



Supplemental Statistical Report

U.S. Fish and Wildlife Service (FWS)

Work Environment Survey

January-March 2017

September 29, 2017



Executive Summary

This Supplemental Statistical Report documents results of the U.S. Fish and Wildlife Service (FWS) Work Environment Survey (WES), which was fielded from January 9 to March 5, 2017¹. The Executive Summary provides the key findings. The FWS 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 behaviors² experienced by employees within the FWS 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 FWS personnel employed as of December 10, 2016 (N = 8,846) during the period of January 9 to March 5 of 2017. Data from 4,017 employees were obtained by the end of the survey period, yielding a participation rate of 45.4%. Upon initial screening, a total of 3,858 completed questionnaires were available for analysis, yielding a survey response rate of 43.6%. Because not all FWS employees responded to the survey, employee population characteristics were obtained from Human Resources to derive weights to estimate population parameters for the FWS 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 FWS population, especially with regard to age, sex, racial-ethnic background, disability status, appointment type, and work schedule. Accordingly, the results of statistical analyses of these data reflect estimated population parameters for the FWS workforce.

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

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

² Each measure of harassment included questions asking employees to indicate if they experienced a harassing and assault behavior based on age, race/ethnicity, religion, disability, and sexual orientation. Separate questions were also included to assess gender harassment and sexual harassment without asking about assault behaviors pertinent to those forms of harassment. A separate set of items were used to assess sexual assault related behaviors. Accordingly, the phrase “harassing and/or assault behaviors” is used to denote instances where an employee may have experienced a particular form of harassment, an assault behavior pertinent to a specific type of harassment, or a particular sexual assault related behavior.

However, in some cases, only a small number of respondents may have answered certain sections of the survey, leaving results not reportable. A result based on small numbers can 1) lead to potential disclosure of identity, and/or 2) be statistically unstable and therefore unreliable. Accordingly, some results may be suppressed within the Executive Summary and the main body of the report. Those instances are denoted by NR, indicating that the result is Not Reportable (NR). To make appropriate inferences 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 FWS. Using the DOI results to extrapolate to the FWS is appropriate given that those results include FWS 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 31.4% of employees experienced one or more forms of harassment and/or assault related behaviors in the past 12 months. More specifically:

- 17.7% experienced harassing behaviors based on their age
- 7.7% experienced harassing behaviors based on their racial or ethnic background
- 5.4% experienced harassing behaviors based on their religious beliefs
- 5.7% experienced harassing behaviors based on a perceived or actual disability
- 2.9% experienced harassing behaviors based on their sexual orientation
- 15.5% experienced harassing behaviors based on their gender
- 6.3% experienced sexual harassment³
- 0.38% experienced sexual assault related behaviors

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

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

³ Meta-analytic results suggest that anywhere between 24%-84% of women report having experienced sexual harassment in the U.S. workplace; among private sector organizations these rates range from 24%-58%; and within governmental organizations their rates range from 31%-43% (Ilies et al., 2003). Direct comparison involving rates of harassment and/or assault behaviors to other studies and organizations must be made with due considerations to methodological (e.g., assessment approach – direct vs. indirect assessment of harassing and/or assault behaviors; sampling strategies, and weighting procedures used to estimate rates), and contextual/organizational factors (e.g., academic, private, military, and government organizations).

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

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

WHAT CONTEXTUAL FACTORS INFLUENCED SPECIFIC BEHAVIORS OR SETS OF EXPERIENCES?

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

- *What was the primary basis for the specific behavior or set of experiences?* Among employees who experienced any behavior, 23.8% indicated the experience was primarily based on their age; 9.4% indicated the experience was primarily based on their racial/ethnic background; 5.2% indicated the experience was primarily based on their religious beliefs; 6.5% indicated the experience was primarily based on their disability status or condition; 2.2% indicated the experience was primarily based on their sexual orientation; 33.2% indicated the experience was primarily based on their sex/gender;⁴ and 19.7% indicated the experience was primarily based on unknown factors.

⁴ Responses to questions involving gender and sexual harassment, and sexual assault related behaviors were assessed in reference to sex and/or gender within this section of the survey to minimize response burden and optimize survey completion.

- *When and where did the specific behavior or set of experiences occur?* Regardless of the particular behavior involved, for the majority of employees these experiences occurred during work hours (76.4%) and at a work location or site (85.6%) that was most frequently characterized as an indoor location (83.8%). Also, for the minority of these employees these experiences occurred while on travel (12.5%).
- *How often and for how long did the specific behavior or set of experiences persist?* Regardless of the particular behavior involved, for the majority of employees these experiences occurred more than once (57.8%).
- *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 (56.8%), who was typically older (42.6%), male (61.9%), and most often a peer and/or coworker (50.0%).
- *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 (85.4%).
- *Did they discuss the specific behavior or set of experiences with anyone at work?* Regardless of the particular behavior involved, most employees talked to someone at work about their experience including coworkers (50.9%) or another employee (43.6%), as well as a supervisor (33.1%) or manager (18.5%). Additionally, some employees talked with the person involved (30.8%).
- *Did they make a complaint/grievance/report⁵ 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 (79.3%); only 20.7% did.
- *What FWS 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 FWS resource was a supervisor or manager (16.6%). All other resources were used less frequently (Employee Assistance Program, Ombudsman,⁶ 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, 37.4% indicated that some action was taken. Actions focused on the organization involved explaining rules to everyone (31.7%), management conducted a review/

⁵ 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.

⁶ Ombudsman was only in existence about 1.5 months before the survey opened.

investigation or other assessment (22.1%), and an investigation was conducted by a law enforcement official (6.9%). Actions involving the person engaging in the harassing behavior included someone talking to the person (31.8%), moving or reassigning the person to avoid continuing contact (10.9%), or some official career action was taken against person(s) involved (6.5%); and in some situations, the person stopped the behavior (19.1%). Actions associated with the employee subjected to the behavior involved changing their station location or duties to help them avoid the person engaging in the harassing behaviors (9.4%). Additionally, some employees were encouraged to drop the issue (37.6%) or were discouraged from making a complaint/grievance/report (31.7%). Other employees indicated that the person engaging in the harassing behavior took action against them for complaining (32.0%); their coworker(s) treated them worse, avoided or blamed them for the problem (30.9%); and some employees indicated leadership punished them for bringing the experience up (29.2%) or they were threatened with loss of employment (14.8%).⁷

- *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 (79.3%). Employees' most frequent reasons for not making a complaint/grievance/report involved the perceived seriousness of the behavior (70.2% did not consider it serious enough to report), desire to move on or forget about the incident (54.2%), the behavior or experience stopped on its own (49.6%), skepticism about actions that would be taken (44.5% of employees did not think anything would be done), thought they would be labeled a troublemaker (37.9%), thought it might hurt their career (33.8%), or took other actions to handle the situation (31.0%).
- *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 (35.9%); resulted in arguments or damaged interpersonal relations at work (31.0%); and/or damaged other personal relationships (10.1%). 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 (15.4%), seek counseling (14.0%), or medical attention (7.0%). For some employees, these experiences had a *negative impact on their job performance*, making it harder to complete their work (34.7%), negatively affected their performance evaluation or promotion potential (23.5%), or negatively affected their performance evaluation/renewal/permanent employment (13.7%). For some employees, these experiences *negatively affected their willingness to remain a part of the organization*, leading them to request a transfer (6.9%), consider leaving FWS (31.4%), or take steps to leave the organization (13.5%).

⁷ It is worth noting that an individual who made a complaint/grievance/report may not actually be informed of the outcome of their complaint/grievance/report because personnel policies may prohibit disclosure of such information.

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

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

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

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

- Age harassment was more common where employees witnessed harassment against another employee based on their age
- Racial/ethnic harassment was more common for racial/ethnic minority employees than for non-minority employees and more common where employees witnessed harassment against another employee based on their race/ethnicity
- Religious harassment was more common where employees witnessed harassment against another employee based on their religious beliefs
- Disability harassment was more common for employees with a documented disability and more common where employees witnessed harassment against another employee based on their disability status or condition
- Sexual orientation harassment was more common where employees witnessed harassment against another employee based on their sexual orientation

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

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

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

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

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

While the magnitude of the effects were small, the pattern of associations indicated that employees who experienced harassment and/or assault behaviors were less satisfied, less engaged, and less committed to the organization than their counterparts.

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 18.6% 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:
 - 10.0% witnessed a harassment situation based on the age of the other employee
 - 6.1% 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
 - 4.7% 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
 - 11.6% 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 (72.4%). Among employees who took some action, the most frequent actions included helping the person who was subject to the behaviors (33.6%); pointing out to the person who engaged in the harassing behaviors that s/he “crossed the line” (23.3%); and telling someone in position of authority about the situation (19.8%).
- *Did employees experience any harassing and/or assault behaviors before the past 12 months while they were employed by FWS?* An estimated 30.1% of employees experienced some form of harassing and/or assault behaviors before the past 12 months while being employed at FWS. More specifically:
 - 15.8% experienced harassing behaviors based on their age
 - 8.1% experienced harassing behaviors based on their racial or ethnic background
 - 5.5% experienced harassing behaviors based on their religious beliefs
 - 5.3% experienced harassing behaviors based on a perceived or actual disability
 - 3.4% experienced harassing behaviors based on their sexual orientation
 - 11.4% experienced sexually harassing behaviors⁸
 - 0.89% experienced sexual assault related behaviors

⁸ Within this section of the survey, responses to questions involving gender and sexual harassment were presented together and a single item was used to assess gender and sexual harassment experiences in the period before the past 12 months to minimize response burden and optimize survey completion. Caution should be exercised in attempting to draw inferences about trends between rates of experience in the past 12 months and rates of experience prior to the past 12 months as these measures are not comparable.

- *What about the future use of FWS resources to make a complaint/grievance/report involving a harassing and/or assault experience?* A majority of employees indicated that they would use a supervisor or manager (80.7%) 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,⁹ 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.

⁹ Ombudsman was only in existence about 1.5 months before the survey opened.

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1 Introduction

This Supplemental Statistical Report presents in tabular form the results of the 2017 U.S. Fish and Wildlife Service (FWS) 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.

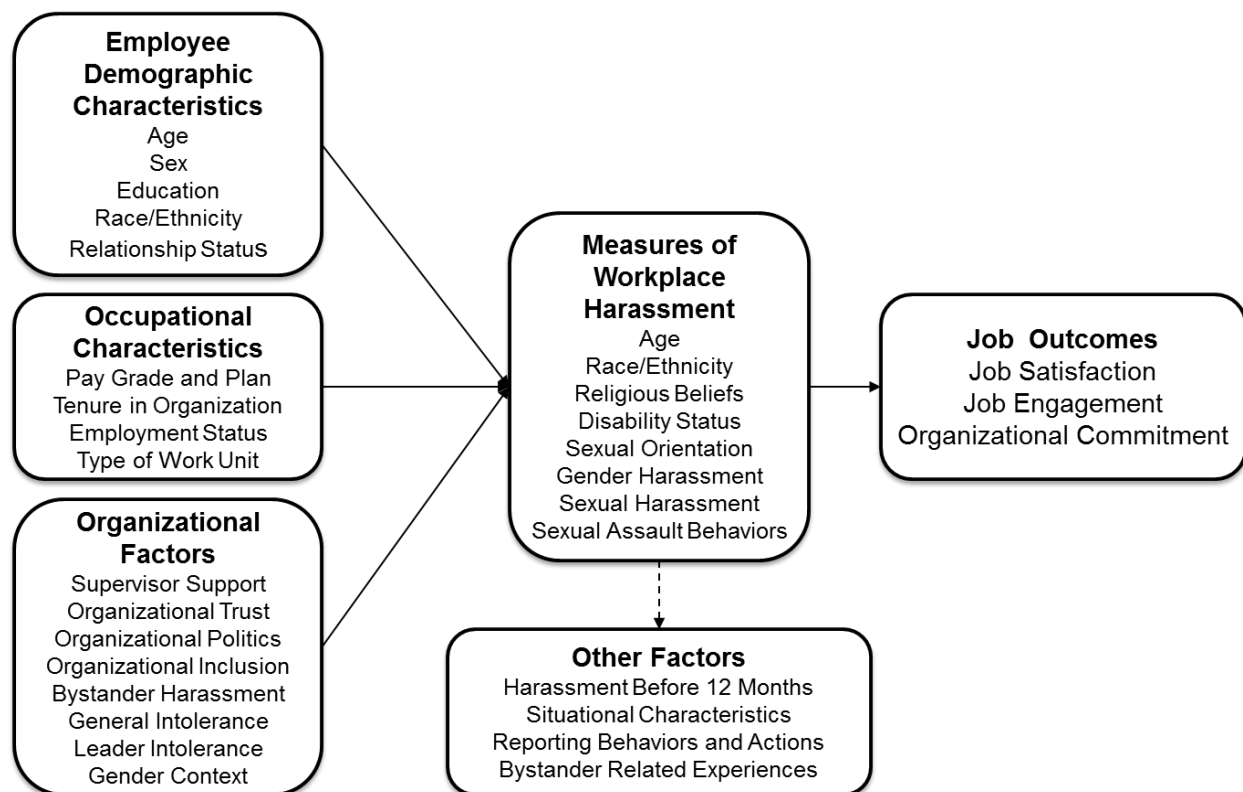


Figure 1.1 Conceptual Framework

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 FWS 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 FWS employees ($N = 8,846$) 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 4,017 questionnaires were obtained by the end of the survey period (i.e., March 5, 2017), yielding a participation rate of 45.4%. Initial screening of the data for inclusion criteria indicated a total of 3,858 completed questionnaires were available for the analysis, yielding a response rate of 43.6%.

Table 1.2 FWS – WES Response Rate

	FWS
A. Total Sample	8,846
B. Delivered Invitations/Surveys	8,839
C. Submitted Surveys	4,017
D. Participation Rate	45.4%
E. Completed Surveys	3,858
F. Response Rate	43.6%

Definition of Terms

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

Demographic characteristics for the study population were derived by weighting the survey results to estimate the FWS 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 FWS – 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	2,582	29.2%	2,579 (±85)	29.2% (±1.0)
40 or older	6,264	70.8%	6,266 (±85)	70.8% (±1.0)
Age				
25 or under	282	3.2%	283 (±34)	3.2% (±0.4)
26-29	443	5.0%	444 (±42)	5.0% (±0.5)
30-39	1,857	21.0%	1,852 (±76)	20.9% (±0.9)
40-49	2,557	28.9%	2,569 (±84)	29.0% (±1.0)
50-59	2,621	29.6%	2,619 (±85)	29.6% (±1.0)
60 or older	1,086	12.3%	1,078 (±62)	12.2% (±0.7)
Relationship Status - Collapsed				
Single	NA	NA	1,618 (±72)	18.4% (±0.8)
Partnered/Married	NA	NA	6,199 (±85)	70.4% (±1.0)
Separated/Widowed/Divorced	NA	NA	986 (±60)	11.2% (±0.7)
Relationship Status				
Single	NA	NA	1,618 (±72)	18.4% (±0.8)
Separated	NA	NA	90 (±21)	1.0% (±0.2)
Partnered	NA	NA	345 (±38)	3.9% (±0.4)
Divorced	NA	NA	804 (±55)	9.1% (±0.6)
Married	NA	NA	5,854 (±87)	66.5% (±1.0)
Widowed	NA	NA	92 (±21)	1.0% (±0.2)
Ethnicity/Race - Collapsed				
Non-Minority (Non-Hispanic White)	7,338	83.1%	7,279 (±69)	83.7% (±0.8)
Minority	1,493	16.9%	1,419 (±69)	16.3% (±0.8)
Ethnicity/Race				
Hispanic	525	5.9%	492 (±44)	5.7% (±0.5)
American Indian or Alaskan Native	208	2.4%	179 (±28)	2.1% (±0.3)

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number^a</i>	<i>Percent^a</i>
Asian	182	2.1%	124 (±24)	1.4% (±0.3)
Black/African-American	375	4.2%	236 (±32)	2.7% (±0.4)
Native Hawaiian or Other Pacific Islander	37	0.4%	30 (±13)	0.3% (±0.1)
Non-Hispanic White	7,338	83.1%	7,279 (±69)	83.7% (±0.8)
Multi-racial	166	1.9%	358 (±38)	4.1% (±0.4)
Disability				
Yes	882	10.4%	919 (±58)	10.4% (±0.7)
No	7,623	89.6%	7,891 (±58)	89.6% (±0.7)
Sex				
Men	5,332	60.3%	5,322 (±91)	60.3% (±1.0)
Women	3,514	39.7%	3,511 (±91)	39.7% (±1.0)
Gender Identity				
Male	5,332	60.3%	5,322 (±91)	60.0% (±1.0)
Female	3,514	39.7%	3,511 (±91)	39.6% (±1.0)
Transgender	NA	NA	NR	NR
Do not identify as female, male, or transgender	NA	NA	28 (±13)	0.3% (±0.1)
Transgender Description				
Transgender, male to female	NA	NA	NR	NR
Transgender, female to male	NA	NA	NR	NR
Gender non-conforming	NA	NA	NR	NR
Unsure	NA	NA	NR	NR
I prefer not to say	NA	NA	NR	NR
Sexual Orientation - Collapsed				
Heterosexual	NA	NA	8,081 (±36)	96.1% (±0.4)
Sexual Minority	NA	NA	325 (±36)	3.9% (±0.4)
Sexual Orientation				
Heterosexual or straight	NA	NA	8,081 (±51)	92.1% (±0.6)
Lesbian	NA	NA	92 (±21)	1.0% (±0.2)
Gay	NA	NA	73 (±19)	0.8% (±0.2)
Bisexual	NA	NA	120 (±23)	1.4% (±0.3)
Other	NA	NA	40 (±15)	0.5% (±0.2)
I prefer not to say	NA	NA	364 (±38)	4.2% (±0.4)

^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 FWS. Employee population data, where available, were obtained from FWS Human Resources.

Table 1.4 FWS – 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	1,214	13.9%	691 (±51)	7.8% (±0.6)
	Trade/Tech Certificate/Some College	861	9.8%	891 (±57)	10.1% (±0.6)
	AA/College Degree	3,898	44.6%	4,263 (±92)	48.3% (±1.0)
	Graduate Degree	2,772	31.7%	2,984 (±88)	33.8% (±1.0)
Appointment Type					
	Permanent	7,908	89.4%	8,061 (±54)	91.1% (±0.6)
	Term	471	5.3%	649 (±50)	7.3% (±0.6)
	Temporary	467	5.3%	141 (±25)	1.6% (±0.3)
Work Schedule					
	Seasonal	98	1.2%	130 (±24)	1.6% (±0.3)
	Non-seasonal	8,277	98.8%	7,992 (±24)	98.4% (±0.3)
Appointment Type and Work Schedule					
	Permanent-Seasonal	96	1.1%	65 (±18)	0.7% (±0.2)
	Permanent-Non-Seasonal	7,812	88.3%	7,917 (±56)	90.3% (±0.6)
	Term	471	5.3%	649 (±50)	7.4% (±0.6)
	Temporary-Seasonal	2	0.0%	65 (±18)	0.7% (±0.2)
	Temporary-Non-Seasonal	465	5.3%	76 (±19)	0.9% (±0.2)
Years of Service at Bureau or Office					
	Less than 1 year	NA	NA	706 (±52)	8.0% (±0.6)
	1 to 3 years	NA	NA	1,083 (±62)	12.3% (±0.7)
	4 to 5 years	NA	NA	595 (±48)	6.7% (±0.5)
	6 to 10 years	NA	NA	1,732 (±74)	19.6% (±0.8)
	11 to 14 years	NA	NA	984 (±59)	11.1% (±0.7)
	15 to 20 years	NA	NA	1,566 (±72)	17.7% (±0.8)
	More than 20 years	NA	NA	2,164 (±80)	24.5% (±0.9)

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number^a</i>	<i>Percent^a</i>
Pay Plan and Grade				
Wage Grade (WG) 1 - 4	50	0.6%	97 (±21)	1.1% (±0.2)
Wage Grade (WG) 5 - 8	365	4.1%	585 (±48)	6.6% (±0.5)
Wage Grade (WG) 9 - 16	251	2.8%	305 (±35)	3.5% (±0.4)
Other Wage Grade (WG)	21	0.2%	10 (±9)	0.1% (±0.1)
General Schedule (GS) 1 - 6	945	10.7%	630 (±49)	7.2% (±0.6)
General Schedule (GS) 7 - 10	1,601	18.1%	1,697 (±74)	19.3% (±0.8)
General Schedule (GS) 11 - 12	3,296	37.3%	3,233 (±89)	36.7% (±1.0)
General Schedule (GS) 13 - 15	2,161	24.4%	2,178 (±80)	24.7% (±0.9)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	26	0.3%	19 (±11)	0.2% (±0.1)
Other	130	1.5%	49 (±16)	0.6% (±0.2)
Supervisory Status - Collapsed				
Non-Supervisor	6,745	76.2%	4,875 (±91)	55.5% (±1.0)
Supervisor	2,101	23.8%	3,908 (±91)	44.5% (±1.0)
Supervisory Status				
Team Leader	40	0.5%	1,542 (±71)	17.6% (±0.8)
Supervisor	1,897	21.4%	1,553 (±71)	17.7% (±0.8)
Manager	138	1.6%	765 (±53)	8.7% (±0.6)
Senior Leader	26	0.3%	48 (±16)	0.5% (±0.2)
None of the above	6,745	76.2%	4,875 (±91)	55.5% (±1.0)
Duty Station				
Headquarters Office	NA	NA	778 (±54)	8.8% (±0.6)
Regional Office	NA	NA	1,803 (±75)	20.5% (±0.9)
Science, Research, Technical Service, or Other Administrative Center	NA	NA	555 (±46)	6.3% (±0.5)
Refuge or Other Field Location	NA	NA	5,306 (±90)	60.2% (±1.0)
100% Telework	NA	NA	92 (±21)	1.0% (±0.2)
Other (none of the above describe the environment in which I routinely accomplish my work)	NA	NA	280 (±34)	3.2% (±0.4)

^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 FWS. 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 31.4% of employees experienced one or more forms of harassment and/or assault related behaviors in the past 12 months. Additionally, an estimated 30.1% of employees experienced some form of harassing and/or assault behaviors before the past 12 months while being employed at FWS.¹⁰

¹⁰ 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 respondents an opportunity to share all experiences they have had and to give a general understanding if harassing behaviors are pervasive over time. The measures of experiences prior to the past 12 months were not intended to be used for trend analyses. The single-item measures of experiences prior to the past 12 months did not employ a behavioral experience method and are neither parallel nor equivalent in content or format. Future surveys of this population will use the same questions with a past 12-month time frame allowing for precise trend comparisons.

Table 2.1 FWS – 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	17.7%	±0.8	3.0	±0.0	3	2
Racial/Ethnic	7.7%	±0.6	2.9	±0.1	3	2
Religious	5.4%	±0.5	2.9	±0.1	3	2
Disability	5.7%	±0.5	3.2	±0.1	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 FWS – Estimated Number of Age, Racial/Ethnic, Religious, and Disability Harassment in Past 12 Months

	Estimated number	
	<i>Lower bound</i>	<i>Upper bound</i>
Age	1,500	1,641
Racial/Ethnic	637	736
Religious	435	519
Disability	457	542

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

	Percent experienced		Frequency of occurrence ^a			
	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Sexual Orientation	2.9%	±0.4	2.9	±0.1	3	2
Gender Harassment	15.5%	±0.8	3.0	±0.0	3	3
Sexual Harassment	6.3%	±0.5	2.9	±0.1	3	2
Crude and Offensive Behavior	13.1%	±0.7	2.8	±0.0	3	2
Unwanted Sexual Attention	3.4%	±0.4	2.6	±0.1	2	2
Sexual Coercion	0.5%	±0.2	3.0	±0.3	2	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 2.4 FWS – 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	226	288
Gender Harassment	1,304	1,438
Sexual Harassment	513	602
Crude and Offensive Behavior	1,102	1,227
Unwanted Sexual Attention	271	338
Sexual Coercion	30	55

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

	Percent experienced		Frequency of occurrence ^a			
	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Sexual Assault	0.38%	±0.15	2.3	±0.3	2	2
Sexual Touching	0.24%	±0.13	2.1	±0.1	2	2
Attempted Sex	0.14%	±0.10	2.6	±0.7	2	2
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 FWS – Estimated Number of Sexual Assault Related Behaviors in Past 12 Months

	Estimated number	
	<i>Lower bound</i>	<i>Upper bound</i>
Sexual Assault	24	47
Sexual Touching	14	32
Attempted Sex	7	22
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 FWS.

Table 2.7 FWS – 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	2,780	31.4%	±1.0	3.0	±0.0
Age - Collapsed					
39 or under	969	37.6%*	±1.9	3.1*	±0.0
40 or older	1,796	28.7%*	±1.1	3.0*	±0.0
Age					
A 25 or under	112	39.7%DE	±5.9	3.2BCDEF	±0.1
B 26-29	174	39.2%DE	±4.6	2.9AF	±0.1
C 30-39	683	36.8%DE	±2.2	3.1AEF	±0.0
D 40-49	692	26.9%ABCF	±1.8	3.0AF	±0.0
E 50-59	755	28.8%ABC	±1.8	3.0ACF	±0.0
F 60 or older	349	32.4%D	±2.9	2.8ABCDE	±0.0
Relationship Status - Collapsed					
A Single	650	40.2%BC	±2.4	3.0	±0.0
B Partnered/Married	1,754	28.3%AC	±1.1	3.0	±0.0
C Separated/Widowed/Divorced	338	34.3%AB	±3.0	3.0	±0.1
Relationship Status					
A Single	650	40.2%DE	±2.4	3.0BC	±0.0
B Separated	43	48.3%DE	±10.5	2.7ADEF	±0.1
C Partnered	125	36.1%E	±5.2	2.8ADEF	±0.1
D Divorced	261	32.4%AB	±3.3	3.0BC	±0.1
E Married	1,629	27.8%ABC	±1.2	3.0BC	±0.0
F Widowed	34	37.3%	±10.5	3.1BC	±0.2
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	2,165	29.7%*	±1.1	3.0*	±0.0
Minority	531	37.4%*	±2.6	3.0*	±0.0
Ethnicity/Race					
A Hispanic	157	31.9%B	±4.3	2.9BD	±0.1
B American Indian or Alaskan Native	101	56.3%ADFG	±7.4	2.8ADFG	±0.1
C Asian	56	45.2%F	±8.9	2.9DG	±0.1
D Black/African-American	76	32.1%B	±6.3	3.8ABCFG	±0.1
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	2,165	29.7%BC	±1.1	3.0BD	±0.0
G Multi racial	132	36.8%B	±5.1	3.1BCD	±0.1

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Disability					
Yes	358	39.0% *	±3.2	3.1*	±0.0
No	2,390	30.3% *	±1.0	3.0*	±0.0
Sex					
Men	1,316	24.7% *	±1.2	2.9*	±0.0
Women	1,449	41.3% *	±1.6	3.0*	±0.0
Gender Identity					
A Male	1,316	24.7%B	±1.2	2.9B	±0.0
B Female	1,449	41.3%A	±1.6	3.0A	±0.0
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	NR	NR	NR	NR	NR
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	2,393	29.6% *	±1.0	3.0*	±0.0
Sexual Minority	192	59.0% *	±5.5	2.9*	±0.1
Sexual Orientation					
A Heterosexual or straight	2,393	29.6%BCDEF	±1.0	3.0BCDE	±0.0
B Lesbian	52	56.6%A	±10.5	3.2ACDEF	±0.1
C Gay	50	68.1%AF	±11.7	2.8AB	±0.1
D Bisexual	66	55.3%AF	±9.1	2.8AB	±0.1
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	24	58.8%A	±16.2	2.7AB	±0.2
F I prefer not to say	149	40.8%ACD	±5.2	2.9B	±0.1
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	158	22.9%CD	±3.3	3.1D	±0.1
B Trade/Tech Certificate/Some College	246	27.6%D	±3.0	3.1D	±0.1
C AA/College Degree	1,232	28.9%AD	±1.4	3.0D	±0.0
D Graduate Degree	1,118	37.5%ABC	±1.8	2.9ABC	±0.0
Appointment Type					
A Permanent	2,513	31.2%	±1.0	3.0B	±0.0
B Term	225	34.6%	±3.8	3.1A	±0.1
C Temporary	42	29.9%	±8.2	3.2	±0.2

	Experience rate		Frequency of occurrence ^a		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Work Schedule					
Seasonal	64	49.1% *	±8.6	3.5*	±0.1
Non-seasonal	2,480	31.0% *	±1.0	3.0*	±0.0
Appointment Type and Work Schedule					
A Permanent-Seasonal	36	55.6%BCE	±12.5	3.6BCE	±0.2
B Permanent-Non-Seasonal	2,466	31.1%A	±1.0	3.0AC	±0.0
C Term	225	34.6%A	±3.8	3.1AB	±0.1
D Temporary-Seasonal	28	42.5%E	±12.6	3.2	±0.2
E Temporary-Non-Seasonal	14	19.1%AD	±10.7	2.9A	±0.3
Years of Service at Bureau or Office					
A Less than 1 year	174	24.7%BCDF	±3.3	3.2CDEFG	±0.1
B 1 to 3 years	345	31.8%A	±2.8	3.1CEFG	±0.1
C 4 to 5 years	202	34.0%AE	±3.9	2.9AB	±0.1
D 6 to 10 years	610	35.2%AEG	±2.3	3.0AEG	±0.0
E 11 to 14 years	258	26.3%CDF	±2.8	2.9ABD	±0.1
F 15 to 20 years	508	32.4%AE	±2.4	2.9AB	±0.0
G More than 20 years	660	30.5%D	±2.0	2.9ABD	±0.0
Pay Plan and Grade - Collapsed					
A Junior Grade	193	26.6%BC	±3.3	3.3BC	±0.1
B Middle Grade	837	32.3%A	±1.8	3.0AC	±0.0
C Senior Grade	1,703	31.5%A	±1.3	2.9AB	±0.0
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	1,593	32.7% *	±1.3	3.0*	±0.0
Supervisor	1,142	29.2% *	±1.4	2.9*	±0.0
Supervisory Status					
A Team Leader	492	31.9%	±2.4	3.0CD	±0.0
B Supervisor	432	27.8%E	±2.3	2.9CDE	±0.0
C Manager	212	27.7%	±3.3	2.6ABE	±0.1
D Senior Leader	7	14.9%	±13.7	2.3ABE	±0.2
E None of the above	1,593	32.7%B	±1.3	3.0BCD	±0.0

^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 FWS.

