



# Supplemental Statistical Report

Office of the Special Trustee (OST)  
Work Environment Survey  
January-March 2017

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September 29, 2017



## Executive Summary

This Supplemental Statistical Report documents results of the Office of the Special Trustee (OST) Work Environment Survey (WES), which was fielded from January 9 to March 5, 2017. The Executive Summary provides the key findings. The OST 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 OST 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 OST personnel employed as of December 10, 2016, ( $N = 603$ ) during the period of January 9 to March 5, 2017. Data from 256 employees were obtained by the end of the survey period, yielding a participation rate of 42.3%. Upon initial screening, a total of 240 completed questionnaires were available for analysis, yielding a survey response rate of 39.8%. Because not all OST employees responded to the survey, employee population characteristics were obtained from Human Resources to derive weights to estimate population parameters for the OST 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 OST 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 OST workforce.

It is important to note that the findings described here are specific to the OST. 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 base 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 OST. Using the DOI results to extrapolate to the OST is appropriate given that those results include OST 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 38.4% of employees experienced one or more forms of harassment and/or assault related behaviors in the past 12 months. More specifically:

- 22.9% experienced harassing behaviors based on their age
- 24.8% experienced harassing behaviors based on their racial or ethnic background
- 7.0% experienced harassing behaviors based on their religious beliefs
- 7.9% experienced harassing behaviors based on a perceived or actual disability
- 4.3% experienced harassing behaviors based on their sexual orientation
- 13.6% experienced harassing behaviors based on their gender
- 11.4% 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 employees' experiences. Specifically:

- Non-minority employees were more likely to experience higher rates of harassment based on their racial or ethnic background than their 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
- Women employees were more likely to experience higher rates of sexual 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 once a month or less.

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

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

- *What was the primary basis for the specific behavior or set of experiences?* Among employees who experienced any behavior, 15.8% indicated the experience was primarily based on their age; 27.0% indicated the experience was primarily based on their racial/ethnic background; 3.8% indicated the experience was primarily based on their religious beliefs; 7.9% indicated the experience was primarily based on their disability status or condition; 2.3% indicated the experience was primarily based on their sexual orientation; 14.0% indicated the experience was primarily based on their sex/gender;<sup>3</sup> and 29.1% 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 (78.1%) and at a work location or site (88.7%) that was most frequently characterized as an indoor location (99.3%). Also, for the minority of these employees these experiences occurred while on travel (18.3%).
- *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 (57.9%).
- *Who was involved in the specific behavior or set of experiences?* Regardless of the particular behavior involved, for the majority of employees these experiences often involved one person (53.7%), who was typically older (42.8%), male (35.7%), and most often a peer and/or coworker (32.6%).

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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.

- *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 (80.7%).
- *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 (56.2%) or another employee (40.6%), as well as a supervisor (27.0%) or manager (16.0%). Additionally, some employees talked with the person involved (33.7%).
- *Did they make a complaint/grievance/report<sup>4</sup> in response to the specific behavior or set of experiences?* Regardless of the specific form of harassment and/or assault behavior experienced, most employees did not make a complaint/grievance/report about their experience (58.4%); only 41.6% did.
- *What OST 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 OST resource was a supervisor or manager (25.9%). 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, 34.3% indicated that some action was taken. Actions focused on the organization involved explaining rules to everyone (14.7%), management conducted a review/ investigation or other assessment (10.0%), and an investigation was conducted by a law enforcement official (10.3%). Actions involving the person engaging in the harassing behavior included someone talking to the person (10.4%); and in some situations, the person stopped the behavior (14.0%). 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 (13.1%). Additionally, some employees were encouraged to drop the issue (27.0%) or were discouraged from making a complaint/ grievance/report (26.0%). Other employees indicated that the person engaging in the harassing behavior took action against them for complaining (41.6%); their coworker(s) treated them worse, avoided or blamed them for the problem (44.0%); and some employees indicated leadership punished them for bringing the experience up (38.1%) or they were threatened with loss of employment (10.5%).<sup>6</sup>

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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.

<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 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 (58.4%). Employees' most frequent reasons for not making a complaint/grievance/report involved desire to move on or forget about the incident (79.2%), the perceived seriousness of the behavior (71.0% did not consider it serious enough to report), skepticism about actions that would be taken (57.6% of employees did not think anything would be done), the behavior or experience stopped on its own (55.0%), or thought they would be labeled a troublemaker (43.8%).
- *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 (48.2%); resulted in arguments or damaged interpersonal relations at work (49.1%); and/or damaged other personal relationships (17.4%). 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 (31.9%), seek counseling (30.5%), or medical attention (20.8%). For some employees, these experiences had a *negative impact on their job performance*, making it harder to complete their work (43.2%), negatively affected their performance evaluation or promotion potential (35.6%), 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 OST (52.9%), take steps to leave the organization (20.8%), or request a transfer (11.5%).

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

Regression results for the OST 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 OST for this specific result. Using the DOI results to extrapolate to the OST is appropriate given that those results include OST data and are based on larger numbers of respondents from the DOI workforce.

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

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

The reader is referred to the DOI Technical Report to extrapolate from those data to the OST for other results. Using the DOI results to extrapolate to the OST is appropriate given that those results include OST 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 25.9% of employees witnessed a harassing and/or assault behavior against another employee in the 12 months preceding the survey. For most of these experiences, it is estimated that employees witnessed these behaviors once, and/or, once a month or less. Among these individuals:
  - 16.8% witnessed a harassment situation based on the age of the other employee
  - 18.9% witnessed a harassment situation based on the race/ethnicity of the other employee
  - 7.9% witnessed a harassment situation based on the religious beliefs of the other employee
  - 7.2% witnessed a harassment situation based a perceived or actual disability of the other employee
  - 9.0% witnessed a harassment situation based on the sexual orientation of the other employee
  - 13.1% witnessed a harassment situation based the sex/gender of the other employee
  
- *What actions were taken in response to witnessing harassing and/or assault behaviors?* Regardless of the particular behavior employees witnessed, the majority of employees took some action in response to the behaviors they witnessed (73.6%). Among employees who took some action, the most frequent actions included helping the person who was subject to the behaviors (32.7%); pointing out to the person who engaged in the harassing behaviors that s/he “crossed the line” (17.7%); and telling someone in position of authority about the situation (14.0%).
  
- *Did employees experience any harassing and/or assault behaviors before the past 12 months while they were employed by OST?* An estimated 36.8% of employees experienced some form of harassing and/or assault behaviors before the past 12 months while being employed at OST. More specifically:
  - 13.6% experienced harassing behaviors based on their age
  - 27.5% experienced harassing behaviors based on their racial or ethnic background
  - 7.9% experienced harassing behaviors based on their religious beliefs
  - 5.4% experienced harassing behaviors based on a perceived or actual disability
  - 3.1% experienced harassing behaviors based on their sexual orientation

- 14.8% experienced sexually harassing behaviors<sup>7</sup>
- *What about the future use of OST 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 (68.9%) 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.



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# 1 Introduction

This Supplemental Statistical Report presents in tabular form the results of the 2017 Office of the Special Trustee (OST) 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.

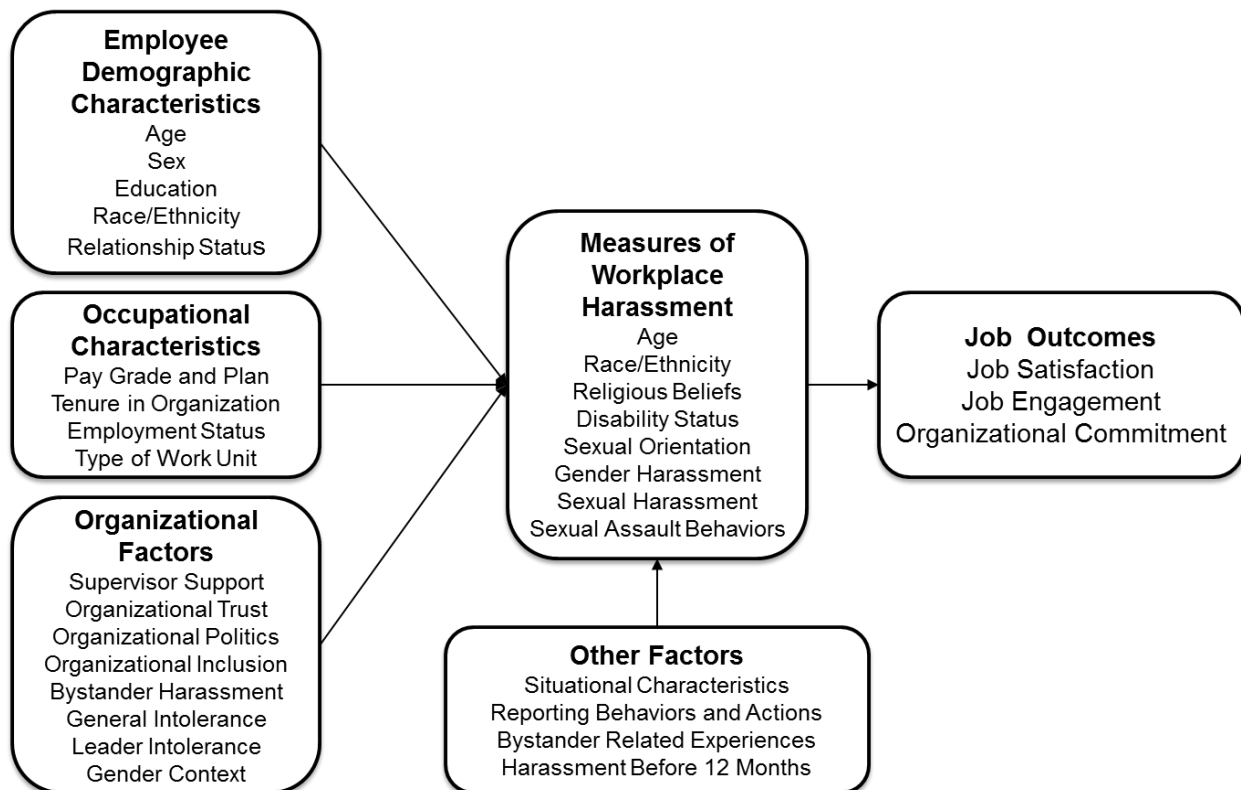


Figure 1.1 Conceptual Framework

*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 OST 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 OST employees ( $N=603$ ) 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 256 questionnaires were obtained by the end of the survey period (i.e., March 5, 2017), yielding a participation rate of 42.5%. Initial screening of the data for inclusion criteria indicated a total of 240 completed questionnaires were available for the analysis, yielding a response rate of 39.8%.

*Table 1.2 OST – WES Response Rate*

	OST
A. Total Sample	603
B. Delivered Invitations/Surveys	602
C. Submitted Surveys	256
D. Participation Rate	42.5%
E. Completed Surveys	240
F. Response Rate	39.8%

### Definition of Terms

- A. Total Sample – The number of email addresses and postal addresses of active OST 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/OST 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 OST 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 OST 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 OST. Employee population data were obtained from OST Human Resources.

Demographic characteristics for the study population were derived by weighting the survey results to estimate the OST 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 OST – 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	108	17.9%	106 (±20)	17.8% (±3.3)
40 or older	495	82.1%	491 (±20)	82.2% (±3.3)
<b>Age</b>				
25 or under	7	1.2%	6 (±7)	1.0% (±1.2)
26-29	14	2.3%	12 (±9)	2.0% (±1.5)
30-39	87	14.4%	88 (±18)	14.7% (±3.1)
40-49	158	26.2%	160 (±22)	26.8% (±3.7)
50-59	214	35.5%	215 (±24)	36.1% (±3.9)
60 or older	123	20.4%	115 (±20)	19.3% (±3.4)
<b>Relationship Status - Collapsed</b>				
Single	NA	NA	128 (±21)	21.6% (±3.5)
Partnered/Married	NA	NA	377 (±24)	63.4% (±4.0)
Separated/Widowed/Divorced	NA	NA	89 (±19)	15.1% (±3.1)
<b>Relationship Status</b>				
Single	NA	NA	128 (±21)	21.6% (±3.5)
Separated	NA	NA	NR	NR
Partnered	NA	NA	25 (±12)	4.3% (±2.0)
Divorced	NA	NA	63 (±16)	10.6% (±2.7)
Married	NA	NA	351 (±24)	59.1% (±4.0)
Widowed	NA	NA	22 (±11)	3.8% (±1.9)
<b>Ethnicity/Race - Collapsed</b>				
Non-Minority (Non-Hispanic White)	94	15.6%	118 (±20)	19.7% (±3.4)
Minority	508	84.4%	481 (±20)	80.3% (±3.4)

	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	15	2.5%	32 (±13)	5.4% (±2.1)
American Indian or Alaskan Native	463	76.9%	373 (±24)	62.3% (±4.0)
Asian	4	0.7%	NR	NR
Black/African-American	6	1.0%	0 (NA)	0.0% (NA)
Native Hawaiian or Other Pacific Islander	1	0.2%	NR	NR
Non-Hispanic White	94	15.6%	118 (±20)	19.7% (±3.4)
Multi-racial	19	3.2%	70 (±17)	11.7% (±2.8)
<b>Disability</b>				
Yes	49	8.3%	60 (±16)	10.1% (±2.7)
No	544	91.7%	539 (±16)	89.9% (±2.7)
<b>Sex</b>				
Men	214	35.5%	202 (±23)	34.1% (±3.9)
Women	389	64.5%	390 (±23)	65.9% (±3.9)
<b>Gender Identity</b>				
Male	214	35.5%	202 (±23)	33.7% (±3.9)
Female	389	64.5%	390 (±23)	65.1% (±3.9)
Transgender	NA	NA	0 (NA)	0.0% (NA)
Do not identify as female, male, or transgender	NA	NA	7 (±8)	1.2% (±1.3)
<b>Transgender Description</b>				
Transgender, male to female	NA	NA	--	--
Transgender, female to male	NA	NA	--	--
Gender non-conforming	NA	NA	--	--
Unsure	NA	NA	--	--
I prefer not to say	NA	NA	--	--
<b>Sexual Orientation - Collapsed</b>				
Heterosexual	NA	NA	543 (±12)	95.4% (±2.1)
Sexual Minority	NA	NA	26 (±12)	4.6% (±2.1)
<b>Sexual Orientation</b>				
Heterosexual or straight	NA	NA	543 (±15)	91.2% (±2.6)
Lesbian	NA	NA	NR	NR
Gay	NA	NA	14 (±9)	2.4% (±1.6)
Bisexual	NA	NA	9 (±8)	1.5% (±1.4)
Other	NA	NA	0 (NA)	0.0% (NA)
I prefer not to say	NA	NA	26 (±12)	4.4% (±2.0)

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

*Table 1.4 OST – 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	141	23.4%	76 (±17)	12.8% (±2.9)
Trade/Tech Certificate/Some College	124	20.6%	130 (±21)	21.9% (±3.5)
AA/College Degree	255	42.3%	292 (±24)	49.0% (±4.0)
Graduate Degree	83	13.8%	97 (±19)	16.3% (±3.2)
Appointment Type				
Permanent	579	96.0%	570 (±12)	95.3% (±2.0)
Term	16	2.7%	28 (±12)	4.7% (±2.0)
Temporary	8	1.3%	0 (NA)	0.0% (NA)
Work Schedule				
Seasonal	0	0.0%	NR	NR
Non-seasonal	587	100.0%	545 (±6)	99.4% (±1.2)
Appointment Type and Work Schedule				
Permanent-Seasonal	0	0.0%	NR	NR
Permanent-Non-Seasonal	579	96.0%	545 (±13)	94.6% (±2.2)
Term	16	2.7%	28 (±12)	4.9% (±2.1)
Temporary-Seasonal	0	0.0%	0 (NA)	0.0% (NA)
Temporary-Non-Seasonal	8	1.3%	0 (NA)	0.0% (NA)
Years of Service at Bureau or Office				
Less than 1 year	NA	NA	58 (±16)	9.7% (±2.7)
1 to 3 years	NA	NA	100 (±19)	16.8% (±3.2)
4 to 5 years	NA	NA	16 (±10)	2.7% (±1.6)
6 to 10 years	NA	NA	155 (±22)	25.8% (±3.7)
11 to 14 years	NA	NA	111 (±20)	18.6% (±3.3)
15 to 20 years	NA	NA	89 (±18)	14.8% (±3.1)
More than 20 years	NA	NA	69 (±17)	11.5% (±2.8)

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number<sup>a</sup></i>	<i>Percent<sup>a</sup></i>
<b>Pay Plan and Grade</b>				
General Schedule (GS) 1 - 6	79	13.1%	72 ( $\pm 17$ )	12.0% ( $\pm 2.9$ )
General Schedule (GS) 7 - 10	204	33.8%	171 ( $\pm 23$ )	28.8% ( $\pm 3.8$ )
General Schedule (GS) 11 - 12	74	12.3%	79 ( $\pm 18$ )	13.2% ( $\pm 3.0$ )
General Schedule (GS) 13 - 15	235	39.0%	258 ( $\pm 24$ )	43.3% ( $\pm 4.0$ )
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	11	1.8%	11 ( $\pm 9$ )	1.8% ( $\pm 1.5$ )
Other	0	0.0%	NR	NR
<b>Supervisory Status - Collapsed</b>				
Non-Supervisor	465	77.1%	363 ( $\pm 24$ )	61.4% ( $\pm 4.0$ )
Supervisor	138	22.9%	228 ( $\pm 24$ )	38.6% ( $\pm 4.0$ )
<b>Supervisory Status</b>				
Team Leader	3	0.5%	84 ( $\pm 18$ )	14.2% ( $\pm 3.1$ )
Supervisor	90	14.9%	106 ( $\pm 20$ )	17.9% ( $\pm 3.3$ )
Manager	35	5.8%	26 ( $\pm 12$ )	4.4% ( $\pm 2.0$ )
Senior Leader	10	1.7%	13 ( $\pm 9$ )	2.1% ( $\pm 1.5$ )
None of the above	465	77.1%	363 ( $\pm 24$ )	61.4% ( $\pm 4.0$ )
<b>Duty Station</b>				
Headquarters Office (Washington)	NA	NA	18 ( $\pm 10$ )	3.1% ( $\pm 1.7$ )
Headquarters Office - West (Albuquerque)	NA	NA	231 ( $\pm 24$ )	38.9% ( $\pm 4.0$ )
Regional Office	NA	NA	61 ( $\pm 16$ )	10.3% ( $\pm 2.7$ )
Field Office	NA	NA	212 ( $\pm 23$ )	35.7% ( $\pm 4.0$ )
American Indian Records Repository	NA	NA	39 ( $\pm 14$ )	6.6% ( $\pm 2.3$ )
100% Telework	NA	NA	17 ( $\pm 10$ )	2.8% ( $\pm 1.7$ )
Other (none of the above describe the environment in which I routinely accomplish my work)	NA	NA	15 ( $\pm 10$ )	2.5% ( $\pm 1.6$ )

<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 OST. 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 38.4% of employees experienced one or more forms of harassment and/or assault related behaviors in the past 12 months. Additionally, an estimated 36.8% of employees experienced some form of harassing and/or assault behaviors before the past 12 months while being employed at OST.<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 employees an opportunity to share all experiences they have had and to give a general understanding if harassing behaviors are pervasive over time. The measures of experiences prior to the past 12 months were not intended to be used for trend analyses. The single-item measures of experiences prior to the past 12 months did not employ a behavioral experience method and are neither parallel nor equivalent in content or format. Future surveys of this population will use the same questions with a past 12-month time frame allowing for precise trend comparisons.

*Table 2.1 OST – 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	22.9%	±3.5	3.3	±0.1	3	2
Racial/Ethnic	24.8%	±3.6	2.9	±0.1	2	2
Religious	7.0%	±2.3	3.0	±0.3	2	2
Disability	7.9%	±2.5	3.3	±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 OST – 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	118	159
Racial/Ethnic	129	171
Religious	31	56
Disability	36	62

*Table 2.3 OST – 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	4.3%	±2.0	3.2	±0.4	3	2
Gender Harassment	13.6%	±3.0	3.4	±0.2	3	3
Sexual Harassment	11.4%	±2.8	3.0	±0.1	3	2
Crude and Offensive Behavior	17.6%	±3.3	3.1	±0.2	3	2
Unwanted Sexual Attention	8.2%	±2.5	2.7	±0.2	3	2
Sexual Coercion	2.7%	±1.7	2.3	±0.2	2	2

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

*Table 2.4 OST – 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	17	37
Gender Harassment	67	100
Sexual Harassment	55	86
Crude and Offensive Behavior	88	125
Unwanted Sexual Attention	37	64
Sexual Coercion	10	26

*Table 2.5 OST – 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	0.00%	NA	NA	NA	NA	NA
Attempted Sex	NR	NR	NR	NR	NR	NR
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 OST – 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	NA	NA
Attempted Sex	NR	NR
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 OST.



Table 2.7 OST – 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	230	38.4%	±4.0	3.1	±0.1
Age - Collapsed					
39 or under	32	30.4%	±9.5	2.8*	±0.1
40 or older	197	40.1%	±4.4	3.2*	±0.1
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	NR	NR	NR	NR	NR
C 30-39	23	26.3%	±10.4	2.9D	±0.2
D 40-49	65	40.6%	±7.9	3.6CEF	±0.1
E 50-59	80	37.3%	±6.7	3.0D	±0.1
F 60 or older	52	44.7%	±9.3	2.7D	±0.1
Relationship Status - Collapsed					
A Single	55	42.7%	±8.8	2.8BC	±0.1
B Partnered/Married	135	35.9%	±5.0	3.2A	±0.1
C Separated/Widowed/Divorced	38	42.3%	±10.6	3.3A	±0.1
Relationship Status					
A Single	55	42.7%	±8.8	2.8DE	±0.1
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	30	47.5%	±12.6	3.5AE	±0.2
E Married	125	35.5%	±5.2	3.2AD	±0.1
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	50	41.8%	±9.2	3.1	±0.2
Minority	181	37.5%	±4.4	3.1	±0.1
Ethnicity/Race					
A Hispanic	NR	NR	NR	NR	NR
B American Indian or Alaskan Native	136	36.5%	±5.0	3.2G	±0.1
C Asian	NR	NR	NR	NR	NR
D Black/African-American	--	--	--	--	--
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	50	41.8%	±9.2	3.1G	±0.2
G Multi racial	24	34.4%	±12.1	2.8BF	±0.1
Disability					
Yes	37	61.9%*	±13.1	3.1	±0.1
No	193	35.7%*	±4.2	3.1	±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	66	32.8%*	±6.8	3.1	±0.1
Women	162	41.4%*	±5.0	3.1	±0.1
<b>Gender Identity</b>					
A Male	66	32.8%	±6.8	3.1	±0.1
B Female	162	41.4%	±5.0	3.1	±0.1
C Transgender	--	--	--	--	--
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	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
<b>Sexual Orientation - Collapsed</b>					
Heterosexual	198	36.5%	±4.1	3.2	±0.1
Sexual Minority	NR	NR	NR	NR	NR
<b>Sexual Orientation</b>					
A Heterosexual or straight	198	36.5%	±4.1	3.2	±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)	--	--	--	--	--
F I prefer not to say	NR	NR	NR	NR	NR
<b>Education Level - Collapsed</b>					
A Less than High School/High School Diploma/GED	41	53.9%B	±11.5	3.0	±0.1
B Trade/Tech Certificate/Some College	39	30.0%A	±8.5	3.0	±0.2
C AA/College Degree	111	37.9%	±5.7	3.2	±0.1
D Graduate Degree	36	37.2%	±10.2	3.1	±0.1
<b>Appointment Type</b>					
A Permanent	219	38.3%	±4.1	3.1	±0.1
B Term	NR	NR	NR	NR	NR
C Temporary	--	--	--	--	--
<b>Work Schedule</b>					
Seasonal	NR	NR	NR	NR	NR
Non-seasonal	200	36.8%	±4.1	3.1	±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>Appointment Type and Work Schedule</b>					
A Permanent-Seasonal	NR	NR	NR	NR	NR
B Permanent-Non-Seasonal	200	36.8%	±4.1	3.1	±0.1
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	15	25.2%F	±13.1	2.5BEF	±0.1
B 1 to 3 years	36	36.0%F	±10.0	3.0AF	±0.2
C 4 to 5 years	NR	NR	NR	NR	NR
D 6 to 10 years	65	41.8%F	±8.0	2.8F	±0.1
E 11 to 14 years	41	37.1%F	±9.5	3.0AF	±0.2
F 15 to 20 years	55	61.5%ABDEG	±10.7	4.0ABDEG	±0.2
G More than 20 years	16	23.2%F	±11.7	2.7F	±0.2
<b>Pay Plan and Grade - Collapsed</b>					
A Junior Grade	39	54.3%B	±11.8	2.8C	±0.1
B Middle Grade	49	28.5%A	±7.3	2.7C	±0.1
C Senior Grade	134	39.9%	±5.4	3.3AB	±0.1
D Executive Grade	NR	NR	NR	NR	NR
<b>Supervisory Status - Collapsed</b>					
Non-Supervisor	145	40.0%	±5.2	3.0*	±0.1
Supervisor	81	35.7%	±6.5	3.3*	±0.1
<b>Supervisory Status</b>					
A Team Leader	32	37.8%	±11.0	3.9BE	±0.2
B Supervisor	35	33.2%	±9.7	2.6AE	±0.1
C Manager	NR	NR	NR	NR	NR
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	145	40.0%	±5.2	3.0AB	±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 OST.

*Table 2.8 OST – 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	137	22.9%	±3.5	3.3	±0.1
Age - Collapsed					
39 or under	28	26.3%	±9.3	2.5*	±0.3
40 or older	108	22.1%	±3.9	3.4*	±0.2
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	NR	NR	NR	NR	NR
C 30-39	19	21.5%	±10.0	2.7	±0.5
D 40-49	38	23.5%	±7.3	3.4	±0.3
E 50-59	38	17.8%	±5.7	3.5	±0.2
F 60 or older	32	28.1%	±9.0	3.3	±0.3
Relationship Status - Collapsed					
A Single	45	35.4%B	±8.8	3.0B	±0.2
B Partnered/Married	65	17.4%A	±4.2	3.6AC	±0.2
C Separated/Widowed/Divorced	24	26.8%	±10.3	3.1B	±0.3
Relationship Status					
A Single	45	35.4%CE	±8.8	3.0E	±0.2
B Separated	NR	NR	NR	NR	NR
C Partnered	0	0.0%AD	NA	NA	NA
D Divorced	19	29.8%C	±12.7	3.3	±0.4
E Married	65	18.6%A	±4.4	3.6A	±0.2
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	22	18.6%	±8.2	2.7*	±0.3
Minority	115	24.0%	±4.0	3.4*	±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>
Ethnicity/Race					
A Hispanic	6	18.9%	±18.2	3.0	±0.4
B American Indian or Alaskan Native	99	26.4%	±4.7	3.4F	±0.2
C Asian	NR	NR	NR	NR	NR
D Black/African-American	--	--	--	--	--
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	22	18.6%	±8.2	2.7B	±0.3
G Multi racial	11	15.0%	±10.7	3.4	±0.6
Disability					
Yes	21	35.5%*	±13.1	2.8*	±0.2
No	116	21.5%*	±3.7	3.4*	±0.2
Sex					
Men	36	17.9%*	±6.0	3.1*	±0.2
Women	99	25.4%*	±4.6	3.4*	±0.2
Gender Identity					
A Male	36	17.9%	±6.0	3.1	±0.2
B Female	99	25.4%	±4.6	3.4	±0.2
C Transgender	--	--	--	--	--
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	114	21.0%*	±3.6	3.4	±0.2
Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation					
A Heterosexual or straight	114	21.0%	±3.6	3.4	±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)	--	--	--	--	--
F I prefer not to say	NR	NR	NR	NR	NR

	<i>N</i>	Experience rate		Frequency of occurrence <sup>a</sup>	
		<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	26	34.3%B	±11.6	3.4	±0.3
B Trade/Tech Certificate/Some College	21	16.2%A	±7.5	3.0	±0.4
C AA/College Degree	61	21.0%	±5.1	3.4	±0.2
D Graduate Degree	26	26.5%	±9.8	3.4	±0.3
Appointment Type					
A Permanent	131	23.0%	±3.6	3.3	±0.1
B Term	NR	NR	NR	NR	NR
C Temporary	--	--	--	--	--
Work Schedule					
Seasonal	NR	NR	NR	NR	NR
Non-seasonal	115	21.1%	±3.6	3.3	±0.2
Appointment Type and Work Schedule					
A Permanent-Seasonal	NR	NR	NR	NR	NR
B Permanent-Non-Seasonal	115	21.1%	±3.6	3.3	±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	15	25.2%	±13.1	2.2BDEFG	±0.1
B 1 to 3 years	16	16.3%F	±8.7	3.2A	±0.4
C 4 to 5 years	NR	NR	NR	NR	NR
D 6 to 10 years	31	20.1%F	±7.1	3.1AF	±0.3
E 11 to 14 years	27	24.1%	±8.9	3.6A	±0.3
F 15 to 20 years	35	39.3%BDG	±10.7	3.8AD	±0.3
G More than 20 years	11	15.8%F	±10.9	3.3A	±0.7
Pay Plan and Grade - Collapsed					
A Junior Grade	29	40.4%BC	±12.0	3.6B	±0.3
B Middle Grade	27	16.0%A	±6.3	2.7AC	±0.4
C Senior Grade	75	22.3%A	±4.8	3.4B	±0.2
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	86	23.6%	±4.7	3.3	±0.2
Supervisor	48	21.1%	±5.8	3.3	±0.2

Supervisory Status	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
A Team Leader	14	17.1%	±9.8	4.0BE	±0.3
B Supervisor	24	22.6%	±9.1	2.6AE	±0.3
C Manager	NR	NR	NR	NR	NR
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	86	23.6%	±4.7	3.3AB	±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 OST – 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	137	22.90%	±3.55
A Headquarters Office (Washington)	NR	NR	NR
B Headquarters Office - West (Albuquerque)	59	25.76%	±6.08
C Regional Office	16	25.41%	±12.68
D Field Office	43	20.34%	±6.00
E American Indian Records Repository	9	21.90%	±16.31
F 100% Telework	NR	NR	NR
G Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

### 2.1.2 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 OST.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	71	13.6%	±3.2

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

*Table 2.11 OST – 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	8	11.6%	±10.1
General Schedule (GS) 7-10	10	13.8%	±10.4
General Schedule (GS) 11-12	9	12.5%	±10.2
General Schedule (GS) 13-15	44	62.0%	±12.1
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	0	0.0%	NA



## 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 OST.

*Table 2.12 OST – 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	149	24.8%	±3.6	2.9	±0.1
Age - Collapsed					
39 or under	21	19.7%	±8.8	3.6*	±0.4
40 or older	127	25.9%	±4.1	2.8*	±0.1
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	NR	NR	NR	NR	NR
C 30-39	15	17.0%	±9.5	3.8EF	±0.5
D 40-49	35	21.9%	±7.2	3.2EF	±0.2
E 50-59	61	28.2%	±6.4	2.7CD	±0.1
F 60 or older	31	27.1%	±9.0	2.3CD	±0.1
Relationship Status - Collapsed					
A Single	28	21.7%	±8.1	2.9C	±0.2
B Partnered/Married	98	26.1%	±4.7	2.7C	±0.1
C Separated/Widowed/Divorced	20	22.6%	±10.0	3.5AB	±0.3
Relationship Status					
A Single	28	21.7%	±8.1	2.9D	±0.2
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	17	27.8%	±12.7	3.7AE	±0.3
E Married	91	25.9%	±4.9	2.8D	±0.1
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	46	38.8%*	±9.2	3.1*	±0.2
Minority	103	21.4%*	±3.9	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>Ethnicity/Race</b>						
A	Hispanic	NR	NR	NR	NR	NR
B	American Indian or Alaskan Native	67	17.9%F	±4.2	2.9	±0.2
C	Asian	NR	NR	NR	NR	NR
D	Black/African-American	--	--	--	--	--
E	Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F	Non-Hispanic White	46	38.8%B	±9.2	3.1G	±0.2
G	Multi racial	18	26.1%	±11.8	2.6F	±0.2
<b>Disability</b>						
	Yes	28	45.5%*	±12.9	2.9	±0.2
	No	121	22.5%*	±3.7	2.8	±0.1
<b>Sex</b>						
	Men	52	25.5%	±6.5	2.9	±0.1
	Women	97	25.0%	±4.6	2.8	±0.1
<b>Gender Identity</b>						
A	Male	52	25.5%	±6.5	2.9	±0.1
B	Female	97	25.0%	±4.6	2.8	±0.1
C	Transgender	--	--	--	--	--
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	--	--	--	--	--
C	Gender non-conforming	--	--	--	--	--
D	Unsure	--	--	--	--	--
E	I prefer not to say	--	--	--	--	--
<b>Sexual Orientation - Collapsed</b>						
	Heterosexual	125	23.1%	±3.7	2.9	±0.1
	Sexual Minority	NR	NR	NR	NR	NR
<b>Sexual Orientation</b>						
A	Heterosexual or straight	125	23.1%	±3.7	2.9	±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)	--	--	--	--	--
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	21	28.0%	±11.4	2.9	±0.3
B	Trade/Tech Certificate/Some College	26	20.2%	±7.9	3.3CD	±0.3
C	AA/College Degree	72	24.5%	±5.3	2.7B	±0.1
D	Graduate Degree	28	29.2%	±10.0	2.7B	±0.2
Appointment Type						
A	Permanent	140	24.6%	±3.7	2.9	±0.1
B	Term	NR	NR	NR	NR	NR
C	Temporary	--	--	--	--	--
Work Schedule						
	Seasonal	NR	NR	NR	NR	NR
	Non-seasonal	136	25.0%	±3.8	2.9	±0.1
Appointment Type and Work Schedule						
A	Permanent-Seasonal	NR	NR	NR	NR	NR
B	Permanent-Non-Seasonal	136	25.0%	±3.8	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	9	15.4%	±12.1	2.8	±0.2
B	1 to 3 years	23	23.0%	±9.4	3.0F	±0.2
C	4 to 5 years	NR	NR	NR	NR	NR
D	6 to 10 years	50	32.3%G	±7.9	2.6F	±0.2
E	11 to 14 years	31	27.9%	±9.2	2.6F	±0.2
F	15 to 20 years	24	27.6%	±10.4	3.6BDEG	±0.3
G	More than 20 years	9	12.5%D	±10.4	2.4F	±0.2
Pay Plan and Grade - Collapsed						
A	Junior Grade	21	29.5%	±11.8	2.3BC	±0.1
B	Middle Grade	24	13.8%C	±6.1	3.3A	±0.3
C	Senior Grade	98	29.1%B	±5.1	2.9A	±0.1
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	89	24.4%	±4.7	2.8	±0.1
	Supervisor	57	24.9%	±6.1	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>
Supervisory Status					
A Team Leader	17	20.8%	±10.2	3.4BE	±0.4
B Supervisor	27	26.0%	±9.3	2.7A	±0.1
C Manager	NR	NR	NR	NR	NR
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	89	24.4%	±4.7	2.8A	±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 2.13 OST – 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	149	24.84%	±3.63
A Headquarters Office (Washington)	NR	NR	NR
B Headquarters Office - West (Albuquerque)	50	21.56%	±5.82
C Regional Office	22	35.19%	±13.02
D Field Office	48	22.76%	±6.18
E American Indian Records Repository	13	33.28%	±16.68
F 100% Telework	NR	NR	NR
G Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

### 2.2.2 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 OST.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	148	27.5%	±3.9
Ethnicity/Race			
Non-Minority	53	49.4%*	±9.5
Minority	95	22.0%*	±4.2
Ethnicity/Race			
A Hispanic	NR	NR	NR
B American Indian or Alaskan Native	66	19.5%F	±4.6
C Asian	NR	NR	NR
D Black/African-American	--	--	--
E Native Hawaiian or Other Pacific Islander	NR	NR	NR
F Non-Hispanic White	53	49.4%BG	±9.5
G Multi-racial	11	19.3%F	±12.7

\* 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 OST – 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	24	16.2%	±6.9
General Schedule (GS) 7-10	16	10.7%	±6.2
General Schedule (GS) 11-12	19	13.1%	±6.5
General Schedule (GS) 13-15	84	56.7%	±8.2
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	NR	NR	NR
Other	0	0.0%	NA

## 2.3 Religious Harassment

### 2.3.1 Past 12 Months

Table 2.16 and Table 2.17 present the experience rate of employees who 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 OST.

*Table 2.16 OST – 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	42	7.0%	±2.3	3.0	±0.3
Age - Collapsed					
39 or under	NR	NR	NR	NR	NR
40 or older	41	8.3%	±2.8	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	NR	NR	NR	NR	NR
D 40-49	9	5.8%	±4.9	4.3EF	±0.7
E 50-59	24	11.3%	±5.0	2.4D	±0.1
F 60 or older	7	6.1%	±6.2	2.9D	±0.3
Relationship Status - Collapsed					
A Single	NR	NR	NR	NR	NR
B Partnered/Married	35	9.2%	±3.4	3.2	±0.3
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	NR	NR	NR	NR	NR
D Divorced	NR	NR	NR	NR	NR
E Married	27	7.7%	±3.3	3.4	±0.4
F Widowed	0	0.0%	NA	NA	NA
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	7	5.5%	±6.0	3.0	±0.2
Minority	35	7.4%	±2.7	3.1	±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>Ethnicity/Race</b>						
A	Hispanic	NR	NR	NR	NR	NR
B	American Indian or Alaskan Native	24	6.3%	±3.0	3.5	±0.4
C	Asian	NR	NR	NR	NR	NR
D	Black/African-American	--	--	--	--	--
E	Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F	Non-Hispanic White	7	5.5%	±6.0	3.0	±0.2
G	Multi racial	NR	NR	NR	NR	NR
<b>Disability</b>						
	Yes	6	9.3%	±10.7	2.9	±0.3
	No	36	6.7%	±2.5	3.1	±0.3
<b>Sex</b>						
	Men	7	3.2%*	±3.6	2.6	±0.3
	Women	34	8.8%*	±3.3	3.2	±0.3
<b>Gender Identity</b>						
A	Male	7	3.2%B	±3.6	2.6	±0.3
B	Female	34	8.8%A	±3.3	3.2	±0.3
C	Transgender	--	--	--	--	--
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	--	--	--	--	--
C	Gender non-conforming	--	--	--	--	--
D	Unsure	--	--	--	--	--
E	I prefer not to say	--	--	--	--	--
<b>Sexual Orientation - Collapsed</b>						
	Heterosexual	35	6.4%	±2.4	3.3	±0.3
	Sexual Minority	NR	NR	NR	NR	NR
<b>Sexual Orientation</b>						
A	Heterosexual or straight	35	6.4%	±2.4	3.3	±0.3
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)	--	--	--	--	--
F	I prefer not to say	NR	NR	NR	NR	NR



	<i>N</i>	Experience rate		Frequency of occurrence <sup>a</sup>	
		<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	15	19.6%BCD	±10.7	2.3C	±0.2
B Trade/Tech Certificate/Some College	9	7.1%A	±6.0	2.5C	±0.2
C AA/College Degree	12	4.1%A	±3.0	3.9ABD	±0.5
D Graduate Degree	6	6.0%A	±7.1	2.5C	±0.3
Appointment Type					
A Permanent	42	7.4%	±2.5	3.0	±0.3
B Term	0	0.0%	NA	NA	NA
C Temporary	--	--	--	--	--
Work Schedule					
Seasonal	NR	NR	NR	NR	NR
Non-seasonal	42	7.7%	±2.6	3.0	±0.3
Appointment Type and Work Schedule					
A Permanent-Seasonal	NR	NR	NR	NR	NR
B Permanent-Non-Seasonal	42	7.7%	±2.6	3.0	±0.3
C Term	0	0.0%	NA	NA	NA
D Temporary-Seasonal	--	--	--	--	--
E Temporary-Non-Seasonal	--	--	--	--	--
Years of Service at Bureau or Office					
A Less than 1 year	0	0.0%	NA	NA	NA
B 1 to 3 years	NR	NR	NR	NR	NR
C 4 to 5 years	0	0.0%	NA	NA	NA
D 6 to 10 years	16	10.3%	±6.0	2.3F	±0.2
E 11 to 14 years	6	5.3%	±6.2	2.6F	±0.3
F 15 to 20 years	11	12.8%	±8.9	5.1DE	±0.5
G More than 20 years	NR	NR	NR	NR	NR
Pay Plan and Grade - Collapsed					
A Junior Grade	12	16.1%	±10.7	2.1C	±0.1
B Middle Grade	NR	NR	NR	NR	NR
C Senior Grade	27	7.9%	±3.4	3.6A	±0.3
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	27	7.4%	±3.2	2.4*	±0.1
Supervisor	15	6.7%	±4.1	4.0*	±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	7	8.5%	±8.4	4.5BE	±0.5
B Supervisor	6	6.0%	±6.6	2.4A	±0.3
C Manager	NR	NR	NR	NR	NR
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	27	7.4%	±3.2	2.4A	±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 2.17 OST – 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	42	7.00%	±2.35
A Headquarters Office (Washington)	NR	NR	NR
B Headquarters Office - West (Albuquerque)	18	7.78%E	±4.27
C Regional Office	NR	NR	NR
D Field Office	7	3.24%E	±3.48
E American Indian Records Repository	11	27.00%BDF	±16.59
F 100% Telework	0	0.00%E	NA
G Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

### 2.3.2 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 OST.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	43	7.9%	±2.6

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

*Table 2.19 OST – 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	12	27.0%	±15.8
General Schedule (GS) 7-10	NR	NR	NR
General Schedule (GS) 11-12	8	19.1%	±15.3
General Schedule (GS) 13-15	20	47.1%	±15.4
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 OST.

*Table 2.20 OST – 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	47	7.9%	±2.5	3.3	±0.2
Age - Collapsed					
39 or under	NR	NR	NR	NR	NR
40 or older	44	9.0%	±2.9	3.4	±0.2
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	NR	NR	NR	NR	NR
C 30-39	NR	NR	NR	NR	NR
D 40-49	14	8.8%	±5.6	4.4EF	±0.4
E 50-59	18	8.6%	±4.6	3.1D	±0.3
F 60 or older	12	10.2%	±7.1	2.6D	±0.2
Relationship Status - Collapsed					
A Single	8	6.1%	±5.9	2.4BC	±0.2
B Partnered/Married	24	6.5% <sup>C</sup>	±3.0	3.5A	±0.3
C Separated/Widowed/Divorced	13	14.1% <sup>B</sup>	±9.0	3.4A	±0.4
Relationship Status					
A Single	8	6.1%	±5.9	2.4DE	±0.2
B Separated	NR	NR	NR	NR	NR
C Partnered	0	0.0%	NA	NA	NA
D Divorced	7	11.4%	±10.9	3.9A	±0.4
E Married	24	6.9%	±3.2	3.5A	±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)	NR	NR	NR	NR	NR
Minority	43	9.1%*	±2.9	3.3	±0.2
Ethnicity/Race					
A Hispanic	6	18.1%	±18.1	2.3B	±0.2
B American Indian or Alaskan Native	33	9.0%	±3.4	3.5A	±0.3
C Asian	NR	NR	NR	NR	NR
D Black/African-American	--	--	--	--	--
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	NR	NR	NR	NR	NR
G Multi racial	NR	NR	NR	NR	NR
Disability					
Yes	20	33.1%*	±13.1	3.7*	±0.4
No	27	5.1%*	±2.2	3.0*	±0.3
Sex					
Men	14	6.8%	±4.5	3.8*	±0.4
Women	33	8.7%	±3.3	3.0*	±0.2
Gender Identity					
A Male	14	6.8%	±4.5	3.8	±0.4
B Female	33	8.7%	±3.3	3.0	±0.2
C Transgender	--	--	--	--	--
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	39	7.3%	±2.5	3.1	±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	39	7.3%	±2.5	3.1	±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)	--	--	--	--	--
F	I prefer not to say	NR	NR	NR	NR	NR
<b>Education Level - Collapsed</b>						
A	Less than High School/High School Diploma/GED	0	0.0% <sup>C</sup>	NA	NA	NA
B	Trade/Tech Certificate/Some College	7	5.7%	±5.7	2.4 <sup>D</sup>	±0.3
C	AA/College Degree	29	10.2% <sup>A</sup>	±4.1	3.2 <sup>D</sup>	±0.3
D	Graduate Degree	9	9.3%	±7.8	4.2 <sup>BC</sup>	±0.6
<b>Appointment Type</b>						
A	Permanent	41	7.4%	±2.5	3.4	±0.2
B	Term	NR	NR	NR	NR	NR
C	Temporary	--	--	--	--	--
<b>Work Schedule</b>						
	Seasonal	NR	NR	NR	NR	NR
	Non-seasonal	40	7.4% <sup>*</sup>	±2.6	3.4	±0.2
<b>Appointment Type and Work Schedule</b>						
A	Permanent-Seasonal	NR	NR	NR	NR	NR
B	Permanent-Non-Seasonal	40	7.4%	±2.6	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	5	5.4%	±6.8	2.0 <sup>EF</sup>	±0.0
C	4 to 5 years	NR	NR	NR	NR	NR
D	6 to 10 years	9	5.7%	±5.1	2.8 <sup>F</sup>	±0.2
E	11 to 14 years	13	11.6%	±7.5	3.4 <sup>B</sup>	±0.5
F	15 to 20 years	9	10.0%	±8.4	4.1 <sup>BDG</sup>	±0.7
G	More than 20 years	6	8.3%	±9.6	2.6 <sup>F</sup>	±0.4

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Pay Plan and Grade - Collapsed					
A Junior Grade	7	10.0%	±10.0	2.4C	±0.2
B Middle Grade	7	4.2%	±4.3	2.3C	±0.2
C Senior Grade	33	9.9%	±3.7	3.7AB	±0.3
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	26	7.1%	±3.2	3.4	±0.3
Supervisor	21	9.5%	±4.6	3.2	±0.3
Supervisory Status					
A Team Leader	7	8.5%	±8.4	3.9B	±0.5
B Supervisor	8	7.9%	±7.2	2.4AE	±0.2
C Manager	NR	NR	NR	NR	NR
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	26	7.1%	±3.2	3.4B	±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 OST – 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	47	7.92%	±2.47
A Headquarters Office (Washington)	NR	NR	NR
B Headquarters Office - West (Albuquerque)	21	8.95%	±4.49
C Regional Office	8	12.70%	±11.26
D Field Office	14	6.53%	±4.30
E American Indian Records Repository	NR	NR	NR
F 100% Telework	0	0.00%	NA
G Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

### 2.4.2 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 OST.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	29	5.4%	±2.3

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 OST – 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	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)	NR	NR	NR
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 OST.

