	±0.2	249	3.7*	±0.1	-0.70 (M)
General Schedule (GS) 1-6	1,281	3.3*	±0.1	3,911	3.9*	±0.0	-0.59 (M)
General Schedule (GS) 7-10	2,798	3.1*	±0.0	9,978	3.7*	±0.0	-0.71 (M)
General Schedule (GS) 11-12	3,863	3.2*	±0.0	16,148	3.8*	±0.0	-0.74 (M)
General Schedule (GS) 13-15	2,181	3.4*	±0.0	11,052	4.0*	±0.0	-0.71 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	38	3.9*	±0.2	259	4.3*	±0.1	-0.49 (S)
Other	328	3.1*	±0.1	1,163	3.6*	±0.1	-0.51 (M)
Years of Service at Bureau or Office							
Less than 1 year	839	3.4*	±0.1	4,186	4.0*	±0.0	-0.76 (M)
1 to 3 years	1,916	3.3*	±0.0	7,103	3.9*	±0.0	-0.66 (M)
4 to 5 years	1,161	3.3*	±0.1	3,888	3.8*	±0.0	-0.58 (M)
6 to 10 years	2,460	3.2*	±0.0	9,786	3.7*	±0.0	-0.59 (M)
11 to 14 years	1,223	3.0*	±0.1	5,157	3.8*	±0.0	-0.78 (M)
15 to 20 years	1,679	3.1*	±0.1	6,859	3.8*	±0.0	-0.79 (M)
More than 20 years	3,153	3.1*	±0.0	11,295	3.9*	±0.0	-0.82 (L)
Appointment Type							
Permanent	10,977	3.1*	±0.0	43,632	3.8*	±0.0	-0.72 (M)
Term	1,031	3.4*	±0.1	3,509	4.0*	±0.0	-0.66 (M)
Temporary	456	3.5*	±0.1	1,190	4.0*	±0.0	-0.62 (M)
Work Schedule							
Seasonal	828	3.4*	±0.1	2,261	3.8*	±0.0	-0.49 (S)
Non-Seasonal	10,470	3.1*	±0.0	42,138	3.8*	±0.0	-0.73 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	499	3.3*	±0.1	1,511	3.7*	±0.0	-0.47 (S)
Permanent-Non-Seasonal	10,343	3.1*	±0.0	41,702	3.8*	±0.0	-0.73 (M)
Term	1,031	3.4*	±0.1	3,509	4.0*	±0.0	-0.66 (M)
Temporary-Seasonal	329	3.5*	±0.1	750	4.0*	±0.1	-0.57 (M)
Temporary-Non-Seasonal	127	3.6*	±0.2	435	4.1*	±0.1	-0.68 (M)
<b>Age - Collapsed</b>							
39 or under	4,674	3.4*	±0.0	14,543	3.9*	±0.0	-0.58 (M)
40 or older	7,795	3.1*	±0.0	33,877	3.8*	±0.0	-0.80 (L)
<b>Age</b>							
25 or under	927	3.5*	±0.1	1,232	4.1*	±0.0	-0.70 (M)
26-29	1,057	3.4*	±0.1	2,360	4.0*	±0.0	-0.61 (M)
30-39	2,690	3.3*	±0.0	10,951	3.8*	±0.0	-0.62 (M)
40-49	1,917	3.0*	±0.0	13,344	3.8*	±0.0	-0.83 (L)
50-59	3,440	3.0*	±0.0	14,130	3.8*	±0.0	-0.84 (L)
60 or older	2,438	3.2*	±0.0	6,403	3.9*	±0.0	-0.79 (M)

<sup>a</sup> 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.

Table 4.11 presents the scale distribution of organizational inclusion for those who indicated they had or had not experienced age harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.11 DOI – Age Harassment and Organizational Inclusion Scale Distribution*

	Experienced age harassment			Did not experience age harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<b>Organizational Inclusion</b>						
(1) Strongly Disagree	1,088	8.7%	±0.5	969	2.0%	±0.1
(2) Disagree	2,286	18.3%	±0.7	3,253	6.7%	±0.2
(3) Neither Agree nor Disagree	3,439	27.5%	±0.8	9,017	18.6%	±0.3
(4) Agree	4,710	37.6%	±0.9	25,092	51.7%	±0.4
(5) Strongly Agree	999	8.0%	±0.5	10,179	21.0%	±0.4

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

### 4.1.7 Age Harassment and Bystander Harassment

Table 4.12 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 DOI.

*Table 4.12 DOI – Age Harassment and Bystander Harassment*

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Percent<sup>d</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>d</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	5,487	45.6%*	±0.9	2,300	4.8%*	±0.2	1.04 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	122	47.8%*	±6.2	13	2.0%*	±1.4	1.24 (L)
Wage Grade (WG) 5-8	454	45.5%*	±3.1	153	4.9%*	±0.8	1.04 (L)
Wage Grade (WG) 9-16	211	49.3%*	±4.8	87	6.2%*	±1.4	1.05 (L)
Other Wage Grade (WG)	41	40.6%*	±10.0	27	10.8%*	±4.6	0.71 (M)
General Schedule (GS) 1-6	516	41.7%*	±2.8	214	5.5%*	±0.8	0.93 (L)
General Schedule (GS) 7-10	1,315	48.8%*	±1.9	526	5.3%*	±0.5	1.08 (L)
General Schedule (GS) 11-12	1,714	45.9%*	±1.6	768	4.8%*	±0.3	1.05 (L)
General Schedule (GS) 13-15	907	43.1%*	±2.1	405	3.7%*	±0.4	1.05 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	17	43.7%*	±16.5	6	2.2%*	±2.8	1.15 (L)
Other	137	44.8%*	±5.6	75	6.5%*	±1.6	0.95 (L)
Years of Service at Bureau or Office							
Less than 1 year	292	36.4%*	±3.4	81	1.9%*	±0.5	1.02 (L)
1 to 3 years	831	44.9%*	±2.3	294	4.2%*	±0.5	1.06 (L)
4 to 5 years	586	52.4%*	±2.9	248	6.4%*	±0.8	1.11 (L)
6 to 10 years	1,175	49.6%*	±2.0	636	6.6%*	±0.5	1.05 (L)
11 to 14 years	542	46.4%*	±2.9	253	4.9%*	±0.6	1.05 (L)
15 to 20 years	713	44.3%*	±2.4	349	5.1%*	±0.5	1.00 (L)
More than 20 years	1,320	43.6%*	±1.8	432	3.9%*	±0.4	1.05 (L)
Appointment Type							
Permanent	4,883	46.3%*	±1.0	2,105	4.9%*	±0.2	1.05 (L)
Term	387	38.6%*	±3.1	124	3.6%*	±0.7	0.96 (L)
Temporary	192	46.1%*	±4.8	64	5.4%*	±1.5	1.02 (L)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
<b>Work Schedule</b>							
Seasonal	370	47.6%*	±3.5	154	6.9%*	±1.1	0.99 (L)
Non-Seasonal	4,664	46.3%*	±1.0	2,005	4.8%*	±0.2	1.06 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	232	48.1%*	±4.5	102	6.8%*	±1.4	1.01 (L)
Permanent-Non-Seasonal	4,610	46.3%*	±1.0	1,994	4.8%*	±0.2	1.05 (L)
Term	387	38.6%*	±3.1	124	3.6%*	±0.7	0.96 (L)
Temporary-Seasonal	138	46.7%*	±5.7	52	7.1%*	±2.1	0.97 (L)
Temporary-Non-Seasonal	54	44.8%*	±9.1	11	2.7%*	±2.0	1.14 (L)
<b>Age - Collapsed</b>							
39 or under	2,117	46.8%*	±1.5	824	5.7%*	±0.4	1.02 (L)
40 or older	3,351	45.0%*	±1.1	1,470	4.4%*	±0.2	1.05 (L)
<b>Age</b>							
25 or under	391	43.5%*	±3.3	35	2.8%*	±1.1	1.10 (L)
26-29	463	45.8%*	±3.1	134	5.8%*	±1.0	1.00 (L)
30-39	1,263	48.3%*	±1.9	655	6.0%*	±0.5	1.04 (L)
40-49	885	48.4%*	±2.3	693	5.2%*	±0.4	1.08 (L)
50-59	1,499	45.3%*	±1.7	597	4.3%*	±0.3	1.06 (L)
60 or older	967	41.8%*	±2.0	179	2.8%*	±0.4	1.07 (L)

<sup>a</sup> 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 4.13 presents the results of the regression analyses. Each predictor variable is shown in the first column.

*Table 4.13 DOI – 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	3.300	0.141	550.824	--	27.102	--	--	--	--
Sex	-0.097	0.027	13.108	0.000	0.907	0.861	0.956	-19740.592	13.071
Age	-0.452	0.033	192.145	0.000	0.636	0.597	0.678	-19830.027	191.941
Education Level	0.241	0.032	57.291	0.000	1.273	1.196	1.355	-19763.109	58.105
Race/Ethnicity	0.133	0.032	17.429	0.000	1.142	1.073	1.216	-19742.865	17.617
Relationship Status	-0.182	0.028	41.806	0.000	0.833	0.789	0.881	-19754.802	41.490
Pay Grade	--	--	42.716	--	--	--	--	--	--
Middle Grade vs. Junior Grade	-0.226	0.046	24.271	0.000	0.798	0.729	0.873	-19755.047	41.981
Senior Grade vs. Junior Grade	-0.309	0.049	40.301	0.000	0.734	0.668	0.808	-19755.047	41.981
Executive Grade vs. Junior Grade	0.019	0.205	0.008	0.927	1.019	0.682	1.523	-19755.047	41.981
Years of Service at Bureau or Office	0.072	0.008	76.597	0.000	1.075	1.058	1.093	-19772.896	77.678
Appointment Type	-0.277	0.045	37.311	0.000	0.758	0.693	0.828	-19752.387	36.660
Supervisor Support	-0.115	0.016	52.502	0.000	0.891	0.864	0.919	-19760.231	52.348
Organizational Politics	0.072	0.020	12.642	0.000	1.075	1.033	1.119	-19740.367	12.621
Organizational Inclusion	-0.248	0.018	197.739	0.000	0.780	0.753	0.807	-19832.505	196.895
Bystander Harassment Based on Age	-2.330	0.032	5218.589	0.000	0.097	0.091	0.104	-22512.974	5557.834
General Intolerance	-0.428	0.021	419.931	0.000	0.652	0.626	0.679	-19945.524	422.933
Leadership Intolerance	0.127	0.037	11.406	0.001	1.135	1.055	1.221	-19739.791	11.467

Note. N = 52,945, Nagelkerke R Square = 0.341

## 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 4.14 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 DOI.

*Table 4.14 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	5,602	2.8*	±0.0	54,634	3.6*	±0.0	-0.99 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	92	3.1*	±0.2	840	3.7*	±0.1	-0.68 (M)
Wage Grade (WG) 5-8	462	2.8*	±0.1	3,693	3.6*	±0.0	-1.02 (L)
Wage Grade (WG) 9-16	161	2.9*	±0.1	1,677	3.5*	±0.0	-0.72 (M)
Other Wage Grade (WG)	58	2.7*	±0.2	292	3.6*	±0.1	-1.27 (L)
General Schedule (GS) 1-6	464	2.9*	±0.1	4,637	3.7*	±0.0	-0.95 (L)
General Schedule (GS) 7-10	1,266	2.7*	±0.0	11,327	3.6*	±0.0	-1.05 (L)
General Schedule (GS) 11-12	1,672	2.8*	±0.0	18,179	3.6*	±0.0	-1.01 (L)
General Schedule (GS) 13-15	1,146	2.9*	±0.1	12,000	3.8*	±0.0	-1.02 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	27	3.6*	±0.4	263	4.2*	±0.1	-0.87 (L)
Other	188	2.8*	±0.1	1,262	3.6*	±0.1	-0.83 (L)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	299	3.2*	±0.1	4,635	3.9*	±0.0	-0.91 (L)
1 to 3 years	812	2.9*	±0.1	8,031	3.8*	±0.0	-1.00 (L)
4 to 5 years	513	2.9*	±0.1	4,460	3.6*	±0.0	-0.84 (L)
6 to 10 years	1,170	2.7*	±0.1	10,950	3.6*	±0.0	-0.97 (L)
11 to 14 years	640	2.7*	±0.1	5,693	3.6*	±0.0	-0.97 (L)
15 to 20 years	812	2.7*	±0.1	7,639	3.6*	±0.0	-0.97 (L)
More than 20 years	1,316	2.7*	±0.0	12,964	3.7*	±0.0	-1.09 (L)
<b>Appointment Type</b>							
Permanent	5,099	2.8*	±0.0	48,819	3.6*	±0.0	-1.01 (L)
Term	368	3.1*	±0.1	4,113	3.8*	±0.0	-0.87 (L)
Temporary	116	3.2*	±0.1	1,501	3.7*	±0.0	-0.69 (M)
<b>Work Schedule</b>							
Seasonal	263	3.1*	±0.1	2,758	3.6*	±0.0	-0.61 (M)
Non-Seasonal	4,900	2.8*	±0.0	47,067	3.6*	±0.0	-1.02 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	190	3.1*	±0.1	1,773	3.5*	±0.0	-0.60 (M)
Permanent-Non-Seasonal	4,857	2.8*	±0.0	46,555	3.6*	±0.0	-1.02 (L)
Term	368	3.1*	±0.1	4,113	3.8*	±0.0	-0.87 (L)
Temporary-Seasonal	73	3.2*	±0.2	985	3.6*	±0.0	-0.59 (M)
Temporary-Non-Seasonal	43	3.2*	±0.2	512	3.9*	±0.1	-0.91 (L)
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	2,583	2.8*	±0.0	42,319	3.7*	±0.0	-0.97 (L)
Minority	2,882	2.8*	±0.0	11,608	3.6*	±0.0	-0.99 (L)
<b>Race/Ethnicity</b>							
Hispanic	846	2.8*	±0.1	3,263	3.7*	±0.0	-1.01 (L)
American Indian or Alaskan Native	765	2.6*	±0.1	3,446	3.5*	±0.0	-0.99 (L)
Asian	181	3.0*	±0.1	727	3.8*	±0.1	-0.92 (L)
Black/African-American	511	2.9*	±0.1	1,508	3.7*	±0.0	-1.07 (L)
Native Hawaiian or Other Pacific Islander	64	2.9*	±0.2	284	3.7*	±0.1	-1.02 (L)
Non-Hispanic White	2,583	2.8*	±0.0	42,319	3.7*	±0.0	-0.97 (L)
Multi-racial	515	2.7*	±0.1	2,379	3.7*	±0.0	-1.05 (L)

<sup>a</sup> 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.

Table 4.15 presents the scale distribution of general intolerance for harassment for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.15 DOI – Racial/Ethnic Harassment and General Intolerance for Harassment Scale Distribution*

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<b>General Intolerance for Harassment</b>						
(1) Strongly Disagree	582	10.4%	±0.8	918	1.7%	±0.1
(2) Disagree	1,475	26.3%	±1.2	4,238	7.8%	±0.2
(3) Neither Agree nor Disagree	2,234	39.9%	±1.3	16,164	29.6%	±0.4
(4) Agree	1,110	19.8%	±1.1	23,788	43.5%	±0.4
(5) Strongly Agree	200	3.6%	±0.5	9,526	17.4%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

#### 4.2.2 Racial/Ethnic Harassment and Leadership Intolerance for Harassment

Table 4.16 presents leadership intolerance for harassment for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Intolerance of 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 DOI.

*Table 4.16 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	
Overall	5,583	0.40*	±0.01	54,866	0.67*	±0.00	-0.64 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	88	0.39*	±0.08	838	0.68*	±0.03	-0.66 (M)
Wage Grade (WG) 5-8	456	0.38*	±0.04	3,730	0.62*	±0.01	-0.55 (M)
Wage Grade (WG) 9-16	168	0.34*	±0.07	1,688	0.59*	±0.02	-0.57 (M)
Other Wage Grade (WG)	58	0.20*	±0.07	297	0.64*	±0.05	-1.15 (L)
General Schedule (GS) 1-6	459	0.46*	±0.04	4,656	0.67*	±0.01	-0.49 (S)
General Schedule (GS) 7-10	1,272	0.35*	±0.02	11,390	0.64*	±0.01	-0.67 (M)
General Schedule (GS) 11-12	1,662	0.40*	±0.02	18,246	0.66*	±0.01	-0.63 (M)
General Schedule (GS) 13-15	1,135	0.46*	±0.02	12,024	0.74*	±0.01	-0.73 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	27	0.76*	±0.16	268	0.91*	±0.03	-0.55 (M)
Other	186	0.37*	±0.06	1,271	0.63*	±0.02	-0.62 (M)
Years of Service at Bureau or Office							
Less than 1 year	294	0.50*	±0.05	4,698	0.71*	±0.01	-0.50 (M)
1 to 3 years	821	0.44*	±0.03	8,078	0.72*	±0.01	-0.68 (M)
4 to 5 years	520	0.42*	±0.04	4,478	0.65*	±0.01	-0.54 (M)
6 to 10 years	1,167	0.40*	±0.02	10,983	0.65*	±0.01	-0.58 (M)
11 to 14 years	627	0.41*	±0.03	5,696	0.66*	±0.01	-0.59 (M)
15 to 20 years	809	0.38*	±0.03	7,657	0.64*	±0.01	-0.60 (M)
More than 20 years	1,301	0.35*	±0.02	13,016	0.67*	±0.01	-0.78 (M)
Appointment Type							
Permanent	5,086	0.39*	±0.01	49,028	0.66*	±0.00	-0.65 (M)
Term	366	0.52*	±0.05	4,115	0.73*	±0.01	-0.55 (M)
Temporary	113	0.54*	±0.08	1,517	0.70*	±0.02	-0.40 (S)
Work Schedule							
Seasonal	259	0.46*	±0.05	2,783	0.64*	±0.02	-0.42 (S)
Non-Seasonal	4,886	0.39*	±0.01	47,277	0.67*	±0.00	-0.66 (M)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size <i>Hedges' g</i>
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	190	0.45*	±0.06	1,788	0.63*	±0.02	-0.40 (S)
Permanent-Non-Seasonal	4,843	0.39*	±0.01	46,760	0.67*	±0.00	-0.66 (M)
Term	366	0.52*	±0.05	4,115	0.73*	±0.01	-0.55 (M)
Temporary-Seasonal	70	0.48*	±0.11	995	0.66*	±0.03	-0.42 (S)
Temporary-Non-Seasonal	43	0.62*	±0.12	517	0.78*	±0.03	-0.41 (S)
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	2,577	0.44*	±0.02	42,443	0.69*	±0.00	-0.61 (M)
Minority	2,881	0.38*	±0.02	11,718	0.61*	±0.01	-0.53 (M)
<b>Race/Ethnicity</b>							
Hispanic	848	0.40*	±0.03	3,304	0.66*	±0.01	-0.61 (M)
American Indian or Alaskan Native	761	0.34*	±0.03	3,468	0.52*	±0.01	-0.40 (S)
Asian	181	0.51*	±0.07	734	0.69*	±0.03	-0.43 (S)
Black/African-American	523	0.36*	±0.03	1,539	0.59*	±0.02	-0.55 (M)
Native Hawaiian or Other Pacific Islander	64	0.42*	±0.11	286	0.70*	±0.05	-0.66 (M)
Non-Hispanic White	2,577	0.44*	±0.02	42,443	0.69*	±0.00	-0.61 (M)
Multi-racial	504	0.35*	±0.04	2,386	0.63*	±0.02	-0.66 (M)

<sup>a</sup> 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 4.17 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 DOI.

*Table 4.17 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	5,591	3.3*	±0.0	54,782	2.7*	±0.0	0.72 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	86	3.2*	±0.2	825	2.8*	±0.1	0.51 (M)
Wage Grade (WG) 5-8	467	3.3*	±0.1	3,705	2.8*	±0.0	0.58 (M)
Wage Grade (WG) 9-16	166	3.2*	±0.1	1,693	2.9*	±0.0	0.43 (S)
Other Wage Grade (WG)	58	3.5*	±0.2	293	2.8*	±0.1	0.83 (L)
General Schedule (GS) 1-6	463	3.2*	±0.1	4,642	2.8*	±0.0	0.53 (M)
General Schedule (GS) 7-10	1,273	3.4*	±0.1	11,392	2.8*	±0.0	0.75 (M)
General Schedule (GS) 11-12	1,645	3.3*	±0.0	18,195	2.7*	±0.0	0.73 (M)
General Schedule (GS) 13-15	1,137	3.2*	±0.1	12,023	2.5*	±0.0	0.86 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	24	2.3*	±0.3	267	1.9*	±0.1	0.59 (M)
Other	190	3.5*	±0.1	1,262	2.8*	±0.0	0.86 (L)
Years of Service at Bureau or Office							
Less than 1 year	295	3.1*	±0.1	4,673	2.5*	±0.0	0.71 (M)
1 to 3 years	823	3.2*	±0.1	8,041	2.6*	±0.0	0.70 (M)
4 to 5 years	521	3.3*	±0.1	4,485	2.8*	±0.0	0.65 (M)
6 to 10 years	1,173	3.4*	±0.1	10,969	2.8*	±0.0	0.69 (M)
11 to 14 years	636	3.3*	±0.1	5,678	2.8*	±0.0	0.62 (M)
15 to 20 years	808	3.4*	±0.1	7,660	2.7*	±0.0	0.73 (M)
More than 20 years	1,286	3.4*	±0.1	13,002	2.6*	±0.0	0.84 (L)
Appointment Type							
Permanent	5,087	3.3*	±0.0	48,953	2.7*	±0.0	0.73 (M)
Term	364	3.1*	±0.1	4,131	2.6*	±0.0	0.67 (M)
Temporary	119	3.0*	±0.2	1,502	2.7*	±0.0	0.45 (S)
Work Schedule							
Seasonal	264	3.1*	±0.1	2,803	2.8*	±0.0	0.30 (S)
Non-Seasonal	4,891	3.3*	±0.0	47,158	2.7*	±0.0	0.75 (M)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	188	3.0*	±0.1	1,806	2.9*	±0.0	0.17
Permanent-Non-Seasonal	4,849	3.3*	±0.0	46,657	2.7*	±0.0	0.75 (M)
Term	364	3.1*	±0.1	4,131	2.6*	±0.0	0.67 (M)
Temporary-Seasonal	76	3.2*	±0.2	997	2.7*	±0.1	0.56 (M)
Temporary-Non-Seasonal	43	2.7	±0.2	500	2.6	±0.1	0.26 (S)
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	2,577	3.3*	±0.0	42,452	2.7*	±0.0	0.76 (M)
Minority	2,875	3.3*	±0.0	11,603	2.7*	±0.0	0.68 (M)
<b>Race/Ethnicity</b>							
Hispanic	839	3.3*	±0.1	3,283	2.7*	±0.0	0.80 (L)
American Indian or Alaskan Native	764	3.3*	±0.1	3,429	2.8*	±0.0	0.62 (M)
Asian	181	3.1*	±0.1	721	2.6*	±0.1	0.61 (M)
Black/African-American	517	3.2*	±0.1	1,495	2.6*	±0.0	0.68 (M)
Native Hawaiian or Other Pacific Islander	64	3.5*	±0.2	284	2.7*	±0.1	1.07 (L)
Non-Hispanic White	2,577	3.3*	±0.0	42,452	2.7*	±0.0	0.76 (M)
Multi-racial	510	3.3*	±0.1	2,390	2.7*	±0.0	0.66 (M)

<sup>a</sup> 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.

Table 4.18 presents the scale distribution of organizational politics for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.18 DOI – Racial/Ethnic Harassment and Organizational Politics Scale Distribution*

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<b>Organizational Politics</b>						
(1) Strongly Disagree	122	2.2%	±0.4	3,118	5.7%	±0.2
(2) Disagree	1,075	19.2%	±1.1	21,723	39.7%	±0.4
(3) Neither Agree nor Disagree	1,982	35.4%	±1.3	20,424	37.3%	±0.4
(4) Agree	1,798	32.2%	±1.2	7,879	14.4%	±0.3
(5) Strongly Agree	614	11.0%	±0.8	1,638	3.0%	±0.1

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.



#### 4.2.4 Racial/Ethnic Harassment and Organizational Trust

Table 4.19 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 DOI.

*Table 4.19 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	5,660	2.7*	±0.0	54,998	3.5*	±0.0	-0.88 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	94	3.0*	±0.2	839	3.6*	±0.1	-0.71 (M)
Wage Grade (WG) 5-8	467	2.6*	±0.1	3,752	3.4*	±0.0	-0.82 (L)
Wage Grade (WG) 9-16	170	2.5*	±0.1	1,707	3.1*	±0.0	-0.66 (M)
Other Wage Grade (WG)	56	2.6*	±0.2	299	3.3*	±0.1	-0.88 (L)
General Schedule (GS) 1-6	464	2.8*	±0.1	4,675	3.5*	±0.0	-0.71 (M)
General Schedule (GS) 7-10	1,290	2.6*	±0.1	11,431	3.4*	±0.0	-0.88 (L)
General Schedule (GS) 11-12	1,668	2.7*	±0.0	18,232	3.5*	±0.0	-0.96 (L)
General Schedule (GS) 13-15	1,146	3.0*	±0.1	12,025	3.8*	±0.0	-0.97 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	24	3.7*	±0.4	269	4.3*	±0.1	-0.98 (L)
Other	195	2.6*	±0.1	1,279	3.3*	±0.0	-0.84 (L)
Years of Service at Bureau or Office							
Less than 1 year	299	3.1*	±0.1	4,694	3.8*	±0.0	-0.81 (L)
1 to 3 years	823	2.9*	±0.1	8,112	3.6*	±0.0	-0.87 (L)
4 to 5 years	524	2.8*	±0.1	4,505	3.4*	±0.0	-0.75 (M)
6 to 10 years	1,182	2.7*	±0.1	10,999	3.4*	±0.0	-0.81 (L)
11 to 14 years	645	2.7*	±0.1	5,689	3.4*	±0.0	-0.82 (L)
15 to 20 years	819	2.6*	±0.1	7,664	3.4*	±0.0	-0.92 (L)
More than 20 years	1,316	2.7*	±0.1	13,056	3.5*	±0.0	-1.02 (L)
Appointment Type							
Permanent	5,151	2.7*	±0.0	49,120	3.5*	±0.0	-0.90 (L)
Term	369	3.1*	±0.1	4,151	3.6*	±0.0	-0.68 (M)
Temporary	119	3.1*	±0.2	1,522	3.6*	±0.0	-0.67 (M)
Work Schedule							
Seasonal	264	3.0*	±0.1	2,807	3.4*	±0.0	-0.44 (S)
Non-Seasonal	4,953	2.7*	±0.0	47,334	3.5*	±0.0	-0.92 (L)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	188	3.0*	±0.1	1,808	3.3*	±0.0	-0.37 (S)
Permanent-Non-Seasonal	4,910	2.7*	±0.0	46,815	3.5*	±0.0	-0.92 (L)
Term	369	3.1*	±0.1	4,151	3.6*	±0.0	-0.68 (M)
Temporary-Seasonal	76	3.0*	±0.2	999	3.5*	±0.1	-0.57 (M)
Temporary-Non-Seasonal	43	3.1*	±0.2	519	3.9*	±0.1	-0.94 (L)
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	2,607	2.8*	±0.0	42,552	3.5*	±0.0	-0.88 (L)
Minority	2,915	2.7*	±0.0	11,720	3.5*	±0.0	-0.84 (L)
<b>Race/Ethnicity</b>							
Hispanic	856	2.8*	±0.1	3,314	3.5*	±0.0	-0.88 (L)
American Indian or Alaskan Native	768	2.6*	±0.1	3,482	3.3*	±0.0	-0.83 (L)
Asian	180	3.1*	±0.2	729	3.7*	±0.1	-0.72 (M)
Black/African-American	537	2.7*	±0.1	1,509	3.5*	±0.0	-0.95 (L)
Native Hawaiian or Other Pacific Islander	64	2.8*	±0.2	282	3.4*	±0.1	-0.67 (M)
Non-Hispanic White	2,607	2.8*	±0.0	42,552	3.5*	±0.0	-0.88 (L)
Multi-racial	511	2.7*	±0.1	2,403	3.5*	±0.0	-0.83 (L)

<sup>a</sup> 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.

Table 4.20 presents the scale distribution of organizational trust for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.20 DOI – Racial/Ethnic Harassment and Organizational Trust Scale Distribution*

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<b>Organizational Trust</b>						
(1) Strongly Disagree	609	10.8%	±0.8	1,122	2.0%	±0.1
(2) Disagree	1,599	28.2%	±1.2	5,449	9.9%	±0.3
(3) Neither Agree nor Disagree	2,006	35.4%	±1.3	15,955	29.0%	±0.4
(4) Agree	1,215	21.5%	±1.1	25,060	45.6%	±0.4
(5) Strongly Agree	232	4.1%	±0.5	7,412	13.5%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

### 4.2.5 Racial/Ethnic Harassment and Supervisor Support

Table 4.21 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 DOI.

Table 4.21 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	5,407	3.1*	±0.0	53,992	3.9*	±0.0	-0.75 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	86	3.5*	±0.2	820	3.9*	±0.1	-0.42 (S)
Wage Grade (WG) 5-8	434	2.8*	±0.1	3,641	3.7*	±0.0	-0.90 (L)
Wage Grade (WG) 9-16	165	3.1*	±0.2	1,665	3.6*	±0.1	-0.38 (S)
Other Wage Grade (WG)	56	2.9*	±0.3	289	3.4*	±0.1	-0.40 (S)
General Schedule (GS) 1-6	449	3.1*	±0.1	4,559	3.9*	±0.0	-0.70 (M)
General Schedule (GS) 7-10	1,222	3.0*	±0.1	11,194	3.8*	±0.0	-0.77 (M)
General Schedule (GS) 11-12	1,595	3.1*	±0.1	17,956	3.8*	±0.0	-0.75 (M)
General Schedule (GS) 13-15	1,104	3.3*	±0.1	11,855	4.0*	±0.0	-0.79 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	24	4.0*	±0.4	265	4.5*	±0.1	-0.76 (M)
Other	187	2.8*	±0.2	1,252	3.7*	±0.1	-0.89 (L)
Years of Service at Bureau or Office							
Less than 1 year	277	3.3*	±0.1	4,609	4.1*	±0.0	-0.91 (L)
1 to 3 years	805	3.3*	±0.1	7,971	4.0*	±0.0	-0.72 (M)
4 to 5 years	507	3.1*	±0.1	4,439	3.8*	±0.0	-0.73 (M)
6 to 10 years	1,143	3.1*	±0.1	10,793	3.8*	±0.0	-0.66 (M)
11 to 14 years	629	2.9*	±0.1	5,579	3.8*	±0.0	-0.79 (M)
15 to 20 years	787	2.9*	±0.1	7,530	3.8*	±0.0	-0.77 (M)
More than 20 years	1,205	3.0*	±0.1	12,792	3.8*	±0.0	-0.81 (L)
Appointment Type							
Permanent	4,924	3.0*	±0.0	48,215	3.8*	±0.0	-0.77 (M)
Term	356	3.4*	±0.1	4,079	4.0*	±0.0	-0.67 (M)
Temporary	115	3.6*	±0.2	1,501	4.0*	±0.0	-0.45 (S)
Work Schedule							
Seasonal	250	3.3*	±0.1	2,748	3.8*	±0.0	-0.51 (M)
Non-Seasonal	4,736	3.0*	±0.0	46,487	3.8*	±0.0	-0.77 (M)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	178	3.3*	±0.2	1,759	3.8*	±0.0	-0.52 (M)
Permanent-Non-Seasonal	4,693	3.0*	±0.0	45,979	3.8*	±0.0	-0.78 (M)
Term	356	3.4*	±0.1	4,079	4.0*	±0.0	-0.67 (M)
Temporary-Seasonal	72	3.5*	±0.3	989	3.9*	±0.1	-0.45 (S)
Temporary-Non-Seasonal	43	3.7*	±0.3	507	4.2*	±0.1	-0.48 (S)
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	2,529	3.1*	±0.0	41,889	3.9*	±0.0	-0.71 (M)
Minority	2,747	3.0*	±0.0	11,377	3.8*	±0.0	-0.74 (M)
<b>Race/Ethnicity</b>							
Hispanic	791	3.1*	±0.1	3,228	3.9*	±0.0	-0.78 (M)
American Indian or Alaskan Native	726	2.8*	±0.1	3,312	3.6*	±0.0	-0.76 (M)
Asian	173	3.4*	±0.2	726	4.0*	±0.1	-0.63 (M)
Black/African-American	503	3.0*	±0.1	1,467	3.8*	±0.1	-0.69 (M)
Native Hawaiian or Other Pacific Islander	57	2.9*	±0.3	284	3.8*	±0.1	-0.84 (L)
Non-Hispanic White	2,529	3.1*	±0.0	41,889	3.9*	±0.0	-0.71 (M)
Multi-racial	496	3.0*	±0.1	2,360	3.8*	±0.0	-0.76 (M)

<sup>a</sup> 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.

Table 4.22 presents the scale distribution of supervisor support for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.22 DOI – Racial/Ethnic Harassment and Supervisor Support Scale Distribution*

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<b>Supervisor Support</b>						
(1) Strongly Disagree	813	15.0%	±1.0	1,968	3.6%	±0.2
(2) Disagree	929	17.2%	±1.0	3,561	6.6%	±0.2
(3) Neither Agree nor Disagree	1,183	21.9%	±1.1	8,726	16.2%	±0.3
(4) Agree	1,584	29.3%	±1.2	21,371	39.6%	±0.4
(5) Strongly Agree	898	16.6%	±1.0	18,366	34.0%	±0.4

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

#### 4.2.6 Racial/Ethnic Harassment and Organizational Inclusion

Table 4.23 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 DOI.

*Table 4.23 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	5,691	3.0*	±0.0	55,256	3.8*	±0.0	-0.86 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	94	3.2*	±0.2	845	3.8*	±0.1	-0.63 (M)
Wage Grade (WG) 5-8	475	2.8*	±0.1	3,774	3.7*	±0.0	-0.90 (L)
Wage Grade (WG) 9-16	170	2.7*	±0.2	1,713	3.6*	±0.0	-0.95 (L)
Other Wage Grade (WG)	58	2.7*	±0.2	299	3.6*	±0.1	-1.09 (L)
General Schedule (GS) 1-6	465	3.1*	±0.1	4,716	3.8*	±0.0	-0.74 (M)
General Schedule (GS) 7-10	1,294	2.9*	±0.1	11,462	3.7*	±0.0	-0.81 (L)
General Schedule (GS) 11-12	1,678	2.9*	±0.1	18,314	3.8*	±0.0	-0.91 (L)
General Schedule (GS) 13-15	1,148	3.2*	±0.1	12,080	3.9*	±0.0	-0.89 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	27	3.7*	±0.3	270	4.3*	±0.1	-0.84 (L)
Other	196	2.7*	±0.2	1,288	3.6*	±0.0	-0.93 (L)
Years of Service at Bureau or Office							
Less than 1 year	304	3.2*	±0.1	4,718	4.0*	±0.0	-0.88 (L)
1 to 3 years	833	3.1*	±0.1	8,160	3.9*	±0.0	-0.81 (L)
4 to 5 years	524	3.1*	±0.1	4,521	3.7*	±0.0	-0.65 (M)
6 to 10 years	1,185	3.0*	±0.1	11,045	3.7*	±0.0	-0.79 (M)
11 to 14 years	646	2.8*	±0.1	5,722	3.7*	±0.0	-0.91 (L)
15 to 20 years	816	2.9*	±0.1	7,704	3.7*	±0.0	-0.89 (L)
More than 20 years	1,330	2.9*	±0.1	13,109	3.8*	±0.0	-1.00 (L)
Appointment Type							
Permanent	5,174	2.9*	±0.0	49,362	3.7*	±0.0	-0.88 (L)
Term	374	3.4*	±0.1	4,159	3.9*	±0.0	-0.66 (M)
Temporary	119	3.3*	±0.2	1,526	3.9*	±0.0	-0.68 (M)
Work Schedule							
Seasonal	266	3.3*	±0.1	2,825	3.7*	±0.0	-0.54 (M)
Non-Seasonal	4,975	2.9*	±0.0	47,561	3.8*	±0.0	-0.89 (L)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	190	3.2*	±0.1	1,822	3.7*	±0.0	-0.49 (S)
Permanent-Non-Seasonal	4,932	2.9*	±0.0	47,042	3.8*	±0.0	-0.89 (L)
Term	374	3.4*	±0.1	4,159	3.9*	±0.0	-0.66 (M)
Temporary-Seasonal	76	3.3*	±0.2	1,003	3.9*	±0.1	-0.62 (M)
Temporary-Non-Seasonal	43	3.4*	±0.4	519	4.1*	±0.1	-0.82 (L)
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	2,611	3.0*	±0.0	42,679	3.8*	±0.0	-0.83 (L)
Minority	2,940	2.9*	±0.0	11,840	3.8*	±0.0	-0.85 (L)
<b>Race/Ethnicity</b>							
Hispanic	861	2.9*	±0.1	3,334	3.8*	±0.0	-0.97 (L)
American Indian or Alaskan Native	783	2.9*	±0.1	3,521	3.6*	±0.0	-0.68 (M)
Asian	181	3.3*	±0.2	745	4.0*	±0.1	-0.73 (M)
Black/African-American	538	2.9*	±0.1	1,542	3.8*	±0.0	-0.94 (L)
Native Hawaiian or Other Pacific Islander	61	3.1*	±0.3	286	3.7*	±0.1	-0.59 (M)
Non-Hispanic White	2,611	3.0*	±0.0	42,679	3.8*	±0.0	-0.83 (L)
Multi-racial	515	2.9*	±0.1	2,412	3.8*	±0.0	-0.97 (L)

<sup>a</sup> 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.

Table 4.24 presents the scale distribution of organizational inclusion for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.24 DOI – Racial/Ethnic Harassment and Organizational Inclusion Scale Distribution*

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<b>Organizational Inclusion</b>						
(1) Strongly Disagree	785	13.8%	±0.9	1,258	2.3%	±0.1
(2) Disagree	1,189	20.9%	±1.1	4,339	7.9%	±0.2
(3) Neither Agree nor Disagree	1,567	27.5%	±1.2	10,863	19.7%	±0.3
(4) Agree	1,757	30.9%	±1.2	28,019	50.7%	±0.4
(5) Strongly Agree	393	6.9%	±0.7	10,778	19.5%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

#### 4.2.7 Racial/Ethnic Harassment and Bystander Harassment

Table 4.25 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 DOI.

*Table 4.25 DOI – Racial/Ethnic Harassment and Bystander Harassment*

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	2,413	44.0%*	±1.3	2,576	4.7%*	±0.2	1.01 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	26	27.5%*	±10.0	40	4.8%*	±1.7	0.66 (M)
Wage Grade (WG) 5-8	203	46.6%*	±4.7	169	4.6%*	±0.7	1.07 (L)
Wage Grade (WG) 9-16	71	48.6%*	±8.1	96	5.7%*	±1.2	1.06 (L)
Other Wage Grade (WG)	39	68.1%*	±13.4	19	6.5%*	±3.5	1.43 (L)
General Schedule (GS) 1-6	215	47.4%*	±4.6	248	5.3%*	±0.7	1.05 (L)
General Schedule (GS) 7-10	521	41.0%*	±2.7	607	5.4%*	±0.4	0.92 (L)
General Schedule (GS) 11-12	747	46.2%*	±2.4	836	4.6%*	±0.3	1.06 (L)
General Schedule (GS) 13-15	468	41.8%*	±2.9	471	3.9%*	±0.4	1.01 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	2.0%	±2.6	NR
Other	84	45.3%*	±7.3	67	5.3%*	±1.4	1.01 (L)
Years of Service at Bureau or Office							
Less than 1 year	95	31.9%*	±5.5	111	2.4%*	±0.5	0.89 (L)
1 to 3 years	408	50.2%*	±3.4	416	5.2%*	±0.5	1.12 (L)
4 to 5 years	227	44.9%*	±4.4	284	6.4%*	±0.8	0.96 (L)
6 to 10 years	526	45.9%*	±2.9	648	5.9%*	±0.5	1.00 (L)
11 to 14 years	299	49.6%*	±4.0	217	3.8%*	±0.5	1.17 (L)
15 to 20 years	326	41.0%*	±3.5	355	4.7%*	±0.5	0.95 (L)
More than 20 years	515	40.4%*	±2.7	526	4.1%*	±0.4	0.97 (L)
Appointment Type							
Permanent	2,211	44.4%*	±1.4	2,283	4.7%*	±0.2	1.02 (L)
Term	140	38.9%*	±5.2	193	4.7%*	±0.7	0.91 (L)
Temporary	52	45.5%*	±9.3	89	5.9%*	±1.3	0.99 (L)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Percent</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Percent</i> <sup>a</sup>	<i>MoE</i>	<i>Cohen's h</i>
<b>Work Schedule</b>							
Seasonal	105	40.9%*	±6.2	181	6.5%*	±1.0	0.87 (L)
Non-Seasonal	2,136	44.6%*	±1.4	2,182	4.6%*	±0.2	1.03 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	71	38.5%*	±7.3	102	5.7%*	±1.2	0.86 (L)
Permanent-Non-Seasonal	2,117	44.6%*	±1.4	2,172	4.7%*	±0.2	1.03 (L)
Term	140	38.9%*	±5.2	193	4.7%*	±0.7	0.91 (L)
Temporary-Seasonal	33	47.0%*	±11.8	78	8.0%*	±1.9	0.94 (L)
Temporary-Non-Seasonal	19	43.2%*	±15.6	10	2.0%*	±1.7	1.15 (L)
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	1,039	41.2%*	±1.9	1,952	4.6%*	±0.2	0.96 (L)
Minority	1,331	46.9%*	±1.8	587	5.0%*	±0.4	1.06 (L)
<b>Race/Ethnicity</b>							
Hispanic	379	45.3%*	±3.4	187	5.7%*	±0.8	1.00 (L)
American Indian or Alaskan Native	341	45.2%*	±3.6	163	4.7%*	±0.8	1.04 (L)
Asian	72	40.5%*	±7.4	18	2.4%*	±1.4	1.07 (L)
Black/African-American	275	54.5%*	±4.4	82	5.4%*	±1.3	1.19 (L)
Native Hawaiian or Other Pacific Islander	31	52.7%*	±13.0	16	5.6%*	±3.4	1.15 (L)
Non-Hispanic White	1,039	41.2%*	±1.9	1,952	4.6%*	±0.2	0.96 (L)
Multi-racial	232	46.1%*	±4.4	121	5.1%*	±1.0	1.04 (L)

<sup>a</sup> 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 4.26 presents the results of the regression analyses. Each predictor variable is shown in the first column.

*Table 4.26 DOI – Logistic Regression of Racial/Ethnic Harassment and Predictors of Workplace Harassment*

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	2.816	0.195	207.747	--	16.703	--	--	--	--
Sex	0.294	0.038	58.975	0.000	1.341	1.245	1.446	-11437.953	59.751
Age	-0.089	0.041	4.823	0.028	0.914	0.844	0.990	-11410.477	4.800
Education Level	0.166	0.042	15.366	0.000	1.181	1.087	1.283	-11415.835	15.515
Race/Ethnicity	-1.391	0.038	1374.959	0.000	0.249	0.231	0.268	-12086.631	1357.108
Relationship Status	-0.106	0.038	7.617	0.006	0.900	0.835	0.970	-11411.864	7.574
Pay Grade	--	--	12.055	--	--	--	--	--	--
Middle Grade vs. Junior Grade	0.030	0.064	0.217	0.641	1.030	0.909	1.168	-11413.317	10.479
Senior Grade vs. Junior Grade	0.069	0.065	1.157	0.282	1.072	0.944	1.217	-11413.317	10.479
Executive Grade vs. Junior Grade	0.871	0.257	11.514	0.001	2.390	1.445	3.953	-11413.317	10.479
Organizational Politics	0.057	0.028	4.122	0.042	1.059	1.002	1.118	-11410.138	4.122
Organizational Inclusion	-0.217	0.024	81.074	0.000	0.805	0.768	0.844	-11448.699	81.242
Organizational Trust	-0.171	0.031	30.063	0.000	0.843	0.793	0.896	-11423.040	29.925
Bystander Harassment Based on Race/Ethnicity	-2.095	0.042	2457.132	0.000	0.123	0.113	0.134	-12581.845	2347.535
General Intolerance	-0.451	0.026	290.163	0.000	0.637	0.605	0.671	-11554.005	291.855
Gender Context	-0.080	0.032	6.114	0.013	0.923	0.867	0.984	-11411.129	6.103

Note. N = 52,943, Nagelkerke R Square = 0.318

### 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 4.27 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 DOI.

*Table 4.27 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	4,267	2.9*	±0.0	55,937	3.6*	±0.0	-0.80 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	50	2.9*	±0.2	884	3.7*	±0.1	-0.89 (L)
Wage Grade (WG) 5-8	335	3.0*	±0.1	3,811	3.6*	±0.0	-0.66 (M)
Wage Grade (WG) 9-16	151	2.8*	±0.2	1,682	3.5*	±0.0	-0.76 (M)
Other Wage Grade (WG)	28	2.9*	±0.3	322	3.5*	±0.1	-0.70 (M)
General Schedule (GS) 1-6	408	3.0*	±0.1	4,685	3.7*	±0.0	-0.73 (M)
General Schedule (GS) 7-10	974	2.8*	±0.1	11,625	3.5*	±0.0	-0.78 (M)
General Schedule (GS) 11-12	1,401	2.9*	±0.0	18,429	3.6*	±0.0	-0.83 (L)
General Schedule (GS) 13-15	732	3.0*	±0.1	12,409	3.8*	±0.0	-0.92 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	3.5*	±0.7	283	4.2*	±0.1	-0.91 (L)
Other	138	3.0*	±0.2	1,314	3.5*	±0.1	-0.59 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	214	3.2*	±0.1	4,722	3.9*	±0.0	-0.79 (M)
1 to 3 years	565	3.0*	±0.1	8,261	3.7*	±0.0	-0.88 (L)
4 to 5 years	386	2.9*	±0.1	4,584	3.6*	±0.0	-0.72 (M)
6 to 10 years	969	3.0*	±0.1	11,145	3.5*	±0.0	-0.66 (M)
11 to 14 years	491	2.8*	±0.1	5,851	3.6*	±0.0	-0.87 (L)
15 to 20 years	671	2.8*	±0.1	7,776	3.5*	±0.0	-0.84 (L)
More than 20 years	936	2.9*	±0.1	13,330	3.6*	±0.0	-0.83 (L)
Appointment Type							
Permanent	3,840	2.9*	±0.0	50,058	3.6*	±0.0	-0.82 (L)
Term	294	3.3*	±0.1	4,180	3.7*	±0.0	-0.54 (M)
Temporary	121	3.1*	±0.1	1,496	3.7*	±0.0	-0.77 (M)
Work Schedule							
Seasonal	273	3.2*	±0.1	2,748	3.6*	±0.0	-0.45 (S)
Non-Seasonal	3,664	2.9*	±0.0	48,279	3.6*	±0.0	-0.85 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	180	3.3*	±0.1	1,783	3.5*	±0.0	-0.32 (S)
Permanent-Non-Seasonal	3,636	2.9*	±0.0	47,753	3.6*	±0.0	-0.85 (L)
Term	294	3.3*	±0.1	4,180	3.7*	±0.0	-0.54 (M)
Temporary-Seasonal	93	3.1*	±0.2	965	3.6*	±0.0	-0.70 (M)
Temporary-Non-Seasonal	28	3.2*	±0.3	527	3.9*	±0.1	-0.88 (L)

<sup>a</sup> 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.

Table 4.28 presents the scale distribution of general intolerance for harassment for those who indicated they had or had not experienced religious harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.28 DOI – Religious Harassment and General Intolerance for Harassment Scale Distribution*

	Experienced religious harassment			Did not experience religious harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Intolerance for Harassment						
(1) Strongly Disagree	341	8.0%	±0.9	1,158	2.1%	±0.1
(2) Disagree	1,055	24.7%	±1.3	4,655	8.3%	±0.2
(3) Neither Agree nor Disagree	1,584	37.1%	±1.5	16,823	30.1%	±0.4
(4) Agree	1,084	25.4%	±1.3	23,785	42.5%	±0.4
(5) Strongly Agree	203	4.8%	±0.7	9,516	17.0%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

### 4.3.2 Religious Harassment and Leadership Intolerance for Harassment

Table 4.29 presents leadership intolerance for harassment for those who indicated they had or had not experienced religious harassment within the past 12 months. Intolerance of 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 DOI.

*Table 4.29 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	
Overall	4,244	0.45*	±0.01	56,178	0.66*	±0.00	-0.51 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	52	0.25*	±0.10	876	0.67*	±0.03	-1.00 (L)
Wage Grade (WG) 5-8	337	0.48*	±0.05	3,840	0.60*	±0.01	-0.28 (S)
Wage Grade (WG) 9-16	151	0.40*	±0.07	1,699	0.58*	±0.02	-0.42 (S)
Other Wage Grade (WG)	26	0.36*	±0.13	329	0.58*	±0.05	-0.52 (M)
General Schedule (GS) 1-6	389	0.54*	±0.04	4,722	0.66*	±0.01	-0.30 (S)
General Schedule (GS) 7-10	983	0.41*	±0.03	11,684	0.63*	±0.01	-0.50 (M)
General Schedule (GS) 11-12	1,394	0.44*	±0.02	18,495	0.65*	±0.01	-0.51 (M)
General Schedule (GS) 13-15	721	0.47*	±0.03	12,433	0.73*	±0.01	-0.66 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	0.53*	±0.42	289	0.90*	±0.03	-1.39 (L)
Other	140	0.37*	±0.07	1,319	0.62*	±0.02	-0.59 (M)
Years of Service at Bureau or Office							
Less than 1 year	217	0.55*	±0.06	4,777	0.71*	±0.01	-0.38 (S)
1 to 3 years	556	0.50*	±0.04	8,331	0.70*	±0.01	-0.49 (S)
4 to 5 years	381	0.44*	±0.04	4,614	0.64*	±0.01	-0.48 (S)
6 to 10 years	962	0.46*	±0.03	11,181	0.64*	±0.01	-0.42 (S)
11 to 14 years	489	0.40*	±0.04	5,844	0.65*	±0.01	-0.61 (M)
15 to 20 years	666	0.40*	±0.03	7,795	0.63*	±0.01	-0.54 (M)
More than 20 years	938	0.43*	±0.03	13,366	0.66*	±0.01	-0.57 (M)
Appointment Type							
Permanent	3,819	0.43*	±0.01	50,279	0.65*	±0.00	-0.53 (M)
Term	287	0.57*	±0.05	4,188	0.73*	±0.01	-0.38 (S)
Temporary	121	0.57*	±0.07	1,509	0.70*	±0.02	-0.31 (S)
Work Schedule							
Seasonal	270	0.52*	±0.05	2,772	0.63*	±0.02	-0.26 (S)
Non-Seasonal	3,647	0.43*	±0.01	48,498	0.66*	±0.00	-0.54 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	177	0.48*	±0.07	1,800	0.62*	±0.02	-0.32 (S)
Permanent-Non-Seasonal	3,619	0.43*	±0.01	47,965	0.66*	±0.00	-0.53 (M)
Term	287	0.57*	±0.05	4,188	0.73*	±0.01	-0.38 (S)
Temporary-Seasonal	93	0.60	±0.08	972	0.65	±0.03	-0.13
Temporary-Non-Seasonal	28	0.48*	±0.15	532	0.78*	±0.03	-0.78 (M)

<sup>a</sup> 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 4.30 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 DOI.

*Table 4.30 DOI – Religious Harassment and Organizational Politics by Selected Characteristics*

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	4,258	3.3*	±0.0	56,096	2.7*	±0.0	0.63 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	44	3.5*	±0.2	869	2.8*	±0.1	0.89 (L)
Wage Grade (WG) 5-8	346	3.1*	±0.1	3,825	2.8*	±0.0	0.33 (S)
Wage Grade (WG) 9-16	151	3.4*	±0.1	1,703	2.8*	±0.0	0.65 (M)
Other Wage Grade (WG)	28	3.7*	±0.3	322	2.9*	±0.1	0.96 (L)
General Schedule (GS) 1-6	400	3.3*	±0.1	4,706	2.8*	±0.0	0.61 (M)
General Schedule (GS) 7-10	977	3.3*	±0.1	11,691	2.8*	±0.0	0.59 (M)
General Schedule (GS) 11-12	1,391	3.3*	±0.0	18,428	2.7*	±0.0	0.65 (M)
General Schedule (GS) 13-15	731	3.2*	±0.1	12,423	2.5*	±0.0	0.73 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	2.4*	±1.0	285	1.9*	±0.1	0.79 (M)
Other	136	3.3*	±0.1	1,318	2.8*	±0.0	0.48 (S)
Years of Service at Bureau or Office							
Less than 1 year	211	3.0*	±0.1	4,757	2.6*	±0.0	0.65 (M)
1 to 3 years	569	3.2*	±0.1	8,288	2.7*	±0.0	0.62 (M)
4 to 5 years	383	3.2*	±0.1	4,621	2.8*	±0.0	0.49 (S)
6 to 10 years	972	3.3*	±0.1	11,162	2.8*	±0.0	0.53 (M)
11 to 14 years	488	3.3*	±0.1	5,835	2.8*	±0.0	0.65 (M)
15 to 20 years	670	3.4*	±0.1	7,801	2.7*	±0.0	0.74 (M)
More than 20 years	930	3.2*	±0.1	13,343	2.7*	±0.0	0.65 (M)
Appointment Type							
Permanent	3,831	3.3*	±0.0	50,199	2.7*	±0.0	0.64 (M)
Term	288	2.9*	±0.1	4,201	2.6*	±0.0	0.39 (S)
Temporary	121	3.3*	±0.2	1,500	2.7*	±0.0	0.84 (L)
Work Schedule							
Seasonal	273	3.2*	±0.1	2,794	2.8*	±0.0	0.42 (S)
Non-Seasonal	3,658	3.3*	±0.0	48,379	2.7*	±0.0	0.66 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	180	3.0*	±0.1	1,814	2.9*	±0.0	0.23 (S)
Permanent-Non-Seasonal	3,630	3.3*	±0.0	47,863	2.7*	±0.0	0.66 (M)
Term	288	2.9*	±0.1	4,201	2.6*	±0.0	0.39 (S)
Temporary-Seasonal	93	3.4*	±0.2	980	2.7*	±0.1	0.79 (M)
Temporary-Non-Seasonal	28	3.1*	±0.3	515	2.5*	±0.1	0.88 (L)

<sup>a</sup> 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.

Table 4.31 presents the scale distribution of organizational politics for those who indicated they had or had not experienced religious harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.31 DOI – Religious Harassment and Organizational Politics Scale Distribution*

	Experienced religious harassment			Did not experience religious harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Politics						
(1) Strongly Disagree	99	2.3%	±0.5	3,141	5.6%	±0.2
(2) Disagree	886	20.8%	±1.2	21,909	39.1%	±0.4
(3) Neither Agree nor Disagree	1,534	36.0%	±1.5	20,849	37.2%	±0.4
(4) Agree	1,329	31.2%	±1.4	8,349	14.9%	±0.3
(5) Strongly Agree	411	9.6%	±0.9	1,847	3.3%	±0.2

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.



#### 4.3.4 Religious Harassment and Organizational Trust

Table 4.32 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 DOI.

*Table 4.32 DOI – Religious Harassment and Organizational Trust by Selected Characteristics*

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	4,288	2.8*	±0.0	56,344	3.5*	±0.0	-0.72 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	52	2.6*	±0.2	883	3.6*	±0.1	-1.05 (L)
Wage Grade (WG) 5-8	342	2.8*	±0.1	3,875	3.3*	±0.0	-0.53 (M)
Wage Grade (WG) 9-16	151	2.5*	±0.2	1,721	3.1*	±0.0	-0.64 (M)
Other Wage Grade (WG)	28	2.5*	±0.3	326	3.3*	±0.1	-0.92 (L)
General Schedule (GS) 1-6	406	2.8*	±0.1	4,725	3.4*	±0.0	-0.67 (M)
General Schedule (GS) 7-10	985	2.7*	±0.1	11,738	3.3*	±0.0	-0.68 (M)
General Schedule (GS) 11-12	1,397	2.8*	±0.1	18,485	3.5*	±0.0	-0.76 (M)
General Schedule (GS) 13-15	734	3.1*	±0.1	12,431	3.7*	±0.0	-0.79 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	3.2*	±0.6	287	4.2*	±0.1	-1.66 (L)
Other	138	2.8*	±0.1	1,337	3.2*	±0.0	-0.50 (M)
Years of Service at Bureau or Office							
Less than 1 year	217	3.1*	±0.1	4,775	3.8*	±0.0	-0.84 (L)
1 to 3 years	569	3.0*	±0.1	8,349	3.6*	±0.0	-0.72 (M)
4 to 5 years	384	2.8*	±0.1	4,643	3.4*	±0.0	-0.74 (M)
6 to 10 years	977	2.8*	±0.1	11,196	3.4*	±0.0	-0.62 (M)
11 to 14 years	493	2.7*	±0.1	5,850	3.4*	±0.0	-0.75 (M)
15 to 20 years	673	2.8*	±0.1	7,813	3.4*	±0.0	-0.72 (M)
More than 20 years	939	2.8*	±0.1	13,421	3.5*	±0.0	-0.74 (M)
Appointment Type							
Permanent	3,855	2.8*	±0.0	50,400	3.5*	±0.0	-0.73 (M)
Term	297	3.2*	±0.1	4,218	3.6*	±0.0	-0.49 (S)
Temporary	121	2.8*	±0.2	1,521	3.6*	±0.0	-1.05 (L)
Work Schedule							
Seasonal	273	2.8*	±0.1	2,798	3.4*	±0.0	-0.62 (M)
Non-Seasonal	3,680	2.8*	±0.0	48,589	3.5*	±0.0	-0.75 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	180	2.9*	±0.1	1,816	3.3*	±0.0	-0.43 (S)
Permanent-Non-Seasonal	3,652	2.8*	±0.0	48,055	3.5*	±0.0	-0.75 (M)
Term	297	3.2*	±0.1	4,218	3.6*	±0.0	-0.49 (S)
Temporary-Seasonal	93	2.7*	±0.2	982	3.5*	±0.1	-1.00 (L)
Temporary-Non-Seasonal	28	3.0*	±0.3	534	3.9*	±0.1	-1.05 (L)

<sup>a</sup> 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.

Table 4.33 presents the scale distribution of organizational trust for those who indicated they had or had not experienced religious harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.33 DOI – Religious Harassment and Organizational Trust Scale Distribution*

	Experienced religious harassment			Did not experience religious harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Trust						
(1) Strongly Disagree	341	8.0%	±0.8	1,383	2.5%	±0.1
(2) Disagree	1,208	28.2%	±1.4	5,838	10.4%	±0.3
(3) Neither Agree nor Disagree	1,431	33.4%	±1.4	16,519	29.3%	±0.4
(4) Agree	1,134	26.4%	±1.3	25,138	44.6%	±0.4
(5) Strongly Agree	174	4.1%	±0.6	7,465	13.2%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

### 4.3.5 Religious Harassment and Supervisor Support

Table 4.34 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 DOI.

*Table 4.34 DOI – Religious Harassment and Supervisor Support by Selected Characteristics*

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	4,139	3.2*	±0.0	55,236	3.8*	±0.0	-0.62 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	44	2.8*	±0.3	862	3.9*	±0.1	-1.05 (L)
Wage Grade (WG) 5-8	324	3.1*	±0.1	3,750	3.7*	±0.0	-0.52 (M)
Wage Grade (WG) 9-16	142	3.0*	±0.2	1,682	3.6*	±0.1	-0.50 (M)
Other Wage Grade (WG)	28	2.4*	±0.3	317	3.4*	±0.1	-0.86 (L)
General Schedule (GS) 1-6	399	3.2*	±0.1	4,609	3.9*	±0.0	-0.65 (M)
General Schedule (GS) 7-10	939	3.2*	±0.1	11,480	3.7*	±0.0	-0.53 (M)
General Schedule (GS) 11-12	1,368	3.1*	±0.1	18,161	3.8*	±0.0	-0.65 (M)
General Schedule (GS) 13-15	708	3.4*	±0.1	12,245	4.0*	±0.0	-0.62 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	3.4*	±0.7	283	4.5*	±0.1	-1.62 (L)
Other	134	2.9*	±0.2	1,307	3.6*	±0.1	-0.71 (M)
Years of Service at Bureau or Office							
Less than 1 year	199	3.4*	±0.2	4,685	4.1*	±0.0	-0.70 (M)
1 to 3 years	559	3.4*	±0.1	8,209	4.0*	±0.0	-0.63 (M)
4 to 5 years	374	3.2*	±0.1	4,570	3.8*	±0.0	-0.61 (M)
6 to 10 years	950	3.3*	±0.1	10,977	3.8*	±0.0	-0.46 (S)
11 to 14 years	483	3.0*	±0.1	5,734	3.8*	±0.0	-0.74 (M)
15 to 20 years	657	3.0*	±0.1	7,660	3.7*	±0.0	-0.73 (M)
More than 20 years	881	3.2*	±0.1	13,105	3.8*	±0.0	-0.58 (M)
Appointment Type							
Permanent	3,720	3.1*	±0.0	49,405	3.8*	±0.0	-0.63 (M)
Term	281	3.6*	±0.1	4,149	4.0*	±0.0	-0.49 (S)
Temporary	121	3.3*	±0.2	1,495	4.0*	±0.0	-0.80 (L)
Work Schedule							
Seasonal	269	3.3*	±0.1	2,730	3.8*	±0.0	-0.53 (M)
Non-Seasonal	3,549	3.1*	±0.0	47,659	3.8*	±0.0	-0.63 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	176	3.3*	±0.2	1,761	3.8*	±0.0	-0.43 (S)
Permanent-Non-Seasonal	3,521	3.1*	±0.0	47,137	3.8*	±0.0	-0.63 (M)
Term	281	3.6*	±0.1	4,149	4.0*	±0.0	-0.49 (S)
Temporary-Seasonal	93	3.3*	±0.2	969	4.0*	±0.1	-0.71 (M)
Temporary-Non-Seasonal	28	3.3*	±0.3	522	4.2*	±0.1	-0.96 (L)

<sup>a</sup> 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.

Table 4.35 presents the scale distribution of supervisor support for those who indicated they had or had not experienced religious harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.35 DOI – Religious Harassment and Supervisor Support Scale Distribution*

	Experienced religious harassment			Did not experience religious harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Supervisor Support						
(1) Strongly Disagree	512	12.4%	±1.0	2,261	4.1%	±0.2
(2) Disagree	682	16.5%	±1.2	3,813	6.9%	±0.2
(3) Neither Agree nor Disagree	942	22.8%	±1.3	8,975	16.2%	±0.3
(4) Agree	1,228	29.7%	±1.4	21,721	39.3%	±0.4
(5) Strongly Agree	775	18.7%	±1.2	18,466	33.4%	±0.4

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

### 4.3.6 Religious Harassment and Organizational Inclusion

Table 4.36 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 DOI.

*Table 4.36 DOI – Religious Harassment and Organizational Inclusion by Selected Characteristics*

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	4,309	3.1*	±0.0	56,607	3.7*	±0.0	-0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	52	2.8*	±0.3	889	3.8*	±0.1	-0.98 (L)
Wage Grade (WG) 5-8	346	3.0*	±0.1	3,903	3.6*	±0.0	-0.59 (M)
Wage Grade (WG) 9-16	151	2.8*	±0.2	1,724	3.5*	±0.0	-0.76 (M)
Other Wage Grade (WG)	28	2.7*	±0.4	329	3.5*	±0.1	-0.94 (L)
General Schedule (GS) 1-6	408	3.2*	±0.1	4,765	3.8*	±0.0	-0.63 (M)
General Schedule (GS) 7-10	988	3.0*	±0.1	11,770	3.6*	±0.0	-0.61 (M)
General Schedule (GS) 11-12	1,407	3.1*	±0.1	18,564	3.7*	±0.0	-0.70 (M)
General Schedule (GS) 13-15	735	3.3*	±0.1	12,487	3.9*	±0.0	-0.73 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	3.5*	±0.4	291	4.3*	±0.1	-0.99 (L)
Other	140	3.0*	±0.2	1,347	3.5*	±0.1	-0.55 (M)
Years of Service at Bureau or Office							
Less than 1 year	221	3.2*	±0.1	4,799	3.9*	±0.0	-0.91 (L)
1 to 3 years	572	3.2*	±0.1	8,404	3.8*	±0.0	-0.68 (M)
4 to 5 years	388	3.1*	±0.1	4,654	3.7*	±0.0	-0.70 (M)
6 to 10 years	977	3.2*	±0.1	11,245	3.7*	±0.0	-0.50 (M)
11 to 14 years	493	3.0*	±0.1	5,885	3.7*	±0.0	-0.75 (M)
15 to 20 years	677	3.0*	±0.1	7,843	3.7*	±0.0	-0.74 (M)
More than 20 years	945	3.1*	±0.1	13,480	3.7*	±0.0	-0.69 (M)
Appointment Type							
Permanent	3,874	3.1*	±0.0	50,641	3.7*	±0.0	-0.69 (M)
Term	297	3.5*	±0.1	4,231	3.9*	±0.0	-0.49 (S)
Temporary	121	3.3*	±0.2	1,525	3.9*	±0.0	-0.77 (M)
Work Schedule							
Seasonal	273	3.3*	±0.1	2,818	3.7*	±0.0	-0.54 (M)
Non-Seasonal	3,699	3.1*	±0.0	48,815	3.7*	±0.0	-0.70 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	180	3.3*	±0.1	1,832	3.7*	±0.0	-0.45 (S)
Permanent-Non-Seasonal	3,671	3.1*	±0.0	48,281	3.7*	±0.0	-0.70 (M)
Term	297	3.5*	±0.1	4,231	3.9*	±0.0	-0.49 (S)
Temporary-Seasonal	93	3.2*	±0.2	986	3.9*	±0.1	-0.73 (M)
Temporary-Non-Seasonal	28	3.4*	±0.4	534	4.1*	±0.1	-0.80 (L)

<sup>a</sup> 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.

Table 4.37 presents the scale distribution of organizational inclusion for those who indicated they had or had not experienced religious harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.37 DOI – Religious Harassment and Organizational Inclusion Scale Distribution*

	Experienced religious harassment			Did not experience religious harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Inclusion						
(1) Strongly Disagree	448	10.4%	±0.9	1,590	2.8%	±0.1
(2) Disagree	828	19.2%	±1.2	4,704	8.3%	±0.2
(3) Neither Agree nor Disagree	1,164	27.0%	±1.3	11,257	19.9%	±0.3
(4) Agree	1,532	35.5%	±1.4	28,230	49.9%	±0.4
(5) Strongly Agree	337	7.8%	±0.8	10,826	19.1%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

### 4.3.7 Religious Harassment and Bystander Harassment

Table 4.38 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 DOI.

*Table 4.38 DOI – Religious Harassment and Bystander Harassment*

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	1,702	40.7%*	±1.5	1,347	2.4%*	±0.1	1.07 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	10	18.8%*	±13.4	27	3.1%*	±1.4	0.54 (M)
Wage Grade (WG) 5-8	147	45.2%*	±5.5	101	2.7%*	±0.6	1.15 (L)
Wage Grade (WG) 9-16	69	45.4%*	±8.1	49	2.9%*	±0.9	1.13 (L)
Other Wage Grade (WG)	NR	NR	NR	21	6.4%	±3.3	NR
General Schedule (GS) 1-6	146	37.1%*	±4.9	135	2.9%*	±0.5	0.97 (L)
General Schedule (GS) 7-10	387	40.1%*	±3.1	307	2.6%*	±0.3	1.04 (L)
General Schedule (GS) 11-12	545	40.0%*	±2.6	439	2.4%*	±0.2	1.06 (L)
General Schedule (GS) 13-15	295	41.2%*	±3.7	217	1.8%*	±0.2	1.13 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	64	45.9%*	±8.4	38	2.9%*	±1.1	1.15 (L)
Years of Service at Bureau or Office							
Less than 1 year	90	41.9%*	±6.8	68	1.4%*	±0.4	1.17 (L)
1 to 3 years	234	42.3%*	±4.2	243	2.9%*	±0.4	1.07 (L)
4 to 5 years	166	43.6%*	±5.1	122	2.7%*	±0.5	1.12 (L)
6 to 10 years	389	41.0%*	±3.2	350	3.1%*	±0.3	1.03 (L)
11 to 14 years	191	39.7%*	±4.5	127	2.2%*	±0.4	1.07 (L)
15 to 20 years	257	39.3%*	±3.8	176	2.3%*	±0.4	1.05 (L)
More than 20 years	363	39.5%*	±3.2	250	1.9%*	±0.2	1.08 (L)
Appointment Type							
Permanent	1,546	41.2%*	±1.6	1,190	2.4%*	±0.1	1.08 (L)
Term	107	36.6%*	±5.7	98	2.4%*	±0.5	0.99 (L)
Temporary	44	36.3%*	±9.1	48	3.2%*	±1.0	0.93 (L)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
<b>Work Schedule</b>							
Seasonal	84	31.1%*	±5.8	89	3.2%*	±0.7	0.82 (L)
Non-Seasonal	1,492	41.6%*	±1.6	1,139	2.4%*	±0.1	1.09 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	49	27.7%*	±7.1	46	2.5%*	±0.8	0.79 (M)
Permanent-Non-Seasonal	1,483	41.7%*	±1.6	1,135	2.4%*	±0.1	1.09 (L)
Term	107	36.6%*	±5.7	98	2.4%*	±0.5	0.99 (L)
Temporary-Seasonal	35	37.5%*	±10.4	44	4.6%*	±1.5	0.89 (L)
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR

<sup>a</sup> 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 4.39 presents the results of the regression analyses. Each predictor variable is shown in the first column.

