



Supplemental Statistical Report

Bureau of Safety and Environmental
Enforcement (BSEE)

Work Environment Survey

January-March 2017

September 29, 2017



Executive Summary

This Supplemental Statistical Report documents results of the Bureau of Safety and Environmental Enforcement (BSEE) Work Environment Survey (WES), which was fielded from January 9 to March 5, 2017. The Executive Summary provides the key findings. The BSEE 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 behaviors¹ experienced by employees within the BSEE 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 BSEE personnel employed as of December 10, 2016, ($N = 899$) during the period of January 9 to March 5, 2017. Data from 416 employees were obtained by the end of the survey period, yielding a participation rate of 46.3%. Upon initial screening, a total of 391 completed questionnaires were available for analysis, yielding a survey response rate of 43.5%. Because not all BSEE employees responded to the survey, employee population characteristics were obtained from Human Resources to derive weights to estimate population parameters for the BSEE 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 BSEE 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 BSEE workforce.

It is important to note that the findings described here are specific to the BSEE. To the extent possible, the findings are reported for all constructs and measures included in the WES. However, in some cases, only a small number of respondents may have answered certain sections of the survey, leaving results not reportable. A result based on small numbers can 1)

¹ 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.

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 base on those results denoted as NR, the reader is referred to the Department of the Interior (DOI) Technical Report to extrapolate from those data to the BSEE. Using the DOI results to extrapolate to the BSEE is appropriate given that those results include BSEE 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 28.0% of employees experienced one or more forms of harassment and/or assault related behaviors in the past 12 months. More specifically:

- 17.6% experienced harassing behaviors based on their age
- 9.9% experienced harassing behaviors based on their racial or ethnic background
- 4.0% experienced harassing behaviors based on their religious beliefs
- 4.0% experienced harassing behaviors based on a perceived or actual disability
- 1.9% experienced harassing behaviors based on their sexual orientation
- 10.2% experienced harassing behaviors based on their gender²
- 4.5% experienced sexual harassment

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 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 (ages 40 to 49) counterparts
- Ethnic minority employees were more likely to experience higher rates of harassment based on their racial or ethnic background than their non-minority counterparts
- Employees with a documented disability were more likely to experience higher rates of harassment based on a perceived or actual disability than their non-disabled counterparts

² 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).

- Women employees were more likely to experience higher rates of sexual orientation harassment than men
- Women employees were more likely to experience higher rates of gender harassment than men
- Women employees were more likely to experience higher rates of sexual harassment than men

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 experience involved, the analyses indicate that in a majority of situations employees experienced these behaviors once a month or less.

WHAT CONTEXTUAL FACTORS INFLUENCED SPECIFIC BEHAVIORS OR SETS OF EXPERIENCES?

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

- *What was the primary basis for the specific behavior or set of experiences?* Among employees who experienced any behavior, 31.1% indicated the experience was primarily based on their age; 21.0% indicated the experience was primarily based on their racial/ethnic background; 2.4% indicated the experience was primarily based on their religious beliefs; 5.7% indicated the experience was primarily based on their disability status or condition; 15.2% indicated the experience was primarily based on their sex/gender;³ and 23.8% indicated the experience was primarily based on unknown factors.
- *When and where did the specific behavior or set of experiences occur?* Regardless of the particular behavior involved, for the majority of employees these experiences occurred during work hours (85.1%) and at a work location or site (81.5%) that was most frequently characterized as an indoor location (97.8%). Also, for the minority of these employees these experiences occurred while on travel (13.7%).

³ 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.

- *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 (50.8%).
- *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 (67.6%), who was typically older (47.8%), male (61.2%), and most often a peer and/or coworker (49.0%).
- *Did their work role require them to continue to interact with the person(s) involved?* Regardless of the particular behavior involved, the majority of employees had to continue to interact with the person(s) involved (80.6%).
- *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 (53.3%) or another employee (43.5%), as well as a supervisor (29.2%) or manager (16.3%). Additionally, some employees talked with the person involved (25.3%).
- *Did they make a complaint/grievance/report⁴ in response to the specific behavior or set of experiences?* Regardless of the particular behavior involved, most employees did not make a complaint/grievance/report about their experience (78.6%); only 21.4% did.
- *What BSEE 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 BSEE resource was a supervisor or manager (17.6%). All other resources were used less frequently (Employee Assistance Program, Ombudsman,⁵ 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, 44.9% indicated that some action was taken. Actions focused on the organization involved explaining rules to everyone (35.8%), management conducted a review/investigation or other assessment (17.3%), and an investigation was conducted by a law enforcement official (0.0%). Actions involving the person engaging in the harassing behavior included someone talking to the person (34.9%) or some official career action was taken against person(s) involved (9.5%); and in some situations, the person stopped the behavior (20.1%). Additionally, some employees were encouraged to drop the issue (26.2%) or were discouraged from making a complaint/grievance/report (25.7%). Other

⁴ 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.

⁵ Ombudsman was only in existence about 1.5 months before the survey opened.

employees indicated that the person engaging in the harassing behavior took action against them for complaining (31.0%); their coworker(s) treated them worse, avoided or blamed them for the problem (20.6%); and some employees indicated leadership punished them for bringing the experience up (19.4%) or they were threatened with loss of employment (24.4%).⁶

- *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 (78.6%). Employees' most frequent reasons for not making a complaint/grievance/report involved the perceived seriousness of the behavior (65.8% did not consider it serious enough to report), a desire to move on or forget about the incident (61.1%), the behavior or experience stopped on its own (52.0%), or skepticism about actions that would be taken (43.6% of employees did not think anything would be done).
- *What effect did the specific behavior or set of experiences have on employees' interpersonal relationships, physical or emotional well-being, your job performance, or your willingness to remain a part of the organization?* Regardless of the particular behavior involved, for some employees these experiences had a negative impact on them, but for many employees it did not. For some employees, these experiences had a *negative impact on their interpersonal relationships* with coworkers, supervisors, or managers (26.0%); resulted in arguments or damaged interpersonal relations at work (28.2%); and/or damaged other personal relationships (11.1%). For some employees, these experiences had a *negative impact on their physical or emotional well-being* leading them to call in sick or take leave (19.2%), seek counseling (14.8%), or medical attention (11.7%). For some employees, these experiences had a *negative impact on their job performance*, making it harder to complete their work (33.7%), negatively affected their performance evaluation or promotion potential (22.9%), or negatively affected their performance evaluation/renewal/permanent employment (28.6%). For some employees, these experiences *negatively affected their willingness to remain a part of the organization*, leading them to consider leaving BSEE (32.6%), take steps to leave the organization (19.3%), or request a transfer (8.4%).

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

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

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

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

Consequences of harassment and/or assault behaviors were examined with data from employees who experienced harassment and/or assault behaviors and completed questions assessing job-related outcomes including job satisfaction, job engagement, and organizational commitment. Regression analyses revealed that only age harassment had a significant association with all three job-related outcomes.

The reader is referred to the DOI Technical Report to extrapolate from those data to the BSEE for other results. Using the DOI results to extrapolate to the BSEE is appropriate given that those results include BSEE data and are based on larger numbers of respondents from the DOI workforce.

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

- *What about individuals who may have witnessed behaviors occurring to someone else?*
An estimated 19.3% of employees witnessed a harassing and/or assault behavior against another employee in the 12 months preceding the survey. For most of these experiences, it is estimated that employees witnessed these behaviors once, and/or, once a month or less. Among these individuals:
 - 10.6% witnessed a harassment situation based on the age of the other employee
 - 10.1% witnessed a harassment situation based on the race/ethnicity of the other employee
 - 4.0% witnessed a harassment situation based on the religious beliefs of the other employee
 - 3.4% witnessed a harassment situation based a perceived or actual disability of the other employee
 - 2.8% witnessed a harassment situation based on the sexual orientation of the other employee
 - 8.7% 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 (75.3%). Among employees who took some action, the most frequent actions included helping the person who was subject to the behaviors (34.4%); telling someone in position of authority about the situation (16.5%); and pointing out to the person who engaged in the harassing behaviors that s/he “crossed the line” (8.4%).

- *Did employees experience any harassing and/or assault behaviors before the past 12 months while they were employed by BSEE?* An estimated 23.4% of employees experienced some form of harassing and/or assault behaviors before the past 12 months while being employed at BSEE. More specifically:
 - 14.0% experienced harassing behaviors based on their age
 - 7.7% experienced harassing behaviors based on their racial or ethnic background
 - 4.2% experienced harassing behaviors based on their religious beliefs
 - 3.8% experienced harassing behaviors based on a perceived or actual disability
 - 1.3% experienced harassing behaviors based on their sexual orientation
 - 5.8% experienced sexually harassing behaviors⁷
- *What about the future use of BSEE 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 (77.9%) to make a complaint/grievance/report if they were to experience harassing behaviors in the future. All other resources were endorsed less frequently (Employee Assistance Program, Ombudsman,⁸ 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.

⁷ 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.

⁸ Ombudsman was only in existence about 1.5 months before the survey opened.

Table of Contents

Executive Summary	1
Table of Contents	8
List of Tables	10
List of Figures	19
1 Introduction	20
1.1 Overview of Results	24
1.2 Population and Respondent Demographic and Occupational Characteristics	25
2 Work-Related Harassment Experiences	29
2.1 Age Harassment	36
2.2 Racial/Ethnic Harassment	41
2.3 Religious Harassment.....	47
2.4 Disability Harassment	52
2.5 Sexual Orientation Harassment.....	57
2.6 Sexual Harassment	62
2.7 Crude and Offensive Behavior.....	67
2.8 Unwanted Sexual Attention	69
2.9 Sexual Coercion	71
2.10 Gender Harassment	73
2.11 Sexual Assault Related Behaviors.....	77
2.12 Sexual Assault Related Behaviors Experienced.....	82
3 One Behavior or Experience with the Greatest Effect	83
3.1 Characteristics of Age Harassment	84
3.2 Characteristics of Racial/Ethnic Harassment	93
3.3 Characteristics of Religious Harassment.....	102
3.4 Characteristics of Disability Harassment	111
3.5 Characteristics of Sexual Orientation Harassment.....	120
3.6 Characteristics of Sexual/Gender Harassment	129
3.7 Characteristics of Harassment Based on Unknown Reasons	138
3.8 Comparisons Across Types of Harassment.....	147

4	Predictors of Workplace Harassment	165
4.1	Age Harassment	166
4.2	Racial/Ethnic Harassment	181
4.3	Religious Harassment.....	196
4.4	Disability Harassment	208
4.5	Sexual Orientation Harassment.....	221
4.6	Sexual Harassment	239
4.7	Crude and Offensive Behavior	257
4.8	Unwanted Sexual Attention	275
4.9	Sexual Coercion	293
4.10	Gender Harassment	311
4.11	Sexual Assault Related Behaviors.....	329
5	Impact of Harassment on Job Outcomes	347
5.1	Age Harassment	347
5.2	Racial/Ethnic Harassment	354
5.3	Religious Harassment.....	360
5.4	Disability Harassment	366
5.5	Sexual Orientation Harassment.....	372
5.6	Sexual Harassment	379
5.7	Crude and Offensive Behavior	385
5.8	Unwanted Sexual Attention	392
5.9	Sexual Coercion	398
5.10	Gender Harassment	404
5.11	Sexual Assault Related Behaviors.....	410
5.12	Linear Regression Analyses of Various Forms of Harassment and Sexual Assault Related Behaviors and Job Outcomes	417
6	Bystander Intervention and Future Reporting	419
6.1	Witnessing an Incident of Harassment and Actions Taken.....	419
6.2	Future Reporting	421

List of Tables

Table 1.1 Description of Survey Constructs with Sample Items	21
Table 1.2 BSEE – WES Response Rate.....	22
Table 1.3 BSEE – Employee and Estimated Study Population Demographic Characteristics	25
Table 1.4 BSEE – Employee and Estimated Study Population Occupational Characteristics	27
Table 2.1 BSEE – Estimated Experience Rate of Age, Racial/Ethnic, Religious, and Disability Harassment in Past 12 Months.....	30
Table 2.2 BSEE – Estimated Number of Age, Racial/Ethnic, Religious, and Disability Harassment in Past 12 Months.....	30
Table 2.3 BSEE – Estimated Experience Rate of Sexual Orientation, Gender, and Sexual Harassment in Past 12 Months.....	31
Table 2.4 BSEE – Estimated Number of Sexual Orientation, Gender, and Sexual Harassment in Past 12 Months.....	31
Table 2.5 BSEE – Estimated Experience Rate of Sexual Assault Related Behaviors in Past 12 Months	32
Table 2.6 BSEE – Estimated Number of Sexual Assault Related Behaviors in Past 12 Months.	32
Table 2.7 BSEE – Estimated Experience Rate for Any Form of Harassment in Past 12 Months	32
Table 2.8 BSEE – Estimated Experience Rate of Age Harassment in Past 12 Months	36
Table 2.9 BSEE – Estimated Experience Rate of Age Harassment in the Past 12 Months, by Current Work Location	39
Table 2.10 BSEE – Estimated Experience Rate of Age Harassment Prior to Past 12 Months	39
Table 2.11 BSEE – Estimated Pay Plan or Grade at Which Age Harassment First Occurred	40
Table 2.12 BSEE – Estimated Experience Rate of Racial/Ethnic Harassment in Past 12 Months	41
Table 2.13 BSEE – Estimated Experience Rate of Racial/Ethnic Harassment in the Past 12 Months, by Current Work Location.....	44
Table 2.14 BSEE – Estimated Experience Rate of Racial/Ethnic Harassment Prior to Past 12 Months	45
Table 2.15 BSEE – Estimated Pay Plan or Grade at Which Racial/Ethnic Harassment First Occurred.....	46
Table 2.16 BSEE – Estimated Experience Rate of Religious Harassment in Past 12 Months.....	47
Table 2.17 BSEE – Estimated Experience Rate of Religious Harassment in the Past 12 Months, by Current Work Location	50
Table 2.18 BSEE – Estimated Experience Rate of Religious Harassment Prior to Past 12 Months	50
Table 2.19 BSEE – Estimated Pay Plan or Grade at Which Religious Harassment First Occurred	51
Table 2.20 BSEE – Estimated Experience Rate of Disability Harassment in Past 12 Months	52
Table 2.21 BSEE – Estimated Experience Rate of Disability Harassment in the Past 12 Months, by Current Work Location	55

Table 2.22 BSEE – Estimated Experience Rate of Disability Harassment Prior to Past 12 Months	56
Table 2.23 BSEE – Estimated Pay Plan or Grade at Which Disability Harassment First Occurred	56
Table 2.24 BSEE – Estimated Experience Rate of Sexual Orientation Harassment in Past 12 Months	57
Table 2.25 BSEE – Estimated Experience Rate of Sexual Orientation Harassment in the Past 12 Months, by Current Work Location.....	60
Table 2.26 BSEE – Estimated Experience Rate of Sexual Orientation Harassment Prior to Past 12 Months	60
Table 2.27 BSEE – Estimated Pay Plan or Grade at Which Sexual Orientation Harassment First Occurred.....	61
Table 2.28 BSEE – Estimated Experience Rate of Sexual Harassment in Past 12 Months	62
Table 2.29 BSEE – Estimated Experience Rate of Sexual Harassment in the Past 12 Months, by Current Work Location	65
Table 2.30 BSEE – Estimated Experience Rate of Sexual Harassment Prior to Past 12 Months	66
Table 2.31 BSEE – Estimated Pay Plan or Grade at Which Sexual Harassment First Occurred	66
Table 2.32 BSEE – Estimated Experience Rate of Crude and Offensive Behavior in Past 12 Months	67
Table 2.33 BSEE – Estimated Experience Rate of Crude and Offensive Behavior in the Past 12 Months, by Current Work Location.....	68
Table 2.34 BSEE – Estimated Experience Rate of Unwanted Sexual Attention in Past 12 Months	69
Table 2.35 BSEE – Estimated Experience Rate of Unwanted Sexual Attention in the Past 12 Months, by Current Work Location.....	70
Table 2.36 BSEE – Estimated Experience Rate of Sexual Coercion in Past 12 Months	71
Table 2.37 BSEE – Estimated Experience Rate of Sexual Coercion in the Past 12 Months, by Current Work Location	72
Table 2.38 BSEE – Estimated Experience Rate of Gender Harassment in Past 12 Months	73
Table 2.39 BSEE – Estimated Experience Rate of Gender Harassment in the Past 12 Months, by Current Work Location	76
Table 2.40 BSEE – Estimated Experience Rate of Sexual Assault Related Behaviors in Past 12 Months	77
Table 2.41 BSEE – Estimated Experience Rate of Sexual Assault Related Behaviors in the Past 12 Months, by Current Work Location.....	80
Table 2.42 BSEE – Estimated Experience Rate of Sexual Assault Related Behaviors Prior to Past 12 Months	81
Table 2.43 BSEE – Estimated Pay Plan or Grade at Which Sexual Assault Related Behaviors First Occurred	81

Table 2.44 BSEE – Estimated Experience Rate of Sexual Assault Related Behaviors in the Past 12 Months, by Sex and Type of Behavior Experienced	82
Table 3.1 BSEE – Primary Basis for Experience of Greatest Effect	83
Table 3.2 BSEE – Context of the One Experience of Age Harassment	84
Table 3.3 BSEE – Results of the One Experience of Age Harassment	86
Table 3.4 BSEE – Discussion of the One Experience of Age Harassment	87
Table 3.5 BSEE – Resources for Making Complaint of the One Experience of Age Harassment	88
Table 3.6 BSEE – Results of Reporting the One Experience of Age Harassment	89
Table 3.7 BSEE – Satisfaction with Reporting of the One Experience of Age Harassment	91
Table 3.8 BSEE – Reasons for Not Reporting the One Experience of Age Harassment	92
Table 3.9 BSEE – Context of the One Experience of Racial/Ethnic Harassment	93
Table 3.10 BSEE – Results of the One Experience of Racial/Ethnic Harassment	95
Table 3.11 BSEE – Discussion of the One Experience of Racial/Ethnic Harassment	96
Table 3.12 BSEE – Resources for Making Complaint of the One Experience of Racial/Ethnic Harassment.....	97
Table 3.13 BSEE – Results of Reporting the One Experience of Racial/Ethnic Harassment	98
Table 3.14 BSEE – Satisfaction with Reporting of the One Experience of Racial/Ethnic Harassment.....	100
Table 3.15 BSEE – Reasons for Not Reporting the One Experience of Racial/Ethnic Harassment	101
Table 3.16 BSEE – Context of the One Experience of Religious Harassment.....	102
Table 3.17 BSEE – Results of the One Experience of Religious Harassment	104
Table 3.18 BSEE – Discussion of the One Experience of Religious Harassment.....	105
Table 3.19 BSEE – Resources for Making Complaint of the One Experience of Religious Harassment.....	106
Table 3.20 BSEE – Results of Reporting the One Experience of Religious Harassment	107
Table 3.21 BSEE – Satisfaction with Reporting of the One Experience of Religious Harassment	109
Table 3.22 BSEE – Reasons for Not Reporting the One Experience of Religious Harassment.	110
Table 3.23 BSEE – Context of the One Experience of Disability Harassment	111
Table 3.24 BSEE – Results of the One Experience of Disability Harassment	113
Table 3.25 BSEE – Discussion of the One Experience of Disability Harassment	114
Table 3.26 BSEE – Resources for Making Complaint of the One Experience of Disability Harassment.....	115
Table 3.27 BSEE – Results of Reporting the One Experience of Disability Harassment	116
Table 3.28 BSEE – Satisfaction with Reporting of the One Experience of Disability Harassment	118
Table 3.29 BSEE – Reasons for Not Reporting the One Experience of Disability Harassment	119
Table 3.30 BSEE – Context of the One Experience of Sexual Orientation Harassment.....	120

Table 3.31 BSEE – Results of the One Experience of Sexual Orientation Harassment.....	122
Table 3.32 BSEE – Discussion of the One Experience of Sexual Orientation Harassment	123
Table 3.33 BSEE – Resources for Making Complaint of the One Experience of Sexual Orientation Harassment	124
Table 3.34 BSEE – Results of Reporting the One Experience of Sexual Orientation Harassment	125
Table 3.35 BSEE – Satisfaction with Reporting of the One Experience of Sexual Orientation Harassment.....	127
Table 3.36 BSEE – Reasons for Not Reporting the One Experience of Sexual Orientation Harassment.....	128
Table 3.37 BSEE – Context of the One Experience of Sexual/Gender Harassment	129
Table 3.38 BSEE – Results of the One Experience of Sexual/Gender Harassment	131
Table 3.39 BSEE – Discussion of the One Experience of Sexual/Gender Harassment	132
Table 3.40 BSEE – Resources for Making Complaint of the One Experience of Sexual/Gender Harassment.....	133
Table 3.41 BSEE – Results of Reporting the One Experience of Sexual/Gender Harassment ..	134
Table 3.42 BSEE – Satisfaction with Reporting of the One Experience of Sexual/Gender Harassment.....	136
Table 3.43 BSEE – Reasons for Not Reporting the One Experience of Sexual/Gender Harassment.....	137
Table 3.44 BSEE – Context of the One Experience of Harassment Based on Unknown Reasons	138
Table 3.45 BSEE – Results of the One Experience of Harassment Based on Unknown Reasons	140
Table 3.46 BSEE – Discussion of the One Experience of Harassment Based on Unknown Reasons	141
Table 3.47 BSEE – Resources for Making Complaint of the One Experience of Harassment Based on Unknown Reasons.....	142
Table 3.48 BSEE – Results of Reporting the One Experience of Harassment Based on Unknown Reasons	143
Table 3.49 BSEE – Satisfaction with Reporting of the One Experience of Harassment Based on Unknown Reasons	145
Table 3.50 BSEE – Reasons for Not Reporting the One Experience of Harassment Based on Unknown Reasons	146
Table 3.51 BSEE – Context of the One Experience of Harassment – Summary	147
Table 3.52 BSEE – Results of the One Experience of Harassment – Summary	151
Table 3.53 BSEE – Discussion of the One Experience of Harassment – Summary	154
Table 3.54 BSEE – Resources for Making Complaint of the One Experience of Harassment – Summary	156

Table 3.55 BSEE – Helpfulness of Resources for Making Complaint of the One Experience of Harassment – Summary	157
Table 3.56 BSEE – Results of Reporting the One Experience of Harassment – Summary	158
Table 3.57 BSEE – Satisfaction with Reporting of the One Experience of Harassment – Summary	162
Table 3.58 BSEE – Reasons for Not Reporting the One Experience of Harassment – Summary	163
Table 4.1 BSEE – Age Harassment and General Intolerance for Harassment by Selected Characteristics.....	166
Table 4.2 BSEE – Age Harassment and Leadership Intolerance for Harassment by Selected Characteristics.....	168
Table 4.3 BSEE – Age Harassment and Organizational Politics by Selected Characteristics ...	170
Table 4.4 BSEE – Age Harassment and Organizational Trust by Selected Characteristics	172
Table 4.5 BSEE – Age Harassment and Supervisor Support by Selected Characteristics	174
Table 4.6 BSEE – Age Harassment and Organizational Inclusion by Selected Characteristics	176
Table 4.7 BSEE – Age Harassment and Bystander Harassment	178
Table 4.8 BSEE – Logistic Regression of Age Harassment and Predictors of Workplace Harassment.....	180
Table 4.9 BSEE – Racial/Ethnic Harassment and General Intolerance for Harassment by Selected Characteristics	181
Table 4.10 BSEE – Racial/Ethnic Harassment and Leadership Intolerance for Harassment by Selected Characteristics	183
Table 4.11 BSEE – Racial/Ethnic Harassment and Organizational Politics by Selected Characteristics.....	185
Table 4.12 BSEE – Racial/Ethnic Harassment and Organizational Trust by Selected Characteristics.....	187
Table 4.13 BSEE – Racial/Ethnic Harassment and Supervisor Support by Selected Characteristics.....	189
Table 4.14 BSEE – Racial/Ethnic Harassment and Organizational Inclusion by Selected Characteristics.....	191
Table 4.15 BSEE – Racial/Ethnic Harassment and Bystander Harassment	193
Table 4.16 BSEE – Logistic Regression of Racial/Ethnic Harassment and Predictors of Workplace Harassment	195
Table 4.17 BSEE – Religious Harassment and General Intolerance for Harassment by Selected Characteristics.....	196
Table 4.18 BSEE – Religious Harassment and Leadership Intolerance for Harassment by Selected Characteristics	198
Table 4.19 BSEE – Religious Harassment and Organizational Politics by Selected Characteristics	199

Table 4.20 BSEE – Religious Harassment and Organizational Trust by Selected Characteristics	201
Table 4.21 BSEE – Religious Harassment and Supervisor Support by Selected Characteristics	202
Table 4.22 BSEE – Religious Harassment and Organizational Inclusion by Selected Characteristics.....	204
Table 4.23 BSEE – Religious Harassment and Bystander Harassment.....	205
Table 4.24 BSEE – Logistic Regression of Religious Harassment and Predictors of Workplace Harassment.....	207
Table 4.25 BSEE – Disability Harassment and General Intolerance for Harassment by Selected Characteristics	208
Table 4.26 BSEE – Disability Harassment and Leadership Intolerance for Harassment by Selected Characteristics	210
Table 4.27 BSEE – Disability Harassment and Organizational Politics by Selected Characteristics.....	211
Table 4.28 BSEE – Disability Harassment and Organizational Trust by Selected Characteristics	213
Table 4.29 BSEE – Disability Harassment and Supervisor Support by Selected Characteristics	214
Table 4.30 BSEE – Disability Harassment and Organizational Inclusion by Selected Characteristics.....	216
Table 4.31 BSEE – Disability Harassment and Bystander Harassment	218
Table 4.32 BSEE – Logistic Regression of Disability Harassment and Predictors of Workplace Harassment.....	220
Table 4.33 BSEE – Sexual Orientation Harassment and General Intolerance for Harassment by Selected Characteristics	221
Table 4.34 BSEE – Sexual Orientation Harassment and Leadership Intolerance for Harassment by Selected Characteristics	224
Table 4.35 BSEE – Sexual Orientation Harassment and Organizational Politics by Selected Characteristics.....	226
Table 4.36 BSEE – Sexual Orientation Harassment and Organizational Trust by Selected Characteristics.....	228
Table 4.37 BSEE – Sexual Orientation Harassment and Supervisor Support by Selected Characteristics.....	230
Table 4.38 BSEE – Sexual Orientation Harassment and Organizational Inclusion by Selected Characteristics.....	232
Table 4.39 BSEE – Sexual Orientation Harassment and Gender Context by Selected Characteristics.....	234
Table 4.40 BSEE – Sexual Orientation Harassment and Bystander Harassment.....	236

Table 4.41 BSEE – Logistic Regression of Sexual Orientation Harassment and Predictors of Workplace Harassment	238
Table 4.42 BSEE – Sexual Harassment and General Intolerance for Harassment by Selected Characteristics	239
Table 4.43 BSEE – Sexual Harassment and Leadership Intolerance for Harassment by Selected Characteristics	242
Table 4.44 BSEE – Sexual Harassment and Organizational Politics by Selected Characteristics	244
Table 4.45 BSEE – Sexual Harassment and Organizational Trust by Selected Characteristics	246
Table 4.46 BSEE – Sexual Harassment and Supervisor Support by Selected Characteristics ...	248
Table 4.47 BSEE – Sexual Harassment and Organizational Inclusion by Selected Characteristics	250
Table 4.48 BSEE – Sexual Harassment and Gender Context by Selected Characteristics	252
Table 4.49 BSEE – Sexual Harassment and Bystander Harassment	254
Table 4.50 BSEE – Logistic Regression of Sexual Harassment and Predictors of Workplace Harassment	256
Table 4.51 BSEE – Crude and Offensive Behavior and General Intolerance for Harassment by Selected Characteristics	257
Table 4.52 BSEE – Crude and Offensive Behavior and Leadership Intolerance for Harassment by Selected Characteristics	260
Table 4.53 BSEE – Crude and Offensive Behavior and Organizational Politics by Selected Characteristics	262
Table 4.54 BSEE – Crude and Offensive Behavior and Organizational Trust by Selected Characteristics	264
Table 4.55 BSEE – Crude and Offensive Behavior and Supervisor Support by Selected Characteristics	266
Table 4.56 BSEE – Crude and Offensive Behavior and Organizational Inclusion by Selected Characteristics	268
Table 4.57 BSEE – Crude and Offensive Behavior and Gender Context by Selected Characteristics	270
Table 4.58 BSEE – Crude and Offensive Behavior and Bystander Harassment	272
Table 4.59 BSEE – Logistic Regression of Crude and Offensive Behavior and Predictors of Workplace Harassment	274
Table 4.60 BSEE – Unwanted Sexual Attention and General Intolerance for Harassment by Selected Characteristics	275
Table 4.61 BSEE – Unwanted Sexual Attention and Leadership Intolerance for Harassment by Selected Characteristics	278
Table 4.62 BSEE – Unwanted Sexual Attention and Organizational Politics by Selected Characteristics	280

Table 4.63 BSEE – Unwanted Sexual Attention and Organizational Trust by Selected Characteristics	282
Table 4.64 BSEE – Unwanted Sexual Attention and Supervisor Support by Selected Characteristics	284
Table 4.65 BSEE – Unwanted Sexual Attention and Organizational Inclusion by Selected Characteristics	286
Table 4.66 BSEE – Unwanted Sexual Attention and Gender Context by Selected Characteristics	288
Table 4.67 BSEE – Unwanted Sexual Attention and Bystander Harassment	290
Table 4.68 BSEE – Logistic Regression of Unwanted Sexual Attention and Predictors of Workplace Harassment	292
Table 4.69 BSEE – Sexual Coercion and General Intolerance for Harassment by Selected Characteristics	293
Table 4.70 BSEE – Sexual Coercion and Leadership Intolerance for Harassment by Selected Characteristics	296
Table 4.71 BSEE – Sexual Coercion and Organizational Politics by Selected Characteristics ..	298
Table 4.72 BSEE – Sexual Coercion and Organizational Trust by Selected Characteristics	300
Table 4.73 BSEE – Sexual Coercion and Supervisor Support by Selected Characteristics	302
Table 4.74 BSEE – Sexual Coercion and Organizational Inclusion by Selected Characteristics	304
Table 4.75 BSEE – Sexual Coercion and Gender Context by Selected Characteristics	306
Table 4.76 BSEE – Sexual Coercion and Bystander Harassment	308
Table 4.77 BSEE – Logistic Regression of Sexual Coercion and Predictors of Workplace Harassment	310
Table 4.78 BSEE – Gender Harassment and General Intolerance for Harassment by Selected Characteristics	311
Table 4.79 BSEE – Gender Harassment and Leadership Intolerance for Harassment by Selected Characteristics	314
Table 4.80 BSEE – Gender Harassment and Organizational Politics by Selected Characteristics	316
Table 4.81 BSEE – Gender Harassment and Organizational Trust by Selected Characteristics ..	318
Table 4.82 BSEE – Gender Harassment and Supervisor Support by Selected Characteristics ..	320
Table 4.83 BSEE – Gender Harassment and Organizational Inclusion by Selected Characteristics	322
Table 4.84 BSEE – Gender Harassment and Gender Context by Selected Characteristics	324
Table 4.85 BSEE – Gender Harassment and Bystander Harassment	326
Table 4.86 BSEE – Logistic Regression of Gender Harassment and Predictors of Workplace Harassment	328
Table 4.87 BSEE – Sexual Assault Related Behaviors and General Intolerance for Harassment by Selected Characteristics	329

Table 4.88 BSEE – Sexual Assault Related Behaviors and Leadership Intolerance for Harassment by Selected Characteristics	332
Table 4.89 BSEE – Sexual Assault Related Behaviors and Organizational Politics by Selected Characteristics.....	334
Table 4.90 BSEE – Sexual Assault Related Behaviors and Organizational Trust by Selected Characteristics.....	336
Table 4.91 BSEE – Sexual Assault Related Behaviors and Supervisor Support by Selected Characteristics.....	338
Table 4.92 BSEE – Sexual Assault Related Behaviors and Organizational Inclusion by Selected Characteristics.....	340
Table 4.93 BSEE – Sexual Assault Related Behaviors and Gender Context by Selected Characteristics.....	342
Table 4.94 BSEE – Sexual Assault Related Behaviors and Bystander Harassment	344
Table 4.95 BSEE – Logistic Regression of Sexual Assault Related Behaviors and Predictors of Workplace Harassment	346
Table 5.1 BSEE – Age Harassment and Job Satisfaction by Selected Characteristics.....	348
Table 5.2 BSEE – Age Harassment and Job Engagement by Selected Characteristics	350
Table 5.3 BSEE – Age Harassment and Organizational Commitment by Selected Characteristics	352
Table 5.4 BSEE – Racial/Ethnic Harassment and Job Satisfaction by Selected Characteristics	354
Table 5.5 BSEE – Racial/Ethnic Harassment and Job Engagement by Selected Characteristics	356
Table 5.6 BSEE – Racial/Ethnic Harassment and Organizational Commitment by Selected Characteristics.....	358
Table 5.7 BSEE – Religious Harassment and Job Satisfaction by Selected Characteristics.....	360
Table 5.8 BSEE – Religious Harassment and Job Engagement by Selected Characteristics.....	362
Table 5.9 BSEE – Religious Harassment and Organizational Commitment by Selected Characteristics.....	364
Table 5.10 BSEE – Disability Harassment and Job Satisfaction by Selected Characteristics ...	366
Table 5.11 BSEE – Disability Harassment and Job Engagement by Selected Characteristics ..	368
Table 5.12 BSEE – Disability Harassment and Organizational Commitment by Selected Characteristics.....	370
Table 5.13 BSEE – Sexual Orientation Harassment and Job Satisfaction by Selected Characteristics.....	372
Table 5.14 BSEE – Sexual Orientation Harassment and Job Engagement by Selected Characteristics.....	375
Table 5.15 BSEE – Sexual Orientation Harassment and Organizational Commitment by Selected Characteristics.....	377
Table 5.16 BSEE – Sexual Harassment and Job Satisfaction by Selected Characteristics	379
Table 5.17 BSEE – Sexual Harassment and Job Engagement by Selected Characteristics	381

Table 5.18 BSEE – Sexual Harassment and Organizational Commitment by Selected Characteristics	383
Table 5.19 BSEE – Crude and Offensive Behavior and Job Satisfaction by Selected Characteristics	385
Table 5.20 BSEE – Crude and Offensive Behavior and Job Engagement by Selected Characteristics	388
Table 5.21 BSEE – Crude and Offensive Behavior and Organizational Commitment by Selected Characteristics	390
Table 5.22 BSEE – Unwanted Sexual Attention and Job Satisfaction by Selected Characteristics	392
Table 5.23 BSEE – Unwanted Sexual Attention and Job Engagement by Selected Characteristics	394
Table 5.24 BSEE – Unwanted Sexual Attention and Organizational Commitment by Selected Characteristics	396
Table 5.25 BSEE – Sexual Coercion and Job Satisfaction by Selected Characteristics	398
Table 5.26 BSEE – Sexual Coercion and Job Engagement by Selected Characteristics	400
Table 5.27 BSEE – Sexual Coercion and Organizational Commitment by Selected Characteristics	402
Table 5.28 BSEE – Gender Harassment and Job Satisfaction by Selected Characteristics	404
Table 5.29 BSEE – Gender Harassment and Job Engagement by Selected Characteristics	406
Table 5.30 BSEE – Gender Harassment and Organizational Commitment by Selected Characteristics	408
Table 5.31 BSEE – Sexual Assault Related Behaviors and Job Satisfaction by Selected Characteristics	410
Table 5.32 BSEE – Sexual Assault Related Behaviors and Job Engagement by Selected Characteristics	413
Table 5.33 BSEE – Sexual Assault Related Behaviors and Organizational Commitment by Selected Characteristics	415
Table 5.34 BSEE – Linear Regression of Harassment and Job Satisfaction	417
Table 5.35 BSEE – Linear Regression of Harassment and Job Engagement	418
Table 5.36 BSEE – Linear Regression of Harassment and Organizational Commitment	418
Table 6.1 BSEE – Percent Witnessing Harassment	419
Table 6.2 BSEE – Actions Taken in Response to Witnessing Harassment	420
Table 6.3 BSEE – Potential Recipients of a Complaint of Harassment or Assault	421

List of Figures

Figure 1.1 Conceptual Framework	20
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1 Introduction

This Supplemental Statistical Report presents in tabular form the results of the 2017 Bureau of Safety and Environmental Enforcement (BSEE) 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.

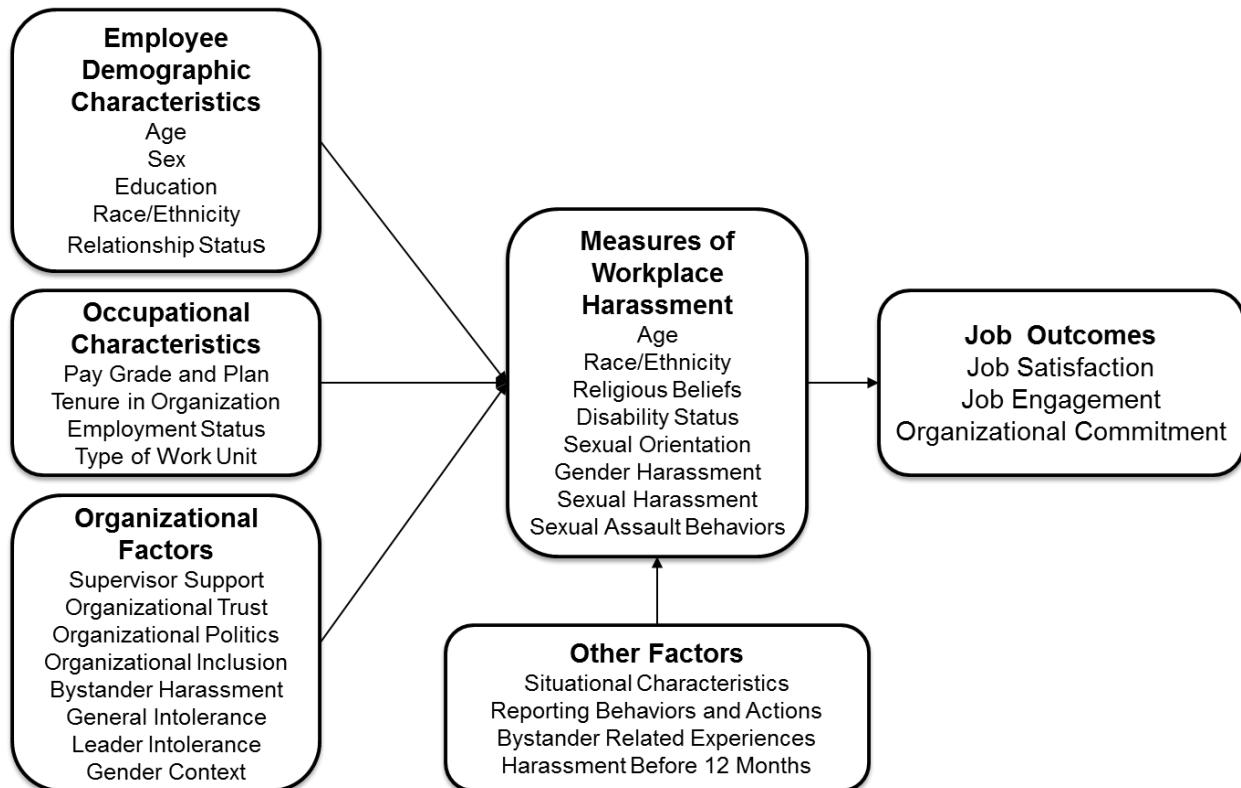


Figure 1.1 Conceptual Framework

Table 1.1 Description of Survey Constructs with Sample Items

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

All active BSEE 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 BSEE employees ($N=899$) 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 416 questionnaires were obtained by the end of the survey period (i.e., March 5, 2017), yielding a participation rate of 46.3%. Initial screening of the data for inclusion criteria indicated a total of 391 completed questionnaires were available for the analysis, yielding a response rate of 43.5%.

Table 1.2 BSEE – WES Response Rate

	BSEE
A. Total Sample	899
B. Delivered Invitations/Surveys	899
C. Submitted Surveys	416
D. Participation Rate	46.3%
E. Completed Surveys	391
F. Response Rate	43.5%

Definition of Terms

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

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

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number^a</i>	<i>Percent^a</i>
Age - Collapsed				
39 or under	306	34.0%	300 (±28)	33.5% (±3.2)
40 or older	593	66.0%	595 (±28)	66.5% (±3.2)
Age				
25 or under	32	3.6%	25 (±12)	2.8% (±1.3)
26-29	63	7.0%	63 (±17)	7.0% (±1.9)
30-39	211	23.5%	212 (±26)	23.7% (±2.9)
40-49	189	21.0%	189 (±25)	21.1% (±2.8)
50-59	246	27.4%	247 (±27)	27.6% (±3.0)
60 or older	158	17.6%	159 (±24)	17.8% (±2.6)
Relationship Status - Collapsed				
Single	NA	NA	157 (±24)	17.6% (±2.6)
Partnered/Married	NA	NA	625 (±28)	69.9% (±3.1)
Separated/Widowed/Divorced	NA	NA	112 (±21)	12.5% (±2.3)
Relationship Status				
Single	NA	NA	157 (±24)	17.6% (±2.6)
Separated	NA	NA	11 (±9)	1.3% (±1.0)
Partnered	NA	NA	7 (±8)	0.8% (±0.9)
Divorced	NA	NA	90 (±19)	10.1% (±2.2)
Married	NA	NA	617 (±28)	69.1% (±3.1)
Widowed	NA	NA	10 (±9)	1.1% (±1.0)
Ethnicity/Race - Collapsed				
Non-Minority (Non-Hispanic White)	662	73.7%	644 (±26)	73.8% (±3.0)
Minority	236	26.3%	229 (±26)	26.2% (±3.0)

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number^a</i>	<i>Percent^a</i>
Ethnicity/Race				
Hispanic	30	3.3%	52 (±16)	6.0% (±1.8)
American Indian or Alaskan Native	3	0.3%	NR	NR
Asian	42	4.7%	38 (±14)	4.4% (±1.6)
Black/African-American	141	15.7%	99 (±20)	11.3% (±2.3)
Native Hawaiian or Other Pacific Islander	4	0.4%	NR	NR
Non-Hispanic White	662	73.7%	644 (±26)	73.8% (±3.0)
Multi-racial	16	1.8%	34 (±13)	3.9% (±1.5)
Disability				
Yes	84	9.8%	89 (±19)	10.0% (±2.1)
No	777	90.2%	808 (±19)	90.0% (±2.1)
Sex				
Men	561	62.4%	563 (±29)	62.8% (±3.2)
Women	338	37.6%	333 (±29)	37.2% (±3.2)
Gender Identity				
Male	561	62.4%	563 (±29)	62.6% (±3.2)
Female	338	37.6%	333 (±29)	37.0% (±3.2)
Transgender	NA	NA	0 (NA)	0.0% (NA)
Do not identify as female, male, or transgender	NA	NA	NR	NR
Transgender Description				
Transgender, male to female	NA	NA	--	--
Transgender, female to male	NA	NA	--	--
Gender non-conforming	NA	NA	--	--
Unsure	NA	NA	--	--
I prefer not to say	NA	NA	--	--
Sexual Orientation - Collapsed				
Heterosexual	NA	NA	811 (±11)	97.7% (±1.3)
Sexual Minority	NA	NA	19 (±11)	2.3% (±1.3)
Sexual Orientation				
Heterosexual or straight	NA	NA	811 (±18)	91.7% (±2.0)
Lesbian	NA	NA	NR	NR
Gay	NA	NA	7 (±8)	0.8% (±0.9)
Bisexual	NA	NA	6 (±7)	0.7% (±0.8)
Other	NA	NA	NR	NR
I prefer not to say	NA	NA	54 (±16)	6.1% (±1.8)

^a Number and percentage values reflect estimated weighted proportions based on complete, eligible responses.

Table 1.4 presents the distribution of occupational characteristics among the employee and study populations for BSEE. Employee population data, where available, were obtained from BSEE Human Resources.

Table 1.4 BSEE – Employee and Estimated Study Population Occupational Characteristics

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number^a</i>	<i>Percent^a</i>
Education Level - Collapsed				
Less than High School/High School Diploma/GED	152	16.9%	60 (±16)	6.7% (±1.8)
Trade/Tech Certificate/Some College	137	15.3%	156 (±24)	17.5% (±2.6)
AA/College Degree	413	46.0%	434 (±29)	48.6% (±3.3)
Graduate Degree	196	21.8%	242 (±27)	27.2% (±3.0)
Appointment Type				
Permanent	876	97.4%	873 (±12)	97.0% (±1.3)
Term	2	0.2%	20 (±11)	2.2% (±1.2)
Temporary	21	2.3%	7 (±8)	0.8% (±0.8)
Work Schedule				
Seasonal	0	0.0%	12 (±9)	1.4% (±1.0)
Non-seasonal	897	100.0%	861 (±9)	98.6% (±1.0)
Appointment Type and Work Schedule				
Permanent-Seasonal	0	0.0%	12 (±9)	1.4% (±1.0)
Permanent-Non-Seasonal	876	97.4%	854 (±14)	95.6% (±1.6)
Term	2	0.2%	20 (±11)	2.3% (±1.2)
Temporary-Seasonal	0	0.0%	0 (NA)	0.0% (NA)
Temporary-Non-Seasonal	21	2.3%	7 (±8)	0.8% (±0.9)
Years of Service at Bureau or Office				
Less than 1 year	NA	NA	111 (±21)	12.4% (±2.3)
1 to 3 years	NA	NA	228 (±27)	25.5% (±3.0)
4 to 5 years	NA	NA	177 (±25)	19.8% (±2.8)
6 to 10 years	NA	NA	138 (±23)	15.4% (±2.5)
11 to 14 years	NA	NA	54 (±16)	6.0% (±1.8)
15 to 20 years	NA	NA	62 (±17)	7.0% (±1.9)
More than 20 years	NA	NA	123 (±22)	13.8% (±2.4)

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number^a</i>	<i>Percent^a</i>
Pay Plan and Grade				
General Schedule (GS) 1 - 6	49	5.5%	43 (±14)	4.8% (±1.6)
General Schedule (GS) 7 - 10	120	13.3%	102 (±20)	11.5% (±2.3)
General Schedule (GS) 11 - 12	249	27.7%	277 (±28)	31.2% (±3.1)
General Schedule (GS) 13 - 15	474	52.7%	462 (±29)	52.0% (±3.3)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	0.7%	NR	NR
Other	1	0.1%	NR	NR
Supervisory Status - Collapsed				
Non-Supervisor	744	82.8%	585 (±28)	66.2% (±3.2)
Supervisor	155	17.2%	299 (±28)	33.8% (±3.2)
Supervisory Status				
Team Leader	8	0.9%	142 (±23)	16.0% (±2.6)
Supervisor	90	10.0%	109 (±21)	12.3% (±2.3)
Manager	52	5.8%	41 (±14)	4.6% (±1.6)
Senior Leader	5	0.6%	8 (±8)	0.9% (±0.9)
None of the above	744	82.8%	585 (±28)	66.2% (±3.2)
Duty Station				
Headquarters Office (Greater Washington Metropolitan Area)	NA	NA	274 (±28)	30.9% (±3.1)
Regional Office (Alaska, Gulf of Mexico, Pacific)	NA	NA	321 (±29)	36.3% (±3.2)
District Office	NA	NA	239 (±27)	26.9% (±3.0)
100% Telework	NA	NA	21 (±11)	2.3% (±1.2)
Other (none of the above describe the environment in which I routinely accomplish my work)	NA	NA	32 (±13)	3.6% (±1.4)

^a Number and percentage values reflect estimated weighted proportions based on complete, eligible responses.

2 Work-Related Harassment Experiences

Table 2.1 through Table 2.6 present the estimated experience rate, frequency of occurrence, and estimated number of individuals experiencing various forms of harassment and sexual assault related behaviors within the past 12 months. Results have been weighted to estimate the workforce population in BSEE. 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 28.0% of employees experienced one or more forms of harassment and/or assault related behaviors in the past 12 months. Additionally, an estimated 23.4% of employees experienced some form of harassing and/or assault behaviors before the past 12 months while being employed at BSEE.⁹

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

	Experience rate		Frequency of occurrence ^a			
	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Age	17.6%	±2.6	3.2	±0.1	3	2
Racial/Ethnic	9.9%	±2.1	3.3	±0.2	3	2
Religious	4.0%	±1.5	3.1	±0.3	3	2
Disability	4.0%	±1.5	3.2	±0.2	3	2

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

Table 2.2 BSEE – 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	137	182
Racial/Ethnic	73	109
Religious	26	49
Disability	25	48

⁹ 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 2.3 BSEE – Estimated Experience Rate of Sexual Orientation, Gender, and Sexual Harassment in Past 12 Months

	Experience rate		Frequency of occurrence ^a			
	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Sexual Orientation	1.9%	±1.1	4.1	±0.4	4	6
Gender Harassment	10.2%	±2.2	3.2	±0.2	3	3
Sexual Harassment	4.5%	±1.6	3.3	±0.2	3	2
Crude and Offensive Behavior	13.4%	±2.4	2.8	±0.1	3	2
Unwanted Sexual Attention	2.7%	±1.3	3.1	±0.4	2	2
Sexual Coercion	NR	NR	NR	NR	NR	NR

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

Table 2.4 BSEE – 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	11	27
Gender Harassment	76	111
Sexual Harassment	29	54
Crude and Offensive Behavior	102	142
Unwanted Sexual Attention	17	36
Sexual Coercion	NR	NR

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

	Experience rate		Frequency of occurrence ^a			
	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Sexual Assault	NR	NR	NR	NR	NR	NR
Sexual Touching	0.00%	NA	NA	NA	NA	NA
Attempted Sex	NR	NR	NR	NR	NR	NR
Completed Sex	0.00%	NA	NA	NA	NA	NA

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

Table 2.6 BSEE – Estimated Number of Sexual Assault Related Behaviors in Past 12 Months

	Estimated number	
	<i>Lower bound</i>	<i>Upper bound</i>
Sexual Assault	2	12
Sexual Touching	NA	NA
Attempted Sex	2	12
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 BSEE.

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

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	252	28.0%	±3.0	3.3	±0.1
Age - Collapsed					
39 or under	107	35.6% *	±5.6	3.7*	±0.1
40 or older	143	24.0% *	±3.6	3.1*	±0.1
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	28	45.2%DE	±12.7	3.8EF	±0.3
C 30-39	65	30.8%	±6.6	3.7EF	±0.2
D 40-49	43	22.7%B	±6.6	3.5EF	±0.2
E 50-59	54	21.9%B	±5.6	2.9BCD	±0.1
F 60 or older	46	29.1%	±7.6	2.6BCD	±0.1

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Relationship Status - Collapsed					
A Single	62	39.3%B	±7.9	3.4	±0.2
B Partnered/Married	147	23.5%AC	±3.5	3.3	±0.1
C Separated/Widowed/Divorced	39	35.3%B	±9.4	3.3	±0.2
Relationship Status					
A Single	62	39.3%E	±7.9	3.4	±0.2
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	31	34.0%	±10.5	3.4	±0.2
E Married	143	23.2%A	±3.5	3.3	±0.1
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	161	25.0%*	±3.5	3.0*	±0.1
Minority	78	34.3%*	±6.4	3.6*	±0.1
Ethnicity/Race					
A Hispanic	20	37.5%	±14.2	3.6CFG	±0.4
B American Indian or Alaskan Native	NR	NR	NR	NR	NR
C Asian	11	29.1%	±17.0	4.6ADFG	±0.3
D Black/African-American	37	37.4%	±10.1	3.3CF	±0.2
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	161	25.0%	±3.5	3.0ACD	±0.1
G Multi racial	9	26.8%	±18.0	2.7AC	±0.3
Disability					
Yes	31	34.2%	±10.6	3.6*	±0.1
No	221	27.4%	±3.2	3.2*	±0.1
Sex					
Men	140	24.8%*	±3.7	3.2	±0.1
Women	110	33.0%*	±5.3	3.3	±0.1
Gender Identity					
A Male	140	24.8%B	±3.7	3.2	±0.1
B Female	110	33.0%A	±5.3	3.3	±0.1
C Transgender	--	--	--	--	--
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	222	27.4%	±3.2	3.4	±0.1
Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation					
A Heterosexual or straight	222	27.4%	±3.2	3.4F	±0.1
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	18	32.8%	±13.9	2.5A	±0.2
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	8	13.8%BD	±11.6	2.0CD	±0.0
B Trade/Tech Certificate/Some College	53	34.0%A	±7.9	2.7CD	±0.1
C AA/College Degree	110	25.3%	±4.3	3.5AB	±0.1
D Graduate Degree	77	31.6%A	±6.2	3.3AB	±0.1
Appointment Type					
A Permanent	235	26.9%	±3.0	3.3	±0.1
B Term	NR	NR	NR	NR	NR
C Temporary	NR	NR	NR	NR	NR
Work Schedule					
Seasonal	NR	NR	NR	NR	NR
Non-seasonal	231	26.9%	±3.1	3.3	±0.1
Appointment Type and Work Schedule					
A Permanent-Seasonal	NR	NR	NR	NR	NR
B Permanent-Non-Seasonal	229	26.8%	±3.1	3.3	±0.1
C Term	NR	NR	NR	NR	NR
D Temporary-Seasonal	--	--	--	--	--
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Years of Service at Bureau or Office					
A Less than 1 year	31	27.6%	±9.2	3.2G	±0.2
B 1 to 3 years	74	32.5%	±6.4	3.6G	±0.2
C 4 to 5 years	39	22.2%	±6.8	3.3G	±0.2
D 6 to 10 years	43	31.0%	±8.3	3.3G	±0.2
E 11 to 14 years	12	22.0%	±13.5	3.3G	±0.3
F 15 to 20 years	11	17.9%	±11.9	3.2	±0.4
G More than 20 years	38	31.0%	±8.8	2.6ABCDE	±0.1
Pay Plan and Grade - Collapsed					
A Junior Grade	28	64.6%BC	±15.9	2.5BC	±0.2
B Middle Grade	29	28.9%A	±9.7	3.4A	±0.2
C Senior Grade	187	25.4%A	±3.3	3.3A	±0.1
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	179	30.6%*	±3.9	3.2*	±0.1
Supervisor	68	22.9%*	±5.1	3.4*	±0.2
Supervisory Status					
A Team Leader	31	21.6%	±7.6	4.1BCE	±0.3
B Supervisor	26	23.8%	±9.0	2.6AE	±0.1
C Manager	10	24.9%	±16.1	2.9A	±0.3
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	179	30.6%	±3.9	3.2AB	±0.1

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

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 BSEE.

