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.

### RESPONSE RATE

- **44.6%** response rate

### CHARACTER OF HARASSING AND/OR ASSAULT BEHAVIORS EXPERIENCED

<table>
<thead>
<tr>
<th>Description</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Younger and older employees were more likely to experience higher rates of harassment based on their age</td>
<td>20.5%</td>
</tr>
<tr>
<td>Ethnic minority employees were more likely to experience higher rates of harassment based on their racial/ethnic background</td>
<td>9.3%</td>
</tr>
<tr>
<td>Employees with a documented disability were more likely to experience higher rates of harassment based on a perceived or actual disability</td>
<td>7.1%</td>
</tr>
<tr>
<td>Sexual minority employees were more likely to experience higher rates of harassment based on their sexual orientation</td>
<td>6.1%</td>
</tr>
<tr>
<td>Women and sexual minority employees were more likely to experience higher rates of gender harassment</td>
<td>3.6%</td>
</tr>
<tr>
<td>Women and sexual minority employees were more likely to experience higher rates of sexual harassment</td>
<td>16.5%</td>
</tr>
<tr>
<td>Women, sexual minority, disabled, single or separated/widowed/divorced, and seasonal employees were more likely to experience higher rates of sexual assault related behaviors</td>
<td>8.0%</td>
</tr>
<tr>
<td>20.5% of employees experienced some form of harassment and/or assault related behaviors in the 12 months preceding the survey</td>
<td>0.74%</td>
</tr>
</tbody>
</table>
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:

- Age: 22.0%
- Race/Ethnicity: 9.5%
- Religious Beliefs: 6.2%
- Disability Status or Condition: 6.6%
- Sexual Orientation: 2.0%
- Sex/Gender Unknown: 28.8%
- Unknown: 24.8%

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

- During Work Hours: 76.3%
- At A Work Location or Site: 87.3%
- At An Indoor Location: 81.2%
- While On Travel: 9.2%

60.2% of employees indicated the experience occurred more than once.

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

- 39.9% person told took no action
- 38.7% encouraged to drop the issue
- 33.8% person(s) who did this took action against me for complaining
- 32.3% discouraged from making a complaint
- 30.4% coworkers treated me worse, avoided me, or blamed me for the problem
- 29.6% person(s) was talked to and asked to change the behavior
- 29.1% leadership punished me for bringing it up
- 29.1% rules of harassment were explained to the workplace
- 21.3% person(s) stopped the behavior
- 16.7% assessment of workplace was conducted by management
- 15.4% threatened with loss of employment
- 10.9% work station location or duties changed to help me avoid the person(s)
- 8.5% person(s) moved/reassigned to limit contact
- 4.9% investigation was conducted by a law enforcement official
- 4.8% some official career action was taken against the person(s) for the behavior

SATISFACTION WITH MAKING A COMPLAINT

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

1. Availability of information
2. Treatment by personnel handling complaint
3. Actions taken to address complaint
4. Being informed about the complaint status
5. Amount of time to address the complaint

DID NOT MAKE A COMPLAINT

- 74.7%

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%
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:

<table>
<thead>
<tr>
<th>Category</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>13.0%</td>
</tr>
<tr>
<td>Race/Ethnicity</td>
<td>8.3%</td>
</tr>
<tr>
<td>Religion</td>
<td>5.1%</td>
</tr>
<tr>
<td>Disability</td>
<td>6.0%</td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>4.6%</td>
</tr>
<tr>
<td>Sex/Gender</td>
<td>13.2%</td>
</tr>
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</table>

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:

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<thead>
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</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>18.0%</td>
</tr>
<tr>
<td>Race/Ethnicity</td>
<td>9.5%</td>
</tr>
<tr>
<td>Religion</td>
<td>6.6%</td>
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<tr>
<td>Disability</td>
<td>5.7%</td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>4.0%</td>
</tr>
<tr>
<td>Sexual Harassment***</td>
<td>13.3%</td>
</tr>
<tr>
<td>Sexual Assault</td>
<td>1.78%</td>
</tr>
</tbody>
</table>

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*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)