



# Supplemental Statistical Report

U.S. Geological Survey (USGS)

Work Environment Survey

January-March 2017

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September 29, 2017



## Executive Summary

This Supplemental Statistical Report documents results of the U.S. Geological Survey (USGS) Work Environment Survey (WES), which was fielded from January 9 to March 5, 2017.<sup>1</sup> The Executive Summary provides the key findings. The USGS 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>2</sup> experienced by employees within the USGS 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 USGS personnel employed as of December 10, 2016, ( $N = 8,447$ ) during the period of January 9 to March 5, 2017. Data from 3,997 employees were obtained by the end of the survey period, yielding a participation rate of 47.3%. Upon initial screening, a total of 3,864 completed questionnaires were available for analysis, yielding a survey response rate of 45.7%. Because not all USGS employees responded to the survey, employee population characteristics were obtained from Human Resources to derive weights to estimate population parameters for the USGS 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 USGS 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 USGS workforce.

It is important to note that the findings described here are specific to the USGS. To the extent possible, the findings are reported for all constructs and measures included in the WES.

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

<sup>2</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.

However, in some cases, only a small number of respondents may have answered certain sections of the survey, leaving results not reportable. A result based on small numbers can 1) lead to potential disclosure of identity, and/or 2) be statistically unstable and therefore unreliable. Accordingly, some results may be suppressed within the Executive Summary and the main body of the report. Those instances are denoted by NR, indicating that the result is Not Reportable (NR). To make appropriate inferences based on those results denoted as NR, the reader is referred to the Department of the Interior (DOI) Technical Report to extrapolate from those data to the USGS. Using the DOI results to extrapolate to the USGS is appropriate given that those results include USGS 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 28.4% of employees experienced one or more forms of harassment and/or assault related behaviors in the past 12 months. More specifically:

- 17.0% experienced harassing behaviors based on their age
- 3.8% experienced harassing behaviors based on their racial or ethnic background
- 3.9% experienced harassing behaviors based on their religious beliefs
- 3.9% experienced harassing behaviors based on a perceived or actual disability
- 1.6% experienced harassing behaviors based on their sexual orientation
- 13.9% experienced harassing behaviors based on their gender
- 4.9% experienced sexual harassment<sup>3</sup>
- 0.30% experienced sexual assault related behaviors

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

- Younger (age groups 25 or under, 26 to 29, and 30 to 39) and older (age groups 50 to 59 and 60 or older) employees were more likely to experience higher rates of harassment based on their age than their middle-aged counterparts (ages 40 to 49)

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<sup>3</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).

- Ethnic minority employees were more likely to experience higher rates of harassment based on their racial or ethnic background than their non-minority counterparts
- Employees with a documented disability were more likely to experience higher rates of harassment based on a perceived or actual disability than their non-disabled counterparts
- Women and sexual minority (lesbian, gay, bisexual, transgender, other) employees were more likely to experience higher rates of harassment based on sexual orientation than men or their heterosexual counterparts
- Women and sexual minority (lesbian, gay, bisexual, transgender, other) employees were more likely to experience higher rates of gender harassment than men or their heterosexual counterparts
- Women and sexual minority (lesbian, gay, bisexual, transgender, other) employees were more likely to experience higher rates of sexual harassment than men or their heterosexual counterparts
- Women employees were more likely to experience higher rates of sexual assault related behaviors than men

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

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

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

- *What was the primary basis for the specific behavior or set of experiences?* Among employees who experienced any behavior, 26.0% indicated the experience was primarily based on their age; 4.9% indicated the experience was primarily based on their racial/ethnic background; 4.3% indicated the experience was primarily based on their religious beliefs; 5.1% indicated the experience was primarily based on their disability status or condition; 1.0% indicated the experience was primarily based on their sexual orientation; 35.4% indicated the experience was primarily based on their sex/gender;<sup>4</sup> and 23.2% indicated the experience was primarily based on unknown factors.

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<sup>4</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.

- *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 (78.0%) and at a work location or site (85.0%) that was most frequently characterized as an indoor location (88.2%). Also, for the minority of these employees these experiences occurred while on travel (13.8%).
- *How often and for how long did the specific behavior or set of experiences persist?* Regardless of the particular behavior involved, for the majority of employees these experiences occurred more than once (57.2%).
- *Who was involved in the specific behavior or set of experiences?* Regardless of the particular behavior involved, for the majority of employees these experiences often involved one person (58.9%), who was typically older (47.2%), male (66.2%), and most often a peer and/or coworker (56.2%).
- *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 (83.9%).
- *Did they discuss the specific behavior or set of experiences with anyone at work?* Regardless of the particular behavior involved, most employees talked to someone at work about their experience including coworkers (50.1%) or another employee (43.0%), as well as a supervisor (30.8%) or manager (14.5%). Additionally, some employees talked with the person involved (28.7%).
- *Did they make a complaint/grievance/report<sup>5</sup> in response to the specific behavior or set of experiences?* Regardless of particular behavior involved, most employees did not make a complaint/grievance/report about their experience (80.2%); only 19.8% did.
- *What USGS 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 USGS resource was a supervisor or manager (16.1%). All other resources were used less frequently (Employee Assistance Program, Ombudsman,<sup>6</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, 39.5% indicated that some action was taken. Actions focused on the organization involved explaining rules to everyone (18.9%), management conducted a review/

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<sup>5</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>6</sup> Ombudsman was only in existence about 1.5 months before the survey opened.

investigation or other assessment (12.8%), and an investigation was conducted by a law enforcement official (1.4%). Actions involving the person engaging in the harassing behavior included someone talking to the person (29.0%), moving or reassigning the person to avoid continuing contact (6.7%), or some official career action was taken against person(s) involved (3.7%); and in some situations, the person stopped the behavior (22.3%). Actions associated with the employee subjected to the behavior involved changing their station location or duties to help them avoid the person engaging in the harassing behaviors (10.8%). Additionally, some employees were encouraged to drop the issue (40.1%) or were discouraged from making a complaint/grievance/report (31.4%). Other employees indicated that the person engaging in the harassing behavior took action against them for complaining (31.2%); their coworker(s) treated them worse, avoided or blamed them for the problem (22.1%); and some employees indicated leadership punished them for bringing the experience up (25.8%) or they were threatened with loss of employment (10.3%).<sup>7</sup>

- *What were the reasons for not making a complaint/grievance/report?* Regardless of the particular behavior involved, most employees did not make a complaint/grievance/report about their experience (80.2%). Employees' most frequent reasons for not making a complaint/grievance/report involved the perceived seriousness of the behavior (75.8% did not consider it serious enough to report), desire to move on or forget about the incident (61.2%), the behavior or experience stopped on its own (52.6%), skepticism about actions that would be taken (44.2% of employees did not think anything would be done), thought they would be labeled a troublemaker (41.5%), or thought it might hurt their career (35.8%).
- *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 (34.6%); resulted in arguments or damaged interpersonal relations at work (30.3%); and/or damaged other personal relationships (9.4%). For some employees, these experiences had a *negative impact on their physical or emotional well-being* leading them to call in sick or take leave (13.6%), seek counseling (12.2%), or medical attention (6.0%). For some employees, these experiences had a *negative impact on their job performance*, making it harder to complete their work (34.7%), negatively affected their performance evaluation or promotion potential (22.4%), or negatively affected their performance evaluation/renewal/permanent employment (11.4%). For some employees, these experiences *negatively affected their willingness to remain a part of the organization*, leading them to request a transfer (5.6%), consider leaving USGS (32.2%), or take steps to leave the organization (11.1%).

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<sup>7</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 DEMOGRAPHIC, OCCUPATIONAL, AND ORGANIZATIONAL FACTORS WERE CORRELATED WITH HARASSING AND/OR ASSAULT BEHAVIORS EXPERIENCED?**

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

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

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

- Age harassment was more common where employees witnessed harassment against another employee based on their age
- Racial/ethnic harassment was more common for racial/ethnic minority employees than for non-minority employees
- Religious harassment was more common where employees witnessed harassment against another employee based on their religious beliefs
- Disability harassment was more common for employees with a documented disability and more common where employees witnessed harassment against another employee based on their disability status or condition
- None of the factors informed our understanding of harassment based on one's sexual orientation

- Gender harassment was more common for women than men and more common where employees witnessed harassment against another employee based on their sex/gender
- Sexual harassment was more common for women than men, in work environments perceived as being more tolerant of these behaviors, and where employees witnessed harassment against another employee based on their sex/gender
- None of the factors informed our understanding of sexual assault related behaviors

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

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

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

Consequences of harassment and/or assault behaviors were examined with data from employees who experienced harassment and/or assault behaviors and completed questions assessing job-related outcomes including job satisfaction, job engagement, and organizational commitment. Regression analyses revealed statistically significant associations of harassment and/or assault behaviors to job-related outcomes. While the magnitude of the effects were small, the pattern of associations indicated that employees who experienced harassment and/or assault behaviors were less satisfied, less engaged, and less committed to the organization than their counterparts. Exceptions to this trend were observed for harassment based on religious beliefs and sexual assault related behaviors and all three outcomes; harassment based on race/ethnicity, harassment based on sexual orientation, and sexual harassment and job engagement; and harassment based on sexual orientation and organizational commitment. Associations among these variables were not statistically significant.



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

- *What about individuals who may have witnessed behaviors occurring to someone else?* An estimated 17.0% 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 more than once. Among these individuals:
  - 9.3% witnessed a harassment situation based on the age of the other employee
  - 3.7% witnessed a harassment situation based on the race/ethnicity of the other employee
  - 2.2% witnessed a harassment situation based on the religious beliefs of the other employee
  - 2.9% witnessed a harassment situation based a perceived or actual disability of the other employee
  - 1.9% witnessed a harassment situation based on the sexual orientation of the other employee
  - 10.8% 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 (73.8%). Among employees who took some action, the most frequent actions included helping the person who was subject to the behaviors (34.8%); pointing out to the person who engaged in the harassing behaviors that s/he “crossed the line” (20.7%); and telling someone in position of authority about the situation (18.9%).
  
- *Did employees experience any harassing and/or assault behaviors before the past 12 months while they were employed by USGS?* An estimated 25.1% of employees experienced some form of harassing and/or assault behaviors before the past 12 months while being employed at USGS. Specifically:
  - 14.5% experienced harassing behaviors based on their age
  - 3.4% experienced harassing behaviors based on their racial or ethnic background
  - 3.7% experienced harassing behaviors based on their religious beliefs
  - 3.8% experienced harassing behaviors based on a perceived or actual disability
  - 2.4% experienced harassing behaviors based on their sexual orientation
  - 9.4% experienced sexually harassing behaviors<sup>8</sup>
  - 1.14% experienced sexual assault related behaviors

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<sup>8</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.

- *What about the future use of USGS 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 (80.3%) 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>9</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>9</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 U.S. Geological Survey (USGS) 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.

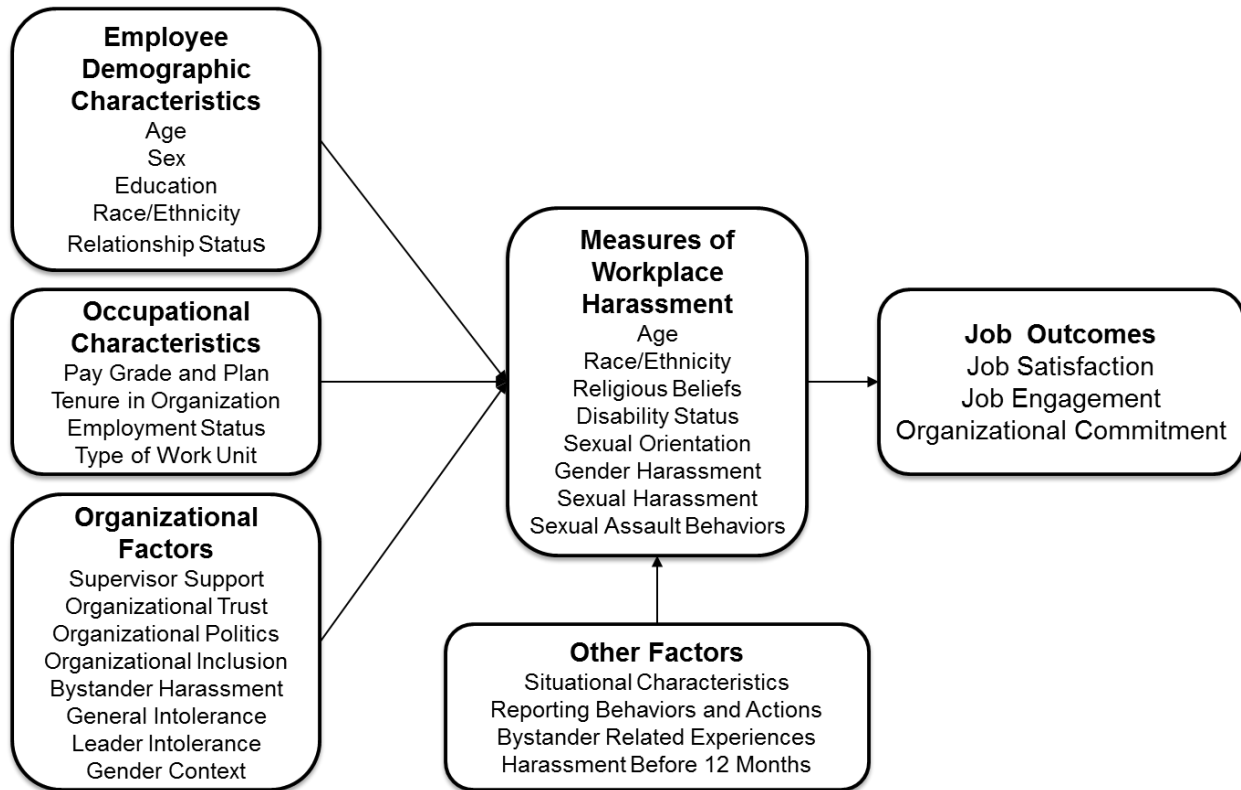


Figure 1.1 Conceptual Framework

*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 USGS 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 USGS employees ( $N = 8,447$ ) who were invited to complete the survey online via a secured website or in paper-pencil format were used for the analysis. As shown in Table 1.2, a total of 3,997 questionnaires were obtained by the end of the survey period (i.e., March 5, 2017), yielding a participation rate of 47.3%. Initial screening of the data for inclusion criteria indicated a total of 3,864 completed questionnaires were available for the analysis, yielding a response rate of 45.7%.

*Table 1.2 USGS – WES Response Rate*

	USGS
A. Total Sample	8,447
B. Delivered Invitations/Surveys	8,447
C. Submitted Surveys	3,997
D. Participation Rate	47.3%
E. Completed Surveys	3,864
F. Response Rate	45.7%

### Definition of Terms

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

Demographic characteristics for the study population were derived by weighting the survey results to estimate the USGS 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 USGS – 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	2,971	35.2%	2,977 (±87)	35.2% (±1.0)
40 or older	5,476	64.8%	5,482 (±87)	64.8% (±1.0)
<b>Age</b>				
25 or under	456	5.4%	457 (±43)	5.4% (±0.5)
26-29	641	7.6%	643 (±49)	7.6% (±0.6)
30-39	1,874	22.2%	1,877 (±76)	22.2% (±0.9)
40-49	1,923	22.8%	1,933 (±77)	22.9% (±0.9)
50-59	2,247	26.6%	2,242 (±80)	26.5% (±1.0)
60 or older	1,306	15.5%	1,307 (±66)	15.4% (±0.8)
<b>Relationship Status - Collapsed</b>				
Single	NA	NA	1,788 (±75)	21.3% (±0.9)
Partnered/Married	NA	NA	5,962 (±82)	70.9% (±1.0)
Separated/Widowed/Divorced	NA	NA	662 (±50)	7.9% (±0.6)
<b>Relationship Status</b>				
Single	NA	NA	1,788 (±75)	21.3% (±0.9)
Separated	NA	NA	65 (±18)	0.8% (±0.2)
Partnered	NA	NA	414 (±41)	4.9% (±0.5)
Divorced	NA	NA	517 (±45)	6.1% (±0.5)
Married	NA	NA	5,548 (±86)	66.0% (±1.0)
Widowed	NA	NA	80 (±19)	0.9% (±0.2)
<b>Ethnicity/Race - Collapsed</b>				
Non-Minority (Non-Hispanic White)	7,313	86.7%	7,291 (±61)	87.3% (±0.7)
Minority	1,122	13.3%	1,063 (±61)	12.7% (±0.7)

	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	346	4.1%	400 (±40)	4.8% (±0.5)
American Indian or Alaskan Native	76	0.9%	36 (±14)	0.4% (±0.2)
Asian	257	3.0%	174 (±28)	2.1% (±0.3)
Black/African-American	295	3.5%	163 (±27)	2.0% (±0.3)
Native Hawaiian or Other Pacific Islander	38	0.5%	36 (±14)	0.4% (±0.2)
Non-Hispanic White	7,313	86.7%	7,291 (±61)	87.3% (±0.7)
Multi-racial	110	1.3%	254 (±33)	3.0% (±0.4)
<b>Disability</b>				
Yes	588	7.2%	559 (±46)	6.6% (±0.5)
No	7,609	92.8%	7,892 (±46)	93.4% (±0.5)
<b>Sex</b>				
Men	5,205	61.6%	5,200 (±88)	61.5% (±1.0)
Women	3,242	38.4%	3,248 (±88)	38.5% (±1.0)
<b>Gender Identity</b>				
Male	5,205	61.6%	5,200 (±88)	61.3% (±1.0)
Female	3,242	38.4%	3,248 (±88)	38.3% (±1.0)
Transgender	NA	NA	5 (±7)	0.1% (±0.1)
Do not identify as female, male, or transgender	NA	NA	24 (±12)	0.3% (±0.1)
<b>Transgender Description</b>				
Transgender, male to female	NA	NA	NR	NR
Transgender, female to male	NA	NA	NR	NR
Gender non-conforming	NA	NA	NR	NR
Unsure	NA	NA	NR	NR
I prefer not to say	NA	NA	NR	NR
<b>Sexual Orientation - Collapsed</b>				
Heterosexual	NA	NA	7,763 (±38)	95.7% (±0.5)
Sexual Minority	NA	NA	347 (±38)	4.3% (±0.5)
<b>Sexual Orientation</b>				
Heterosexual or straight	NA	NA	7,763 (±50)	92.3% (±0.6)
Lesbian	NA	NA	68 (±18)	0.8% (±0.2)
Gay	NA	NA	95 (±21)	1.1% (±0.3)
Bisexual	NA	NA	134 (±24)	1.6% (±0.3)
Other	NA	NA	49 (±16)	0.6% (±0.2)
I prefer not to say	NA	NA	300 (±35)	3.6% (±0.4)

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

*Table 1.4 USGS – 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>
<b>Education Level - Collapsed</b>				
Less than High School/High School Diploma/GED	485	5.8%	185 (±28)	2.2% (±0.3)
Trade/Tech Certificate/Some College	1,019	12.1%	726 (±52)	8.6% (±0.6)
AA/College Degree	3,551	42.2%	3,573 (±89)	42.4% (±1.1)
Graduate Degree	3,364	40.0%	3,946 (±90)	46.8% (±1.1)
<b>Appointment Type</b>				
Permanent	6,912	81.8%	6,694 (±74)	79.2% (±0.9)
Term	959	11.4%	1,536 (±71)	18.2% (±0.8)
Temporary	576	6.8%	225 (±31)	2.7% (±0.4)
<b>Work Schedule</b>				
Seasonal	13	0.2%	81 (±20)	1.2% (±0.3)
Non-seasonal	7,475	99.8%	6,800 (±20)	98.8% (±0.3)
<b>Appointment Type and Work Schedule</b>				
Permanent-Seasonal	12	0.1%	37 (±14)	0.4% (±0.2)
Permanent-Non-Seasonal	6,900	81.7%	6,621 (±75)	78.7% (±0.9)
Term	959	11.4%	1,536 (±71)	18.3% (±0.8)
Temporary-Seasonal	1	0.0%	44 (±15)	0.5% (±0.2)
Temporary-Non-Seasonal	575	6.8%	179 (±28)	2.1% (±0.3)
<b>Years of Service at Bureau or Office</b>				
Less than 1 year	NA	NA	775 (±54)	9.2% (±0.6)
1 to 3 years	NA	NA	1,363 (±68)	16.2% (±0.8)
4 to 5 years	NA	NA	614 (±48)	7.3% (±0.6)
6 to 10 years	NA	NA	1,435 (±69)	17.0% (±0.8)
11 to 14 years	NA	NA	697 (±51)	8.3% (±0.6)
15 to 20 years	NA	NA	975 (±59)	11.6% (±0.7)
More than 20 years	NA	NA	2,573 (±84)	30.5% (±1.0)

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number<sup>a</sup></i>	<i>Percent<sup>a</sup></i>
<b>Pay Plan and Grade</b>				
Wage Grade (WG) 1 - 4	9	0.1%	144 (±25)	1.7% (±0.3)
Wage Grade (WG) 5 - 8	31	0.4%	487 (±44)	5.8% (±0.5)
Wage Grade (WG) 9 - 16	18	0.2%	90 (±20)	1.1% (±0.2)
Other Wage Grade (WG)	12	0.1%	0 (NA)	0.0% (NA)
General Schedule (GS) 1 - 6	943	11.2%	656 (±50)	7.8% (±0.6)
General Schedule (GS) 7 - 10	1,827	21.6%	1,641 (±72)	19.5% (±0.9)
General Schedule (GS) 11 - 12	2,830	33.5%	2,763 (±85)	32.9% (±1.0)
General Schedule (GS) 13 - 15	2,488	29.5%	2,526 (±83)	30.1% (±1.0)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	79	0.9%	70 (±18)	0.8% (±0.2)
Other	210	2.5%	26 (±12)	0.3% (±0.1)
<b>Supervisory Status - Collapsed</b>				
Non-Supervisor	6,826	80.8%	4,840 (±89)	57.6% (±1.1)
Supervisor	1,621	19.2%	3,557 (±89)	42.4% (±1.1)
<b>Supervisory Status</b>				
Team Leader	22	0.3%	1,828 (±75)	21.8% (±0.9)
Supervisor	1,377	16.3%	1,254 (±65)	14.9% (±0.8)
Manager	201	2.4%	424 (±41)	5.0% (±0.5)
Senior Leader	21	0.2%	51 (±16)	0.6% (±0.2)
None of the above	6,826	80.8%	4,840 (±89)	57.6% (±1.1)
<b>Duty Station</b>				
Headquarters Office (Reston)	NA	NA	1,124 (±63)	13.4% (±0.7)
Regional Office	NA	NA	2,417 (±82)	28.7% (±1.0)
Field Office	NA	NA	4,333 (±90)	51.5% (±1.1)
100% Telework	NA	NA	163 (±27)	1.9% (±0.3)
Other (none of the above describe the environment in which I routinely accomplish my work)	NA	NA	370 (±39)	4.4% (±0.5)

<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 USGS. 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 28.4% of employees experienced one or more forms of harassment and/or assault related behaviors in the past 12 months. Additionally, an estimated 25.1% of employees experienced some form of harassing and/or assault behaviors before the past 12 months while being employed at USGS.<sup>10</sup>

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<sup>10</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 USGS – 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	17.0%	±0.8	3.0	±0.0	3	2
Racial/Ethnic	3.8%	±0.4	2.9	±0.1	2	2
Religious	3.9%	±0.4	2.8	±0.1	3	2
Disability	3.9%	±0.4	3.0	±0.1	3	2

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

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

	Estimated number	
	<i>Lower bound</i>	<i>Upper bound</i>
Age	1,373	1,508
Racial/Ethnic	288	357
Religious	298	368
Disability	294	363

*Table 2.3 USGS – 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	1.6%	±0.3	3.1	±0.1	3	2
Gender Harassment	13.9%	±0.8	3.0	±0.0	3	3
Sexual Harassment	4.9%	±0.5	2.9	±0.1	3	2
Crude and Offensive Behavior	12.3%	±0.7	2.8	±0.0	3	2
Unwanted Sexual Attention	3.2%	±0.4	2.7	±0.1	2	2
Sexual Coercion	0.6%	±0.2	2.9	±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 2.4 USGS – 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	115	161
Gender Harassment	1,115	1,240
Sexual Harassment	380	458
Crude and Offensive Behavior	985	1,104
Unwanted Sexual Attention	239	303
Sexual Coercion	37	65

*Table 2.5 USGS – 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	0.30%	±0.14	3.3	±0.4	3	2
Sexual Touching	0.19%	±0.12	3.1	±0.6	3	2
Attempted Sex	0.11%	±0.10	3.3	±0.8	3	2
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 USGS – Estimated Number of Sexual Assault Related Behaviors in Past 12 Months*

	Estimated number	
	<i>Lower bound</i>	<i>Upper bound</i>
Sexual Assault	17	37
Sexual Touching	10	26
Attempted Sex	5	18
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 USGS.

Table 2.7 USGS – 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	2,404	28.4%	±1.0	3.0	±0.0
Age - Collapsed					
39 or under	985	33.1%*	±1.7	3.0	±0.0
40 or older	1,405	25.6%*	±1.2	2.9	±0.0
Age					
A 25 or under	192	42.1% CDEF	±4.6	3.0	±0.1
B 26-29	251	39.1% CDEF	±3.8	2.9	±0.1
C 30-39	542	28.9% ABE	±2.1	3.0	±0.0
D 40-49	479	24.8% AB	±2.0	2.9	±0.1
E 50-59	554	24.7% ABC	±1.8	3.0	±0.0
F 60 or older	372	28.4% AB	±2.5	2.9	±0.0
Relationship Status - Collapsed					
A Single	649	36.3% B	±2.3	3.0	±0.0
B Partnered/Married	1,493	25.0% AC	±1.1	2.9 <sup>C</sup>	±0.0
C Separated/Widowed/Divorced	233	35.2% B	±3.7	3.1 <sup>B</sup>	±0.1
Relationship Status					
A Single	649	36.3% E	±2.3	3.0 <sup>BD</sup>	±0.0
B Separated	24	36.3%	±12.6	2.6 <sup>ACD</sup>	±0.1
C Partnered	135	32.7% E	±4.7	3.0 <sup>B</sup>	±0.1
D Divorced	188	36.5% E	±4.3	3.2 <sup>ABEF</sup>	±0.1
E Married	1,357	24.5% ACD	±1.1	2.9 <sup>D</sup>	±0.0
F Widowed	21	26.3%	±11.0	2.8 <sup>D</sup>	±0.1
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	1,999	27.4%*	±1.0	2.9*	±0.0
Minority	355	33.4%*	±2.9	3.1*	±0.1
Ethnicity/Race					
A Hispanic	137	34.2%	±4.8	3.2 <sup>DFG</sup>	±0.1
B American Indian or Alaskan Native	10	28.8%	±17.5	3.0 <sup>D</sup>	±0.3
C Asian	42	23.9%	±7.0	3.0 <sup>DG</sup>	±0.1
D Black/African-American	57	34.7%	±7.7	3.5 <sup>ABCFG</sup>	±0.2
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	1,999	27.4% <sup>G</sup>	±1.0	2.9 <sup>ADG</sup>	±0.0
G Multi racial	94	36.9% <sup>F</sup>	±6.2	2.6 <sup>ACDF</sup>	±0.1
Disability					
Yes	211	37.7%*	±4.1	3.4*	±0.1
No	2,188	27.7%*	±1.0	2.9*	±0.0

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
<b>Sex</b>					
Men	1,137	21.9% *	±1.1	3.0*	±0.0
Women	1,258	38.7% *	±1.7	2.9*	±0.0
<b>Gender Identity</b>					
A Male	1,137	21.9%B	±1.1	3.0B	±0.0
B Female	1,258	38.7%A	±1.7	2.9A	±0.0
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
<b>Transgender Description</b>					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
<b>Sexual Orientation - Collapsed</b>					
Heterosexual	2,148	27.7% *	±1.0	3.0	±0.0
Sexual Minority	133	38.2% *	±5.3	2.9	±0.1
<b>Sexual Orientation</b>					
A Heterosexual or straight	2,148	27.7%DF	±1.0	3.0CF	±0.0
B Lesbian	18	26.6%D	±12.0	2.8	±0.2
C Gay	36	37.4%	±10.3	2.6ADF	±0.1
D Bisexual	65	48.7%AB	±8.5	3.0CE	±0.1
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	13	27.3%	±14.6	2.6DF	±0.1
F I prefer not to say	108	35.9%A	±5.6	3.1ACE	±0.1
<b>Education Level - Collapsed</b>					
A Less than High School/High School Diploma/GED	31	16.9%CD	±6.2	3.4CD	±0.2
B Trade/Tech Certificate/Some College	179	24.6%D	±3.3	3.2CD	±0.1
C AA/College Degree	997	27.9%A	±1.5	3.0ABD	±0.0
D Graduate Degree	1,178	29.9%AB	±1.4	2.9ABC	±0.0
<b>Appointment Type</b>					
A Permanent	1,833	27.4%BC	±1.1	3.0	±0.0
B Term	474	30.9%AC	±2.4	3.0	±0.0
C Temporary	90	39.9%AB	±6.6	2.9	±0.1
<b>Work Schedule</b>					
Seasonal	35	43.1% *	±11.2	2.6*	±0.2
Non-seasonal	1,873	27.5% *	±1.1	3.0*	±0.0

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
<b>Appointment Type and Work Schedule</b>					
A Permanent-Seasonal	11	30.9%	±17.3	2.3	±0.4
B Permanent-Non-Seasonal	1,806	27.3% CDE	±1.1	3.0	±0.0
C Term	474	30.9% BD	±2.4	3.0	±0.0
D Temporary-Seasonal	23	53.2% BC	±15.2	2.7	±0.2
E Temporary-Non-Seasonal	66	37.2% B	±7.4	2.9	±0.1
<b>Years of Service at Bureau or Office</b>					
A Less than 1 year	188	24.3% BC	±3.2	2.9	±0.1
B 1 to 3 years	435	31.9% AFG	±2.5	3.0	±0.0
C 4 to 5 years	232	37.8% ADEFG	±3.9	3.0	±0.1
D 6 to 10 years	420	29.2% C	±2.4	2.9	±0.0
E 11 to 14 years	191	27.4% C	±3.4	2.8G	±0.1
F 15 to 20 years	244	25.0% BC	±2.8	3.0	±0.1
G More than 20 years	682	26.5% BC	±1.7	3.0E	±0.0
<b>Pay Plan and Grade - Collapsed</b>					
A Junior Grade	247	30.9% CD	±3.3	3.0BC	±0.1
B Middle Grade	724	32.7% CD	±2.0	3.1AC	±0.0
C Senior Grade	1,387	26.2% ABD	±1.2	2.9AB	±0.0
D Executive Grade	8	11.8% ABC	±10.2	3.4	±0.3
<b>Supervisory Status - Collapsed</b>					
Non-Supervisor	1,467	30.3% *	±1.3	3.0*	±0.0
Supervisor	917	25.8% *	±1.5	2.9*	±0.0
<b>Supervisory Status</b>					
A Team Leader	541	29.6% BC	±2.1	2.9BE	±0.0
B Supervisor	289	23.0% AE	±2.4	3.0AC	±0.1
C Manager	78	18.4% AE	±4.0	2.7BE	±0.1
D Senior Leader	10	18.5%	±13.5	2.9	±0.3
E None of the above	1,467	30.3% BC	±1.3	3.0AC	±0.0

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

## 2.1 Age Harassment

### 2.1.1 Past 12 Months

Table 2.8 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 USGS.

*Table 2.8 USGS – 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	1,439	17.0%	±0.8	3.0	±0.0
Age - Collapsed					
39 or under	585	19.7%*	±1.5	3.0	±0.1
40 or older	848	15.5%*	±1.0	3.0	±0.0
Age					
A 25 or under	155	33.8%BCDEF	±4.5	3.0	±0.1
B 26-29	159	24.7%ACDE	±3.5	3.0	±0.1
C 30-39	272	14.5%ABDF	±1.7	2.9	±0.1
D 40-49	173	9.0%ABCEF	±1.4	2.9	±0.1
E 50-59	365	16.3%ABDF	±1.6	3.0	±0.1
F 60 or older	310	23.8%ACDE	±2.4	3.0	±0.1
Relationship Status - Collapsed					
A Single	412	23.1%B	±2.0	3.0	±0.1
B Partnered/Married	864	14.5%AC	±0.9	3.0	±0.0
C Separated/Widowed/Divorced	143	21.6%B	±3.3	3.1	±0.1
Relationship Status					
A Single	412	23.1%E	±2.0	3.0	±0.1
B Separated	16	24.7%	±12.2	2.6	±0.3
C Partnered	84	20.2%E	±4.2	3.1	±0.1
D Divorced	110	21.2%E	±3.8	3.2EF	±0.2
E Married	780	14.1%ACD	±0.9	2.9D	±0.0
F Widowed	17	21.1%	±10.6	2.7D	±0.1
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	1,219	16.7%	±0.9	2.9*	±0.0
Minority	186	17.6%	±2.4	3.2*	±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	77	19.2%	±4.2	3.5FG	±0.2
B American Indian or Alaskan Native	7	19.4%	±17.0	3.3G	±0.3
C Asian	18	10.3%G	±5.6	3.4G	±0.4
D Black/African-American	21	12.6%	±6.1	3.6FG	±0.4
E Native Hawaiian or Other Pacific Islander	8	21.5%	±17.3	2.9	±0.2
F Non-Hispanic White	1,219	16.7%	±0.9	2.9ADG	±0.0
G Multi racial	57	22.3%C	±5.6	2.6ABCDF	±0.1
<b>Disability</b>					
Yes	115	20.6%*	±3.6	3.5*	±0.2
No	1,320	16.7%*	±0.8	2.9*	±0.0
<b>Sex</b>					
Men	783	15.1%*	±1.0	3.0*	±0.1
Women	651	20.1%*	±1.4	2.9*	±0.1
<b>Gender Identity</b>					
A Male	783	15.1%B	±1.0	3.0	±0.1
B Female	651	20.1%A	±1.4	2.9	±0.1
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
<b>Transgender Description</b>					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
<b>Sexual Orientation - Collapsed</b>					
Heterosexual	1,289	16.6%*	±0.8	3.0*	±0.0
Sexual Minority	81	23.5%*	±4.8	2.7*	±0.1
<b>Sexual Orientation</b>					
A Heterosexual or straight	1,289	16.6%D	±0.8	3.0F	±0.0
B Lesbian	13	19.5%	±11.4	2.4F	±0.2
C Gay	19	19.4%	±9.4	2.6F	±0.2
D Bisexual	42	31.2%AF	±8.4	2.8F	±0.1
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	7	15.4%	±13.6	2.5F	±0.3
F I prefer not to say	58	19.3%D	±4.9	3.4ABCDE	±0.2

		Experience rate			Frequency of occurrence <sup>a</sup>	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	14	7.6%CD	±4.9	4.1BCD	±0.3
B	Trade/Tech Certificate/Some College	107	14.8%	±2.8	3.3ACD	±0.2
C	AA/College Degree	643	18.0%A	±1.3	3.0AB	±0.1
D	Graduate Degree	657	16.7%A	±1.2	2.9AB	±0.1
Appointment Type						
A	Permanent	1,095	16.4%C	±0.9	3.0	±0.0
B	Term	282	18.3%C	±2.0	2.9	±0.1
C	Temporary	59	26.4%AB	±6.2	2.9	±0.2
Work Schedule						
	Seasonal	24	29.8%*	±11.1	2.7*	±0.3
	Non-seasonal	1,118	16.5%*	±0.9	3.0*	±0.0
Appointment Type and Work Schedule						
A	Permanent-Seasonal	9	24.8%	±17.2	2.4	±0.4
B	Permanent-Non-Seasonal	1,073	16.2%DE	±0.9	3.0	±0.0
C	Term	282	18.3%	±2.0	2.9	±0.1
D	Temporary-Seasonal	15	34.0%B	±15.6	2.8	±0.4
E	Temporary-Non-Seasonal	44	24.8%B	±6.9	2.9	±0.2
Years of Service at Bureau or Office						
A	Less than 1 year	122	15.8%	±2.8	2.8	±0.2
B	1 to 3 years	237	17.4%F	±2.1	2.9	±0.1
C	4 to 5 years	130	21.1%DEF	±3.4	3.0	±0.1
D	6 to 10 years	221	15.4%CG	±2.0	3.0	±0.1
E	11 to 14 years	102	14.6%C	±2.8	3.0	±0.1
F	15 to 20 years	122	12.5%BCG	±2.2	2.9	±0.1
G	More than 20 years	496	19.3%DF	±1.6	3.0	±0.1
Pay Plan and Grade - Collapsed						
A	Junior Grade	170	21.3%C	±3.0	3.0	±0.1
B	Middle Grade	405	18.3%C	±1.7	3.1C	±0.1
C	Senior Grade	829	15.7%AB	±1.0	2.9B	±0.0
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	891	18.4%*	±1.1	3.0	±0.0
	Supervisor	538	15.1%*	±1.2	3.0	±0.1



	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	328	18.0%BC	±1.8	2.9BC	±0.1
B Supervisor	158	12.6%AE	±2.0	3.1ACE	±0.1
C Manager	49	11.6%AE	±3.4	2.5ABE	±0.1
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	891	18.4%BC	±1.1	3.0BC	±0.0

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

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

	Age harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	1,439	17.00%	±0.82
A Headquarters Office (Reston)	197	17.56%D	±2.34
B Regional Office	409	16.96%DE	±1.55
C Field Office	719	16.60%DE	±1.14
D 100% Telework	8	5.10%ABCE	±4.70
E Other (none of the above describe the environment in which I routinely accomplish my work)	87	23.41%BCD	±4.61

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 USGS.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	1,106	14.5%	±0.8

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

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	40	3.6%	±1.3
Wage Grade (WG) 5-8	93	8.4%	±1.8
Wage Grade (WG) 9-16	11	1.0%	±0.8
Other Wage Grade (WG)	0	0.0%	NA
General Schedule (GS) 1-6	160	14.5%	±2.2
General Schedule (GS) 7-10	239	21.6%	±2.5
General Schedule (GS) 11-12	300	27.1%	±2.7
General Schedule (GS) 13-15	240	21.7%	±2.5
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	NR	NR	NR
Other	18	1.6%	±0.9

## 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 USGS.

*Table 2.12 USGS – 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	321	3.8%	±0.4	2.9	±0.1
Age - Collapsed					
39 or under	97	3.3%	±0.7	2.6*	±0.1
40 or older	223	4.1%	±0.6	3.0*	±0.1
Age					
A 25 or under	16	3.5%	±2.2	2.0DEF	±0.0
B 26-29	20	3.1%	±1.7	2.4E	±0.2
C 30-39	61	3.2%	±0.9	2.8	±0.2
D 40-49	82	4.2%	±1.0	2.9A	±0.2
E 50-59	84	3.8%	±0.9	3.2AB	±0.2
F 60 or older	57	4.3%	±1.3	2.9A	±0.2
Relationship Status - Collapsed					
A Single	80	4.5%	±1.1	2.8	±0.2
B Partnered/Married	213	3.6%	±0.5	3.0	±0.1
C Separated/Widowed/Divorced	28	4.3%	±1.8	2.7	±0.3
Relationship Status					
A Single	80	4.5%	±1.1	2.8	±0.2
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	21	4.1%	±2.1	2.8	±0.3
E Married	212	3.8%	±0.5	3.0	±0.1
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	130	1.8%*	±0.3	3.1*	±0.2
Minority	177	16.7%*	±2.4	2.9*	±0.1

		Experience rate			Frequency of occurrence <sup>a</sup>	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
<b>Ethnicity/Race</b>						
A	Hispanic	75	18.7% CDFG	±4.1	2.9	±0.2
B	American Indian or Alaskan Native	NR	NR	NR	NR	NR
C	Asian	23	13.3% ADF	±6.0	2.8	±0.2
D	Black/African-American	44	27.2% ACFG	±7.4	3.0	±0.2
E	Native Hawaiian or Other Pacific Islander	8	22.4% FG	±17.4	2.9	±0.2
F	Non-Hispanic White	130	1.8% ACDEG	±0.3	3.1	±0.2
G	Multi racial	23	9.2% ADEF	±4.3	2.6	±0.2
<b>Disability</b>						
	Yes	42	7.5%*	±2.5	3.9*	±0.3
	No	277	3.5%*	±0.4	2.7*	±0.1
<b>Sex</b>						
	Men	191	3.7%	±0.5	3.0*	±0.1
	Women	129	4.0%	±0.7	2.8*	±0.1
<b>Gender Identity</b>						
A	Male	191	3.7%	±0.5	3.0B	±0.1
B	Female	129	4.0%	±0.7	2.8A	±0.1
C	Transgender	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
<b>Transgender Description</b>						
A	Transgender, male to female	NR	NR	NR	NR	NR
B	Transgender, female to male	NR	NR	NR	NR	NR
C	Gender non-conforming	--	--	--	--	--
D	Unsure	--	--	--	--	--
E	I prefer not to say	--	--	--	--	--
<b>Sexual Orientation - Collapsed</b>						
	Heterosexual	305	3.9%*	±0.5	2.9	±0.1
	Sexual Minority	6	1.6%*	±2.1	2.8	±0.2
<b>Sexual Orientation</b>						
A	Heterosexual or straight	305	3.9%	±0.5	2.9F	±0.1
B	Lesbian	0	0.0%	NA	NA	NA
C	Gay	NR	NR	NR	NR	NR
D	Bisexual	NR	NR	NR	NR	NR
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	0	0.0%	NA	NA	NA
F	I prefer not to say	7	2.4%	±2.5	4.6A	±0.7

		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	4.0%	±4.0	3.6D	±0.8
B	Trade/Tech Certificate/Some College	47	6.5%CD	±2.0	3.5CD	±0.3
C	AA/College Degree	131	3.7%B	±0.7	2.9B	±0.1
D	Graduate Degree	133	3.4%B	±0.6	2.7AB	±0.1
Appointment Type						
A	Permanent	251	3.8%	±0.5	2.9	±0.1
B	Term	63	4.1%	±1.1	3.1	±0.2
C	Temporary	7	3.2%	±3.3	2.0	±0.0
Work Schedule						
	Seasonal	NR	NR	NR	NR	NR
	Non-seasonal	250	3.7%	±0.5	2.9	±0.1
Appointment Type and Work Schedule						
A	Permanent-Seasonal	NR	NR	NR	NR	NR
B	Permanent-Non-Seasonal	243	3.7%	±0.5	2.9	±0.1
C	Term	63	4.1%	±1.1	3.1	±0.2
D	Temporary-Seasonal	0	0.0%	NA	NA	NA
E	Temporary-Non-Seasonal	7	4.0%	±4.2	2.0	±0.0
Years of Service at Bureau or Office						
A	Less than 1 year	20	2.6%	±1.4	3.5BCDE	±0.6
B	1 to 3 years	55	4.0%	±1.2	2.6AG	±0.1
C	4 to 5 years	18	3.0%	±1.7	2.4AG	±0.2
D	6 to 10 years	74	5.1%	±1.3	2.8AG	±0.2
E	11 to 14 years	18	2.6%	±1.5	2.6AG	±0.2
F	15 to 20 years	27	2.7%	±1.2	3.1	±0.3
G	More than 20 years	109	4.3%	±0.9	3.2BCDE	±0.2
Pay Plan and Grade - Collapsed						
A	Junior Grade	33	4.2%	±1.6	2.8B	±0.3
B	Middle Grade	106	4.8%C	±1.0	3.4AC	±0.2
C	Senior Grade	176	3.3%B	±0.5	2.7B	±0.1
D	Executive Grade	0	0.0%	NA	NA	NA
Supervisory Status - Collapsed						
	Non-Supervisor	216	4.5%*	±0.6	2.8*	±0.1
	Supervisor	98	2.8%*	±0.6	3.0*	±0.2

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	57	3.1%	±0.9	2.7B	±0.2
B Supervisor	32	2.6%E	±1.0	3.5ACE	±0.3
C Manager	7	1.7%E	±1.8	2.2B	±0.3
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	216	4.5%BC	±0.6	2.8B	±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 USGS – 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	321	3.79%	±0.43
A Headquarters Office (Reston)	70	6.21%BC	±1.57
B Regional Office	79	3.26%A	±0.79
C Field Office	143	3.29%A	±0.58
D 100% Telework	NR	NR	NR
E Other (none of the above describe the environment in which I routinely accomplish my work)	22	6.08%	±2.96

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 USGS.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	263	3.4%	±0.4
Ethnicity/Race			
Non-Minority	105	1.6%*	±0.3
Minority	143	15.2%*	±2.4
Ethnicity/Race			
A Hispanic	53	14.5%DF	±4.0
B American Indian or Alaskan Native	5	15.0%F	±17.4
C Asian	22	13.6%DF	±6.3
D Black/African-American	35	24.8%ACFG	±7.9
E Native Hawaiian or Other Pacific Islander	NR	NR	NR
F Non-Hispanic White	105	1.6%ABCDG	±0.3
G Multi-racial	22	10.4%DF	±4.9

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

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

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	5	2.0%	±2.7
Wage Grade (WG) 5-8	21	8.1%	±4.0
Wage Grade (WG) 9-16	NR	NR	NR
Other Wage Grade (WG)	0	0.0%	NA
General Schedule (GS) 1-6	41	15.8%	±5.0
General Schedule (GS) 7-10	72	27.9%	±5.8
General Schedule (GS) 11-12	67	25.9%	±5.7
General Schedule (GS) 13-15	47	18.1%	±5.2
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	NR	NR	NR



## 2.3 Religious Harassment

### 2.3.1 Past 12 Months

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

*Table 2.16 USGS – 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	331	3.9%	±0.4	2.8	±0.1
Age - Collapsed					
39 or under	126	4.2%	±0.8	2.5*	±0.1
40 or older	203	3.7%	±0.5	2.9*	±0.1
Age					
A 25 or under	17	3.8%	±2.2	2.8B	±0.3
B 26-29	14	2.3% <sup>C</sup>	±1.5	2.0ADEF	±0.0
C 30-39	94	5.0% <sup>BE</sup>	±1.1	2.4DEF	±0.1
D 40-49	70	3.6%	±0.9	2.9BC	±0.1
E 50-59	69	3.1% <sup>C</sup>	±0.8	3.0BC	±0.2
F 60 or older	64	4.9%	±1.3	2.9BC	±0.1
Relationship Status - Collapsed					
A Single	61	3.4%	±1.0	2.8	±0.1
B Partnered/Married	239	4.0%	±0.5	2.8	±0.1
C Separated/Widowed/Divorced	28	4.2%	±1.8	2.6	±0.3
Relationship Status					
A Single	61	3.4%	±1.0	2.8 <sup>C</sup>	±0.1
B Separated	0	0.0%	NA	NA	NA
C Partnered	12	2.9%	±2.1	2.0AE	±0.0
D Divorced	26	5.0%	±2.3	2.5	±0.3
E Married	227	4.1%	±0.6	2.8 <sup>C</sup>	±0.1
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	298	4.1%*	±0.5	2.7*	±0.1
Minority	25	2.4%*	±1.1	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>
Ethnicity/Race					
A Hispanic	11	2.6%	±2.1	3.8FG	±0.6
B American Indian or Alaskan Native	0	0.0%	NA	NA	NA
C Asian	NR	NR	NR	NR	NR
D Black/African-American	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	0	0.0%	NA	NA	NA
F Non-Hispanic White	298	4.1%	±0.5	2.7A	±0.1
G Multi racial	9	3.4%	±3.1	2.2A	±0.2
Disability					
Yes	38	6.7%*	±2.4	3.3*	±0.3
No	294	3.7%*	±0.4	2.7*	±0.1
Sex					
Men	201	3.9%	±0.6	2.9*	±0.1
Women	129	4.0%	±0.7	2.6*	±0.1
Gender Identity					
A Male	201	3.9%	±0.6	2.9	±0.1
B Female	129	4.0%	±0.7	2.6	±0.1
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	302	3.9%	±0.5	2.8	±0.1
Sexual Minority	7	2.0%	±2.2	2.4	±0.3
Sexual Orientation					
A Heterosexual or straight	302	3.9%F	±0.5	2.8	±0.1
B Lesbian	0	0.0%	NA	NA	NA
C Gay	0	0.0%F	NA	NA	NA
D Bisexual	7	5.2%	±5.5	2.4	±0.3
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	0	0.0%	NA	NA	NA
F I prefer not to say	22	7.5%AC	±3.6	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>
<b>Education Level - Collapsed</b>						
A	Less than High School/High School Diploma/GED	NR	NR	NR	NR	NR
B	Trade/Tech Certificate/Some College	17	2.4%	±1.4	2.6	±0.3
C	AA/College Degree	143	4.0%	±0.7	2.9D	±0.1
D	Graduate Degree	168	4.3%	±0.7	2.6C	±0.1
<b>Appointment Type</b>						
A	Permanent	270	4.0%	±0.5	2.9B	±0.1
B	Term	55	3.6%	±1.1	2.1A	±0.1
C	Temporary	NR	NR	NR	NR	NR
<b>Work Schedule</b>						
	Seasonal	0	0.0%	NA	NA	NA
	Non-seasonal	270	4.0%	±0.5	2.9	±0.1
<b>Appointment Type and Work Schedule</b>						
A	Permanent-Seasonal	0	0.0%	NA	NA	NA
B	Permanent-Non-Seasonal	266	4.0%	±0.5	2.9C	±0.1
C	Term	55	3.6%	±1.1	2.1B	±0.1
D	Temporary-Seasonal	0	0.0%	NA	NA	NA
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
<b>Years of Service at Bureau or Office</b>						
A	Less than 1 year	27	3.6%	±1.6	2.0DFG	±0.0
B	1 to 3 years	48	3.5%	±1.1	2.5FG	±0.1
C	4 to 5 years	25	4.1%	±1.9	2.5G	±0.2
D	6 to 10 years	66	4.6%	±1.2	2.7AG	±0.1
E	11 to 14 years	28	4.1%	±1.8	2.4FG	±0.2
F	15 to 20 years	34	3.5%	±1.4	3.0ABE	±0.2
G	More than 20 years	102	4.0%	±0.8	3.0ABCDE	±0.1
<b>Pay Plan and Grade - Collapsed</b>						
A	Junior Grade	29	3.6%	±1.5	2.7	±0.3
B	Middle Grade	108	4.9% <sup>C</sup>	±1.0	2.8	±0.2
C	Senior Grade	189	3.6% <sup>B</sup>	±0.5	2.7	±0.1
D	Executive Grade	0	0.0%	NA	NA	NA
<b>Supervisory Status - Collapsed</b>						
	Non-Supervisor	201	4.2%	±0.6	2.7	±0.1
	Supervisor	126	3.5%	±0.7	2.7	±0.1

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	86	4.7% <b>BC</b>	±1.1	2.7	±0.1
B Supervisor	34	2.7% <b>A</b>	±1.1	2.8	±0.3
C Manager	7	1.5% <b>A</b>	±1.7	2.6	±0.3
D Senior Leader	0	0.0%	NA	NA	NA
E None of the above	201	4.2%	±0.6	2.7	±0.1

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

*Table 2.17 USGS – 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	331	3.92%	±0.44
A Headquarters Office (Reston)	35	3.10%	±1.19
B Regional Office	96	3.97%	±0.86
C Field Office	179	4.13%	±0.64
D 100% Telework	0	0.00% <b>E</b>	NA
E Other (none of the above describe the environment in which I routinely accomplish my work)	22	5.97% <b>D</b>	±2.94

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 USGS.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	283	3.7%	±0.4

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 USGS – Estimated Pay Plan or Grade at Which Religious Harassment First Occurred*

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	7	2.5%	±2.7
Wage Grade (WG) 5-8	29	10.3%	±4.2
Wage Grade (WG) 9-16	8	2.7%	±2.7
Other Wage Grade (WG)	0	0.0%	NA
General Schedule (GS) 1-6	45	15.9%	±4.8
General Schedule (GS) 7-10	73	25.9%	±5.5
General Schedule (GS) 11-12	68	24.3%	±5.4
General Schedule (GS) 13-15	49	17.5%	±4.9
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	NR	NR	NR

## 2.4 Disability Harassment

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

### 2.4.1 Past 12 Months

Table 2.20 and Table 2.21 present the experience rate of employees who 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 USGS.

*Table 2.20 USGS – 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	327	3.9%	±0.4	3.0	±0.1
Age - Collapsed					
39 or under	74	2.5%*	±0.6	3.0	±0.2
40 or older	251	4.7%*	±0.6	3.1	±0.1
Age					
A 25 or under	5	1.1%EF	±1.5	2.6	±0.3
B 26-29	19	3.0%F	±1.6	3.6CF	±0.5
C 30-39	50	2.7%EF	±0.9	2.8B	±0.1
D 40-49	62	3.3%F	±0.9	3.0	±0.2
E 50-59	107	4.9%AC	±1.0	3.1	±0.2
F 60 or older	81	6.4%ABCD	±1.5	3.0B	±0.1
Relationship Status - Collapsed					
A Single	71	4.0%C	±1.0	3.0C	±0.1
B Partnered/Married	211	3.6%C	±0.5	2.9C	±0.1
C Separated/Widowed/Divorced	44	6.7%AB	±2.2	3.6AB	±0.3
Relationship Status					
A Single	71	4.0%B	±1.0	3.0CD	±0.1
B Separated	10	14.8%ACDE	±11.1	2.4D	±0.3
C Partnered	22	5.5%B	±2.7	2.4ADE	±0.2
D Divorced	32	6.4%BE	±2.5	3.9ABCE	±0.4
E Married	188	3.5%BD	±0.5	3.0CD	±0.1
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)	263	3.7%*	±0.5	2.9*	±0.1
Minority	57	5.5%*	±1.6	3.5*	±0.2
Ethnicity/Race					
A Hispanic	29	7.3%F	±3.0	3.6F	±0.3
B American Indian or Alaskan Native	NR	NR	NR	NR	NR
C Asian	NR	NR	NR	NR	NR
D Black/African-American	8	4.6%	±4.6	3.9F	±0.7
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	263	3.7%A	±0.5	2.9AD	±0.1
G Multi racial	12	4.6%	±3.4	3.4	±0.3
Disability					
Yes	125	22.4%*	±3.7	3.3*	±0.1
No	199	2.6%*	±0.4	2.8*	±0.1
Sex					
Men	159	3.1%*	±0.5	3.1	±0.1
Women	167	5.2%*	±0.8	3.0	±0.1
Gender Identity					
A Male	159	3.1%B	±0.5	3.1	±0.1
B Female	167	5.2%A	±0.8	3.0	±0.1
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	288	3.8%	±0.5	3.0	±0.1
Sexual Minority	13	3.9%	±2.7	3.0	±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>Sexual Orientation</b>					
A Heterosexual or straight	288	3.8%F	±0.5	3.0	±0.1
B Lesbian	0	0.0%F	NA	NA	NA
C Gay	NR	NR	NR	NR	NR
D Bisexual	8	5.8%	±5.6	3.4	±0.6
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	24	8.2%AB	±3.8	3.0	±0.3
<b>Education Level - Collapsed</b>					
A Less than High School/High School Diploma/GED	11	5.8%	±4.5	3.6	±0.8
B Trade/Tech Certificate/Some College	37	5.1%	±1.9	3.2	±0.3
C AA/College Degree	152	4.3%	±0.7	3.1D	±0.1
D Graduate Degree	127	3.3%	±0.6	2.9C	±0.1
<b>Appointment Type</b>					
A Permanent	281	4.3%B	±0.5	3.0	±0.1
B Term	41	2.7%A	±0.9	3.2	±0.3
C Temporary	NR	NR	NR	NR	NR
<b>Work Schedule</b>					
Seasonal	0	0.0%	NA	NA	NA
Non-seasonal	279	4.2%	±0.5	3.0	±0.1
<b>Appointment Type and Work Schedule</b>					
A Permanent-Seasonal	0	0.0%	NA	NA	NA
B Permanent-Non-Seasonal	277	4.3%C	±0.5	3.0	±0.1
C Term	41	2.7%B	±0.9	3.2	±0.3
D Temporary-Seasonal	0	0.0%	NA	NA	NA
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR
<b>Years of Service at Bureau or Office</b>					
A Less than 1 year	16	2.1%G	±1.3	2.7F	±0.3
B 1 to 3 years	43	3.2%	±1.1	3.1	±0.3
C 4 to 5 years	26	4.3%	±2.0	2.8F	±0.2
D 6 to 10 years	58	4.1%	±1.2	3.1	±0.2
E 11 to 14 years	16	2.4%G	±1.5	2.9F	±0.3
F 15 to 20 years	38	4.0%	±1.4	3.5ACEG	±0.2
G More than 20 years	129	5.1%AE	±0.9	3.0F	±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>
Pay Plan and Grade - Collapsed					
A Junior Grade	40	5.0%	±1.8	3.0	±0.3
B Middle Grade	108	4.9% <sup>C</sup>	±1.0	3.3 <sup>C</sup>	±0.2
C Senior Grade	179	3.5% <sup>B</sup>	±0.5	2.8 <sup>B</sup>	±0.1
D Executive Grade	0	0.0%	NA	NA	NA
Supervisory Status - Collapsed					
Non-Supervisor	226	4.8% <sup>*</sup>	±0.6	3.0	±0.1
Supervisor	99	2.8% <sup>*</sup>	±0.6	2.9	±0.1
Supervisory Status					
A Team Leader	64	3.6%	±1.0	2.9	±0.1
B Supervisor	26	2.1% <sup>E</sup>	±1.0	3.1	±0.3
C Manager	7	1.6% <sup>E</sup>	±1.8	2.7	±0.2
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	226	4.8% <sup>BC</sup>	±0.6	3.0	±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 2.21 USGS – 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	327	3.93%	±0.44
A Headquarters Office (Reston)	47	4.28%	±1.37
B Regional Office	89	3.75%	±0.85
C Field Office	169	3.97%	±0.63
D 100% Telework	NR	NR	NR
E Other (none of the above describe the environment in which I routinely accomplish my work)	10	2.79%	±2.32

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 USGS.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	284	3.8%	±0.5

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

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	NR	NR	NR
Wage Grade (WG) 5-8	21	7.5%	±3.7
Wage Grade (WG) 9-16	NR	NR	NR
Other Wage Grade (WG)	0	0.0%	NA
General Schedule (GS) 1-6	35	12.5%	±4.4
General Schedule (GS) 7-10	87	30.6%	±5.6
General Schedule (GS) 11-12	86	30.2%	±5.6
General Schedule (GS) 13-15	47	16.5%	±4.8
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	NR	NR	NR

## 2.5 Sexual Orientation Harassment

### 2.5.1 Past 12 Months

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

*Table 2.24 USGS – 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	136	1.6%	±0.3	3.1	±0.1
Age - Collapsed					
39 or under	58	2.0%*	±0.6	3.6*	±0.2
40 or older	76	1.4%*	±0.3	2.6*	±0.1
Age					
A 25 or under	15	3.4%EF	±2.1	3.5DE	±0.4
B 26-29	10	1.5%	±1.3	3.0	±0.3
C 30-39	33	1.8%	±0.7	3.8DEF	±0.3
D 40-49	29	1.5%	±0.7	2.6AC	±0.2
E 50-59	30	1.3%A	±0.6	2.6AC	±0.2
F 60 or older	17	1.3%A	±0.8	2.8C	±0.2
Relationship Status - Collapsed					
A Single	49	2.8%B	±0.9	3.0	±0.2
B Partnered/Married	72	1.2%A	±0.3	3.2	±0.2
C Separated/Widowed/Divorced	14	2.2%	±1.5	2.9	±0.5
Relationship Status					
A Single	49	2.8%E	±0.9	3.0	±0.2
B Separated	NR	NR	NR	NR	NR
C Partnered	14	3.4%E	±2.3	2.3E	±0.2
D Divorced	12	2.3%	±1.7	3.0	±0.6
E Married	58	1.1%AC	±0.3	3.3C	±0.2
F Widowed	0	0.0%	NA	NA	NA
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	114	1.6%	±0.3	3.1	±0.2
Minority	18	1.7%	±1.0	3.0	±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	7	1.9%	±1.9	3.2	±0.8
B American Indian or Alaskan Native	0	0.0%	NA	NA	NA
C Asian	5	3.1%	±4.1	2.8	±0.2
D Black/African-American	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	0	0.0%	NA	NA	NA
F Non-Hispanic White	114	1.6%	±0.3	3.1	±0.2
G Multi racial	NR	NR	NR	NR	NR
<b>Disability</b>					
Yes	15	2.8%*	±1.7	3.4*	±0.3
No	121	1.5%*	±0.3	3.0*	±0.2
<b>Sex</b>					
Men	64	1.3%*	±0.3	3.2	±0.2
Women	70	2.2%*	±0.6	2.9	±0.2
<b>Gender Identity</b>					
A Male	64	1.3%B	±0.3	3.2	±0.2
B Female	70	2.2%A	±0.6	2.9	±0.2
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	0	0.0%	NA	NA	NA
<b>Transgender Description</b>					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
<b>Sexual Orientation - Collapsed</b>					
Heterosexual	79	1.0%*	±0.3	3.3*	±0.2
Sexual Minority	44	12.8%*	±4.0	2.7*	±0.2
<b>Sexual Orientation</b>					
A Heterosexual or straight	79	1.0% CDF	±0.3	3.3C	±0.2
B Lesbian	NR	NR	NR	NR	NR
C Gay	26	27.4% ADF	±10.0	2.6A	±0.3
D Bisexual	12	9.0% ACF	±6.3	3.2	±0.4
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	13	4.4% ACD	±3.0	2.8	±0.2

		Experience rate			Frequency of occurrence <sup>a</sup>	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	NR	NR	NR	NR	NR
B	Trade/Tech Certificate/Some College	8	1.2%	±1.1	2.7	±0.3
C	AA/College Degree	62	1.7%	±0.5	3.3	±0.3
D	Graduate Degree	62	1.6%	±0.4	2.9	±0.2
Appointment Type						
A	Permanent	94	1.4%B	±0.3	2.8B	±0.1
B	Term	42	2.7%AC	±0.9	3.6A	±0.3
C	Temporary	0	0.0%B	NA	NA	NA
Work Schedule						
	Seasonal	0	0.0%	NA	NA	NA
	Non-seasonal	94	1.4%	±0.3	2.8	±0.1
Appointment Type and Work Schedule						
A	Permanent-Seasonal	0	0.0%	NA	NA	NA
B	Permanent-Non-Seasonal	94	1.4%C	±0.3	2.8C	±0.1
C	Term	42	2.7%B	±0.9	3.6B	±0.3
D	Temporary-Seasonal	0	0.0%	NA	NA	NA
E	Temporary-Non-Seasonal	0	0.0%	NA	NA	NA
Years of Service at Bureau or Office						
A	Less than 1 year	9	1.2%	±1.1	3.8BDG	±0.4
B	1 to 3 years	26	1.9%	±0.9	2.8AC	±0.3
C	4 to 5 years	18	3.0%	±1.7	4.0BDEFG	±0.5
D	6 to 10 years	30	2.1%	±0.9	2.9AC	±0.2
E	11 to 14 years	6	0.9%	±1.0	2.3C	±0.4
F	15 to 20 years	9	1.0%	±0.9	2.9C	±0.4
G	More than 20 years	38	1.5%	±0.6	2.8AC	±0.2
Pay Plan and Grade - Collapsed						
A	Junior Grade	13	1.6%	±1.2	2.8	±0.2
B	Middle Grade	41	1.8%	±0.7	3.6C	±0.3
C	Senior Grade	83	1.6%	±0.4	2.8B	±0.1
D	Executive Grade	0	0.0%	NA	NA	NA
Supervisory Status - Collapsed						
	Non-Supervisor	77	1.6%	±0.4	3.3*	±0.2
	Supervisor	59	1.7%	±0.5	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>
Supervisory Status					
A Team Leader	45	2.5%B	±0.8	2.9E	±0.2
B Supervisor	12	0.9%A	±0.7	2.6E	±0.2
C Manager	NR	NR	NR	NR	NR
D Senior Leader	0	0.0%	NA	NA	NA
E None of the above	77	1.6%	±0.4	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 2.25 USGS – 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	136	1.62%	±0.29
A Headquarters Office (Reston)	19	1.71%	±0.96
B Regional Office	41	1.70%	±0.60
C Field Office	61	1.42%E	±0.40
D 100% Telework	0	0.00%E	NA
E Other (none of the above describe the environment in which I routinely accomplish my work)	13	3.58%CD	±2.49

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 USGS.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	185	2.4%	±0.4

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

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	7	3.9%	±4.0
Wage Grade (WG) 5-8	21	11.5%	±5.5
Wage Grade (WG) 9-16	NR	NR	NR
Other Wage Grade (WG)	0	0.0%	NA
General Schedule (GS) 1-6	36	19.4%	±6.4
General Schedule (GS) 7-10	54	29.0%	±7.0
General Schedule (GS) 11-12	39	21.3%	±6.5
General Schedule (GS) 13-15	21	11.1%	±5.4
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	NR	NR	NR

## 2.6 Sexual Harassment

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

*Table 2.28 USGS – 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	418	4.9%	±0.5	2.9	±0.1
Age - Collapsed					
39 or under	224	7.5%*	±1.0	3.0*	±0.1
40 or older	191	3.5%*	±0.5	2.8*	±0.1
Age					
A 25 or under	32	6.9%EF	±2.7	3.1E	±0.2
B 26-29	56	8.7%DEF	±2.4	2.9E	±0.2
C 30-39	137	7.3%DEF	±1.3	3.1E	±0.1
D 40-49	93	4.8%BC	±1.1	3.0E	±0.1
E 50-59	65	2.9%ABC	±0.8	2.5ABCD	±0.1
F 60 or older	33	2.6%ABC	±1.0	2.7	±0.2



	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
<b>Relationship Status - Collapsed</b>					
A Single	129	7.2%B	±1.3	3.1B	±0.1
B Partnered/Married	230	3.9%AC	±0.5	2.8AC	±0.1
C Separated/Widowed/Divorced	58	8.7%B	±2.4	3.1B	±0.2
<b>Relationship Status</b>					
A Single	129	7.2%BE	±1.3	3.1E	±0.1
B Separated	11	16.3%ACE	±11.3	2.7	±0.2
C Partnered	29	6.9%BE	±2.9	3.1	±0.2
D Divorced	45	8.6%E	±2.8	3.2E	±0.2
E Married	202	3.6%ABCD	±0.5	2.8AD	±0.1
F Widowed	NR	NR	NR	NR	NR
<b>Ethnicity/Race - Collapsed</b>					
Non-Minority (Non-Hispanic White)	373	5.1%	±0.5	2.9	±0.1
Minority	43	4.1%	±1.4	3.0	±0.2
<b>Ethnicity/Race</b>					
A Hispanic	15	3.8%	±2.4	2.2CDF	±0.2
B American Indian or Alaskan Native	0	0.0%	NA	NA	NA
C Asian	9	5.1%	±4.5	2.9ADG	±0.2
D Black/African-American	10	6.3%	±5.0	4.8ACFG	±0.5
E Native Hawaiian or Other Pacific Islander	0	0.0%	NA	NA	NA
F Non-Hispanic White	373	5.1%	±0.5	2.9ADG	±0.1
G Multi racial	9	3.6%	±3.2	2.2CDF	±0.1
<b>Disability</b>					
Yes	30	5.4%	±2.2	3.4*	±0.2
No	384	4.9%	±0.5	2.9*	±0.1
<b>Sex</b>					
Men	113	2.2%*	±0.4	3.3*	±0.1
Women	304	9.4%*	±1.1	2.9*	±0.1
<b>Gender Identity</b>					
A Male	113	2.2%B	±0.4	3.3	±0.1
B Female	304	9.4%A	±1.1	2.9	±0.1
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	0	0.0%	NA	NA	NA

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
<b>Transgender Description</b>					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
<b>Sexual Orientation - Collapsed</b>					
Heterosexual	376	4.9%*	±0.5	2.9	±0.1
Sexual Minority	26	7.6%*	±3.3	3.1	±0.2
<b>Sexual Orientation</b>					
A Heterosexual or straight	376	4.9%	±0.5	2.9	±0.1
B Lesbian	NR	NR	NR	NR	NR
C Gay	6	6.4%	±7.2	3.0	±0.4
D Bisexual	13	9.7%	±6.4	3.1	±0.2
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	15	4.9%	±3.1	2.9	±0.3
<b>Education Level - Collapsed</b>					
A Less than High School/High School Diploma/GED	7	3.6%	±3.9	2.2BCD	±0.2
B Trade/Tech Certificate/Some College	21	2.9%D	±1.5	3.8ACD	±0.4
C AA/College Degree	181	5.1%	±0.8	3.1ABD	±0.1
D Graduate Degree	209	5.3%B	±0.7	2.8ABC	±0.1
<b>Appointment Type</b>					
A Permanent	307	4.6%B	±0.5	2.9	±0.1
B Term	104	6.7%AC	±1.4	2.9	±0.1
C Temporary	6	2.9%B	±3.2	3.2	±0.5
<b>Work Schedule</b>					
Seasonal	0	0.0%*	NA	NA	NA
Non-seasonal	312	4.6%*	±0.5	3.0	±0.1
<b>Appointment Type and Work Schedule</b>					
A Permanent-Seasonal	0	0.0%	NA	NA	NA
B Permanent-Non-Seasonal	306	4.6%C	±0.5	3.0	±0.1
C Term	104	6.7%B	±1.4	2.9	±0.1
D Temporary-Seasonal	0	0.0%	NA	NA	NA
E Temporary-Non-Seasonal	6	3.6%	±4.0	3.2	±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>
<b>Years of Service at Bureau or Office</b>					
A Less than 1 year	19	2.5%BCDE	±1.4	3.4CEFG	±0.3
B 1 to 3 years	82	6.0%ACG	±1.4	3.1E	±0.1
C 4 to 5 years	58	9.4%ABDFG	±2.6	2.9A	±0.1
D 6 to 10 years	85	6.0%ACG	±1.4	3.0E	±0.1
E 11 to 14 years	49	7.0%AG	±2.2	2.6ABD	±0.1
F 15 to 20 years	42	4.3%C	±1.5	2.8A	±0.2
G More than 20 years	80	3.1%BCDE	±0.7	2.9A	±0.1
<b>Pay Plan and Grade - Collapsed</b>					
A Junior Grade	32	3.9%B	±1.6	3.6BC	±0.3
B Middle Grade	156	7.0%ACD	±1.1	2.9A	±0.1
C Senior Grade	228	4.3%B	±0.6	2.9A	±0.1
D Executive Grade	0	0.0%B	NA	NA	NA
<b>Supervisory Status - Collapsed</b>					
Non-Supervisor	273	5.6%*	±0.7	3.1*	±0.1
Supervisor	143	4.0%*	±0.7	2.7*	±0.1
<b>Supervisory Status</b>					
A Team Leader	88	4.8%	±1.1	2.8E	±0.1
B Supervisor	49	3.9%	±1.2	2.5E	±0.1
C Manager	7	1.6%E	±1.8	2.9	±0.3
D Senior Leader	0	0.0%	NA	NA	NA
E None of the above	273	5.6%C	±0.7	3.1AB	±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 USGS – 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	418	4.93%	±0.48
A Headquarters Office (Reston)	66	5.89%	±1.54
B Regional Office	126	5.23%	±0.96
C Field Office	200	4.63%	±0.67
D 100% Telework	NR	NR	NR
E Other (none of the above describe the environment in which I routinely accomplish my work)	20	5.33%	±2.83

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 USGS.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	718	9.4%	±0.7
Sex			
Men	115	2.4%*	±0.5
Women	600	20.6%*	±1.5

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

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

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	49	3.7%	±1.2
Wage Grade (WG) 5-8	139	10.5%	±1.8
Wage Grade (WG) 9-16	23	1.8%	±0.9
Other Wage Grade (WG)	0	0.0%	NA
General Schedule (GS) 1-6	192	14.6%	±2.0
General Schedule (GS) 7-10	376	28.5%	±2.5
General Schedule (GS) 11-12	352	26.7%	±2.5
General Schedule (GS) 13-15	162	12.3%	±1.9
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	NR	NR	NR
Other	25	1.9%	±0.9

## 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 USGS. 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 USGS – 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	1,043	12.3%	±0.7	2.8	±0.0	3	2
Sex							
Men	469	9.0%*	±0.8	2.8	±0.1	3	2
Women	573	17.6%*	±1.4	2.8	±0.1	3	2
Gender Identity							
A Male	469	9.0%B	±0.8	2.8	±0.1	3	2
B Female	573	17.6%A	±1.4	2.8	±0.1	3	2
C Transgender	NR	NR	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	927	12.0%*	±0.7	2.8	±0.0	3	2
Sexual Minority	64	18.3%*	±4.5	2.8	±0.2	3	2
Sexual Orientation							
A Heterosexual or straight	927	12.0%D	±0.7	2.8	±0.0	3	2
B Lesbian	NR	NR	NR	NR	NR	NR	NR
C Gay	11	11.7%D	±8.3	2.9	±0.2	3	3
D Bisexual	40	30.1%ACF	±8.4	2.7	±0.2	2	2
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	7	14.5%	±13.5	2.5	±0.3	3	3
F I prefer not to say	46	15.3%D	±4.6	2.8	±0.2	3	3

<sup>a</sup> Scale values range from 2 = Once, 3 = Once a Month or Less, 4 = Two to Three Times a Month, 5 = Once a Week or More, and 6 = One or More Times a Day. \* 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 USGS – Estimated Experience Rate of Crude and Offensive Behavior in the Past 12 Months, by Current Work Location*

	Crude and offensive behavior		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	1,043	12.31%	±0.72
A Headquarters Office (Reston)	133	11.82%	±2.03
B Regional Office	314	13.03%	±1.40
C Field Office	525	12.12%	±1.01
D 100% Telework	11	6.91%	±5.12
E Other (none of the above describe the environment in which I routinely accomplish my work)	53	14.43%	±3.98

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 USGS. 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 USGS – 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	269	3.2%	±0.4	2.7	±0.1	2	2
Sex							
Men	52	1.0%*	±0.3	3.3*	±0.2	3	3
Women	215	6.6%*	±0.9	2.6*	±0.1	2	2
Gender Identity							
A Male	52	1.0%B	±0.3	3.3B	±0.2	3	3
B Female	215	6.6%A	±0.9	2.6A	±0.1	2	2
C Transgender	NR	NR	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	244	3.1%	±0.4	2.6*	±0.1	2	2
Sexual Minority	17	4.9%	±2.9	3.2*	±0.4	3	3
Sexual Orientation							
A Heterosexual or straight	244	3.1%E	±0.4	2.6DF	±0.1	2	2
B Lesbian	NR	NR	NR	NR	NR	NR	NR
C Gay	0	0.0%DE	NA	NA	NA	NA	NA
D Bisexual	10	7.2%C	±5.9	3.5A	±0.5	3	3
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	6	11.3%ACF	±12.9	2.9	±0.9	2	2
F I prefer not to say	9	2.9%E	±2.6	3.5A	±0.4	3	3

<sup>a</sup> Scale values range from 2 = Once, 3 = Once a Month or Less, 4 = Two to Three Times a Month, 5 = Once a Week or More, and 6 = One or More Times a Day. \* 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 USGS – 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	269	3.17%	±0.40
A Headquarters Office (Reston)	49	4.40% <sup>C</sup>	±1.37
B Regional Office	94	3.90% <sup>C</sup>	±0.85
C Field Office	112	2.60% <sup>AB</sup>	±0.52
D 100% Telework	NR	NR	NR
E Other (none of the above describe the environment in which I routinely accomplish my work)	8	2.13%	±2.10

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 USGS. 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 USGS – 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	49	0.6%	±0.2	2.9	±0.2	3	2
Sex							
Men	19	0.4%*	±0.2	3.4*	±0.4	3	3
Women	30	0.9%*	±0.4	2.6*	±0.3	2	2
Gender Identity							
A Male	19	0.4%B	±0.2	3.4B	±0.4	3	3
B Female	30	0.9%A	±0.4	2.6A	±0.3	2	2
C Transgender	NR	NR	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	0	0.0%	NA	NA	NA	NA	NA
Sexual Orientation - Collapsed							
Heterosexual	38	0.5%*	±0.2	2.7*	±0.3	2	2
Sexual Minority	7	1.9%*	±2.1	3.4*	±0.5	3	3
Sexual Orientation							
A Heterosexual or straight	38	0.5%	±0.2	2.7	±0.3	2	2
B Lesbian	NR	NR	NR	NR	NR	NR	NR
C Gay	0	0.0%	NA	NA	NA	NA	NA
D Bisexual	NR	NR	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	0	0.0%	NA	NA	NA	NA	NA
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 2.37 USGS – 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	49	0.58%	±0.19
A Headquarters Office (Reston)	NR	NR	NR
B Regional Office	18	0.74%	±0.43
C Field Office	26	0.61%	±0.28
D 100% Telework	0	0.00%	NA
E Other (none of the above describe the environment in which I routinely accomplish my work)	0	0.00%	NA

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

## 2.10 Gender Harassment

Table 2.38 and Table 2.39 present the experience rate of employees who experienced gender harassment within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in USGS. 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 USGS – 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	1,176	13.9%	±0.8	3.0	±0.0
Age - Collapsed					
39 or under	565	19.0%*	±1.5	3.0*	±0.1
40 or older	604	11.0%*	±0.9	2.9*	±0.1
Age					
A 25 or under	105	23.0% CDEF	±4.1	3.0	±0.1
B 26-29	129	20.2% DEF	±3.3	2.8C	±0.1
C 30-39	330	17.6% ADEF	±1.8	3.1BDF	±0.1
D 40-49	267	13.8% ABCEF	±1.6	2.9C	±0.1
E 50-59	217	9.7% ABCD	±1.3	2.9	±0.1
F 60 or older	120	9.2% ABCD	±1.7	2.8C	±0.1
Relationship Status - Collapsed					
A Single	353	19.7%B	±1.9	3.0	±0.1
B Partnered/Married	680	11.4% AC	±0.8	2.9	±0.0
C Separated/Widowed/Divorced	129	19.5%B	±3.2	3.0	±0.1
Relationship Status					
A Single	353	19.7%E	±1.9	3.0	±0.1
B Separated	14	21.9%	±12.0	3.0	±0.3
C Partnered	86	20.7%E	±4.2	3.1E	±0.1
D Divorced	103	20.1%E	±3.7	3.0	±0.1
E Married	594	10.7% ACD	±0.8	2.9C	±0.1
F Widowed	11	14.1%	±9.7	2.7	±0.3
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	1,036	14.2%*	±0.8	3.0	±0.0
Minority	122	11.5%*	±2.1	2.9	±0.1

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
<b>Ethnicity/Race</b>					
A Hispanic	50	12.4%	±3.6	2.7DF	±0.1
B American Indian or Alaskan Native	NR	NR	NR	NR	NR
C Asian	19	10.8%	±5.6	3.1DG	±0.4
D Black/African-American	13	7.7%	±5.3	4.2ACFG	±0.6
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	1,036	14.2%	±0.8	3.0ADG	±0.0
G Multi racial	35	14.0%	±4.9	2.4CDF	±0.1
<b>Disability</b>					
Yes	75	13.4%	±3.1	3.5*	±0.2
No	1,097	13.9%	±0.8	2.9*	±0.0
<b>Sex</b>					
Men	259	5.0%*	±0.6	3.0	±0.1
Women	914	28.2%*	±1.6	2.9	±0.0
<b>Gender Identity</b>					
A Male	259	5.0%B	±0.6	3.0	±0.1
B Female	914	28.2%AD	±1.6	2.9	±0.0
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	0	0.0%B	NA	NA	NA
<b>Transgender Description</b>					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
<b>Sexual Orientation - Collapsed</b>					
Heterosexual	1,034	13.3%*	±0.8	3.0	±0.0
Sexual Minority	85	24.4%*	±4.8	3.0	±0.1
<b>Sexual Orientation</b>					
A Heterosexual or straight	1,034	13.3%D	±0.8	3.0	±0.0
B Lesbian	10	14.6%D	±10.8	2.8	±0.3
C Gay	10	10.9%D	±8.2	2.4	±0.3
D Bisexual	53	39.4%ABCF	±8.6	3.1F	±0.2
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	11	23.2%	±14.4	2.7	±0.3
F I prefer not to say	54	17.8%D	±4.8	2.7D	±0.2

		Experience rate			Frequency of occurrence <sup>a</sup>	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	13	7.2%D	±4.8	3.2	±0.5
B	Trade/Tech Certificate/Some College	66	9.1%D	±2.3	3.0	±0.2
C	AA/College Degree	425	11.9%D	±1.1	3.0	±0.1
D	Graduate Degree	669	17.0%ABC	±1.2	2.9	±0.0
Appointment Type						
A	Permanent	862	12.9%BC	±0.8	3.0	±0.0
B	Term	261	17.0%A	±2.0	2.9	±0.1
C	Temporary	51	22.9%A	±6.0	2.7	±0.2
Work Schedule						
	Seasonal	11	13.7%	±9.6	2.5*	±0.3
	Non-seasonal	893	13.1%	±0.8	3.0*	±0.0
Appointment Type and Work Schedule						
A	Permanent-Seasonal	0	0.0%CDE	NA	NA	NA
B	Permanent-Non-Seasonal	853	12.9%CE	±0.8	3.0	±0.0
C	Term	261	17.0%AB	±2.0	2.9	±0.1
D	Temporary-Seasonal	11	25.2%A	±15.4	2.5	±0.3
E	Temporary-Non-Seasonal	40	22.6%AB	±6.8	2.8	±0.2
Years of Service at Bureau or Office						
A	Less than 1 year	87	11.2%BC	±2.4	2.9	±0.1
B	1 to 3 years	243	17.8%AG	±2.1	3.0	±0.1
C	4 to 5 years	125	20.3%AFG	±3.4	3.0	±0.1
D	6 to 10 years	221	15.4%G	±2.0	2.9	±0.1
E	11 to 14 years	114	16.4%G	±2.9	3.0	±0.1
F	15 to 20 years	136	13.9%CG	±2.3	2.9	±0.1
G	More than 20 years	247	9.6%BCDEF	±1.2	2.9	±0.1
Pay Plan and Grade - Collapsed						
A	Junior Grade	113	14.1%	±2.6	2.8B	±0.1
B	Middle Grade	359	16.2%C	±1.6	3.0AC	±0.1
C	Senior Grade	687	13.0%B	±0.9	2.9B	±0.0
D	Executive Grade	6	8.4%	±9.5	2.8	±0.2
Supervisory Status - Collapsed						
	Non-Supervisor	726	15.0%*	±1.0	3.0	±0.0
	Supervisor	443	12.5%*	±1.1	2.9	±0.1

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	240	13.1%	±1.6	2.9	±0.1
B Supervisor	144	11.5%E	±1.9	3.0	±0.1
C Manager	50	11.7%	±3.4	2.8	±0.1
D Senior Leader	10	18.5%	±13.5	3.0	±0.3
E None of the above	726	15.0%B	±1.0	3.0	±0.0

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

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

	Gender harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	1,176	13.88%	±0.75
A Headquarters Office (Reston)	154	13.69%	±2.14
B Regional Office	369	15.25%	±1.49
C Field Office	558	12.87%E	±1.03
D 100% Telework	12	7.62%E	±5.27
E Other (none of the above describe the environment in which I routinely accomplish my work)	71	19.17%CD	±4.35

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 for sexual assault related behaviors, and for sexual touching as well as attempted and completed assault behaviors.