Table 2.8 BSEE – Estimated Experience Rate of Age Harassment in Past 12 Months

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	158	17.6%	±2.6	3.2	±0.1
Age - Collapsed					
39 or under	76	25.2%*	±5.3	3.4*	±0.2
40 or older	81	13.5%*	±3.0	3.1*	±0.2
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	21	34.0%DE	±12.8	3.9EF	±0.5
C 30-39	42	19.9%D	±6.0	3.4DF	±0.3
D 40-49	14	7.3%BCF	±4.7	4.6CEF	±0.5
E 50-59	34	13.9%B	±4.9	2.9BD	±0.2
F 60 or older	32	20.3%D	±7.1	2.6BCD	±0.2
Relationship Status - Collapsed					
A Single	42	26.5%B	±7.5	3.5	±0.4
B Partnered/Married	94	15.0%A	±3.0	3.1C	±0.2
C Separated/Widowed/Divorced	19	17.4%	±8.3	3.9B	±0.5
Relationship Status					
A Single	42	26.5%E	±7.5	3.5	±0.4
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	16	17.9%	±9.5	4.1E	±0.5
E Married	92	14.9%A	±3.0	3.1D	±0.2
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	110	17.1%	±3.1	2.7*	±0.1
Minority	46	20.3%	±5.8	4.0*	±0.3

		Experience rate		Frequency of occurrence ^a		
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race						
A	Hispanic	13	24.2%	±13.9	4.7DFG	±0.5
B	American Indian or Alaskan Native	NR	NR	NR	NR	NR
C	Asian	9	24.1%	±16.8	4.0FG	±0.6
D	Black/African-American	19	19.4%	±9.2	3.8AFG	±0.4
E	Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F	Non-Hispanic White	110	17.1%	±3.1	2.7ACD	±0.1
G	Multi racial	6	16.2%	±17.3	2.8ACD	±0.5
Disability						
	Yes	18	20.7%	±9.8	3.5	±0.4
	No	140	17.3%	±2.8	3.2	±0.2
Sex						
	Men	103	18.3%	±3.4	3.4*	±0.2
	Women	54	16.3%	±4.4	2.8*	±0.2
Gender Identity						
A	Male	103	18.3%	±3.4	3.4	±0.2
B	Female	54	16.3%	±4.4	2.8	±0.2
C	Transgender	--	--	--	--	--
D	Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description						
A	Transgender, male to female	--	--	--	--	--
B	Transgender, female to male	--	--	--	--	--
C	Gender non-conforming	--	--	--	--	--
D	Unsure	--	--	--	--	--
E	I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed						
	Heterosexual	135	16.7%	±2.7	3.3	±0.2
	Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation						
A	Heterosexual or straight	135	16.7%	±2.7	3.3F	±0.2
B	Lesbian	NR	NR	NR	NR	NR
C	Gay	NR	NR	NR	NR	NR
D	Bisexual	NR	NR	NR	NR	NR
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F	I prefer not to say	13	24.0%	±13.6	2.6A	±0.3

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	8	13.8%	±11.6	2.0BCD	±0.0
B	Trade/Tech Certificate/Some College	31	19.8%	±7.1	3.0A	±0.2
C	AA/College Degree	64	14.8%	±3.7	3.3A	±0.2
D	Graduate Degree	53	21.7%	±5.7	3.5A	±0.3
Appointment Type						
A	Permanent	144	16.5%	±2.6	3.3	±0.1
B	Term	NR	NR	NR	NR	NR
C	Temporary	NR	NR	NR	NR	NR
Work Schedule						
	Seasonal	NR	NR	NR	NR	NR
	Non-seasonal	142	16.5%	±2.6	3.3	±0.1
Appointment Type and Work Schedule						
A	Permanent-Seasonal	NR	NR	NR	NR	NR
B	Permanent-Non-Seasonal	142	16.6%	±2.7	3.3*	±0.1
C	Term	NR	NR	NR	NR	NR
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	17	15.4%	±8.1	2.7C	±0.4
B	1 to 3 years	57	25.1% ^C	±6.1	3.3	±0.3
C	4 to 5 years	21	11.8% ^B	±5.7	3.8AG	±0.3
D	6 to 10 years	27	19.9%	±7.6	3.4G	±0.3
E	11 to 14 years	6	11.2%	±12.1	2.8	±0.4
F	15 to 20 years	6	10.1%	±10.7	2.9	±0.4
G	More than 20 years	21	17.3%	±7.8	2.6CD	±0.2
Pay Plan and Grade - Collapsed						
A	Junior Grade	19	45.5% ^{BC}	±15.5	2.3C	±0.4
B	Middle Grade	11	10.8% ^A	±7.8	2.3C	±0.2
C	Senior Grade	124	16.8% ^A	±2.9	3.4AB	±0.2
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	110	18.8%	±3.4	3.3	±0.2
	Supervisor	46	15.2%	±4.6	3.1	±0.2

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	22	15.2%	±7.0	3.6B	±0.4
B Supervisor	18	16.6%	±8.3	2.6AE	±0.2
C Manager	6	14.3%	±15.1	2.6	±0.6
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	110	18.8%	±3.4	3.3B	±0.2

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

Table 2.9 BSEE – 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	158	17.58%	±2.63
A Headquarters Office (Greater Washington Metropolitan Area)	53	19.23%	±5.13
B Regional Office (Alaska, Gulf of Mexico, Pacific)	38	11.71%C	±4.02
C District Office	54	22.74%B	±5.79
D 100% Telework	NR	NR	NR
E Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

2.1.2 Prior to Past 12 Months

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

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	110	14.0%	±2.6

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 BSEE – Estimated Pay Plan or Grade at Which Age Harassment First Occurred

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Schedule (GS) 1-6	15	13.2%	±7.9
General Schedule (GS) 7-10	10	9.1%	±7.1
General Schedule (GS) 11-12	24	21.6%	±8.8
General Schedule (GS) 13-15	60	54.2%	±9.5
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	NR	NR	NR
Other	0	0.0%	NA

2.2 Racial/Ethnic Harassment

2.2.1 Past 12 Months

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

Table 2.12 BSEE – Estimated Experience Rate of Racial/Ethnic Harassment in Past 12 Months

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	89	9.9%	±2.1	3.3	±0.2
Age - Collapsed					
39 or under	28	9.4%	±3.9	3.8*	±0.4
40 or older	61	10.2%	±2.7	3.1*	±0.2
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	8	12.9%	±11.1	3.3	±0.3
C 30-39	19	9.1%	±4.7	4.2EF	±0.6
D 40-49	23	12.4%	±5.6	3.4F	±0.3
E 50-59	23	9.4%	±4.4	2.9C	±0.3
F 60 or older	14	9.0%	±5.6	2.7CD	±0.3
Relationship Status - Collapsed					
A Single	18	11.7%	±6.1	3.2	±0.4
B Partnered/Married	55	8.8%	±2.5	3.4	±0.2
C Separated/Widowed/Divorced	16	14.4%	±7.9	2.9	±0.3
Relationship Status					
A Single	18	11.7%	±6.1	3.2	±0.4
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	10	11.6%	±8.6	3.0	±0.4
E Married	53	8.6%	±2.5	3.4	±0.2
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	34	5.3%*	±2.0	2.9*	±0.3
Minority	43	18.7%*	±5.6	3.5*	±0.2

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race						
A	Hispanic	13	24.9%F	±13.9	2.6CD	±0.4
B	American Indian or Alaskan Native	NR	NR	NR	NR	NR
C	Asian	9	24.1%F	±16.8	4.7ADF	±0.6
D	Black/African-American	19	18.9%F	±9.1	3.5ACF	±0.3
E	Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F	Non-Hispanic White	34	5.3%ACD	±2.0	2.9CD	±0.3
G	Multi racial	NR	NR	NR	NR	NR
Disability						
	Yes	13	15.0%	±9.2	3.8*	±0.4
	No	76	9.4%	±2.2	3.2*	±0.2
Sex						
	Men	55	9.8%	±2.8	3.3	±0.2
	Women	33	10.0%	±3.7	3.3	±0.4
Gender Identity						
A	Male	55	9.8%	±2.8	3.3	±0.2
B	Female	33	10.0%	±3.7	3.3	±0.4
C	Transgender	--	--	--	--	--
D	Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description						
A	Transgender, male to female	--	--	--	--	--
B	Transgender, female to male	--	--	--	--	--
C	Gender non-conforming	--	--	--	--	--
D	Unsure	--	--	--	--	--
E	I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed						
	Heterosexual	78	9.6%	±2.2	3.3	±0.2
	Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation						
A	Heterosexual or straight	78	9.6%	±2.2	3.3F	±0.2
B	Lesbian	NR	NR	NR	NR	NR
C	Gay	NR	NR	NR	NR	NR
D	Bisexual	NR	NR	NR	NR	NR
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F	I prefer not to say	5	9.6%	±11.7	2.5A	±0.3

		Experience rate		Frequency of occurrence ^a		
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	0	0.0%	NA	NA	NA
B	Trade/Tech Certificate/Some College	15	9.5%	±5.8	2.7C	±0.3
C	AA/College Degree	45	10.3%	±3.2	3.5B	±0.3
D	Graduate Degree	28	11.6%	±4.7	3.2	±0.3
Appointment Type						
A	Permanent	87	10.0%	±2.2	3.3	±0.2
B	Term	NR	NR	NR	NR	NR
C	Temporary	NR	NR	NR	NR	NR
Work Schedule						
	Seasonal	NR	NR	NR	NR	NR
	Non-seasonal	83	9.6%	±2.2	3.3	±0.2
Appointment Type and Work Schedule						
A	Permanent-Seasonal	NR	NR	NR	NR	NR
B	Permanent-Non-Seasonal	83	9.7%	±2.2	3.3	±0.2
C	Term	NR	NR	NR	NR	NR
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	11	10.3%	±7.3	3.6G	±0.5
B	1 to 3 years	22	9.6%	±4.6	3.5G	±0.4
C	4 to 5 years	17	9.4%	±5.3	3.5G	±0.4
D	6 to 10 years	15	10.8%	±6.5	3.2	±0.3
E	11 to 14 years	9	16.9%	±13.0	3.2	±0.5
F	15 to 20 years	NR	NR	NR	NR	NR
G	More than 20 years	11	8.6%	±6.5	2.2ABC	±0.2
Pay Plan and Grade - Collapsed						
A	Junior Grade	NR	NR	NR	NR	NR
B	Middle Grade	11	11.0%	±7.9	3.2	±0.6
C	Senior Grade	72	9.8%	±2.4	3.3	±0.2
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	69	11.7%*	±2.9	3.1*	±0.2
	Supervisor	21	6.9%*	±3.5	3.9*	±0.4

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	12	8.6%	±6.0	4.6E	±0.6
B Supervisor	NR	NR	NR	NR	NR
C Manager	NR	NR	NR	NR	NR
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	69	11.7%	±2.9	3.1A	±0.2

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

Table 2.13 BSEE – 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		89	9.92%	±2.14
A	Headquarters Office (Greater Washington Metropolitan Area)	24	8.79%	±4.01
B	Regional Office (Alaska, Gulf of Mexico, Pacific)	28	8.64%	±3.63
C	District Office	32	13.46%	±4.98
D	100% Telework	0	0.00%	NA
E	Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

2.2.1 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 BSEE.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	61	7.7%	±2.1
Ethnicity/Race			
Non-Minority	20	3.5%*	±1.9
Minority	35	18.3%*	±6.2
Ethnicity/Race			
A Hispanic	NR	NR	NR
B American Indian or Alaskan Native	NR	NR	NR
C Asian	NR	NR	NR
D Black/African-American	20	23.6% ^F	±10.4
E Native Hawaiian or Other Pacific Islander	NR	NR	NR
F Non-Hispanic White	20	3.5% ^D	±1.9
G Multi-racial	NR	NR	NR

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

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

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Schedule (GS) 1-6	NR	NR	NR
General Schedule (GS) 7-10	10	15.9%	±11.8
General Schedule (GS) 11-12	16	25.6%	±12.8
General Schedule (GS) 13-15	32	52.3%	±12.8
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	NR	NR	NR
Other	0	0.0%	NA

2.3 Religious Harassment

2.3.1 Past 12 Months

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

Table 2.16 BSEE – Estimated Experience Rate of Religious Harassment in Past 12 Months

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	36	4.0%	±1.5	3.1	±0.3
Age - Collapsed					
39 or under	10	3.2%	±2.7	3.6*	±0.8
40 or older	26	4.4%	±2.0	2.9*	±0.2
Age					
A 25 or under	0	0.0%	NA	NA	NA
B 26-29	0	0.0%D	NA	NA	NA
C 30-39	10	4.5%	±3.8	3.6DF	±0.8
D 40-49	16	8.5%B	±5.0	2.8C	±0.2
E 50-59	NR	NR	NR	NR	NR
F 60 or older	8	5.1%	±4.8	2.2C	±0.3
Relationship Status - Collapsed					
A Single	5	3.4%	±4.4	3.7	±0.5
B Partnered/Married	26	4.2%	±1.9	3.1	±0.3
C Separated/Widowed/Divorced	NR	NR	NR	NR	NR
Relationship Status					
A Single	5	3.4%	±4.4	3.7	±0.5
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	NR	NR	NR	NR	NR
E Married	26	4.3%	±1.9	3.1	±0.3
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	19	3.0%	±1.6	2.7*	±0.3
Minority	13	5.7%	±3.9	3.3*	±0.4

		Experience rate		Frequency of occurrence ^a		
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race						
A	Hispanic	0	0.0%	NA	NA	NA
B	American Indian or Alaskan Native	NR	NR	NR	NR	NR
C	Asian	NR	NR	NR	NR	NR
D	Black/African-American	8	8.5%	±7.5	2.9	±0.4
E	Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F	Non-Hispanic White	19	3.0%	±1.6	2.7	±0.3
G	Multi racial	0	0.0%	NA	NA	NA
Disability						
	Yes	10	11.2% *	±8.6	2.6	±0.5
	No	26	3.2% *	±1.5	3.2	±0.3
Sex						
	Men	26	4.7%	±2.1	2.8*	±0.2
	Women	9	2.8%	±2.4	4.1*	±0.7
Gender Identity						
A	Male	26	4.7%	±2.1	2.8	±0.2
B	Female	9	2.8%	±2.4	4.1	±0.7
C	Transgender	--	--	--	--	--
D	Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description						
A	Transgender, male to female	--	--	--	--	--
B	Transgender, female to male	--	--	--	--	--
C	Gender non-conforming	--	--	--	--	--
D	Unsure	--	--	--	--	--
E	I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed						
	Heterosexual	31	3.8%	±1.6	3.1	±0.3
	Sexual Minority	0	0.0%	NA	NA	NA
Sexual Orientation						
A	Heterosexual or straight	31	3.8%	±1.6	3.1	±0.3
B	Lesbian	NR	NR	NR	NR	NR
C	Gay	NR	NR	NR	NR	NR
D	Bisexual	NR	NR	NR	NR	NR
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F	I prefer not to say	NR	NR	NR	NR	NR

		Experience rate		Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	
				<i>Average</i>	<i>MoE</i>
Education Level - Collapsed					
A	Less than High School/High School Diploma/GED	0	0.0%	NA	NA
B	Trade/Tech Certificate/Some College	NR	NR	NR	NR
C	AA/College Degree	18	4.1%	±2.3	3.3D
D	Graduate Degree	15	6.2%	±3.9	2.4C
Appointment Type					
A	Permanent	34	3.8%	±1.5	3.1
B	Term	NR	NR	NR	NR
C	Temporary	NR	NR	NR	NR
Work Schedule					
	Seasonal	NR	NR	NR	NR
	Non-seasonal	34	3.9%	±1.5	3.1
Appointment Type and Work Schedule					
A	Permanent-Seasonal	NR	NR	NR	NR
B	Permanent-Non-Seasonal	34	3.9%	±1.5	3.1
C	Term	NR	NR	NR	NR
D	Temporary-Seasonal	--	--	--	--
E	Temporary-Non-Seasonal	NR	NR	NR	NR
Years of Service at Bureau or Office					
A	Less than 1 year	NR	NR	NR	NR
B	1 to 3 years	8	3.6%	±3.4	4.4CE
C	4 to 5 years	11	6.0%	±4.7	3.0B
D	6 to 10 years	NR	NR	NR	NR
E	11 to 14 years	6	11.9%G	±12.2	2.7B
F	15 to 20 years	NR	NR	NR	NR
G	More than 20 years	0	0.0%E	NA	NA
Pay Plan and Grade - Collapsed					
A	Junior Grade	0	0.0%	NA	NA
B	Middle Grade	NR	NR	NR	NR
C	Senior Grade	28	3.7%	±1.6	3.1
D	Executive Grade	NR	NR	NR	NR
Supervisory Status - Collapsed					
	Non-Supervisor	27	4.7%	±2.1	2.8*
	Supervisor	7	2.2%	±2.5	4.2*

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	NR	NR	NR	NR	NR
B Supervisor	NR	NR	NR	NR	NR
C Manager	0	0.0%	NA	NA	NA
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	27	4.7%	±2.1	2.8	±0.2

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

Table 2.17 BSEE – 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	36	3.96%	±1.49
A Headquarters Office (Greater Washington Metropolitan Area)	8	2.95%	±2.84
B Regional Office (Alaska, Gulf of Mexico, Pacific)	10	3.25%	±2.63
C District Office	11	4.57%	±3.54
D 100% Telework	0	0.00%	NA
E Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

2.3.2 Prior to Past 12 Months

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

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	33	4.2%	±1.6

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

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Schedule (GS) 1-6	0	0.0%	NA
General Schedule (GS) 7-10	10	29.1%	±18.5
General Schedule (GS) 11-12	8	25.3%	±18.4
General Schedule (GS) 13-15	NR	NR	NR
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 BSEE.

Table 2.20 BSEE – Estimated Experience Rate of Disability Harassment in Past 12 Months

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	35	4.0%	±1.5	3.2	±0.2
Age - Collapsed					
39 or under	10	3.4%	±2.8	3.8*	±0.4
40 or older	25	4.3%	±2.0	2.9*	±0.3
Age					
A 25 or under	0	0.0%	NA	NA	NA
B 26-29	0	0.0%	NA	NA	NA
C 30-39	10	4.8%	±3.9	3.8F	±0.4
D 40-49	8	4.3%	±4.1	3.6F	±0.5
E 50-59	NR	NR	NR	NR	NR
F 60 or older	13	8.3%	±5.6	2.6CD	±0.3
Relationship Status - Collapsed					
A Single	NR	NR	NR	NR	NR
B Partnered/Married	25	4.0%	±1.9	3.1	±0.3
C Separated/Widowed/Divorced	9	7.7%	±6.8	3.1	±0.3
Relationship Status					
A Single	NR	NR	NR	NR	NR
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	9	9.6%	±8.2	3.1	±0.3
E Married	25	4.1%	±1.9	3.1	±0.3
F Widowed	NR	NR	NR	NR	NR

		Experience rate		Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	
				<i>Average</i>	<i>MoE</i>
Ethnicity/Race - Collapsed					
	Non-Minority (Non-Hispanic White)	26	4.2%	±1.9	3.4 ±0.3
	Minority	7	3.0%	±3.3	2.8 ±0.4
Ethnicity/Race					
A	Hispanic	NR	NR	NR	NR
B	American Indian or Alaskan Native	NR	NR	NR	NR
C	Asian	0	0.0%	NA	NA
D	Black/African-American	NR	NR	NR	NR
E	Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR
F	Non-Hispanic White	26	4.2%	±1.9	3.4 ±0.3
G	Multi racial	0	0.0%	NA	NA
Disability					
	Yes	21	23.1%*	±10.1	3.6* ±0.3
	No	14	1.8%*	±1.2	2.1* ±0.1
Sex					
	Men	20	3.6%	±1.9	2.7* ±0.3
	Women	15	4.6%	±2.9	3.6* ±0.3
Gender Identity					
A	Male	20	3.6%	±1.9	2.7 ±0.3
B	Female	15	4.6%	±2.9	3.6 ±0.3
C	Transgender	--	--	--	--
D	Do not identify as female, male, or transgender	NR	NR	NR	NR
Transgender Description					
A	Transgender, male to female	--	--	--	--
B	Transgender, female to male	--	--	--	--
C	Gender non-conforming	--	--	--	--
D	Unsure	--	--	--	--
E	I prefer not to say	--	--	--	--
Sexual Orientation - Collapsed					
	Heterosexual	31	3.9%	±1.6	3.3 ±0.3
	Sexual Minority	0	0.0%	NA	NA

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Sexual Orientation						
A	Heterosexual or straight	31	3.9%	±1.6	3.3	±0.3
B	Lesbian	NR	NR	NR	NR	NR
C	Gay	NR	NR	NR	NR	NR
D	Bisexual	NR	NR	NR	NR	NR
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F	I prefer not to say	NR	NR	NR	NR	NR
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	0	0.0%	NA	NA	NA
B	Trade/Tech Certificate/Some College	10	6.8%	±5.3	2.2CD	±0.2
C	AA/College Degree	11	2.5%	±2.0	3.6B	±0.4
D	Graduate Degree	14	5.8%	±3.8	3.4B	±0.4
Appointment Type						
A	Permanent	32	3.8%	±1.5	3.2	±0.3
B	Term	0	0.0%	NA	NA	NA
C	Temporary	NR	NR	NR	NR	NR
Work Schedule						
	Seasonal	NR	NR	NR	NR	NR
	Non-seasonal	35	4.1%	±1.6	3.2	±0.2
Appointment Type and Work Schedule						
A	Permanent-Seasonal	NR	NR	NR	NR	NR
B	Permanent-Non-Seasonal	32	3.9%	±1.5	3.2	±0.3
C	Term	0	0.0%	NA	NA	NA
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	NR	NR	NR	NR	NR
B	1 to 3 years	NR	NR	NR	NR	NR
C	4 to 5 years	NR	NR	NR	NR	NR
D	6 to 10 years	18	13.2%F	±6.9	3.2	±0.4
E	11 to 14 years	NR	NR	NR	NR	NR
F	15 to 20 years	0	0.0%D	NA	NA	NA
G	More than 20 years	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Pay Plan and Grade - Collapsed					
A Junior Grade	NR	NR	NR	NR	NR
B Middle Grade	7	6.9%	±7.0	3.8	±0.4
C Senior Grade	24	3.3%	±1.6	3.1	±0.3
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	26	4.4%	±2.0	3.1*	±0.2
Supervisor	8	2.6%	±2.6	2.0*	±0.0
Supervisory Status					
A Team Leader	NR	NR	NR	NR	NR
B Supervisor	NR	NR	NR	NR	NR
C Manager	0	0.0%	NA	NA	NA
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	26	4.4%	±2.0	3.1	±0.2

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

Table 2.21 BSEE – 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		35	3.96%	±1.51
A	Headquarters Office (Greater Washington Metropolitan Area)	NR	NR	NR
B	Regional Office (Alaska, Gulf of Mexico, Pacific)	11	3.52%	±2.74
C	District Office	13	5.72%	±3.82
D	100% Telework	0	0.00%	NA
E	Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

2.4.2 Prior to Past 12 Months

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

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	30	3.8%	±1.6

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 BSEE – Estimated Pay Plan or Grade at Which Disability Harassment First Occurred

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

2.5 Sexual Orientation Harassment

2.5.1 Past 12 Months

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

Table 2.24 BSEE – Estimated Experience Rate of Sexual Orientation Harassment in Past 12 Months

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	17	1.9%	±1.1	4.1	±0.4
Age - Collapsed					
39 or under	6	2.1%	±2.4	4.7*	±0.5
40 or older	11	1.8%	±1.5	3.2*	±0.6
Age					
A 25 or under	0	0.0%	NA	NA	NA
B 26-29	0	0.0%	NA	NA	NA
C 30-39	6	3.0%	±3.4	4.7	±0.5
D 40-49	NR	NR	NR	NR	NR
E 50-59	NR	NR	NR	NR	NR
F 60 or older	NR	NR	NR	NR	NR
Relationship Status - Collapsed					
A Single	NR	NR	NR	NR	NR
B Partnered/Married	11	1.7%	±1.4	4.5	±0.4
C Separated/Widowed/Divorced	NR	NR	NR	NR	NR
Relationship Status					
A Single	NR	NR	NR	NR	NR
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	NR	NR	NR	NR	NR
E Married	9	1.4%	±1.3	4.6	±0.5
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	8	1.3%	±1.3	3.4	±0.5
Minority	NR	NR	NR	NR	NR

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race						
A	Hispanic	0	0.0%	NA	NA	NA
B	American Indian or Alaskan Native	NR	NR	NR	NR	NR
C	Asian	NR	NR	NR	NR	NR
D	Black/African-American	NR	NR	NR	NR	NR
E	Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F	Non-Hispanic White	8	1.3%	±1.3	3.4	±0.5
G	Multi racial	0	0.0%	NA	NA	NA
Disability						
	Yes	NR	NR	NR	NR	NR
	No	13	1.6%	±1.2	4.3	±0.5
Sex						
	Men	6	1.1%*	±1.3	3.6	±1.1
	Women	11	3.3%*	±2.6	4.3	±0.5
Gender Identity						
A	Male	6	1.1%	±1.3	3.6	±1.1
B	Female	11	3.3%	±2.6	4.3	±0.5
C	Transgender	--	--	--	--	--
D	Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description						
A	Transgender, male to female	--	--	--	--	--
B	Transgender, female to male	--	--	--	--	--
C	Gender non-conforming	--	--	--	--	--
D	Unsure	--	--	--	--	--
E	I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed						
	Heterosexual	15	1.9%	±1.2	4.2	±0.4
	Sexual Minority	0	0.0%	NA	NA	NA
Sexual Orientation						
A	Heterosexual or straight	15	1.9%	±1.2	4.2	±0.4
B	Lesbian	NR	NR	NR	NR	NR
C	Gay	NR	NR	NR	NR	NR
D	Bisexual	NR	NR	NR	NR	NR
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F	I prefer not to say	0	0.0%	NA	NA	NA

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	0	0.0%	NA	NA	NA
B	Trade/Tech Certificate/Some College	0	0.0%	NA	NA	NA
C	AA/College Degree	11	2.6%	±2.0	4.4	±0.6
D	Graduate Degree	NR	NR	NR	NR	NR
Appointment Type						
A	Permanent	17	2.0%	±1.2	4.1	±0.4
B	Term	0	0.0%	NA	NA	NA
C	Temporary	NR	NR	NR	NR	NR
Work Schedule						
	Seasonal	NR	NR	NR	NR	NR
	Non-seasonal	17	2.0%	±1.2	4.1	±0.4
Appointment Type and Work Schedule						
A	Permanent-Seasonal	NR	NR	NR	NR	NR
B	Permanent-Non-Seasonal	17	2.0%	±1.2	4.1	±0.4
C	Term	0	0.0%	NA	NA	NA
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	NR	NR	NR	NR	NR
B	1 to 3 years	NR	NR	NR	NR	NR
C	4 to 5 years	NR	NR	NR	NR	NR
D	6 to 10 years	NR	NR	NR	NR	NR
E	11 to 14 years	0	0.0%	NA	NA	NA
F	15 to 20 years	0	0.0%	NA	NA	NA
G	More than 20 years	NR	NR	NR	NR	NR
Pay Plan and Grade - Collapsed						
A	Junior Grade	0	0.0%	NA	NA	NA
B	Middle Grade	0	0.0%	NA	NA	NA
C	Senior Grade	15	2.1%	±1.3	4.2	±0.5
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	12	2.1%	±1.6	3.3	±0.5
	Supervisor	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	NR	NR	NR	NR	NR
B Supervisor	0	0.0%	NA	NA	NA
C Manager	0	0.0%	NA	NA	NA
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	12	2.1%	±1.6	3.3	±0.5

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

Table 2.25 BSEE – 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	17	1.90%	±1.14
A Headquarters Office (Greater Washington Metropolitan Area)	NR	NR	NR
B Regional Office (Alaska, Gulf of Mexico, Pacific)	NR	NR	NR
C District Office	NR	NR	NR
D 100% Telework	NR	NR	NR
E Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

2.5.2 Prior to Past 12 Months

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

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	11	1.3%	±1.1

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 BSEE – Estimated Pay Plan or Grade at Which Sexual Orientation Harassment First Occurred

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Schedule (GS) 1-6	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR
General Schedule (GS) 11-12	NR	NR	NR
General Schedule (GS) 13-15	NR	NR	NR
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	NR	NR	NR
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 breadth of sexual harassment by these different types of sexually harassing behaviors and depict this information in the sections below.

2.6.1 Past 12 Months

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

Table 2.28 BSEE – Estimated Experience Rate of Sexual Harassment in Past 12 Months

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	40	4.5%	±1.6	3.3	±0.2
Age - Collapsed					
39 or under	12	4.0%	±2.9	3.4	±0.3
40 or older	28	4.7%	±2.0	3.2	±0.3
Age					
A 25 or under	0	0.0%	NA	NA	NA
B 26-29	NR	NR	NR	NR	NR
C 30-39	10	4.8%	±3.9	3.5F	±0.4
D 40-49	7	3.7%	±3.9	4.0EF	±0.5
E 50-59	12	5.0%	±3.6	2.7D	±0.3
F 60 or older	9	5.5%	±4.9	2.5CD	±0.2

	Experience rate		Frequency of occurrence ^a		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Relationship Status - Collapsed					
A Single	10	6.4%	±5.2	3.1	±0.4
B Partnered/Married	22	3.5%	±1.8	3.3	±0.4
C Separated/Widowed/Divorced	6	5.4%	±6.2	3.5	±0.5
Relationship Status					
A Single	10	6.4%	±5.2	3.1	±0.4
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	NR	NR	NR	NR	NR
E Married	22	3.5%	±1.8	3.3	±0.4
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	25	3.9%	±1.8	3.6*	±0.3
Minority	11	5.0%	±3.8	2.6*	±0.3
Ethnicity/Race					
A Hispanic	0	0.0%D	NA	NA	NA
B American Indian or Alaskan Native	NR	NR	NR	NR	NR
C Asian	0	0.0%D	NA	NA	NA
D Black/African-American	11	11.7%ACFG	±8.1	2.6F	±0.3
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	25	3.9%D	±1.8	3.6D	±0.3
G Multi racial	0	0.0%D	NA	NA	NA
Disability					
Yes	10	11.6%*	±8.7	3.6*	±0.4
No	30	3.7%*	±1.5	3.0*	±0.3
Sex					
Men	14	2.4%*	±1.7	2.7*	±0.2
Women	25	7.7%*	±3.4	3.5*	±0.3
Gender Identity					
A Male	14	2.4%B	±1.7	2.7B	±0.2
B Female	25	7.7%A	±3.4	3.5A	±0.3
C Transgender	--	--	--	--	--
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR

	Experience rate		Frequency of occurrence ^a		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	35	4.3%	±1.6	3.4	±0.3
Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation					
A Heterosexual or straight	35	4.3%	±1.6	3.4	±0.3
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	NR	NR	NR	NR	NR
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	0	0.0%	NA	NA	NA
B Trade/Tech Certificate/Some College	12	7.6%	±5.4	2.4C	±0.2
C AA/College Degree	20	4.6%	±2.4	3.6B	±0.3
D Graduate Degree	8	3.4%	±3.2	3.2	±0.3
Appointment Type					
A Permanent	37	4.3%	±1.6	3.2	±0.2
B Term	0	0.0%	NA	NA	NA
C Temporary	NR	NR	NR	NR	NR
Work Schedule					
Seasonal	NR	NR	NR	NR	NR
Non-seasonal	40	4.7%	±1.6	3.3	±0.2
Appointment Type and Work Schedule					
A Permanent-Seasonal	NR	NR	NR	NR	NR
B Permanent-Non-Seasonal	37	4.4%	±1.6	3.2	±0.2
C Term	0	0.0%	NA	NA	NA
D Temporary-Seasonal	--	--	--	--	--
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR

		Experience rate		Frequency of occurrence ^a		
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Years of Service at Bureau or Office						
A	Less than 1 year	7	6.3%	±6.5	3.2	±0.5
B	1 to 3 years	NR	NR	NR	NR	NR
C	4 to 5 years	NR	NR	NR	NR	NR
D	6 to 10 years	9	6.8%	±5.7	3.2	±0.4
E	11 to 14 years	NR	NR	NR	NR	NR
F	15 to 20 years	NR	NR	NR	NR	NR
G	More than 20 years	9	7.7%	±6.3	2.3	±0.3
Pay Plan and Grade - Collapsed						
A	Junior Grade	NR	NR	NR	NR	NR
B	Middle Grade	7	6.6%	±6.9	3.6	±0.4
C	Senior Grade	31	4.2%	±1.7	3.2	±0.3
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	26	4.4%	±2.0	3.3	±0.3
	Supervisor	12	4.2%	±3.0	2.8	±0.3
Supervisory Status						
A	Team Leader	0	0.0%B	NA	NA	NA
B	Supervisor	9	8.6%A	±7.1	2.6	±0.3
C	Manager	NR	NR	NR	NR	NR
D	Senior Leader	NR	NR	NR	NR	NR
E	None of the above	26	4.4%	±2.0	3.3	±0.3

^a Scale values range from 2 = Once, 3 = Once a Month or Less, 4 = Two to Three Times a Month, 5 = Once a Week or More, and 6 = One or More Times a Day. * 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 BSEE – 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		40	4.46%	±1.57
A	Headquarters Office (Greater Washington Metropolitan Area)	16	5.95%	±3.55
B	Regional Office (Alaska, Gulf of Mexico, Pacific)	7	2.20%	±2.34
C	District Office	13	5.40%	±3.73
D	100% Telework	0	0.00%	NA
E	Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

2.6.2 Prior to Past 12 Months

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

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	45	5.8%	±1.9
Sex			
Men	20	4.0%*	±2.2
Women	24	8.4%*	±3.9

* 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 BSEE – Estimated Pay Plan or Grade at Which Sexual Harassment First Occurred

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Schedule (GS) 1-6	0	0.0%	NA
General Schedule (GS) 7-10	25	29.3%	±10.6
General Schedule (GS) 11-12	27	31.4%	±10.7
General Schedule (GS) 13-15	34	39.4%	±10.8
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	0	0.0%	NA

2.7 Crude and Offensive Behavior

Table 2.32 and Table 2.33 present the experience rate of employees who experienced crude and offensive behavior within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in BSEE. 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 BSEE – Estimated Experience Rate of Crude and Offensive Behavior in Past 12 Months

	Experience rate			Frequency of occurrence ^a			
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Overall	120	13.4%	±2.4	2.8	±0.1	3	2
Sex							
Men	65	11.5% *	±2.9	2.8	±0.1	3	3
Women	55	16.5% *	±4.4	2.9	±0.2	3	2
Gender Identity							
A Male	65	11.5%	±2.9	2.8	±0.1	3	3
B Female	55	16.5%	±4.4	2.9	±0.2	3	2
C Transgender	--	--	--	--	--	--	--
Do not identify as							
D female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	115	14.2%	±2.6	2.9	±0.1	3	3
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
A Heterosexual or straight	115	14.2%	±2.6	2.9	±0.1	3	3
B Lesbian	NR	NR	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR	NR	NR
Other (e.g., questioning, asexual, undecided, self-identified, or intersex)							
E	NR	NR	NR	NR	NR	NR	NR
F I prefer not to say	NR	NR	NR	NR	NR	NR	NR

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

Table 2.33 BSEE – 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		120	13.39%	±2.39
A	Headquarters Office (Greater Washington Metropolitan Area)	39	14.23%	±4.69
B	Regional Office (Alaska, Gulf of Mexico, Pacific)	27	8.57% ^C	±3.63
C	District Office	48	19.95% ^B	±5.60
D	100% Telework	0	0.00%	NA
E	Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

2.8 Unwanted Sexual Attention

Table 2.34 and Table 2.35 present the experience rate of employees who experienced unwanted sexual attention within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in BSEE. 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 BSEE – Estimated Experience Rate of Unwanted Sexual Attention in Past 12 Months

	Experience rate			Frequency of occurrence ^a			
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Overall	24	2.7%	±1.3	3.1	±0.4	2	2
Sex							
Men	NR	NR	NR	NR	NR	NR	NR
Women	21	6.2%	±3.2	3.2	±0.4	2	2
Gender Identity							
A Male	NR	NR	NR	NR	NR	NR	NR
B Female	21	6.2%	±3.2	3.2	±0.4	2	2
C Transgender	--	--	--	--	--	--	--
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	23	2.9%	±1.4	3.1	±0.4	2	2
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
A Heterosexual or straight	23	2.9%	±1.4	3.1	±0.4	2	2
B Lesbian	NR	NR	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR	NR	NR
F I prefer not to say	0	0.0%	NA	NA	NA	NA	NA

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

Table 2.35 BSEE – 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		24	2.72%	±1.29
A	Headquarters Office (Greater Washington Metropolitan Area)	11	4.03%	±3.11
B	Regional Office (Alaska, Gulf of Mexico, Pacific)	5	1.65%	±2.17
C	District Office	6	2.62%	±3.03
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.

2.9 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 BSEE. 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 BSEE – Estimated Experience Rate of Sexual Coercion in Past 12 Months

	Experience rate			Frequency of occurrence ^a			
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Overall	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	0	0.0%	NA	NA	NA	NA	NA
Women	NR	NR	NR	NR	NR	NR	NR
Gender Identity							
A Male	0	0.0%	NA	NA	NA	NA	NA
B Female	NR	NR	NR	NR	NR	NR	NR
C Transgender	--	--	--	--	--	--	--
Do not identify as							
D female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	NR	NR	NR	NR
Sexual Minority	0	0.0%	NA	NA	NA	NA	NA
Sexual Orientation							
A Heterosexual or straight	NR	NR	NR	NR	NR	NR	NR
B Lesbian	NR	NR	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR	NR	NR
Other (e.g., questioning, asexual, undecided, self-identified, or intersex)							
E	NR	NR	NR	NR	NR	NR	NR
F I prefer not to say	0	0.0%	NA	NA	NA	NA	NA

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

Table 2.37 BSEE – 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		NR	NR	NR
A	Headquarters Office (Greater Washington Metropolitan Area)	0	0.00%	NA
B	Regional Office (Alaska, Gulf of Mexico, Pacific)	NR	NR	NR
C	District Office	0	0.00%	NA
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 BSEE. 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 BSEE – Estimated Experience Rate of Gender Harassment in Past 12 Months

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	92	10.2%	±2.2	3.2	±0.2
Age - Collapsed					
39 or under	36	12.0%	±4.2	3.6*	±0.3
40 or older	56	9.4%	±2.6	3.0*	±0.2
Age					
A 25 or under	0	0.0%	NA	NA	NA
B 26-29	10	15.6%	±11.5	4.2CDEF	±0.6
C 30-39	26	12.3%	±5.2	3.3B	±0.3
D 40-49	23	12.3%	±5.6	3.1B	±0.3
E 50-59	21	8.4%	±4.2	3.0B	±0.4
F 60 or older	12	7.5%	±5.3	2.8B	±0.2
Relationship Status - Collapsed					
A Single	26	16.6%B	±6.7	3.3	±0.3
B Partnered/Married	44	7.0%AC	±2.3	3.3	±0.2
C Separated/Widowed/Divorced	20	17.8%B	±8.4	3.1	±0.4
Relationship Status					
A Single	26	16.6%E	±6.7	3.3	±0.3
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	15	16.1%	±9.3	2.6	±0.4
E Married	42	6.8%A	±2.3	3.3	±0.2
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	51	8.0%*	±2.4	3.1	±0.2
Minority	37	16.3%*	±5.4	3.4	±0.4

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race						
A	Hispanic	NR	NR	NR	NR	NR
B	American Indian or Alaskan Native	NR	NR	NR	NR	NR
C	Asian	9	24.1%F	±16.8	5.2DF	±0.6
D	Black/African-American	21	21.1%F	±9.3	2.7C	±0.3
E	Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F	Non-Hispanic White	51	8.0%CD	±2.4	3.1C	±0.2
G	Multi racial	NR	NR	NR	NR	NR
Disability						
	Yes	14	15.9%	±9.3	3.5	±0.4
	No	78	9.6%	±2.2	3.2	±0.2
Sex						
	Men	21	3.8%*	±1.9	3.6	±0.6
	Women	70	20.9%*	±4.7	3.2	±0.2
Gender Identity						
A	Male	21	3.8%B	±1.9	3.6	±0.6
B	Female	70	20.9%A	±4.7	3.2	±0.2
C	Transgender	--	--	--	--	--
D	Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description						
A	Transgender, male to female	--	--	--	--	--
B	Transgender, female to male	--	--	--	--	--
C	Gender non-conforming	--	--	--	--	--
D	Unsure	--	--	--	--	--
E	I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed						
	Heterosexual	83	10.3%	±2.3	3.3	±0.2
	Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation						
A	Heterosexual or straight	83	10.3%	±2.3	3.3	±0.2
B	Lesbian	NR	NR	NR	NR	NR
C	Gay	NR	NR	NR	NR	NR
D	Bisexual	NR	NR	NR	NR	NR
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F	I prefer not to say	6	10.4%	±11.9	2.4	±0.3

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	0	0.0%D	NA	NA	NA
B	Trade/Tech Certificate/Some College	14	8.7%	±5.6	2.7D	±0.3
C	AA/College Degree	42	9.6%	±3.2	3.2	±0.2
D	Graduate Degree	35	14.4%A	±5.0	3.5B	±0.3
Appointment Type						
A	Permanent	87	10.0%	±2.2	3.2	±0.2
B	Term	NR	NR	NR	NR	NR
C	Temporary	NR	NR	NR	NR	NR
Work Schedule						
	Seasonal	NR	NR	NR	NR	NR
	Non-seasonal	87	10.2%	±2.2	3.2	±0.2
Appointment Type and Work Schedule						
A	Permanent-Seasonal	NR	NR	NR	NR	NR
B	Permanent-Non-Seasonal	85	9.9%	±2.2	3.2	±0.2
C	Term	NR	NR	NR	NR	NR
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	13	11.6%	±7.6	3.3	±0.6
B	1 to 3 years	28	12.4%	±5.0	3.8CG	±0.4
C	4 to 5 years	8	4.5%G	±4.3	2.6B	±0.3
D	6 to 10 years	11	7.8%	±5.9	3.1	±0.4
E	11 to 14 years	7	13.6%	±12.5	3.2	±0.6
F	15 to 20 years	NR	NR	NR	NR	NR
G	More than 20 years	19	15.3%C	±7.6	2.8B	±0.2
Pay Plan and Grade - Collapsed						
A	Junior Grade	NR	NR	NR	NR	NR
B	Middle Grade	10	10.2%	±7.7	3.7	±0.6
C	Senior Grade	76	10.2%	±2.4	3.2	±0.2
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	65	11.1%	±2.8	3.2	±0.2
	Supervisor	25	8.3%	±3.7	3.2	±0.3

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	8	5.5%	±5.3	3.9B	±0.6
B Supervisor	12	11.0%	±7.5	2.5A	±0.3
C Manager	NR	NR	NR	NR	NR
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	65	11.1%	±2.8	3.2	±0.2

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

Table 2.39 BSEE – 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		92	10.21%	±2.16
A	Headquarters Office (Greater Washington Metropolitan Area)	41	15.11% ^C	±4.78
B	Regional Office (Alaska, Gulf of Mexico, Pacific)	35	10.79%	±3.91
C	District Office	10	4.15% ^A	±3.44
D	100% Telework	0	0.00%	NA
E	Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

2.11 Sexual Assault Related Behaviors

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

2.11.1 Past 12 Months

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

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

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	NR	NR	NR	NR	NR
Age - Collapsed					
39 or under	NR	NR	NR	NR	NR
40 or older	NR	NR	NR	NR	NR
Age					
A 25 or under	0	0.00%	NA	NA	NA
B 26-29	0	0.00%	NA	NA	NA
C 30-39	NR	NR	NR	NR	NR
D 40-49	0	0.00%	NA	NA	NA
E 50-59	NR	NR	NR	NR	NR
F 60 or older	0	0.00%	NA	NA	NA
Relationship Status - Collapsed					
A Single	0	0.00%	NA	NA	NA
B Partnered/Married	NR	NR	NR	NR	NR
C Separated/Widowed/Divorced	NR	NR	NR	NR	NR

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

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Sexual Orientation						
A	Heterosexual or straight	NR	NR	NR	NR	NR
B	Lesbian	NR	NR	NR	NR	NR
C	Gay	NR	NR	NR	NR	NR
D	Bisexual	NR	NR	NR	NR	NR
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F	I prefer not to say	0	0.00%	NA	NA	NA
Education Level - Collapsed						
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	NR	NR	NR	NR	NR
D	Graduate Degree	0	0.00%	NA	NA	NA
Appointment Type						
A	Permanent	NR	NR	NR	NR	NR
B	Term	0	0.00%	NA	NA	NA
C	Temporary	NR	NR	NR	NR	NR
Work Schedule						
	Seasonal	NR	NR	NR	NR	NR
	Non-seasonal	NR	NR	NR	NR	NR
Appointment Type and Work Schedule						
A	Permanent-Seasonal	NR	NR	NR	NR	NR
B	Permanent-Non-Seasonal	NR	NR	NR	NR	NR
C	Term	0	0.00%	NA	NA	NA
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	NR	NR	NR	NR	NR
B	1 to 3 years	0	0.00%	NA	NA	NA
C	4 to 5 years	NR	NR	NR	NR	NR
D	6 to 10 years	0	0.00%	NA	NA	NA
E	11 to 14 years	0	0.00%	NA	NA	NA
F	15 to 20 years	0	0.00%	NA	NA	NA
G	More than 20 years	0	0.00%	NA	NA	NA

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Pay Plan and Grade - Collapsed					
A Junior Grade	0	0.00%	NA	NA	NA
B Middle Grade	NR	NR	NR	NR	NR
C Senior Grade	NR	NR	NR	NR	NR
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	NR	NR	NR	NR	NR
Supervisor	0	0.00%	NA	NA	NA
Supervisory Status					
A Team Leader	0	0.00%	NA	NA	NA
B Supervisor	0	0.00%	NA	NA	NA
C Manager	0	0.00%	NA	NA	NA
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	NR	NR	NR	NR	NR

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

Table 2.411 BSEE – Estimated Experience Rate of Sexual Assault Related Behaviors in the Past 12 Months, by Current Work Location

		Sexual assault		
		<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall		NR	NR	NR
A	Headquarters Office (Greater Washington Metropolitan Area)	0	0.00%	NA
B	Regional Office (Alaska, Gulf of Mexico, Pacific)	NR	NR	NR
C	District Office	NR	NR	NR
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.

2.11.2 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 BSEE.

Table 2.422 BSEE – Estimated Experience Rate of Sexual Assault Related Behaviors Prior to Past 12 Months

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

* Indicates a statistically significant difference between the two groups.

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

Table 2.433 BSEE – Estimated Pay Plan or Grade at Which Sexual Assault Related Behaviors First Occurred

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

2.12 Sexual Assault Related Behaviors Experienced

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

Table 2.444 BSEE – Estimated Experience Rate of Sexual Assault Related Behaviors in the Past 12 Months, by Sex and Type of Behavior Experienced

	Type of sexual assault behavior experienced		
	<i>Sexual touching</i>	<i>Attempted sex</i>	<i>Completed sex</i>
Bureau of Safety and Environmental Enforcement	0.00% (NA)	NR	0.00% (NA)
Men	0.00% (NA)	NR	0.00% (NA)
Women	0.00% (NA)	NR	0.00% (NA)

3 One Behavior or Experience with the Greatest Effect

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

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

Table 3.1 BSEE – 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	81	31.1%	±5.9
Your race or ethnicity	55	21.0%	±5.4
Your religious beliefs	06	2.4%	±2.8
Your disability status or condition	15	5.7%	±3.6
Your sexual orientation	NR	NR	NR
Your sex/gender	40	15.2%	±4.9
Unknown	62	23.8%	±5.6

The results shown in Section 3 represent the estimated subset of BSEE 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 BSEE 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, 31.1% 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 BSEE.

Table 3.2 BSEE – 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	79	96.5%	±7.3
Most of it occurred during work hours; some off work hours	NR	NR	NR
Some of it occurred during work hours; most off work hours	0	0.0%	NA
None of it occurred during work hours; all off work hours	0	0.0%	NA
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	9	11.5%	±9.2
No	72	88.5%	±9.2
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	76	94.3%	±8.0
At a work-sponsored social event	0	0.0%	NA
At a non-work sponsored social event where coworkers were present	0	0.0%	NA
At a permanent bureau/office supplied housing location, if applicable	NR	NR	NR
At a location outside the office/site	0	0.0%	NA
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	73	96.5%	±7.8
At an indoor location (shop or maintenance area)	0	0.0%	NA
At an outdoor location (e.g., field site) that did not require an overnight stay	NR	NR	NR
At an outdoor location (e.g., field site) that required an overnight stay	0	0.0%	NA
Q38 How often did the specific type of behavior or experience occur?			
Once	45	56.4%	±11.2
Once a month or less	26	32.7%	±11.2
2-4 times a month	NR	NR	NR
Every few days	0	0.0%	NA
Every day	7	8.4%	±8.6
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	45	57.0%	±11.4
A week	NR	NR	NR
A month	NR	NR	NR
A few months	9	12.1%	±9.5
A year or more	20	25.6%	±11.0

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	50	62.4%	±11.3
More than one person	30	37.6%	±11.3
Q41 Was/were the person(s) who did this to you?			
Male	45	57.0%	±11.4
Female	23	29.6%	±11.2
Both males and females	11	13.4%	±9.7
Q42 Was/were the person(s) who did this to you?			
Younger	23	28.3%	±11.0
About my age	10	12.7%	±9.5
Older	46	56.5%	±11.2
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)	37	44.8%	±11.1
Subordinate(s) or someone you supervise/manage	NR	NR	NR
Your Team lead(s) (current or former)	9	11.6%	±9.2
Another Team lead(s) (current or former)	0	0.0%	NA
Your Supervisor(s)/Section Chief (current or former)	19	23.3%	±10.6
Another Supervisor(s)/Section Chief (current or former)	NR	NR	NR
Your Manager(s) (current or former)	7	8.8%	±8.6
Another Manager(s) (current or former)	6	7.6%	±8.4
Another federal employee	9	10.9%	±9.0
A contractor	NR	NR	NR
An industry representative or employee	0	0.0%	NA
Other	0	0.0%	NA
Do not know	7	8.1%	±8.5
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	7	8.7%	±8.8
Yes, I had to or still have to interact with this/these person(s)	72	91.3%	±8.8

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 BSEE.

Table 3.3 BSEE – 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	NR	NR	NR
No	73	91.7%	±8.7
Don't Know	NR	NR	NR
b. Did you take steps to leave your organization?			
Yes	20	24.6%	±10.9
No	60	75.4%	±10.9
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	27	35.9%	±11.7
No	48	64.1%	±11.7
Don't Know	0	0.0%	NA
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	21	25.9%	±11.0
No	57	71.7%	±11.1
Don't Know	NR	NR	NR
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	17	22.2%	±10.8
No	60	77.8%	±10.8
Don't Know	0	0.0%	NA
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	12	15.2%	±9.9
No	65	81.3%	±10.3
Don't Know	NR	NR	NR
h. Did it damage other personal relationships?			
Yes	9	11.2%	±9.3
No	71	88.8%	±9.3
Don't Know	0	0.0%	NA

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	17	22.0%	±11.1
No	58	78.0%	±11.1
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	7	8.8%	±9.1
No	68	91.2%	±9.1
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	11	13.7%	±9.7
No	69	86.3%	±9.7
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	28	35.3%	±11.3
No	51	64.7%	±11.3
Don't Know	0	0.0%	NA

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

Table 3.4 BSEE – 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	18	22.2%	±10.6
My coworkers	42	52.3%	±11.1
My team leader	7	8.3%	±8.7
My supervisor	16	20.7%	±10.7
My manager	7	8.6%	±9.0
A senior leader	NR	NR	NR
Another employee in my bureau	34	44.4%	±11.5
Someone from another bureau/office	19	24.7%	±11.1

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

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	NR	NR	NR	NR	NR
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)	NR	NR	NR	NR	NR
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	NR	NR	NR	NR	NR
Other Law Enforcement/Civil Authority not in the bureau	0	0.0%	NA	NA	NA
Department of Interior Ethics/Bureau Ethics Office	0	0.0%	NA	NA	NA
Integrity and Professional Responsibility Advisor (IPRA)	0	0.0%	NA	NA	NA
Other	NR	NR	NR	NR	NR

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

An estimated 11.1% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of age harassment within the past 12 months that had the greatest effect on them. Table 3.6 shows the results of them making an oral and/or written complaint/grievance/report.