*Table 4.39 DOI – Logistic Regression of Religious Harassment and Predictors of Workplace Harassment*

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	2.276	0.149	234.166	--	9.739	--	--	--	--
Sex	0.281	0.042	44.726	0.000	1.324	1.220	1.438	-10268.577	45.408
Age	-0.137	0.049	7.695	0.006	0.872	0.792	0.961	-10249.708	7.671
Education Level	0.109	0.046	5.546	0.019	1.115	1.018	1.221	-10248.667	5.589
Relationship Status	0.186	0.044	18.112	0.000	1.205	1.106	1.313	-10255.069	18.391
Pay Grade	--	--	11.136	--	--	--	--	--	--
Middle Grade vs. Junior Grade	-0.133	0.070	3.563	0.059	0.876	0.763	1.005	-10251.538	11.329
Senior Grade vs. Junior Grade	-0.220	0.074	8.941	0.003	0.802	0.694	0.927	-10251.538	11.329
Executive Grade vs. Junior Grade	-0.772	0.445	3.015	0.082	0.462	0.193	1.104	-10251.538	11.329
Years of Service at Bureau or Office	0.058	0.012	22.747	0.000	1.060	1.035	1.085	-10257.396	23.046
Work Schedule	-0.303	0.082	13.829	0.000	0.738	0.629	0.866	-10252.481	13.217
Supervisor Support	-0.054	0.024	4.969	0.026	0.948	0.904	0.994	-10248.359	4.971
Organizational Inclusion	-0.138	0.027	25.362	0.000	0.871	0.825	0.919	-10258.547	25.349
Organizational Trust	-0.188	0.035	29.557	0.000	0.829	0.775	0.887	-10260.524	29.302
Bystander Harassment Based on Religious Beliefs	-2.909	0.049	3590.011	0.000	0.055	0.050	0.060	-11959.628	3427.510
General Intolerance	-0.299	0.028	109.828	0.000	0.742	0.702	0.784	-10300.681	109.616
Gender Context	-0.097	0.036	7.190	0.007	0.908	0.846	0.974	-10249.457	7.167

Note. N = 52,902, Nagelkerke R Square = 0.266

## 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 4.40 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 DOI.

*Table 4.40 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,648	2.7*	±0.0	55,884	3.6*	±0.0	-1.11 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	41	2.8*	±0.2	900	3.7*	±0.1	-0.98 (L)
Wage Grade (WG) 5-8	371	2.6*	±0.1	3,755	3.6*	±0.0	-1.15 (L)
Wage Grade (WG) 9-16	172	2.7*	±0.1	1,658	3.5*	±0.0	-0.97 (L)
Other Wage Grade (WG)	43	2.8*	±0.2	304	3.6*	±0.1	-1.02 (L)
General Schedule (GS) 1-6	383	2.8*	±0.1	4,670	3.7*	±0.0	-0.99 (L)
General Schedule (GS) 7-10	936	2.6*	±0.1	11,553	3.5*	±0.0	-1.10 (L)
General Schedule (GS) 11-12	1,114	2.7*	±0.1	18,478	3.6*	±0.0	-1.04 (L)
General Schedule (GS) 13-15	435	2.7*	±0.1	12,458	3.7*	±0.0	-1.27 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	283	4.2	±0.1	NR
Other	127	2.5*	±0.2	1,318	3.6*	±0.0	-1.17 (L)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	171	3.0*	±0.1	4,715	3.9*	±0.0	-1.18 (L)
1 to 3 years	517	2.8*	±0.1	8,265	3.8*	±0.0	-1.12 (L)
4 to 5 years	331	2.8*	±0.1	4,592	3.6*	±0.0	-0.89 (L)
6 to 10 years	806	2.7*	±0.1	11,148	3.5*	±0.0	-0.97 (L)
11 to 14 years	408	2.6*	±0.1	5,842	3.6*	±0.0	-1.13 (L)
15 to 20 years	539	2.5*	±0.1	7,820	3.5*	±0.0	-1.17 (L)
More than 20 years	866	2.6*	±0.1	13,213	3.6*	±0.0	-1.21 (L)
<b>Appointment Type</b>							
Permanent	3,348	2.7*	±0.0	49,926	3.6*	±0.0	-1.12 (L)
Term	217	3.0*	±0.1	4,216	3.7*	±0.0	-0.90 (L)
Temporary	65	3.0*	±0.2	1,543	3.7*	±0.0	-0.84 (L)
<b>Work Schedule</b>							
Seasonal	171	2.9*	±0.1	2,819	3.6*	±0.0	-0.78 (M)
Non-Seasonal	3,208	2.6*	±0.0	48,137	3.6*	±0.0	-1.12 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	128	2.8*	±0.1	1,811	3.5*	±0.0	-0.86 (L)
Permanent-Non-Seasonal	3,187	2.6*	±0.0	47,606	3.6*	±0.0	-1.12 (L)
Term	217	3.0*	±0.1	4,216	3.7*	±0.0	-0.90 (L)
Temporary-Seasonal	43	3.2*	±0.2	1,008	3.6*	±0.0	-0.48 (S)
Temporary-Non-Seasonal	22	2.6*	±0.2	531	3.9*	±0.1	-1.60 (L)
<b>Disability</b>							
Yes	1,646	2.7*	±0.0	4,554	3.6*	±0.0	-1.06 (L)
No	1,980	2.7*	±0.0	51,098	3.6*	±0.0	-1.10 (L)

<sup>a</sup> 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.

Table 4.41 presents the scale distribution of general intolerance for harassment for those who indicated they had or had not experienced disability harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.41 DOI – Disability Harassment and General Intolerance for Harassment Scale Distribution*

	Experienced disability harassment			Did not experience disability harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<b>General Intolerance for Harassment</b>						
(1) Strongly Disagree	460	12.6%	±1.1	1,031	1.8%	±0.1
(2) Disagree	1,101	30.2%	±1.5	4,557	8.2%	±0.2
(3) Neither Agree nor Disagree	1,365	37.4%	±1.6	16,850	30.2%	±0.4
(4) Agree	603	16.5%	±1.2	23,960	42.9%	±0.4
(5) Strongly Agree	119	3.3%	±0.6	9,487	17.0%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

#### 4.4.2 Disability Harassment and Leadership Intolerance for Harassment

Table 4.42 presents leadership intolerance for harassment for those who indicated they had or had not experienced disability harassment within the past 12 months. Intolerance of 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 DOI.

*Table 4.42 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	
Overall	3,641	0.35*	±0.01	56,136	0.66*	±0.00	-0.75 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	39	0.30*	±0.11	896	0.67*	±0.03	-0.84 (L)
Wage Grade (WG) 5-8	380	0.33*	±0.04	3,776	0.62*	±0.01	-0.66 (M)
Wage Grade (WG) 9-16	176	0.26*	±0.05	1,672	0.59*	±0.02	-0.80 (L)
Other Wage Grade (WG)	41	0.36*	±0.09	310	0.59*	±0.05	-0.56 (M)
General Schedule (GS) 1-6	379	0.42*	±0.04	4,694	0.67*	±0.01	-0.59 (M)
General Schedule (GS) 7-10	924	0.32*	±0.03	11,638	0.63*	±0.01	-0.74 (M)
General Schedule (GS) 11-12	1,113	0.37*	±0.02	18,545	0.66*	±0.01	-0.69 (M)
General Schedule (GS) 13-15	435	0.39*	±0.04	12,484	0.73*	±0.01	-0.87 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	289	0.90	±0.03	NR
Other	127	0.29*	±0.06	1,325	0.62*	±0.02	-0.79 (M)
Years of Service at Bureau or Office							
Less than 1 year	171	0.43*	±0.07	4,774	0.71*	±0.01	-0.69 (M)
1 to 3 years	516	0.40*	±0.04	8,329	0.71*	±0.01	-0.75 (M)
4 to 5 years	328	0.44*	±0.04	4,625	0.63*	±0.01	-0.46 (S)
6 to 10 years	811	0.37*	±0.03	11,176	0.64*	±0.01	-0.65 (M)
11 to 14 years	403	0.27*	±0.04	5,839	0.66*	±0.01	-0.91 (L)
15 to 20 years	534	0.30*	±0.03	7,843	0.64*	±0.01	-0.82 (L)
More than 20 years	867	0.32*	±0.03	13,257	0.67*	±0.01	-0.83 (L)
Appointment Type							
Permanent	3,338	0.34*	±0.01	50,160	0.66*	±0.00	-0.75 (M)
Term	214	0.51*	±0.06	4,222	0.73*	±0.01	-0.56 (M)
Temporary	68	0.37*	±0.09	1,552	0.70*	±0.02	-0.81 (L)
Work Schedule							
Seasonal	178	0.37*	±0.06	2,834	0.64*	±0.02	-0.63 (M)
Non-Seasonal	3,197	0.34*	±0.01	48,373	0.66*	±0.00	-0.76 (M)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	131	0.34*	±0.07	1,823	0.63*	±0.02	-0.67 (M)
Permanent-Non-Seasonal	3,175	0.34*	±0.01	47,836	0.66*	±0.00	-0.76 (M)
Term	214	0.51*	±0.06	4,222	0.73*	±0.01	-0.56 (M)
Temporary-Seasonal	46	0.45*	±0.11	1,011	0.66*	±0.03	-0.49 (S)
Temporary-Non-Seasonal	22	0.19*	±0.14	537	0.79*	±0.03	-1.60 (L)
<b>Disability</b>							
Yes	1,642	0.34*	±0.02	4,621	0.64*	±0.01	-0.72 (M)
No	1,976	0.36*	±0.02	51,298	0.67*	±0.00	-0.73 (M)

<sup>a</sup> 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 4.43 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 DOI.

*Table 4.43 DOI – Disability Harassment and Organizational Politics by Selected Characteristics*

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,623	3.5*	±0.0	56,053	2.7*	±0.0	0.88 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	32	3.4*	±0.3	887	2.8*	±0.1	0.84 (L)
Wage Grade (WG) 5-8	390	3.5*	±0.1	3,760	2.8*	±0.0	0.88 (L)
Wage Grade (WG) 9-16	176	3.6*	±0.1	1,676	2.8*	±0.0	0.98 (L)
Other Wage Grade (WG)	43	3.6*	±0.2	304	2.8*	±0.1	0.87 (L)
General Schedule (GS) 1-6	378	3.3*	±0.1	4,679	2.8*	±0.0	0.64 (M)
General Schedule (GS) 7-10	922	3.5*	±0.1	11,638	2.8*	±0.0	0.87 (L)
General Schedule (GS) 11-12	1,098	3.4*	±0.1	18,485	2.7*	±0.0	0.85 (L)
General Schedule (GS) 13-15	433	3.4*	±0.1	12,471	2.5*	±0.0	1.00 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	285	1.9	±0.1	NR
Other	125	3.5*	±0.2	1,323	2.8*	±0.0	0.85 (L)
Years of Service at Bureau or Office							
Less than 1 year	160	3.3*	±0.2	4,759	2.6*	±0.0	0.94 (L)
1 to 3 years	521	3.3*	±0.1	8,286	2.7*	±0.0	0.84 (L)
4 to 5 years	331	3.3*	±0.1	4,627	2.8*	±0.0	0.63 (M)
6 to 10 years	806	3.5*	±0.1	11,169	2.8*	±0.0	0.78 (M)
11 to 14 years	406	3.6*	±0.1	5,825	2.8*	±0.0	0.93 (L)
15 to 20 years	541	3.6*	±0.1	7,842	2.7*	±0.0	0.94 (L)
More than 20 years	848	3.5*	±0.1	13,235	2.7*	±0.0	0.99 (L)
Appointment Type							
Permanent	3,326	3.5*	±0.0	50,075	2.7*	±0.0	0.90 (L)
Term	209	3.1*	±0.1	4,240	2.6*	±0.0	0.61 (M)
Temporary	68	3.2*	±0.1	1,544	2.7*	±0.0	0.65 (M)
Work Schedule							
Seasonal	179	3.3*	±0.1	2,858	2.8*	±0.0	0.64 (M)
Non-Seasonal	3,186	3.5*	±0.0	48,247	2.7*	±0.0	0.91 (L)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	132	3.4*	±0.1	1,838	2.8*	±0.0	0.65 (M)
Permanent-Non-Seasonal	3,164	3.5*	±0.0	47,727	2.7*	±0.0	0.91 (L)
Term	209	3.1*	±0.1	4,240	2.6*	±0.0	0.61 (M)
Temporary-Seasonal	46	3.3*	±0.2	1,019	2.7*	±0.1	0.61 (M)
Temporary-Non-Seasonal	22	3.1*	±0.1	520	2.6*	±0.1	0.76 (M)
<b>Disability</b>							
Yes	1,642	3.5*	±0.0	4,561	2.7*	±0.0	0.85 (L)
No	1,959	3.4*	±0.0	51,233	2.7*	±0.0	0.87 (L)

<sup>a</sup> 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.

Table 4.44 presents the scale distribution of organizational politics for those who indicated they had or had not experienced disability harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.44 DOI – Disability Harassment and Organizational Politics Scale Distribution*

	Experienced disability harassment			Did not experience disability harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<b>Organizational Politics</b>						
(1) Strongly Disagree	73	2.0%	±0.5	3,134	5.6%	±0.2
(2) Disagree	482	13.3%	±1.1	21,992	39.2%	±0.4
(3) Neither Agree nor Disagree	1,263	34.9%	±1.6	20,902	37.3%	±0.4
(4) Agree	1,360	37.5%	±1.6	8,240	14.7%	±0.3
(5) Strongly Agree	446	12.3%	±1.1	1,785	3.2%	±0.1

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.



#### 4.4.4 Disability Harassment and Organizational Trust

Table 4.45 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 DOI.

*Table 4.45 DOI – Disability Harassment and Organizational Trust by Selected Characteristics*

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,668	2.6*	±0.0	56,292	3.5*	±0.0	-1.02 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	41	2.6*	±0.2	901	3.6*	±0.1	-1.11 (L)
Wage Grade (WG) 5-8	390	2.6*	±0.1	3,807	3.4*	±0.0	-0.91 (L)
Wage Grade (WG) 9-16	174	2.2*	±0.1	1,694	3.2*	±0.0	-1.08 (L)
Other Wage Grade (WG)	43	2.7*	±0.3	308	3.3*	±0.1	-0.75 (M)
General Schedule (GS) 1-6	379	2.7*	±0.1	4,712	3.5*	±0.0	-0.86 (L)
General Schedule (GS) 7-10	938	2.5*	±0.1	11,680	3.3*	±0.0	-0.96 (L)
General Schedule (GS) 11-12	1,112	2.7*	±0.1	18,532	3.5*	±0.0	-0.96 (L)
General Schedule (GS) 13-15	437	2.7*	±0.1	12,478	3.7*	±0.0	-1.19 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	287	4.2	±0.1	NR
Other	128	2.4*	±0.1	1,341	3.3*	±0.0	-1.02 (L)
Years of Service at Bureau or Office							
Less than 1 year	165	2.8*	±0.1	4,778	3.8*	±0.0	-1.23 (L)
1 to 3 years	521	2.7*	±0.1	8,361	3.6*	±0.0	-1.03 (L)
4 to 5 years	335	2.7*	±0.1	4,644	3.4*	±0.0	-0.75 (M)
6 to 10 years	816	2.6*	±0.1	11,196	3.4*	±0.0	-0.94 (L)
11 to 14 years	408	2.5*	±0.1	5,843	3.4*	±0.0	-1.06 (L)
15 to 20 years	538	2.5*	±0.1	7,858	3.4*	±0.0	-1.05 (L)
More than 20 years	874	2.6*	±0.1	13,294	3.5*	±0.0	-1.09 (L)
Appointment Type							
Permanent	3,368	2.6*	±0.0	50,264	3.5*	±0.0	-1.02 (L)
Term	214	2.8*	±0.1	4,259	3.6*	±0.0	-0.98 (L)
Temporary	68	3.0*	±0.2	1,564	3.6*	±0.0	-0.70 (M)
Work Schedule							
Seasonal	179	2.7*	±0.1	2,862	3.4*	±0.0	-0.76 (M)
Non-Seasonal	3,224	2.6*	±0.0	48,447	3.5*	±0.0	-1.02 (L)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	132	2.6*	±0.1	1,840	3.3*	±0.0	-0.84 (L)
Permanent-Non-Seasonal	3,203	2.6*	±0.0	47,909	3.5*	±0.0	-1.02 (L)
Term	214	2.8*	±0.1	4,259	3.6*	±0.0	-0.98 (L)
Temporary-Seasonal	46	3.0*	±0.2	1,021	3.5*	±0.1	-0.51 (M)
Temporary-Non-Seasonal	22	2.9*	±0.4	539	3.8*	±0.1	-1.19 (L)
<b>Disability</b>							
Yes	1,655	2.6*	±0.0	4,602	3.5*	±0.0	-0.96 (L)
No	1,991	2.6*	±0.0	51,429	3.5*	±0.0	-1.00 (L)

<sup>a</sup> 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.

Table 4.46 presents the scale distribution of organizational trust for those who indicated they had or had not experienced disability harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.46 DOI – Disability Harassment and Organizational Trust Scale Distribution*

	Experienced disability harassment			Did not experience disability harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<b>Organizational Trust</b>						
(1) Strongly Disagree	417	11.4%	±1.1	1,294	2.3%	±0.1
(2) Disagree	1,215	33.1%	±1.5	5,800	10.3%	±0.3
(3) Neither Agree nor Disagree	1,289	35.1%	±1.6	16,486	29.3%	±0.4
(4) Agree	657	17.9%	±1.3	25,262	44.9%	±0.4
(5) Strongly Agree	90	2.5%	±0.6	7,450	13.2%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

#### 4.4.5 Disability Harassment and Supervisor Support

Table 4.47 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 DOI.

*Table 4.47 DOI – Disability Harassment and Supervisor Support by Selected Characteristics*

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,515	2.9*	±0.0	55,190	3.8*	±0.0	-0.93 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	32	3.7	±0.4	880	3.9	±0.1	-0.21 (S)
Wage Grade (WG) 5-8	369	2.7*	±0.1	3,686	3.7*	±0.0	-0.91 (L)
Wage Grade (WG) 9-16	165	2.6*	±0.2	1,652	3.6*	±0.1	-0.92 (L)
Other Wage Grade (WG)	43	2.7*	±0.4	298	3.4*	±0.1	-0.66 (M)
General Schedule (GS) 1-6	364	3.1*	±0.1	4,596	3.9*	±0.0	-0.75 (M)
General Schedule (GS) 7-10	887	2.8*	±0.1	11,426	3.8*	±0.0	-0.96 (L)
General Schedule (GS) 11-12	1,077	2.9*	±0.1	18,219	3.8*	±0.0	-0.86 (L)
General Schedule (GS) 13-15	428	3.0*	±0.1	12,280	4.0*	±0.0	-1.06 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	283	4.5	±0.1	NR
Other	123	2.5*	±0.2	1,312	3.7*	±0.1	-1.09 (L)
Years of Service at Bureau or Office							
Less than 1 year	160	2.9*	±0.2	4,676	4.1*	±0.0	-1.30 (L)
1 to 3 years	499	3.1*	±0.1	8,220	4.0*	±0.0	-0.90 (L)
4 to 5 years	331	3.0*	±0.1	4,568	3.8*	±0.0	-0.72 (M)
6 to 10 years	779	2.9*	±0.1	10,994	3.8*	±0.0	-0.82 (L)
11 to 14 years	392	2.6*	±0.1	5,736	3.8*	±0.0	-1.07 (L)
15 to 20 years	525	2.7*	±0.1	7,702	3.7*	±0.0	-0.95 (L)
More than 20 years	819	2.8*	±0.1	12,976	3.8*	±0.0	-0.97 (L)
Appointment Type							
Permanent	3,226	2.8*	±0.0	49,275	3.8*	±0.0	-0.94 (L)
Term	207	3.3*	±0.2	4,184	4.0*	±0.0	-0.76 (M)
Temporary	68	3.3*	±0.2	1,539	4.0*	±0.0	-0.80 (L)
Work Schedule							
Seasonal	170	3.0*	±0.2	2,798	3.9*	±0.0	-0.83 (L)
Non-Seasonal	3,091	2.8*	±0.0	47,519	3.8*	±0.0	-0.94 (L)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	124	2.9*	±0.2	1,790	3.8*	±0.0	-0.90 (L)
Permanent-Non-Seasonal	3,069	2.8*	±0.0	46,992	3.8*	±0.0	-0.94 (L)
Term	207	3.3*	±0.2	4,184	4.0*	±0.0	-0.76 (M)
Temporary-Seasonal	46	3.4*	±0.2	1,008	3.9*	±0.1	-0.58 (M)
Temporary-Non-Seasonal	22	3.0*	±0.4	527	4.2*	±0.1	-1.32 (L)
<b>Disability</b>							
Yes	1,597	2.8*	±0.1	4,471	3.8*	±0.0	-0.84 (L)
No	1,896	2.9*	±0.1	50,458	3.8*	±0.0	-0.92 (L)

<sup>a</sup> 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.

Table 4.48 presents the scale distribution of supervisor support for those who indicated they had or had not experienced disability harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.48 DOI – Disability Harassment and Supervisor Support Scale Distribution*

	Experienced disability harassment			Did not experience disability harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<b>Supervisor Support</b>						
(1) Strongly Disagree	634	18.0%	±1.3	2,128	3.9%	±0.2
(2) Disagree	745	21.2%	±1.4	3,719	6.7%	±0.2
(3) Neither Agree nor Disagree	796	22.7%	±1.4	9,017	16.3%	±0.3
(4) Agree	855	24.3%	±1.4	21,800	39.5%	±0.4
(5) Strongly Agree	485	13.8%	±1.2	18,527	33.6%	±0.4

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

#### 4.4.6 Disability Harassment and Organizational Inclusion

Table 4.49 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 DOI.

*Table 4.49 DOI – Disability Harassment and Organizational Inclusion by Selected Characteristics*

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,692	2.8*	±0.0	56,549	3.7*	±0.0	-1.02 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	41	2.6*	±0.3	907	3.8*	±0.1	-1.24 (L)
Wage Grade (WG) 5-8	392	2.7*	±0.1	3,835	3.7*	±0.0	-0.97 (L)
Wage Grade (WG) 9-16	174	2.7*	±0.1	1,696	3.6*	±0.0	-0.96 (L)
Other Wage Grade (WG)	43	2.6*	±0.3	310	3.6*	±0.1	-1.13 (L)
General Schedule (GS) 1-6	385	3.0*	±0.1	4,748	3.8*	±0.0	-0.87 (L)
General Schedule (GS) 7-10	940	2.7*	±0.1	11,710	3.7*	±0.0	-1.03 (L)
General Schedule (GS) 11-12	1,125	2.9*	±0.1	18,609	3.7*	±0.0	-0.95 (L)
General Schedule (GS) 13-15	437	3.0*	±0.1	12,533	3.9*	±0.0	-1.09 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	291	4.3	±0.1	NR
Other	128	2.5*	±0.2	1,352	3.5*	±0.0	-1.09 (L)
Years of Service at Bureau or Office							
Less than 1 year	171	2.9*	±0.2	4,799	3.9*	±0.0	-1.27 (L)
1 to 3 years	526	2.8*	±0.1	8,409	3.8*	±0.0	-1.10 (L)
4 to 5 years	335	3.0*	±0.1	4,660	3.7*	±0.0	-0.76 (M)
6 to 10 years	816	2.9*	±0.1	11,247	3.7*	±0.0	-0.86 (L)
11 to 14 years	410	2.7*	±0.1	5,876	3.7*	±0.0	-1.09 (L)
15 to 20 years	544	2.7*	±0.1	7,886	3.7*	±0.0	-1.05 (L)
More than 20 years	878	2.7*	±0.1	13,354	3.8*	±0.0	-1.11 (L)
Appointment Type							
Permanent	3,386	2.8*	±0.0	50,503	3.7*	±0.0	-1.03 (L)
Term	217	3.2*	±0.1	4,269	3.9*	±0.0	-0.88 (L)
Temporary	68	3.2*	±0.2	1,568	3.9*	±0.0	-0.86 (L)
Work Schedule							
Seasonal	180	3.1*	±0.1	2,880	3.7*	±0.0	-0.76 (M)
Non-Seasonal	3,241	2.8*	±0.0	48,672	3.7*	±0.0	-1.03 (L)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	134	2.9*	±0.2	1,855	3.7*	±0.0	-0.88 (L)
Permanent-Non-Seasonal	3,219	2.8*	±0.0	48,133	3.7*	±0.0	-1.03 (L)
Term	217	3.2*	±0.1	4,269	3.9*	±0.0	-0.88 (L)
Temporary-Seasonal	46	3.5*	±0.2	1,025	3.8*	±0.1	-0.38 (S)
Temporary-Non-Seasonal	22	2.5*	±0.4	539	4.1*	±0.1	-2.00 (L)
<b>Disability</b>							
Yes	1,667	2.8*	±0.1	4,647	3.7*	±0.0	-0.96 (L)
No	2,002	2.8*	±0.0	51,639	3.8*	±0.0	-1.02 (L)

<sup>a</sup> 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.

Table 4.50 presents the scale distribution of organizational inclusion for those who indicated they had or had not experienced disability harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.50 DOI – Disability Harassment and Organizational Inclusion Scale Distribution*

	Experienced disability harassment			Did not experience disability harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<b>Organizational Inclusion</b>						
(1) Strongly Disagree	580	15.7%	±1.2	1,461	2.6%	±0.1
(2) Disagree	910	24.6%	±1.4	4,570	8.1%	±0.2
(3) Neither Agree nor Disagree	1,027	27.8%	±1.5	11,265	19.9%	±0.3
(4) Agree	992	26.9%	±1.5	28,404	50.2%	±0.4
(5) Strongly Agree	183	5.0%	±0.7	10,849	19.2%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

#### 4.4.7 Disability Harassment and Bystander Harassment

Table 4.51 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 DOI.

*Table 4.51 DOI – Disability Harassment and Bystander Harassment*

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	1,622	45.3%*	±1.6	1,964	3.5%*	±0.2	1.10 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	53	5.9%	±1.7	NR
Wage Grade (WG) 5-8	201	54.1%*	±5.1	138	3.7%*	±0.7	1.27 (L)
Wage Grade (WG) 9-16	93	56.4%*	±7.7	78	4.7%*	±1.1	1.26 (L)
Other Wage Grade (WG)	21	49.1%*	±15.1	9	3.1%*	±2.7	1.20 (L)
General Schedule (GS) 1-6	151	40.0%*	±5.0	176	3.8%*	±0.6	0.98 (L)
General Schedule (GS) 7-10	447	49.2%*	±3.3	502	4.3%*	±0.4	1.13 (L)
General Schedule (GS) 11-12	449	41.0%*	±2.9	608	3.3%*	±0.3	1.02 (L)
General Schedule (GS) 13-15	180	42.2%*	±4.8	302	2.4%*	±0.3	1.10 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	53	42.3%*	±8.9	73	5.5%*	±1.4	0.94 (L)
Years of Service at Bureau or Office							
Less than 1 year	71	43.1%*	±7.7	71	1.5%*	±0.4	1.19 (L)
1 to 3 years	209	40.7%*	±4.3	309	3.7%*	±0.4	1.00 (L)
4 to 5 years	163	50.7%*	±5.5	203	4.4%*	±0.6	1.16 (L)
6 to 10 years	408	51.2%*	±3.5	471	4.2%*	±0.4	1.18 (L)
11 to 14 years	188	47.0%*	±4.9	209	3.6%*	±0.5	1.13 (L)
15 to 20 years	225	42.8%*	±4.3	272	3.5%*	±0.4	1.05 (L)
More than 20 years	355	41.9%*	±3.4	419	3.2%*	±0.3	1.05 (L)
Appointment Type							
Permanent	1,494	45.5%*	±1.7	1,781	3.6%*	±0.2	1.10 (L)
Term	83	39.1%*	±6.8	117	2.8%*	±0.5	1.02 (L)
Temporary	29	42.7%*	±12.3	60	3.9%*	±1.1	1.03 (L)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Percent</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Percent</i> <sup>a</sup>	<i>MoE</i>	<i>Cohen's h</i>
<b>Work Schedule</b>							
Seasonal	85	49.7%*	±7.5	117	4.1%*	±0.8	1.16 (L)
Non-Seasonal	1,419	45.1%*	±1.7	1,706	3.5%*	±0.2	1.09 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	65	51.5%*	±8.8	63	3.5%*	±0.9	1.23 (L)
Permanent-Non-Seasonal	1,411	45.1%*	±1.8	1,699	3.6%*	±0.2	1.09 (L)
Term	83	39.1%*	±6.8	117	2.8%*	±0.5	1.02 (L)
Temporary-Seasonal	21	44.8%*	±14.9	53	5.4%*	±1.6	1.00 (L)
Temporary-Non-Seasonal	NR	NR	NR	7	1.3%	±1.4	NR
<b>Disability</b>							
Yes	822	50.6%*	±2.4	241	5.2%*	±0.7	1.12 (L)
No	792	40.9%*	±2.2	1,713	3.4%*	±0.2	1.02 (L)

<sup>a</sup> 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 4.52 presents the results of the regression analyses. Each predictor variable is shown in the first column.

*Table 4.52 DOI – Logistic Regression of Disability Harassment and Predictors of Workplace Harassment*

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	2.328	0.226	105.867	--	10.254	--	--	--	--
Sex	-0.278	0.047	35.221	0.000	0.758	0.691	0.830	-7656.371	35.113
Age	0.266	0.059	20.378	0.000	1.305	1.162	1.464	-7649.117	20.607
Education Level	0.147	0.051	8.315	0.004	1.158	1.048	1.280	-7643.005	8.383
Relationship Status	-0.239	0.047	25.601	0.000	0.788	0.718	0.864	-7651.478	25.329
Disability Status	-2.137	0.050	1815.919	0.000	0.118	0.107	0.130	-8492.775	1707.923
Pay Grade	--	--	33.883	--	--	--	--	--	--
Middle Grade vs. Junior Grade	-0.055	0.076	0.518	0.472	0.947	0.816	1.099	-7655.946	34.265
Senior Grade vs. Junior Grade	-0.333	0.080	17.301	0.000	0.717	0.613	0.839	-7655.946	34.265
Executive Grade vs. Junior Grade	-1.141	0.770	2.192	0.139	0.320	0.071	1.447	-7655.946	34.265
Years of Service at Bureau or Office	0.081	0.014	34.467	0.000	1.084	1.055	1.114	-7656.325	35.021
Organizational Politics	0.187	0.035	29.003	0.000	1.206	1.126	1.291	-7653.365	29.102
Organizational Inclusion	-0.256	0.030	72.731	0.000	0.774	0.730	0.821	-7675.451	73.274
Organizational Trust	-0.098	0.039	6.316	0.012	0.907	0.840	0.979	-7641.961	6.294
Bystander Harassment Based on Disability	-2.233	0.054	1719.663	0.000	0.107	0.096	0.119	-8453.269	1628.910
General Intolerance	-0.339	0.035	92.905	0.000	0.712	0.665	0.763	-7685.405	93.182
Leadership Intolerance	-0.170	0.065	6.810	0.009	0.844	0.743	0.959	-7642.206	6.785

Note. N = 52,285, Nagelkerke R Square = 0.375

## 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 4.53 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 DOI.

*Table 4.53 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	
Overall	2,187	2.7*	±0.0	57,729	3.6*	±0.0	-0.99 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	50	3.2*	±0.3	893	3.7*	±0.1	-0.54 (M)
Wage Grade (WG) 5-8	208	2.8*	±0.1	3,934	3.6*	±0.0	-0.83 (L)
Wage Grade (WG) 9-16	66	2.7*	±0.2	1,767	3.5*	±0.0	-0.81 (L)
Other Wage Grade (WG)	24	2.9*	±0.4	323	3.5*	±0.1	-0.67 (M)
General Schedule (GS) 1-6	226	3.0*	±0.1	4,848	3.7*	±0.0	-0.80 (L)
General Schedule (GS) 7-10	523	2.5*	±0.1	12,032	3.5*	±0.0	-1.12 (L)
General Schedule (GS) 11-12	700	2.7*	±0.1	19,041	3.6*	±0.0	-1.05 (L)
General Schedule (GS) 13-15	322	2.9*	±0.1	12,700	3.7*	±0.0	-0.93 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	284	4.2	±0.1	NR
Other	54	2.5*	±0.2	1,393	3.5*	±0.0	-1.08 (L)
Years of Service at Bureau or Office							
Less than 1 year	112	3.0*	±0.2	4,800	3.8*	±0.0	-1.07 (L)
1 to 3 years	345	2.9*	±0.1	8,485	3.7*	±0.0	-0.96 (L)
4 to 5 years	262	2.7*	±0.1	4,679	3.6*	±0.0	-0.94 (L)
6 to 10 years	476	2.7*	±0.1	11,563	3.5*	±0.0	-0.94 (L)
11 to 14 years	211	2.8*	±0.1	6,091	3.5*	±0.0	-0.79 (M)
15 to 20 years	325	2.5*	±0.1	8,102	3.5*	±0.0	-1.19 (L)
More than 20 years	450	2.7*	±0.1	13,722	3.6*	±0.0	-1.01 (L)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	1,905	2.7*	±0.0	51,716	3.6*	±0.0	-1.03 (L)
Term	178	3.1*	±0.1	4,283	3.7*	±0.0	-0.83 (L)
Temporary	95	3.1*	±0.1	1,517	3.7*	±0.0	-0.80 (L)
<b>Work Schedule</b>							
Seasonal	192	3.0*	±0.1	2,824	3.6*	±0.0	-0.72 (M)
Non-Seasonal	1,787	2.7*	±0.0	49,882	3.6*	±0.0	-1.04 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	109	2.9*	±0.1	1,852	3.5*	±0.0	-0.76 (M)
Permanent-Non-Seasonal	1,775	2.7*	±0.0	49,342	3.6*	±0.0	-1.04 (L)
Term	178	3.1*	±0.1	4,283	3.7*	±0.0	-0.83 (L)
Temporary-Seasonal	83	3.1*	±0.1	972	3.6*	±0.1	-0.70 (M)
Temporary-Non-Seasonal	12	3.0*	±0.6	540	3.9*	±0.1	-1.09 (L)
<b>Sex</b>							
Men	1,018	2.8*	±0.1	35,098	3.7*	±0.0	-1.06 (L)
Women	1,138	2.7*	±0.1	22,441	3.5*	±0.0	-0.88 (L)
<b>Gender Identity</b>							
Male	1,018	2.8*	±0.1	35,098	3.7*	±0.0	-1.06 (L)
Female	1,138	2.7*	±0.1	22,441	3.5*	±0.0	-0.88 (L)
Transgender	8	2.9*	±0.8	26	3.8*	±0.3	-0.96 (L)
Do not identify as female, male, or transgender	23	2.5*	±0.4	165	3.4*	±0.1	-0.94 (L)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	1,320	2.6*	±0.0	53,141	3.6*	±0.0	-1.11 (L)
Sexual Minority	662	3.0*	±0.1	1,823	3.7*	±0.0	-0.82 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	1,320	2.6*	±0.0	53,141	3.6*	±0.0	-1.11 (L)
Lesbian	189	2.9*	±0.1	403	3.6*	±0.1	-0.88 (L)
Gay	258	3.1*	±0.1	468	3.8*	±0.1	-0.83 (L)
Bisexual	172	2.8*	±0.2	677	3.6*	±0.1	-0.88 (L)
Other	44	2.7*	±0.3	276	3.5*	±0.1	-1.03 (L)
I prefer not to say	181	2.6*	±0.1	2,301	3.4*	±0.0	-0.88 (L)

<sup>a</sup> 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.

Table 4.54 presents the scale distribution of general intolerance for harassment for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.54 DOI – Sexual Orientation Harassment and General Intolerance for Harassment Scale Distribution*

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<b>General Intolerance for Harassment</b>						
(1) Strongly Disagree	236	10.8%	±1.4	1,259	2.2%	±0.1
(2) Disagree	672	30.7%	±2.0	5,008	8.7%	±0.2
(3) Neither Agree nor Disagree	826	37.8%	±2.1	17,492	30.3%	±0.4
(4) Agree	369	16.9%	±1.6	24,377	42.2%	±0.4
(5) Strongly Agree	86	3.9%	±0.9	9,594	16.6%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

#### 4.5.2 Sexual Orientation Harassment and Leadership Intolerance for Harassment

Table 4.55 presents leadership intolerance for harassment for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Intolerance of 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 DOI.

*Table 4.55 DOI – Sexual Orientation Harassment and Leadership Intolerance for Harassment by Selected Characteristics*

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	2,168	0.37*	±0.02	57,973	0.65*	±0.00	-0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	50	0.51*	±0.11	888	0.66*	±0.03	-0.35 (S)
Wage Grade (WG) 5-8	204	0.35*	±0.06	3,968	0.60*	±0.01	-0.57 (M)
Wage Grade (WG) 9-16	66	0.21*	±0.09	1,785	0.58*	±0.02	-0.85 (L)
Other Wage Grade (WG)	24	0.44	±0.14	328	0.57	±0.05	-0.32 (S)
General Schedule (GS) 1-6	221	0.45*	±0.05	4,869	0.66*	±0.01	-0.50 (M)
General Schedule (GS) 7-10	526	0.32*	±0.03	12,100	0.62*	±0.01	-0.70 (M)
General Schedule (GS) 11-12	696	0.36*	±0.03	19,107	0.65*	±0.01	-0.69 (M)
General Schedule (GS) 13-15	314	0.45*	±0.05	12,726	0.72*	±0.01	-0.70 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	290	0.91	±0.03	NR
Other	54	0.30*	±0.09	1,400	0.61*	±0.02	-0.74 (M)
Years of Service at Bureau or Office							
Less than 1 year	112	0.47*	±0.08	4,858	0.71*	±0.01	-0.57 (M)
1 to 3 years	346	0.40*	±0.04	8,539	0.70*	±0.01	-0.73 (M)
4 to 5 years	265	0.40*	±0.05	4,704	0.63*	±0.01	-0.55 (M)
6 to 10 years	463	0.37*	±0.04	11,605	0.63*	±0.01	-0.62 (M)
11 to 14 years	206	0.38*	±0.05	6,089	0.64*	±0.01	-0.61 (M)
15 to 20 years	324	0.31*	±0.04	8,120	0.63*	±0.01	-0.75 (M)
More than 20 years	446	0.33*	±0.04	13,769	0.66*	±0.01	-0.78 (M)
Appointment Type							
Permanent	1,889	0.35*	±0.02	51,938	0.65*	±0.00	-0.70 (M)
Term	177	0.50*	±0.06	4,286	0.73*	±0.01	-0.57 (M)
Temporary	94	0.45*	±0.08	1,531	0.70*	±0.02	-0.62 (M)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	188	0.41*	±0.06	2,849	0.64*	±0.02	-0.53 (M)
Non-Seasonal	1,773	0.35*	±0.02	50,103	0.65*	±0.00	-0.71 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	107	0.37*	±0.08	1,868	0.62*	±0.02	-0.58 (M)
Permanent-Non-Seasonal	1,760	0.35*	±0.02	49,557	0.65*	±0.00	-0.70 (M)
Term	177	0.50*	±0.06	4,286	0.73*	±0.01	-0.57 (M)
Temporary-Seasonal	81	0.46*	±0.09	980	0.66*	±0.03	-0.48 (S)
Temporary-Non-Seasonal	12	0.38*	±0.26	546	0.78*	±0.03	-1.02 (L)
<b>Sex</b>							
Men	1,008	0.39*	±0.03	35,240	0.69*	±0.00	-0.72 (M)
Women	1,130	0.35*	±0.02	22,544	0.60*	±0.01	-0.59 (M)
<b>Gender Identity</b>							
Male	1,008	0.39*	±0.03	35,240	0.69*	±0.00	-0.72 (M)
Female	1,130	0.35*	±0.02	22,544	0.60*	±0.01	-0.59 (M)
Transgender	8	0.54	±0.33	26	0.60	±0.17	-0.13
Do not identify as female, male, or transgender	23	0.33*	±0.17	164	0.56*	±0.07	-0.51 (M)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	1,309	0.35*	±0.02	53,376	0.66*	±0.00	-0.75 (M)
Sexual Minority	656	0.44*	±0.03	1,826	0.69*	±0.02	-0.59 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	1,309	0.35*	±0.02	53,376	0.66*	±0.00	-0.75 (M)
Lesbian	188	0.43*	±0.06	405	0.66*	±0.04	-0.57 (M)
Gay	256	0.49*	±0.05	459	0.73*	±0.04	-0.59 (M)
Bisexual	170	0.40*	±0.06	678	0.68*	±0.03	-0.69 (M)
Other	44	0.39*	±0.12	283	0.65*	±0.05	-0.67 (M)
I prefer not to say	181	0.29*	±0.06	2,326	0.53*	±0.02	-0.54 (M)

<sup>a</sup> 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 4.56 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 DOI.

*Table 4.56 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	2,179	3.4*	±0.0	57,881	2.7*	±0.0	0.76 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	50	3.2*	±0.2	872	2.8*	±0.1	0.59 (M)
Wage Grade (WG) 5-8	211	3.2*	±0.1	3,955	2.8*	±0.0	0.50 (M)
Wage Grade (WG) 9-16	66	3.4*	±0.2	1,788	2.9*	±0.0	0.71 (M)
Other Wage Grade (WG)	24	3.4*	±0.3	324	2.9*	±0.1	0.58 (M)
General Schedule (GS) 1-6	223	3.3*	±0.1	4,854	2.8*	±0.0	0.63 (M)
General Schedule (GS) 7-10	518	3.5*	±0.1	12,106	2.8*	±0.0	0.84 (L)
General Schedule (GS) 11-12	691	3.4*	±0.1	19,035	2.7*	±0.0	0.80 (L)
General Schedule (GS) 13-15	322	3.2*	±0.1	12,715	2.5*	±0.0	0.78 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	286	1.9	±0.1	NR
Other	54	3.5*	±0.2	1,395	2.9*	±0.0	0.72 (M)
Years of Service at Bureau or Office							
Less than 1 year	110	3.4*	±0.2	4,836	2.6*	±0.0	1.07 (L)
1 to 3 years	345	3.3*	±0.1	8,506	2.7*	±0.0	0.72 (M)
4 to 5 years	265	3.4*	±0.1	4,711	2.8*	±0.0	0.69 (M)
6 to 10 years	473	3.4*	±0.1	11,587	2.8*	±0.0	0.63 (M)
11 to 14 years	210	3.3*	±0.1	6,073	2.8*	±0.0	0.57 (M)
15 to 20 years	320	3.6*	±0.1	8,128	2.8*	±0.0	0.91 (L)
More than 20 years	445	3.4*	±0.1	13,732	2.7*	±0.0	0.89 (L)
Appointment Type							
Permanent	1,897	3.4*	±0.0	51,851	2.7*	±0.0	0.79 (M)
Term	178	3.2*	±0.1	4,298	2.6*	±0.0	0.75 (M)
Temporary	95	3.1*	±0.2	1,521	2.7*	±0.0	0.50 (M)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	192	3.1*	±0.1	2,868	2.8*	±0.0	0.39 (S)
Non-Seasonal	1,779	3.4*	±0.0	49,980	2.7*	±0.0	0.81 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	109	3.2*	±0.1	1,881	2.9*	±0.0	0.43 (S)
Permanent-Non-Seasonal	1,766	3.4*	±0.0	49,451	2.7*	±0.0	0.81 (L)
Term	178	3.2*	±0.1	4,298	2.6*	±0.0	0.75 (M)
Temporary-Seasonal	83	3.1*	±0.2	987	2.7*	±0.1	0.37 (S)
Temporary-Non-Seasonal	12	3.2*	±0.3	529	2.6*	±0.1	0.97 (L)
<b>Sex</b>							
Men	1,011	3.4*	±0.1	35,207	2.7*	±0.0	0.84 (L)
Women	1,138	3.3*	±0.1	22,483	2.7*	±0.0	0.70 (M)
<b>Gender Identity</b>							
Male	1,011	3.4*	±0.1	35,207	2.7*	±0.0	0.84 (L)
Female	1,138	3.3*	±0.1	22,483	2.7*	±0.0	0.70 (M)
Transgender	8	3.0	±0.8	25	2.7	±0.4	0.31 (S)
Do not identify as female, male, or transgender	22	3.4	±0.4	166	3.0	±0.1	0.38 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	1,311	3.4*	±0.0	53,207	2.7*	±0.0	0.85 (L)
Sexual Minority	662	3.2*	±0.1	1,830	2.6*	±0.0	0.68 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	1,311	3.4*	±0.0	53,207	2.7*	±0.0	0.85 (L)
Lesbian	189	3.1*	±0.1	405	2.5*	±0.1	0.75 (M)
Gay	255	3.2*	±0.1	464	2.7*	±0.1	0.59 (M)
Bisexual	175	3.4*	±0.1	679	2.7*	±0.1	0.80 (L)
Other	44	3.3*	±0.3	283	2.7*	±0.1	0.67 (M)
I prefer not to say	178	3.5*	±0.1	2,317	2.9*	±0.0	0.67 (M)

<sup>a</sup> 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.



Table 4.57 presents the scale distribution of organizational politics for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.57 DOI – Sexual Orientation Harassment and Organizational Politics Scale Distribution*

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Politics						
(1) Strongly Disagree	37	1.7%	±0.6	3,183	5.5%	±0.2
(2) Disagree	376	17.3%	±1.6	22,299	38.5%	±0.4
(3) Neither Agree nor Disagree	783	35.9%	±2.0	21,525	37.2%	±0.4
(4) Agree	710	32.6%	±2.0	8,927	15.4%	±0.3
(5) Strongly Agree	273	12.5%	±1.5	1,948	3.4%	±0.2

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

#### 4.5.4 Sexual Orientation Harassment and Organizational Trust

Table 4.58 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 DOI.

*Table 4.58 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	2,188	2.7*	±0.0	58,152	3.5*	±0.0	-0.85 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	50	2.8*	±0.2	894	3.6*	±0.1	-0.89 (L)
Wage Grade (WG) 5-8	206	2.9*	±0.1	4,006	3.3*	±0.0	-0.49 (S)
Wage Grade (WG) 9-16	66	2.4*	±0.2	1,804	3.1*	±0.0	-0.73 (M)
Other Wage Grade (WG)	24	3.0	±0.3	328	3.2	±0.1	-0.28 (S)
General Schedule (GS) 1-6	226	2.7*	±0.1	4,886	3.4*	±0.0	-0.76 (M)
General Schedule (GS) 7-10	518	2.5*	±0.1	12,165	3.3*	±0.0	-0.87 (L)
General Schedule (GS) 11-12	702	2.7*	±0.1	19,087	3.5*	±0.0	-0.94 (L)
General Schedule (GS) 13-15	322	3.0*	±0.1	12,724	3.7*	±0.0	-0.84 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	288	4.2	±0.1	NR
Other	54	2.4*	±0.2	1,417	3.2*	±0.0	-0.89 (L)
Years of Service at Bureau or Office							
Less than 1 year	110	2.8*	±0.2	4,861	3.7*	±0.0	-1.13 (L)
1 to 3 years	345	2.9*	±0.1	8,577	3.6*	±0.0	-0.79 (M)
4 to 5 years	258	2.8*	±0.1	4,740	3.4*	±0.0	-0.71 (M)
6 to 10 years	476	2.7*	±0.1	11,625	3.4*	±0.0	-0.75 (M)
11 to 14 years	211	2.7*	±0.1	6,092	3.4*	±0.0	-0.69 (M)
15 to 20 years	325	2.4*	±0.1	8,137	3.4*	±0.0	-1.06 (L)
More than 20 years	452	2.7*	±0.1	13,810	3.5*	±0.0	-0.93 (L)
Appointment Type							
Permanent	1,905	2.7*	±0.0	52,069	3.5*	±0.0	-0.87 (L)
Term	178	2.9*	±0.1	4,323	3.6*	±0.0	-0.90 (L)
Temporary	95	3.2*	±0.2	1,541	3.6*	±0.0	-0.52 (M)
Work Schedule							
Seasonal	192	3.1*	±0.1	2,872	3.3*	±0.0	-0.31 (S)
Non-Seasonal	1,788	2.7*	±0.0	50,206	3.5*	±0.0	-0.90 (L)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	109	2.9*	±0.2	1,883	3.3*	±0.0	-0.40 (S)
Permanent-Non-Seasonal	1,775	2.7*	±0.0	49,658	3.5*	±0.0	-0.89 (L)
Term	178	2.9*	±0.1	4,323	3.6*	±0.0	-0.90 (L)
Temporary-Seasonal	83	3.3*	±0.2	989	3.5*	±0.1	-0.26 (S)
Temporary-Non-Seasonal	12	2.5*	±0.2	548	3.8*	±0.1	-1.70 (L)
<b>Sex</b>							
Men	1,016	2.7*	±0.1	35,398	3.5*	±0.0	-0.90 (L)
Women	1,140	2.7*	±0.1	22,562	3.4*	±0.0	-0.80 (L)
<b>Gender Identity</b>							
Male	1,016	2.7*	±0.1	35,398	3.5*	±0.0	-0.90 (L)
Female	1,140	2.7*	±0.1	22,562	3.4*	±0.0	-0.80 (L)
Transgender	8	2.9	±0.8	26	3.6	±0.4	-0.71 (M)
Do not identify as female, male, or transgender	23	2.6*	±0.4	166	3.1*	±0.1	-0.61 (M)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	1,319	2.6*	±0.1	53,468	3.5*	±0.0	-0.97 (L)
Sexual Minority	657	3.0*	±0.1	1,837	3.6*	±0.0	-0.73 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	1,319	2.6*	±0.1	53,468	3.5*	±0.0	-0.97 (L)
Lesbian	189	3.0*	±0.1	407	3.6*	±0.1	-0.69 (M)
Gay	255	3.0*	±0.1	467	3.7*	±0.1	-0.76 (M)
Bisexual	172	2.8*	±0.1	681	3.6*	±0.1	-0.79 (M)
Other	41	2.7*	±0.3	283	3.5*	±0.1	-0.96 (L)
I prefer not to say	184	2.6*	±0.1	2,324	3.3*	±0.0	-0.73 (M)

<sup>a</sup> 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.

Table 4.59 presents the scale distribution of organizational trust for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.59 DOI – Sexual Orientation Harassment and Organizational Trust Scale Distribution*

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Trust						
(1) Strongly Disagree	224	10.2%	±1.3	1,494	2.6%	±0.1
(2) Disagree	679	31.0%	±2.0	6,333	10.9%	±0.3
(3) Neither Agree nor Disagree	747	34.1%	±2.0	17,115	29.4%	±0.4
(4) Agree	472	21.6%	±1.8	25,682	44.2%	±0.4
(5) Strongly Agree	66	3.0%	±0.8	7,529	12.9%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

### 4.5.5 Sexual Orientation Harassment and Supervisor Support

Table 4.60 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 DOI.

*Table 4.60 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	2,124	3.1*	±0.1	56,956	3.8*	±0.0	-0.72 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	50	3.0*	±0.4	865	3.9*	±0.1	-0.88 (L)
Wage Grade (WG) 5-8	206	2.9*	±0.2	3,866	3.7*	±0.0	-0.71 (M)
Wage Grade (WG) 9-16	66	3.0*	±0.3	1,756	3.5*	±0.1	-0.50 (M)
Other Wage Grade (WG)	24	2.8*	±0.3	318	3.3*	±0.1	-0.51 (M)
General Schedule (GS) 1-6	211	3.3*	±0.2	4,770	3.8*	±0.0	-0.52 (M)
General Schedule (GS) 7-10	505	2.9*	±0.1	11,869	3.7*	±0.0	-0.79 (M)
General Schedule (GS) 11-12	678	3.0*	±0.1	18,762	3.8*	±0.0	-0.75 (M)
General Schedule (GS) 13-15	313	3.4*	±0.1	12,524	4.0*	±0.0	-0.60 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	284	4.5	±0.1	NR
Other	52	3.2*	±0.4	1,384	3.6*	±0.1	-0.39 (S)
Years of Service at Bureau or Office							
Less than 1 year	107	3.0*	±0.2	4,753	4.1*	±0.0	-1.15 (L)
1 to 3 years	345	3.2*	±0.1	8,419	4.0*	±0.0	-0.75 (M)
4 to 5 years	255	3.2*	±0.2	4,662	3.8*	±0.0	-0.60 (M)
6 to 10 years	469	3.1*	±0.1	11,386	3.8*	±0.0	-0.58 (M)
11 to 14 years	206	3.2*	±0.2	5,972	3.7*	±0.0	-0.50 (M)
15 to 20 years	314	2.6*	±0.1	7,979	3.7*	±0.0	-1.04 (L)
More than 20 years	417	3.0*	±0.1	13,475	3.8*	±0.0	-0.68 (M)
Appointment Type							
Permanent	1,843	3.0*	±0.1	50,998	3.8*	±0.0	-0.74 (M)
Term	178	3.4*	±0.2	4,238	4.0*	±0.0	-0.64 (M)
Temporary	94	3.5*	±0.2	1,518	4.0*	±0.0	-0.52 (M)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	182	3.4*	±0.2	2,809	3.8*	±0.0	-0.40 (S)
Non-Seasonal	1,733	3.0*	±0.1	49,196	3.8*	±0.0	-0.75 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	101	3.3*	±0.2	1,832	3.8*	±0.0	-0.50 (M)
Permanent-Non-Seasonal	1,721	3.0*	±0.1	48,660	3.8*	±0.0	-0.75 (M)
Term	178	3.4*	±0.2	4,238	4.0*	±0.0	-0.64 (M)
Temporary-Seasonal	81	3.6*	±0.2	977	3.9*	±0.1	-0.30 (S)
Temporary-Non-Seasonal	12	2.8*	±0.4	536	4.2*	±0.1	-1.61 (L)
<b>Sex</b>							
Men	1,006	3.0*	±0.1	34,675	3.8*	±0.0	-0.74 (M)
Women	1,088	3.1*	±0.1	22,091	3.8*	±0.0	-0.68 (M)
<b>Gender Identity</b>							
Male	1,006	3.0*	±0.1	34,675	3.8*	±0.0	-0.74 (M)
Female	1,088	3.1*	±0.1	22,091	3.8*	±0.0	-0.68 (M)
Transgender	7	2.8*	±1.2	26	3.9*	±0.4	-0.94 (L)
Do not identify as female, male, or transgender	23	2.9*	±0.5	163	3.6*	±0.2	-0.58 (M)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	1,277	2.9*	±0.1	52,370	3.8*	±0.0	-0.86 (L)
Sexual Minority	648	3.4*	±0.1	1,800	4.0*	±0.0	-0.56 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	1,277	2.9*	±0.1	52,370	3.8*	±0.0	-0.86 (L)
Lesbian	183	3.4*	±0.2	402	4.1*	±0.1	-0.67 (M)
Gay	254	3.6*	±0.1	453	4.0*	±0.1	-0.43 (S)
Bisexual	168	3.2*	±0.2	669	3.9*	±0.1	-0.58 (M)
Other	43	2.7*	±0.4	276	4.0*	±0.1	-1.21 (L)
I prefer not to say	172	2.9*	±0.2	2,273	3.6*	±0.0	-0.60 (M)

<sup>a</sup> 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.

Table 4.61 presents the scale distribution of supervisor support for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.61 DOI – Sexual Orientation Harassment and Supervisor Support Scale Distribution*

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Supervisor Support						
(1) Strongly Disagree	343	16.1%	±1.6	2,424	4.3%	±0.2
(2) Disagree	371	17.5%	±1.7	4,094	7.2%	±0.2
(3) Neither Agree nor Disagree	464	21.9%	±1.8	9,410	16.5%	±0.3
(4) Agree	579	27.2%	±1.9	22,245	39.1%	±0.4
(5) Strongly Agree	367	17.3%	±1.7	18,783	33.0%	±0.4

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

#### 4.5.6 Sexual Orientation Harassment and Organizational Inclusion

Table 4.62 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 DOI.

*Table 4.62 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	2,196	2.9*	±0.0	58,431	3.7*	±0.0	-0.86 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	50	3.1*	±0.3	900	3.8*	±0.1	-0.64 (M)
Wage Grade (WG) 5-8	208	3.0*	±0.1	4,036	3.6*	±0.0	-0.57 (M)
Wage Grade (WG) 9-16	66	2.8*	±0.2	1,807	3.5*	±0.0	-0.69 (M)
Other Wage Grade (WG)	24	2.4*	±0.4	330	3.6*	±0.1	-1.37 (L)
General Schedule (GS) 1-6	224	3.2*	±0.1	4,930	3.8*	±0.0	-0.59 (M)
General Schedule (GS) 7-10	528	2.8*	±0.1	12,189	3.6*	±0.0	-0.90 (L)
General Schedule (GS) 11-12	700	2.8*	±0.1	19,180	3.7*	±0.0	-0.99 (L)
General Schedule (GS) 13-15	322	3.2*	±0.1	12,781	3.9*	±0.0	-0.84 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	292	4.3	±0.1	NR
Other	54	2.7*	±0.3	1,427	3.5*	±0.0	-0.81 (L)
Years of Service at Bureau or Office							
Less than 1 year	112	3.0*	±0.2	4,885	3.9*	±0.0	-1.12 (L)
1 to 3 years	351	3.1*	±0.1	8,629	3.8*	±0.0	-0.74 (M)
4 to 5 years	262	3.0*	±0.1	4,751	3.7*	±0.0	-0.75 (M)
6 to 10 years	476	2.9*	±0.1	11,676	3.7*	±0.0	-0.79 (M)
11 to 14 years	208	3.0*	±0.2	6,133	3.6*	±0.0	-0.71 (M)
15 to 20 years	325	2.7*	±0.1	8,171	3.7*	±0.0	-1.07 (L)
More than 20 years	452	2.8*	±0.1	13,874	3.7*	±0.0	-0.96 (L)
Appointment Type							
Permanent	1,916	2.9*	±0.0	52,323	3.7*	±0.0	-0.91 (L)
Term	178	3.4*	±0.1	4,336	3.9*	±0.0	-0.62 (M)
Temporary	94	3.4*	±0.2	1,547	3.9*	±0.0	-0.55 (M)



	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	190	3.4*	±0.1	2,893	3.7*	±0.0	-0.40 (S)
Non-Seasonal	1,798	2.8*	±0.1	50,445	3.7*	±0.0	-0.93 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	109	3.2*	±0.2	1,898	3.6*	±0.0	-0.52 (M)
Permanent-Non-Seasonal	1,785	2.8*	±0.1	49,897	3.7*	±0.0	-0.93 (L)
Term	178	3.4*	±0.1	4,336	3.9*	±0.0	-0.62 (M)
Temporary-Seasonal	81	3.6*	±0.2	995	3.9*	±0.1	-0.31 (S)
Temporary-Non-Seasonal	12	2.5*	±0.6	548	4.1*	±0.1	-1.84 (L)
<b>Sex</b>							
Men	1,024	2.9*	±0.1	35,525	3.8*	±0.0	-0.94 (L)
Women	1,141	2.9*	±0.1	22,714	3.7*	±0.0	-0.77 (M)
<b>Gender Identity</b>							
Male	1,024	2.9*	±0.1	35,525	3.8*	±0.0	-0.94 (L)
Female	1,141	2.9*	±0.1	22,714	3.7*	±0.0	-0.77 (M)
Transgender	8	3.4	±1.0	26	3.8	±0.3	-0.50 (M)
Do not identify as female, male, or transgender	23	3.1*	±0.5	166	3.5*	±0.1	-0.46 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	1,322	2.8*	±0.1	53,710	3.7*	±0.0	-1.03 (L)
Sexual Minority	662	3.2*	±0.1	1,845	3.8*	±0.0	-0.63 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	1,322	2.8*	±0.1	53,710	3.7*	±0.0	-1.03 (L)
Lesbian	189	3.1*	±0.2	412	3.9*	±0.1	-0.80 (L)
Gay	258	3.4*	±0.1	469	3.9*	±0.1	-0.55 (M)
Bisexual	172	3.1*	±0.2	681	3.7*	±0.1	-0.67 (M)
Other	44	2.9*	±0.4	283	3.7*	±0.1	-0.86 (L)
I prefer not to say	184	2.9*	±0.2	2,343	3.5*	±0.0	-0.66 (M)

<sup>a</sup> 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.

Table 4.63 presents the scale distribution of organizational inclusion for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.63 DOI – Sexual Orientation Harassment and Organizational Inclusion Scale Distribution*

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Inclusion						
(1) Strongly Disagree	310	14.1%	±1.5	1,723	2.9%	±0.1
(2) Disagree	501	22.8%	±1.8	4,995	8.5%	±0.2
(3) Neither Agree nor Disagree	578	26.3%	±1.9	11,782	20.2%	±0.3
(4) Agree	679	30.9%	±2.0	28,948	49.5%	±0.4
(5) Strongly Agree	128	5.8%	±1.1	10,984	18.8%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

### 4.5.7 Sexual Orientation Harassment and Gender Context

Table 4.64 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 DOI.

*Table 4.64 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	2,189	2.3	±0.0	58,059	2.2	±0.0	0.02
Pay Plan and Grade							
Wage Grade (WG) 1-4	50	2.4	±0.2	870	2.3	±0.0	0.10
Wage Grade (WG) 5-8	211	2.4	±0.1	4,001	2.5	±0.0	-0.10
Wage Grade (WG) 9-16	66	2.7	±0.1	1,807	2.6	±0.0	0.05
Other Wage Grade (WG)	24	2.9*	±0.1	330	2.7*	±0.0	0.67 (M)
General Schedule (GS) 1-6	223	2.2	±0.1	4,891	2.1	±0.0	0.07
General Schedule (GS) 7-10	526	2.2	±0.0	12,159	2.2	±0.0	0.03
General Schedule (GS) 11-12	698	2.2	±0.0	19,116	2.2	±0.0	-0.02
General Schedule (GS) 13-15	322	2.2	±0.1	12,747	2.2	±0.0	-0.05
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	290	2.2	±0.0	NR
Other	54	2.8	±0.1	1,401	2.7	±0.0	0.18
Years of Service at Bureau or Office							
Less than 1 year	110	2.2	±0.1	4,849	2.2	±0.0	0.06
1 to 3 years	347	2.2	±0.1	8,557	2.2	±0.0	-0.09
4 to 5 years	265	2.3	±0.1	4,730	2.3	±0.0	0.09
6 to 10 years	476	2.2	±0.1	11,623	2.2	±0.0	-0.04
11 to 14 years	208	2.3*	±0.1	6,091	2.3*	±0.0	0.17
15 to 20 years	325	2.3	±0.1	8,151	2.3	±0.0	-0.04
More than 20 years	452	2.3*	±0.1	13,824	2.3*	±0.0	0.10
Appointment Type							
Permanent	1,910	2.3	±0.0	52,014	2.2	±0.0	0.03
Term	177	2.2	±0.1	4,278	2.3	±0.0	-0.13
Temporary	92	2.3	±0.1	1,542	2.2	±0.0	0.12

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	187	2.3	±0.1	2,876	2.3	±0.0	0.07
Non-Seasonal	1,794	2.3	±0.0	50,165	2.2	±0.0	0.03
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	107	2.3	±0.1	1,884	2.3	±0.0	0.07
Permanent-Non-Seasonal	1,782	2.3	±0.0	49,620	2.2	±0.0	0.03
Term	177	2.2	±0.1	4,278	2.3	±0.0	-0.13
Temporary-Seasonal	80	2.3	±0.1	993	2.2	±0.0	0.10
Temporary-Non-Seasonal	12	2.3	±0.3	545	2.2	±0.0	0.16
<b>Sex</b>							
Men	1,021	2.3*	±0.0	35,357	2.4*	±0.0	-0.18
Women	1,138	2.3*	±0.0	22,530	2.1*	±0.0	0.32 (S)
<b>Gender Identity</b>							
Male	1,021	2.3*	±0.0	35,357	2.4*	±0.0	-0.18
Female	1,138	2.3*	±0.0	22,530	2.1*	±0.0	0.32 (S)
Transgender	8	2.7*	±0.3	25	2.1*	±0.3	1.00 (L)
Do not identify as female, male, or transgender	22	2.2	±0.2	147	2.1	±0.1	0.18
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	1,317	2.3	±0.0	53,502	2.3	±0.0	0.02
Sexual Minority	665	2.2*	±0.0	1,837	2.1*	±0.0	0.14
<b>Sexual Orientation</b>							
Heterosexual or straight	1,317	2.3	±0.0	53,502	2.3	±0.0	0.02
Lesbian	189	2.3	±0.1	412	2.2	±0.1	0.11
Gay	258	2.2*	±0.1	469	2.1*	±0.0	0.25 (S)
Bisexual	175	2.2	±0.1	677	2.1	±0.0	0.03
Other	44	2.4*	±0.2	278	2.2*	±0.1	0.34 (S)
I prefer not to say	183	2.4*	±0.1	2,246	2.2*	±0.0	0.36 (S)

<sup>a</sup> 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 4.65 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 DOI.

*Table 4.65 DOI – 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 <sup>a</sup>	MoE	<i>N</i>	Percent <sup>a</sup>	MoE	
Overall	807	37.8%*	±2.1	1,906	3.3%*	±0.1	0.96 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	11	21.3%*	±14.0	25	2.9%*	±1.3	0.62 (M)
Wage Grade (WG) 5-8	100	48.5%*	±6.9	180	4.6%*	±0.7	1.11 (L)
Wage Grade (WG) 9-16	25	40.4%*	±12.8	100	5.6%*	±1.2	0.90 (L)
Other Wage Grade (WG)	NR	NR	NR	17	5.3%	±3.1	NR
General Schedule (GS) 1-6	85	38.1%*	±6.6	181	3.7%*	±0.6	0.94 (L)
General Schedule (GS) 7-10	188	36.7%*	±4.3	458	3.8%*	±0.4	0.91 (L)
General Schedule (GS) 11-12	265	39.1%*	±3.7	550	2.9%*	±0.2	1.01 (L)
General Schedule (GS) 13-15	105	33.6%*	±5.4	309	2.4%*	±0.3	0.92 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	8	2.8%	±2.7	NR
Other	15	31.0%*	±14.6	61	4.4%*	±1.2	0.76 (M)
Years of Service at Bureau or Office							
Less than 1 year	31	28.2%*	±9.3	90	1.9%*	±0.4	0.85 (L)
1 to 3 years	144	42.3%*	±5.3	293	3.4%*	±0.4	1.04 (L)
4 to 5 years	94	36.0%*	±6.0	186	4.0%*	±0.6	0.88 (L)
6 to 10 years	176	38.2%*	±4.5	509	4.4%*	±0.4	0.91 (L)
11 to 14 years	87	42.2%*	±6.9	198	3.3%*	±0.5	1.05 (L)
15 to 20 years	135	42.7%*	±5.6	262	3.2%*	±0.4	1.06 (L)
More than 20 years	137	31.7%*	±4.6	360	2.6%*	±0.3	0.87 (L)
Appointment Type							
Permanent	694	37.5%*	±2.2	1,722	3.3%*	±0.2	0.95 (L)
Term	73	41.1%*	±7.4	111	2.6%*	±0.5	1.07 (L)
Temporary	39	41.1%*	±10.3	59	4.0%*	±1.1	0.99 (L)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Percent</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Percent</i> <sup>a</sup>	<i>MoE</i>	<i>Cohen's h</i>
<b>Work Schedule</b>							
Seasonal	62	33.5%*	±7.2	160	5.7%*	±0.9	0.75 (M)
Non-Seasonal	663	38.1%*	±2.3	1,598	3.2%*	±0.2	0.97 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	35	34.5%*	±9.8	108	5.8%*	±1.2	0.77 (M)
Permanent-Non-Seasonal	650	37.7%*	±2.3	1,591	3.2%*	±0.2	0.96 (L)
Term	73	41.1%*	±7.4	111	2.6%*	±0.5	1.07 (L)
Temporary-Seasonal	27	32.3%*	±11.0	52	5.5%*	±1.6	0.74 (M)
Temporary-Non-Seasonal	NR	NR	NR	7	1.3%	±1.4	NR
<b>Sex</b>							
Men	383	38.6%*	±3.1	1,091	3.1%*	±0.2	0.99 (L)
Women	405	36.6%*	±2.9	811	3.6%*	±0.3	0.92 (L)
<b>Gender Identity</b>							
Male	383	38.6%*	±3.1	1,091	3.1%*	±0.2	0.99 (L)
Female	405	36.6%*	±2.9	811	3.6%*	±0.3	0.92 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	460	35.4%*	±2.6	1,724	3.3%*	±0.2	0.91 (L)
Sexual Minority	261	40.9%*	±3.9	96	5.3%*	±1.1	0.92 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	460	35.4%*	±2.6	1,724	3.3%*	±0.2	0.91 (L)
Lesbian	80	43.1%*	±7.3	20	5.1%*	±2.6	0.98 (L)
Gay	88	35.9%*	±6.3	9	1.9%*	±1.7	1.01 (L)
Bisexual	74	44.4%*	±7.7	56	8.3%*	±2.3	0.88 (L)
Other	20	45.7%*	±15.3	11	3.9%*	±3.0	1.09 (L)
I prefer not to say	74	43.0%*	±7.6	84	3.6%*	±0.8	1.05 (L)

<sup>a</sup> 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 4.66 presents the results of the regression analyses. Each predictor variable is shown in the first column.