*Table 2.24 OST – 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	25	4.3%	±2.0	3.2	±0.4
Age - Collapsed					
39 or under	0	0.0%*	NA	NA	NA
40 or older	25	5.2%*	±2.4	3.2	±0.4
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	NR	NR	NR	NR	NR
C 30-39	0	0.0%D	NA	NA	NA
D 40-49	14	8.7% <sup>C</sup>	±5.6	4.1 <sup>E</sup>	±0.5
E 50-59	9	4.2%	±3.7	2.2 <sup>D</sup>	±0.1
F 60 or older	NR	NR	NR	NR	NR
Relationship Status - Collapsed					
A Single	NR	NR	NR	NR	NR
B Partnered/Married	14	3.8%	±2.5	3.6	±0.6
C Separated/Widowed/Divorced	7	8.1%	±8.0	2.7	±0.2
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	7	11.4%	±10.9	2.7	±0.2
E Married	14	4.1%	±2.7	3.6	±0.6
F Widowed	0	0.0%	NA	NA	NA
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	0	0.0%*	NA	NA	NA
Minority	25	5.3%*	±2.4	3.2	±0.4

		Experience rate			Frequency of occurrence <sup>a</sup>	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
<b>Ethnicity/Race</b>						
A	Hispanic	NR	NR	NR	NR	NR
B	American Indian or Alaskan Native	21	5.6%	±2.9	3.4	±0.4
C	Asian	NR	NR	NR	NR	NR
D	Black/African-American	--	--	--	--	--
E	Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F	Non-Hispanic White	0	0.0%	NA	NA	NA
G	Multi racial	NR	NR	NR	NR	NR
<b>Disability</b>						
	Yes	NR	NR	NR	NR	NR
	No	21	4.0%	±2.0	3.4	±0.4
<b>Sex</b>						
	Men	8	3.9%	±3.8	2.4*	±0.2
	Women	18	4.6%	±2.6	3.4*	±0.5
<b>Gender Identity</b>						
A	Male	8	3.9%	±3.8	2.4	±0.2
B	Female	18	4.6%	±2.6	3.4	±0.5
C	Transgender	--	--	--	--	--
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	--	--	--	--	--
C	Gender non-conforming	--	--	--	--	--
D	Unsure	--	--	--	--	--
E	I prefer not to say	--	--	--	--	--
<b>Sexual Orientation - Collapsed</b>						
	Heterosexual	15	2.8%	±1.8	3.5	±0.5
	Sexual Minority	NR	NR	NR	NR	NR
<b>Sexual Orientation</b>						
A	Heterosexual or straight	15	2.8%	±1.8	3.5	±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)	--	--	--	--	--
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	NR	NR	NR	NR	NR
C AA/College Degree	18	6.4%	±3.5	3.5	±0.4
D Graduate Degree	NR	NR	NR	NR	NR
Appointment Type					
A Permanent	25	4.5%	±2.1	3.2	±0.4
B Term	0	0.0%	NA	NA	NA
C Temporary	--	--	--	--	--
Work Schedule					
Seasonal	NR	NR	NR	NR	NR
Non-seasonal	25	4.7%	±2.2	3.2	±0.4
Appointment Type and Work Schedule					
A Permanent-Seasonal	NR	NR	NR	NR	NR
B Permanent-Non-Seasonal	25	4.7%	±2.2	3.2	±0.4
C Term	0	0.0%	NA	NA	NA
D Temporary-Seasonal	--	--	--	--	--
E Temporary-Non-Seasonal	--	--	--	--	--
Years of Service at Bureau or Office					
A Less than 1 year	0	0.0%D	NA	NA	NA
B 1 to 3 years	NR	NR	NR	NR	NR
C 4 to 5 years	0	0.0%	NA	NA	NA
D 6 to 10 years	16	10.6%AG	±6.1	2.5F	±0.2
E 11 to 14 years	NR	NR	NR	NR	NR
F 15 to 20 years	5	6.0%	±7.5	5.3D	±0.5
G More than 20 years	0	0.0%D	NA	NA	NA
Pay Plan and Grade - Collapsed					
A Junior Grade	7	10.0%	±10.0	2.3C	±0.2
B Middle Grade	NR	NR	NR	NR	NR
C Senior Grade	16	4.7%	±2.9	3.6A	±0.5
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	13	3.6%	±2.5	2.4*	±0.2
Supervisor	12	5.5%	±3.9	3.8*	±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	10	11.5%E	±9.0	4.0E	±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	13	3.6%A	±2.5	2.4A	±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 2.25 OST – 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	25	4.29%	±1.97
A Headquarters Office (Washington)	0	0.00%	NA
B Headquarters Office - West (Albuquerque)	8	3.52%	±3.37
C Regional Office	5	8.66%	±10.49
D Field Office	7	3.43%	±3.58
E American Indian Records Repository	NR	NR	NR
F 100% Telework	0	0.00%	NA
G Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

### 2.5.2 Prior to Past 12 Months

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

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	17	3.1%	±1.9

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 OST – 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	0	0.0%	NA
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 OST.

*Table 2.28 OST – 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	69	11.4%	±2.8	3.0	±0.1
Age - Collapsed					
39 or under	18	16.9%	±8.5	2.5*	±0.1
40 or older	51	10.3%	±3.0	3.2*	±0.2
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	NR	NR	NR	NR	NR
C 30-39	12	13.6%	±9.1	2.6D	±0.2
D 40-49	23	14.5%	±6.4	3.6CE	±0.3
E 50-59	25	11.5%	±5.0	2.9D	±0.2
F 60 or older	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>
Relationship Status - Collapsed					
A Single	18	14.4%	±7.3	2.5BC	±0.2
B Partnered/Married	34	9.0% <sup>C</sup>	±3.4	3.3A	±0.2
C Separated/Widowed/Divorced	16	18.2% <sup>B</sup>	±9.6	3.0A	±0.2
Relationship Status					
A Single	18	14.4%	±7.3	2.5DE	±0.2
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	16	26.0% <sup>EF</sup>	±12.6	3.0A	±0.2
E Married	26	7.5% <sup>D</sup>	±3.3	3.4A	±0.3
F Widowed	0	0.0% <sup>D</sup>	NA	NA	NA
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	NR	NR	NR	NR	NR
Minority	67	14.0%	±3.4	3.0	±0.1
Ethnicity/Race					
A Hispanic	7	23.0%	±18.5	2.0B	±0.0
B American Indian or Alaskan Native	49	13.2%	±3.8	3.2AG	±0.2
C Asian	NR	NR	NR	NR	NR
D Black/African-American	--	--	--	--	--
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	NR	NR	NR	NR	NR
G Multi racial	10	14.8%	±10.6	2.5B	±0.2
Disability					
Yes	7	12.0%	±11.3	2.2*	±0.2
No	61	11.4%	±3.0	3.1*	±0.2
Sex					
Men	5	2.6%*	±3.4	2.6	±0.3
Women	62	16.0%*	±4.0	3.0	±0.2
Gender Identity					
A Male	5	2.6% <sup>B</sup>	±3.4	2.6	±0.3
B Female	62	16.0% <sup>A</sup>	±4.0	3.0	±0.2
C Transgender	--	--	--	--	--
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>
<b>Transgender Description</b>					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
<b>Sexual Orientation - Collapsed</b>					
Heterosexual	59	10.9%	±2.9	3.1	±0.2
Sexual Minority	NR	NR	NR	NR	NR
<b>Sexual Orientation</b>					
A Heterosexual or straight	59	10.9%	±2.9	3.1	±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)	--	--	--	--	--
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	21	28.0%CD	±11.4	2.9	±0.2
B Trade/Tech Certificate/Some College	NR	NR	NR	NR	NR
C AA/College Degree	36	12.3%A	±4.3	3.2	±0.3
D Graduate Degree	7	7.2%A	±7.3	2.9	±0.5
<b>Appointment Type</b>					
A Permanent	63	11.0%	±2.9	3.1	±0.2
B Term	NR	NR	NR	NR	NR
C Temporary	--	--	--	--	--
<b>Work Schedule</b>					
Seasonal	NR	NR	NR	NR	NR
Non-seasonal	61	11.2%	±2.9	3.1	±0.2
<b>Appointment Type and Work Schedule</b>					
A Permanent-Seasonal	NR	NR	NR	NR	NR
B Permanent-Non-Seasonal	61	11.2%	±2.9	3.1	±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>
<b>Years of Service at Bureau or Office</b>					
A Less than 1 year	6	10.3%	±11.2	2.3F	±0.2
B 1 to 3 years	9	9.5%	±7.6	2.9	±0.3
C 4 to 5 years	NR	NR	NR	NR	NR
D 6 to 10 years	24	15.6%	±6.7	2.9F	±0.2
E 11 to 14 years	6	5.1%F	±6.2	2.8	±0.2
F 15 to 20 years	17	19.7%E	±9.8	3.6AD	±0.3
G More than 20 years	NR	NR	NR	NR	NR
<b>Pay Plan and Grade - Collapsed</b>					
A Junior Grade	13	18.5%	±11.0	3.5B	±0.5
B Middle Grade	21	12.4%	±5.9	2.5AC	±0.1
C Senior Grade	33	9.8%	±3.7	3.3B	±0.2
D Executive Grade	NR	NR	NR	NR	NR
<b>Supervisory Status - Collapsed</b>					
Non-Supervisor	49	13.6%	±3.9	2.9*	±0.1
Supervisor	19	8.5%	±4.4	3.5*	±0.4
<b>Supervisory Status</b>					
A Team Leader	9	11.2%	±8.9	4.2BE	±0.5
B Supervisor	8	7.9%	±7.1	2.0AE	±0.0
C Manager	NR	NR	NR	NR	NR
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	49	13.6%	±3.9	2.9AB	±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 OST – 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	69	11.44%	±2.81
A Headquarters Office (Washington)	0	0.00%	NA
B Headquarters Office - West (Albuquerque)	29	12.71%	±4.99
C Regional Office	15	23.67%D	±12.56
D Field Office	13	5.98%CE	±4.15
E American Indian Records Repository	9	23.00%D	±16.39
F 100% Telework	NR	NR	NR
G Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

## 2.6.2 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 OST.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	80	14.8%	±3.3
Sex			
Men	10	5.5%*	±4.5
Women	70	20.0%*	±4.5

\* 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 OST – 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	15	14.2%	±8.2
General Schedule (GS) 7-10	23	21.8%	±9.0
General Schedule (GS) 11-12	17	16.0%	±8.4
General Schedule (GS) 13-15	46	44.0%	±9.7
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	NR	NR	NR
Other	0	0.0%	NA

## 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 OST. 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 OST – 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	105	17.6%	±3.3	3.1	±0.2	3	2
Sex							
Men	24	11.7%*	±5.3	2.7*	±0.2	3	3
Women	81	20.8%*	±4.3	3.2*	±0.2	3	2
Gender Identity							
A Male	24	11.7%B	±5.3	2.7	±0.2	3	3
B Female	81	20.8%A	±4.3	3.2	±0.2	3	2
C Transgender	--	--	--	--	--	--	--
Do not identify as							
D female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	87	16.0%	±3.3	3.1	±0.2	3	2
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
A Heterosexual or straight	87	16.0%	±3.3	3.1	±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
Other (e.g., questioning, asexual, undecided, self-identified, or intersex)							
E	--	--	--	--	--	--	--
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 2.33 OST – 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	105	17.61%	±3.27
A Headquarters Office (Washington)	0	0.00%CE	NA
B Headquarters Office - West (Albuquerque)	48	21.02%D	±5.78
C Regional Office	22	35.08%AD	±13.02
D Field Office	19	9.13%BCE	±4.75
E American Indian Records Repository	13	33.28%AD	±16.68
F 100% Telework	NR	NR	NR
G Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

## 2.8 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 OST. 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 OST – 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	49	8.2%	±2.5	2.7	±0.2	3	2
Sex							
Men	NR	NR	NR	NR	NR	NR	NR
Women	44	11.3%	±3.6	2.8	±0.2	3	2
Gender Identity							
A Male	NR	NR	NR	NR	NR	NR	NR
B Female	44	11.3%	±3.6	2.8	±0.2	3	2
C Transgender	--	--	--	--	--	--	--
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	36	6.6%	±2.4	2.8	±0.2	3	2
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
A Heterosexual or straight	36	6.6%	±2.4	2.8	±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)	--	--	--	--	--	--	--
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 OST – 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	49	8.17%	±2.48
A Headquarters Office (Washington)	0	0.00%	NA
B Headquarters Office - West (Albuquerque)	33	14.42% <sup>D</sup>	±5.19
C Regional Office	9	14.41%	±11.54
D Field Office	5	2.50% <sup>B</sup>	±3.26
E American Indian Records Repository	NR	NR	NR
F 100% Telework	0	0.00%	NA
G Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

## 2.9 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 OST. 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 OST – 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	16	2.7%	±1.7	2.3	±0.2	2	2
Sex							
Men	NR	NR	NR	NR	NR	NR	NR
Women	14	3.5%	±2.4	2.4	±0.2	2	2
Gender Identity							
A Male	NR	NR	NR	NR	NR	NR	NR
B Female	14	3.5%	±2.4	2.4	±0.2	2	2
C Transgender	--	--	--	--	--	--	--
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	15	2.7%	±1.8	2.3	±0.2	2	2
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
A Heterosexual or straight	15	2.7%	±1.8	2.3	±0.2	2	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)	--	--	--	--	--	--	--
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 OST – 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	16	2.72%	±1.66
A Headquarters Office (Washington)	0	0.00%	NA
B Headquarters Office - West (Albuquerque)	6	2.74%	±3.14
C Regional Office	6	9.26%	±10.61
D Field Office	NR	NR	NR
E American Indian Records Repository	NR	NR	NR
F 100% Telework	0	0.00%	NA
G Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

## 2.10 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 OST. 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 OST – 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	82	13.6%	±3.0	3.4	±0.2
Age - Collapsed					
39 or under	16	15.0%	±8.3	3.1	±0.4
40 or older	66	13.4%	±3.3	3.4	±0.2
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	NR	NR	NR	NR	NR
C 30-39	10	11.3%	±8.7	2.9D	±0.6
D 40-49	19	12.1%	±6.1	3.9CF	±0.3
E 50-59	27	12.8%	±5.2	3.5F	±0.4
F 60 or older	19	16.4%	±8.0	2.4DE	±0.2
Relationship Status - Collapsed					
A Single	15	11.5%	±6.9	3.2C	±0.4
B Partnered/Married	52	13.8%	±3.9	3.2C	±0.2
C Separated/Widowed/Divorced	15	16.7%	±9.4	3.9AB	±0.4
Relationship Status					
A Single	15	11.5%	±6.9	3.2D	±0.4
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	12	19.5%	±12.0	4.3AE	±0.4
E Married	49	14.0%	±4.1	3.2D	±0.2
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	10	8.5%	±6.7	4.4*	±0.5
Minority	72	14.9%	±3.5	3.2*	±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	9	27.5%	±18.6	2.4F	±0.3
B American Indian or Alaskan Native	52	14.0%	±3.9	3.2F	±0.2
C Asian	NR	NR	NR	NR	NR
D Black/African-American	--	--	--	--	--
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	10	8.5%	±6.7	4.4ABG	±0.5
G Multi racial	11	15.0%	±10.7	3.2F	±0.4
<b>Disability</b>					
Yes	15	25.4%*	±12.8	3.3	±0.6
No	66	12.3%*	±3.1	3.4	±0.2
<b>Sex</b>					
Men	18	8.9%*	±4.8	3.6	±0.5
Women	64	16.3%*	±4.0	3.3	±0.2
<b>Gender Identity</b>					
A Male	18	8.9%B	±4.8	3.6	±0.5
B Female	64	16.3%A	±4.0	3.3	±0.2
C Transgender	--	--	--	--	--
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	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
<b>Sexual Orientation - Collapsed</b>					
Heterosexual	70	12.8%	±3.1	3.4	±0.2
Sexual Minority	NR	NR	NR	NR	NR
<b>Sexual Orientation</b>					
A Heterosexual or straight	70	12.8%	±3.1	3.4	±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)	--	--	--	--	--
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	7	9.8%	±9.3	4.0	±0.0
B	Trade/Tech Certificate/Some College	11	8.1%	±6.2	3.7	±0.7
C	AA/College Degree	49	16.7%	±4.8	3.3	±0.2
D	Graduate Degree	13	13.9%	±8.6	3.3	±0.3
Appointment Type						
A	Permanent	76	13.3%	±3.1	3.3	±0.2
B	Term	NR	NR	NR	NR	NR
C	Temporary	--	--	--	--	--
Work Schedule						
	Seasonal	NR	NR	NR	NR	NR
	Non-seasonal	74	13.6%	±3.2	3.4	±0.2
Appointment Type and Work Schedule						
A	Permanent-Seasonal	NR	NR	NR	NR	NR
B	Permanent-Non-Seasonal	74	13.6%	±3.2	3.4	±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	9	15.0%	±12.0	3.0BF	±0.3
B	1 to 3 years	11	11.3%	±8.0	4.1ADE	±0.5
C	4 to 5 years	0	0.0%	NA	NA	NA
D	6 to 10 years	26	17.0%	±6.8	3.0BF	±0.3
E	11 to 14 years	15	13.6%	±7.8	2.6BF	±0.3
F	15 to 20 years	17	18.7%	±9.7	4.3ADE	±0.4
G	More than 20 years	NR	NR	NR	NR	NR
Pay Plan and Grade - Collapsed						
A	Junior Grade	11	14.9%	±10.5	3.4	±0.6
B	Middle Grade	18	10.3%	±5.6	2.8C	±0.2
C	Senior Grade	47	14.1%	±4.2	3.6B	±0.3
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	42	11.6%	±3.7	3.4	±0.3
	Supervisor	37	16.3%	±5.4	3.3	±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	17	19.8%	±10.1	3.9B	±0.5
B Supervisor	14	13.6%	±8.1	3.0A	±0.3
C Manager	NR	NR	NR	NR	NR
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	42	11.6%	±3.7	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 2.39 OST – 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	82	13.63%	±2.99
A Headquarters Office (Washington)	NR	NR	NR
B Headquarters Office - West (Albuquerque)	33	14.19%	±5.17
C Regional Office	16	26.72%D	±12.76
D Field Office	15	7.26%C	±4.40
E American Indian Records Repository	6	14.26%	±15.51
F 100% Telework	NR	NR	NR
G Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

## 2.11 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 OST.

*Table 2.40 OST – 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	NR	NR	NR	NR	NR
C 30-39	0	0.00%	NA	NA	NA
D 40-49	0	0.00%	NA	NA	NA
E 50-59	NR	NR	NR	NR	NR
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>
Relationship Status					
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	0	0.00%	NA	NA	NA
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	0	0.00%	NA	NA	NA
Minority	NR	NR	NR	NR	NR
Ethnicity/Race					
A Hispanic	0	0.00%	NA	NA	NA
B American Indian or Alaskan Native	0	0.00%	NA	NA	NA
C Asian	NR	NR	NR	NR	NR
D Black/African-American	--	--	--	--	--
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	0	0.00%	NA	NA	NA
G Multi racial	NR	NR	NR	NR	NR
Disability					
Yes	0	0.00%	NA	NA	NA
No	NR	NR	NR	NR	NR
Sex					
Men	0	0.00%	NA	NA	NA
Women	NR	NR	NR	NR	NR
Gender Identity					
A Male	0	0.00%	NA	NA	NA
B Female	NR	NR	NR	NR	NR
C Transgender	--	--	--	--	--
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	0	0.00%*	NA	NA	NA
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	0	0.00%	NA	NA	NA
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)	--	--	--	--	--
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	0	0.00%	NA	NA	NA
C	AA/College Degree	0	0.00%	NA	NA	NA
D	Graduate Degree	NR	NR	NR	NR	NR
<b>Appointment Type</b>						
A	Permanent	NR	NR	NR	NR	NR
B	Term	0	0.00%	NA	NA	NA
C	Temporary	--	--	--	--	--
<b>Work Schedule</b>						
	Seasonal	NR	NR	NR	NR	NR
	Non-seasonal	NR	NR	NR	NR	NR
<b>Appointment Type and Work Schedule</b>						
A	Permanent-Seasonal	NR	NR	NR	NR	NR
B	Permanent-Non-Seasonal	NR	NR	NR	NR	NR
C	Term	0	0.00%	NA	NA	NA
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



	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Pay Plan and Grade - Collapsed					
A Junior Grade	NR	NR	NR	NR	NR
B Middle Grade	0	0.00%	NA	NA	NA
C Senior Grade	0	0.00%	NA	NA	NA
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	NR	NR	NR	NR	NR
Supervisor	0	0.00%	NA	NA	NA
Supervisory Status					
A Team Leader	0	0.00%	NA	NA	NA
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	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 2.41 OST – 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 Headquarters Office (Washington)	0	0.00%	NA
B Headquarters Office - West (Albuquerque)	0	0.00%	NA
C Regional Office	0	0.00%	NA
D Field Office	0	0.00%	NA
E American Indian Records Repository	NR	NR	NR
F 100% Telework	0	0.00%	NA
G Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

### 2.11.2 Prior to Past 12 Months

Table 2.42 presents the experience rate of employees who 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 OST.

*Table 2.42 OST – 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	NR	NR	NR
Sex			
Men	0	0.00%	NA
Women	NR	NR	NR

\* 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 OST – 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	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)	NR	NR	NR
Other	NR	NR	NR

## 2.12 Sexual Assault Related Behaviors Experienced

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

*Table 2.44 OST – 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>
Office of the Special Trustee	0.00% (NA)	NR	0.00% (NA)
Men	0.00% (NA)	0.00% (NA)	0.00% (NA)
Women	0.00% (NA)	NR	0.00% (NA)

### 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 OST – 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	36	15.8%	±5.4
Your race or ethnicity	62	27.0%	±6.2
Your religious beliefs	9	3.8%	±3.5
Your disability status or condition	18	7.9%	±4.3
Your sexual orientation	5	2.3%	±3.0
Your sex/gender	32	14.0%	±5.2
Unknown	67	29.1%	±6.3

The results shown in Section 3 represent the estimated subset of OST 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 OST 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, 15.8% 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 OST.

*Table 3.2 OST – 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	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	0	0.0%	NA
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	12	33.7%	±17.5
No	24	66.3%	±17.5
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	30	88.1%	±16.9
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)	30	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	6	17.8%	±17.6
Every day	0	0.0%	NA
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	23	66.8%	±18.2
A week	0	0.0%	NA
A month	0	0.0%	NA
A few months	7	20.5%	±17.9
A year or more	NR	NR	NR

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	26	76.8%	±18.0
More than one person	8	23.2%	±18.0
Q41 Was/were the person(s) who did this to you?			
Male	6	18.5%	±17.7
Female	24	72.2%	±18.2
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)	7	20.4%	±17.0
Subordinate(s) or someone you supervise/manage	0	0.0%	NA
Your Team lead(s) (current or former)	6	15.8%	±16.6
Another Team lead(s) (current or former)	0	0.0%	NA
Your Supervisor(s) (current or former)	NR	NR	NR
Another Supervisor(s) (current or former)	NR	NR	NR
Your Manager(s) (current or former)	NR	NR	NR
Another Manager(s) (current or former)	NR	NR	NR
Another federal employee	NR	NR	NR
A contractor	0	0.0%	NA
An IIM account holder	0	0.0%	NA
A tribal official/staff	0	0.0%	NA
Another visitor	0	0.0%	NA
Other	0	0.0%	NA
Do not know	0	0.0%	NA
None selected	NR	NR	NR
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	NR	NR	NR
Yes, I had to or still have to interact with this/these person(s)	NR	NR	NR

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 OST.

*Table 3.3 OST – 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	10	28.5%	±18.2
No	24	71.5%	±18.2
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	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	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	10	30.2%	±18.2
No	24	69.8%	±18.2
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	23	67.2%	±18.2
No	11	32.8%	±18.2
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 OST.

*Table 3.4 OST – 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	NR	NR	NR
My coworkers	23	68.0%	±18.2
My team leader	0	0.0%	NA
My supervisor	NR	NR	NR
My manager	6	17.8%	±17.6
A senior leader	9	25.1%	±18.1
Another employee in my bureau	NR	NR	NR
Someone from another bureau/office	5	15.4%	±17.4



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 OST.

*Table 3.5 OST – 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	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	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 [NR] 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 OST – 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	0	0.0%	NA
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
d. An investigation was conducted by a law enforcement official			
Yes	0	0.0%	NA
No	21	100%	NA
Don't Know	0	0.0%	NA
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	0	0.0%	NA
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	0	0.0%	NA
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	0	0.0%	NA
No	21	100%	NA
Don't Know	0	0.0%	NA
h. There was some official career action taken against person(s) for the behavior			
Yes	0	0.0%	NA
No	NR	NR	NR
Don't Know	NR	NR	NR

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<hr/>			
i. The person(s) stopped the behavior			
Yes	0	0.0%	NA
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	0	0.0%	NA
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
l. The person(s) who did this took action against me for complaining			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
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	0	0.0%	NA
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 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 OST – 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?	21	2.0	±0.6
How you were treated by personnel handling the complaint/grievance/report?	21	2.1	±0.6
Actions taken by the person handling the complaint/grievance/report?	21	2.0	±0.6
Being informed about the current status of the complaint/grievance/report?	21	2.0	±0.6
The amount of time it took to address the complaint/grievance/report?	21	2.4	±0.5

<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 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 OST – 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	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

### 3.2 Characteristics of Racial/Ethnic Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 27.0% 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 OST.

*Table 3.9 OST – 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	57	92.0%	±10.3
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	12	18.9%	±12.1
No	50	81.1%	±12.1
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	58	93.5%	±9.9
At a work-sponsored social event	NR	NR	NR
At a non-work sponsored social event where coworkers were present	0	0.0%	NA
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	NR	NR	NR
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	58	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	21	33.9%	±12.9
Once a month or less	34	54.5%	±12.8
2-4 times a month	0	0.0%	NA
Every few days	0	0.0%	NA
Every day	7	11.6%	±11.0
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	22	39.7%	±13.8
A week	0	0.0%	NA
A month	0	0.0%	NA
A few months	NR	NR	NR
A year or more	32	57.8%	±13.8

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	15	24.6%	±12.9
More than one person	45	75.4%	±12.9
Q41 Was/were the person(s) who did this to you?			
Male	11	17.8%	±12.2
Female	21	34.7%	±13.2
Both males and females	28	47.5%	±12.9
Q42 Was/were the person(s) who did this to you?			
Younger	9	14.7%	±11.8
About my age	14	23.8%	±12.8
Older	21	35.1%	±13.2
Some were younger, older, and/or about my age	9	14.7%	±11.8
Do not know	7	11.7%	±11.3
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	22	35.0%	±12.9
Subordinate(s) or someone you supervise/manage	NR	NR	NR
Your Team lead(s) (current or former)	0	0.0%	NA
Another Team lead(s) (current or former)	NR	NR	NR
Your Supervisor(s) (current or former)	27	43.2%	±12.8
Another Supervisor(s) (current or former)	7	12.0%	±11.1
Your Manager(s) (current or former)	27	44.0%	±12.8
Another Manager(s) (current or former)	11	18.1%	±12.0
Another federal employee	9	14.1%	±11.4
A contractor	0	0.0%	NA
An IIM account holder	NR	NR	NR
A tribal official/staff	NR	NR	NR
Another visitor	NR	NR	NR
Other	NR	NR	NR
Do not know	NR	NR	NR
None selected	0	0.0%	NA
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	NR	NR	NR
Yes, I had to or still have to interact with this/these person(s)	58	97.1%	±9.5

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 OST.

*Table 3.10 OST – 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	5	8.7%	±10.7
No	54	91.3%	±10.7
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	13	22.7%	±12.7
No	46	77.3%	±12.7
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	33	56.0%	±13.1
No	24	39.8%	±13.2
Don't Know	NR	NR	NR
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	29	49.5%	±12.8
No	26	43.3%	±13.1
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	34	56.9%	±13.1
No	18	30.2%	±13.1
Don't Know	8	12.9%	±11.5
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	39	65.6%	±13.2
No	16	26.1%	±13.0
Don't Know	NR	NR	NR
h. Did it damage other personal relationships?			
Yes	10	17.1%	±12.1
No	49	82.9%	±12.1
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	20	33.3%	±13.2
No	40	66.7%	±13.2
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	9	15.9%	±12.0
No	50	84.1%	±12.0
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	15	24.6%	±12.9
No	45	75.4%	±12.9
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	51	84.9%	±11.9
No	9	15.1%	±11.9
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 OST.

*Table 3.11 OST – 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	17	31.4%	±14.0
My coworkers	39	65.3%	±13.2
My team leader	11	19.7%	±12.6
My supervisor	16	27.4%	±13.2
My manager	11	19.8%	±13.0
A senior leader	11	20.3%	±13.0
Another employee in my bureau	30	52.5%	±13.3
Someone from another bureau/office	16	29.3%	±13.6

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

*Table 3.12 OST – 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	13	21.8%	±12.6	1.8	±0.8
Employee Assistance Program (EAP)	7	13.2%	±12.3	2.8	±1.1
Ombudsman (if applicable)	19	34.3%	±13.6	1.5	±0.3
CADR Office, CORE PLUS	7	13.1%	±11.9	3.1	±1.3
Employee & Labor Relations (Human Resources)	NR	NR	NR	NR	NR
Union (if applicable)	NR	NR	NR	NR	NR
Equal Employment Opportunity Counselor	12	21.6%	±13.0	2.7	±0.9
Equal Employment Opportunity Office	14	25.0%	±13.2	1.9	±0.8
Office of Inspector General Hotline	NR	NR	NR	NR	NR
Office of Inspector General	7	13.7%	±12.4	3.1	±1.1
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 54.7% 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 OST – 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>
<b>a. The person I told took no action</b>			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
<b>b. The rules of harassment were explained to everyone in the workplace</b>			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	5	16.3%	±17.9
<b>c. A review/investigation/other assessment of the workplace was conducted by management</b>			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
<b>d. An investigation was conducted by a law enforcement official</b>			
Yes	9	29.0%	±18.6
No	NR	NR	NR
Don't Know	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
No	NR	NR	NR
Don't Know	NR	NR	NR
<b>f. My work station location or duties were changed to help me avoid the person(s)</b>			
Yes	7	22.9%	±18.4
No	NR	NR	NR
Don't Know	NR	NR	NR
<b>g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them</b>			
Yes	0	0.0%	NA
No	27	83.7%	±17.9
Don't Know	5	16.3%	±17.9
<b>h. There was some official career action taken against person(s) for the behavior</b>			
Yes	NR	NR	NR
No	25	75.3%	±18.5
Don't Know	5	16.3%	±17.9

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<hr/>			
i. The person(s) stopped the behavior			
Yes	NR	NR	NR
No	26	79.6%	±18.3
Don't Know	5	16.3%	±17.9
j. I was encouraged to drop the issue			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
l. The person(s) who did this took action against me for complaining			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	7	22.9%	±18.4
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	7	22.9%	±18.4
n. My leadership punished me for bringing it up			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	7	22.9%	±18.4
o. I was threatened with loss of employment			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	7	22.9%	±18.4

An estimated 54.7% 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 OST – 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?	33	2.4	±0.4
How you were treated by personnel handling the complaint/grievance/report?	33	2.5	±0.5
Actions taken by the person handling the complaint/grievance/report?	33	2.5	±0.5
Being informed about the current status of the complaint/grievance/report?	30	2.6	±0.4
The amount of time it took to address the complaint/grievance/report?	33	2.3	±0.3

<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 45.3% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 OST – 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	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	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	0	0.0%	NA
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, 3.8% 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 OST.

*Table 3.16 OST – 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	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
An IIM account holder	NR	NR	NR
A tribal official/staff	NR	NR	NR
Another visitor	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 3.17 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 OST.

*Table 3.17 OST – Results of the One Experience of Religious Harassment*

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. Did you request a transfer or change of assignment?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	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 3.18 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 OST.

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

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

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

*Table 3.19 OST – 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	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 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 OST – 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 [NR] of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of religious harassment within the past 12 months that had the greatest effect on them. Table 3.21 shows satisfaction with aspects of making an oral and/or written complaint/grievance/report.

*Table 3.21 OST – 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 [NR] of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of religious harassment within the past 12 months that had the greatest effect on them. Table 3.22 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

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

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

### 3.4 Characteristics of Disability Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 7.9% 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 OST.

*Table 3.23 OST – 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	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	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)	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	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	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	0	0.0%	NA
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)	0	0.0%	NA
Subordinate(s) or someone you supervise/manage	NR	NR	NR
Your Team lead(s) (current or former)	0	0.0%	NA
Another Team lead(s) (current or former)	0	0.0%	NA
Your Supervisor(s) (current or former)	NR	NR	NR
Another Supervisor(s) (current or former)	0	0.0%	NA
Your Manager(s) (current or former)	NR	NR	NR
Another Manager(s) (current or former)	0	0.0%	NA
Another federal employee	NR	NR	NR
A contractor	0	0.0%	NA
An IIM account holder	0	0.0%	NA
A tribal official/staff	0	0.0%	NA
Another visitor	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	0	0.0%	NA
Yes, I had to or still have to interact with this/these person(s)	18	100%	NA

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 OST.

*Table 3.24 OST – 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	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	0	0.0%	NA
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	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	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	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 3.25 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 OST.

*Table 3.25 OST – 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	0	0.0%	NA
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 OST.

*Table 3.26 OST – 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)	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	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 OST – 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>
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 OST – 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?	9	2.5	±0.3
How you were treated by personnel handling the complaint/grievance/report?	9	2.2	±0.6
Actions taken by the person handling the complaint/grievance/report?	9	2.7	±0.5
Being informed about the current status of the complaint/grievance/report?	9	2.8	±0.3
The amount of time it took to address the complaint/grievance/report?	9	2.1	±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 OST – 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, 2.3% 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 OST.

*Table 3.30 OST – 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
An IIM account holder	NR	NR	NR
A tribal official/staff	NR	NR	NR
Another visitor	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 OST.

*Table 3.31 OST – 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

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
h. Did it damage other personal relationships?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
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 OST.

*Table 3.32 OST – 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 OST.

*Table 3.33 OST – 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 OST – 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 OST – 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?	5	3.0	±0.0
How you were treated by personnel handling the complaint/grievance/report?	5	3.1	±0.9
Actions taken by the person handling the complaint/grievance/report?	5	3.1	±0.9
Being informed about the current status of the complaint/grievance/report?	5	3.1	±0.9
The amount of time it took to address the complaint/grievance/report?	5	3.5	±0.5

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

### 3.6 Characteristics of Sexual/Gender Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 14.0% indicated the one behavior or experience that had the greatest effect on them was based on their sex/gender. Table 3.37 presents characteristics of the one behavior or experience of sexual/gender harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in OST.

*Table 3.37 OST – 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	26	81.3%	±18.3
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	6	18.7%	±18.3
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	32	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)	32	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	8	24.7%	±18.7
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	NR	NR	NR
A week	NR	NR	NR
A month	0	0.0%	NA
A few months	NR	NR	NR
A year or more	NR	NR	NR

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	NR	NR	NR
More than one person	NR	NR	NR
Q41 Was/were the person(s) who did this to you?			
Male	NR	NR	NR
Female	7	20.4%	±18.5
Both males and females	NR	NR	NR
Q42 Was/were the person(s) who did this to you?			
Younger	0	0.0%	NA
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)	0	0.0%	NA
Another Team lead(s) (current or former)	0	0.0%	NA
Your Supervisor(s) (current or former)	6	17.7%	±18.2
Another Supervisor(s) (current or former)	NR	NR	NR
Your Manager(s) (current or former)	8	26.3%	±18.7
Another Manager(s) (current or former)	6	18.7%	±18.3
Another federal employee	NR	NR	NR
A contractor	0	0.0%	NA
An IIM account holder	0	0.0%	NA
A tribal official/staff	0	0.0%	NA
Another visitor	0	0.0%	NA
Other	0	0.0%	NA
Do not know	6	18.7%	±18.3
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 3.38 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 OST.

*Table 3.38 OST – 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	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	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	6	18.7%	±18.3
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	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	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	0	0.0%	NA
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	17.4%	±18.2
No	26	82.6%	±18.2
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	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 3.39 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 OST.

*Table 3.39 OST – 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	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 3.40 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 OST.

*Table 3.40 OST – 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	7	22.6%	±18.6	2.2	±0.6
Employee Assistance Program (EAP)	0	0.0%	NA	NA	NA
Ombudsman (if applicable)	7	22.3%	±18.6	1.0	±0.0
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	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 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 OST – 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 [NR] 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 OST – 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	1.7	±0.6
How you were treated by personnel handling the complaint/grievance/report?	10	2.1	±1.2
Actions taken by the person handling the complaint/grievance/report?	10	2.1	±1.2
Being informed about the current status of the complaint/grievance/report?	10	1.0	±0.0
The amount of time it took to address the complaint/grievance/report?	10	1.2	±0.2

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

An estimated [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/gender harassment within the past 12 months that had the greatest effect on them. Table 3.43 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

*Table 3.43 OST – 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	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	0	0.0%	NA
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	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	NR	NR	NR
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	0	0.0%	NA
I feared losing my job	NR	NR	NR
Some other reason	NR	NR	NR

### 3.7 Characteristics of Harassment Based on Unknown Reasons

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 29.1% 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 OST.

*Table 3.44 OST – 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	30	54.6%	±13.7
Most of it occurred during work hours; some off work hours	7	13.5%	±12.3
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	12	22.8%	±13.4
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	NR	NR	NR
No	61	94.1%	±9.4
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	41	78.5%	±13.7
At a work-sponsored social event	0	0.0%	NA
At a non-work sponsored social event where coworkers were present	NR	NR	NR
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	9	18.1%	±13.4
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	NR	NR	NR
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	NR	NR	NR
Q38 How often did the specific type of behavior or experience occur?			
Once	29	55.3%	±14.1
Once a month or less	16	31.0%	±14.3
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	37	73.9%	±14.4
A week	NR	NR	NR
A month	0	0.0%	NA
A few months	NR	NR	NR
A year or more	9	18.0%	±13.7

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	41	80.0%	±13.6
More than one person	10	20.0%	±13.6
Q41 Was/were the person(s) who did this to you?			
Male	25	48.4%	±13.9
Female	14	28.0%	±14.2
Both males and females	12	23.6%	±13.9
Q42 Was/were the person(s) who did this to you?			
Younger	NR	NR	NR
About my age	9	16.8%	±13.3
Older	29	56.7%	±14.1
Some were younger, older, and/or about my age	NR	NR	NR
Do not know	8	15.8%	±13.1
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	24	35.3%	±12.4
Subordinate(s) or someone you supervise/manage	NR	NR	NR
Your Team lead(s) (current or former)	0	0.0%	NA
Another Team lead(s) (current or former)	NR	NR	NR
Your Supervisor(s) (current or former)	5	8.2%	±9.8
Another Supervisor(s) (current or former)	NR	NR	NR
Your Manager(s) (current or former)	6	9.5%	±10.1
Another Manager(s) (current or former)	NR	NR	NR
Another federal employee	NR	NR	NR
A contractor	0	0.0%	NA
An IIM account holder	0	0.0%	NA
A tribal official/staff	0	0.0%	NA
Another visitor	0	0.0%	NA
Other	6	8.4%	±9.8
Do not know	6	8.3%	±9.8
None selected	15	22.6%	±11.9
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	17	32.2%	±14.1
Yes, I had to or still have to interact with this/these person(s)	36	67.8%	±14.1

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 OST.

*Table 3.45 OST – 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	NR	NR	NR
No	61	94.7%	±9.3
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	7	11.5%	±10.6
No	57	88.5%	±10.6
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	17	26.5%	±12.3
No	46	70.4%	±12.5
Don't Know	NR	NR	NR
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	8	12.7%	±11.2
No	52	84.1%	±11.7
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	23	36.0%	±12.6
No	42	64.0%	±12.6
Don't Know	0	0.0%	NA
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	17	26.3%	±12.3
No	43	66.7%	±12.6
Don't Know	NR	NR	NR
h. Did it damage other personal relationships?			
Yes	11	16.5%	±11.4
No	50	77.0%	±12.1
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	14	21.9%	±12.0
No	50	76.6%	±12.1
Don't Know	NR	NR	NR
j. Did you seek any type of medical attention?			
Yes	14	21.9%	±12.0
No	51	78.1%	±12.0
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	17	26.3%	±12.3
No	47	72.2%	±12.4
Don't Know	NR	NR	NR
l. Did you consider leaving the bureau?			
Yes	18	27.0%	±12.4
No	47	73.0%	±12.4
Don't Know	0	0.0%	NA

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 OST.

*Table 3.46 OST – 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	23	42.0%	±13.6
My coworkers	27	41.3%	±12.6
My team leader	7	11.3%	±10.8
My supervisor	12	19.0%	±11.7
My manager	6	8.8%	±10.3
A senior leader	6	9.3%	±10.4
Another employee in my bureau	14	21.9%	±12.0
Someone from another bureau/office	8	13.1%	±11.2

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

*Table 3.47 OST – 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	12	18.3%	±11.8	1.7	±0.7
Employee Assistance Program (EAP)	NR	NR	NR	NR	NR
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	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	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 21.5% 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 OST – 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 21.5% 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 OST – 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?	14	2.1	±0.7
How you were treated by personnel handling the complaint/grievance/report?	14	2.7	±0.6
Actions taken by the person handling the complaint/grievance/report?	14	2.3	±0.7
Being informed about the current status of the complaint/grievance/report?	14	2.7	±0.6
The amount of time it took to address the complaint/grievance/report?	14	2.7	±0.6

<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 78.5% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment 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 OST – 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	NR	NR	NR
I thought it was not serious enough to discuss or report	33	86.3%	±15.8
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	16	42.2%	±16.7
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	10	26.7%	±17.4
I did not want people to think less of me	13	37.2%	±17.4
I thought other people would blame me	10	26.7%	±17.4
I felt partially to blame	NR	NR	NR
I wanted to forget about it or move on	30	79.0%	±16.6
I did not think anything would be done	NR	NR	NR
I did not think I would be believed	6	15.2%	±16.0
I did not trust that the process would be fair	NR	NR	NR
I thought I might get in trouble for something I did	10	27.3%	±17.0
I thought I would be labeled as a troublemaker	7	19.4%	±16.5
I thought it might hurt my performance appraisal	6	15.2%	±16.0
I thought it might hurt my chances of being renewed or obtaining permanent position	NR	NR	NR
I was worried about potential negative consequences from leadership	6	15.2%	±16.0
I was worried about potential negative consequences from my coworkers or peers	10	27.3%	±17.0
I thought it might hurt my career	6	16.5%	±17.0
I did not want to hurt the person's/s' career/s or family/ies	6	15.2%	±16.0
I was concerned for my physical safety	NR	NR	NR
I feared losing my job	NR	NR	NR
Some other reason	6	16.6%	±16.2

### 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 OST.

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 (78.1%) and at a work location or site (88.7%) 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 (81.7%). Additionally, for the majority of employees these experiences occurred more than once (57.9%); involved one person (53.7%), who was typically older (42.8%), male (35.7%), and most often a peer and/or coworker (32.6%); and their work role required them to continue to interact with the person(s) involved (80.7%).