Table 3.6 BSEE – Results of Reporting the One Experience of Age Harassment

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

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
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 11.1% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of age harassment within the past 12 months that had the greatest effect on them. Table 3.7 shows satisfaction with aspects of making an oral and/or written complaint/grievance/report.

Table 3.7 BSEE – Satisfaction with Reporting of the One Experience of Age Harassment

	<i>N</i>	<i>Satisfaction mean score^a</i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	7	2.3	±0.6
How you were treated by personnel handling the complaint/grievance/report?	7	2.7	±0.8
Actions taken by the person handling the complaint/grievance/report?	7	2.7	±0.8
Being informed about the current status of the complaint/grievance/report?	7	2.6	±0.4
The amount of time it took to address the complaint/grievance/report?	7	2.3	±0.4

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

An estimated 88.9% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of age harassment within the past 12 months that had the greatest effect on them. Table 3.8 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

Table 3.8 BSEE – 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	31	44.8%	±12.1
I thought it was not serious enough to discuss or report	46	67.5%	±12.2
I took care of it myself by confronting the person(s) who did it	14	19.9%	±11.1
I took other actions to handle the situation	20	28.6%	±12.1
I did not know who to report the behavior to and/or how to file a complaint	7	10.1%	±10.0
I did not want more people to know	16	22.0%	±11.3
I was ashamed or embarrassed	8	11.1%	±10.2
I did not want people to think less of me	16	22.0%	±11.3
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	47	65.0%	±12.0
I did not think anything would be done	39	54.8%	±11.9
I did not think I would be believed	9	13.6%	±10.6
I did not trust that the process would be fair	23	32.8%	±11.9
I thought I might get in trouble for something I did	14	19.3%	±11.1
I thought I would be labeled as a troublemaker	28	41.2%	±12.2
I thought it might hurt my performance appraisal	26	36.3%	±12.0
I thought it might hurt my chances of being renewed or obtaining permanent position	--	--	--
I was worried about potential negative consequences from leadership	26	36.4%	±12.0
I was worried about potential negative consequences from my coworkers or peers	26	36.6%	±12.0
I thought it might hurt my career	28	39.2%	±12.0
I did not want to hurt the person's/s' career/s or family/ies	8	11.6%	±10.6
I was concerned for my physical safety	NR	NR	NR
I feared losing my job	9	14.5%	±11.1
Some other reason	28	46.5%	±12.9

3.2 Characteristics of Racial/Ethnic Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 21.0% indicated the one behavior or experience that had the greatest effect on them was based on their race/ethnicity. Table 3.9 presents characteristics of the one behavior or experience of racial/ethnic harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in BSEE.

Table 3.9 BSEE – 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	50	91.1%	±11.4
Most of it occurred during work hours; some off work hours	NR	NR	NR
Some of it occurred during work hours; most off work hours	0	0.0%	NA
None of it occurred during work hours; all off work hours	0	0.0%	NA
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	13	23.8%	±13.4
No	42	76.2%	±13.4
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	44	80.1%	±13.1
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	6	11.6%	±11.9
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)	44	100%	NA
At an indoor location (shop or maintenance area)	0	0.0%	NA
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	0	0.0%	NA
Q38 How often did the specific type of behavior or experience occur?			
Once	22	40.2%	±13.8
Once a month or less	13	24.1%	±13.4
2-4 times a month	7	12.5%	±12.1
Every few days	6	11.0%	±11.8
Every day	7	12.2%	±12.0
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	20	36.4%	±13.8
A week	0	0.0%	NA
A month	NR	NR	NR
A few months	9	16.9%	±12.7
A year or more	24	43.0%	±13.7

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	31	56.2%	±13.7
More than one person	24	43.8%	±13.7
Q41 Was/were the person(s) who did this to you?			
Male	22	40.1%	±13.8
Female	15	26.4%	±13.6
Both males and females	18	33.5%	±13.8
Q42 Was/were the person(s) who did this to you?			
Younger	15	26.5%	±13.6
About my age	9	16.2%	±12.6
Older	13	23.8%	±13.4
Some were younger, older, and/or about my age	13	24.3%	±13.4
Do not know	5	9.2%	±11.5
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	34	62.0%	±13.8
Subordinate(s) or someone you supervise/manage	7	12.7%	±12.1
Your Team lead(s) (current or former)	0	0.0%	NA
Another Team lead(s) (current or former)	NR	NR	NR
Your Supervisor(s)/Section Chief (current or former)	10	19.0%	±13.0
Another Supervisor(s)/Section Chief (current or former)	6	11.4%	±11.9
Your Manager(s) (current or former)	6	10.4%	±11.7
Another Manager(s) (current or former)	0	0.0%	NA
Another federal employee	NR	NR	NR
A contractor	0	0.0%	NA
An industry representative or employee	NR	NR	NR
Other	NR	NR	NR
Do not know	0	0.0%	NA
None selected	0	0.0%	NA
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	7	12.2%	±12.0
Yes, I had to or still have to interact with this/these person(s)	48	87.8%	±12.0

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 BSEE.

Table 3.10 BSEE – 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	11	20.7%	±13.2
No	44	79.3%	±13.2
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	12	21.5%	±13.2
No	43	78.5%	±13.2
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	21	38.9%	±13.8
No	32	57.5%	±13.7
Don't Know	NR	NR	NR
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	18	34.5%	±14.1
No	33	61.7%	±14.1
Don't Know	NR	NR	NR
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	29	52.1%	±13.4
No	24	44.3%	±13.6
Don't Know	NR	NR	NR
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	27	48.5%	±13.4
No	26	47.9%	±13.4
Don't Know	NR	NR	NR
h. Did it damage other personal relationships?			
Yes	9	17.1%	±12.8
No	42	75.4%	±13.5
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	15	26.5%	±13.6
No	40	73.5%	±13.6
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	NR	NR	NR
No	51	92.5%	±11.1
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	8	15.4%	±12.5
No	47	84.6%	±12.5
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	23	41.6%	±13.7
No	32	58.4%	±13.7
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 BSEE.

Table 3.11 BSEE – 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	16	31.6%	±14.4
My coworkers	19	33.8%	±13.8
My team leader	NR	NR	NR
My supervisor	25	45.0%	±13.6
My manager	11	20.4%	±13.1
A senior leader	7	12.8%	±12.1
Another employee in my bureau	29	53.2%	±13.5
Someone from another bureau/office	16	29.7%	±13.7

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 BSEE.

Table 3.12 BSEE – Resources for Making Complaint of the One Experience of Racial/Ethnic Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	14	24.9%	±13.5	2.1	±0.8
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)	6	10.1%	±11.6	1.5	±0.8
Union (if applicable)	NR	NR	NR	NR	NR
Equal Employment Opportunity Counselor	6	10.3%	±11.7	2.7	±1.6
Equal Employment Opportunity Office	6	10.1%	±11.6	2.4	±1.8
Office of Inspector General Hotline	NR	NR	NR	NR	NR
Office of Inspector General	NR	NR	NR	NR	NR
Other Law Enforcement/Civil Authority not in the bureau	0	0.0%	NA	NA	NA
Department of Interior Ethics/Bureau Ethics Office	NR	NR	NR	NR	NR
Integrity and Professional Responsibility Advisor (IPRA)	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR

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

An estimated 31.9% 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 BSEE – Results of Reporting the One Experience of Racial/Ethnic Harassment

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. The person I told took no action			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
b. The rules of harassment were explained to everyone in the workplace			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
d. An investigation was conducted by a law enforcement official			
Yes	0	0.0%	NA
No	18	100%	NA
Don't Know	0	0.0%	NA
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	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	0	0.0%	NA
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	0	0.0%	NA
No	18	100%	NA
Don't Know	0	0.0%	NA
h. There was some official career action taken against person(s) for the behavior			
Yes	0	0.0%	NA
No	NR	NR	NR
Don't Know	NR	NR	NR

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

An estimated 31.9% 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 BSEE – Satisfaction with Reporting of the One Experience of Racial/Ethnic Harassment

	<i>N</i>	<i>Satisfaction mean score^a</i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	15	2.4	±0.6
How you were treated by personnel handling the complaint/grievance/report?	15	2.7	±0.6
Actions taken by the person handling the complaint/grievance/report?	15	2.2	±0.6
Being informed about the current status of the complaint/grievance/report?	15	2.3	±0.5
The amount of time it took to address the complaint/grievance/report?	15	2.3	±0.5

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

An estimated 68.1% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of racial/ethnic harassment within the past 12 months that had the greatest effect on them. Table 3.15 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

Table 3.15 BSEE – 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	12	33.2%	±17.7
I thought it was not serious enough to discuss or report	12	33.4%	±17.7
I took care of it myself by confronting the person(s) who did it	11	29.6%	±17.1
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	7	19.3%	±17.2
I was ashamed or embarrassed	NR	NR	NR
I did not want people to think less of me	11	32.2%	±17.7
I thought other people would blame me	9	26.4%	±17.6
I felt partially to blame	7	20.4%	±17.3
I wanted to forget about it or move on	NR	NR	NR
I did not think anything would be done	23	61.6%	±17.0
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	9	26.4%	±17.6
I thought I would be labeled as a troublemaker	NR	NR	NR
I thought it might hurt my performance appraisal	10	29.2%	±17.7
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	NR	NR	NR
I was worried about potential negative consequences from my coworkers or peers	12	32.4%	±17.7
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	10	26.1%	±17.0
I was concerned for my physical safety	7	20.4%	±17.3
I feared losing my job	9	26.4%	±17.6
Some other reason	NR	NR	NR

3.3 Characteristics of Religious Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 2.4% 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 BSEE.

Table 3.16 BSEE – Context of the One Experience of Religious Harassment

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

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

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

Table 3.17 BSEE – Results of the One Experience of Religious Harassment

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

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

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

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

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

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

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	NR	NR	NR	NR	NR
Employee Assistance Program (EAP)	NR	NR	NR	NR	NR
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	NR	NR	NR	NR	NR
Union (if applicable)	NR	NR	NR	NR	NR
Equal Employment Opportunity Counselor	NR	NR	NR	NR	NR
Equal Employment Opportunity Office	NR	NR	NR	NR	NR
Office of Inspector General Hotline	NR	NR	NR	NR	NR
Office of Inspector General	NR	NR	NR	NR	NR
Other Law Enforcement/Civil Authority not in the bureau	NR	NR	NR	NR	NR
Department of Interior Ethics/Bureau Ethics Office	NR	NR	NR	NR	NR
Integrity and Professional Responsibility Advisor (IPRA)	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR

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

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

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

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

	<i>N</i>	<i>Satisfaction mean score^a</i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	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

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

An estimated [NR] 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 BSEE – Reasons for Not Reporting the One Experience of Religious Harassment

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

3.4 Characteristics of Disability Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 5.7% 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 BSEE.

Table 3.23 BSEE – Context of the One Experience of Disability Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q34 When did the specific type of behavior or experience occur?			
All of it occurred during work hours	NR	NR	NR
Most of it occurred during work hours; some off work hours	NR	NR	NR
Some of it occurred during work hours; most off work hours	0	0.0%	NA
None of it occurred during work hours; all off work hours	0	0.0%	NA
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	NR	NR	NR
No	NR	NR	NR
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	NR	NR	NR
At a work-sponsored social event	0	0.0%	NA
At a non-work sponsored social event where coworkers were present	0	0.0%	NA
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	NR	NR	NR
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	NR	NR	NR
At an indoor location (shop or maintenance area)	NR	NR	NR
At an outdoor location (e.g., field site) that did not require an overnight stay	NR	NR	NR
At an outdoor location (e.g., field site) that required an overnight stay	NR	NR	NR
Q38 How often did the specific type of behavior or experience occur?			
Once	NR	NR	NR
Once a month or less	NR	NR	NR
2-4 times a month	0	0.0%	NA
Every few days	0	0.0%	NA
Every day	NR	NR	NR
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	NR	NR	NR
A week	0	0.0%	NA
A month	0	0.0%	NA
A few months	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	0	0.0%	NA
About my age	NR	NR	NR
Older	NR	NR	NR
Some were younger, older, and/or about my age	NR	NR	NR
Do not know	NR	NR	NR
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	NR	NR	NR
Subordinate(s) or someone you supervise/manage	0	0.0%	NA
Your Team lead(s) (current or former)	NR	NR	NR
Another Team lead(s) (current or former)	0	0.0%	NA
Your Supervisor(s)/Section Chief (current or former)	NR	NR	NR
Another Supervisor(s)/Section Chief (current or former)	NR	NR	NR
Your Manager(s) (current or former)	NR	NR	NR
Another Manager(s) (current or former)	NR	NR	NR
Another federal employee	NR	NR	NR
A contractor	0	0.0%	NA
An industry representative or 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	0	0.0%	NA
Yes, I had to or still have to interact with this/these person(s)	15	100%	NA

Table 3.24 presents actions taken or outcomes resulting from the one behavior or experience of disability harassment within the past 12 months that had the greatest effect on them. Question 45d was only asked of permanent employees and question 45e was only asked of term and temporary employees. Results have been weighted to estimate the population in BSEE.

Table 3.24 BSEE – Results of the One Experience of Disability Harassment

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. Did you request a transfer or change of assignment?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	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	NR	NR	NR
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
h. Did it damage other personal relationships?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA

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

Table 3.25 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 BSEE.

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

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

Table 3.26 shows to which resource, if any, employees made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of disability harassment within the past 12 months that had the greatest effect on them. For each resource they contacted, employees were asked to rate the helpfulness of that resource. Results have been weighted to estimate the population in BSEE.

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	NR	NR	NR	NR	NR
Employee Assistance Program (EAP)	0	0.0%	NA	NA	NA
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	NR	NR	NR	NR	NR
Union (if applicable)	0	0.0%	NA	NA	NA
Equal Employment Opportunity Counselor	NR	NR	NR	NR	NR
Equal Employment Opportunity Office	NR	NR	NR	NR	NR
Office of Inspector General Hotline	NR	NR	NR	NR	NR
Office of Inspector General	NR	NR	NR	NR	NR
Other Law Enforcement/Civil Authority not in the bureau	0	0.0%	NA	NA	NA
Department of Interior Ethics/Bureau Ethics Office	NR	NR	NR	NR	NR
Integrity and Professional Responsibility Advisor (IPRA)	0	0.0%	NA	NA	NA
Other	NR	NR	NR	NR	NR

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

An estimated [NR] of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of disability harassment within the past 12 months that had the greatest effect on them. Table 3.27 shows the results of them making an oral and/or written complaint/grievance/report.

Table 3.27 BSEE – 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?	N	Percent	MoE
a. The person I told took no action			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
b. The rules of harassment were explained to everyone in the workplace			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
d. An investigation was conducted by a law enforcement official			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
h. There was some official career action taken against person(s) for the behavior			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR

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

An estimated [NR] of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of disability harassment within the past 12 months that had the greatest effect on them. Table 3.28 shows satisfaction with aspects of making an oral and/or written complaint/grievance/report.

Table 3.28 BSEE – Satisfaction with Reporting of the One Experience of Disability Harassment

	<i>N</i>	<i>Satisfaction mean score^a</i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	8	2.2	±0.9
How you were treated by personnel handling the complaint/grievance/report?	8	2.5	±0.8
Actions taken by the person handling the complaint/grievance/report?	8	2.5	±0.8
Being informed about the current status of the complaint/grievance/report?	8	2.3	±0.8
The amount of time it took to address the complaint/grievance/report?	8	2.0	±0.9

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

An estimated [NR] of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of disability harassment within the past 12 months that had the greatest effect on them. Table 3.29 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

Table 3.29 BSEE – Reasons for Not Reporting the One Experience of Disability Harassment

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

3.5 Characteristics of Sexual Orientation Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, [NR] 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 BSEE.

Table 3.30 BSEE – Context of the One Experience of Sexual Orientation Harassment

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

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

Table 3.31 presents actions taken or outcomes resulting from the one behavior or experience of sexual orientation harassment within the past 12 months that had the greatest effect on them. Question 45d was only asked of permanent employees and question 45e was only asked of term and temporary employees. Results have been weighted to estimate the population in BSEE.

Table 3.31 BSEE – Results of the One Experience of Sexual Orientation Harassment

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

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

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

Table 3.32 BSEE – Discussion of the One Experience of Sexual Orientation Harassment

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

Table 3.33 shows to which resource, if any, employees made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of sexual orientation harassment within the past 12 months that had the greatest effect on them. For each resource they contacted, employees were asked to rate the helpfulness of that resource. Results have been weighted to estimate the population in BSEE.

Table 3.33 BSEE – Resources for Making Complaint of the One Experience of Sexual Orientation Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	NR	NR	NR	NR	NR
Employee Assistance Program (EAP)	NR	NR	NR	NR	NR
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	NR	NR	NR	NR	NR
Union (if applicable)	NR	NR	NR	NR	NR
Equal Employment Opportunity Counselor	NR	NR	NR	NR	NR
Equal Employment Opportunity Office	NR	NR	NR	NR	NR
Office of Inspector General Hotline	NR	NR	NR	NR	NR
Office of Inspector General	NR	NR	NR	NR	NR
Other Law Enforcement/Civil Authority not in the bureau	NR	NR	NR	NR	NR
Department of Interior Ethics/Bureau Ethics Office	NR	NR	NR	NR	NR
Integrity and Professional Responsibility Advisor (IPRA)	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR

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

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

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

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

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

^a 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 BSEE – Reasons for Not Reporting the One Experience of Sexual Orientation Harassment

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

3.6 Characteristics of Sexual/Gender Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 15.2% 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 BSEE.

Table 3.37 BSEE – 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	NR	NR	NR
Most of it occurred during work hours; some off work hours	NR	NR	NR
Some of it occurred during work hours; most off work hours	0	0.0%	NA
None of it occurred during work hours; all off work hours	0	0.0%	NA
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	5	13.5%	±15.7
No	33	86.5%	±15.7
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	35	87.3%	±15.2
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	5	12.7%	±15.2
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	NR	NR	NR
At an indoor location (shop or maintenance area)	0	0.0%	NA
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	NR	NR	NR
Q38 How often did the specific type of behavior or experience occur?			
Once	13	31.7%	±16.6
Once a month or less	NR	NR	NR
2-4 times a month	NR	NR	NR
Every few days	NR	NR	NR
Every day	0	0.0%	NA
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	NR	NR	NR
A week	0	0.0%	NA
A month	0	0.0%	NA
A few months	13	36.0%	±17.2
A year or more	6	17.2%	±16.5

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	29	72.2%	±16.5
More than one person	11	27.8%	±16.5
Q41 Was/were the person(s) who did this to you?			
Male	34	86.7%	±15.2
Female	0	0.0%	NA
Both males and females	5	13.3%	±15.2
Q42 Was/were the person(s) who did this to you?			
Younger	9	23.1%	±16.3
About my age	7	16.4%	±15.7
Older	NR	NR	NR
Some were younger, older, and/or about my age	NR	NR	NR
Do not know	NR	NR	NR
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	26	66.6%	±16.6
Subordinate(s) or someone you supervise/manage	NR	NR	NR
Your Team lead(s) (current or former)	0	0.0%	NA
Another Team lead(s) (current or former)	0	0.0%	NA
Your Supervisor(s)/Section Chief (current or former)	NR	NR	NR
Another Supervisor(s)/Section Chief (current or former)	NR	NR	NR
Your Manager(s) (current or former)	0	0.0%	NA
Another Manager(s) (current or former)	0	0.0%	NA
Another federal employee	6	15.9%	±15.6
A contractor	NR	NR	NR
An industry representative or employee	NR	NR	NR
Other	0	0.0%	NA
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	7	18.1%	±16.2
Yes, I had to or still have to interact with this/these person(s)	31	81.9%	±16.2

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 BSEE.

Table 3.38 BSEE – Results of the One Experience of Sexual/Gender Harassment

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. Did you request a transfer or change of assignment?			
Yes	0	0.0%	NA
No	40	100%	NA
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	NR	NR	NR
No	36	90.6%	±14.6
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	13	32.0%	±16.6
No	27	68.0%	±16.6
Don't Know	0	0.0%	NA
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	7	16.5%	±15.7
No	33	83.5%	±15.7
Don't Know	0	0.0%	NA
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	8	20.0%	±16.0
No	32	80.0%	±16.0
Don't Know	0	0.0%	NA
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	NR	NR	NR
No	31	79.1%	±16.1
Don't Know	NR	NR	NR
h. Did it damage other personal relationships?			
Yes	0	0.0%	NA
No	NR	NR	NR
Don't Know	NR	NR	NR

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	NR	NR	NR
No	36	90.6%	±14.6
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	NR	NR	NR
No	35	88.8%	±14.9
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	33	83.0%	±15.7
Don't Know	NR	NR	NR
l. Did you consider leaving the bureau?			
Yes	10	25.9%	±16.4
No	29	74.1%	±16.4
Don't Know	0	0.0%	NA

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

Table 3.39 BSEE – 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	11	29.7%	±17.1
My coworkers	27	66.9%	±16.6
My team leader	NR	NR	NR
My supervisor	9	23.5%	±16.9
My manager	NR	NR	NR
A senior leader	NR	NR	NR
Another employee in my bureau	13	33.7%	±17.1
Someone from another bureau/office	8	20.0%	±16.6

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 BSEE.

Table 3.40 BSEE – Resources for Making Complaint of the One Experience of Sexual/Gender Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	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)	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
Integrity and Professional Responsibility Advisor (IPRA)	0	0.0%	NA	NA	NA
Other	NR	NR	NR	NR	NR

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

An estimated [NR] of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of sexual/gender harassment within the past 12 months that had the greatest effect on them. Table 3.41 shows the results of them making an oral and/or written complaint/grievance/report.

Table 3.41 BSEE – 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?	N	Percent	MoE
a. The person I told took no action			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
b. The rules of harassment were explained to everyone in the workplace			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
d. An investigation was conducted by a law enforcement official			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
h. There was some official career action taken against person(s) for the behavior			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR

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

An estimated [NR] of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of sexual/gender harassment within the past 12 months that had the greatest effect on them. Table 3.42 shows satisfaction with aspects of making an oral and/or written complaint/grievance/report.

Table 3.42 BSEE – Satisfaction with Reporting of the One Experience of Sexual/Gender Harassment

	<i>N</i>	<i>Satisfaction mean score^a</i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	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?	5	4.0	±1.0
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?	5	4.0	±1.0

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

An estimated 87.6% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of sexual/gender harassment within the past 12 months that had the greatest effect on them. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

Table 3.43 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

Table 3.43 BSEE – Reasons for Not Reporting the One Experience of Sexual/Gender Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience			
The behavior or experience stopped on its own	NR	NR	NR
I thought it was not serious enough to discuss or report	NR	NR	NR
I took care of it myself by confronting the person(s) who did it	NR	NR	NR
I took other actions to handle the situation	NR	NR	NR
I did not know who to report the behavior to and/or how to file a complaint	0	0.0%	NA
I did not want more people to know	NR	NR	NR
I was ashamed or embarrassed	NR	NR	NR
I did not want people to think less of me	NR	NR	NR
I thought other people would blame me	NR	NR	NR
I felt partially to blame	NR	NR	NR
I wanted to forget about it or move on	NR	NR	NR
I did not think anything would be done	NR	NR	NR
I did not think I would be believed	NR	NR	NR
I did not trust that the process would be fair	9	26.3%	±18.5
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	7	21.0%	±18.2
I thought it might hurt my chances of being renewed or obtaining permanent position	--	--	--
I was worried about potential negative consequences from leadership	6	17.2%	±17.9
I was worried about potential negative consequences from my coworkers or peers	NR	NR	NR
I thought it might hurt my career	7	21.0%	±18.2
I did not want to hurt the person's/s' career/s or family/ies	NR	NR	NR
I was concerned for my physical safety	0	0.0%	NA
I feared losing my job	NR	NR	NR
Some other reason	NR	NR	NR

3.7 Characteristics of Harassment Based on Unknown Reasons

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 23.8% indicated the one behavior or experience that had the greatest effect on them was based on reasons unknown to them. Table 3.44 presents characteristics of the one behavior or experience of harassment based on unknown reasons within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in BSEE.

Table 3.44 BSEE – 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	33	56.3%	±13.3
Most of it occurred during work hours; some off work hours	NR	NR	NR
Some of it occurred during work hours; most off work hours	6	10.0%	±11.2
None of it occurred during work hours; all off work hours	17	28.8%	±13.3
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	6	9.6%	±10.9
No	54	90.4%	±10.9
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	36	61.2%	±13.4
At a work-sponsored social event	NR	NR	NR
At a non-work sponsored social event where coworkers were present	NR	NR	NR
At a permanent bureau/office supplied housing location, if applicable	NR	NR	NR
At a location outside the office/site	18	30.4%	±13.3
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)	34	100%	NA
At an indoor location (shop or maintenance area)	0	0.0%	NA
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	0	0.0%	NA
Q38 How often did the specific type of behavior or experience occur?			
Once	38	65.8%	±13.4
Once a month or less	10	17.9%	±12.5
2-4 times a month	NR	NR	NR
Every few days	NR	NR	NR
Every day	0	0.0%	NA
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	38	67.5%	±13.6
A week	0	0.0%	NA
A month	6	10.2%	±11.5
A few months	NR	NR	NR
A year or more	8	13.9%	±12.1

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	48	85.4%	±12.3
More than one person	8	14.6%	±12.3
Q41 Was/were the person(s) who did this to you?			
Male	45	76.9%	±12.9
Female	9	15.9%	±12.1
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	6	10.8%	±11.4
Older	36	61.5%	±13.4
Some were younger, older, and/or about my age	NR	NR	NR
Do not know	8	14.3%	±12.0
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	24	39.2%	±12.9
Subordinate(s) or someone you supervise/manage	NR	NR	NR
Your Team lead(s) (current or former)	0	0.0%	NA
Another Team lead(s) (current or former)	0	0.0%	NA
Your Supervisor(s)/Section Chief (current or former)	NR	NR	NR
Another Supervisor(s)/Section Chief (current or former)	NR	NR	NR
Your Manager(s) (current or former)	NR	NR	NR
Another Manager(s) (current or former)	NR	NR	NR
Another federal employee	16	25.1%	±12.6
A contractor	0	0.0%	NA
An industry representative or employee	0	0.0%	NA
Other	0	0.0%	NA
Do not know	9	13.9%	±11.3
None selected	7	11.4%	±10.9
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	26	45.6%	±13.2
Yes, I had to or still have to interact with this/these person(s)	31	54.4%	±13.2

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

Table 3.45 BSEE – Results of the One Experience of Harassment Based on Unknown Reasons

Q45 As a result of the behavior or experience:	N	Percent	MoE
a. Did you request a transfer or change of assignment?			
Yes	NR	NR	NR
No	56	93.3%	±10.2
Don't Know	NR	NR	NR
b. Did you take steps to leave your organization?			
Yes	6	10.3%	±11.0
No	54	89.7%	±11.0
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	12	19.6%	±12.4
No	42	70.1%	±13.1
Don't Know	6	10.3%	±11.0
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	NR	NR	NR
No	45	93.1%	±12.2
Don't Know	NR	NR	NR
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	10	16.2%	±12.0
No	50	83.8%	±12.0
Don't Know	0	0.0%	NA
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	13	22.9%	±13.0
No	45	77.1%	±13.0
Don't Know	0	0.0%	NA
h. Did it damage other personal relationships?			
Yes	NR	NR	NR
No	56	93.3%	±10.2
Don't Know	0	0.0%	NA

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	5	9.0%	±10.7
No	55	91.0%	±10.7
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	5	9.0%	±10.7
No	55	91.0%	±10.7
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	5	9.0%	±10.7
No	55	91.0%	±10.7
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	8	12.6%	±11.4
No	50	84.1%	±11.9
Don't Know	NR	NR	NR

Table 3.46 shows with whom employees discussed the one behavior or experience of harassment based on unknown reasons within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in BSEE.

Table 3.46 BSEE – 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	7	12.3%	±11.9
My coworkers	40	67.0%	±13.2
My team leader	8	13.5%	±11.8
My supervisor	11	18.7%	±12.3
My manager	10	17.5%	±12.1
A senior leader	8	12.7%	±11.4
Another employee in my bureau	30	49.9%	±12.8
Someone from another bureau/office	0	0.0%	NA

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 BSEE.

Table 3.47 BSEE – Resources for Making Complaint of the One Experience of Harassment Based on Unknown Reasons

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	13	22.3%	±12.6	2.7	±0.9
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)	6	10.0%	±11.3	NR	NR
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	NR	NR	NR	NR	NR
Department of Interior Ethics/Bureau Ethics Office	0	0.0%	NA	NA	NA
Integrity and Professional Responsibility Advisor (IPRA)	0	0.0%	NA	NA	NA
Other	NR	NR	NR	NR	NR

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

An estimated 22.3% 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 BSEE – Results of Reporting the One Experience of Harassment Based on Unknown Reasons

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

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

An estimated 22.3% 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 BSEE – Satisfaction with Reporting of the One Experience of Harassment Based on Unknown Reasons

	<i>N</i>	<i>Satisfaction mean score^a</i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	13	3.1	±0.6
How you were treated by personnel handling the complaint/grievance/report?	13	3.3	±0.6
Actions taken by the person handling the complaint/grievance/report?	13	3.0	±0.7
Being informed about the current status of the complaint/grievance/report?	12	2.7	±0.6
The amount of time it took to address the complaint/grievance/report?	13	2.8	±0.8

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

An estimated 77.7% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment 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 BSEE – 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	37	79.0%	±14.6
I thought it was not serious enough to discuss or report	38	87.1%	±14.2
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	9	20.3%	±15.1
I did not know who to report the behavior to and/or how to file a complaint	0	0.0%	NA
I did not want more people to know	10	23.0%	±15.4
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	23	52.6%	±15.2
I did not think anything would be done	11	26.3%	±15.5
I did not think I would be believed	NR	NR	NR
I did not trust that the process would be fair	8	19.2%	±15.0
I thought I might get in trouble for something I did	NR	NR	NR
I thought I would be labeled as a troublemaker	9	21.0%	±15.2
I thought it might hurt my performance appraisal	6	14.7%	±14.5
I thought it might hurt my chances of being renewed or obtaining permanent position	NR	NR	NR
I was worried about potential negative consequences from leadership	6	12.6%	±14.2
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	8	18.7%	±15.0
I was concerned for my physical safety	7	16.9%	±14.8
I feared losing my job	NR	NR	NR
Some other reason	8	18.4%	±14.9

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 BSEE.

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 (85.1%) and at a work location or site (81.5%) that was most frequently characterized as an indoor location (97.8%). Also, for the majority of these employees these experiences did not occur while on travel (86.3%). Additionally, for the majority of employees these experiences occurred more than once (50.8%); involved one person (67.6%), who was typically older (47.8%), male (61.2%), and most often a peer and/or coworker (49.0%); and their work role required them to continue to interact with the person(s) involved (80.6%).

Table 3.51 BSEE – Context of the One Experience of Harassment – Summary

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q34 When did the specific type of behavior or experience occur?							
All of it occurred during work hours	96.5% (±7.3)	91.1% (±11.4)	NR	NR	NR	NR	56.3% (±13.3)
Most of it occurred during work hours; some off work hours	NR	NR	NR	NR	NR	NR	NR
Some of it occurred during work hours; most off work hours	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	10.0% (±11.2)
None of it occurred during work hours; all off work hours	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	28.8% (±13.3)
Q35 Did the specific behavior or experience occur while you were on travel?							
Yes	11.5% (±9.2)	23.8% (±13.4)	NR	NR	NR	13.5% (±15.7)	9.6% (±10.9)
No	88.5% (±9.2)	76.2% (±13.4)	NR	NR	NR	86.5% (±15.7)	90.4% (±10.9)

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q36 Where did the specific type of behavior or experience typically occur?							
At a work location or site	94.3% (±8.0)	80.1% (±13.1)	NR	NR	NR	87.3% (±15.2)	61.2% (±13.4)
At a work-sponsored social event	0.0% (NA)	NR	NR	0.0% (NA)	NR	0.0% (NA)	NR
At a non-work sponsored social event where coworkers were present	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	NR
At a permanent Bureau supplied housing location, if applicable	NR	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	NR
At a location outside the office/site	0.0% (NA)	11.6% (±11.9)	NR	NR	NR	12.7% (±15.2)	30.4% (±13.3)
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)	96.5% (±7.8)	100% (NA)	NR	NR	NR	NR	100% (NA)
At an indoor location (shop or maintenance area)	0.0% (NA)	0.0% (NA)	NR	NR	NR	0.0% (NA)	0.0% (NA)
At an outdoor location (e.g., field site) that did not require an overnight stay	NR	0.0% (NA)	NR	NR	NR	0.0% (NA)	0.0% (NA)
At an outdoor location (e.g., field site) that required an overnight stay	0.0% (NA)	0.0% (NA)	NR	NR	NR	NR	0.0% (NA)
Q38 How often did the specific type of behavior or experience occur?							
Once	56.4% (±11.2)	40.2% (±13.8)	NR	NR	NR	31.7% (±16.6)	65.8% (±13.4)
Once a month or less	32.7% (±11.2)	24.1% (±13.4)	NR	NR	NR	NR	17.9% (±12.5)
2-4 times a month	NR	12.5% (±12.1)	NR	0.0% (NA)	NR	NR	NR
Every few days	0.0% (NA)	11.0% (±11.8)	NR	0.0% (NA)	NR	NR	NR
Every day	8.4% (±8.6)	12.2% (±12.0)	NR	NR	NR	0.0% (NA)	0.0% (NA)

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q39 How long did the specific type of behavior or experience persist?							
It happened one time	57.0% (±11.4)	36.4% (±13.8)	NR	NR	NR	NR	67.5% (±13.6)
A week	NR	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
A month	NR	NR	NR	0.0% (NA)	NR	0.0% (NA)	10.2% (±11.5)
A few months	12.1% (±9.5)	16.9% (±12.7)	NR	NR	NR	36.0% (±17.2)	NR
A year or more	25.6% (±11.0)	43.0% (±13.7)	NR	NR	NR	17.2% (±16.5)	13.9% (±12.1)
Q40 How many people were involved?							
One person	62.4% (±11.3)	56.2% (±13.7)	NR	NR	NR	72.2% (±16.5)	85.4% (±12.3)
More than one person	37.6% (±11.3)	43.8% (±13.7)	NR	NR	NR	27.8% (±16.5)	14.6% (±12.3)
Q41 Was/were the person(s) who did this to you?							
Male	57.0% (±11.4)	40.1% (±13.8)	NR	NR	NR	86.7% (±15.2)	76.9% (±12.9)
Female	29.6% (±11.2)	26.4% (±13.6)	NR	NR	NR	0.0% (NA)	15.9% (±12.1)
Both males and females	13.4% (±9.7)	33.5% (±13.8)	NR	NR	NR	13.3% (±15.2)	NR
Q42 Was/were the person(s) who did this to you?							
Younger	28.3% (±11.0)	26.5% (±13.6)	NR	0.0% (NA)	NR	23.1% (±16.3)	NR
About my age	12.7% (±9.5)	16.2% (±12.6)	NR	NR	NR	16.4% (±15.7)	10.8% (±11.4)
Older	56.5% (±11.2)	23.8% (±13.4)	NR	NR	NR	NR	61.5% (±13.4)
Some were younger, older, and/or about my age	NR	24.3% (±13.4)	NR	NR	NR	NR	NR
Do not know	0.0% (NA)	9.2% (±11.5)	NR	NR	NR	NR	14.3% (±12.0)

	<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>
Q43 Was/were the person(s) who did this to you any of the following?							
Peer(s)/Coworker(s)	44.8% (±11.1)	62.0% (±13.8)	NR	NR	NR	66.6% (±16.6)	39.2% (±12.9)
Subordinate(s) or someone you supervise/manage	NR	12.7% (±12.1)	NR	0.0% (NA)	NR	NR	NR
Your Team lead(s) (current or former)	11.6% (±9.2)	0.0% (NA)	NR	NR	NR	0.0% (NA)	0.0% (NA)
Another Team lead(s) (current or former)	0.0% (NA)	NR	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
Your Supervisor(s)/Section Chief (current or former)	23.3% (±10.6)	19.0% (±13.0)	NR	NR	NR	NR	NR
Another Supervisor(s)/Section Chief (current or former)	NR	11.4% (±11.9)	NR	NR	NR	NR	NR
Your Manager(s) (current or former)	8.8% (±8.6)	10.4% (±11.7)	NR	NR	NR	0.0% (NA)	NR
Another Manager(s) (current or former)	7.6% (±8.4)	0.0% (NA)	NR	NR	NR	0.0% (NA)	NR
Another federal employee	10.9% (±9.0)	NR	NR	NR	NR	15.9% (±15.6)	25.1% (±12.6)
A contractor	NR	0.0% (NA)	NR	0.0% (NA)	NR	NR	0.0% (NA)
An industry representative or employee	0.0% (NA)	NR	NR	0.0% (NA)	NR	NR	0.0% (NA)
Other	0.0% (NA)	NR	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
Do not know	8.1% (±8.5)	0.0% (NA)	NR	0.0% (NA)	NR	NR	13.9% (±11.3)
None selected	NR	0.0% (NA)	NR	0.0% (NA)	NR	NR	11.4% (±10.9)
Q44 Did your work role require you to continue to interact with this/these person(s)?							
No, I did not have to interact with this/these person(s) at all	8.7% (±8.8)	12.2% (±12.0)	NR	0.0% (NA)	NR	18.1% (±16.2)	45.6% (±13.2)
Yes, I had to or still have to interact with this/these person(s)	91.3% (±8.8)	87.8% (±12.0)	NR	100% (NA)	NR	81.9% (±16.2)	54.4% (±13.2)

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

In summary, regardless of the specific form of harassment and/or assault behavior experienced, for some employees these experiences had a negative impact on them, but for many employees it did not. For some employees, these experiences had a *negative impact on their interpersonal relationships* with coworkers, supervisors, or managers (26.0%); resulted in arguments or damaged interpersonal relations at work (28.2%); and/or damaged other personal relationships (11.1%). For some employees, these experiences had a *negative impact on their physical or emotional well-being* leading them to call in sick or taking leave (19.2%), seek counseling (14.8%), or medical attention (11.7%). For some employees, these experiences had a *negative impact on their job performance*, making it harder to complete their work (33.7%), negatively affected their performance evaluation or promotion potential (22.9%), or negatively affected their performance evaluation/renewal/permanent employment (28.6%). For some employees, these experiences *negatively affected their willingness to remain a part of the organization*, leading them to consider leaving BSEE (32.6%), take steps to leave the organization (19.3%), or request a transfer (8.4%).

Table 3.52 BSEE – 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	NR	20.7% (±13.2)	NR	NR	NR	0.0% (NA)	NR
No	91.7% (±8.7)	79.3% (±13.2)	NR	NR	NR	100% (NA)	93.3% (±10.2)
Don't Know	NR	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	NR
b. Did you take steps to leave your organization?							
Yes	24.6% (±10.9)	21.5% (±13.2)	NR	NR	NR	NR	10.3% (±11.0)
No	75.4% (±10.9)	78.5% (±13.2)	NR	NR	NR	90.6% (±14.6)	89.7% (±11.0)
Don't Know	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)

Q45 As a result of the behavior or experience:	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
c. Did it make it harder to complete your work or do your job?							
Yes	35.9% (±11.7)	38.9% (±13.8)	NR	NR	NR	32.0% (±16.6)	19.6% (±12.4)
No	64.1% (±11.7)	57.5% (±13.7)	NR	NR	NR	68.0% (±16.6)	70.1% (±13.1)
Don't Know	0.0% (NA)	NR	NR	0.0% (NA)	NR	0.0% (NA)	10.3% (±11.0)
d. Did it negatively affect your performance evaluation or promotion potential?							
Yes	25.9% (±11.0)	34.5% (±14.1)	NR	NR	NR	16.5% (±15.7)	NR
No	71.7% (±11.1)	61.7% (±14.1)	NR	NR	NR	83.5% (±15.7)	93.1% (±12.2)
Don't Know	NR	NR	NR	NR	NR	0.0% (NA)	NR
e. Did it negatively affect your performance evaluation/renewal/permanent employment?							
Yes	--	NR	--	NR	--	--	NR
No	--	NR	--	NR	--	--	NR
Don't Know	--	NR	--	NR	--	--	NR
f. Did it cause arguments or damage interpersonal relations at work?							
Yes	22.2% (±10.8)	52.1% (±13.4)	NR	NR	NR	20.0% (±16.0)	16.2% (±12.0)
No	77.8% (±10.8)	44.3% (±13.6)	NR	NR	NR	80.0% (±16.0)	83.8% (±12.0)
Don't Know	0.0% (NA)	NR	NR	NR	NR	0.0% (NA)	0.0% (NA)
g. Did it damage your relationship with coworkers, supervisors, or managers?							
Yes	15.2% (±9.9)	48.5% (±13.4)	NR	NR	NR	NR	22.9% (±13.0)
No	81.3% (±10.3)	47.9% (±13.4)	NR	NR	NR	79.1% (±16.1)	77.1% (±13.0)
Don't Know	NR	NR	NR	NR	NR	NR	0.0% (NA)

Q45 As a result of the behavior or experience:	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
h. Did it damage other personal relationships?							
Yes	11.2% (±9.3)	17.1% (±12.8)	NR	NR	NR	0.0% (NA)	NR
No	88.8% (±9.3)	75.4% (±13.5)	NR	NR	NR	NR	93.3% (±10.2)
Don't Know	0.0% (NA)	NR	NR	0.0% (NA)	NR	NR	0.0% (NA)
i. Did it cause you to call in sick or take other type of leave?							
Yes	22.0% (±11.1)	26.5% (±13.6)	NR	NR	NR	NR	9.0% (±10.7)
No	78.0% (±11.1)	73.5% (±13.6)	NR	NR	NR	90.6% (±14.6)	91.0% (±10.7)
Don't Know	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
j. Did you seek any type of medical attention?							
Yes	8.8% (±9.1)	NR	NR	NR	NR	NR	9.0% (±10.7)
No	91.2% (±9.1)	92.5% (±11.1)	NR	NR	NR	88.8% (±14.9)	91.0% (±10.7)
Don't Know	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
k. Did you seek counseling from a religious leader/counselor/health care provider?							
Yes	13.7% (±9.7)	15.4% (±12.5)	NR	NR	NR	NR	9.0% (±10.7)
No	86.3% (±9.7)	84.6% (±12.5)	NR	NR	NR	83.0% (±15.7)	91.0% (±10.7)
Don't Know	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	NR	0.0% (NA)
l. Did you consider leaving the bureau?							
Yes	35.3% (±11.3)	41.6% (±13.7)	NR	NR	NR	25.9% (±16.4)	12.6% (±11.4)
No	64.7% (±11.3)	58.4% (±13.7)	NR	NR	NR	74.1% (±16.4)	84.1% (±11.9)
Don't Know	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	NR

Table 3.53 shows with whom employees discussed the one behavior or experience of harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in BSEE.

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 (53.3%) or another employee (43.5%), as well as a supervisor (29.2%) or manager (16.3%). Additionally, some employees talked with the person involved (25.3%).

Table 3.53 BSEE – 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	22.2% (±10.6)	31.6% (±14.4)	NR	NR	NR	29.7% (±17.1)	12.3% (±11.9)
My coworkers	52.3% (±11.1)	33.8% (±13.8)	NR	NR	NR	66.9% (±16.6)	67.0% (±13.2)
My team leader	8.3% (±8.7)	NR	NR	NR	NR	NR	13.5% (±11.8)
My supervisor	20.7% (±10.7)	45.0% (±13.6)	NR	NR	NR	23.5% (±16.9)	18.7% (±12.3)
My manager	8.6% (±9.0)	20.4% (±13.1)	NR	NR	NR	NR	17.5% (±12.1)
A senior leader	NR	12.8% (±12.1)	NR	NR	NR	NR	12.7% (±11.4)
Another employee in my bureau	44.4% (±11.5)	53.2% (±13.5)	NR	NR	NR	33.7% (±17.1)	49.9% (±12.8)
Someone from another bureau/office	24.7% (±11.1)	29.7% (±13.7)	NR	NR	NR	20.0% (±16.6)	0.0% (NA)

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 BSEE.

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 (78.6%); only 21.4% did. For employees who made complaints/grievances/reports, the most frequently used BSEE resource was a supervisor or manager (17.6%). 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 BSEE – Resources for Making Complaint of the One Experience of Harassment – Summary

	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
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	24.9% (±13.5)	NR	NR	NR	NR	22.3% (±12.6)
Employee Assistance Program (EAP)	0.0% (NA)	NR	NR	0.0% (NA)	NR	NR	0.0% (NA)
Ombudsman (if applicable)	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
CADR Office, CORE PLUS	0.0% (NA)	0.0% (NA)	NR	NR	NR	0.0% (NA)	0.0% (NA)
Employee & Labor Relations (Human Resources)	NR	10.1% (±11.6)	NR	NR	NR	0.0% (NA)	10.0% (±11.3)
Union (if applicable)	0.0% (NA)	NR	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
Equal Employment Opportunity Counselor	0.0% (NA)	10.3% (±11.7)	NR	NR	NR	0.0% (NA)	0.0% (NA)
Equal Employment Opportunity Office	0.0% (NA)	10.1% (±11.6)	NR	NR	NR	0.0% (NA)	0.0% (NA)
Office of Inspector General Hotline	0.0% (NA)	NR	NR	NR	NR	0.0% (NA)	0.0% (NA)
Office of Inspector General	NR	NR	NR	NR	NR	0.0% (NA)	0.0% (NA)
Other Law Enforcement/Civil Authority not in the bureau	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	NR
Department of Interior Ethics/Bureau Ethics Office	0.0% (NA)	NR	NR	NR	NR	0.0% (NA)	0.0% (NA)
Integrity and Professional Responsibility Advisor (IPRA)	0.0% (NA)	NR	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
Other	NR	NR	NR	NR	NR	NR	NR

Table 3.55 shows the helpfulness of resources to whom employees made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in BSEE.

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

	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
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	2.1 (±0.8)	NR	NR	NR	NR	2.7 (±0.9)
Employee Assistance Program (EAP)	NA	NR	NR	NA	NR	NR	NA
Ombudsman (if applicable)	NA	NA	NR	NA	NR	NA	NA
CADR Office, CORE PLUS	NA	NA	NR	NR	NR	NA	NA
Employee & Labor Relations (Human Resources)	NR	1.5 (±0.8)	NR	NR	NR	NA	NR
Union (if applicable)	NA	NR	NR	NA	NR	NA	NA
Equal Employment Opportunity Counselor	NA	2.7 (±1.6)	NR	NR	NR	NA	NA
Equal Employment Opportunity Office	NA	2.4 (±1.8)	NR	NR	NR	NA	NA
Office of Inspector General Hotline	NA	NR	NR	NR	NR	NA	NA
Office of Inspector General	NR	NR	NR	NR	NR	NA	NA
Other Law Enforcement/Civil Authority not in the bureau	NA	NA	NR	NA	NR	NA	NR
Department of Interior Ethics/Bureau Ethics Office	NA	NR	NR	NR	NR	NA	NA
Integrity and Professional Responsibility Advisor (IPRA)	NA	NR	NR	NA	NR	NA	NA
Other	NR	NR	NR	NR	NR	NR	NR

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

An estimated 21.4% 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, 44.9% indicated that some action was taken. Actions focused on the organization involved explaining rules to everyone (35.8%), management conducted a review/investigation or other assessment (17.3%), and an investigation was conducted by a law enforcement official (0.0%). Actions involving the person engaging in the harassing behavior included someone talking to the person (34.9%) or some official career action was taken against person(s) involved (9.5%); and in some situations the person stopped the behavior (20.1%). Additionally, some employees were encouraged to drop the issue (26.2%) or were discouraged from making a complaint/grievance/report (25.7%). Other employees indicated that the person engaging in the harassing behavior took action against them for complaining (31.0%); their coworker(s) treated them worse, avoided or blamed them for the problem (20.6%); and some employees indicated leadership punished them for bringing the experience up (19.4%) or they were threatened with loss of employment (24.4%).¹⁰

Table 3.56 BSEE – 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	NR	NR	NR	NR	--	NR	NR
No	NR	NR	NR	NR	--	NR	NR
Don't Know	NR	NR	NR	NR	--	NR	NR
b. The rules of harassment were explained to everyone in the workplace							
Yes	NR	NR	NR	NR	--	NR	NR
No	NR	NR	NR	NR	--	NR	NR
Don't Know	NR	NR	NR	NR	--	NR	NR

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

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
c. A review/investigation/other assessment of the workplace was conducted by management							
Yes	NR	NR	NR	NR	--	NR	NR
No	NR	NR	NR	NR	--	NR	NR
Don't Know	NR	0.0% (NA)	NR	NR	--	NR	NR
d. An investigation was conducted by a law enforcement official							
Yes	NR	0.0% (NA)	NR	NR	--	NR	NR
No	NR	100% (NA)	NR	NR	--	NR	NR
Don't Know	NR	0.0% (NA)	NR	NR	--	NR	NR
e. Someone talked to the person(s) to ask him/her/them to change their behavior							
Yes	NR	NR	NR	NR	--	NR	NR
No	NR	NR	NR	NR	--	NR	NR
Don't Know	NR	NR	NR	NR	--	NR	NR
f. My work station location or duties were changed to help me avoid the person(s)							
Yes	NR	NR	NR	NR	--	NR	NR
No	NR	NR	NR	NR	--	NR	NR
Don't Know	NR	0.0% (NA)	NR	NR	--	NR	NR
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them							
Yes	NR	0.0% (NA)	NR	NR	--	NR	NR
No	NR	100% (NA)	NR	NR	--	NR	NR
Don't Know	NR	0.0% (NA)	NR	NR	--	NR	NR

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
h. There was some official career action taken against person(s) for the behavior							
Yes	NR	0.0% (NA)	NR	NR	--	NR	NR
No	NR	NR	NR	NR	--	NR	NR
Don't Know	NR	NR	NR	NR	--	NR	NR
i. The person(s) stopped the behavior							
Yes	NR	0.0% (NA)	NR	NR	--	NR	NR
No	NR	NR	NR	NR	--	NR	NR
Don't Know	NR	NR	NR	NR	--	NR	NR
j. I was encouraged to drop the issue							
Yes	NR	NR	NR	NR	--	NR	NR
No	NR	NR	NR	NR	--	NR	NR
Don't Know	NR	0.0% (NA)	NR	NR	--	NR	NR
k. I was discouraged from making an oral and/or written complaint/grievance/report							
Yes	NR	NR	NR	NR	--	NR	NR
No	NR	NR	NR	NR	--	NR	NR
Don't Know	NR	0.0% (NA)	NR	NR	--	NR	NR
l. The person(s) who did this took action against me for complaining							
Yes	NR	NR	NR	NR	--	NR	NR
No	NR	NR	NR	NR	--	NR	NR
Don't Know	NR	0.0% (NA)	NR	NR	--	NR	NR

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
m. My coworkers treated me worse, avoided me, or blamed me for the problem							
Yes	NR	NR	NR	NR	--	NR	NR
No	NR	NR	NR	NR	--	NR	NR
Don't Know	NR	0.0% (NA)	NR	NR	--	NR	NR
n. My leadership punished me for bringing it up							
Yes	NR	NR	NR	NR	--	NR	NR
No	NR	NR	NR	NR	--	NR	NR
Don't Know	NR	NR	NR	NR	--	NR	NR
o. I was threatened with loss of employment							
Yes	NR	NR	NR	NR	--	NR	NR
No	NR	NR	NR	NR	--	NR	NR
Don't Know	NR	0.0% (NA)	NR	NR	--	NR	NR

An estimated 21.4% 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 BSEE – 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?	2.3 (±0.6)	2.4 (±0.6)	NR	2.2 (±0.9)	--	NR	3.1 (±0.6)
How you were treated by personnel handling the complaint/grievance/report?	2.7 (±0.8)	2.7 (±0.6)	NR	2.5 (±0.8)	--	NR	3.3 (±0.6)
Actions taken by the person handling the complaint/grievance/report?	2.7 (±0.8)	2.2 (±0.6)	NR	2.5 (±0.8)	--	4.0 (±1.0)	3.0 (±0.7)
Being informed about the current status of the complaint/grievance/report?	2.6 (±0.4)	2.3 (±0.5)	NR	2.3 (±0.8)	--	NR	2.7 (±0.6)
The amount of time it took to address the complaint/grievance/report?	2.3 (±0.4)	2.3 (±0.5)	NR	2.0 (±0.9)	--	4.0 (±1.0)	2.8 (±0.8)

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

An estimated 78.6% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 (65.8% did not consider it serious enough to report), a desire to move on or forget about the incident (61.1%), the behavior or experience stopped on its own (52.0%), or skepticism about actions that would be taken (43.6% of employees did not think anything would be done).