*Table 4.66 DOI – 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	1.305	0.244	28.515	--	3.688	--	--	--	--
Sex	-0.353	0.052	45.684	0.000	0.703	0.635	0.779	-6394.715	45.697
Education Level	0.180	0.058	9.646	0.002	1.197	1.069	1.342	-6376.778	9.824
Race/Ethnicity	-0.146	0.058	6.321	0.012	0.864	0.771	0.968	-6374.981	6.231
Relationship Status	-0.430	0.052	67.245	0.000	0.650	0.587	0.721	-6405.016	66.300
Appointment Type	-0.440	0.077	32.414	0.000	0.644	0.553	0.749	-6387.042	30.352
Work Schedule	-0.412	0.095	18.945	0.000	0.662	0.550	0.797	-6380.691	17.650
Organizational Politics	0.209	0.037	31.784	0.000	1.232	1.146	1.325	-6387.806	31.881
Organizational Inclusion	-0.245	0.031	64.132	0.000	0.783	0.738	0.831	-6403.949	64.166
Bystander Harassment Based on Sexual Orientation	-2.212	0.060	1367.094	0.000	0.110	0.097	0.123	-6964.796	1185.859
General Intolerance	-0.368	0.039	87.572	0.000	0.692	0.640	0.747	-6415.498	87.263
Leadership Intolerance	-0.273	0.075	13.246	0.000	0.761	0.657	0.882	-6378.466	13.200

Note. N = 52,666, Nagelkerke R Square = 0.226

## 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 4.67 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 DOI.

*Table 4.67 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	4,842	2.7*	±0.0	55,409	3.6*	±0.0	-1.08 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	64	2.8*	±0.2	879	3.7*	±0.1	-1.00 (L)
Wage Grade (WG) 5-8	384	2.8*	±0.1	3,780	3.6*	±0.0	-0.90 (L)
Wage Grade (WG) 9-16	119	2.6*	±0.2	1,718	3.5*	±0.0	-0.97 (L)
Other Wage Grade (WG)	36	2.8*	±0.2	314	3.5*	±0.1	-1.00 (L)
General Schedule (GS) 1-6	514	2.9*	±0.1	4,587	3.7*	±0.0	-0.96 (L)
General Schedule (GS) 7-10	1,395	2.6*	±0.0	11,207	3.6*	±0.0	-1.11 (L)
General Schedule (GS) 11-12	1,469	2.7*	±0.0	18,379	3.6*	±0.0	-1.09 (L)
General Schedule (GS) 13-15	725	2.8*	±0.1	12,412	3.8*	±0.0	-1.11 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	13	4.0	±0.2	276	4.2	±0.1	-0.24 (S)
Other	80	2.4*	±0.2	1,365	3.5*	±0.0	-1.25 (L)
Years of Service at Bureau or Office							
Less than 1 year	236	2.7*	±0.1	4,711	3.9*	±0.0	-1.54 (L)
1 to 3 years	716	2.8*	±0.1	8,139	3.8*	±0.0	-1.16 (L)
4 to 5 years	510	2.8*	±0.1	4,467	3.6*	±0.0	-0.98 (L)
6 to 10 years	1,210	2.8*	±0.1	10,913	3.6*	±0.0	-0.92 (L)
11 to 14 years	534	2.7*	±0.1	5,807	3.6*	±0.0	-1.06 (L)
15 to 20 years	727	2.7*	±0.1	7,717	3.6*	±0.0	-1.00 (L)
More than 20 years	883	2.6*	±0.1	13,386	3.6*	±0.0	-1.19 (L)



	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	4,269	2.7*	±0.0	49,670	3.6*	±0.0	-1.09 (L)
Term	396	2.9*	±0.1	4,084	3.8*	±0.0	-1.10 (L)
Temporary	172	3.0*	±0.1	1,435	3.8*	±0.0	-1.04 (L)
<b>Work Schedule</b>							
Seasonal	368	3.0*	±0.1	2,643	3.6*	±0.0	-0.83 (L)
Non-Seasonal	4,055	2.7*	±0.0	47,928	3.6*	±0.0	-1.11 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	229	3.0*	±0.1	1,733	3.6*	±0.0	-0.75 (M)
Permanent-Non-Seasonal	4,022	2.7*	±0.0	47,406	3.6*	±0.0	-1.11 (L)
Term	396	2.9*	±0.1	4,084	3.8*	±0.0	-1.10 (L)
Temporary-Seasonal	139	2.9*	±0.1	910	3.7*	±0.0	-0.98 (L)
Temporary-Non-Seasonal	33	3.0*	±0.3	521	3.9*	±0.1	-1.09 (L)
<b>Sex</b>							
Men	1,643	2.7*	±0.0	34,651	3.7*	±0.0	-1.15 (L)
Women	3,173	2.7*	±0.0	20,559	3.5*	±0.0	-0.97 (L)
<b>Gender Identity</b>							
Male	1,643	2.7*	±0.0	34,651	3.7*	±0.0	-1.15 (L)
Female	3,173	2.7*	±0.0	20,559	3.5*	±0.0	-0.97 (L)
Transgender	NR	NR	NR	33	3.6	±0.3	NR
Do not identify as female, male, or transgender	24	2.5*	±0.3	166	3.4*	±0.1	-1.04 (L)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	4,092	2.7*	±0.0	50,667	3.7*	±0.0	-1.08 (L)
Sexual Minority	444	2.8*	±0.1	2,049	3.6*	±0.0	-1.02 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	4,092	2.7*	±0.0	50,667	3.7*	±0.0	-1.08 (L)
Lesbian	103	2.8*	±0.2	489	3.6*	±0.1	-0.97 (L)
Gay	89	2.9*	±0.2	638	3.7*	±0.1	-0.94 (L)
Bisexual	185	2.7*	±0.1	666	3.7*	±0.1	-1.08 (L)
Other	67	2.8*	±0.2	255	3.6*	±0.1	-0.97 (L)
I prefer not to say	262	2.4*	±0.1	2,234	3.4*	±0.0	-1.14 (L)

<sup>a</sup> 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.

Table 4.68 presents the scale distribution of general intolerance for harassment for those who indicated they had or had not experienced sexual harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.68 DOI – Sexual Harassment and General Intolerance for Harassment Scale Distribution*

	Experienced sexual harassment			Did not experience sexual harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Intolerance for Harassment						
(1) Strongly Disagree	564	11.7%	±0.9	942	1.7%	±0.1
(2) Disagree	1,425	29.4%	±1.3	4,301	7.8%	±0.2
(3) Neither Agree nor Disagree	1,770	36.5%	±1.4	16,654	30.1%	±0.4
(4) Agree	943	19.5%	±1.1	23,929	43.2%	±0.4
(5) Strongly Agree	140	2.9%	±0.5	9,582	17.3%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

### 4.6.2 Sexual Harassment and Leadership Intolerance for Harassment

Table 4.69 presents leadership intolerance for harassment for those who indicated they had or had not experienced sexual harassment within the past 12 months. Intolerance of 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 DOI.

*Table 4.69 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	4,818	0.38*	±0.01	55,658	0.67*	±0.00	-0.69 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	64	0.35*	±0.11	874	0.67*	±0.03	-0.74 (M)
Wage Grade (WG) 5-8	376	0.39*	±0.04	3,821	0.61*	±0.01	-0.49 (S)
Wage Grade (WG) 9-16	123	0.31*	±0.07	1,731	0.58*	±0.02	-0.64 (M)
Other Wage Grade (WG)	36	0.32*	±0.13	319	0.59*	±0.04	-0.66 (M)
General Schedule (GS) 1-6	503	0.42*	±0.04	4,615	0.68*	±0.01	-0.61 (M)
General Schedule (GS) 7-10	1,395	0.37*	±0.02	11,278	0.64*	±0.01	-0.64 (M)
General Schedule (GS) 11-12	1,465	0.38*	±0.02	18,447	0.66*	±0.01	-0.68 (M)
General Schedule (GS) 13-15	717	0.39*	±0.03	12,433	0.73*	±0.01	-0.88 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	13	0.96	±0.06	282	0.89	±0.03	0.27 (S)
Other	80	0.26*	±0.08	1,372	0.62*	±0.02	-0.86 (L)
Years of Service at Bureau or Office							
Less than 1 year	236	0.33*	±0.05	4,771	0.72*	±0.01	-0.95 (L)
1 to 3 years	713	0.42*	±0.03	8,206	0.71*	±0.01	-0.72 (M)
4 to 5 years	508	0.41*	±0.03	4,494	0.65*	±0.01	-0.56 (M)
6 to 10 years	1,205	0.41*	±0.02	10,950	0.65*	±0.01	-0.56 (M)
11 to 14 years	519	0.34*	±0.03	5,813	0.66*	±0.01	-0.76 (M)
15 to 20 years	726	0.37*	±0.03	7,732	0.64*	±0.01	-0.65 (M)
More than 20 years	883	0.34*	±0.03	13,421	0.67*	±0.01	-0.80 (L)
Appointment Type							
Permanent	4,257	0.37*	±0.01	49,889	0.66*	±0.00	-0.70 (M)
Term	389	0.48*	±0.04	4,092	0.74*	±0.01	-0.66 (M)
Temporary	167	0.45*	±0.07	1,453	0.72*	±0.02	-0.66 (M)
Work Schedule							
Seasonal	361	0.48*	±0.04	2,671	0.64*	±0.02	-0.39 (S)
Non-Seasonal	4,045	0.36*	±0.01	48,146	0.66*	±0.00	-0.72 (M)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	227	0.49*	±0.06	1,750	0.62*	±0.02	-0.31 (S)
Permanent-Non-Seasonal	4,012	0.36*	±0.01	47,618	0.66*	±0.00	-0.72 (M)
Term	389	0.48*	±0.04	4,092	0.74*	±0.01	-0.66 (M)
Temporary-Seasonal	134	0.45*	±0.07	921	0.68*	±0.03	-0.53 (M)
Temporary-Non-Seasonal	33	0.42*	±0.17	527	0.79*	±0.03	-0.95 (L)
<b>Sex</b>							
Men	1,637	0.40*	±0.02	34,798	0.69*	±0.00	-0.70 (M)
Women	3,156	0.37*	±0.01	20,661	0.63*	±0.01	-0.61 (M)
<b>Gender Identity</b>							
Male	1,637	0.40*	±0.02	34,798	0.69*	±0.00	-0.70 (M)
Female	3,156	0.37*	±0.01	20,661	0.63*	±0.01	-0.61 (M)
Transgender	NR	NR	NR	33	0.58	±0.15	NR
Do not identify as female, male, or transgender	24	0.38	±0.18	165	0.56	±0.07	-0.41 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	4,074	0.39*	±0.01	50,906	0.67*	±0.00	-0.69 (M)
Sexual Minority	444	0.40*	±0.04	2,046	0.67*	±0.02	-0.65 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	4,074	0.39*	±0.01	50,906	0.67*	±0.00	-0.69 (M)
Lesbian	103	0.34*	±0.07	490	0.64*	±0.04	-0.74 (M)
Gay	89	0.39*	±0.09	628	0.68*	±0.03	-0.70 (M)
Bisexual	185	0.39*	±0.06	666	0.69*	±0.03	-0.72 (M)
Other	67	0.52*	±0.10	262	0.64*	±0.05	-0.29 (S)
I prefer not to say	260	0.24*	±0.04	2,261	0.54*	±0.02	-0.70 (M)

<sup>a</sup> 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 4.70 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 DOI.

*Table 4.70 DOI – Sexual Harassment and Organizational Politics by Selected Characteristics*

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	4,849	3.3*	±0.0	55,550	2.7*	±0.0	0.64 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	66	3.5*	±0.2	856	2.7*	±0.1	0.92 (L)
Wage Grade (WG) 5-8	396	3.2*	±0.1	3,792	2.8*	±0.0	0.54 (M)
Wage Grade (WG) 9-16	123	3.4*	±0.2	1,734	2.9*	±0.0	0.62 (M)
Other Wage Grade (WG)	36	3.2*	±0.2	315	2.9*	±0.1	0.35 (S)
General Schedule (GS) 1-6	512	3.2*	±0.1	4,593	2.8*	±0.0	0.53 (M)
General Schedule (GS) 7-10	1,398	3.3*	±0.0	11,276	2.8*	±0.0	0.64 (M)
General Schedule (GS) 11-12	1,449	3.2*	±0.0	18,392	2.7*	±0.0	0.60 (M)
General Schedule (GS) 13-15	725	3.1*	±0.1	12,425	2.5*	±0.0	0.70 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	13	2.1	±0.3	278	1.9	±0.1	0.28 (S)
Other	79	3.7*	±0.2	1,369	2.8*	±0.0	0.98 (L)
Years of Service at Bureau or Office							
Less than 1 year	238	3.3*	±0.1	4,741	2.5*	±0.0	1.00 (L)
1 to 3 years	727	3.2*	±0.1	8,151	2.6*	±0.0	0.68 (M)
4 to 5 years	512	3.3*	±0.1	4,499	2.8*	±0.0	0.57 (M)
6 to 10 years	1,204	3.2*	±0.1	10,943	2.8*	±0.0	0.49 (S)
11 to 14 years	533	3.3*	±0.1	5,789	2.8*	±0.0	0.59 (M)
15 to 20 years	731	3.3*	±0.1	7,735	2.8*	±0.0	0.67 (M)
More than 20 years	870	3.3*	±0.1	13,406	2.7*	±0.0	0.72 (M)
Appointment Type							
Permanent	4,273	3.3*	±0.0	49,797	2.7*	±0.0	0.65 (M)
Term	396	3.0*	±0.1	4,099	2.6*	±0.0	0.53 (M)
Temporary	174	3.2*	±0.1	1,437	2.6*	±0.0	0.71 (M)
Work Schedule							
Seasonal	370	3.2*	±0.1	2,687	2.8*	±0.0	0.49 (S)
Non-Seasonal	4,061	3.3*	±0.0	48,014	2.7*	±0.0	0.67 (M)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	229	3.2*	±0.1	1,765	2.8*	±0.0	0.39 (S)
Permanent-Non-Seasonal	4,028	3.3*	±0.0	47,503	2.7*	±0.0	0.67 (M)
Term	396	3.0*	±0.1	4,099	2.6*	±0.0	0.53 (M)
Temporary-Seasonal	141	3.2*	±0.1	922	2.7*	±0.1	0.66 (M)
Temporary-Non-Seasonal	33	3.0*	±0.2	510	2.5*	±0.1	0.64 (M)
<b>Sex</b>							
Men	1,655	3.4*	±0.0	34,748	2.7*	±0.0	0.75 (M)
Women	3,169	3.2*	±0.0	20,603	2.7*	±0.0	0.59 (M)
<b>Gender Identity</b>							
Male	1,655	3.4*	±0.0	34,748	2.7*	±0.0	0.75 (M)
Female	3,169	3.2*	±0.0	20,603	2.7*	±0.0	0.59 (M)
Transgender	NR	NR	NR	32	2.7	±0.3	NR
Do not identify as female, male, or transgender	23	3.3	±0.4	167	3.1	±0.1	0.22 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	4,083	3.3*	±0.0	50,739	2.7*	±0.0	0.65 (M)
Sexual Minority	449	3.2*	±0.1	2,051	2.7*	±0.0	0.54 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	4,083	3.3*	±0.0	50,739	2.7*	±0.0	0.65 (M)
Lesbian	103	3.2*	±0.2	492	2.6*	±0.1	0.74 (M)
Gay	89	3.2*	±0.2	631	2.8*	±0.1	0.42 (S)
Bisexual	191	3.2*	±0.1	666	2.7*	±0.1	0.57 (M)
Other	67	3.1*	±0.2	262	2.7*	±0.1	0.44 (S)
I prefer not to say	259	3.5*	±0.1	2,250	2.9*	±0.0	0.71 (M)

<sup>a</sup> 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.

Table 4.71 presents the scale distribution of organizational politics for those who indicated they had or had not experienced sexual harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.71 DOI – Sexual Harassment and Organizational Politics Scale Distribution*

	Experienced sexual harassment			Did not experience sexual harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Politics						
(1) Strongly Disagree	99	2.0%	±0.4	3,133	5.6%	±0.2
(2) Disagree	1,081	22.3%	±1.2	21,702	39.1%	±0.4
(3) Neither Agree nor Disagree	1,706	35.2%	±1.4	20,732	37.3%	±0.4
(4) Agree	1,417	29.2%	±1.3	8,265	14.9%	±0.3
(5) Strongly Agree	545	11.2%	±0.9	1,718	3.1%	±0.1

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

#### 4.6.4 Sexual Harassment and Organizational Trust

Table 4.72 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 DOI.

*Table 4.72 DOI – Sexual Harassment and Organizational Trust by Selected Characteristics*

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	4,869	2.8*	±0.0	55,812	3.5*	±0.0	-0.82 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	66	2.7*	±0.2	879	3.6*	±0.1	-1.00 (L)
Wage Grade (WG) 5-8	394	2.8*	±0.1	3,842	3.3*	±0.0	-0.54 (M)
Wage Grade (WG) 9-16	123	2.5*	±0.2	1,750	3.1*	±0.0	-0.67 (M)
Other Wage Grade (WG)	36	2.7*	±0.3	319	3.3*	±0.1	-0.66 (M)
General Schedule (GS) 1-6	514	2.8*	±0.1	4,625	3.5*	±0.0	-0.71 (M)
General Schedule (GS) 7-10	1,408	2.7*	±0.1	11,321	3.4*	±0.0	-0.78 (M)
General Schedule (GS) 11-12	1,461	2.8*	±0.1	18,442	3.5*	±0.0	-0.86 (L)
General Schedule (GS) 13-15	723	3.0*	±0.1	12,439	3.7*	±0.0	-0.90 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	13	4.0	±0.3	280	4.2	±0.1	-0.28 (S)
Other	80	2.2*	±0.2	1,389	3.3*	±0.0	-1.20 (L)
Years of Service at Bureau or Office							
Less than 1 year	238	2.8*	±0.1	4,766	3.8*	±0.0	-1.20 (L)
1 to 3 years	724	2.9*	±0.1	8,224	3.6*	±0.0	-0.84 (L)
4 to 5 years	508	2.8*	±0.1	4,525	3.4*	±0.0	-0.68 (M)
6 to 10 years	1,215	2.8*	±0.1	10,971	3.4*	±0.0	-0.67 (M)
11 to 14 years	534	2.7*	±0.1	5,808	3.4*	±0.0	-0.81 (L)
15 to 20 years	729	2.7*	±0.1	7,750	3.4*	±0.0	-0.84 (L)
More than 20 years	887	2.7*	±0.1	13,474	3.5*	±0.0	-0.94 (L)
Appointment Type							
Permanent	4,294	2.7*	±0.0	50,005	3.5*	±0.0	-0.84 (L)
Term	396	3.0*	±0.1	4,124	3.7*	±0.0	-0.78 (M)
Temporary	174	3.1*	±0.1	1,458	3.6*	±0.0	-0.70 (M)
Work Schedule							
Seasonal	370	3.0*	±0.1	2,691	3.4*	±0.0	-0.46 (S)
Non-Seasonal	4,080	2.7*	±0.0	48,231	3.5*	±0.0	-0.86 (L)



	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	229	2.9*	±0.1	1,767	3.3*	±0.0	-0.47 (S)
Permanent-Non-Seasonal	4,047	2.7*	±0.0	47,702	3.5*	±0.0	-0.85 (L)
Term	396	3.0*	±0.1	4,124	3.7*	±0.0	-0.78 (M)
Temporary-Seasonal	141	3.1*	±0.2	924	3.5*	±0.1	-0.48 (S)
Temporary-Non-Seasonal	33	2.9*	±0.3	529	3.9*	±0.1	-1.32 (L)
<b>Sex</b>							
Men	1,663	2.7*	±0.0	34,939	3.5*	±0.0	-0.94 (L)
Women	3,181	2.8*	±0.0	20,673	3.5*	±0.0	-0.76 (M)
<b>Gender Identity</b>							
Male	1,663	2.7*	±0.0	34,939	3.5*	±0.0	-0.94 (L)
Female	3,181	2.8*	±0.0	20,673	3.5*	±0.0	-0.76 (M)
Transgender	NR	NR	NR	33	3.5	±0.3	NR
Do not identify as female, male, or transgender	24	2.8	±0.4	167	3.1	±0.1	-0.40 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	4,103	2.8*	±0.0	50,986	3.5*	±0.0	-0.82 (L)
Sexual Minority	446	2.9*	±0.1	2,056	3.6*	±0.0	-0.76 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	4,103	2.8*	±0.0	50,986	3.5*	±0.0	-0.82 (L)
Lesbian	103	2.7*	±0.2	493	3.6*	±0.1	-1.00 (L)
Gay	89	2.9*	±0.2	635	3.5*	±0.1	-0.67 (M)
Bisexual	188	2.9*	±0.1	668	3.6*	±0.1	-0.76 (M)
Other	67	3.1*	±0.2	260	3.5*	±0.1	-0.55 (M)
I prefer not to say	262	2.4*	±0.1	2,259	3.3*	±0.0	-0.97 (L)

<sup>a</sup> 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.

Table 4.73 presents the scale distribution of organizational trust for those who indicated they had or had not experienced sexual harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.73 DOI – Sexual Harassment and Organizational Trust Scale Distribution*

	Experienced sexual harassment			Did not experience sexual harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Trust						
(1) Strongly Disagree	503	10.3%	±0.9	1,235	2.2%	±0.1
(2) Disagree	1,384	28.4%	±1.3	5,665	10.1%	±0.3
(3) Neither Agree nor Disagree	1,576	32.4%	±1.3	16,415	29.4%	±0.4
(4) Agree	1,214	24.9%	±1.2	25,049	44.9%	±0.4
(5) Strongly Agree	193	4.0%	±0.6	7,448	13.3%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

### 4.6.5 Sexual Harassment and Supervisor Support

Table 4.74 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 DOI.

*Table 4.74 DOI – Sexual Harassment and Supervisor Support by Selected Characteristics*

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	4,746	3.2*	±0.0	54,674	3.8*	±0.0	-0.64 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	66	2.9*	±0.2	849	4.0*	±0.1	-1.00 (L)
Wage Grade (WG) 5-8	384	3.0*	±0.1	3,708	3.7*	±0.0	-0.65 (M)
Wage Grade (WG) 9-16	118	2.9*	±0.2	1,705	3.6*	±0.1	-0.61 (M)
Other Wage Grade (WG)	36	3.0*	±0.4	309	3.3*	±0.1	-0.35 (S)
General Schedule (GS) 1-6	500	3.4*	±0.1	4,509	3.9*	±0.0	-0.45 (S)
General Schedule (GS) 7-10	1,362	3.1*	±0.1	11,062	3.8*	±0.0	-0.58 (M)
General Schedule (GS) 11-12	1,436	3.1*	±0.1	18,119	3.8*	±0.0	-0.66 (M)
General Schedule (GS) 13-15	699	3.3*	±0.1	12,252	4.0*	±0.0	-0.67 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	13	4.3	±0.2	276	4.4	±0.1	-0.14
Other	80	2.3*	±0.3	1,354	3.6*	±0.1	-1.25 (L)
Years of Service at Bureau or Office							
Less than 1 year	233	3.0*	±0.2	4,662	4.1*	±0.0	-1.25 (L)
1 to 3 years	714	3.4*	±0.1	8,077	4.0*	±0.0	-0.58 (M)
4 to 5 years	504	3.2*	±0.1	4,446	3.8*	±0.0	-0.54 (M)
6 to 10 years	1,197	3.3*	±0.1	10,745	3.8*	±0.0	-0.49 (S)
11 to 14 years	523	3.0*	±0.1	5,694	3.8*	±0.0	-0.68 (M)
15 to 20 years	705	3.0*	±0.1	7,606	3.7*	±0.0	-0.69 (M)
More than 20 years	837	3.0*	±0.1	13,151	3.8*	±0.0	-0.73 (M)
Appointment Type							
Permanent	4,174	3.1*	±0.0	48,989	3.8*	±0.0	-0.65 (M)
Term	394	3.4*	±0.1	4,041	4.0*	±0.0	-0.66 (M)
Temporary	173	3.4*	±0.2	1,434	4.1*	±0.0	-0.69 (M)
Work Schedule							
Seasonal	367	3.4*	±0.1	2,622	3.9*	±0.0	-0.42 (S)
Non-Seasonal	3,962	3.1*	±0.0	47,283	3.8*	±0.0	-0.66 (M)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	227	3.4*	±0.2	1,710	3.8*	±0.0	-0.37 (S)
Permanent-Non-Seasonal	3,928	3.1*	±0.0	46,766	3.8*	±0.0	-0.66 (M)
Term	394	3.4*	±0.1	4,041	4.0*	±0.0	-0.66 (M)
Temporary-Seasonal	139	3.5*	±0.2	912	4.0*	±0.1	-0.53 (M)
Temporary-Non-Seasonal	33	3.2*	±0.4	517	4.2*	±0.1	-1.14 (L)
<b>Sex</b>							
Men	1,625	3.0*	±0.1	34,236	3.8*	±0.0	-0.77 (M)
Women	3,096	3.2*	±0.0	20,242	3.9*	±0.0	-0.57 (M)
<b>Gender Identity</b>							
Male	1,625	3.0*	±0.1	34,236	3.8*	±0.0	-0.77 (M)
Female	3,096	3.2*	±0.0	20,242	3.9*	±0.0	-0.57 (M)
Transgender	NR	NR	NR	32	3.7	±0.5	NR
Do not identify as female, male, or transgender	24	3.1	±0.5	164	3.5	±0.2	-0.38 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	3,999	3.2*	±0.0	49,951	3.8*	±0.0	-0.66 (M)
Sexual Minority	437	3.3*	±0.1	2,018	3.9*	±0.0	-0.55 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	3,999	3.2*	±0.0	49,951	3.8*	±0.0	-0.66 (M)
Lesbian	101	3.4*	±0.2	484	4.0*	±0.1	-0.62 (M)
Gay	86	3.4*	±0.3	623	3.9*	±0.1	-0.52 (M)
Bisexual	184	3.3*	±0.2	657	3.9*	±0.1	-0.52 (M)
Other	66	3.3*	±0.3	254	3.9*	±0.1	-0.54 (M)
I prefer not to say	253	2.9*	±0.2	2,204	3.6*	±0.0	-0.61 (M)

<sup>a</sup> 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.

Table 4.75 presents the scale distribution of supervisor support for those who indicated they had or had not experienced sexual harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.75 DOI – Sexual Harassment and Supervisor Support Scale Distribution*

	Experienced sexual harassment			Did not experience sexual harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Supervisor Support						
(1) Strongly Disagree	678	14.3%	±1.0	2,121	3.9%	±0.2
(2) Disagree	771	16.3%	±1.1	3,727	6.8%	±0.2
(3) Neither Agree nor Disagree	956	20.1%	±1.2	8,970	16.4%	±0.3
(4) Agree	1,406	29.6%	±1.3	21,545	39.4%	±0.4
(5) Strongly Agree	935	19.7%	±1.2	18,311	33.5%	±0.4

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

#### 4.6.6 Sexual Harassment and Organizational Inclusion

Table 4.76 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 DOI.

Table 4.76 DOI – Sexual Harassment and Organizational Inclusion by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	4,880	3.0*	±0.0	56,087	3.8*	±0.0	-0.79 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	66	3.1*	±0.2	884	3.8*	±0.1	-0.66 (M)
Wage Grade (WG) 5-8	391	3.0*	±0.1	3,876	3.6*	±0.0	-0.65 (M)
Wage Grade (WG) 9-16	123	2.8*	±0.2	1,753	3.5*	±0.0	-0.76 (M)
Other Wage Grade (WG)	36	2.9*	±0.3	321	3.5*	±0.1	-0.70 (M)
General Schedule (GS) 1-6	510	3.1*	±0.1	4,671	3.8*	±0.0	-0.70 (M)
General Schedule (GS) 7-10	1,409	3.0*	±0.1	11,355	3.7*	±0.0	-0.73 (M)
General Schedule (GS) 11-12	1,470	3.0*	±0.1	18,524	3.7*	±0.0	-0.86 (L)
General Schedule (GS) 13-15	730	3.2*	±0.1	12,488	3.9*	±0.0	-0.81 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	13	4.2	±0.3	284	4.3	±0.1	-0.06
Other	80	2.4*	±0.2	1,400	3.5*	±0.0	-1.18 (L)
Years of Service at Bureau or Office							
Less than 1 year	238	2.9*	±0.2	4,794	4.0*	±0.0	-1.25 (L)
1 to 3 years	727	3.2*	±0.1	8,279	3.8*	±0.0	-0.69 (M)
4 to 5 years	513	3.1*	±0.1	4,535	3.7*	±0.0	-0.65 (M)
6 to 10 years	1,212	3.1*	±0.1	11,023	3.7*	±0.0	-0.62 (M)
11 to 14 years	534	2.9*	±0.1	5,843	3.7*	±0.0	-0.83 (L)
15 to 20 years	735	2.9*	±0.1	7,779	3.7*	±0.0	-0.90 (L)
More than 20 years	887	2.9*	±0.1	13,541	3.7*	±0.0	-0.95 (L)
Appointment Type							
Permanent	4,306	3.0*	±0.0	50,255	3.7*	±0.0	-0.82 (L)
Term	396	3.5*	±0.1	4,137	3.9*	±0.0	-0.54 (M)
Temporary	173	3.3*	±0.1	1,463	4.0*	±0.0	-0.83 (L)
Work Schedule							
Seasonal	369	3.3*	±0.1	2,712	3.8*	±0.0	-0.54 (M)
Non-Seasonal	4,092	3.0*	±0.0	48,466	3.7*	±0.0	-0.84 (L)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	229	3.2*	±0.1	1,783	3.7*	±0.0	-0.53 (M)
Permanent-Non-Seasonal	4,059	3.0*	±0.0	47,937	3.7*	±0.0	-0.84 (L)
Term	396	3.5*	±0.1	4,137	3.9*	±0.0	-0.54 (M)
Temporary-Seasonal	139	3.4*	±0.2	930	3.9*	±0.1	-0.60 (M)
Temporary-Non-Seasonal	33	2.8*	±0.4	529	4.1*	±0.1	-1.64 (L)
<b>Sex</b>							
Men	1,663	3.0*	±0.1	35,070	3.8*	±0.0	-0.90 (L)
Women	3,192	3.0*	±0.0	20,817	3.7*	±0.0	-0.69 (M)
<b>Gender Identity</b>							
Male	1,663	3.0*	±0.1	35,070	3.8*	±0.0	-0.90 (L)
Female	3,192	3.0*	±0.0	20,817	3.7*	±0.0	-0.69 (M)
Transgender	NR	NR	NR	33	3.8	±0.3	NR
Do not identify as female, male, or transgender	24	3.1	±0.5	167	3.5	±0.1	-0.42 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	4,114	3.0*	±0.0	51,218	3.8*	±0.0	-0.81 (L)
Sexual Minority	446	3.1*	±0.1	2,069	3.8*	±0.0	-0.70 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	4,114	3.0*	±0.0	51,218	3.8*	±0.0	-0.81 (L)
Lesbian	103	2.8*	±0.2	498	3.9*	±0.1	-1.08 (L)
Gay	89	3.2*	±0.2	640	3.8*	±0.1	-0.64 (M)
Bisexual	188	3.1*	±0.2	668	3.7*	±0.1	-0.63 (M)
Other	67	3.3*	±0.3	262	3.7*	±0.1	-0.33 (S)
I prefer not to say	262	2.8*	±0.1	2,279	3.6*	±0.0	-0.78 (M)

<sup>a</sup> 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.

Table 4.77 presents the scale distribution of organizational inclusion for those who indicated they had or had not experienced sexual harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.77 DOI – Sexual Harassment and Organizational Inclusion Scale Distribution*

	Experienced sexual harassment			Did not experience sexual harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Inclusion						
(1) Strongly Disagree	635	13.0%	±1.0	1,424	2.5%	±0.1
(2) Disagree	1,002	20.5%	±1.2	4,526	8.1%	±0.2
(3) Neither Agree nor Disagree	1,276	26.2%	±1.3	11,170	19.9%	±0.3
(4) Agree	1,581	32.4%	±1.3	28,175	50.2%	±0.4
(5) Strongly Agree	386	7.9%	±0.8	10,792	19.2%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.



#### 4.6.7 Sexual Harassment and Gender Context

Table 4.78 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 DOI.

*Table 4.78 DOI – Sexual Harassment and Gender Context by Selected Characteristics*

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	4,849	2.3*	±0.0	55,739	2.2*	±0.0	0.09
<b>Pay Plan and Grade</b>							
Wage Grade (WG) 1-4	66	2.5*	±0.1	854	2.3*	±0.0	0.33 (S)
Wage Grade (WG) 5-8	396	2.5	±0.1	3,838	2.5	±0.0	-0.02
Wage Grade (WG) 9-16	123	2.7	±0.1	1,754	2.6	±0.0	0.16
Other Wage Grade (WG)	36	2.7	±0.1	321	2.8	±0.0	-0.30 (S)
General Schedule (GS) 1-6	512	2.1	±0.0	4,630	2.1	±0.0	0.01
General Schedule (GS) 7-10	1,404	2.3*	±0.0	11,330	2.2*	±0.0	0.12
General Schedule (GS) 11-12	1,463	2.3*	±0.0	18,466	2.2*	±0.0	0.14
General Schedule (GS) 13-15	721	2.2	±0.0	12,462	2.2	±0.0	0.07
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	13	2.1	±0.1	282	2.2	±0.1	-0.27 (S)
Other	78	2.8*	±0.1	1,373	2.7*	±0.0	0.23 (S)
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	238	2.2	±0.1	4,754	2.2	±0.0	0.02
1 to 3 years	724	2.2	±0.0	8,206	2.2	±0.0	0.02
4 to 5 years	512	2.3	±0.0	4,518	2.3	±0.0	0.05
6 to 10 years	1,209	2.3	±0.0	10,978	2.2	±0.0	0.03
11 to 14 years	528	2.3*	±0.0	5,809	2.3*	±0.0	0.15
15 to 20 years	730	2.3*	±0.0	7,762	2.3*	±0.0	0.09
More than 20 years	885	2.4*	±0.0	13,492	2.3*	±0.0	0.21 (S)
<b>Appointment Type</b>							
Permanent	4,277	2.3*	±0.0	49,970	2.2*	±0.0	0.09
Term	395	2.3	±0.1	4,079	2.3	±0.0	0.00
Temporary	171	2.4*	±0.1	1,458	2.2*	±0.0	0.28 (S)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	367	2.3	±0.1	2,694	2.3	±0.0	0.09
Non-Seasonal	4,063	2.3*	±0.0	48,212	2.2*	±0.0	0.09
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	229	2.3	±0.1	1,766	2.3	±0.0	-0.04
Permanent-Non-Seasonal	4,030	2.3*	±0.0	47,686	2.2*	±0.0	0.09
Term	395	2.3	±0.1	4,079	2.3	±0.0	0.00
Temporary-Seasonal	138	2.4*	±0.1	928	2.2*	±0.0	0.33 (S)
Temporary-Non-Seasonal	33	2.2	±0.2	526	2.2	±0.0	0.01
<b>Sex</b>							
Men	1,659	2.4*	±0.0	34,903	2.4*	±0.0	0.06
Women	3,167	2.2*	±0.0	20,653	2.1*	±0.0	0.34 (S)
<b>Gender Identity</b>							
Male	1,659	2.4*	±0.0	34,903	2.4*	±0.0	0.06
Female	3,167	2.2*	±0.0	20,653	2.1*	±0.0	0.34 (S)
Transgender	NR	NR	NR	31	2.3	±0.2	NR
Do not identify as female, male, or transgender	20	2.2	±0.2	151	2.1	±0.1	0.05
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	4,100	2.3*	±0.0	51,022	2.3*	±0.0	0.09
Sexual Minority	448	2.2*	±0.1	2,061	2.1*	±0.0	0.15
<b>Sexual Orientation</b>							
Heterosexual or straight	4,100	2.3*	±0.0	51,022	2.3*	±0.0	0.09
Lesbian	103	2.4*	±0.1	499	2.2*	±0.0	0.26 (S)
Gay	89	2.4*	±0.1	640	2.1*	±0.0	0.60 (M)
Bisexual	191	2.2	±0.1	665	2.1	±0.0	0.02
Other	66	2.1*	±0.1	257	2.2*	±0.1	-0.29 (S)
I prefer not to say	255	2.3*	±0.1	2,188	2.2*	±0.0	0.24 (S)

<sup>a</sup> 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 4.79 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 DOI.

*Table 4.79 DOI – Sexual Harassment and Bystander Harassment*

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	2,761	57.9%*	±1.4	5,180	9.4%*	±0.2	1.11 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	18	27.8%*	±12.3	75	8.6%*	±2.0	0.52 (M)
Wage Grade (WG) 5-8	204	54.7%*	±5.1	291	7.7%*	±0.9	1.10 (L)
Wage Grade (WG) 9-16	74	65.4%*	±9.4	135	7.9%*	±1.4	1.31 (L)
Other Wage Grade (WG)	NR	NR	NR	5	1.6%	±2.2	NR
General Schedule (GS) 1-6	316	61.7%*	±4.3	492	10.7%*	±0.9	1.14 (L)
General Schedule (GS) 7-10	813	59.4%*	±2.6	1,226	10.9%*	±0.6	1.09 (L)
General Schedule (GS) 11-12	835	57.9%*	±2.6	1,802	9.8%*	±0.4	1.09 (L)
General Schedule (GS) 13-15	401	56.2%*	±3.7	967	7.8%*	±0.5	1.13 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	16	5.9%	±3.4	NR
Other	44	55.1%*	±11.2	115	8.4%*	±1.6	1.09 (L)
Years of Service at Bureau or Office							
Less than 1 year	123	52.1%*	±6.4	262	5.5%*	±0.7	1.14 (L)
1 to 3 years	456	63.6%*	±3.6	819	10.0%*	±0.7	1.20 (L)
4 to 5 years	311	62.4%*	±4.4	544	12.1%*	±1.0	1.11 (L)
6 to 10 years	727	61.6%*	±2.8	1,228	11.3%*	±0.6	1.12 (L)
11 to 14 years	279	54.1%*	±4.3	566	9.8%*	±0.8	1.02 (L)
15 to 20 years	402	55.3%*	±3.6	735	9.6%*	±0.7	1.05 (L)
More than 20 years	449	51.7%*	±3.3	998	7.5%*	±0.5	1.05 (L)
Appointment Type							
Permanent	2,402	57.3%*	±1.5	4,528	9.1%*	±0.3	1.10 (L)
Term	238	60.3%*	±4.9	434	10.6%*	±1.0	1.12 (L)
Temporary	116	67.8%*	±7.4	198	13.9%*	±1.9	1.17 (L)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
<b>Work Schedule</b>							
Seasonal	231	64.0%*	±5.1	422	15.9%*	±1.4	1.03 (L)
Non-Seasonal	2,282	57.2%*	±1.5	4,278	8.9%*	±0.3	1.11 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	144	64.8%*	±6.6	264	15.0%*	±1.8	1.08 (L)
Permanent-Non-Seasonal	2,252	56.9%*	±1.6	4,238	9.0%*	±0.3	1.10 (L)
Term	238	60.3%*	±4.9	434	10.6%*	±1.0	1.12 (L)
Temporary-Seasonal	87	62.7%*	±8.4	159	17.7%*	±2.6	0.96 (L)
Temporary-Non-Seasonal	NR	NR	NR	39	7.5%	±2.6	NR
<b>Sex</b>							
Men	818	51.2%*	±2.5	2,707	7.8%*	±0.3	1.03 (L)
Women	1,928	61.3%*	±1.7	2,450	12.0%*	±0.5	1.09 (L)
<b>Gender Identity</b>							
Male	818	51.2%*	±2.5	2,707	7.8%*	±0.3	1.03 (L)
Female	1,928	61.3%*	±1.7	2,450	12.0%*	±0.5	1.09 (L)
Transgender	NR	NR	NR	5	15.2%	±17.6	NR
Do not identify as female, male, or transgender	NR	NR	NR	18	10.9%	±5.8	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	2,308	57.1%*	±1.5	4,553	9.0%*	±0.3	1.10 (L)
Sexual Minority	287	65.4%*	±4.6	357	17.5%*	±1.7	1.02 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	2,308	57.1%*	±1.5	4,553	9.0%*	±0.3	1.10 (L)
Lesbian	84	81.8%*	±8.8	89	18.4%*	±3.7	1.37 (L)
Gay	32	37.2%*	±11.0	93	14.6%*	±3.0	0.53 (M)
Bisexual	137	73.4%*	±6.9	145	21.8%*	±3.3	1.09 (L)
Other	35	53.5%*	±12.4	31	11.8%*	±4.5	0.94 (L)
I prefer not to say	148	58.7%*	±6.2	235	10.5%*	±1.3	1.09 (L)

<sup>a</sup> 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 sex/gender. \* 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 4.80 presents the results of the regression analyses. Each predictor variable is shown in the first column.

*Table 4.80 DOI – Logistic Regression of Sexual Harassment and Predictors of Workplace Harassment*

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	2.745	0.213	166.298	--	15.569	--	--	--	--
Sex	-0.914	0.039	557.081	0.000	0.401	0.372	0.433	-11112.985	576.298
Age	-0.373	0.046	66.481	0.000	0.689	0.630	0.753	-10858.087	66.501
Education Level	0.282	0.045	39.259	0.000	1.326	1.214	1.448	-10844.859	40.045
Relationship Status	-0.357	0.038	88.949	0.000	0.700	0.650	0.754	-10868.835	87.997
Pay Grade	--	--	66.793	--	--	--	--	--	--
Middle Grade vs. Junior Grade	0.031	0.062	0.248	0.619	1.031	0.914	1.164	-10858.129	66.584
Senior Grade vs. Junior Grade	-0.316	0.066	22.683	0.000	0.729	0.640	0.830	-10858.129	66.584
Executive Grade vs. Junior Grade	0.116	0.323	0.129	0.719	1.123	0.596	2.117	-10858.129	66.584
Years of Service at Bureau or Office	0.048	0.012	16.445	0.000	1.049	1.025	1.074	-10833.132	16.590
Work Schedule	-0.197	0.072	7.432	0.006	0.821	0.712	0.946	-10828.469	7.265
Supervisor Support	0.069	0.022	9.815	0.002	1.071	1.026	1.118	-10829.750	9.826
Organizational Politics	-0.122	0.029	17.724	0.000	0.885	0.836	0.937	-10833.698	17.724
Organizational Inclusion	-0.182	0.025	53.318	0.000	0.834	0.794	0.875	-10851.547	53.421
Organizational Trust	-0.185	0.033	30.628	0.000	0.831	0.778	0.887	-10840.084	30.495
Bystander Harassment Based on Sex/Gender	-1.764	0.039	2000.315	0.000	0.171	0.159	0.185	-11809.829	1969.985
General Intolerance	-0.610	0.029	433.193	0.000	0.543	0.513	0.575	-11043.099	436.526
Leadership Intolerance	-0.187	0.053	12.283	0.000	0.829	0.747	0.921	-10830.954	12.234
Gender Context	0.124	0.034	13.596	0.000	1.132	1.060	1.209	-10831.666	13.660

Note. N = 52,957, Nagelkerke R Square = 0.322

## 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 4.81 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 DOI.

*Table 4.81 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	
Overall	9,881	3.0*	±0.0	50,452	3.7*	±0.0	-0.83 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	138	3.0*	±0.1	805	3.8*	±0.1	-0.91 (L)
Wage Grade (WG) 5-8	856	3.1*	±0.1	3,310	3.7*	±0.0	-0.68 (M)
Wage Grade (WG) 9-16	318	2.9*	±0.1	1,525	3.6*	±0.0	-0.73 (M)
Other Wage Grade (WG)	110	3.0*	±0.2	240	3.7*	±0.1	-0.85 (L)
General Schedule (GS) 1-6	1,017	3.1*	±0.1	4,096	3.8*	±0.0	-0.75 (M)
General Schedule (GS) 7-10	2,490	2.9*	±0.0	10,121	3.6*	±0.0	-0.89 (L)
General Schedule (GS) 11-12	3,039	3.0*	±0.0	16,834	3.6*	±0.0	-0.82 (L)
General Schedule (GS) 13-15	1,533	3.1*	±0.0	11,614	3.8*	±0.0	-0.85 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	33	3.8*	±0.3	257	4.2*	±0.1	-0.60 (M)
Other	244	2.8*	±0.1	1,212	3.6*	±0.0	-0.92 (L)
Years of Service at Bureau or Office							
Less than 1 year	483	3.1*	±0.1	4,466	3.9*	±0.0	-1.04 (L)
1 to 3 years	1,533	3.1*	±0.0	7,333	3.8*	±0.0	-0.88 (L)
4 to 5 years	977	3.0*	±0.1	4,002	3.7*	±0.0	-0.74 (M)
6 to 10 years	2,357	2.9*	±0.0	9,775	3.6*	±0.0	-0.78 (M)
11 to 14 years	1,052	2.9*	±0.1	5,301	3.6*	±0.0	-0.83 (L)
15 to 20 years	1,440	2.9*	±0.0	7,025	3.6*	±0.0	-0.80 (L)
More than 20 years	1,968	3.0*	±0.0	12,317	3.7*	±0.0	-0.85 (L)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	8,708	3.0*	±0.0	45,297	3.7*	±0.0	-0.84 (L)
Term	786	3.2*	±0.1	3,699	3.8*	±0.0	-0.83 (L)
Temporary	352	3.1*	±0.1	1,265	3.8*	±0.0	-0.95 (L)
<b>Work Schedule</b>							
Seasonal	791	3.1*	±0.1	2,229	3.7*	±0.0	-0.69 (M)
Non-Seasonal	8,208	2.9*	±0.0	43,840	3.7*	±0.0	-0.86 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	504	3.2*	±0.1	1,459	3.6*	±0.0	-0.59 (M)
Permanent-Non-Seasonal	8,143	2.9*	±0.0	43,351	3.7*	±0.0	-0.85 (L)
Term	786	3.2*	±0.1	3,699	3.8*	±0.0	-0.83 (L)
Temporary-Seasonal	287	3.1*	±0.1	771	3.8*	±0.1	-0.89 (L)
Temporary-Non-Seasonal	65	3.1*	±0.2	490	3.9*	±0.1	-1.00 (L)
<b>Sex</b>							
Men	4,884	3.0*	±0.0	31,464	3.8*	±0.0	-0.84 (L)
Women	4,941	2.9*	±0.0	18,819	3.6*	±0.0	-0.78 (M)
<b>Gender Identity</b>							
Male	4,884	3.0*	±0.0	31,464	3.8*	±0.0	-0.84 (L)
Female	4,941	2.9*	±0.0	18,819	3.6*	±0.0	-0.78 (M)
Transgender	11	3.4	±0.6	24	3.7	±0.4	-0.27 (S)
Do not identify as female, male, or transgender	45	2.9*	±0.3	145	3.4*	±0.2	-0.55 (M)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	8,547	3.0*	±0.0	46,290	3.7*	±0.0	-0.83 (L)
Sexual Minority	744	3.0*	±0.1	1,749	3.7*	±0.0	-0.86 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	8,547	3.0*	±0.0	46,290	3.7*	±0.0	-0.83 (L)
Lesbian	171	2.9*	±0.1	421	3.6*	±0.1	-0.89 (L)
Gay	166	3.2*	±0.1	561	3.7*	±0.1	-0.62 (M)
Bisexual	300	2.9*	±0.1	551	3.8*	±0.1	-1.03 (L)
Other	106	3.0*	±0.2	216	3.6*	±0.1	-0.76 (M)
I prefer not to say	517	2.7*	±0.1	1,982	3.5*	±0.0	-0.86 (L)

<sup>a</sup> 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.

Table 4.82 presents the scale distribution of general intolerance for harassment for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.82 DOI – Crude and Offensive Behavior and General Intolerance for Harassment Scale Distribution*

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Intolerance for Harassment						
(1) Strongly Disagree	752	7.6%	±0.5	759	1.5%	±0.1
(2) Disagree	2,233	22.6%	±0.8	3,497	6.9%	±0.2
(3) Neither Agree nor Disagree	3,773	38.2%	±1.0	14,672	29.1%	±0.4
(4) Agree	2,630	26.6%	±0.9	22,288	44.2%	±0.4
(5) Strongly Agree	493	5.0%	±0.4	9,236	18.3%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.



#### 4.7.2 Crude and Offensive Behavior and Leadership Intolerance for Harassment

Table 4.83 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 of 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 DOI.

*Table 4.83 DOI – 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> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	9,794	0.45*	±0.01	50,748	0.68*	±0.00	-0.54 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	139	0.37*	±0.07	799	0.70*	±0.03	-0.78 (M)
Wage Grade (WG) 5-8	833	0.45*	±0.03	3,364	0.62*	±0.01	-0.39 (S)
Wage Grade (WG) 9-16	317	0.39*	±0.04	1,544	0.60*	±0.02	-0.50 (M)
Other Wage Grade (WG)	108	0.40*	±0.07	247	0.64*	±0.05	-0.58 (M)
General Schedule (GS) 1-6	996	0.54*	±0.03	4,124	0.68*	±0.01	-0.33 (S)
General Schedule (GS) 7-10	2,492	0.42*	±0.02	10,189	0.66*	±0.01	-0.55 (M)
General Schedule (GS) 11-12	3,016	0.45*	±0.02	16,918	0.67*	±0.01	-0.53 (M)
General Schedule (GS) 13-15	1,514	0.49*	±0.02	11,647	0.74*	±0.01	-0.65 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	33	0.84	±0.12	262	0.90	±0.03	-0.25 (S)
Other	244	0.36*	±0.05	1,219	0.64*	±0.02	-0.69 (M)
Years of Service at Bureau or Office							
Less than 1 year	483	0.49*	±0.04	4,524	0.72*	±0.01	-0.56 (M)
1 to 3 years	1,511	0.51*	±0.02	7,406	0.73*	±0.01	-0.53 (M)
4 to 5 years	974	0.48*	±0.03	4,031	0.66*	±0.01	-0.43 (S)
6 to 10 years	2,339	0.45*	±0.02	9,825	0.66*	±0.01	-0.52 (M)
11 to 14 years	1,032	0.42*	±0.03	5,311	0.67*	±0.01	-0.62 (M)
15 to 20 years	1,436	0.43*	±0.02	7,043	0.65*	±0.01	-0.52 (M)
More than 20 years	1,949	0.44*	±0.02	12,372	0.68*	±0.01	-0.59 (M)
Appointment Type							
Permanent	8,639	0.44*	±0.01	45,557	0.67*	±0.00	-0.55 (M)
Term	772	0.56*	±0.03	3,713	0.75*	±0.01	-0.49 (S)
Temporary	348	0.51*	±0.05	1,282	0.74*	±0.02	-0.54 (M)
Work Schedule							
Seasonal	781	0.51*	±0.03	2,261	0.66*	±0.02	-0.35 (S)
Non-Seasonal	8,145	0.44*	±0.01	44,096	0.68*	±0.00	-0.57 (M)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	498	0.52*	±0.04	1,479	0.64*	±0.02	-0.29 (S)
Permanent-Non-Seasonal	8,080	0.44*	±0.01	43,600	0.68*	±0.00	-0.57 (M)
Term	772	0.56*	±0.03	3,713	0.75*	±0.01	-0.49 (S)
Temporary-Seasonal	282	0.50*	±0.05	782	0.70*	±0.03	-0.48 (S)
Temporary-Non-Seasonal	65	0.57*	±0.11	495	0.79*	±0.03	-0.58 (M)
<b>Sex</b>							
Men	4,843	0.49*	±0.01	31,633	0.71*	±0.00	-0.53 (M)
Women	4,895	0.42*	±0.01	18,947	0.64*	±0.01	-0.51 (M)
<b>Gender Identity</b>							
Male	4,843	0.49*	±0.01	31,633	0.71*	±0.00	-0.53 (M)
Female	4,895	0.42*	±0.01	18,947	0.64*	±0.01	-0.51 (M)
Transgender	11	0.58	±0.28	24	0.57	±0.18	0.01
Do not identify as female, male, or transgender	45	0.36*	±0.12	144	0.59*	±0.07	-0.51 (M)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	8,469	0.46*	±0.01	46,575	0.69*	±0.00	-0.54 (M)
Sexual Minority	740	0.44*	±0.03	1,751	0.69*	±0.02	-0.62 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	8,469	0.46*	±0.01	46,575	0.69*	±0.00	-0.54 (M)
Lesbian	169	0.41*	±0.06	424	0.66*	±0.04	-0.62 (M)
Gay	164	0.46*	±0.07	553	0.70*	±0.03	-0.56 (M)
Bisexual	300	0.44*	±0.05	551	0.72*	±0.03	-0.69 (M)
Other	106	0.47*	±0.08	223	0.68*	±0.05	-0.54 (M)
I prefer not to say	515	0.33*	±0.03	2,009	0.56*	±0.02	-0.53 (M)

<sup>a</sup> 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 4.84 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 DOI.

*Table 4.84 DOI – 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</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	9,890	3.1*	±0.0	50,586	2.7*	±0.0	0.54 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	143	3.3*	±0.1	779	2.7*	±0.1	0.74 (M)
Wage Grade (WG) 5-8	856	3.1*	±0.1	3,335	2.8*	±0.0	0.36 (S)
Wage Grade (WG) 9-16	323	3.3*	±0.1	1,541	2.8*	±0.0	0.56 (M)
Other Wage Grade (WG)	110	3.2*	±0.1	240	2.8*	±0.1	0.48 (S)
General Schedule (GS) 1-6	1,025	3.1*	±0.1	4,092	2.7*	±0.0	0.46 (S)
General Schedule (GS) 7-10	2,496	3.2*	±0.0	10,186	2.8*	±0.0	0.55 (M)
General Schedule (GS) 11-12	3,006	3.1*	±0.0	16,857	2.7*	±0.0	0.52 (M)
General Schedule (GS) 13-15	1,533	3.0*	±0.0	11,626	2.5*	±0.0	0.57 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	35	2.3*	±0.2	256	1.9*	±0.1	0.61 (M)
Other	239	3.4*	±0.1	1,220	2.8*	±0.0	0.66 (M)
Years of Service at Bureau or Office							
Less than 1 year	486	3.0*	±0.1	4,495	2.5*	±0.0	0.69 (M)
1 to 3 years	1,541	3.1*	±0.0	7,347	2.6*	±0.0	0.56 (M)
4 to 5 years	985	3.2*	±0.1	4,029	2.7*	±0.0	0.52 (M)
6 to 10 years	2,348	3.1*	±0.0	9,808	2.8*	±0.0	0.43 (S)
11 to 14 years	1,051	3.2*	±0.1	5,282	2.7*	±0.0	0.54 (M)
15 to 20 years	1,441	3.2*	±0.0	7,047	2.7*	±0.0	0.59 (M)
More than 20 years	1,956	3.1*	±0.0	12,333	2.6*	±0.0	0.57 (M)
Appointment Type							
Permanent	8,718	3.2*	±0.0	45,414	2.7*	±0.0	0.55 (M)
Term	780	3.0*	±0.1	3,720	2.6*	±0.0	0.47 (S)
Temporary	354	3.1*	±0.1	1,266	2.6*	±0.0	0.69 (M)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	798	3.1*	±0.1	2,266	2.8*	±0.0	0.42 (S)
Non-Seasonal	8,215	3.2*	±0.0	43,923	2.7*	±0.0	0.56 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	509	3.0*	±0.1	1,482	2.8*	±0.0	0.28 (S)
Permanent-Non-Seasonal	8,150	3.2*	±0.0	43,445	2.7*	±0.0	0.56 (M)
Term	780	3.0*	±0.1	3,720	2.6*	±0.0	0.47 (S)
Temporary-Seasonal	289	3.2*	±0.1	784	2.6*	±0.1	0.67 (M)
Temporary-Non-Seasonal	65	2.9*	±0.2	478	2.5*	±0.1	0.53 (M)
<b>Sex</b>							
Men	4,892	3.2*	±0.0	31,561	2.7*	±0.0	0.59 (M)
Women	4,943	3.1*	±0.0	18,856	2.7*	±0.0	0.50 (M)
<b>Gender Identity</b>							
Male	4,892	3.2*	±0.0	31,561	2.7*	±0.0	0.59 (M)
Female	4,943	3.1*	±0.0	18,856	2.7*	±0.0	0.50 (M)
Transgender	11	3.3*	±0.3	23	2.5*	±0.4	0.76 (M)
Do not identify as female, male, or transgender	44	3.2	±0.3	146	3.1	±0.2	0.08
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	8,531	3.1*	±0.0	46,367	2.7*	±0.0	0.54 (M)
Sexual Minority	749	3.1*	±0.1	1,751	2.6*	±0.0	0.56 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	8,531	3.1*	±0.0	46,367	2.7*	±0.0	0.54 (M)
Lesbian	171	3.1*	±0.1	423	2.5*	±0.1	0.75 (M)
Gay	166	3.2*	±0.1	554	2.7*	±0.1	0.47 (S)
Bisexual	306	3.1*	±0.1	551	2.6*	±0.1	0.55 (M)
Other	106	3.1*	±0.2	223	2.6*	±0.1	0.56 (M)
I prefer not to say	509	3.4*	±0.1	2,002	2.9*	±0.0	0.55 (M)

<sup>a</sup> 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.

Table 4.85 presents the scale distribution of organizational politics for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.85 DOI – Crude and Offensive Behavior and Organizational Politics Scale Distribution*

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Politics						
(1) Strongly Disagree	248	2.5%	±0.3	2,994	5.9%	±0.2
(2) Disagree	2,387	24.1%	±0.9	20,426	40.4%	±0.4
(3) Neither Agree nor Disagree	3,860	39.0%	±1.0	18,592	36.8%	±0.4
(4) Agree	2,589	26.2%	±0.9	7,117	14.1%	±0.3
(5) Strongly Agree	805	8.1%	±0.6	1,458	2.9%	±0.1

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

#### 4.7.4 Crude and Offensive Behavior and Organizational Trust

Table 4.86 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 DOI.

*Table 4.86 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	9,929	2.9*	±0.0	50,833	3.5*	±0.0	-0.67 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	143	2.8*	±0.1	802	3.7*	±0.1	-0.93 (L)
Wage Grade (WG) 5-8	864	3.0*	±0.1	3,374	3.4*	±0.0	-0.44 (S)
Wage Grade (WG) 9-16	321	2.7*	±0.1	1,559	3.2*	±0.0	-0.53 (M)
Other Wage Grade (WG)	110	2.9*	±0.2	244	3.4*	±0.1	-0.55 (M)
General Schedule (GS) 1-6	1,022	3.0*	±0.1	4,130	3.5*	±0.0	-0.50 (M)
General Schedule (GS) 7-10	2,509	2.8*	±0.0	10,232	3.4*	±0.0	-0.70 (M)
General Schedule (GS) 11-12	3,027	3.0*	±0.0	16,897	3.5*	±0.0	-0.69 (M)
General Schedule (GS) 13-15	1,535	3.2*	±0.0	11,635	3.8*	±0.0	-0.67 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	35	3.8*	±0.2	258	4.3*	±0.1	-0.69 (M)
Other	243	2.6*	±0.1	1,237	3.3*	±0.0	-0.81 (L)
Years of Service at Bureau or Office							
Less than 1 year	483	3.1*	±0.1	4,523	3.8*	±0.0	-0.84 (L)
1 to 3 years	1,546	3.1*	±0.0	7,412	3.7*	±0.0	-0.61 (M)
4 to 5 years	980	2.9*	±0.1	4,056	3.5*	±0.0	-0.62 (M)
6 to 10 years	2,366	2.9*	±0.0	9,833	3.4*	±0.0	-0.55 (M)
11 to 14 years	1,051	2.8*	±0.1	5,303	3.5*	±0.0	-0.68 (M)
15 to 20 years	1,441	2.9*	±0.0	7,061	3.5*	±0.0	-0.67 (M)
More than 20 years	1,982	2.9*	±0.0	12,392	3.5*	±0.0	-0.78 (M)
Appointment Type							
Permanent	8,753	2.9*	±0.0	45,612	3.5*	±0.0	-0.69 (M)
Term	785	3.2*	±0.1	3,740	3.7*	±0.0	-0.53 (M)
Temporary	354	3.1*	±0.1	1,287	3.7*	±0.0	-0.68 (M)
Work Schedule							
Seasonal	798	3.0*	±0.1	2,270	3.4*	±0.0	-0.47 (S)
Non-Seasonal	8,248	2.9*	±0.0	44,131	3.5*	±0.0	-0.70 (M)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	509	3.0*	±0.1	1,484	3.3*	±0.0	-0.45 (S)
Permanent-Non-Seasonal	8,183	2.9*	±0.0	43,634	3.5*	±0.0	-0.69 (M)
Term	785	3.2*	±0.1	3,740	3.7*	±0.0	-0.53 (M)
Temporary-Seasonal	289	3.1*	±0.1	785	3.6*	±0.1	-0.51 (M)
Temporary-Non-Seasonal	65	3.1*	±0.2	497	3.9*	±0.1	-1.01 (L)
<b>Sex</b>							
Men	4,921	2.9*	±0.0	31,730	3.5*	±0.0	-0.70 (M)
Women	4,952	3.0*	±0.0	18,933	3.5*	±0.0	-0.64 (M)
<b>Gender Identity</b>							
Male	4,921	2.9*	±0.0	31,730	3.5*	±0.0	-0.70 (M)
Female	4,952	3.0*	±0.0	18,933	3.5*	±0.0	-0.64 (M)
Transgender	11	3.0	±0.4	24	3.7	±0.4	-0.66 (M)
Do not identify as female, male, or transgender	45	2.9	±0.3	146	3.1	±0.1	-0.21 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	8,565	3.0*	±0.0	46,603	3.5*	±0.0	-0.66 (M)
Sexual Minority	747	2.9*	±0.1	1,755	3.6*	±0.0	-0.80 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	8,565	3.0*	±0.0	46,603	3.5*	±0.0	-0.66 (M)
Lesbian	171	2.9*	±0.1	425	3.7*	±0.1	-0.91 (L)
Gay	166	3.0*	±0.1	557	3.6*	±0.1	-0.63 (M)
Bisexual	303	2.9*	±0.1	553	3.7*	±0.1	-0.90 (L)
Other	106	3.0*	±0.2	220	3.6*	±0.1	-0.70 (M)
I prefer not to say	517	2.7*	±0.1	2,007	3.3*	±0.0	-0.67 (M)

<sup>a</sup> 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.

Table 4.87 presents the scale distribution of organizational trust for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.87 DOI – Crude and Offensive Behavior and Organizational Trust Scale Distribution*

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Trust						
(1) Strongly Disagree	741	7.5%	±0.5	996	2.0%	±0.1
(2) Disagree	2,329	23.5%	±0.8	4,738	9.3%	±0.3
(3) Neither Agree nor Disagree	3,324	33.5%	±0.9	14,684	28.9%	±0.4
(4) Agree	3,083	31.0%	±0.9	23,218	45.7%	±0.4
(5) Strongly Agree	451	4.5%	±0.4	7,198	14.2%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.



### 4.7.5 Crude and Offensive Behavior and Supervisor Support

Table 4.88 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 DOI.

*Table 4.88 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	9,739	3.3*	±0.0	49,754	3.9*	±0.0	-0.52 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	143	3.0*	±0.2	772	4.0*	±0.1	-0.98 (L)
Wage Grade (WG) 5-8	846	3.3*	±0.1	3,248	3.7*	±0.0	-0.40 (S)
Wage Grade (WG) 9-16	312	3.0*	±0.1	1,518	3.6*	±0.1	-0.54 (M)
Other Wage Grade (WG)	110	2.8*	±0.2	234	3.5*	±0.1	-0.63 (M)
General Schedule (GS) 1-6	1,004	3.5*	±0.1	4,016	3.9*	±0.0	-0.31 (S)
General Schedule (GS) 7-10	2,441	3.2*	±0.0	9,992	3.8*	±0.0	-0.53 (M)
General Schedule (GS) 11-12	2,977	3.3*	±0.0	16,596	3.9*	±0.0	-0.51 (M)
General Schedule (GS) 13-15	1,511	3.5*	±0.1	11,448	4.0*	±0.0	-0.52 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	35	4.1*	±0.2	254	4.5*	±0.1	-0.51 (M)
Other	238	2.8*	±0.2	1,207	3.7*	±0.1	-0.89 (L)
Years of Service at Bureau or Office							
Less than 1 year	477	3.4*	±0.1	4,420	4.1*	±0.0	-0.87 (L)
1 to 3 years	1,533	3.6*	±0.1	7,267	4.0*	±0.0	-0.41 (S)
4 to 5 years	972	3.4*	±0.1	3,981	3.9*	±0.0	-0.45 (S)
6 to 10 years	2,319	3.4*	±0.1	9,631	3.8*	±0.0	-0.42 (S)
11 to 14 years	1,037	3.2*	±0.1	5,191	3.8*	±0.0	-0.55 (M)
15 to 20 years	1,415	3.2*	±0.1	6,917	3.8*	±0.0	-0.57 (M)
More than 20 years	1,905	3.2*	±0.1	12,094	3.8*	±0.0	-0.61 (M)
Appointment Type							
Permanent	8,569	3.3*	±0.0	44,653	3.9*	±0.0	-0.53 (M)
Term	786	3.6*	±0.1	3,654	4.1*	±0.0	-0.44 (S)
Temporary	349	3.6*	±0.1	1,267	4.1*	±0.0	-0.58 (M)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	783	3.5*	±0.1	2,214	3.9*	±0.0	-0.41 (S)
Non-Seasonal	8,075	3.3*	±0.0	43,231	3.9*	±0.0	-0.54 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	499	3.5*	±0.1	1,436	3.8*	±0.1	-0.37 (S)
Permanent-Non-Seasonal	8,010	3.3*	±0.0	42,746	3.9*	±0.0	-0.54 (M)
Term	786	3.6*	±0.1	3,654	4.1*	±0.0	-0.44 (S)
Temporary-Seasonal	284	3.6*	±0.1	778	4.0*	±0.1	-0.49 (S)
Temporary-Non-Seasonal	65	3.6*	±0.3	485	4.2*	±0.1	-0.74 (M)
<b>Sex</b>							
Men	4,833	3.3*	±0.0	31,075	3.9*	±0.0	-0.57 (M)
Women	4,850	3.4*	±0.0	18,513	3.9*	±0.0	-0.47 (S)
<b>Gender Identity</b>							
Male	4,833	3.3*	±0.0	31,075	3.9*	±0.0	-0.57 (M)
Female	4,850	3.4*	±0.0	18,513	3.9*	±0.0	-0.47 (S)
Transgender	11	3.6	±0.7	22	3.7	±0.6	-0.03
Do not identify as female, male, or transgender	45	3.3	±0.4	143	3.5	±0.2	-0.23 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	8,405	3.3*	±0.0	45,617	3.9*	±0.0	-0.52 (M)
Sexual Minority	736	3.4*	±0.1	1,720	4.0*	±0.0	-0.58 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	8,405	3.3*	±0.0	45,617	3.9*	±0.0	-0.52 (M)
Lesbian	170	3.5*	±0.2	416	4.0*	±0.1	-0.54 (M)
Gay	163	3.5*	±0.2	546	3.9*	±0.1	-0.44 (S)
Bisexual	297	3.3*	±0.1	544	4.0*	±0.1	-0.62 (M)
Other	106	3.3*	±0.2	214	4.1*	±0.1	-0.74 (M)
I prefer not to say	500	3.1*	±0.1	1,961	3.6*	±0.0	-0.46 (S)

<sup>a</sup> 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.

Table 4.89 presents the scale distribution of supervisor support for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.89 DOI – Crude and Offensive Behavior and Supervisor Support Scale Distribution*

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Supervisor Support						
(1) Strongly Disagree	1,053	10.8%	±0.6	1,739	3.5%	±0.2
(2) Disagree	1,362	14.0%	±0.7	3,151	6.3%	±0.2
(3) Neither Agree nor Disagree	1,991	20.4%	±0.8	7,946	16.0%	±0.3
(4) Agree	3,218	33.0%	±0.9	19,759	39.7%	±0.4
(5) Strongly Agree	2,115	21.7%	±0.8	17,158	34.5%	±0.4

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

#### 4.7.6 Crude and Offensive Behavior and Organizational Inclusion

Table 4.90 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 DOI.

*Table 4.90 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	9,966	3.2*	±0.0	51,082	3.8*	±0.0	-0.64 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	143	3.1*	±0.2	808	3.9*	±0.1	-0.79 (M)
Wage Grade (WG) 5-8	864	3.2*	±0.1	3,404	3.7*	±0.0	-0.51 (M)
Wage Grade (WG) 9-16	321	3.0*	±0.1	1,562	3.6*	±0.0	-0.62 (M)
Other Wage Grade (WG)	110	3.0*	±0.2	247	3.7*	±0.1	-0.81 (L)
General Schedule (GS) 1-6	1,023	3.3*	±0.1	4,170	3.8*	±0.0	-0.53 (M)
General Schedule (GS) 7-10	2,512	3.1*	±0.0	10,264	3.7*	±0.0	-0.64 (M)
General Schedule (GS) 11-12	3,047	3.2*	±0.0	16,968	3.8*	±0.0	-0.65 (M)
General Schedule (GS) 13-15	1,542	3.4*	±0.1	11,685	3.9*	±0.0	-0.65 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	35	3.9*	±0.2	262	4.3*	±0.1	-0.48 (S)
Other	244	2.8*	±0.1	1,247	3.6*	±0.1	-0.80 (L)
Years of Service at Bureau or Office							
Less than 1 year	488	3.2*	±0.1	4,545	4.0*	±0.0	-0.89 (L)
1 to 3 years	1,550	3.4*	±0.1	7,466	3.9*	±0.0	-0.56 (M)
4 to 5 years	986	3.2*	±0.1	4,065	3.8*	±0.0	-0.60 (M)
6 to 10 years	2,363	3.2*	±0.0	9,885	3.7*	±0.0	-0.55 (M)
11 to 14 years	1,052	3.1*	±0.1	5,336	3.7*	±0.0	-0.64 (M)
15 to 20 years	1,452	3.1*	±0.1	7,084	3.7*	±0.0	-0.66 (M)
More than 20 years	1,993	3.1*	±0.0	12,448	3.8*	±0.0	-0.75 (M)
Appointment Type							
Permanent	8,788	3.2*	±0.0	45,839	3.8*	±0.0	-0.66 (M)
Term	788	3.6*	±0.1	3,750	3.9*	±0.0	-0.46 (S)
Temporary	353	3.4*	±0.1	1,293	4.0*	±0.0	-0.73 (M)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	797	3.4*	±0.1	2,291	3.8*	±0.0	-0.48 (S)
Non-Seasonal	8,283	3.2*	±0.0	44,343	3.8*	±0.0	-0.68 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	509	3.3*	±0.1	1,500	3.7*	±0.0	-0.44 (S)
Permanent-Non-Seasonal	8,218	3.2*	±0.0	43,846	3.8*	±0.0	-0.68 (M)
Term	788	3.6*	±0.1	3,750	3.9*	±0.0	-0.46 (S)
Temporary-Seasonal	288	3.5*	±0.1	791	4.0*	±0.1	-0.56 (M)
Temporary-Non-Seasonal	65	3.1*	±0.3	497	4.1*	±0.1	-1.28 (L)
<b>Sex</b>							
Men	4,938	3.2*	±0.0	31,844	3.8*	±0.0	-0.67 (M)
Women	4,971	3.2*	±0.0	19,068	3.7*	±0.0	-0.59 (M)
<b>Gender Identity</b>							
Male	4,938	3.2*	±0.0	31,844	3.8*	±0.0	-0.67 (M)
Female	4,971	3.2*	±0.0	19,068	3.7*	±0.0	-0.59 (M)
Transgender	11	3.6	±0.5	24	3.8	±0.4	-0.21 (S)
Do not identify as female, male, or transgender	45	3.3	±0.3	146	3.5	±0.2	-0.28 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	8,602	3.2*	±0.0	46,810	3.8*	±0.0	-0.64 (M)
Sexual Minority	747	3.2*	±0.1	1,768	3.9*	±0.0	-0.70 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	8,602	3.2*	±0.0	46,810	3.8*	±0.0	-0.64 (M)
Lesbian	171	3.0*	±0.2	430	3.9*	±0.1	-1.02 (L)
Gay	166	3.4*	±0.1	563	3.9*	±0.1	-0.57 (M)
Bisexual	303	3.2*	±0.1	553	3.8*	±0.1	-0.65 (M)
Other	106	3.3*	±0.2	223	3.7*	±0.1	-0.47 (S)
I prefer not to say	517	3.0*	±0.1	2,027	3.6*	±0.0	-0.68 (M)

<sup>a</sup> 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.

