

DEPARTMENT OF THE INTERIOR (DOI) 2017 WORK ENVIRONMENT SURVEY (WES)*



The DOI Work Environment Survey was designed to assess workplace conditions that DOI employees experience, including the prevalence and context of all forms of harassment** and specifically sexual harassment. The survey was sent to all DOI personnel employed as of December 10, 2016, during the period of January 9 to March 5, 2017.

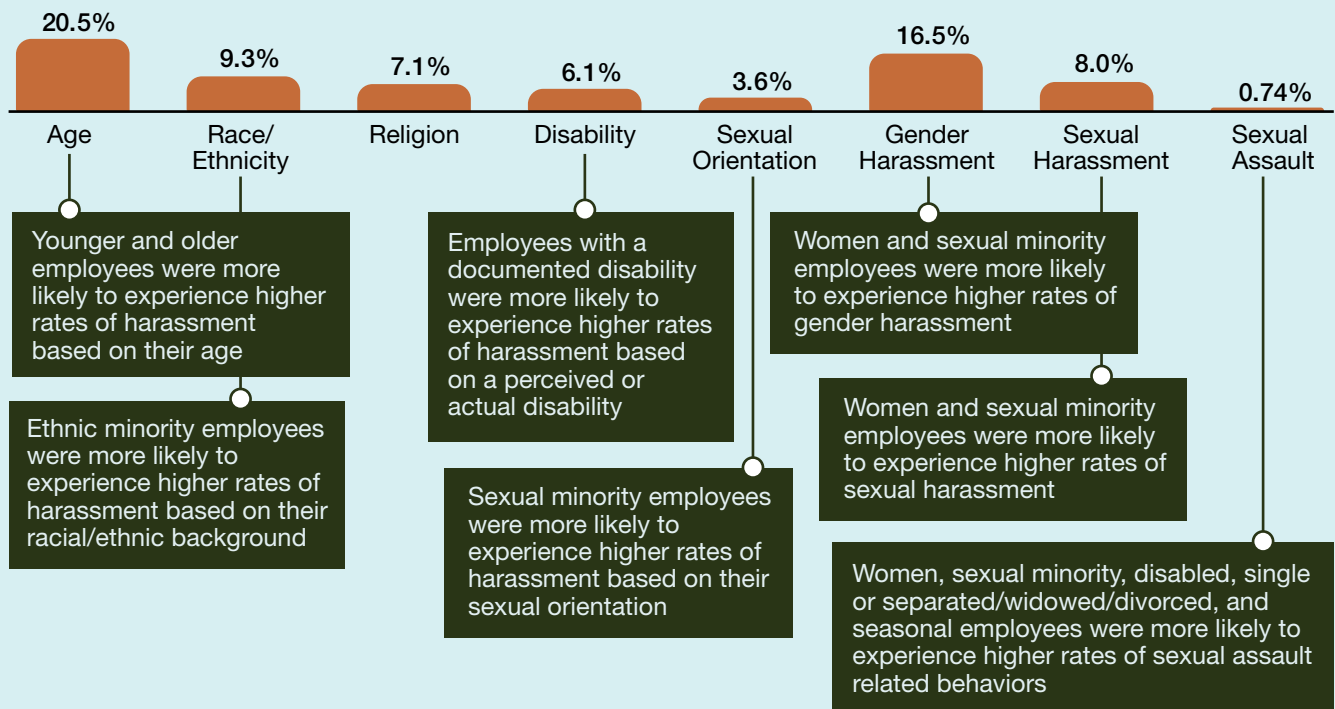
44.6%
response rate

CHARACTER OF HARASSING AND/OR ASSAULT BEHAVIORS EXPERIENCED



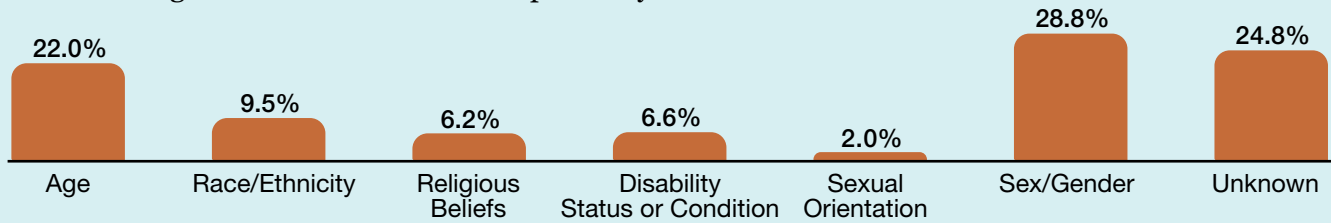
35.0%

of employees experienced some form of harassment and/or assault related behaviors in the **12 months preceding the survey**