Table 3.58 BSEE – 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	44.8% (±12.1)	33.2% (±17.7)	NR	NR	NR	NR	79.0% (±14.6)
I thought it was not serious enough to discuss or report	67.5% (±12.2)	33.4% (±17.7)	NR	NR	NR	NR	87.1% (±14.2)
I took care of it myself by confronting the person(s) who did it	19.9% (±11.1)	29.6% (±17.1)	NR	NR	NR	NR	NR
I took other actions to handle the situation	28.6% (±12.1)	NR	NR	NR	NR	NR	20.3% (±15.1)
I did not know who to report the behavior to and/or how to file a complaint	10.1% (±10.0)	NR	NR	NR	NR	0.0% (NA)	0.0% (NA)
I did not want more people to know	22.0% (±11.3)	19.3% (±17.2)	NR	NR	NR	NR	23.0% (±15.4)
I was ashamed or embarrassed	11.1% (±10.2)	NR	NR	NR	NR	NR	NR
I did not want people to think less of me	22.0% (±11.3)	32.2% (±17.7)	NR	NR	NR	NR	NR
I thought other people would blame me	NR	26.4% (±17.6)	NR	NR	NR	NR	NR
I felt partially to blame	NR	20.4% (±17.3)	NR	NR	NR	NR	NR
I wanted to forget about it or move on	65.0% (±12.0)	NR	NR	NR	NR	NR	52.6% (±15.2)
I did not think anything would be done	54.8% (±11.9)	61.6% (±17.0)	NR	NR	NR	NR	26.3% (±15.5)
I did not think I would be believed	13.6% (±10.6)	NR	NR	NR	NR	NR	NR
I did not trust that the process would be fair	32.8% (±11.9)	NR	NR	NR	NR	26.3% (±18.5)	19.2% (±15.0)
I thought I might get in trouble for something I did	19.3% (±11.1)	26.4% (±17.6)	NR	NR	NR	NR	NR
I thought I would be labeled as a troublemaker	41.2% (±12.2)	NR	NR	NR	NR	NR	21.0% (±15.2)
I thought it might hurt my performance appraisal	36.3% (±12.0)	29.2% (±17.7)	NR	NR	NR	21.0% (±18.2)	14.7% (±14.5)
I thought it might hurt my chances of being renewed or obtaining permanent position	--	NR	--	--	--	--	NR
I was worried about potential negative consequences from leadership	36.4% (±12.0)	NR	NR	NR	NR	17.2% (±17.9)	12.6% (±14.2)
I was worried about potential negative consequences from my coworkers or peers	36.6% (±12.0)	32.4% (±17.7)	NR	NR	NR	NR	NR
I thought it might hurt my career	39.2% (±12.0)	NR	NR	NR	NR	21.0% (±18.2)	NR
I did not want to hurt the person's/s' career/s or family/ies	11.6% (±10.6)	26.1% (±17.0)	NR	NR	NR	NR	18.7% (±15.0)

Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
I was concerned for my physical safety	NR	20.4% (±17.3)	NR	NR	NR	0.0% (NA)	16.9% (±14.8)
I feared losing my job	14.5% (±11.1)	26.4% (±17.6)	NR	NR	NR	NR	NR
Some other reason	46.5% (±12.9)	NR	NR	NR	NR	NR	18.4% (±14.9)

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 BSEE.

Table 4.1 BSEE – Age Harassment and General Intolerance for Harassment by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	152	3.0*	±0.2	734	3.8*	±0.1	-0.92 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	19	3.8	±0.1	22	3.9	±0.4	-0.11
General Schedule (GS) 7-10	NR	NR	NR	87	3.7	±0.2	NR
General Schedule (GS) 11-12	35	3.1*	±0.3	240	3.9*	±0.1	-0.90 (L)
General Schedule (GS) 13-15	89	2.8*	±0.2	373	3.7*	±0.1	-1.07 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	--	--	--	NA

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	17	3.3*	±0.3	92	3.9*	±0.2	-0.72 (M)
1 to 3 years	51	3.1*	±0.3	169	4.1*	±0.1	-1.21 (L)
4 to 5 years	21	2.8*	±0.5	156	3.7*	±0.2	-0.90 (L)
6 to 10 years	27	2.9*	±0.4	110	3.7*	±0.2	-0.89 (L)
11 to 14 years	6	2.6*	±0.7	48	3.9*	±0.2	-1.39 (L)
15 to 20 years	6	2.2*	±0.6	56	3.4*	±0.2	-1.35 (L)
More than 20 years	21	3.0*	±0.4	98	3.8*	±0.2	-0.81 (L)
Appointment Type							
Permanent	138	2.9*	±0.2	721	3.8*	±0.1	-1.04 (L)
Term	14	3.9*	±0.1	6	4.6*	±0.3	-2.34 (L)
Temporary	--	--	--	7	3.4	±1.2	NA
Work Schedule							
Seasonal	--	--	--	8	3.9	±0.8	NA
Non-Seasonal	136	2.9*	±0.2	715	3.8*	±0.1	-1.01 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	8	3.9	±0.8	NA
Permanent-Non-Seasonal	136	2.9*	±0.2	708	3.8*	±0.1	-1.02 (L)
Term	14	3.9*	±0.1	6	4.6*	±0.3	-2.34 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.4	±1.2	NA
Age - Collapsed							
39 or under	69	3.0*	±0.2	224	3.9*	±0.1	-1.06 (L)
40 or older	81	2.9*	±0.2	507	3.7*	±0.1	-0.88 (L)
Age							
25 or under	12	4.0*	±0.0	13	4.4*	±0.3	-0.97 (L)
26-29	15	2.8*	±0.5	42	3.8*	±0.2	-1.17 (L)
30-39	42	2.8*	±0.3	170	3.9*	±0.1	-1.29 (L)
40-49	14	3.1	±0.7	171	3.5	±0.1	-0.34 (S)
50-59	34	3.0*	±0.3	213	3.9*	±0.1	-1.11 (L)
60 or older	32	2.8*	±0.2	123	3.8*	±0.1	-1.26 (L)

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

4.1.2 Age Harassment and Leadership Intolerance for Harassment

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

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

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	150	0.48*	±0.07	739	0.74*	±0.03	-0.64 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	19	0.85	±0.16	23	0.68	±0.18	0.42 (S)
General Schedule (GS) 7-10	NR	NR	NR	88	0.66	±0.09	NR
General Schedule (GS) 11-12	33	0.47*	±0.16	242	0.76*	±0.05	-0.72 (M)
General Schedule (GS) 13-15	89	0.41*	±0.09	373	0.74*	±0.04	-0.87 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	17	0.49*	±0.23	91	0.82*	±0.07	-0.85 (L)
1 to 3 years	51	0.56*	±0.13	171	0.80*	±0.05	-0.65 (M)
4 to 5 years	21	0.48*	±0.17	156	0.68*	±0.06	-0.50 (M)
6 to 10 years	25	0.49	±0.16	110	0.68	±0.08	-0.42 (S)
11 to 14 years	NR	NR	NR	48	0.81	±0.10	NR
15 to 20 years	6	0.00*	±0.00	56	0.62*	±0.12	-1.43 (L)
More than 20 years	21	0.47*	±0.19	102	0.76*	±0.07	-0.74 (M)
Appointment Type							
Permanent	136	0.44*	±0.07	726	0.74*	±0.03	-0.74 (M)
Term	14	0.85	±0.19	6	1.00	±0.00	-0.46 (S)
Temporary	--	--	--	7	0.62	±0.39	NA
Work Schedule							
Seasonal	--	--	--	12	0.56	±0.22	NA
Non-Seasonal	134	0.45*	±0.07	716	0.74*	±0.03	-0.72 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	0.56	±0.22	NA
Permanent-Non-Seasonal	134	0.45*	±0.07	709	0.74*	±0.03	-0.73 (M)
Term	14	0.85	±0.19	6	1.00	±0.00	-0.46 (S)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	0.62	±0.39	NA
Age - Collapsed							
39 or under	69	0.53*	±0.11	221	0.78*	±0.05	-0.61 (M)
40 or older	78	0.43*	±0.10	514	0.72*	±0.03	-0.74 (M)
Age							
25 or under	12	1.00	±0.00	13	1.00	±0.00	NA
26-29	15	0.31*	±0.24	42	0.75*	±0.13	-0.99 (L)
30-39	42	0.48*	±0.13	167	0.77*	±0.06	-0.73 (M)
40-49	12	0.30*	±0.25	175	0.66*	±0.06	-0.86 (L)
50-59	34	0.50*	±0.14	213	0.78*	±0.05	-0.77 (M)
60 or older	32	0.40*	±0.16	127	0.72*	±0.07	-0.74 (M)

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

4.1.3 Age Harassment and Organizational Politics

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

Table 4.3 BSEE – Age Harassment and Organizational Politics by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	158	3.2*	±0.1	729	2.6*	±0.1	0.72 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	19	2.3	±0.2	23	2.4	±0.3	-0.19
General Schedule (GS) 7-10	11	3.4*	±0.1	91	2.7*	±0.1	1.05 (L)
General Schedule (GS) 11-12	35	3.4*	±0.3	237	2.7*	±0.1	0.88 (L)
General Schedule (GS) 13-15	89	3.3*	±0.2	366	2.6*	±0.1	0.84 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	17	2.9*	±0.4	88	2.4*	±0.1	0.70 (M)
1 to 3 years	57	3.2*	±0.2	171	2.5*	±0.1	0.93 (L)
4 to 5 years	21	3.4*	±0.5	156	2.6*	±0.1	0.78 (M)
6 to 10 years	27	3.3*	±0.3	106	2.7*	±0.2	0.66 (M)
11 to 14 years	6	3.1	±0.4	48	2.6	±0.2	0.65 (M)
15 to 20 years	6	4.4*	±0.2	56	2.7*	±0.2	1.98 (L)
More than 20 years	21	2.8	±0.5	100	2.6	±0.2	0.20 (S)
Appointment Type							
Permanent	144	3.3*	±0.2	716	2.6*	±0.1	0.78 (M)
Term	14	2.6*	±0.0	6	1.9*	±0.2	4.91 (L)
Temporary	--	--	--	7	2.9	±0.3	NA
Work Schedule							
Seasonal	--	--	--	12	3.3	±0.2	NA
Non-Seasonal	142	3.3*	±0.2	706	2.6*	±0.1	0.81 (L)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.3	±0.2	NA
Permanent-Non-Seasonal	142	3.3*	±0.2	699	2.6*	±0.1	0.81 (L)
Term	14	2.6*	±0.0	6	1.9*	±0.2	4.91 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	2.9	±0.3	NA
Age - Collapsed							
39 or under	76	3.2*	±0.2	224	2.6*	±0.1	0.90 (L)
40 or older	81	3.2*	±0.2	502	2.6*	±0.1	0.63 (M)
Age							
25 or under	12	2.6	±0.0	13	2.3	±0.3	0.74 (M)
26-29	21	3.6*	±0.2	42	2.7*	±0.2	1.41 (L)
30-39	42	3.2*	±0.3	170	2.6*	±0.1	0.86 (L)
40-49	14	2.9	±0.5	171	2.7	±0.1	0.16
50-59	34	3.3*	±0.4	207	2.6*	±0.1	0.84 (L)
60 or older	32	3.2*	±0.3	124	2.6*	±0.2	0.72 (M)

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

4.1.4 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 BSEE.

Table 4.4 BSEE – Age Harassment and Organizational Trust by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	158	3.1*	±0.1	734	3.7*	±0.1	-0.76 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	19	3.7	±0.2	23	3.7	±0.3	0.10
General Schedule (GS) 7-10	11	3.8	±0.3	91	3.7	±0.1	0.08
General Schedule (GS) 11-12	35	2.8*	±0.3	240	3.6*	±0.1	-1.07 (L)
General Schedule (GS) 13-15	89	3.0*	±0.2	368	3.8*	±0.1	-0.84 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	17	3.3*	±0.3	88	3.8*	±0.1	-0.67 (M)
1 to 3 years	57	3.2*	±0.2	171	3.9*	±0.1	-0.81 (L)
4 to 5 years	21	2.9*	±0.5	156	3.6*	±0.1	-0.89 (L)
6 to 10 years	27	2.8*	±0.3	108	3.6*	±0.2	-0.99 (L)
11 to 14 years	6	2.7*	±0.6	48	3.8*	±0.3	-1.08 (L)
15 to 20 years	6	2.3*	±0.5	56	3.6*	±0.2	-1.69 (L)
More than 20 years	21	3.6	±0.3	102	3.8	±0.2	-0.21 (S)
Appointment Type							
Permanent	144	3.0*	±0.1	721	3.7*	±0.1	-0.86 (L)
Term	14	3.9*	±0.1	6	4.3*	±0.2	-1.34 (L)
Temporary	--	--	--	7	3.2	±0.7	NA
Work Schedule							
Seasonal	--	--	--	12	3.1	±0.2	NA
Non-Seasonal	142	3.0*	±0.2	711	3.7*	±0.1	-0.85 (L)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.1	±0.2	NA
Permanent-Non-Seasonal	142	3.0*	±0.2	704	3.7*	±0.1	-0.86 (L)
Term	14	3.9*	±0.1	6	4.3*	±0.2	-1.34 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.2	±0.7	NA
Age - Collapsed							
39 or under	76	3.1*	±0.2	222	3.8*	±0.1	-0.90 (L)
40 or older	81	3.1*	±0.2	508	3.7*	±0.1	-0.71 (M)
Age							
25 or under	12	4.0*	±0.0	13	4.5*	±0.3	-1.56 (L)
26-29	21	2.9*	±0.4	42	3.8*	±0.2	-1.13 (L)
30-39	42	3.0*	±0.3	168	3.8*	±0.1	-1.03 (L)
40-49	14	3.5	±0.4	173	3.5	±0.1	0.02
50-59	34	3.1*	±0.4	209	3.8*	±0.1	-0.86 (L)
60 or older	32	2.9*	±0.3	127	3.8*	±0.1	-1.08 (L)

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

4.1.5 Age Harassment and Supervisor Support

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

Table 4.5 BSEE – Age Harassment and Supervisor Support by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	158	3.1*	±0.2	719	4.1*	±0.1	-0.96 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	19	3.6*	±0.2	23	4.2*	±0.2	-1.11 (L)
General Schedule (GS) 7-10	11	3.5	±0.7	91	4.0	±0.2	-0.40 (S)
General Schedule (GS) 11-12	35	3.0*	±0.3	231	4.0*	±0.1	-1.09 (L)
General Schedule (GS) 13-15	89	3.1*	±0.3	361	4.1*	±0.1	-1.05 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	17	3.4*	±0.5	90	4.2*	±0.2	-0.78 (M)
1 to 3 years	57	3.4*	±0.3	169	4.2*	±0.1	-0.85 (L)
4 to 5 years	21	3.4*	±0.5	150	4.1*	±0.1	-0.78 (M)
6 to 10 years	27	2.8*	±0.5	106	4.0*	±0.2	-1.21 (L)
11 to 14 years	6	2.3*	±0.7	48	4.3*	±0.2	-2.41 (L)
15 to 20 years	6	2.2*	±0.8	56	3.6*	±0.3	-1.37 (L)
More than 20 years	21	3.2*	±0.4	96	4.1*	±0.2	-0.87 (L)
Appointment Type							
Permanent	144	3.1*	±0.2	706	4.1*	±0.1	-1.03 (L)
Term	14	3.7*	±0.3	6	5.0*	±0.0	-2.19 (L)
Temporary	--	--	--	7	3.1	±1.3	NA
Work Schedule							
Seasonal	--	--	--	10	3.7	±0.1	NA
Non-Seasonal	142	3.1*	±0.2	698	4.1*	±0.1	-0.98 (L)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	10	3.7	±0.1	NA
Permanent-Non-Seasonal	142	3.1*	±0.2	691	4.1*	±0.1	-1.00 (L)
Term	14	3.7*	±0.3	6	5.0*	±0.0	-2.19 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.1	±1.3	NA
Age - Collapsed							
39 or under	76	3.3*	±0.2	222	4.2*	±0.1	-0.92 (L)
40 or older	81	3.0*	±0.3	494	4.0*	±0.1	-1.06 (L)
Age							
25 or under	12	4.0*	±0.0	13	4.2*	±0.0	-4.46 (L)
26-29	21	3.3*	±0.5	42	4.1*	±0.3	-0.78 (M)
30-39	42	3.2*	±0.3	168	4.2*	±0.1	-1.11 (L)
40-49	14	2.7*	±0.8	167	3.8*	±0.2	-1.13 (L)
50-59	34	3.3*	±0.4	204	4.0*	±0.1	-0.79 (M)
60 or older	32	2.8*	±0.3	123	4.2*	±0.2	-1.55 (L)

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

4.1.6 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 BSEE.

Table 4.6 BSEE – Age Harassment and Organizational Inclusion by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	158	3.4*	±0.1	742	3.9*	±0.1	-0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	19	4.1	±0.1	23	3.8	±0.4	0.34 (S)
General Schedule (GS) 7-10	11	3.9	±0.1	91	3.7	±0.2	0.20 (S)
General Schedule (GS) 11-12	35	2.9*	±0.3	242	4.0*	±0.1	-1.40 (L)
General Schedule (GS) 13-15	89	3.4*	±0.2	373	4.0*	±0.1	-0.66 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	17	3.6	±0.4	94	4.0	±0.2	-0.51 (M)
1 to 3 years	57	3.6*	±0.2	171	4.0*	±0.1	-0.58 (M)
4 to 5 years	21	2.7*	±0.5	156	3.9*	±0.1	-1.43 (L)
6 to 10 years	27	3.2*	±0.4	110	3.8*	±0.2	-0.70 (M)
11 to 14 years	6	2.7*	±0.7	48	4.0*	±0.3	-1.20 (L)
15 to 20 years	6	2.8*	±0.7	56	3.8*	±0.2	-1.09 (L)
More than 20 years	21	3.7	±0.4	102	4.0	±0.2	-0.26 (S)
Appointment Type							
Permanent	144	3.3*	±0.2	729	3.9*	±0.1	-0.73 (M)
Term	14	3.7*	±0.4	6	5.0*	±0.0	-1.97 (L)
Temporary	--	--	--	7	2.9	±1.2	NA
Work Schedule							
Seasonal	--	--	--	12	3.4	±0.3	NA
Non-Seasonal	142	3.4*	±0.2	719	3.9*	±0.1	-0.69 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.4	±0.3	NA
Permanent-Non-Seasonal	142	3.4*	±0.2	712	4.0*	±0.1	-0.72 (M)
Term	14	3.7*	±0.4	6	5.0*	±0.0	-1.97 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	2.9	±1.2	NA
Age - Collapsed							
39 or under	76	3.5*	±0.2	224	4.0*	±0.1	-0.71 (M)
40 or older	81	3.2*	±0.2	514	3.9*	±0.1	-0.74 (M)
Age							
25 or under	12	4.0	±0.0	13	4.0	±0.1	0.37 (S)
26-29	21	3.4*	±0.3	42	4.0*	±0.2	-0.92 (L)
30-39	42	3.4*	±0.3	170	4.0*	±0.1	-0.78 (M)
40-49	14	3.2*	±0.4	175	3.8*	±0.1	-0.59 (M)
50-59	34	3.3*	±0.4	213	4.0*	±0.1	-0.76 (M)
60 or older	32	3.2*	±0.3	127	4.0*	±0.2	-0.90 (L)

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

4.1.7 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 BSEE.

Table 4.7 BSEE – Age Harassment and Bystander Harassment

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	59	39.8% *	±8.2	35	4.7% *	±1.8	0.93 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	0	0.0%	NA	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	6	6.2%	±7.5	NR
General Schedule (GS) 11-12	NR	NR	NR	5	2.1%	±2.9	NR
General Schedule (GS) 13-15	43	49.1% *	±10.6	22	5.9% *	±2.9	1.06 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	0	0.0%	NA	10	10.5%	±8.2	-0.66 (M)
1 to 3 years	18	34.9% *	±14.5	5	3.0% *	±4.0	0.91 (L)
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	5	4.6%	±6.1	NR
11 to 14 years	NR	NR	NR	6	13.3%	±13.8	NR
15 to 20 years	NR	NR	NR	NR	NR	NR	NR
More than 20 years	NR	NR	NR	NR	NR	NR	NR
Appointment Type							
Permanent	59	44.1% *	±8.6	32	4.4% *	±1.8	1.03 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	57	43.2% *	±8.7	30	4.2% *	±1.8	1.02 (L)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	57	43.2% *	±8.7	28	3.9% *	±1.7	1.04 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Age - Collapsed							
39 or under	29	41.5% *	±12.2	12	5.5% *	±3.9	0.93 (L)
40 or older	29	38.1% *	±11.5	22	4.4% *	±2.2	0.91 (L)
Age							
25 or under	NR	NR	NR	NR	NR	NR	NR
26-29	NR	NR	NR	0	0.0%	NA	NR
30-39	20	46.3% *	±15.5	12	7.3% *	±5.1	0.95 (L)
40-49	NR	NR	NR	10	5.5%	±4.6	NR
50-59	NR	NR	NR	9	4.1%	±3.7	NR
60 or older	NR	NR	NR	NR	NR	NR	NR

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

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

4.2 Racial/Ethnic Harassment

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

4.2.1 Racial/Ethnic Harassment and General Intolerance for Harassment

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

Table 4.9 BSEE – Racial/Ethnic Harassment and General Intolerance for Harassment by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	89	3.0*	±0.2	797	3.7*	±0.1	-0.82 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	37	3.9	±0.2	NR
General Schedule (GS) 7-10	11	2.4*	±0.6	81	3.8*	±0.2	-1.75 (L)
General Schedule (GS) 11-12	18	3.3*	±0.3	257	3.8*	±0.1	-0.64 (M)
General Schedule (GS) 13-15	54	2.9*	±0.3	409	3.6*	±0.1	-0.74 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	11	3.6	±0.4	98	3.8	±0.1	-0.28 (S)
1 to 3 years	22	2.9*	±0.4	197	3.9*	±0.1	-1.22 (L)
4 to 5 years	17	3.0*	±0.5	160	3.6*	±0.2	-0.63 (M)
6 to 10 years	15	2.7*	±0.6	123	3.6*	±0.2	-1.05 (L)
11 to 14 years	9	2.8*	±0.6	44	3.9*	±0.3	-1.32 (L)
15 to 20 years	NR	NR	NR	59	3.3	±0.2	NR
More than 20 years	11	3.3	±1.0	109	3.7	±0.2	-0.44 (S)
Appointment Type							
Permanent	87	3.0*	±0.2	772	3.7*	±0.1	-0.83 (L)
Term	NR	NR	NR	18	4.2	±0.2	NR
Temporary	--	--	--	7	3.4	±1.2	NA
Work Schedule							
Seasonal	NR	NR	NR	6	4.5	±0.5	NR
Non-Seasonal	83	3.0*	±0.2	767	3.7*	±0.1	-0.76 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	6	4.5	±0.5	NR
Permanent-Non-Seasonal	83	3.0*	±0.2	760	3.7*	±0.1	-0.77 (M)
Term	NR	NR	NR	18	4.2	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.4	±1.2	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	34	3.0*	±0.3	598	3.7*	±0.1	-0.79 (M)
Minority	43	2.9*	±0.3	184	3.7*	±0.1	-0.89 (L)
Race/Ethnicity							
Hispanic	13	3.6	±0.5	39	3.6	±0.3	0.05
American Indian or Alaskan Native	--	--	--	NR	NR	NR	NR
Asian	9	2.5*	±0.6	29	3.5*	±0.3	-1.15 (L)
Black/African-American	19	2.7*	±0.5	80	3.7*	±0.2	-1.13 (L)
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	34	3.0*	±0.3	598	3.7*	±0.1	-0.79 (M)
Multi-racial	NR	NR	NR	32	4.0	±0.3	NR

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

4.2.2 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 BSEE.

Table 4.10 BSEE – Racial/Ethnic Harassment and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	84	0.47*	±0.09	804	0.72*	±0.03	-0.61 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	39	0.73	±0.13	NR
General Schedule (GS) 7-10	8	0.35*	±0.29	84	0.69*	±0.09	-0.81 (L)
General Schedule (GS) 11-12	16	0.53*	±0.20	259	0.74*	±0.05	-0.50 (M)
General Schedule (GS) 13-15	54	0.41*	±0.12	409	0.71*	±0.04	-0.75 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	9	0.45*	±0.31	99	0.79*	±0.08	-0.86 (L)
1 to 3 years	22	0.42*	±0.21	200	0.78*	±0.05	-0.97 (L)
4 to 5 years	17	0.68	±0.14	160	0.65	±0.07	0.07
6 to 10 years	13	0.22*	±0.21	123	0.69*	±0.08	-1.08 (L)
11 to 14 years	9	0.44*	±0.31	44	0.81*	±0.11	-0.94 (L)
15 to 20 years	NR	NR	NR	59	0.57	±0.12	NR
More than 20 years	11	0.54	±0.25	113	0.72	±0.07	-0.45 (S)
Appointment Type							
Permanent	82	0.48*	±0.10	779	0.72*	±0.03	-0.56 (M)
Term	NR	NR	NR	18	1.00	±0.00	NR
Temporary	--	--	--	7	0.62	±0.39	NA
Work Schedule							
Seasonal	NR	NR	NR	10	0.68	±0.19	NR
Non-Seasonal	78	0.51*	±0.10	771	0.71*	±0.03	-0.49 (S)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	10	0.68	±0.19	NR
Permanent-Non-Seasonal	78	0.51*	±0.10	764	0.71*	±0.03	-0.50 (M)
Term	NR	NR	NR	18	1.00	±0.00	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	0.62	±0.39	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	34	0.64	±0.13	603	0.75	±0.03	-0.27 (S)
Minority	41	0.34*	±0.13	186	0.63*	±0.06	-0.67 (M)
Race/Ethnicity							
Hispanic	13	0.54	±0.28	39	0.56	±0.15	-0.05
American Indian or Alaskan Native	--	--	--	NR	NR	NR	NR
Asian	NR	NR	NR	29	0.69	±0.15	NR
Black/African-American	16	0.30*	±0.16	80	0.66*	±0.09	-0.91 (L)
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	34	0.64	±0.13	603	0.75	±0.03	-0.27 (S)
Multi-racial	NR	NR	NR	32	0.55	±0.15	NR

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

4.2.3 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 BSEE.

Table 4.11 BSEE – Racial/Ethnic Harassment and Organizational Politics by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	89	3.1*	±0.2	798	2.7*	±0.1	0.47 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	39	2.4	±0.2	NR
General Schedule (GS) 7-10	11	3.6*	±0.2	91	2.7*	±0.1	1.45 (L)
General Schedule (GS) 11-12	18	3.3*	±0.4	254	2.7*	±0.1	0.67 (M)
General Schedule (GS) 13-15	54	3.0*	±0.3	401	2.7*	±0.1	0.38 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	11	3.0*	±0.5	93	2.5*	±0.1	0.77 (M)
1 to 3 years	22	3.4*	±0.3	206	2.6*	±0.1	1.05 (L)
4 to 5 years	17	3.1	±0.6	160	2.7	±0.1	0.36 (S)
6 to 10 years	15	3.3*	±0.4	118	2.7*	±0.2	0.65 (M)
11 to 14 years	9	2.7	±0.5	44	2.6	±0.3	0.01
15 to 20 years	NR	NR	NR	59	2.8	±0.2	NR
More than 20 years	11	2.3	±0.5	111	2.7	±0.2	-0.38 (S)
Appointment Type							
Permanent	87	3.1*	±0.2	773	2.7*	±0.1	0.47 (S)
Term	NR	NR	NR	18	2.3	±0.2	NR
Temporary	--	--	--	7	2.9	±0.3	NA
Work Schedule							
Seasonal	NR	NR	NR	10	3.2	±0.1	NR
Non-Seasonal	83	3.1*	±0.2	765	2.7*	±0.1	0.47 (S)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	10	3.2	±0.1	NR
Permanent-Non-Seasonal	83	3.1*	±0.2	758	2.7*	±0.1	0.47 (S)
Term	NR	NR	NR	18	2.3	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	2.9	±0.3	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	34	2.7	±0.3	601	2.7	±0.1	0.09
Minority	43	3.2*	±0.3	182	2.7*	±0.1	0.63 (M)
Race/Ethnicity							
Hispanic	13	3.4*	±0.4	39	2.7*	±0.2	1.01 (L)
American Indian or Alaskan Native	--	--	--	NR	NR	NR	NR
Asian	9	3.1	±0.5	29	2.8	±0.3	0.36 (S)
Black/African-American	19	3.0*	±0.5	78	2.5*	±0.2	0.53 (M)
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	34	2.7	±0.3	601	2.7	±0.1	0.09
Multi-racial	NR	NR	NR	30	2.8	±0.4	NR

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

4.2.4 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 BSEE.

Table 4.12 BSEE – Racial/Ethnic Harassment and Organizational Trust by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	89	3.2*	±0.2	803	3.7*	±0.1	-0.58 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	39	3.7	±0.2	NR
General Schedule (GS) 7-10	11	3.4	±0.3	91	3.8	±0.1	-0.49 (S)
General Schedule (GS) 11-12	18	2.7*	±0.4	257	3.6*	±0.1	-1.13 (L)
General Schedule (GS) 13-15	54	3.2*	±0.3	403	3.7*	±0.1	-0.53 (M)
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	11	3.3*	±0.4	93	3.7*	±0.1	-0.70 (M)
1 to 3 years	22	2.9*	±0.3	206	3.8*	±0.1	-1.14 (L)
4 to 5 years	17	3.3	±0.6	160	3.6	±0.1	-0.32 (S)
6 to 10 years	15	2.9*	±0.4	121	3.5*	±0.2	-0.77 (M)
11 to 14 years	9	3.3	±0.2	44	3.7	±0.3	-0.41 (S)
15 to 20 years	NR	NR	NR	59	3.6	±0.2	NR
More than 20 years	11	4.0	±0.5	113	3.7	±0.2	0.36 (S)
Appointment Type							
Permanent	87	3.2*	±0.2	778	3.7*	±0.1	-0.58 (M)
Term	NR	NR	NR	18	4.1	±0.1	NR
Temporary	--	--	--	7	3.2	±0.7	NA
Work Schedule							
Seasonal	NR	NR	NR	10	3.2	±0.2	NR
Non-Seasonal	83	3.2*	±0.2	770	3.7*	±0.1	-0.54 (M)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	10	3.2	±0.2	NR
Permanent-Non-Seasonal	83	3.2*	±0.2	763	3.7*	±0.1	-0.54 (M)
Term	NR	NR	NR	18	4.1	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.2	±0.7	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	34	3.5	±0.3	604	3.7	±0.1	-0.22 (S)
Minority	43	2.9*	±0.3	184	3.6*	±0.1	-0.86 (L)
Race/Ethnicity							
Hispanic	13	3.0*	±0.5	39	3.6*	±0.2	-0.77 (M)
American Indian or Alaskan Native	--	--	--	NR	NR	NR	NR
Asian	9	3.0	±0.5	29	3.5	±0.3	-0.67 (M)
Black/African-American	19	3.0*	±0.4	80	3.7*	±0.2	-0.75 (M)
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	34	3.5	±0.3	604	3.7	±0.1	-0.22 (S)
Multi-racial	NR	NR	NR	30	3.6	±0.3	NR

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

4.2.5 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 BSEE.

Table 4.13 BSEE – Racial/Ethnic Harassment and Supervisor Support by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	83	3.2*	±0.3	794	4.0*	±0.1	-0.78 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	39	3.9	±0.2	NR
General Schedule (GS) 7-10	11	2.9*	±0.9	91	4.1*	±0.2	-1.10 (L)
General Schedule (GS) 11-12	16	2.8*	±0.6	250	3.9*	±0.1	-1.23 (L)
General Schedule (GS) 13-15	50	3.2*	±0.3	401	4.0*	±0.1	-0.75 (M)
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	11	3.5	±0.6	95	4.1	±0.2	-0.56 (M)
1 to 3 years	22	3.1*	±0.5	204	4.1*	±0.1	-0.98 (L)
4 to 5 years	13	3.3*	±0.7	158	4.1*	±0.1	-0.77 (M)
6 to 10 years	13	2.5*	±0.7	121	3.9*	±0.2	-1.31 (L)
11 to 14 years	9	3.1*	±0.9	44	4.2*	±0.2	-1.14 (L)
15 to 20 years	NR	NR	NR	59	3.5	±0.3	NR
More than 20 years	11	3.5	±0.9	106	3.9	±0.2	-0.41 (S)
Appointment Type							
Permanent	81	3.2*	±0.3	769	4.0*	±0.1	-0.76 (M)
Term	NR	NR	NR	18	4.3	±0.2	NR
Temporary	--	--	--	7	3.1	±1.3	NA
Work Schedule							
Seasonal	--	--	--	10	3.7	±0.1	NA
Non-Seasonal	79	3.3*	±0.3	761	4.0*	±0.1	-0.69 (M)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	10	3.7	±0.1	NA
Permanent-Non-Seasonal	79	3.3*	±0.3	754	4.0*	±0.1	-0.70 (M)
Term	NR	NR	NR	18	4.3	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.1	±1.3	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	34	3.2*	±0.4	599	4.0*	±0.1	-0.81 (L)
Minority	41	3.1*	±0.4	180	4.0*	±0.2	-0.72 (M)
Race/Ethnicity							
Hispanic	13	2.8*	±0.8	39	3.6*	±0.4	-0.67 (M)
American Indian or Alaskan Native	--	--	--	NR	NR	NR	NR
Asian	9	4.2	±0.3	27	4.3	±0.4	-0.09
Black/African-American	17	2.9*	±0.7	78	4.0*	±0.2	-1.01 (L)
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	34	3.2*	±0.4	599	4.0*	±0.1	-0.81 (L)
Multi-racial	NR	NR	NR	30	3.9	±0.4	NR

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

4.2.6 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 BSEE.

Table 4.14 BSEE – 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^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	89	3.4*	±0.2	811	3.9*	±0.1	-0.61 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	39	3.9	±0.2	NR
General Schedule (GS) 7-10	11	3.9	±0.1	91	3.7	±0.2	0.22 (S)
General Schedule (GS) 11-12	18	2.8*	±0.4	259	3.9*	±0.1	-1.29 (L)
General Schedule (GS) 13-15	54	3.3*	±0.2	409	3.9*	±0.1	-0.65 (M)
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	11	3.1*	±0.4	99	4.0*	±0.1	-1.29 (L)
1 to 3 years	22	3.0*	±0.3	206	4.0*	±0.1	-1.36 (L)
4 to 5 years	17	3.5	±0.5	160	3.8	±0.1	-0.37 (S)
6 to 10 years	15	3.3	±0.3	123	3.7	±0.2	-0.52 (M)
11 to 14 years	9	3.9	±0.6	44	3.8	±0.3	0.04
15 to 20 years	NR	NR	NR	59	3.7	±0.2	NR
More than 20 years	11	3.8	±0.6	113	4.0	±0.2	-0.16
Appointment Type							
Permanent	87	3.4*	±0.2	786	3.9*	±0.1	-0.58 (M)
Term	NR	NR	NR	18	4.3	±0.2	NR
Temporary	--	--	--	7	2.9	±1.2	NA
Work Schedule							
Seasonal	NR	NR	NR	10	3.5	±0.3	NR
Non-Seasonal	83	3.4*	±0.2	778	3.9*	±0.1	-0.51 (M)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	10	3.5	±0.3	NR
Permanent-Non-Seasonal	83	3.4*	±0.2	771	3.9*	±0.1	-0.53 (M)
Term	NR	NR	NR	18	4.3	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	2.9	±1.2	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	34	3.6	±0.3	610	3.8	±0.1	-0.29 (S)
Minority	43	3.2*	±0.3	186	4.1*	±0.1	-1.14 (L)
Race/Ethnicity							
Hispanic	13	3.1*	±0.3	39	3.9*	±0.2	-1.10 (L)
American Indian or Alaskan Native	--	--	--	NR	NR	NR	NR
Asian	9	3.4*	±0.7	29	4.1*	±0.3	-0.80 (L)
Black/African-American	19	3.2*	±0.5	80	4.3*	±0.1	-1.50 (L)
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	34	3.6	±0.3	610	3.8	±0.1	-0.29 (S)
Multi-racial	NR	NR	NR	32	3.6	±0.3	NR

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

4.2.7 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 BSEE.

Table 4.15 BSEE – Racial/Ethnic Harassment and Bystander Harassment

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	47	55.3%*	±10.8	42	5.2%*	±1.8	1.21 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 7-10	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 11-12	NR	NR	NR	17	6.5%	±3.8	NR
General Schedule (GS) 13-15	31	60.5%*	±14.3	25	6.2%*	±2.8	1.28 (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	NR	NR	NR	NR
1 to 3 years	NR	NR	NR	10	4.9%	±4.1	NR
4 to 5 years	NR	NR	NR	11	6.8%	±5.2	NR
6 to 10 years	NR	NR	NR	NR	NR	NR	NR
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	NR	NR	NR	8	13.7%	±11.7	NR
More than 20 years	NR	NR	NR	7	6.8%	±6.7	NR
Appointment Type							
Permanent	47	56.7%*	±11.0	40	5.2%*	±1.8	1.24 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	43	54.4% *	±11.3	39	5.2% *	±1.8	1.20 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	43	54.4% *	±11.3	38	5.0% *	±1.8	1.21 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	NR	NR	NR	30	5.1%	±2.1	NR
Minority	28	68.4% *	±16.4	11	6.2% *	±4.6	1.44 (L)
Race/Ethnicity							
Hispanic	NR	NR	NR	NR	NR	NR	NR
American Indian or Alaskan Native	--	--	--	NR	NR	NR	NR
Asian	NR	NR	NR	NR	NR	NR	NR
Black/African-American	NR	NR	NR	6	7.6%	±8.8	NR
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	NR	NR	NR	30	5.1%	±2.1	NR
Multi-racial	NR	NR	NR	0	0.0%	NA	NR

^a Represents the percent, who, in the past 12 months, indicated they witnessed a situation where another employee was subjected to harassment or discrimination based on 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 BSEE – Logistic Regression of Racial/Ethnic 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	2.995	0.690	18.846	--	19.993	--	--	--	--
Race/Ethnicity	-1.053	0.300	12.343	0.000	0.349	0.194	0.628	-176.279	12.020
Relationship Status	-0.691	0.307	5.072	0.024	0.501	0.274	0.914	-172.751	4.963
Organizational Inclusion	-0.600	0.154	15.169	0.000	0.549	0.406	0.742	-177.559	14.579
Bystander Harassment Based on Race/Ethnicity	-2.660	0.313	72.115	0.000	0.070	0.038	0.129	-204.782	69.026

Note. N = 789, Nagelkerke R Square = 0.323

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 BSEE.

Table 4.17 BSEE – Religious Harassment and General Intolerance for Harassment by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	36	2.6*	±0.3	850	3.7*	±0.1	-1.25 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	41	3.9	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	88	3.7	±0.2	NR
General Schedule (GS) 11-12	8	3.2	±0.3	267	3.8	±0.1	-0.67 (M)
General Schedule (GS) 13-15	20	2.2*	±0.3	443	3.6*	±0.1	-1.45 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	--	--	--	NA

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	107	3.8	±0.1	NR
1 to 3 years	8	2.2*	±0.7	211	3.9*	±0.1	-2.04 (L)
4 to 5 years	11	2.9*	±0.5	166	3.6*	±0.2	-0.68 (M)
6 to 10 years	NR	NR	NR	134	3.5	±0.2	NR
11 to 14 years	6	2.7*	±0.7	47	3.9*	±0.3	-1.27 (L)
15 to 20 years	NR	NR	NR	58	3.3	±0.2	NR
More than 20 years	--	--	--	120	3.6	±0.2	NA
Appointment Type							
Permanent	34	2.5*	±0.3	825	3.7*	±0.1	-1.32 (L)
Term	NR	NR	NR	18	4.2	±0.2	NR
Temporary	--	--	--	7	3.4	±1.2	NA
Work Schedule							
Seasonal	--	--	--	8	3.9	±0.8	NA
Non-Seasonal	34	2.5*	±0.3	817	3.7*	±0.1	-1.31 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	8	3.9	±0.8	NA
Permanent-Non-Seasonal	34	2.5*	±0.3	810	3.7*	±0.1	-1.32 (L)
Term	NR	NR	NR	18	4.2	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.4	±1.2	NA

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

4.3.2 Religious Harassment and Leadership Intolerance for Harassment

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

Table 4.18 BSEE – Religious Harassment and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	34	0.28*	±0.13	855	0.71*	±0.03	-1.07 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	0.76	±0.12	NA
General Schedule (GS) 7-10	NR	NR	NR	89	0.66	±0.09	NR
General Schedule (GS) 11-12	NR	NR	NR	269	0.74	±0.05	NR
General Schedule (GS) 13-15	20	0.33*	±0.17	443	0.70*	±0.04	-0.90 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	106	0.78	±0.07	NR
1 to 3 years	NR	NR	NR	213	0.77	±0.05	NR
4 to 5 years	11	0.58	±0.20	166	0.66	±0.06	-0.20 (S)
6 to 10 years	NR	NR	NR	134	0.65	±0.08	NR
11 to 14 years	NR	NR	NR	47	0.81	±0.10	NR
15 to 20 years	NR	NR	NR	58	0.59	±0.12	NR
More than 20 years	--	--	--	123	0.71	±0.07	NA
Appointment Type							
Permanent	31	0.30*	±0.14	830	0.71*	±0.03	-1.00 (L)
Term	NR	NR	NR	18	1.00	±0.00	NR
Temporary	--	--	--	7	0.62	±0.39	NA
Work Schedule							
Seasonal	--	--	--	12	0.56	±0.22	NA
Non-Seasonal	31	0.30*	±0.14	818	0.71*	±0.03	-1.00 (L)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	0.56	±0.22	NA
Permanent-Non-Seasonal	31	0.30*	±0.14	811	0.71*	±0.03	-1.01 (L)
Term	NR	NR	NR	18	1.00	±0.00	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	0.62	±0.39	NA

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

4.3.3 Religious Harassment and Organizational Politics

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

Table 4.19 BSEE – Religious Harassment and Organizational Politics by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	36	3.1*	±0.4	852	2.7*	±0.1	0.53 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	2.4	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	98	2.7	±0.1	NR
General Schedule (GS) 11-12	8	3.5*	±0.9	265	2.7*	±0.1	0.90 (L)
General Schedule (GS) 13-15	20	3.0	±0.5	435	2.7	±0.1	0.39 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	--	--	--	NA

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	103	2.5	±0.1	NR
1 to 3 years	8	3.5*	±0.5	220	2.7*	±0.1	1.10 (L)
4 to 5 years	11	2.7	±0.9	166	2.7	±0.1	-0.08
6 to 10 years	NR	NR	NR	129	2.8	±0.2	NR
11 to 14 years	6	2.9	±0.7	47	2.6	±0.2	0.30 (S)
15 to 20 years	NR	NR	NR	58	2.8	±0.2	NR
More than 20 years	--	--	--	122	2.6	±0.2	NA
Appointment Type							
Permanent	34	3.2*	±0.4	827	2.7*	±0.1	0.55 (M)
Term	NR	NR	NR	18	2.3	±0.2	NR
Temporary	--	--	--	7	2.9	±0.3	NA
Work Schedule							
Seasonal	--	--	--	12	3.3	±0.2	NA
Non-Seasonal	34	3.2*	±0.4	815	2.7*	±0.1	0.55 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.3	±0.2	NA
Permanent-Non-Seasonal	34	3.2*	±0.4	808	2.7*	±0.1	0.55 (M)
Term	NR	NR	NR	18	2.3	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	2.9	±0.3	NA

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

4.3.4 Religious Harassment and Organizational Trust

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

Table 4.20 BSEE – Religious Harassment and Organizational Trust by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	36	3.0*	±0.3	856	3.6*	±0.1	-0.81 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	3.7	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	98	3.7	±0.1	NR
General Schedule (GS) 11-12	8	2.6*	±0.7	267	3.6*	±0.1	-1.21 (L)
General Schedule (GS) 13-15	20	3.1*	±0.5	437	3.7*	±0.1	-0.61 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	103	3.7	±0.1	NR
1 to 3 years	8	3.0*	±0.5	220	3.7*	±0.1	-0.82 (L)
4 to 5 years	11	3.3	±0.8	166	3.6	±0.1	-0.28 (S)
6 to 10 years	NR	NR	NR	132	3.5	±0.2	NR
11 to 14 years	6	2.9*	±0.6	47	3.8*	±0.3	-0.85 (L)
15 to 20 years	NR	NR	NR	58	3.6	±0.2	NR
More than 20 years	--	--	--	123	3.7	±0.1	NA
Appointment Type							
Permanent	34	2.9*	±0.3	831	3.6*	±0.1	-0.83 (L)
Term	NR	NR	NR	18	4.1	±0.1	NR
Temporary	--	--	--	7	3.2	±0.7	NA
Work Schedule							
Seasonal	--	--	--	12	3.1	±0.2	NA
Non-Seasonal	34	2.9*	±0.3	819	3.6*	±0.1	-0.83 (L)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.1	±0.2	NA
Permanent-Non-Seasonal	34	2.9*	±0.3	812	3.6*	±0.1	-0.84 (L)
Term	NR	NR	NR	18	4.1	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.2	±0.7	NA

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

4.3.5 Religious Harassment and Supervisor Support

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

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

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	36	2.7*	±0.5	841	4.0*	±0.1	-1.21 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	4.0	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	98	4.0	±0.2	NR
General Schedule (GS) 11-12	8	2.1*	±0.6	259	3.9*	±0.1	-1.98 (L)
General Schedule (GS) 13-15	20	2.9*	±0.7	430	4.0*	±0.1	-0.98 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	--	--	--	NA

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	105	4.1	±0.2	NR
1 to 3 years	8	3.3*	±0.8	217	4.0*	±0.1	-0.72 (M)
4 to 5 years	11	3.2*	±0.8	160	4.1*	±0.1	-0.90 (L)
6 to 10 years	NR	NR	NR	129	3.8	±0.2	NR
11 to 14 years	6	3.0*	±1.3	47	4.2*	±0.2	-1.17 (L)
15 to 20 years	NR	NR	NR	58	3.6	±0.2	NR
More than 20 years	--	--	--	117	3.9	±0.2	NA
Appointment Type							
Permanent	34	2.8*	±0.5	816	4.0*	±0.1	-1.18 (L)
Term	NR	NR	NR	18	4.3	±0.2	NR
Temporary	--	--	--	7	3.1	±1.3	NA
Work Schedule							
Seasonal	--	--	--	10	3.7	±0.1	NA
Non-Seasonal	34	2.8*	±0.5	806	4.0*	±0.1	-1.17 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	10	3.7	±0.1	NA
Permanent-Non-Seasonal	34	2.8*	±0.5	799	4.0*	±0.1	-1.20 (L)
Term	NR	NR	NR	18	4.3	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.1	±1.3	NA

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

4.3.6 Religious Harassment and Organizational Inclusion

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

Table 4.22 BSEE – Religious Harassment and Organizational Inclusion by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	36	3.3*	±0.4	864	3.9*	±0.1	-0.69 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	3.9	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	98	3.7	±0.2	NR
General Schedule (GS) 11-12	8	2.4*	±0.7	269	3.9*	±0.1	-1.77 (L)
General Schedule (GS) 13-15	20	3.6	±0.5	443	3.9	±0.1	-0.27 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	109	4.0	±0.1	NR
1 to 3 years	8	3.2*	±0.6	220	3.9*	±0.1	-1.04 (L)
4 to 5 years	11	3.6	±0.8	166	3.8	±0.1	-0.25 (S)
6 to 10 years	NR	NR	NR	134	3.7	±0.2	NR
11 to 14 years	6	3.4	±1.1	47	3.9	±0.3	-0.41 (S)
15 to 20 years	NR	NR	NR	58	3.7	±0.2	NR
More than 20 years	--	--	--	123	3.9	±0.2	NA
Appointment Type							
Permanent	34	3.3*	±0.4	839	3.9*	±0.1	-0.60 (M)
Term	NR	NR	NR	18	4.3	±0.2	NR
Temporary	--	--	--	7	2.9	±1.2	NA
Work Schedule							
Seasonal	--	--	--	12	3.4	±0.3	NA
Non-Seasonal	34	3.3*	±0.4	827	3.9*	±0.1	-0.60 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.4	±0.3	NA
Permanent-Non-Seasonal	34	3.3*	±0.4	820	3.9*	±0.1	-0.61 (M)
Term	NR	NR	NR	18	4.3	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	2.9	±1.2	NA

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

4.3.7 Religious Harassment and Bystander Harassment

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

Table 4.23 BSEE – Religious Harassment and Bystander Harassment

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	NR	NR	NR	18	2.1%	±1.2	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 11-12	NR	NR	NR	7	2.5%	±2.8	NR
General Schedule (GS) 13-15	NR	NR	NR	7	1.7%	±1.7	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	--	--	--	NA

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	NR	NR	NR	NR
1 to 3 years	NR	NR	NR	NR	NR	NR	NR
4 to 5 years	NR	NR	NR	8	4.8%	±4.6	NR
6 to 10 years	NR	NR	NR	0	0.0%	NA	NR
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	NR	NR	NR	0	0.0%	NA	NR
More than 20 years	--	--	--	NR	NR	NR	NR
Appointment Type							
Permanent	NR	NR	NR	18	2.1%	±1.2	NR
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	NR	NR	NR	18	2.2%	±1.3	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	18	2.2%	±1.3	NR
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR

^a Represents the percent, who, in the past 12 months, indicated they witnessed a situation where another employee was subjected to harassment or discrimination based on religion. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

4.3.8 Logistic Regression Analyses of Religious Harassment and Predictors of Workplace Harassment

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced religious harassment against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to religious harassment, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience religious harassment. Table 4.24 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.24 BSEE – 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	2.443	1.552	2.477	--	11.508	--	--	--	--
Sex	2.364	0.822	8.259	0.004	10.630	2.121	53.290	-56.589	11.573
Education Level	2.867	1.033	7.706	0.006	17.591	2.323	133.211	-56.207	10.810
Appointment Type	-2.783	1.012	7.571	0.006	0.062	0.009	0.449	-53.824	6.043
Supervisor Support	-1.107	0.321	11.864	0.001	0.331	0.176	0.621	-58.031	14.458
Organizational Trust	0.878	0.400	4.803	0.028	2.405	1.097	5.271	-53.500	5.396
Bystander Harassment Based on Religious Beliefs	-5.138	0.808	40.412	0.000	0.006	0.001	0.029	-80.255	58.907
General Intolerance	-0.881	0.354	6.191	0.013	0.414	0.207	0.829	-54.118	6.631

Note. N = 792, Nagelkerke R Square = 0.59

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 BSEE.

