



# Supplemental Statistical Report

Interior Business Center (IBC)

Work Environment Survey

January-March 2017

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September 29, 2017

**CFI** Group

## Executive Summary

This Supplemental Statistical Report documents results of the Interior Business Center (IBC) Work Environment Survey (WES), which was fielded from January 9 to March 5, 2017. The Executive Summary provides the key findings. The IBC WES survey was designed to assess employee attitudes, perceptions, and behaviors on a wide range of topics related to the *character, context, correlates, and consequences* of harassing and/or assault behaviors<sup>1</sup> experienced by employees within the IBC work environment. Specifically, we report analyses addressing the following research questions:

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

The survey was sent to all IBC personnel employed as of December 10, 2016, ( $N = 942$ ) during the period of January 9 to March 5, 2017. Data from 461 employees were obtained by the end of the survey period, yielding a participation rate of 49.0%. Upon initial screening, a total of 438 completed questionnaires were available for analysis, yielding a survey response rate of 46.5%. Because not all IBC employees responded to the survey, employee population characteristics were obtained from Human Resources to derive weights to estimate population parameters for the IBC workforce from the survey data. Comparison of the known employee population characteristics to the estimated study population characteristics indicated that these data were representative of the IBC population, especially with regard to age, sex, racial-ethnic background, disability status, appointment type, and work schedule. Accordingly, the results of statistical analyses of these data reflect estimated population parameters for the IBC workforce.

It is important to note that the findings described here are specific to the IBC. To the extent possible, the findings are reported for all constructs and measures included in the WES. However, in some cases, only a small number of respondents may have answered certain sections of the survey, leaving results not reportable. A result based on small numbers can 1) lead to potential disclosure of identity, and/or 2) be statistically unstable and therefore unreliable.

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<sup>1</sup> Each measure of harassment included questions asking employees to indicate if they experienced a harassing and assault behavior based on age, race/ethnicity, religion, disability, and sexual orientation. Separate questions were also included to assess gender harassment and sexual harassment without asking about assault behaviors pertinent to those forms of harassment. A separate set of items were used to assess sexual assault related behaviors. Accordingly, the phrase “harassing and/or assault behaviors” is used to denote instances where an employee may have experienced a particular form of harassment, an assault behavior pertinent to a specific type of harassment, or a particular sexual assault related behavior.

Accordingly, some results may be suppressed within the Executive Summary and the main body of the report. Those instances are denoted by NR, indicating that the result is Not Reportable (NR). To make appropriate inferences based on those results denoted as NR, the reader is referred to the Department of the Interior (DOI) Technical Report to extrapolate from those data to the IBC. Using the DOI results to extrapolate to the IBC is appropriate given that those results include IBC data and are based on larger numbers of respondents from the DOI workforce.

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

Analyses estimated 25.7% of employees experienced one or more forms of harassment and/or assault related behaviors in the past 12 months. More specifically:

- 11.4% experienced harassing behaviors based on their age
- 8.2% experienced harassing behaviors based on their racial or ethnic background
- 4.3% experienced harassing behaviors based on their religious beliefs
- 5.6% experienced harassing behaviors based on a perceived or actual disability
- 2.1% experienced harassing behaviors based on their sexual orientation
- 10.0% experienced harassing behaviors based on their gender
- 6.0% experienced sexual harassment<sup>2</sup>

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

- Older (age groups 50 to 59 and 60 or older) employees were more likely to experience higher rates of harassment based on their age than their middle-aged (ages 40 to 49) counterparts
- Ethnic minority employees were more likely to experience higher rates of harassment based on their racial or ethnic background than their non-minority counterparts
- Employees with a documented disability were more likely to experience higher rates of harassment based on a perceived or actual disability than their non-disabled counterparts
- Women employees were more likely to experience higher rates of gender harassment than men

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<sup>2</sup> Meta-analytic results suggest that anywhere between 24%-84% of women report having experienced sexual harassment in the U.S. workplace; among private sector organizations these rates range from 24%-58%; and within governmental organizations their rates range from 31%-43% (Ilies et al., 2003). Direct comparison involving rates of harassment and/or assault behaviors to other studies and organizations must be made with due considerations to methodological (e.g., assessment approach – direct vs. indirect assessment of harassing and/or assault behaviors; sampling strategies, and weighting procedures used to estimate rates), and contextual/organizational factors (e.g., academic, private, military, and government organizations).

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

## **WHAT CONTEXTUAL FACTORS INFLUENCED SPECIFIC BEHAVIORS OR SETS OF EXPERIENCES?**

Analyses of contextual factors involving specific behaviors or sets of experiences that significantly affected employees' personal and professional lives were performed with data from employees who experienced harassment and/or assault behaviors and responded to follow-up questions exploring contextual factors about their specific experiences. Contextual factors included variables assessing the primary basis for the specific behavior or set of experiences, as well as variables assessing the situational characteristics and circumstances involved in the specific harassing and/or assault behavior experienced. Analyses that were reportable are presented below. The reader is encouraged to review both the larger DOI report along with the IBC results for application to specific IBC situations.

- *What was the primary basis for the specific behavior or set of experiences?* Among employees who experienced any behavior, 20.3% indicated the experience was primarily based on their age; 12.9% indicated the experience was primarily based on their racial/ethnic background; 6.8% indicated the experience was primarily based on their religious beliefs; 11.8% indicated the experience was primarily based on their disability status or condition; 2.1% indicated the experience was primarily based on their sexual orientation; 24.7% indicated the experience was primarily based on their sex/gender;<sup>3</sup> and 21.4% indicated the experience was primarily based on unknown factors.
- *When and where did the specific behavior or set of experiences occur?* Regardless of the particular behavior involved, for the majority of employees these experiences occurred during work hours (86.8%) and at a work location or site (91.5%) that was most frequently characterized as an indoor location (99.3%). Also, for the minority of these employees these experiences occurred while on travel (2.0%).
- *How often and for how long did the specific behavior or set of experiences persist?* Regardless of the particular behavior involved, for the majority of employees these experiences occurred more than once (60.2%).
- *Who was involved in the specific behavior or set of experiences?* Regardless of the particular behavior involved, for the majority of employees these experiences often

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<sup>3</sup> Responses to questions involving gender and sexual harassment, and sexual assault related behaviors were assessed in reference to sex and/or gender within this section of the survey to minimize response burden and optimize survey completion.

involved one person (65.0%), who was typically older (36.1%), male (45.4%), and most often a peer and/or coworker (63.0%).

- *Did their work role require them to continue to interact with the person(s) involved?* Regardless of the particular behavior involved, the majority of employees had to continue to interact with the person(s) involved (77.1%).
- *Did they discuss the specific behavior or set of experiences with anyone at work?* Regardless of the particular behavior involved, most employees talked to someone at work about their experience including coworkers (54.7%) or another employee (37.9%), as well as a supervisor (26.5%) or manager (19.3%). Additionally, some employees talked with the person involved (37.5%).
- *Did they make a complaint/grievance/report<sup>4</sup> in response to the specific behavior or set of experiences?* Regardless of the particular behavior involved, most employees did not make a complaint/grievance/report about their experience (80.0%); only 20.0% did.
- *What IBC resources were used to make a complaint/grievance/report?* Regardless of the particular behavior involved, for employees who made complaints/grievances/reports, the most frequently used IBC resource was a supervisor or manager (15.2%). All other resources were used less frequently (Employee Assistance Program, Ombudsman,<sup>5</sup> CADR Office or CORE PLUS, Employee & Labor Relations, Union, Equal Employment Opportunity Counselor, Equal Employment Opportunity Office, Office of the Inspector General Hotline, Office of the Inspector General, Other Law Enforcement/Civil Authority, or Department of Interior Ethics/Bureau Ethics Office).
- *What happened as a result of the complaint/grievance/report?* Regardless of the particular behavior involved, for employees who made complaints/grievances/reports, 41.7% indicated that some action was taken. Actions focused on the organization involved explaining rules to everyone (26.0%), management conducted a review/investigation or other assessment (21.6%), and an investigation was conducted by a law enforcement official (0.0%). Actions involving the person engaging in the harassing behavior included someone talking to the person (16.2%), moving or reassigning the person to avoid continuing contact (16.9%), or some official career action was taken against person(s) involved (17.4%); and in some situations, the person stopped the behavior (29.6%). Actions associated with the employee subjected to the behavior involved changing their station location or duties to help them avoid the person engaging in the harassing behaviors (0.0%). Additionally, some employees were encouraged to drop the issue (43.5%) or were discouraged from making a complaint/grievance/report (35.7%). Other employees indicated that the person engaging in the harassing behavior took action against them for complaining (31.9%); their coworker(s) treated them worse, avoided or blamed them for the problem (33.0%); and some employees indicated

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<sup>4</sup> Individuals were presented with various types of organizational resources by which to make a complaint/grievance/report that included both formal and informal types of resources.

<sup>5</sup> Ombudsman was only in existence about 1.5 months before the survey opened.

leadership punished them for bringing the experience up (29.9%) or they were threatened with loss of employment (21.7%).<sup>6</sup>

- *What were the reasons for not making a complaint/grievance/report?* Regardless of the particular behavior involved, most employees did not make a complaint/grievance/report about their experience (80.0%). Employees' most frequent reasons for not making a complaint/grievance/report involved a desire to move on or forget about the incident (67.1%), the behavior or experience stopped on its own (62.6%), the perceived seriousness of the behavior (60.4% did not consider it serious enough to report), or skepticism about actions that would be taken (47.3% of employees did not think anything would be done).
- *What effect did the specific behavior or set of experiences have on employees' interpersonal relationships, physical or emotional well-being, your job performance, or your willingness to remain a part of the organization?* Regardless of the particular behavior involved, for some employees these experiences had a negative impact on them, but for many employees it did not. For some employees, these experiences had a *negative impact on their interpersonal relationships* with coworkers, supervisors, or managers (26.9%); resulted in arguments or damaged interpersonal relations at work (30.4%); and/or damaged other personal relationships (14.0%). For some employees, these experiences had a *negative impact on their physical or emotional well-being* leading them to call in sick or take leave (15.4%), seek counseling (12.8%), or medical attention (10.8%). For some employees, these experiences had a *negative impact on their job performance*, making it harder to complete their work (34.5%), negatively affected their performance evaluation or promotion potential (17.8%), or negatively affected their performance evaluation/renewal/permanent employment (0.0%). For some employees, these experiences *negatively affected their willingness to remain a part of the organization*, leading them to consider leaving IBC (31.9%), take steps to leave the organization (9.7%), or request a transfer (6.9%).

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

Regression results for the IBC are limited based on the responses we were able to obtain. The reader is referred to the DOI Technical Report to extrapolate from those data to the IBC for this specific result. Using the DOI results to extrapolate to the IBC is appropriate given that those results include IBC data and are based on larger numbers of respondents from the DOI workforce.

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<sup>6</sup> It is worth noting that an individual who made a complaint/grievance/report may not actually be informed of the outcome of their complaint/grievance/report because personnel policies may prohibit disclosure of such information.

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

Consequences of harassment and/or assault behaviors were examined with data from employees who experienced harassment and/or assault behaviors and completed questions assessing job-related outcomes including job satisfaction, job engagement, and organizational commitment. Regression analyses revealed statistically significant associations for harassment based on age, race/ethnicity, religious beliefs, and disability status or condition, gender and job satisfaction (employees experiencing those behaviors reported lower job satisfaction); for harassment based on race/ethnicity, disability status or condition, gender, sexual assault related behaviors and job engagement (employees experiencing those behaviors reported lower job engagement); and for harassment based on race/ethnicity and disability status or condition, gender and organizational commitment (employees experiencing those behaviors reported lower commitment).

While the magnitude of the effects were small, with the pattern of associations indicating that employees who experienced harassment and/or assault behaviors were less satisfied and engaged with their jobs and were less likely to remain committed to the organization. The reader is referred to the DOI Technical Report to extrapolate from those data to the IBC for other results. Using the DOI results to extrapolate to the IBC is appropriate given that those results include IBC data and are based on larger numbers of respondents from the DOI workforce.

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

- *What about individuals who may have witnessed behaviors occurring to someone else?*  
An estimated 16.7% of employees witnessed a harassing and/or assault behavior against another employee in the 12 months preceding the survey. For most of these experiences, it is estimated that employees witnessed these behaviors once, and/or, once a month or less. Among these individuals:
  - 11.9% witnessed a harassment situation based on the age of the other employee
  - 7.8% witnessed a harassment situation based on the race/ethnicity of the other employee
  - 3.1% witnessed a harassment situation based on the religious beliefs of the other employee
  - 3.8% witnessed a harassment situation based a perceived or actual disability of the other employee
  - 2.4% witnessed a harassment situation based on the sexual orientation of the other employee
  - 7.6% witnessed a harassment situation based the sex/gender of the other employee

- *What actions were taken in response to witnessing harassing and/or assault behaviors?* Regardless of the particular behavior employees witnessed, the majority of employees took some action in response to the behaviors they witnessed (71.0%). Among employees who took some action, the most frequent actions included helping the person who was subject to the behaviors (33.5%); pointing out to the person who engaged in the harassing behaviors that s/he “crossed the line” (20.1%); and telling someone in position of authority about the situation (17.6%).
- *Did employees experience any harassing and/or assault behaviors before the past 12 months while they were employed by IBC?* An estimated 21.9% of employees experienced some form of harassing and/or assault behaviors before the past 12 months while being employed at IBC. More specifically:
  - 9.9% experienced harassing behaviors based on their age
  - 6.6% experienced harassing behaviors based on their racial or ethnic background
  - 4.9% experienced harassing behaviors based on their religious beliefs
  - 4.7% experienced harassing behaviors based on a perceived or actual disability
  - 2.6% experienced harassing behaviors based on their sexual orientation
  - 5.9% experienced sexually harassing behaviors<sup>7</sup>
  - 0.0% experienced sexual assault related behaviors
- *What about the future use of IBC resources to make a complaint/grievance/report involving a harassing and/or assault experience?* A majority of employees indicated that they would use a supervisor or manager (74.0%) to make a complaint/grievance/report if they were to experience harassing behaviors in the future. All other resources were endorsed less frequently (Employee Assistance Program, Ombudsman,<sup>8</sup> CADR Office or CORE PLUS, Employee & Labor Relations, Union, Equal Employment Opportunity Counselor, Equal Employment Opportunity Office, Office of the Inspector General Hotline, Office of the Inspector General, Other Law Enforcement/Civil Authority not in the Bureau, or Department of Interior Ethics/Bureau Ethics Office). Additionally, employees rated their expectation that the majority of resources would be moderately to very helpful.

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

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<sup>7</sup> Within this section of the survey, responses to questions involving gender and sexual harassment were presented together and a single item was used to assess gender and sexual harassment experiences in the period before the past 12 months to minimize response burden and optimize survey completion. Caution should be exercised in attempting to draw inferences about trends between rates of experience in the past 12 months and rates of experience prior to the past 12 months as these measures are not comparable.

<sup>8</sup> Ombudsman was only in existence about 1.5 months before the survey opened.



## Table of Contents

Executive Summary .....	1
Table of Contents .....	8
List of Tables .....	10
List of Figures .....	19
1 Introduction .....	20
1.1 Overview of Results .....	24
1.2 Population and Respondent Demographic and Occupational Characteristics .....	25
2 Work-Related Harassment Experiences .....	29
2.1 Age Harassment .....	35
2.2 Racial/Ethnic Harassment .....	40
2.3 Religious Harassment.....	46
2.4 Disability Harassment .....	51
2.5 Sexual Orientation Harassment.....	56
2.6 Sexual Harassment .....	61
2.7 Crude and Offensive Behavior.....	67
2.8 Unwanted Sexual Attention .....	69
2.9 Sexual Coercion .....	71
2.10 Gender Harassment .....	73
2.11 Sexual Assault Related Behaviors.....	77
2.12 Sexual Assault Related Behaviors Experienced.....	82
3 One Behavior or Experience with the Greatest Effect .....	83
3.1 Characteristics of Age Harassment .....	84
3.2 Characteristics of Racial/Ethnic Harassment .....	93
3.3 Characteristics of Religious Harassment.....	102
3.4 Characteristics of Disability Harassment .....	111
3.5 Characteristics of Sexual Orientation Harassment.....	120
3.6 Characteristics of Sexual/Gender Harassment .....	129
3.7 Characteristics of Harassment Based on Unknown Reasons .....	138
3.8 Comparisons Across Types of Harassment.....	147

4	Predictors of Workplace Harassment .....	165
4.1	Age Harassment .....	166
4.2	Racial/Ethnic Harassment .....	181
4.3	Religious Harassment.....	196
4.4	Disability Harassment .....	208
4.5	Sexual Orientation Harassment.....	221
4.6	Sexual Harassment .....	239
4.7	Crude and Offensive Behavior.....	257
4.8	Unwanted Sexual Attention .....	275
4.9	Sexual Coercion .....	293
4.10	Gender Harassment .....	311
4.11	Sexual Assault Related Behaviors.....	329
5	Impact of Harassment on Job Outcomes .....	347
5.1	Age Harassment .....	347
5.2	Racial/Ethnic Harassment .....	354
5.3	Religious Harassment.....	360
5.4	Disability Harassment .....	365
5.5	Sexual Orientation Harassment.....	371
5.6	Sexual Harassment .....	378
5.7	Crude and Offensive Behavior.....	384
5.8	Unwanted Sexual Attention .....	391
5.9	Sexual Coercion .....	398
5.10	Gender Harassment .....	404
5.11	Sexual Assault Related Behaviors.....	410
5.12	Linear Regression Analyses of Various Forms of Harassment and Sexual Assault Related Behaviors and Job Outcomes.....	417
6	Bystander Intervention and Future Reporting .....	419
6.1	Witnessing an Incident of Harassment and Actions Taken.....	419
6.2	Future Reporting .....	421

## List of Tables

Table 1.1 Description of Survey Constructs with Sample Items .....	21
Table 1.2 IBC – WES Response Rate.....	22
Table 1.3 IBC – Employee and Estimated Study Population Demographic Characteristics.....	25
Table 1.4 IBC – Employee and Estimated Study Population Occupational Characteristics .....	27
Table 2.1 IBC – Estimated Experience Rate of Age, Racial/Ethnic, Religious, and Disability Harassment in Past 12 Months.....	30
Table 2.2 IBC – Estimated Number of Age, Racial/Ethnic, Religious, and Disability Harassment in Past 12 Months.....	30
Table 2.3 IBC – Estimated Experience Rate of Sexual Orientation, Gender, and Sexual Harassment in Past 12 Months.....	30
Table 2.4 IBC – Estimated Number of Sexual Orientation, Gender, and Sexual Harassment in Past 12 Months.....	31
Table 2.5 IBC – Estimated Experience Rate of Sexual Assault Related Behaviors in Past 12 Months .....	31
Table 2.6 IBC – Estimated Number of Sexual Assault Related Behaviors in Past 12 Months ....	31
Table 2.7 – Estimated Experience Rate for Any Form of Harassment in Past 12 Months.....	32
Table 2.8 IBC – Estimated Experience Rate of Age Harassment in Past 12 Months.....	35
Table 2.9 IBC – Estimated Experience Rate of Age Harassment in the Past 12 Months, by Current Work Location .....	38
Table 2.10 IBC – Estimated Experience Rate of Age Harassment Prior to Past 12 Months.....	39
Table 2.11 IBC – Estimated Pay Plan or Grade at Which Age Harassment First Occurred .....	39
Table 2.12 IBC – Estimated Experience Rate of Racial/Ethnic Harassment in Past 12 Months .	40
Table 2.13 IBC – Estimated Experience Rate of Racial/Ethnic Harassment in the Past 12 Months, by Current Work Location .....	43
Table 2.14 IBC – Estimated Experience Rate of Racial/Ethnic Harassment Prior to Past 12 Months .....	44
Table 2.15 IBC – Estimated Pay Plan or Grade at Which Racial/Ethnic Harassment First Occurred.....	45
Table 2.16 IBC – Estimated Experience Rate of Religious Harassment in Past 12 Months .....	46
Table 2.17 IBC – Estimated Experience Rate of Religious Harassment in the Past 12 Months, by Current Work Location .....	49
Table 2.18 IBC – Estimated Experience Rate of Religious Harassment Prior to Past 12 Months	50
Table 2.19 IBC – Estimated Pay Plan or Grade at Which Religious Harassment First Occurred	50
Table 2.20 IBC – Estimated Experience Rate of Disability Harassment in Past 12 Months .....	51
Table 2.21 IBC – Estimated Experience Rate of Disability Harassment in the Past 12 Months, by Current Work Location .....	54
Table 2.22 IBC – Estimated Experience Rate of Disability Harassment Prior to Past 12 Months .....	55
Table 2.23 IBC – Estimated Pay Plan or Grade at Which Disability Harassment First Occurred	55

Table 2.24 IBC – Estimated Experience Rate of Sexual Orientation Harassment in Past 12 Months ..... 56

Table 2.25 IBC – Estimated Experience Rate of Sexual Orientation Harassment in the Past 12 Months, by Current Work Location..... 59

Table 2.26 IBC – Estimated Experience Rate of Sexual Orientation Harassment Prior to Past 12 Months ..... 60

Table 2.27 IBC – Estimated Pay Plan or Grade at Which Sexual Orientation Harassment First Occurred..... 60

Table 2.28 IBC – Estimated Experience Rate of Sexual Harassment in Past 12 Months ..... 61

Table 2.29 IBC – Estimated Experience Rate of Sexual Harassment in the Past 12 Months, by Current Work Location ..... 65

Table 2.30 IBC – Estimated Experience Rate of Sexual Harassment Prior to Past 12 Months ... 65

Table 2.31 IBC – Estimated Pay Plan or Grade at Which Sexual Harassment First Occurred .... 66

Table 2.32 IBC – Estimated Experience Rate of Crude and Offensive Behavior in Past 12 Months ..... 67

Table 2.33 IBC – Estimated Experience Rate of Crude and Offensive Behavior in the Past 12 Months, by Current Work Location..... 68

Table 2.34 IBC – Estimated Experience Rate of Unwanted Sexual Attention in Past 12 Months69

Table 2.35 IBC – Estimated Experience Rate of Unwanted Sexual Attention in the Past 12 Months, by Current Work Location..... 70

Table 2.36 IBC – Estimated Experience Rate of Sexual Coercion in Past 12 Months..... 71

Table 2.37 IBC – Estimated Experience Rate of Sexual Coercion in the Past 12 Months, by Current Work Location ..... 72

Table 2.38 IBC – Estimated Experience Rate of Gender Harassment in Past 12 Months ..... 73

Table 2.39 IBC – Estimated Experience Rate of Gender Harassment in the Past 12 Months, by Current Work Location ..... 76

Table 2.40 IBC – Estimated Experience Rate of Sexual Assault Related Behaviors in Past 12 Months ..... 77

Table 2.41 IBC – Estimated Experience Rate of Sexual Assault Related Behaviors in the Past 12 Months, by Current Work Location..... 80

Table 2.42 IBC – Estimated Experience Rate of Sexual Assault Related Behaviors Prior to Past 12 Months ..... 81

Table 2.43 IBC – Estimated Pay Plan or Grade at Which Sexual Assault Related Behaviors First Occurred..... 81

Table 2.44 IBC – Estimated Experience Rate of Sexual Assault Related Behaviors in the Past 12 Months, by Sex and Type of Behavior Experienced ..... 82

Table 3.1 IBC – Primary Basis for Experience of Greatest Effect ..... 83

Table 3.2 IBC – Context of the One Experience of Age Harassment ..... 84

Table 3.3 IBC – Results of the One Experience of Age Harassment ..... 86

Table 3.4 IBC – Discussion of the One Experience of Age Harassment ..... 87

Table 3.5 IBC – Resources for Making Complaint of the One Experience of Age Harassment.. 88

Table 3.6 IBC – Results of Reporting the One Experience of Age Harassment ..... 89

Table 3.7 IBC – Satisfaction with Reporting of the One Experience of Age Harassment ..... 91

Table 3.8 IBC – Reasons for Not Reporting the One Experience of Age Harassment ..... 92

Table 3.9 IBC – Context of the One Experience of Racial/Ethnic Harassment ..... 93

Table 3.10 IBC – Results of the One Experience of Racial/Ethnic Harassment ..... 95

Table 3.11 IBC – Discussion of the One Experience of Racial/Ethnic Harassment ..... 96

Table 3.12 IBC – Resources for Making Complaint of the One Experience of Racial/Ethnic Harassment..... 97

Table 3.13 IBC – Results of Reporting the One Experience of Racial/Ethnic Harassment ..... 98

Table 3.14 IBC – Satisfaction with Reporting of the One Experience of Racial/Ethnic Harassment..... 100

Table 3.15 IBC – Reasons for Not Reporting the One Experience of Racial/Ethnic Harassment ..... 101

Table 3.16 IBC – Context of the One Experience of Religious Harassment..... 102

Table 3.17 IBC – Results of the One Experience of Religious Harassment..... 104

Table 3.18 IBC – Discussion of the One Experience of Religious Harassment..... 105

Table 3.19 IBC – Resources for Making Complaint of the One Experience of Religious Harassment..... 106

Table 3.20 IBC – Results of Reporting the One Experience of Religious Harassment..... 107

Table 3.21 IBC – Satisfaction with Reporting of the One Experience of Religious Harassment ..... 109

Table 3.22 IBC – Reasons for Not Reporting the One Experience of Religious Harassment.... 110

Table 3.23 IBC – Context of the One Experience of Disability Harassment ..... 111

Table 3.24 IBC – Results of the One Experience of Disability Harassment ..... 113

Table 3.25 IBC – Discussion of the One Experience of Disability Harassment ..... 114

Table 3.26 IBC – Resources for Making Complaint of the One Experience of Disability Harassment..... 115

Table 3.27 IBC – Results of Reporting the One Experience of Disability Harassment ..... 116

Table 3.28 IBC – Satisfaction with Reporting of the One Experience of Disability Harassment ..... 118

Table 3.29 IBC – Reasons for Not Reporting the One Experience of Disability Harassment ... 119

Table 3.30 IBC – Context of the One Experience of Sexual Orientation Harassment ..... 120

Table 3.31 IBC – Results of the One Experience of Sexual Orientation Harassment..... 122

Table 3.32 IBC – Discussion of the One Experience of Sexual Orientation Harassment ..... 123

Table 3.33 IBC – Resources for Making Complaint of the One Experience of Sexual Orientation Harassment..... 124

Table 3.34 IBC – Results of Reporting the One Experience of Sexual Orientation Harassment125

Table 3.35 IBC – Satisfaction with Reporting of the One Experience of Sexual Orientation Harassment..... 127

Table 3.36 IBC – Reasons for Not Reporting the One Experience of Sexual Orientation Harassment.....	128
Table 3.37 IBC – Context of the One Experience of Sexual/Gender Harassment .....	129
Table 3.38 IBC – Results of the One Experience of Sexual/Gender Harassment .....	131
Table 3.39 IBC – Discussion of the One Experience of Sexual/Gender Harassment .....	132
Table 3.40 IBC – Resources for Making Complaint of the One Experience of Sexual/Gender Harassment.....	133
Table 3.41 IBC – Results of Reporting the One Experience of Sexual/Gender Harassment .....	134
Table 3.42 IBC – Satisfaction with Reporting of the One Experience of Sexual/Gender Harassment.....	136
Table 3.43 IBC – Reasons for Not Reporting the One Experience of Sexual/Gender Harassment .....	137
Table 3.44 IBC – Context of the One Experience of Harassment Based on Unknown Reasons	138
Table 3.45 IBC – Results of the One Experience of Harassment Based on Unknown Reasons	140
Table 3.46 IBC – Discussion of the One Experience of Harassment Based on Unknown Reasons .....	141
Table 3.47 IBC – Resources for Making Complaint of the One Experience of Harassment Based on Unknown Reasons .....	142
Table 3.48 IBC – Results of Reporting the One Experience of Harassment Based on Unknown Reasons .....	143
Table 3.49 IBC – Satisfaction with Reporting of the One Experience of Harassment Based on Unknown Reasons .....	145
Table 3.50 IBC – Reasons for Not Reporting the One Experience of Harassment Based on Unknown Reasons .....	146
Table 3.51 IBC – Context of the One Experience of Harassment – Summary .....	147
Table 3.52 IBC – Results of the One Experience of Harassment – Summary .....	151
Table 3.53 IBC – Discussion of the One Experience of Harassment – Summary.....	154
Table 3.54 IBC – Resources for Making Complaint of the One Experience of Harassment – Summary .....	156
Table 3.55 IBC – Helpfulness of Resources for Making Complaint of the One Experience of Harassment – Summary .....	157
Table 3.56 IBC – Results of Reporting the One Experience of Harassment – Summary .....	158
Table 3.57 IBC – Satisfaction with Reporting of the One Experience of Harassment – Summary .....	162
Table 3.58 IBC – Reasons for Not Reporting the One Experience of Harassment – Summary	163
Table 4.1 IBC – Age Harassment and General Intolerance for Harassment by Selected Characteristics.....	166
Table 4.2 IBC – Age Harassment and Leadership Intolerance for Harassment by Selected Characteristics.....	168
Table 4.3 IBC – Age Harassment and Organizational Politics by Selected Characteristics .....	170

Table 4.4 IBC – Age Harassment and Organizational Trust by Selected Characteristics ..... 172

Table 4.5 IBC – Age Harassment and Supervisor Support by Selected Characteristics ..... 174

Table 4.6 IBC – Age Harassment and Organizational Inclusion by Selected Characteristics ... 176

Table 4.7 IBC – Age Harassment and Bystander Harassment ..... 178

Table 4.8 IBC – Logistic Regression of Age Harassment and Predictors of Workplace Harassment..... 180

Table 4.9 IBC – Racial/Ethnic Harassment and General Intolerance for Harassment by Selected Characteristics..... 181

Table 4.10 IBC – Racial/Ethnic Harassment and Leadership Intolerance for Harassment by Selected Characteristics ..... 183

Table 4.11 IBC – Racial/Ethnic Harassment and Organizational Politics by Selected Characteristics..... 185

Table 4.12 IBC – Racial/Ethnic Harassment and Organizational Trust by Selected Characteristics ..... 187

Table 4.13 IBC – Racial/Ethnic Harassment and Supervisor Support by Selected Characteristics ..... 189

Table 4.14 IBC – Racial/Ethnic Harassment and Organizational Inclusion by Selected Characteristics..... 191

Table 4.15 IBC – Racial/Ethnic Harassment and Bystander Harassment ..... 193

Table 4.16 IBC – Logistic Regression of Racial/Ethnic Harassment and Predictors of Workplace Harassment..... 195

Table 4.17 IBC – Religious Harassment and General Intolerance for Harassment by Selected Characteristics..... 196

Table 4.18 IBC – Religious Harassment and Leadership Intolerance for Harassment by Selected Characteristics..... 198

Table 4.19 IBC – Religious Harassment and Organizational Politics by Selected Characteristics ..... 199

Table 4.20 IBC – Religious Harassment and Organizational Trust by Selected Characteristics 201

Table 4.21 IBC – Religious Harassment and Supervisor Support by Selected Characteristics . 202

Table 4.22 IBC – Religious Harassment and Organizational Inclusion by Selected Characteristics ..... 204

Table 4.23 IBC – Religious Harassment and Bystander Harassment..... 205

Table 4.24 IBC – Logistic Regression of Religious Harassment and Predictors of Workplace Harassment..... 207

Table 4.25 IBC – Disability Harassment and General Intolerance for Harassment by Selected Characteristics..... 208

Table 4.26 IBC – Disability Harassment and Leadership Intolerance for Harassment by Selected Characteristics..... 210

Table 4.27 IBC – Disability Harassment and Organizational Politics by Selected Characteristics ..... 211

Table 4.28 IBC – Disability Harassment and Organizational Trust by Selected Characteristics 213

Table 4.29 IBC – Disability Harassment and Supervisor Support by Selected Characteristics . 214

Table 4.30 IBC – Disability Harassment and Organizational Inclusion by Selected Characteristics..... 216

Table 4.31 IBC – Disability Harassment and Bystander Harassment ..... 218

Table 4.32 IBC – Logistic Regression of Disability Harassment and Predictors of Workplace Harassment..... 220

Table 4.33 IBC – Sexual Orientation Harassment and General Intolerance for Harassment by Selected Characteristics ..... 221

Table 4.34 IBC – Sexual Orientation Harassment and Leadership Intolerance for Harassment by Selected Characteristics ..... 224

Table 4.35 IBC – Sexual Orientation Harassment and Organizational Politics by Selected Characteristics..... 226

Table 4.36 IBC – Sexual Orientation Harassment and Organizational Trust by Selected Characteristics..... 228

Table 4.37 IBC – Sexual Orientation Harassment and Supervisor Support by Selected Characteristics..... 230

Table 4.38 IBC – Sexual Orientation Harassment and Organizational Inclusion by Selected Characteristics..... 232

Table 4.39 IBC – Sexual Orientation Harassment and Gender Context by Selected Characteristics..... 234

Table 4.40 IBC – Sexual Orientation Harassment and Bystander Harassment..... 236

Table 4.41 IBC – Logistic Regression of Sexual Orientation Harassment and Predictors of Workplace Harassment ..... 238

Table 4.42 IBC – Sexual Harassment and General Intolerance for Harassment by Selected Characteristics..... 239

Table 4.43 IBC – Sexual Harassment and Leadership Intolerance for Harassment by Selected Characteristics..... 242

Table 4.44 IBC – Sexual Harassment and Organizational Politics by Selected Characteristics 244

Table 4.45 IBC – Sexual Harassment and Organizational Trust by Selected Characteristics.... 246

Table 4.46 IBC – Sexual Harassment and Supervisor Support by Selected Characteristics ..... 248

Table 4.47 IBC – Sexual Harassment and Organizational Inclusion by Selected Characteristics ..... 250

Table 4.48 IBC – Sexual Harassment and Gender Context by Selected Characteristics ..... 252

Table 4.49 IBC – Sexual Harassment and Bystander Harassment ..... 254

Table 4.50 IBC – Logistic Regression of Sexual Harassment and Predictors of Workplace Harassment..... 256

Table 4.51 IBC – Crude and Offensive Behavior and General Intolerance for Harassment by Selected Characteristics ..... 257



Table 4.52 IBC – Crude and Offensive Behavior and Leadership Intolerance for Harassment by Selected Characteristics ..... 260

Table 4.53 IBC – Crude and Offensive Behavior and Organizational Politics by Selected Characteristics..... 262

Table 4.54 IBC – Crude and Offensive Behavior and Organizational Trust by Selected Characteristics..... 264

Table 4.55 IBC – Crude and Offensive Behavior and Supervisor Support by Selected Characteristics..... 266

Table 4.56 IBC – Crude and Offensive Behavior and Organizational Inclusion by Selected Characteristics..... 268

Table 4.57 IBC – Crude and Offensive Behavior and Gender Context by Selected Characteristics ..... 270

Table 4.58 IBC – Crude and Offensive Behavior and Bystander Harassment..... 272

Table 4.59 IBC – Logistic Regression of Crude and Offensive Behavior and Predictors of Workplace Harassment ..... 274

Table 4.60 IBC – Unwanted Sexual Attention and General Intolerance for Harassment by Selected Characteristics ..... 275

Table 4.61 IBC – Unwanted Sexual Attention and Leadership Intolerance for Harassment by Selected Characteristics ..... 278

Table 4.62 IBC – Unwanted Sexual Attention and Organizational Politics by Selected Characteristics..... 280

Table 4.63 IBC – Unwanted Sexual Attention and Organizational Trust by Selected Characteristics..... 282

Table 4.64 IBC – Unwanted Sexual Attention and Supervisor Support by Selected Characteristics..... 284

Table 4.65 IBC – Unwanted Sexual Attention and Organizational Inclusion by Selected Characteristics..... 286

Table 4.66 IBC – Unwanted Sexual Attention and Gender Context by Selected Characteristics ..... 288

Table 4.67 IBC – Unwanted Sexual Attention and Bystander Harassment ..... 290

Table 4.68 IBC – Logistic Regression of Unwanted Sexual Attention and Predictors of Workplace Harassment ..... 292

Table 4.69 IBC – Sexual Coercion and General Intolerance for Harassment by Selected Characteristics..... 293

Table 4.70 IBC – Sexual Coercion and Leadership Intolerance for Harassment by Selected Characteristics..... 296

Table 4.71 IBC – Sexual Coercion and Organizational Politics by Selected Characteristics .... 298

Table 4.72 IBC – Sexual Coercion and Organizational Trust by Selected Characteristics ..... 300

Table 4.73 IBC – Sexual Coercion and Supervisor Support by Selected Characteristics ..... 302

Table 4.74 IBC – Sexual Coercion and Organizational Inclusion by Selected Characteristics . 304

Table 4.75 IBC – Sexual Coercion and Gender Context by Selected Characteristics.....	306
Table 4.76 IBC – Sexual Coercion and Bystander Harassment .....	308
Table 4.77 IBC – Logistic Regression of Sexual Coercion and Predictors of Workplace Harassment.....	310
Table 4.78 IBC – Gender Harassment and General Intolerance for Harassment by Selected Characteristics.....	311
Table 4.79 IBC – Gender Harassment and Leadership Intolerance for Harassment by Selected Characteristics.....	314
Table 4.80 IBC – Gender Harassment and Organizational Politics by Selected Characteristics	316
Table 4.81 IBC – Gender Harassment and Organizational Trust by Selected Characteristics...	318
Table 4.82 IBC – Gender Harassment and Supervisor Support by Selected Characteristics .....	320
Table 4.83 IBC – Gender Harassment and Organizational Inclusion by Selected Characteristics .....	322
Table 4.84 IBC – Gender Harassment and Gender Context by Selected Characteristics.....	324
Table 4.85 IBC – Gender Harassment and Bystander Harassment .....	326
Table 4.86 IBC – Logistic Regression of Gender Harassment and Predictors of Workplace Harassment.....	328
Table 4.87 IBC – Sexual Assault Related Behaviors and General Intolerance for Harassment by Selected Characteristics .....	329
Table 4.88 IBC – Sexual Assault Related Behaviors and Leadership Intolerance for Harassment by Selected Characteristics .....	332
Table 4.89 IBC – Sexual Assault Related Behaviors and Organizational Politics by Selected Characteristics.....	334
Table 4.90 IBC – Sexual Assault Related Behaviors and Organizational Trust by Selected Characteristics.....	336
Table 4.91 IBC – Sexual Assault Related Behaviors and Supervisor Support by Selected Characteristics.....	338
Table 4.92 IBC – Sexual Assault Related Behaviors and Organizational Inclusion by Selected Characteristics.....	340
Table 4.93 IBC – Sexual Assault Related Behaviors and Gender Context by Selected Characteristics.....	342
Table 4.94 IBC – Sexual Assault Related Behaviors and Bystander Harassment.....	344
Table 4.95 IBC – Logistic Regression of Sexual Assault Related Behaviors and Predictors of Workplace Harassment .....	346
Table 5.1 IBC – Age Harassment and Job Satisfaction by Selected Characteristics.....	348
Table 5.2 IBC – Age Harassment and Job Engagement by Selected Characteristics.....	350
Table 5.3 IBC – Age Harassment and Organizational Commitment by Selected Characteristics .....	352
Table 5.4 IBC – Racial/Ethnic Harassment and Job Satisfaction by Selected Characteristics...	354
Table 5.5 IBC – Racial/Ethnic Harassment and Job Engagement by Selected Characteristics .	356

Table 5.6 IBC – Racial/Ethnic Harassment and Organizational Commitment by Selected Characteristics..... 358

Table 5.7 IBC – Religious Harassment and Job Satisfaction by Selected Characteristics ..... 360

Table 5.8 IBC – Religious Harassment and Job Engagement by Selected Characteristics ..... 362

Table 5.9 IBC – Religious Harassment and Organizational Commitment by Selected Characteristics..... 363

Table 5.10 IBC – Disability Harassment and Job Satisfaction by Selected Characteristics..... 365

Table 5.11 IBC – Disability Harassment and Job Engagement by Selected Characteristics ..... 367

Table 5.12 IBC – Disability Harassment and Organizational Commitment by Selected Characteristics..... 369

Table 5.13 IBC – Sexual Orientation Harassment and Job Satisfaction by Selected Characteristics..... 371

Table 5.14 IBC – Sexual Orientation Harassment and Job Engagement by Selected Characteristics..... 374

Table 5.15 IBC – Sexual Orientation Harassment and Organizational Commitment by Selected Characteristics..... 376

Table 5.16 IBC – Sexual Harassment and Job Satisfaction by Selected Characteristics ..... 378

Table 5.17 IBC – Sexual Harassment and Job Engagement by Selected Characteristics ..... 380

Table 5.18 IBC – Sexual Harassment and Organizational Commitment by Selected Characteristics..... 382

Table 5.19 IBC – Crude and Offensive Behavior and Job Satisfaction by Selected Characteristics ..... 384

Table 5.20 IBC – Crude and Offensive Behavior and Job Engagement by Selected Characteristics..... 387

Table 5.21 IBC – Crude and Offensive Behavior and Organizational Commitment by Selected Characteristics..... 389

Table 5.22 IBC – Unwanted Sexual Attention and Job Satisfaction by Selected Characteristics ..... 391

Table 5.23 IBC – Unwanted Sexual Attention and Job Engagement by Selected Characteristics ..... 393

Table 5.24 IBC – Unwanted Sexual Attention and Organizational Commitment by Selected Characteristics..... 396

Table 5.25 IBC – Sexual Coercion and Job Satisfaction by Selected Characteristics..... 398

Table 5.26 IBC – Sexual Coercion and Job Engagement by Selected Characteristics..... 400

Table 5.27 IBC – Sexual Coercion and Organizational Commitment by Selected Characteristics ..... 402

Table 5.28 IBC – Gender Harassment and Job Satisfaction by Selected Characteristics..... 404

Table 5.29 IBC – Gender Harassment and Job Engagement by Selected Characteristics ..... 406

Table 5.30 IBC – Gender Harassment and Organizational Commitment by Selected Characteristics..... 408

Table 5.31 IBC – Sexual Assault Related Behaviors and Job Satisfaction by Selected Characteristics.....	410
Table 5.32 IBC – Sexual Assault Related Behaviors and Job Engagement by Selected Characteristics.....	413
Table 5.33 IBC – Sexual Assault Related Behaviors and Organizational Commitment by Selected Characteristics .....	415
Table 5.34 IBC – Linear Regression of Harassment and Job Satisfaction .....	417
Table 5.35 IBC – Linear Regression of Harassment and Job Engagement .....	418
Table 5.36 IBC – Linear Regression of Harassment and Organizational Commitment.....	418
Table 6.1 IBC – Percent Witnessing Harassment.....	419
Table 6.2 IBC – Actions Taken in Response to Witnessing Harassment.....	420
Table 6.3 IBC – Potential Recipients of a Complaint of Harassment or Assault .....	421

## List of Figures

Figure 1.1 Conceptual Framework .....	20
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# 1 Introduction

This Supplemental Statistical Report presents in tabular form the results of the 2017 Interior Business Center (IBC) 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.

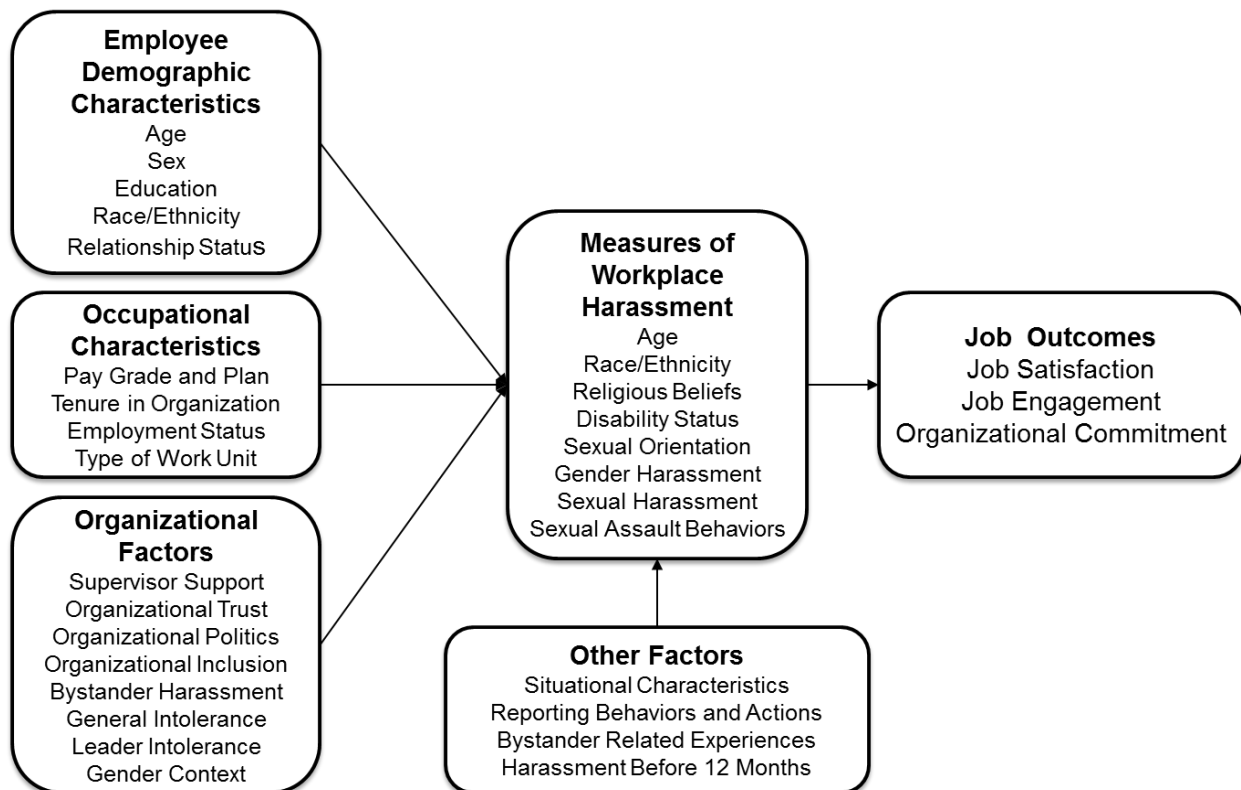


Figure 1.1 Conceptual Framework

*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 IBC 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 IBC employees ( $N = 942$ ) 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 461 questionnaires were obtained by the end of the survey period (i.e., March 5, 2017), yielding a participation rate of 49.0%. Initial screening of the data for inclusion criteria indicated a total of 438 completed questionnaires were available for the analysis, yielding a response rate of 46.5%.

*Table 1.2 IBC – WES Response Rate*

	IBC
A. Total Sample	942
B. Delivered Invitations/Surveys	941
C. Submitted Surveys	461
D. Participation Rate	49.0%
E. Completed Surveys	438
F. Response Rate	46.5%

### Definition of Terms

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

## Inclusion Criteria for Determining a Completed Survey

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

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



## 1.1 Overview of Results

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

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

1. “NR” indicating that a result is not reportable due to low reliability of the estimate. This cautions the reader that a result is not stable and reliable enough to be interpreted and could be misleading if it were displayed. The rules for determining if a result should be suppressed are fewer than 15 cases in the denominator; fewer than 5 cases in the numerator; and/or high relative standard error of the estimate.
2. “NA” has two uses. First, “NA” stands for “Not available” when information, such as demographic data from IBC 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 IBC. Employee population data were obtained from IBC Human Resources.

Demographic characteristics for the study population were derived by weighting the survey results to estimate the IBC 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 IBC – 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	256	27.2%	254 (±28)	27.0% (±2.9)
40 or older	686	72.8%	687 (±28)	73.0% (±2.9)
<b>Age</b>				
25 or under	11	1.2%	8 (±8)	0.9% (±0.8)
26-29	40	4.2%	40 (±14)	4.3% (±1.5)
30-39	205	21.8%	206 (±26)	21.9% (±2.8)
40-49	269	28.6%	269 (±28)	28.6% (±3.0)
50-59	292	31.0%	292 (±29)	31.0% (±3.0)
60 or older	125	13.3%	126 (±22)	13.4% (±2.3)
<b>Relationship Status - Collapsed</b>				
Single	NA	NA	156 (±24)	16.6% (±2.5)
Partnered/Married	NA	NA	645 (±29)	68.7% (±3.0)
Separated/Widowed/Divorced	NA	NA	138 (±23)	14.7% (±2.4)
<b>Relationship Status</b>				
Single	NA	NA	156 (±24)	16.6% (±2.5)
Separated	NA	NA	15 (±10)	1.6% (±1.0)
Partnered	NA	NA	25 (±12)	2.6% (±1.2)
Divorced	NA	NA	119 (±22)	12.7% (±2.3)
Married	NA	NA	620 (±29)	66.1% (±3.1)
Widowed	NA	NA	NR	NR
<b>Ethnicity/Race - Collapsed</b>				
Non-Minority (Non-Hispanic White)	636	67.6%	642 (±28)	69.5% (±3.1)
Minority	305	32.4%	282 (±28)	30.5% (±3.1)

	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	141	15.0%	157 (±24)	17.0% (±2.6)
American Indian or Alaskan Native	4	0.4%	NR	NR
Asian	45	4.8%	22 (±11)	2.4% (±1.2)
Black/African-American	86	9.1%	61 (±17)	6.5% (±1.8)
Native Hawaiian or Other Pacific Islander	5	0.5%	11 (±9)	1.2% (±0.9)
Non-Hispanic White	636	67.6%	642 (±28)	69.5% (±3.1)
Multi-racial	24	2.6%	28 (±12)	3.0% (±1.3)
<b>Disability</b>				
Yes	105	11.9%	103 (±20)	10.9% (±2.2)
No	780	88.1%	835 (±20)	89.1% (±2.2)
<b>Sex</b>				
Men	349	37.0%	346 (±29)	36.8% (±3.1)
Women	593	63.0%	593 (±29)	63.2% (±3.1)
<b>Gender Identity</b>				
Male	349	37.0%	346 (±30)	36.8% (±3.1)
Female	593	63.0%	593 (±30)	63.0% (±3.1)
Transgender	NA	NA	NR	NR
Do not identify as female, male, or transgender	NA	NA	NR	NR
<b>Transgender Description</b>				
Transgender, male to female	NA	NA	NR	NR
Transgender, female to male	NA	NA	NR	NR
Gender non-conforming	NA	NA	NR	NR
Unsure	NA	NA	NR	NR
I prefer not to say	NA	NA	NR	NR
<b>Sexual Orientation - Collapsed</b>				
Heterosexual	NA	NA	859 (±14)	95.4% (±1.6)
Sexual Minority	NA	NA	41 (±14)	4.6% (±1.6)
<b>Sexual Orientation</b>				
Heterosexual or straight	NA	NA	859 (±18)	91.6% (±2.0)
Lesbian	NA	NA	18 (±10)	1.9% (±1.1)
Gay	NA	NA	14 (±9)	1.5% (±1.0)
Bisexual	NA	NA	8 (±8)	0.9% (±0.9)
Other	NA	NA	NR	NR
I prefer not to say	NA	NA	38 (±14)	4.0% (±1.5)

<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 IBC. Employee population data, where available, were obtained from IBC Human Resources.

*Table 1.4 IBC – 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	223	23.7%	146 (±23)	15.6% (±2.5)
Trade/Tech Certificate/Some College	196	20.8%	200 (±26)	21.4% (±2.7)
AA/College Degree	374	39.7%	406 (±30)	43.4% (±3.2)
Graduate Degree	149	15.8%	184 (±25)	19.6% (±2.7)
Appointment Type				
Permanent	931	98.8%	935 (±7)	99.4% (±0.8)
Term	3	0.3%	6 (±7)	0.6% (±0.8)
Temporary	8	0.8%	0 (NA)	0.0% (NA)
Work Schedule				
Seasonal	0	0.0%	0 (NA)	0.0% (NA)
Non-seasonal	939	100.0%	931 (NA)	100% (NA)
Appointment Type and Work Schedule				
Permanent-Seasonal	0	0.0%	0 (NA)	0.0% (NA)
Permanent-Non-Seasonal	931	98.8%	931 (±7)	99.4% (±0.8)
Term	3	0.3%	6 (±7)	0.6% (±0.8)
Temporary-Seasonal	0	0.0%	0 (NA)	0.0% (NA)
Temporary-Non-Seasonal	8	0.8%	0 (NA)	0.0% (NA)
Years of Service at Bureau or Office				
Less than 1 year	NA	NA	132 (±22)	14.1% (±2.4)
1 to 3 years	NA	NA	214 (±26)	22.9% (±2.8)
4 to 5 years	NA	NA	103 (±20)	11.0% (±2.2)
6 to 10 years	NA	NA	203 (±26)	21.7% (±2.8)
11 to 14 years	NA	NA	99 (±20)	10.6% (±2.1)
15 to 20 years	NA	NA	65 (±17)	6.9% (±1.8)
More than 20 years	NA	NA	119 (±21)	12.7% (±2.3)

	Employee population		Estimated study population	
	Number	Percent	Number <sup>a</sup>	Percent <sup>a</sup>
<b>Pay Plan and Grade</b>				
General Schedule (GS) 1 - 6	96	10.2%	82 (±19)	8.8% (±2.0)
General Schedule (GS) 7 - 10	190	20.2%	198 (±26)	21.3% (±2.8)
General Schedule (GS) 11 - 12	257	27.3%	280 (±28)	30.2% (±3.0)
General Schedule (GS) 13 - 15	393	41.7%	361 (±30)	38.9% (±3.2)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	0.6%	6 (±7)	0.6% (±0.8)
Other	0	0.0%	NR	NR
<b>Supervisory Status - Collapsed</b>				
Non-Supervisor	715	75.9%	638 (±28)	68.8% (±3.1)
Supervisor	227	24.1%	289 (±28)	31.2% (±3.1)
<b>Supervisory Status</b>				
Team Leader	79	8.4%	130 (±22)	14.0% (±2.4)
Supervisor	96	10.2%	94 (±20)	10.1% (±2.1)
Manager	46	4.9%	56 (±16)	6.1% (±1.7)
Senior Leader	6	0.6%	8 (±8)	0.9% (±0.9)
None of the above	715	75.9%	638 (±28)	68.8% (±3.1)
<b>Duty Station</b>				
Headquarters Office (Washington)	NA	NA	17 (±10)	1.8% (±1.1)
Virginia (Herndon/Reston)	NA	NA	132 (±22)	14.4% (±2.4)
Colorado (Denver)	NA	NA	686 (±27)	74.8% (±2.9)
Idaho (Boise), Arizona (Sierra Vista), Alaska (Anchorage), California (Sacramento)	NA	NA	65 (±17)	7.1% (±1.9)
100% Telework	NA	NA	8 (±8)	0.8% (±0.9)
Other (none of the above describe the environment in which I routinely accomplish my work)	NA	NA	10 (±8)	1.1% (±0.9)
<b>Office - IBC</b>				
Office of the Director	NA	NA	49 (±15)	5.4% (±1.7)
Acquisition Services Directorate	NA	NA	180 (±25)	19.8% (±2.7)
Financial Management Directorate	NA	NA	196 (±25)	21.6% (±2.8)
Human Resources Directorate	NA	NA	468 (±30)	51.4% (±3.3)
Other	NA	NA	18 (±10)	1.9% (±1.1)

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

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

In summary, an estimated 25.7% of employees experienced one or more forms of harassment and/or assault related behaviors in the past 12 months. Additionally, an estimated 21.9% of employees experienced some form of harassing and/or assault behaviors before the past 12 months while being employed at IBC.<sup>9</sup>

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<sup>9</sup> Caution should be exercised in attempting to draw inferences about trends between rates of experience in the past 12 months and rates of experiences prior to the past 12 months. The measures are not comparable. The measures of experiences prior to the past 12 months were included to give respondents an opportunity to share all experiences they have had and to give a general understanding if harassing behaviors are pervasive over time. The measures of experiences prior to the past 12 months were not intended to be used for trend analyses. The single-item measures of experiences prior to the past 12 months did not employ a behavioral experience method and are neither parallel nor equivalent in content or format. Future surveys of this population will use the same questions with a past 12-month time frame allowing for precise trend comparisons.