*Table 3.51 OST – 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	NR	92.0% (±10.3)	NR	NR	NR	81.3% (±18.3)	54.6% (±13.7)
Most of it occurred during work hours; some off work hours	NR	NR	NR	NR	NR	0.0% (NA)	13.5% (±12.3)
Some of it occurred during work hours; most off work hours	NR	0.0% (NA)	NR	0.0% (NA)	NR	18.7% (±18.3)	NR
None of it occurred during work hours; all off work hours	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	22.8% (±13.4)
<b>Q35 Did the specific behavior or experience occur while you were on travel?</b>							
Yes	33.7% (±17.5)	18.9% (±12.1)	NR	NR	NR	NR	NR
No	66.3% (±17.5)	81.1% (±12.1)	NR	NR	NR	NR	94.1% (±9.4)

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
<b>Q36 Where did the specific type of behavior or experience typically occur?</b>							
At a work location or site	88.1% (±16.9)	93.5% (±9.9)	NR	NR	NR	100% (NA)	78.5% (±13.7)
At a work-sponsored social event	0.0% (NA)	NR	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
At a non-work sponsored social event where coworkers were present	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	NR
At a permanent Bureau supplied housing location, if applicable	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
At a location outside the office/site	NR	NR	NR	NR	NR	0.0% (NA)	18.1% (±13.4)
<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)	100% (NA)	100% (NA)	NR	NR	NR	100% (NA)	NR
At an indoor location (shop or maintenance area)	0.0% (NA)	0.0% (NA)	NR	NR	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)	NR	NR	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)	NR	NR	NR	0.0% (NA)	NR
<b>Q38 How often did the specific type of behavior or experience occur?</b>							
Once	NR	33.9% (±12.9)	NR	NR	NR	NR	55.3% (±14.1)
Once a month or less	NR	54.5% (±12.8)	NR	NR	NR	NR	31.0% (±14.3)
2-4 times a month	NR	0.0% (NA)	NR	NR	NR	24.7% (±18.7)	NR
Every few days	17.8% (±17.6)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	NR
Every day	0.0% (NA)	11.6% (±11.0)	NR	0.0% (NA)	NR	0.0% (NA)	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>Q39 How long did the specific type of behavior or experience persist?</b>							
It happened one time	66.8% (±18.2)	39.7% (±13.8)	NR	NR	NR	NR	73.9% (±14.4)
A week	0.0% (NA)	0.0% (NA)	NR	NR	NR	NR	NR
A month	0.0% (NA)	0.0% (NA)	NR	NR	NR	0.0% (NA)	0.0% (NA)
A few months	20.5% (±17.9)	NR	NR	NR	NR	NR	NR
A year or more	NR	57.8% (±13.8)	NR	NR	NR	NR	18.0% (±13.7)
<b>Q40 How many people were involved?</b>							
One person	76.8% (±18.0)	24.6% (±12.9)	NR	NR	NR	NR	80.0% (±13.6)
More than one person	23.2% (±18.0)	75.4% (±12.9)	NR	NR	NR	NR	20.0% (±13.6)
<b>Q41 Was/were the person(s) who did this to you?</b>							
Male	18.5% (±17.7)	17.8% (±12.2)	NR	NR	NR	NR	48.4% (±13.9)
Female	72.2% (±18.2)	34.7% (±13.2)	NR	NR	NR	20.4% (±18.5)	28.0% (±14.2)
Both males and females	NR	47.5% (±12.9)	NR	NR	NR	NR	23.6% (±13.9)
<b>Q42 Was/were the person(s) who did this to you?</b>							
Younger	NR	14.7% (±11.8)	NR	NR	NR	0.0% (NA)	NR
About my age	NR	23.8% (±12.8)	NR	0.0% (NA)	NR	NR	16.8% (±13.3)
Older	NR	35.1% (±13.2)	NR	NR	NR	NR	56.7% (±14.1)
Some were younger, older, and/or about my age	NR	14.7% (±11.8)	NR	0.0% (NA)	NR	NR	NR
Do not know	0.0% (NA)	11.7% (±11.3)	NR	0.0% (NA)	NR	0.0% (NA)	15.8% (±13.1)

	<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)	20.4% (±17.0)	35.0% (±12.9)	NR	0.0% (NA)	NR	NR	35.3% (±12.4)
Subordinate(s) or someone you supervise/manage	0.0% (NA)	NR	NR	NR	NR	0.0% (NA)	NR
Your Team lead(s) (current or former)	15.8% (±16.6)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
Another Team lead(s) (current or former)	0.0% (NA)	NR	NR	0.0% (NA)	NR	0.0% (NA)	NR
Your Supervisor(s) (current or former)	NR	43.2% (±12.8)	NR	NR	NR	17.7% (±18.2)	8.2% (±9.8)
Another Supervisor(s) (current or former)	NR	12.0% (±11.1)	NR	0.0% (NA)	NR	NR	NR
Your Manager(s) (current or former)	NR	44.0% (±12.8)	NR	NR	NR	26.3% (±18.7)	9.5% (±10.1)
Another Manager(s) (current or former)	NR	18.1% (±12.0)	NR	0.0% (NA)	NR	18.7% (±18.3)	NR
Another federal employee	NR	14.1% (±11.4)	NR	NR	NR	NR	NR
A contractor	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
An IIM account holder	0.0% (NA)	NR	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
A tribal official/staff	0.0% (NA)	NR	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
Another visitor	0.0% (NA)	NR	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
Other	0.0% (NA)	NR	NR	0.0% (NA)	NR	0.0% (NA)	8.4% (±9.8)
Do not know	0.0% (NA)	NR	NR	0.0% (NA)	NR	18.7% (±18.3)	8.3% (±9.8)
None selected	NR	0.0% (NA)	NR	0.0% (NA)	NR	NR	22.6% (±11.9)
<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	0.0% (NA)	NR	NR	32.2% (±14.1)
Yes, I had to or still have to interact with this/these person(s)	NR	97.1% (±9.5)	NR	100% (NA)	NR	NR	67.8% (±14.1)

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 OST.

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 (48.2%); resulted in arguments or damaged interpersonal relations at work (49.1%); and/or damaged other personal relationships (17.4%). 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 (31.9%), seek counseling (30.5%), or medical attention (20.8%). For some employees, these experiences had a *negative impact on their job performance*, making it harder to complete their work (43.2%), or negatively affected their performance evaluation or promotion potential (35.6%). For some employees, these experiences *negatively affected their willingness to remain a part of the organization*, leading them to consider leaving OST (52.9%), take steps to leave the organization (20.8%), or request a transfer (11.5%).

*Table 3.52 OST – Results of the One Experience of Harassment – Summary*

Q45 As a result of the behavior or experience:	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
a. Did you request a transfer or change of assignment?							
Yes	28.5% (±18.2)	8.7% (±10.7)	NR	NR	NR	NR	NR
No	71.5% (±18.2)	91.3% (±10.7)	NR	NR	NR	NR	94.7% (±9.3)
Don't Know	0.0% (NA)	0.0% (NA)	NR	NR	NR	NR	0.0% (NA)
b. Did you take steps to leave your organization?							
Yes	NR	22.7% (±12.7)	NR	NR	NR	NR	11.5% (±10.6)
No	NR	77.3% (±12.7)	NR	NR	NR	NR	88.5% (±10.6)
Don't Know	0.0% (NA)	0.0% (NA)	NR	NR	NR	0.0% (NA)	0.0% (NA)



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>c. Did it make it harder to complete your work or do your job?</b>							
Yes	NR	56.0% (±13.1)	NR	NR	NR	NR	26.5% (±12.3)
No	NR	39.8% (±13.2)	NR	NR	NR	NR	70.4% (±12.5)
Don't Know	0.0% (NA)	NR	NR	0.0% (NA)	NR	18.7% (±18.3)	NR
<b>d. Did it negatively affect your performance evaluation or promotion potential?</b>							
Yes	NR	49.5% (±12.8)	NR	NR	NR	NR	12.7% (±11.2)
No	NR	43.3% (±13.1)	NR	NR	NR	NR	84.1% (±11.7)
Don't Know	0.0% (NA)	NR	NR	0.0% (NA)	NR	NR	NR
<b>e. Did it negatively affect your performance evaluation/renewal/permanent employment?</b>							
Yes	--	--	--	--	--	NR	NR
No	--	--	--	--	--	NR	NR
Don't Know	--	--	--	--	--	NR	NR
<b>f. Did it cause arguments or damage interpersonal relations at work?</b>							
Yes	NR	56.9% (±13.1)	NR	NR	NR	NR	36.0% (±12.6)
No	NR	30.2% (±13.1)	NR	NR	NR	NR	64.0% (±12.6)
Don't Know	0.0% (NA)	12.9% (±11.5)	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
<b>g. Did it damage your relationship with coworkers, supervisors, or managers?</b>							
Yes	NR	65.6% (±13.2)	NR	NR	NR	NR	26.3% (±12.3)
No	NR	26.1% (±13.0)	NR	NR	NR	NR	66.7% (±12.6)
Don't Know	NR	NR	NR	NR	NR	0.0% (NA)	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	NR	17.1% (±12.1)	NR	NR	NR	NR	16.5% (±11.4)
No	NR	82.9% (±12.1)	NR	NR	NR	NR	77.0% (±12.1)
Don't Know	0.0% (NA)	0.0% (NA)	NR	NR	NR	0.0% (NA)	NR
<b>i. Did it cause you to call in sick or take other type of leave?</b>							
Yes	NR	33.3% (±13.2)	NR	NR	NR	17.4% (±18.2)	21.9% (±12.0)
No	NR	66.7% (±13.2)	NR	NR	NR	82.6% (±18.2)	76.6% (±12.1)
Don't Know	0.0% (NA)	0.0% (NA)	NR	NR	NR	0.0% (NA)	NR
<b>j. Did you seek any type of medical attention?</b>							
Yes	30.2% (±18.2)	15.9% (±12.0)	NR	NR	NR	NR	21.9% (±12.0)
No	69.8% (±18.2)	84.1% (±12.0)	NR	NR	NR	NR	78.1% (±12.0)
Don't Know	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
<b>k. Did you seek counseling from a religious leader/counselor/health care provider?</b>							
Yes	NR	24.6% (±12.9)	NR	NR	NR	NR	26.3% (±12.3)
No	NR	75.4% (±12.9)	NR	NR	NR	NR	72.2% (±12.4)
Don't Know	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	NR
<b>l. Did you consider leaving the bureau?</b>							
Yes	67.2% (±18.2)	84.9% (±11.9)	NR	NR	NR	NR	27.0% (±12.4)
No	32.8% (±18.2)	15.1% (±11.9)	NR	NR	NR	NR	73.0% (±12.4)
Don't Know	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)

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 OST.

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 (56.2%) or another employee (40.6%), as well as a supervisor (27.0%) or manager (16.0%). Additionally, some employees talked with the person involved (33.7%).

*Table 3.53 OST – 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	NR	31.4% (±14.0)	NR	NR	NR	NR	42.0% (±13.6)
My coworkers	68.0% (±18.2)	65.3% (±13.2)	NR	NR	NR	NR	41.3% (±12.6)
My team leader	0.0% (NA)	19.7% (±12.6)	NR	0.0% (NA)	NR	NR	11.3% (±10.8)
My supervisor	NR	27.4% (±13.2)	NR	NR	NR	NR	19.0% (±11.7)
My manager	17.8% (±17.6)	19.8% (±13.0)	NR	NR	NR	NR	8.8% (±10.3)
A senior leader	25.1% (±18.1)	20.3% (±13.0)	NR	NR	NR	NR	9.3% (±10.4)
Another employee in my bureau	NR	52.5% (±13.3)	NR	NR	NR	NR	21.9% (±12.0)
Someone from another bureau/office	15.4% (±17.4)	29.3% (±13.6)	NR	NR	NR	NR	13.1% (±11.2)

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

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 (58.4%); only 41.6% did. For employees who made complaints/grievances/reports, the most frequently used OST resource was a supervisor or manager (25.9%). 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 OST – 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	NR	21.8% (±12.6)	NR	NR	NR	22.6% (±18.6)	18.3% (±11.8)
Employee Assistance Program (EAP)	NR	13.2% (±12.3)	NR	NR	NR	0.0% (NA)	NR
Ombudsman (if applicable)	NR	34.3% (±13.6)	NR	NR	NR	22.3% (±18.6)	NR
CADR Office, CORE PLUS	NR	13.1% (±11.9)	NR	NR	NR	0.0% (NA)	0.0% (NA)
Employee & Labor Relations (Human Resources)	NR	NR	NR	NR	NR	NR	NR
Union (if applicable)	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Counselor	NR	21.6% (±13.0)	NR	NR	NR	0.0% (NA)	NR
Equal Employment Opportunity Office	NR	25.0% (±13.2)	NR	NR	NR	0.0% (NA)	NR
Office of Inspector General Hotline	0.0% (NA)	NR	NR	NR	NR	0.0% (NA)	0.0% (NA)
Office of Inspector General	0.0% (NA)	13.7% (±12.4)	NR	NR	NR	0.0% (NA)	0.0% (NA)
Other Law Enforcement/Civil Authority not in the bureau	0.0% (NA)	NR	NR	0.0% (NA)	NR	0.0% (NA)	NR
Department of Interior Ethics/Bureau Ethics Office	0.0% (NA)	NR	NR	NR	NR	0.0% (NA)	NR
Other	NR	NR	NR	NR	NR	0.0% (NA)	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 OST.

*Table 3.55 OST – 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	NR	1.8 (±0.8)	NR	NR	NR	2.2 (±0.6)	1.7 (±0.7)
Employee Assistance Program (EAP)	NR	2.8 (±1.1)	NR	NR	NR	NA	NR
Ombudsman (if applicable)	NR	1.5 (±0.3)	NR	NR	NR	1.0 (±0.0)	NR
CADR Office, CORE PLUS	NR	3.1 (±1.3)	NR	NR	NR	NA	NA
Employee & Labor Relations (Human Resources)	NR	NR	NR	NR	NR	NR	NR
Union (if applicable)	NR	NR	NR	NR	NR	NR	NR
Equal Employment Opportunity Counselor	NR	2.7 (±0.9)	NR	NR	NR	NA	NR
Equal Employment Opportunity Office	NR	1.9 (±0.8)	NR	NR	NR	NA	NR
Office of Inspector General Hotline	NA	NR	NR	NR	NR	NA	NA
Office of Inspector General	NA	3.1 (±1.1)	NR	NR	NR	NA	NA
Other Law Enforcement/Civil Authority not in the bureau	NA	NR	NR	NA	NR	NA	NR
Department of Interior Ethics/Bureau Ethics Office	NA	NR	NR	NR	NR	NA	NR
Other	NR	NR	NR	NR	NR	NA	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 41.6% 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, 34.3% indicated that some action was taken. Actions focused on the organization involved explaining rules to everyone (14.7%), management conducted a review/investigation or other assessment (10.0%), and an investigation was conducted by a law enforcement official (10.3%). Actions involving the person engaging in the harassing behavior included someone talking to the person (10.4%); and in some situations the person stopped the behavior (14.0%). 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 (13.1%). Additionally, some employees were encouraged to drop the issue (27.0%) or were discouraged from making a complaint/grievance/report (26.0%). Other employees indicated that the person engaging in the harassing behavior took action against them for complaining (41.6%); their coworker(s) treated them worse, avoided or blamed them for the problem (44.0%); and some employees indicated leadership punished them for bringing the experience up (38.1%) or they were threatened with loss of employment (10.5%).<sup>10</sup>

*Table 3.56 OST – 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	0.0% (NA)	16.3% ( $\pm 17.9$ )	--	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	0.0% (NA)	NR	--	NR	NR	NR	NR
<b>d. An investigation was conducted by a law enforcement official</b>							
Yes	0.0% (NA)	29.0% ( $\pm 18.6$ )	--	NR	NR	NR	NR
No	100% (NA)	NR	--	NR	NR	NR	NR
Don't Know	0.0% (NA)	NR	--	NR	NR	NR	NR
<b>e. Someone talked to the person(s) to ask him/her/them to change their behavior</b>							
Yes	0.0% (NA)	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	22.9% ( $\pm 18.4$ )	--	NR	NR	NR	NR
No	NR	NR	--	NR	NR	NR	NR
Don't Know	0.0% (NA)	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>g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them</b>							
Yes	0.0% (NA)	0.0% (NA)	--	NR	NR	NR	NR
No	100% (NA)	83.7% (±17.9)	--	NR	NR	NR	NR
Don't Know	0.0% (NA)	16.3% (±17.9)	--	NR	NR	NR	NR
<b>h. There was some official career action taken against person(s) for the behavior</b>							
Yes	0.0% (NA)	NR	--	NR	NR	NR	NR
No	NR	75.3% (±18.5)	--	NR	NR	NR	NR
Don't Know	NR	16.3% (±17.9)	--	NR	NR	NR	NR
<b>i. The person(s) stopped the behavior</b>							
Yes	0.0% (NA)	NR	--	NR	NR	NR	NR
No	NR	79.6% (±18.3)	--	NR	NR	NR	NR
Don't Know	NR	16.3% (±17.9)	--	NR	NR	NR	NR
<b>j. I was encouraged to drop the issue</b>							
Yes	NR	NR	--	NR	NR	NR	NR
No	NR	NR	--	NR	NR	NR	NR
Don't Know	0.0% (NA)	0.0% (NA)	--	NR	NR	NR	NR
<b>k. I was discouraged from making an oral and/or written complaint/grievance/report</b>							
Yes	NR	NR	--	NR	NR	NR	NR
No	NR	NR	--	NR	NR	NR	NR
Don't Know	0.0% (NA)	0.0% (NA)	--	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	0.0% (NA)	22.9% ( $\pm 18.4$ )	--	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	0.0% (NA)	22.9% ( $\pm 18.4$ )	--	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	22.9% ( $\pm 18.4$ )	--	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	22.9% ( $\pm 18.4$ )	--	NR	NR	NR	NR

An estimated 41.6% 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 OST – 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?	2.0 (±0.6)	2.4 (±0.4)	--	2.5 (±0.3)	3.0 (±0.0)	1.7 (±0.6)	2.1 (±0.7)
How you were treated by personnel handling the complaint/grievance/report?	2.1 (±0.6)	2.5 (±0.5)	--	2.2 (±0.6)	3.1 (±0.9)	2.1 (±1.2)	2.7 (±0.6)
Actions taken by the person handling the complaint/grievance/report?	2.0 (±0.6)	2.5 (±0.5)	--	2.7 (±0.5)	3.1 (±0.9)	2.1 (±1.2)	2.3 (±0.7)
Being informed about the current status of the complaint/grievance/report?	2.0 (±0.6)	2.6 (±0.4)	--	2.8 (±0.3)	3.1 (±0.9)	1.0 (±0.0)	2.7 (±0.6)
The amount of time it took to address the complaint/grievance/report?	2.4 (±0.5)	2.3 (±0.3)	--	2.1 (±0.7)	3.5 (±0.5)	1.2 (±0.2)	2.7 (±0.6)

<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 58.4% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 desire to move on or forget about the incident (79.2%), the perceived seriousness of the behavior (71.0% did not consider it serious enough to report), skepticism about actions that would be taken (57.6% of employees did not think anything would be done), the behavior or experience stopped on its own (55.0%), or thought they would be labeled a troublemaker (43.8%).

*Table 3.58 OST – 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	NR	NR	NR	NR	--	NR	NR
I thought it was not serious enough to discuss or report	NR	NR	NR	NR	--	NR	86.3% (±15.8)
I took care of it myself by confronting the person(s) who did it	NR	NR	NR	NR	--	NR	NR
I took other actions to handle the situation	NR	NR	NR	NR	--	NR	42.2% (±16.7)
I did not know who to report the behavior to and/or how to file a complaint	NR	NR	NR	NR	--	NR	NR
I did not want more people to know	NR	NR	NR	NR	--	NR	NR
I was ashamed or embarrassed	NR	NR	NR	NR	--	NR	26.7% (±17.4)
I did not want people to think less of me	NR	NR	NR	NR	--	NR	37.2% (±17.4)
I thought other people would blame me	NR	NR	NR	NR	--	0.0% (NA)	26.7% (±17.4)
I felt partially to blame	NR	0.0% (NA)	NR	NR	--	0.0% (NA)	NR
I wanted to forget about it or move on	NR	NR	NR	NR	--	NR	79.0% (±16.6)
I did not think anything would be done	NR	NR	NR	NR	--	NR	NR
I did not think I would be believed	NR	NR	NR	NR	--	NR	15.2% (±16.0)
I did not trust that the process would be fair	NR	NR	NR	NR	--	NR	NR
I thought I might get in trouble for something I did	NR	NR	NR	NR	--	NR	27.3% (±17.0)
I thought I would be labeled as a troublemaker	NR	NR	NR	NR	--	NR	19.4% (±16.5)
I thought it might hurt my performance appraisal	NR	NR	NR	NR	--	NR	15.2% (±16.0)
I thought it might hurt my chances of being renewed or obtaining permanent position	--	--	--	--	--	NR	NR
I was worried about potential negative consequences from leadership	NR	NR	NR	NR	--	NR	15.2% (±16.0)
I was worried about potential negative consequences from my coworkers or peers	NR	NR	NR	NR	--	NR	27.3% (±17.0)
I thought it might hurt my career	NR	NR	NR	NR	--	NR	16.5% (±17.0)
I did not want to hurt the person's/s' career/s or family/ies	NR	NR	NR	NR	--	NR	15.2% (±16.0)

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	0.0% (NA)	NR	NR	--	0.0% (NA)	NR
I feared losing my job	NR	NR	NR	NR	--	NR	NR
Some other reason	NR	NR	NR	NR	--	NR	16.6% ( $\pm 16.2$ )

## 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 OST.

*Table 4.1 OST – 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	136	2.5*	±0.2	459	3.5*	±0.1	-1.17 (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	29	2.9*	±0.2	43	3.7*	±0.2	-1.19 (L)
General Schedule (GS) 7-10	26	2.6*	±0.4	142	3.6*	±0.1	-1.15 (L)
General Schedule (GS) 11-12	14	2.0*	±0.4	65	3.2*	±0.2	-1.41 (L)
General Schedule (GS) 13-15	61	2.2*	±0.2	197	3.4*	±0.1	-1.26 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	3.9	±0.2	NR
Other	NR	NR	NR	NR	NR	NR	NR

	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	15	3.3*	±0.3	44	4.0*	±0.2	-1.28 (L)
1 to 3 years	16	2.9*	±0.3	84	3.5*	±0.2	-0.68 (M)
4 to 5 years	NR	NR	NR	13	3.1	±0.5	NR
6 to 10 years	31	1.8*	±0.2	124	3.3*	±0.1	-1.97 (L)
11 to 14 years	27	2.5*	±0.4	84	3.7*	±0.2	-1.35 (L)
15 to 20 years	34	2.3*	±0.3	54	3.3*	±0.2	-1.18 (L)
More than 20 years	11	3.1	±0.3	56	3.3	±0.2	-0.29 (S)
<b>Appointment Type</b>							
Permanent	130	2.4*	±0.2	435	3.5*	±0.1	-1.20 (L)
Term	6	3.3	±0.0	22	3.5	±0.1	-0.54 (M)
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	114	2.3*	±0.2	428	3.5*	±0.1	-1.32 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	114	2.3*	±0.2	428	3.5*	±0.1	-1.32 (L)
Term	6	3.3	±0.0	22	3.5	±0.1	-0.54 (M)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Age - Collapsed</b>							
39 or under	28	2.5*	±0.4	78	3.7*	±0.1	-1.62 (L)
40 or older	108	2.4*	±0.2	379	3.4*	±0.1	-1.11 (L)
<b>Age</b>							
25 or under	NR	NR	NR	NR	NR	NR	NR
26-29	6	3.3	±0.0	6	3.8	±0.0	NA
30-39	19	2.1*	±0.5	69	3.7*	±0.1	-2.30 (L)
40-49	38	2.4*	±0.3	122	3.5*	±0.2	-1.16 (L)
50-59	38	2.4*	±0.3	174	3.4*	±0.1	-1.08 (L)
60 or older	32	2.5*	±0.3	83	3.3*	±0.2	-1.09 (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.



### 4.1.2 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 OST.

*Table 4.2 OST – 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	124	0.28*	±0.07	458	0.51*	±0.04	-0.52 (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	17	0.23*	±0.19	43	0.48*	±0.13	-0.58 (M)
General Schedule (GS) 7-10	26	0.42	±0.19	142	0.49	±0.07	-0.16
General Schedule (GS) 11-12	NR	NR	NR	65	0.27	±0.09	NR
General Schedule (GS) 13-15	61	0.21*	±0.09	196	0.58*	±0.06	-0.88 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	1.00	±0.00	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	15	0.61	±0.26	44	0.42	±0.12	0.42 (S)
1 to 3 years	16	0.26*	±0.18	84	0.60*	±0.09	-0.83 (L)
4 to 5 years	NR	NR	NR	13	0.73	±0.14	NR
6 to 10 years	31	0.09*	±0.08	123	0.45*	±0.08	-0.88 (L)
11 to 14 years	27	0.34*	±0.16	84	0.60*	±0.10	-0.56 (M)
15 to 20 years	22	0.28	±0.19	54	0.38	±0.11	-0.24 (S)
More than 20 years	11	0.38	±0.27	56	0.48	±0.11	-0.24 (S)
Appointment Type							
Permanent	118	0.25*	±0.07	434	0.51*	±0.04	-0.60 (M)
Term	6	1.00*	±0.00	22	0.48*	±0.18	1.31 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	114	0.23*	±0.07	427	0.51*	±0.04	-0.64 (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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	114	0.23*	±0.07	427	0.51*	±0.04	-0.64 (M)
Term	6	1.00*	±0.00	22	0.48*	±0.18	1.31 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Age - Collapsed</b>							
39 or under	28	0.38	±0.18	78	0.55	±0.09	-0.41 (S)
40 or older	96	0.26*	±0.08	378	0.50*	±0.04	-0.56 (M)
<b>Age</b>							
25 or under	NR	NR	NR	NR	NR	NR	NR
26-29	6	1.00	±0.00	6	0.67	±0.00	NA
30-39	19	0.24*	±0.18	69	0.52*	±0.10	-0.68 (M)
40-49	NR	NR	NR	121	0.51	±0.08	NR
50-59	38	0.33	±0.13	174	0.47	±0.07	-0.31 (S)
60 or older	32	0.26*	±0.14	83	0.55*	±0.10	-0.66 (M)

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

### 4.1.3 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 OST.

*Table 4.3 OST – 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	137	3.4*	±0.2	461	2.8*	±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	29	3.4*	±0.3	43	2.9*	±0.1	0.68 (M)
General Schedule (GS) 7-10	27	2.6	±0.3	142	2.9	±0.1	-0.37 (S)
General Schedule (GS) 11-12	14	3.6	±0.5	65	3.1	±0.2	0.47 (S)
General Schedule (GS) 13-15	61	3.7*	±0.2	197	2.7*	±0.1	1.16 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	2.1	±0.3	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	15	3.2*	±0.5	44	2.4*	±0.2	0.99 (L)
1 to 3 years	16	3.3*	±0.5	84	2.7*	±0.2	0.72 (M)
4 to 5 years	NR	NR	NR	13	2.5	±0.5	NR
6 to 10 years	31	3.6*	±0.3	122	3.1*	±0.2	0.53 (M)
11 to 14 years	27	3.5*	±0.4	84	2.6*	±0.1	1.17 (L)
15 to 20 years	35	3.6*	±0.3	54	2.9*	±0.2	0.78 (M)
More than 20 years	11	2.5*	±0.4	58	3.1*	±0.2	-1.01 (L)
Appointment Type							
Permanent	131	3.5*	±0.2	439	2.8*	±0.1	0.74 (M)
Term	6	2.0*	±0.0	22	2.8*	±0.2	-1.86 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	115	3.6*	±0.2	430	2.8*	±0.1	0.86 (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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	115	3.6*	±0.2	430	2.8*	±0.1	0.86 (L)
Term	6	2.0*	±0.0	22	2.8*	±0.2	-1.86 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Age - Collapsed</b>							
39 or under	28	3.2*	±0.4	78	2.5*	±0.1	0.90 (L)
40 or older	108	3.5*	±0.2	381	2.9*	±0.1	0.64 (M)
<b>Age</b>							
25 or under	NR	NR	NR	NR	NR	NR	NR
26-29	6	2.0	±0.0	6	3.4	±0.0	NA
30-39	19	3.4*	±0.5	69	2.4*	±0.1	1.47 (L)
40-49	38	3.4*	±0.2	122	2.7*	±0.2	0.76 (M)
50-59	38	3.4*	±0.3	175	3.0*	±0.1	0.37 (S)
60 or older	32	3.7*	±0.3	83	2.8*	±0.2	0.96 (L)

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

#### 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 OST.

*Table 4.4 OST – 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	137	2.6*	±0.1	460	3.4*	±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	29	2.4*	±0.3	43	3.2*	±0.2	-1.01 (L)
General Schedule (GS) 7-10	27	2.9*	±0.3	141	3.3*	±0.1	-0.54 (M)
General Schedule (GS) 11-12	14	2.5*	±0.2	65	3.2*	±0.3	-0.65 (M)
General Schedule (GS) 13-15	61	2.5*	±0.2	197	3.5*	±0.1	-1.11 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	4.2	±0.2	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	15	3.0*	±0.4	44	3.8*	±0.2	-1.24 (L)
1 to 3 years	16	2.1*	±0.2	84	3.5*	±0.2	-1.61 (L)
4 to 5 years	NR	NR	NR	13	3.9	±0.3	NR
6 to 10 years	31	2.7	±0.1	121	3.0	±0.2	-0.32 (S)
11 to 14 years	27	2.8*	±0.3	84	3.5*	±0.2	-0.87 (L)
15 to 20 years	35	2.1*	±0.3	54	3.3*	±0.3	-1.24 (L)
More than 20 years	11	3.2	±0.7	58	3.2	±0.1	-0.07
Appointment Type							
Permanent	131	2.6*	±0.1	437	3.4*	±0.1	-0.88 (L)
Term	6	2.3*	±0.0	22	3.5*	±0.2	-2.42 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	115	2.6*	±0.1	428	3.4*	±0.1	-0.86 (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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	115	2.6*	±0.1	428	3.4*	±0.1	-0.86 (L)
Term	6	2.3*	±0.0	22	3.5*	±0.2	-2.42 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Age - Collapsed</b>							
39 or under	28	2.6*	±0.3	77	3.7*	±0.1	-1.55 (L)
40 or older	108	2.5*	±0.2	381	3.3*	±0.1	-0.84 (L)
<b>Age</b>							
25 or under	NR	NR	NR	NR	NR	NR	NR
26-29	6	2.3	±0.0	6	2.8	±0.0	NA
30-39	19	2.5*	±0.3	68	3.7*	±0.1	-2.08 (L)
40-49	38	2.2*	±0.2	122	3.4*	±0.2	-1.14 (L)
50-59	38	2.5*	±0.3	175	3.2*	±0.1	-0.75 (M)
60 or older	32	2.9*	±0.3	83	3.5*	±0.2	-0.68 (M)

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

### 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 OST.

*Table 4.5 OST – 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	109	2.5*	±0.2	450	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	17	2.4*	±0.6	41	3.7*	±0.3	-1.29 (L)
General Schedule (GS) 7-10	26	3.2*	±0.4	141	3.9*	±0.2	-0.77 (M)
General Schedule (GS) 11-12	14	1.9*	±0.5	63	3.2*	±0.3	-1.03 (L)
General Schedule (GS) 13-15	47	2.3*	±0.4	191	3.8*	±0.2	-1.33 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	4.3	±0.2	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	15	3.2*	±0.6	44	4.4*	±0.2	-1.47 (L)
1 to 3 years	16	2.4*	±0.6	84	3.9*	±0.2	-1.57 (L)
4 to 5 years	NR	NR	NR	13	3.6	±0.7	NR
6 to 10 years	26	2.2*	±0.2	121	3.4*	±0.2	-1.03 (L)
11 to 14 years	27	2.3*	±0.6	83	3.8*	±0.2	-1.41 (L)
15 to 20 years	15	2.9*	±0.7	50	3.7*	±0.4	-0.60 (M)
More than 20 years	7	3.2	±1.4	54	3.7	±0.2	-0.48 (S)
Appointment Type							
Permanent	103	2.5*	±0.2	428	3.7*	±0.1	-1.08 (L)
Term	6	3.3*	±0.0	22	4.2*	±0.2	-1.92 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	99	2.4*	±0.2	418	3.7*	±0.1	-1.19 (L)

	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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	99	2.4*	±0.2	418	3.7*	±0.1	-1.19 (L)
Term	6	3.3*	±0.0	22	4.2*	±0.2	-1.92 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Age - Collapsed</b>							
39 or under	28	2.9*	±0.4	77	4.2*	±0.2	-1.39 (L)
40 or older	80	2.4*	±0.3	371	3.6*	±0.1	-1.13 (L)
<b>Age</b>							
25 or under	NR	NR	NR	NR	NR	NR	NR
26-29	6	3.3	±0.0	6	3.8	±0.0	NA
30-39	19	2.5*	±0.5	68	4.2*	±0.2	-1.96 (L)
40-49	23	2.3*	±0.4	120	3.7*	±0.2	-1.23 (L)
50-59	25	2.3*	±0.6	172	3.6*	±0.2	-1.16 (L)
60 or older	32	2.5*	±0.4	79	3.6*	±0.2	-1.04 (L)

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



#### 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 OST.

*Table 4.6 OST – 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	137	2.9*	±0.2	461	3.6*	±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	29	2.8	±0.3	43	3.2	±0.4	-0.31 (S)
General Schedule (GS) 7-10	27	3.8	±0.3	143	3.7	±0.1	0.06
General Schedule (GS) 11-12	14	2.3*	±0.6	65	3.4*	±0.3	-0.81 (L)
General Schedule (GS) 13-15	61	2.6*	±0.3	197	3.7*	±0.1	-1.11 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	3.9	±0.2	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	15	3.9	±0.4	44	4.1	±0.2	-0.25 (S)
1 to 3 years	16	2.5*	±0.6	84	3.6*	±0.2	-1.10 (L)
4 to 5 years	NR	NR	NR	13	4.3	±0.2	NR
6 to 10 years	31	2.9	±0.3	122	3.1	±0.2	-0.17
11 to 14 years	27	2.8*	±0.5	84	3.9*	±0.2	-1.26 (L)
15 to 20 years	35	2.8*	±0.4	54	3.8*	±0.3	-0.93 (L)
More than 20 years	11	3.0	±0.5	58	3.6	±0.2	-0.57 (M)
Appointment Type							
Permanent	131	2.8*	±0.2	437	3.6*	±0.1	-0.71 (M)
Term	6	4.4*	±0.0	22	3.8*	±0.3	1.04 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	115	2.8*	±0.2	428	3.6*	±0.1	-0.77 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	115	2.8*	±0.2	428	3.6*	±0.1	-0.77 (M)
Term	6	4.4*	±0.0	22	3.8*	±0.3	1.04 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Age - Collapsed</b>							
39 or under	28	3.3*	±0.5	77	3.9*	±0.1	-0.83 (L)
40 or older	108	2.8*	±0.2	382	3.5*	±0.1	-0.68 (M)
<b>Age</b>							
25 or under	NR	NR	NR	NR	NR	NR	NR
26-29	6	4.4	±0.0	6	3.2	±0.0	NA
30-39	19	2.7*	±0.5	68	4.0*	±0.1	-1.82 (L)
40-49	38	2.7*	±0.3	122	3.6*	±0.2	-0.87 (L)
50-59	38	2.9*	±0.3	177	3.4*	±0.2	-0.47 (S)
60 or older	32	2.9*	±0.4	83	3.8*	±0.2	-0.84 (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 OST.

*Table 4.7 OST – 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	62	50.0%*	±8.8	37	7.9%*	±2.9	1.00 (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	NR	NR	NR	7	17.5%	±15.1	NR
General Schedule (GS) 7-10	NR	NR	NR	7	5.1%	±5.1	NR
General Schedule (GS) 11-12	NR	NR	NR	10	15.8%	±11.3	NR
General Schedule (GS) 13-15	34	55.4%*	±12.9	12	5.9%*	±4.3	1.19 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
<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	8	9.0%	±8.5	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	19	15.3%	±7.6	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	NR	NR	NR	NR
<b>Appointment Type</b>							
Permanent	62	52.5%*	±9.1	37	8.4%*	±3.0	1.03 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	62	54.5%*	±9.3	35	8.2%*	±3.0	1.08 (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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	62	54.5%*	±9.3	35	8.2%*	±3.0	1.08 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Age - Collapsed</b>							
39 or under	NR	NR	NR	NR	NR	NR	NR
40 or older	48	50.3%*	±10.0	34	8.8%*	±3.3	0.97 (L)
<b>Age</b>							
25 or under	NR	NR	NR	NR	NR	NR	NR
26-29	NR	NR	NR	NR	NR	NR	NR
30-39	NR	NR	NR	NR	NR	NR	NR
40-49	NR	NR	NR	7	5.5%	±5.8	NR
50-59	23	60.4%*	±16.8	25	14.3%*	±6.0	1.01 (L)
60 or older	9	28.5%	±18.6	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 OST – Logistic Regression of Age 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.

## 4.2 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 OST.

*Table 4.9 OST – 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	148	2.5*	±0.1	448	3.5*	±0.1	-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	21	2.9*	±0.3	50	3.6*	±0.2	-1.00 (L)
General Schedule (GS) 7-10	23	2.7*	±0.5	146	3.6*	±0.1	-1.03 (L)
General Schedule (GS) 11-12	20	2.1*	±0.3	59	3.3*	±0.2	-1.40 (L)
General Schedule (GS) 13-15	78	2.5*	±0.2	180	3.4*	±0.1	-0.99 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	3.9	±0.2	NR
Other	NR	NR	NR	NR	NR	NR	NR

	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	9	3.4	±0.1	49	3.9	±0.2	-0.70 (M)
1 to 3 years	23	2.8*	±0.4	77	3.6*	±0.2	-0.84 (L)
4 to 5 years	NR	NR	NR	13	3.1	±0.5	NR
6 to 10 years	50	2.1*	±0.2	105	3.3*	±0.2	-1.53 (L)
11 to 14 years	31	2.7*	±0.3	80	3.7*	±0.2	-1.15 (L)
15 to 20 years	23	2.4*	±0.4	64	3.1*	±0.2	-0.82 (L)
More than 20 years	9	3.1	±0.4	59	3.3	±0.2	-0.37 (S)
<b>Appointment Type</b>							
Permanent	139	2.5*	±0.2	426	3.5*	±0.1	-1.13 (L)
Term	9	3.3*	±0.0	19	3.5*	±0.1	-0.83 (L)
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	135	2.4*	±0.2	407	3.5*	±0.1	-1.16 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	135	2.4*	±0.2	407	3.5*	±0.1	-1.16 (L)
Term	9	3.3*	±0.0	19	3.5*	±0.1	-0.83 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	46	2.8*	±0.2	72	3.9*	±0.1	-1.50 (L)
Minority	102	2.4*	±0.2	375	3.4*	±0.1	-1.15 (L)
<b>Race/Ethnicity</b>							
Hispanic	18	2.8*	±0.2	15	3.6*	±0.4	-1.10 (L)
American Indian or Alaskan Native	66	2.2*	±0.2	303	3.3*	±0.1	-1.31 (L)
Asian	--	--	--	NR	NR	NR	NR
Black/African-American	--	--	--	--	--	--	NA
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	46	2.8*	±0.2	72	3.9*	±0.1	-1.50 (L)
Multi-racial	18	2.7*	±0.4	52	3.8*	±0.2	-1.23 (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.

#### 4.2.2 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 OST.

*Table 4.10 OST – 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	148	0.33*	±0.07	434	0.50*	±0.04	-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	21	0.57*	±0.19	38	0.32*	±0.13	0.60 (M)
General Schedule (GS) 7-10	23	0.48	±0.21	146	0.47	±0.07	0.02
General Schedule (GS) 11-12	NR	NR	NR	59	0.33	±0.10	NR
General Schedule (GS) 13-15	78	0.27*	±0.08	179	0.59*	±0.07	-0.73 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	1.00	±0.00	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	9	1.00*	±0.00	49	0.37*	±0.11	1.64 (L)
1 to 3 years	23	0.28*	±0.13	77	0.63*	±0.10	-0.84 (L)
4 to 5 years	NR	NR	NR	13	0.73	±0.14	NR
6 to 10 years	50	0.25*	±0.11	104	0.43*	±0.08	-0.42 (S)
11 to 14 years	31	0.35*	±0.14	80	0.60*	±0.10	-0.56 (M)
15 to 20 years	23	0.31	±0.18	52	0.37	±0.12	-0.12
More than 20 years	9	0.36	±0.30	59	0.48	±0.11	-0.27 (S)
Appointment Type							
Permanent	139	0.29*	±0.07	413	0.50*	±0.04	-0.49 (S)
Term	9	1.00*	±0.00	19	0.41*	±0.18	1.69 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	135	0.28*	±0.07	406	0.50*	±0.04	-0.51 (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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	135	0.28*	±0.07	406	0.50*	±0.04	-0.51 (M)
Term	9	1.00*	±0.00	19	0.41*	±0.18	1.69 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	46	0.37*	±0.12	72	0.76*	±0.08	-1.03 (L)
Minority	102	0.32*	±0.08	362	0.45*	±0.05	-0.30 (S)
<b>Race/Ethnicity</b>							
Hispanic	18	0.72	±0.17	14	0.53	±0.23	0.47 (S)
American Indian or Alaskan Native	66	0.17*	±0.08	291	0.41*	±0.05	-0.58 (M)
Asian	--	--	--	NR	NR	NR	NR
Black/African-American	--	--	--	--	--	--	NA
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	46	0.37*	±0.12	72	0.76*	±0.08	-1.03 (L)
Multi-racial	18	0.49	±0.24	52	0.65	±0.11	-0.36 (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.

### 4.2.3 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 OST.

*Table 4.11 OST – 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	149	3.4*	±0.2	449	2.8*	±0.1	0.72 (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	21	3.3	±0.3	50	3.0	±0.2	0.37 (S)
General Schedule (GS) 7-10	24	2.5*	±0.4	146	2.9*	±0.1	-0.57 (M)
General Schedule (GS) 11-12	20	4.1*	±0.4	59	2.9*	±0.2	1.46 (L)
General Schedule (GS) 13-15	78	3.5*	±0.2	180	2.7*	±0.1	0.94 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	2.1	±0.3	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	9	2.4	±0.4	49	2.6	±0.2	-0.22 (S)
1 to 3 years	23	3.5*	±0.5	77	2.6*	±0.2	1.15 (L)
4 to 5 years	NR	NR	NR	13	2.5	±0.5	NR
6 to 10 years	50	3.7*	±0.2	103	3.0*	±0.1	0.82 (L)
11 to 14 years	31	3.2*	±0.4	80	2.6*	±0.2	0.70 (M)
15 to 20 years	24	3.6*	±0.5	64	3.0*	±0.2	0.63 (M)
More than 20 years	9	2.9	±0.9	60	3.0	±0.1	-0.17
Appointment Type							
Permanent	140	3.5*	±0.2	430	2.8*	±0.1	0.81 (L)
Term	9	2.2*	±0.2	19	2.9*	±0.2	-1.29 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	136	3.5*	±0.2	408	2.8*	±0.1	0.85 (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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	136	3.5*	±0.2	408	2.8*	±0.1	0.85 (L)
Term	9	2.2*	±0.2	19	2.9*	±0.2	-1.29 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	46	3.6*	±0.3	72	2.5*	±0.2	1.21 (L)
Minority	103	3.4*	±0.2	377	2.9*	±0.1	0.58 (M)
<b>Race/Ethnicity</b>							
Hispanic	18	3.5*	±0.3	15	2.6*	±0.6	0.93 (L)
American Indian or Alaskan Native	67	3.3*	±0.3	305	2.9*	±0.1	0.48 (S)
Asian	--	--	--	NR	NR	NR	NR
Black/African-American	--	--	--	--	--	--	NA
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	46	3.6*	±0.3	72	2.5*	±0.2	1.21 (L)
Multi-racial	18	3.4*	±0.5	52	2.7*	±0.2	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.