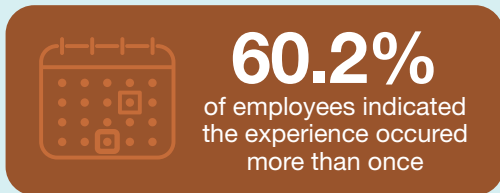
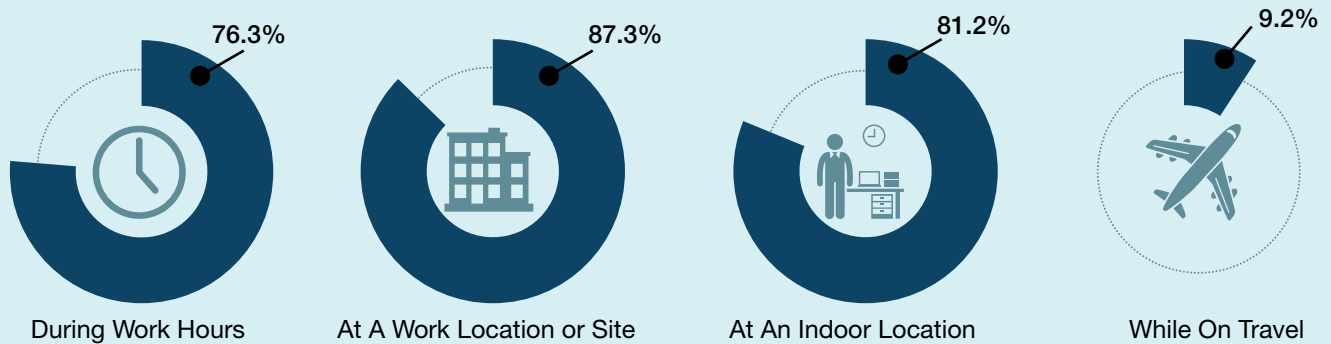


CONTEXT OF THE ONE BEHAVIOR OR EXPERIENCE OF THE GREATEST EFFECT

Among employees who experienced any behavior in the past 12 months, the behavior or experience that had the greatest effect on them was primarily based on their:



Regardless of the particular behavior involved, the behavior or experience occurred:



AN EXPERIENCE OFTEN INVOLVED:

- one person – 57.1%
- an older person – 42.8%
- a male – 59.9%
- a peer and/or coworker – 54.2%

MOST EMPLOYEES TALKED TO SOMEONE AT WORK ABOUT THEIR EXPERIENCE, INCLUDING:



- coworkers – 53.8%
- another employee – 45.1%
- a supervisor – 33.5%
- a manager – 20.2%
- the person involved – 35.2%