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

	Experience rate		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	11.4%	±2.2	2.9	±0.1	3	2
Racial/Ethnic	8.2%	±1.9	2.9	±0.2	2	2
Religious	4.3%	±1.5	2.9	±0.2	3	3
Disability	5.6%	±1.7	3.4	±0.2	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 IBC – 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	90	128
Racial/Ethnic	61	94
Religious	30	54
Disability	40	68

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

	Experience rate		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	2.1%	±1.2	3.2	±0.4	3	2
Gender Harassment	10.0%	±2.1	2.8	±0.1	3	3
Sexual Harassment	6.0%	±1.7	2.8	±0.2	2	2
Crude and Offensive Behavior	10.6%	±2.1	2.9	±0.1	3	2
Unwanted Sexual Attention	3.1%	±1.3	2.5	±0.2	2	2
Sexual Coercion	0.9%	±0.9	2.7	±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 2.4 IBC – 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	13	30
Gender Harassment	78	114
Sexual Harassment	44	73
Crude and Offensive Behavior	83	120
Unwanted Sexual Attention	20	41
Sexual Coercion	4	17

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

	Experience rate		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	NR	NR	NR	NR	NR	NR
Sexual Touching	NR	NR	NR	NR	NR	NR
Attempted Sex	0.00%	NA	NA	NA	NA	NA
Completed Sex	0.00%	NA	NA	NA	NA	NA

<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 IBC – Estimated Number of Sexual Assault Related Behaviors in Past 12 Months*

	Estimated number	
	<i>Lower bound</i>	<i>Upper bound</i>
Sexual Assault	NR	NR
Sexual Touching	NR	NR
Attempted Sex	NA	NA
Completed Sex	NA	NA

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 IBC.



Table 2.7 – 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	242	25.7%	±2.9	2.9	±0.1
Age - Collapsed					
39 or under	82	32.1%*	±6.0	3.0	±0.1
40 or older	160	23.3%*	±3.3	2.9	±0.1
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	NR	NR	NR	NR	NR
C 30-39	62	30.1%	±6.7	2.9D	±0.2
D 40-49	51	18.9%	±5.2	3.2CEF	±0.1
E 50-59	78	26.8%	±5.4	2.9D	±0.1
F 60 or older	31	24.9%	±8.4	2.6D	±0.1
Relationship Status - Collapsed					
A Single	65	41.9%BC	±8.0	2.8B	±0.1
B Partnered/Married	139	21.6%A	±3.4	3.1AC	±0.1
C Separated/Widowed/Divorced	37	27.0%A	±8.1	2.8B	±0.1
Relationship Status					
A Single	65	41.9%E	±8.0	2.8E	±0.1
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	33	27.7%	±8.8	2.8E	±0.1
E Married	134	21.6%A	±3.4	3.1AD	±0.1
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	152	23.6%	±3.5	3.1*	±0.1
Minority	84	29.7%	±5.6	2.8*	±0.1
Ethnicity/Race					
A Hispanic	49	31.3%	±7.8	2.4F	±0.1
B American Indian or Alaskan Native	NR	NR	NR	NR	NR
C Asian	NR	NR	NR	NR	NR
D Black/African-American	15	24.5%	±12.7	2.4F	±0.2
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	152	23.6%	±3.5	3.1AD	±0.1
G Multi-racial	NR	NR	NR	NR	NR
Disability					
Yes	43	42.3%*	±9.9	3.3*	±0.1
No	196	23.5%*	±3.0	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>
<b>Sex</b>					
Men	80	23.1%	±4.8	3.1*	±0.1
Women	161	27.2%	±3.7	2.8*	±0.1
<b>Gender Identity</b>					
A Male	80	23.1%	±4.8	3.1B	±0.1
B Female	161	27.2%	±3.7	2.8A	±0.1
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
<b>Transgender Description</b>					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
<b>Sexual Orientation - Collapsed</b>					
Heterosexual	216	25.2%	±3.0	3.0	±0.1
Sexual Minority	14	34.0%	±16.2	3.2	±0.3
<b>Sexual Orientation</b>					
A Heterosexual or straight	216	25.2%	±3.0	3.0F	±0.1
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	9	25.2%	±17.0	2.4A	±0.1
<b>Education Level - Collapsed</b>					
A Less than High School/High School Diploma/GED	41	28.0%	±7.9	2.5BCD	±0.1
B Trade/Tech Certificate/Some College	51	25.5%	±6.5	2.9AC	±0.1
C AA/College Degree	102	25.2%	±4.5	3.1AB	±0.1
D Graduate Degree	46	24.8%	±6.8	2.9A	±0.1
<b>Appointment Type</b>					
A Permanent	240	25.7%	±2.9	2.9	±0.1
B Term	NR	NR	NR	NR	NR
C Temporary	--	--	--	--	--
<b>Work Schedule</b>					
Seasonal	--	--	--	--	--
Non-seasonal	240	25.8%	±2.9	2.9	±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>
Appointment Type and Work Schedule					
A Permanent-Seasonal	--	--	--	--	--
B Permanent-Non-Seasonal	240	25.8%	±2.9	2.9	±0.1
C Term	NR	NR	NR	NR	NR
D Temporary-Seasonal	--	--	--	--	--
E Temporary-Non-Seasonal	--	--	--	--	--
Years of Service at Bureau or Office					
A Less than 1 year	25	18.7%F	±7.7	2.6F	±0.2
B 1 to 3 years	44	20.4%F	±6.0	3.0	±0.2
C 4 to 5 years	35	34.4%	±9.8	3.0	±0.1
D 6 to 10 years	53	26.2%	±6.5	2.7F	±0.1
E 11 to 14 years	32	32.0%	±10.0	2.9F	±0.2
F 15 to 20 years	29	44.6%ABG	±12.5	3.4ADE	±0.2
G More than 20 years	20	17.1%F	±8.0	3.0	±0.2
Pay Plan and Grade - Collapsed					
A Junior Grade	14	17.7%	±10.0	2.7	±0.2
B Middle Grade	56	28.4%	±6.7	2.9	±0.1
C Senior Grade	164	25.6%	±3.5	2.9	±0.1
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	183	28.7%*	±3.6	2.9	±0.1
Supervisor	57	19.6%*	±5.0	2.9	±0.1
Supervisory Status					
A Team Leader	32	24.9%	±8.3	2.9	±0.1
B Supervisor	10	10.2%E	±8.1	2.3	±0.3
C Manager	13	23.6%	±13.2	3.0	±0.5
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	183	28.7%B	±3.6	2.9	±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.

## 2.1 Age Harassment

### 2.1.1 Past 12 Months

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

*Table 2.8 IBC – Estimated Experience Rate of 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	107	11.4%	±2.2	2.9	±0.1
Age - Collapsed					
39 or under	35	13.8%	±4.9	3.0	±0.2
40 or older	73	10.6%	±2.5	2.9	±0.1
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	NR	NR	NR	NR	NR
C 30-39	18	8.9%	±4.8	2.4D	±0.2
D 40-49	9	3.4%EF	±3.0	4.0CEF	±0.4
E 50-59	41	14.1%D	±4.5	2.7D	±0.2
F 60 or older	22	17.7%D	±7.8	2.6D	±0.2
Relationship Status - Collapsed					
A Single	30	19.6%B	±7.2	3.2C	±0.2
B Partnered/Married	60	9.3%A	±2.5	2.9C	±0.2
C Separated/Widowed/Divorced	17	12.5%	±6.7	2.4AB	±0.3
Relationship Status					
A Single	30	19.6%E	±7.2	3.2D	±0.2
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	13	11.0%	±7.1	2.5A	±0.3
E Married	56	9.1%A	±2.5	2.9	±0.2
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	71	11.1%	±2.7	2.9	±0.2
Minority	30	10.7%	±4.2	3.0	±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>Ethnicity/Race</b>					
A Hispanic	12	7.6%	±5.4	2.5	±0.2
B American Indian or Alaskan Native	NR	NR	NR	NR	NR
C Asian	NR	NR	NR	NR	NR
D Black/African-American	5	9.5%	±11.2	2.8	±0.2
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	71	11.1%	±2.7	2.9	±0.2
G Multi-racial	NR	NR	NR	NR	NR
<b>Disability</b>					
Yes	21	20.6%*	±9.1	3.0	±0.2
No	84	10.1%*	±2.2	2.9	±0.1
<b>Sex</b>					
Men	36	10.5%	±3.7	3.0	±0.2
Women	71	12.0%	±2.9	2.9	±0.2
<b>Gender Identity</b>					
A Male	36	10.5%	±3.7	3.0	±0.2
B Female	71	12.0%	±2.9	2.9	±0.2
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
<b>Transgender Description</b>					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
<b>Sexual Orientation - Collapsed</b>					
Heterosexual	90	10.6%	±2.2	3.0*	±0.1
Sexual Minority	7	17.0%	±15.4	2.0*	±0.0
<b>Sexual Orientation</b>					
A Heterosexual or straight	90	10.6%	±2.2	3.0	±0.1
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	8	20.7%	±16.7	2.9	±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>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	16	11.1%	±6.3	2.5BC	±0.2
B	Trade/Tech Certificate/Some College	28	13.9%	±5.6	3.1A	±0.3
C	AA/College Degree	41	10.3%	±3.4	3.0A	±0.2
D	Graduate Degree	22	11.8%	±5.6	2.7	±0.3
Appointment Type						
A	Permanent	107	11.5%	±2.2	2.9	±0.1
B	Term	NR	NR	NR	NR	NR
C	Temporary	--	--	--	--	--
Work Schedule						
	Seasonal	--	--	--	--	--
	Non-seasonal	107	11.6%	±2.2	2.9	±0.1
Appointment Type and Work Schedule						
A	Permanent-Seasonal	--	--	--	--	--
B	Permanent-Non-Seasonal	107	11.6%	±2.2	2.9	±0.1
C	Term	NR	NR	NR	NR	NR
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	--	--	--	--	--
Years of Service at Bureau or Office						
A	Less than 1 year	13	10.0%	±6.5	2.6	±0.3
B	1 to 3 years	20	9.3%	±4.8	3.3	±0.4
C	4 to 5 years	16	15.8%	±8.5	3.1	±0.4
D	6 to 10 years	17	8.4%	±4.7	2.7	±0.2
E	11 to 14 years	13	13.1%	±8.3	2.7	±0.2
F	15 to 20 years	13	19.7%	±11.8	3.1	±0.4
G	More than 20 years	11	9.6%	±6.9	3.0	±0.4
Pay Plan and Grade - Collapsed						
A	Junior Grade	10	11.7%	±9.2	2.8	±0.4
B	Middle Grade	30	15.6%	±5.9	3.4C	±0.2
C	Senior Grade	60	9.4%	±2.5	2.6B	±0.1
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	74	11.7%	±2.7	3.0	±0.2
	Supervisor	33	11.4%	±4.2	2.8	±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>
Supervisory Status					
A Team Leader	20	15.5%	±7.4	2.9	±0.3
B Supervisor	NR	NR	NR	NR	NR
C Manager	8	13.5%	±12.0	2.5	±0.3
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	74	11.7%	±2.7	3.0	±0.2

<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.

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

	Age harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	107	11.44%	±2.20
A District of Columbia (Washington)	NR	NR	NR
B Virginia (Herndon/Reston)	10	7.30%	±5.96
C Colorado (Denver)	80	11.75%	±2.65
D Idaho (Boise), Arizona (Sierra Vista), Alaska (Anchorage), California (Sacramento)	NR	NR	NR
E 100% Telework	NR	NR	NR
F Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR
Office - IBC			
A Office of the Director	NR	NR	NR
B Acquisition Services Directorate	20	10.97%	±5.52
C Financial Management Directorate	15	7.45%	±4.66
D Human Resources Directorate	55	11.79%	±3.28
E Other	NR	NR	NR

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

### 2.1.2 Prior to Past 12 Months

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

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	79	9.9%	±2.3

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

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Schedule (GS) 1-6	11	14.8%	±10.2
General Schedule (GS) 7-10	25	33.4%	±11.6
General Schedule (GS) 11-12	19	24.8%	±11.2
General Schedule (GS) 13-15	17	22.2%	±11.0
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	NR	NR	NR



## 2.2 Racial/Ethnic Harassment

### 2.2.1 Past 12 Months

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

*Table 2.12 IBC – Estimated Experience Rate of 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	76	8.2%	±1.9	2.9	±0.2
Age - Collapsed					
39 or under	29	11.9%*	±4.7	2.6*	±0.3
40 or older	47	6.9%*	±2.2	3.1*	±0.3
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	0	0.0% <sup>C</sup>	NA	NA	NA
C 30-39	29	14.5% <sup>BD</sup>	±5.6	2.6 <sup>D</sup>	±0.3
D 40-49	18	6.7% <sup>C</sup>	±3.7	3.4 <sup>C</sup>	±0.5
E 50-59	22	7.4%	±3.6	2.9	±0.3
F 60 or older	7	6.0%	±5.9	2.3	±0.3
Relationship Status - Collapsed					
A Single	30	19.8% <sup>BC</sup>	±7.2	2.6 <sup>B</sup>	±0.2
B Partnered/Married	41	6.4% <sup>A</sup>	±2.2	3.3 <sup>AC</sup>	±0.3
C Separated/Widowed/Divorced	5	3.8% <sup>A</sup>	±4.9	2.2 <sup>B</sup>	±0.2
Relationship Status					
A Single	30	19.8% <sup>CDE</sup>	±7.2	2.6 <sup>E</sup>	±0.2
B Separated	NR	NR	NR	NR	NR
C Partnered	0	0.0% <sup>A</sup>	NA	NA	NA
D Divorced	5	4.4% <sup>A</sup>	±5.7	2.2 <sup>E</sup>	±0.2
E Married	41	6.7% <sup>A</sup>	±2.3	3.3 <sup>AD</sup>	±0.3
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	32	5.1%*	±2.0	3.1	±0.3
Minority	42	15.2%*	±4.8	2.8	±0.3

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	24	16.0%F	±6.8	2.1DF	±0.1
B American Indian or Alaskan Native	NR	NR	NR	NR	NR
C Asian	NR	NR	NR	NR	NR
D Black/African-American	7	12.9%	±11.8	3.2A	±0.7
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	32	5.1%A	±2.0	3.1A	±0.3
G Multi-racial	NR	NR	NR	NR	NR
Disability					
Yes	12	11.4%	±7.9	3.4*	±0.4
No	62	7.6%	±2.0	2.8*	±0.2
Sex					
Men	29	8.4%	±3.4	3.0	±0.3
Women	47	8.1%	±2.5	2.8	±0.3
Gender Identity					
A Male	29	8.4%	±3.4	3.0	±0.3
B Female	47	8.1%	±2.5	2.8	±0.3
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	70	8.2%	±2.1	2.9	±0.2
Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation					
A Heterosexual or straight	70	8.2%	±2.1	2.9	±0.2
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F 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>
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	16	10.9%	±6.4	2.1C	±0.1
B Trade/Tech Certificate/Some College	19	9.3%	±4.9	2.5C	±0.3
C AA/College Degree	29	7.3%	±3.0	3.8ABD	±0.3
D Graduate Degree	11	6.0%	±4.6	2.3C	±0.2
Appointment Type					
A Permanent	76	8.2%	±2.0	2.9	±0.2
B Term	NR	NR	NR	NR	NR
C Temporary	--	--	--	--	--
Work Schedule					
Seasonal	--	--	--	--	--
Non-seasonal	76	8.3%	±2.0	2.9	±0.2
Appointment Type and Work Schedule					
A Permanent-Seasonal	--	--	--	--	--
B Permanent-Non-Seasonal	76	8.3%	±2.0	2.9	±0.2
C Term	NR	NR	NR	NR	NR
D Temporary-Seasonal	--	--	--	--	--
E Temporary-Non-Seasonal	--	--	--	--	--
Years of Service at Bureau or Office					
A Less than 1 year	NR	NR	NR	NR	NR
B 1 to 3 years	18	8.3%	±4.6	2.4FG	±0.2
C 4 to 5 years	11	11.0%	±7.8	3.0	±0.4
D 6 to 10 years	19	9.4%	±5.0	2.6FG	±0.3
E 11 to 14 years	5	5.3%	±6.8	2.5	±0.3
F 15 to 20 years	6	9.2%	±10.2	3.8BD	±0.6
G More than 20 years	9	7.6%	±6.5	3.7BD	±0.8
Pay Plan and Grade - Collapsed					
A Junior Grade	NR	NR	NR	NR	NR
B Middle Grade	14	7.6%	±4.8	2.7	±0.3
C Senior Grade	52	8.1%	±2.4	2.7	±0.2
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	58	9.1%	±2.5	3.0	±0.2
Supervisor	17	5.8%	±3.4	2.6	±0.3

	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	11	8.8%	±6.3	2.8	±0.5
B Supervisor	NR	NR	NR	NR	NR
C Manager	0	0.0%	NA	NA	NA
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	58	9.1%	±2.5	3.0	±0.2

<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.

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

	Racial/ethnic harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	76	8.18%	±1.94
A District of Columbia (Washington)	--	--	--
B Virginia (Herndon/Reston)	10	7.88%	±6.09
C Colorado (Denver)	49	7.30%	±2.23
D Idaho (Boise), Arizona (Sierra Vista), Alaska (Anchorage), California (Sacramento)	6	8.58%	±10.09
E 100% Telework	NR	NR	NR
F Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR
Office - IBC			
A Office of the Director	0	0.00%	NA
B Acquisition Services Directorate	18	10.15%	±5.40
C Financial Management Directorate	7	3.77%	±3.88
D Human Resources Directorate	41	8.79%	±2.95
E Other	NR	NR	NR

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

### 2.2.2 Prior to Past 12 Months

Table 2.14 presents the experience rate of employees who experienced racial/ethnic harassment prior to the past 12 months. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	53	6.6%	±1.9
Ethnicity/Race			
Non-Minority	17	3.2%*	±1.9
Minority	35	14.7%*	±5.1
Ethnicity/Race			
A Hispanic	22	15.9% <sup>F</sup>	±7.2
B American Indian or Alaskan Native	NR	NR	NR
C Asian	NR	NR	NR
D Black/African-American	7	13.2%	±13.0
E Native Hawaiian or Other Pacific Islander	NR	NR	NR
F Non-Hispanic White	17	3.2% <sup>A</sup>	±1.9
G Multi-racial	NR	NR	NR

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

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

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Schedule (GS) 1-6	NR	NR	NR
General Schedule (GS) 7-10	7	13.7%	±12.6
General Schedule (GS) 11-12	33	62.1%	±14.1
General Schedule (GS) 13-15	9	17.6%	±13.2
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	NR	NR	NR

## 2.3 Religious Harassment

### 2.3.1 Past 12 Months

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

*Table 2.16 IBC – Estimated Experience Rate of 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	40	4.3%	±1.5	2.9	±0.2
Age - Collapsed					
39 or under	17	6.7%*	±3.9	2.7*	±0.2
40 or older	23	3.4%*	±1.7	3.1*	±0.3
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	NR	NR	NR	NR	NR
C 30-39	15	7.3%	±4.5	2.7D	±0.2
D 40-49	11	4.0%	±3.1	3.5C	±0.5
E 50-59	9	3.1%	±2.8	2.9	±0.3
F 60 or older	NR	NR	NR	NR	NR
Relationship Status - Collapsed					
A Single	16	10.5%B	±6.0	3.0	±0.3
B Partnered/Married	23	3.5%A	±1.7	2.9	±0.3
C Separated/Widowed/Divorced	NR	NR	NR	NR	NR
Relationship Status					
A Single	16	10.5%E	±6.0	3.0	±0.3
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	NR	NR	NR	NR	NR
E Married	21	3.3%A	±1.7	3.0	±0.3
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	25	3.8%	±1.8	3.0	±0.3
Minority	16	5.7%	±3.4	2.9	±0.3

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	12	7.7%	±5.4	2.7	±0.2
B American Indian or Alaskan Native	NR	NR	NR	NR	NR
C Asian	0	0.0%	NA	NA	NA
D Black/African-American	0	0.0%	NA	NA	NA
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	25	3.8%	±1.8	3.0	±0.3
G Multi-racial	NR	NR	NR	NR	NR
Disability					
Yes	7	7.0%	±7.0	3.6*	±0.7
No	33	4.0%	±1.6	2.8*	±0.2
Sex					
Men	19	5.4%	±3.0	3.3*	±0.3
Women	21	3.5%	±1.8	2.4*	±0.2
Gender Identity					
A Male	19	5.4%	±3.0	3.3B	±0.3
B Female	21	3.5%	±1.8	2.4A	±0.2
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	37	4.3%	±1.6	3.0*	±0.2
Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation					
A Heterosexual or straight	37	4.3%	±1.6	3.0	±0.2
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	0	0.0%	NA	NA	NA



	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	8	5.2%	±5.1	3.0	±0.0
B Trade/Tech Certificate/Some College	NR	NR	NR	NR	NR
C AA/College Degree	17	4.3%	±2.5	3.0	±0.4
D Graduate Degree	11	6.2%	±4.6	2.5	±0.3
Appointment Type					
A Permanent	40	4.3%	±1.5	2.9	±0.2
B Term	NR	NR	NR	NR	NR
C Temporary	--	--	--	--	--
Work Schedule					
Seasonal	--	--	--	--	--
Non-seasonal	40	4.3%	±1.5	2.9	±0.2
Appointment Type and Work Schedule					
A Permanent-Seasonal	--	--	--	--	--
B Permanent-Non-Seasonal	40	4.3%	±1.5	2.9	±0.2
C Term	NR	NR	NR	NR	NR
D Temporary-Seasonal	--	--	--	--	--
E Temporary-Non-Seasonal	--	--	--	--	--
Years of Service at Bureau or Office					
A Less than 1 year	NR	NR	NR	NR	NR
B 1 to 3 years	NR	NR	NR	NR	NR
C 4 to 5 years	7	7.2%	±7.0	2.8	±0.2
D 6 to 10 years	16	7.9%	±4.6	2.8	±0.2
E 11 to 14 years	5	5.3%	±6.7	2.4	±0.3
F 15 to 20 years	NR	NR	NR	NR	NR
G More than 20 years	6	4.6%	±5.7	2.6	±0.4
Pay Plan and Grade - Collapsed					
A Junior Grade	NR	NR	NR	NR	NR
B Middle Grade	9	4.5%	±4.0	3.7C	±0.6
C Senior Grade	29	4.5%	±1.9	2.7B	±0.1
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	31	4.9%	±2.0	2.9	±0.2
Supervisor	9	3.2%	±2.8	2.9	±0.5

	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	6	4.4%	±5.3	3.3	±0.6
B Supervisor	NR	NR	NR	NR	NR
C Manager	0	0.0%	NA	NA	NA
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	31	4.9%	±2.0	2.9	±0.2

<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.

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

	Religious harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	40	4.30%	±1.51
A District of Columbia (Washington)	--	--	--
B Virginia (Herndon/Reston)	NR	NR	NR
C Colorado (Denver)	34	4.94%	±1.91
D Idaho (Boise), Arizona (Sierra Vista), Alaska (Anchorage), California (Sacramento)	NR	NR	NR
E 100% Telework	NR	NR	NR
F Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR
Office - IBC			
A Office of the Director	0	0.00%	NA
B Acquisition Services Directorate	8	4.72%	±4.31
C Financial Management Directorate	7	3.61%	±3.78
D Human Resources Directorate	25	5.32%	±2.46
E Other	0	0.00%	NA

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

### 2.3.2 Prior to Past 12 Months

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

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	39	4.9%	±1.7

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

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Schedule (GS) 1-6	0	0.0%	NA
General Schedule (GS) 7-10	12	29.6%	±16.7
General Schedule (GS) 11-12	17	42.6%	±16.4
General Schedule (GS) 13-15	11	27.8%	±16.6
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	0	0.0%	NA

## 2.4 Disability Harassment

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

### 2.4.1 Past 12 Months

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

*Table 2.20 IBC – Estimated Experience Rate of 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	52	5.6%	±1.7	3.4	±0.2
Age - Collapsed					
39 or under	15	5.8%	±3.7	3.6	±0.7
40 or older	38	5.6%	±2.0	3.3	±0.3
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	5	14.4%	±16.3	3.0	±0.0
C 30-39	9	4.5%	±3.9	3.8	±1.0
D 40-49	10	3.8%	±3.1	3.3	±0.6
E 50-59	24	8.4%	±3.8	3.4	±0.3
F 60 or older	NR	NR	NR	NR	NR
Relationship Status - Collapsed					
A Single	13	9.0%	±5.8	3.4	±0.4
B Partnered/Married	35	5.5%	±2.1	3.4	±0.3
C Separated/Widowed/Divorced	NR	NR	NR	NR	NR
Relationship Status					
A Single	13	9.0%	±5.8	3.4	±0.4
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	NR	NR	NR	NR	NR
E Married	34	5.5%	±2.1	3.5	±0.3
F Widowed	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>
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	43	6.8%	±2.2	3.4	±0.3
Minority	10	3.5%	±2.9	3.3	±0.6
Ethnicity/Race					
A Hispanic	0	0.0% <sup>F</sup>	NA	NA	NA
B American Indian or Alaskan Native	NR	NR	NR	NR	NR
C Asian	NR	NR	NR	NR	NR
D Black/African-American	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	43	6.8% <sup>A</sup>	±2.2	3.4	±0.3
G Multi-racial	NR	NR	NR	NR	NR
Disability					
Yes	34	33.5%*	±9.8	3.6*	±0.3
No	18	2.2%*	±1.3	2.9*	±0.3
Sex					
Men	20	5.9%	±3.1	3.8*	±0.4
Women	32	5.5%	±2.2	3.1*	±0.3
Gender Identity					
A Male	20	5.9%	±3.1	3.8	±0.4
B Female	32	5.5%	±2.2	3.1	±0.3
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	49	5.8%	±1.8	3.2	±0.2
Sexual Minority	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>
<b>Sexual Orientation</b>					
A Heterosexual or straight	49	5.8%	±1.8	3.2	±0.2
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	0	0.0%	NA	NA	NA
<b>Education Level - Collapsed</b>					
A Less than High School/High School Diploma/GED	NR	NR	NR	NR	NR
B Trade/Tech Certificate/Some College	11	5.3%	±4.1	3.9	±0.5
C AA/College Degree	24	6.2%	±2.9	3.5	±0.4
D Graduate Degree	12	6.4%	±4.7	3.4	±0.4
<b>Appointment Type</b>					
A Permanent	52	5.7%	±1.7	3.4	±0.2
B Term	NR	NR	NR	NR	NR
C Temporary	--	--	--	--	--
<b>Work Schedule</b>					
Seasonal	--	--	--	--	--
Non-seasonal	52	5.7%	±1.7	3.4	±0.2
<b>Appointment Type and Work Schedule</b>					
A Permanent-Seasonal	--	--	--	--	--
B Permanent-Non-Seasonal	52	5.7%	±1.7	3.4	±0.2
C Term	NR	NR	NR	NR	NR
D Temporary-Seasonal	--	--	--	--	--
E Temporary-Non-Seasonal	--	--	--	--	--
<b>Years of Service at Bureau or Office</b>					
A Less than 1 year	NR	NR	NR	NR	NR
B 1 to 3 years	16	7.7%	±4.5	3.3	±0.6
C 4 to 5 years	10	9.6%	±7.5	3.7E	±0.4
D 6 to 10 years	8	3.9%	±3.8	4.1E	±0.6
E 11 to 14 years	9	9.5%	±7.8	2.5CD	±0.4
F 15 to 20 years	NR	NR	NR	NR	NR
G More than 20 years	NR	NR	NR	NR	NR
<b>Pay Plan and Grade - Collapsed</b>					
A Junior Grade	6	7.5%	±8.3	2.3C	±0.3
B Middle Grade	20	10.5% <sup>C</sup>	±5.2	3.3	±0.3
C Senior Grade	26	4.1% <sup>B</sup>	±1.9	3.6A	±0.3
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	36	5.7%	±2.1	3.4	±0.3
Supervisor	15	5.1%	±3.3	3.7	±0.6
Supervisory Status					
A Team Leader	11	8.2%	±6.2	3.2	±0.5
B Supervisor	0	0.0%	NA	NA	NA
C Manager	NR	NR	NR	NR	NR
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	36	5.7%	±2.1	3.4	±0.3

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

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

	Disability harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	52	5.64%	±1.69
A District of Columbia (Washington)	--	--	--
B Virginia (Herndon/Reston)	NR	NR	NR
C Colorado (Denver)	42	6.17%	±2.09
D Idaho (Boise), Arizona (Sierra Vista), Alaska (Anchorage), California (Sacramento)	7	10.86%	±10.55
E 100% Telework	NR	NR	NR
F Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR
Office - IBC			
A Office of the Director	0	0.00%	NA
B Acquisition Services Directorate	9	4.94%	±4.43
C Financial Management Directorate	9	4.54%	±4.03
D Human Resources Directorate	25	5.28%	±2.46
E Other	NR	NR	NR

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

### 2.4.2 Prior to Past 12 Months

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

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	38	4.7%	±1.7

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

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Schedule (GS) 1-6	6	15.5%	±16.2
General Schedule (GS) 7-10	12	32.6%	±17.1
General Schedule (GS) 11-12	11	30.0%	±17.1
General Schedule (GS) 13-15	8	21.9%	±16.8
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	0	0.0%	NA



## 2.5 Sexual Orientation Harassment

### 2.5.1 Past 12 Months

Table 2.24 and Table 2.25 present the experience rate of employees who 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 IBC.

*Table 2.24 IBC – Estimated Experience Rate of 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	20	2.1%	±1.2	3.2	±0.4
Age - Collapsed					
39 or under	6	2.3%	±2.8	2.9	±0.8
40 or older	14	2.0%	±1.4	3.2	±0.5
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	0	0.0%	NA	NA	NA
C 30-39	6	2.8%	±3.4	2.9	±0.8
D 40-49	7	2.7%	±2.8	2.8	±0.6
E 50-59	NR	NR	NR	NR	NR
F 60 or older	NR	NR	NR	NR	NR
Relationship Status - Collapsed					
A Single	NR	NR	NR	NR	NR
B Partnered/Married	12	1.8%	±1.4	3.5	±0.6
C Separated/Widowed/Divorced	NR	NR	NR	NR	NR
Relationship Status					
A Single	NR	NR	NR	NR	NR
B Separated	NR	NR	NR	NR	NR
C Partnered	0	0.0%	NA	NA	NA
D Divorced	NR	NR	NR	NR	NR
E Married	12	1.9%	±1.4	3.5	±0.6
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	12	1.9%	±1.4	3.3	±0.6
Minority	8	2.8%	±2.8	3.1	±0.6

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	NR	NR	NR	NR	NR
B American Indian or Alaskan Native	NR	NR	NR	NR	NR
C Asian	0	0.0%	NA	NA	NA
D Black/African-American	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	12	1.9%	±1.4	3.3	±0.6
G Multi-racial	NR	NR	NR	NR	NR
Disability					
Yes	7	7.2%*	±7.0	3.5	±0.7
No	12	1.5%*	±1.1	2.9	±0.5
Sex					
Men	8	2.3%	±2.3	3.0	±0.6
Women	11	1.8%	±1.5	3.3	±0.6
Gender Identity					
A Male	8	2.3%	±2.3	3.0	±0.6
B Female	11	1.8%	±1.5	3.3	±0.6
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	12	1.4%*	±1.0	2.7*	±0.5
Sexual Minority	5	12.3%*	±14.7	4.3*	±0.8
Sexual Orientation					
A Heterosexual or straight	12	1.4%	±1.0	2.7	±0.5
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	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>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	0	0.0%	NA	NA	NA
B	Trade/Tech Certificate/Some College	6	2.8%	±3.5	3.0	±0.8
C	AA/College Degree	9	2.3%	±2.1	2.5	±0.4
D	Graduate Degree	NR	NR	NR	NR	NR
Appointment Type						
A	Permanent	20	2.1%	±1.2	3.2	±0.4
B	Term	NR	NR	NR	NR	NR
C	Temporary	--	--	--	--	--
Work Schedule						
	Seasonal	--	--	--	--	--
	Non-seasonal	20	2.1%	±1.2	3.2	±0.4
Appointment Type and Work Schedule						
A	Permanent-Seasonal	--	--	--	--	--
B	Permanent-Non-Seasonal	20	2.1%	±1.2	3.2	±0.4
C	Term	NR	NR	NR	NR	NR
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	--	--	--	--	--
Years of Service at Bureau or Office						
A	Less than 1 year	NR	NR	NR	NR	NR
B	1 to 3 years	6	2.7%	±3.3	2.6	±0.5
C	4 to 5 years	5	5.2%	±6.5	3.9	±0.8
D	6 to 10 years	NR	NR	NR	NR	NR
E	11 to 14 years	0	0.0%F	NA	NA	NA
F	15 to 20 years	5	7.9%EG	±9.9	3.1	±0.6
G	More than 20 years	0	0.0%F	NA	NA	NA
Pay Plan and Grade - Collapsed						
A	Junior Grade	NR	NR	NR	NR	NR
B	Middle Grade	6	2.9%	±3.6	2.7	±0.6
C	Senior Grade	12	1.8%	±1.4	3.6	±0.5
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	14	2.2%	±1.5	3.1	±0.5
	Supervisor	6	1.9%	±2.4	3.4	±0.6

	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	NR	NR	NR	NR	NR
B Supervisor	0	0.0%	NA	NA	NA
C Manager	NR	NR	NR	NR	NR
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	14	2.2%	±1.5	3.1	±0.5

<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.

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

	Sexual orientation harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	20	2.12%	±1.15
A District of Columbia (Washington)	--	--	--
B Virginia (Herndon/Reston)	NR	NR	NR
C Colorado (Denver)	12	1.71%	±1.31
D Idaho (Boise), Arizona (Sierra Vista), Alaska (Anchorage), California (Sacramento)	NR	NR	NR
E 100% Telework	NR	NR	NR
F Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR
Office - IBC			
A Office of the Director	NR	NR	NR
B Acquisition Services Directorate	NR	NR	NR
C Financial Management Directorate	NR	NR	NR
D Human Resources Directorate	10	2.13%	±1.80
E Other	NR	NR	NR

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

### 2.5.2 Prior to Past 12 Months

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

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	21	2.6%	±1.4

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

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Schedule (GS) 1-6	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR
General Schedule (GS) 11-12	NR	NR	NR
General Schedule (GS) 13-15	NR	NR	NR
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	0	0.0%	NA

## 2.6 Sexual Harassment

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

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

### 2.6.1 Past 12 Months

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

*Table 2.28 IBC – Estimated Experience Rate of 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	56	6.0%	±1.7	2.8	±0.2
Age - Collapsed					
39 or under	13	5.1%	±3.5	3.7*	±0.7
40 or older	43	6.3%	±2.1	2.7*	±0.1
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	10	25.4%DEF	±16.4	2.5	±0.5
C 30-39	NR	NR	NR	NR	NR
D 40-49	13	4.8%B	±3.3	3.0E	±0.2
E 50-59	23	7.8%B	±3.7	2.5D	±0.1
F 60 or older	8	6.2%B	±5.9	2.2	±0.3

	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	23	14.8%B	±6.6	2.2BC	±0.1
B Partnered/Married	18	2.7%AC	±1.6	3.3A	±0.4
C Separated/Widowed/Divorced	16	11.4%B	±6.6	3.2A	±0.2
<b>Relationship Status</b>					
A Single	23	14.8%CE	±6.6	2.2DE	±0.1
B Separated	NR	NR	NR	NR	NR
C Partnered	0	0.0%A	NA	NA	NA
D Divorced	12	9.7%E	±6.9	3.3A	±0.2
E Married	18	2.8%AD	±1.7	3.3A	±0.4
F Widowed	NR	NR	NR	NR	NR
<b>Ethnicity/Race - Collapsed</b>					
Non-Minority (Non-Hispanic White)	39	6.1%	±2.1	3.1*	±0.2
Minority	11	4.0%	±3.0	2.2*	±0.2
<b>Ethnicity/Race</b>					
A Hispanic	7	4.6%	±4.7	2.6	±0.4
B American Indian or Alaskan Native	NR	NR	NR	NR	NR
C Asian	0	0.0%	NA	NA	NA
D Black/African-American	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	39	6.1%	±2.1	3.1	±0.2
G Multi-racial	0	0.0%	NA	NA	NA
<b>Disability</b>					
Yes	7	6.7%	±6.9	2.9	±0.3
No	47	5.7%	±1.8	2.8	±0.2
<b>Sex</b>					
Men	16	4.6%	±2.8	2.8	±0.4
Women	40	6.7%	±2.3	2.8	±0.1
<b>Gender Identity</b>					
A Male	16	4.6%	±2.8	2.8	±0.4
B Female	40	6.7%	±2.3	2.8	±0.1
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	48	5.6%	±1.8	3.0	±0.2
Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation					
A Heterosexual or straight	48	5.6%	±1.8	3.0	±0.2
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	NR	NR	NR	NR	NR
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	17	11.7%BC	±6.4	2.9B	±0.2
B Trade/Tech Certificate/Some College	10	4.8%A	±4.0	2.3A	±0.2
C AA/College Degree	23	5.7%A	±2.7	2.7	±0.2
D Graduate Degree	NR	NR	NR	NR	NR
Appointment Type					
A Permanent	56	6.0%	±1.7	2.8	±0.2
B Term	NR	NR	NR	NR	NR
C Temporary	--	--	--	--	--
Work Schedule					
Seasonal	--	--	--	--	--
Non-seasonal	56	6.1%	±1.7	2.8	±0.2
Appointment Type and Work Schedule					
A Permanent-Seasonal	--	--	--	--	--
B Permanent-Non-Seasonal	56	6.1%	±1.7	2.8	±0.2
C Term	NR	NR	NR	NR	NR
D Temporary-Seasonal	--	--	--	--	--
E Temporary-Non-Seasonal	--	--	--	--	--



	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Years of Service at Bureau or Office					
A Less than 1 year	7	5.1% <b>C</b>	±5.4	3.0	±0.5
B 1 to 3 years	6	2.8% <b>CF</b>	±3.3	3.0	±0.4
C 4 to 5 years	17	16.5% <b>ABDE</b>	±8.6	2.3 <b>EF</b>	±0.1
D 6 to 10 years	10	5.1% <b>C</b>	±4.1	2.4 <b>EF</b>	±0.2
E 11 to 14 years	5	5.4% <b>C</b>	±6.8	3.9 <b>CD</b>	±0.8
F 15 to 20 years	9	14.2% <b>B</b>	±11.1	3.7 <b>CD</b>	±0.3
G More than 20 years	NR	NR	NR	NR	NR
Pay Plan and Grade - Collapsed					
A Junior Grade	NR	NR	NR	NR	NR
B Middle Grade	15	7.8%	±4.7	2.2 <b>C</b>	±0.1
C Senior Grade	38	5.9%	±2.1	3.2 <b>B</b>	±0.2
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	45	7.1%*	±2.3	2.7	±0.1
Supervisor	9	3.2%*	±2.8	2.9	±0.2
Supervisory Status					
A Team Leader	9	7.0%	±6.0	2.9	±0.2
B Supervisor	0	0.0%	NA	NA	NA
C Manager	0	0.0%	NA	NA	NA
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	45	7.1%	±2.3	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.

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

	Sexual harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	56	6.00%	±1.71
A District of Columbia (Washington)	--	--	--
B Virginia (Herndon/Reston)	10	7.43%	±5.99
C Colorado (Denver)	43	6.30%	±2.09
D Idaho (Boise), Arizona (Sierra Vista), Alaska (Anchorage), California (Sacramento)	NR	NR	NR
E 100% Telework	NR	NR	NR
F Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR
Office - IBC			
A Office of the Director	NR	NR	NR
B Acquisition Services Directorate	11	6.08%	±4.63
C Financial Management Directorate	12	5.94%	±4.35
D Human Resources Directorate	28	6.08%	±2.57
E Other	0	0.00%	NA

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

## 2.6.2 Prior to Past 12 Months

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

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	48	5.9%	±1.9
Sex			
Men	11	3.8%	±3.0
Women	36	6.9%	±2.5

\* Indicates a statistically significant difference between the two groups.

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

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Schedule (GS) 1-6	16	18.3%	±9.8
General Schedule (GS) 7-10	23	27.1%	±10.5
General Schedule (GS) 11-12	25	28.8%	±10.6
General Schedule (GS) 13-15	18	20.6%	±10.0
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	NR	NR	NR

## 2.7 Crude and Offensive Behavior

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

*Table 2.32 IBC – Estimated Experience Rate of Crude and Offensive Behavior 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>	<i>Median</i>	<i>Mode</i>
Overall	100	10.6%	±2.1	2.9	±0.1	3	2
Sex							
Men	32	9.3%	±3.6	3.1*	±0.3	3	2
Women	67	11.2%	±2.8	2.8*	±0.1	3	2
Gender Identity							
A Male	32	9.3%	±3.6	3.1	±0.3	3	2
B Female	67	11.2%	±2.8	2.8	±0.1	3	2
C Transgender	NR	NR	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	87	10.1%	±2.2	3.0	±0.2	3	2
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
A Heterosexual or straight	87	10.1%	±2.2	3.0F	±0.2	3	2
B Lesbian	NR	NR	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR	NR	NR
F I prefer not to say	8	21.4%	±16.8	2.1A	±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.

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

	Crude and offensive behavior		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	100	10.59%	±2.14
A District of Columbia (Washington)	--	--	--
B Virginia (Herndon/Reston)	14	10.42%	±6.57
C Colorado (Denver)	75	10.91%	±2.57
D Idaho (Boise), Arizona (Sierra Vista), Alaska (Anchorage), California (Sacramento)	7	10.74%	±10.53
E 100% Telework	NR	NR	NR
F Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR
Office - IBC			
A Office of the Director	6	13.06%	±13.22
B Acquisition Services Directorate	14	7.85%	±5.00
C Financial Management Directorate	19	9.79%	±5.07
D Human Resources Directorate	53	11.40%	±3.22
E Other	NR	NR	NR

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

## 2.8 Unwanted Sexual Attention

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

*Table 2.34 IBC – Estimated Experience Rate of Unwanted Sexual Attention 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>	<i>Median</i>	<i>Mode</i>
Overall	29	3.1%	±1.3	2.5	±0.2	2	2
Sex							
Men	8	2.2%	±2.2	2.3	±0.3	2	2
Women	20	3.4%	±1.8	2.6	±0.3	2	2
Gender Identity							
A Male	8	2.2%	±2.2	2.3	±0.3	2	2
B Female	20	3.4%	±1.8	2.6	±0.3	2	2
C Transgender	NR	NR	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	22	2.5%	±1.3	2.7	±0.3	2	2
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
A Heterosexual or straight	22	2.5%	±1.3	2.7	±0.3	2	2
B Lesbian	0	0.0%	NA	NA	NA	NA	NA
C Gay	NR	NR	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR	NR	NR
F I prefer not to say	NR	NR	NR	NR	NR	NR	NR

<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.

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

	Unwanted sexual attention		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	29	3.07%	±1.32
A District of Columbia (Washington)	--	--	--
B Virginia (Herndon/Reston)	NR	NR	NR
C Colorado (Denver)	22	3.25%	±1.63
D Idaho (Boise), Arizona (Sierra Vista), Alaska (Anchorage), California (Sacramento)	NR	NR	NR
E 100% Telework	NR	NR	NR
F Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR
Office - IBC			
A Office of the Director	NR	NR	NR
B Acquisition Services Directorate	NR	NR	NR
C Financial Management Directorate	6	3.09%	±3.63
D Human Resources Directorate	14	3.00%	±2.01
E Other	0	0.00%	NA

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

## 2.9 Sexual Coercion

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

*Table 2.36 IBC – Estimated Experience Rate of Sexual Coercion 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>	<i>Median</i>	<i>Mode</i>
Overall	9	0.9%	±0.9	2.7	±0.5	2	2
Sex							
Men	NR	NR	NR	NR	NR	NR	NR
Women	7	1.1%	±1.3	3.5	±0.7	4	4
Gender Identity							
A Male	NR	NR	NR	NR	NR	NR	NR
B Female	7	1.1%	±1.3	3.5	±0.7	4	4
C Transgender	NR	NR	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	9	1.0%	±0.9	2.7	±0.5	2	2
Sexual Minority	0	0.0%	NA	NA	NA	NA	NA
Sexual Orientation							
A Heterosexual or straight	9	1.0%	±0.9	2.7	±0.5	2	2
B Lesbian	0	0.0%	NA	NA	NA	NA	NA
C Gay	NR	NR	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR	NR	NR
F I prefer not to say	0	0.0%	NA	NA	NA	NA	NA

<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.



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

	Sexual coercion		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	9	0.92%	±0.86
A District of Columbia (Washington)	--	--	--
B Virginia (Herndon/Reston)	NR	NR	NR
C Colorado (Denver)	5	0.73%	±1.02
D Idaho (Boise), Arizona (Sierra Vista), Alaska (Anchorage), California (Sacramento)	0	0.00%	NA
E 100% Telework	NR	NR	NR
F Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR
Office - IBC			
A Office of the Director	NR	NR	NR
B Acquisition Services Directorate	NR	NR	NR
C Financial Management Directorate	0	0.00%	NA
D Human Resources Directorate	5	1.08%	±1.48
E Other	0	0.00%	NA

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

## 2.10 Gender Harassment

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

*Table 2.38 IBC – Estimated Experience Rate of Gender 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	94	10.0%	±2.1	2.8	±0.1
Age - Collapsed					
39 or under	26	10.1%	±4.4	2.9	±0.3
40 or older	68	10.0%	±2.5	2.8	±0.1
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	11	26.4% CDEF	±16.4	3.1	±0.3
C 30-39	15	7.4% B	±4.5	2.7	±0.4
D 40-49	30	11.1% B	±4.4	2.8	±0.2
E 50-59	33	11.3% B	±4.2	2.7	±0.2
F 60 or older	5	4.3% B	±5.4	2.9	±0.3
Relationship Status - Collapsed					
A Single	25	15.8% B	±6.7	2.6B	±0.1
B Partnered/Married	56	8.7% A	±2.4	2.9A	±0.2
C Separated/Widowed/Divorced	14	9.8%	±6.3	2.7	±0.2
Relationship Status					
A Single	25	15.8%	±6.7	2.6E	±0.1
B Separated	NR	NR	NR	NR	NR
C Partnered	0	0.0%	NA	NA	NA
D Divorced	14	11.4%	±7.2	2.7	±0.2
E Married	56	9.0%	±2.5	2.9A	±0.2
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	61	9.4%	±2.5	2.9*	±0.1
Minority	31	11.2%	±4.3	2.6*	±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>
Ethnicity/Race					
A Hispanic	15	9.7%	±5.8	2.8	±0.2
B American Indian or Alaskan Native	NR	NR	NR	NR	NR
C Asian	NR	NR	NR	NR	NR
D Black/African-American	9	14.6%	±11.7	2.2F	±0.2
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	61	9.4%	±2.5	2.9D	±0.1
G Multi-racial	NR	NR	NR	NR	NR
Disability					
Yes	17	16.7%*	±8.7	3.2*	±0.3
No	75	9.0%*	±2.1	2.7*	±0.1
Sex					
Men	18	5.3%*	±2.9	3.1*	±0.4
Women	75	12.6%*	±2.9	2.7*	±0.1
Gender Identity					
A Male	18	5.3%	±2.9	3.1B	±0.4
B Female	75	12.6%	±2.9	2.7A	±0.1
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	81	9.4%	±2.1	2.9	±0.1
Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation					
A Heterosexual or straight	81	9.4%	±2.1	2.9F	±0.1
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	7	18.7%	±16.5	2.2A	±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>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	8	5.6%	±5.2	2.0BCD	±0.0
B	Trade/Tech Certificate/Some College	19	9.2%	±4.9	2.8A	±0.2
C	AA/College Degree	48	11.7%	±3.5	2.9A	±0.1
D	Graduate Degree	18	9.8%	±5.3	2.8A	±0.3
Appointment Type						
A	Permanent	92	9.9%	±2.1	2.8	±0.1
B	Term	NR	NR	NR	NR	NR
C	Temporary	--	--	--	--	--
Work Schedule						
	Seasonal	--	--	--	--	--
	Non-seasonal	92	9.9%	±2.1	2.8	±0.1
Appointment Type and Work Schedule						
A	Permanent-Seasonal	--	--	--	--	--
B	Permanent-Non-Seasonal	92	9.9%	±2.1	2.8	±0.1
C	Term	NR	NR	NR	NR	NR
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	--	--	--	--	--
Years of Service at Bureau or Office						
A	Less than 1 year	8	6.2%	±5.7	3.0	±0.3
B	1 to 3 years	20	9.3%	±4.7	2.9	±0.2
C	4 to 5 years	13	12.5%	±8.0	2.8	±0.3
D	6 to 10 years	20	9.6%	±4.9	2.4E	±0.2
E	11 to 14 years	13	13.2%	±8.4	3.2D	±0.4
F	15 to 20 years	10	15.4%	±11.3	2.7	±0.2
G	More than 20 years	11	9.0%	±6.7	2.6	±0.2
Pay Plan and Grade - Collapsed						
A	Junior Grade	NR	NR	NR	NR	NR
B	Middle Grade	30	15.2%	±5.8	2.6C	±0.1
C	Senior Grade	61	9.5%	±2.5	2.9B	±0.1
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	62	9.8%	±2.6	2.8	±0.1
	Supervisor	30	10.4%	±4.1	2.6	±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>
Supervisory Status					
A Team Leader	23	18.0%BE	±7.7	2.7	±0.1
B Supervisor	0	0.0%AE	NA	NA	NA
C Manager	5	9.2%	±11.2	2.3	±0.4
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	62	9.8%AB	±2.6	2.8	±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.

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

	Gender harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	94	10.00%	±2.09
A District of Columbia (Washington)	--	--	--
B Virginia (Herndon/Reston)	13	9.93%	±6.48
C Colorado (Denver)	66	9.63%	±2.45
D Idaho (Boise), Arizona (Sierra Vista), Alaska (Anchorage), California (Sacramento)	10	15.08%	±11.26
E 100% Telework	NR	NR	NR
F Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR
Office - IBC			
A Office of the Director	6	12.29%	±13.09
B Acquisition Services Directorate	17	9.67%	±5.32
C Financial Management Directorate	17	8.42%	±4.84
D Human Resources Directorate	42	9.02%	±2.97
E Other	NR	NR	NR

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

## 2.11 Sexual Assault Related Behaviors

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

### 2.11.1 Past 12 Months

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

*Table 2.40 IBC – Estimated Experience Rate of 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	NR	NR	NR	NR	NR
Age - Collapsed					
39 or under	0	0.00%	NA	NA	NA
40 or older	NR	NR	NR	NR	NR
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	0	0.00%	NA	NA	NA
C 30-39	0	0.00%	NA	NA	NA
D 40-49	NR	NR	NR	NR	NR
E 50-59	0	0.00%	NA	NA	NA
F 60 or older	0	0.00%	NA	NA	NA
Relationship Status - Collapsed					
A Single	0	0.00%	NA	NA	NA
B Partnered/Married	NR	NR	NR	NR	NR
C Separated/Widowed/Divorced	0	0.00%	NA	NA	NA

	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	0	0.00%	NA	NA	NA
B Separated	NR	NR	NR	NR	NR
C Partnered	0	0.00%	NA	NA	NA
D Divorced	0	0.00%	NA	NA	NA
E Married	NR	NR	NR	NR	NR
F Widowed	NR	NR	NR	NR	NR
<b>Ethnicity/Race - Collapsed</b>					
Non-Minority (Non-Hispanic White)	NR	NR	NR	NR	NR
Minority	0	0.00%	NA	NA	NA
<b>Ethnicity/Race</b>					
A Hispanic	0	0.00%	NA	NA	NA
B American Indian or Alaskan Native	NR	NR	NR	NR	NR
C Asian	0	0.00%	NA	NA	NA
D Black/African-American	0	0.00%	NA	NA	NA
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	NR	NR	NR	NR	NR
G Multi-racial	0	0.00%	NA	NA	NA
<b>Disability</b>					
Yes	0	0.00%	NA	NA	NA
No	NR	NR	NR	NR	NR
<b>Sex</b>					
Men	0	0.00%	NA	NA	NA
Women	NR	NR	NR	NR	NR
<b>Gender Identity</b>					
A Male	0	0.00%	NA	NA	NA
B Female	NR	NR	NR	NR	NR
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
<b>Transgender Description</b>					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
<b>Sexual Orientation - Collapsed</b>					
Heterosexual	NR	NR	NR	NR	NR
Sexual Minority	0	0.00%	NA	NA	NA

	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	NR	NR	NR	NR	NR
B Lesbian	0	0.00%	NA	NA	NA
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	0	0.00%	NA	NA	NA
<b>Education Level - Collapsed</b>					
A Less than High School/High School Diploma/GED	0	0.00%	NA	NA	NA
B Trade/Tech Certificate/Some College	NR	NR	NR	NR	NR
C AA/College Degree	0	0.00%	NA	NA	NA
D Graduate Degree	0	0.00%	NA	NA	NA
<b>Appointment Type</b>					
A Permanent	NR	NR	NR	NR	NR
B Term	NR	NR	NR	NR	NR
C Temporary	--	--	--	--	--
<b>Work Schedule</b>					
Seasonal	--	--	--	--	--
Non-seasonal	NR	NR	NR	NR	NR
<b>Appointment Type and Work Schedule</b>					
A Permanent-Seasonal	--	--	--	--	--
B Permanent-Non-Seasonal	NR	NR	NR	NR	NR
C Term	NR	NR	NR	NR	NR
D Temporary-Seasonal	--	--	--	--	--
E Temporary-Non-Seasonal	--	--	--	--	--
<b>Years of Service at Bureau or Office</b>					
A Less than 1 year	0	0.00%	NA	NA	NA
B 1 to 3 years	0	0.00%	NA	NA	NA
C 4 to 5 years	0	0.00%	NA	NA	NA
D 6 to 10 years	NR	NR	NR	NR	NR
E 11 to 14 years	0	0.00%	NA	NA	NA
F 15 to 20 years	0	0.00%	NA	NA	NA
G More than 20 years	0	0.00%	NA	NA	NA
<b>Pay Plan and Grade - Collapsed</b>					
A Junior Grade	0	0.00%	NA	NA	NA
B Middle Grade	0	0.00%	NA	NA	NA
C Senior Grade	NR	NR	NR	NR	NR
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	0	0.00%*	NA	NA	NA
Supervisor	NR	NR	NR	NR	NR
Supervisory Status					
A Team Leader	NR	NR	NR	NR	NR
B Supervisor	0	0.00%	NA	NA	NA
C Manager	0	0.00%	NA	NA	NA
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	0	0.00%	NA	NA	NA

<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.

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

	Sexual assault		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	NR	NR	NR
A District of Columbia (Washington)	--	--	--
B Virginia (Herndon/Reston)	0	0.00%	NA
C Colorado (Denver)	NR	NR	NR
D Idaho (Boise), Arizona (Sierra Vista), Alaska (Anchorage), California (Sacramento)	0	0.00%	NA
E 100% Telework	NR	NR	NR
F Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR
Office - IBC			
A Office of the Director	0	0.00%	NA
B Acquisition Services Directorate	0	0.00%	NA
C Financial Management Directorate	NR	NR	NR
D Human Resources Directorate	0	0.00%	NA
E Other	0	0.00%	NA

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

### 2.11.2 Prior to Past 12 Months

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

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	0	0.00%	NA
Sex			
Men	0	0.00%	NA
Women	0	0.00%	NA

\* Indicates a statistically significant difference between the two groups.

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

*Table 2.43 IBC – 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>
General Schedule (GS) 1-6	--	--	NA
General Schedule (GS) 7-10	--	--	NA
General Schedule (GS) 11-12	--	--	NA
General Schedule (GS) 13-15	--	--	NA
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	--	--	NA
Other	--	--	NA

## 2.12 Sexual Assault Related Behaviors Experienced

Table 2.44 presents a breakdown of estimated experience rate of employees who experienced 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 2.44 IBC – Estimated Experience Rate of Sexual Assault Related Behaviors in the Past 12 Months, by Sex and Type of Behavior Experienced*

	Type of sexual assault behavior experienced		
	<i>Sexual touching</i>	<i>Attempted sex</i>	<i>Completed sex</i>
Interior Business Center	NR	0.00% (NA)	0.00% (NA)
Men	0.00% (NA)	0.00% (NA)	NR
Women	NR	0.00% (NA)	NR

### 3 One Behavior or Experience with the Greatest Effect

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

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

*Table 3.1 IBC – 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	50	20.3%	±5.5
Your race or ethnicity	32	12.9%	±4.8
Your religious beliefs	17	6.8%	±3.9
Your disability status or condition	29	11.8%	±4.7
Your sexual orientation	05	2.1%	±2.8
Your sex/gender	61	24.7%	±5.8
Unknown	53	21.4%	±5.6

The results shown in Section 3 represent the estimated subset of IBC employees who experienced a form of harassment or a sexual assault related behavior. Therefore, the percentages reflect the proportions within that estimated subset of employees and not percentages of the entire IBC 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, 20.3% 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 IBC.