#### 4.2.4 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 OST.

*Table 4.12 OST – 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	149	2.6*	±0.1	448	3.4*	±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	21	2.5*	±0.2	50	3.1*	±0.3	-0.64 (M)
General Schedule (GS) 7-10	24	3.0	±0.3	145	3.3	±0.1	-0.28 (S)
General Schedule (GS) 11-12	20	1.9*	±0.3	59	3.4*	±0.2	-1.80 (L)
General Schedule (GS) 13-15	78	2.7*	±0.2	180	3.5*	±0.1	-0.83 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	4.2	±0.2	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	9	2.7*	±0.3	49	3.8*	±0.2	-1.68 (L)
1 to 3 years	23	2.5*	±0.4	77	3.5*	±0.2	-1.09 (L)
4 to 5 years	NR	NR	NR	13	3.9	±0.3	NR
6 to 10 years	50	2.4*	±0.2	102	3.2*	±0.2	-1.08 (L)
11 to 14 years	31	3.0*	±0.3	80	3.5*	±0.2	-0.51 (M)
15 to 20 years	24	2.5	±0.4	64	3.0	±0.3	-0.42 (S)
More than 20 years	9	3.5	±0.7	60	3.2	±0.1	0.51 (M)
Appointment Type							
Permanent	140	2.6*	±0.2	428	3.4*	±0.1	-0.82 (L)
Term	9	2.7*	±0.4	19	3.5*	±0.2	-1.35 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	136	2.6*	±0.2	407	3.4*	±0.1	-0.97 (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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	136	2.6*	±0.2	407	3.4*	±0.1	-0.97 (L)
Term	9	2.7*	±0.4	19	3.5*	±0.2	-1.35 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	46	2.7*	±0.4	72	3.8*	±0.2	-1.19 (L)
Minority	103	2.6*	±0.1	375	3.3*	±0.1	-0.80 (L)
<b>Race/Ethnicity</b>							
Hispanic	18	2.6*	±0.3	15	3.6*	±0.5	-1.30 (L)
American Indian or Alaskan Native	67	2.6*	±0.2	304	3.2*	±0.1	-0.64 (M)
Asian	--	--	--	NR	NR	NR	NR
Black/African-American	--	--	--	--	--	--	NA
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	46	2.7*	±0.4	72	3.8*	±0.2	-1.19 (L)
Multi-racial	18	2.5*	±0.2	52	3.5*	±0.2	-1.63 (L)

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

### 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 OST.

Table 4.13 OST – 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	144	2.7*	±0.2	414	3.8*	±0.1	-1.01 (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	21	2.7*	±0.3	36	3.8*	±0.4	-1.03 (L)
General Schedule (GS) 7-10	24	3.4*	±0.3	143	3.9*	±0.2	-0.47 (S)
General Schedule (GS) 11-12	20	1.6*	±0.3	57	3.4*	±0.3	-1.60 (L)
General Schedule (GS) 13-15	74	2.8*	±0.3	164	3.9*	±0.2	-0.95 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	4.3	±0.2	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	9	2.9*	±0.3	49	4.3*	±0.2	-1.64 (L)
1 to 3 years	23	2.9*	±0.5	77	3.9*	±0.2	-1.02 (L)
4 to 5 years	NR	NR	NR	13	3.6	±0.7	NR
6 to 10 years	45	2.4*	±0.3	102	3.5*	±0.2	-0.96 (L)
11 to 14 years	31	2.6*	±0.5	78	3.8*	±0.2	-1.02 (L)
15 to 20 years	24	3.2	±0.5	41	3.7	±0.4	-0.36 (S)
More than 20 years	9	2.3*	±1.2	52	3.8*	±0.2	-1.73 (L)
Appointment Type							
Permanent	136	2.6*	±0.2	395	3.8*	±0.1	-1.03 (L)
Term	9	3.6*	±0.4	19	4.2*	±0.2	-0.87 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	132	2.6*	±0.2	386	3.8*	±0.1	-1.07 (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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	132	2.6*	±0.2	386	3.8*	±0.1	-1.07 (L)
Term	9	3.6*	±0.4	19	4.2*	±0.2	-0.87 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	46	2.9*	±0.4	72	4.1*	±0.2	-1.15 (L)
Minority	98	2.6*	±0.2	342	3.7*	±0.1	-1.04 (L)
<b>Race/Ethnicity</b>							
Hispanic	18	2.9*	±0.6	15	3.8*	±0.6	-0.75 (M)
American Indian or Alaskan Native	62	2.5*	±0.3	272	3.7*	±0.1	-1.02 (L)
Asian	--	--	--	NR	NR	NR	NR
Black/African-American	--	--	--	--	--	--	NA
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	46	2.9*	±0.4	72	4.1*	±0.2	-1.15 (L)
Multi-racial	18	2.5*	±0.3	50	4.0*	±0.2	-1.87 (L)

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

#### 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 OST.

*Table 4.14 OST – 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	149	2.8*	±0.2	449	3.7*	±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	21	1.8*	±0.3	50	3.6*	±0.3	-1.89 (L)
General Schedule (GS) 7-10	24	4.1	±0.4	146	3.7	±0.1	0.43 (S)
General Schedule (GS) 11-12	20	1.7*	±0.4	59	3.7*	±0.3	-2.02 (L)
General Schedule (GS) 13-15	78	2.8*	±0.2	180	3.7*	±0.1	-0.85 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	3.9	±0.2	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	9	3.9	±0.5	49	4.0	±0.2	-0.11
1 to 3 years	23	2.4*	±0.5	77	3.8*	±0.2	-1.33 (L)
4 to 5 years	NR	NR	NR	13	4.3	±0.2	NR
6 to 10 years	50	2.4*	±0.3	103	3.4*	±0.2	-0.95 (L)
11 to 14 years	31	3.1*	±0.4	80	3.8*	±0.2	-0.72 (M)
15 to 20 years	24	3.0	±0.6	64	3.5	±0.3	-0.42 (S)
More than 20 years	9	2.4*	±0.8	60	3.6*	±0.2	-1.39 (L)
Appointment Type							
Permanent	140	2.7*	±0.2	428	3.7*	±0.1	-0.98 (L)
Term	9	4.2	±0.3	19	3.8	±0.3	0.56 (M)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	136	2.6*	±0.2	407	3.7*	±0.1	-1.00 (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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	136	2.6*	±0.2	407	3.7*	±0.1	-1.00 (L)
Term	9	4.2	±0.3	19	3.8	±0.3	0.56 (M)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	46	3.0*	±0.4	72	4.1*	±0.2	-1.08 (L)
Minority	103	2.7*	±0.2	377	3.6*	±0.1	-0.93 (L)
<b>Race/Ethnicity</b>							
Hispanic	18	1.7*	±0.4	15	4.0*	±0.6	-2.18 (L)
American Indian or Alaskan Native	67	2.8*	±0.3	305	3.6*	±0.1	-0.79 (M)
Asian	--	--	--	NR	NR	NR	NR
Black/African-American	--	--	--	--	--	--	NA
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	46	3.0*	±0.4	72	4.1*	±0.2	-1.08 (L)
Multi-racial	18	3.2*	±0.5	52	3.7*	±0.2	-0.61 (M)

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

#### 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 OST.

*Table 4.15 OST – 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	93	62.6%*	±8.2	18	4.1%*	±2.3	1.42 (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	NA	100%	NA	0	0.0%	NA	NA
General Schedule (GS) 13-15	56	71.4%*	±11.2	13	7.5%*	±4.9	1.46 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	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	30	60.2%	±14.5	NR	NR	NR	NR
11 to 14 years	NR	NR	NR	0	0.0%	NA	NR
15 to 20 years	NR	NR	NR	12	22.9%	±14.1	NR
More than 20 years	NR	NR	NR	0	0.0%	NA	NR
Appointment Type							
Permanent	90	64.5%*	±8.4	18	4.3%*	±2.4	1.45 (L)
Term	NR	NR	NR	0	0.0%	NA	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	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	88	65.3%*	±8.5	18	4.4%*	±2.5	1.46 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	88	65.3%*	±8.5	18	4.4%*	±2.5	1.46 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	28	60.9%	±15.2	NR	NR	NR	NR
Minority	65	63.3%*	±9.9	15	4.2%*	±2.6	1.43 (L)
<b>Race/Ethnicity</b>							
Hispanic	NR	NR	NR	NR	NR	NR	NR
American Indian or Alaskan Native	40	60.5%*	±12.5	14	4.9%*	±3.2	1.34 (L)
Asian	--	--	--	NR	NR	NR	NR
Black/African-American	--	--	--	--	--	--	NA
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	28	60.9%	±15.2	NR	NR	NR	NR
Multi-racial	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 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 OST – Logistic Regression of Racial/Ethnic 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.

### 4.3 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 OST.

*Table 4.17 OST – 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	42	2.5*	±0.3	554	3.3*	±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	12	3.0*	±0.4	60	3.5*	±0.2	-0.68 (M)
General Schedule (GS) 7-10	NR	NR	NR	166	3.5	±0.1	NR
General Schedule (GS) 11-12	8	1.8*	±0.5	71	3.1*	±0.2	-1.51 (L)
General Schedule (GS) 13-15	18	2.3*	±0.4	240	3.2*	±0.1	-0.86 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	3.8	±0.3	NA
Other	NR	NR	NR	NR	NR	NR	NR

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	--	--	--	58	3.8	±0.2	NA
1 to 3 years	NR	NR	NR	96	3.4	±0.2	NR
4 to 5 years	--	--	--	16	2.9	±0.5	NA
6 to 10 years	16	2.4*	±0.4	139	3.0*	±0.2	-0.67 (M)
11 to 14 years	6	2.6*	±0.5	105	3.4*	±0.2	-0.88 (L)
15 to 20 years	11	1.7*	±0.3	76	3.1*	±0.2	-1.61 (L)
More than 20 years	NR	NR	NR	63	3.3	±0.2	NR
<b>Appointment Type</b>							
Permanent	42	2.5*	±0.3	524	3.3*	±0.1	-0.83 (L)
Term	--	--	--	28	3.5	±0.1	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	42	2.5*	±0.3	500	3.3*	±0.1	-0.82 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	42	2.5*	±0.3	500	3.3*	±0.1	-0.82 (L)
Term	--	--	--	28	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 OST.

*Table 4.18 OST – 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	42	0.26*	±0.12	540	0.47*	±0.04	-0.49 (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	12	0.72*	±0.24	48	0.33*	±0.12	0.93 (L)
General Schedule (GS) 7-10	NR	NR	NR	166	0.48	±0.07	NR
General Schedule (GS) 11-12	8	0.00*	±0.00	71	0.29*	±0.09	-0.77 (M)
General Schedule (GS) 13-15	NR	NR	NR	239	0.53	±0.06	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	1.00	±0.00	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	0.47	±0.11	NA
1 to 3 years	NR	NR	NR	96	0.56	±0.09	NR
4 to 5 years	--	--	--	16	0.60	±0.18	NA
6 to 10 years	16	0.52	±0.24	138	0.36	±0.07	0.39 (S)
11 to 14 years	6	0.00*	±0.00	105	0.56*	±0.09	-1.28 (L)
15 to 20 years	NR	NR	NR	64	0.40	±0.11	NR
More than 20 years	NR	NR	NR	63	0.50	±0.11	NR
Appointment Type							
Permanent	42	0.26*	±0.12	511	0.47*	±0.04	-0.47 (S)
Term	--	--	--	28	0.59	±0.16	NA
Temporary	--	--	--	--	--	--	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>Work Schedule</b>							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	42	0.26*	±0.12	499	0.47*	±0.04	-0.47 (S)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	42	0.26*	±0.12	499	0.47*	±0.04	-0.47 (S)
Term	--	--	--	28	0.59	±0.16	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 OST.

*Table 4.19 OST – 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	42	3.6*	±0.3	556	2.9*	±0.1	0.73 (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	12	3.1	±0.6	60	3.1	±0.2	0.04
General Schedule (GS) 7-10	NR	NR	NR	167	2.8	±0.1	NR
General Schedule (GS) 11-12	8	3.9*	±0.7	71	3.1*	±0.2	0.80 (L)
General Schedule (GS) 13-15	18	3.9*	±0.4	240	2.9*	±0.1	1.03 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	2.0	±0.3	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	2.6	±0.2	NA
1 to 3 years	NR	NR	NR	96	2.8	±0.2	NR
4 to 5 years	--	--	--	16	2.6	±0.4	NA
6 to 10 years	16	3.6*	±0.3	137	3.2*	±0.1	0.54 (M)
11 to 14 years	6	4.1*	±0.5	105	2.7*	±0.2	1.71 (L)
15 to 20 years	11	4.2*	±0.3	77	3.1*	±0.2	1.37 (L)
More than 20 years	NR	NR	NR	65	3.0	±0.2	NR
Appointment Type							
Permanent	42	3.6*	±0.3	528	2.9*	±0.1	0.70 (M)
Term	--	--	--	28	2.7	±0.2	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	42	3.6*	±0.3	503	2.9*	±0.1	0.69 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	42	3.6*	±0.3	503	2.9*	±0.1	0.69 (M)
Term	--	--	--	28	2.7	±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 OST.

Table 4.20 OST – 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	42	2.6*	±0.2	555	3.2*	±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	12	2.1*	±0.2	60	3.0*	±0.2	-1.05 (L)
General Schedule (GS) 7-10	NR	NR	NR	166	3.2	±0.1	NR
General Schedule (GS) 11-12	8	2.6	±0.2	71	3.1	±0.3	-0.46 (S)
General Schedule (GS) 13-15	18	2.7*	±0.4	240	3.3*	±0.1	-0.58 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	4.1	±0.2	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	3.6	±0.2	NA
1 to 3 years	NR	NR	NR	96	3.3	±0.2	NR
4 to 5 years	--	--	--	16	3.6	±0.4	NA
6 to 10 years	16	2.5*	±0.2	136	3.0*	±0.2	-0.54 (M)
11 to 14 years	6	2.4*	±0.7	105	3.4*	±0.2	-1.18 (L)
15 to 20 years	11	2.5	±0.3	77	2.9	±0.3	-0.39 (S)
More than 20 years	NR	NR	NR	65	3.2	±0.2	NR
Appointment Type							
Permanent	42	2.6*	±0.2	527	3.2*	±0.1	-0.69 (M)
Term	--	--	--	28	3.2	±0.2	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	42	2.6*	±0.2	501	3.3*	±0.1	-0.75 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	42	2.6*	±0.2	501	3.3*	±0.1	-0.75 (M)
Term	--	--	--	28	3.2	±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.

### 4.3.5 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 OST.

*Table 4.21 OST – 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	30	2.8*	±0.4	529	3.5*	±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	12	2.9	±0.5	46	3.5	±0.4	-0.46 (S)
General Schedule (GS) 7-10	NR	NR	NR	166	3.8	±0.1	NR
General Schedule (GS) 11-12	8	2.2	±0.6	69	3.0	±0.3	-0.61 (M)
General Schedule (GS) 13-15	8	2.7	±1.1	230	3.5	±0.2	-0.65 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	4.3	±0.2	NA
Other	NR	NR	NR	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	--	--	--	58	4.1	±0.2	NA
1 to 3 years	NR	NR	NR	96	3.7	±0.2	NR
4 to 5 years	--	--	--	16	3.4	±0.7	NA
6 to 10 years	13	3.3	±0.4	134	3.2	±0.2	0.09
11 to 14 years	6	1.9*	±0.5	104	3.5*	±0.2	-1.38 (L)
15 to 20 years	NR	NR	NR	61	3.5	±0.3	NR
More than 20 years	NR	NR	NR	58	3.7	±0.2	NR
<b>Appointment Type</b>							
Permanent	30	2.8*	±0.4	500	3.5*	±0.1	-0.61 (M)
Term	--	--	--	28	4.0	±0.2	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	30	2.8*	±0.4	487	3.5*	±0.1	-0.61 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	30	2.8*	±0.4	487	3.5*	±0.1	-0.61 (M)
Term	--	--	--	28	4.0	±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.

### 4.3.6 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 OST.

*Table 4.22 OST – 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	42	2.2*	±0.3	557	3.5*	±0.1	-1.30 (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	12	1.5*	±0.5	60	3.4*	±0.3	-1.85 (L)
General Schedule (GS) 7-10	NR	NR	NR	167	3.7	±0.1	NR
General Schedule (GS) 11-12	8	1.8*	±0.4	71	3.3*	±0.3	-1.28 (L)
General Schedule (GS) 13-15	18	2.5*	±0.5	240	3.5*	±0.1	-0.95 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	3.9	±0.2	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	4.0	±0.2	NA
1 to 3 years	NR	NR	NR	96	3.4	±0.2	NR
4 to 5 years	--	--	--	16	4.0	±0.3	NA
6 to 10 years	16	2.0*	±0.5	137	3.2*	±0.2	-1.05 (L)
11 to 14 years	6	2.0*	±0.8	105	3.7*	±0.2	-1.79 (L)
15 to 20 years	11	1.9*	±0.4	77	3.6*	±0.2	-1.65 (L)
More than 20 years	NR	NR	NR	65	3.5	±0.2	NR
Appointment Type							
Permanent	42	2.2*	±0.3	527	3.5*	±0.1	-1.26 (L)
Term	--	--	--	28	3.9	±0.2	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	42	2.2*	±0.3	501	3.5*	±0.1	-1.26 (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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	42	2.2*	±0.3	501	3.5*	±0.1	-1.26 (L)
Term	--	--	--	28	3.9	±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.

#### 4.3.7 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 OST.

Table 4.23 OST – 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	30	71.6%*	±16.0	16	3.0%*	±1.8	1.67 (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	0	0.0%	NA	NR
General Schedule (GS) 11-12	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 13-15	NR	NR	NR	15	6.2%	±3.9	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	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	--	--	--	0	0.0%	NA	NA
1 to 3 years	NR	NR	NR	0	0.0%	NA	NR
4 to 5 years	--	--	--	0	0.0%	NA	NA
6 to 10 years	NR	NR	NR	NR	NR	NR	NR
11 to 14 years	NR	NR	NR	7	6.4%	±6.7	NR
15 to 20 years	NR	NR	NR	5	8.3%	±10.1	NR
More than 20 years	NR	NR	NR	NR	NR	NR	NR
<b>Appointment Type</b>							
Permanent	30	71.6%*	±16.0	16	3.2%*	±1.9	1.66 (L)
Term	--	--	--	0	0.0%	NA	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	30	71.6%*	±16.0	15	3.0%*	±1.9	1.67 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	30	71.6%*	±16.0	15	3.0%*	±1.9	1.67 (L)
Term	--	--	--	0	0.0%	NA	NA
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 OST – 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	0.154	0.815	0.036	--	1.167	--	--	--	--
Organizational Inclusion	-0.868	0.297	8.519	0.004	0.420	0.234	0.752	-55.706	9.088
Bystander Harassment Based on Religious Beliefs	-5.058	0.816	38.467	0.000	0.006	0.001	0.031	-84.229	66.135
General Intolerance	0.987	0.388	6.471	0.011	2.684	1.254	5.743	-55.030	7.737

Note. N = 534, Nagelkerke R Square = 0.564

## 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 OST.

*Table 4.25 OST – 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	47	2.5*	±0.3	541	3.3*	±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	7	2.5*	±0.7	62	3.5*	±0.2	-1.27 (L)
General Schedule (GS) 7-10	7	3.1	±0.6	161	3.5	±0.1	-0.40 (S)
General Schedule (GS) 11-12	10	1.9*	±0.5	69	3.2*	±0.2	-1.47 (L)
General Schedule (GS) 13-15	23	2.5*	±0.3	231	3.2*	±0.1	-0.68 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	3.8	±0.3	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	53	3.9	±0.1	NR
1 to 3 years	5	3.8	±0.1	92	3.4	±0.2	0.41 (S)
4 to 5 years	NR	NR	NR	13	3.1	±0.5	NR
6 to 10 years	9	1.7*	±0.3	144	3.0*	±0.2	-1.38 (L)
11 to 14 years	13	2.4*	±0.6	98	3.5*	±0.2	-1.13 (L)
15 to 20 years	9	2.4	±0.5	79	3.0	±0.2	-0.62 (M)
More than 20 years	6	2.8	±0.3	62	3.3	±0.2	-0.82 (L)
<b>Appointment Type</b>							
Permanent	41	2.3*	±0.2	517	3.3*	±0.1	-1.03 (L)
Term	6	3.6	±0.3	23	3.4	±0.1	0.47 (S)
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	40	2.3*	±0.3	495	3.3*	±0.1	-1.01 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	40	2.3*	±0.3	495	3.3*	±0.1	-1.01 (L)
Term	6	3.6	±0.3	23	3.4	±0.1	0.47 (S)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Disability</b>							
Yes	20	2.6*	±0.4	40	3.2*	±0.3	-0.65 (M)
No	27	2.4*	±0.3	501	3.3*	±0.1	-0.99 (L)

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

#### 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 OST.

*Table 4.26 OST – 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	47	0.26*	±0.11	528	0.48*	±0.04	-0.50 (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	49	0.47	±0.12	NR
General Schedule (GS) 7-10	7	0.40	±0.39	161	0.48	±0.07	-0.18
General Schedule (GS) 11-12	NR	NR	NR	69	0.28	±0.09	NR
General Schedule (GS) 13-15	23	0.32*	±0.18	230	0.52*	±0.06	-0.43 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	1.00	±0.00	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	53	0.52	±0.12	NR
1 to 3 years	5	0.69	±0.31	92	0.56	±0.09	0.31 (S)
4 to 5 years	NR	NR	NR	13	0.73	±0.14	NR
6 to 10 years	NR	NR	NR	143	0.38	±0.07	NR
11 to 14 years	NR	NR	NR	98	0.58	±0.09	NR
15 to 20 years	9	0.55	±0.32	67	0.32	±0.10	0.52 (M)
More than 20 years	6	0.00*	±0.00	62	0.51*	±0.11	-1.21 (L)
Appointment Type							
Permanent	41	0.16*	±0.09	504	0.48*	±0.04	-0.73 (M)
Term	6	1.00*	±0.00	23	0.49*	±0.18	1.27 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	40	0.17*	±0.10	494	0.48*	±0.04	-0.71 (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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	40	0.17*	±0.10	494	0.48*	±0.04	-0.71 (M)
Term	6	1.00*	±0.00	23	0.49*	±0.18	1.27 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Disability</b>							
Yes	20	0.27	±0.19	40	0.39	±0.14	-0.27 (S)
No	27	0.25*	±0.14	488	0.49*	±0.04	-0.54 (M)

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

#### 4.4.3 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 OST.

*Table 4.27 OST – 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	47	3.5*	±0.3	544	2.9*	±0.1	0.66 (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	7	3.3	±1.1	62	3.0	±0.1	0.44 (S)
General Schedule (GS) 7-10	7	3.0	±0.9	163	2.8	±0.1	0.24 (S)
General Schedule (GS) 11-12	10	3.9*	±0.6	69	3.1*	±0.2	0.85 (L)
General Schedule (GS) 13-15	23	3.5*	±0.4	231	2.9*	±0.1	0.65 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	2.0	±0.3	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	53	2.4	±0.2	NR
1 to 3 years	5	1.7*	±0.1	92	2.8*	±0.2	-1.22 (L)
4 to 5 years	NR	NR	NR	13	2.5	±0.5	NR
6 to 10 years	9	4.2*	±0.2	143	3.2*	±0.1	1.22 (L)
11 to 14 years	13	3.9*	±0.6	98	2.7*	±0.1	1.66 (L)
15 to 20 years	9	3.4	±0.7	80	3.2	±0.2	0.23 (S)
More than 20 years	6	3.0	±0.4	63	3.0	±0.2	-0.07
<b>Appointment Type</b>							
Permanent	41	3.7*	±0.3	521	2.9*	±0.1	0.84 (L)
Term	6	2.3	±0.4	23	2.8	±0.2	-0.87 (L)
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	40	3.7*	±0.3	497	2.9*	±0.1	0.81 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	40	3.7*	±0.3	497	2.9*	±0.1	0.81 (L)
Term	6	2.3	±0.4	23	2.8	±0.2	-0.87 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Disability</b>							
Yes	20	3.5*	±0.5	40	3.0*	±0.3	0.59 (M)
No	27	3.5*	±0.4	504	2.9*	±0.1	0.65 (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 OST.

*Table 4.28 OST – 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	47	2.5*	±0.2	543	3.2*	±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	7	1.9*	±0.3	62	2.9*	±0.2	-1.18 (L)
General Schedule (GS) 7-10	7	3.2	±0.5	161	3.2	±0.1	-0.03
General Schedule (GS) 11-12	10	2.5	±0.2	69	3.1	±0.3	-0.57 (M)
General Schedule (GS) 13-15	23	2.5*	±0.3	231	3.3*	±0.1	-0.85 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	4.1	±0.2	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	53	3.6	±0.2	NR
1 to 3 years	5	2.8	±1.2	92	3.3	±0.2	-0.47 (S)
4 to 5 years	NR	NR	NR	13	3.9	±0.3	NR
6 to 10 years	9	2.3*	±0.2	141	3.0*	±0.1	-0.81 (L)
11 to 14 years	13	2.2*	±0.4	98	3.5*	±0.1	-1.64 (L)
15 to 20 years	9	2.8	±0.3	80	2.8	±0.2	0.01
More than 20 years	6	2.8	±0.1	63	3.3	±0.2	-0.66 (M)
Appointment Type							
Permanent	41	2.3*	±0.2	520	3.2*	±0.1	-0.97 (L)
Term	6	3.8*	±0.2	23	3.1*	±0.3	1.06 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	40	2.3*	±0.2	496	3.3*	±0.1	-1.04 (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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	40	2.3*	±0.2	496	3.3*	±0.1	-1.04 (L)
Term	6	3.8*	±0.2	23	3.1*	±0.3	1.06 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Disability</b>							
Yes	20	2.5*	±0.4	40	3.3*	±0.3	-0.84 (L)
No	27	2.5*	±0.2	502	3.2*	±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.

#### 4.4.5 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 OST.

*Table 4.29 OST – 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	45	2.5*	±0.4	506	3.6*	±0.1	-0.90 (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	7	1.9*	±0.1	48	3.5*	±0.3	-1.47 (L)
General Schedule (GS) 7-10	6	3.5	±1.4	161	3.8	±0.1	-0.28 (S)
General Schedule (GS) 11-12	10	2.0*	±0.6	67	3.1*	±0.3	-0.80 (L)
General Schedule (GS) 13-15	23	2.7*	±0.6	210	3.6*	±0.2	-0.74 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	4.3	±0.2	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	53	4.1	±0.2	NR
1 to 3 years	5	3.5	±1.5	92	3.7	±0.2	-0.22 (S)
4 to 5 years	NR	NR	NR	13	3.6	±0.7	NR
6 to 10 years	9	2.1*	±0.4	137	3.2*	±0.2	-0.97 (L)
11 to 14 years	13	2.4*	±0.9	97	3.6*	±0.2	-1.03 (L)
15 to 20 years	9	3.7	±0.5	56	3.5	±0.4	0.19
More than 20 years	NR	NR	NR	57	3.8	±0.2	NR
<b>Appointment Type</b>							
Permanent	40	2.2*	±0.4	483	3.6*	±0.1	-1.16 (L)
Term	6	4.8*	±0.2	23	3.8*	±0.2	1.87 (L)
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	38	2.3*	±0.4	472	3.6*	±0.1	-1.10 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	38	2.3*	±0.4	472	3.6*	±0.1	-1.10 (L)
Term	6	4.8*	±0.2	23	3.8*	±0.2	1.87 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Disability</b>							
Yes	20	2.6	±0.7	40	3.2	±0.4	-0.43 (S)
No	25	2.5*	±0.4	466	3.6*	±0.1	-0.99 (L)

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

#### 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 OST.

*Table 4.30 OST – 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	47	2.5*	±0.3	544	3.5*	±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	7	2.1*	±0.5	62	3.1*	±0.3	-0.85 (L)
General Schedule (GS) 7-10	7	3.4	±0.5	163	3.7	±0.1	-0.38 (S)
General Schedule (GS) 11-12	10	1.8*	±0.4	69	3.4*	±0.3	-1.37 (L)
General Schedule (GS) 13-15	23	2.6*	±0.3	231	3.5*	±0.1	-0.89 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	3.9	±0.2	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	53	4.0	±0.2	NR
1 to 3 years	5	3.2	±1.0	92	3.5	±0.2	-0.28 (S)
4 to 5 years	NR	NR	NR	13	4.3	±0.2	NR
6 to 10 years	9	2.1*	±0.4	143	3.1*	±0.2	-0.88 (L)
11 to 14 years	13	2.3*	±0.4	98	3.8*	±0.2	-1.67 (L)
15 to 20 years	9	2.5*	±0.9	80	3.5*	±0.3	-0.84 (L)
More than 20 years	6	2.4*	±0.4	63	3.6*	±0.2	-1.33 (L)
Appointment Type							
Permanent	41	2.3*	±0.2	520	3.5*	±0.1	-1.15 (L)
Term	6	3.9	±0.3	23	3.9	±0.3	0.01
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	40	2.3*	±0.2	496	3.5*	±0.1	-1.13 (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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	40	2.3*	±0.2	496	3.5*	±0.1	-1.13 (L)
Term	6	3.9	±0.3	23	3.9	±0.3	0.01
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Disability</b>							
Yes	20	2.6	±0.4	40	3.2	±0.4	-0.50 (M)
No	27	2.4*	±0.3	504	3.6*	±0.1	-1.14 (L)

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

#### 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 OST.

*Table 4.31 OST – 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	29	62.4%*	±15.1	13	2.5%*	±1.7	1.50 (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	7	15.1%	±13.4	NR
General Schedule (GS) 7-10	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 11-12	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 13-15	NR	NR	NR	6	2.5%	±3.1	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	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	8	5.9%	±5.3	NR
11 to 14 years	NR	NR	NR	0	0.0%	NA	NR
15 to 20 years	NR	NR	NR	NR	NR	NR	NR
More than 20 years	NR	NR	NR	0	0.0%	NA	NR
Appointment Type							
Permanent	27	64.2%*	±16.2	13	2.6%*	±1.8	1.53 (L)
Term	NR	NR	NR	0	0.0%	NA	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	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	25	62.8%*	±16.5	13	2.7%*	±1.9	1.50 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	25	62.8%*	±16.5	13	2.7%*	±1.9	1.50 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Disability</b>							
Yes	NR	NR	NR	NR	NR	NR	NR
No	NR	NR	NR	11	2.2%	±1.8	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 OST – Logistic Regression of Disability Harassment and Predictors of Workplace Harassment*

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	5.605	1.391	16.241	--	271.836	--	--	--	--
Age	2.103	0.946	4.944	0.026	8.189	1.283	52.266	-70.264	5.779
Disability Status	-1.817	0.496	13.444	0.000	0.162	0.062	0.429	-73.873	12.997
Appointment Type	-3.340	0.867	14.823	0.000	0.035	0.006	0.194	-74.541	14.334
Bystander Harassment Based on Disability	-3.712	0.502	54.713	0.000	0.024	0.009	0.065	-99.849	64.948
General Intolerance	-0.977	0.272	12.892	0.000	0.376	0.221	0.642	-74.411	14.073

Note. N = 516, Nagelkerke R Square = 0.6

## 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 OST.

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

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	
Overall	25	2.2*	±0.3	562	3.3*	±0.1	-1.20 (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	7	2.5*	±0.7	62	3.5*	±0.2	-1.27 (L)
General Schedule (GS) 7-10	NR	NR	NR	164	3.5	±0.1	NR
General Schedule (GS) 11-12	7	1.6*	±0.3	72	3.1*	±0.2	-1.79 (L)
General Schedule (GS) 13-15	9	2.0*	±0.5	245	3.1*	±0.1	-1.09 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	3.8	±0.3	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	--	--	--	55	3.8	±0.2	NA
1 to 3 years	NR	NR	NR	95	3.4	±0.2	NR
4 to 5 years	--	--	--	16	2.9	±0.5	NA
6 to 10 years	16	2.1*	±0.3	136	3.1*	±0.2	-1.06 (L)
11 to 14 years	NR	NR	NR	110	3.4	±0.2	NR
15 to 20 years	5	1.9*	±0.5	82	3.0*	±0.2	-1.18 (L)
More than 20 years	--	--	--	67	3.3	±0.2	NA
<b>Appointment Type</b>							
Permanent	25	2.2*	±0.3	532	3.3*	±0.1	-1.16 (L)
Term	--	--	--	28	3.5	±0.1	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	25	2.2*	±0.3	508	3.3*	±0.1	-1.15 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	25	2.2*	±0.3	508	3.3*	±0.1	-1.15 (L)
Term	--	--	--	28	3.5	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	8	2.5*	±0.7	192	3.4*	±0.1	-0.97 (L)
Women	18	2.0*	±0.3	363	3.2*	±0.1	-1.29 (L)
<b>Gender Identity</b>							
Male	8	2.5*	±0.7	192	3.4*	±0.1	-0.97 (L)
Female	18	2.0*	±0.3	363	3.2*	±0.1	-1.29 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.1	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	15	2.0*	±0.4	516	3.3*	±0.1	-1.39 (L)
Sexual Minority	7	2.2*	±0.4	19	3.4*	±0.4	-1.51 (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>
Sexual Orientation							
Heterosexual or straight	15	2.0*	±0.4	516	3.3*	±0.1	-1.39 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	10	2.9	±0.3	NR
Bisexual	NR	NR	NR	6	3.3	±0.0	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	23	3.0	±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.

#### 4.5.2 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 OST.

*Table 4.34 OST – 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	25	0.07*	±0.07	548	0.48*	±0.04	-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	49	0.47	±0.12	NR
General Schedule (GS) 7-10	NR	NR	NR	164	0.48	±0.07	NR
General Schedule (GS) 11-12	NR	NR	NR	72	0.27	±0.09	NR
General Schedule (GS) 13-15	9	0.00*	±0.00	244	0.51*	±0.06	-1.15 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	1.00	±0.00	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	55	0.50	±0.11	NA
1 to 3 years	NR	NR	NR	95	0.57	±0.09	NR
4 to 5 years	--	--	--	16	0.60	±0.18	NA
6 to 10 years	NR	NR	NR	135	0.40	±0.07	NR
11 to 14 years	NR	NR	NR	110	0.54	±0.08	NR
15 to 20 years	5	0.00	±0.00	70	0.38	±0.10	-0.88 (L)
More than 20 years	--	--	--	67	0.47	±0.10	NA
Appointment Type							
Permanent	25	0.07*	±0.07	518	0.47*	±0.04	-0.91 (L)
Term	--	--	--	28	0.59	±0.16	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	--	--	--	NR	NR	NR	NR
Non-Seasonal	25	0.07*	±0.07	507	0.47*	±0.04	-0.91 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	25	0.07*	±0.07	507	0.47*	±0.04	-0.91 (L)
Term	--	--	--	28	0.59	±0.16	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	192	0.53	±0.06	NR
Women	NR	NR	NR	350	0.45	±0.05	NR
<b>Gender Identity</b>							
Male	NR	NR	NR	192	0.53	±0.06	NR
Female	NR	NR	NR	350	0.45	±0.05	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	15	0.12*	±0.11	504	0.49*	±0.04	-0.83 (L)
Sexual Minority	7	0.00*	±0.00	19	0.63*	±0.15	-2.10 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	15	0.12*	±0.11	504	0.49*	±0.04	-0.83 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	10	0.50	±0.19	NR
Bisexual	NR	NR	NR	6	1.00	±0.00	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	22	0.12	±0.10	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 OST.

*Table 4.35 OST – 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	25	3.7*	±0.4	564	2.9*	±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	7	3.3	±1.1	62	3.0	±0.1	0.44 (S)
General Schedule (GS) 7-10	NR	NR	NR	166	2.8	±0.1	NR
General Schedule (GS) 11-12	7	4.6*	±0.3	72	3.0*	±0.2	1.74 (L)
General Schedule (GS) 13-15	9	3.5	±0.5	245	2.9	±0.1	0.59 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	2.0	±0.3	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	55	2.5	±0.2	NA
1 to 3 years	NR	NR	NR	95	2.8	±0.2	NR
4 to 5 years	--	--	--	16	2.6	±0.4	NA
6 to 10 years	16	3.7*	±0.4	134	3.2*	±0.1	0.61 (M)
11 to 14 years	NR	NR	NR	110	2.8	±0.2	NR
15 to 20 years	5	4.2*	±0.7	83	3.1*	±0.2	1.18 (L)
More than 20 years	--	--	--	69	3.0	±0.2	NA
Appointment Type							
Permanent	25	3.7*	±0.4	536	2.9*	±0.1	0.84 (L)
Term	--	--	--	28	2.7	±0.2	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	25	3.7*	±0.4	510	3.0*	±0.1	0.82 (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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	25	3.7*	±0.4	510	3.0*	±0.1	0.82 (L)
Term	--	--	--	28	2.7	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	8	3.3	±1.0	192	2.8	±0.1	0.56 (M)
Women	18	3.8*	±0.4	365	3.0*	±0.1	1.01 (L)
<b>Gender Identity</b>							
Male	8	3.3	±1.0	192	2.8	±0.1	0.56 (M)
Female	18	3.8*	±0.4	365	3.0*	±0.1	1.01 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.3	±0.5	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	15	3.7*	±0.6	519	2.9*	±0.1	0.87 (L)
Sexual Minority	7	4.0*	±0.6	19	2.2*	±0.1	3.56 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	15	3.7*	±0.6	519	2.9*	±0.1	0.87 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	10	2.2	±0.2	NR
Bisexual	NR	NR	NR	6	2.0	±0.0	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	23	3.3	±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.

#### 4.5.4 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 OST.

*Table 4.36 OST – 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	25	2.4*	±0.3	564	3.2*	±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	7	1.9*	±0.3	62	2.9*	±0.2	-1.18 (L)
General Schedule (GS) 7-10	NR	NR	NR	166	3.2	±0.1	NR
General Schedule (GS) 11-12	7	1.7*	±0.5	72	3.2*	±0.2	-1.41 (L)
General Schedule (GS) 13-15	9	2.9	±0.4	245	3.2	±0.1	-0.32 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	4.1	±0.2	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	55	3.6	±0.2	NA
1 to 3 years	NR	NR	NR	95	3.4	±0.2	NR
4 to 5 years	--	--	--	16	3.6	±0.4	NA
6 to 10 years	16	2.5*	±0.4	134	3.0*	±0.1	-0.63 (M)
11 to 14 years	NR	NR	NR	110	3.4	±0.2	NR
15 to 20 years	5	2.6	±0.3	83	2.8	±0.2	-0.18
More than 20 years	--	--	--	69	3.2	±0.1	NA
Appointment Type							
Permanent	25	2.4*	±0.3	536	3.2*	±0.1	-0.91 (L)
Term	--	--	--	28	3.2	±0.2	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	25	2.4*	±0.3	510	3.2*	±0.1	-0.96 (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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	25	2.4*	±0.3	510	3.2*	±0.1	-0.96 (L)
Term	--	--	--	28	3.2	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	8	1.8*	±0.6	192	3.4*	±0.1	-1.66 (L)
Women	18	2.6*	±0.3	365	3.1*	±0.1	-0.57 (M)
<b>Gender Identity</b>							
Male	8	1.8*	±0.6	192	3.4*	±0.1	-1.66 (L)
Female	18	2.6*	±0.3	365	3.1*	±0.1	-0.57 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.0	±0.8	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	15	2.0*	±0.3	519	3.2*	±0.1	-1.32 (L)
Sexual Minority	7	2.7	±0.6	19	3.3	±0.3	-0.81 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	15	2.0*	±0.3	519	3.2*	±0.1	-1.32 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	10	4.0	±0.0	NR
Bisexual	NR	NR	NR	6	2.3	±0.0	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	23	2.7	±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.

### 4.5.5 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 OST.

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

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	24	2.2*	±0.4	526	3.6*	±0.1	-1.17 (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	7	1.9*	±0.1	48	3.5*	±0.3	-1.47 (L)
General Schedule (GS) 7-10	NR	NR	NR	163	3.8	±0.2	NR
General Schedule (GS) 11-12	7	1.7*	±0.7	70	3.1*	±0.3	-1.03 (L)
General Schedule (GS) 13-15	7	2.4*	±0.9	227	3.5*	±0.2	-0.91 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	4.3	±0.2	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	55	4.0	±0.2	NA
1 to 3 years	NR	NR	NR	95	3.8	±0.2	NR
4 to 5 years	--	--	--	16	3.4	±0.7	NA
6 to 10 years	14	2.0*	±0.5	130	3.3*	±0.2	-1.08 (L)
11 to 14 years	NR	NR	NR	108	3.5	±0.2	NR
15 to 20 years	5	3.2	±0.5	60	3.5	±0.3	-0.22 (S)
More than 20 years	--	--	--	61	3.6	±0.3	NA
Appointment Type							
Permanent	24	2.2*	±0.4	498	3.5*	±0.1	-1.13 (L)
Term	--	--	--	28	4.0	±0.2	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	24	2.2*	±0.4	485	3.5*	±0.1	-1.13 (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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	24	2.2*	±0.4	485	3.5*	±0.1	-1.13 (L)
Term	--	--	--	28	4.0	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	8	2.1*	±0.9	186	3.7*	±0.2	-1.34 (L)
Women	16	2.2*	±0.4	334	3.5*	±0.1	-1.08 (L)
<b>Gender Identity</b>							
Male	8	2.1*	±0.9	186	3.7*	±0.2	-1.34 (L)
Female	16	2.2*	±0.4	334	3.5*	±0.1	-1.08 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.1	±0.8	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	15	1.8*	±0.3	481	3.6*	±0.1	-1.50 (L)
Sexual Minority	6	2.5*	±1.1	19	3.9*	±0.2	-1.79 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	15	1.8*	±0.3	481	3.6*	±0.1	-1.50 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	10	4.0	±0.0	NR
Bisexual	NR	NR	NR	6	3.3	±0.0	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	23	2.9	±0.6	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 OST.

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

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	25	2.4*	±0.5	566	3.5*	±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	7	2.1*	±0.5	62	3.1*	±0.3	-0.85 (L)
General Schedule (GS) 7-10	NR	NR	NR	167	3.7	±0.1	NR
General Schedule (GS) 11-12	7	1.1*	±0.2	72	3.4*	±0.3	-1.99 (L)
General Schedule (GS) 13-15	9	3.2	±0.7	245	3.5	±0.1	-0.20 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	3.9	±0.2	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	55	4.0	±0.2	NA
1 to 3 years	NR	NR	NR	95	3.5	±0.2	NR
4 to 5 years	--	--	--	16	4.0	±0.3	NA
6 to 10 years	16	2.6	±0.6	136	3.1	±0.2	-0.45 (S)
11 to 14 years	NR	NR	NR	110	3.7	±0.2	NR
15 to 20 years	5	2.4*	±1.4	83	3.5*	±0.2	-0.91 (L)
More than 20 years	--	--	--	69	3.5	±0.2	NA
Appointment Type							
Permanent	25	2.4*	±0.5	536	3.5*	±0.1	-0.97 (L)
Term	--	--	--	28	3.9	±0.2	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	25	2.4*	±0.5	510	3.5*	±0.1	-0.97 (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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	25	2.4*	±0.5	510	3.5*	±0.1	-0.97 (L)
Term	--	--	--	28	3.9	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	8	2.3*	±0.9	192	3.7*	±0.1	-1.37 (L)
Women	18	2.5*	±0.5	367	3.4*	±0.1	-0.86 (L)
<b>Gender Identity</b>							
Male	8	2.3*	±0.9	192	3.7*	±0.1	-1.37 (L)
Female	18	2.5*	±0.5	367	3.4*	±0.1	-0.86 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	2.7	±0.7	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	15	1.7*	±0.4	519	3.5*	±0.1	-1.63 (L)
Sexual Minority	7	3.3*	±0.8	19	4.1*	±0.2	-1.06 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	15	1.7*	±0.4	519	3.5*	±0.1	-1.63 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	10	4.3	±0.3	NR
Bisexual	NR	NR	NR	6	4.4	±0.0	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	23	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.

### 4.5.7 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 OST.

*Table 4.39 OST – 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	25	1.5*	±0.2	560	1.9*	±0.0	-0.65 (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	1.0*	±0.0	62	1.6*	±0.1	-1.16 (L)
General Schedule (GS) 7-10	NR	NR	NR	165	1.8	±0.1	NR
General Schedule (GS) 11-12	7	1.9	±0.1	70	1.7	±0.1	0.31 (S)
General Schedule (GS) 13-15	9	1.8	±0.3	245	2.0	±0.1	-0.49 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	2.1	±0.3	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	54	2.0	±0.2	NA
1 to 3 years	NR	NR	NR	95	1.9	±0.1	NR
4 to 5 years	--	--	--	16	1.9	±0.2	NA
6 to 10 years	16	1.5*	±0.3	136	1.8*	±0.1	-0.53 (M)
11 to 14 years	NR	NR	NR	110	1.9	±0.1	NR
15 to 20 years	5	1.8	±0.2	80	1.8	±0.1	0.05
More than 20 years	--	--	--	69	1.9	±0.1	NA
Appointment Type							
Permanent	25	1.5*	±0.2	531	1.9*	±0.0	-0.65 (M)
Term	--	--	--	26	1.8	±0.2	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	25	1.5*	±0.2	507	1.9*	±0.0	-0.68 (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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	25	1.5*	±0.2	507	1.9*	±0.0	-0.68 (M)
Term	--	--	--	26	1.8	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	8	1.5*	±0.2	190	2.1*	±0.1	-1.31 (L)
Women	18	1.5	±0.2	364	1.7	±0.1	-0.38 (S)
<b>Gender Identity</b>							
Male	8	1.5*	±0.2	190	2.1*	±0.1	-1.31 (L)
Female	18	1.5	±0.2	364	1.7	±0.1	-0.38 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	6	1.9	±0.5	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	15	1.5*	±0.2	515	1.9*	±0.0	-0.64 (M)
Sexual Minority	7	1.6	±0.4	19	1.4	±0.1	0.72 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	15	1.5*	±0.2	515	1.9*	±0.0	-0.64 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	10	1.5	±0.2	NR
Bisexual	NR	NR	NR	6	1.3	±0.0	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	22	1.9	±0.3	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 OST.