### 2.11.1 Past 12 Months

Table 2.40 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 selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in USGS.

*Table 2.40 USGS – 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	25	0.30%	±0.14	3.3	±0.4
Age - Collapsed					
39 or under	15	0.51%*	±0.33	3.8*	±0.5
40 or older	10	0.19%*	±0.16	2.5*	±0.3
Age					
A 25 or under	0	0.00%B	NA	NA	NA
B 26-29	7	1.13%ADE	±1.20	3.9	±1.0
C 30-39	8	0.41%	±0.42	3.8	±0.5
D 40-49	7	0.39%B	±0.41	2.6	±0.3
E 50-59	0	0.00%B	NA	NA	NA
F 60 or older	NR	NR	NR	NR	NR
Relationship Status - Collapsed					
A Single	8	0.46%C	±0.45	2.8	±0.5
B Partnered/Married	9	0.15%C	±0.14	3.2	±0.8
C Separated/Widowed/Divorced	8	1.18%AB	±1.18	3.9	±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>
<b>Relationship Status</b>					
A Single	8	0.46%D	±0.45	2.8	±0.5
B Separated	0	0.00%	NA	NA	NA
C Partnered	0	0.00%D	NA	NA	NA
D Divorced	8	1.51%ACE	±1.51	3.9	±0.6
E Married	9	0.17%D	±0.15	3.2	±0.8
F Widowed	0	0.00%	NA	NA	NA
<b>Ethnicity/Race - Collapsed</b>					
Non-Minority (Non-Hispanic White)	24	0.32%	±0.16	3.4	±0.4
Minority	NR	NR	NR	NR	NR
<b>Ethnicity/Race</b>					
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	0	0.00%	NA	NA	NA
E Native Hawaiian or Other Pacific Islander	0	0.00%	NA	NA	NA
F Non-Hispanic White	24	0.32%	±0.16	3.4	±0.4
G Multi racial	0	0.00%	NA	NA	NA
<b>Disability</b>					
Yes	8	1.39%*	±1.40	4.1*	±0.9
No	17	0.22%*	±0.13	3.0*	±0.3
<b>Sex</b>					
Men	11	0.22%	±0.17	3.7	±0.6
Women	14	0.42%	±0.29	3.1	±0.5
<b>Gender Identity</b>					
A Male	11	0.22%	±0.17	3.7	±0.6
B Female	14	0.42%	±0.29	3.1	±0.5
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	0	0.00%	NA	NA	NA
<b>Transgender Description</b>					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
<b>Sexual Orientation - Collapsed</b>					
Heterosexual	21	0.27%	±0.14	3.2	±0.4
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	21	0.27%	±0.14	3.2	±0.4
B	Lesbian	0	0.00%	NA	NA	NA
C	Gay	0	0.00%	NA	NA	NA
D	Bisexual	NR	NR	NR	NR	NR
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	0	0.00%	NA	NA	NA
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	0.00%	NA	NA	NA
B	Trade/Tech Certificate/Some College	0	0.00%	NA	NA	NA
C	AA/College Degree	14	0.38%	±0.27	3.4	±0.6
D	Graduate Degree	12	0.29%	±0.23	3.2	±0.5
<b>Appointment Type</b>						
A	Permanent	17	0.26%	±0.16	2.9	±0.4
B	Term	8	0.51%	±0.52	4.3	±0.3
C	Temporary	0	0.00%	NA	NA	NA
<b>Work Schedule</b>						
	Seasonal	0	0.00%	NA	NA	NA
	Non-seasonal	17	0.26%	±0.15	2.9	±0.4
<b>Appointment Type and Work Schedule</b>						
A	Permanent-Seasonal	0	0.00%	NA	NA	NA
B	Permanent-Non-Seasonal	17	0.26%	±0.16	2.9C	±0.4
C	Term	8	0.51%	±0.52	4.3B	±0.3
D	Temporary-Seasonal	0	0.00%	NA	NA	NA
E	Temporary-Non-Seasonal	0	0.00%	NA	NA	NA
<b>Years of Service at Bureau or Office</b>						
A	Less than 1 year	NR	NR	NR	NR	NR
B	1 to 3 years	8	0.61%	±0.59	4.2G	±0.8
C	4 to 5 years	NR	NR	NR	NR	NR
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	NR	NR	NR	NR	NR
G	More than 20 years	7	0.27%	±0.30	2.6B	±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	6	0.77%	±0.92	4.4C	±0.3
B Middle Grade	NR	NR	NR	NR	NR
C Senior Grade	15	0.28%	±0.19	3.0A	±0.5
D Executive Grade	0	0.00%	NA	NA	NA
Supervisory Status - Collapsed					
Non-Supervisor	20	0.41%*	±0.23	3.6*	±0.4
Supervisor	6	0.16%*	±0.20	2.5*	±0.4
Supervisory Status					
A Team Leader	NR	NR	NR	NR	NR
B Supervisor	NR	NR	NR	NR	NR
C Manager	0	0.00%	NA	NA	NA
D Senior Leader	0	0.00%	NA	NA	NA
E None of the above	20	0.41%	±0.23	3.6	±0.4

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

### 2.11.2 Prior to Past 12 Months

Table 2.42 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 USGS.

*Table 2.412 USGS – 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	87	1.14%	±0.26
Sex			
Men	9	0.20%*	±0.18
Women	78	2.66%*	±0.65

\* 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 2.423 USGS – Estimated Pay Plan or Grade at Which Sexual Assault Related Behaviors First Occurred*

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	NR	NR	NR
Wage Grade (WG) 5-8	NR	NR	NR
Wage Grade (WG) 9-16	0	0.00%	NA
Other Wage Grade (WG)	0	0.00%	NA
General Schedule (GS) 1-6	16	18.38%	±9.74
General Schedule (GS) 7-10	34	39.05%	±10.78
General Schedule (GS) 11-12	21	24.42%	±10.29
General Schedule (GS) 13-15	9	9.95%	±8.47
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.00%	NA
Other	0	0.00%	NA

## 2.12 Sexual Assault Related Behaviors Experienced

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

*Table 2.434 USGS – 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>
U.S. Geological Survey	0.19% ( $\pm 0.12$ )	0.11% ( $\pm 0.10$ )	0.00% (NA)
Men	0.17% ( $\pm 0.16$ )	NR	0.00% (NA)
Women	0.22% ( $\pm 0.24$ )	0.20% ( $\pm 0.23$ )	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 USGS – 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	622	26.0%	±1.8
Your race or ethnicity	118	4.9%	±0.9
Your religious beliefs	102	4.3%	±0.9
Your disability status or condition	123	5.1%	±1.0
Your sexual orientation	24	1.0%	±0.5
Your sex/gender	847	35.4%	±1.9
Unknown	555	23.2%	±1.7

The results shown in Section 3 represent the estimated subset of USGS 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 USGS 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, 26.0% indicated the one behavior or experience that had the greatest effect on them was based on their age. Table 3.2 presents characteristics of the one behavior or experience of age harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in USGS.

*Table 3.2 USGS – 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	524	84.3%	±3.1
Most of it occurred during work hours; some off work hours	55	8.9%	±2.5
Some of it occurred during work hours; most off work hours	8	1.3%	±1.3
None of it occurred during work hours; all off work hours	35	5.6%	±2.1
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	63	10.1%	±2.6
No	559	89.9%	±2.6
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	546	88.2%	±2.8
At a work-sponsored social event	16	2.5%	±1.6
At a non-work sponsored social event where coworkers were present	14	2.3%	±1.5
At a permanent bureau/office supplied housing location, if applicable	7	1.2%	±1.2
At a location outside the office/site	36	5.8%	±2.1
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	495	90.6%	±2.8
At an indoor location (shop or maintenance area)	18	3.4%	±1.9
At an outdoor location (e.g., field site) that did not require an overnight stay	18	3.3%	±1.9
At an outdoor location (e.g., field site) that required an overnight stay	15	2.8%	±1.8
Q38 How often did the specific type of behavior or experience occur?			
Once	284	45.8%	±4.0
Once a month or less	252	40.6%	±3.9
2-4 times a month	58	9.3%	±2.6
Every few days	15	2.4%	±1.5
Every day	12	1.9%	±1.4
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	347	57.3%	±4.0
A week	25	4.1%	±1.9
A month	8	1.3%	±1.3
A few months	70	11.5%	±2.8
A year or more	156	25.8%	±3.6

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	346	56.4%	±4.0
More than one person	268	43.6%	±4.0
Q41 Was/were the person(s) who did this to you?			
Male	302	49.8%	±4.0
Female	103	17.0%	±3.2
Both males and females	202	33.2%	±3.9
Q42 Was/were the person(s) who did this to you?			
Younger	247	39.9%	±3.9
About my age	33	5.3%	±2.1
Older	273	44.2%	±4.0
Some were younger, older, and/or about my age	56	9.1%	±2.5
Do not know	10	1.6%	±1.4
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	313	50.3%	±3.9
Subordinate(s) or someone you supervise/manage	36	5.7%	±2.1
Your Team lead(s) (current or former)	61	9.7%	±2.6
Another Team lead(s) (current or former)	40	6.4%	±2.2
Your Supervisor(s) (current or former)	167	26.8%	±3.6
Another Supervisor(s) (current or former)	78	12.5%	±2.8
Your Manager(s) (current or former)	92	14.9%	±3.0
Another Manager(s) (current or former)	38	6.1%	±2.2
Another federal employee	67	10.8%	±2.7
A contractor	12	2.0%	±1.5
A partner/cooperator (e.g., university employee)	13	2.1%	±1.5
Other	6	1.0%	±1.2
Do not know	27	4.3%	±1.9
None selected	22	3.5%	±1.8
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	91	14.8%	±3.0
Yes, I had to or still have to interact with this/these person(s)	523	85.2%	±3.0

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

*Table 3.3 USGS – 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	23	3.8%	±1.8
No	591	95.8%	±1.9
Don't Know	NR	NR	NR
b. Did you take steps to leave your organization?			
Yes	79	12.9%	±2.9
No	530	86.0%	±3.0
Don't Know	7	1.2%	±1.2
c. Did it make it harder to complete your work or do your job?			
Yes	196	31.7%	±3.8
No	407	66.0%	±3.8
Don't Know	14	2.3%	±1.5
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	142	28.9%	±4.2
No	304	61.9%	±4.4
Don't Know	45	9.3%	±2.9
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	12	9.6%	±6.6
No	98	77.7%	±8.2
Don't Know	16	12.7%	±7.1
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	171	27.7%	±3.7
No	411	66.6%	±3.8
Don't Know	35	5.7%	±2.1
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	223	36.1%	±3.9
No	337	54.6%	±4.0
Don't Know	57	9.3%	±2.6
h. Did it damage other personal relationships?			
Yes	66	10.7%	±2.7
No	538	87.2%	±2.9
Don't Know	13	2.1%	±1.5



Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	86	13.9%	±3.0
No	526	85.3%	±3.0
Don't Know	NR	NR	NR
j. Did you seek any type of medical attention?			
Yes	32	5.2%	±2.1
No	572	93.9%	±2.2
Don't Know	5	0.9%	±1.2
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	64	10.4%	±2.7
No	547	88.8%	±2.8
Don't Know	5	0.9%	±1.2
l. Did you consider leaving the bureau?			
Yes	230	37.3%	±3.9
No	374	60.7%	±3.9
Don't Know	12	2.0%	±1.5

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 USGS.

*Table 3.4 USGS – 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	144	24.9%	±3.7
My coworkers	282	46.4%	±4.0
My team leader	80	13.4%	±3.0
My supervisor	186	30.8%	±3.8
My manager	80	13.4%	±3.0
A senior leader	55	9.1%	±2.6
Another employee in my bureau	258	42.8%	±4.0
Someone from another bureau/office	78	13.3%	±3.0

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 USGS.

*Table 3.5 USGS – 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	75	12.2%	±2.8	2.3	±0.4
Employee Assistance Program (EAP)	21	3.5%	±1.8	2.8	±0.6
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	8	1.3%	±1.3	2.4	±1.0
Union (if applicable)	NR	NR	NR	NR	NR
Equal Employment Opportunity Counselor	21	3.4%	±1.8	2.0	±0.3
Equal Employment Opportunity Office	14	2.3%	±1.5	1.8	±0.4
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	7	1.1%	±1.2	2.1	±0.9
Department of Interior Ethics/Bureau Ethics Office	NR	NR	NR	NR	NR
Other	22	3.6%	±1.8	2.6	±0.6

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

An estimated 17.0% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of age harassment within the past 12 months that had the greatest effect on them. Table 3.6 shows the results of them making an oral and/or written complaint/grievance/report.

*Table 3.6 USGS – 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	28	27.3%	±9.5
No	37	35.6%	±9.8
Don't Know	39	37.1%	±9.8
b. The rules of harassment were explained to everyone in the workplace			
Yes	23	22.4%	±9.2
No	56	54.1%	±9.8
Don't Know	24	23.4%	±9.2
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	18	16.9%	±8.6
No	68	65.1%	±9.8
Don't Know	19	18.0%	±8.7
d. An investigation was conducted by a law enforcement official			
Yes	0	0.0%	NA
No	88	84.5%	±8.4
Don't Know	16	15.5%	±8.4
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	25	24.9%	±9.5
No	34	34.0%	±9.9
Don't Know	42	41.1%	±10.0
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	11	10.7%	±7.7
No	84	80.4%	±8.9
Don't Know	9	8.9%	±7.3
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	6	5.9%	±6.6
No	91	87.7%	±8.0
Don't Know	7	6.5%	±6.8
h. There was some official career action taken against person(s) for the behavior			
Yes	NR	NR	NR
No	78	75.0%	±9.3
Don't Know	23	22.3%	±9.1

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<hr/>			
i. The person(s) stopped the behavior			
Yes	12	11.9%	±7.9
No	63	60.5%	±9.8
Don't Know	29	27.5%	±9.5
j. I was encouraged to drop the issue			
Yes	40	38.8%	±9.8
No	57	54.6%	±9.8
Don't Know	7	6.6%	±6.8
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	24	23.4%	±9.2
No	76	72.5%	±9.5
Don't Know	NR	NR	NR
l. The person(s) who did this took action against me for complaining			
Yes	32	30.9%	±9.7
No	63	60.4%	±9.8
Don't Know	9	8.7%	±7.3
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	24	22.9%	±9.2
No	67	63.8%	±9.8
Don't Know	14	13.2%	±8.1
n. My leadership punished me for bringing it up			
Yes	29	27.6%	±9.5
No	69	65.8%	±9.8
Don't Know	7	6.5%	±6.8
o. I was threatened with loss of employment			
Yes	11	11.0%	±7.7
No	83	79.6%	±9.0
Don't Know	10	9.4%	±7.4

An estimated 17.0% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of age harassment within the past 12 months that had the greatest effect on them. Table 3.7 shows satisfaction with aspects of making an oral and/or written complaint/grievance/report.

*Table 3.7 USGS – 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?	102	2.8	±0.2
How you were treated by personnel handling the complaint/grievance/report?	95	2.9	±0.2
Actions taken by the person handling the complaint/grievance/report?	94	2.8	±0.2
Being informed about the current status of the complaint/grievance/report?	94	2.7	±0.2
The amount of time it took to address the complaint/grievance/report?	94	2.7	±0.2

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

An estimated 83.0% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of age harassment within the past 12 months that had the greatest effect on them. Table 3.8 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

*Table 3.8 USGS – 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	266	53.0%	±4.4
I thought it was not serious enough to discuss or report	399	78.2%	±3.8
I took care of it myself by confronting the person(s) who did it	103	20.7%	±3.8
I took other actions to handle the situation	122	24.4%	±4.0
I did not know who to report the behavior to and/or how to file a complaint	62	12.6%	±3.2
I did not want more people to know	105	21.5%	±3.9
I was ashamed or embarrassed	46	9.4%	±2.9
I did not want people to think less of me	112	22.8%	±3.9
I thought other people would blame me	72	14.8%	±3.5
I felt partially to blame	27	5.5%	±2.4
I wanted to forget about it or move on	324	64.7%	±4.3
I did not think anything would be done	253	50.1%	±4.4
I did not think I would be believed	99	19.6%	±3.7
I did not trust that the process would be fair	157	31.3%	±4.2
I thought I might get in trouble for something I did	50	9.9%	±2.9
I thought I would be labeled as a troublemaker	201	40.0%	±4.4
I thought it might hurt my performance appraisal	140	27.7%	±4.1
I thought it might hurt my chances of being renewed or obtaining permanent position	33	31.6%	±9.6
I was worried about potential negative consequences from leadership	161	31.7%	±4.2
I was worried about potential negative consequences from my coworkers or peers	114	22.5%	±3.8
I thought it might hurt my career	154	39.0%	±4.9
I did not want to hurt the person's/s' career/s or family/ies	74	14.9%	±3.4
I was concerned for my physical safety	NR	NR	NR
I feared losing my job	50	9.9%	±3.0
Some other reason	171	34.0%	±4.3

### 3.2 Characteristics of Racial/Ethnic Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 4.9% indicated the one behavior or experience that had the greatest effect on them was based on their race/ethnicity. Table 3.9 presents characteristics of the one behavior or experience of racial/ethnic harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in USGS.

*Table 3.9 USGS – 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	100	84.8%	±7.8
Most of it occurred during work hours; some off work hours	14	11.5%	±7.2
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	NR	NR	NR
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	15	12.5%	±7.4
No	103	87.5%	±7.4
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	104	90.0%	±7.1
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	7	6.2%	±6.3
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	100	96.0%	±6.1
At an indoor location (shop or maintenance area)	NR	NR	NR
At an outdoor location (e.g., field site) that did not require an overnight stay	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	51	43.4%	±9.2
Once a month or less	45	38.4%	±9.2
2-4 times a month	16	13.4%	±7.5
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	65	55.8%	±9.3
A week	0	0.0%	NA
A month	NR	NR	NR
A few months	18	15.4%	±7.9
A year or more	31	27.1%	±8.9

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	55	46.9%	±9.2
More than one person	62	53.1%	±9.2
Q41 Was/were the person(s) who did this to you?			
Male	52	47.0%	±9.4
Female	27	24.3%	±9.0
Both males and females	32	28.7%	±9.2
Q42 Was/were the person(s) who did this to you?			
Younger	20	17.2%	±8.1
About my age	19	16.3%	±8.0
Older	43	36.7%	±9.3
Some were younger, older, and/or about my age	23	19.9%	±8.4
Do not know	11	9.9%	±7.0
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	61	51.5%	±9.1
Subordinate(s) or someone you supervise/manage	6	5.2%	±5.9
Your Team lead(s) (current or former)	10	8.7%	±6.7
Another Team lead(s) (current or former)	5	4.4%	±5.7
Your Supervisor(s) (current or former)	41	34.5%	±9.1
Another Supervisor(s) (current or former)	12	9.9%	±7.0
Your Manager(s) (current or former)	12	10.1%	±7.0
Another Manager(s) (current or former)	9	7.5%	±6.5
Another federal employee	5	4.6%	±5.8
A contractor	NR	NR	NR
A partner/cooperator (e.g., university employee)	NR	NR	NR
Other	6	4.7%	±5.8
Do not know	NR	NR	NR
None selected	7	5.8%	±6.1
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	23	19.6%	±8.4
Yes, I had to or still have to interact with this/these person(s)	93	80.4%	±8.4



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 USGS.

*Table 3.10 USGS – 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	10	8.9%	±6.9
No	104	91.1%	±6.9
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	20	17.3%	±8.2
No	95	82.7%	±8.2
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	47	41.2%	±9.3
No	63	55.2%	±9.3
Don't Know	NR	NR	NR
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	29	30.8%	±10.1
No	59	62.0%	±10.3
Don't Know	7	7.2%	±7.4
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	46	39.7%	±9.3
No	61	53.5%	±9.3
Don't Know	8	6.8%	±6.5
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	47	41.1%	±9.3
No	51	44.8%	±9.3
Don't Know	16	14.1%	±7.8
h. Did it damage other personal relationships?			
Yes	13	11.0%	±7.3
No	100	87.5%	±7.5
Don't Know	NR	NR	NR

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	23	20.2%	±8.5
No	87	76.3%	±8.8
Don't Know	NR	NR	NR
j. Did you seek any type of medical attention?			
Yes	20	17.3%	±8.2
No	95	82.7%	±8.2
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	20	17.5%	±8.2
No	95	82.5%	±8.2
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	50	44.0%	±9.3
No	64	56.0%	±9.3
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 USGS.

*Table 3.11 USGS – 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	38	34.8%	±9.5
My coworkers	44	38.2%	±9.3
My team leader	20	17.6%	±8.2
My supervisor	42	37.2%	±9.4
My manager	27	23.8%	±8.9
A senior leader	18	16.0%	±8.1
Another employee in my bureau	45	40.2%	±9.5
Someone from another bureau/office	21	18.6%	±8.4

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 USGS.

*Table 3.12 USGS – 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	34	29.2%	±9.1	1.8	±0.4
Employee Assistance Program (EAP)	6	5.5%	±6.1	2.4	±0.4
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	8	7.0%	±6.5	1.3	±0.3
Employee & Labor Relations (Human Resources)	6	5.2%	±6.0	1.3	±0.4
Union (if applicable)	0	0.0%	NA	NA	NA
Equal Employment Opportunity Counselor	NR	NR	NR	NR	NR
Equal Employment Opportunity Office	NR	NR	NR	NR	NR
Office of Inspector General Hotline	0	0.0%	NA	NA	NA
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	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 32.9% 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 USGS – 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	8	22.0%	±16.7
No	NR	NR	NR
Don't Know	13	34.7%	±17.1
<b>b. The rules of harassment were explained to everyone in the workplace</b>			
Yes	12	30.5%	±17.1
No	NR	NR	NR
Don't Know	9	23.4%	±16.8
<b>c. A review/investigation/other assessment of the workplace was conducted by management</b>			
Yes	NR	NR	NR
No	24	63.3%	±17.0
Don't Know	10	26.0%	±17.0
<b>d. An investigation was conducted by a law enforcement official</b>			
Yes	0	0.0%	NA
No	38	100%	NA
Don't Know	0	0.0%	NA
<b>e. Someone talked to the person(s) to ask him/her/them to change their behavior</b>			
Yes	NR	NR	NR
No	23	61.2%	±16.9
Don't Know	11	29.7%	±17.1
<b>f. My work station location or duties were changed to help me avoid the person(s)</b>			
Yes	0	0.0%	NA
No	38	100%	NA
Don't Know	0	0.0%	NA
<b>g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them</b>			
Yes	NR	NR	NR
No	33	87.8%	±15.7
Don't Know	0	0.0%	NA
<b>h. There was some official career action taken against person(s) for the behavior</b>			
Yes	0	0.0%	NA
No	34	89.6%	±15.4
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>
<b>i. The person(s) stopped the behavior</b>			
Yes	5	13.5%	±15.8
No	26	69.2%	±17.1
Don't Know	7	17.3%	±16.3
<b>j. I was encouraged to drop the issue</b>			
Yes	NR	NR	NR
No	16	42.7%	±16.7
Don't Know	NR	NR	NR
<b>k. I was discouraged from making an oral and/or written complaint/grievance/report</b>			
Yes	12	32.5%	±17.1
No	24	62.7%	±17.0
Don't Know	NR	NR	NR
<b>l. The person(s) who did this took action against me for complaining</b>			
Yes	14	38.1%	±17.0
No	23	61.9%	±17.0
Don't Know	0	0.0%	NA
<b>m. My coworkers treated me worse, avoided me, or blamed me for the problem</b>			
Yes	8	20.1%	±16.6
No	25	65.5%	±17.1
Don't Know	5	14.3%	±16.0
<b>n. My leadership punished me for bringing it up</b>			
Yes	14	35.9%	±17.0
No	NR	NR	NR
Don't Know	NR	NR	NR
<b>o. I was threatened with loss of employment</b>			
Yes	5	13.5%	±15.8
No	33	86.5%	±15.8
Don't Know	0	0.0%	NA

An estimated 32.9% 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 USGS – 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?	38	2.6	±0.3
How you were treated by personnel handling the complaint/grievance/report?	38	2.7	±0.3
Actions taken by the person handling the complaint/grievance/report?	38	2.5	±0.3
Being informed about the current status of the complaint/grievance/report?	38	2.7	±0.3
The amount of time it took to address the complaint/grievance/report?	38	2.6	±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 67.1% 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 USGS – 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	28	36.4%	±11.5
I thought it was not serious enough to discuss or report	39	51.2%	±11.3
I took care of it myself by confronting the person(s) who did it	9	12.3%	±9.7
I took other actions to handle the situation	25	33.4%	±11.7
I did not know who to report the behavior to and/or how to file a complaint	8	10.9%	±9.6
I did not want more people to know	35	46.0%	±11.5
I was ashamed or embarrassed	8	11.3%	±9.6
I did not want people to think less of me	27	35.9%	±11.7
I thought other people would blame me	10	13.6%	±10.0
I felt partially to blame	6	7.7%	±8.9
I wanted to forget about it or move on	49	64.7%	±11.7
I did not think anything would be done	43	57.9%	±11.8
I did not think I would be believed	22	30.5%	±11.7
I did not trust that the process would be fair	28	38.2%	±11.8
I thought I might get in trouble for something I did	12	17.0%	±10.6
I thought I would be labeled as a troublemaker	42	56.6%	±11.8
I thought it might hurt my performance appraisal	21	29.2%	±11.8
I thought it might hurt my chances of being renewed or obtaining permanent position	NR	NR	NR
I was worried about potential negative consequences from leadership	28	39.4%	±12.0
I was worried about potential negative consequences from my coworkers or peers	31	44.5%	±12.0
I thought it might hurt my career	24	43.2%	±13.6
I did not want to hurt the person's/s' career/s or family/ies	19	25.8%	±11.6
I was concerned for my physical safety	NR	NR	NR
I feared losing my job	19	26.9%	±11.7
Some other reason	24	33.8%	±11.9

### 3.3 Characteristics of Religious Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 4.3% 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 USGS.

*Table 3.16 USGS – 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	65	63.4%	±9.9
Most of it occurred during work hours; some off work hours	21	20.7%	±9.1
Some of it occurred during work hours; most off work hours	9	9.0%	±7.5
None of it occurred during work hours; all off work hours	7	6.9%	±7.0
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	18	17.2%	±8.8
No	84	82.8%	±8.8
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	79	77.3%	±9.3
At a work-sponsored social event	NR	NR	NR
At a non-work sponsored social event where coworkers were present	9	9.1%	±7.5
At a permanent bureau/office supplied housing location, if applicable	NR	NR	NR
At a location outside the office/site	10	9.6%	±7.6
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	72	90.7%	±8.9
At an indoor location (shop or maintenance area)	0	0.0%	NA
At an outdoor location (e.g., field site) that did not require an overnight stay	NR	NR	NR
At an outdoor location (e.g., field site) that required an overnight stay	5	6.7%	±8.4
Q38 How often did the specific type of behavior or experience occur?			
Once	41	40.5%	±9.9
Once a month or less	52	50.9%	±9.8
2-4 times a month	7	6.4%	±6.9
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	65	68.3%	±10.2
A week	0	0.0%	NA
A month	0	0.0%	NA
A few months	11	11.8%	±8.3
A year or more	19	19.8%	±9.4



	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	48	49.4%	±10.0
More than one person	49	50.6%	±10.0
Q41 Was/were the person(s) who did this to you?			
Male	50	51.8%	±10.0
Female	14	14.1%	±8.6
Both males and females	33	34.1%	±10.1
Q42 Was/were the person(s) who did this to you?			
Younger	7	7.3%	±7.2
About my age	28	28.3%	±9.8
Older	33	32.5%	±9.9
Some were younger, older, and/or about my age	25	24.5%	±9.5
Do not know	7	7.3%	±7.2
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	79	77.8%	±9.3
Subordinate(s) or someone you supervise/manage	NR	NR	NR
Your Team lead(s) (current or former)	9	9.0%	±7.5
Another Team lead(s) (current or former)	7	7.2%	±7.1
Your Supervisor(s) (current or former)	16	16.1%	±8.6
Another Supervisor(s) (current or former)	9	9.1%	±7.5
Your Manager(s) (current or former)	NR	NR	NR
Another Manager(s) (current or former)	NR	NR	NR
Another federal employee	NR	NR	NR
A contractor	0	0.0%	NA
A partner/cooperator (e.g., university employee)	0	0.0%	NA
Other	0	0.0%	NA
Do not know	6	5.7%	±6.7
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	19	18.7%	±9.1
Yes, I had to or still have to interact with this/these person(s)	81	81.3%	±9.1

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 USGS.

*Table 3.17 USGS – 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	8	7.9%	±7.2
No	94	92.1%	±7.2
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	NR	NR	NR
No	97	95.4%	±6.4
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	10	10.1%	±7.7
No	92	89.9%	±7.7
Don't Know	0	0.0%	NA
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	NR	NR	NR
No	74	90.6%	±8.7
Don't Know	NR	NR	NR
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	0	0.0%	NA
No	17	100%	NA
Don't Know	0	0.0%	NA
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	19	18.5%	±8.9
No	76	74.2%	±9.5
Don't Know	7	7.3%	±7.1
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	27	26.5%	±9.6
No	67	66.0%	±9.9
Don't Know	8	7.5%	±7.2
h. Did it damage other personal relationships?			
Yes	NR	NR	NR
No	99	97.4%	±5.9
Don't Know	NR	NR	NR

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	NR	NR	NR
No	97	95.5%	±6.4
Don't Know	NR	NR	NR
j. Did you seek any type of medical attention?			
Yes	0	0.0%	NA
No	99	97.1%	±5.9
Don't Know	NR	NR	NR
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	NR	NR	NR
No	97	94.7%	±6.6
Don't Know	NR	NR	NR
l. Did you consider leaving the bureau?			
Yes	10	10.0%	±7.7
No	92	90.0%	±7.7
Don't Know	0	0.0%	NA

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

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q46 Discussed the experience with:			
The person(s) involved	19	19.6%	±9.3
My coworkers	28	27.4%	±9.6
My team leader	8	7.4%	±7.1
My supervisor	7	7.1%	±7.0
My manager	NR	NR	NR
A senior leader	NR	NR	NR
Another employee in my bureau	23	22.8%	±9.3
Someone from another bureau/office	7	7.3%	±7.1

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 USGS.

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

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

An estimated [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 USGS – Results of Reporting the One Experience of Religious Harassment*

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

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

An estimated [NR] of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 USGS – 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?	5	2.9	±1.0
How you were treated by personnel handling the complaint/grievance/report?	5	2.3	±1.5
Actions taken by the person handling the complaint/grievance/report?	5	2.3	±1.5
Being informed about the current status of the complaint/grievance/report?	5	2.9	±1.0
The amount of time it took to address the complaint/grievance/report?	5	2.9	±1.0

<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 95.4% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 USGS – 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	56	57.7%	±10.2
I thought it was not serious enough to discuss or report	79	82.3%	±9.1
I took care of it myself by confronting the person(s) who did it	24	24.5%	±9.7
I took other actions to handle the situation	31	32.2%	±10.1
I did not know who to report the behavior to and/or how to file a complaint	NR	NR	NR
I did not want more people to know	22	23.5%	±9.7
I was ashamed or embarrassed	NR	NR	NR
I did not want people to think less of me	18	18.4%	±9.1
I thought other people would blame me	14	14.2%	±8.7
I felt partially to blame	NR	NR	NR
I wanted to forget about it or move on	63	65.9%	±10.2
I did not think anything would be done	26	27.1%	±9.8
I did not think I would be believed	15	15.0%	±8.7
I did not trust that the process would be fair	23	23.9%	±9.6
I thought I might get in trouble for something I did	NR	NR	NR
I thought I would be labeled as a troublemaker	32	32.8%	±10.1
I thought it might hurt my performance appraisal	15	15.2%	±8.7
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	12	11.8%	±8.2
I was worried about potential negative consequences from my coworkers or peers	22	22.5%	±9.5
I thought it might hurt my career	21	27.1%	±11.2
I did not want to hurt the person's/s' career/s or family/ies	33	34.0%	±10.1
I was concerned for my physical safety	NR	NR	NR
I feared losing my job	NR	NR	NR
Some other reason	20	21.1%	±9.5



### 3.4 Characteristics of Disability Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 5.1% 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 USGS.

*Table 3.23 USGS – 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	110	89.8%	±6.8
Most of it occurred during work hours; some off work hours	12	10.2%	±6.8
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	119	96.8%	±5.2
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	119	98.6%	±4.8
At a work-sponsored social event	NR	NR	NR
At a non-work sponsored social event where coworkers were present	0	0.0%	NA
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	0	0.0%	NA
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	106	90.2%	±7.0
At an indoor location (shop or maintenance area)	5	4.6%	±5.8
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	40	33.7%	±9.1
Once a month or less	48	40.1%	±9.2
2-4 times a month	19	15.8%	±7.8
Every few days	NR	NR	NR
Every day	8	7.0%	±6.4
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	53	44.2%	±9.1
A week	7	5.8%	±6.0
A month	NR	NR	NR
A few months	19	15.5%	±7.7
A year or more	37	31.1%	±8.9

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	57	47.7%	±9.0
More than one person	63	52.3%	±9.0
Q41 Was/were the person(s) who did this to you?			
Male	35	29.9%	±9.1
Female	40	34.8%	±9.2
Both males and females	41	35.3%	±9.2
Q42 Was/were the person(s) who did this to you?			
Younger	28	23.6%	±8.5
About my age	23	19.1%	±8.1
Older	33	27.2%	±8.8
Some were younger, older, and/or about my age	31	26.1%	±8.7
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)	68	55.4%	±9.0
Subordinate(s) or someone you supervise/manage	7	5.6%	±5.9
Your Team lead(s) (current or former)	14	11.8%	±7.1
Another Team lead(s) (current or former)	8	6.6%	±6.1
Your Supervisor(s) (current or former)	56	45.5%	±9.0
Another Supervisor(s) (current or former)	11	9.1%	±6.6
Your Manager(s) (current or former)	15	12.2%	±7.2
Another Manager(s) (current or former)	9	7.7%	±6.4
Another federal employee	7	5.4%	±5.8
A contractor	8	6.4%	±6.1
A partner/cooperator (e.g., university employee)	NR	NR	NR
Other	5	4.4%	±5.5
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	8	6.7%	±6.1
Yes, I had to or still have to interact with this/these person(s)	115	93.3%	±6.1

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 USGS.

*Table 3.24 USGS – 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	23	18.7%	±8.0
No	100	81.3%	±8.0
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	25	20.2%	±8.2
No	96	78.3%	±8.3
Don't Know	NR	NR	NR
c. Did it make it harder to complete your work or do your job?			
Yes	70	57.3%	±9.0
No	48	39.0%	±9.0
Don't Know	NR	NR	NR
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	30	30.2%	±9.9
No	57	58.2%	±10.1
Don't Know	11	11.5%	±8.1
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	60	48.5%	±8.9
No	50	40.9%	±9.0
Don't Know	13	10.6%	±6.9
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	71	57.4%	±9.0
No	42	34.6%	±8.9
Don't Know	10	8.0%	±6.4
h. Did it damage other personal relationships?			
Yes	19	16.0%	±7.8
No	99	81.8%	±8.0
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	42	33.9%	±8.9
No	78	63.9%	±9.0
Don't Know	NR	NR	NR
j. Did you seek any type of medical attention?			
Yes	28	23.0%	±8.4
No	95	77.0%	±8.4
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	40	32.3%	±8.9
No	81	66.2%	±8.9
Don't Know	NR	NR	NR
l. Did you consider leaving the bureau?			
Yes	73	59.4%	±9.0
No	50	40.6%	±9.0
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 USGS.

*Table 3.25 USGS – 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	51	45.8%	±9.4
My coworkers	68	57.1%	±9.2
My team leader	36	30.0%	±9.0
My supervisor	48	39.9%	±9.1
My manager	27	23.4%	±8.7
A senior leader	24	21.1%	±8.5
Another employee in my bureau	69	57.3%	±9.1
Someone from another bureau/office	26	22.8%	±8.7

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 USGS.

*Table 3.26 USGS – 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	27	22.0%	±8.3	1.4	±0.3
Employee Assistance Program (EAP)	14	11.9%	±7.2	2.8	±0.8
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	9	7.9%	±6.6	1.7	±1.0
Employee & Labor Relations (Human Resources)	13	10.5%	±7.0	1.4	±0.6
Union (if applicable)	NR	NR	NR	NR	NR
Equal Employment Opportunity Counselor	10	8.4%	±6.7	1.9	±0.7
Equal Employment Opportunity Office	10	8.4%	±6.7	1.9	±0.7
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	12	10.1%	±7.0	3.4	±0.6

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

An estimated 27.0% 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 USGS – 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	0	0.0%	NA
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	6	19.6%	±18.0
No	NR	NR	NR
Don't Know	10	29.5%	±18.4
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	NR	NR	NR
No	28	83.2%	±17.8
Don't Know	NR	NR	NR
h. There was some official career action taken against person(s) for the behavior			
Yes	0	0.0%	NA
No	27	81.7%	±17.9
Don't Know	6	18.3%	±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	27	80.1%	±18.0
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	NR	NR	NR
l. The person(s) who did this took action against me for complaining			
Yes	NR	NR	NR
No	9	26.6%	±18.4
Don't Know	NR	NR	NR
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	10	29.8%	±18.4
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	0	0.0%	NA
o. I was threatened with loss of employment			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	9	28.5%	±18.4

An estimated 27.0% 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 USGS – 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?	31	2.0	±0.4
How you were treated by personnel handling the complaint/grievance/report?	29	2.1	±0.5
Actions taken by the person handling the complaint/grievance/report?	29	2.0	±0.4
Being informed about the current status of the complaint/grievance/report?	27	2.3	±0.5
The amount of time it took to address the complaint/grievance/report?	27	2.0	±0.4

<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 73.0% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 USGS – 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	38	45.1%	±10.9
I thought it was not serious enough to discuss or report	58	68.5%	±10.8
I took care of it myself by confronting the person(s) who did it	20	24.5%	±10.7
I took other actions to handle the situation	29	35.3%	±11.1
I did not know who to report the behavior to and/or how to file a complaint	9	10.4%	±8.9
I did not want more people to know	32	38.0%	±10.9
I was ashamed or embarrassed	26	31.3%	±11.0
I did not want people to think less of me	42	49.7%	±10.7
I thought other people would blame me	26	32.0%	±11.0
I felt partially to blame	14	16.9%	±9.9
I wanted to forget about it or move on	56	67.9%	±11.0
I did not think anything would be done	56	66.3%	±10.9
I did not think I would be believed	25	31.5%	±11.2
I did not trust that the process would be fair	44	52.3%	±10.8
I thought I might get in trouble for something I did	15	18.4%	±10.3
I thought I would be labeled as a troublemaker	38	48.7%	±11.1
I thought it might hurt my performance appraisal	33	39.0%	±11.0
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	36	44.1%	±11.1
I was worried about potential negative consequences from my coworkers or peers	37	44.8%	±11.1
I thought it might hurt my career	26	40.1%	±12.7
I did not want to hurt the person's/s' career/s or family/ies	21	24.8%	±10.5
I was concerned for my physical safety	0	0.0%	NA
I feared losing my job	25	29.3%	±10.8
Some other reason	26	30.9%	±10.8

### 3.5 Characteristics of Sexual Orientation Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 1.0% indicated the one behavior or experience that had the greatest effect on them was based on their sexual orientation. Table 3.30 presents characteristics of the one behavior or experience of age harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in USGS.

*Table 3.30 USGS – 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	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	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	0	0.0%	NA
Q38 How often did the specific type of behavior or experience occur?			
Once	NR	NR	NR
Once a month or less	NR	NR	NR
2-4 times a month	NR	NR	NR
Every few days	0	0.0%	NA
Every day	0	0.0%	NA
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	NR	NR	NR
A week	0	0.0%	NA
A month	0	0.0%	NA
A few months	NR	NR	NR
A year or more	NR	NR	NR

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

Table 3.31 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 USGS.

*Table 3.31 USGS – 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	0	0.0%	NA
No	24	100%	NA
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	0	0.0%	NA
No	24	100%	NA
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	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	0	0.0%	NA
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	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

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	0	0.0%	NA
i. Did it cause you to call in sick or take other type of leave?			
Yes	0	0.0%	NA
No	24	100%	NA
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	0	0.0%	NA
No	24	100%	NA
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	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 USGS.

*Table 3.32 USGS – 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	0	0.0%	NA

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 USGS.

*Table 3.33 USGS – 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	0	0.0%	NA	NA	NA
Employee Assistance Program (EAP)	0	0.0%	NA	NA	NA
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	0	0.0%	NA	NA	NA
Employee & Labor Relations (Human Resources)	0	0.0%	NA	NA	NA
Union (if applicable)	0	0.0%	NA	NA	NA
Equal Employment Opportunity Counselor	0	0.0%	NA	NA	NA
Equal Employment Opportunity Office	0	0.0%	NA	NA	NA
Office of Inspector General Hotline	0	0.0%	NA	NA	NA
Office of Inspector General	0	0.0%	NA	NA	NA
Other Law Enforcement/Civil Authority not in the bureau	0	0.0%	NA	NA	NA
Department of Interior Ethics/Bureau Ethics Office	0	0.0%	NA	NA	NA
Other	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 USGS – 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>
<hr/>			
i. The person(s) stopped the behavior			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
j. I was encouraged to drop the issue			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
l. The person(s) who did this took action against me for complaining			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
n. My leadership punished me for bringing it up			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
o. I was threatened with loss of employment			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR



An estimated [NR] of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 USGS – Satisfaction with Reporting of the One Experience of Sexual Orientation Harassment*

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

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

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

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

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

### 3.6 Characteristics of Sexual/Gender Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 35.4% 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 USGS.

*Table 3.37 USGS – 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	656	77.7%	±2.9
Most of it occurred during work hours; some off work hours	111	13.1%	±2.5
Some of it occurred during work hours; most off work hours	49	5.8%	±1.8
None of it occurred during work hours; all off work hours	28	3.4%	±1.5
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	161	19.1%	±2.8
No	683	80.9%	±2.8
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	705	83.8%	±2.7
At a work-sponsored social event	23	2.8%	±1.4
At a non-work sponsored social event where coworkers were present	36	4.2%	±1.6
At a permanent bureau/office supplied housing location, if applicable	8	0.9%	±0.9
At a location outside the office/site	69	8.2%	±2.1
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	583	83.8%	±2.9
At an indoor location (shop or maintenance area)	27	3.9%	±1.7
At an outdoor location (e.g., field site) that did not require an overnight stay	51	7.4%	±2.2
At an outdoor location (e.g., field site) that required an overnight stay	34	4.9%	±1.9
Q38 How often did the specific type of behavior or experience occur?			
Once	305	36.4%	±3.3
Once a month or less	396	47.1%	±3.4
2-4 times a month	99	11.8%	±2.4
Every few days	36	4.3%	±1.6
Every day	NR	NR	NR
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	434	52.5%	±3.4
A week	41	5.0%	±1.7
A month	28	3.4%	±1.5
A few months	96	11.6%	±2.4
A year or more	226	27.4%	±3.1

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	514	61.3%	±3.4
More than one person	324	38.7%	±3.4
Q41 Was/were the person(s) who did this to you?			
Male	725	86.5%	±2.5
Female	67	8.0%	±2.0
Both males and females	46	5.4%	±1.8
Q42 Was/were the person(s) who did this to you?			
Younger	49	5.9%	±1.8
About my age	164	19.5%	±2.8
Older	509	60.5%	±3.4
Some were younger, older, and/or about my age	102	12.1%	±2.4
Do not know	17	2.0%	±1.2
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	530	62.5%	±3.3
Subordinate(s) or someone you supervise/manage	20	2.4%	±1.3
Your Team lead(s) (current or former)	53	6.3%	±1.8
Another Team lead(s) (current or former)	58	6.8%	±1.9
Your Supervisor(s) (current or former)	136	16.0%	±2.6
Another Supervisor(s) (current or former)	78	9.2%	±2.1
Your Manager(s) (current or former)	76	9.0%	±2.1
Another Manager(s) (current or former)	32	3.8%	±1.5
Another federal employee	91	10.8%	±2.3
A contractor	43	5.0%	±1.7
A partner/cooperator (e.g., university employee)	60	7.0%	±1.9
Other	30	3.5%	±1.5
Do not know	9	1.1%	±1.0
None selected	26	3.1%	±1.4
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	121	14.5%	±2.6
Yes, I had to or still have to interact with this/these person(s)	716	85.5%	±2.6

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 USGS.

*Table 3.38 USGS – 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	45	5.4%	±1.8
No	793	94.6%	±1.8
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	70	8.4%	±2.1
No	766	91.2%	±2.1
Don't Know	NR	NR	NR
c. Did it make it harder to complete your work or do your job?			
Yes	317	37.7%	±3.3
No	485	57.7%	±3.4
Don't Know	39	4.6%	±1.6
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	97	16.7%	±3.3
No	426	73.6%	±3.8
Don't Know	56	9.7%	±2.7
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	21	7.9%	±4.0
No	219	83.9%	±5.0
Don't Know	21	8.2%	±4.0
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	249	29.6%	±3.2
No	568	67.6%	±3.2
Don't Know	23	2.8%	±1.4
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	276	32.9%	±3.3
No	514	61.2%	±3.3
Don't Know	50	5.9%	±1.8
h. Did it damage other personal relationships?			
Yes	61	7.3%	±2.0
No	752	89.8%	±2.2
Don't Know	25	2.9%	±1.4

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	90	10.7%	±2.3
No	741	88.2%	±2.4
Don't Know	10	1.2%	±1.0
j. Did you seek any type of medical attention?			
Yes	36	4.3%	±1.6
No	796	94.9%	±1.7
Don't Know	7	0.8%	±0.9
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	98	11.7%	±2.4
No	737	87.7%	±2.4
Don't Know	5	0.6%	±0.8
l. Did you consider leaving the bureau?			
Yes	241	28.7%	±3.2
No	582	69.3%	±3.2
Don't Know	17	2.0%	±1.2

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 USGS.

*Table 3.39 USGS – 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	189	23.7%	±3.1
My coworkers	481	58.0%	±3.4
My team leader	125	15.5%	±2.7
My supervisor	232	28.0%	±3.2
My manager	93	11.5%	±2.4
A senior leader	74	9.1%	±2.2
Another employee in my bureau	379	46.7%	±3.4
Someone from another bureau/office	104	13.0%	±2.5

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 USGS.

*Table 3.40 USGS – 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	131	15.8%	±2.6	2.5	±0.3
Employee Assistance Program (EAP)	19	2.3%	±1.3	2.1	±0.5
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	10	1.2%	±1.0	2.5	±1.1
Employee & Labor Relations (Human Resources)	23	2.8%	±1.4	2.3	±0.7
Union (if applicable)	NR	NR	NR	NR	NR
Equal Employment Opportunity Counselor	13	1.6%	±1.1	1.7	±0.6
Equal Employment Opportunity Office	9	1.1%	±1.0	2.2	±0.8
Office of Inspector General Hotline	0	0.0%	NA	NA	NA
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	16	2.0%	±1.2	2.6	±0.7

<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 18.1% 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 USGS – 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>
<b>a. The person I told took no action</b>			
Yes	59	39.4%	±8.2
No	69	46.7%	±8.1
Don't Know	21	13.9%	±6.6
<b>b. The rules of harassment were explained to everyone in the workplace</b>			
Yes	21	14.4%	±6.7
No	110	74.9%	±7.7
Don't Know	16	10.7%	±6.2
<b>c. A review/investigation/other assessment of the workplace was conducted by management</b>			
Yes	24	16.0%	±6.9
No	100	67.8%	±8.0
Don't Know	24	16.2%	±6.9
<b>d. An investigation was conducted by a law enforcement official</b>			
Yes	NR	NR	NR
No	132	90.8%	±6.0
Don't Know	12	8.1%	±5.8
<b>e. Someone talked to the person(s) to ask him/her/them to change their behavior</b>			
Yes	57	38.8%	±8.2
No	56	37.8%	±8.2
Don't Know	35	23.5%	±7.6
<b>f. My work station location or duties were changed to help me avoid the person(s)</b>			
Yes	23	15.7%	±6.9
No	121	81.7%	±7.2
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	14	9.8%	±6.0
No	131	88.7%	±6.3
Don't Know	NR	NR	NR
<b>h. There was some official career action taken against person(s) for the behavior</b>			
Yes	11	7.8%	±5.6
No	113	76.3%	±7.6
Don't Know	23	15.9%	±6.9



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>
<b>i. The person(s) stopped the behavior</b>			
Yes	48	32.8%	±8.1
No	85	57.6%	±8.2
Don't Know	14	9.6%	±6.0
<b>j. I was encouraged to drop the issue</b>			
Yes	58	38.8%	±8.1
No	86	57.6%	±8.2
Don't Know	5	3.7%	±4.6
<b>k. I was discouraged from making an oral and/or written complaint/grievance/report</b>			
Yes	47	31.6%	±7.9
No	95	63.3%	±8.1
Don't Know	8	5.1%	±5.0
<b>l. The person(s) who did this took action against me for complaining</b>			
Yes	37	24.8%	±7.6
No	98	65.4%	±8.0
Don't Know	15	9.9%	±6.0
<b>m. My coworkers treated me worse, avoided me, or blamed me for the problem</b>			
Yes	35	23.3%	±7.5
No	96	64.6%	±8.1
Don't Know	18	12.1%	±6.4
<b>n. My leadership punished me for bringing it up</b>			
Yes	26	17.2%	±7.0
No	114	75.6%	±7.6
Don't Know	11	7.3%	±5.5
<b>o. I was threatened with loss of employment</b>			
Yes	12	7.9%	±5.6
No	130	87.0%	±6.5
Don't Know	8	5.1%	±5.0

An estimated 18.1% 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 USGS – 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?	148	2.8	±0.2
How you were treated by personnel handling the complaint/grievance/report?	146	2.9	±0.2
Actions taken by the person handling the complaint/grievance/report?	148	2.8	±0.2
Being informed about the current status of the complaint/grievance/report?	143	2.7	±0.2
The amount of time it took to address the complaint/grievance/report?	144	2.8	±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 81.9% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 USGS – 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	299	45.5%	±3.8
I thought it was not serious enough to discuss or report	503	74.6%	±3.4
I took care of it myself by confronting the person(s) who did it	151	23.1%	±3.4
I took other actions to handle the situation	211	32.5%	±3.7
I did not know who to report the behavior to and/or how to file a complaint	92	14.0%	±2.9
I did not want more people to know	210	32.0%	±3.7
I was ashamed or embarrassed	96	14.6%	±2.9
I did not want people to think less of me	179	27.5%	±3.6
I thought other people would blame me	132	20.1%	±3.3
I felt partially to blame	65	10.0%	±2.6
I wanted to forget about it or move on	389	58.9%	±3.8
I did not think anything would be done	291	43.9%	±3.8
I did not think I would be believed	111	16.8%	±3.1
I did not trust that the process would be fair	189	28.7%	±3.6
I thought I might get in trouble for something I did	72	11.0%	±2.6
I thought I would be labeled as a troublemaker	300	45.1%	±3.8
I thought it might hurt my performance appraisal	102	15.6%	±3.0
I thought it might hurt my chances of being renewed or obtaining permanent position	56	26.0%	±6.3
I was worried about potential negative consequences from leadership	166	25.3%	±3.5
I was worried about potential negative consequences from my coworkers or peers	228	34.5%	±3.7
I thought it might hurt my career	166	37.1%	±4.6
I did not want to hurt the person's/s' career/s or family/ies	171	25.6%	±3.5
I was concerned for my physical safety	14	2.1%	±1.4
I feared losing my job	47	7.1%	±2.2
Some other reason	193	29.7%	±3.6

### 3.7 Characteristics of Harassment Based on Unknown Reasons

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 23.2% 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 USGS.

*Table 3.44 USGS – 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	367	69.8%	±4.1
Most of it occurred during work hours; some off work hours	52	9.8%	±2.9
Some of it occurred during work hours; most off work hours	25	4.8%	±2.2
None of it occurred during work hours; all off work hours	82	15.6%	±3.4
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	60	11.3%	±3.0
No	474	88.7%	±3.0
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	391	80.0%	±3.8
At a work-sponsored social event	11	2.2%	±1.8
At a non-work sponsored social event where coworkers were present	17	3.6%	±2.1
At a permanent bureau/office supplied housing location, if applicable	NR	NR	NR
At a location outside the office/site	65	13.4%	±3.3
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	349	89.9%	±3.4
At an indoor location (shop or maintenance area)	17	4.3%	±2.5
At an outdoor location (e.g., field site) that did not require an overnight stay	13	3.3%	±2.3
At an outdoor location (e.g., field site) that required an overnight stay	10	2.5%	±2.1
Q38 How often did the specific type of behavior or experience occur?			
Once	258	52.9%	±4.5
Once a month or less	164	33.6%	±4.3
2-4 times a month	46	9.5%	±3.0
Every few days	9	1.9%	±1.7
Every day	10	2.0%	±1.7
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	290	60.4%	±4.5
A week	15	3.1%	±2.0
A month	NR	NR	NR
A few months	45	9.3%	±3.0
A year or more	129	26.8%	±4.2

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	321	66.3%	±4.3
More than one person	163	33.7%	±4.3
Q41 Was/were the person(s) who did this to you?			
Male	320	67.2%	±4.4
Female	91	19.2%	±3.8
Both males and females	65	13.7%	±3.4
Q42 Was/were the person(s) who did this to you?			
Younger	84	17.2%	±3.6
About my age	153	31.5%	±4.3
Older	187	38.4%	±4.4
Some were younger, older, and/or about my age	31	6.4%	±2.6
Do not know	31	6.4%	±2.6
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	274	49.4%	±4.2
Subordinate(s) or someone you supervise/manage	25	4.5%	±2.1
Your Team lead(s) (current or former)	26	4.8%	±2.1
Another Team lead(s) (current or former)	22	3.9%	±2.0
Your Supervisor(s) (current or former)	99	17.8%	±3.4
Another Supervisor(s) (current or former)	32	5.7%	±2.3
Your Manager(s) (current or former)	25	4.5%	±2.1
Another Manager(s) (current or former)	21	3.9%	±2.0
Another federal employee	38	6.9%	±2.4
A contractor	18	3.2%	±1.8
A partner/cooperator (e.g., university employee)	11	2.0%	±1.6
Other	5	0.9%	±1.3
Do not know	38	6.9%	±2.4
None selected	68	12.2%	±3.0
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	105	21.5%	±3.9
Yes, I had to or still have to interact with this/these person(s)	383	78.5%	±3.9

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

*Table 3.45 USGS – 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	20	4.0%	±2.1
No	469	94.6%	±2.4
Don't Know	7	1.4%	±1.5
b. Did you take steps to leave your organization?			
Yes	57	11.6%	±3.1
No	427	86.2%	±3.3
Don't Know	11	2.2%	±1.8
c. Did it make it harder to complete your work or do your job?			
Yes	159	32.4%	±4.3
No	304	61.8%	±4.4
Don't Know	29	5.9%	±2.5
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	89	22.4%	±4.4
No	271	68.6%	±4.8
Don't Know	36	9.0%	±3.3
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	15	15.3%	±8.7
No	72	73.2%	±9.8
Don't Know	11	11.5%	±8.1
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	153	30.8%	±4.2
No	318	64.1%	±4.3
Don't Know	25	5.1%	±2.3
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	151	30.7%	±4.2
No	310	63.0%	±4.4
Don't Know	31	6.3%	±2.5
h. Did it damage other personal relationships?			
Yes	55	11.2%	±3.1
No	409	83.2%	±3.6
Don't Know	27	5.5%	±2.4

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	72	14.6%	±3.4
No	415	84.0%	±3.5
Don't Know	7	1.4%	±1.5
j. Did you seek any type of medical attention?			
Yes	23	4.5%	±2.2
No	466	94.0%	±2.5
Don't Know	7	1.4%	±1.5
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	54	10.9%	±3.1
No	433	87.4%	±3.2
Don't Know	9	1.8%	±1.6
l. Did you consider leaving the bureau?			
Yes	140	28.1%	±4.1
No	344	69.0%	±4.2
Don't Know	15	3.0%	±1.9

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 USGS.

*Table 3.46 USGS – 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	178	38.0%	±4.5
My coworkers	230	47.8%	±4.5
My team leader	83	17.7%	±3.7
My supervisor	182	37.7%	±4.4
My manager	95	19.7%	±3.8
A senior leader	59	12.1%	±3.2
Another employee in my bureau	190	39.6%	±4.5
Someone from another bureau/office	61	12.8%	±3.3

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 USGS.

*Table 3.47 USGS – 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	99	20.4%	±3.8	1.9	±0.2
Employee Assistance Program (EAP)	20	4.0%	±2.2	2.5	±0.6
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	9	2.0%	±1.7	3.1	±0.8
Employee & Labor Relations (Human Resources)	31	6.4%	±2.6	2.1	±0.5
Union (if applicable)	NR	NR	NR	NR	NR
Equal Employment Opportunity Counselor	7	1.4%	±1.6	2.0	±0.6
Equal Employment Opportunity Office	7	1.4%	±1.6	2.3	±0.4
Office of Inspector General Hotline	0	0.0%	NA	NA	NA
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	17	3.7%	±2.2	2.6	±0.8

<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 24.7% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment based on unknown reasons within the past 12 months that had the greatest effect on them. Table 3.48 shows the results of them making an oral and/or written complaint/grievance/report.

*Table 3.48 USGS – 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>
<b>a. The person I told took no action</b>			
Yes	40	32.9%	±9.0
No	40	33.1%	±9.0
Don't Know	41	34.0%	±9.0
<b>b. The rules of harassment were explained to everyone in the workplace</b>			
Yes	23	18.9%	±8.1
No	67	56.0%	±9.1
Don't Know	30	25.1%	±8.6
<b>c. A review/investigation/other assessment of the workplace was conducted by management</b>			
Yes	8	6.9%	±6.3
No	81	67.6%	±9.0
Don't Know	31	25.5%	±8.6
<b>d. An investigation was conducted by a law enforcement official</b>			
Yes	NR	NR	NR
No	102	86.0%	±7.6
Don't Know	12	10.2%	±7.0
<b>e. Someone talked to the person(s) to ask him/her/them to change their behavior</b>			
Yes	37	31.0%	±8.9
No	38	31.2%	±8.9
Don't Know	45	37.7%	±9.1
<b>f. My work station location or duties were changed to help me avoid the person(s)</b>			
Yes	NR	NR	NR
No	114	96.3%	±5.5
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	NR	NR	NR
No	119	98.4%	±4.8
Don't Know	0	0.0%	NA

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>h. There was some official career action taken against person(s) for the behavior</b>			
Yes	NR	NR	NR
No	88	73.2%	±8.7
Don't Know	30	24.6%	±8.6
<b>i. The person(s) stopped the behavior</b>			
Yes	30	24.6%	±8.6
No	58	48.1%	±9.0
Don't Know	33	27.2%	±8.8
<b>j. I was encouraged to drop the issue</b>			
Yes	43	35.7%	±9.1
No	58	47.9%	±9.0
Don't Know	20	16.5%	±7.8
<b>k. I was discouraged from making an oral and/or written complaint/grievance/report</b>			
Yes	40	33.6%	±9.0
No	78	64.7%	±9.1
Don't Know	NR	NR	NR
<b>l. The person(s) who did this took action against me for complaining</b>			
Yes	36	29.5%	±8.9
No	57	47.5%	±9.0
Don't Know	28	22.9%	±8.5
<b>m. My coworkers treated me worse, avoided me, or blamed me for the problem</b>			
Yes	21	17.6%	±8.0
No	80	66.3%	±9.0
Don't Know	19	16.1%	±7.8
<b>n. My leadership punished me for bringing it up</b>			
Yes	28	23.4%	±8.5
No	69	57.6%	±9.1
Don't Know	23	19.0%	±8.1
<b>o. I was threatened with loss of employment</b>			
Yes	11	9.5%	±6.8
No	98	81.4%	±8.1
Don't Know	11	9.1%	±6.7

An estimated 24.7% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment based on unknown reasons within the past 12 months that had the greatest effect on them. Table 3.49 shows satisfaction with aspects of making an oral and/or written complaint/grievance/report.

*Table 3.49 USGS – 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?	121	2.9	±0.2
How you were treated by personnel handling the complaint/grievance/report?	118	2.9	±0.2
Actions taken by the person handling the complaint/grievance/report?	121	2.7	±0.2
Being informed about the current status of the complaint/grievance/report?	121	2.7	±0.2
The amount of time it took to address the complaint/grievance/report?	121	2.6	±0.2

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

An estimated 75.3% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment based on unknown reasons within the past 12 months that had the greatest effect on them. Table 3.50 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

*Table 3.50 USGS – 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	249	69.5%	±5.0
I thought it was not serious enough to discuss or report	286	80.2%	±4.5
I took care of it myself by confronting the person(s) who did it	121	34.3%	±5.1
I took other actions to handle the situation	116	33.2%	±5.1
I did not know who to report the behavior to and/or how to file a complaint	30	8.7%	±3.5
I did not want more people to know	105	30.3%	±5.1
I was ashamed or embarrassed	62	17.9%	±4.4
I did not want people to think less of me	84	24.4%	±4.8
I thought other people would blame me	45	13.1%	±4.0
I felt partially to blame	43	12.6%	±4.0
I wanted to forget about it or move on	198	57.5%	±5.3
I did not think anything would be done	115	32.8%	±5.1
I did not think I would be believed	51	14.8%	±4.2
I did not trust that the process would be fair	100	29.1%	±5.0
I thought I might get in trouble for something I did	35	10.2%	±3.7
I thought I would be labeled as a troublemaker	117	33.4%	±5.1
I thought it might hurt my performance appraisal	77	21.7%	±4.6
I thought it might hurt my chances of being renewed or obtaining permanent position	20	24.9%	±10.9
I was worried about potential negative consequences from leadership	86	24.4%	±4.8
I was worried about potential negative consequences from my coworkers or peers	88	25.2%	±4.8
I thought it might hurt my career	77	28.2%	±5.7
I did not want to hurt the person's/s' career/s or family/ies	97	27.7%	±4.9
I was concerned for my physical safety	NR	NR	NR
I feared losing my job	36	10.4%	±3.7
Some other reason	103	30.4%	±5.1

### 3.8 Comparisons Across Types of Harassment

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

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 (78.0%) and at a work location or site (85.0%) that was most frequently characterized as an indoor location (88.2%). Also, for the majority of these employees these experiences did not occur while on travel (86.2%). Additionally, for the majority of employees these experiences occurred more than once (57.2%); involved one person (58.9%), who was typically older (47.2%), male (66.2%), and most often a peer and/or coworker (56.2%); and their work role required them to continue to interact with the person(s) involved (83.9%).