Table 2.8 FWS – 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	1,569	17.7%	±0.8	3.0	±0.0
Age - Collapsed					
39 or under	550	21.4%*	±1.6	3.1*	±0.1
40 or older	1,011	16.1%*	±0.9	3.0*	±0.0
Age					
A 25 or under	86	30.8%CDE	±5.7	3.5BCDEF	±0.2
B 26-29	130	29.2%CDE	±4.4	3.2ACDEF	±0.1
C 30-39	334	18.1%ABDF	±1.8	2.9AB	±0.1
D 40-49	270	10.5%ABCEF	±1.2	3.0AB	±0.1
E 50-59	468	17.9%ABDF	±1.5	3.0AB	±0.1
F 60 or older	273	25.3%CDE	±2.7	2.9AB	±0.1
Relationship Status - Collapsed					
A Single	352	21.8%B	±2.1	3.1B	±0.1
B Partnered/Married	1,006	16.2%A	±0.9	3.0AC	±0.0
C Separated/Widowed/Divorced	191	19.3%	±2.6	3.1B	±0.1
Relationship Status					
A Single	352	21.8%E	±2.1	3.1C	±0.1
B Separated	24	27.0%	±10.3	3.0	±0.2
C Partnered	59	17.1%F	±4.4	2.6ADE	±0.1
D Divorced	138	17.2%F	±2.8	3.1C	±0.1
E Married	947	16.2%AF	±1.0	3.0C	±0.0
F Widowed	29	30.9%CDE	±10.3	3.1	±0.3
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	1,229	16.9%*	±0.9	3.0*	±0.0
Minority	292	20.6%*	±2.2	3.1*	±0.1

		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	56	11.4%BCFG	±3.1	2.7BDG	±0.2
B	American Indian or Alaskan Native	74	41.6%ADFG	±7.4	3.2ADF	±0.2
C	Asian	37	29.8%ADF	±8.7	3.0D	±0.1
D	Black/African-American	37	15.6%BC	±5.2	3.9ABCFG	±0.3
E	Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F	Non-Hispanic White	1,229	16.9%ABC	±0.9	3.0BD	±0.0
G	Multi racial	80	22.4%AB	±4.6	3.2AD	±0.1
Disability						
	Yes	213	23.1%*	±2.8	3.2*	±0.1
	No	1,341	17.0%*	±0.8	3.0*	±0.0
Sex						
	Men	831	15.6%*	±1.0	3.0*	±0.0
	Women	728	20.8%*	±1.4	3.1*	±0.1
Gender Identity						
A	Male	831	15.6%B	±1.0	3.0B	±0.0
B	Female	728	20.8%A	±1.4	3.1A	±0.1
C	Transgender	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description						
A	Transgender, male to female	NR	NR	NR	NR	NR
B	Transgender, female to male	NR	NR	NR	NR	NR
C	Gender non-conforming	NR	NR	NR	NR	NR
D	Unsure	--	--	--	--	--
E	I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed						
	Heterosexual	1,357	16.8%*	±0.8	3.0*	±0.0
	Sexual Minority	104	32.5%*	±5.3	3.2*	±0.2
Sexual Orientation						
A	Heterosexual or straight	1,357	16.8%CDF	±0.8	3.0D	±0.0
B	Lesbian	22	24.8%C	±10.1	3.0	±0.2
C	Gay	31	42.8%ABF	±11.8	3.0	±0.3
D	Bisexual	38	32.0%A	±9.1	3.4A	±0.3
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	13	32.8%	±16.5	3.2	±0.4
F	I prefer not to say	87	23.9%AC	±4.7	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>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	113	16.3%D	±3.0	3.3CD	±0.2
B	Trade/Tech Certificate/Some College	145	16.3%D	±2.6	3.3CD	±0.1
C	AA/College Degree	678	15.9%D	±1.1	3.0AB	±0.1
D	Graduate Degree	628	21.1%ABC	±1.5	2.9AB	±0.1
Appointment Type						
A	Permanent	1,427	17.7%	±0.8	3.0B	±0.0
B	Term	111	17.2%	±3.1	3.3A	±0.1
C	Temporary	31	21.8%	±7.7	2.9	±0.3
Work Schedule						
	Seasonal	38	29.0%*	±8.5	3.5*	±0.3
	Non-seasonal	1,411	17.7%*	±0.9	3.0*	±0.0
Appointment Type and Work Schedule						
A	Permanent-Seasonal	17	25.6%	±12.3	4.0BCDE	±0.3
B	Permanent-Non-Seasonal	1,402	17.7%D	±0.9	3.0AC	±0.0
C	Term	111	17.2%D	±3.1	3.3AB	±0.1
D	Temporary-Seasonal	21	32.5%BCE	±12.6	3.0A	±0.3
E	Temporary-Non-Seasonal	10	12.7%D	±9.8	2.8A	±0.6
Years of Service at Bureau or Office						
A	Less than 1 year	106	15.0%	±2.8	3.3CDEFG	±0.2
B	1 to 3 years	215	19.9%E	±2.5	3.2CDFG	±0.1
C	4 to 5 years	100	16.8%	±3.2	2.8AB	±0.1
D	6 to 10 years	301	17.4%	±1.9	3.0AB	±0.1
E	11 to 14 years	133	13.6%BG	±2.3	3.0A	±0.1
F	15 to 20 years	282	18.0%	±2.0	2.9AB	±0.1
G	More than 20 years	425	19.7%E	±1.7	3.0AB	±0.1
Pay Plan and Grade - Collapsed						
A	Junior Grade	107	14.7%	±2.8	3.3C	±0.1
B	Middle Grade	484	18.8%	±1.6	3.2C	±0.1
C	Senior Grade	955	17.6%	±1.0	2.9AB	±0.0
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	926	19.0%*	±1.1	3.1*	±0.0
	Supervisor	628	16.1%*	±1.2	2.9*	±0.1

	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	297	19.3%B	±2.0	2.9CE	±0.1
B Supervisor	208	13.4%AE	±1.8	3.0C	±0.1
C Manager	122	15.9%	±2.8	2.5ABE	±0.1
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	926	19.0%B	±1.1	3.1AC	±0.0

^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 FWS – Estimated Rate of Age Harassment in the Past 12 Months, by Current Work Location

	Age harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	1,569	17.71%	±0.81
A Headquarters Office	147	18.89%	±2.91
B Regional Office	340	18.85%	±1.87
C Science, Research, Technical Service, or Other Administrative Center	99	17.91%	±3.43
D Refuge or Other Field Location	896	16.91%	±1.03
E 100% Telework	8	9.13%F	±8.04
F Other (none of the above describe the environment in which I routinely accomplish my work)	64	22.99%E	±5.32

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 FWS.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	1,278	15.8%	±0.8

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

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	9	0.7%	±0.7
Wage Grade (WG) 5-8	107	8.4%	±1.7
Wage Grade (WG) 9-16	30	2.3%	±1.0
Other Wage Grade (WG)	NR	NR	NR
General Schedule (GS) 1-6	206	16.1%	±2.1
General Schedule (GS) 7-10	332	26.1%	±2.5
General Schedule (GS) 11-12	403	31.7%	±2.6
General Schedule (GS) 13-15	176	13.8%	±2.0
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	9	0.7%	±0.6

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 FWS.

Table 2.12 FWS – 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	685	7.7%	±0.6	2.9	±0.1
Age - Collapsed					
39 or under	220	8.5%	±1.1	2.9	±0.1
40 or older	458	7.3%	±0.7	3.0	±0.1
Age					
A 25 or under	34	11.9%DF	±4.3	3.1B	±0.3
B 26-29	40	9.1%	±3.1	2.4ACDE	±0.1
C 30-39	146	7.9%	±1.3	3.0BF	±0.1
D 40-49	177	6.9%A	±1.0	3.1BF	±0.1
E 50-59	217	8.3%	±1.1	3.0BF	±0.1
F 60 or older	63	5.9%A	±1.6	2.6CDE	±0.2
Relationship Status - Collapsed					
A Single	151	9.3%B	±1.5	2.9	±0.1
B Partnered/Married	425	6.9%AC	±0.7	3.0	±0.1
C Separated/Widowed/Divorced	97	9.9%B	±2.0	2.8	±0.2
Relationship Status					
A Single	151	9.3%E	±1.5	2.9F	±0.1
B Separated	12	13.8%	±9.0	2.4F	±0.2
C Partnered	29	8.4%	±3.5	2.7F	±0.3
D Divorced	69	8.6%	±2.2	2.7EF	±0.1
E Married	397	6.8%AF	±0.7	3.0DF	±0.1
F Widowed	15	16.5%E	±9.2	3.6ABCDE	±0.5
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	352	4.8%*	±0.5	2.8*	±0.1
Minority	293	20.7%*	±2.2	3.1*	±0.1

		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	83	16.9%BDFG	±3.6	3.1BD	±0.2
B	American Indian or Alaskan Native	84	47.1%ACDFG	±7.4	2.5ADF	±0.1
C	Asian	29	23.4%BFG	±8.4	2.9D	±0.1
D	Black/African-American	57	24.0%ABFG	±5.9	3.9ABCFG	±0.2
E	Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F	Non-Hispanic White	352	4.8%ABCDG	±0.5	2.8BD	±0.1
G	Multi racial	39	10.8%ABCDF	±3.7	2.7D	±0.2
Disability						
	Yes	93	10.2%*	±2.1	3.0	±0.2
	No	581	7.4%*	±0.6	2.9	±0.1
Sex						
	Men	407	7.7%	±0.7	2.8*	±0.1
	Women	276	7.9%	±0.9	3.1*	±0.1
Gender Identity						
A	Male	407	7.7%	±0.7	2.8B	±0.1
B	Female	276	7.9%	±0.9	3.1A	±0.1
C	Transgender	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description						
A	Transgender, male to female	NR	NR	NR	NR	NR
B	Transgender, female to male	NR	NR	NR	NR	NR
C	Gender non-conforming	NR	NR	NR	NR	NR
D	Unsure	--	--	--	--	--
E	I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed						
	Heterosexual	562	7.0%*	±0.6	3.0*	±0.1
	Sexual Minority	54	16.8%*	±4.5	2.5*	±0.2
Sexual Orientation						
A	Heterosexual or straight	562	7.0%DF	±0.6	3.0C	±0.1
B	Lesbian	14	15.2%	±9.2	3.3C	±0.5
C	Gay	11	14.5%	±10.3	2.1ABF	±0.1
D	Bisexual	26	21.3%A	±8.4	2.5	±0.2
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F	I prefer not to say	52	14.4%A	±4.0	2.9C	±0.2

		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	89	12.9%BCD	±2.7	3.3BCD	±0.2
B	Trade/Tech Certificate/Some College	72	8.1%A	±2.0	2.8A	±0.1
C	AA/College Degree	310	7.3%A	±0.8	2.9A	±0.1
D	Graduate Degree	212	7.1%A	±1.0	2.8A	±0.1
Appointment Type						
A	Permanent	630	7.8%	±0.6	3.0B	±0.1
B	Term	52	8.0%	±2.4	2.6A	±0.1
C	Temporary	NR	NR	NR	NR	NR
Work Schedule						
	Seasonal	8	6.4%	±5.8	2.9	±0.5
	Non-seasonal	624	7.8%	±0.6	3.0	±0.1
Appointment Type and Work Schedule						
A	Permanent-Seasonal	7	10.4%	±10.4	2.7	±0.4
B	Permanent-Non-Seasonal	622	7.9%	±0.6	3.0C	±0.1
C	Term	52	8.0%	±2.4	2.6B	±0.1
D	Temporary-Seasonal	NR	NR	NR	NR	NR
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	43	6.1%	±2.0	2.6B	±0.2
B	1 to 3 years	81	7.5%	±1.7	3.4ADEFG	±0.2
C	4 to 5 years	40	6.7%	±2.3	3.1	±0.2
D	6 to 10 years	157	9.1%	±1.5	2.9B	±0.1
E	11 to 14 years	73	7.5%	±1.8	2.9B	±0.2
F	15 to 20 years	107	6.9%	±1.4	2.9B	±0.1
G	More than 20 years	180	8.3%	±1.2	2.8B	±0.1
Pay Plan and Grade - Collapsed						
A	Junior Grade	49	6.7%	±2.1	2.7B	±0.2
B	Middle Grade	212	8.2%	±1.1	3.2AC	±0.1
C	Senior Grade	411	7.6%	±0.7	2.8B	±0.1
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	408	8.4%*	±0.8	3.1*	±0.1
	Supervisor	263	6.7%*	±0.8	2.7*	±0.1

	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	110	7.2%	±1.4	2.8E	±0.1
B Supervisor	93	6.0%E	±1.3	2.7E	±0.1
C Manager	55	7.3%	±2.1	2.6E	±0.1
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	408	8.4%B	±0.8	3.1ABC	±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.

Table 2.13 FWS – 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	685	7.74%	±0.58
A Headquarters Office	67	8.65%E	±2.20
B Regional Office	192	10.70%CDE	±1.52
C Science, Research, Technical Service, or Other Administrative Center	24	4.32%BF	±2.06
D Refuge or Other Field Location	358	6.76%BF	±0.71
E 100% Telework	0	0.00%ABF	NA
F Other (none of the above describe the environment in which I routinely accomplish my work)	35	12.32%CDE	±4.42

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

2.2.2 Prior to Past 12 Months

Table 2.14 presents the experience rate of employees who experienced racial/ethnic harassment prior to the past 12 months. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in FWS.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	659	8.1%	±0.6
Ethnicity/Race			
Non-Minority	332	5.0%*	±0.5
Minority	292	23.4%*	±2.4
Ethnicity/Race			
A Hispanic	85	19.6%BDF	±4.0
B American Indian or Alaskan Native	63	35.9%AFG	±7.5
C Asian	26	26.9%FG	±9.8
D Black/African-American	69	34.9%AFG	±6.9
E Native Hawaiian or Other Pacific Islander	NR	NR	NR
F Non-Hispanic White	332	5.0%ABCDG	±0.5
G Multi-racial	46	14.7%BCDF	±4.4

* 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 FWS – Estimated Pay Plan or Grade at Which Racial/Ethnic Harassment First Occurred

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	NR	NR	NR
Wage Grade (WG) 5-8	50	7.6%	±2.3
Wage Grade (WG) 9-16	13	2.0%	±1.4
Other Wage Grade (WG)	0	0.0%	NA
General Schedule (GS) 1-6	72	10.9%	±2.6
General Schedule (GS) 7-10	209	31.8%	±3.7
General Schedule (GS) 11-12	215	32.7%	±3.7
General Schedule (GS) 13-15	90	13.6%	±2.8
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	7	1.1%	±1.2

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 FWS.

Table 2.16 FWS – 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	475	5.4%	±0.5	2.9	±0.1
Age - Collapsed					
39 or under	156	6.1%	±1.0	3.0	±0.1
40 or older	315	5.0%	±0.6	2.9	±0.1
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	14	3.2% ^C	±2.1	2.7	±0.2
C 30-39	141	7.6% ^{BDE}	±1.3	3.0 ^F	±0.1
D 40-49	122	4.7% ^C	±0.9	3.0 ^F	±0.1
E 50-59	136	5.2% ^C	±0.9	3.0 ^F	±0.1
F 60 or older	57	5.3%	±1.5	2.6 ^{CDE}	±0.1
Relationship Status - Collapsed					
A Single	85	5.2%	±1.2	2.9	±0.2
B Partnered/Married	333	5.4%	±0.6	2.9	±0.1
C Separated/Widowed/Divorced	55	5.6%	±1.6	3.0	±0.2
Relationship Status					
A Single	85	5.2%	±1.2	2.9 ^F	±0.2
B Separated	NR	NR	NR	NR	NR
C Partnered	15	4.3%	±2.8	2.7 ^F	±0.3
D Divorced	42	5.2%	±1.8	2.7 ^F	±0.2
E Married	318	5.4%	±0.6	2.9 ^F	±0.1
F Widowed	9	10.2%	±8.2	3.9 ^{ACDE}	±0.5
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	343	4.7% [*]	±0.5	2.9	±0.1
Minority	114	8.0% [*]	±1.5	2.9	±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	38	7.7%B	±2.7	2.8D	±0.2
B	American Indian or Alaskan Native	27	15.4%ACDEF	±6.1	2.3DFG	±0.1
C	Asian	7	5.3%B	±5.7	2.2DG	±0.2
D	Black/African-American	7	3.2%B	±3.2	4.5ABCFG	±0.8
E	Native Hawaiian or Other Pacific Islander	0	0.0%B	NA	NA	NA
F	Non-Hispanic White	343	4.7%B	±0.5	2.9BD	±0.1
G	Multi racial	35	9.7%DF	±3.5	3.2BCD	±0.3
Disability						
	Yes	67	7.4%*	±1.9	2.9	±0.2
	No	396	5.0%*	±0.5	2.9	±0.1
Sex						
	Men	280	5.3%	±0.6	2.9*	±0.1
	Women	191	5.4%	±0.8	3.0*	±0.1
Gender Identity						
A	Male	280	5.3%	±0.6	2.9	±0.1
B	Female	191	5.4%	±0.8	3.0	±0.1
C	Transgender	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description						
A	Transgender, male to female	NR	NR	NR	NR	NR
B	Transgender, female to male	NR	NR	NR	NR	NR
C	Gender non-conforming	NR	NR	NR	NR	NR
D	Unsure	--	--	--	--	--
E	I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed						
	Heterosexual	414	5.1%	±0.5	2.9*	±0.1
	Sexual Minority	19	5.7%	±3.1	3.4*	±0.4
Sexual Orientation						
A	Heterosexual or straight	414	5.1%	±0.5	2.9	±0.1
B	Lesbian	NR	NR	NR	NR	NR
C	Gay	NR	NR	NR	NR	NR
D	Bisexual	6	5.3%	±5.9	2.9	±0.5
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	6	15.4%	±15.4	2.0	±0.0
F	I prefer not to say	26	7.3%	±3.2	2.5	±0.1

		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	25	3.6%D	±1.7	2.0BCD	±0.0
B	Trade/Tech Certificate/Some College	44	5.0%	±1.6	2.7AC	±0.2
C	AA/College Degree	209	4.9%	±0.7	3.1ABD	±0.1
D	Graduate Degree	186	6.2%A	±0.9	2.8AC	±0.1
Appointment Type						
A	Permanent	433	5.4%	±0.5	3.0B	±0.1
B	Term	41	6.3%	±2.2	2.6A	±0.2
C	Temporary	NR	NR	NR	NR	NR
Work Schedule						
	Seasonal	15	11.2%*	±6.8	2.8	±0.3
	Non-seasonal	419	5.3%*	±0.5	3.0	±0.1
Appointment Type and Work Schedule						
A	Permanent-Seasonal	15	22.3%BCD	±12.0	2.8	±0.3
B	Permanent-Non-Seasonal	417	5.3%A	±0.5	3.0C	±0.1
C	Term	41	6.3%A	±2.2	2.6B	±0.2
D	Temporary-Seasonal	0	0.0%A	NA	NA	NA
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	17	2.5%DEF	±1.4	2.8	±0.2
B	1 to 3 years	38	3.5%D	±1.3	3.0	±0.3
C	4 to 5 years	28	4.7%	±2.0	2.5DG	±0.2
D	6 to 10 years	122	7.1%AB	±1.3	3.1CE	±0.2
E	11 to 14 years	57	5.8%A	±1.7	2.6DG	±0.1
F	15 to 20 years	91	5.8%A	±1.3	2.8	±0.1
G	More than 20 years	110	5.1%	±1.0	3.1CE	±0.2
Pay Plan and Grade - Collapsed						
A	Junior Grade	36	4.9%	±1.8	3.1B	±0.3
B	Middle Grade	132	5.1%	±0.9	2.4AC	±0.1
C	Senior Grade	290	5.4%	±0.6	3.1B	±0.1
D	Executive Grade	0	0.0%	NA	NA	NA
Supervisory Status - Collapsed						
	Non-Supervisor	279	5.7%*	±0.7	2.8*	±0.1
	Supervisor	182	4.7%*	±0.7	3.1*	±0.1

	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	89	5.8%	±1.3	3.4BCE	±0.2
B Supervisor	62	4.0%	±1.1	2.8A	±0.1
C Manager	30	3.9%	±1.6	2.8A	±0.2
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	279	5.7%	±0.7	2.8A	±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.

Table 2.17 FWS – 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	475	5.37%	±0.49
A Headquarters Office	44	5.69%	±1.87
B Regional Office	85	4.75%	±1.09
C Science, Research, Technical Service, or Other Administrative Center	30	5.50%	±2.25
D Refuge or Other Field Location	293	5.53%	±0.65
E 100% Telework	NR	NR	NR
F Other (none of the above describe the environment in which I routinely accomplish my work)	14	5.19%	±3.34

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 FWS.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	443	5.5%	±0.5

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	0	0.0%	NA
Wage Grade (WG) 5-8	37	8.3%	±3.0
Wage Grade (WG) 9-16	12	2.8%	±2.0
Other Wage Grade (WG)	0	0.0%	NA
General Schedule (GS) 1-6	58	13.2%	±3.5
General Schedule (GS) 7-10	111	25.2%	±4.3
General Schedule (GS) 11-12	172	38.8%	±4.6
General Schedule (GS) 13-15	49	11.1%	±3.3
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 FWS.

Table 2.20 FWS – 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	498	5.7%	±0.5	3.2	±0.1
Age - Collapsed					
39 or under	118	4.6%*	±0.9	2.9*	±0.1
40 or older	377	6.1%*	±0.6	3.2*	±0.1
Age					
A 25 or under	6	2.3%F	±2.6	2.0	±0.0
B 26-29	21	4.7%	±2.4	2.5DE	±0.2
C 30-39	91	5.0%F	±1.1	3.1D	±0.1
D 40-49	138	5.4%F	±1.0	3.4BCF	±0.1
E 50-59	152	5.9%	±1.0	3.3BF	±0.1
F 60 or older	87	8.2%ACD	±1.8	2.8DE	±0.1
Relationship Status - Collapsed					
A Single	125	7.8%B	±1.4	3.1	±0.1
B Partnered/Married	280	4.6%AC	±0.6	3.2	±0.1
C Separated/Widowed/Divorced	87	8.8%B	±1.9	3.2	±0.2
Relationship Status					
A Single	125	7.8%BCEF	±1.4	3.1B	±0.1
B Separated	16	17.8%ACDE	±9.5	2.3ADEF	±0.2
C Partnered	12	3.4%ABF	±2.6	2.6F	±0.2
D Divorced	53	6.7%BF	±2.0	3.2B	±0.2
E Married	269	4.6%ABF	±0.6	3.2B	±0.1
F Widowed	18	19.0%ACDE	±9.5	3.6BC	±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 - Collapsed					
Non-Minority (Non-Hispanic White)	380	5.3%*	±0.5	3.2	±0.1
Minority	111	7.9%*	±1.5	3.0	±0.1
Ethnicity/Race					
A Hispanic	24	4.9%B	±2.3	3.0D	±0.2
B American Indian or Alaskan Native	25	14.0%AF	±6.0	2.4CDF	±0.2
C Asian	8	6.2%	±6.0	3.3B	±0.3
D Black/African-American	22	9.4%	±4.5	3.7ABFG	±0.3
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	380	5.3%B	±0.5	3.2BD	±0.1
G Multi racial	32	8.9%	±3.5	2.9D	±0.2
Disability					
Yes	220	23.9%*	±2.9	3.3*	±0.1
No	274	3.5%*	±0.4	3.0*	±0.1
Sex					
Men	255	4.8%*	±0.6	3.0*	±0.1
Women	239	6.9%*	±0.9	3.3*	±0.1
Gender Identity					
A Male	255	4.8%B	±0.6	3.0B	±0.1
B Female	239	6.9%A	±0.9	3.3A	±0.1
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	NR	NR	NR	NR	NR
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	432	5.4%*	±0.5	3.2	±0.1
Sexual Minority	27	8.3%*	±3.6	3.0	±0.4

		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	432	5.4%F	±0.5	3.2BCD	±0.1
B	Lesbian	8	8.7%	±8.0	2.3AC	±0.3
C	Gay	6	8.5%	±9.2	4.5ABDF	±0.8
D	Bisexual	9	7.3%	±6.4	2.0AC	±0.0
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F	I prefer not to say	35	9.8%A	±3.6	2.8C	±0.2
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	37	5.4%	±2.0	2.9	±0.2
B	Trade/Tech Certificate/Some College	44	5.0%	±1.7	3.2	±0.2
C	AA/College Degree	256	6.1%	±0.8	3.2	±0.1
D	Graduate Degree	158	5.4%	±0.9	3.2	±0.1
Appointment Type						
A	Permanent	459	5.8%C	±0.5	3.2B	±0.1
B	Term	38	6.0%C	±2.1	2.7A	±0.1
C	Temporary	0	0.0%AB	NA	NA	NA
Work Schedule						
	Seasonal	9	6.8%	±5.9	3.2	±0.4
	Non-seasonal	449	5.7%	±0.5	3.2	±0.1
Appointment Type and Work Schedule						
A	Permanent-Seasonal	9	13.6%DE	±11.0	3.2	±0.4
B	Permanent-Non-Seasonal	449	5.7%	±0.5	3.2C	±0.1
C	Term	38	6.0%	±2.1	2.7B	±0.1
D	Temporary-Seasonal	0	0.0%A	NA	NA	NA
E	Temporary-Non-Seasonal	0	0.0%A	NA	NA	NA
Years of Service at Bureau or Office						
A	Less than 1 year	23	3.2%G	±1.6	3.1	±0.4
B	1 to 3 years	64	6.0%	±1.6	2.6CDEFG	±0.1
C	4 to 5 years	31	5.4%	±2.1	3.2B	±0.3
D	6 to 10 years	99	5.8%	±1.2	3.3B	±0.2
E	11 to 14 years	58	6.0%	±1.7	3.1BF	±0.2
F	15 to 20 years	76	4.9%	±1.2	3.5BEG	±0.2
G	More than 20 years	144	6.8%A	±1.1	3.1BF	±0.1

	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	46	6.4%	±2.0	3.3	±0.2
B Middle Grade	148	5.8%	±1.0	3.2	±0.1
C Senior Grade	295	5.5%	±0.6	3.1	±0.1
D Executive Grade	0	0.0%	NA	NA	NA
Supervisory Status - Collapsed					
Non-Supervisor	343	7.1%*	±0.8	3.2	±0.1
Supervisor	149	3.9%*	±0.7	3.1	±0.1
Supervisory Status					
A Team Leader	81	5.3%B	±1.2	3.1C	±0.1
B Supervisor	44	2.9%AE	±1.0	3.3C	±0.3
C Manager	24	3.2%E	±1.5	2.5ABE	±0.2
D Senior Leader	0	0.0%	NA	NA	NA
E None of the above	343	7.1%BC	±0.8	3.2C	±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.

Table 2.21 FWS – 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	498	5.68%	±0.50
A Headquarters Office	43	5.63%	±1.89
B Regional Office	131	7.31%D	±1.30
C Science, Research, Technical Service, or Other Administrative Center	42	7.61%	±2.54
D Refuge or Other Field Location	258	4.92%B	±0.62
E 100% Telework	6	6.37%	±7.41
F Other (none of the above describe the environment in which I routinely accomplish my work)	10	3.69%	±3.01

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 FWS.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	430	5.3%	±0.5

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

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	6	1.3%	±1.7
Wage Grade (WG) 5-8	45	10.5%	±3.3
Wage Grade (WG) 9-16	14	3.4%	±2.2
Other Wage Grade (WG)	0	0.0%	NA
General Schedule (GS) 1-6	69	16.1%	±3.8
General Schedule (GS) 7-10	98	23.0%	±4.3
General Schedule (GS) 11-12	138	32.4%	±4.6
General Schedule (GS) 13-15	54	12.7%	±3.5
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	NR	NR	NR

2.5 Sexual Orientation Harassment

2.5.1 Past 12 Months

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

Table 2.24 FWS – 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	255	2.9%	±0.4	2.9	±0.1
Age - Collapsed					
39 or under	91	3.5%*	±0.8	3.0	±0.2
40 or older	163	2.6%*	±0.4	2.9	±0.1
Age					
A 25 or under	17	6.2%CEF	±3.5	2.5C	±0.2
B 26-29	21	4.8%F	±2.4	2.6C	±0.2
C 30-39	52	2.8%A	±0.9	3.3ABDF	±0.2
D 40-49	87	3.4%F	±0.8	2.8C	±0.1
E 50-59	60	2.3%A	±0.7	3.0	±0.2
F 60 or older	17	1.6%ABD	±1.0	2.7C	±0.3
Relationship Status - Collapsed					
A Single	93	5.8%BC	±1.3	3.0C	±0.2
B Partnered/Married	131	2.1%A	±0.4	3.0C	±0.1
C Separated/Widowed/Divorced	28	2.8%A	±1.2	2.5AB	±0.2
Relationship Status					
A Single	93	5.8%CDE	±1.3	3.0F	±0.2
B Separated	NR	NR	NR	NR	NR
C Partnered	45	13.1%ADE	±4.0	2.8	±0.1
D Divorced	14	1.8%ACF	±1.2	2.7	±0.3
E Married	86	1.5%ACF	±0.3	3.1F	±0.2
F Widowed	10	10.8%DE	±8.3	2.2AE	±0.2
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	174	2.4%*	±0.4	2.9	±0.1
Minority	72	5.1%*	±1.3	2.9	±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	16	3.4%B	±2.1	2.7G	±0.1
B	American Indian or Alaskan Native	22	12.6%ADEFG	±5.8	2.8G	±0.3
C	Asian	NR	NR	NR	NR	NR
D	Black/African-American	11	4.5%B	±3.6	2.4G	±0.3
E	Native Hawaiian or Other Pacific Islander	0	0.0%B	NA	NA	NA
F	Non-Hispanic White	174	2.4%BG	±0.4	2.9G	±0.1
G	Multi racial	19	5.3%BF	±2.9	3.5ABDF	±0.5
Disability						
	Yes	25	2.8%	±1.3	3.0	±0.2
	No	227	2.9%	±0.4	2.9	±0.1
Sex						
	Men	106	2.0%*	±0.4	2.7*	±0.1
	Women	147	4.2%*	±0.7	3.1*	±0.1
Gender Identity						
A	Male	106	2.0%B	±0.4	2.7B	±0.1
B	Female	147	4.2%A	±0.7	3.1A	±0.1
C	Transgender	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description						
A	Transgender, male to female	NR	NR	NR	NR	NR
B	Transgender, female to male	NR	NR	NR	NR	NR
C	Gender non-conforming	NR	NR	NR	NR	NR
D	Unsure	--	--	--	--	--
E	I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed						
	Heterosexual	131	1.6%*	±0.3	3.1*	±0.1
	Sexual Minority	102	31.5%*	±5.3	2.8*	±0.1
Sexual Orientation						
A	Heterosexual or straight	131	1.6%BCDF	±0.3	3.1CDF	±0.1
B	Lesbian	33	36.1%ACDF	±10.5	3.2CDF	±0.3
C	Gay	39	54.8%ABDF	±11.9	2.5AB	±0.1
D	Bisexual	27	22.8%ABCF	±8.5	2.5AB	±0.1
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F	I prefer not to say	19	5.2%ABCD	±2.8	2.6AB	±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	12	1.7%	±1.3	3.7BCD	±0.2
B	Trade/Tech Certificate/Some College	27	3.1%	±1.4	2.6AC	±0.2
C	AA/College Degree	134	3.2%	±0.6	3.0AB	±0.1
D	Graduate Degree	80	2.7%	±0.7	2.8A	±0.1
Appointment Type						
A	Permanent	238	3.0%	±0.4	2.9	±0.1
B	Term	18	2.8%	±1.6	2.8	±0.4
C	Temporary	0	0.0%	NA	NA	NA
Work Schedule						
	Seasonal	NR	NR	NR	NR	NR
	Non-seasonal	233	2.9%	±0.4	3.0	±0.1
Appointment Type and Work Schedule						
A	Permanent-Seasonal	NR	NR	NR	NR	NR
B	Permanent-Non-Seasonal	233	3.0%	±0.4	3.0	±0.1
C	Term	18	2.8%	±1.6	2.8	±0.4
D	Temporary-Seasonal	0	0.0%	NA	NA	NA
E	Temporary-Non-Seasonal	0	0.0%	NA	NA	NA
Years of Service at Bureau or Office						
A	Less than 1 year	9	1.3%B	±1.2	2.0BD	±0.0
B	1 to 3 years	44	4.1%A	±1.4	3.3ACG	±0.3
C	4 to 5 years	13	2.2%	±1.6	2.5BD	±0.2
D	6 to 10 years	61	3.6%	±1.0	3.2ACG	±0.2
E	11 to 14 years	30	3.1%	±1.3	3.0	±0.2
F	15 to 20 years	50	3.2%	±1.0	2.8	±0.1
G	More than 20 years	47	2.2%	±0.7	2.5BD	±0.1
Pay Plan and Grade - Collapsed						
A	Junior Grade	18	2.5%	±1.4	2.7	±0.3
B	Middle Grade	72	2.8%	±0.7	2.8	±0.1
C	Senior Grade	166	3.1%	±0.5	3.0	±0.1
D	Executive Grade	0	0.0%	NA	NA	NA
Supervisory Status - Collapsed						
	Non-Supervisor	156	3.2%	±0.5	3.0	±0.1
	Supervisor	99	2.6%	±0.5	2.9	±0.1

	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	50	3.2%	±1.0	3.0C	±0.2
B Supervisor	35	2.3%	±0.9	2.9	±0.2
C Manager	15	2.0%	±1.3	2.4AE	±0.2
D Senior Leader	0	0.0%	NA	NA	NA
E None of the above	156	3.2%	±0.5	3.0C	±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.

Table 2.25 FWS – 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	255	2.90%	±0.37
A Headquarters Office	24	3.17%	±1.51
B Regional Office	49	2.75%	±0.87
C Science, Research, Technical Service, or Other Administrative Center	17	3.04%	±1.81
D Refuge or Other Field Location	156	2.95%	±0.49
E 100% Telework	NR	NR	NR
F Other (none of the above describe the environment in which I routinely accomplish my work)	6	2.08%	±2.54

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 FWS.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	270	3.4%	±0.4

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

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	NR	NR	NR
Wage Grade (WG) 5-8	18	6.8%	±3.7
Wage Grade (WG) 9-16	8	2.9%	±2.9
Other Wage Grade (WG)	0	0.0%	NA
General Schedule (GS) 1-6	46	17.1%	±5.0
General Schedule (GS) 7-10	61	22.8%	±5.4
General Schedule (GS) 11-12	100	37.1%	±6.0
General Schedule (GS) 13-15	34	12.4%	±4.5
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	0	0.0%	NA

2.6 Sexual Harassment

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

The sexual harassment scale included items reflecting crude and offensive behavior, unwanted sexual attention (commonly referred to as hostile environment forms of sexual harassment), and sexual coercion. Therefore, we were able to further examine the overall breadth of sexual harassment by these different types of sexually harassing behaviors and depict this information in the sections below.