Table 4.25 BSEE – 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^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	35	2.5*	±0.3	835	3.7*	±0.1	-1.34 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	35	4.0	±0.2	NR
General Schedule (GS) 7-10	7	2.4*	±0.9	85	3.8*	±0.2	-1.54 (L)
General Schedule (GS) 11-12	5	3.1	±0.4	265	3.8	±0.1	-0.84 (L)
General Schedule (GS) 13-15	19	2.1*	±0.3	435	3.6*	±0.1	-1.55 (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	98	3.9	±0.1	NR
1 to 3 years	NR	NR	NR	214	3.9	±0.1	NR
4 to 5 years	NR	NR	NR	173	3.6	±0.2	NR
6 to 10 years	18	2.8*	±0.4	118	3.6*	±0.2	-0.99 (L)
11 to 14 years	NR	NR	NR	52	3.8	±0.2	NR
15 to 20 years	--	--	--	59	3.3	±0.2	NA

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
More than 20 years	NR	NR	NR	115	3.6	±0.2	NR
Appointment Type							
Permanent	32	2.6*	±0.3	811	3.7*	±0.1	-1.23 (L)
Term	--	--	--	20	4.1	±0.2	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	8	3.9	±0.8	NA
Non-Seasonal	35	2.5*	±0.3	800	3.7*	±0.1	-1.32 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	8	3.9	±0.8	NA
Permanent-Non-Seasonal	32	2.6*	±0.3	795	3.7*	±0.1	-1.23 (L)
Term	--	--	--	20	4.1	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Disability							
Yes	21	2.2*	±0.4	65	3.6*	±0.2	-1.47 (L)
No	14	2.9*	±0.4	767	3.7*	±0.1	-0.93 (L)

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

4.4.2 Disability Harassment and Leadership Intolerance for Harassment

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

Table 4.26 BSEE – Disability Harassment and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	35	0.28*	±0.13	838	0.71*	±0.03	-1.07 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	37	0.81	±0.12	NR
General Schedule (GS) 7-10	NR	NR	NR	86	0.68	±0.09	NR
General Schedule (GS) 11-12	5	0.81	±0.16	265	0.72	±0.05	0.21 (S)
General Schedule (GS) 13-15	19	0.12*	±0.11	435	0.70*	±0.04	-1.47 (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	97	0.81	±0.07	NR
1 to 3 years	NR	NR	NR	216	0.75	±0.05	NR
4 to 5 years	NR	NR	NR	173	0.66	±0.06	NR
6 to 10 years	18	0.37*	±0.21	116	0.68*	±0.08	-0.69 (M)
11 to 14 years	NR	NR	NR	52	0.77	±0.11	NR
15 to 20 years	--	--	--	59	0.53	±0.12	NA
More than 20 years	NR	NR	NR	119	0.71	±0.07	NR
Appointment Type							
Permanent	32	0.30*	±0.13	813	0.71*	±0.03	-0.99 (L)
Term	--	--	--	20	0.89	±0.14	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	0.56	±0.22	NA
Non-Seasonal	35	0.28*	±0.13	799	0.71*	±0.03	-1.06 (L)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	0.56	±0.22	NA
Permanent-Non-Seasonal	32	0.30*	±0.13	794	0.71*	±0.03	-1.00 (L)
Term	--	--	--	20	0.89	±0.14	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Disability							
Yes	21	0.20*	±0.15	69	0.63*	±0.10	-1.06 (L)
No	14	0.38*	±0.21	766	0.72*	±0.03	-0.83 (L)

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

4.4.3 Disability Harassment and Organizational Politics

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

Table 4.27 BSEE – Disability Harassment and Organizational Politics by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	35	3.3*	±0.4	839	2.7*	±0.1	0.67 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	37	2.3	±0.2	NR
General Schedule (GS) 7-10	7	2.9	±0.4	95	2.8	±0.1	0.11
General Schedule (GS) 11-12	5	2.9	±1.0	262	2.8	±0.1	0.12
General Schedule (GS) 13-15	19	3.6*	±0.6	429	2.7*	±0.1	1.04 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	95	2.5	±0.1	NR
1 to 3 years	NR	NR	NR	222	2.7	±0.1	NR
4 to 5 years	NR	NR	NR	173	2.8	±0.1	NR
6 to 10 years	18	3.1	±0.4	113	2.7	±0.2	0.43 (S)
11 to 14 years	NR	NR	NR	52	2.6	±0.2	NR
15 to 20 years	--	--	--	59	2.9	±0.2	NA
More than 20 years	NR	NR	NR	117	2.6	±0.2	NR
Appointment Type							
Permanent	32	3.3*	±0.4	814	2.7*	±0.1	0.69 (M)
Term	--	--	--	20	2.4	±0.2	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	3.3	±0.2	NA
Non-Seasonal	35	3.3*	±0.4	800	2.7*	±0.1	0.65 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.3	±0.2	NA
Permanent-Non-Seasonal	32	3.3*	±0.4	795	2.7*	±0.1	0.69 (M)
Term	--	--	--	20	2.4	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Disability							
Yes	21	3.2	±0.5	69	2.8	±0.2	0.35 (S)
No	14	3.4*	±0.5	767	2.7*	±0.1	0.82 (L)

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

4.4.4 Disability Harassment and Organizational Trust

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

Table 4.28 BSEE – Disability Harassment and Organizational Trust by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	35	2.9*	±0.4	843	3.6*	±0.1	-0.89 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	37	3.7	±0.2	NR
General Schedule (GS) 7-10	7	3.4	±0.9	95	3.8	±0.1	-0.61 (M)
General Schedule (GS) 11-12	5	2.2*	±0.1	265	3.6*	±0.1	-1.59 (L)
General Schedule (GS) 13-15	19	2.7*	±0.5	431	3.7*	±0.1	-1.03 (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	95	3.8	±0.1	NR
1 to 3 years	NR	NR	NR	222	3.7	±0.1	NR
4 to 5 years	NR	NR	NR	173	3.5	±0.1	NR
6 to 10 years	18	2.8*	±0.5	116	3.5*	±0.1	-0.93 (L)
11 to 14 years	NR	NR	NR	52	3.7	±0.3	NR
15 to 20 years	--	--	--	59	3.5	±0.2	NA
More than 20 years	NR	NR	NR	119	3.7	±0.1	NR
Appointment Type							
Permanent	32	3.0*	±0.4	819	3.6*	±0.1	-0.79 (M)
Term	--	--	--	20	4.0	±0.1	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	3.1	±0.2	NA
Non-Seasonal	35	2.9*	±0.4	804	3.6*	±0.1	-0.88 (L)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.1	±0.2	NA
Permanent-Non-Seasonal	32	3.0*	±0.4	800	3.6*	±0.1	-0.79 (M)
Term	--	--	--	20	4.0	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Disability							
Yes	21	2.7*	±0.5	69	3.4*	±0.2	-0.74 (M)
No	14	3.1*	±0.4	772	3.7*	±0.1	-0.67 (M)

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

4.4.5 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 BSEE.

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

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	35	2.5*	±0.4	826	4.0*	±0.1	-1.42 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	37	4.0	±0.2	NR
General Schedule (GS) 7-10	7	2.5*	±1.5	95	4.0*	±0.2	-1.47 (L)
General Schedule (GS) 11-12	5	1.8*	±0.4	256	3.9*	±0.1	-2.27 (L)
General Schedule (GS) 13-15	19	2.5*	±0.6	423	4.0*	±0.1	-1.43 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	95	4.2	±0.2	NR
1 to 3 years	NR	NR	NR	220	4.0	±0.1	NR
4 to 5 years	NR	NR	NR	167	4.0	±0.1	NR
6 to 10 years	18	2.7*	±0.7	113	3.9*	±0.2	-1.12 (L)
11 to 14 years	NR	NR	NR	52	4.1	±0.2	NR
15 to 20 years	--	--	--	59	3.5	±0.3	NA
More than 20 years	NR	NR	NR	112	3.9	±0.2	NR
Appointment Type							
Permanent	32	2.7*	±0.5	802	4.0*	±0.1	-1.29 (L)
Term	--	--	--	20	4.1	±0.4	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	10	3.7	±0.1	NA
Non-Seasonal	35	2.5*	±0.4	789	4.0*	±0.1	-1.43 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	10	3.7	±0.1	NA
Permanent-Non-Seasonal	32	2.7*	±0.5	785	4.0*	±0.1	-1.30 (L)
Term	--	--	--	20	4.1	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Disability							
Yes	21	2.0*	±0.5	69	3.9*	±0.3	-1.63 (L)
No	14	3.3*	±0.6	755	4.0*	±0.1	-0.67 (M)

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

4.4.6 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 BSEE.

Table 4.30 BSEE – Disability Harassment and Organizational Inclusion by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	35	3.1*	±0.4	849	3.9*	±0.1	-0.88 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	37	4.0	±0.2	NR
General Schedule (GS) 7-10	7	2.9*	±1.2	95	3.8*	±0.1	-1.24 (L)
General Schedule (GS) 11-12	5	2.8*	±0.2	267	3.8*	±0.1	-1.20 (L)
General Schedule (GS) 13-15	19	3.3*	±0.6	435	3.9*	±0.1	-0.63 (M)
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	99	4.1	±0.1	NR
1 to 3 years	NR	NR	NR	222	3.9	±0.1	NR
4 to 5 years	NR	NR	NR	173	3.8	±0.1	NR
6 to 10 years	18	2.8*	±0.4	118	3.8*	±0.2	-1.14 (L)
11 to 14 years	NR	NR	NR	52	3.8	±0.3	NR
15 to 20 years	--	--	--	59	3.7	±0.2	NA
More than 20 years	NR	NR	NR	119	3.9	±0.2	NR
Appointment Type							
Permanent	32	3.3*	±0.4	825	3.9*	±0.1	-0.67 (M)
Term	--	--	--	20	4.1	±0.4	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	3.4	±0.3	NA
Non-Seasonal	35	3.1*	±0.4	810	3.9*	±0.1	-0.88 (L)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.4	±0.3	NA
Permanent-Non-Seasonal	32	3.3*	±0.4	806	3.9*	±0.1	-0.68 (M)
Term	--	--	--	20	4.1	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Disability							
Yes	21	2.9*	±0.6	69	3.8*	±0.2	-0.83 (L)
No	14	3.5	±0.5	778	3.9	±0.1	-0.47 (S)

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

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 BSEE.

Table 4.31 BSEE – Disability Harassment and Bystander Harassment

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	NR	NR	NR	17	2.1%	±1.2	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 7-10	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 11-12	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 13-15	NR	NR	NR	14	3.1%	±2.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	0	0.0%	NA	NR
1 to 3 years	NR	NR	NR	7	3.4%	±3.5	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	NR	NR	NR	NR
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	--	--	--	0	0.0%	NA	NA
More than 20 years	NR	NR	NR	0	0.0%	NA	NR
Appointment Type							
Permanent	NR	NR	NR	17	2.1%	±1.3	NR
Term	--	--	--	0	0.0%	NA	NA
Temporary	NR	NR	NR	NR	NR	NR	NR

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	NR	NR	NR	17	2.2%	±1.3	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	17	2.2%	±1.3	NR
Term	--	--	--	0	0.0%	NA	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Disability							
Yes	NR	NR	NR	NR	NR	NR	NR
No	NR	NR	NR	15	2.0%	±1.3	NR

^a Represents the percent, who, in the past 12 months, indicated they witnessed a situation where another employee was subjected to harassment or discrimination based on 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 BSEE – Logistic Regression of Disability Harassment and Predictors of Workplace Harassment

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

4.5 Sexual Orientation Harassment

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

4.5.1 Sexual Orientation Harassment and General Intolerance for Harassment

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

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

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	17	2.5*	±0.5	862	3.7*	±0.1	-1.22 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	41	3.9	±0.2	NA
General Schedule (GS) 7-10	--	--	--	91	3.7	±0.2	NA
General Schedule (GS) 11-12	NR	NR	NR	271	3.8	±0.1	NR
General Schedule (GS) 13-15	11	2.2*	±0.6	447	3.6*	±0.1	-1.44 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	100	3.8	±0.1	NR
1 to 3 years	NR	NR	NR	217	3.9	±0.1	NR
4 to 5 years	NR	NR	NR	175	3.6	±0.2	NR
6 to 10 years	NR	NR	NR	134	3.5	±0.2	NR
11 to 14 years	--	--	--	54	3.7	±0.3	NA
15 to 20 years	--	--	--	62	3.3	±0.2	NA
More than 20 years	NR	NR	NR	117	3.6	±0.2	NR
Appointment Type							
Permanent	17	2.5*	±0.5	835	3.7*	±0.1	-1.21 (L)
Term	--	--	--	20	4.1	±0.2	NA
Temporary	--	--	--	7	3.4	±1.2	NA
Work Schedule							
Seasonal	--	--	--	8	3.9	±0.8	NA
Non-Seasonal	17	2.5*	±0.5	828	3.7*	±0.1	-1.20 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	8	3.9	±0.8	NA
Permanent-Non-Seasonal	17	2.5*	±0.5	821	3.7*	±0.1	-1.21 (L)
Term	--	--	--	20	4.1	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.4	±1.2	NA
Sex							
Men	6	2.7*	±0.5	543	3.7*	±0.1	-1.11 (L)
Women	11	2.5*	±0.8	316	3.6*	±0.1	-1.23 (L)
Gender Identity							
Male	6	2.7*	±0.5	543	3.7*	±0.1	-1.11 (L)
Female	11	2.5*	±0.8	316	3.6*	±0.1	-1.23 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	15	2.6*	±0.6	780	3.7*	±0.1	-1.15 (L)
Sexual Minority	--	--	--	19	3.8	±0.3	NA

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	15	2.6*	±0.6	780	3.7*	±0.1	-1.15 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	3.9	±0.5	NA
Bisexual	--	--	--	6	4.0	±0.4	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	50	3.5	±0.2	NA

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

4.5.2 Sexual Orientation Harassment and Leadership Intolerance for Harassment

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

Table 4.34 BSEE – 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^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	15	0.37*	±0.24	867	0.70*	±0.03	-0.79 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	0.76	±0.12	NA
General Schedule (GS) 7-10	--	--	--	92	0.66	±0.09	NA
General Schedule (GS) 11-12	NR	NR	NR	273	0.73	±0.05	NR
General Schedule (GS) 13-15	11	0.33*	±0.26	447	0.68*	±0.04	-0.86 (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	99	0.77	±0.08	NR
1 to 3 years	NR	NR	NR	219	0.75	±0.05	NR
4 to 5 years	NR	NR	NR	175	0.66	±0.06	NR
6 to 10 years	NR	NR	NR	134	0.65	±0.08	NR
11 to 14 years	--	--	--	54	0.75	±0.11	NA
15 to 20 years	--	--	--	62	0.55	±0.11	NA
More than 20 years	NR	NR	NR	120	0.71	±0.07	NR
Appointment Type							
Permanent	15	0.37*	±0.24	840	0.70*	±0.03	-0.78 (M)
Term	--	--	--	20	0.89	±0.14	NA
Temporary	--	--	--	7	0.62	±0.39	NA

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	--	--	--	12	0.56	±0.22	NA
Non-Seasonal	15	0.37*	±0.24	829	0.70*	±0.03	-0.79 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	0.56	±0.22	NA
Permanent-Non-Seasonal	15	0.37*	±0.24	822	0.70*	±0.03	-0.79 (M)
Term	--	--	--	20	0.89	±0.14	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	0.62	±0.39	NA
Sex							
Men	NR	NR	NR	542	0.74	±0.03	NR
Women	11	0.51	±0.28	321	0.64	±0.05	-0.29 (S)
Gender Identity							
Male	NR	NR	NR	542	0.74	±0.03	NR
Female	11	0.51	±0.28	321	0.64	±0.05	-0.29 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	13	0.43*	±0.26	781	0.71*	±0.03	-0.69 (M)
Sexual Minority	--	--	--	19	0.75	±0.17	NA
Sexual Orientation							
Heterosexual or straight	13	0.43*	±0.26	781	0.71*	±0.03	-0.69 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	0.60	±0.39	NA
Bisexual	--	--	--	6	0.88	±0.14	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	54	0.49	±0.13	NA

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

4.5.3 Sexual Orientation Harassment and Organizational Politics

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

Table 4.35 BSEE – 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^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	17	3.1*	±0.5	866	2.7*	±0.1	0.48 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	2.4	±0.2	NA
General Schedule (GS) 7-10	--	--	--	101	2.8	±0.1	NA
General Schedule (GS) 11-12	NR	NR	NR	268	2.8	±0.1	NR
General Schedule (GS) 13-15	11	3.5*	±0.6	441	2.7*	±0.1	0.87 (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	98	2.5	±0.1	NR
1 to 3 years	NR	NR	NR	225	2.7	±0.1	NR
4 to 5 years	NR	NR	NR	175	2.7	±0.1	NR
6 to 10 years	NR	NR	NR	129	2.8	±0.2	NR
11 to 14 years	--	--	--	54	2.6	±0.2	NA
15 to 20 years	--	--	--	62	2.9	±0.2	NA
More than 20 years	NR	NR	NR	118	2.6	±0.2	NR
Appointment Type							
Permanent	17	3.1	±0.5	839	2.7	±0.1	0.47 (S)
Term	--	--	--	20	2.4	±0.2	NA
Temporary	--	--	--	7	2.9	±0.3	NA
Work Schedule							
Seasonal	--	--	--	12	3.3	±0.2	NA
Non-Seasonal	17	3.1	±0.5	828	2.7	±0.1	0.47 (S)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.3	±0.2	NA
Permanent-Non-Seasonal	17	3.1	±0.5	821	2.7	±0.1	0.47 (S)
Term	--	--	--	20	2.4	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	2.9	±0.3	NA
Sex							
Men	6	3.3	±0.8	546	2.7	±0.1	0.67 (M)
Women	11	3.0	±0.7	316	2.7	±0.1	0.38 (S)
Gender Identity							
Male	6	3.3	±0.8	546	2.7	±0.1	0.67 (M)
Female	11	3.0	±0.7	316	2.7	±0.1	0.38 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	15	3.0	±0.5	780	2.7	±0.1	0.31 (S)
Sexual Minority	--	--	--	19	2.1	±0.2	NA
Sexual Orientation							
Heterosexual or straight	15	3.0	±0.5	780	2.7	±0.1	0.31 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	2.0	±0.2	NA
Bisexual	--	--	--	6	2.2	±0.5	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	54	2.9	±0.3	NA

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

4.5.4 Sexual Orientation Harassment and Organizational Trust

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

Table 4.36 BSEE – Sexual Orientation Harassment and Organizational Trust by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	17	3.0*	±0.6	870	3.6*	±0.1	-0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	3.7	±0.2	NA
General Schedule (GS) 7-10	--	--	--	101	3.7	±0.1	NA
General Schedule (GS) 11-12	NR	NR	NR	271	3.6	±0.1	NR
General Schedule (GS) 13-15	11	3.1*	±0.7	443	3.6*	±0.1	-0.60 (M)
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	98	3.7	±0.1	NR
1 to 3 years	NR	NR	NR	225	3.7	±0.1	NR
4 to 5 years	NR	NR	NR	175	3.6	±0.1	NR
6 to 10 years	NR	NR	NR	132	3.5	±0.1	NR
11 to 14 years	--	--	--	54	3.7	±0.3	NA
15 to 20 years	--	--	--	62	3.5	±0.2	NA
More than 20 years	NR	NR	NR	120	3.7	±0.2	NR
Appointment Type							
Permanent	17	3.0*	±0.6	843	3.6*	±0.1	-0.67 (M)
Term	--	--	--	20	4.0	±0.1	NA
Temporary	--	--	--	7	3.2	±0.7	NA
Work Schedule							
Seasonal	--	--	--	12	3.1	±0.2	NA
Non-Seasonal	17	3.0*	±0.6	832	3.6*	±0.1	-0.67 (M)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.1	±0.2	NA
Permanent-Non-Seasonal	17	3.0*	±0.6	825	3.6*	±0.1	-0.67 (M)
Term	--	--	--	20	4.0	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.2	±0.7	NA
Sex							
Men	6	2.2*	±0.6	547	3.6*	±0.1	-1.55 (L)
Women	11	3.5	±0.7	319	3.7	±0.1	-0.21 (S)
Gender Identity							
Male	6	2.2*	±0.6	547	3.6*	±0.1	-1.55 (L)
Female	11	3.5	±0.7	319	3.7	±0.1	-0.21 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	15	3.2*	±0.6	784	3.6*	±0.1	-0.53 (M)
Sexual Minority	--	--	--	19	3.8	±0.2	NA
Sexual Orientation							
Heterosexual or straight	15	3.2*	±0.6	784	3.6*	±0.1	-0.53 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	3.7	±0.4	NA
Bisexual	--	--	--	6	3.7	±0.4	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	54	3.3	±0.2	NA

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

4.5.5 Sexual Orientation Harassment and Supervisor Support

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

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

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	17	3.0*	±0.6	853	3.9*	±0.1	-0.91 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	4.0	±0.2	NA
General Schedule (GS) 7-10	--	--	--	101	3.9	±0.2	NA
General Schedule (GS) 11-12	NR	NR	NR	262	3.9	±0.1	NR
General Schedule (GS) 13-15	11	2.9*	±0.7	434	4.0*	±0.1	-0.96 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	98	4.1	±0.2	NR
1 to 3 years	NR	NR	NR	223	4.0	±0.1	NR
4 to 5 years	NR	NR	NR	169	4.0	±0.1	NR
6 to 10 years	NR	NR	NR	130	3.8	±0.2	NR
11 to 14 years	--	--	--	54	4.0	±0.3	NA
15 to 20 years	--	--	--	62	3.4	±0.3	NA
More than 20 years	NR	NR	NR	114	3.9	±0.2	NR
Appointment Type							
Permanent	17	3.0*	±0.6	826	3.9*	±0.1	-0.92 (L)
Term	--	--	--	20	4.1	±0.4	NA
Temporary	--	--	--	7	3.1	±1.3	NA
Work Schedule							
Seasonal	--	--	--	10	3.7	±0.1	NA
Non-Seasonal	17	3.0*	±0.6	817	3.9*	±0.1	-0.91 (L)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	10	3.7	±0.1	NA
Permanent-Non-Seasonal	17	3.0*	±0.6	810	3.9*	±0.1	-0.93 (L)
Term	--	--	--	20	4.1	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.1	±1.3	NA
Sex							
Men	6	2.2*	±0.7	533	3.9*	±0.1	-1.76 (L)
Women	11	3.4	±0.8	317	3.9	±0.1	-0.42 (S)
Gender Identity							
Male	6	2.2*	±0.7	533	3.9*	±0.1	-1.76 (L)
Female	11	3.4	±0.8	317	3.9	±0.1	-0.42 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	15	3.1*	±0.7	769	3.9*	±0.1	-0.79 (M)
Sexual Minority	--	--	--	19	4.2	±0.4	NA
Sexual Orientation							
Heterosexual or straight	15	3.1*	±0.7	769	3.9*	±0.1	-0.79 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	4.1	±0.7	NA
Bisexual	--	--	--	6	4.1	±0.6	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	54	3.7	±0.3	NA

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

4.5.6 Sexual Orientation Harassment and Organizational Inclusion

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

Table 4.38 BSEE – 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^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	17	3.0*	±0.7	876	3.9*	±0.1	-1.04 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	3.9	±0.2	NA
General Schedule (GS) 7-10	--	--	--	101	3.7	±0.2	NA
General Schedule (GS) 11-12	NR	NR	NR	273	3.8	±0.1	NR
General Schedule (GS) 13-15	11	2.8*	±0.7	447	3.9*	±0.1	-1.17 (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	102	4.0	±0.1	NR
1 to 3 years	NR	NR	NR	225	3.9	±0.1	NR
4 to 5 years	NR	NR	NR	175	3.8	±0.1	NR
6 to 10 years	NR	NR	NR	134	3.7	±0.1	NR
11 to 14 years	--	--	--	54	3.8	±0.3	NA
15 to 20 years	--	--	--	62	3.7	±0.2	NA
More than 20 years	NR	NR	NR	120	3.9	±0.2	NR
Appointment Type							
Permanent	17	3.0*	±0.7	849	3.9*	±0.1	-1.06 (L)
Term	--	--	--	20	4.1	±0.4	NA
Temporary	--	--	--	7	2.9	±1.2	NA
Work Schedule							
Seasonal	--	--	--	12	3.4	±0.3	NA
Non-Seasonal	17	3.0*	±0.7	838	3.9*	±0.1	-1.05 (L)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.4	±0.3	NA
Permanent-Non-Seasonal	17	3.0*	±0.7	831	3.9*	±0.1	-1.07 (L)
Term	--	--	--	20	4.1	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	2.9	±1.2	NA
Sex							
Men	6	2.2*	±0.9	551	3.9*	±0.1	-1.88 (L)
Women	11	3.4	±0.8	321	3.8	±0.1	-0.57 (M)
Gender Identity							
Male	6	2.2*	±0.9	551	3.9*	±0.1	-1.88 (L)
Female	11	3.4	±0.8	321	3.8	±0.1	-0.57 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	15	3.1*	±0.7	790	3.9*	±0.1	-0.91 (L)
Sexual Minority	--	--	--	19	4.2	±0.2	NA
Sexual Orientation							
Heterosexual or straight	15	3.1*	±0.7	790	3.9*	±0.1	-0.91 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	4.5	±0.3	NA
Bisexual	--	--	--	6	3.9	±0.1	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	54	3.6	±0.3	NA

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

4.5.7 Sexual Orientation Harassment and Gender Context

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

Table 4.39 BSEE – 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^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	17	2.5	±0.3	870	2.4	±0.0	0.23 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	2.5	±0.2	NA
General Schedule (GS) 7-10	--	--	--	99	2.3	±0.1	NA
General Schedule (GS) 11-12	NR	NR	NR	271	2.5	±0.1	NR
General Schedule (GS) 13-15	11	2.6	±0.4	447	2.3	±0.1	0.46 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	100	2.3	±0.1	NR
1 to 3 years	NR	NR	NR	225	2.5	±0.1	NR
4 to 5 years	NR	NR	NR	171	2.5	±0.1	NR
6 to 10 years	NR	NR	NR	134	2.2	±0.1	NR
11 to 14 years	--	--	--	54	2.1	±0.2	NA
15 to 20 years	--	--	--	62	2.5	±0.2	NA
More than 20 years	NR	NR	NR	120	2.3	±0.1	NR
Appointment Type							
Permanent	17	2.5	±0.3	843	2.4	±0.0	0.24 (S)
Term	--	--	--	20	2.5	±0.3	NA
Temporary	--	--	--	7	2.3	±0.2	NA
Work Schedule							
Seasonal	--	--	--	12	2.7	±0.3	NA
Non-Seasonal	17	2.5	±0.3	832	2.4	±0.0	0.24 (S)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	2.7	±0.3	NA
Permanent-Non-Seasonal	17	2.5	±0.3	824	2.4	±0.0	0.24 (S)
Term	--	--	--	20	2.5	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	2.3	±0.2	NA
Sex							
Men	6	2.2	±0.5	550	2.6	±0.0	-0.70 (M)
Women	11	2.7*	±0.3	316	2.0*	±0.1	1.04 (L)
Gender Identity							
Male	6	2.2	±0.5	550	2.6	±0.0	-0.70 (M)
Female	11	2.7*	±0.3	316	2.0*	±0.1	1.04 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	15	2.6	±0.2	787	2.4	±0.0	0.40 (S)
Sexual Minority	--	--	--	19	1.9	±0.2	NA
Sexual Orientation							
Heterosexual or straight	15	2.6	±0.2	787	2.4	±0.0	0.40 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	1.6	±0.4	NA
Bisexual	--	--	--	6	1.9	±0.3	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	52	2.1	±0.2	NA

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

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

4.5.8 Sexual Orientation Harassment and Bystander Harassment

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

Table 4.40 BSEE – Sexual Orientation Harassment and Bystander Harassment

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	NR	NR	NR	18	2.1%	±1.2	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 7-10	--	--	--	NR	NR	NR	NR
General Schedule (GS) 11-12	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 13-15	NR	NR	NR	15	3.4%	±2.2	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	NR	NR	NR	NR
1 to 3 years	NR	NR	NR	7	3.0%	±3.4	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	NR	NR	NR	NR
11 to 14 years	--	--	--	NR	NR	NR	NR
15 to 20 years	--	--	--	0	0.0%	NA	NA
More than 20 years	NR	NR	NR	0	0.0%	NA	NR
Appointment Type							
Permanent	NR	NR	NR	15	1.8%	±1.2	NR
Term	--	--	--	0	0.0%	NA	NA
Temporary	--	--	--	NR	NR	NR	NR

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	NR	NR	NR	18	2.2%	±1.3	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	15	1.8%	±1.2	NR
Term	--	--	--	0	0.0%	NA	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	15	2.8%	±1.8	NR
Women	NR	NR	NR	NR	NR	NR	NR
Gender Identity							
Male	NR	NR	NR	15	2.8%	±1.8	NR
Female	NR	NR	NR	NR	NR	NR	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	16	2.0%	±1.3	NR
Sexual Minority	--	--	--	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	16	2.0%	±1.3	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	0	0.0%	NA	NA

^a Represents the percent, who, in the past 12 months, indicated they witnessed a situation where another employee was subjected to harassment or discrimination based on sexual orientation. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

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

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

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

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	2.301	1.006	5.229	--	9.981	--	--	--	--
Sex	-1.707	0.833	4.203	0.040	0.181	0.035	0.928	-40.096	5.276
Relationship Status	-1.392	0.715	3.785	0.052	0.249	0.061	1.010	-39.444	3.972
Bystander Harassment Based on Sexual Orientation	-2.303	0.873	6.960	0.008	0.100	0.018	0.553	-40.806	6.696
General Intolerance	-1.045	0.365	8.171	0.004	0.352	0.172	0.720	-41.602	8.288

Note. N = 792, Nagelkerke R Square = 0.37

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 BSEE.

Table 4.42 BSEE – Sexual Harassment and General Intolerance for Harassment by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	40	2.5*	±0.3	843	3.7*	±0.1	-1.31 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	39	3.8	±0.2	NR
General Schedule (GS) 7-10	7	1.4*	±0.1	85	3.8*	±0.2	-3.40 (L)
General Schedule (GS) 11-12	7	3.1*	±0.4	268	3.8*	±0.1	-0.78 (M)
General Schedule (GS) 13-15	24	2.5*	±0.3	436	3.6*	±0.1	-1.17 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	7	2.7*	±1.0	102	3.9*	±0.1	-1.71 (L)
1 to 3 years	NR	NR	NR	212	3.8	±0.1	NR
4 to 5 years	NR	NR	NR	173	3.6	±0.2	NR
6 to 10 years	9	2.4*	±0.8	128	3.6*	±0.2	-1.32 (L)
11 to 14 years	NR	NR	NR	52	3.8	±0.2	NR
15 to 20 years	NR	NR	NR	58	3.3	±0.3	NR
More than 20 years	9	2.3*	±0.4	110	3.7*	±0.2	-1.75 (L)
Appointment Type							
Permanent	37	2.6*	±0.3	819	3.7*	±0.1	-1.21 (L)
Term	--	--	--	20	4.1	±0.2	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	8	3.9	±0.8	NA
Non-Seasonal	40	2.5*	±0.3	808	3.7*	±0.1	-1.30 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	8	3.9	±0.8	NA
Permanent-Non-Seasonal	37	2.6*	±0.3	803	3.7*	±0.1	-1.22 (L)
Term	--	--	--	20	4.1	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	14	2.7*	±0.4	541	3.8*	±0.1	-1.12 (L)
Women	25	2.4*	±0.4	300	3.6*	±0.1	-1.43 (L)
Gender Identity							
Male	14	2.7*	±0.4	541	3.8*	±0.1	-1.12 (L)
Female	25	2.4*	±0.4	300	3.6*	±0.1	-1.43 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	35	2.4*	±0.3	763	3.7*	±0.1	-1.43 (L)
Sexual Minority	NR	NR	NR	18	3.9	±0.3	NR

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	35	2.4*	±0.3	763	3.7*	±0.1	-1.43 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	3.9	±0.5	NA
Bisexual	--	--	--	6	4.0	±0.4	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	48	3.4	±0.2	NR

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

4.6.2 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 BSEE.

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

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	40	0.41*	±0.12	846	0.71*	±0.03	-0.73 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	41	0.74	±0.13	NR
General Schedule (GS) 7-10	NR	NR	NR	86	0.70	±0.09	NR
General Schedule (GS) 11-12	7	0.60	±0.34	268	0.73	±0.05	-0.31 (S)
General Schedule (GS) 13-15	24	0.38*	±0.15	436	0.70*	±0.04	-0.77 (M)
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	101	0.80	±0.07	NR
1 to 3 years	NR	NR	NR	215	0.75	±0.05	NR
4 to 5 years	NR	NR	NR	173	0.66	±0.06	NR
6 to 10 years	9	0.54	±0.25	126	0.65	±0.08	-0.24 (S)
11 to 14 years	NR	NR	NR	52	0.77	±0.11	NR
15 to 20 years	NR	NR	NR	58	0.56	±0.12	NR
More than 20 years	9	0.26*	±0.09	114	0.75*	±0.07	-1.27 (L)
Appointment Type							
Permanent	37	0.44*	±0.13	821	0.70*	±0.03	-0.64 (M)
Term	--	--	--	20	0.89	±0.14	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	0.56	±0.22	NA
Non-Seasonal	40	0.41*	±0.12	807	0.71*	±0.03	-0.72 (M)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	0.56	±0.22	NA
Permanent-Non-Seasonal	37	0.44*	±0.13	802	0.71*	±0.03	-0.65 (M)
Term	--	--	--	20	0.89	±0.14	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	14	0.53*	±0.18	538	0.74*	±0.03	-0.54 (M)
Women	25	0.33*	±0.16	305	0.66*	±0.05	-0.78 (M)
Gender Identity							
Male	14	0.53*	±0.18	538	0.74*	±0.03	-0.54 (M)
Female	25	0.33*	±0.16	305	0.66*	±0.05	-0.78 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	35	0.38*	±0.12	762	0.73*	±0.03	-0.86 (L)
Sexual Minority	NR	NR	NR	18	0.73	±0.18	NR
Sexual Orientation							
Heterosexual or straight	35	0.38*	±0.12	762	0.73*	±0.03	-0.86 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	0.60	±0.39	NA
Bisexual	--	--	--	6	0.88	±0.14	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	52	0.47	±0.13	NR

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

4.6.3 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 BSEE.

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

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	40	3.3*	±0.4	845	2.7*	±0.1	0.73 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	41	2.4	±0.2	NR
General Schedule (GS) 7-10	7	3.3*	±0.3	95	2.7*	±0.1	0.79 (M)
General Schedule (GS) 11-12	7	3.8*	±0.8	265	2.7*	±0.1	1.32 (L)
General Schedule (GS) 13-15	24	3.3*	±0.6	428	2.7*	±0.1	0.70 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	7	2.9	±0.8	98	2.5	±0.1	0.56 (M)
1 to 3 years	NR	NR	NR	221	2.7	±0.1	NR
4 to 5 years	NR	NR	NR	173	2.7	±0.1	NR
6 to 10 years	9	3.6*	±0.7	124	2.7*	±0.2	0.94 (L)
11 to 14 years	NR	NR	NR	52	2.6	±0.2	NR
15 to 20 years	NR	NR	NR	58	2.8	±0.2	NR
More than 20 years	9	3.2*	±0.9	112	2.6*	±0.2	0.70 (M)
Appointment Type							
Permanent	37	3.3*	±0.4	820	2.7*	±0.1	0.75 (M)
Term	--	--	--	20	2.4	±0.2	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	3.3	±0.2	NA
Non-Seasonal	40	3.3*	±0.4	806	2.7*	±0.1	0.72 (M)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.3	±0.2	NA
Permanent-Non-Seasonal	37	3.3*	±0.4	801	2.7*	±0.1	0.75 (M)
Term	--	--	--	20	2.4	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	14	3.6*	±0.8	542	2.7*	±0.1	0.98 (L)
Women	25	3.2*	±0.4	300	2.7*	±0.1	0.68 (M)
Gender Identity							
Male	14	3.6*	±0.8	542	2.7*	±0.1	0.98 (L)
Female	25	3.2*	±0.4	300	2.7*	±0.1	0.68 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	35	3.4*	±0.4	761	2.7*	±0.1	0.85 (L)
Sexual Minority	NR	NR	NR	18	2.1	±0.2	NR
Sexual Orientation							
Heterosexual or straight	35	3.4*	±0.4	761	2.7*	±0.1	0.85 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	2.0	±0.2	NA
Bisexual	--	--	--	6	2.2	±0.5	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	52	2.9	±0.3	NR

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

4.6.4 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 BSEE.

Table 4.45 BSEE – Sexual Harassment and Organizational Trust by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	40	3.0*	±0.3	849	3.6*	±0.1	-0.70 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	41	3.7	±0.2	NR
General Schedule (GS) 7-10	7	3.2*	±0.8	95	3.8*	±0.1	-0.90 (L)
General Schedule (GS) 11-12	7	2.5*	±0.8	268	3.6*	±0.1	-1.25 (L)
General Schedule (GS) 13-15	24	3.1*	±0.5	430	3.6*	±0.1	-0.56 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	7	2.4*	±0.5	98	3.8*	±0.1	-2.10 (L)
1 to 3 years	NR	NR	NR	221	3.7	±0.1	NR
4 to 5 years	NR	NR	NR	173	3.6	±0.1	NR
6 to 10 years	9	2.4*	±0.7	126	3.5*	±0.1	-1.39 (L)
11 to 14 years	NR	NR	NR	52	3.7	±0.3	NR
15 to 20 years	NR	NR	NR	58	3.5	±0.2	NR
More than 20 years	9	3.9	±0.3	114	3.7	±0.2	0.20 (S)
Appointment Type							
Permanent	37	3.1*	±0.4	825	3.6*	±0.1	-0.59 (M)
Term	--	--	--	20	4.0	±0.1	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	3.1	±0.2	NA
Non-Seasonal	40	3.0*	±0.3	810	3.6*	±0.1	-0.69 (M)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.1	±0.2	NA
Permanent-Non-Seasonal	37	3.1*	±0.4	806	3.6*	±0.1	-0.60 (M)
Term	--	--	--	20	4.0	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	14	2.8*	±0.7	543	3.6*	±0.1	-0.97 (L)
Women	25	3.1*	±0.4	303	3.7*	±0.1	-0.68 (M)
Gender Identity							
Male	14	2.8*	±0.7	543	3.6*	±0.1	-0.97 (L)
Female	25	3.1*	±0.4	303	3.7*	±0.1	-0.68 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	35	3.0*	±0.4	765	3.7*	±0.1	-0.71 (M)
Sexual Minority	NR	NR	NR	18	3.8	±0.2	NR
Sexual Orientation							
Heterosexual or straight	35	3.0*	±0.4	765	3.7*	±0.1	-0.71 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	3.7	±0.4	NA
Bisexual	--	--	--	6	3.7	±0.4	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	52	3.3	±0.2	NR

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

4.6.5 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 BSEE.

Table 4.46 BSEE – Sexual Harassment and Supervisor Support by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	40	2.8*	±0.4	834	4.0*	±0.1	-1.13 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	41	3.9	±0.2	NR
General Schedule (GS) 7-10	7	2.0*	±1.2	95	4.1*	±0.2	-2.05 (L)
General Schedule (GS) 11-12	7	2.8*	±1.2	259	3.9*	±0.1	-1.15 (L)
General Schedule (GS) 13-15	24	2.9*	±0.4	423	4.0*	±0.1	-1.05 (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	7	2.5*	±1.3	100	4.1*	±0.2	-1.65 (L)
1 to 3 years	NR	NR	NR	219	4.0	±0.1	NR
4 to 5 years	NR	NR	NR	167	4.0	±0.1	NR
6 to 10 years	9	2.6*	±0.9	124	3.8*	±0.2	-1.16 (L)
11 to 14 years	NR	NR	NR	52	4.1	±0.2	NR
15 to 20 years	NR	NR	NR	58	3.4	±0.3	NR
More than 20 years	9	3.1*	±0.5	108	4.0*	±0.2	-0.86 (L)
Appointment Type							
Permanent	37	3.0*	±0.4	810	4.0*	±0.1	-0.99 (L)
Term	--	--	--	20	4.1	±0.4	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	10	3.7	±0.1	NA
Non-Seasonal	40	2.8*	±0.4	797	4.0*	±0.1	-1.13 (L)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	10	3.7	±0.1	NA
Permanent-Non-Seasonal	37	3.0*	±0.4	793	4.0*	±0.1	-1.00 (L)
Term	--	--	--	20	4.1	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	14	2.9*	±0.7	531	3.9*	±0.1	-1.06 (L)
Women	25	2.7*	±0.6	301	4.0*	±0.1	-1.20 (L)
Gender Identity							
Male	14	2.9*	±0.7	531	3.9*	±0.1	-1.06 (L)
Female	25	2.7*	±0.6	301	4.0*	±0.1	-1.20 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	35	2.7*	±0.4	752	4.0*	±0.1	-1.27 (L)
Sexual Minority	NR	NR	NR	18	4.2	±0.4	NR
Sexual Orientation							
Heterosexual or straight	35	2.7*	±0.4	752	4.0*	±0.1	-1.27 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	4.1	±0.7	NA
Bisexual	--	--	--	6	4.1	±0.6	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	52	3.6	±0.3	NR

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

4.6.6 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 BSEE.

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

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	40	3.3*	±0.4	857	3.9*	±0.1	-0.60 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	41	3.9	±0.2	NR
General Schedule (GS) 7-10	7	2.8*	±1.2	95	3.8*	±0.1	-1.32 (L)
General Schedule (GS) 11-12	7	2.6*	±0.8	270	3.9*	±0.1	-1.54 (L)
General Schedule (GS) 13-15	24	3.7	±0.6	436	3.9	±0.1	-0.20 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	7	2.2*	±0.9	104	4.1*	±0.1	-2.89 (L)
1 to 3 years	NR	NR	NR	221	3.9	±0.1	NR
4 to 5 years	NR	NR	NR	173	3.8	±0.1	NR
6 to 10 years	9	3.3	±1.0	128	3.7	±0.1	-0.50 (M)
11 to 14 years	NR	NR	NR	52	3.8	±0.3	NR
15 to 20 years	NR	NR	NR	58	3.7	±0.2	NR
More than 20 years	9	4.4	±0.3	114	3.9	±0.2	0.52 (M)
Appointment Type							
Permanent	37	3.5*	±0.4	833	3.9*	±0.1	-0.41 (S)
Term	--	--	--	20	4.1	±0.4	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	3.4	±0.3	NA
Non-Seasonal	40	3.3*	±0.4	818	3.9*	±0.1	-0.61 (M)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.4	±0.3	NA
Permanent-Non-Seasonal	37	3.5*	±0.4	814	3.9*	±0.1	-0.42 (S)
Term	--	--	--	20	4.1	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	14	3.3*	±0.8	549	3.9*	±0.1	-0.64 (M)
Women	25	3.3*	±0.5	305	3.9*	±0.1	-0.67 (M)
Gender Identity							
Male	14	3.3*	±0.8	549	3.9*	±0.1	-0.64 (M)
Female	25	3.3*	±0.5	305	3.9*	±0.1	-0.67 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	35	3.3*	±0.5	773	3.9*	±0.1	-0.60 (M)
Sexual Minority	NR	NR	NR	18	4.1	±0.2	NR
Sexual Orientation							
Heterosexual or straight	35	3.3*	±0.5	773	3.9*	±0.1	-0.60 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	4.5	±0.3	NA
Bisexual	--	--	--	6	3.9	±0.1	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	52	3.6	±0.3	NR

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

4.6.7 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 BSEE.

Table 4.48 BSEE – Sexual Harassment and Gender Context by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	40	2.6	±0.2	851	2.4	±0.0	0.31 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	41	2.4	±0.2	NR
General Schedule (GS) 7-10	7	2.5	±0.3	93	2.3	±0.1	0.29 (S)
General Schedule (GS) 11-12	7	2.9	±0.2	268	2.4	±0.1	0.66 (M)
General Schedule (GS) 13-15	24	2.4	±0.2	436	2.3	±0.1	0.18
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	7	2.4	±0.5	102	2.3	±0.1	0.25 (S)
1 to 3 years	NR	NR	NR	221	2.5	±0.1	NR
4 to 5 years	NR	NR	NR	169	2.5	±0.1	NR
6 to 10 years	9	2.6	±0.3	128	2.2	±0.1	0.45 (S)
11 to 14 years	NR	NR	NR	52	2.1	±0.2	NR
15 to 20 years	NR	NR	NR	58	2.5	±0.2	NR
More than 20 years	9	2.4	±0.5	114	2.3	±0.1	0.18
Appointment Type							
Permanent	37	2.6	±0.2	826	2.4	±0.0	0.30 (S)
Term	--	--	--	20	2.5	±0.3	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	2.7	±0.3	NA
Non-Seasonal	40	2.6*	±0.2	812	2.4*	±0.0	0.32 (S)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	2.7	±0.3	NA
Permanent-Non-Seasonal	37	2.6	±0.2	807	2.4	±0.0	0.31 (S)
Term	--	--	--	20	2.5	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	14	2.4	±0.3	548	2.6	±0.0	-0.31 (S)
Women	25	2.7*	±0.2	299	2.0*	±0.1	1.06 (L)
Gender Identity							
Male	14	2.4	±0.3	548	2.6	±0.0	-0.31 (S)
Female	25	2.7*	±0.2	299	2.0*	±0.1	1.06 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	35	2.6	±0.2	770	2.4	±0.0	0.34 (S)
Sexual Minority	NR	NR	NR	18	1.9	±0.2	NR
Sexual Orientation							
Heterosexual or straight	35	2.6	±0.2	770	2.4	±0.0	0.34 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	1.6	±0.4	NA
Bisexual	--	--	--	6	1.9	±0.3	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	49	2.1	±0.2	NR

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

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

4.6.8 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 BSEE.

Table 4.49 BSEE – Sexual Harassment and Bystander Harassment

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	24	63.2%*	±16.9	53	6.3%*	±1.9	1.33 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 11-12	NR	NR	NR	11	4.3%	±3.2	NR
General Schedule (GS) 13-15	NR	NR	NR	38	8.7%	±3.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	5	5.1%	±6.5	NR
1 to 3 years	NR	NR	NR	24	11.3%	±5.0	NR
4 to 5 years	NR	NR	NR	7	4.0%	±4.3	NR
6 to 10 years	NR	NR	NR	8	6.4%	±5.9	NR
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	NR	NR	NR	0	0.0%	NA	NR
More than 20 years	NR	NR	NR	NR	NR	NR	NR
Appointment Type							
Permanent	NR	NR	NR	53	6.4%	±1.9	NR
Term	--	--	--	0	0.0%	NA	NA
Temporary	NR	NR	NR	NR	NR	NR	NR

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	24	63.2%*	±16.9	50	6.3%*	±1.9	1.33 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	50	6.3%	±1.9	NR
Term	--	--	--	0	0.0%	NA	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	27	5.0%	±2.2	NR
Women	NR	NR	NR	26	8.6%	±3.8	NR
Gender Identity							
Male	NR	NR	NR	27	5.0%	±2.2	NR
Female	NR	NR	NR	26	8.6%	±3.8	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	24	69.2%*	±17.9	49	6.4%*	±2.0	1.45 (L)
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	24	69.2%*	±17.9	49	6.4%*	±2.0	1.45 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	NR	NR	NR	NR

^a Represents the percent, who, in the past 12 months, indicated they witnessed a situation where another employee was subjected to sexual harassment. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

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

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

Table 4.50 BSEE – 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	4.520	1.735	6.785	--	91.794	--	--	--	--
Sex	-1.040	0.437	5.678	0.017	0.353	0.150	0.831	-86.941	5.895
Years of Service at Bureau or Office	0.408	0.116	12.437	0.000	1.503	1.199	1.885	-90.625	13.264
Supervisor Support	-0.649	0.243	7.163	0.007	0.522	0.325	0.840	-87.774	7.561
Organizational Politics	-0.587	0.302	3.777	0.052	0.556	0.308	1.005	-85.875	3.763
Bystander Harassment Based on Sex/Gender	-2.869	0.505	32.308	0.000	0.057	0.021	0.153	-101.197	34.408
General Intolerance	-1.324	0.345	14.699	0.000	0.266	0.135	0.524	-91.752	15.517
Leadership Intolerance	2.163	0.775	7.785	0.005	8.698	1.903	39.749	-88.362	8.738

Note. N = 792, Nagelkerke R Square = 0.433

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 BSEE.

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

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	120	2.9*	±0.2	764	3.8*	±0.1	-0.91 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	16	3.9	±0.2	25	3.8	±0.3	0.17
General Schedule (GS) 7-10	13	2.4*	±0.6	77	3.9*	±0.2	-1.82 (L)
General Schedule (GS) 11-12	31	3.1*	±0.2	244	3.9*	±0.1	-0.98 (L)
General Schedule (GS) 13-15	58	2.7*	±0.2	404	3.7*	±0.1	-1.00 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	13	3.0*	±0.6	96	3.9*	±0.1	-1.19 (L)
1 to 3 years	38	3.2*	±0.3	182	4.0*	±0.1	-0.90 (L)
4 to 5 years	12	3.2	±0.4	165	3.6	±0.2	-0.43 (S)
6 to 10 years	29	2.8*	±0.4	109	3.7*	±0.2	-1.04 (L)
11 to 14 years	7	2.8*	±0.7	46	3.9*	±0.2	-1.27 (L)
15 to 20 years	7	2.9	±0.2	53	3.3	±0.3	-0.39 (S)
More than 20 years	14	2.4*	±0.3	106	3.8*	±0.2	-1.76 (L)
Appointment Type							
Permanent	103	2.8*	±0.2	753	3.8*	±0.1	-1.01 (L)
Term	14	3.9*	±0.1	6	4.6*	±0.3	-2.34 (L)
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	8	3.9	±0.8	NA
Non-Seasonal	106	2.8*	±0.2	742	3.8*	±0.1	-1.06 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	8	3.9	±0.8	NA
Permanent-Non-Seasonal	103	2.8*	±0.2	738	3.8*	±0.1	-1.02 (L)
Term	14	3.9*	±0.1	6	4.6*	±0.3	-2.34 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	65	3.1*	±0.2	490	3.8*	±0.1	-0.77 (M)
Women	55	2.8*	±0.3	271	3.7*	±0.1	-1.07 (L)
Gender Identity							
Male	65	3.1*	±0.2	490	3.8*	±0.1	-0.77 (M)
Female	55	2.8*	±0.3	271	3.7*	±0.1	-1.07 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	115	2.9*	±0.2	683	3.8*	±0.1	-0.93 (L)
Sexual Minority	NR	NR	NR	18	3.9	±0.3	NR

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	115	2.9*	±0.2	683	3.8*	±0.1	-0.93 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	3.9	±0.5	NA
Bisexual	--	--	--	6	4.0	±0.4	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	48	3.4	±0.2	NR

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

4.7.2 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 BSEE.

Table 4.52 BSEE – 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^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	115	0.55*	±0.08	771	0.72*	±0.03	-0.41 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	16	1.00*	±0.00	27	0.61*	±0.18	1.04 (L)
General Schedule (GS) 7-10	10	0.38*	±0.28	81	0.69*	±0.09	-0.73 (M)
General Schedule (GS) 11-12	28	0.62	±0.16	246	0.74	±0.05	-0.28 (S)
General Schedule (GS) 13-15	58	0.40*	±0.10	404	0.72*	±0.04	-0.81 (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	10	0.53	±0.33	98	0.79	±0.08	-0.65 (M)
1 to 3 years	38	0.57*	±0.14	184	0.78*	±0.05	-0.54 (M)
4 to 5 years	12	0.55	±0.25	165	0.66	±0.06	-0.27 (S)
6 to 10 years	27	0.63	±0.14	109	0.65	±0.09	-0.05
11 to 14 years	7	0.47*	±0.39	46	0.79*	±0.11	-0.81 (L)
15 to 20 years	7	0.67	±0.38	53	0.54	±0.13	0.28 (S)
More than 20 years	14	0.33*	±0.18	110	0.75*	±0.07	-1.10 (L)
Appointment Type							
Permanent	98	0.52*	±0.08	761	0.72*	±0.03	-0.47 (S)
Term	14	0.85	±0.19	6	1.00	±0.00	-0.46 (S)
Temporary	NR	NR	NR	NR	NR	NR	NR

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	--	--	--	12	0.56	±0.22	NA
Non-Seasonal	101	0.51*	±0.08	746	0.72*	±0.03	-0.51 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	0.56	±0.22	NA
Permanent-Non-Seasonal	98	0.52*	±0.08	742	0.72*	±0.03	-0.48 (S)
Term	14	0.85	±0.19	6	1.00	±0.00	-0.46 (S)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	60	0.62*	±0.10	492	0.75*	±0.04	-0.32 (S)
Women	55	0.46*	±0.12	276	0.66*	±0.05	-0.47 (S)
Gender Identity							
Male	60	0.62*	±0.10	492	0.75*	±0.04	-0.32 (S)
Female	55	0.46*	±0.12	276	0.66*	±0.05	-0.47 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	110	0.55*	±0.08	687	0.74*	±0.03	-0.47 (S)
Sexual Minority	NR	NR	NR	18	0.73	±0.18	NR
Sexual Orientation							
Heterosexual or straight	110	0.55*	±0.08	687	0.74*	±0.03	-0.47 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	0.60	±0.39	NA
Bisexual	--	--	--	6	0.88	±0.14	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	52	0.47	±0.13	NR

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

4.7.3 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 BSEE.

Table 4.53 BSEE – Crude and Offensive Behavior and Organizational Politics by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	120	3.1*	±0.2	765	2.6*	±0.1	0.50 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	16	2.4	±0.2	27	2.3	±0.3	0.21 (S)
General Schedule (GS) 7-10	13	3.3*	±0.2	87	2.7*	±0.1	0.86 (L)
General Schedule (GS) 11-12	31	3.3*	±0.3	242	2.7*	±0.1	0.68 (M)
General Schedule (GS) 13-15	58	3.2*	±0.3	396	2.6*	±0.1	0.59 (M)
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	13	3.1*	±0.4	92	2.5*	±0.1	0.94 (L)
1 to 3 years	38	3.1*	±0.2	190	2.6*	±0.1	0.55 (M)
4 to 5 years	12	2.8	±0.8	165	2.7	±0.1	0.09
6 to 10 years	29	3.2*	±0.4	104	2.7*	±0.2	0.54 (M)
11 to 14 years	7	2.5	±0.6	46	2.7	±0.2	-0.24 (S)
15 to 20 years	7	3.4	±0.7	53	2.8	±0.3	0.58 (M)
More than 20 years	14	3.3*	±0.6	108	2.6*	±0.2	0.85 (L)
Appointment Type							
Permanent	103	3.1*	±0.2	755	2.6*	±0.1	0.58 (M)
Term	14	2.6*	±0.0	6	1.9*	±0.2	4.91 (L)
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	3.3	±0.2	NA
Non-Seasonal	106	3.1*	±0.2	740	2.6*	±0.1	0.57 (M)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.3	±0.2	NA
Permanent-Non-Seasonal	103	3.1*	±0.2	736	2.6*	±0.1	0.58 (M)
Term	14	2.6*	±0.0	6	1.9*	±0.2	4.91 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	65	3.2*	±0.2	491	2.6*	±0.1	0.61 (M)
Women	55	3.0*	±0.3	271	2.7*	±0.1	0.39 (S)
Gender Identity							
Male	65	3.2*	±0.2	491	2.6*	±0.1	0.61 (M)
Female	55	3.0*	±0.3	271	2.7*	±0.1	0.39 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	115	3.1*	±0.2	681	2.6*	±0.1	0.54 (M)
Sexual Minority	NR	NR	NR	18	2.1	±0.2	NR
Sexual Orientation							
Heterosexual or straight	115	3.1*	±0.2	681	2.6*	±0.1	0.54 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	2.0	±0.2	NA
Bisexual	--	--	--	6	2.2	±0.5	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	52	2.9	±0.3	NR

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

4.7.4 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 BSEE.