Table 4.91 presents the scale distribution of organizational inclusion for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.91 DOI – Crude and Offensive Behavior and Organizational Inclusion Scale Distribution*

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Inclusion						
(1) Strongly Disagree	841	8.4%	±0.6	1,213	2.4%	±0.1
(2) Disagree	1,827	18.3%	±0.8	3,714	7.3%	±0.2
(3) Neither Agree nor Disagree	2,643	26.5%	±0.9	9,826	19.2%	±0.3
(4) Agree	3,796	38.1%	±1.0	26,014	50.9%	±0.4
(5) Strongly Agree	859	8.6%	±0.6	10,315	20.2%	±0.4

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

### 4.7.7 Crude and Offensive Behavior and Gender Context

Table 4.92 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 DOI.

*Table 4.92 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	9,898	2.3*	±0.0	50,765	2.2*	±0.0	0.15
Pay Plan and Grade							
Wage Grade (WG) 1-4	143	2.4*	±0.1	777	2.3*	±0.0	0.19
Wage Grade (WG) 5-8	870	2.5*	±0.0	3,367	2.4*	±0.0	0.13
Wage Grade (WG) 9-16	323	2.7*	±0.0	1,560	2.6*	±0.0	0.28 (S)
Other Wage Grade (WG)	110	2.7	±0.1	247	2.8	±0.0	-0.11
General Schedule (GS) 1-6	1,017	2.1	±0.0	4,137	2.1	±0.0	0.05
General Schedule (GS) 7-10	2,510	2.3*	±0.0	10,233	2.2*	±0.0	0.18
General Schedule (GS) 11-12	3,029	2.3*	±0.0	16,921	2.2*	±0.0	0.13
General Schedule (GS) 13-15	1,533	2.3*	±0.0	11,658	2.2*	±0.0	0.11
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	35	2.3	±0.1	260	2.2	±0.1	0.34 (S)
Other	241	2.8*	±0.1	1,221	2.7*	±0.0	0.18
Years of Service at Bureau or Office							
Less than 1 year	486	2.3*	±0.1	4,508	2.2*	±0.0	0.20 (S)
1 to 3 years	1,541	2.3*	±0.0	7,398	2.2*	±0.0	0.10
4 to 5 years	984	2.3*	±0.0	4,049	2.2*	±0.0	0.11
6 to 10 years	2,362	2.3*	±0.0	9,834	2.2*	±0.0	0.14
11 to 14 years	1,042	2.3*	±0.0	5,305	2.2*	±0.0	0.15
15 to 20 years	1,447	2.3*	±0.0	7,065	2.3*	±0.0	0.13
More than 20 years	1,979	2.4*	±0.0	12,411	2.2*	±0.0	0.20 (S)
Appointment Type							
Permanent	8,723	2.3*	±0.0	45,585	2.2*	±0.0	0.15
Term	787	2.4*	±0.0	3,692	2.3*	±0.0	0.10
Temporary	352	2.4*	±0.1	1,288	2.2*	±0.0	0.31 (S)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	794	2.4*	±0.0	2,275	2.3*	±0.0	0.17
Non-Seasonal	8,226	2.3*	±0.0	44,112	2.2*	±0.0	0.14
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	507	2.4*	±0.1	1,485	2.3*	±0.0	0.11
Permanent-Non-Seasonal	8,161	2.3*	±0.0	43,619	2.2*	±0.0	0.14
Term	787	2.4*	±0.0	3,692	2.3*	±0.0	0.10
Temporary-Seasonal	287	2.3*	±0.1	789	2.2*	±0.0	0.28 (S)
Temporary-Non-Seasonal	65	2.4*	±0.1	494	2.2*	±0.0	0.43 (S)
<b>Sex</b>							
Men	4,902	2.4*	±0.0	31,711	2.4*	±0.0	0.13
Women	4,947	2.2*	±0.0	18,900	2.0*	±0.0	0.32 (S)
<b>Gender Identity</b>							
Male	4,902	2.4*	±0.0	31,711	2.4*	±0.0	0.13
Female	4,947	2.2*	±0.0	18,900	2.0*	±0.0	0.32 (S)
Transgender	11	2.3	±0.4	22	2.2	±0.3	0.17
Do not identify as female, male, or transgender	39	2.2	±0.2	132	2.1	±0.1	0.19
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	8,559	2.3*	±0.0	46,637	2.2*	±0.0	0.15
Sexual Minority	748	2.3*	±0.0	1,761	2.1*	±0.0	0.26 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	8,559	2.3*	±0.0	46,637	2.2*	±0.0	0.15
Lesbian	171	2.3*	±0.1	431	2.2*	±0.1	0.20 (S)
Gay	166	2.3*	±0.1	563	2.1*	±0.0	0.49 (S)
Bisexual	306	2.2*	±0.1	550	2.1*	±0.0	0.22 (S)
Other	105	2.2	±0.1	218	2.2	±0.1	0.08
I prefer not to say	510	2.3*	±0.1	1,936	2.2*	±0.0	0.24 (S)

<sup>a</sup> 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 4.93 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 DOI.

*Table 4.93 DOI – 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<sup>d</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>d</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	4,198	43.2%*	±1.0	3,751	7.4%*	±0.2	0.88 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	39	27.3%*	±8.0	55	6.8%*	±2.0	0.57 (M)
Wage Grade (WG) 5-8	325	38.5%*	±3.3	171	5.2%*	±0.8	0.88 (L)
Wage Grade (WG) 9-16	114	37.2%*	±5.6	96	6.4%*	±1.3	0.80 (L)
Other Wage Grade (WG)	19	17.7%	±8.4	NR	NR	NR	NR
General Schedule (GS) 1-6	475	46.7%*	±3.1	332	8.1%*	±0.9	0.93 (L)
General Schedule (GS) 7-10	1,159	47.3%*	±2.0	882	8.7%*	±0.6	0.92 (L)
General Schedule (GS) 11-12	1,315	44.3%*	±1.8	1,326	7.9%*	±0.4	0.89 (L)
General Schedule (GS) 13-15	620	41.0%*	±2.5	750	6.5%*	±0.5	0.88 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	3.5%	±3.1	NR
Other	78	32.4%*	±6.2	80	6.6%*	±1.5	0.69 (M)
Years of Service at Bureau or Office							
Less than 1 year	175	36.2%*	±4.4	210	4.7%*	±0.7	0.86 (L)
1 to 3 years	719	47.0%*	±2.5	555	7.5%*	±0.6	0.95 (L)
4 to 5 years	493	51.1%*	±3.2	363	9.0%*	±0.9	0.98 (L)
6 to 10 years	1,107	48.0%*	±2.0	850	8.7%*	±0.6	0.93 (L)
11 to 14 years	429	41.8%*	±3.1	417	7.9%*	±0.8	0.84 (L)
15 to 20 years	574	40.0%*	±2.6	568	8.1%*	±0.7	0.79 (M)
More than 20 years	685	35.7%*	±2.2	762	6.2%*	±0.4	0.78 (M)
Appointment Type							
Permanent	3,627	42.4%*	±1.1	3,309	7.3%*	±0.2	0.87 (L)
Term	360	45.9%*	±3.5	312	8.4%*	±0.9	0.90 (L)
Temporary	197	55.9%*	±5.3	119	9.5%*	±1.8	1.06 (L)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
<b>Work Schedule</b>							
Seasonal	378	48.0%*	±3.5	278	12.4%*	±1.4	0.81 (L)
Non-Seasonal	3,436	42.6%*	±1.1	3,129	7.1%*	±0.2	0.88 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	218	43.5%*	±4.4	190	12.9%*	±1.8	0.71 (M)
Permanent-Non-Seasonal	3,400	42.5%*	±1.1	3,097	7.1%*	±0.2	0.88 (L)
Term	360	45.9%*	±3.5	312	8.4%*	±0.9	0.90 (L)
Temporary-Seasonal	160	55.8%*	±5.8	87	11.5%*	±2.5	0.99 (L)
Temporary-Non-Seasonal	37	56.4%*	±12.5	32	6.5%*	±2.6	1.18 (L)
<b>Sex</b>							
Men	1,654	34.5%*	±1.4	1,874	6.0%*	±0.3	0.76 (M)
Women	2,523	51.8%*	±1.4	1,860	9.9%*	±0.4	0.97 (L)
<b>Gender Identity</b>							
Male	1,654	34.5%*	±1.4	1,874	6.0%*	±0.3	0.76 (M)
Female	2,523	51.8%*	±1.4	1,860	9.9%*	±0.4	0.97 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	18	40.9%*	±15.5	14	9.7%*	±6.1	0.75 (M)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	3,529	41.9%*	±1.1	3,342	7.2%*	±0.2	0.86 (L)
Sexual Minority	413	56.5%*	±3.6	231	13.2%*	±1.7	0.96 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	3,529	41.9%*	±1.1	3,342	7.2%*	±0.2	0.86 (L)
Lesbian	105	62.9%*	±7.7	69	16.2%*	±3.8	1.00 (L)
Gay	60	37.4%*	±7.9	64	11.5%*	±2.9	0.63 (M)
Bisexual	206	68.4%*	±5.5	75	13.7%*	±3.2	1.19 (L)
Other	43	41.2%*	±9.8	22	10.1%*	±4.8	0.75 (M)
I prefer not to say	226	45.3%*	±4.4	154	7.7%*	±1.3	0.91 (L)

<sup>a</sup> 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 sex/gender. \* 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 4.94 presents the results of the regression analyses. Each predictor variable is shown in the first column.

*Table 4.94 DOI – 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	2.385	0.162	216.008	--	10.858	--	--	--	--
Sex	-0.313	0.028	124.941	0.000	0.732	0.693	0.773	-18966.084	124.272
Age	-0.381	0.033	130.749	0.000	0.683	0.640	0.729	-18969.235	130.574
Education Level	0.300	0.033	83.506	0.000	1.350	1.266	1.440	-18946.498	85.101
Race/Ethnicity	0.108	0.033	10.998	0.001	1.115	1.045	1.188	-18909.498	11.100
Relationship Status	-0.177	0.028	38.668	0.000	0.838	0.792	0.886	-18923.128	38.360
Pay Grade	--	--	108.200	--	--	--	--	--	--
Middle Grade vs. Junior Grade	-0.029	0.046	0.404	0.525	0.971	0.887	1.063	-18957.856	107.816
Senior Grade vs. Junior Grade	-0.343	0.049	48.515	0.000	0.709	0.644	0.781	-18957.856	107.816
Executive Grade vs. Junior Grade	0.101	0.210	0.231	0.631	1.106	0.733	1.671	-18957.856	107.816
Years of Service at Bureau or Office	0.052	0.008	39.020	0.000	1.054	1.037	1.071	-18923.648	39.400
Work Schedule	-0.352	0.054	43.215	0.000	0.703	0.633	0.781	-18924.901	41.907
Supervisor Support	0.058	0.017	11.363	0.001	1.059	1.024	1.096	-18909.638	11.381
Organizational Politics	-0.048	0.022	4.922	0.027	0.953	0.913	0.994	-18906.410	4.926
Organizational Inclusion	-0.219	0.019	130.673	0.000	0.803	0.774	0.834	-18969.363	130.831
Organizational Trust	-0.134	0.025	28.357	0.000	0.875	0.833	0.919	-18918.063	28.230
Bystander Harassment Based on Sex/Gender	-1.629	0.031	2677.539	0.000	0.196	0.184	0.209	-20209.832	2611.769
General Intolerance	-0.431	0.022	393.941	0.000	0.650	0.623	0.678	-19102.269	396.643
Leadership Intolerance	-0.158	0.038	17.135	0.000	0.854	0.793	0.920	-18912.469	17.043
Gender Context	0.203	0.025	64.941	0.000	1.225	1.166	1.286	-18936.649	65.402

Note. N = 53,012, Nagelkerke R Square = 0.263

## 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 4.95 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 DOI.

*Table 4.95 DOI – Unwanted Sexual Attention and General Intolerance for Harassment by Selected Characteristics*

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size Hedges' <i>g</i>
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	
Overall	3,185	2.8*	±0.0	57,164	3.6*	±0.0	-0.92 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	47	2.7*	±0.2	896	3.7*	±0.1	-1.10 (L)
Wage Grade (WG) 5-8	244	3.0*	±0.1	3,914	3.6*	±0.0	-0.59 (M)
Wage Grade (WG) 9-16	72	2.8*	±0.2	1,769	3.5*	±0.0	-0.73 (M)
Other Wage Grade (WG)	7	2.7*	±0.5	343	3.5*	±0.1	-0.91 (L)
General Schedule (GS) 1-6	409	3.0*	±0.1	4,712	3.7*	±0.0	-0.82 (L)
General Schedule (GS) 7-10	916	2.7*	±0.1	11,707	3.5*	±0.0	-0.95 (L)
General Schedule (GS) 11-12	952	2.8*	±0.1	18,924	3.6*	±0.0	-0.91 (L)
General Schedule (GS) 13-15	453	2.9*	±0.1	12,698	3.7*	±0.0	-1.02 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	8	2.8*	±0.6	282	4.2*	±0.1	-1.99 (L)
Other	51	2.5*	±0.3	1,405	3.5*	±0.0	-1.05 (L)
Years of Service at Bureau or Office							
Less than 1 year	177	2.9*	±0.1	4,772	3.9*	±0.0	-1.22 (L)
1 to 3 years	558	2.9*	±0.1	8,315	3.7*	±0.0	-0.95 (L)
4 to 5 years	317	2.8*	±0.1	4,663	3.6*	±0.0	-0.92 (L)
6 to 10 years	829	2.8*	±0.1	11,304	3.5*	±0.0	-0.81 (L)
11 to 14 years	309	2.7*	±0.1	6,041	3.5*	±0.0	-0.96 (L)
15 to 20 years	448	2.8*	±0.1	8,022	3.5*	±0.0	-0.82 (L)
More than 20 years	528	2.7*	±0.1	13,764	3.6*	±0.0	-0.99 (L)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	2,786	2.8*	±0.0	51,232	3.6*	±0.0	-0.93 (L)
Term	278	2.9*	±0.1	4,209	3.8*	±0.0	-1.02 (L)
Temporary	115	3.2*	±0.2	1,502	3.7*	±0.0	-0.70 (M)
<b>Work Schedule</b>							
Seasonal	263	3.1*	±0.1	2,758	3.6*	±0.0	-0.53 (M)
Non-Seasonal	2,625	2.8*	±0.0	49,438	3.6*	±0.0	-0.95 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	167	3.1*	±0.1	1,796	3.5*	±0.0	-0.48 (S)
Permanent-Non-Seasonal	2,606	2.8*	±0.0	48,902	3.6*	±0.0	-0.95 (L)
Term	278	2.9*	±0.1	4,209	3.8*	±0.0	-1.02 (L)
Temporary-Seasonal	96	3.1*	±0.2	962	3.6*	±0.0	-0.63 (M)
Temporary-Non-Seasonal	19	3.2*	±0.4	535	3.9*	±0.1	-0.78 (M)
<b>Sex</b>							
Men	987	2.8*	±0.1	35,358	3.7*	±0.0	-0.98 (L)
Women	2,175	2.8*	±0.0	21,604	3.5*	±0.0	-0.80 (L)
<b>Gender Identity</b>							
Male	987	2.8*	±0.1	35,358	3.7*	±0.0	-0.98 (L)
Female	2,175	2.8*	±0.0	21,604	3.5*	±0.0	-0.80 (L)
Transgender	NR	NR	NR	32	3.7	±0.3	NR
Do not identify as female, male, or transgender	20	2.9	±0.4	170	3.3	±0.1	-0.44 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	2,682	2.8*	±0.0	52,169	3.6*	±0.0	-0.90 (L)
Sexual Minority	290	2.7*	±0.1	2,203	3.6*	±0.0	-1.01 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	2,682	2.8*	±0.0	52,169	3.6*	±0.0	-0.90 (L)
Lesbian	52	2.8*	±0.2	540	3.5*	±0.1	-0.84 (L)
Gay	43	2.8*	±0.3	685	3.6*	±0.1	-1.01 (L)
Bisexual	148	2.7*	±0.1	703	3.6*	±0.1	-0.99 (L)
Other	47	2.5*	±0.2	275	3.6*	±0.1	-1.25 (L)
I prefer not to say	180	2.5*	±0.1	2,323	3.4*	±0.0	-0.99 (L)

<sup>a</sup> 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.

Table 4.96 presents the scale distribution of general intolerance for harassment for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.96 DOI – Unwanted Sexual Attention and General Intolerance for Harassment Scale Distribution*

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<b>General Intolerance for Harassment</b>						
(1) Strongly Disagree	339	10.6%	±1.1	1,176	2.1%	±0.1
(2) Disagree	855	26.8%	±1.6	4,878	8.5%	±0.2
(3) Neither Agree nor Disagree	1,156	36.3%	±1.7	17,292	30.2%	±0.4
(4) Agree	713	22.4%	±1.5	24,212	42.4%	±0.4
(5) Strongly Agree	122	3.8%	±0.7	9,607	16.8%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.



### 4.8.2 Unwanted Sexual Attention and Leadership Intolerance for Harassment

Table 4.97 presents leadership intolerance for harassment for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Intolerance of 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 DOI.

*Table 4.97 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,159	0.42*	±0.01	57,404	0.66*	±0.00	-0.56 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	50	0.34*	±0.12	888	0.67*	±0.03	-0.76 (M)
Wage Grade (WG) 5-8	238	0.47*	±0.05	3,951	0.60*	±0.01	-0.28 (S)
Wage Grade (WG) 9-16	72	0.42*	±0.10	1,787	0.57*	±0.02	-0.34 (S)
Other Wage Grade (WG)	7	0.44	±0.34	348	0.57	±0.04	-0.31 (S)
General Schedule (GS) 1-6	401	0.49*	±0.04	4,727	0.67*	±0.01	-0.43 (S)
General Schedule (GS) 7-10	915	0.41*	±0.03	11,779	0.62*	±0.01	-0.50 (M)
General Schedule (GS) 11-12	948	0.40*	±0.03	18,990	0.65*	±0.01	-0.60 (M)
General Schedule (GS) 13-15	444	0.42*	±0.04	12,722	0.72*	±0.01	-0.78 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	8	0.60*	±0.37	287	0.90*	±0.03	-1.15 (L)
Other	51	0.27*	±0.10	1,412	0.61*	±0.02	-0.80 (L)
Years of Service at Bureau or Office							
Less than 1 year	178	0.50*	±0.07	4,829	0.71*	±0.01	-0.50 (M)
1 to 3 years	549	0.48*	±0.04	8,377	0.70*	±0.01	-0.55 (M)
4 to 5 years	315	0.44*	±0.05	4,690	0.63*	±0.01	-0.46 (S)
6 to 10 years	817	0.43*	±0.03	11,348	0.64*	±0.01	-0.48 (S)
11 to 14 years	307	0.34*	±0.05	6,035	0.65*	±0.01	-0.71 (M)
15 to 20 years	448	0.36*	±0.04	8,036	0.63*	±0.01	-0.64 (M)
More than 20 years	524	0.39*	±0.04	13,804	0.66*	±0.01	-0.64 (M)
Appointment Type							
Permanent	2,771	0.40*	±0.02	51,443	0.65*	±0.00	-0.58 (M)
Term	267	0.51*	±0.05	4,221	0.73*	±0.01	-0.55 (M)
Temporary	115	0.57*	±0.08	1,514	0.70*	±0.02	-0.30 (S)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	263	0.54*	±0.05	2,779	0.63*	±0.02	-0.21 (S)
Non-Seasonal	2,609	0.40*	±0.02	49,649	0.65*	±0.00	-0.61 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	167	0.53*	±0.06	1,810	0.62*	±0.02	-0.21 (S)
Permanent-Non-Seasonal	2,590	0.40*	±0.02	49,108	0.65*	±0.00	-0.61 (M)
Term	267	0.51*	±0.05	4,221	0.73*	±0.01	-0.55 (M)
Temporary-Seasonal	96	0.57	±0.08	969	0.65	±0.03	-0.20 (S)
Temporary-Non-Seasonal	19	0.59*	±0.20	541	0.78*	±0.03	-0.48 (S)
<b>Sex</b>							
Men	986	0.43*	±0.03	35,490	0.69*	±0.00	-0.62 (M)
Women	2,149	0.42*	±0.02	21,713	0.61*	±0.01	-0.46 (S)
<b>Gender Identity</b>							
Male	986	0.43*	±0.03	35,490	0.69*	±0.00	-0.62 (M)
Female	2,149	0.42*	±0.02	21,713	0.61*	±0.01	-0.46 (S)
Transgender	NR	NR	NR	32	0.63	±0.15	NR
Do not identify as female, male, or transgender	20	0.28*	±0.17	169	0.57*	±0.07	-0.63 (M)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	2,661	0.43*	±0.02	52,401	0.66*	±0.00	-0.55 (M)
Sexual Minority	290	0.41*	±0.05	2,200	0.65*	±0.02	-0.57 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	2,661	0.43*	±0.02	52,401	0.66*	±0.00	-0.55 (M)
Lesbian	52	0.44*	±0.10	541	0.60*	±0.04	-0.39 (S)
Gay	43	0.34*	±0.12	674	0.66*	±0.03	-0.77 (M)
Bisexual	148	0.41*	±0.07	703	0.67*	±0.03	-0.61 (M)
Other	47	0.42*	±0.11	281	0.65*	±0.05	-0.55 (M)
I prefer not to say	180	0.25*	±0.05	2,348	0.53*	±0.02	-0.64 (M)

<sup>a</sup> 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 4.98 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 DOI.

*Table 4.98 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,171	3.2*	±0.0	57,327	2.7*	±0.0	0.59 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	50	3.4*	±0.2	872	2.8*	±0.1	0.83 (L)
Wage Grade (WG) 5-8	247	3.2*	±0.1	3,936	2.8*	±0.0	0.41 (S)
Wage Grade (WG) 9-16	72	3.6*	±0.2	1,790	2.9*	±0.0	0.91 (L)
Other Wage Grade (WG)	7	3.4	±0.4	344	2.9	±0.1	0.61 (M)
General Schedule (GS) 1-6	411	3.3*	±0.1	4,714	2.8*	±0.0	0.65 (M)
General Schedule (GS) 7-10	913	3.3*	±0.1	11,781	2.8*	±0.0	0.53 (M)
General Schedule (GS) 11-12	934	3.2*	±0.1	18,936	2.7*	±0.0	0.50 (M)
General Schedule (GS) 13-15	449	3.1*	±0.1	12,715	2.5*	±0.0	0.67 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	8	2.7*	±0.5	284	1.9*	±0.1	1.13 (L)
Other	50	3.5*	±0.2	1,409	2.9*	±0.0	0.77 (M)
Years of Service at Bureau or Office							
Less than 1 year	178	3.1*	±0.1	4,803	2.6*	±0.0	0.79 (M)
1 to 3 years	563	3.2*	±0.1	8,333	2.7*	±0.0	0.62 (M)
4 to 5 years	324	3.3*	±0.1	4,690	2.8*	±0.0	0.56 (M)
6 to 10 years	814	3.2*	±0.1	11,344	2.8*	±0.0	0.42 (S)
11 to 14 years	307	3.3*	±0.1	6,023	2.8*	±0.0	0.59 (M)
15 to 20 years	452	3.3*	±0.1	8,042	2.8*	±0.0	0.57 (M)
More than 20 years	508	3.3*	±0.1	13,791	2.7*	±0.0	0.73 (M)
Appointment Type							
Permanent	2,765	3.3*	±0.0	51,386	2.7*	±0.0	0.60 (M)
Term	281	3.1*	±0.1	4,221	2.6*	±0.0	0.55 (M)
Temporary	119	3.2*	±0.1	1,501	2.7*	±0.0	0.68 (M)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	267	3.1*	±0.1	2,800	2.8*	±0.0	0.37 (S)
Non-Seasonal	2,604	3.3*	±0.0	49,552	2.7*	±0.0	0.62 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	167	3.0*	±0.1	1,827	2.9*	±0.0	0.20 (S)
Permanent-Non-Seasonal	2,584	3.3*	±0.0	49,028	2.7*	±0.0	0.62 (M)
Term	281	3.1*	±0.1	4,221	2.6*	±0.0	0.55 (M)
Temporary-Seasonal	100	3.3*	±0.1	973	2.7*	±0.1	0.66 (M)
Temporary-Non-Seasonal	19	2.9	±0.3	524	2.6	±0.1	0.45 (S)
<b>Sex</b>							
Men	986	3.3*	±0.1	35,469	2.7*	±0.0	0.72 (M)
Women	2,162	3.2*	±0.0	21,657	2.7*	±0.0	0.53 (M)
<b>Gender Identity</b>							
Male	986	3.3*	±0.1	35,469	2.7*	±0.0	0.72 (M)
Female	2,162	3.2*	±0.0	21,657	2.7*	±0.0	0.53 (M)
Transgender	NR	NR	NR	31	2.7	±0.3	NR
Do not identify as female, male, or transgender	20	3.1	±0.5	170	3.1	±0.1	0.02
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	2,660	3.2*	±0.0	52,256	2.7*	±0.0	0.59 (M)
Sexual Minority	293	3.2*	±0.1	2,208	2.7*	±0.0	0.53 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	2,660	3.2*	±0.0	52,256	2.7*	±0.0	0.59 (M)
Lesbian	52	3.1*	±0.2	542	2.7*	±0.1	0.48 (S)
Gay	43	3.1*	±0.3	678	2.8*	±0.1	0.34 (S)
Bisexual	150	3.2*	±0.1	706	2.7*	±0.1	0.60 (M)
Other	47	3.3*	±0.3	281	2.7*	±0.1	0.67 (M)
I prefer not to say	175	3.5*	±0.1	2,341	2.9*	±0.0	0.67 (M)

<sup>a</sup> 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.

Table 4.99 presents the scale distribution of organizational politics for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.99 DOI – Unwanted Sexual Attention and Organizational Politics Scale Distribution*

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Politics						
(1) Strongly Disagree	61	1.9%	±0.5	3,181	5.5%	±0.2
(2) Disagree	708	22.3%	±1.5	22,114	38.6%	±0.4
(3) Neither Agree nor Disagree	1,169	36.9%	±1.7	21,295	37.1%	±0.4
(4) Agree	901	28.4%	±1.6	8,808	15.4%	±0.3
(5) Strongly Agree	332	10.5%	±1.1	1,929	3.4%	±0.2

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

#### 4.8.4 Unwanted Sexual Attention and Organizational Trust

Table 4.100 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 DOI.

*Table 4.100 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,196	2.8*	±0.0	57,584	3.5*	±0.0	-0.71 (M)
<b>Pay Plan and Grade</b>							
Wage Grade (WG) 1-4	50	2.5*	±0.2	894	3.6*	±0.1	-1.16 (L)
Wage Grade (WG) 5-8	248	2.9*	±0.1	3,982	3.3*	±0.0	-0.43 (S)
Wage Grade (WG) 9-16	72	2.5*	±0.2	1,806	3.1*	±0.0	-0.71 (M)
Other Wage Grade (WG)	7	2.7	±0.3	348	3.2	±0.1	-0.60 (M)
General Schedule (GS) 1-6	413	2.9*	±0.1	4,746	3.4*	±0.0	-0.59 (M)
General Schedule (GS) 7-10	920	2.7*	±0.1	11,829	3.3*	±0.0	-0.68 (M)
General Schedule (GS) 11-12	946	2.9*	±0.1	18,985	3.5*	±0.0	-0.73 (M)
General Schedule (GS) 13-15	452	3.1*	±0.1	12,723	3.7*	±0.0	-0.75 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	8	3.2*	±0.6	286	4.2*	±0.1	-1.74 (L)
Other	50	2.3*	±0.3	1,430	3.2*	±0.0	-1.08 (L)
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	178	3.0*	±0.2	4,828	3.8*	±0.0	-0.88 (L)
1 to 3 years	561	3.0*	±0.1	8,407	3.6*	±0.0	-0.71 (M)
4 to 5 years	320	2.8*	±0.1	4,716	3.4*	±0.0	-0.63 (M)
6 to 10 years	827	2.9*	±0.1	11,369	3.4*	±0.0	-0.55 (M)
11 to 14 years	309	2.7*	±0.1	6,041	3.4*	±0.0	-0.77 (M)
15 to 20 years	452	2.8*	±0.1	8,055	3.4*	±0.0	-0.70 (M)
More than 20 years	526	2.7*	±0.1	13,859	3.5*	±0.0	-0.93 (L)
<b>Appointment Type</b>							
Permanent	2,791	2.8*	±0.0	51,589	3.5*	±0.0	-0.74 (M)
Term	281	3.2*	±0.1	4,246	3.6*	±0.0	-0.53 (M)
Temporary	119	3.1*	±0.2	1,522	3.6*	±0.0	-0.58 (M)
<b>Work Schedule</b>							
Seasonal	267	3.0*	±0.1	2,804	3.3*	±0.0	-0.38 (S)
Non-Seasonal	2,629	2.8*	±0.0	49,763	3.5*	±0.0	-0.77 (M)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	167	2.9*	±0.1	1,829	3.3*	±0.0	-0.40 (S)
Permanent-Non-Seasonal	2,610	2.8*	±0.0	49,220	3.5*	±0.0	-0.76 (M)
Term	281	3.2*	±0.1	4,246	3.6*	±0.0	-0.53 (M)
Temporary-Seasonal	100	3.2*	±0.2	975	3.5*	±0.1	-0.36 (S)
Temporary-Non-Seasonal	19	2.9*	±0.4	543	3.8*	±0.1	-1.26 (L)
<b>Sex</b>							
Men	997	2.7*	±0.1	35,656	3.5*	±0.0	-0.85 (L)
Women	2,177	2.9*	±0.0	21,725	3.5*	±0.0	-0.64 (M)
<b>Gender Identity</b>							
Male	997	2.7*	±0.1	35,656	3.5*	±0.0	-0.85 (L)
Female	2,177	2.9*	±0.0	21,725	3.5*	±0.0	-0.64 (M)
Transgender	NR	NR	NR	32	3.6	±0.3	NR
Do not identify as female, male, or transgender	20	2.8	±0.5	171	3.1	±0.1	-0.37 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	2,684	2.9*	±0.0	52,499	3.5*	±0.0	-0.69 (M)
Sexual Minority	290	2.8*	±0.1	2,212	3.5*	±0.0	-0.77 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	2,684	2.9*	±0.0	52,499	3.5*	±0.0	-0.69 (M)
Lesbian	52	2.6*	±0.3	544	3.5*	±0.1	-1.01 (L)
Gay	43	3.0*	±0.2	681	3.5*	±0.1	-0.58 (M)
Bisexual	148	2.8*	±0.2	708	3.5*	±0.1	-0.79 (M)
Other	47	2.9*	±0.3	279	3.5*	±0.1	-0.69 (M)
I prefer not to say	180	2.4*	±0.1	2,348	3.3*	±0.0	-0.96 (L)

<sup>a</sup> 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.

Table 4.101 presents the scale distribution of organizational trust for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.101 DOI – Unwanted Sexual Attention and Organizational Trust Scale Distribution*

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Trust						
(1) Strongly Disagree	287	9.0%	±1.0	1,448	2.5%	±0.1
(2) Disagree	836	26.2%	±1.6	6,240	10.8%	±0.3
(3) Neither Agree nor Disagree	1,090	34.1%	±1.7	16,921	29.4%	±0.4
(4) Agree	838	26.2%	±1.6	25,472	44.2%	±0.4
(5) Strongly Agree	146	4.6%	±0.8	7,503	13.0%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.



### 4.8.5 Unwanted Sexual Attention and Supervisor Support

Table 4.102 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 DOI.

*Table 4.102 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,107	3.2*	±0.0	56,409	3.8*	±0.0	-0.55 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	50	2.9*	±0.3	865	3.9*	±0.1	-0.96 (L)
Wage Grade (WG) 5-8	241	3.3*	±0.2	3,845	3.6*	±0.0	-0.35 (S)
Wage Grade (WG) 9-16	67	3.0*	±0.3	1,760	3.5*	±0.1	-0.46 (S)
Other Wage Grade (WG)	7	2.8	±0.3	338	3.3	±0.1	-0.51 (M)
General Schedule (GS) 1-6	404	3.5*	±0.1	4,624	3.8*	±0.0	-0.36 (S)
General Schedule (GS) 7-10	892	3.1*	±0.1	11,553	3.7*	±0.0	-0.55 (M)
General Schedule (GS) 11-12	930	3.2*	±0.1	18,651	3.8*	±0.0	-0.57 (M)
General Schedule (GS) 13-15	430	3.4*	±0.1	12,533	4.0*	±0.0	-0.58 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	8	3.4*	±0.7	282	4.5*	±0.1	-1.53 (L)
Other	48	2.5*	±0.4	1,398	3.6*	±0.1	-1.01 (L)
Years of Service at Bureau or Office							
Less than 1 year	169	3.3*	±0.2	4,728	4.1*	±0.0	-0.83 (L)
1 to 3 years	556	3.4*	±0.1	8,253	4.0*	±0.0	-0.53 (M)
4 to 5 years	319	3.2*	±0.1	4,634	3.8*	±0.0	-0.54 (M)
6 to 10 years	817	3.3*	±0.1	11,133	3.8*	±0.0	-0.40 (S)
11 to 14 years	303	3.0*	±0.1	5,922	3.7*	±0.0	-0.70 (M)
15 to 20 years	429	3.1*	±0.1	7,908	3.7*	±0.0	-0.57 (M)
More than 20 years	489	3.1*	±0.1	13,523	3.8*	±0.0	-0.66 (M)
Appointment Type							
Permanent	2,705	3.2*	±0.0	50,537	3.8*	±0.0	-0.55 (M)
Term	281	3.4*	±0.1	4,161	4.0*	±0.0	-0.64 (M)
Temporary	116	3.6*	±0.2	1,501	4.0*	±0.0	-0.49 (S)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	261	3.5*	±0.1	2,737	3.8*	±0.0	-0.36 (S)
Non-Seasonal	2,547	3.2*	±0.1	48,777	3.8*	±0.0	-0.56 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	165	3.4*	±0.2	1,772	3.8*	±0.0	-0.35 (S)
Permanent-Non-Seasonal	2,527	3.2*	±0.1	48,246	3.8*	±0.0	-0.56 (M)
Term	281	3.4*	±0.1	4,161	4.0*	±0.0	-0.64 (M)
Temporary-Seasonal	96	3.6*	±0.2	965	3.9*	±0.1	-0.41 (S)
Temporary-Non-Seasonal	19	3.6*	±0.6	531	4.2*	±0.1	-0.58 (M)
<b>Sex</b>							
Men	967	3.1*	±0.1	34,946	3.8*	±0.0	-0.69 (M)
Women	2,118	3.3*	±0.1	21,264	3.8*	±0.0	-0.48 (S)
<b>Gender Identity</b>							
Male	967	3.1*	±0.1	34,946	3.8*	±0.0	-0.69 (M)
Female	2,118	3.3*	±0.1	21,264	3.8*	±0.0	-0.48 (S)
Transgender	NR	NR	NR	31	3.7	±0.4	NR
Do not identify as female, male, or transgender	20	3.2	±0.6	168	3.5	±0.2	-0.23 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	2,612	3.3*	±0.0	51,429	3.8*	±0.0	-0.53 (M)
Sexual Minority	282	3.2*	±0.2	2,173	3.9*	±0.0	-0.67 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	2,612	3.3*	±0.0	51,429	3.8*	±0.0	-0.53 (M)
Lesbian	51	3.3*	±0.4	535	3.9*	±0.1	-0.57 (M)
Gay	41	3.3*	±0.4	667	3.9*	±0.1	-0.50 (M)
Bisexual	144	3.1*	±0.2	697	3.9*	±0.1	-0.72 (M)
Other	46	3.1*	±0.4	274	3.9*	±0.1	-0.74 (M)
I prefer not to say	169	2.8*	±0.2	2,295	3.6*	±0.0	-0.73 (M)

<sup>a</sup> 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.

Table 4.103 presents the scale distribution of supervisor support for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.103 DOI – Unwanted Sexual Attention and Supervisor Support Scale Distribution*

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Supervisor Support						
(1) Strongly Disagree	410	13.2%	±1.2	2,385	4.2%	±0.2
(2) Disagree	486	15.7%	±1.3	4,025	7.1%	±0.2
(3) Neither Agree nor Disagree	598	19.2%	±1.4	9,345	16.6%	±0.3
(4) Agree	942	30.3%	±1.6	22,050	39.1%	±0.4
(5) Strongly Agree	672	21.6%	±1.5	18,603	33.0%	±0.4

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

#### 4.8.6 Unwanted Sexual Attention and Organizational Inclusion

Table 4.104 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 DOI.

*Table 4.104 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,206	3.1*	±0.0	57,861	3.7*	±0.0	-0.69 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	50	3.2*	±0.2	900	3.8*	±0.1	-0.54 (M)
Wage Grade (WG) 5-8	248	3.2*	±0.1	4,013	3.6*	±0.0	-0.40 (S)
Wage Grade (WG) 9-16	72	3.0*	±0.2	1,809	3.5*	±0.0	-0.54 (M)
Other Wage Grade (WG)	7	2.4*	±0.5	350	3.5*	±0.1	-1.22 (L)
General Schedule (GS) 1-6	411	3.2*	±0.1	4,790	3.8*	±0.0	-0.64 (M)
General Schedule (GS) 7-10	923	3.1*	±0.1	11,861	3.6*	±0.0	-0.59 (M)
General Schedule (GS) 11-12	952	3.0*	±0.1	19,070	3.7*	±0.0	-0.79 (M)
General Schedule (GS) 13-15	454	3.3*	±0.1	12,778	3.9*	±0.0	-0.69 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	8	3.4*	±0.7	289	4.3*	±0.1	-1.27 (L)
Other	51	2.1*	±0.3	1,440	3.5*	±0.0	-1.50 (L)
Years of Service at Bureau or Office							
Less than 1 year	180	3.3*	±0.2	4,853	3.9*	±0.0	-0.77 (M)
1 to 3 years	565	3.3*	±0.1	8,460	3.8*	±0.0	-0.54 (M)
4 to 5 years	323	3.2*	±0.1	4,728	3.7*	±0.0	-0.57 (M)
6 to 10 years	827	3.1*	±0.1	11,418	3.7*	±0.0	-0.55 (M)
11 to 14 years	309	2.9*	±0.1	6,077	3.7*	±0.0	-0.84 (L)
15 to 20 years	452	3.0*	±0.1	8,090	3.7*	±0.0	-0.75 (M)
More than 20 years	525	2.8*	±0.1	13,926	3.7*	±0.0	-0.95 (L)
Appointment Type							
Permanent	2,800	3.0*	±0.0	51,842	3.7*	±0.0	-0.73 (M)
Term	281	3.5*	±0.1	4,259	3.9*	±0.0	-0.41 (S)
Temporary	119	3.5*	±0.2	1,526	3.9*	±0.0	-0.53 (M)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	267	3.4*	±0.1	2,824	3.7*	±0.0	-0.40 (S)
Non-Seasonal	2,638	3.0*	±0.0	50,001	3.7*	±0.0	-0.75 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	167	3.3*	±0.1	1,845	3.7*	±0.0	-0.43 (S)
Permanent-Non-Seasonal	2,619	3.0*	±0.0	49,458	3.7*	±0.0	-0.75 (M)
Term	281	3.5*	±0.1	4,259	3.9*	±0.0	-0.41 (S)
Temporary-Seasonal	100	3.5*	±0.2	979	3.9*	±0.1	-0.38 (S)
Temporary-Non-Seasonal	19	3.1*	±0.6	543	4.1*	±0.1	-1.08 (L)
<b>Sex</b>							
Men	1,000	3.0*	±0.1	35,784	3.8*	±0.0	-0.84 (L)
Women	2,183	3.1*	±0.0	21,874	3.7*	±0.0	-0.56 (M)
<b>Gender Identity</b>							
Male	1,000	3.0*	±0.1	35,784	3.8*	±0.0	-0.84 (L)
Female	2,183	3.1*	±0.0	21,874	3.7*	±0.0	-0.56 (M)
Transgender	NR	NR	NR	32	3.8	±0.3	NR
Do not identify as female, male, or transgender	20	3.3	±0.5	171	3.5	±0.1	-0.24 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	2,693	3.1*	±0.0	52,733	3.7*	±0.0	-0.68 (M)
Sexual Minority	290	3.0*	±0.1	2,225	3.7*	±0.0	-0.73 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	2,693	3.1*	±0.0	52,733	3.7*	±0.0	-0.68 (M)
Lesbian	52	2.8*	±0.3	549	3.8*	±0.1	-0.93 (L)
Gay	43	3.3*	±0.3	686	3.8*	±0.1	-0.51 (M)
Bisexual	148	3.0*	±0.2	708	3.7*	±0.1	-0.72 (M)
Other	47	3.1*	±0.4	281	3.7*	±0.1	-0.63 (M)
I prefer not to say	180	2.9*	±0.2	2,368	3.5*	±0.0	-0.69 (M)

<sup>a</sup> 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.

Table 4.105 presents the scale distribution of organizational inclusion for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.105 DOI – Unwanted Sexual Attention and Organizational Inclusion Scale Distribution*

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Inclusion						
(1) Strongly Disagree	381	11.9%	±1.2	1,674	2.9%	±0.1
(2) Disagree	596	18.6%	±1.4	4,947	8.5%	±0.2
(3) Neither Agree nor Disagree	851	26.6%	±1.6	11,617	20.1%	±0.3
(4) Agree	1,107	34.5%	±1.7	28,714	49.6%	±0.4
(5) Strongly Agree	270	8.4%	±1.0	10,909	18.9%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

### 4.8.7 Unwanted Sexual Attention and Gender Context

Table 4.106 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 DOI.

*Table 4.106 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,190	2.2	±0.0	57,495	2.3	±0.0	0.00
<b>Pay Plan and Grade</b>							
Wage Grade (WG) 1-4	50	2.3	±0.1	870	2.3	±0.0	0.04
Wage Grade (WG) 5-8	250	2.5	±0.1	3,978	2.5	±0.0	-0.01
Wage Grade (WG) 9-16	72	2.7	±0.1	1,809	2.6	±0.0	0.17
Other Wage Grade (WG)	7	2.9	±0.1	350	2.8	±0.0	0.45 (S)
General Schedule (GS) 1-6	413	2.1	±0.1	4,748	2.1	±0.0	0.02
General Schedule (GS) 7-10	917	2.2	±0.0	11,839	2.2	±0.0	0.01
General Schedule (GS) 11-12	947	2.2	±0.0	19,010	2.2	±0.0	0.02
General Schedule (GS) 13-15	452	2.2	±0.1	12,744	2.2	±0.0	0.00
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	8	2.8*	±0.2	287	2.2*	±0.0	1.33 (L)
Other	50	2.9	±0.1	1,412	2.7	±0.0	0.28 (S)
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	178	2.1	±0.1	4,816	2.2	±0.0	-0.11
1 to 3 years	562	2.3	±0.0	8,386	2.2	±0.0	0.06
4 to 5 years	324	2.3	±0.1	4,709	2.3	±0.0	0.02
6 to 10 years	820	2.2	±0.0	11,378	2.2	±0.0	-0.07
11 to 14 years	309	2.3	±0.1	6,036	2.3	±0.0	-0.01
15 to 20 years	450	2.3	±0.1	8,068	2.3	±0.0	-0.02
More than 20 years	527	2.3	±0.1	13,874	2.3	±0.0	0.08
<b>Appointment Type</b>							
Permanent	2,786	2.2	±0.0	51,541	2.2	±0.0	0.00
Term	280	2.3	±0.1	4,201	2.3	±0.0	-0.05
Temporary	119	2.2	±0.1	1,520	2.2	±0.0	0.04

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	267	2.3	±0.1	2,804	2.3	±0.0	0.07
Non-Seasonal	2,624	2.2	±0.0	49,731	2.2	±0.0	-0.01
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	167	2.4	±0.1	1,828	2.3	±0.0	0.08
Permanent-Non-Seasonal	2,605	2.2	±0.0	49,192	2.2	±0.0	-0.01
Term	280	2.3	±0.1	4,201	2.3	±0.0	-0.05
Temporary-Seasonal	100	2.3	±0.1	976	2.2	±0.0	0.06
Temporary-Non-Seasonal	19	2.1	±0.2	540	2.2	±0.0	-0.16
<b>Sex</b>							
Men	1,000	2.3*	±0.0	35,614	2.4*	±0.0	-0.10
Women	2,169	2.2*	±0.0	21,698	2.1*	±0.0	0.27 (S)
<b>Gender Identity</b>							
Male	1,000	2.3*	±0.0	35,614	2.4*	±0.0	-0.10
Female	2,169	2.2*	±0.0	21,698	2.1*	±0.0	0.27 (S)
Transgender	NR	NR	NR	30	2.2	±0.2	NR
Do not identify as female, male, or transgender	18	2.2	±0.2	153	2.1	±0.1	0.16
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	2,685	2.3	±0.0	52,530	2.3	±0.0	0.00
Sexual Minority	292	2.2	±0.1	2,218	2.2	±0.0	0.07
<b>Sexual Orientation</b>							
Heterosexual or straight	2,685	2.3	±0.0	52,530	2.3	±0.0	0.00
Lesbian	52	2.2	±0.2	550	2.2	±0.0	0.01
Gay	43	2.3*	±0.2	686	2.1*	±0.0	0.31 (S)
Bisexual	150	2.2	±0.1	705	2.1	±0.0	0.10
Other	46	2.1	±0.2	276	2.2	±0.1	-0.21 (S)
I prefer not to say	178	2.2	±0.1	2,272	2.2	±0.0	0.05

<sup>a</sup> 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 4.107 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 DOI.

*Table 4.107 DOI – Unwanted Sexual Attention and Bystander Harassment*

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	1,650	52.5%*	±1.7	6,298	11.0%*	±0.3	0.94 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	16	31.5%*	±14.6	78	8.7%*	±2.0	0.59 (M)
Wage Grade (WG) 5-8	120	49.7%*	±6.3	375	9.6%*	±1.0	0.93 (L)
Wage Grade (WG) 9-16	37	53.4%*	±12.1	172	9.8%*	±1.5	1.00 (L)
Other Wage Grade (WG)	NR	NR	NR	18	5.1%	±2.9	NR
General Schedule (GS) 1-6	207	50.8%*	±4.9	601	12.7%*	±1.0	0.86 (L)
General Schedule (GS) 7-10	499	55.5%*	±3.3	1,543	13.2%*	±0.6	0.94 (L)
General Schedule (GS) 11-12	494	52.8%*	±3.2	2,145	11.4%*	±0.5	0.94 (L)
General Schedule (GS) 13-15	232	51.8%*	±4.6	1,138	9.0%*	±0.5	1.00 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	17	6.0%	±3.4	NR
Other	21	43.6%*	±14.5	137	9.8%*	±1.7	0.81 (L)
Years of Service at Bureau or Office							
Less than 1 year	76	42.8%*	±7.4	309	6.4%*	±0.7	0.91 (L)
1 to 3 years	316	56.3%*	±4.1	958	11.5%*	±0.7	1.01 (L)
4 to 5 years	166	52.2%*	±5.5	690	14.8%*	±1.0	0.83 (L)
6 to 10 years	433	54.2%*	±3.5	1,522	13.5%*	±0.6	0.90 (L)
11 to 14 years	157	51.4%*	±5.6	689	11.5%*	±0.8	0.91 (L)
15 to 20 years	232	51.8%*	±4.7	910	11.4%*	±0.7	0.92 (L)
More than 20 years	262	50.9%*	±4.3	1,185	8.6%*	±0.5	0.99 (L)
Appointment Type							
Permanent	1,432	52.2%*	±1.9	5,502	10.8%*	±0.3	0.95 (L)
Term	147	52.8%*	±5.9	525	12.5%*	±1.0	0.91 (L)
Temporary	65	56.4%*	±9.3	251	16.8%*	±2.0	0.85 (L)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
<b>Work Schedule</b>							
Seasonal	142	54.5%*	±6.1	513	18.6%*	±1.5	0.77 (M)
Non-Seasonal	1,352	52.3%*	±1.9	5,212	10.6%*	±0.3	0.95 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	92	56.1%*	±7.7	316	17.4%*	±1.8	0.83 (L)
Permanent-Non-Seasonal	1,336	52.1%*	±1.9	5,159	10.6%*	±0.3	0.95 (L)
Term	147	52.8%*	±5.9	525	12.5%*	±1.0	0.91 (L)
Temporary-Seasonal	50	51.7%*	±10.1	198	20.8%*	±2.7	0.66 (M)
Temporary-Non-Seasonal	NR	NR	NR	53	9.9%	±2.8	NR
<b>Sex</b>							
Men	417	42.7%*	±3.1	3,107	8.8%*	±0.3	0.82 (L)
Women	1,220	56.8%*	±2.1	3,165	14.7%*	±0.5	0.92 (L)
<b>Gender Identity</b>							
Male	417	42.7%*	±3.1	3,107	8.8%*	±0.3	0.82 (L)
Female	1,220	56.8%*	±2.1	3,165	14.7%*	±0.5	0.92 (L)
Transgender	NR	NR	NR	5	15.6%	±18.1	NR
Do not identify as female, male, or transgender	NR	NR	NR	20	11.8%	±5.9	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	1,365	51.5%*	±1.9	5,502	10.6%*	±0.3	0.94 (L)
Sexual Minority	190	65.2%*	±5.7	454	20.7%*	±1.7	0.94 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	1,365	51.5%*	±1.9	5,502	10.6%*	±0.3	0.94 (L)
Lesbian	40	77.1%*	±13.8	133	24.8%*	±3.8	1.10 (L)
Gay	15	35.3%*	±16.2	109	16.1%*	±3.0	0.45 (S)
Bisexual	105	70.1%*	±7.9	176	25.2%*	±3.4	0.93 (L)
Other	30	62.9%*	±15.0	36	12.8%*	±4.5	1.10 (L)
I prefer not to say	87	50.5%*	±7.5	295	12.7%*	±1.4	0.85 (L)

<sup>a</sup> 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 sex/gender. \* 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 4.108 presents the results of the regression analyses. Each predictor variable is shown in the first column.

*Table 4.108 DOI – Logistic Regression of Unwanted Sexual Attention and Predictors of Workplace Harassment*

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	1.753	0.129	185.910	--	5.773	--	--	--	--
Sex	-0.974	0.045	471.119	0.000	0.377	0.346	0.412	-8967.925	499.073
Age	-0.430	0.047	84.243	0.000	0.651	0.593	0.713	-8759.971	83.165
Education Level	0.120	0.051	5.594	0.018	1.127	1.021	1.244	-8721.211	5.646
Relationship Status	-0.594	0.043	192.513	0.000	0.552	0.507	0.600	-8813.840	190.903
Pay Grade	--	--	33.647	--	--	--	--	--	--
Middle Grade vs. Junior Grade	-0.116	0.068	2.955	0.086	0.890	0.780	1.016	-8735.109	33.442
Senior Grade vs. Junior Grade	-0.363	0.074	24.423	0.000	0.695	0.602	0.803	-8735.109	33.442
Executive Grade vs. Junior Grade	-0.244	0.424	0.331	0.565	0.783	0.341	1.799	-8735.109	33.442
Appointment Type	0.156	0.070	4.896	0.027	1.169	1.018	1.342	-8720.877	4.978
Work Schedule	-0.267	0.080	11.144	0.001	0.766	0.655	0.896	-8723.756	10.737
Supervisor Support	0.052	0.024	4.430	0.035	1.053	1.004	1.105	-8720.604	4.431
Organizational Inclusion	-0.110	0.028	15.093	0.000	0.896	0.847	0.947	-8725.942	15.107
Organizational Trust	-0.166	0.037	20.616	0.000	0.847	0.788	0.910	-8728.633	20.490
Bystander Harassment Based on Sex/Gender	-1.369	0.047	861.944	0.000	0.254	0.232	0.279	-9139.066	841.355
General Intolerance	-0.498	0.031	259.192	0.000	0.608	0.572	0.646	-8848.096	259.416

Note. N = 53,018, Nagelkerke R Square = 0.236

## 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 4.109 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 DOI.

*Table 4.109 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	610	2.3*	±0.1	59,703	3.6*	±0.0	-1.46 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	10	3.2	±0.4	933	3.7	±0.1	-0.49 (S)
Wage Grade (WG) 5-8	35	2.5*	±0.3	4,121	3.5*	±0.0	-1.17 (L)
Wage Grade (WG) 9-16	14	2.7*	±0.7	1,827	3.5*	±0.0	-0.78 (M)
Other Wage Grade (WG)	NR	NR	NR	346	3.5	±0.1	NR
General Schedule (GS) 1-6	69	2.3*	±0.2	5,046	3.7*	±0.0	-1.58 (L)
General Schedule (GS) 7-10	192	2.2*	±0.1	12,418	3.5*	±0.0	-1.48 (L)
General Schedule (GS) 11-12	184	2.3*	±0.1	19,684	3.6*	±0.0	-1.42 (L)
General Schedule (GS) 13-15	74	2.3*	±0.2	13,072	3.7*	±0.0	-1.67 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	289	4.2	±0.1	NR
Other	20	2.1*	±0.4	1,436	3.5*	±0.0	-1.52 (L)
Years of Service at Bureau or Office							
Less than 1 year	30	2.5*	±0.3	4,917	3.8*	±0.0	-1.70 (L)
1 to 3 years	87	2.5*	±0.2	8,784	3.7*	±0.0	-1.38 (L)
4 to 5 years	60	2.4*	±0.2	4,916	3.5*	±0.0	-1.25 (L)
6 to 10 years	162	2.2*	±0.1	11,959	3.5*	±0.0	-1.52 (L)
11 to 14 years	67	2.2*	±0.1	6,276	3.5*	±0.0	-1.46 (L)
15 to 20 years	111	2.4*	±0.2	8,359	3.5*	±0.0	-1.21 (L)
More than 20 years	89	2.2*	±0.2	14,193	3.6*	±0.0	-1.64 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	540	2.3*	±0.1	53,442	3.6*	±0.0	-1.47 (L)
Term	34	2.4*	±0.3	4,453	3.7*	±0.0	-1.64 (L)
Temporary	35	2.7*	±0.3	1,582	3.7*	±0.0	-1.24 (L)
<b>Work Schedule</b>							
Seasonal	58	2.6*	±0.3	2,961	3.6*	±0.0	-1.17 (L)
Non-Seasonal	514	2.3*	±0.1	51,514	3.6*	±0.0	-1.48 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	24	2.4*	±0.4	1,937	3.5*	±0.0	-1.41 (L)
Permanent-Non-Seasonal	512	2.3*	±0.1	50,962	3.6*	±0.0	-1.47 (L)
Term	34	2.4*	±0.3	4,453	3.7*	±0.0	-1.64 (L)
Temporary-Seasonal	33	2.8*	±0.3	1,025	3.6*	±0.0	-1.07 (L)
Temporary-Non-Seasonal	NR	NR	NR	553	3.8	±0.1	NR
<b>Sex</b>							
Men	212	2.4*	±0.1	36,123	3.7*	±0.0	-1.43 (L)
Women	390	2.2*	±0.1	23,364	3.5*	±0.0	-1.39 (L)
<b>Gender Identity</b>							
Male	212	2.4*	±0.1	36,123	3.7*	±0.0	-1.43 (L)
Female	390	2.2*	±0.1	23,364	3.5*	±0.0	-1.39 (L)
Transgender	NR	NR	NR	34	3.6	±0.3	NR
Do not identify as female, male, or transgender	7	2.6	±0.9	183	3.3	±0.1	-0.72 (M)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	508	2.3*	±0.1	54,308	3.6*	±0.0	-1.45 (L)
Sexual Minority	59	2.4*	±0.2	2,435	3.5*	±0.0	-1.28 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	508	2.3*	±0.1	54,308	3.6*	±0.0	-1.45 (L)
Lesbian	11	2.1*	±0.6	581	3.4*	±0.1	-1.60 (L)
Gay	8	2.8*	±0.8	720	3.6*	±0.1	-0.85 (L)
Bisexual	28	2.4*	±0.4	824	3.5*	±0.1	-1.13 (L)
Other	12	2.1*	±0.4	310	3.5*	±0.1	-1.54 (L)
I prefer not to say	40	1.8*	±0.3	2,463	3.4*	±0.0	-1.74 (L)

<sup>a</sup> 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.

Table 4.110 presents the scale distribution of general intolerance for harassment for those who indicated they had or had not experienced sexual coercion within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.110 DOI – Sexual Coercion and General Intolerance for Harassment Scale Distribution*

	Experienced sexual coercion			Did not experience sexual coercion		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Intolerance for Harassment						
(1) Strongly Disagree	142	23.4%	±3.5	1,362	2.3%	±0.1
(2) Disagree	231	37.9%	±3.9	5,491	9.2%	±0.2
(3) Neither Agree nor Disagree	169	27.8%	±3.7	18,265	30.6%	±0.4
(4) Agree	55	9.1%	±2.6	24,868	41.7%	±0.4
(5) Strongly Agree	11	1.9%	±1.4	9,718	16.3%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

## 4.9.2 Sexual Coercion and Leadership Intolerance for Harassment

Table 4.111 presents leadership intolerance for harassment for those who indicated they had or had not experienced sexual coercion within the past 12 months. Intolerance of 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 DOI.

*Table 4.111 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	608	0.25*	±0.03	59,918	0.65*	±0.00	-0.93 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	10	0.56	±0.26	927	0.65	±0.03	-0.21 (S)
Wage Grade (WG) 5-8	35	0.16*	±0.12	4,152	0.59*	±0.01	-0.96 (L)
Wage Grade (WG) 9-16	14	0.31*	±0.23	1,845	0.57*	±0.02	-0.58 (M)
Other Wage Grade (WG)	NR	NR	NR	350	0.56	±0.04	NR
General Schedule (GS) 1-6	69	0.26*	±0.08	5,053	0.66*	±0.01	-0.94 (L)
General Schedule (GS) 7-10	192	0.23*	±0.05	12,489	0.62*	±0.01	-0.88 (L)
General Schedule (GS) 11-12	183	0.24*	±0.05	19,748	0.64*	±0.01	-0.95 (L)
General Schedule (GS) 13-15	74	0.33*	±0.09	13,087	0.72*	±0.01	-0.99 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	294	0.90	±0.03	NR
Other	20	0.20*	±0.17	1,443	0.60*	±0.02	-0.94 (L)
Years of Service at Bureau or Office							
Less than 1 year	30	0.19*	±0.13	4,974	0.70*	±0.01	-1.23 (L)
1 to 3 years	83	0.30*	±0.08	8,841	0.69*	±0.01	-0.95 (L)
4 to 5 years	63	0.32*	±0.10	4,939	0.63*	±0.01	-0.73 (M)
6 to 10 years	162	0.27*	±0.06	11,991	0.63*	±0.01	-0.84 (L)
11 to 14 years	67	0.15*	±0.06	6,269	0.64*	±0.01	-1.15 (L)
15 to 20 years	111	0.23*	±0.06	8,373	0.62*	±0.01	-0.93 (L)
More than 20 years	89	0.28*	±0.07	14,229	0.65*	±0.01	-0.87 (L)
Appointment Type							
Permanent	543	0.24*	±0.03	53,635	0.64*	±0.00	-0.95 (L)
Term	33	0.31*	±0.13	4,454	0.72*	±0.01	-1.04 (L)
Temporary	32	0.42*	±0.15	1,597	0.69*	±0.02	-0.66 (M)
Work Schedule							
Seasonal	54	0.34*	±0.11	2,986	0.63*	±0.02	-0.66 (M)
Non-Seasonal	517	0.24*	±0.03	51,708	0.64*	±0.00	-0.95 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	24	0.21*	±0.15	1,951	0.61*	±0.02	-0.93 (L)
Permanent-Non-Seasonal	515	0.24*	±0.03	51,149	0.64*	±0.00	-0.95 (L)
Term	33	0.31*	±0.13	4,454	0.72*	±0.01	-1.04 (L)
Temporary-Seasonal	30	0.45*	±0.16	1,035	0.65*	±0.03	-0.49 (S)
Temporary-Non-Seasonal	NR	NR	NR	558	0.77	±0.03	NR
<b>Sex</b>							
Men	210	0.30*	±0.06	36,256	0.68*	±0.00	-0.91 (L)
Women	390	0.23*	±0.03	23,446	0.60*	±0.01	-0.87 (L)
<b>Gender Identity</b>							
Male	210	0.30*	±0.06	36,256	0.68*	±0.00	-0.91 (L)
Female	390	0.23*	±0.03	23,446	0.60*	±0.01	-0.87 (L)
Transgender	NR	NR	NR	34	0.59	±0.15	NR
Do not identify as female, male, or transgender	NR	NR	NR	182	0.54	±0.07	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	506	0.25*	±0.03	54,519	0.66*	±0.00	-0.96 (L)
Sexual Minority	59	0.32*	±0.10	2,432	0.63*	±0.02	-0.71 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	506	0.25*	±0.03	54,519	0.66*	±0.00	-0.96 (L)
Lesbian	NR	NR	NR	582	0.59	±0.03	NR
Gay	8	0.56	±0.31	710	0.65	±0.03	-0.20 (S)
Bisexual	28	0.33*	±0.15	823	0.63*	±0.03	-0.70 (M)
Other	12	0.29*	±0.20	317	0.63*	±0.05	-0.82 (L)
I prefer not to say	40	0.16*	±0.10	2,487	0.52*	±0.02	-0.81 (L)

<sup>a</sup> 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 4.112 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 DOI.

Table 4.112 DOI – Sexual Coercion and Organizational Politics by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	599	3.5*	±0.1	59,856	2.7*	±0.0	0.92 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	10	3.7*	±0.5	911	2.8*	±0.1	1.13 (L)
Wage Grade (WG) 5-8	33	3.4*	±0.4	4,148	2.8*	±0.0	0.70 (M)
Wage Grade (WG) 9-16	14	3.5*	±0.6	1,848	2.9*	±0.0	0.74 (M)
Other Wage Grade (WG)	NR	NR	NR	346	2.9	±0.1	NR
General Schedule (GS) 1-6	69	3.6*	±0.2	5,048	2.8*	±0.0	0.92 (L)
General Schedule (GS) 7-10	190	3.6*	±0.1	12,491	2.9*	±0.0	0.93 (L)
General Schedule (GS) 11-12	178	3.4*	±0.2	19,678	2.7*	±0.0	0.77 (M)
General Schedule (GS) 13-15	72	3.5*	±0.2	13,088	2.6*	±0.0	1.13 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	291	1.9	±0.1	NR
Other	20	3.8*	±0.3	1,439	2.9*	±0.0	1.07 (L)
Years of Service at Bureau or Office							
Less than 1 year	28	3.3*	±0.4	4,951	2.6*	±0.0	0.97 (L)
1 to 3 years	87	3.5*	±0.2	8,805	2.7*	±0.0	1.00 (L)
4 to 5 years	63	3.5*	±0.2	4,947	2.8*	±0.0	0.83 (L)
6 to 10 years	156	3.5*	±0.2	11,990	2.8*	±0.0	0.72 (M)
11 to 14 years	67	3.6*	±0.2	6,257	2.8*	±0.0	0.88 (L)
15 to 20 years	111	3.6*	±0.2	8,383	2.8*	±0.0	0.90 (L)
More than 20 years	84	3.7*	±0.2	14,202	2.7*	±0.0	1.17 (L)
Appointment Type							
Permanent	529	3.6*	±0.1	53,579	2.8*	±0.0	0.94 (L)
Term	34	3.3*	±0.3	4,468	2.7*	±0.0	0.82 (L)
Temporary	35	3.2*	±0.3	1,585	2.7*	±0.0	0.69 (M)
Work Schedule							
Seasonal	58	3.3*	±0.2	3,005	2.8*	±0.0	0.61 (M)
Non-Seasonal	503	3.6*	±0.1	51,613	2.7*	±0.0	0.95 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	24	3.4*	±0.3	1,965	2.9*	±0.0	0.70 (M)
Permanent-Non-Seasonal	501	3.6*	±0.1	51,072	2.8*	±0.0	0.95 (L)
Term	34	3.3*	±0.3	4,468	2.7*	±0.0	0.82 (L)
Temporary-Seasonal	33	3.3*	±0.3	1,040	2.8*	±0.1	0.60 (M)
Temporary-Non-Seasonal	NR	NR	NR	541	2.6	±0.1	NR
<b>Sex</b>							
Men	202	3.5*	±0.2	36,237	2.7*	±0.0	0.90 (L)
Women	389	3.6*	±0.1	23,403	2.8*	±0.0	0.93 (L)
<b>Gender Identity</b>							
Male	202	3.5*	±0.2	36,237	2.7*	±0.0	0.90 (L)
Female	389	3.6*	±0.1	23,403	2.8*	±0.0	0.93 (L)
Transgender	NR	NR	NR	33	2.7	±0.3	NR
Do not identify as female, male, or transgender	7	3.3	±0.7	183	3.1	±0.1	0.21 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	497	3.5*	±0.1	54,376	2.7*	±0.0	0.92 (L)
Sexual Minority	59	3.4*	±0.2	2,442	2.8*	±0.0	0.75 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	497	3.5*	±0.1	54,376	2.7*	±0.0	0.92 (L)
Lesbian	11	3.5*	±0.5	584	2.7*	±0.1	0.95 (L)
Gay	8	2.8	±0.5	713	2.8	±0.1	-0.10
Bisexual	28	3.4*	±0.4	829	2.8*	±0.1	0.73 (M)
Other	12	3.9*	±0.4	317	2.8*	±0.1	1.36 (L)
I prefer not to say	40	3.8*	±0.2	2,475	3.0*	±0.0	0.99 (L)

<sup>a</sup> 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.

Table 4.113 presents the scale distribution of organizational politics for those who indicated they had or had not experienced sexual coercion within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.113 DOI – Sexual Coercion and Organizational Politics Scale Distribution*

	Experienced sexual coercion			Did not experience sexual coercion		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Politics						
(1) Strongly Disagree	13	2.1%	±1.5	3,229	5.4%	±0.2
(2) Disagree	91	15.3%	±3.1	22,715	38.0%	±0.4
(3) Neither Agree nor Disagree	159	26.5%	±3.7	22,293	37.2%	±0.4
(4) Agree	237	39.6%	±4.0	9,464	15.8%	±0.3
(5) Strongly Agree	99	16.6%	±3.2	2,155	3.6%	±0.2

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

#### 4.9.4 Sexual Coercion and Organizational Trust

Table 4.114 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 DOI.

*Table 4.114 DOI – Sexual Coercion and Organizational Trust by Selected Characteristics*

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	606	2.3*	±0.1	60,131	3.5*	±0.0	-1.22 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	10	2.8*	±0.5	934	3.6*	±0.1	-0.81 (L)
Wage Grade (WG) 5-8	35	2.7*	±0.4	4,193	3.3*	±0.0	-0.67 (M)
Wage Grade (WG) 9-16	14	2.5*	±0.6	1,864	3.1*	±0.0	-0.61 (M)
Other Wage Grade (WG)	NR	NR	NR	350	3.2	±0.1	NR
General Schedule (GS) 1-6	69	2.4*	±0.2	5,082	3.4*	±0.0	-1.08 (L)
General Schedule (GS) 7-10	192	2.2*	±0.1	12,545	3.3*	±0.0	-1.15 (L)
General Schedule (GS) 11-12	180	2.4*	±0.1	19,738	3.5*	±0.0	-1.27 (L)
General Schedule (GS) 13-15	74	2.4*	±0.2	13,097	3.7*	±0.0	-1.57 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	292	4.2	±0.1	NR
Other	20	1.7*	±0.5	1,460	3.2*	±0.0	-1.66 (L)
Years of Service at Bureau or Office							
Less than 1 year	28	2.6*	±0.4	4,975	3.7*	±0.0	-1.42 (L)
1 to 3 years	86	2.7*	±0.2	8,877	3.6*	±0.0	-0.97 (L)
4 to 5 years	60	2.3*	±0.2	4,972	3.4*	±0.0	-1.16 (L)
6 to 10 years	162	2.3*	±0.1	12,023	3.3*	±0.0	-1.11 (L)
11 to 14 years	67	2.1*	±0.2	6,277	3.4*	±0.0	-1.41 (L)
15 to 20 years	111	2.3*	±0.2	8,396	3.4*	±0.0	-1.16 (L)
More than 20 years	89	2.2*	±0.2	14,281	3.5*	±0.0	-1.46 (L)
Appointment Type							
Permanent	536	2.3*	±0.1	53,800	3.4*	±0.0	-1.26 (L)
Term	34	2.6*	±0.3	4,493	3.6*	±0.0	-1.19 (L)
Temporary	35	2.9*	±0.4	1,606	3.6*	±0.0	-0.77 (M)
Work Schedule							
Seasonal	58	2.8*	±0.3	3,009	3.3*	±0.0	-0.60 (M)
Non-Seasonal	510	2.3*	±0.1	51,843	3.4*	±0.0	-1.29 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	24	2.5*	±0.4	1,967	3.3*	±0.0	-0.81 (L)
Permanent-Non-Seasonal	508	2.3*	±0.1	51,283	3.4*	±0.0	-1.28 (L)
Term	34	2.6*	±0.3	4,493	3.6*	±0.0	-1.19 (L)
Temporary-Seasonal	33	3.0*	±0.4	1,041	3.5*	±0.1	-0.56 (M)
Temporary-Non-Seasonal	NR	NR	NR	560	3.8	±0.1	NR
<b>Sex</b>							
Men	211	2.3*	±0.1	36,426	3.5*	±0.0	-1.27 (L)
Women	387	2.4*	±0.1	23,487	3.4*	±0.0	-1.18 (L)
<b>Gender Identity</b>							
Male	211	2.3*	±0.1	36,426	3.5*	±0.0	-1.27 (L)
Female	387	2.4*	±0.1	23,487	3.4*	±0.0	-1.18 (L)
Transgender	NR	NR	NR	34	3.5	±0.3	NR
Do not identify as female, male, or transgender	7	2.2*	±0.5	184	3.1*	±0.1	-1.00 (L)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	504	2.4*	±0.1	54,636	3.5*	±0.0	-1.23 (L)
Sexual Minority	59	2.6*	±0.2	2,444	3.5*	±0.0	-0.97 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	504	2.4*	±0.1	54,636	3.5*	±0.0	-1.23 (L)
Lesbian	11	1.8*	±0.6	585	3.5*	±0.1	-1.83 (L)
Gay	8	3.1	±0.5	716	3.5	±0.1	-0.40 (S)
Bisexual	28	2.8*	±0.3	828	3.4*	±0.1	-0.64 (M)
Other	12	2.3*	±0.3	314	3.5*	±0.1	-1.39 (L)
I prefer not to say	40	2.0*	±0.3	2,488	3.2*	±0.0	-1.36 (L)

<sup>a</sup> 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.