2.6.1 Past 12 Months

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

Table 2.28 FWS – 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	556	6.3%	±0.5	2.9	±0.1
Age - Collapsed					
39 or under	203	7.9%*	±1.1	3.1*	±0.1
40 or older	347	5.6%*	±0.6	2.8*	±0.1
Age					
A 25 or under	16	5.8%	±3.4	3.1	±0.3
B 26-29	48	10.9%DEF	±3.3	2.9C	±0.2
C 30-39	139	7.5%EF	±1.3	3.2BDEF	±0.1
D 40-49	185	7.2%BEF	±1.1	2.9CE	±0.1
E 50-59	125	4.8%BCD	±0.9	2.7CD	±0.1
F 60 or older	37	3.5%BCD	±1.3	2.7C	±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	149	9.2%B	±1.5	2.9	±0.1
B Partnered/Married	318	5.1%AC	±0.6	3.0C	±0.1
C Separated/Widowed/Divorced	80	8.1%B	±1.9	2.7B	±0.1
Relationship Status					
A Single	149	9.2%E	±1.5	2.9E	±0.1
B Separated	NR	NR	NR	NR	NR
C Partnered	42	12.2%E	±3.9	2.6E	±0.1
D Divorced	67	8.3%E	±2.1	2.8E	±0.1
E Married	276	4.7%ACD	±0.6	3.1ACDF	±0.1
F Widowed	8	8.7%	±7.9	2.3E	±0.2
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	423	5.8%*	±0.6	2.9	±0.1
Minority	115	8.1%*	±1.5	2.9	±0.1
Ethnicity/Race					
A Hispanic	30	6.1%	±2.5	2.8D	±0.2
B American Indian or Alaskan Native	18	10.0%	±5.4	2.4DFG	±0.2
C Asian	16	12.9%F	±7.2	2.5DG	±0.2
D Black/African-American	13	5.7%	±3.8	4.7ABCFG	±0.4
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	423	5.8%CG	±0.6	2.9BD	±0.1
G Multi racial	36	10.1%F	±3.6	3.1BCD	±0.2
Disability					
Yes	66	7.2%	±1.9	2.7*	±0.1
No	486	6.2%	±0.6	2.9*	±0.1
Sex					
Men	170	3.2%*	±0.5	3.0*	±0.1
Women	385	11.0%*	±1.1	2.9*	±0.1
Gender Identity					
A Male	170	3.2%B	±0.5	3.0	±0.1
B Female	385	11.0%A	±1.1	2.9	±0.1
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	0	0.0%	NA	NA	NA

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Transgender Description					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	NR	NR	NR	NR	NR
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	478	5.9%*	±0.5	2.9*	±0.1
Sexual Minority	43	13.2%*	±4.2	2.7*	±0.1
Sexual Orientation					
A Heterosexual or straight	478	5.9%BD	±0.5	2.9D	±0.1
B Lesbian	17	18.3%AF	±9.4	3.1D	±0.2
C Gay	NR	NR	NR	NR	NR
D Bisexual	20	16.7%AF	±7.9	2.4AB	±0.2
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	33	8.9%BD	±3.4	2.7	±0.1
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	43	6.3%	±2.1	2.7C	±0.2
B Trade/Tech Certificate/Some College	30	3.4%CD	±1.4	3.0	±0.2
C AA/College Degree	261	6.1%B	±0.8	3.0AD	±0.1
D Graduate Degree	215	7.2%B	±1.0	2.8C	±0.1
Appointment Type					
A Permanent	501	6.2%C	±0.5	2.9*	±0.1
B Term	55	8.5%C	±2.4	3.1*	±0.2
C Temporary	0	0.0%AB	NA	NA	NA
Work Schedule					
Seasonal	8	6.0%	±5.7	4.4*	±0.4
Non-seasonal	491	6.1%	±0.5	2.8*	±0.1
Appointment Type and Work Schedule					
A Permanent-Seasonal	8	12.0%DE	±10.7	4.4BC	±0.4
B Permanent-Non-Seasonal	491	6.2%	±0.6	2.8AC	±0.1
C Term	55	8.5%E	±2.4	3.1AB	±0.2
D Temporary-Seasonal	0	0.0%A	NA	NA	NA
E Temporary-Non-Seasonal	0	0.0%AC	NA	NA	NA

	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	44	6.2%	±2.0	3.1FG	±0.2
B 1 to 3 years	61	5.6%	±1.5	3.1FG	±0.2
C 4 to 5 years	35	6.0%	±2.2	3.0	±0.2
D 6 to 10 years	136	7.9%G	±1.4	3.1FG	±0.1
E 11 to 14 years	53	5.4%	±1.6	2.8	±0.1
F 15 to 20 years	115	7.3%	±1.4	2.7ABD	±0.1
G More than 20 years	109	5.1%D	±1.0	2.7ABD	±0.1
Pay Plan and Grade - Collapsed					
A Junior Grade	35	4.8%	±1.8	3.3BC	±0.3
B Middle Grade	189	7.3%	±1.1	2.9A	±0.1
C Senior Grade	321	6.0%	±0.7	2.9A	±0.1
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	335	6.9%*	±0.7	2.9	±0.1
Supervisor	212	5.4%*	±0.8	2.9	±0.1
Supervisory Status					
A Team Leader	80	5.2%	±1.2	3.1BC	±0.1
B Supervisor	95	6.1%	±1.3	2.8A	±0.1
C Manager	36	4.7%	±1.8	2.6A	±0.2
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	335	6.9%	±0.7	2.9	±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.

Table 2.29 FWS – 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		556	6.28%	±0.53
A	Headquarters Office	42	5.46%	±1.84
B	Regional Office	130	7.23%	±1.29
C	Science, Research, Technical Service, or Other Administrative Center	27	4.80%	±2.13
D	Refuge or Other Field Location	331	6.24%	±0.68
E	100% Telework	NR	NR	NR
F	Other (none of the above describe the environment in which I routinely accomplish my work)	18	6.29%	±3.54

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 FWS.

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

		Experience rate		
		<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall		922	11.4%	±0.7
Sex				
	Men	206	4.2%*	±0.6
	Women	716	22.2%*	±1.5

* Indicates a statistically significant difference between the two groups.

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

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	NR	NR	NR
Wage Grade (WG) 5-8	73	4.8%	±1.2
Wage Grade (WG) 9-16	31	2.0%	±0.8
Other Wage Grade (WG)	0	0.0%	NA
General Schedule (GS) 1-6	302	19.6%	±2.1
General Schedule (GS) 7-10	490	31.9%	±2.4
General Schedule (GS) 11-12	475	30.9%	±2.4
General Schedule (GS) 13-15	155	10.1%	±1.6
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	7	0.5%	±0.5

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 FWS. 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 FWS – 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	1,163	13.1%	±0.7	2.8	±0.0	3	2
Sex							
Men	516	9.7%*	±0.8	2.8	±0.1	3	2
Women	641	18.3%*	±1.3	2.8	±0.1	3	2
Gender Identity							
A Male	516	9.7%B	±0.8	2.8	±0.1	3	2
B Female	641	18.3%A	±1.3	2.8	±0.1	3	2
C Transgender	NR	NR	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	990	12.3%*	±0.7	2.8*	±0.0	3	2
Sexual Minority	88	26.9%*	±5.1	2.6*	±0.1	2	2
Sexual Orientation							
A Heterosexual or straight	990	12.3%BDEF	±0.7	2.8	±0.0	3	2
B Lesbian	29	31.5%ACF	±10.4	2.9	±0.2	3	3
C Gay	12	15.8%B	±10.5	2.5	±0.2	3	3
D Bisexual	35	28.9%A	±8.9	2.5	±0.2	2	2
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	12	30.4%A	±16.4	2.2	±0.2	2	2
F I prefer not to say	71	19.4%AB	±4.4	2.8	±0.1	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. * 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 FWS – Estimated Experience Rate of Crude and Offensive Behavior in the Past 12 Months, by Current Work Location

		Crude and offensive behavior		
		<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall		1,163	13.12%	±0.72
A	Headquarters Office	109	14.00%	±2.63
B	Regional Office	244	13.51%	±1.66
C	Science, Research, Technical Service, or Other Administrative Center	64	11.57%	±2.95
D	Refuge or Other Field Location	677	12.76%	±0.93
E	100% Telework	5	5.57% ^F	±7.21
F	Other (none of the above describe the environment in which I routinely accomplish my work)	49	17.50% ^E	±4.93

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 FWS. 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 FWS – 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	303	3.4%	±0.4	2.6	±0.1	2	2
Sex							
Men	95	1.8%*	±0.4	2.6	±0.1	2	2
Women	206	5.9%*	±0.8	2.6	±0.1	2	2
Gender Identity							
A Male	95	1.8%B	±0.4	2.6	±0.1	2	2
B Female	206	5.9%A	±0.8	2.6	±0.1	2	2
C Transgender	NR	NR	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	245	3.0%*	±0.4	2.6	±0.1	2	2
Sexual Minority	31	9.6%*	±3.7	2.6	±0.3	2	2
Sexual Orientation							
A Heterosexual or straight	245	3.0%BCDF	±0.4	2.6	±0.1	2	2
B Lesbian	10	10.4%A	±8.3	3.0	±0.4	3	3
C Gay	9	12.2%A	±9.9	2.9	±0.5	3	2
D Bisexual	12	9.9%A	±6.9	2.1	±0.1	2	2
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR	NR	NR
F I prefer not to say	27	7.5%A	±3.2	2.2	±0.1	2	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 2.35 FWS – 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		303	3.42%	±0.40
A	Headquarters Office	38	4.84%	±1.76
B	Regional Office	64	3.54%	±0.96
C	Science, Research, Technical Service, or Other Administrative Center	16	2.80%	±1.76
D	Refuge or Other Field Location	161	3.03%	±0.50
E	100% Telework	NR	NR	NR
F	Other (none of the above describe the environment in which I routinely accomplish my work)	15	5.53%	±3.41

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 FWS. 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 FWS – 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	40	0.5%	±0.2	3.0	±0.3	2	2
Sex							
Men	8	0.1%*	±0.1	2.8	±0.2	3	3
Women	33	0.9%*	±0.4	3.0	±0.4	2	2
Gender Identity							
A Male	8	0.1%B	±0.1	2.8	±0.2	3	3
B Female	33	0.9%A	±0.4	3.0	±0.4	2	2
C Transgender	NR	NR	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	0	0.0%	NA	NA	NA	NA	NA
Sexual Orientation - Collapsed							
Heterosexual	28	0.4%	±0.2	3.2	±0.4	3	2
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
A Heterosexual or straight	28	0.4%F	±0.2	3.2F	±0.4	3	2
B Lesbian	NR	NR	NR	NR	NR	NR	NR
C Gay	0	0.0%	NA	NA	NA	NA	NA
D Bisexual	NR	NR	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	0	0.0%	NA	NA	NA	NA	NA
F I prefer not to say	7	1.9%A	±2.1	2.1A	±0.2	2	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 2.37 FWS – 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		40	0.46%	±0.16
A	Headquarters Office	8	1.01%	±1.01
B	Regional Office	5	0.30%	±0.40
C	Science, Research, Technical Service, or Other Administrative Center	NR	NR	NR
D	Refuge or Other Field Location	16	0.30%	±0.19
E	100% Telework	NR	NR	NR
F	Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

2.10 Gender Harassment

Table 2.38 and Table 2.39 present the experience rate of employees who experienced gender harassment within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in FWS. 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 FWS – 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	1,370	15.5%	±0.8	3.0	±0.0
Age - Collapsed					
39 or under	549	21.3%*	±1.6	3.1*	±0.1
40 or older	814	13.0%*	±0.9	2.9*	±0.0
Age					
A 25 or under	85	30.1%BCDEF	±5.6	3.1F	±0.1
B 26-29	81	18.2%AEF	±3.9	3.0F	±0.2
C 30-39	383	20.7%ADEF	±1.9	3.1F	±0.1
D 40-49	373	14.5%ACF	±1.4	2.9F	±0.1
E 50-59	333	12.7%ABC	±1.3	2.9F	±0.1
F 60 or older	107	9.9%ABCD	±1.9	2.7ABCDE	±0.1
Relationship Status - Collapsed					
A Single	371	23.0%BC	±2.1	3.1B	±0.1
B Partnered/Married	798	12.9%AC	±0.9	2.9A	±0.0
C Separated/Widowed/Divorced	176	17.9%AB	±2.5	3.0	±0.1
Relationship Status					
A Single	371	23.0%DE	±2.1	3.1EF	±0.1
B Separated	14	15.3%	±9.2	3.1	±0.2
C Partnered	85	24.7%E	±4.8	3.1F	±0.1
D Divorced	148	18.4%AE	±2.8	3.1F	±0.1
E Married	713	12.2%ACD	±0.9	2.9A	±0.0
F Widowed	15	15.9%	±9.1	2.4ACD	±0.2
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	1,138	15.6%	±0.9	3.0	±0.0
Minority	193	13.6%	±1.9	3.0	±0.1

		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	60	12.1%	±3.2	3.2D	±0.2
B	American Indian or Alaskan Native	30	16.9%	±6.3	2.9	±0.2
C	Asian	20	16.3%	±7.7	3.1D	±0.3
D	Black/African-American	19	7.9%F	±4.2	2.5ACFG	±0.2
E	Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F	Non-Hispanic White	1,138	15.6%D	±0.9	3.0D	±0.0
G	Multi racial	61	17.1%	±4.3	3.2D	±0.2
Disability						
	Yes	137	14.9%	±2.5	3.2*	±0.1
	No	1,218	15.4%	±0.8	3.0*	±0.0
Sex						
	Men	338	6.3%*	±0.7	2.8*	±0.1
	Women	1,027	29.3%*	±1.5	3.0*	±0.0
Gender Identity						
A	Male	338	6.3%B	±0.7	2.8B	±0.1
B	Female	1,027	29.3%A	±1.5	3.0A	±0.0
C	Transgender	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description						
A	Transgender, male to female	NR	NR	NR	NR	NR
B	Transgender, female to male	NR	NR	NR	NR	NR
C	Gender non-conforming	NR	NR	NR	NR	NR
D	Unsure	--	--	--	--	--
E	I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed						
	Heterosexual	1,149	14.2%*	±0.8	3.0	±0.0
	Sexual Minority	127	39.1%*	±5.4	3.0	±0.1
Sexual Orientation						
A	Heterosexual or straight	1,149	14.2%BDE	±0.8	3.0B	±0.0
B	Lesbian	46	49.6%ACF	±10.3	3.3ACDE	±0.2
C	Gay	14	19.7%BD	±11.0	2.4BF	±0.2
D	Bisexual	54	45.4%ACF	±9.1	2.8B	±0.1
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	13	31.7%A	±16.5	2.6B	±0.2
F	I prefer not to say	72	19.8%BD	±4.4	3.1C	±0.1

		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	36	5.2%BCD	±1.9	2.8B	±0.2
B	Trade/Tech Certificate/Some College	95	10.7%ACD	±2.2	3.2AD	±0.1
C	AA/College Degree	634	14.9%ABD	±1.1	3.0	±0.1
D	Graduate Degree	593	19.9%ABC	±1.5	2.9B	±0.1
Appointment Type						
A	Permanent	1,216	15.1%B	±0.8	2.9BC	±0.0
B	Term	126	19.4%A	±3.2	3.3A	±0.1
C	Temporary	28	19.8%	±7.5	3.3A	±0.2
Work Schedule						
	Seasonal	37	28.3%*	±8.4	3.5*	±0.2
	Non-seasonal	1,202	15.0%*	±0.8	2.9*	±0.0
Appointment Type and Work Schedule						
A	Permanent-Seasonal	14	21.3%	±11.9	3.7BC	±0.2
B	Permanent-Non-Seasonal	1,197	15.1%CD	±0.8	2.9ACD	±0.0
C	Term	126	19.4%BD	±3.2	3.3AB	±0.1
D	Temporary-Seasonal	23	35.3%BC	±12.6	3.4B	±0.2
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	89	12.6%DF	±2.7	3.5BCDEFG	±0.1
B	1 to 3 years	190	17.6%G	±2.4	3.0AE	±0.1
C	4 to 5 years	107	18.1%G	±3.3	2.9A	±0.1
D	6 to 10 years	314	18.2%AEG	±1.9	3.0A	±0.1
E	11 to 14 years	127	13.0%DF	±2.3	2.8ABF	±0.1
F	15 to 20 years	280	17.9%AEG	±2.0	3.0AEG	±0.1
G	More than 20 years	254	11.8%BCDF	±1.4	2.8AF	±0.1
Pay Plan and Grade - Collapsed						
A	Junior Grade	112	15.3%	±2.8	3.4BC	±0.1
B	Middle Grade	380	14.7%	±1.4	3.0A	±0.1
C	Senior Grade	859	15.9%	±1.0	2.9A	±0.0
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	782	16.1%	±1.1	3.0	±0.0
	Supervisor	571	14.6%	±1.1	3.0	±0.1

	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	242	15.7%	±1.9	3.0C	±0.1
B Supervisor	233	15.0%	±1.9	3.0C	±0.1
C Manager	95	12.4%	±2.5	2.8ABE	±0.1
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	782	16.1%	±1.1	3.0C	±0.0

^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 FWS – Estimated Experience Rate of Gender Harassment in the Past 12 Months, by Current Work Location

	Gender harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	1,370	15.46%	±0.77
A Headquarters Office	135	17.30%	±2.83
B Regional Office	290	16.06%	±1.77
C Science, Research, Technical Service, or Other Administrative Center	86	15.45%	±3.26
D Refuge or Other Field Location	791	14.91%	±0.98
E 100% Telework	NR	NR	NR
F Other (none of the above describe the environment in which I routinely accomplish my work)	49	17.51%	±4.95

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

2.11 Sexual Assault Related Behaviors

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

2.11.1 Past 12 Months

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

Table 2.40 FWS – 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	34	0.38%	±0.15	2.3	±0.3
Age - Collapsed					
39 or under	8	0.32%	±0.31	2.0	±0.0
40 or older	26	0.41%	±0.19	2.4	±0.4
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	0	0.00%	NA	NA	NA
C 30-39	7	0.36%	±0.41	2.0	±0.0
D 40-49	10	0.38%	±0.33	2.2	±0.2
E 50-59	11	0.43%	±0.34	2.1	±0.1
F 60 or older	NR	NR	NR	NR	NR
Relationship Status - Collapsed					
A Single	11	0.68%BC	±0.55	2.1	±0.2
B Partnered/Married	9	0.14%AC	±0.13	2.0	±0.0
C Separated/Widowed/Divorced	14	1.43%AB	±0.97	2.6	±0.6

		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	11	0.68%DE	±0.55	2.1	±0.2
B	Separated	0	0.00%	NA	NA	NA
C	Partnered	0	0.00%D	NA	NA	NA
D	Divorced	12	1.55%ACE	±1.13	2.7	±0.7
E	Married	9	0.15%AD	±0.14	2.0	±0.0
F	Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed						
	Non-Minority (Non-Hispanic White)	27	0.38%	±0.17	2.4	±0.3
	Minority	6	0.45%	±0.52	2.0	±0.0
Ethnicity/Race						
A	Hispanic	NR	NR	NR	NR	NR
B	American Indian or Alaskan Native	NR	NR	NR	NR	NR
C	Asian	0	0.00%	NA	NA	NA
D	Black/African-American	0	0.00%	NA	NA	NA
E	Native Hawaiian or Other Pacific Islander	0	0.00%	NA	NA	NA
F	Non-Hispanic White	27	0.38%	±0.17	2.4	±0.3
G	Multi racial	0	0.00%	NA	NA	NA
Disability						
	Yes	8	0.87%*	±0.86	2.2	±0.2
	No	26	0.33%*	±0.15	2.3	±0.4
Sex						
	Men	9	0.18%*	±0.16	2.8*	±1.0
	Women	24	0.70%*	±0.34	2.1*	±0.1
Gender Identity						
A	Male	9	0.18%B	±0.16	2.8	±1.0
B	Female	24	0.70%A	±0.34	2.1	±0.1
C	Transgender	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	0	0.00%	NA	NA	NA
Transgender Description						
A	Transgender, male to female	NR	NR	NR	NR	NR
B	Transgender, female to male	NR	NR	NR	NR	NR
C	Gender non-conforming	NR	NR	NR	NR	NR
D	Unsure	--	--	--	--	--
E	I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed						
	Heterosexual	31	0.38%	±0.16	2.3	±0.3
	Sexual 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>
Sexual Orientation						
A	Heterosexual or straight	31	0.38%	±0.16	2.3	±0.3
B	Lesbian	0	0.00%	NA	NA	NA
C	Gay	0	0.00%	NA	NA	NA
D	Bisexual	NR	NR	NR	NR	NR
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	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	NR	NR	NR	NR	NR
B	Trade/Tech Certificate/Some College	7	0.74%	±0.85	2.9	±1.1
C	AA/College Degree	10	0.23%	±0.20	2.0	±0.0
D	Graduate Degree	13	0.43%	±0.31	2.2	±0.2
Appointment Type						
A	Permanent	31	0.39%	±0.16	2.3	±0.3
B	Term	NR	NR	NR	NR	NR
C	Temporary	0	0.00%	NA	NA	NA
Work Schedule						
	Seasonal	0	0.00%	NA	NA	NA
	Non-seasonal	31	0.39%	±0.16	2.3	±0.3
Appointment Type and Work Schedule						
A	Permanent-Seasonal	0	0.00%	NA	NA	NA
B	Permanent-Non-Seasonal	31	0.40%	±0.17	2.3	±0.3
C	Term	NR	NR	NR	NR	NR
D	Temporary-Seasonal	0	0.00%	NA	NA	NA
E	Temporary-Non-Seasonal	0	0.00%	NA	NA	NA
Years of Service at Bureau or Office						
A	Less than 1 year	0	0.00%	NA	NA	NA
B	1 to 3 years	NR	NR	NR	NR	NR
C	4 to 5 years	0	0.00%	NA	NA	NA
D	6 to 10 years	9	0.54%	±0.48	2.0	±0.0
E	11 to 14 years	7	0.72%	±0.78	3.3	±1.5
F	15 to 20 years	6	0.39%	±0.47	2.2	±0.2
G	More than 20 years	7	0.35%	±0.36	2.2	±0.3

	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	12	0.46%	±0.35	2.5	±0.6
C Senior Grade	22	0.40%	±0.21	2.1	±0.1
D Executive Grade	0	0.00%	NA	NA	NA
Supervisory Status - Collapsed					
Non-Supervisor	21	0.44%	±0.23	2.1*	±0.1
Supervisor	13	0.32%	±0.24	2.9*	±0.9
Supervisory Status					
A Team Leader	7	0.45%	±0.49	2.2	±0.3
B Supervisor	NR	NR	NR	NR	NR
C Manager	NR	NR	NR	NR	NR
D Senior Leader	0	0.00%	NA	NA	NA
E None of the above	21	0.44%	±0.23	2.1	±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.

Table 2.41 FWS – Estimated Experience Rate of Sexual Assault Related Behaviors Prior to Past 12 Months, by Current Work Location

		Sexual assault		
		<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall		34	0.38%	±0.15
A	Headquarters Office	6	0.82%	±0.96
B	Regional Office	10	0.58%	±0.48
C	Science, Research, Technical Service, or Other Administrative Center	NR	NR	NR
D	Refuge or Other Field Location	12	0.23%	±0.17
E	100% Telework	0	0.00%	NA
F	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 FWS.

Table 2.42 FWS – 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	72	0.89%	±0.23
Sex			
Men	18	0.36%*	±0.22
Women	54	1.68%*	±0.51

* Indicates a statistically significant difference between the two groups.

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

Table 2.423 FWS – Estimated Pay Plan or Grade at Which Sexual Assault Related Behaviors First Occurred

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	NR	NR	NR
Wage Grade (WG) 5-8	7	9.97%	±9.65
Wage Grade (WG) 9-16	0	0.00%	NA
Other Wage Grade (WG)	0	0.00%	NA
General Schedule (GS) 1-6	19	25.98%	±11.61
General Schedule (GS) 7-10	18	25.03%	±11.55
General Schedule (GS) 11-12	23	31.42%	±11.86
General Schedule (GS) 13-15	NR	NR	NR
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.00%	NA
Other	0	0.00%	NA

2.12 Sexual Assault Related Behaviors Experienced

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

Table 2.44 FWS – Estimated Experience Rate of Sexual Assault Related Behaviors in the Past 12 Months, by Sex and Type of Behavior Experienced

	Type of sexual assault behavior experienced		
	<i>Sexual touching</i>	<i>Attempted sex</i>	<i>Completed sex</i>
U.S. Fish and Wildlife Service	0.24% (± 0.13)	0.14% (± 0.10)	0.00% (NA)
Men	NR	NR	0.00% (NA)
Women	0.47% (± 0.29)	0.23% (± 0.23)	0.00% (NA)

3 One Behavior or Experience with the Greatest Effect

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

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

Table 3.1 FWS – 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	649	23.8%	±1.6
Your race or ethnicity	257	9.4%	±1.2
Your religious beliefs	142	5.2%	±0.9
Your disability status or condition	177	6.5%	±1.0
Your sexual orientation	60	2.2%	±0.6
Your sex/gender	907	33.2%	±1.8
Unknown	539	19.7%	±1.5

The results shown in Section 3 represent the estimated subset of FWS 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 FWS 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, 23.8% indicated the one behavior or experience that had the greatest effect on them was based on their age. Table 3.2 presents characteristics of the one behavior or experience of age harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in FWS.

Table 3.2 FWS – 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	495	77.7%	±3.4
Most of it occurred during work hours; some off work hours	53	8.3%	±2.4
Some of it occurred during work hours; most off work hours	49	7.7%	±2.3
None of it occurred during work hours; all off work hours	40	6.3%	±2.2
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	69	10.8%	±2.6
No	575	89.2%	±2.6
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	535	84.8%	±3.0
At a work-sponsored social event	12	1.9%	±1.4
At a non-work sponsored social event where coworkers were present	36	5.6%	±2.1
At a permanent bureau/office supplied housing location, if applicable	5	0.8%	±1.1
At a location outside the office/site	43	6.8%	±2.3
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)	467	87.3%	±3.1
At an indoor location (shop or maintenance area)	27	5.1%	±2.2
At an outdoor location (e.g., field site) that did not require an overnight stay	35	6.5%	±2.4
At an outdoor location (e.g., field site) that required an overnight stay	6	1.1%	±1.3
Q38 How often did the specific type of behavior or experience occur?			
Once	277	43.2%	±3.9
Once a month or less	286	44.7%	±3.9
2-4 times a month	49	7.7%	±2.3
Every few days	16	2.6%	±1.6
Every day	11	1.8%	±1.4
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	366	58.4%	±3.9
A week	14	2.2%	±1.5
A month	16	2.6%	±1.6
A few months	81	12.9%	±2.9
A year or more	150	24.0%	±3.5

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	327	51.4%	±3.9
More than one person	310	48.6%	±3.9
Q41 Was/were the person(s) who did this to you?			
Male	280	45.4%	±4.0
Female	124	20.0%	±3.4
Both males and females	213	34.6%	±3.9
Q42 Was/were the person(s) who did this to you?			
Younger	267	42.0%	±3.9
About my age	51	8.0%	±2.4
Older	250	39.3%	±3.9
Some were younger, older, and/or about my age	42	6.6%	±2.2
Do not know	27	4.2%	±1.9
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	346	53.3%	±3.9
Subordinate(s) or someone you supervise/manage	64	9.9%	±2.6
Your Team lead(s) (current or former)	96	14.8%	±3.0
Another Team lead(s) (current or former)	56	8.7%	±2.4
Your Supervisor(s) (current or former)	142	21.8%	±3.4
Another Supervisor(s) (current or former)	88	13.5%	±2.9
Your Manager(s) (current or former)	67	10.2%	±2.6
Another Manager(s) (current or former)	59	9.1%	±2.5
Another federal employee	46	7.1%	±2.3
A contractor	16	2.5%	±1.5
A concessioner	0	0.0%	NA
A partner	38	5.9%	±2.1
A visitor	11	1.7%	±1.3
Other	24	3.6%	±1.8
Do not know	16	2.4%	±1.5
None selected	19	2.9%	±1.6
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	89	14.1%	±2.9
Yes, I had to or still have to interact with this/these person(s)	541	85.9%	±2.9

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 FWS.

Table 3.3 FWS – 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	35	5.5%	±2.1
No	583	92.4%	±2.3
Don't Know	13	2.1%	±1.5
b. Did you take steps to leave your organization?			
Yes	75	12.1%	±2.8
No	539	86.1%	±2.9
Don't Know	11	1.8%	±1.4
c. Did it make it harder to complete your work or do your job?			
Yes	193	30.6%	±3.7
No	401	63.5%	±3.8
Don't Know	37	5.9%	±2.1
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	157	27.5%	±3.8
No	345	60.3%	±4.1
Don't Know	69	12.2%	±3.0
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	7	10.4%	±10.2
No	37	54.5%	±12.2
Don't Know	24	35.1%	±12.4
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	162	25.7%	±3.6
No	424	67.2%	±3.8
Don't Know	45	7.1%	±2.3
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	204	32.0%	±3.7
No	379	59.5%	±3.9
Don't Know	54	8.5%	±2.4
h. Did it damage other personal relationships?			
Yes	54	8.6%	±2.5
No	548	87.0%	±2.9
Don't Know	28	4.4%	±1.9

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	86	13.6%	±2.9
No	526	83.4%	±3.1
Don't Know	19	3.0%	±1.7
j. Did you seek any type of medical attention?			
Yes	21	3.4%	±1.7
No	586	93.3%	±2.2
Don't Know	21	3.3%	±1.7
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	48	7.7%	±2.4
No	562	89.3%	±2.7
Don't Know	19	3.1%	±1.7
l. Did you consider leaving the bureau?			
Yes	184	29.1%	±3.7
No	427	67.7%	±3.8
Don't Know	20	3.2%	±1.7

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 FWS.

Table 3.4 FWS – 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	141	23.8%	±3.6
My coworkers	270	43.1%	±3.9
My team leader	84	13.4%	±2.9
My supervisor	154	24.6%	±3.5
My manager	81	13.2%	±2.9
A senior leader	53	8.5%	±2.5
Another employee in my bureau	234	37.4%	±3.9
Someone from another bureau/office	60	9.9%	±2.7

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 FWS.