*Table 4.40 OST – 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	40	7.2%	±2.5	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	7	15.1%	±13.4	NR
General Schedule (GS) 7-10	NR	NR	NR	6	3.8%	±4.3	NR
General Schedule (GS) 11-12	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 13-15	NR	NR	NR	24	10.0%	±4.5	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	--	--	--	0	0.0%	NA	NA
1 to 3 years	NR	NR	NR	NR	NR	NR	NR
4 to 5 years	--	--	--	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	17	12.3%	±6.8	NR
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	NR	NR	NR	13	18.3%	±11.1	NR
More than 20 years	--	--	--	NR	NR	NR	NR
Appointment Type							
Permanent	NR	NR	NR	40	7.6%	±2.6	NR
Term	--	--	--	0	0.0%	NA	NA
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	--	--	--	NR	NR	NR	NR
Non-Seasonal	NR	NR	NR	38	7.5%	±2.6	NR
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	38	7.5%	±2.6	NR
Term	--	--	--	0	0.0%	NA	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	10	5.1%	±4.2	NR
Women	NR	NR	NR	30	8.5%	±3.4	NR
<b>Gender Identity</b>							
Male	NR	NR	NR	10	5.1%	±4.2	NR
Female	NR	NR	NR	30	8.5%	±3.4	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	38	7.4%	±2.6	NR
Sexual Minority	NR	NR	NR	0	0.0%	NA	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	38	7.4%	±2.6	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	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 OST – Logistic Regression of Sexual Orientation Harassment and Predictors of Workplace Harassment*

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	3.942	1.156	11.628	--	51.546	--	--	--	--
Sex	1.220	0.601	4.123	0.042	3.388	1.043	11.001	-55.773	4.130
Organizational Inclusion	-0.760	0.241	9.926	0.002	0.468	0.291	0.750	-58.954	10.493
Bystander Harassment Based on Sexual Orientation	-2.234	0.536	17.391	0.000	0.107	0.037	0.306	-62.268	17.121
Leadership Intolerance	-5.796	2.195	6.973	0.008	0.003	0.000	0.224	-65.825	24.233
Gender Context	-1.790	0.581	9.503	0.002	0.167	0.053	0.521	-60.081	12.746

Note. N = 524, Nagelkerke R Square = 0.456



## 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 OST.

*Table 4.42 OST – 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	69	2.1*	±0.2	527	3.4*	±0.1	-1.45 (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	13	2.6*	±0.3	58	3.6*	±0.2	-1.48 (L)
General Schedule (GS) 7-10	21	2.2*	±0.4	147	3.6*	±0.1	-1.89 (L)
General Schedule (GS) 11-12	5	1.5*	±0.1	74	3.1*	±0.2	-1.86 (L)
General Schedule (GS) 13-15	28	1.9*	±0.2	230	3.2*	±0.1	-1.40 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	3.8	±0.3	NA
Other	NR	NR	NR	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	6	3.3*	±0.0	52	3.9*	±0.2	-0.87 (L)
1 to 3 years	9	2.1*	±0.3	91	3.5*	±0.2	-1.68 (L)
4 to 5 years	NR	NR	NR	13	3.1	±0.5	NR
6 to 10 years	24	2.1*	±0.3	130	3.1*	±0.2	-1.19 (L)
11 to 14 years	6	2.1*	±0.7	106	3.5*	±0.2	-1.43 (L)
15 to 20 years	17	1.8*	±0.3	70	3.2*	±0.2	-1.90 (L)
More than 20 years	NR	NR	NR	64	3.3	±0.2	NR
<b>Appointment Type</b>							
Permanent	63	2.0*	±0.2	503	3.4*	±0.1	-1.56 (L)
Term	6	3.3	±0.0	22	3.5	±0.1	-0.54 (M)
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	61	2.0*	±0.2	481	3.4*	±0.1	-1.54 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	61	2.0*	±0.2	481	3.4*	±0.1	-1.54 (L)
Term	6	3.3	±0.0	22	3.5	±0.1	-0.54 (M)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	5	1.8*	±0.2	197	3.4*	±0.1	-1.78 (L)
Women	62	2.1*	±0.2	324	3.4*	±0.1	-1.46 (L)
<b>Gender Identity</b>							
Male	5	1.8*	±0.2	197	3.4*	±0.1	-1.78 (L)
Female	62	2.1*	±0.2	324	3.4*	±0.1	-1.46 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	6	3.0	±0.4	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	59	2.0*	±0.2	480	3.4*	±0.1	-1.66 (L)
Sexual Minority	9	3.0	±0.4	17	3.1	±0.5	-0.10

	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	59	2.0*	±0.2	480	3.4*	±0.1	-1.66 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	12	2.8	±0.3	NR
Bisexual	8	3.0	±0.5	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	26	3.0	±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.

#### 4.6.2 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 OST.

*Table 4.43 OST – 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</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	69	0.28*	±0.10	514	0.48*	±0.04	-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	13	0.57	±0.28	46	0.36	±0.12	0.46 (S)
General Schedule (GS) 7-10	21	0.38	±0.19	147	0.49	±0.07	-0.26 (S)
General Schedule (GS) 11-12	5	0.00	±0.00	74	0.28	±0.09	-0.74 (M)
General Schedule (GS) 13-15	NR	NR	NR	229	0.54	±0.06	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	1.00	±0.00	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	6	1.00*	±0.00	52	0.41*	±0.11	1.45 (L)
1 to 3 years	NR	NR	NR	91	0.60	±0.09	NR
4 to 5 years	NR	NR	NR	13	0.73	±0.14	NR
6 to 10 years	24	0.35	±0.18	129	0.38	±0.07	-0.07
11 to 14 years	6	0.00*	±0.00	106	0.56*	±0.09	-1.27 (L)
15 to 20 years	NR	NR	NR	58	0.41	±0.11	NR
More than 20 years	NR	NR	NR	64	0.47	±0.11	NR
Appointment Type							
Permanent	63	0.21*	±0.09	490	0.48*	±0.04	-0.63 (M)
Term	6	1.00*	±0.00	22	0.48*	±0.18	1.31 (L)
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	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	61	0.21*	±0.10	480	0.48*	±0.04	-0.62 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	61	0.21*	±0.10	480	0.48*	±0.04	-0.62 (M)
Term	6	1.00*	±0.00	22	0.48*	±0.18	1.31 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	5	0.00*	±0.00	197	0.52*	±0.06	-1.21 (L)
Women	62	0.29*	±0.11	311	0.47*	±0.05	-0.40 (S)
<b>Gender Identity</b>							
Male	5	0.00*	±0.00	197	0.52*	±0.06	-1.21 (L)
Female	62	0.29*	±0.11	311	0.47*	±0.05	-0.40 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	59	0.22*	±0.10	468	0.51*	±0.04	-0.67 (M)
Sexual Minority	9	0.65	±0.33	17	0.35	±0.15	0.73 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	59	0.22*	±0.10	468	0.51*	±0.04	-0.67 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	12	0.40	±0.19	NR
Bisexual	8	0.79	±0.31	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	25	0.11	±0.09	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.

### 4.6.3 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 OST.

Table 4.44 OST – Sexual Harassment and Organizational Politics 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	69	3.5*	±0.2	530	2.9*	±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	13	3.6*	±0.3	58	3.0*	±0.2	0.88 (L)
General Schedule (GS) 7-10	21	2.9	±0.5	148	2.8	±0.1	0.15
General Schedule (GS) 11-12	5	3.9	±1.0	74	3.1	±0.2	0.72 (M)
General Schedule (GS) 13-15	28	3.7*	±0.3	230	2.9*	±0.1	0.94 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	2.0	±0.3	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	6	2.0	±0.0	52	2.6	±0.2	-0.79 (M)
1 to 3 years	9	3.5*	±0.8	91	2.7*	±0.2	0.80 (L)
4 to 5 years	NR	NR	NR	13	2.5	±0.5	NR
6 to 10 years	24	3.4	±0.4	129	3.2	±0.1	0.22 (S)
11 to 14 years	6	4.0*	±0.8	106	2.7*	±0.2	1.47 (L)
15 to 20 years	17	4.0*	±0.3	71	3.0*	±0.2	1.17 (L)
More than 20 years	NR	NR	NR	66	3.0	±0.2	NR
Appointment Type							
Permanent	63	3.6*	±0.2	507	2.9*	±0.1	0.79 (M)
Term	6	2.0*	±0.0	22	2.8*	±0.2	-1.86 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	61	3.6*	±0.2	483	2.9*	±0.1	0.77 (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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	61	3.6*	±0.2	483	2.9*	±0.1	0.77 (M)
Term	6	2.0*	±0.0	22	2.8*	±0.2	-1.86 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	5	2.9	±0.2	197	2.8	±0.1	0.15
Women	62	3.5*	±0.3	326	3.0*	±0.1	0.66 (M)
<b>Gender Identity</b>							
Male	5	2.9	±0.2	197	2.8	±0.1	0.15
Female	62	3.5*	±0.3	326	3.0*	±0.1	0.66 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	6	3.4	±0.6	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	59	3.6*	±0.2	484	2.9*	±0.1	0.80 (L)
Sexual Minority	9	2.7	±0.7	17	2.7	±0.4	0.03
<b>Sexual Orientation</b>							
Heterosexual or straight	59	3.6*	±0.2	484	2.9*	±0.1	0.80 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	12	2.5	±0.3	NR
Bisexual	8	2.6	±0.9	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	26	3.2	±0.4	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.

#### 4.6.4 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 OST.

*Table 4.45 OST – 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	69	2.3*	±0.1	528	3.3*	±0.1	-1.14 (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	13	2.3*	±0.1	58	3.0*	±0.3	-0.74 (M)
General Schedule (GS) 7-10	21	2.3*	±0.3	147	3.4*	±0.1	-1.49 (L)
General Schedule (GS) 11-12	5	2.3	±0.1	74	3.1	±0.2	-0.79 (M)
General Schedule (GS) 13-15	28	2.2*	±0.2	230	3.4*	±0.1	-1.26 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	4.1	±0.2	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	6	2.3*	±0.0	52	3.8*	±0.2	-2.21 (L)
1 to 3 years	9	1.9*	±0.3	91	3.4*	±0.2	-1.53 (L)
4 to 5 years	NR	NR	NR	13	3.9	±0.3	NR
6 to 10 years	24	2.4*	±0.3	128	3.1*	±0.2	-0.82 (L)
11 to 14 years	6	2.3*	±0.5	106	3.4*	±0.2	-1.32 (L)
15 to 20 years	17	2.3*	±0.3	71	3.0*	±0.3	-0.68 (M)
More than 20 years	NR	NR	NR	66	3.2	±0.2	NR
Appointment Type							
Permanent	63	2.3*	±0.2	506	3.3*	±0.1	-1.11 (L)
Term	6	2.3*	±0.0	22	3.5*	±0.2	-2.42 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	61	2.3*	±0.2	482	3.3*	±0.1	-1.19 (L)



	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	61	2.3*	±0.2	482	3.3*	±0.1	-1.19 (L)
Term	6	2.3*	±0.0	22	3.5*	±0.2	-2.42 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	5	2.2*	±0.0	197	3.4*	±0.1	-1.22 (L)
Women	62	2.3*	±0.1	325	3.2*	±0.1	-1.20 (L)
<b>Gender Identity</b>							
Male	5	2.2*	±0.0	197	3.4*	±0.1	-1.22 (L)
Female	62	2.3*	±0.1	325	3.2*	±0.1	-1.20 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	6	2.8	±0.9	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	59	2.3*	±0.1	482	3.3*	±0.1	-1.20 (L)
Sexual Minority	9	2.5*	±0.4	17	3.5*	±0.3	-1.43 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	59	2.3*	±0.1	482	3.3*	±0.1	-1.20 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	12	3.8	±0.2	NR
Bisexual	8	2.3	±0.1	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	26	2.7	±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.

### 4.6.5 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 OST.

*Table 4.46 OST – 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	59	2.6*	±0.2	499	3.6*	±0.1	-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	13	2.8	±0.4	44	3.5	±0.4	-0.56 (M)
General Schedule (GS) 7-10	21	2.6*	±0.3	146	4.0*	±0.1	-1.53 (L)
General Schedule (GS) 11-12	5	1.9	±0.8	72	3.0	±0.3	-0.79 (M)
General Schedule (GS) 13-15	19	2.6*	±0.6	219	3.6*	±0.2	-0.80 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	4.3	±0.2	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	6	3.3*	±0.0	52	4.1*	±0.3	-0.98 (L)
1 to 3 years	9	3.0*	±0.9	91	3.8*	±0.2	-0.71 (M)
4 to 5 years	NR	NR	NR	13	3.6	±0.7	NR
6 to 10 years	22	2.6*	±0.4	125	3.3*	±0.2	-0.58 (M)
11 to 14 years	6	2.0*	±0.7	104	3.5*	±0.2	-1.28 (L)
15 to 20 years	10	2.7*	±0.4	55	3.6*	±0.4	-0.69 (M)
More than 20 years	NR	NR	NR	58	3.7	±0.3	NR
Appointment Type							
Permanent	53	2.6*	±0.3	477	3.6*	±0.1	-0.86 (L)
Term	6	3.3*	±0.0	22	4.2*	±0.2	-1.92 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	52	2.6*	±0.3	465	3.6*	±0.1	-0.81 (L)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	52	2.6*	±0.3	465	3.6*	±0.1	-0.81 (L)
Term	6	3.3*	±0.0	22	4.2*	±0.2	-1.92 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	5	1.5*	±0.5	191	3.7*	±0.2	-1.87 (L)
Women	53	2.7*	±0.2	302	3.6*	±0.1	-0.73 (M)
<b>Gender Identity</b>							
Male	5	1.5*	±0.5	191	3.7*	±0.2	-1.87 (L)
Female	53	2.7*	±0.2	302	3.6*	±0.1	-0.73 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	6	3.0	±0.9	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	52	2.6*	±0.3	453	3.6*	±0.1	-0.91 (L)
Sexual Minority	8	3.0*	±0.4	17	3.8*	±0.5	-0.91 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	52	2.6*	±0.3	453	3.6*	±0.1	-0.91 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	12	3.9	±0.1	NA
Bisexual	8	3.0	±0.4	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	26	3.0	±0.6	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.

#### 4.6.6 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 OST.

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

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	69	2.6*	±0.3	530	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	13	1.5*	±0.4	58	3.4*	±0.3	-1.96 (L)
General Schedule (GS) 7-10	21	3.2*	±0.6	149	3.8*	±0.1	-0.63 (M)
General Schedule (GS) 11-12	5	2.2	±1.2	74	3.3	±0.3	-0.81 (L)
General Schedule (GS) 13-15	28	2.7*	±0.5	230	3.5*	±0.1	-0.78 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	3.9	±0.2	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	6	4.4	±0.0	52	4.0	±0.2	0.55 (M)
1 to 3 years	9	3.1	±1.0	91	3.5	±0.2	-0.32 (S)
4 to 5 years	NR	NR	NR	13	4.3	±0.2	NR
6 to 10 years	24	2.3*	±0.6	129	3.2*	±0.2	-0.77 (M)
11 to 14 years	6	2.9	±1.0	106	3.7	±0.2	-0.82 (L)
15 to 20 years	17	2.0*	±0.4	71	3.7*	±0.2	-1.77 (L)
More than 20 years	NR	NR	NR	66	3.5	±0.2	NR
Appointment Type							
Permanent	63	2.4*	±0.3	506	3.5*	±0.1	-1.02 (L)
Term	6	4.4*	±0.0	22	3.8*	±0.3	1.04 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	61	2.5*	±0.3	482	3.6*	±0.1	-1.01 (L)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	61	2.5*	±0.3	482	3.6*	±0.1	-1.01 (L)
Term	6	4.4*	±0.0	22	3.8*	±0.3	1.04 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	5	3.2	±0.4	197	3.6	±0.1	-0.42 (S)
Women	62	2.6*	±0.3	327	3.5*	±0.1	-0.91 (L)
<b>Gender Identity</b>							
Male	5	3.2	±0.4	197	3.6	±0.1	-0.42 (S)
Female	62	2.6*	±0.3	327	3.5*	±0.1	-0.91 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	6	2.6	±0.8	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	59	2.4*	±0.3	482	3.6*	±0.1	-1.10 (L)
Sexual Minority	9	4.2	±0.3	17	3.8	±0.4	0.47 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	59	2.4*	±0.3	482	3.6*	±0.1	-1.10 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	12	4.2	±0.2	NR
Bisexual	8	4.2	±0.4	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	26	3.3	±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.

### 4.6.7 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 OST.

Table 4.48 OST – 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	68	1.7*	±0.1	526	1.9*	±0.0	-0.26 (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	13	1.2*	±0.1	58	1.5*	±0.1	-0.73 (M)
General Schedule (GS) 7-10	21	1.7	±0.3	148	1.8	±0.1	-0.21 (S)
General Schedule (GS) 11-12	5	2.0	±0.0	72	1.7	±0.1	0.53 (M)
General Schedule (GS) 13-15	28	2.0	±0.2	230	2.0	±0.1	-0.17
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	2.1	±0.3	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	6	1.3*	±0.0	51	2.0*	±0.2	-1.03 (L)
1 to 3 years	9	2.2	±0.1	91	1.9	±0.1	0.65 (M)
4 to 5 years	NR	NR	NR	13	1.8	±0.2	NR
6 to 10 years	24	1.4*	±0.3	130	1.8*	±0.1	-0.66 (M)
11 to 14 years	6	1.8	±0.2	106	1.9	±0.1	-0.24 (S)
15 to 20 years	16	1.9	±0.3	69	1.8	±0.1	0.11
More than 20 years	NR	NR	NR	66	1.9	±0.1	NR
Appointment Type							
Permanent	62	1.8	±0.2	504	1.9	±0.0	-0.19
Term	6	1.3*	±0.0	20	1.9*	±0.2	-1.26 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	60	1.8	±0.2	481	1.9	±0.1	-0.20 (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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	60	1.8	±0.2	481	1.9	±0.1	-0.20 (S)
Term	6	1.3*	±0.0	20	1.9*	±0.2	-1.26 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	5	2.2	±0.2	195	2.1	±0.1	0.14
Women	62	1.7	±0.2	325	1.7	±0.1	-0.08
<b>Gender Identity</b>							
Male	5	2.2	±0.2	195	2.1	±0.1	0.14
Female	62	1.7	±0.2	325	1.7	±0.1	-0.08
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	6	1.9	±0.5	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	58	1.8	±0.2	480	1.9	±0.0	-0.23 (S)
Sexual Minority	9	1.5	±0.3	17	1.4	±0.2	0.18
<b>Sexual Orientation</b>							
Heterosexual or straight	58	1.8	±0.2	480	1.9	±0.0	-0.23 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	12	1.5	±0.2	NR
Bisexual	8	1.3	±0.1	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	24	1.8	±0.3	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.

#### 4.6.8 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 OST.

*Table 4.49 OST – 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	47	68.5%*	±12.2	30	5.7%*	±2.4	1.47 (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	NR	NR	NR	NR
General Schedule (GS) 11-12	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 13-15	NR	NR	NR	20	8.7%	±4.5	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	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	8	6.5%	±5.8	NR
11 to 14 years	NR	NR	NR	10	9.1%	±7.3	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	47	75.1%*	±12.5	30	6.0%*	±2.5	1.60 (L)
Term	NR	NR	NR	0	0.0%	NA	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	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	45	74.4%*	±12.7	30	6.2%*	±2.5	1.58 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	45	74.4%*	±12.7	30	6.2%*	±2.5	1.58 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	18	9.2%	±5.0	NR
Women	42	67.0%*	±12.9	11	3.6%*	±2.8	1.53 (L)
<b>Gender Identity</b>							
Male	NR	NR	NR	18	9.2%	±5.0	NR
Female	42	67.0%*	±12.9	11	3.6%*	±2.8	1.53 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	44	73.7%*	±13.0	24	5.2%*	±2.4	1.60 (L)
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	44	73.7%*	±13.0	24	5.2%*	±2.4	1.60 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
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 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 OST – Logistic Regression of Sexual 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.

## 4.7 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 OST.

*Table 4.51 OST – 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	105	2.4*	±0.2	489	3.4*	±0.1	-1.15 (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	16	2.6*	±0.3	56	3.6*	±0.2	-1.48 (L)
General Schedule (GS) 7-10	27	2.5*	±0.4	140	3.6*	±0.1	-1.45 (L)
General Schedule (GS) 11-12	14	2.1*	±0.5	65	3.2*	±0.2	-1.36 (L)
General Schedule (GS) 13-15	46	2.4*	±0.2	212	3.3*	±0.1	-0.95 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	3.9	±0.2	NR
Other	NR	NR	NR	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	6	3.3*	±0.0	52	3.9*	±0.2	-0.87 (L)
1 to 3 years	11	2.6*	±0.4	89	3.5*	±0.2	-1.03 (L)
4 to 5 years	NR	NR	NR	13	3.1	±0.5	NR
6 to 10 years	36	2.3*	±0.3	117	3.2*	±0.2	-0.97 (L)
11 to 14 years	13	2.9*	±0.3	98	3.5*	±0.2	-0.59 (M)
15 to 20 years	31	2.1*	±0.3	57	3.4*	±0.2	-1.80 (L)
More than 20 years	6	2.7*	±0.3	62	3.3*	±0.2	-0.93 (L)
<b>Appointment Type</b>							
Permanent	99	2.3*	±0.2	465	3.4*	±0.1	-1.19 (L)
Term	6	3.3	±0.0	22	3.5	±0.1	-0.54 (M)
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	NR	NR	NR	--	--	--	NA
Non-Seasonal	96	2.3*	±0.2	444	3.4*	±0.1	-1.21 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	--	--	--	NA
Permanent-Non-Seasonal	96	2.3*	±0.2	444	3.4*	±0.1	-1.21 (L)
Term	6	3.3	±0.0	22	3.5	±0.1	-0.54 (M)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	24	2.5*	±0.4	179	3.4*	±0.1	-1.14 (L)
Women	81	2.4*	±0.2	304	3.4*	±0.1	-1.15 (L)
<b>Gender Identity</b>							
Male	24	2.5*	±0.4	179	3.4*	±0.1	-1.14 (L)
Female	81	2.4*	±0.2	304	3.4*	±0.1	-1.15 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	6	3.0	±0.4	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	87	2.3*	±0.2	452	3.4*	±0.1	-1.26 (L)
Sexual Minority	11	2.8	±0.5	15	3.2	±0.5	-0.50 (M)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Sexual Orientation</b>							
Heterosexual or straight	87	2.3*	±0.2	452	3.4*	±0.1	-1.26 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	12	2.8	±0.3	NR
Bisexual	9	2.7	±0.6	--	--	--	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	8	2.7	±0.7	18	3.1	±0.3	-0.44 (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.

### 4.7.2 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 OST.

*Table 4.52 OST – 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	105	0.32*	±0.08	476	0.49*	±0.04	-0.39 (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	16	0.53	±0.24	44	0.37	±0.12	0.37 (S)
General Schedule (GS) 7-10	27	0.33	±0.16	140	0.50	±0.07	-0.39 (S)
General Schedule (GS) 11-12	NR	NR	NR	65	0.30	±0.10	NR
General Schedule (GS) 13-15	46	0.27*	±0.12	211	0.54*	±0.06	-0.61 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	1.00	±0.00	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	6	1.00*	±0.00	52	0.41*	±0.11	1.45 (L)
1 to 3 years	NR	NR	NR	89	0.59	±0.09	NR
4 to 5 years	NR	NR	NR	13	0.73	±0.14	NR
6 to 10 years	36	0.38	±0.14	116	0.37	±0.08	0.02
11 to 14 years	13	0.49	±0.23	98	0.54	±0.09	-0.11
15 to 20 years	31	0.12*	±0.11	45	0.51*	±0.13	-0.98 (L)
More than 20 years	NR	NR	NR	62	0.49	±0.11	NR
Appointment Type							
Permanent	99	0.28*	±0.08	452	0.49*	±0.04	-0.49 (S)
Term	6	1.00*	±0.00	22	0.48*	±0.18	1.31 (L)
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	NR	NR	NR	--	--	--	NA
Non-Seasonal	96	0.28*	±0.08	443	0.48*	±0.04	-0.46 (S)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	--	--	--	NA
Permanent-Non-Seasonal	96	0.28*	±0.08	443	0.48*	±0.04	-0.46 (S)
Term	6	1.00*	±0.00	22	0.48*	±0.18	1.31 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	24	0.30*	±0.18	179	0.53*	±0.06	-0.53 (M)
Women	81	0.31*	±0.09	292	0.47*	±0.05	-0.35 (S)
<b>Gender Identity</b>							
Male	24	0.30*	±0.18	179	0.53*	±0.06	-0.53 (M)
Female	81	0.31*	±0.09	292	0.47*	±0.05	-0.35 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	87	0.31*	±0.09	440	0.51*	±0.04	-0.46 (S)
Sexual Minority	11	0.55	±0.31	15	0.39	±0.15	0.39 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	87	0.31*	±0.09	440	0.51*	±0.04	-0.46 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	12	0.40	±0.19	NR
Bisexual	9	0.66	±0.33	--	--	--	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	17	0.11	±0.11	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.

### 4.7.3 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 OST.

*Table 4.53 OST – 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	105	3.4*	±0.2	492	2.9*	±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	16	3.6*	±0.3	56	3.0*	±0.2	0.87 (L)
General Schedule (GS) 7-10	27	2.8	±0.4	142	2.8	±0.1	-0.05
General Schedule (GS) 11-12	14	3.7*	±0.5	65	3.1*	±0.2	0.64 (M)
General Schedule (GS) 13-15	46	3.6*	±0.3	212	2.8*	±0.1	0.92 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	2.1	±0.3	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	6	2.0	±0.0	52	2.6	±0.2	-0.79 (M)
1 to 3 years	11	3.9*	±0.5	89	2.7*	±0.2	1.41 (L)
4 to 5 years	NR	NR	NR	13	2.5	±0.5	NR
6 to 10 years	36	3.4	±0.3	115	3.2	±0.2	0.19
11 to 14 years	13	2.8	±0.6	98	2.8	±0.2	0.03
15 to 20 years	31	3.9*	±0.3	58	2.8*	±0.2	1.38 (L)
More than 20 years	6	2.9	±0.5	63	3.0	±0.2	-0.20 (S)
Appointment Type							
Permanent	99	3.5*	±0.2	469	2.9*	±0.1	0.69 (M)
Term	6	2.0*	±0.0	22	2.8*	±0.2	-1.86 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	--	--	--	NA
Non-Seasonal	96	3.5*	±0.2	447	2.9*	±0.1	0.71 (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	NR	NR	NR	--	--	--	NA
Permanent-Non-Seasonal	96	3.5*	±0.2	447	2.9*	±0.1	0.71 (M)
Term	6	2.0*	±0.0	22	2.8*	±0.2	-1.86 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	24	3.6*	±0.3	179	2.7*	±0.1	1.02 (L)
Women	81	3.3*	±0.2	307	3.0*	±0.1	0.45 (S)
<b>Gender Identity</b>							
Male	24	3.6*	±0.3	179	2.7*	±0.1	1.02 (L)
Female	81	3.3*	±0.2	307	3.0*	±0.1	0.45 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	6	3.4	±0.6	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	87	3.5*	±0.2	455	2.9*	±0.1	0.69 (M)
Sexual Minority	11	3.1	±0.8	15	2.5	±0.3	0.60 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	87	3.5*	±0.2	455	2.9*	±0.1	0.69 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	12	2.5	±0.3	NR
Bisexual	9	3.0	±1.0	--	--	--	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	8	3.2	±0.9	18	3.3	±0.4	-0.08

<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 OST.

*Table 4.54 OST – 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	105	2.5*	±0.1	492	3.3*	±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	16	2.5*	±0.2	56	3.0*	±0.3	-0.58 (M)
General Schedule (GS) 7-10	27	2.6*	±0.3	142	3.4*	±0.1	-1.14 (L)
General Schedule (GS) 11-12	14	2.4*	±0.2	65	3.2*	±0.3	-0.74 (M)
General Schedule (GS) 13-15	46	2.5*	±0.3	212	3.4*	±0.1	-0.89 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	4.2	±0.2	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	6	2.3*	±0.0	52	3.8*	±0.2	-2.21 (L)
1 to 3 years	11	2.3*	±0.2	89	3.4*	±0.2	-1.16 (L)
4 to 5 years	NR	NR	NR	13	3.9	±0.3	NR
6 to 10 years	36	2.6*	±0.2	115	3.1*	±0.2	-0.49 (S)
11 to 14 years	13	3.0	±0.4	98	3.4	±0.2	-0.40 (S)
15 to 20 years	31	2.3*	±0.3	58	3.1*	±0.3	-0.73 (M)
More than 20 years	6	3.0	±0.3	63	3.2	±0.2	-0.42 (S)
Appointment Type							
Permanent	99	2.6*	±0.1	469	3.3*	±0.1	-0.83 (L)
Term	6	2.3*	±0.0	22	3.5*	±0.2	-2.42 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	--	--	--	NA
Non-Seasonal	96	2.5*	±0.2	447	3.4*	±0.1	-0.92 (L)

	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	NR	NR	NR	--	--	--	NA
Permanent-Non-Seasonal	96	2.5*	±0.2	447	3.4*	±0.1	-0.92 (L)
Term	6	2.3*	±0.0	22	3.5*	±0.2	-2.42 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	24	2.4*	±0.3	179	3.5*	±0.1	-1.16 (L)
Women	81	2.6*	±0.2	307	3.2*	±0.1	-0.77 (M)
<b>Gender Identity</b>							
Male	24	2.4*	±0.3	179	3.5*	±0.1	-1.16 (L)
Female	81	2.6*	±0.2	307	3.2*	±0.1	-0.77 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	6	2.8	±0.9	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	87	2.6*	±0.2	455	3.3*	±0.1	-0.85 (L)
Sexual Minority	11	2.4*	±0.4	15	3.7*	±0.2	-2.34 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	87	2.6*	±0.2	455	3.3*	±0.1	-0.85 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	12	3.8	±0.2	NR
Bisexual	9	2.2	±0.1	--	--	--	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	8	2.6	±0.7	18	2.8	±0.4	-0.24 (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.

### 4.7.5 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 OST.

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

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	96	2.7*	±0.2	461	3.7*	±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	16	2.9	±0.4	42	3.5	±0.4	-0.57 (M)
General Schedule (GS) 7-10	27	3.0*	±0.4	139	3.9*	±0.1	-1.09 (L)
General Schedule (GS) 11-12	14	1.7*	±0.5	63	3.2*	±0.3	-1.20 (L)
General Schedule (GS) 13-15	37	2.7*	±0.4	200	3.7*	±0.2	-0.81 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	4.3	±0.2	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	6	3.3*	±0.0	52	4.1*	±0.3	-0.98 (L)
1 to 3 years	11	2.6*	±0.7	89	3.8*	±0.2	-1.13 (L)
4 to 5 years	NR	NR	NR	13	3.6	±0.7	NR
6 to 10 years	35	2.9	±0.4	111	3.3	±0.2	-0.34 (S)
11 to 14 years	13	3.1	±0.8	97	3.5	±0.2	-0.34 (S)
15 to 20 years	23	2.5*	±0.5	42	4.0*	±0.3	-1.44 (L)
More than 20 years	6	1.6*	±0.9	55	3.8*	±0.2	-2.62 (L)
Appointment Type							
Permanent	90	2.7*	±0.2	439	3.6*	±0.1	-0.85 (L)
Term	6	3.3*	±0.0	22	4.2*	±0.2	-1.92 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	--	--	--	NA
Non-Seasonal	87	2.6*	±0.2	429	3.6*	±0.1	-0.86 (L)

	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	NR	NR	NR	--	--	--	NA
Permanent-Non-Seasonal	87	2.6*	±0.2	429	3.6*	±0.1	-0.86 (L)
Term	6	3.3*	±0.0	22	4.2*	±0.2	-1.92 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	24	2.2*	±0.4	172	3.8*	±0.2	-1.53 (L)
Women	72	2.8*	±0.3	283	3.6*	±0.1	-0.63 (M)
<b>Gender Identity</b>							
Male	24	2.2*	±0.4	172	3.8*	±0.2	-1.53 (L)
Female	72	2.8*	±0.3	283	3.6*	±0.1	-0.63 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	6	3.0	±0.9	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	79	2.7*	±0.2	425	3.7*	±0.1	-0.82 (L)
Sexual Minority	9	2.6*	±0.6	15	4.1*	±0.2	-2.25 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	79	2.7*	±0.2	425	3.7*	±0.1	-0.82 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	12	3.9	±0.1	NA
Bisexual	9	2.6	±0.6	--	--	--	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	8	2.4	±1.4	18	3.2	±0.5	-0.55 (M)

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

#### 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 OST.

*Table 4.56 OST – 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	105	2.8*	±0.2	493	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	16	1.6*	±0.4	56	3.5*	±0.3	-2.02 (L)
General Schedule (GS) 7-10	27	3.5	±0.5	143	3.8	±0.1	-0.33 (S)
General Schedule (GS) 11-12	14	2.2*	±0.5	65	3.4*	±0.3	-0.93 (L)
General Schedule (GS) 13-15	46	2.9*	±0.3	212	3.6*	±0.1	-0.64 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	3.9	±0.2	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	6	4.4	±0.0	52	4.0	±0.2	0.55 (M)
1 to 3 years	11	2.7*	±0.8	89	3.5*	±0.2	-0.73 (M)
4 to 5 years	NR	NR	NR	13	4.3	±0.2	NR
6 to 10 years	36	2.5*	±0.4	117	3.2*	±0.2	-0.64 (M)
11 to 14 years	13	3.5	±0.6	98	3.7	±0.2	-0.18
15 to 20 years	31	2.6*	±0.4	58	3.8*	±0.2	-1.19 (L)
More than 20 years	6	2.6*	±0.7	63	3.6*	±0.2	-1.04 (L)
Appointment Type							
Permanent	99	2.7*	±0.2	469	3.6*	±0.1	-0.83 (L)
Term	6	4.4*	±0.0	22	3.8*	±0.3	1.04 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	--	--	--	NA
Non-Seasonal	96	2.7*	±0.2	447	3.6*	±0.1	-0.84 (L)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	--	--	--	NA
Permanent-Non-Seasonal	96	2.7*	±0.2	447	3.6*	±0.1	-0.84 (L)
Term	6	4.4*	±0.0	22	3.8*	±0.3	1.04 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	24	3.1*	±0.4	179	3.7*	±0.2	-0.55 (M)
Women	81	2.7*	±0.3	308	3.6*	±0.1	-0.82 (L)
<b>Gender Identity</b>							
Male	24	3.1*	±0.4	179	3.7*	±0.2	-0.55 (M)
Female	81	2.7*	±0.3	308	3.6*	±0.1	-0.82 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	6	2.6	±0.8	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	87	2.6*	±0.3	455	3.6*	±0.1	-0.89 (L)
Sexual Minority	11	3.8	±0.7	15	4.0	±0.3	-0.29 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	87	2.6*	±0.3	455	3.6*	±0.1	-0.89 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	12	4.2	±0.2	NR
Bisexual	9	3.7	±0.8	--	--	--	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	8	3.3	±0.6	18	3.3	±0.3	-0.10

<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 OST.

*Table 4.57 OST – 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	104	1.9	±0.1	488	1.8	±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	16	1.2*	±0.1	56	1.6*	±0.1	-0.86 (L)
General Schedule (GS) 7-10	27	1.8	±0.3	141	1.8	±0.1	-0.05
General Schedule (GS) 11-12	14	2.0*	±0.0	63	1.6*	±0.2	0.61 (M)
General Schedule (GS) 13-15	46	2.1	±0.2	212	2.0	±0.1	0.19
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	1.9	±0.2	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	6	1.3*	±0.0	51	2.0*	±0.2	-1.03 (L)
1 to 3 years	11	2.5*	±0.3	89	1.8*	±0.1	1.33 (L)
4 to 5 years	NR	NR	NR	13	1.8	±0.2	NR
6 to 10 years	36	1.6	±0.3	117	1.8	±0.1	-0.30 (S)
11 to 14 years	13	2.1	±0.3	98	1.8	±0.1	0.58 (M)
15 to 20 years	30	1.9	±0.2	56	1.8	±0.2	0.27 (S)
More than 20 years	6	1.8	±0.3	63	1.9	±0.1	-0.08
Appointment Type							
Permanent	98	1.9	±0.1	466	1.8	±0.0	0.12
Term	6	1.3*	±0.0	20	1.9*	±0.2	-1.26 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	--	--	--	NA
Non-Seasonal	95	1.9	±0.1	445	1.9	±0.1	0.12



	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	NR	NR	NR	--	--	--	NA
Permanent-Non-Seasonal	95	1.9	±0.1	445	1.9	±0.1	0.12
Term	6	1.3*	±0.0	20	1.9*	±0.2	-1.26 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	24	2.3*	±0.2	177	2.1*	±0.1	0.48 (S)
Women	81	1.7	±0.1	305	1.7	±0.1	0.06
<b>Gender Identity</b>							
Male	24	2.3*	±0.2	177	2.1*	±0.1	0.48 (S)
Female	81	1.7	±0.1	305	1.7	±0.1	0.06
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	6	1.9	±0.5	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	86	1.9	±0.1	452	1.9	±0.0	0.12
Sexual Minority	11	1.5	±0.3	15	1.4	±0.2	0.10
<b>Sexual Orientation</b>							
Heterosexual or straight	86	1.9	±0.1	452	1.9	±0.0	0.12
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	12	1.5	±0.2	NR
Bisexual	9	1.3	±0.1	--	--	--	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	8	1.8	±0.4	17	1.8	±0.4	0.06

<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 OST.

*Table 4.58 OST – 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	52	49.1%*	±9.6	25	5.2%*	±2.4	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	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 11-12	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 13-15	24	51.1%*	±14.6	20	9.4%*	±4.8	0.97 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	0	0.0%	NA	NR
1 to 3 years	NR	NR	NR	8	8.7%	±8.3	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	23	63.0%*	±17.4	6	4.8%*	±5.8	1.39 (L)
11 to 14 years	NR	NR	NR	7	7.6%	±7.3	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	52	52.0%*	±9.9	25	5.5%*	±2.5	1.14 (L)
Term	NR	NR	NR	0	0.0%	NA	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	NR	NR	NR	--	--	--	NA
Non-Seasonal	50	52.1%*	±10.1	25	5.6%*	±2.6	1.13 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	--	--	--	NA
Permanent-Non-Seasonal	50	52.1%*	±10.1	25	5.6%*	±2.6	1.13 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	14	7.7%	±5.0	NR
Women	42	52.1%*	±11.1	11	3.8%*	±2.9	1.22 (L)
<b>Gender Identity</b>							
Male	NR	NR	NR	14	7.7%	±5.0	NR
Female	42	52.1%*	±11.1	11	3.8%*	±2.9	1.22 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	46	52.6%*	±10.7	23	5.1%*	±2.5	1.16 (L)
Sexual Minority	NR	NR	NR	0	0.0%	NA	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	46	52.6%*	±10.7	23	5.1%*	±2.5	1.16 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	--	--	--	NA
Other	--	--	--	--	--	--	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 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 OST – Logistic Regression of Crude and Offensive Behavior 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.

## 4.8 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 OST.

*Table 4.60 OST – 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	49	2.1*	±0.2	547	3.3*	±0.1	-1.37 (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	3.5	±0.2	NR
General Schedule (GS) 7-10	18	2.4*	±0.5	150	3.6*	±0.1	-1.38 (L)
General Schedule (GS) 11-12	5	2.1*	±0.7	74	3.1*	±0.2	-1.06 (L)
General Schedule (GS) 13-15	20	1.8*	±0.2	238	3.2*	±0.1	-1.48 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	3.9	±0.2	NR
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	6	3.3*	±0.0	52	3.9*	±0.2	-0.87 (L)
1 to 3 years	NR	NR	NR	98	3.4	±0.2	NR
4 to 5 years	--	--	--	16	2.9	±0.5	NA
6 to 10 years	17	2.0*	±0.4	138	3.1*	±0.2	-1.23 (L)
11 to 14 years	9	2.4*	±0.5	102	3.5*	±0.2	-1.13 (L)
15 to 20 years	14	1.6*	±0.1	73	3.2*	±0.2	-2.03 (L)
More than 20 years	--	--	--	67	3.3	±0.2	NA
<b>Appointment Type</b>							
Permanent	43	1.9*	±0.2	523	3.3*	±0.1	-1.54 (L)
Term	6	3.3	±0.0	22	3.5	±0.1	-0.54 (M)
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	43	1.9*	±0.2	499	3.3*	±0.1	-1.52 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	43	1.9*	±0.2	499	3.3*	±0.1	-1.52 (L)
Term	6	3.3	±0.0	22	3.5	±0.1	-0.54 (M)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	198	3.4	±0.1	NR
Women	44	2.1*	±0.2	342	3.3*	±0.1	-1.36 (L)
<b>Gender Identity</b>							
Male	NR	NR	NR	198	3.4	±0.1	NR
Female	44	2.1*	±0.2	342	3.3*	±0.1	-1.36 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.1	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	36	1.9*	±0.2	504	3.4*	±0.1	-1.62 (L)
Sexual Minority	8	3.0	±0.5	19	3.1	±0.4	-0.09

	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	36	1.9*	±0.2	504	3.4*	±0.1	-1.62 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	14	2.9	±0.2	NA
Bisexual	8	3.0	±0.5	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	5	2.3*	±0.7	21	3.2*	±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.

### 4.8.2 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 OST.

*Table 4.61 OST – 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	49	0.19*	±0.11	533	0.48*	±0.04	-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	55	0.44	±0.12	NR
General Schedule (GS) 7-10	18	0.33	±0.22	150	0.49	±0.07	-0.37 (S)
General Schedule (GS) 11-12	5	0.00	±0.00	74	0.28	±0.09	-0.73 (M)
General Schedule (GS) 13-15	NR	NR	NR	237	0.53	±0.06	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	1.00	±0.00	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	6	1.00*	±0.00	52	0.41*	±0.11	1.45 (L)
1 to 3 years	NR	NR	NR	98	0.56	±0.09	NR
4 to 5 years	--	--	--	16	0.60	±0.18	NA
6 to 10 years	17	0.00*	±0.00	137	0.42*	±0.07	-1.01 (L)
11 to 14 years	NR	NR	NR	102	0.57	±0.09	NR
15 to 20 years	NR	NR	NR	61	0.41	±0.11	NR
More than 20 years	--	--	--	67	0.47	±0.10	NA
Appointment Type							
Permanent	NR	NR	NR	509	0.48	±0.04	NR
Term	6	1.00*	±0.00	22	0.48*	±0.18	1.31 (L)
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	--	--	--	NR	NR	NR	NR
Non-Seasonal	NR	NR	NR	498	0.48	±0.04	NR
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	498	0.48	±0.04	NR
Term	6	1.00*	±0.00	22	0.48*	±0.18	1.31 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	198	0.52	±0.06	NR
Women	44	0.21*	±0.12	330	0.47*	±0.05	-0.59 (M)
<b>Gender Identity</b>							
Male	NR	NR	NR	198	0.52	±0.06	NR
Female	44	0.21*	±0.12	330	0.47*	±0.05	-0.59 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	491	0.50	±0.04	NR
Sexual Minority	8	0.79*	±0.31	19	0.32*	±0.14	1.31 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	491	0.50	±0.04	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	14	0.35	±0.18	NA
Bisexual	8	0.79	±0.31	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	5	0.00	±0.00	20	0.14	±0.11	-0.59 (M)

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

### 4.8.3 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 OST.

*Table 4.62 OST – 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	49	3.4*	±0.3	549	2.9*	±0.1	0.50 (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	3.0	±0.2	NR
General Schedule (GS) 7-10	18	2.4*	±0.2	152	2.9*	±0.1	-0.65 (M)
General Schedule (GS) 11-12	5	4.0	±1.0	74	3.1	±0.2	0.85 (L)
General Schedule (GS) 13-15	20	4.0*	±0.4	238	2.9*	±0.1	1.19 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	2.1	±0.3	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	6	2.0	±0.0	52	2.6	±0.2	-0.79 (M)
1 to 3 years	NR	NR	NR	98	2.8	±0.2	NR
4 to 5 years	--	--	--	16	2.6	±0.4	NA
6 to 10 years	17	3.1	±0.4	136	3.2	±0.1	-0.16
11 to 14 years	9	3.6*	±0.7	102	2.7*	±0.2	1.07 (L)
15 to 20 years	14	4.3*	±0.3	74	3.0*	±0.2	1.65 (L)
More than 20 years	--	--	--	69	3.0	±0.2	NA
Appointment Type							
Permanent	43	3.6*	±0.3	527	2.9*	±0.1	0.71 (M)
Term	6	2.0*	±0.0	22	2.8*	±0.2	-1.86 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	43	3.6*	±0.3	502	2.9*	±0.1	0.69 (M)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	43	3.6*	±0.3	502	2.9*	±0.1	0.69 (M)
Term	6	2.0*	±0.0	22	2.8*	±0.2	-1.86 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	198	2.8	±0.1	NR
Women	44	3.3*	±0.3	345	3.0*	±0.1	0.34 (S)
<b>Gender Identity</b>							
Male	NR	NR	NR	198	2.8	±0.1	NR
Female	44	3.3*	±0.3	345	3.0*	±0.1	0.34 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.3	±0.5	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	36	3.5*	±0.3	507	2.9*	±0.1	0.62 (M)
Sexual Minority	8	2.6	±0.9	19	2.7	±0.4	-0.15
<b>Sexual Orientation</b>							
Heterosexual or straight	36	3.5*	±0.3	507	2.9*	±0.1	0.62 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	14	2.6	±0.3	NA
Bisexual	8	2.6	±0.9	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	5	3.8	±1.1	21	3.1	±0.4	0.67 (M)

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

#### 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 OST.

*Table 4.63 OST – 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	49	2.4*	±0.2	548	3.2*	±0.1	-0.94 (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	NR	NR	NR	67	2.9	±0.2	NR
General Schedule (GS) 7-10	18	2.6*	±0.2	150	3.3*	±0.1	-1.01 (L)
General Schedule (GS) 11-12	5	2.6	±0.2	74	3.1	±0.3	-0.49 (S)
General Schedule (GS) 13-15	20	2.2*	±0.3	238	3.3*	±0.1	-1.23 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	4.2	±0.2	NR
Other	--	--	--	NR	NR	NR	NR
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	6	2.3*	±0.0	52	3.8*	±0.2	-2.21 (L)
1 to 3 years	NR	NR	NR	98	3.4	±0.2	NR
4 to 5 years	--	--	--	16	3.6	±0.4	NA
6 to 10 years	17	2.5*	±0.2	135	3.0*	±0.2	-0.52 (M)
11 to 14 years	9	2.8*	±0.5	102	3.4*	±0.2	-0.72 (M)
15 to 20 years	14	2.2*	±0.2	74	3.0*	±0.3	-0.70 (M)
More than 20 years	--	--	--	69	3.2	±0.1	NA
<b>Appointment Type</b>							
Permanent	43	2.4*	±0.2	526	3.2*	±0.1	-0.90 (L)
Term	6	2.3*	±0.0	22	3.5*	±0.2	-2.42 (L)
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	43	2.4*	±0.2	500	3.3*	±0.1	-0.96 (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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	43	2.4*	±0.2	500	3.3*	±0.1	-0.96 (L)
Term	6	2.3*	±0.0	22	3.5*	±0.2	-2.42 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	198	3.4	±0.1	NR
Women	44	2.4*	±0.2	343	3.2*	±0.1	-0.87 (L)
<b>Gender Identity</b>							
Male	NR	NR	NR	198	3.4	±0.1	NR
Female	44	2.4*	±0.2	343	3.2*	±0.1	-0.87 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.0	±0.8	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	36	2.4*	±0.2	506	3.3*	±0.1	-0.90 (L)
Sexual Minority	8	2.3*	±0.1	19	3.5*	±0.3	-2.12 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	36	2.4*	±0.2	506	3.3*	±0.1	-0.90 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	14	3.8	±0.2	NA
Bisexual	8	2.3	±0.1	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	5	2.4	±0.9	21	2.8	±0.3	-0.47 (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.