Table 4.115 presents the scale distribution of organizational trust for those who indicated they had or had not experienced sexual coercion within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.115 DOI – Sexual Coercion and Organizational Trust Scale Distribution*

	Experienced sexual coercion			Did not experience sexual coercion		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Trust						
(1) Strongly Disagree	106	17.5%	±3.2	1,618	2.7%	±0.1
(2) Disagree	231	38.1%	±3.9	6,831	11.4%	±0.3
(3) Neither Agree nor Disagree	189	31.1%	±3.8	17,808	29.6%	±0.4
(4) Agree	70	11.6%	±2.8	26,234	43.6%	±0.4
(5) Strongly Agree	10	1.7%	±1.4	7,639	12.7%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

### 4.9.5 Sexual Coercion and Supervisor Support

Table 4.116 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 DOI.

*Table 4.116 DOI – Sexual Coercion and Supervisor Support by Selected Characteristics*

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	592	2.6*	±0.1	58,882	3.8*	±0.0	-1.13 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	10	3.5	±0.5	904	3.9	±0.1	-0.37 (S)
Wage Grade (WG) 5-8	33	2.5*	±0.5	4,051	3.6*	±0.0	-1.04 (L)
Wage Grade (WG) 9-16	14	3.4	±0.6	1,814	3.5	±0.1	-0.11
Other Wage Grade (WG)	NR	NR	NR	340	3.3	±0.1	NR
General Schedule (GS) 1-6	66	2.9*	±0.3	4,953	3.8*	±0.0	-0.89 (L)
General Schedule (GS) 7-10	188	2.4*	±0.2	12,246	3.7*	±0.0	-1.21 (L)
General Schedule (GS) 11-12	176	2.6*	±0.2	19,393	3.8*	±0.0	-1.09 (L)
General Schedule (GS) 13-15	72	2.6*	±0.3	12,887	4.0*	±0.0	-1.42 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	289	4.4	±0.1	NR
Other	20	2.4*	±0.7	1,425	3.6*	±0.1	-1.15 (L)
Years of Service at Bureau or Office							
Less than 1 year	28	2.8*	±0.5	4,867	4.1*	±0.0	-1.39 (L)
1 to 3 years	82	3.0*	±0.3	8,723	4.0*	±0.0	-0.96 (L)
4 to 5 years	59	2.4*	±0.3	4,890	3.8*	±0.0	-1.26 (L)
6 to 10 years	160	2.7*	±0.2	11,778	3.8*	±0.0	-1.01 (L)
11 to 14 years	67	2.3*	±0.3	6,153	3.7*	±0.0	-1.30 (L)
15 to 20 years	109	2.5*	±0.3	8,228	3.7*	±0.0	-1.08 (L)
More than 20 years	84	2.5*	±0.3	13,914	3.7*	±0.0	-1.18 (L)
Appointment Type							
Permanent	522	2.5*	±0.1	52,678	3.8*	±0.0	-1.16 (L)
Term	34	3.0*	±0.4	4,408	4.0*	±0.0	-1.01 (L)
Temporary	35	3.1*	±0.4	1,581	4.0*	±0.0	-1.02 (L)
Work Schedule							
Seasonal	58	3.0*	±0.3	2,937	3.8*	±0.0	-0.83 (L)
Non-Seasonal	496	2.5*	±0.1	50,790	3.8*	±0.0	-1.18 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	24	2.7*	±0.5	1,909	3.8*	±0.0	-1.04 (L)
Permanent-Non-Seasonal	494	2.5*	±0.1	50,242	3.8*	±0.0	-1.17 (L)
Term	34	3.0*	±0.4	4,408	4.0*	±0.0	-1.01 (L)
Temporary-Seasonal	33	3.2*	±0.4	1,028	3.9*	±0.1	-0.78 (M)
Temporary-Non-Seasonal	NR	NR	NR	548	4.1	±0.1	NR
<b>Sex</b>							
Men	210	2.6*	±0.2	35,687	3.8*	±0.0	-1.14 (L)
Women	374	2.6*	±0.1	22,982	3.8*	±0.0	-1.11 (L)
<b>Gender Identity</b>							
Male	210	2.6*	±0.2	35,687	3.8*	±0.0	-1.14 (L)
Female	374	2.6*	±0.1	22,982	3.8*	±0.0	-1.11 (L)
Transgender	NR	NR	NR	32	3.8	±0.4	NR
Do not identify as female, male, or transgender	7	2.2*	±0.7	181	3.5*	±0.2	-1.13 (L)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	494	2.7*	±0.1	53,506	3.8*	±0.0	-1.09 (L)
Sexual Minority	55	2.7*	±0.4	2,400	3.8*	±0.0	-1.05 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	494	2.7*	±0.1	53,506	3.8*	±0.0	-1.09 (L)
Lesbian	11	1.9*	±0.8	574	3.9*	±0.1	-2.01 (L)
Gay	8	4.7*	±0.2	701	3.8*	±0.1	0.79 (M)
Bisexual	24	2.9*	±0.5	817	3.8*	±0.1	-0.79 (M)
Other	12	1.9*	±0.4	308	3.9*	±0.1	-1.95 (L)
I prefer not to say	40	1.7*	±0.3	2,424	3.6*	±0.0	-1.63 (L)

<sup>a</sup> 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.



Table 4.117 presents the scale distribution of supervisor support for those who indicated they had or had not experienced sexual coercion within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.117 DOI – Sexual Coercion and Supervisor Support Scale Distribution*

	Experienced sexual coercion			Did not experience sexual coercion		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Supervisor Support						
(1) Strongly Disagree	155	26.1%	±3.7	2,627	4.5%	±0.2
(2) Disagree	161	27.2%	±3.7	4,342	7.4%	±0.2
(3) Neither Agree nor Disagree	103	17.4%	±3.3	9,835	16.7%	±0.3
(4) Agree	88	14.9%	±3.1	22,891	38.9%	±0.4
(5) Strongly Agree	85	14.4%	±3.1	19,187	32.6%	±0.4

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

#### 4.9.6 Sexual Coercion and Organizational Inclusion

Table 4.118 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 DOI.

*Table 4.118 DOI – Sexual Coercion and Organizational Inclusion by Selected Characteristics*

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	612	2.5*	±0.1	60,411	3.7*	±0.0	-1.24 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	10	3.5	±0.2	940	3.7	±0.1	-0.22 (S)
Wage Grade (WG) 5-8	35	2.8*	±0.5	4,224	3.6*	±0.0	-0.76 (M)
Wage Grade (WG) 9-16	14	2.4*	±0.6	1,867	3.5*	±0.0	-1.08 (L)
Other Wage Grade (WG)	NR	NR	NR	352	3.5	±0.1	NR
General Schedule (GS) 1-6	66	2.9*	±0.2	5,126	3.7*	±0.0	-0.89 (L)
General Schedule (GS) 7-10	197	2.5*	±0.2	12,574	3.6*	±0.0	-1.18 (L)
General Schedule (GS) 11-12	184	2.4*	±0.2	19,826	3.7*	±0.0	-1.45 (L)
General Schedule (GS) 13-15	74	2.8*	±0.3	13,154	3.9*	±0.0	-1.24 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	296	4.3	±0.1	NR
Other	20	1.8*	±0.4	1,471	3.5*	±0.0	-1.76 (L)
Years of Service at Bureau or Office							
Less than 1 year	30	2.9*	±0.5	5,001	3.9*	±0.0	-1.20 (L)
1 to 3 years	87	2.8*	±0.2	8,934	3.8*	±0.0	-1.07 (L)
4 to 5 years	63	2.5*	±0.3	4,985	3.7*	±0.0	-1.24 (L)
6 to 10 years	162	2.7*	±0.2	12,072	3.6*	±0.0	-1.03 (L)
11 to 14 years	67	2.1*	±0.2	6,312	3.6*	±0.0	-1.55 (L)
15 to 20 years	111	2.5*	±0.2	8,431	3.6*	±0.0	-1.19 (L)
More than 20 years	89	2.3*	±0.2	14,348	3.7*	±0.0	-1.55 (L)
Appointment Type							
Permanent	543	2.5*	±0.1	54,056	3.7*	±0.0	-1.30 (L)
Term	34	3.0*	±0.4	4,506	3.9*	±0.0	-1.04 (L)
Temporary	35	3.3*	±0.4	1,610	3.9*	±0.0	-0.67 (M)
Work Schedule							
Seasonal	58	3.1*	±0.3	3,029	3.7*	±0.0	-0.63 (M)
Non-Seasonal	517	2.5*	±0.1	52,084	3.7*	±0.0	-1.32 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	24	2.7*	±0.5	1,983	3.6*	±0.0	-1.05 (L)
Permanent-Non-Seasonal	515	2.5*	±0.1	51,524	3.7*	±0.0	-1.31 (L)
Term	34	3.0*	±0.4	4,506	3.9*	±0.0	-1.04 (L)
Temporary-Seasonal	33	3.5*	±0.4	1,045	3.8*	±0.1	-0.43 (S)
Temporary-Non-Seasonal	NR	NR	NR	560	4.0	±0.1	NR
<b>Sex</b>							
Men	214	2.5*	±0.2	36,554	3.7*	±0.0	-1.39 (L)
Women	390	2.6*	±0.1	23,639	3.6*	±0.0	-1.09 (L)
<b>Gender Identity</b>							
Male	214	2.5*	±0.2	36,554	3.7*	±0.0	-1.39 (L)
Female	390	2.6*	±0.1	23,639	3.6*	±0.0	-1.09 (L)
Transgender	NR	NR	NR	34	3.8	±0.3	NR
Do not identify as female, male, or transgender	7	2.7*	±0.8	184	3.5*	±0.1	-0.81 (L)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	510	2.5*	±0.1	54,873	3.7*	±0.0	-1.27 (L)
Sexual Minority	59	2.7*	±0.3	2,457	3.7*	±0.0	-0.97 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	510	2.5*	±0.1	54,873	3.7*	±0.0	-1.27 (L)
Lesbian	11	2.2*	±0.7	590	3.7*	±0.1	-1.48 (L)
Gay	8	3.6	±0.6	722	3.8	±0.1	-0.17
Bisexual	28	3.0*	±0.5	828	3.6*	±0.1	-0.65 (M)
Other	12	2.1*	±0.5	317	3.7*	±0.1	-1.62 (L)
I prefer not to say	40	2.4*	±0.3	2,507	3.5*	±0.0	-1.15 (L)

<sup>a</sup> 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.

Table 4.119 presents the scale distribution of organizational inclusion for those who indicated they had or had not experienced sexual coercion within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.119 DOI – Sexual Coercion and Organizational Inclusion Scale Distribution*

	Experienced sexual coercion			Did not experience sexual coercion		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Inclusion						
(1) Strongly Disagree	152	24.8%	±3.6	1,891	3.1%	±0.1
(2) Disagree	160	26.1%	±3.6	5,379	8.9%	±0.2
(3) Neither Agree nor Disagree	140	22.9%	±3.5	12,310	20.4%	±0.3
(4) Agree	129	21.0%	±3.4	29,685	49.1%	±0.4
(5) Strongly Agree	32	5.2%	±2.1	11,146	18.5%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

### 4.9.7 Sexual Coercion and Gender Context

Table 4.120 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 DOI.

*Table 4.120 DOI – Sexual Coercion and Gender Context by Selected Characteristics*

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	605	2.3	±0.0	60,040	2.3	±0.0	0.05
Pay Plan and Grade							
Wage Grade (WG) 1-4	10	2.3	±0.4	909	2.3	±0.0	0.00
Wage Grade (WG) 5-8	35	2.3	±0.2	4,192	2.5	±0.0	-0.22 (S)
Wage Grade (WG) 9-16	14	3.0*	±0.0	1,868	2.6*	±0.0	0.84 (L)
Other Wage Grade (WG)	NR	NR	NR	352	2.8	±0.0	NR
General Schedule (GS) 1-6	69	2.2	±0.1	5,084	2.1	±0.0	0.05
General Schedule (GS) 7-10	194	2.3	±0.1	12,550	2.2	±0.0	0.11
General Schedule (GS) 11-12	183	2.2	±0.1	19,764	2.2	±0.0	-0.03
General Schedule (GS) 13-15	74	2.2	±0.1	13,119	2.2	±0.0	0.08
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	294	2.2	±0.0	NR
Other	19	2.8	±0.1	1,443	2.7	±0.0	0.16
Years of Service at Bureau or Office							
Less than 1 year	28	2.2	±0.2	4,964	2.2	±0.0	0.07
1 to 3 years	86	2.3	±0.1	8,858	2.2	±0.0	0.17
4 to 5 years	63	2.4*	±0.1	4,967	2.3*	±0.0	0.29 (S)
6 to 10 years	162	2.2	±0.1	12,023	2.2	±0.0	-0.10
11 to 14 years	67	2.3	±0.2	6,271	2.3	±0.0	0.12
15 to 20 years	106	2.2	±0.1	8,412	2.3	±0.0	-0.18
More than 20 years	91	2.4	±0.1	14,297	2.3	±0.0	0.19
Appointment Type							
Permanent	536	2.3	±0.1	53,749	2.2	±0.0	0.03
Term	33	2.3	±0.2	4,448	2.3	±0.0	0.05
Temporary	35	2.4*	±0.2	1,604	2.2*	±0.0	0.37 (S)
Work Schedule							
Seasonal	58	2.3	±0.1	3,009	2.3	±0.0	0.00
Non-Seasonal	510	2.3	±0.1	51,809	2.2	±0.0	0.05

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	24	2.1	±0.2	1,966	2.3	±0.0	-0.34 (S)
Permanent-Non-Seasonal	508	2.3	±0.1	51,252	2.2	±0.0	0.05
Term	33	2.3	±0.2	4,448	2.3	±0.0	0.05
Temporary-Seasonal	33	2.4	±0.2	1,042	2.2	±0.0	0.32 (S)
Temporary-Non-Seasonal	NR	NR	NR	557	2.2	±0.0	NR
<b>Sex</b>							
Men	213	2.3	±0.1	36,388	2.4	±0.0	-0.11
Women	384	2.3*	±0.1	23,455	2.1*	±0.0	0.31 (S)
<b>Gender Identity</b>							
Male	213	2.3	±0.1	36,388	2.4	±0.0	-0.11
Female	384	2.3*	±0.1	23,455	2.1*	±0.0	0.31 (S)
Transgender	NR	NR	NR	32	2.2	±0.2	NR
Do not identify as female, male, or transgender	6	2.6	±0.4	165	2.1	±0.1	0.75 (M)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	506	2.3	±0.1	54,668	2.3	±0.0	0.02
Sexual Minority	58	2.1	±0.2	2,452	2.2	±0.0	-0.15
<b>Sexual Orientation</b>							
Heterosexual or straight	506	2.3	±0.1	54,668	2.3	±0.0	0.02
Lesbian	11	2.0	±0.4	591	2.2	±0.0	-0.33 (S)
Gay	8	2.2	±0.4	722	2.1	±0.0	0.23 (S)
Bisexual	28	2.0	±0.3	828	2.2	±0.0	-0.36 (S)
Other	11	2.3	±0.3	312	2.2	±0.1	0.23 (S)
I prefer not to say	38	2.6*	±0.2	2,412	2.2*	±0.0	0.73 (M)

<sup>a</sup> 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 4.121 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 DOI.

*Table 4.121 DOI – Sexual Coercion and Bystander Harassment*

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Percent<sup>d</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>d</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	423	69.5%*	±3.8	7,518	12.6%*	±0.3	1.25 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	90	9.6%	±2.1	NR
Wage Grade (WG) 5-8	28	79.1%*	±17.4	468	11.4%*	±1.0	1.50 (L)
Wage Grade (WG) 9-16	NR	NR	NR	199	11.0%	±1.5	NR
Other Wage Grade (WG)	NR	NR	NR	20	5.7%	±3.0	NR
General Schedule (GS) 1-6	48	69.6%*	±12.1	761	15.1%*	±1.0	1.18 (L)
General Schedule (GS) 7-10	132	68.4%*	±7.0	1,909	15.4%*	±0.6	1.14 (L)
General Schedule (GS) 11-12	130	70.6%*	±7.1	2,506	12.8%*	±0.5	1.26 (L)
General Schedule (GS) 13-15	50	68.3%*	±11.7	1,320	10.1%*	±0.5	1.30 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	20	7.0%	±3.6	NR
Other	NR	NR	NR	147	10.2%	±1.7	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	363	7.4%	±0.8	NR
1 to 3 years	74	84.7%*	±9.4	1,201	13.6%*	±0.7	1.58 (L)
4 to 5 years	35	55.3%*	±12.7	819	16.7%*	±1.1	0.84 (L)
6 to 10 years	112	70.1%*	±7.6	1,844	15.5%*	±0.7	1.18 (L)
11 to 14 years	44	65.2%*	±12.4	802	12.9%*	±0.9	1.14 (L)
15 to 20 years	70	63.2%*	±9.5	1,072	12.9%*	±0.7	1.10 (L)
More than 20 years	64	73.1%*	±10.4	1,378	9.7%*	±0.5	1.42 (L)
Appointment Type							
Permanent	376	69.8%*	±4.0	6,552	12.3%*	±0.3	1.26 (L)
Term	26	75.3%*	±17.9	647	14.5%*	±1.1	1.32 (L)
Temporary	NR	NR	NR	295	18.8%	±2.0	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
<b>Work Schedule</b>							
Seasonal	40	68.9%*	±13.4	616	20.8%*	±1.5	1.01 (L)
Non-Seasonal	355	69.2%*	±4.1	6,202	12.1%*	±0.3	1.26 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	387	19.9%	±1.8	NR
Permanent-Non-Seasonal	353	69.1%*	±4.2	6,136	12.1%*	±0.3	1.25 (L)
Term	26	75.3%*	±17.9	647	14.5%*	±1.1	1.32 (L)
Temporary-Seasonal	NR	NR	NR	228	22.6%	±2.7	NR
Temporary-Non-Seasonal	NR	NR	NR	67	12.0%	±3.0	NR
<b>Sex</b>							
Men	137	63.8%*	±6.7	3,385	9.4%*	±0.3	1.23 (L)
Women	280	72.6%*	±4.7	4,101	17.6%*	±0.5	1.17 (L)
<b>Gender Identity</b>							
Male	137	63.8%*	±6.7	3,385	9.4%*	±0.3	1.23 (L)
Female	280	72.6%*	±4.7	4,101	17.6%*	±0.5	1.17 (L)
Transgender	NR	NR	NR	6	17.6%	±17.5	NR
Do not identify as female, male, or transgender	NR	NR	NR	26	14.4%	±6.0	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	348	68.2%*	±4.2	6,513	12.0%*	±0.3	1.23 (L)
Sexual Minority	42	73.8%*	±13.3	602	24.8%*	±1.8	1.02 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	348	68.2%*	±4.2	6,513	12.0%*	±0.3	1.23 (L)
Lesbian	NR	NR	NR	166	28.6%	±3.8	NR
Gay	NR	NR	NR	121	17.0%	±2.9	NR
Bisexual	NR	NR	NR	258	31.5%	±3.3	NR
Other	NR	NR	NR	57	18.3%	±4.7	NR
I prefer not to say	30	78.5%*	±16.7	352	14.4%*	±1.4	1.40 (L)

<sup>a</sup> 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 sex/gender. \* 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 4.122 presents the results of the regression analyses. Each predictor variable is shown in the first column.

*Table 4.122 DOI – Logistic Regression of Sexual Coercion and Predictors of Workplace Harassment*

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	2.472	0.422	34.377	--	11.851	--	--	--	--
Sex	-0.525	0.099	27.965	0.000	0.591	0.487	0.719	-2157.905	28.900
Age	-0.284	0.097	8.557	0.003	0.753	0.623	0.911	-2147.680	8.451
Race/Ethnicity	-0.356	0.099	12.909	0.000	0.700	0.577	0.851	-2149.707	12.505
Relationship Status	-0.770	0.095	66.034	0.000	0.463	0.385	0.558	-2176.966	67.022
Work Schedule	-0.592	0.158	14.067	0.000	0.553	0.406	0.754	-2149.695	12.480
Organizational Politics	-0.149	0.067	4.935	0.026	0.861	0.755	0.983	-2145.892	4.875
Organizational Inclusion	-0.269	0.059	21.090	0.000	0.764	0.681	0.857	-2154.212	21.514
Organizational Trust	-0.246	0.078	9.855	0.002	0.782	0.671	0.912	-2148.387	9.864
Bystander Harassment Based on Sex/Gender	-1.583	0.108	216.001	0.000	0.205	0.166	0.254	-2260.793	234.677
General Intolerance	-0.812	0.071	130.320	0.000	0.444	0.386	0.510	-2209.516	132.122

Note. N = 52,991, Nagelkerke R Square = 0.264

## 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 4.123 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 DOI.

*Table 4.123 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	
Overall	10,026	2.9*	±0.0	50,335	3.7*	±0.0	-0.92 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	160	2.9*	±0.1	783	3.8*	±0.1	-1.02 (L)
Wage Grade (WG) 5-8	697	3.1*	±0.1	3,464	3.6*	±0.0	-0.66 (M)
Wage Grade (WG) 9-16	210	2.8*	±0.1	1,631	3.5*	±0.0	-0.78 (M)
Other Wage Grade (WG)	40	3.0*	±0.2	309	3.5*	±0.1	-0.64 (M)
General Schedule (GS) 1-6	968	3.1*	±0.1	4,153	3.8*	±0.0	-0.85 (L)
General Schedule (GS) 7-10	2,433	2.8*	±0.0	10,192	3.6*	±0.0	-0.94 (L)
General Schedule (GS) 11-12	3,338	2.9*	±0.0	16,537	3.7*	±0.0	-0.94 (L)
General Schedule (GS) 13-15	1,878	3.0*	±0.0	11,276	3.8*	±0.0	-0.98 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	48	3.5*	±0.3	244	4.3*	±0.1	-1.20 (L)
Other	148	2.6*	±0.2	1,307	3.6*	±0.0	-1.11 (L)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	604	3.2*	±0.1	4,346	3.9*	±0.0	-0.90 (L)
1 to 3 years	1,592	3.0*	±0.0	7,281	3.8*	±0.0	-0.98 (L)
4 to 5 years	1,011	3.0*	±0.1	3,970	3.7*	±0.0	-0.83 (L)
6 to 10 years	2,236	2.9*	±0.0	9,899	3.6*	±0.0	-0.82 (L)
11 to 14 years	1,096	2.8*	±0.1	5,257	3.6*	±0.0	-0.97 (L)
15 to 20 years	1,540	2.8*	±0.0	6,931	3.6*	±0.0	-0.95 (L)
More than 20 years	1,889	2.9*	±0.0	12,402	3.7*	±0.0	-0.96 (L)
<b>Appointment Type</b>							
Permanent	8,746	2.9*	±0.0	45,283	3.7*	±0.0	-0.93 (L)
Term	842	3.1*	±0.1	3,645	3.8*	±0.0	-0.95 (L)
Temporary	403	3.2*	±0.1	1,215	3.9*	±0.0	-0.92 (L)
<b>Work Schedule</b>							
Seasonal	758	3.1*	±0.1	2,263	3.7*	±0.0	-0.73 (M)
Non-Seasonal	8,339	2.9*	±0.0	43,734	3.7*	±0.0	-0.94 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	457	3.0*	±0.1	1,506	3.6*	±0.0	-0.75 (M)
Permanent-Non-Seasonal	8,238	2.9*	±0.0	43,280	3.7*	±0.0	-0.94 (L)
Term	842	3.1*	±0.1	3,645	3.8*	±0.0	-0.95 (L)
Temporary-Seasonal	302	3.2*	±0.1	757	3.8*	±0.1	-0.74 (M)
Temporary-Non-Seasonal	101	3.0*	±0.1	454	4.0*	±0.1	-1.33 (L)
<b>Sex</b>							
Men	2,913	2.9*	±0.0	33,435	3.7*	±0.0	-1.03 (L)
Women	7,060	3.0*	±0.0	16,727	3.6*	±0.0	-0.83 (L)
<b>Gender Identity</b>							
Male	2,913	2.9*	±0.0	33,435	3.7*	±0.0	-1.03 (L)
Female	7,060	3.0*	±0.0	16,727	3.6*	±0.0	-0.83 (L)
Transgender	14	3.2	±0.6	21	3.8	±0.3	-0.58 (M)
Do not identify as female, male, or transgender	38	2.9*	±0.3	152	3.4*	±0.1	-0.48 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	8,537	2.9*	±0.0	46,320	3.7*	±0.0	-0.92 (L)
Sexual Minority	870	3.0*	±0.1	1,623	3.7*	±0.0	-0.88 (L)

	Experienced gender harassment			Did not experience gender harassment			Effect size <i>Hedges' g</i>
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	
Sexual Orientation							
Heterosexual or straight	8,537	2.9*	±0.0	46,320	3.7*	±0.0	-0.92 (L)
Lesbian	251	3.0*	±0.1	341	3.7*	±0.1	-0.97 (L)
Gay	121	2.9*	±0.1	607	3.7*	±0.1	-0.97 (L)
Bisexual	373	3.0*	±0.1	478	3.8*	±0.1	-0.85 (L)
Other	125	3.0*	±0.2	197	3.7*	±0.1	-0.82 (L)
I prefer not to say	529	2.7*	±0.1	1,979	3.5*	±0.0	-0.94 (L)

<sup>a</sup> 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.

Table 4.124 presents the scale distribution of general intolerance for harassment for those who indicated they had or had not experienced gender harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.124 DOI – Gender Harassment and General Intolerance for Harassment Scale Distribution*

	Experienced gender harassment			Did not experience gender harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Intolerance for Harassment						
(1) Strongly Disagree	753	7.5%	±0.5	765	1.5%	±0.1
(2) Disagree	2,383	23.8%	±0.8	3,350	6.7%	±0.2
(3) Neither Agree nor Disagree	4,054	40.4%	±1.0	14,400	28.6%	±0.4
(4) Agree	2,424	24.2%	±0.8	22,502	44.7%	±0.4
(5) Strongly Agree	411	4.1%	±0.4	9,318	18.5%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

### 4.10.2 Gender Harassment and Leadership Intolerance for Harassment

Table 4.125 presents leadership intolerance for harassment for those who indicated they had or had not experienced gender harassment within the past 12 months. Intolerance of 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 DOI.

*Table 4.125 DOI – 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</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	9,942	0.44*	±0.01	50,629	0.68*	±0.00	-0.59 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	163	0.45*	±0.07	775	0.69*	±0.03	-0.57 (M)
Wage Grade (WG) 5-8	679	0.48*	±0.03	3,510	0.61*	±0.01	-0.30 (S)
Wage Grade (WG) 9-16	210	0.40*	±0.06	1,649	0.59*	±0.02	-0.42 (S)
Other Wage Grade (WG)	40	0.48	±0.13	314	0.58	±0.05	-0.24 (S)
General Schedule (GS) 1-6	945	0.51*	±0.03	4,183	0.69*	±0.01	-0.42 (S)
General Schedule (GS) 7-10	2,422	0.41*	±0.02	10,273	0.66*	±0.01	-0.57 (M)
General Schedule (GS) 11-12	3,320	0.42*	±0.01	16,617	0.68*	±0.01	-0.64 (M)
General Schedule (GS) 13-15	1,862	0.47*	±0.02	11,307	0.75*	±0.01	-0.74 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	48	0.64*	±0.13	249	0.94*	±0.02	-1.17 (L)
Other	151	0.35*	±0.07	1,312	0.62*	±0.02	-0.65 (M)
Years of Service at Bureau or Office							
Less than 1 year	608	0.55*	±0.04	4,399	0.72*	±0.01	-0.41 (S)
1 to 3 years	1,567	0.49*	±0.02	7,357	0.73*	±0.01	-0.59 (M)
4 to 5 years	1,004	0.47*	±0.03	4,003	0.66*	±0.01	-0.46 (S)
6 to 10 years	2,215	0.43*	±0.02	9,952	0.67*	±0.01	-0.56 (M)
11 to 14 years	1,085	0.40*	±0.02	5,260	0.68*	±0.01	-0.67 (M)
15 to 20 years	1,539	0.40*	±0.02	6,946	0.66*	±0.01	-0.62 (M)
More than 20 years	1,869	0.41*	±0.02	12,458	0.68*	±0.01	-0.67 (M)
Appointment Type							
Permanent	8,681	0.43*	±0.01	45,544	0.68*	±0.00	-0.60 (M)
Term	829	0.52*	±0.03	3,657	0.76*	±0.01	-0.61 (M)
Temporary	398	0.56*	±0.04	1,232	0.73*	±0.02	-0.42 (S)
Work Schedule							
Seasonal	751	0.52*	±0.03	2,292	0.66*	±0.02	-0.32 (S)
Non-Seasonal	8,277	0.43*	±0.01	43,992	0.68*	±0.00	-0.62 (M)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	454	0.50*	±0.04	1,524	0.64*	±0.02	-0.34 (S)
Permanent-Non-Seasonal	8,176	0.42*	±0.01	43,533	0.68*	±0.00	-0.62 (M)
Term	829	0.52*	±0.03	3,657	0.76*	±0.01	-0.61 (M)
Temporary-Seasonal	297	0.56*	±0.05	768	0.68*	±0.03	-0.29 (S)
Temporary-Non-Seasonal	101	0.55*	±0.09	459	0.82*	±0.03	-0.69 (M)
<b>Sex</b>							
Men	2,880	0.43*	±0.02	33,599	0.70*	±0.00	-0.65 (M)
Women	7,010	0.44*	±0.01	16,858	0.65*	±0.01	-0.50 (M)
<b>Gender Identity</b>							
Male	2,880	0.43*	±0.02	33,599	0.70*	±0.00	-0.65 (M)
Female	7,010	0.44*	±0.01	16,858	0.65*	±0.01	-0.50 (M)
Transgender	14	0.52	±0.23	21	0.60	±0.20	-0.17
Do not identify as female, male, or transgender	38	0.34*	±0.13	151	0.58*	±0.07	-0.55 (M)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	8,472	0.45*	±0.01	46,593	0.69*	±0.00	-0.58 (M)
Sexual Minority	868	0.45*	±0.03	1,622	0.71*	±0.02	-0.63 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	8,472	0.45*	±0.01	46,593	0.69*	±0.00	-0.58 (M)
Lesbian	250	0.46*	±0.05	343	0.68*	±0.04	-0.54 (M)
Gay	121	0.31*	±0.07	597	0.71*	±0.03	-0.98 (L)
Bisexual	373	0.48*	±0.04	478	0.73*	±0.04	-0.59 (M)
Other	125	0.47*	±0.07	204	0.70*	±0.05	-0.57 (M)
I prefer not to say	523	0.30*	±0.03	2,009	0.57*	±0.02	-0.61 (M)

<sup>a</sup> 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 4.126 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 DOI.

*Table 4.126 DOI – Gender Harassment and Organizational Politics by Selected Characteristics*

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	9,983	3.2*	±0.0	50,519	2.7*	±0.0	0.57 (M)
<b>Pay Plan and Grade</b>							
Wage Grade (WG) 1-4	157	3.2*	±0.1	765	2.7*	±0.1	0.64 (M)
Wage Grade (WG) 5-8	698	3.1*	±0.1	3,485	2.8*	±0.0	0.36 (S)
Wage Grade (WG) 9-16	210	3.2*	±0.1	1,652	2.8*	±0.0	0.49 (S)
Other Wage Grade (WG)	40	3.2*	±0.2	310	2.9*	±0.1	0.37 (S)
General Schedule (GS) 1-6	967	3.2*	±0.1	4,158	2.7*	±0.0	0.58 (M)
General Schedule (GS) 7-10	2,427	3.3*	±0.0	10,268	2.8*	±0.0	0.61 (M)
General Schedule (GS) 11-12	3,299	3.2*	±0.0	16,567	2.7*	±0.0	0.57 (M)
General Schedule (GS) 13-15	1,875	3.0*	±0.0	11,292	2.5*	±0.0	0.59 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	46	2.5*	±0.2	247	1.8*	±0.1	1.01 (L)
Other	148	3.5*	±0.1	1,311	2.8*	±0.0	0.84 (L)
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	601	2.9*	±0.1	4,380	2.5*	±0.0	0.51 (M)
1 to 3 years	1,583	3.1*	±0.0	7,312	2.6*	±0.0	0.64 (M)
4 to 5 years	1,017	3.1*	±0.1	3,998	2.7*	±0.0	0.47 (S)
6 to 10 years	2,226	3.2*	±0.0	9,934	2.8*	±0.0	0.48 (S)
11 to 14 years	1,095	3.2*	±0.1	5,239	2.7*	±0.0	0.55 (M)
15 to 20 years	1,534	3.2*	±0.0	6,960	2.7*	±0.0	0.62 (M)
More than 20 years	1,858	3.2*	±0.0	12,439	2.6*	±0.0	0.64 (M)
<b>Appointment Type</b>							
Permanent	8,710	3.2*	±0.0	45,448	2.7*	±0.0	0.58 (M)
Term	833	3.0*	±0.1	3,666	2.6*	±0.0	0.58 (M)
Temporary	406	3.0*	±0.1	1,215	2.6*	±0.0	0.57 (M)
<b>Work Schedule</b>							
Seasonal	758	3.1*	±0.1	2,306	2.8*	±0.0	0.42 (S)
Non-Seasonal	8,308	3.2*	±0.0	43,857	2.7*	±0.0	0.59 (M)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	453	3.1*	±0.1	1,538	2.8*	±0.0	0.34 (S)
Permanent-Non-Seasonal	8,207	3.2*	±0.0	43,415	2.7*	±0.0	0.59 (M)
Term	833	3.0*	±0.1	3,666	2.6*	±0.0	0.58 (M)
Temporary-Seasonal	305	3.1*	±0.1	768	2.6*	±0.1	0.56 (M)
Temporary-Non-Seasonal	101	2.8*	±0.1	442	2.5*	±0.1	0.47 (S)
<b>Sex</b>							
Men	2,900	3.3*	±0.0	33,554	2.7*	±0.0	0.76 (M)
Women	7,032	3.1*	±0.0	16,792	2.6*	±0.0	0.53 (M)
<b>Gender Identity</b>							
Male	2,900	3.3*	±0.0	33,554	2.7*	±0.0	0.76 (M)
Female	7,032	3.1*	±0.0	16,792	2.6*	±0.0	0.53 (M)
Transgender	14	3.2	±0.4	20	2.5	±0.5	0.67 (M)
Do not identify as female, male, or transgender	37	3.2	±0.3	153	3.1	±0.1	0.10
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	8,482	3.2*	±0.0	46,433	2.7*	±0.0	0.57 (M)
Sexual Minority	873	3.1*	±0.1	1,628	2.6*	±0.0	0.54 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	8,482	3.2*	±0.0	46,433	2.7*	±0.0	0.57 (M)
Lesbian	251	2.9*	±0.1	343	2.5*	±0.1	0.54 (M)
Gay	121	3.5*	±0.2	600	2.7*	±0.1	0.86 (L)
Bisexual	376	3.1*	±0.1	480	2.6*	±0.1	0.58 (M)
Other	125	3.0*	±0.2	204	2.7*	±0.1	0.45 (S)
I prefer not to say	521	3.4*	±0.1	1,999	2.9*	±0.0	0.64 (M)

<sup>a</sup> 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.



Table 4.127 presents the scale distribution of organizational politics for those who indicated they had or had not experienced gender harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.127 DOI – Gender Harassment and Organizational Politics Scale Distribution*

	Experienced gender harassment			Did not experience gender harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Politics						
(1) Strongly Disagree	258	2.6%	±0.3	2,983	5.9%	±0.2
(2) Disagree	2,399	24.0%	±0.8	20,422	40.4%	±0.4
(3) Neither Agree nor Disagree	3,741	37.5%	±1.0	18,724	37.1%	±0.4
(4) Agree	2,712	27.2%	±0.9	6,997	13.8%	±0.3
(5) Strongly Agree	872	8.7%	±0.6	1,393	2.8%	±0.1

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

#### 4.10.4 Gender Harassment and Organizational Trust

Table 4.128 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 DOI.

*Table 4.128 DOI – Gender Harassment and Organizational Trust by Selected Characteristics*

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	10,029	3.0*	±0.0	50,757	3.5*	±0.0	-0.65 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	165	3.0*	±0.1	779	3.7*	±0.1	-0.71 (M)
Wage Grade (WG) 5-8	700	3.0*	±0.1	3,530	3.3*	±0.0	-0.37 (S)
Wage Grade (WG) 9-16	210	2.6*	±0.1	1,668	3.1*	±0.0	-0.58 (M)
Other Wage Grade (WG)	40	2.6*	±0.3	314	3.3*	±0.1	-0.93 (L)
General Schedule (GS) 1-6	969	3.0*	±0.1	4,190	3.5*	±0.0	-0.57 (M)
General Schedule (GS) 7-10	2,435	2.8*	±0.0	10,315	3.4*	±0.0	-0.66 (M)
General Schedule (GS) 11-12	3,316	3.0*	±0.0	16,611	3.6*	±0.0	-0.70 (M)
General Schedule (GS) 13-15	1,878	3.2*	±0.0	11,301	3.8*	±0.0	-0.68 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	46	3.5*	±0.3	249	4.3*	±0.1	-1.27 (L)
Other	152	2.5*	±0.2	1,328	3.3*	±0.0	-0.88 (L)
Years of Service at Bureau or Office							
Less than 1 year	610	3.3*	±0.1	4,396	3.8*	±0.0	-0.68 (M)
1 to 3 years	1,589	3.1*	±0.0	7,376	3.7*	±0.0	-0.66 (M)
4 to 5 years	1,011	3.0*	±0.1	4,026	3.5*	±0.0	-0.50 (M)
6 to 10 years	2,236	2.9*	±0.0	9,963	3.4*	±0.0	-0.55 (M)
11 to 14 years	1,096	2.9*	±0.1	5,258	3.5*	±0.0	-0.63 (M)
15 to 20 years	1,535	2.9*	±0.0	6,973	3.5*	±0.0	-0.69 (M)
More than 20 years	1,884	2.9*	±0.0	12,498	3.5*	±0.0	-0.77 (M)
Appointment Type							
Permanent	8,739	2.9*	±0.0	45,649	3.5*	±0.0	-0.67 (M)
Term	849	3.2*	±0.1	3,674	3.7*	±0.0	-0.62 (M)
Temporary	406	3.3*	±0.1	1,235	3.7*	±0.0	-0.51 (M)
Work Schedule							
Seasonal	758	3.1*	±0.1	2,310	3.4*	±0.0	-0.36 (S)
Non-Seasonal	8,335	2.9*	±0.0	44,067	3.5*	±0.0	-0.68 (M)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	453	3.0*	±0.1	1,540	3.3*	±0.0	-0.38 (S)
Permanent-Non-Seasonal	8,234	2.9*	±0.0	43,606	3.5*	±0.0	-0.68 (M)
Term	849	3.2*	±0.1	3,674	3.7*	±0.0	-0.62 (M)
Temporary-Seasonal	305	3.2*	±0.1	770	3.6*	±0.1	-0.39 (S)
Temporary-Non-Seasonal	101	3.4*	±0.2	461	3.9*	±0.1	-0.69 (M)
<b>Sex</b>							
Men	2,933	2.8*	±0.0	33,720	3.5*	±0.0	-0.80 (L)
Women	7,044	3.0*	±0.0	16,862	3.6*	±0.0	-0.62 (M)
<b>Gender Identity</b>							
Male	2,933	2.8*	±0.0	33,720	3.5*	±0.0	-0.80 (L)
Female	7,044	3.0*	±0.0	16,862	3.6*	±0.0	-0.62 (M)
Transgender	14	3.1	±0.5	21	3.7	±0.4	-0.61 (M)
Do not identify as female, male, or transgender	38	2.9	±0.3	153	3.1	±0.1	-0.25 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	8,527	3.0*	±0.0	46,656	3.5*	±0.0	-0.63 (M)
Sexual Minority	869	3.0*	±0.1	1,633	3.7*	±0.0	-0.75 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	8,527	3.0*	±0.0	46,656	3.5*	±0.0	-0.63 (M)
Lesbian	253	3.0*	±0.1	343	3.7*	±0.1	-0.81 (L)
Gay	121	2.7*	±0.2	603	3.6*	±0.1	-1.01 (L)
Bisexual	374	3.0*	±0.1	482	3.7*	±0.1	-0.78 (M)
Other	122	3.2*	±0.2	204	3.6*	±0.1	-0.47 (S)
I prefer not to say	525	2.6*	±0.1	2,008	3.3*	±0.0	-0.80 (L)

<sup>a</sup> 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.

Table 4.129 presents the scale distribution of organizational trust for those who indicated they had or had not experienced gender harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.129 DOI – Gender Harassment and Organizational Trust Scale Distribution*

	Experienced gender harassment			Did not experience gender harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Trust						
(1) Strongly Disagree	746	7.4%	±0.5	996	2.0%	±0.1
(2) Disagree	2,358	23.5%	±0.8	4,719	9.3%	±0.3
(3) Neither Agree nor Disagree	3,314	33.0%	±0.9	14,699	29.0%	±0.4
(4) Agree	3,073	30.6%	±0.9	23,231	45.8%	±0.4
(5) Strongly Agree	538	5.4%	±0.5	7,111	14.0%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

### 4.10.5 Gender Harassment and Supervisor Support

Table 4.130 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 DOI.

*Table 4.130 DOI – Gender Harassment and Supervisor Support by Selected Characteristics*

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	9,835	3.3*	±0.0	49,684	3.9*	±0.0	-0.51 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	157	3.3*	±0.2	758	4.0*	±0.1	-0.63 (M)
Wage Grade (WG) 5-8	689	3.3*	±0.1	3,398	3.7*	±0.0	-0.36 (S)
Wage Grade (WG) 9-16	202	3.1*	±0.2	1,626	3.6*	±0.1	-0.41 (S)
Other Wage Grade (WG)	40	2.2*	±0.3	304	3.5*	±0.1	-1.26 (L)
General Schedule (GS) 1-6	956	3.5*	±0.1	4,072	3.9*	±0.0	-0.40 (S)
General Schedule (GS) 7-10	2,385	3.3*	±0.1	10,061	3.8*	±0.0	-0.51 (M)
General Schedule (GS) 11-12	3,266	3.3*	±0.0	16,312	3.9*	±0.0	-0.54 (M)
General Schedule (GS) 13-15	1,829	3.5*	±0.1	11,136	4.1*	±0.0	-0.57 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	46	3.8*	±0.3	245	4.5*	±0.1	-1.10 (L)
Other	148	2.8*	±0.2	1,298	3.7*	±0.1	-0.79 (M)
Years of Service at Bureau or Office							
Less than 1 year	582	3.6*	±0.1	4,315	4.1*	±0.0	-0.59 (M)
1 to 3 years	1,576	3.5*	±0.1	7,232	4.0*	±0.0	-0.50 (M)
4 to 5 years	1,008	3.4*	±0.1	3,947	3.9*	±0.0	-0.45 (S)
6 to 10 years	2,215	3.4*	±0.1	9,737	3.8*	±0.0	-0.42 (S)
11 to 14 years	1,077	3.2*	±0.1	5,151	3.8*	±0.0	-0.53 (M)
15 to 20 years	1,501	3.2*	±0.1	6,837	3.8*	±0.0	-0.59 (M)
More than 20 years	1,808	3.2*	±0.1	12,200	3.8*	±0.0	-0.57 (M)
Appointment Type							
Permanent	8,573	3.3*	±0.0	44,676	3.9*	±0.0	-0.53 (M)
Term	827	3.6*	±0.1	3,613	4.1*	±0.0	-0.49 (S)
Temporary	401	3.6*	±0.1	1,216	4.1*	±0.0	-0.49 (S)
Work Schedule							
Seasonal	745	3.6*	±0.1	2,251	3.9*	±0.0	-0.31 (S)
Non-Seasonal	8,177	3.3*	±0.0	43,156	3.9*	±0.0	-0.54 (M)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	446	3.5*	±0.1	1,489	3.8*	±0.1	-0.26 (S)
Permanent-Non-Seasonal	8,076	3.3*	±0.0	42,707	3.9*	±0.0	-0.54 (M)
Term	827	3.6*	±0.1	3,613	4.1*	±0.0	-0.49 (S)
Temporary-Seasonal	300	3.6*	±0.1	762	4.0*	±0.1	-0.43 (S)
Temporary-Non-Seasonal	101	3.7*	±0.2	449	4.2*	±0.1	-0.55 (M)
<b>Sex</b>							
Men	2,857	3.1*	±0.0	33,056	3.9*	±0.0	-0.70 (M)
Women	6,927	3.4*	±0.0	16,458	3.9*	±0.0	-0.47 (S)
<b>Gender Identity</b>							
Male	2,857	3.1*	±0.0	33,056	3.9*	±0.0	-0.70 (M)
Female	6,927	3.4*	±0.0	16,458	3.9*	±0.0	-0.47 (S)
Transgender	13	3.6	±0.7	20	3.7	±0.6	-0.11
Do not identify as female, male, or transgender	38	3.2	±0.4	150	3.5	±0.2	-0.30 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	8,362	3.3*	±0.0	45,678	3.9*	±0.0	-0.51 (M)
Sexual Minority	857	3.5*	±0.1	1,598	4.0*	±0.0	-0.50 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	8,362	3.3*	±0.0	45,678	3.9*	±0.0	-0.51 (M)
Lesbian	246	3.6*	±0.1	339	4.1*	±0.1	-0.47 (S)
Gay	117	3.3*	±0.2	592	3.9*	±0.1	-0.59 (M)
Bisexual	370	3.4*	±0.1	471	4.0*	±0.1	-0.56 (M)
Other	124	3.5*	±0.2	196	4.0*	±0.1	-0.43 (S)
I prefer not to say	510	2.9*	±0.1	1,959	3.7*	±0.0	-0.66 (M)

<sup>a</sup> 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.

Table 4.131 presents the scale distribution of supervisor support for those who indicated they had or had not experienced gender harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.131 DOI – Gender Harassment and Supervisor Support Scale Distribution*

	Experienced gender harassment			Did not experience gender harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Supervisor Support						
(1) Strongly Disagree	1,110	11.3%	±0.6	1,691	3.4%	±0.2
(2) Disagree	1,377	14.0%	±0.7	3,132	6.3%	±0.2
(3) Neither Agree nor Disagree	1,932	19.6%	±0.8	8,012	16.1%	±0.3
(4) Agree	3,119	31.7%	±0.9	19,872	40.0%	±0.4
(5) Strongly Agree	2,297	23.4%	±0.8	16,978	34.2%	±0.4

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

#### 4.10.6 Gender Harassment and Organizational Inclusion

Table 4.132 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 DOI.

*Table 4.132 DOI – Gender Harassment and Organizational Inclusion by Selected Characteristics*

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	10,085	3.2*	±0.0	50,986	3.8*	±0.0	-0.67 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	165	3.2*	±0.1	785	3.9*	±0.1	-0.71 (M)
Wage Grade (WG) 5-8	705	3.2*	±0.1	3,556	3.7*	±0.0	-0.51 (M)
Wage Grade (WG) 9-16	210	3.0*	±0.1	1,671	3.5*	±0.0	-0.54 (M)
Other Wage Grade (WG)	40	2.7*	±0.3	316	3.6*	±0.1	-0.98 (L)
General Schedule (GS) 1-6	971	3.3*	±0.1	4,230	3.8*	±0.0	-0.58 (M)
General Schedule (GS) 7-10	2,447	3.1*	±0.0	10,338	3.7*	±0.0	-0.66 (M)
General Schedule (GS) 11-12	3,344	3.1*	±0.0	16,674	3.8*	±0.0	-0.72 (M)
General Schedule (GS) 13-15	1,885	3.4*	±0.0	11,350	4.0*	±0.0	-0.69 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	48	3.6*	±0.3	251	4.4*	±0.1	-1.04 (L)
Other	153	2.7*	±0.2	1,337	3.5*	±0.0	-0.89 (L)
Years of Service at Bureau or Office							
Less than 1 year	612	3.3*	±0.1	4,422	4.0*	±0.0	-0.80 (L)
1 to 3 years	1,601	3.3*	±0.1	7,422	3.9*	±0.0	-0.61 (M)
4 to 5 years	1,019	3.3*	±0.1	4,034	3.8*	±0.0	-0.57 (M)
6 to 10 years	2,240	3.2*	±0.0	10,008	3.7*	±0.0	-0.54 (M)
11 to 14 years	1,099	3.0*	±0.1	5,290	3.7*	±0.0	-0.73 (M)
15 to 20 years	1,550	3.1*	±0.1	6,992	3.7*	±0.0	-0.71 (M)
More than 20 years	1,895	3.1*	±0.0	12,553	3.8*	±0.0	-0.81 (L)
Appointment Type							
Permanent	8,797	3.1*	±0.0	45,853	3.8*	±0.0	-0.70 (M)
Term	849	3.5*	±0.1	3,688	4.0*	±0.0	-0.56 (M)
Temporary	405	3.5*	±0.1	1,241	4.0*	±0.0	-0.57 (M)



	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	760	3.4*	±0.1	2,328	3.8*	±0.0	-0.43 (S)
Non-Seasonal	8,390	3.1*	±0.0	44,260	3.8*	±0.0	-0.71 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	457	3.3*	±0.1	1,553	3.7*	±0.0	-0.44 (S)
Permanent-Non-Seasonal	8,289	3.1*	±0.0	43,799	3.8*	±0.0	-0.71 (M)
Term	849	3.5*	±0.1	3,688	4.0*	±0.0	-0.56 (M)
Temporary-Seasonal	303	3.5*	±0.1	775	3.9*	±0.1	-0.47 (S)
Temporary-Non-Seasonal	101	3.5*	±0.2	461	4.1*	±0.1	-0.79 (M)
<b>Sex</b>							
Men	2,945	3.0*	±0.0	33,839	3.8*	±0.0	-0.85 (L)
Women	7,088	3.2*	±0.0	16,973	3.8*	±0.0	-0.57 (M)
<b>Gender Identity</b>							
Male	2,945	3.0*	±0.0	33,839	3.8*	±0.0	-0.85 (L)
Female	7,088	3.2*	±0.0	16,973	3.8*	±0.0	-0.57 (M)
Transgender	14	3.7	±0.4	21	3.8	±0.4	-0.09
Do not identify as female, male, or transgender	38	3.3	±0.4	153	3.5	±0.1	-0.22 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	8,574	3.2*	±0.0	46,852	3.8*	±0.0	-0.66 (M)
Sexual Minority	872	3.2*	±0.1	1,643	3.9*	±0.0	-0.72 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	8,574	3.2*	±0.0	46,852	3.8*	±0.0	-0.66 (M)
Lesbian	253	3.2*	±0.1	349	4.1*	±0.1	-0.97 (L)
Gay	121	3.1*	±0.2	609	3.9*	±0.1	-0.91 (L)
Bisexual	374	3.3*	±0.1	482	3.9*	±0.1	-0.62 (M)
Other	125	3.4*	±0.2	204	3.7*	±0.1	-0.38 (S)
I prefer not to say	533	2.9*	±0.1	2,019	3.6*	±0.0	-0.81 (L)

<sup>a</sup> 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.

Table 4.133 presents the scale distribution of organizational inclusion for those who indicated they had or had not experienced gender harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.133 DOI – Gender Harassment and Organizational Inclusion Scale Distribution*

	Experienced gender harassment			Did not experience gender harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Inclusion						
(1) Strongly Disagree	929	9.2%	±0.6	1,135	2.2%	±0.1
(2) Disagree	1,875	18.6%	±0.8	3,669	7.2%	±0.2
(3) Neither Agree nor Disagree	2,654	26.3%	±0.9	9,814	19.2%	±0.3
(4) Agree	3,705	36.7%	±0.9	26,112	51.2%	±0.4
(5) Strongly Agree	922	9.1%	±0.6	10,256	20.1%	±0.4

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

#### 4.10.7 Gender Harassment and Gender Context

Table 4.134 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 DOI.

*Table 4.134 DOI – Gender Harassment and Gender Context by Selected Characteristics*

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	10,020	2.3*	±0.0	50,674	2.2*	±0.0	0.05
<b>Pay Plan and Grade</b>							
Wage Grade (WG) 1-4	165	2.3	±0.1	755	2.3	±0.0	0.08
Wage Grade (WG) 5-8	704	2.5	±0.0	3,526	2.5	±0.0	0.04
Wage Grade (WG) 9-16	210	2.6*	±0.1	1,672	2.6*	±0.0	-0.17
Other Wage Grade (WG)	40	2.7	±0.1	316	2.8	±0.0	-0.21 (S)
General Schedule (GS) 1-6	967	2.1	±0.0	4,195	2.1	±0.0	0.01
General Schedule (GS) 7-10	2,436	2.3*	±0.0	10,320	2.2*	±0.0	0.14
General Schedule (GS) 11-12	3,328	2.2*	±0.0	16,627	2.2*	±0.0	0.07
General Schedule (GS) 13-15	1,875	2.2*	±0.0	11,325	2.2*	±0.0	0.07
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	48	2.2	±0.2	249	2.2	±0.1	0.07
Other	153	2.8*	±0.1	1,309	2.7*	±0.0	0.17
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	606	2.3*	±0.0	4,388	2.2*	±0.0	0.12
1 to 3 years	1,591	2.2	±0.0	7,356	2.2	±0.0	0.03
4 to 5 years	1,015	2.3	±0.0	4,020	2.3	±0.0	0.01
6 to 10 years	2,228	2.2	±0.0	9,971	2.2	±0.0	0.00
11 to 14 years	1,092	2.3*	±0.0	5,256	2.3*	±0.0	0.07
15 to 20 years	1,545	2.3*	±0.0	6,974	2.3*	±0.0	0.09
More than 20 years	1,890	2.3*	±0.0	12,510	2.3*	±0.0	0.08
<b>Appointment Type</b>							
Permanent	8,734	2.3*	±0.0	45,604	2.2*	±0.0	0.05
Term	848	2.3	±0.0	3,630	2.3	±0.0	0.01
Temporary	403	2.3*	±0.1	1,236	2.2*	±0.0	0.12

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	755	2.3	±0.0	2,314	2.3	±0.0	-0.05
Non-Seasonal	8,331	2.3*	±0.0	44,038	2.2*	±0.0	0.06
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	453	2.3	±0.1	1,540	2.3	±0.0	-0.09
Permanent-Non-Seasonal	8,230	2.3*	±0.0	43,580	2.2*	±0.0	0.06
Term	848	2.3	±0.0	3,630	2.3	±0.0	0.01
Temporary-Seasonal	302	2.3	±0.1	774	2.2	±0.0	0.03
Temporary-Non-Seasonal	101	2.4*	±0.1	458	2.2*	±0.0	0.34 (S)
<b>Sex</b>							
Men	2,924	2.3*	±0.0	33,690	2.4*	±0.0	-0.22 (S)
Women	7,047	2.3*	±0.0	16,828	2.0*	±0.0	0.52 (M)
<b>Gender Identity</b>							
Male	2,924	2.3*	±0.0	33,690	2.4*	±0.0	-0.22 (S)
Female	7,047	2.3*	±0.0	16,828	2.0*	±0.0	0.52 (M)
Transgender	14	2.3	±0.3	19	2.2	±0.3	0.22 (S)
Do not identify as female, male, or transgender	35	2.2	±0.2	136	2.1	±0.1	0.10
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	8,537	2.3*	±0.0	46,680	2.3*	±0.0	0.05
Sexual Minority	872	2.2*	±0.0	1,637	2.1*	±0.0	0.17
<b>Sexual Orientation</b>							
Heterosexual or straight	8,537	2.3*	±0.0	46,680	2.3*	±0.0	0.05
Lesbian	253	2.3*	±0.1	349	2.2*	±0.1	0.29 (S)
Gay	121	2.2*	±0.1	609	2.1*	±0.0	0.27 (S)
Bisexual	374	2.2	±0.1	481	2.1	±0.0	0.07
Other	125	2.2	±0.1	198	2.2	±0.1	-0.04
I prefer not to say	523	2.3*	±0.0	1,931	2.2*	±0.0	0.21 (S)

<sup>a</sup> 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 4.135 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 DOI.

*Table 4.135 DOI – Gender Harassment and Bystander Harassment*

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Percent<sup>d</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>d</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	5,041	51.1%*	±1.0	2,918	5.8%*	±0.2	1.11 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	78	47.1%*	±7.7	16	2.0%*	±1.3	1.23 (L)
Wage Grade (WG) 5-8	312	45.5%*	±3.8	184	5.3%*	±0.8	1.01 (L)
Wage Grade (WG) 9-16	109	55.3%*	±7.1	100	6.2%*	±1.3	1.18 (L)
Other Wage Grade (WG)	10	24.7%*	±16.2	12	3.9%*	±2.8	0.64 (M)
General Schedule (GS) 1-6	520	54.2%*	±3.2	288	6.9%*	±0.8	1.12 (L)
General Schedule (GS) 7-10	1,316	55.0%*	±2.0	726	7.1%*	±0.5	1.13 (L)
General Schedule (GS) 11-12	1,672	51.0%*	±1.7	970	5.9%*	±0.4	1.10 (L)
General Schedule (GS) 13-15	859	46.4%*	±2.3	514	4.6%*	±0.4	1.07 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	19	40.5%	±14.8	NR	NR	NR	NR
Other	75	51.0%*	±8.1	84	6.4%*	±1.5	1.08 (L)
Years of Service at Bureau or Office							
Less than 1 year	253	41.9%*	±4.0	132	3.0%*	±0.6	1.06 (L)
1 to 3 years	833	52.8%*	±2.5	442	6.0%*	±0.6	1.13 (L)
4 to 5 years	561	56.5%*	±3.1	295	7.4%*	±0.9	1.15 (L)
6 to 10 years	1,219	55.8%*	±2.1	738	7.5%*	±0.5	1.13 (L)
11 to 14 years	528	48.9%*	±3.0	318	6.1%*	±0.7	1.05 (L)
15 to 20 years	753	49.3%*	±2.5	390	5.7%*	±0.6	1.08 (L)
More than 20 years	864	47.0%*	±2.3	585	4.7%*	±0.4	1.07 (L)
Appointment Type							
Permanent	4,368	50.9%*	±1.1	2,578	5.7%*	±0.2	1.11 (L)
Term	434	51.7%*	±3.4	238	6.5%*	±0.8	1.09 (L)
Temporary	224	56.1%*	±4.9	92	7.7%*	±1.6	1.13 (L)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
<b>Work Schedule</b>							
Seasonal	446	59.2%*	±3.6	209	9.2%*	±1.3	1.14 (L)
Non-Seasonal	4,128	50.4%*	±1.1	2,447	5.6%*	±0.2	1.10 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	275	60.9%*	±4.6	132	8.7%*	±1.5	1.19 (L)
Permanent-Non-Seasonal	4,075	50.4%*	±1.1	2,432	5.6%*	±0.2	1.10 (L)
Term	434	51.7%*	±3.4	238	6.5%*	±0.8	1.09 (L)
Temporary-Seasonal	171	56.8%*	±5.7	77	10.3%*	±2.4	1.05 (L)
Temporary-Non-Seasonal	53	54.0%*	±10.1	16	3.4%*	±2.1	1.28 (L)
<b>Sex</b>							
Men	1,430	49.8%*	±1.8	2,097	6.3%*	±0.3	1.06 (L)
Women	3,585	51.7%*	±1.2	809	4.8%*	±0.3	1.16 (L)
<b>Gender Identity</b>							
Male	1,430	49.8%*	±1.8	2,097	6.3%*	±0.3	1.06 (L)
Female	3,585	51.7%*	±1.2	809	4.8%*	±0.3	1.16 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	11	7.3%	±5.5	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	4,257	50.6%*	±1.1	2,618	5.7%*	±0.2	1.10 (L)
Sexual Minority	486	57.0%*	±3.4	158	9.7%*	±1.5	1.08 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	4,257	50.6%*	±1.1	2,618	5.7%*	±0.2	1.10 (L)
Lesbian	147	59.4%*	±6.3	26	7.7%*	±3.4	1.20 (L)
Gay	52	45.4%*	±9.3	72	11.9%*	±2.8	0.77 (M)
Bisexual	234	63.5%*	±5.1	48	9.9%*	±3.0	1.21 (L)
Other	54	43.7%*	±9.0	12	5.8%*	±4.2	0.96 (L)
I prefer not to say	256	49.9%*	±4.3	131	6.6%*	±1.2	1.05 (L)

<sup>a</sup> 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 sex/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 4.136 presents the results of the regression analyses. Each predictor variable is shown in the first column.



*Table 4.136 DOI – 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	3.202	0.121	699.540	--	24.570	--	--	--	--
Sex	-1.747	0.032	2981.056	0.000	0.174	0.164	0.186	-17511.440	3359.696
Age	-0.469	0.037	164.103	0.000	0.625	0.582	0.672	-15913.606	164.028
Education Level	0.679	0.038	325.189	0.000	1.972	1.832	2.123	-16002.783	342.382
Race/Ethnicity	0.340	0.036	87.089	0.000	1.405	1.308	1.509	-15876.331	89.478
Relationship Status	-0.243	0.031	61.592	0.000	0.784	0.738	0.833	-15862.148	61.110
Pay Grade	--	--	19.637	--	--	--	--	--	--
Middle Grade vs. Junior Grade	0.047	0.053	0.794	0.373	1.049	0.945	1.164	-15840.206	17.227
Senior Grade vs. Junior Grade	0.039	0.057	0.480	0.489	1.040	0.931	1.162	-15840.206	17.227
Executive Grade vs. Junior Grade	0.930	0.212	19.246	0.000	2.534	1.672	3.838	-15840.206	17.227
Years of Service at Bureau or Office	0.029	0.009	9.531	0.002	1.029	1.011	1.048	-15836.379	9.573
Appointment Type	-0.102	0.051	3.941	0.047	0.903	0.816	0.999	-15833.551	3.918
Work Schedule	-0.439	0.061	51.064	0.000	0.645	0.571	0.727	-15856.358	49.531
Supervisor Support	0.059	0.019	10.274	0.001	1.061	1.023	1.100	-15836.739	10.293
Organizational Inclusion	-0.267	0.021	161.496	0.000	0.765	0.734	0.798	-15912.530	161.876
Organizational Trust	-0.078	0.027	8.528	0.003	0.925	0.878	0.975	-15835.845	8.504
Bystander Harassment Based on Sex/Gender	-2.238	0.035	4182.990	0.000	0.107	0.100	0.114	-18031.027	4398.869
General Intolerance	-0.500	0.023	459.279	0.000	0.607	0.580	0.635	-16063.715	464.246
Leadership Intolerance	-0.172	0.042	16.953	0.000	0.842	0.776	0.914	-15840.028	16.871
Gender Context	0.231	0.027	70.670	0.000	1.260	1.194	1.329	-15867.173	71.162

Note. N = 53,023, Nagelkerke R Square = 0.439

## 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 4.137 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 DOI.

*Table 4.137 DOI – Sexual Assault Related Behaviors and General Intolerance for Harassment by Selected Characteristics*

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors			Effect size Hedges' <i>g</i>
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	
Overall	442	2.5*	±0.1	59,796	3.6*	±0.0	-1.20 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	2.9*	±0.4	936	3.7*	±0.1	-0.85 (L)
Wage Grade (WG) 5-8	30	2.3*	±0.3	4,127	3.5*	±0.0	-1.41 (L)
Wage Grade (WG) 9-16	15	2.8*	±0.3	1,817	3.5*	±0.0	-0.70 (M)
Other Wage Grade (WG)	NR	NR	NR	348	3.5	±0.1	NR
General Schedule (GS) 1-6	59	2.7*	±0.2	5,046	3.6*	±0.0	-1.10 (L)
General Schedule (GS) 7-10	125	2.4*	±0.1	12,464	3.5*	±0.0	-1.18 (L)
General Schedule (GS) 11-12	120	2.5*	±0.2	19,731	3.5*	±0.0	-1.22 (L)
General Schedule (GS) 13-15	67	2.7*	±0.2	13,066	3.7*	±0.0	-1.18 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	289	4.2	±0.1	NR
Other	11	1.7*	±0.5	1,441	3.5*	±0.0	-1.89 (L)
Years of Service at Bureau or Office							
Less than 1 year	15	2.5*	±0.3	4,928	3.8*	±0.0	-1.70 (L)
1 to 3 years	63	2.7*	±0.2	8,796	3.7*	±0.0	-1.19 (L)
4 to 5 years	51	2.6*	±0.2	4,914	3.5*	±0.0	-1.02 (L)
6 to 10 years	117	2.5*	±0.2	11,978	3.5*	±0.0	-1.11 (L)
11 to 14 years	55	2.5*	±0.3	6,277	3.5*	±0.0	-1.10 (L)
15 to 20 years	54	2.4*	±0.3	8,410	3.5*	±0.0	-1.25 (L)
More than 20 years	82	2.4*	±0.2	14,194	3.6*	±0.0	-1.36 (L)

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	396	2.5*	±0.1	53,532	3.6*	±0.0	-1.15 (L)
Term	31	2.3*	±0.3	4,441	3.7*	±0.0	-1.76 (L)
Temporary	15	2.3*	±0.4	1,601	3.7*	±0.0	-1.68 (L)
<b>Work Schedule</b>							
Seasonal	38	2.5*	±0.2	2,973	3.5*	±0.0	-1.31 (L)
Non-Seasonal	374	2.5*	±0.1	51,608	3.6*	±0.0	-1.16 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	24	2.5*	±0.2	1,929	3.5*	±0.0	-1.24 (L)
Permanent-Non-Seasonal	372	2.5*	±0.1	51,055	3.6*	±0.0	-1.15 (L)
Term	31	2.3*	±0.3	4,441	3.7*	±0.0	-1.76 (L)
Temporary-Seasonal	13	2.5*	±0.4	1,044	3.6*	±0.0	-1.46 (L)
Temporary-Non-Seasonal	NR	NR	NR	553	3.8	±0.1	NR
<b>Sex</b>							
Men	172	2.4*	±0.1	36,110	3.7*	±0.0	-1.41 (L)
Women	262	2.5*	±0.1	23,472	3.5*	±0.0	-1.02 (L)
<b>Gender Identity</b>							
Male	172	2.4*	±0.1	36,110	3.7*	±0.0	-1.41 (L)
Female	262	2.5*	±0.1	23,472	3.5*	±0.0	-1.02 (L)
Transgender	--	--	--	34	3.6	±0.3	NA
Do not identify as female, male, or transgender	8	3.2	±0.6	180	3.3	±0.1	-0.16
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	383	2.5*	±0.1	54,368	3.6*	±0.0	-1.22 (L)
Sexual Minority	37	2.5*	±0.3	2,454	3.5*	±0.0	-1.05 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	383	2.5*	±0.1	54,368	3.6*	±0.0	-1.22 (L)
Lesbian	NR	NR	NR	588	3.4	±0.1	NR
Gay	NR	NR	NR	725	3.6	±0.1	NR
Bisexual	20	2.4*	±0.4	831	3.5*	±0.1	-1.17 (L)
Other	11	2.7*	±0.7	310	3.4*	±0.1	-0.84 (L)
I prefer not to say	21	2.4*	±0.5	2,480	3.3*	±0.0	-1.01 (L)

<sup>a</sup> 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.

Table 4.138 presents the scale distribution of general intolerance for harassment for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.138 DOI – Sexual Assault Related Behaviors and General Intolerance for Harassment Scale Distribution*

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Intolerance for Harassment						
(1) Strongly Disagree	74	16.8%	±3.8	1,430	2.4%	±0.1
(2) Disagree	136	30.7%	±4.5	5,583	9.3%	±0.2
(3) Neither Agree nor Disagree	172	39.0%	±4.6	18,221	30.5%	±0.4
(4) Agree	42	9.5%	±3.1	24,856	41.6%	±0.4
(5) Strongly Agree	18	4.0%	±2.3	9,706	16.2%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

### 4.11.2 Sexual Assault Related Behaviors and Leadership Intolerance for Harassment

Table 4.139 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 of 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 DOI.