Table 3.5 FWS – 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	76	12.2%	±2.8	2.0	±0.3
Employee Assistance Program (EAP)	12	1.9%	±1.4	3.4	±0.8
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	24	4.0%	±1.9	1.9	±0.3
Union (if applicable)	NR	NR	NR	NR	NR
Equal Employment Opportunity Counselor	19	3.1%	±1.7	2.5	±0.4
Equal Employment Opportunity Office	8	1.3%	±1.3	2.1	±0.6
Office of Inspector General Hotline	NR	NR	NR	NR	NR
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	NR	NR	NR	NR	NR
Other	31	5.1%	±2.1	2.9	±0.3

^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 16.3% 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 FWS – 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?	N	Percent	MoE
a. The person I told took no action			
Yes	33	33.2%	±9.9
No	36	35.5%	±10.0
Don't Know	32	31.4%	±9.9
b. The rules of harassment were explained to everyone in the workplace			
Yes	32	32.9%	±10.0
No	53	53.6%	±10.0
Don't Know	13	13.5%	±8.4
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	7	7.4%	±7.2
No	67	67.1%	±9.9
Don't Know	26	25.5%	±9.6
d. An investigation was conducted by a law enforcement official			
Yes	0	0.0%	NA
No	87	86.3%	±8.4
Don't Know	14	13.7%	±8.4
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	18	18.6%	±9.1
No	50	50.8%	±9.9
Don't Know	30	30.6%	±9.9
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	6	5.7%	±6.8
No	83	82.9%	±8.8
Don't Know	11	11.4%	±8.0
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	NR	NR	NR
No	87	87.0%	±8.3
Don't Know	11	11.4%	±8.0
h. There was some official career action taken against person(s) for the behavior			
Yes	0	0.0%	NA
No	84	86.3%	±8.5
Don't Know	13	13.7%	±8.5

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	14	13.9%	±8.3
No	69	67.9%	±9.8
Don't Know	19	18.3%	±8.9
j. I was encouraged to drop the issue			
Yes	51	51.2%	±9.9
No	37	37.3%	±10.0
Don't Know	12	11.5%	±8.0
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	39	39.5%	±10.1
No	49	49.5%	±9.9
Don't Know	11	11.0%	±8.0
l. The person(s) who did this took action against me for complaining			
Yes	36	35.6%	±10.0
No	48	48.2%	±9.9
Don't Know	16	16.2%	±8.7
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	34	33.9%	±9.9
No	60	59.3%	±10.0
Don't Know	7	6.8%	±7.0
n. My leadership punished me for bringing it up			
Yes	38	38.0%	±10.0
No	51	50.7%	±9.8
Don't Know	11	11.3%	±8.0
o. I was threatened with loss of employment			
Yes	29	28.5%	±9.7
No	59	58.3%	±10.0
Don't Know	13	13.2%	±8.3

An estimated 16.3% 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 FWS – 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?	96	2.7	±0.2
How you were treated by personnel handling the complaint/grievance/report?	98	2.9	±0.2
Actions taken by the person handling the complaint/grievance/report?	98	2.7	±0.2
Being informed about the current status of the complaint/grievance/report?	98	2.6	±0.2
The amount of time it took to address the complaint/grievance/report?	98	2.6	±0.2

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

An estimated 83.7% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 FWS – 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	261	51.7%	±4.4
I thought it was not serious enough to discuss or report	381	73.8%	±4.0
I took care of it myself by confronting the person(s) who did it	127	24.9%	±4.0
I took other actions to handle the situation	157	31.1%	±4.2
I did not know who to report the behavior to and/or how to file a complaint	53	10.4%	±3.0
I did not want more people to know	140	27.4%	±4.0
I was ashamed or embarrassed	70	13.7%	±3.3
I did not want people to think less of me	129	25.3%	±4.0
I thought other people would blame me	82	15.9%	±3.4
I felt partially to blame	32	6.3%	±2.5
I wanted to forget about it or move on	292	56.6%	±4.3
I did not think anything would be done	223	43.0%	±4.3
I did not think I would be believed	98	19.1%	±3.6
I did not trust that the process would be fair	147	29.1%	±4.1
I thought I might get in trouble for something I did	66	13.0%	±3.2
I thought I would be labeled as a troublemaker	185	36.1%	±4.3
I thought it might hurt my performance appraisal	128	24.8%	±3.9
I thought it might hurt my chances of being renewed or obtaining permanent position	17	32.7%	±14.4
I was worried about potential negative consequences from leadership	176	34.0%	±4.2
I was worried about potential negative consequences from my coworkers or peers	131	25.4%	±4.0
I thought it might hurt my career	166	36.1%	±4.5
I did not want to hurt the person's/s' career/s or family/ies	78	15.3%	±3.4
I was concerned for my physical safety	10	2.0%	±1.6
I feared losing my job	47	9.2%	±2.8
Some other reason	166	33.1%	±4.3

3.2 Characteristics of Racial/Ethnic Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 9.4% 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 FWS.

Table 3.9 FWS – 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	189	76.5%	±5.7
Most of it occurred during work hours; some off work hours	29	11.6%	±4.7
Some of it occurred during work hours; most off work hours	16	6.3%	±3.8
None of it occurred during work hours; all off work hours	14	5.6%	±3.7
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	50	19.7%	±5.4
No	204	80.3%	±5.4
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	215	88.4%	±4.7
At a work-sponsored social event	NR	NR	NR
At a non-work sponsored social event where coworkers were present	10	4.1%	±3.4
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	13	5.5%	±3.7
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)	161	74.8%	±6.3
At an indoor location (shop or maintenance area)	23	10.9%	±5.0
At an outdoor location (e.g., field site) that did not require an overnight stay	16	7.5%	±4.4
At an outdoor location (e.g., field site) that required an overnight stay	14	6.7%	±4.3
Q38 How often did the specific type of behavior or experience occur?			
Once	108	42.5%	±6.2
Once a month or less	89	35.2%	±6.1
2-4 times a month	39	15.2%	±5.0
Every few days	8	3.2%	±3.0
Every day	10	4.0%	±3.3
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	129	51.9%	±6.2
A week	NR	NR	NR
A month	0	0.0%	NA
A few months	47	19.0%	±5.4
A year or more	71	28.5%	±6.0

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	116	45.4%	±6.2
More than one person	139	54.6%	±6.2
Q41 Was/were the person(s) who did this to you?			
Male	106	45.0%	±6.4
Female	40	16.9%	±5.4
Both males and females	90	38.1%	±6.4
Q42 Was/were the person(s) who did this to you?			
Younger	24	9.5%	±4.3
About my age	53	20.8%	±5.5
Older	85	33.5%	±6.1
Some were younger, older, and/or about my age	60	23.6%	±5.6
Do not know	32	12.6%	±4.7
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	120	46.8%	±6.2
Subordinate(s) or someone you supervise/manage	20	7.7%	±4.0
Your Team lead(s) (current or former)	14	5.5%	±3.6
Another Team lead(s) (current or former)	15	5.9%	±3.7
Your Supervisor(s) (current or former)	59	22.9%	±5.6
Another Supervisor(s) (current or former)	26	10.2%	±4.4
Your Manager(s) (current or former)	27	10.6%	±4.4
Another Manager(s) (current or former)	27	10.6%	±4.4
Another federal employee	32	12.6%	±4.7
A contractor	11	4.5%	±3.4
A concessioner	0	0.0%	NA
A partner	13	5.1%	±3.5
A visitor	10	4.0%	±3.3
Other	17	6.7%	±3.8
Do not know	7	2.6%	±2.9
None selected	9	3.6%	±3.2
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	48	19.7%	±5.5
Yes, I had to or still have to interact with this/these person(s)	197	80.3%	±5.5

Table 3.10 presents actions taken or outcomes resulting from the one behavior or experience of racial/ethnic harassment within the past 12 months that had the greatest effect on them. Question 45d was only asked of permanent employees and question 45e was only asked of term and temporary employees. Results have been weighted to estimate the population in FWS.

Table 3.10 FWS – 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	26	10.5%	±4.5
No	226	89.5%	±4.5
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	58	23.1%	±5.6
No	194	76.9%	±5.6
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	96	38.3%	±6.2
No	144	57.0%	±6.2
Don't Know	12	4.7%	±3.5
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	60	25.5%	±6.0
No	156	66.0%	±6.3
Don't Know	20	8.5%	±4.3
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	65	26.2%	±5.8
No	166	66.3%	±6.1
Don't Know	19	7.4%	±4.0
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	93	37.4%	±6.2
No	133	53.4%	±6.2
Don't Know	23	9.3%	±4.3
h. Did it damage other personal relationships?			
Yes	47	18.5%	±5.3
No	201	79.7%	±5.5
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	53	21.1%	±5.5
No	191	75.9%	±5.7
Don't Know	8	3.0%	±3.0
j. Did you seek any type of medical attention?			
Yes	18	7.3%	±4.0
No	234	92.7%	±4.0
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	52	20.5%	±5.5
No	200	79.5%	±5.5
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	123	49.0%	±6.2
No	127	50.2%	±6.2
Don't Know	NR	NR	NR

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 FWS.

Table 3.11 FWS – 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	92	39.0%	±6.4
My coworkers	122	49.5%	±6.3
My team leader	59	24.0%	±5.8
My supervisor	103	42.4%	±6.3
My manager	73	30.0%	±6.1
A senior leader	42	17.5%	±5.3
Another employee in my bureau	110	45.5%	±6.4
Someone from another bureau/office	36	14.9%	±5.1

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 FWS.

Table 3.12 FWS – 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	52	20.9%	±5.6	2.4	±0.5
Employee Assistance Program (EAP)	8	3.1%	±3.1	2.7	±1.3
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	8	3.4%	±3.2	1.8	±0.6
Employee & Labor Relations (Human Resources)	16	6.3%	±3.8	1.6	±0.5
Union (if applicable)	0	0.0%	NA	NA	NA
Equal Employment Opportunity Counselor	18	7.1%	±4.0	2.6	±0.6
Equal Employment Opportunity Office	16	6.3%	±3.8	2.8	±0.6
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	7	2.8%	±3.0	1.9	±0.9
Other	11	4.6%	±3.5	2.6	±1.1

^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 24.1% 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 FWS – 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	31	56.4%	±13.6
No	20	35.9%	±13.8
Don't Know	NR	NR	NR
b. The rules of harassment were explained to everyone in the workplace			
Yes	16	28.2%	±13.6
No	35	63.4%	±13.8
Don't Know	NR	NR	NR
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	16	29.5%	±13.7
No	26	47.5%	±13.4
Don't Know	13	23.0%	±13.3
d. An investigation was conducted by a law enforcement official			
Yes	NR	NR	NR
No	39	72.3%	±13.8
Don't Know	12	22.0%	±13.5
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	5	9.5%	±11.5
No	32	58.6%	±13.7
Don't Know	18	31.9%	±13.7
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	6	10.0%	±11.6
No	42	76.4%	±13.4
Don't Know	8	13.6%	±12.2
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	NR	NR	NR
No	46	83.5%	±12.6
Don't Know	8	13.6%	±12.2
h. There was some official career action taken against person(s) for the behavior			
Yes	NR	NR	NR
No	40	73.1%	±13.6
Don't Know	13	23.2%	±13.3

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	9	14.8%	±12.1
No	47	81.7%	±12.5
Don't Know	NR	NR	NR
j. I was encouraged to drop the issue			
Yes	17	29.6%	±13.4
No	41	70.4%	±13.4
Don't Know	0	0.0%	NA
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	12	21.3%	±13.1
No	42	75.0%	±13.3
Don't Know	NR	NR	NR
l. The person(s) who did this took action against me for complaining			
Yes	11	19.7%	±12.9
No	41	72.6%	±13.5
Don't Know	NR	NR	NR
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	14	23.6%	±13.0
No	33	56.8%	±13.4
Don't Know	11	19.6%	±12.7
n. My leadership punished me for bringing it up			
Yes	14	25.2%	±13.2
No	33	57.9%	±13.4
Don't Know	10	17.0%	±12.4
o. I was threatened with loss of employment			
Yes	9	16.3%	±12.5
No	39	70.3%	±13.6
Don't Know	8	13.4%	±12.1

An estimated 24.1% 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 FWS – 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?	58	3.2	±0.2
How you were treated by personnel handling the complaint/grievance/report?	58	2.8	±0.3
Actions taken by the person handling the complaint/grievance/report?	58	2.8	±0.3
Being informed about the current status of the complaint/grievance/report?	58	2.7	±0.2
The amount of time it took to address the complaint/grievance/report?	58	2.7	±0.3

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

An estimated 75.9% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 FWS – 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	80	45.7%	±7.5
I thought it was not serious enough to discuss or report	94	51.4%	±7.3
I took care of it myself by confronting the person(s) who did it	55	32.4%	±7.5
I took other actions to handle the situation	39	23.2%	±7.1
I did not know who to report the behavior to and/or how to file a complaint	23	13.7%	±6.1
I did not want more people to know	70	37.8%	±7.2
I was ashamed or embarrassed	29	15.7%	±6.0
I did not want people to think less of me	52	27.9%	±6.9
I thought other people would blame me	35	19.5%	±6.5
I felt partially to blame	NR	NR	NR
I wanted to forget about it or move on	89	49.6%	±7.4
I did not think anything would be done	109	58.0%	±7.3
I did not think I would be believed	38	20.0%	±6.4
I did not trust that the process would be fair	87	46.5%	±7.2
I thought I might get in trouble for something I did	31	16.7%	±6.1
I thought I would be labeled as a troublemaker	95	50.8%	±7.2
I thought it might hurt my performance appraisal	51	27.1%	±6.9
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	82	43.7%	±7.3
I was worried about potential negative consequences from my coworkers or peers	58	31.2%	±7.1
I thought it might hurt my career	86	49.5%	±7.4
I did not want to hurt the person's/s' career/s or family/ies	46	24.7%	±6.7
I was concerned for my physical safety	7	3.8%	±4.0
I feared losing my job	28	15.1%	±5.9
Some other reason	62	33.6%	±7.2

3.3 Characteristics of Religious Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 5.2% 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 FWS.

Table 3.16 FWS – 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	100	71.7%	±8.1
Most of it occurred during work hours; some off work hours	33	23.6%	±7.9
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	7	4.7%	±5.1
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	18	13.3%	±7.0
No	116	86.7%	±7.0
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	110	77.4%	±7.7
At a work-sponsored social event	7	5.1%	±5.2
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	22	15.4%	±7.0
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)	97	87.9%	±7.7
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	10	9.2%	±7.1
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	52	36.3%	±8.3
Once a month or less	62	43.5%	±8.4
2-4 times a month	25	17.4%	±7.2
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	76	55.4%	±8.5
A week	NR	NR	NR
A month	NR	NR	NR
A few months	12	9.0%	±6.1
A year or more	44	32.0%	±8.3

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	66	46.4%	±8.3
More than one person	76	53.6%	±8.3
Q41 Was/were the person(s) who did this to you?			
Male	68	47.7%	±8.3
Female	11	7.9%	±5.8
Both males and females	63	44.4%	±8.3
Q42 Was/were the person(s) who did this to you?			
Younger	18	12.5%	±6.6
About my age	30	20.9%	±7.6
Older	32	22.4%	±7.7
Some were younger, older, and/or about my age	54	38.1%	±8.3
Do not know	9	6.1%	±5.4
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	78	55.2%	±8.3
Subordinate(s) or someone you supervise/manage	NR	NR	NR
Your Team lead(s) (current or former)	11	7.6%	±5.8
Another Team lead(s) (current or former)	NR	NR	NR
Your Supervisor(s) (current or former)	29	20.1%	±7.5
Another Supervisor(s) (current or former)	6	4.4%	±5.0
Your Manager(s) (current or former)	9	6.5%	±5.5
Another Manager(s) (current or former)	6	4.5%	±5.0
Another federal employee	14	9.6%	±6.1
A contractor	6	3.9%	±4.9
A concessioner	NR	NR	NR
A partner	10	7.3%	±5.7
A visitor	NR	NR	NR
Other	10	6.8%	±5.6
Do not know	13	9.3%	±6.1
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	14	10.1%	±6.2
Yes, I had to or still have to interact with this/these person(s)	128	89.9%	±6.2

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 FWS.

Table 3.17 FWS – 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	130	97.0%	±4.8
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	12	9.0%	±6.3
No	122	91.0%	±6.3
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	24	17.7%	±7.5
No	102	76.3%	±8.0
Don't Know	8	6.0%	±5.6
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	24	18.6%	±7.7
No	88	68.3%	±8.6
Don't Know	17	13.2%	±7.1
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	44	33.0%	±8.5
No	83	61.8%	±8.6
Don't Know	7	5.2%	±5.4
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	50	37.2%	±8.6
No	74	55.1%	±8.6
Don't Know	10	7.6%	±6.0
h. Did it damage other personal relationships?			
Yes	6	4.7%	±5.3
No	127	95.3%	±5.3
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	8	6.3%	±5.7
No	125	93.7%	±5.7
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	0	0.0%	NA
No	134	100%	NA
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	18	13.1%	±7.0
No	116	86.9%	±7.0
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	35	26.2%	±8.2
No	96	72.1%	±8.3
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 FWS.

Table 3.18 FWS – 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	36	29.2%	±8.8
My coworkers	48	36.2%	±8.6
My team leader	7	5.1%	±5.4
My supervisor	26	19.7%	±7.7
My manager	7	5.3%	±5.4
A senior leader	NR	NR	NR
Another employee in my bureau	50	37.3%	±8.6
Someone from another bureau/office	25	18.9%	±7.7

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 FWS.

Table 3.19 FWS – 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	10	7.5%	±6.0	2.0	±0.6
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
Other	0	0.0%	NA	NA	NA

^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 11.2% 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 FWS – Results of Reporting the One Experience of Religious Harassment

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. The person I told took no action			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
b. The rules of harassment were explained to everyone in the workplace			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	0	0.0%	NA
No	15	100%	NA
Don't Know	0	0.0%	NA
d. An investigation was conducted by a law enforcement official			
Yes	0	0.0%	NA
No	15	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	0	0.0%	NA
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	0	0.0%	NA
No	15	100%	NA
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	15	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	15	100%	NA
Don't Know	0	0.0%	NA

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. The person(s) stopped the behavior			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
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	0	0.0%	NA
o. I was threatened with loss of employment			
Yes	0	0.0%	NA
No	15	100%	NA
Don't Know	0	0.0%	NA

An estimated 11.2% 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 FWS – 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?	15	3.1	±0.6
How you were treated by personnel handling the complaint/grievance/report?	15	2.9	±0.5
Actions taken by the person handling the complaint/grievance/report?	15	2.8	±0.6
Being informed about the current status of the complaint/grievance/report?	15	2.8	±0.6
The amount of time it took to address the complaint/grievance/report?	15	3.2	±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 88.8% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of religious harassment within the past 12 months that had the greatest effect on them. Table 3.22 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

Table 3.22 FWS – 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	61	55.0%	±9.4
I thought it was not serious enough to discuss or report	82	70.1%	±9.1
I took care of it myself by confronting the person(s) who did it	28	25.2%	±9.1
I took other actions to handle the situation	42	36.8%	±9.4
I did not know who to report the behavior to and/or how to file a complaint	6	5.1%	±6.2
I did not want more people to know	29	26.3%	±9.2
I was ashamed or embarrassed	7	6.4%	±6.6
I did not want people to think less of me	26	23.9%	±9.0
I thought other people would blame me	12	11.0%	±7.6
I felt partially to blame	7	6.2%	±6.6
I wanted to forget about it or move on	75	68.7%	±9.4
I did not think anything would be done	62	54.6%	±9.3
I did not think I would be believed	10	9.2%	±7.1
I did not trust that the process would be fair	30	26.5%	±9.1
I thought I might get in trouble for something I did	9	8.3%	±6.9
I thought I would be labeled as a troublemaker	46	41.3%	±9.5
I thought it might hurt my performance appraisal	22	19.3%	±8.4
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	26	22.6%	±8.7
I was worried about potential negative consequences from my coworkers or peers	37	32.4%	±9.3
I thought it might hurt my career	38	34.1%	±9.4
I did not want to hurt the person's/s' career/s or family/ies	29	25.8%	±9.0
I was concerned for my physical safety	NR	NR	NR
I feared losing my job	12	10.6%	±7.3
Some other reason	34	29.8%	±9.1

3.4 Characteristics of Disability Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 6.5% 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 FWS.

Table 3.23 FWS – 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	152	85.6%	±6.0
Most of it occurred during work hours; some off work hours	14	7.9%	±5.0
Some of it occurred during work hours; most off work hours	10	5.4%	±4.5
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	14	7.9%	±5.1
No	163	92.1%	±5.1
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	163	94.0%	±4.7
At a work-sponsored social event	0	0.0%	NA
At a non-work sponsored social event where coworkers were present	NR	NR	NR
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	8	4.8%	±4.5
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)	153	93.8%	±5.0
At an indoor location (shop or maintenance area)	8	4.9%	±4.7
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	64	36.2%	±7.4
Once a month or less	59	33.2%	±7.3
2-4 times a month	35	19.5%	±6.6
Every few days	10	5.5%	±4.5
Every day	10	5.6%	±4.6
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	79	44.7%	±7.4
A week	NR	NR	NR
A month	10	5.4%	±4.5
A few months	40	22.5%	±6.8
A year or more	44	24.9%	±7.0

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	85	49.5%	±7.5
More than one person	87	50.5%	±7.5
Q41 Was/were the person(s) who did this to you?			
Male	64	36.7%	±7.5
Female	55	31.6%	±7.4
Both males and females	55	31.6%	±7.4
Q42 Was/were the person(s) who did this to you?			
Younger	42	24.0%	±6.9
About my age	37	21.0%	±6.7
Older	51	28.9%	±7.2
Some were younger, older, and/or about my age	33	18.8%	±6.5
Do not know	13	7.3%	±5.0
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	89	50.0%	±7.4
Subordinate(s) or someone you supervise/manage	13	7.3%	±4.9
Your Team lead(s) (current or former)	28	15.9%	±6.2
Another Team lead(s) (current or former)	12	6.6%	±4.8
Your Supervisor(s) (current or former)	88	49.5%	±7.4
Another Supervisor(s) (current or former)	23	12.8%	±5.8
Your Manager(s) (current or former)	25	13.9%	±6.0
Another Manager(s) (current or former)	6	3.5%	±4.0
Another federal employee	9	5.2%	±4.5
A contractor	NR	NR	NR
A concessioner	0	0.0%	NA
A partner	NR	NR	NR
A visitor	0	0.0%	NA
Other	7	3.8%	±4.1
Do not know	NR	NR	NR
None selected	NR	NR	NR
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	8	4.3%	±4.3
Yes, I had to or still have to interact with this/these person(s)	167	95.7%	±4.3

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 FWS.

Table 3.24 FWS – 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	25	14.1%	±6.0
No	150	85.9%	±6.0
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	42	24.2%	±7.0
No	133	75.8%	±7.0
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	110	61.8%	±7.4
No	62	35.1%	±7.4
Don't Know	5	3.1%	±3.9
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	74	47.3%	±7.9
No	63	40.2%	±7.9
Don't Know	20	12.5%	±6.2
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	98	55.1%	±7.4
No	62	35.2%	±7.4
Don't Know	17	9.7%	±5.4
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	112	62.9%	±7.4
No	59	33.2%	±7.3
Don't Know	7	3.9%	±4.1
h. Did it damage other personal relationships?			
Yes	24	13.5%	±5.9
No	147	82.9%	±6.3
Don't Know	6	3.6%	±4.1

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	60	33.9%	±7.3
No	111	62.7%	±7.4
Don't Know	6	3.4%	±4.0
j. Did you seek any type of medical attention?			
Yes	53	30.1%	±7.2
No	124	69.9%	±7.2
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	77	43.1%	±7.5
No	101	56.9%	±7.5
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	81	45.9%	±7.4
No	88	49.3%	±7.4
Don't Know	8	4.8%	±4.4

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 FWS.

Table 3.25 FWS – 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	87	52.0%	±7.6
My coworkers	106	59.6%	±7.5
My team leader	32	18.7%	±6.7
My supervisor	86	48.2%	±7.4
My manager	63	37.0%	±7.5
A senior leader	37	21.2%	±6.8
Another employee in my bureau	93	54.0%	±7.6
Someone from another bureau/office	27	16.3%	±6.5

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 FWS.

Table 3.26 FWS – 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	54	30.3%	±7.2	1.6	±0.3
Employee Assistance Program (EAP)	8	4.7%	±4.4	1.7	±0.6
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	12	6.8%	±4.9	2.0	±0.9
Employee & Labor Relations (Human Resources)	23	13.5%	±6.1	1.9	±0.3
Union (if applicable)	NR	NR	NR	NR	NR
Equal Employment Opportunity Counselor	18	10.5%	±5.7	1.8	±0.5
Equal Employment Opportunity Office	21	12.1%	±5.9	2.5	±0.5
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	9	5.6%	±4.7	2.4	±1.2
Other	17	10.2%	±5.7	2.8	±0.8

^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 35.2% 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 FWS – 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	34	55.8%	±13.0
No	15	24.2%	±12.7
Don't Know	12	19.9%	±12.3
b. The rules of harassment were explained to everyone in the workplace			
Yes	15	24.2%	±12.5
No	36	58.0%	±12.8
Don't Know	11	17.8%	±11.9
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	7	11.7%	±11.0
No	41	66.1%	±12.9
Don't Know	14	22.2%	±12.3
d. An investigation was conducted by a law enforcement official			
Yes	NR	NR	NR
No	43	69.6%	±12.8
Don't Know	14	23.2%	±12.4
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	12	19.6%	±12.1
No	25	40.5%	±12.9
Don't Know	25	39.9%	±12.9
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	NR	NR	NR
No	54	86.5%	±11.3
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	7	10.7%	±10.8
No	50	80.3%	±12.1
Don't Know	6	9.0%	±10.4
h. There was some official career action taken against person(s) for the behavior			
Yes	NR	NR	NR
No	38	61.1%	±12.9
Don't Know	21	33.9%	±12.9

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. The person(s) stopped the behavior			
Yes	9	14.4%	±11.7
No	42	70.6%	±13.0
Don't Know	9	15.0%	±11.8
j. I was encouraged to drop the issue			
Yes	28	44.7%	±12.8
No	29	46.4%	±12.7
Don't Know	6	8.9%	±10.4
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	22	36.7%	±13.2
No	35	58.5%	±13.1
Don't Know	NR	NR	NR
l. The person(s) who did this took action against me for complaining			
Yes	25	41.4%	±13.1
No	29	47.5%	±12.9
Don't Know	7	11.1%	±11.1
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	29	47.7%	±12.9
No	24	40.2%	±13.1
Don't Know	7	12.1%	±11.3
n. My leadership punished me for bringing it up			
Yes	28	46.2%	±12.9
No	26	42.7%	±13.1
Don't Know	7	11.1%	±11.1
o. I was threatened with loss of employment			
Yes	12	19.5%	±12.3
No	44	72.6%	±12.9
Don't Know	NR	NR	NR

An estimated 35.2% 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 FWS – 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?	60	2.4	±0.3
How you were treated by personnel handling the complaint/grievance/report?	62	2.6	±0.3
Actions taken by the person handling the complaint/grievance/report?	60	2.5	±0.3
Being informed about the current status of the complaint/grievance/report?	62	2.4	±0.3
The amount of time it took to address the complaint/grievance/report?	62	2.5	±0.3

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

An estimated 64.8% 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 FWS – 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	62	55.9%	±9.5
I thought it was not serious enough to discuss or report	67	58.0%	±9.3
I took care of it myself by confronting the person(s) who did it	32	28.4%	±9.1
I took other actions to handle the situation	33	28.9%	±9.2
I did not know who to report the behavior to and/or how to file a complaint	25	22.4%	±8.9
I did not want more people to know	49	43.9%	±9.5
I was ashamed or embarrassed	39	37.0%	±9.7
I did not want people to think less of me	49	46.3%	±9.7
I thought other people would blame me	27	25.5%	±9.4
I felt partially to blame	15	14.9%	±8.3
I wanted to forget about it or move on	74	64.4%	±9.3
I did not think anything would be done	62	56.8%	±9.6
I did not think I would be believed	36	33.3%	±9.5
I did not trust that the process would be fair	52	50.0%	±9.6
I thought I might get in trouble for something I did	16	15.4%	±8.4
I thought I would be labeled as a troublemaker	47	44.4%	±9.7
I thought it might hurt my performance appraisal	41	37.2%	±9.5
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	45	42.6%	±9.8
I was worried about potential negative consequences from my coworkers or peers	41	37.5%	±9.6
I thought it might hurt my career	43	45.7%	±10.3
I did not want to hurt the person's/s' career/s or family/ies	19	19.0%	±8.9
I was concerned for my physical safety	9	8.3%	±7.2
I feared losing my job	25	24.2%	±9.3
Some other reason	48	45.5%	±9.7

3.5 Characteristics of Sexual Orientation Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 2.2% 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 FWS.

Table 3.30 FWS – 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	48	79.9%	±12.4
Most of it occurred during work hours; some off work hours	7	12.0%	±11.3
Some of it occurred during work hours; most off work hours	NR	NR	NR
None of it occurred during work hours; all off work hours	0	0.0%	NA
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	NR	NR	NR
No	53	91.7%	±10.9
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	52	86.6%	±11.6
At a work-sponsored social event	0	0.0%	NA
At a non-work sponsored social event where coworkers were present	NR	NR	NR
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	5	8.6%	±10.7
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)	46	88.0%	±12.5
At an indoor location (shop or maintenance area)	NR	NR	NR
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	NR	NR	NR
Q38 How often did the specific type of behavior or experience occur?			
Once	18	29.6%	±13.1
Once a month or less	25	41.0%	±13.1
2-4 times a month	9	14.2%	±11.7
Every few days	NR	NR	NR
Every day	6	10.4%	±11.0
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	24	39.4%	±13.2
A week	NR	NR	NR
A month	0	0.0%	NA
A few months	8	12.5%	±11.4
A year or more	26	43.2%	±13.1

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	33	55.0%	±13.0
More than one person	27	45.0%	±13.0
Q41 Was/were the person(s) who did this to you?			
Male	42	69.6%	±13.1
Female	6	10.1%	±11.0
Both males and females	12	20.3%	±12.5
Q42 Was/were the person(s) who did this to you?			
Younger	6	10.0%	±10.9
About my age	13	22.0%	±12.6
Older	23	39.1%	±13.2
Some were younger, older, and/or about my age	13	21.8%	±12.6
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)	48	79.9%	±12.4
Subordinate(s) or someone you supervise/manage	9	14.6%	±11.7
Your Team lead(s) (current or former)	9	15.5%	±11.9
Another Team lead(s) (current or former)	NR	NR	NR
Your Supervisor(s) (current or former)	17	28.2%	±13.0
Another Supervisor(s) (current or former)	7	12.1%	±11.3
Your Manager(s) (current or former)	6	9.7%	±10.9
Another Manager(s) (current or former)	0	0.0%	NA
Another federal employee	6	10.5%	±11.0
A contractor	NR	NR	NR
A concessioner	NR	NR	NR
A partner	NR	NR	NR
A visitor	6	10.5%	±11.0
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)	60	100%	NA

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 FWS.

Table 3.31 FWS – 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	9	15.6%	±12.2
No	46	79.7%	±12.7
Don't Know	NR	NR	NR
b. Did you take steps to leave your organization?			
Yes	13	23.4%	±13.0
No	44	76.6%	±13.0
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	23	40.3%	±13.4
No	30	52.9%	±13.2
Don't Know	NR	NR	NR
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	17	31.9%	±14.1
No	34	64.5%	±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	32	55.2%	±13.3
No	24	42.0%	±13.4
Don't Know	NR	NR	NR
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	37	64.5%	±13.5
No	19	32.6%	±13.4
Don't Know	NR	NR	NR

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
h. Did it damage other personal relationships?			
Yes	11	18.3%	±12.5
No	47	81.7%	±12.5
Don't Know	0	0.0%	NA
i. Did it cause you to call in sick or take other type of leave?			
Yes	13	22.5%	±12.9
No	45	77.5%	±12.9
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	9	15.6%	±12.2
No	49	84.4%	±12.2
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	8	14.1%	±12.0
No	50	85.9%	±12.0
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	30	50.6%	±12.8
No	30	49.4%	±12.8
Don't Know	0	0.0%	NA

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 FWS.

Table 3.32 FWS – 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	22	40.1%	±13.8
My coworkers	32	57.7%	±13.7
My team leader	7	13.3%	±12.6
My supervisor	24	44.2%	±13.7
My manager	12	21.4%	±13.3
A senior leader	13	23.4%	±13.0
Another employee in my bureau	25	46.0%	±13.6
Someone from another bureau/office	15	28.6%	±14.1

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 FWS.

Table 3.33 FWS – 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	21	35.7%	±13.5	2.4	±0.8
Employee Assistance Program (EAP)	NR	NR	NR	NR	NR
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	6	11.4%	±11.9	1.0	±0.0
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	NR	NR	NR	NR	NR
Department of Interior Ethics/Bureau Ethics Office	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 35.7% 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 FWS – 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	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	0	0.0%	NA
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	0	0.0%	NA
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	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	0	0.0%	NA
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 35.7% 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 FWS – 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?	21	3.2	±0.7
How you were treated by personnel handling the complaint/grievance/report?	21	3.3	±0.7
Actions taken by the person handling the complaint/grievance/report?	21	3.3	±0.7
Being informed about the current status of the complaint/grievance/report?	21	3.1	±0.7
The amount of time it took to address the complaint/grievance/report?	21	3.1	±0.7

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

An estimated 64.3% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 FWS – 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	13	36.1%	±17.2
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	7	19.7%	±16.7
I took other actions to handle the situation	12	32.6%	±17.3
I did not know who to report the behavior to and/or how to file a complaint	9	24.9%	±17.1
I did not want more people to know	NR	NR	NR
I was ashamed or embarrassed	13	35.7%	±17.2
I did not want people to think less of me	15	40.9%	±17.0
I thought other people would blame me	11	29.0%	±17.2
I felt partially to blame	0	0.0%	NA
I wanted to forget about it or move on	29	77.5%	±17.0
I did not think anything would be done	NR	NR	NR
I did not think I would be believed	11	29.1%	±17.2
I did not trust that the process would be fair	NR	NR	NR
I thought I might get in trouble for something I did	6	17.3%	±16.5
I thought I would be labeled as a troublemaker	22	59.6%	±17.0
I thought it might hurt my performance appraisal	NR	NR	NR
I thought it might hurt my chances of being renewed or obtaining permanent position	NR	NR	NR
I was worried about potential negative consequences from leadership	NR	NR	NR
I was worried about potential negative consequences from my coworkers or peers	NR	NR	NR
I thought it might hurt my career	NR	NR	NR
I did not want to hurt the person's/s' career/s or family/ies	9	24.1%	±17.1
I was concerned for my physical safety	7	19.9%	±16.8
I feared losing my job	9	25.1%	±17.1
Some other reason	15	41.1%	±17.0

3.6 Characteristics of Sexual/Gender Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 33.2% 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 FWS.