Table 4.54 BSEE – Crude and Offensive Behavior and Organizational Trust by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	120	3.3*	±0.2	770	3.7*	±0.1	-0.39 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	16	3.9*	±0.1	27	3.5*	±0.3	0.66 (M)
General Schedule (GS) 7-10	13	3.2*	±0.4	87	3.8*	±0.1	-0.94 (L)
General Schedule (GS) 11-12	31	3.0*	±0.4	244	3.6*	±0.1	-0.69 (M)
General Schedule (GS) 13-15	58	3.3*	±0.2	398	3.7*	±0.1	-0.43 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	13	2.8*	±0.4	92	3.8*	±0.1	-1.57 (L)
1 to 3 years	38	3.6	±0.3	190	3.7	±0.1	-0.17
4 to 5 years	12	3.4	±0.8	165	3.5	±0.1	-0.15
6 to 10 years	29	3.0*	±0.4	107	3.6*	±0.1	-0.61 (M)
11 to 14 years	7	3.3	±0.3	46	3.7	±0.3	-0.45 (S)
15 to 20 years	7	3.0	±0.1	53	3.5	±0.3	-0.59 (M)
More than 20 years	14	3.8	±0.3	110	3.7	±0.2	0.08
Appointment Type							
Permanent	103	3.3*	±0.2	759	3.7*	±0.1	-0.43 (S)
Term	14	3.9*	±0.1	6	4.3*	±0.2	-1.34 (L)
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	3.1	±0.2	NA
Non-Seasonal	106	3.3*	±0.2	745	3.7*	±0.1	-0.48 (S)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.1	±0.2	NA
Permanent-Non-Seasonal	103	3.3*	±0.2	740	3.7*	±0.1	-0.44 (S)
Term	14	3.9*	±0.1	6	4.3*	±0.2	-1.34 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	65	3.2*	±0.2	492	3.7*	±0.1	-0.56 (M)
Women	55	3.5	±0.2	274	3.7	±0.1	-0.23 (S)
Gender Identity							
Male	65	3.2*	±0.2	492	3.7*	±0.1	-0.56 (M)
Female	55	3.5	±0.2	274	3.7	±0.1	-0.23 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	115	3.3*	±0.2	686	3.7*	±0.1	-0.40 (S)
Sexual Minority	NR	NR	NR	18	3.8	±0.2	NR
Sexual Orientation							
Heterosexual or straight	115	3.3*	±0.2	686	3.7*	±0.1	-0.40 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	3.7	±0.4	NA
Bisexual	--	--	--	6	3.7	±0.4	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	52	3.3	±0.2	NR

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

4.7.5 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 BSEE.

Table 4.55 BSEE – 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^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	120	3.4*	±0.2	755	4.0*	±0.1	-0.63 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	16	4.1	±0.1	27	3.9	±0.3	0.39 (S)
General Schedule (GS) 7-10	13	2.9*	±0.9	87	4.1*	±0.2	-1.08 (L)
General Schedule (GS) 11-12	31	3.0*	±0.5	236	4.0*	±0.1	-1.12 (L)
General Schedule (GS) 13-15	58	3.4*	±0.3	392	4.0*	±0.1	-0.58 (M)
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	13	3.2*	±0.8	94	4.2*	±0.2	-0.95 (L)
1 to 3 years	38	3.8	±0.3	188	4.0	±0.1	-0.16
4 to 5 years	12	3.4*	±0.8	159	4.0*	±0.1	-0.70 (M)
6 to 10 years	29	3.0*	±0.5	104	4.0*	±0.2	-0.96 (L)
11 to 14 years	7	2.9*	±1.1	46	4.2*	±0.2	-1.37 (L)
15 to 20 years	7	3.4	±0.2	53	3.4	±0.3	-0.07
More than 20 years	14	3.3*	±0.4	103	4.0*	±0.2	-0.72 (M)
Appointment Type							
Permanent	103	3.4*	±0.2	744	4.0*	±0.1	-0.61 (M)
Term	14	3.7*	±0.3	6	5.0*	±0.0	-2.19 (L)
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	10	3.7	±0.1	NA
Non-Seasonal	106	3.3*	±0.2	732	4.0*	±0.1	-0.68 (M)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	10	3.7	±0.1	NA
Permanent-Non-Seasonal	103	3.4*	±0.2	727	4.0*	±0.1	-0.62 (M)
Term	14	3.7*	±0.3	6	5.0*	±0.0	-2.19 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	65	3.4*	±0.3	480	4.0*	±0.1	-0.66 (M)
Women	55	3.4*	±0.4	272	4.0*	±0.1	-0.59 (M)
Gender Identity							
Male	65	3.4*	±0.3	480	4.0*	±0.1	-0.66 (M)
Female	55	3.4*	±0.4	272	4.0*	±0.1	-0.59 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	115	3.4*	±0.2	673	4.0*	±0.1	-0.66 (M)
Sexual Minority	NR	NR	NR	18	4.2	±0.4	NR
Sexual Orientation							
Heterosexual or straight	115	3.4*	±0.2	673	4.0*	±0.1	-0.66 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	4.1	±0.7	NA
Bisexual	--	--	--	6	4.1	±0.6	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	52	3.6	±0.3	NR

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

4.7.6 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 BSEE.

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

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	120	3.6*	±0.2	778	3.9*	±0.1	-0.33 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	16	4.0	±0.1	27	3.9	±0.3	0.09
General Schedule (GS) 7-10	13	3.2*	±0.7	87	3.8*	±0.1	-0.79 (M)
General Schedule (GS) 11-12	31	3.2*	±0.3	246	3.9*	±0.1	-0.79 (M)
General Schedule (GS) 13-15	58	3.7	±0.3	404	3.9	±0.1	-0.20 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	13	2.9*	±0.6	98	4.1*	±0.1	-1.74 (L)
1 to 3 years	38	3.8	±0.3	190	3.9	±0.1	-0.22 (S)
4 to 5 years	12	3.5	±0.7	165	3.8	±0.1	-0.40 (S)
6 to 10 years	29	3.6	±0.4	109	3.7	±0.2	-0.17
11 to 14 years	7	4.1	±0.7	46	3.8	±0.3	0.26 (S)
15 to 20 years	7	2.8*	±0.4	53	3.8*	±0.2	-1.14 (L)
More than 20 years	14	4.1	±0.3	110	3.9	±0.2	0.21 (S)
Appointment Type							
Permanent	103	3.7*	±0.2	767	3.9*	±0.1	-0.26 (S)
Term	14	3.7*	±0.4	6	5.0*	±0.0	-1.97 (L)
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	3.4	±0.3	NA
Non-Seasonal	106	3.6*	±0.2	753	3.9*	±0.1	-0.34 (S)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.4	±0.3	NA
Permanent-Non-Seasonal	103	3.7*	±0.2	748	3.9*	±0.1	-0.27 (S)
Term	14	3.7*	±0.4	6	5.0*	±0.0	-1.97 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	65	3.5*	±0.2	498	3.9*	±0.1	-0.47 (S)
Women	55	3.7	±0.3	276	3.9	±0.1	-0.17
Gender Identity							
Male	65	3.5*	±0.2	498	3.9*	±0.1	-0.47 (S)
Female	55	3.7	±0.3	276	3.9	±0.1	-0.17
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	115	3.6*	±0.2	694	3.9*	±0.1	-0.32 (S)
Sexual Minority	NR	NR	NR	18	4.1	±0.2	NR
Sexual Orientation							
Heterosexual or straight	115	3.6*	±0.2	694	3.9*	±0.1	-0.32 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	4.5	±0.3	NA
Bisexual	--	--	--	6	3.9	±0.1	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	52	3.6	±0.3	NR

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

4.7.7 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 BSEE.

Table 4.57 BSEE – Crude and Offensive Behavior and Gender Context by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	120	2.6*	±0.1	771	2.3*	±0.0	0.36 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	16	3.0*	±0.1	27	2.2*	±0.2	1.70 (L)
General Schedule (GS) 7-10	13	2.7*	±0.2	86	2.2*	±0.2	0.70 (M)
General Schedule (GS) 11-12	31	2.5	±0.2	244	2.4	±0.1	0.07
General Schedule (GS) 13-15	58	2.5	±0.2	404	2.3	±0.1	0.25 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	13	2.7*	±0.3	96	2.3*	±0.1	0.75 (M)
1 to 3 years	38	2.6*	±0.2	190	2.4*	±0.1	0.35 (S)
4 to 5 years	12	2.6	±0.2	162	2.5	±0.1	0.24 (S)
6 to 10 years	29	2.7*	±0.2	109	2.2*	±0.1	0.72 (M)
11 to 14 years	7	2.1	±0.6	46	2.1	±0.2	-0.07
15 to 20 years	7	2.2	±0.4	53	2.5	±0.2	-0.39 (S)
More than 20 years	14	2.4	±0.3	110	2.3	±0.1	0.26 (S)
Appointment Type							
Permanent	103	2.5*	±0.1	761	2.3*	±0.0	0.29 (S)
Term	14	2.8*	±0.3	6	1.8*	±0.4	1.84 (L)
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	2.7	±0.3	NA
Non-Seasonal	106	2.5*	±0.1	746	2.3*	±0.0	0.31 (S)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	2.7	±0.3	NA
Permanent-Non-Seasonal	103	2.5*	±0.1	742	2.3*	±0.0	0.30 (S)
Term	14	2.8*	±0.3	6	1.8*	±0.4	1.84 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	65	2.7	±0.1	497	2.5	±0.0	0.25 (S)
Women	55	2.4*	±0.2	271	2.0*	±0.1	0.75 (M)
Gender Identity							
Male	65	2.7	±0.1	497	2.5	±0.0	0.25 (S)
Female	55	2.4*	±0.2	271	2.0*	±0.1	0.75 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	115	2.6*	±0.1	690	2.4*	±0.0	0.33 (S)
Sexual Minority	NR	NR	NR	18	1.9	±0.2	NR
Sexual Orientation							
Heterosexual or straight	115	2.6*	±0.1	690	2.4*	±0.0	0.33 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	1.6	±0.4	NA
Bisexual	--	--	--	6	1.9	±0.3	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	49	2.1	±0.2	NR

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

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

4.7.8 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 BSEE.

Table 4.58 BSEE – Crude and Offensive Behavior and Bystander Harassment

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Percent^d</i>	<i>MoE</i>	<i>N</i>	<i>Percent^d</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	45	38.9%*	±9.3	31	4.1%*	±1.7	0.94 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	0	0.0%	NA	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 11-12	NR	NR	NR	6	2.3%	±2.9	NR
General Schedule (GS) 13-15	31	55.7%*	±13.5	22	5.6%*	±2.7	1.21 (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	5	5.4%	±6.8	NR
1 to 3 years	13	33.4%*	±17.1	13	7.0%*	±4.8	0.70 (M)
4 to 5 years	NR	NR	NR	5	3.0%	±4.1	NR
6 to 10 years	NR	NR	NR	NR	NR	NR	NR
11 to 14 years	NR	NR	NR	0	0.0%	NA	NR
15 to 20 years	NR	NR	NR	0	0.0%	NA	NR
More than 20 years	NR	NR	NR	NR	NR	NR	NR
Appointment Type							
Permanent	43	42.8%*	±10.1	31	4.2%*	±1.7	1.01 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	NR	NR	NR	NR	NR	NR	NR

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	45	44.3% *	±9.9	29	3.9% *	±1.7	1.06 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	43	42.8% *	±10.1	29	4.0% *	±1.7	1.02 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	22	36.2% *	±13.1	14	2.8% *	±1.9	0.95 (L)
Women	23	42.6% *	±13.8	18	6.5% *	±3.6	0.91 (L)
Gender Identity							
Male	22	36.2% *	±13.1	14	2.8% *	±1.9	0.95 (L)
Female	23	42.6% *	±13.8	18	6.5% *	±3.6	0.91 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	45	40.0% *	±9.4	27	4.0% *	±1.8	0.97 (L)
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	45	40.0% *	±9.4	27	4.0% *	±1.8	0.97 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	NR	NR	NR	NR

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

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

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

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

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

4.8 Unwanted Sexual Attention

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

4.8.1 Unwanted Sexual Attention and General Intolerance for Harassment

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

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

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	24	2.5*	±0.4	862	3.7*	±0.1	-1.32 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	41	3.9	±0.2	NA
General Schedule (GS) 7-10	7	1.4*	±0.1	85	3.8*	±0.2	-3.40 (L)
General Schedule (GS) 11-12	5	3.2	±0.5	270	3.8	±0.1	-0.72 (M)
General Schedule (GS) 13-15	13	2.8*	±0.6	450	3.6*	±0.1	-0.82 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	106	3.8	±0.1	NR
1 to 3 years	7	3.6	±0.5	212	3.8	±0.1	-0.31 (S)
4 to 5 years	--	--	--	177	3.6	±0.2	NA
6 to 10 years	NR	NR	NR	133	3.6	±0.2	NR
11 to 14 years	NR	NR	NR	52	3.8	±0.2	NR
15 to 20 years	NR	NR	NR	60	3.3	±0.2	NR
More than 20 years	7	2.5*	±0.8	113	3.7*	±0.2	-1.40 (L)
Appointment Type							
Permanent	22	2.6*	±0.4	837	3.7*	±0.1	-1.17 (L)
Term	--	--	--	20	4.1	±0.2	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	8	3.9	±0.8	NA
Non-Seasonal	24	2.5*	±0.4	826	3.7*	±0.1	-1.30 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	8	3.9	±0.8	NA
Permanent-Non-Seasonal	22	2.6*	±0.4	822	3.7*	±0.1	-1.18 (L)
Term	--	--	--	20	4.1	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	552	3.7	±0.1	NR
Women	21	2.3*	±0.5	307	3.6*	±0.1	-1.50 (L)
Gender Identity							
Male	NR	NR	NR	552	3.7	±0.1	NR
Female	21	2.3*	±0.5	307	3.6*	±0.1	-1.50 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	23	2.5*	±0.4	777	3.7*	±0.1	-1.33 (L)
Sexual Minority	NR	NR	NR	18	3.9	±0.3	NR

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	23	2.5*	±0.4	777	3.7*	±0.1	-1.33 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	3.9	±0.5	NA
Bisexual	--	--	--	6	4.0	±0.4	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	--	--	--	50	3.5	±0.2	NA

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

4.8.2 Unwanted Sexual Attention and Leadership Intolerance for Harassment

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

Table 4.61 BSEE – Unwanted Sexual Attention and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	24	0.36*	±0.16	864	0.71*	±0.03	-0.83 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	0.76	±0.12	NA
General Schedule (GS) 7-10	NR	NR	NR	86	0.70	±0.09	NR
General Schedule (GS) 11-12	NR	NR	NR	270	0.74	±0.05	NR
General Schedule (GS) 13-15	13	0.50	±0.23	450	0.68	±0.04	-0.44 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	105	0.78	±0.07	NR
1 to 3 years	7	0.66	±0.30	215	0.75	±0.05	-0.22 (S)
4 to 5 years	--	--	--	177	0.66	±0.06	NA
6 to 10 years	NR	NR	NR	131	0.66	±0.08	NR
11 to 14 years	NR	NR	NR	52	0.77	±0.11	NR
15 to 20 years	NR	NR	NR	60	0.57	±0.12	NR
More than 20 years	7	0.52	±0.34	116	0.72	±0.07	-0.51 (M)
Appointment Type							
Permanent	22	0.41*	±0.17	840	0.70*	±0.03	-0.71 (M)
Term	--	--	--	20	0.89	±0.14	NA
Temporary	NR	NR	NR	NR	NR	NR	NR

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	--	--	--	12	0.56	±0.22	NA
Non-Seasonal	24	0.36*	±0.16	825	0.70*	±0.03	-0.83 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	0.56	±0.22	NA
Permanent-Non-Seasonal	22	0.41*	±0.17	821	0.70*	±0.03	-0.71 (M)
Term	--	--	--	20	0.89	±0.14	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	549	0.73	±0.03	NR
Women	21	0.25*	±0.14	312	0.66*	±0.05	-0.97 (L)
Gender Identity							
Male	NR	NR	NR	549	0.73	±0.03	NR
Female	21	0.25*	±0.14	312	0.66*	±0.05	-0.97 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	23	0.34*	±0.16	776	0.72*	±0.03	-0.96 (L)
Sexual Minority	NR	NR	NR	18	0.73	±0.18	NR
Sexual Orientation							
Heterosexual or straight	23	0.34*	±0.16	776	0.72*	±0.03	-0.96 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	0.60	±0.39	NA
Bisexual	--	--	--	6	0.88	±0.14	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	--	--	--	54	0.49	±0.13	NA

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

4.8.3 Unwanted Sexual Attention and Organizational Politics

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

Table 4.62 BSEE – Unwanted Sexual Attention and Organizational Politics by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	23	3.2*	±0.4	865	2.7*	±0.1	0.61 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	2.4	±0.2	NA
General Schedule (GS) 7-10	7	3.3*	±0.3	95	2.7*	±0.1	0.79 (M)
General Schedule (GS) 11-12	5	3.4	±0.7	267	2.8	±0.1	0.83 (L)
General Schedule (GS) 13-15	11	3.1	±0.6	444	2.7	±0.1	0.41 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	102	2.5	±0.1	NR
1 to 3 years	7	2.8	±0.8	221	2.7	±0.1	0.08
4 to 5 years	--	--	--	177	2.7	±0.1	NA
6 to 10 years	NR	NR	NR	129	2.8	±0.2	NR
11 to 14 years	NR	NR	NR	52	2.6	±0.2	NR
15 to 20 years	NR	NR	NR	60	2.9	±0.2	NR
More than 20 years	5	3.0	±0.4	116	2.6	±0.2	0.37 (S)
Appointment Type							
Permanent	20	3.3*	±0.4	840	2.7*	±0.1	0.65 (M)
Term	--	--	--	20	2.4	±0.2	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	3.3	±0.2	NA
Non-Seasonal	23	3.2*	±0.4	826	2.7*	±0.1	0.60 (M)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.3	±0.2	NA
Permanent-Non-Seasonal	20	3.3*	±0.4	821	2.7*	±0.1	0.65 (M)
Term	--	--	--	20	2.4	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	553	2.7	±0.1	NR
Women	19	3.4*	±0.4	308	2.7*	±0.1	0.88 (L)
Gender Identity							
Male	NR	NR	NR	553	2.7	±0.1	NR
Female	19	3.4*	±0.4	308	2.7*	±0.1	0.88 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	22	3.3*	±0.4	777	2.7*	±0.1	0.69 (M)
Sexual Minority	NR	NR	NR	18	2.1	±0.2	NR
Sexual Orientation							
Heterosexual or straight	22	3.3*	±0.4	777	2.7*	±0.1	0.69 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	2.0	±0.2	NA
Bisexual	--	--	--	6	2.2	±0.5	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	--	--	--	54	2.9	±0.3	NA

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

4.8.4 Unwanted Sexual Attention and Organizational Trust

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

Table 4.63 BSEE – Unwanted Sexual Attention and Organizational Trust by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	24	3.4	±0.5	867	3.6	±0.1	-0.28 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	3.7	±0.2	NA
General Schedule (GS) 7-10	7	3.2*	±0.8	95	3.8*	±0.1	-0.90 (L)
General Schedule (GS) 11-12	5	3.2	±0.4	270	3.5	±0.1	-0.41 (S)
General Schedule (GS) 13-15	13	3.6	±0.8	444	3.6	±0.1	-0.07
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	102	3.7	±0.1	NR
1 to 3 years	7	4.0	±0.7	221	3.7	±0.1	0.41 (S)
4 to 5 years	--	--	--	177	3.5	±0.1	NA
6 to 10 years	NR	NR	NR	131	3.5	±0.1	NR
11 to 14 years	NR	NR	NR	52	3.7	±0.3	NR
15 to 20 years	NR	NR	NR	60	3.5	±0.2	NR
More than 20 years	7	4.1	±0.5	116	3.7	±0.2	0.44 (S)
Appointment Type							
Permanent	22	3.6	±0.5	843	3.6	±0.1	-0.07
Term	--	--	--	20	4.0	±0.1	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	3.1	±0.2	NA
Non-Seasonal	24	3.4	±0.5	828	3.6	±0.1	-0.28 (S)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.1	±0.2	NA
Permanent-Non-Seasonal	22	3.6	±0.5	824	3.6	±0.1	-0.08
Term	--	--	--	20	4.0	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	554	3.6	±0.1	NR
Women	21	3.2*	±0.5	310	3.7*	±0.1	-0.65 (M)
Gender Identity							
Male	NR	NR	NR	554	3.6	±0.1	NR
Female	21	3.2*	±0.5	310	3.7*	±0.1	-0.65 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	23	3.3	±0.5	779	3.6	±0.1	-0.36 (S)
Sexual Minority	NR	NR	NR	18	3.8	±0.2	NR
Sexual Orientation							
Heterosexual or straight	23	3.3	±0.5	779	3.6	±0.1	-0.36 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	3.7	±0.4	NA
Bisexual	--	--	--	6	3.7	±0.4	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	--	--	--	54	3.3	±0.2	NA

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

4.8.5 Unwanted Sexual Attention and Supervisor Support

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

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

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	24	2.9*	±0.6	852	3.9*	±0.1	-0.99 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	4.0	±0.2	NA
General Schedule (GS) 7-10	7	2.0*	±1.2	95	4.1*	±0.2	-2.05 (L)
General Schedule (GS) 11-12	5	3.5	±1.2	261	3.9	±0.1	-0.34 (S)
General Schedule (GS) 13-15	13	3.2*	±0.9	437	4.0*	±0.1	-0.74 (M)
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	104	4.1	±0.2	NR
1 to 3 years	7	4.2	±1.0	219	4.0	±0.1	0.19
4 to 5 years	--	--	--	171	4.0	±0.1	NA
6 to 10 years	NR	NR	NR	129	3.8	±0.2	NR
11 to 14 years	NR	NR	NR	52	4.1	±0.2	NR
15 to 20 years	NR	NR	NR	60	3.4	±0.3	NR
More than 20 years	7	3.8	±0.3	110	3.9	±0.2	-0.10
Appointment Type							
Permanent	22	3.2*	±0.6	828	3.9*	±0.1	-0.76 (M)
Term	--	--	--	20	4.1	±0.4	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	10	3.7	±0.1	NA
Non-Seasonal	24	2.9*	±0.6	815	3.9*	±0.1	-0.99 (L)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	10	3.7	±0.1	NA
Permanent-Non-Seasonal	22	3.2*	±0.6	811	3.9*	±0.1	-0.77 (M)
Term	--	--	--	20	4.1	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	542	3.9	±0.1	NR
Women	21	2.7*	±0.7	308	4.0*	±0.1	-1.19 (L)
Gender Identity							
Male	NR	NR	NR	542	3.9	±0.1	NR
Female	21	2.7*	±0.7	308	4.0*	±0.1	-1.19 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	23	2.9*	±0.6	766	4.0*	±0.1	-1.06 (L)
Sexual Minority	NR	NR	NR	18	4.2	±0.4	NR
Sexual Orientation							
Heterosexual or straight	23	2.9*	±0.6	766	4.0*	±0.1	-1.06 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	4.1	±0.7	NA
Bisexual	--	--	--	6	4.1	±0.6	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	--	--	--	54	3.7	±0.3	NA

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

4.8.6 Unwanted Sexual Attention and Organizational Inclusion

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

Table 4.65 BSEE – Unwanted Sexual Attention and Organizational Inclusion by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	24	3.5*	±0.5	876	3.9*	±0.1	-0.40 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	3.9	±0.2	NA
General Schedule (GS) 7-10	7	2.8*	±1.2	95	3.8*	±0.1	-1.32 (L)
General Schedule (GS) 11-12	5	3.7	±0.4	272	3.8	±0.1	-0.12
General Schedule (GS) 13-15	13	3.8	±0.7	450	3.9	±0.1	-0.10
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	108	4.0	±0.1	NR
1 to 3 years	7	4.0	±0.5	221	3.9	±0.1	0.15
4 to 5 years	--	--	--	177	3.8	±0.1	NA
6 to 10 years	NR	NR	NR	133	3.7	±0.1	NR
11 to 14 years	NR	NR	NR	52	3.8	±0.3	NR
15 to 20 years	NR	NR	NR	60	3.6	±0.2	NR
More than 20 years	7	3.8	±0.3	116	4.0	±0.2	-0.17
Appointment Type							
Permanent	22	3.8	±0.4	851	3.8	±0.1	-0.05
Term	--	--	--	20	4.1	±0.4	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	3.4	±0.3	NA
Non-Seasonal	24	3.5*	±0.5	836	3.9*	±0.1	-0.41 (S)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.4	±0.3	NA
Permanent-Non-Seasonal	22	3.8	±0.4	832	3.9	±0.1	-0.06
Term	--	--	--	20	4.1	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	560	3.8	±0.1	NR
Women	21	3.4*	±0.6	312	3.9*	±0.1	-0.59 (M)
Gender Identity							
Male	NR	NR	NR	560	3.8	±0.1	NR
Female	21	3.4*	±0.6	312	3.9*	±0.1	-0.59 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	23	3.4*	±0.5	787	3.9*	±0.1	-0.49 (S)
Sexual Minority	NR	NR	NR	18	4.1	±0.2	NR
Sexual Orientation							
Heterosexual or straight	23	3.4*	±0.5	787	3.9*	±0.1	-0.49 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	4.5	±0.3	NA
Bisexual	--	--	--	6	3.9	±0.1	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	--	--	--	54	3.6	±0.3	NA

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

4.8.7 Unwanted Sexual Attention and Gender Context

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

Table 4.66 BSEE – Unwanted Sexual Attention and Gender Context by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	24	2.7*	±0.2	869	2.4*	±0.0	0.50 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	2.5	±0.2	NA
General Schedule (GS) 7-10	7	2.5	±0.3	93	2.3	±0.1	0.29 (S)
General Schedule (GS) 11-12	5	2.8	±0.2	270	2.4	±0.1	0.56 (M)
General Schedule (GS) 13-15	13	2.7*	±0.3	450	2.3*	±0.1	0.64 (M)
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	106	2.3	±0.1	NR
1 to 3 years	7	2.5	±0.4	221	2.5	±0.1	0.01
4 to 5 years	--	--	--	173	2.5	±0.1	NA
6 to 10 years	NR	NR	NR	133	2.2	±0.1	NR
11 to 14 years	NR	NR	NR	52	2.1	±0.2	NR
15 to 20 years	NR	NR	NR	60	2.5	±0.2	NR
More than 20 years	7	2.7	±0.4	116	2.3	±0.1	0.69 (M)
Appointment Type							
Permanent	22	2.7*	±0.2	844	2.4*	±0.0	0.51 (M)
Term	--	--	--	20	2.5	±0.3	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	2.7	±0.3	NA
Non-Seasonal	24	2.7*	±0.2	830	2.4*	±0.0	0.52 (M)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	2.7	±0.3	NA
Permanent-Non-Seasonal	22	2.7*	±0.2	825	2.4*	±0.0	0.52 (M)
Term	--	--	--	20	2.5	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	559	2.6	±0.0	NR
Women	21	2.7*	±0.2	307	2.0*	±0.1	1.05 (L)
Gender Identity							
Male	NR	NR	NR	559	2.6	±0.0	NR
Female	21	2.7*	±0.2	307	2.0*	±0.1	1.05 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	23	2.7*	±0.2	784	2.4*	±0.0	0.51 (M)
Sexual Minority	NR	NR	NR	18	1.9	±0.2	NR
Sexual Orientation							
Heterosexual or straight	23	2.7*	±0.2	784	2.4*	±0.0	0.51 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	1.6	±0.4	NA
Bisexual	--	--	--	6	1.9	±0.3	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	--	--	--	52	2.1	±0.2	NA

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

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

4.8.8 Unwanted Sexual Attention and Bystander Harassment

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

Table 4.67 BSEE – Unwanted Sexual Attention and Bystander Harassment

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	NR	NR	NR	66	7.7%	±2.0	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 11-12	NR	NR	NR	13	5.0%	±3.4	NR
General Schedule (GS) 13-15	NR	NR	NR	49	11.1%	±3.3	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	5	5.0%	±6.3	NR
1 to 3 years	NR	NR	NR	24	11.3%	±5.0	NR
4 to 5 years	--	--	--	11	6.2%	±4.8	NA
6 to 10 years	NR	NR	NR	13	9.8%	±6.4	NR
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	NR	NR	NR	NR	NR	NR	NR
More than 20 years	NR	NR	NR	7	5.8%	±6.2	NR
Appointment Type							
Permanent	NR	NR	NR	66	7.9%	±2.0	NR
Term	--	--	--	0	0.0%	NA	NA
Temporary	NR	NR	NR	NR	NR	NR	NR

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	NR	NR	NR	64	7.8%	±2.1	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	64	7.8%	±2.1	NR
Term	--	--	--	0	0.0%	NA	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	36	6.5%	±2.4	NR
Women	NR	NR	NR	31	9.9%	±3.9	NR
Gender Identity							
Male	NR	NR	NR	36	6.5%	±2.4	NR
Female	NR	NR	NR	31	9.9%	±3.9	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	62	8.1%	±2.1	NR
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	62	8.1%	±2.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	--	--	--	NR	NR	NR	NR

^a Represents the percent, who, in the past 12 months, indicated they witnessed a situation where another employee was subjected to unwanted sexual attention. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

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

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

Table 4.68 BSEE – 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	-8.196	3.177	6.654	--	0.000	--	--	--	--
Sex	-2.971	0.800	13.805	0.000	0.051	0.011	0.246	-49.384	19.525
Age	-6.426	1.673	14.746	0.000	0.002	0.000	0.043	-55.448	31.652
Relationship Status	-2.322	0.711	10.670	0.001	0.098	0.024	0.395	-46.104	12.963
Years of Service at Bureau or Office	1.347	0.371	13.164	0.000	3.847	1.858	7.964	-51.137	23.031
Supervisor Support	-1.184	0.494	5.747	0.017	0.306	0.116	0.806	-43.206	7.168
Organizational Inclusion	-1.573	0.626	6.314	0.012	0.207	0.061	0.707	-43.365	7.487
Organizational Trust	3.723	1.154	10.409	0.001	41.370	4.311	397.038	-49.218	19.191
General Intolerance	-1.431	0.418	11.710	0.001	0.239	0.105	0.543	-46.815	14.386
Gender Context	1.926	0.771	6.242	0.012	6.865	1.515	31.115	-44.398	9.552

Note. N = 788, Nagelkerke R Square = 0.609

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 BSEE.

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

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	883	3.7	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	41	3.9	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	89	3.7	±0.2	NR
General Schedule (GS) 11-12	--	--	--	275	3.8	±0.1	NA
General Schedule (GS) 13-15	--	--	--	462	3.5	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	106	3.8	±0.1	NR
1 to 3 years	--	--	--	219	3.8	±0.1	NA
4 to 5 years	--	--	--	177	3.6	±0.2	NA
6 to 10 years	--	--	--	138	3.5	±0.2	NA
11 to 14 years	--	--	--	54	3.7	±0.3	NA
15 to 20 years	--	--	--	62	3.3	±0.2	NA
More than 20 years	--	--	--	120	3.6	±0.2	NA
Appointment Type							
Permanent	--	--	--	859	3.6	±0.1	NA
Term	--	--	--	20	4.1	±0.2	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	8	3.9	±0.8	NA
Non-Seasonal	NR	NR	NR	848	3.6	±0.1	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	8	3.9	±0.8	NA
Permanent-Non-Seasonal	--	--	--	843	3.6	±0.1	NA
Term	--	--	--	20	4.1	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	--	--	--	554	3.7	±0.1	NA
Women	NR	NR	NR	325	3.5	±0.1	NR
Gender Identity							
Male	--	--	--	554	3.7	±0.1	NA
Female	NR	NR	NR	325	3.5	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	798	3.7	±0.1	NR
Sexual Minority	--	--	--	19	3.8	±0.3	NA

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	798	3.7	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	3.9	±0.5	NA
Bisexual	--	--	--	6	4.0	±0.4	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	50	3.5	±0.2	NA

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

4.9.2 Sexual Coercion and Leadership Intolerance for Harassment

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

Table 4.70 BSEE – Sexual Coercion and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	886	0.70	±0.03	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	0.76	±0.12	NA
General Schedule (GS) 7-10	NR	NR	NR	90	0.68	±0.09	NR
General Schedule (GS) 11-12	--	--	--	275	0.73	±0.05	NA
General Schedule (GS) 13-15	--	--	--	462	0.68	±0.04	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	105	0.78	±0.07	NR
1 to 3 years	--	--	--	221	0.74	±0.05	NA
4 to 5 years	--	--	--	177	0.66	±0.06	NA
6 to 10 years	--	--	--	136	0.64	±0.08	NA
11 to 14 years	--	--	--	54	0.75	±0.11	NA
15 to 20 years	--	--	--	62	0.55	±0.11	NA
More than 20 years	--	--	--	123	0.71	±0.07	NA
Appointment Type							
Permanent	--	--	--	861	0.69	±0.03	NA
Term	--	--	--	20	0.89	±0.14	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	0.56	±0.22	NA
Non-Seasonal	NR	NR	NR	847	0.70	±0.03	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	0.56	±0.22	NA
Permanent-Non-Seasonal	--	--	--	842	0.69	±0.03	NA
Term	--	--	--	20	0.89	±0.14	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	--	--	--	552	0.74	±0.03	NA
Women	NR	NR	NR	330	0.64	±0.05	NR
Gender Identity							
Male	--	--	--	552	0.74	±0.03	NA
Female	NR	NR	NR	330	0.64	±0.05	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	797	0.71	±0.03	NR
Sexual Minority	--	--	--	19	0.75	±0.17	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	797	0.71	±0.03	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	0.60	±0.39	NA
Bisexual	--	--	--	6	0.88	±0.14	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	54	0.49	±0.13	NA

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

4.9.3 Sexual Coercion and Organizational Politics

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

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

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	885	2.7	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	2.4	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	99	2.8	±0.1	NR
General Schedule (GS) 11-12	--	--	--	272	2.8	±0.1	NA
General Schedule (GS) 13-15	--	--	--	455	2.7	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	102	2.5	±0.1	NR
1 to 3 years	--	--	--	228	2.7	±0.1	NA
4 to 5 years	--	--	--	177	2.7	±0.1	NA
6 to 10 years	--	--	--	133	2.8	±0.2	NA
11 to 14 years	--	--	--	54	2.6	±0.2	NA
15 to 20 years	--	--	--	62	2.9	±0.2	NA
More than 20 years	--	--	--	122	2.6	±0.2	NA
Appointment Type							
Permanent	--	--	--	860	2.7	±0.1	NA
Term	--	--	--	20	2.4	±0.2	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	3.3	±0.2	NA
Non-Seasonal	NR	NR	NR	846	2.7	±0.1	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.3	±0.2	NA
Permanent-Non-Seasonal	--	--	--	841	2.7	±0.1	NA
Term	--	--	--	20	2.4	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	--	--	--	556	2.7	±0.1	NA
Women	NR	NR	NR	325	2.7	±0.1	NR
Gender Identity							
Male	--	--	--	556	2.7	±0.1	NA
Female	NR	NR	NR	325	2.7	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	796	2.7	±0.1	NR
Sexual Minority	--	--	--	19	2.1	±0.2	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	796	2.7	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	2.0	±0.2	NA
Bisexual	--	--	--	6	2.2	±0.5	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	54	2.9	±0.3	NA

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

4.9.4 Sexual Coercion and Organizational Trust

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

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

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	889	3.6	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	3.7	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	99	3.8	±0.1	NR
General Schedule (GS) 11-12	--	--	--	275	3.5	±0.1	NA
General Schedule (GS) 13-15	--	--	--	456	3.6	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	102	3.7	±0.1	NR
1 to 3 years	--	--	--	228	3.7	±0.1	NA
4 to 5 years	--	--	--	177	3.5	±0.1	NA
6 to 10 years	--	--	--	136	3.5	±0.1	NA
11 to 14 years	--	--	--	54	3.7	±0.3	NA
15 to 20 years	--	--	--	62	3.5	±0.2	NA
More than 20 years	--	--	--	123	3.7	±0.1	NA
Appointment Type							
Permanent	--	--	--	865	3.6	±0.1	NA
Term	--	--	--	20	4.0	±0.1	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	3.1	±0.2	NA
Non-Seasonal	NR	NR	NR	850	3.6	±0.1	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.1	±0.2	NA
Permanent-Non-Seasonal	--	--	--	846	3.6	±0.1	NA
Term	--	--	--	20	4.0	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	--	--	--	557	3.6	±0.1	NA
Women	NR	NR	NR	328	3.7	±0.1	NR
Gender Identity							
Male	--	--	--	557	3.6	±0.1	NA
Female	NR	NR	NR	328	3.7	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	800	3.6	±0.1	NR
Sexual Minority	--	--	--	19	3.8	±0.2	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	800	3.6	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	3.7	±0.4	NA
Bisexual	--	--	--	6	3.7	±0.4	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	54	3.3	±0.2	NA

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

4.9.5 Sexual Coercion and Supervisor Support

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

Table 4.73 BSEE – Sexual Coercion and Supervisor Support by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	874	3.9	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	4.0	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	99	4.0	±0.2	NR
General Schedule (GS) 11-12	--	--	--	266	3.9	±0.1	NA
General Schedule (GS) 13-15	--	--	--	450	3.9	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	104	4.1	±0.2	NR
1 to 3 years	--	--	--	226	4.0	±0.1	NA
4 to 5 years	--	--	--	171	4.0	±0.1	NA
6 to 10 years	--	--	--	134	3.8	±0.2	NA
11 to 14 years	--	--	--	54	4.0	±0.3	NA
15 to 20 years	--	--	--	62	3.4	±0.3	NA
More than 20 years	--	--	--	117	3.9	±0.2	NA
Appointment Type							
Permanent	--	--	--	850	3.9	±0.1	NA
Term	--	--	--	20	4.1	±0.4	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	10	3.7	±0.1	NA
Non-Seasonal	NR	NR	NR	837	3.9	±0.1	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	10	3.7	±0.1	NA
Permanent-Non-Seasonal	--	--	--	833	3.9	±0.1	NA
Term	--	--	--	20	4.1	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	--	--	--	544	3.9	±0.1	NA
Women	NR	NR	NR	326	3.9	±0.1	NR
Gender Identity							
Male	--	--	--	544	3.9	±0.1	NA
Female	NR	NR	NR	326	3.9	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	787	3.9	±0.1	NR
Sexual Minority	--	--	--	19	4.2	±0.4	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	787	3.9	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	4.1	±0.7	NA
Bisexual	--	--	--	6	4.1	±0.6	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	54	3.7	±0.3	NA

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

4.9.6 Sexual Coercion and Organizational Inclusion

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

Table 4.74 BSEE – Sexual Coercion and Organizational Inclusion by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	897	3.8	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	3.9	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	99	3.8	±0.1	NR
General Schedule (GS) 11-12	--	--	--	277	3.8	±0.1	NA
General Schedule (GS) 13-15	--	--	--	462	3.9	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	108	4.0	±0.1	NR
1 to 3 years	--	--	--	228	3.9	±0.1	NA
4 to 5 years	--	--	--	177	3.8	±0.1	NA
6 to 10 years	--	--	--	138	3.7	±0.2	NA
11 to 14 years	--	--	--	54	3.8	±0.3	NA
15 to 20 years	--	--	--	62	3.7	±0.2	NA
More than 20 years	--	--	--	123	3.9	±0.2	NA
Appointment Type							
Permanent	--	--	--	873	3.8	±0.1	NA
Term	--	--	--	20	4.1	±0.4	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	3.4	±0.3	NA
Non-Seasonal	NR	NR	NR	858	3.9	±0.1	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.4	±0.3	NA
Permanent-Non-Seasonal	--	--	--	854	3.9	±0.1	NA
Term	--	--	--	20	4.1	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	--	--	--	563	3.8	±0.1	NA
Women	NR	NR	NR	330	3.9	±0.1	NR
Gender Identity							
Male	--	--	--	563	3.8	±0.1	NA
Female	NR	NR	NR	330	3.9	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	808	3.9	±0.1	NR
Sexual Minority	--	--	--	19	4.2	±0.2	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	808	3.9	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	4.5	±0.3	NA
Bisexual	--	--	--	6	3.9	±0.1	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	54	3.6	±0.3	NA

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

4.9.7 Sexual Coercion and Gender Context

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

Table 4.75 BSEE – Sexual Coercion and Gender Context by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	891	2.4	±0.0	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	2.5	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	97	2.3	±0.1	NR
General Schedule (GS) 11-12	--	--	--	275	2.5	±0.1	NA
General Schedule (GS) 13-15	--	--	--	462	2.3	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	106	2.3	±0.1	NR
1 to 3 years	--	--	--	228	2.5	±0.1	NA
4 to 5 years	--	--	--	173	2.5	±0.1	NA
6 to 10 years	--	--	--	138	2.3	±0.1	NA
11 to 14 years	--	--	--	54	2.1	±0.2	NA
15 to 20 years	--	--	--	62	2.5	±0.2	NA
More than 20 years	--	--	--	123	2.3	±0.1	NA
Appointment Type							
Permanent	--	--	--	866	2.4	±0.0	NA
Term	--	--	--	20	2.5	±0.3	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	2.7	±0.3	NA
Non-Seasonal	NR	NR	NR	852	2.4	±0.0	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	2.7	±0.3	NA
Permanent-Non-Seasonal	--	--	--	847	2.4	±0.0	NA
Term	--	--	--	20	2.5	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	--	--	--	562	2.6	±0.0	NA
Women	NR	NR	NR	325	2.0	±0.1	NR
Gender Identity							
Male	--	--	--	562	2.6	±0.0	NA
Female	NR	NR	NR	325	2.0	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	805	2.4	±0.0	NR
Sexual Minority	--	--	--	19	1.9	±0.2	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	805	2.4	±0.0	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	1.6	±0.4	NA
Bisexual	--	--	--	6	1.9	±0.3	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	52	2.1	±0.2	NA

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

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

4.9.8 Sexual Coercion and Bystander Harassment

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

Table 4.76 BSEE – Sexual Coercion and Bystander Harassment

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	NR	NR	NR	74	8.4%	±2.0	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 11-12	--	--	--	15	5.5%	±3.4	NA
General Schedule (GS) 13-15	--	--	--	54	11.8%	±3.3	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	5	5.0%	±6.3	NR
1 to 3 years	--	--	--	25	11.6%	±5.0	NA
4 to 5 years	--	--	--	11	6.2%	±4.8	NA
6 to 10 years	--	--	--	18	12.7%	±6.8	NA
11 to 14 years	--	--	--	6	10.8%	±12.0	NA
15 to 20 years	--	--	--	NR	NR	NR	NR
More than 20 years	--	--	--	7	5.4%	±5.8	NA
Appointment Type							
Permanent	--	--	--	74	8.6%	±2.1	NA
Term	--	--	--	0	0.0%	NA	NA
Temporary	NR	NR	NR	NR	NR	NR	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	NR	NR	NR	72	8.5%	±2.1	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	--	--	--	72	8.6%	±2.1	NA
Term	--	--	--	0	0.0%	NA	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	--	--	--	36	6.5%	±2.4	NA
Women	NR	NR	NR	38	11.7%	±4.0	NR
Gender Identity							
Male	--	--	--	36	6.5%	±2.4	NA
Female	NR	NR	NR	38	11.7%	±4.0	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	70	8.8%	±2.2	NR
Sexual Minority	--	--	--	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	70	8.8%	±2.2	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	NR	NR	NR	NR

^a Represents the percent, who, in the past 12 months, indicated they witnessed a situation where another employee was subjected to sexual coercion. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

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

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

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

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

4.10 Gender Harassment

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

4.10.1 Gender Harassment and General Intolerance for Harassment

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

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

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	92	2.7*	±0.2	794	3.8*	±0.1	-1.15 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	37	3.9	±0.2	NR
General Schedule (GS) 7-10	10	2.2*	±0.7	81	3.9*	±0.2	-2.12 (L)
General Schedule (GS) 11-12	15	3.1*	±0.4	260	3.8*	±0.1	-0.80 (L)
General Schedule (GS) 13-15	60	2.6*	±0.2	402	3.7*	±0.1	-1.13 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	13	3.2*	±0.5	96	3.9*	±0.1	-0.92 (L)
1 to 3 years	28	2.7*	±0.3	191	4.0*	±0.1	-1.60 (L)
4 to 5 years	8	3.1	±0.6	169	3.6	±0.2	-0.50 (M)
6 to 10 years	11	1.7*	±0.2	127	3.7*	±0.1	-2.48 (L)
11 to 14 years	7	2.8*	±0.7	46	3.9*	±0.2	-1.27 (L)
15 to 20 years	NR	NR	NR	58	3.3	±0.3	NR
More than 20 years	19	2.8*	±0.4	101	3.8*	±0.2	-1.22 (L)
Appointment Type							
Permanent	87	2.8*	±0.2	772	3.7*	±0.1	-1.11 (L)
Term	NR	NR	NR	18	4.2	±0.2	NR
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	NR	NR	NR	6	4.0	±1.2	NR
Non-Seasonal	87	2.7*	±0.2	763	3.7*	±0.1	-1.20 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	6	4.0	±1.2	NR
Permanent-Non-Seasonal	85	2.7*	±0.2	759	3.7*	±0.1	-1.15 (L)
Term	NR	NR	NR	18	4.2	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	21	2.5*	±0.3	533	3.8*	±0.1	-1.34 (L)
Women	70	2.8*	±0.2	258	3.7*	±0.1	-1.11 (L)
Gender Identity							
Male	21	2.5*	±0.3	533	3.8*	±0.1	-1.34 (L)
Female	70	2.8*	±0.2	258	3.7*	±0.1	-1.11 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	83	2.7*	±0.2	717	3.8*	±0.1	-1.19 (L)
Sexual Minority	NR	NR	NR	16	3.9	±0.3	NR

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	83	2.7*	±0.2	717	3.8*	±0.1	-1.19 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	3.9	±0.5	NA
Bisexual	--	--	--	6	4.0	±0.4	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	6	3.2	±0.9	45	3.5	±0.2	-0.38 (S)

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

4.10.2 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 BSEE.

Table 4.79 BSEE – Gender Harassment and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	92	0.38*	±0.08	797	0.73*	±0.03	-0.88 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	39	0.73	±0.13	NR
General Schedule (GS) 7-10	10	0.25*	±0.16	82	0.71*	±0.09	-1.13 (L)
General Schedule (GS) 11-12	15	0.37*	±0.24	260	0.75*	±0.05	-0.93 (L)
General Schedule (GS) 13-15	60	0.35*	±0.10	402	0.73*	±0.04	-0.98 (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	13	0.45*	±0.22	95	0.81*	±0.08	-0.94 (L)
1 to 3 years	28	0.30*	±0.14	193	0.81*	±0.05	-1.44 (L)
4 to 5 years	8	0.51	±0.32	169	0.66	±0.06	-0.36 (S)
6 to 10 years	11	0.20*	±0.16	125	0.68*	±0.08	-1.10 (L)
11 to 14 years	7	0.47*	±0.39	46	0.79*	±0.11	-0.81 (L)
15 to 20 years	NR	NR	NR	58	0.56	±0.12	NR
More than 20 years	19	0.41*	±0.17	104	0.76*	±0.07	-0.93 (L)
Appointment Type							
Permanent	87	0.40*	±0.08	774	0.73*	±0.03	-0.80 (L)
Term	NR	NR	NR	18	1.00	±0.00	NR
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	NR	NR	NR	10	0.53	±0.27	NR
Non-Seasonal	87	0.39*	±0.09	762	0.73*	±0.03	-0.86 (L)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	10	0.53	±0.27	NR
Permanent-Non-Seasonal	85	0.40*	±0.09	758	0.73*	±0.03	-0.82 (L)
Term	NR	NR	NR	18	1.00	±0.00	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	21	0.29*	±0.14	530	0.75*	±0.03	-1.19 (L)
Women	70	0.40*	±0.10	263	0.69*	±0.05	-0.70 (M)
Gender Identity							
Male	21	0.29*	±0.14	530	0.75*	±0.03	-1.19 (L)
Female	70	0.40*	±0.10	263	0.69*	±0.05	-0.70 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	83	0.38*	±0.09	716	0.75*	±0.03	-0.96 (L)
Sexual Minority	NR	NR	NR	16	0.78	±0.19	NR
Sexual Orientation							
Heterosexual or straight	83	0.38*	±0.09	716	0.75*	±0.03	-0.96 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	0.60	±0.39	NA
Bisexual	--	--	--	6	0.88	±0.14	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	48	0.50	±0.13	NR

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

4.10.3 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 BSEE.

Table 4.80 BSEE – Gender Harassment and Organizational Politics by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	90	3.1*	±0.2	797	2.7*	±0.1	0.51 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	39	2.4	±0.2	NR
General Schedule (GS) 7-10	10	3.1	±0.2	92	2.7	±0.1	0.53 (M)
General Schedule (GS) 11-12	15	3.5*	±0.5	257	2.7*	±0.1	0.91 (L)
General Schedule (GS) 13-15	59	3.1*	±0.2	396	2.6*	±0.1	0.52 (M)
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	13	2.7	±0.4	92	2.5	±0.1	0.34 (S)
1 to 3 years	28	3.4*	±0.3	200	2.6*	±0.1	1.10 (L)
4 to 5 years	8	2.7	±0.9	169	2.7	±0.1	-0.06
6 to 10 years	11	3.7*	±0.5	122	2.7*	±0.2	1.12 (L)
11 to 14 years	7	2.5	±0.6	46	2.7	±0.2	-0.24 (S)
15 to 20 years	NR	NR	NR	58	2.8	±0.2	NR
More than 20 years	17	2.9	±0.4	104	2.6	±0.2	0.33 (S)
Appointment Type							
Permanent	85	3.1*	±0.2	775	2.7*	±0.1	0.52 (M)
Term	NR	NR	NR	18	2.3	±0.2	NR
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	NR	NR	NR	10	3.4	±0.2	NR
Non-Seasonal	86	3.1*	±0.2	763	2.7*	±0.1	0.52 (M)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	10	3.4	±0.2	NR
Permanent-Non-Seasonal	83	3.1*	±0.2	758	2.7*	±0.1	0.53 (M)
Term	NR	NR	NR	18	2.3	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	21	3.1*	±0.4	535	2.7*	±0.1	0.45 (S)
Women	68	3.1*	±0.2	260	2.6*	±0.1	0.65 (M)
Gender Identity							
Male	21	3.1*	±0.4	535	2.7*	±0.1	0.45 (S)
Female	68	3.1*	±0.2	260	2.6*	±0.1	0.65 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	82	3.1*	±0.2	717	2.7*	±0.1	0.55 (M)
Sexual Minority	NR	NR	NR	16	2.0	±0.2	NR
Sexual Orientation							
Heterosexual or straight	82	3.1*	±0.2	717	2.7*	±0.1	0.55 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	2.0	±0.2	NA
Bisexual	--	--	--	6	2.2	±0.5	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	6	3.1	±1.1	48	2.9	±0.3	0.26 (S)

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

4.10.4 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 BSEE.

Table 4.81 BSEE – Gender Harassment and Organizational Trust by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	92	3.2*	±0.2	800	3.7*	±0.1	-0.49 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	39	3.7	±0.2	NR
General Schedule (GS) 7-10	10	3.4	±0.6	92	3.8	±0.1	-0.57 (M)
General Schedule (GS) 11-12	15	3.2	±0.3	260	3.6	±0.1	-0.38 (S)
General Schedule (GS) 13-15	60	3.1*	±0.2	396	3.7*	±0.1	-0.61 (M)
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	13	3.3*	±0.5	92	3.7*	±0.1	-0.59 (M)
1 to 3 years	28	3.2*	±0.4	200	3.8*	±0.1	-0.73 (M)
4 to 5 years	8	3.7	±0.7	169	3.5	±0.1	0.16
6 to 10 years	11	2.2*	±0.5	125	3.6*	±0.1	-1.64 (L)
11 to 14 years	7	3.3	±0.3	46	3.7	±0.3	-0.45 (S)
15 to 20 years	NR	NR	NR	58	3.5	±0.2	NR
More than 20 years	19	3.6	±0.2	104	3.7	±0.2	-0.15
Appointment Type							
Permanent	87	3.3*	±0.2	778	3.7*	±0.1	-0.43 (S)
Term	NR	NR	NR	18	4.1	±0.1	NR
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	NR	NR	NR	10	3.1	±0.2	NR
Non-Seasonal	87	3.2*	±0.2	765	3.7*	±0.1	-0.48 (S)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	10	3.1	±0.2	NR
Permanent-Non-Seasonal	85	3.3*	±0.2	761	3.7*	±0.1	-0.43 (S)
Term	NR	NR	NR	18	4.1	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	21	3.0*	±0.4	536	3.6*	±0.1	-0.66 (M)
Women	70	3.3*	±0.2	261	3.8*	±0.1	-0.59 (M)
Gender Identity							
Male	21	3.0*	±0.4	536	3.6*	±0.1	-0.66 (M)
Female	70	3.3*	±0.2	261	3.8*	±0.1	-0.59 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	83	3.3*	±0.2	719	3.7*	±0.1	-0.47 (S)
Sexual Minority	NR	NR	NR	16	3.8	±0.2	NR
Sexual Orientation							
Heterosexual or straight	83	3.3*	±0.2	719	3.7*	±0.1	-0.47 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	3.7	±0.4	NA
Bisexual	--	--	--	6	3.7	±0.4	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	6	2.5*	±0.8	48	3.4*	±0.2	-1.08 (L)

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

4.10.5 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 BSEE.