*Table 4.139 DOI – Sexual Assault Related Behaviors and Leadership Intolerance for Harassment by Selected Characteristics*

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	444	0.33*	±0.04	60,019	0.65*	±0.00	-0.75 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	0.35	±0.26	931	0.65	±0.03	-0.69 (M)
Wage Grade (WG) 5-8	30	0.22*	±0.12	4,165	0.59*	±0.01	-0.84 (L)
Wage Grade (WG) 9-16	17	0.27*	±0.19	1,832	0.56*	±0.02	-0.67 (M)
Other Wage Grade (WG)	NR	NR	NR	352	0.56	±0.04	NR
General Schedule (GS) 1-6	59	0.43*	±0.11	5,053	0.66*	±0.01	-0.53 (M)
General Schedule (GS) 7-10	125	0.33*	±0.07	12,534	0.61*	±0.01	-0.65 (M)
General Schedule (GS) 11-12	119	0.31*	±0.07	19,794	0.64*	±0.01	-0.79 (M)
General Schedule (GS) 13-15	67	0.35*	±0.11	13,082	0.72*	±0.01	-0.93 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	294	0.90	±0.03	NR
Other	NR	NR	NR	1,448	0.60	±0.02	NR
Years of Service at Bureau or Office							
Less than 1 year	15	0.41*	±0.24	4,986	0.70*	±0.01	-0.70 (M)
1 to 3 years	62	0.33*	±0.10	8,857	0.69*	±0.01	-0.88 (L)
4 to 5 years	51	0.49*	±0.10	4,940	0.62*	±0.01	-0.31 (S)
6 to 10 years	120	0.34*	±0.08	12,007	0.63*	±0.01	-0.67 (M)
11 to 14 years	55	0.25*	±0.09	6,271	0.64*	±0.01	-0.91 (L)
15 to 20 years	54	0.25*	±0.10	8,424	0.62*	±0.01	-0.87 (L)
More than 20 years	82	0.30*	±0.09	14,234	0.65*	±0.01	-0.84 (L)
Appointment Type							
Permanent	399	0.33*	±0.04	53,727	0.64*	±0.00	-0.73 (M)
Term	30	0.34*	±0.14	4,451	0.72*	±0.01	-0.96 (L)
Temporary	15	0.27*	±0.18	1,613	0.69*	±0.02	-1.02 (L)

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	38	0.26*	±0.12	2,996	0.63*	±0.02	-0.85 (L)
Non-Seasonal	376	0.33*	±0.04	51,802	0.64*	±0.00	-0.73 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	24	0.24*	±0.15	1,946	0.62*	±0.02	-0.88 (L)
Permanent-Non-Seasonal	374	0.34*	±0.04	51,243	0.64*	±0.00	-0.72 (M)
Term	30	0.34*	±0.14	4,451	0.72*	±0.01	-0.96 (L)
Temporary-Seasonal	13	0.31*	±0.20	1,051	0.65*	±0.03	-0.81 (L)
Temporary-Non-Seasonal	NR	NR	NR	558	0.77	±0.03	NR
<b>Sex</b>							
Men	174	0.33*	±0.06	36,243	0.68*	±0.00	-0.85 (L)
Women	262	0.33*	±0.05	23,562	0.59*	±0.01	-0.62 (M)
<b>Gender Identity</b>							
Male	174	0.33*	±0.06	36,243	0.68*	±0.00	-0.85 (L)
Female	262	0.33*	±0.05	23,562	0.59*	±0.01	-0.62 (M)
Transgender	--	--	--	34	0.57	±0.15	NA
Do not identify as female, male, or transgender	8	0.33	±0.30	179	0.55	±0.07	-0.47 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	384	0.33*	±0.04	54,586	0.65*	±0.00	-0.77 (M)
Sexual Minority	37	0.33*	±0.12	2,451	0.62*	±0.02	-0.69 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	384	0.33*	±0.04	54,586	0.65*	±0.00	-0.77 (M)
Lesbian	NR	NR	NR	589	0.59	±0.03	NR
Gay	NR	NR	NR	714	0.65	±0.03	NR
Bisexual	20	0.34*	±0.18	831	0.63*	±0.03	-0.68 (M)
Other	11	0.39	±0.23	316	0.62	±0.05	-0.55 (M)
I prefer not to say	21	0.25*	±0.15	2,504	0.51*	±0.02	-0.59 (M)

<sup>a</sup> 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 4.140 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 DOI.

*Table 4.140 DOI – Sexual Assault Related Behaviors and Organizational Politics by Selected Characteristics*

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	434	3.5*	±0.1	59,920	2.7*	±0.0	0.87 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	4.2*	±0.2	915	2.8*	±0.1	1.80 (L)
Wage Grade (WG) 5-8	30	3.9*	±0.3	4,151	2.8*	±0.0	1.26 (L)
Wage Grade (WG) 9-16	17	3.5*	±0.3	1,836	2.9*	±0.0	0.72 (M)
Other Wage Grade (WG)	NR	NR	NR	348	2.9	±0.1	NR
General Schedule (GS) 1-6	59	3.5*	±0.2	5,047	2.8*	±0.0	0.79 (M)
General Schedule (GS) 7-10	122	3.5*	±0.2	12,529	2.9*	±0.0	0.76 (M)
General Schedule (GS) 11-12	116	3.4*	±0.2	19,718	2.8*	±0.0	0.78 (M)
General Schedule (GS) 13-15	64	3.4*	±0.3	13,076	2.6*	±0.0	0.92 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	291	1.9	±0.1	NR
Other	11	3.9*	±0.4	1,441	2.9*	±0.0	1.21 (L)
Years of Service at Bureau or Office							
Less than 1 year	15	3.1*	±0.5	4,958	2.6*	±0.0	0.74 (M)
1 to 3 years	63	3.5*	±0.2	8,818	2.7*	±0.0	1.00 (L)
4 to 5 years	48	3.8*	±0.2	4,950	2.8*	±0.0	1.13 (L)
6 to 10 years	117	3.3*	±0.2	11,997	2.8*	±0.0	0.57 (M)
11 to 14 years	54	3.3*	±0.3	6,258	2.8*	±0.0	0.56 (M)
15 to 20 years	54	3.7*	±0.3	8,428	2.8*	±0.0	1.03 (L)
More than 20 years	78	3.6*	±0.2	14,193	2.7*	±0.0	1.05 (L)
Appointment Type							
Permanent	388	3.5*	±0.1	53,643	2.8*	±0.0	0.85 (L)
Term	31	3.5*	±0.3	4,456	2.7*	±0.0	1.06 (L)
Temporary	15	3.6*	±0.3	1,605	2.7*	±0.0	1.13 (L)
Work Schedule							
Seasonal	38	3.6*	±0.2	3,016	2.8*	±0.0	0.95 (L)
Non-Seasonal	366	3.5*	±0.1	51,681	2.8*	±0.0	0.85 (L)

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	24	3.6*	±0.2	1,958	2.9*	±0.0	0.85 (L)
Permanent-Non-Seasonal	364	3.5*	±0.1	51,140	2.8*	±0.0	0.85 (L)
Term	31	3.5*	±0.3	4,456	2.7*	±0.0	1.06 (L)
Temporary-Seasonal	13	3.7*	±0.3	1,059	2.8*	±0.1	1.12 (L)
Temporary-Non-Seasonal	NR	NR	NR	541	2.6	±0.1	NR
<b>Sex</b>							
Men	170	3.6*	±0.2	36,206	2.7*	±0.0	1.00 (L)
Women	257	3.4*	±0.1	23,502	2.8*	±0.0	0.79 (M)
<b>Gender Identity</b>							
Male	170	3.6*	±0.2	36,206	2.7*	±0.0	1.00 (L)
Female	257	3.4*	±0.1	23,502	2.8*	±0.0	0.79 (M)
Transgender	--	--	--	33	2.8	±0.3	NA
Do not identify as female, male, or transgender	8	3.3	±0.6	180	3.1	±0.1	0.26 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	375	3.5*	±0.1	54,415	2.7*	±0.0	0.86 (L)
Sexual Minority	37	3.6*	±0.3	2,461	2.8*	±0.0	0.90 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	375	3.5*	±0.1	54,415	2.7*	±0.0	0.86 (L)
Lesbian	NR	NR	NR	591	2.7	±0.1	NR
Gay	NR	NR	NR	718	2.8	±0.1	NR
Bisexual	20	3.4*	±0.4	836	2.8*	±0.1	0.66 (M)
Other	11	3.9*	±0.5	316	2.8*	±0.1	1.37 (L)
I prefer not to say	21	3.8*	±0.4	2,492	3.0*	±0.0	0.99 (L)

<sup>a</sup> 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.



Table 4.141 presents the scale distribution of organizational politics for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.141 DOI – Sexual Assault Related Behaviors and Organizational Politics Scale Distribution*

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Politics						
(1) Strongly Disagree	8	1.8%	±1.8	3,230	5.4%	±0.2
(2) Disagree	76	17.5%	±3.9	22,707	37.9%	±0.4
(3) Neither Agree nor Disagree	127	29.3%	±4.5	22,261	37.2%	±0.4
(4) Agree	145	33.4%	±4.6	9,549	15.9%	±0.3
(5) Strongly Agree	79	18.1%	±3.9	2,173	3.6%	±0.2

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

#### 4.11.4 Sexual Assault Related Behaviors and Organizational Trust

Table 4.142 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 DOI.

*Table 4.142 DOI – Sexual Assault Related Behaviors and Organizational Trust by Selected Characteristics*

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	445	2.5*	±0.1	60,192	3.4*	±0.0	-0.99 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	2.4*	±0.4	937	3.6*	±0.1	-1.26 (L)
Wage Grade (WG) 5-8	30	2.0*	±0.3	4,198	3.3*	±0.0	-1.47 (L)
Wage Grade (WG) 9-16	17	2.5*	±0.2	1,852	3.1*	±0.0	-0.63 (M)
Other Wage Grade (WG)	NR	NR	NR	352	3.2	±0.1	NR
General Schedule (GS) 1-6	59	2.7*	±0.3	5,082	3.4*	±0.0	-0.73 (M)
General Schedule (GS) 7-10	125	2.5*	±0.2	12,582	3.3*	±0.0	-0.81 (L)
General Schedule (GS) 11-12	120	2.7*	±0.2	19,775	3.5*	±0.0	-0.92 (L)
General Schedule (GS) 13-15	67	2.7*	±0.3	13,084	3.7*	±0.0	-1.20 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	292	4.2	±0.1	NR
Other	11	1.7*	±0.5	1,463	3.2*	±0.0	-1.73 (L)
Years of Service at Bureau or Office							
Less than 1 year	15	2.7*	±0.5	4,983	3.7*	±0.0	-1.25 (L)
1 to 3 years	63	2.7*	±0.3	8,888	3.6*	±0.0	-1.02 (L)
4 to 5 years	51	2.4*	±0.2	4,971	3.4*	±0.0	-1.04 (L)
6 to 10 years	120	2.7*	±0.2	12,033	3.3*	±0.0	-0.72 (M)
11 to 14 years	55	2.3*	±0.3	6,276	3.4*	±0.0	-1.11 (L)
15 to 20 years	54	2.5*	±0.3	8,441	3.4*	±0.0	-0.98 (L)
More than 20 years	82	2.5*	±0.2	14,274	3.5*	±0.0	-1.12 (L)
Appointment Type							
Permanent	399	2.6*	±0.1	53,861	3.4*	±0.0	-0.95 (L)
Term	31	2.5*	±0.3	4,481	3.6*	±0.0	-1.33 (L)
Temporary	15	2.3*	±0.4	1,625	3.6*	±0.0	-1.51 (L)
Work Schedule							
Seasonal	38	2.4*	±0.3	3,020	3.3*	±0.0	-1.08 (L)
Non-Seasonal	376	2.6*	±0.1	51,907	3.4*	±0.0	-0.96 (L)

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	24	2.4*	±0.3	1,960	3.3*	±0.0	-0.97 (L)
Permanent-Non-Seasonal	374	2.6*	±0.1	51,347	3.4*	±0.0	-0.95 (L)
Term	31	2.5*	±0.3	4,481	3.6*	±0.0	-1.33 (L)
Temporary-Seasonal	13	2.3*	±0.4	1,061	3.5*	±0.1	-1.29 (L)
Temporary-Non-Seasonal	NR	NR	NR	560	3.8	±0.1	NR
<b>Sex</b>							
Men	175	2.4*	±0.1	36,398	3.5*	±0.0	-1.15 (L)
Women	262	2.6*	±0.1	23,579	3.4*	±0.0	-0.88 (L)
<b>Gender Identity</b>							
Male	175	2.4*	±0.1	36,398	3.5*	±0.0	-1.15 (L)
Female	262	2.6*	±0.1	23,579	3.4*	±0.0	-0.88 (L)
Transgender	--	--	--	34	3.4	±0.4	NA
Do not identify as female, male, or transgender	8	2.5	±0.5	181	3.1	±0.1	-0.59 (M)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	385	2.6*	±0.1	54,672	3.5*	±0.0	-1.01 (L)
Sexual Minority	37	2.7*	±0.3	2,463	3.5*	±0.0	-0.79 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	385	2.6*	±0.1	54,672	3.5*	±0.0	-1.01 (L)
Lesbian	NR	NR	NR	592	3.5	±0.1	NR
Gay	NR	NR	NR	721	3.5	±0.1	NR
Bisexual	20	2.7*	±0.4	836	3.4*	±0.1	-0.74 (M)
Other	11	2.5*	±0.4	314	3.5*	±0.1	-1.07 (L)
I prefer not to say	21	2.2*	±0.4	2,505	3.2*	±0.0	-1.10 (L)

<sup>a</sup> 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.

Table 4.143 presents the scale distribution of organizational trust for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.143 DOI – Sexual Assault Related Behaviors and Organizational Trust Scale Distribution*

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Trust						
(1) Strongly Disagree	67	15.0%	±3.6	1,665	2.8%	±0.1
(2) Disagree	147	33.1%	±4.5	6,899	11.5%	±0.3
(3) Neither Agree nor Disagree	138	31.0%	±4.5	17,819	29.6%	±0.4
(4) Agree	78	17.6%	±3.8	26,182	43.5%	±0.4
(5) Strongly Agree	14	3.2%	±2.1	7,627	12.7%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

#### 4.11.5 Sexual Assault Related Behaviors and Supervisor Support

Table 4.144 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 DOI.

*Table 4.144 DOI – Sexual Assault Related Behaviors and Supervisor Support by Selected Characteristics*

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	433	2.8*	±0.1	58,935	3.8*	±0.0	-0.95 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	3.0*	±0.2	908	3.9*	±0.1	-0.81 (L)
Wage Grade (WG) 5-8	30	2.5*	±0.4	4,054	3.6*	±0.0	-1.07 (L)
Wage Grade (WG) 9-16	15	2.6*	±0.3	1,804	3.5*	±0.1	-0.80 (L)
Other Wage Grade (WG)	NR	NR	NR	342	3.3	±0.1	NR
General Schedule (GS) 1-6	59	3.2*	±0.3	4,950	3.8*	±0.0	-0.55 (M)
General Schedule (GS) 7-10	121	2.7*	±0.2	12,282	3.7*	±0.0	-0.93 (L)
General Schedule (GS) 11-12	118	2.8*	±0.2	19,425	3.8*	±0.0	-0.92 (L)
General Schedule (GS) 13-15	66	2.9*	±0.3	12,873	4.0*	±0.0	-1.12 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	289	4.4	±0.1	NR
Other	11	1.7*	±0.4	1,428	3.6*	±0.1	-1.79 (L)
Years of Service at Bureau or Office							
Less than 1 year	15	2.5*	±0.7	4,874	4.1*	±0.0	-1.73 (L)
1 to 3 years	63	2.9*	±0.3	8,730	4.0*	±0.0	-1.01 (L)
4 to 5 years	49	2.9*	±0.3	4,889	3.8*	±0.0	-0.80 (L)
6 to 10 years	117	2.8*	±0.2	11,789	3.7*	±0.0	-0.85 (L)
11 to 14 years	54	2.8*	±0.3	6,152	3.7*	±0.0	-0.80 (L)
15 to 20 years	53	2.8*	±0.4	8,273	3.7*	±0.0	-0.84 (L)
More than 20 years	78	2.6*	±0.3	13,901	3.7*	±0.0	-1.13 (L)
Appointment Type							
Permanent	388	2.8*	±0.1	52,731	3.8*	±0.0	-0.89 (L)
Term	31	2.5*	±0.4	4,396	4.0*	±0.0	-1.58 (L)
Temporary	15	2.4*	±0.5	1,600	4.0*	±0.0	-1.68 (L)
Work Schedule							
Seasonal	38	2.7*	±0.3	2,948	3.8*	±0.0	-1.10 (L)
Non-Seasonal	365	2.8*	±0.1	50,847	3.8*	±0.0	-0.90 (L)

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	24	2.7*	±0.5	1,901	3.8*	±0.0	-1.00 (L)
Permanent-Non-Seasonal	363	2.8*	±0.1	50,298	3.8*	±0.0	-0.89 (L)
Term	31	2.5*	±0.4	4,396	4.0*	±0.0	-1.58 (L)
Temporary-Seasonal	13	2.7*	±0.5	1,047	3.9*	±0.1	-1.33 (L)
Temporary-Non-Seasonal	NR	NR	NR	548	4.1	±0.1	NR
<b>Sex</b>							
Men	170	2.6*	±0.2	35,661	3.8*	±0.0	-1.10 (L)
Women	256	2.9*	±0.2	23,064	3.8*	±0.0	-0.83 (L)
<b>Gender Identity</b>							
Male	170	2.6*	±0.2	35,661	3.8*	±0.0	-1.10 (L)
Female	256	2.9*	±0.2	23,064	3.8*	±0.0	-0.83 (L)
Transgender	--	--	--	32	3.6	±0.4	NA
Do not identify as female, male, or transgender	8	2.4*	±0.4	178	3.5*	±0.2	-0.92 (L)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	374	2.8*	±0.1	53,537	3.8*	±0.0	-0.93 (L)
Sexual Minority	37	2.6*	±0.4	2,416	3.8*	±0.0	-1.11 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	374	2.8*	±0.1	53,537	3.8*	±0.0	-0.93 (L)
Lesbian	NR	NR	NR	581	3.9	±0.1	NR
Gay	NR	NR	NR	706	3.8	±0.1	NR
Bisexual	20	2.8*	±0.6	821	3.8*	±0.1	-0.86 (L)
Other	11	2.3*	±0.6	308	3.9*	±0.1	-1.43 (L)
I prefer not to say	21	2.3*	±0.5	2,441	3.5*	±0.0	-1.04 (L)

<sup>a</sup> 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.

Table 4.145 presents the scale distribution of supervisor support for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.145 DOI – Sexual Assault Related Behaviors and Supervisor Support Scale Distribution*

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Supervisor Support						
(1) Strongly Disagree	84	19.4%	±4.0	2,702	4.6%	±0.2
(2) Disagree	103	23.8%	±4.3	4,389	7.4%	±0.2
(3) Neither Agree nor Disagree	89	20.5%	±4.1	9,823	16.7%	±0.3
(4) Agree	108	24.9%	±4.3	22,824	38.7%	±0.4
(5) Strongly Agree	50	11.5%	±3.4	19,197	32.6%	±0.4

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

#### 4.11.6 Sexual Assault Related Behaviors and Organizational Inclusion

Table 4.146 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 DOI.

*Table 4.146 DOI – Sexual Assault Related Behaviors and Organizational Inclusion by Selected Characteristics*

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	451	2.8*	±0.1	60,472	3.7*	±0.0	-0.92 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	3.3	±0.1	943	3.7	±0.1	-0.44 (S)
Wage Grade (WG) 5-8	30	2.5*	±0.4	4,229	3.6*	±0.0	-1.12 (L)
Wage Grade (WG) 9-16	24	3.5	±0.4	1,848	3.5	±0.0	0.03
Other Wage Grade (WG)	NR	NR	NR	354	3.5	±0.1	NR
General Schedule (GS) 1-6	59	3.2*	±0.3	5,124	3.7*	±0.0	-0.52 (M)
General Schedule (GS) 7-10	125	2.8*	±0.2	12,616	3.6*	±0.0	-0.86 (L)
General Schedule (GS) 11-12	120	2.6*	±0.2	19,866	3.7*	±0.0	-1.20 (L)
General Schedule (GS) 13-15	67	3.1*	±0.3	13,141	3.9*	±0.0	-0.85 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	296	4.3	±0.1	NR
Other	11	1.9*	±0.4	1,473	3.5*	±0.0	-1.64 (L)
Years of Service at Bureau or Office							
Less than 1 year	15	3.1*	±0.5	5,011	3.9*	±0.0	-0.89 (L)
1 to 3 years	70	3.3*	±0.3	8,939	3.8*	±0.0	-0.54 (M)
4 to 5 years	51	2.8*	±0.3	4,986	3.7*	±0.0	-0.90 (L)
6 to 10 years	120	3.0*	±0.2	12,082	3.6*	±0.0	-0.71 (M)
11 to 14 years	55	2.5*	±0.3	6,311	3.6*	±0.0	-1.18 (L)
15 to 20 years	54	2.7*	±0.3	8,476	3.6*	±0.0	-1.03 (L)
More than 20 years	82	2.6*	±0.3	14,340	3.7*	±0.0	-1.23 (L)
Appointment Type							
Permanent	406	2.8*	±0.1	54,117	3.7*	±0.0	-0.90 (L)
Term	31	3.1*	±0.4	4,494	3.9*	±0.0	-0.86 (L)
Temporary	15	2.4*	±0.6	1,629	3.9*	±0.0	-1.67 (L)
Work Schedule							
Seasonal	44	3.2*	±0.3	3,033	3.7*	±0.0	-0.60 (M)
Non-Seasonal	376	2.8*	±0.1	52,155	3.7*	±0.0	-0.97 (L)



	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	31	3.4	±0.4	1,969	3.6	±0.0	-0.28 (S)
Permanent-Non-Seasonal	374	2.8*	±0.1	51,595	3.7*	±0.0	-0.95 (L)
Term	31	3.1*	±0.4	4,494	3.9*	±0.0	-0.86 (L)
Temporary-Seasonal	13	2.7*	±0.6	1,065	3.8*	±0.1	-1.33 (L)
Temporary-Non-Seasonal	NR	NR	NR	560	4.0	±0.1	NR
<b>Sex</b>							
Men	182	2.8*	±0.2	36,523	3.7*	±0.0	-1.00 (L)
Women	262	2.8*	±0.1	23,734	3.6*	±0.0	-0.81 (L)
<b>Gender Identity</b>							
Male	182	2.8*	±0.2	36,523	3.7*	±0.0	-1.00 (L)
Female	262	2.8*	±0.1	23,734	3.6*	±0.0	-0.81 (L)
Transgender	--	--	--	34	3.7	±0.3	NA
Do not identify as female, male, or transgender	8	2.9	±0.4	181	3.5	±0.1	-0.66 (M)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	385	2.8*	±0.1	54,915	3.7*	±0.0	-0.98 (L)
Sexual Minority	44	3.2*	±0.4	2,469	3.7*	±0.0	-0.52 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	385	2.8*	±0.1	54,915	3.7*	±0.0	-0.98 (L)
Lesbian	9	4.6*	±0.5	591	3.7*	±0.1	0.90 (L)
Gay	NR	NR	NR	726	3.8	±0.1	NR
Bisexual	20	2.8*	±0.5	836	3.6*	±0.1	-0.86 (L)
Other	11	2.7*	±0.7	316	3.6*	±0.1	-0.92 (L)
I prefer not to say	21	2.9*	±0.5	2,524	3.5*	±0.0	-0.57 (M)

<sup>a</sup> 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.

Table 4.147 presents the scale distribution of organizational inclusion for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 4.147 DOI – Sexual Assault Related Behaviors and Organizational Inclusion Scale Distribution*

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Inclusion						
(1) Strongly Disagree	88	19.6%	±3.9	1,965	3.2%	±0.1
(2) Disagree	93	20.7%	±4.0	5,426	9.0%	±0.2
(3) Neither Agree nor Disagree	126	28.0%	±4.3	12,305	20.3%	±0.3
(4) Agree	103	22.9%	±4.1	29,650	49.0%	±0.4
(5) Strongly Agree	40	8.9%	±3.0	11,126	18.4%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

#### 4.11.7 Sexual Assault Related Behaviors and Gender Context

Table 4.148 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 DOI.

*Table 4.148 DOI – Sexual Assault Related Behaviors and Gender Context by Selected Characteristics*

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	446	2.3	±0.1	60,101	2.3	±0.0	0.05
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	2.3	±0.5	913	2.3	±0.0	-0.02
Wage Grade (WG) 5-8	30	2.2*	±0.2	4,197	2.5*	±0.0	-0.44 (S)
Wage Grade (WG) 9-16	24	2.8	±0.1	1,848	2.6	±0.0	0.40 (S)
Other Wage Grade (WG)	NR	NR	NR	354	2.8	±0.0	NR
General Schedule (GS) 1-6	59	2.1	±0.1	5,084	2.1	±0.0	-0.05
General Schedule (GS) 7-10	124	2.3*	±0.1	12,589	2.2*	±0.0	0.20 (S)
General Schedule (GS) 11-12	118	2.1	±0.1	19,807	2.2	±0.0	-0.16
General Schedule (GS) 13-15	67	2.3	±0.1	13,108	2.2	±0.0	0.24 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	294	2.2	±0.0	NR
Other	10	2.9	±0.1	1,446	2.7	±0.0	0.48 (S)
Years of Service at Bureau or Office							
Less than 1 year	15	2.6*	±0.2	4,971	2.2*	±0.0	0.62 (M)
1 to 3 years	69	2.3	±0.2	8,864	2.2	±0.0	0.11
4 to 5 years	51	2.3	±0.2	4,968	2.3	±0.0	0.08
6 to 10 years	120	2.2	±0.1	12,035	2.2	±0.0	-0.06
11 to 14 years	55	2.2	±0.2	6,270	2.3	±0.0	-0.11
15 to 20 years	52	2.2	±0.2	8,455	2.3	±0.0	-0.21 (S)
More than 20 years	82	2.4*	±0.1	14,292	2.3*	±0.0	0.32 (S)
Appointment Type							
Permanent	401	2.3	±0.1	53,810	2.2	±0.0	0.04
Term	30	2.5	±0.2	4,436	2.3	±0.0	0.36 (S)
Temporary	15	2.1	±0.2	1,623	2.2	±0.0	-0.22 (S)
Work Schedule							
Seasonal	44	2.4	±0.2	3,014	2.3	±0.0	0.13
Non-Seasonal	372	2.3	±0.1	51,880	2.2	±0.0	0.01

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	31	2.5	±0.2	1,952	2.3	±0.0	0.34 (S)
Permanent-Non-Seasonal	370	2.2	±0.1	51,323	2.2	±0.0	0.01
Term	30	2.5	±0.2	4,436	2.3	±0.0	0.36 (S)
Temporary-Seasonal	13	2.0	±0.2	1,062	2.2	±0.0	-0.39 (S)
Temporary-Non-Seasonal	NR	NR	NR	557	2.2	±0.0	NR
<b>Sex</b>							
Men	181	2.4*	±0.1	36,358	2.4*	±0.0	0.16
Women	258	2.2*	±0.1	23,548	2.1*	±0.0	0.14
<b>Gender Identity</b>							
Male	181	2.4*	±0.1	36,358	2.4*	±0.0	0.16
Female	258	2.2*	±0.1	23,548	2.1*	±0.0	0.14
Transgender	--	--	--	32	2.2	±0.2	NA
Do not identify as female, male, or transgender	7	2.3	±0.5	163	2.1	±0.1	0.26 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	381	2.3	±0.1	54,712	2.3	±0.0	0.08
Sexual Minority	43	2.1	±0.2	2,464	2.2	±0.0	-0.08
<b>Sexual Orientation</b>							
Heterosexual or straight	381	2.3	±0.1	54,712	2.3	±0.0	0.08
Lesbian	9	2.5	±0.6	591	2.2	±0.0	0.45 (S)
Gay	NR	NR	NR	726	2.1	±0.0	NR
Bisexual	20	2.0	±0.3	835	2.2	±0.0	-0.21 (S)
Other	10	2.0	±0.2	311	2.2	±0.1	-0.36 (S)
I prefer not to say	21	2.3	±0.3	2,426	2.2	±0.0	0.14

<sup>a</sup> 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 4.149 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 DOI.

*Table 4.149 DOI – Sexual Assault Related Behaviors and Bystander Harassment*

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors			Effect size Cohen's <i>h</i>
	<i>N</i>	Percent <sup>a</sup>	MoE	<i>N</i>	Percent <sup>a</sup>	MoE	
Overall	279	64.8%*	±4.6	7,661	12.8%*	±0.3	1.14 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	90	9.6%	±2.1	NR
Wage Grade (WG) 5-8	NR	NR	NR	481	11.7%	±1.0	NR
Wage Grade (WG) 9-16	NR	NR	NR	194	10.8%	±1.5	NR
Other Wage Grade (WG)	NR	NR	NR	20	5.7%	±3.0	NR
General Schedule (GS) 1-6	37	62.4%*	±13.3	770	15.2%*	±1.0	1.02 (L)
General Schedule (GS) 7-10	70	60.2%*	±9.3	1,970	15.8%*	±0.7	0.96 (L)
General Schedule (GS) 11-12	84	71.3%*	±8.9	2,551	13.0%*	±0.5	1.27 (L)
General Schedule (GS) 13-15	40	58.8%*	±12.4	1,328	10.2%*	±0.5	1.10 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	20	7.0%	±3.6	NR
Other	NR	NR	NR	150	10.4%	±1.7	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	379	7.7%	±0.8	NR
1 to 3 years	49	77.6%*	±12.2	1,225	13.9%*	±0.7	1.39 (L)
4 to 5 years	29	59.0%*	±14.7	825	16.8%*	±1.1	0.91 (L)
6 to 10 years	77	68.7%*	±9.3	1,875	15.7%*	±0.7	1.14 (L)
11 to 14 years	26	49.6%*	±13.8	819	13.1%*	±0.9	0.82 (L)
15 to 20 years	44	80.5%*	±13.1	1,098	13.1%*	±0.7	1.49 (L)
More than 20 years	49	59.5%*	±11.1	1,395	9.9%*	±0.5	1.12 (L)
Appointment Type							
Permanent	244	63.2%*	±5.0	6,684	12.5%*	±0.3	1.12 (L)
Term	NR	NR	NR	647	14.5%	±1.1	NR
Temporary	NR	NR	NR	305	19.2%	±2.0	NR

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
<b>Work Schedule</b>							
Seasonal	31	81.6%*	±16.5	624	21.0%*	±1.5	1.30 (L)
Non-Seasonal	223	61.6%*	±5.1	6,334	12.3%*	±0.3	1.09 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	386	19.8%	±1.8	NR
Permanent-Non-Seasonal	221	61.4%*	±5.2	6,267	12.3%*	±0.3	1.08 (L)
Term	NR	NR	NR	647	14.5%	±1.1	NR
Temporary-Seasonal	NR	NR	NR	238	23.1%	±2.7	NR
Temporary-Non-Seasonal	NR	NR	NR	67	12.0%	±3.0	NR
<b>Sex</b>							
Men	118	71.3%*	±7.4	3,403	9.4%*	±0.3	1.39 (L)
Women	158	61.1%*	±6.1	4,225	18.1%*	±0.5	0.92 (L)
<b>Gender Identity</b>							
Male	118	71.3%*	±7.4	3,403	9.4%*	±0.3	1.39 (L)
Female	158	61.1%*	±6.1	4,225	18.1%*	±0.5	0.92 (L)
Transgender	--	--	--	6	17.6%	±17.5	NA
Do not identify as female, male, or transgender	NR	NR	NR	27	15.2%	±6.1	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	234	63.0%*	±5.1	6,625	12.2%*	±0.3	1.12 (L)
Sexual Minority	25	67.8%*	±17.3	619	25.3%*	±1.8	0.88 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	234	63.0%*	±5.1	6,625	12.2%*	±0.3	1.12 (L)
Lesbian	NR	NR	NR	171	29.1%	±3.8	NR
Gay	NR	NR	NR	124	17.3%	±3.0	NR
Bisexual	NR	NR	NR	267	32.3%	±3.3	NR
Other	NR	NR	NR	57	18.2%	±4.7	NR
I prefer not to say	NR	NR	NR	365	14.8%	±1.5	NR

<sup>a</sup> 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 sex/gender. \* 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., climate 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 4.150 presents the results of the regression analyses. Each predictor variable is shown in the first column.

*Table 4.150 DOI – 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	0.385	0.228	2.864	--	1.470	--	--	--	--
Sex	-0.378	0.111	11.586	0.001	0.685	0.551	0.852	-1808.645	11.817
Age	-0.238	0.114	4.333	0.037	0.788	0.630	0.986	-1804.884	4.295
Race/Ethnicity	-0.446	0.112	15.928	0.000	0.640	0.515	0.797	-1810.379	15.284
Relationship Status	-0.887	0.110	64.807	0.000	0.412	0.332	0.511	-1836.081	66.688
Pay Grade	--	--	8.493	--	--	--	--	--	--
Middle Grade vs. Junior Grade	-0.388	0.156	6.143	0.013	0.679	0.500	0.922	-1807.590	9.705
Senior Grade vs. Junior Grade	-0.450	0.159	8.053	0.005	0.637	0.467	0.870	-1807.590	9.705
Executive Grade vs. Junior Grade	-15.615	2110.154	0.000	0.994	0.000	0.000	0.000	-1807.590	9.705
Organizational Trust	-0.282	0.071	15.929	0.000	0.754	0.656	0.866	-1810.805	16.136
Bystander Harassment Based on Sex/Gender	-1.569	0.122	165.070	0.000	0.208	0.164	0.265	-1889.718	173.962
General Intolerance	-0.637	0.076	70.228	0.000	0.529	0.456	0.614	-1838.145	70.817

Note. N = 52,954, Nagelkerke R Square = 0.201

## 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 DOI.

*Table 5.1 DOI – Age Harassment and Job Satisfaction by Selected Characteristics*

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	12,535	3.4*	±0.0	48,558	3.9*	±0.0	-0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	264	3.3*	±0.1	684	3.8*	±0.1	-0.70 (M)
Wage Grade (WG) 5-8	1,066	3.3*	±0.0	3,205	3.7*	±0.0	-0.65 (M)
Wage Grade (WG) 9-16	456	3.3*	±0.1	1,431	3.7*	±0.0	-0.64 (M)
Other Wage Grade (WG)	106	3.6*	±0.1	249	3.8*	±0.1	-0.38 (S)
General Schedule (GS) 1-6	1,285	3.3*	±0.0	3,901	3.7*	±0.0	-0.59 (M)
General Schedule (GS) 7-10	2,798	3.3*	±0.0	9,994	3.8*	±0.0	-0.69 (M)
General Schedule (GS) 11-12	3,868	3.4*	±0.0	16,169	3.9*	±0.0	-0.72 (M)
General Schedule (GS) 13-15	2,181	3.6*	±0.0	11,065	4.1*	±0.0	-0.75 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	38	4.2*	±0.3	259	4.5*	±0.1	-0.46 (S)
Other	328	3.4*	±0.1	1,163	3.9*	±0.0	-0.70 (M)
Years of Service at Bureau or Office							
Less than 1 year	839	3.4*	±0.0	4,190	4.0*	±0.0	-0.82 (L)
1 to 3 years	1,916	3.4*	±0.0	7,103	3.9*	±0.0	-0.74 (M)
4 to 5 years	1,161	3.4*	±0.0	3,884	3.8*	±0.0	-0.57 (M)
6 to 10 years	2,463	3.4*	±0.0	9,800	3.8*	±0.0	-0.58 (M)
11 to 14 years	1,226	3.4*	±0.0	5,164	3.8*	±0.0	-0.70 (M)
15 to 20 years	1,684	3.4*	±0.0	6,868	3.9*	±0.0	-0.79 (M)
More than 20 years	3,155	3.4*	±0.0	11,314	4.0*	±0.0	-0.82 (L)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	10,988	3.4*	±0.0	43,690	3.9*	±0.0	-0.72 (M)
Term	1,031	3.3*	±0.0	3,509	3.7*	±0.0	-0.67 (M)
Temporary	457	3.4*	±0.1	1,181	3.7*	±0.0	-0.54 (M)
<b>Work Schedule</b>							
Seasonal	829	3.4*	±0.0	2,251	3.7*	±0.0	-0.42 (S)
Non-Seasonal	10,482	3.4*	±0.0	42,194	3.9*	±0.0	-0.73 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	499	3.5*	±0.1	1,510	3.7*	±0.0	-0.40 (S)
Permanent-Non-Seasonal	10,355	3.4*	±0.0	41,759	3.9*	±0.0	-0.73 (M)
Term	1,031	3.3*	±0.0	3,509	3.7*	±0.0	-0.67 (M)
Temporary-Seasonal	330	3.4*	±0.1	741	3.6*	±0.0	-0.43 (S)
Temporary-Non-Seasonal	127	3.4*	±0.1	435	3.8*	±0.1	-0.70 (M)
<b>Age - Collapsed</b>							
39 or under	4,677	3.5*	±0.0	14,554	3.8*	±0.0	-0.52 (M)
40 or older	7,805	3.4*	±0.0	33,915	3.9*	±0.0	-0.81 (L)
<b>Age</b>							
25 or under	927	3.5*	±0.0	1,223	3.9*	±0.0	-0.62 (M)
26-29	1,057	3.5*	±0.0	2,360	3.8*	±0.0	-0.48 (S)
30-39	2,693	3.5*	±0.0	10,970	3.8*	±0.0	-0.54 (M)
40-49	1,917	3.3*	±0.0	13,354	3.9*	±0.0	-0.82 (L)
50-59	3,440	3.3*	±0.0	14,149	3.9*	±0.0	-0.85 (L)
60 or older	2,449	3.4*	±0.0	6,411	4.0*	±0.0	-0.86 (L)

<sup>a</sup> 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.

Table 5.2 presents the scale distribution of job satisfaction for those who indicated they had or had not experienced age harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.2 DOI – Age Harassment and Job Satisfaction Scale Distribution*

	Experienced age harassment			Did not experience age harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Satisfaction						
(1) Very Dissatisfied	106	0.8%	±0.2	177	0.4%	±0.1
(2) Dissatisfied	1,479	11.8%	±0.6	1,410	2.9%	±0.2
(3) Neither Dissatisfied nor Satisfied	4,882	38.9%	±0.9	10,229	21.1%	±0.4
(4) Satisfied	5,427	43.3%	±0.9	27,640	56.9%	±0.4
(5) Very Satisfied	642	5.1%	±0.4	9,103	18.7%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Very Dissatisfied = 1 - <1.5, Dissatisfied = 1.5 - <2.5, Neither Dissatisfied nor Satisfied = 2.5 - <3.5, Satisfied = 3.5 - <4.5, Very Satisfied = 4.5 - 5.

### 5.1.2 Age Harassment and Job Engagement

Table 5.3 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 DOI.

*Table 5.3 DOI – Age Harassment and Job Engagement by Selected Characteristics*

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	12,527	5.2*	±0.0	48,555	5.6*	±0.0	-0.37 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	264	4.8*	±0.2	684	5.7*	±0.1	-0.64 (M)
Wage Grade (WG) 5-8	1,066	5.2*	±0.1	3,205	5.6*	±0.0	-0.33 (S)
Wage Grade (WG) 9-16	456	5.3*	±0.1	1,431	5.6*	±0.1	-0.31 (S)
Other Wage Grade (WG)	106	5.3*	±0.2	249	5.7*	±0.1	-0.35 (S)
General Schedule (GS) 1-6	1,280	5.2*	±0.1	3,909	5.6*	±0.0	-0.28 (S)
General Schedule (GS) 7-10	2,798	5.1*	±0.0	9,994	5.5*	±0.0	-0.35 (S)
General Schedule (GS) 11-12	3,864	5.1*	±0.0	16,157	5.5*	±0.0	-0.35 (S)
General Schedule (GS) 13-15	2,181	5.3*	±0.1	11,065	5.8*	±0.0	-0.44 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	38	6.0*	±0.4	259	6.5*	±0.1	-0.80 (L)
Other	328	5.1*	±0.1	1,163	5.6*	±0.1	-0.43 (S)
Years of Service at Bureau or Office							
Less than 1 year	839	5.0*	±0.1	4,188	5.7*	±0.0	-0.65 (M)
1 to 3 years	1,911	5.2*	±0.1	7,101	5.6*	±0.0	-0.43 (S)
4 to 5 years	1,158	5.3*	±0.1	3,892	5.5*	±0.0	-0.23 (S)
6 to 10 years	2,463	5.2*	±0.0	9,797	5.5*	±0.0	-0.26 (S)
11 to 14 years	1,226	5.1*	±0.1	5,160	5.5*	±0.0	-0.37 (S)
15 to 20 years	1,684	5.1*	±0.1	6,868	5.5*	±0.0	-0.41 (S)
More than 20 years	3,155	5.3*	±0.0	11,312	5.7*	±0.0	-0.40 (S)
Appointment Type							
Permanent	10,980	5.2*	±0.0	43,677	5.6*	±0.0	-0.37 (S)
Term	1,031	5.2*	±0.1	3,509	5.7*	±0.0	-0.47 (S)
Temporary	457	5.4*	±0.1	1,190	5.8*	±0.1	-0.34 (S)
Work Schedule							
Seasonal	829	5.5*	±0.1	2,260	5.7*	±0.0	-0.19
Non-Seasonal	10,474	5.1*	±0.0	42,180	5.6*	±0.0	-0.38 (S)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	499	5.4*	±0.1	1,510	5.5*	±0.1	-0.12
Permanent-Non-Seasonal	10,347	5.1*	±0.0	41,745	5.6*	±0.0	-0.38 (S)
Term	1,031	5.2*	±0.1	3,509	5.7*	±0.0	-0.47 (S)
Temporary-Seasonal	330	5.6*	±0.1	750	6.0*	±0.1	-0.38 (S)
Temporary-Non-Seasonal	127	5.1*	±0.3	435	5.6*	±0.1	-0.38 (S)
<b>Age - Collapsed</b>							
39 or under	4,671	5.1*	±0.0	14,555	5.5*	±0.0	-0.28 (S)
40 or older	7,803	5.2*	±0.0	33,910	5.7*	±0.0	-0.40 (S)
<b>Age</b>							
25 or under	927	5.1*	±0.1	1,232	5.5*	±0.1	-0.39 (S)
26-29	1,054	5.1*	±0.1	2,360	5.4*	±0.0	-0.30 (S)
30-39	2,690	5.2*	±0.0	10,963	5.5*	±0.0	-0.24 (S)
40-49	1,917	5.1*	±0.1	13,350	5.5*	±0.0	-0.41 (S)
50-59	3,438	5.1*	±0.0	14,151	5.7*	±0.0	-0.46 (S)
60 or older	2,449	5.4*	±0.0	6,409	5.9*	±0.0	-0.49 (S)

<sup>a</sup> 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.

Table 5.4 presents the scale distribution of job engagement for those who indicated they had or had not experienced age harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.4 DOI – Age Harassment and Job Engagement Scale Distribution*

	Experienced age harassment			Did not experience age harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Engagement						
(1) Never	76	0.6%	±0.2	124	0.3%	±0.0
(2) Almost Never or a Few Times a Year or Less	323	2.6%	±0.3	512	1.1%	±0.1
(3) Rarely or Once a Month or Less	886	7.1%	±0.5	1,831	3.8%	±0.2
(4) Sometimes or a Few Times a Month	2,176	17.4%	±0.7	5,673	11.7%	±0.3
(5) Often or Once a Week	3,259	26.0%	±0.8	11,031	22.7%	±0.4
(6) Very Often or a Few Times a Week	4,043	32.3%	±0.8	17,898	36.9%	±0.4
(7) Always or Every Day	1,765	14.1%	±0.6	11,487	23.7%	±0.4

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Never = 1 - <1.5, Almost Never or a Few Times a Year or Less = 1.5 - <2.5, Rarely or Once a Month or Less = 2.5 - <3.5, Sometimes or a Few Times a Month = 3.5 - <4.5, Often or Once a Week = 4.5 - <5.5, Very Often or a Few Times a Week = 5.5 - <6.5, Always or Every Day = 6.5 - 7.

### 5.1.3 Age Harassment and Organizational Commitment

Table 5.5 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 DOI.

*Table 5.5 DOI – Age Harassment and Organizational Commitment by Selected Characteristics*

	Experienced age harassment			Did not experience age harassment			Effect size Hedges' g
	N	Mean <sup>a</sup>	MoE	N	Mean <sup>a</sup>	MoE	
Overall	12,530	3.1*	±0.0	48,545	3.6*	±0.0	-0.56 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	264	3.0*	±0.1	678	3.6*	±0.1	-0.59 (M)
Wage Grade (WG) 5-8	1,066	3.0*	±0.1	3,205	3.6*	±0.0	-0.59 (M)
Wage Grade (WG) 9-16	456	3.1*	±0.1	1,431	3.6*	±0.0	-0.50 (M)
Other Wage Grade (WG)	106	3.3*	±0.2	249	3.7*	±0.1	-0.38 (S)
General Schedule (GS) 1-6	1,281	3.2*	±0.1	3,911	3.6*	±0.0	-0.44 (S)
General Schedule (GS) 7-10	2,798	3.0*	±0.0	9,992	3.5*	±0.0	-0.52 (M)
General Schedule (GS) 11-12	3,868	3.0*	±0.0	16,163	3.6*	±0.0	-0.60 (M)
General Schedule (GS) 13-15	2,180	3.2*	±0.0	11,054	3.8*	±0.0	-0.60 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	38	4.0*	±0.4	259	4.4*	±0.1	-0.51 (M)
Other	328	3.2*	±0.1	1,163	3.6*	±0.1	-0.42 (S)
Years of Service at Bureau or Office							
Less than 1 year	839	3.0*	±0.1	4,188	3.6*	±0.0	-0.65 (M)
1 to 3 years	1,914	3.1*	±0.0	7,103	3.6*	±0.0	-0.59 (M)
4 to 5 years	1,161	3.1*	±0.1	3,892	3.5*	±0.0	-0.40 (S)
6 to 10 years	2,463	3.1*	±0.0	9,800	3.5*	±0.0	-0.44 (S)
11 to 14 years	1,225	3.0*	±0.1	5,156	3.6*	±0.0	-0.60 (M)
15 to 20 years	1,684	3.0*	±0.1	6,864	3.6*	±0.0	-0.66 (M)
More than 20 years	3,154	3.2*	±0.0	11,305	3.8*	±0.0	-0.65 (M)
Appointment Type							
Permanent	10,985	3.1*	±0.0	43,666	3.6*	±0.0	-0.57 (M)
Term	1,031	3.2*	±0.1	3,509	3.7*	±0.0	-0.52 (M)
Temporary	456	3.4*	±0.1	1,190	3.7*	±0.1	-0.39 (S)
Work Schedule							
Seasonal	828	3.3*	±0.1	2,260	3.6*	±0.0	-0.39 (S)
Non-Seasonal	10,478	3.1*	±0.0	42,170	3.6*	±0.0	-0.58 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	499	3.2*	±0.1	1,510	3.6*	±0.0	-0.36 (S)
Permanent-Non-Seasonal	10,351	3.1*	±0.0	41,734	3.6*	±0.0	-0.58 (M)
Term	1,031	3.2*	±0.1	3,509	3.7*	±0.0	-0.52 (M)
Temporary-Seasonal	329	3.4*	±0.1	750	3.8*	±0.1	-0.46 (S)
Temporary-Non-Seasonal	127	3.3*	±0.2	435	3.6*	±0.1	-0.27 (S)
<b>Age - Collapsed</b>							
39 or under	4,677	3.2*	±0.0	14,558	3.6*	±0.0	-0.41 (S)
40 or older	7,800	3.0*	±0.0	33,896	3.7*	±0.0	-0.65 (M)
<b>Age</b>							
25 or under	927	3.2*	±0.1	1,232	3.6*	±0.1	-0.43 (S)
26-29	1,057	3.2*	±0.1	2,360	3.6*	±0.0	-0.37 (S)
30-39	2,693	3.2*	±0.0	10,966	3.6*	±0.0	-0.43 (S)
40-49	1,917	3.0*	±0.0	13,350	3.6*	±0.0	-0.64 (M)
50-59	3,438	3.0*	±0.0	14,138	3.6*	±0.0	-0.70 (M)
60 or older	2,445	3.2*	±0.0	6,408	3.8*	±0.0	-0.68 (M)

<sup>a</sup> 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.

Table 5.6 presents the scale distribution of organizational commitment for those who indicated they had or had not experienced age harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.6 DOI – Age Harassment and Organizational Commitment Scale Distribution*

	Experienced age harassment			Did not experience age harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<b>Organizational Commitment</b>						
(1) Strongly Disagree	1,045	8.3%	±0.5	1,197	2.5%	±0.1
(2) Disagree	2,361	18.8%	±0.7	4,197	8.6%	±0.3
(3) Neither Agree nor Disagree	3,738	29.8%	±0.8	12,057	24.8%	±0.4
(4) Agree	4,130	33.0%	±0.8	21,039	43.3%	±0.4
(5) Strongly Agree	1,257	10.0%	±0.5	10,056	20.7%	±0.4

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.



## 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 5.7 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 DOI.

Table 5.7 DOI – 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</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	5,695	3.3*	±0.0	55,313	3.8*	±0.0	-0.81 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	94	3.2*	±0.2	845	3.7*	±0.0	-0.73 (M)
Wage Grade (WG) 5-8	475	3.1*	±0.1	3,780	3.7*	±0.0	-0.79 (M)
Wage Grade (WG) 9-16	170	3.2*	±0.1	1,719	3.7*	±0.0	-0.66 (M)
Other Wage Grade (WG)	58	3.2*	±0.2	299	3.8*	±0.1	-1.00 (L)
General Schedule (GS) 1-6	467	3.1*	±0.1	4,707	3.7*	±0.0	-0.70 (M)
General Schedule (GS) 7-10	1,294	3.2*	±0.0	11,479	3.7*	±0.0	-0.78 (M)
General Schedule (GS) 11-12	1,680	3.3*	±0.0	18,336	3.9*	±0.0	-0.87 (L)
General Schedule (GS) 13-15	1,148	3.5*	±0.0	12,092	4.1*	±0.0	-0.88 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	27	4.0*	±0.4	270	4.5*	±0.1	-1.08 (L)
Other	196	3.2*	±0.1	1,288	3.8*	±0.0	-0.91 (L)
Years of Service at Bureau or Office							
Less than 1 year	304	3.3*	±0.1	4,721	3.9*	±0.0	-0.86 (L)
1 to 3 years	833	3.3*	±0.1	8,160	3.8*	±0.0	-0.71 (M)
4 to 5 years	524	3.2*	±0.1	4,519	3.8*	±0.0	-0.79 (M)
6 to 10 years	1,185	3.3*	±0.0	11,062	3.8*	±0.0	-0.72 (M)
11 to 14 years	646	3.2*	±0.1	5,733	3.8*	±0.0	-0.82 (L)
15 to 20 years	819	3.2*	±0.1	7,712	3.8*	±0.0	-0.89 (L)
More than 20 years	1,332	3.3*	±0.0	13,128	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> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	5,179	3.3*	±0.0	49,428	3.9*	±0.0	-0.84 (L)
Term	374	3.3*	±0.1	4,159	3.7*	±0.0	-0.60 (M)
Temporary	119	3.2*	±0.1	1,519	3.6*	±0.0	-0.71 (M)
<b>Work Schedule</b>							
Seasonal	266	3.3*	±0.1	2,817	3.6*	±0.0	-0.56 (M)
Non-Seasonal	4,979	3.3*	±0.0	47,627	3.9*	±0.0	-0.84 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	190	3.3*	±0.1	1,822	3.7*	±0.0	-0.56 (M)
Permanent-Non-Seasonal	4,936	3.3*	±0.0	47,108	3.9*	±0.0	-0.84 (L)
Term	374	3.3*	±0.1	4,159	3.7*	±0.0	-0.60 (M)
Temporary-Seasonal	76	3.2*	±0.1	996	3.6*	±0.0	-0.59 (M)
Temporary-Non-Seasonal	43	3.2*	±0.3	519	3.8*	±0.1	-0.94 (L)
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	2,611	3.3*	±0.0	42,730	3.8*	±0.0	-0.80 (L)
Minority	2,945	3.3*	±0.0	11,841	3.9*	±0.0	-0.81 (L)
<b>Race/Ethnicity</b>							
Hispanic	861	3.3*	±0.1	3,328	3.9*	±0.0	-0.85 (L)
American Indian or Alaskan Native	785	3.2*	±0.1	3,529	3.8*	±0.0	-0.82 (L)
Asian	181	3.5*	±0.1	745	4.0*	±0.0	-0.70 (M)
Black/African-American	538	3.3*	±0.1	1,542	3.9*	±0.0	-0.76 (M)
Native Hawaiian or Other Pacific Islander	64	3.2*	±0.1	286	3.8*	±0.1	-1.00 (L)
Non-Hispanic White	2,611	3.3*	±0.0	42,730	3.8*	±0.0	-0.80 (L)
Multi-racial	515	3.3*	±0.1	2,412	3.8*	±0.0	-0.80 (L)

<sup>a</sup> 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.

Table 5.8 presents the scale distribution of job satisfaction for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.8 DOI – Racial/Ethnic Harassment and Job Satisfaction Scale Distribution*

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Satisfaction						
(1) Very Dissatisfied	79	1.4%	±0.3	203	0.4%	±0.1
(2) Dissatisfied	923	16.2%	±1.0	1,947	3.5%	±0.2
(3) Neither Dissatisfied nor Satisfied	2,264	39.8%	±1.3	12,822	23.2%	±0.4
(4) Satisfied	2,126	37.3%	±1.3	30,905	55.9%	±0.4
(5) Very Satisfied	303	5.3%	±0.6	9,436	17.1%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Very Dissatisfied = 1 - <1.5, Dissatisfied = 1.5 - <2.5, Neither Dissatisfied nor Satisfied = 2.5 - <3.5, Satisfied = 3.5 - <4.5, Very Satisfied = 4.5 - 5.

## 5.2.2 Racial/Ethnic Harassment and Job Engagement

Table 5.9 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 DOI.

*Table 5.9 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	5,695	5.1*	±0.0	55,302	5.6*	±0.0	-0.40 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	94	5.0*	±0.3	845	5.5*	±0.1	-0.37 (S)
Wage Grade (WG) 5-8	475	5.1*	±0.1	3,780	5.6*	±0.0	-0.41 (S)
Wage Grade (WG) 9-16	170	5.0*	±0.2	1,719	5.6*	±0.1	-0.54 (M)
Other Wage Grade (WG)	58	5.2*	±0.3	299	5.6*	±0.1	-0.38 (S)
General Schedule (GS) 1-6	467	5.2*	±0.1	4,711	5.5*	±0.0	-0.26 (S)
General Schedule (GS) 7-10	1,294	5.0*	±0.1	11,479	5.5*	±0.0	-0.41 (S)
General Schedule (GS) 11-12	1,680	5.1*	±0.1	18,321	5.5*	±0.0	-0.35 (S)
General Schedule (GS) 13-15	1,148	5.2*	±0.1	12,092	5.7*	±0.0	-0.52 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	27	6.0*	±0.5	270	6.5*	±0.1	-0.76 (M)
Other	196	4.9*	±0.2	1,288	5.5*	±0.1	-0.55 (M)
Years of Service at Bureau or Office							
Less than 1 year	304	5.0*	±0.2	4,720	5.7*	±0.0	-0.59 (M)
1 to 3 years	833	5.2*	±0.1	8,154	5.6*	±0.0	-0.35 (S)
4 to 5 years	524	5.1*	±0.1	4,524	5.5*	±0.0	-0.35 (S)
6 to 10 years	1,185	5.1*	±0.1	11,059	5.4*	±0.0	-0.32 (S)
11 to 14 years	646	4.9*	±0.1	5,729	5.5*	±0.0	-0.53 (M)
15 to 20 years	819	4.9*	±0.1	7,712	5.5*	±0.0	-0.47 (S)
More than 20 years	1,332	5.2*	±0.1	13,126	5.7*	±0.0	-0.40 (S)
Appointment Type							
Permanent	5,179	5.1*	±0.0	49,406	5.5*	±0.0	-0.42 (S)
Term	374	5.4*	±0.1	4,159	5.6*	±0.0	-0.17
Temporary	119	5.2*	±0.2	1,528	5.8*	±0.1	-0.53 (M)
Work Schedule							
Seasonal	266	5.3*	±0.1	2,826	5.7*	±0.0	-0.30 (S)
Non-Seasonal	4,979	5.0*	±0.0	47,605	5.5*	±0.0	-0.42 (S)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	190	5.3*	±0.2	1,822	5.5*	±0.0	-0.24 (S)
Permanent-Non-Seasonal	4,936	5.1*	±0.0	47,086	5.5*	±0.0	-0.42 (S)
Term	374	5.4*	±0.1	4,159	5.6*	±0.0	-0.17
Temporary-Seasonal	76	5.5*	±0.2	1,004	5.9*	±0.1	-0.39 (S)
Temporary-Non-Seasonal	43	4.6*	±0.5	519	5.6*	±0.1	-0.76 (M)
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	2,611	5.0*	±0.0	42,713	5.5*	±0.0	-0.42 (S)
Minority	2,945	5.1*	±0.0	11,847	5.7*	±0.0	-0.48 (S)
<b>Race/Ethnicity</b>							
Hispanic	861	5.2*	±0.1	3,339	5.7*	±0.0	-0.48 (S)
American Indian or Alaskan Native	785	5.3*	±0.1	3,524	5.9*	±0.0	-0.53 (M)
Asian	181	5.1*	±0.2	745	5.7*	±0.1	-0.47 (S)
Black/African-American	538	5.0*	±0.1	1,542	5.6*	±0.1	-0.47 (S)
Native Hawaiian or Other Pacific Islander	64	5.3*	±0.3	286	5.8*	±0.1	-0.47 (S)
Non-Hispanic White	2,611	5.0*	±0.0	42,713	5.5*	±0.0	-0.42 (S)
Multi-racial	515	5.1*	±0.1	2,412	5.6*	±0.0	-0.39 (S)

<sup>a</sup> 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.

Table 5.10 presents the scale distribution of job engagement for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.10 DOI – Racial/Ethnic Harassment and Job Engagement Scale Distribution*

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Engagement						
(1) Never	58	1.0%	±0.3	142	0.3%	±0.0
(2) Almost Never or a Few Times a Year or Less	201	3.5%	±0.5	631	1.1%	±0.1
(3) Rarely or Once a Month or Less	477	8.4%	±0.7	2,231	4.0%	±0.2
(4) Sometimes or a Few Times a Month	1,021	17.9%	±1.0	6,819	12.3%	±0.3
(5) Often or Once a Week	1,381	24.3%	±1.1	12,888	23.3%	±0.4
(6) Very Often or a Few Times a Week	1,729	30.4%	±1.2	20,168	36.5%	±0.4
(7) Always or Every Day	828	14.5%	±0.9	12,423	22.5%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Never = 1 - <1.5, Almost Never or a Few Times a Year or Less = 1.5 - <2.5, Rarely or Once a Month or Less = 2.5 - <3.5, Sometimes or a Few Times a Month = 3.5 - <4.5, Often or Once a Week = 4.5 - <5.5, Very Often or a Few Times a Week = 5.5 - <6.5, Always or Every Day = 6.5 - 7.

### 5.2.3 Racial/Ethnic Harassment and Organizational Commitment

Table 5.11 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 DOI.

*Table 5.11 DOI – 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</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	5,695	2.9*	±0.0	55,294	3.6*	±0.0	-0.69 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	94	3.2*	±0.2	839	3.5*	±0.1	-0.29 (S)
Wage Grade (WG) 5-8	475	2.9*	±0.1	3,780	3.5*	±0.0	-0.69 (M)
Wage Grade (WG) 9-16	170	2.8*	±0.2	1,719	3.5*	±0.0	-0.72 (M)
Other Wage Grade (WG)	58	2.9*	±0.3	299	3.7*	±0.1	-0.86 (L)
General Schedule (GS) 1-6	467	3.1*	±0.1	4,714	3.5*	±0.0	-0.48 (S)
General Schedule (GS) 7-10	1,294	2.8*	±0.1	11,477	3.5*	±0.0	-0.71 (M)
General Schedule (GS) 11-12	1,680	2.9*	±0.1	18,330	3.5*	±0.0	-0.74 (M)
General Schedule (GS) 13-15	1,148	3.1*	±0.1	12,080	3.8*	±0.0	-0.75 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	27	4.1	±0.4	270	4.3	±0.1	-0.32 (S)
Other	196	2.9*	±0.2	1,288	3.6*	±0.1	-0.72 (M)
Years of Service at Bureau or Office							
Less than 1 year	304	2.9*	±0.1	4,720	3.6*	±0.0	-0.74 (M)
1 to 3 years	833	3.0*	±0.1	8,158	3.6*	±0.0	-0.61 (M)
4 to 5 years	524	3.0*	±0.1	4,528	3.5*	±0.0	-0.50 (M)
6 to 10 years	1,185	2.8*	±0.1	11,062	3.5*	±0.0	-0.71 (M)
11 to 14 years	646	2.9*	±0.1	5,723	3.5*	±0.0	-0.68 (M)
15 to 20 years	819	2.9*	±0.1	7,708	3.6*	±0.0	-0.72 (M)
More than 20 years	1,332	2.9*	±0.1	13,117	3.7*	±0.0	-0.82 (L)
Appointment Type							
Permanent	5,179	2.9*	±0.0	49,400	3.6*	±0.0	-0.71 (M)
Term	374	3.2*	±0.1	4,159	3.6*	±0.0	-0.46 (S)
Temporary	119	3.1*	±0.2	1,526	3.7*	±0.0	-0.58 (M)
Work Schedule							
Seasonal	266	3.1*	±0.1	2,824	3.6*	±0.0	-0.55 (M)
Non-Seasonal	4,979	2.9*	±0.0	47,599	3.6*	±0.0	-0.71 (M)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	190	3.1*	±0.1	1,822	3.5*	±0.0	-0.48 (S)
Permanent-Non-Seasonal	4,936	2.9*	±0.0	47,080	3.6*	±0.0	-0.72 (M)
Term	374	3.2*	±0.1	4,159	3.6*	±0.0	-0.46 (S)
Temporary-Seasonal	76	3.1*	±0.2	1,003	3.7*	±0.1	-0.69 (M)
Temporary-Non-Seasonal	43	3.2*	±0.4	519	3.5*	±0.1	-0.37 (S)
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	2,611	3.0*	±0.0	42,713	3.6*	±0.0	-0.66 (M)
Minority	2,945	2.9*	±0.0	11,842	3.6*	±0.0	-0.72 (M)
<b>Race/Ethnicity</b>							
Hispanic	861	2.9*	±0.1	3,339	3.7*	±0.0	-0.84 (L)
American Indian or Alaskan Native	785	2.9*	±0.1	3,526	3.5*	±0.0	-0.62 (M)
Asian	181	3.2*	±0.2	743	3.7*	±0.1	-0.50 (M)
Black/African-American	538	2.8*	±0.1	1,536	3.5*	±0.0	-0.68 (M)
Native Hawaiian or Other Pacific Islander	64	3.4*	±0.2	286	3.7*	±0.1	-0.32 (S)
Non-Hispanic White	2,611	3.0*	±0.0	42,713	3.6*	±0.0	-0.66 (M)
Multi-racial	515	2.8*	±0.1	2,412	3.6*	±0.0	-0.83 (L)

<sup>a</sup> 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.

Table 5.12 presents the scale distribution of organizational commitment for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.12 DOI – Racial/Ethnic Harassment and Organizational Commitment Scale Distribution*

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<b>Organizational Commitment</b>						
(1) Strongly Disagree	635	11.1%	±0.8	1,587	2.9%	±0.1
(2) Disagree	1,263	22.2%	±1.1	5,285	9.6%	±0.2
(3) Neither Agree nor Disagree	1,783	31.3%	±1.2	13,988	25.3%	±0.4
(4) Agree	1,509	26.5%	±1.2	23,641	42.8%	±0.4
(5) Strongly Agree	505	8.9%	±0.8	10,792	19.5%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.



### 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 5.13 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 DOI.

*Table 5.13 DOI – Religious Harassment and Job Satisfaction by Selected Characteristics*

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	4,309	3.4*	±0.0	56,673	3.8*	±0.0	-0.65 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	52	3.2*	±0.2	889	3.7*	±0.0	-0.71 (M)
Wage Grade (WG) 5-8	346	3.2*	±0.1	3,908	3.6*	±0.0	-0.56 (M)
Wage Grade (WG) 9-16	151	3.3*	±0.1	1,733	3.7*	±0.0	-0.55 (M)
Other Wage Grade (WG)	28	3.1*	±0.2	329	3.8*	±0.1	-1.17 (L)
General Schedule (GS) 1-6	408	3.2*	±0.1	4,758	3.6*	±0.0	-0.63 (M)
General Schedule (GS) 7-10	988	3.3*	±0.0	11,789	3.7*	±0.0	-0.52 (M)
General Schedule (GS) 11-12	1,407	3.4*	±0.0	18,589	3.8*	±0.0	-0.70 (M)
General Schedule (GS) 13-15	735	3.6*	±0.1	12,499	4.1*	±0.0	-0.73 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	3.7*	±0.5	291	4.5*	±0.1	-1.47 (L)
Other	140	3.4*	±0.1	1,347	3.8*	±0.0	-0.51 (M)
Years of Service at Bureau or Office							
Less than 1 year	221	3.3*	±0.1	4,805	3.9*	±0.0	-0.81 (L)
1 to 3 years	572	3.4*	±0.1	8,404	3.8*	±0.0	-0.57 (M)
4 to 5 years	388	3.3*	±0.1	4,652	3.7*	±0.0	-0.68 (M)
6 to 10 years	977	3.4*	±0.0	11,262	3.7*	±0.0	-0.52 (M)
11 to 14 years	493	3.3*	±0.1	5,895	3.8*	±0.0	-0.68 (M)
15 to 20 years	677	3.3*	±0.1	7,857	3.8*	±0.0	-0.73 (M)
More than 20 years	945	3.4*	±0.0	13,501	3.9*	±0.0	-0.67 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	3,874	3.4*	±0.0	50,717	3.8*	±0.0	-0.67 (M)
Term	297	3.4*	±0.1	4,231	3.7*	±0.0	-0.40 (S)
Temporary	121	3.1*	±0.1	1,518	3.7*	±0.0	-0.87 (L)
<b>Work Schedule</b>							
Seasonal	273	3.3*	±0.1	2,810	3.6*	±0.0	-0.58 (M)
Non-Seasonal	3,699	3.4*	±0.0	48,889	3.8*	±0.0	-0.67 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	180	3.4*	±0.1	1,831	3.7*	±0.0	-0.48 (S)
Permanent-Non-Seasonal	3,671	3.4*	±0.0	48,355	3.8*	±0.0	-0.67 (M)
Term	297	3.4*	±0.1	4,231	3.7*	±0.0	-0.40 (S)
Temporary-Seasonal	93	3.1*	±0.2	979	3.6*	±0.0	-0.79 (M)
Temporary-Non-Seasonal	28	3.1*	±0.3	534	3.8*	±0.1	-1.01 (L)

<sup>a</sup> 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.

Table 5.14 presents the scale distribution of job satisfaction for those who indicated they had or had not experienced religious harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.14 DOI – Religious Harassment and Job Satisfaction Scale Distribution*

	Experienced religious harassment			Did not experience religious harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<b>Job Satisfaction</b>						
(1) Very Dissatisfied	48	1.1%	±0.4	235	0.4%	±0.1
(2) Dissatisfied	581	13.5%	±1.1	2,284	4.0%	±0.2
(3) Neither Dissatisfied nor Satisfied	1,667	38.7%	±1.5	13,414	23.7%	±0.4
(4) Satisfied	1,772	41.1%	±1.5	31,241	55.1%	±0.4
(5) Very Satisfied	241	5.6%	±0.7	9,500	16.8%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Very Dissatisfied = 1 - <1.5, Dissatisfied = 1.5 - <2.5, Neither Dissatisfied nor Satisfied = 2.5 - <3.5, Satisfied = 3.5 - <4.5, Very Satisfied = 4.5 - 5.

### 5.3.2 Religious Harassment and Job Engagement

Table 5.15 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 DOI.

*Table 5.15 DOI – Religious Harassment and Job Engagement by Selected Characteristics*

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	4,307	5.1*	±0.0	56,664	5.5*	±0.0	-0.36 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	52	5.3	±0.3	889	5.5	±0.1	-0.10
Wage Grade (WG) 5-8	346	5.3*	±0.1	3,908	5.6*	±0.0	-0.23 (S)
Wage Grade (WG) 9-16	151	5.0*	±0.2	1,733	5.6*	±0.1	-0.47 (S)
Other Wage Grade (WG)	28	6.0*	±0.3	329	5.5*	±0.1	0.47 (S)
General Schedule (GS) 1-6	406	5.3*	±0.1	4,764	5.5*	±0.0	-0.18
General Schedule (GS) 7-10	988	5.1*	±0.1	11,789	5.4*	±0.0	-0.29 (S)
General Schedule (GS) 11-12	1,407	5.0*	±0.1	18,573	5.5*	±0.0	-0.40 (S)
General Schedule (GS) 13-15	735	5.2*	±0.1	12,499	5.7*	±0.0	-0.52 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	5.8*	±0.6	291	6.4*	±0.1	-0.88 (L)
Other	140	4.9*	±0.2	1,347	5.5*	±0.1	-0.50 (M)
Years of Service at Bureau or Office							
Less than 1 year	221	5.2*	±0.2	4,803	5.6*	±0.0	-0.39 (S)
1 to 3 years	570	5.2*	±0.1	8,399	5.6*	±0.0	-0.27 (S)
4 to 5 years	388	5.0*	±0.1	4,658	5.5*	±0.0	-0.41 (S)
6 to 10 years	977	5.1*	±0.1	11,259	5.4*	±0.0	-0.23 (S)
11 to 14 years	493	5.0*	±0.1	5,891	5.5*	±0.0	-0.40 (S)
15 to 20 years	677	4.8*	±0.1	7,857	5.5*	±0.0	-0.56 (M)
More than 20 years	945	5.3*	±0.1	13,499	5.7*	±0.0	-0.33 (S)
Appointment Type							
Permanent	3,872	5.1*	±0.0	50,697	5.5*	±0.0	-0.38 (S)
Term	297	5.4*	±0.1	4,231	5.6*	±0.0	-0.16
Temporary	121	5.3*	±0.2	1,526	5.8*	±0.1	-0.39 (S)
Work Schedule							
Seasonal	273	5.5*	±0.1	2,819	5.6*	±0.0	-0.13
Non-Seasonal	3,697	5.1*	±0.0	48,869	5.5*	±0.0	-0.39 (S)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	180	5.5	±0.2	1,831	5.5	±0.1	-0.04
Permanent-Non-Seasonal	3,669	5.1*	±0.0	48,335	5.5*	±0.0	-0.39 (S)
Term	297	5.4*	±0.1	4,231	5.6*	±0.0	-0.16
Temporary-Seasonal	93	5.5*	±0.2	988	5.9*	±0.1	-0.30 (S)
Temporary-Non-Seasonal	28	4.6*	±0.7	534	5.6*	±0.1	-0.81 (L)

<sup>a</sup> 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.