Table 3.37 FWS – 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	726	80.1%	±2.7
Most of it occurred during work hours; some off work hours	126	13.9%	±2.4
Some of it occurred during work hours; most off work hours	36	4.0%	±1.5
None of it occurred during work hours; all off work hours	18	2.0%	±1.1
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	145	16.1%	±2.5
No	757	83.9%	±2.5
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	783	87.8%	±2.3
At a work-sponsored social event	20	2.2%	±1.2
At a non-work sponsored social event where coworkers were present	23	2.6%	±1.3
At a permanent bureau/office supplied housing location, if applicable	NR	NR	NR
At a location outside the office/site	65	7.2%	±1.9
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)	652	84.0%	±2.8
At an indoor location (shop or maintenance area)	29	3.7%	±1.6
At an outdoor location (e.g., field site) that did not require an overnight stay	65	8.3%	±2.2
At an outdoor location (e.g., field site) that required an overnight stay	30	3.9%	±1.6
Q38 How often did the specific type of behavior or experience occur?			
Once	345	38.5%	±3.2
Once a month or less	373	41.5%	±3.3
2-4 times a month	108	12.0%	±2.3
Every few days	55	6.1%	±1.8
Every day	16	1.8%	±1.1
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	469	52.9%	±3.3
A week	24	2.7%	±1.3
A month	13	1.5%	±1.1
A few months	105	11.8%	±2.3
A year or more	276	31.1%	±3.1

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	564	63.0%	±3.2
More than one person	331	37.0%	±3.2
Q41 Was/were the person(s) who did this to you?			
Male	734	82.2%	±2.7
Female	91	10.2%	±2.2
Both males and females	68	7.7%	±1.9
Q42 Was/were the person(s) who did this to you?			
Younger	64	7.2%	±1.9
About my age	179	20.1%	±2.8
Older	518	58.2%	±3.3
Some were younger, older, and/or about my age	114	12.8%	±2.4
Do not know	16	1.7%	±1.1
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	447	49.4%	±3.3
Subordinate(s) or someone you supervise/manage	52	5.7%	±1.7
Your Team lead(s) (current or former)	51	5.6%	±1.7
Another Team lead(s) (current or former)	60	6.7%	±1.8
Your Supervisor(s) (current or former)	196	21.6%	±2.8
Another Supervisor(s) (current or former)	123	13.6%	±2.4
Your Manager(s) (current or former)	88	9.7%	±2.1
Another Manager(s) (current or former)	57	6.3%	±1.8
Another federal employee	89	9.8%	±2.1
A contractor	38	4.2%	±1.5
A concessioner	NR	NR	NR
A partner	83	9.1%	±2.1
A visitor	33	3.7%	±1.4
Other	18	2.0%	±1.2
Do not know	NR	NR	NR
None selected	23	2.5%	±1.3
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	110	12.3%	±2.3
Yes, I had to or still have to interact with this/these person(s)	783	87.7%	±2.3

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 FWS.

Table 3.38 FWS – 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	49	5.5%	±1.7
No	841	94.5%	±1.7
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	91	10.2%	±2.2
No	795	89.3%	±2.2
Don't Know	NR	NR	NR
c. Did it make it harder to complete your work or do your job?			
Yes	341	38.1%	±3.2
No	523	58.5%	±3.3
Don't Know	30	3.4%	±1.4
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	143	18.0%	±2.8
No	576	72.4%	±3.2
Don't Know	76	9.6%	±2.3
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	9	9.1%	±7.5
No	86	84.5%	±8.6
Don't Know	7	6.4%	±6.9
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	298	33.4%	±3.2
No	565	63.2%	±3.2
Don't Know	30	3.4%	±1.4
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	318	35.5%	±3.2
No	510	56.9%	±3.3
Don't Know	68	7.6%	±1.9
h. Did it damage other personal relationships?			
Yes	78	8.7%	±2.0
No	799	89.1%	±2.2
Don't Know	20	2.2%	±1.2

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	121	13.5%	±2.4
No	774	86.5%	±2.4
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	57	6.4%	±1.8
No	831	93.3%	±1.8
Don't Know	NR	NR	NR
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	97	10.9%	±2.2
No	791	88.7%	±2.3
Don't Know	NR	NR	NR
l. Did you consider leaving the bureau?			
Yes	252	28.2%	±3.0
No	635	70.9%	±3.1
Don't Know	8	0.9%	±0.9

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 FWS.

Table 3.39 FWS – 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	259	30.6%	±3.2
My coworkers	549	62.2%	±3.3
My team leader	128	15.0%	±2.6
My supervisor	312	35.7%	±3.2
My manager	159	18.4%	±2.7
A senior leader	84	9.7%	±2.2
Another employee in my bureau	440	50.2%	±3.3
Someone from another bureau/office	135	15.9%	±2.6

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 FWS.

Table 3.40 FWS – 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	139	15.6%	±2.5	2.5	±0.2
Employee Assistance Program (EAP)	30	3.4%	±1.4	3.0	±0.4
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	14	1.6%	±1.1	1.9	±0.4
Employee & Labor Relations (Human Resources)	46	5.1%	±1.7	1.9	±0.4
Union (if applicable)	10	1.1%	±1.0	2.5	±0.9
Equal Employment Opportunity Counselor	44	4.9%	±1.6	2.4	±0.4
Equal Employment Opportunity Office	32	3.6%	±1.4	2.6	±0.4
Office of Inspector General Hotline	NR	NR	NR	NR	NR
Office of Inspector General	8	0.9%	±0.9	1.8	±0.7
Other Law Enforcement/Civil Authority not in the bureau	10	1.1%	±0.9	4.2	±0.3
Department of Interior Ethics/Bureau Ethics Office	6	0.7%	±0.8	1.5	±0.4
Other	39	4.5%	±1.6	3.1	±0.4

^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 19.8% 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 FWS – 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	60	34.2%	±7.4
No	80	45.8%	±7.5
Don't Know	35	20.0%	±6.6
b. The rules of harassment were explained to everyone in the workplace			
Yes	56	32.6%	±7.4
No	101	58.4%	±7.6
Don't Know	16	9.1%	±5.4
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	40	23.0%	±6.9
No	115	65.3%	±7.4
Don't Know	21	11.7%	±5.7
d. An investigation was conducted by a law enforcement official			
Yes	10	5.8%	±4.7
No	148	86.7%	±6.0
Don't Know	13	7.5%	±5.1
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	73	41.7%	±7.5
No	59	34.0%	±7.4
Don't Know	42	24.2%	±7.0
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	22	12.4%	±5.8
No	147	84.8%	±6.2
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	20	11.6%	±5.8
No	146	86.4%	±6.1
Don't Know	NR	NR	NR
h. There was some official career action taken against person(s) for the behavior			
Yes	16	9.2%	±5.3
No	118	67.6%	±7.4
Don't Know	40	23.2%	±6.9

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. The person(s) stopped the behavior			
Yes	39	22.9%	±6.9
No	99	57.6%	±7.6
Don't Know	34	19.5%	±6.7
j. I was encouraged to drop the issue			
Yes	56	31.8%	±7.3
No	110	62.9%	±7.5
Don't Know	9	5.3%	±4.5
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	48	27.8%	±7.2
No	121	70.2%	±7.3
Don't Know	NR	NR	NR
l. The person(s) who did this took action against me for complaining			
Yes	50	28.5%	±7.2
No	117	67.2%	±7.4
Don't Know	8	4.4%	±4.3
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	38	22.4%	±6.9
No	125	72.8%	±7.2
Don't Know	8	4.8%	±4.5
n. My leadership punished me for bringing it up			
Yes	40	22.6%	±6.8
No	129	72.7%	±7.1
Don't Know	8	4.6%	±4.3
o. I was threatened with loss of employment			
Yes	8	4.7%	±4.5
No	153	89.0%	±5.7
Don't Know	11	6.3%	±4.8

An estimated 19.8% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 FWS – 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?	175	2.9	±0.2
How you were treated by personnel handling the complaint/grievance/report?	172	3.1	±0.2
Actions taken by the person handling the complaint/grievance/report?	172	2.9	±0.2
Being informed about the current status of the complaint/grievance/report?	172	2.9	±0.2
The amount of time it took to address the complaint/grievance/report?	172	2.8	±0.2

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

An estimated 80.2% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 FWS – 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	308	44.9%	±3.8
I thought it was not serious enough to discuss or report	541	76.6%	±3.3
I took care of it myself by confronting the person(s) who did it	163	23.6%	±3.3
I took other actions to handle the situation	229	33.4%	±3.6
I did not know who to report the behavior to and/or how to file a complaint	56	8.3%	±2.3
I did not want more people to know	158	23.1%	±3.3
I was ashamed or embarrassed	70	10.2%	±2.5
I did not want people to think less of me	175	25.4%	±3.4
I thought other people would blame me	91	13.3%	±2.8
I felt partially to blame	37	5.4%	±2.0
I wanted to forget about it or move on	354	50.9%	±3.7
I did not think anything would be done	300	43.0%	±3.7
I did not think I would be believed	109	15.7%	±2.9
I did not trust that the process would be fair	189	27.2%	±3.4
I thought I might get in trouble for something I did	64	9.3%	±2.4
I thought I would be labeled as a troublemaker	292	41.7%	±3.7
I thought it might hurt my performance appraisal	144	20.4%	±3.1
I thought it might hurt my chances of being renewed or obtaining permanent position	23	26.0%	±10.4
I was worried about potential negative consequences from leadership	178	25.4%	±3.4
I was worried about potential negative consequences from my coworkers or peers	172	24.5%	±3.3
I thought it might hurt my career	200	32.6%	±3.8
I did not want to hurt the person's/s' career/s or family/ies	126	18.1%	±3.0
I was concerned for my physical safety	8	1.2%	±1.2
I feared losing my job	50	7.2%	±2.2
Some other reason	270	39.2%	±3.7

3.7 Characteristics of Harassment Based on Unknown Reasons

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 19.7% 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 FWS.

Table 3.44 FWS – 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	337	66.0%	±4.2
Most of it occurred during work hours; some off work hours	36	7.1%	±2.6
Some of it occurred during work hours; most off work hours	31	6.0%	±2.4
None of it occurred during work hours; all off work hours	107	20.9%	±3.8
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	35	6.7%	±2.5
No	494	93.3%	±2.5
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	365	80.3%	±3.9
At a work-sponsored social event	10	2.2%	±1.9
At a non-work sponsored social event where coworkers were present	12	2.7%	±2.0
At a permanent bureau/office supplied housing location, if applicable	5	1.1%	±1.5
At a location outside the office/site	62	13.7%	±3.5
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)	273	77.2%	±4.7
At an indoor location (shop or maintenance area)	43	12.1%	±3.9
At an outdoor location (e.g., field site) that did not require an overnight stay	26	7.3%	±3.2
At an outdoor location (e.g., field site) that required an overnight stay	12	3.4%	±2.5
Q38 How often did the specific type of behavior or experience occur?			
Once	249	53.4%	±4.6
Once a month or less	120	25.9%	±4.2
2-4 times a month	40	8.7%	±2.9
Every few days	40	8.6%	±2.9
Every day	16	3.4%	±2.1
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	291	63.0%	±4.5
A week	13	2.9%	±2.0
A month	NR	NR	NR
A few months	65	14.2%	±3.5
A year or more	90	19.4%	±3.9

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	294	64.9%	±4.5
More than one person	159	35.1%	±4.5
Q41 Was/were the person(s) who did this to you?			
Male	297	66.7%	±4.5
Female	73	16.4%	±3.7
Both males and females	75	16.9%	±3.8
Q42 Was/were the person(s) who did this to you?			
Younger	84	18.2%	±3.8
About my age	139	30.2%	±4.4
Older	156	33.9%	±4.5
Some were younger, older, and/or about my age	39	8.6%	±2.9
Do not know	42	9.2%	±3.0
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	236	43.8%	±4.2
Subordinate(s) or someone you supervise/manage	36	6.6%	±2.4
Your Team lead(s) (current or former)	27	5.0%	±2.2
Another Team lead(s) (current or former)	16	3.0%	±1.8
Your Supervisor(s) (current or former)	73	13.6%	±3.2
Another Supervisor(s) (current or former)	22	4.2%	±2.1
Your Manager(s) (current or former)	45	8.3%	±2.7
Another Manager(s) (current or former)	29	5.3%	±2.3
Another federal employee	50	9.3%	±2.8
A contractor	15	2.8%	±1.8
A concessioner	0	0.0%	NA
A partner	NR	NR	NR
A visitor	6	1.1%	±1.3
Other	15	2.7%	±1.8
Do not know	26	4.8%	±2.2
None selected	93	17.3%	±3.4
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	112	24.2%	±4.1
Yes, I had to or still have to interact with this/these person(s)	353	75.8%	±4.1

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

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

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. Did you request a transfer or change of assignment?			
Yes	34	6.8%	±2.6
No	451	91.7%	±2.8
Don't Know	7	1.5%	±1.5
b. Did you take steps to leave your organization?			
Yes	61	12.5%	±3.2
No	422	86.1%	±3.4
Don't Know	7	1.5%	±1.6
c. Did it make it harder to complete your work or do your job?			
Yes	127	25.8%	±4.1
No	340	69.4%	±4.2
Don't Know	24	4.8%	±2.3
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	88	19.2%	±3.9
No	342	74.2%	±4.2
Don't Know	31	6.7%	±2.7
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	116	23.7%	±4.0
No	327	66.9%	±4.3
Don't Know	46	9.4%	±2.9
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	135	27.6%	±4.1
No	301	61.6%	±4.4
Don't Know	53	10.8%	±3.1
h. Did it damage other personal relationships?			
Yes	47	9.6%	±3.0
No	426	87.2%	±3.3
Don't Know	16	3.2%	±2.0

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	65	13.4%	±3.3
No	414	84.8%	±3.5
Don't Know	9	1.9%	±1.7
j. Did you seek any type of medical attention?			
Yes	26	5.3%	±2.4
No	453	93.2%	±2.6
Don't Know	7	1.5%	±1.6
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	67	13.8%	±3.4
No	411	84.2%	±3.5
Don't Know	10	2.0%	±1.7
l. Did you consider leaving the bureau?			
Yes	123	25.2%	±4.1
No	345	70.9%	±4.2
Don't Know	19	3.9%	±2.1

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 FWS.

Table 3.46 FWS – 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	131	27.6%	±4.2
My coworkers	198	40.9%	±4.5
My team leader	66	14.0%	±3.5
My supervisor	151	31.2%	±4.3
My manager	79	16.6%	±3.6
A senior leader	53	11.2%	±3.2
Another employee in my bureau	168	36.2%	±4.5
Someone from another bureau/office	69	15.2%	±3.6

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 FWS.

Table 3.47 FWS – 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	81	17.0%	±3.7	2.1	±0.3
Employee Assistance Program (EAP)	19	4.0%	±2.2	2.1	±0.5
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	26	5.4%	±2.4	2.3	±0.5
Union (if applicable)	NR	NR	NR	NR	NR
Equal Employment Opportunity Counselor	22	4.6%	±2.3	2.9	±0.6
Equal Employment Opportunity Office	15	3.2%	±2.0	2.7	±0.8
Office of Inspector General Hotline	9	1.9%	±1.7	1.9	±0.5
Office of Inspector General	7	1.4%	±1.6	1.6	±0.4
Other Law Enforcement/Civil Authority not in the bureau	8	1.6%	±1.6	2.9	±1.3
Department of Interior Ethics/Bureau Ethics Office	NR	NR	NR	NR	NR
Other	28	6.2%	±2.6	2.6	±0.6

^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 21.6% 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 FWS – 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	50	48.0%	±9.7
No	31	30.2%	±9.7
Don't Know	23	21.7%	±9.1
b. The rules of harassment were explained to everyone in the workplace			
Yes	34	32.3%	±9.7
No	56	54.0%	±9.8
Don't Know	14	13.7%	±8.2
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	32	31.2%	±9.7
No	60	58.3%	±9.8
Don't Know	11	10.5%	±7.7
d. An investigation was conducted by a law enforcement official			
Yes	10	9.2%	±7.4
No	74	71.1%	±9.6
Don't Know	20	19.7%	±8.9
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	45	43.7%	±9.8
No	25	23.9%	±9.3
Don't Know	34	32.4%	±9.7
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	8	8.1%	±7.2
No	85	81.6%	±8.8
Don't Know	11	10.3%	±7.6
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	12	11.7%	±7.9
No	81	78.0%	±9.2
Don't Know	11	10.3%	±7.6

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	80	77.0%	±9.2
Don't Know	20	19.7%	±8.9
i. The person(s) stopped the behavior			
Yes	20	19.7%	±8.9
No	57	55.1%	±9.8
Don't Know	26	25.2%	±9.4
j. I was encouraged to drop the issue			
Yes	38	36.3%	±9.8
No	52	50.1%	±9.7
Don't Know	14	13.6%	±8.2
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	36	35.2%	±9.8
No	58	55.5%	±9.8
Don't Know	10	9.3%	±7.5
l. The person(s) who did this took action against me for complaining			
Yes	37	35.7%	±9.8
No	44	42.3%	±9.8
Don't Know	23	22.1%	±9.2
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	34	32.5%	±9.7
No	60	57.7%	±9.8
Don't Know	10	9.8%	±7.6
n. My leadership punished me for bringing it up			
Yes	24	23.5%	±9.3
No	53	51.4%	±9.7
Don't Know	26	25.0%	±9.4
o. I was threatened with loss of employment			
Yes	18	17.7%	±8.7
No	78	74.9%	±9.4
Don't Know	8	7.4%	±7.0

An estimated 21.6% 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 FWS – 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?	104	3.1	±0.2
How you were treated by personnel handling the complaint/grievance/report?	104	2.7	±0.2
Actions taken by the person handling the complaint/grievance/report?	102	2.5	±0.2
Being informed about the current status of the complaint/grievance/report?	102	2.5	±0.2
The amount of time it took to address the complaint/grievance/report?	102	2.5	±0.2

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

An estimated 78.4% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment 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 FWS – 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	201	55.2%	±5.2
I thought it was not serious enough to discuss or report	245	67.1%	±5.0
I took care of it myself by confronting the person(s) who did it	96	26.7%	±4.9
I took other actions to handle the situation	103	28.5%	±4.9
I did not know who to report the behavior to and/or how to file a complaint	19	5.3%	±2.9
I did not want more people to know	85	23.4%	±4.7
I was ashamed or embarrassed	21	5.6%	±2.9
I did not want people to think less of me	37	10.2%	±3.6
I thought other people would blame me	33	8.9%	±3.4
I felt partially to blame	21	5.9%	±3.0
I wanted to forget about it or move on	184	49.8%	±5.1
I did not think anything would be done	132	35.2%	±5.0
I did not think I would be believed	28	7.6%	±3.2
I did not trust that the process would be fair	68	18.5%	±4.3
I thought I might get in trouble for something I did	20	5.5%	±2.9
I thought I would be labeled as a troublemaker	79	21.5%	±4.5
I thought it might hurt my performance appraisal	52	14.4%	±4.0
I thought it might hurt my chances of being renewed or obtaining permanent position	NR	NR	NR
I was worried about potential negative consequences from leadership	56	15.5%	±4.1
I was worried about potential negative consequences from my coworkers or peers	52	14.1%	±4.0
I thought it might hurt my career	71	20.4%	±4.6
I did not want to hurt the person's/s' career/s or family/ies	55	15.2%	±4.1
I was concerned for my physical safety	7	2.0%	±2.1
I feared losing my job	14	3.7%	±2.5
Some other reason	85	24.2%	±4.8

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 FWS.

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 (76.4%) and at a work location or site (85.6%) that was most frequently characterized as an indoor location (83.8%). Also, for the majority of these employees these experiences did not occur while on travel (87.5%). Additionally, for the majority of employees these experiences occurred more than once (57.8%); involved one person (56.8%), who was typically older (42.6%), male (61.9%), and most often a peer and/or coworker (50.0%); and their work role required them to continue to interact with the person(s) involved (85.4%).

Table 3.51 FWS – 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	77.7% (±3.4)	76.5% (±5.7)	71.7% (±8.1)	85.6% (±6.0)	79.9% (±12.4)	80.1% (±2.7)	66.0% (±4.2)
Most of it occurred during work hours; some off work hours	8.3% (±2.4)	11.6% (±4.7)	23.6% (±7.9)	7.9% (±5.0)	12.0% (±11.3)	13.9% (±2.4)	7.1% (±2.6)
Some of it occurred during work hours; most off work hours	7.7% (±2.3)	6.3% (±3.8)	0.0% (NA)	5.4% (±4.5)	NR	4.0% (±1.5)	6.0% (±2.4)
None of it occurred during work hours; all off work hours	6.3% (±2.2)	5.6% (±3.7)	4.7% (±5.1)	NR	0.0% (NA)	2.0% (±1.1)	20.9% (±3.8)
Q35 Did the specific behavior or experience occur while you were on travel?							
Yes	10.8% (±2.6)	19.7% (±5.4)	13.3% (±7.0)	7.9% (±5.1)	NR	16.1% (±2.5)	6.7% (±2.5)
No	89.2% (±2.6)	80.3% (±5.4)	86.7% (±7.0)	92.1% (±5.1)	91.7% (±10.9)	83.9% (±2.5)	93.3% (±2.5)

	<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	84.8% (±3.0)	88.4% (±4.7)	77.4% (±7.7)	94.0% (±4.7)	86.6% (±11.6)	87.8% (±2.3)	80.3% (±3.9)
At a work-sponsored social event	1.9% (±1.4)	NR	5.1% (±5.2)	0.0% (NA)	0.0% (NA)	2.2% (±1.2)	2.2% (±1.9)
At a non-work sponsored social event where coworkers were present	5.6% (±2.1)	4.1% (±3.4)	0.0% (NA)	NR	NR	2.6% (±1.3)	2.7% (±2.0)
At a permanent Bureau supplied housing location, if applicable	0.8% (±1.1)	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)	NR	1.1% (±1.5)
At a location outside the office/site	6.8% (±2.3)	5.5% (±3.7)	15.4% (±7.0)	4.8% (±4.5)	8.6% (±10.7)	7.2% (±1.9)	13.7% (±3.5)
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)	87.3% (±3.1)	74.8% (±6.3)	87.9% (±7.7)	93.8% (±5.0)	88.0% (±12.5)	84.0% (±2.8)	77.2% (±4.7)
At an indoor location (shop or maintenance area)	5.1% (±2.2)	10.9% (±5.0)	NR	4.9% (±4.7)	NR	3.7% (±1.6)	12.1% (±3.9)
At an outdoor location (e.g., field site) that did not require an overnight stay	6.5% (±2.4)	7.5% (±4.4)	9.2% (±7.1)	NR	0.0% (NA)	8.3% (±2.2)	7.3% (±3.2)
At an outdoor location (e.g., field site) that required an overnight stay	1.1% (±1.3)	6.7% (±4.3)	0.0% (NA)	0.0% (NA)	NR	3.9% (±1.6)	3.4% (±2.5)
Q38 How often did the specific type of behavior or experience occur?							
Once	43.2% (±3.9)	42.5% (±6.2)	36.3% (±8.3)	36.2% (±7.4)	29.6% (±13.1)	38.5% (±3.2)	53.4% (±4.6)
Once a month or less	44.7% (±3.9)	35.2% (±6.1)	43.5% (±8.4)	33.2% (±7.3)	41.0% (±13.1)	41.5% (±3.3)	25.9% (±4.2)
2-4 times a month	7.7% (±2.3)	15.2% (±5.0)	17.4% (±7.2)	19.5% (±6.6)	14.2% (±11.7)	12.0% (±2.3)	8.7% (±2.9)
Every few days	2.6% (±1.6)	3.2% (±3.0)	NR	5.5% (±4.5)	NR	6.1% (±1.8)	8.6% (±2.9)
Every day	1.8% (±1.4)	4.0% (±3.3)	0.0% (NA)	5.6% (±4.6)	10.4% (±11.0)	1.8% (±1.1)	3.4% (±2.1)

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q39 How long did the specific type of behavior or experience persist?							
It happened one time	58.4% (±3.9)	51.9% (±6.2)	55.4% (±8.5)	44.7% (±7.4)	39.4% (±13.2)	52.9% (±3.3)	63.0% (±4.5)
A week	2.2% (±1.5)	NR	NR	NR	NR	2.7% (±1.3)	2.9% (±2.0)
A month	2.6% (±1.6)	0.0% (NA)	NR	5.4% (±4.5)	0.0% (NA)	1.5% (±1.1)	NR
A few months	12.9% (±2.9)	19.0% (±5.4)	9.0% (±6.1)	22.5% (±6.8)	12.5% (±11.4)	11.8% (±2.3)	14.2% (±3.5)
A year or more	24.0% (±3.5)	28.5% (±6.0)	32.0% (±8.3)	24.9% (±7.0)	43.2% (±13.1)	31.1% (±3.1)	19.4% (±3.9)
Q40 How many people were involved?							
One person	51.4% (±3.9)	45.4% (±6.2)	46.4% (±8.3)	49.5% (±7.5)	55.0% (±13.0)	63.0% (±3.2)	64.9% (±4.5)
More than one person	48.6% (±3.9)	54.6% (±6.2)	53.6% (±8.3)	50.5% (±7.5)	45.0% (±13.0)	37.0% (±3.2)	35.1% (±4.5)
Q41 Was/were the person(s) who did this to you?							
Male	45.4% (±4.0)	45.0% (±6.4)	47.7% (±8.3)	36.7% (±7.5)	69.6% (±13.1)	82.2% (±2.7)	66.7% (±4.5)
Female	20.0% (±3.4)	16.9% (±5.4)	7.9% (±5.8)	31.6% (±7.4)	10.1% (±11.0)	10.2% (±2.2)	16.4% (±3.7)
Both males and females	34.6% (±3.9)	38.1% (±6.4)	44.4% (±8.3)	31.6% (±7.4)	20.3% (±12.5)	7.7% (±1.9)	16.9% (±3.8)
Q42 Was/were the person(s) who did this to you?							
Younger	42.0% (±3.9)	9.5% (±4.3)	12.5% (±6.6)	24.0% (±6.9)	10.0% (±10.9)	7.2% (±1.9)	18.2% (±3.8)
About my age	8.0% (±2.4)	20.8% (±5.5)	20.9% (±7.6)	21.0% (±6.7)	22.0% (±12.6)	20.1% (±2.8)	30.2% (±4.4)
Older	39.3% (±3.9)	33.5% (±6.1)	22.4% (±7.7)	28.9% (±7.2)	39.1% (±13.2)	58.2% (±3.3)	33.9% (±4.5)
Some were younger, older, and/or about my age	6.6% (±2.2)	23.6% (±5.6)	38.1% (±8.3)	18.8% (±6.5)	21.8% (±12.6)	12.8% (±2.4)	8.6% (±2.9)
Do not know	4.2% (±1.9)	12.6% (±4.7)	6.1% (±5.4)	7.3% (±5.0)	NR	1.7% (±1.1)	9.2% (±3.0)

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q43 Was/were the person(s) who did this to you any of the following?							
Peer(s)/Coworker(s)	53.3% (±3.9)	46.8% (±6.2)	55.2% (±8.3)	50.0% (±7.4)	79.9% (±12.4)	49.4% (±3.3)	43.8% (±4.2)
Subordinate(s) or someone you supervise/manage	9.9% (±2.6)	7.7% (±4.0)	NR	7.3% (±4.9)	14.6% (±11.7)	5.7% (±1.7)	6.6% (±2.4)
Your Team lead(s) (current or former)	14.8% (±3.0)	5.5% (±3.6)	7.6% (±5.8)	15.9% (±6.2)	15.5% (±11.9)	5.6% (±1.7)	5.0% (±2.2)
Another Team lead(s) (current or former)	8.7% (±2.4)	5.9% (±3.7)	NR	6.6% (±4.8)	NR	6.7% (±1.8)	3.0% (±1.8)
Your Supervisor(s) (current or former)	21.8% (±3.4)	22.9% (±5.6)	20.1% (±7.5)	49.5% (±7.4)	28.2% (±13.0)	21.6% (±2.8)	13.6% (±3.2)
Another Supervisor(s) (current or former)	13.5% (±2.9)	10.2% (±4.4)	4.4% (±5.0)	12.8% (±5.8)	12.1% (±11.3)	13.6% (±2.4)	4.2% (±2.1)
Your Manager(s) (current or former)	10.2% (±2.6)	10.6% (±4.4)	6.5% (±5.5)	13.9% (±6.0)	9.7% (±10.9)	9.7% (±2.1)	8.3% (±2.7)
Another Manager(s) (current or former)	9.1% (±2.5)	10.6% (±4.4)	4.5% (±5.0)	3.5% (±4.0)	0.0% (NA)	6.3% (±1.8)	5.3% (±2.3)
Another federal employee	7.1% (±2.3)	12.6% (±4.7)	9.6% (±6.1)	5.2% (±4.5)	10.5% (±11.0)	9.8% (±2.1)	9.3% (±2.8)
A contractor	2.5% (±1.5)	4.5% (±3.4)	3.9% (±4.9)	NR	NR	4.2% (±1.5)	2.8% (±1.8)
A concessioner	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	NR	0.0% (NA)
A partner	5.9% (±2.1)	5.1% (±3.5)	7.3% (±5.7)	NR	NR	9.1% (±2.1)	NR
A visitor	1.7% (±1.3)	4.0% (±3.3)	NR	0.0% (NA)	10.5% (±11.0)	3.7% (±1.4)	1.1% (±1.3)
Other	3.6% (±1.8)	6.7% (±3.8)	6.8% (±5.6)	3.8% (±4.1)	0.0% (NA)	2.0% (±1.2)	2.7% (±1.8)
Do not know	2.4% (±1.5)	2.6% (±2.9)	9.3% (±6.1)	NR	0.0% (NA)	NR	4.8% (±2.2)
None selected	2.9% (±1.6)	3.6% (±3.2)	0.0% (NA)	NR	0.0% (NA)	2.5% (±1.3)	17.3% (±3.4)
Q44 Did your work role require you to continue to interact with this/these person(s)?							
No, I did not have to interact with this/these person(s) at all	14.1% (±2.9)	19.7% (±5.5)	10.1% (±6.2)	4.3% (±4.3)	0.0% (NA)	12.3% (±2.3)	24.2% (±4.1)
Yes, I had to or still have to interact with this/these person(s)	85.9% (±2.9)	80.3% (±5.5)	89.9% (±6.2)	95.7% (±4.3)	100% (NA)	87.7% (±2.3)	75.8% (±4.1)

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

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 (35.9%); resulted in arguments or damaged interpersonal relations at work (31.0%); and/or damaged other personal relationships (10.1%). 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 (15.4%), seek counseling (14.0%), or medical attention (7.0%). For some employees, these experiences had a *negative impact on their job performance*, making it harder to complete their work (34.7%), negatively affected their performance evaluation or promotion potential (23.5%), or negatively affected their performance evaluation/renewal/permanent employment (13.7%). For some employees, these experiences *negatively affected their willingness to remain a part of the organization*, leading them to request a transfer (6.9%), consider leaving FWS (31.4%), or take steps to leave the organization (13.5%).