Table 4.82 BSEE – Gender Harassment and Supervisor Support by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	90	3.2*	±0.3	787	4.0*	±0.1	-0.78 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	39	3.9	±0.2	NR
General Schedule (GS) 7-10	10	2.7*	±1.0	92	4.1*	±0.2	-1.34 (L)
General Schedule (GS) 11-12	15	2.5*	±0.6	251	3.9*	±0.1	-1.57 (L)
General Schedule (GS) 13-15	58	3.3*	±0.3	392	4.0*	±0.1	-0.65 (M)
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	13	3.1*	±0.8	94	4.2*	±0.2	-1.14 (L)
1 to 3 years	28	3.5*	±0.5	197	4.0*	±0.1	-0.54 (M)
4 to 5 years	8	3.1*	±0.8	163	4.0*	±0.1	-1.03 (L)
6 to 10 years	9	1.6*	±0.5	125	3.9*	±0.2	-2.43 (L)
11 to 14 years	7	2.9*	±1.1	46	4.2*	±0.2	-1.37 (L)
15 to 20 years	NR	NR	NR	58	3.4	±0.3	NR
More than 20 years	19	3.5	±0.3	98	4.0	±0.2	-0.44 (S)
Appointment Type							
Permanent	85	3.3*	±0.3	765	4.0*	±0.1	-0.68 (M)
Term	NR	NR	NR	18	4.3	±0.2	NR
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	NR	NR	NR	8	3.6	±0.1	NR
Non-Seasonal	85	3.2*	±0.3	755	4.0*	±0.1	-0.78 (M)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	8	3.6	±0.1	NR
Permanent-Non-Seasonal	83	3.3*	±0.3	750	4.0*	±0.1	-0.71 (M)
Term	NR	NR	NR	18	4.3	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	21	3.3*	±0.4	523	3.9*	±0.1	-0.69 (M)
Women	68	3.2*	±0.3	261	4.1*	±0.1	-0.87 (L)
Gender Identity							
Male	21	3.3*	±0.4	523	3.9*	±0.1	-0.69 (M)
Female	68	3.2*	±0.3	261	4.1*	±0.1	-0.87 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	81	3.2*	±0.3	709	4.0*	±0.1	-0.81 (L)
Sexual Minority	NR	NR	NR	16	4.3	±0.4	NR
Sexual Orientation							
Heterosexual or straight	81	3.2*	±0.3	709	4.0*	±0.1	-0.81 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	4.1	±0.7	NA
Bisexual	--	--	--	6	4.1	±0.6	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	6	3.2	±1.5	48	3.7	±0.3	-0.42 (S)

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

4.10.6 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 BSEE.

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

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	92	3.5*	±0.2	808	3.9*	±0.1	-0.44 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	39	3.9	±0.2	NR
General Schedule (GS) 7-10	10	3.1*	±0.8	92	3.8*	±0.1	-0.90 (L)
General Schedule (GS) 11-12	15	3.2*	±0.5	262	3.9*	±0.1	-0.83 (L)
General Schedule (GS) 13-15	60	3.6*	±0.3	402	3.9*	±0.1	-0.36 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	13	3.0*	±0.6	98	4.1*	±0.1	-1.51 (L)
1 to 3 years	28	3.6*	±0.4	200	3.9*	±0.1	-0.46 (S)
4 to 5 years	8	3.5	±0.8	169	3.8	±0.1	-0.29 (S)
6 to 10 years	11	3.0*	±0.9	127	3.7*	±0.1	-0.87 (L)
11 to 14 years	7	4.1	±0.7	46	3.8	±0.3	0.26 (S)
15 to 20 years	NR	NR	NR	58	3.7	±0.2	NR
More than 20 years	19	3.8	±0.3	104	4.0	±0.2	-0.13
Appointment Type							
Permanent	87	3.6*	±0.2	786	3.9*	±0.1	-0.30 (S)
Term	NR	NR	NR	18	4.3	±0.2	NR
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	NR	NR	NR	10	3.1	±0.1	NR
Non-Seasonal	87	3.5*	±0.2	773	3.9*	±0.1	-0.43 (S)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	10	3.1	±0.1	NR
Permanent-Non-Seasonal	85	3.6*	±0.2	769	3.9*	±0.1	-0.34 (S)
Term	NR	NR	NR	18	4.3	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	21	3.4*	±0.5	542	3.9*	±0.1	-0.49 (S)
Women	70	3.5*	±0.3	263	3.9*	±0.1	-0.50 (M)
Gender Identity							
Male	21	3.4*	±0.5	542	3.9*	±0.1	-0.49 (S)
Female	70	3.5*	±0.3	263	3.9*	±0.1	-0.50 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	83	3.5*	±0.2	727	3.9*	±0.1	-0.47 (S)
Sexual Minority	NR	NR	NR	16	4.2	±0.2	NR
Sexual Orientation							
Heterosexual or straight	83	3.5*	±0.2	727	3.9*	±0.1	-0.47 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	4.5	±0.3	NA
Bisexual	--	--	--	6	3.9	±0.1	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	6	3.2	±0.3	48	3.6	±0.3	-0.42 (S)

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

4.10.7 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 BSEE.

Table 4.84 BSEE – Gender Harassment and Gender Context by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	90	2.4	±0.1	803	2.4	±0.0	0.10
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	39	2.4	±0.2	NR
General Schedule (GS) 7-10	9	2.5	±0.3	92	2.3	±0.2	0.24 (S)
General Schedule (GS) 11-12	15	2.1	±0.4	260	2.5	±0.1	-0.51 (M)
General Schedule (GS) 13-15	60	2.5*	±0.2	402	2.3*	±0.1	0.28 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	11	2.6	±0.3	98	2.3	±0.1	0.50 (M)
1 to 3 years	28	2.4	±0.2	200	2.5	±0.1	-0.10
4 to 5 years	8	2.6	±0.2	165	2.5	±0.1	0.19
6 to 10 years	11	2.4	±0.5	127	2.3	±0.1	0.22 (S)
11 to 14 years	7	2.1	±0.6	46	2.1	±0.2	-0.07
15 to 20 years	NR	NR	NR	58	2.5	±0.2	NR
More than 20 years	19	2.4	±0.2	104	2.3	±0.1	0.32 (S)
Appointment Type							
Permanent	85	2.4	±0.1	781	2.4	±0.0	0.13
Term	NR	NR	NR	18	2.6	±0.3	NR
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	NR	NR	NR	10	2.6	±0.3	NR
Non-Seasonal	86	2.4	±0.1	769	2.4	±0.0	0.12

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	10	2.6	±0.3	NR
Permanent-Non-Seasonal	83	2.4	±0.1	764	2.4	±0.0	0.11
Term	NR	NR	NR	18	2.6	±0.3	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	21	2.4	±0.2	541	2.6	±0.0	-0.22 (S)
Women	68	2.4*	±0.2	260	1.9*	±0.1	0.77 (M)
Gender Identity							
Male	21	2.4	±0.2	541	2.6	±0.0	-0.22 (S)
Female	68	2.4*	±0.2	260	1.9*	±0.1	0.77 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	82	2.4	±0.1	726	2.4	±0.0	0.00
Sexual Minority	NR	NR	NR	16	1.9	±0.3	NR
Sexual Orientation							
Heterosexual or straight	82	2.4	±0.1	726	2.4	±0.0	0.00
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	1.6	±0.4	NA
Bisexual	--	--	--	6	1.9	±0.3	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	6	2.9*	±0.1	46	2.0*	±0.2	1.34 (L)

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

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

4.10.8 Gender Harassment and Bystander Harassment

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

Table 4.85 BSEE – Gender Harassment and Bystander Harassment

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	45	49.4%*	±10.4	32	4.1%*	±1.6	1.15 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 11-12	NR	NR	NR	12	4.5%	±3.3	NR
General Schedule (GS) 13-15	37	61.1%*	±13.1	17	4.3%*	±2.5	1.38 (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	NR	NR	NR	NR
1 to 3 years	NR	NR	NR	9	4.7%	±4.1	NR
4 to 5 years	NR	NR	NR	7	4.2%	±4.4	NR
6 to 10 years	NR	NR	NR	11	8.7%	±6.4	NR
11 to 14 years	NR	NR	NR	0	0.0%	NA	NR
15 to 20 years	NR	NR	NR	0	0.0%	NA	NR
More than 20 years	NR	NR	NR	NR	NR	NR	NR
Appointment Type							
Permanent	42	49.0%*	±10.7	32	4.2%*	±1.7	1.14 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary	NR	NR	NR	NR	NR	NR	NR

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	42	49.2% *	±10.7	32	4.2% *	±1.7	1.14 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	40	47.6% *	±10.9	32	4.3% *	±1.7	1.11 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	23	4.3%	±2.1	NR
Women	32	46.6% *	±12.1	9	3.5% *	±3.1	1.12 (L)
Gender Identity							
Male	NR	NR	NR	23	4.3%	±2.1	NR
Female	32	46.6% *	±12.1	9	3.5% *	±3.1	1.12 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	43	52.3% *	±11.0	30	4.2% *	±1.7	1.20 (L)
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	43	52.3% *	±11.0	30	4.2% *	±1.7	1.20 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	NR	NR	NR	0	0.0%	NA	NR

^a Represents the percent, who, in the past 12 months, indicated they witnessed a situation where another employee was subjected to harassment or discrimination based on 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 BSEE – Logistic Regression of Gender 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	4.698	1.323	12.614	--	109.708	--	--	--	--
Sex	-1.820	0.357	26.035	0.000	0.162	0.081	0.326	-155.761	30.263
Education Level	1.461	0.461	10.060	0.002	4.312	1.748	10.639	-146.629	12.000
Relationship Status	-1.225	0.337	13.248	0.000	0.294	0.152	0.568	-147.395	13.531
Years of Service at Bureau or Office	0.175	0.088	3.985	0.046	1.191	1.003	1.414	-142.633	4.008
Appointment Type	-2.291	0.846	7.325	0.007	0.101	0.019	0.532	-143.259	5.259
Supervisor Support	-0.376	0.188	4.013	0.045	0.686	0.475	0.992	-142.656	4.055
Organizational Trust	0.760	0.261	8.508	0.004	2.139	1.283	3.565	-145.183	9.109
Bystander Harassment Based on Sex/Gender	-3.165	0.411	59.360	0.000	0.042	0.019	0.094	-175.360	69.462
General Intolerance	-1.119	0.227	24.361	0.000	0.327	0.209	0.509	-154.025	26.793

Note. N = 788, Nagelkerke R Square = 0.527

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 BSEE.

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

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	878	3.7	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	41	3.9	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	88	3.7	±0.2	NR
General Schedule (GS) 11-12	NR	NR	NR	271	3.8	±0.1	NR
General Schedule (GS) 13-15	--	--	--	462	3.5	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	106	3.8	±0.1	NR
1 to 3 years	--	--	--	219	3.8	±0.1	NA
4 to 5 years	NR	NR	NR	173	3.6	±0.2	NR
6 to 10 years	--	--	--	138	3.5	±0.2	NA
11 to 14 years	--	--	--	54	3.7	±0.3	NA
15 to 20 years	--	--	--	62	3.3	±0.2	NA
More than 20 years	--	--	--	119	3.6	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	854	3.6	±0.1	NR
Term	--	--	--	20	4.1	±0.2	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	8	3.9	±0.8	NA
Non-Seasonal	NR	NR	NR	843	3.6	±0.1	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	8	3.9	±0.8	NA
Permanent-Non-Seasonal	NR	NR	NR	838	3.6	±0.1	NR
Term	--	--	--	20	4.1	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	550	3.7	±0.1	NR
Women	NR	NR	NR	324	3.5	±0.1	NR
Gender Identity							
Male	NR	NR	NR	550	3.7	±0.1	NR
Female	NR	NR	NR	324	3.5	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	794	3.7	±0.1	NR
Sexual Minority	--	--	--	19	3.8	±0.3	NA

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	794	3.7	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	3.9	±0.5	NA
Bisexual	--	--	--	6	4.0	±0.4	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	50	3.5	±0.2	NA

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

4.11.2 Sexual Assault Related Behaviors and Leadership Intolerance for Harassment

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

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

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	881	0.70	±0.03	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	0.76	±0.12	NA
General Schedule (GS) 7-10	NR	NR	NR	89	0.68	±0.09	NR
General Schedule (GS) 11-12	NR	NR	NR	271	0.73	±0.05	NR
General Schedule (GS) 13-15	--	--	--	462	0.68	±0.04	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	105	0.78	±0.07	NR
1 to 3 years	--	--	--	221	0.74	±0.05	NA
4 to 5 years	NR	NR	NR	173	0.66	±0.06	NR
6 to 10 years	--	--	--	136	0.64	±0.08	NA
11 to 14 years	--	--	--	54	0.75	±0.11	NA
15 to 20 years	--	--	--	62	0.55	±0.11	NA
More than 20 years	--	--	--	122	0.71	±0.07	NA
Appointment Type							
Permanent	NR	NR	NR	856	0.69	±0.03	NR
Term	--	--	--	20	0.89	±0.14	NA
Temporary	NR	NR	NR	NR	NR	NR	NR

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	--	--	--	12	0.56	±0.22	NA
Non-Seasonal	NR	NR	NR	842	0.70	±0.03	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	0.56	±0.22	NA
Permanent-Non-Seasonal	NR	NR	NR	837	0.70	±0.03	NR
Term	--	--	--	20	0.89	±0.14	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	548	0.74	±0.03	NR
Women	NR	NR	NR	329	0.64	±0.05	NR
Gender Identity							
Male	NR	NR	NR	548	0.74	±0.03	NR
Female	NR	NR	NR	329	0.64	±0.05	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	793	0.71	±0.03	NR
Sexual Minority	--	--	--	19	0.75	±0.17	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	793	0.71	±0.03	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	0.60	±0.39	NA
Bisexual	--	--	--	6	0.88	±0.14	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	54	0.49	±0.13	NA

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

4.11.3 Sexual Assault Related Behaviors and Organizational Politics

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

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

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	880	2.7	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	2.4	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	98	2.8	±0.1	NR
General Schedule (GS) 11-12	NR	NR	NR	268	2.7	±0.1	NR
General Schedule (GS) 13-15	--	--	--	455	2.7	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	102	2.5	±0.1	NR
1 to 3 years	--	--	--	228	2.7	±0.1	NA
4 to 5 years	NR	NR	NR	173	2.7	±0.1	NR
6 to 10 years	--	--	--	133	2.8	±0.2	NA
11 to 14 years	--	--	--	54	2.6	±0.2	NA
15 to 20 years	--	--	--	62	2.9	±0.2	NA
More than 20 years	--	--	--	121	2.6	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	855	2.7	±0.1	NR
Term	--	--	--	20	2.4	±0.2	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	3.3	±0.2	NA
Non-Seasonal	NR	NR	NR	841	2.7	±0.1	NR

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.3	±0.2	NA
Permanent-Non-Seasonal	NR	NR	NR	836	2.7	±0.1	NR
Term	--	--	--	20	2.4	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	552	2.7	±0.1	NR
Women	NR	NR	NR	324	2.7	±0.1	NR
Gender Identity							
Male	NR	NR	NR	552	2.7	±0.1	NR
Female	NR	NR	NR	324	2.7	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	792	2.7	±0.1	NR
Sexual Minority	--	--	--	19	2.1	±0.2	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	792	2.7	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	2.0	±0.2	NA
Bisexual	--	--	--	6	2.2	±0.5	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	54	2.9	±0.3	NA

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

4.11.4 Sexual Assault Related Behaviors and Organizational Trust

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

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

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	884	3.6	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	3.7	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	98	3.8	±0.1	NR
General Schedule (GS) 11-12	NR	NR	NR	271	3.6	±0.1	NR
General Schedule (GS) 13-15	--	--	--	456	3.6	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	102	3.7	±0.1	NR
1 to 3 years	--	--	--	228	3.7	±0.1	NA
4 to 5 years	NR	NR	NR	173	3.6	±0.1	NR
6 to 10 years	--	--	--	136	3.5	±0.1	NA
11 to 14 years	--	--	--	54	3.7	±0.3	NA
15 to 20 years	--	--	--	62	3.5	±0.2	NA
More than 20 years	--	--	--	122	3.7	±0.1	NA
Appointment Type							
Permanent	NR	NR	NR	860	3.6	±0.1	NR
Term	--	--	--	20	4.0	±0.1	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	3.1	±0.2	NA
Non-Seasonal	NR	NR	NR	845	3.6	±0.1	NR

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.1	±0.2	NA
Permanent-Non-Seasonal	NR	NR	NR	841	3.6	±0.1	NR
Term	--	--	--	20	4.0	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	553	3.6	±0.1	NR
Women	NR	NR	NR	327	3.7	±0.1	NR
Gender Identity							
Male	NR	NR	NR	553	3.6	±0.1	NR
Female	NR	NR	NR	327	3.7	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	796	3.6	±0.1	NR
Sexual Minority	--	--	--	19	3.8	±0.2	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	796	3.6	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	3.7	±0.4	NA
Bisexual	--	--	--	6	3.7	±0.4	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	54	3.3	±0.2	NA

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

4.11.5 Sexual Assault Related Behaviors and Supervisor Support

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

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

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	869	3.9	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	4.0	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	98	4.0	±0.2	NR
General Schedule (GS) 11-12	NR	NR	NR	262	3.9	±0.1	NR
General Schedule (GS) 13-15	--	--	--	450	3.9	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	104	4.1	±0.2	NR
1 to 3 years	--	--	--	226	4.0	±0.1	NA
4 to 5 years	NR	NR	NR	167	4.0	±0.1	NR
6 to 10 years	--	--	--	134	3.8	±0.2	NA
11 to 14 years	--	--	--	54	4.0	±0.3	NA
15 to 20 years	--	--	--	62	3.4	±0.3	NA
More than 20 years	--	--	--	116	3.9	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	845	3.9	±0.1	NR
Term	--	--	--	20	4.1	±0.4	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	10	3.7	±0.1	NA
Non-Seasonal	NR	NR	NR	832	3.9	±0.1	NR

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	10	3.7	±0.1	NA
Permanent-Non-Seasonal	NR	NR	NR	828	3.9	±0.1	NR
Term	--	--	--	20	4.1	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	540	3.9	±0.1	NR
Women	NR	NR	NR	325	3.9	±0.1	NR
Gender Identity							
Male	NR	NR	NR	540	3.9	±0.1	NR
Female	NR	NR	NR	325	3.9	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	783	3.9	±0.1	NR
Sexual Minority	--	--	--	19	4.2	±0.4	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	783	3.9	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	4.1	±0.7	NA
Bisexual	--	--	--	6	4.1	±0.6	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	54	3.7	±0.3	NA

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

4.11.6 Sexual Assault Related Behaviors and Organizational Inclusion

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

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

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	892	3.9	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	3.9	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	98	3.8	±0.1	NR
General Schedule (GS) 11-12	NR	NR	NR	273	3.8	±0.1	NR
General Schedule (GS) 13-15	--	--	--	462	3.9	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	108	4.0	±0.1	NR
1 to 3 years	--	--	--	228	3.9	±0.1	NA
4 to 5 years	NR	NR	NR	173	3.8	±0.1	NR
6 to 10 years	--	--	--	138	3.7	±0.2	NA
11 to 14 years	--	--	--	54	3.8	±0.3	NA
15 to 20 years	--	--	--	62	3.7	±0.2	NA
More than 20 years	--	--	--	122	3.9	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	868	3.8	±0.1	NR
Term	--	--	--	20	4.1	±0.4	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	3.4	±0.3	NA
Non-Seasonal	NR	NR	NR	853	3.9	±0.1	NR

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.4	±0.3	NA
Permanent-Non-Seasonal	NR	NR	NR	849	3.9	±0.1	NR
Term	--	--	--	20	4.1	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	559	3.8	±0.1	NR
Women	NR	NR	NR	329	3.9	±0.1	NR
Gender Identity							
Male	NR	NR	NR	559	3.8	±0.1	NR
Female	NR	NR	NR	329	3.9	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	804	3.9	±0.1	NR
Sexual Minority	--	--	--	19	4.2	±0.2	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	804	3.9	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	4.5	±0.3	NA
Bisexual	--	--	--	6	3.9	±0.1	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	54	3.6	±0.3	NA

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

4.11.7 Sexual Assault Related Behaviors and Gender Context

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

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

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	886	2.4	±0.0	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	2.5	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	96	2.3	±0.1	NR
General Schedule (GS) 11-12	NR	NR	NR	271	2.4	±0.1	NR
General Schedule (GS) 13-15	--	--	--	462	2.3	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	106	2.3	±0.1	NR
1 to 3 years	--	--	--	228	2.5	±0.1	NA
4 to 5 years	NR	NR	NR	169	2.5	±0.1	NR
6 to 10 years	--	--	--	138	2.3	±0.1	NA
11 to 14 years	--	--	--	54	2.1	±0.2	NA
15 to 20 years	--	--	--	62	2.5	±0.2	NA
More than 20 years	--	--	--	122	2.3	±0.1	NA
Appointment Type							
Permanent	NR	NR	NR	861	2.4	±0.0	NR
Term	--	--	--	20	2.5	±0.3	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	2.7	±0.3	NA
Non-Seasonal	NR	NR	NR	847	2.4	±0.0	NR

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	2.7	±0.3	NA
Permanent-Non-Seasonal	NR	NR	NR	842	2.4	±0.0	NR
Term	--	--	--	20	2.5	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	558	2.6	±0.0	NR
Women	NR	NR	NR	324	2.0	±0.1	NR
Gender Identity							
Male	NR	NR	NR	558	2.6	±0.0	NR
Female	NR	NR	NR	324	2.0	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	801	2.4	±0.0	NR
Sexual Minority	--	--	--	19	1.9	±0.2	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	801	2.4	±0.0	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	1.6	±0.4	NA
Bisexual	--	--	--	6	1.9	±0.3	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	52	2.1	±0.2	NA

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

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

4.11.8 Sexual Assault Related Behaviors and Bystander Harassment

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

Table 4.94 BSEE – Sexual Assault Related Behaviors and Bystander Harassment

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	NR	NR	NR	72	8.2%	±2.0	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 11-12	NR	NR	NR	13	4.8%	±3.3	NR
General Schedule (GS) 13-15	--	--	--	54	11.8%	±3.3	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	5	5.0%	±6.3	NR
1 to 3 years	--	--	--	25	11.6%	±5.0	NA
4 to 5 years	NR	NR	NR	9	5.2%	±4.6	NR
6 to 10 years	--	--	--	18	12.7%	±6.8	NA
11 to 14 years	--	--	--	6	10.8%	±12.0	NA
15 to 20 years	--	--	--	NR	NR	NR	NR
More than 20 years	--	--	--	7	5.4%	±5.8	NA
Appointment Type							
Permanent	NR	NR	NR	72	8.5%	±2.1	NR
Term	--	--	--	0	0.0%	NA	NA
Temporary	NR	NR	NR	NR	NR	NR	NR

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	NR	NR	NR	70	8.3%	±2.1	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	70	8.4%	±2.1	NR
Term	--	--	--	0	0.0%	NA	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	34	6.2%	±2.4	NR
Women	NR	NR	NR	38	11.7%	±4.0	NR
Gender Identity							
Male	NR	NR	NR	34	6.2%	±2.4	NR
Female	NR	NR	NR	38	11.7%	±4.0	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	68	8.6%	±2.2	NR
Sexual Minority	--	--	--	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	68	8.6%	±2.2	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	NR	NR	NR	NR

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

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

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

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

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

5 Impact of Harassment on Job Outcomes

The 2017 WES also included multi-item scales designed to assess job satisfaction, job engagement, and commitment to the organization. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*, with higher scores indicating greater job satisfaction. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*, with higher scores indicating greater frequency of engagement. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*, with higher scores indicating greater commitment to the organization. Results presented in the following tables display mean scores for each of these constructs for employees who experienced or did not experience a particular type of harassing or assault behavior.

5.1 Age Harassment

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

5.1.1 Age Harassment and Job Satisfaction

Table 5.1 presents the job satisfaction results for those who indicated they had or had not experienced age harassment within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BSEE.

Table 5.1 BSEE – Age Harassment and Job Satisfaction by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	158	3.4*	±0.1	742	4.0*	±0.0	-0.86 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	19	3.5	±0.2	23	3.7	±0.2	-0.41 (S)
General Schedule (GS) 7-10	11	3.3*	±0.5	91	3.8*	±0.1	-0.82 (L)
General Schedule (GS) 11-12	35	3.2*	±0.3	242	4.0*	±0.1	-1.40 (L)
General Schedule (GS) 13-15	89	3.6*	±0.2	373	4.0*	±0.1	-0.70 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	17	3.3*	±0.3	94	4.0*	±0.1	-1.11 (L)
1 to 3 years	57	3.6*	±0.1	171	4.0*	±0.1	-0.81 (L)
4 to 5 years	21	3.2*	±0.5	156	4.0*	±0.1	-1.17 (L)
6 to 10 years	27	3.3*	±0.3	110	3.9*	±0.1	-0.97 (L)
11 to 14 years	6	2.8*	±0.8	48	4.1*	±0.2	-1.64 (L)
15 to 20 years	6	3.5	±0.1	56	3.8	±0.2	-0.49 (S)
More than 20 years	21	3.8	±0.3	102	4.2	±0.1	-0.46 (S)
Appointment Type							
Permanent	144	3.4*	±0.1	729	4.0*	±0.0	-0.88 (L)
Term	14	3.5*	±0.1	6	4.4*	±0.0	-7.88 (L)
Temporary	--	--	--	7	3.2	±0.9	NA
Work Schedule							
Seasonal	--	--	--	12	4.2	±0.3	NA
Non-Seasonal	142	3.4*	±0.1	719	4.0*	±0.0	-0.83 (L)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	4.2	±0.3	NA
Permanent-Non-Seasonal	142	3.4*	±0.1	712	4.0*	±0.0	-0.85 (L)
Term	14	3.5*	±0.1	6	4.4*	±0.0	-7.88 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.2	±0.9	NA
Age - Collapsed							
39 or under	76	3.3*	±0.2	224	4.0*	±0.1	-1.09 (L)
40 or older	81	3.5*	±0.2	514	4.0*	±0.1	-0.69 (M)
Age							
25 or under	12	3.6*	±0.0	13	3.8*	±0.1	-2.78 (L)
26-29	21	3.3*	±0.2	42	3.9*	±0.2	-0.87 (L)
30-39	42	3.2*	±0.2	170	4.0*	±0.1	-1.24 (L)
40-49	14	3.2*	±0.5	175	3.9*	±0.1	-0.91 (L)
50-59	34	3.7*	±0.3	213	4.1*	±0.1	-0.57 (M)
60 or older	32	3.5*	±0.2	127	4.1*	±0.1	-0.88 (L)

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

5.1.2 Age Harassment and Job Engagement

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

Table 5.2 BSEE – Age Harassment and Job Engagement by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	158	4.8*	±0.2	742	5.6*	±0.1	-0.63 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	19	5.1	±0.3	23	5.5	±0.5	-0.40 (S)
General Schedule (GS) 7-10	11	4.6*	±0.5	91	5.4*	±0.3	-0.65 (M)
General Schedule (GS) 11-12	35	4.7*	±0.3	242	5.7*	±0.1	-0.94 (L)
General Schedule (GS) 13-15	89	4.9*	±0.3	373	5.6*	±0.1	-0.51 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	17	5.0	±0.6	94	5.6	±0.3	-0.39 (S)
1 to 3 years	57	4.7*	±0.3	171	5.5*	±0.2	-0.69 (M)
4 to 5 years	21	4.8*	±0.7	156	5.6*	±0.2	-0.62 (M)
6 to 10 years	27	4.7*	±0.6	110	5.6*	±0.2	-0.79 (M)
11 to 14 years	6	4.1*	±1.2	48	5.4*	±0.4	-0.90 (L)
15 to 20 years	6	5.2	±0.6	56	5.9	±0.3	-0.61 (M)
More than 20 years	21	5.5	±0.4	102	5.8	±0.2	-0.27 (S)
Appointment Type							
Permanent	144	4.8*	±0.2	729	5.6*	±0.1	-0.61 (M)
Term	14	4.8*	±0.2	6	6.7*	±0.2	-4.71 (L)
Temporary	--	--	--	7	6.2	±0.6	NA
Work Schedule							
Seasonal	--	--	--	12	5.5	±0.3	NA
Non-Seasonal	142	4.8*	±0.2	719	5.6*	±0.1	-0.62 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	5.5	±0.3	NA
Permanent-Non-Seasonal	142	4.8*	±0.2	712	5.6*	±0.1	-0.61 (M)
Term	14	4.8*	±0.2	6	6.7*	±0.2	-4.71 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	6.2	±0.6	NA
Age - Collapsed							
39 or under	76	4.4*	±0.3	224	5.3*	±0.2	-0.72 (M)
40 or older	81	5.3*	±0.3	514	5.8*	±0.1	-0.40 (S)
Age							
25 or under	12	4.7*	±0.0	13	3.7*	±0.3	2.47 (L)
26-29	21	3.9*	±0.6	42	4.6*	±0.3	-0.61 (M)
30-39	42	4.6*	±0.4	170	5.6*	±0.2	-0.84 (L)
40-49	14	4.5*	±0.9	175	5.4*	±0.2	-0.62 (M)
50-59	34	6.0	±0.3	213	6.0	±0.1	0.03
60 or older	32	4.9*	±0.4	127	6.0*	±0.2	-1.08 (L)

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

5.1.3 Age Harassment and Organizational Commitment

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

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

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	158	3.0*	±0.2	742	3.8*	±0.1	-0.84 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	19	3.6	±0.2	23	3.6	±0.3	0.03
General Schedule (GS) 7-10	11	3.9	±0.2	91	3.6	±0.2	0.29 (S)
General Schedule (GS) 11-12	35	2.5*	±0.4	242	3.8*	±0.1	-1.51 (L)
General Schedule (GS) 13-15	89	2.9*	±0.3	373	3.8*	±0.1	-0.83 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	17	3.1*	±0.5	94	3.6*	±0.2	-0.58 (M)
1 to 3 years	57	2.8*	±0.3	171	3.7*	±0.1	-0.94 (L)
4 to 5 years	21	2.6*	±0.6	156	3.7*	±0.1	-1.04 (L)
6 to 10 years	27	3.3*	±0.4	110	3.9*	±0.2	-0.60 (M)
11 to 14 years	6	3.0	±0.9	48	3.8	±0.3	-0.64 (M)
15 to 20 years	6	2.3*	±0.3	56	3.8*	±0.3	-1.58 (L)
More than 20 years	21	3.1*	±0.4	102	4.0*	±0.2	-0.99 (L)
Appointment Type							
Permanent	144	2.9*	±0.2	729	3.8*	±0.1	-0.88 (L)
Term	14	3.3*	±0.4	6	4.5*	±0.3	-1.57 (L)
Temporary	--	--	--	7	3.1	±0.6	NA
Work Schedule							
Seasonal	--	--	--	12	3.6	±0.2	NA
Non-Seasonal	142	2.9*	±0.2	719	3.7*	±0.1	-0.87 (L)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.6	±0.2	NA
Permanent-Non-Seasonal	142	2.9*	±0.2	712	3.8*	±0.1	-0.88 (L)
Term	14	3.3*	±0.4	6	4.5*	±0.3	-1.57 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.1	±0.6	NA
Age - Collapsed							
39 or under	76	2.9*	±0.3	224	3.7*	±0.1	-0.81 (L)
40 or older	81	2.9*	±0.2	514	3.8*	±0.1	-0.87 (L)
Age							
25 or under	12	3.7*	±0.0	13	3.8*	±0.1	-1.24 (L)
26-29	21	2.1*	±0.5	42	3.4*	±0.2	-1.33 (L)
30-39	42	3.1*	±0.4	170	3.7*	±0.1	-0.68 (M)
40-49	14	2.9*	±0.6	175	3.5*	±0.1	-0.66 (M)
50-59	34	3.0*	±0.4	213	3.9*	±0.1	-0.91 (L)
60 or older	32	2.9*	±0.3	127	3.9*	±0.1	-1.25 (L)

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

5.2 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 BSEE.

Table 5.4 BSEE – Racial/Ethnic Harassment and Job Satisfaction by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	89	3.6*	±0.2	811	3.9*	±0.0	-0.52 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	39	3.6	±0.2	NR
General Schedule (GS) 7-10	11	3.3*	±0.6	91	3.8*	±0.1	-0.79 (M)
General Schedule (GS) 11-12	18	3.3*	±0.5	259	4.0*	±0.1	-0.94 (L)
General Schedule (GS) 13-15	54	3.7*	±0.2	409	4.0*	±0.1	-0.35 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	11	3.3*	±0.4	99	4.0*	±0.1	-0.90 (L)
1 to 3 years	22	3.6*	±0.2	206	4.0*	±0.1	-0.65 (M)
4 to 5 years	17	3.6	±0.5	160	3.9	±0.1	-0.42 (S)
6 to 10 years	15	3.3*	±0.3	123	3.9*	±0.1	-0.80 (L)
11 to 14 years	9	3.7	±0.8	44	4.0	±0.2	-0.40 (S)
15 to 20 years	NR	NR	NR	59	3.8	±0.2	NR
More than 20 years	11	4.2	±0.5	113	4.1	±0.1	0.16

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	87	3.6*	±0.2	786	4.0*	±0.0	-0.52 (M)
Term	NR	NR	NR	18	3.8	±0.2	NR
Temporary	--	--	--	7	3.2	±0.9	NA
Work Schedule							
Seasonal	NR	NR	NR	10	4.4	±0.2	NR
Non-Seasonal	83	3.6*	±0.2	778	3.9*	±0.0	-0.44 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	10	4.4	±0.2	NR
Permanent-Non-Seasonal	83	3.6*	±0.2	771	3.9*	±0.0	-0.46 (S)
Term	NR	NR	NR	18	3.8	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.2	±0.9	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	34	3.7	±0.3	610	3.9	±0.1	-0.30 (S)
Minority	43	3.5*	±0.3	186	4.1*	±0.1	-0.84 (L)
Race/Ethnicity							
Hispanic	13	3.4*	±0.4	39	4.0*	±0.2	-1.03 (L)
American Indian or Alaskan Native	--	--	--	NR	NR	NR	NR
Asian	9	4.1	±0.2	29	4.0	±0.2	0.22 (S)
Black/African-American	19	3.3*	±0.5	80	4.1*	±0.1	-1.16 (L)
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	34	3.7	±0.3	610	3.9	±0.1	-0.30 (S)
Multi-racial	NR	NR	NR	32	4.0	±0.2	NR

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

5.2.2 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 BSEE.

Table 5.5 BSEE – Racial/Ethnic Harassment and Job Engagement by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	89	5.4	±0.3	811	5.5	±0.1	-0.04
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	39	5.2	±0.3	NR
General Schedule (GS) 7-10	11	4.9	±0.8	91	5.4	±0.3	-0.35 (S)
General Schedule (GS) 11-12	18	5.6	±0.5	259	5.6	±0.1	0.04
General Schedule (GS) 13-15	54	5.4	±0.3	409	5.5	±0.1	-0.05
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	11	4.9	±0.7	99	5.6	±0.3	-0.47 (S)
1 to 3 years	22	5.2	±0.4	206	5.3	±0.2	-0.10
4 to 5 years	17	5.9	±0.5	160	5.5	±0.2	0.37 (S)
6 to 10 years	15	5.2	±0.9	123	5.5	±0.2	-0.17
11 to 14 years	9	5.4	±1.0	44	5.3	±0.4	0.09
15 to 20 years	NR	NR	NR	59	5.9	±0.3	NR
More than 20 years	11	6.0	±0.6	113	5.7	±0.2	0.26 (S)
Appointment Type							
Permanent	87	5.4	±0.3	786	5.5	±0.1	-0.05
Term	NR	NR	NR	18	5.3	±0.5	NR
Temporary	--	--	--	7	6.2	±0.6	NA
Work Schedule							
Seasonal	NR	NR	NR	10	5.6	±0.2	NR
Non-Seasonal	83	5.4	±0.3	778	5.5	±0.1	-0.05

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	10	5.6	±0.2	NR
Permanent-Non-Seasonal	83	5.4	±0.3	771	5.5	±0.1	-0.04
Term	NR	NR	NR	18	5.3	±0.5	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	6.2	±0.6	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	34	5.7	±0.4	610	5.4	±0.1	0.20 (S)
Minority	43	5.5	±0.4	186	5.7	±0.2	-0.12
Race/Ethnicity							
Hispanic	13	6.0	±0.4	39	5.6	±0.5	0.31 (S)
American Indian or Alaskan Native	--	--	--	NR	NR	NR	NR
Asian	9	5.4*	±0.5	29	6.2*	±0.3	-0.95 (L)
Black/African-American	19	5.2	±0.8	80	5.5	±0.3	-0.27 (S)
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	34	5.7	±0.4	610	5.4	±0.1	0.20 (S)
Multi-racial	NR	NR	NR	32	5.6	±0.4	NR

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

5.2.3 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 BSEE.

Table 5.6 BSEE – Racial/Ethnic Harassment and Organizational Commitment by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	89	3.1*	±0.2	811	3.7*	±0.1	-0.59 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	39	3.6	±0.2	NR
General Schedule (GS) 7-10	11	3.8	±0.3	91	3.6	±0.2	0.21 (S)
General Schedule (GS) 11-12	18	3.0*	±0.5	259	3.6*	±0.1	-0.70 (M)
General Schedule (GS) 13-15	54	2.9*	±0.3	409	3.7*	±0.1	-0.71 (M)
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	11	2.7*	±0.5	99	3.6*	±0.2	-0.96 (L)
1 to 3 years	22	2.4*	±0.5	206	3.6*	±0.1	-1.22 (L)
4 to 5 years	17	3.2	±0.6	160	3.6	±0.2	-0.39 (S)
6 to 10 years	15	3.2*	±0.4	123	3.8*	±0.2	-0.68 (M)
11 to 14 years	9	4.0	±0.5	44	3.6	±0.4	0.32 (S)
15 to 20 years	NR	NR	NR	59	3.7	±0.3	NR
More than 20 years	11	3.8	±0.5	113	3.8	±0.2	-0.03
Appointment Type							
Permanent	87	3.1*	±0.2	786	3.7*	±0.1	-0.55 (M)
Term	NR	NR	NR	18	3.9	±0.2	NR
Temporary	--	--	--	7	3.1	±0.6	NA
Work Schedule							
Seasonal	NR	NR	NR	10	3.7	±0.2	NR
Non-Seasonal	83	3.1*	±0.2	778	3.7*	±0.1	-0.55 (M)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	10	3.7	±0.2	NR
Permanent-Non-Seasonal	83	3.1*	±0.2	771	3.7*	±0.1	-0.56 (M)
Term	NR	NR	NR	18	3.9	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.1	±0.6	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	34	3.5	±0.3	610	3.7	±0.1	-0.15
Minority	43	2.8*	±0.3	186	3.6*	±0.1	-0.86 (L)
Race/Ethnicity							
Hispanic	13	3.0	±0.6	39	3.6	±0.4	-0.48 (S)
American Indian or Alaskan Native	--	--	--	NR	NR	NR	NR
Asian	9	3.0	±1.0	29	3.6	±0.3	-0.62 (M)
Black/African-American	19	2.5*	±0.5	80	3.7*	±0.2	-1.22 (L)
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	34	3.5	±0.3	610	3.7	±0.1	-0.15
Multi-racial	NR	NR	NR	32	3.5	±0.4	NR

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

5.3 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 BSEE.

Table 5.7 BSEE – Religious Harassment and Job Satisfaction by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	36	3.2*	±0.3	864	3.9*	±0.0	-1.11 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	3.6	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	98	3.8	±0.1	NR
General Schedule (GS) 11-12	8	2.7*	±0.8	269	4.0*	±0.1	-1.87 (L)
General Schedule (GS) 13-15	20	3.4*	±0.4	443	4.0*	±0.1	-0.85 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	109	3.9	±0.1	NR
1 to 3 years	8	3.4*	±0.5	220	3.9*	±0.1	-0.81 (L)
4 to 5 years	11	3.4*	±0.8	166	3.9*	±0.1	-0.75 (M)
6 to 10 years	NR	NR	NR	134	3.8	±0.1	NR
11 to 14 years	6	3.1*	±1.0	47	4.1*	±0.2	-1.14 (L)
15 to 20 years	NR	NR	NR	58	3.9	±0.1	NR
More than 20 years	--	--	--	123	4.1	±0.1	NA

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	34	3.2*	±0.4	839	3.9*	±0.0	-1.14 (L)
Term	NR	NR	NR	18	3.8	±0.2	NR
Temporary	--	--	--	7	3.2	±0.9	NA
Work Schedule							
Seasonal	--	--	--	12	4.2	±0.3	NA
Non-Seasonal	34	3.2*	±0.4	827	3.9*	±0.0	-1.11 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	4.2	±0.3	NA
Permanent-Non-Seasonal	34	3.2*	±0.4	820	3.9*	±0.0	-1.13 (L)
Term	NR	NR	NR	18	3.8	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.2	±0.9	NA

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

5.3.2 Religious Harassment and Job Engagement

Table 5.8 presents the job engagement results for those who indicated they had or had not experienced religious harassment within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BSEE.

Table 5.8 BSEE – Religious Harassment and Job Engagement by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	36	4.6*	±0.5	864	5.5*	±0.1	-0.76 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	5.3	±0.3	NA
General Schedule (GS) 7-10	NR	NR	NR	98	5.4	±0.3	NR
General Schedule (GS) 11-12	8	4.9	±0.5	269	5.6	±0.1	-0.62 (M)
General Schedule (GS) 13-15	20	4.3*	±0.7	443	5.5*	±0.1	-0.91 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	109	5.5	±0.3	NR
1 to 3 years	8	5.1	±0.7	220	5.3	±0.2	-0.22 (S)
4 to 5 years	11	5.6	±0.6	166	5.5	±0.2	0.07
6 to 10 years	NR	NR	NR	134	5.5	±0.2	NR
11 to 14 years	6	4.3	±1.3	47	5.4	±0.4	-0.74 (M)
15 to 20 years	NR	NR	NR	58	6.0	±0.3	NR
More than 20 years	--	--	--	123	5.7	±0.2	NA
Appointment Type							
Permanent	34	4.5*	±0.5	839	5.5*	±0.1	-0.82 (L)
Term	NR	NR	NR	18	5.3	±0.5	NR
Temporary	--	--	--	7	6.2	±0.6	NA
Work Schedule							
Seasonal	--	--	--	12	5.5	±0.3	NA
Non-Seasonal	34	4.5*	±0.5	827	5.5*	±0.1	-0.81 (L)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	5.5	±0.3	NA
Permanent-Non-Seasonal	34	4.5*	±0.5	820	5.5*	±0.1	-0.81 (L)
Term	NR	NR	NR	18	5.3	±0.5	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	6.2	±0.6	NA

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

5.3.3 Religious Harassment and Organizational Commitment

Table 5.9 presents the organizational commitment results for those who indicated they had or had not experienced religious harassment within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BSEE.

Table 5.9 BSEE – Religious Harassment and Organizational Commitment by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	36	2.9*	±0.4	864	3.6*	±0.1	-0.75 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	3.6	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	98	3.6	±0.2	NR
General Schedule (GS) 11-12	8	1.9*	±0.6	269	3.6*	±0.1	-1.97 (L)
General Schedule (GS) 13-15	20	3.0*	±0.5	443	3.6*	±0.1	-0.60 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	109	3.6	±0.2	NR
1 to 3 years	8	2.5*	±0.8	220	3.5*	±0.1	-1.03 (L)
4 to 5 years	11	3.5	±0.8	166	3.5	±0.2	-0.05
6 to 10 years	NR	NR	NR	134	3.8	±0.2	NR
11 to 14 years	6	3.6	±1.1	47	3.7	±0.3	-0.07
15 to 20 years	NR	NR	NR	58	3.8	±0.2	NR
More than 20 years	--	--	--	123	3.8	±0.2	NA
Appointment Type							
Permanent	34	3.0*	±0.4	839	3.6*	±0.1	-0.65 (M)
Term	NR	NR	NR	18	3.9	±0.2	NR
Temporary	--	--	--	7	3.1	±0.6	NA
Work Schedule							
Seasonal	--	--	--	12	3.6	±0.2	NA
Non-Seasonal	34	3.0*	±0.4	827	3.6*	±0.1	-0.64 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.6	±0.2	NA
Permanent-Non-Seasonal	34	3.0*	±0.4	820	3.6*	±0.1	-0.65 (M)
Term	NR	NR	NR	18	3.9	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.1	±0.6	NA

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

5.4 Disability Harassment

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

5.4.1 Disability Harassment and Job Satisfaction

Table 5.10 presents the job satisfaction results for those who indicated they had or had not experienced disability harassment within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BSEE.

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

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	35	3.0*	±0.3	849	3.9*	±0.0	-1.46 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	37	3.7	±0.2	NR
General Schedule (GS) 7-10	7	2.4*	±0.8	95	3.9*	±0.1	-2.53 (L)
General Schedule (GS) 11-12	5	3.1*	±0.1	267	3.9*	±0.1	-1.30 (L)
General Schedule (GS) 13-15	19	3.1*	±0.4	435	4.0*	±0.1	-1.32 (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	99	4.0	±0.1	NR
1 to 3 years	NR	NR	NR	222	3.9	±0.1	NR
4 to 5 years	NR	NR	NR	173	3.9	±0.1	NR
6 to 10 years	18	2.9*	±0.4	118	3.9*	±0.1	-1.75 (L)
11 to 14 years	NR	NR	NR	52	4.1	±0.2	NR
15 to 20 years	--	--	--	59	3.8	±0.2	NA
More than 20 years	NR	NR	NR	119	4.1	±0.1	NR

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	32	3.1*	±0.3	825	4.0*	±0.0	-1.32 (L)
Term	--	--	--	20	3.8	±0.2	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	4.2	±0.3	NA
Non-Seasonal	35	3.0*	±0.3	810	3.9*	±0.0	-1.45 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	4.2	±0.3	NA
Permanent-Non-Seasonal	32	3.1*	±0.3	806	4.0*	±0.0	-1.32 (L)
Term	--	--	--	20	3.8	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Disability							
Yes	21	2.7*	±0.4	69	3.9*	±0.1	-1.79 (L)
No	14	3.4*	±0.2	778	4.0*	±0.0	-0.80 (L)

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

5.4.2 Disability Harassment and Job Engagement

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

Table 5.11 BSEE – Disability Harassment and Job Engagement by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	35	4.7*	±0.6	849	5.5*	±0.1	-0.66 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	37	5.4	±0.4	NR
General Schedule (GS) 7-10	7	5.3	±1.3	95	5.3	±0.3	-0.07
General Schedule (GS) 11-12	5	5.6	±0.6	267	5.6	±0.1	0.01
General Schedule (GS) 13-15	19	4.3*	±0.9	435	5.5*	±0.1	-0.95 (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	99	5.5	±0.3	NR
1 to 3 years	NR	NR	NR	222	5.3	±0.2	NR
4 to 5 years	NR	NR	NR	173	5.5	±0.2	NR
6 to 10 years	18	4.4*	±0.9	118	5.6*	±0.2	-0.96 (L)
11 to 14 years	NR	NR	NR	52	5.4	±0.4	NR
15 to 20 years	--	--	--	59	5.9	±0.3	NA
More than 20 years	NR	NR	NR	119	5.7	±0.2	NR
Appointment Type							
Permanent	32	4.5*	±0.6	825	5.5*	±0.1	-0.81 (L)
Term	--	--	--	20	5.4	±0.4	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	5.5	±0.3	NA
Non-Seasonal	35	4.7*	±0.6	810	5.5*	±0.1	-0.65 (M)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	5.5	±0.3	NA
Permanent-Non-Seasonal	32	4.5*	±0.6	806	5.5*	±0.1	-0.80 (L)
Term	--	--	--	20	5.4	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Disability							
Yes	21	4.4*	±1.0	69	5.5*	±0.3	-0.73 (M)
No	14	5.0	±0.4	778	5.5	±0.1	-0.39 (S)

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

5.4.3 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 BSEE.

Table 5.12 BSEE – Disability Harassment and Organizational Commitment by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	35	3.1*	±0.4	849	3.6*	±0.1	-0.53 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	37	3.6	±0.2	NR
General Schedule (GS) 7-10	7	3.6	±0.9	95	3.6	±0.2	-0.01
General Schedule (GS) 11-12	5	4.0	±0.2	267	3.6	±0.1	0.39 (S)
General Schedule (GS) 13-15	19	2.6*	±0.5	435	3.6*	±0.1	-1.00 (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	99	3.6	±0.2	NR
1 to 3 years	NR	NR	NR	222	3.5	±0.1	NR
4 to 5 years	NR	NR	NR	173	3.5	±0.2	NR
6 to 10 years	18	3.3*	±0.5	118	3.8*	±0.2	-0.62 (M)
11 to 14 years	NR	NR	NR	52	3.6	±0.3	NR
15 to 20 years	--	--	--	59	3.7	±0.3	NA
More than 20 years	NR	NR	NR	119	3.8	±0.2	NR
Appointment Type							
Permanent	32	3.2*	±0.4	825	3.6*	±0.1	-0.45 (S)
Term	--	--	--	20	3.7	±0.4	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	3.6	±0.2	NA
Non-Seasonal	35	3.1*	±0.4	810	3.6*	±0.1	-0.52 (M)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.6	±0.2	NA
Permanent-Non-Seasonal	32	3.2*	±0.4	806	3.6*	±0.1	-0.44 (S)
Term	--	--	--	20	3.7	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Disability							
Yes	21	2.8*	±0.5	69	3.6*	±0.2	-0.70 (M)
No	14	3.5	±0.4	778	3.6	±0.1	-0.13

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

5.5 Sexual Orientation Harassment

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

5.5.1 Sexual Orientation Harassment and Job Satisfaction

Table 5.13 presents the job satisfaction results for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BSEE.

Table 5.13 BSEE – Sexual Orientation Harassment and Job Satisfaction by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	17	3.2*	±0.5	876	3.9*	±0.0	-1.02 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	3.6	±0.2	NA
General Schedule (GS) 7-10	--	--	--	101	3.8	±0.1	NA
General Schedule (GS) 11-12	NR	NR	NR	273	3.9	±0.1	NR
General Schedule (GS) 13-15	11	3.1*	±0.7	447	4.0*	±0.1	-1.24 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	102	3.9	±0.1	NR
1 to 3 years	NR	NR	NR	225	3.9	±0.1	NR
4 to 5 years	NR	NR	NR	175	3.9	±0.1	NR
6 to 10 years	NR	NR	NR	134	3.8	±0.1	NR
11 to 14 years	--	--	--	54	4.0	±0.2	NA
15 to 20 years	--	--	--	62	3.8	±0.2	NA
More than 20 years	NR	NR	NR	120	4.1	±0.1	NR
Appointment Type							
Permanent	17	3.2*	±0.5	849	3.9*	±0.0	-1.04 (L)
Term	--	--	--	20	3.8	±0.2	NA
Temporary	--	--	--	7	3.2	±0.9	NA
Work Schedule							
Seasonal	--	--	--	12	4.2	±0.3	NA
Non-Seasonal	17	3.2*	±0.5	838	3.9*	±0.0	-1.01 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	4.2	±0.3	NA
Permanent-Non-Seasonal	17	3.2*	±0.5	831	3.9*	±0.0	-1.03 (L)
Term	--	--	--	20	3.8	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.2	±0.9	NA
Sex							
Men	6	3.2*	±0.4	551	3.9*	±0.1	-1.07 (L)
Women	11	3.2*	±0.7	321	4.0*	±0.1	-1.00 (L)
Gender Identity							
Male	6	3.2*	±0.4	551	3.9*	±0.1	-1.07 (L)
Female	11	3.2*	±0.7	321	4.0*	±0.1	-1.00 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	15	3.3*	±0.5	790	3.9*	±0.0	-0.92 (L)
Sexual Minority	--	--	--	19	4.0	±0.3	NA

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	15	3.3*	±0.5	790	3.9*	±0.0	-0.92 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	3.8	±0.7	NA
Bisexual	--	--	--	6	3.7	±0.1	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	54	3.8	±0.2	NA

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

5.5.2 Sexual Orientation Harassment and Job Engagement

Table 5.14 presents the job engagement results for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BSEE.