*Table 3.2 IBC – 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	48	96.2%	±11.3
Most of it occurred during work hours; some off work hours	NR	NR	NR
Some of it occurred during work hours; most off work hours	0	0.0%	NA
None of it occurred during work hours; all off work hours	0	0.0%	NA
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	NR	NR	NR
No	NR	NR	NR
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	48	96.4%	±11.3
At a work-sponsored social event	0	0.0%	NA
At a non-work sponsored social event where coworkers were present	0	0.0%	NA
At a permanent bureau/office supplied housing location, if applicable	NR	NR	NR
At a location outside the office/site	0	0.0%	NA
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	NR	NR	NR
At an indoor location (shop or maintenance area)	NR	NR	NR
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	0	0.0%	NA
Q38 How often did the specific type of behavior or experience occur?			
Once	19	39.0%	±14.6
Once a month or less	25	51.2%	±14.1
2-4 times a month	NR	NR	NR
Every few days	NR	NR	NR
Every day	NR	NR	NR
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	23	50.8%	±14.7
A week	NR	NR	NR
A month	0	0.0%	NA
A few months	10	22.3%	±14.9
A year or more	11	23.2%	±15.0

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	27	53.7%	±14.3
More than one person	23	46.3%	±14.3
Q41 Was/were the person(s) who did this to you?			
Male	12	24.9%	±14.7
Female	19	39.8%	±14.9
Both males and females	17	35.2%	±15.0
Q42 Was/were the person(s) who did this to you?			
Younger	24	49.1%	±14.1
About my age	NR	NR	NR
Older	18	36.2%	±14.6
Some were younger, older, and/or about my age	NR	NR	NR
Do not know	NR	NR	NR
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	42	83.9%	±13.5
Subordinate(s) or someone you supervise/manage	7	14.5%	±13.3
Your Team lead(s) (current or former)	13	26.4%	±14.4
Another Team lead(s) (current or former)	0	0.0%	NA
Your Supervisor(s) (current or former)	5	10.8%	±12.7
Another Supervisor(s) (current or former)	NR	NR	NR
Your Manager(s) (current or former)	0	0.0%	NA
Another Manager(s) (current or former)	NR	NR	NR
Another federal employee	NR	NR	NR
A contractor	NR	NR	NR
Other	0	0.0%	NA
Do not know	0	0.0%	NA
None selected	0	0.0%	NA
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	NR	NR	NR
Yes, I had to or still have to interact with this/these person(s)	46	91.8%	±12.1

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 IBC.

*Table 3.3 IBC – 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	0	0.0%	NA
No	50	100%	NA
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	NR	NR	NR
No	48	96.1%	±11.3
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	15	31.1%	±14.6
No	34	68.9%	±14.6
Don't Know	0	0.0%	NA
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	7	13.6%	±13.1
No	43	86.4%	±13.1
Don't Know	0	0.0%	NA
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	13	25.3%	±14.3
No	35	70.6%	±14.5
Don't Know	NR	NR	NR
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	12	25.1%	±14.3
No	37	74.9%	±14.3
Don't Know	0	0.0%	NA
h. Did it damage other personal relationships?			
Yes	5	10.3%	±12.6
No	45	89.7%	±12.6
Don't Know	0	0.0%	NA

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	5	10.8%	±12.7
No	44	89.2%	±12.7
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	NR	NR	NR
No	48	96.1%	±11.3
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	NR	NR	NR
No	48	96.1%	±11.3
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	6	11.3%	±12.7
No	44	88.7%	±12.7
Don't Know	0	0.0%	NA

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

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q46 Discussed the experience with:			
The person(s) involved	24	47.3%	±14.2
My coworkers	30	59.9%	±14.6
My team leader	NR	NR	NR
My supervisor	14	27.8%	±14.5
My manager	10	19.8%	±13.9
A senior leader	5	10.1%	±12.5
Another employee in my bureau	24	49.1%	±14.1
Someone from another bureau/office	NR	NR	NR



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

*Table 3.5 IBC – 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	9	18.3%	±13.8	1.6	±0.6
Employee Assistance Program (EAP)	0	0.0%	NA	NA	NA
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	0	0.0%	NA	NA	NA
Employee & Labor Relations (Human Resources)	NR	NR	NR	NR	NR
Union (if applicable)	NR	NR	NR	NR	NR
Equal Employment Opportunity Counselor	0	0.0%	NA	NA	NA
Equal Employment Opportunity Office	0	0.0%	NA	NA	NA
Office of Inspector General Hotline	0	0.0%	NA	NA	NA
Office of Inspector General	0	0.0%	NA	NA	NA
Other Law Enforcement/Civil Authority not in the bureau	0	0.0%	NA	NA	NA
Department of Interior Ethics/Bureau Ethics Office	0	0.0%	NA	NA	NA
Other	NR	NR	NR	NR	NR

<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 22.1% 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 IBC – 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	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
b. The rules of harassment were explained to everyone in the workplace			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
d. An investigation was conducted by a law enforcement official			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
h. There was some official career action taken against person(s) for the behavior			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR

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

An estimated 22.1% 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 IBC – 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?	11	2.4	±0.6
How you were treated by personnel handling the complaint/grievance/report?	11	2.1	±0.5
Actions taken by the person handling the complaint/grievance/report?	11	1.9	±0.6
Being informed about the current status of the complaint/grievance/report?	11	2.4	±0.6
The amount of time it took to address the complaint/grievance/report?	11	2.4	±0.7

<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 77.9% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 IBC – 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	32	81.9%	±16.1
I thought it was not serious enough to discuss or report	29	75.2%	±16.7
I took care of it myself by confronting the person(s) who did it	26	66.2%	±16.8
I took other actions to handle the situation	NR	NR	NR
I did not know who to report the behavior to and/or how to file a complaint	5	12.9%	±15.5
I did not want more people to know	9	23.8%	±16.6
I was ashamed or embarrassed	5	12.9%	±15.5
I did not want people to think less of me	9	22.6%	±16.5
I thought other people would blame me	7	19.1%	±16.2
I felt partially to blame	NR	NR	NR
I wanted to forget about it or move on	29	74.8%	±16.7
I did not think anything would be done	16	40.7%	±16.6
I did not think I would be believed	NR	NR	NR
I did not trust that the process would be fair	NR	NR	NR
I thought I might get in trouble for something I did	8	19.8%	±16.3
I thought I would be labeled as a troublemaker	13	33.4%	±16.8
I thought it might hurt my performance appraisal	7	18.2%	±16.2
I thought it might hurt my chances of being renewed or obtaining permanent position	--	--	--
I was worried about potential negative consequences from leadership	7	17.2%	±16.0
I was worried about potential negative consequences from my coworkers or peers	11	29.1%	±16.8
I thought it might hurt my career	6	16.6%	±16.0
I did not want to hurt the person's/s' career/s or family/ies	9	24.4%	±16.6
I was concerned for my physical safety	NR	NR	NR
I feared losing my job	NR	NR	NR
Some other reason	NR	NR	NR

### 3.2 Characteristics of Racial/Ethnic Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 12.9% 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 IBC.

*Table 3.9 IBC – 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	24	76.6%	±18.8
Most of it occurred during work hours; some off work hours	NR	NR	NR
Some of it occurred during work hours; most off work hours	NR	NR	NR
None of it occurred during work hours; all off work hours	0	0.0%	NA
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	NR	NR	NR
No	NR	NR	NR
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	NR	NR	NR
At a work-sponsored social event	0	0.0%	NA
At a non-work sponsored social event where coworkers were present	0	0.0%	NA
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	NR	NR	NR
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	28	100%	NA
At an indoor location (shop or maintenance area)	0	0.0%	NA
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	0	0.0%	NA
Q38 How often did the specific type of behavior or experience occur?			
Once	NR	NR	NR
Once a month or less	NR	NR	NR
2-4 times a month	NR	NR	NR
Every few days	0	0.0%	NA
Every day	NR	NR	NR
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	NR	NR	NR
A week	0	0.0%	NA
A month	0	0.0%	NA
A few months	0	0.0%	NA
A year or more	NR	NR	NR

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	NR	NR	NR
More than one person	NR	NR	NR
Q41 Was/were the person(s) who did this to you?			
Male	NR	NR	NR
Female	NR	NR	NR
Both males and females	NR	NR	NR
Q42 Was/were the person(s) who did this to you?			
Younger	NR	NR	NR
About my age	NR	NR	NR
Older	NR	NR	NR
Some were younger, older, and/or about my age	NR	NR	NR
Do not know	0	0.0%	NA
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	NR	NR	NR
Subordinate(s) or someone you supervise/manage	0	0.0%	NA
Your Team lead(s) (current or former)	6	18.6%	±18.5
Another Team lead(s) (current or former)	NR	NR	NR
Your Supervisor(s) (current or former)	NR	NR	NR
Another Supervisor(s) (current or former)	NR	NR	NR
Your Manager(s) (current or former)	NR	NR	NR
Another Manager(s) (current or former)	NR	NR	NR
Another federal employee	NR	NR	NR
A contractor	0	0.0%	NA
Other	NR	NR	NR
Do not know	0	0.0%	NA
None selected	0	0.0%	NA
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	NR	NR	NR
Yes, I had to or still have to interact with this/these person(s)	NR	NR	NR

Table 3.10 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 IBC.

*Table 3.10 IBC – 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	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	6	18.0%	±18.4
No	26	82.0%	±18.4
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	6	19.6%	±18.6
No	NR	NR	NR
Don't Know	NR	NR	NR
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
h. Did it damage other personal relationships?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA



Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	6	18.0%	±18.4
No	26	82.0%	±18.4
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	6	19.6%	±18.6
No	25	80.4%	±18.6
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA

Table 3.11 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 IBC.

*Table 3.11 IBC – 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	NR	NR	NR
My coworkers	NR	NR	NR
My team leader	6	18.0%	±18.4
My supervisor	NR	NR	NR
My manager	NR	NR	NR
A senior leader	NR	NR	NR
Another employee in my bureau	NR	NR	NR
Someone from another bureau/office	NR	NR	NR

Table 3.12 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 IBC.

*Table 3.12 IBC – 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	NR	NR	NR	NR	NR
Employee Assistance Program (EAP)	NR	NR	NR	NR	NR
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	0	0.0%	NA	NA	NA
Employee & Labor Relations (Human Resources)	NR	NR	NR	NR	NR
Union (if applicable)	0	0.0%	NA	NA	NA
Equal Employment Opportunity Counselor	NR	NR	NR	NR	NR
Equal Employment Opportunity Office	NR	NR	NR	NR	NR
Office of Inspector General Hotline	NR	NR	NR	NR	NR
Office of Inspector General	NR	NR	NR	NR	NR
Other Law Enforcement/Civil Authority not in the bureau	0	0.0%	NA	NA	NA
Department of Interior Ethics/Bureau Ethics Office	0	0.0%	NA	NA	NA
Other	0	0.0%	NA	NA	NA

<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 [NR] 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 IBC – Results of Reporting the One Experience of Racial/Ethnic Harassment*

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

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

An estimated [NR] of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 IBC – 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?	NR	NR	NR
How you were treated by personnel handling the complaint/grievance/report?	NR	NR	NR
Actions taken by the person handling the complaint/grievance/report?	NR	NR	NR
Being informed about the current status of the complaint/grievance/report?	NR	NR	NR
The amount of time it took to address the complaint/grievance/report?	NR	NR	NR

<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 [NR] of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 IBC – 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	NR	NR	NR
I thought it was not serious enough to discuss or report	NR	NR	NR
I took care of it myself by confronting the person(s) who did it	NR	NR	NR
I took other actions to handle the situation	NR	NR	NR
I did not know who to report the behavior to and/or how to file a complaint	0	0.0%	NA
I did not want more people to know	NR	NR	NR
I was ashamed or embarrassed	NR	NR	NR
I did not want people to think less of me	NR	NR	NR
I thought other people would blame me	NR	NR	NR
I felt partially to blame	NR	NR	NR
I wanted to forget about it or move on	NR	NR	NR
I did not think anything would be done	NR	NR	NR
I did not think I would be believed	NR	NR	NR
I did not trust that the process would be fair	NR	NR	NR
I thought I might get in trouble for something I did	NR	NR	NR
I thought I would be labeled as a troublemaker	NR	NR	NR
I thought it might hurt my performance appraisal	NR	NR	NR
I thought it might hurt my chances of being renewed or obtaining permanent position	--	--	--
I was worried about potential negative consequences from leadership	NR	NR	NR
I was worried about potential negative consequences from my coworkers or peers	NR	NR	NR
I thought it might hurt my career	NR	NR	NR
I did not want to hurt the person's/s' career/s or family/ies	NR	NR	NR
I was concerned for my physical safety	NR	NR	NR
I feared losing my job	NR	NR	NR
Some other reason	NR	NR	NR

### 3.3 Characteristics of Religious Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 6.8% indicated the one behavior or experience that had the greatest effect on them was based on their religious beliefs. Table 3.16 presents characteristics of the one behavior or experience of religious harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in IBC.

*Table 3.16 IBC – Context of the One Experience of Religious Harassment*

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q34 When did the specific type of behavior or experience occur?			
All of it occurred during work hours	NR	NR	NR
Most of it occurred during work hours; some off work hours	NR	NR	NR
Some of it occurred during work hours; most off work hours	0	0.0%	NA
None of it occurred during work hours; all off work hours	0	0.0%	NA
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	0	0.0%	NA
No	17	100%	NA
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	17	100%	NA
At a work-sponsored social event	0	0.0%	NA
At a non-work sponsored social event where coworkers were present	0	0.0%	NA
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	0	0.0%	NA
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	17	100%	NA
At an indoor location (shop or maintenance area)	0	0.0%	NA
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	0	0.0%	NA
Q38 How often did the specific type of behavior or experience occur?			
Once	NR	NR	NR
Once a month or less	NR	NR	NR
2-4 times a month	0	0.0%	NA
Every few days	NR	NR	NR
Every day	0	0.0%	NA
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	NR	NR	NR
A week	0	0.0%	NA
A month	0	0.0%	NA
A few months	NR	NR	NR
A year or more	NR	NR	NR

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



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

*Table 3.17 IBC – 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	0	0.0%	NA
No	17	100%	NA
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	0	0.0%	NA
No	NR	NR	NR
Don't Know	NR	NR	NR
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
h. Did it damage other personal relationships?			
Yes	0	0.0%	NA
No	NR	NR	NR
Don't Know	NR	NR	NR

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	0	0.0%	NA
No	17	100%	NA
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	0	0.0%	NA
No	17	100%	NA
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA

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

*Table 3.18 IBC – Discussion of the One Experience of Religious Harassment*

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q46 Discussed the experience with:			
The person(s) involved	NR	NR	NR
My coworkers	NR	NR	NR
My team leader	0	0.0%	NA
My supervisor	NR	NR	NR
My manager	0	0.0%	NA
A senior leader	NR	NR	NR
Another employee in my bureau	NR	NR	NR
Someone from another bureau/office	NR	NR	NR

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

*Table 3.19 IBC – 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	0	0.0%	NA	NA	NA
Employee Assistance Program (EAP)	0	0.0%	NA	NA	NA
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	0	0.0%	NA	NA	NA
Employee & Labor Relations (Human Resources)	0	0.0%	NA	NA	NA
Union (if applicable)	0	0.0%	NA	NA	NA
Equal Employment Opportunity Counselor	0	0.0%	NA	NA	NA
Equal Employment Opportunity Office	0	0.0%	NA	NA	NA
Office of Inspector General Hotline	0	0.0%	NA	NA	NA
Office of Inspector General	0	0.0%	NA	NA	NA
Other Law Enforcement/Civil Authority not in the bureau	0	0.0%	NA	NA	NA
Department of Interior Ethics/Bureau Ethics Office	0	0.0%	NA	NA	NA
Other	0	0.0%	NA	NA	NA

<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 0.0% 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 IBC – 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	--	--	--
No	--	--	--
Don't Know	--	--	--
b. The rules of harassment were explained to everyone in the workplace			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
d. An investigation was conducted by a law enforcement official			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
h. There was some official career action taken against person(s) for the behavior			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--

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	--	--	--
No	--	--	--
Don't Know	--	--	--
j. I was encouraged to drop the issue			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
l. The person(s) who did this took action against me for complaining			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
n. My leadership punished me for bringing it up			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
o. I was threatened with loss of employment			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--

An estimated 0.0% 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 IBC – 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?	--	--	--
How you were treated by personnel handling the complaint/grievance/report?	--	--	--
Actions taken by the person handling the complaint/grievance/report?	--	--	--
Being informed about the current status of the complaint/grievance/report?	--	--	--
The amount of time it took to address the complaint/grievance/report?	--	--	--

<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 100.0% 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 IBC – Reasons for Not Reporting the One Experience of Religious Harassment*

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience			
The behavior or experience stopped on its own	NR	NR	NR
I thought it was not serious enough to discuss or report	NR	NR	NR
I took care of it myself by confronting the person(s) who did it	NR	NR	NR
I took other actions to handle the situation	NR	NR	NR
I did not know who to report the behavior to and/or how to file a complaint	NR	NR	NR
I did not want more people to know	NR	NR	NR
I was ashamed or embarrassed	NR	NR	NR
I did not want people to think less of me	NR	NR	NR
I thought other people would blame me	NR	NR	NR
I felt partially to blame	0	0.0%	NA
I wanted to forget about it or move on	NR	NR	NR
I did not think anything would be done	NR	NR	NR
I did not think I would be believed	0	0.0%	NA
I did not trust that the process would be fair	NR	NR	NR
I thought I might get in trouble for something I did	NR	NR	NR
I thought I would be labeled as a troublemaker	NR	NR	NR
I thought it might hurt my performance appraisal	NR	NR	NR
I thought it might hurt my chances of being renewed or obtaining permanent position	--	--	--
I was worried about potential negative consequences from leadership	NR	NR	NR
I was worried about potential negative consequences from my coworkers or peers	NR	NR	NR
I thought it might hurt my career	NR	NR	NR
I did not want to hurt the person's/s' career/s or family/ies	NR	NR	NR
I was concerned for my physical safety	NR	NR	NR
I feared losing my job	0	0.0%	NA
Some other reason	NR	NR	NR

### 3.4 Characteristics of Disability Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 11.8% 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 IBC.

*Table 3.23 IBC – 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	29	100%	NA
Most of it occurred during work hours; some off work hours	0	0.0%	NA
Some of it occurred during work hours; most off work hours	0	0.0%	NA
None of it occurred during work hours; all off work hours	0	0.0%	NA
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	0	0.0%	NA
No	29	100%	NA
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	NR	NR	NR
At a work-sponsored social event	NR	NR	NR
At a non-work sponsored social event where coworkers were present	0	0.0%	NA
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	0	0.0%	NA
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	27	100%	NA
At an indoor location (shop or maintenance area)	0	0.0%	NA
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	0	0.0%	NA
Q38 How often did the specific type of behavior or experience occur?			
Once	NR	NR	NR
Once a month or less	NR	NR	NR
2-4 times a month	NR	NR	NR
Every few days	NR	NR	NR
Every day	0	0.0%	NA
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	NR	NR	NR
A week	0	0.0%	NA
A month	0	0.0%	NA
A few months	NR	NR	NR
A year or more	NR	NR	NR



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

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 IBC.

*Table 3.24 IBC – 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	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
h. Did it damage other personal relationships?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA

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

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 IBC.

*Table 3.25 IBC – 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	NR	NR	NR
My coworkers	NR	NR	NR
My team leader	NR	NR	NR
My supervisor	NR	NR	NR
My manager	NR	NR	NR
A senior leader	NR	NR	NR
Another employee in my bureau	NR	NR	NR
Someone from another bureau/office	NR	NR	NR

Table 3.26 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 IBC.

*Table 3.26 IBC – 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	NR	NR	NR	NR	NR
Employee Assistance Program (EAP)	NR	NR	NR	NR	NR
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	NR	NR	NR	NR	NR
Union (if applicable)	NR	NR	NR	NR	NR
Equal Employment Opportunity Counselor	NR	NR	NR	NR	NR
Equal Employment Opportunity Office	NR	NR	NR	NR	NR
Office of Inspector General Hotline	0	0.0%	NA	NA	NA
Office of Inspector General	0	0.0%	NA	NA	NA
Other Law Enforcement/Civil Authority not in the bureau	0	0.0%	NA	NA	NA
Department of Interior Ethics/Bureau Ethics Office	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR

<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 [NR] 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 IBC – 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	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
b. The rules of harassment were explained to everyone in the workplace			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
d. An investigation was conducted by a law enforcement official			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
h. There was some official career action taken against person(s) for the behavior			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR

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

An estimated [NR] of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 IBC – 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?	14	2.5	±0.4
How you were treated by personnel handling the complaint/grievance/report?	14	3.2	±0.7
Actions taken by the person handling the complaint/grievance/report?	14	3.1	±0.7
Being informed about the current status of the complaint/grievance/report?	14	3.3	±0.6
The amount of time it took to address the complaint/grievance/report?	14	2.8	±0.7

<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 [NR] of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 IBC – Reasons for Not Reporting the One Experience of Disability Harassment*

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



### 3.5 Characteristics of Sexual Orientation Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 2.1% 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 IBC.

*Table 3.30 IBC – 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	NR	NR	NR
Most of it occurred during work hours; some off work hours	NR	NR	NR
Some of it occurred during work hours; most off work hours	NR	NR	NR
None of it occurred during work hours; all off work hours	NR	NR	NR
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	NR	NR	NR
No	NR	NR	NR
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	NR	NR	NR
At a work-sponsored social event	NR	NR	NR
At a non-work sponsored social event where coworkers were present	NR	NR	NR
At a permanent bureau/office supplied housing location, if applicable	NR	NR	NR
At a location outside the office/site	NR	NR	NR
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	NR	NR	NR
At an indoor location (shop or maintenance area)	NR	NR	NR
At an outdoor location (e.g., field site) that did not require an overnight stay	NR	NR	NR
At an outdoor location (e.g., field site) that required an overnight stay	NR	NR	NR
Q38 How often did the specific type of behavior or experience occur?			
Once	NR	NR	NR
Once a month or less	NR	NR	NR
2-4 times a month	NR	NR	NR
Every few days	NR	NR	NR
Every day	NR	NR	NR
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	NR	NR	NR
A week	NR	NR	NR
A month	NR	NR	NR
A few months	NR	NR	NR
A year or more	NR	NR	NR

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	NR	NR	NR
More than one person	NR	NR	NR
Q41 Was/were the person(s) who did this to you?			
Male	NR	NR	NR
Female	NR	NR	NR
Both males and females	NR	NR	NR
Q42 Was/were the person(s) who did this to you?			
Younger	NR	NR	NR
About my age	NR	NR	NR
Older	NR	NR	NR
Some were younger, older, and/or about my age	NR	NR	NR
Do not know	NR	NR	NR
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	NR	NR	NR
Subordinate(s) or someone you supervise/manage	NR	NR	NR
Your Team lead(s) (current or former)	NR	NR	NR
Another Team lead(s) (current or former)	NR	NR	NR
Your Supervisor(s) (current or former)	NR	NR	NR
Another Supervisor(s) (current or former)	NR	NR	NR
Your Manager(s) (current or former)	NR	NR	NR
Another Manager(s) (current or former)	NR	NR	NR
Another federal employee	NR	NR	NR
A contractor	NR	NR	NR
Other	NR	NR	NR
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	NR	NR	NR
Yes, I had to or still have to interact with this/these person(s)	NR	NR	NR

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 IBC.

*Table 3.31 IBC – Results of the One Experience of Sexual Orientation Harassment*

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

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

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

*Table 3.32 IBC – Discussion of the One Experience of Sexual Orientation Harassment*

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

Table 3.33 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 IBC.

*Table 3.33 IBC – 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	NR	NR	NR	NR	NR
Employee Assistance Program (EAP)	NR	NR	NR	NR	NR
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	NR	NR	NR	NR	NR
Union (if applicable)	NR	NR	NR	NR	NR
Equal Employment Opportunity Counselor	NR	NR	NR	NR	NR
Equal Employment Opportunity Office	NR	NR	NR	NR	NR
Office of Inspector General Hotline	NR	NR	NR	NR	NR
Office of Inspector General	NR	NR	NR	NR	NR
Other Law Enforcement/Civil Authority not in the bureau	NR	NR	NR	NR	NR
Department of Interior Ethics/Bureau Ethics Office	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR

<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 [NR] 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 IBC – Results of Reporting the One Experience of Sexual Orientation Harassment*

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

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

An estimated [NR] 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 IBC – 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?	NR	NR	NR
How you were treated by personnel handling the complaint/grievance/report?	NR	NR	NR
Actions taken by the person handling the complaint/grievance/report?	NR	NR	NR
Being informed about the current status of the complaint/grievance/report?	NR	NR	NR
The amount of time it took to address the complaint/grievance/report?	NR	NR	NR

<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 [NR] of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 IBC – Reasons for Not Reporting the One Experience of Sexual Orientation Harassment*

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

### 3.6 Characteristics of Sexual/Gender Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 24.7% 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 IBC.

*Table 3.37 IBC – 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	50	82.4%	±12.1
Most of it occurred during work hours; some off work hours	7	11.1%	±11.1
Some of it occurred during work hours; most off work hours	NR	NR	NR
None of it occurred during work hours; all off work hours	0	0.0%	NA
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	0	0.0%	NA
No	61	100%	NA
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	52	85.9%	±11.6
At a work-sponsored social event	NR	NR	NR
At a non-work sponsored social event where coworkers were present	0	0.0%	NA
At a permanent bureau/office supplied housing location, if applicable	NR	NR	NR
At a location outside the office/site	5	8.3%	±10.5
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)	52	100%	NA
At an indoor location (shop or maintenance area)	0	0.0%	NA
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	0	0.0%	NA
Q38 How often did the specific type of behavior or experience occur?			
Once	23	38.2%	±13.1
Once a month or less	26	42.9%	±13.0
2-4 times a month	11	18.9%	±12.2
Every few days	0	0.0%	NA
Every day	0	0.0%	NA
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	30	51.7%	±13.0
A week	NR	NR	NR
A month	5	8.7%	±10.8
A few months	NR	NR	NR
A year or more	18	29.8%	±13.2

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	32	54.4%	±13.1
More than one person	27	45.6%	±13.1
Q41 Was/were the person(s) who did this to you?			
Male	48	78.3%	±12.5
Female	8	13.4%	±11.5
Both males and females	5	8.3%	±10.5
Q42 Was/were the person(s) who did this to you?			
Younger	12	20.0%	±12.3
About my age	17	27.4%	±12.9
Older	20	32.8%	±13.1
Some were younger, older, and/or about my age	8	13.1%	±11.4
Do not know	NR	NR	NR
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	37	61.1%	±13.1
Subordinate(s) or someone you supervise/manage	0	0.0%	NA
Your Team lead(s) (current or former)	NR	NR	NR
Another Team lead(s) (current or former)	7	12.0%	±11.2
Your Supervisor(s) (current or former)	11	18.0%	±12.1
Another Supervisor(s) (current or former)	8	13.8%	±11.5
Your Manager(s) (current or former)	NR	NR	NR
Another Manager(s) (current or former)	NR	NR	NR
Another federal employee	NR	NR	NR
A contractor	NR	NR	NR
Other	7	12.0%	±11.2
Do not know	0	0.0%	NA
None selected	NR	NR	NR
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	16	26.6%	±12.8
Yes, I had to or still have to interact with this/these person(s)	45	73.4%	±12.8

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 IBC.

*Table 3.38 IBC – 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	0	0.0%	NA
No	61	100%	NA
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	NR	NR	NR
No	57	94.1%	±10.0
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	13	20.9%	±12.4
No	48	79.1%	±12.4
Don't Know	0	0.0%	NA
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	NR	NR	NR
No	53	87.1%	±11.4
Don't Know	NR	NR	NR
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	12	20.4%	±12.4
No	42	69.6%	±13.0
Don't Know	6	9.9%	±10.8
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	8	14.0%	±11.6
No	48	79.1%	±12.4
Don't Know	NR	NR	NR
h. Did it damage other personal relationships?			
Yes	NR	NR	NR
No	59	96.8%	±9.4
Don't Know	0	0.0%	NA

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	8	12.9%	±11.4
No	53	87.1%	±11.4
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	NR	NR	NR
No	59	96.8%	±9.4
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	NR	NR	NR
No	57	94.1%	±10.0
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	14	22.9%	±12.6
No	47	77.1%	±12.6
Don't Know	0	0.0%	NA

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

*Table 3.39 IBC – 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	24	42.4%	±13.4
My coworkers	34	56.8%	±13.0
My team leader	6	9.5%	±11.0
My supervisor	11	19.2%	±12.5
My manager	7	11.4%	±11.3
A senior leader	0	0.0%	NA
Another employee in my bureau	16	26.7%	±13.1
Someone from another bureau/office	NR	NR	NR

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 IBC.

*Table 3.40 IBC – 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	6	9.1%	±10.7	3.1	±1.3
Employee Assistance Program (EAP)	0	0.0%	NA	NA	NA
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	0	0.0%	NA	NA	NA
Employee & Labor Relations (Human Resources)	0	0.0%	NA	NA	NA
Union (if applicable)	0	0.0%	NA	NA	NA
Equal Employment Opportunity Counselor	0	0.0%	NA	NA	NA
Equal Employment Opportunity Office	0	0.0%	NA	NA	NA
Office of Inspector General Hotline	0	0.0%	NA	NA	NA
Office of Inspector General	0	0.0%	NA	NA	NA
Other Law Enforcement/Civil Authority not in the bureau	0	0.0%	NA	NA	NA
Department of Interior Ethics/Bureau Ethics Office	0	0.0%	NA	NA	NA
Other	NR	NR	NR	NR	NR

<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 19.6% 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 IBC – 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	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
b. The rules of harassment were explained to everyone in the workplace			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
d. An investigation was conducted by a law enforcement official			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
h. There was some official career action taken against person(s) for the behavior			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR

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



An estimated 19.6% 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 IBC – 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?	10	2.4	±0.3
How you were treated by personnel handling the complaint/grievance/report?	10	2.8	±0.5
Actions taken by the person handling the complaint/grievance/report?	10	2.5	±0.9
Being informed about the current status of the complaint/grievance/report?	6	2.9	±0.7
The amount of time it took to address the complaint/grievance/report?	10	2.3	±0.8

<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 80.4% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of sexual/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 IBC – 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	22	45.9%	±14.4
I thought it was not serious enough to discuss or report	37	75.8%	±14.4
I took care of it myself by confronting the person(s) who did it	22	44.1%	±14.5
I took other actions to handle the situation	16	31.8%	±14.8
I did not know who to report the behavior to and/or how to file a complaint	NR	NR	NR
I did not want more people to know	12	23.6%	±14.4
I was ashamed or embarrassed	NR	NR	NR
I did not want people to think less of me	5	11.0%	±12.8
I thought other people would blame me	NR	NR	NR
I felt partially to blame	0	0.0%	NA
I wanted to forget about it or move on	27	55.9%	±14.5
I did not think anything would be done	17	35.3%	±14.8
I did not think I would be believed	NR	NR	NR
I did not trust that the process would be fair	10	20.9%	±14.2
I thought I might get in trouble for something I did	NR	NR	NR
I thought I would be labeled as a troublemaker	10	21.5%	±14.2
I thought it might hurt my performance appraisal	7	13.7%	±13.3
I thought it might hurt my chances of being renewed or obtaining permanent position	--	--	--
I was worried about potential negative consequences from leadership	8	17.1%	±13.8
I was worried about potential negative consequences from my coworkers or peers	11	22.0%	±14.3
I thought it might hurt my career	17	34.8%	±14.8
I did not want to hurt the person's/s' career/s or family/ies	10	20.6%	±14.6
I was concerned for my physical safety	NR	NR	NR
I feared losing my job	NR	NR	NR
Some other reason	21	43.3%	±14.6

### 3.7 Characteristics of Harassment Based on Unknown Reasons

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 21.4% indicated the one behavior or experience that had the greatest effect on them was based on 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 IBC.

*Table 3.44 IBC – 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	43	81.9%	±13.2
Most of it occurred during work hours; some off work hours	NR	NR	NR
Some of it occurred during work hours; most off work hours	NR	NR	NR
None of it occurred during work hours; all off work hours	NR	NR	NR
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	NR	NR	NR
No	51	96.6%	±10.7
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	38	90.7%	±14.0
At a work-sponsored social event	0	0.0%	NA
At a non-work sponsored social event where coworkers were present	0	0.0%	NA
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	NR	NR	NR
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	38	100%	NA
At an indoor location (shop or maintenance area)	0	0.0%	NA
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	0	0.0%	NA
Q38 How often did the specific type of behavior or experience occur?			
Once	13	29.1%	±15.6
Once a month or less	18	40.1%	±15.6
2-4 times a month	9	20.0%	±15.1
Every few days	NR	NR	NR
Every day	NR	NR	NR
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	23	49.2%	±14.5
A week	0	0.0%	NA
A month	0	0.0%	NA
A few months	13	28.5%	±15.0
A year or more	10	22.3%	±14.6

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	40	79.9%	±13.8
More than one person	10	20.1%	±13.8
Q41 Was/were the person(s) who did this to you?			
Male	29	59.2%	±14.7
Female	15	30.2%	±14.7
Both males and females	5	10.5%	±12.8
Q42 Was/were the person(s) who did this to you?			
Younger	9	17.5%	±13.5
About my age	24	48.1%	±14.0
Older	14	27.7%	±14.3
Some were younger, older, and/or about my age	NR	NR	NR
Do not know	0	0.0%	NA
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	28	54.1%	±13.9
Subordinate(s) or someone you supervise/manage	NR	NR	NR
Your Team lead(s) (current or former)	NR	NR	NR
Another Team lead(s) (current or former)	NR	NR	NR
Your Supervisor(s) (current or former)	7	13.3%	±12.6
Another Supervisor(s) (current or former)	NR	NR	NR
Your Manager(s) (current or former)	9	16.4%	±13.0
Another Manager(s) (current or former)	0	0.0%	NA
Another federal employee	10	19.5%	±13.4
A contractor	7	13.3%	±12.6
Other	0	0.0%	NA
Do not know	0	0.0%	NA
None selected	NR	NR	NR
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	11	22.2%	±14.0
Yes, I had to or still have to interact with this/these person(s)	39	77.8%	±14.0

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 IBC.

*Table 3.45 IBC – 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	5	10.2%	±12.4
No	45	89.8%	±12.4
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	5	10.3%	±12.4
No	45	89.7%	±12.4
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	18	35.4%	±14.5
No	33	64.6%	±14.5
Don't Know	0	0.0%	NA
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	7	14.0%	±13.3
No	40	81.0%	±14.0
Don't Know	NR	NR	NR
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	12	23.8%	±14.1
No	34	66.5%	±14.5
Don't Know	NR	NR	NR
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	13	25.4%	±14.2
No	35	69.8%	±14.4
Don't Know	NR	NR	NR
h. Did it damage other personal relationships?			
Yes	9	16.8%	±13.4
No	42	83.2%	±13.4
Don't Know	0	0.0%	NA

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	5	10.2%	±12.4
No	45	89.8%	±12.4
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	5	10.2%	±12.4
No	45	89.8%	±12.4
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	5	10.2%	±12.4
No	45	89.8%	±12.4
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	12	24.2%	±14.1
No	36	70.9%	±14.4
Don't Know	NR	NR	NR

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 IBC.

*Table 3.46 IBC – 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	13	26.7%	±14.6
My coworkers	23	47.8%	±14.3
My team leader	6	11.3%	±12.9
My supervisor	14	28.1%	±14.3
My manager	11	21.1%	±13.9
A senior leader	6	13.8%	±13.6
Another employee in my bureau	24	48.3%	±14.3
Someone from another bureau/office	13	27.7%	±14.9

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 IBC.

*Table 3.47 IBC – 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	7	13.5%	±13.0	2.3	±1.4
Employee Assistance Program (EAP)	NR	NR	NR	NR	NR
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	NR	NR	NR	NR	NR
Union (if applicable)	NR	NR	NR	NR	NR
Equal Employment Opportunity Counselor	NR	NR	NR	NR	NR
Equal Employment Opportunity Office	0	0.0%	NA	NA	NA
Office of Inspector General Hotline	NR	NR	NR	NR	NR
Office of Inspector General	NR	NR	NR	NR	NR
Other Law Enforcement/Civil Authority not in the bureau	0	0.0%	NA	NA	NA
Department of Interior Ethics/Bureau Ethics Office	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR

<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 17.1% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment based on unknown reasons within the past 12 months that had the greatest effect on them. Table 3.48 shows the results of them making an oral and/or written complaint/grievance/report.

*Table 3.48 IBC – 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	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
b. The rules of harassment were explained to everyone in the workplace			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
d. An investigation was conducted by a law enforcement official			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR



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>
<hr/>			
h. There was some official career action taken against person(s) for the behavior			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
i. The person(s) stopped the behavior			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
j. I was encouraged to drop the issue			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
l. The person(s) who did this took action against me for complaining			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
n. My leadership punished me for bringing it up			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
o. I was threatened with loss of employment			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR

An estimated 17.1% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment based on unknown reasons within the past 12 months that had the greatest effect on them. Table 3.49 shows satisfaction with aspects of making an oral and/or written complaint/grievance/report.

*Table 3.49 IBC – 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?	9	1.6	±0.9
How you were treated by personnel handling the complaint/grievance/report?	9	2.8	±1.1
Actions taken by the person handling the complaint/grievance/report?	9	2.8	±1.1
Being informed about the current status of the complaint/grievance/report?	9	2.8	±1.1
The amount of time it took to address the complaint/grievance/report?	9	2.4	±0.9

<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 82.9% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment based on unknown reasons within the past 12 months that had the greatest effect on them. Table 3.50 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

*Table 3.50 IBC – 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	25	60.0%	±16.0
I thought it was not serious enough to discuss or report	17	39.9%	±16.0
I took care of it myself by confronting the person(s) who did it	13	30.4%	±16.1
I took other actions to handle the situation	14	33.2%	±16.1
I did not know who to report the behavior to and/or how to file a complaint	NR	NR	NR
I did not want more people to know	17	39.4%	±16.0
I was ashamed or embarrassed	NR	NR	NR
I did not want people to think less of me	10	23.2%	±15.8
I thought other people would blame me	NR	NR	NR
I felt partially to blame	0	0.0%	NA
I wanted to forget about it or move on	30	71.7%	±16.0
I did not think anything would be done	14	33.3%	±16.1
I did not think I would be believed	NR	NR	NR
I did not trust that the process would be fair	11	25.2%	±15.9
I thought I might get in trouble for something I did	6	13.5%	±14.7
I thought I would be labeled as a troublemaker	6	13.4%	±14.7
I thought it might hurt my performance appraisal	9	22.2%	±16.1
I thought it might hurt my chances of being renewed or obtaining permanent position	NR	NR	NR
I was worried about potential negative consequences from leadership	9	22.2%	±16.1
I was worried about potential negative consequences from my coworkers or peers	7	18.0%	±15.8
I thought it might hurt my career	9	23.2%	±16.7
I did not want to hurt the person's/s' career/s or family/ies	16	39.1%	±16.4
I was concerned for my physical safety	NR	NR	NR
I feared losing my job	NR	NR	NR
Some other reason	14	36.4%	±17.1

### 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 IBC.

In summary, regardless of the specific form of harassment and/or assault behavior experienced, for the majority of employees these experiences occurred during work hours (86.8%) and at a work location or site (91.5%) that was most frequently characterized as an indoor location (99.3%). Also, for the majority of these employees these experiences did not occur while on travel (98.0%). Additionally, for the majority of employees these experiences occurred more than once (60.2%); involved one person (65.0%), who was typically older (36.1%), male (45.4%), and most often a peer and/or coworker (63.0%); and their work role required them to continue to interact with the person(s) involved (77.1%).

*Table 3.51 IBC – 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	96.2% (±11.3)	76.6% (±18.8)	NR	100% (NA)	NR	82.4% (±12.1)	81.9% (±13.2)
Most of it occurred during work hours; some off work hours	NR	NR	NR	0.0% (NA)	NR	11.1% (±11.1)	NR
Some of it occurred during work hours; most off work hours	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)	NR	NR	NR
None of it occurred during work hours; all off work hours	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR
<b>Q35 Did the specific behavior or experience occur while you were on travel?</b>							
Yes	NR	NR	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR
No	NR	NR	100% (NA)	100% (NA)	NR	100% (NA)	96.6% (±10.7)

	<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>Q36 Where did the specific type of behavior or experience typically occur?</b>							
At a work location or site	96.4% (±11.3)	NR	100% (NA)	NR	NR	85.9% (±11.6)	90.7% (±14.0)
At a work-sponsored social event	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	NR	NR	0.0% (NA)
At a non-work sponsored social event where coworkers were present	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
At a permanent Bureau supplied housing location, if applicable	NR	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	NR	0.0% (NA)
At a location outside the office/site	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)	NR	8.3% (±10.5)	NR
<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)	NR	100% (NA)	100% (NA)	100% (NA)	NR	100% (NA)	100% (NA)
At an indoor location (shop or maintenance area)	NR	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
At an outdoor location (e.g., field site) that did not require an overnight stay	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
At an outdoor location (e.g., field site) that required an overnight stay	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
<b>Q38 How often did the specific type of behavior or experience occur?</b>							
Once	39.0% (±14.6)	NR	NR	NR	NR	38.2% (±13.1)	29.1% (±15.6)
Once a month or less	51.2% (±14.1)	NR	NR	NR	NR	42.9% (±13.0)	40.1% (±15.6)
2-4 times a month	NR	NR	0.0% (NA)	NR	NR	18.9% (±12.2)	20.0% (±15.1)
Every few days	NR	0.0% (NA)	NR	NR	NR	0.0% (NA)	NR
Every day	NR	NR	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR

	<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>Q39 How long did the specific type of behavior or experience persist?</b>							
It happened one time	50.8% (±14.7)	NR	NR	NR	NR	51.7% (±13.0)	49.2% (±14.5)
A week	NR	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	NR	0.0% (NA)
A month	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	8.7% (±10.8)	0.0% (NA)
A few months	22.3% (±14.9)	0.0% (NA)	NR	NR	NR	NR	28.5% (±15.0)
A year or more	23.2% (±15.0)	NR	NR	NR	NR	29.8% (±13.2)	22.3% (±14.6)
<b>Q40 How many people were involved?</b>							
One person	53.7% (±14.3)	NR	NR	NR	NR	54.4% (±13.1)	79.9% (±13.8)
More than one person	46.3% (±14.3)	NR	NR	NR	NR	45.6% (±13.1)	20.1% (±13.8)
<b>Q41 Was/were the person(s) who did this to you?</b>							
Male	24.9% (±14.7)	NR	NR	NR	NR	78.3% (±12.5)	59.2% (±14.7)
Female	39.8% (±14.9)	NR	NR	NR	NR	13.4% (±11.5)	30.2% (±14.7)
Both males and females	35.2% (±15.0)	NR	0.0% (NA)	NR	NR	8.3% (±10.5)	10.5% (±12.8)
<b>Q42 Was/were the person(s) who did this to you?</b>							
Younger	49.1% (±14.1)	NR	NR	NR	NR	20.0% (±12.3)	17.5% (±13.5)
About my age	NR	NR	NR	NR	NR	27.4% (±12.9)	48.1% (±14.0)
Older	36.2% (±14.6)	NR	NR	NR	NR	32.8% (±13.1)	27.7% (±14.3)
Some were younger, older, and/or about my age	NR	NR	0.0% (NA)	NR	NR	13.1% (±11.4)	NR
Do not know	NR	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	NR	0.0% (NA)

	<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)	83.9% (±13.5)	NR	NR	NR	NR	61.1% (±13.1)	54.1% (±13.9)
Subordinate(s) or someone you supervise/manage	14.5% (±13.3)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR
Your Team lead(s) (current or former)	26.4% (±14.4)	18.6% (±18.5)	0.0% (NA)	NR	NR	NR	NR
Another Team lead(s) (current or former)	0.0% (NA)	NR	NR	NR	NR	12.0% (±11.2)	NR
Your Supervisor(s) (current or former)	10.8% (±12.7)	NR	0.0% (NA)	NR	NR	18.0% (±12.1)	13.3% (±12.6)
Another Supervisor(s) (current or former)	NR	NR	0.0% (NA)	NR	NR	13.8% (±11.5)	NR
Your Manager(s) (current or former)	0.0% (NA)	NR	0.0% (NA)	NR	NR	NR	16.4% (±13.0)
Another Manager(s) (current or former)	NR	NR	0.0% (NA)	NR	NR	NR	0.0% (NA)
Another federal employee	NR	NR	NR	NR	NR	NR	19.5% (±13.4)
A contractor	NR	0.0% (NA)	0.0% (NA)	NR	NR	NR	13.3% (±12.6)
Other	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)	NR	12.0% (±11.2)	0.0% (NA)
Do not know	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
None selected	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	NR	NR
<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	NR	NR	NR	NR	NR	26.6% (±12.8)	22.2% (±14.0)
Yes, I had to or still have to interact with this/these person(s)	91.8% (±12.1)	NR	NR	NR	NR	73.4% (±12.8)	77.8% (±14.0)

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 IBC.

In summary, regardless of the specific form of harassment and/or assault behavior experienced, for some employees these experiences had a negative impact on them, but for many employees it did not. For some employees, these experiences had a *negative impact on their interpersonal relationships* with coworkers, supervisors, or managers (26.9%); resulted in arguments or damaged interpersonal relations at work (30.4%); and/or damaged other personal relationships (14.0%). For some employees, these experiences had a *negative impact on their physical or emotional well-being* leading them to call in sick or taking leave (15.4%), seek counseling (12.8%), or medical attention (10.8%). For some employees, these experiences had a *negative impact on their job performance*, making it harder to complete their work (34.5%), negatively affected their performance evaluation or promotion potential (17.8%), or negatively affected their performance evaluation/renewal/permanent employment (0.0%). For some employees, these experiences *negatively affected their willingness to remain a part of the organization*, leading them to consider leaving IBC (31.9%), take steps to leave the organization (9.7%), or request a transfer (6.9%).

*Table 3.52 IBC – 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	0.0% (NA)	NR	0.0% (NA)	NR	NR	0.0% (NA)	10.2% (±12.4)
No	100% (NA)	NR	100% (NA)	NR	NR	100% (NA)	89.8% (±12.4)
Don't Know	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
<b>b. Did you take steps to leave your organization?</b>							
Yes	NR	18.0% (±18.4)	NR	NR	NR	NR	10.3% (±12.4)
No	96.1% (±11.3)	82.0% (±18.4)	NR	NR	NR	94.1% (±10.0)	89.7% (±12.4)
Don't Know	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)



Q45 As a result of the behavior or experience:	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
<b>c. Did it make it harder to complete your work or do your job?</b>							
Yes	31.1% (±14.6)	NR	NR	NR	NR	20.9% (±12.4)	35.4% (±14.5)
No	68.9% (±14.6)	NR	NR	NR	NR	79.1% (±12.4)	64.6% (±14.5)
Don't Know	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
<b>d. Did it negatively affect your performance evaluation or promotion potential?</b>							
Yes	13.6% (±13.1)	19.6% (±18.6)	0.0% (NA)	NR	NR	NR	14.0% (±13.3)
No	86.4% (±13.1)	NR	NR	NR	NR	87.1% (±11.4)	81.0% (±14.0)
Don't Know	0.0% (NA)	NR	NR	NR	NR	NR	NR
<b>e. Did it negatively affect your performance evaluation/renewal/permanent employment?</b>							
Yes	--	--	--	--	--	--	NR
No	--	--	--	--	--	--	NR
Don't Know	--	--	--	--	--	--	NR
<b>f. Did it cause arguments or damage interpersonal relations at work?</b>							
Yes	25.3% (±14.3)	NR	NR	NR	NR	20.4% (±12.4)	23.8% (±14.1)
No	70.6% (±14.5)	NR	NR	NR	NR	69.6% (±13.0)	66.5% (±14.5)
Don't Know	NR	0.0% (NA)	NR	NR	NR	9.9% (±10.8)	NR
<b>g. Did it damage your relationship with coworkers, supervisors, or managers?</b>							
Yes	25.1% (±14.3)	NR	NR	NR	NR	14.0% (±11.6)	25.4% (±14.2)
No	74.9% (±14.3)	NR	NR	NR	NR	79.1% (±12.4)	69.8% (±14.4)
Don't Know	0.0% (NA)	NR	NR	NR	NR	NR	NR

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>
<b>h. Did it damage other personal relationships?</b>							
Yes	10.3% (±12.6)	NR	0.0% (NA)	NR	NR	NR	16.8% (±13.4)
No	89.7% (±12.6)	NR	NR	NR	NR	96.8% (±9.4)	83.2% (±13.4)
Don't Know	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
<b>i. Did it cause you to call in sick or take other type of leave?</b>							
Yes	10.8% (±12.7)	18.0% (±18.4)	0.0% (NA)	NR	NR	12.9% (±11.4)	10.2% (±12.4)
No	89.2% (±12.7)	82.0% (±18.4)	100% (NA)	NR	NR	87.1% (±11.4)	89.8% (±12.4)
Don't Know	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	NR	0.0% (NA)	0.0% (NA)
<b>j. Did you seek any type of medical attention?</b>							
Yes	NR	NR	0.0% (NA)	NR	NR	NR	10.2% (±12.4)
No	96.1% (±11.3)	NR	100% (NA)	NR	NR	96.8% (±9.4)	89.8% (±12.4)
Don't Know	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	NR	0.0% (NA)	0.0% (NA)
<b>k. Did you seek counseling from a religious leader/counselor/health care provider?</b>							
Yes	NR	19.6% (±18.6)	NR	NR	NR	NR	10.2% (±12.4)
No	96.1% (±11.3)	80.4% (±18.6)	NR	NR	NR	94.1% (±10.0)	89.8% (±12.4)
Don't Know	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	NR	0.0% (NA)	0.0% (NA)
<b>l. Did you consider leaving the bureau?</b>							
Yes	11.3% (±12.7)	NR	NR	NR	NR	22.9% (±12.6)	24.2% (±14.1)
No	88.7% (±12.7)	NR	NR	NR	NR	77.1% (±12.6)	70.9% (±14.4)
Don't Know	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR

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 IBC.

In summary, regardless of the specific form of harassment and/or assault behavior experienced, most employees talked to someone at work about their experience including coworkers (54.7%) or another employee (37.9%), as well as a supervisor (26.5%) or manager (19.3%). Additionally, some employees talked with the person involved (37.5%).

*Table 3.53 IBC – 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	47.3% (±14.2)	NR	NR	NR	NR	42.4% (±13.4)	26.7% (±14.6)
My coworkers	59.9% (±14.6)	NR	NR	NR	NR	56.8% (±13.0)	47.8% (±14.3)
My team leader	NR	18.0% (±18.4)	0.0% (NA)	NR	NR	9.5% (±11.0)	11.3% (±12.9)
My supervisor	27.8% (±14.5)	NR	NR	NR	NR	19.2% (±12.5)	28.1% (±14.3)
My manager	19.8% (±13.9)	NR	0.0% (NA)	NR	NR	11.4% (±11.3)	21.1% (±13.9)
A senior leader	10.1% (±12.5)	NR	NR	NR	NR	0.0% (NA)	13.8% (±13.6)
Another employee in my bureau	49.1% (±14.1)	NR	NR	NR	NR	26.7% (±13.1)	48.3% (±14.3)
Someone from another bureau/office	NR	NR	NR	NR	NR	NR	27.7% (±14.9)

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 IBC.

In summary, regardless of the specific form of harassment and/or assault behavior experienced, most employees did not make a complaint/grievance/report about their experience (80.0%); only 20.0% did. For employees who made complaints/grievances/reports, the most frequently used IBC resource was a supervisor or manager (15.2%). All other resources were used less frequently (Employee Assistance Program, Ombudsman, CADR Office or CORE PLUS, Employee & Labor Relations, Union, Equal Employment Opportunity Counselor, Equal Employment Opportunity Office, Office of the Inspector General Hotline, Office of the Inspector General, Other Law Enforcement/Civil Authority, or Department of Interior Ethics/Bureau Ethics Office).

*Table 3.54 IBC – 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	18.3% (±13.8)	NR	0.0% (NA)	NR	NR	9.1% (±10.7)	13.5% (±13.0)
Employee Assistance Program (EAP)	0.0% (NA)	NR	0.0% (NA)	NR	NR	0.0% (NA)	NR
Ombudsman (if applicable)	NR	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	NR	0.0% (NA)
CADR Office, CORE PLUS	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	NR	0.0% (NA)	NR
Employee & Labor Relations (Human Resources)	NR	NR	0.0% (NA)	NR	NR	0.0% (NA)	NR
Union (if applicable)	NR	0.0% (NA)	0.0% (NA)	NR	NR	0.0% (NA)	NR
Equal Employment Opportunity Counselor	0.0% (NA)	NR	0.0% (NA)	NR	NR	0.0% (NA)	NR
Equal Employment Opportunity Office	0.0% (NA)	NR	0.0% (NA)	NR	NR	0.0% (NA)	0.0% (NA)
Office of Inspector General Hotline	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR
Office of Inspector General	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR
Other Law Enforcement/Civil Authority not in the bureau	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
Department of Interior Ethics/Bureau Ethics Office	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	NR	0.0% (NA)	NR
Other	NR	0.0% (NA)	0.0% (NA)	NR	NR	NR	NR

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 IBC.

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

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?							
Supervisor or Manager	1.6 (±0.6)	NR	NA	NR	NR	3.1 (±1.3)	2.3 (±1.4)
Employee Assistance Program (EAP)	NA	NR	NA	NR	NR	NA	NR
Ombudsman (if applicable)	NR	NA	NA	NA	NR	NR	NA
CADR Office, CORE PLUS	NA	NA	NA	NR	NR	NA	NR
Employee & Labor Relations (Human Resources)	NR	NR	NA	NR	NR	NA	NR
Union (if applicable)	NR	NA	NA	NR	NR	NA	NR
Equal Employment Opportunity Counselor	NA	NR	NA	NR	NR	NA	NR
Equal Employment Opportunity Office	NA	NR	NA	NR	NR	NA	NA
Office of Inspector General Hotline	NA	NR	NA	NA	NR	NA	NR
Office of Inspector General	NA	NR	NA	NA	NR	NA	NR
Other Law Enforcement/Civil Authority not in the bureau	NA	NA	NA	NA	NR	NA	NA
Department of Interior Ethics/Bureau Ethics Office	NA	NA	NA	NR	NR	NA	NR
Other	NR	NA	NA	NR	NR	NR	NR

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

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 harassment within the past 12 months that had the greatest effect on them. Table 3.56 shows the results of them making an oral and/or written complaint/grievance/report.

In summary, regardless of the specific form of harassment and/or assault behavior experienced, for employees who made complaints/grievances/reports, 41.7% indicated that some action was taken. Actions focused on the organization involved explaining rules to everyone (26.0%), management conducted a review/investigation or other assessment (21.6%), and an investigation was conducted by a law enforcement official (0.0%). Actions involving the person engaging in the harassing behavior included someone talking to the person (16.2%), moving or reassigning the person to avoid continuing contact (16.9%), or some official career action was taken against person(s) involved (17.4%); and in some situations the person stopped the behavior (29.6%). Actions associated with the employee subjected to the behavior involved changing their station location or duties to help them avoid the person engaging in the harassing behaviors (0.0%). Additionally, some employees were encouraged to drop the issue (43.5%) or were discouraged from making a complaint/grievance/report (35.7%). Other employees indicated that the person engaging in the harassing behavior took action against them for complaining (31.9%); their coworker(s) treated them worse, avoided or blamed them for the problem (33.0%); and some employees indicated leadership punished them for bringing the experience up (29.9%) or they were threatened with loss of employment (21.7%).<sup>10</sup>

*Table 3.56 IBC – 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?	<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>
a. The person I told took no action							
Yes	NR	NR	--	NR	NR	NR	NR
No	NR	NR	--	NR	NR	NR	NR
Don't Know	NR	NR	--	NR	NR	NR	NR

<sup>10</sup> It is worth noting that an individual who made a complaint/grievance/report may not actually be informed of the outcome of their complaint/grievance/report because personnel policies may prohibit disclosure of such information.