Table 3.52 FWS – 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	5.5% (±2.1)	10.5% (±4.5)	NR	14.1% (±6.0)	15.6% (±12.2)	5.5% (±1.7)	6.8% (±2.6)
No	92.4% (±2.3)	89.5% (±4.5)	97.0% (±4.8)	85.9% (±6.0)	79.7% (±12.7)	94.5% (±1.7)	91.7% (±2.8)
Don't Know	2.1% (±1.5)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	1.5% (±1.5)
b. Did you take steps to leave your organization?							
Yes	12.1% (±2.8)	23.1% (±5.6)	9.0% (±6.3)	24.2% (±7.0)	23.4% (±13.0)	10.2% (±2.2)	12.5% (±3.2)
No	86.1% (±2.9)	76.9% (±5.6)	91.0% (±6.3)	75.8% (±7.0)	76.6% (±13.0)	89.3% (±2.2)	86.1% (±3.4)
Don't Know	1.8% (±1.4)	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	1.5% (±1.6)

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>
c. Did it make it harder to complete your work or do your job?							
Yes	30.6% (±3.7)	38.3% (±6.2)	17.7% (±7.5)	61.8% (±7.4)	40.3% (±13.4)	38.1% (±3.2)	25.8% (±4.1)
No	63.5% (±3.8)	57.0% (±6.2)	76.3% (±8.0)	35.1% (±7.4)	52.9% (±13.2)	58.5% (±3.3)	69.4% (±4.2)
Don't Know	5.9% (±2.1)	4.7% (±3.5)	6.0% (±5.6)	3.1% (±3.9)	NR	3.4% (±1.4)	4.8% (±2.3)
d. Did it negatively affect your performance evaluation or promotion potential?							
Yes	27.5% (±3.8)	25.5% (±6.0)	18.6% (±7.7)	47.3% (±7.9)	31.9% (±14.1)	18.0% (±2.8)	19.2% (±3.9)
No	60.3% (±4.1)	66.0% (±6.3)	68.3% (±8.6)	40.2% (±7.9)	64.5% (±14.1)	72.4% (±3.2)	74.2% (±4.2)
Don't Know	12.2% (±3.0)	8.5% (±4.3)	13.2% (±7.1)	12.5% (±6.2)	NR	9.6% (±2.3)	6.7% (±2.7)
e. Did it negatively affect your performance evaluation/renewal/permanent employment?							
Yes	10.4% (±10.2)	NR	NR	NR	NR	9.1% (±7.5)	NR
No	54.5% (±12.2)	NR	NR	NR	NR	84.5% (±8.6)	NR
Don't Know	35.1% (±12.4)	NR	NR	NR	NR	6.4% (±6.9)	NR
f. Did it cause arguments or damage interpersonal relations at work?							
Yes	25.7% (±3.6)	26.2% (±5.8)	33.0% (±8.5)	55.1% (±7.4)	55.2% (±13.3)	33.4% (±3.2)	23.7% (±4.0)
No	67.2% (±3.8)	66.3% (±6.1)	61.8% (±8.6)	35.2% (±7.4)	42.0% (±13.4)	63.2% (±3.2)	66.9% (±4.3)
Don't Know	7.1% (±2.3)	7.4% (±4.0)	5.2% (±5.4)	9.7% (±5.4)	NR	3.4% (±1.4)	9.4% (±2.9)
g. Did it damage your relationship with coworkers, supervisors, or managers?							
Yes	32.0% (±3.7)	37.4% (±6.2)	37.2% (±8.6)	62.9% (±7.4)	64.5% (±13.5)	35.5% (±3.2)	27.6% (±4.1)
No	59.5% (±3.9)	53.4% (±6.2)	55.1% (±8.6)	33.2% (±7.3)	32.6% (±13.4)	56.9% (±3.3)	61.6% (±4.4)
Don't Know	8.5% (±2.4)	9.3% (±4.3)	7.6% (±6.0)	3.9% (±4.1)	NR	7.6% (±1.9)	10.8% (±3.1)

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	8.6% (±2.5)	18.5% (±5.3)	4.7% (±5.3)	13.5% (±5.9)	18.3% (±12.5)	8.7% (±2.0)	9.6% (±3.0)
No	87.0% (±2.9)	79.7% (±5.5)	95.3% (±5.3)	82.9% (±6.3)	81.7% (±12.5)	89.1% (±2.2)	87.2% (±3.3)
Don't Know	4.4% (±1.9)	NR	0.0% (NA)	3.6% (±4.1)	0.0% (NA)	2.2% (±1.2)	3.2% (±2.0)
i. Did it cause you to call in sick or take other type of leave?							
Yes	13.6% (±2.9)	21.1% (±5.5)	6.3% (±5.7)	33.9% (±7.3)	22.5% (±12.9)	13.5% (±2.4)	13.4% (±3.3)
No	83.4% (±3.1)	75.9% (±5.7)	93.7% (±5.7)	62.7% (±7.4)	77.5% (±12.9)	86.5% (±2.4)	84.8% (±3.5)
Don't Know	3.0% (±1.7)	3.0% (±3.0)	0.0% (NA)	3.4% (±4.0)	0.0% (NA)	0.0% (NA)	1.9% (±1.7)
j. Did you seek any type of medical attention?							
Yes	3.4% (±1.7)	7.3% (±4.0)	0.0% (NA)	30.1% (±7.2)	15.6% (±12.2)	6.4% (±1.8)	5.3% (±2.4)
No	93.3% (±2.2)	92.7% (±4.0)	100% (NA)	69.9% (±7.2)	84.4% (±12.2)	93.3% (±1.8)	93.2% (±2.6)
Don't Know	3.3% (±1.7)	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	1.5% (±1.6)
k. Did you seek counseling from a religious leader/counselor/health care provider?							
Yes	7.7% (±2.4)	20.5% (±5.5)	13.1% (±7.0)	43.1% (±7.5)	14.1% (±12.0)	10.9% (±2.2)	13.8% (±3.4)
No	89.3% (±2.7)	79.5% (±5.5)	86.9% (±7.0)	56.9% (±7.5)	85.9% (±12.0)	88.7% (±2.3)	84.2% (±3.5)
Don't Know	3.1% (±1.7)	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	2.0% (±1.7)
l. Did you consider leaving the bureau?							
Yes	29.1% (±3.7)	49.0% (±6.2)	26.2% (±8.2)	45.9% (±7.4)	50.6% (±12.8)	28.2% (±3.0)	25.2% (±4.1)
No	67.7% (±3.8)	50.2% (±6.2)	72.1% (±8.3)	49.3% (±7.4)	49.4% (±12.8)	70.9% (±3.1)	70.9% (±4.2)
Don't Know	3.2% (±1.7)	NR	NR	4.8% (±4.4)	0.0% (NA)	0.9% (±0.9)	3.9% (±2.1)

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 FWS.

In summary, regardless of the specific form of harassment and/or assault behavior experienced, most employees talked to someone at work about their experience including coworkers (50.9%) or another employee (43.6%), as well as a supervisor (33.1%) or manager (18.5%). Additionally, some employees talked with the person involved (30.8%).

Table 3.53 FWS – 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	23.8% (±3.6)	39.0% (±6.4)	29.2% (±8.8)	52.0% (±7.6)	40.1% (±13.8)	30.6% (±3.2)	27.6% (±4.2)
My coworkers	43.1% (±3.9)	49.5% (±6.3)	36.2% (±8.6)	59.6% (±7.5)	57.7% (±13.7)	62.2% (±3.3)	40.9% (±4.5)
My team leader	13.4% (±2.9)	24.0% (±5.8)	5.1% (±5.4)	18.7% (±6.7)	13.3% (±12.6)	15.0% (±2.6)	14.0% (±3.5)
My supervisor	24.6% (±3.5)	42.4% (±6.3)	19.7% (±7.7)	48.2% (±7.4)	44.2% (±13.7)	35.7% (±3.2)	31.2% (±4.3)
My manager	13.2% (±2.9)	30.0% (±6.1)	5.3% (±5.4)	37.0% (±7.5)	21.4% (±13.3)	18.4% (±2.7)	16.6% (±3.6)
A senior leader	8.5% (±2.5)	17.5% (±5.3)	NR	21.2% (±6.8)	23.4% (±13.0)	9.7% (±2.2)	11.2% (±3.2)
Another employee in my bureau	37.4% (±3.9)	45.5% (±6.4)	37.3% (±8.6)	54.0% (±7.6)	46.0% (±13.6)	50.2% (±3.3)	36.2% (±4.5)
Someone from another bureau/office	9.9% (±2.7)	14.9% (±5.1)	18.9% (±7.7)	16.3% (±6.5)	28.6% (±14.1)	15.9% (±2.6)	15.2% (±3.6)

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 FWS.

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 (79.3%); only 20.7% did. For employees who made complaints/grievances/reports, the most frequently used FWS resource was a supervisor or manager (16.6%). 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 FWS – 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	12.2% (±2.8)	20.9% (±5.6)	7.5% (±6.0)	30.3% (±7.2)	35.7% (±13.5)	15.6% (±2.5)	17.0% (±3.7)
Employee Assistance Program (EAP)	1.9% (±1.4)	3.1% (±3.1)	NR	4.7% (±4.4)	NR	3.4% (±1.4)	4.0% (±2.2)
Ombudsman (if applicable)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)	NR
CADR Office, CORE PLUS	NR	3.4% (±3.2)	0.0% (NA)	6.8% (±4.9)	NR	1.6% (±1.1)	NR
Employee & Labor Relations (Human Resources)	4.0% (±1.9)	6.3% (±3.8)	0.0% (NA)	13.5% (±6.1)	11.4% (±11.9)	5.1% (±1.7)	5.4% (±2.4)
Union (if applicable)	NR	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	1.1% (±1.0)	NR
Equal Employment Opportunity Counselor	3.1% (±1.7)	7.1% (±4.0)	0.0% (NA)	10.5% (±5.7)	NR	4.9% (±1.6)	4.6% (±2.3)
Equal Employment Opportunity Office	1.3% (±1.3)	6.3% (±3.8)	0.0% (NA)	12.1% (±5.9)	NR	3.6% (±1.4)	3.2% (±2.0)
Office of Inspector General Hotline	NR	NR	0.0% (NA)	0.0% (NA)	NR	NR	1.9% (±1.7)
Office of Inspector General	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)	NR	0.9% (±0.9)	1.4% (±1.6)
Other Law Enforcement/Civil Authority not in the bureau	0.0% (NA)	NR	0.0% (NA)	NR	NR	1.1% (±0.9)	1.6% (±1.6)
Department of Interior Ethics/Bureau Ethics Office	NR	2.8% (±3.0)	0.0% (NA)	5.6% (±4.7)	NR	0.7% (±0.8)	NR
Other	5.1% (±2.1)	4.6% (±3.5)	0.0% (NA)	10.2% (±5.7)	NR	4.5% (±1.6)	6.2% (±2.6)

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 FWS.

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

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?							
Supervisor or Manager	2.0 (±0.3)	2.4 (±0.5)	2.0 (±0.6)	1.6 (±0.3)	2.4 (±0.8)	2.5 (±0.2)	2.1 (±0.3)
Employee Assistance Program (EAP)	3.4 (±0.8)	2.7 (±1.3)	NR	1.7 (±0.6)	NR	3.0 (±0.4)	2.1 (±0.5)
Ombudsman (if applicable)	NA	NA	NA	NR	NA	NA	NR
CADR Office, CORE PLUS	NR	1.8 (±0.6)	NA	2.0 (±0.9)	NR	1.9 (±0.4)	NR
Employee & Labor Relations (Human Resources)	1.9 (±0.3)	1.6 (±0.5)	NA	1.9 (±0.3)	1.0 (±0.0)	1.9 (±0.4)	2.3 (±0.5)
Union (if applicable)	NR	NA	NA	NR	NA	2.5 (±0.9)	NR
Equal Employment Opportunity Counselor	2.5 (±0.4)	2.6 (±0.6)	NA	1.8 (±0.5)	NR	2.4 (±0.4)	2.9 (±0.6)
Equal Employment Opportunity Office	2.1 (±0.6)	2.8 (±0.6)	NA	2.5 (±0.5)	NR	2.6 (±0.4)	2.7 (±0.8)
Office of Inspector General Hotline	NR	NR	NA	NA	NR	NR	1.9 (±0.5)
Office of Inspector General	NA	NR	NA	NA	NR	1.8 (±0.7)	1.6 (±0.4)
Other Law Enforcement/Civil Authority not in the bureau	NA	NR	NA	NR	NR	4.2 (±0.3)	2.9 (±1.3)
Department of Interior Ethics/Bureau Ethics Office	NR	1.9 (±0.9)	NA	2.4 (±1.2)	NR	1.5 (±0.4)	NR
Other	2.9 (±0.3)	2.6 (±1.1)	NA	2.8 (±0.8)	NR	3.1 (±0.4)	2.6 (±0.6)

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

An estimated 20.7% 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, 37.4% indicated that some action was taken. Actions focused on the organization involved explaining rules to everyone (31.7%), management conducted a review/investigation or other assessment (22.1%), and an investigation was conducted by a law enforcement official (6.9%). Actions involving the person engaging in the harassing behavior included someone talking to the person (31.8%), moving or reassigning the person to avoid continuing contact (10.9%), or some official career action was taken against person(s) involved (6.5%); and in some situations the person stopped the behavior (19.1%). Actions associated with the employee subjected to the behavior involved changing their station location or duties to help them avoid the person engaging in the harassing behaviors (9.4%). Additionally, some employees were encouraged to drop the issue (37.6%) or were discouraged from making a complaint/grievance/report (31.7%). Other employees indicated that the person engaging in the harassing behavior took action against them for complaining (32.0%); their coworker(s) treated them worse, avoided or blamed them for the problem (30.9%); and some employees indicated leadership punished them for bringing the experience up (29.2%) or they were threatened with loss of employment (14.8%).¹¹

Table 3.56 FWS – 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	33.2% (±9.9)	56.4% (±13.6)	NR	55.8% (±13.0)	NR	34.2% (±7.4)	48.0% (±9.7)
No	35.5% (±10.0)	35.9% (±13.8)	NR	24.2% (±12.7)	NR	45.8% (±7.5)	30.2% (±9.7)
Don't Know	31.4% (±9.9)	NR	0.0% (NA)	19.9% (±12.3)	NR	20.0% (±6.6)	21.7% (±9.1)

¹¹ It is worth noting that an individual who made a complaint/grievance/report may not actually be informed of the outcome of their complaint/grievance/report because personnel policies may prohibit disclosure of such information.

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
b. The rules of harassment were explained to everyone in the workplace							
Yes	32.9% (±10.0)	28.2% (±13.6)	NR	24.2% (±12.5)	NR	32.6% (±7.4)	32.3% (±9.7)
No	53.6% (±10.0)	63.4% (±13.8)	NR	58.0% (±12.8)	NR	58.4% (±7.6)	54.0% (±9.8)
Don't Know	13.5% (±8.4)	NR	0.0% (NA)	17.8% (±11.9)	NR	9.1% (±5.4)	13.7% (±8.2)
c. A review/investigation/other assessment of the workplace was conducted by management							
Yes	7.4% (±7.2)	29.5% (±13.7)	0.0% (NA)	11.7% (±11.0)	NR	23.0% (±6.9)	31.2% (±9.7)
No	67.1% (±9.9)	47.5% (±13.4)	100% (NA)	66.1% (±12.9)	NR	65.3% (±7.4)	58.3% (±9.8)
Don't Know	25.5% (±9.6)	23.0% (±13.3)	0.0% (NA)	22.2% (±12.3)	NR	11.7% (±5.7)	10.5% (±7.7)
d. An investigation was conducted by a law enforcement official							
Yes	0.0% (NA)	NR	0.0% (NA)	NR	NR	5.8% (±4.7)	9.2% (±7.4)
No	86.3% (±8.4)	72.3% (±13.8)	100% (NA)	69.6% (±12.8)	NR	86.7% (±6.0)	71.1% (±9.6)
Don't Know	13.7% (±8.4)	22.0% (±13.5)	0.0% (NA)	23.2% (±12.4)	NR	7.5% (±5.1)	19.7% (±8.9)
e. Someone talked to the person(s) to ask him/her/them to change their behavior							
Yes	18.6% (±9.1)	9.5% (±11.5)	NR	19.6% (±12.1)	NR	41.7% (±7.5)	43.7% (±9.8)
No	50.8% (±9.9)	58.6% (±13.7)	NR	40.5% (±12.9)	NR	34.0% (±7.4)	23.9% (±9.3)
Don't Know	30.6% (±9.9)	31.9% (±13.7)	0.0% (NA)	39.9% (±12.9)	NR	24.2% (±7.0)	32.4% (±9.7)
f. My work station location or duties were changed to help me avoid the person(s)							
Yes	5.7% (±6.8)	10.0% (±11.6)	0.0% (NA)	NR	NR	12.4% (±5.8)	8.1% (±7.2)
No	82.9% (±8.8)	76.4% (±13.4)	100% (NA)	86.5% (±11.3)	NR	84.8% (±6.2)	81.6% (±8.8)
Don't Know	11.4% (±8.0)	13.6% (±12.2)	0.0% (NA)	NR	NR	NR	10.3% (±7.6)

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>
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them							
Yes	NR	NR	0.0% (NA)	10.7% (±10.8)	NR	11.6% (±5.8)	11.7% (±7.9)
No	87.0% (±8.3)	83.5% (±12.6)	100% (NA)	80.3% (±12.1)	NR	86.4% (±6.1)	78.0% (±9.2)
Don't Know	11.4% (±8.0)	13.6% (±12.2)	0.0% (NA)	9.0% (±10.4)	0.0% (NA)	NR	10.3% (±7.6)
h. There was some official career action taken against person(s) for the behavior							
Yes	0.0% (NA)	NR	0.0% (NA)	NR	NR	9.2% (±5.3)	NR
No	86.3% (±8.5)	73.1% (±13.6)	100% (NA)	61.1% (±12.9)	NR	67.6% (±7.4)	77.0% (±9.2)
Don't Know	13.7% (±8.5)	23.2% (±13.3)	0.0% (NA)	33.9% (±12.9)	NR	23.2% (±6.9)	19.7% (±8.9)
i. The person(s) stopped the behavior							
Yes	13.9% (±8.3)	14.8% (±12.1)	NR	14.4% (±11.7)	NR	22.9% (±6.9)	19.7% (±8.9)
No	67.9% (±9.8)	81.7% (±12.5)	NR	70.6% (±13.0)	NR	57.6% (±7.6)	55.1% (±9.8)
Don't Know	18.3% (±8.9)	NR	0.0% (NA)	15.0% (±11.8)	0.0% (NA)	19.5% (±6.7)	25.2% (±9.4)
j. I was encouraged to drop the issue							
Yes	51.2% (±9.9)	29.6% (±13.4)	NR	44.7% (±12.8)	NR	31.8% (±7.3)	36.3% (±9.8)
No	37.3% (±10.0)	70.4% (±13.4)	NR	46.4% (±12.7)	NR	62.9% (±7.5)	50.1% (±9.7)
Don't Know	11.5% (±8.0)	0.0% (NA)	0.0% (NA)	8.9% (±10.4)	NR	5.3% (±4.5)	13.6% (±8.2)
k. I was discouraged from making an oral and/or written complaint/grievance/report							
Yes	39.5% (±10.1)	21.3% (±13.1)	NR	36.7% (±13.2)	NR	27.8% (±7.2)	35.2% (±9.8)
No	49.5% (±9.9)	75.0% (±13.3)	NR	58.5% (±13.1)	NR	70.2% (±7.3)	55.5% (±9.8)
Don't Know	11.0% (±8.0)	NR	0.0% (NA)	NR	0.0% (NA)	NR	9.3% (±7.5)

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>
l. The person(s) who did this took action against me for complaining							
Yes	35.6% (±10.0)	19.7% (±12.9)	NR	41.4% (±13.1)	NR	28.5% (±7.2)	35.7% (±9.8)
No	48.2% (±9.9)	72.6% (±13.5)	NR	47.5% (±12.9)	NR	67.2% (±7.4)	42.3% (±9.8)
Don't Know	16.2% (±8.7)	NR	0.0% (NA)	11.1% (±11.1)	0.0% (NA)	4.4% (±4.3)	22.1% (±9.2)
m. My coworkers treated me worse, avoided me, or blamed me for the problem							
Yes	33.9% (±9.9)	23.6% (±13.0)	NR	47.7% (±12.9)	NR	22.4% (±6.9)	32.5% (±9.7)
No	59.3% (±10.0)	56.8% (±13.4)	NR	40.2% (±13.1)	NR	72.8% (±7.2)	57.7% (±9.8)
Don't Know	6.8% (±7.0)	19.6% (±12.7)	0.0% (NA)	12.1% (±11.3)	0.0% (NA)	4.8% (±4.5)	9.8% (±7.6)
n. My leadership punished me for bringing it up							
Yes	38.0% (±10.0)	25.2% (±13.2)	NR	46.2% (±12.9)	NR	22.6% (±6.8)	23.5% (±9.3)
No	50.7% (±9.8)	57.9% (±13.4)	NR	42.7% (±13.1)	NR	72.7% (±7.1)	51.4% (±9.7)
Don't Know	11.3% (±8.0)	17.0% (±12.4)	0.0% (NA)	11.1% (±11.1)	0.0% (NA)	4.6% (±4.3)	25.0% (±9.4)
o. I was threatened with loss of employment							
Yes	28.5% (±9.7)	16.3% (±12.5)	0.0% (NA)	19.5% (±12.3)	NR	4.7% (±4.5)	17.7% (±8.7)
No	58.3% (±10.0)	70.3% (±13.6)	100% (NA)	72.6% (±12.9)	NR	89.0% (±5.7)	74.9% (±9.4)
Don't Know	13.2% (±8.3)	13.4% (±12.1)	0.0% (NA)	NR	0.0% (NA)	6.3% (±4.8)	7.4% (±7.0)

An estimated 20.7% 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 FWS – 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?	2.7 (±0.2)	3.2 (±0.2)	3.1 (±0.6)	2.4 (±0.3)	3.2 (±0.7)	2.9 (±0.2)	3.1 (±0.2)
How you were treated by personnel handling the complaint/grievance/report?	2.9 (±0.2)	2.8 (±0.3)	2.9 (±0.5)	2.6 (±0.3)	3.3 (±0.7)	3.1 (±0.2)	2.7 (±0.2)
Actions taken by the person handling the complaint/grievance/report?	2.7 (±0.2)	2.8 (±0.3)	2.8 (±0.6)	2.5 (±0.3)	3.3 (±0.7)	2.9 (±0.2)	2.5 (±0.2)
Being informed about the current status of the complaint/grievance/report?	2.6 (±0.2)	2.7 (±0.2)	2.8 (±0.6)	2.4 (±0.3)	3.1 (±0.7)	2.9 (±0.2)	2.5 (±0.2)
The amount of time it took to address the complaint/grievance/report?	2.6 (±0.2)	2.7 (±0.3)	3.2 (±0.4)	2.5 (±0.3)	3.1 (±0.7)	2.8 (±0.2)	2.5 (±0.2)

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

An estimated 79.3% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment 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 (70.2% did not consider it serious enough to report), desire to move on or forget about the incident (54.2%), the behavior or experience stopped on its own (49.6%), skepticism about actions that would be taken (44.5% of employees did not think anything would be done), thought they would be labeled a troublemaker (37.9%), thought it might hurt their career (33.8%), or took other actions to handle the situation (31.0%).

Table 3.58 FWS – 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	51.7% (±4.4)	45.7% (±7.5)	55.0% (±9.4)	55.9% (±9.5)	36.1% (±17.2)	44.9% (±3.8)	55.2% (±5.2)
I thought it was not serious enough to discuss or report	73.8% (±4.0)	51.4% (±7.3)	70.1% (±9.1)	58.0% (±9.3)	NR	76.6% (±3.3)	67.1% (±5.0)
I took care of it myself by confronting the person(s) who did it	24.9% (±4.0)	32.4% (±7.5)	25.2% (±9.1)	28.4% (±9.1)	19.7% (±16.7)	23.6% (±3.3)	26.7% (±4.9)
I took other actions to handle the situation	31.1% (±4.2)	23.2% (±7.1)	36.8% (±9.4)	28.9% (±9.2)	32.6% (±17.3)	33.4% (±3.6)	28.5% (±4.9)
I did not know who to report the behavior to and/or how to file a complaint	10.4% (±3.0)	13.7% (±6.1)	5.1% (±6.2)	22.4% (±8.9)	24.9% (±17.1)	8.3% (±2.3)	5.3% (±2.9)
I did not want more people to know	27.4% (±4.0)	37.8% (±7.2)	26.3% (±9.2)	43.9% (±9.5)	NR	23.1% (±3.3)	23.4% (±4.7)
I was ashamed or embarrassed	13.7% (±3.3)	15.7% (±6.0)	6.4% (±6.6)	37.0% (±9.7)	35.7% (±17.2)	10.2% (±2.5)	5.6% (±2.9)
I did not want people to think less of me	25.3% (±4.0)	27.9% (±6.9)	23.9% (±9.0)	46.3% (±9.7)	40.9% (±17.0)	25.4% (±3.4)	10.2% (±3.6)
I thought other people would blame me	15.9% (±3.4)	19.5% (±6.5)	11.0% (±7.6)	25.5% (±9.4)	29.0% (±17.2)	13.3% (±2.8)	8.9% (±3.4)
I felt partially to blame	6.3% (±2.5)	NR	6.2% (±6.6)	14.9% (±8.3)	0.0% (NA)	5.4% (±2.0)	5.9% (±3.0)
I wanted to forget about it or move on	56.6% (±4.3)	49.6% (±7.4)	68.7% (±9.4)	64.4% (±9.3)	77.5% (±17.0)	50.9% (±3.7)	49.8% (±5.1)
I did not think anything would be done	43.0% (±4.3)	58.0% (±7.3)	54.6% (±9.3)	56.8% (±9.6)	NR	43.0% (±3.7)	35.2% (±5.0)
I did not think I would be believed	19.1% (±3.6)	20.0% (±6.4)	9.2% (±7.1)	33.3% (±9.5)	29.1% (±17.2)	15.7% (±2.9)	7.6% (±3.2)
I did not trust that the process would be fair	29.1% (±4.1)	46.5% (±7.2)	26.5% (±9.1)	50.0% (±9.6)	NR	27.2% (±3.4)	18.5% (±4.3)
I thought I might get in trouble for something I did	13.0% (±3.2)	16.7% (±6.1)	8.3% (±6.9)	15.4% (±8.4)	17.3% (±16.5)	9.3% (±2.4)	5.5% (±2.9)
I thought I would be labeled as a troublemaker	36.1% (±4.3)	50.8% (±7.2)	41.3% (±9.5)	44.4% (±9.7)	59.6% (±17.0)	41.7% (±3.7)	21.5% (±4.5)
I thought it might hurt my performance appraisal	24.8% (±3.9)	27.1% (±6.9)	19.3% (±8.4)	37.2% (±9.5)	NR	20.4% (±3.1)	14.4% (±4.0)
I thought it might hurt my chances of being renewed or obtaining permanent position	32.7% (±14.4)	NR	NR	NR	NR	26.0% (±10.4)	NR
I was worried about potential negative consequences from leadership	34.0% (±4.2)	43.7% (±7.3)	22.6% (±8.7)	42.6% (±9.8)	NR	25.4% (±3.4)	15.5% (±4.1)
I was worried about potential negative consequences from my coworkers or peers	25.4% (±4.0)	31.2% (±7.1)	32.4% (±9.3)	37.5% (±9.6)	NR	24.5% (±3.3)	14.1% (±4.0)
I thought it might hurt my career	36.1% (±4.5)	49.5% (±7.4)	34.1% (±9.4)	45.7% (±10.3)	NR	32.6% (±3.8)	20.4% (±4.6)
I did not want to hurt the person's/s' career/s or family/ies	15.3% (±3.4)	24.7% (±6.7)	25.8% (±9.0)	19.0% (±8.9)	24.1% (±17.1)	18.1% (±3.0)	15.2% (±4.1)

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	2.0% (±1.6)	3.8% (±4.0)	NR	8.3% (±7.2)	19.9% (±16.8)	1.2% (±1.2)	2.0% (±2.1)
I feared losing my job	9.2% (±2.8)	15.1% (±5.9)	10.6% (±7.3)	24.2% (±9.3)	25.1% (±17.1)	7.2% (±2.2)	3.7% (±2.5)
Some other reason	33.1% (±4.3)	33.6% (±7.2)	29.8% (±9.1)	45.5% (±9.7)	41.1% (±17.0)	39.2% (±3.7)	24.2% (±4.8)

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 FWS.

Table 4.1 FWS – 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	1,537	3.0*	±0.0	7,206	3.8*	±0.0	-0.96 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	21	3.2*	±0.2	76	4.2*	±0.1	-1.64 (L)
Wage Grade (WG) 5-8	131	3.0*	±0.2	429	3.7*	±0.1	-0.87 (L)
Wage Grade (WG) 9-16	40	2.8*	±0.2	258	3.9*	±0.1	-1.33 (L)
Other Wage Grade (WG)	--	--	--	10	3.4	±0.4	NA
General Schedule (GS) 1-6	86	3.1*	±0.2	526	3.9*	±0.1	-0.99 (L)
General Schedule (GS) 7-10	287	2.9*	±0.1	1,377	3.8*	±0.0	-1.06 (L)
General Schedule (GS) 11-12	616	2.9*	±0.1	2,601	3.7*	±0.0	-1.00 (L)
General Schedule (GS) 13-15	333	3.3*	±0.1	1,827	3.9*	±0.0	-0.73 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	14	4.2	±0.3	NR
Other	7	2.0*	±0.5	42	3.5*	±0.3	-1.78 (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>
Years of Service at Bureau or Office							
Less than 1 year	100	3.2*	±0.2	578	4.0*	±0.1	-1.01 (L)
1 to 3 years	208	3.3*	±0.1	857	4.0*	±0.1	-0.78 (M)
4 to 5 years	100	3.2*	±0.2	477	3.9*	±0.1	-0.90 (L)
6 to 10 years	298	2.9*	±0.1	1,417	3.8*	±0.0	-1.03 (L)
11 to 14 years	126	3.0*	±0.2	844	3.7*	±0.1	-0.87 (L)
15 to 20 years	279	3.0*	±0.1	1,274	3.8*	±0.0	-0.97 (L)
More than 20 years	420	2.9*	±0.1	1,732	3.8*	±0.0	-1.07 (L)
Appointment Type							
Permanent	1,395	3.0*	±0.0	6,549	3.8*	±0.0	-0.97 (L)
Term	111	3.2*	±0.2	538	3.9*	±0.1	-0.88 (L)
Temporary	31	3.4*	±0.2	104	4.3*	±0.1	-1.68 (L)
Work Schedule							
Seasonal	38	3.0*	±0.2	92	3.8*	±0.2	-1.07 (L)
Non-Seasonal	1,380	3.0*	±0.0	6,491	3.8*	±0.0	-0.96 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	17	2.7*	±0.4	49	3.5*	±0.3	-0.84 (L)
Permanent-Non-Seasonal	1,370	3.0*	±0.0	6,430	3.8*	±0.0	-0.96 (L)
Term	111	3.2*	±0.2	538	3.9*	±0.1	-0.88 (L)
Temporary-Seasonal	21	3.1*	±0.2	44	4.2*	±0.2	-1.99 (L)
Temporary-Non-Seasonal	10	3.8*	±0.1	60	4.3*	±0.1	-0.97 (L)
Age - Collapsed							
39 or under	541	3.2*	±0.1	1,984	3.8*	±0.0	-0.82 (L)
40 or older	988	3.0*	±0.1	5,211	3.8*	±0.0	-1.05 (L)
Age							
25 or under	86	3.3*	±0.2	194	4.0*	±0.1	-1.10 (L)
26-29	127	3.3*	±0.2	302	4.0*	±0.1	-0.90 (L)
30-39	328	3.1*	±0.1	1,487	3.8*	±0.0	-0.82 (L)
40-49	261	2.9*	±0.1	2,280	3.8*	±0.0	-1.07 (L)
50-59	466	2.9*	±0.1	2,133	3.8*	±0.0	-1.14 (L)
60 or older	262	3.1*	±0.1	798	3.9*	±0.0	-0.95 (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 FWS.