### 4.8.5 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 OST.

*Table 4.64 OST – Unwanted Sexual Attention and Supervisor Support by Selected Characteristics*

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	42	2.6*	±0.3	517	3.6*	±0.1	-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	53	3.5	±0.3	NR
General Schedule (GS) 7-10	18	2.7*	±0.4	149	3.9*	±0.1	-1.30 (L)
General Schedule (GS) 11-12	5	2.5	±0.2	72	3.0	±0.3	-0.32 (S)
General Schedule (GS) 13-15	12	2.4*	±0.7	225	3.6*	±0.2	-0.95 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	4.3	±0.2	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	6	3.3*	±0.0	52	4.1*	±0.3	-0.98 (L)
1 to 3 years	NR	NR	NR	98	3.7	±0.2	NR
4 to 5 years	--	--	--	16	3.4	±0.7	NA
6 to 10 years	17	2.4*	±0.4	131	3.3*	±0.2	-0.76 (M)
11 to 14 years	9	2.4*	±0.7	100	3.5*	±0.2	-0.95 (L)
15 to 20 years	7	2.3*	±0.9	58	3.6*	±0.3	-1.00 (L)
More than 20 years	--	--	--	61	3.6	±0.3	NA
Appointment Type							
Permanent	36	2.5*	±0.3	495	3.5*	±0.1	-0.88 (L)
Term	6	3.3*	±0.0	22	4.2*	±0.2	-1.92 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	36	2.5*	±0.3	482	3.6*	±0.1	-0.88 (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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	36	2.5*	±0.3	482	3.6*	±0.1	-0.88 (L)
Term	6	3.3*	±0.0	22	4.2*	±0.2	-1.92 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	191	3.7	±0.2	NR
Women	37	2.7*	±0.3	319	3.5*	±0.1	-0.67 (M)
<b>Gender Identity</b>							
Male	NR	NR	NR	191	3.7	±0.2	NR
Female	37	2.7*	±0.3	319	3.5*	±0.1	-0.67 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.1	±0.8	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	29	2.6*	±0.4	477	3.6*	±0.1	-0.87 (L)
Sexual Minority	8	3.0*	±0.4	17	3.8*	±0.5	-0.91 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	29	2.6*	±0.4	477	3.6*	±0.1	-0.87 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	12	3.9	±0.1	NA
Bisexual	8	3.0	±0.4	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	5	2.3	±1.2	21	3.1	±0.6	-0.54 (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.

#### 4.8.6 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 OST.

*Table 4.65 OST – 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	49	3.2	±0.3	549	3.5	±0.1	-0.28 (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	67	3.1	±0.3	NR
General Schedule (GS) 7-10	18	3.9	±0.2	152	3.7	±0.2	0.25 (S)
General Schedule (GS) 11-12	5	2.1*	±1.2	74	3.3*	±0.3	-0.94 (L)
General Schedule (GS) 13-15	20	2.9*	±0.5	238	3.5*	±0.1	-0.56 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	3.9	±0.2	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	6	4.4	±0.0	52	4.0	±0.2	0.55 (M)
1 to 3 years	NR	NR	NR	98	3.4	±0.2	NR
4 to 5 years	--	--	--	16	4.0	±0.3	NA
6 to 10 years	17	3.3	±0.4	137	3.0	±0.2	0.24 (S)
11 to 14 years	9	2.9*	±0.6	102	3.7*	±0.2	-0.79 (M)
15 to 20 years	14	2.3*	±0.5	74	3.6*	±0.3	-1.20 (L)
More than 20 years	--	--	--	69	3.5	±0.2	NA
Appointment Type							
Permanent	43	3.0*	±0.3	526	3.5*	±0.1	-0.42 (S)
Term	6	4.4*	±0.0	22	3.8*	±0.3	1.04 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	43	3.0*	±0.3	500	3.5*	±0.1	-0.42 (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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	43	3.0*	±0.3	500	3.5*	±0.1	-0.42 (S)
Term	6	4.4*	±0.0	22	3.8*	±0.3	1.04 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	198	3.6	±0.1	NR
Women	44	3.1	±0.4	345	3.4	±0.1	-0.25 (S)
<b>Gender Identity</b>							
Male	NR	NR	NR	198	3.6	±0.1	NR
Female	44	3.1	±0.4	345	3.4	±0.1	-0.25 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	2.7	±0.7	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	36	2.9*	±0.4	506	3.5*	±0.1	-0.52 (M)
Sexual Minority	8	4.2	±0.4	19	3.8	±0.4	0.41 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	36	2.9*	±0.4	506	3.5*	±0.1	-0.52 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	14	4.2	±0.2	NA
Bisexual	8	4.2	±0.4	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	5	3.7	±0.1	21	3.2	±0.4	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.

### 4.8.7 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 OST.

Table 4.66 OST – 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	49	1.5*	±0.1	545	1.9*	±0.0	-0.76 (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	1.5	±0.1	NR
General Schedule (GS) 7-10	18	1.1*	±0.1	151	1.9*	±0.1	-1.56 (L)
General Schedule (GS) 11-12	5	1.7	±0.3	72	1.7	±0.1	0.01
General Schedule (GS) 13-15	20	1.7*	±0.2	238	2.1*	±0.1	-0.66 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	1.9	±0.2	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	6	1.3*	±0.0	51	2.0*	±0.2	-1.03 (L)
1 to 3 years	NR	NR	NR	98	1.9	±0.1	NR
4 to 5 years	--	--	--	16	1.9	±0.2	NA
6 to 10 years	17	1.0*	±0.0	138	1.9*	±0.1	-1.58 (L)
11 to 14 years	9	2.0	±0.4	102	1.8	±0.1	0.38 (S)
15 to 20 years	14	1.5*	±0.2	71	1.9*	±0.1	-0.58 (M)
More than 20 years	--	--	--	69	1.9	±0.1	NA
Appointment Type							
Permanent	43	1.5*	±0.2	522	1.9*	±0.0	-0.72 (M)
Term	6	1.3*	±0.0	20	1.9*	±0.2	-1.26 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	43	1.5*	±0.2	499	1.9*	±0.0	-0.75 (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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	43	1.5*	±0.2	499	1.9*	±0.0	-0.75 (M)
Term	6	1.3*	±0.0	20	1.9*	±0.2	-1.26 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	196	2.1	±0.1	NR
Women	44	1.5*	±0.2	343	1.8*	±0.1	-0.51 (M)
<b>Gender Identity</b>							
Male	NR	NR	NR	196	2.1	±0.1	NR
Female	44	1.5*	±0.2	343	1.8*	±0.1	-0.51 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	6	1.9	±0.5	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	36	1.6*	±0.2	502	1.9*	±0.0	-0.62 (M)
Sexual Minority	8	1.3	±0.1	19	1.5	±0.2	-0.65 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	36	1.6*	±0.2	502	1.9*	±0.0	-0.62 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	14	1.7	±0.2	NA
Bisexual	8	1.3	±0.1	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	5	1.2*	±0.2	19	2.0*	±0.3	-1.30 (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.

### 4.8.8 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 OST.

*Table 4.67 OST – 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	28	58.0%*	±14.6	48	9.0%*	±2.7	1.12 (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	10	18.1%	±12.9	NR
General Schedule (GS) 7-10	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 11-12	NR	NR	NR	7	9.2%	±9.3	NR
General Schedule (GS) 13-15	NR	NR	NR	30	12.8%	±4.9	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	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	9	9.0%	±7.8	NR
4 to 5 years	--	--	--	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	18	12.8%	±6.8	NR
11 to 14 years	NR	NR	NR	8	7.9%	±7.2	NR
15 to 20 years	NR	NR	NR	8	12.8%	±11.3	NR
More than 20 years	--	--	--	NR	NR	NR	NR
Appointment Type							
Permanent	28	66.1%*	±15.9	48	9.4%*	±2.9	1.28 (L)
Term	NR	NR	NR	0	0.0%	NA	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	--	--	--	NR	NR	NR	NR
Non-Seasonal	28	66.1%*	±15.9	47	9.4%*	±2.9	1.28 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	28	66.1%*	±15.9	47	9.4%*	±2.9	1.28 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	23	11.9%	±5.3	NR
Women	28	64.2%*	±15.6	25	7.5%*	±3.4	1.30 (L)
<b>Gender Identity</b>							
Male	NR	NR	NR	23	11.9%	±5.3	NR
Female	28	64.2%*	±15.6	25	7.5%*	±3.4	1.30 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	27	74.4%*	±17.4	41	8.4%*	±2.8	1.49 (L)
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	27	74.4%*	±17.4	41	8.4%*	±2.8	1.49 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	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 OST – Logistic Regression of Unwanted Sexual Attention and Predictors of Workplace Harassment*

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	7.253	1.692	18.367	--	1412.345	--	--	--	--
Sex	-4.086	0.953	18.388	0.000	0.017	0.003	0.109	-76.347	27.551
Education Level	2.891	0.691	17.506	0.000	18.016	4.650	69.797	-74.751	24.359
Race/Ethnicity	1.649	0.807	4.173	0.041	5.203	1.069	25.317	-64.475	3.807
Pay Grade	--	--	15.695	--	--	--	--	--	--
Middle Grade vs. Junior Grade	0.807	0.986	0.670	0.413	2.242	0.324	15.499	-71.147	17.152
Senior Grade vs. Junior Grade	-1.194	0.981	1.482	0.223	0.303	0.044	2.072	-71.147	17.152
Executive Grade vs. Junior Grade	4.251	1.879	5.121	0.024	70.196	1.767	2789.075	-71.147	17.152
Organizational Inclusion	1.249	0.335	13.944	0.000	3.489	1.811	6.721	-72.213	19.282
Organizational Trust	-1.791	0.434	17.063	0.000	0.167	0.071	0.390	-73.615	22.088
Bystander Harassment Based on Sex/Gender	-2.834	0.788	12.931	0.000	0.059	0.013	0.276	-70.114	15.086
General Intolerance	-1.387	0.371	13.972	0.000	0.250	0.121	0.517	-70.721	16.298
Gender Context	-2.530	0.633	15.977	0.000	0.080	0.023	0.275	-74.754	24.366

Note. N = 521, Nagelkerke R Square = 0.635

## 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 OST.

*Table 4.69 OST – 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>	
Overall	16	1.6*	±0.3	579	3.3*	±0.1	-1.79 (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	3.5	±0.2	NR
General Schedule (GS) 7-10	9	1.4*	±0.4	159	3.6*	±0.1	-2.85 (L)
General Schedule (GS) 11-12	--	--	--	79	3.0	±0.2	NA
General Schedule (GS) 13-15	NR	NR	NR	255	3.1	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	3.8	±0.3	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	--	--	--	58	3.8	±0.2	NA
1 to 3 years	NR	NR	NR	98	3.4	±0.2	NR
4 to 5 years	NR	NR	NR	13	3.1	±0.5	NR
6 to 10 years	11	1.4*	±0.3	144	3.1*	±0.1	-1.97 (L)
11 to 14 years	--	--	--	111	3.4	±0.2	NA
15 to 20 years	--	--	--	88	2.9	±0.2	NA
More than 20 years	--	--	--	67	3.3	±0.2	NA
<b>Appointment Type</b>							
Permanent	16	1.6*	±0.3	549	3.3*	±0.1	-1.74 (L)
Term	--	--	--	28	3.5	±0.1	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	16	1.6*	±0.3	525	3.3*	±0.1	-1.72 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	16	1.6*	±0.3	525	3.3*	±0.1	-1.72 (L)
Term	--	--	--	28	3.5	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	200	3.3	±0.1	NR
Women	14	1.6*	±0.3	373	3.2*	±0.1	-1.81 (L)
<b>Gender Identity</b>							
Male	NR	NR	NR	200	3.3	±0.1	NR
Female	14	1.6*	±0.3	373	3.2*	±0.1	-1.81 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.1	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	15	1.6*	±0.3	525	3.3*	±0.1	-1.79 (L)
Sexual Minority	NR	NR	NR	25	3.1	±0.3	NR



	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>Sexual Orientation</b>							
Heterosexual or straight	15	1.6*	±0.3	525	3.3*	±0.1	-1.79 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	14	2.9	±0.2	NA
Bisexual	NR	NR	NR	8	3.0	±0.6	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	26	3.0	±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.

### 4.9.2 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 OST.

*Table 4.70 OST – 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</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	16	0.00*	±0.00	566	0.47*	±0.04	-1.08 (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	NR	NR	NR	55	0.44	±0.12	NR
General Schedule (GS) 7-10	9	0.00*	±0.00	159	0.50*	±0.07	-1.20 (L)
General Schedule (GS) 11-12	--	--	--	79	0.26	±0.08	NA
General Schedule (GS) 13-15	NR	NR	NR	254	0.50	±0.06	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	1.00	±0.00	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	--	--	--	58	0.47	±0.11	NA
1 to 3 years	NR	NR	NR	98	0.56	±0.09	NR
4 to 5 years	NR	NR	NR	13	0.73	±0.14	NR
6 to 10 years	11	0.00*	±0.00	143	0.40*	±0.07	-0.95 (L)
11 to 14 years	--	--	--	111	0.53	±0.08	NA
15 to 20 years	--	--	--	75	0.35	±0.10	NA
More than 20 years	--	--	--	67	0.47	±0.10	NA
<b>Appointment Type</b>							
Permanent	16	0.00*	±0.00	536	0.46*	±0.04	-1.07 (L)
Term	--	--	--	28	0.59	±0.16	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	16	0.00*	±0.00	524	0.46*	±0.04	-1.06 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	16	0.00*	±0.00	524	0.46*	±0.04	-1.06 (L)
Term	--	--	--	28	0.59	±0.16	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	200	0.51	±0.06	NR
Women	14	0.00*	±0.00	360	0.45*	±0.05	-1.03 (L)
<b>Gender Identity</b>							
Male	NR	NR	NR	200	0.51	±0.06	NR
Female	14	0.00*	±0.00	360	0.45*	±0.05	-1.03 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	15	0.00*	±0.00	513	0.49*	±0.04	-1.12 (L)
Sexual Minority	NR	NR	NR	25	0.48	±0.16	NR

	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>Sexual Orientation</b>							
Heterosexual or straight	15	0.00*	±0.00	513	0.49*	±0.04	-1.12 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	14	0.35	±0.18	NA
Bisexual	NR	NR	NR	8	0.79	±0.31	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	25	0.11	±0.09	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 OST.

Table 4.71 OST – 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	16	3.4	±0.5	582	3.0	±0.1	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	67	3.0	±0.2	NR
General Schedule (GS) 7-10	9	3.0	±0.7	161	2.8	±0.1	0.22 (S)
General Schedule (GS) 11-12	--	--	--	79	3.2	±0.2	NA
General Schedule (GS) 13-15	NR	NR	NR	255	2.9	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	2.0	±0.3	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	2.6	±0.2	NA
1 to 3 years	NR	NR	NR	98	2.7	±0.2	NR
4 to 5 years	NR	NR	NR	13	2.5	±0.5	NR
6 to 10 years	11	3.1	±0.6	142	3.2	±0.1	-0.14
11 to 14 years	--	--	--	111	2.8	±0.2	NA
15 to 20 years	--	--	--	89	3.2	±0.2	NA
More than 20 years	--	--	--	69	3.0	±0.2	NA
Appointment Type							
Permanent	16	3.4	±0.5	554	3.0	±0.1	0.45 (S)
Term	--	--	--	28	2.7	±0.2	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	16	3.4	±0.5	528	3.0	±0.1	0.43 (S)

	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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	16	3.4	±0.5	528	3.0	±0.1	0.43 (S)
Term	--	--	--	28	2.7	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	200	2.8	±0.1	NR
Women	14	3.4	±0.6	375	3.0	±0.1	0.45 (S)
<b>Gender Identity</b>							
Male	NR	NR	NR	200	2.8	±0.1	NR
Female	14	3.4	±0.6	375	3.0	±0.1	0.45 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.3	±0.5	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	15	3.2	±0.5	528	3.0	±0.1	0.29 (S)
Sexual Minority	NR	NR	NR	25	2.6	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	15	3.2	±0.5	528	3.0	±0.1	0.29 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	14	2.6	±0.3	NA
Bisexual	NR	NR	NR	8	2.6	±0.9	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	26	3.2	±0.4	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 OST.

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

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	16	2.4*	±0.1	581	3.2*	±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	NR	NR	NR	67	2.9	±0.2	NR
General Schedule (GS) 7-10	9	2.6*	±0.1	159	3.3*	±0.1	-0.88 (L)
General Schedule (GS) 11-12	--	--	--	79	3.0	±0.2	NA
General Schedule (GS) 13-15	NR	NR	NR	255	3.2	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	4.1	±0.2	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	3.6	±0.2	NA
1 to 3 years	NR	NR	NR	98	3.3	±0.2	NR
4 to 5 years	NR	NR	NR	13	3.9	±0.3	NR
6 to 10 years	11	2.4	±0.2	141	3.0	±0.2	-0.62 (M)
11 to 14 years	--	--	--	111	3.3	±0.2	NA
15 to 20 years	--	--	--	89	2.8	±0.2	NA
More than 20 years	--	--	--	69	3.2	±0.1	NA
Appointment Type							
Permanent	16	2.4*	±0.1	552	3.2*	±0.1	-0.84 (L)
Term	--	--	--	28	3.2	±0.2	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	16	2.4*	±0.1	527	3.2*	±0.1	-0.89 (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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	16	2.4*	±0.1	527	3.2*	±0.1	-0.89 (L)
Term	--	--	--	28	3.2	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	200	3.4	±0.1	NR
Women	14	2.5*	±0.1	374	3.1*	±0.1	-0.75 (M)
<b>Gender Identity</b>							
Male	NR	NR	NR	200	3.4	±0.1	NR
Female	14	2.5*	±0.1	374	3.1*	±0.1	-0.75 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.0	±0.8	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	15	2.5*	±0.1	527	3.2*	±0.1	-0.82 (L)
Sexual Minority	NR	NR	NR	25	3.2	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	15	2.5*	±0.1	527	3.2*	±0.1	-0.82 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	14	3.8	±0.2	NA
Bisexual	NR	NR	NR	8	2.2	±0.2	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	26	2.7	±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.

### 4.9.5 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 OST.

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

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	16	2.4*	±0.2	542	3.5*	±0.1	-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	53	3.5	±0.3	NR
General Schedule (GS) 7-10	9	2.8*	±0.0	158	3.9*	±0.2	-1.17 (L)
General Schedule (GS) 11-12	--	--	--	77	2.9	±0.3	NA
General Schedule (GS) 13-15	NR	NR	NR	235	3.5	±0.2	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	4.3	±0.2	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	4.1	±0.2	NA
1 to 3 years	NR	NR	NR	98	3.7	±0.2	NR
4 to 5 years	NR	NR	NR	13	3.6	±0.7	NR
6 to 10 years	11	2.4*	±0.2	136	3.2*	±0.2	-0.65 (M)
11 to 14 years	--	--	--	110	3.4	±0.2	NA
15 to 20 years	--	--	--	65	3.5	±0.3	NA
More than 20 years	--	--	--	61	3.6	±0.3	NA
Appointment Type							
Permanent	16	2.4*	±0.2	514	3.5*	±0.1	-0.90 (L)
Term	--	--	--	28	4.0	±0.2	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	16	2.4*	±0.2	501	3.5*	±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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	16	2.4*	±0.2	501	3.5*	±0.1	-0.90 (L)
Term	--	--	--	28	4.0	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	193	3.6	±0.2	NR
Women	14	2.5*	±0.2	342	3.5*	±0.1	-0.82 (L)
<b>Gender Identity</b>							
Male	NR	NR	NR	193	3.6	±0.2	NR
Female	14	2.5*	±0.2	342	3.5*	±0.1	-0.82 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.1	±0.8	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	15	2.5*	±0.2	491	3.6*	±0.1	-0.92 (L)
Sexual Minority	NR	NR	NR	23	3.7	±0.4	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	15	2.5*	±0.2	491	3.6*	±0.1	-0.92 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	12	3.9	±0.1	NA
Bisexual	NR	NR	NR	8	2.8	±0.7	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	26	3.0	±0.6	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 OST.

*Table 4.74 OST – 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	16	2.9*	±0.5	582	3.5*	±0.1	-0.49 (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	67	3.1	±0.3	NR
General Schedule (GS) 7-10	9	3.3	±0.7	161	3.8	±0.1	-0.48 (S)
General Schedule (GS) 11-12	--	--	--	79	3.2	±0.3	NA
General Schedule (GS) 13-15	NR	NR	NR	255	3.5	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	3.9	±0.2	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	4.0	±0.2	NA
1 to 3 years	NR	NR	NR	98	3.5	±0.2	NR
4 to 5 years	NR	NR	NR	13	4.3	±0.2	NR
6 to 10 years	11	3.2	±0.6	143	3.0	±0.2	0.19
11 to 14 years	--	--	--	111	3.7	±0.2	NA
15 to 20 years	--	--	--	89	3.4	±0.2	NA
More than 20 years	--	--	--	69	3.5	±0.2	NA
Appointment Type							
Permanent	16	2.9	±0.5	552	3.4	±0.1	-0.46 (S)
Term	--	--	--	28	3.9	±0.2	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	16	2.9	±0.5	527	3.5	±0.1	-0.47 (S)

	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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	16	2.9	±0.5	527	3.5	±0.1	-0.47 (S)
Term	--	--	--	28	3.9	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	200	3.6	±0.1	NR
Women	14	2.9	±0.6	376	3.4	±0.1	-0.40 (S)
<b>Gender Identity</b>							
Male	NR	NR	NR	200	3.6	±0.1	NR
Female	14	2.9	±0.6	376	3.4	±0.1	-0.40 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	2.7	±0.7	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	15	2.9	±0.5	527	3.4	±0.1	-0.49 (S)
Sexual Minority	NR	NR	NR	25	4.0	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	15	2.9	±0.5	527	3.4	±0.1	-0.49 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	14	4.2	±0.2	NA
Bisexual	NR	NR	NR	8	3.8	±0.9	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	26	3.3	±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 OST.

Table 4.75 OST – 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	16	1.5*	±0.3	577	1.9*	±0.0	-0.72 (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	1.5	±0.1	NR
General Schedule (GS) 7-10	9	1.4*	±0.4	160	1.8*	±0.1	-0.75 (M)
General Schedule (GS) 11-12	--	--	--	77	1.7	±0.1	NA
General Schedule (GS) 13-15	NR	NR	NR	255	2.0	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	2.1	±0.3	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	57	2.0	±0.2	NA
1 to 3 years	NR	NR	NR	98	1.9	±0.1	NR
4 to 5 years	NR	NR	NR	13	1.8	±0.2	NR
6 to 10 years	11	1.0*	±0.0	144	1.8*	±0.1	-1.45 (L)
11 to 14 years	--	--	--	111	1.9	±0.1	NA
15 to 20 years	--	--	--	86	1.8	±0.1	NA
More than 20 years	--	--	--	69	1.9	±0.1	NA
Appointment Type							
Permanent	16	1.5*	±0.3	549	1.9*	±0.0	-0.73 (M)
Term	--	--	--	26	1.8	±0.2	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	16	1.5*	±0.3	525	1.9*	±0.0	-0.76 (M)

	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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	16	1.5*	±0.3	525	1.9*	±0.0	-0.76 (M)
Term	--	--	--	26	1.8	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	198	2.1	±0.1	NR
Women	14	1.3*	±0.3	374	1.7*	±0.1	-0.85 (L)
<b>Gender Identity</b>							
Male	NR	NR	NR	198	2.1	±0.1	NR
Female	14	1.3*	±0.3	374	1.7*	±0.1	-0.85 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	6	1.9	±0.5	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	15	1.5*	±0.3	524	1.9*	±0.0	-0.68 (M)
Sexual Minority	NR	NR	NR	25	1.5	±0.2	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	15	1.5*	±0.3	524	1.9*	±0.0	-0.68 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	14	1.7	±0.2	NA
Bisexual	NR	NR	NR	8	1.3	±0.0	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	24	1.8	±0.3	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 OST.

*Table 4.76 OST – 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	63	11.1%	±2.9	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	NR	NR	NR	10	18.1%	±12.9	NR
General Schedule (GS) 7-10	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 11-12	--	--	--	10	12.2%	±9.5	NA
General Schedule (GS) 13-15	NR	NR	NR	41	16.1%	±5.1	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	--	--	--	0	0.0%	NA	NA
1 to 3 years	NR	NR	NR	11	12.0%	±8.4	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	18	12.3%	±6.5	NR
11 to 14 years	--	--	--	13	11.3%	±7.5	NA
15 to 20 years	--	--	--	18	24.0%	±11.2	NA
More than 20 years	--	--	--	NR	NR	NR	NR
Appointment Type							
Permanent	NR	NR	NR	63	11.7%	±3.0	NR
Term	--	--	--	0	0.0%	NA	NA
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	--	--	--	NR	NR	NR	NR
Non-Seasonal	NR	NR	NR	62	11.7%	±3.1	NR
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	62	11.7%	±3.1	NR
Term	--	--	--	0	0.0%	NA	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	21	10.4%	±5.1	NR
Women	NR	NR	NR	42	11.7%	±3.8	NR
<b>Gender Identity</b>							
Male	NR	NR	NR	21	10.4%	±5.1	NR
Female	NR	NR	NR	42	11.7%	±3.8	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	56	11.0%	±3.0	NR
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	56	11.0%	±3.0	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
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 OST – Logistic Regression of Sexual Coercion 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.



## 4.10 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 OST.

*Table 4.78 OST – 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>	<i>Hedges' g</i>
Overall	82	2.3*	±0.2	514	3.4*	±0.1	-1.25 (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	11	2.6*	±0.4	61	3.5*	±0.2	-1.31 (L)
General Schedule (GS) 7-10	18	2.9*	±0.4	151	3.5*	±0.1	-0.66 (M)
General Schedule (GS) 11-12	14	1.8*	±0.4	65	3.3*	±0.2	-1.95 (L)
General Schedule (GS) 13-15	33	2.0*	±0.3	225	3.3*	±0.1	-1.35 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	3.9	±0.2	NR
Other	NR	NR	NR	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	9	3.0*	±0.4	50	3.9*	±0.1	-1.87 (L)
1 to 3 years	11	2.8*	±0.7	89	3.5*	±0.2	-0.68 (M)
4 to 5 years	--	--	--	16	2.9	±0.5	NA
6 to 10 years	26	2.0*	±0.3	128	3.2*	±0.2	-1.37 (L)
11 to 14 years	15	2.4*	±0.6	96	3.6*	±0.2	-1.19 (L)
15 to 20 years	17	1.9*	±0.4	71	3.2*	±0.2	-1.67 (L)
More than 20 years	NR	NR	NR	64	3.3	±0.2	NR
<b>Appointment Type</b>							
Permanent	76	2.2*	±0.2	490	3.4*	±0.1	-1.32 (L)
Term	6	3.3	±0.0	22	3.5	±0.1	-0.54 (M)
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	74	2.2*	±0.2	468	3.4*	±0.1	-1.30 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	74	2.2*	±0.2	468	3.4*	±0.1	-1.30 (L)
Term	6	3.3	±0.0	22	3.5	±0.1	-0.54 (M)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	18	2.6*	±0.5	184	3.4*	±0.1	-0.89 (L)
Women	64	2.2*	±0.2	322	3.4*	±0.1	-1.35 (L)
<b>Gender Identity</b>							
Male	18	2.6*	±0.5	184	3.4*	±0.1	-0.89 (L)
Female	64	2.2*	±0.2	322	3.4*	±0.1	-1.35 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.1	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	70	2.2*	±0.2	470	3.4*	±0.1	-1.40 (L)
Sexual Minority	11	2.8	±0.5	15	3.2	±0.5	-0.50 (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>Sexual Orientation</b>							
Heterosexual or straight	70	2.2*	±0.2	470	3.4*	±0.1	-1.40 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	12	2.8	±0.3	NR
Bisexual	9	2.7	±0.6	--	--	--	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	25	3.0	±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.

### 4.10.2 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 OST.

*Table 4.79 OST – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	82	0.26*	±0.08	501	0.49*	±0.04	-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	11	0.15*	±0.10	49	0.46*	±0.13	-0.72 (M)
General Schedule (GS) 7-10	18	0.61	±0.21	151	0.46	±0.07	0.36 (S)
General Schedule (GS) 11-12	NR	NR	NR	65	0.30	±0.10	NR
General Schedule (GS) 13-15	33	0.11*	±0.08	224	0.55*	±0.06	-1.01 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	1.00	±0.00	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	9	0.69	±0.33	50	0.43	±0.12	0.58 (M)
1 to 3 years	11	0.22*	±0.14	89	0.59*	±0.09	-0.88 (L)
4 to 5 years	--	--	--	16	0.60	±0.18	NA
6 to 10 years	26	0.20*	±0.10	127	0.41*	±0.08	-0.48 (S)
11 to 14 years	15	0.44	±0.22	96	0.55	±0.09	-0.23 (S)
15 to 20 years	17	0.00*	±0.00	59	0.45*	±0.11	-1.13 (L)
More than 20 years	NR	NR	NR	64	0.48	±0.11	NR
Appointment Type							
Permanent	76	0.20*	±0.07	477	0.49*	±0.04	-0.67 (M)
Term	6	1.00*	±0.00	22	0.48*	±0.18	1.31 (L)
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	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	74	0.20*	±0.07	467	0.49*	±0.04	-0.66 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	74	0.20*	±0.07	467	0.49*	±0.04	-0.66 (M)
Term	6	1.00*	±0.00	22	0.48*	±0.18	1.31 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	18	0.24*	±0.11	184	0.53*	±0.06	-0.67 (M)
Women	64	0.26*	±0.10	310	0.47*	±0.05	-0.47 (S)
<b>Gender Identity</b>							
Male	18	0.24*	±0.11	184	0.53*	±0.06	-0.67 (M)
Female	64	0.26*	±0.10	310	0.47*	±0.05	-0.47 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	70	0.21*	±0.07	458	0.52*	±0.04	-0.72 (M)
Sexual Minority	11	0.55	±0.31	15	0.39	±0.15	0.39 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	70	0.21*	±0.07	458	0.52*	±0.04	-0.72 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	12	0.40	±0.19	NR
Bisexual	9	0.66	±0.33	--	--	--	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	NR	NR	NR	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.

### 4.10.3 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 OST.

*Table 4.80 OST – 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	82	3.6*	±0.2	517	2.9*	±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	11	3.3	±0.7	61	3.1	±0.1	0.30 (S)
General Schedule (GS) 7-10	18	3.1	±0.5	152	2.8	±0.1	0.49 (S)
General Schedule (GS) 11-12	14	4.1*	±0.4	65	3.0*	±0.2	1.23 (L)
General Schedule (GS) 13-15	33	3.6*	±0.3	225	2.8*	±0.1	0.83 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	2.1	±0.3	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	9	2.7	±0.7	50	2.6	±0.2	0.19
1 to 3 years	11	2.5	±0.6	89	2.8	±0.2	-0.38 (S)
4 to 5 years	--	--	--	16	2.6	±0.4	NA
6 to 10 years	26	3.9*	±0.3	127	3.1*	±0.1	1.01 (L)
11 to 14 years	15	3.5*	±0.6	96	2.7*	±0.2	0.96 (L)
15 to 20 years	17	4.2*	±0.3	72	3.0*	±0.2	1.49 (L)
More than 20 years	NR	NR	NR	66	2.9	±0.1	NR
Appointment Type							
Permanent	76	3.7*	±0.2	494	2.9*	±0.1	0.97 (L)
Term	6	2.0*	±0.0	22	2.8*	±0.2	-1.86 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	74	3.7*	±0.2	470	2.9*	±0.1	0.95 (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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	74	3.7*	±0.2	470	2.9*	±0.1	0.95 (L)
Term	6	2.0*	±0.0	22	2.8*	±0.2	-1.86 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	18	3.1	±0.6	184	2.8	±0.1	0.36 (S)
Women	64	3.7*	±0.2	325	2.9*	±0.1	0.98 (L)
<b>Gender Identity</b>							
Male	18	3.1	±0.6	184	2.8	±0.1	0.36 (S)
Female	64	3.7*	±0.2	325	2.9*	±0.1	0.98 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.3	±0.5	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	70	3.7*	±0.2	474	2.9*	±0.1	0.98 (L)
Sexual Minority	11	3.1	±0.8	15	2.5	±0.3	0.60 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	70	3.7*	±0.2	474	2.9*	±0.1	0.98 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	12	2.5	±0.3	NR
Bisexual	9	3.0	±1.0	--	--	--	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	25	3.3	±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.

#### 4.10.4 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 OST.

*Table 4.81 OST – 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	82	2.4*	±0.2	515	3.3*	±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	11	2.3*	±0.4	61	3.0*	±0.2	-0.71 (M)
General Schedule (GS) 7-10	18	2.3*	±0.3	151	3.3*	±0.1	-1.60 (L)
General Schedule (GS) 11-12	14	2.1*	±0.3	65	3.3*	±0.3	-1.23 (L)
General Schedule (GS) 13-15	33	2.4*	±0.3	225	3.4*	±0.1	-0.99 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	4.2	±0.2	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	9	2.4*	±0.1	50	3.8*	±0.2	-2.50 (L)
1 to 3 years	11	2.2*	±0.7	89	3.4*	±0.2	-1.22 (L)
4 to 5 years	--	--	--	16	3.6	±0.4	NA
6 to 10 years	26	2.4*	±0.3	125	3.1*	±0.2	-0.80 (L)
11 to 14 years	15	2.6*	±0.4	96	3.5*	±0.2	-1.15 (L)
15 to 20 years	17	2.1*	±0.2	72	3.0*	±0.3	-0.88 (L)
More than 20 years	NR	NR	NR	66	3.2	±0.2	NR
Appointment Type							
Permanent	76	2.4*	±0.2	493	3.3*	±0.1	-1.05 (L)
Term	6	2.3*	±0.0	22	3.5*	±0.2	-2.42 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	74	2.4*	±0.2	469	3.3*	±0.1	-1.13 (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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	74	2.4*	±0.2	469	3.3*	±0.1	-1.13 (L)
Term	6	2.3*	±0.0	22	3.5*	±0.2	-2.42 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	18	2.5*	±0.6	184	3.5*	±0.1	-0.97 (L)
Women	64	2.3*	±0.2	324	3.2*	±0.1	-1.14 (L)
<b>Gender Identity</b>							
Male	18	2.5*	±0.6	184	3.5*	±0.1	-0.97 (L)
Female	64	2.3*	±0.2	324	3.2*	±0.1	-1.14 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.0	±0.8	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	70	2.3*	±0.2	472	3.3*	±0.1	-1.13 (L)
Sexual Minority	11	2.4*	±0.4	15	3.7*	±0.2	-2.34 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	70	2.3*	±0.2	472	3.3*	±0.1	-1.13 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	12	3.8	±0.2	NR
Bisexual	9	2.2	±0.1	--	--	--	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	25	2.7	±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.

### 4.10.5 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 OST.

*Table 4.82 OST – 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	73	2.3*	±0.3	486	3.7*	±0.1	-1.24 (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	11	2.2*	±0.3	47	3.6*	±0.3	-1.36 (L)
General Schedule (GS) 7-10	18	2.8*	±0.5	149	3.9*	±0.1	-1.26 (L)
General Schedule (GS) 11-12	14	1.7*	±0.5	63	3.2*	±0.3	-1.22 (L)
General Schedule (GS) 13-15	24	2.3*	±0.6	213	3.6*	±0.2	-1.10 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	4.3	±0.2	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	9	2.9*	±0.4	50	4.3*	±0.2	-1.74 (L)
1 to 3 years	11	3.2	±1.0	89	3.8	±0.2	-0.53 (M)
4 to 5 years	--	--	--	16	3.4	±0.7	NA
6 to 10 years	25	2.0*	±0.4	122	3.4*	±0.2	-1.20 (L)
11 to 14 years	15	2.1*	±0.7	94	3.7*	±0.2	-1.35 (L)
15 to 20 years	9	2.1*	±0.4	56	3.7*	±0.3	-1.32 (L)
More than 20 years	NR	NR	NR	57	3.8	±0.2	NR
Appointment Type							
Permanent	67	2.2*	±0.3	464	3.7*	±0.1	-1.28 (L)
Term	6	3.3*	±0.0	22	4.2*	±0.2	-1.92 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	65	2.2*	±0.3	452	3.7*	±0.1	-1.24 (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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	65	2.2*	±0.3	452	3.7*	±0.1	-1.24 (L)
Term	6	3.3*	±0.0	22	4.2*	±0.2	-1.92 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	18	1.8*	±0.6	178	3.8*	±0.2	-1.92 (L)
Women	55	2.5*	±0.3	301	3.6*	±0.1	-1.01 (L)
<b>Gender Identity</b>							
Male	18	1.8*	±0.6	178	3.8*	±0.2	-1.92 (L)
Female	55	2.5*	±0.3	301	3.6*	±0.1	-1.01 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.1	±0.8	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	62	2.2*	±0.3	443	3.7*	±0.1	-1.38 (L)
Sexual Minority	9	2.6*	±0.6	15	4.1*	±0.2	-2.25 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	62	2.2*	±0.3	443	3.7*	±0.1	-1.38 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	12	3.9	±0.1	NA
Bisexual	9	2.6	±0.6	--	--	--	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	25	2.9	±0.6	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.

#### 4.10.6 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 OST.

Table 4.83 OST – Gender Harassment and Organizational Inclusion by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	82	2.6*	±0.3	517	3.6*	±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	11	2.1*	±0.3	61	3.2*	±0.3	-0.97 (L)
General Schedule (GS) 7-10	18	3.1*	±0.6	152	3.8*	±0.1	-0.80 (L)
General Schedule (GS) 11-12	14	2.0*	±0.5	65	3.4*	±0.3	-1.21 (L)
General Schedule (GS) 13-15	33	2.6*	±0.5	225	3.6*	±0.1	-0.91 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	3.9	±0.2	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	9	3.9	±0.5	50	4.0	±0.2	-0.16
1 to 3 years	11	3.6	±0.9	89	3.4	±0.2	0.13
4 to 5 years	--	--	--	16	4.0	±0.3	NA
6 to 10 years	26	2.4*	±0.4	127	3.2*	±0.2	-0.72 (M)
11 to 14 years	15	2.5*	±0.6	96	3.8*	±0.2	-1.39 (L)
15 to 20 years	17	1.8*	±0.3	72	3.8*	±0.2	-2.08 (L)
More than 20 years	NR	NR	NR	66	3.6	±0.2	NR
Appointment Type							
Permanent	76	2.4*	±0.3	493	3.6*	±0.1	-1.08 (L)
Term	6	4.4*	±0.0	22	3.8*	±0.3	1.04 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	74	2.4*	±0.3	469	3.6*	±0.1	-1.07 (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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	74	2.4*	±0.3	469	3.6*	±0.1	-1.07 (L)
Term	6	4.4*	±0.0	22	3.8*	±0.3	1.04 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	18	2.5*	±0.7	184	3.7*	±0.1	-1.22 (L)
Women	64	2.6*	±0.3	325	3.5*	±0.1	-0.86 (L)
<b>Gender Identity</b>							
Male	18	2.5*	±0.7	184	3.7*	±0.1	-1.22 (L)
Female	64	2.6*	±0.3	325	3.5*	±0.1	-0.86 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	2.7	±0.7	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	70	2.4*	±0.3	472	3.6*	±0.1	-1.15 (L)
Sexual Minority	11	3.8	±0.7	15	4.0	±0.3	-0.29 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	70	2.4*	±0.3	472	3.6*	±0.1	-1.15 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	12	4.2	±0.2	NR
Bisexual	9	3.7	±0.8	--	--	--	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	25	3.3	±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.

### 4.10.7 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 OST.

Table 4.84 OST – 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	82	1.9	±0.1	512	1.8	±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	11	1.0*	±0.0	61	1.6*	±0.1	-1.21 (L)
General Schedule (GS) 7-10	18	2.1*	±0.3	152	1.8*	±0.1	0.68 (M)
General Schedule (GS) 11-12	14	1.9	±0.1	63	1.6	±0.2	0.48 (S)
General Schedule (GS) 13-15	33	1.9	±0.2	225	2.0	±0.1	-0.26 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	1.9	±0.2	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	9	1.7	±0.4	48	2.0	±0.2	-0.34 (S)
1 to 3 years	11	2.0	±0.3	89	1.9	±0.1	0.09
4 to 5 years	--	--	--	16	1.9	±0.2	NA
6 to 10 years	26	1.8	±0.3	128	1.8	±0.1	0.05
11 to 14 years	15	2.0	±0.2	96	1.8	±0.1	0.34 (S)
15 to 20 years	17	1.9	±0.3	69	1.8	±0.1	0.11
More than 20 years	NR	NR	NR	66	1.8	±0.1	NR
Appointment Type							
Permanent	76	1.9	±0.1	490	1.8	±0.1	0.14
Term	6	1.3*	±0.0	20	1.9*	±0.2	-1.26 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	74	1.9	±0.1	467	1.9	±0.1	0.13

	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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	74	1.9	±0.1	467	1.9	±0.1	0.13
Term	6	1.3*	±0.0	20	1.9*	±0.2	-1.26 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	18	1.9	±0.2	182	2.1	±0.1	-0.45 (S)
Women	64	1.9*	±0.2	323	1.7*	±0.1	0.35 (S)
<b>Gender Identity</b>							
Male	18	1.9	±0.2	182	2.1	±0.1	-0.45 (S)
Female	64	1.9*	±0.2	323	1.7*	±0.1	0.35 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	6	1.9	±0.5	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	70	1.9	±0.1	469	1.9	±0.1	0.10
Sexual Minority	11	1.5	±0.3	15	1.4	±0.2	0.10
<b>Sexual Orientation</b>							
Heterosexual or straight	70	1.9	±0.1	469	1.9	±0.1	0.10
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	12	1.5	±0.2	NR
Bisexual	9	1.3	±0.1	--	--	--	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	23	1.7	±0.3	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.

#### 4.10.8 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 OST.

*Table 4.85 OST – 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	46	56.3%*	±11.1	31	6.1%*	±2.5	1.20 (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	7	15.4%	±13.6	NR
General Schedule (GS) 7-10	NR	NR	NR	6	4.1%	±4.7	NR
General Schedule (GS) 11-12	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 13-15	27	79.7%*	±18.0	17	7.6%*	±4.3	1.65 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	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
6 to 10 years	NR	NR	NR	17	13.0%	±7.1	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	NR	NR	NR	NR
Appointment Type							
Permanent	46	60.7%*	±11.6	31	6.4%*	±2.6	1.28 (L)
Term	NR	NR	NR	0	0.0%	NA	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	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	44	59.9%*	±11.8	31	6.6%*	±2.6	1.25 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	44	59.9%*	±11.8	31	6.6%*	±2.6	1.25 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	12	6.2%	±4.6	NR
Women	34	53.4%*	±12.5	19	6.1%*	±3.3	1.14 (L)
<b>Gender Identity</b>							
Male	NR	NR	NR	12	6.2%	±4.6	NR
Female	34	53.4%*	±12.5	19	6.1%*	±3.3	1.14 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	40	57.2%*	±12.1	28	6.2%*	±2.6	1.21 (L)
Sexual Minority	NR	NR	NR	0	0.0%	NA	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	40	57.2%*	±12.1	28	6.2%*	±2.6	1.21 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	--	--	--	NA
Other	--	--	--	--	--	--	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 OST – 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	6.790	1.461	21.600	--	888.604	--	--	--	--
Sex	-1.433	0.451	10.100	0.001	0.239	0.099	0.577	-124.819	11.606
Appointment Type	-2.033	0.605	11.297	0.001	0.131	0.040	0.428	-123.838	9.644
Supervisor Support	-0.840	0.204	16.987	0.000	0.432	0.290	0.644	-128.085	18.138
Organizational Politics	-0.485	0.235	4.252	0.039	0.616	0.388	0.976	-121.212	4.392
Organizational Trust	-0.917	0.294	9.745	0.002	0.400	0.225	0.711	-124.391	10.751
Bystander Harassment Based on Sex/Gender	-2.528	0.390	41.980	0.000	0.080	0.037	0.171	-141.920	45.807
Gender Context	1.098	0.301	13.341	0.000	2.999	1.664	5.407	-126.121	14.209

Note. N = 521, Nagelkerke R Square = 0.495

## 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 OST.

*Table 4.87 OST – 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	594	3.2	±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	NR	NR	NR	70	3.4	±0.2	NR
General Schedule (GS) 7-10	--	--	--	169	3.5	±0.1	NA
General Schedule (GS) 11-12	--	--	--	79	3.0	±0.2	NA
General Schedule (GS) 13-15	--	--	--	258	3.1	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	3.8	±0.3	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	--	--	--	58	3.8	±0.2	NA
1 to 3 years	--	--	--	100	3.4	±0.2	NA
4 to 5 years	--	--	--	16	2.9	±0.5	NA
6 to 10 years	NR	NR	NR	153	3.0	±0.2	NR
11 to 14 years	--	--	--	111	3.4	±0.2	NA
15 to 20 years	--	--	--	88	2.9	±0.2	NA
More than 20 years	--	--	--	67	3.3	±0.2	NA
<b>Appointment Type</b>							
Permanent	NR	NR	NR	564	3.2	±0.1	NR
Term	--	--	--	28	3.5	±0.1	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	NR	NR	NR	540	3.2	±0.1	NR
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	540	3.2	±0.1	NR
Term	--	--	--	28	3.5	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	--	--	--	202	3.3	±0.1	NA
Women	NR	NR	NR	385	3.2	±0.1	NR
<b>Gender Identity</b>							
Male	--	--	--	202	3.3	±0.1	NA
Female	NR	NR	NR	385	3.2	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.1	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	--	--	--	540	3.3	±0.1	NA
Sexual Minority	NR	NR	NR	25	3.1	±0.3	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>Sexual Orientation</b>							
Heterosexual or straight	--	--	--	540	3.3	±0.1	NA
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	14	2.9	±0.2	NA
Bisexual	NR	NR	NR	8	3.0	±0.6	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	26	3.0	±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.