*Table 3.51 USGS – 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	84.3% (±3.1)	84.8% (±7.8)	63.4% (±9.9)	89.8% (±6.8)	NR	77.7% (±2.9)	69.8% (±4.1)
Most of it occurred during work hours; some off work hours	8.9% (±2.5)	11.5% (±7.2)	20.7% (±9.1)	10.2% (±6.8)	NR	13.1% (±2.5)	9.8% (±2.9)
Some of it occurred during work hours; most off work hours	1.3% (±1.3)	0.0% (NA)	9.0% (±7.5)	0.0% (NA)	NR	5.8% (±1.8)	4.8% (±2.2)
None of it occurred during work hours; all off work hours	5.6% (±2.1)	NR	6.9% (±7.0)	0.0% (NA)	0.0% (NA)	3.4% (±1.5)	15.6% (±3.4)
<b>Q35 Did the specific behavior or experience occur while you were on travel?</b>							
Yes	10.1% (±2.6)	12.5% (±7.4)	17.2% (±8.8)	NR	NR	19.1% (±2.8)	11.3% (±3.0)
No	89.9% (±2.6)	87.5% (±7.4)	82.8% (±8.8)	96.8% (±5.2)	NR	80.9% (±2.8)	88.7% (±3.0)

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
<b>Q36 Where did the specific type of behavior or experience typically occur?</b>							
At a work location or site	88.2% (±2.8)	90.0% (±7.1)	77.3% (±9.3)	98.6% (±4.8)	NR	83.8% (±2.7)	80.0% (±3.8)
At a work-sponsored social event	2.5% (±1.6)	NR	NR	NR	0.0% (NA)	2.8% (±1.4)	2.2% (±1.8)
At a non-work sponsored social event where coworkers were present	2.3% (±1.5)	0.0% (NA)	9.1% (±7.5)	0.0% (NA)	0.0% (NA)	4.2% (±1.6)	3.6% (±2.1)
At a permanent Bureau supplied housing location, if applicable	1.2% (±1.2)	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)	0.9% (±0.9)	NR
At a location outside the office/site	5.8% (±2.1)	6.2% (±6.3)	9.6% (±7.6)	0.0% (NA)	NR	8.2% (±2.1)	13.4% (±3.3)
<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)	90.6% (±2.8)	96.0% (±6.1)	90.7% (±8.9)	90.2% (±7.0)	NR	83.8% (±2.9)	89.9% (±3.4)
At an indoor location (shop or maintenance area)	3.4% (±1.9)	NR	0.0% (NA)	4.6% (±5.8)	NR	3.9% (±1.7)	4.3% (±2.5)
At an outdoor location (e.g., field site) that did not require an overnight stay	3.3% (±1.9)	0.0% (NA)	NR	NR	0.0% (NA)	7.4% (±2.2)	3.3% (±2.3)
At an outdoor location (e.g., field site) that required an overnight stay	2.8% (±1.8)	NR	6.7% (±8.4)	NR	0.0% (NA)	4.9% (±1.9)	2.5% (±2.1)
<b>Q38 How often did the specific type of behavior or experience occur?</b>							
Once	45.8% (±4.0)	43.4% (±9.2)	40.5% (±9.9)	33.7% (±9.1)	NR	36.4% (±3.3)	52.9% (±4.5)
Once a month or less	40.6% (±3.9)	38.4% (±9.2)	50.9% (±9.8)	40.1% (±9.2)	NR	47.1% (±3.4)	33.6% (±4.3)
2-4 times a month	9.3% (±2.6)	13.4% (±7.5)	6.4% (±6.9)	15.8% (±7.8)	NR	11.8% (±2.4)	9.5% (±3.0)
Every few days	2.4% (±1.5)	NR	NR	NR	0.0% (NA)	4.3% (±1.6)	1.9% (±1.7)
Every day	1.9% (±1.4)	NR	0.0% (NA)	7.0% (±6.4)	0.0% (NA)	NR	2.0% (±1.7)

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
<b>Q39 How long did the specific type of behavior or experience persist?</b>							
It happened one time	57.3% (±4.0)	55.8% (±9.3)	68.3% (±10.2)	44.2% (±9.1)	NR	52.5% (±3.4)	60.4% (±4.5)
A week	4.1% (±1.9)	0.0% (NA)	0.0% (NA)	5.8% (±6.0)	0.0% (NA)	5.0% (±1.7)	3.1% (±2.0)
A month	1.3% (±1.3)	NR	0.0% (NA)	NR	0.0% (NA)	3.4% (±1.5)	NR
A few months	11.5% (±2.8)	15.4% (±7.9)	11.8% (±8.3)	15.5% (±7.7)	NR	11.6% (±2.4)	9.3% (±3.0)
A year or more	25.8% (±3.6)	27.1% (±8.9)	19.8% (±9.4)	31.1% (±8.9)	NR	27.4% (±3.1)	26.8% (±4.2)
<b>Q40 How many people were involved?</b>							
One person	56.4% (±4.0)	46.9% (±9.2)	49.4% (±10.0)	47.7% (±9.0)	NR	61.3% (±3.4)	66.3% (±4.3)
More than one person	43.6% (±4.0)	53.1% (±9.2)	50.6% (±10.0)	52.3% (±9.0)	NR	38.7% (±3.4)	33.7% (±4.3)
<b>Q41 Was/were the person(s) who did this to you?</b>							
Male	49.8% (±4.0)	47.0% (±9.4)	51.8% (±10.0)	29.9% (±9.1)	NR	86.5% (±2.5)	67.2% (±4.4)
Female	17.0% (±3.2)	24.3% (±9.0)	14.1% (±8.6)	34.8% (±9.2)	NR	8.0% (±2.0)	19.2% (±3.8)
Both males and females	33.2% (±3.9)	28.7% (±9.2)	34.1% (±10.1)	35.3% (±9.2)	NR	5.4% (±1.8)	13.7% (±3.4)
<b>Q42 Was/were the person(s) who did this to you?</b>							
Younger	39.9% (±3.9)	17.2% (±8.1)	7.3% (±7.2)	23.6% (±8.5)	NR	5.9% (±1.8)	17.2% (±3.6)
About my age	5.3% (±2.1)	16.3% (±8.0)	28.3% (±9.8)	19.1% (±8.1)	NR	19.5% (±2.8)	31.5% (±4.3)
Older	44.2% (±4.0)	36.7% (±9.3)	32.5% (±9.9)	27.2% (±8.8)	NR	60.5% (±3.4)	38.4% (±4.4)
Some were younger, older, and/or about my age	9.1% (±2.5)	19.9% (±8.4)	24.5% (±9.5)	26.1% (±8.7)	NR	12.1% (±2.4)	6.4% (±2.6)
Do not know	1.6% (±1.4)	9.9% (±7.0)	7.3% (±7.2)	NR	0.0% (NA)	2.0% (±1.2)	6.4% (±2.6)

	<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)	50.3% (±3.9)	51.5% (±9.1)	77.8% (±9.3)	55.4% (±9.0)	NR	62.5% (±3.3)	49.4% (±4.2)
Subordinate(s) or someone you supervise/manage	5.7% (±2.1)	5.2% (±5.9)	NR	5.6% (±5.9)	0.0% (NA)	2.4% (±1.3)	4.5% (±2.1)
Your Team lead(s) (current or former)	9.7% (±2.6)	8.7% (±6.7)	9.0% (±7.5)	11.8% (±7.1)	0.0% (NA)	6.3% (±1.8)	4.8% (±2.1)
Another Team lead(s) (current or former)	6.4% (±2.2)	4.4% (±5.7)	7.2% (±7.1)	6.6% (±6.1)	0.0% (NA)	6.8% (±1.9)	3.9% (±2.0)
Your Supervisor(s) (current or former)	26.8% (±3.6)	34.5% (±9.1)	16.1% (±8.6)	45.5% (±9.0)	NR	16.0% (±2.6)	17.8% (±3.4)
Another Supervisor(s) (current or former)	12.5% (±2.8)	9.9% (±7.0)	9.1% (±7.5)	9.1% (±6.6)	NR	9.2% (±2.1)	5.7% (±2.3)
Your Manager(s) (current or former)	14.9% (±3.0)	10.1% (±7.0)	NR	12.2% (±7.2)	0.0% (NA)	9.0% (±2.1)	4.5% (±2.1)
Another Manager(s) (current or former)	6.1% (±2.2)	7.5% (±6.5)	NR	7.7% (±6.4)	NR	3.8% (±1.5)	3.9% (±2.0)
Another federal employee	10.8% (±2.7)	4.6% (±5.8)	NR	5.4% (±5.8)	0.0% (NA)	10.8% (±2.3)	6.9% (±2.4)
A contractor	2.0% (±1.5)	NR	0.0% (NA)	6.4% (±6.1)	0.0% (NA)	5.0% (±1.7)	3.2% (±1.8)
A partner/cooperator (e.g., university employee)	2.1% (±1.5)	NR	0.0% (NA)	NR	0.0% (NA)	7.0% (±1.9)	2.0% (±1.6)
Other	1.0% (±1.2)	4.7% (±5.8)	0.0% (NA)	4.4% (±5.5)	0.0% (NA)	3.5% (±1.5)	0.9% (±1.3)
Do not know	4.3% (±1.9)	NR	5.7% (±6.7)	NR	0.0% (NA)	1.1% (±1.0)	6.9% (±2.4)
None selected	3.5% (±1.8)	5.8% (±6.1)	NR	NR	0.0% (NA)	3.1% (±1.4)	12.2% (±3.0)
<b>Q44 Did your work role require you to continue to interact with this/these person(s)?</b>							
No, I did not have to interact with this/these person(s) at all	14.8% (±3.0)	19.6% (±8.4)	18.7% (±9.1)	6.7% (±6.1)	NR	14.5% (±2.6)	21.5% (±3.9)
Yes, I had to or still have to interact with this/these person(s)	85.2% (±3.0)	80.4% (±8.4)	81.3% (±9.1)	93.3% (±6.1)	NR	85.5% (±2.6)	78.5% (±3.9)



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

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 (34.6%); resulted in arguments or damaged interpersonal relations at work (30.3%); and/or damaged other personal relationships (9.4%). 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 (13.6%), seek counseling (12.2%), or medical attention (6.0%). For some employees, these experiences had a *negative impact on their job performance*, making it harder to complete their work (34.7%), negatively affected their performance evaluation or promotion potential (22.4%), or negatively affected their performance evaluation/renewal/permanent employment (11.4%). For some employees, these experiences *negatively affected their willingness to remain a part of the organization*, leading them to request a transfer (5.6%), consider leaving USGS (32.2%), or take steps to leave the organization (11.1%).

*Table 3.52 USGS – 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	3.8% (±1.8)	8.9% (±6.9)	7.9% (±7.2)	18.7% (±8.0)	0.0% (NA)	5.4% (±1.8)	4.0% (±2.1)
No	95.8% (±1.9)	91.1% (±6.9)	92.1% (±7.2)	81.3% (±8.0)	100% (NA)	94.6% (±1.8)	94.6% (±2.4)
Don't Know	NR	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	1.4% (±1.5)
b. Did you take steps to leave your organization?							
Yes	12.9% (±2.9)	17.3% (±8.2)	NR	20.2% (±8.2)	0.0% (NA)	8.4% (±2.1)	11.6% (±3.1)
No	86.0% (±3.0)	82.7% (±8.2)	95.4% (±6.4)	78.3% (±8.3)	100% (NA)	91.2% (±2.1)	86.2% (±3.3)
Don't Know	1.2% (±1.2)	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	2.2% (±1.8)

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	31.7% (±3.8)	41.2% (±9.3)	10.1% (±7.7)	57.3% (±9.0)	NR	37.7% (±3.3)	32.4% (±4.3)
No	66.0% (±3.8)	55.2% (±9.3)	89.9% (±7.7)	39.0% (±9.0)	NR	57.7% (±3.4)	61.8% (±4.4)
Don't Know	2.3% (±1.5)	NR	0.0% (NA)	NR	NR	4.6% (±1.6)	5.9% (±2.5)
<b>d. Did it negatively affect your performance evaluation or promotion potential?</b>							
Yes	28.9% (±4.2)	30.8% (±10.1)	NR	30.2% (±9.9)	NR	16.7% (±3.3)	22.4% (±4.4)
No	61.9% (±4.4)	62.0% (±10.3)	90.6% (±8.7)	58.2% (±10.1)	NR	73.6% (±3.8)	68.6% (±4.8)
Don't Know	9.3% (±2.9)	7.2% (±7.4)	NR	11.5% (±8.1)	0.0% (NA)	9.7% (±2.7)	9.0% (±3.3)
<b>e. Did it negatively affect your performance evaluation/renewal/permanent employment?</b>							
Yes	9.6% (±6.6)	NR	0.0% (NA)	NR	NR	7.9% (±4.0)	15.3% (±8.7)
No	77.7% (±8.2)	NR	100% (NA)	NR	NR	83.9% (±5.0)	73.2% (±9.8)
Don't Know	12.7% (±7.1)	NR	0.0% (NA)	NR	NR	8.2% (±4.0)	11.5% (±8.1)
<b>f. Did it cause arguments or damage interpersonal relations at work?</b>							
Yes	27.7% (±3.7)	39.7% (±9.3)	18.5% (±8.9)	48.5% (±8.9)	NR	29.6% (±3.2)	30.8% (±4.2)
No	66.6% (±3.8)	53.5% (±9.3)	74.2% (±9.5)	40.9% (±9.0)	NR	67.6% (±3.2)	64.1% (±4.3)
Don't Know	5.7% (±2.1)	6.8% (±6.5)	7.3% (±7.1)	10.6% (±6.9)	0.0% (NA)	2.8% (±1.4)	5.1% (±2.3)
<b>g. Did it damage your relationship with coworkers, supervisors, or managers?</b>							
Yes	36.1% (±3.9)	41.1% (±9.3)	26.5% (±9.6)	57.4% (±9.0)	NR	32.9% (±3.3)	30.7% (±4.2)
No	54.6% (±4.0)	44.8% (±9.3)	66.0% (±9.9)	34.6% (±8.9)	NR	61.2% (±3.3)	63.0% (±4.4)
Don't Know	9.3% (±2.6)	14.1% (±7.8)	7.5% (±7.2)	8.0% (±6.4)	NR	5.9% (±1.8)	6.3% (±2.5)

Q45 As a result of the behavior or experience:	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
<b>h. Did it damage other personal relationships?</b>							
Yes	10.7% (±2.7)	11.0% (±7.3)	NR	16.0% (±7.8)	NR	7.3% (±2.0)	11.2% (±3.1)
No	87.2% (±2.9)	87.5% (±7.5)	97.4% (±5.9)	81.8% (±8.0)	NR	89.8% (±2.2)	83.2% (±3.6)
Don't Know	2.1% (±1.5)	NR	NR	NR	0.0% (NA)	2.9% (±1.4)	5.5% (±2.4)
<b>i. Did it cause you to call in sick or take other type of leave?</b>							
Yes	13.9% (±3.0)	20.2% (±8.5)	NR	33.9% (±8.9)	0.0% (NA)	10.7% (±2.3)	14.6% (±3.4)
No	85.3% (±3.0)	76.3% (±8.8)	95.5% (±6.4)	63.9% (±9.0)	100% (NA)	88.2% (±2.4)	84.0% (±3.5)
Don't Know	NR	NR	NR	NR	0.0% (NA)	1.2% (±1.0)	1.4% (±1.5)
<b>j. Did you seek any type of medical attention?</b>							
Yes	5.2% (±2.1)	17.3% (±8.2)	0.0% (NA)	23.0% (±8.4)	0.0% (NA)	4.3% (±1.6)	4.5% (±2.2)
No	93.9% (±2.2)	82.7% (±8.2)	97.1% (±5.9)	77.0% (±8.4)	100% (NA)	94.9% (±1.7)	94.0% (±2.5)
Don't Know	0.9% (±1.2)	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)	0.8% (±0.9)	1.4% (±1.5)
<b>k. Did you seek counseling from a religious leader/counselor/health care provider?</b>							
Yes	10.4% (±2.7)	17.5% (±8.2)	NR	32.3% (±8.9)	NR	11.7% (±2.4)	10.9% (±3.1)
No	88.8% (±2.8)	82.5% (±8.2)	94.7% (±6.6)	66.2% (±8.9)	NR	87.7% (±2.4)	87.4% (±3.2)
Don't Know	0.9% (±1.2)	0.0% (NA)	NR	NR	0.0% (NA)	0.6% (±0.8)	1.8% (±1.6)
<b>l. Did you consider leaving the bureau?</b>							
Yes	37.3% (±3.9)	44.0% (±9.3)	10.0% (±7.7)	59.4% (±9.0)	NR	28.7% (±3.2)	28.1% (±4.1)
No	60.7% (±3.9)	56.0% (±9.3)	90.0% (±7.7)	40.6% (±9.0)	NR	69.3% (±3.2)	69.0% (±4.2)
Don't Know	2.0% (±1.5)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	2.0% (±1.2)	3.0% (±1.9)

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 USGS.

In summary, regardless of the specific form of harassment and/or assault behavior experienced, most employees talked to someone at work about their experience including coworkers (50.1%) or another employee (43.0%), as well as a supervisor (30.8%) or manager (14.5%). Additionally, some employees talked with the person involved (28.7%).

*Table 3.53 USGS – 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	24.9% (±3.7)	34.8% (±9.5)	19.6% (±9.3)	45.8% (±9.4)	NR	23.7% (±3.1)	38.0% (±4.5)
My coworkers	46.4% (±4.0)	38.2% (±9.3)	27.4% (±9.6)	57.1% (±9.2)	NR	58.0% (±3.4)	47.8% (±4.5)
My team leader	13.4% (±3.0)	17.6% (±8.2)	7.4% (±7.1)	30.0% (±9.0)	NR	15.5% (±2.7)	17.7% (±3.7)
My supervisor	30.8% (±3.8)	37.2% (±9.4)	7.1% (±7.0)	39.9% (±9.1)	NR	28.0% (±3.2)	37.7% (±4.4)
My manager	13.4% (±3.0)	23.8% (±8.9)	NR	23.4% (±8.7)	NR	11.5% (±2.4)	19.7% (±3.8)
A senior leader	9.1% (±2.6)	16.0% (±8.1)	NR	21.1% (±8.5)	NR	9.1% (±2.2)	12.1% (±3.2)
Another employee in my bureau	42.8% (±4.0)	40.2% (±9.5)	22.8% (±9.3)	57.3% (±9.1)	NR	46.7% (±3.4)	39.6% (±4.5)
Someone from another bureau/office	13.3% (±3.0)	18.6% (±8.4)	7.3% (±7.1)	22.8% (±8.7)	0.0% (NA)	13.0% (±2.5)	12.8% (±3.3)

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 USGS.

In summary, regardless of the specific form of harassment and/or assault behavior experienced, most employees did not make a complaint/grievance/report about their experience (80.2%); only 19.8% did. For employees who made complaints/grievances/reports, the most frequently used USGS resource was a supervisor or manager (16.1%). All other resources were used less frequently (Employee Assistance Program, Ombudsman, CADR Office or CORE PLUS, Employee & Labor Relations, Union, Equal Employment Opportunity Counselor, Equal Employment Opportunity Office, Office of the Inspector General Hotline, Office of the Inspector General, Other Law Enforcement/Civil Authority, or Department of Interior Ethics/Bureau Ethics Office).

*Table 3.54 USGS – 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	12.2% (±2.8)	29.2% (±9.1)	NR	22.0% (±8.3)	0.0% (NA)	15.8% (±2.6)	20.4% (±3.8)
Employee Assistance Program (EAP)	3.5% (±1.8)	5.5% (±6.1)	NR	11.9% (±7.2)	0.0% (NA)	2.3% (±1.3)	4.0% (±2.2)
Ombudsman (if applicable)	NR	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	NR
CADR Office, CORE PLUS	NR	7.0% (±6.5)	0.0% (NA)	7.9% (±6.6)	0.0% (NA)	1.2% (±1.0)	2.0% (±1.7)
Employee & Labor Relations (Human Resources)	1.3% (±1.3)	5.2% (±6.0)	NR	10.5% (±7.0)	0.0% (NA)	2.8% (±1.4)	6.4% (±2.6)
Union (if applicable)	NR	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	NR
Equal Employment Opportunity Counselor	3.4% (±1.8)	NR	NR	8.4% (±6.7)	0.0% (NA)	1.6% (±1.1)	1.4% (±1.6)
Equal Employment Opportunity Office	2.3% (±1.5)	NR	0.0% (NA)	8.4% (±6.7)	0.0% (NA)	1.1% (±1.0)	1.4% (±1.6)
Office of Inspector General Hotline	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)	0.0% (NA)
Office of Inspector General	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	NR	NR
Other Law Enforcement/Civil Authority not in the bureau	1.1% (±1.2)	NR	0.0% (NA)	NR	0.0% (NA)	NR	NR
Department of Interior Ethics/Bureau Ethics Office	NR	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	NR
Other	3.6% (±1.8)	0.0% (NA)	NR	10.1% (±7.0)	NR	2.0% (±1.2)	3.7% (±2.2)

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 USGS.

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

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?							
Supervisor or Manager	2.3 (±0.4)	1.8 (±0.4)	NR	1.4 (±0.3)	NA	2.5 (±0.3)	1.9 (±0.2)
Employee Assistance Program (EAP)	2.8 (±0.6)	2.4 (±0.4)	NR	2.8 (±0.8)	NA	2.1 (±0.5)	2.5 (±0.6)
Ombudsman (if applicable)	NR	NA	NA	NA	NA	NR	NR
CADR Office, CORE PLUS	NR	1.3 (±0.3)	NA	1.7 (±1.0)	NA	2.5 (±1.1)	3.1 (±0.8)
Employee & Labor Relations (Human Resources)	2.4 (±1.0)	1.3 (±0.4)	NR	1.4 (±0.6)	NA	2.3 (±0.7)	2.1 (±0.5)
Union (if applicable)	NR	NA	NA	NR	NA	NR	NR
Equal Employment Opportunity Counselor	2.0 (±0.3)	NR	NR	1.9 (±0.7)	NA	1.7 (±0.6)	2.0 (±0.6)
Equal Employment Opportunity Office	1.8 (±0.4)	NR	NA	1.9 (±0.7)	NA	2.2 (±0.8)	2.3 (±0.4)
Office of Inspector General Hotline	NA	NA	NA	NR	NA	NA	NA
Office of Inspector General	NA	NR	NA	NR	NA	NR	NR
Other Law Enforcement/Civil Authority not in the bureau	2.1 (±0.9)	NR	NA	NR	NA	NR	NR
Department of Interior Ethics/Bureau Ethics Office	NR	NA	NA	NR	NA	NR	NR
Other	2.6 (±0.6)	NA	NR	3.4 (±0.6)	NR	2.6 (±0.7)	2.6 (±0.8)

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

An estimated 19.8% 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, 39.5% indicated that some action was taken. Actions focused on the organization involved explaining rules to everyone (18.9%), management conducted a review/investigation or other assessment (12.8%), and an investigation was conducted by a law enforcement official (1.4%). Actions involving the person engaging in the harassing behavior included someone talking to the person (29.0%), moving or reassigning the person to avoid continuing contact (6.7%), or some official career action was taken against person(s) involved (3.7%); and in some situations the person stopped the behavior (22.3%). Actions associated with the employee subjected to the behavior involved changing their station location or duties to help them avoid the person engaging in the harassing behaviors (10.8%). Additionally, some employees were encouraged to drop the issue (40.1%) or were discouraged from making a complaint/grievance/report (31.4%). Other employees indicated that the person engaging in the harassing behavior took action against them for complaining (31.2%); their coworker(s) treated them worse, avoided or blamed them for the problem (22.1%); and some employees indicated leadership punished them for bringing the experience up (25.8%) or they were threatened with loss of employment (10.3%).<sup>11</sup>

*Table 3.56 USGS – Results of Reporting the One Experience of Harassment – Summary*

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
a. The person I told took no action							
Yes	27.3% (±9.5)	22.0% (±16.7)	NR	NR	NR	39.4% (±8.2)	32.9% (±9.0)
No	35.6% (±9.8)	NR	NR	NR	NR	46.7% (±8.1)	33.1% (±9.0)
Don't Know	37.1% (±9.8)	34.7% (±17.1)	NR	NR	NR	13.9% (±6.6)	34.0% (±9.0)

<sup>11</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?	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
<b>b. The rules of harassment were explained to everyone in the workplace</b>							
Yes	22.4% (±9.2)	30.5% (±17.1)	NR	NR	NR	14.4% (±6.7)	18.9% (±8.1)
No	54.1% (±9.8)	NR	NR	NR	NR	74.9% (±7.7)	56.0% (±9.1)
Don't Know	23.4% (±9.2)	23.4% (±16.8)	NR	NR	NR	10.7% (±6.2)	25.1% (±8.6)
<b>c. A review/investigation/other assessment of the workplace was conducted by management</b>							
Yes	16.9% (±8.6)	NR	NR	NR	NR	16.0% (±6.9)	6.9% (±6.3)
No	65.1% (±9.8)	63.3% (±17.0)	NR	NR	NR	67.8% (±8.0)	67.6% (±9.0)
Don't Know	18.0% (±8.7)	26.0% (±17.0)	NR	NR	NR	16.2% (±6.9)	25.5% (±8.6)
<b>d. An investigation was conducted by a law enforcement official</b>							
Yes	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	NR	NR
No	84.5% (±8.4)	100% (NA)	NR	NR	NR	90.8% (±6.0)	86.0% (±7.6)
Don't Know	15.5% (±8.4)	0.0% (NA)	NR	NR	NR	8.1% (±5.8)	10.2% (±7.0)
<b>e. Someone talked to the person(s) to ask him/her/them to change their behavior</b>							
Yes	24.9% (±9.5)	NR	NR	19.6% (±18.0)	NR	38.8% (±8.2)	31.0% (±8.9)
No	34.0% (±9.9)	61.2% (±16.9)	NR	NR	NR	37.8% (±8.2)	31.2% (±8.9)
Don't Know	41.1% (±10.0)	29.7% (±17.1)	NR	29.5% (±18.4)	NR	23.5% (±7.6)	37.7% (±9.1)
<b>f. My work station location or duties were changed to help me avoid the person(s)</b>							
Yes	10.7% (±7.7)	0.0% (NA)	NR	NR	NR	15.7% (±6.9)	NR
No	80.4% (±8.9)	100% (NA)	NR	NR	NR	81.7% (±7.2)	96.3% (±5.5)
Don't Know	8.9% (±7.3)	0.0% (NA)	NR	0.0% (NA)	NR	NR	NR

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
<b>g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them</b>							
Yes	5.9% (±6.6)	NR	NR	NR	NR	9.8% (±6.0)	NR
No	87.7% (±8.0)	87.8% (±15.7)	NR	83.2% (±17.8)	NR	88.7% (±6.3)	98.4% (±4.8)
Don't Know	6.5% (±6.8)	0.0% (NA)	NR	NR	NR	NR	0.0% (NA)
<b>h. There was some official career action taken against person(s) for the behavior</b>							
Yes	NR	0.0% (NA)	NR	0.0% (NA)	NR	7.8% (±5.6)	NR
No	75.0% (±9.3)	89.6% (±15.4)	NR	81.7% (±17.9)	NR	76.3% (±7.6)	73.2% (±8.7)
Don't Know	22.3% (±9.1)	NR	NR	18.3% (±17.9)	NR	15.9% (±6.9)	24.6% (±8.6)
<b>i. The person(s) stopped the behavior</b>							
Yes	11.9% (±7.9)	13.5% (±15.8)	NR	NR	NR	32.8% (±8.1)	24.6% (±8.6)
No	60.5% (±9.8)	69.2% (±17.1)	NR	80.1% (±18.0)	NR	57.6% (±8.2)	48.1% (±9.0)
Don't Know	27.5% (±9.5)	17.3% (±16.3)	NR	NR	NR	9.6% (±6.0)	27.2% (±8.8)
<b>j. I was encouraged to drop the issue</b>							
Yes	38.8% (±9.8)	NR	NR	NR	NR	38.8% (±8.1)	35.7% (±9.1)
No	54.6% (±9.8)	42.7% (±16.7)	NR	NR	NR	57.6% (±8.2)	47.9% (±9.0)
Don't Know	6.6% (±6.8)	NR	NR	0.0% (NA)	NR	3.7% (±4.6)	16.5% (±7.8)
<b>k. I was discouraged from making an oral and/or written complaint/grievance/report</b>							
Yes	23.4% (±9.2)	32.5% (±17.1)	NR	NR	NR	31.6% (±7.9)	33.6% (±9.0)
No	72.5% (±9.5)	62.7% (±17.0)	NR	NR	NR	63.3% (±8.1)	64.7% (±9.1)
Don't Know	NR	NR	NR	NR	NR	5.1% (±5.0)	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	30.9% (±9.7)	38.1% (±17.0)	NR	NR	NR	24.8% (±7.6)	29.5% (±8.9)
No	60.4% (±9.8)	61.9% (±17.0)	NR	26.6% (±18.4)	NR	65.4% (±8.0)	47.5% (±9.0)
Don't Know	8.7% (±7.3)	0.0% (NA)	NR	NR	NR	9.9% (±6.0)	22.9% (±8.5)
<b>m. My coworkers treated me worse, avoided me, or blamed me for the problem</b>							
Yes	22.9% (±9.2)	20.1% (±16.6)	NR	29.8% (±18.4)	NR	23.3% (±7.5)	17.6% (±8.0)
No	63.8% (±9.8)	65.5% (±17.1)	NR	NR	NR	64.6% (±8.1)	66.3% (±9.0)
Don't Know	13.2% (±8.1)	14.3% (±16.0)	NR	NR	NR	12.1% (±6.4)	16.1% (±7.8)
<b>n. My leadership punished me for bringing it up</b>							
Yes	27.6% (±9.5)	35.9% (±17.0)	NR	NR	NR	17.2% (±7.0)	23.4% (±8.5)
No	65.8% (±9.8)	NR	NR	NR	NR	75.6% (±7.6)	57.6% (±9.1)
Don't Know	6.5% (±6.8)	NR	NR	0.0% (NA)	NR	7.3% (±5.5)	19.0% (±8.1)
<b>o. I was threatened with loss of employment</b>							
Yes	11.0% (±7.7)	13.5% (±15.8)	NR	NR	NR	7.9% (±5.6)	9.5% (±6.8)
No	79.6% (±9.0)	86.5% (±15.8)	NR	NR	NR	87.0% (±6.5)	81.4% (±8.1)
Don't Know	9.4% (±7.4)	0.0% (NA)	NR	28.5% (±18.4)	NR	5.1% (±5.0)	9.1% (±6.7)

An estimated 19.8% 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 USGS – 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?	2.8 (±0.2)	2.6 (±0.3)	2.9 (±1.0)	2.0 (±0.4)	NR	2.8 (±0.2)	2.9 (±0.2)
How you were treated by personnel handling the complaint/grievance/report?	2.9 (±0.2)	2.7 (±0.3)	2.3 (±1.5)	2.1 (±0.5)	NR	2.9 (±0.2)	2.9 (±0.2)
Actions taken by the person handling the complaint/grievance/report?	2.8 (±0.2)	2.5 (±0.3)	2.3 (±1.5)	2.0 (±0.4)	NR	2.8 (±0.2)	2.7 (±0.2)
Being informed about the current status of the complaint/grievance/report?	2.7 (±0.2)	2.7 (±0.3)	2.9 (±1.0)	2.3 (±0.5)	NR	2.7 (±0.2)	2.7 (±0.2)
The amount of time it took to address the complaint/grievance/report?	2.7 (±0.2)	2.6 (±0.3)	2.9 (±1.0)	2.0 (±0.4)	NR	2.8 (±0.2)	2.6 (±0.2)

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

An estimated 80.2% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 the perceived seriousness of the behavior (75.8% did not consider it serious enough to report), desire to move on or forget about the incident (61.2%), the behavior or experience stopped on its own (52.6%), skepticism about actions that would be taken (44.2% of employees did not think anything would be done), thought they would be labeled a troublemaker (41.5%), or thought it might hurt their career (35.8%).

Table 3.58 USGS – 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	53.0% (±4.4)	36.4% (±11.5)	57.7% (±10.2)	45.1% (±10.9)	NR	45.5% (±3.8)	69.5% (±5.0)
I thought it was not serious enough to discuss or report	78.2% (±3.8)	51.2% (±11.3)	82.3% (±9.1)	68.5% (±10.8)	NR	74.6% (±3.4)	80.2% (±4.5)
I took care of it myself by confronting the person(s) who did it	20.7% (±3.8)	12.3% (±9.7)	24.5% (±9.7)	24.5% (±10.7)	NR	23.1% (±3.4)	34.3% (±5.1)
I took other actions to handle the situation	24.4% (±4.0)	33.4% (±11.7)	32.2% (±10.1)	35.3% (±11.1)	NR	32.5% (±3.7)	33.2% (±5.1)
I did not know who to report the behavior to and/or how to file a complaint	12.6% (±3.2)	10.9% (±9.6)	NR	10.4% (±8.9)	NR	14.0% (±2.9)	8.7% (±3.5)
I did not want more people to know	21.5% (±3.9)	46.0% (±11.5)	23.5% (±9.7)	38.0% (±10.9)	NR	32.0% (±3.7)	30.3% (±5.1)
I was ashamed or embarrassed	9.4% (±2.9)	11.3% (±9.6)	NR	31.3% (±11.0)	NR	14.6% (±2.9)	17.9% (±4.4)
I did not want people to think less of me	22.8% (±3.9)	35.9% (±11.7)	18.4% (±9.1)	49.7% (±10.7)	NR	27.5% (±3.6)	24.4% (±4.8)
I thought other people would blame me	14.8% (±3.5)	13.6% (±10.0)	14.2% (±8.7)	32.0% (±11.0)	NR	20.1% (±3.3)	13.1% (±4.0)
I felt partially to blame	5.5% (±2.4)	7.7% (±8.9)	NR	16.9% (±9.9)	NR	10.0% (±2.6)	12.6% (±4.0)
I wanted to forget about it or move on	64.7% (±4.3)	64.7% (±11.7)	65.9% (±10.2)	67.9% (±11.0)	NR	58.9% (±3.8)	57.5% (±5.3)
I did not think anything would be done	50.1% (±4.4)	57.9% (±11.8)	27.1% (±9.8)	66.3% (±10.9)	NR	43.9% (±3.8)	32.8% (±5.1)
I did not think I would be believed	19.6% (±3.7)	30.5% (±11.7)	15.0% (±8.7)	31.5% (±11.2)	NR	16.8% (±3.1)	14.8% (±4.2)
I did not trust that the process would be fair	31.3% (±4.2)	38.2% (±11.8)	23.9% (±9.6)	52.3% (±10.8)	NR	28.7% (±3.6)	29.1% (±5.0)
I thought I might get in trouble for something I did	9.9% (±2.9)	17.0% (±10.6)	NR	18.4% (±10.3)	NR	11.0% (±2.6)	10.2% (±3.7)
I thought I would be labeled as a troublemaker	40.0% (±4.4)	56.6% (±11.8)	32.8% (±10.1)	48.7% (±11.1)	NR	45.1% (±3.8)	33.4% (±5.1)
I thought it might hurt my performance appraisal	27.7% (±4.1)	29.2% (±11.8)	15.2% (±8.7)	39.0% (±11.0)	NR	15.6% (±3.0)	21.7% (±4.6)
I thought it might hurt my chances of being renewed or obtaining permanent position	31.6% (±9.6)	NR	NR	NR	NR	26.0% (±6.3)	24.9% (±10.9)
I was worried about potential negative consequences from leadership	31.7% (±4.2)	39.4% (±12.0)	11.8% (±8.2)	44.1% (±11.1)	NR	25.3% (±3.5)	24.4% (±4.8)
I was worried about potential negative consequences from my coworkers or peers	22.5% (±3.8)	44.5% (±12.0)	22.5% (±9.5)	44.8% (±11.1)	NR	34.5% (±3.7)	25.2% (±4.8)
I thought it might hurt my career	39.0% (±4.9)	43.2% (±13.6)	27.1% (±11.2)	40.1% (±12.7)	NR	37.1% (±4.6)	28.2% (±5.7)
I did not want to hurt the person's/s' career/s or family/ies	14.9% (±3.4)	25.8% (±11.6)	34.0% (±10.1)	24.8% (±10.5)	NR	25.6% (±3.5)	27.7% (±4.9)

Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience	<i>Age</i>	<i>Race/ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/gender</i>	<i>Unknown reasons</i>
I was concerned for my physical safety	NR	NR	NR	0.0% (NA)	0.0% (NA)	2.1% (±1.4)	NR
I feared losing my job	9.9% (±3.0)	26.9% (±11.7)	NR	29.3% (±10.8)	NR	7.1% (±2.2)	10.4% (±3.7)
Some other reason	34.0% (±4.3)	33.8% (±11.9)	21.1% (±9.5)	30.9% (±10.8)	NR	29.7% (±3.6)	30.4% (±5.1)

## 4 Predictors of Workplace Harassment

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

## 4.1 Age Harassment

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

### 4.1.1 Age Harassment and General Intolerance for Harassment

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

*Table 4.1 USGS – 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	1,412	3.1*	±0.0	6,968	3.8*	±0.0	-0.90 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	35	3.7*	±0.2	109	4.1*	±0.1	-0.68 (M)
Wage Grade (WG) 5-8	84	3.0*	±0.1	396	3.8*	±0.1	-1.11 (L)
Wage Grade (WG) 9-16	21	3.4	±0.3	66	3.7	±0.1	-0.49 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	135	3.4*	±0.2	514	3.9*	±0.1	-0.52 (M)
General Schedule (GS) 7-10	285	3.1*	±0.1	1,330	3.7*	±0.0	-0.81 (L)
General Schedule (GS) 11-12	454	3.0*	±0.1	2,278	3.8*	±0.0	-1.02 (L)
General Schedule (GS) 13-15	371	3.1*	±0.1	2,148	3.9*	±0.0	-1.00 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	62	4.1	±0.1	NR
Other	9	3.4	±0.2	12	4.0	±0.4	-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>Years of Service at Bureau or Office</b>							
Less than 1 year	117	3.7*	±0.1	641	4.0*	±0.1	-0.46 (S)
1 to 3 years	230	3.3*	±0.1	1,120	3.9*	±0.0	-0.80 (L)
4 to 5 years	130	3.4*	±0.1	483	3.8*	±0.1	-0.59 (M)
6 to 10 years	221	3.0*	±0.1	1,195	3.8*	±0.0	-0.90 (L)
11 to 14 years	100	3.0*	±0.2	593	3.8*	±0.1	-1.05 (L)
15 to 20 years	120	2.8*	±0.1	844	3.8*	±0.0	-1.34 (L)
More than 20 years	485	3.0*	±0.1	2,061	3.8*	±0.0	-1.03 (L)
<b>Appointment Type</b>							
Permanent	1,078	3.0*	±0.1	5,539	3.8*	±0.0	-0.99 (L)
Term	275	3.4*	±0.1	1,244	3.9*	±0.0	-0.65 (M)
Temporary	57	3.5*	±0.2	166	4.0*	±0.1	-0.71 (M)
<b>Work Schedule</b>							
Seasonal	24	3.7	±0.2	57	3.7	±0.2	-0.07
Non-Seasonal	1,098	3.1*	±0.1	5,623	3.8*	±0.0	-0.98 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	9	4.1	±0.2	28	3.6	±0.3	0.60 (M)
Permanent-Non-Seasonal	1,056	3.0*	±0.1	5,489	3.8*	±0.0	-0.99 (L)
Term	275	3.4*	±0.1	1,244	3.9*	±0.0	-0.65 (M)
Temporary-Seasonal	15	3.5	±0.3	29	3.9	±0.3	-0.58 (M)
Temporary-Non-Seasonal	42	3.5*	±0.2	134	4.0*	±0.1	-0.71 (M)
<b>Age - Collapsed</b>							
39 or under	578	3.3*	±0.1	2,368	3.9*	±0.0	-0.75 (M)
40 or older	828	3.0*	±0.1	4,588	3.8*	±0.0	-1.03 (L)
<b>Age</b>							
25 or under	152	3.5*	±0.1	302	4.0*	±0.1	-0.63 (M)
26-29	157	3.3*	±0.1	483	3.9*	±0.1	-0.78 (M)
30-39	269	3.1*	±0.1	1,583	3.8*	±0.0	-0.88 (L)
40-49	167	3.1*	±0.1	1,738	3.8*	±0.0	-0.92 (L)
50-59	358	3.0*	±0.1	1,859	3.8*	±0.0	-1.08 (L)
60 or older	303	3.0*	±0.1	992	3.8*	±0.0	-1.10 (L)

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

### 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 USGS.

*Table 4.2 USGS – 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	1,400	0.52*	±0.02	6,975	0.73*	±0.01	-0.53 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	35	0.87	±0.09	109	0.88	±0.05	-0.05
Wage Grade (WG) 5-8	84	0.37*	±0.09	389	0.74*	±0.04	-0.92 (L)
Wage Grade (WG) 9-16	21	0.66	±0.19	66	0.58	±0.11	0.17
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	135	0.71	±0.07	517	0.72	±0.04	-0.04
General Schedule (GS) 7-10	283	0.48*	±0.05	1,333	0.67*	±0.02	-0.44 (S)
General Schedule (GS) 11-12	446	0.45*	±0.04	2,296	0.73*	±0.02	-0.68 (M)
General Schedule (GS) 13-15	369	0.54*	±0.04	2,135	0.76*	±0.02	-0.60 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	63	0.86	±0.08	NR
Other	9	0.54*	±0.30	12	0.94*	±0.07	-1.25 (L)
Years of Service at Bureau or Office							
Less than 1 year	117	0.72	±0.08	645	0.78	±0.03	-0.15
1 to 3 years	232	0.68*	±0.05	1,121	0.74*	±0.02	-0.15
4 to 5 years	123	0.52*	±0.08	481	0.71*	±0.04	-0.44 (S)
6 to 10 years	217	0.42*	±0.06	1,201	0.71*	±0.02	-0.69 (M)
11 to 14 years	100	0.43*	±0.09	586	0.76*	±0.03	-0.87 (L)
15 to 20 years	120	0.35*	±0.07	844	0.71*	±0.03	-0.91 (L)
More than 20 years	482	0.49*	±0.04	2,065	0.73*	±0.02	-0.61 (M)
Appointment Type							
Permanent	1,068	0.47*	±0.03	5,546	0.72*	±0.01	-0.62 (M)
Term	273	0.69*	±0.05	1,244	0.75*	±0.02	-0.16
Temporary	57	0.59*	±0.12	166	0.84*	±0.05	-0.68 (M)
Work Schedule							
Seasonal	24	0.67	±0.18	57	0.75	±0.10	-0.18
Non-Seasonal	1,088	0.47*	±0.03	5,630	0.73*	±0.01	-0.63 (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	9	1.00*	±0.00	28	0.67*	±0.16	0.89 (L)
Permanent-Non-Seasonal	1,046	0.46*	±0.03	5,496	0.72*	±0.01	-0.64 (M)
Term	273	0.69*	±0.05	1,244	0.75*	±0.02	-0.16
Temporary-Seasonal	15	0.48*	±0.23	29	0.83*	±0.12	-0.90 (L)
Temporary-Non-Seasonal	42	0.63*	±0.14	134	0.86*	±0.05	-0.65 (M)
<b>Age - Collapsed</b>							
39 or under	571	0.59*	±0.04	2,375	0.74*	±0.02	-0.36 (S)
40 or older	824	0.47*	±0.03	4,588	0.73*	±0.01	-0.65 (M)
<b>Age</b>							
25 or under	152	0.76	±0.06	298	0.79	±0.04	-0.07
26-29	154	0.56*	±0.07	481	0.79*	±0.03	-0.57 (M)
30-39	265	0.51*	±0.05	1,596	0.71*	±0.02	-0.49 (S)
40-49	165	0.47*	±0.07	1,735	0.72*	±0.02	-0.61 (M)
50-59	355	0.47*	±0.05	1,861	0.73*	±0.02	-0.66 (M)
60 or older	303	0.46*	±0.05	992	0.74*	±0.02	-0.70 (M)

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

### 4.1.3 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 USGS.

*Table 4.3 USGS – 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	1,429	3.1*	±0.0	6,992	2.5*	±0.0	0.75 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	35	2.6	±0.2	109	2.5	±0.1	0.13
Wage Grade (WG) 5-8	86	3.2*	±0.2	389	2.6*	±0.1	0.86 (L)
Wage Grade (WG) 9-16	21	2.6	±0.4	69	2.7	±0.1	-0.14
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	135	3.0*	±0.1	515	2.5*	±0.1	0.75 (M)
General Schedule (GS) 7-10	293	3.1*	±0.1	1,337	2.6*	±0.0	0.61 (M)
General Schedule (GS) 11-12	453	3.2*	±0.1	2,297	2.5*	±0.0	0.87 (L)
General Schedule (GS) 13-15	371	3.0*	±0.1	2,144	2.4*	±0.0	0.79 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	66	2.0	±0.2	NR
Other	14	3.0	±0.4	12	2.5	±0.4	0.73 (M)
Years of Service at Bureau or Office							
Less than 1 year	122	2.7*	±0.1	648	2.3*	±0.1	0.55 (M)
1 to 3 years	237	3.0*	±0.1	1,118	2.5*	±0.0	0.70 (M)
4 to 5 years	127	3.0*	±0.2	479	2.5*	±0.1	0.54 (M)
6 to 10 years	217	3.2*	±0.1	1,203	2.6*	±0.0	0.70 (M)
11 to 14 years	102	3.1*	±0.2	595	2.6*	±0.1	0.62 (M)
15 to 20 years	121	3.3*	±0.2	847	2.5*	±0.0	1.00 (L)
More than 20 years	493	3.2*	±0.1	2,069	2.5*	±0.0	0.90 (L)
Appointment Type							
Permanent	1,088	3.1*	±0.1	5,556	2.5*	±0.0	0.79 (M)
Term	279	2.9*	±0.1	1,252	2.4*	±0.0	0.69 (M)
Temporary	59	2.7*	±0.2	166	2.3*	±0.1	0.64 (M)
Work Schedule							
Seasonal	24	2.6	±0.3	55	2.3	±0.2	0.35 (S)
Non-Seasonal	1,112	3.1*	±0.1	5,641	2.5*	±0.0	0.78 (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	9	2.2	±0.3	26	2.5	±0.3	-0.44 (S)
Permanent-Non-Seasonal	1,067	3.1*	±0.1	5,507	2.5*	±0.0	0.80 (L)
Term	279	2.9*	±0.1	1,252	2.4*	±0.0	0.69 (M)
Temporary-Seasonal	15	2.8*	±0.4	29	2.2*	±0.2	0.89 (L)
Temporary-Non-Seasonal	44	2.7*	±0.2	134	2.3*	±0.1	0.55 (M)
<b>Age - Collapsed</b>							
39 or under	583	3.0*	±0.1	2,384	2.5*	±0.0	0.63 (M)
40 or older	841	3.2*	±0.1	4,596	2.5*	±0.0	0.84 (L)
<b>Age</b>							
25 or under	155	2.9*	±0.1	299	2.5*	±0.1	0.63 (M)
26-29	157	3.0*	±0.1	484	2.5*	±0.1	0.69 (M)
30-39	272	3.0*	±0.1	1,601	2.5*	±0.0	0.63 (M)
40-49	170	3.1*	±0.1	1,743	2.5*	±0.0	0.81 (L)
50-59	361	3.2*	±0.1	1,861	2.5*	±0.0	0.88 (L)
60 or older	310	3.1*	±0.1	992	2.4*	±0.0	0.87 (L)

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

#### 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 USGS.

*Table 4.4 USGS – Age Harassment and Organizational Trust by Selected Characteristics*

	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>
Overall	1,435	3.2*	±0.0	6,998	3.7*	±0.0	-0.73 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	35	3.6*	±0.2	109	4.2*	±0.1	-0.92 (L)
Wage Grade (WG) 5-8	84	2.9*	±0.2	396	3.6*	±0.1	-0.84 (L)
Wage Grade (WG) 9-16	21	3.6	±0.3	69	3.8	±0.1	-0.38 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	135	3.5*	±0.1	512	3.7*	±0.1	-0.35 (S)
General Schedule (GS) 7-10	295	3.1*	±0.1	1,335	3.6*	±0.0	-0.53 (M)
General Schedule (GS) 11-12	457	3.1*	±0.1	2,300	3.7*	±0.0	-0.83 (L)
General Schedule (GS) 13-15	373	3.2*	±0.1	2,145	3.9*	±0.0	-0.89 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	66	4.0	±0.1	NR
Other	14	3.5*	±0.3	12	4.0*	±0.2	-1.09 (L)
Years of Service at Bureau or Office							
Less than 1 year	122	3.7*	±0.1	650	4.0*	±0.1	-0.45 (S)
1 to 3 years	237	3.5*	±0.1	1,118	3.8*	±0.0	-0.47 (S)
4 to 5 years	128	3.2*	±0.2	482	3.6*	±0.1	-0.48 (S)
6 to 10 years	221	3.0*	±0.1	1,205	3.6*	±0.0	-0.64 (M)
11 to 14 years	102	3.0*	±0.2	595	3.7*	±0.1	-0.81 (L)
15 to 20 years	122	2.8*	±0.2	849	3.7*	±0.1	-1.08 (L)
More than 20 years	493	3.0*	±0.1	2,067	3.8*	±0.0	-0.98 (L)
Appointment Type							
Permanent	1,094	3.1*	±0.1	5,559	3.7*	±0.0	-0.79 (M)
Term	279	3.4*	±0.1	1,255	3.8*	±0.0	-0.54 (M)
Temporary	59	3.5*	±0.2	166	3.9*	±0.1	-0.75 (M)
Work Schedule							
Seasonal	24	3.6	±0.2	55	3.5	±0.2	0.17
Non-Seasonal	1,116	3.1*	±0.1	5,644	3.7*	±0.0	-0.78 (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	9	3.8*	±0.2	26	3.4*	±0.2	0.96 (L)
Permanent-Non-Seasonal	1,071	3.1*	±0.1	5,510	3.7*	±0.0	-0.79 (M)
Term	279	3.4*	±0.1	1,255	3.8*	±0.0	-0.54 (M)
Temporary-Seasonal	15	3.5	±0.3	29	3.7	±0.3	-0.24 (S)
Temporary-Non-Seasonal	44	3.5*	±0.2	134	4.0*	±0.1	-0.88 (L)
<b>Age - Collapsed</b>							
39 or under	583	3.3*	±0.1	2,381	3.8*	±0.0	-0.49 (S)
40 or older	845	3.0*	±0.1	4,606	3.7*	±0.0	-0.90 (L)
<b>Age</b>							
25 or under	155	3.5*	±0.1	299	4.0*	±0.1	-0.64 (M)
26-29	159	3.3*	±0.1	484	3.8*	±0.1	-0.57 (M)
30-39	270	3.3*	±0.1	1,598	3.7*	±0.0	-0.51 (M)
40-49	173	3.0*	±0.2	1,749	3.7*	±0.0	-0.82 (L)
50-59	362	3.0*	±0.1	1,865	3.7*	±0.0	-0.88 (L)
60 or older	310	3.0*	±0.1	992	3.9*	±0.0	-1.10 (L)

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

### 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 USGS.

*Table 4.5 USGS – 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	1,393	3.4*	±0.1	6,906	4.0*	±0.0	-0.64 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	35	4.2	±0.3	102	4.3	±0.2	-0.15
Wage Grade (WG) 5-8	81	3.5*	±0.2	387	3.9*	±0.1	-0.37 (S)
Wage Grade (WG) 9-16	18	3.8	±0.6	67	4.0	±0.2	-0.23 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	129	3.7*	±0.2	504	4.1*	±0.1	-0.37 (S)
General Schedule (GS) 7-10	287	3.1*	±0.1	1,316	3.9*	±0.1	-0.72 (M)
General Schedule (GS) 11-12	444	3.3*	±0.1	2,276	4.0*	±0.0	-0.74 (M)
General Schedule (GS) 13-15	363	3.5*	±0.1	2,123	4.1*	±0.0	-0.69 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	64	4.4	±0.2	NR
Other	14	3.5	±0.3	12	3.7	±0.6	-0.16
Years of Service at Bureau or Office							
Less than 1 year	116	4.1*	±0.2	633	4.3*	±0.1	-0.21 (S)
1 to 3 years	235	3.8*	±0.1	1,106	4.2*	±0.0	-0.40 (S)
4 to 5 years	128	3.5*	±0.2	478	3.9*	±0.1	-0.42 (S)
6 to 10 years	215	3.3*	±0.2	1,187	4.0*	±0.1	-0.66 (M)
11 to 14 years	102	3.2*	±0.2	584	4.0*	±0.1	-0.76 (M)
15 to 20 years	116	2.9*	±0.2	840	4.0*	±0.1	-1.16 (L)
More than 20 years	471	3.2*	±0.1	2,045	4.0*	±0.0	-0.76 (M)
Appointment Type							
Permanent	1,058	3.3*	±0.1	5,493	4.0*	±0.0	-0.70 (M)
Term	276	3.7*	±0.1	1,234	4.2*	±0.0	-0.57 (M)
Temporary	57	4.1	±0.2	160	4.2	±0.1	-0.23 (S)
Work Schedule							
Seasonal	22	3.9	±0.3	52	4.2	±0.2	-0.46 (S)
Non-Seasonal	1,082	3.3*	±0.1	5,576	4.0*	±0.0	-0.67 (M)



	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	7	4.7*	±0.3	26	4.0*	±0.3	0.91 (L)
Permanent-Non-Seasonal	1,040	3.3*	±0.1	5,444	4.0*	±0.0	-0.70 (M)
Term	276	3.7*	±0.1	1,234	4.2*	±0.0	-0.57 (M)
Temporary-Seasonal	15	3.5*	±0.2	26	4.5*	±0.2	-1.77 (L)
Temporary-Non-Seasonal	42	4.2	±0.3	132	4.2	±0.1	0.08
<b>Age - Collapsed</b>							
39 or under	574	3.7*	±0.1	2,342	4.1*	±0.0	-0.42 (S)
40 or older	813	3.2*	±0.1	4,551	4.0*	±0.0	-0.82 (L)
<b>Age</b>							
25 or under	149	4.1*	±0.1	290	4.3*	±0.1	-0.21 (S)
26-29	155	3.5*	±0.2	477	4.2*	±0.1	-0.69 (M)
30-39	269	3.6*	±0.1	1,575	4.0*	±0.0	-0.49 (S)
40-49	169	3.2*	±0.2	1,738	4.0*	±0.0	-0.85 (L)
50-59	346	3.2*	±0.1	1,840	3.9*	±0.0	-0.71 (M)
60 or older	299	3.2*	±0.1	973	4.1*	±0.1	-0.97 (L)

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

#### 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 USGS.

*Table 4.6 USGS – 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	1,439	3.3*	±0.1	7,020	4.0*	±0.0	-0.73 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	35	4.1	±0.2	109	4.3	±0.1	-0.30 (S)
Wage Grade (WG) 5-8	89	3.1*	±0.2	398	3.9*	±0.1	-0.91 (L)
Wage Grade (WG) 9-16	21	3.7	±0.5	69	3.9	±0.2	-0.22 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	135	3.6*	±0.2	517	4.0*	±0.1	-0.48 (S)
General Schedule (GS) 7-10	295	3.1*	±0.1	1,343	3.9*	±0.0	-0.76 (M)
General Schedule (GS) 11-12	457	3.3*	±0.1	2,302	3.9*	±0.0	-0.85 (L)
General Schedule (GS) 13-15	373	3.4*	±0.1	2,150	4.0*	±0.0	-0.74 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	66	4.1	±0.2	NR
Other	14	4.3	±0.4	12	4.1	±0.4	0.28 (S)
Years of Service at Bureau or Office							
Less than 1 year	122	3.9*	±0.1	650	4.2*	±0.1	-0.38 (S)
1 to 3 years	237	3.5*	±0.1	1,126	4.0*	±0.0	-0.54 (M)
4 to 5 years	130	3.4*	±0.2	484	3.9*	±0.1	-0.65 (M)
6 to 10 years	221	3.3*	±0.1	1,214	3.9*	±0.0	-0.68 (M)
11 to 14 years	102	3.1*	±0.2	595	3.9*	±0.1	-1.03 (L)
15 to 20 years	122	2.9*	±0.2	851	3.9*	±0.1	-1.27 (L)
More than 20 years	496	3.3*	±0.1	2,067	4.0*	±0.0	-0.79 (M)
Appointment Type							
Permanent	1,095	3.2*	±0.1	5,581	3.9*	±0.0	-0.80 (L)
Term	282	3.6*	±0.1	1,255	4.1*	±0.0	-0.55 (M)
Temporary	59	3.8*	±0.2	166	4.2*	±0.1	-0.50 (M)
Work Schedule							
Seasonal	24	3.9	±0.2	57	4.1	±0.2	-0.23 (S)
Non-Seasonal	1,118	3.3*	±0.1	5,665	3.9*	±0.0	-0.79 (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	9	4.1	±0.2	28	3.8	±0.4	0.33 (S)
Permanent-Non-Seasonal	1,073	3.2*	±0.1	5,530	3.9*	±0.0	-0.81 (L)
Term	282	3.6*	±0.1	1,255	4.1*	±0.0	-0.55 (M)
Temporary-Seasonal	15	3.8*	±0.3	29	4.4*	±0.2	-1.01 (L)
Temporary-Non-Seasonal	44	3.8*	±0.2	134	4.2*	±0.1	-0.42 (S)
<b>Age - Collapsed</b>							
39 or under	585	3.5*	±0.1	2,392	4.0*	±0.0	-0.60 (M)
40 or older	848	3.2*	±0.1	4,616	3.9*	±0.0	-0.83 (L)
<b>Age</b>							
25 or under	155	3.7*	±0.1	302	4.2*	±0.1	-0.67 (M)
26-29	159	3.6*	±0.1	484	4.0*	±0.1	-0.55 (M)
30-39	272	3.4*	±0.1	1,606	4.0*	±0.0	-0.69 (M)
40-49	173	3.1*	±0.2	1,753	3.9*	±0.0	-0.95 (L)
50-59	365	3.2*	±0.1	1,869	3.9*	±0.0	-0.80 (L)
60 or older	310	3.3*	±0.1	994	4.0*	±0.0	-0.85 (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 USGS.

*Table 4.7 USGS – 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	549	40.3%*	±2.6	224	3.2%*	±0.4	1.01 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	12	35.6%	±17.8	0	0.0%	NA	NA
Wage Grade (WG) 5-8	46	59.2%*	±11.4	13	3.4%*	±2.3	1.39 (L)
Wage Grade (WG) 9-16	NR	NR	NR	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	36	26.7%*	±8.2	12	2.4%*	±1.8	0.77 (M)
General Schedule (GS) 7-10	111	39.5%*	±5.9	50	3.8%*	±1.2	0.97 (L)
General Schedule (GS) 11-12	182	42.1%*	±4.7	67	2.9%*	±0.8	1.07 (L)
General Schedule (GS) 13-15	143	40.3%*	±5.2	74	3.5%*	±0.9	1.00 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	0	0.0%	NA	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	33	28.2%*	±8.9	8	1.3%*	±1.2	0.89 (L)
1 to 3 years	79	35.2%*	±6.5	36	3.2%*	±1.2	0.91 (L)
4 to 5 years	53	44.0%*	±9.1	23	4.8%*	±2.3	1.01 (L)
6 to 10 years	91	42.5%*	±6.8	51	4.3%*	±1.3	1.00 (L)
11 to 14 years	41	45.0%*	±10.5	23	3.9%*	±1.9	1.07 (L)
15 to 20 years	63	53.1%*	±9.1	24	2.8%*	±1.4	1.30 (L)
More than 20 years	188	40.4%*	±4.5	57	2.8%*	±0.8	1.04 (L)
Appointment Type							
Permanent	433	41.7%*	±3.0	184	3.3%*	±0.5	1.04 (L)
Term	96	35.9%*	±6.0	32	2.6%*	±1.0	0.96 (L)
Temporary	17	31.1%*	±13.9	9	5.3%*	±4.7	0.72 (M)
Work Schedule							
Seasonal	NR	NR	NR	0	0.0%	NA	NR
Non-Seasonal	437	41.4%*	±3.0	190	3.4%*	±0.5	1.03 (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	0	0.0%	NA	NR
Permanent-Non-Seasonal	426	41.9%*	±3.1	182	3.3%*	±0.5	1.04 (L)
Term	96	35.9%*	±6.0	32	2.6%*	±1.0	0.96 (L)
Temporary-Seasonal	NR	NR	NR	0	0.0%	NA	NR
Temporary-Non-Seasonal	11	28.6%*	±16.7	9	6.5%*	±5.7	0.61 (M)
<b>Age - Collapsed</b>							
39 or under	221	39.6%*	±4.1	101	4.3%*	±0.9	0.95 (L)
40 or older	327	40.8%*	±3.4	121	2.7%*	±0.5	1.06 (L)
<b>Age</b>							
25 or under	55	37.8%*	±8.2	14	4.5%*	±3.0	0.90 (L)
26-29	52	34.9%*	±8.0	17	3.6%*	±2.1	0.88 (L)
30-39	113	43.5%*	±6.1	70	4.4%*	±1.1	1.02 (L)
40-49	69	44.8%*	±8.0	63	3.7%*	±1.0	1.08 (L)
50-59	145	41.4%*	±5.3	35	1.9%*	±0.7	1.12 (L)
60 or older	114	38.0%*	±5.7	23	2.4%*	±1.2	1.02 (L)

<sup>a</sup> Represents the percent, who, in the past 12 months, indicated they witnessed a situation where another employee was subjected to harassment or discrimination based on 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 USGS – Logistic Regression of Age Harassment and Predictors of Workplace Harassment*

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	3.606	0.474	57.818	--	36.826	--	--	--	--
Sex	-0.185	0.076	5.952	0.015	0.831	0.716	0.964	-2547.795	5.919
Age	-0.383	0.108	12.650	0.000	0.682	0.552	0.842	-2551.204	12.737
Education Level	0.281	0.113	6.199	0.013	1.324	1.062	1.652	-2548.035	6.399
Relationship Status	-0.474	0.081	33.878	0.000	0.622	0.530	0.730	-2561.530	33.388
Pay Grade	--	--	16.920	--	--	--	--	--	--
Middle Grade vs. Junior Grade	-0.541	0.136	15.898	0.000	0.582	0.446	0.760	-2553.244	16.816
Senior Grade vs. Junior Grade	-0.421	0.152	7.616	0.006	0.657	0.487	0.885	-2553.244	16.816
Executive Grade vs. Junior Grade	-0.966	0.576	2.810	0.094	0.381	0.123	1.178	-2553.244	16.816
Years of Service at Bureau or Office	0.108	0.027	15.889	0.000	1.114	1.057	1.175	-2553.041	16.411
Appointment Type	-0.332	0.113	8.599	0.003	0.717	0.574	0.896	-2549.111	8.550
Work Schedule	-1.086	0.301	12.995	0.000	0.338	0.187	0.609	-2550.548	11.424
Organizational Politics	0.299	0.059	26.119	0.000	1.348	1.202	1.512	-2557.805	25.938
Organizational Inclusion	-0.270	0.052	27.284	0.000	0.763	0.690	0.845	-2558.418	27.165
Bystander Harassment Based on Age	-2.463	0.098	632.104	0.000	0.085	0.070	0.103	-2881.564	673.456
General Intolerance	-0.383	0.057	44.618	0.000	0.682	0.609	0.763	-2567.330	44.989

Note. N = 7,699, Nagelkerke R Square = 0.333

## 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 USGS.

*Table 4.9 USGS – 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	315	2.8*	±0.1	8,067	3.7*	±0.0	-1.15 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	139	4.0	±0.1	NR
Wage Grade (WG) 5-8	27	2.9*	±0.3	451	3.7*	±0.1	-1.03 (L)
Wage Grade (WG) 9-16	7	3.6	±0.5	80	3.6	±0.1	-0.13
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	29	3.0*	±0.3	620	3.8*	±0.1	-0.94 (L)
General Schedule (GS) 7-10	70	2.5*	±0.2	1,547	3.7*	±0.0	-1.47 (L)
General Schedule (GS) 11-12	93	2.9*	±0.2	2,637	3.7*	±0.0	-1.09 (L)
General Schedule (GS) 13-15	78	2.9*	±0.2	2,440	3.8*	±0.0	-1.18 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	66	4.1	±0.1	NA
Other	NR	NR	NR	19	3.7	±0.3	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	20	3.4*	±0.4	736	3.9*	±0.0	-0.81 (L)
1 to 3 years	55	3.1*	±0.2	1,295	3.8*	±0.0	-0.89 (L)
4 to 5 years	17	3.2*	±0.4	596	3.8*	±0.1	-0.70 (M)
6 to 10 years	71	2.7*	±0.2	1,345	3.7*	±0.0	-1.18 (L)
11 to 14 years	18	2.9*	±0.2	675	3.7*	±0.1	-1.04 (L)
15 to 20 years	27	2.7*	±0.4	939	3.7*	±0.1	-1.23 (L)
More than 20 years	107	2.6*	±0.2	2,439	3.7*	±0.0	-1.38 (L)
<b>Appointment Type</b>							
Permanent	246	2.7*	±0.1	6,375	3.7*	±0.0	-1.22 (L)
Term	61	3.1*	±0.2	1,456	3.8*	±0.0	-0.92 (L)
Temporary	7	3.3*	±0.2	215	3.9*	±0.1	-0.92 (L)
<b>Work Schedule</b>							
Seasonal	NR	NR	NR	79	3.7	±0.2	NR
Non-Seasonal	245	2.8*	±0.1	6,479	3.7*	±0.0	-1.21 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	35	3.7	±0.3	NR
Permanent-Non-Seasonal	238	2.7*	±0.1	6,310	3.7*	±0.0	-1.22 (L)
Term	61	3.1*	±0.2	1,456	3.8*	±0.0	-0.92 (L)
Temporary-Seasonal	--	--	--	44	3.7	±0.2	NA
Temporary-Non-Seasonal	7	3.3*	±0.2	169	3.9*	±0.1	-0.97 (L)
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	124	2.9*	±0.1	7,096	3.7*	±0.0	-1.07 (L)
Minority	177	2.8*	±0.1	865	3.8*	±0.1	-1.28 (L)
<b>Race/Ethnicity</b>							
Hispanic	75	2.8*	±0.2	320	3.8*	±0.1	-1.33 (L)
American Indian or Alaskan Native	NR	NR	NR	33	4.1	±0.2	NR
Asian	23	2.5*	±0.4	147	3.9*	±0.1	-1.60 (L)
Black/African-American	44	2.8*	±0.2	119	3.7*	±0.1	-1.08 (L)
Native Hawaiian or Other Pacific Islander	8	3.2*	±0.9	28	3.9*	±0.2	-0.85 (L)
Non-Hispanic White	124	2.9*	±0.1	7,096	3.7*	±0.0	-1.07 (L)
Multi-racial	23	2.8*	±0.3	219	3.8*	±0.1	-1.17 (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 USGS.

*Table 4.10 USGS – 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	307	0.40*	±0.05	8,070	0.71*	±0.01	-0.74 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	139	0.89	±0.05	NR
Wage Grade (WG) 5-8	24	0.33*	±0.18	447	0.70*	±0.04	-0.86 (L)
Wage Grade (WG) 9-16	NR	NR	NR	80	0.64	±0.10	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	29	0.41*	±0.17	623	0.73*	±0.03	-0.78 (M)
General Schedule (GS) 7-10	68	0.29*	±0.10	1,551	0.65*	±0.02	-0.85 (L)
General Schedule (GS) 11-12	93	0.47*	±0.09	2,648	0.69*	±0.02	-0.52 (M)
General Schedule (GS) 13-15	77	0.42*	±0.10	2,427	0.74*	±0.02	-0.85 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	68	0.86	±0.07	NA
Other	NR	NR	NR	19	0.74	±0.17	NR
Years of Service at Bureau or Office							
Less than 1 year	20	0.52*	±0.19	741	0.78*	±0.03	-0.66 (M)
1 to 3 years	55	0.48*	±0.13	1,299	0.74*	±0.02	-0.66 (M)
4 to 5 years	17	0.59	±0.21	588	0.67	±0.03	-0.18
6 to 10 years	70	0.40*	±0.10	1,348	0.68*	±0.02	-0.66 (M)
11 to 14 years	15	0.19*	±0.18	670	0.72*	±0.03	-1.37 (L)
15 to 20 years	27	0.30*	±0.16	939	0.68*	±0.03	-0.92 (L)
More than 20 years	104	0.37*	±0.08	2,443	0.70*	±0.02	-0.80 (L)
Appointment Type							
Permanent	239	0.36*	±0.05	6,379	0.69*	±0.01	-0.82 (L)
Term	61	0.55*	±0.11	1,453	0.75*	±0.02	-0.52 (M)
Temporary	7	0.81	±0.13	215	0.78	±0.05	0.08
Work Schedule							
Seasonal	NR	NR	NR	79	0.72	±0.09	NR
Non-Seasonal	238	0.37*	±0.05	6,484	0.70*	±0.01	-0.80 (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	35	0.73	±0.13	NR
Permanent-Non-Seasonal	231	0.35*	±0.06	6,315	0.69*	±0.01	-0.83 (L)
Term	61	0.55*	±0.11	1,453	0.75*	±0.02	-0.52 (M)
Temporary-Seasonal	--	--	--	44	0.71	±0.12	NA
Temporary-Non-Seasonal	7	0.81	±0.13	169	0.80	±0.06	0.00
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	121	0.40*	±0.08	7,100	0.71*	±0.01	-0.77 (M)
Minority	173	0.41*	±0.07	866	0.70*	±0.03	-0.69 (M)
<b>Race/Ethnicity</b>							
Hispanic	72	0.43*	±0.11	322	0.66*	±0.05	-0.51 (M)
American Indian or Alaskan Native	NR	NR	NR	33	0.87	±0.10	NR
Asian	23	0.38*	±0.18	143	0.78*	±0.06	-1.05 (L)
Black/African-American	44	0.31*	±0.13	119	0.58*	±0.08	-0.59 (M)
Native Hawaiian or Other Pacific Islander	8	0.72	±0.33	28	0.73	±0.16	-0.02
Non-Hispanic White	121	0.40*	±0.08	7,100	0.71*	±0.01	-0.77 (M)
Multi-racial	22	0.39*	±0.18	222	0.74*	±0.05	-0.88 (L)

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

### 4.2.3 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 USGS.

*Table 4.11 USGS – 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	314	3.3*	±0.1	8,108	2.6*	±0.0	0.86 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	139	2.6	±0.1	NR
Wage Grade (WG) 5-8	25	3.3*	±0.4	448	2.7*	±0.1	0.76 (M)
Wage Grade (WG) 9-16	7	3.0	±0.2	83	2.6	±0.2	0.56 (M)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	29	3.2*	±0.2	621	2.6*	±0.1	0.85 (L)
General Schedule (GS) 7-10	69	3.6*	±0.3	1,563	2.7*	±0.0	1.15 (L)
General Schedule (GS) 11-12	98	3.2*	±0.2	2,652	2.6*	±0.0	0.73 (M)
General Schedule (GS) 13-15	77	3.2*	±0.2	2,439	2.4*	±0.0	0.87 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	2.0	±0.2	NA
Other	NR	NR	NR	24	2.7	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	20	3.0*	±0.4	748	2.4*	±0.1	0.92 (L)
1 to 3 years	55	3.1*	±0.2	1,300	2.5*	±0.0	0.83 (L)
4 to 5 years	18	2.8	±0.4	588	2.6	±0.1	0.24 (S)
6 to 10 years	69	3.3*	±0.2	1,351	2.7*	±0.0	0.76 (M)
11 to 14 years	18	3.5*	±0.3	679	2.6*	±0.1	0.99 (L)
15 to 20 years	27	3.4*	±0.4	944	2.6*	±0.0	1.09 (L)
More than 20 years	107	3.4*	±0.2	2,455	2.6*	±0.0	0.95 (L)
Appointment Type							
Permanent	247	3.3*	±0.1	6,399	2.6*	±0.0	0.91 (L)
Term	60	3.1*	±0.2	1,469	2.5*	±0.0	0.85 (L)
Temporary	7	2.0	±0.2	218	2.4	±0.1	-0.58 (M)
Work Schedule							
Seasonal	NR	NR	NR	77	2.4	±0.2	NR
Non-Seasonal	248	3.3*	±0.1	6,508	2.6*	±0.0	0.88 (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	33	2.5	±0.2	NR
Permanent-Non-Seasonal	240	3.3*	±0.1	6,336	2.6*	±0.0	0.92 (L)
Term	60	3.1*	±0.2	1,469	2.5*	±0.0	0.85 (L)
Temporary-Seasonal	--	--	--	44	2.4	±0.2	NA
Temporary-Non-Seasonal	7	2.0	±0.2	171	2.4	±0.1	-0.64 (M)
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	125	3.2*	±0.2	7,130	2.6*	±0.0	0.80 (L)
Minority	176	3.3*	±0.1	868	2.5*	±0.1	0.95 (L)
<b>Race/Ethnicity</b>							
Hispanic	73	3.5*	±0.2	320	2.5*	±0.1	1.23 (L)
American Indian or Alaskan Native	NR	NR	NR	33	2.5	±0.3	NR
Asian	23	3.2*	±0.4	147	2.6*	±0.1	0.84 (L)
Black/African-American	44	3.3*	±0.3	117	2.6*	±0.1	0.90 (L)
Native Hawaiian or Other Pacific Islander	8	3.3*	±0.8	24	2.2*	±0.3	1.42 (L)
Non-Hispanic White	125	3.2*	±0.2	7,130	2.6*	±0.0	0.80 (L)
Multi-racial	23	2.7	±0.3	227	2.5	±0.1	0.22 (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.

#### 4.2.4 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 USGS.

*Table 4.12 USGS – 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	319	2.8*	±0.1	8,116	3.7*	±0.0	-1.03 (L)
<b>Pay Plan and Grade</b>							
Wage Grade (WG) 1-4	NR	NR	NR	139	4.1	±0.1	NR
Wage Grade (WG) 5-8	25	2.9*	±0.4	454	3.6*	±0.1	-0.78 (M)
Wage Grade (WG) 9-16	7	3.7	±0.3	83	3.8	±0.1	-0.21 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	29	3.1*	±0.3	618	3.7*	±0.1	-0.75 (M)
General Schedule (GS) 7-10	72	2.3*	±0.2	1,561	3.5*	±0.0	-1.41 (L)
General Schedule (GS) 11-12	98	2.9*	±0.2	2,657	3.6*	±0.0	-0.90 (L)
General Schedule (GS) 13-15	78	2.9*	±0.2	2,440	3.8*	±0.0	-1.10 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	4.0	±0.1	NA
Other	NR	NR	NR	24	3.8	±0.2	NR
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	20	2.9*	±0.5	751	4.0*	±0.1	-1.51 (L)
1 to 3 years	55	3.1*	±0.2	1,300	3.8*	±0.0	-0.83 (L)
4 to 5 years	18	3.4	±0.5	592	3.5	±0.1	-0.17
6 to 10 years	74	2.6*	±0.2	1,353	3.6*	±0.0	-1.06 (L)
11 to 14 years	18	2.9*	±0.4	679	3.6*	±0.1	-0.86 (L)
15 to 20 years	27	2.6*	±0.4	946	3.6*	±0.1	-1.27 (L)
More than 20 years	107	2.7*	±0.2	2,453	3.7*	±0.0	-1.17 (L)
<b>Appointment Type</b>							
Permanent	251	2.7*	±0.1	6,405	3.7*	±0.0	-1.10 (L)
Term	60	3.1*	±0.3	1,472	3.8*	±0.0	-0.83 (L)
Temporary	7	3.6	±0.3	218	3.8	±0.1	-0.32 (S)
<b>Work Schedule</b>							
Seasonal	NR	NR	NR	77	3.6	±0.1	NR
Non-Seasonal	250	2.7*	±0.1	6,514	3.7*	±0.0	-1.08 (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	33	3.5	±0.2	NR
Permanent-Non-Seasonal	243	2.7*	±0.1	6,342	3.7*	±0.0	-1.10 (L)
Term	60	3.1*	±0.3	1,472	3.8*	±0.0	-0.83 (L)
Temporary-Seasonal	--	--	--	44	3.6	±0.2	NA
Temporary-Non-Seasonal	7	3.6	±0.3	171	3.9	±0.1	-0.39 (S)
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	128	2.9*	±0.2	7,128	3.7*	±0.0	-0.99 (L)
Minority	177	2.8*	±0.1	879	3.7*	±0.1	-1.09 (L)
<b>Race/Ethnicity</b>							
Hispanic	75	2.6*	±0.2	325	3.7*	±0.1	-1.32 (L)
American Indian or Alaskan Native	NR	NR	NR	33	4.0	±0.3	NR
Asian	23	3.0*	±0.4	147	3.8*	±0.1	-1.09 (L)
Black/African-American	44	2.6*	±0.3	117	3.5*	±0.2	-0.94 (L)
Native Hawaiian or Other Pacific Islander	8	3.2	±1.0	28	3.5	±0.2	-0.39 (S)
Non-Hispanic White	128	2.9*	±0.2	7,128	3.7*	±0.0	-0.99 (L)
Multi-racial	23	3.3*	±0.4	230	3.7*	±0.1	-0.50 (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.