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<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>b. The rules of harassment were explained to everyone in the workplace</b>							
Yes	NR	NR	--	NR	NR	NR	NR
No	NR	NR	--	NR	NR	NR	NR
Don't Know	NR	NR	--	NR	NR	NR	NR
<b>c. A review/investigation/other assessment of the workplace was conducted by management</b>							
Yes	NR	NR	--	NR	NR	NR	NR
No	NR	NR	--	NR	NR	NR	NR
Don't Know	NR	NR	--	NR	NR	NR	NR
<b>d. An investigation was conducted by a law enforcement official</b>							
Yes	NR	NR	--	NR	NR	NR	NR
No	NR	NR	--	NR	NR	NR	NR
Don't Know	NR	NR	--	NR	NR	NR	NR
<b>e. Someone talked to the person(s) to ask him/her/them to change their behavior</b>							
Yes	NR	NR	--	NR	NR	NR	NR
No	NR	NR	--	NR	NR	NR	NR
Don't Know	NR	NR	--	NR	NR	NR	NR
<b>f. My work station location or duties were changed to help me avoid the person(s)</b>							
Yes	NR	NR	--	NR	NR	NR	NR
No	NR	NR	--	NR	NR	NR	NR
Don't Know	NR	NR	--	NR	NR	NR	NR



Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>Age</i>	<i>Race/ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/gender</i>	<i>Unknown reasons</i>
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them							
Yes	NR	NR	--	NR	NR	NR	NR
No	NR	NR	--	NR	NR	NR	NR
Don't Know	NR	NR	--	NR	NR	NR	NR
h. There was some official career action taken against person(s) for the behavior							
Yes	NR	NR	--	NR	NR	NR	NR
No	NR	NR	--	NR	NR	NR	NR
Don't Know	NR	NR	--	NR	NR	NR	NR
i. The person(s) stopped the behavior							
Yes	NR	NR	--	NR	NR	NR	NR
No	NR	NR	--	NR	NR	NR	NR
Don't Know	NR	NR	--	NR	NR	NR	NR
j. I was encouraged to drop the issue							
Yes	NR	NR	--	NR	NR	NR	NR
No	NR	NR	--	NR	NR	NR	NR
Don't Know	NR	NR	--	NR	NR	NR	NR
k. I was discouraged from making an oral and/or written complaint/grievance/report							
Yes	NR	NR	--	NR	NR	NR	NR
No	NR	NR	--	NR	NR	NR	NR
Don't Know	NR	NR	--	NR	NR	NR	NR

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

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 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 IBC – 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?	2.4 (±0.6)	NR	--	2.5 (±0.4)	NR	2.4 (±0.3)	1.6 (±0.9)
How you were treated by personnel handling the complaint/grievance/report?	2.1 (±0.5)	NR	--	3.2 (±0.7)	NR	2.8 (±0.5)	2.8 (±1.1)
Actions taken by the person handling the complaint/grievance/report?	1.9 (±0.6)	NR	--	3.1 (±0.7)	NR	2.5 (±0.9)	2.8 (±1.1)
Being informed about the current status of the complaint/grievance/report?	2.4 (±0.6)	NR	--	3.3 (±0.6)	NR	2.9 (±0.7)	2.8 (±1.1)
The amount of time it took to address the complaint/grievance/report?	2.4 (±0.7)	NR	--	2.8 (±0.7)	NR	2.3 (±0.8)	2.4 (±0.9)

<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 harassment within the past 12 months that had the greatest effect on them. Table 3.58 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

In summary, regardless of the specific form of harassment and/or assault behavior experienced, employees' most frequent reasons for not making a complaint/grievance/report involved a desire to move on or forget about the incident (67.1%), the behavior or experience stopped on its own (62.6%), the perceived seriousness of the behavior (60.4% did not consider it serious enough to report), or skepticism about actions that would be taken (47.3% of employees did not think anything would be done).

Table 3.58 IBC – 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	81.9% (±16.1)	NR	NR	NR	NR	45.9% (±14.4)	60.0% (±16.0)
I thought it was not serious enough to discuss or report	75.2% (±16.7)	NR	NR	NR	NR	75.8% (±14.4)	39.9% (±16.0)
I took care of it myself by confronting the person(s) who did it	66.2% (±16.8)	NR	NR	NR	NR	44.1% (±14.5)	30.4% (±16.1)
I took other actions to handle the situation	NR	NR	NR	NR	NR	31.8% (±14.8)	33.2% (±16.1)
I did not know who to report the behavior to and/or how to file a complaint	12.9% (±15.5)	0.0% (NA)	NR	NR	NR	NR	NR
I did not want more people to know	23.8% (±16.6)	NR	NR	NR	NR	23.6% (±14.4)	39.4% (±16.0)
I was ashamed or embarrassed	12.9% (±15.5)	NR	NR	NR	NR	NR	NR
I did not want people to think less of me	22.6% (±16.5)	NR	NR	NR	NR	11.0% (±12.8)	23.2% (±15.8)
I thought other people would blame me	19.1% (±16.2)	NR	NR	NR	NR	NR	NR
I felt partially to blame	NR	NR	0.0% (NA)	NR	NR	0.0% (NA)	0.0% (NA)
I wanted to forget about it or move on	74.8% (±16.7)	NR	NR	NR	NR	55.9% (±14.5)	71.7% (±16.0)
I did not think anything would be done	40.7% (±16.6)	NR	NR	NR	NR	35.3% (±14.8)	33.3% (±16.1)
I did not think I would be believed	NR	NR	0.0% (NA)	NR	NR	NR	NR
I did not trust that the process would be fair	NR	NR	NR	NR	NR	20.9% (±14.2)	25.2% (±15.9)
I thought I might get in trouble for something I did	19.8% (±16.3)	NR	NR	NR	NR	NR	13.5% (±14.7)
I thought I would be labeled as a troublemaker	33.4% (±16.8)	NR	NR	NR	NR	21.5% (±14.2)	13.4% (±14.7)
I thought it might hurt my performance appraisal	18.2% (±16.2)	NR	NR	NR	NR	13.7% (±13.3)	22.2% (±16.1)
I thought it might hurt my chances of being renewed or obtaining permanent position	--	--	--	--	--	--	NR
I was worried about potential negative consequences from leadership	17.2% (±16.0)	NR	NR	NR	NR	17.1% (±13.8)	22.2% (±16.1)
I was worried about potential negative consequences from my coworkers or peers	29.1% (±16.8)	NR	NR	NR	NR	22.0% (±14.3)	18.0% (±15.8)
I thought it might hurt my career	16.6% (±16.0)	NR	NR	NR	NR	34.8% (±14.8)	23.2% (±16.7)
I did not want to hurt the person/s/s' career/s or family/ies	24.4% (±16.6)	NR	NR	NR	NR	20.6% (±14.6)	39.1% (±16.4)

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 was concerned for my physical safety	NR	NR	NR	NR	NR	NR	NR
I feared losing my job	NR	NR	0.0% (NA)	NR	NR	NR	NR
Some other reason	NR	NR	NR	NR	NR	43.3% (±14.6)	36.4% (±17.1)

## 4 Predictors of Workplace Harassment

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

## 4.1 Age Harassment

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

### 4.1.1 Age Harassment and General Intolerance for Harassment

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

*Table 4.1 IBC – 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	101	3.1*	±0.2	805	3.7*	±0.1	-0.75 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	10	4.0	±0.2	67	4.1	±0.2	-0.06
General Schedule (GS) 7-10	28	3.0*	±0.2	157	3.5*	±0.1	-0.48 (S)
General Schedule (GS) 11-12	31	2.8*	±0.3	247	3.5*	±0.1	-0.98 (L)
General Schedule (GS) 13-15	29	3.2*	±0.3	320	3.9*	±0.1	-0.83 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.7	NA
Other	NR	NR	NR	--	--	--	NA

	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	13	3.6*	±0.3	112	4.1*	±0.1	-0.79 (M)
1 to 3 years	20	3.4*	±0.3	189	3.8*	±0.1	-0.59 (M)
4 to 5 years	14	2.9*	±0.4	80	3.6*	±0.2	-0.90 (L)
6 to 10 years	17	2.9*	±0.4	180	3.4*	±0.1	-0.61 (M)
11 to 14 years	13	2.7*	±0.4	86	3.4*	±0.2	-0.78 (M)
15 to 20 years	13	2.9*	±0.5	52	3.6*	±0.2	-0.87 (L)
More than 20 years	11	3.1*	±0.6	104	3.8*	±0.1	-0.99 (L)
<b>Appointment Type</b>							
Permanent	101	3.1*	±0.2	800	3.7*	±0.1	-0.75 (M)
Term	--	--	--	6	3.5	±0.1	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	101	3.1*	±0.2	795	3.7*	±0.1	-0.75 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	101	3.1*	±0.2	795	3.7*	±0.1	-0.75 (M)
Term	--	--	--	6	3.5	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Age - Collapsed</b>							
39 or under	35	3.5	±0.2	213	3.7	±0.1	-0.29 (S)
40 or older	67	2.9*	±0.2	592	3.7*	±0.1	-1.01 (L)
<b>Age</b>							
25 or under	--	--	--	8	4.6	±0.2	NA
26-29	16	3.6	±0.2	20	3.6	±0.4	-0.01
30-39	18	3.4	±0.2	185	3.7	±0.1	-0.33 (S)
40-49	7	2.3*	±0.5	239	3.7*	±0.1	-1.65 (L)
50-59	37	2.8*	±0.3	249	3.7*	±0.1	-1.08 (L)
60 or older	22	3.2*	±0.2	104	3.6*	±0.1	-0.72 (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.



### 4.1.2 Age Harassment and Leadership Intolerance for Harassment

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

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

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	105	0.37*	±0.08	829	0.62*	±0.03	-0.59 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	10	0.65	±0.32	72	0.67	±0.11	-0.04
General Schedule (GS) 7-10	30	0.18*	±0.12	164	0.59*	±0.07	-0.94 (L)
General Schedule (GS) 11-12	31	0.32*	±0.15	249	0.52*	±0.06	-0.45 (S)
General Schedule (GS) 13-15	27	0.35*	±0.15	330	0.71*	±0.04	-0.88 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	0.91	±0.13	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	13	0.41	±0.28	119	0.64	±0.08	-0.49 (S)
1 to 3 years	20	0.20*	±0.18	191	0.65*	±0.06	-1.04 (L)
4 to 5 years	16	0.32	±0.23	87	0.54	±0.09	-0.50 (M)
6 to 10 years	15	0.62	±0.13	184	0.64	±0.06	-0.06
11 to 14 years	13	0.35	±0.22	86	0.59	±0.09	-0.57 (M)
15 to 20 years	NR	NR	NR	52	0.49	±0.13	NR
More than 20 years	11	0.31*	±0.20	108	0.68*	±0.08	-0.89 (L)
Appointment Type							
Permanent	105	0.37*	±0.08	823	0.62*	±0.03	-0.59 (M)
Term	--	--	--	6	0.71	±0.41	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	105	0.37*	±0.08	819	0.62*	±0.03	-0.60 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	105	0.37*	±0.08	819	0.62*	±0.03	-0.60 (M)
Term	--	--	--	6	0.71	±0.41	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Age - Collapsed</b>							
39 or under	35	0.33*	±0.15	216	0.68*	±0.06	-0.82 (L)
40 or older	71	0.38*	±0.10	612	0.60*	±0.03	-0.51 (M)
<b>Age</b>							
25 or under	--	--	--	8	1.00	±0.00	NA
26-29	16	0.35*	±0.24	20	0.78*	±0.16	-0.98 (L)
30-39	18	0.32*	±0.19	188	0.66*	±0.06	-0.79 (M)
40-49	NR	NR	NR	258	0.62	±0.05	NR
50-59	39	0.45	±0.14	251	0.54	±0.06	-0.21 (S)
60 or older	22	0.35*	±0.16	104	0.73*	±0.07	-0.98 (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.

### 4.1.3 Age Harassment and Organizational Politics

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

*Table 4.3 IBC – 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	107	3.2*	±0.2	827	2.7*	±0.1	0.54 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	10	2.8	±0.6	72	2.6	±0.2	0.23 (S)
General Schedule (GS) 7-10	30	3.5*	±0.2	162	2.9*	±0.1	0.81 (L)
General Schedule (GS) 11-12	31	3.4*	±0.3	249	2.9*	±0.1	0.62 (M)
General Schedule (GS) 13-15	29	2.5	±0.4	330	2.5	±0.1	-0.04
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	1.7	±0.8	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	13	2.8	±0.5	116	2.5	±0.1	0.40 (S)
1 to 3 years	20	3.2*	±0.4	191	2.6*	±0.1	0.74 (M)
4 to 5 years	16	3.3*	±0.4	87	2.7*	±0.2	0.69 (M)
6 to 10 years	17	3.4*	±0.4	186	2.8*	±0.1	0.71 (M)
11 to 14 years	13	2.7	±0.8	86	3.0	±0.2	-0.28 (S)
15 to 20 years	13	3.1	±0.5	52	2.9	±0.2	0.15
More than 20 years	11	3.3*	±0.7	108	2.5*	±0.1	1.01 (L)
Appointment Type							
Permanent	107	3.2*	±0.2	821	2.7*	±0.1	0.54 (M)
Term	--	--	--	6	2.5	±0.2	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	107	3.2*	±0.2	817	2.7*	±0.1	0.54 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	107	3.2*	±0.2	817	2.7*	±0.1	0.54 (M)
Term	--	--	--	6	2.5	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Age - Collapsed</b>							
39 or under	35	2.7	±0.3	215	2.7	±0.1	0.05
40 or older	73	3.4*	±0.2	613	2.7*	±0.1	0.78 (M)
<b>Age</b>							
25 or under	--	--	--	8	2.8	±0.5	NA
26-29	16	3.2	±0.4	20	2.9	±0.4	0.35 (S)
30-39	18	2.3	±0.5	186	2.7	±0.1	-0.45 (S)
40-49	9	3.9*	±0.7	258	2.7*	±0.1	1.31 (L)
50-59	41	3.3*	±0.3	251	2.7*	±0.1	0.71 (M)
60 or older	22	3.2*	±0.3	104	2.7*	±0.1	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.

#### 4.1.4 Age Harassment and Organizational Trust

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

*Table 4.4 IBC – 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	105	3.0*	±0.2	827	3.6*	±0.1	-0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	10	3.4	±0.4	72	3.8	±0.2	-0.57 (M)
General Schedule (GS) 7-10	28	2.6*	±0.2	164	3.4*	±0.1	-0.94 (L)
General Schedule (GS) 11-12	31	2.7*	±0.3	249	3.4*	±0.1	-0.74 (M)
General Schedule (GS) 13-15	29	3.4*	±0.4	329	3.8*	±0.1	-0.45 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.6	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	13	3.5	±0.4	117	3.9	±0.1	-0.52 (M)
1 to 3 years	20	2.8*	±0.2	189	3.7*	±0.1	-1.07 (L)
4 to 5 years	14	2.9*	±0.5	87	3.6*	±0.2	-0.75 (M)
6 to 10 years	17	2.5*	±0.3	186	3.4*	±0.1	-0.95 (L)
11 to 14 years	13	3.5	±0.6	86	3.4	±0.2	0.14
15 to 20 years	13	2.7*	±0.4	52	3.5*	±0.2	-0.95 (L)
More than 20 years	11	2.9*	±0.6	108	3.8*	±0.1	-1.20 (L)
Appointment Type							
Permanent	105	3.0*	±0.2	821	3.6*	±0.1	-0.71 (M)
Term	--	--	--	6	3.6	±0.3	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	105	3.0*	±0.2	817	3.6*	±0.1	-0.71 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	105	3.0*	±0.2	817	3.6*	±0.1	-0.71 (M)
Term	--	--	--	6	3.6	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Age - Collapsed</b>							
39 or under	35	3.4	±0.3	216	3.6	±0.1	-0.24 (S)
40 or older	71	2.8*	±0.2	611	3.6*	±0.1	-0.96 (L)
<b>Age</b>							
25 or under	--	--	--	8	3.8	±0.6	NA
26-29	16	3.2*	±0.4	20	3.8*	±0.2	-0.88 (L)
30-39	18	3.5	±0.4	188	3.6	±0.1	-0.01
40-49	7	1.9*	±0.7	257	3.6*	±0.1	-1.87 (L)
50-59	41	2.8*	±0.3	251	3.7*	±0.1	-0.98 (L)
60 or older	22	3.1*	±0.2	104	3.6*	±0.1	-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.

### 4.1.5 Age Harassment and Supervisor Support

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

*Table 4.5 IBC – 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	106	3.3*	±0.2	800	3.9*	±0.1	-0.66 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	10	3.6	±0.9	61	3.9	±0.2	-0.32 (S)
General Schedule (GS) 7-10	30	2.8*	±0.3	159	3.6*	±0.2	-0.71 (M)
General Schedule (GS) 11-12	31	2.9*	±0.4	245	3.9*	±0.1	-0.97 (L)
General Schedule (GS) 13-15	29	3.9	±0.4	322	4.1	±0.1	-0.23 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	13	3.7	±0.7	108	4.1	±0.2	-0.43 (S)
1 to 3 years	20	3.5	±0.4	183	3.9	±0.2	-0.31 (S)
4 to 5 years	16	2.8*	±0.7	85	3.9*	±0.2	-1.07 (L)
6 to 10 years	17	3.1*	±0.4	180	3.8*	±0.2	-0.69 (M)
11 to 14 years	13	3.6	±0.9	84	3.8	±0.2	-0.16
15 to 20 years	13	2.8*	±0.6	52	3.9*	±0.2	-1.23 (L)
More than 20 years	10	3.2*	±0.4	106	4.1*	±0.1	-1.29 (L)
Appointment Type							
Permanent	106	3.3*	±0.2	794	3.9*	±0.1	-0.66 (M)
Term	--	--	--	6	4.1	±0.1	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	106	3.3*	±0.2	790	3.9*	±0.1	-0.66 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	106	3.3*	±0.2	790	3.9*	±0.1	-0.66 (M)
Term	--	--	--	6	4.1	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Age - Collapsed</b>							
39 or under	35	3.9	±0.4	202	4.0	±0.1	-0.10
40 or older	71	2.9*	±0.2	598	3.9*	±0.1	-0.96 (L)
<b>Age</b>							
25 or under	--	--	--	8	3.9	±0.7	NA
26-29	16	3.3	±0.7	17	3.5	±0.6	-0.15
30-39	18	4.4	±0.3	177	4.0	±0.1	0.40 (S)
40-49	7	2.0*	±1.0	251	3.9*	±0.1	-1.81 (L)
50-59	41	3.0*	±0.3	246	3.9*	±0.1	-0.88 (L)
60 or older	22	3.1*	±0.3	100	3.9*	±0.2	-1.03 (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.



#### 4.1.6 Age Harassment and Organizational Inclusion

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

*Table 4.6 IBC – 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	107	3.2*	±0.2	830	3.8*	±0.1	-0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	10	3.7	±0.7	72	4.1	±0.2	-0.45 (S)
General Schedule (GS) 7-10	30	2.8*	±0.4	164	3.5*	±0.1	-0.80 (L)
General Schedule (GS) 11-12	31	2.9*	±0.3	249	3.6*	±0.1	-0.77 (M)
General Schedule (GS) 13-15	29	3.7	±0.3	332	4.0	±0.1	-0.29 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.5	±0.6	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	13	3.9	±0.6	119	4.1	±0.1	-0.25 (S)
1 to 3 years	20	3.0*	±0.4	191	3.8*	±0.1	-0.84 (L)
4 to 5 years	16	2.9*	±0.5	87	3.8*	±0.2	-1.02 (L)
6 to 10 years	17	3.5	±0.3	186	3.6	±0.1	-0.15
11 to 14 years	13	2.9*	±0.6	86	3.7*	±0.2	-0.78 (M)
15 to 20 years	13	3.2*	±0.7	52	3.9*	±0.2	-0.71 (M)
More than 20 years	11	2.7*	±0.6	108	3.8*	±0.2	-1.37 (L)
Appointment Type							
Permanent	107	3.2*	±0.2	825	3.8*	±0.1	-0.68 (M)
Term	--	--	--	6	4.0	±0.0	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	107	3.2*	±0.2	821	3.8*	±0.1	-0.67 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	107	3.2*	±0.2	821	3.8*	±0.1	-0.67 (M)
Term	--	--	--	6	4.0	±0.0	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Age - Collapsed</b>							
39 or under	35	3.5	±0.3	216	3.8	±0.1	-0.36 (S)
40 or older	73	3.0*	±0.2	614	3.8*	±0.1	-0.83 (L)
<b>Age</b>							
25 or under	--	--	--	8	3.8	±0.1	NA
26-29	16	3.1*	±0.5	20	4.0*	±0.2	-1.09 (L)
30-39	18	3.8	±0.4	188	3.8	±0.1	0.02
40-49	9	1.7*	±0.8	260	3.7*	±0.1	-2.16 (L)
50-59	41	3.3*	±0.3	251	3.8*	±0.1	-0.53 (M)
60 or older	22	3.1*	±0.4	104	3.9*	±0.1	-1.20 (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.

### 4.1.7 Age Harassment and Bystander Harassment

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

*Table 4.7 IBC – Age Harassment and Bystander Harassment*

	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>
Overall	56	52.7%*	±9.7	55	6.7%*	±1.9	1.10 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	5	7.2%	±9.0	NR
General Schedule (GS) 7-10	NR	NR	NR	18	10.8%	±5.8	NR
General Schedule (GS) 11-12	NR	NR	NR	22	9.2%	±4.4	NR
General Schedule (GS) 13-15	NR	NR	NR	10	2.9%	±2.5	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	NR	NR	NR	NR
1 to 3 years	NR	NR	NR	16	8.5%	±5.0	NR
4 to 5 years	NR	NR	NR	7	7.7%	±8.0	NR
6 to 10 years	NR	NR	NR	17	9.2%	±5.2	NR
11 to 14 years	NR	NR	NR	9	10.0%	±8.6	NR
15 to 20 years	NR	NR	NR	NR	NR	NR	NR
More than 20 years	NR	NR	NR	NR	NR	NR	NR
Appointment Type							
Permanent	56	52.7%*	±9.7	55	6.7%*	±1.9	1.10 (L)
Term	--	--	--	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	56	52.7%*	±9.7	55	6.8%*	±2.0	1.10 (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>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	56	52.7%*	±9.7	55	6.8%*	±2.0	1.10 (L)
Term	--	--	--	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Age - Collapsed</b>							
39 or under	NR	NR	NR	16	7.7%	±4.5	NR
40 or older	39	55.0%*	±11.9	38	6.3%*	±2.2	1.16 (L)
<b>Age</b>							
25 or under	--	--	--	NR	NR	NR	NR
26-29	NR	NR	NR	NR	NR	NR	NR
30-39	NR	NR	NR	13	7.1%	±4.8	NR
40-49	NR	NR	NR	25	10.1%	±4.4	NR
50-59	24	58.3%*	±16.0	11	4.4%*	±3.4	1.32 (L)
60 or older	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 age. \* Indicates a statistically significant difference between those who experienced harassment and those who did not.

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

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

*Table 4.8 IBC – Logistic Regression of Age Harassment and Predictors of Workplace Harassment*

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	2.008	0.496	16.422	--	7.450	--	--	--	--
Age	-0.825	0.269	9.416	0.002	0.438	0.259	0.742	-219.152	9.190
Organizational Trust	-0.441	0.143	9.561	0.002	0.643	0.487	0.851	-219.257	9.399
Bystander Harassment Based on Age	-2.328	0.267	75.783	0.000	0.098	0.058	0.165	-251.428	73.741
Leadership Intolerance	-0.826	0.322	6.565	0.010	0.438	0.233	0.824	-217.848	6.583

Note. N = 841, Nagelkerke R Square = 0.301

## 4.2 Racial/Ethnic Harassment

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

### 4.2.1 Racial/Ethnic Harassment and General Intolerance for Harassment

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

*Table 4.9 IBC – 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	70	2.8*	±0.2	830	3.7*	±0.1	-1.09 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	73	4.1	±0.1	NR
General Schedule (GS) 7-10	14	2.8*	±0.3	165	3.5*	±0.1	-0.87 (L)
General Schedule (GS) 11-12	27	2.8*	±0.3	252	3.5*	±0.1	-0.92 (L)
General Schedule (GS) 13-15	24	2.7*	±0.4	325	3.9*	±0.1	-1.51 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.7	NA
Other	NR	NR	NR	--	--	--	NA

	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	NR	NR	NR	123	4.0	±0.1	NR
1 to 3 years	18	3.3*	±0.4	191	3.8*	±0.1	-0.66 (M)
4 to 5 years	11	3.0*	±0.3	83	3.5*	±0.2	-0.73 (M)
6 to 10 years	19	2.6*	±0.3	174	3.5*	±0.1	-1.05 (L)
11 to 14 years	5	1.5*	±0.6	92	3.4*	±0.1	-2.68 (L)
15 to 20 years	6	2.8*	±0.6	59	3.5*	±0.2	-0.90 (L)
More than 20 years	9	2.6*	±0.4	106	3.9*	±0.1	-1.72 (L)
<b>Appointment Type</b>							
Permanent	70	2.8*	±0.2	825	3.7*	±0.1	-1.09 (L)
Term	--	--	--	6	3.5	±0.1	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	70	2.8*	±0.2	820	3.7*	±0.1	-1.09 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	70	2.8*	±0.2	820	3.7*	±0.1	-1.09 (L)
Term	--	--	--	6	3.5	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	29	2.6*	±0.3	601	3.7*	±0.1	-1.40 (L)
Minority	40	3.0*	±0.2	215	3.7*	±0.1	-0.90 (L)
<b>Race/Ethnicity</b>							
Hispanic	24	2.9*	±0.2	114	3.6*	±0.1	-1.03 (L)
American Indian or Alaskan Native	--	--	--	NR	NR	NR	NR
Asian	NR	NR	NR	14	3.6	±0.1	NR
Black/African-American	6	3.6	±0.7	48	3.8	±0.2	-0.23 (S)
Native Hawaiian or Other Pacific Islander	--	--	--	11	3.6	±0.4	NA
Non-Hispanic White	29	2.6*	±0.3	601	3.7*	±0.1	-1.40 (L)
Multi-racial	NR	NR	NR	23	3.6	±0.4	NR

<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.

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

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

*Table 4.10 IBC – 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>	<i>Hedges' g</i>
Overall	76	0.46*	±0.10	851	0.61*	±0.03	-0.35 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	78	0.68	±0.10	NR
General Schedule (GS) 7-10	14	0.20*	±0.20	174	0.57*	±0.07	-0.83 (L)
General Schedule (GS) 11-12	27	0.54	±0.14	253	0.50	±0.06	0.10
General Schedule (GS) 13-15	25	0.41*	±0.16	331	0.70*	±0.04	-0.71 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	0.91	±0.13	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	128	0.63	±0.08	NR
1 to 3 years	18	0.34*	±0.21	193	0.63*	±0.06	-0.68 (M)
4 to 5 years	11	0.38	±0.27	92	0.52	±0.09	-0.31 (S)
6 to 10 years	19	0.76	±0.07	176	0.65	±0.06	0.28 (S)
11 to 14 years	NR	NR	NR	92	0.60	±0.09	NR
15 to 20 years	NR	NR	NR	59	0.45	±0.12	NR
More than 20 years	9	0.32*	±0.25	110	0.67*	±0.08	-0.85 (L)
Appointment Type							
Permanent	76	0.46*	±0.10	846	0.61*	±0.03	-0.35 (S)
Term	--	--	--	6	0.71	±0.41	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	76	0.46*	±0.10	842	0.61*	±0.03	-0.35 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	76	0.46*	±0.10	842	0.61*	±0.03	-0.35 (S)
Term	--	--	--	6	0.71	±0.41	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	32	0.40*	±0.14	606	0.62*	±0.04	-0.49 (S)
Minority	42	0.53	±0.13	231	0.60	±0.05	-0.17
<b>Race/Ethnicity</b>							
Hispanic	24	0.49	±0.16	126	0.63	±0.07	-0.34 (S)
American Indian or Alaskan Native	--	--	--	NR	NR	NR	NR
Asian	NR	NR	NR	17	0.71	±0.20	NR
Black/African-American	7	0.64	±0.37	50	0.43	±0.12	0.49 (S)
Native Hawaiian or Other Pacific Islander	--	--	--	11	0.70	±0.28	NA
Non-Hispanic White	32	0.40*	±0.14	606	0.62*	±0.04	-0.49 (S)
Multi-racial	NR	NR	NR	23	0.68	±0.17	NR

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

*Table 4.11 IBC – 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	76	3.2*	±0.2	852	2.7*	±0.1	0.63 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	78	2.6	±0.2	NR
General Schedule (GS) 7-10	14	3.4*	±0.5	172	2.9*	±0.1	0.64 (M)
General Schedule (GS) 11-12	27	3.2	±0.3	253	2.9	±0.1	0.30 (S)
General Schedule (GS) 13-15	25	3.2*	±0.3	333	2.5*	±0.1	0.93 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	1.7	±0.8	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	124	2.5	±0.1	NR
1 to 3 years	18	2.8	±0.4	193	2.7	±0.1	0.17
4 to 5 years	11	3.3	±0.5	92	2.8	±0.2	0.61 (M)
6 to 10 years	19	3.2	±0.4	180	2.8	±0.1	0.47 (S)
11 to 14 years	5	4.2*	±0.4	92	2.8*	±0.2	1.40 (L)
15 to 20 years	6	3.9*	±0.6	59	2.9*	±0.2	1.24 (L)
More than 20 years	9	3.3*	±0.6	110	2.5*	±0.2	0.90 (L)
Appointment Type							
Permanent	76	3.2*	±0.2	846	2.7*	±0.1	0.62 (M)
Term	--	--	--	6	2.5	±0.2	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	76	3.2*	±0.2	842	2.7*	±0.1	0.63 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	76	3.2*	±0.2	842	2.7*	±0.1	0.63 (M)
Term	--	--	--	6	2.5	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	32	3.6*	±0.3	606	2.7*	±0.1	0.93 (L)
Minority	42	3.0*	±0.3	231	2.6*	±0.1	0.50 (M)
<b>Race/Ethnicity</b>							
Hispanic	24	2.9*	±0.3	128	2.6*	±0.1	0.49 (S)
American Indian or Alaskan Native	--	--	--	NR	NR	NR	NR
Asian	NR	NR	NR	17	2.5	±0.3	NR
Black/African-American	7	2.6	±0.7	48	2.8	±0.2	-0.18
Native Hawaiian or Other Pacific Islander	--	--	--	11	2.7	±0.3	NA
Non-Hispanic White	32	3.6*	±0.3	606	2.7*	±0.1	0.93 (L)
Multi-racial	NR	NR	NR	23	2.6	±0.4	NR

<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.

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

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

*Table 4.12 IBC – 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	76	2.7*	±0.3	850	3.6*	±0.1	-0.99 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	78	3.7	±0.2	NR
General Schedule (GS) 7-10	14	2.7*	±0.5	172	3.4*	±0.1	-0.79 (M)
General Schedule (GS) 11-12	27	2.3*	±0.4	253	3.4*	±0.1	-1.18 (L)
General Schedule (GS) 13-15	25	2.9*	±0.4	332	3.9*	±0.1	-1.12 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.6	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	126	3.9	±0.1	NR
1 to 3 years	18	3.3	±0.4	191	3.6	±0.1	-0.37 (S)
4 to 5 years	11	2.6*	±0.4	90	3.6*	±0.2	-1.19 (L)
6 to 10 years	19	2.1*	±0.5	180	3.4*	±0.1	-1.57 (L)
11 to 14 years	5	1.5*	±0.5	92	3.5*	±0.2	-2.19 (L)
15 to 20 years	6	2.5*	±0.8	59	3.4*	±0.2	-1.03 (L)
More than 20 years	9	2.8*	±0.6	110	3.8*	±0.1	-1.19 (L)
Appointment Type							
Permanent	76	2.7*	±0.3	845	3.6*	±0.1	-0.98 (L)
Term	--	--	--	6	3.6	±0.3	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	76	2.7*	±0.3	840	3.6*	±0.1	-0.98 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	76	2.7*	±0.3	840	3.6*	±0.1	-0.98 (L)
Term	--	--	--	6	3.6	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	32	2.6*	±0.4	603	3.6*	±0.1	-1.19 (L)
Minority	42	2.8*	±0.4	233	3.6*	±0.1	-0.77 (M)
<b>Race/Ethnicity</b>							
Hispanic	24	2.8*	±0.6	128	3.6*	±0.1	-0.83 (L)
American Indian or Alaskan Native	--	--	--	NR	NR	NR	NR
Asian	NR	NR	NR	17	3.4	±0.6	NR
Black/African-American	7	3.1	±0.4	50	3.6	±0.2	-0.58 (M)
Native Hawaiian or Other Pacific Islander	--	--	--	11	3.4	±0.2	NA
Non-Hispanic White	32	2.6*	±0.4	603	3.6*	±0.1	-1.19 (L)
Multi-racial	NR	NR	NR	23	3.4	±0.5	NR

<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.

#### 4.2.5 Racial/Ethnic Harassment and Supervisor Support

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

Table 4.13 IBC – 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	72	3.3*	±0.2	828	3.9*	±0.1	-0.64 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	69	3.9	±0.2	NR
General Schedule (GS) 7-10	14	2.9*	±0.6	169	3.5*	±0.2	-0.57 (M)
General Schedule (GS) 11-12	27	3.3*	±0.3	249	3.8*	±0.1	-0.50 (M)
General Schedule (GS) 13-15	25	3.3*	±0.4	325	4.2*	±0.1	-0.99 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	119	4.1	±0.2	NR
1 to 3 years	18	3.6	±0.5	185	3.8	±0.2	-0.20 (S)
4 to 5 years	11	2.9*	±0.3	90	3.9*	±0.2	-0.89 (L)
6 to 10 years	19	3.5	±0.3	174	3.8	±0.2	-0.25 (S)
11 to 14 years	5	2.0*	±1.3	90	3.9*	±0.2	-1.97 (L)
15 to 20 years	6	2.9*	±1.2	59	3.8*	±0.2	-0.86 (L)
More than 20 years	7	3.1*	±0.3	108	4.1*	±0.1	-1.44 (L)
Appointment Type							
Permanent	72	3.3*	±0.2	822	3.9*	±0.1	-0.64 (M)
Term	--	--	--	6	4.1	±0.1	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	72	3.3*	±0.2	818	3.9*	±0.1	-0.64 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	72	3.3*	±0.2	818	3.9*	±0.1	-0.64 (M)
Term	--	--	--	6	4.1	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	32	2.7*	±0.3	595	3.9*	±0.1	-1.20 (L)
Minority	37	3.7	±0.2	218	3.9	±0.1	-0.18
<b>Race/Ethnicity</b>							
Hispanic	22	3.8	±0.1	120	3.8	±0.2	-0.01
American Indian or Alaskan Native	--	--	--	NR	NR	NR	NR
Asian	NR	NR	NR	14	3.7	±0.5	NR
Black/African-American	7	4.2	±0.4	48	3.8	±0.3	0.34 (S)
Native Hawaiian or Other Pacific Islander	--	--	--	11	4.1	±0.4	NA
Non-Hispanic White	32	2.7*	±0.3	595	3.9*	±0.1	-1.20 (L)
Multi-racial	NR	NR	NR	22	4.4	±0.3	NR

<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.

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

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

*Table 4.14 IBC – 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	76	3.1*	±0.2	855	3.8*	±0.1	-0.78 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	78	4.0	±0.2	NR
General Schedule (GS) 7-10	14	3.0*	±0.6	174	3.5*	±0.1	-0.55 (M)
General Schedule (GS) 11-12	27	2.8*	±0.3	253	3.6*	±0.1	-0.82 (L)
General Schedule (GS) 13-15	25	3.2*	±0.4	335	4.0*	±0.1	-0.94 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.5	±0.6	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	128	4.0	±0.1	NR
1 to 3 years	18	3.6	±0.4	193	3.7	±0.1	-0.19
4 to 5 years	11	3.3	±0.4	92	3.7	±0.2	-0.44 (S)
6 to 10 years	19	2.7*	±0.3	180	3.7*	±0.1	-1.12 (L)
11 to 14 years	5	1.8*	±1.1	92	3.8*	±0.2	-2.04 (L)
15 to 20 years	6	2.7*	±1.0	59	3.9*	±0.2	-1.20 (L)
More than 20 years	9	2.7*	±0.6	110	3.8*	±0.2	-1.23 (L)
Appointment Type							
Permanent	76	3.1*	±0.2	850	3.8*	±0.1	-0.78 (M)
Term	--	--	--	6	4.0	±0.0	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	76	3.1*	±0.2	846	3.8*	±0.1	-0.78 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	76	3.1*	±0.2	846	3.8*	±0.1	-0.78 (M)
Term	--	--	--	6	4.0	±0.0	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	32	2.9*	±0.3	608	3.8*	±0.1	-0.98 (L)
Minority	42	3.2*	±0.3	233	3.7*	±0.1	-0.62 (M)
<b>Race/Ethnicity</b>							
Hispanic	24	3.1*	±0.3	128	3.8*	±0.1	-0.78 (M)
American Indian or Alaskan Native	--	--	--	NR	NR	NR	NR
Asian	NR	NR	NR	17	3.3	±0.7	NR
Black/African-American	7	3.8	±0.4	50	3.8	±0.3	0.05
Native Hawaiian or Other Pacific Islander	--	--	--	11	3.9	±0.1	NA
Non-Hispanic White	32	2.9*	±0.3	608	3.8*	±0.1	-0.98 (L)
Multi-racial	NR	NR	NR	23	3.7	±0.5	NR

<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.

### 4.2.7 Racial/Ethnic Harassment and Bystander Harassment

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

*Table 4.15 IBC – Racial/Ethnic Harassment and Bystander Harassment*

	Experienced race/ethnicity harassment			Did not experience race/ethnicity 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	33	43.9%*	±11.7	38	4.5%*	±1.6	1.02 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	10	5.9%	±4.7	NR
General Schedule (GS) 11-12	NR	NR	NR	22	9.0%	±4.3	NR
General Schedule (GS) 13-15	NR	NR	NR	NR	NR	NR	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	0	0.0%	NA	NR
1 to 3 years	NR	NR	NR	7	3.7%	±3.9	NR
4 to 5 years	NR	NR	NR	10	10.8%	±8.4	NR
6 to 10 years	NR	NR	NR	6	3.3%	±4.0	NR
11 to 14 years	NR	NR	NR	9	9.6%	±8.2	NR
15 to 20 years	NR	NR	NR	NR	NR	NR	NR
More than 20 years	NR	NR	NR	NR	NR	NR	NR
Appointment Type							
Permanent	33	43.9%*	±11.7	38	4.5%*	±1.6	1.02 (L)
Term	--	--	--	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA

	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>
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	33	43.9%*	±11.7	38	4.5%*	±1.6	1.02 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	33	43.9%*	±11.7	38	4.5%*	±1.6	1.02 (L)
Term	--	--	--	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	NR	NR	NR	27	4.5%	±2.0	NR
Minority	18	43.6%*	±15.8	11	4.7%*	±3.7	1.01 (L)
<b>Race/Ethnicity</b>							
Hispanic	NR	NR	NR	NR	NR	NR	NR
American Indian or Alaskan Native	--	--	--	NR	NR	NR	NR
Asian	NR	NR	NR	NR	NR	NR	NR
Black/African-American	NR	NR	NR	NR	NR	NR	NR
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	NR	NR	NR	27	4.5%	±2.0	NR
Multi-racial	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 race or ethnicity. \* Indicates a statistically significant difference between those who experienced harassment and those who did not.

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

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

*Table 4.16 IBC – 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	3.533	0.866	16.655	--	34.227	--	--	--	--
Age	-1.102	0.331	11.087	0.001	0.332	0.174	0.636	-153.502	10.953
Race/Ethnicity	-1.422	0.328	18.744	0.000	0.241	0.127	0.459	-157.795	19.539
Organizational Trust	-0.583	0.210	7.717	0.005	0.558	0.370	0.842	-151.956	7.861
Bystander Harassment Based on Race/Ethnicity	-2.436	0.387	39.635	0.000	0.088	0.041	0.187	-167.581	39.110
General Intolerance	-0.694	0.275	6.354	0.012	0.500	0.291	0.857	-151.200	6.348
Gender Context	0.896	0.336	7.096	0.008	2.450	1.267	4.738	-151.692	7.332

Note. N = 836, Nagelkerke R Square = 0.375

### 4.3 Religious Harassment

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

#### 4.3.1 Religious Harassment and General Intolerance for Harassment

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

*Table 4.17 IBC – 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	40	2.7*	±0.3	866	3.7*	±0.1	-1.21 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	74	4.1	±0.1	NR
General Schedule (GS) 7-10	9	2.2*	±0.4	177	3.5*	±0.1	-1.53 (L)
General Schedule (GS) 11-12	16	2.5*	±0.4	262	3.5*	±0.1	-1.28 (L)
General Schedule (GS) 13-15	12	3.0*	±0.4	336	3.8*	±0.1	-1.07 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.7	NA
Other	--	--	--	NR	NR	NR	NR

	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>Years of Service at Bureau or Office</b>							
Less than 1 year	NR	NR	NR	123	4.0	±0.1	NR
1 to 3 years	NR	NR	NR	207	3.8	±0.1	NR
4 to 5 years	7	3.1	±0.6	87	3.5	±0.2	-0.50 (M)
6 to 10 years	16	2.6*	±0.2	181	3.4*	±0.1	-0.93 (L)
11 to 14 years	5	1.9*	±0.9	94	3.4*	±0.2	-1.83 (L)
15 to 20 years	NR	NR	NR	63	3.5	±0.2	NR
More than 20 years	6	2.9*	±0.7	110	3.8*	±0.1	-1.20 (L)
<b>Appointment Type</b>							
Permanent	40	2.7*	±0.3	861	3.7*	±0.1	-1.21 (L)
Term	--	--	--	6	3.5	±0.1	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	40	2.7*	±0.3	857	3.7*	±0.1	-1.21 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	40	2.7*	±0.3	857	3.7*	±0.1	-1.21 (L)
Term	--	--	--	6	3.5	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA

<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.

### 4.3.2 Religious Harassment and Leadership Intolerance for Harassment

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

*Table 4.18 IBC – 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>	<i>Hedges' g</i>
Overall	40	0.40*	±0.13	893	0.60*	±0.03	-0.47 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	0.69	±0.10	NR
General Schedule (GS) 7-10	NR	NR	NR	185	0.54	±0.07	NR
General Schedule (GS) 11-12	16	0.59	±0.17	264	0.50	±0.05	0.22 (S)
General Schedule (GS) 13-15	12	0.31*	±0.26	344	0.69*	±0.04	-0.93 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	0.91	±0.13	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	129	0.63	±0.08	NR
1 to 3 years	NR	NR	NR	209	0.61	±0.06	NR
4 to 5 years	7	0.57	±0.34	96	0.50	±0.09	0.16
6 to 10 years	16	0.52	±0.16	183	0.65	±0.06	-0.32 (S)
11 to 14 years	NR	NR	NR	94	0.57	±0.09	NR
15 to 20 years	NR	NR	NR	63	0.45	±0.12	NR
More than 20 years	NR	NR	NR	114	0.66	±0.08	NR
Appointment Type							
Permanent	40	0.40*	±0.13	888	0.60*	±0.03	-0.47 (S)
Term	--	--	--	6	0.71	±0.41	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	40	0.40*	±0.13	884	0.60*	±0.03	-0.47 (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>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	40	0.40*	±0.13	884	0.60*	±0.03	-0.47 (S)
Term	--	--	--	6	0.71	±0.41	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA

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

*Table 4.19 IBC – 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	40	3.3*	±0.2	894	2.7*	±0.1	0.61 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	2.6	±0.2	NR
General Schedule (GS) 7-10	9	3.4	±0.8	184	3.0	±0.1	0.49 (S)
General Schedule (GS) 11-12	16	3.5*	±0.3	264	2.9*	±0.1	0.76 (M)
General Schedule (GS) 13-15	12	3.1*	±0.4	346	2.5*	±0.1	0.66 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	1.7	±0.8	NA
Other	--	--	--	NR	NR	NR	NR



	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>Years of Service at Bureau or Office</b>							
Less than 1 year	NR	NR	NR	126	2.5	±0.1	NR
1 to 3 years	NR	NR	NR	209	2.7	±0.1	NR
4 to 5 years	7	3.1	±0.7	96	2.8	±0.2	0.37 (S)
6 to 10 years	16	3.3	±0.2	187	2.8	±0.1	0.50 (M)
11 to 14 years	5	3.3	±1.1	94	2.9	±0.2	0.35 (S)
15 to 20 years	NR	NR	NR	63	2.9	±0.2	NR
More than 20 years	6	3.1	±0.4	114	2.6	±0.2	0.59 (M)
<b>Appointment Type</b>							
Permanent	40	3.3*	±0.2	888	2.7*	±0.1	0.61 (M)
Term	--	--	--	6	2.5	±0.2	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	40	3.3*	±0.2	884	2.7*	±0.1	0.61 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	40	3.3*	±0.2	884	2.7*	±0.1	0.61 (M)
Term	--	--	--	6	2.5	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA

<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.

#### 4.3.4 Religious Harassment and Organizational Trust

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

Table 4.20 IBC – 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	40	2.4*	±0.4	892	3.6*	±0.1	-1.40 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	3.7	±0.2	NR
General Schedule (GS) 7-10	9	2.3*	±0.7	184	3.3*	±0.1	-1.23 (L)
General Schedule (GS) 11-12	16	1.5*	±0.3	264	3.4*	±0.1	-2.27 (L)
General Schedule (GS) 13-15	12	3.0*	±0.5	345	3.8*	±0.1	-0.98 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.6	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	128	3.9	±0.1	NR
1 to 3 years	NR	NR	NR	207	3.6	±0.1	NR
4 to 5 years	7	2.9	±0.8	94	3.6	±0.2	-0.68 (M)
6 to 10 years	16	1.9*	±0.5	187	3.4*	±0.1	-1.79 (L)
11 to 14 years	5	2.3*	±1.0	94	3.4*	±0.2	-1.19 (L)
15 to 20 years	NR	NR	NR	63	3.4	±0.2	NR
More than 20 years	6	2.5*	±0.6	114	3.8*	±0.1	-1.60 (L)
Appointment Type							
Permanent	40	2.4*	±0.4	886	3.6*	±0.1	-1.40 (L)
Term	--	--	--	6	3.6	±0.3	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	40	2.4*	±0.4	882	3.6*	±0.1	-1.40 (L)

	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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	40	2.4*	±0.4	882	3.6*	±0.1	-1.40 (L)
Term	--	--	--	6	3.6	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA

<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.

### 4.3.5 Religious Harassment and Supervisor Support

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

*Table 4.21 IBC – 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	38	3.1*	±0.4	868	3.9*	±0.1	-0.74 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	71	3.9	±0.2	NA
General Schedule (GS) 7-10	9	2.9	±1.1	180	3.5	±0.2	-0.52 (M)
General Schedule (GS) 11-12	16	2.9*	±0.6	260	3.8*	±0.1	-0.86 (L)
General Schedule (GS) 13-15	12	3.5*	±0.5	338	4.1*	±0.1	-0.62 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.6	NA
Other	--	--	--	--	--	--	NA

	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>Years of Service at Bureau or Office</b>							
Less than 1 year	--	--	--	121	4.1	±0.2	NA
1 to 3 years	NR	NR	NR	201	3.8	±0.2	NR
4 to 5 years	7	3.6	±0.7	94	3.8	±0.2	-0.09
6 to 10 years	16	3.5	±0.6	181	3.7	±0.2	-0.28 (S)
11 to 14 years	5	2.4*	±0.9	92	3.9*	±0.2	-1.42 (L)
15 to 20 years	NR	NR	NR	63	3.8	±0.2	NR
More than 20 years	6	3.3*	±0.4	110	4.1*	±0.1	-0.99 (L)
<b>Appointment Type</b>							
Permanent	38	3.1*	±0.4	862	3.9*	±0.1	-0.73 (M)
Term	--	--	--	6	4.1	±0.1	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	38	3.1*	±0.4	858	3.9*	±0.1	-0.73 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	38	3.1*	±0.4	858	3.9*	±0.1	-0.73 (M)
Term	--	--	--	6	4.1	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA

<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.

### 4.3.6 Religious Harassment and Organizational Inclusion

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

Table 4.22 IBC – 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	40	2.8*	±0.3	897	3.8*	±0.1	-1.05 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	4.0	±0.2	NR
General Schedule (GS) 7-10	9	2.4*	±0.9	185	3.5*	±0.1	-1.20 (L)
General Schedule (GS) 11-12	16	2.4*	±0.3	264	3.6*	±0.1	-1.26 (L)
General Schedule (GS) 13-15	12	3.2*	±0.4	348	4.0*	±0.1	-0.85 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.5	±0.6	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	129	4.1	±0.1	NR
1 to 3 years	NR	NR	NR	209	3.7	±0.1	NR
4 to 5 years	7	3.4	±0.5	96	3.7	±0.2	-0.31 (S)
6 to 10 years	16	2.8*	±0.3	187	3.7*	±0.1	-0.96 (L)
11 to 14 years	5	2.1*	±1.1	94	3.7*	±0.2	-1.56 (L)
15 to 20 years	NR	NR	NR	63	3.8	±0.2	NR
More than 20 years	6	2.9*	±0.2	114	3.7*	±0.2	-0.95 (L)
Appointment Type							
Permanent	40	2.8*	±0.3	892	3.8*	±0.1	-1.04 (L)
Term	--	--	--	6	4.0	±0.0	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	40	2.8*	±0.3	888	3.8*	±0.1	-1.04 (L)

	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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	40	2.8*	±0.3	888	3.8*	±0.1	-1.04 (L)
Term	--	--	--	6	4.0	±0.0	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA

<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.

#### 4.3.7 Religious Harassment and Bystander Harassment

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

*Table 4.23 IBC – 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	NR	NR	NR	11	1.2%	±1.0	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 7-10	NR	NR	NR	5	2.7%	±3.7	NR
General Schedule (GS) 11-12	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 13-15	NR	NR	NR	NR	NR	NR	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR

	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>Years of Service at Bureau or Office</b>							
Less than 1 year	NR	NR	NR	0	0.0%	NA	NR
1 to 3 years	NR	NR	NR	NR	NR	NR	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	0	0.0%	NA	NR
11 to 14 years	NR	NR	NR	0	0.0%	NA	NR
15 to 20 years	NR	NR	NR	0	0.0%	NA	NR
More than 20 years	NR	NR	NR	NR	NR	NR	NR
<b>Appointment Type</b>							
Permanent	NR	NR	NR	11	1.2%	±1.0	NR
Term	--	--	--	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	11	1.2%	±1.0	NR
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	11	1.2%	±1.0	NR
Term	--	--	--	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA

<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 4.24 presents the results of the regression analyses. Each predictor variable is shown in the first column.

*Table 4.24 IBC – Logistic Regression of Religious Harassment and Predictors of Workplace Harassment*

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	5.251	1.070	24.104	--	190.760	--	--	--	--
Age	-2.102	0.641	10.736	0.001	0.122	0.035	0.430	-71.997	11.550
Years of Service at Bureau or Office	0.439	0.160	7.539	0.006	1.551	1.134	2.123	-70.222	7.999
Organizational Trust	-1.852	0.291	40.406	0.000	0.157	0.089	0.278	-94.774	57.103
Bystander Harassment Based on Religious Beliefs	-5.247	0.719	53.313	0.000	0.005	0.001	0.022	-102.540	72.635
Leadership Intolerance	1.785	0.677	6.946	0.008	5.960	1.580	22.481	-70.130	7.816

Note. N = 836, Nagelkerke R Square = 0.587



## 4.4 Disability Harassment

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

### 4.4.1 Disability Harassment and General Intolerance for Harassment

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

*Table 4.25 IBC – 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	52	2.8*	±0.3	845	3.7*	±0.1	-1.08 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	4.2	±0.3	71	4.0	±0.2	0.27 (S)
General Schedule (GS) 7-10	20	2.9*	±0.4	164	3.5*	±0.1	-0.67 (M)
General Schedule (GS) 11-12	12	2.4*	±0.4	262	3.5*	±0.1	-1.37 (L)
General Schedule (GS) 13-15	14	2.3*	±0.6	331	3.9*	±0.1	-2.01 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.7	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	121	4.0	±0.1	NR
1 to 3 years	16	3.3*	±0.4	191	3.8*	±0.1	-0.68 (M)
4 to 5 years	10	2.5*	±0.5	85	3.6*	±0.2	-1.54 (L)
6 to 10 years	8	2.7*	±0.8	185	3.4*	±0.1	-0.82 (L)
11 to 14 years	9	1.9*	±0.5	88	3.5*	±0.1	-2.15 (L)
15 to 20 years	NR	NR	NR	60	3.5	±0.2	NR
More than 20 years	NR	NR	NR	112	3.8	±0.1	NR

	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	52	2.8*	±0.3	839	3.7*	±0.1	-1.08 (L)
Term	--	--	--	6	3.5	±0.1	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	52	2.8*	±0.3	835	3.7*	±0.1	-1.08 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	52	2.8*	±0.3	835	3.7*	±0.1	-1.08 (L)
Term	--	--	--	6	3.5	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Disability</b>							
Yes	34	2.7*	±0.3	64	3.8*	±0.2	-1.36 (L)
No	18	3.0*	±0.6	777	3.7*	±0.1	-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.

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

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

*Table 4.26 IBC – 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>	<i>Hedges' g</i>
Overall	52	0.31*	±0.11	872	0.61*	±0.03	-0.69 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	1.00	±0.00	76	0.64	±0.11	0.78 (M)
General Schedule (GS) 7-10	20	0.19*	±0.15	172	0.57*	±0.07	-0.86 (L)
General Schedule (GS) 11-12	12	0.34	±0.23	263	0.51	±0.05	-0.38 (S)
General Schedule (GS) 13-15	14	0.16*	±0.14	339	0.70*	±0.04	-1.34 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	0.91	±0.13	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	128	0.61	±0.08	NR
1 to 3 years	16	0.32*	±0.22	193	0.64*	±0.06	-0.74 (M)
4 to 5 years	NR	NR	NR	93	0.54	±0.09	NR
6 to 10 years	8	0.74	±0.10	188	0.63	±0.06	0.25 (S)
11 to 14 years	9	0.00*	±0.00	88	0.63*	±0.09	-1.59 (L)
15 to 20 years	NR	NR	NR	60	0.46	±0.12	NR
More than 20 years	NR	NR	NR	116	0.66	±0.08	NR
Appointment Type							
Permanent	52	0.31*	±0.11	866	0.61*	±0.03	-0.69 (M)
Term	--	--	--	6	0.71	±0.41	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	52	0.31*	±0.11	862	0.61*	±0.03	-0.69 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	52	0.31*	±0.11	862	0.61*	±0.03	-0.69 (M)
Term	--	--	--	6	0.71	±0.41	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Disability</b>							
Yes	34	0.26*	±0.13	66	0.61*	±0.10	-0.83 (L)
No	18	0.42	±0.20	802	0.62	±0.03	-0.45 (S)

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

*Table 4.27 IBC – 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	52	3.5*	±0.3	872	2.7*	±0.1	0.93 (L)
<b>Pay Plan and Grade</b>							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	2.2	±0.5	76	2.6	±0.2	-0.62 (M)
General Schedule (GS) 7-10	20	3.3	±0.4	171	3.0	±0.1	0.46 (S)
General Schedule (GS) 11-12	12	4.2*	±0.4	263	2.9*	±0.1	1.55 (L)
General Schedule (GS) 13-15	14	3.8*	±0.6	342	2.5*	±0.1	1.60 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	1.7	±0.8	NA
Other	--	--	--	NR	NR	NR	NR

	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>Years of Service at Bureau or Office</b>							
Less than 1 year	NR	NR	NR	125	2.5	±0.1	NR
1 to 3 years	16	3.5*	±0.5	193	2.6*	±0.1	1.10 (L)
4 to 5 years	10	3.3	±0.6	93	2.8	±0.2	0.58 (M)
6 to 10 years	8	3.9*	±0.5	192	2.8*	±0.1	1.26 (L)
11 to 14 years	9	4.1*	±0.5	88	2.8*	±0.2	1.32 (L)
15 to 20 years	NR	NR	NR	60	2.9	±0.2	NR
More than 20 years	NR	NR	NR	116	2.6	±0.2	NR
<b>Appointment Type</b>							
Permanent	52	3.5*	±0.3	867	2.7*	±0.1	0.93 (L)
Term	--	--	--	6	2.5	±0.2	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	52	3.5*	±0.3	863	2.7*	±0.1	0.93 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	52	3.5*	±0.3	863	2.7*	±0.1	0.93 (L)
Term	--	--	--	6	2.5	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Disability</b>							
Yes	34	3.7*	±0.3	68	2.8*	±0.2	1.15 (L)
No	18	3.2*	±0.6	801	2.7*	±0.1	0.53 (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.