Table 5.16 presents the scale distribution of job engagement for those who indicated they had or had not experienced religious harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.16 DOI – Religious Harassment and Job Engagement Scale Distribution*

	Experienced religious harassment			Did not experience religious harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<b>Job Engagement</b>						
(1) Never	33	0.8%	±0.3	167	0.3%	±0.0
(2) Almost Never or a Few Times a Year or Less	116	2.7%	±0.5	713	1.3%	±0.1
(3) Rarely or Once a Month or Less	363	8.4%	±0.9	2,339	4.1%	±0.2
(4) Sometimes or a Few Times a Month	742	17.2%	±1.2	7,092	12.5%	±0.3
(5) Often or Once a Week	1,124	26.1%	±1.3	13,147	23.2%	±0.3
(6) Very Often or a Few Times a Week	1,332	30.9%	±1.4	20,562	36.3%	±0.4
(7) Always or Every Day	597	13.9%	±1.1	12,644	22.3%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Never = 1 - <1.5, Almost Never or a Few Times a Year or Less = 1.5 - <2.5, Rarely or Once a Month or Less = 2.5 - <3.5, Sometimes or a Few Times a Month = 3.5 - <4.5, Often or Once a Week = 4.5 - <5.5, Very Often or a Few Times a Week = 5.5 - <6.5, Always or Every Day = 6.5 - 7.

### 5.3.3 Religious Harassment and Organizational Commitment

Table 5.17 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 DOI.

*Table 5.17 DOI – Religious Harassment and Organizational Commitment by Selected Characteristics*

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	4,304	3.0*	±0.0	56,660	3.6*	±0.0	-0.56 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	52	2.6*	±0.3	883	3.5*	±0.1	-0.80 (L)
Wage Grade (WG) 5-8	346	3.1*	±0.1	3,908	3.5*	±0.0	-0.40 (S)
Wage Grade (WG) 9-16	151	2.9*	±0.2	1,733	3.5*	±0.0	-0.66 (M)
Other Wage Grade (WG)	28	2.9*	±0.5	329	3.6*	±0.1	-0.75 (M)
General Schedule (GS) 1-6	406	3.1*	±0.1	4,768	3.5*	±0.0	-0.44 (S)
General Schedule (GS) 7-10	988	3.0*	±0.1	11,787	3.4*	±0.0	-0.50 (M)
General Schedule (GS) 11-12	1,407	3.0*	±0.1	18,583	3.5*	±0.0	-0.59 (M)
General Schedule (GS) 13-15	732	3.2*	±0.1	12,490	3.7*	±0.0	-0.60 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	3.7*	±0.8	291	4.3*	±0.1	-0.86 (L)
Other	140	3.0*	±0.2	1,347	3.5*	±0.1	-0.58 (M)
Years of Service at Bureau or Office							
Less than 1 year	221	3.0*	±0.1	4,804	3.5*	±0.0	-0.62 (M)
1 to 3 years	570	3.0*	±0.1	8,404	3.5*	±0.0	-0.51 (M)
4 to 5 years	388	2.9*	±0.1	4,661	3.5*	±0.0	-0.66 (M)
6 to 10 years	977	3.0*	±0.1	11,262	3.5*	±0.0	-0.46 (S)
11 to 14 years	493	3.0*	±0.1	5,885	3.5*	±0.0	-0.54 (M)
15 to 20 years	677	2.9*	±0.1	7,853	3.6*	±0.0	-0.67 (M)
More than 20 years	942	3.1*	±0.1	13,494	3.7*	±0.0	-0.55 (M)
Appointment Type							
Permanent	3,869	3.0*	±0.0	50,694	3.6*	±0.0	-0.58 (M)
Term	297	3.3*	±0.1	4,231	3.6*	±0.0	-0.36 (S)
Temporary	121	3.3*	±0.2	1,525	3.6*	±0.0	-0.40 (S)
Work Schedule							
Seasonal	273	3.2*	±0.1	2,817	3.6*	±0.0	-0.41 (S)
Non-Seasonal	3,693	3.0*	±0.0	48,866	3.6*	±0.0	-0.58 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	180	3.2*	±0.1	1,831	3.5*	±0.0	-0.35 (S)
Permanent-Non-Seasonal	3,665	3.0*	±0.0	48,332	3.6*	±0.0	-0.59 (M)
Term	297	3.3*	±0.1	4,231	3.6*	±0.0	-0.36 (S)
Temporary-Seasonal	93	3.2*	±0.2	986	3.7*	±0.1	-0.50 (M)
Temporary-Non-Seasonal	28	3.3	±0.5	534	3.5	±0.1	-0.19

<sup>a</sup> 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.

Table 5.18 presents the scale distribution of organizational commitment for those who indicated they had or had not experienced religious harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.18 DOI – Religious Harassment and Organizational Commitment Scale Distribution*

	Experienced religious harassment			Did not experience religious harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<b>Organizational Commitment</b>						
(1) Strongly Disagree	434	10.1%	±0.9	1,778	3.1%	±0.1
(2) Disagree	886	20.6%	±1.2	5,661	10.0%	±0.2
(3) Neither Agree nor Disagree	1,235	28.7%	±1.4	14,520	25.6%	±0.4
(4) Agree	1,359	31.6%	±1.4	23,788	42.0%	±0.4
(5) Strongly Agree	389	9.0%	±0.9	10,913	19.3%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

## 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 5.19 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 DOI.

*Table 5.19 DOI – Disability Harassment and Job Satisfaction by Selected Characteristics*

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,696	3.1*	±0.0	56,612	3.8*	±0.0	-1.02 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	41	3.0*	±0.2	907	3.7*	±0.0	-0.96 (L)
Wage Grade (WG) 5-8	392	3.0*	±0.1	3,841	3.7*	±0.0	-0.96 (L)
Wage Grade (WG) 9-16	176	3.0*	±0.1	1,706	3.7*	±0.0	-1.10 (L)
Other Wage Grade (WG)	43	3.3*	±0.2	310	3.8*	±0.1	-0.83 (L)
General Schedule (GS) 1-6	385	3.0*	±0.1	4,741	3.7*	±0.0	-0.89 (L)
General Schedule (GS) 7-10	940	3.0*	±0.0	11,729	3.7*	±0.0	-1.08 (L)
General Schedule (GS) 11-12	1,127	3.3*	±0.0	18,632	3.8*	±0.0	-0.88 (L)
General Schedule (GS) 13-15	437	3.3*	±0.1	12,543	4.1*	±0.0	-1.11 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	291	4.5	±0.1	NR
Other	128	3.2*	±0.1	1,352	3.8*	±0.0	-0.90 (L)
Years of Service at Bureau or Office							
Less than 1 year	171	3.2*	±0.1	4,806	3.9*	±0.0	-1.07 (L)
1 to 3 years	526	3.1*	±0.1	8,409	3.8*	±0.0	-1.06 (L)
4 to 5 years	335	3.2*	±0.1	4,658	3.7*	±0.0	-0.82 (L)
6 to 10 years	816	3.1*	±0.1	11,261	3.7*	±0.0	-0.94 (L)
11 to 14 years	412	3.1*	±0.1	5,885	3.8*	±0.0	-0.95 (L)
15 to 20 years	546	3.1*	±0.1	7,899	3.8*	±0.0	-1.04 (L)
More than 20 years	878	3.1*	±0.1	13,376	3.9*	±0.0	-1.15 (L)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	3,390	3.1*	±0.0	50,575	3.8*	±0.0	-1.05 (L)
Term	217	3.1*	±0.1	4,269	3.7*	±0.0	-0.87 (L)
Temporary	68	3.1*	±0.2	1,561	3.6*	±0.0	-0.82 (L)
<b>Work Schedule</b>							
Seasonal	180	3.2*	±0.1	2,872	3.6*	±0.0	-0.60 (M)
Non-Seasonal	3,245	3.1*	±0.0	48,741	3.9*	±0.0	-1.05 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	134	3.2*	±0.1	1,854	3.7*	±0.0	-0.74 (M)
Permanent-Non-Seasonal	3,223	3.1*	±0.0	48,203	3.9*	±0.0	-1.05 (L)
Term	217	3.1*	±0.1	4,269	3.7*	±0.0	-0.87 (L)
Temporary-Seasonal	46	3.4	±0.2	1,018	3.6	±0.0	-0.26 (S)
Temporary-Non-Seasonal	22	2.5*	±0.3	539	3.8*	±0.1	-2.06 (L)
<b>Disability</b>							
Yes	1,667	3.1*	±0.0	4,647	3.8*	±0.0	-0.87 (L)
No	2,006	3.1*	±0.0	51,702	3.8*	±0.0	-1.03 (L)

<sup>a</sup> 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.

Table 5.20 presents the scale distribution of job satisfaction for those who indicated they had or had not experienced disability harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.20 DOI – Disability Harassment and Job Satisfaction Scale Distribution*

	Experienced disability harassment			Did not experience disability harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<b>Job Satisfaction</b>						
(1) Very Dissatisfied	68	1.8%	±0.5	212	0.4%	±0.1
(2) Dissatisfied	729	19.7%	±1.3	2,130	3.8%	±0.2
(3) Neither Dissatisfied nor Satisfied	1,644	44.5%	±1.6	13,302	23.5%	±0.4
(4) Satisfied	1,139	30.8%	±1.5	31,458	55.6%	±0.4
(5) Very Satisfied	116	3.1%	±0.6	9,509	16.8%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Very Dissatisfied = 1 - <1.5, Dissatisfied = 1.5 - <2.5, Neither Dissatisfied nor Satisfied = 2.5 - <3.5, Satisfied = 3.5 - <4.5, Very Satisfied = 4.5 - 5.



### 5.4.2 Disability Harassment and Job Engagement

Table 5.21 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 DOI.

*Table 5.21 DOI – Disability Harassment and Job Engagement by Selected Characteristics*

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,689	4.9*	±0.0	56,604	5.5*	±0.0	-0.55 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	41	4.6*	±0.4	907	5.5*	±0.1	-0.61 (M)
Wage Grade (WG) 5-8	392	4.9*	±0.1	3,841	5.6*	±0.0	-0.57 (M)
Wage Grade (WG) 9-16	174	5.0*	±0.2	1,706	5.6*	±0.1	-0.50 (M)
Other Wage Grade (WG)	43	5.5	±0.3	310	5.5	±0.1	-0.05
General Schedule (GS) 1-6	381	5.0*	±0.1	4,749	5.5*	±0.0	-0.39 (S)
General Schedule (GS) 7-10	940	4.8*	±0.1	11,729	5.5*	±0.0	-0.60 (M)
General Schedule (GS) 11-12	1,127	5.0*	±0.1	18,616	5.5*	±0.0	-0.44 (S)
General Schedule (GS) 13-15	437	4.9*	±0.1	12,543	5.7*	±0.0	-0.76 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	291	6.4	±0.1	NR
Other	128	4.9*	±0.2	1,352	5.5*	±0.1	-0.54 (M)
Years of Service at Bureau or Office							
Less than 1 year	169	4.9*	±0.2	4,806	5.6*	±0.0	-0.64 (M)
1 to 3 years	524	4.9*	±0.1	8,405	5.6*	±0.0	-0.60 (M)
4 to 5 years	335	5.0*	±0.1	4,663	5.5*	±0.0	-0.41 (S)
6 to 10 years	816	4.9*	±0.1	11,259	5.4*	±0.0	-0.43 (S)
11 to 14 years	412	4.9*	±0.1	5,881	5.5*	±0.0	-0.52 (M)
15 to 20 years	544	4.8*	±0.1	7,899	5.5*	±0.0	-0.58 (M)
More than 20 years	878	5.0*	±0.1	13,374	5.7*	±0.0	-0.65 (M)
Appointment Type							
Permanent	3,383	4.9*	±0.0	50,557	5.5*	±0.0	-0.56 (M)
Term	217	5.2*	±0.2	4,269	5.6*	±0.0	-0.38 (S)
Temporary	68	5.4*	±0.4	1,570	5.8*	±0.1	-0.32 (S)
Work Schedule							
Seasonal	180	5.4*	±0.2	2,881	5.6*	±0.0	-0.24 (S)
Non-Seasonal	3,239	4.9*	±0.0	48,723	5.5*	±0.0	-0.57 (M)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	134	5.2*	±0.2	1,854	5.5*	±0.0	-0.34 (S)
Permanent-Non-Seasonal	3,217	4.9*	±0.0	48,185	5.5*	±0.0	-0.56 (M)
Term	217	5.2*	±0.2	4,269	5.6*	±0.0	-0.38 (S)
Temporary-Seasonal	46	6.0	±0.3	1,027	5.8	±0.1	0.14
Temporary-Non-Seasonal	22	4.0*	±0.9	539	5.6*	±0.1	-1.24 (L)
<b>Disability</b>							
Yes	1,663	5.0*	±0.1	4,658	5.6*	±0.0	-0.51 (M)
No	2,004	4.9*	±0.1	51,684	5.5*	±0.0	-0.58 (M)

<sup>a</sup> 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.

Table 5.22 presents the scale distribution of job engagement for those who indicated they had or had not experienced disability harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.22 DOI – Disability Harassment and Job Engagement Scale Distribution*

	Experienced disability harassment			Did not experience disability harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<b>Job Engagement</b>						
(1) Never	57	1.5%	±0.5	143	0.3%	±0.0
(2) Almost Never or a Few Times a Year or Less	156	4.2%	±0.7	671	1.2%	±0.1
(3) Rarely or Once a Month or Less	362	9.8%	±1.0	2,309	4.1%	±0.2
(4) Sometimes or a Few Times a Month	730	19.8%	±1.3	7,043	12.4%	±0.3
(5) Often or Once a Week	942	25.5%	±1.4	13,128	23.2%	±0.3
(6) Very Often or a Few Times a Week	992	26.9%	±1.5	20,653	36.5%	±0.4
(7) Always or Every Day	450	12.2%	±1.1	12,657	22.4%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Never = 1 - <1.5, Almost Never or a Few Times a Year or Less = 1.5 - <2.5, Rarely or Once a Month or Less = 2.5 - <3.5, Sometimes or a Few Times a Month = 3.5 - <4.5, Often or Once a Week = 4.5 - <5.5, Very Often or a Few Times a Week = 5.5 - <6.5, Always or Every Day = 6.5 - 7.

### 5.4.3 Disability Harassment and Organizational Commitment

Table 5.23 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 DOI.

*Table 5.23 DOI – Disability Harassment and Organizational Commitment by Selected Characteristics*

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,693	2.8*	±0.0	56,597	3.6*	±0.0	-0.77 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	41	2.6*	±0.4	902	3.5*	±0.1	-0.79 (M)
Wage Grade (WG) 5-8	392	2.8*	±0.1	3,841	3.5*	±0.0	-0.76 (M)
Wage Grade (WG) 9-16	176	2.8*	±0.2	1,706	3.5*	±0.0	-0.73 (M)
Other Wage Grade (WG)	43	3.1*	±0.3	310	3.6*	±0.1	-0.63 (M)
General Schedule (GS) 1-6	383	2.8*	±0.1	4,750	3.5*	±0.0	-0.72 (M)
General Schedule (GS) 7-10	940	2.7*	±0.1	11,727	3.5*	±0.0	-0.80 (L)
General Schedule (GS) 11-12	1,127	2.9*	±0.1	18,626	3.5*	±0.0	-0.65 (M)
General Schedule (GS) 13-15	437	2.9*	±0.1	12,533	3.7*	±0.0	-0.87 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	291	4.3	±0.1	NR
Other	128	2.6*	±0.2	1,352	3.6*	±0.0	-0.97 (L)
Years of Service at Bureau or Office							
Less than 1 year	171	2.7*	±0.2	4,804	3.5*	±0.0	-0.89 (L)
1 to 3 years	524	2.7*	±0.1	8,409	3.6*	±0.0	-0.87 (L)
4 to 5 years	335	3.0*	±0.1	4,667	3.5*	±0.0	-0.47 (S)
6 to 10 years	816	2.9*	±0.1	11,262	3.5*	±0.0	-0.63 (M)
11 to 14 years	412	2.7*	±0.1	5,875	3.5*	±0.0	-0.81 (L)
15 to 20 years	546	2.8*	±0.1	7,897	3.6*	±0.0	-0.85 (L)
More than 20 years	878	2.9*	±0.1	13,365	3.7*	±0.0	-0.88 (L)
Appointment Type							
Permanent	3,388	2.8*	±0.0	50,550	3.6*	±0.0	-0.79 (M)
Term	217	3.1*	±0.2	4,269	3.6*	±0.0	-0.61 (M)
Temporary	68	3.4	±0.3	1,568	3.6	±0.0	-0.20 (S)
Work Schedule							
Seasonal	180	3.1*	±0.2	2,879	3.6*	±0.0	-0.48 (S)
Non-Seasonal	3,243	2.8*	±0.0	48,717	3.6*	±0.0	-0.79 (M)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	134	2.8*	±0.2	1,854	3.5*	±0.0	-0.78 (M)
Permanent-Non-Seasonal	3,221	2.8*	±0.0	48,178	3.6*	±0.0	-0.78 (M)
Term	217	3.1*	±0.2	4,269	3.6*	±0.0	-0.61 (M)
Temporary-Seasonal	46	4.0*	±0.2	1,025	3.6*	±0.1	0.41 (S)
Temporary-Non-Seasonal	22	2.2*	±0.2	539	3.6*	±0.1	-1.52 (L)
<b>Disability</b>							
Yes	1,665	2.8*	±0.1	4,658	3.5*	±0.0	-0.73 (M)
No	2,006	2.8*	±0.0	51,676	3.6*	±0.0	-0.76 (M)

<sup>a</sup> 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.

Table 5.24 presents the scale distribution of organizational commitment for those who indicated they had or had not experienced disability harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.24 DOI – Disability Harassment and Organizational Commitment Scale Distribution*

	Experienced disability harassment			Did not experience disability harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<b>Organizational Commitment</b>						
(1) Strongly Disagree	513	13.9%	±1.2	1,683	3.0%	±0.1
(2) Disagree	853	23.1%	±1.4	5,625	9.9%	±0.2
(3) Neither Agree nor Disagree	1,093	29.6%	±1.5	14,508	25.6%	±0.4
(4) Agree	972	26.3%	±1.4	23,879	42.2%	±0.4
(5) Strongly Agree	263	7.1%	±0.9	10,902	19.3%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

## 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 5.25 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 DOI.

*Table 5.25 DOI – Sexual Orientation Harassment and Job Satisfaction by Selected Characteristics*

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size Hedges' <i>g</i>
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	
Overall	2,202	3.2*	±0.0	58,485	3.8*	±0.0	-0.80 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	50	2.8*	±0.2	900	3.7*	±0.0	-1.36 (L)
Wage Grade (WG) 5-8	211	3.2*	±0.1	4,039	3.6*	±0.0	-0.61 (M)
Wage Grade (WG) 9-16	66	3.2*	±0.2	1,818	3.7*	±0.0	-0.73 (M)
Other Wage Grade (WG)	24	3.1*	±0.2	330	3.8*	±0.1	-1.12 (L)
General Schedule (GS) 1-6	226	3.1*	±0.1	4,921	3.6*	±0.0	-0.64 (M)
General Schedule (GS) 7-10	528	3.1*	±0.1	12,205	3.7*	±0.0	-0.78 (M)
General Schedule (GS) 11-12	702	3.3*	±0.1	19,200	3.8*	±0.0	-0.85 (L)
General Schedule (GS) 13-15	322	3.6*	±0.1	12,791	4.0*	±0.0	-0.72 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	292	4.5	±0.1	NR
Other	54	3.4*	±0.2	1,427	3.8*	±0.0	-0.53 (M)
Years of Service at Bureau or Office							
Less than 1 year	112	3.1*	±0.1	4,891	3.9*	±0.0	-1.16 (L)
1 to 3 years	351	3.3*	±0.1	8,629	3.8*	±0.0	-0.75 (M)
4 to 5 years	265	3.3*	±0.1	4,747	3.7*	±0.0	-0.61 (M)
6 to 10 years	476	3.2*	±0.1	11,686	3.7*	±0.0	-0.72 (M)
11 to 14 years	211	3.3*	±0.1	6,138	3.8*	±0.0	-0.68 (M)
15 to 20 years	325	3.2*	±0.1	8,187	3.8*	±0.0	-0.88 (L)
More than 20 years	452	3.2*	±0.1	13,896	3.9*	±0.0	-0.92 (L)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	1,920	3.3*	±0.0	52,387	3.8*	±0.0	-0.80 (L)
Term	178	3.1*	±0.1	4,336	3.7*	±0.0	-0.77 (M)
Temporary	95	3.2*	±0.1	1,538	3.6*	±0.0	-0.71 (M)
<b>Work Schedule</b>							
Seasonal	192	3.4*	±0.1	2,884	3.6*	±0.0	-0.40 (S)
Non-Seasonal	1,802	3.2*	±0.0	50,507	3.8*	±0.0	-0.83 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	109	3.5*	±0.1	1,898	3.7*	±0.0	-0.30 (S)
Permanent-Non-Seasonal	1,790	3.3*	±0.0	49,959	3.8*	±0.0	-0.82 (L)
Term	178	3.1*	±0.1	4,336	3.7*	±0.0	-0.77 (M)
Temporary-Seasonal	83	3.2*	±0.1	986	3.6*	±0.0	-0.50 (M)
Temporary-Non-Seasonal	12	2.7*	±0.5	548	3.8*	±0.1	-1.64 (L)
<b>Sex</b>							
Men	1,024	3.2*	±0.0	35,572	3.8*	±0.0	-0.88 (L)
Women	1,147	3.3*	±0.0	22,721	3.8*	±0.0	-0.73 (M)
<b>Gender Identity</b>							
Male	1,024	3.2*	±0.0	35,572	3.8*	±0.0	-0.88 (L)
Female	1,147	3.3*	±0.0	22,721	3.8*	±0.0	-0.73 (M)
Transgender	8	3.2*	±0.7	26	3.8*	±0.3	-0.86 (L)
Do not identify as female, male, or transgender	23	3.2*	±0.3	166	3.6*	±0.1	-0.57 (M)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	1,325	3.2*	±0.0	53,760	3.8*	±0.0	-0.93 (L)
Sexual Minority	665	3.4*	±0.1	1,838	3.8*	±0.0	-0.59 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	1,325	3.2*	±0.0	53,760	3.8*	±0.0	-0.93 (L)
Lesbian	189	3.5*	±0.1	405	4.0*	±0.1	-0.72 (M)
Gay	258	3.5*	±0.1	469	4.0*	±0.1	-0.68 (M)
Bisexual	175	3.3*	±0.1	681	3.7*	±0.0	-0.57 (M)
Other	44	3.1*	±0.2	283	3.7*	±0.1	-0.85 (L)
I prefer not to say	184	3.2*	±0.1	2,350	3.7*	±0.0	-0.66 (M)

<sup>a</sup> 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.

Table 5.26 presents the scale distribution of job satisfaction for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.26 DOI – Sexual Orientation Harassment and Job Satisfaction Scale Distribution*

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Satisfaction						
(1) Very Dissatisfied	33	1.5%	±0.6	245	0.4%	±0.1
(2) Dissatisfied	368	16.7%	±1.6	2,492	4.3%	±0.2
(3) Neither Dissatisfied nor Satisfied	909	41.3%	±2.1	14,092	24.1%	±0.3
(4) Satisfied	802	36.4%	±2.0	32,047	54.8%	±0.4
(5) Very Satisfied	91	4.1%	±0.9	9,609	16.4%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Very Dissatisfied = 1 - <1.5, Dissatisfied = 1.5 - <2.5, Neither Dissatisfied nor Satisfied = 2.5 - <3.5, Satisfied = 3.5 - <4.5, Very Satisfied = 4.5 - 5.

### 5.5.2 Sexual Orientation Harassment and Job Engagement

Table 5.27 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 DOI.

*Table 5.27 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	2,202	5.1*	±0.1	58,471	5.5*	±0.0	-0.36 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	50	4.6*	±0.5	900	5.5*	±0.1	-0.67 (M)
Wage Grade (WG) 5-8	211	5.3*	±0.2	4,039	5.6*	±0.0	-0.21 (S)
Wage Grade (WG) 9-16	66	5.2*	±0.4	1,816	5.6*	±0.1	-0.34 (S)
Other Wage Grade (WG)	24	5.6	±0.5	330	5.5	±0.1	0.02
General Schedule (GS) 1-6	226	5.5	±0.2	4,925	5.5	±0.0	-0.02
General Schedule (GS) 7-10	528	4.9*	±0.1	12,205	5.4*	±0.0	-0.50 (M)
General Schedule (GS) 11-12	702	5.1*	±0.1	19,185	5.5*	±0.0	-0.36 (S)
General Schedule (GS) 13-15	322	5.3*	±0.1	12,791	5.7*	±0.0	-0.41 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	292	6.4	±0.1	NR
Other	54	5.1*	±0.3	1,427	5.5*	±0.1	-0.35 (S)
Years of Service at Bureau or Office							
Less than 1 year	112	4.6*	±0.3	4,889	5.6*	±0.0	-0.89 (L)
1 to 3 years	351	5.3*	±0.1	8,623	5.6*	±0.0	-0.21 (S)
4 to 5 years	265	5.1*	±0.2	4,752	5.5*	±0.0	-0.29 (S)
6 to 10 years	476	5.2*	±0.1	11,684	5.4*	±0.0	-0.19
11 to 14 years	211	5.1*	±0.2	6,134	5.5*	±0.0	-0.32 (S)
15 to 20 years	325	4.9*	±0.2	8,185	5.5*	±0.0	-0.49 (S)
More than 20 years	452	5.1*	±0.1	13,894	5.6*	±0.0	-0.50 (M)
Appointment Type							
Permanent	1,920	5.1*	±0.1	52,363	5.5*	±0.0	-0.38 (S)
Term	178	5.4*	±0.2	4,336	5.6*	±0.0	-0.19
Temporary	95	5.4*	±0.4	1,547	5.8*	±0.1	-0.31 (S)



	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	192	5.6	±0.2	2,892	5.6	±0.0	-0.05
Non-Seasonal	1,802	5.0*	±0.1	50,483	5.5*	±0.0	-0.41 (S)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	109	5.5	±0.2	1,898	5.5	±0.0	0.01
Permanent-Non-Seasonal	1,790	5.0*	±0.1	49,935	5.5*	±0.0	-0.40 (S)
Term	178	5.4*	±0.2	4,336	5.6*	±0.0	-0.19
Temporary-Seasonal	83	5.7	±0.3	995	5.9	±0.1	-0.19
Temporary-Non-Seasonal	12	3.6*	±1.1	548	5.6*	±0.1	-1.60 (L)
<b>Sex</b>							
Men	1,024	5.0*	±0.1	35,557	5.5*	±0.0	-0.47 (S)
Women	1,147	5.2*	±0.1	22,723	5.5*	±0.0	-0.27 (S)
<b>Gender Identity</b>							
Male	1,024	5.0*	±0.1	35,557	5.5*	±0.0	-0.47 (S)
Female	1,147	5.2*	±0.1	22,723	5.5*	±0.0	-0.27 (S)
Transgender	8	4.5	±1.2	26	5.0	±0.6	-0.33 (S)
Do not identify as female, male, or transgender	23	5.0	±0.5	166	5.3	±0.2	-0.25 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	1,325	5.0*	±0.1	53,740	5.5*	±0.0	-0.43 (S)
Sexual Minority	665	5.2*	±0.1	1,844	5.5*	±0.1	-0.24 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	1,325	5.0*	±0.1	53,740	5.5*	±0.0	-0.43 (S)
Lesbian	189	5.4*	±0.2	413	5.7*	±0.1	-0.32 (S)
Gay	258	5.2*	±0.2	469	5.6*	±0.1	-0.35 (S)
Bisexual	175	5.2*	±0.2	679	5.4*	±0.1	-0.19
Other	44	5.1	±0.4	283	5.3	±0.1	-0.12
I prefer not to say	184	5.1*	±0.2	2,350	5.4*	±0.0	-0.21 (S)

<sup>a</sup> 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.

Table 5.28 presents the scale distribution of job engagement for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.28 DOI – Sexual Orientation Harassment and Job Engagement Scale Distribution*

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Engagement						
(1) Never	31	1.4%	±0.6	169	0.3%	±0.0
(2) Almost Never or a Few Times a Year or Less	64	2.9%	±0.8	769	1.3%	±0.1
(3) Rarely or Once a Month or Less	178	8.1%	±1.2	2,512	4.3%	±0.2
(4) Sometimes or a Few Times a Month	390	17.7%	±1.7	7,411	12.7%	±0.3
(5) Often or Once a Week	561	25.4%	±1.9	13,616	23.3%	±0.3
(6) Very Often or a Few Times a Week	652	29.6%	±1.9	21,146	36.2%	±0.4
(7) Always or Every Day	327	14.9%	±1.5	12,848	22.0%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Never = 1 - <1.5, Almost Never or a Few Times a Year or Less = 1.5 - <2.5, Rarely or Once a Month or Less = 2.5 - <3.5, Sometimes or a Few Times a Month = 3.5 - <4.5, Often or Once a Week = 4.5 - <5.5, Very Often or a Few Times a Week = 5.5 - <6.5, Always or Every Day = 6.5 - 7.

### 5.5.3 Sexual Orientation Harassment and Organizational Commitment

Table 5.29 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 DOI.

*Table 5.29 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	2,201	2.9*	±0.0	58,468	3.5*	±0.0	-0.62 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	50	3.0*	±0.3	895	3.5*	±0.1	-0.44 (S)
Wage Grade (WG) 5-8	211	3.0*	±0.1	4,039	3.5*	±0.0	-0.48 (S)
Wage Grade (WG) 9-16	66	3.1*	±0.2	1,818	3.5*	±0.0	-0.43 (S)
Other Wage Grade (WG)	24	3.0*	±0.5	330	3.6*	±0.1	-0.70 (M)
General Schedule (GS) 1-6	224	3.4	±0.1	4,930	3.5	±0.0	-0.12
General Schedule (GS) 7-10	528	2.7*	±0.1	12,203	3.4*	±0.0	-0.73 (M)
General Schedule (GS) 11-12	702	2.8*	±0.1	19,194	3.5*	±0.0	-0.74 (M)
General Schedule (GS) 13-15	322	3.1*	±0.1	12,779	3.7*	±0.0	-0.61 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	292	4.3	±0.1	NR
Other	54	2.8*	±0.3	1,427	3.5*	±0.1	-0.70 (M)
Years of Service at Bureau or Office							
Less than 1 year	112	2.8*	±0.2	4,890	3.5*	±0.0	-0.79 (M)
1 to 3 years	351	3.1*	±0.1	8,627	3.5*	±0.0	-0.48 (S)
4 to 5 years	265	3.0*	±0.1	4,755	3.5*	±0.0	-0.45 (S)
6 to 10 years	476	3.0*	±0.1	11,686	3.5*	±0.0	-0.54 (M)
11 to 14 years	210	3.0*	±0.1	6,129	3.5*	±0.0	-0.47 (S)
15 to 20 years	325	2.7*	±0.1	8,183	3.5*	±0.0	-0.83 (L)
More than 20 years	452	2.9*	±0.1	13,885	3.7*	±0.0	-0.82 (L)
Appointment Type							
Permanent	1,920	2.9*	±0.0	52,359	3.5*	±0.0	-0.68 (M)
Term	178	3.4*	±0.1	4,336	3.6*	±0.0	-0.17
Temporary	94	3.4*	±0.2	1,547	3.6*	±0.0	-0.24 (S)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	190	3.4	±0.1	2,892	3.5	±0.0	-0.14
Non-Seasonal	1,802	2.8*	±0.0	50,479	3.5*	±0.0	-0.71 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	109	3.3	±0.2	1,898	3.5	±0.0	-0.17
Permanent-Non-Seasonal	1,790	2.9*	±0.0	49,931	3.5*	±0.0	-0.71 (M)
Term	178	3.4*	±0.1	4,336	3.6*	±0.0	-0.17
Temporary-Seasonal	81	3.5	±0.3	995	3.7	±0.1	-0.14
Temporary-Non-Seasonal	12	2.4*	±0.5	548	3.5*	±0.1	-1.18 (L)
<b>Sex</b>							
Men	1,024	2.8*	±0.1	35,561	3.6*	±0.0	-0.78 (M)
Women	1,146	3.0*	±0.1	22,715	3.5*	±0.0	-0.49 (S)
<b>Gender Identity</b>							
Male	1,024	2.8*	±0.1	35,561	3.6*	±0.0	-0.78 (M)
Female	1,146	3.0*	±0.1	22,715	3.5*	±0.0	-0.49 (S)
Transgender	8	3.2	±0.9	26	3.6	±0.5	-0.34 (S)
Do not identify as female, male, or transgender	23	3.1	±0.4	166	3.2	±0.2	-0.13
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	1,324	2.8*	±0.1	53,735	3.5*	±0.0	-0.73 (M)
Sexual Minority	665	3.1*	±0.1	1,846	3.6*	±0.0	-0.49 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	1,324	2.8*	±0.1	53,735	3.5*	±0.0	-0.73 (M)
Lesbian	189	3.2*	±0.2	413	3.8*	±0.1	-0.64 (M)
Gay	258	3.1*	±0.1	469	3.7*	±0.1	-0.57 (M)
Bisexual	175	3.1*	±0.2	681	3.5*	±0.1	-0.38 (S)
Other	44	3.0*	±0.4	283	3.5*	±0.1	-0.51 (M)
I prefer not to say	184	3.0*	±0.1	2,348	3.3*	±0.0	-0.34 (S)

<sup>a</sup> 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.

Table 5.30 presents the scale distribution of organizational commitment for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.30 DOI – Sexual Orientation Harassment and Organizational Commitment Scale Distribution*

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<b>Organizational Commitment</b>						
(1) Strongly Disagree	248	11.3%	±1.4	1,959	3.4%	±0.1
(2) Disagree	488	22.2%	±1.8	6,011	10.3%	±0.2
(3) Neither Agree nor Disagree	641	29.1%	±1.9	15,057	25.8%	±0.4
(4) Agree	625	28.4%	±1.9	24,392	41.7%	±0.4
(5) Strongly Agree	199	9.0%	±1.3	11,049	18.9%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

## 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 5.31 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 DOI.

*Table 5.31 DOI – Sexual Harassment and Job Satisfaction by Selected Characteristics*

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	4,892	3.3*	±0.0	56,144	3.8*	±0.0	-0.70 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	66	3.0*	±0.2	884	3.7*	±0.0	-0.97 (L)
Wage Grade (WG) 5-8	396	3.3*	±0.1	3,876	3.6*	±0.0	-0.47 (S)
Wage Grade (WG) 9-16	123	3.4*	±0.1	1,765	3.7*	±0.0	-0.43 (S)
Other Wage Grade (WG)	36	3.4*	±0.2	321	3.8*	±0.1	-0.63 (M)
General Schedule (GS) 1-6	514	3.2*	±0.1	4,660	3.6*	±0.0	-0.62 (M)
General Schedule (GS) 7-10	1,411	3.3*	±0.0	11,372	3.7*	±0.0	-0.65 (M)
General Schedule (GS) 11-12	1,470	3.4*	±0.0	18,548	3.8*	±0.0	-0.69 (M)
General Schedule (GS) 13-15	730	3.6*	±0.1	12,500	4.1*	±0.0	-0.77 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	13	4.2	±0.2	284	4.5	±0.1	-0.53 (M)
Other	80	3.0*	±0.2	1,400	3.8*	±0.0	-1.09 (L)
Years of Service at Bureau or Office							
Less than 1 year	238	3.2*	±0.1	4,800	3.9*	±0.0	-1.14 (L)
1 to 3 years	727	3.3*	±0.1	8,279	3.8*	±0.0	-0.68 (M)
4 to 5 years	516	3.4*	±0.1	4,531	3.7*	±0.0	-0.54 (M)
6 to 10 years	1,217	3.4*	±0.0	11,034	3.7*	±0.0	-0.55 (M)
11 to 14 years	536	3.3*	±0.1	5,851	3.8*	±0.0	-0.71 (M)
15 to 20 years	735	3.3*	±0.1	7,794	3.8*	±0.0	-0.73 (M)
More than 20 years	889	3.3*	±0.1	13,560	3.9*	±0.0	-0.80 (L)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	4,316	3.4*	±0.0	50,323	3.8*	±0.0	-0.69 (M)
Term	396	3.2*	±0.1	4,137	3.7*	±0.0	-0.67 (M)
Temporary	174	3.0*	±0.1	1,455	3.7*	±0.0	-1.03 (L)
<b>Work Schedule</b>							
Seasonal	370	3.3*	±0.1	2,703	3.6*	±0.0	-0.49 (S)
Non-Seasonal	4,102	3.4*	±0.0	48,532	3.8*	±0.0	-0.71 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	229	3.5*	±0.1	1,782	3.7*	±0.0	-0.28 (S)
Permanent-Non-Seasonal	4,069	3.4*	±0.0	48,003	3.9*	±0.0	-0.71 (M)
Term	396	3.2*	±0.1	4,137	3.7*	±0.0	-0.67 (M)
Temporary-Seasonal	141	3.1*	±0.1	921	3.6*	±0.0	-0.84 (L)
Temporary-Non-Seasonal	33	2.8*	±0.3	529	3.8*	±0.1	-1.59 (L)
<b>Sex</b>							
Men	1,668	3.2*	±0.0	35,117	3.8*	±0.0	-0.81 (L)
Women	3,198	3.4*	±0.0	20,828	3.8*	±0.0	-0.67 (M)
<b>Gender Identity</b>							
Male	1,668	3.2*	±0.0	35,117	3.8*	±0.0	-0.81 (L)
Female	3,198	3.4*	±0.0	20,828	3.8*	±0.0	-0.67 (M)
Transgender	NR	NR	NR	33	3.7	±0.3	NR
Do not identify as female, male, or transgender	24	3.3	±0.3	167	3.5	±0.1	-0.30 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	4,123	3.3*	±0.0	51,272	3.8*	±0.0	-0.70 (M)
Sexual Minority	449	3.3*	±0.1	2,061	3.8*	±0.0	-0.71 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	4,123	3.3*	±0.0	51,272	3.8*	±0.0	-0.70 (M)
Lesbian	103	3.4*	±0.1	491	3.9*	±0.1	-0.77 (M)
Gay	89	3.2*	±0.2	640	3.9*	±0.1	-0.90 (L)
Bisexual	191	3.3*	±0.1	668	3.7*	±0.0	-0.58 (M)
Other	67	3.3*	±0.2	262	3.7*	±0.1	-0.57 (M)
I prefer not to say	262	3.2*	±0.1	2,286	3.7*	±0.0	-0.65 (M)

<sup>a</sup> 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.

Table 5.32 presents the scale distribution of job satisfaction for those who indicated they had or had not experienced sexual harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.32 DOI – Sexual Harassment and Job Satisfaction Scale Distribution*

	Experienced sexual harassment			Did not experience sexual harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Satisfaction						
(1) Very Dissatisfied	58	1.2%	±0.3	227	0.4%	±0.1
(2) Dissatisfied	667	13.6%	±1.0	2,221	4.0%	±0.2
(3) Neither Dissatisfied nor Satisfied	1,943	39.7%	±1.4	13,147	23.4%	±0.4
(4) Satisfied	1,968	40.2%	±1.4	31,059	55.3%	±0.4
(5) Very Satisfied	256	5.2%	±0.7	9,491	16.9%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Very Dissatisfied = 1 - <1.5, Dissatisfied = 1.5 - <2.5, Neither Dissatisfied nor Satisfied = 2.5 - <3.5, Satisfied = 3.5 - <4.5, Very Satisfied = 4.5 - 5.



## 5.6.2 Sexual Harassment and Job Engagement

Table 5.33 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 DOI.

*Table 5.33 DOI – Sexual Harassment and Job Engagement by Selected Characteristics*

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	4,886	5.2*	±0.0	56,134	5.5*	±0.0	-0.33 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	66	4.7*	±0.4	884	5.5*	±0.1	-0.57 (M)
Wage Grade (WG) 5-8	396	5.3*	±0.1	3,876	5.6*	±0.0	-0.19
Wage Grade (WG) 9-16	123	5.2*	±0.2	1,762	5.6*	±0.1	-0.35 (S)
Other Wage Grade (WG)	36	5.8	±0.2	321	5.5	±0.1	0.30 (S)
General Schedule (GS) 1-6	514	5.4	±0.1	4,664	5.5	±0.0	-0.09
General Schedule (GS) 7-10	1,411	5.0*	±0.1	11,369	5.5*	±0.0	-0.36 (S)
General Schedule (GS) 11-12	1,465	5.1*	±0.1	18,538	5.5*	±0.0	-0.32 (S)
General Schedule (GS) 13-15	730	5.2*	±0.1	12,500	5.7*	±0.0	-0.44 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	13	6.2	±0.3	284	6.4	±0.1	-0.30 (S)
Other	80	4.9*	±0.3	1,400	5.5*	±0.1	-0.54 (M)
Years of Service at Bureau or Office							
Less than 1 year	238	4.9*	±0.2	4,796	5.7*	±0.0	-0.61 (M)
1 to 3 years	727	5.2*	±0.1	8,273	5.6*	±0.0	-0.29 (S)
4 to 5 years	513	5.2*	±0.1	4,540	5.5*	±0.0	-0.27 (S)
6 to 10 years	1,215	5.2*	±0.1	11,034	5.4*	±0.0	-0.19
11 to 14 years	536	5.1*	±0.1	5,847	5.5*	±0.0	-0.37 (S)
15 to 20 years	735	5.0*	±0.1	7,792	5.5*	±0.0	-0.40 (S)
More than 20 years	889	5.3*	±0.1	13,558	5.7*	±0.0	-0.35 (S)
Appointment Type							
Permanent	4,311	5.1*	±0.0	50,302	5.5*	±0.0	-0.33 (S)
Term	396	5.4*	±0.1	4,137	5.6*	±0.0	-0.20 (S)
Temporary	174	5.2*	±0.2	1,463	5.8*	±0.1	-0.46 (S)
Work Schedule							
Seasonal	370	5.5*	±0.1	2,712	5.7*	±0.0	-0.17
Non-Seasonal	4,097	5.1*	±0.0	48,511	5.5*	±0.0	-0.35 (S)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	229	5.5	±0.1	1,782	5.5	±0.1	0.01
Permanent-Non-Seasonal	4,064	5.1*	±0.0	47,982	5.5*	±0.0	-0.35 (S)
Term	396	5.4*	±0.1	4,137	5.6*	±0.0	-0.20 (S)
Temporary-Seasonal	141	5.4*	±0.2	930	5.9*	±0.1	-0.49 (S)
Temporary-Non-Seasonal	33	4.7*	±0.6	529	5.6*	±0.1	-0.69 (M)
<b>Sex</b>							
Men	1,664	5.1*	±0.1	35,103	5.5*	±0.0	-0.37 (S)
Women	3,196	5.2*	±0.0	20,831	5.6*	±0.0	-0.33 (S)
<b>Gender Identity</b>							
Male	1,664	5.1*	±0.1	35,103	5.5*	±0.0	-0.37 (S)
Female	3,196	5.2*	±0.0	20,831	5.6*	±0.0	-0.33 (S)
Transgender	NR	NR	NR	33	4.9	±0.5	NR
Do not identify as female, male, or transgender	24	5.1	±0.6	167	5.3	±0.2	-0.15
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	4,120	5.2*	±0.0	51,255	5.5*	±0.0	-0.32 (S)
Sexual Minority	447	5.0*	±0.1	2,070	5.5*	±0.0	-0.41 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	4,120	5.2*	±0.0	51,255	5.5*	±0.0	-0.32 (S)
Lesbian	103	5.4*	±0.2	500	5.6*	±0.1	-0.24 (S)
Gay	89	4.6*	±0.3	640	5.6*	±0.1	-0.81 (L)
Bisexual	189	5.0*	±0.2	668	5.4*	±0.1	-0.42 (S)
Other	67	5.2	±0.3	262	5.3	±0.2	-0.03
I prefer not to say	262	5.1*	±0.2	2,286	5.4*	±0.0	-0.24 (S)

<sup>a</sup> 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.

Table 5.34 presents the scale distribution of job engagement for those who indicated they had or had not experienced sexual harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.34 DOI – Sexual Harassment and Job Engagement Scale Distribution*

	Experienced sexual harassment			Did not experience sexual harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Engagement						
(1) Never	41	0.8%	±0.3	159	0.3%	±0.0
(2) Almost Never or a Few Times a Year or Less	135	2.8%	±0.5	702	1.3%	±0.1
(3) Rarely or Once a Month or Less	321	6.6%	±0.7	2,392	4.3%	±0.2
(4) Sometimes or a Few Times a Month	894	18.3%	±1.1	6,955	12.4%	±0.3
(5) Often or Once a Week	1,270	26.0%	±1.2	12,998	23.2%	±0.4
(6) Very Often or a Few Times a Week	1,475	30.2%	±1.3	20,432	36.4%	±0.4
(7) Always or Every Day	750	15.4%	±1.0	12,496	22.3%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Never = 1 - <1.5, Almost Never or a Few Times a Year or Less = 1.5 - <2.5, Rarely or Once a Month or Less = 2.5 - <3.5, Sometimes or a Few Times a Month = 3.5 - <4.5, Often or Once a Week = 4.5 - <5.5, Very Often or a Few Times a Week = 5.5 - <6.5, Always or Every Day = 6.5 - 7.

### 5.6.3 Sexual Harassment and Organizational Commitment

Table 5.35 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 DOI.

*Table 5.35 DOI – Sexual Harassment and Organizational Commitment by Selected Characteristics*

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	4,890	3.0*	±0.0	56,127	3.6*	±0.0	-0.56 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	66	2.8*	±0.3	879	3.5*	±0.1	-0.61 (M)
Wage Grade (WG) 5-8	396	3.1*	±0.1	3,876	3.5*	±0.0	-0.42 (S)
Wage Grade (WG) 9-16	123	3.0*	±0.2	1,765	3.5*	±0.0	-0.51 (M)
Other Wage Grade (WG)	36	3.3*	±0.3	321	3.6*	±0.1	-0.38 (S)
General Schedule (GS) 1-6	513	3.1*	±0.1	4,669	3.5*	±0.0	-0.37 (S)
General Schedule (GS) 7-10	1,411	3.0*	±0.1	11,370	3.5*	±0.0	-0.51 (M)
General Schedule (GS) 11-12	1,470	2.9*	±0.1	18,542	3.5*	±0.0	-0.62 (M)
General Schedule (GS) 13-15	730	3.2*	±0.1	12,488	3.7*	±0.0	-0.61 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	13	4.3	±0.5	284	4.3	±0.1	-0.03
Other	80	2.4*	±0.2	1,400	3.5*	±0.0	-1.16 (L)
Years of Service at Bureau or Office							
Less than 1 year	238	2.6*	±0.2	4,799	3.6*	±0.0	-0.98 (L)
1 to 3 years	727	3.1*	±0.1	8,277	3.5*	±0.0	-0.45 (S)
4 to 5 years	516	3.1*	±0.1	4,540	3.5*	±0.0	-0.38 (S)
6 to 10 years	1,217	3.1*	±0.1	11,035	3.5*	±0.0	-0.43 (S)
11 to 14 years	534	2.9*	±0.1	5,843	3.5*	±0.0	-0.65 (M)
15 to 20 years	735	2.9*	±0.1	7,790	3.6*	±0.0	-0.66 (M)
More than 20 years	889	3.0*	±0.1	13,549	3.7*	±0.0	-0.66 (M)
Appointment Type							
Permanent	4,316	3.0*	±0.0	50,295	3.6*	±0.0	-0.59 (M)
Term	396	3.3*	±0.1	4,137	3.6*	±0.0	-0.35 (S)
Temporary	173	3.2*	±0.2	1,463	3.7*	±0.0	-0.46 (S)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	369	3.3*	±0.1	2,712	3.6*	±0.0	-0.33 (S)
Non-Seasonal	4,102	3.0*	±0.0	48,504	3.6*	±0.0	-0.60 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	229	3.2*	±0.1	1,782	3.5*	±0.0	-0.30 (S)
Permanent-Non-Seasonal	4,069	3.0*	±0.0	47,975	3.6*	±0.0	-0.60 (M)
Term	396	3.3*	±0.1	4,137	3.6*	±0.0	-0.35 (S)
Temporary-Seasonal	139	3.3*	±0.2	930	3.7*	±0.1	-0.40 (S)
Temporary-Non-Seasonal	33	2.8*	±0.3	529	3.6*	±0.1	-0.86 (L)
<b>Sex</b>							
Men	1,668	2.9*	±0.1	35,106	3.6*	±0.0	-0.68 (M)
Women	3,196	3.1*	±0.0	20,821	3.6*	±0.0	-0.50 (M)
<b>Gender Identity</b>							
Male	1,668	2.9*	±0.1	35,106	3.6*	±0.0	-0.68 (M)
Female	3,196	3.1*	±0.0	20,821	3.6*	±0.0	-0.50 (M)
Transgender	NR	NR	NR	33	3.6	±0.4	NR
Do not identify as female, male, or transgender	24	3.1	±0.5	167	3.2	±0.2	-0.11
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	4,121	3.0*	±0.0	51,247	3.6*	±0.0	-0.57 (M)
Sexual Minority	449	3.0*	±0.1	2,070	3.5*	±0.0	-0.49 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	4,121	3.0*	±0.0	51,247	3.6*	±0.0	-0.57 (M)
Lesbian	103	3.1*	±0.2	500	3.7*	±0.1	-0.55 (M)
Gay	89	2.8*	±0.2	640	3.5*	±0.1	-0.71 (M)
Bisexual	191	3.1*	±0.1	668	3.5*	±0.1	-0.40 (S)
Other	67	3.2*	±0.3	262	3.5*	±0.1	-0.30 (S)
I prefer not to say	262	2.8*	±0.1	2,284	3.4*	±0.0	-0.55 (M)

<sup>a</sup> 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.

Table 5.36 presents the scale distribution of organizational commitment for those who indicated they had or had not experienced sexual harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.36 DOI – Sexual Harassment and Organizational Commitment Scale Distribution*

	Experienced sexual harassment			Did not experience sexual harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Commitment						
(1) Strongly Disagree	492	10.1%	±0.9	1,748	3.1%	±0.1
(2) Disagree	1,034	21.1%	±1.2	5,524	9.8%	±0.2
(3) Neither Agree nor Disagree	1,439	29.4%	±1.3	14,324	25.5%	±0.4
(4) Agree	1,394	28.5%	±1.3	23,765	42.3%	±0.4
(5) Strongly Agree	531	10.9%	±0.9	10,766	19.2%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

## 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 5.37 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 DOI.

*Table 5.37 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	9,977	3.4*	±0.0	51,136	3.9*	±0.0	-0.59 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	143	3.0*	±0.1	808	3.8*	±0.0	-1.08 (L)
Wage Grade (WG) 5-8	870	3.4*	±0.0	3,404	3.7*	±0.0	-0.43 (S)
Wage Grade (WG) 9-16	323	3.4*	±0.1	1,571	3.7*	±0.0	-0.39 (S)
Other Wage Grade (WG)	110	3.4*	±0.1	247	3.9*	±0.1	-0.67 (M)
General Schedule (GS) 1-6	1,025	3.3*	±0.0	4,162	3.7*	±0.0	-0.46 (S)
General Schedule (GS) 7-10	2,514	3.3*	±0.0	10,277	3.7*	±0.0	-0.58 (M)
General Schedule (GS) 11-12	3,047	3.5*	±0.0	16,992	3.9*	±0.0	-0.57 (M)
General Schedule (GS) 13-15	1,542	3.7*	±0.0	11,697	4.1*	±0.0	-0.58 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	35	4.1*	±0.2	262	4.5*	±0.1	-0.79 (M)
Other	244	3.3*	±0.1	1,247	3.8*	±0.0	-0.79 (M)
Years of Service at Bureau or Office							
Less than 1 year	488	3.4*	±0.1	4,552	3.9*	±0.0	-0.85 (L)
1 to 3 years	1,550	3.5*	±0.0	7,466	3.9*	±0.0	-0.51 (M)
4 to 5 years	989	3.4*	±0.0	4,061	3.8*	±0.0	-0.53 (M)
6 to 10 years	2,368	3.4*	±0.0	9,893	3.8*	±0.0	-0.52 (M)
11 to 14 years	1,054	3.4*	±0.0	5,345	3.8*	±0.0	-0.60 (M)
15 to 20 years	1,454	3.4*	±0.0	7,098	3.8*	±0.0	-0.58 (M)
More than 20 years	1,993	3.5*	±0.0	12,469	3.9*	±0.0	-0.64 (M)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	8,798	3.5*	±0.0	45,904	3.9*	±0.0	-0.59 (M)
Term	788	3.4*	±0.0	3,750	3.7*	±0.0	-0.47 (S)
Temporary	354	3.2*	±0.1	1,284	3.7*	±0.0	-0.76 (M)
<b>Work Schedule</b>							
Seasonal	798	3.4*	±0.0	2,282	3.7*	±0.0	-0.38 (S)
Non-Seasonal	8,293	3.5*	±0.0	44,405	3.9*	±0.0	-0.61 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	509	3.5*	±0.1	1,500	3.7*	±0.0	-0.26 (S)
Permanent-Non-Seasonal	8,228	3.5*	±0.0	43,908	3.9*	±0.0	-0.60 (M)
Term	788	3.4*	±0.0	3,750	3.7*	±0.0	-0.47 (S)
Temporary-Seasonal	289	3.3*	±0.1	782	3.6*	±0.0	-0.59 (M)
Temporary-Non-Seasonal	65	3.1*	±0.2	497	3.8*	±0.1	-1.20 (L)
<b>Sex</b>							
Men	4,943	3.4*	±0.0	31,891	3.8*	±0.0	-0.60 (M)
Women	4,978	3.5*	±0.0	19,075	3.9*	±0.0	-0.58 (M)
<b>Gender Identity</b>							
Male	4,943	3.4*	±0.0	31,891	3.8*	±0.0	-0.60 (M)
Female	4,978	3.5*	±0.0	19,075	3.9*	±0.0	-0.58 (M)
Transgender	11	3.6	±0.4	24	3.8	±0.4	-0.22 (S)
Do not identify as female, male, or transgender	45	3.4	±0.2	146	3.6	±0.1	-0.27 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	8,610	3.5*	±0.0	46,860	3.9*	±0.0	-0.58 (M)
Sexual Minority	749	3.4*	±0.1	1,761	3.9*	±0.0	-0.71 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	8,610	3.5*	±0.0	46,860	3.9*	±0.0	-0.58 (M)
Lesbian	171	3.5*	±0.1	423	4.0*	±0.1	-0.82 (L)
Gay	166	3.4*	±0.1	563	3.9*	±0.1	-0.76 (M)
Bisexual	306	3.4*	±0.1	553	3.8*	±0.1	-0.56 (M)
Other	106	3.3*	±0.1	223	3.8*	±0.1	-0.73 (M)
I prefer not to say	517	3.3*	±0.1	2,034	3.7*	±0.0	-0.58 (M)

<sup>a</sup> 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.



Table 5.38 presents the scale distribution of job satisfaction for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.38 DOI – Crude and Offensive Behavior and Job Satisfaction Scale Distribution*

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Satisfaction						
(1) Very Dissatisfied	79	0.8%	±0.2	207	0.4%	±0.1
(2) Dissatisfied	1,021	10.2%	±0.6	1,861	3.6%	±0.2
(3) Neither Dissatisfied nor Satisfied	3,755	37.6%	±1.0	11,365	22.2%	±0.4
(4) Satisfied	4,506	45.2%	±1.0	28,569	55.9%	±0.4
(5) Very Satisfied	616	6.2%	±0.5	9,134	17.9%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Very Dissatisfied = 1 - <1.5, Dissatisfied = 1.5 - <2.5, Neither Dissatisfied nor Satisfied = 2.5 - <3.5, Satisfied = 3.5 - <4.5, Very Satisfied = 4.5 - 5.

## 5.7.2 Crude and Offensive Behavior and Job Engagement

Table 5.39 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 DOI.

*Table 5.39 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	9,962	5.2*	±0.0	51,135	5.6*	±0.0	-0.30 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	143	5.0*	±0.2	808	5.6*	±0.1	-0.40 (S)
Wage Grade (WG) 5-8	870	5.4*	±0.1	3,404	5.6*	±0.0	-0.19
Wage Grade (WG) 9-16	321	5.3*	±0.1	1,571	5.6*	±0.1	-0.23 (S)
Other Wage Grade (WG)	110	5.7	±0.2	247	5.5	±0.1	0.18
General Schedule (GS) 1-6	1,022	5.3*	±0.1	4,168	5.5*	±0.0	-0.19
General Schedule (GS) 7-10	2,514	5.1*	±0.0	10,275	5.5*	±0.0	-0.33 (S)
General Schedule (GS) 11-12	3,038	5.2*	±0.0	16,987	5.5*	±0.0	-0.29 (S)
General Schedule (GS) 13-15	1,542	5.3*	±0.1	11,697	5.7*	±0.0	-0.38 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	35	6.0*	±0.4	262	6.5*	±0.1	-0.73 (M)
Other	244	5.1*	±0.2	1,247	5.5*	±0.1	-0.40 (S)
Years of Service at Bureau or Office							
Less than 1 year	488	4.9*	±0.1	4,547	5.7*	±0.0	-0.64 (M)
1 to 3 years	1,548	5.3*	±0.1	7,462	5.6*	±0.0	-0.25 (S)
4 to 5 years	986	5.2*	±0.1	4,069	5.5*	±0.0	-0.25 (S)
6 to 10 years	2,363	5.2*	±0.0	9,895	5.5*	±0.0	-0.24 (S)
11 to 14 years	1,052	5.1*	±0.1	5,343	5.5*	±0.0	-0.31 (S)
15 to 20 years	1,452	5.1*	±0.1	7,098	5.5*	±0.0	-0.32 (S)
More than 20 years	1,993	5.3*	±0.1	12,467	5.7*	±0.0	-0.29 (S)
Appointment Type							
Permanent	8,783	5.2*	±0.0	45,892	5.6*	±0.0	-0.31 (S)
Term	788	5.5*	±0.1	3,750	5.6*	±0.0	-0.12
Temporary	354	5.4*	±0.1	1,293	5.8*	±0.1	-0.42 (S)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	798	5.5*	±0.1	2,291	5.7*	±0.0	-0.15
Non-Seasonal	8,278	5.2*	±0.0	44,393	5.6*	±0.0	-0.33 (S)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	509	5.5	±0.1	1,500	5.5	±0.1	-0.02
Permanent-Non-Seasonal	8,213	5.2*	±0.0	43,896	5.5*	±0.0	-0.33 (S)
Term	788	5.5*	±0.1	3,750	5.6*	±0.0	-0.12
Temporary-Seasonal	289	5.5*	±0.1	791	6.0*	±0.1	-0.42 (S)
Temporary-Non-Seasonal	65	4.6*	±0.4	497	5.6*	±0.1	-0.81 (L)
<b>Sex</b>							
Men	4,933	5.2*	±0.0	31,884	5.5*	±0.0	-0.29 (S)
Women	4,974	5.2*	±0.0	19,080	5.6*	±0.0	-0.33 (S)
<b>Gender Identity</b>							
Male	4,933	5.2*	±0.0	31,884	5.5*	±0.0	-0.29 (S)
Female	4,974	5.2*	±0.0	19,080	5.6*	±0.0	-0.33 (S)
Transgender	11	4.7	±0.9	24	5.1	±0.6	-0.25 (S)
Do not identify as female, male, or transgender	45	5.3	±0.4	146	5.3	±0.2	0.02
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	8,597	5.2*	±0.0	46,852	5.6*	±0.0	-0.29 (S)
Sexual Minority	747	5.1*	±0.1	1,770	5.6*	±0.1	-0.39 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	8,597	5.2*	±0.0	46,852	5.6*	±0.0	-0.29 (S)
Lesbian	171	5.3*	±0.2	432	5.7*	±0.1	-0.33 (S)
Gay	166	4.9*	±0.2	563	5.6*	±0.1	-0.52 (M)
Bisexual	304	5.1*	±0.1	553	5.5*	±0.1	-0.38 (S)
Other	106	5.1	±0.3	223	5.3	±0.2	-0.22 (S)
I prefer not to say	517	5.1*	±0.1	2,034	5.4*	±0.1	-0.26 (S)

<sup>a</sup> 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.

Table 5.40 presents the scale distribution of job engagement for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.40 DOI – Crude and Offensive Behavior and Job Engagement Scale Distribution*

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Engagement						
(1) Never	61	0.6%	±0.2	139	0.3%	±0.0
(2) Almost Never or a Few Times a Year or Less	199	2.0%	±0.3	632	1.2%	±0.1
(3) Rarely or Once a Month or Less	623	6.3%	±0.5	2,095	4.1%	±0.2
(4) Sometimes or a Few Times a Month	1,770	17.8%	±0.8	6,082	11.9%	±0.3
(5) Often or Once a Week	2,568	25.8%	±0.9	11,729	22.9%	±0.4
(6) Very Often or a Few Times a Week	3,289	33.0%	±0.9	18,655	36.5%	±0.4
(7) Always or Every Day	1,452	14.6%	±0.7	11,802	23.1%	±0.4

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Never = 1 - <1.5, Almost Never or a Few Times a Year or Less = 1.5 - <2.5, Rarely or Once a Month or Less = 2.5 - <3.5, Sometimes or a Few Times a Month = 3.5 - <4.5, Often or Once a Week = 4.5 - <5.5, Very Often or a Few Times a Week = 5.5 - <6.5, Always or Every Day = 6.5 - 7.

### 5.7.3 Crude and Offensive Behavior and Organizational Commitment

Table 5.41 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 DOI.

*Table 5.41 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	9,973	3.1*	±0.0	51,122	3.6*	±0.0	-0.47 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	143	2.9*	±0.2	802	3.5*	±0.1	-0.60 (M)
Wage Grade (WG) 5-8	870	3.2*	±0.1	3,404	3.5*	±0.0	-0.32 (S)
Wage Grade (WG) 9-16	323	3.1*	±0.1	1,571	3.5*	±0.0	-0.48 (S)
Other Wage Grade (WG)	110	3.4*	±0.2	247	3.7*	±0.1	-0.29 (S)
General Schedule (GS) 1-6	1,023	3.2*	±0.1	4,170	3.6*	±0.0	-0.37 (S)
General Schedule (GS) 7-10	2,514	3.1*	±0.0	10,275	3.5*	±0.0	-0.46 (S)
General Schedule (GS) 11-12	3,045	3.1*	±0.0	16,988	3.6*	±0.0	-0.48 (S)
General Schedule (GS) 13-15	1,542	3.3*	±0.1	11,687	3.8*	±0.0	-0.50 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	35	4.0*	±0.4	262	4.3*	±0.1	-0.52 (M)
Other	244	2.9*	±0.1	1,247	3.6*	±0.1	-0.67 (M)
Years of Service at Bureau or Office							
Less than 1 year	488	2.9*	±0.1	4,550	3.6*	±0.0	-0.78 (M)
1 to 3 years	1,550	3.2*	±0.1	7,464	3.6*	±0.0	-0.41 (S)
4 to 5 years	989	3.2*	±0.1	4,069	3.5*	±0.0	-0.35 (S)
6 to 10 years	2,368	3.2*	±0.0	9,893	3.5*	±0.0	-0.39 (S)
11 to 14 years	1,050	3.1*	±0.1	5,339	3.6*	±0.0	-0.48 (S)
15 to 20 years	1,454	3.1*	±0.1	7,096	3.6*	±0.0	-0.54 (M)
More than 20 years	1,993	3.2*	±0.0	12,458	3.7*	±0.0	-0.52 (M)
Appointment Type							
Permanent	8,796	3.1*	±0.0	45,879	3.6*	±0.0	-0.49 (S)
Term	788	3.4*	±0.1	3,750	3.6*	±0.0	-0.20 (S)
Temporary	353	3.4*	±0.1	1,293	3.7*	±0.0	-0.36 (S)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	797	3.4*	±0.1	2,291	3.6*	±0.0	-0.22 (S)
Non-Seasonal	8,291	3.1*	±0.0	44,381	3.6*	±0.0	-0.51 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	509	3.3*	±0.1	1,500	3.5*	±0.0	-0.22 (S)
Permanent-Non-Seasonal	8,226	3.1*	±0.0	43,884	3.6*	±0.0	-0.51 (M)
Term	788	3.4*	±0.1	3,750	3.6*	±0.0	-0.20 (S)
Temporary-Seasonal	288	3.5*	±0.1	791	3.7*	±0.1	-0.24 (S)
Temporary-Non-Seasonal	65	2.7*	±0.2	497	3.6*	±0.1	-1.02 (L)
<b>Sex</b>							
Men	4,943	3.1*	±0.0	31,882	3.6*	±0.0	-0.50 (M)
Women	4,974	3.2*	±0.0	19,070	3.6*	±0.0	-0.44 (S)
<b>Gender Identity</b>							
Male	4,943	3.1*	±0.0	31,882	3.6*	±0.0	-0.50 (M)
Female	4,974	3.2*	±0.0	19,070	3.6*	±0.0	-0.44 (S)
Transgender	11	3.2	±0.8	24	3.7	±0.5	-0.39 (S)
Do not identify as female, male, or transgender	45	3.1	±0.3	146	3.2	±0.2	-0.12
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	8,607	3.2*	±0.0	46,839	3.6*	±0.0	-0.46 (S)
Sexual Minority	749	3.1*	±0.1	1,770	3.6*	±0.0	-0.54 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	8,607	3.2*	±0.0	46,839	3.6*	±0.0	-0.46 (S)
Lesbian	171	3.1*	±0.2	432	3.8*	±0.1	-0.66 (M)
Gay	166	3.0*	±0.2	563	3.6*	±0.1	-0.60 (M)
Bisexual	306	3.1*	±0.1	553	3.5*	±0.1	-0.44 (S)
Other	106	3.1*	±0.2	223	3.6*	±0.1	-0.50 (M)
I prefer not to say	517	2.9*	±0.1	2,032	3.4*	±0.0	-0.48 (S)

<sup>a</sup> 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.

Table 5.42 presents the scale distribution of organizational commitment for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.42 DOI – Crude and Offensive Behavior and Organizational Commitment Scale Distribution*

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<b>Organizational Commitment</b>						
(1) Strongly Disagree	799	8.0%	±0.5	1,438	2.8%	±0.1
(2) Disagree	1,781	17.9%	±0.8	4,775	9.3%	±0.3
(3) Neither Agree nor Disagree	2,943	29.5%	±0.9	12,857	25.1%	±0.4
(4) Agree	3,316	33.2%	±0.9	21,878	42.8%	±0.4
(5) Strongly Agree	1,135	11.4%	±0.6	10,175	19.9%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

## 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 5.43 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 DOI.

*Table 5.43 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,215	3.4*	±0.0	57,920	3.8*	±0.0	-0.65 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	50	3.1*	±0.2	900	3.7*	±0.0	-0.82 (L)
Wage Grade (WG) 5-8	250	3.4*	±0.1	4,016	3.6*	±0.0	-0.31 (S)
Wage Grade (WG) 9-16	72	3.2*	±0.2	1,820	3.7*	±0.0	-0.70 (M)
Other Wage Grade (WG)	7	2.8*	±0.2	350	3.8*	±0.1	-1.53 (L)
General Schedule (GS) 1-6	413	3.2*	±0.1	4,781	3.6*	±0.0	-0.54 (M)
General Schedule (GS) 7-10	925	3.3*	±0.0	11,878	3.7*	±0.0	-0.60 (M)
General Schedule (GS) 11-12	954	3.4*	±0.0	19,093	3.8*	±0.0	-0.62 (M)
General Schedule (GS) 13-15	454	3.6*	±0.1	12,790	4.0*	±0.0	-0.69 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	8	3.5*	±0.9	289	4.5*	±0.1	-1.99 (L)
Other	51	3.0*	±0.2	1,440	3.8*	±0.0	-1.15 (L)
Years of Service at Bureau or Office							
Less than 1 year	180	3.5*	±0.1	4,860	3.9*	±0.0	-0.62 (M)
1 to 3 years	565	3.4*	±0.1	8,460	3.8*	±0.0	-0.57 (M)
4 to 5 years	326	3.4*	±0.1	4,724	3.7*	±0.0	-0.52 (M)
6 to 10 years	829	3.4*	±0.0	11,432	3.7*	±0.0	-0.53 (M)
11 to 14 years	309	3.3*	±0.1	6,087	3.8*	±0.0	-0.72 (M)
15 to 20 years	454	3.4*	±0.1	8,103	3.8*	±0.0	-0.61 (M)
More than 20 years	528	3.3*	±0.1	13,945	3.9*	±0.0	-0.91 (L)



	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	2,809	3.4*	±0.0	51,911	3.8*	±0.0	-0.66 (M)
Term	281	3.3*	±0.1	4,259	3.7*	±0.0	-0.49 (S)
Temporary	119	3.2*	±0.1	1,519	3.6*	±0.0	-0.64 (M)
<b>Work Schedule</b>							
Seasonal	267	3.4*	±0.1	2,816	3.6*	±0.0	-0.42 (S)
Non-Seasonal	2,648	3.4*	±0.0	50,067	3.8*	±0.0	-0.67 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	167	3.4*	±0.1	1,844	3.7*	±0.0	-0.33 (S)
Permanent-Non-Seasonal	2,628	3.4*	±0.0	49,524	3.8*	±0.0	-0.67 (M)
Term	281	3.3*	±0.1	4,259	3.7*	±0.0	-0.49 (S)
Temporary-Seasonal	100	3.2*	±0.1	972	3.6*	±0.0	-0.56 (M)
Temporary-Non-Seasonal	19	3.3*	±0.5	543	3.8*	±0.1	-0.74 (M)
<b>Sex</b>							
Men	1,004	3.2*	±0.0	35,831	3.8*	±0.0	-0.82 (L)
Women	2,188	3.4*	±0.0	21,886	3.8*	±0.0	-0.58 (M)
<b>Gender Identity</b>							
Male	1,004	3.2*	±0.0	35,831	3.8*	±0.0	-0.82 (L)
Female	2,188	3.4*	±0.0	21,886	3.8*	±0.0	-0.58 (M)
Transgender	NR	NR	NR	32	3.8	±0.3	NR
Do not identify as female, male, or transgender	20	3.3	±0.3	171	3.5	±0.1	-0.36 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	2,700	3.4*	±0.0	52,789	3.8*	±0.0	-0.64 (M)
Sexual Minority	293	3.3*	±0.1	2,218	3.8*	±0.0	-0.67 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	2,700	3.4*	±0.0	52,789	3.8*	±0.0	-0.64 (M)
Lesbian	52	3.3*	±0.2	542	3.9*	±0.1	-0.84 (L)
Gay	43	3.4*	±0.2	686	3.8*	±0.1	-0.62 (M)
Bisexual	150	3.3*	±0.1	708	3.7*	±0.0	-0.62 (M)
Other	47	3.3*	±0.2	281	3.7*	±0.1	-0.50 (M)
I prefer not to say	180	3.2*	±0.1	2,375	3.7*	±0.0	-0.66 (M)

<sup>a</sup> 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.