### 4.2.5 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 USGS.

*Table 4.13 USGS – 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</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	308	3.1*	±0.1	7,992	4.0*	±0.0	-0.84 (L)
<b>Pay Plan and Grade</b>							
Wage Grade (WG) 1-4	NR	NR	NR	132	4.3	±0.1	NR
Wage Grade (WG) 5-8	25	3.0*	±0.5	442	3.8*	±0.1	-0.91 (L)
Wage Grade (WG) 9-16	7	4.0	±0.2	78	4.0	±0.2	0.01
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	29	3.1*	±0.5	605	4.1*	±0.1	-0.97 (L)
General Schedule (GS) 7-10	67	2.6*	±0.3	1,539	3.8*	±0.1	-1.13 (L)
General Schedule (GS) 11-12	94	3.3*	±0.2	2,625	3.9*	±0.0	-0.68 (M)
General Schedule (GS) 13-15	77	3.3*	±0.3	2,409	4.0*	±0.0	-0.81 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	68	4.4	±0.2	NA
Other	NR	NR	NR	24	3.6	±0.3	NR
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	20	3.3*	±0.6	728	4.3*	±0.1	-1.20 (L)
1 to 3 years	53	3.5*	±0.3	1,288	4.1*	±0.0	-0.69 (M)
4 to 5 years	18	3.8	±0.5	587	3.9	±0.1	-0.03
6 to 10 years	74	3.0*	±0.3	1,329	3.9*	±0.1	-0.89 (L)
11 to 14 years	18	3.1*	±0.7	667	3.9*	±0.1	-0.81 (L)
15 to 20 years	27	2.6*	±0.5	931	3.9*	±0.1	-1.22 (L)
More than 20 years	98	3.0*	±0.2	2,418	3.9*	±0.0	-0.89 (L)
<b>Appointment Type</b>							
Permanent	240	3.0*	±0.2	6,314	3.9*	±0.0	-0.89 (L)
Term	60	3.4*	±0.3	1,448	4.1*	±0.0	-0.81 (L)
Temporary	7	4.3	±0.3	209	4.2	±0.1	0.15
<b>Work Schedule</b>							
Seasonal	NR	NR	NR	71	4.1	±0.2	NR
Non-Seasonal	239	3.1*	±0.2	6,422	3.9*	±0.0	-0.85 (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	30	4.1	±0.3	NR
Permanent-Non-Seasonal	232	3.0*	±0.2	6,256	3.9*	±0.0	-0.88 (L)
Term	60	3.4*	±0.3	1,448	4.1*	±0.0	-0.81 (L)
Temporary-Seasonal	--	--	--	41	4.1	±0.2	NA
Temporary-Non-Seasonal	7	4.3	±0.3	166	4.2	±0.1	0.14
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	123	3.1*	±0.2	7,014	4.0*	±0.0	-0.87 (L)
Minority	172	3.1*	±0.2	870	4.0*	±0.1	-0.82 (L)
<b>Race/Ethnicity</b>							
Hispanic	73	2.9*	±0.3	323	4.0*	±0.1	-1.05 (L)
American Indian or Alaskan Native	NR	NR	NR	30	4.2	±0.4	NR
Asian	21	3.2*	±0.5	149	4.1*	±0.2	-0.93 (L)
Black/African-American	44	3.1*	±0.4	112	3.7*	±0.2	-0.56 (M)
Native Hawaiian or Other Pacific Islander	6	4.3	±0.3	28	3.8	±0.3	0.63 (M)
Non-Hispanic White	123	3.1*	±0.2	7,014	4.0*	±0.0	-0.87 (L)
Multi-racial	23	3.7	±0.4	228	4.0	±0.1	-0.34 (S)

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



#### 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 USGS.

*Table 4.14 USGS – 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	321	3.0*	±0.1	8,140	3.9*	±0.0	-1.01 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	139	4.3	±0.1	NR
Wage Grade (WG) 5-8	27	3.3*	±0.5	458	3.7*	±0.1	-0.55 (M)
Wage Grade (WG) 9-16	7	3.7	±0.1	83	3.8	±0.2	-0.12
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	29	3.3*	±0.4	623	3.9*	±0.1	-0.69 (M)
General Schedule (GS) 7-10	72	2.5*	±0.3	1,569	3.8*	±0.0	-1.43 (L)
General Schedule (GS) 11-12	98	3.1*	±0.2	2,659	3.9*	±0.0	-0.93 (L)
General Schedule (GS) 13-15	78	3.0*	±0.3	2,444	4.0*	±0.0	-1.13 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	4.1	±0.2	NA
Other	NR	NR	NR	24	4.1	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	20	3.3*	±0.5	751	4.1*	±0.1	-1.15 (L)
1 to 3 years	55	3.4*	±0.3	1,308	3.9*	±0.0	-0.65 (M)
4 to 5 years	18	3.6	±0.4	596	3.8	±0.1	-0.25 (S)
6 to 10 years	74	2.9*	±0.3	1,362	3.8*	±0.0	-1.06 (L)
11 to 14 years	18	3.2*	±0.5	679	3.8*	±0.1	-0.74 (M)
15 to 20 years	27	2.4*	±0.5	948	3.8*	±0.1	-1.65 (L)
More than 20 years	109	2.9*	±0.2	2,453	3.9*	±0.0	-1.16 (L)
Appointment Type							
Permanent	251	2.9*	±0.1	6,428	3.8*	±0.0	-1.13 (L)
Term	63	3.5*	±0.2	1,472	4.0*	±0.0	-0.70 (M)
Temporary	7	4.4	±0.4	218	4.1	±0.1	0.42 (S)
Work Schedule							
Seasonal	NR	NR	NR	79	4.0	±0.2	NR
Non-Seasonal	250	2.9*	±0.1	6,535	3.9*	±0.0	-1.09 (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	35	3.8	±0.3	NR
Permanent-Non-Seasonal	243	2.9*	±0.1	6,364	3.8*	±0.0	-1.14 (L)
Term	63	3.5*	±0.2	1,472	4.0*	±0.0	-0.70 (M)
Temporary-Seasonal	--	--	--	44	4.2	±0.2	NA
Temporary-Non-Seasonal	7	4.4	±0.4	171	4.1	±0.1	0.42 (S)
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	130	3.1*	±0.2	7,147	3.9*	±0.0	-0.97 (L)
Minority	177	3.0*	±0.2	884	4.0*	±0.1	-1.07 (L)
<b>Race/Ethnicity</b>							
Hispanic	75	2.8*	±0.3	323	4.0*	±0.1	-1.31 (L)
American Indian or Alaskan Native	NR	NR	NR	33	4.1	±0.3	NR
Asian	23	3.4*	±0.4	151	4.1*	±0.1	-0.68 (M)
Black/African-American	44	2.7*	±0.3	119	3.6*	±0.2	-0.81 (L)
Native Hawaiian or Other Pacific Islander	8	2.8*	±0.8	28	4.0*	±0.3	-1.48 (L)
Non-Hispanic White	130	3.1*	±0.2	7,147	3.9*	±0.0	-0.97 (L)
Multi-racial	23	3.5*	±0.4	230	4.0*	±0.1	-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.

#### 4.2.7 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 USGS.

*Table 4.15 USGS – 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	94	31.1%*	±5.5	213	2.7%*	±0.4	0.86 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	NR	NR	NR	NR
Wage Grade (WG) 5-8	NR	NR	NR	35	7.7%	±2.9	NR
Wage Grade (WG) 9-16	NR	NR	NR	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 7-10	17	23.8%*	±11.4	37	2.4%*	±0.9	0.71 (M)
General Schedule (GS) 11-12	31	34.1%*	±10.5	75	2.9%*	±0.7	0.91 (L)
General Schedule (GS) 13-15	26	35.7%*	±11.8	54	2.3%*	±0.7	0.98 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	0	0.0%	NA	NA
Other	NR	NR	NR	0	0.0%	NA	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	NR	NR	NR	NR
1 to 3 years	16	29.4%*	±13.7	38	3.0%*	±1.1	0.80 (L)
4 to 5 years	NR	NR	NR	25	4.2%	±2.0	NR
6 to 10 years	18	26.1%*	±11.8	47	3.5%*	±1.1	0.70 (M)
11 to 14 years	NR	NR	NR	14	2.1%	±1.4	NR
15 to 20 years	NR	NR	NR	28	2.9%	±1.3	NR
More than 20 years	38	36.7%*	±9.8	54	2.2%*	±0.7	1.00 (L)
Appointment Type							
Permanent	80	33.9%*	±6.3	171	2.7%*	±0.4	0.91 (L)
Term	14	23.7%*	±12.7	41	2.8%*	±1.0	0.68 (M)
Temporary	NR	NR	NR	0	0.0%	NA	NR

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Percent</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Percent</i> <sup>a</sup>	<i>MoE</i>	<i>Cohen's h</i>
<b>Work Schedule</b>							
Seasonal	NR	NR	NR	0	0.0%	NA	NR
Non-Seasonal	76	32.3%*	±6.3	171	2.7%*	±0.4	0.88 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	0	0.0%	NA	NR
Permanent-Non-Seasonal	76	33.3%*	±6.4	171	2.7%*	±0.4	0.90 (L)
Term	14	23.7%*	±12.7	41	2.8%*	±1.0	0.68 (M)
Temporary-Seasonal	--	--	--	0	0.0%	NA	NA
Temporary-Non-Seasonal	NR	NR	NR	0	0.0%	NA	NR
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	21	16.9%*	±7.7	184	2.6%*	±0.4	0.52 (M)
Minority	68	41.5%*	±7.7	25	2.9%*	±1.4	1.06 (L)
<b>Race/Ethnicity</b>							
Hispanic	31	44.8%	±12.1	NR	NR	NR	NR
American Indian or Alaskan Native	NR	NR	NR	0	0.0%	NA	NR
Asian	NR	NR	NR	NR	NR	NR	NR
Black/African-American	NR	NR	NR	12	10.6%	±7.1	NR
Native Hawaiian or Other Pacific Islander	NR	NR	NR	0	0.0%	NA	NR
Non-Hispanic White	21	16.9%*	±7.7	184	2.6%*	±0.4	0.52 (M)
Multi-racial	NR	NR	NR	7	3.2%	±3.4	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 USGS – Logistic Regression of Racial/Ethnic Harassment and Predictors of Workplace Harassment*

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	4.860	0.497	95.800	--	129.078	--	--	--	--
Race/Ethnicity	-2.522	0.149	287.661	0.000	0.080	0.060	0.107	-910.395	281.389
Appointment Type	-0.433	0.174	6.230	0.013	0.649	0.462	0.911	-772.670	5.940
Organizational Inclusion	-0.246	0.099	6.139	0.013	0.782	0.644	0.950	-772.780	6.160
Organizational Trust	-0.353	0.113	9.746	0.002	0.702	0.563	0.877	-774.526	9.652
Bystander Harassment Based on Race/Ethnicity	-1.614	0.192	70.461	0.000	0.199	0.137	0.290	-801.795	64.190
General Intolerance	-0.622	0.106	34.341	0.000	0.537	0.436	0.661	-787.220	35.040
Gender Context	-0.260	0.131	3.945	0.047	0.771	0.597	0.997	-771.645	3.889

Note. N = 7,703, Nagelkerke R Square = 0.351

### 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 USGS.

*Table 4.17 USGS – 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	331	3.1*	±0.1	8,043	3.7*	±0.0	-0.79 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	139	4.0	±0.1	NR
Wage Grade (WG) 5-8	30	3.0*	±0.2	448	3.7*	±0.1	-0.83 (L)
Wage Grade (WG) 9-16	11	3.2*	±0.5	76	3.7*	±0.1	-0.81 (L)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	24	3.3*	±0.4	625	3.8*	±0.1	-0.54 (M)
General Schedule (GS) 7-10	67	3.0*	±0.3	1,549	3.6*	±0.0	-0.73 (M)
General Schedule (GS) 11-12	91	3.0*	±0.2	2,636	3.7*	±0.0	-0.83 (L)
General Schedule (GS) 13-15	98	3.1*	±0.2	2,419	3.8*	±0.0	-0.85 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	66	4.1	±0.1	NA
Other	5	3.1*	±0.1	16	3.9*	±0.3	-1.31 (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>Years of Service at Bureau or Office</b>							
Less than 1 year	27	3.6*	±0.2	729	3.9*	±0.1	-0.51 (M)
1 to 3 years	48	3.1*	±0.2	1,302	3.8*	±0.0	-0.82 (L)
4 to 5 years	25	3.4*	±0.5	584	3.7*	±0.1	-0.46 (S)
6 to 10 years	66	3.3*	±0.2	1,350	3.7*	±0.0	-0.43 (S)
11 to 14 years	28	2.9*	±0.2	664	3.7*	±0.1	-1.04 (L)
15 to 20 years	34	2.9*	±0.3	928	3.7*	±0.1	-0.95 (L)
More than 20 years	102	2.9*	±0.2	2,444	3.7*	±0.0	-1.05 (L)
<b>Appointment Type</b>							
Permanent	270	3.0*	±0.1	6,345	3.7*	±0.0	-0.89 (L)
Term	55	3.6*	±0.2	1,461	3.8*	±0.0	-0.31 (S)
Temporary	NR	NR	NR	218	3.9	±0.1	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	81	3.7	±0.2	NA
Non-Seasonal	270	3.0*	±0.1	6,448	3.7*	±0.0	-0.89 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	3.7	±0.2	NA
Permanent-Non-Seasonal	266	3.0*	±0.1	6,276	3.7*	±0.0	-0.89 (L)
Term	55	3.6*	±0.2	1,461	3.8*	±0.0	-0.31 (S)
Temporary-Seasonal	--	--	--	44	3.7	±0.2	NA
Temporary-Non-Seasonal	NR	NR	NR	172	3.9	±0.1	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.

### 4.3.2 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 USGS.

*Table 4.18 USGS – 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	329	0.49*	±0.05	8,040	0.70*	±0.01	-0.52 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	139	0.89	±0.05	NR
Wage Grade (WG) 5-8	30	0.57	±0.16	441	0.69	±0.04	-0.26 (S)
Wage Grade (WG) 9-16	11	0.64	±0.27	76	0.59	±0.11	0.10
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	24	0.64	±0.18	627	0.72	±0.03	-0.19
General Schedule (GS) 7-10	67	0.41*	±0.11	1,550	0.65*	±0.02	-0.55 (M)
General Schedule (GS) 11-12	91	0.43*	±0.09	2,647	0.69*	±0.02	-0.64 (M)
General Schedule (GS) 13-15	96	0.54*	±0.09	2,406	0.74*	±0.02	-0.53 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	68	0.86	±0.07	NA
Other	5	0.17*	±0.16	16	0.96*	±0.06	-5.62 (L)
Years of Service at Bureau or Office							
Less than 1 year	27	0.86	±0.13	733	0.77	±0.03	0.25 (S)
1 to 3 years	48	0.50*	±0.11	1,306	0.74*	±0.02	-0.59 (M)
4 to 5 years	25	0.77	±0.15	576	0.66	±0.03	0.24 (S)
6 to 10 years	64	0.48*	±0.11	1,354	0.68*	±0.02	-0.47 (S)
11 to 14 years	28	0.33*	±0.16	657	0.73*	±0.03	-1.02 (L)
15 to 20 years	34	0.36*	±0.14	928	0.68*	±0.03	-0.78 (M)
More than 20 years	102	0.41*	±0.08	2,445	0.70*	±0.02	-0.71 (M)
Appointment Type							
Permanent	268	0.43*	±0.05	6,344	0.69*	±0.01	-0.64 (M)
Term	55	0.74	±0.10	1,458	0.74	±0.02	0.01
Temporary	NR	NR	NR	218	0.78	±0.05	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>Work Schedule</b>							
Seasonal	--	--	--	81	0.73	±0.09	NA
Non-Seasonal	268	0.43*	±0.05	6,447	0.70*	±0.01	-0.64 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	0.75	±0.13	NA
Permanent-Non-Seasonal	264	0.43*	±0.05	6,276	0.69*	±0.01	-0.64 (M)
Term	55	0.74	±0.10	1,458	0.74	±0.02	0.01
Temporary-Seasonal	--	--	--	44	0.71	±0.12	NA
Temporary-Non-Seasonal	NR	NR	NR	172	0.81	±0.06	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.

### 4.3.3 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 USGS.

*Table 4.19 USGS – Religious Harassment and Organizational Politics 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	330	3.1*	±0.1	8,085	2.6*	±0.0	0.64 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	139	2.6	±0.1	NR
Wage Grade (WG) 5-8	30	3.1*	±0.3	443	2.7*	±0.1	0.56 (M)
Wage Grade (WG) 9-16	11	3.2*	±0.5	79	2.5*	±0.1	1.03 (L)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	24	3.2*	±0.2	626	2.6*	±0.1	0.87 (L)
General Schedule (GS) 7-10	67	3.0*	±0.2	1,563	2.7*	±0.0	0.42 (S)
General Schedule (GS) 11-12	91	3.3*	±0.2	2,656	2.6*	±0.0	0.81 (L)
General Schedule (GS) 13-15	96	2.9*	±0.2	2,417	2.4*	±0.0	0.57 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	2.0	±0.2	NA
Other	5	3.4*	±0.4	21	2.6*	±0.3	1.09 (L)
Years of Service at Bureau or Office							
Less than 1 year	27	2.8*	±0.4	741	2.4*	±0.1	0.52 (M)
1 to 3 years	48	3.3*	±0.2	1,307	2.5*	±0.0	1.05 (L)
4 to 5 years	25	2.9	±0.4	578	2.6	±0.1	0.30 (S)
6 to 10 years	65	2.8	±0.2	1,356	2.7	±0.0	0.20 (S)
11 to 14 years	28	3.1*	±0.3	669	2.6*	±0.1	0.51 (M)
15 to 20 years	34	3.3*	±0.2	933	2.6*	±0.1	0.87 (L)
More than 20 years	102	3.3*	±0.2	2,460	2.6*	±0.0	0.81 (L)
Appointment Type							
Permanent	268	3.1*	±0.1	6,372	2.6*	±0.0	0.64 (M)
Term	55	2.9*	±0.2	1,473	2.5*	±0.0	0.54 (M)
Temporary	NR	NR	NR	221	2.4	±0.1	NR
Work Schedule							
Seasonal	--	--	--	79	2.4	±0.1	NA
Non-Seasonal	270	3.1*	±0.1	6,479	2.6*	±0.0	0.65 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	35	2.4	±0.2	NA
Permanent-Non-Seasonal	266	3.1*	±0.1	6,305	2.6*	±0.0	0.64 (M)
Term	55	2.9*	±0.2	1,473	2.5*	±0.0	0.54 (M)
Temporary-Seasonal	--	--	--	44	2.4	±0.2	NA
Temporary-Non-Seasonal	NR	NR	NR	174	2.4	±0.1	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.

#### 4.3.4 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 USGS.

Table 4.20 USGS – 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	330	3.2*	±0.1	8,098	3.7*	±0.0	-0.60 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	139	4.0	±0.1	NR
Wage Grade (WG) 5-8	29	3.1*	±0.3	450	3.6*	±0.1	-0.53 (M)
Wage Grade (WG) 9-16	11	3.7	±0.2	79	3.8	±0.1	-0.10
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	24	3.3*	±0.5	622	3.7*	±0.1	-0.55 (M)
General Schedule (GS) 7-10	67	3.1*	±0.2	1,564	3.5*	±0.0	-0.49 (S)
General Schedule (GS) 11-12	91	3.0*	±0.2	2,661	3.6*	±0.0	-0.82 (L)
General Schedule (GS) 13-15	98	3.3*	±0.2	2,418	3.8*	±0.0	-0.58 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	4.0	±0.1	NA
Other	5	3.0*	±0.2	21	3.9*	±0.2	-2.16 (L)
Years of Service at Bureau or Office							
Less than 1 year	27	3.7	±0.3	743	3.9	±0.1	-0.29 (S)
1 to 3 years	48	3.2*	±0.3	1,307	3.8*	±0.0	-0.76 (M)
4 to 5 years	24	3.8	±0.3	583	3.5	±0.1	0.32 (S)
6 to 10 years	66	3.2*	±0.2	1,360	3.5*	±0.0	-0.41 (S)
11 to 14 years	28	2.9*	±0.4	669	3.7*	±0.1	-0.85 (L)
15 to 20 years	34	3.0*	±0.3	935	3.6*	±0.1	-0.74 (M)
More than 20 years	102	3.0*	±0.2	2,458	3.7*	±0.0	-0.85 (L)
Appointment Type							
Permanent	268	3.1*	±0.1	6,382	3.6*	±0.0	-0.69 (M)
Term	55	3.6	±0.3	1,476	3.8	±0.0	-0.14
Temporary	NR	NR	NR	221	3.8	±0.1	NR
Work Schedule							
Seasonal	--	--	--	79	3.6	±0.1	NA
Non-Seasonal	269	3.1*	±0.1	6,489	3.6*	±0.0	-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	--	--	--	35	3.5	±0.2	NA
Permanent-Non-Seasonal	264	3.1*	±0.1	6,315	3.6*	±0.0	-0.69 (M)
Term	55	3.6	±0.3	1,476	3.8	±0.0	-0.14
Temporary-Seasonal	--	--	--	44	3.6	±0.2	NA
Temporary-Non-Seasonal	NR	NR	NR	174	3.9	±0.1	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.

### 4.3.5 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 USGS.

*Table 4.21 USGS – 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	329	3.4*	±0.1	7,964	3.9*	±0.0	-0.50 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	132	4.3	±0.1	NR
Wage Grade (WG) 5-8	28	3.7	±0.3	439	3.8	±0.1	-0.09
Wage Grade (WG) 9-16	11	3.1*	±0.9	74	4.1*	±0.2	-1.16 (L)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	24	3.3*	±0.5	609	4.1*	±0.1	-0.73 (M)
General Schedule (GS) 7-10	67	3.3*	±0.3	1,537	3.8*	±0.1	-0.42 (S)
General Schedule (GS) 11-12	91	3.3*	±0.3	2,624	3.9*	±0.0	-0.67 (M)
General Schedule (GS) 13-15	98	3.6*	±0.2	2,386	4.0*	±0.0	-0.44 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	68	4.4	±0.2	NA
Other	5	3.1	±0.1	21	3.7	±0.4	-0.68 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	27	4.0	±0.4	720	4.2	±0.1	-0.31 (S)
1 to 3 years	48	3.9	±0.3	1,293	4.1	±0.0	-0.27 (S)
4 to 5 years	25	4.0	±0.4	577	3.8	±0.1	0.15
6 to 10 years	64	3.5*	±0.3	1,339	3.9*	±0.1	-0.42 (S)
11 to 14 years	28	2.8*	±0.5	657	4.0*	±0.1	-1.10 (L)
15 to 20 years	34	2.8*	±0.3	920	3.9*	±0.1	-1.09 (L)
More than 20 years	102	3.4*	±0.3	2,414	3.9*	±0.0	-0.50 (M)
<b>Appointment Type</b>							
Permanent	267	3.3*	±0.1	6,281	3.9*	±0.0	-0.56 (M)
Term	55	4.0	±0.2	1,452	4.1	±0.0	-0.16
Temporary	NR	NR	NR	212	4.2	±0.1	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	73	4.1	±0.2	NA
Non-Seasonal	268	3.3*	±0.1	6,388	3.9*	±0.0	-0.56 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	33	4.1	±0.3	NA
Permanent-Non-Seasonal	264	3.3*	±0.1	6,219	3.9*	±0.0	-0.56 (M)
Term	55	4.0	±0.2	1,452	4.1	±0.0	-0.16
Temporary-Seasonal	--	--	--	41	4.1	±0.2	NA
Temporary-Non-Seasonal	NR	NR	NR	169	4.2	±0.1	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.

### 4.3.6 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 USGS.

*Table 4.22 USGS – 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	331	3.3*	±0.1	8,122	3.9*	±0.0	-0.62 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	139	4.3	±0.1	NR
Wage Grade (WG) 5-8	30	2.9*	±0.3	455	3.8*	±0.1	-1.01 (L)
Wage Grade (WG) 9-16	11	3.7	±1.0	79	3.9	±0.1	-0.25 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	24	3.4*	±0.5	627	3.9*	±0.1	-0.58 (M)
General Schedule (GS) 7-10	67	3.2*	±0.3	1,572	3.7*	±0.0	-0.55 (M)
General Schedule (GS) 11-12	91	3.3*	±0.2	2,663	3.8*	±0.0	-0.63 (M)
General Schedule (GS) 13-15	98	3.5*	±0.2	2,423	3.9*	±0.0	-0.58 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	4.1	±0.2	NA
Other	5	3.7	±0.7	21	4.3	±0.3	-0.89 (L)
Years of Service at Bureau or Office							
Less than 1 year	27	3.5*	±0.3	743	4.1*	±0.1	-0.78 (M)
1 to 3 years	48	3.5*	±0.3	1,315	3.9*	±0.0	-0.53 (M)
4 to 5 years	25	3.5	±0.4	585	3.8	±0.1	-0.38 (S)
6 to 10 years	66	3.7	±0.2	1,369	3.8	±0.0	-0.11
11 to 14 years	28	3.0*	±0.3	669	3.8*	±0.1	-0.99 (L)
15 to 20 years	34	3.1*	±0.3	937	3.8*	±0.1	-0.76 (M)
More than 20 years	102	3.1*	±0.2	2,461	3.9*	±0.0	-0.86 (L)
Appointment Type							
Permanent	270	3.2*	±0.1	6,404	3.8*	±0.0	-0.68 (M)
Term	55	3.8*	±0.2	1,479	4.0*	±0.0	-0.28 (S)
Temporary	NR	NR	NR	221	4.1	±0.1	NR
Work Schedule							
Seasonal	--	--	--	81	4.0	±0.2	NA
Non-Seasonal	270	3.3*	±0.1	6,509	3.8*	±0.0	-0.66 (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	--	--	--	37	3.8	±0.3	NA
Permanent-Non-Seasonal	266	3.2*	±0.1	6,335	3.8*	±0.0	-0.67 (M)
Term	55	3.8*	±0.2	1,479	4.0*	±0.0	-0.28 (S)
Temporary-Seasonal	--	--	--	44	4.2	±0.2	NA
Temporary-Non-Seasonal	NR	NR	NR	174	4.1	±0.1	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.

#### 4.3.7 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 USGS.

Table 4.23 USGS – 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	102	31.4%*	±5.3	82	1.0%*	±0.2	0.99 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	0	0.0%	NA	NR
Wage Grade (WG) 5-8	NR	NR	NR	15	3.3%	±2.2	NR
Wage Grade (WG) 9-16	NR	NR	NR	0	0.0%	NA	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	8	1.4%	±1.3	NR
General Schedule (GS) 7-10	22	33.1%*	±12.4	16	1.0%*	±0.7	1.02 (L)
General Schedule (GS) 11-12	27	30.9%*	±10.7	19	0.7%*	±0.4	1.01 (L)
General Schedule (GS) 13-15	36	37.1%*	±10.2	21	0.9%*	±0.5	1.12 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	0	0.0%	NA	NA
Other	NR	NR	NR	0	0.0%	NA	NR



	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	NR	NR	NR	9	1.2%	±1.1	NR
1 to 3 years	12	24.7%*	±14.6	23	1.8%*	±0.9	0.77 (M)
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	22	34.2%*	±12.6	13	0.9%*	±0.7	1.05 (L)
11 to 14 years	NR	NR	NR	9	1.3%	±1.3	NR
15 to 20 years	10	28.7%	±18.2	NR	NR	NR	NR
More than 20 years	36	36.8%*	±10.1	18	0.7%*	±0.4	1.13 (L)
<b>Appointment Type</b>							
Permanent	93	35.3%*	±6.0	58	0.9%*	±0.3	1.08 (L)
Term	9	16.4%*	±12.7	21	1.5%*	±0.8	0.59 (M)
Temporary	NR	NR	NR	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	92	34.6%*	±6.0	58	0.9%*	±0.3	1.07 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	0	0.0%	NA	NA
Permanent-Non-Seasonal	92	35.2%*	±6.0	58	0.9%*	±0.3	1.08 (L)
Term	9	16.4%*	±12.7	21	1.5%*	±0.8	0.59 (M)
Temporary-Seasonal	--	--	--	NR	NR	NR	NR
Temporary-Non-Seasonal	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 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 USGS – 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	0.080	0.606	0.017	--	1.083	--	--	--	--
Race/Ethnicity	0.859	0.259	10.979	0.001	2.360	1.420	3.921	-1002.813	13.284
Relationship Status	0.298	0.149	3.977	0.046	1.347	1.005	1.805	-998.233	4.124
Organizational Politics	0.211	0.096	4.786	0.029	1.235	1.022	1.492	-998.546	4.750
Bystander Harassment Based on Religious Beliefs	-3.381	0.182	345.178	0.000	0.034	0.024	0.049	-1150.651	308.961
General Intolerance	-0.527	0.096	30.147	0.000	0.590	0.489	0.712	-1011.313	30.284

Note. N = 7,680, Nagelkerke R Square = 0.229

## 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 USGS.

*Table 4.25 USGS – 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	322	2.8*	±0.1	7,904	3.7*	±0.0	-1.16 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	4.0	±0.1	NR
Wage Grade (WG) 5-8	17	3.0*	±0.4	458	3.7*	±0.1	-0.89 (L)
Wage Grade (WG) 9-16	--	--	--	87	3.6	±0.1	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	37	2.8*	±0.3	608	3.8*	±0.1	-1.27 (L)
General Schedule (GS) 7-10	89	2.7*	±0.2	1,508	3.7*	±0.0	-1.18 (L)
General Schedule (GS) 11-12	113	2.9*	±0.1	2,568	3.7*	±0.0	-1.06 (L)
General Schedule (GS) 13-15	63	2.8*	±0.2	2,385	3.8*	±0.0	-1.19 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	64	4.1	±0.1	NA
Other	--	--	--	22	3.7	±0.3	NA

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	16	3.2*	±0.5	735	3.9*	±0.0	-1.04 (L)
1 to 3 years	43	2.9*	±0.3	1,290	3.8*	±0.0	-1.09 (L)
4 to 5 years	26	3.1*	±0.3	570	3.8*	±0.1	-0.80 (L)
6 to 10 years	58	2.8*	±0.2	1,335	3.7*	±0.0	-1.09 (L)
11 to 14 years	16	2.6*	±0.5	660	3.7*	±0.1	-1.42 (L)
15 to 20 years	36	2.5*	±0.2	916	3.7*	±0.1	-1.58 (L)
More than 20 years	126	2.8*	±0.2	2,359	3.7*	±0.0	-1.10 (L)
<b>Appointment Type</b>							
Permanent	276	2.8*	±0.1	6,206	3.7*	±0.0	-1.14 (L)
Term	41	3.0*	±0.3	1,461	3.8*	±0.0	-1.06 (L)
Temporary	NR	NR	NR	220	3.9	±0.1	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	81	3.7	±0.2	NA
Non-Seasonal	274	2.8*	±0.1	6,314	3.7*	±0.0	-1.15 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	3.7	±0.2	NA
Permanent-Non-Seasonal	272	2.8*	±0.1	6,140	3.7*	±0.0	-1.14 (L)
Term	41	3.0*	±0.3	1,461	3.8*	±0.0	-1.06 (L)
Temporary-Seasonal	--	--	--	44	3.7	±0.2	NA
Temporary-Non-Seasonal	NR	NR	NR	174	3.9	±0.1	NR
<b>Disability</b>							
Yes	123	2.8*	±0.2	424	3.7*	±0.1	-1.11 (L)
No	196	2.9*	±0.1	7,459	3.7*	±0.0	-1.11 (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 USGS.

*Table 4.26 USGS – 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	317	0.40*	±0.05	7,908	0.71*	±0.01	-0.76 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	0.88	±0.05	NR
Wage Grade (WG) 5-8	17	0.20*	±0.15	452	0.70*	±0.04	-1.18 (L)
Wage Grade (WG) 9-16	--	--	--	87	0.60	±0.10	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	37	0.43*	±0.15	610	0.73*	±0.03	-0.74 (M)
General Schedule (GS) 7-10	83	0.32*	±0.09	1,514	0.66*	±0.02	-0.78 (M)
General Schedule (GS) 11-12	113	0.45*	±0.08	2,579	0.69*	±0.02	-0.59 (M)
General Schedule (GS) 13-15	63	0.40*	±0.10	2,374	0.74*	±0.02	-0.89 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	65	0.86	±0.08	NA
Other	--	--	--	22	0.77	±0.15	NA
Years of Service at Bureau or Office							
Less than 1 year	16	0.52*	±0.25	739	0.78*	±0.03	-0.65 (M)
1 to 3 years	43	0.46*	±0.14	1,293	0.74*	±0.02	-0.69 (M)
4 to 5 years	26	0.60	±0.13	562	0.67	±0.04	-0.18
6 to 10 years	58	0.29*	±0.11	1,338	0.68*	±0.02	-0.93 (L)
11 to 14 years	13	0.31*	±0.21	655	0.72*	±0.03	-1.06 (L)
15 to 20 years	36	0.24*	±0.11	918	0.69*	±0.03	-1.08 (L)
More than 20 years	124	0.42*	±0.08	2,362	0.70*	±0.02	-0.69 (M)
Appointment Type							
Permanent	271	0.37*	±0.05	6,213	0.70*	±0.01	-0.78 (M)
Term	41	0.59*	±0.14	1,458	0.75*	±0.02	-0.40 (S)
Temporary	NR	NR	NR	220	0.78	±0.05	NR
Work Schedule							
Seasonal	--	--	--	81	0.73	±0.09	NA
Non-Seasonal	269	0.36*	±0.05	6,320	0.70*	±0.01	-0.82 (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	--	--	--	37	0.75	±0.13	NA
Permanent-Non-Seasonal	266	0.37*	±0.05	6,146	0.70*	±0.01	-0.80 (L)
Term	41	0.59*	±0.14	1,458	0.75*	±0.02	-0.40 (S)
Temporary-Seasonal	--	--	--	44	0.71	±0.12	NA
Temporary-Non-Seasonal	NR	NR	NR	174	0.81	±0.05	NR
<b>Disability</b>							
Yes	123	0.43*	±0.08	427	0.68*	±0.04	-0.58 (M)
No	191	0.38*	±0.06	7,460	0.71*	±0.01	-0.81 (L)

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

### 4.4.3 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 USGS.

*Table 4.27 USGS – Disability Harassment and Organizational Politics by Selected Characteristics*

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	322	3.3*	±0.1	7,942	2.6*	±0.0	0.98 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	2.5	±0.1	NR
Wage Grade (WG) 5-8	17	3.2*	±0.4	453	2.7*	±0.1	0.61 (M)
Wage Grade (WG) 9-16	--	--	--	90	2.6	±0.1	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	37	3.2*	±0.3	609	2.5*	±0.1	0.94 (L)
General Schedule (GS) 7-10	88	3.6*	±0.2	1,523	2.7*	±0.0	1.11 (L)
General Schedule (GS) 11-12	116	3.3*	±0.1	2,585	2.6*	±0.0	0.87 (L)
General Schedule (GS) 13-15	61	3.3*	±0.2	2,381	2.4*	±0.0	1.03 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	68	2.0	±0.2	NA
Other	--	--	--	26	2.8	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	16	3.5*	±0.5	747	2.4*	±0.0	1.56 (L)
1 to 3 years	43	3.3*	±0.3	1,295	2.5*	±0.0	0.98 (L)
4 to 5 years	26	2.7	±0.2	565	2.6	±0.1	0.08
6 to 10 years	54	3.3*	±0.2	1,341	2.7*	±0.0	0.82 (L)
11 to 14 years	16	3.4*	±0.5	664	2.6*	±0.1	0.98 (L)
15 to 20 years	38	3.8*	±0.3	919	2.5*	±0.0	1.60 (L)
More than 20 years	129	3.4*	±0.2	2,372	2.6*	±0.0	0.96 (L)
Appointment Type							
Permanent	277	3.4*	±0.1	6,229	2.6*	±0.0	0.99 (L)
Term	41	3.1*	±0.3	1,473	2.5*	±0.0	0.76 (M)
Temporary	NR	NR	NR	223	2.4	±0.1	NR
Work Schedule							
Seasonal	--	--	--	79	2.4	±0.1	NA
Non-Seasonal	276	3.4*	±0.1	6,340	2.6*	±0.0	1.00 (L)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	35	2.4	±0.2	NA
Permanent-Non-Seasonal	274	3.4*	±0.1	6,164	2.6*	±0.0	0.99 (L)
Term	41	3.1*	±0.3	1,473	2.5*	±0.0	0.76 (M)
Temporary-Seasonal	--	--	--	44	2.4	±0.2	NA
Temporary-Non-Seasonal	NR	NR	NR	176	2.4	±0.1	NR
<b>Disability</b>							
Yes	125	3.3*	±0.2	423	2.5*	±0.1	0.99 (L)
No	195	3.3*	±0.1	7,495	2.6*	±0.0	0.97 (L)

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



#### 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 USGS.

*Table 4.28 USGS – 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	327	2.7*	±0.1	7,950	3.7*	±0.0	-1.17 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	4.1	±0.1	NR
Wage Grade (WG) 5-8	17	2.7*	±0.5	459	3.6*	±0.1	-0.97 (L)
Wage Grade (WG) 9-16	--	--	--	90	3.8	±0.1	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	37	2.7*	±0.3	605	3.8*	±0.1	-1.45 (L)
General Schedule (GS) 7-10	91	2.4*	±0.2	1,521	3.5*	±0.0	-1.26 (L)
General Schedule (GS) 11-12	116	2.9*	±0.2	2,590	3.6*	±0.0	-0.91 (L)
General Schedule (GS) 13-15	63	2.8*	±0.2	2,382	3.8*	±0.0	-1.24 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	68	4.0	±0.1	NA
Other	--	--	--	26	3.7	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	16	3.0*	±0.5	749	4.0*	±0.1	-1.33 (L)
1 to 3 years	43	2.7*	±0.3	1,294	3.8*	±0.0	-1.37 (L)
4 to 5 years	26	3.3	±0.4	568	3.5	±0.1	-0.29 (S)
6 to 10 years	58	2.5*	±0.3	1,342	3.5*	±0.0	-1.27 (L)
11 to 14 years	16	2.5*	±0.5	664	3.7*	±0.1	-1.35 (L)
15 to 20 years	38	2.3*	±0.3	921	3.6*	±0.1	-1.65 (L)
More than 20 years	129	2.8*	±0.1	2,370	3.7*	±0.0	-1.04 (L)
Appointment Type							
Permanent	281	2.7*	±0.1	6,235	3.7*	±0.0	-1.15 (L)
Term	41	2.9*	±0.3	1,476	3.8*	±0.0	-1.06 (L)
Temporary	NR	NR	NR	223	3.8	±0.1	NR
Work Schedule							
Seasonal	--	--	--	79	3.6	±0.1	NA
Non-Seasonal	279	2.7*	±0.1	6,346	3.7*	±0.0	-1.16 (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	--	--	--	35	3.5	±0.2	NA
Permanent-Non-Seasonal	277	2.7*	±0.1	6,170	3.7*	±0.0	-1.15 (L)
Term	41	2.9*	±0.3	1,476	3.8*	±0.0	-1.06 (L)
Temporary-Seasonal	--	--	--	44	3.6	±0.2	NA
Temporary-Non-Seasonal	NR	NR	NR	176	3.9	±0.1	NR
<b>Disability</b>							
Yes	125	2.6*	±0.2	423	3.7*	±0.1	-1.30 (L)
No	199	2.8*	±0.1	7,504	3.7*	±0.0	-1.02 (L)

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

#### 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 USGS.

*Table 4.29 USGS – 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	318	3.0*	±0.1	7,824	4.0*	±0.0	-1.03 (L)
<b>Pay Plan and Grade</b>							
Wage Grade (WG) 1-4	NR	NR	NR	134	4.3	±0.1	NR
Wage Grade (WG) 5-8	15	3.3*	±0.5	449	3.8*	±0.1	-0.55 (M)
Wage Grade (WG) 9-16	--	--	--	85	4.0	±0.2	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	37	2.5*	±0.4	592	4.1*	±0.1	-1.77 (L)
General Schedule (GS) 7-10	86	2.5*	±0.3	1,499	3.8*	±0.1	-1.28 (L)
General Schedule (GS) 11-12	116	3.2*	±0.2	2,554	3.9*	±0.0	-0.79 (M)
General Schedule (GS) 13-15	61	3.3*	±0.3	2,351	4.0*	±0.0	-0.78 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	66	4.4	±0.2	NA
Other	--	--	--	26	3.6	±0.3	NA

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	16	3.1*	±0.9	726	4.3*	±0.1	-1.40 (L)
1 to 3 years	43	3.3*	±0.4	1,281	4.1*	±0.0	-0.95 (L)
4 to 5 years	26	3.2*	±0.5	563	3.9*	±0.1	-0.60 (M)
6 to 10 years	53	2.8*	±0.4	1,324	3.9*	±0.1	-1.07 (L)
11 to 14 years	16	2.2*	±0.6	653	3.9*	±0.1	-1.65 (L)
15 to 20 years	35	2.5*	±0.5	910	3.9*	±0.1	-1.37 (L)
More than 20 years	129	3.0*	±0.2	2,327	3.9*	±0.0	-0.87 (L)
<b>Appointment Type</b>							
Permanent	274	2.9*	±0.2	6,139	3.9*	±0.0	-1.02 (L)
Term	39	3.4*	±0.4	1,454	4.1*	±0.0	-0.87 (L)
Temporary	NR	NR	NR	214	4.2	±0.1	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	73	4.1	±0.2	NA
Non-Seasonal	272	2.9*	±0.2	6,250	3.9*	±0.0	-1.01 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	33	4.1	±0.3	NA
Permanent-Non-Seasonal	270	2.9*	±0.2	6,079	3.9*	±0.0	-1.00 (L)
Term	39	3.4*	±0.4	1,454	4.1*	±0.0	-0.87 (L)
Temporary-Seasonal	--	--	--	41	4.1	±0.2	NA
Temporary-Non-Seasonal	NR	NR	NR	171	4.2	±0.1	NR
<b>Disability</b>							
Yes	123	2.8*	±0.2	408	4.0*	±0.1	-1.07 (L)
No	193	3.1*	±0.2	7,392	4.0*	±0.0	-0.93 (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 USGS.

*Table 4.30 USGS – 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	327	2.9*	±0.1	7,976	3.9*	±0.0	-1.16 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	4.3	±0.1	NR
Wage Grade (WG) 5-8	17	2.8*	±0.4	466	3.8*	±0.1	-1.17 (L)
Wage Grade (WG) 9-16	--	--	--	90	3.8	±0.2	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	37	3.1*	±0.3	610	3.9*	±0.1	-1.01 (L)
General Schedule (GS) 7-10	91	2.5*	±0.3	1,529	3.8*	±0.0	-1.43 (L)
General Schedule (GS) 11-12	116	3.0*	±0.2	2,592	3.9*	±0.0	-1.05 (L)
General Schedule (GS) 13-15	63	3.2*	±0.3	2,387	3.9*	±0.0	-0.86 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	68	4.0	±0.2	NA
Other	--	--	--	26	4.2	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	16	3.2*	±0.4	749	4.1*	±0.1	-1.18 (L)
1 to 3 years	43	2.9*	±0.3	1,302	3.9*	±0.0	-1.21 (L)
4 to 5 years	26	3.3*	±0.4	572	3.8*	±0.1	-0.59 (M)
6 to 10 years	58	2.9*	±0.3	1,352	3.8*	±0.0	-1.11 (L)
11 to 14 years	16	2.5*	±0.5	664	3.8*	±0.1	-1.46 (L)
15 to 20 years	38	2.4*	±0.4	923	3.8*	±0.1	-1.67 (L)
More than 20 years	129	3.0*	±0.2	2,373	3.9*	±0.0	-1.05 (L)
Appointment Type							
Permanent	281	2.9*	±0.1	6,258	3.8*	±0.0	-1.16 (L)
Term	41	3.2*	±0.3	1,478	4.0*	±0.0	-0.98 (L)
Temporary	NR	NR	NR	223	4.1	±0.1	NR
Work Schedule							
Seasonal	--	--	--	81	4.0	±0.2	NA
Non-Seasonal	279	2.9*	±0.1	6,368	3.9*	±0.0	-1.16 (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	--	--	--	37	3.8	±0.3	NA
Permanent-Non-Seasonal	277	2.9*	±0.1	6,192	3.8*	±0.0	-1.16 (L)
Term	41	3.2*	±0.3	1,478	4.0*	±0.0	-0.98 (L)
Temporary-Seasonal	--	--	--	44	4.2	±0.2	NA
Temporary-Non-Seasonal	NR	NR	NR	176	4.1	±0.1	NR
<b>Disability</b>							
Yes	125	2.8*	±0.2	432	3.8*	±0.1	-1.10 (L)
No	199	3.0*	±0.1	7,520	3.9*	±0.0	-1.04 (L)

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

#### 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 USGS.

*Table 4.31 USGS – 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	100	32.3%*	±5.4	138	1.8%*	±0.3	0.94 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	0	0.0%	NA	NR
Wage Grade (WG) 5-8	NR	NR	NR	7	1.6%	±1.7	NR
Wage Grade (WG) 9-16	--	--	--	7	7.5%	±8.0	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 7-10	28	32.7%*	±10.8	43	2.9%*	±1.0	0.88 (L)
General Schedule (GS) 11-12	30	27.9%*	±9.3	39	1.5%*	±0.6	0.87 (L)
General Schedule (GS) 13-15	19	31.1%*	±12.9	41	1.8%*	±0.6	0.92 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	0	0.0%	NA	NA
Other	--	--	--	0	0.0%	NA	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	NR	NR	NR	NR
1 to 3 years	15	35.2%*	±15.9	19	1.5%*	±0.8	1.02 (L)
4 to 5 years	NR	NR	NR	16	2.9%	±1.8	NR
6 to 10 years	20	38.3%*	±14.3	25	1.9%*	±0.9	1.06 (L)
11 to 14 years	NR	NR	NR	8	1.2%	±1.2	NR
15 to 20 years	8	23.4%*	±17.3	13	1.4%*	±1.0	0.77 (M)
More than 20 years	38	30.5%*	±8.8	54	2.3%*	±0.7	0.87 (L)
Appointment Type							
Permanent	87	33.0%*	±5.9	127	2.1%*	±0.4	0.94 (L)
Term	10	25.1%*	±16.1	11	0.7%*	±0.6	0.88 (L)
Temporary	NR	NR	NR	0	0.0%	NA	NR

	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
Non-Seasonal	84	32.2%*	±5.9	118	1.9%*	±0.4	0.93 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	84	32.5%*	±6.0	118	1.9%*	±0.4	0.93 (L)
Term	10	25.1%*	±16.1	11	0.7%*	±0.6	0.88 (L)
Temporary-Seasonal	--	--	--	0	0.0%	NA	NA
Temporary-Non-Seasonal	NR	NR	NR	0	0.0%	NA	NR
<b>Disability</b>							
Yes	51	42.8%*	±9.1	7	1.6%*	±1.8	1.17 (L)
No	48	25.6%*	±6.8	131	1.8%*	±0.3	0.79 (M)

<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 USGS – Logistic Regression of Disability Harassment and Predictors of Workplace Harassment*

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	2.536	0.718	12.481	--	12.631	--	--	--	--
Sex	-0.802	0.144	30.986	0.000	0.448	0.338	0.595	-839.144	31.337
Disability Status	-2.643	0.165	257.399	0.000	0.071	0.052	0.098	-939.065	231.178
Years of Service at Bureau or Office	0.168	0.036	21.858	0.000	1.183	1.103	1.269	-834.840	22.729
Organizational Politics	0.319	0.115	7.710	0.005	1.376	1.098	1.724	-827.333	7.715
Organizational Inclusion	-0.263	0.097	7.316	0.007	0.769	0.635	0.930	-827.126	7.300
Organizational Trust	-0.248	0.117	4.519	0.034	0.780	0.620	0.981	-825.728	4.504
Bystander Harassment Based on Disability	-2.230	0.188	140.924	0.000	0.108	0.074	0.155	-886.644	126.336
General Intolerance	-0.352	0.106	11.002	0.001	0.703	0.571	0.866	-829.049	11.146

Note. N = 7,572, Nagelkerke R Square = 0.362



## 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 USGS.

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

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size <i>Hedges' g</i>
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	
Overall	136	2.9*	±0.2	8,173	3.7*	±0.0	-1.02 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	4.5	±0.4	137	4.0	±0.1	0.70 (M)
Wage Grade (WG) 5-8	6	3.3	±0.2	474	3.7	±0.1	-0.43 (S)
Wage Grade (WG) 9-16	--	--	--	87	3.6	±0.1	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	3.2	±0.3	641	3.8	±0.1	-0.72 (M)
General Schedule (GS) 7-10	35	2.6*	±0.3	1,570	3.6*	±0.0	-1.22 (L)
General Schedule (GS) 11-12	54	2.8*	±0.2	2,657	3.7*	±0.0	-1.18 (L)
General Schedule (GS) 13-15	28	3.0*	±0.3	2,459	3.8*	±0.0	-1.02 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	64	4.1	±0.1	NA
Other	--	--	--	22	3.7	±0.3	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>Years of Service at Bureau or Office</b>							
Less than 1 year	9	4.0	±0.7	745	3.9	±0.0	0.04
1 to 3 years	26	3.0*	±0.3	1,320	3.8*	±0.0	-0.98 (L)
4 to 5 years	18	2.6*	±0.5	583	3.8*	±0.1	-1.40 (L)
6 to 10 years	30	2.7*	±0.2	1,372	3.7*	±0.0	-1.14 (L)
11 to 14 years	6	3.2	±1.1	685	3.7	±0.1	-0.63 (M)
15 to 20 years	9	2.5*	±0.7	951	3.7*	±0.1	-1.44 (L)
More than 20 years	38	2.9*	±0.3	2,482	3.7*	±0.0	-0.95 (L)
<b>Appointment Type</b>							
Permanent	94	2.8*	±0.2	6,460	3.7*	±0.0	-1.11 (L)
Term	42	3.1*	±0.3	1,471	3.8*	±0.0	-0.88 (L)
Temporary	--	--	--	223	3.9	±0.1	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	81	3.7	±0.2	NA
Non-Seasonal	94	2.8*	±0.2	6,565	3.7*	±0.0	-1.12 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	3.7	±0.2	NA
Permanent-Non-Seasonal	94	2.8*	±0.2	6,389	3.7*	±0.0	-1.11 (L)
Term	42	3.1*	±0.3	1,471	3.8*	±0.0	-0.88 (L)
Temporary-Seasonal	--	--	--	44	3.7	±0.2	NA
Temporary-Non-Seasonal	--	--	--	176	3.9	±0.1	NA
<b>Sex</b>							
Men	64	2.9*	±0.2	5,030	3.8*	±0.0	-1.07 (L)
Women	70	2.8*	±0.2	3,116	3.6*	±0.0	-0.95 (L)
<b>Gender Identity</b>							
Male	64	2.9*	±0.2	5,030	3.8*	±0.0	-1.07 (L)
Female	70	2.8*	±0.2	3,116	3.6*	±0.0	-0.95 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	24	3.9	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	79	2.7*	±0.2	7,534	3.7*	±0.0	-1.27 (L)
Sexual Minority	44	3.3*	±0.3	299	3.8*	±0.1	-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>Sexual Orientation</b>							
Heterosexual or straight	79	2.7*	±0.2	7,534	3.7*	±0.0	-1.27 (L)
Lesbian	NR	NR	NR	63	3.8	±0.2	NR
Gay	26	3.5	±0.3	69	3.8	±0.2	-0.43 (S)
Bisexual	12	2.6*	±0.4	120	3.8*	±0.1	-1.58 (L)
Other	NR	NR	NR	46	3.6	±0.2	NR
I prefer not to say	13	2.9*	±0.5	282	3.6*	±0.1	-0.81 (L)

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

#### 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 USGS.

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

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	136	0.45*	±0.07	8,168	0.70*	±0.01	-0.60 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	1.00	±0.00	137	0.87	±0.05	0.45 (S)
Wage Grade (WG) 5-8	NR	NR	NR	467	0.68	±0.04	NR
Wage Grade (WG) 9-16	--	--	--	87	0.60	±0.10	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	0.67	±0.00	644	0.72	±0.03	-0.12
General Schedule (GS) 7-10	35	0.31*	±0.15	1,570	0.65*	±0.02	-0.79 (M)
General Schedule (GS) 11-12	54	0.46*	±0.11	2,668	0.69*	±0.02	-0.54 (M)
General Schedule (GS) 13-15	28	0.48*	±0.16	2,444	0.73*	±0.02	-0.66 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	65	0.86	±0.08	NA
Other	--	--	--	22	0.77	±0.15	NA
Years of Service at Bureau or Office							
Less than 1 year	9	0.76	±0.30	749	0.77	±0.03	-0.02
1 to 3 years	26	0.44*	±0.17	1,324	0.74*	±0.02	-0.73 (M)
4 to 5 years	18	0.49	±0.18	574	0.68	±0.03	-0.46 (S)
6 to 10 years	30	0.34*	±0.17	1,373	0.68*	±0.02	-0.79 (M)
11 to 14 years	6	0.73	±0.39	677	0.71	±0.03	0.05
15 to 20 years	9	0.29*	±0.27	951	0.67*	±0.03	-0.90 (L)
More than 20 years	38	0.46*	±0.13	2,483	0.69*	±0.02	-0.55 (M)
Appointment Type							
Permanent	94	0.44*	±0.09	6,457	0.69*	±0.01	-0.59 (M)
Term	42	0.48*	±0.14	1,469	0.75*	±0.02	-0.68 (M)
Temporary	--	--	--	223	0.78	±0.05	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	--	--	--	81	0.73	±0.09	NA
Non-Seasonal	94	0.44*	±0.09	6,563	0.69*	±0.01	-0.60 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	0.75	±0.13	NA
Permanent-Non-Seasonal	94	0.44*	±0.09	6,386	0.69*	±0.01	-0.59 (M)
Term	42	0.48*	±0.14	1,469	0.75*	±0.02	-0.68 (M)
Temporary-Seasonal	--	--	--	44	0.71	±0.12	NA
Temporary-Non-Seasonal	--	--	--	176	0.80	±0.05	NA
<b>Sex</b>							
Men	64	0.56*	±0.11	5,024	0.72*	±0.01	-0.39 (S)
Women	70	0.35*	±0.10	3,117	0.67*	±0.01	-0.78 (M)
<b>Gender Identity</b>							
Male	64	0.56*	±0.11	5,024	0.72*	±0.01	-0.39 (S)
Female	70	0.35*	±0.10	3,117	0.67*	±0.01	-0.78 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	24	0.63	±0.19	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	79	0.35*	±0.09	7,524	0.70*	±0.01	-0.87 (L)
Sexual Minority	44	0.62	±0.13	301	0.73	±0.05	-0.25 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	79	0.35*	±0.09	7,524	0.70*	±0.01	-0.87 (L)
Lesbian	NR	NR	NR	63	0.76	±0.10	NR
Gay	26	0.63	±0.19	69	0.75	±0.09	-0.27 (S)
Bisexual	12	0.59	±0.23	122	0.77	±0.07	-0.47 (S)
Other	NR	NR	NR	46	0.54	±0.14	NR
I prefer not to say	13	0.55	±0.26	285	0.61	±0.05	-0.15

<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 USGS.

*Table 4.35 USGS – 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	133	3.4*	±0.1	8,216	2.6*	±0.0	0.95 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	3.4*	±0.2	137	2.5*	±0.1	1.39 (L)
Wage Grade (WG) 5-8	6	3.2	±0.2	469	2.7	±0.1	0.62 (M)
Wage Grade (WG) 9-16	--	--	--	90	2.6	±0.1	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	2.7	±0.3	642	2.6	±0.1	0.15
General Schedule (GS) 7-10	32	3.5*	±0.3	1,587	2.7*	±0.0	0.96 (L)
General Schedule (GS) 11-12	53	3.5*	±0.2	2,677	2.6*	±0.0	1.11 (L)
General Schedule (GS) 13-15	28	3.1*	±0.4	2,454	2.5*	±0.0	0.77 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	68	2.0	±0.2	NA
Other	--	--	--	26	2.8	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	9	3.8*	±0.5	757	2.4*	±0.1	1.94 (L)
1 to 3 years	24	3.3*	±0.3	1,328	2.5*	±0.0	1.05 (L)
4 to 5 years	18	3.5*	±0.3	577	2.6*	±0.1	1.07 (L)
6 to 10 years	30	3.5*	±0.3	1,374	2.7*	±0.0	1.00 (L)
11 to 14 years	6	2.6	±0.5	689	2.6	±0.1	-0.05
15 to 20 years	8	3.2*	±1.0	956	2.6*	±0.0	0.81 (L)
More than 20 years	38	3.3*	±0.3	2,497	2.6*	±0.0	0.78 (M)
Appointment Type							
Permanent	90	3.4*	±0.2	6,488	2.6*	±0.0	0.98 (L)
Term	42	3.2*	±0.2	1,483	2.5*	±0.0	0.97 (L)
Temporary	--	--	--	225	2.4	±0.1	NA
Work Schedule							
Seasonal	--	--	--	79	2.4	±0.1	NA
Non-Seasonal	90	3.4*	±0.2	6,599	2.6*	±0.0	0.99 (L)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	35	2.4	±0.2	NA
Permanent-Non-Seasonal	90	3.4*	±0.2	6,421	2.6*	±0.0	0.98 (L)
Term	42	3.2*	±0.2	1,483	2.5*	±0.0	0.97 (L)
Temporary-Seasonal	--	--	--	44	2.4	±0.2	NA
Temporary-Non-Seasonal	--	--	--	179	2.4	±0.1	NA
<b>Sex</b>							
Men	61	3.4*	±0.2	5,058	2.6*	±0.0	0.96 (L)
Women	70	3.4*	±0.2	3,131	2.6*	±0.0	1.02 (L)
<b>Gender Identity</b>							
Male	61	3.4*	±0.2	5,058	2.6*	±0.0	0.96 (L)
Female	70	3.4*	±0.2	3,131	2.6*	±0.0	1.02 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	24	2.7	±0.4	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	78	3.5*	±0.2	7,570	2.6*	±0.0	1.20 (L)
Sexual Minority	41	2.9*	±0.2	298	2.6*	±0.1	0.49 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	78	3.5*	±0.2	7,570	2.6*	±0.0	1.20 (L)
Lesbian	NR	NR	NR	63	2.5	±0.2	NR
Gay	23	2.9	±0.2	67	2.6	±0.2	0.41 (S)
Bisexual	12	3.1*	±0.3	122	2.6*	±0.1	0.69 (M)
Other	NR	NR	NR	46	2.5	±0.2	NR
I prefer not to say	13	3.5*	±0.5	282	2.8*	±0.1	0.85 (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.

#### 4.5.4 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 USGS.

*Table 4.36 USGS – 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	132	2.8*	±0.2	8,229	3.7*	±0.0	-1.04 (L)
<b>Pay Plan and Grade</b>							
Wage Grade (WG) 1-4	7	3.1*	±0.3	137	4.1*	±0.1	-1.47 (L)
Wage Grade (WG) 5-8	NR	NR	NR	476	3.5	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	90	3.8	±0.1	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	3.2	±0.4	639	3.7	±0.1	-0.63 (M)
General Schedule (GS) 7-10	32	2.5*	±0.4	1,588	3.5*	±0.0	-1.09 (L)
General Schedule (GS) 11-12	54	2.6*	±0.2	2,682	3.6*	±0.0	-1.28 (L)
General Schedule (GS) 13-15	28	3.2*	±0.3	2,456	3.8*	±0.0	-0.70 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	68	4.0	±0.1	NA
Other	--	--	--	26	3.7	±0.2	NA
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	9	2.6*	±0.6	759	3.9*	±0.1	-1.91 (L)
1 to 3 years	24	3.0*	±0.3	1,328	3.8*	±0.0	-0.97 (L)
4 to 5 years	16	2.4*	±0.4	582	3.6*	±0.1	-1.34 (L)
6 to 10 years	30	2.6*	±0.3	1,380	3.5*	±0.0	-1.11 (L)
11 to 14 years	6	3.6	±0.5	689	3.6	±0.1	0.00
15 to 20 years	9	2.9*	±0.6	958	3.6*	±0.1	-0.87 (L)
More than 20 years	38	2.9*	±0.3	2,496	3.6*	±0.0	-0.90 (L)
<b>Appointment Type</b>							
Permanent	90	2.8*	±0.2	6,498	3.6*	±0.0	-1.02 (L)
Term	42	2.9*	±0.2	1,486	3.8*	±0.0	-1.19 (L)
Temporary	--	--	--	225	3.8	±0.1	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	79	3.6	±0.1	NA
Non-Seasonal	90	2.8*	±0.2	6,607	3.6*	±0.0	-1.04 (L)



	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	35	3.5	±0.2	NA
Permanent-Non-Seasonal	90	2.8*	±0.2	6,428	3.6*	±0.0	-1.03 (L)
Term	42	2.9*	±0.2	1,486	3.8*	±0.0	-1.19 (L)
Temporary-Seasonal	--	--	--	44	3.6	±0.2	NA
Temporary-Non-Seasonal	--	--	--	179	3.9	±0.1	NA
<b>Sex</b>							
Men	62	2.7*	±0.2	5,062	3.7*	±0.0	-1.18 (L)
Women	68	2.8*	±0.2	3,140	3.7*	±0.0	-0.98 (L)
<b>Gender Identity</b>							
Male	62	2.7*	±0.2	5,062	3.7*	±0.0	-1.18 (L)
Female	68	2.8*	±0.2	3,140	3.7*	±0.0	-0.98 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	24	3.4	±0.4	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	78	2.7*	±0.2	7,583	3.7*	±0.0	-1.20 (L)
Sexual Minority	41	3.1*	±0.3	301	3.8*	±0.1	-0.89 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	78	2.7*	±0.2	7,583	3.7*	±0.0	-1.20 (L)
Lesbian	NR	NR	NR	63	3.8	±0.2	NR
Gay	23	3.1*	±0.4	69	3.8*	±0.2	-0.72 (M)
Bisexual	12	2.8*	±0.5	122	3.7*	±0.1	-1.14 (L)
Other	NR	NR	NR	46	3.8	±0.2	NR
I prefer not to say	13	2.6*	±0.4	280	3.5*	±0.1	-0.94 (L)

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

### 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 USGS.

*Table 4.37 USGS – 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	136	3.4*	±0.2	8,089	3.9*	±0.0	-0.53 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	4.4	±0.2	130	4.3	±0.1	0.19
Wage Grade (WG) 5-8	6	3.1	±0.4	462	3.8	±0.1	-0.74 (M)
Wage Grade (WG) 9-16	--	--	--	85	4.0	±0.2	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	3.6	±0.1	626	4.0	±0.1	-0.43 (S)
General Schedule (GS) 7-10	35	3.1*	±0.5	1,558	3.8*	±0.1	-0.63 (M)
General Schedule (GS) 11-12	54	3.4*	±0.3	2,646	3.9*	±0.0	-0.56 (M)
General Schedule (GS) 13-15	28	3.6*	±0.5	2,424	4.0*	±0.0	-0.42 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	66	4.4	±0.2	NA
Other	--	--	--	26	3.6	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	9	3.6*	±1.0	736	4.2*	±0.1	-0.74 (M)
1 to 3 years	26	3.5*	±0.4	1,311	4.1*	±0.0	-0.73 (M)
4 to 5 years	18	3.0*	±0.6	576	3.9*	±0.1	-0.86 (L)
6 to 10 years	30	3.6	±0.3	1,356	3.9	±0.1	-0.33 (S)
11 to 14 years	6	3.9	±0.9	677	3.9	±0.1	-0.02
15 to 20 years	9	2.8*	±1.0	943	3.8*	±0.1	-1.01 (L)
More than 20 years	38	3.5*	±0.4	2,452	3.8*	±0.0	-0.34 (S)
Appointment Type							
Permanent	94	3.3*	±0.3	6,391	3.9*	±0.0	-0.53 (M)
Term	42	3.6*	±0.3	1,462	4.1*	±0.0	-0.63 (M)
Temporary	--	--	--	217	4.2	±0.1	NA
Work Schedule							
Seasonal	--	--	--	73	4.1	±0.2	NA
Non-Seasonal	94	3.3*	±0.3	6,500	3.9*	±0.0	-0.54 (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	--	--	--	33	4.1	±0.3	NA
Permanent-Non-Seasonal	94	3.3*	±0.3	6,327	3.9*	±0.0	-0.53 (M)
Term	42	3.6*	±0.3	1,462	4.1*	±0.0	-0.63 (M)
Temporary-Seasonal	--	--	--	41	4.1	±0.2	NA
Temporary-Non-Seasonal	--	--	--	173	4.2	±0.1	NA
<b>Sex</b>							
Men	64	3.5*	±0.3	4,981	3.9*	±0.0	-0.39 (S)
Women	70	3.3*	±0.3	3,081	4.0*	±0.0	-0.65 (M)
<b>Gender Identity</b>							
Male	64	3.5*	±0.3	4,981	3.9*	±0.0	-0.39 (S)
Female	70	3.3*	±0.3	3,081	4.0*	±0.0	-0.65 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	24	3.9	±0.4	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	79	3.1*	±0.3	7,453	3.9*	±0.0	-0.80 (L)
Sexual Minority	44	3.8	±0.3	295	4.0	±0.1	-0.21 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	79	3.1*	±0.3	7,453	3.9*	±0.0	-0.80 (L)
Lesbian	NR	NR	NR	63	4.0	±0.2	NR
Gay	26	4.2	±0.3	66	4.1	±0.2	0.06
Bisexual	12	3.4*	±0.4	120	3.9*	±0.2	-0.60 (M)
Other	NR	NR	NR	46	4.3	±0.2	NR
I prefer not to say	13	3.6	±0.8	278	3.8	±0.1	-0.14

<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 USGS.

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

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	136	3.3*	±0.2	8,250	3.9*	±0.0	-0.59 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	4.5	±0.6	137	4.3	±0.1	0.26 (S)
Wage Grade (WG) 5-8	6	3.2	±0.4	481	3.7	±0.1	-0.57 (M)
Wage Grade (WG) 9-16	--	--	--	90	3.8	±0.2	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	3.9	±0.1	644	3.9	±0.1	-0.02
General Schedule (GS) 7-10	35	3.0*	±0.4	1,593	3.7*	±0.0	-0.80 (L)
General Schedule (GS) 11-12	54	3.3*	±0.2	2,684	3.8*	±0.0	-0.70 (M)
General Schedule (GS) 13-15	28	3.6*	±0.3	2,461	3.9*	±0.0	-0.40 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	68	4.0	±0.2	NA
Other	--	--	--	26	4.2	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	9	3.7	±1.0	759	4.1	±0.1	-0.50 (M)
1 to 3 years	26	3.1*	±0.4	1,333	3.9*	±0.0	-0.99 (L)
4 to 5 years	18	3.2*	±0.5	584	3.8*	±0.1	-0.74 (M)
6 to 10 years	30	3.4*	±0.2	1,389	3.8*	±0.0	-0.41 (S)
11 to 14 years	6	3.7	±0.6	689	3.8	±0.1	-0.09
15 to 20 years	9	3.1*	±1.0	960	3.8*	±0.1	-0.77 (M)
More than 20 years	38	3.5*	±0.3	2,499	3.8*	±0.0	-0.43 (S)
Appointment Type							
Permanent	94	3.3*	±0.2	6,517	3.8*	±0.0	-0.58 (M)
Term	42	3.4*	±0.3	1,489	4.0*	±0.0	-0.73 (M)
Temporary	--	--	--	225	4.1	±0.1	NA
Work Schedule							
Seasonal	--	--	--	81	4.0	±0.2	NA
Non-Seasonal	94	3.3*	±0.2	6,625	3.8*	±0.0	-0.59 (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	--	--	--	37	3.8	±0.3	NA
Permanent-Non-Seasonal	94	3.3*	±0.2	6,446	3.8*	±0.0	-0.58 (M)
Term	42	3.4*	±0.3	1,489	4.0*	±0.0	-0.73 (M)
Temporary-Seasonal	--	--	--	44	4.2	±0.2	NA
Temporary-Non-Seasonal	--	--	--	179	4.1	±0.1	NA
<b>Sex</b>							
Men	64	3.3*	±0.2	5,075	3.9*	±0.0	-0.63 (M)
Women	70	3.3*	±0.3	3,148	3.8*	±0.0	-0.57 (M)
<b>Gender Identity</b>							
Male	64	3.3*	±0.2	5,075	3.9*	±0.0	-0.63 (M)
Female	70	3.3*	±0.3	3,148	3.8*	±0.0	-0.57 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	24	4.0	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	79	3.1*	±0.2	7,599	3.9*	±0.0	-0.85 (L)
Sexual Minority	44	3.8	±0.3	301	3.9	±0.1	-0.14
<b>Sexual Orientation</b>							
Heterosexual or straight	79	3.1*	±0.2	7,599	3.9*	±0.0	-0.85 (L)
Lesbian	NR	NR	NR	63	4.0	±0.2	NR
Gay	26	4.0	±0.2	69	4.0	±0.2	0.01
Bisexual	12	3.3*	±0.6	122	3.8*	±0.1	-0.69 (M)
Other	NR	NR	NR	46	3.6	±0.3	NR
I prefer not to say	13	3.3	±0.5	285	3.7	±0.1	-0.45 (S)

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

### 4.5.7 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 USGS.

*Table 4.39 USGS – 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	136	2.4	±0.1	8,201	2.4	±0.0	0.00
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	2.7	±0.3	130	2.3	±0.1	0.74 (M)
Wage Grade (WG) 5-8	6	2.8	±0.1	479	2.5	±0.0	0.68 (M)
Wage Grade (WG) 9-16	--	--	--	90	2.5	±0.1	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	2.1	±0.1	644	2.4	±0.0	-0.40 (S)
General Schedule (GS) 7-10	35	2.3	±0.2	1,587	2.3	±0.0	-0.13
General Schedule (GS) 11-12	54	2.4	±0.1	2,670	2.4	±0.0	0.03
General Schedule (GS) 13-15	28	2.3	±0.2	2,457	2.3	±0.0	-0.08
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	68	2.5	±0.1	NA
Other	--	--	--	24	2.1	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	9	2.4	±0.5	759	2.3	±0.0	0.27 (S)
1 to 3 years	26	2.3	±0.2	1,321	2.3	±0.0	-0.01
4 to 5 years	18	2.3	±0.2	584	2.4	±0.0	-0.09
6 to 10 years	30	2.5	±0.1	1,374	2.3	±0.0	0.25 (S)
11 to 14 years	6	2.1	±0.7	683	2.3	±0.0	-0.33 (S)
15 to 20 years	9	2.6	±0.3	956	2.4	±0.0	0.45 (S)
More than 20 years	38	2.3	±0.2	2,493	2.4	±0.0	-0.28 (S)
Appointment Type							
Permanent	94	2.4	±0.1	6,487	2.3	±0.0	0.03
Term	42	2.3	±0.2	1,470	2.4	±0.0	-0.11
Temporary	--	--	--	225	2.3	±0.1	NA
Work Schedule							
Seasonal	--	--	--	78	2.3	±0.1	NA
Non-Seasonal	94	2.4	±0.1	6,598	2.3	±0.0	0.03

	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	--	--	--	34	2.4	±0.2	NA
Permanent-Non-Seasonal	94	2.4	±0.1	6,420	2.3	±0.0	0.02
Term	42	2.3	±0.2	1,470	2.4	±0.0	-0.11
Temporary-Seasonal	--	--	--	44	2.2	±0.2	NA
Temporary-Non-Seasonal	--	--	--	179	2.3	±0.1	NA
<b>Sex</b>							
Men	64	2.2*	±0.1	5,047	2.4*	±0.0	-0.43 (S)
Women	70	2.5*	±0.1	3,129	2.2*	±0.0	0.40 (S)
<b>Gender Identity</b>							
Male	64	2.2*	±0.1	5,047	2.4*	±0.0	-0.43 (S)
Female	70	2.5*	±0.1	3,129	2.2*	±0.0	0.40 (S)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	22	2.3	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	79	2.3	±0.1	7,571	2.4	±0.0	-0.07
Sexual Minority	44	2.4	±0.1	301	2.3	±0.1	0.10
<b>Sexual Orientation</b>							
Heterosexual or straight	79	2.3	±0.1	7,571	2.4	±0.0	-0.07
Lesbian	NR	NR	NR	63	2.3	±0.2	NR
Gay	26	2.3	±0.2	69	2.3	±0.1	-0.02
Bisexual	12	2.5	±0.3	122	2.4	±0.1	0.12
Other	NR	NR	NR	46	2.3	±0.2	NR
I prefer not to say	13	2.4	±0.2	276	2.3	±0.1	0.18

<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 USGS.