#### 4.4.4 Disability Harassment and Organizational Trust

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

Table 4.28 IBC – 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	52	2.5*	±0.3	872	3.6*	±0.1	-1.18 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	3.3	±0.4	76	3.8	±0.2	-0.61 (M)
General Schedule (GS) 7-10	20	2.6*	±0.4	170	3.4*	±0.1	-0.95 (L)
General Schedule (GS) 11-12	12	2.4*	±0.4	263	3.3*	±0.1	-1.03 (L)
General Schedule (GS) 13-15	14	2.3*	±0.7	342	3.8*	±0.1	-1.89 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.6	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	126	3.9	±0.1	NR
1 to 3 years	16	2.7*	±0.3	193	3.7*	±0.1	-1.26 (L)
4 to 5 years	10	2.6*	±0.5	91	3.6*	±0.2	-1.11 (L)
6 to 10 years	8	2.7	±0.7	192	3.3	±0.1	-0.65 (M)
11 to 14 years	9	1.5*	±0.2	88	3.6*	±0.2	-2.56 (L)
15 to 20 years	NR	NR	NR	60	3.4	±0.2	NR
More than 20 years	NR	NR	NR	116	3.7	±0.1	NR
Appointment Type							
Permanent	52	2.5*	±0.3	866	3.6*	±0.1	-1.18 (L)
Term	--	--	--	6	3.6	±0.3	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	52	2.5*	±0.3	862	3.6*	±0.1	-1.18 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	52	2.5*	±0.3	862	3.6*	±0.1	-1.18 (L)
Term	--	--	--	6	3.6	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Disability</b>							
Yes	34	2.4*	±0.3	68	3.6*	±0.2	-1.52 (L)
No	18	2.8*	±0.5	800	3.6*	±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.

#### 4.4.5 Disability Harassment and Supervisor Support

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

Table 4.29 IBC – 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	50	3.1*	±0.3	845	3.9*	±0.1	-0.75 (M)
<b>Pay Plan and Grade</b>							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	4.1	±0.4	64	3.9	±0.2	0.29 (S)
General Schedule (GS) 7-10	20	3.0	±0.4	167	3.5	±0.2	-0.44 (S)
General Schedule (GS) 11-12	10	2.9*	±0.6	262	3.8*	±0.1	-0.86 (L)
General Schedule (GS) 13-15	14	3.0*	±0.6	333	4.1*	±0.1	-1.26 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.6	NA
Other	--	--	--	--	--	--	NA

	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>Years of Service at Bureau or Office</b>							
Less than 1 year	NR	NR	NR	117	4.1	±0.2	NR
1 to 3 years	16	3.2*	±0.5	185	3.9*	±0.2	-0.64 (M)
4 to 5 years	10	3.1*	±0.7	91	3.8*	±0.2	-0.66 (M)
6 to 10 years	6	3.8	±0.3	187	3.7	±0.2	0.07
11 to 14 years	9	2.8*	±0.7	86	3.9*	±0.2	-1.13 (L)
15 to 20 years	NR	NR	NR	60	3.8	±0.2	NR
More than 20 years	NR	NR	NR	112	4.1	±0.1	NR
<b>Appointment Type</b>							
Permanent	50	3.1*	±0.3	840	3.9*	±0.1	-0.74 (M)
Term	--	--	--	6	4.1	±0.1	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	50	3.1*	±0.3	836	3.9*	±0.1	-0.75 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	50	3.1*	±0.3	836	3.9*	±0.1	-0.75 (M)
Term	--	--	--	6	4.1	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Disability</b>							
Yes	34	3.1*	±0.3	66	3.9*	±0.2	-0.82 (L)
No	16	3.2*	±0.7	775	3.9*	±0.1	-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.



#### 4.4.6 Disability Harassment and Organizational Inclusion

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

*Table 4.30 IBC – Disability Harassment and Organizational Inclusion 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	52	2.8*	±0.3	876	3.8*	±0.1	-1.08 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	4.1	±0.1	76	4.0	±0.2	0.11
General Schedule (GS) 7-10	20	2.5*	±0.5	172	3.5*	±0.1	-1.13 (L)
General Schedule (GS) 11-12	12	2.8*	±0.4	263	3.6*	±0.1	-0.72 (M)
General Schedule (GS) 13-15	14	2.5*	±0.6	343	4.0*	±0.1	-1.81 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.5	±0.6	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	128	4.1	±0.1	NR
1 to 3 years	16	2.6*	±0.5	193	3.8*	±0.1	-1.31 (L)
4 to 5 years	10	2.9*	±0.6	93	3.7*	±0.2	-0.86 (L)
6 to 10 years	8	3.5	±0.5	192	3.6	±0.1	-0.12
11 to 14 years	9	1.8*	±0.5	88	3.8*	±0.2	-2.33 (L)
15 to 20 years	NR	NR	NR	60	3.9	±0.2	NR
More than 20 years	NR	NR	NR	116	3.7	±0.2	NR
Appointment Type							
Permanent	52	2.8*	±0.3	870	3.8*	±0.1	-1.07 (L)
Term	--	--	--	6	4.0	±0.0	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	52	2.8*	±0.3	866	3.8*	±0.1	-1.07 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	52	2.8*	±0.3	866	3.8*	±0.1	-1.07 (L)
Term	--	--	--	6	4.0	±0.0	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Disability</b>							
Yes	34	2.6*	±0.3	68	3.9*	±0.2	-1.43 (L)
No	18	3.2*	±0.6	804	3.8*	±0.1	-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.

#### 4.4.7 Disability Harassment and Bystander Harassment

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

*Table 4.31 IBC – Disability Harassment and Bystander Harassment*

	Experienced disability harassment			Did not experience disability 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	25	47.8%*	±13.8	10	1.1%*	±1.0	1.31 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 7-10	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 11-12	NR	NR	NR	6	2.5%	±2.8	NR
General Schedule (GS) 13-15	NR	NR	NR	NR	NR	NR	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	NR	NR	NR	NR
1 to 3 years	NR	NR	NR	0	0.0%	NA	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	NR	NR	NR	NR
11 to 14 years	NR	NR	NR	0	0.0%	NA	NR
15 to 20 years	NR	NR	NR	0	0.0%	NA	NR
More than 20 years	NR	NR	NR	NR	NR	NR	NR
Appointment Type							
Permanent	25	47.8%*	±13.8	10	1.1%*	±1.0	1.31 (L)
Term	--	--	--	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA

	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>
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	25	47.8%*	±13.8	10	1.2%*	±1.0	1.31 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	25	47.8%*	±13.8	10	1.2%*	±1.0	1.31 (L)
Term	--	--	--	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Disability</b>							
Yes	NR	NR	NR	0	0.0%	NA	NR
No	NR	NR	NR	10	1.2%	±1.1	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 disability. \* Indicates a statistically significant difference between those who experienced harassment and those who did not.

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

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

*Table 4.32 IBC – Logistic Regression of Disability Harassment and Predictors of Workplace Harassment*

These results are not reportable due to the instability of the model caused by the low percentage of employees who experienced harassment and/or sparse data in the predictors.

## 4.5 Sexual Orientation Harassment

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

### 4.5.1 Sexual Orientation Harassment and General Intolerance for Harassment

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

*Table 4.33 IBC – 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>	<i>Hedges' g</i>
Overall	16	2.9*	±0.5	885	3.6*	±0.1	-0.85 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	74	4.1	±0.1	NR
General Schedule (GS) 7-10	NR	NR	NR	180	3.4	±0.1	NR
General Schedule (GS) 11-12	NR	NR	NR	273	3.4	±0.1	NR
General Schedule (GS) 13-15	7	2.8*	±0.6	342	3.8*	±0.1	-1.23 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.7	NA
Other	--	--	--	NR	NR	NR	NR

	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>Years of Service at Bureau or Office</b>							
Less than 1 year	NR	NR	NR	123	4.0	±0.1	NR
1 to 3 years	NR	NR	NR	203	3.8	±0.1	NR
4 to 5 years	NR	NR	NR	91	3.5	±0.1	NR
6 to 10 years	NR	NR	NR	194	3.4	±0.1	NR
11 to 14 years	--	--	--	97	3.3	±0.2	NA
15 to 20 years	5	3.1	±1.0	60	3.5	±0.2	-0.42 (S)
More than 20 years	--	--	--	115	3.8	±0.1	NA
<b>Appointment Type</b>							
Permanent	16	2.9*	±0.5	880	3.6*	±0.1	-0.85 (L)
Term	--	--	--	6	3.5	±0.1	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	16	2.9*	±0.5	876	3.6*	±0.1	-0.85 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	16	2.9*	±0.5	876	3.6*	±0.1	-0.85 (L)
Term	--	--	--	6	3.5	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	6	2.1*	±0.2	333	3.8*	±0.1	-2.05 (L)
Women	9	3.4	±0.7	551	3.6	±0.1	-0.24 (S)
<b>Gender Identity</b>							
Male	6	2.1*	±0.2	333	3.8*	±0.1	-2.05 (L)
Female	9	3.4	±0.7	551	3.6	±0.1	-0.24 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	10	2.7*	±0.6	813	3.7*	±0.1	-1.14 (L)
Sexual Minority	5	3.1	±1.2	34	3.8	±0.3	-0.64 (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>Sexual Orientation</b>							
Heterosexual or straight	10	2.7*	±0.6	813	3.7*	±0.1	-1.14 (L)
Lesbian	NR	NR	NR	12	3.4	±0.4	NR
Gay	--	--	--	14	4.3	±0.4	NA
Bisexual	--	--	--	8	3.4	±0.7	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	34	3.1	±0.2	NR

<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.



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

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

*Table 4.34 IBC – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	20	0.24*	±0.18	909	0.60*	±0.03	-0.84 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	0.69	±0.10	NR
General Schedule (GS) 7-10	NR	NR	NR	187	0.54	±0.06	NR
General Schedule (GS) 11-12	NR	NR	NR	273	0.50	±0.05	NR
General Schedule (GS) 13-15	NR	NR	NR	350	0.69	±0.04	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	0.91	±0.13	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	129	0.63	±0.08	NR
1 to 3 years	NR	NR	NR	203	0.62	±0.06	NR
4 to 5 years	5	0.00*	±0.00	98	0.53*	±0.09	-1.24 (L)
6 to 10 years	NR	NR	NR	197	0.64	±0.06	NR
11 to 14 years	--	--	--	97	0.57	±0.09	NA
15 to 20 years	5	0.62	±0.47	60	0.42	±0.12	0.44 (S)
More than 20 years	--	--	--	119	0.65	±0.08	NA
Appointment Type							
Permanent	20	0.24*	±0.18	903	0.60*	±0.03	-0.84 (L)
Term	--	--	--	6	0.71	±0.41	NA
Temporary	--	--	--	--	--	--	NA

	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	--	--	--	--	--	--	NA
Non-Seasonal	20	0.24*	±0.18	899	0.60*	±0.03	-0.84 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	20	0.24*	±0.18	899	0.60*	±0.03	-0.84 (L)
Term	--	--	--	6	0.71	±0.41	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	8	0.00*	±0.00	332	0.65*	±0.05	-1.51 (L)
Women	11	0.41	±0.29	575	0.58	±0.04	-0.39 (S)
<b>Gender Identity</b>							
Male	8	0.00*	±0.00	332	0.65*	±0.05	-1.51 (L)
Female	11	0.41	±0.29	575	0.58	±0.04	-0.39 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	12	0.25*	±0.24	837	0.61*	±0.03	-0.81 (L)
Sexual Minority	NR	NR	NR	34	0.62	±0.16	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	12	0.25*	±0.24	837	0.61*	±0.03	-0.81 (L)
Lesbian	NR	NR	NR	14	0.57	±0.27	NR
Gay	--	--	--	12	0.71	±0.24	NA
Bisexual	--	--	--	8	0.59	±0.36	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	34	0.60	±0.15	NR

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

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

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	20	3.5*	±0.4	910	2.7*	±0.1	0.87 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	2.6	±0.2	NR
General Schedule (GS) 7-10	6	3.5	±1.0	185	3.0	±0.1	0.62 (M)
General Schedule (GS) 11-12	NR	NR	NR	273	2.9	±0.1	NR
General Schedule (GS) 13-15	7	4.0*	±0.5	352	2.5*	±0.1	1.86 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	1.7	±0.8	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	126	2.5	±0.1	NR
1 to 3 years	6	3.4*	±1.0	203	2.7*	±0.1	0.90 (L)
4 to 5 years	5	4.0*	±0.6	98	2.8*	±0.2	1.48 (L)
6 to 10 years	NR	NR	NR	201	2.9	±0.1	NR
11 to 14 years	--	--	--	97	2.9	±0.2	NA
15 to 20 years	5	3.7*	±0.8	60	2.9*	±0.2	0.98 (L)
More than 20 years	--	--	--	119	2.6	±0.2	NA
Appointment Type							
Permanent	20	3.5*	±0.4	904	2.7*	±0.1	0.87 (L)
Term	--	--	--	6	2.5	±0.2	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	20	3.5*	±0.4	900	2.7*	±0.1	0.87 (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 and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	20	3.5*	±0.4	900	2.7*	±0.1	0.87 (L)
Term	--	--	--	6	2.5	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	8	4.3*	±0.5	336	2.7*	±0.1	1.90 (L)
Women	11	2.9	±0.5	572	2.8	±0.1	0.15
<b>Gender Identity</b>							
Male	8	4.3*	±0.5	336	2.7*	±0.1	1.90 (L)
Female	11	2.9	±0.5	572	2.8	±0.1	0.15
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	12	3.8*	±0.6	835	2.7*	±0.1	1.22 (L)
Sexual Minority	5	3.1	±1.1	36	2.7	±0.3	0.54 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	12	3.8*	±0.6	835	2.7*	±0.1	1.22 (L)
Lesbian	NR	NR	NR	14	2.6	±0.3	NR
Gay	--	--	--	14	2.6	±0.5	NA
Bisexual	--	--	--	8	2.9	±0.6	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	34	3.0	±0.2	NR

<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.

#### 4.5.4 Sexual Orientation Harassment and Organizational Trust

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

*Table 4.36 IBC – 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	18	2.8*	±0.5	910	3.5*	±0.1	-0.78 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	3.7	±0.2	NR
General Schedule (GS) 7-10	NR	NR	NR	187	3.3	±0.1	NR
General Schedule (GS) 11-12	NR	NR	NR	273	3.3	±0.1	NR
General Schedule (GS) 13-15	7	2.4*	±0.7	351	3.8*	±0.1	-1.62 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.6	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	128	3.9	±0.1	NR
1 to 3 years	6	2.8*	±0.5	202	3.6*	±0.1	-0.94 (L)
4 to 5 years	NR	NR	NR	98	3.6	±0.2	NR
6 to 10 years	NR	NR	NR	201	3.3	±0.1	NR
11 to 14 years	--	--	--	97	3.4	±0.2	NA
15 to 20 years	5	2.4*	±1.0	60	3.4*	±0.2	-1.16 (L)
More than 20 years	--	--	--	119	3.7	±0.1	NA
Appointment Type							
Permanent	18	2.8*	±0.5	904	3.5*	±0.1	-0.77 (M)
Term	--	--	--	6	3.6	±0.3	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	18	2.8*	±0.5	900	3.5*	±0.1	-0.77 (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>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	18	2.8*	±0.5	900	3.5*	±0.1	-0.77 (M)
Term	--	--	--	6	3.6	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	6	1.6*	±0.4	335	3.6*	±0.1	-2.14 (L)
Women	11	3.5	±0.5	574	3.5	±0.1	0.00
<b>Gender Identity</b>							
Male	6	1.6*	±0.4	335	3.6*	±0.1	-2.14 (L)
Female	11	3.5	±0.5	574	3.5	±0.1	0.00
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	10	2.1*	±0.5	835	3.6*	±0.1	-1.61 (L)
Sexual Minority	5	3.9	±1.0	36	3.6	±0.3	0.32 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	10	2.1*	±0.5	835	3.6*	±0.1	-1.61 (L)
Lesbian	NR	NR	NR	14	3.5	±0.4	NR
Gay	--	--	--	14	3.9	±0.5	NA
Bisexual	--	--	--	8	3.0	±0.6	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	34	3.2	±0.3	NR

<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.

#### 4.5.5 Sexual Orientation Harassment and Supervisor Support

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

*Table 4.37 IBC – 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	17	2.5*	±0.6	883	3.9*	±0.1	-1.38 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	71	3.9	±0.2	NA
General Schedule (GS) 7-10	6	1.7*	±1.0	182	3.5*	±0.1	-1.78 (L)
General Schedule (GS) 11-12	NR	NR	NR	269	3.8	±0.1	NR
General Schedule (GS) 13-15	7	3.1*	±0.8	344	4.1*	±0.1	-1.10 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	121	4.1	±0.2	NA
1 to 3 years	6	2.5*	±0.5	196	3.9*	±0.2	-1.29 (L)
4 to 5 years	5	1.6*	±0.7	96	3.9*	±0.2	-2.18 (L)
6 to 10 years	NR	NR	NR	194	3.7	±0.1	NR
11 to 14 years	--	--	--	96	3.8	±0.2	NA
15 to 20 years	5	3.0	±1.5	60	3.8	±0.2	-0.80 (L)
More than 20 years	--	--	--	116	4.0	±0.1	NA
Appointment Type							
Permanent	17	2.5*	±0.6	878	3.9*	±0.1	-1.37 (L)
Term	--	--	--	6	4.1	±0.1	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	17	2.5*	±0.6	873	3.9*	±0.1	-1.38 (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 and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	17	2.5*	±0.6	873	3.9*	±0.1	-1.38 (L)
Term	--	--	--	6	4.1	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	8	1.7*	±0.5	332	4.0*	±0.1	-2.42 (L)
Women	8	2.9*	±0.9	550	3.8*	±0.1	-0.82 (L)
<b>Gender Identity</b>							
Male	8	1.7*	±0.5	332	4.0*	±0.1	-2.42 (L)
Female	8	2.9*	±0.9	550	3.8*	±0.1	-0.82 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	12	2.3*	±0.7	809	3.9*	±0.1	-1.50 (L)
Sexual Minority	NR	NR	NR	36	4.0	±0.2	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	12	2.3*	±0.7	809	3.9*	±0.1	-1.50 (L)
Lesbian	NR	NR	NR	14	4.1	±0.5	NR
Gay	--	--	--	14	4.2	±0.4	NA
Bisexual	--	--	--	8	3.8	±0.4	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	34	3.6	±0.3	NR

<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.



#### 4.5.6 Sexual Orientation Harassment and Organizational Inclusion

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

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

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	20	2.8*	±0.6	913	3.7*	±0.1	-0.94 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	4.0	±0.2	NR
General Schedule (GS) 7-10	6	1.6*	±0.8	187	3.5*	±0.1	-2.25 (L)
General Schedule (GS) 11-12	NR	NR	NR	273	3.5	±0.1	NR
General Schedule (GS) 13-15	7	2.9*	±0.8	354	4.0*	±0.1	-1.25 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.5	±0.6	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	129	4.1	±0.1	NR
1 to 3 years	6	2.5*	±0.4	203	3.8*	±0.1	-1.35 (L)
4 to 5 years	5	1.8*	±0.6	98	3.7*	±0.2	-2.16 (L)
6 to 10 years	NR	NR	NR	201	3.6	±0.1	NR
11 to 14 years	--	--	--	97	3.7	±0.2	NA
15 to 20 years	5	3.2	±1.7	60	3.8	±0.2	-0.56 (M)
More than 20 years	--	--	--	119	3.7	±0.2	NA
Appointment Type							
Permanent	20	2.8*	±0.6	907	3.7*	±0.1	-0.94 (L)
Term	--	--	--	6	4.0	±0.0	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	20	2.8*	±0.6	903	3.7*	±0.1	-0.93 (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 and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	20	2.8*	±0.6	903	3.7*	±0.1	-0.93 (L)
Term	--	--	--	6	4.0	±0.0	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	8	1.6*	±0.5	336	3.9*	±0.1	-2.53 (L)
Women	11	3.6	±0.6	575	3.7	±0.1	-0.02
<b>Gender Identity</b>							
Male	8	1.6*	±0.5	336	3.9*	±0.1	-2.53 (L)
Female	11	3.6	±0.6	575	3.7	±0.1	-0.02
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	12	2.3*	±0.8	839	3.7*	±0.1	-1.50 (L)
Sexual Minority	5	3.8	±0.9	36	3.8	±0.3	-0.07
<b>Sexual Orientation</b>							
Heterosexual or straight	12	2.3*	±0.8	839	3.7*	±0.1	-1.50 (L)
Lesbian	NR	NR	NR	14	4.0	±0.2	NR
Gay	--	--	--	14	4.0	±0.7	NA
Bisexual	--	--	--	8	3.2	±0.8	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	34	3.7	±0.3	NR

<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.

### 4.5.7 Sexual Orientation Harassment and Gender Context

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

*Table 4.39 IBC – 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	20	1.7	±0.2	904	1.7	±0.0	0.06
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	1.5	±0.1	NR
General Schedule (GS) 7-10	6	1.6	±0.4	187	1.5	±0.1	0.01
General Schedule (GS) 11-12	NR	NR	NR	273	1.7	±0.1	NR
General Schedule (GS) 13-15	7	1.7	±0.4	350	1.8	±0.1	-0.29 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	129	1.7	±0.1	NR
1 to 3 years	6	1.9	±0.3	203	1.7	±0.1	0.31 (S)
4 to 5 years	5	1.6	±0.5	98	1.7	±0.1	-0.18
6 to 10 years	NR	NR	NR	201	1.6	±0.1	NR
11 to 14 years	--	--	--	96	1.7	±0.1	NA
15 to 20 years	5	1.5	±0.5	60	1.7	±0.1	-0.49 (S)
More than 20 years	--	--	--	118	1.9	±0.1	NA
Appointment Type							
Permanent	20	1.7	±0.2	899	1.7	±0.0	0.06
Term	--	--	--	6	1.9	±0.3	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	20	1.7	±0.2	894	1.7	±0.0	0.06

	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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	20	1.7	±0.2	894	1.7	±0.0	0.06
Term	--	--	--	6	1.9	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	8	1.4*	±0.3	335	1.8*	±0.1	-0.72 (M)
Women	11	1.9	±0.2	570	1.7	±0.0	0.55 (M)
<b>Gender Identity</b>							
Male	8	1.4*	±0.3	335	1.8*	±0.1	-0.72 (M)
Female	11	1.9	±0.2	570	1.7	±0.0	0.55 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	12	1.4	±0.2	833	1.7	±0.0	-0.55 (M)
Sexual Minority	5	2.1	±0.1	35	2.0	±0.1	0.26 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	12	1.4	±0.2	833	1.7	±0.0	-0.55 (M)
Lesbian	NR	NR	NR	13	2.1	±0.1	NR
Gay	--	--	--	14	1.9	±0.2	NA
Bisexual	--	--	--	8	1.9	±0.4	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	33	1.5	±0.1	NR

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

*Table 4.40 IBC – Sexual Orientation Harassment and Bystander Harassment*

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size Cohen's <i>h</i>
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	
Overall	NR	NR	NR	12	1.3%	±1.0	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 7-10	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 11-12	NR	NR	NR	6	2.2%	±2.7	NR
General Schedule (GS) 13-15	NR	NR	NR	NR	NR	NR	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	0	0.0%	NA	NR
1 to 3 years	NR	NR	NR	NR	NR	NR	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	0	0.0%	NA	NR
11 to 14 years	--	--	--	0	0.0%	NA	NA
15 to 20 years	NR	NR	NR	0	0.0%	NA	NR
More than 20 years	--	--	--	6	4.9%	±5.9	NA
Appointment Type							
Permanent	NR	NR	NR	12	1.3%	±1.0	NR
Term	--	--	--	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA

	Experienced sexual orientation harassment			Did not experience sexual orientation 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	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	12	1.3%	±1.0	NR
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	12	1.3%	±1.0	NR
Term	--	--	--	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	9	2.6%	±2.4	NR
Women	NR	NR	NR	NR	NR	NR	NR
<b>Gender Identity</b>							
Male	NR	NR	NR	9	2.6%	±2.4	NR
Female	NR	NR	NR	NR	NR	NR	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	10	1.2%	±1.0	NR
Sexual Minority	NR	NR	NR	0	0.0%	NA	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	10	1.2%	±1.0	NR
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	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 sexual orientation. \* Indicates a statistically significant difference between those who experienced harassment and those who did not.

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

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

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

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	2.133	1.010	4.458	--	8.443	--	--	--	--
Organizational Trust	-1.155	0.333	12.067	0.001	0.315	0.164	0.604	-52.715	13.375
Bystander Harassment Based on Sexual Orientation	-3.346	0.700	22.818	0.000	0.035	0.009	0.139	-55.002	17.950

Note. N = 840, Nagelkerke R Square = 0.305

## 4.6 Sexual Harassment

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

### 4.6.1 Sexual Harassment and General Intolerance for Harassment

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

*Table 4.42 IBC – 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>	
Overall	55	3.0*	±0.2	855	3.7*	±0.1	-0.75 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	73	4.1	±0.1	NR
General Schedule (GS) 7-10	13	3.1	±0.0	176	3.4	±0.1	-0.38 (S)
General Schedule (GS) 11-12	25	3.0*	±0.3	254	3.5*	±0.1	-0.58 (M)
General Schedule (GS) 13-15	13	2.8*	±0.5	336	3.9*	±0.1	-1.29 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.7	NA
Other	--	--	--	NR	NR	NR	NR



	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>Years of Service at Bureau or Office</b>							
Less than 1 year	7	3.6	±0.3	118	4.0	±0.1	-0.62 (M)
1 to 3 years	6	3.1*	±0.1	206	3.8*	±0.1	-0.91 (L)
4 to 5 years	15	2.9*	±0.4	80	3.6*	±0.2	-0.89 (L)
6 to 10 years	10	2.9	±0.4	187	3.4	±0.1	-0.60 (M)
11 to 14 years	5	2.1*	±0.8	94	3.4*	±0.2	-1.52 (L)
15 to 20 years	9	3.4	±0.2	56	3.5	±0.2	-0.11
More than 20 years	NR	NR	NR	114	3.8	±0.1	NR
<b>Appointment Type</b>							
Permanent	55	3.0*	±0.2	850	3.7*	±0.1	-0.75 (M)
Term	--	--	--	6	3.5	±0.1	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	55	3.0*	±0.2	846	3.7*	±0.1	-0.75 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	55	3.0*	±0.2	846	3.7*	±0.1	-0.75 (M)
Term	--	--	--	6	3.5	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	14	3.0*	±0.5	327	3.8*	±0.1	-0.93 (L)
Women	40	3.0*	±0.2	528	3.6*	±0.1	-0.68 (M)
<b>Gender Identity</b>							
Male	14	3.0*	±0.5	327	3.8*	±0.1	-0.93 (L)
Female	40	3.0*	±0.2	528	3.6*	±0.1	-0.68 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	46	3.1*	±0.2	785	3.7*	±0.1	-0.75 (M)
Sexual Minority	NR	NR	NR	37	3.8	±0.3	NR

	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>Sexual Orientation</b>							
Heterosexual or straight	46	3.1*	±0.2	785	3.7*	±0.1	-0.75 (M)
Lesbian	NR	NR	NR	15	3.5	±0.4	NR
Gay	--	--	--	14	4.3	±0.4	NA
Bisexual	--	--	--	8	3.4	±0.7	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	32	3.1	±0.3	NR

<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.

#### 4.6.2 Sexual Harassment and Leadership Intolerance for Harassment

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

*Table 4.43 IBC – 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	56	0.27*	±0.10	881	0.61*	±0.03	-0.80 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	0.69	±0.10	NR
General Schedule (GS) 7-10	15	0.40	±0.22	182	0.53	±0.07	-0.29 (S)
General Schedule (GS) 11-12	25	0.21*	±0.15	255	0.53*	±0.05	-0.73 (M)
General Schedule (GS) 13-15	13	0.28*	±0.20	344	0.69*	±0.04	-1.01 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	0.91	±0.13	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	125	0.64	±0.08	NR
1 to 3 years	6	0.00*	±0.00	208	0.62*	±0.06	-1.40 (L)
4 to 5 years	17	0.40	±0.24	86	0.52	±0.09	-0.27 (S)
6 to 10 years	10	0.46	±0.16	189	0.65	±0.06	-0.46 (S)
11 to 14 years	NR	NR	NR	94	0.59	±0.09	NR
15 to 20 years	9	0.00*	±0.00	56	0.50*	±0.12	-1.15 (L)
More than 20 years	NR	NR	NR	117	0.65	±0.08	NR
Appointment Type							
Permanent	56	0.27*	±0.10	875	0.61*	±0.03	-0.80 (L)
Term	--	--	--	6	0.71	±0.41	NA
Temporary	--	--	--	--	--	--	NA

	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	--	--	--	--	--	--	NA
Non-Seasonal	56	0.27*	±0.10	871	0.61*	±0.03	-0.80 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	56	0.27*	±0.10	871	0.61*	±0.03	-0.80 (L)
Term	--	--	--	6	0.71	±0.41	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	16	0.21*	±0.21	326	0.65*	±0.05	-1.02 (L)
Women	40	0.29*	±0.12	553	0.59*	±0.04	-0.70 (M)
<b>Gender Identity</b>							
Male	16	0.21*	±0.21	326	0.65*	±0.05	-1.02 (L)
Female	40	0.29*	±0.12	553	0.59*	±0.04	-0.70 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	48	0.25*	±0.11	809	0.62*	±0.03	-0.85 (L)
Sexual Minority	NR	NR	NR	37	0.58	±0.16	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	48	0.25*	±0.11	809	0.62*	±0.03	-0.85 (L)
Lesbian	NR	NR	NR	17	0.48	±0.25	NR
Gay	--	--	--	12	0.71	±0.24	NA
Bisexual	--	--	--	8	0.59	±0.36	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	34	0.58	±0.16	NR

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

*Table 4.44 IBC – 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	56	3.3*	±0.2	881	2.7*	±0.1	0.74 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	2.5	±0.2	NR
General Schedule (GS) 7-10	15	3.2	±0.2	181	3.0	±0.1	0.29 (S)
General Schedule (GS) 11-12	25	3.4*	±0.3	255	2.9*	±0.1	0.66 (M)
General Schedule (GS) 13-15	13	3.2*	±0.6	346	2.5*	±0.1	0.85 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	1.7	±0.8	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	7	3.3*	±0.7	122	2.5*	±0.1	1.08 (L)
1 to 3 years	6	2.8	±0.2	208	2.7	±0.1	0.21 (S)
4 to 5 years	17	3.3*	±0.4	86	2.7*	±0.2	0.70 (M)
6 to 10 years	10	3.7*	±0.3	193	2.8*	±0.1	0.96 (L)
11 to 14 years	5	3.9*	±0.2	94	2.9*	±0.2	1.02 (L)
15 to 20 years	9	3.3	±0.5	56	2.9	±0.2	0.51 (M)
More than 20 years	NR	NR	NR	117	2.6	±0.2	NR
Appointment Type							
Permanent	56	3.3*	±0.2	876	2.7*	±0.1	0.73 (M)
Term	--	--	--	6	2.5	±0.2	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	56	3.3*	±0.2	871	2.7*	±0.1	0.73 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	56	3.3*	±0.2	871	2.7*	±0.1	0.73 (M)
Term	--	--	--	6	2.5	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	16	3.4*	±0.3	330	2.7*	±0.1	0.89 (L)
Women	40	3.3*	±0.3	550	2.7*	±0.1	0.66 (M)
<b>Gender Identity</b>							
Male	16	3.4*	±0.3	330	2.7*	±0.1	0.89 (L)
Female	40	3.3*	±0.3	550	2.7*	±0.1	0.66 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	48	3.3*	±0.2	807	2.7*	±0.1	0.71 (M)
Sexual Minority	NR	NR	NR	39	2.6	±0.2	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	48	3.3*	±0.2	807	2.7*	±0.1	0.71 (M)
Lesbian	NR	NR	NR	17	2.6	±0.3	NR
Gay	--	--	--	14	2.6	±0.5	NA
Bisexual	--	--	--	8	2.9	±0.6	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	34	3.0	±0.2	NR

<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.

#### 4.6.4 Sexual Harassment and Organizational Trust

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

*Table 4.45 IBC – 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	55	2.9*	±0.2	881	3.6*	±0.1	-0.75 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	3.8	±0.2	NR
General Schedule (GS) 7-10	13	3.1	±0.2	182	3.3	±0.1	-0.25 (S)
General Schedule (GS) 11-12	25	2.9*	±0.3	255	3.3*	±0.1	-0.51 (M)
General Schedule (GS) 13-15	13	2.7*	±0.7	344	3.8*	±0.1	-1.28 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.6	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	7	3.2*	±0.2	124	3.9*	±0.1	-0.82 (L)
1 to 3 years	6	3.4	±0.1	206	3.6	±0.1	-0.23 (S)
4 to 5 years	15	3.1	±0.5	86	3.6	±0.2	-0.50 (M)
6 to 10 years	10	2.2*	±0.3	193	3.3*	±0.1	-1.23 (L)
11 to 14 years	5	2.0*	±0.8	94	3.5*	±0.2	-1.47 (L)
15 to 20 years	9	2.9	±0.1	56	3.4	±0.3	-0.54 (M)
More than 20 years	NR	NR	NR	117	3.7	±0.1	NR
Appointment Type							
Permanent	55	2.9*	±0.2	876	3.6*	±0.1	-0.75 (M)
Term	--	--	--	6	3.6	±0.3	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	55	2.9*	±0.2	871	3.6*	±0.1	-0.75 (M)

	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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	55	2.9*	±0.2	871	3.6*	±0.1	-0.75 (M)
Term	--	--	--	6	3.6	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	14	2.8*	±0.6	329	3.6*	±0.1	-0.81 (L)
Women	40	2.9*	±0.2	552	3.5*	±0.1	-0.72 (M)
<b>Gender Identity</b>							
Male	14	2.8*	±0.6	329	3.6*	±0.1	-0.81 (L)
Female	40	2.9*	±0.2	552	3.5*	±0.1	-0.72 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	46	2.9*	±0.3	807	3.6*	±0.1	-0.72 (M)
Sexual Minority	NR	NR	NR	39	3.6	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	46	2.9*	±0.3	807	3.6*	±0.1	-0.72 (M)
Lesbian	NR	NR	NR	17	3.7	±0.4	NR
Gay	--	--	--	14	3.9	±0.5	NA
Bisexual	--	--	--	8	3.0	±0.6	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	34	3.3	±0.2	NR

<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.



### 4.6.5 Sexual Harassment and Supervisor Support

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

*Table 4.46 IBC – 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	56	3.2*	±0.3	852	3.9*	±0.1	-0.67 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	67	4.0	±0.2	NR
General Schedule (GS) 7-10	15	3.0	±0.5	177	3.4	±0.2	-0.38 (S)
General Schedule (GS) 11-12	25	3.2*	±0.5	251	3.8*	±0.1	-0.59 (M)
General Schedule (GS) 13-15	13	3.6	±0.8	337	4.1	±0.1	-0.49 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	7	2.7*	±1.1	114	4.2*	±0.2	-1.59 (L)
1 to 3 years	6	4.0	±0.0	200	3.8	±0.2	0.19
4 to 5 years	17	3.5	±0.8	84	3.8	±0.2	-0.26 (S)
6 to 10 years	10	2.5*	±0.7	187	3.8*	±0.1	-1.28 (L)
11 to 14 years	5	2.6*	±1.2	92	3.8*	±0.2	-1.13 (L)
15 to 20 years	9	3.1	±0.1	56	3.8	±0.3	-0.67 (M)
More than 20 years	NR	NR	NR	114	4.0	±0.1	NR
Appointment Type							
Permanent	56	3.2*	±0.3	847	3.9*	±0.1	-0.67 (M)
Term	--	--	--	6	4.1	±0.1	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	56	3.2*	±0.3	842	3.9*	±0.1	-0.67 (M)

	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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	56	3.2*	±0.3	842	3.9*	±0.1	-0.67 (M)
Term	--	--	--	6	4.1	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	16	3.1*	±0.9	326	4.0*	±0.1	-0.89 (L)
Women	40	3.2*	±0.3	526	3.8*	±0.1	-0.61 (M)
<b>Gender Identity</b>							
Male	16	3.1*	±0.9	326	4.0*	±0.1	-0.89 (L)
Female	40	3.2*	±0.3	526	3.8*	±0.1	-0.61 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	48	3.2*	±0.4	781	3.9*	±0.1	-0.66 (M)
Sexual Minority	NR	NR	NR	36	4.0	±0.2	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	48	3.2*	±0.4	781	3.9*	±0.1	-0.66 (M)
Lesbian	NR	NR	NR	14	4.1	±0.5	NR
Gay	--	--	--	14	4.2	±0.4	NA
Bisexual	--	--	--	8	3.8	±0.4	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	34	3.6	±0.3	NR

<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.

#### 4.6.6 Sexual Harassment and Organizational Inclusion

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

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

	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>
Overall	56	3.1*	±0.3	885	3.8*	±0.1	-0.64 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	4.1	±0.1	NR
General Schedule (GS) 7-10	15	3.4	±0.5	182	3.4	±0.1	-0.03
General Schedule (GS) 11-12	25	3.0*	±0.4	255	3.6*	±0.1	-0.61 (M)
General Schedule (GS) 13-15	13	3.4*	±0.7	348	4.0*	±0.1	-0.66 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.5	±0.6	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	7	2.8*	±0.6	125	4.1*	±0.1	-1.70 (L)
1 to 3 years	6	3.9	±0.1	208	3.7	±0.1	0.23 (S)
4 to 5 years	17	3.3	±0.6	86	3.7	±0.2	-0.38 (S)
6 to 10 years	10	3.0*	±0.7	193	3.6*	±0.1	-0.65 (M)
11 to 14 years	5	2.0*	±1.0	94	3.7*	±0.2	-1.77 (L)
15 to 20 years	9	3.2	±0.5	56	3.8	±0.3	-0.59 (M)
More than 20 years	NR	NR	NR	117	3.7	±0.2	NR
Appointment Type							
Permanent	56	3.1*	±0.3	879	3.8*	±0.1	-0.64 (M)
Term	--	--	--	6	4.0	±0.0	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	56	3.1*	±0.3	875	3.8*	±0.1	-0.64 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	56	3.1*	±0.3	875	3.8*	±0.1	-0.64 (M)
Term	--	--	--	6	4.0	±0.0	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	16	2.7*	±0.6	330	3.9*	±0.1	-1.27 (L)
Women	40	3.3*	±0.3	553	3.7*	±0.1	-0.41 (S)
<b>Gender Identity</b>							
Male	16	2.7*	±0.6	330	3.9*	±0.1	-1.27 (L)
Female	40	3.3*	±0.3	553	3.7*	±0.1	-0.41 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	48	3.1*	±0.3	811	3.8*	±0.1	-0.74 (M)
Sexual Minority	NR	NR	NR	39	3.9	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	48	3.1*	±0.3	811	3.8*	±0.1	-0.74 (M)
Lesbian	NR	NR	NR	17	4.1	±0.2	NR
Gay	--	--	--	14	4.0	±0.7	NA
Bisexual	--	--	--	8	3.2	±0.8	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	34	3.6	±0.3	NR

<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.

#### 4.6.7 Sexual Harassment and Gender Context

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

*Table 4.48 IBC – 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	55	1.7	±0.1	878	1.7	±0.0	-0.12
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	1.5	±0.1	NR
General Schedule (GS) 7-10	15	1.5	±0.2	182	1.5	±0.1	-0.05
General Schedule (GS) 11-12	25	1.7	±0.1	255	1.7	±0.1	-0.07
General Schedule (GS) 13-15	11	1.8	±0.3	346	1.8	±0.1	0.00
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	7	1.7	±0.3	125	1.7	±0.1	0.02
1 to 3 years	6	1.0*	±0.0	208	1.7*	±0.1	-1.46 (L)
4 to 5 years	17	1.8	±0.2	86	1.7	±0.1	0.23 (S)
6 to 10 years	10	1.6	±0.2	193	1.6	±0.1	-0.03
11 to 14 years	NR	NR	NR	94	1.7	±0.1	NR
15 to 20 years	9	1.6	±0.2	56	1.7	±0.1	-0.20 (S)
More than 20 years	NR	NR	NR	116	1.9	±0.1	NR
Appointment Type							
Permanent	55	1.7	±0.1	872	1.7	±0.0	-0.12
Term	--	--	--	6	1.9	±0.3	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	55	1.7	±0.1	868	1.7	±0.0	-0.12

	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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	55	1.7	±0.1	868	1.7	±0.0	-0.12
Term	--	--	--	6	1.9	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	14	1.7	±0.2	330	1.8	±0.1	-0.26 (S)
Women	40	1.6	±0.1	548	1.7	±0.0	-0.07
<b>Gender Identity</b>							
Male	14	1.7	±0.2	330	1.8	±0.1	-0.26 (S)
Female	40	1.6	±0.1	548	1.7	±0.0	-0.07
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	46	1.7	±0.1	807	1.7	±0.0	-0.10
Sexual Minority	NR	NR	NR	38	2.0	±0.1	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	46	1.7	±0.1	807	1.7	±0.0	-0.10
Lesbian	NR	NR	NR	16	2.1	±0.1	NR
Gay	--	--	--	14	1.9	±0.2	NA
Bisexual	--	--	--	8	1.9	±0.4	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	32	1.5	±0.2	NR

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

*Table 4.49 IBC – Sexual Harassment and Bystander Harassment*

	Experienced sexual harassment			Did not experience sexual 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	20	36.8%*	±13.9	51	5.8%*	±1.8	0.82 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	6	7.6%	±8.6	NR
General Schedule (GS) 7-10	NR	NR	NR	21	11.8%	±5.6	NR
General Schedule (GS) 11-12	NR	NR	NR	17	6.9%	±3.9	NR
General Schedule (GS) 13-15	NR	NR	NR	6	1.8%	±2.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	NR	NR	NR	NR
1 to 3 years	NR	NR	NR	13	6.5%	±4.4	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	13	7.0%	±4.7	NR
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	NR	NR	NR	NR	NR	NR	NR
More than 20 years	NR	NR	NR	9	8.2%	±6.7	NR
Appointment Type							
Permanent	20	36.8%*	±13.9	51	5.9%*	±1.8	0.82 (L)
Term	--	--	--	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA

	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	--	--	--	--	--	--	NA
Non-Seasonal	20	36.8%*	±13.9	51	5.9%*	±1.8	0.81 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	20	36.8%*	±13.9	51	5.9%*	±1.8	0.81 (L)
Term	--	--	--	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	18	5.4%	±3.1	NR
Women	12	31.2%*	±17.1	33	6.1%*	±2.3	0.69 (M)
<b>Gender Identity</b>							
Male	NR	NR	NR	18	5.4%	±3.1	NR
Female	12	31.2%*	±17.1	33	6.1%*	±2.3	0.69 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	18	38.4%*	±15.2	39	4.8%*	±1.7	0.89 (L)
Sexual Minority	NR	NR	NR	9	25.6%	±17.1	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	18	38.4%*	±15.2	39	4.8%*	±1.7	0.89 (L)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	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 sexual harassment. \* Indicates a statistically significant difference between those who experienced harassment and those who did not.



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

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

*Table 4.50 IBC – 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	-3.021	0.740	16.669	--	0.049	--	--	--	--
Relationship Status	-1.356	0.350	15.050	0.000	0.258	0.130	0.511	-146.356	15.934
Organizational Politics	0.708	0.192	13.634	0.000	2.031	1.394	2.957	-145.525	14.272
Bystander Harassment Based on Sex/Gender	-1.669	0.367	20.666	0.000	0.188	0.092	0.387	-147.617	18.457

Note. N = 845, Nagelkerke R Square = 0.227

## 4.7 Crude and Offensive Behavior

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

### 4.7.1 Crude and Offensive Behavior and General Intolerance for Harassment

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

*Table 4.51 IBC – 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>	<i>Hedges' g</i>
Overall	96	3.1*	±0.1	814	3.7*	±0.1	-0.70 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	7	3.9	±0.3	70	4.1	±0.2	-0.36 (S)
General Schedule (GS) 7-10	21	2.9*	±0.2	168	3.4*	±0.1	-0.61 (M)
General Schedule (GS) 11-12	38	3.1*	±0.2	240	3.5*	±0.1	-0.46 (S)
General Schedule (GS) 13-15	31	3.1*	±0.3	318	3.9*	±0.1	-1.04 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.7	NA
Other	--	--	--	NR	NR	NR	NR

	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>Years of Service at Bureau or Office</b>							
Less than 1 year	9	3.8	±0.3	117	4.0	±0.1	-0.43 (S)
1 to 3 years	17	3.2*	±0.2	195	3.8*	±0.1	-0.78 (M)
4 to 5 years	25	2.9*	±0.3	70	3.6*	±0.2	-0.95 (L)
6 to 10 years	13	3.1	±0.5	184	3.4	±0.1	-0.32 (S)
11 to 14 years	7	2.6*	±0.8	92	3.4*	±0.2	-0.97 (L)
15 to 20 years	14	3.1	±0.4	50	3.5	±0.2	-0.45 (S)
More than 20 years	11	3.0*	±0.3	104	3.9*	±0.2	-1.07 (L)
<b>Appointment Type</b>							
Permanent	94	3.1*	±0.1	810	3.7*	±0.1	-0.70 (M)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	94	3.1*	±0.1	806	3.7*	±0.1	-0.70 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	94	3.1*	±0.1	806	3.7*	±0.1	-0.70 (M)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	28	3.0*	±0.4	312	3.8*	±0.1	-1.00 (L)
Women	67	3.1*	±0.1	501	3.6*	±0.1	-0.57 (M)
<b>Gender Identity</b>							
Male	28	3.0*	±0.4	312	3.8*	±0.1	-1.00 (L)
Female	67	3.1*	±0.1	501	3.6*	±0.1	-0.57 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	83	3.1*	±0.2	748	3.7*	±0.1	-0.69 (M)
Sexual Minority	NR	NR	NR	37	3.8	±0.3	NR

	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>Sexual Orientation</b>							
Heterosexual or straight	83	3.1*	±0.2	748	3.7*	±0.1	-0.69 (M)
Lesbian	NR	NR	NR	15	3.5	±0.4	NR
Gay	--	--	--	14	4.3	±0.4	NA
Bisexual	--	--	--	8	3.4	±0.7	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	8	3.0	±0.3	28	3.1	±0.3	-0.16

<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.

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

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

*Table 4.52 IBC – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	98	0.32*	±0.08	839	0.62*	±0.03	-0.69 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	75	0.71	±0.10	NR
General Schedule (GS) 7-10	23	0.38	±0.17	175	0.53	±0.07	-0.33 (S)
General Schedule (GS) 11-12	38	0.30*	±0.14	242	0.53*	±0.05	-0.54 (M)
General Schedule (GS) 13-15	31	0.34*	±0.15	326	0.71*	±0.04	-0.91 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	0.91	±0.13	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	9	0.34	±0.30	124	0.64	±0.08	-0.65 (M)
1 to 3 years	17	0.36*	±0.21	197	0.62*	±0.06	-0.58 (M)
4 to 5 years	27	0.41	±0.19	76	0.54	±0.09	-0.29 (S)
6 to 10 years	13	0.61	±0.17	187	0.64	±0.06	-0.08
11 to 14 years	NR	NR	NR	92	0.60	±0.09	NR
15 to 20 years	NR	NR	NR	50	0.52	±0.13	NR
More than 20 years	NR	NR	NR	108	0.70	±0.08	NR
Appointment Type							
Permanent	96	0.33*	±0.08	835	0.62*	±0.03	-0.68 (M)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA

	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	--	--	--	--	--	--	NA
Non-Seasonal	96	0.33*	±0.08	831	0.62*	±0.03	-0.68 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	96	0.33*	±0.08	831	0.62*	±0.03	-0.68 (M)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	30	0.27*	±0.16	312	0.67*	±0.05	-0.94 (L)
Women	67	0.35*	±0.10	526	0.60*	±0.04	-0.57 (M)
<b>Gender Identity</b>							
Male	30	0.27*	±0.16	312	0.67*	±0.05	-0.94 (L)
Female	67	0.35*	±0.10	526	0.60*	±0.04	-0.57 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	85	0.34*	±0.09	771	0.63*	±0.03	-0.67 (M)
Sexual Minority	NR	NR	NR	37	0.58	±0.16	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	85	0.34*	±0.09	771	0.63*	±0.03	-0.67 (M)
Lesbian	NR	NR	NR	17	0.48	±0.25	NR
Gay	--	--	--	12	0.71	±0.24	NA
Bisexual	--	--	--	8	0.59	±0.36	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	8	0.32	±0.25	30	0.66	±0.16	-0.74 (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 4.53 presents organizational politics for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Organizational politics was measured with a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater pressure to conform to organizational norms. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.53 IBC – 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	100	3.2*	±0.2	838	2.7*	±0.1	0.64 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	7	3.3*	±0.5	75	2.5*	±0.2	1.09 (L)
General Schedule (GS) 7-10	23	3.2	±0.3	174	3.0	±0.1	0.28 (S)
General Schedule (GS) 11-12	38	3.3*	±0.3	242	2.9*	±0.1	0.57 (M)
General Schedule (GS) 13-15	32	3.1*	±0.3	326	2.4*	±0.1	0.82 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	1.7	±0.8	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	9	3.0*	±0.6	120	2.5*	±0.1	0.79 (M)
1 to 3 years	17	3.1*	±0.4	197	2.6*	±0.1	0.58 (M)
4 to 5 years	27	3.3*	±0.3	76	2.7*	±0.2	0.76 (M)
6 to 10 years	15	3.2	±0.4	189	2.8	±0.1	0.36 (S)
11 to 14 years	7	3.4	±0.7	92	2.9	±0.2	0.49 (S)
15 to 20 years	14	3.7*	±0.4	50	2.8*	±0.2	1.09 (L)
More than 20 years	11	2.9	±0.4	108	2.5	±0.2	0.45 (S)
Appointment Type							
Permanent	98	3.3*	±0.2	834	2.7*	±0.1	0.65 (M)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	98	3.3*	±0.2	830	2.7*	±0.1	0.66 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	98	3.3*	±0.2	830	2.7*	±0.1	0.66 (M)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	32	3.6*	±0.3	314	2.6*	±0.1	1.14 (L)
Women	67	3.1*	±0.2	523	2.7*	±0.1	0.40 (S)
<b>Gender Identity</b>							
Male	32	3.6*	±0.3	314	2.6*	±0.1	1.14 (L)
Female	67	3.1*	±0.2	523	2.7*	±0.1	0.40 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	87	3.2*	±0.2	768	2.7*	±0.1	0.60 (M)
Sexual Minority	NR	NR	NR	39	2.6	±0.2	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	87	3.2*	±0.2	768	2.7*	±0.1	0.60 (M)
Lesbian	NR	NR	NR	17	2.6	±0.3	NR
Gay	--	--	--	14	2.6	±0.5	NA
Bisexual	--	--	--	8	2.9	±0.6	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	8	3.5*	±0.3	30	2.9*	±0.2	1.21 (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.



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

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

*Table 4.54 IBC – 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	98	3.0*	±0.2	838	3.6*	±0.1	-0.60 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	7	3.2	±0.5	75	3.8	±0.2	-0.74 (M)
General Schedule (GS) 7-10	21	2.9*	±0.3	175	3.3*	±0.1	-0.48 (S)
General Schedule (GS) 11-12	38	2.9*	±0.2	242	3.4*	±0.1	-0.50 (M)
General Schedule (GS) 13-15	32	3.3*	±0.3	325	3.8*	±0.1	-0.66 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.6	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	9	3.4	±0.3	122	3.9	±0.1	-0.57 (M)
1 to 3 years	17	3.3	±0.3	195	3.6	±0.1	-0.35 (S)
4 to 5 years	25	3.1*	±0.4	76	3.7*	±0.2	-0.67 (M)
6 to 10 years	15	2.8	±0.5	189	3.3	±0.1	-0.53 (M)
11 to 14 years	7	2.6*	±1.0	92	3.4*	±0.2	-0.82 (L)
15 to 20 years	14	2.6*	±0.3	50	3.5*	±0.3	-1.05 (L)
More than 20 years	11	3.3	±0.4	108	3.7	±0.2	-0.48 (S)
Appointment Type							
Permanent	96	3.0*	±0.2	834	3.6*	±0.1	-0.60 (M)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	96	3.0*	±0.2	830	3.6*	±0.1	-0.61 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	96	3.0*	±0.2	830	3.6*	±0.1	-0.61 (M)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	30	2.9*	±0.4	312	3.7*	±0.1	-0.84 (L)
Women	67	3.1*	±0.2	525	3.5*	±0.1	-0.48 (S)
<b>Gender Identity</b>							
Male	30	2.9*	±0.4	312	3.7*	±0.1	-0.84 (L)
Female	67	3.1*	±0.2	525	3.5*	±0.1	-0.48 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	85	3.1*	±0.2	768	3.6*	±0.1	-0.55 (M)
Sexual Minority	NR	NR	NR	39	3.6	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	85	3.1*	±0.2	768	3.6*	±0.1	-0.55 (M)
Lesbian	NR	NR	NR	17	3.7	±0.4	NR
Gay	--	--	--	14	3.9	±0.5	NA
Bisexual	--	--	--	8	3.0	±0.6	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	8	2.6*	±0.2	30	3.4*	±0.3	-1.20 (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.

### 4.7.5 Crude and Offensive Behavior and Supervisor Support

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

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

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	100	3.3*	±0.2	809	3.9*	±0.1	-0.57 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	7	2.8*	±0.9	64	4.0*	±0.2	-1.27 (L)
General Schedule (GS) 7-10	23	3.0	±0.5	170	3.5	±0.2	-0.44 (S)
General Schedule (GS) 11-12	38	3.4*	±0.4	238	3.8*	±0.1	-0.39 (S)
General Schedule (GS) 13-15	32	3.5*	±0.4	318	4.2*	±0.1	-0.68 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	9	3.1*	±1.0	112	4.2*	±0.2	-1.15 (L)
1 to 3 years	17	3.5	±0.3	189	3.8	±0.2	-0.30 (S)
4 to 5 years	27	3.3*	±0.5	75	3.9*	±0.2	-0.47 (S)
6 to 10 years	15	3.4	±0.7	183	3.7	±0.1	-0.37 (S)
11 to 14 years	7	3.2	±1.2	90	3.8	±0.2	-0.54 (M)
15 to 20 years	14	2.9*	±0.5	50	3.9*	±0.3	-1.07 (L)
More than 20 years	11	3.6*	±0.4	104	4.1*	±0.1	-0.66 (M)
Appointment Type							
Permanent	98	3.3*	±0.2	805	3.9*	±0.1	-0.58 (M)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	98	3.3*	±0.2	801	3.9*	±0.1	-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>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	98	3.3*	±0.2	801	3.9*	±0.1	-0.58 (M)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	32	3.0*	±0.5	309	4.0*	±0.1	-1.03 (L)
Women	67	3.4*	±0.2	499	3.8*	±0.1	-0.37 (S)
<b>Gender Identity</b>							
Male	32	3.0*	±0.5	309	4.0*	±0.1	-1.03 (L)
Female	67	3.4*	±0.2	499	3.8*	±0.1	-0.37 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	87	3.3*	±0.3	742	3.9*	±0.1	-0.54 (M)
Sexual Minority	NR	NR	NR	36	4.0	±0.2	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	87	3.3*	±0.3	742	3.9*	±0.1	-0.54 (M)
Lesbian	NR	NR	NR	14	4.1	±0.5	NR
Gay	--	--	--	14	4.2	±0.4	NA
Bisexual	--	--	--	8	3.8	±0.4	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	8	3.1	±0.2	30	3.7	±0.4	-0.62 (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.