Table 4.2 FWS – 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	1,537	0.49*	±0.02	7,248	0.74*	±0.01	-0.62 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	21	0.31*	±0.19	76	0.79*	±0.07	-1.33 (L)
Wage Grade (WG) 5-8	127	0.34*	±0.07	448	0.67*	±0.04	-0.77 (M)
Wage Grade (WG) 9-16	47	0.53*	±0.12	258	0.70*	±0.05	-0.43 (S)
Other Wage Grade (WG)	--	--	--	10	0.63	±0.23	NA
General Schedule (GS) 1-6	83	0.57	±0.08	538	0.65	±0.04	-0.20 (S)
General Schedule (GS) 7-10	296	0.45*	±0.05	1,382	0.75*	±0.02	-0.75 (M)
General Schedule (GS) 11-12	615	0.47*	±0.03	2,601	0.72*	±0.02	-0.60 (M)
General Schedule (GS) 13-15	326	0.63*	±0.04	1,835	0.81*	±0.02	-0.54 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	14	0.96	±0.06	NR
Other	NR	NR	NR	42	0.71	±0.12	NR
Years of Service at Bureau or Office							
Less than 1 year	103	0.55*	±0.09	598	0.73*	±0.03	-0.43 (S)
1 to 3 years	212	0.55*	±0.06	857	0.79*	±0.02	-0.64 (M)
4 to 5 years	97	0.52*	±0.08	484	0.74*	±0.04	-0.56 (M)
6 to 10 years	299	0.51*	±0.05	1,425	0.69*	±0.02	-0.43 (S)
11 to 14 years	131	0.52*	±0.07	844	0.72*	±0.03	-0.50 (M)
15 to 20 years	279	0.48*	±0.05	1,283	0.74*	±0.02	-0.68 (M)
More than 20 years	408	0.44*	±0.04	1,730	0.77*	±0.02	-0.87 (L)
Appointment Type							
Permanent	1,397	0.49*	±0.02	6,588	0.74*	±0.01	-0.63 (M)
Term	109	0.46*	±0.08	536	0.77*	±0.03	-0.81 (L)
Temporary	31	0.87	±0.06	110	0.74	±0.08	0.35 (S)
Work Schedule							
Seasonal	38	0.53*	±0.13	92	0.69*	±0.08	-0.39 (S)
Non-Seasonal	1,382	0.50*	±0.02	6,534	0.74*	±0.01	-0.61 (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	17	0.16*	±0.13	49	0.61*	±0.12	-1.15 (L)
Permanent-Non-Seasonal	1,372	0.49*	±0.02	6,468	0.74*	±0.01	-0.62 (M)
Term	109	0.46*	±0.08	536	0.77*	±0.03	-0.81 (L)
Temporary-Seasonal	21	0.82	±0.07	44	0.77	±0.12	0.14
Temporary-Non-Seasonal	10	1.00*	±0.00	66	0.73*	±0.10	0.69 (M)
Age - Collapsed							
39 or under	541	0.57*	±0.04	2,006	0.74*	±0.02	-0.43 (S)
40 or older	989	0.45*	±0.03	5,232	0.74*	±0.01	-0.72 (M)
Age							
25 or under	86	0.46*	±0.09	194	0.79*	±0.05	-0.85 (L)
26-29	127	0.60*	±0.08	307	0.79*	±0.04	-0.50 (M)
30-39	327	0.59*	±0.05	1,505	0.73*	±0.02	-0.33 (S)
40-49	263	0.44*	±0.05	2,291	0.75*	±0.02	-0.79 (M)
50-59	465	0.43*	±0.04	2,145	0.73*	±0.02	-0.78 (M)
60 or older	261	0.52*	±0.05	796	0.73*	±0.03	-0.52 (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 FWS.

Table 4.3 FWS – 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	1,544	3.1*	±0.0	7,234	2.6*	±0.0	0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	21	3.0*	±0.3	76	2.4*	±0.2	0.62 (M)
Wage Grade (WG) 5-8	135	2.9*	±0.1	448	2.7*	±0.1	0.36 (S)
Wage Grade (WG) 9-16	47	3.8*	±0.2	252	2.7*	±0.1	1.42 (L)
Other Wage Grade (WG)	--	--	--	10	2.4	±0.1	NA
General Schedule (GS) 1-6	81	3.4*	±0.2	538	2.6*	±0.1	1.05 (L)
General Schedule (GS) 7-10	298	3.3*	±0.1	1,374	2.6*	±0.0	0.80 (L)
General Schedule (GS) 11-12	606	3.1*	±0.1	2,598	2.6*	±0.0	0.61 (M)
General Schedule (GS) 13-15	335	3.0*	±0.1	1,833	2.5*	±0.0	0.60 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	14	2.0	±0.4	NR
Other	5	4.2*	±0.1	42	2.9*	±0.2	1.68 (L)
Years of Service at Bureau or Office							
Less than 1 year	106	3.0*	±0.2	595	2.4*	±0.1	0.74 (M)
1 to 3 years	210	2.9*	±0.1	858	2.5*	±0.1	0.51 (M)
4 to 5 years	100	3.1*	±0.2	488	2.6*	±0.1	0.73 (M)
6 to 10 years	298	3.2*	±0.1	1,421	2.7*	±0.0	0.64 (M)
11 to 14 years	133	3.1*	±0.2	843	2.6*	±0.1	0.57 (M)
15 to 20 years	279	3.3*	±0.1	1,273	2.6*	±0.0	0.82 (L)
More than 20 years	412	3.2*	±0.1	1,727	2.6*	±0.0	0.72 (M)
Appointment Type							
Permanent	1,407	3.2*	±0.0	6,575	2.6*	±0.0	0.67 (M)
Term	111	3.2*	±0.2	538	2.5*	±0.1	0.92 (L)
Temporary	26	2.3	±0.2	110	2.2	±0.1	0.24 (S)
Work Schedule							
Seasonal	33	3.1*	±0.4	92	2.6*	±0.2	0.47 (S)
Non-Seasonal	1,393	3.1*	±0.0	6,522	2.6*	±0.0	0.66 (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	17	4.0*	±0.3	49	2.9*	±0.2	1.49 (L)
Permanent-Non-Seasonal	1,383	3.1*	±0.0	6,456	2.6*	±0.0	0.66 (M)
Term	111	3.2*	±0.2	538	2.5*	±0.1	0.92 (L)
Temporary-Seasonal	16	2.1	±0.2	44	2.3	±0.3	-0.28 (S)
Temporary-Non-Seasonal	10	2.8*	±0.2	66	2.1*	±0.1	1.20 (L)
Age - Collapsed							
39 or under	542	3.0*	±0.1	2,008	2.6*	±0.0	0.52 (M)
40 or older	994	3.2*	±0.1	5,215	2.6*	±0.0	0.76 (M)
Age							
25 or under	86	3.0*	±0.2	194	2.4*	±0.1	0.83 (L)
26-29	125	2.9*	±0.1	310	2.6*	±0.1	0.51 (M)
30-39	331	3.0*	±0.1	1,504	2.6*	±0.0	0.50 (M)
40-49	270	3.3*	±0.1	2,288	2.6*	±0.0	0.87 (L)
50-59	460	3.3*	±0.1	2,128	2.6*	±0.0	0.75 (M)
60 or older	263	3.1*	±0.1	799	2.5*	±0.1	0.73 (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 FWS.

Table 4.4 FWS – 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	1,567	3.0*	±0.0	7,256	3.7*	±0.0	-0.79 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	21	3.4*	±0.2	76	4.0*	±0.2	-0.61 (M)
Wage Grade (WG) 5-8	135	2.9*	±0.2	448	3.4*	±0.1	-0.61 (M)
Wage Grade (WG) 9-16	47	2.0*	±0.2	252	3.4*	±0.1	-1.69 (L)
Other Wage Grade (WG)	--	--	--	10	3.6	±0.2	NA
General Schedule (GS) 1-6	86	3.0*	±0.2	538	3.6*	±0.1	-0.72 (M)
General Schedule (GS) 7-10	303	2.9*	±0.1	1,389	3.6*	±0.0	-0.85 (L)
General Schedule (GS) 11-12	618	3.0*	±0.1	2,604	3.6*	±0.0	-0.85 (L)
General Schedule (GS) 13-15	335	3.3*	±0.1	1,832	3.8*	±0.0	-0.62 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	14	4.4	±0.2	NR
Other	7	2.7	±0.6	42	3.4	±0.3	-0.71 (M)
Years of Service at Bureau or Office							
Less than 1 year	106	3.4*	±0.2	596	3.8*	±0.1	-0.54 (M)
1 to 3 years	215	3.4*	±0.1	865	3.8*	±0.1	-0.57 (M)
4 to 5 years	100	3.1*	±0.2	493	3.7*	±0.1	-0.65 (M)
6 to 10 years	301	2.9*	±0.1	1,422	3.5*	±0.0	-0.73 (M)
11 to 14 years	131	3.0*	±0.2	846	3.6*	±0.1	-0.73 (M)
15 to 20 years	282	2.8*	±0.1	1,275	3.6*	±0.0	-1.00 (L)
More than 20 years	425	2.9*	±0.1	1,731	3.7*	±0.0	-0.96 (L)
Appointment Type							
Permanent	1,425	3.0*	±0.1	6,596	3.6*	±0.0	-0.80 (L)
Term	111	3.1*	±0.2	538	3.8*	±0.1	-0.80 (L)
Temporary	31	3.7*	±0.2	110	4.1*	±0.1	-0.55 (M)
Work Schedule							
Seasonal	38	3.1*	±0.3	92	3.6*	±0.2	-0.51 (M)
Non-Seasonal	1,410	3.0*	±0.1	6,543	3.7*	±0.0	-0.79 (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	17	2.2*	±0.4	49	3.1*	±0.2	-1.03 (L)
Permanent-Non-Seasonal	1,400	3.0*	±0.1	6,477	3.6*	±0.0	-0.79 (M)
Term	111	3.1*	±0.2	538	3.8*	±0.1	-0.80 (L)
Temporary-Seasonal	21	3.8	±0.3	44	4.1	±0.2	-0.46 (S)
Temporary-Non-Seasonal	10	3.7	±0.3	66	4.2	±0.2	-0.66 (M)
Age - Collapsed							
39 or under	550	3.3*	±0.1	2,012	3.7*	±0.0	-0.50 (M)
40 or older	1,010	2.9*	±0.1	5,232	3.7*	±0.0	-0.96 (L)
Age							
25 or under	86	3.3*	±0.2	194	3.9*	±0.1	-0.71 (M)
26-29	130	3.5	±0.1	310	3.7	±0.1	-0.18
30-39	334	3.1*	±0.1	1,508	3.6*	±0.0	-0.60 (M)
40-49	270	2.7*	±0.1	2,292	3.6*	±0.0	-1.13 (L)
50-59	467	2.8*	±0.1	2,138	3.6*	±0.0	-0.96 (L)
60 or older	273	3.1*	±0.1	801	3.8*	±0.1	-0.87 (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 FWS.

Table 4.5 FWS – 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	1,546	3.3*	±0.1	7,122	4.0*	±0.0	-0.73 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	21	3.6*	±0.3	76	4.3*	±0.2	-0.74 (M)
Wage Grade (WG) 5-8	129	3.0*	±0.2	438	3.9*	±0.1	-0.86 (L)
Wage Grade (WG) 9-16	45	2.3*	±0.2	240	3.8*	±0.1	-1.63 (L)
Other Wage Grade (WG)	--	--	--	9	3.7	±0.5	NA
General Schedule (GS) 1-6	86	3.2*	±0.2	540	4.1*	±0.1	-0.85 (L)
General Schedule (GS) 7-10	299	3.2*	±0.1	1,372	4.0*	±0.0	-0.84 (L)
General Schedule (GS) 11-12	611	3.2*	±0.1	2,545	4.0*	±0.0	-0.68 (M)
General Schedule (GS) 13-15	332	3.6*	±0.1	1,795	4.1*	±0.0	-0.51 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	14	4.4	±0.4	NR
Other	7	1.9*	±0.5	42	3.8*	±0.2	-2.74 (L)
Years of Service at Bureau or Office							
Less than 1 year	106	3.5*	±0.2	577	4.2*	±0.1	-0.82 (L)
1 to 3 years	213	3.7*	±0.2	847	4.2*	±0.1	-0.56 (M)
4 to 5 years	100	3.5*	±0.3	483	4.1*	±0.1	-0.65 (M)
6 to 10 years	294	3.2*	±0.1	1,401	3.9*	±0.1	-0.67 (M)
11 to 14 years	131	3.3*	±0.2	821	4.0*	±0.1	-0.67 (M)
15 to 20 years	275	3.1*	±0.2	1,261	4.0*	±0.1	-0.86 (L)
More than 20 years	420	3.1*	±0.1	1,703	3.9*	±0.0	-0.80 (L)
Appointment Type							
Permanent	1,403	3.2*	±0.1	6,469	4.0*	±0.0	-0.73 (M)
Term	111	3.4*	±0.2	533	4.1*	±0.1	-0.77 (M)
Temporary	31	3.9*	±0.2	108	4.4*	±0.1	-0.63 (M)
Work Schedule							
Seasonal	36	3.8	±0.4	92	4.0	±0.2	-0.22 (S)
Non-Seasonal	1,392	3.3*	±0.1	6,419	4.0*	±0.0	-0.74 (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	14	3.2	±0.8	49	3.6	±0.3	-0.37 (S)
Permanent-Non-Seasonal	1,382	3.3*	±0.1	6,355	4.0*	±0.0	-0.73 (M)
Term	111	3.4*	±0.2	533	4.1*	±0.1	-0.77 (M)
Temporary-Seasonal	21	4.2	±0.1	44	4.4	±0.3	-0.37 (S)
Temporary-Non-Seasonal	10	3.3*	±0.4	64	4.3*	±0.2	-1.45 (L)
Age - Collapsed							
39 or under	547	3.6*	±0.1	1,984	4.1*	±0.0	-0.50 (M)
40 or older	991	3.1*	±0.1	5,126	4.0*	±0.0	-0.88 (L)
Age							
25 or under	86	3.8*	±0.2	189	4.1*	±0.1	-0.34 (S)
26-29	130	3.9*	±0.2	311	4.1*	±0.1	-0.33 (S)
30-39	331	3.5*	±0.1	1,484	4.1*	±0.0	-0.61 (M)
40-49	268	3.1*	±0.2	2,231	4.0*	±0.0	-0.90 (L)
50-59	454	3.1*	±0.1	2,111	3.9*	±0.0	-0.80 (L)
60 or older	269	3.1*	±0.2	784	4.1*	±0.1	-1.03 (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 FWS.

Table 4.6 FWS – 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	1,566	3.2*	±0.1	7,282	3.9*	±0.0	-0.80 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	21	3.6	±0.1	76	4.1	±0.3	-0.43 (S)
Wage Grade (WG) 5-8	131	3.0*	±0.2	448	3.6*	±0.1	-0.62 (M)
Wage Grade (WG) 9-16	47	2.1*	±0.3	255	3.8*	±0.1	-2.32 (L)
Other Wage Grade (WG)	--	--	--	10	3.8	±0.2	NA
General Schedule (GS) 1-6	86	3.1*	±0.2	545	4.0*	±0.1	-1.09 (L)
General Schedule (GS) 7-10	303	3.1*	±0.1	1,391	3.9*	±0.0	-0.81 (L)
General Schedule (GS) 11-12	620	3.1*	±0.1	2,610	3.8*	±0.0	-0.82 (L)
General Schedule (GS) 13-15	335	3.6*	±0.1	1,841	4.0*	±0.0	-0.54 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	14	4.3	±0.3	NR
Other	7	2.8	±1.3	42	3.7	±0.3	-0.78 (M)
Years of Service at Bureau or Office							
Less than 1 year	106	3.6*	±0.1	600	4.0*	±0.1	-0.47 (S)
1 to 3 years	215	3.5*	±0.1	866	4.0*	±0.1	-0.63 (M)
4 to 5 years	100	3.2*	±0.2	493	3.9*	±0.1	-0.83 (L)
6 to 10 years	298	3.1*	±0.1	1,429	3.8*	±0.0	-0.76 (M)
11 to 14 years	133	3.2*	±0.2	846	3.8*	±0.1	-0.65 (M)
15 to 20 years	282	3.0*	±0.1	1,282	3.9*	±0.0	-1.06 (L)
More than 20 years	425	3.1*	±0.1	1,738	3.9*	±0.0	-0.88 (L)
Appointment Type							
Permanent	1,424	3.2*	±0.1	6,620	3.9*	±0.0	-0.80 (L)
Term	111	3.3*	±0.2	538	4.0*	±0.1	-0.81 (L)
Temporary	31	3.6*	±0.2	110	4.4*	±0.1	-1.06 (L)
Work Schedule							
Seasonal	38	2.9*	±0.4	92	3.9*	±0.2	-1.15 (L)
Non-Seasonal	1,408	3.2*	±0.1	6,570	3.9*	±0.0	-0.78 (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	17	2.1*	±0.6	49	3.7*	±0.2	-2.03 (L)
Permanent-Non-Seasonal	1,399	3.2*	±0.1	6,504	3.9*	±0.0	-0.78 (M)
Term	111	3.3*	±0.2	538	4.0*	±0.1	-0.81 (L)
Temporary-Seasonal	21	3.5*	±0.2	44	4.3*	±0.3	-0.89 (L)
Temporary-Non-Seasonal	10	3.8*	±0.1	66	4.4*	±0.1	-1.06 (L)
Age - Collapsed							
39 or under	547	3.4*	±0.1	2,021	3.9*	±0.0	-0.63 (M)
40 or older	1,011	3.1*	±0.1	5,250	3.9*	±0.0	-0.90 (L)
Age							
25 or under	86	3.4*	±0.2	194	4.3*	±0.1	-1.14 (L)
26-29	130	3.5*	±0.2	314	3.9*	±0.1	-0.43 (S)
30-39	331	3.3*	±0.1	1,512	3.9*	±0.0	-0.65 (M)
40-49	270	3.1*	±0.1	2,296	3.9*	±0.0	-0.82 (L)
50-59	468	3.0*	±0.1	2,148	3.8*	±0.0	-0.93 (L)
60 or older	273	3.2*	±0.1	806	4.0*	±0.1	-1.03 (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 FWS.

Table 4.7 FWS – 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	602	39.9% *	±2.5	265	3.7% *	±0.5	0.98 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	0	0.0%	NA	NR
Wage Grade (WG) 5-8	51	38.6% *	±8.7	19	4.5% *	±2.4	0.91 (L)
Wage Grade (WG) 9-16	11	26.7%	±16.5	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	NR	NR	NR	NR
General Schedule (GS) 1-6	32	39.7% *	±11.2	15	2.8% *	±1.8	1.03 (L)
General Schedule (GS) 7-10	115	38.7% *	±5.7	60	4.3% *	±1.2	0.92 (L)
General Schedule (GS) 11-12	255	42.8% *	±4.0	95	3.6% *	±0.8	1.04 (L)
General Schedule (GS) 13-15	124	39.1% *	±5.5	68	3.7% *	±1.0	0.96 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	0	0.0%	NA	NR
Years of Service at Bureau or Office							
Less than 1 year	29	27.5% *	±9.5	12	1.9% *	±1.5	0.82 (L)
1 to 3 years	87	41.4% *	±6.8	32	3.8% *	±1.5	1.00 (L)
4 to 5 years	40	39.9% *	±10.1	22	4.6% *	±2.3	0.93 (L)
6 to 10 years	127	43.7% *	±5.8	60	4.3% *	±1.2	1.03 (L)
11 to 14 years	50	43.3% *	±9.3	25	3.0% *	±1.4	1.09 (L)
15 to 20 years	108	39.4% *	±5.9	48	3.7% *	±1.2	0.97 (L)
More than 20 years	162	39.9% *	±4.9	64	3.7% *	±1.0	0.98 (L)
Appointment Type							
Permanent	552	40.3% *	±2.6	241	3.7% *	±0.5	0.99 (L)
Term	46	42.5% *	±9.7	23	4.3% *	±2.1	1.00 (L)
Temporary	NR	NR	NR	0	0.0%	NA	NR
Work Schedule							
Seasonal	10	27.8%	±17.7	0	0.0%	NA	NA
Non-Seasonal	540	39.8% *	±2.6	241	3.7% *	±0.5	0.98 (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	0	0.0%	NA	NR
Permanent-Non-Seasonal	540	40.1%*	±2.6	241	3.7%*	±0.5	0.98 (L)
Term	46	42.5%*	±9.7	23	4.3%*	±2.1	1.00 (L)
Temporary-Seasonal	NR	NR	NR	0	0.0%	NA	NR
Temporary-Non-Seasonal	NR	NR	NR	0	0.0%	NA	NR
Age - Collapsed							
39 or under	221	40.9%*	±4.2	83	4.2%*	±1.0	0.98 (L)
40 or older	375	39.1%*	±3.1	181	3.5%*	±0.5	0.98 (L)
Age							
25 or under	40	46.6%*	±10.7	6	2.9%*	±3.6	1.16 (L)
26-29	42	33.0%*	±8.7	16	5.4%*	±3.2	0.76 (M)
30-39	139	42.5%*	±5.5	61	4.1%*	±1.1	1.01 (L)
40-49	98	38.1%*	±6.1	84	3.7%*	±0.9	0.94 (L)
50-59	194	42.8%*	±4.6	83	3.9%*	±0.9	1.03 (L)
60 or older	83	33.3%*	±6.1	14	1.7%*	±1.2	0.97 (L)

^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 FWS – Logistic Regression of Age Harassment and Predictors of Workplace Harassment

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	4.279	0.305	197.131	--	72.137	--	--	--	--
Sex	-0.235	0.072	10.583	0.001	0.791	0.686	0.911	-2737.716	10.531
Age	-0.539	0.078	47.371	0.000	0.583	0.500	0.680	-2755.716	46.531
Relationship Status	-0.195	0.077	6.436	0.011	0.823	0.708	0.957	-2735.636	6.371
Pay Grade	--	--	29.921	--	--	--	--	--	--
Middle Grade vs. Junior Grade	0.602	0.160	14.157	0.000	1.826	1.334	2.498	-2747.827	30.753
Senior Grade vs. Junior Grade	0.760	0.158	22.979	0.000	2.138	1.567	2.916	-2747.827	30.753
Executive Grade vs. Junior Grade	2.260	0.630	12.847	0.000	9.581	2.785	32.968	-2747.827	30.753
Work Schedule	-0.770	0.258	8.889	0.003	0.463	0.279	0.768	-2736.518	8.134
Supervisor Support	-0.179	0.041	19.231	0.000	0.836	0.772	0.906	-2741.937	18.972
Organizational Inclusion	-0.266	0.048	31.008	0.000	0.767	0.698	0.842	-2747.838	30.775
Bystander Harassment Based on Age	-2.321	0.093	629.625	0.000	0.098	0.082	0.118	-3063.788	662.674
General Intolerance	-0.453	0.052	75.655	0.000	0.636	0.574	0.704	-2770.492	76.082

Note. N = 7,911, Nagelkerke R Square = 0.329

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 FWS.

Table 4.9 FWS – 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	663	2.9*	±0.1	8,068	3.8*	±0.0	-1.05 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	19	3.1*	±0.1	79	4.2*	±0.1	-2.04 (L)
Wage Grade (WG) 5-8	72	3.0*	±0.2	491	3.6*	±0.1	-0.70 (M)
Wage Grade (WG) 9-16	9	2.4*	±0.7	285	3.8*	±0.1	-1.60 (L)
Other Wage Grade (WG)	--	--	--	10	3.4	±0.4	NA
General Schedule (GS) 1-6	30	2.8*	±0.3	582	3.8*	±0.1	-1.32 (L)
General Schedule (GS) 7-10	112	2.7*	±0.2	1,551	3.7*	±0.0	-1.15 (L)
General Schedule (GS) 11-12	251	2.7*	±0.1	2,960	3.7*	±0.0	-1.19 (L)
General Schedule (GS) 13-15	160	3.2*	±0.1	1,999	3.9*	±0.0	-0.86 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	14	4.2	±0.3	NR
Other	NR	NR	NR	46	3.3	±0.3	NR

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	43	3.5*	±0.2	635	3.9*	±0.1	-0.52 (M)
1 to 3 years	72	3.3*	±0.2	991	3.9*	±0.1	-0.65 (M)
4 to 5 years	40	3.0*	±0.3	539	3.8*	±0.1	-1.05 (L)
6 to 10 years	152	2.6*	±0.1	1,559	3.7*	±0.0	-1.36 (L)
11 to 14 years	66	2.7*	±0.2	902	3.7*	±0.1	-1.13 (L)
15 to 20 years	107	2.9*	±0.2	1,441	3.7*	±0.0	-0.88 (L)
More than 20 years	180	2.8*	±0.2	1,971	3.7*	±0.0	-1.16 (L)
Appointment Type							
Permanent	608	2.9*	±0.1	7,329	3.7*	±0.0	-1.05 (L)
Term	52	2.9*	±0.2	594	3.9*	±0.1	-1.13 (L)
Temporary	NR	NR	NR	131	4.1	±0.1	NR
Work Schedule							
Seasonal	8	3.1	±0.6	122	3.6	±0.2	-0.50 (M)
Non-Seasonal	603	2.9*	±0.1	7,263	3.7*	±0.0	-1.05 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	7	2.9	±0.5	59	3.3	±0.2	-0.44 (S)
Permanent-Non-Seasonal	600	2.9*	±0.1	7,195	3.7*	±0.0	-1.05 (L)
Term	52	2.9*	±0.2	594	3.9*	±0.1	-1.13 (L)
Temporary-Seasonal	NR	NR	NR	63	3.8	±0.2	NR
Temporary-Non-Seasonal	NR	NR	NR	68	4.3	±0.1	NR
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	342	2.8*	±0.1	6,843	3.8*	±0.0	-1.09 (L)
Minority	282	2.9*	±0.1	1,101	3.8*	±0.0	-1.01 (L)
Race/Ethnicity							
Hispanic	78	2.9*	±0.2	389	3.8*	±0.1	-1.11 (L)
American Indian or Alaskan Native	84	3.0*	±0.2	94	3.8*	±0.2	-0.97 (L)
Asian	29	3.1*	±0.5	95	3.8*	±0.1	-0.83 (L)
Black/African-American	50	2.8*	±0.3	176	3.7*	±0.1	-1.23 (L)
Native Hawaiian or Other Pacific Islander	NR	NR	NR	28	3.7	±0.3	NR
Non-Hispanic White	342	2.8*	±0.1	6,843	3.8*	±0.0	-1.09 (L)
Multi-racial	39	2.9*	±0.3	318	3.7*	±0.1	-0.91 (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.

4.2.2 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 FWS.

Table 4.10 FWS – 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	674	0.43*	±0.03	8,100	0.72*	±0.01	-0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	19	0.17*	±0.14	79	0.81*	±0.07	-1.96 (L)
Wage Grade (WG) 5-8	72	0.28*	±0.09	505	0.64*	±0.04	-0.85 (L)
Wage Grade (WG) 9-16	17	0.57	±0.24	285	0.68	±0.05	-0.27 (S)
Other Wage Grade (WG)	--	--	--	10	0.63	±0.23	NA
General Schedule (GS) 1-6	30	0.32*	±0.14	590	0.66*	±0.03	-0.82 (L)
General Schedule (GS) 7-10	122	0.35*	±0.08	1,556	0.72*	±0.02	-0.92 (L)
General Schedule (GS) 11-12	251	0.43*	±0.05	2,959	0.69*	±0.01	-0.64 (M)
General Schedule (GS) 13-15	154	0.60*	±0.06	2,005	0.80*	±0.01	-0.56 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	14	0.96	±0.06	NR
Other	NR	NR	NR	46	0.67	±0.12	NR
Years of Service at Bureau or Office							
Less than 1 year	43	0.52*	±0.14	658	0.71*	±0.03	-0.46 (S)
1 to 3 years	79	0.33*	±0.10	989	0.78*	±0.02	-1.21 (L)
4 to 5 years	40	0.42*	±0.14	543	0.72*	±0.03	-0.76 (M)
6 to 10 years	157	0.42*	±0.07	1,564	0.68*	±0.02	-0.62 (M)
11 to 14 years	70	0.59*	±0.10	903	0.70*	±0.03	-0.27 (S)
15 to 20 years	107	0.53*	±0.08	1,451	0.70*	±0.02	-0.44 (S)
More than 20 years	176	0.35*	±0.06	1,961	0.74*	±0.02	-1.01 (L)
Appointment Type							
Permanent	619	0.44*	±0.03	7,360	0.72*	±0.01	-0.69 (M)
Term	52	0.33*	±0.11	589	0.75*	±0.03	-1.12 (L)
Temporary	NR	NR	NR	137	0.77	±0.06	NR
Work Schedule							
Seasonal	8	0.28*	±0.27	122	0.66*	±0.07	-0.94 (L)
Non-Seasonal	613	0.45*	±0.03	7,300	0.72*	±0.01	-0.68 (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	59	0.54	±0.11	NR
Permanent-Non-Seasonal	611	0.44*	±0.03	7,227	0.72*	±0.01	-0.68 (M)
Term	52	0.33*	±0.11	589	0.75*	±0.03	-1.12 (L)
Temporary-Seasonal	NR	NR	NR	63	0.78	±0.08	NR
Temporary-Non-Seasonal	NR	NR	NR	73	0.75	±0.09	NR
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	349	0.47*	±0.05	6,852	0.73*	±0.01	-0.67 (M)
Minority	291	0.42*	±0.05	1,123	0.68*	±0.02	-0.62 (M)
Race/Ethnicity							
Hispanic	83	0.49*	±0.09	406	0.70*	±0.04	-0.50 (M)
American Indian or Alaskan Native	84	0.41*	±0.09	94	0.70*	±0.08	-0.69 (M)
Asian	29	0.59	±0.17	95	0.59	±0.08	0.00
Black/African-American	55	0.35*	±0.10	179	0.62*	±0.06	-0.65 (M)
Native Hawaiian or Other Pacific Islander	NR	NR	NR	28	0.76	±0.15	NR
Non-Hispanic White	349	0.47*	±0.05	6,852	0.73*	±0.01	-0.67 (M)
Multi-racial	38	0.24*	±0.12	320	0.69*	±0.04	-1.11 (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.

4.2.3 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 FWS.

Table 4.11 FWS – 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	667	3.3*	±0.1	8,100	2.6*	±0.0	0.78 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	19	3.2*	±0.2	79	2.4*	±0.2	0.97 (L)
Wage Grade (WG) 5-8	72	3.1*	±0.2	513	2.7*	±0.1	0.55 (M)
Wage Grade (WG) 9-16	17	3.4*	±0.4	279	2.8*	±0.1	0.72 (M)
Other Wage Grade (WG)	--	--	--	10	2.4	±0.1	NA
General Schedule (GS) 1-6	28	3.4*	±0.4	591	2.7*	±0.1	0.95 (L)
General Schedule (GS) 7-10	119	3.5*	±0.2	1,551	2.7*	±0.0	0.95 (L)
General Schedule (GS) 11-12	240	3.3*	±0.1	2,959	2.7*	±0.0	0.71 (M)
General Schedule (GS) 13-15	160	3.2*	±0.1	2,007	2.5*	±0.0	0.87 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	14	2.0	±0.4	NR
Other	NR	NR	NR	44	3.0	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	43	2.8*	±0.2	658	2.5*	±0.1	0.33 (S)
1 to 3 years	80	2.9*	±0.2	986	2.5*	±0.1	0.48 (S)
4 to 5 years	37	3.2*	±0.2	553	2.6*	±0.1	0.79 (M)
6 to 10 years	157	3.4*	±0.2	1,558	2.7*	±0.0	0.90 (L)
11 to 14 years	73	3.4*	±0.2	901	2.6*	±0.1	0.85 (L)
15 to 20 years	105	3.3*	±0.2	1,442	2.7*	±0.0	0.73 (M)
More than 20 years	168	3.4*	±0.1	1,969	2.6*	±0.0	0.90 (L)
Appointment Type							
Permanent	612	3.3*	±0.1	7,362	2.6*	±0.0	0.78 (M)
Term	52	3.1*	±0.2	594	2.6*	±0.1	0.70 (M)
Temporary	NR	NR	NR	132	2.2	±0.1	NR
Work Schedule							
Seasonal	8	2.8	±0.0	117	2.7	±0.2	0.02
Non-Seasonal	606	3.3*	±0.1	7,303	2.6*	±0.0	0.79 (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	7	2.8	±0.1	59	3.2	±0.2	-0.51 (M)
Permanent-Non-Seasonal	604	3.3*	±0.1	7,230	2.6*	±0.0	0.79 (M)
Term	52	3.1*	±0.2	594	2.6*	±0.1	0.70 (M)
Temporary-Seasonal	NR	NR	NR	59	2.2	±0.2	NR
Temporary-Non-Seasonal	NR	NR	NR	73	2.1	±0.1	NR
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	338	3.4*	±0.1	6,869	2.6*	±0.0	0.91 (L)
Minority	290	3.2*	±0.1	1,105	2.6*	±0.0	0.60 (M)
Race/Ethnicity							
Hispanic	83	3.5*	±0.2	403	2.7*	±0.1	0.94 (L)
American Indian or Alaskan Native	83	3.0*	±0.2	92	2.6*	±0.2	0.45 (S)
Asian	29	3.2*	±0.4	93	2.6*	±0.2	0.74 (M)
Black/African-American	54	2.9	±0.3	170	2.7	±0.1	0.24 (S)
Native Hawaiian or Other Pacific Islander	NR	NR	NR	28	2.5	±0.1	NR
Non-Hispanic White	338	3.4*	±0.1	6,869	2.6*	±0.0	0.91 (L)
Multi-racial	39	3.1*	±0.3	318	2.6*	±0.1	0.54 (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.