85.5%
of employees had to continue to interact with the person(s) involved

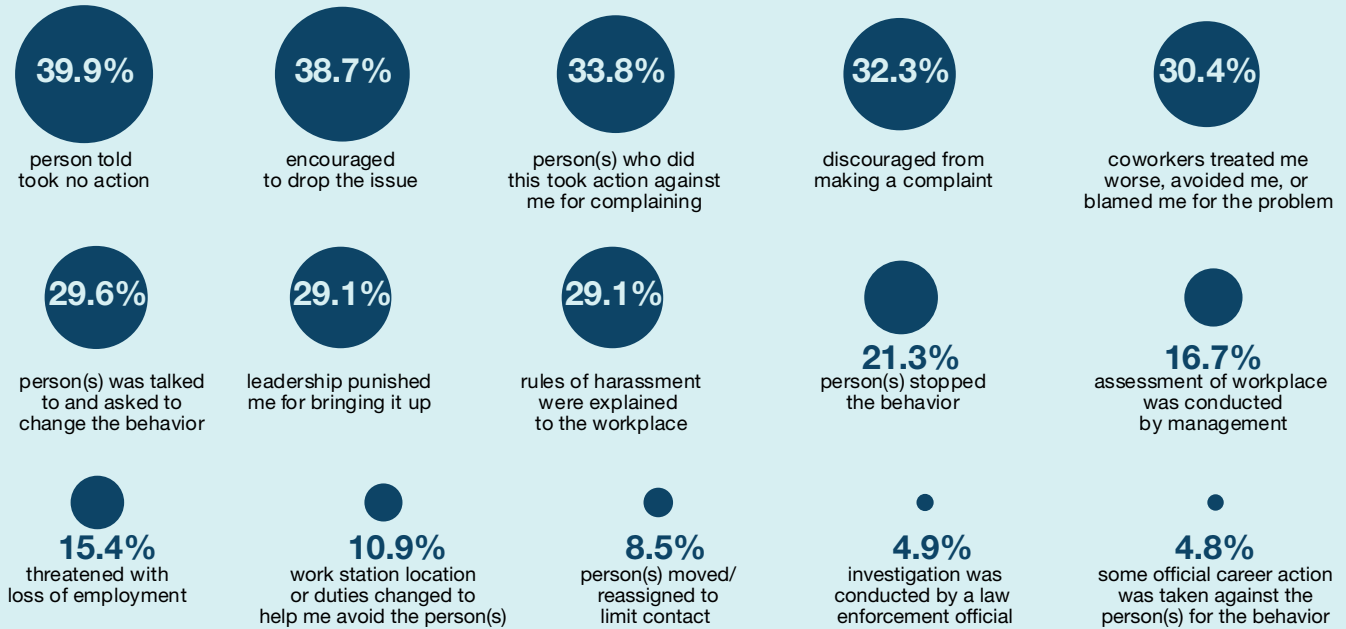
25.3%

of employees made a complaint/grievance/report about their experience

most frequently used DOI resource was a supervisor or manager

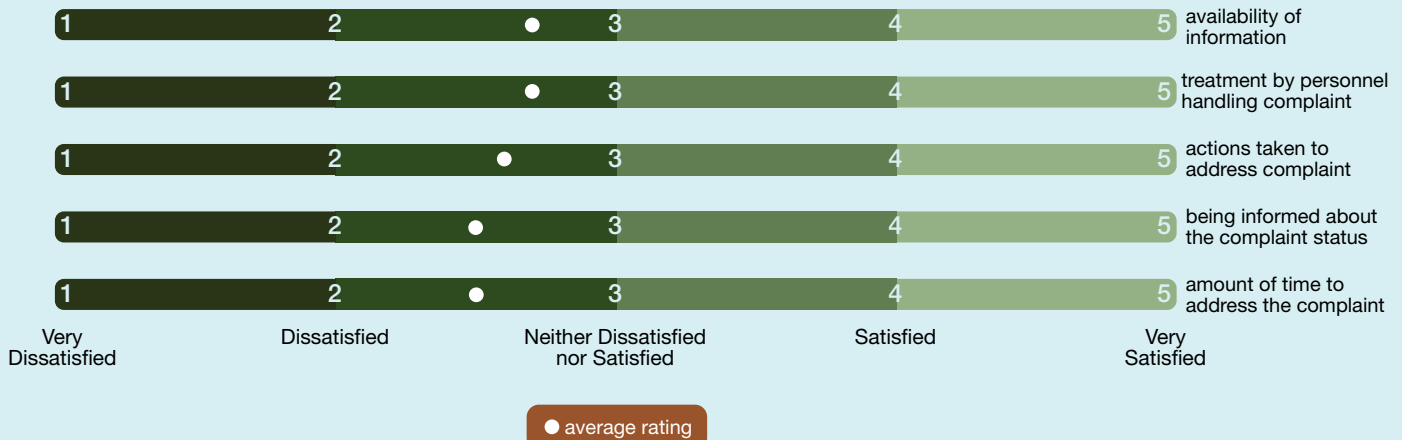
19.3%

RESULT OF MAKING A COMPLAINT

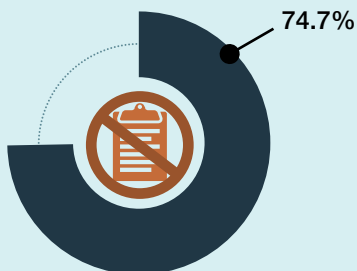


SATISFACTION WITH MAKING A COMPLAINT

Employees were generally dissatisfied with their reporting experience. Specifically with regards to:



DID NOT MAKE A COMPLAINT



Reasons

- Did not consider it serious enough – 71.3%
- Wanted to move on or forget about incident – 56.0%
- Behavior or experience stopped on its own – 52.4%
- Thought nothing would be done – 46.0%