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

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size Cohen's <i>h</i>
	<i>N</i>	Percent <sup>a</sup>	MoE	<i>N</i>	Percent <sup>a</sup>	MoE	
Overall	27	21.4%*	±8.1	129	1.6%*	±0.3	0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	NR	NR	NR	NR
Wage Grade (WG) 5-8	NR	NR	NR	15	3.3%	±2.1	NR
Wage Grade (WG) 9-16	--	--	--	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	13	2.1%	±1.5	NR
General Schedule (GS) 7-10	NR	NR	NR	31	2.0%	±0.8	NR
General Schedule (GS) 11-12	9	18.4%*	±13.8	25	0.9%*	±0.5	0.69 (M)
General Schedule (GS) 13-15	NR	NR	NR	39	1.6%	±0.6	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	0	0.0%	NA	NA
Other	--	--	--	0	0.0%	NA	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	5	0.7%	±1.0	NR
1 to 3 years	NR	NR	NR	28	2.1%	±0.9	NR
4 to 5 years	NR	NR	NR	10	1.7%	±1.5	NR
6 to 10 years	NR	NR	NR	29	2.2%	±0.9	NR
11 to 14 years	NR	NR	NR	9	1.4%	±1.3	NR
15 to 20 years	NR	NR	NR	14	1.5%	±1.0	NR
More than 20 years	5	15.9%*	±17.5	33	1.4%*	±0.5	0.59 (M)
Appointment Type							
Permanent	16	18.7%*	±9.9	102	1.6%*	±0.3	0.64 (M)
Term	11	26.8%*	±15.9	24	1.6%*	±0.8	0.83 (L)
Temporary	--	--	--	NR	NR	NR	NR



	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	--	--	--	0	0.0%	NA	NA
Non-Seasonal	16	18.7%*	±9.9	105	1.6%*	±0.3	0.64 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	0	0.0%	NA	NA
Permanent-Non-Seasonal	16	18.7%*	±9.9	102	1.6%*	±0.3	0.64 (M)
Term	11	26.8%*	±15.9	24	1.6%*	±0.8	0.83 (L)
Temporary-Seasonal	--	--	--	0	0.0%	NA	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	11	18.6%*	±12.3	52	1.0%*	±0.3	0.69 (M)
Women	16	24.6%*	±12.1	77	2.5%*	±0.6	0.72 (M)
<b>Gender Identity</b>							
Male	11	18.6%*	±12.3	52	1.0%*	±0.3	0.69 (M)
Female	16	24.6%*	±12.1	77	2.5%*	±0.6	0.72 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	0	0.0%	NA	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	20	26.1%*	±11.2	123	1.6%*	±0.3	0.81 (L)
Sexual Minority	7	18.5%	±15.8	NR	NR	NR	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	20	26.1%*	±11.2	123	1.6%*	±0.3	0.81 (L)
Lesbian	NR	NR	NR	0	0.0%	NA	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	0	0.0%	NA	NR
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 USGS – Logistic Regression of Sexual Orientation Harassment and Predictors of Workplace Harassment*

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	-1.097	0.991	1.225	--	0.334	--	--	--	--
Sex	-0.406	0.198	4.201	0.040	0.666	0.452	0.982	-487.410	4.192
Appointment Type	-0.873	0.210	17.210	0.000	0.418	0.277	0.631	-493.270	15.913
Supervisor Support	0.399	0.111	12.979	0.000	1.491	1.200	1.853	-491.800	12.973
Organizational Politics	0.558	0.162	11.929	0.001	1.747	1.273	2.399	-491.366	12.105
Organizational Inclusion	0.342	0.135	6.441	0.011	1.408	1.081	1.833	-488.519	6.410
Organizational Trust	-1.007	0.172	34.304	0.000	0.365	0.261	0.512	-502.684	34.741
Bystander Harassment Based on Sexual Orientation	-1.799	0.277	42.128	0.000	0.165	0.096	0.285	-502.620	34.612
General Intolerance	-0.491	0.150	10.763	0.001	0.612	0.456	0.821	-490.804	10.981

Note. N = 7,635, Nagelkerke R Square = 0.217

## 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 USGS.

*Table 4.42 USGS – 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	413	2.8*	±0.1	7,970	3.8*	±0.0	-1.26 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	139	4.0	±0.1	NR
Wage Grade (WG) 5-8	36	2.9*	±0.3	444	3.7*	±0.1	-1.02 (L)
Wage Grade (WG) 9-16	12	3.1*	±0.5	74	3.7*	±0.1	-0.95 (L)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	27	2.7*	±0.3	627	3.8*	±0.1	-1.43 (L)
General Schedule (GS) 7-10	106	2.7*	±0.2	1,512	3.7*	±0.0	-1.17 (L)
General Schedule (GS) 11-12	145	2.7*	±0.1	2,582	3.7*	±0.0	-1.36 (L)
General Schedule (GS) 13-15	81	2.8*	±0.2	2,436	3.8*	±0.0	-1.29 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	66	4.1	±0.1	NA
Other	--	--	--	22	3.7	±0.3	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>Years of Service at Bureau or Office</b>							
Less than 1 year	19	3.1*	±0.4	741	3.9*	±0.0	-1.29 (L)
1 to 3 years	80	2.8*	±0.2	1,268	3.8*	±0.0	-1.33 (L)
4 to 5 years	58	2.9*	±0.2	555	3.8*	±0.1	-1.19 (L)
6 to 10 years	85	2.8*	±0.2	1,331	3.7*	±0.0	-1.07 (L)
11 to 14 years	47	2.7*	±0.3	646	3.8*	±0.1	-1.42 (L)
15 to 20 years	42	2.8*	±0.3	918	3.7*	±0.1	-1.16 (L)
More than 20 years	80	2.6*	±0.2	2,470	3.7*	±0.0	-1.45 (L)
<b>Appointment Type</b>							
Permanent	303	2.7*	±0.1	6,317	3.7*	±0.0	-1.34 (L)
Term	104	3.0*	±0.2	1,415	3.8*	±0.0	-1.13 (L)
Temporary	6	3.5	±0.3	216	3.9	±0.1	-0.55 (M)
<b>Work Schedule</b>							
Seasonal	--	--	--	81	3.7	±0.2	NA
Non-Seasonal	308	2.7*	±0.1	6,416	3.7*	±0.0	-1.33 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	3.7	±0.2	NA
Permanent-Non-Seasonal	301	2.7*	±0.1	6,246	3.7*	±0.0	-1.34 (L)
Term	104	3.0*	±0.2	1,415	3.8*	±0.0	-1.13 (L)
Temporary-Seasonal	--	--	--	44	3.7	±0.2	NA
Temporary-Non-Seasonal	6	3.5	±0.3	170	3.9	±0.1	-0.59 (M)
<b>Sex</b>							
Men	113	2.7*	±0.2	5,029	3.8*	±0.0	-1.37 (L)
Women	300	2.8*	±0.1	2,912	3.7*	±0.0	-1.16 (L)
<b>Gender Identity</b>							
Male	113	2.7*	±0.2	5,029	3.8*	±0.0	-1.37 (L)
Female	300	2.8*	±0.1	2,912	3.7*	±0.0	-1.16 (L)
Transgender	--	--	--	5	3.8	±0.6	NA
Do not identify as female, male, or transgender	--	--	--	24	3.9	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	372	2.8*	±0.1	7,309	3.8*	±0.0	-1.27 (L)
Sexual Minority	26	2.8*	±0.3	318	3.8*	±0.1	-1.41 (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>Sexual Orientation</b>							
Heterosexual or straight	372	2.8*	±0.1	7,309	3.8*	±0.0	-1.27 (L)
Lesbian	NR	NR	NR	65	3.8	±0.2	NR
Gay	6	3.2	±0.7	89	3.8	±0.2	-0.75 (M)
Bisexual	13	2.5*	±0.4	119	3.8*	±0.1	-1.77 (L)
Other	NR	NR	NR	45	3.7	±0.2	NR
I prefer not to say	15	2.8*	±0.6	283	3.6*	±0.1	-0.97 (L)

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

#### 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 USGS.

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

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	414	0.41*	±0.04	7,962	0.71*	±0.01	-0.72 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	139	0.88	±0.05	NR
Wage Grade (WG) 5-8	36	0.49*	±0.15	438	0.69*	±0.04	-0.47 (S)
Wage Grade (WG) 9-16	12	0.65	±0.20	74	0.59	±0.11	0.12
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	27	0.51*	±0.16	627	0.73*	±0.03	-0.54 (M)
General Schedule (GS) 7-10	108	0.41*	±0.08	1,511	0.66*	±0.02	-0.57 (M)
General Schedule (GS) 11-12	145	0.38*	±0.07	2,593	0.70*	±0.02	-0.79 (M)
General Schedule (GS) 13-15	80	0.35*	±0.09	2,422	0.74*	±0.02	-1.04 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	68	0.86	±0.07	NA
Other	--	--	--	22	0.77	±0.15	NA
Years of Service at Bureau or Office							
Less than 1 year	19	0.57*	±0.22	746	0.77*	±0.03	-0.53 (M)
1 to 3 years	82	0.54*	±0.09	1,270	0.74*	±0.02	-0.51 (M)
4 to 5 years	58	0.40*	±0.11	547	0.70*	±0.03	-0.71 (M)
6 to 10 years	84	0.43*	±0.09	1,334	0.68*	±0.02	-0.60 (M)
11 to 14 years	47	0.36*	±0.11	638	0.74*	±0.03	-0.99 (L)
15 to 20 years	42	0.30*	±0.12	918	0.69*	±0.03	-0.94 (L)
More than 20 years	80	0.34*	±0.09	2,470	0.70*	±0.02	-0.87 (L)
Appointment Type							
Permanent	304	0.35*	±0.04	6,312	0.70*	±0.01	-0.86 (L)
Term	104	0.60*	±0.08	1,413	0.75*	±0.02	-0.39 (S)
Temporary	6	0.74	±0.37	216	0.78	±0.05	-0.09

	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	--	--	--	81	0.73	±0.09	NA
Non-Seasonal	309	0.35*	±0.04	6,411	0.70*	±0.01	-0.85 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	0.75	±0.13	NA
Permanent-Non-Seasonal	302	0.35*	±0.04	6,241	0.70*	±0.01	-0.86 (L)
Term	104	0.60*	±0.08	1,413	0.75*	±0.02	-0.39 (S)
Temporary-Seasonal	--	--	--	44	0.71	±0.12	NA
Temporary-Non-Seasonal	6	0.74	±0.37	170	0.81	±0.06	-0.17
<b>Sex</b>							
Men	113	0.45*	±0.08	5,021	0.72*	±0.01	-0.67 (M)
Women	300	0.40*	±0.05	2,912	0.69*	±0.01	-0.70 (M)
<b>Gender Identity</b>							
Male	113	0.45*	±0.08	5,021	0.72*	±0.01	-0.67 (M)
Female	300	0.40*	±0.05	2,912	0.69*	±0.01	-0.70 (M)
Transgender	--	--	--	5	0.73	±0.24	NA
Do not identify as female, male, or transgender	--	--	--	24	0.63	±0.19	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	373	0.41*	±0.04	7,296	0.71*	±0.01	-0.74 (M)
Sexual Minority	26	0.41*	±0.17	320	0.73*	±0.04	-0.78 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	373	0.41*	±0.04	7,296	0.71*	±0.01	-0.74 (M)
Lesbian	NR	NR	NR	65	0.75	±0.10	NR
Gay	6	0.45	±0.43	89	0.73	±0.09	-0.66 (M)
Bisexual	13	0.41*	±0.22	121	0.79*	±0.06	-1.03 (L)
Other	NR	NR	NR	45	0.57	±0.14	NR
I prefer not to say	15	0.48	±0.25	285	0.62	±0.05	-0.31 (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.

### 4.6.3 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 USGS.

*Table 4.44 USGS – 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	412	3.1*	±0.1	8,011	2.6*	±0.0	0.72 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	139	2.6	±0.1	NR
Wage Grade (WG) 5-8	36	3.1*	±0.3	439	2.7*	±0.1	0.61 (M)
Wage Grade (WG) 9-16	12	2.8	±0.6	77	2.6	±0.1	0.29 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	27	2.7	±0.4	628	2.6	±0.1	0.23 (S)
General Schedule (GS) 7-10	108	3.2*	±0.2	1,524	2.7*	±0.0	0.67 (M)
General Schedule (GS) 11-12	139	3.2*	±0.2	2,608	2.6*	±0.0	0.78 (M)
General Schedule (GS) 13-15	83	3.1*	±0.2	2,430	2.4*	±0.0	0.84 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	2.0	±0.2	NA
Other	--	--	--	26	2.8	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	19	2.4	±0.4	753	2.4	±0.1	-0.04
1 to 3 years	82	3.0*	±0.2	1,271	2.5*	±0.0	0.68 (M)
4 to 5 years	55	3.1*	±0.2	551	2.6*	±0.1	0.65 (M)
6 to 10 years	82	3.2*	±0.2	1,338	2.7*	±0.0	0.64 (M)
11 to 14 years	49	3.2*	±0.3	648	2.6*	±0.1	0.74 (M)
15 to 20 years	42	3.2*	±0.3	923	2.6*	±0.1	0.74 (M)
More than 20 years	80	3.4*	±0.2	2,486	2.6*	±0.0	0.96 (L)
Appointment Type							
Permanent	302	3.3*	±0.1	6,343	2.6*	±0.0	0.88 (L)
Term	104	2.7*	±0.2	1,427	2.5*	±0.0	0.28 (S)
Temporary	6	2.5	±0.2	219	2.4	±0.1	0.15
Work Schedule							
Seasonal	--	--	--	79	2.4	±0.1	NA
Non-Seasonal	307	3.3*	±0.1	6,448	2.6*	±0.0	0.86 (L)



	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	35	2.4	±0.2	NA
Permanent-Non-Seasonal	300	3.3*	±0.1	6,276	2.6*	±0.0	0.87 (L)
Term	104	2.7*	±0.2	1,427	2.5*	±0.0	0.28 (S)
Temporary-Seasonal	--	--	--	44	2.4	±0.2	NA
Temporary-Non-Seasonal	6	2.5	±0.2	172	2.4	±0.1	0.12
<b>Sex</b>							
Men	113	3.3*	±0.2	5,056	2.6*	±0.0	0.89 (L)
Women	299	3.1*	±0.1	2,926	2.6*	±0.0	0.67 (M)
<b>Gender Identity</b>							
Male	113	3.3*	±0.2	5,056	2.6*	±0.0	0.89 (L)
Female	299	3.1*	±0.1	2,926	2.6*	±0.0	0.67 (M)
Transgender	--	--	--	5	2.3	±1.0	NA
Do not identify as female, male, or transgender	--	--	--	24	2.7	±0.4	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	371	3.1*	±0.1	7,348	2.6*	±0.0	0.69 (M)
Sexual Minority	26	3.3*	±0.3	315	2.6*	±0.1	1.03 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	371	3.1*	±0.1	7,348	2.6*	±0.0	0.69 (M)
Lesbian	NR	NR	NR	65	2.5	±0.2	NR
Gay	6	2.9	±0.5	84	2.7	±0.2	0.28 (S)
Bisexual	13	3.4*	±0.3	121	2.5*	±0.1	1.26 (L)
Other	NR	NR	NR	45	2.4	±0.2	NR
I prefer not to say	15	3.6*	±0.6	283	2.8*	±0.1	1.05 (L)

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

#### 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 USGS.

*Table 4.45 USGS – 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	418	3.0*	±0.1	8,018	3.7*	±0.0	-0.83 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	139	4.1	±0.1	NR
Wage Grade (WG) 5-8	36	3.2*	±0.3	445	3.5*	±0.1	-0.36 (S)
Wage Grade (WG) 9-16	12	3.7	±0.4	77	3.8	±0.1	-0.19
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	27	3.1*	±0.4	624	3.7*	±0.1	-0.77 (M)
General Schedule (GS) 7-10	108	2.9*	±0.2	1,525	3.5*	±0.0	-0.63 (M)
General Schedule (GS) 11-12	145	2.8*	±0.2	2,607	3.7*	±0.0	-1.06 (L)
General Schedule (GS) 13-15	83	3.1*	±0.2	2,433	3.8*	±0.0	-0.86 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	4.0	±0.1	NA
Other	--	--	--	26	3.7	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	19	3.8	±0.4	755	3.9	±0.1	-0.11
1 to 3 years	82	3.0*	±0.2	1,271	3.8*	±0.0	-1.00 (L)
4 to 5 years	58	3.1*	±0.2	552	3.6*	±0.1	-0.49 (S)
6 to 10 years	85	3.0*	±0.2	1,341	3.5*	±0.0	-0.63 (M)
11 to 14 years	49	2.9*	±0.3	648	3.7*	±0.1	-0.83 (L)
15 to 20 years	42	2.8*	±0.2	925	3.6*	±0.1	-0.95 (L)
More than 20 years	80	2.7*	±0.2	2,485	3.7*	±0.0	-1.15 (L)
Appointment Type							
Permanent	307	2.9*	±0.1	6,348	3.7*	±0.0	-0.94 (L)
Term	104	3.3*	±0.2	1,430	3.8*	±0.0	-0.56 (M)
Temporary	6	3.6	±0.5	219	3.8	±0.1	-0.31 (S)
Work Schedule							
Seasonal	--	--	--	79	3.6	±0.1	NA
Non-Seasonal	312	2.9*	±0.1	6,451	3.7*	±0.0	-0.93 (L)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	35	3.5	±0.2	NA
Permanent-Non-Seasonal	306	2.9*	±0.1	6,279	3.7*	±0.0	-0.94 (L)
Term	104	3.3*	±0.2	1,430	3.8*	±0.0	-0.56 (M)
Temporary-Seasonal	--	--	--	44	3.6	±0.2	NA
Temporary-Non-Seasonal	6	3.6	±0.5	172	3.9	±0.1	-0.37 (S)
<b>Sex</b>							
Men	113	2.7*	±0.2	5,060	3.7*	±0.0	-1.16 (L)
Women	304	3.1*	±0.1	2,930	3.7*	±0.0	-0.73 (M)
<b>Gender Identity</b>							
Male	113	2.7*	±0.2	5,060	3.7*	±0.0	-1.16 (L)
Female	304	3.1*	±0.1	2,930	3.7*	±0.0	-0.73 (M)
Transgender	--	--	--	5	3.7	±0.8	NA
Do not identify as female, male, or transgender	--	--	--	24	3.4	±0.4	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	376	3.0*	±0.1	7,354	3.7*	±0.0	-0.80 (L)
Sexual Minority	26	3.1*	±0.3	317	3.7*	±0.1	-0.74 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	376	3.0*	±0.1	7,354	3.7*	±0.0	-0.80 (L)
Lesbian	NR	NR	NR	65	3.8	±0.2	NR
Gay	6	2.8*	±0.7	87	3.7*	±0.2	-1.03 (L)
Bisexual	13	3.3	±0.4	121	3.6	±0.1	-0.44 (S)
Other	NR	NR	NR	45	3.9	±0.2	NR
I prefer not to say	15	2.1*	±0.5	280	3.5*	±0.1	-1.62 (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.

### 4.6.5 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 USGS.

*Table 4.46 USGS – 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	413	3.3*	±0.1	7,890	4.0*	±0.0	-0.64 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	132	4.3	±0.1	NR
Wage Grade (WG) 5-8	36	3.8	±0.2	433	3.8	±0.1	0.05
Wage Grade (WG) 9-16	12	3.7	±0.7	72	4.0	±0.2	-0.40 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	27	3.2*	±0.6	611	4.1*	±0.1	-0.94 (L)
General Schedule (GS) 7-10	108	3.1*	±0.2	1,498	3.8*	±0.1	-0.64 (M)
General Schedule (GS) 11-12	143	3.2*	±0.2	2,573	4.0*	±0.0	-0.77 (M)
General Schedule (GS) 13-15	80	3.5*	±0.3	2,405	4.0*	±0.0	-0.51 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	68	4.4	±0.2	NA
Other	--	--	--	26	3.6	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	19	3.9	±0.5	732	4.2	±0.1	-0.36 (S)
1 to 3 years	82	3.6*	±0.3	1,257	4.1*	±0.0	-0.65 (M)
4 to 5 years	56	3.6	±0.3	550	3.9	±0.1	-0.23 (S)
6 to 10 years	85	3.2*	±0.2	1,317	3.9*	±0.1	-0.71 (M)
11 to 14 years	49	3.3*	±0.3	637	4.0*	±0.1	-0.62 (M)
15 to 20 years	42	3.0*	±0.3	911	3.9*	±0.1	-0.87 (L)
More than 20 years	76	3.1*	±0.3	2,444	3.9*	±0.0	-0.80 (L)
Appointment Type							
Permanent	302	3.2*	±0.1	6,252	3.9*	±0.0	-0.68 (M)
Term	104	3.6*	±0.2	1,406	4.1*	±0.0	-0.62 (M)
Temporary	6	3.8	±0.7	210	4.2	±0.1	-0.50 (M)
Work Schedule							
Seasonal	--	--	--	73	4.1	±0.2	NA
Non-Seasonal	307	3.2*	±0.1	6,355	3.9*	±0.0	-0.68 (M)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	33	4.1	±0.3	NA
Permanent-Non-Seasonal	301	3.2*	±0.1	6,188	3.9*	±0.0	-0.68 (M)
Term	104	3.6*	±0.2	1,406	4.1*	±0.0	-0.62 (M)
Temporary-Seasonal	--	--	--	41	4.1	±0.2	NA
Temporary-Non-Seasonal	6	3.8	±0.7	167	4.2	±0.1	-0.49 (S)
<b>Sex</b>							
Men	113	3.3*	±0.2	4,982	3.9*	±0.0	-0.63 (M)
Women	299	3.3*	±0.1	2,880	4.0*	±0.0	-0.68 (M)
<b>Gender Identity</b>							
Male	113	3.3*	±0.2	4,982	3.9*	±0.0	-0.63 (M)
Female	299	3.3*	±0.1	2,880	4.0*	±0.0	-0.68 (M)
Transgender	--	--	--	5	3.5	±1.4	NA
Do not identify as female, male, or transgender	--	--	--	24	3.9	±0.4	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	371	3.3*	±0.1	7,232	4.0*	±0.0	-0.63 (M)
Sexual Minority	26	3.6*	±0.3	314	4.0*	±0.1	-0.56 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	371	3.3*	±0.1	7,232	4.0*	±0.0	-0.63 (M)
Lesbian	NR	NR	NR	65	3.9	±0.2	NR
Gay	6	4.1	±0.5	86	4.1	±0.2	-0.10
Bisexual	13	3.3*	±0.5	119	3.9*	±0.2	-0.72 (M)
Other	NR	NR	NR	45	4.3	±0.3	NR
I prefer not to say	15	2.6*	±0.8	279	3.8*	±0.1	-1.12 (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.

#### 4.6.6 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 USGS.

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

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	418	3.2*	±0.1	8,044	3.9*	±0.0	-0.76 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	139	4.3	±0.1	NR
Wage Grade (WG) 5-8	36	3.5	±0.2	452	3.7	±0.1	-0.27 (S)
Wage Grade (WG) 9-16	12	3.7	±0.7	77	3.9	±0.1	-0.26 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	27	3.7	±0.4	629	3.9	±0.1	-0.28 (S)
General Schedule (GS) 7-10	108	3.2*	±0.2	1,533	3.8*	±0.0	-0.59 (M)
General Schedule (GS) 11-12	145	3.0*	±0.2	2,609	3.9*	±0.0	-1.02 (L)
General Schedule (GS) 13-15	83	3.2*	±0.2	2,437	3.9*	±0.0	-0.88 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	4.1	±0.2	NA
Other	--	--	--	26	4.2	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	19	4.0	±0.3	755	4.1	±0.1	-0.10
1 to 3 years	82	3.4*	±0.2	1,279	3.9*	±0.0	-0.67 (M)
4 to 5 years	58	3.2*	±0.2	557	3.8*	±0.1	-0.74 (M)
6 to 10 years	85	3.5*	±0.2	1,350	3.8*	±0.0	-0.38 (S)
11 to 14 years	49	3.1*	±0.3	648	3.9*	±0.1	-0.87 (L)
15 to 20 years	42	2.8*	±0.3	927	3.8*	±0.1	-1.18 (L)
More than 20 years	80	2.9*	±0.2	2,487	3.9*	±0.0	-1.10 (L)
Appointment Type							
Permanent	307	3.1*	±0.1	6,371	3.8*	±0.0	-0.92 (L)
Term	104	3.7*	±0.2	1,433	4.0*	±0.0	-0.33 (S)
Temporary	6	3.5	±0.3	219	4.1	±0.1	-0.78 (M)
Work Schedule							
Seasonal	--	--	--	81	4.0	±0.2	NA
Non-Seasonal	312	3.1*	±0.1	6,473	3.9*	±0.0	-0.91 (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	--	--	--	37	3.8	±0.3	NA
Permanent-Non-Seasonal	306	3.1*	±0.1	6,300	3.8*	±0.0	-0.91 (L)
Term	104	3.7*	±0.2	1,433	4.0*	±0.0	-0.33 (S)
Temporary-Seasonal	--	--	--	44	4.2	±0.2	NA
Temporary-Non-Seasonal	6	3.5	±0.3	172	4.1	±0.1	-0.72 (M)
<b>Sex</b>							
Men	113	3.1*	±0.2	5,076	3.9*	±0.0	-0.98 (L)
Women	304	3.3*	±0.1	2,939	3.9*	±0.0	-0.65 (M)
<b>Gender Identity</b>							
Male	113	3.1*	±0.2	5,076	3.9*	±0.0	-0.98 (L)
Female	304	3.3*	±0.1	2,939	3.9*	±0.0	-0.65 (M)
Transgender	--	--	--	5	4.2	±0.7	NA
Do not identify as female, male, or transgender	--	--	--	24	4.0	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	376	3.2*	±0.1	7,371	3.9*	±0.0	-0.75 (M)
Sexual Minority	26	3.3*	±0.4	320	3.9*	±0.1	-0.77 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	376	3.2*	±0.1	7,371	3.9*	±0.0	-0.75 (M)
Lesbian	NR	NR	NR	65	4.0	±0.2	NR
Gay	6	3.6	±0.3	89	4.0	±0.2	-0.61 (M)
Bisexual	13	3.4	±0.6	121	3.8	±0.1	-0.48 (S)
Other	NR	NR	NR	45	3.7	±0.2	NR
I prefer not to say	15	2.7*	±0.5	285	3.7*	±0.1	-1.11 (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.

### 4.6.7 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 USGS.

*Table 4.48 USGS – 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	415	2.5*	±0.0	7,995	2.3*	±0.0	0.29 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	132	2.3	±0.1	NR
Wage Grade (WG) 5-8	36	2.8*	±0.1	450	2.5*	±0.0	0.66 (M)
Wage Grade (WG) 9-16	12	2.4	±0.2	77	2.5	±0.1	-0.24 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	27	2.5	±0.2	629	2.4	±0.0	0.27 (S)
General Schedule (GS) 7-10	108	2.4	±0.1	1,527	2.3	±0.0	0.05
General Schedule (GS) 11-12	143	2.5*	±0.1	2,598	2.3*	±0.0	0.38 (S)
General Schedule (GS) 13-15	83	2.5*	±0.1	2,432	2.3*	±0.0	0.32 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	2.5	±0.1	NA
Other	--	--	--	24	2.1	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	19	2.1	±0.3	755	2.3	±0.0	-0.29 (S)
1 to 3 years	82	2.5*	±0.1	1,267	2.3*	±0.0	0.38 (S)
4 to 5 years	58	2.4	±0.2	557	2.4	±0.0	-0.01
6 to 10 years	83	2.5*	±0.1	1,335	2.3*	±0.0	0.37 (S)
11 to 14 years	49	2.5*	±0.1	642	2.3*	±0.0	0.47 (S)
15 to 20 years	42	2.7*	±0.1	923	2.4*	±0.0	0.59 (M)
More than 20 years	80	2.5*	±0.1	2,482	2.4*	±0.0	0.23 (S)
Appointment Type							
Permanent	305	2.5*	±0.1	6,340	2.3*	±0.0	0.26 (S)
Term	104	2.6*	±0.1	1,414	2.4*	±0.0	0.37 (S)
Temporary	6	2.4	±0.4	219	2.3	±0.1	0.28 (S)
Work Schedule							
Seasonal	--	--	--	78	2.3	±0.1	NA
Non-Seasonal	310	2.5*	±0.1	6,446	2.3*	±0.0	0.26 (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	--	--	--	34	2.4	±0.2	NA
Permanent-Non-Seasonal	304	2.5*	±0.1	6,274	2.3*	±0.0	0.26 (S)
Term	104	2.6*	±0.1	1,414	2.4*	±0.0	0.37 (S)
Temporary-Seasonal	--	--	--	44	2.2	±0.2	NA
Temporary-Non-Seasonal	6	2.4	±0.4	172	2.3	±0.1	0.27 (S)
<b>Sex</b>							
Men	113	2.4	±0.1	5,046	2.4	±0.0	-0.01
Women	302	2.5*	±0.1	2,922	2.2*	±0.0	0.54 (M)
<b>Gender Identity</b>							
Male	113	2.4	±0.1	5,046	2.4	±0.0	-0.01
Female	302	2.5*	±0.1	2,922	2.2*	±0.0	0.54 (M)
Transgender	--	--	--	5	2.6	±0.3	NA
Do not identify as female, male, or transgender	--	--	--	22	2.3	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	374	2.5*	±0.1	7,343	2.3*	±0.0	0.28 (S)
Sexual Minority	26	2.6*	±0.2	320	2.3*	±0.1	0.54 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	374	2.5*	±0.1	7,343	2.3*	±0.0	0.28 (S)
Lesbian	NR	NR	NR	65	2.3	±0.2	NR
Gay	6	2.1	±0.6	89	2.3	±0.1	-0.59 (M)
Bisexual	13	2.9*	±0.1	121	2.3*	±0.1	1.12 (L)
Other	NR	NR	NR	45	2.3	±0.2	NR
I prefer not to say	15	2.4	±0.4	276	2.3	±0.1	0.21 (S)

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

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

#### 4.6.8 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 USGS.

*Table 4.49 USGS – Sexual Harassment and Bystander Harassment*

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	234	57.7%*	±4.9	665	8.4%*	±0.6	1.14 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	12	8.4%	±6.0	NR
Wage Grade (WG) 5-8	NR	NR	NR	56	12.8%	±3.5	NR
Wage Grade (WG) 9-16	NR	NR	NR	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	70	11.2%	±2.7	NR
General Schedule (GS) 7-10	48	47.4%*	±9.9	122	8.1%*	±1.5	0.94 (L)
General Schedule (GS) 11-12	87	61.2%*	±8.3	193	7.5%*	±1.1	1.24 (L)
General Schedule (GS) 13-15	48	58.5%*	±11.2	198	8.2%*	±1.2	1.16 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	51	6.8%	±2.1	NR
1 to 3 years	50	61.2%*	±11.1	135	10.6%*	±1.8	1.13 (L)
4 to 5 years	31	63.8%*	±14.8	76	13.8%*	±3.1	1.09 (L)
6 to 10 years	49	57.9%*	±10.9	146	11.0%*	±1.8	1.05 (L)
11 to 14 years	26	56.1%*	±14.9	45	7.2%*	±2.3	1.15 (L)
15 to 20 years	NR	NR	NR	66	7.3%	±1.9	NR
More than 20 years	48	59.6%*	±11.3	140	5.7%*	±1.0	1.28 (L)
Appointment Type							
Permanent	166	56.1%*	±5.7	502	8.0%*	±0.7	1.12 (L)
Term	63	61.2%*	±9.9	136	9.6%*	±1.7	1.17 (L)
Temporary	NR	NR	NR	25	11.7%	±5.1	NR

	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	--	--	--	12	14.4%	±9.7	NA
Non-Seasonal	171	56.8%*	±5.7	514	8.1%*	±0.7	1.13 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	166	56.4%*	±5.8	498	8.0%*	±0.7	1.12 (L)
Term	63	61.2%*	±9.9	136	9.6%*	±1.7	1.17 (L)
Temporary-Seasonal	--	--	--	9	21.4%	±15.1	NA
Temporary-Non-Seasonal	NR	NR	NR	16	9.3%	±5.5	NR
<b>Sex</b>							
Men	41	38.6%*	±9.7	331	6.6%*	±0.7	0.82 (L)
Women	193	64.4%*	±5.6	332	11.5%*	±1.2	1.17 (L)
<b>Gender Identity</b>							
Male	41	38.6%*	±9.7	331	6.6%*	±0.7	0.82 (L)
Female	193	64.4%*	±5.6	332	11.5%*	±1.2	1.17 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	0	0.0%	NA	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	208	56.8%*	±5.2	601	8.3%*	±0.7	1.12 (L)
Sexual Minority	NR	NR	NR	45	14.1%	±4.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	208	56.8%*	±5.2	601	8.3%*	±0.7	1.12 (L)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	NR	NR	NR	6	6.3%	±7.5	NR
Bisexual	NR	NR	NR	29	23.6%	±8.5	NR
Other	NR	NR	NR	7	16.7%	±14.5	NR
I prefer not to say	NR	NR	NR	19	6.6%	±3.6	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 USGS – Logistic Regression of Sexual Harassment and Predictors of Workplace Harassment*

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	1.803	0.368	23.970	--	6.067	--	--	--	--
Sex	-1.309	0.131	99.581	0.000	0.270	0.209	0.349	-1103.903	108.661
Age	-0.951	0.172	30.563	0.000	0.386	0.276	0.541	-1065.597	32.050
Education Level	0.843	0.219	14.769	0.000	2.323	1.511	3.571	-1058.189	17.233
Race/Ethnicity	0.557	0.206	7.334	0.007	1.746	1.166	2.614	-1053.588	8.032
Relationship Status	-0.363	0.125	8.407	0.004	0.696	0.545	0.889	-1053.729	8.312
Years of Service at Bureau or Office	0.097	0.043	5.071	0.024	1.102	1.013	1.198	-1052.170	5.195
Organizational Trust	-0.194	0.080	5.957	0.015	0.823	0.704	0.962	-1052.555	5.965
Bystander Harassment Based on Sex/Gender	-1.613	0.127	161.296	0.000	0.199	0.155	0.256	-1128.867	158.589
General Intolerance	-0.999	0.091	120.271	0.000	0.368	0.308	0.440	-1112.099	125.053

Note. N = 7,766, Nagelkerke R Square = 0.366

## 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 USGS.

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

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	
Overall	1,031	3.1*	±0.1	7,356	3.8*	±0.0	-0.93 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	15	3.5*	±0.2	128	4.1*	±0.1	-0.92 (L)
Wage Grade (WG) 5-8	94	3.1*	±0.2	385	3.8*	±0.1	-0.86 (L)
Wage Grade (WG) 9-16	21	3.4*	±0.3	66	3.7*	±0.1	-0.52 (M)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	85	3.1*	±0.2	568	3.9*	±0.1	-1.00 (L)
General Schedule (GS) 7-10	241	3.0*	±0.1	1,373	3.7*	±0.0	-0.89 (L)
General Schedule (GS) 11-12	315	3.1*	±0.1	2,417	3.8*	±0.0	-0.89 (L)
General Schedule (GS) 13-15	245	3.1*	±0.1	2,273	3.8*	±0.0	-1.01 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	62	4.1	±0.1	NR
Other	NR	NR	NR	20	3.8	±0.3	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	71	3.4*	±0.2	690	4.0*	±0.0	-0.92 (L)
1 to 3 years	198	3.1*	±0.1	1,151	3.9*	±0.0	-0.99 (L)
4 to 5 years	101	3.1*	±0.2	511	3.9*	±0.1	-0.97 (L)
6 to 10 years	223	3.0*	±0.1	1,192	3.8*	±0.0	-0.92 (L)
11 to 14 years	93	3.0*	±0.2	600	3.8*	±0.1	-1.04 (L)
15 to 20 years	107	3.1*	±0.2	858	3.7*	±0.1	-0.79 (M)
More than 20 years	233	3.0*	±0.1	2,317	3.7*	±0.0	-0.90 (L)
<b>Appointment Type</b>							
Permanent	778	3.0*	±0.1	5,846	3.8*	±0.0	-0.95 (L)
Term	221	3.2*	±0.1	1,297	3.9*	±0.0	-0.89 (L)
Temporary	28	3.3*	±0.1	195	3.9*	±0.1	-1.06 (L)
<b>Work Schedule</b>							
Seasonal	12	3.4*	±0.3	69	3.8*	±0.2	-0.63 (M)
Non-Seasonal	787	3.0*	±0.1	5,940	3.8*	±0.0	-0.96 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	7	3.6	±0.4	29	3.8	±0.3	-0.19
Permanent-Non-Seasonal	764	3.0*	±0.1	5,788	3.8*	±0.0	-0.97 (L)
Term	221	3.2*	±0.1	1,297	3.9*	±0.0	-0.89 (L)
Temporary-Seasonal	NR	NR	NR	40	3.8	±0.2	NR
Temporary-Non-Seasonal	24	3.3*	±0.2	153	4.0*	±0.1	-0.99 (L)
<b>Sex</b>							
Men	459	3.1*	±0.1	4,686	3.8*	±0.0	-0.90 (L)
Women	570	3.0*	±0.1	2,642	3.7*	±0.0	-0.90 (L)
<b>Gender Identity</b>							
Male	459	3.1*	±0.1	4,686	3.8*	±0.0	-0.90 (L)
Female	570	3.0*	±0.1	2,642	3.7*	±0.0	-0.90 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	23	3.9	±0.3	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	920	3.1*	±0.1	6,764	3.8*	±0.0	-0.93 (L)
Sexual Minority	64	3.1*	±0.2	281	3.8*	±0.1	-1.14 (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>Sexual Orientation</b>							
Heterosexual or straight	920	3.1*	±0.1	6,764	3.8*	±0.0	-0.93 (L)
Lesbian	NR	NR	NR	63	3.8	±0.2	NR
Gay	11	3.3*	±0.4	84	3.8*	±0.2	-0.71 (M)
Bisexual	40	3.0*	±0.3	92	4.0*	±0.1	-1.36 (L)
Other	7	3.1*	±0.4	42	3.7*	±0.2	-1.02 (L)
I prefer not to say	46	3.1*	±0.3	251	3.6*	±0.1	-0.70 (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.

#### 4.7.2 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 USGS.

*Table 4.52 USGS – 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	1,021	0.50*	±0.03	7,359	0.72*	±0.01	-0.55 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	15	0.81	±0.13	128	0.89	±0.05	-0.26 (S)
Wage Grade (WG) 5-8	90	0.56*	±0.09	383	0.70*	±0.04	-0.34 (S)
Wage Grade (WG) 9-16	21	0.63	±0.18	66	0.59	±0.12	0.10
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	85	0.65	±0.09	569	0.73	±0.03	-0.18
General Schedule (GS) 7-10	241	0.42*	±0.05	1,374	0.68*	±0.02	-0.60 (M)
General Schedule (GS) 11-12	312	0.49*	±0.05	2,431	0.71*	±0.02	-0.54 (M)
General Schedule (GS) 13-15	242	0.48*	±0.06	2,262	0.76*	±0.02	-0.74 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	64	0.85	±0.08	NR
Other	NR	NR	NR	20	0.75	±0.17	NR
Years of Service at Bureau or Office							
Less than 1 year	71	0.68*	±0.10	694	0.78*	±0.03	-0.25 (S)
1 to 3 years	193	0.61*	±0.06	1,158	0.75*	±0.02	-0.35 (S)
4 to 5 years	101	0.46*	±0.08	503	0.71*	±0.04	-0.61 (M)
6 to 10 years	218	0.44*	±0.06	1,198	0.71*	±0.02	-0.65 (M)
11 to 14 years	91	0.34*	±0.08	594	0.77*	±0.03	-1.16 (L)
15 to 20 years	107	0.49*	±0.08	858	0.69*	±0.03	-0.47 (S)
More than 20 years	233	0.50*	±0.06	2,317	0.70*	±0.02	-0.51 (M)
Appointment Type							
Permanent	772	0.45*	±0.03	5,848	0.71*	±0.01	-0.63 (M)
Term	217	0.62*	±0.06	1,299	0.76*	±0.02	-0.36 (S)
Temporary	28	0.73	±0.14	195	0.78	±0.05	-0.14



	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	12	0.54	±0.25	69	0.76	±0.09	-0.56 (M)
Non-Seasonal	781	0.46*	±0.03	5,942	0.72*	±0.01	-0.63 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	7	0.65	±0.37	29	0.77	±0.13	-0.31 (S)
Permanent-Non-Seasonal	758	0.45*	±0.03	5,789	0.71*	±0.01	-0.65 (M)
Term	217	0.62*	±0.06	1,299	0.76*	±0.02	-0.36 (S)
Temporary-Seasonal	NR	NR	NR	40	0.75	±0.13	NR
Temporary-Non-Seasonal	24	0.80	±0.14	153	0.80	±0.06	-0.02
<b>Sex</b>							
Men	456	0.54*	±0.04	4,681	0.73*	±0.01	-0.48 (S)
Women	563	0.47*	±0.03	2,651	0.70*	±0.02	-0.58 (M)
<b>Gender Identity</b>							
Male	456	0.54*	±0.04	4,681	0.73*	±0.01	-0.48 (S)
Female	563	0.47*	±0.03	2,651	0.70*	±0.02	-0.58 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	23	0.65	±0.19	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	909	0.50*	±0.03	6,763	0.73*	±0.01	-0.56 (M)
Sexual Minority	64	0.45*	±0.10	283	0.77*	±0.05	-0.78 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	909	0.50*	±0.03	6,763	0.73*	±0.01	-0.56 (M)
Lesbian	NR	NR	NR	63	0.76	±0.10	NR
Gay	11	0.47*	±0.31	84	0.75*	±0.09	-0.65 (M)
Bisexual	40	0.50*	±0.11	94	0.86*	±0.07	-1.03 (L)
Other	7	0.00*	±0.00	42	0.61*	±0.14	-1.38 (L)
I prefer not to say	46	0.53	±0.13	254	0.63	±0.05	-0.24 (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.

### 4.7.3 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 USGS.

*Table 4.53 USGS – 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	1,038	3.0*	±0.1	7,389	2.5*	±0.0	0.57 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	15	2.4	±0.1	128	2.6	±0.1	-0.29 (S)
Wage Grade (WG) 5-8	94	3.1*	±0.2	380	2.6*	±0.1	0.56 (M)
Wage Grade (WG) 9-16	21	2.8	±0.4	69	2.6	±0.2	0.27 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	85	2.9*	±0.2	569	2.5*	±0.1	0.49 (S)
General Schedule (GS) 7-10	243	3.0*	±0.1	1,385	2.7*	±0.0	0.47 (S)
General Schedule (GS) 11-12	312	3.1*	±0.1	2,440	2.6*	±0.0	0.61 (M)
General Schedule (GS) 13-15	247	2.9*	±0.1	2,268	2.4*	±0.0	0.66 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	2.3	±0.4	64	2.0	±0.2	0.33 (S)
Other	NR	NR	NR	25	2.8	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	71	2.5	±0.1	702	2.4	±0.1	0.15
1 to 3 years	198	2.9*	±0.1	1,156	2.5*	±0.0	0.59 (M)
4 to 5 years	99	2.9*	±0.2	508	2.6*	±0.1	0.46 (S)
6 to 10 years	219	3.1*	±0.1	1,199	2.6*	±0.0	0.53 (M)
11 to 14 years	95	3.1*	±0.2	602	2.6*	±0.1	0.68 (M)
15 to 20 years	107	3.0*	±0.2	863	2.5*	±0.1	0.65 (M)
More than 20 years	243	3.1*	±0.1	2,323	2.5*	±0.0	0.65 (M)
Appointment Type							
Permanent	784	3.1*	±0.1	5,864	2.6*	±0.0	0.63 (M)
Term	221	2.8*	±0.1	1,310	2.5*	±0.0	0.42 (S)
Temporary	28	2.6	±0.2	197	2.4	±0.1	0.37 (S)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	12	2.4	±0.3	68	2.4	±0.2	-0.03
Non-Seasonal	794	3.1*	±0.1	5,964	2.5*	±0.0	0.63 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	7	2.2	±0.4	28	2.5	±0.2	-0.45 (S)
Permanent-Non-Seasonal	771	3.1*	±0.1	5,809	2.6*	±0.0	0.64 (M)
Term	221	2.8*	±0.1	1,310	2.5*	±0.0	0.42 (S)
Temporary-Seasonal	NR	NR	NR	40	2.4	±0.2	NR
Temporary-Non-Seasonal	24	2.6	±0.2	155	2.4	±0.1	0.32 (S)
<b>Sex</b>							
Men	469	3.0*	±0.1	4,703	2.5*	±0.0	0.60 (M)
Women	567	3.0*	±0.1	2,658	2.5*	±0.0	0.56 (M)
<b>Gender Identity</b>							
Male	469	3.0*	±0.1	4,703	2.5*	±0.0	0.60 (M)
Female	567	3.0*	±0.1	2,658	2.5*	±0.0	0.56 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	23	2.6	±0.4	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	922	3.0*	±0.1	6,801	2.5*	±0.0	0.59 (M)
Sexual Minority	64	2.9*	±0.2	278	2.5*	±0.1	0.48 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	922	3.0*	±0.1	6,801	2.5*	±0.0	0.59 (M)
Lesbian	NR	NR	NR	63	2.5	±0.1	NR
Gay	11	3.0	±0.3	79	2.7	±0.2	0.41 (S)
Bisexual	40	2.8	±0.2	94	2.6	±0.1	0.26 (S)
Other	7	3.4*	±0.7	42	2.4*	±0.2	1.26 (L)
I prefer not to say	46	3.1*	±0.2	251	2.8*	±0.1	0.43 (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.

#### 4.7.4 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 USGS.

*Table 4.54 USGS – 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	1,042	3.2*	±0.1	7,398	3.7*	±0.0	-0.66 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	15	3.6*	±0.2	128	4.1*	±0.1	-0.66 (M)
Wage Grade (WG) 5-8	93	3.3*	±0.1	388	3.6*	±0.1	-0.30 (S)
Wage Grade (WG) 9-16	21	3.7	±0.3	69	3.8	±0.1	-0.10
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	85	3.4*	±0.2	566	3.7*	±0.1	-0.42 (S)
General Schedule (GS) 7-10	243	3.0*	±0.1	1,386	3.6*	±0.0	-0.63 (M)
General Schedule (GS) 11-12	318	3.1*	±0.1	2,440	3.7*	±0.0	-0.71 (M)
General Schedule (GS) 13-15	247	3.2*	±0.1	2,271	3.8*	±0.0	-0.78 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	3.6	±0.2	64	4.0	±0.1	-0.73 (M)
Other	NR	NR	NR	25	3.7	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	71	3.8*	±0.1	704	3.9*	±0.1	-0.25 (S)
1 to 3 years	198	3.4*	±0.1	1,156	3.8*	±0.0	-0.53 (M)
4 to 5 years	100	3.1*	±0.2	510	3.6*	±0.1	-0.57 (M)
6 to 10 years	223	3.1*	±0.1	1,201	3.6*	±0.0	-0.63 (M)
11 to 14 years	95	3.0*	±0.2	602	3.7*	±0.1	-0.81 (L)
15 to 20 years	107	3.1*	±0.2	865	3.6*	±0.1	-0.65 (M)
More than 20 years	243	3.0*	±0.1	2,322	3.7*	±0.0	-0.84 (L)
Appointment Type							
Permanent	788	3.1*	±0.1	5,871	3.7*	±0.0	-0.72 (M)
Term	221	3.4*	±0.1	1,313	3.8*	±0.0	-0.51 (M)
Temporary	28	3.6	±0.2	197	3.8	±0.1	-0.33 (S)
Work Schedule							
Seasonal	12	3.6	±0.3	68	3.6	±0.1	0.13
Non-Seasonal	798	3.1*	±0.1	5,969	3.7*	±0.0	-0.72 (M)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	7	3.5	±0.5	28	3.5	±0.2	0.06
Permanent-Non-Seasonal	774	3.1*	±0.1	5,814	3.7*	±0.0	-0.73 (M)
Term	221	3.4*	±0.1	1,313	3.8*	±0.0	-0.51 (M)
Temporary-Seasonal	NR	NR	NR	40	3.6	±0.2	NR
Temporary-Non-Seasonal	24	3.6*	±0.3	155	3.9*	±0.1	-0.47 (S)
<b>Sex</b>							
Men	469	3.1*	±0.1	4,707	3.7*	±0.0	-0.74 (M)
Women	571	3.2*	±0.1	2,664	3.7*	±0.0	-0.60 (M)
<b>Gender Identity</b>							
Male	469	3.1*	±0.1	4,707	3.7*	±0.0	-0.74 (M)
Female	571	3.2*	±0.1	2,664	3.7*	±0.0	-0.60 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	23	3.4	±0.4	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	925	3.2*	±0.1	6,808	3.7*	±0.0	-0.64 (M)
Sexual Minority	64	3.1*	±0.2	280	3.8*	±0.1	-0.97 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	925	3.2*	±0.1	6,808	3.7*	±0.0	-0.64 (M)
Lesbian	NR	NR	NR	63	3.9	±0.2	NR
Gay	11	2.8*	±0.5	82	3.7*	±0.2	-1.02 (L)
Bisexual	40	3.2*	±0.2	94	3.8*	±0.2	-0.81 (L)
Other	7	3.0*	±0.4	42	3.9*	±0.2	-1.66 (L)
I prefer not to say	46	3.0*	±0.3	249	3.5*	±0.1	-0.60 (M)

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

### 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 USGS.

*Table 4.55 USGS – 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	1,026	3.5*	±0.1	7,279	4.0*	±0.0	-0.55 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	15	3.9	±0.4	121	4.3	±0.1	-0.50 (M)
Wage Grade (WG) 5-8	94	3.8	±0.2	374	3.8	±0.1	0.01
Wage Grade (WG) 9-16	18	3.4*	±0.6	66	4.2*	±0.2	-0.89 (L)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	85	3.7*	±0.3	553	4.1*	±0.1	-0.44 (S)
General Schedule (GS) 7-10	241	3.1*	±0.2	1,362	3.9*	±0.1	-0.73 (M)
General Schedule (GS) 11-12	311	3.5*	±0.1	2,410	4.0*	±0.0	-0.49 (S)
General Schedule (GS) 13-15	242	3.6*	±0.2	2,243	4.1*	±0.0	-0.54 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	3.9	±0.1	62	4.5	±0.2	-0.80 (L)
Other	NR	NR	NR	25	3.5	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	71	4.0*	±0.2	681	4.3*	±0.1	-0.27 (S)
1 to 3 years	198	3.8*	±0.2	1,142	4.2*	±0.0	-0.44 (S)
4 to 5 years	100	3.6*	±0.2	506	3.9*	±0.1	-0.34 (S)
6 to 10 years	220	3.3*	±0.2	1,181	4.0*	±0.1	-0.71 (M)
11 to 14 years	92	3.4*	±0.2	593	4.0*	±0.1	-0.56 (M)
15 to 20 years	106	3.3*	±0.2	852	3.9*	±0.1	-0.65 (M)
More than 20 years	234	3.3*	±0.2	2,287	3.9*	±0.0	-0.61 (M)
Appointment Type							
Permanent	773	3.4*	±0.1	5,784	4.0*	±0.0	-0.60 (M)
Term	221	3.7*	±0.1	1,289	4.2*	±0.0	-0.48 (S)
Temporary	28	4.1	±0.3	189	4.2	±0.1	-0.15

	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	9	4.1	±0.7	64	4.1	±0.2	-0.06
Non-Seasonal	785	3.4*	±0.1	5,880	4.0*	±0.0	-0.59 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	28	4.3	±0.3	NR
Permanent-Non-Seasonal	761	3.4*	±0.1	5,730	4.0*	±0.0	-0.60 (M)
Term	221	3.7*	±0.1	1,289	4.2*	±0.0	-0.48 (S)
Temporary-Seasonal	NR	NR	NR	36	4.0	±0.2	NR
Temporary-Non-Seasonal	24	3.9	±0.3	150	4.2	±0.1	-0.39 (S)
<b>Sex</b>							
Men	458	3.4*	±0.1	4,640	4.0*	±0.0	-0.54 (M)
Women	566	3.5*	±0.1	2,612	4.0*	±0.0	-0.58 (M)
<b>Gender Identity</b>							
Male	458	3.4*	±0.1	4,640	4.0*	±0.0	-0.54 (M)
Female	566	3.5*	±0.1	2,612	4.0*	±0.0	-0.58 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	23	4.0	±0.4	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	910	3.5*	±0.1	6,696	4.0*	±0.0	-0.54 (M)
Sexual Minority	64	3.5*	±0.2	277	4.1*	±0.1	-0.68 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	910	3.5*	±0.1	6,696	4.0*	±0.0	-0.54 (M)
Lesbian	NR	NR	NR	63	4.0	±0.2	NR
Gay	11	4.1	±0.3	81	4.2	±0.2	-0.07
Bisexual	40	3.5*	±0.3	91	4.0*	±0.2	-0.65 (M)
Other	7	3.2*	±0.6	42	4.3*	±0.3	-1.34 (L)
I prefer not to say	46	3.2*	±0.4	247	3.9*	±0.1	-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.

#### 4.7.6 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 USGS.

*Table 4.56 USGS – 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	1,043	3.4*	±0.1	7,422	3.9*	±0.0	-0.64 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	15	3.8*	±0.1	128	4.4*	±0.1	-0.91 (L)
Wage Grade (WG) 5-8	94	3.4*	±0.2	393	3.8*	±0.1	-0.53 (M)
Wage Grade (WG) 9-16	21	3.9	±0.5	69	3.8	±0.2	0.02
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	85	3.4*	±0.2	571	4.0*	±0.1	-0.72 (M)
General Schedule (GS) 7-10	243	3.2*	±0.1	1,394	3.8*	±0.0	-0.68 (M)
General Schedule (GS) 11-12	318	3.4*	±0.1	2,442	3.9*	±0.0	-0.59 (M)
General Schedule (GS) 13-15	247	3.4*	±0.1	2,275	4.0*	±0.0	-0.68 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	3.7	±0.2	64	4.1	±0.2	-0.48 (S)
Other	NR	NR	NR	25	4.2	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	71	3.7*	±0.2	704	4.1*	±0.1	-0.58 (M)
1 to 3 years	198	3.5*	±0.1	1,163	4.0*	±0.0	-0.58 (M)
4 to 5 years	101	3.3*	±0.2	513	3.9*	±0.1	-0.77 (M)
6 to 10 years	223	3.4*	±0.1	1,211	3.9*	±0.0	-0.48 (S)
11 to 14 years	95	3.1*	±0.2	602	3.9*	±0.1	-0.88 (L)
15 to 20 years	107	3.3*	±0.2	867	3.8*	±0.1	-0.60 (M)
More than 20 years	243	3.3*	±0.1	2,324	3.9*	±0.0	-0.72 (M)
Appointment Type							
Permanent	790	3.3*	±0.1	5,892	3.9*	±0.0	-0.67 (M)
Term	221	3.6*	±0.1	1,315	4.0*	±0.0	-0.57 (M)
Temporary	28	3.5*	±0.2	197	4.2*	±0.1	-0.88 (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>Work Schedule</b>							
Seasonal	12	3.5*	±0.5	69	4.1*	±0.2	-0.92 (L)
Non-Seasonal	800	3.3*	±0.1	5,989	3.9*	±0.0	-0.68 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	7	3.2*	±0.8	29	4.0*	±0.3	-1.05 (L)
Permanent-Non-Seasonal	776	3.3*	±0.1	5,834	3.9*	±0.0	-0.67 (M)
Term	221	3.6*	±0.1	1,315	4.0*	±0.0	-0.57 (M)
Temporary-Seasonal	NR	NR	NR	40	4.2	±0.2	NR
Temporary-Non-Seasonal	24	3.5*	±0.3	155	4.2*	±0.1	-0.95 (L)
<b>Sex</b>							
Men	469	3.4*	±0.1	4,724	3.9*	±0.0	-0.68 (M)
Women	573	3.4*	±0.1	2,672	3.9*	±0.0	-0.59 (M)
<b>Gender Identity</b>							
Male	469	3.4*	±0.1	4,724	3.9*	±0.0	-0.68 (M)
Female	573	3.4*	±0.1	2,672	3.9*	±0.0	-0.59 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	23	4.1	±0.3	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	927	3.4*	±0.1	6,824	3.9*	±0.0	-0.63 (M)
Sexual Minority	64	3.4*	±0.2	283	4.0*	±0.1	-0.79 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	927	3.4*	±0.1	6,824	3.9*	±0.0	-0.63 (M)
Lesbian	NR	NR	NR	63	4.1	±0.2	NR
Gay	11	3.5*	±0.2	84	4.1*	±0.2	-0.69 (M)
Bisexual	40	3.5*	±0.3	94	3.9*	±0.1	-0.57 (M)
Other	7	3.0*	±0.6	42	3.7*	±0.3	-0.82 (L)
I prefer not to say	46	3.1*	±0.3	254	3.8*	±0.1	-0.79 (M)

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

### 4.7.7 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 USGS.

*Table 4.57 USGS – 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	1,038	2.5*	±0.0	7,376	2.3*	±0.0	0.30 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	15	2.7*	±0.2	121	2.3*	±0.1	0.80 (L)
Wage Grade (WG) 5-8	94	2.7*	±0.1	391	2.4*	±0.1	0.53 (M)
Wage Grade (WG) 9-16	21	2.5	±0.2	69	2.5	±0.1	-0.03
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	85	2.4	±0.1	571	2.4	±0.0	0.03
General Schedule (GS) 7-10	243	2.4*	±0.1	1,388	2.3*	±0.0	0.23 (S)
General Schedule (GS) 11-12	316	2.5*	±0.1	2,430	2.3*	±0.0	0.35 (S)
General Schedule (GS) 13-15	247	2.4*	±0.1	2,269	2.3*	±0.0	0.25 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	2.8	±0.3	64	2.5	±0.1	0.73 (M)
Other	NR	NR	NR	22	2.0	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	71	2.4*	±0.1	704	2.2*	±0.0	0.33 (S)
1 to 3 years	198	2.5*	±0.1	1,151	2.3*	±0.0	0.42 (S)
4 to 5 years	101	2.4	±0.1	513	2.3	±0.0	0.16
6 to 10 years	220	2.5*	±0.1	1,196	2.3*	±0.0	0.34 (S)
11 to 14 years	95	2.4*	±0.1	596	2.3*	±0.0	0.31 (S)
15 to 20 years	107	2.7*	±0.1	863	2.4*	±0.0	0.58 (M)
More than 20 years	239	2.4	±0.1	2,322	2.4	±0.0	0.11
Appointment Type							
Permanent	784	2.5*	±0.0	5,865	2.3*	±0.0	0.28 (S)
Term	221	2.5*	±0.0	1,297	2.4*	±0.0	0.31 (S)
Temporary	28	2.6*	±0.1	197	2.2*	±0.1	0.77 (M)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	12	2.9*	±0.1	67	2.2*	±0.2	1.10 (L)
Non-Seasonal	794	2.5*	±0.0	5,966	2.3*	±0.0	0.28 (S)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	7	2.8	±0.1	27	2.3	±0.2	0.81 (L)
Permanent-Non-Seasonal	770	2.5*	±0.0	5,810	2.3*	±0.0	0.27 (S)
Term	221	2.5*	±0.0	1,297	2.4*	±0.0	0.31 (S)
Temporary-Seasonal	NR	NR	NR	40	2.2	±0.2	NR
Temporary-Non-Seasonal	24	2.6*	±0.1	155	2.3*	±0.1	0.62 (M)
<b>Sex</b>							
Men	465	2.5*	±0.0	4,697	2.4*	±0.0	0.24 (S)
Women	570	2.5*	±0.0	2,654	2.2*	±0.0	0.47 (S)
<b>Gender Identity</b>							
Male	465	2.5*	±0.0	4,697	2.4*	±0.0	0.24 (S)
Female	570	2.5*	±0.0	2,654	2.2*	±0.0	0.47 (S)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	21	2.3	±0.3	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	924	2.5*	±0.0	6,797	2.3*	±0.0	0.29 (S)
Sexual Minority	64	2.5*	±0.1	283	2.3*	±0.1	0.42 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	924	2.5*	±0.0	6,797	2.3*	±0.0	0.29 (S)
Lesbian	NR	NR	NR	63	2.3	±0.2	NR
Gay	11	2.2	±0.3	84	2.3	±0.1	-0.34 (S)
Bisexual	40	2.6*	±0.1	94	2.3*	±0.1	0.60 (M)
Other	7	2.7	±0.2	42	2.3	±0.2	0.65 (M)
I prefer not to say	46	2.5	±0.2	245	2.3	±0.1	0.31 (S)

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

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

#### 4.7.8 Crude and Offensive Behavior and Bystander Harassment

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

*Table 4.58 USGS – 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</i> <sup>d</sup>	<i>MoE</i>	<i>N</i>	<i>Percent</i> <sup>d</sup>	<i>MoE</i>	<i>Cohen's h</i>
Overall	424	42.1%*	±3.1	477	6.5%*	±0.6	0.89 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	12	9.1%	±6.5	NR
Wage Grade (WG) 5-8	45	48.1%*	±10.2	32	8.5%*	±3.3	0.94 (L)
Wage Grade (WG) 9-16	NR	NR	NR	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	35	40.6%*	±10.9	50	8.8%*	±2.6	0.78 (M)
General Schedule (GS) 7-10	89	38.5%*	±6.5	81	5.9%*	±1.4	0.85 (L)
General Schedule (GS) 11-12	148	48.5%*	±5.6	132	5.5%*	±1.0	1.07 (L)
General Schedule (GS) 13-15	87	36.4%*	±6.3	160	7.1%*	±1.1	0.76 (M)
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	21	29.8%*	±11.9	38	5.6%*	±2.0	0.68 (M)
1 to 3 years	90	45.6%*	±7.0	95	8.2%*	±1.7	0.90 (L)
4 to 5 years	48	52.2%*	±10.3	59	11.6%*	±3.1	0.92 (L)
6 to 10 years	116	53.2%*	±6.7	80	6.7%*	±1.6	1.11 (L)
11 to 14 years	40	43.6%*	±10.5	32	5.5%*	±2.2	0.97 (L)
15 to 20 years	40	37.7%*	±9.7	48	5.7%*	±1.8	0.84 (L)
More than 20 years	68	30.1%*	±6.4	120	5.2%*	±1.0	0.70 (M)
Appointment Type							
Permanent	314	41.7%*	±3.6	356	6.1%*	±0.6	0.90 (L)
Term	100	45.3%*	±6.7	99	7.7%*	±1.6	0.92 (L)
Temporary	NR	NR	NR	21	10.8%	±5.3	NR

	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	7	10.7%	±10.1	NR
Non-Seasonal	319	41.8%*	±3.5	367	6.2%*	±0.6	0.90 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	314	42.5%*	±3.6	352	6.1%*	±0.6	0.92 (L)
Term	100	45.3%*	±6.7	99	7.7%*	±1.6	0.92 (L)
Temporary-Seasonal	NR	NR	NR	5	13.1%	±15.2	NR
Temporary-Non-Seasonal	NR	NR	NR	16	10.4%	±6.1	NR
<b>Sex</b>							
Men	133	30.1%*	±4.5	239	5.1%*	±0.7	0.70 (M)
Women	290	51.4%*	±4.1	237	9.0%*	±1.2	0.99 (L)
<b>Gender Identity</b>							
Male	133	30.1%*	±4.5	239	5.1%*	±0.7	0.70 (M)
Female	290	51.4%*	±4.1	237	9.0%*	±1.2	0.99 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	0	0.0%	NA	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	371	41.4%*	±3.3	440	6.5%*	±0.6	0.88 (L)
Sexual Minority	42	65.7%*	±12.8	23	8.2%*	±3.8	1.31 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	371	41.4%*	±3.3	440	6.5%*	±0.6	0.88 (L)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	NR	NR	NR	6	6.7%	±8.0	NR
Bisexual	33	82.7%*	±15.6	8	8.8%*	±7.8	1.68 (L)
Other	NR	NR	NR	7	18.0%	±15.4	NR
I prefer not to say	11	24.0%*	±14.9	15	5.8%*	±3.7	0.54 (M)

<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 USGS – Logistic Regression of Crude and Offensive Behavior and Predictors of Workplace Harassment*

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	1.778	0.311	32.595	--	5.919	--	--	--	--
Sex	-0.587	0.080	53.568	0.000	0.556	0.475	0.650	-2281.668	53.279
Age	-0.500	0.092	29.732	0.000	0.606	0.507	0.726	-2269.763	29.469
Race/Ethnicity	0.407	0.130	9.777	0.002	1.502	1.164	1.939	-2260.232	10.407
Pay Grade	--	--	10.472	--	--	--	--	--	--
Middle Grade vs. Junior Grade	0.260	0.139	3.480	0.062	1.297	0.987	1.704	-2260.187	10.317
Senior Grade vs. Junior Grade	-0.031	0.141	0.048	0.826	0.969	0.735	1.279	-2260.187	10.317
Executive Grade vs. Junior Grade	0.085	0.571	0.022	0.881	1.089	0.356	3.333	-2260.187	10.317
Organizational Inclusion	-0.201	0.050	16.223	0.000	0.818	0.741	0.902	-2263.080	16.103
Bystander Harassment Based on Sex/Gender	-1.591	0.094	286.280	0.000	0.204	0.169	0.245	-2392.199	274.341
General Intolerance	-0.667	0.058	130.644	0.000	0.513	0.458	0.576	-2321.549	133.042
Gender Context	0.321	0.079	16.472	0.000	1.378	1.180	1.609	-2263.457	16.858

Note. N = 7,704, Nagelkerke R Square = 0.277

## 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 USGS.

*Table 4.60 USGS – 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	267	2.9*	±0.1	8,124	3.7*	±0.0	-1.00 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	4.0	±0.1	NR
Wage Grade (WG) 5-8	20	3.0*	±0.3	459	3.7*	±0.1	-0.85 (L)
Wage Grade (WG) 9-16	8	2.8*	±0.5	79	3.7*	±0.1	-1.48 (L)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	25	3.0*	±0.4	628	3.8*	±0.1	-0.94 (L)
General Schedule (GS) 7-10	67	2.9*	±0.2	1,550	3.7*	±0.0	-0.90 (L)
General Schedule (GS) 11-12	94	3.0*	±0.2	2,639	3.7*	±0.0	-0.93 (L)
General Schedule (GS) 13-15	48	2.8*	±0.2	2,471	3.8*	±0.0	-1.25 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	64	4.1	±0.1	NR
Other	--	--	--	22	3.7	±0.3	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>Years of Service at Bureau or Office</b>							
Less than 1 year	19	3.2*	±0.4	742	3.9*	±0.0	-1.06 (L)
1 to 3 years	63	2.9*	±0.2	1,287	3.8*	±0.0	-1.13 (L)
4 to 5 years	36	3.0*	±0.3	577	3.8*	±0.1	-1.02 (L)
6 to 10 years	58	2.8*	±0.2	1,359	3.7*	±0.0	-0.99 (L)
11 to 14 years	15	2.5*	±0.4	678	3.7*	±0.1	-1.53 (L)
15 to 20 years	27	2.9*	±0.3	939	3.7*	±0.1	-0.95 (L)
More than 20 years	50	3.1*	±0.2	2,500	3.7*	±0.0	-0.77 (M)
<b>Appointment Type</b>							
Permanent	192	2.9*	±0.1	6,436	3.7*	±0.0	-0.98 (L)
Term	72	3.0*	±0.2	1,446	3.8*	±0.0	-1.15 (L)
Temporary	NR	NR	NR	220	3.9	±0.1	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	81	3.7	±0.2	NA
Non-Seasonal	190	2.9*	±0.1	6,541	3.7*	±0.0	-0.98 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	3.7	±0.2	NA
Permanent-Non-Seasonal	187	2.9*	±0.1	6,368	3.7*	±0.0	-0.98 (L)
Term	72	3.0*	±0.2	1,446	3.8*	±0.0	-1.15 (L)
Temporary-Seasonal	--	--	--	44	3.7	±0.2	NA
Temporary-Non-Seasonal	NR	NR	NR	173	3.9	±0.1	NR
<b>Sex</b>							
Men	52	2.7*	±0.3	5,093	3.8*	±0.0	-1.43 (L)
Women	213	3.0*	±0.1	3,004	3.6*	±0.0	-0.81 (L)
<b>Gender Identity</b>							
Male	52	2.7*	±0.3	5,093	3.8*	±0.0	-1.43 (L)
Female	213	3.0*	±0.1	3,004	3.6*	±0.0	-0.81 (L)
Transgender	--	--	--	5	3.8	±0.6	NA
Do not identify as female, male, or transgender	NR	NR	NR	22	3.9	±0.4	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	241	2.9*	±0.1	7,447	3.7*	±0.0	-1.01 (L)
Sexual Minority	17	2.9*	±0.4	328	3.7*	±0.1	-1.16 (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	241	2.9*	±0.1	7,447	3.7*	±0.0	-1.01 (L)
Lesbian	NR	NR	NR	67	3.8	±0.2	NR
Gay	--	--	--	95	3.7	±0.2	NA
Bisexual	10	2.7*	±0.6	123	3.7*	±0.1	-1.28 (L)
Other	6	2.9*	±0.4	43	3.7*	±0.2	-1.37 (L)
I prefer not to say	9	3.1	±0.8	289	3.6	±0.1	-0.56 (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.

### 4.8.2 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 USGS.

*Table 4.61 USGS – 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</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	262	0.52*	±0.05	8,122	0.70*	±0.01	-0.43 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	0.88	±0.05	NR
Wage Grade (WG) 5-8	16	0.64	±0.18	457	0.68	±0.04	-0.09
Wage Grade (WG) 9-16	8	0.74	±0.22	79	0.59	±0.11	0.33 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	25	0.69	±0.17	629	0.72	±0.03	-0.08
General Schedule (GS) 7-10	70	0.52*	±0.10	1,549	0.64*	±0.02	-0.29 (S)
General Schedule (GS) 11-12	92	0.41*	±0.09	2,652	0.69*	±0.02	-0.68 (M)
General Schedule (GS) 13-15	46	0.54*	±0.11	2,457	0.73*	±0.02	-0.51 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	66	0.86	±0.07	NR
Other	--	--	--	22	0.77	±0.15	NA
Years of Service at Bureau or Office							
Less than 1 year	19	0.57*	±0.21	746	0.77*	±0.03	-0.54 (M)
1 to 3 years	61	0.66	±0.10	1,292	0.73	±0.02	-0.18
4 to 5 years	34	0.52*	±0.15	570	0.68*	±0.03	-0.38 (S)
6 to 10 years	56	0.47*	±0.11	1,362	0.67*	±0.02	-0.48 (S)
11 to 14 years	NR	NR	NR	671	0.72	±0.03	NR
15 to 20 years	27	0.45*	±0.16	939	0.67*	±0.03	-0.54 (M)
More than 20 years	50	0.54*	±0.12	2,499	0.69*	±0.02	-0.35 (S)
Appointment Type							
Permanent	191	0.49*	±0.06	6,432	0.69*	±0.01	-0.49 (S)
Term	68	0.61*	±0.10	1,448	0.75*	±0.02	-0.36 (S)
Temporary	NR	NR	NR	220	0.77	±0.05	NR

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	--	--	--	81	0.73	±0.09	NA
Non-Seasonal	189	0.49*	±0.06	6,538	0.69*	±0.01	-0.49 (S)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	0.75	±0.13	NA
Permanent-Non-Seasonal	186	0.48*	±0.06	6,364	0.69*	±0.01	-0.50 (M)
Term	68	0.61*	±0.10	1,448	0.75*	±0.02	-0.36 (S)
Temporary-Seasonal	--	--	--	44	0.71	±0.12	NA
Temporary-Non-Seasonal	NR	NR	NR	173	0.80	±0.06	NR
<b>Sex</b>							
Men	52	0.55*	±0.12	5,085	0.72*	±0.01	-0.42 (S)
Women	207	0.52*	±0.06	3,010	0.67*	±0.01	-0.37 (S)
<b>Gender Identity</b>							
Male	52	0.55*	±0.12	5,085	0.72*	±0.01	-0.42 (S)
Female	207	0.52*	±0.06	3,010	0.67*	±0.01	-0.37 (S)
Transgender	--	--	--	5	0.73	±0.24	NA
Do not identify as female, male, or transgender	NR	NR	NR	22	0.64	±0.20	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	236	0.52*	±0.05	7,440	0.70*	±0.01	-0.44 (S)
Sexual Minority	17	0.51*	±0.22	330	0.72*	±0.04	-0.51 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	236	0.52*	±0.05	7,440	0.70*	±0.01	-0.44 (S)
Lesbian	NR	NR	NR	67	0.75	±0.10	NR
Gay	--	--	--	95	0.72	±0.09	NA
Bisexual	10	0.60	±0.30	125	0.76	±0.07	-0.42 (S)
Other	NR	NR	NR	43	0.55	±0.14	NR
I prefer not to say	9	0.58	±0.35	291	0.61	±0.05	-0.08

<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 USGS.

*Table 4.62 USGS – 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	263	3.0*	±0.1	8,167	2.6*	±0.0	0.55 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	2.6	±0.1	NR
Wage Grade (WG) 5-8	20	3.0	±0.2	454	2.7	±0.1	0.32 (S)
Wage Grade (WG) 9-16	8	3.1*	±0.9	82	2.6*	±0.1	0.75 (M)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	25	3.2*	±0.3	630	2.6*	±0.1	0.82 (L)
General Schedule (GS) 7-10	70	3.0*	±0.2	1,563	2.7*	±0.0	0.38 (S)
General Schedule (GS) 11-12	88	3.0*	±0.2	2,665	2.6*	±0.0	0.48 (S)
General Schedule (GS) 13-15	48	3.1*	±0.3	2,468	2.4*	±0.0	0.76 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	68	2.0	±0.2	NR
Other	--	--	--	26	2.8	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	19	2.5	±0.3	754	2.4	±0.1	0.14
1 to 3 years	66	3.0*	±0.2	1,290	2.5*	±0.0	0.65 (M)
4 to 5 years	33	3.1*	±0.3	573	2.6*	±0.1	0.55 (M)
6 to 10 years	54	3.1*	±0.2	1,366	2.7*	±0.0	0.50 (M)
11 to 14 years	15	3.5*	±0.5	682	2.6*	±0.1	0.99 (L)
15 to 20 years	27	3.0*	±0.3	944	2.6*	±0.1	0.53 (M)
More than 20 years	50	3.1*	±0.3	2,516	2.6*	±0.0	0.55 (M)
Appointment Type							
Permanent	189	3.1*	±0.1	6,464	2.6*	±0.0	0.60 (M)
Term	72	2.9*	±0.2	1,458	2.5*	±0.0	0.49 (S)
Temporary	NR	NR	NR	223	2.4	±0.1	NR
Work Schedule							
Seasonal	--	--	--	79	2.4	±0.1	NA
Non-Seasonal	187	3.1*	±0.1	6,576	2.6*	±0.0	0.59 (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	--	--	--	35	2.4	±0.2	NA
Permanent-Non-Seasonal	184	3.1*	±0.1	6,400	2.6*	±0.0	0.59 (M)
Term	72	2.9*	±0.2	1,458	2.5*	±0.0	0.49 (S)
Temporary-Seasonal	--	--	--	44	2.4	±0.2	NA
Temporary-Non-Seasonal	NR	NR	NR	176	2.4	±0.1	NR
<b>Sex</b>							
Men	52	3.2*	±0.3	5,120	2.6*	±0.0	0.78 (M)
Women	209	3.0*	±0.1	3,020	2.6*	±0.0	0.51 (M)
<b>Gender Identity</b>							
Male	52	3.2*	±0.3	5,120	2.6*	±0.0	0.78 (M)
Female	209	3.0*	±0.1	3,020	2.6*	±0.0	0.51 (M)
Transgender	--	--	--	5	2.3	±1.0	NA
Do not identify as female, male, or transgender	NR	NR	NR	22	2.7	±0.4	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	238	3.0*	±0.1	7,488	2.6*	±0.0	0.57 (M)
Sexual Minority	17	2.9	±0.5	325	2.6	±0.1	0.42 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	238	3.0*	±0.1	7,488	2.6*	±0.0	0.57 (M)
Lesbian	NR	NR	NR	67	2.6	±0.2	NR
Gay	--	--	--	90	2.7	±0.2	NA
Bisexual	10	3.0	±0.5	125	2.6	±0.1	0.52 (M)
Other	6	3.1	±1.2	43	2.5	±0.2	0.79 (M)
I prefer not to say	9	3.2	±0.8	289	2.8	±0.1	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.