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

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

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

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	100	3.2*	±0.2	841	3.8*	±0.1	-0.57 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	7	3.1*	±0.6	75	4.1*	±0.2	-1.53 (L)
General Schedule (GS) 7-10	23	3.1	±0.5	175	3.4	±0.1	-0.40 (S)
General Schedule (GS) 11-12	38	3.2*	±0.3	242	3.6*	±0.1	-0.40 (S)
General Schedule (GS) 13-15	32	3.4*	±0.4	328	4.0*	±0.1	-0.65 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.5	±0.6	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	9	3.1*	±0.6	124	4.1*	±0.1	-1.36 (L)
1 to 3 years	17	3.4	±0.3	197	3.7	±0.1	-0.36 (S)
4 to 5 years	27	3.2*	±0.5	76	3.8*	±0.2	-0.61 (M)
6 to 10 years	15	3.5	±0.6	189	3.6	±0.1	-0.08
11 to 14 years	7	2.5*	±1.0	92	3.7*	±0.2	-1.21 (L)
15 to 20 years	14	3.2*	±0.6	50	3.9*	±0.3	-0.69 (M)
More than 20 years	11	3.3	±0.3	108	3.7	±0.2	-0.45 (S)
Appointment Type							
Permanent	98	3.2*	±0.2	837	3.8*	±0.1	-0.58 (M)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	98	3.2*	±0.2	833	3.8*	±0.1	-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>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	98	3.2*	±0.2	833	3.8*	±0.1	-0.58 (M)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	32	2.9*	±0.4	314	3.9*	±0.1	-1.09 (L)
Women	67	3.4*	±0.2	526	3.7*	±0.1	-0.33 (S)
<b>Gender Identity</b>							
Male	32	2.9*	±0.4	314	3.9*	±0.1	-1.09 (L)
Female	67	3.4*	±0.2	526	3.7*	±0.1	-0.33 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	87	3.2*	±0.2	771	3.8*	±0.1	-0.58 (M)
Sexual Minority	NR	NR	NR	39	3.9	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	87	3.2*	±0.2	771	3.8*	±0.1	-0.58 (M)
Lesbian	NR	NR	NR	17	4.1	±0.2	NR
Gay	--	--	--	14	4.0	±0.7	NA
Bisexual	--	--	--	8	3.2	±0.8	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	8	3.4	±0.5	30	3.8	±0.3	-0.49 (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.

### 4.7.7 Crude and Offensive Behavior and Gender Context

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

*Table 4.57 IBC – 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	98	1.6	±0.1	835	1.7	±0.0	-0.16
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	7	1.7	±0.2	75	1.5	±0.1	0.31 (S)
General Schedule (GS) 7-10	23	1.5	±0.2	175	1.5	±0.1	-0.10
General Schedule (GS) 11-12	38	1.5*	±0.1	242	1.7*	±0.1	-0.39 (S)
General Schedule (GS) 13-15	31	1.9	±0.1	326	1.8	±0.1	0.03
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	9	1.7	±0.2	124	1.7	±0.1	-0.02
1 to 3 years	17	1.5*	±0.2	197	1.7*	±0.1	-0.53 (M)
4 to 5 years	27	1.7	±0.2	76	1.7	±0.1	-0.01
6 to 10 years	15	1.7	±0.2	189	1.6	±0.1	0.15
11 to 14 years	5	1.9	±0.1	92	1.7	±0.1	0.52 (M)
15 to 20 years	14	1.4*	±0.2	50	1.8*	±0.2	-0.69 (M)
More than 20 years	11	1.8	±0.3	107	1.9	±0.1	-0.17
Appointment Type							
Permanent	96	1.6	±0.1	831	1.7	±0.0	-0.18
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	96	1.6	±0.1	827	1.7	±0.0	-0.18

	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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	96	1.6	±0.1	827	1.7	±0.0	-0.18
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	30	1.6*	±0.1	314	1.8*	±0.1	-0.48 (S)
Women	67	1.7	±0.1	521	1.7	±0.0	0.00
<b>Gender Identity</b>							
Male	30	1.6*	±0.1	314	1.8*	±0.1	-0.48 (S)
Female	67	1.7	±0.1	521	1.7	±0.0	0.00
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	85	1.7	±0.1	768	1.7	±0.0	-0.09
Sexual Minority	NR	NR	NR	38	2.0	±0.1	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	85	1.7	±0.1	768	1.7	±0.0	-0.09
Lesbian	NR	NR	NR	16	2.1	±0.1	NR
Gay	--	--	--	14	1.9	±0.2	NA
Bisexual	--	--	--	8	1.9	±0.4	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	8	1.4	±0.2	28	1.6	±0.2	-0.40 (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 4.58 presents experiences of bystander sex/gender harassment for those who indicated they had or had not personally experienced crude and offensive behavior within the past 12 months. Sex/gender bystander harassment (i.e., a situation in which an employee witnessed but may not have been a direct target of the harassing behavior) was measured on a 6-point response scale ranging from *never* to *one or more times a day*. The results indicate the percentage of employees who witnessed sex/gender harassment against another employee. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.58 IBC – 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	33	34.7%*	±10.2	38	4.5%*	±1.6	0.83 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	6	7.9%	±8.9	NR
General Schedule (GS) 7-10	NR	NR	NR	14	8.2%	±5.2	NR
General Schedule (GS) 11-12	12	34.3%*	±17.5	13	5.4%*	±3.8	0.78 (M)
General Schedule (GS) 13-15	NR	NR	NR	NR	NR	NR	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	NR	NR	NR	NR
1 to 3 years	NR	NR	NR	12	6.0%	±4.4	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	11	6.0%	±4.5	NR
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	NR	NR	NR	NR	NR	NR	NR
More than 20 years	NR	NR	NR	5	5.0%	±6.3	NR
Appointment Type							
Permanent	33	35.4%*	±10.3	38	4.5%*	±1.6	0.84 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA

	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	--	--	--	--	--	--	NA
Non-Seasonal	33	35.4%*	±10.3	38	4.6%*	±1.7	0.84 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	33	35.4%*	±10.3	38	4.6%*	±1.7	0.84 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	13	4.3%	±2.9	NR
Women	21	31.8%*	±12.6	24	4.7%*	±2.2	0.76 (M)
<b>Gender Identity</b>							
Male	NR	NR	NR	13	4.3%	±2.9	NR
Female	21	31.8%*	±12.6	24	4.7%*	±2.2	0.76 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	28	34.2%*	±11.0	28	3.7%*	±1.6	0.86 (L)
Sexual Minority	NR	NR	NR	9	25.6%	±17.1	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	28	34.2%*	±11.0	28	3.7%*	±1.6	0.86 (L)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	0	0.0%	NA	NR

<sup>a</sup> Represents the percent, who, in the past 12 months, indicated they witnessed a situation where another employee was subjected to crude or offensive behavior. \* Indicates a statistically significant difference between those who experienced harassment and those who did not.

#### 4.7.9 Logistic Regression Analyses of Crude and Offensive Behavior and Predictors of Workplace Harassment

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced crude and offensive behavior against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to crude and offensive behavior, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience crude and offensive behavior. Table 4.59 presents the results of the regression analyses. Each predictor variable is shown in the first column.

*Table 4.59 IBC – Logistic Regression of Crude and Offensive Behavior and Predictors of Workplace Harassment*

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	0.483	1.128	0.184	--	1.621	--	--	--	--
Education Level	0.879	0.277	10.088	0.001	2.409	1.400	4.144	-226.820	10.832
Relationship Status	-0.754	0.259	8.493	0.004	0.470	0.283	0.781	-225.584	8.360
Appointment Type	-2.303	0.947	5.913	0.015	0.100	0.016	0.640	-223.451	4.095
Organizational Politics	0.535	0.156	11.691	0.001	1.707	1.256	2.319	-227.395	11.983
Bystander Harassment Based on Sex/Gender	-2.023	0.309	42.908	0.000	0.132	0.072	0.242	-241.517	40.225
Leadership Intolerance	-0.754	0.312	5.853	0.016	0.471	0.256	0.867	-224.329	5.851

Note. N = 845, Nagelkerke R Square = 0.251

## 4.8 Unwanted Sexual Attention

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

### 4.8.1 Unwanted Sexual Attention and General Intolerance for Harassment

Table 4.60 presents general intolerance for harassment for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. General intolerance for harassment was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate an organizational climate more intolerant of harassment. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.60 IBC – Unwanted Sexual Attention and General Intolerance for Harassment by Selected Characteristics*

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	27	3.2*	±0.3	883	3.6*	±0.1	-0.54 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	77	4.1	±0.1	NA
General Schedule (GS) 7-10	8	2.9	±0.4	181	3.4	±0.1	-0.55 (M)
General Schedule (GS) 11-12	15	3.5	±0.4	264	3.4	±0.1	0.07
General Schedule (GS) 13-15	NR	NR	NR	344	3.8	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.7	NA
Other	--	--	--	NR	NR	NR	NR

	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>Years of Service at Bureau or Office</b>							
Less than 1 year	--	--	--	125	4.0	±0.1	NA
1 to 3 years	5	2.9*	±0.6	207	3.8*	±0.1	-1.15 (L)
4 to 5 years	NR	NR	NR	93	3.5	±0.2	NR
6 to 10 years	11	3.2	±0.5	186	3.4	±0.1	-0.22 (S)
11 to 14 years	NR	NR	NR	97	3.3	±0.2	NR
15 to 20 years	5	3.7	±0.0	60	3.4	±0.2	0.28 (S)
More than 20 years	NR	NR	NR	113	3.8	±0.1	NR
<b>Appointment Type</b>							
Permanent	27	3.2*	±0.3	877	3.6*	±0.1	-0.54 (M)
Term	--	--	--	6	3.5	±0.1	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	27	3.2*	±0.3	873	3.6*	±0.1	-0.54 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	27	3.2*	±0.3	873	3.6*	±0.1	-0.54 (M)
Term	--	--	--	6	3.5	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	6	3.1*	±1.1	335	3.7*	±0.1	-0.83 (L)
Women	20	3.2*	±0.3	547	3.6*	±0.1	-0.46 (S)
<b>Gender Identity</b>							
Male	6	3.1*	±1.1	335	3.7*	±0.1	-0.83 (L)
Female	20	3.2*	±0.3	547	3.6*	±0.1	-0.46 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	20	3.1*	±0.4	811	3.6*	±0.1	-0.61 (M)
Sexual Minority	NR	NR	NR	38	3.7	±0.3	NR

	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>Sexual Orientation</b>							
Heterosexual or straight	20	3.1*	±0.4	811	3.6*	±0.1	-0.61 (M)
Lesbian	--	--	--	16	3.3	±0.5	NA
Gay	--	--	--	14	4.3	±0.4	NA
Bisexual	--	--	--	8	3.4	±0.7	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	32	3.1	±0.3	NR

<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.

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

Table 4.61 presents leadership intolerance for harassment for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Intolerance for harassment was measured using a *yes, no, do not know* response format, with higher scores indicating greater intolerance for harassment among leaders. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.61 IBC – 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	29	0.33*	±0.14	908	0.60*	±0.03	-0.62 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	82	0.67	±0.10	NA
General Schedule (GS) 7-10	9	0.28	±0.22	188	0.53	±0.07	-0.56 (M)
General Schedule (GS) 11-12	15	0.41	±0.23	265	0.51	±0.05	-0.21 (S)
General Schedule (GS) 13-15	NR	NR	NR	352	0.69	±0.04	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	0.91	±0.13	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	132	0.62	±0.08	NA
1 to 3 years	NR	NR	NR	209	0.61	±0.06	NR
4 to 5 years	NR	NR	NR	99	0.52	±0.09	NR
6 to 10 years	11	0.54	±0.20	188	0.65	±0.06	-0.27 (S)
11 to 14 years	NR	NR	NR	97	0.57	±0.09	NR
15 to 20 years	5	0.00*	±0.00	60	0.47*	±0.12	-1.03 (L)
More than 20 years	NR	NR	NR	117	0.64	±0.08	NR
Appointment Type							
Permanent	29	0.33*	±0.14	902	0.60*	±0.03	-0.61 (M)
Term	--	--	--	6	0.71	±0.41	NA
Temporary	--	--	--	--	--	--	NA

	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	--	--	--	--	--	--	NA
Non-Seasonal	29	0.33*	±0.14	898	0.60*	±0.03	-0.62 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	29	0.33*	±0.14	898	0.60*	±0.03	-0.62 (M)
Term	--	--	--	6	0.71	±0.41	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	334	0.64	±0.05	NR
Women	20	0.35*	±0.16	573	0.58*	±0.04	-0.52 (M)
<b>Gender Identity</b>							
Male	NR	NR	NR	334	0.64	±0.05	NR
Female	20	0.35*	±0.16	573	0.58*	±0.04	-0.52 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	22	0.30*	±0.17	835	0.61*	±0.03	-0.69 (M)
Sexual Minority	NR	NR	NR	38	0.56	±0.16	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	22	0.30*	±0.17	835	0.61*	±0.03	-0.69 (M)
Lesbian	--	--	--	18	0.44	±0.24	NA
Gay	--	--	--	12	0.71	±0.24	NA
Bisexual	--	--	--	8	0.59	±0.36	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	34	0.58	±0.16	NR

<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 4.62 presents organizational politics for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Organizational politics was measured with a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater pressure to conform to organizational norms. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.62 IBC – 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	29	3.5*	±0.3	909	2.7*	±0.1	0.86 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	82	2.6	±0.2	NA
General Schedule (GS) 7-10	9	3.3	±0.4	187	3.0	±0.1	0.46 (S)
General Schedule (GS) 11-12	15	3.4*	±0.5	265	2.9*	±0.1	0.60 (M)
General Schedule (GS) 13-15	NR	NR	NR	354	2.5	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	1.7	±0.8	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	129	2.5	±0.1	NA
1 to 3 years	5	2.9	±1.0	209	2.7	±0.1	0.28 (S)
4 to 5 years	NR	NR	NR	99	2.8	±0.2	NR
6 to 10 years	11	3.4*	±0.5	192	2.8*	±0.1	0.65 (M)
11 to 14 years	NR	NR	NR	97	2.9	±0.2	NR
15 to 20 years	5	4.0*	±0.0	60	2.9*	±0.2	1.34 (L)
More than 20 years	NR	NR	NR	117	2.6	±0.2	NR
Appointment Type							
Permanent	29	3.5*	±0.3	903	2.7*	±0.1	0.86 (L)
Term	--	--	--	6	2.5	±0.2	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	29	3.5*	±0.3	899	2.7*	±0.1	0.86 (L)

	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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	29	3.5*	±0.3	899	2.7*	±0.1	0.86 (L)
Term	--	--	--	6	2.5	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	8	3.4*	±0.8	338	2.7*	±0.1	0.79 (M)
Women	20	3.5*	±0.3	569	2.7*	±0.1	0.88 (L)
<b>Gender Identity</b>							
Male	8	3.4*	±0.8	338	2.7*	±0.1	0.79 (M)
Female	20	3.5*	±0.3	569	2.7*	±0.1	0.88 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	22	3.6*	±0.4	833	2.7*	±0.1	0.96 (L)
Sexual Minority	NR	NR	NR	40	2.7	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	22	3.6*	±0.4	833	2.7*	±0.1	0.96 (L)
Lesbian	--	--	--	18	2.7	±0.4	NA
Gay	--	--	--	14	2.6	±0.5	NA
Bisexual	--	--	--	8	2.9	±0.6	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	34	3.0	±0.2	NR

<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.

#### 4.8.4 Unwanted Sexual Attention and Organizational Trust

Table 4.63 presents organizational trust for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Organizational trust was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of trust. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.63 IBC – 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	27	2.6*	±0.3	909	3.6*	±0.1	-1.00 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	82	3.7	±0.2	NA
General Schedule (GS) 7-10	8	2.5*	±0.4	188	3.3*	±0.1	-0.94 (L)
General Schedule (GS) 11-12	15	2.9	±0.4	265	3.3	±0.1	-0.43 (S)
General Schedule (GS) 13-15	NR	NR	NR	353	3.8	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.6	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	130	3.9	±0.1	NA
1 to 3 years	5	2.9	±0.9	207	3.6	±0.1	-0.82 (L)
4 to 5 years	NR	NR	NR	99	3.6	±0.2	NR
6 to 10 years	11	2.7*	±0.5	192	3.3*	±0.1	-0.67 (M)
11 to 14 years	NR	NR	NR	97	3.4	±0.2	NR
15 to 20 years	5	2.8	±0.0	60	3.4	±0.2	-0.59 (M)
More than 20 years	NR	NR	NR	117	3.7	±0.1	NR
Appointment Type							
Permanent	27	2.6*	±0.3	903	3.6*	±0.1	-0.99 (L)
Term	--	--	--	6	3.6	±0.3	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	27	2.6*	±0.3	899	3.6*	±0.1	-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 and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	27	2.6*	±0.3	899	3.6*	±0.1	-0.99 (L)
Term	--	--	--	6	3.6	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	6	2.5*	±1.2	337	3.6*	±0.1	-1.14 (L)
Women	20	2.7*	±0.2	571	3.5*	±0.1	-0.98 (L)
<b>Gender Identity</b>							
Male	6	2.5*	±1.2	337	3.6*	±0.1	-1.14 (L)
Female	20	2.7*	±0.2	571	3.5*	±0.1	-0.98 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	20	2.6*	±0.4	833	3.6*	±0.1	-1.05 (L)
Sexual Minority	NR	NR	NR	40	3.6	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	20	2.6*	±0.4	833	3.6*	±0.1	-1.05 (L)
Lesbian	--	--	--	18	3.6	±0.4	NA
Gay	--	--	--	14	3.9	±0.5	NA
Bisexual	--	--	--	8	3.0	±0.6	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	34	3.3	±0.2	NR

<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.

### 4.8.5 Unwanted Sexual Attention and Supervisor Support

Table 4.64 presents supervisor support for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Supervisory support was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of support. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.64 IBC – 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</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	29	3.1*	±0.4	880	3.9*	±0.1	-0.70 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	71	3.9	±0.2	NA
General Schedule (GS) 7-10	9	2.6*	±0.7	183	3.4*	±0.2	-0.78 (M)
General Schedule (GS) 11-12	15	3.4	±0.6	261	3.8	±0.1	-0.41 (S)
General Schedule (GS) 13-15	NR	NR	NR	346	4.1	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	121	4.1	±0.2	NA
1 to 3 years	5	3.3	±1.1	201	3.8	±0.2	-0.39 (S)
4 to 5 years	NR	NR	NR	97	3.8	±0.2	NR
6 to 10 years	11	3.1*	±0.8	186	3.8*	±0.1	-0.62 (M)
11 to 14 years	NR	NR	NR	96	3.8	±0.2	NR
15 to 20 years	5	3.3	±0.0	60	3.8	±0.3	-0.49 (S)
More than 20 years	NR	NR	NR	113	4.0	±0.1	NR
Appointment Type							
Permanent	29	3.1*	±0.4	874	3.9*	±0.1	-0.69 (M)
Term	--	--	--	6	4.1	±0.1	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	29	3.1*	±0.4	870	3.9*	±0.1	-0.70 (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>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	29	3.1*	±0.4	870	3.9*	±0.1	-0.70 (M)
Term	--	--	--	6	4.1	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	8	2.6*	±1.2	334	4.0*	±0.1	-1.35 (L)
Women	20	3.2*	±0.4	545	3.8*	±0.1	-0.52 (M)
<b>Gender Identity</b>							
Male	8	2.6*	±1.2	334	4.0*	±0.1	-1.35 (L)
Female	20	3.2*	±0.4	545	3.8*	±0.1	-0.52 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	22	3.0*	±0.6	807	3.9*	±0.1	-0.83 (L)
Sexual Minority	NR	NR	NR	38	3.9	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	22	3.0*	±0.6	807	3.9*	±0.1	-0.83 (L)
Lesbian	--	--	--	15	3.8	±0.6	NA
Gay	--	--	--	14	4.2	±0.4	NA
Bisexual	--	--	--	8	3.8	±0.4	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	34	3.6	±0.3	NR

<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.

#### 4.8.6 Unwanted Sexual Attention and Organizational Inclusion

Table 4.65 presents organizational inclusion for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Organizational inclusion was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of inclusion. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.65 IBC – 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	29	3.0*	±0.4	912	3.7*	±0.1	-0.83 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	82	4.0	±0.2	NA
General Schedule (GS) 7-10	9	2.9	±0.9	188	3.4	±0.1	-0.54 (M)
General Schedule (GS) 11-12	15	2.9*	±0.6	265	3.6*	±0.1	-0.66 (M)
General Schedule (GS) 13-15	NR	NR	NR	356	4.0	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.5	±0.6	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	132	4.1	±0.1	NA
1 to 3 years	5	3.2	±1.1	209	3.7	±0.1	-0.60 (M)
4 to 5 years	NR	NR	NR	99	3.7	±0.2	NR
6 to 10 years	11	3.4	±0.8	192	3.6	±0.1	-0.17
11 to 14 years	NR	NR	NR	97	3.6	±0.2	NR
15 to 20 years	5	2.6*	±0.0	60	3.9*	±0.3	-1.27 (L)
More than 20 years	NR	NR	NR	117	3.7	±0.2	NR
Appointment Type							
Permanent	29	3.0*	±0.4	906	3.7*	±0.1	-0.83 (L)
Term	--	--	--	6	4.0	±0.0	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	29	3.0*	±0.4	902	3.7*	±0.1	-0.83 (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 and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	29	3.0*	±0.4	902	3.7*	±0.1	-0.83 (L)
Term	--	--	--	6	4.0	±0.0	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	8	2.6*	±1.2	338	3.8*	±0.1	-1.34 (L)
Women	20	3.0*	±0.4	573	3.7*	±0.1	-0.69 (M)
<b>Gender Identity</b>							
Male	8	2.6*	±1.2	338	3.8*	±0.1	-1.34 (L)
Female	20	3.0*	±0.4	573	3.7*	±0.1	-0.69 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	22	2.6*	±0.5	837	3.7*	±0.1	-1.18 (L)
Sexual Minority	NR	NR	NR	40	3.8	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	22	2.6*	±0.5	837	3.7*	±0.1	-1.18 (L)
Lesbian	--	--	--	18	3.9	±0.3	NA
Gay	--	--	--	14	4.0	±0.7	NA
Bisexual	--	--	--	8	3.2	±0.8	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	34	3.6	±0.3	NR

<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.



### 4.8.7 Unwanted Sexual Attention and Gender Context

Table 4.66 presents gender context for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Gender context was measured with three questions about the mix of men and women in the workplace. Scale values include *mostly women*, *a relatively even mix of men and women*, and *mostly men*. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

Table 4.66 IBC – 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	29	1.5*	±0.1	904	1.7*	±0.0	-0.48 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	82	1.5	±0.1	NA
General Schedule (GS) 7-10	9	1.5	±0.2	188	1.5	±0.1	-0.02
General Schedule (GS) 11-12	15	1.4*	±0.1	265	1.7*	±0.1	-0.69 (M)
General Schedule (GS) 13-15	NR	NR	NR	352	1.8	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	132	1.7	±0.1	NA
1 to 3 years	5	1.3	±0.3	209	1.7	±0.1	-0.83 (L)
4 to 5 years	NR	NR	NR	99	1.7	±0.1	NR
6 to 10 years	11	1.6	±0.2	192	1.6	±0.1	-0.10
11 to 14 years	NR	NR	NR	96	1.7	±0.1	NR
15 to 20 years	5	1.3	±0.0	60	1.8	±0.1	-0.80 (L)
More than 20 years	NR	NR	NR	116	1.9	±0.1	NR
Appointment Type							
Permanent	29	1.5*	±0.1	898	1.7*	±0.0	-0.47 (S)
Term	--	--	--	6	1.9	±0.3	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	29	1.5*	±0.1	894	1.7*	±0.0	-0.47 (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>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	29	1.5*	±0.1	894	1.7*	±0.0	-0.47 (S)
Term	--	--	--	6	1.9	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	8	1.5	±0.3	336	1.8	±0.1	-0.65 (M)
Women	20	1.5*	±0.1	567	1.7*	±0.0	-0.47 (S)
<b>Gender Identity</b>							
Male	8	1.5	±0.3	336	1.8	±0.1	-0.65 (M)
Female	20	1.5*	±0.1	567	1.7*	±0.0	-0.47 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	22	1.5*	±0.1	831	1.7*	±0.0	-0.51 (M)
Sexual Minority	NR	NR	NR	39	2.0	±0.1	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	22	1.5*	±0.1	831	1.7*	±0.0	-0.51 (M)
Lesbian	--	--	--	17	2.1	±0.1	NA
Gay	--	--	--	14	1.9	±0.2	NA
Bisexual	--	--	--	8	1.9	±0.4	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	32	1.5	±0.2	NR

<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 4.67 presents experiences of bystander sex/gender harassment for those who indicated they had or had not personally experienced unwanted sexual attention within the past 12 months. Sex/gender bystander harassment (i.e., a situation in which an employee witnessed but may not have been a direct target of the harassing behavior) was measured on a 6-point response scale ranging from *never* to *one or more times a day*. The results indicate the percentage of employees who witnessed sex/gender harassment against another employee. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.67 IBC – Unwanted Sexual Attention and Bystander Harassment*

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			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	NR	NR	NR	63	7.0%	±1.9	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	6	7.2%	±8.3	NA
General Schedule (GS) 7-10	NR	NR	NR	26	13.6%	±5.7	NR
General Schedule (GS) 11-12	NR	NR	NR	24	9.1%	±4.2	NR
General Schedule (GS) 13-15	NR	NR	NR	8	2.2%	±2.2	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	6	4.5%	±5.3	NA
1 to 3 years	NR	NR	NR	16	7.6%	±4.6	NR
4 to 5 years	NR	NR	NR	11	11.0%	±8.0	NR
6 to 10 years	NR	NR	NR	15	7.9%	±4.8	NR
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	NR	NR	NR	NR	NR	NR	NR
More than 20 years	NR	NR	NR	9	8.2%	±6.7	NR
Appointment Type							
Permanent	NR	NR	NR	63	7.0%	±1.9	NR
Term	--	--	--	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA

	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	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	63	7.1%	±1.9	NR
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	63	7.1%	±1.9	NR
Term	--	--	--	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	20	5.8%	±3.1	NR
Women	NR	NR	NR	43	7.7%	±2.5	NR
<b>Gender Identity</b>							
Male	NR	NR	NR	20	5.8%	±3.1	NR
Female	NR	NR	NR	43	7.7%	±2.5	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	50	6.0%	±1.8	NR
Sexual Minority	NR	NR	NR	11	28.4%	±16.8	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	50	6.0%	±1.8	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	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 unwanted sexual attention. \* Indicates a statistically significant difference between those who experienced harassment and those who did not.

#### 4.8.9 Logistic Regression Analyses of Unwanted Sexual Attention and Predictors of Workplace Harassment

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced unwanted sexual attention against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to unwanted sexual attention, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience unwanted sexual attention. Table 4.68 presents the results of the regression analyses. Each predictor variable is shown in the first column.

*Table 4.68 IBC – Logistic Regression of Unwanted Sexual Attention and Predictors of Workplace Harassment*

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	0.040	0.997	0.002	--	1.041	--	--	--	--
Years of Service at Bureau or Office	0.251	0.123	4.157	0.041	1.286	1.010	1.637	-94.591	4.207
Organizational Trust	-0.964	0.217	19.765	0.000	0.381	0.249	0.583	-102.873	20.772
Gender Context	-1.030	0.474	4.718	0.030	0.357	0.141	0.904	-95.075	5.175

Note. N = 845, Nagelkerke R Square = 0.166

## 4.9 Sexual Coercion

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

### 4.9.1 Sexual Coercion and General Intolerance for Harassment

Table 4.69 presents general intolerance for harassment for those who indicated they had or had not experienced sexual coercion within the past 12 months. General intolerance for harassment was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate an organizational climate more intolerant of harassment. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.69 IBC – 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	7	3.4	±0.4	903	3.6	±0.1	-0.30 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	77	4.1	±0.1	NA
General Schedule (GS) 7-10	--	--	--	189	3.4	±0.1	NA
General Schedule (GS) 11-12	5	3.7	±0.0	273	3.4	±0.1	0.33 (S)
General Schedule (GS) 13-15	NR	NR	NR	347	3.8	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.7	NA
Other	--	--	--	NR	NR	NR	NR

	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>Years of Service at Bureau or Office</b>							
Less than 1 year	--	--	--	125	4.0	±0.1	NA
1 to 3 years	--	--	--	212	3.8	±0.1	NA
4 to 5 years	--	--	--	95	3.5	±0.2	NA
6 to 10 years	--	--	--	197	3.4	±0.1	NA
11 to 14 years	NR	NR	NR	97	3.3	±0.2	NR
15 to 20 years	5	3.7	±0.0	60	3.4	±0.2	0.28 (S)
More than 20 years	--	--	--	115	3.8	±0.1	NA
<b>Appointment Type</b>							
Permanent	7	3.4	±0.4	898	3.6	±0.1	-0.30 (S)
Term	--	--	--	6	3.5	±0.1	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	7	3.4	±0.4	893	3.6	±0.1	-0.30 (S)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	7	3.4	±0.4	893	3.6	±0.1	-0.30 (S)
Term	--	--	--	6	3.5	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	--	--	--	341	3.7	±0.1	NA
Women	7	3.4	±0.4	561	3.6	±0.1	-0.23 (S)
<b>Gender Identity</b>							
Male	--	--	--	341	3.7	±0.1	NA
Female	7	3.4	±0.4	561	3.6	±0.1	-0.23 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	7	3.4	±0.4	825	3.6	±0.1	-0.33 (S)
Sexual Minority	--	--	--	39	3.7	±0.3	NA

	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>Sexual Orientation</b>							
Heterosexual or straight	7	3.4	±0.4	825	3.6	±0.1	-0.33 (S)
Lesbian	--	--	--	16	3.3	±0.5	NA
Gay	--	--	--	14	4.3	±0.4	NA
Bisexual	--	--	--	8	3.4	±0.7	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	36	3.1	±0.2	NA

<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.



### 4.9.2 Sexual Coercion and Leadership Intolerance for Harassment

Table 4.70 presents leadership intolerance for harassment for those who indicated they had or had not experienced sexual coercion within the past 12 months. Intolerance for harassment was measured using a *yes, no, do not know* response format, with higher scores indicating greater intolerance for harassment among leaders. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.70 IBC – 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	NR	NR	NR	928	0.60	±0.03	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	82	0.67	±0.10	NA
General Schedule (GS) 7-10	NR	NR	NR	196	0.52	±0.06	NR
General Schedule (GS) 11-12	5	0.00*	±0.00	275	0.51*	±0.05	-1.16 (L)
General Schedule (GS) 13-15	NR	NR	NR	355	0.68	±0.04	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	0.91	±0.13	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	132	0.62	±0.08	NA
1 to 3 years	--	--	--	214	0.60	±0.06	NA
4 to 5 years	NR	NR	NR	101	0.51	±0.09	NR
6 to 10 years	--	--	--	199	0.64	±0.06	NA
11 to 14 years	NR	NR	NR	97	0.57	±0.09	NR
15 to 20 years	5	0.00*	±0.00	60	0.47*	±0.12	-1.03 (L)
More than 20 years	--	--	--	119	0.65	±0.08	NA
Appointment Type							
Permanent	NR	NR	NR	923	0.60	±0.03	NR
Term	--	--	--	6	0.71	±0.41	NA
Temporary	--	--	--	--	--	--	NA

	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>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	919	0.60	±0.03	NR
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	919	0.60	±0.03	NR
Term	--	--	--	6	0.71	±0.41	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	340	0.64	±0.05	NR
Women	NR	NR	NR	586	0.58	±0.04	NR
<b>Gender Identity</b>							
Male	NR	NR	NR	340	0.64	±0.05	NR
Female	NR	NR	NR	586	0.58	±0.04	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	848	0.60	±0.03	NR
Sexual Minority	--	--	--	39	0.55	±0.15	NA
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	848	0.60	±0.03	NR
Lesbian	--	--	--	18	0.44	±0.24	NA
Gay	--	--	--	12	0.71	±0.24	NA
Bisexual	--	--	--	8	0.59	±0.36	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	38	0.59	±0.14	NA

<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 4.71 presents organizational politics for those who indicated they had or had not experienced sexual coercion within the past 12 months. Organizational politics was measured with a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater pressure to conform to organizational norms. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

Table 4.71 IBC – Sexual Coercion and Organizational Politics by Selected Characteristics

	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>
Overall	9	3.8*	±0.2	929	2.7*	±0.1	1.16 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	82	2.6	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	194	3.0	±0.1	NR
General Schedule (GS) 11-12	5	4.0*	±0.0	275	2.9*	±0.1	1.28 (L)
General Schedule (GS) 13-15	NR	NR	NR	357	2.5	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	1.7	±0.8	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	129	2.5	±0.1	NA
1 to 3 years	--	--	--	214	2.7	±0.1	NA
4 to 5 years	NR	NR	NR	101	2.8	±0.2	NR
6 to 10 years	--	--	--	203	2.9	±0.1	NA
11 to 14 years	NR	NR	NR	97	2.9	±0.2	NR
15 to 20 years	5	4.0*	±0.0	60	2.9*	±0.2	1.34 (L)
More than 20 years	--	--	--	119	2.6	±0.2	NA
Appointment Type							
Permanent	9	3.8*	±0.2	923	2.7*	±0.1	1.16 (L)
Term	--	--	--	6	2.5	±0.2	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	9	3.8*	±0.2	919	2.7*	±0.1	1.16 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	9	3.8*	±0.2	919	2.7*	±0.1	1.16 (L)
Term	--	--	--	6	2.5	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	344	2.7	±0.1	NR
Women	7	3.9*	±0.1	583	2.8*	±0.1	1.34 (L)
<b>Gender Identity</b>							
Male	NR	NR	NR	344	2.7	±0.1	NR
Female	7	3.9*	±0.1	583	2.8*	±0.1	1.34 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	9	3.8*	±0.2	847	2.7*	±0.1	1.16 (L)
Sexual Minority	--	--	--	41	2.7	±0.3	NA
<b>Sexual Orientation</b>							
Heterosexual or straight	9	3.8*	±0.2	847	2.7*	±0.1	1.16 (L)
Lesbian	--	--	--	18	2.7	±0.4	NA
Gay	--	--	--	14	2.6	±0.5	NA
Bisexual	--	--	--	8	2.9	±0.6	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	38	3.0	±0.2	NA

<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.

#### 4.9.4 Sexual Coercion and Organizational Trust

Table 4.72 presents organizational trust for those who indicated they had or had not experienced sexual coercion within the past 12 months. Organizational trust was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of trust. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

Table 4.72 IBC – Sexual Coercion and Organizational Trust by Selected Characteristics

	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>
Overall	7	2.7*	±0.2	929	3.5*	±0.1	-0.95 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	82	3.7	±0.2	NA
General Schedule (GS) 7-10	--	--	--	196	3.3	±0.1	NA
General Schedule (GS) 11-12	5	2.8	±0.0	275	3.3	±0.1	-0.49 (S)
General Schedule (GS) 13-15	NR	NR	NR	356	3.8	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.6	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	130	3.9	±0.1	NA
1 to 3 years	--	--	--	212	3.6	±0.1	NA
4 to 5 years	--	--	--	101	3.5	±0.2	NA
6 to 10 years	--	--	--	203	3.3	±0.1	NA
11 to 14 years	NR	NR	NR	97	3.4	±0.2	NR
15 to 20 years	5	2.8	±0.0	60	3.4	±0.2	-0.59 (M)
More than 20 years	--	--	--	119	3.7	±0.1	NA
Appointment Type							
Permanent	7	2.7*	±0.2	923	3.5*	±0.1	-0.94 (L)
Term	--	--	--	6	3.6	±0.3	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	7	2.7*	±0.2	919	3.5*	±0.1	-0.94 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	7	2.7*	±0.2	919	3.5*	±0.1	-0.94 (L)
Term	--	--	--	6	3.6	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	--	--	--	343	3.6	±0.1	NA
Women	7	2.7*	±0.2	584	3.5*	±0.1	-0.94 (L)
<b>Gender Identity</b>							
Male	--	--	--	343	3.6	±0.1	NA
Female	7	2.7*	±0.2	584	3.5*	±0.1	-0.94 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	7	2.7*	±0.2	847	3.5*	±0.1	-0.95 (L)
Sexual Minority	--	--	--	41	3.6	±0.3	NA
<b>Sexual Orientation</b>							
Heterosexual or straight	7	2.7*	±0.2	847	3.5*	±0.1	-0.95 (L)
Lesbian	--	--	--	18	3.6	±0.4	NA
Gay	--	--	--	14	3.9	±0.5	NA
Bisexual	--	--	--	8	3.0	±0.6	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	38	3.2	±0.2	NA

<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.

### 4.9.5 Sexual Coercion and Supervisor Support

Table 4.73 presents supervisor support for those who indicated they had or had not experienced sexual coercion within the past 12 months. Supervisory support was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of support. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.73 IBC – Sexual Coercion and Supervisor Support by Selected Characteristics*

	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>
Overall	9	2.9*	±0.7	900	3.8*	±0.1	-0.90 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	71	3.9	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	190	3.4	±0.2	NR
General Schedule (GS) 11-12	5	3.3	±0.0	271	3.8	±0.1	-0.50 (M)
General Schedule (GS) 13-15	NR	NR	NR	349	4.1	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	121	4.1	±0.2	NA
1 to 3 years	--	--	--	206	3.8	±0.2	NA
4 to 5 years	NR	NR	NR	99	3.8	±0.2	NR
6 to 10 years	--	--	--	197	3.7	±0.1	NA
11 to 14 years	NR	NR	NR	96	3.8	±0.2	NR
15 to 20 years	5	3.3	±0.0	60	3.8	±0.3	-0.49 (S)
More than 20 years	--	--	--	116	4.0	±0.1	NA
Appointment Type							
Permanent	9	2.9*	±0.7	894	3.8*	±0.1	-0.90 (L)
Term	--	--	--	6	4.1	±0.1	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	9	2.9*	±0.7	890	3.8*	±0.1	-0.90 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	9	2.9*	±0.7	890	3.8*	±0.1	-0.90 (L)
Term	--	--	--	6	4.1	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	340	4.0	±0.1	NR
Women	7	3.4	±0.3	559	3.8	±0.1	-0.31 (S)
<b>Gender Identity</b>							
Male	NR	NR	NR	340	4.0	±0.1	NR
Female	7	3.4	±0.3	559	3.8	±0.1	-0.31 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	9	2.9*	±0.7	820	3.8*	±0.1	-0.90 (L)
Sexual Minority	--	--	--	39	4.0	±0.3	NA
<b>Sexual Orientation</b>							
Heterosexual or straight	9	2.9*	±0.7	820	3.8*	±0.1	-0.90 (L)
Lesbian	--	--	--	15	3.8	±0.6	NA
Gay	--	--	--	14	4.2	±0.4	NA
Bisexual	--	--	--	8	3.8	±0.4	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	38	3.6	±0.3	NA

<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.



#### 4.9.6 Sexual Coercion and Organizational Inclusion

Table 4.74 presents organizational inclusion for those who indicated they had or had not experienced sexual coercion within the past 12 months. Organizational inclusion was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of inclusion. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.74 IBC – 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	9	2.4*	±0.6	932	3.7*	±0.1	-1.40 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	82	4.0	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	196	3.4	±0.1	NR
General Schedule (GS) 11-12	5	2.6*	±0.0	275	3.6*	±0.1	-0.95 (L)
General Schedule (GS) 13-15	NR	NR	NR	359	4.0	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.5	±0.6	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	132	4.1	±0.1	NA
1 to 3 years	--	--	--	214	3.7	±0.1	NA
4 to 5 years	NR	NR	NR	101	3.7	±0.2	NR
6 to 10 years	--	--	--	203	3.6	±0.1	NA
11 to 14 years	NR	NR	NR	97	3.6	±0.2	NR
15 to 20 years	5	2.6*	±0.0	60	3.9*	±0.3	-1.27 (L)
More than 20 years	--	--	--	119	3.7	±0.2	NA
Appointment Type							
Permanent	9	2.4*	±0.6	927	3.7*	±0.1	-1.40 (L)
Term	--	--	--	6	4.0	±0.0	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	9	2.4*	±0.6	923	3.7*	±0.1	-1.39 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	9	2.4*	±0.6	923	3.7*	±0.1	-1.39 (L)
Term	--	--	--	6	4.0	±0.0	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	344	3.8	±0.1	NR
Women	7	2.8*	±0.3	586	3.7*	±0.1	-0.91 (L)
<b>Gender Identity</b>							
Male	NR	NR	NR	344	3.8	±0.1	NR
Female	7	2.8*	±0.3	586	3.7*	±0.1	-0.91 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	9	2.4*	±0.6	850	3.7*	±0.1	-1.39 (L)
Sexual Minority	--	--	--	41	3.8	±0.3	NA
<b>Sexual Orientation</b>							
Heterosexual or straight	9	2.4*	±0.6	850	3.7*	±0.1	-1.39 (L)
Lesbian	--	--	--	18	3.9	±0.3	NA
Gay	--	--	--	14	4.0	±0.7	NA
Bisexual	--	--	--	8	3.2	±0.8	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	38	3.7	±0.3	NA

<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.

### 4.9.7 Sexual Coercion and Gender Context

Table 4.75 presents gender context for those who indicated they had or had not experienced sexual coercion within the past 12 months. Gender context was measured with three questions about the mix of men and women in the workplace. Scale values include *mostly women*, *a relatively even mix of men and women*, and *mostly men*. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.75 IBC – 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	9	1.6	±0.2	924	1.7	±0.0	-0.20 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	82	1.5	±0.1	NA
General Schedule (GS) 7-10	NR	NR	NR	196	1.5	±0.1	NR
General Schedule (GS) 11-12	5	1.3	±0.0	275	1.7	±0.1	-0.82 (L)
General Schedule (GS) 13-15	NR	NR	NR	355	1.8	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	132	1.7	±0.1	NA
1 to 3 years	--	--	--	214	1.7	±0.1	NA
4 to 5 years	NR	NR	NR	101	1.7	±0.1	NR
6 to 10 years	--	--	--	203	1.6	±0.1	NA
11 to 14 years	NR	NR	NR	96	1.7	±0.1	NR
15 to 20 years	5	1.3	±0.0	60	1.8	±0.1	-0.80 (L)
More than 20 years	--	--	--	118	1.9	±0.1	NA
Appointment Type							
Permanent	9	1.6	±0.2	918	1.7	±0.0	-0.20 (S)
Term	--	--	--	6	1.9	±0.3	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	9	1.6	±0.2	914	1.7	±0.0	-0.20 (S)

	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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	9	1.6	±0.2	914	1.7	±0.0	-0.20 (S)
Term	--	--	--	6	1.9	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	342	1.8	±0.1	NR
Women	7	1.5	±0.2	581	1.7	±0.0	-0.35 (S)
<b>Gender Identity</b>							
Male	NR	NR	NR	342	1.8	±0.1	NR
Female	7	1.5	±0.2	581	1.7	±0.0	-0.35 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	9	1.6	±0.2	844	1.7	±0.0	-0.19
Sexual Minority	--	--	--	40	2.0	±0.1	NA
<b>Sexual Orientation</b>							
Heterosexual or straight	9	1.6	±0.2	844	1.7	±0.0	-0.19
Lesbian	--	--	--	17	2.1	±0.1	NA
Gay	--	--	--	14	1.9	±0.2	NA
Bisexual	--	--	--	8	1.9	±0.4	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	36	1.5	±0.2	NA

<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 4.76 presents experiences of bystander sex/gender harassment for those who indicated they had or had not personally experienced sexual coercion within the past 12 months. Sex/gender bystander harassment (i.e., a situation in which an employee witnessed but may not have been a direct target of the harassing behavior) was measured on a 6-point response scale ranging from *never* to *one or more times a day*. The results indicate the percentage of employees who witnessed sex/gender harassment against another employee. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.76 IBC – 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	NR	NR	NR	69	7.5%	±1.9	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	6	7.2%	±8.3	NA
General Schedule (GS) 7-10	NR	NR	NR	27	13.9%	±5.6	NR
General Schedule (GS) 11-12	NR	NR	NR	25	9.4%	±4.2	NR
General Schedule (GS) 13-15	NR	NR	NR	11	3.0%	±2.4	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	6	4.5%	±5.3	NA
1 to 3 years	--	--	--	17	8.1%	±4.6	NA
4 to 5 years	NR	NR	NR	13	12.8%	±8.2	NR
6 to 10 years	--	--	--	18	8.8%	±4.8	NA
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	NR	NR	NR	NR	NR	NR	NR
More than 20 years	--	--	--	9	8.1%	±6.6	NA
Appointment Type							
Permanent	NR	NR	NR	69	7.5%	±1.9	NR
Term	--	--	--	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA

	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	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	69	7.6%	±1.9	NR
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	69	7.6%	±1.9	NR
Term	--	--	--	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	23	6.8%	±3.2	NR
Women	NR	NR	NR	45	7.8%	±2.5	NR
<b>Gender Identity</b>							
Male	NR	NR	NR	23	6.8%	±3.2	NR
Female	NR	NR	NR	45	7.8%	±2.5	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	55	6.5%	±1.9	NR
Sexual Minority	--	--	--	12	30.2%	±16.6	NA
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	55	6.5%	±1.9	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	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 sexual coercion. \* Indicates a statistically significant difference between those who experienced harassment and those who did not.

#### 4.9.9 Logistic Regression Analyses of Sexual Coercion and Predictors of Workplace Harassment

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced sexual coercion against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to sexual coercion, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience sexual coercion. Table 4.77 presents the results of the regression analyses. Each predictor variable is shown in the first column.

*Table 4.77 IBC – Logistic Regression of Sexual Coercion and Predictors of Workplace Harassment*

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	-15.851	3.748	17.881	--	0.000	--	--	--	--
Years of Service at Bureau or Office	0.900	0.345	6.815	0.009	2.459	1.251	4.833	-33.235	10.174
Organizational Politics	1.916	0.623	9.459	0.002	6.794	2.004	23.037	-35.112	13.927

Note. N = 848, Nagelkerke R Square = 0.291

## 4.10 Gender Harassment

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

### 4.10.1 Gender Harassment and General Intolerance for Harassment

Table 4.78 presents general intolerance for harassment for those who indicated they had or had not experienced gender harassment within the past 12 months. General intolerance for harassment was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate an organizational climate more intolerant of harassment. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.78 IBC – 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	91	3.0*	±0.2	819	3.7*	±0.1	-0.80 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	73	4.1	±0.1	NR
General Schedule (GS) 7-10	28	2.8*	±0.3	161	3.5*	±0.1	-0.78 (M)
General Schedule (GS) 11-12	27	2.8*	±0.3	251	3.5*	±0.1	-0.87 (L)
General Schedule (GS) 13-15	32	3.3*	±0.3	317	3.9*	±0.1	-0.71 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.7	NA
Other	--	--	--	NR	NR	NR	NR



	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	8	3.8	±0.5	117	4.0	±0.1	-0.31 (S)
1 to 3 years	18	3.4	±0.3	194	3.8	±0.1	-0.45 (S)
4 to 5 years	11	2.7*	±0.5	84	3.6*	±0.2	-1.15 (L)
6 to 10 years	20	2.6*	±0.4	177	3.5*	±0.1	-1.00 (L)
11 to 14 years	13	2.6*	±0.6	86	3.4*	±0.2	-0.94 (L)
15 to 20 years	10	2.8*	±0.4	55	3.6*	±0.2	-0.99 (L)
More than 20 years	11	3.5	±0.5	105	3.8	±0.2	-0.36 (S)
<b>Appointment Type</b>							
Permanent	89	3.0*	±0.2	815	3.7*	±0.1	-0.81 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	89	3.0*	±0.2	811	3.7*	±0.1	-0.81 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	89	3.0*	±0.2	811	3.7*	±0.1	-0.81 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	16	2.8*	±0.5	324	3.8*	±0.1	-1.25 (L)
Women	73	3.1*	±0.2	494	3.6*	±0.1	-0.67 (M)
<b>Gender Identity</b>							
Male	16	2.8*	±0.5	324	3.8*	±0.1	-1.25 (L)
Female	73	3.1*	±0.2	494	3.6*	±0.1	-0.67 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	79	3.0*	±0.2	753	3.7*	±0.1	-0.82 (L)
Sexual Minority	NR	NR	NR	35	3.8	±0.3	NR

	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>Sexual Orientation</b>							
Heterosexual or straight	79	3.0*	±0.2	753	3.7*	±0.1	-0.82 (L)
Lesbian	NR	NR	NR	15	3.5	±0.4	NR
Gay	--	--	--	14	4.3	±0.4	NA
Bisexual	NR	NR	NR	6	3.6	±0.9	NR
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	5	3.3	±0.2	31	3.1	±0.3	0.27 (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.

#### 4.10.2 Gender Harassment and Leadership Intolerance for Harassment

Table 4.79 presents leadership intolerance for harassment for those who indicated they had or had not experienced gender harassment within the past 12 months. Intolerance for harassment was measured using a *yes, no, do not know* response format, with higher scores indicating greater intolerance for harassment among leaders. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.79 IBC – 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	94	0.32*	±0.08	843	0.62*	±0.03	-0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	0.69	±0.10	NR
General Schedule (GS) 7-10	30	0.32*	±0.15	168	0.55*	±0.07	-0.51 (M)
General Schedule (GS) 11-12	29	0.32*	±0.15	251	0.52*	±0.05	-0.45 (S)
General Schedule (GS) 13-15	32	0.34*	±0.14	325	0.71*	±0.04	-0.94 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	0.91	±0.13	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	8	0.58	±0.36	124	0.62	±0.08	-0.07
1 to 3 years	20	0.33*	±0.18	194	0.63*	±0.06	-0.67 (M)
4 to 5 years	13	0.28	±0.26	90	0.53	±0.09	-0.58 (M)
6 to 10 years	20	0.30*	±0.17	180	0.68*	±0.06	-0.94 (L)
11 to 14 years	13	0.23*	±0.22	86	0.61*	±0.09	-0.90 (L)
15 to 20 years	NR	NR	NR	55	0.47	±0.12	NR
More than 20 years	11	0.32*	±0.24	108	0.68*	±0.08	-0.86 (L)
Appointment Type							
Permanent	92	0.32*	±0.08	839	0.62*	±0.03	-0.69 (M)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA

	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>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	92	0.32*	±0.08	835	0.62*	±0.03	-0.70 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	92	0.32*	±0.08	835	0.62*	±0.03	-0.70 (M)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	18	0.22*	±0.20	324	0.66*	±0.05	-1.00 (L)
Women	75	0.34*	±0.09	518	0.60*	±0.04	-0.61 (M)
<b>Gender Identity</b>							
Male	18	0.22*	±0.20	324	0.66*	±0.05	-1.00 (L)
Female	75	0.34*	±0.09	518	0.60*	±0.04	-0.61 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	81	0.31*	±0.09	776	0.63*	±0.03	-0.73 (M)
Sexual Minority	NR	NR	NR	35	0.61	±0.16	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	81	0.31*	±0.09	776	0.63*	±0.03	-0.73 (M)
Lesbian	NR	NR	NR	17	0.48	±0.25	NR
Gay	--	--	--	12	0.71	±0.24	NA
Bisexual	NR	NR	NR	6	0.76	±0.36	NR
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	7	0.57	±0.28	31	0.59	±0.17	-0.03

<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 4.80 presents organizational politics for those who indicated they had or had not experienced gender harassment within the past 12 months. Organizational politics was measured with a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater pressure to conform to organizational norms. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.80 IBC – 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	94	3.3*	±0.2	844	2.7*	±0.1	0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	2.5	±0.2	NR
General Schedule (GS) 7-10	30	3.6*	±0.3	166	2.9*	±0.1	0.89 (L)
General Schedule (GS) 11-12	29	3.3*	±0.4	251	2.9*	±0.1	0.51 (M)
General Schedule (GS) 13-15	32	2.9*	±0.3	327	2.5*	±0.1	0.50 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	1.7	±0.8	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	8	3.2*	±0.8	121	2.4*	±0.1	0.96 (L)
1 to 3 years	20	3.0	±0.4	194	2.6	±0.1	0.37 (S)
4 to 5 years	13	3.5*	±0.4	90	2.7*	±0.2	0.98 (L)
6 to 10 years	20	3.5*	±0.4	184	2.8*	±0.1	0.84 (L)
11 to 14 years	13	3.4	±0.5	86	2.8	±0.2	0.58 (M)
15 to 20 years	10	3.8*	±0.5	55	2.8*	±0.2	1.16 (L)
More than 20 years	11	2.5	±0.5	108	2.6	±0.2	-0.11
Appointment Type							
Permanent	92	3.3*	±0.2	840	2.7*	±0.1	0.69 (M)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	92	3.3*	±0.2	835	2.7*	±0.1	0.69 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	92	3.3*	±0.2	835	2.7*	±0.1	0.69 (M)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	18	3.7*	±0.4	328	2.7*	±0.1	1.28 (L)
Women	75	3.2*	±0.2	515	2.7*	±0.1	0.51 (M)
<b>Gender Identity</b>							
Male	18	3.7*	±0.4	328	2.7*	±0.1	1.28 (L)
Female	75	3.2*	±0.2	515	2.7*	±0.1	0.51 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	81	3.3*	±0.2	774	2.7*	±0.1	0.66 (M)
Sexual Minority	NR	NR	NR	37	2.6	±0.2	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	81	3.3*	±0.2	774	2.7*	±0.1	0.66 (M)
Lesbian	NR	NR	NR	17	2.6	±0.3	NR
Gay	--	--	--	14	2.6	±0.5	NA
Bisexual	NR	NR	NR	6	2.7	±0.6	NR
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	7	3.2	±0.2	31	3.0	±0.2	0.45 (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.

#### 4.10.4 Gender Harassment and Organizational Trust

Table 4.81 presents organizational trust for those who indicated they had or had not experienced gender harassment within the past 12 months. Organizational trust was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of trust. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.81 IBC – 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	92	2.7*	±0.2	844	3.6*	±0.1	-0.98 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	3.8	±0.2	NR
General Schedule (GS) 7-10	28	2.7*	±0.3	168	3.4*	±0.1	-0.83 (L)
General Schedule (GS) 11-12	29	2.3*	±0.3	251	3.4*	±0.1	-1.24 (L)
General Schedule (GS) 13-15	32	3.2*	±0.4	325	3.8*	±0.1	-0.77 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.6	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	8	3.2*	±0.9	122	3.9*	±0.1	-0.95 (L)
1 to 3 years	20	2.8*	±0.4	192	3.7*	±0.1	-0.95 (L)
4 to 5 years	11	2.4*	±0.4	90	3.7*	±0.2	-1.50 (L)
6 to 10 years	20	2.4*	±0.3	184	3.4*	±0.1	-1.12 (L)
11 to 14 years	13	2.8*	±0.7	86	3.5*	±0.2	-0.70 (M)
15 to 20 years	10	2.5*	±0.5	55	3.5*	±0.2	-1.21 (L)
More than 20 years	11	3.6	±0.5	108	3.7	±0.2	-0.20 (S)
Appointment Type							
Permanent	91	2.7*	±0.2	840	3.6*	±0.1	-0.99 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	91	2.7*	±0.2	835	3.6*	±0.1	-0.99 (L)

	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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	91	2.7*	±0.2	835	3.6*	±0.1	-0.99 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	16	2.6*	±0.7	326	3.6*	±0.1	-1.12 (L)
Women	75	2.8*	±0.2	516	3.6*	±0.1	-0.96 (L)
<b>Gender Identity</b>							
Male	16	2.6*	±0.7	326	3.6*	±0.1	-1.12 (L)
Female	75	2.8*	±0.2	516	3.6*	±0.1	-0.96 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	79	2.7*	±0.2	774	3.6*	±0.1	-1.00 (L)
Sexual Minority	NR	NR	NR	37	3.7	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	79	2.7*	±0.2	774	3.6*	±0.1	-1.00 (L)
Lesbian	NR	NR	NR	17	3.7	±0.4	NR
Gay	--	--	--	14	3.9	±0.5	NA
Bisexual	NR	NR	NR	6	3.2	±0.8	NR
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	7	2.9	±0.4	31	3.3	±0.3	-0.49 (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.