EFFECT OF BEHAVIOR/EXPERIENCE ON EMPLOYEE

Relationships at Work



36.1%

damaged relationships with coworkers, supervisors, or managers

33.3%

resulted in arguments or damaged relations at work

11.7%

damaged other personal relationships

Physical/Emotional Well-Being



18.7%

called in sick or took leave

15.6%

sought counseling

8.7%

sought medical attention

Impact on Job Performance



37.0%

made it harder to complete work or do job

23.1%

negatively affected evaluation/promotion potential

14.4%

negatively affected evaluation/renewal/permanent employment

Remain Part of Organization



34.3%

considered leaving

15.0%

took steps to leave the organization

7.3%

requested transfer or change of assignment

EMPLOYEE PERCEPTIONS OF THEIR JOB AND THE ORGANIZATION

Employees who experienced harassment and/or assault behaviors were:

More likely to perceive greater pressure to conform to organizational norms

More likely to perceive the organizational climate as more tolerant of harassing behaviors

More likely to rate the leadership climate as more tolerant of harassing behaviors

More likely to have witnessed harassment against other employees

Less likely to report supervisory support

Less likely to trust the organization

Less likely to view the organization as more inclusive



Employees who experienced harassment and/or assault behaviors were less satisfied, less engaged, and less committed to the organization

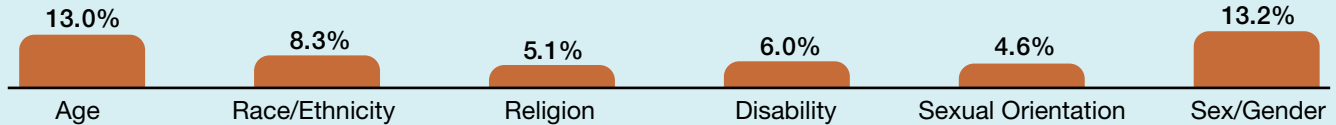
ADDITIONAL FINDINGS



22.4%

of employees witnessed a harassing and/or assault behavior against another employee in the **12 months preceding the survey**

Employees witnessed harassment situations based on:



76.0%

of employees took some action in response to the behaviors they witnessed

The most frequent actions included:

33.5%

helped the person who was subject to the behaviors

22.7%

pointed out to the person who engaged in the harassing behavior that s/he "crossed the line"

21.4%

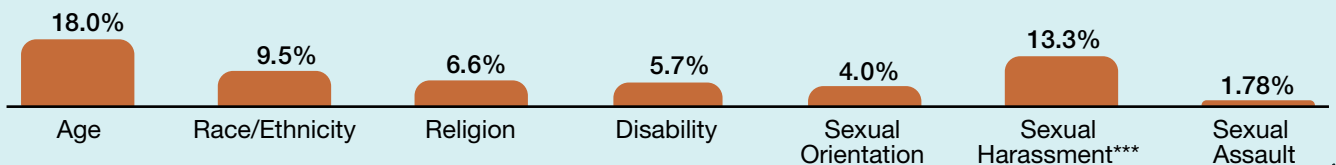
told someone in a position of authority about the situation



32.9%

of employees experienced some form of harassing and/or assault behaviors **before the past 12 months** while being employed at DOI

Experienced harassing behaviors based on:



*This does not present findings of a separate study of newly hired employees performed in July through September of 2017.

**To measure harassment based on age, racial/ethnic background, religious beliefs, disability status or condition, and sexual orientation the same seven behavioral items were used: subjected to negative comments or remarks; subjected to offensive jokes; denied a potential reward or benefit; physically threatened or assaulted; excluded from social or recreational activities; ignored by others; and given more menial tasks than your job normally requires. To measure harassment based on gender (i.e., gender harassment) the following four items were used: someone treated you differently because of your sex; someone referred to people of your sex in insulting and offensive terms; someone made offensive, sexist remarks; and someone put you down or acted in a condescending way toward you because of your sex. To measure sexual harassment twelve items were used to assess three general categories of sexual harassing behaviors. The three categories were crude and offensive behavior, unwanted sexual attention, and sexual coercion (also known as quid pro quo). To measure sexual assault related behaviors five items were used to assess sexual touching, and attempted and/or completed sexual intercourse.

***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.

Definitions of specific words as used in the report: younger (individuals aged 39 and younger), older (individuals aged 50 and older), middle-aged (individuals aged 40-49), sexual minority (lesbian, gay, bisexual, transgender, other)