#### 4.8.4 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 USGS.

*Table 4.63 USGS – 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	269	3.2*	±0.1	8,175	3.7*	±0.0	-0.59 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	4.1	±0.1	NR
Wage Grade (WG) 5-8	20	3.5	±0.3	460	3.5	±0.1	-0.07
Wage Grade (WG) 9-16	8	3.6	±0.2	82	3.8	±0.1	-0.34 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	25	3.3*	±0.3	626	3.7*	±0.1	-0.47 (S)
General Schedule (GS) 7-10	70	3.1*	±0.2	1,564	3.5*	±0.0	-0.49 (S)
General Schedule (GS) 11-12	94	3.0*	±0.2	2,664	3.6*	±0.0	-0.78 (M)
General Schedule (GS) 13-15	48	3.3*	±0.3	2,470	3.8*	±0.0	-0.56 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	68	4.0	±0.1	NR
Other	--	--	--	26	3.7	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	19	3.7	±0.3	756	3.9	±0.1	-0.28 (S)
1 to 3 years	66	3.3*	±0.2	1,289	3.8*	±0.0	-0.67 (M)
4 to 5 years	36	3.2*	±0.3	574	3.6*	±0.1	-0.37 (S)
6 to 10 years	58	3.1*	±0.2	1,369	3.5*	±0.0	-0.47 (S)
11 to 14 years	15	2.3*	±0.4	682	3.6*	±0.1	-1.49 (L)
15 to 20 years	27	3.2*	±0.3	946	3.6*	±0.1	-0.46 (S)
More than 20 years	50	3.1*	±0.3	2,514	3.6*	±0.0	-0.71 (M)
Appointment Type							
Permanent	194	3.1*	±0.1	6,469	3.6*	±0.0	-0.68 (M)
Term	72	3.4*	±0.2	1,461	3.8*	±0.0	-0.43 (S)
Temporary	NR	NR	NR	223	3.8	±0.1	NR
Work Schedule							
Seasonal	--	--	--	79	3.6	±0.1	NA
Non-Seasonal	192	3.1*	±0.1	6,578	3.6*	±0.0	-0.66 (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	--	--	--	35	3.5	±0.2	NA
Permanent-Non-Seasonal	190	3.1*	±0.1	6,402	3.6*	±0.0	-0.66 (M)
Term	72	3.4*	±0.2	1,461	3.8*	±0.0	-0.43 (S)
Temporary-Seasonal	--	--	--	44	3.6	±0.2	NA
Temporary-Non-Seasonal	NR	NR	NR	176	3.9	±0.1	NR
<b>Sex</b>							
Men	52	2.7*	±0.2	5,123	3.7*	±0.0	-1.13 (L)
Women	215	3.3*	±0.1	3,024	3.7*	±0.0	-0.47 (S)
<b>Gender Identity</b>							
Male	52	2.7*	±0.2	5,123	3.7*	±0.0	-1.13 (L)
Female	215	3.3*	±0.1	3,024	3.7*	±0.0	-0.47 (S)
Transgender	--	--	--	5	3.7	±0.8	NA
Do not identify as female, male, or transgender	NR	NR	NR	22	3.4	±0.4	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	244	3.2*	±0.1	7,494	3.7*	±0.0	-0.60 (M)
Sexual Minority	17	3.4	±0.3	327	3.7	±0.1	-0.35 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	244	3.2*	±0.1	7,494	3.7*	±0.0	-0.60 (M)
Lesbian	NR	NR	NR	67	3.8	±0.2	NR
Gay	--	--	--	93	3.6	±0.2	NA
Bisexual	10	3.4	±0.4	125	3.6	±0.1	-0.22 (S)
Other	6	3.2*	±0.6	43	3.9*	±0.2	-1.25 (L)
I prefer not to say	9	2.5*	±0.8	286	3.5*	±0.1	-1.01 (L)

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

### 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 USGS.

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

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	267	3.4*	±0.1	8,041	3.9*	±0.0	-0.50 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	134	4.3	±0.1	NR
Wage Grade (WG) 5-8	20	3.9	±0.3	448	3.8	±0.1	0.12
Wage Grade (WG) 9-16	8	3.5	±1.2	77	4.0	±0.2	-0.65 (M)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	25	3.4*	±0.5	613	4.0*	±0.1	-0.72 (M)
General Schedule (GS) 7-10	70	3.3*	±0.3	1,537	3.8*	±0.1	-0.47 (S)
General Schedule (GS) 11-12	94	3.4*	±0.2	2,628	3.9*	±0.0	-0.58 (M)
General Schedule (GS) 13-15	46	3.6*	±0.4	2,439	4.0*	±0.0	-0.45 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	67	4.4	±0.2	NR
Other	--	--	--	26	3.6	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	19	4.1	±0.5	733	4.2	±0.1	-0.18
1 to 3 years	66	3.6*	±0.3	1,276	4.1*	±0.0	-0.63 (M)
4 to 5 years	36	3.2*	±0.4	570	3.9*	±0.1	-0.63 (M)
6 to 10 years	58	3.5*	±0.3	1,345	3.9*	±0.1	-0.40 (S)
11 to 14 years	15	2.8*	±0.6	671	3.9*	±0.1	-1.06 (L)
15 to 20 years	27	3.1*	±0.4	931	3.9*	±0.1	-0.78 (M)
More than 20 years	49	3.5*	±0.3	2,472	3.8*	±0.0	-0.31 (S)
Appointment Type							
Permanent	192	3.4*	±0.2	6,368	3.9*	±0.0	-0.45 (S)
Term	72	3.4*	±0.3	1,437	4.1*	±0.0	-0.81 (L)
Temporary	NR	NR	NR	214	4.2	±0.1	NR
Work Schedule							
Seasonal	--	--	--	73	4.1	±0.2	NA
Non-Seasonal	191	3.5*	±0.2	6,478	3.9*	±0.0	-0.42 (S)



	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	33	4.1	±0.3	NA
Permanent-Non-Seasonal	188	3.5*	±0.2	6,307	3.9*	±0.0	-0.43 (S)
Term	72	3.4*	±0.3	1,437	4.1*	±0.0	-0.81 (L)
Temporary-Seasonal	--	--	--	41	4.1	±0.2	NA
Temporary-Non-Seasonal	NR	NR	NR	171	4.2	±0.1	NR
<b>Sex</b>							
Men	52	3.0*	±0.3	5,045	3.9*	±0.0	-0.92 (L)
Women	213	3.5*	±0.2	2,969	4.0*	±0.0	-0.43 (S)
<b>Gender Identity</b>							
Male	52	3.0*	±0.3	5,045	3.9*	±0.0	-0.92 (L)
Female	213	3.5*	±0.2	2,969	4.0*	±0.0	-0.43 (S)
Transgender	--	--	--	5	3.5	±1.4	NA
Do not identify as female, male, or transgender	NR	NR	NR	22	3.9	±0.5	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	242	3.5*	±0.2	7,368	3.9*	±0.0	-0.49 (S)
Sexual Minority	17	3.6*	±0.5	324	4.0*	±0.1	-0.54 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	242	3.5*	±0.2	7,368	3.9*	±0.0	-0.49 (S)
Lesbian	NR	NR	NR	67	3.9	±0.2	NR
Gay	--	--	--	92	4.1	±0.2	NA
Bisexual	10	3.3	±0.6	122	3.9	±0.2	-0.61 (M)
Other	6	3.6	±1.0	43	4.2	±0.3	-0.67 (M)
I prefer not to say	9	3.0*	±1.1	285	3.8*	±0.1	-0.76 (M)

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

#### 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 USGS.

*Table 4.65 USGS – 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	269	3.4*	±0.1	8,201	3.9*	±0.0	-0.57 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	4.3	±0.1	NR
Wage Grade (WG) 5-8	20	3.8	±0.3	467	3.7	±0.1	0.13
Wage Grade (WG) 9-16	8	3.1*	±1.0	82	3.9*	±0.1	-1.14 (L)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	25	3.6*	±0.4	631	3.9*	±0.1	-0.41 (S)
General Schedule (GS) 7-10	70	3.3*	±0.3	1,571	3.7*	±0.0	-0.43 (S)
General Schedule (GS) 11-12	94	3.2*	±0.2	2,666	3.9*	±0.0	-0.77 (M)
General Schedule (GS) 13-15	48	3.4*	±0.3	2,475	3.9*	±0.0	-0.59 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	68	4.1	±0.2	NR
Other	--	--	--	26	4.2	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	19	4.2	±0.3	756	4.1	±0.1	0.08
1 to 3 years	66	3.5*	±0.2	1,297	3.9*	±0.0	-0.45 (S)
4 to 5 years	36	3.1*	±0.4	579	3.8*	±0.1	-0.82 (L)
6 to 10 years	58	3.5*	±0.3	1,378	3.8*	±0.0	-0.35 (S)
11 to 14 years	15	2.9*	±0.6	682	3.8*	±0.1	-1.04 (L)
15 to 20 years	27	3.3*	±0.3	948	3.8*	±0.1	-0.55 (M)
More than 20 years	50	3.1*	±0.3	2,517	3.9*	±0.0	-0.91 (L)
Appointment Type							
Permanent	194	3.2*	±0.1	6,492	3.8*	±0.0	-0.67 (M)
Term	72	3.7*	±0.2	1,464	4.0*	±0.0	-0.39 (S)
Temporary	NR	NR	NR	223	4.1	±0.1	NR
Work Schedule							
Seasonal	--	--	--	81	4.0	±0.2	NA
Non-Seasonal	192	3.3*	±0.1	6,600	3.8*	±0.0	-0.67 (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	--	--	--	37	3.8	±0.3	NA
Permanent-Non-Seasonal	190	3.2*	±0.1	6,424	3.8*	±0.0	-0.67 (M)
Term	72	3.7*	±0.2	1,464	4.0*	±0.0	-0.39 (S)
Temporary-Seasonal	--	--	--	44	4.2	±0.2	NA
Temporary-Non-Seasonal	NR	NR	NR	176	4.1	±0.1	NR
<b>Sex</b>							
Men	52	2.9*	±0.3	5,140	3.9*	±0.0	-1.16 (L)
Women	215	3.5*	±0.1	3,034	3.8*	±0.0	-0.40 (S)
<b>Gender Identity</b>							
Male	52	2.9*	±0.3	5,140	3.9*	±0.0	-1.16 (L)
Female	215	3.5*	±0.1	3,034	3.8*	±0.0	-0.40 (S)
Transgender	--	--	--	5	4.2	±0.7	NA
Do not identify as female, male, or transgender	NR	NR	NR	22	4.0	±0.4	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	244	3.4*	±0.1	7,512	3.9*	±0.0	-0.57 (M)
Sexual Minority	17	3.4*	±0.5	330	3.9*	±0.1	-0.61 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	244	3.4*	±0.1	7,512	3.9*	±0.0	-0.57 (M)
Lesbian	NR	NR	NR	67	4.0	±0.2	NR
Gay	--	--	--	95	4.0	±0.2	NA
Bisexual	10	3.4	±0.8	125	3.8	±0.1	-0.48 (S)
Other	6	3.2	±0.9	43	3.7	±0.2	-0.55 (M)
I prefer not to say	9	3.0*	±0.7	291	3.7*	±0.1	-0.71 (M)

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

### 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 USGS.

Table 4.66 USGS – 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	266	2.4*	±0.1	8,152	2.4*	±0.0	0.13
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	134	2.4	±0.1	NR
Wage Grade (WG) 5-8	20	2.7	±0.1	465	2.5	±0.0	0.38 (S)
Wage Grade (WG) 9-16	8	2.6	±0.2	82	2.5	±0.1	0.24 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	25	2.4	±0.2	631	2.4	±0.0	0.07
General Schedule (GS) 7-10	70	2.3	±0.1	1,565	2.3	±0.0	-0.14
General Schedule (GS) 11-12	91	2.5	±0.1	2,655	2.4	±0.0	0.20 (S)
General Schedule (GS) 13-15	48	2.5*	±0.2	2,469	2.3*	±0.0	0.30 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	68	2.5	±0.1	NR
Other	--	--	--	24	2.1	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	19	2.0	±0.3	756	2.3	±0.0	-0.44 (S)
1 to 3 years	66	2.5*	±0.1	1,285	2.3*	±0.0	0.38 (S)
4 to 5 years	36	2.4	±0.2	579	2.4	±0.0	0.14
6 to 10 years	55	2.3	±0.2	1,363	2.3	±0.0	0.00
11 to 14 years	15	2.5	±0.2	676	2.3	±0.0	0.46 (S)
15 to 20 years	27	2.7*	±0.2	944	2.4*	±0.0	0.56 (M)
More than 20 years	49	2.3	±0.2	2,512	2.4	±0.0	-0.09
Appointment Type							
Permanent	191	2.4	±0.1	6,462	2.3	±0.0	0.09
Term	72	2.5*	±0.1	1,445	2.4*	±0.0	0.27 (S)
Temporary	NR	NR	NR	223	2.3	±0.1	NR
Work Schedule							
Seasonal	--	--	--	78	2.3	±0.1	NA
Non-Seasonal	189	2.4	±0.1	6,574	2.3	±0.0	0.07

	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	--	--	--	34	2.4	±0.2	NA
Permanent-Non-Seasonal	186	2.4	±0.1	6,398	2.3	±0.0	0.08
Term	72	2.5*	±0.1	1,445	2.4*	±0.0	0.27 (S)
Temporary-Seasonal	--	--	--	44	2.2	±0.2	NA
Temporary-Non-Seasonal	NR	NR	NR	176	2.3	±0.1	NR
<b>Sex</b>							
Men	51	2.5	±0.1	5,111	2.4	±0.0	0.21 (S)
Women	213	2.4*	±0.1	3,016	2.2*	±0.0	0.29 (S)
<b>Gender Identity</b>							
Male	51	2.5	±0.1	5,111	2.4	±0.0	0.21 (S)
Female	213	2.4*	±0.1	3,016	2.2*	±0.0	0.29 (S)
Transgender	--	--	--	5	2.6	±0.3	NA
Do not identify as female, male, or transgender	NR	NR	NR	20	2.3	±0.3	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	240	2.4	±0.1	7,484	2.4	±0.0	0.08
Sexual Minority	17	2.7*	±0.2	330	2.3*	±0.1	0.72 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	240	2.4	±0.1	7,484	2.4	±0.0	0.08
Lesbian	NR	NR	NR	67	2.3	±0.1	NR
Gay	--	--	--	95	2.3	±0.1	NA
Bisexual	10	2.7*	±0.3	125	2.4*	±0.1	0.72 (M)
Other	6	2.9*	±0.1	43	2.3*	±0.2	1.07 (L)
I prefer not to say	9	2.6	±0.3	282	2.3	±0.1	0.53 (M)

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

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

### 4.8.8 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 USGS.

*Table 4.67 USGS – 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	132	49.8%*	±6.0	769	9.5%*	±0.7	0.94 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	14	9.8%	±6.2	NR
Wage Grade (WG) 5-8	NR	NR	NR	67	15.0%	±3.6	NR
Wage Grade (WG) 9-16	NR	NR	NR	6	7.5%	±8.5	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	77	12.3%	±2.8	NR
General Schedule (GS) 7-10	33	47.8%*	±11.9	137	8.9%*	±1.5	0.92 (L)
General Schedule (GS) 11-12	47	52.5%*	±10.5	233	8.9%*	±1.2	1.02 (L)
General Schedule (GS) 13-15	24	49.2%*	±14.4	224	9.1%*	±1.2	0.94 (L)
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	51	6.8%	±2.1	NR
1 to 3 years	30	46.1%*	±12.4	155	12.0%*	±1.9	0.78 (M)
4 to 5 years	NR	NR	NR	91	16.1%	±3.3	NR
6 to 10 years	30	54.6%*	±13.5	165	12.1%*	±1.8	0.95 (L)
11 to 14 years	NR	NR	NR	61	9.3%	±2.5	NR
15 to 20 years	NR	NR	NR	77	8.3%	±2.0	NR
More than 20 years	24	48.1%*	±14.1	163	6.6%*	±1.1	1.01 (L)
Appointment Type							
Permanent	93	49.0%*	±7.2	577	9.1%*	±0.7	0.94 (L)
Term	36	50.2%*	±11.6	163	11.3%*	±1.7	0.89 (L)
Temporary	NR	NR	NR	27	12.5%	±5.1	NR

	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	--	--	--	12	14.4%	±9.7	NA
Non-Seasonal	95	50.8%*	±7.2	591	9.1%*	±0.7	0.97 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	93	50.1%*	±7.2	573	9.1%*	±0.7	0.96 (L)
Term	36	50.2%*	±11.6	163	11.3%*	±1.7	0.89 (L)
Temporary-Seasonal	--	--	--	9	21.4%	±15.1	NA
Temporary-Non-Seasonal	NR	NR	NR	18	10.4%	±5.6	NR
<b>Sex</b>							
Men	19	37.3%*	±14.2	353	7.0%*	±0.7	0.78 (M)
Women	112	53.4%*	±6.8	415	13.9%*	±1.3	0.88 (L)
<b>Gender Identity</b>							
Male	19	37.3%*	±14.2	353	7.0%*	±0.7	0.78 (M)
Female	112	53.4%*	±6.8	415	13.9%*	±1.3	0.88 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	0	0.0%	NA	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	120	50.2%*	±6.4	691	9.4%*	±0.7	0.95 (L)
Sexual Minority	NR	NR	NR	56	16.9%	±4.5	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	120	50.2%*	±6.4	691	9.4%*	±0.7	0.95 (L)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	--	--	--	9	9.5%	±7.9	NA
Bisexual	NR	NR	NR	34	27.4%	±8.6	NR
Other	NR	NR	NR	7	17.4%	±14.9	NR
I prefer not to say	NR	NR	NR	23	7.9%	±3.7	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 USGS – Logistic Regression of Unwanted Sexual Attention and Predictors of Workplace Harassment*

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	1.744	0.287	37.014	--	5.723	--	--	--	--
Sex	-1.498	0.166	81.415	0.000	0.224	0.162	0.310	-875.552	96.643
Age	-0.609	0.145	17.690	0.000	0.544	0.409	0.722	-836.104	17.748
Relationship Status	-0.508	0.142	12.870	0.000	0.602	0.456	0.794	-833.606	12.753
Bystander Harassment Based on Sex/Gender	-1.404	0.154	83.038	0.000	0.246	0.182	0.332	-867.924	81.389
General Intolerance	-0.984	0.106	86.127	0.000	0.374	0.304	0.460	-871.428	88.396
Leadership Intolerance	0.634	0.210	9.100	0.003	1.884	1.248	2.844	-831.920	9.379

Note. N = 7,738, Nagelkerke R Square = 0.264



## 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 USGS.

*Table 4.69 USGS – Sexual Coercion and General Intolerance for Harassment by Selected Characteristics*

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	46	2.3*	±0.2	8,340	3.7*	±0.0	-1.73 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	144	4.0	±0.1	NA
Wage Grade (WG) 5-8	--	--	--	480	3.7	±0.1	NA
Wage Grade (WG) 9-16	--	--	--	87	3.6	±0.1	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	650	3.8	±0.1	NR
General Schedule (GS) 7-10	12	2.3*	±0.5	1,605	3.6*	±0.0	-1.61 (L)
General Schedule (GS) 11-12	22	2.3*	±0.3	2,709	3.7*	±0.0	-1.77 (L)
General Schedule (GS) 13-15	10	2.4*	±0.6	2,509	3.8*	±0.0	-1.67 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	66	4.1	±0.1	NA
Other	--	--	--	22	3.7	±0.3	NA

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	NR	NR	NR	756	3.9	±0.0	NR
1 to 3 years	7	2.4*	±0.2	1,342	3.8*	±0.0	-1.78 (L)
4 to 5 years	8	2.1*	±0.6	605	3.8*	±0.1	-2.07 (L)
6 to 10 years	14	2.7*	±0.4	1,402	3.6*	±0.0	-1.13 (L)
11 to 14 years	NR	NR	NR	690	3.7	±0.1	NR
15 to 20 years	NR	NR	NR	961	3.7	±0.1	NR
More than 20 years	6	1.7*	±0.4	2,544	3.7*	±0.0	-2.42 (L)
<b>Appointment Type</b>							
Permanent	34	2.4*	±0.3	6,589	3.7*	±0.0	-1.59 (L)
Term	12	2.1*	±0.3	1,506	3.8*	±0.0	-2.23 (L)
Temporary	--	--	--	223	3.9	±0.1	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	81	3.7	±0.2	NA
Non-Seasonal	32	2.4*	±0.3	6,695	3.7*	±0.0	-1.60 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	3.7	±0.2	NA
Permanent-Non-Seasonal	32	2.4*	±0.3	6,518	3.7*	±0.0	-1.58 (L)
Term	12	2.1*	±0.3	1,506	3.8*	±0.0	-2.23 (L)
Temporary-Seasonal	--	--	--	44	3.7	±0.2	NA
Temporary-Non-Seasonal	--	--	--	176	3.9	±0.1	NA
<b>Sex</b>							
Men	16	2.1*	±0.4	5,126	3.8*	±0.0	-2.07 (L)
Women	30	2.4*	±0.2	3,185	3.6*	±0.0	-1.47 (L)
<b>Gender Identity</b>							
Male	16	2.1*	±0.4	5,126	3.8*	±0.0	-2.07 (L)
Female	30	2.4*	±0.2	3,185	3.6*	±0.0	-1.47 (L)
Transgender	--	--	--	5	3.8	±0.6	NA
Do not identify as female, male, or transgender	--	--	--	24	3.9	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	35	2.3*	±0.2	7,648	3.7*	±0.0	-1.71 (L)
Sexual Minority	7	2.3*	±0.8	338	3.7*	±0.1	-1.92 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Sexual Orientation</b>							
Heterosexual or straight	35	2.3*	±0.2	7,648	3.7*	±0.0	-1.71 (L)
Lesbian	NR	NR	NR	67	3.8	±0.2	NR
Gay	--	--	--	95	3.7	±0.2	NA
Bisexual	NR	NR	NR	127	3.7	±0.1	NR
Other	--	--	--	49	3.6	±0.2	NA
I prefer not to say	NR	NR	NR	293	3.6	±0.1	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.

### 4.9.2 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 USGS.

*Table 4.70 USGS – 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	46	0.28*	±0.10	8,333	0.70*	±0.01	-1.01 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	144	0.88	±0.05	NA
Wage Grade (WG) 5-8	--	--	--	473	0.68	±0.04	NA
Wage Grade (WG) 9-16	--	--	--	87	0.60	±0.10	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	651	0.72	±0.03	NR
General Schedule (GS) 7-10	12	0.32*	±0.17	1,605	0.64*	±0.02	-0.74 (M)
General Schedule (GS) 11-12	22	0.21*	±0.13	2,720	0.69*	±0.02	-1.16 (L)
General Schedule (GS) 13-15	10	0.50	±0.28	2,494	0.73	±0.02	-0.60 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	68	0.86	±0.07	NA
Other	--	--	--	22	0.77	±0.15	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	760	0.77	±0.03	NR
1 to 3 years	7	0.25*	±0.23	1,345	0.73*	±0.02	-1.20 (L)
4 to 5 years	8	0.14*	±0.12	597	0.67*	±0.03	-1.26 (L)
6 to 10 years	14	0.52	±0.20	1,404	0.67	±0.02	-0.35 (S)
11 to 14 years	NR	NR	NR	682	0.71	±0.03	NR
15 to 20 years	NR	NR	NR	961	0.67	±0.03	NR
More than 20 years	NR	NR	NR	2,543	0.69	±0.02	NR
Appointment Type							
Permanent	34	0.35*	±0.13	6,585	0.68*	±0.01	-0.80 (L)
Term	12	0.09*	±0.09	1,504	0.75*	±0.02	-1.69 (L)
Temporary	--	--	--	223	0.78	±0.05	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>Work Schedule</b>							
Seasonal	--	--	--	81	0.73	±0.09	NA
Non-Seasonal	32	0.35*	±0.13	6,690	0.69*	±0.01	-0.80 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	0.75	±0.13	NA
Permanent-Non-Seasonal	32	0.35*	±0.13	6,514	0.68*	±0.01	-0.79 (M)
Term	12	0.09*	±0.09	1,504	0.75*	±0.02	-1.69 (L)
Temporary-Seasonal	--	--	--	44	0.71	±0.12	NA
Temporary-Non-Seasonal	--	--	--	176	0.80	±0.05	NA
<b>Sex</b>							
Men	16	0.36*	±0.21	5,118	0.72*	±0.01	-0.87 (L)
Women	30	0.24*	±0.11	3,186	0.66*	±0.01	-1.02 (L)
<b>Gender Identity</b>							
Male	16	0.36*	±0.21	5,118	0.72*	±0.01	-0.87 (L)
Female	30	0.24*	±0.11	3,186	0.66*	±0.01	-1.02 (L)
Transgender	--	--	--	5	0.73	±0.24	NA
Do not identify as female, male, or transgender	--	--	--	24	0.63	±0.19	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	35	0.26*	±0.11	7,637	0.70*	±0.01	-1.08 (L)
Sexual Minority	7	0.34*	±0.28	340	0.72*	±0.04	-0.91 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	35	0.26*	±0.11	7,637	0.70*	±0.01	-1.08 (L)
Lesbian	NR	NR	NR	67	0.75	±0.10	NR
Gay	--	--	--	95	0.72	±0.09	NA
Bisexual	NR	NR	NR	129	0.77	±0.06	NR
Other	--	--	--	49	0.52	±0.14	NA
I prefer not to say	NR	NR	NR	296	0.61	±0.05	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.

### 4.9.3 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 USGS.

Table 4.71 USGS – 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	49	3.3*	±0.3	8,377	2.6*	±0.0	0.91 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	144	2.6	±0.1	NA
Wage Grade (WG) 5-8	--	--	--	475	2.7	±0.1	NA
Wage Grade (WG) 9-16	--	--	--	90	2.6	±0.1	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	652	2.6	±0.1	NR
General Schedule (GS) 7-10	15	3.4*	±0.4	1,616	2.7*	±0.0	0.88 (L)
General Schedule (GS) 11-12	22	3.5*	±0.3	2,729	2.6*	±0.0	1.02 (L)
General Schedule (GS) 13-15	10	3.3*	±0.8	2,506	2.5*	±0.0	0.98 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	2.0	±0.2	NA
Other	--	--	--	26	2.8	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	768	2.4	±0.1	NR
1 to 3 years	7	3.5*	±0.6	1,347	2.5*	±0.0	1.27 (L)
4 to 5 years	8	3.5*	±0.2	599	2.6*	±0.1	1.07 (L)
6 to 10 years	14	3.2*	±0.6	1,406	2.7*	±0.0	0.57 (M)
11 to 14 years	NR	NR	NR	694	2.6	±0.1	NR
15 to 20 years	NR	NR	NR	966	2.6	±0.1	NR
More than 20 years	10	4.1*	±0.6	2,557	2.6*	±0.0	1.73 (L)
Appointment Type							
Permanent	37	3.4*	±0.3	6,611	2.6*	±0.0	0.96 (L)
Term	12	3.1*	±0.4	1,519	2.5*	±0.0	0.75 (M)
Temporary	--	--	--	225	2.4	±0.1	NA
Work Schedule							
Seasonal	--	--	--	79	2.4	±0.1	NA
Non-Seasonal	35	3.4*	±0.3	6,722	2.6*	±0.0	0.94 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	35	2.4	±0.2	NA
Permanent-Non-Seasonal	35	3.4*	±0.3	6,543	2.6*	±0.0	0.93 (L)
Term	12	3.1*	±0.4	1,519	2.5*	±0.0	0.75 (M)
Temporary-Seasonal	--	--	--	44	2.4	±0.2	NA
Temporary-Non-Seasonal	--	--	--	179	2.4	±0.1	NA
<b>Sex</b>							
Men	19	3.5*	±0.6	5,150	2.6*	±0.0	1.09 (L)
Women	30	3.2*	±0.3	3,198	2.6*	±0.0	0.79 (M)
<b>Gender Identity</b>							
Male	19	3.5*	±0.6	5,150	2.6*	±0.0	1.09 (L)
Female	30	3.2*	±0.3	3,198	2.6*	±0.0	0.79 (M)
Transgender	--	--	--	5	2.3	±1.0	NA
Do not identify as female, male, or transgender	--	--	--	24	2.7	±0.4	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	38	3.3*	±0.3	7,683	2.6*	±0.0	0.90 (L)
Sexual Minority	7	3.1	±0.7	335	2.6	±0.1	0.67 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	38	3.3*	±0.3	7,683	2.6*	±0.0	0.90 (L)
Lesbian	NR	NR	NR	67	2.6	±0.2	NR
Gay	--	--	--	90	2.7	±0.2	NA
Bisexual	NR	NR	NR	129	2.6	±0.1	NR
Other	--	--	--	49	2.5	±0.2	NA
I prefer not to say	NR	NR	NR	293	2.8	±0.1	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.

#### 4.9.4 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 USGS.

Table 4.72 USGS – 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	49	2.7*	±0.3	8,390	3.7*	±0.0	-1.18 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	144	4.1	±0.1	NA
Wage Grade (WG) 5-8	--	--	--	480	3.5	±0.1	NA
Wage Grade (WG) 9-16	--	--	--	90	3.8	±0.1	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	648	3.7	±0.1	NR
General Schedule (GS) 7-10	15	2.9*	±0.5	1,617	3.5*	±0.0	-0.66 (M)
General Schedule (GS) 11-12	22	2.4*	±0.4	2,734	3.6*	±0.0	-1.50 (L)
General Schedule (GS) 13-15	10	2.8*	±0.7	2,509	3.8*	±0.0	-1.15 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	4.0	±0.1	NA
Other	--	--	--	26	3.7	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	770	3.9	±0.1	NR
1 to 3 years	7	2.5*	±0.3	1,346	3.8*	±0.0	-1.63 (L)
4 to 5 years	8	2.5*	±0.5	602	3.5*	±0.1	-1.15 (L)
6 to 10 years	14	2.8*	±0.5	1,412	3.5*	±0.0	-0.80 (L)
11 to 14 years	NR	NR	NR	694	3.6	±0.1	NR
15 to 20 years	NR	NR	NR	968	3.6	±0.1	NR
More than 20 years	10	2.2*	±0.9	2,555	3.6*	±0.0	-1.78 (L)
Appointment Type							
Permanent	37	2.7*	±0.3	6,621	3.6*	±0.0	-1.13 (L)
Term	12	2.7*	±0.4	1,522	3.8*	±0.0	-1.38 (L)
Temporary	--	--	--	225	3.8	±0.1	NA
Work Schedule							
Seasonal	--	--	--	79	3.6	±0.1	NA
Non-Seasonal	35	2.7*	±0.3	6,731	3.6*	±0.0	-1.14 (L)



	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	35	3.5	±0.2	NA
Permanent-Non-Seasonal	35	2.7*	±0.3	6,552	3.6*	±0.0	-1.13 (L)
Term	12	2.7*	±0.4	1,522	3.8*	±0.0	-1.38 (L)
Temporary-Seasonal	--	--	--	44	3.6	±0.2	NA
Temporary-Non-Seasonal	--	--	--	179	3.9	±0.1	NA
<b>Sex</b>							
Men	19	2.6*	±0.5	5,153	3.7*	±0.0	-1.25 (L)
Women	30	2.7*	±0.3	3,207	3.7*	±0.0	-1.14 (L)
<b>Gender Identity</b>							
Male	19	2.6*	±0.5	5,153	3.7*	±0.0	-1.25 (L)
Female	30	2.7*	±0.3	3,207	3.7*	±0.0	-1.14 (L)
Transgender	--	--	--	5	3.7	±0.8	NA
Do not identify as female, male, or transgender	--	--	--	24	3.4	±0.4	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	38	2.6*	±0.3	7,694	3.7*	±0.0	-1.26 (L)
Sexual Minority	7	3.2	±0.4	337	3.7	±0.1	-0.59 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	38	2.6*	±0.3	7,694	3.7*	±0.0	-1.26 (L)
Lesbian	NR	NR	NR	67	3.8	±0.2	NR
Gay	--	--	--	93	3.6	±0.2	NA
Bisexual	NR	NR	NR	129	3.6	±0.1	NR
Other	--	--	--	49	3.8	±0.2	NA
I prefer not to say	NR	NR	NR	290	3.4	±0.1	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.

### 4.9.5 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 USGS.

*Table 4.73 USGS – 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	49	2.9*	±0.4	8,255	3.9*	±0.0	-1.02 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	137	4.3	±0.1	NA
Wage Grade (WG) 5-8	--	--	--	468	3.8	±0.1	NA
Wage Grade (WG) 9-16	--	--	--	85	4.0	±0.2	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	635	4.0	±0.1	NR
General Schedule (GS) 7-10	15	2.6*	±0.6	1,589	3.8*	±0.1	-1.06 (L)
General Schedule (GS) 11-12	22	3.0*	±0.5	2,697	3.9*	±0.0	-0.97 (L)
General Schedule (GS) 13-15	10	3.1*	±1.1	2,476	4.0*	±0.0	-1.00 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	68	4.4	±0.2	NA
Other	--	--	--	26	3.6	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	747	4.2	±0.1	NR
1 to 3 years	7	3.8	±0.9	1,333	4.1	±0.0	-0.34 (S)
4 to 5 years	8	2.7*	±0.9	598	3.9*	±0.1	-1.09 (L)
6 to 10 years	14	3.6	±0.6	1,388	3.9	±0.1	-0.24 (S)
11 to 14 years	NR	NR	NR	682	3.9	±0.1	NR
15 to 20 years	NR	NR	NR	953	3.8	±0.1	NR
More than 20 years	10	1.4*	±0.3	2,511	3.8*	±0.0	-2.44 (L)
Appointment Type							
Permanent	37	2.9*	±0.4	6,519	3.9*	±0.0	-1.00 (L)
Term	12	3.1*	±0.6	1,498	4.1*	±0.0	-1.17 (L)
Temporary	--	--	--	217	4.2	±0.1	NA
Work Schedule							
Seasonal	--	--	--	73	4.1	±0.2	NA
Non-Seasonal	35	2.9*	±0.4	6,628	3.9*	±0.0	-1.03 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	33	4.1	±0.3	NA
Permanent-Non-Seasonal	35	2.9*	±0.4	6,455	3.9*	±0.0	-1.02 (L)
Term	12	3.1*	±0.6	1,498	4.1*	±0.0	-1.17 (L)
Temporary-Seasonal	--	--	--	41	4.1	±0.2	NA
Temporary-Non-Seasonal	--	--	--	173	4.2	±0.1	NA
<b>Sex</b>							
Men	19	2.2*	±0.6	5,075	3.9*	±0.0	-1.73 (L)
Women	30	3.4*	±0.4	3,151	4.0*	±0.0	-0.57 (M)
<b>Gender Identity</b>							
Male	19	2.2*	±0.6	5,075	3.9*	±0.0	-1.73 (L)
Female	30	3.4*	±0.4	3,151	4.0*	±0.0	-0.57 (M)
Transgender	--	--	--	5	3.5	±1.4	NA
Do not identify as female, male, or transgender	--	--	--	24	3.9	±0.4	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	38	3.0*	±0.4	7,566	3.9*	±0.0	-0.98 (L)
Sexual Minority	7	3.6	±0.7	334	4.0	±0.1	-0.42 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	38	3.0*	±0.4	7,566	3.9*	±0.0	-0.98 (L)
Lesbian	NR	NR	NR	67	3.9	±0.2	NR
Gay	--	--	--	92	4.1	±0.2	NA
Bisexual	NR	NR	NR	127	3.9	±0.2	NR
Other	--	--	--	49	4.2	±0.3	NA
I prefer not to say	NR	NR	NR	289	3.8	±0.1	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.

#### 4.9.6 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 USGS.

Table 4.74 USGS – 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	49	2.8*	±0.3	8,416	3.9*	±0.0	-1.18 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	144	4.3	±0.1	NA
Wage Grade (WG) 5-8	--	--	--	487	3.7	±0.1	NA
Wage Grade (WG) 9-16	--	--	--	90	3.8	±0.2	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	653	3.9	±0.1	NR
General Schedule (GS) 7-10	15	2.4*	±0.5	1,624	3.7*	±0.0	-1.43 (L)
General Schedule (GS) 11-12	22	2.8*	±0.4	2,736	3.8*	±0.0	-1.29 (L)
General Schedule (GS) 13-15	10	3.4*	±0.8	2,513	3.9*	±0.0	-0.66 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	4.1	±0.2	NA
Other	--	--	--	26	4.2	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	770	4.1	±0.1	NR
1 to 3 years	7	2.3*	±0.6	1,354	3.9*	±0.0	-1.93 (L)
4 to 5 years	8	2.1*	±0.7	606	3.8*	±0.1	-2.08 (L)
6 to 10 years	14	3.5	±0.6	1,421	3.8	±0.0	-0.29 (S)
11 to 14 years	NR	NR	NR	694	3.8	±0.1	NR
15 to 20 years	NR	NR	NR	969	3.8	±0.1	NR
More than 20 years	10	2.2*	±0.4	2,558	3.8*	±0.0	-2.00 (L)
Appointment Type							
Permanent	37	2.9*	±0.3	6,645	3.8*	±0.0	-1.09 (L)
Term	12	2.8*	±0.7	1,524	4.0*	±0.0	-1.54 (L)
Temporary	--	--	--	225	4.1	±0.1	NA
Work Schedule							
Seasonal	--	--	--	81	4.0	±0.2	NA
Non-Seasonal	35	2.9*	±0.3	6,752	3.8*	±0.0	-1.06 (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	--	--	--	37	3.8	±0.3	NA
Permanent-Non-Seasonal	35	2.9*	±0.3	6,574	3.8*	±0.0	-1.05 (L)
Term	12	2.8*	±0.7	1,524	4.0*	±0.0	-1.54 (L)
Temporary-Seasonal	--	--	--	44	4.2	±0.2	NA
Temporary-Non-Seasonal	--	--	--	179	4.1	±0.1	NA
<b>Sex</b>							
Men	19	2.7*	±0.5	5,170	3.9*	±0.0	-1.46 (L)
Women	30	3.0*	±0.4	3,217	3.8*	±0.0	-0.96 (L)
<b>Gender Identity</b>							
Male	19	2.7*	±0.5	5,170	3.9*	±0.0	-1.46 (L)
Female	30	3.0*	±0.4	3,217	3.8*	±0.0	-0.96 (L)
Transgender	--	--	--	5	4.2	±0.7	NA
Do not identify as female, male, or transgender	--	--	--	24	4.0	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	38	2.9*	±0.4	7,712	3.9*	±0.0	-1.14 (L)
Sexual Minority	7	2.9*	±0.9	340	3.9*	±0.1	-1.22 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	38	2.9*	±0.4	7,712	3.9*	±0.0	-1.14 (L)
Lesbian	NR	NR	NR	67	4.0	±0.2	NR
Gay	--	--	--	95	4.0	±0.2	NA
Bisexual	NR	NR	NR	129	3.8	±0.1	NR
Other	--	--	--	49	3.6	±0.2	NA
I prefer not to say	NR	NR	NR	296	3.7	±0.1	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.

### 4.9.7 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 USGS.

Table 4.75 USGS – 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	49	2.7*	±0.1	8,364	2.4*	±0.0	0.62 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	137	2.3	±0.1	NA
Wage Grade (WG) 5-8	--	--	--	485	2.5	±0.0	NA
Wage Grade (WG) 9-16	--	--	--	90	2.5	±0.1	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	653	2.4	±0.0	NR
General Schedule (GS) 7-10	15	2.6	±0.2	1,618	2.3	±0.0	0.44 (S)
General Schedule (GS) 11-12	22	2.7*	±0.1	2,722	2.4*	±0.0	0.75 (M)
General Schedule (GS) 13-15	10	2.7*	±0.3	2,507	2.3*	±0.0	0.70 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	2.5	±0.1	NA
Other	--	--	--	24	2.1	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	770	2.3	±0.0	NR
1 to 3 years	7	2.8*	±0.2	1,342	2.3*	±0.0	0.78 (M)
4 to 5 years	8	2.7	±0.2	606	2.4	±0.0	0.65 (M)
6 to 10 years	14	2.6	±0.2	1,405	2.3	±0.0	0.47 (S)
11 to 14 years	NR	NR	NR	688	2.3	±0.0	NR
15 to 20 years	NR	NR	NR	966	2.4	±0.0	NR
More than 20 years	10	2.6	±0.2	2,552	2.4	±0.0	0.50 (M)
Appointment Type							
Permanent	37	2.7*	±0.1	6,611	2.3*	±0.0	0.62 (M)
Term	12	2.7*	±0.1	1,506	2.4*	±0.0	0.64 (M)
Temporary	--	--	--	225	2.3	±0.1	NA
Work Schedule							
Seasonal	--	--	--	78	2.3	±0.1	NA
Non-Seasonal	35	2.7*	±0.1	6,723	2.3*	±0.0	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	--	--	--	34	2.4	±0.2	NA
Permanent-Non-Seasonal	35	2.7*	±0.1	6,545	2.3*	±0.0	0.62 (M)
Term	12	2.7*	±0.1	1,506	2.4*	±0.0	0.64 (M)
Temporary-Seasonal	--	--	--	44	2.2	±0.2	NA
Temporary-Non-Seasonal	--	--	--	179	2.3	±0.1	NA
<b>Sex</b>							
Men	19	2.6*	±0.2	5,140	2.4*	±0.0	0.46 (S)
Women	30	2.7*	±0.1	3,197	2.2*	±0.0	0.80 (L)
<b>Gender Identity</b>							
Male	19	2.6*	±0.2	5,140	2.4*	±0.0	0.46 (S)
Female	30	2.7*	±0.1	3,197	2.2*	±0.0	0.80 (L)
Transgender	--	--	--	5	2.6	±0.3	NA
Do not identify as female, male, or transgender	--	--	--	22	2.3	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	38	2.6*	±0.1	7,681	2.4*	±0.0	0.55 (M)
Sexual Minority	7	2.7	±0.3	340	2.3	±0.1	0.61 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	38	2.6*	±0.1	7,681	2.4*	±0.0	0.55 (M)
Lesbian	NR	NR	NR	67	2.3	±0.1	NR
Gay	--	--	--	95	2.3	±0.1	NA
Bisexual	NR	NR	NR	129	2.4	±0.1	NR
Other	--	--	--	49	2.3	±0.2	NA
I prefer not to say	NR	NR	NR	287	2.3	±0.1	NR

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

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

#### 4.9.8 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 USGS.

*Table 4.76 USGS – 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	32	69.0%*	±15.3	869	10.5%*	±0.7	1.30 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	16	11.5%	±6.4	NA
Wage Grade (WG) 5-8	--	--	--	77	16.4%	±3.6	NA
Wage Grade (WG) 9-16	--	--	--	12	13.9%	±9.2	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	82	12.6%	±2.8	NR
General Schedule (GS) 7-10	NR	NR	NR	164	10.3%	±1.6	NR
General Schedule (GS) 11-12	NR	NR	NR	262	9.7%	±1.2	NR
General Schedule (GS) 13-15	NR	NR	NR	243	9.8%	±1.2	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	7.5%	±2.1	NR
1 to 3 years	NR	NR	NR	178	13.3%	±1.9	NR
4 to 5 years	NR	NR	NR	101	17.0%	±3.3	NR
6 to 10 years	NR	NR	NR	191	13.6%	±1.9	NR
11 to 14 years	NR	NR	NR	68	10.2%	±2.5	NR
15 to 20 years	NR	NR	NR	86	9.0%	±2.0	NR
More than 20 years	NR	NR	NR	183	7.3%	±1.1	NR
Appointment Type							
Permanent	NR	NR	NR	649	9.9%	±0.8	NR
Term	NR	NR	NR	189	12.5%	±1.8	NR
Temporary	--	--	--	30	13.6%	±5.2	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	--	--	--	12	14.4%	±9.7	NA
Non-Seasonal	NR	NR	NR	665	10.0%	±0.7	NR
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	645	10.0%	±0.8	NR
Term	NR	NR	NR	189	12.5%	±1.8	NR
Temporary-Seasonal	--	--	--	9	21.4%	±15.1	NA
Temporary-Non-Seasonal	--	--	--	20	11.8%	±5.8	NA
<b>Sex</b>							
Men	NR	NR	NR	362	7.1%	±0.7	NR
Women	NR	NR	NR	505	16.0%	±1.3	NR
<b>Gender Identity</b>							
Male	NR	NR	NR	362	7.1%	±0.7	NR
Female	NR	NR	NR	505	16.0%	±1.3	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	0	0.0%	NA	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	24	68.9%*	±17.9	787	10.4%*	±0.7	1.30 (L)
Sexual Minority	NR	NR	NR	60	17.6%	±4.4	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	24	68.9%*	±17.9	787	10.4%*	±0.7	1.30 (L)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	--	--	--	9	9.5%	±7.9	NA
Bisexual	NR	NR	NR	37	28.4%	±8.5	NR
Other	--	--	--	9	18.9%	±14.0	NA
I prefer not to say	NR	NR	NR	23	7.8%	±3.7	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 USGS – Logistic Regression of Sexual Coercion and Predictors of Workplace Harassment*

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	-1.420	1.245	1.301	--	0.242	--	--	--	--
Age	-0.930	0.339	7.526	0.006	0.394	0.203	0.767	-195.149	7.812
Relationship Status	-0.665	0.319	4.346	0.037	0.514	0.275	0.961	-193.404	4.322
Bystander Harassment Based on Sex/Gender	-1.507	0.375	16.174	0.000	0.222	0.106	0.462	-200.147	17.807
General Intolerance	-1.397	0.196	50.764	0.000	0.247	0.168	0.363	-217.755	53.023
Gender Context	0.915	0.404	5.121	0.024	2.496	1.130	5.514	-194.269	6.051

Note. N = 7,745, Nagelkerke R Square = 0.305

## 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 USGS.

*Table 4.78 USGS – Gender Harassment and General Intolerance for Harassment by Selected Characteristics*

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	
Overall	1,169	3.1*	±0.0	7,221	3.8*	±0.0	-0.98 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	31	3.4*	±0.2	112	4.2*	±0.1	-1.15 (L)
Wage Grade (WG) 5-8	102	3.1*	±0.1	378	3.8*	±0.1	-0.98 (L)
Wage Grade (WG) 9-16	17	3.3*	±0.4	70	3.7*	±0.1	-0.70 (M)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	82	3.2*	±0.2	572	3.8*	±0.1	-0.75 (M)
General Schedule (GS) 7-10	238	2.9*	±0.1	1,380	3.7*	±0.0	-1.05 (L)
General Schedule (GS) 11-12	363	3.1*	±0.1	2,371	3.8*	±0.0	-0.92 (L)
General Schedule (GS) 13-15	322	3.0*	±0.1	2,197	3.9*	±0.0	-1.13 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	4.0	±0.7	60	4.1	±0.1	-0.18
Other	NR	NR	NR	19	3.7	±0.3	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	82	3.3*	±0.2	678	4.0*	±0.0	-1.03 (L)
1 to 3 years	243	3.2*	±0.1	1,108	3.9*	±0.0	-0.87 (L)
4 to 5 years	125	3.0*	±0.1	488	3.9*	±0.1	-1.17 (L)
6 to 10 years	221	3.0*	±0.1	1,195	3.8*	±0.0	-0.93 (L)
11 to 14 years	112	3.1*	±0.2	581	3.8*	±0.1	-0.94 (L)
15 to 20 years	136	2.8*	±0.1	831	3.8*	±0.1	-1.27 (L)
More than 20 years	247	3.0*	±0.1	2,304	3.7*	±0.0	-1.00 (L)
<b>Appointment Type</b>							
Permanent	859	3.0*	±0.1	5,768	3.8*	±0.0	-1.01 (L)
Term	257	3.2*	±0.1	1,262	3.9*	±0.0	-0.99 (L)
Temporary	51	3.3*	±0.1	171	4.0*	±0.1	-1.13 (L)
<b>Work Schedule</b>							
Seasonal	11	3.2*	±0.2	70	3.8*	±0.2	-0.89 (L)
Non-Seasonal	891	3.0*	±0.1	5,839	3.8*	±0.0	-1.00 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	3.7	±0.2	NA
Permanent-Non-Seasonal	851	3.0*	±0.1	5,704	3.8*	±0.0	-1.01 (L)
Term	257	3.2*	±0.1	1,262	3.9*	±0.0	-0.99 (L)
Temporary-Seasonal	11	3.2*	±0.2	33	3.9*	±0.2	-1.12 (L)
Temporary-Non-Seasonal	40	3.4*	±0.2	136	4.0*	±0.1	-1.11 (L)
<b>Sex</b>							
Men	256	3.0*	±0.1	4,890	3.8*	±0.0	-1.10 (L)
Women	910	3.1*	±0.1	2,305	3.8*	±0.0	-0.96 (L)
<b>Gender Identity</b>							
Male	256	3.0*	±0.1	4,890	3.8*	±0.0	-1.10 (L)
Female	910	3.1*	±0.1	2,305	3.8*	±0.0	-0.96 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	24	3.9	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	1,028	3.0*	±0.0	6,661	3.8*	±0.0	-1.01 (L)
Sexual Minority	85	3.2*	±0.2	260	3.9*	±0.1	-0.92 (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>Sexual Orientation</b>							
Heterosexual or straight	1,028	3.0*	±0.0	6,661	3.8*	±0.0	-1.01 (L)
Lesbian	10	3.1*	±0.3	58	3.9*	±0.2	-1.26 (L)
Gay	10	2.9*	±0.3	85	3.8*	±0.2	-1.30 (L)
Bisexual	53	3.3*	±0.2	79	3.9*	±0.2	-0.72 (M)
Other	11	3.1*	±0.2	37	3.8*	±0.2	-1.34 (L)
I prefer not to say	54	3.1*	±0.2	244	3.6*	±0.1	-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.

#### 4.10.2 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 USGS.

*Table 4.79 USGS – 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	1,150	0.49*	±0.03	7,233	0.73*	±0.01	-0.58 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	31	0.85	±0.10	112	0.89	±0.05	-0.12
Wage Grade (WG) 5-8	94	0.43*	±0.09	379	0.74*	±0.04	-0.75 (M)
Wage Grade (WG) 9-16	17	0.59	±0.21	70	0.60	±0.11	-0.04
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	80	0.68	±0.09	575	0.73	±0.03	-0.11
General Schedule (GS) 7-10	236	0.42*	±0.05	1,383	0.68*	±0.02	-0.59 (M)
General Schedule (GS) 11-12	361	0.47*	±0.04	2,383	0.71*	±0.02	-0.60 (M)
General Schedule (GS) 13-15	316	0.49*	±0.05	2,187	0.77*	±0.02	-0.74 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	0.89	±0.14	62	0.86	±0.08	0.10
Other	NR	NR	NR	19	0.74	±0.17	NR
Years of Service at Bureau or Office							
Less than 1 year	82	0.67*	±0.09	683	0.78*	±0.03	-0.28 (S)
1 to 3 years	238	0.60*	±0.06	1,115	0.76*	±0.02	-0.38 (S)
4 to 5 years	123	0.46*	±0.07	481	0.72*	±0.04	-0.62 (M)
6 to 10 years	220	0.46*	±0.06	1,198	0.70*	±0.02	-0.58 (M)
11 to 14 years	107	0.46*	±0.08	578	0.76*	±0.03	-0.78 (M)
15 to 20 years	134	0.34*	±0.07	833	0.72*	±0.03	-0.94 (L)
More than 20 years	242	0.46*	±0.05	2,307	0.71*	±0.02	-0.61 (M)
Appointment Type							
Permanent	845	0.45*	±0.03	5,778	0.72*	±0.01	-0.64 (M)
Term	253	0.58*	±0.05	1,264	0.77*	±0.02	-0.50 (M)
Temporary	51	0.69	±0.12	171	0.80	±0.06	-0.28 (S)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	11	0.75	±0.20	70	0.72	±0.10	0.06
Non-Seasonal	876	0.46*	±0.03	5,849	0.72*	±0.01	-0.63 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	0.75	±0.13	NA
Permanent-Non-Seasonal	836	0.45*	±0.03	5,714	0.72*	±0.01	-0.65 (M)
Term	253	0.58*	±0.05	1,264	0.77*	±0.02	-0.50 (M)
Temporary-Seasonal	11	0.75	±0.20	33	0.70	±0.15	0.12
Temporary-Non-Seasonal	40	0.68*	±0.14	136	0.84*	±0.06	-0.44 (S)
<b>Sex</b>							
Men	246	0.47*	±0.05	4,892	0.73*	±0.01	-0.64 (M)
Women	901	0.50*	±0.03	2,315	0.72*	±0.02	-0.56 (M)
<b>Gender Identity</b>							
Male	246	0.47*	±0.05	4,892	0.73*	±0.01	-0.64 (M)
Female	901	0.50*	±0.03	2,315	0.72*	±0.02	-0.56 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	24	0.63	±0.19	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	1,009	0.49*	±0.03	6,669	0.73*	±0.01	-0.60 (M)
Sexual Minority	85	0.57*	±0.09	262	0.76*	±0.05	-0.45 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	1,009	0.49*	±0.03	6,669	0.73*	±0.01	-0.60 (M)
Lesbian	10	0.61	±0.23	58	0.77	±0.10	-0.40 (S)
Gay	NR	NR	NR	85	0.77	±0.08	NR
Bisexual	53	0.66*	±0.10	81	0.81*	±0.08	-0.39 (S)
Other	11	0.39	±0.26	37	0.56	±0.16	-0.36 (S)
I prefer not to say	54	0.48*	±0.11	247	0.64*	±0.05	-0.38 (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.

### 4.10.3 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 USGS.

Table 4.80 USGS – Gender Harassment and Organizational Politics 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	1,167	3.0*	±0.1	7,261	2.5*	±0.0	0.63 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	31	2.6	±0.2	112	2.5	±0.1	0.07
Wage Grade (WG) 5-8	102	3.1*	±0.2	373	2.6*	±0.1	0.58 (M)
Wage Grade (WG) 9-16	17	2.8	±0.5	73	2.6	±0.1	0.22 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	82	2.9*	±0.2	573	2.5*	±0.1	0.45 (S)
General Schedule (GS) 7-10	237	3.1*	±0.1	1,393	2.6*	±0.0	0.60 (M)
General Schedule (GS) 11-12	356	3.1*	±0.1	2,396	2.6*	±0.0	0.62 (M)
General Schedule (GS) 13-15	324	3.0*	±0.1	2,192	2.4*	±0.0	0.80 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	2.0	±0.3	64	2.0	±0.2	-0.05
Other	NR	NR	NR	21	2.6	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	87	2.6*	±0.2	686	2.4*	±0.1	0.31 (S)
1 to 3 years	243	2.9*	±0.1	1,113	2.5*	±0.0	0.56 (M)
4 to 5 years	123	3.0*	±0.2	484	2.5*	±0.1	0.66 (M)
6 to 10 years	215	3.0*	±0.1	1,205	2.6*	±0.0	0.45 (S)
11 to 14 years	114	3.1*	±0.2	583	2.5*	±0.1	0.68 (M)
15 to 20 years	135	3.3*	±0.2	836	2.5*	±0.0	1.05 (L)
More than 20 years	247	3.2*	±0.1	2,320	2.5*	±0.0	0.74 (M)
Appointment Type							
Permanent	852	3.1*	±0.1	5,799	2.5*	±0.0	0.71 (M)
Term	261	2.8*	±0.1	1,268	2.5*	±0.0	0.51 (M)
Temporary	51	2.6*	±0.2	174	2.4*	±0.1	0.39 (S)
Work Schedule							
Seasonal	11	2.5	±0.2	68	2.4	±0.2	0.11
Non-Seasonal	884	3.1*	±0.1	5,876	2.5*	±0.0	0.68 (M)



	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	35	2.4	±0.2	NA
Permanent-Non-Seasonal	844	3.1*	±0.1	5,738	2.5*	±0.0	0.70 (M)
Term	261	2.8*	±0.1	1,268	2.5*	±0.0	0.51 (M)
Temporary-Seasonal	11	2.5	±0.2	33	2.4	±0.3	0.16
Temporary-Non-Seasonal	40	2.6*	±0.2	138	2.4*	±0.1	0.44 (S)
<b>Sex</b>							
Men	255	3.3*	±0.1	4,917	2.5*	±0.0	0.90 (L)
Women	908	3.0*	±0.1	2,318	2.5*	±0.0	0.63 (M)
<b>Gender Identity</b>							
Male	255	3.3*	±0.1	4,917	2.5*	±0.0	0.90 (L)
Female	908	3.0*	±0.1	2,318	2.5*	±0.0	0.63 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	24	2.7	±0.4	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	1,025	3.0*	±0.1	6,700	2.5*	±0.0	0.66 (M)
Sexual Minority	85	2.9*	±0.2	257	2.5*	±0.1	0.49 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	1,025	3.0*	±0.1	6,700	2.5*	±0.0	0.66 (M)
Lesbian	10	3.0*	±0.5	58	2.5*	±0.2	0.86 (L)
Gay	10	3.0	±0.3	80	2.7	±0.2	0.44 (S)
Bisexual	53	2.8	±0.2	81	2.5	±0.2	0.34 (S)
Other	11	3.2*	±0.6	37	2.3*	±0.2	1.10 (L)
I prefer not to say	54	3.1*	±0.2	244	2.8*	±0.1	0.45 (S)

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

#### 4.10.4 Gender Harassment and Organizational Trust

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

*Table 4.81 USGS – 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	1,174	3.2*	±0.1	7,267	3.7*	±0.0	-0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	31	3.6*	±0.3	112	4.2*	±0.1	-0.83 (L)
Wage Grade (WG) 5-8	100	3.1*	±0.2	380	3.6*	±0.1	-0.57 (M)
Wage Grade (WG) 9-16	17	3.6	±0.3	73	3.8	±0.1	-0.29 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	82	3.4*	±0.2	570	3.7*	±0.1	-0.41 (S)
General Schedule (GS) 7-10	240	3.0*	±0.1	1,392	3.6*	±0.0	-0.64 (M)
General Schedule (GS) 11-12	363	3.1*	±0.1	2,396	3.7*	±0.0	-0.74 (M)
General Schedule (GS) 13-15	324	3.2*	±0.1	2,194	3.8*	±0.0	-0.78 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	3.6	±0.2	64	4.0	±0.1	-0.68 (M)
Other	NR	NR	NR	21	3.7	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	87	3.5*	±0.2	688	4.0*	±0.1	-0.59 (M)
1 to 3 years	243	3.5*	±0.1	1,112	3.8*	±0.0	-0.47 (S)
4 to 5 years	123	3.1*	±0.2	487	3.6*	±0.1	-0.61 (M)
6 to 10 years	221	3.1*	±0.1	1,205	3.6*	±0.0	-0.58 (M)
11 to 14 years	114	3.1*	±0.2	583	3.7*	±0.1	-0.67 (M)
15 to 20 years	136	2.8*	±0.2	838	3.7*	±0.1	-1.18 (L)
More than 20 years	247	3.0*	±0.1	2,318	3.7*	±0.0	-0.81 (L)
Appointment Type							
Permanent	860	3.1*	±0.1	5,802	3.7*	±0.0	-0.75 (M)
Term	261	3.4*	±0.1	1,271	3.8*	±0.0	-0.57 (M)
Temporary	51	3.5*	±0.2	174	3.9*	±0.1	-0.62 (M)
Work Schedule							
Seasonal	11	3.8	±0.3	68	3.5	±0.1	0.37 (S)
Non-Seasonal	892	3.1*	±0.1	5,878	3.7*	±0.0	-0.74 (M)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	35	3.5	±0.2	NA
Permanent-Non-Seasonal	851	3.1*	±0.1	5,740	3.7*	±0.0	-0.75 (M)
Term	261	3.4*	±0.1	1,271	3.8*	±0.0	-0.57 (M)
Temporary-Seasonal	11	3.8	±0.3	33	3.6	±0.2	0.27 (S)
Temporary-Non-Seasonal	40	3.4*	±0.2	138	4.0*	±0.1	-0.87 (L)
<b>Sex</b>							
Men	259	2.9*	±0.1	4,918	3.7*	±0.0	-0.97 (L)
Women	912	3.2*	±0.1	2,323	3.8*	±0.0	-0.70 (M)
<b>Gender Identity</b>							
Male	259	2.9*	±0.1	4,918	3.7*	±0.0	-0.97 (L)
Female	912	3.2*	±0.1	2,323	3.8*	±0.0	-0.70 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	24	3.4	±0.4	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	1,033	3.2*	±0.1	6,704	3.7*	±0.0	-0.69 (M)
Sexual Minority	85	3.3*	±0.2	259	3.8*	±0.1	-0.62 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	1,033	3.2*	±0.1	6,704	3.7*	±0.0	-0.69 (M)
Lesbian	10	3.3*	±0.7	58	3.9*	±0.2	-0.84 (L)
Gay	10	2.8*	±0.6	82	3.7*	±0.2	-1.00 (L)
Bisexual	53	3.4*	±0.2	81	3.8*	±0.2	-0.43 (S)
Other	11	3.4*	±0.4	37	3.9*	±0.2	-1.01 (L)
I prefer not to say	54	2.9*	±0.3	241	3.5*	±0.1	-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.

### 4.10.5 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 USGS.

*Table 4.82 USGS – 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	1,167	3.5*	±0.1	7,139	4.0*	±0.0	-0.53 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	31	4.0	±0.4	105	4.4	±0.1	-0.38 (S)
Wage Grade (WG) 5-8	102	3.5*	±0.2	367	3.9*	±0.1	-0.39 (S)
Wage Grade (WG) 9-16	17	3.7	±0.6	68	4.1	±0.2	-0.35 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	82	3.9	±0.2	557	4.0	±0.1	-0.16
General Schedule (GS) 7-10	240	3.2*	±0.2	1,364	3.9*	±0.1	-0.63 (M)
General Schedule (GS) 11-12	361	3.5*	±0.1	2,361	4.0*	±0.0	-0.49 (S)
General Schedule (GS) 13-15	317	3.5*	±0.1	2,168	4.1*	±0.0	-0.66 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	4.2	±0.5	62	4.4	±0.2	-0.28 (S)
Other	NR	NR	NR	21	3.7	±0.4	NR
Years of Service at Bureau or Office							
Less than 1 year	87	3.9*	±0.2	665	4.3*	±0.1	-0.52 (M)
1 to 3 years	243	3.9*	±0.1	1,099	4.2*	±0.0	-0.35 (S)
4 to 5 years	123	3.3*	±0.2	482	4.0*	±0.1	-0.75 (M)
6 to 10 years	221	3.5*	±0.2	1,181	3.9*	±0.1	-0.42 (S)
11 to 14 years	114	3.4*	±0.2	571	4.0*	±0.1	-0.59 (M)
15 to 20 years	134	3.0*	±0.2	824	4.0*	±0.1	-0.97 (L)
More than 20 years	241	3.4*	±0.1	2,280	3.9*	±0.0	-0.53 (M)
Appointment Type							
Permanent	853	3.4*	±0.1	5,707	4.0*	±0.0	-0.58 (M)
Term	261	3.7*	±0.1	1,247	4.2*	±0.0	-0.56 (M)
Temporary	51	4.0	±0.2	165	4.2	±0.1	-0.24 (S)
Work Schedule							
Seasonal	11	4.5	±0.2	62	4.1	±0.2	0.57 (M)
Non-Seasonal	885	3.4*	±0.1	5,783	4.0*	±0.0	-0.56 (M)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	33	4.1	±0.3	NA
Permanent-Non-Seasonal	844	3.4*	±0.1	5,650	4.0*	±0.0	-0.57 (M)
Term	261	3.7*	±0.1	1,247	4.2*	±0.0	-0.56 (M)
Temporary-Seasonal	11	4.5*	±0.2	30	4.0*	±0.3	0.76 (M)
Temporary-Non-Seasonal	40	3.9*	±0.3	133	4.3*	±0.1	-0.44 (S)
<b>Sex</b>							
Men	257	3.2*	±0.2	4,842	4.0*	±0.0	-0.83 (L)
Women	907	3.6*	±0.1	2,272	4.1*	±0.0	-0.53 (M)
<b>Gender Identity</b>							
Male	257	3.2*	±0.2	4,842	4.0*	±0.0	-0.83 (L)
Female	907	3.6*	±0.1	2,272	4.1*	±0.0	-0.53 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	24	3.9	±0.4	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	1,026	3.5*	±0.1	6,583	4.0*	±0.0	-0.53 (M)
Sexual Minority	85	3.6*	±0.2	256	4.1*	±0.1	-0.58 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	1,026	3.5*	±0.1	6,583	4.0*	±0.0	-0.53 (M)
Lesbian	10	3.6	±0.7	58	4.0	±0.2	-0.57 (M)
Gay	10	3.9	±0.2	82	4.2	±0.2	-0.27 (S)
Bisexual	53	3.6*	±0.3	79	4.1*	±0.2	-0.55 (M)
Other	11	3.7*	±0.7	37	4.3*	±0.3	-0.72 (M)
I prefer not to say	54	3.2*	±0.4	240	3.9*	±0.1	-0.66 (M)

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

#### 4.10.6 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 USGS.

*Table 4.83 USGS – 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	1,176	3.4*	±0.1	7,291	3.9*	±0.0	-0.66 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	31	4.0*	±0.2	112	4.4*	±0.1	-0.66 (M)
Wage Grade (WG) 5-8	102	3.3*	±0.2	386	3.8*	±0.1	-0.62 (M)
Wage Grade (WG) 9-16	17	3.8	±0.6	73	3.8	±0.1	-0.05
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	82	3.6*	±0.2	575	3.9*	±0.1	-0.39 (S)
General Schedule (GS) 7-10	240	3.2*	±0.1	1,399	3.8*	±0.0	-0.60 (M)
General Schedule (GS) 11-12	363	3.3*	±0.1	2,398	3.9*	±0.0	-0.70 (M)
General Schedule (GS) 13-15	324	3.4*	±0.1	2,199	4.0*	±0.0	-0.81 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	3.6	±0.1	64	4.1	±0.2	-0.59 (M)
Other	NR	NR	NR	21	4.1	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	87	3.7*	±0.2	688	4.2*	±0.1	-0.57 (M)
1 to 3 years	243	3.7*	±0.1	1,120	4.0*	±0.0	-0.34 (S)
4 to 5 years	125	3.3*	±0.2	489	3.9*	±0.1	-0.76 (M)
6 to 10 years	221	3.4*	±0.1	1,214	3.9*	±0.0	-0.55 (M)
11 to 14 years	114	3.2*	±0.2	583	3.9*	±0.1	-0.79 (M)
15 to 20 years	136	3.0*	±0.2	840	3.9*	±0.1	-1.07 (L)
More than 20 years	247	3.2*	±0.1	2,321	3.9*	±0.0	-0.79 (M)
Appointment Type							
Permanent	862	3.2*	±0.1	5,824	3.9*	±0.0	-0.76 (M)
Term	261	3.7*	±0.1	1,274	4.1*	±0.0	-0.49 (S)
Temporary	51	3.9*	±0.2	174	4.2*	±0.1	-0.39 (S)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	11	4.2	±0.2	70	4.0	±0.2	0.19
Non-Seasonal	893	3.3*	±0.1	5,898	3.9*	±0.0	-0.73 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	3.8	±0.3	NA
Permanent-Non-Seasonal	853	3.3*	±0.1	5,760	3.9*	±0.0	-0.75 (M)
Term	261	3.7*	±0.1	1,274	4.1*	±0.0	-0.49 (S)
Temporary-Seasonal	11	4.2	±0.2	33	4.2	±0.2	-0.09
Temporary-Non-Seasonal	40	3.8*	±0.3	138	4.2*	±0.1	-0.46 (S)
<b>Sex</b>							
Men	259	3.1*	±0.1	4,934	3.9*	±0.0	-0.95 (L)
Women	914	3.4*	±0.1	2,331	4.0*	±0.0	-0.60 (M)
<b>Gender Identity</b>							
Male	259	3.1*	±0.1	4,934	3.9*	±0.0	-0.95 (L)
Female	914	3.4*	±0.1	2,331	4.0*	±0.0	-0.60 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	24	4.0	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	1,034	3.4*	±0.1	6,720	3.9*	±0.0	-0.68 (M)
Sexual Minority	85	3.7*	±0.2	262	3.9*	±0.1	-0.25 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	1,034	3.4*	±0.1	6,720	3.9*	±0.0	-0.68 (M)
Lesbian	10	3.6	±0.8	58	4.0	±0.2	-0.52 (M)
Gay	10	3.7	±0.4	85	4.1	±0.2	-0.45 (S)
Bisexual	53	3.8	±0.2	81	3.8	±0.2	-0.03
Other	11	3.5	±0.5	37	3.7	±0.3	-0.16
I prefer not to say	54	3.0*	±0.2	247	3.8*	±0.1	-0.96 (L)

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

#### 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 USGS.

*Table 4.84 USGS – Gender Harassment and Gender Context 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	1,173	2.5*	±0.0	7,245	2.3*	±0.0	0.27 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	31	2.6*	±0.1	105	2.3*	±0.1	0.52 (M)
Wage Grade (WG) 5-8	102	2.6*	±0.1	384	2.4*	±0.1	0.28 (S)
Wage Grade (WG) 9-16	17	2.6	±0.1	73	2.5	±0.1	0.17
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	82	2.3	±0.1	575	2.4	±0.0	-0.13
General Schedule (GS) 7-10	240	2.4*	±0.1	1,393	2.3*	±0.0	0.24 (S)
General Schedule (GS) 11-12	361	2.5*	±0.1	2,386	2.3*	±0.0	0.29 (S)
General Schedule (GS) 13-15	324	2.5*	±0.0	2,193	2.3*	±0.0	0.30 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	2.8	±0.3	64	2.5	±0.1	0.80 (L)
Other	NR	NR	NR	19	2.0	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	87	2.3	±0.1	688	2.3	±0.0	0.11
1 to 3 years	243	2.5*	±0.1	1,108	2.3*	±0.0	0.29 (S)
4 to 5 years	125	2.5*	±0.1	489	2.3*	±0.0	0.31 (S)
6 to 10 years	219	2.5*	±0.1	1,200	2.3*	±0.0	0.33 (S)
11 to 14 years	114	2.4*	±0.1	577	2.3*	±0.0	0.28 (S)
15 to 20 years	136	2.6*	±0.1	836	2.4*	±0.0	0.38 (S)
More than 20 years	247	2.5*	±0.1	2,315	2.4*	±0.0	0.20 (S)
Appointment Type							
Permanent	858	2.5*	±0.0	5,796	2.3*	±0.0	0.28 (S)
Term	261	2.4*	±0.1	1,255	2.4*	±0.0	0.14
Temporary	51	2.6*	±0.1	174	2.2*	±0.1	0.69 (M)
Work Schedule							
Seasonal	11	2.6	±0.2	67	2.3	±0.2	0.52 (M)
Non-Seasonal	890	2.5*	±0.0	5,874	2.3*	±0.0	0.29 (S)



	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	34	2.4	±0.2	NA
Permanent-Non-Seasonal	850	2.5*	±0.0	5,736	2.3*	±0.0	0.28 (S)
Term	261	2.4*	±0.1	1,255	2.4*	±0.0	0.14
Temporary-Seasonal	11	2.6*	±0.2	33	2.1*	±0.2	0.77 (M)
Temporary-Non-Seasonal	40	2.5*	±0.1	138	2.2*	±0.1	0.67 (M)
<b>Sex</b>							
Men	259	2.4*	±0.1	4,904	2.4*	±0.0	-0.14
Women	911	2.5*	±0.0	2,316	2.1*	±0.0	0.65 (M)
<b>Gender Identity</b>							
Male	259	2.4*	±0.1	4,904	2.4*	±0.0	-0.14
Female	911	2.5*	±0.0	2,316	2.1*	±0.0	0.65 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	22	2.3	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	1,031	2.5*	±0.0	6,693	2.3*	±0.0	0.26 (S)
Sexual Minority	85	2.5*	±0.1	262	2.3*	±0.1	0.37 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	1,031	2.5*	±0.0	6,693	2.3*	±0.0	0.26 (S)
Lesbian	10	2.6	±0.2	58	2.2	±0.2	0.52 (M)
Gay	10	2.4	±0.2	85	2.3	±0.1	0.26 (S)
Bisexual	53	2.5*	±0.1	81	2.3*	±0.1	0.47 (S)
Other	11	2.3	±0.3	37	2.4	±0.2	-0.05
I prefer not to say	54	2.4	±0.2	238	2.3	±0.1	0.24 (S)

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

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

#### 4.10.8 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 USGS.

*Table 4.85 USGS – 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	533	46.6%*	±2.9	369	5.1%*	±0.5	1.05 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	0	0.0%	NA	NR
Wage Grade (WG) 5-8	57	59.6%*	±10.3	20	5.4%*	±2.8	1.30 (L)
Wage Grade (WG) 9-16	NR	NR	NR	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	28	34.2%*	±11.1	57	10.0%*	±2.8	0.61 (M)
General Schedule (GS) 7-10	110	47.2%*	±6.5	60	4.4%*	±1.2	1.09 (L)
General Schedule (GS) 11-12	168	47.5%*	±5.2	114	4.8%*	±0.9	1.08 (L)
General Schedule (GS) 13-15	138	43.5%*	±5.5	110	5.0%*	±1.0	0.99 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	0	0.0%	NA	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	27	33.2%*	±11.1	32	4.7%*	±1.9	0.79 (M)
1 to 3 years	116	48.3%*	±6.4	69	6.2%*	±1.6	1.03 (L)
4 to 5 years	68	56.7%*	±9.1	39	8.1%*	±2.8	1.13 (L)
6 to 10 years	115	52.5%*	±6.7	81	6.7%*	±1.6	1.10 (L)
11 to 14 years	48	44.0%*	±9.6	24	4.2%*	±2.0	1.04 (L)
15 to 20 years	67	51.3%*	±8.7	23	2.8%*	±1.4	1.26 (L)
More than 20 years	91	37.9%*	±6.3	96	4.2%*	±0.9	0.91 (L)
Appointment Type							
Permanent	384	46.0%*	±3.4	287	5.0%*	±0.6	1.04 (L)
Term	126	49.2%*	±6.1	73	5.8%*	±1.4	1.07 (L)
Temporary	22	45.8%*	±14.4	7	4.3%*	±4.4	1.07 (L)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
<b>Work Schedule</b>							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	395	45.7%*	±3.3	292	5.0%*	±0.6	1.03 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	382	46.2%*	±3.4	285	5.0%*	±0.6	1.04 (L)
Term	126	49.2%*	±6.1	73	5.8%*	±1.4	1.07 (L)
Temporary-Seasonal	NR	NR	NR	0	0.0%	NA	NR
Temporary-Non-Seasonal	13	34.4%*	±17.1	7	5.5%*	±5.4	0.78 (M)
<b>Sex</b>							
Men	89	36.6%*	±6.3	284	5.9%*	±0.7	0.81 (L)
Women	442	49.3%*	±3.3	85	3.7%*	±0.9	1.17 (L)
<b>Gender Identity</b>							
Male	89	36.6%*	±6.3	284	5.9%*	±0.7	0.81 (L)
Female	442	49.3%*	±3.3	85	3.7%*	±0.9	1.17 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	0	0.0%	NA	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	464	46.4%*	±3.1	347	5.2%*	±0.6	1.04 (L)
Sexual Minority	53	62.4%*	±11.0	12	4.6%*	±3.3	1.39 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	464	46.4%*	±3.1	347	5.2%*	±0.6	1.04 (L)
Lesbian	NR	NR	NR	0	0.0%	NA	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	36	67.0%*	±14.1	6	7.6%*	±8.4	1.36 (L)
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	15	28.6%*	±13.9	10	4.2%*	±3.4	0.72 (M)

<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 USGS – 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	2.962	0.328	81.480	--	19.331	--	--	--	--
Sex	-2.394	0.099	587.876	0.000	0.091	0.075	0.111	-2280.808	747.558
Age	-0.508	0.089	32.874	0.000	0.602	0.506	0.716	-1923.366	32.673
Education Level	1.099	0.143	58.731	0.000	3.003	2.267	3.977	-1941.404	68.750
Race/Ethnicity	0.509	0.139	13.386	0.000	1.663	1.266	2.184	-1914.150	14.241
Relationship Status	-0.304	0.089	11.670	0.001	0.738	0.619	0.878	-1912.808	11.558
Organizational Inclusion	-0.209	0.064	10.670	0.001	0.812	0.716	0.920	-1912.353	10.649
Organizational Trust	-0.262	0.070	14.035	0.000	0.769	0.670	0.882	-1914.053	14.048
Bystander Harassment Based on Sex/Gender	-2.094	0.105	401.636	0.000	0.123	0.100	0.151	-2115.852	417.646
General Intolerance	-0.633	0.067	90.293	0.000	0.531	0.466	0.605	-1953.108	92.159
Gender Context	0.367	0.082	20.043	0.000	1.443	1.229	1.694	-1917.274	20.490

Note. N = 7,706, Nagelkerke R Square = 0.484

## 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 USGS.

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

	Experienced sexual assault			Did not experience sexual assault			Effect size <i>Hedges' g</i>
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	
Overall	25	1.9*	±0.3	8,349	3.7*	±0.0	-2.20 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	144	4.0	±0.1	NA
Wage Grade (WG) 5-8	--	--	--	475	3.7	±0.1	NA
Wage Grade (WG) 9-16	--	--	--	87	3.6	±0.1	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	1.6*	±0.5	647	3.8*	±0.1	-2.80 (L)
General Schedule (GS) 7-10	NR	NR	NR	1,610	3.6	±0.0	NR
General Schedule (GS) 11-12	7	2.7*	±0.4	2,721	3.7*	±0.0	-1.28 (L)
General Schedule (GS) 13-15	8	1.8*	±0.5	2,507	3.8*	±0.0	-2.49 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	66	4.1	±0.1	NA
Other	--	--	--	22	3.7	±0.3	NA

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	NR	NR	NR	756	3.9	±0.0	NR
1 to 3 years	8	1.5*	±0.4	1,338	3.8*	±0.0	-3.03 (L)
4 to 5 years	NR	NR	NR	601	3.7	±0.1	NR
6 to 10 years	NR	NR	NR	1,415	3.6	±0.0	NR
11 to 14 years	--	--	--	693	3.7	±0.1	NA
15 to 20 years	NR	NR	NR	964	3.7	±0.1	NR
More than 20 years	7	1.9*	±0.6	2,541	3.7*	±0.0	-2.24 (L)
<b>Appointment Type</b>							
Permanent	17	2.1*	±0.4	6,600	3.7*	±0.0	-1.96 (L)
Term	8	1.6*	±0.4	1,505	3.8*	±0.0	-2.90 (L)
Temporary	--	--	--	223	3.9	±0.1	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	81	3.7	±0.2	NA
Non-Seasonal	17	2.1*	±0.4	6,703	3.7*	±0.0	-1.97 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	3.7	±0.2	NA
Permanent-Non-Seasonal	17	2.1*	±0.4	6,527	3.7*	±0.0	-1.96 (L)
Term	8	1.6*	±0.4	1,505	3.8*	±0.0	-2.90 (L)
Temporary-Seasonal	--	--	--	44	3.7	±0.2	NA
Temporary-Non-Seasonal	--	--	--	176	3.9	±0.1	NA
<b>Sex</b>							
Men	11	1.5*	±0.3	5,121	3.8*	±0.0	-2.87 (L)
Women	14	2.3*	±0.4	3,199	3.6*	±0.0	-1.60 (L)
<b>Gender Identity</b>							
Male	11	1.5*	±0.3	5,121	3.8*	±0.0	-2.87 (L)
Female	14	2.3*	±0.4	3,199	3.6*	±0.0	-1.60 (L)
Transgender	--	--	--	5	3.8	±0.6	NA
Do not identify as female, male, or transgender	--	--	--	24	3.9	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	21	2.0*	±0.3	7,650	3.7*	±0.0	-2.13 (L)
Sexual Minority	NR	NR	NR	343	3.7	±0.1	NR

	Experienced sexual assault			Did not experience sexual assault			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	21	2.0*	±0.3	7,650	3.7*	±0.0	-2.13 (L)
Lesbian	--	--	--	68	3.8	±0.2	NA
Gay	--	--	--	95	3.7	±0.2	NA
Bisexual	NR	NR	NR	131	3.7	±0.1	NR
Other	--	--	--	49	3.6	±0.2	NA
I prefer not to say	NR	NR	NR	295	3.6	±0.1	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.