#### 4.11.2 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 OST.

*Table 4.88 OST – 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	581	0.46	±0.04	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	58	0.42	±0.11	NR
General Schedule (GS) 7-10	--	--	--	169	0.47	±0.07	NA
General Schedule (GS) 11-12	--	--	--	79	0.26	±0.08	NA
General Schedule (GS) 13-15	--	--	--	257	0.50	±0.06	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	1.00	±0.00	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	0.47	±0.11	NA
1 to 3 years	--	--	--	100	0.55	±0.09	NA
4 to 5 years	--	--	--	16	0.60	±0.18	NA
6 to 10 years	NR	NR	NR	152	0.38	±0.07	NR
11 to 14 years	--	--	--	111	0.53	±0.08	NA
15 to 20 years	--	--	--	75	0.35	±0.10	NA
More than 20 years	--	--	--	67	0.47	±0.10	NA
Appointment Type							
Permanent	NR	NR	NR	551	0.45	±0.04	NR
Term	--	--	--	28	0.59	±0.16	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	--	--	--	NR	NR	NR	NR
Non-Seasonal	NR	NR	NR	539	0.45	±0.04	NR
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	539	0.45	±0.04	NR
Term	--	--	--	28	0.59	±0.16	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	--	--	--	202	0.51	±0.06	NA
Women	NR	NR	NR	372	0.44	±0.05	NR
<b>Gender Identity</b>							
Male	--	--	--	202	0.51	±0.06	NA
Female	NR	NR	NR	372	0.44	±0.05	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	--	--	--	528	0.48	±0.04	NA
Sexual Minority	NR	NR	NR	25	0.48	±0.16	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	--	--	--	528	0.48	±0.04	NA
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	14	0.35	±0.18	NA
Bisexual	NR	NR	NR	8	0.79	±0.31	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	25	0.11	±0.09	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 OST.

*Table 4.89 OST – 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	595	3.0	±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	NR	NR	NR	70	3.1	±0.2	NR
General Schedule (GS) 7-10	--	--	--	168	2.8	±0.1	NA
General Schedule (GS) 11-12	--	--	--	79	3.2	±0.2	NA
General Schedule (GS) 13-15	--	--	--	258	2.9	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	2.0	±0.3	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	2.6	±0.2	NA
1 to 3 years	--	--	--	100	2.8	±0.2	NA
4 to 5 years	--	--	--	16	2.6	±0.4	NA
6 to 10 years	NR	NR	NR	151	3.2	±0.1	NR
11 to 14 years	--	--	--	111	2.8	±0.2	NA
15 to 20 years	--	--	--	89	3.2	±0.2	NA
More than 20 years	--	--	--	67	3.0	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	567	3.0	±0.1	NR
Term	--	--	--	28	2.7	±0.2	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	NR	NR	NR	541	3.0	±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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	541	3.0	±0.1	NR
Term	--	--	--	28	2.7	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	--	--	--	202	2.8	±0.1	NA
Women	NR	NR	NR	386	3.0	±0.1	NR
<b>Gender Identity</b>							
Male	--	--	--	202	2.8	±0.1	NA
Female	NR	NR	NR	386	3.0	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.3	±0.5	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	--	--	--	541	3.0	±0.1	NA
Sexual Minority	NR	NR	NR	25	2.6	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	--	--	--	541	3.0	±0.1	NA
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	14	2.6	±0.3	NA
Bisexual	NR	NR	NR	8	2.6	±0.9	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	26	3.2	±0.4	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 OST.

*Table 4.90 OST – 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	594	3.2	±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	NR	NR	NR	70	2.9	±0.2	NR
General Schedule (GS) 7-10	--	--	--	167	3.2	±0.1	NA
General Schedule (GS) 11-12	--	--	--	79	3.0	±0.2	NA
General Schedule (GS) 13-15	--	--	--	258	3.2	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	4.1	±0.2	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	3.6	±0.2	NA
1 to 3 years	--	--	--	100	3.3	±0.2	NA
4 to 5 years	--	--	--	16	3.6	±0.4	NA
6 to 10 years	NR	NR	NR	150	3.0	±0.1	NR
11 to 14 years	--	--	--	111	3.3	±0.2	NA
15 to 20 years	--	--	--	89	2.8	±0.2	NA
More than 20 years	--	--	--	67	3.2	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	565	3.2	±0.1	NR
Term	--	--	--	28	3.2	±0.2	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	NR	NR	NR	540	3.2	±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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	540	3.2	±0.1	NR
Term	--	--	--	28	3.2	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	--	--	--	202	3.4	±0.1	NA
Women	NR	NR	NR	384	3.1	±0.1	NR
<b>Gender Identity</b>							
Male	--	--	--	202	3.4	±0.1	NA
Female	NR	NR	NR	384	3.1	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.0	±0.8	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	--	--	--	540	3.2	±0.1	NA
Sexual Minority	NR	NR	NR	25	3.2	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	--	--	--	540	3.2	±0.1	NA
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	14	3.8	±0.2	NA
Bisexual	NR	NR	NR	8	2.2	±0.2	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	26	2.7	±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.

#### 4.11.5 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 OST.

*Table 4.91 OST – 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	555	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	NR	NR	NR	56	3.4	±0.3	NR
General Schedule (GS) 7-10	--	--	--	165	3.8	±0.1	NA
General Schedule (GS) 11-12	--	--	--	77	2.9	±0.3	NA
General Schedule (GS) 13-15	--	--	--	238	3.5	±0.2	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	4.3	±0.2	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	4.1	±0.2	NA
1 to 3 years	--	--	--	100	3.7	±0.2	NA
4 to 5 years	--	--	--	16	3.4	±0.7	NA
6 to 10 years	NR	NR	NR	146	3.2	±0.2	NR
11 to 14 years	--	--	--	110	3.4	±0.2	NA
15 to 20 years	--	--	--	65	3.5	±0.3	NA
More than 20 years	--	--	--	59	3.6	±0.3	NA
Appointment Type							
Permanent	NR	NR	NR	527	3.5	±0.1	NR
Term	--	--	--	28	4.0	±0.2	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	NR	NR	NR	514	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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	514	3.5	±0.1	NR
Term	--	--	--	28	4.0	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	--	--	--	196	3.6	±0.2	NA
Women	NR	NR	NR	352	3.5	±0.1	NR
<b>Gender Identity</b>							
Male	--	--	--	196	3.6	±0.2	NA
Female	NR	NR	NR	352	3.5	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.1	±0.8	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	--	--	--	504	3.5	±0.1	NA
Sexual Minority	NR	NR	NR	23	3.7	±0.4	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	--	--	--	504	3.5	±0.1	NA
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	12	3.9	±0.1	NA
Bisexual	NR	NR	NR	8	2.8	±0.7	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	26	3.0	±0.6	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 OST.

*Table 4.92 OST – 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	595	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	NR	NR	NR	70	3.1	±0.3	NR
General Schedule (GS) 7-10	--	--	--	168	3.7	±0.1	NA
General Schedule (GS) 11-12	--	--	--	79	3.2	±0.3	NA
General Schedule (GS) 13-15	--	--	--	258	3.5	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	3.9	±0.2	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	4.0	±0.2	NA
1 to 3 years	--	--	--	100	3.4	±0.2	NA
4 to 5 years	--	--	--	16	4.0	±0.3	NA
6 to 10 years	NR	NR	NR	152	3.0	±0.2	NR
11 to 14 years	--	--	--	111	3.7	±0.2	NA
15 to 20 years	--	--	--	89	3.4	±0.2	NA
More than 20 years	--	--	--	67	3.5	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	565	3.4	±0.1	NR
Term	--	--	--	28	3.9	±0.2	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	NR	NR	NR	540	3.4	±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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	540	3.4	±0.1	NR
Term	--	--	--	28	3.9	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	--	--	--	202	3.6	±0.1	NA
Women	NR	NR	NR	386	3.4	±0.1	NR
<b>Gender Identity</b>							
Male	--	--	--	202	3.6	±0.1	NA
Female	NR	NR	NR	386	3.4	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	2.7	±0.7	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	--	--	--	540	3.4	±0.1	NA
Sexual Minority	NR	NR	NR	25	4.0	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	--	--	--	540	3.4	±0.1	NA
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	14	4.2	±0.2	NA
Bisexual	NR	NR	NR	8	3.8	±0.9	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	26	3.3	±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 OST.

*Table 4.93 OST – 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	590	1.9	±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	NR	NR	NR	70	1.5	±0.1	NR
General Schedule (GS) 7-10	--	--	--	168	1.8	±0.1	NA
General Schedule (GS) 11-12	--	--	--	77	1.7	±0.1	NA
General Schedule (GS) 13-15	--	--	--	258	2.0	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	2.1	±0.3	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	57	2.0	±0.2	NA
1 to 3 years	--	--	--	100	1.9	±0.1	NA
4 to 5 years	--	--	--	16	1.9	±0.2	NA
6 to 10 years	NR	NR	NR	153	1.8	±0.1	NR
11 to 14 years	--	--	--	111	1.9	±0.1	NA
15 to 20 years	--	--	--	86	1.8	±0.1	NA
More than 20 years	--	--	--	67	1.9	±0.1	NA
Appointment Type							
Permanent	NR	NR	NR	562	1.9	±0.0	NR
Term	--	--	--	26	1.8	±0.2	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	NR	NR	NR	538	1.9	±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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	538	1.9	±0.0	NR
Term	--	--	--	26	1.8	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	--	--	--	200	2.1	±0.1	NA
Women	NR	NR	NR	384	1.7	±0.1	NR
<b>Gender Identity</b>							
Male	--	--	--	200	2.1	±0.1	NA
Female	NR	NR	NR	384	1.7	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	6	1.9	±0.5	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	--	--	--	537	1.9	±0.0	NA
Sexual Minority	NR	NR	NR	25	1.5	±0.2	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	--	--	--	537	1.9	±0.0	NA
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	14	1.7	±0.2	NA
Bisexual	NR	NR	NR	8	1.3	±0.0	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	24	1.8	±0.3	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 OST.

*Table 4.94 OST – 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	75	12.9%	±3.0	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	13	22.1%	±12.9	NR
General Schedule (GS) 7-10	--	--	--	8	4.5%	±4.5	NA
General Schedule (GS) 11-12	--	--	--	10	12.2%	±9.5	NA
General Schedule (GS) 13-15	--	--	--	43	17.0%	±5.1	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	--	--	--	0	0.0%	NA	NA
1 to 3 years	--	--	--	11	11.6%	±8.2	NA
4 to 5 years	--	--	--	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	27	17.6%	±6.9	NR
11 to 14 years	--	--	--	13	11.3%	±7.5	NA
15 to 20 years	--	--	--	18	24.0%	±11.2	NA
More than 20 years	--	--	--	NR	NR	NR	NR
Appointment Type							
Permanent	NR	NR	NR	75	13.6%	±3.1	NR
Term	--	--	--	0	0.0%	NA	NA
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	--	--	--	NR	NR	NR	NR
Non-Seasonal	NR	NR	NR	73	13.7%	±3.2	NR
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	73	13.7%	±3.2	NR
Term	--	--	--	0	0.0%	NA	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	--	--	--	23	11.6%	±5.2	NA
Women	NR	NR	NR	52	13.9%	±3.9	NR
<b>Gender Identity</b>							
Male	--	--	--	23	11.6%	±5.2	NA
Female	NR	NR	NR	52	13.9%	±3.9	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	--	--	--	68	12.9%	±3.2	NA
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	--	--	--	68	12.9%	±3.2	NA
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
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 OST – Logistic Regression of Sexual Assault Related Behaviors 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.

## 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 OST.

*Table 5.1 OST – 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	137	3.1*	±0.1	462	3.9*	±0.1	-1.01 (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	29	2.8*	±0.2	43	3.4*	±0.2	-0.89 (L)
General Schedule (GS) 7-10	27	3.6*	±0.3	144	3.9*	±0.1	-0.45 (S)
General Schedule (GS) 11-12	14	3.1	±0.5	65	3.6	±0.2	-0.53 (M)
General Schedule (GS) 13-15	61	3.0*	±0.2	197	4.0*	±0.1	-1.50 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	4.2	±0.2	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	15	3.2*	±0.3	44	3.9*	±0.3	-0.83 (L)
1 to 3 years	16	2.6*	±0.3	84	4.0*	±0.1	-2.56 (L)
4 to 5 years	NR	NR	NR	13	4.2	±0.2	NR
6 to 10 years	31	3.2*	±0.2	124	3.5*	±0.1	-0.42 (S)
11 to 14 years	27	3.3*	±0.3	84	4.0*	±0.1	-1.19 (L)
15 to 20 years	35	3.1*	±0.2	54	3.9*	±0.2	-1.04 (L)
More than 20 years	11	3.6	±0.5	58	3.8	±0.1	-0.39 (S)
Appointment Type							
Permanent	131	3.1*	±0.1	439	3.9*	±0.1	-0.98 (L)
Term	6	3.0*	±0.0	22	3.8*	±0.2	-1.54 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	115	3.1*	±0.1	430	3.9*	±0.1	-1.00 (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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	115	3.1*	±0.1	430	3.9*	±0.1	-1.00 (L)
Term	6	3.0*	±0.0	22	3.8*	±0.2	-1.54 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Age - Collapsed</b>							
39 or under	28	3.2*	±0.3	78	4.0*	±0.1	-1.30 (L)
40 or older	108	3.1*	±0.1	382	3.8*	±0.1	-0.99 (L)
<b>Age</b>							
25 or under	NR	NR	NR	NR	NR	NR	NR
26-29	6	3.0	±0.0	6	3.1	±0.0	NA
30-39	19	3.1*	±0.3	69	4.1*	±0.1	-1.74 (L)
40-49	38	2.9*	±0.2	122	3.8*	±0.1	-1.27 (L)
50-59	38	3.1*	±0.3	177	3.8*	±0.1	-0.89 (L)
60 or older	32	3.2*	±0.2	83	3.8*	±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.

### 5.1.2 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 OST.

*Table 5.2 OST – 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	137	4.7*	±0.3	462	5.8*	±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	29	3.8*	±0.6	43	5.5*	±0.4	-1.17 (L)
General Schedule (GS) 7-10	27	5.7	±0.4	144	5.9	±0.2	-0.18
General Schedule (GS) 11-12	14	5.0	±1.1	65	5.6	±0.3	-0.38 (S)
General Schedule (GS) 13-15	61	4.4*	±0.4	197	5.9*	±0.1	-1.23 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	6.8	±0.1	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	15	4.4*	±0.2	44	6.0*	±0.3	-1.80 (L)
1 to 3 years	16	4.7*	±0.9	84	5.9*	±0.2	-1.06 (L)
4 to 5 years	NR	NR	NR	13	6.9	±0.1	NR
6 to 10 years	31	5.1	±0.4	124	5.3	±0.2	-0.08
11 to 14 years	27	5.4*	±0.6	84	6.1*	±0.2	-0.62 (M)
15 to 20 years	35	3.6*	±0.7	54	5.9*	±0.3	-1.44 (L)
More than 20 years	11	5.6*	±1.0	58	6.1*	±0.1	-0.67 (M)
Appointment Type							
Permanent	131	4.7*	±0.3	439	5.8*	±0.1	-0.88 (L)
Term	6	4.3*	±0.0	22	6.0*	±0.4	-1.74 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	115	4.9*	±0.3	430	5.8*	±0.1	-0.74 (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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	115	4.9*	±0.3	430	5.8*	±0.1	-0.74 (M)
Term	6	4.3*	±0.0	22	6.0*	±0.4	-1.74 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Age - Collapsed</b>							
39 or under	28	4.7*	±0.4	78	5.5*	±0.2	-0.80 (L)
40 or older	108	4.7*	±0.4	382	5.9*	±0.1	-0.95 (L)
<b>Age</b>							
25 or under	NR	NR	NR	NR	NR	NR	NR
26-29	6	4.3	±0.0	6	4.9	±0.0	NA
30-39	19	4.8*	±0.6	69	5.7*	±0.2	-0.86 (L)
40-49	38	3.9*	±0.6	122	5.8*	±0.2	-1.49 (L)
50-59	38	4.7*	±0.6	177	6.0*	±0.2	-0.93 (L)
60 or older	32	5.4	±0.5	83	5.8	±0.2	-0.34 (S)

<sup>a</sup> Scale values range from 1 = Never, 2 = Almost Never or a Few Times A Year or Less, 3 = Rarely or Once a Month or Less, 4 = Sometimes or a Few Times a Month, 5 = Often or Once a Week, 6 = Very Often or a Few Times a Week, and 7 = Always or Every Day. \* Indicates a statistically significant difference between those who experienced harassment and those who did not.

### 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 OST.

Table 5.3 OST – 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	137	2.7*	±0.2	462	3.4*	±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	29	2.8	±0.2	43	2.8	±0.3	0.07
General Schedule (GS) 7-10	27	3.2*	±0.3	144	3.5*	±0.1	-0.48 (S)
General Schedule (GS) 11-12	14	2.5	±0.6	65	3.2	±0.3	-0.53 (M)
General Schedule (GS) 13-15	61	2.4*	±0.3	197	3.6*	±0.1	-1.10 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	3.8	±0.2	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	15	2.7*	±0.3	44	3.4*	±0.3	-0.81 (L)
1 to 3 years	16	2.1*	±0.4	84	3.4*	±0.2	-1.69 (L)
4 to 5 years	NR	NR	NR	13	4.4	±0.2	NR
6 to 10 years	31	2.7	±0.3	124	3.0	±0.2	-0.24 (S)
11 to 14 years	27	3.2*	±0.5	84	3.7*	±0.2	-0.45 (S)
15 to 20 years	35	2.6*	±0.4	54	3.7*	±0.3	-0.95 (L)
More than 20 years	11	2.9*	±0.4	58	3.5*	±0.2	-0.77 (M)
Appointment Type							
Permanent	131	2.7*	±0.2	439	3.4*	±0.1	-0.67 (M)
Term	6	2.5*	±0.0	22	3.5*	±0.3	-1.27 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	115	2.7*	±0.2	430	3.4*	±0.1	-0.73 (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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	115	2.7*	±0.2	430	3.4*	±0.1	-0.73 (M)
Term	6	2.5*	±0.0	22	3.5*	±0.3	-1.27 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Age - Collapsed</b>							
39 or under	28	2.6*	±0.2	78	3.5*	±0.2	-1.36 (L)
40 or older	108	2.7*	±0.2	382	3.4*	±0.1	-0.62 (M)
<b>Age</b>							
25 or under	NR	NR	NR	NR	NR	NR	NR
26-29	6	2.5	±0.0	6	2.3	±0.0	NA
30-39	19	2.4*	±0.3	69	3.7*	±0.1	-2.05 (L)
40-49	38	2.7*	±0.3	122	3.6*	±0.2	-0.90 (L)
50-59	38	2.5*	±0.4	177	3.3*	±0.2	-0.71 (M)
60 or older	32	3.1	±0.4	83	3.4	±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.

## 5.2 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 OST.

*Table 5.4 OST – 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	149	3.3*	±0.1	451	3.8*	±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	21	2.8*	±0.2	50	3.4*	±0.2	-0.85 (L)
General Schedule (GS) 7-10	24	3.8	±0.2	148	3.8	±0.1	0.04
General Schedule (GS) 11-12	20	2.6*	±0.3	59	3.8*	±0.2	-1.55 (L)
General Schedule (GS) 13-15	78	3.3*	±0.2	180	4.0*	±0.1	-0.88 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	4.2	±0.2	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	9	3.1*	±0.1	49	3.9*	±0.3	-0.91 (L)
1 to 3 years	23	3.2*	±0.3	77	4.0*	±0.1	-1.06 (L)
4 to 5 years	NR	NR	NR	13	4.2	±0.2	NR
6 to 10 years	50	3.1*	±0.2	105	3.6*	±0.1	-0.77 (M)
11 to 14 years	31	3.4*	±0.3	80	4.0*	±0.1	-0.95 (L)
15 to 20 years	24	3.6	±0.3	64	3.6	±0.2	-0.01
More than 20 years	9	3.5	±0.4	60	3.8	±0.2	-0.48 (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	140	3.3*	±0.1	430	3.8*	±0.1	-0.76 (M)
Term	9	3.3	±0.3	19	3.8	±0.3	-0.79 (M)
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	136	3.2*	±0.1	408	3.9*	±0.1	-0.84 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	136	3.2*	±0.1	408	3.9*	±0.1	-0.84 (L)
Term	9	3.3	±0.3	19	3.8	±0.3	-0.79 (M)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	46	3.2*	±0.2	72	3.9*	±0.2	-0.99 (L)
Minority	103	3.3*	±0.1	378	3.8*	±0.1	-0.71 (M)
<b>Race/Ethnicity</b>							
Hispanic	18	3.1*	±0.2	15	4.3*	±0.3	-2.28 (L)
American Indian or Alaskan Native	67	3.4*	±0.2	306	3.8*	±0.1	-0.50 (M)
Asian	--	--	--	NR	NR	NR	NR
Black/African-American	--	--	--	--	--	--	NA
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	46	3.2*	±0.2	72	3.9*	±0.2	-0.99 (L)
Multi-racial	18	3.1*	±0.3	52	3.9*	±0.1	-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.

## 5.2.2 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 OST.

*Table 5.5 OST – 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	149	5.0*	±0.2	451	5.8*	±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	21	5.3	±0.5	50	4.6	±0.5	0.45 (S)
General Schedule (GS) 7-10	24	5.5	±0.4	148	5.9	±0.2	-0.35 (S)
General Schedule (GS) 11-12	20	4.1*	±0.8	59	6.0*	±0.2	-1.56 (L)
General Schedule (GS) 13-15	78	5.0*	±0.3	180	5.9*	±0.2	-0.67 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	6.8	±0.1	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	9	4.2*	±0.1	49	5.8*	±0.3	-1.69 (L)
1 to 3 years	23	4.7*	±0.7	77	6.1*	±0.2	-1.20 (L)
4 to 5 years	NR	NR	NR	13	6.9	±0.1	NR
6 to 10 years	50	5.0	±0.4	105	5.3	±0.2	-0.27 (S)
11 to 14 years	31	5.2*	±0.5	80	6.2*	±0.2	-0.98 (L)
15 to 20 years	24	5.4	±0.6	64	4.9	±0.5	0.24 (S)
More than 20 years	9	5.9	±0.4	60	6.1	±0.2	-0.20 (S)
Appointment Type							
Permanent	140	5.0*	±0.2	430	5.7*	±0.1	-0.53 (M)
Term	9	5.1	±0.8	19	5.9	±0.5	-0.63 (M)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	136	5.0*	±0.2	408	5.8*	±0.1	-0.68 (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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	136	5.0*	±0.2	408	5.8*	±0.1	-0.68 (M)
Term	9	5.1	±0.8	19	5.9	±0.5	-0.63 (M)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	46	4.6*	±0.5	72	5.7*	±0.3	-0.78 (M)
Minority	103	5.2*	±0.3	378	5.8*	±0.1	-0.41 (S)
<b>Race/Ethnicity</b>							
Hispanic	18	5.7	±0.5	15	6.2	±0.5	-0.41 (S)
American Indian or Alaskan Native	67	5.4	±0.3	306	5.7	±0.2	-0.19
Asian	--	--	--	NR	NR	NR	NR
Black/African-American	--	--	--	--	--	--	NA
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	46	4.6*	±0.5	72	5.7*	±0.3	-0.78 (M)
Multi-racial	18	4.1*	±0.3	52	6.1*	±0.2	-2.86 (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.

### 5.2.3 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 OST.

*Table 5.6 OST – 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	149	2.7*	±0.2	451	3.5*	±0.1	-0.76 (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	21	1.8*	±0.4	50	3.2*	±0.2	-1.98 (L)
General Schedule (GS) 7-10	24	3.4	±0.3	148	3.5	±0.1	-0.17
General Schedule (GS) 11-12	20	1.9*	±0.5	59	3.4*	±0.2	-1.59 (L)
General Schedule (GS) 13-15	78	2.9*	±0.2	180	3.5*	±0.2	-0.53 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	3.8	±0.2	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	9	2.3*	±0.2	49	3.4*	±0.3	-1.17 (L)
1 to 3 years	23	2.6*	±0.4	77	3.4*	±0.2	-0.96 (L)
4 to 5 years	NR	NR	NR	13	4.4	±0.2	NR
6 to 10 years	50	2.2*	±0.3	105	3.3*	±0.2	-1.07 (L)
11 to 14 years	31	3.4	±0.5	80	3.7	±0.2	-0.31 (S)
15 to 20 years	24	3.1	±0.5	64	3.3	±0.3	-0.16
More than 20 years	9	2.8*	±0.4	60	3.5*	±0.2	-1.00 (L)
Appointment Type							
Permanent	140	2.7*	±0.2	430	3.5*	±0.1	-0.77 (M)
Term	9	3.0	±0.5	19	3.4	±0.4	-0.49 (S)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	136	2.7*	±0.2	408	3.5*	±0.1	-0.79 (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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	136	2.7*	±0.2	408	3.5*	±0.1	-0.79 (M)
Term	9	3.0	±0.5	19	3.4	±0.4	-0.49 (S)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	46	2.9*	±0.4	72	3.6*	±0.2	-0.60 (M)
Minority	103	2.6*	±0.2	378	3.4*	±0.1	-0.86 (L)
<b>Race/Ethnicity</b>							
Hispanic	18	1.9*	±0.5	15	3.9*	±0.5	-1.79 (L)
American Indian or Alaskan Native	67	2.9*	±0.2	306	3.4*	±0.1	-0.53 (M)
Asian	--	--	--	NR	NR	NR	NR
Black/African-American	--	--	--	--	--	--	NA
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	46	2.9*	±0.4	72	3.6*	±0.2	-0.60 (M)
Multi-racial	18	2.4*	±0.3	52	3.5*	±0.2	-1.51 (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.

### 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 OST.

*Table 5.7 OST – Religious Harassment and Job Satisfaction by Selected Characteristics*

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	42	3.2*	±0.2	558	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	12	2.8	±0.2	60	3.3	±0.2	-0.59 (M)
General Schedule (GS) 7-10	NR	NR	NR	168	3.8	±0.1	NR
General Schedule (GS) 11-12	8	3.5	±0.2	71	3.5	±0.2	-0.05
General Schedule (GS) 13-15	18	3.0*	±0.2	240	3.8*	±0.1	-1.08 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	4.3	±0.2	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	3.8	±0.2	NA
1 to 3 years	NR	NR	NR	96	3.8	±0.2	NR
4 to 5 years	--	--	--	16	3.8	±0.5	NA
6 to 10 years	16	3.2	±0.2	139	3.5	±0.1	-0.38 (S)
11 to 14 years	6	3.0*	±0.2	105	3.9*	±0.1	-1.33 (L)
15 to 20 years	11	3.0*	±0.4	77	3.7*	±0.2	-0.85 (L)
More than 20 years	NR	NR	NR	65	3.8	±0.1	NR

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	42	3.2*	±0.2	528	3.7*	±0.1	-0.74 (M)
Term	--	--	--	28	3.6	±0.2	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	42	3.2*	±0.2	503	3.8*	±0.1	-0.78 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	42	3.2*	±0.2	503	3.8*	±0.1	-0.78 (M)
Term	--	--	--	28	3.6	±0.2	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 OST.

*Table 5.8 OST – 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	42	4.7*	±0.6	558	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	12	6.0*	±0.6	60	4.5*	±0.4	0.93 (L)
General Schedule (GS) 7-10	NR	NR	NR	168	5.8	±0.1	NR
General Schedule (GS) 11-12	8	5.2	±1.2	71	5.5	±0.3	-0.25 (S)
General Schedule (GS) 13-15	18	3.5*	±0.8	240	5.7*	±0.2	-1.75 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	6.8	±0.1	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	5.6	±0.3	NA
1 to 3 years	NR	NR	NR	96	5.7	±0.2	NR
4 to 5 years	--	--	--	16	6.3	±0.6	NA
6 to 10 years	16	4.8	±0.7	139	5.3	±0.2	-0.39 (S)
11 to 14 years	6	4.2*	±1.4	105	6.0*	±0.2	-1.84 (L)
15 to 20 years	11	3.6*	±1.4	77	5.2*	±0.4	-0.83 (L)
More than 20 years	NR	NR	NR	65	6.0	±0.2	NR
Appointment Type							
Permanent	42	4.7*	±0.6	528	5.6*	±0.1	-0.69 (M)
Term	--	--	--	28	5.6	±0.4	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	42	4.7*	±0.6	503	5.7*	±0.1	-0.80 (L)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	42	4.7*	±0.6	503	5.7*	±0.1	-0.80 (L)
Term	--	--	--	28	5.6	±0.4	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 OST.

*Table 5.9 OST – 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	42	2.3*	±0.4	558	3.3*	±0.1	-1.03 (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	12	1.8*	±0.6	60	3.0*	±0.2	-1.45 (L)
General Schedule (GS) 7-10	NR	NR	NR	168	3.5	±0.1	NR
General Schedule (GS) 11-12	8	2.8	±0.8	71	3.1	±0.3	-0.23 (S)
General Schedule (GS) 13-15	18	2.1*	±0.6	240	3.4*	±0.1	-1.11 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	4.0	±0.3	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	3.2	±0.2	NA
1 to 3 years	NR	NR	NR	96	3.2	±0.2	NR
4 to 5 years	--	--	--	16	4.1	±0.4	NA
6 to 10 years	16	1.8*	±0.5	139	3.1*	±0.2	-1.19 (L)
11 to 14 years	6	3.1	±1.3	105	3.6	±0.2	-0.51 (M)
15 to 20 years	11	2.1*	±0.9	77	3.4*	±0.2	-1.20 (L)
More than 20 years	NR	NR	NR	65	3.5	±0.2	NR
Appointment Type							
Permanent	42	2.3*	±0.4	528	3.3*	±0.1	-1.02 (L)
Term	--	--	--	28	3.2	±0.3	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	42	2.3*	±0.4	503	3.3*	±0.1	-1.01 (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 and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	42	2.3*	±0.4	503	3.3*	±0.1	-1.01 (L)
Term	--	--	--	28	3.2	±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.

## 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 OST.

*Table 5.10 OST – 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	47	3.2*	±0.3	546	3.7*	±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	7	2.3*	±0.1	62	3.2*	±0.2	-1.50 (L)
General Schedule (GS) 7-10	7	3.7	±0.8	164	3.8	±0.1	-0.12
General Schedule (GS) 11-12	10	3.3	±0.2	69	3.5	±0.2	-0.20 (S)
General Schedule (GS) 13-15	23	3.2*	±0.4	231	3.8*	±0.1	-0.88 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	4.3	±0.2	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	53	3.8	±0.2	NR
1 to 3 years	5	3.6	±1.0	92	3.8	±0.2	-0.32 (S)
4 to 5 years	NR	NR	NR	13	4.2	±0.2	NR
6 to 10 years	9	2.7*	±0.3	144	3.5*	±0.1	-1.15 (L)
11 to 14 years	13	3.0*	±0.5	98	4.0*	±0.1	-1.52 (L)
15 to 20 years	9	4.1	±0.2	80	3.5	±0.2	0.62 (M)
More than 20 years	6	3.5	±0.6	63	3.8	±0.1	-0.58 (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</b>							
Permanent	41	3.0*	±0.3	521	3.7*	±0.1	-0.95 (L)
Term	6	4.3*	±0.3	23	3.5*	±0.2	1.55 (L)
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	40	3.0*	±0.3	497	3.8*	±0.1	-0.97 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	40	3.0*	±0.3	497	3.8*	±0.1	-0.97 (L)
Term	6	4.3*	±0.3	23	3.5*	±0.2	1.55 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Disability</b>							
Yes	20	3.0	±0.4	40	3.3	±0.3	-0.29 (S)
No	27	3.2*	±0.3	505	3.8*	±0.1	-0.70 (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.

### 5.4.2 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 OST.

*Table 5.11 OST – 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	47	5.4	±0.4	546	5.6	±0.1	-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	7	5.4	±1.0	62	4.7	±0.4	0.41 (S)
General Schedule (GS) 7-10	7	5.8	±1.1	164	5.8	±0.1	-0.01
General Schedule (GS) 11-12	10	5.4	±1.1	69	5.5	±0.3	-0.05
General Schedule (GS) 13-15	23	5.3	±0.5	231	5.6	±0.2	-0.20 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	6.8	±0.1	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	53	5.7	±0.3	NR
1 to 3 years	5	6.9*	±0.1	92	5.7*	±0.2	1.03 (L)
4 to 5 years	NR	NR	NR	13	6.9	±0.1	NR
6 to 10 years	9	4.4	±0.9	144	5.3	±0.2	-0.67 (M)
11 to 14 years	13	5.3*	±0.8	98	6.0*	±0.2	-0.73 (M)
15 to 20 years	9	6.6*	±0.4	80	4.9*	±0.4	0.89 (L)
More than 20 years	6	5.7	±0.6	63	6.1	±0.2	-0.38 (S)
Appointment Type							
Permanent	41	5.2	±0.4	521	5.6	±0.1	-0.27 (S)
Term	6	6.9*	±0.0	23	5.3*	±0.4	1.60 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	40	5.2*	±0.4	497	5.7*	±0.1	-0.34 (S)

	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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	40	5.2*	±0.4	497	5.7*	±0.1	-0.34 (S)
Term	6	6.9*	±0.0	23	5.3*	±0.4	1.60 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Disability</b>							
Yes	20	5.3	±0.6	40	5.5	±0.4	-0.19
No	27	5.6	±0.5	505	5.6	±0.1	-0.03

<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 OST.

*Table 5.12 OST – 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	47	2.9*	±0.3	546	3.3*	±0.1	-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	7	2.5	±0.7	62	2.8	±0.2	-0.33 (S)
General Schedule (GS) 7-10	7	3.3	±0.5	164	3.5	±0.1	-0.28 (S)
General Schedule (GS) 11-12	10	2.8	±0.6	69	3.1	±0.3	-0.23 (S)
General Schedule (GS) 13-15	23	3.0	±0.5	231	3.3	±0.1	-0.26 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	4.0	±0.3	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	53	3.2	±0.3	NR
1 to 3 years	5	3.6	±0.4	92	3.2	±0.2	0.45 (S)
4 to 5 years	NR	NR	NR	13	4.4	±0.2	NR
6 to 10 years	9	2.1*	±0.5	144	3.0*	±0.2	-0.78 (M)
11 to 14 years	13	3.0*	±0.8	98	3.7*	±0.2	-0.71 (M)
15 to 20 years	9	3.7	±0.4	80	3.2	±0.3	0.43 (S)
More than 20 years	6	2.7*	±0.2	63	3.5*	±0.2	-1.00 (L)
Appointment Type							
Permanent	41	2.8*	±0.3	521	3.3*	±0.1	-0.48 (S)
Term	6	4.0*	±0.0	23	3.1*	±0.3	1.23 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	40	2.8*	±0.3	497	3.3*	±0.1	-0.48 (S)

	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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	40	2.8*	±0.3	497	3.3*	±0.1	-0.48 (S)
Term	6	4.0*	±0.0	23	3.1*	±0.3	1.23 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Disability</b>							
Yes	20	3.0	±0.6	40	2.8	±0.3	0.15
No	27	2.9*	±0.3	505	3.3*	±0.1	-0.44 (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.

## 5.5 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 OST.

*Table 5.13 OST – 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	25	3.0*	±0.3	566	3.7*	±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	7	2.3*	±0.1	62	3.2*	±0.2	-1.50 (L)
General Schedule (GS) 7-10	NR	NR	NR	167	3.8	±0.1	NR
General Schedule (GS) 11-12	7	2.8*	±0.7	72	3.6*	±0.2	-0.85 (L)
General Schedule (GS) 13-15	9	3.6	±0.4	245	3.8	±0.1	-0.17
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	4.3	±0.2	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	--	--	--	55	3.7	±0.2	NA
1 to 3 years	NR	NR	NR	95	3.8	±0.2	NR
4 to 5 years	--	--	--	16	3.8	±0.5	NA
6 to 10 years	16	2.8*	±0.4	136	3.5*	±0.1	-0.96 (L)
11 to 14 years	NR	NR	NR	110	3.9	±0.1	NR
15 to 20 years	5	4.0	±0.2	83	3.6	±0.2	0.50 (M)
More than 20 years	--	--	--	69	3.8	±0.1	NA
<b>Appointment Type</b>							
Permanent	25	3.0*	±0.3	536	3.7*	±0.1	-0.90 (L)
Term	--	--	--	28	3.6	±0.2	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	25	3.0*	±0.3	510	3.7*	±0.1	-0.93 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	25	3.0*	±0.3	510	3.7*	±0.1	-0.93 (L)
Term	--	--	--	28	3.6	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	8	2.8*	±0.8	192	3.8*	±0.1	-1.23 (L)
Women	18	3.1*	±0.3	367	3.7*	±0.1	-0.74 (M)
<b>Gender Identity</b>							
Male	8	2.8*	±0.8	192	3.8*	±0.1	-1.23 (L)
Female	18	3.1*	±0.3	367	3.7*	±0.1	-0.74 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.6	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	15	2.8*	±0.4	519	3.7*	±0.1	-1.13 (L)
Sexual Minority	7	3.3	±0.6	19	4.0	±0.3	-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>
Sexual Orientation							
Heterosexual or straight	15	2.8*	±0.4	519	3.7*	±0.1	-1.13 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	10	4.6	±0.1	NR
Bisexual	NR	NR	NR	6	3.0	±0.0	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	23	3.3	±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.



### 5.5.2 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 OST.

*Table 5.14 OST – 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	25	5.5	±0.6	566	5.6	±0.1	-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	7	5.4	±1.0	62	4.7	±0.4	0.41 (S)
General Schedule (GS) 7-10	NR	NR	NR	167	5.8	±0.2	NR
General Schedule (GS) 11-12	7	5.6	±1.3	72	5.5	±0.3	0.10
General Schedule (GS) 13-15	9	5.4	±1.1	245	5.6	±0.2	-0.17
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	6.8	±0.1	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	55	5.6	±0.3	NA
1 to 3 years	NR	NR	NR	95	5.8	±0.2	NR
4 to 5 years	--	--	--	16	6.3	±0.6	NA
6 to 10 years	16	5.1	±0.7	136	5.2	±0.2	-0.09
11 to 14 years	NR	NR	NR	110	6.0	±0.2	NR
15 to 20 years	5	6.5	±0.5	83	4.9	±0.4	0.83 (L)
More than 20 years	--	--	--	69	6.0	±0.2	NA
Appointment Type							
Permanent	25	5.5	±0.6	536	5.6	±0.1	-0.05
Term	--	--	--	28	5.6	±0.4	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	25	5.5	±0.6	510	5.7	±0.1	-0.11

	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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	25	5.5	±0.6	510	5.7	±0.1	-0.11
Term	--	--	--	28	5.6	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	8	5.5	±1.1	192	5.8	±0.2	-0.25 (S)
Women	18	5.5	±0.7	367	5.5	±0.1	0.03
<b>Gender Identity</b>							
Male	8	5.5	±1.1	192	5.8	±0.2	-0.25 (S)
Female	18	5.5	±0.7	367	5.5	±0.1	0.03
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	5.8	±0.5	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	15	5.9	±0.7	519	5.6	±0.1	0.25 (S)
Sexual Minority	7	4.4*	±0.9	19	5.5*	±0.4	-0.98 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	15	5.9	±0.7	519	5.6	±0.1	0.25 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	10	6.3	±0.3	NR
Bisexual	NR	NR	NR	6	4.3	±0.0	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	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.

### 5.5.3 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 OST.

*Table 5.15 OST – 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	25	2.8*	±0.5	566	3.3*	±0.1	-0.49 (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	2.5	±0.7	62	2.8	±0.2	-0.33 (S)
General Schedule (GS) 7-10	NR	NR	NR	167	3.5	±0.1	NR
General Schedule (GS) 11-12	7	2.7	±1.1	72	3.1	±0.3	-0.36 (S)
General Schedule (GS) 13-15	9	2.7	±0.7	245	3.3	±0.1	-0.53 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	4.0	±0.3	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	55	3.2	±0.3	NA
1 to 3 years	NR	NR	NR	95	3.2	±0.2	NR
4 to 5 years	--	--	--	16	4.1	±0.4	NA
6 to 10 years	16	2.7	±0.6	136	3.0	±0.2	-0.23 (S)
11 to 14 years	NR	NR	NR	110	3.6	±0.2	NR
15 to 20 years	5	3.4	±0.8	83	3.2	±0.3	0.12
More than 20 years	--	--	--	69	3.4	±0.2	NA
Appointment Type							
Permanent	25	2.8*	±0.5	536	3.3*	±0.1	-0.48 (S)
Term	--	--	--	28	3.2	±0.3	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	25	2.8*	±0.5	510	3.3*	±0.1	-0.48 (S)

	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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	25	2.8*	±0.5	510	3.3*	±0.1	-0.48 (S)
Term	--	--	--	28	3.2	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	8	2.2*	±0.7	192	3.5*	±0.1	-1.31 (L)
Women	18	3.0	±0.5	367	3.2	±0.1	-0.16
<b>Gender Identity</b>							
Male	8	2.2*	±0.7	192	3.5*	±0.1	-1.31 (L)
Female	18	3.0	±0.5	367	3.2	±0.1	-0.16
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.0	±0.6	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	15	2.8	±0.6	519	3.3	±0.1	-0.51 (M)
Sexual Minority	7	2.3*	±0.6	19	3.4*	±0.4	-1.17 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	15	2.8	±0.6	519	3.3	±0.1	-0.51 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	10	4.2	±0.2	NR
Bisexual	NR	NR	NR	6	2.5	±0.0	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	23	2.8	±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.

## 5.6 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 OST.

*Table 5.16 OST – 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	69	3.0*	±0.2	531	3.8*	±0.1	-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	13	2.8*	±0.2	58	3.3*	±0.2	-0.65 (M)
General Schedule (GS) 7-10	21	3.4*	±0.3	150	3.9*	±0.1	-0.79 (M)
General Schedule (GS) 11-12	5	2.7*	±1.0	74	3.5*	±0.2	-0.95 (L)
General Schedule (GS) 13-15	28	2.9*	±0.2	230	3.9*	±0.1	-1.42 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	4.3	±0.2	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	6	3.0*	±0.0	52	3.8*	±0.3	-0.94 (L)
1 to 3 years	9	3.0*	±0.7	91	3.9*	±0.1	-1.22 (L)
4 to 5 years	NR	NR	NR	13	4.2	±0.2	NR
6 to 10 years	24	3.1*	±0.3	130	3.5*	±0.1	-0.66 (M)
11 to 14 years	6	3.1*	±0.7	106	3.9*	±0.1	-1.10 (L)
15 to 20 years	17	3.1*	±0.3	71	3.7*	±0.2	-0.80 (L)
More than 20 years	NR	NR	NR	66	3.8	±0.1	NR

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	63	3.0*	±0.2	507	3.8*	±0.1	-1.00 (L)
Term	6	3.0*	±0.0	22	3.8*	±0.2	-1.54 (L)
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	61	3.0*	±0.2	483	3.8*	±0.1	-1.03 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	61	3.0*	±0.2	483	3.8*	±0.1	-1.03 (L)
Term	6	3.0*	±0.0	22	3.8*	±0.2	-1.54 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	5	1.7*	±0.2	197	3.9*	±0.1	-2.69 (L)
Women	62	3.1*	±0.2	328	3.7*	±0.1	-0.88 (L)
<b>Gender Identity</b>							
Male	5	1.7*	±0.2	197	3.9*	±0.1	-2.69 (L)
Female	62	3.1*	±0.2	328	3.7*	±0.1	-0.88 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	6	3.6	±0.3	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	59	3.0*	±0.2	484	3.8*	±0.1	-1.00 (L)
Sexual Minority	9	3.0*	±0.3	17	4.2*	±0.3	-2.14 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	59	3.0*	±0.2	484	3.8*	±0.1	-1.00 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	12	4.5	±0.1	NR
Bisexual	8	2.8	±0.2	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	26	3.3	±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.