### 4.10.5 Gender Harassment and Supervisor Support

Table 4.82 presents supervisor support for those who indicated they had or had not experienced gender harassment within the past 12 months. Supervisory support was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of support. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.82 IBC – 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	92	2.8*	±0.2	816	3.9*	±0.1	-1.13 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	67	4.0	±0.2	NR
General Schedule (GS) 7-10	30	2.7*	±0.3	162	3.5*	±0.2	-0.80 (L)
General Schedule (GS) 11-12	29	2.4*	±0.4	247	3.9*	±0.1	-1.59 (L)
General Schedule (GS) 13-15	30	3.4*	±0.5	320	4.2*	±0.1	-0.76 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	8	2.6*	±0.9	113	4.2*	±0.2	-1.88 (L)
1 to 3 years	20	3.2*	±0.4	186	3.8*	±0.2	-0.56 (M)
4 to 5 years	13	2.2*	±0.5	88	4.0*	±0.2	-1.74 (L)
6 to 10 years	20	2.2*	±0.4	178	3.9*	±0.1	-1.75 (L)
11 to 14 years	11	3.1*	±0.9	86	3.9*	±0.2	-0.73 (M)
15 to 20 years	10	2.7*	±0.6	55	3.9*	±0.2	-1.30 (L)
More than 20 years	11	3.9	±0.5	105	4.1	±0.1	-0.18
Appointment Type							
Permanent	91	2.8*	±0.2	812	3.9*	±0.1	-1.16 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	91	2.8*	±0.2	808	3.9*	±0.1	-1.16 (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>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	91	2.8*	±0.2	808	3.9*	±0.1	-1.16 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	18	2.3*	±0.6	323	4.0*	±0.1	-1.85 (L)
Women	73	2.9*	±0.3	492	3.9*	±0.1	-0.95 (L)
<b>Gender Identity</b>							
Male	18	2.3*	±0.6	323	4.0*	±0.1	-1.85 (L)
Female	73	2.9*	±0.3	492	3.9*	±0.1	-0.95 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	79	2.8*	±0.3	750	3.9*	±0.1	-1.17 (L)
Sexual Minority	NR	NR	NR	34	4.1	±0.2	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	79	2.8*	±0.3	750	3.9*	±0.1	-1.17 (L)
Lesbian	NR	NR	NR	14	4.1	±0.5	NR
Gay	--	--	--	14	4.2	±0.4	NA
Bisexual	NR	NR	NR	6	4.1	±0.2	NR
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	7	3.0	±0.5	31	3.7	±0.3	-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.

#### 4.10.6 Gender Harassment and Organizational Inclusion

Table 4.83 presents organizational inclusion for those who indicated they had or had not experienced gender harassment within the past 12 months. Organizational inclusion was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of inclusion. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

Table 4.83 IBC – Gender Harassment and Organizational Inclusion 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	94	2.9*	±0.2	847	3.8*	±0.1	-0.96 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	4.1	±0.1	NR
General Schedule (GS) 7-10	30	2.7*	±0.4	168	3.5*	±0.1	-0.95 (L)
General Schedule (GS) 11-12	29	2.7*	±0.4	251	3.6*	±0.1	-0.92 (L)
General Schedule (GS) 13-15	32	3.4*	±0.3	329	4.0*	±0.1	-0.74 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.5	±0.6	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	8	2.9*	±0.8	124	4.1*	±0.1	-1.63 (L)
1 to 3 years	20	2.6*	±0.5	194	3.8*	±0.1	-1.36 (L)
4 to 5 years	13	2.5*	±0.5	90	3.8*	±0.2	-1.46 (L)
6 to 10 years	20	3.0*	±0.4	184	3.6*	±0.1	-0.64 (M)
11 to 14 years	13	2.9*	±0.7	86	3.7*	±0.2	-0.82 (L)
15 to 20 years	10	3.2	±0.9	55	3.9	±0.2	-0.60 (M)
More than 20 years	11	3.6	±0.3	108	3.7	±0.2	-0.15
Appointment Type							
Permanent	92	2.9*	±0.2	843	3.8*	±0.1	-0.98 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	92	2.9*	±0.2	839	3.8*	±0.1	-0.97 (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>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	92	2.9*	±0.2	839	3.8*	±0.1	-0.97 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	18	2.4*	±0.6	328	3.9*	±0.1	-1.67 (L)
Women	75	3.0*	±0.2	518	3.8*	±0.1	-0.77 (M)
<b>Gender Identity</b>							
Male	18	2.4*	±0.6	328	3.9*	±0.1	-1.67 (L)
Female	75	3.0*	±0.2	518	3.8*	±0.1	-0.77 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	81	2.8*	±0.2	778	3.8*	±0.1	-1.05 (L)
Sexual Minority	NR	NR	NR	37	3.9	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	81	2.8*	±0.2	778	3.8*	±0.1	-1.05 (L)
Lesbian	NR	NR	NR	17	4.1	±0.2	NR
Gay	--	--	--	14	4.0	±0.7	NA
Bisexual	NR	NR	NR	6	3.4	±1.0	NR
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	7	3.7	±0.4	31	3.7	±0.3	0.05

<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.

#### 4.10.7 Gender Harassment and Gender Context

Table 4.84 presents gender context for those who indicated they had or had not experienced gender harassment within the past 12 months. Gender context was measured with three questions about the mix of men and women in the workplace. Scale values include *mostly women*, *a relatively even mix of men and women*, and *mostly men*. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.84 IBC – 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	92	1.7	±0.1	840	1.7	±0.0	0.05
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	1.5	±0.1	NR
General Schedule (GS) 7-10	30	1.6	±0.1	168	1.5	±0.1	0.12
General Schedule (GS) 11-12	29	1.7	±0.2	251	1.7	±0.1	0.01
General Schedule (GS) 13-15	30	1.9	±0.2	327	1.8	±0.1	0.18
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	8	2.1	±0.4	124	1.7	±0.1	0.63 (M)
1 to 3 years	20	1.7	±0.2	194	1.7	±0.1	-0.05
4 to 5 years	13	1.5	±0.3	90	1.7	±0.1	-0.53 (M)
6 to 10 years	20	1.7	±0.2	184	1.6	±0.1	0.21 (S)
11 to 14 years	11	1.9	±0.3	86	1.6	±0.1	0.50 (M)
15 to 20 years	10	1.5	±0.3	55	1.8	±0.1	-0.58 (M)
More than 20 years	11	2.0	±0.2	107	1.9	±0.1	0.29 (S)
Appointment Type							
Permanent	91	1.7	±0.1	836	1.7	±0.0	0.03
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	91	1.7	±0.1	832	1.7	±0.0	0.03

	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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	91	1.7	±0.1	832	1.7	±0.0	0.03
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	16	1.4*	±0.2	328	1.8*	±0.1	-0.75 (M)
Women	75	1.8*	±0.1	512	1.7*	±0.0	0.30 (S)
<b>Gender Identity</b>							
Male	16	1.4*	±0.2	328	1.8*	±0.1	-0.75 (M)
Female	75	1.8*	±0.1	512	1.7*	±0.0	0.30 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	79	1.7	±0.1	774	1.7	±0.0	0.07
Sexual Minority	NR	NR	NR	36	2.0	±0.1	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	79	1.7	±0.1	774	1.7	±0.0	0.07
Lesbian	NR	NR	NR	16	2.1	±0.1	NR
Gay	--	--	--	14	1.9	±0.2	NA
Bisexual	NR	NR	NR	6	2.1	±0.2	NR
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	7	2.0*	±0.3	29	1.4*	±0.2	1.20 (L)

<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 4.85 presents experiences of bystander sex/gender harassment for those who indicated they had or had not personally experienced gender harassment within the past 12 months. Sex/gender bystander harassment (i.e., a situation in which an employee witnessed but may not have been a direct target of the harassing behavior) was measured on a 6-point response scale ranging from *never* to *one or more times a day*. The results indicate the percentage of employees who witnessed sex/gender harassment against another employee. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.85 IBC – 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	38	41.6%*	±10.6	33	4.0%*	±1.6	1.00 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	6	7.6%	±8.6	NR
General Schedule (GS) 7-10	NR	NR	NR	9	5.6%	±4.7	NR
General Schedule (GS) 11-12	NR	NR	NR	15	6.1%	±3.8	NR
General Schedule (GS) 13-15	8	24.6%	±18.7	NR	NR	NR	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	NR	NR	NR	NR
1 to 3 years	NR	NR	NR	6	2.9%	±3.6	NR
4 to 5 years	NR	NR	NR	6	7.0%	±7.7	NR
6 to 10 years	NR	NR	NR	7	4.0%	±4.1	NR
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	NR	NR	NR	NR	NR	NR	NR
More than 20 years	NR	NR	NR	6	5.6%	±6.5	NR
Appointment Type							
Permanent	38	42.3%*	±10.7	33	4.0%*	±1.6	1.01 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA

	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	--	--	--	--	--	--	NA
Non-Seasonal	38	42.3%*	±10.7	33	4.0%*	±1.6	1.01 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	38	42.3%*	±10.7	33	4.0%*	±1.6	1.01 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	16	4.9%	±3.0	NR
Women	28	38.7%*	±12.0	17	3.4%*	±2.0	0.97 (L)
<b>Gender Identity</b>							
Male	NR	NR	NR	16	4.9%	±3.0	NR
Female	28	38.7%*	±12.0	17	3.4%*	±2.0	0.97 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	35	43.7%*	±11.2	21	2.8%*	±1.4	1.11 (L)
Sexual Minority	NR	NR	NR	9	25.6%	±17.1	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	35	43.7%*	±11.2	21	2.8%*	±1.4	1.11 (L)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	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 gender. \* Indicates a statistically significant difference between those who experienced harassment and those who did not.



#### 4.10.9 Logistic Regression Analyses of Gender Harassment and Predictors of Workplace Harassment

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced gender harassment against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to gender harassment, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience gender harassment. Table 4.86 presents the results of the regression analyses. Each predictor variable is shown in the first column.

*Table 4.86 IBC – Logistic Regression of Gender Harassment and Predictors of Workplace Harassment*

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	1.491	0.700	4.532	--	4.440	--	--	--	--
Sex	-1.446	0.359	16.236	0.000	0.235	0.117	0.476	-189.568	19.442
Education Level	1.309	0.322	16.487	0.000	3.703	1.968	6.965	-188.860	18.027
Years of Service at Bureau or Office	0.198	0.079	6.305	0.012	1.219	1.044	1.422	-183.024	6.354
Supervisor Support	-0.569	0.163	12.207	0.000	0.566	0.411	0.779	-186.255	12.815
Organizational Trust	-0.507	0.204	6.168	0.013	0.603	0.404	0.899	-182.863	6.031
Bystander Harassment Based on Sex/Gender	-2.795	0.355	62.129	0.000	0.061	0.030	0.122	-212.889	66.085
Gender Context	0.583	0.288	4.093	0.043	1.791	1.018	3.148	-181.902	4.109

Note. N = 845, Nagelkerke R Square = 0.404

## 4.11 Sexual Assault Related Behaviors

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

### 4.11.1 Sexual Assault Related Behaviors and General Intolerance for Harassment

Table 4.87 presents general intolerance for harassment for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. General intolerance for harassment was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate an organizational climate more intolerant of harassment. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.87 IBC – Sexual Assault Related Behaviors and General Intolerance for Harassment by Selected Characteristics*

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	908	3.6	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	77	4.1	±0.1	NA
General Schedule (GS) 7-10	--	--	--	189	3.4	±0.1	NA
General Schedule (GS) 11-12	NR	NR	NR	276	3.4	±0.1	NR
General Schedule (GS) 13-15	--	--	--	349	3.8	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.7	NA
Other	--	--	--	NR	NR	NR	NR

	Experienced sexual assault			Did not experience sexual assault			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	--	--	--	125	4.0	±0.1	NA
1 to 3 years	--	--	--	212	3.8	±0.1	NA
4 to 5 years	--	--	--	95	3.5	±0.2	NA
6 to 10 years	NR	NR	NR	195	3.4	±0.1	NR
11 to 14 years	--	--	--	99	3.3	±0.2	NA
15 to 20 years	--	--	--	65	3.4	±0.2	NA
More than 20 years	--	--	--	115	3.8	±0.1	NA
<b>Appointment Type</b>							
Permanent	NR	NR	NR	902	3.6	±0.1	NR
Term	--	--	--	6	3.5	±0.1	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	898	3.6	±0.1	NR
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	898	3.6	±0.1	NR
Term	--	--	--	6	3.5	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	--	--	--	341	3.7	±0.1	NA
Women	NR	NR	NR	565	3.6	±0.1	NR
<b>Gender Identity</b>							
Male	--	--	--	341	3.7	±0.1	NA
Female	NR	NR	NR	565	3.6	±0.1	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	829	3.6	±0.1	NR
Sexual Minority	--	--	--	39	3.7	±0.3	NA

	Experienced sexual assault			Did not experience sexual assault			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	NR	NR	NR	829	3.6	±0.1	NR
Lesbian	--	--	--	16	3.3	±0.5	NA
Gay	--	--	--	14	4.3	±0.4	NA
Bisexual	--	--	--	8	3.4	±0.7	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	36	3.1	±0.2	NA

<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.

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

Table 4.88 presents leadership intolerance for harassment for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Intolerance for harassment was measured using a *yes, no, do not know* response format, with higher scores indicating greater intolerance for harassment among leaders. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.88 IBC – Sexual Assault Related Behaviors and Leadership Intolerance for Harassment by Selected Characteristics*

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	935	0.59	±0.03	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	82	0.67	±0.10	NA
General Schedule (GS) 7-10	--	--	--	198	0.52	±0.06	NA
General Schedule (GS) 11-12	NR	NR	NR	278	0.50	±0.05	NR
General Schedule (GS) 13-15	--	--	--	357	0.68	±0.04	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	0.91	±0.13	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	132	0.62	±0.08	NA
1 to 3 years	--	--	--	214	0.60	±0.06	NA
4 to 5 years	--	--	--	103	0.50	±0.08	NA
6 to 10 years	NR	NR	NR	197	0.65	±0.06	NR
11 to 14 years	--	--	--	99	0.56	±0.09	NA
15 to 20 years	--	--	--	65	0.43	±0.11	NA
More than 20 years	--	--	--	119	0.65	±0.08	NA
Appointment Type							
Permanent	NR	NR	NR	929	0.59	±0.03	NR
Term	--	--	--	6	0.71	±0.41	NA
Temporary	--	--	--	--	--	--	NA

	Experienced sexual assault			Did not experience sexual assault			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	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	925	0.59	±0.03	NR
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	925	0.59	±0.03	NR
Term	--	--	--	6	0.71	±0.41	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	--	--	--	342	0.63	±0.05	NA
Women	NR	NR	NR	591	0.57	±0.04	NR
<b>Gender Identity</b>							
Male	--	--	--	342	0.63	±0.05	NA
Female	NR	NR	NR	591	0.57	±0.04	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	854	0.60	±0.03	NR
Sexual Minority	--	--	--	39	0.55	±0.15	NA
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	854	0.60	±0.03	NR
Lesbian	--	--	--	18	0.44	±0.24	NA
Gay	--	--	--	12	0.71	±0.24	NA
Bisexual	--	--	--	8	0.59	±0.36	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	38	0.59	±0.14	NA

<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 4.89 presents organizational politics for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Organizational politics was measured with a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater pressure to conform to organizational norms. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.89 IBC – Sexual Assault Related Behaviors and Organizational Politics by Selected Characteristics*

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	936	2.7	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	82	2.6	±0.2	NA
General Schedule (GS) 7-10	--	--	--	196	3.0	±0.1	NA
General Schedule (GS) 11-12	NR	NR	NR	278	2.9	±0.1	NR
General Schedule (GS) 13-15	--	--	--	359	2.5	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	1.7	±0.8	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	129	2.5	±0.1	NA
1 to 3 years	--	--	--	214	2.7	±0.1	NA
4 to 5 years	--	--	--	103	2.8	±0.2	NA
6 to 10 years	NR	NR	NR	201	2.9	±0.1	NR
11 to 14 years	--	--	--	99	2.9	±0.2	NA
15 to 20 years	--	--	--	65	3.0	±0.2	NA
More than 20 years	--	--	--	119	2.6	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	930	2.7	±0.1	NR
Term	--	--	--	6	2.5	±0.2	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	926	2.7	±0.1	NR

	Experienced sexual assault			Did not experience sexual assault			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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	926	2.7	±0.1	NR
Term	--	--	--	6	2.5	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	--	--	--	346	2.7	±0.1	NA
Women	NR	NR	NR	588	2.8	±0.1	NR
<b>Gender Identity</b>							
Male	--	--	--	346	2.7	±0.1	NA
Female	NR	NR	NR	588	2.8	±0.1	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	853	2.7	±0.1	NR
Sexual Minority	--	--	--	41	2.7	±0.3	NA
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	853	2.7	±0.1	NR
Lesbian	--	--	--	18	2.7	±0.4	NA
Gay	--	--	--	14	2.6	±0.5	NA
Bisexual	--	--	--	8	2.9	±0.6	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	38	3.0	±0.2	NA

<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.



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

Table 4.90 presents organizational trust for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Organizational trust was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of trust. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.90 IBC – Sexual Assault Related Behaviors and Organizational Trust by Selected Characteristics*

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	934	3.5	±0.1	NR
<b>Pay Plan and Grade</b>							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	82	3.7	±0.2	NA
General Schedule (GS) 7-10	--	--	--	196	3.3	±0.1	NA
General Schedule (GS) 11-12	NR	NR	NR	278	3.3	±0.1	NR
General Schedule (GS) 13-15	--	--	--	357	3.8	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.6	NA
Other	--	--	--	NR	NR	NR	NR
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	--	--	--	130	3.9	±0.1	NA
1 to 3 years	--	--	--	212	3.6	±0.1	NA
4 to 5 years	--	--	--	101	3.5	±0.2	NA
6 to 10 years	NR	NR	NR	201	3.3	±0.1	NR
11 to 14 years	--	--	--	99	3.4	±0.2	NA
15 to 20 years	--	--	--	65	3.3	±0.2	NA
More than 20 years	--	--	--	119	3.7	±0.1	NA
<b>Appointment Type</b>							
Permanent	NR	NR	NR	928	3.5	±0.1	NR
Term	--	--	--	6	3.6	±0.3	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	924	3.5	±0.1	NR

	Experienced sexual assault			Did not experience sexual assault			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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	924	3.5	±0.1	NR
Term	--	--	--	6	3.6	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	--	--	--	343	3.6	±0.1	NA
Women	NR	NR	NR	589	3.5	±0.1	NR
<b>Gender Identity</b>							
Male	--	--	--	343	3.6	±0.1	NA
Female	NR	NR	NR	589	3.5	±0.1	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	851	3.5	±0.1	NR
Sexual Minority	--	--	--	41	3.6	±0.3	NA
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	851	3.5	±0.1	NR
Lesbian	--	--	--	18	3.6	±0.4	NA
Gay	--	--	--	14	3.9	±0.5	NA
Bisexual	--	--	--	8	3.0	±0.6	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	38	3.2	±0.2	NA

<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.

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

Table 4.91 presents supervisor support for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Supervisory support was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of support. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.91 IBC – Sexual Assault Related Behaviors and Supervisor Support by Selected Characteristics*

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	907	3.8	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	71	3.9	±0.2	NA
General Schedule (GS) 7-10	--	--	--	192	3.4	±0.2	NA
General Schedule (GS) 11-12	NR	NR	NR	274	3.8	±0.1	NR
General Schedule (GS) 13-15	--	--	--	350	4.1	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	121	4.1	±0.2	NA
1 to 3 years	--	--	--	206	3.8	±0.2	NA
4 to 5 years	--	--	--	101	3.7	±0.2	NA
6 to 10 years	NR	NR	NR	195	3.7	±0.1	NR
11 to 14 years	--	--	--	97	3.8	±0.2	NA
15 to 20 years	--	--	--	65	3.7	±0.3	NA
More than 20 years	--	--	--	116	4.0	±0.1	NA
Appointment Type							
Permanent	NR	NR	NR	901	3.8	±0.1	NR
Term	--	--	--	6	4.1	±0.1	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	897	3.8	±0.1	NR

	Experienced sexual assault			Did not experience sexual assault			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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	897	3.8	±0.1	NR
Term	--	--	--	6	4.1	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	--	--	--	341	3.9	±0.1	NA
Women	NR	NR	NR	563	3.8	±0.1	NR
<b>Gender Identity</b>							
Male	--	--	--	341	3.9	±0.1	NA
Female	NR	NR	NR	563	3.8	±0.1	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	827	3.8	±0.1	NR
Sexual Minority	--	--	--	39	4.0	±0.3	NA
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	827	3.8	±0.1	NR
Lesbian	--	--	--	15	3.8	±0.6	NA
Gay	--	--	--	14	4.2	±0.4	NA
Bisexual	--	--	--	8	3.8	±0.4	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	38	3.6	±0.3	NA

<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.

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

Table 4.92 presents organizational inclusion for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Organizational inclusion was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of inclusion. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.92 IBC – Sexual Assault Related Behaviors and Organizational Inclusion by Selected Characteristics*

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	939	3.7	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	82	4.0	±0.2	NA
General Schedule (GS) 7-10	--	--	--	198	3.4	±0.1	NA
General Schedule (GS) 11-12	NR	NR	NR	278	3.6	±0.1	NR
General Schedule (GS) 13-15	--	--	--	361	4.0	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.5	±0.6	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	132	4.1	±0.1	NA
1 to 3 years	--	--	--	214	3.7	±0.1	NA
4 to 5 years	--	--	--	103	3.6	±0.2	NA
6 to 10 years	NR	NR	NR	201	3.6	±0.1	NR
11 to 14 years	--	--	--	99	3.6	±0.2	NA
15 to 20 years	--	--	--	65	3.8	±0.3	NA
More than 20 years	--	--	--	119	3.7	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	933	3.7	±0.1	NR
Term	--	--	--	6	4.0	±0.0	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	929	3.7	±0.1	NR

	Experienced sexual assault			Did not experience sexual assault			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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	929	3.7	±0.1	NR
Term	--	--	--	6	4.0	±0.0	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	--	--	--	346	3.8	±0.1	NA
Women	NR	NR	NR	591	3.7	±0.1	NR
<b>Gender Identity</b>							
Male	--	--	--	346	3.8	±0.1	NA
Female	NR	NR	NR	591	3.7	±0.1	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	856	3.7	±0.1	NR
Sexual Minority	--	--	--	41	3.8	±0.3	NA
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	856	3.7	±0.1	NR
Lesbian	--	--	--	18	3.9	±0.3	NA
Gay	--	--	--	14	4.0	±0.7	NA
Bisexual	--	--	--	8	3.2	±0.8	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	38	3.7	±0.3	NA

<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.

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

Table 4.93 presents gender context for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Gender context was measured with three questions about the mix of men and women in the workplace. Scale values include *mostly women*, *a relatively even mix of men and women*, and *mostly men*. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.93 IBC – Sexual Assault Related Behaviors and Gender Context by Selected Characteristics*

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	930	1.7	±0.0	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	82	1.5	±0.1	NA
General Schedule (GS) 7-10	--	--	--	198	1.5	±0.1	NA
General Schedule (GS) 11-12	NR	NR	NR	278	1.7	±0.1	NR
General Schedule (GS) 13-15	--	--	--	357	1.8	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	132	1.7	±0.1	NA
1 to 3 years	--	--	--	214	1.7	±0.1	NA
4 to 5 years	--	--	--	103	1.7	±0.1	NA
6 to 10 years	NR	NR	NR	201	1.6	±0.1	NR
11 to 14 years	--	--	--	97	1.7	±0.1	NA
15 to 20 years	--	--	--	65	1.7	±0.1	NA
More than 20 years	--	--	--	118	1.9	±0.1	NA
Appointment Type							
Permanent	NR	NR	NR	925	1.7	±0.0	NR
Term	--	--	--	6	1.9	±0.3	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	921	1.7	±0.0	NR

	Experienced sexual assault			Did not experience sexual assault			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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	921	1.7	±0.0	NR
Term	--	--	--	6	1.9	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	--	--	--	344	1.8	±0.1	NA
Women	NR	NR	NR	585	1.7	±0.0	NR
<b>Gender Identity</b>							
Male	--	--	--	344	1.8	±0.1	NA
Female	NR	NR	NR	585	1.7	±0.0	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	851	1.7	±0.0	NR
Sexual Minority	--	--	--	40	2.0	±0.1	NA
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	851	1.7	±0.0	NR
Lesbian	--	--	--	17	2.1	±0.1	NA
Gay	--	--	--	14	1.9	±0.2	NA
Bisexual	--	--	--	8	1.9	±0.4	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	36	1.5	±0.2	NA

<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 4.94 presents experiences of bystander sex/gender harassment for those who indicated they had or had not personally experienced sexual assault related behaviors within the past 12 months. Sex/gender bystander harassment (i.e., a situation in which an employee witnessed but may not have been a direct target of the harassing behavior) was measured on a 6-point response scale ranging from *never* to *one or more times a day*. The results indicate the percentage of employees who witnessed sex/gender harassment against another employee. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 4.94 IBC – Sexual Assault Related Behaviors and Bystander Harassment*

	Experienced sexual assault			Did not experience sexual assault			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	NR	NR	NR	71	7.7%	±1.9	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	6	7.2%	±8.3	NA
General Schedule (GS) 7-10	--	--	--	29	14.7%	±5.7	NA
General Schedule (GS) 11-12	NR	NR	NR	25	9.3%	±4.1	NR
General Schedule (GS) 13-15	--	--	--	11	3.0%	±2.4	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	6	4.5%	±5.3	NA
1 to 3 years	--	--	--	17	8.1%	±4.6	NA
4 to 5 years	--	--	--	15	14.5%	±8.3	NA
6 to 10 years	NR	NR	NR	18	8.9%	±4.9	NR
11 to 14 years	--	--	--	NR	NR	NR	NR
15 to 20 years	--	--	--	NR	NR	NR	NR
More than 20 years	--	--	--	9	8.1%	±6.6	NA
Appointment Type							
Permanent	NR	NR	NR	71	7.7%	±1.9	NR
Term	--	--	--	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA

	Experienced sexual assault			Did not experience sexual assault			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	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	71	7.7%	±1.9	NR
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	71	7.7%	±1.9	NR
Term	--	--	--	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	--	--	--	25	7.3%	±3.3	NA
Women	NR	NR	NR	45	7.7%	±2.5	NR
<b>Gender Identity</b>							
Male	--	--	--	25	7.3%	±3.3	NA
Female	NR	NR	NR	45	7.7%	±2.5	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	57	6.7%	±1.9	NR
Sexual Minority	--	--	--	12	30.2%	±16.6	NA
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	57	6.7%	±1.9	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	NR	NR	NR	NR

<sup>a</sup> Represents the percent, who, in the past 12 months, indicated they witnessed a situation where another employee experienced sexual assault. \* Indicates a statistically significant difference between those who experienced harassment and those who did not.

#### 4.11.9 Logistic Regression Analyses of Sexual Assault Related Behaviors and Predictors of Workplace Harassment

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced sexual assault related behaviors against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to sexual assault related behaviors, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience sexual assault related behaviors. Table 4.95 presents the results of the regression analyses. Each predictor variable is shown in the first column.

*Table 4.95 IBC – Logistic Regression of Sexual Assault Related Behaviors and Predictors of Workplace Harassment*

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	-1.422	1.619	0.771	--	0.241	--	--	--	--
Organizational Inclusion	-1.586	0.726	4.772	0.029	0.205	0.049	0.850	-14.916	5.873

Note. N = 845, Nagelkerke R Square = 0.2

## 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 IBC.

*Table 5.1 IBC – 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	107	3.5*	±0.1	830	4.0*	±0.0	-0.81 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	10	3.5*	±0.4	72	4.0*	±0.1	-0.81 (L)
General Schedule (GS) 7-10	30	3.0*	±0.3	164	3.8*	±0.1	-1.25 (L)
General Schedule (GS) 11-12	31	3.4*	±0.2	249	3.9*	±0.1	-0.76 (M)
General Schedule (GS) 13-15	29	3.9*	±0.2	332	4.2*	±0.1	-0.38 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.4	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	13	4.0	±0.3	119	4.1	±0.1	-0.31 (S)
1 to 3 years	20	2.9*	±0.3	191	3.9*	±0.1	-1.31 (L)
4 to 5 years	16	3.3*	±0.3	87	4.1*	±0.1	-1.35 (L)
6 to 10 years	17	3.5*	±0.1	186	3.9*	±0.1	-0.65 (M)
11 to 14 years	13	3.7	±0.5	86	3.9	±0.1	-0.29 (S)
15 to 20 years	13	3.4*	±0.5	52	4.0*	±0.2	-0.90 (L)
More than 20 years	11	3.6*	±0.3	108	4.2*	±0.1	-0.94 (L)
Appointment Type							
Permanent	107	3.5*	±0.1	825	4.0*	±0.0	-0.80 (L)
Term	--	--	--	6	3.9	±0.0	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	107	3.5*	±0.1	821	4.0*	±0.0	-0.81 (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 and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	107	3.5*	±0.1	821	4.0*	±0.0	-0.81 (L)
Term	--	--	--	6	3.9	±0.0	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Age - Collapsed</b>							
39 or under	35	3.6*	±0.3	216	3.9*	±0.1	-0.53 (M)
40 or older	73	3.4*	±0.2	614	4.0*	±0.1	-0.93 (L)
<b>Age</b>							
25 or under	--	--	--	8	4.4	±0.2	NA
26-29	16	3.4*	±0.4	20	4.3*	±0.2	-1.35 (L)
30-39	18	3.7	±0.3	188	3.9	±0.1	-0.20 (S)
40-49	9	2.6*	±0.5	260	4.0*	±0.1	-1.97 (L)
50-59	41	3.4*	±0.2	251	4.1*	±0.1	-0.96 (L)
60 or older	22	3.7*	±0.2	104	4.1*	±0.1	-0.74 (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.

### 5.1.2 Age Harassment and Job Engagement

Table 5.2 presents the job engagement results for those who indicated they had or had not experienced age harassment within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.2 IBC – 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	104	5.1*	±0.3	830	5.6*	±0.1	-0.38 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	10	5.3	±0.6	72	5.6	±0.2	-0.32 (S)
General Schedule (GS) 7-10	30	5.0	±0.4	164	5.3	±0.2	-0.31 (S)
General Schedule (GS) 11-12	28	5.0	±0.5	249	5.4	±0.2	-0.29 (S)
General Schedule (GS) 13-15	29	5.3*	±0.5	332	5.7*	±0.1	-0.41 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	6.6	±0.5	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	13	4.9*	±0.6	119	5.7*	±0.2	-0.72 (M)
1 to 3 years	20	4.7*	±0.4	191	5.4*	±0.2	-0.68 (M)
4 to 5 years	13	4.6*	±0.7	87	5.7*	±0.2	-0.95 (L)
6 to 10 years	17	5.6	±0.5	186	5.4	±0.2	0.19
11 to 14 years	13	6.0	±0.8	86	5.3	±0.3	0.54 (M)
15 to 20 years	13	5.0	±0.7	52	5.8	±0.4	-0.60 (M)
More than 20 years	11	4.7*	±1.2	108	5.9*	±0.2	-1.05 (L)
Appointment Type							
Permanent	104	5.1*	±0.3	825	5.6*	±0.1	-0.37 (S)
Term	--	--	--	6	5.9	±0.1	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	104	5.1*	±0.3	821	5.6*	±0.1	-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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	104	5.1*	±0.3	821	5.6*	±0.1	-0.38 (S)
Term	--	--	--	6	5.9	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Age - Collapsed</b>							
39 or under	31	4.9	±0.4	216	5.3	±0.2	-0.32 (S)
40 or older	73	5.2*	±0.3	614	5.6*	±0.1	-0.39 (S)
<b>Age</b>							
25 or under	--	--	--	8	6.3	±0.2	NA
26-29	13	5.0*	±0.3	20	5.8*	±0.3	-1.27 (L)
30-39	18	4.9	±0.6	188	5.2	±0.2	-0.25 (S)
40-49	9	3.2*	±0.9	260	5.5*	±0.1	-1.95 (L)
50-59	41	5.2*	±0.4	251	5.7*	±0.1	-0.44 (S)
60 or older	22	6.0	±0.3	104	5.8	±0.2	0.13

<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.



### 5.1.3 Age Harassment and Organizational Commitment

Table 5.3 presents the organizational commitment results for those who indicated they had or had not experienced age harassment within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

Table 5.3 IBC – Age Harassment and Organizational Commitment 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	107	3.1*	±0.2	830	3.6*	±0.1	-0.53 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	10	3.6	±0.1	72	3.6	±0.2	0.07
General Schedule (GS) 7-10	30	2.7*	±0.4	164	3.4*	±0.1	-0.75 (M)
General Schedule (GS) 11-12	31	2.9*	±0.3	249	3.5*	±0.1	-0.54 (M)
General Schedule (GS) 13-15	29	3.6	±0.4	332	3.8	±0.1	-0.28 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.2	±0.7	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	13	3.8	±0.4	119	3.6	±0.2	0.27 (S)
1 to 3 years	20	2.9*	±0.4	191	3.6*	±0.2	-0.64 (M)
4 to 5 years	16	2.7*	±0.4	87	3.7*	±0.2	-0.93 (L)
6 to 10 years	17	2.8*	±0.5	186	3.5*	±0.1	-0.71 (M)
11 to 14 years	13	3.4	±0.8	86	3.5	±0.2	-0.11
15 to 20 years	13	3.3	±0.8	52	3.8	±0.3	-0.53 (M)
More than 20 years	11	2.8*	±0.7	108	3.8*	±0.1	-1.32 (L)
Appointment Type							
Permanent	107	3.1*	±0.2	825	3.6*	±0.1	-0.53 (M)
Term	--	--	--	6	3.6	±0.6	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	107	3.1*	±0.2	821	3.6*	±0.1	-0.54 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	107	3.1*	±0.2	821	3.6*	±0.1	-0.54 (M)
Term	--	--	--	6	3.6	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Age - Collapsed</b>							
39 or under	35	3.5	±0.3	216	3.5	±0.1	0.01
40 or older	73	2.9*	±0.2	614	3.7*	±0.1	-0.78 (M)
<b>Age</b>							
25 or under	--	--	--	8	3.8	±0.5	NA
26-29	16	3.0	±0.4	20	3.5	±0.5	-0.55 (M)
30-39	18	4.0*	±0.4	188	3.5*	±0.1	0.49 (S)
40-49	9	1.7*	±0.5	260	3.6*	±0.1	-1.92 (L)
50-59	41	3.0*	±0.3	251	3.7*	±0.1	-0.66 (M)
60 or older	22	3.1*	±0.5	104	3.7*	±0.1	-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.

## 5.2 Racial/Ethnic Harassment

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

### 5.2.1 Racial/Ethnic Harassment and Job Satisfaction

Table 5.4 presents the job satisfaction results for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.4 IBC – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	76	3.4*	±0.2	855	4.0*	±0.0	-0.81 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	78	4.0	±0.1	NR
General Schedule (GS) 7-10	14	3.1*	±0.4	174	3.7*	±0.1	-0.86 (L)
General Schedule (GS) 11-12	27	3.2*	±0.3	253	3.9*	±0.1	-1.10 (L)
General Schedule (GS) 13-15	25	3.7*	±0.2	335	4.2*	±0.1	-0.72 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.4	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	128	4.1	±0.1	NR
1 to 3 years	18	3.7	±0.4	193	3.8	±0.1	-0.11
4 to 5 years	11	3.4*	±0.2	92	4.0*	±0.1	-0.95 (L)
6 to 10 years	19	3.1*	±0.3	180	4.0*	±0.1	-1.32 (L)
11 to 14 years	5	2.5*	±0.6	92	4.0*	±0.1	-2.30 (L)
15 to 20 years	6	2.8*	±0.6	59	4.0*	±0.2	-2.01 (L)
More than 20 years	9	3.9	±0.2	110	4.1	±0.1	-0.40 (S)

	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</b>							
Permanent	76	3.4*	±0.2	850	4.0*	±0.0	-0.81 (L)
Term	--	--	--	6	3.9	±0.0	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	76	3.4*	±0.2	846	4.0*	±0.0	-0.81 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	76	3.4*	±0.2	846	4.0*	±0.0	-0.81 (L)
Term	--	--	--	6	3.9	±0.0	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	32	3.4*	±0.2	608	4.0*	±0.1	-0.80 (L)
Minority	42	3.4*	±0.2	233	4.0*	±0.1	-0.80 (L)
<b>Race/Ethnicity</b>							
Hispanic	24	3.5*	±0.3	128	4.1*	±0.1	-0.99 (L)
American Indian or Alaskan Native	--	--	--	NR	NR	NR	NR
Asian	NR	NR	NR	17	3.8	±0.3	NR
Black/African-American	7	3.4	±0.4	50	3.8	±0.2	-0.59 (M)
Native Hawaiian or Other Pacific Islander	--	--	--	11	3.6	±0.2	NA
Non-Hispanic White	32	3.4*	±0.2	608	4.0*	±0.1	-0.80 (L)
Multi-racial	NR	NR	NR	23	3.7	±0.3	NR

<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.

## 5.2.2 Racial/Ethnic Harassment and Job Engagement

Table 5.5 presents the job engagement results for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.5 IBC – 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	76	4.6*	±0.3	852	5.6*	±0.1	-0.89 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	78	5.6	±0.2	NR
General Schedule (GS) 7-10	14	4.5*	±0.5	174	5.4*	±0.2	-0.73 (M)
General Schedule (GS) 11-12	27	4.2*	±0.4	250	5.5*	±0.2	-1.07 (L)
General Schedule (GS) 13-15	25	4.9*	±0.5	335	5.8*	±0.1	-0.82 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	6.6	±0.5	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	128	5.6	±0.2	NR
1 to 3 years	18	5.2	±0.5	193	5.4	±0.2	-0.16
4 to 5 years	11	4.4*	±0.4	88	5.7*	±0.2	-1.09 (L)
6 to 10 years	19	4.1*	±0.4	180	5.6*	±0.2	-1.34 (L)
11 to 14 years	5	2.7*	±0.8	92	5.5*	±0.2	-2.43 (L)
15 to 20 years	6	3.8*	±0.7	59	5.8*	±0.3	-1.63 (L)
More than 20 years	9	5.0*	±1.2	110	5.9*	±0.2	-0.76 (M)
Appointment Type							
Permanent	76	4.6*	±0.3	846	5.6*	±0.1	-0.89 (L)
Term	--	--	--	6	5.9	±0.1	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	76	4.6*	±0.3	842	5.6*	±0.1	-0.89 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	76	4.6*	±0.3	842	5.6*	±0.1	-0.89 (L)
Term	--	--	--	6	5.9	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	32	4.6*	±0.4	605	5.6*	±0.1	-0.82 (L)
Minority	42	4.5*	±0.4	233	5.7*	±0.2	-0.99 (L)
<b>Race/Ethnicity</b>							
Hispanic	24	4.5*	±0.5	128	5.9*	±0.2	-1.27 (L)
American Indian or Alaskan Native	--	--	--	NR	NR	NR	NR
Asian	NR	NR	NR	17	5.1	±0.8	NR
Black/African-American	7	4.0*	±0.5	50	5.6*	±0.4	-1.16 (L)
Native Hawaiian or Other Pacific Islander	--	--	--	11	5.4	±0.5	NA
Non-Hispanic White	32	4.6*	±0.4	605	5.6*	±0.1	-0.82 (L)
Multi-racial	NR	NR	NR	23	5.2	±0.5	NR

<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.

### 5.2.3 Racial/Ethnic Harassment and Organizational Commitment

Table 5.6 presents the organizational commitment results for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.6 IBC – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	76	2.8*	±0.2	855	3.6*	±0.1	-0.88 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	78	3.6	±0.2	NR
General Schedule (GS) 7-10	14	2.6*	±0.4	174	3.3*	±0.1	-0.69 (M)
General Schedule (GS) 11-12	27	2.5*	±0.3	253	3.5*	±0.1	-1.08 (L)
General Schedule (GS) 13-15	25	2.9*	±0.4	335	3.9*	±0.1	-0.98 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.2	±0.7	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	128	3.6	±0.1	NR
1 to 3 years	18	3.3	±0.3	193	3.5	±0.2	-0.24 (S)
4 to 5 years	11	2.8*	±0.2	92	3.6*	±0.2	-0.76 (M)
6 to 10 years	19	2.3*	±0.3	180	3.6*	±0.1	-1.42 (L)
11 to 14 years	5	1.5*	±0.7	92	3.6*	±0.2	-2.09 (L)
15 to 20 years	6	2.2*	±0.6	59	3.9*	±0.2	-1.78 (L)
More than 20 years	9	3.1*	±0.6	110	3.8*	±0.2	-0.78 (M)
Appointment Type							
Permanent	76	2.8*	±0.2	850	3.6*	±0.1	-0.87 (L)
Term	--	--	--	6	3.6	±0.6	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	76	2.8*	±0.2	846	3.6*	±0.1	-0.89 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	76	2.8*	±0.2	846	3.6*	±0.1	-0.89 (L)
Term	--	--	--	6	3.6	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	32	2.8*	±0.3	608	3.6*	±0.1	-0.86 (L)
Minority	42	2.8*	±0.3	233	3.7*	±0.1	-0.93 (L)
<b>Race/Ethnicity</b>							
Hispanic	24	2.8*	±0.4	128	3.7*	±0.2	-0.96 (L)
American Indian or Alaskan Native	--	--	--	NR	NR	NR	NR
Asian	NR	NR	NR	17	3.5	±0.6	NR
Black/African-American	7	2.7*	±0.4	50	3.7*	±0.3	-0.98 (L)
Native Hawaiian or Other Pacific Islander	--	--	--	11	3.7	±0.2	NA
Non-Hispanic White	32	2.8*	±0.3	608	3.6*	±0.1	-0.86 (L)
Multi-racial	NR	NR	NR	23	3.5	±0.4	NR

<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.



### 5.3 Religious Harassment

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

#### 5.3.1 Religious Harassment and Job Satisfaction

Table 5.7 presents the job satisfaction results for those who indicated they had or had not experienced religious harassment within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.7 IBC – Religious Harassment and Job Satisfaction 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	40	3.3*	±0.3	897	4.0*	±0.0	-0.93 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	4.0	±0.1	NR
General Schedule (GS) 7-10	9	3.2*	±0.8	185	3.7*	±0.1	-0.70 (M)
General Schedule (GS) 11-12	16	2.9*	±0.3	264	3.9*	±0.1	-1.60 (L)
General Schedule (GS) 13-15	12	3.8*	±0.3	348	4.2*	±0.1	-0.60 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.4	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	129	4.1	±0.1	NR
1 to 3 years	NR	NR	NR	209	3.8	±0.1	NR
4 to 5 years	7	3.8	±0.4	96	4.0	±0.1	-0.18
6 to 10 years	16	3.1*	±0.3	187	3.9*	±0.1	-1.27 (L)
11 to 14 years	5	3.2*	±1.1	94	4.0*	±0.1	-1.08 (L)
15 to 20 years	NR	NR	NR	63	4.0	±0.2	NR
More than 20 years	6	3.6	±0.4	114	4.1	±0.1	-0.84 (L)

	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	40	3.3*	±0.3	892	4.0*	±0.0	-0.93 (L)
Term	--	--	--	6	3.9	±0.0	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	40	3.3*	±0.3	888	4.0*	±0.0	-0.93 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	40	3.3*	±0.3	888	4.0*	±0.0	-0.93 (L)
Term	--	--	--	6	3.9	±0.0	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA

<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.

### 5.3.2 Religious Harassment and Job Engagement

Table 5.8 presents the job engagement results for those who indicated they had or had not experienced religious harassment within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.8 IBC – 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	40	4.6*	±0.4	894	5.6*	±0.1	-0.85 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	5.6	±0.2	NR
General Schedule (GS) 7-10	9	4.9	±1.1	185	5.3	±0.2	-0.34 (S)
General Schedule (GS) 11-12	16	3.9*	±0.5	260	5.5*	±0.2	-1.25 (L)
General Schedule (GS) 13-15	12	4.8*	±0.5	348	5.7*	±0.1	-0.85 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	6.6	±0.5	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	129	5.6	±0.2	NR
1 to 3 years	NR	NR	NR	209	5.4	±0.2	NR
4 to 5 years	7	5.0	±0.8	92	5.6	±0.2	-0.50 (M)
6 to 10 years	16	4.2*	±0.7	187	5.5*	±0.2	-1.20 (L)
11 to 14 years	5	4.7	±1.2	94	5.4	±0.3	-0.55 (M)
15 to 20 years	NR	NR	NR	63	5.7	±0.3	NR
More than 20 years	6	5.1	±0.2	114	5.8	±0.2	-0.64 (M)
Appointment Type							
Permanent	40	4.6*	±0.4	888	5.5*	±0.1	-0.84 (L)
Term	--	--	--	6	5.9	±0.1	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	40	4.6*	±0.4	884	5.5*	±0.1	-0.84 (L)

	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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	40	4.6*	±0.4	884	5.5*	±0.1	-0.84 (L)
Term	--	--	--	6	5.9	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA

<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.

### 5.3.3 Religious Harassment and Organizational Commitment

Table 5.9 presents the organizational commitment results for those who indicated they had or had not experienced religious harassment within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.9 IBC – 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	40	2.8*	±0.3	897	3.6*	±0.1	-0.81 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	3.6	±0.1	NR
General Schedule (GS) 7-10	9	2.7	±0.8	185	3.3	±0.1	-0.56 (M)
General Schedule (GS) 11-12	16	2.1*	±0.4	264	3.5*	±0.1	-1.39 (L)
General Schedule (GS) 13-15	12	3.4	±0.4	348	3.8	±0.1	-0.45 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.2	±0.7	NA
Other	--	--	--	NR	NR	NR	NR

	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>Years of Service at Bureau or Office</b>							
Less than 1 year	NR	NR	NR	129	3.6	±0.1	NR
1 to 3 years	NR	NR	NR	209	3.5	±0.1	NR
4 to 5 years	7	3.2	±0.4	96	3.6	±0.2	-0.36 (S)
6 to 10 years	16	2.5*	±0.4	187	3.5*	±0.1	-1.12 (L)
11 to 14 years	5	2.9	±1.4	94	3.5	±0.2	-0.61 (M)
15 to 20 years	NR	NR	NR	63	3.8	±0.2	NR
More than 20 years	6	3.3	±0.4	114	3.8	±0.2	-0.53 (M)
<b>Appointment Type</b>							
Permanent	40	2.8*	±0.3	892	3.6*	±0.1	-0.80 (L)
Term	--	--	--	6	3.6	±0.6	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	40	2.8*	±0.3	888	3.6*	±0.1	-0.82 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	40	2.8*	±0.3	888	3.6*	±0.1	-0.82 (L)
Term	--	--	--	6	3.6	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA

<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.

## 5.4 Disability Harassment

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

### 5.4.1 Disability Harassment and Job Satisfaction

Table 5.10 presents the job satisfaction results for those who indicated they had or had not experienced disability harassment within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.10 IBC – Disability Harassment and Job Satisfaction 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	52	3.1*	±0.2	876	4.0*	±0.0	-1.33 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	3.0*	±0.3	76	4.1*	±0.1	-1.76 (L)
General Schedule (GS) 7-10	20	2.9*	±0.4	172	3.7*	±0.1	-1.24 (L)
General Schedule (GS) 11-12	12	3.1*	±0.2	263	3.9*	±0.1	-1.22 (L)
General Schedule (GS) 13-15	14	3.4*	±0.3	343	4.2*	±0.1	-1.18 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.4	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	128	4.1	±0.1	NR
1 to 3 years	16	2.6*	±0.2	193	3.9*	±0.1	-1.78 (L)
4 to 5 years	10	3.5*	±0.3	93	4.0*	±0.1	-0.82 (L)
6 to 10 years	8	3.3*	±0.4	192	3.9*	±0.1	-0.87 (L)
11 to 14 years	9	3.2*	±0.2	88	4.0*	±0.1	-1.21 (L)
15 to 20 years	NR	NR	NR	60	4.0	±0.1	NR
More than 20 years	NR	NR	NR	116	4.1	±0.1	NR

	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	52	3.1*	±0.2	870	4.0*	±0.0	-1.33 (L)
Term	--	--	--	6	3.9	±0.0	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	52	3.1*	±0.2	866	4.0*	±0.0	-1.33 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	52	3.1*	±0.2	866	4.0*	±0.0	-1.33 (L)
Term	--	--	--	6	3.9	±0.0	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Disability</b>							
Yes	34	3.1*	±0.2	68	3.9*	±0.1	-1.29 (L)
No	18	3.0*	±0.3	804	4.0*	±0.0	-1.45 (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.

### 5.4.2 Disability Harassment and Job Engagement

Table 5.11 presents the job engagement results for those who indicated they had or had not experienced disability harassment within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.11 IBC – 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	52	4.5*	±0.3	872	5.6*	±0.1	-0.92 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	5.3	±0.8	76	5.6	±0.2	-0.40 (S)
General Schedule (GS) 7-10	20	4.7*	±0.4	172	5.4*	±0.2	-0.57 (M)
General Schedule (GS) 11-12	12	4.2*	±0.4	260	5.4*	±0.2	-1.02 (L)
General Schedule (GS) 13-15	14	4.2*	±0.7	343	5.8*	±0.1	-1.45 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	6.6	±0.5	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	128	5.6	±0.2	NR
1 to 3 years	16	4.4*	±0.4	193	5.5*	±0.2	-0.91 (L)
4 to 5 years	10	4.9	±0.7	90	5.6	±0.2	-0.59 (M)
6 to 10 years	8	4.5*	±0.2	192	5.5*	±0.2	-0.84 (L)
11 to 14 years	9	3.5*	±0.8	88	5.6*	±0.2	-1.79 (L)
15 to 20 years	NR	NR	NR	60	5.8	±0.3	NR
More than 20 years	NR	NR	NR	116	5.8	±0.2	NR
Appointment Type							
Permanent	52	4.5*	±0.3	867	5.6*	±0.1	-0.92 (L)
Term	--	--	--	6	5.9	±0.1	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	52	4.5*	±0.3	862	5.6*	±0.1	-0.92 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	52	4.5*	±0.3	862	5.6*	±0.1	-0.92 (L)
Term	--	--	--	6	5.9	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Disability</b>							
Yes	34	4.4*	±0.3	68	5.7*	±0.2	-1.35 (L)
No	18	4.6*	±0.6	800	5.6*	±0.1	-0.79 (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.

### 5.4.3 Disability Harassment and Organizational Commitment

Table 5.12 presents the organizational commitment results for those who indicated they had or had not experienced disability harassment within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.12 IBC – 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	52	2.7*	±0.3	876	3.6*	±0.1	-0.90 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	3.6	±0.1	76	3.6	±0.2	-0.06
General Schedule (GS) 7-10	20	2.7*	±0.5	172	3.3*	±0.1	-0.69 (M)
General Schedule (GS) 11-12	12	2.8*	±0.5	263	3.4*	±0.1	-0.64 (M)
General Schedule (GS) 13-15	14	2.3*	±0.6	343	3.9*	±0.1	-1.58 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.2	±0.7	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	128	3.6	±0.1	NR
1 to 3 years	16	2.6*	±0.3	193	3.6*	±0.2	-0.95 (L)
4 to 5 years	10	3.1	±0.5	93	3.6	±0.2	-0.50 (M)
6 to 10 years	8	3.2	±0.9	192	3.5	±0.1	-0.26 (S)
11 to 14 years	9	1.7*	±0.5	88	3.7*	±0.2	-2.13 (L)
15 to 20 years	NR	NR	NR	60	3.8	±0.2	NR
More than 20 years	NR	NR	NR	116	3.8	±0.2	NR
Appointment Type							
Permanent	52	2.7*	±0.3	870	3.6*	±0.1	-0.90 (L)
Term	--	--	--	6	3.6	±0.6	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	52	2.7*	±0.3	866	3.6*	±0.1	-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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	52	2.7*	±0.3	866	3.6*	±0.1	-0.91 (L)
Term	--	--	--	6	3.6	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Disability</b>							
Yes	34	2.6*	±0.3	68	3.7*	±0.2	-1.10 (L)
No	18	3.0*	±0.5	804	3.6*	±0.1	-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.

## 5.5 Sexual Orientation Harassment

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

### 5.5.1 Sexual Orientation Harassment and Job Satisfaction

Table 5.13 presents the job satisfaction results for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.13 IBC – Sexual Orientation Harassment and Job Satisfaction by Selected Characteristics*

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	20	3.1*	±0.4	913	4.0*	±0.0	-1.18 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	4.0	±0.1	NR
General Schedule (GS) 7-10	6	2.2*	±0.5	187	3.7*	±0.1	-2.42 (L)
General Schedule (GS) 11-12	NR	NR	NR	273	3.9	±0.1	NR
General Schedule (GS) 13-15	7	3.3*	±0.4	354	4.2*	±0.1	-1.27 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.4	NA
Other	--	--	--	NR	NR	NR	NR

	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>Years of Service at Bureau or Office</b>							
Less than 1 year	NR	NR	NR	129	4.1	±0.1	NR
1 to 3 years	6	2.7*	±0.1	203	3.9*	±0.1	-1.36 (L)
4 to 5 years	5	2.8*	±0.7	98	4.0*	±0.1	-1.97 (L)
6 to 10 years	NR	NR	NR	201	3.9	±0.1	NR
11 to 14 years	--	--	--	97	3.9	±0.1	NA
15 to 20 years	5	3.1*	±1.1	60	4.0*	±0.2	-1.26 (L)
More than 20 years	--	--	--	119	4.1	±0.1	NA
<b>Appointment Type</b>							
Permanent	20	3.1*	±0.4	907	4.0*	±0.0	-1.18 (L)
Term	--	--	--	6	3.9	±0.0	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	20	3.1*	±0.4	903	4.0*	±0.0	-1.18 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	20	3.1*	±0.4	903	4.0*	±0.0	-1.18 (L)
Term	--	--	--	6	3.9	±0.0	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	8	2.6*	±0.6	336	3.9*	±0.1	-1.81 (L)
Women	11	3.5*	±0.5	575	4.0*	±0.1	-0.72 (M)
<b>Gender Identity</b>							
Male	8	2.6*	±0.6	336	3.9*	±0.1	-1.81 (L)
Female	11	3.5*	±0.5	575	4.0*	±0.1	-0.72 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	12	2.9*	±0.6	839	4.0*	±0.0	-1.54 (L)
Sexual Minority	5	3.9	±0.7	36	4.0	±0.2	-0.15

	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>
Sexual Orientation							
Heterosexual or straight	12	2.9*	±0.6	839	4.0*	±0.0	-1.54 (L)
Lesbian	NR	NR	NR	14	4.1	±0.3	NR
Gay	--	--	--	14	4.1	±0.3	NA
Bisexual	--	--	--	8	3.5	±0.5	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	34	3.6	±0.1	NR

<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.