### 4.11.2 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 USGS.

*Table 4.88 USGS – 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	25	0.22*	±0.14	8,346	0.70*	±0.01	-1.16 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	144	0.88	±0.05	NA
Wage Grade (WG) 5-8	--	--	--	473	0.68	±0.04	NA
Wage Grade (WG) 9-16	--	--	--	87	0.60	±0.10	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	0.00*	±0.00	648	0.73*	±0.03	-1.78 (L)
General Schedule (GS) 7-10	NR	NR	NR	1,611	0.64	±0.02	NR
General Schedule (GS) 11-12	7	0.38	±0.34	2,732	0.68	±0.02	-0.73 (M)
General Schedule (GS) 13-15	NR	NR	NR	2,492	0.73	±0.02	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	68	0.86	±0.07	NA
Other	--	--	--	22	0.77	±0.15	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	760	0.77	±0.03	NR
1 to 3 years	NR	NR	NR	1,345	0.73	±0.02	NR
4 to 5 years	NR	NR	NR	593	0.67	±0.03	NR
6 to 10 years	NR	NR	NR	1,416	0.67	±0.02	NR
11 to 14 years	--	--	--	685	0.71	±0.03	NA
15 to 20 years	NR	NR	NR	964	0.67	±0.03	NR
More than 20 years	NR	NR	NR	2,540	0.69	±0.02	NR
Appointment Type							
Permanent	17	0.28*	±0.19	6,595	0.68*	±0.01	-0.96 (L)
Term	NR	NR	NR	1,507	0.74	±0.02	NR
Temporary	--	--	--	223	0.78	±0.05	NA



	Experienced sexual assault			Did not experience sexual assault			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	--	--	--	81	0.73	±0.09	NA
Non-Seasonal	17	0.28*	±0.19	6,699	0.69*	±0.01	-0.97 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	0.75	±0.13	NA
Permanent-Non-Seasonal	17	0.28*	±0.19	6,522	0.68*	±0.01	-0.96 (L)
Term	NR	NR	NR	1,507	0.74	±0.02	NR
Temporary-Seasonal	--	--	--	44	0.71	±0.12	NA
Temporary-Non-Seasonal	--	--	--	176	0.80	±0.05	NA
<b>Sex</b>							
Men	11	0.00*	±0.00	5,113	0.72*	±0.01	-1.77 (L)
Women	14	0.40*	±0.22	3,204	0.66*	±0.01	-0.63 (M)
<b>Gender Identity</b>							
Male	11	0.00*	±0.00	5,113	0.72*	±0.01	-1.77 (L)
Female	14	0.40*	±0.22	3,204	0.66*	±0.01	-0.63 (M)
Transgender	--	--	--	5	0.73	±0.24	NA
Do not identify as female, male, or transgender	--	--	--	24	0.63	±0.19	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	21	0.21*	±0.16	7,643	0.70*	±0.01	-1.20 (L)
Sexual Minority	NR	NR	NR	345	0.71	±0.04	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	21	0.21*	±0.16	7,643	0.70*	±0.01	-1.20 (L)
Lesbian	--	--	--	68	0.75	±0.10	NA
Gay	--	--	--	95	0.72	±0.09	NA
Bisexual	NR	NR	NR	133	0.75	±0.07	NR
Other	--	--	--	49	0.52	±0.14	NA
I prefer not to say	NR	NR	NR	297	0.62	±0.05	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.

### 4.11.3 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 USGS.

*Table 4.89 USGS – 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	23	3.6*	±0.4	8,381	2.6*	±0.0	1.28 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	144	2.6	±0.1	NA
Wage Grade (WG) 5-8	--	--	--	471	2.7	±0.1	NA
Wage Grade (WG) 9-16	--	--	--	90	2.6	±0.1	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	3.2*	±0.9	648	2.6*	±0.1	0.80 (L)
General Schedule (GS) 7-10	NR	NR	NR	1,621	2.7	±0.0	NR
General Schedule (GS) 11-12	NR	NR	NR	2,741	2.6	±0.0	NR
General Schedule (GS) 13-15	8	3.8*	±1.0	2,500	2.5*	±0.0	1.65 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	2.0	±0.2	NA
Other	--	--	--	26	2.8	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	768	2.4	±0.1	NR
1 to 3 years	8	4.3*	±0.3	1,343	2.5*	±0.0	2.37 (L)
4 to 5 years	NR	NR	NR	598	2.6	±0.1	NR
6 to 10 years	NR	NR	NR	1,417	2.7	±0.0	NR
11 to 14 years	--	--	--	695	2.6	±0.1	NA
15 to 20 years	NR	NR	NR	966	2.6	±0.1	NR
More than 20 years	7	4.2*	±0.6	2,554	2.6*	±0.0	1.89 (L)
Appointment Type							
Permanent	15	3.9*	±0.5	6,617	2.6*	±0.0	1.54 (L)
Term	8	3.1*	±0.7	1,517	2.5*	±0.0	0.83 (L)
Temporary	--	--	--	225	2.4	±0.1	NA
Work Schedule							
Seasonal	--	--	--	79	2.4	±0.1	NA
Non-Seasonal	15	3.9*	±0.5	6,726	2.6*	±0.0	1.55 (L)

	Experienced sexual assault			Did not experience sexual assault			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	--	--	--	35	2.4	±0.2	NA
Permanent-Non-Seasonal	15	3.9*	±0.5	6,548	2.6*	±0.0	1.54 (L)
Term	8	3.1*	±0.7	1,517	2.5*	±0.0	0.83 (L)
Temporary-Seasonal	--	--	--	44	2.4	±0.2	NA
Temporary-Non-Seasonal	--	--	--	179	2.4	±0.1	NA
<b>Sex</b>							
Men	11	3.8*	±0.6	5,140	2.6*	±0.0	1.51 (L)
Women	12	3.4*	±0.6	3,211	2.6*	±0.0	1.05 (L)
<b>Gender Identity</b>							
Male	11	3.8*	±0.6	5,140	2.6*	±0.0	1.51 (L)
Female	12	3.4*	±0.6	3,211	2.6*	±0.0	1.05 (L)
Transgender	--	--	--	5	2.3	±1.0	NA
Do not identify as female, male, or transgender	--	--	--	24	2.7	±0.4	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	19	3.4*	±0.5	7,681	2.6*	±0.0	1.04 (L)
Sexual Minority	NR	NR	NR	340	2.6	±0.1	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	19	3.4*	±0.5	7,681	2.6*	±0.0	1.04 (L)
Lesbian	--	--	--	68	2.5	±0.2	NA
Gay	--	--	--	90	2.7	±0.2	NA
Bisexual	NR	NR	NR	133	2.6	±0.1	NR
Other	--	--	--	49	2.5	±0.2	NA
I prefer not to say	NR	NR	NR	295	2.8	±0.1	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.

#### 4.11.4 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 USGS.

*Table 4.90 USGS – 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	25	2.8*	±0.4	8,391	3.6*	±0.0	-1.02 (L)
<b>Pay Plan and Grade</b>							
Wage Grade (WG) 1-4	--	--	--	144	4.1	±0.1	NA
Wage Grade (WG) 5-8	--	--	--	476	3.5	±0.1	NA
Wage Grade (WG) 9-16	--	--	--	90	3.8	±0.1	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	2.4*	±0.5	645	3.7*	±0.1	-1.72 (L)
General Schedule (GS) 7-10	NR	NR	NR	1,622	3.5	±0.0	NR
General Schedule (GS) 11-12	7	3.7	±0.7	2,744	3.6	±0.0	0.08
General Schedule (GS) 13-15	8	2.3*	±1.0	2,502	3.8*	±0.0	-1.76 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	4.0	±0.1	NA
Other	--	--	--	26	3.7	±0.2	NA
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	NR	NR	NR	770	3.9	±0.1	NR
1 to 3 years	8	2.1*	±0.5	1,342	3.8*	±0.0	-2.19 (L)
4 to 5 years	NR	NR	NR	599	3.5	±0.1	NR
6 to 10 years	NR	NR	NR	1,422	3.5	±0.0	NR
11 to 14 years	--	--	--	695	3.6	±0.1	NA
15 to 20 years	NR	NR	NR	968	3.6	±0.1	NR
More than 20 years	7	2.4*	±1.2	2,552	3.6*	±0.0	-1.43 (L)
<b>Appointment Type</b>							
Permanent	17	2.8*	±0.6	6,625	3.6*	±0.0	-0.92 (L)
Term	8	2.7*	±0.6	1,520	3.8*	±0.0	-1.38 (L)
Temporary	--	--	--	225	3.8	±0.1	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	79	3.6	±0.1	NA
Non-Seasonal	17	2.8*	±0.6	6,732	3.6*	±0.0	-0.93 (L)

	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	--	--	--	35	3.5	±0.2	NA
Permanent-Non-Seasonal	17	2.8*	±0.6	6,554	3.6*	±0.0	-0.92 (L)
Term	8	2.7*	±0.6	1,520	3.8*	±0.0	-1.38 (L)
Temporary-Seasonal	--	--	--	44	3.6	±0.2	NA
Temporary-Non-Seasonal	--	--	--	179	3.9	±0.1	NA
<b>Sex</b>							
Men	11	2.0*	±0.4	5,144	3.7*	±0.0	-1.91 (L)
Women	14	3.4	±0.6	3,219	3.6	±0.0	-0.29 (S)
<b>Gender Identity</b>							
Male	11	2.0*	±0.4	5,144	3.7*	±0.0	-1.91 (L)
Female	14	3.4	±0.6	3,219	3.6	±0.0	-0.29 (S)
Transgender	--	--	--	5	3.7	±0.8	NA
Do not identify as female, male, or transgender	--	--	--	24	3.4	±0.4	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	21	2.9*	±0.5	7,690	3.7*	±0.0	-0.84 (L)
Sexual Minority	NR	NR	NR	342	3.7	±0.1	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	21	2.9*	±0.5	7,690	3.7*	±0.0	-0.84 (L)
Lesbian	--	--	--	68	3.8	±0.2	NA
Gay	--	--	--	93	3.6	±0.2	NA
Bisexual	NR	NR	NR	133	3.6	±0.1	NR
Other	--	--	--	49	3.8	±0.2	NA
I prefer not to say	NR	NR	NR	292	3.4	±0.1	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.

#### 4.11.5 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 USGS.

*Table 4.91 USGS – 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	25	3.0*	±0.6	8,257	3.9*	±0.0	-0.89 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	137	4.3	±0.1	NA
Wage Grade (WG) 5-8	--	--	--	464	3.8	±0.1	NA
Wage Grade (WG) 9-16	--	--	--	85	4.0	±0.2	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	2.1*	±1.1	632	4.0*	±0.1	-2.02 (L)
General Schedule (GS) 7-10	NR	NR	NR	1,595	3.8	±0.1	NR
General Schedule (GS) 11-12	7	4.4	±0.4	2,708	3.9	±0.0	0.50 (M)
General Schedule (GS) 13-15	8	2.0*	±1.1	2,469	4.0*	±0.0	-2.06 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	68	4.4	±0.2	NA
Other	--	--	--	26	3.6	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	747	4.2	±0.1	NR
1 to 3 years	8	2.4*	±1.2	1,329	4.1*	±0.0	-2.00 (L)
4 to 5 years	NR	NR	NR	595	3.9	±0.1	NR
6 to 10 years	NR	NR	NR	1,399	3.9	±0.1	NR
11 to 14 years	--	--	--	683	3.9	±0.1	NA
15 to 20 years	NR	NR	NR	953	3.8	±0.1	NR
More than 20 years	7	3.0*	±1.3	2,508	3.8*	±0.0	-0.84 (L)
Appointment Type							
Permanent	17	3.3*	±0.7	6,522	3.9*	±0.0	-0.59 (M)
Term	8	2.5*	±1.0	1,496	4.1*	±0.0	-1.81 (L)
Temporary	--	--	--	217	4.2	±0.1	NA
Work Schedule							
Seasonal	--	--	--	73	4.1	±0.2	NA
Non-Seasonal	17	3.3*	±0.7	6,630	3.9*	±0.0	-0.60 (M)

	Experienced sexual assault			Did not experience sexual assault			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	--	--	--	33	4.1	±0.3	NA
Permanent-Non-Seasonal	17	3.3*	±0.7	6,457	3.9*	±0.0	-0.59 (M)
Term	8	2.5*	±1.0	1,496	4.1*	±0.0	-1.81 (L)
Temporary-Seasonal	--	--	--	41	4.1	±0.2	NA
Temporary-Non-Seasonal	--	--	--	173	4.2	±0.1	NA
<b>Sex</b>							
Men	11	2.3*	±0.8	5,066	3.9*	±0.0	-1.69 (L)
Women	14	3.7	±0.7	3,162	3.9	±0.0	-0.23 (S)
<b>Gender Identity</b>							
Male	11	2.3*	±0.8	5,066	3.9*	±0.0	-1.69 (L)
Female	14	3.7	±0.7	3,162	3.9	±0.0	-0.23 (S)
Transgender	--	--	--	5	3.5	±1.4	NA
Do not identify as female, male, or transgender	--	--	--	24	3.9	±0.4	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	21	3.2*	±0.6	7,562	3.9*	±0.0	-0.69 (M)
Sexual Minority	NR	NR	NR	339	4.0	±0.1	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	21	3.2*	±0.6	7,562	3.9*	±0.0	-0.69 (M)
Lesbian	--	--	--	68	4.0	±0.2	NA
Gay	--	--	--	92	4.1	±0.2	NA
Bisexual	NR	NR	NR	130	3.9	±0.2	NR
Other	--	--	--	49	4.2	±0.3	NA
I prefer not to say	NR	NR	NR	291	3.8	±0.1	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.

#### 4.11.6 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 USGS.

*Table 4.92 USGS – 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	25	2.8*	±0.5	8,417	3.9*	±0.0	-1.18 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	144	4.3	±0.1	NA
Wage Grade (WG) 5-8	--	--	--	483	3.7	±0.1	NA
Wage Grade (WG) 9-16	--	--	--	90	3.8	±0.2	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	3.5	±0.4	650	3.9	±0.1	-0.53 (M)
General Schedule (GS) 7-10	NR	NR	NR	1,630	3.7	±0.0	NR
General Schedule (GS) 11-12	7	2.8*	±0.8	2,746	3.8*	±0.0	-1.22 (L)
General Schedule (GS) 13-15	8	2.9*	±1.2	2,507	3.9*	±0.0	-1.25 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	4.1	±0.2	NA
Other	--	--	--	26	4.2	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	770	4.1	±0.1	NR
1 to 3 years	8	2.2*	±0.7	1,350	3.9*	±0.0	-1.97 (L)
4 to 5 years	NR	NR	NR	603	3.8	±0.1	NR
6 to 10 years	NR	NR	NR	1,432	3.8	±0.0	NR
11 to 14 years	--	--	--	695	3.8	±0.1	NA
15 to 20 years	NR	NR	NR	970	3.8	±0.1	NR
More than 20 years	7	2.1*	±0.9	2,555	3.8*	±0.0	-2.10 (L)
Appointment Type							
Permanent	17	2.6*	±0.7	6,648	3.8*	±0.0	-1.43 (L)
Term	8	3.4	±0.3	1,522	4.0	±0.0	-0.68 (M)
Temporary	--	--	--	225	4.1	±0.1	NA
Work Schedule							
Seasonal	--	--	--	81	4.0	±0.2	NA
Non-Seasonal	17	2.6*	±0.7	6,754	3.8*	±0.0	-1.44 (L)



	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	--	--	--	37	3.8	±0.3	NA
Permanent-Non-Seasonal	17	2.6*	±0.7	6,576	3.8*	±0.0	-1.43 (L)
Term	8	3.4	±0.3	1,522	4.0	±0.0	-0.68 (M)
Temporary-Seasonal	--	--	--	44	4.2	±0.2	NA
Temporary-Non-Seasonal	--	--	--	179	4.1	±0.1	NA
<b>Sex</b>							
Men	11	2.5*	±0.7	5,160	3.9*	±0.0	-1.59 (L)
Women	14	3.1*	±0.7	3,228	3.8*	±0.0	-0.81 (L)
<b>Gender Identity</b>							
Male	11	2.5*	±0.7	5,160	3.9*	±0.0	-1.59 (L)
Female	14	3.1*	±0.7	3,228	3.8*	±0.0	-0.81 (L)
Transgender	--	--	--	5	4.2	±0.7	NA
Do not identify as female, male, or transgender	--	--	--	24	4.0	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	21	3.1*	±0.5	7,707	3.9*	±0.0	-0.91 (L)
Sexual Minority	NR	NR	NR	345	3.9	±0.1	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	21	3.1*	±0.5	7,707	3.9*	±0.0	-0.91 (L)
Lesbian	--	--	--	68	4.0	±0.2	NA
Gay	--	--	--	95	4.0	±0.2	NA
Bisexual	NR	NR	NR	133	3.8	±0.1	NR
Other	--	--	--	49	3.6	±0.2	NA
I prefer not to say	NR	NR	NR	297	3.7	±0.1	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.

#### 4.11.7 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 USGS.

*Table 4.93 USGS – 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	25	2.5	±0.3	8,368	2.4	±0.0	0.22 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	137	2.3	±0.1	NA
Wage Grade (WG) 5-8	--	--	--	481	2.5	±0.0	NA
Wage Grade (WG) 9-16	--	--	--	90	2.5	±0.1	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	2.8*	±0.1	650	2.4*	±0.0	0.91 (L)
General Schedule (GS) 7-10	NR	NR	NR	1,624	2.3	±0.0	NR
General Schedule (GS) 11-12	7	1.8*	±0.6	2,732	2.4*	±0.0	-0.95 (L)
General Schedule (GS) 13-15	8	2.8*	±0.2	2,503	2.3*	±0.0	0.92 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	2.5	±0.1	NA
Other	--	--	--	24	2.1	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	770	2.3	±0.0	NR
1 to 3 years	8	2.7*	±0.2	1,338	2.3*	±0.0	0.75 (M)
4 to 5 years	NR	NR	NR	603	2.4	±0.0	NR
6 to 10 years	NR	NR	NR	1,417	2.3	±0.0	NR
11 to 14 years	--	--	--	689	2.3	±0.0	NA
15 to 20 years	NR	NR	NR	966	2.4	±0.0	NR
More than 20 years	7	2.2	±0.5	2,549	2.4	±0.0	-0.34 (S)
Appointment Type							
Permanent	17	2.3	±0.3	6,617	2.3	±0.0	-0.13
Term	8	2.9*	±0.1	1,504	2.4*	±0.0	1.09 (L)
Temporary	--	--	--	225	2.3	±0.1	NA
Work Schedule							
Seasonal	--	--	--	78	2.3	±0.1	NA
Non-Seasonal	17	2.3	±0.3	6,727	2.3	±0.0	-0.13

	Experienced sexual assault			Did not experience sexual assault			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	--	--	--	34	2.4	±0.2	NA
Permanent-Non-Seasonal	17	2.3	±0.3	6,549	2.3	±0.0	-0.13
Term	8	2.9*	±0.1	1,504	2.4*	±0.0	1.09 (L)
Temporary-Seasonal	--	--	--	44	2.2	±0.2	NA
Temporary-Non-Seasonal	--	--	--	179	2.3	±0.1	NA
<b>Sex</b>							
Men	11	2.7	±0.2	5,132	2.4	±0.0	0.56 (M)
Women	14	2.3	±0.4	3,209	2.2	±0.0	0.07
<b>Gender Identity</b>							
Male	11	2.7	±0.2	5,132	2.4	±0.0	0.56 (M)
Female	14	2.3	±0.4	3,209	2.2	±0.0	0.07
Transgender	--	--	--	5	2.6	±0.3	NA
Do not identify as female, male, or transgender	--	--	--	22	2.3	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	21	2.4	±0.3	7,679	2.4	±0.0	0.00
Sexual Minority	NR	NR	NR	345	2.3	±0.1	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	21	2.4	±0.3	7,679	2.4	±0.0	0.00
Lesbian	--	--	--	68	2.3	±0.1	NA
Gay	--	--	--	95	2.3	±0.1	NA
Bisexual	NR	NR	NR	133	2.4	±0.1	NR
Other	--	--	--	49	2.3	±0.2	NA
I prefer not to say	NR	NR	NR	288	2.3	±0.1	NR

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

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

#### 4.11.8 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 USGS.

*Table 4.94 USGS – 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	877	10.6%	±0.7	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	16	11.5%	±6.4	NA
Wage Grade (WG) 5-8	--	--	--	77	16.6%	±3.7	NA
Wage Grade (WG) 9-16	--	--	--	12	13.9%	±9.2	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	79	12.2%	±2.8	NR
General Schedule (GS) 7-10	NR	NR	NR	166	10.4%	±1.6	NR
General Schedule (GS) 11-12	NR	NR	NR	275	10.2%	±1.2	NR
General Schedule (GS) 13-15	NR	NR	NR	239	9.6%	±1.2	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	7.5%	±2.1	NR
1 to 3 years	NR	NR	NR	177	13.2%	±1.9	NR
4 to 5 years	NR	NR	NR	105	17.7%	±3.3	NR
6 to 10 years	NR	NR	NR	196	13.8%	±1.9	NR
11 to 14 years	--	--	--	72	10.6%	±2.6	NA
15 to 20 years	NR	NR	NR	87	9.1%	±2.0	NR
More than 20 years	NR	NR	NR	178	7.1%	±1.1	NR
Appointment Type							
Permanent	NR	NR	NR	654	10.0%	±0.8	NR
Term	NR	NR	NR	192	12.7%	±1.8	NR
Temporary	--	--	--	30	13.6%	±5.2	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	--	--	--	12	14.4%	±9.7	NA
Non-Seasonal	NR	NR	NR	670	10.1%	±0.7	NR
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	650	10.0%	±0.8	NR
Term	NR	NR	NR	192	12.7%	±1.8	NR
Temporary-Seasonal	--	--	--	9	21.4%	±15.1	NA
Temporary-Non-Seasonal	--	--	--	20	11.8%	±5.8	NA
<b>Sex</b>							
Men	NR	NR	NR	358	7.1%	±0.7	NR
Women	NR	NR	NR	517	16.3%	±1.3	NR
<b>Gender Identity</b>							
Male	NR	NR	NR	358	7.1%	±0.7	NR
Female	NR	NR	NR	517	16.3%	±1.3	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	0	0.0%	NA	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	791	10.4%	±0.7	NR
Sexual Minority	NR	NR	NR	63	18.3%	±4.5	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	791	10.4%	±0.7	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	9	9.5%	±7.9	NA
Bisexual	NR	NR	NR	40	30.2%	±8.4	NR
Other	--	--	--	9	18.9%	±14.0	NA
I prefer not to say	NR	NR	NR	23	7.7%	±3.7	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 USGS – Logistic Regression of Sexual Assault Related Behaviors and Predictors of Workplace Harassment*

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	1.600	0.766	4.362	--	4.952	--	--	--	--
Relationship Status	-1.831	0.501	13.349	0.000	0.160	0.060	0.428	-88.699	15.226
Supervisor Support	0.545	0.200	7.417	0.006	1.725	1.165	2.555	-84.904	7.636
Bystander Harassment Based on Sex/Gender	-3.409	0.826	17.017	0.000	0.033	0.007	0.167	-99.056	35.940
General Intolerance	-2.620	0.419	39.100	0.000	0.073	0.032	0.165	-108.778	55.385

Note. N = 7,700, Nagelkerke R Square = 0.488

## 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 USGS.

*Table 5.1 USGS – 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	1,439	3.5*	±0.0	7,026	3.9*	±0.0	-0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	35	3.4*	±0.3	109	4.1*	±0.1	-1.02 (L)
Wage Grade (WG) 5-8	89	3.2*	±0.1	398	3.8*	±0.1	-0.85 (L)
Wage Grade (WG) 9-16	21	3.6	±0.2	69	3.8	±0.1	-0.41 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	135	3.5*	±0.1	517	3.8*	±0.1	-0.49 (S)
General Schedule (GS) 7-10	295	3.3*	±0.1	1,343	3.7*	±0.0	-0.64 (M)
General Schedule (GS) 11-12	457	3.4*	±0.1	2,305	3.9*	±0.0	-0.75 (M)
General Schedule (GS) 13-15	373	3.7*	±0.1	2,153	4.2*	±0.0	-0.78 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	66	4.5	±0.1	NR
Other	14	3.9	±0.3	12	3.6	±0.2	0.67 (M)
Years of Service at Bureau or Office							
Less than 1 year	122	3.6*	±0.1	650	4.0*	±0.0	-0.61 (M)
1 to 3 years	237	3.6*	±0.1	1,126	3.9*	±0.0	-0.48 (S)
4 to 5 years	130	3.5*	±0.1	484	3.8*	±0.1	-0.37 (S)
6 to 10 years	221	3.4*	±0.1	1,214	3.8*	±0.0	-0.64 (M)
11 to 14 years	102	3.4*	±0.1	595	4.0*	±0.1	-0.87 (L)
15 to 20 years	122	3.3*	±0.1	851	4.0*	±0.0	-1.12 (L)
More than 20 years	496	3.5*	±0.1	2,074	4.1*	±0.0	-0.88 (L)
Appointment Type							
Permanent	1,095	3.5*	±0.0	5,587	4.0*	±0.0	-0.75 (M)
Term	282	3.4*	±0.1	1,255	3.8*	±0.0	-0.59 (M)
Temporary	59	3.6*	±0.2	166	3.8*	±0.1	-0.42 (S)
Work Schedule							
Seasonal	24	3.7	±0.2	57	3.9	±0.1	-0.27 (S)
Non-Seasonal	1,118	3.5*	±0.0	5,671	4.0*	±0.0	-0.74 (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	9	4.0	±0.2	28	3.9	±0.2	0.31 (S)
Permanent-Non-Seasonal	1,073	3.5*	±0.0	5,536	4.0*	±0.0	-0.75 (M)
Term	282	3.4*	±0.1	1,255	3.8*	±0.0	-0.59 (M)
Temporary-Seasonal	15	3.6	±0.2	29	3.8	±0.2	-0.58 (M)
Temporary-Non-Seasonal	44	3.6*	±0.2	134	3.8*	±0.1	-0.38 (S)
<b>Age - Collapsed</b>							
39 or under	585	3.5*	±0.1	2,392	3.8*	±0.0	-0.48 (S)
40 or older	848	3.4*	±0.1	4,622	4.0*	±0.0	-0.85 (L)
<b>Age</b>							
25 or under	155	3.6*	±0.1	302	4.0*	±0.1	-0.71 (M)
26-29	159	3.5*	±0.1	484	3.8*	±0.1	-0.47 (S)
30-39	272	3.5*	±0.1	1,606	3.8*	±0.0	-0.45 (S)
40-49	173	3.4*	±0.1	1,753	3.9*	±0.0	-0.83 (L)
50-59	365	3.5*	±0.1	1,873	4.0*	±0.0	-0.81 (L)
60 or older	310	3.5*	±0.1	996	4.2*	±0.0	-1.08 (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 USGS.

*Table 5.2 USGS – 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	1,439	5.2*	±0.1	7,026	5.6*	±0.0	-0.39 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	35	5.0	±0.6	109	5.4	±0.2	-0.30 (S)
Wage Grade (WG) 5-8	89	5.0*	±0.3	398	5.6*	±0.1	-0.50 (M)
Wage Grade (WG) 9-16	21	5.7	±0.4	69	5.4	±0.3	0.24 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	135	5.0*	±0.2	517	5.6*	±0.1	-0.57 (M)
General Schedule (GS) 7-10	295	5.0*	±0.1	1,343	5.4*	±0.1	-0.34 (S)
General Schedule (GS) 11-12	457	5.2*	±0.1	2,305	5.6*	±0.0	-0.35 (S)
General Schedule (GS) 13-15	373	5.4*	±0.1	2,153	5.9*	±0.0	-0.42 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	66	6.4	±0.1	NR
Other	14	5.2	±0.5	12	5.0	±0.3	0.31 (S)
Years of Service at Bureau or Office							
Less than 1 year	122	5.1*	±0.2	650	5.7*	±0.1	-0.48 (S)
1 to 3 years	237	5.1*	±0.2	1,126	5.7*	±0.1	-0.55 (M)
4 to 5 years	130	5.3	±0.2	484	5.5	±0.1	-0.17
6 to 10 years	221	5.0*	±0.2	1,214	5.5*	±0.1	-0.44 (S)
11 to 14 years	102	5.2*	±0.2	595	5.6*	±0.1	-0.41 (S)
15 to 20 years	122	4.9*	±0.2	851	5.5*	±0.1	-0.58 (M)
More than 20 years	496	5.4*	±0.1	2,074	5.7*	±0.0	-0.32 (S)
Appointment Type							
Permanent	1,095	5.2*	±0.1	5,587	5.6*	±0.0	-0.39 (S)
Term	282	5.2*	±0.1	1,255	5.6*	±0.1	-0.45 (S)
Temporary	59	5.2	±0.3	166	5.4	±0.2	-0.19
Work Schedule							
Seasonal	24	5.5	±0.4	57	5.7	±0.3	-0.24 (S)
Non-Seasonal	1,118	5.2*	±0.1	5,671	5.6*	±0.0	-0.39 (S)

	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	9	6.2	±0.2	28	6.0	±0.4	0.19
Permanent-Non-Seasonal	1,073	5.2*	±0.1	5,536	5.6*	±0.0	-0.40 (S)
Term	282	5.2*	±0.1	1,255	5.6*	±0.1	-0.45 (S)
Temporary-Seasonal	15	5.0	±0.5	29	5.5	±0.3	-0.48 (S)
Temporary-Non-Seasonal	44	5.3	±0.4	134	5.4	±0.2	-0.11
<b>Age - Collapsed</b>							
39 or under	585	5.1*	±0.1	2,392	5.5*	±0.0	-0.33 (S)
40 or older	848	5.2*	±0.1	4,622	5.7*	±0.0	-0.42 (S)
<b>Age</b>							
25 or under	155	5.0*	±0.2	302	5.4*	±0.1	-0.41 (S)
26-29	159	4.9*	±0.2	484	5.3*	±0.1	-0.32 (S)
30-39	272	5.3*	±0.1	1,606	5.5*	±0.1	-0.23 (S)
40-49	173	5.1*	±0.2	1,753	5.6*	±0.0	-0.54 (M)
50-59	365	5.2*	±0.1	1,873	5.6*	±0.0	-0.38 (S)
60 or older	310	5.4*	±0.2	996	6.0*	±0.1	-0.52 (M)

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

### 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 USGS.

*Table 5.3 USGS – 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	1,437	3.2*	±0.1	7,024	3.7*	±0.0	-0.54 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	35	3.6	±0.4	109	3.6	±0.2	0.04
Wage Grade (WG) 5-8	89	3.0*	±0.2	398	3.6*	±0.1	-0.64 (M)
Wage Grade (WG) 9-16	21	3.7	±0.3	69	3.7	±0.2	-0.04
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	135	3.2*	±0.2	517	3.6*	±0.1	-0.48 (S)
General Schedule (GS) 7-10	295	3.1*	±0.1	1,343	3.6*	±0.0	-0.52 (M)
General Schedule (GS) 11-12	457	3.1*	±0.1	2,305	3.7*	±0.0	-0.65 (M)
General Schedule (GS) 13-15	371	3.3*	±0.1	2,151	3.8*	±0.0	-0.53 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	66	4.1	±0.2	NR
Other	14	3.9	±0.5	12	3.3	±0.3	0.74 (M)
Years of Service at Bureau or Office							
Less than 1 year	122	3.3*	±0.2	650	3.6*	±0.1	-0.36 (S)
1 to 3 years	237	3.2*	±0.1	1,126	3.7*	±0.1	-0.52 (M)
4 to 5 years	130	3.4	±0.1	484	3.6	±0.1	-0.19
6 to 10 years	221	3.1*	±0.1	1,214	3.6*	±0.1	-0.55 (M)
11 to 14 years	102	2.9*	±0.2	595	3.8*	±0.1	-0.94 (L)
15 to 20 years	122	3.0*	±0.2	849	3.7*	±0.1	-0.71 (M)
More than 20 years	494	3.3*	±0.1	2,074	3.8*	±0.0	-0.60 (M)
Appointment Type							
Permanent	1,094	3.2*	±0.1	5,584	3.7*	±0.0	-0.59 (M)
Term	282	3.3*	±0.1	1,255	3.7*	±0.0	-0.41 (S)
Temporary	59	3.4	±0.3	166	3.6	±0.1	-0.18
Work Schedule							
Seasonal	24	3.5	±0.3	57	3.6	±0.2	-0.18
Non-Seasonal	1,116	3.2*	±0.1	5,668	3.7*	±0.0	-0.58 (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	9	4.1	±0.1	28	3.4	±0.4	0.72 (M)
Permanent-Non-Seasonal	1,071	3.1*	±0.1	5,534	3.7*	±0.0	-0.61 (M)
Term	282	3.3*	±0.1	1,255	3.7*	±0.0	-0.41 (S)
Temporary-Seasonal	15	3.1*	±0.4	29	3.8*	±0.2	-1.33 (L)
Temporary-Non-Seasonal	44	3.5	±0.3	134	3.5	±0.1	0.04
<b>Age - Collapsed</b>							
39 or under	585	3.3*	±0.1	2,392	3.6*	±0.0	-0.40 (S)
40 or older	846	3.2*	±0.1	4,620	3.7*	±0.0	-0.63 (M)
<b>Age</b>							
25 or under	155	3.3*	±0.1	302	3.6*	±0.1	-0.36 (S)
26-29	159	3.3*	±0.2	484	3.6*	±0.1	-0.33 (S)
30-39	272	3.3*	±0.1	1,606	3.6*	±0.0	-0.43 (S)
40-49	173	3.0*	±0.2	1,753	3.7*	±0.0	-0.73 (M)
50-59	365	3.2*	±0.1	1,873	3.7*	±0.0	-0.59 (M)
60 or older	309	3.2*	±0.1	994	3.9*	±0.1	-0.72 (M)

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

## 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 USGS.

*Table 5.4 USGS – 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	321	3.3*	±0.1	8,146	3.9*	±0.0	-0.93 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	139	3.9	±0.1	NR
Wage Grade (WG) 5-8	27	3.2*	±0.4	458	3.7*	±0.1	-0.71 (M)
Wage Grade (WG) 9-16	7	3.6	±0.3	83	3.8	±0.1	-0.46 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	29	3.1*	±0.3	623	3.8*	±0.1	-1.09 (L)
General Schedule (GS) 7-10	72	2.9*	±0.2	1,569	3.7*	±0.0	-1.19 (L)
General Schedule (GS) 11-12	98	3.4*	±0.1	2,662	3.9*	±0.0	-0.68 (M)
General Schedule (GS) 13-15	78	3.5*	±0.1	2,448	4.1*	±0.0	-0.99 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	4.5	±0.1	NA
Other	NR	NR	NR	24	3.7	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	20	3.2*	±0.3	751	3.9*	±0.0	-1.19 (L)
1 to 3 years	55	3.4*	±0.2	1,308	3.8*	±0.0	-0.70 (M)
4 to 5 years	18	3.7	±0.4	596	3.7	±0.1	-0.04
6 to 10 years	74	3.1*	±0.2	1,362	3.8*	±0.0	-1.04 (L)
11 to 14 years	18	3.1*	±0.3	679	3.9*	±0.1	-1.21 (L)
15 to 20 years	27	3.0*	±0.3	948	3.9*	±0.0	-1.51 (L)
More than 20 years	109	3.4*	±0.2	2,460	4.0*	±0.0	-0.87 (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</b>							
Permanent	251	3.2*	±0.1	6,435	3.9*	±0.0	-1.03 (L)
Term	63	3.3*	±0.2	1,472	3.7*	±0.0	-0.64 (M)
Temporary	7	3.7	±0.7	218	3.8	±0.1	-0.04
<b>Work Schedule</b>							
Seasonal	NR	NR	NR	79	3.8	±0.1	NR
Non-Seasonal	250	3.3*	±0.1	6,542	3.9*	±0.0	-0.98 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	35	3.9	±0.1	NR
Permanent-Non-Seasonal	243	3.3*	±0.1	6,370	3.9*	±0.0	-1.01 (L)
Term	63	3.3*	±0.2	1,472	3.7*	±0.0	-0.64 (M)
Temporary-Seasonal	--	--	--	44	3.7	±0.1	NA
Temporary-Non-Seasonal	7	3.7	±0.7	171	3.8	±0.1	-0.04
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	130	3.4*	±0.1	7,151	3.9*	±0.0	-0.76 (M)
Minority	177	3.2*	±0.1	886	3.9*	±0.0	-1.03 (L)
<b>Race/Ethnicity</b>							
Hispanic	75	2.9*	±0.2	325	3.9*	±0.1	-1.32 (L)
American Indian or Alaskan Native	NR	NR	NR	33	3.9	±0.2	NR
Asian	23	3.2*	±0.3	151	4.0*	±0.1	-1.32 (L)
Black/African-American	44	3.3*	±0.2	119	3.7*	±0.1	-0.60 (M)
Native Hawaiian or Other Pacific Islander	8	3.7	±0.4	28	4.0	±0.2	-0.45 (S)
Non-Hispanic White	130	3.4*	±0.1	7,151	3.9*	±0.0	-0.76 (M)
Multi-racial	23	3.3*	±0.2	230	3.9*	±0.1	-0.81 (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 USGS.

*Table 5.5 USGS – 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	321	5.2*	±0.1	8,146	5.6*	±0.0	-0.32 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	139	5.4	±0.2	NR
Wage Grade (WG) 5-8	27	5.3	±0.5	458	5.5	±0.1	-0.18
Wage Grade (WG) 9-16	7	4.9	±0.7	83	5.5	±0.3	-0.52 (M)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	29	5.6	±0.4	623	5.5	±0.1	0.10
General Schedule (GS) 7-10	72	4.6*	±0.3	1,569	5.3*	±0.1	-0.62 (M)
General Schedule (GS) 11-12	98	5.4	±0.2	2,662	5.5	±0.0	-0.13
General Schedule (GS) 13-15	78	5.4*	±0.3	2,448	5.8*	±0.0	-0.36 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	6.4	±0.1	NA
Other	NR	NR	NR	24	5.0	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	20	4.8*	±0.6	751	5.6*	±0.1	-0.68 (M)
1 to 3 years	55	5.4	±0.3	1,308	5.6	±0.1	-0.15
4 to 5 years	18	5.5	±0.4	596	5.4	±0.1	0.07
6 to 10 years	74	4.7*	±0.3	1,362	5.5*	±0.1	-0.66 (M)
11 to 14 years	18	5.2	±0.7	679	5.6	±0.1	-0.30 (S)
15 to 20 years	27	4.8*	±0.6	948	5.5*	±0.1	-0.59 (M)
More than 20 years	109	5.5	±0.3	2,460	5.7	±0.0	-0.12
Appointment Type							
Permanent	251	5.2*	±0.2	6,435	5.6*	±0.0	-0.36 (S)
Term	63	5.4	±0.3	1,472	5.6	±0.1	-0.18
Temporary	7	5.0	±1.2	218	5.4	±0.2	-0.29 (S)
Work Schedule							
Seasonal	NR	NR	NR	79	5.6	±0.2	NR
Non-Seasonal	250	5.2*	±0.2	6,542	5.6*	±0.0	-0.36 (S)



	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	35	5.9	±0.3	NR
Permanent-Non-Seasonal	243	5.2*	±0.2	6,370	5.6*	±0.0	-0.37 (S)
Term	63	5.4	±0.3	1,472	5.6	±0.1	-0.18
Temporary-Seasonal	--	--	--	44	5.3	±0.3	NA
Temporary-Non-Seasonal	7	5.0	±1.2	171	5.4	±0.2	-0.27 (S)
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	130	5.3*	±0.2	7,151	5.5*	±0.0	-0.20 (S)
Minority	177	5.1*	±0.2	886	5.7*	±0.1	-0.52 (M)
<b>Race/Ethnicity</b>							
Hispanic	75	5.1*	±0.3	325	5.7*	±0.1	-0.53 (M)
American Indian or Alaskan Native	NR	NR	NR	33	5.9	±0.3	NR
Asian	23	5.0*	±0.6	151	5.8*	±0.2	-0.64 (M)
Black/African-American	44	5.1	±0.4	119	5.4	±0.2	-0.31 (S)
Native Hawaiian or Other Pacific Islander	8	6.1	±0.3	28	6.2	±0.4	-0.08
Non-Hispanic White	130	5.3*	±0.2	7,151	5.5*	±0.0	-0.20 (S)
Multi-racial	23	5.1*	±0.4	230	5.8*	±0.1	-0.66 (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.

### 5.2.3 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 USGS.

*Table 5.6 USGS – 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	321	3.0*	±0.1	8,142	3.6*	±0.0	-0.73 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	139	3.6	±0.2	NR
Wage Grade (WG) 5-8	27	3.5	±0.4	458	3.5	±0.1	0.00
Wage Grade (WG) 9-16	7	3.6	±0.3	83	3.7	±0.2	-0.13
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	29	3.3	±0.4	623	3.5	±0.1	-0.22 (S)
General Schedule (GS) 7-10	72	2.4*	±0.2	1,569	3.5*	±0.0	-1.25 (L)
General Schedule (GS) 11-12	98	2.9*	±0.2	2,662	3.6*	±0.0	-0.77 (M)
General Schedule (GS) 13-15	78	3.1*	±0.3	2,444	3.8*	±0.0	-0.75 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	4.1	±0.2	NA
Other	NR	NR	NR	24	3.5	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	20	2.8*	±0.4	751	3.6*	±0.1	-0.87 (L)
1 to 3 years	55	3.2*	±0.3	1,308	3.6*	±0.0	-0.44 (S)
4 to 5 years	18	3.8	±0.3	596	3.5	±0.1	0.27 (S)
6 to 10 years	74	2.8*	±0.3	1,362	3.6*	±0.0	-0.91 (L)
11 to 14 years	18	2.9*	±0.4	679	3.6*	±0.1	-0.73 (M)
15 to 20 years	27	2.4*	±0.4	945	3.6*	±0.1	-1.25 (L)
More than 20 years	109	3.0*	±0.2	2,458	3.7*	±0.0	-0.79 (M)
Appointment Type							
Permanent	251	2.9*	±0.1	6,431	3.6*	±0.0	-0.84 (L)
Term	63	3.3*	±0.2	1,472	3.6*	±0.0	-0.42 (S)
Temporary	7	3.7	±0.8	218	3.5	±0.1	0.24 (S)
Work Schedule							
Seasonal	NR	NR	NR	79	3.5	±0.2	NR
Non-Seasonal	250	2.9*	±0.1	6,537	3.6*	±0.0	-0.81 (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	35	3.5	±0.4	NR
Permanent-Non-Seasonal	243	2.9*	±0.1	6,366	3.6*	±0.0	-0.84 (L)
Term	63	3.3*	±0.2	1,472	3.6*	±0.0	-0.42 (S)
Temporary-Seasonal	--	--	--	44	3.6	±0.2	NA
Temporary-Non-Seasonal	7	3.7	±0.8	171	3.5	±0.1	0.26 (S)
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	130	3.1*	±0.2	7,149	3.6*	±0.0	-0.58 (M)
Minority	177	2.9*	±0.2	886	3.7*	±0.1	-0.90 (L)
<b>Race/Ethnicity</b>							
Hispanic	75	2.8*	±0.3	325	3.7*	±0.1	-0.90 (L)
American Indian or Alaskan Native	NR	NR	NR	33	3.9	±0.3	NR
Asian	23	3.0*	±0.5	151	3.8*	±0.2	-0.82 (L)
Black/African-American	44	2.8*	±0.3	119	3.3*	±0.2	-0.49 (S)
Native Hawaiian or Other Pacific Islander	8	2.7*	±0.5	28	4.1*	±0.3	-1.65 (L)
Non-Hispanic White	130	3.1*	±0.2	7,149	3.6*	±0.0	-0.58 (M)
Multi-racial	23	2.9*	±0.3	230	3.8*	±0.1	-1.17 (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 USGS.

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

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	331	3.5*	±0.1	8,128	3.9*	±0.0	-0.49 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	139	3.9	±0.1	NR
Wage Grade (WG) 5-8	30	3.2*	±0.3	455	3.7*	±0.1	-0.69 (M)
Wage Grade (WG) 9-16	11	4.0	±0.4	79	3.7	±0.1	0.49 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	24	3.4*	±0.3	627	3.7*	±0.1	-0.49 (S)
General Schedule (GS) 7-10	67	3.4*	±0.2	1,572	3.6*	±0.0	-0.35 (S)
General Schedule (GS) 11-12	91	3.5*	±0.1	2,665	3.8*	±0.0	-0.57 (M)
General Schedule (GS) 13-15	98	3.8*	±0.1	2,427	4.1*	±0.0	-0.56 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	4.5	±0.1	NA
Other	5	3.9	±0.2	21	3.7	±0.2	0.32 (S)
Years of Service at Bureau or Office							
Less than 1 year	27	3.7*	±0.2	743	3.9*	±0.0	-0.41 (S)
1 to 3 years	48	3.6*	±0.2	1,315	3.8*	±0.0	-0.34 (S)
4 to 5 years	25	3.7	±0.2	585	3.7	±0.1	0.03
6 to 10 years	66	3.7	±0.2	1,369	3.8	±0.0	-0.13
11 to 14 years	28	3.3*	±0.2	669	3.9*	±0.1	-0.91 (L)
15 to 20 years	34	3.5*	±0.2	937	3.9*	±0.0	-0.61 (M)
More than 20 years	102	3.5*	±0.2	2,467	4.0*	±0.0	-0.76 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	270	3.5*	±0.1	6,410	3.9*	±0.0	-0.59 (M)
Term	55	3.7	±0.2	1,479	3.7	±0.0	-0.07
Temporary	NR	NR	NR	221	3.8	±0.1	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	81	3.8	±0.1	NA
Non-Seasonal	270	3.5*	±0.1	6,516	3.9*	±0.0	-0.56 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	3.9	±0.1	NA
Permanent-Non-Seasonal	266	3.5*	±0.1	6,341	3.9*	±0.0	-0.58 (M)
Term	55	3.7	±0.2	1,479	3.7	±0.0	-0.07
Temporary-Seasonal	--	--	--	44	3.7	±0.1	NA
Temporary-Non-Seasonal	NR	NR	NR	174	3.8	±0.1	NR

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

### 5.3.2 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 USGS.

*Table 5.8 USGS – 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	331	5.3*	±0.1	8,128	5.6*	±0.0	-0.25 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	139	5.3	±0.2	NR
Wage Grade (WG) 5-8	30	5.2	±0.6	455	5.5	±0.1	-0.31 (S)
Wage Grade (WG) 9-16	11	5.8	±0.7	79	5.4	±0.3	0.31 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	24	5.1	±0.5	627	5.5	±0.1	-0.33 (S)
General Schedule (GS) 7-10	67	5.0	±0.3	1,572	5.3	±0.1	-0.24 (S)
General Schedule (GS) 11-12	91	5.1*	±0.3	2,665	5.5*	±0.0	-0.32 (S)
General Schedule (GS) 13-15	98	5.6*	±0.2	2,427	5.8*	±0.0	-0.25 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	6.4	±0.1	NA
Other	5	4.8	±0.4	21	5.2	±0.4	-0.42 (S)
Years of Service at Bureau or Office							
Less than 1 year	27	5.3	±0.4	743	5.6	±0.1	-0.20 (S)
1 to 3 years	48	5.2*	±0.4	1,315	5.6*	±0.1	-0.35 (S)
4 to 5 years	25	5.2	±0.3	585	5.4	±0.1	-0.21 (S)
6 to 10 years	66	5.2	±0.3	1,369	5.4	±0.1	-0.24 (S)
11 to 14 years	28	4.9*	±0.5	669	5.6*	±0.1	-0.62 (M)
15 to 20 years	34	5.1	±0.5	937	5.5	±0.1	-0.33 (S)
More than 20 years	102	5.6	±0.2	2,467	5.7	±0.0	-0.10
Appointment Type							
Permanent	270	5.3*	±0.2	6,410	5.6*	±0.0	-0.26 (S)
Term	55	5.4	±0.3	1,479	5.6	±0.1	-0.15
Temporary	NR	NR	NR	221	5.4	±0.2	NR
Work Schedule							
Seasonal	--	--	--	81	5.6	±0.2	NA
Non-Seasonal	270	5.3*	±0.2	6,516	5.6*	±0.0	-0.24 (S)

	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	--	--	--	37	6.0	±0.3	NA
Permanent-Non-Seasonal	266	5.3*	±0.2	6,341	5.6*	±0.0	-0.24 (S)
Term	55	5.4	±0.3	1,479	5.6	±0.1	-0.15
Temporary-Seasonal	--	--	--	44	5.3	±0.3	NA
Temporary-Non-Seasonal	NR	NR	NR	174	5.4	±0.2	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.

### 5.3.3 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 USGS.

*Table 5.9 USGS – Religious Harassment and Organizational Commitment 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	330	3.2*	±0.1	8,126	3.6*	±0.0	-0.46 (S)
<b>Pay Plan and Grade</b>							
Wage Grade (WG) 1-4	NR	NR	NR	139	3.6	±0.2	NR
Wage Grade (WG) 5-8	30	3.0*	±0.3	455	3.5*	±0.1	-0.58 (M)
Wage Grade (WG) 9-16	11	3.9	±0.5	79	3.6	±0.2	0.31 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	24	3.0*	±0.4	627	3.6*	±0.1	-0.59 (M)
General Schedule (GS) 7-10	67	3.1*	±0.2	1,572	3.5*	±0.0	-0.45 (S)
General Schedule (GS) 11-12	91	3.1*	±0.2	2,665	3.6*	±0.0	-0.60 (M)
General Schedule (GS) 13-15	96	3.3*	±0.2	2,424	3.8*	±0.0	-0.45 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	4.1	±0.2	NA
Other	5	3.8	±0.7	21	3.5	±0.4	0.26 (S)

	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	27	3.2*	±0.3	743	3.6*	±0.1	-0.42 (S)
1 to 3 years	48	3.2*	±0.3	1,315	3.6*	±0.0	-0.44 (S)
4 to 5 years	25	3.4	±0.2	585	3.5	±0.1	-0.15
6 to 10 years	66	3.4	±0.2	1,369	3.6	±0.1	-0.16
11 to 14 years	28	2.8*	±0.4	669	3.7*	±0.1	-0.92 (L)
15 to 20 years	34	3.0*	±0.3	934	3.6*	±0.1	-0.62 (M)
More than 20 years	100	3.2*	±0.2	2,467	3.7*	±0.0	-0.58 (M)
<b>Appointment Type</b>							
Permanent	268	3.1*	±0.1	6,408	3.6*	±0.0	-0.54 (M)
Term	55	3.5	±0.2	1,479	3.6	±0.0	-0.13
Temporary	NR	NR	NR	221	3.5	±0.1	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	81	3.6	±0.2	NA
Non-Seasonal	269	3.1*	±0.1	6,513	3.6*	±0.0	-0.52 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	3.6	±0.3	NA
Permanent-Non-Seasonal	264	3.1*	±0.1	6,339	3.6*	±0.0	-0.54 (M)
Term	55	3.5	±0.2	1,479	3.6	±0.0	-0.13
Temporary-Seasonal	--	--	--	44	3.6	±0.2	NA
Temporary-Non-Seasonal	NR	NR	NR	174	3.5	±0.1	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.



## 5.4 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 USGS.

*Table 5.10 USGS – Disability Harassment and Job Satisfaction by Selected Characteristics*

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	327	3.2*	±0.1	7,983	3.9*	±0.0	-1.02 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	3.9	±0.1	NR
Wage Grade (WG) 5-8	17	3.0*	±0.4	466	3.7*	±0.1	-0.96 (L)
Wage Grade (WG) 9-16	--	--	--	90	3.8	±0.1	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	37	3.2*	±0.2	610	3.8*	±0.1	-0.91 (L)
General Schedule (GS) 7-10	91	2.8*	±0.2	1,529	3.7*	±0.0	-1.38 (L)
General Schedule (GS) 11-12	116	3.4*	±0.1	2,595	3.9*	±0.0	-0.78 (M)
General Schedule (GS) 13-15	63	3.6*	±0.2	2,390	4.1*	±0.0	-0.77 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	68	4.5	±0.1	NA
Other	--	--	--	26	3.8	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	16	3.4*	±0.6	749	3.9*	±0.0	-0.75 (M)
1 to 3 years	43	3.3*	±0.2	1,302	3.8*	±0.0	-0.88 (L)
4 to 5 years	26	3.5	±0.1	572	3.7	±0.1	-0.39 (S)
6 to 10 years	58	3.0*	±0.2	1,352	3.8*	±0.0	-1.21 (L)
11 to 14 years	16	3.6	±0.3	664	3.9	±0.1	-0.43 (S)
15 to 20 years	38	2.9*	±0.3	923	3.9*	±0.0	-1.62 (L)
More than 20 years	129	3.3*	±0.1	2,379	4.0*	±0.0	-1.09 (L)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	281	3.2*	±0.1	6,264	3.9*	±0.0	-1.13 (L)
Term	41	3.4*	±0.3	1,478	3.7*	±0.0	-0.48 (S)
Temporary	NR	NR	NR	223	3.8	±0.1	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	81	3.8	±0.1	NA
Non-Seasonal	279	3.2*	±0.1	6,374	3.9*	±0.0	-1.11 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	3.9	±0.1	NA
Permanent-Non-Seasonal	277	3.2*	±0.1	6,198	3.9*	±0.0	-1.12 (L)
Term	41	3.4*	±0.3	1,478	3.7*	±0.0	-0.48 (S)
Temporary-Seasonal	--	--	--	44	3.7	±0.1	NA
Temporary-Non-Seasonal	NR	NR	NR	176	3.8	±0.1	NR
<b>Disability</b>							
Yes	125	3.2*	±0.1	432	3.8*	±0.1	-0.87 (L)
No	199	3.2*	±0.1	7,527	3.9*	±0.0	-1.02 (L)

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

### 5.4.2 Disability Harassment and Job Engagement

Table 5.11 presents the job engagement results for those who indicated they had or had not experienced disability harassment within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in USGS.

*Table 5.11 USGS – 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	327	5.0*	±0.2	7,983	5.6*	±0.0	-0.53 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	5.3	±0.2	NR
Wage Grade (WG) 5-8	17	4.3*	±0.7	466	5.5*	±0.1	-1.20 (L)
Wage Grade (WG) 9-16	--	--	--	90	5.5	±0.2	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	37	5.4	±0.4	610	5.5	±0.1	-0.09
General Schedule (GS) 7-10	91	4.6*	±0.3	1,529	5.3*	±0.1	-0.63 (M)
General Schedule (GS) 11-12	116	5.0*	±0.2	2,595	5.5*	±0.0	-0.47 (S)
General Schedule (GS) 13-15	63	5.4*	±0.4	2,390	5.8*	±0.0	-0.41 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	68	6.4	±0.1	NA
Other	--	--	--	26	5.1	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	16	5.2	±0.8	749	5.6	±0.1	-0.31 (S)
1 to 3 years	43	4.9*	±0.4	1,302	5.6*	±0.1	-0.65 (M)
4 to 5 years	26	5.2	±0.4	572	5.4	±0.1	-0.18
6 to 10 years	58	4.6*	±0.4	1,352	5.5*	±0.1	-0.77 (M)
11 to 14 years	16	5.9	±0.4	664	5.5	±0.1	0.29 (S)
15 to 20 years	38	4.4*	±0.4	923	5.5*	±0.1	-0.92 (L)
More than 20 years	129	5.1*	±0.2	2,379	5.7*	±0.0	-0.50 (M)
Appointment Type							
Permanent	281	5.0*	±0.2	6,264	5.6*	±0.0	-0.56 (M)
Term	41	5.1*	±0.4	1,478	5.6*	±0.1	-0.45 (S)
Temporary	NR	NR	NR	223	5.4	±0.2	NR
Work Schedule							
Seasonal	--	--	--	81	5.6	±0.2	NA
Non-Seasonal	279	5.0*	±0.2	6,374	5.6*	±0.0	-0.53 (M)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	6.0	±0.3	NA
Permanent-Non-Seasonal	277	5.0*	±0.2	6,198	5.6*	±0.0	-0.54 (M)
Term	41	5.1*	±0.4	1,478	5.6*	±0.1	-0.45 (S)
Temporary-Seasonal	--	--	--	44	5.3	±0.3	NA
Temporary-Non-Seasonal	NR	NR	NR	176	5.4	±0.2	NR
<b>Disability</b>							
Yes	125	5.0*	±0.3	432	5.5*	±0.1	-0.42 (S)
No	199	5.0*	±0.2	7,527	5.6*	±0.0	-0.54 (M)

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

### 5.4.3 Disability Harassment and Organizational Commitment

Table 5.12 presents the organizational commitment results for those who indicated they had or had not experienced disability harassment within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in USGS.

*Table 5.12 USGS – Disability Harassment and Organizational Commitment by Selected Characteristics*

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	327	2.9*	±0.1	7,978	3.6*	±0.0	-0.81 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	3.6	±0.2	NR
Wage Grade (WG) 5-8	17	2.7*	±0.4	466	3.5*	±0.1	-0.98 (L)
Wage Grade (WG) 9-16	--	--	--	90	3.7	±0.2	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	37	2.9*	±0.4	610	3.6*	±0.1	-0.75 (M)
General Schedule (GS) 7-10	91	2.5*	±0.2	1,529	3.5*	±0.0	-1.20 (L)
General Schedule (GS) 11-12	116	3.1*	±0.2	2,595	3.6*	±0.0	-0.61 (M)
General Schedule (GS) 13-15	63	3.3*	±0.3	2,386	3.8*	±0.0	-0.53 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	68	4.1	±0.2	NA
Other	--	--	--	26	3.6	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	16	3.3	±0.6	749	3.6	±0.1	-0.30 (S)
1 to 3 years	43	2.7*	±0.3	1,302	3.6*	±0.0	-1.01 (L)
4 to 5 years	26	3.4	±0.4	572	3.5	±0.1	-0.13
6 to 10 years	58	2.7*	±0.3	1,352	3.6*	±0.0	-1.00 (L)
11 to 14 years	16	3.1*	±0.5	664	3.6*	±0.1	-0.56 (M)
15 to 20 years	38	2.4*	±0.4	920	3.6*	±0.1	-1.30 (L)
More than 20 years	129	3.0*	±0.2	2,377	3.7*	±0.0	-0.77 (M)
Appointment Type							
Permanent	281	2.9*	±0.1	6,260	3.6*	±0.0	-0.81 (L)
Term	41	3.0*	±0.3	1,478	3.6*	±0.0	-0.78 (M)
Temporary	NR	NR	NR	223	3.5	±0.1	NR
Work Schedule							
Seasonal	--	--	--	81	3.6	±0.2	NA
Non-Seasonal	279	2.9*	±0.1	6,370	3.6*	±0.0	-0.79 (M)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	3.6	±0.3	NA
Permanent-Non-Seasonal	277	2.9*	±0.1	6,194	3.6*	±0.0	-0.80 (L)
Term	41	3.0*	±0.3	1,478	3.6*	±0.0	-0.78 (M)
Temporary-Seasonal	--	--	--	44	3.6	±0.2	NA
Temporary-Non-Seasonal	NR	NR	NR	176	3.5	±0.1	NR
<b>Disability</b>							
Yes	125	2.8*	±0.2	432	3.6*	±0.1	-0.80 (L)
No	199	2.9*	±0.2	7,523	3.6*	±0.0	-0.75 (M)

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

## 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 USGS.

*Table 5.13 USGS – 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	136	3.4*	±0.1	8,256	3.9*	±0.0	-0.77 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	2.6*	±0.3	137	4.0*	±0.1	-2.32 (L)
Wage Grade (WG) 5-8	6	3.5	±0.5	481	3.7	±0.1	-0.30 (S)
Wage Grade (WG) 9-16	--	--	--	90	3.8	±0.1	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	3.3	±0.1	644	3.7	±0.1	-0.59 (M)
General Schedule (GS) 7-10	35	3.3*	±0.3	1,593	3.6*	±0.0	-0.54 (M)
General Schedule (GS) 11-12	54	3.3*	±0.2	2,687	3.9*	±0.0	-0.87 (L)
General Schedule (GS) 13-15	28	3.7*	±0.3	2,465	4.1*	±0.0	-0.57 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	68	4.5	±0.1	NA
Other	--	--	--	26	3.8	±0.2	NA

	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>Years of Service at Bureau or Office</b>							
Less than 1 year	9	2.5*	±0.3	759	3.9*	±0.0	-2.28 (L)
1 to 3 years	26	3.3*	±0.3	1,333	3.8*	±0.0	-0.83 (L)
4 to 5 years	18	3.1*	±0.3	584	3.7*	±0.1	-0.92 (L)
6 to 10 years	30	3.3*	±0.3	1,389	3.8*	±0.0	-0.63 (M)
11 to 14 years	6	3.9	±0.4	689	3.9	±0.1	0.04
15 to 20 years	9	3.3*	±0.6	960	3.9*	±0.0	-0.84 (L)
More than 20 years	38	3.6*	±0.2	2,505	3.9*	±0.0	-0.48 (S)
<b>Appointment Type</b>							
Permanent	94	3.4*	±0.2	6,523	3.9*	±0.0	-0.72 (M)
Term	42	3.2*	±0.2	1,489	3.7*	±0.0	-0.83 (L)
Temporary	--	--	--	225	3.8	±0.1	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	81	3.8	±0.1	NA
Non-Seasonal	94	3.4*	±0.2	6,631	3.9*	±0.0	-0.72 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	3.9	±0.1	NA
Permanent-Non-Seasonal	94	3.4*	±0.2	6,452	3.9*	±0.0	-0.72 (M)
Term	42	3.2*	±0.2	1,489	3.7*	±0.0	-0.83 (L)
Temporary-Seasonal	--	--	--	44	3.7	±0.1	NA
Temporary-Non-Seasonal	--	--	--	179	3.8	±0.1	NA
<b>Sex</b>							
Men	64	3.4*	±0.2	5,082	3.9*	±0.0	-0.74 (M)
Women	70	3.4*	±0.2	3,148	3.9*	±0.0	-0.78 (M)
<b>Gender Identity</b>							
Male	64	3.4*	±0.2	5,082	3.9*	±0.0	-0.74 (M)
Female	70	3.4*	±0.2	3,148	3.9*	±0.0	-0.78 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	24	3.7	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	79	3.2*	±0.2	7,605	3.9*	±0.0	-0.95 (L)
Sexual Minority	44	3.6*	±0.2	301	3.9*	±0.1	-0.43 (S)



	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	79	3.2*	±0.2	7,605	3.9*	±0.0	-0.95 (L)
Lesbian	NR	NR	NR	63	4.0	±0.2	NR
Gay	26	3.6	±0.3	69	3.9	±0.1	-0.39 (S)
Bisexual	12	3.6	±0.3	122	3.8	±0.1	-0.28 (S)
Other	NR	NR	NR	46	3.9	±0.2	NR
I prefer not to say	13	3.2*	±0.5	285	3.8*	±0.1	-0.72 (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.

### 5.5.2 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 USGS.

*Table 5.14 USGS – Sexual Orientation Harassment and Job Engagement by Selected Characteristics*

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	136	5.1*	±0.2	8,256	5.6*	±0.0	-0.36 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	3.6*	±0.7	137	5.4*	±0.2	-1.27 (L)
Wage Grade (WG) 5-8	6	5.5	±1.1	481	5.5	±0.1	-0.02
Wage Grade (WG) 9-16	--	--	--	90	5.5	±0.2	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	5.9	±0.2	644	5.5	±0.1	0.36 (S)
General Schedule (GS) 7-10	35	5.0	±0.4	1,593	5.3	±0.1	-0.22 (S)
General Schedule (GS) 11-12	54	4.9*	±0.4	2,687	5.5*	±0.0	-0.50 (M)
General Schedule (GS) 13-15	28	5.8	±0.4	2,465	5.8	±0.0	0.01
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	68	6.4	±0.1	NA
Other	--	--	--	26	5.1	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	9	3.7*	±0.5	759	5.6*	±0.1	-1.58 (L)
1 to 3 years	26	4.9*	±0.6	1,333	5.6*	±0.1	-0.63 (M)
4 to 5 years	18	5.6	±0.3	584	5.4	±0.1	0.21 (S)
6 to 10 years	30	5.3	±0.5	1,389	5.4	±0.1	-0.10
11 to 14 years	6	5.5	±0.6	689	5.5	±0.1	0.00
15 to 20 years	9	4.1*	±1.0	960	5.5*	±0.1	-1.22 (L)
More than 20 years	38	5.5	±0.4	2,505	5.7	±0.0	-0.15
Appointment Type							
Permanent	94	5.2*	±0.3	6,523	5.6*	±0.0	-0.36 (S)
Term	42	5.1*	±0.4	1,489	5.6*	±0.1	-0.41 (S)
Temporary	--	--	--	225	5.4	±0.2	NA
Work Schedule							
Seasonal	--	--	--	81	5.6	±0.2	NA
Non-Seasonal	94	5.2*	±0.3	6,631	5.5*	±0.0	-0.35 (S)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	6.0	±0.3	NA
Permanent-Non-Seasonal	94	5.2*	±0.3	6,452	5.6*	±0.0	-0.36 (S)
Term	42	5.1*	±0.4	1,489	5.6*	±0.1	-0.41 (S)
Temporary-Seasonal	--	--	--	44	5.3	±0.3	NA
Temporary-Non-Seasonal	--	--	--	179	5.4	±0.2	NA
<b>Sex</b>							
Men	64	5.4	±0.3	5,082	5.6	±0.0	-0.18
Women	70	5.0*	±0.3	3,148	5.5*	±0.0	-0.51 (M)
<b>Gender Identity</b>							
Male	64	5.4	±0.3	5,082	5.6	±0.0	-0.18
Female	70	5.0*	±0.3	3,148	5.5*	±0.0	-0.51 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	24	5.5	±0.5	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	79	4.8*	±0.3	7,605	5.6*	±0.0	-0.70 (M)
Sexual Minority	44	5.5	±0.3	301	5.4	±0.1	0.13
<b>Sexual Orientation</b>							
Heterosexual or straight	79	4.8*	±0.3	7,605	5.6*	±0.0	-0.70 (M)
Lesbian	NR	NR	NR	63	5.6	±0.3	NR
Gay	26	5.7	±0.4	69	5.3	±0.3	0.33 (S)
Bisexual	12	5.5	±0.7	122	5.3	±0.2	0.21 (S)
Other	NR	NR	NR	46	5.5	±0.3	NR
I prefer not to say	13	6.0*	±0.4	285	5.2*	±0.1	0.69 (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.

### 5.5.3 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 USGS.

*Table 5.15 USGS – Sexual Orientation Harassment and Organizational Commitment by Selected Characteristics*

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	136	3.1*	±0.2	8,252	3.6*	±0.0	-0.52 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	3.5	±0.7	137	3.6	±0.2	-0.14
Wage Grade (WG) 5-8	6	3.2	±0.6	481	3.5	±0.1	-0.37 (S)
Wage Grade (WG) 9-16	--	--	--	90	3.7	±0.2	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	3.6	±0.1	644	3.5	±0.1	0.12
General Schedule (GS) 7-10	35	3.2	±0.4	1,593	3.5	±0.0	-0.33 (S)
General Schedule (GS) 11-12	54	2.8*	±0.3	2,687	3.6*	±0.0	-0.84 (L)
General Schedule (GS) 13-15	28	3.5	±0.4	2,460	3.7	±0.0	-0.28 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	68	4.1	±0.2	NA
Other	--	--	--	26	3.6	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	9	3.3	±0.5	759	3.6	±0.1	-0.34 (S)
1 to 3 years	26	2.8*	±0.4	1,333	3.6*	±0.0	-0.88 (L)
4 to 5 years	18	3.0*	±0.5	584	3.5*	±0.1	-0.53 (M)
6 to 10 years	30	3.3	±0.4	1,389	3.6	±0.1	-0.32 (S)
11 to 14 years	6	3.9	±0.1	689	3.6	±0.1	0.30 (S)
15 to 20 years	9	3.2	±1.0	958	3.6	±0.1	-0.43 (S)
More than 20 years	38	3.2*	±0.3	2,503	3.7*	±0.0	-0.59 (M)
Appointment Type							
Permanent	94	3.0*	±0.2	6,519	3.6*	±0.0	-0.62 (M)
Term	42	3.4	±0.2	1,489	3.6	±0.0	-0.29 (S)
Temporary	--	--	--	225	3.5	±0.1	NA
Work Schedule							
Seasonal	--	--	--	81	3.6	±0.2	NA
Non-Seasonal	94	3.0*	±0.2	6,627	3.6*	±0.0	-0.62 (M)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	3.6	±0.3	NA
Permanent-Non-Seasonal	94	3.0*	±0.2	6,448	3.6*	±0.0	-0.63 (M)
Term	42	3.4	±0.2	1,489	3.6	±0.0	-0.29 (S)
Temporary-Seasonal	--	--	--	44	3.6	±0.2	NA
Temporary-Non-Seasonal	--	--	--	179	3.5	±0.1	NA
<b>Sex</b>							
Men	64	3.1*	±0.3	5,079	3.6*	±0.0	-0.60 (M)
Women	70	3.2*	±0.3	3,146	3.6*	±0.0	-0.46 (S)
<b>Gender Identity</b>							
Male	64	3.1*	±0.3	5,079	3.6*	±0.0	-0.60 (M)
Female	70	3.2*	±0.3	3,146	3.6*	±0.0	-0.46 (S)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	24	3.2	±0.4	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	79	2.9*	±0.2	7,603	3.6*	±0.0	-0.81 (L)
Sexual Minority	44	3.5	±0.3	301	3.6	±0.1	-0.13
<b>Sexual Orientation</b>							
Heterosexual or straight	79	2.9*	±0.2	7,603	3.6*	±0.0	-0.81 (L)
Lesbian	NR	NR	NR	63	3.8	±0.2	NR
Gay	26	3.6	±0.4	69	3.6	±0.2	0.01
Bisexual	12	3.3	±0.6	122	3.5	±0.2	-0.19
Other	NR	NR	NR	46	3.6	±0.2	NR
I prefer not to say	13	3.6	±0.6	283	3.4	±0.1	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.