### 5.6.2 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 OST.

*Table 5.17 OST – 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	69	4.6*	±0.4	531	5.7*	±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	13	5.5	±0.4	58	4.6	±0.4	0.55 (M)
General Schedule (GS) 7-10	21	4.9*	±0.5	150	6.0*	±0.1	-1.11 (L)
General Schedule (GS) 11-12	5	4.8	±2.2	74	5.5	±0.3	-0.49 (S)
General Schedule (GS) 13-15	28	3.8*	±0.6	230	5.8*	±0.2	-1.62 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	6.8	±0.1	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	6	4.3*	±0.0	52	5.7*	±0.3	-1.35 (L)
1 to 3 years	9	3.7*	±1.1	91	6.0*	±0.2	-2.16 (L)
4 to 5 years	NR	NR	NR	13	6.9	±0.1	NR
6 to 10 years	24	5.2	±0.5	130	5.2	±0.2	-0.06
11 to 14 years	6	4.8*	±1.2	106	6.0*	±0.2	-1.09 (L)
15 to 20 years	17	4.2	±1.0	71	5.2	±0.4	-0.51 (M)
More than 20 years	NR	NR	NR	66	6.1	±0.2	NR
Appointment Type							
Permanent	63	4.6*	±0.4	507	5.7*	±0.1	-0.81 (L)
Term	6	4.3*	±0.0	22	6.0*	±0.4	-1.74 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	61	4.6*	±0.4	483	5.8*	±0.1	-0.95 (L)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	61	4.6*	±0.4	483	5.8*	±0.1	-0.95 (L)
Term	6	4.3*	±0.0	22	6.0*	±0.4	-1.74 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	5	3.0*	±0.6	197	5.8*	±0.2	-2.36 (L)
Women	62	4.7*	±0.4	328	5.7*	±0.1	-0.70 (M)
<b>Gender Identity</b>							
Male	5	3.0*	±0.6	197	5.8*	±0.2	-2.36 (L)
Female	62	4.7*	±0.4	328	5.7*	±0.1	-0.70 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	6	5.7	±0.6	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	59	4.7*	±0.4	484	5.7*	±0.1	-0.79 (M)
Sexual Minority	9	4.1*	±0.3	17	5.8*	±0.4	-2.31 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	59	4.7*	±0.4	484	5.7*	±0.1	-0.79 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	12	6.2	±0.2	NR
Bisexual	8	4.2	±0.1	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	26	5.3	±0.5	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.



### 5.6.3 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 OST.

*Table 5.18 OST – Sexual Harassment and Organizational Commitment by Selected Characteristics*

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	69	2.2*	±0.3	531	3.4*	±0.1	-1.19 (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	13	1.6*	±0.5	58	3.1*	±0.2	-1.99 (L)
General Schedule (GS) 7-10	21	2.8*	±0.4	150	3.6*	±0.1	-1.03 (L)
General Schedule (GS) 11-12	5	2.7	±1.5	74	3.1	±0.3	-0.32 (S)
General Schedule (GS) 13-15	28	2.0*	±0.3	230	3.4*	±0.1	-1.40 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	4.0	±0.3	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	6	2.5	±0.0	52	3.3	±0.3	-0.85 (L)
1 to 3 years	9	2.1*	±0.7	91	3.3*	±0.2	-1.50 (L)
4 to 5 years	NR	NR	NR	13	4.4	±0.2	NR
6 to 10 years	24	1.9*	±0.4	130	3.1*	±0.2	-1.11 (L)
11 to 14 years	6	2.5*	±0.8	106	3.6*	±0.2	-1.12 (L)
15 to 20 years	17	2.2*	±0.6	71	3.5*	±0.2	-1.13 (L)
More than 20 years	NR	NR	NR	66	3.4	±0.2	NR
Appointment Type							
Permanent	63	2.2*	±0.3	507	3.4*	±0.1	-1.19 (L)
Term	6	2.5*	±0.0	22	3.5*	±0.3	-1.27 (L)
Temporary	--	--	--	--	--	--	NA

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	61	2.2*	±0.3	483	3.4*	±0.1	-1.20 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	61	2.2*	±0.3	483	3.4*	±0.1	-1.20 (L)
Term	6	2.5*	±0.0	22	3.5*	±0.3	-1.27 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	5	1.7*	±0.6	197	3.4*	±0.1	-1.78 (L)
Women	62	2.2*	±0.3	328	3.4*	±0.1	-1.15 (L)
<b>Gender Identity</b>							
Male	5	1.7*	±0.6	197	3.4*	±0.1	-1.78 (L)
Female	62	2.2*	±0.3	328	3.4*	±0.1	-1.15 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	6	2.8	±0.6	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	59	2.2*	±0.3	484	3.4*	±0.1	-1.27 (L)
Sexual Minority	9	2.6	±0.2	17	3.4	±0.6	-0.76 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	59	2.2*	±0.3	484	3.4*	±0.1	-1.27 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	12	3.9	±0.4	NR
Bisexual	8	2.6	±0.2	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	26	2.9	±0.4	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.

## 5.7 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 OST.

*Table 5.19 OST – 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	105	3.1*	±0.1	493	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	16	2.8*	±0.2	56	3.3*	±0.2	-0.80 (L)
General Schedule (GS) 7-10	27	3.4*	±0.3	143	3.9*	±0.1	-0.75 (M)
General Schedule (GS) 11-12	14	3.0*	±0.4	65	3.6*	±0.2	-0.78 (M)
General Schedule (GS) 13-15	46	3.0*	±0.2	212	3.9*	±0.1	-1.30 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	4.2	±0.2	NR
Other	NR	NR	NR	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	6	3.0*	±0.0	52	3.8*	±0.3	-0.94 (L)
1 to 3 years	11	2.9*	±0.6	89	3.9*	±0.1	-1.41 (L)
4 to 5 years	NR	NR	NR	13	4.2	±0.2	NR
6 to 10 years	36	3.1*	±0.2	117	3.6*	±0.1	-0.61 (M)
11 to 14 years	13	3.7	±0.3	98	3.9	±0.1	-0.20 (S)
15 to 20 years	31	3.0*	±0.2	58	3.9*	±0.2	-1.25 (L)
More than 20 years	6	3.3*	±0.4	63	3.8*	±0.1	-0.93 (L)
<b>Appointment Type</b>							
Permanent	99	3.1*	±0.1	469	3.8*	±0.1	-0.94 (L)
Term	6	3.0*	±0.0	22	3.8*	±0.2	-1.54 (L)
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	NR	NR	NR	--	--	--	NA
Non-Seasonal	96	3.1*	±0.2	447	3.8*	±0.1	-0.97 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	--	--	--	NA
Permanent-Non-Seasonal	96	3.1*	±0.2	447	3.8*	±0.1	-0.97 (L)
Term	6	3.0*	±0.0	22	3.8*	±0.2	-1.54 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	24	2.7*	±0.3	179	3.9*	±0.1	-1.55 (L)
Women	81	3.2*	±0.1	308	3.7*	±0.1	-0.77 (M)
<b>Gender Identity</b>							
Male	24	2.7*	±0.3	179	3.9*	±0.1	-1.55 (L)
Female	81	3.2*	±0.1	308	3.7*	±0.1	-0.77 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	6	3.6	±0.3	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	87	3.1*	±0.2	455	3.8*	±0.1	-0.91 (L)
Sexual Minority	11	2.9*	±0.2	15	4.4*	±0.2	-3.91 (L)

	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>
Sexual Orientation							
Heterosexual or straight	87	3.1*	±0.2	455	3.8*	±0.1	-0.91 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	12	4.5	±0.1	NR
Bisexual	9	2.8	±0.2	--	--	--	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	8	3.2	±0.3	18	3.4	±0.3	-0.39 (S)

<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 OST.

*Table 5.20 OST – Crude and Offensive Behavior and Job Engagement by Selected Characteristics*

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	105	4.7*	±0.3	493	5.8*	±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	16	5.3	±0.5	56	4.6	±0.5	0.38 (S)
General Schedule (GS) 7-10	27	5.0*	±0.4	143	6.0*	±0.1	-1.07 (L)
General Schedule (GS) 11-12	14	4.9	±1.0	65	5.6	±0.3	-0.48 (S)
General Schedule (GS) 13-15	46	4.1*	±0.4	212	5.9*	±0.1	-1.56 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	6.8	±0.1	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	6	4.3*	±0.0	52	5.7*	±0.3	-1.35 (L)
1 to 3 years	11	3.6*	±0.8	89	6.0*	±0.2	-2.53 (L)
4 to 5 years	NR	NR	NR	13	6.9	±0.1	NR
6 to 10 years	36	4.9	±0.4	117	5.3	±0.2	-0.29 (S)
11 to 14 years	13	5.6	±0.7	98	6.0	±0.2	-0.37 (S)
15 to 20 years	31	4.3*	±0.6	58	5.4*	±0.5	-0.58 (M)
More than 20 years	6	5.5	±0.3	63	6.1	±0.2	-0.66 (M)
Appointment Type							
Permanent	99	4.7*	±0.3	469	5.8*	±0.1	-0.83 (L)
Term	6	4.3*	±0.0	22	6.0*	±0.4	-1.74 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	--	--	--	NA
Non-Seasonal	96	4.6*	±0.3	447	5.8*	±0.1	-1.01 (L)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	--	--	--	NA
Permanent-Non-Seasonal	96	4.6*	±0.3	447	5.8*	±0.1	-1.01 (L)
Term	6	4.3*	±0.0	22	6.0*	±0.4	-1.74 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	24	4.1*	±0.5	179	5.9*	±0.2	-1.65 (L)
Women	81	4.8*	±0.3	308	5.7*	±0.1	-0.65 (M)
<b>Gender Identity</b>							
Male	24	4.1*	±0.5	179	5.9*	±0.2	-1.65 (L)
Female	81	4.8*	±0.3	308	5.7*	±0.1	-0.65 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	6	5.7	±0.6	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	87	4.7*	±0.3	455	5.8*	±0.1	-0.78 (M)
Sexual Minority	11	4.0*	±0.2	15	6.0*	±0.3	-3.92 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	87	4.7*	±0.3	455	5.8*	±0.1	-0.78 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	12	6.2	±0.2	NR
Bisexual	9	4.2	±0.2	--	--	--	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	8	4.6*	±0.9	18	5.6*	±0.5	-0.88 (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.

### 5.7.3 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 OST.

*Table 5.21 OST – 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	105	2.5*	±0.2	493	3.4*	±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	16	1.6*	±0.4	56	3.2*	±0.2	-2.28 (L)
General Schedule (GS) 7-10	27	3.0*	±0.4	143	3.6*	±0.1	-0.70 (M)
General Schedule (GS) 11-12	14	2.5	±0.6	65	3.2	±0.3	-0.54 (M)
General Schedule (GS) 13-15	46	2.4*	±0.3	212	3.5*	±0.1	-1.00 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	3.8	±0.2	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	6	2.5	±0.0	52	3.3	±0.3	-0.85 (L)
1 to 3 years	11	2.1*	±0.5	89	3.4*	±0.2	-1.62 (L)
4 to 5 years	NR	NR	NR	13	4.4	±0.2	NR
6 to 10 years	36	2.1*	±0.3	117	3.2*	±0.2	-0.97 (L)
11 to 14 years	13	3.6	±0.7	98	3.6	±0.2	0.03
15 to 20 years	31	2.5*	±0.5	58	3.6*	±0.2	-1.03 (L)
More than 20 years	6	3.1	±0.8	63	3.5	±0.2	-0.40 (S)
Appointment Type							
Permanent	99	2.5*	±0.2	469	3.4*	±0.1	-0.92 (L)
Term	6	2.5*	±0.0	22	3.5*	±0.3	-1.27 (L)
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	NR	NR	NR	--	--	--	NA
Non-Seasonal	96	2.5*	±0.2	447	3.4*	±0.1	-0.94 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	--	--	--	NA
Permanent-Non-Seasonal	96	2.5*	±0.2	447	3.4*	±0.1	-0.94 (L)
Term	6	2.5*	±0.0	22	3.5*	±0.3	-1.27 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	24	2.3*	±0.3	179	3.6*	±0.1	-1.36 (L)
Women	81	2.5*	±0.3	308	3.4*	±0.1	-0.81 (L)
<b>Gender Identity</b>							
Male	24	2.3*	±0.3	179	3.6*	±0.1	-1.36 (L)
Female	81	2.5*	±0.3	308	3.4*	±0.1	-0.81 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	6	2.8	±0.6	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	87	2.5*	±0.3	455	3.4*	±0.1	-0.91 (L)
Sexual Minority	11	2.4*	±0.4	15	3.6*	±0.5	-1.47 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	87	2.5*	±0.3	455	3.4*	±0.1	-0.91 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	12	3.9	±0.4	NR
Bisexual	9	2.4	±0.5	--	--	--	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	8	2.4	±0.8	18	3.1	±0.4	-0.68 (M)

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

## 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 OST.

*Table 5.22 OST – 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	49	3.2*	±0.2	551	3.7*	±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	67	3.3	±0.2	NR
General Schedule (GS) 7-10	18	3.5*	±0.2	153	3.9*	±0.1	-0.62 (M)
General Schedule (GS) 11-12	5	3.8	±0.1	74	3.5	±0.2	0.40 (S)
General Schedule (GS) 13-15	20	2.9*	±0.2	238	3.8*	±0.1	-1.31 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	4.2	±0.2	NR
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	6	3.0*	±0.0	52	3.8*	±0.3	-0.94 (L)
1 to 3 years	NR	NR	NR	98	3.8	±0.2	NR
4 to 5 years	--	--	--	16	3.8	±0.5	NA
6 to 10 years	17	3.3	±0.4	138	3.5	±0.1	-0.25 (S)
11 to 14 years	9	3.4*	±0.6	102	3.9*	±0.1	-0.73 (M)
15 to 20 years	14	3.0*	±0.3	74	3.7*	±0.2	-0.89 (L)
More than 20 years	--	--	--	69	3.8	±0.1	NA
<b>Appointment Type</b>							
Permanent	43	3.2*	±0.2	527	3.7*	±0.1	-0.66 (M)
Term	6	3.0*	±0.0	22	3.8*	±0.2	-1.54 (L)
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	43	3.2*	±0.2	502	3.8*	±0.1	-0.69 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	43	3.2*	±0.2	502	3.8*	±0.1	-0.69 (M)
Term	6	3.0*	±0.0	22	3.8*	±0.2	-1.54 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	198	3.8	±0.1	NR
Women	44	3.2*	±0.2	346	3.7*	±0.1	-0.71 (M)
<b>Gender Identity</b>							
Male	NR	NR	NR	198	3.8	±0.1	NR
Female	44	3.2*	±0.2	346	3.7*	±0.1	-0.71 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.6	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	36	3.3*	±0.2	507	3.7*	±0.1	-0.57 (M)
Sexual Minority	8	2.8*	±0.2	19	4.1*	±0.3	-2.16 (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>Sexual Orientation</b>							
Heterosexual or straight	36	3.3*	±0.2	507	3.7*	±0.1	-0.57 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	14	4.4	±0.2	NA
Bisexual	8	2.8	±0.2	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	5	3.1	±0.3	21	3.4	±0.3	-0.54 (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.

## 5.8.2 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 OST.

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

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	49	4.6*	±0.4	551	5.7*	±0.1	-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	67	4.8	±0.4	NR
General Schedule (GS) 7-10	18	5.2*	±0.3	153	5.9*	±0.2	-0.70 (M)
General Schedule (GS) 11-12	5	6.8*	±0.2	74	5.4*	±0.3	0.98 (L)
General Schedule (GS) 13-15	20	3.3*	±0.6	238	5.8*	±0.2	-2.06 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	6.8	±0.1	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	6	4.3*	±0.0	52	5.7*	±0.3	-1.35 (L)
1 to 3 years	NR	NR	NR	98	5.8	±0.2	NR
4 to 5 years	--	--	--	16	6.3	±0.6	NA
6 to 10 years	17	5.3	±0.3	138	5.2	±0.2	0.10
11 to 14 years	9	4.7*	±1.2	102	6.1*	±0.2	-1.36 (L)
15 to 20 years	14	3.6*	±1.1	74	5.3*	±0.4	-0.92 (L)
More than 20 years	--	--	--	69	6.0	±0.2	NA
Appointment Type							
Permanent	43	4.6*	±0.5	527	5.7*	±0.1	-0.77 (M)
Term	6	4.3*	±0.0	22	6.0*	±0.4	-1.74 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	43	4.6*	±0.5	502	5.7*	±0.1	-0.89 (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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	43	4.6*	±0.5	502	5.7*	±0.1	-0.89 (L)
Term	6	4.3*	±0.0	22	6.0*	±0.4	-1.74 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	198	5.8	±0.2	NR
Women	44	4.6*	±0.5	346	5.6*	±0.1	-0.77 (M)
<b>Gender Identity</b>							
Male	NR	NR	NR	198	5.8	±0.2	NR
Female	44	4.6*	±0.5	346	5.6*	±0.1	-0.77 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	5.8	±0.5	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	36	4.6*	±0.6	507	5.7*	±0.1	-0.76 (M)
Sexual Minority	8	4.2*	±0.1	19	5.6*	±0.5	-1.38 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	36	4.6*	±0.6	507	5.7*	±0.1	-0.76 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	14	5.8	±0.6	NA
Bisexual	8	4.2	±0.1	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	5	4.7	±1.3	21	5.4	±0.5	-0.58 (M)

<sup>a</sup> Scale values range from 1 = Never, 2 = Almost Never or a Few Times A Year or Less, 3 = Rarely or Once a Month or Less, 4 = Sometimes or a Few Times a Month, 5 = Often or Once a Week, 6 = Very Often or a Few Times a Week, and 7 = Always or Every Day. \* Indicates a statistically significant difference between those who experienced harassment and those who did not.

### 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 OST.

*Table 5.24 OST – 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	49	2.5*	±0.3	551	3.3*	±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	67	2.8	±0.2	NR
General Schedule (GS) 7-10	18	3.0*	±0.2	153	3.5*	±0.1	-0.72 (M)
General Schedule (GS) 11-12	5	3.7	±0.5	74	3.0	±0.3	0.62 (M)
General Schedule (GS) 13-15	20	1.7*	±0.4	238	3.4*	±0.1	-1.60 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	3.8	±0.2	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	6	2.5	±0.0	52	3.3	±0.3	-0.85 (L)
1 to 3 years	NR	NR	NR	98	3.2	±0.2	NR
4 to 5 years	--	--	--	16	4.1	±0.4	NA
6 to 10 years	17	2.9	±0.4	138	2.9	±0.2	0.00
11 to 14 years	9	3.0	±0.7	102	3.6	±0.2	-0.68 (M)
15 to 20 years	14	1.8*	±0.7	74	3.5*	±0.2	-1.63 (L)
More than 20 years	--	--	--	69	3.4	±0.2	NA
Appointment Type							
Permanent	43	2.5*	±0.3	527	3.3*	±0.1	-0.76 (M)
Term	6	2.5*	±0.0	22	3.5*	±0.3	-1.27 (L)
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	--	--	--	NR	NR	NR	NR
Non-Seasonal	43	2.5*	±0.3	502	3.3*	±0.1	-0.76 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	43	2.5*	±0.3	502	3.3*	±0.1	-0.76 (M)
Term	6	2.5*	±0.0	22	3.5*	±0.3	-1.27 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	198	3.4	±0.1	NR
Women	44	2.6*	±0.3	346	3.3*	±0.1	-0.67 (M)
<b>Gender Identity</b>							
Male	NR	NR	NR	198	3.4	±0.1	NR
Female	44	2.6*	±0.3	346	3.3*	±0.1	-0.67 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.0	±0.6	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	36	2.5*	±0.4	507	3.3*	±0.1	-0.82 (L)
Sexual Minority	8	2.6	±0.2	19	3.3	±0.5	-0.64 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	36	2.5*	±0.4	507	3.3*	±0.1	-0.82 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	14	3.7	±0.5	NA
Bisexual	8	2.6	±0.2	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	5	2.6	±1.4	21	3.0	±0.3	-0.38 (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.



## 5.9 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 OST.

*Table 5.25 OST – 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	16	3.2*	±0.5	584	3.7*	±0.1	-0.64 (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	NR	NR	NR	67	3.3	±0.2	NR
General Schedule (GS) 7-10	9	4.1	±0.1	162	3.8	±0.1	0.38 (S)
General Schedule (GS) 11-12	--	--	--	79	3.5	±0.2	NA
General Schedule (GS) 13-15	NR	NR	NR	255	3.8	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	4.3	±0.2	NA
Other	--	--	--	NR	NR	NR	NR
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	--	--	--	58	3.8	±0.2	NA
1 to 3 years	NR	NR	NR	98	3.8	±0.2	NR
4 to 5 years	NR	NR	NR	13	4.2	±0.2	NR
6 to 10 years	11	3.3	±0.5	144	3.5	±0.1	-0.27 (S)
11 to 14 years	--	--	--	111	3.9	±0.1	NA
15 to 20 years	--	--	--	89	3.6	±0.2	NA
More than 20 years	--	--	--	69	3.8	±0.1	NA

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	16	3.2*	±0.5	554	3.7*	±0.1	-0.63 (M)
Term	--	--	--	28	3.6	±0.2	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	16	3.2*	±0.5	528	3.7*	±0.1	-0.66 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	16	3.2*	±0.5	528	3.7*	±0.1	-0.66 (M)
Term	--	--	--	28	3.6	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	200	3.8	±0.1	NR
Women	14	3.5	±0.5	377	3.6	±0.1	-0.23 (S)
<b>Gender Identity</b>							
Male	NR	NR	NR	200	3.8	±0.1	NR
Female	14	3.5	±0.5	377	3.6	±0.1	-0.23 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.6	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	15	3.3	±0.5	528	3.7	±0.1	-0.51 (M)
Sexual Minority	NR	NR	NR	25	3.9	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	15	3.3	±0.5	528	3.7	±0.1	-0.51 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	14	4.4	±0.2	NA
Bisexual	NR	NR	NR	8	2.9	±0.1	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	26	3.3	±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 OST.

*Table 5.26 OST – 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	16	4.9*	±0.4	584	5.6*	±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	NR	NR	NR	67	4.8	±0.4	NR
General Schedule (GS) 7-10	9	5.4	±0.5	162	5.9	±0.2	-0.42 (S)
General Schedule (GS) 11-12	--	--	--	79	5.5	±0.3	NA
General Schedule (GS) 13-15	NR	NR	NR	255	5.6	±0.2	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	6.8	±0.1	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	5.6	±0.3	NA
1 to 3 years	NR	NR	NR	98	5.8	±0.2	NR
4 to 5 years	NR	NR	NR	13	6.9	±0.1	NR
6 to 10 years	11	5.3	±0.5	144	5.2	±0.2	0.05
11 to 14 years	--	--	--	111	5.9	±0.2	NA
15 to 20 years	--	--	--	89	5.0	±0.4	NA
More than 20 years	--	--	--	69	6.0	±0.2	NA
Appointment Type							
Permanent	16	4.9*	±0.4	554	5.6*	±0.1	-0.53 (M)
Term	--	--	--	28	5.6	±0.4	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	16	4.9*	±0.4	528	5.7*	±0.1	-0.62 (M)

	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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	16	4.9*	±0.4	528	5.7*	±0.1	-0.62 (M)
Term	--	--	--	28	5.6	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	200	5.8	±0.2	NR
Women	14	5.1	±0.4	377	5.5	±0.1	-0.28 (S)
<b>Gender Identity</b>							
Male	NR	NR	NR	200	5.8	±0.2	NR
Female	14	5.1	±0.4	377	5.5	±0.1	-0.28 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	5.8	±0.5	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	15	5.0	±0.5	528	5.6	±0.1	-0.47 (S)
Sexual Minority	NR	NR	NR	25	5.3	±0.4	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	15	5.0	±0.5	528	5.6	±0.1	-0.47 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	14	5.8	±0.6	NA
Bisexual	NR	NR	NR	8	4.2	±0.2	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	26	5.3	±0.5	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 OST.

Table 5.27 OST – 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	16	2.7*	±0.3	584	3.3*	±0.1	-0.56 (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	2.8	±0.2	NR
General Schedule (GS) 7-10	9	3.1	±0.1	162	3.5	±0.1	-0.51 (M)
General Schedule (GS) 11-12	--	--	--	79	3.0	±0.3	NA
General Schedule (GS) 13-15	NR	NR	NR	255	3.3	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	4.0	±0.3	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	3.2	±0.2	NA
1 to 3 years	NR	NR	NR	98	3.2	±0.2	NR
4 to 5 years	NR	NR	NR	13	4.4	±0.2	NR
6 to 10 years	11	2.6	±0.4	144	3.0	±0.2	-0.29 (S)
11 to 14 years	--	--	--	111	3.6	±0.2	NA
15 to 20 years	--	--	--	89	3.2	±0.3	NA
More than 20 years	--	--	--	69	3.4	±0.2	NA
Appointment Type							
Permanent	16	2.7*	±0.3	554	3.3*	±0.1	-0.55 (M)
Term	--	--	--	28	3.2	±0.3	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	16	2.7*	±0.3	528	3.3*	±0.1	-0.54 (M)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	16	2.7*	±0.3	528	3.3*	±0.1	-0.54 (M)
Term	--	--	--	28	3.2	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	NR	NR	NR	200	3.4	±0.1	NR
Women	14	2.8	±0.4	377	3.2	±0.1	-0.42 (S)
<b>Gender Identity</b>							
Male	NR	NR	NR	200	3.4	±0.1	NR
Female	14	2.8	±0.4	377	3.2	±0.1	-0.42 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.0	±0.6	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	15	2.7*	±0.3	528	3.3*	±0.1	-0.62 (M)
Sexual Minority	NR	NR	NR	25	3.1	±0.4	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	15	2.7*	±0.3	528	3.3*	±0.1	-0.62 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	14	3.7	±0.5	NA
Bisexual	NR	NR	NR	8	2.2	±0.5	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	26	2.9	±0.4	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 OST.

*Table 5.28 OST – 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	82	2.9*	±0.1	518	3.8*	±0.1	-1.30 (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	11	2.4*	±0.2	61	3.3*	±0.2	-1.37 (L)
General Schedule (GS) 7-10	18	2.8*	±0.3	154	3.9*	±0.1	-1.97 (L)
General Schedule (GS) 11-12	14	2.7*	±0.4	65	3.7*	±0.2	-1.22 (L)
General Schedule (GS) 13-15	33	3.0*	±0.2	225	3.9*	±0.1	-1.21 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	4.2	±0.2	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	9	2.8*	±0.2	50	3.9*	±0.2	-1.30 (L)
1 to 3 years	11	2.7*	±0.5	89	3.9*	±0.1	-1.79 (L)
4 to 5 years	--	--	--	16	3.8	±0.5	NA
6 to 10 years	26	2.8*	±0.3	128	3.6*	±0.1	-1.18 (L)
11 to 14 years	15	3.1*	±0.4	96	4.0*	±0.1	-1.26 (L)
15 to 20 years	17	2.9*	±0.2	72	3.8*	±0.2	-1.10 (L)
More than 20 years	NR	NR	NR	66	3.8	±0.1	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>Appointment Type</b>							
Permanent	76	2.9*	±0.2	494	3.8*	±0.1	-1.29 (L)
Term	6	3.0*	±0.0	22	3.8*	±0.2	-1.54 (L)
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	74	2.9*	±0.2	470	3.8*	±0.1	-1.34 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	74	2.9*	±0.2	470	3.8*	±0.1	-1.34 (L)
Term	6	3.0*	±0.0	22	3.8*	±0.2	-1.54 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	18	2.8*	±0.4	184	3.9*	±0.1	-1.37 (L)
Women	64	2.9*	±0.2	327	3.8*	±0.1	-1.28 (L)
<b>Gender Identity</b>							
Male	18	2.8*	±0.4	184	3.9*	±0.1	-1.37 (L)
Female	64	2.9*	±0.2	327	3.8*	±0.1	-1.28 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.6	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	70	2.9*	±0.2	474	3.8*	±0.1	-1.32 (L)
Sexual Minority	11	2.9*	±0.2	15	4.4*	±0.2	-3.91 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	70	2.9*	±0.2	474	3.8*	±0.1	-1.32 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	12	4.5	±0.1	NR
Bisexual	9	2.8	±0.2	--	--	--	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	25	3.3	±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.



### 5.10.2 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 OST.

*Table 5.29 OST – 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	82	4.6*	±0.4	518	5.7*	±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	11	5.1	±0.7	61	4.7	±0.4	0.21 (S)
General Schedule (GS) 7-10	18	4.4*	±0.4	154	6.0*	±0.1	-1.90 (L)
General Schedule (GS) 11-12	14	4.6*	±1.0	65	5.7*	±0.3	-0.81 (L)
General Schedule (GS) 13-15	33	4.2*	±0.6	225	5.8*	±0.2	-1.23 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	6.8	±0.1	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	9	4.3*	±0.1	50	5.8*	±0.3	-1.60 (L)
1 to 3 years	11	4.8*	±1.3	89	5.9*	±0.2	-0.93 (L)
4 to 5 years	--	--	--	16	6.3	±0.6	NA
6 to 10 years	26	4.6*	±0.6	128	5.4*	±0.2	-0.63 (M)
11 to 14 years	15	4.9*	±0.6	96	6.1*	±0.2	-1.17 (L)
15 to 20 years	17	4.1*	±1.0	72	5.2*	±0.4	-0.56 (M)
More than 20 years	NR	NR	NR	66	6.1	±0.2	NR
Appointment Type							
Permanent	76	4.6*	±0.4	494	5.7*	±0.1	-0.85 (L)
Term	6	4.3*	±0.0	22	6.0*	±0.4	-1.74 (L)
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	74	4.6*	±0.4	470	5.8*	±0.1	-0.99 (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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	74	4.6*	±0.4	470	5.8*	±0.1	-0.99 (L)
Term	6	4.3*	±0.0	22	6.0*	±0.4	-1.74 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	18	5.0*	±0.8	184	5.8*	±0.2	-0.61 (M)
Women	64	4.5*	±0.4	327	5.7*	±0.1	-0.93 (L)
<b>Gender Identity</b>							
Male	18	5.0*	±0.8	184	5.8*	±0.2	-0.61 (M)
Female	64	4.5*	±0.4	327	5.7*	±0.1	-0.93 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	5.8	±0.5	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	70	4.7*	±0.4	474	5.7*	±0.1	-0.79 (M)
Sexual Minority	11	4.0*	±0.2	15	6.0*	±0.3	-3.92 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	70	4.7*	±0.4	474	5.7*	±0.1	-0.79 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	12	6.2	±0.2	NR
Bisexual	9	4.2	±0.2	--	--	--	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	25	5.3	±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.

### 5.10.3 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 OST.

*Table 5.30 OST – Gender Harassment and Organizational Commitment 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	82	2.4*	±0.2	518	3.4*	±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	11	2.3	±0.5	61	2.9	±0.2	-0.60 (M)
General Schedule (GS) 7-10	18	2.6*	±0.4	154	3.6*	±0.1	-1.33 (L)
General Schedule (GS) 11-12	14	2.2*	±0.7	65	3.2*	±0.3	-0.88 (L)
General Schedule (GS) 13-15	33	2.3*	±0.4	225	3.4*	±0.1	-1.06 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	3.8	±0.2	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	9	2.6*	±0.1	50	3.4*	±0.3	-0.84 (L)
1 to 3 years	11	2.3*	±0.6	89	3.3*	±0.2	-1.29 (L)
4 to 5 years	--	--	--	16	4.1	±0.4	NA
6 to 10 years	26	2.3*	±0.4	128	3.1*	±0.2	-0.65 (M)
11 to 14 years	15	3.0*	±0.6	96	3.7*	±0.2	-0.73 (M)
15 to 20 years	17	2.2*	±0.7	72	3.5*	±0.2	-1.19 (L)
More than 20 years	NR	NR	NR	66	3.5	±0.2	NR
Appointment Type							
Permanent	76	2.4*	±0.3	494	3.4*	±0.1	-0.95 (L)
Term	6	2.5*	±0.0	22	3.5*	±0.3	-1.27 (L)
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	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	74	2.4*	±0.3	470	3.4*	±0.1	-0.95 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	74	2.4*	±0.3	470	3.4*	±0.1	-0.95 (L)
Term	6	2.5*	±0.0	22	3.5*	±0.3	-1.27 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	18	2.6*	±0.6	184	3.5*	±0.1	-0.89 (L)
Women	64	2.4*	±0.3	327	3.4*	±0.1	-0.96 (L)
<b>Gender Identity</b>							
Male	18	2.6*	±0.6	184	3.5*	±0.1	-0.89 (L)
Female	64	2.4*	±0.3	327	3.4*	±0.1	-0.96 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.0	±0.6	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	70	2.4*	±0.3	474	3.4*	±0.1	-0.99 (L)
Sexual Minority	11	2.4*	±0.4	15	3.6*	±0.5	-1.47 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	70	2.4*	±0.3	474	3.4*	±0.1	-0.99 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	12	3.9	±0.4	NR
Bisexual	9	2.4	±0.5	--	--	--	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	25	2.9	±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.

## 5.11 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 OST.

*Table 5.31 OST – 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	597	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	NR	NR	NR	70	3.2	±0.2	NR
General Schedule (GS) 7-10	--	--	--	170	3.8	±0.1	NA
General Schedule (GS) 11-12	--	--	--	79	3.5	±0.2	NA
General Schedule (GS) 13-15	--	--	--	258	3.8	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	4.3	±0.2	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	--	--	--	58	3.8	±0.2	NA
1 to 3 years	--	--	--	100	3.8	±0.2	NA
4 to 5 years	--	--	--	16	3.8	±0.5	NA
6 to 10 years	NR	NR	NR	153	3.5	±0.1	NR
11 to 14 years	--	--	--	111	3.9	±0.1	NA
15 to 20 years	--	--	--	89	3.6	±0.2	NA
More than 20 years	--	--	--	67	3.8	±0.1	NA
<b>Appointment Type</b>							
Permanent	NR	NR	NR	567	3.7	±0.1	NR
Term	--	--	--	28	3.6	±0.2	NA
Temporary	--	--	--	--	--	--	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	NR	NR	NR	541	3.7	±0.1	NR
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	541	3.7	±0.1	NR
Term	--	--	--	28	3.6	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	--	--	--	202	3.8	±0.1	NA
Women	NR	NR	NR	387	3.6	±0.1	NR
<b>Gender Identity</b>							
Male	--	--	--	202	3.8	±0.1	NA
Female	NR	NR	NR	387	3.6	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.6	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	--	--	--	541	3.7	±0.1	NA
Sexual Minority	NR	NR	NR	25	3.9	±0.3	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>Sexual Orientation</b>							
Heterosexual or straight	--	--	--	541	3.7	±0.1	NA
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	14	4.4	±0.2	NA
Bisexual	NR	NR	NR	8	2.9	±0.1	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	26	3.3	±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 OST.

*Table 5.32 OST – 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	597	5.6	±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	NR	NR	NR	70	4.8	±0.4	NR
General Schedule (GS) 7-10	--	--	--	170	5.8	±0.1	NA
General Schedule (GS) 11-12	--	--	--	79	5.5	±0.3	NA
General Schedule (GS) 13-15	--	--	--	258	5.6	±0.2	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	6.8	±0.1	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	5.6	±0.3	NA
1 to 3 years	--	--	--	100	5.8	±0.2	NA
4 to 5 years	--	--	--	16	6.3	±0.6	NA
6 to 10 years	NR	NR	NR	153	5.3	±0.2	NR
11 to 14 years	--	--	--	111	5.9	±0.2	NA
15 to 20 years	--	--	--	89	5.0	±0.4	NA
More than 20 years	--	--	--	67	6.0	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	567	5.6	±0.1	NR
Term	--	--	--	28	5.6	±0.4	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	NR	NR	NR	541	5.6	±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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	541	5.6	±0.1	NR
Term	--	--	--	28	5.6	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	--	--	--	202	5.7	±0.2	NA
Women	NR	NR	NR	387	5.5	±0.1	NR
<b>Gender Identity</b>							
Male	--	--	--	202	5.7	±0.2	NA
Female	NR	NR	NR	387	5.5	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	5.8	±0.5	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	--	--	--	541	5.6	±0.1	NA
Sexual Minority	NR	NR	NR	25	5.3	±0.4	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	--	--	--	541	5.6	±0.1	NA
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	14	5.8	±0.6	NA
Bisexual	NR	NR	NR	8	4.2	±0.2	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	26	5.3	±0.5	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 OST.

*Table 5.33 OST – 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	597	3.3	±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	NR	NR	NR	70	2.8	±0.2	NR
General Schedule (GS) 7-10	--	--	--	170	3.5	±0.1	NA
General Schedule (GS) 11-12	--	--	--	79	3.0	±0.3	NA
General Schedule (GS) 13-15	--	--	--	258	3.3	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	11	4.0	±0.3	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	3.2	±0.2	NA
1 to 3 years	--	--	--	100	3.2	±0.2	NA
4 to 5 years	--	--	--	16	4.1	±0.4	NA
6 to 10 years	NR	NR	NR	153	2.9	±0.2	NR
11 to 14 years	--	--	--	111	3.6	±0.2	NA
15 to 20 years	--	--	--	89	3.2	±0.3	NA
More than 20 years	--	--	--	67	3.4	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	567	3.3	±0.1	NR
Term	--	--	--	28	3.2	±0.3	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	NR	NR	NR	541	3.3	±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	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	541	3.3	±0.1	NR
Term	--	--	--	28	3.2	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
<b>Sex</b>							
Men	--	--	--	202	3.4	±0.1	NA
Women	NR	NR	NR	387	3.2	±0.1	NR
<b>Gender Identity</b>							
Male	--	--	--	202	3.4	±0.1	NA
Female	NR	NR	NR	387	3.2	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	7	3.0	±0.6	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	--	--	--	541	3.3	±0.1	NA
Sexual Minority	NR	NR	NR	25	3.1	±0.4	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	--	--	--	541	3.3	±0.1	NA
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	14	3.7	±0.5	NA
Bisexual	NR	NR	NR	8	2.2	±0.5	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	26	2.9	±0.4	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 OST – Linear Regression of Harassment and Job Satisfaction*

	B	S.E.	B	t	p	95% C.I.		r	Partial r	Semi Partial r
						Lower	Upper			
Constant	3.911	0.034	--	114.880	0.000	3.844	3.978	--	--	--
Harassment Based on Age	-0.430	0.086	-0.229	-5.027	0.000	-0.598	-0.262	-0.398	-0.204	-0.182
Harassment Based on Race/Ethnicity	-0.154	0.081	-0.085	-1.906	0.057	-0.312	0.005	-0.310	-0.079	-0.069
Harassment Based on Religious Beliefs	0.078	0.126	0.026	0.622	0.534	-0.169	0.326	-0.188	0.026	0.023
Harassment Based on Disability	0.051	0.124	0.018	0.412	0.680	-0.192	0.295	-0.197	0.017	0.015
Harassment Based on Sexual Orientation	-0.018	0.161	-0.005	-0.113	0.910	-0.334	0.298	-0.181	-0.005	-0.004
Gender Harassment	-0.544	0.109	-0.240	-4.991	0.000	-0.759	-0.330	-0.409	-0.203	-0.181
Sexual Harassment	-0.190	0.108	-0.078	-1.759	0.079	-0.402	0.022	-0.311	-0.073	-0.064
Sexual Assault	-0.482	0.579	-0.032	-0.833	0.405	-1.619	0.655	-0.097	-0.035	-0.030

Note. N = 589, F = 22.304, R Square = 0.235

*Table 5.35 OST – 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	5.889	0.061	--	97.201	0.000	5.770	6.008	--	--	--
Harassment Based on Age	-0.931	0.152	-0.286	-6.109	0.000	-1.230	-0.631	-0.353	-0.246	-0.228
Harassment Based on Race/Ethnicity	-0.144	0.143	-0.046	-1.007	0.314	-0.426	0.137	-0.220	-0.042	-0.038
Harassment Based on Religious Beliefs	-0.242	0.224	-0.046	-1.078	0.282	-0.682	0.199	-0.176	-0.045	-0.040
Harassment Based on Disability	0.783	0.221	0.156	3.550	0.000	0.350	1.216	-0.032	0.146	0.133
Harassment Based on Sexual Orientation	0.799	0.286	0.120	2.792	0.005	0.237	1.361	-0.011	0.115	0.104
Gender Harassment	-0.713	0.194	-0.182	-3.675	0.000	-1.095	-0.332	-0.294	-0.151	-0.137
Sexual Harassment	-0.332	0.192	-0.079	-1.727	0.085	-0.709	0.046	-0.266	-0.071	-0.065
Sexual Assault	-1.221	1.030	-0.046	-1.185	0.237	-3.244	0.803	-0.065	-0.049	-0.044

Note. N = 589, F = 17.025, R Square = 0.19

*Table 5.36 OST – 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	3.533	--	--	75.379	0.000	3.441	3.625	--	--	--
Harassment Based on Age	-0.209	0.118	-0.083	-1.776	0.076	-0.441	0.022	-0.280	-0.074	-0.066
Harassment Based on Race/Ethnicity	-0.372	0.111	-0.152	-3.356	0.001	-0.590	-0.154	-0.307	-0.138	-0.125
Harassment Based on Religious Beliefs	-0.510	0.173	-0.124	-2.942	0.003	-0.851	-0.170	-0.255	-0.121	-0.109
Harassment Based on Disability	0.415	0.171	0.107	2.433	0.015	0.080	0.750	-0.093	0.100	0.090
Harassment Based on Sexual Orientation	0.040	0.221	0.008	0.181	0.856	-0.395	0.475	-0.099	0.008	0.007
Gender Harassment	-0.366	0.150	-0.120	-2.440	0.015	-0.661	-0.071	-0.316	-0.101	-0.091
Sexual Harassment	-0.655	0.149	-0.199	-4.403	0.000	-0.947	-0.363	-0.356	-0.180	-0.163
Sexual Assault	1.291	0.797	0.063	1.619	0.106	-0.275	2.856	-0.005	0.067	0.060

Note. N = 589, F = 18.088, R Square = 0.2

## 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 OST.

In summary, an estimated 25.9% of employees witnessed some form of harassing and/or assault behavior in the 12 months preceding the survey against another employee.

*Table 6.1 OST – 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	99	16.8%	±3.3	2.9	±0.2	3	2
Racial/Ethnic	110	18.9%	±3.4	3.0	±0.2	3	3
Religious	46	7.9%	±2.5	2.8	±0.3	2	2
Disability	42	7.2%	±2.4	3.2	±0.5	3	2
Sexual Orientation	53	9.0%	±2.6	2.9	±0.3	3	2
Sex/Gender	77	13.1%	±3.0	3.0	±0.3	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. 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 OST.

*Table 6.2 OST – 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	40	26.4%	±7.7
I asked the person who was experiencing the behavior if he/she needed help	50	32.7%	±7.9
I pointed out to person that he/she “crossed the line” with comments/behaviors	27	17.7%	±7.0
I stepped in with the intent of diffusing/stopping the situation	20	13.3%	±6.5
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	21	14.0%	±6.6
I considered intervening but I feared I would experience negative consequences	28	18.3%	±7.0
I considered intervening but did not feel I had the authority to do so	12	7.6%	±5.5
I stepped in but then was discouraged or criticized by others for doing so	0	0.0%	NA
I stepped in but then was harassed myself by the person(s) I was trying to stop	9	5.8%	±5.1
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 OST.

*Table 6.3 OST – 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	398	68.9%	±3.9	3.7	±0.1
No	114	19.7%	±3.5	--	--
Don't Know	66	11.4%	±2.9	--	--
Employee Assistance Program (EAP)					
Yes	250	44.0%	±4.1	3.4	±0.1
No	174	30.6%	±3.9	--	--
Don't Know	144	25.4%	±3.8	--	--
Ombudsman (if applicable)					
Yes	181	31.7%	±3.9	3.4	±0.2
No	211	36.8%	±4.0	--	--
Don't Know	181	31.5%	±3.9	--	--
CADR Office, CORE PLUS					
Yes	98	17.4%	±3.4	3.2	±0.2
No	189	33.7%	±4.0	--	--
Don't Know	274	48.9%	±4.1	--	--
Employee & Labor Relations (Human Resources)					
Yes	230	40.7%	±4.1	3.5	±0.1
No	174	30.7%	±3.9	--	--
Don't Know	162	28.6%	±3.9	--	--



	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score<sup>a</sup></i>	<i>MoE</i>
Union (if applicable)					
Yes	156	28.2%	±3.9	3.3	±0.1
No	223	40.3%	±4.2	--	--
Don't Know	174	31.5%	±4.0	--	--
Equal Employment Opportunity Counselor					
Yes	238	42.1%	±4.1	3.3	±0.1
No	155	27.5%	±3.8	--	--
Don't Know	171	30.4%	±3.9	--	--
Equal Employment Opportunity Office					
Yes	231	41.1%	±4.1	3.4	±0.1
No	159	28.4%	±3.9	--	--
Don't Know	171	30.5%	±4.0	--	--
Office of Inspector General Hotline					
Yes	177	31.2%	±3.9	3.4	±0.1
No	185	32.6%	±4.0	--	--
Don't Know	206	36.2%	±4.0	--	--
Office of Inspector General					
Yes	165	29.6%	±3.9	3.4	±0.2
No	189	33.9%	±4.0	--	--
Don't Know	203	36.4%	±4.1	--	--
Other Law Enforcement/Civil Authority not in the bureau					
Yes	143	25.4%	±3.8	3.7	±0.2
No	222	39.4%	±4.1	--	--
Don't Know	199	35.3%	±4.1	--	--
Department of Interior Ethics/Bureau Ethics Office					
Yes	233	41.2%	±4.1	3.5	±0.1
No	147	25.9%	±3.8	--	--
Don't Know	186	32.9%	±4.0	--	--
Other					
Yes	82	15.8%	±3.4	3.5	±0.2
No	109	21.0%	±3.7	--	--
Don't Know	328	63.2%	±4.3	--	--

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

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