### 5.5.2 Sexual Orientation Harassment and Job Engagement

Table 5.14 presents the job engagement results for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.14 IBC – 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	20	4.4*	±0.5	909	5.5*	±0.1	-0.91 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	5.6	±0.2	NR
General Schedule (GS) 7-10	6	3.5*	±0.7	187	5.3*	±0.2	-1.58 (L)
General Schedule (GS) 11-12	NR	NR	NR	270	5.4	±0.2	NR
General Schedule (GS) 13-15	7	4.1*	±0.5	354	5.7*	±0.1	-1.49 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	6.6	±0.5	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	129	5.6	±0.2	NR
1 to 3 years	6	4.4*	±0.5	203	5.4*	±0.2	-0.87 (L)
4 to 5 years	5	3.4*	±0.5	94	5.7*	±0.2	-2.10 (L)
6 to 10 years	NR	NR	NR	201	5.4	±0.2	NR
11 to 14 years	--	--	--	97	5.4	±0.3	NA
15 to 20 years	5	4.8	±1.2	60	5.7	±0.3	-0.65 (M)
More than 20 years	--	--	--	119	5.8	±0.2	NA
Appointment Type							
Permanent	20	4.4*	±0.5	904	5.5*	±0.1	-0.91 (L)
Term	--	--	--	6	5.9	±0.1	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	20	4.4*	±0.5	900	5.5*	±0.1	-0.91 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	20	4.4*	±0.5	900	5.5*	±0.1	-0.91 (L)
Term	--	--	--	6	5.9	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	8	3.4*	±0.4	333	5.4*	±0.1	-1.63 (L)
Women	11	5.3	±0.6	575	5.6	±0.1	-0.28 (S)
<b>Gender Identity</b>							
Male	8	3.4*	±0.4	333	5.4*	±0.1	-1.63 (L)
Female	11	5.3	±0.6	575	5.6	±0.1	-0.28 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	12	4.0*	±0.6	835	5.5*	±0.1	-1.29 (L)
Sexual Minority	5	5.0	±1.3	36	5.8	±0.3	-0.84 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	12	4.0*	±0.6	835	5.5*	±0.1	-1.29 (L)
Lesbian	NR	NR	NR	14	5.8	±0.2	NR
Gay	--	--	--	14	6.2	±0.3	NA
Bisexual	--	--	--	8	5.2	±1.0	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	34	4.9	±0.4	NR

<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.



### 5.5.3 Sexual Orientation Harassment and Organizational Commitment

Table 5.15 presents the organizational commitment results for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.15 IBC – 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	20	2.9*	±0.5	913	3.6*	±0.1	-0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	3.6	±0.1	NR
General Schedule (GS) 7-10	6	1.6*	±0.6	187	3.3*	±0.1	-1.77 (L)
General Schedule (GS) 11-12	NR	NR	NR	273	3.4	±0.1	NR
General Schedule (GS) 13-15	7	3.0*	±0.3	354	3.8*	±0.1	-0.77 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.2	±0.7	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	129	3.6	±0.1	NR
1 to 3 years	6	2.6*	±0.5	203	3.5*	±0.1	-0.85 (L)
4 to 5 years	5	2.1*	±0.7	98	3.6*	±0.2	-1.56 (L)
6 to 10 years	NR	NR	NR	201	3.4	±0.1	NR
11 to 14 years	--	--	--	97	3.5	±0.2	NA
15 to 20 years	5	3.2	±1.5	60	3.8	±0.2	-0.56 (M)
More than 20 years	--	--	--	119	3.7	±0.2	NA
Appointment Type							
Permanent	20	2.9*	±0.5	907	3.6*	±0.1	-0.71 (M)
Term	--	--	--	6	3.6	±0.6	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	20	2.9*	±0.5	903	3.6*	±0.1	-0.72 (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>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	20	2.9*	±0.5	903	3.6*	±0.1	-0.72 (M)
Term	--	--	--	6	3.6	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	8	2.0*	±0.6	336	3.5*	±0.1	-1.40 (L)
Women	11	3.4	±0.7	575	3.6	±0.1	-0.19
<b>Gender Identity</b>							
Male	8	2.0*	±0.6	336	3.5*	±0.1	-1.40 (L)
Female	11	3.4	±0.7	575	3.6	±0.1	-0.19
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	12	2.6*	±0.8	839	3.6*	±0.1	-0.98 (L)
Sexual Minority	5	3.7	±0.6	36	3.7	±0.3	-0.01
<b>Sexual Orientation</b>							
Heterosexual or straight	12	2.6*	±0.8	839	3.6*	±0.1	-0.98 (L)
Lesbian	NR	NR	NR	14	3.7	±0.4	NR
Gay	--	--	--	14	3.7	±0.7	NA
Bisexual	--	--	--	8	3.7	±0.7	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	34	3.3	±0.2	NR

<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.

## 5.6 Sexual Harassment

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

### 5.6.1 Sexual Harassment and Job Satisfaction

Table 5.16 presents the job satisfaction results for those who indicated they had or had not experienced sexual harassment within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.16 IBC – 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	56	3.7*	±0.2	885	3.9*	±0.0	-0.34 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	4.0	±0.1	NR
General Schedule (GS) 7-10	15	3.4	±0.3	182	3.6	±0.1	-0.32 (S)
General Schedule (GS) 11-12	25	3.7	±0.2	255	3.9	±0.1	-0.20 (S)
General Schedule (GS) 13-15	13	3.9	±0.4	348	4.2	±0.1	-0.35 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.4	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	7	4.1	±0.4	125	4.1	±0.1	0.04
1 to 3 years	6	3.8	±0.1	208	3.8	±0.1	-0.01
4 to 5 years	17	3.7	±0.4	86	4.0	±0.1	-0.43 (S)
6 to 10 years	10	3.3*	±0.3	193	3.9*	±0.1	-1.00 (L)
11 to 14 years	5	3.1*	±0.4	94	4.0*	±0.1	-1.13 (L)
15 to 20 years	9	4.0	±0.0	56	3.9	±0.2	0.14
More than 20 years	NR	NR	NR	117	4.1	±0.1	NR

	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	56	3.7*	±0.2	879	3.9*	±0.0	-0.34 (S)
Term	--	--	--	6	3.9	±0.0	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	56	3.7*	±0.2	875	3.9*	±0.0	-0.35 (S)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	56	3.7*	±0.2	875	3.9*	±0.0	-0.35 (S)
Term	--	--	--	6	3.9	±0.0	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	16	3.6	±0.4	330	3.9	±0.1	-0.37 (S)
Women	40	3.7*	±0.2	553	4.0*	±0.1	-0.36 (S)
<b>Gender Identity</b>							
Male	16	3.6	±0.4	330	3.9	±0.1	-0.37 (S)
Female	40	3.7*	±0.2	553	4.0*	±0.1	-0.36 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	48	3.8	±0.2	811	4.0	±0.0	-0.27 (S)
Sexual Minority	NR	NR	NR	39	4.0	±0.2	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	48	3.8	±0.2	811	4.0	±0.0	-0.27 (S)
Lesbian	NR	NR	NR	17	4.2	±0.2	NR
Gay	--	--	--	14	4.1	±0.3	NA
Bisexual	--	--	--	8	3.5	±0.5	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	34	3.6	±0.2	NR

<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.

### 5.6.2 Sexual Harassment and Job Engagement

Table 5.17 presents the job engagement results for those who indicated they had or had not experienced sexual harassment within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.17 IBC – 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	53	5.2	±0.4	885	5.5	±0.1	-0.23 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	5.6	±0.2	NR
General Schedule (GS) 7-10	15	5.1	±0.6	182	5.3	±0.2	-0.14
General Schedule (GS) 11-12	21	5.6	±0.6	255	5.3	±0.2	0.16
General Schedule (GS) 13-15	13	4.7*	±1.0	348	5.7*	±0.1	-0.94 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	6.6	±0.5	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	7	5.7	±0.4	125	5.6	±0.2	0.09
1 to 3 years	6	5.2	±0.2	208	5.3	±0.2	-0.14
4 to 5 years	14	4.6*	±0.7	86	5.7*	±0.2	-0.92 (L)
6 to 10 years	10	5.2	±0.9	193	5.4	±0.2	-0.18
11 to 14 years	5	4.1*	±2.0	94	5.5*	±0.2	-1.08 (L)
15 to 20 years	9	6.3	±0.5	56	5.5	±0.4	0.64 (M)
More than 20 years	NR	NR	NR	117	5.8	±0.2	NR
Appointment Type							
Permanent	53	5.2	±0.4	879	5.5	±0.1	-0.23 (S)
Term	--	--	--	6	5.9	±0.1	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	53	5.2	±0.4	875	5.5	±0.1	-0.23 (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>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	53	5.2	±0.4	875	5.5	±0.1	-0.23 (S)
Term	--	--	--	6	5.9	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	13	4.3*	±0.9	330	5.4*	±0.1	-0.90 (L)
Women	40	5.6	±0.4	553	5.6	±0.1	-0.01
<b>Gender Identity</b>							
Male	13	4.3*	±0.9	330	5.4*	±0.1	-0.90 (L)
Female	40	5.6	±0.4	553	5.6	±0.1	-0.01
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	45	5.2	±0.4	811	5.5	±0.1	-0.28 (S)
Sexual Minority	NR	NR	NR	39	5.8	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	45	5.2	±0.4	811	5.5	±0.1	-0.28 (S)
Lesbian	NR	NR	NR	17	5.9	±0.2	NR
Gay	--	--	--	14	6.2	±0.3	NA
Bisexual	--	--	--	8	5.2	±1.0	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	34	4.7	±0.3	NR

<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.

### 5.6.3 Sexual Harassment and Organizational Commitment

Table 5.18 presents the organizational commitment results for those who indicated they had or had not experienced sexual harassment within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.18 IBC – Sexual Harassment and Organizational Commitment by Selected Characteristics*

	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>
Overall	56	3.1*	±0.2	885	3.6*	±0.1	-0.42 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	3.6	±0.2	NR
General Schedule (GS) 7-10	15	2.8	±0.4	182	3.3	±0.1	-0.49 (S)
General Schedule (GS) 11-12	25	3.2	±0.3	255	3.4	±0.1	-0.20 (S)
General Schedule (GS) 13-15	13	3.3	±0.7	348	3.8	±0.1	-0.53 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.2	±0.7	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	7	3.3	±0.6	125	3.6	±0.1	-0.43 (S)
1 to 3 years	6	3.1	±0.1	208	3.5	±0.2	-0.34 (S)
4 to 5 years	17	3.2	±0.5	86	3.6	±0.2	-0.43 (S)
6 to 10 years	10	3.0	±0.4	193	3.5	±0.1	-0.47 (S)
11 to 14 years	5	2.0*	±0.7	94	3.6*	±0.2	-1.55 (L)
15 to 20 years	9	3.7	±0.3	56	3.7	±0.3	0.00
More than 20 years	NR	NR	NR	117	3.7	±0.2	NR
Appointment Type							
Permanent	56	3.1*	±0.2	879	3.6*	±0.1	-0.42 (S)
Term	--	--	--	6	3.6	±0.6	NA
Temporary	--	--	--	--	--	--	NA

	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	--	--	--	--	--	--	NA
Non-Seasonal	56	3.1*	±0.2	875	3.6*	±0.1	-0.43 (S)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	56	3.1*	±0.2	875	3.6*	±0.1	-0.43 (S)
Term	--	--	--	6	3.6	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	16	2.7*	±0.5	330	3.5*	±0.1	-0.73 (M)
Women	40	3.3	±0.2	553	3.6	±0.1	-0.31 (S)
<b>Gender Identity</b>							
Male	16	2.7*	±0.5	330	3.5*	±0.1	-0.73 (M)
Female	40	3.3	±0.2	553	3.6	±0.1	-0.31 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	48	3.1*	±0.3	811	3.6*	±0.1	-0.44 (S)
Sexual Minority	NR	NR	NR	39	3.7	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	48	3.1*	±0.3	811	3.6*	±0.1	-0.44 (S)
Lesbian	NR	NR	NR	17	3.8	±0.4	NR
Gay	--	--	--	14	3.7	±0.7	NA
Bisexual	--	--	--	8	3.7	±0.7	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	34	3.2	±0.3	NR

<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.



## 5.7 Crude and Offensive Behavior

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

### 5.7.1 Crude and Offensive Behavior and Job Satisfaction

Table 5.19 presents the job satisfaction results for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.19 IBC – 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	100	3.6*	±0.1	841	4.0*	±0.0	-0.47 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	7	3.8	±0.3	75	4.0	±0.1	-0.32 (S)
General Schedule (GS) 7-10	23	3.2*	±0.3	175	3.7*	±0.1	-0.67 (M)
General Schedule (GS) 11-12	38	3.7	±0.2	242	3.9	±0.1	-0.28 (S)
General Schedule (GS) 13-15	32	3.8*	±0.2	328	4.2*	±0.1	-0.50 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.4	NA
Other	--	--	--	NR	NR	NR	NR

	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>Years of Service at Bureau or Office</b>							
Less than 1 year	9	4.1	±0.3	124	4.1	±0.1	-0.06
1 to 3 years	17	3.5	±0.2	197	3.8	±0.1	-0.31 (S)
4 to 5 years	27	3.7*	±0.3	76	4.1*	±0.1	-0.60 (M)
6 to 10 years	15	3.4*	±0.3	189	3.9*	±0.1	-0.77 (M)
11 to 14 years	7	3.4*	±0.4	92	4.0*	±0.1	-0.82 (L)
15 to 20 years	14	3.7	±0.4	50	4.0	±0.2	-0.39 (S)
More than 20 years	11	3.7*	±0.3	108	4.1*	±0.1	-0.68 (M)
<b>Appointment Type</b>							
Permanent	98	3.6*	±0.1	837	4.0*	±0.0	-0.48 (S)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	98	3.6*	±0.1	833	4.0*	±0.0	-0.48 (S)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	98	3.6*	±0.1	833	4.0*	±0.0	-0.48 (S)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	32	3.4*	±0.3	314	3.9*	±0.1	-0.67 (M)
Women	67	3.7*	±0.1	526	4.0*	±0.1	-0.38 (S)
<b>Gender Identity</b>							
Male	32	3.4*	±0.3	314	3.9*	±0.1	-0.67 (M)
Female	67	3.7*	±0.1	526	4.0*	±0.1	-0.38 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	87	3.7*	±0.1	771	4.0*	±0.1	-0.41 (S)
Sexual Minority	NR	NR	NR	39	4.0	±0.2	NR

	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>
Sexual Orientation							
Heterosexual or straight	87	3.7*	±0.1	771	4.0*	±0.1	-0.41 (S)
Lesbian	NR	NR	NR	17	4.2	±0.2	NR
Gay	--	--	--	14	4.1	±0.3	NA
Bisexual	--	--	--	8	3.5	±0.5	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	8	3.3*	±0.1	30	3.6*	±0.2	-0.82 (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.

### 5.7.2 Crude and Offensive Behavior and Job Engagement

Table 5.20 presents the job engagement results for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.20 IBC – Crude and Offensive Behavior and Job Engagement by Selected Characteristics*

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	96	5.1*	±0.2	841	5.5*	±0.1	-0.36 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	7	4.8*	±1.1	75	5.7*	±0.2	-0.98 (L)
General Schedule (GS) 7-10	23	5.0	±0.5	175	5.3	±0.2	-0.23 (S)
General Schedule (GS) 11-12	35	5.4	±0.4	242	5.4	±0.2	0.03
General Schedule (GS) 13-15	32	5.0*	±0.4	328	5.8*	±0.1	-0.75 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	6.6	±0.5	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	9	5.4	±0.5	124	5.6	±0.2	-0.21 (S)
1 to 3 years	17	4.8*	±0.4	197	5.4*	±0.2	-0.50 (M)
4 to 5 years	23	4.9*	±0.5	76	5.7*	±0.3	-0.70 (M)
6 to 10 years	15	5.7	±0.5	189	5.4	±0.2	0.23 (S)
11 to 14 years	7	4.4*	±1.5	92	5.5*	±0.2	-0.89 (L)
15 to 20 years	14	5.7	±0.7	50	5.6	±0.4	0.07
More than 20 years	11	4.8*	±0.8	108	5.9*	±0.2	-0.95 (L)
Appointment Type							
Permanent	95	5.1*	±0.3	837	5.5*	±0.1	-0.36 (S)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	95	5.1*	±0.3	833	5.5*	±0.1	-0.37 (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>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	95	5.1*	±0.3	833	5.5*	±0.1	-0.37 (S)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	29	4.2*	±0.5	314	5.4*	±0.1	-1.01 (L)
Women	67	5.5	±0.2	526	5.6	±0.1	-0.08
<b>Gender Identity</b>							
Male	29	4.2*	±0.5	314	5.4*	±0.1	-1.01 (L)
Female	67	5.5	±0.2	526	5.6	±0.1	-0.08
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	84	5.2*	±0.3	771	5.6*	±0.1	-0.31 (S)
Sexual Minority	NR	NR	NR	39	5.8	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	84	5.2*	±0.3	771	5.6*	±0.1	-0.31 (S)
Lesbian	NR	NR	NR	17	5.9	±0.2	NR
Gay	--	--	--	14	6.2	±0.3	NA
Bisexual	--	--	--	8	5.2	±1.0	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	8	4.8	±1.3	30	4.9	±0.3	-0.12

<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.

### 5.7.3 Crude and Offensive Behavior and Organizational Commitment

Table 5.21 presents the organizational commitment results for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.21 IBC – 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	100	3.2*	±0.2	841	3.6*	±0.1	-0.43 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	7	3.0*	±0.8	75	3.7*	±0.1	-1.06 (L)
General Schedule (GS) 7-10	23	2.7*	±0.3	175	3.3*	±0.1	-0.56 (M)
General Schedule (GS) 11-12	38	3.3	±0.3	242	3.4	±0.1	-0.11
General Schedule (GS) 13-15	32	3.3*	±0.3	328	3.9*	±0.1	-0.55 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.2	±0.7	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	9	3.2	±0.5	124	3.6	±0.1	-0.51 (M)
1 to 3 years	17	3.0*	±0.3	197	3.5*	±0.2	-0.51 (M)
4 to 5 years	27	3.0*	±0.4	76	3.7*	±0.2	-0.71 (M)
6 to 10 years	15	3.5	±0.5	189	3.5	±0.1	0.04
11 to 14 years	7	2.4*	±0.8	92	3.6*	±0.2	-1.10 (L)
15 to 20 years	14	3.5	±0.5	50	3.8	±0.3	-0.23 (S)
More than 20 years	11	3.4	±0.4	108	3.8	±0.2	-0.49 (S)
Appointment Type							
Permanent	98	3.1*	±0.2	837	3.6*	±0.1	-0.45 (S)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA

	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	--	--	--	--	--	--	NA
Non-Seasonal	98	3.1*	±0.2	833	3.6*	±0.1	-0.46 (S)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	98	3.1*	±0.2	833	3.6*	±0.1	-0.46 (S)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	32	2.9*	±0.4	314	3.5*	±0.1	-0.64 (M)
Women	67	3.3*	±0.2	526	3.6*	±0.1	-0.33 (S)
<b>Gender Identity</b>							
Male	32	2.9*	±0.4	314	3.5*	±0.1	-0.64 (M)
Female	67	3.3*	±0.2	526	3.6*	±0.1	-0.33 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	87	3.2*	±0.2	771	3.6*	±0.1	-0.42 (S)
Sexual Minority	NR	NR	NR	39	3.7	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	87	3.2*	±0.2	771	3.6*	±0.1	-0.42 (S)
Lesbian	NR	NR	NR	17	3.8	±0.4	NR
Gay	--	--	--	14	3.7	±0.7	NA
Bisexual	--	--	--	8	3.7	±0.7	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	8	3.0	±0.3	30	3.2	±0.3	-0.28 (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.

## 5.8 Unwanted Sexual Attention

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

### 5.8.1 Unwanted Sexual Attention and Job Satisfaction

Table 5.22 presents the job satisfaction results for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.22 IBC – 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	29	3.4*	±0.3	912	3.9*	±0.0	-0.74 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	82	4.0	±0.1	NA
General Schedule (GS) 7-10	9	2.9*	±0.5	188	3.6*	±0.1	-1.04 (L)
General Schedule (GS) 11-12	15	3.7	±0.3	265	3.9	±0.1	-0.17
General Schedule (GS) 13-15	NR	NR	NR	356	4.2	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.4	NA
Other	--	--	--	NR	NR	NR	NR



	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>Years of Service at Bureau or Office</b>							
Less than 1 year	--	--	--	132	4.1	±0.1	NA
1 to 3 years	5	3.2	±0.7	209	3.8	±0.1	-0.65 (M)
4 to 5 years	NR	NR	NR	99	4.0	±0.1	NR
6 to 10 years	11	3.4*	±0.3	192	3.9*	±0.1	-0.79 (M)
11 to 14 years	NR	NR	NR	97	3.9	±0.1	NR
15 to 20 years	5	4.0	±0.0	60	3.9	±0.2	0.13
More than 20 years	NR	NR	NR	117	4.1	±0.1	NR
<b>Appointment Type</b>							
Permanent	29	3.4*	±0.3	906	3.9*	±0.0	-0.73 (M)
Term	--	--	--	6	3.9	±0.0	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	29	3.4*	±0.3	902	3.9*	±0.0	-0.74 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	29	3.4*	±0.3	902	3.9*	±0.0	-0.74 (M)
Term	--	--	--	6	3.9	±0.0	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	8	3.0*	±0.7	338	3.9*	±0.1	-1.12 (L)
Women	20	3.5*	±0.2	573	4.0*	±0.1	-0.63 (M)
<b>Gender Identity</b>							
Male	8	3.0*	±0.7	338	3.9*	±0.1	-1.12 (L)
Female	20	3.5*	±0.2	573	4.0*	±0.1	-0.63 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	22	3.4*	±0.3	837	4.0*	±0.0	-0.77 (M)
Sexual Minority	NR	NR	NR	40	4.0	±0.2	NR

	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>Sexual Orientation</b>							
Heterosexual or straight	22	3.4*	±0.3	837	4.0*	±0.0	-0.77 (M)
Lesbian	--	--	--	18	4.1	±0.3	NA
Gay	--	--	--	14	4.1	±0.3	NA
Bisexual	--	--	--	8	3.5	±0.5	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	34	3.6	±0.2	NR

<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.

### 5.8.2 Unwanted Sexual Attention and Job Engagement

Table 5.23 presents the job engagement results for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.23 IBC – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	29	5.1	±0.6	909	5.5	±0.1	-0.35 (S)
<b>Pay Plan and Grade</b>							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	82	5.6	±0.2	NA
General Schedule (GS) 7-10	9	4.9	±1.2	188	5.3	±0.2	-0.27 (S)
General Schedule (GS) 11-12	15	5.6	±0.7	262	5.3	±0.2	0.20 (S)
General Schedule (GS) 13-15	NR	NR	NR	356	5.7	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	6.6	±0.5	NA
Other	--	--	--	NR	NR	NR	NR

	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>Years of Service at Bureau or Office</b>							
Less than 1 year	--	--	--	132	5.6	±0.2	NA
1 to 3 years	5	4.5	±1.1	209	5.3	±0.2	-0.68 (M)
4 to 5 years	NR	NR	NR	96	5.6	±0.2	NR
6 to 10 years	11	5.2	±0.9	192	5.4	±0.2	-0.18
11 to 14 years	NR	NR	NR	97	5.4	±0.3	NR
15 to 20 years	5	7.0*	±0.0	60	5.5*	±0.3	1.16 (L)
More than 20 years	NR	NR	NR	117	5.8	±0.2	NR
<b>Appointment Type</b>							
Permanent	29	5.1	±0.6	903	5.5	±0.1	-0.35 (S)
Term	--	--	--	6	5.9	±0.1	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	29	5.1	±0.6	899	5.5	±0.1	-0.35 (S)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	29	5.1	±0.6	899	5.5	±0.1	-0.35 (S)
Term	--	--	--	6	5.9	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	8	4.0*	±1.1	335	5.4*	±0.1	-1.12 (L)
Women	20	5.6	±0.6	573	5.6	±0.1	-0.03
<b>Gender Identity</b>							
Male	8	4.0*	±1.1	335	5.4*	±0.1	-1.12 (L)
Female	20	5.6	±0.6	573	5.6	±0.1	-0.03
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	22	4.9*	±0.7	833	5.5*	±0.1	-0.56 (M)
Sexual Minority	NR	NR	NR	40	5.8	±0.3	NR

	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>
Sexual Orientation							
Heterosexual or straight	22	4.9*	±0.7	833	5.5*	±0.1	-0.56 (M)
Lesbian	--	--	--	18	5.7	±0.3	NA
Gay	--	--	--	14	6.2	±0.3	NA
Bisexual	--	--	--	8	5.2	±1.0	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	34	4.7	±0.3	NR

<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.

### 5.8.3 Unwanted Sexual Attention and Organizational Commitment

Table 5.24 presents the organizational commitment results for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.24 IBC – 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	29	3.0*	±0.4	912	3.6*	±0.1	-0.54 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	82	3.6	±0.1	NA
General Schedule (GS) 7-10	9	2.5*	±0.7	188	3.3*	±0.1	-0.72 (M)
General Schedule (GS) 11-12	15	3.4	±0.5	265	3.4	±0.1	0.01
General Schedule (GS) 13-15	NR	NR	NR	356	3.8	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.2	±0.7	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	132	3.6	±0.1	NA
1 to 3 years	5	2.8	±0.8	209	3.5	±0.1	-0.63 (M)
4 to 5 years	NR	NR	NR	99	3.6	±0.2	NR
6 to 10 years	11	3.3	±0.6	192	3.5	±0.1	-0.17
11 to 14 years	NR	NR	NR	97	3.5	±0.2	NR
15 to 20 years	5	3.3	±0.0	60	3.7	±0.3	-0.38 (S)
More than 20 years	NR	NR	NR	117	3.7	±0.2	NR
Appointment Type							
Permanent	29	3.0*	±0.4	906	3.6*	±0.1	-0.54 (M)
Term	--	--	--	6	3.6	±0.6	NA
Temporary	--	--	--	--	--	--	NA

	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	--	--	--	--	--	--	NA
Non-Seasonal	29	3.0*	±0.4	902	3.6*	±0.1	-0.55 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	29	3.0*	±0.4	902	3.6*	±0.1	-0.55 (M)
Term	--	--	--	6	3.6	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	8	2.6*	±1.1	338	3.5*	±0.1	-0.83 (L)
Women	20	3.1*	±0.3	573	3.6*	±0.1	-0.46 (S)
<b>Gender Identity</b>							
Male	8	2.6*	±1.1	338	3.5*	±0.1	-0.83 (L)
Female	20	3.1*	±0.3	573	3.6*	±0.1	-0.46 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	22	2.9*	±0.5	837	3.6*	±0.1	-0.63 (M)
Sexual Minority	NR	NR	NR	40	3.7	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	22	2.9*	±0.5	837	3.6*	±0.1	-0.63 (M)
Lesbian	--	--	--	18	3.7	±0.4	NA
Gay	--	--	--	14	3.7	±0.7	NA
Bisexual	--	--	--	8	3.7	±0.7	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	34	3.2	±0.3	NR

<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.

## 5.9 Sexual Coercion

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

### 5.9.1 Sexual Coercion and Job Satisfaction

Table 5.25 presents the job satisfaction results for those who indicated they had or had not experienced sexual coercion within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

Table 5.25 IBC – 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	9	3.3*	±0.6	932	3.9*	±0.0	-0.84 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	82	4.0	±0.1	NA
General Schedule (GS) 7-10	NR	NR	NR	196	3.6	±0.1	NR
General Schedule (GS) 11-12	5	4.0	±0.0	275	3.9	±0.1	0.21 (S)
General Schedule (GS) 13-15	NR	NR	NR	359	4.2	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.4	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	132	4.1	±0.1	NA
1 to 3 years	--	--	--	214	3.8	±0.1	NA
4 to 5 years	NR	NR	NR	101	4.0	±0.1	NR
6 to 10 years	--	--	--	203	3.9	±0.1	NA
11 to 14 years	NR	NR	NR	97	3.9	±0.1	NR
15 to 20 years	5	4.0	±0.0	60	3.9	±0.2	0.13
More than 20 years	--	--	--	119	4.1	±0.1	NA

	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	9	3.3*	±0.6	927	3.9*	±0.0	-0.84 (L)
Term	--	--	--	6	3.9	±0.0	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	9	3.3*	±0.6	923	3.9*	±0.0	-0.84 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	9	3.3*	±0.6	923	3.9*	±0.0	-0.84 (L)
Term	--	--	--	6	3.9	±0.0	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	344	3.9	±0.1	NR
Women	7	3.7	±0.4	586	4.0	±0.1	-0.31 (S)
<b>Gender Identity</b>							
Male	NR	NR	NR	344	3.9	±0.1	NR
Female	7	3.7	±0.4	586	4.0	±0.1	-0.31 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	9	3.3*	±0.6	850	4.0*	±0.0	-0.86 (L)
Sexual Minority	--	--	--	41	4.0	±0.2	NA
<b>Sexual Orientation</b>							
Heterosexual or straight	9	3.3*	±0.6	850	4.0*	±0.0	-0.86 (L)
Lesbian	--	--	--	18	4.1	±0.3	NA
Gay	--	--	--	14	4.1	±0.3	NA
Bisexual	--	--	--	8	3.5	±0.5	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	38	3.6	±0.2	NA

<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.



## 5.9.2 Sexual Coercion and Job Engagement

Table 5.26 presents the job engagement results for those who indicated they had or had not experienced sexual coercion within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.26 IBC – 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	9	5.4	±1.4	929	5.5	±0.1	-0.07
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	82	5.6	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	196	5.3	±0.2	NR
General Schedule (GS) 11-12	5	7.0*	±0.0	272	5.3*	±0.2	1.32 (L)
General Schedule (GS) 13-15	NR	NR	NR	359	5.7	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	6.6	±0.5	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	132	5.6	±0.2	NA
1 to 3 years	--	--	--	214	5.3	±0.2	NA
4 to 5 years	NR	NR	NR	98	5.6	±0.2	NR
6 to 10 years	--	--	--	203	5.4	±0.2	NA
11 to 14 years	NR	NR	NR	97	5.4	±0.3	NR
15 to 20 years	5	7.0*	±0.0	60	5.5*	±0.3	1.16 (L)
More than 20 years	--	--	--	119	5.8	±0.2	NA
Appointment Type							
Permanent	9	5.4	±1.4	923	5.5	±0.1	-0.07
Term	--	--	--	6	5.9	±0.1	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	9	5.4	±1.4	919	5.5	±0.1	-0.07

	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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	9	5.4	±1.4	919	5.5	±0.1	-0.07
Term	--	--	--	6	5.9	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	341	5.3	±0.1	NR
Women	7	6.2	±1.1	586	5.6	±0.1	0.51 (M)
<b>Gender Identity</b>							
Male	NR	NR	NR	341	5.3	±0.1	NR
Female	7	6.2	±1.1	586	5.6	±0.1	0.51 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	9	5.4	±1.4	847	5.5	±0.1	-0.09
Sexual Minority	--	--	--	41	5.7	±0.3	NA
<b>Sexual Orientation</b>							
Heterosexual or straight	9	5.4	±1.4	847	5.5	±0.1	-0.09
Lesbian	--	--	--	18	5.7	±0.3	NA
Gay	--	--	--	14	6.2	±0.3	NA
Bisexual	--	--	--	8	5.2	±1.0	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	38	4.9	±0.3	NA

<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.

### 5.9.3 Sexual Coercion and Organizational Commitment

Table 5.27 presents the organizational commitment results for those who indicated they had or had not experienced sexual coercion within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

Table 5.27 IBC – 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	9	2.7*	±0.7	932	3.6*	±0.1	-0.87 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	82	3.6	±0.1	NA
General Schedule (GS) 7-10	NR	NR	NR	196	3.3	±0.1	NR
General Schedule (GS) 11-12	5	3.3	±0.0	275	3.4	±0.1	-0.07
General Schedule (GS) 13-15	NR	NR	NR	359	3.8	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.2	±0.7	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	132	3.6	±0.1	NA
1 to 3 years	--	--	--	214	3.5	±0.1	NA
4 to 5 years	NR	NR	NR	101	3.6	±0.2	NR
6 to 10 years	--	--	--	203	3.5	±0.1	NA
11 to 14 years	NR	NR	NR	97	3.5	±0.2	NR
15 to 20 years	5	3.3	±0.0	60	3.7	±0.3	-0.38 (S)
More than 20 years	--	--	--	119	3.7	±0.2	NA
Appointment Type							
Permanent	9	2.7*	±0.7	927	3.5*	±0.1	-0.86 (L)
Term	--	--	--	6	3.6	±0.6	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	9	2.7*	±0.7	923	3.6*	±0.1	-0.87 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	9	2.7*	±0.7	923	3.6*	±0.1	-0.87 (L)
Term	--	--	--	6	3.6	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	344	3.5	±0.1	NR
Women	7	3.2	±0.2	586	3.6	±0.1	-0.43 (S)
<b>Gender Identity</b>							
Male	NR	NR	NR	344	3.5	±0.1	NR
Female	7	3.2	±0.2	586	3.6	±0.1	-0.43 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	9	2.7*	±0.7	850	3.6*	±0.1	-0.87 (L)
Sexual Minority	--	--	--	41	3.7	±0.3	NA
<b>Sexual Orientation</b>							
Heterosexual or straight	9	2.7*	±0.7	850	3.6*	±0.1	-0.87 (L)
Lesbian	--	--	--	18	3.7	±0.4	NA
Gay	--	--	--	14	3.7	±0.7	NA
Bisexual	--	--	--	8	3.7	±0.7	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	38	3.2	±0.2	NA

<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.

## 5.10 Gender Harassment

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

### 5.10.1 Gender Harassment and Job Satisfaction

Table 5.28 presents the job satisfaction results for those who indicated they had or had not experienced gender harassment within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.28 IBC – 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	94	3.4*	±0.1	847	4.0*	±0.0	-0.90 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	4.0	±0.1	NR
General Schedule (GS) 7-10	30	3.0*	±0.3	168	3.7*	±0.1	-1.09 (L)
General Schedule (GS) 11-12	29	3.2*	±0.2	251	3.9*	±0.1	-1.20 (L)
General Schedule (GS) 13-15	32	3.9*	±0.2	329	4.2*	±0.1	-0.46 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.4	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	8	4.0	±0.4	124	4.1	±0.1	-0.21 (S)
1 to 3 years	20	3.1*	±0.4	194	3.9*	±0.1	-0.91 (L)
4 to 5 years	13	3.1*	±0.3	90	4.1*	±0.1	-1.58 (L)
6 to 10 years	20	3.5*	±0.2	184	3.9*	±0.1	-0.68 (M)
11 to 14 years	13	3.4*	±0.4	86	4.0*	±0.1	-0.92 (L)
15 to 20 years	10	3.0*	±0.4	55	4.1*	±0.2	-1.81 (L)
More than 20 years	11	3.9	±0.2	108	4.1	±0.1	-0.32 (S)

	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</b>							
Permanent	92	3.4*	±0.1	843	4.0*	±0.0	-0.92 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	92	3.4*	±0.1	839	4.0*	±0.0	-0.92 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	92	3.4*	±0.1	839	4.0*	±0.0	-0.92 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	18	3.2*	±0.5	328	3.9*	±0.1	-0.87 (L)
Women	75	3.4*	±0.1	518	4.0*	±0.1	-1.01 (L)
<b>Gender Identity</b>							
Male	18	3.2*	±0.5	328	3.9*	±0.1	-0.87 (L)
Female	75	3.4*	±0.1	518	4.0*	±0.1	-1.01 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	81	3.4*	±0.2	778	4.0*	±0.0	-0.86 (L)
Sexual Minority	NR	NR	NR	37	4.1	±0.2	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	81	3.4*	±0.2	778	4.0*	±0.0	-0.86 (L)
Lesbian	NR	NR	NR	17	4.2	±0.2	NR
Gay	--	--	--	14	4.1	±0.3	NA
Bisexual	NR	NR	NR	6	3.7	±0.5	NR
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	7	3.1*	±0.3	31	3.7*	±0.2	-1.24 (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.

### 5.10.2 Gender Harassment and Job Engagement

Table 5.29 presents the job engagement results for those who indicated they had or had not experienced gender harassment within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.29 IBC – 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	94	4.8*	±0.2	843	5.6*	±0.1	-0.69 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	5.6	±0.2	NR
General Schedule (GS) 7-10	30	4.6*	±0.4	168	5.4*	±0.2	-0.61 (M)
General Schedule (GS) 11-12	29	4.6*	±0.4	248	5.5*	±0.2	-0.72 (M)
General Schedule (GS) 13-15	32	5.0*	±0.5	329	5.8*	±0.1	-0.73 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	6.6	±0.5	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	8	5.9	±0.5	124	5.6	±0.2	0.31 (S)
1 to 3 years	20	4.4*	±0.4	194	5.4*	±0.2	-0.84 (L)
4 to 5 years	13	4.3*	±0.6	87	5.7*	±0.2	-1.24 (L)
6 to 10 years	20	5.3	±0.4	184	5.4	±0.2	-0.09
11 to 14 years	13	3.9*	±0.7	86	5.6*	±0.2	-1.54 (L)
15 to 20 years	10	4.2*	±0.8	55	5.9*	±0.3	-1.45 (L)
More than 20 years	11	5.6	±0.3	108	5.8	±0.2	-0.15
Appointment Type							
Permanent	92	4.7*	±0.3	839	5.6*	±0.1	-0.70 (M)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	92	4.7*	±0.3	835	5.6*	±0.1	-0.70 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	92	4.7*	±0.3	835	5.6*	±0.1	-0.70 (M)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	18	3.9*	±0.7	324	5.4*	±0.1	-1.25 (L)
Women	75	5.0*	±0.2	518	5.7*	±0.1	-0.61 (M)
<b>Gender Identity</b>							
Male	18	3.9*	±0.7	324	5.4*	±0.1	-1.25 (L)
Female	75	5.0*	±0.2	518	5.7*	±0.1	-0.61 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	81	4.7*	±0.3	774	5.6*	±0.1	-0.74 (M)
Sexual Minority	NR	NR	NR	37	6.0	±0.2	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	81	4.7*	±0.3	774	5.6*	±0.1	-0.74 (M)
Lesbian	NR	NR	NR	17	5.9	±0.2	NR
Gay	--	--	--	14	6.2	±0.3	NA
Bisexual	NR	NR	NR	6	5.8	±0.8	NR
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	7	5.9*	±0.6	31	4.7*	±0.4	1.29 (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.



### 5.10.3 Gender Harassment and Organizational Commitment

Table 5.30 presents the organizational commitment results for those who indicated they had or had not experienced gender harassment within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.30 IBC – 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	94	2.9*	±0.2	847	3.6*	±0.1	-0.77 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	3.6	±0.2	NR
General Schedule (GS) 7-10	30	2.5*	±0.3	168	3.4*	±0.1	-0.88 (L)
General Schedule (GS) 11-12	29	2.7*	±0.4	251	3.5*	±0.1	-0.81 (L)
General Schedule (GS) 13-15	32	3.2*	±0.3	329	3.9*	±0.1	-0.62 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.2	±0.7	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	8	3.5	±0.7	124	3.6	±0.1	-0.18
1 to 3 years	20	2.4*	±0.4	194	3.6*	±0.1	-1.17 (L)
4 to 5 years	13	2.4*	±0.4	90	3.7*	±0.2	-1.33 (L)
6 to 10 years	20	3.1	±0.3	184	3.5	±0.1	-0.41 (S)
11 to 14 years	13	2.5*	±0.5	86	3.6*	±0.2	-1.08 (L)
15 to 20 years	10	3.0*	±0.7	55	3.8*	±0.3	-0.78 (M)
More than 20 years	11	3.7	±0.3	108	3.8	±0.2	-0.04
Appointment Type							
Permanent	92	2.8*	±0.2	843	3.6*	±0.1	-0.80 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	--	--	--	NA

	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	--	--	--	--	--	--	NA
Non-Seasonal	92	2.8*	±0.2	839	3.6*	±0.1	-0.81 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	92	2.8*	±0.2	839	3.6*	±0.1	-0.81 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	18	2.6*	±0.6	328	3.5*	±0.1	-0.91 (L)
Women	75	2.9*	±0.2	518	3.7*	±0.1	-0.80 (L)
<b>Gender Identity</b>							
Male	18	2.6*	±0.6	328	3.5*	±0.1	-0.91 (L)
Female	75	2.9*	±0.2	518	3.7*	±0.1	-0.80 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	--	--	--	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	81	2.8*	±0.2	778	3.6*	±0.1	-0.80 (L)
Sexual Minority	NR	NR	NR	37	3.8	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	81	2.8*	±0.2	778	3.6*	±0.1	-0.80 (L)
Lesbian	NR	NR	NR	17	3.8	±0.4	NR
Gay	--	--	--	14	3.7	±0.7	NA
Bisexual	NR	NR	NR	6	3.9	±0.8	NR
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	7	3.0	±0.5	31	3.2	±0.3	-0.29 (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.

## 5.11 Sexual Assault Related Behaviors

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

### 5.11.1 Sexual Assault Related Behaviors and Job Satisfaction

Table 5.31 presents the job satisfaction results for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.31 IBC – Sexual Assault Related Behaviors and Job Satisfaction by Selected Characteristics*

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	939	3.9	±0.0	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	82	4.0	±0.1	NA
General Schedule (GS) 7-10	--	--	--	198	3.6	±0.1	NA
General Schedule (GS) 11-12	NR	NR	NR	278	3.9	±0.1	NR
General Schedule (GS) 13-15	--	--	--	361	4.1	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.4	±0.4	NA
Other	--	--	--	NR	NR	NR	NR

	Experienced sexual assault			Did not experience sexual assault			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	--	--	--	132	4.1	±0.1	NA
1 to 3 years	--	--	--	214	3.8	±0.1	NA
4 to 5 years	--	--	--	103	4.0	±0.1	NA
6 to 10 years	NR	NR	NR	201	3.9	±0.1	NR
11 to 14 years	--	--	--	99	3.9	±0.1	NA
15 to 20 years	--	--	--	65	3.9	±0.2	NA
More than 20 years	--	--	--	119	4.1	±0.1	NA
<b>Appointment Type</b>							
Permanent	NR	NR	NR	933	3.9	±0.0	NR
Term	--	--	--	6	3.9	±0.0	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	929	3.9	±0.0	NR
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	929	3.9	±0.0	NR
Term	--	--	--	6	3.9	±0.0	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	--	--	--	346	3.9	±0.1	NA
Women	NR	NR	NR	591	4.0	±0.1	NR
<b>Gender Identity</b>							
Male	--	--	--	346	3.9	±0.1	NA
Female	NR	NR	NR	591	4.0	±0.1	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	856	3.9	±0.0	NR
Sexual Minority	--	--	--	41	4.0	±0.2	NA

	Experienced sexual assault			Did not experience sexual assault			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>
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	856	3.9	±0.0	NR
Lesbian	--	--	--	18	4.1	±0.3	NA
Gay	--	--	--	14	4.1	±0.3	NA
Bisexual	--	--	--	8	3.5	±0.5	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	38	3.6	±0.2	NA

<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.

### 5.11.2 Sexual Assault Related Behaviors and Job Engagement

Table 5.32 presents the job engagement results for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.32 IBC – Sexual Assault Related Behaviors and Job Engagement by Selected Characteristics*

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	935	5.5	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	82	5.6	±0.2	NA
General Schedule (GS) 7-10	--	--	--	198	5.2	±0.2	NA
General Schedule (GS) 11-12	NR	NR	NR	274	5.4	±0.2	NR
General Schedule (GS) 13-15	--	--	--	361	5.7	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	6.6	±0.5	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	132	5.6	±0.2	NA
1 to 3 years	--	--	--	214	5.3	±0.2	NA
4 to 5 years	--	--	--	100	5.6	±0.2	NA
6 to 10 years	NR	NR	NR	201	5.5	±0.2	NR
11 to 14 years	--	--	--	99	5.4	±0.3	NA
15 to 20 years	--	--	--	65	5.6	±0.3	NA
More than 20 years	--	--	--	119	5.8	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	930	5.5	±0.1	NR
Term	--	--	--	6	5.9	±0.1	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	926	5.5	±0.1	NR

	Experienced sexual assault			Did not experience sexual assault			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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	926	5.5	±0.1	NR
Term	--	--	--	6	5.9	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	--	--	--	343	5.3	±0.1	NA
Women	NR	NR	NR	591	5.6	±0.1	NR
<b>Gender Identity</b>							
Male	--	--	--	343	5.3	±0.1	NA
Female	NR	NR	NR	591	5.6	±0.1	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	853	5.5	±0.1	NR
Sexual Minority	--	--	--	41	5.7	±0.3	NA
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	853	5.5	±0.1	NR
Lesbian	--	--	--	18	5.7	±0.3	NA
Gay	--	--	--	14	6.2	±0.3	NA
Bisexual	--	--	--	8	5.2	±1.0	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	38	4.9	±0.3	NA

<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.

### 5.11.3 Sexual Assault Related Behaviors and Organizational Commitment

Table 5.33 presents the organizational commitment results for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in IBC.

*Table 5.33 IBC – Sexual Assault Related Behaviors and Organizational Commitment by Selected Characteristics*

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	939	3.5	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	82	3.6	±0.1	NA
General Schedule (GS) 7-10	--	--	--	198	3.2	±0.1	NA
General Schedule (GS) 11-12	NR	NR	NR	278	3.4	±0.1	NR
General Schedule (GS) 13-15	--	--	--	361	3.8	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	6	4.2	±0.7	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	132	3.6	±0.1	NA
1 to 3 years	--	--	--	214	3.5	±0.1	NA
4 to 5 years	--	--	--	103	3.5	±0.2	NA
6 to 10 years	NR	NR	NR	201	3.5	±0.1	NR
11 to 14 years	--	--	--	99	3.5	±0.2	NA
15 to 20 years	--	--	--	65	3.7	±0.3	NA
More than 20 years	--	--	--	119	3.7	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	933	3.5	±0.1	NR
Term	--	--	--	6	3.6	±0.6	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	929	3.5	±0.1	NR



	Experienced sexual assault			Did not experience sexual assault			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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	929	3.5	±0.1	NR
Term	--	--	--	6	3.6	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	--	--	--	346	3.5	±0.1	NA
Women	NR	NR	NR	591	3.6	±0.1	NR
<b>Gender Identity</b>							
Male	--	--	--	346	3.5	±0.1	NA
Female	NR	NR	NR	591	3.6	±0.1	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	856	3.6	±0.1	NR
Sexual Minority	--	--	--	41	3.7	±0.3	NA
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	856	3.6	±0.1	NR
Lesbian	--	--	--	18	3.7	±0.4	NA
Gay	--	--	--	14	3.7	±0.7	NA
Bisexual	--	--	--	8	3.7	±0.7	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	38	3.2	±0.2	NA

<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.

## 5.12 Linear Regression Analyses of Various Forms of Harassment and Sexual Assault Related Behaviors and Job Outcomes

In the previous sections, the results for the organizational outcomes of workplace harassment were each shown separately, comparing results of the outcomes (i.e., job satisfaction, job engagement, and organizational commitment) for those who had experienced each form of harassing and/or assault related behaviors against those who had not. To further understand the relationship of the harassing and/or assault related behaviors and job outcomes, we performed a series of linear regression analyses to identify the harassing behaviors that are most likely to influence job outcomes. Table 5.34, Table 5.35, and Table 5.36 present the results of the regression analyses. Each predictor variable is shown in the first column.

*Table 5.34 IBC – 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	4.067	0.023	--	173.459	0.000	4.021	4.113	--	--	--
Harassment Based on Age	-0.245	0.078	-0.112	-3.141	0.002	-0.397	-0.092	-0.253	-0.103	-0.095
Harassment Based on Race/Ethnicity	-0.234	0.088	-0.092	-2.674	0.008	-0.406	-0.062	-0.219	-0.088	-0.081
Harassment Based on Religious Beliefs	-0.261	0.117	-0.076	-2.226	0.026	-0.490	-0.031	-0.189	-0.073	-0.067
Harassment Based on Disability	-0.568	0.102	-0.188	-5.572	0.000	-0.768	-0.368	-0.296	-0.181	-0.169
Harassment Based on Sexual Orientation	-0.160	0.159	-0.033	-1.002	0.316	-0.472	0.153	-0.170	-0.033	-0.030
Gender Harassment	-0.353	0.083	-0.150	-4.257	0.000	-0.516	-0.191	-0.271	-0.140	-0.129
Sexual Harassment	0.121	0.100	0.041	1.203	0.229	-0.076	0.318	-0.090	0.040	0.036
Sexual Assault	-0.855	0.450	-0.059	-1.898	0.058	-1.739	0.029	-0.042	-0.063	-0.057

Note. N = 922, F = 22.341, R Square = 0.164

*Table 5.35 IBC – 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	5.679	0.041	--	138.747	0.000	5.599	5.759	--	--	--
Harassment Based on Age	0.027	0.137	0.007	0.194	0.846	-0.243	0.296	-0.128	0.006	0.006
Harassment Based on Race/Ethnicity	-0.734	0.153	-0.171	-4.798	0.000	-1.035	-0.434	-0.242	-0.157	-0.149
Harassment Based on Religious Beliefs	-0.309	0.204	-0.053	-1.510	0.131	-0.710	0.093	-0.174	-0.050	-0.047
Harassment Based on Disability	-0.724	0.178	-0.142	-4.071	0.000	-1.074	-0.375	-0.210	-0.134	-0.127
Harassment Based on Sexual Orientation	-0.221	0.278	-0.027	-0.794	0.428	-0.766	0.325	-0.134	-0.026	-0.025
Gender Harassment	-0.527	0.146	-0.132	-3.609	0.000	-0.814	-0.240	-0.207	-0.119	-0.112
Sexual Harassment	0.267	0.180	0.053	1.482	0.139	-0.087	0.621	-0.059	0.049	0.046
Sexual Assault	-2.724	0.787	-0.111	-3.460	0.001	-4.269	-1.179	-0.093	-0.114	-0.108

Note. N = 919, F = 15.157, R Square = 0.118

*Table 5.36 IBC – 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	3.700	--	--	106.466	0.000	3.632	3.769	--	--	--
Harassment Based on Age	-0.081	0.115	-0.026	-0.706	0.481	-0.308	0.145	-0.166	-0.023	-0.022
Harassment Based on Race/Ethnicity	-0.546	0.130	-0.150	-4.206	0.000	-0.800	-0.291	-0.235	-0.138	-0.131
Harassment Based on Religious Beliefs	-0.264	0.174	-0.054	-1.520	0.129	-0.605	0.077	-0.163	-0.050	-0.048
Harassment Based on Disability	-0.583	0.151	-0.135	-3.861	0.000	-0.879	-0.287	-0.205	-0.127	-0.121
Harassment Based on Sexual Orientation	0.116	0.236	0.017	0.491	0.624	-0.347	0.579	-0.103	0.016	0.015
Gender Harassment	-0.469	0.123	-0.139	-3.814	0.000	-0.711	-0.228	-0.229	-0.125	-0.119
Sexual Harassment	-0.040	0.149	-0.010	-0.268	0.788	-0.332	0.252	-0.104	-0.009	-0.008
Sexual Assault	-0.827	0.668	-0.040	-1.239	0.216	-2.137	0.483	-0.035	-0.041	-0.039

Note. N = 922, F = 13.881, R Square = 0.108

## 6 Bystander Intervention and Future Reporting

In addition to assessing personal experiences with various forms of harassment and sexual assault related behaviors, the 2017 WES included a multi-item scale designed to assess employee bystander experiences with harassment (i.e., a situation in which an employee witnessed but may not have been a direct target of the harassing behavior). Respondents were asked to indicate if they had witnessed a situation in which another employee was subjected to harassment or discrimination using a 6-point response scale ranging from *never* to *one or more times a day*. Results presented in the tables display the percentage of employees who witnessed a form of harassment and the average frequency of occurrence of the behaviors witnessed.

The 2017 WES included a multi-item scale designed to assess employee responses to bystander situations described previously. Items asked respondents to indicate the actions that best described their most typical response(s) to the situation(s) they witnessed.

The 2017 WES also included a question about the resources employees might choose if they were to experience harassing behaviors in the future. Employees were presented a possible list of resources and asked to indicate those they might select and their assessment of the helpfulness of each resource.

### 6.1 Witnessing an Incident of Harassment and Actions Taken

Table 6.1 presents the percentage of employees who witnessed various forms of harassment within the past 12 months. These percentages are different than the experience rate of harassment because multiple employees might have witnessed the same event. Results have been weighted to estimate the population in IBC.

In summary, an estimated 16.7% of employees witnessed some form of harassing and/or assault behavior in the 12 months preceding the survey against another employee.

*Table 6.1 IBC – 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	110	11.9%	±2.2	2.9	±0.2	3	3
Racial/Ethnic	72	7.8%	±1.9	2.7	±0.2	3	3
Religious	28	3.1%	±1.3	2.7	±0.3	3	3
Disability	35	3.8%	±1.4	3.4	±0.4	3	3
Sexual Orientation	23	2.4%	±1.2	3.1	±0.5	3	3
Sex/Gender	71	7.6%	±1.9	3.0	±0.2	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 IBC.

*Table 6.2 IBC – 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	45	29.0%	±7.7
I asked the person who was experiencing the behavior if he/she needed help	52	33.5%	±7.9
I pointed out to person that he/she “crossed the line” with comments/behaviors	31	20.1%	±7.1
I stepped in with the intent of diffusing/stopping the situation	21	13.4%	±6.4
I asked others to step in as a group and diffuse the situation	NR	NR	NR
I told someone in a position of authority about the situation	27	17.6%	±6.9
I considered intervening but I feared I would experience negative consequences	37	23.7%	±7.4
I considered intervening but did not feel I had the authority to do so	23	14.7%	±6.6
I stepped in but then was discouraged or criticized by others for doing so	NR	NR	NR
I stepped in but then was harassed myself by the person(s) I was trying to stop	8	5.3%	±4.9
None selected	NR	NR	NR

## 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 IBC.

*Table 6.3 IBC – 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	682	74.0%	±2.9	3.9	±0.1
No	137	14.8%	±2.4	--	--
Don't Know	103	11.2%	±2.2	--	--
Employee Assistance Program (EAP)					
Yes	378	42.4%	±3.3	3.6	±0.1
No	281	31.6%	±3.1	--	--
Don't Know	232	26.0%	±3.0	--	--
Ombudsman (if applicable)					
Yes	220	24.7%	±2.9	3.6	±0.1
No	278	31.3%	±3.1	--	--
Don't Know	391	44.0%	±3.3	--	--
CADR Office, CORE PLUS					
Yes	176	20.0%	±2.8	3.8	±0.1
No	281	31.9%	±3.2	--	--
Don't Know	423	48.1%	±3.3	--	--
Employee & Labor Relations (Human Resources)					
Yes	479	53.2%	±3.3	3.8	±0.1
No	208	23.1%	±2.9	--	--
Don't Know	213	23.7%	±2.9	--	--

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score<sup>a</sup></i>	<i>MoE</i>
Union (if applicable)					
Yes	246	28.0%	±3.1	3.6	±0.1
No	362	41.2%	±3.3	--	--
Don't Know	271	30.8%	±3.1	--	--
Equal Employment Opportunity Counselor					
Yes	388	43.9%	±3.3	3.7	±0.1
No	237	26.8%	±3.0	--	--
Don't Know	259	29.3%	±3.1	--	--
Equal Employment Opportunity Office					
Yes	405	45.6%	±3.3	3.7	±0.1
No	231	26.0%	±3.0	--	--
Don't Know	253	28.4%	±3.1	--	--
Office of Inspector General Hotline					
Yes	286	32.5%	±3.2	3.6	±0.1
No	306	34.8%	±3.2	--	--
Don't Know	288	32.8%	±3.2	--	--
Office of Inspector General					
Yes	243	27.5%	±3.0	3.7	±0.1
No	316	35.8%	±3.2	--	--
Don't Know	323	36.6%	±3.2	--	--
Other Law Enforcement/Civil Authority not in the bureau					
Yes	207	23.4%	±2.9	3.9	±0.1
No	371	42.1%	±3.3	--	--
Don't Know	305	34.5%	±3.2	--	--
Department of Interior Ethics/Bureau Ethics Office					
Yes	319	36.0%	±3.2	3.7	±0.1
No	284	32.0%	±3.1	--	--
Don't Know	284	32.0%	±3.2	--	--
Other					
Yes	72	9.1%	±2.2	3.5	±0.3
No	241	30.7%	±3.3	--	--
Don't Know	473	60.2%	±3.5	--	--

<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.

## **Federal Consulting Group**

Rafael Williams  
Contracting Officer's  
Representative (COR)  
202-208-3035 (tel)  
Rafael\_Williams@ios.doi.gov

Jessica Reed  
Director  
202-208-4699 (tel)  
Jessica\_Reed@ios.doi.gov

Call Order #109  
IA# 20309  
D12PA00231

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## **CFI Group**

625 Avis Drive  
Ann Arbor, MI 48108  
734-930-9090 (tel)  
www.cfigroup.com