Table 5.14 BSEE – 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^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	17	4.3*	±0.8	876	5.5*	±0.1	-0.96 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	5.3	±0.3	NA
General Schedule (GS) 7-10	--	--	--	101	5.3	±0.3	NA
General Schedule (GS) 11-12	NR	NR	NR	273	5.6	±0.1	NR
General Schedule (GS) 13-15	11	4.2*	±1.1	447	5.5*	±0.1	-0.96 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	102	5.5	±0.3	NR
1 to 3 years	NR	NR	NR	225	5.3	±0.2	NR
4 to 5 years	NR	NR	NR	175	5.5	±0.2	NR
6 to 10 years	NR	NR	NR	134	5.5	±0.2	NR
11 to 14 years	--	--	--	54	5.3	±0.4	NA
15 to 20 years	--	--	--	62	5.9	±0.3	NA
More than 20 years	NR	NR	NR	120	5.7	±0.2	NR
Appointment Type							
Permanent	17	4.3*	±0.8	849	5.5*	±0.1	-0.95 (L)
Term	--	--	--	20	5.4	±0.4	NA
Temporary	--	--	--	7	6.2	±0.6	NA
Work Schedule							
Seasonal	--	--	--	12	5.5	±0.3	NA
Non-Seasonal	17	4.3*	±0.8	838	5.5*	±0.1	-0.95 (L)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	5.5	±0.3	NA
Permanent-Non-Seasonal	17	4.3*	±0.8	831	5.5*	±0.1	-0.94 (L)
Term	--	--	--	20	5.4	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	6.2	±0.6	NA
Sex							
Men	6	3.7*	±0.9	551	5.4*	±0.1	-1.31 (L)
Women	11	4.6*	±1.1	321	5.7*	±0.1	-0.86 (L)
Gender Identity							
Male	6	3.7*	±0.9	551	5.4*	±0.1	-1.31 (L)
Female	11	4.6*	±1.1	321	5.7*	±0.1	-0.86 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	15	4.5*	±0.8	790	5.5*	±0.1	-0.78 (M)
Sexual Minority	--	--	--	19	5.7	±0.6	NA
Sexual Orientation							
Heterosexual or straight	15	4.5*	±0.8	790	5.5*	±0.1	-0.78 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	6.6	±0.2	NA
Bisexual	--	--	--	6	4.4	±1.1	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	54	5.7	±0.3	NA

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

5.5.3 Sexual Orientation Harassment and Organizational Commitment

Table 5.15 presents the organizational commitment results for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BSEE.

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

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	17	2.8*	±0.6	876	3.6*	±0.1	-0.85 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	3.6	±0.2	NA
General Schedule (GS) 7-10	--	--	--	101	3.6	±0.2	NA
General Schedule (GS) 11-12	NR	NR	NR	273	3.6	±0.1	NR
General Schedule (GS) 13-15	11	2.7*	±0.9	447	3.6*	±0.1	-0.82 (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	102	3.6	±0.2	NR
1 to 3 years	NR	NR	NR	225	3.5	±0.1	NR
4 to 5 years	NR	NR	NR	175	3.6	±0.2	NR
6 to 10 years	NR	NR	NR	134	3.8	±0.1	NR
11 to 14 years	--	--	--	54	3.7	±0.3	NA
15 to 20 years	--	--	--	62	3.7	±0.3	NA
More than 20 years	NR	NR	NR	120	3.8	±0.2	NR
Appointment Type							
Permanent	17	2.8*	±0.6	849	3.6*	±0.1	-0.85 (L)
Term	--	--	--	20	3.7	±0.4	NA
Temporary	--	--	--	7	3.1	±0.6	NA
Work Schedule							
Seasonal	--	--	--	12	3.6	±0.2	NA
Non-Seasonal	17	2.8*	±0.6	838	3.6*	±0.1	-0.84 (L)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.6	±0.2	NA
Permanent-Non-Seasonal	17	2.8*	±0.6	831	3.6*	±0.1	-0.84 (L)
Term	--	--	--	20	3.7	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.1	±0.6	NA
Sex							
Men	6	2.3*	±0.6	551	3.6*	±0.1	-1.37 (L)
Women	11	3.1	±0.9	321	3.6	±0.1	-0.55 (M)
Gender Identity							
Male	6	2.3*	±0.6	551	3.6*	±0.1	-1.37 (L)
Female	11	3.1	±0.9	321	3.6	±0.1	-0.55 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	15	2.9*	±0.7	790	3.6*	±0.1	-0.75 (M)
Sexual Minority	--	--	--	19	4.0	±0.3	NA
Sexual Orientation							
Heterosexual or straight	15	2.9*	±0.7	790	3.6*	±0.1	-0.75 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	4.4	±0.3	NA
Bisexual	--	--	--	6	3.7	±0.7	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	54	3.4	±0.3	NA

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

5.6 Sexual Harassment

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

5.6.1 Sexual Harassment and Job Satisfaction

Table 5.16 presents the job satisfaction results for those who indicated they had or had not experienced sexual harassment within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BSEE.

Table 5.16 BSEE – Sexual Harassment and Job Satisfaction by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	40	3.3*	±0.3	857	3.9*	±0.0	-0.95 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	41	3.6	±0.2	NR
General Schedule (GS) 7-10	7	2.5*	±0.9	95	3.9*	±0.1	-2.36 (L)
General Schedule (GS) 11-12	7	2.9*	±1.1	270	3.9*	±0.1	-1.53 (L)
General Schedule (GS) 13-15	24	3.5*	±0.4	436	4.0*	±0.1	-0.59 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	7	2.8*	±0.7	104	4.0*	±0.1	-1.69 (L)
1 to 3 years	NR	NR	NR	221	3.9	±0.1	NR
4 to 5 years	NR	NR	NR	173	3.9	±0.1	NR
6 to 10 years	9	3.1*	±0.7	128	3.9*	±0.1	-1.19 (L)
11 to 14 years	NR	NR	NR	52	4.1	±0.2	NR
15 to 20 years	NR	NR	NR	58	3.8	±0.2	NR
More than 20 years	9	4.1	±0.2	114	4.1	±0.1	0.04

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	37	3.4*	±0.3	833	3.9*	±0.0	-0.81 (L)
Term	--	--	--	20	3.8	±0.2	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	4.2	±0.3	NA
Non-Seasonal	40	3.3*	±0.3	818	3.9*	±0.0	-0.95 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	4.2	±0.3	NA
Permanent-Non-Seasonal	37	3.4*	±0.3	814	3.9*	±0.0	-0.80 (L)
Term	--	--	--	20	3.8	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	14	3.2*	±0.5	549	3.9*	±0.1	-1.11 (L)
Women	25	3.3*	±0.4	305	4.0*	±0.1	-0.98 (L)
Gender Identity							
Male	14	3.2*	±0.5	549	3.9*	±0.1	-1.11 (L)
Female	25	3.3*	±0.4	305	4.0*	±0.1	-0.98 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	35	3.2*	±0.4	773	3.9*	±0.0	-1.02 (L)
Sexual Minority	NR	NR	NR	18	3.9	±0.3	NR
Sexual Orientation							
Heterosexual or straight	35	3.2*	±0.4	773	3.9*	±0.0	-1.02 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	3.8	±0.7	NA
Bisexual	--	--	--	6	3.7	±0.1	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	52	3.8	±0.2	NR

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

5.6.2 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 BSEE.

Table 5.17 BSEE – Sexual Harassment and Job Engagement by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	40	5.0*	±0.5	857	5.5*	±0.1	-0.37 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	41	5.3	±0.3	NR
General Schedule (GS) 7-10	7	4.9	±1.5	95	5.4	±0.3	-0.34 (S)
General Schedule (GS) 11-12	7	4.9	±0.6	270	5.6	±0.1	-0.57 (M)
General Schedule (GS) 13-15	24	4.9*	±0.6	436	5.5*	±0.1	-0.43 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	7	5.7	±1.5	104	5.5	±0.3	0.16
1 to 3 years	NR	NR	NR	221	5.3	±0.2	NR
4 to 5 years	NR	NR	NR	173	5.5	±0.2	NR
6 to 10 years	9	4.5*	±1.2	128	5.5*	±0.2	-0.77 (M)
11 to 14 years	NR	NR	NR	52	5.4	±0.4	NR
15 to 20 years	NR	NR	NR	58	5.9	±0.3	NR
More than 20 years	9	5.3	±0.7	114	5.8	±0.2	-0.44 (S)
Appointment Type							
Permanent	37	4.9*	±0.5	833	5.5*	±0.1	-0.48 (S)
Term	--	--	--	20	5.4	±0.4	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	5.5	±0.3	NA
Non-Seasonal	40	5.0*	±0.5	818	5.5*	±0.1	-0.36 (S)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	5.5	±0.3	NA
Permanent-Non-Seasonal	37	4.9*	±0.5	814	5.5*	±0.1	-0.47 (S)
Term	--	--	--	20	5.4	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	14	4.5*	±0.4	549	5.4*	±0.1	-0.73 (M)
Women	25	5.2	±0.7	305	5.7	±0.1	-0.33 (S)
Gender Identity							
Male	14	4.5*	±0.4	549	5.4*	±0.1	-0.73 (M)
Female	25	5.2	±0.7	305	5.7	±0.1	-0.33 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	35	5.0*	±0.5	773	5.5*	±0.1	-0.38 (S)
Sexual Minority	NR	NR	NR	18	5.6	±0.6	NR
Sexual Orientation							
Heterosexual or straight	35	5.0*	±0.5	773	5.5*	±0.1	-0.38 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	6.6	±0.2	NA
Bisexual	--	--	--	6	4.4	±1.1	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	52	5.6	±0.3	NR

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

5.6.3 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 BSEE.

Table 5.18 BSEE – Sexual Harassment and Organizational Commitment by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	40	3.1*	±0.4	857	3.6*	±0.1	-0.51 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	41	3.6	±0.2	NR
General Schedule (GS) 7-10	7	3.0*	±0.8	95	3.7*	±0.2	-0.81 (L)
General Schedule (GS) 11-12	7	2.4*	±0.9	270	3.6*	±0.1	-1.36 (L)
General Schedule (GS) 13-15	24	3.4	±0.5	436	3.6	±0.1	-0.20 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	7	2.4*	±0.3	104	3.6*	±0.2	-1.27 (L)
1 to 3 years	NR	NR	NR	221	3.5	±0.1	NR
4 to 5 years	NR	NR	NR	173	3.6	±0.2	NR
6 to 10 years	9	3.2	±0.8	128	3.8	±0.1	-0.62 (M)
11 to 14 years	NR	NR	NR	52	3.6	±0.3	NR
15 to 20 years	NR	NR	NR	58	3.8	±0.3	NR
More than 20 years	9	3.7	±0.8	114	3.8	±0.2	-0.14
Appointment Type							
Permanent	37	3.2*	±0.4	833	3.6*	±0.1	-0.44 (S)
Term	--	--	--	20	3.7	±0.4	NA
Temporary	NR	NR	NR	NR	NR	NR	NR

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	--	--	--	12	3.6	±0.2	NA
Non-Seasonal	40	3.1*	±0.4	818	3.6*	±0.1	-0.51 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.6	±0.2	NA
Permanent-Non-Seasonal	37	3.2*	±0.4	814	3.6*	±0.1	-0.44 (S)
Term	--	--	--	20	3.7	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	14	2.8*	±0.6	549	3.6*	±0.1	-0.87 (L)
Women	25	3.2	±0.5	305	3.6	±0.1	-0.39 (S)
Gender Identity							
Male	14	2.8*	±0.6	549	3.6*	±0.1	-0.87 (L)
Female	25	3.2	±0.5	305	3.6	±0.1	-0.39 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	35	3.1*	±0.4	773	3.6*	±0.1	-0.50 (M)
Sexual Minority	NR	NR	NR	18	4.0	±0.3	NR
Sexual Orientation							
Heterosexual or straight	35	3.1*	±0.4	773	3.6*	±0.1	-0.50 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	4.4	±0.3	NA
Bisexual	--	--	--	6	3.7	±0.7	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	52	3.4	±0.3	NR

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

5.7 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 BSEE.

Table 5.19 BSEE – Crude and Offensive Behavior and Job Satisfaction by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	120	3.6*	±0.1	778	4.0*	±0.0	-0.56 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	16	3.6	±0.1	27	3.7	±0.2	-0.19
General Schedule (GS) 7-10	13	3.1*	±0.6	87	3.9*	±0.1	-1.30 (L)
General Schedule (GS) 11-12	31	3.5*	±0.3	246	4.0*	±0.1	-0.75 (M)
General Schedule (GS) 13-15	58	3.7*	±0.2	404	4.0*	±0.1	-0.35 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	13	3.2*	±0.5	98	4.0*	±0.1	-1.09 (L)
1 to 3 years	38	3.7	±0.2	190	4.0	±0.1	-0.34 (S)
4 to 5 years	12	3.6	±0.8	165	3.9	±0.1	-0.33 (S)
6 to 10 years	29	3.4*	±0.3	109	3.9*	±0.1	-0.82 (L)
11 to 14 years	7	3.5	±0.9	46	4.1	±0.2	-0.59 (M)
15 to 20 years	7	3.5	±0.1	53	3.8	±0.2	-0.46 (S)
More than 20 years	14	3.8	±0.3	110	4.1	±0.1	-0.42 (S)
Appointment Type							
Permanent	103	3.6*	±0.2	767	4.0*	±0.0	-0.47 (S)
Term	14	3.5*	±0.1	6	4.4*	±0.0	-7.88 (L)
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	4.2	±0.3	NA
Non-Seasonal	106	3.6*	±0.2	753	4.0*	±0.0	-0.53 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	4.2	±0.3	NA
Permanent-Non-Seasonal	103	3.6*	±0.2	748	4.0*	±0.0	-0.47 (S)
Term	14	3.5*	±0.1	6	4.4*	±0.0	-7.88 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	65	3.5*	±0.2	498	3.9*	±0.1	-0.63 (M)
Women	55	3.6*	±0.3	276	4.0*	±0.1	-0.52 (M)
Gender Identity							
Male	65	3.5*	±0.2	498	3.9*	±0.1	-0.63 (M)
Female	55	3.6*	±0.3	276	4.0*	±0.1	-0.52 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	115	3.6*	±0.2	694	4.0*	±0.0	-0.56 (M)
Sexual Minority	NR	NR	NR	18	3.9	±0.3	NR

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	115	3.6*	±0.2	694	4.0*	±0.0	-0.56 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	3.8	±0.7	NA
Bisexual	--	--	--	6	3.7	±0.1	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	52	3.8	±0.2	NR

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

5.7.2 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 BSEE.

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

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	120	5.1*	±0.2	778	5.5*	±0.1	-0.36 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	16	5.1	±0.4	27	5.5	±0.5	-0.34 (S)
General Schedule (GS) 7-10	13	4.7	±0.8	87	5.5	±0.3	-0.55 (M)
General Schedule (GS) 11-12	31	5.3	±0.4	246	5.6	±0.1	-0.26 (S)
General Schedule (GS) 13-15	58	5.1*	±0.4	404	5.5*	±0.1	-0.36 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	13	5.2	±0.8	98	5.5	±0.3	-0.25 (S)
1 to 3 years	38	5.0	±0.3	190	5.4	±0.2	-0.34 (S)
4 to 5 years	12	5.3	±0.9	165	5.5	±0.2	-0.13
6 to 10 years	29	5.0*	±0.6	109	5.5*	±0.2	-0.41 (S)
11 to 14 years	7	5.2	±1.2	46	5.3	±0.4	-0.02
15 to 20 years	7	5.3	±0.3	53	6.0	±0.3	-0.66 (M)
More than 20 years	14	5.1*	±0.5	110	5.8*	±0.2	-0.63 (M)
Appointment Type							
Permanent	103	5.1*	±0.3	767	5.5*	±0.1	-0.36 (S)
Term	14	4.8*	±0.2	6	6.7*	±0.2	-4.71 (L)
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	5.5	±0.3	NA
Non-Seasonal	106	5.1*	±0.3	753	5.5*	±0.1	-0.31 (S)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	5.5	±0.3	NA
Permanent-Non-Seasonal	103	5.1*	±0.3	748	5.5*	±0.1	-0.35 (S)
Term	14	4.8*	±0.2	6	6.7*	±0.2	-4.71 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	65	4.8*	±0.3	498	5.5*	±0.1	-0.52 (M)
Women	55	5.4	±0.4	276	5.7	±0.1	-0.23 (S)
Gender Identity							
Male	65	4.8*	±0.3	498	5.5*	±0.1	-0.52 (M)
Female	55	5.4	±0.4	276	5.7	±0.1	-0.23 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	115	5.1*	±0.2	694	5.5*	±0.1	-0.35 (S)
Sexual Minority	NR	NR	NR	18	5.6	±0.6	NR
Sexual Orientation							
Heterosexual or straight	115	5.1*	±0.2	694	5.5*	±0.1	-0.35 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	6.6	±0.2	NA
Bisexual	--	--	--	6	4.4	±1.1	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	52	5.6	±0.3	NR

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

5.7.3 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 BSEE.

Table 5.21 BSEE – Crude and Offensive Behavior and Organizational Commitment by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	120	3.3*	±0.2	778	3.7*	±0.1	-0.31 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	16	3.5	±0.1	27	3.6	±0.3	-0.10
General Schedule (GS) 7-10	13	3.3	±0.4	87	3.7	±0.2	-0.45 (S)
General Schedule (GS) 11-12	31	3.3	±0.4	246	3.6	±0.1	-0.34 (S)
General Schedule (GS) 13-15	58	3.3*	±0.3	404	3.7*	±0.1	-0.36 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	13	3.0*	±0.4	98	3.6*	±0.2	-0.65 (M)
1 to 3 years	38	3.1*	±0.3	190	3.5*	±0.1	-0.48 (S)
4 to 5 years	12	3.5	±0.8	165	3.5	±0.2	-0.07
6 to 10 years	29	3.6	±0.4	109	3.8	±0.2	-0.16
11 to 14 years	7	4.1	±0.6	46	3.6	±0.3	0.43 (S)
15 to 20 years	7	2.7*	±0.4	53	3.8*	±0.3	-1.14 (L)
More than 20 years	14	3.5	±0.7	110	3.9	±0.2	-0.35 (S)
Appointment Type							
Permanent	103	3.4*	±0.2	767	3.6*	±0.1	-0.27 (S)
Term	14	3.3*	±0.4	6	4.5*	±0.3	-1.57 (L)
Temporary	NR	NR	NR	NR	NR	NR	NR

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	--	--	--	12	3.6	±0.2	NA
Non-Seasonal	106	3.3*	±0.2	753	3.6*	±0.1	-0.30 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.6	±0.2	NA
Permanent-Non-Seasonal	103	3.4*	±0.2	748	3.6*	±0.1	-0.27 (S)
Term	14	3.3*	±0.4	6	4.5*	±0.3	-1.57 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	65	3.1*	±0.3	498	3.7*	±0.1	-0.56 (M)
Women	55	3.6	±0.3	276	3.6	±0.1	-0.05
Gender Identity							
Male	65	3.1*	±0.3	498	3.7*	±0.1	-0.56 (M)
Female	55	3.6	±0.3	276	3.6	±0.1	-0.05
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	115	3.4*	±0.2	694	3.7*	±0.1	-0.30 (S)
Sexual Minority	NR	NR	NR	18	4.0	±0.3	NR
Sexual Orientation							
Heterosexual or straight	115	3.4*	±0.2	694	3.7*	±0.1	-0.30 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	4.4	±0.3	NA
Bisexual	--	--	--	6	3.7	±0.7	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	52	3.4	±0.3	NR

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

5.8 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 BSEE.

Table 5.22 BSEE – Unwanted Sexual Attention and Job Satisfaction by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	24	3.5*	±0.5	876	3.9*	±0.0	-0.62 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	3.6	±0.2	NA
General Schedule (GS) 7-10	7	2.5*	±0.9	95	3.9*	±0.1	-2.36 (L)
General Schedule (GS) 11-12	5	3.9	±0.6	272	3.9	±0.1	-0.06
General Schedule (GS) 13-15	13	3.9	±0.8	450	4.0	±0.1	-0.13
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	108	4.0	±0.1	NR
1 to 3 years	7	4.3	±0.6	221	3.9	±0.1	0.69 (M)
4 to 5 years	--	--	--	177	3.9	±0.1	NA
6 to 10 years	NR	NR	NR	133	3.8	±0.1	NR
11 to 14 years	NR	NR	NR	52	4.1	±0.2	NR
15 to 20 years	NR	NR	NR	60	3.8	±0.2	NR
More than 20 years	7	4.3	±0.3	116	4.1	±0.1	0.38 (S)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	22	3.7	±0.5	851	3.9	±0.0	-0.34 (S)
Term	--	--	--	20	3.8	±0.2	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	4.2	±0.3	NA
Non-Seasonal	24	3.5*	±0.5	836	3.9*	±0.0	-0.61 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	4.2	±0.3	NA
Permanent-Non-Seasonal	22	3.7	±0.5	832	3.9	±0.0	-0.34 (S)
Term	--	--	--	20	3.8	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	560	3.9	±0.1	NR
Women	21	3.3*	±0.6	312	4.0*	±0.1	-1.01 (L)
Gender Identity							
Male	NR	NR	NR	560	3.9	±0.1	NR
Female	21	3.3*	±0.6	312	4.0*	±0.1	-1.01 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	23	3.4*	±0.5	787	3.9*	±0.0	-0.69 (M)
Sexual Minority	NR	NR	NR	18	3.9	±0.3	NR
Sexual Orientation							
Heterosexual or straight	23	3.4*	±0.5	787	3.9*	±0.0	-0.69 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	3.8	±0.7	NA
Bisexual	--	--	--	6	3.7	±0.1	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	--	--	--	54	3.8	±0.2	NA

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

5.8.2 Unwanted Sexual Attention and Job Engagement

Table 5.23 presents the job engagement results for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BSEE.

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

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	24	5.3	±0.7	876	5.5	±0.1	-0.15
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	5.3	±0.3	NA
General Schedule (GS) 7-10	7	4.9	±1.5	95	5.4	±0.3	-0.34 (S)
General Schedule (GS) 11-12	5	5.7	±1.2	272	5.6	±0.1	0.16
General Schedule (GS) 13-15	13	5.3	±1.1	450	5.5	±0.1	-0.12
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	108	5.4	±0.3	NR
1 to 3 years	7	5.6	±0.7	221	5.3	±0.2	0.26 (S)
4 to 5 years	--	--	--	177	5.5	±0.2	NA
6 to 10 years	NR	NR	NR	133	5.5	±0.2	NR
11 to 14 years	NR	NR	NR	52	5.4	±0.4	NR
15 to 20 years	NR	NR	NR	60	5.8	±0.3	NR
More than 20 years	7	5.5	±0.8	116	5.7	±0.2	-0.18
Appointment Type							
Permanent	22	5.1	±0.7	851	5.5	±0.1	-0.31 (S)
Term	--	--	--	20	5.4	±0.4	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	5.5	±0.3	NA
Non-Seasonal	24	5.3	±0.7	836	5.5	±0.1	-0.14

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	5.5	±0.3	NA
Permanent-Non-Seasonal	22	5.1	±0.7	832	5.5	±0.1	-0.30 (S)
Term	--	--	--	20	5.4	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	560	5.4	±0.1	NR
Women	21	5.1*	±0.8	312	5.7*	±0.1	-0.49 (S)
Gender Identity							
Male	NR	NR	NR	560	5.4	±0.1	NR
Female	21	5.1*	±0.8	312	5.7*	±0.1	-0.49 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	23	5.2	±0.7	787	5.5	±0.1	-0.19
Sexual Minority	NR	NR	NR	18	5.6	±0.6	NR
Sexual Orientation							
Heterosexual or straight	23	5.2	±0.7	787	5.5	±0.1	-0.19
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	6.6	±0.2	NA
Bisexual	--	--	--	6	4.4	±1.1	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	--	--	--	54	5.7	±0.3	NA

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

5.8.3 Unwanted Sexual Attention and Organizational Commitment

Table 5.24 presents the organizational commitment results for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BSEE.

Table 5.24 BSEE – 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^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	24	3.3	±0.4	876	3.6	±0.1	-0.36 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	3.6	±0.2	NA
General Schedule (GS) 7-10	7	3.0*	±0.8	95	3.7*	±0.2	-0.81 (L)
General Schedule (GS) 11-12	5	3.0	±0.9	272	3.6	±0.1	-0.60 (M)
General Schedule (GS) 13-15	13	3.5	±0.7	450	3.6	±0.1	-0.11
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	108	3.6	±0.2	NR
1 to 3 years	7	3.6	±0.9	221	3.5	±0.1	0.10
4 to 5 years	--	--	--	177	3.5	±0.2	NA
6 to 10 years	NR	NR	NR	133	3.8	±0.1	NR
11 to 14 years	NR	NR	NR	52	3.6	±0.3	NR
15 to 20 years	NR	NR	NR	60	3.7	±0.3	NR
More than 20 years	7	3.3	±0.5	116	3.8	±0.2	-0.66 (M)
Appointment Type							
Permanent	22	3.4	±0.5	851	3.6	±0.1	-0.23 (S)
Term	--	--	--	20	3.7	±0.4	NA
Temporary	NR	NR	NR	NR	NR	NR	NR

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	--	--	--	12	3.6	±0.2	NA
Non-Seasonal	24	3.3	±0.4	836	3.6	±0.1	-0.36 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.6	±0.2	NA
Permanent-Non-Seasonal	22	3.4	±0.5	832	3.6	±0.1	-0.23 (S)
Term	--	--	--	20	3.7	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	560	3.6	±0.1	NR
Women	21	3.1*	±0.5	312	3.6*	±0.1	-0.55 (M)
Gender Identity							
Male	NR	NR	NR	560	3.6	±0.1	NR
Female	21	3.1*	±0.5	312	3.6*	±0.1	-0.55 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	23	3.2*	±0.4	787	3.6*	±0.1	-0.45 (S)
Sexual Minority	NR	NR	NR	18	4.0	±0.3	NR
Sexual Orientation							
Heterosexual or straight	23	3.2*	±0.4	787	3.6*	±0.1	-0.45 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	4.4	±0.3	NA
Bisexual	--	--	--	6	3.7	±0.7	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	--	--	--	54	3.4	±0.3	NA

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

5.9 Sexual Coercion

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

5.9.1 Sexual Coercion and Job Satisfaction

Table 5.25 presents the job satisfaction results for those who indicated they had or had not experienced sexual coercion within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BSEE.

Table 5.25 BSEE – Sexual Coercion and Job Satisfaction by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	897	3.9	±0.0	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	3.6	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	99	3.8	±0.1	NR
General Schedule (GS) 11-12	--	--	--	277	3.9	±0.1	NA
General Schedule (GS) 13-15	--	--	--	462	4.0	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	108	4.0	±0.1	NR
1 to 3 years	--	--	--	228	3.9	±0.1	NA
4 to 5 years	--	--	--	177	3.9	±0.1	NA
6 to 10 years	--	--	--	138	3.8	±0.1	NA
11 to 14 years	--	--	--	54	4.0	±0.2	NA
15 to 20 years	--	--	--	62	3.8	±0.2	NA
More than 20 years	--	--	--	123	4.1	±0.1	NA

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	--	--	--	873	3.9	±0.0	NA
Term	--	--	--	20	3.8	±0.2	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	4.2	±0.3	NA
Non-Seasonal	NR	NR	NR	858	3.9	±0.0	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	4.2	±0.3	NA
Permanent-Non-Seasonal	--	--	--	854	3.9	±0.0	NA
Term	--	--	--	20	3.8	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	--	--	--	563	3.9	±0.1	NA
Women	NR	NR	NR	330	4.0	±0.1	NR
Gender Identity							
Male	--	--	--	563	3.9	±0.1	NA
Female	NR	NR	NR	330	4.0	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	808	3.9	±0.0	NR
Sexual Minority	--	--	--	19	4.0	±0.3	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	808	3.9	±0.0	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	3.8	±0.7	NA
Bisexual	--	--	--	6	3.7	±0.1	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	54	3.8	±0.2	NA

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

5.9.2 Sexual Coercion and Job Engagement

Table 5.26 presents the job engagement results for those who indicated they had or had not experienced sexual coercion within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BSEE.

Table 5.26 BSEE – Sexual Coercion and Job Engagement by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	897	5.5	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	5.3	±0.3	NA
General Schedule (GS) 7-10	NR	NR	NR	99	5.3	±0.3	NR
General Schedule (GS) 11-12	--	--	--	277	5.6	±0.1	NA
General Schedule (GS) 13-15	--	--	--	462	5.5	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	108	5.4	±0.3	NR
1 to 3 years	--	--	--	228	5.3	±0.2	NA
4 to 5 years	--	--	--	177	5.5	±0.2	NA
6 to 10 years	--	--	--	138	5.4	±0.2	NA
11 to 14 years	--	--	--	54	5.3	±0.4	NA
15 to 20 years	--	--	--	62	5.9	±0.3	NA
More than 20 years	--	--	--	123	5.7	±0.2	NA
Appointment Type							
Permanent	--	--	--	873	5.5	±0.1	NA
Term	--	--	--	20	5.4	±0.4	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	5.5	±0.3	NA
Non-Seasonal	NR	NR	NR	858	5.5	±0.1	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	5.5	±0.3	NA
Permanent-Non-Seasonal	--	--	--	854	5.5	±0.1	NA
Term	--	--	--	20	5.4	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	--	--	--	563	5.4	±0.1	NA
Women	NR	NR	NR	330	5.6	±0.1	NR
Gender Identity							
Male	--	--	--	563	5.4	±0.1	NA
Female	NR	NR	NR	330	5.6	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	808	5.5	±0.1	NR
Sexual Minority	--	--	--	19	5.7	±0.6	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	808	5.5	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	6.6	±0.2	NA
Bisexual	--	--	--	6	4.4	±1.1	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	54	5.7	±0.3	NA

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

5.9.3 Sexual Coercion and Organizational Commitment

Table 5.27 presents the organizational commitment results for those who indicated they had or had not experienced sexual coercion within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BSEE.

Table 5.27 BSEE – Sexual Coercion and Organizational Commitment by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	897	3.6	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	3.6	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	99	3.7	±0.2	NR
General Schedule (GS) 11-12	--	--	--	277	3.6	±0.1	NA
General Schedule (GS) 13-15	--	--	--	462	3.6	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	108	3.6	±0.2	NR
1 to 3 years	--	--	--	228	3.5	±0.1	NA
4 to 5 years	--	--	--	177	3.5	±0.2	NA
6 to 10 years	--	--	--	138	3.8	±0.2	NA
11 to 14 years	--	--	--	54	3.7	±0.3	NA
15 to 20 years	--	--	--	62	3.7	±0.3	NA
More than 20 years	--	--	--	123	3.8	±0.2	NA
Appointment Type							
Permanent	--	--	--	873	3.6	±0.1	NA
Term	--	--	--	20	3.7	±0.4	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	3.6	±0.2	NA
Non-Seasonal	NR	NR	NR	858	3.6	±0.1	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.6	±0.2	NA
Permanent-Non-Seasonal	--	--	--	854	3.6	±0.1	NA
Term	--	--	--	20	3.7	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	--	--	--	563	3.6	±0.1	NA
Women	NR	NR	NR	330	3.6	±0.1	NR
Gender Identity							
Male	--	--	--	563	3.6	±0.1	NA
Female	NR	NR	NR	330	3.6	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	808	3.6	±0.1	NR
Sexual Minority	--	--	--	19	4.0	±0.3	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	808	3.6	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	4.4	±0.3	NA
Bisexual	--	--	--	6	3.7	±0.7	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	54	3.4	±0.3	NA

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

5.10 Gender Harassment

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

5.10.1 Gender Harassment and Job Satisfaction

Table 5.28 presents the job satisfaction results for those who indicated they had or had not experienced gender harassment within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BSEE.

Table 5.28 BSEE – Gender Harassment and Job Satisfaction by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	92	3.5*	±0.2	808	3.9*	±0.0	-0.58 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	39	3.6	±0.2	NR
General Schedule (GS) 7-10	10	3.3*	±0.9	92	3.8*	±0.1	-0.74 (M)
General Schedule (GS) 11-12	15	3.2*	±0.3	262	4.0*	±0.1	-1.15 (L)
General Schedule (GS) 13-15	60	3.7*	±0.2	402	4.0*	±0.1	-0.46 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	13	3.4*	±0.6	98	4.0*	±0.1	-0.77 (M)
1 to 3 years	28	3.7*	±0.2	200	4.0*	±0.1	-0.46 (S)
4 to 5 years	8	3.4	±0.4	169	3.9	±0.1	-0.62 (M)
6 to 10 years	11	2.8*	±0.6	127	3.9*	±0.1	-1.64 (L)
11 to 14 years	7	3.5	±0.9	46	4.1	±0.2	-0.59 (M)
15 to 20 years	NR	NR	NR	58	3.8	±0.2	NR
More than 20 years	19	3.9	±0.3	104	4.1	±0.1	-0.36 (S)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	87	3.6*	±0.2	786	4.0*	±0.0	-0.50 (M)
Term	NR	NR	NR	18	3.8	±0.2	NR
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	NR	NR	NR	10	4.1	±0.4	NR
Non-Seasonal	87	3.5*	±0.2	773	4.0*	±0.0	-0.61 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	10	4.1	±0.4	NR
Permanent-Non-Seasonal	85	3.6*	±0.2	769	4.0*	±0.0	-0.54 (M)
Term	NR	NR	NR	18	3.8	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	21	3.6*	±0.3	542	3.9*	±0.1	-0.45 (S)
Women	70	3.5*	±0.2	263	4.1*	±0.1	-0.77 (M)
Gender Identity							
Male	21	3.6*	±0.3	542	3.9*	±0.1	-0.45 (S)
Female	70	3.5*	±0.2	263	4.1*	±0.1	-0.77 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	83	3.5*	±0.2	727	4.0*	±0.0	-0.62 (M)
Sexual Minority	NR	NR	NR	16	3.9	±0.3	NR
Sexual Orientation							
Heterosexual or straight	83	3.5*	±0.2	727	4.0*	±0.0	-0.62 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	3.8	±0.7	NA
Bisexual	--	--	--	6	3.7	±0.1	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	6	3.5	±0.3	48	3.9	±0.2	-0.68 (M)

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

5.10.2 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 BSEE.

Table 5.29 BSEE – Gender Harassment and Job Engagement by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	92	5.1*	±0.3	808	5.5*	±0.1	-0.34 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	39	5.2	±0.3	NR
General Schedule (GS) 7-10	10	5.5	±1.0	92	5.3	±0.3	0.11
General Schedule (GS) 11-12	15	4.5*	±0.7	262	5.6*	±0.1	-1.02 (L)
General Schedule (GS) 13-15	60	5.1*	±0.4	402	5.5*	±0.1	-0.33 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	13	6.0	±0.6	98	5.4	±0.3	0.42 (S)
1 to 3 years	28	5.2	±0.5	200	5.3	±0.2	-0.15
4 to 5 years	8	4.2*	±0.8	169	5.6*	±0.2	-1.07 (L)
6 to 10 years	11	3.9*	±1.3	127	5.6*	±0.2	-1.34 (L)
11 to 14 years	7	5.2	±1.2	46	5.3	±0.4	-0.02
15 to 20 years	NR	NR	NR	58	5.9	±0.3	NR
More than 20 years	19	5.3	±0.5	104	5.8	±0.2	-0.47 (S)
Appointment Type							
Permanent	87	5.0*	±0.3	786	5.5*	±0.1	-0.40 (S)
Term	NR	NR	NR	18	5.3	±0.5	NR
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	NR	NR	NR	10	5.4	±0.3	NR
Non-Seasonal	87	5.1*	±0.3	773	5.5*	±0.1	-0.37 (S)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	10	5.4	±0.3	NR
Permanent-Non-Seasonal	85	5.0*	±0.3	769	5.5*	±0.1	-0.41 (S)
Term	NR	NR	NR	18	5.3	±0.5	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	21	4.5*	±0.6	542	5.4*	±0.1	-0.70 (M)
Women	70	5.2*	±0.3	263	5.7*	±0.1	-0.40 (S)
Gender Identity							
Male	21	4.5*	±0.6	542	5.4*	±0.1	-0.70 (M)
Female	70	5.2*	±0.3	263	5.7*	±0.1	-0.40 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	83	5.0*	±0.3	727	5.5*	±0.1	-0.42 (S)
Sexual Minority	NR	NR	NR	16	5.5	±0.7	NR
Sexual Orientation							
Heterosexual or straight	83	5.0*	±0.3	727	5.5*	±0.1	-0.42 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	6.6	±0.2	NA
Bisexual	--	--	--	6	4.4	±1.1	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	6	5.9	±1.1	48	5.6	±0.3	0.29 (S)

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

5.10.3 Gender Harassment and Organizational Commitment

Table 5.30 presents the organizational commitment results for those who indicated they had or had not experienced gender harassment within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BSEE.

Table 5.30 BSEE – Gender Harassment and Organizational Commitment by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	92	3.0*	±0.2	808	3.7*	±0.1	-0.69 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	39	3.6	±0.2	NR
General Schedule (GS) 7-10	10	3.3	±0.5	92	3.7	±0.2	-0.45 (S)
General Schedule (GS) 11-12	15	2.2*	±0.5	262	3.7*	±0.1	-1.63 (L)
General Schedule (GS) 13-15	60	3.1*	±0.3	402	3.7*	±0.1	-0.52 (M)
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	13	2.7*	±0.5	98	3.6*	±0.2	-0.97 (L)
1 to 3 years	28	2.7*	±0.5	200	3.6*	±0.1	-0.96 (L)
4 to 5 years	8	2.7*	±1.0	169	3.6*	±0.2	-0.79 (M)
6 to 10 years	11	2.7*	±0.7	127	3.8*	±0.1	-1.35 (L)
11 to 14 years	7	4.1	±0.6	46	3.6	±0.3	0.43 (S)
15 to 20 years	NR	NR	NR	58	3.8	±0.3	NR
More than 20 years	19	3.6	±0.5	104	3.8	±0.2	-0.24 (S)
Appointment Type							
Permanent	87	3.1*	±0.3	786	3.7*	±0.1	-0.61 (M)
Term	NR	NR	NR	18	3.9	±0.2	NR
Temporary	NR	NR	NR	NR	NR	NR	NR

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	NR	NR	NR	10	3.5	±0.2	NR
Non-Seasonal	87	3.0*	±0.2	773	3.7*	±0.1	-0.66 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	10	3.5	±0.2	NR
Permanent-Non-Seasonal	85	3.0*	±0.3	769	3.7*	±0.1	-0.64 (M)
Term	NR	NR	NR	18	3.9	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	21	2.5*	±0.4	542	3.7*	±0.1	-1.21 (L)
Women	70	3.1*	±0.3	263	3.7*	±0.1	-0.59 (M)
Gender Identity							
Male	21	2.5*	±0.4	542	3.7*	±0.1	-1.21 (L)
Female	70	3.1*	±0.3	263	3.7*	±0.1	-0.59 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	83	3.0*	±0.3	727	3.7*	±0.1	-0.68 (M)
Sexual Minority	NR	NR	NR	16	4.0	±0.4	NR
Sexual Orientation							
Heterosexual or straight	83	3.0*	±0.3	727	3.7*	±0.1	-0.68 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	4.4	±0.3	NA
Bisexual	--	--	--	6	3.7	±0.7	NA
Other	NR	NR	NR	--	--	--	NA
I prefer not to say	6	2.3*	±0.8	48	3.5*	±0.3	-1.16 (L)

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

5.11 Sexual Assault Related Behaviors

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

5.11.1 Sexual Assault Related Behaviors and Job Satisfaction

Table 5.31 presents the job satisfaction results for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BSEE.

Table 5.31 BSEE – Sexual Assault Related Behaviors and Job Satisfaction by Selected Characteristics

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	892	3.9	±0.0	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	3.6	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	98	3.8	±0.1	NR
General Schedule (GS) 11-12	NR	NR	NR	273	3.9	±0.1	NR
General Schedule (GS) 13-15	--	--	--	462	4.0	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	108	4.0	±0.1	NR
1 to 3 years	--	--	--	228	3.9	±0.1	NA
4 to 5 years	NR	NR	NR	173	3.9	±0.1	NR
6 to 10 years	--	--	--	138	3.8	±0.1	NA
11 to 14 years	--	--	--	54	4.0	±0.2	NA
15 to 20 years	--	--	--	62	3.8	±0.2	NA
More than 20 years	--	--	--	122	4.1	±0.1	NA
Appointment Type							
Permanent	NR	NR	NR	868	3.9	±0.0	NR
Term	--	--	--	20	3.8	±0.2	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	4.2	±0.3	NA
Non-Seasonal	NR	NR	NR	853	3.9	±0.0	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	4.2	±0.3	NA
Permanent-Non-Seasonal	NR	NR	NR	849	3.9	±0.0	NR
Term	--	--	--	20	3.8	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	559	3.9	±0.1	NR
Women	NR	NR	NR	329	4.0	±0.1	NR
Gender Identity							
Male	NR	NR	NR	559	3.9	±0.1	NR
Female	NR	NR	NR	329	4.0	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	804	3.9	±0.0	NR
Sexual Minority	--	--	--	19	4.0	±0.3	NA

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	804	3.9	±0.0	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	3.8	±0.7	NA
Bisexual	--	--	--	6	3.7	±0.1	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	54	3.8	±0.2	NA

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

5.11.2 Sexual Assault Related Behaviors and Job Engagement

Table 5.32 presents the job engagement results for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BSEE.

Table 5.32 BSEE – Sexual Assault Related Behaviors and Job Engagement by Selected Characteristics

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	892	5.5	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	5.3	±0.3	NA
General Schedule (GS) 7-10	NR	NR	NR	98	5.3	±0.3	NR
General Schedule (GS) 11-12	NR	NR	NR	273	5.6	±0.1	NR
General Schedule (GS) 13-15	--	--	--	462	5.5	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	108	5.4	±0.3	NR
1 to 3 years	--	--	--	228	5.3	±0.2	NA
4 to 5 years	NR	NR	NR	173	5.5	±0.2	NR
6 to 10 years	--	--	--	138	5.4	±0.2	NA
11 to 14 years	--	--	--	54	5.3	±0.4	NA
15 to 20 years	--	--	--	62	5.9	±0.3	NA
More than 20 years	--	--	--	122	5.7	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	868	5.5	±0.1	NR
Term	--	--	--	20	5.4	±0.4	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	5.5	±0.3	NA
Non-Seasonal	NR	NR	NR	853	5.5	±0.1	NR

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	5.5	±0.3	NA
Permanent-Non-Seasonal	NR	NR	NR	849	5.5	±0.1	NR
Term	--	--	--	20	5.4	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	559	5.4	±0.1	NR
Women	NR	NR	NR	329	5.6	±0.1	NR
Gender Identity							
Male	NR	NR	NR	559	5.4	±0.1	NR
Female	NR	NR	NR	329	5.6	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	804	5.5	±0.1	NR
Sexual Minority	--	--	--	19	5.7	±0.6	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	804	5.5	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	6.6	±0.2	NA
Bisexual	--	--	--	6	4.4	±1.1	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	54	5.7	±0.3	NA

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

5.11.3 Sexual Assault Related Behaviors and Organizational Commitment

Table 5.33 presents the organizational commitment results for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BSEE.

Table 5.33 BSEE – Sexual Assault Related Behaviors and Organizational Commitment by Selected Characteristics

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	892	3.6	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	43	3.6	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	98	3.7	±0.2	NR
General Schedule (GS) 11-12	NR	NR	NR	273	3.6	±0.1	NR
General Schedule (GS) 13-15	--	--	--	462	3.6	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	108	3.6	±0.2	NR
1 to 3 years	--	--	--	228	3.5	±0.1	NA
4 to 5 years	NR	NR	NR	173	3.6	±0.2	NR
6 to 10 years	--	--	--	138	3.8	±0.2	NA
11 to 14 years	--	--	--	54	3.7	±0.3	NA
15 to 20 years	--	--	--	62	3.7	±0.3	NA
More than 20 years	--	--	--	122	3.8	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	868	3.6	±0.1	NR
Term	--	--	--	20	3.7	±0.4	NA
Temporary	NR	NR	NR	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	12	3.6	±0.2	NA
Non-Seasonal	NR	NR	NR	853	3.6	±0.1	NR

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	12	3.6	±0.2	NA
Permanent-Non-Seasonal	NR	NR	NR	849	3.6	±0.1	NR
Term	--	--	--	20	3.7	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	559	3.6	±0.1	NR
Women	NR	NR	NR	329	3.6	±0.1	NR
Gender Identity							
Male	NR	NR	NR	559	3.6	±0.1	NR
Female	NR	NR	NR	329	3.6	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	804	3.6	±0.1	NR
Sexual Minority	--	--	--	19	4.0	±0.3	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	804	3.6	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	7	4.4	±0.3	NA
Bisexual	--	--	--	6	3.7	±0.7	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	54	3.4	±0.3	NA

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

5.12 Linear Regression Analyses of Various Forms of Harassment and Sexual Assault Related Behaviors and Job Outcomes

In the previous sections, the results for the organizational outcomes of workplace harassment were each shown separately, comparing results of the outcomes (i.e., job satisfaction, job engagement, and organizational commitment) for those who had experienced each form of harassing and/or assault related behaviors against those who had not. To further understand the relationship of the harassing and/or assault related behaviors and job outcomes, we performed a series of linear regression analyses to identify the harassing behaviors that are most likely to influence job outcomes. Table 5.34, Table 5.35, and Table 5.36 present the results of the regression analyses. Each predictor variable is shown in the first column.

Table 5.34 BSEE – Linear Regression of Harassment and Job Satisfaction

	B	S.E.	<i>B</i>	t	<i>p</i>	95% C.I.		<i>r</i>	Partial <i>r</i>	Semi Partial <i>r</i>
						Lower	Upper			
Constant	4.032	0.024	--	167.554	0.000	3.985	4.079	--	--	--
Harassment Based on Age	-0.435	0.060	-0.240	-7.242	0.000	-0.553	-0.317	-0.313	-0.239	-0.220
Harassment Based on Race/Ethnicity	0.053	0.084	0.022	0.623	0.533	-0.113	0.218	-0.147	0.021	0.019
Harassment Based on Religious Beliefs	-0.280	0.123	-0.079	-2.268	0.024	-0.522	-0.038	-0.215	-0.077	-0.069
Harassment Based on Disability	-0.590	0.117	-0.166	-5.050	0.000	-0.820	-0.361	-0.274	-0.169	-0.154
Harassment Based on Sexual Orientation	-0.293	0.164	-0.058	-1.780	0.075	-0.616	0.030	-0.139	-0.060	-0.054
Gender Harassment	-0.068	0.083	-0.029	-0.815	0.415	-0.230	0.095	-0.169	-0.028	-0.025
Sexual Harassment	0.041	0.123	0.012	0.329	0.742	-0.202	0.283	-0.195	0.011	0.010
Sexual Assault	-1.914	0.313	-0.200	-6.112	0.000	-2.528	-1.299	-0.252	-0.203	-0.186

Note. N = 878, F = 26.427, R Square = 0.196

Table 5.35 BSEE – 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	5.609	0.047	--	118.954	0.000	5.516	5.701	--	--	--
Harassment Based on Age	-0.657	0.118	-0.198	-5.586	0.000	-0.888	-0.426	-0.230	-0.186	-0.181
Harassment Based on Race/Ethnicity	0.546	0.165	0.126	3.303	0.001	0.222	0.871	-0.020	0.111	0.107
Harassment Based on Religious Beliefs	-0.707	0.242	-0.109	-2.928	0.004	-1.182	-0.233	-0.146	-0.099	-0.095
Harassment Based on Disability	-0.542	0.229	-0.083	-2.367	0.018	-0.992	-0.093	-0.128	-0.080	-0.077
Harassment Based on Sexual Orientation	-0.752	0.322	-0.081	-2.335	0.020	-1.385	-0.120	-0.130	-0.079	-0.076
Gender Harassment	-0.148	0.162	-0.035	-0.911	0.363	-0.466	0.171	-0.103	-0.031	-0.030
Sexual Harassment	-0.007	0.242	-0.001	-0.028	0.978	-0.482	0.468	-0.075	-0.001	-0.001
Sexual Assault	0.998	0.613	0.057	1.627	0.104	-0.206	2.202	0.022	0.055	0.053

Note. N = 878, F = 10.091, R Square = 0.085

Table 5.36 BSEE – 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	3.776	--	--	105.461	0.000	3.706	3.847	--	--	--
Harassment Based on Age	-0.656	0.089	-0.254	-7.346	0.000	-0.832	-0.481	-0.303	-0.242	-0.233
Harassment Based on Race/Ethnicity	-0.206	0.126	-0.061	-1.637	0.102	-0.452	0.041	-0.180	-0.055	-0.052
Harassment Based on Religious Beliefs	-0.037	0.184	-0.007	-0.199	0.842	-0.397	0.324	-0.144	-0.007	-0.006
Harassment Based on Disability	-0.065	0.174	-0.013	-0.372	0.710	-0.406	0.277	-0.102	-0.013	-0.012
Harassment Based on Sexual Orientation	-0.247	0.245	-0.034	-1.010	0.313	-0.728	0.233	-0.115	-0.034	-0.032
Gender Harassment	-0.373	0.123	-0.114	-3.025	0.003	-0.615	-0.131	-0.202	-0.102	-0.096
Sexual Harassment	0.345	0.184	0.072	1.875	0.061	-0.016	0.705	-0.104	0.064	0.059
Sexual Assault	-1.820	0.466	-0.133	-3.906	0.000	-2.734	-0.905	-0.142	-0.131	-0.124

Note. N = 878, F = 16.031, R Square = 0.129

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 BSEE.

In summary, an estimated 19.3% of employees witnessed some form of harassing and/or assault behavior in the 12 months preceding the survey against another employee.

Table 6.1 BSEE – Percent Witnessing Harassment

	Percent witnessing			Frequency of occurrence ^a			
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Age	94	10.6%	±2.2	3.0	±0.3	3	2
Racial/Ethnic	89	10.1%	±2.2	3.0	±0.2	3	2
Religious	36	4.0%	±1.5	2.7	±0.2	3	3
Disability	30	3.4%	±1.4	3.5	±0.7	2	2
Sexual Orientation	24	2.8%	±1.3	2.6	±0.4	2	2
Sex/Gender	77	8.7%	±2.1	3.3	±0.3	3	3

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

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

Table 6.2 BSEE – 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	43	24.7%	±7.1
I asked the person who was experiencing the behavior if he/she needed help	59	34.4%	±7.5
I pointed out to person that he/she “crossed the line” with comments/behaviors	15	8.4%	±5.3
I stepped in with the intent of diffusing/stopping the situation	10	5.6%	±4.7
I asked others to step in as a group and diffuse the situation	8	4.4%	±4.4
I told someone in a position of authority about the situation	28	16.5%	±6.4
I considered intervening but I feared I would experience negative consequences	26	15.1%	±6.2
I considered intervening but did not feel I had the authority to do so	28	16.5%	±6.4
I stepped in but then was discouraged or criticized by others for doing so	0	0.0%	NA
I stepped in but then was harassed myself by the person(s) I was trying to stop	NR	NR	NR
None selected	8	4.6%	±4.4

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 BSEE.

Table 6.3 BSEE – Potential Recipients of a Complaint of Harassment or Assault

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Q55 If you were to make an oral and/or written complaint/grievance/report about a harassment experience involving someone at work, which of the following options would you be most likely to use?					
Supervisor or Manager					
Yes	671	77.9%	±2.9	3.9	±0.1
No	110	12.8%	±2.4	--	--
Don't Know	80	9.3%	±2.1	--	--
Employee Assistance Program (EAP)					
Yes	355	41.7%	±3.3	3.5	±0.1
No	276	32.3%	±3.2	--	--
Don't Know	222	26.0%	±3.1	--	--
Ombudsman (if applicable)					
Yes	94	11.2%	±2.3	3.5	±0.2
No	280	33.4%	±3.3	--	--
Don't Know	464	55.4%	±3.4	--	--
CADR Office, CORE PLUS					
Yes	118	14.0%	±2.5	3.5	±0.2
No	300	35.6%	±3.3	--	--
Don't Know	424	50.4%	±3.4	--	--
Employee & Labor Relations (Human Resources)					
Yes	417	49.1%	±3.4	3.7	±0.1
No	215	25.3%	±3.0	--	--
Don't Know	218	25.6%	±3.1	--	--

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Union (if applicable)					
Yes	96	11.6%	±2.4	3.3	±0.2
No	368	44.6%	±3.4	--	--
Don't Know	361	43.7%	±3.4	--	--
Equal Employment Opportunity Counselor					
Yes	372	43.6%	±3.4	3.7	±0.1
No	236	27.7%	±3.1	--	--
Don't Know	245	28.7%	±3.1	--	--
Equal Employment Opportunity Office					
Yes	402	47.2%	±3.4	3.7	±0.1
No	219	25.7%	±3.0	--	--
Don't Know	231	27.1%	±3.1	--	--
Office of Inspector General Hotline					
Yes	256	30.5%	±3.2	3.5	±0.1
No	287	34.2%	±3.3	--	--
Don't Know	298	35.4%	±3.3	--	--
Office of Inspector General					
Yes	231	27.6%	±3.1	3.6	±0.1
No	293	35.0%	±3.3	--	--
Don't Know	312	37.3%	±3.3	--	--
Other Law Enforcement/Civil Authority not in the bureau					
Yes	169	20.0%	±2.8	3.6	±0.2
No	343	40.6%	±3.4	--	--
Don't Know	332	39.4%	±3.3	--	--
Department of Interior Ethics/Bureau Ethics Office					
Yes	346	41.0%	±3.4	3.7	±0.1
No	231	27.3%	±3.1	--	--
Don't Know	268	31.7%	±3.2	--	--
Integrity and Professional Responsibility Advisor (IPRA)					
Yes	151	17.9%	±2.7	3.7	±0.2
No	290	34.4%	±3.3	--	--
Don't Know	401	47.7%	±3.4	--	--
Other					
Yes	89	11.5%	±2.5	3.8	±0.3
No	222	28.8%	±3.3	--	--
Don't Know	459	59.7%	±3.5	--	--

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

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