## 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 USGS.

*Table 5.16 USGS – Sexual Harassment and Job Satisfaction 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	418	3.4*	±0.1	8,051	3.9*	±0.0	-0.73 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	139	3.9	±0.1	NR
Wage Grade (WG) 5-8	36	3.4	±0.2	452	3.7	±0.1	-0.33 (S)
Wage Grade (WG) 9-16	12	3.7	±0.4	77	3.8	±0.1	-0.23 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	27	3.2*	±0.2	629	3.8*	±0.1	-0.89 (L)
General Schedule (GS) 7-10	108	3.3*	±0.1	1,533	3.7*	±0.0	-0.54 (M)
General Schedule (GS) 11-12	145	3.4*	±0.1	2,612	3.9*	±0.0	-0.80 (L)
General Schedule (GS) 13-15	83	3.6*	±0.1	2,441	4.1*	±0.0	-0.82 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	4.5	±0.1	NA
Other	--	--	--	26	3.8	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	19	3.7	±0.4	755	3.9	±0.0	-0.34 (S)
1 to 3 years	82	3.4*	±0.1	1,279	3.8*	±0.0	-0.71 (M)
4 to 5 years	58	3.5*	±0.2	557	3.7*	±0.1	-0.44 (S)
6 to 10 years	85	3.4*	±0.2	1,350	3.8*	±0.0	-0.50 (M)
11 to 14 years	49	3.5*	±0.2	648	3.9*	±0.1	-0.58 (M)
15 to 20 years	42	3.3*	±0.2	927	3.9*	±0.0	-0.98 (L)
More than 20 years	80	3.2*	±0.2	2,494	4.0*	±0.0	-1.13 (L)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	307	3.4*	±0.1	6,378	3.9*	±0.0	-0.80 (L)
Term	104	3.4*	±0.1	1,433	3.7*	±0.0	-0.50 (M)
Temporary	6	3.3*	±0.7	219	3.8*	±0.1	-0.91 (L)
<b>Work Schedule</b>							
Seasonal	--	--	--	81	3.8	±0.1	NA
Non-Seasonal	312	3.4*	±0.1	6,479	3.9*	±0.0	-0.80 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	3.9	±0.1	NA
Permanent-Non-Seasonal	306	3.4*	±0.1	6,307	3.9*	±0.0	-0.80 (L)
Term	104	3.4*	±0.1	1,433	3.7*	±0.0	-0.50 (M)
Temporary-Seasonal	--	--	--	44	3.7	±0.1	NA
Temporary-Non-Seasonal	6	3.3*	±0.7	172	3.8*	±0.1	-0.88 (L)
<b>Sex</b>							
Men	113	3.3*	±0.1	5,082	3.9*	±0.0	-0.89 (L)
Women	304	3.4*	±0.1	2,939	3.9*	±0.0	-0.71 (M)
<b>Gender Identity</b>							
Male	113	3.3*	±0.1	5,082	3.9*	±0.0	-0.89 (L)
Female	304	3.4*	±0.1	2,939	3.9*	±0.0	-0.71 (M)
Transgender	--	--	--	5	3.1	±0.7	NA
Do not identify as female, male, or transgender	--	--	--	24	3.7	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	376	3.4*	±0.1	7,378	3.9*	±0.0	-0.72 (M)
Sexual Minority	26	3.5*	±0.3	320	3.9*	±0.1	-0.58 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	376	3.4*	±0.1	7,378	3.9*	±0.0	-0.72 (M)
Lesbian	NR	NR	NR	65	4.0	±0.2	NR
Gay	6	3.0*	±0.5	89	3.9*	±0.1	-1.39 (L)
Bisexual	13	3.8	±0.4	121	3.8	±0.1	0.02
Other	NR	NR	NR	45	3.8	±0.2	NR
I prefer not to say	15	2.9*	±0.3	285	3.8*	±0.1	-1.20 (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.

## 5.6.2 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 USGS.

*Table 5.17 USGS – 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	418	5.2*	±0.1	8,051	5.6*	±0.0	-0.33 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	139	5.3	±0.2	NR
Wage Grade (WG) 5-8	36	5.2	±0.3	452	5.5	±0.1	-0.28 (S)
Wage Grade (WG) 9-16	12	5.6	±0.6	77	5.4	±0.3	0.09
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	27	5.3	±0.5	629	5.5	±0.1	-0.16
General Schedule (GS) 7-10	108	5.0*	±0.2	1,533	5.3*	±0.1	-0.28 (S)
General Schedule (GS) 11-12	145	5.1*	±0.2	2,612	5.5*	±0.0	-0.34 (S)
General Schedule (GS) 13-15	83	5.4*	±0.2	2,441	5.8*	±0.0	-0.36 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	6.4	±0.1	NA
Other	--	--	--	26	5.1	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	19	5.8	±0.5	755	5.6	±0.1	0.21 (S)
1 to 3 years	82	5.3*	±0.2	1,279	5.6*	±0.1	-0.24 (S)
4 to 5 years	58	5.5	±0.3	557	5.4	±0.1	0.13
6 to 10 years	85	5.1*	±0.2	1,350	5.5*	±0.1	-0.34 (S)
11 to 14 years	49	5.2*	±0.3	648	5.6*	±0.1	-0.38 (S)
15 to 20 years	42	4.6*	±0.3	927	5.5*	±0.1	-0.74 (M)
More than 20 years	80	5.1*	±0.3	2,494	5.7*	±0.0	-0.52 (M)
Appointment Type							
Permanent	307	5.1*	±0.1	6,378	5.6*	±0.0	-0.43 (S)
Term	104	5.5	±0.2	1,433	5.6	±0.1	-0.07
Temporary	6	5.3	±1.0	219	5.4	±0.2	-0.04
Work Schedule							
Seasonal	--	--	--	81	5.6	±0.2	NA
Non-Seasonal	312	5.1*	±0.1	6,479	5.6*	±0.0	-0.42 (S)



	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	6.0	±0.3	NA
Permanent-Non-Seasonal	306	5.1*	±0.1	6,307	5.6*	±0.0	-0.43 (S)
Term	104	5.5	±0.2	1,433	5.6	±0.1	-0.07
Temporary-Seasonal	--	--	--	44	5.3	±0.3	NA
Temporary-Non-Seasonal	6	5.3	±1.0	172	5.4	±0.2	-0.03
<b>Sex</b>							
Men	113	5.2*	±0.2	5,082	5.6*	±0.0	-0.30 (S)
Women	304	5.2*	±0.1	2,939	5.6*	±0.0	-0.34 (S)
<b>Gender Identity</b>							
Male	113	5.2*	±0.2	5,082	5.6*	±0.0	-0.30 (S)
Female	304	5.2*	±0.1	2,939	5.6*	±0.0	-0.34 (S)
Transgender	--	--	--	5	4.3	±0.9	NA
Do not identify as female, male, or transgender	--	--	--	24	5.5	±0.5	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	376	5.2*	±0.1	7,378	5.6*	±0.0	-0.32 (S)
Sexual Minority	26	4.7*	±0.3	320	5.5*	±0.1	-0.71 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	376	5.2*	±0.1	7,378	5.6*	±0.0	-0.32 (S)
Lesbian	NR	NR	NR	65	5.5	±0.3	NR
Gay	6	4.3*	±0.4	89	5.4*	±0.3	-0.88 (L)
Bisexual	13	4.7*	±0.5	121	5.4*	±0.2	-0.79 (M)
Other	NR	NR	NR	45	5.5	±0.3	NR
I prefer not to say	15	5.4	±0.6	285	5.3	±0.1	0.14

<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 USGS.

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

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	418	3.1*	±0.1	8,047	3.6*	±0.0	-0.59 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	139	3.6	±0.2	NR
Wage Grade (WG) 5-8	36	3.1*	±0.2	452	3.5*	±0.1	-0.44 (S)
Wage Grade (WG) 9-16	12	3.5	±0.4	77	3.7	±0.2	-0.27 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	27	3.3	±0.5	629	3.5	±0.1	-0.30 (S)
General Schedule (GS) 7-10	108	3.2*	±0.2	1,533	3.5*	±0.0	-0.35 (S)
General Schedule (GS) 11-12	145	2.9*	±0.2	2,612	3.6*	±0.0	-0.80 (L)
General Schedule (GS) 13-15	83	3.2*	±0.2	2,437	3.8*	±0.0	-0.61 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	4.1	±0.2	NA
Other	--	--	--	26	3.6	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	19	3.7	±0.5	755	3.6	±0.1	0.15
1 to 3 years	82	3.0*	±0.2	1,279	3.6*	±0.0	-0.68 (M)
4 to 5 years	58	3.2*	±0.2	557	3.5*	±0.1	-0.36 (S)
6 to 10 years	85	3.3*	±0.2	1,350	3.6*	±0.1	-0.32 (S)
11 to 14 years	49	2.9*	±0.3	648	3.7*	±0.1	-0.78 (M)
15 to 20 years	42	2.9*	±0.3	924	3.6*	±0.1	-0.77 (M)
More than 20 years	80	3.0*	±0.3	2,492	3.7*	±0.0	-0.80 (L)
Appointment Type							
Permanent	307	3.0*	±0.1	6,374	3.6*	±0.0	-0.71 (M)
Term	104	3.4*	±0.2	1,433	3.6*	±0.0	-0.23 (S)
Temporary	6	3.2	±0.8	219	3.5	±0.1	-0.37 (S)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	--	--	--	81	3.6	±0.2	NA
Non-Seasonal	312	3.0*	±0.1	6,475	3.6*	±0.0	-0.70 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	3.6	±0.3	NA
Permanent-Non-Seasonal	306	3.0*	±0.1	6,303	3.6*	±0.0	-0.71 (M)
Term	104	3.4*	±0.2	1,433	3.6*	±0.0	-0.23 (S)
Temporary-Seasonal	--	--	--	44	3.6	±0.2	NA
Temporary-Non-Seasonal	6	3.2	±0.8	172	3.5	±0.1	-0.33 (S)
<b>Sex</b>							
Men	113	3.1*	±0.2	5,080	3.6*	±0.0	-0.60 (M)
Women	304	3.1*	±0.1	2,938	3.6*	±0.0	-0.57 (M)
<b>Gender Identity</b>							
Male	113	3.1*	±0.2	5,080	3.6*	±0.0	-0.60 (M)
Female	304	3.1*	±0.1	2,938	3.6*	±0.0	-0.57 (M)
Transgender	--	--	--	5	3.6	±1.0	NA
Do not identify as female, male, or transgender	--	--	--	24	3.2	±0.4	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	376	3.1*	±0.1	7,375	3.6*	±0.0	-0.59 (M)
Sexual Minority	26	3.1*	±0.4	320	3.6*	±0.1	-0.61 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	376	3.1*	±0.1	7,375	3.6*	±0.0	-0.59 (M)
Lesbian	NR	NR	NR	65	3.8	±0.2	NR
Gay	6	3.7	±0.1	89	3.6	±0.2	0.06
Bisexual	13	2.9*	±0.5	121	3.5*	±0.2	-0.64 (M)
Other	NR	NR	NR	45	3.7	±0.2	NR
I prefer not to say	15	3.0	±0.6	284	3.4	±0.1	-0.42 (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.

## 5.7 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 USGS.

*Table 5.19 USGS – 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	1,043	3.5*	±0.0	7,429	3.9*	±0.0	-0.59 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	15	3.4*	±0.2	128	4.0*	±0.1	-0.85 (L)
Wage Grade (WG) 5-8	94	3.5*	±0.1	393	3.7*	±0.1	-0.25 (S)
Wage Grade (WG) 9-16	21	3.7	±0.2	69	3.8	±0.1	-0.18
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	85	3.5*	±0.1	571	3.8*	±0.1	-0.46 (S)
General Schedule (GS) 7-10	243	3.3*	±0.1	1,394	3.7*	±0.0	-0.59 (M)
General Schedule (GS) 11-12	318	3.5*	±0.1	2,444	3.9*	±0.0	-0.57 (M)
General Schedule (GS) 13-15	247	3.7*	±0.1	2,279	4.1*	±0.0	-0.67 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	4.0*	±0.2	64	4.6*	±0.1	-1.51 (L)
Other	NR	NR	NR	25	3.8	±0.2	NR

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	71	3.7*	±0.1	704	3.9*	±0.0	-0.42 (S)
1 to 3 years	198	3.6*	±0.1	1,163	3.9*	±0.0	-0.46 (S)
4 to 5 years	101	3.5*	±0.1	513	3.8*	±0.1	-0.42 (S)
6 to 10 years	223	3.4*	±0.1	1,211	3.8*	±0.0	-0.61 (M)
11 to 14 years	95	3.5*	±0.1	602	4.0*	±0.1	-0.69 (M)
15 to 20 years	107	3.5*	±0.1	867	3.9*	±0.0	-0.65 (M)
More than 20 years	243	3.5*	±0.1	2,331	4.0*	±0.0	-0.66 (M)
<b>Appointment Type</b>							
Permanent	790	3.5*	±0.0	5,899	4.0*	±0.0	-0.64 (M)
Term	221	3.5*	±0.1	1,315	3.8*	±0.0	-0.40 (S)
Temporary	28	3.5*	±0.2	197	3.8*	±0.1	-0.58 (M)
<b>Work Schedule</b>							
Seasonal	12	4.0	±0.1	69	3.8	±0.1	0.52 (M)
Non-Seasonal	800	3.5*	±0.0	5,995	3.9*	±0.0	-0.66 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	7	4.0	±0.2	29	3.9	±0.2	0.15
Permanent-Non-Seasonal	776	3.5*	±0.0	5,840	4.0*	±0.0	-0.66 (M)
Term	221	3.5*	±0.1	1,315	3.8*	±0.0	-0.40 (S)
Temporary-Seasonal	NR	NR	NR	40	3.7	±0.1	NR
Temporary-Non-Seasonal	24	3.4*	±0.2	155	3.8*	±0.1	-0.80 (L)
<b>Sex</b>							
Men	469	3.5*	±0.1	4,730	3.9*	±0.0	-0.58 (M)
Women	573	3.5*	±0.1	2,672	3.9*	±0.0	-0.63 (M)
<b>Gender Identity</b>							
Male	469	3.5*	±0.1	4,730	3.9*	±0.0	-0.58 (M)
Female	573	3.5*	±0.1	2,672	3.9*	±0.0	-0.63 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	23	3.8	±0.3	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	927	3.5*	±0.0	6,831	3.9*	±0.0	-0.61 (M)
Sexual Minority	64	3.6*	±0.2	283	3.9*	±0.1	-0.47 (S)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Sexual Orientation</b>							
Heterosexual or straight	927	3.5*	±0.0	6,831	3.9*	±0.0	-0.61 (M)
Lesbian	NR	NR	NR	63	4.0	±0.2	NR
Gay	11	3.2*	±0.4	84	3.9*	±0.1	-1.08 (L)
Bisexual	40	3.8	±0.2	94	3.7	±0.1	0.18
Other	7	3.2*	±0.4	42	3.9*	±0.2	-1.28 (L)
I prefer not to say	46	3.4*	±0.2	254	3.8*	±0.1	-0.56 (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.

### 5.7.2 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 USGS.

*Table 5.20 USGS – 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	1,043	5.3*	±0.1	7,429	5.6*	±0.0	-0.28 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	15	4.8	±0.6	128	5.4	±0.2	-0.44 (S)
Wage Grade (WG) 5-8	94	5.2*	±0.2	393	5.5*	±0.1	-0.28 (S)
Wage Grade (WG) 9-16	21	5.7	±0.5	69	5.4	±0.3	0.22 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	85	5.1*	±0.2	571	5.5*	±0.1	-0.42 (S)
General Schedule (GS) 7-10	243	4.9*	±0.2	1,394	5.4*	±0.1	-0.36 (S)
General Schedule (GS) 11-12	318	5.3*	±0.1	2,444	5.5*	±0.0	-0.19
General Schedule (GS) 13-15	247	5.6*	±0.1	2,279	5.8*	±0.0	-0.21 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	6.2	±0.4	64	6.4	±0.1	-0.38 (S)
Other	NR	NR	NR	25	5.0	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	71	5.2*	±0.3	704	5.6*	±0.1	-0.37 (S)
1 to 3 years	198	5.3*	±0.2	1,163	5.6*	±0.1	-0.32 (S)
4 to 5 years	101	5.5	±0.2	513	5.4	±0.1	0.06
6 to 10 years	223	5.3*	±0.2	1,211	5.5*	±0.1	-0.19
11 to 14 years	95	5.1*	±0.2	602	5.6*	±0.1	-0.51 (M)
15 to 20 years	107	5.0*	±0.2	867	5.5*	±0.1	-0.47 (S)
More than 20 years	243	5.4*	±0.1	2,331	5.7*	±0.0	-0.22 (S)
Appointment Type							
Permanent	790	5.2*	±0.1	5,899	5.6*	±0.0	-0.32 (S)
Term	221	5.5	±0.1	1,315	5.6	±0.1	-0.09
Temporary	28	4.7*	±0.4	197	5.5*	±0.2	-0.61 (M)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	12	6.0	±0.1	69	5.6	±0.3	0.39 (S)
Non-Seasonal	800	5.2*	±0.1	5,995	5.6*	±0.0	-0.34 (S)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	7	6.1	±0.1	29	6.0	±0.4	0.09
Permanent-Non-Seasonal	776	5.2*	±0.1	5,840	5.6*	±0.0	-0.33 (S)
Term	221	5.5	±0.1	1,315	5.6	±0.1	-0.09
Temporary-Seasonal	NR	NR	NR	40	5.3	±0.3	NR
Temporary-Non-Seasonal	24	4.5*	±0.4	155	5.5*	±0.2	-0.76 (M)
<b>Sex</b>							
Men	469	5.4*	±0.1	4,730	5.6*	±0.0	-0.21 (S)
Women	573	5.2*	±0.1	2,672	5.6*	±0.0	-0.34 (S)
<b>Gender Identity</b>							
Male	469	5.4*	±0.1	4,730	5.6*	±0.0	-0.21 (S)
Female	573	5.2*	±0.1	2,672	5.6*	±0.0	-0.34 (S)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	23	5.6	±0.5	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	927	5.3*	±0.1	6,831	5.6*	±0.0	-0.28 (S)
Sexual Minority	64	5.1*	±0.2	283	5.5*	±0.1	-0.34 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	927	5.3*	±0.1	6,831	5.6*	±0.0	-0.28 (S)
Lesbian	NR	NR	NR	63	5.6	±0.3	NR
Gay	11	5.1	±0.6	84	5.4	±0.3	-0.27 (S)
Bisexual	40	5.3	±0.3	94	5.4	±0.2	-0.09
Other	7	4.2*	±0.6	42	5.6*	±0.3	-1.32 (L)
I prefer not to say	46	5.1	±0.3	254	5.3	±0.1	-0.16

<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 USGS.

*Table 5.21 USGS – 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</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,043	3.2*	±0.1	7,425	3.7*	±0.0	-0.46 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	15	2.9*	±0.6	128	3.7*	±0.2	-0.83 (L)
Wage Grade (WG) 5-8	94	3.4	±0.2	393	3.5	±0.1	-0.19
Wage Grade (WG) 9-16	21	3.6	±0.4	69	3.7	±0.2	-0.12
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	85	3.0*	±0.2	571	3.6*	±0.1	-0.62 (M)
General Schedule (GS) 7-10	243	3.1*	±0.1	1,394	3.5*	±0.0	-0.46 (S)
General Schedule (GS) 11-12	318	3.2*	±0.1	2,444	3.6*	±0.0	-0.46 (S)
General Schedule (GS) 13-15	247	3.4*	±0.1	2,275	3.8*	±0.0	-0.45 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	3.9	±0.5	64	4.1	±0.2	-0.32 (S)
Other	NR	NR	NR	25	3.5	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	71	3.2*	±0.2	704	3.6*	±0.1	-0.46 (S)
1 to 3 years	198	3.2*	±0.1	1,163	3.6*	±0.1	-0.49 (S)
4 to 5 years	101	3.3*	±0.2	513	3.6*	±0.1	-0.35 (S)
6 to 10 years	223	3.3*	±0.1	1,211	3.6*	±0.1	-0.31 (S)
11 to 14 years	95	3.0*	±0.2	602	3.7*	±0.1	-0.70 (M)
15 to 20 years	107	3.2*	±0.2	865	3.6*	±0.1	-0.51 (M)
More than 20 years	243	3.3*	±0.1	2,329	3.7*	±0.0	-0.47 (S)
Appointment Type							
Permanent	790	3.2*	±0.1	5,895	3.7*	±0.0	-0.50 (M)
Term	221	3.4*	±0.1	1,315	3.7*	±0.0	-0.25 (S)
Temporary	28	2.9*	±0.4	197	3.6*	±0.1	-0.85 (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>Work Schedule</b>							
Seasonal	12	3.9	±0.5	69	3.5	±0.2	0.50 (M)
Non-Seasonal	800	3.2*	±0.1	5,991	3.7*	±0.0	-0.53 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	7	3.9	±0.7	29	3.5	±0.4	0.39 (S)
Permanent-Non-Seasonal	776	3.2*	±0.1	5,836	3.7*	±0.0	-0.51 (M)
Term	221	3.4*	±0.1	1,315	3.7*	±0.0	-0.25 (S)
Temporary-Seasonal	NR	NR	NR	40	3.5	±0.2	NR
Temporary-Non-Seasonal	24	2.7*	±0.4	155	3.6*	±0.1	-1.06 (L)
<b>Sex</b>							
Men	469	3.3*	±0.1	4,727	3.7*	±0.0	-0.44 (S)
Women	573	3.2*	±0.1	2,670	3.7*	±0.0	-0.48 (S)
<b>Gender Identity</b>							
Male	469	3.3*	±0.1	4,727	3.7*	±0.0	-0.44 (S)
Female	573	3.2*	±0.1	2,670	3.7*	±0.0	-0.48 (S)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	23	3.3	±0.4	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	927	3.2*	±0.1	6,828	3.7*	±0.0	-0.46 (S)
Sexual Minority	64	3.1*	±0.2	283	3.7*	±0.1	-0.59 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	927	3.2*	±0.1	6,828	3.7*	±0.0	-0.46 (S)
Lesbian	NR	NR	NR	63	3.8	±0.2	NR
Gay	11	3.4	±0.2	84	3.6	±0.2	-0.22 (S)
Bisexual	40	3.2	±0.3	94	3.5	±0.2	-0.32 (S)
Other	7	2.3*	±0.5	42	3.8*	±0.2	-2.33 (L)
I prefer not to say	46	3.1*	±0.3	252	3.5*	±0.1	-0.35 (S)

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

## 5.8 Unwanted Sexual Attention

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

### 5.8.1 Unwanted Sexual Attention and Job Satisfaction

Table 5.22 presents the job satisfaction results for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in USGS.

*Table 5.22 USGS – 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	269	3.5*	±0.1	8,207	3.9*	±0.0	-0.53 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	3.9	±0.1	NR
Wage Grade (WG) 5-8	20	3.7	±0.2	467	3.6	±0.1	0.12
Wage Grade (WG) 9-16	8	3.6	±0.5	82	3.8	±0.1	-0.38 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	25	3.3*	±0.3	631	3.7*	±0.1	-0.72 (M)
General Schedule (GS) 7-10	70	3.4*	±0.2	1,571	3.7*	±0.0	-0.43 (S)
General Schedule (GS) 11-12	94	3.5*	±0.1	2,669	3.9*	±0.0	-0.59 (M)
General Schedule (GS) 13-15	48	3.8*	±0.2	2,478	4.1*	±0.0	-0.39 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	68	4.5	±0.1	NR
Other	--	--	--	26	3.8	±0.2	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>Years of Service at Bureau or Office</b>							
Less than 1 year	19	3.9	±0.3	756	3.9	±0.0	-0.04
1 to 3 years	66	3.6*	±0.2	1,297	3.8*	±0.0	-0.41 (S)
4 to 5 years	36	3.4*	±0.2	579	3.7*	±0.1	-0.45 (S)
6 to 10 years	58	3.5*	±0.2	1,378	3.8*	±0.0	-0.42 (S)
11 to 14 years	15	3.6	±0.4	682	3.9	±0.1	-0.38 (S)
15 to 20 years	27	3.5*	±0.2	948	3.9*	±0.0	-0.68 (M)
More than 20 years	50	3.4*	±0.2	2,523	4.0*	±0.0	-0.79 (M)
<b>Appointment Type</b>							
Permanent	194	3.5*	±0.1	6,499	3.9*	±0.0	-0.57 (M)
Term	72	3.5*	±0.2	1,464	3.7*	±0.0	-0.38 (S)
Temporary	NR	NR	NR	223	3.8	±0.1	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	81	3.8	±0.1	NA
Non-Seasonal	192	3.5*	±0.1	6,607	3.9*	±0.0	-0.56 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	3.9	±0.1	NA
Permanent-Non-Seasonal	190	3.5*	±0.1	6,430	3.9*	±0.0	-0.57 (M)
Term	72	3.5*	±0.2	1,464	3.7*	±0.0	-0.38 (S)
Temporary-Seasonal	--	--	--	44	3.7	±0.1	NA
Temporary-Non-Seasonal	NR	NR	NR	176	3.8	±0.1	NR
<b>Sex</b>							
Men	52	3.2*	±0.1	5,146	3.9*	±0.0	-1.01 (L)
Women	215	3.6*	±0.1	3,034	3.9*	±0.0	-0.43 (S)
<b>Gender Identity</b>							
Male	52	3.2*	±0.1	5,146	3.9*	±0.0	-1.01 (L)
Female	215	3.6*	±0.1	3,034	3.9*	±0.0	-0.43 (S)
Transgender	--	--	--	5	3.1	±0.7	NA
Do not identify as female, male, or transgender	NR	NR	NR	22	3.7	±0.3	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	244	3.5*	±0.1	7,518	3.9*	±0.0	-0.54 (M)
Sexual Minority	17	3.7	±0.3	330	3.8	±0.1	-0.22 (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>Sexual Orientation</b>							
Heterosexual or straight	244	3.5*	±0.1	7,518	3.9*	±0.0	-0.54 (M)
Lesbian	NR	NR	NR	67	4.0	±0.2	NR
Gay	--	--	--	95	3.8	±0.1	NA
Bisexual	10	3.8	±0.5	125	3.8	±0.1	0.12
Other	6	3.6	±0.4	43	3.8	±0.2	-0.37 (S)
I prefer not to say	9	3.3*	±0.5	291	3.8*	±0.1	-0.68 (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 USGS.

Table 5.23 USGS – 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	269	5.2*	±0.1	8,207	5.6*	±0.0	-0.30 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	5.3	±0.2	NR
Wage Grade (WG) 5-8	20	4.9*	±0.2	467	5.5*	±0.1	-0.56 (M)
Wage Grade (WG) 9-16	8	4.5*	±1.0	82	5.6*	±0.2	-0.94 (L)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	25	5.0*	±0.5	631	5.5*	±0.1	-0.42 (S)
General Schedule (GS) 7-10	70	5.1	±0.3	1,571	5.3	±0.1	-0.15
General Schedule (GS) 11-12	94	5.1*	±0.2	2,669	5.5*	±0.0	-0.33 (S)
General Schedule (GS) 13-15	48	5.8	±0.2	2,478	5.8	±0.0	-0.01
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	68	6.4	±0.1	NR
Other	--	--	--	26	5.1	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	19	6.0	±0.5	756	5.6	±0.1	0.34 (S)
1 to 3 years	66	5.2*	±0.3	1,297	5.6*	±0.1	-0.36 (S)
4 to 5 years	36	5.2	±0.3	579	5.4	±0.1	-0.19
6 to 10 years	58	5.2	±0.3	1,378	5.4	±0.1	-0.24 (S)
11 to 14 years	15	5.3	±0.6	682	5.6	±0.1	-0.23 (S)
15 to 20 years	27	4.7*	±0.4	948	5.5*	±0.1	-0.65 (M)
More than 20 years	50	5.3*	±0.4	2,523	5.7*	±0.0	-0.34 (S)
Appointment Type							
Permanent	194	5.2*	±0.2	6,499	5.6*	±0.0	-0.34 (S)
Term	72	5.3*	±0.3	1,464	5.6*	±0.1	-0.27 (S)
Temporary	NR	NR	NR	223	5.3	±0.2	NR
Work Schedule							
Seasonal	--	--	--	81	5.6	±0.2	NA
Non-Seasonal	192	5.2*	±0.2	6,607	5.6*	±0.0	-0.31 (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	--	--	--	37	6.0	±0.3	NA
Permanent-Non-Seasonal	190	5.2*	±0.2	6,430	5.6*	±0.0	-0.33 (S)
Term	72	5.3*	±0.3	1,464	5.6*	±0.1	-0.27 (S)
Temporary-Seasonal	--	--	--	44	5.3	±0.3	NA
Temporary-Non-Seasonal	NR	NR	NR	176	5.3	±0.2	NR
<b>Sex</b>							
Men	52	5.0*	±0.3	5,146	5.6*	±0.0	-0.49 (S)
Women	215	5.3*	±0.1	3,034	5.5*	±0.0	-0.23 (S)
<b>Gender Identity</b>							
Male	52	5.0*	±0.3	5,146	5.6*	±0.0	-0.49 (S)
Female	215	5.3*	±0.1	3,034	5.5*	±0.0	-0.23 (S)
Transgender	--	--	--	5	4.3	±0.9	NA
Do not identify as female, male, or transgender	NR	NR	NR	22	5.6	±0.5	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	244	5.2*	±0.1	7,518	5.6*	±0.0	-0.32 (S)
Sexual Minority	17	5.0	±0.5	330	5.4	±0.1	-0.39 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	244	5.2*	±0.1	7,518	5.6*	±0.0	-0.32 (S)
Lesbian	NR	NR	NR	67	5.6	±0.3	NR
Gay	--	--	--	95	5.4	±0.3	NA
Bisexual	10	4.8	±0.7	125	5.4	±0.2	-0.62 (M)
Other	6	5.4	±1.1	43	5.4	±0.3	-0.03
I prefer not to say	9	5.9	±0.7	291	5.3	±0.1	0.54 (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 USGS.

*Table 5.24 USGS – 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	269	3.2*	±0.1	8,203	3.6*	±0.0	-0.45 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	141	3.6	±0.2	NR
Wage Grade (WG) 5-8	20	3.2	±0.4	467	3.5	±0.1	-0.38 (S)
Wage Grade (WG) 9-16	8	3.3	±0.8	82	3.7	±0.2	-0.52 (M)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	25	3.1*	±0.5	631	3.5*	±0.1	-0.46 (S)
General Schedule (GS) 7-10	70	3.3*	±0.2	1,571	3.5*	±0.0	-0.24 (S)
General Schedule (GS) 11-12	94	2.9*	±0.2	2,669	3.6*	±0.0	-0.73 (M)
General Schedule (GS) 13-15	48	3.6	±0.3	2,474	3.7	±0.0	-0.18
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	68	4.1	±0.2	NR
Other	--	--	--	26	3.6	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	19	3.7	±0.4	756	3.6	±0.1	0.12
1 to 3 years	66	3.0*	±0.3	1,297	3.6*	±0.0	-0.67 (M)
4 to 5 years	36	3.2*	±0.3	579	3.5*	±0.1	-0.37 (S)
6 to 10 years	58	3.4	±0.2	1,378	3.6	±0.1	-0.15
11 to 14 years	15	2.7*	±0.5	682	3.6*	±0.1	-0.95 (L)
15 to 20 years	27	3.2*	±0.3	945	3.6*	±0.1	-0.43 (S)
More than 20 years	50	3.2*	±0.3	2,521	3.7*	±0.0	-0.57 (M)
Appointment Type							
Permanent	194	3.1*	±0.1	6,494	3.6*	±0.0	-0.51 (M)
Term	72	3.3*	±0.2	1,464	3.6*	±0.0	-0.37 (S)
Temporary	NR	NR	NR	223	3.5	±0.1	NR



	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	--	--	--	81	3.6	±0.2	NA
Non-Seasonal	192	3.2*	±0.1	6,602	3.6*	±0.0	-0.47 (S)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	3.6	±0.3	NA
Permanent-Non-Seasonal	190	3.2*	±0.1	6,426	3.6*	±0.0	-0.49 (S)
Term	72	3.3*	±0.2	1,464	3.6*	±0.0	-0.37 (S)
Temporary-Seasonal	--	--	--	44	3.6	±0.2	NA
Temporary-Non-Seasonal	NR	NR	NR	176	3.5	±0.1	NR
<b>Sex</b>							
Men	52	3.0*	±0.3	5,144	3.6*	±0.0	-0.72 (M)
Women	215	3.3*	±0.1	3,032	3.6*	±0.0	-0.36 (S)
<b>Gender Identity</b>							
Male	52	3.0*	±0.3	5,144	3.6*	±0.0	-0.72 (M)
Female	215	3.3*	±0.1	3,032	3.6*	±0.0	-0.36 (S)
Transgender	--	--	--	5	3.6	±1.0	NA
Do not identify as female, male, or transgender	NR	NR	NR	22	3.3	±0.4	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	244	3.2*	±0.1	7,516	3.6*	±0.0	-0.42 (S)
Sexual Minority	17	2.8*	±0.6	330	3.6*	±0.1	-0.85 (L)
<b>Sexual Orientation</b>							
Heterosexual or straight	244	3.2*	±0.1	7,516	3.6*	±0.0	-0.42 (S)
Lesbian	NR	NR	NR	67	3.8	±0.2	NR
Gay	--	--	--	95	3.6	±0.2	NA
Bisexual	10	2.8*	±0.8	125	3.5*	±0.1	-0.84 (L)
Other	6	2.5*	±0.8	43	3.7*	±0.2	-1.71 (L)
I prefer not to say	9	2.9	±0.6	290	3.4	±0.1	-0.50 (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.

## 5.9 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 USGS.

*Table 5.25 USGS – 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	49	3.3*	±0.2	8,422	3.9*	±0.0	-0.88 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	144	3.9	±0.1	NA
Wage Grade (WG) 5-8	--	--	--	487	3.7	±0.1	NA
Wage Grade (WG) 9-16	--	--	--	90	3.8	±0.1	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	653	3.7	±0.1	NR
General Schedule (GS) 7-10	15	3.1*	±0.2	1,624	3.6*	±0.0	-0.83 (L)
General Schedule (GS) 11-12	22	3.4*	±0.3	2,738	3.8*	±0.0	-0.72 (M)
General Schedule (GS) 13-15	10	3.3*	±0.5	2,517	4.1*	±0.0	-1.23 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	4.5	±0.1	NA
Other	--	--	--	26	3.8	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	770	3.9	±0.0	NR
1 to 3 years	7	3.3*	±0.3	1,354	3.8*	±0.0	-0.91 (L)
4 to 5 years	8	3.0*	±0.5	606	3.7*	±0.1	-1.15 (L)
6 to 10 years	14	3.6	±0.3	1,421	3.8	±0.0	-0.27 (S)
11 to 14 years	NR	NR	NR	694	3.9	±0.1	NR
15 to 20 years	NR	NR	NR	969	3.9	±0.0	NR
More than 20 years	10	2.6*	±0.3	2,564	4.0*	±0.0	-2.01 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	37	3.3*	±0.2	6,651	3.9*	±0.0	-0.88 (L)
Term	12	3.2*	±0.3	1,524	3.7*	±0.0	-0.88 (L)
Temporary	--	--	--	225	3.8	±0.1	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	81	3.8	±0.1	NA
Non-Seasonal	35	3.3*	±0.2	6,759	3.9*	±0.0	-0.90 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	3.9	±0.1	NA
Permanent-Non-Seasonal	35	3.3*	±0.2	6,580	3.9*	±0.0	-0.91 (L)
Term	12	3.2*	±0.3	1,524	3.7*	±0.0	-0.88 (L)
Temporary-Seasonal	--	--	--	44	3.7	±0.1	NA
Temporary-Non-Seasonal	--	--	--	179	3.8	±0.1	NA
<b>Sex</b>							
Men	19	3.1*	±0.3	5,176	3.9*	±0.0	-1.15 (L)
Women	30	3.4*	±0.2	3,217	3.9*	±0.0	-0.72 (M)
<b>Gender Identity</b>							
Male	19	3.1*	±0.3	5,176	3.9*	±0.0	-1.15 (L)
Female	30	3.4*	±0.2	3,217	3.9*	±0.0	-0.72 (M)
Transgender	--	--	--	5	3.1	±0.7	NA
Do not identify as female, male, or transgender	--	--	--	24	3.7	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	38	3.2*	±0.2	7,719	3.9*	±0.0	-0.93 (L)
Sexual Minority	7	3.6	±0.6	340	3.8	±0.1	-0.38 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	38	3.2*	±0.2	7,719	3.9*	±0.0	-0.93 (L)
Lesbian	NR	NR	NR	67	4.0	±0.2	NR
Gay	--	--	--	95	3.8	±0.1	NA
Bisexual	NR	NR	NR	129	3.8	±0.1	NR
Other	--	--	--	49	3.8	±0.2	NA
I prefer not to say	NR	NR	NR	296	3.8	±0.1	NR

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

## 5.9.2 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 USGS.

*Table 5.26 USGS – 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	49	5.2*	±0.3	8,422	5.5*	±0.0	-0.32 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	144	5.3	±0.2	NA
Wage Grade (WG) 5-8	--	--	--	487	5.5	±0.1	NA
Wage Grade (WG) 9-16	--	--	--	90	5.5	±0.2	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	653	5.5	±0.1	NR
General Schedule (GS) 7-10	15	5.6	±0.3	1,624	5.3	±0.1	0.23 (S)
General Schedule (GS) 11-12	22	4.6*	±0.6	2,738	5.5*	±0.0	-0.80 (L)
General Schedule (GS) 13-15	10	5.7	±0.8	2,517	5.8	±0.0	-0.10
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	6.4	±0.1	NA
Other	--	--	--	26	5.1	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	770	5.6	±0.1	NR
1 to 3 years	7	4.8	±0.9	1,354	5.6	±0.1	-0.72 (M)
4 to 5 years	8	5.8	±0.3	606	5.4	±0.1	0.37 (S)
6 to 10 years	14	5.3	±0.3	1,421	5.4	±0.1	-0.13
11 to 14 years	NR	NR	NR	694	5.5	±0.1	NR
15 to 20 years	NR	NR	NR	969	5.4	±0.1	NR
More than 20 years	10	4.6*	±1.3	2,564	5.7*	±0.0	-0.95 (L)
Appointment Type							
Permanent	37	5.0*	±0.4	6,651	5.6*	±0.0	-0.48 (S)
Term	12	5.7	±0.3	1,524	5.6	±0.1	0.16
Temporary	--	--	--	225	5.4	±0.2	NA
Work Schedule							
Seasonal	--	--	--	81	5.6	±0.2	NA
Non-Seasonal	35	5.0*	±0.4	6,759	5.5*	±0.0	-0.49 (S)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	6.0	±0.3	NA
Permanent-Non-Seasonal	35	5.0*	±0.4	6,580	5.6*	±0.0	-0.49 (S)
Term	12	5.7	±0.3	1,524	5.6	±0.1	0.16
Temporary-Seasonal	--	--	--	44	5.3	±0.3	NA
Temporary-Non-Seasonal	--	--	--	179	5.4	±0.2	NA
<b>Sex</b>							
Men	19	5.5	±0.5	5,176	5.6	±0.0	-0.02
Women	30	5.0*	±0.4	3,217	5.5*	±0.0	-0.50 (M)
<b>Gender Identity</b>							
Male	19	5.5	±0.5	5,176	5.6	±0.0	-0.02
Female	30	5.0*	±0.4	3,217	5.5*	±0.0	-0.50 (M)
Transgender	--	--	--	5	4.3	±0.9	NA
Do not identify as female, male, or transgender	--	--	--	24	5.5	±0.5	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	38	5.2*	±0.4	7,719	5.6*	±0.0	-0.37 (S)
Sexual Minority	7	4.6	±1.0	340	5.4	±0.1	-0.72 (M)
<b>Sexual Orientation</b>							
Heterosexual or straight	38	5.2*	±0.4	7,719	5.6*	±0.0	-0.37 (S)
Lesbian	NR	NR	NR	67	5.6	±0.3	NR
Gay	--	--	--	95	5.4	±0.3	NA
Bisexual	NR	NR	NR	129	5.4	±0.1	NR
Other	--	--	--	49	5.4	±0.3	NA
I prefer not to say	NR	NR	NR	296	5.3	±0.1	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.

### 5.9.3 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 USGS.

*Table 5.27 USGS – Sexual Coercion and Organizational Commitment 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	49	3.1*	±0.3	8,418	3.6*	±0.0	-0.61 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	144	3.6	±0.2	NA
Wage Grade (WG) 5-8	--	--	--	487	3.5	±0.1	NA
Wage Grade (WG) 9-16	--	--	--	90	3.7	±0.2	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	653	3.5	±0.1	NR
General Schedule (GS) 7-10	15	3.6	±0.3	1,624	3.5	±0.0	0.15
General Schedule (GS) 11-12	22	2.4*	±0.4	2,738	3.6*	±0.0	-1.30 (L)
General Schedule (GS) 13-15	10	3.4	±0.7	2,513	3.7	±0.0	-0.38 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	4.1	±0.2	NA
Other	--	--	--	26	3.6	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	770	3.6	±0.1	NR
1 to 3 years	7	2.1*	±0.6	1,354	3.6*	±0.0	-1.61 (L)
4 to 5 years	8	3.4	±0.3	606	3.5	±0.1	-0.12
6 to 10 years	14	3.4	±0.5	1,421	3.6	±0.0	-0.13
11 to 14 years	NR	NR	NR	694	3.6	±0.1	NR
15 to 20 years	NR	NR	NR	967	3.6	±0.1	NR
More than 20 years	10	2.3*	±0.8	2,562	3.7*	±0.0	-1.46 (L)
Appointment Type							
Permanent	37	2.9*	±0.4	6,647	3.6*	±0.0	-0.77 (M)
Term	12	3.6	±0.3	1,524	3.6	±0.0	-0.09
Temporary	--	--	--	225	3.5	±0.1	NA
Work Schedule							
Seasonal	--	--	--	81	3.6	±0.2	NA
Non-Seasonal	35	2.9*	±0.4	6,755	3.6*	±0.0	-0.74 (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	--	--	--	37	3.6	±0.3	NA
Permanent-Non-Seasonal	35	2.9*	±0.4	6,576	3.6*	±0.0	-0.74 (M)
Term	12	3.6	±0.3	1,524	3.6	±0.0	-0.09
Temporary-Seasonal	--	--	--	44	3.6	±0.2	NA
Temporary-Non-Seasonal	--	--	--	179	3.5	±0.1	NA
<b>Sex</b>							
Men	19	3.2*	±0.5	5,174	3.6*	±0.0	-0.45 (S)
Women	30	2.9*	±0.4	3,215	3.6*	±0.0	-0.68 (M)
<b>Gender Identity</b>							
Male	19	3.2*	±0.5	5,174	3.6*	±0.0	-0.45 (S)
Female	30	2.9*	±0.4	3,215	3.6*	±0.0	-0.68 (M)
Transgender	--	--	--	5	3.6	±1.0	NA
Do not identify as female, male, or transgender	--	--	--	24	3.2	±0.4	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	38	3.1*	±0.3	7,716	3.6*	±0.0	-0.56 (M)
Sexual Minority	7	3.2	±1.1	340	3.6	±0.1	-0.40 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	38	3.1*	±0.3	7,716	3.6*	±0.0	-0.56 (M)
Lesbian	NR	NR	NR	67	3.8	±0.2	NR
Gay	--	--	--	95	3.6	±0.2	NA
Bisexual	NR	NR	NR	129	3.5	±0.1	NR
Other	--	--	--	49	3.5	±0.2	NA
I prefer not to say	NR	NR	NR	294	3.4	±0.1	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.

## 5.10 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 USGS.

*Table 5.28 USGS – Gender Harassment and Job Satisfaction 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	1,176	3.5*	±0.0	7,298	3.9*	±0.0	-0.63 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	31	3.5*	±0.3	112	4.0*	±0.1	-0.88 (L)
Wage Grade (WG) 5-8	102	3.3*	±0.1	386	3.7*	±0.1	-0.68 (M)
Wage Grade (WG) 9-16	17	3.6	±0.3	73	3.8	±0.1	-0.34 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	82	3.4*	±0.1	575	3.8*	±0.1	-0.53 (M)
General Schedule (GS) 7-10	240	3.2*	±0.1	1,399	3.7*	±0.0	-0.70 (M)
General Schedule (GS) 11-12	363	3.5*	±0.1	2,400	3.9*	±0.0	-0.57 (M)
General Schedule (GS) 13-15	324	3.8*	±0.1	2,203	4.1*	±0.0	-0.62 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	4.1*	±0.4	64	4.5*	±0.1	-1.10 (L)
Other	NR	NR	NR	21	3.8	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	87	3.5*	±0.2	688	4.0*	±0.0	-0.72 (M)
1 to 3 years	243	3.6*	±0.1	1,120	3.9*	±0.0	-0.49 (S)
4 to 5 years	125	3.4*	±0.1	489	3.8*	±0.1	-0.60 (M)
6 to 10 years	221	3.5*	±0.1	1,214	3.8*	±0.0	-0.47 (S)
11 to 14 years	114	3.6*	±0.1	583	4.0*	±0.1	-0.51 (M)
15 to 20 years	136	3.3*	±0.1	840	4.0*	±0.0	-1.04 (L)
More than 20 years	247	3.6*	±0.1	2,327	4.0*	±0.0	-0.63 (M)



	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	862	3.5*	±0.0	5,830	4.0*	±0.0	-0.65 (M)
Term	261	3.5*	±0.1	1,274	3.8*	±0.0	-0.49 (S)
Temporary	51	3.4*	±0.2	174	3.9*	±0.1	-0.74 (M)
<b>Work Schedule</b>							
Seasonal	11	3.8	±0.3	70	3.8	±0.1	-0.16
Non-Seasonal	893	3.5*	±0.0	5,905	4.0*	±0.0	-0.66 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	3.9	±0.1	NA
Permanent-Non-Seasonal	853	3.5*	±0.0	5,766	4.0*	±0.0	-0.65 (M)
Term	261	3.5*	±0.1	1,274	3.8*	±0.0	-0.49 (S)
Temporary-Seasonal	11	3.8	±0.3	33	3.7	±0.2	0.04
Temporary-Non-Seasonal	40	3.4*	±0.2	138	3.9*	±0.1	-0.91 (L)
<b>Sex</b>							
Men	259	3.3*	±0.1	4,941	3.9*	±0.0	-0.87 (L)
Women	914	3.6*	±0.0	2,331	4.0*	±0.0	-0.66 (M)
<b>Gender Identity</b>							
Male	259	3.3*	±0.1	4,941	3.9*	±0.0	-0.87 (L)
Female	914	3.6*	±0.0	2,331	4.0*	±0.0	-0.66 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	24	3.7	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	1,034	3.5*	±0.0	6,727	3.9*	±0.0	-0.64 (M)
Sexual Minority	85	3.6*	±0.1	262	3.9*	±0.1	-0.46 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	1,034	3.5*	±0.0	6,727	3.9*	±0.0	-0.64 (M)
Lesbian	10	3.3*	±0.5	58	4.1*	±0.2	-1.10 (L)
Gay	10	3.2*	±0.5	85	3.9*	±0.1	-1.04 (L)
Bisexual	53	3.7	±0.1	81	3.8	±0.1	-0.14
Other	11	3.7	±0.4	37	3.8	±0.2	-0.22 (S)
I prefer not to say	54	3.4*	±0.2	247	3.8*	±0.1	-0.62 (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.

### 5.10.2 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 USGS.

*Table 5.29 USGS – 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	1,176	5.2*	±0.1	7,298	5.6*	±0.0	-0.35 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	31	5.2	±0.6	112	5.4	±0.3	-0.13
Wage Grade (WG) 5-8	102	5.0*	±0.2	386	5.6*	±0.1	-0.62 (M)
Wage Grade (WG) 9-16	17	5.5	±0.6	73	5.4	±0.3	0.07
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	82	5.0*	±0.2	575	5.5*	±0.1	-0.47 (S)
General Schedule (GS) 7-10	240	4.8*	±0.2	1,399	5.4*	±0.1	-0.54 (M)
General Schedule (GS) 11-12	363	5.3*	±0.1	2,400	5.5*	±0.0	-0.20 (S)
General Schedule (GS) 13-15	324	5.5*	±0.1	2,203	5.8*	±0.0	-0.32 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	6.3	±0.4	64	6.4	±0.1	-0.14
Other	NR	NR	NR	21	5.1	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	87	5.2*	±0.3	688	5.6*	±0.1	-0.34 (S)
1 to 3 years	243	5.2*	±0.2	1,120	5.7*	±0.1	-0.47 (S)
4 to 5 years	125	5.1*	±0.2	489	5.5*	±0.1	-0.36 (S)
6 to 10 years	221	5.3*	±0.1	1,214	5.5*	±0.1	-0.19
11 to 14 years	114	5.4	±0.2	583	5.6	±0.1	-0.18
15 to 20 years	136	4.8*	±0.2	840	5.6*	±0.1	-0.70 (M)
More than 20 years	247	5.4*	±0.1	2,327	5.7*	±0.0	-0.25 (S)
Appointment Type							
Permanent	862	5.2*	±0.1	5,830	5.6*	±0.0	-0.37 (S)
Term	261	5.3*	±0.1	1,274	5.6*	±0.1	-0.34 (S)
Temporary	51	5.1	±0.4	174	5.4	±0.2	-0.25 (S)
Work Schedule							
Seasonal	11	5.5	±0.6	70	5.7	±0.2	-0.20 (S)
Non-Seasonal	893	5.2*	±0.1	5,905	5.6*	±0.0	-0.37 (S)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	6.0	±0.3	NA
Permanent-Non-Seasonal	853	5.2*	±0.1	5,766	5.6*	±0.0	-0.37 (S)
Term	261	5.3*	±0.1	1,274	5.6*	±0.1	-0.34 (S)
Temporary-Seasonal	11	5.5	±0.6	33	5.3	±0.3	0.19
Temporary-Non-Seasonal	40	5.0	±0.4	138	5.4	±0.2	-0.32 (S)
<b>Sex</b>							
Men	259	5.1*	±0.2	4,941	5.6*	±0.0	-0.42 (S)
Women	914	5.2*	±0.1	2,331	5.6*	±0.0	-0.36 (S)
<b>Gender Identity</b>							
Male	259	5.1*	±0.2	4,941	5.6*	±0.0	-0.42 (S)
Female	914	5.2*	±0.1	2,331	5.6*	±0.0	-0.36 (S)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	24	5.5	±0.5	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	1,034	5.2*	±0.1	6,727	5.6*	±0.0	-0.38 (S)
Sexual Minority	85	5.2	±0.2	262	5.5	±0.1	-0.23 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	1,034	5.2*	±0.1	6,727	5.6*	±0.0	-0.38 (S)
Lesbian	10	4.9	±0.7	58	5.6	±0.3	-0.64 (M)
Gay	10	5.5	±0.8	85	5.4	±0.3	0.10
Bisexual	53	5.3	±0.3	81	5.4	±0.2	-0.17
Other	11	5.0	±0.6	37	5.5	±0.4	-0.44 (S)
I prefer not to say	54	5.3	±0.3	247	5.3	±0.1	0.06

<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 USGS.

*Table 5.30 USGS – 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	1,176	3.2*	±0.1	7,294	3.7*	±0.0	-0.56 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	31	3.5	±0.5	112	3.6	±0.1	-0.14
Wage Grade (WG) 5-8	102	3.1*	±0.2	386	3.6*	±0.1	-0.60 (M)
Wage Grade (WG) 9-16	17	3.5	±0.5	73	3.7	±0.2	-0.27 (S)
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	82	3.4	±0.2	575	3.6	±0.1	-0.18
General Schedule (GS) 7-10	240	3.0*	±0.1	1,399	3.6*	±0.0	-0.61 (M)
General Schedule (GS) 11-12	363	3.1*	±0.1	2,400	3.7*	±0.0	-0.66 (M)
General Schedule (GS) 13-15	324	3.3*	±0.1	2,198	3.8*	±0.0	-0.53 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	4.1	±0.7	64	4.1	±0.2	0.05
Other	NR	NR	NR	21	3.5	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	87	3.3*	±0.2	688	3.6*	±0.1	-0.41 (S)
1 to 3 years	243	3.3*	±0.1	1,120	3.6*	±0.1	-0.35 (S)
4 to 5 years	125	3.0*	±0.2	489	3.6*	±0.1	-0.72 (M)
6 to 10 years	221	3.2*	±0.1	1,214	3.6*	±0.1	-0.45 (S)
11 to 14 years	114	3.1*	±0.2	583	3.7*	±0.1	-0.64 (M)
15 to 20 years	136	2.9*	±0.2	837	3.7*	±0.1	-0.84 (L)
More than 20 years	247	3.2*	±0.1	2,325	3.8*	±0.0	-0.56 (M)
Appointment Type							
Permanent	862	3.1*	±0.1	5,826	3.7*	±0.0	-0.63 (M)
Term	261	3.4*	±0.1	1,274	3.7*	±0.0	-0.35 (S)
Temporary	51	3.3*	±0.3	174	3.6*	±0.1	-0.33 (S)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	11	3.9	±0.1	70	3.5	±0.2	0.41 (S)
Non-Seasonal	893	3.1*	±0.1	5,901	3.7*	±0.0	-0.62 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	3.6	±0.3	NA
Permanent-Non-Seasonal	853	3.1*	±0.1	5,762	3.7*	±0.0	-0.63 (M)
Term	261	3.4*	±0.1	1,274	3.7*	±0.0	-0.35 (S)
Temporary-Seasonal	11	3.9	±0.1	33	3.5	±0.3	0.59 (M)
Temporary-Non-Seasonal	40	3.1*	±0.4	138	3.6*	±0.1	-0.51 (M)
<b>Sex</b>							
Men	259	3.0*	±0.1	4,938	3.7*	±0.0	-0.69 (M)
Women	914	3.2*	±0.1	2,329	3.7*	±0.0	-0.56 (M)
<b>Gender Identity</b>							
Male	259	3.0*	±0.1	4,938	3.7*	±0.0	-0.69 (M)
Female	914	3.2*	±0.1	2,329	3.7*	±0.0	-0.56 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	24	3.2	±0.4	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	1,034	3.2*	±0.1	6,724	3.7*	±0.0	-0.58 (M)
Sexual Minority	85	3.4*	±0.2	262	3.6*	±0.1	-0.27 (S)
<b>Sexual Orientation</b>							
Heterosexual or straight	1,034	3.2*	±0.1	6,724	3.7*	±0.0	-0.58 (M)
Lesbian	10	3.5	±0.8	58	3.8	±0.2	-0.37 (S)
Gay	10	3.6	±0.5	85	3.6	±0.2	0.00
Bisexual	53	3.4	±0.2	81	3.5	±0.2	-0.14
Other	11	3.1*	±0.6	37	3.7*	±0.2	-0.67 (M)
I prefer not to say	54	3.1*	±0.3	245	3.5*	±0.1	-0.34 (S)

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

## 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 USGS.

*Table 5.31 USGS – 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	25	3.3*	±0.2	8,424	3.9*	±0.0	-0.89 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	144	3.9	±0.1	NA
Wage Grade (WG) 5-8	--	--	--	483	3.6	±0.1	NA
Wage Grade (WG) 9-16	--	--	--	90	3.8	±0.1	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	3.3	±0.0	650	3.7	±0.1	-0.69 (M)
General Schedule (GS) 7-10	NR	NR	NR	1,630	3.6	±0.0	NR
General Schedule (GS) 11-12	7	3.6	±0.4	2,748	3.8	±0.0	-0.35 (S)
General Schedule (GS) 13-15	8	3.0*	±0.4	2,510	4.1*	±0.0	-1.76 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	4.5	±0.1	NA
Other	--	--	--	26	3.8	±0.2	NA

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	NR	NR	NR	770	3.9	±0.0	NR
1 to 3 years	8	3.2*	±0.3	1,350	3.8*	±0.0	-0.91 (L)
4 to 5 years	NR	NR	NR	603	3.7	±0.1	NR
6 to 10 years	NR	NR	NR	1,432	3.8	±0.0	NR
11 to 14 years	--	--	--	695	3.9	±0.1	NA
15 to 20 years	NR	NR	NR	970	3.9	±0.0	NR
More than 20 years	7	2.9*	±0.5	2,561	3.9*	±0.0	-1.61 (L)
<b>Appointment Type</b>							
Permanent	17	3.2*	±0.3	6,654	3.9*	±0.0	-1.05 (L)
Term	8	3.4	±0.2	1,522	3.7	±0.0	-0.45 (S)
Temporary	--	--	--	225	3.8	±0.1	NA
<b>Work Schedule</b>							
Seasonal	--	--	--	81	3.8	±0.1	NA
Non-Seasonal	17	3.2*	±0.3	6,761	3.9*	±0.0	-1.04 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	37	3.9	±0.1	NA
Permanent-Non-Seasonal	17	3.2*	±0.3	6,582	3.9*	±0.0	-1.05 (L)
Term	8	3.4	±0.2	1,522	3.7	±0.0	-0.45 (S)
Temporary-Seasonal	--	--	--	44	3.7	±0.1	NA
Temporary-Non-Seasonal	--	--	--	179	3.8	±0.1	NA
<b>Sex</b>							
Men	11	2.9*	±0.2	5,166	3.9*	±0.0	-1.41 (L)
Women	14	3.6	±0.2	3,228	3.9	±0.0	-0.46 (S)
<b>Gender Identity</b>							
Male	11	2.9*	±0.2	5,166	3.9*	±0.0	-1.41 (L)
Female	14	3.6	±0.2	3,228	3.9	±0.0	-0.46 (S)
Transgender	--	--	--	5	3.1	±0.7	NA
Do not identify as female, male, or transgender	--	--	--	24	3.7	±0.3	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	21	3.4*	±0.2	7,714	3.9*	±0.0	-0.66 (M)
Sexual Minority	NR	NR	NR	345	3.8	±0.1	NR

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Sexual Orientation</b>							
Heterosexual or straight	21	3.4*	±0.2	7,714	3.9*	±0.0	-0.66 (M)
Lesbian	--	--	--	68	4.0	±0.2	NA
Gay	--	--	--	95	3.8	±0.1	NA
Bisexual	NR	NR	NR	133	3.8	±0.1	NR
Other	--	--	--	49	3.8	±0.2	NA
I prefer not to say	NR	NR	NR	297	3.8	±0.1	NR

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



### 5.11.2 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 USGS.

*Table 5.32 USGS – 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	25	5.4	±0.7	8,424	5.5	±0.0	-0.15
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	144	5.3	±0.2	NA
Wage Grade (WG) 5-8	--	--	--	483	5.5	±0.1	NA
Wage Grade (WG) 9-16	--	--	--	90	5.5	±0.2	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	6.5*	±0.3	650	5.5*	±0.1	0.94 (L)
General Schedule (GS) 7-10	NR	NR	NR	1,630	5.3	±0.1	NR
General Schedule (GS) 11-12	7	5.0	±1.1	2,748	5.5	±0.0	-0.47 (S)
General Schedule (GS) 13-15	8	5.9	±1.0	2,510	5.8	±0.0	0.09
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	6.4	±0.1	NA
Other	--	--	--	26	5.1	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	770	5.6	±0.1	NR
1 to 3 years	8	5.5	±1.0	1,350	5.6	±0.1	-0.03
4 to 5 years	NR	NR	NR	603	5.4	±0.1	NR
6 to 10 years	NR	NR	NR	1,432	5.4	±0.1	NR
11 to 14 years	--	--	--	695	5.6	±0.1	NA
15 to 20 years	NR	NR	NR	970	5.4	±0.1	NR
More than 20 years	7	4.9	±2.0	2,561	5.7	±0.0	-0.67 (M)
Appointment Type							
Permanent	17	4.9*	±0.9	6,654	5.6*	±0.0	-0.59 (M)
Term	8	6.5*	±0.2	1,522	5.6*	±0.1	0.84 (L)
Temporary	--	--	--	225	5.4	±0.2	NA
Work Schedule							
Seasonal	--	--	--	81	5.6	±0.2	NA
Non-Seasonal	17	4.9*	±0.9	6,761	5.5*	±0.0	-0.58 (M)

	Experienced sexual assault			Did not experience sexual assault			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	--	--	--	37	6.0	±0.3	NA
Permanent-Non-Seasonal	17	4.9*	±0.9	6,582	5.6*	±0.0	-0.59 (M)
Term	8	6.5*	±0.2	1,522	5.6*	±0.1	0.84 (L)
Temporary-Seasonal	--	--	--	44	5.3	±0.3	NA
Temporary-Non-Seasonal	--	--	--	179	5.4	±0.2	NA
<b>Sex</b>							
Men	11	5.5	±1.2	5,166	5.6	±0.0	-0.09
Women	14	5.3	±0.8	3,228	5.5	±0.0	-0.19
<b>Gender Identity</b>							
Male	11	5.5	±1.2	5,166	5.6	±0.0	-0.09
Female	14	5.3	±0.8	3,228	5.5	±0.0	-0.19
Transgender	--	--	--	5	4.3	±0.9	NA
Do not identify as female, male, or transgender	--	--	--	24	5.5	±0.5	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	21	5.4	±0.7	7,714	5.6	±0.0	-0.14
Sexual Minority	NR	NR	NR	345	5.4	±0.1	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	21	5.4	±0.7	7,714	5.6	±0.0	-0.14
Lesbian	--	--	--	68	5.5	±0.3	NA
Gay	--	--	--	95	5.4	±0.3	NA
Bisexual	NR	NR	NR	133	5.4	±0.1	NR
Other	--	--	--	49	5.4	±0.3	NA
I prefer not to say	NR	NR	NR	297	5.3	±0.1	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.

### 5.11.3 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 USGS.

*Table 5.33 USGS – 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	25	2.6*	±0.5	8,420	3.6*	±0.0	-1.06 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	144	3.6	±0.2	NA
Wage Grade (WG) 5-8	--	--	--	483	3.5	±0.1	NA
Wage Grade (WG) 9-16	--	--	--	90	3.7	±0.2	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	2.4*	±1.3	650	3.5*	±0.1	-1.27 (L)
General Schedule (GS) 7-10	NR	NR	NR	1,630	3.5	±0.0	NR
General Schedule (GS) 11-12	7	2.4*	±0.6	2,748	3.6*	±0.0	-1.28 (L)
General Schedule (GS) 13-15	8	3.0*	±0.9	2,506	3.7*	±0.0	-0.79 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	70	4.1	±0.2	NA
Other	--	--	--	26	3.6	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	770	3.6	±0.1	NR
1 to 3 years	8	1.4*	±0.5	1,350	3.6*	±0.0	-2.43 (L)
4 to 5 years	NR	NR	NR	603	3.5	±0.1	NR
6 to 10 years	NR	NR	NR	1,432	3.6	±0.0	NR
11 to 14 years	--	--	--	695	3.6	±0.1	NA
15 to 20 years	NR	NR	NR	968	3.6	±0.1	NR
More than 20 years	7	2.4*	±0.3	2,559	3.7*	±0.0	-1.37 (L)
Appointment Type							
Permanent	17	2.6*	±0.5	6,650	3.6*	±0.0	-1.04 (L)
Term	8	2.6*	±1.1	1,522	3.6*	±0.0	-1.16 (L)
Temporary	--	--	--	225	3.5	±0.1	NA
Work Schedule							
Seasonal	--	--	--	81	3.6	±0.2	NA
Non-Seasonal	17	2.6*	±0.5	6,756	3.6*	±0.0	-1.04 (L)

	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	--	--	--	37	3.6	±0.3	NA
Permanent-Non-Seasonal	17	2.6*	±0.5	6,578	3.6*	±0.0	-1.05 (L)
Term	8	2.6*	±1.1	1,522	3.6*	±0.0	-1.16 (L)
Temporary-Seasonal	--	--	--	44	3.6	±0.2	NA
Temporary-Non-Seasonal	--	--	--	179	3.5	±0.1	NA
<b>Sex</b>							
Men	11	2.3*	±0.7	5,164	3.6*	±0.0	-1.44 (L)
Women	14	2.9*	±0.6	3,226	3.6*	±0.0	-0.73 (M)
<b>Gender Identity</b>							
Male	11	2.3*	±0.7	5,164	3.6*	±0.0	-1.44 (L)
Female	14	2.9*	±0.6	3,226	3.6*	±0.0	-0.73 (M)
Transgender	--	--	--	5	3.6	±1.0	NA
Do not identify as female, male, or transgender	--	--	--	24	3.2	±0.4	NA
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	21	2.8*	±0.5	7,711	3.6*	±0.0	-0.89 (L)
Sexual Minority	NR	NR	NR	345	3.6	±0.1	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	21	2.8*	±0.5	7,711	3.6*	±0.0	-0.89 (L)
Lesbian	--	--	--	68	3.8	±0.2	NA
Gay	--	--	--	95	3.6	±0.2	NA
Bisexual	NR	NR	NR	133	3.5	±0.1	NR
Other	--	--	--	49	3.5	±0.2	NA
I prefer not to say	NR	NR	NR	296	3.4	±0.1	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.

## 5.12 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 USGS – 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	3.975	0.008	--	499.087	0.000	3.959	3.990	--	--	--
Harassment Based on Age	-0.275	0.021	-0.154	-13.261	0.000	-0.315	-0.234	-0.253	-0.145	-0.138
Harassment Based on Race/Ethnicity	-0.377	0.038	-0.108	-10.051	0.000	-0.451	-0.304	-0.176	-0.110	-0.104
Harassment Based on Religious Beliefs	-0.004	0.037	-0.001	-0.103	0.918	-0.077	0.070	-0.095	-0.001	-0.001
Harassment Based on Disability	-0.391	0.038	-0.113	-10.270	0.000	-0.466	-0.317	-0.196	-0.112	-0.107
Harassment Based on Sexual Orientation	-0.132	0.057	-0.025	-2.295	0.022	-0.244	-0.019	-0.097	-0.025	-0.024
Gender Harassment	-0.193	0.023	-0.099	-8.262	0.000	-0.239	-0.148	-0.210	-0.091	-0.086
Sexual Harassment	-0.183	0.037	-0.058	-4.991	0.000	-0.255	-0.111	-0.152	-0.055	-0.052
Sexual Assault	0.087	0.136	0.007	0.639	0.523	-0.179	0.353	-0.050	0.007	0.007

Note. N = 8,246, F = 129.395, R Square = 0.112

*Table 5.35 USGS – 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	5.650	0.014	--	408.950	0.000	5.623	5.678	--	--	--
Harassment Based on Age	-0.308	0.036	-0.103	-8.554	0.000	-0.378	-0.237	-0.149	-0.094	-0.093
Harassment Based on Race/Ethnicity	-0.106	0.065	-0.018	-1.634	0.102	-0.234	0.021	-0.059	-0.018	-0.018
Harassment Based on Religious Beliefs	0.016	0.065	0.003	0.254	0.800	-0.111	0.144	-0.046	0.003	0.003
Harassment Based on Disability	-0.360	0.066	-0.062	-5.440	0.000	-0.489	-0.230	-0.104	-0.060	-0.059
Harassment Based on Sexual Orientation	-0.019	0.099	-0.002	-0.189	0.850	-0.214	0.176	-0.041	-0.002	-0.002
Gender Harassment	-0.226	0.041	-0.069	-5.569	0.000	-0.306	-0.147	-0.122	-0.061	-0.060
Sexual Harassment	-0.100	0.064	-0.019	-1.577	0.115	-0.225	0.024	-0.074	-0.017	-0.017
Sexual Assault	0.339	0.236	0.016	1.439	0.150	-0.123	0.801	-0.013	0.016	0.016

Note. N = 8,246, F = 34.646, R Square = 0.033

*Table 5.36 USGS – 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	3.743	--	--	330.178	0.000	3.721	3.765	--	--	--
Harassment Based on Age	-0.275	0.030	-0.110	-9.315	0.000	-0.333	-0.217	-0.197	-0.102	-0.099
Harassment Based on Race/Ethnicity	-0.402	0.053	-0.082	-7.515	0.000	-0.506	-0.297	-0.139	-0.083	-0.080
Harassment Based on Religious Beliefs	-0.071	0.053	-0.015	-1.320	0.187	-0.175	0.034	-0.089	-0.015	-0.014
Harassment Based on Disability	-0.418	0.054	-0.087	-7.703	0.000	-0.524	-0.311	-0.155	-0.085	-0.082
Harassment Based on Sexual Orientation	0.003	0.082	0.000	0.031	0.975	-0.157	0.162	-0.063	0.000	0.000
Gender Harassment	-0.302	0.033	-0.110	-9.046	0.000	-0.367	-0.236	-0.189	-0.099	-0.096
Sexual Harassment	-0.145	0.052	-0.033	-2.783	0.005	-0.247	-0.043	-0.122	-0.031	-0.030
Sexual Assault	-0.336	0.193	-0.019	-1.738	0.082	-0.715	0.043	-0.063	-0.019	-0.018

Note. N = 8,242, F = 82.259, R Square = 0.074

## 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 USGS.

In summary, an estimated 17.0% of employees witnessed some form of harassing and/or assault behavior in the 12 months preceding the survey against another employee.

*Table 6.1 USGS – 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	773	9.3%	±0.6	2.8	±0.1	3	3
Racial/Ethnic	307	3.7%	±0.4	2.9	±0.1	3	2
Religious	185	2.2%	±0.3	2.8	±0.1	3	3
Disability	241	2.9%	±0.4	2.9	±0.1	3	3
Sexual Orientation	159	1.9%	±0.3	2.7	±0.2	2	2
Sex/Gender	902	10.8%	±0.7	3.0	±0.1	3	3

<sup>a</sup> Scale values range from 2 = Once, 3 = Once a Month or Less, 4 = Two to Three Times a Month, 5 = Once a Week or More, and 6 = One or More Times a Day. Note. The N for the mean score may be smaller than shown if not all respondents chose to provide a frequency of occurrence rating.

Survey respondents who indicated they had witnessed a situation where another employee was subjected to any type of harassment one or more times were then asked what type of action they took, if any. Table 6.2 shows the type of action(s) typically taken as a result of witnessing another employee experiencing harassment. If a respondent indicated they took no action, they were not able to select any of the other choices. These results do not distinguish actions taken for any specific form of harassment witnessed; rather the actions taken are for any form of harassment. Results have been weighted to estimate the population in USGS.

*Table 6.2 USGS – 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	371	26.2%	±2.4
I asked the person who was experiencing the behavior if he/she needed help	493	34.8%	±2.5
I pointed out to person that he/she “crossed the line” with comments/behaviors	293	20.7%	±2.2
I stepped in with the intent of diffusing/stopping the situation	158	11.1%	±1.7
I asked others to step in as a group and diffuse the situation	48	3.4%	±1.1
I told someone in a position of authority about the situation	268	18.9%	±2.1
I considered intervening but I feared I would experience negative consequences	209	14.7%	±1.9
I considered intervening but did not feel I had the authority to do so	196	13.8%	±1.9
I stepped in but then was discouraged or criticized by others for doing so	46	3.3%	±1.1
I stepped in but then was harassed myself by the person(s) I was trying to stop	47	3.3%	±1.1
None selected	31	2.2%	±0.9



## 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 USGS.

*Table 6.3 USGS – 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	6,624	80.3%	±0.9	3.9	±0.0
No	858	10.4%	±0.7	--	--
Don't Know	764	9.3%	±0.6	--	--
Employee Assistance Program (EAP)					
Yes	3,530	43.9%	±1.1	3.5	±0.0
No	2,191	27.3%	±1.0	--	--
Don't Know	2,312	28.8%	±1.0	--	--
Ombudsman (if applicable)					
Yes	958	12.3%	±0.7	3.5	±0.1
No	2,267	29.0%	±1.0	--	--
Don't Know	4,590	58.7%	±1.1	--	--
CADR Office, CORE PLUS					
Yes	1,236	15.6%	±0.8	3.6	±0.1
No	2,417	30.5%	±1.0	--	--
Don't Know	4,264	53.9%	±1.1	--	--
Employee & Labor Relations (Human Resources)					
Yes	3,300	41.3%	±1.1	3.6	±0.0
No	1,969	24.6%	±1.0	--	--
Don't Know	2,724	34.1%	±1.0	--	--

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score<sup>a</sup></i>	<i>MoE</i>
Union (if applicable)					
Yes	530	7.1%	±0.6	3.4	±0.1
No	3,546	47.5%	±1.1	--	--
Don't Know	3,383	45.4%	±1.1	--	--
Equal Employment Opportunity Counselor					
Yes	2,492	31.5%	±1.0	3.6	±0.0
No	2,315	29.2%	±1.0	--	--
Don't Know	3,115	39.3%	±1.1	--	--
Equal Employment Opportunity Office					
Yes	2,533	32.0%	±1.0	3.6	±0.0
No	2,300	29.1%	±1.0	--	--
Don't Know	3,074	38.9%	±1.1	--	--
Office of Inspector General Hotline					
Yes	1,301	16.6%	±0.8	3.6	±0.1
No	3,049	38.8%	±1.1	--	--
Don't Know	3,510	44.7%	±1.1	--	--
Office of Inspector General					
Yes	1,144	14.6%	±0.8	3.6	±0.1
No	3,136	40.0%	±1.1	--	--
Don't Know	3,568	45.5%	±1.1	--	--
Other Law Enforcement/Civil Authority not in the bureau					
Yes	1,231	15.7%	±0.8	3.6	±0.1
No	3,219	41.0%	±1.1	--	--
Don't Know	3,402	43.3%	±1.1	--	--
Department of Interior Ethics/Bureau Ethics Office					
Yes	3,207	40.2%	±1.1	3.7	±0.0
No	2,084	26.1%	±1.0	--	--
Don't Know	2,690	33.7%	±1.0	--	--
Other					
Yes	449	6.5%	±0.6	3.6	±0.1
No	1,867	26.9%	±1.1	--	--
Don't Know	4,637	66.7%	±1.1	--	--

<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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