Table 5.44 presents the scale distribution of job satisfaction for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.44 DOI – Unwanted Sexual Attention and Job Satisfaction Scale Distribution*

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Satisfaction						
(1) Very Dissatisfied	34	1.1%	±0.4	251	0.4%	±0.1
(2) Dissatisfied	424	13.2%	±1.2	2,466	4.3%	±0.2
(3) Neither Dissatisfied nor Satisfied	1,254	39.0%	±1.7	13,862	23.9%	±0.3
(4) Satisfied	1,345	41.8%	±1.7	31,749	54.8%	±0.4
(5) Very Satisfied	158	4.9%	±0.8	9,592	16.6%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Very Dissatisfied = 1 - <1.5, Dissatisfied = 1.5 - <2.5, Neither Dissatisfied nor Satisfied = 2.5 - <3.5, Satisfied = 3.5 - <4.5, Very Satisfied = 4.5 - 5.

## 5.8.2 Unwanted Sexual Attention and Job Engagement

Table 5.45 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 DOI.

Table 5.45 DOI – 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</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,212	5.1*	±0.0	57,907	5.5*	±0.0	-0.35 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	50	5.3	±0.4	900	5.5	±0.1	-0.15
Wage Grade (WG) 5-8	250	5.4	±0.1	4,016	5.6	±0.0	-0.11
Wage Grade (WG) 9-16	72	4.9*	±0.3	1,818	5.6*	±0.1	-0.54 (M)
Other Wage Grade (WG)	7	5.1	±1.0	350	5.5	±0.1	-0.38 (S)
General Schedule (GS) 1-6	411	5.2*	±0.1	4,788	5.5*	±0.0	-0.25 (S)
General Schedule (GS) 7-10	925	5.0*	±0.1	11,876	5.4*	±0.0	-0.40 (S)
General Schedule (GS) 11-12	954	5.1*	±0.1	19,077	5.5*	±0.0	-0.29 (S)
General Schedule (GS) 13-15	454	5.2*	±0.1	12,790	5.7*	±0.0	-0.43 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	8	5.1*	±1.6	289	6.4*	±0.1	-2.14 (L)
Other	51	4.5*	±0.4	1,440	5.5*	±0.1	-0.82 (L)
Years of Service at Bureau or Office							
Less than 1 year	180	5.4*	±0.2	4,855	5.6*	±0.0	-0.23 (S)
1 to 3 years	562	5.2*	±0.1	8,457	5.6*	±0.0	-0.35 (S)
4 to 5 years	326	5.2*	±0.1	4,729	5.5*	±0.0	-0.28 (S)
6 to 10 years	829	5.1*	±0.1	11,430	5.4*	±0.0	-0.27 (S)
11 to 14 years	309	5.0*	±0.1	6,083	5.5*	±0.0	-0.45 (S)
15 to 20 years	454	5.0*	±0.1	8,101	5.5*	±0.0	-0.36 (S)
More than 20 years	528	5.2*	±0.1	13,943	5.6*	±0.0	-0.41 (S)
Appointment Type							
Permanent	2,807	5.1*	±0.0	51,887	5.5*	±0.0	-0.37 (S)
Term	281	5.3*	±0.1	4,259	5.6*	±0.0	-0.29 (S)
Temporary	119	5.6	±0.2	1,528	5.7	±0.1	-0.14
Work Schedule							
Seasonal	267	5.4*	±0.1	2,825	5.6*	±0.0	-0.19
Non-Seasonal	2,645	5.1*	±0.0	50,043	5.5*	±0.0	-0.38 (S)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	167	5.3*	±0.2	1,844	5.5*	±0.1	-0.17
Permanent-Non-Seasonal	2,626	5.1*	±0.0	49,500	5.5*	±0.0	-0.38 (S)
Term	281	5.3*	±0.1	4,259	5.6*	±0.0	-0.29 (S)
Temporary-Seasonal	100	5.6*	±0.2	980	5.9*	±0.1	-0.25 (S)
Temporary-Non-Seasonal	19	5.5	±0.6	543	5.5	±0.1	-0.02
<b>Sex</b>							
Men	1,002	5.0*	±0.1	35,817	5.5*	±0.0	-0.46 (S)
Women	2,188	5.2*	±0.1	21,887	5.6*	±0.0	-0.32 (S)
<b>Gender Identity</b>							
Male	1,002	5.0*	±0.1	35,817	5.5*	±0.0	-0.46 (S)
Female	2,188	5.2*	±0.1	21,887	5.6*	±0.0	-0.32 (S)
Transgender	NR	NR	NR	32	5.1	±0.5	NR
Do not identify as female, male, or transgender	20	5.0	±0.6	171	5.3	±0.2	-0.27 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	2,697	5.1*	±0.0	52,771	5.5*	±0.0	-0.36 (S)
Sexual Minority	293	5.0*	±0.1	2,225	5.5*	±0.0	-0.41 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	2,697	5.1*	±0.0	52,771	5.5*	±0.0	-0.36 (S)
Lesbian	52	5.1*	±0.3	551	5.6*	±0.1	-0.51 (M)
Gay	43	4.7*	±0.4	686	5.5*	±0.1	-0.65 (M)
Bisexual	150	5.0*	±0.2	706	5.4*	±0.1	-0.32 (S)
Other	47	5.0	±0.4	281	5.3	±0.1	-0.19
I prefer not to say	180	5.2	±0.2	2,375	5.4	±0.0	-0.15

<sup>a</sup> 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.

Table 5.46 presents the scale distribution of job engagement for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.46 DOI – Unwanted Sexual Attention and Job Engagement Scale Distribution*

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Engagement						
(1) Never	19	0.6%	±0.3	181	0.3%	±0.0
(2) Almost Never or a Few Times a Year or Less	90	2.8%	±0.6	747	1.3%	±0.1
(3) Rarely or Once a Month or Less	233	7.3%	±1.0	2,482	4.3%	±0.2
(4) Sometimes or a Few Times a Month	627	19.5%	±1.4	7,228	12.5%	±0.3
(5) Often or Once a Week	826	25.7%	±1.5	13,475	23.3%	±0.3
(6) Very Often or a Few Times a Week	954	29.7%	±1.6	20,997	36.3%	±0.4
(7) Always or Every Day	462	14.4%	±1.3	12,796	22.1%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Never = 1 - <1.5, Almost Never or a Few Times a Year or Less = 1.5 - <2.5, Rarely or Once a Month or Less = 2.5 - <3.5, Sometimes or a Few Times a Month = 3.5 - <4.5, Often or Once a Week = 4.5 - <5.5, Very Often or a Few Times a Week = 5.5 - <6.5, Always or Every Day = 6.5 - 7.

### 5.8.3 Unwanted Sexual Attention and Organizational Commitment

Table 5.47 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 DOI.

*Table 5.47 DOI – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,215	3.0*	±0.0	57,901	3.5*	±0.0	-0.53 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	50	3.3	±0.3	895	3.4	±0.1	-0.11
Wage Grade (WG) 5-8	250	3.2*	±0.1	4,016	3.5*	±0.0	-0.27 (S)
Wage Grade (WG) 9-16	72	2.8*	±0.2	1,820	3.5*	±0.0	-0.71 (M)
Other Wage Grade (WG)	7	2.1*	±0.6	350	3.6*	±0.1	-1.67 (L)
General Schedule (GS) 1-6	413	3.1*	±0.1	4,788	3.5*	±0.0	-0.37 (S)
General Schedule (GS) 7-10	925	3.0*	±0.1	11,876	3.4*	±0.0	-0.44 (S)
General Schedule (GS) 11-12	954	2.9*	±0.1	19,087	3.5*	±0.0	-0.61 (M)
General Schedule (GS) 13-15	454	3.2*	±0.1	12,778	3.7*	±0.0	-0.56 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	8	3.3*	±1.2	289	4.3*	±0.1	-1.44 (L)
Other	51	2.4*	±0.3	1,440	3.5*	±0.0	-1.14 (L)
Years of Service at Bureau or Office							
Less than 1 year	180	3.1*	±0.2	4,858	3.5*	±0.0	-0.51 (M)
1 to 3 years	565	3.1*	±0.1	8,458	3.5*	±0.0	-0.46 (S)
4 to 5 years	326	3.1*	±0.1	4,733	3.5*	±0.0	-0.38 (S)
6 to 10 years	829	3.1*	±0.1	11,433	3.5*	±0.0	-0.38 (S)
11 to 14 years	309	2.9*	±0.1	6,077	3.5*	±0.0	-0.66 (M)
15 to 20 years	454	3.0*	±0.1	8,099	3.5*	±0.0	-0.61 (M)
More than 20 years	528	3.0*	±0.1	13,934	3.7*	±0.0	-0.71 (M)
Appointment Type							
Permanent	2,809	3.0*	±0.0	51,883	3.5*	±0.0	-0.56 (M)
Term	281	3.3*	±0.1	4,259	3.6*	±0.0	-0.34 (S)
Temporary	119	3.4*	±0.2	1,526	3.6*	±0.0	-0.23 (S)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	267	3.3*	±0.1	2,823	3.6*	±0.0	-0.30 (S)
Non-Seasonal	2,648	3.0*	±0.0	50,039	3.5*	±0.0	-0.57 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	167	3.2*	±0.1	1,844	3.5*	±0.0	-0.37 (S)
Permanent-Non-Seasonal	2,628	3.0*	±0.0	49,496	3.5*	±0.0	-0.57 (M)
Term	281	3.3*	±0.1	4,259	3.6*	±0.0	-0.34 (S)
Temporary-Seasonal	100	3.5	±0.2	979	3.7	±0.1	-0.21 (S)
Temporary-Non-Seasonal	19	3.1*	±0.5	543	3.5*	±0.1	-0.51 (M)
<b>Sex</b>							
Men	1,004	2.9*	±0.1	35,821	3.5*	±0.0	-0.68 (M)
Women	2,188	3.1*	±0.0	21,878	3.5*	±0.0	-0.45 (S)
<b>Gender Identity</b>							
Male	1,004	2.9*	±0.1	35,821	3.5*	±0.0	-0.68 (M)
Female	2,188	3.1*	±0.0	21,878	3.5*	±0.0	-0.45 (S)
Transgender	NR	NR	NR	32	3.6	±0.4	NR
Do not identify as female, male, or transgender	20	2.9	±0.5	171	3.2	±0.1	-0.30 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	2,700	3.0*	±0.0	52,763	3.6*	±0.0	-0.53 (M)
Sexual Minority	293	3.0*	±0.1	2,227	3.5*	±0.0	-0.48 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	2,700	3.0*	±0.0	52,763	3.6*	±0.0	-0.53 (M)
Lesbian	52	3.0*	±0.3	551	3.6*	±0.1	-0.62 (M)
Gay	43	3.0*	±0.3	686	3.5*	±0.1	-0.46 (S)
Bisexual	150	3.0*	±0.2	708	3.5*	±0.1	-0.43 (S)
Other	47	3.1*	±0.4	281	3.5*	±0.1	-0.44 (S)
I prefer not to say	180	2.8*	±0.2	2,373	3.4*	±0.0	-0.51 (M)

<sup>a</sup> 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.

Table 5.48 presents the scale distribution of organizational commitment for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.48 DOI – Unwanted Sexual Attention and Organizational Commitment Scale Distribution*

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<b>Organizational Commitment</b>						
(1) Strongly Disagree	276	8.6%	±1.0	1,960	3.4%	±0.2
(2) Disagree	686	21.3%	±1.5	5,872	10.1%	±0.2
(3) Neither Agree nor Disagree	958	29.8%	±1.6	14,850	25.6%	±0.4
(4) Agree	976	30.4%	±1.6	24,225	41.8%	±0.4
(5) Strongly Agree	318	9.9%	±1.1	10,994	19.0%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.



## 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 5.49 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 DOI.

*Table 5.49 DOI – Sexual Coercion and Job Satisfaction by Selected Characteristics*

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	615	3.0*	±0.1	60,477	3.8*	±0.0	-1.06 (L)
<b>Pay Plan and Grade</b>							
Wage Grade (WG) 1-4	10	3.5	±0.3	940	3.7	±0.0	-0.23 (S)
Wage Grade (WG) 5-8	35	3.1*	±0.3	4,229	3.6*	±0.0	-0.71 (M)
Wage Grade (WG) 9-16	14	3.6	±0.7	1,878	3.6	±0.0	0.01
Other Wage Grade (WG)	NR	NR	NR	352	3.8	±0.1	NR
General Schedule (GS) 1-6	69	2.9*	±0.2	5,117	3.6*	±0.0	-0.92 (L)
General Schedule (GS) 7-10	197	3.0*	±0.1	12,594	3.7*	±0.0	-1.00 (L)
General Schedule (GS) 11-12	184	3.1*	±0.1	19,850	3.8*	±0.0	-1.07 (L)
General Schedule (GS) 13-15	74	3.1*	±0.2	13,166	4.0*	±0.0	-1.34 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	296	4.5	±0.1	NR
Other	20	2.8*	±0.5	1,471	3.8*	±0.0	-1.40 (L)
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	30	2.9*	±0.2	5,008	3.9*	±0.0	-1.37 (L)
1 to 3 years	87	3.2*	±0.2	8,934	3.8*	±0.0	-0.87 (L)
4 to 5 years	63	2.8*	±0.3	4,983	3.7*	±0.0	-1.37 (L)
6 to 10 years	162	3.1*	±0.1	12,088	3.7*	±0.0	-0.82 (L)
11 to 14 years	67	3.0*	±0.1	6,322	3.8*	±0.0	-1.10 (L)
15 to 20 years	111	3.2*	±0.2	8,446	3.8*	±0.0	-0.91 (L)
More than 20 years	91	2.9*	±0.2	14,367	3.9*	±0.0	-1.40 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	545	3.0*	±0.1	54,132	3.8*	±0.0	-1.10 (L)
Term	34	3.1*	±0.2	4,506	3.6*	±0.0	-0.82 (L)
Temporary	35	3.2*	±0.2	1,603	3.6*	±0.0	-0.69 (M)
<b>Work Schedule</b>							
Seasonal	58	3.2*	±0.2	3,021	3.6*	±0.0	-0.58 (M)
Non-Seasonal	519	3.0*	±0.1	52,157	3.8*	±0.0	-1.13 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	24	3.2*	±0.3	1,983	3.7*	±0.0	-0.64 (M)
Permanent-Non-Seasonal	517	3.0*	±0.1	51,597	3.8*	±0.0	-1.12 (L)
Term	34	3.1*	±0.2	4,506	3.6*	±0.0	-0.82 (L)
Temporary-Seasonal	33	3.2*	±0.2	1,038	3.6*	±0.0	-0.48 (S)
Temporary-Non-Seasonal	NR	NR	NR	560	3.8	±0.1	NR
<b>Sex</b>							
Men	217	2.9*	±0.1	36,604	3.8*	±0.0	-1.29 (L)
Women	390	3.1*	±0.1	23,655	3.8*	±0.0	-0.93 (L)
<b>Gender Identity</b>							
Male	217	2.9*	±0.1	36,604	3.8*	±0.0	-1.29 (L)
Female	390	3.1*	±0.1	23,655	3.8*	±0.0	-0.93 (L)
Transgender	NR	NR	NR	34	3.8	±0.3	NR
Do not identify as female, male, or transgender	7	3.0	±0.6	184	3.5	±0.1	-0.74 (M)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	513	3.0*	±0.1	54,933	3.8*	±0.0	-1.08 (L)
Sexual Minority	59	3.3*	±0.2	2,452	3.7*	±0.0	-0.69 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	513	3.0*	±0.1	54,933	3.8*	±0.0	-1.08 (L)
Lesbian	11	2.9*	±0.5	583	3.9*	±0.1	-1.44 (L)
Gay	8	3.8	±0.3	722	3.8	±0.1	0.00
Bisexual	28	3.4	±0.3	831	3.6	±0.0	-0.29 (S)
Other	12	2.8*	±0.3	317	3.7*	±0.1	-1.23 (L)
I prefer not to say	40	2.9*	±0.3	2,514	3.6*	±0.0	-1.09 (L)

<sup>a</sup> 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.

Table 5.50 presents the scale distribution of job satisfaction for those who indicated they had or had not experienced sexual coercion within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.50 DOI – Sexual Coercion and Job Satisfaction Scale Distribution*

	Experienced sexual coercion			Did not experience sexual coercion		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Satisfaction						
(1) Very Dissatisfied	15	2.4%	±1.6	270	0.4%	±0.1
(2) Dissatisfied	143	23.3%	±3.5	2,736	4.5%	±0.2
(3) Neither Dissatisfied nor Satisfied	279	45.3%	±4.0	14,815	24.5%	±0.3
(4) Satisfied	140	22.8%	±3.5	32,945	54.5%	±0.4
(5) Very Satisfied	38	6.2%	±2.2	9,712	16.1%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Very Dissatisfied = 1 - <1.5, Dissatisfied = 1.5 - <2.5, Neither Dissatisfied nor Satisfied = 2.5 - <3.5, Satisfied = 3.5 - <4.5, Very Satisfied = 4.5 - 5.

## 5.9.2 Sexual Coercion and Job Engagement

Table 5.51 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 DOI.

*Table 5.51 DOI – Sexual Coercion and Job Engagement by Selected Characteristics*

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	615	5.0*	±0.1	60,461	5.5*	±0.0	-0.49 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	10	5.6	±0.6	940	5.5	±0.1	0.11
Wage Grade (WG) 5-8	35	5.2	±0.6	4,229	5.6	±0.0	-0.33 (S)
Wage Grade (WG) 9-16	14	5.4	±0.6	1,876	5.6	±0.1	-0.11
Other Wage Grade (WG)	NR	NR	NR	352	5.5	±0.1	NR
General Schedule (GS) 1-6	69	4.9*	±0.3	5,121	5.5*	±0.0	-0.45 (S)
General Schedule (GS) 7-10	197	4.8*	±0.2	12,591	5.4*	±0.0	-0.56 (M)
General Schedule (GS) 11-12	184	5.0*	±0.2	19,835	5.4*	±0.0	-0.40 (S)
General Schedule (GS) 13-15	74	5.2*	±0.3	13,166	5.7*	±0.0	-0.48 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	296	6.4	±0.1	NR
Other	20	4.4*	±0.8	1,471	5.5*	±0.1	-0.94 (L)
Years of Service at Bureau or Office							
Less than 1 year	30	5.2*	±0.5	5,003	5.6*	±0.0	-0.38 (S)
1 to 3 years	87	5.1*	±0.3	8,927	5.5*	±0.0	-0.42 (S)
4 to 5 years	63	4.4*	±0.4	4,989	5.5*	±0.0	-0.98 (L)
6 to 10 years	162	5.0*	±0.2	12,085	5.4*	±0.0	-0.35 (S)
11 to 14 years	67	5.0*	±0.3	6,318	5.4*	±0.0	-0.39 (S)
15 to 20 years	111	5.0*	±0.3	8,444	5.4*	±0.0	-0.41 (S)
More than 20 years	91	5.0*	±0.3	14,365	5.6*	±0.0	-0.56 (M)
Appointment Type							
Permanent	545	4.9*	±0.1	54,105	5.5*	±0.0	-0.54 (M)
Term	34	5.4	±0.3	4,506	5.6	±0.0	-0.21 (S)
Temporary	35	5.7	±0.4	1,612	5.7	±0.1	-0.06
Work Schedule							
Seasonal	58	5.4	±0.3	3,029	5.6	±0.0	-0.21 (S)
Non-Seasonal	519	4.9*	±0.1	52,131	5.5*	±0.0	-0.54 (M)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	24	5.2	±0.5	1,983	5.5	±0.0	-0.33 (S)
Permanent-Non-Seasonal	517	4.9*	±0.1	51,571	5.5*	±0.0	-0.54 (M)
Term	34	5.4	±0.3	4,506	5.6	±0.0	-0.21 (S)
Temporary-Seasonal	33	5.6	±0.5	1,047	5.9	±0.1	-0.25 (S)
Temporary-Non-Seasonal	NR	NR	NR	560	5.5	±0.1	NR
<b>Sex</b>							
Men	217	4.8*	±0.2	36,587	5.5*	±0.0	-0.58 (M)
Women	390	5.0*	±0.1	23,657	5.5*	±0.0	-0.45 (S)
<b>Gender Identity</b>							
Male	217	4.8*	±0.2	36,587	5.5*	±0.0	-0.58 (M)
Female	390	5.0*	±0.1	23,657	5.5*	±0.0	-0.45 (S)
Transgender	NR	NR	NR	34	5.0	±0.5	NR
Do not identify as female, male, or transgender	7	5.1	±1.1	184	5.3	±0.2	-0.15
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	513	5.0*	±0.1	54,913	5.5*	±0.0	-0.50 (M)
Sexual Minority	59	5.1	±0.4	2,459	5.4	±0.0	-0.25 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	513	5.0*	±0.1	54,913	5.5*	±0.0	-0.50 (M)
Lesbian	11	4.5*	±1.0	592	5.6*	±0.1	-1.02 (L)
Gay	8	6.2	±0.6	722	5.4	±0.1	0.63 (M)
Bisexual	28	5.3	±0.4	829	5.3	±0.1	-0.07
Other	12	4.7	±0.9	317	5.3	±0.1	-0.47 (S)
I prefer not to say	40	4.8*	±0.5	2,514	5.4*	±0.0	-0.52 (M)

<sup>a</sup> 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.

Table 5.52 presents the scale distribution of job engagement for those who indicated they had or had not experienced sexual coercion within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.52 DOI – Sexual Coercion and Job Engagement Scale Distribution*

	Experienced sexual coercion			Did not experience sexual coercion		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Engagement						
(1) Never	12	2.0%	±1.5	188	0.3%	±0.0
(2) Almost Never or a Few Times a Year or Less	30	4.9%	±2.0	803	1.3%	±0.1
(3) Rarely or Once a Month or Less	41	6.7%	±2.3	2,670	4.4%	±0.2
(4) Sometimes or a Few Times a Month	133	21.6%	±3.4	7,718	12.8%	±0.3
(5) Often or Once a Week	152	24.7%	±3.6	14,140	23.4%	±0.3
(6) Very Often or a Few Times a Week	156	25.3%	±3.6	21,784	36.0%	±0.4
(7) Always or Every Day	91	14.8%	±3.0	13,159	21.8%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Never = 1 - <1.5, Almost Never or a Few Times a Year or Less = 1.5 - <2.5, Rarely or Once a Month or Less = 2.5 - <3.5, Sometimes or a Few Times a Month = 3.5 - <4.5, Often or Once a Week = 4.5 - <5.5, Very Often or a Few Times a Week = 5.5 - <6.5, Always or Every Day = 6.5 - 7.

### 5.9.3 Sexual Coercion and Organizational Commitment

Table 5.53 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 DOI.

Table 5.53 DOI – Sexual Coercion and Organizational Commitment by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	615	2.7*	±0.1	60,458	3.5*	±0.0	-0.85 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	10	3.8	±0.3	934	3.4	±0.1	0.36 (S)
Wage Grade (WG) 5-8	35	3.0*	±0.5	4,229	3.4*	±0.0	-0.48 (S)
Wage Grade (WG) 9-16	14	3.3	±0.5	1,878	3.5	±0.0	-0.22 (S)
Other Wage Grade (WG)	NR	NR	NR	352	3.6	±0.1	NR
General Schedule (GS) 1-6	69	3.0*	±0.3	5,124	3.5*	±0.0	-0.48 (S)
General Schedule (GS) 7-10	197	2.6*	±0.1	12,592	3.4*	±0.0	-0.90 (L)
General Schedule (GS) 11-12	184	2.6*	±0.2	19,844	3.5*	±0.0	-0.98 (L)
General Schedule (GS) 13-15	74	2.9*	±0.3	13,154	3.7*	±0.0	-0.83 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	296	4.3	±0.1	NR
Other	20	2.2*	±0.5	1,471	3.5*	±0.0	-1.27 (L)
Years of Service at Bureau or Office							
Less than 1 year	30	3.0*	±0.4	5,006	3.5*	±0.0	-0.52 (M)
1 to 3 years	87	3.0*	±0.2	8,932	3.5*	±0.0	-0.51 (M)
4 to 5 years	63	2.8*	±0.4	4,992	3.5*	±0.0	-0.69 (M)
6 to 10 years	162	2.6*	±0.2	12,088	3.5*	±0.0	-0.87 (L)
11 to 14 years	67	2.4*	±0.2	6,313	3.5*	±0.0	-1.09 (L)
15 to 20 years	111	2.7*	±0.2	8,442	3.5*	±0.0	-0.80 (L)
More than 20 years	91	2.5*	±0.2	14,356	3.6*	±0.0	-1.15 (L)
Appointment Type							
Permanent	545	2.6*	±0.1	54,104	3.5*	±0.0	-0.91 (L)
Term	34	3.1*	±0.4	4,506	3.6*	±0.0	-0.53 (M)
Temporary	35	3.4	±0.4	1,610	3.6	±0.0	-0.24 (S)
Work Schedule							
Seasonal	58	3.2*	±0.3	3,028	3.5*	±0.0	-0.42 (S)
Non-Seasonal	519	2.6*	±0.1	52,129	3.5*	±0.0	-0.91 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	24	2.7*	±0.4	1,983	3.5*	±0.0	-0.82 (L)
Permanent-Non-Seasonal	517	2.6*	±0.1	51,569	3.5*	±0.0	-0.90 (L)
Term	34	3.1*	±0.4	4,506	3.6*	±0.0	-0.53 (M)
Temporary-Seasonal	33	3.5	±0.4	1,045	3.7	±0.1	-0.22 (S)
Temporary-Non-Seasonal	NR	NR	NR	560	3.5	±0.1	NR
<b>Sex</b>							
Men	217	2.6*	±0.1	36,593	3.5*	±0.0	-0.97 (L)
Women	390	2.8*	±0.1	23,647	3.5*	±0.0	-0.77 (M)
<b>Gender Identity</b>							
Male	217	2.6*	±0.1	36,593	3.5*	±0.0	-0.97 (L)
Female	390	2.8*	±0.1	23,647	3.5*	±0.0	-0.77 (M)
Transgender	NR	NR	NR	34	3.6	±0.4	NR
Do not identify as female, male, or transgender	7	2.8	±0.8	184	3.2	±0.1	-0.40 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	513	2.7*	±0.1	54,907	3.5*	±0.0	-0.85 (L)
Sexual Minority	59	2.9*	±0.3	2,461	3.5*	±0.0	-0.55 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	513	2.7*	±0.1	54,907	3.5*	±0.0	-0.85 (L)
Lesbian	11	2.3*	±0.7	592	3.6*	±0.1	-1.28 (L)
Gay	8	4.0	±0.5	722	3.4	±0.1	0.59 (M)
Bisexual	28	3.1	±0.5	831	3.4	±0.1	-0.28 (S)
Other	12	2.3*	±0.5	317	3.5*	±0.1	-1.21 (L)
I prefer not to say	40	2.3*	±0.3	2,513	3.3*	±0.0	-1.04 (L)

<sup>a</sup> 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.



Table 5.54 presents the scale distribution of organizational commitment for those who indicated they had or had not experienced sexual coercion within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.54 DOI – Sexual Coercion and Organizational Commitment Scale Distribution*

	Experienced sexual coercion			Did not experience sexual coercion		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Commitment						
(1) Strongly Disagree	98	16.0%	±3.1	2,132	3.5%	±0.2
(2) Disagree	167	27.2%	±3.7	6,385	10.6%	±0.2
(3) Neither Agree nor Disagree	168	27.3%	±3.7	15,625	25.8%	±0.4
(4) Agree	134	21.8%	±3.5	25,058	41.4%	±0.4
(5) Strongly Agree	47	7.6%	±2.4	11,259	18.6%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

## 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 5.55 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 DOI.

*Table 5.55 DOI – Gender Harassment and Job Satisfaction by Selected Characteristics*

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	10,091	3.4*	±0.0	51,049	3.9*	±0.0	-0.60 (M)
<b>Pay Plan and Grade</b>							
Wage Grade (WG) 1-4	165	3.1*	±0.1	785	3.8*	±0.0	-0.96 (L)
Wage Grade (WG) 5-8	708	3.3*	±0.1	3,559	3.7*	±0.0	-0.46 (S)
Wage Grade (WG) 9-16	210	3.4*	±0.1	1,683	3.7*	±0.0	-0.36 (S)
Other Wage Grade (WG)	40	3.2*	±0.2	316	3.8*	±0.1	-0.97 (L)
General Schedule (GS) 1-6	972	3.3*	±0.0	4,222	3.7*	±0.0	-0.56 (M)
General Schedule (GS) 7-10	2,447	3.3*	±0.0	10,357	3.7*	±0.0	-0.62 (M)
General Schedule (GS) 11-12	3,346	3.5*	±0.0	16,697	3.9*	±0.0	-0.60 (M)
General Schedule (GS) 13-15	1,885	3.7*	±0.0	11,363	4.1*	±0.0	-0.58 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	48	4.0*	±0.2	251	4.5*	±0.1	-1.05 (L)
Other	153	3.2*	±0.1	1,337	3.8*	±0.0	-0.91 (L)
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	612	3.4*	±0.1	4,428	3.9*	±0.0	-0.74 (M)
1 to 3 years	1,601	3.4*	±0.0	7,422	3.9*	±0.0	-0.63 (M)
4 to 5 years	1,022	3.4*	±0.0	4,029	3.8*	±0.0	-0.51 (M)
6 to 10 years	2,240	3.4*	±0.0	10,024	3.8*	±0.0	-0.49 (S)
11 to 14 years	1,102	3.4*	±0.0	5,297	3.8*	±0.0	-0.58 (M)
15 to 20 years	1,550	3.4*	±0.0	7,008	3.9*	±0.0	-0.63 (M)
More than 20 years	1,895	3.5*	±0.0	12,575	3.9*	±0.0	-0.63 (M)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	8,802	3.5*	±0.0	45,927	3.9*	±0.0	-0.59 (M)
Term	849	3.3*	±0.0	3,688	3.7*	±0.0	-0.55 (M)
Temporary	406	3.2*	±0.1	1,232	3.7*	±0.0	-0.80 (L)
<b>Work Schedule</b>							
Seasonal	762	3.4*	±0.0	2,319	3.7*	±0.0	-0.42 (S)
Non-Seasonal	8,395	3.5*	±0.0	44,331	3.9*	±0.0	-0.61 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	457	3.5*	±0.1	1,552	3.7*	±0.0	-0.30 (S)
Permanent-Non-Seasonal	8,294	3.5*	±0.0	43,870	3.9*	±0.0	-0.60 (M)
Term	849	3.3*	±0.0	3,688	3.7*	±0.0	-0.55 (M)
Temporary-Seasonal	305	3.3*	±0.1	767	3.6*	±0.0	-0.60 (M)
Temporary-Non-Seasonal	101	3.1*	±0.1	461	3.9*	±0.1	-1.25 (L)
<b>Sex</b>							
Men	2,945	3.3*	±0.0	33,891	3.8*	±0.0	-0.77 (M)
Women	7,094	3.5*	±0.0	16,984	3.9*	±0.0	-0.59 (M)
<b>Gender Identity</b>							
Male	2,945	3.3*	±0.0	33,891	3.8*	±0.0	-0.77 (M)
Female	7,094	3.5*	±0.0	16,984	3.9*	±0.0	-0.59 (M)
Transgender	14	3.5	±0.4	21	3.9	±0.4	-0.49 (S)
Do not identify as female, male, or transgender	38	3.3*	±0.2	153	3.6*	±0.1	-0.39 (S)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	8,577	3.5*	±0.0	46,911	3.9*	±0.0	-0.58 (M)
Sexual Minority	874	3.4*	±0.0	1,636	3.9*	±0.0	-0.69 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	8,577	3.5*	±0.0	46,911	3.9*	±0.0	-0.58 (M)
Lesbian	253	3.6*	±0.1	341	4.0*	±0.1	-0.73 (M)
Gay	121	3.1*	±0.1	609	3.9*	±0.1	-1.16 (L)
Bisexual	376	3.4*	±0.1	482	3.8*	±0.1	-0.57 (M)
Other	125	3.4*	±0.1	204	3.8*	±0.1	-0.52 (M)
I prefer not to say	533	3.2*	±0.1	2,026	3.7*	±0.0	-0.73 (M)

<sup>a</sup> 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.

Table 5.56 presents the scale distribution of job satisfaction for those who indicated they had or had not experienced gender harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.56 DOI – Gender Harassment and Job Satisfaction Scale Distribution*

	Experienced gender harassment			Did not experience gender harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Satisfaction						
(1) Very Dissatisfied	80	0.8%	±0.2	205	0.4%	±0.1
(2) Dissatisfied	1,134	11.2%	±0.6	1,765	3.5%	±0.2
(3) Neither Dissatisfied nor Satisfied	3,726	36.9%	±0.9	11,395	22.3%	±0.4
(4) Satisfied	4,494	44.5%	±1.0	28,592	56.0%	±0.4
(5) Very Satisfied	657	6.5%	±0.5	9,093	17.8%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Very Dissatisfied = 1 - <1.5, Dissatisfied = 1.5 - <2.5, Neither Dissatisfied nor Satisfied = 2.5 - <3.5, Satisfied = 3.5 - <4.5, Very Satisfied = 4.5 - 5.

### 5.10.2 Gender Harassment and Job Engagement

Table 5.57 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 DOI.

*Table 5.57 DOI – Gender Harassment and Job Engagement by Selected Characteristics*

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	10,087	5.2*	±0.0	51,037	5.6*	±0.0	-0.35 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	165	4.9*	±0.2	785	5.6*	±0.1	-0.51 (M)
Wage Grade (WG) 5-8	708	5.2*	±0.1	3,559	5.6*	±0.0	-0.35 (S)
Wage Grade (WG) 9-16	210	5.1*	±0.2	1,680	5.6*	±0.1	-0.42 (S)
Other Wage Grade (WG)	40	5.0*	±0.3	316	5.6*	±0.1	-0.50 (M)
General Schedule (GS) 1-6	972	5.3*	±0.1	4,226	5.5*	±0.0	-0.20 (S)
General Schedule (GS) 7-10	2,447	5.1*	±0.0	10,355	5.5*	±0.0	-0.37 (S)
General Schedule (GS) 11-12	3,342	5.1*	±0.0	16,686	5.5*	±0.0	-0.31 (S)
General Schedule (GS) 13-15	1,885	5.3*	±0.1	11,363	5.7*	±0.0	-0.40 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	48	5.9*	±0.3	251	6.5*	±0.1	-1.00 (L)
Other	153	4.8*	±0.2	1,337	5.5*	±0.1	-0.64 (M)
Years of Service at Bureau or Office							
Less than 1 year	612	5.2*	±0.1	4,424	5.7*	±0.0	-0.45 (S)
1 to 3 years	1,601	5.2*	±0.1	7,415	5.6*	±0.0	-0.36 (S)
4 to 5 years	1,022	5.2*	±0.1	4,034	5.5*	±0.0	-0.32 (S)
6 to 10 years	2,238	5.1*	±0.0	10,024	5.5*	±0.0	-0.27 (S)
11 to 14 years	1,100	5.1*	±0.1	5,295	5.5*	±0.0	-0.33 (S)
15 to 20 years	1,550	5.1*	±0.1	7,005	5.5*	±0.0	-0.39 (S)
More than 20 years	1,895	5.3*	±0.1	12,573	5.7*	±0.0	-0.37 (S)
Appointment Type							
Permanent	8,798	5.1*	±0.0	45,904	5.6*	±0.0	-0.36 (S)
Term	849	5.3*	±0.1	3,688	5.7*	±0.0	-0.30 (S)
Temporary	406	5.4*	±0.1	1,241	5.9*	±0.1	-0.40 (S)
Work Schedule							
Seasonal	762	5.5*	±0.1	2,327	5.7*	±0.0	-0.21 (S)
Non-Seasonal	8,391	5.1*	±0.0	44,308	5.6*	±0.0	-0.37 (S)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	457	5.4*	±0.1	1,552	5.6*	±0.1	-0.16
Permanent-Non-Seasonal	8,290	5.1*	±0.0	43,847	5.6*	±0.0	-0.37 (S)
Term	849	5.3*	±0.1	3,688	5.7*	±0.0	-0.30 (S)
Temporary-Seasonal	305	5.6*	±0.1	775	6.0*	±0.1	-0.34 (S)
Temporary-Non-Seasonal	101	4.8*	±0.3	461	5.7*	±0.1	-0.73 (M)
<b>Sex</b>							
Men	2,945	5.0*	±0.0	33,874	5.5*	±0.0	-0.48 (S)
Women	7,090	5.2*	±0.0	16,989	5.6*	±0.0	-0.35 (S)
<b>Gender Identity</b>							
Male	2,945	5.0*	±0.0	33,874	5.5*	±0.0	-0.48 (S)
Female	7,090	5.2*	±0.0	16,989	5.6*	±0.0	-0.35 (S)
Transgender	14	4.6	±0.8	21	5.2	±0.6	-0.38 (S)
Do not identify as female, male, or transgender	38	5.2	±0.4	153	5.3	±0.2	-0.11
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	8,575	5.2*	±0.0	46,893	5.6*	±0.0	-0.36 (S)
Sexual Minority	872	5.1*	±0.1	1,645	5.6*	±0.1	-0.37 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	8,575	5.2*	±0.0	46,893	5.6*	±0.0	-0.36 (S)
Lesbian	253	5.3*	±0.1	350	5.8*	±0.1	-0.42 (S)
Gay	121	4.7*	±0.3	609	5.6*	±0.1	-0.72 (M)
Bisexual	374	5.1*	±0.1	482	5.5*	±0.1	-0.32 (S)
Other	125	5.1	±0.2	204	5.3	±0.2	-0.15
I prefer not to say	533	5.1*	±0.1	2,026	5.5*	±0.1	-0.27 (S)

<sup>a</sup> 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.

Table 5.58 presents the scale distribution of job engagement for those who indicated they had or had not experienced gender harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.58 DOI – Gender Harassment and Job Engagement Scale Distribution*

	Experienced gender harassment			Did not experience gender harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Engagement						
(1) Never	73	0.7%	±0.2	127	0.2%	±0.0
(2) Almost Never or a Few Times a Year or Less	230	2.3%	±0.3	608	1.2%	±0.1
(3) Rarely or Once a Month or Less	711	7.1%	±0.5	2,004	3.9%	±0.2
(4) Sometimes or a Few Times a Month	1,755	17.4%	±0.8	6,106	12.0%	±0.3
(5) Often or Once a Week	2,706	26.8%	±0.9	11,593	22.7%	±0.4
(6) Very Often or a Few Times a Week	3,191	31.6%	±0.9	18,761	36.8%	±0.4
(7) Always or Every Day	1,421	14.1%	±0.7	11,837	23.2%	±0.4

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Never = 1 - <1.5, Almost Never or a Few Times a Year or Less = 1.5 - <2.5, Rarely or Once a Month or Less = 2.5 - <3.5, Sometimes or a Few Times a Month = 3.5 - <4.5, Often or Once a Week = 4.5 - <5.5, Very Often or a Few Times a Week = 5.5 - <6.5, Always or Every Day = 6.5 - 7.

### 5.10.3 Gender Harassment and Organizational Commitment

Table 5.59 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 DOI.

*Table 5.59 DOI – Gender Harassment and Organizational Commitment by Selected Characteristics*

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	10,088	3.1*	±0.0	51,034	3.6*	±0.0	-0.51 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	165	3.0*	±0.2	780	3.5*	±0.1	-0.54 (M)
Wage Grade (WG) 5-8	708	3.2*	±0.1	3,559	3.5*	±0.0	-0.36 (S)
Wage Grade (WG) 9-16	210	3.1*	±0.1	1,683	3.5*	±0.0	-0.42 (S)
Other Wage Grade (WG)	40	3.0*	±0.3	316	3.6*	±0.1	-0.72 (M)
General Schedule (GS) 1-6	971	3.2*	±0.1	4,231	3.5*	±0.0	-0.34 (S)
General Schedule (GS) 7-10	2,447	3.0*	±0.0	10,355	3.5*	±0.0	-0.51 (M)
General Schedule (GS) 11-12	3,344	3.1*	±0.0	16,693	3.6*	±0.0	-0.54 (M)
General Schedule (GS) 13-15	1,885	3.3*	±0.0	11,350	3.8*	±0.0	-0.52 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	48	3.9*	±0.3	251	4.4*	±0.1	-0.63 (M)
Other	153	2.7*	±0.2	1,337	3.6*	±0.0	-0.85 (L)
Years of Service at Bureau or Office							
Less than 1 year	612	3.0*	±0.1	4,427	3.6*	±0.0	-0.61 (M)
1 to 3 years	1,601	3.1*	±0.1	7,420	3.6*	±0.0	-0.49 (S)
4 to 5 years	1,022	3.1*	±0.1	4,038	3.5*	±0.0	-0.42 (S)
6 to 10 years	2,240	3.2*	±0.0	10,024	3.5*	±0.0	-0.39 (S)
11 to 14 years	1,099	3.1*	±0.1	5,291	3.6*	±0.0	-0.51 (M)
15 to 20 years	1,550	3.1*	±0.1	7,004	3.6*	±0.0	-0.59 (M)
More than 20 years	1,895	3.2*	±0.0	12,564	3.7*	±0.0	-0.56 (M)
Appointment Type							
Permanent	8,800	3.1*	±0.0	45,901	3.6*	±0.0	-0.53 (M)
Term	849	3.3*	±0.1	3,688	3.6*	±0.0	-0.37 (S)
Temporary	405	3.3*	±0.1	1,241	3.7*	±0.0	-0.38 (S)



	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	760	3.3*	±0.1	2,327	3.6*	±0.0	-0.29 (S)
Non-Seasonal	8,393	3.1*	±0.0	44,305	3.6*	±0.0	-0.54 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	457	3.3*	±0.1	1,552	3.5*	±0.0	-0.30 (S)
Permanent-Non-Seasonal	8,292	3.1*	±0.0	43,844	3.6*	±0.0	-0.54 (M)
Term	849	3.3*	±0.1	3,688	3.6*	±0.0	-0.37 (S)
Temporary-Seasonal	303	3.5*	±0.1	775	3.7*	±0.1	-0.31 (S)
Temporary-Non-Seasonal	101	3.0*	±0.2	461	3.6*	±0.1	-0.64 (M)
<b>Sex</b>							
Men	2,945	2.9*	±0.0	33,880	3.6*	±0.0	-0.72 (M)
Women	7,091	3.2*	±0.0	16,979	3.6*	±0.0	-0.44 (S)
<b>Gender Identity</b>							
Male	2,945	2.9*	±0.0	33,880	3.6*	±0.0	-0.72 (M)
Female	7,091	3.2*	±0.0	16,979	3.6*	±0.0	-0.44 (S)
Transgender	14	3.3	±0.7	21	3.7	±0.5	-0.25 (S)
Do not identify as female, male, or transgender	38	3.1	±0.4	153	3.2	±0.2	-0.13
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	8,573	3.1*	±0.0	46,889	3.6*	±0.0	-0.50 (M)
Sexual Minority	874	3.1*	±0.1	1,645	3.6*	±0.0	-0.52 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	8,573	3.1*	±0.0	46,889	3.6*	±0.0	-0.50 (M)
Lesbian	253	3.2*	±0.1	350	3.9*	±0.1	-0.71 (M)
Gay	121	2.7*	±0.2	609	3.6*	±0.1	-0.89 (L)
Bisexual	376	3.1*	±0.1	482	3.6*	±0.1	-0.42 (S)
Other	125	3.3	±0.2	204	3.5	±0.1	-0.22 (S)
I prefer not to say	533	2.9*	±0.1	2,025	3.4*	±0.0	-0.61 (M)

<sup>a</sup> 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.

Table 5.60 presents the scale distribution of organizational commitment for those who indicated they had or had not experienced gender harassment within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.60 DOI – Gender Harassment and Organizational Commitment Scale Distribution*

	Experienced gender harassment			Did not experience gender harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Commitment						
(1) Strongly Disagree	853	8.5%	±0.6	1,388	2.7%	±0.1
(2) Disagree	1,929	19.1%	±0.8	4,633	9.1%	±0.3
(3) Neither Agree nor Disagree	2,917	28.9%	±0.9	12,890	25.3%	±0.4
(4) Agree	3,160	31.3%	±0.9	22,041	43.2%	±0.4
(5) Strongly Agree	1,229	12.2%	±0.7	10,082	19.8%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

## 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 related behaviors. Statistically significant differences are noted.

### 5.11.1 Sexual Assault Related Behaviors and Job Satisfaction

Table 5.61 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 DOI.

*Table 5.61 DOI – Sexual Assault Related Behaviors and Job Satisfaction by Selected Characteristics*

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	451	3.2*	±0.1	60,540	3.8*	±0.0	-0.83 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	3.2	±0.0	943	3.7	±0.0	-0.61 (M)
Wage Grade (WG) 5-8	30	3.1*	±0.3	4,234	3.6*	±0.0	-0.69 (M)
Wage Grade (WG) 9-16	24	3.6	±0.4	1,859	3.6	±0.0	-0.03
Other Wage Grade (WG)	NR	NR	NR	354	3.8	±0.1	NR
General Schedule (GS) 1-6	59	3.1*	±0.2	5,117	3.6*	±0.0	-0.66 (M)
General Schedule (GS) 7-10	125	3.2*	±0.1	12,635	3.7*	±0.0	-0.72 (M)
General Schedule (GS) 11-12	120	3.2*	±0.2	19,891	3.8*	±0.0	-0.94 (L)
General Schedule (GS) 13-15	67	3.4*	±0.2	13,154	4.0*	±0.0	-1.00 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	296	4.5	±0.1	NR
Other	11	3.2*	±0.2	1,473	3.8*	±0.0	-0.83 (L)

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	15	3.2*	±0.3	5,017	3.9*	±0.0	-1.02 (L)
1 to 3 years	70	3.3*	±0.2	8,939	3.8*	±0.0	-0.68 (M)
4 to 5 years	51	3.1*	±0.3	4,984	3.7*	±0.0	-0.82 (L)
6 to 10 years	120	3.2*	±0.1	12,098	3.7*	±0.0	-0.72 (M)
11 to 14 years	55	3.0*	±0.2	6,322	3.8*	±0.0	-1.04 (L)
15 to 20 years	54	3.5*	±0.2	8,491	3.8*	±0.0	-0.41 (S)
More than 20 years	82	3.1*	±0.2	14,362	3.9*	±0.0	-1.06 (L)
<b>Appointment Type</b>							
Permanent	406	3.2*	±0.1	54,195	3.8*	±0.0	-0.83 (L)
Term	31	3.2*	±0.2	4,494	3.6*	±0.0	-0.70 (M)
Temporary	15	2.7*	±0.4	1,622	3.6*	±0.0	-1.43 (L)
<b>Work Schedule</b>							
Seasonal	44	3.2*	±0.3	3,026	3.6*	±0.0	-0.55 (M)
Non-Seasonal	376	3.2*	±0.1	52,231	3.8*	±0.0	-0.87 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	31	3.4	±0.3	1,968	3.6	±0.0	-0.31 (S)
Permanent-Non-Seasonal	374	3.2*	±0.1	51,670	3.8*	±0.0	-0.86 (L)
Term	31	3.2*	±0.2	4,494	3.6*	±0.0	-0.70 (M)
Temporary-Seasonal	13	2.8*	±0.5	1,058	3.6*	±0.0	-1.17 (L)
Temporary-Non-Seasonal	NR	NR	NR	560	3.8	±0.1	NR
<b>Sex</b>							
Men	182	3.1*	±0.1	36,575	3.8*	±0.0	-0.99 (L)
Women	262	3.3*	±0.1	23,751	3.8*	±0.0	-0.72 (M)
<b>Gender Identity</b>							
Male	182	3.1*	±0.1	36,575	3.8*	±0.0	-0.99 (L)
Female	262	3.3*	±0.1	23,751	3.8*	±0.0	-0.72 (M)
Transgender	--	--	--	34	3.7	±0.3	NA
Do not identify as female, male, or transgender	8	3.1	±0.4	181	3.5	±0.1	-0.65 (M)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	385	3.2*	±0.1	54,977	3.8*	±0.0	-0.89 (L)
Sexual Minority	44	3.5*	±0.3	2,464	3.7*	±0.0	-0.33 (S)

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Sexual Orientation</b>							
Heterosexual or straight	385	3.2*	±0.1	54,977	3.8*	±0.0	-0.89 (L)
Lesbian	9	4.6*	±0.3	583	3.8*	±0.1	1.21 (L)
Gay	NR	NR	NR	726	3.8	±0.1	NR
Bisexual	20	3.3*	±0.4	838	3.6*	±0.0	-0.50 (M)
Other	11	3.2*	±0.4	316	3.7*	±0.1	-0.69 (M)
I prefer not to say	21	3.1*	±0.4	2,531	3.6*	±0.0	-0.78 (M)

<sup>a</sup> 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.

Table 5.62 presents the scale distribution of job satisfaction for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.62 DOI – Sexual Assault Related Behaviors and Job Satisfaction Scale Distribution*

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<b>Job Satisfaction</b>						
(1) Very Dissatisfied	12	2.7%	±2.0	271	0.4%	±0.1
(2) Dissatisfied	59	13.1%	±3.5	2,821	4.7%	±0.2
(3) Neither Dissatisfied nor Satisfied	222	49.1%	±4.6	14,844	24.5%	±0.3
(4) Satisfied	138	30.7%	±4.4	32,882	54.3%	±0.4
(5) Very Satisfied	20	4.4%	±2.3	9,723	16.1%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Very Dissatisfied = 1 - <1.5, Dissatisfied = 1.5 - <2.5, Neither Dissatisfied nor Satisfied = 2.5 - <3.5, Satisfied = 3.5 - <4.5, Very Satisfied = 4.5 - 5.

### 5.11.2 Sexual Assault Related Behaviors and Job Engagement

Table 5.63 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 DOI.

*Table 5.63 DOI – Sexual Assault Related Behaviors and Job Engagement by Selected Characteristics*

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	451	5.1*	±0.1	60,524	5.5*	±0.0	-0.33 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	5.0	±0.1	943	5.5	±0.1	-0.30 (S)
Wage Grade (WG) 5-8	30	5.5	±0.6	4,234	5.5	±0.0	-0.07
Wage Grade (WG) 9-16	24	5.9	±0.5	1,857	5.6	±0.1	0.30 (S)
Other Wage Grade (WG)	NR	NR	NR	354	5.5	±0.1	NR
General Schedule (GS) 1-6	59	5.5	±0.4	5,121	5.5	±0.0	-0.01
General Schedule (GS) 7-10	125	4.9*	±0.3	12,633	5.4*	±0.0	-0.44 (S)
General Schedule (GS) 11-12	120	5.1*	±0.3	19,875	5.4*	±0.0	-0.32 (S)
General Schedule (GS) 13-15	67	5.0*	±0.4	13,154	5.7*	±0.0	-0.64 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	296	6.4	±0.1	NR
Other	11	4.9	±0.8	1,473	5.5	±0.1	-0.46 (S)
Years of Service at Bureau or Office							
Less than 1 year	15	5.6	±0.8	5,013	5.6	±0.0	0.02
1 to 3 years	70	5.0*	±0.4	8,933	5.5*	±0.0	-0.47 (S)
4 to 5 years	51	4.8*	±0.3	4,990	5.5*	±0.0	-0.58 (M)
6 to 10 years	120	5.2*	±0.3	12,096	5.4*	±0.0	-0.21 (S)
11 to 14 years	55	5.3	±0.3	6,318	5.4	±0.0	-0.17
15 to 20 years	54	5.2	±0.4	8,489	5.4	±0.0	-0.19
More than 20 years	82	5.2*	±0.3	14,360	5.6*	±0.0	-0.35 (S)
Appointment Type							
Permanent	406	5.1*	±0.1	54,168	5.5*	±0.0	-0.36 (S)
Term	31	5.6	±0.4	4,494	5.6	±0.0	0.03
Temporary	15	5.4	±0.8	1,631	5.7	±0.1	-0.25 (S)
Work Schedule							
Seasonal	44	5.7	±0.4	3,034	5.6	±0.0	0.07
Non-Seasonal	376	5.0*	±0.2	52,204	5.5*	±0.0	-0.41 (S)

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	31	5.9*	±0.4	1,968	5.5*	±0.0	0.38 (S)
Permanent-Non-Seasonal	374	5.0*	±0.2	51,644	5.5*	±0.0	-0.42 (S)
Term	31	5.6	±0.4	4,494	5.6	±0.0	0.03
Temporary-Seasonal	13	5.2*	±0.9	1,066	5.9*	±0.1	-0.58 (M)
Temporary-Non-Seasonal	NR	NR	NR	560	5.5	±0.1	NR
<b>Sex</b>							
Men	182	5.0*	±0.2	36,558	5.5*	±0.0	-0.40 (S)
Women	262	5.2*	±0.2	23,752	5.5*	±0.0	-0.29 (S)
<b>Gender Identity</b>							
Male	182	5.0*	±0.2	36,558	5.5*	±0.0	-0.40 (S)
Female	262	5.2*	±0.2	23,752	5.5*	±0.0	-0.29 (S)
Transgender	--	--	--	34	4.9	±0.5	NA
Do not identify as female, male, or transgender	8	5.2	±1.0	181	5.3	±0.2	-0.08
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	385	5.1*	±0.1	54,957	5.5*	±0.0	-0.41 (S)
Sexual Minority	44	5.6	±0.4	2,471	5.4	±0.0	0.13
<b>Sexual Orientation</b>							
Heterosexual or straight	385	5.1*	±0.1	54,957	5.5*	±0.0	-0.41 (S)
Lesbian	9	7.0*	±0.0	592	5.6*	±0.1	1.32 (L)
Gay	NR	NR	NR	726	5.4	±0.1	NR
Bisexual	20	5.2	±0.5	836	5.3	±0.1	-0.14
Other	11	5.5	±0.9	316	5.2	±0.1	0.23 (S)
I prefer not to say	21	5.6	±0.5	2,531	5.4	±0.0	0.19

<sup>a</sup> 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.

Table 5.64 presents the scale distribution of job engagement for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.64 DOI – Sexual Assault Related Behaviors and Job Engagement Scale Distribution*

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Engagement						
(1) Never	8	1.7%	±1.7	192	0.3%	±0.0
(2) Almost Never or a Few Times a Year or Less	17	3.7%	±2.2	818	1.4%	±0.1
(3) Rarely or Once a Month or Less	40	9.0%	±3.0	2,666	4.4%	±0.2
(4) Sometimes or a Few Times a Month	84	18.7%	±3.9	7,759	12.8%	±0.3
(5) Often or Once a Week	90	19.9%	±4.0	14,158	23.4%	±0.3
(6) Very Often or a Few Times a Week	126	27.9%	±4.3	21,779	36.0%	±0.4
(7) Always or Every Day	86	19.1%	±3.9	13,152	21.7%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Never = 1 - <1.5, Almost Never or a Few Times a Year or Less = 1.5 - <2.5, Rarely or Once a Month or Less = 2.5 - <3.5, Sometimes or a Few Times a Month = 3.5 - <4.5, Often or Once a Week = 4.5 - <5.5, Very Often or a Few Times a Week = 5.5 - <6.5, Always or Every Day = 6.5 - 7.



### 5.11.3 Sexual Assault Related Behaviors and Organizational Commitment

Table 5.65 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 DOI.

*Table 5.65 DOI – Sexual Assault Related Behaviors and Organizational Commitment by Selected Characteristics*

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	451	2.8*	±0.1	60,522	3.5*	±0.0	-0.75 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	3.5	±0.0	937	3.4	±0.1	0.06
Wage Grade (WG) 5-8	30	2.8*	±0.4	4,234	3.4*	±0.0	-0.67 (M)
Wage Grade (WG) 9-16	24	3.5	±0.5	1,859	3.5	±0.0	0.05
Other Wage Grade (WG)	NR	NR	NR	354	3.6	±0.1	NR
General Schedule (GS) 1-6	59	3.0*	±0.3	5,124	3.5*	±0.0	-0.52 (M)
General Schedule (GS) 7-10	125	2.7*	±0.2	12,633	3.4*	±0.0	-0.70 (M)
General Schedule (GS) 11-12	120	2.6*	±0.2	19,885	3.5*	±0.0	-0.95 (L)
General Schedule (GS) 13-15	67	3.0*	±0.3	13,141	3.7*	±0.0	-0.79 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	296	4.3	±0.1	NR
Other	11	2.0*	±0.6	1,473	3.5*	±0.1	-1.50 (L)
Years of Service at Bureau or Office							
Less than 1 year	15	3.2	±0.6	5,016	3.5	±0.0	-0.35 (S)
1 to 3 years	70	3.0*	±0.3	8,937	3.5*	±0.0	-0.57 (M)
4 to 5 years	51	2.7*	±0.3	4,993	3.5*	±0.0	-0.83 (L)
6 to 10 years	120	2.9*	±0.2	12,099	3.5*	±0.0	-0.57 (M)
11 to 14 years	55	2.4*	±0.3	6,312	3.5*	±0.0	-1.05 (L)
15 to 20 years	54	2.9*	±0.3	8,487	3.5*	±0.0	-0.62 (M)
More than 20 years	82	2.7*	±0.2	14,351	3.6*	±0.0	-0.99 (L)
Appointment Type							
Permanent	406	2.8*	±0.1	54,167	3.5*	±0.0	-0.71 (M)
Term	31	2.5*	±0.4	4,494	3.6*	±0.0	-1.22 (L)
Temporary	15	2.6*	±0.7	1,629	3.6*	±0.0	-1.04 (L)
Work Schedule							
Seasonal	44	3.0*	±0.4	3,033	3.5*	±0.0	-0.56 (M)
Non-Seasonal	376	2.8*	±0.1	52,203	3.5*	±0.0	-0.74 (M)

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	31	3.2	±0.5	1,968	3.5	±0.0	-0.34 (S)
Permanent-Non-Seasonal	374	2.8*	±0.1	51,642	3.5*	±0.0	-0.74 (M)
Term	31	2.5*	±0.4	4,494	3.6*	±0.0	-1.22 (L)
Temporary-Seasonal	13	2.7*	±0.8	1,065	3.7*	±0.1	-1.03 (L)
Temporary-Non-Seasonal	NR	NR	NR	560	3.5	±0.1	NR
<b>Sex</b>							
Men	182	2.6*	±0.2	36,564	3.5*	±0.0	-0.92 (L)
Women	262	2.9*	±0.1	23,742	3.5*	±0.0	-0.62 (M)
<b>Gender Identity</b>							
Male	182	2.6*	±0.2	36,564	3.5*	±0.0	-0.92 (L)
Female	262	2.9*	±0.1	23,742	3.5*	±0.0	-0.62 (M)
Transgender	--	--	--	34	3.5	±0.4	NA
Do not identify as female, male, or transgender	8	2.4*	±0.8	181	3.2*	±0.1	-0.80 (L)
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	385	2.8*	±0.1	54,951	3.5*	±0.0	-0.81 (L)
Sexual Minority	44	3.2	±0.4	2,473	3.5	±0.0	-0.26 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	385	2.8*	±0.1	54,951	3.5*	±0.0	-0.81 (L)
Lesbian	9	4.6*	±0.5	592	3.6*	±0.1	1.04 (L)
Gay	NR	NR	NR	726	3.5	±0.1	NR
Bisexual	20	2.9*	±0.6	838	3.4*	±0.1	-0.46 (S)
Other	11	2.7*	±0.6	316	3.5*	±0.1	-0.78 (M)
I prefer not to say	21	2.6*	±0.4	2,529	3.3*	±0.0	-0.68 (M)

<sup>a</sup> 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.

Table 5.66 presents the scale distribution of organizational commitment for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Results have been weighted to estimate the population in DOI.

*Table 5.66 DOI – Sexual Assault Related Behaviors and Organizational Commitment Scale Distribution*

	Experienced sexual assault related behaviors			Did not experience sexual assault related behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Commitment						
(1) Strongly Disagree	72	16.0%	±3.7	2,159	3.6%	±0.2
(2) Disagree	97	21.4%	±4.0	6,456	10.7%	±0.2
(3) Neither Agree nor Disagree	132	29.2%	±4.4	15,617	25.8%	±0.4
(4) Agree	117	26.0%	±4.3	25,024	41.3%	±0.4
(5) Strongly Agree	33	7.4%	±2.8	11,265	18.6%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

## 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 5.67, Table 5.68, and Table 5.69 present the results of the regression analyses. Each predictor variable is shown in the first column.

*Table 5.67 DOI – 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	3.933	0.003	--	1244.435	0.000	3.927	3.939	--	--	--
Harassment Based on Age	-0.268	0.008	-0.152	-35.138	0.000	-0.283	-0.253	-0.274	-0.142	-0.134
Harassment Based on Race/Ethnicity	-0.257	0.010	-0.105	-25.072	0.000	-0.277	-0.237	-0.227	-0.102	-0.096
Harassment Based on Religious Beliefs	-0.121	0.011	-0.044	-10.662	0.000	-0.143	-0.099	-0.164	-0.044	-0.041
Harassment Based on Disability	-0.403	0.012	-0.136	-33.412	0.000	-0.427	-0.380	-0.236	-0.135	-0.127
Harassment Based on Sexual Orientation	-0.083	0.016	-0.022	-5.279	0.000	-0.114	-0.052	-0.146	-0.022	-0.020
Gender Harassment	-0.133	0.009	-0.069	-15.116	0.000	-0.150	-0.115	-0.216	-0.062	-0.058
Sexual Harassment	-0.130	0.012	-0.050	-11.087	0.000	-0.153	-0.107	-0.185	-0.045	-0.042
Sexual Assault	-0.037	0.033	-0.004	-1.127	0.260	-0.101	0.027	-0.070	-0.005	-0.004

Note. N = 59,825, F = 1138.128, R Square = 0.132

*Table 5.68 DOI – 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	5.641	0.005	--	1041.679	0.000	5.630	5.651	--	--	--
Harassment Based on Age	-0.231	0.013	-0.080	-17.668	0.000	-0.256	-0.205	-0.148	-0.072	-0.071
Harassment Based on Race/Ethnicity	-0.206	0.018	-0.052	-11.757	0.000	-0.241	-0.172	-0.118	-0.048	-0.047
Harassment Based on Religious Beliefs	-0.135	0.019	-0.030	-6.929	0.000	-0.173	-0.097	-0.092	-0.028	-0.028
Harassment Based on Disability	-0.375	0.021	-0.077	-18.099	0.000	-0.415	-0.334	-0.130	-0.074	-0.073
Harassment Based on Sexual Orientation	0.028	0.027	0.005	1.042	0.298	-0.025	0.081	-0.065	0.004	0.004
Gender Harassment	-0.201	0.015	-0.064	-13.392	0.000	-0.231	-0.172	-0.130	-0.055	-0.054
Sexual Harassment	-0.035	0.020	-0.008	-1.749	0.080	-0.075	0.004	-0.088	-0.007	-0.007
Sexual Assault	0.070	0.056	0.005	1.243	0.214	-0.040	0.179	-0.028	0.005	0.005

Note. N = 59,814, F = 306.556, R Square = 0.039

*Table 5.69 DOI – 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	3.685	0.004	--	828.174	0.000	3.676	3.694	--	--	--
Harassment Based on Age	-0.283	0.011	-0.117	-26.370	0.000	-0.304	-0.262	-0.220	-0.107	-0.103
Harassment Based on Race/Ethnicity	-0.335	0.014	-0.100	-23.196	0.000	-0.363	-0.306	-0.195	-0.094	-0.091
Harassment Based on Religious Beliefs	-0.170	0.016	-0.044	-10.630	0.000	-0.201	-0.139	-0.141	-0.043	-0.042
Harassment Based on Disability	-0.384	0.017	-0.094	-22.611	0.000	-0.418	-0.351	-0.179	-0.092	-0.088
Harassment Based on Sexual Orientation	-0.042	0.022	-0.008	-1.898	0.058	-0.086	0.001	-0.113	-0.008	-0.007
Gender Harassment	-0.179	0.012	-0.068	-14.506	0.000	-0.203	-0.155	-0.183	-0.059	-0.057
Sexual Harassment	-0.119	0.016	-0.033	-7.236	0.000	-0.152	-0.087	-0.148	-0.030	-0.028
Sexual Assault	-0.129	0.046	-0.011	-2.809	0.005	-0.219	-0.039	-0.064	-0.011	-0.011

Note. N = 59,809, F = 713.872, R Square = 0.087

## 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 rates because multiple employees might have witnessed the same event. Results have been weighted to estimate the population in DOI.

*Table 6.1 DOI – Percent Witnessing Harassment*

	Percent witnessing			Frequency of occurrence <sup>a</sup>			
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Age	7,799	13.0%	±0.3	3.0	±0.0	3	2
Racial/Ethnic	5,011	8.3%	±0.2	3.0	±0.0	3	2
Religious	3,059	5.1%	±0.2	2.9	±0.0	3	2
Disability	3,620	6.0%	±0.2	3.0	±0.0	3	2
Sexual Orientation	2,738	4.6%	±0.2	3.0	±0.0	3	2
Sex/Gender	7,961	13.2%	±0.3	3.2	±0.0	3	3

<sup>a</sup> 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 DOI.

*Table 6.2 DOI – 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	3,256	24.0%	±0.7
I asked the person who was experiencing the behavior if he/she needed help	4,533	33.5%	±0.8
I pointed out to person that he/she “crossed the line” with comments/behaviors	3,070	22.7%	±0.7
I stepped in with the intent of diffusing/stopping the situation	1,897	14.0%	±0.6
I asked others to step in as a group and diffuse the situation	559	4.1%	±0.3
I told someone in a position of authority about the situation	2,894	21.4%	±0.7
I considered intervening but I feared I would experience negative consequences	2,135	15.8%	±0.6
I considered intervening but did not feel I had the authority to do so	1,769	13.1%	±0.6
I stepped in but then was discouraged or criticized by others for doing so	625	4.6%	±0.4
I stepped in but then was harassed myself by the person(s) I was trying to stop	727	5.4%	±0.4
None selected	307	2.3%	±0.3

## 6.2 Future Reporting

Earlier in the survey respondents who indicated they had experienced a form of harassment or a sexual assault related behavior were asked if they made a complaint/grievance/report either orally or in writing. Since not every survey respondent experienced harassing or assault behaviors, all respondents were asked to consider to whom they might make a complaint/grievance/report if they were to experience such behaviors in the future.

Table 6.3 shows the options they would most likely choose if they were to make a complaint/grievance/report, either orally or in writing, about a harassing experience involving someone at work. For each resource they would contact, respondents were asked to rate the perceived helpfulness of that resource. Results have been weighted to estimate the population in DOI.

*Table 6.3 DOI – Potential Recipients of a Complaint of Harassment or Assault*

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score<sup>a</sup></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	46,486	78.1%	±0.3	3.8	±0.0
No	7,555	12.7%	±0.3	--	--
Don't Know	5,506	9.2%	±0.2	--	--
Employee Assistance Program (EAP)					
Yes	25,846	44.4%	±0.4	3.5	±0.0
No	17,745	30.5%	±0.4	--	--
Don't Know	14,561	25.0%	±0.4	--	--
Ombudsman (if applicable)					
Yes	9,720	17.0%	±0.3	3.4	±0.0
No	17,356	30.4%	±0.4	--	--
Don't Know	29,991	52.6%	±0.4	--	--
CADR Office, CORE PLUS					
Yes	8,541	14.9%	±0.3	3.5	±0.0
No	20,066	35.1%	±0.4	--	--
Don't Know	28,604	50.0%	±0.4	--	--
Employee & Labor Relations (Human Resources)					
Yes	24,606	42.5%	±0.4	3.6	±0.0
No	16,425	28.4%	±0.4	--	--
Don't Know	16,819	29.1%	±0.4	--	--



	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score<sup>a</sup></i>	<i>MoE</i>
Union (if applicable)					
Yes	9,063	16.5%	±0.3	3.5	±0.0
No	25,693	46.6%	±0.4	--	--
Don't Know	20,333	36.9%	±0.4	--	--
Equal Employment Opportunity Counselor					
Yes	24,536	42.6%	±0.4	3.6	±0.0
No	15,773	27.4%	±0.4	--	--
Don't Know	17,240	30.0%	±0.4	--	--
Equal Employment Opportunity Office					
Yes	23,030	40.1%	±0.4	3.6	±0.0
No	16,475	28.7%	±0.4	--	--
Don't Know	17,929	31.2%	±0.4	--	--
Office of Inspector General Hotline					
Yes	12,435	21.8%	±0.3	3.4	±0.0
No	22,599	39.6%	±0.4	--	--
Don't Know	21,976	38.5%	±0.4	--	--
Office of Inspector General					
Yes	11,374	20.0%	±0.3	3.5	±0.0
No	23,172	40.7%	±0.4	--	--
Don't Know	22,411	39.3%	±0.4	--	--
Other Law Enforcement/Civil Authority not in the bureau					
Yes	10,777	18.9%	±0.3	3.6	±0.0
No	25,308	44.4%	±0.4	--	--
Don't Know	20,960	36.7%	±0.4	--	--
Department of Interior Ethics/Bureau Ethics Office					
Yes	19,735	34.3%	±0.4	3.6	±0.0
No	18,696	32.5%	±0.4	--	--
Don't Know	19,046	33.1%	±0.4	--	--
Other					
Yes	11,446	21.3%	±0.3	3.7	±0.0
No/Don't Know	42,260	78.7%	±0.3	--	--

<sup>a</sup> 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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