4.2.4 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 FWS.

Table 4.12 FWS – 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	683	2.8*	±0.1	8,126	3.6*	±0.0	-0.92 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	19	2.9*	±0.3	79	4.1*	±0.2	-1.57 (L)
Wage Grade (WG) 5-8	72	2.8*	±0.2	511	3.4*	±0.1	-0.68 (M)
Wage Grade (WG) 9-16	17	2.7*	±0.5	279	3.2*	±0.1	-0.49 (S)
Other Wage Grade (WG)	--	--	--	10	3.6	±0.2	NA
General Schedule (GS) 1-6	30	2.7*	±0.4	594	3.6*	±0.1	-0.93 (L)
General Schedule (GS) 7-10	124	2.7*	±0.2	1,567	3.6*	±0.0	-1.04 (L)
General Schedule (GS) 11-12	249	2.7*	±0.1	2,967	3.6*	±0.0	-1.05 (L)
General Schedule (GS) 13-15	160	3.1*	±0.2	2,006	3.8*	±0.0	-0.86 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	14	4.4	±0.2	NR
Other	NR	NR	NR	46	3.3	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	43	3.5*	±0.2	659	3.8*	±0.1	-0.33 (S)
1 to 3 years	80	3.1*	±0.2	997	3.8*	±0.1	-0.79 (M)
4 to 5 years	40	2.5*	±0.3	553	3.7*	±0.1	-1.48 (L)
6 to 10 years	157	2.8*	±0.1	1,562	3.5*	±0.0	-0.87 (L)
11 to 14 years	73	2.9*	±0.2	902	3.6*	±0.1	-0.80 (L)
15 to 20 years	107	2.8*	±0.2	1,445	3.5*	±0.0	-0.90 (L)
More than 20 years	180	2.7*	±0.1	1,975	3.6*	±0.0	-1.07 (L)
Appointment Type							
Permanent	628	2.8*	±0.1	7,383	3.6*	±0.0	-0.93 (L)
Term	52	3.1*	±0.2	594	3.7*	±0.1	-0.77 (M)
Temporary	NR	NR	NR	137	4.1	±0.1	NR
Work Schedule							
Seasonal	8	2.2*	±0.8	122	3.5*	±0.2	-1.40 (L)
Non-Seasonal	622	2.8*	±0.1	7,323	3.6*	±0.0	-0.92 (L)

	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	7	1.8*	±0.7	59	3.0*	±0.2	-1.47 (L)
Permanent-Non-Seasonal	620	2.8*	±0.1	7,250	3.6*	±0.0	-0.92 (L)
Term	52	3.1*	±0.2	594	3.7*	±0.1	-0.77 (M)
Temporary-Seasonal	NR	NR	NR	63	4.0	±0.2	NR
Temporary-Non-Seasonal	NR	NR	NR	73	4.1	±0.2	NR
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	352	2.8*	±0.1	6,892	3.6*	±0.0	-1.00 (L)
Minority	292	2.9*	±0.1	1,108	3.6*	±0.1	-0.75 (M)
Race/Ethnicity							
Hispanic	83	2.8*	±0.2	406	3.6*	±0.1	-1.03 (L)
American Indian or Alaskan Native	83	3.0*	±0.2	92	3.6*	±0.2	-0.70 (M)
Asian	29	3.5	±0.5	93	3.7	±0.2	-0.21 (S)
Black/African-American	57	2.6*	±0.2	170	3.5*	±0.1	-0.95 (L)
Native Hawaiian or Other Pacific Islander	NR	NR	NR	28	3.7	±0.2	NR
Non-Hispanic White	352	2.8*	±0.1	6,892	3.6*	±0.0	-1.00 (L)
Multi-racial	39	3.2*	±0.3	320	3.5*	±0.1	-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.

4.2.5 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 FWS.

Table 4.13 FWS – 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	672	3.2*	±0.1	7,986	3.9*	±0.0	-0.77 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	19	3.4*	±0.3	79	4.3*	±0.2	-1.08 (L)
Wage Grade (WG) 5-8	72	2.8*	±0.2	496	3.8*	±0.1	-1.01 (L)
Wage Grade (WG) 9-16	17	2.7*	±0.5	267	3.7*	±0.1	-0.89 (L)
Other Wage Grade (WG)	--	--	--	9	3.7	±0.5	NA
General Schedule (GS) 1-6	30	2.9*	±0.5	595	4.0*	±0.1	-1.07 (L)
General Schedule (GS) 7-10	121	3.1*	±0.2	1,550	3.9*	±0.0	-0.79 (M)
General Schedule (GS) 11-12	246	3.1*	±0.2	2,905	3.9*	±0.0	-0.76 (M)
General Schedule (GS) 13-15	155	3.5*	±0.2	1,971	4.1*	±0.0	-0.63 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	14	4.4	±0.4	NR
Other	NR	NR	NR	46	3.7	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	43	3.6*	±0.2	640	4.1*	±0.1	-0.59 (M)
1 to 3 years	80	3.7*	±0.2	980	4.1*	±0.1	-0.48 (S)
4 to 5 years	40	2.8*	±0.4	544	4.1*	±0.1	-1.33 (L)
6 to 10 years	151	3.1*	±0.2	1,541	3.9*	±0.1	-0.75 (M)
11 to 14 years	73	3.0*	±0.3	877	4.0*	±0.1	-0.88 (L)
15 to 20 years	104	3.2*	±0.3	1,430	3.9*	±0.1	-0.64 (M)
More than 20 years	178	3.0*	±0.2	1,943	3.8*	±0.0	-0.83 (L)
Appointment Type							
Permanent	617	3.1*	±0.1	7,250	3.9*	±0.0	-0.77 (M)
Term	52	3.4*	±0.2	589	4.1*	±0.1	-0.68 (M)
Temporary	NR	NR	NR	134	4.3	±0.1	NR
Work Schedule							
Seasonal	8	3.7	±0.7	120	4.0	±0.2	-0.27 (S)
Non-Seasonal	611	3.1*	±0.1	7,194	3.9*	±0.0	-0.78 (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	7	3.4	±0.8	56	3.5	±0.3	-0.08
Permanent-Non-Seasonal	609	3.1*	±0.1	7,123	3.9*	±0.0	-0.78 (M)
Term	52	3.4*	±0.2	589	4.1*	±0.1	-0.68 (M)
Temporary-Seasonal	NR	NR	NR	63	4.3	±0.2	NR
Temporary-Non-Seasonal	NR	NR	NR	71	4.2	±0.2	NR
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	347	3.2*	±0.1	6,763	3.9*	±0.0	-0.69 (M)
Minority	289	3.1*	±0.1	1,097	3.9*	±0.1	-0.75 (M)
Race/Ethnicity							
Hispanic	83	2.9*	±0.3	398	4.0*	±0.1	-1.07 (L)
American Indian or Alaskan Native	83	3.2*	±0.2	90	3.9*	±0.2	-0.64 (M)
Asian	29	3.0*	±0.5	91	3.9*	±0.2	-0.80 (L)
Black/African-American	54	3.2*	±0.4	172	3.8*	±0.2	-0.48 (S)
Native Hawaiian or Other Pacific Islander	NR	NR	NR	28	4.1	±0.3	NR
Non-Hispanic White	347	3.2*	±0.1	6,763	3.9*	±0.0	-0.69 (M)
Multi-racial	39	3.1*	±0.4	318	3.8*	±0.1	-0.64 (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.

4.2.6 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 FWS.

Table 4.14 FWS – 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	685	3.1*	±0.1	8,154	3.8*	±0.0	-0.86 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	19	3.0*	±0.6	79	4.2*	±0.2	-1.23 (L)
Wage Grade (WG) 5-8	72	3.0*	±0.2	508	3.6*	±0.1	-0.55 (M)
Wage Grade (WG) 9-16	17	2.7*	±0.5	285	3.6*	±0.1	-0.98 (L)
Other Wage Grade (WG)	--	--	--	10	3.8	±0.2	NA
General Schedule (GS) 1-6	30	2.8*	±0.4	600	3.9*	±0.1	-1.24 (L)
General Schedule (GS) 7-10	124	3.0*	±0.2	1,570	3.8*	±0.0	-0.82 (L)
General Schedule (GS) 11-12	251	2.8*	±0.1	2,974	3.8*	±0.0	-1.05 (L)
General Schedule (GS) 13-15	160	3.4*	±0.1	2,014	4.0*	±0.0	-0.70 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	14	4.3	±0.3	NR
Other	NR	NR	NR	46	3.6	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	43	3.5*	±0.3	663	4.0*	±0.1	-0.55 (M)
1 to 3 years	81	3.5*	±0.2	999	3.9*	±0.1	-0.45 (S)
4 to 5 years	40	3.1*	±0.3	553	3.8*	±0.1	-0.77 (M)
6 to 10 years	157	2.9*	±0.2	1,566	3.8*	±0.0	-0.94 (L)
11 to 14 years	73	3.0*	±0.2	903	3.8*	±0.1	-0.88 (L)
15 to 20 years	107	3.1*	±0.2	1,455	3.8*	±0.0	-0.77 (M)
More than 20 years	180	2.8*	±0.2	1,982	3.8*	±0.0	-1.11 (L)
Appointment Type							
Permanent	630	3.0*	±0.1	7,409	3.8*	±0.0	-0.87 (L)
Term	52	3.2*	±0.3	594	3.9*	±0.1	-0.78 (M)
Temporary	NR	NR	NR	137	4.2	±0.1	NR
Work Schedule							
Seasonal	8	3.3	±0.1	122	3.7	±0.2	-0.41 (S)
Non-Seasonal	624	3.0*	±0.1	7,349	3.8*	±0.0	-0.88 (L)

	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	7	3.3	±0.2	59	3.3	±0.3	-0.01
Permanent-Non-Seasonal	622	3.0*	±0.1	7,275	3.8*	±0.0	-0.88 (L)
Term	52	3.2*	±0.3	594	3.9*	±0.1	-0.78 (M)
Temporary-Seasonal	NR	NR	NR	63	4.0	±0.2	NR
Temporary-Non-Seasonal	NR	NR	NR	73	4.3	±0.1	NR
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	352	3.1*	±0.1	6,903	3.8*	±0.0	-0.89 (L)
Minority	293	3.1*	±0.1	1,126	3.8*	±0.1	-0.78 (M)
Race/Ethnicity							
Hispanic	83	3.2*	±0.2	409	3.9*	±0.1	-0.69 (M)
American Indian or Alaskan Native	84	2.9*	±0.2	94	3.8*	±0.2	-1.00 (L)
Asian	29	3.5	±0.5	95	3.7	±0.2	-0.17
Black/African-American	57	2.9*	±0.3	179	4.0*	±0.1	-1.05 (L)
Native Hawaiian or Other Pacific Islander	NR	NR	NR	28	3.8	±0.3	NR
Non-Hispanic White	352	3.1*	±0.1	6,903	3.8*	±0.0	-0.89 (L)
Multi-racial	39	3.0*	±0.4	320	3.7*	±0.1	-0.76 (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.

4.2.7 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 FWS.

Table 4.15 FWS – 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	224	34.3% *	±3.7	310	3.8% *	±0.4	0.86 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	0	0.0%	NA	NR
Wage Grade (WG) 5-8	23	33.5% *	±12.1	12	2.4% *	±1.8	0.92 (L)
Wage Grade (WG) 9-16	NR	NR	NR	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	NR	NR	NR	NR
General Schedule (GS) 1-6	NR	NR	NR	16	2.7%	±1.7	NR
General Schedule (GS) 7-10	31	25.0% *	±8.5	73	4.7% *	±1.2	0.61 (M)
General Schedule (GS) 11-12	100	43.2% *	±6.5	125	4.2% *	±0.8	1.02 (L)
General Schedule (GS) 13-15	50	31.7% *	±7.7	73	3.7% *	±0.9	0.81 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	7	15.5% *	±14.7	22	3.3% *	±1.7	0.45 (S)
1 to 3 years	34	43.5% *	±11.5	48	4.9% *	±1.5	0.99 (L)
4 to 5 years	9	21.7% *	±16.2	17	3.1% *	±1.8	0.61 (M)
6 to 10 years	52	36.0% *	±8.3	71	4.6% *	±1.2	0.86 (L)
11 to 14 years	42	63.2% *	±12.5	27	3.0% *	±1.3	1.49 (L)
15 to 20 years	36	34.5% *	±9.8	60	4.1% *	±1.2	0.85 (L)
More than 20 years	46	26.0% *	±7.1	64	3.3% *	±0.9	0.71 (M)
Appointment Type							
Permanent	206	34.4% *	±3.9	270	3.7% *	±0.5	0.87 (L)
Term	18	35.8% *	±14.6	38	6.4% *	±2.3	0.77 (M)
Temporary	NR	NR	NR	0	0.0%	NA	NR

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Percent^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	0	0.0%	NA	NR
Non-Seasonal	205	34.5% *	±3.9	268	3.7% *	±0.5	0.87 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	0	0.0%	NA	NR
Permanent-Non-Seasonal	205	34.7% *	±3.9	268	3.7% *	±0.5	0.87 (L)
Term	18	35.8% *	±14.6	38	6.4% *	±2.3	0.77 (M)
Temporary-Seasonal	NR	NR	NR	0	0.0%	NA	NR
Temporary-Non-Seasonal	NR	NR	NR	0	0.0%	NA	NR
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	108	32.7% *	±5.3	262	3.8% *	±0.5	0.82 (L)
Minority	103	35.6% *	±5.7	41	3.6% *	±1.3	0.89 (L)
Race/Ethnicity							
Hispanic	30	36.1% *	±11.1	17	4.1% *	±2.4	0.88 (L)
American Indian or Alaskan Native	24	28.4% *	±10.8	5	5.9% *	±7.3	0.63 (M)
Asian	NR	NR	NR	NR	NR	NR	NR
Black/African-American	22	39.3% *	±13.6	8	4.7% *	±4.3	0.92 (L)
Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR	NR	NR
Non-Hispanic White	108	32.7% *	±5.3	262	3.8% *	±0.5	0.82 (L)
Multi-racial	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 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 FWS – 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	1.631	0.516	9.981	--	5.111	--	--	--	--
Sex	0.259	0.103	6.323	0.012	1.296	1.059	1.587	-1503.525	6.406
Age	-0.328	0.111	8.717	0.003	0.720	0.579	0.895	-1504.603	8.563
Race/Ethnicity	-1.829	0.105	302.182	0.000	0.161	0.131	0.197	-1645.124	289.605
Pay Grade	--	--	25.861	--	--	--	--	--	--
Middle Grade vs. Junior Grade	0.261	0.217	1.449	0.229	1.299	0.849	1.987	-1511.467	22.290
Senior Grade vs. Junior Grade	0.570	0.214	7.138	0.008	1.769	1.164	2.688	-1511.467	22.290
Executive Grade vs. Junior Grade	3.055	0.703	18.908	0.000	21.220	5.355	84.095	-1511.467	22.290
Supervisor Support	0.161	0.062	6.756	0.009	1.174	1.040	1.325	-1503.718	6.793
Organizational Politics	0.296	0.078	14.486	0.000	1.344	1.154	1.566	-1507.534	14.425
Organizational Inclusion	-0.152	0.066	5.270	0.022	0.859	0.755	0.978	-1502.959	5.275
Organizational Trust	-0.260	0.093	7.822	0.005	0.771	0.643	0.925	-1504.206	7.770
Bystander Harassment Based on Race/Ethnicity	-1.787	0.128	196.351	0.000	0.167	0.130	0.215	-1591.318	181.994
General Intolerance	-0.538	0.077	49.103	0.000	0.584	0.503	0.679	-1525.307	49.971

Note. N = 7,937, Nagelkerke R Square = 0.309

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 FWS.

Table 4.17 FWS – 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	466	2.9*	±0.1	8,263	3.7*	±0.0	-1.00 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	4.0	±0.1	NA
Wage Grade (WG) 5-8	46	2.7*	±0.3	518	3.6*	±0.1	-1.02 (L)
Wage Grade (WG) 9-16	17	3.3*	±0.5	280	3.8*	±0.1	-0.54 (M)
Other Wage Grade (WG)	--	--	--	10	3.4	±0.4	NA
General Schedule (GS) 1-6	36	2.6*	±0.2	576	3.8*	±0.1	-1.54 (L)
General Schedule (GS) 7-10	66	3.1*	±0.2	1,597	3.7*	±0.0	-0.67 (M)
General Schedule (GS) 11-12	196	2.7*	±0.1	3,009	3.7*	±0.0	-1.10 (L)
General Schedule (GS) 13-15	90	3.1*	±0.2	2,069	3.8*	±0.0	-0.95 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.3	±0.3	NA
Other	NR	NR	NR	46	3.3	±0.3	NR

	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	14	3.5*	±0.4	662	3.9*	±0.1	-0.53 (M)
1 to 3 years	36	2.7*	±0.3	1,027	3.9*	±0.0	-1.46 (L)
4 to 5 years	28	3.0*	±0.2	551	3.8*	±0.1	-1.03 (L)
6 to 10 years	122	2.9*	±0.1	1,588	3.7*	±0.0	-0.94 (L)
11 to 14 years	57	2.7*	±0.3	911	3.7*	±0.1	-1.09 (L)
15 to 20 years	91	2.9*	±0.2	1,460	3.7*	±0.0	-0.97 (L)
More than 20 years	106	2.9*	±0.2	2,042	3.7*	±0.0	-0.96 (L)
Appointment Type							
Permanent	423	2.9*	±0.1	7,513	3.7*	±0.0	-1.01 (L)
Term	41	3.1*	±0.3	603	3.8*	±0.1	-0.87 (L)
Temporary	NR	NR	NR	133	4.1	±0.1	NR
Work Schedule							
Seasonal	15	3.1*	±0.6	116	3.6*	±0.2	-0.62 (M)
Non-Seasonal	410	2.9*	±0.1	7,452	3.7*	±0.0	-1.02 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	15	3.1	±0.6	51	3.3	±0.2	-0.25 (S)
Permanent-Non-Seasonal	408	2.9*	±0.1	7,384	3.7*	±0.0	-1.02 (L)
Term	41	3.1*	±0.3	603	3.8*	±0.1	-0.87 (L)
Temporary-Seasonal	--	--	--	65	3.8	±0.2	NA
Temporary-Non-Seasonal	NR	NR	NR	68	4.3	±0.1	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.

4.3.2 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 FWS.

Table 4.18 FWS – 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	463	0.44*	±0.04	8,308	0.71*	±0.01	-0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	0.69	±0.08	NA
Wage Grade (WG) 5-8	46	0.18*	±0.10	532	0.63*	±0.04	-1.06 (L)
Wage Grade (WG) 9-16	17	0.65	±0.20	287	0.68	±0.05	-0.06
Other Wage Grade (WG)	--	--	--	10	0.63	±0.23	NA
General Schedule (GS) 1-6	33	0.24*	±0.11	587	0.67*	±0.03	-1.03 (L)
General Schedule (GS) 7-10	69	0.49*	±0.11	1,609	0.70*	±0.02	-0.51 (M)
General Schedule (GS) 11-12	195	0.44*	±0.06	3,010	0.69*	±0.01	-0.59 (M)
General Schedule (GS) 13-15	89	0.52*	±0.09	2,070	0.79*	±0.01	-0.78 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	0.97	±0.04	NA
Other	NR	NR	NR	46	0.67	±0.12	NR
Years of Service at Bureau or Office							
Less than 1 year	17	0.52	±0.24	682	0.71	±0.03	-0.43 (S)
1 to 3 years	34	0.41*	±0.15	1,034	0.76*	±0.02	-0.90 (L)
4 to 5 years	23	0.32*	±0.17	560	0.72*	±0.03	-1.00 (L)
6 to 10 years	122	0.46*	±0.08	1,597	0.67*	±0.02	-0.52 (M)
11 to 14 years	55	0.40*	±0.11	918	0.71*	±0.03	-0.76 (M)
15 to 20 years	91	0.50*	±0.09	1,470	0.70*	±0.02	-0.52 (M)
More than 20 years	110	0.38*	±0.09	2,025	0.73*	±0.02	-0.87 (L)
Appointment Type							
Permanent	423	0.43*	±0.04	7,555	0.71*	±0.01	-0.69 (M)
Term	38	0.48*	±0.13	601	0.73*	±0.03	-0.63 (M)
Temporary	NR	NR	NR	138	0.77	±0.06	NR
Work Schedule							
Seasonal	15	0.34*	±0.25	116	0.68*	±0.07	-0.84 (L)
Non-Seasonal	410	0.44*	±0.04	7,499	0.71*	±0.01	-0.68 (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	15	0.34	±0.25	51	0.54	±0.11	-0.47 (S)
Permanent-Non-Seasonal	408	0.44*	±0.04	7,426	0.71*	±0.01	-0.68 (M)
Term	38	0.48*	±0.13	601	0.73*	±0.03	-0.63 (M)
Temporary-Seasonal	--	--	--	65	0.78	±0.08	NA
Temporary-Non-Seasonal	NR	NR	NR	73	0.75	±0.09	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.

4.3.3 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 FWS.

Table 4.19 FWS – 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	472	3.2*	±0.1	8,292	2.6*	±0.0	0.66 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	2.5	±0.2	NA
Wage Grade (WG) 5-8	46	3.2*	±0.2	539	2.7*	±0.1	0.63 (M)
Wage Grade (WG) 9-16	17	3.2	±0.5	282	2.8	±0.1	0.45 (S)
Other Wage Grade (WG)	--	--	--	10	2.4	±0.1	NA
General Schedule (GS) 1-6	36	3.7*	±0.3	583	2.6*	±0.1	1.37 (L)
General Schedule (GS) 7-10	69	3.0*	±0.2	1,601	2.7*	±0.0	0.37 (S)
General Schedule (GS) 11-12	195	3.4*	±0.1	2,998	2.7*	±0.0	0.83 (L)
General Schedule (GS) 13-15	91	2.9*	±0.2	2,076	2.5*	±0.0	0.38 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	2.0	±0.3	NA
Other	NR	NR	NR	44	3.0	±0.2	NR

	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	17	3.0*	±0.5	682	2.5*	±0.1	0.67 (M)
1 to 3 years	38	3.1*	±0.3	1,028	2.6*	±0.0	0.65 (M)
4 to 5 years	28	2.8	±0.3	562	2.7	±0.1	0.24 (S)
6 to 10 years	122	3.3*	±0.2	1,592	2.7*	±0.0	0.71 (M)
11 to 14 years	57	3.4*	±0.3	917	2.6*	±0.1	0.85 (L)
15 to 20 years	91	3.3*	±0.2	1,459	2.7*	±0.0	0.69 (M)
More than 20 years	107	3.2*	±0.2	2,028	2.7*	±0.0	0.60 (M)
Appointment Type							
Permanent	429	3.2*	±0.1	7,543	2.7*	±0.0	0.67 (M)
Term	41	3.0*	±0.3	603	2.6*	±0.1	0.46 (S)
Temporary	NR	NR	NR	134	2.2	±0.1	NR
Work Schedule							
Seasonal	15	3.3*	±0.4	111	2.7*	±0.2	0.70 (M)
Non-Seasonal	416	3.2*	±0.1	7,490	2.7*	±0.0	0.67 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	15	3.3	±0.4	51	3.1	±0.2	0.20 (S)
Permanent-Non-Seasonal	414	3.2*	±0.1	7,417	2.7*	±0.0	0.67 (M)
Term	41	3.0*	±0.3	603	2.6*	±0.1	0.46 (S)
Temporary-Seasonal	--	--	--	60	2.3	±0.2	NA
Temporary-Non-Seasonal	NR	NR	NR	73	2.1	±0.1	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.

4.3.4 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 FWS.

Table 4.20 FWS – 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	475	2.9*	±0.1	8,331	3.6*	±0.0	-0.83 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	3.9	±0.2	NA
Wage Grade (WG) 5-8	46	2.6*	±0.2	537	3.4*	±0.1	-0.92 (L)
Wage Grade (WG) 9-16	17	2.9	±0.3	282	3.2	±0.1	-0.27 (S)
Other Wage Grade (WG)	--	--	--	10	3.6	±0.2	NA
General Schedule (GS) 1-6	36	2.5*	±0.3	588	3.6*	±0.1	-1.28 (L)
General Schedule (GS) 7-10	69	3.0*	±0.2	1,621	3.5*	±0.0	-0.62 (M)
General Schedule (GS) 11-12	198	2.7*	±0.1	3,013	3.6*	±0.0	-1.03 (L)
General Schedule (GS) 13-15	91	3.2*	±0.2	2,074	3.8*	±0.0	-0.67 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.3	±0.2	NA
Other	NR	NR	NR	46	3.3	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	17	3.1*	±0.3	683	3.8*	±0.1	-0.81 (L)
1 to 3 years	38	3.0*	±0.4	1,039	3.8*	±0.0	-0.95 (L)
4 to 5 years	28	2.8*	±0.4	564	3.6*	±0.1	-1.01 (L)
6 to 10 years	122	2.7*	±0.2	1,596	3.5*	±0.0	-0.88 (L)
11 to 14 years	57	2.8*	±0.2	918	3.6*	±0.1	-0.83 (L)
15 to 20 years	91	2.8*	±0.2	1,464	3.5*	±0.0	-0.80 (L)
More than 20 years	110	2.9*	±0.2	2,043	3.5*	±0.0	-0.79 (M)
Appointment Type							
Permanent	433	2.8*	±0.1	7,578	3.6*	±0.0	-0.84 (L)
Term	41	3.1*	±0.4	603	3.7*	±0.1	-0.66 (M)
Temporary	NR	NR	NR	138	4.1	±0.1	NR
Work Schedule							
Seasonal	15	2.1*	±0.6	116	3.6*	±0.2	-1.64 (L)
Non-Seasonal	419	2.9*	±0.1	7,523	3.6*	±0.0	-0.82 (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	15	2.1*	±0.6	51	3.1*	±0.2	-1.15 (L)
Permanent-Non-Seasonal	417	2.9*	±0.1	7,449	3.6*	±0.0	-0.82 (L)
Term	41	3.1*	±0.4	603	3.7*	±0.1	-0.66 (M)
Temporary-Seasonal	--	--	--	65	4.0	±0.2	NA
Temporary-Non-Seasonal	NR	NR	NR	73	4.1	±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.

4.3.5 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 FWS.

Table 4.21 FWS – 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	472	3.1*	±0.1	8,181	3.9*	±0.0	-0.79 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	4.1	±0.2	NA
Wage Grade (WG) 5-8	46	3.0*	±0.4	522	3.8*	±0.1	-0.72 (M)
Wage Grade (WG) 9-16	17	3.2	±0.6	267	3.6	±0.1	-0.40 (S)
Other Wage Grade (WG)	--	--	--	9	3.7	±0.5	NA
General Schedule (GS) 1-6	36	2.3*	±0.4	590	4.0*	±0.1	-1.94 (L)
General Schedule (GS) 7-10	69	3.3*	±0.3	1,602	3.9*	±0.1	-0.56 (M)
General Schedule (GS) 11-12	196	2.9*	±0.2	2,949	3.9*	±0.0	-0.91 (L)
General Schedule (GS) 13-15	89	3.5*	±0.3	2,036	4.0*	±0.0	-0.56 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.5	±0.3	NA
Other	NR	NR	NR	46	3.7	±0.2	NR

	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	17	3.3*	±0.6	664	4.1*	±0.1	-0.87 (L)
1 to 3 years	38	3.0*	±0.5	1,021	4.1*	±0.1	-1.28 (L)
4 to 5 years	28	3.3*	±0.4	555	4.0*	±0.1	-0.77 (M)
6 to 10 years	120	3.1*	±0.2	1,570	3.9*	±0.1	-0.79 (M)
11 to 14 years	57	3.0*	±0.3	893	3.9*	±0.1	-0.86 (L)
15 to 20 years	91	3.1*	±0.3	1,443	3.9*	±0.1	-0.73 (M)
More than 20 years	108	3.0*	±0.3	2,010	3.8*	±0.0	-0.71 (M)
Appointment Type							
Permanent	429	3.1*	±0.1	7,435	3.9*	±0.0	-0.81 (L)
Term	41	3.5*	±0.4	598	4.0*	±0.1	-0.62 (M)
Temporary	NR	NR	NR	136	4.3	±0.1	NR
Work Schedule							
Seasonal	15	2.6*	±0.6	113	4.1*	±0.2	-1.65 (L)
Non-Seasonal	415	3.1*	±0.1	7,386	3.9*	±0.0	-0.79 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	15	2.6*	±0.6	48	3.8*	±0.3	-1.17 (L)
Permanent-Non-Seasonal	413	3.1*	±0.1	7,315	3.9*	±0.0	-0.79 (M)
Term	41	3.5*	±0.4	598	4.0*	±0.1	-0.62 (M)
Temporary-Seasonal	--	--	--	65	4.4	±0.2	NA
Temporary-Non-Seasonal	NR	NR	NR	71	4.2	±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.

4.3.6 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 FWS.

Table 4.22 FWS – 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	475	3.1*	±0.1	8,358	3.8*	±0.0	-0.72 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	4.0	±0.2	NA
Wage Grade (WG) 5-8	46	2.9*	±0.3	534	3.5*	±0.1	-0.62 (M)
Wage Grade (WG) 9-16	17	3.2	±0.5	284	3.6	±0.1	-0.42 (S)
Other Wage Grade (WG)	--	--	--	10	3.8	±0.2	NA
General Schedule (GS) 1-6	36	2.6*	±0.3	594	4.0*	±0.1	-1.52 (L)
General Schedule (GS) 7-10	69	3.1*	±0.3	1,625	3.8*	±0.0	-0.66 (M)
General Schedule (GS) 11-12	198	2.9*	±0.2	3,021	3.7*	±0.0	-0.97 (L)
General Schedule (GS) 13-15	91	3.8*	±0.2	2,083	3.9*	±0.0	-0.22 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.4	±0.3	NA
Other	NR	NR	NR	46	3.6	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	17	3.4*	±0.4	687	4.0*	±0.1	-0.67 (M)
1 to 3 years	38	3.4*	±0.4	1,042	3.9*	±0.1	-0.65 (M)
4 to 5 years	28	3.3*	±0.3	564	3.8*	±0.1	-0.60 (M)
6 to 10 years	122	3.0*	±0.2	1,600	3.8*	±0.0	-0.89 (L)
11 to 14 years	57	3.3*	±0.3	920	3.8*	±0.1	-0.56 (M)
15 to 20 years	91	3.1*	±0.2	1,471	3.8*	±0.0	-0.80 (L)
More than 20 years	110	3.1*	±0.2	2,050	3.7*	±0.0	-0.71 (M)
Appointment Type							
Permanent	433	3.1*	±0.1	7,602	3.8*	±0.0	-0.74 (M)
Term	41	3.5*	±0.4	603	3.9*	±0.1	-0.50 (M)
Temporary	NR	NR	NR	138	4.2	±0.1	NR
Work Schedule							
Seasonal	15	2.9*	±0.6	116	3.7*	±0.2	-0.80 (L)
Non-Seasonal	419	3.1*	±0.1	7,550	3.8*	±0.0	-0.74 (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	15	2.9	±0.6	51	3.4	±0.3	-0.43 (S)
Permanent-Non-Seasonal	417	3.1*	±0.1	7,477	3.8*	±0.0	-0.74 (M)
Term	41	3.5*	±0.4	603	3.9*	±0.1	-0.50 (M)
Temporary-Seasonal	--	--	--	65	4.0	±0.2	NA
Temporary-Non-Seasonal	NR	NR	NR	73	4.3	±0.1	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.

4.3.7 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 FWS.

Table 4.23 FWS – 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	188	40.8%*	±4.6	164	2.0%*	±0.3	1.10 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	0	0.0%	NA	NA
Wage Grade (WG) 5-8	14	33.2%*	±15.7	19	3.6%*	±2.0	0.84 (L)
Wage Grade (WG) 9-16	NR	NR	NR	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	NR	NR	NR	NR
General Schedule (GS) 1-6	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 7-10	23	33.8%*	±12.2	49	3.1%*	±1.0	0.89 (L)
General Schedule (GS) 11-12	86	45.4%*	±7.2	53	1.8%*	±0.5	1.21 (L)
General Schedule (GS) 13-15	35	39.8%*	±10.8	35	1.7%*	±0.7	1.11 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Percent^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	11	1.7%	±1.3	NR
1 to 3 years	24	70.7%*	±18.2	27	2.6%*	±1.2	1.67 (L)
4 to 5 years	NR	NR	NR	17	3.0%	±1.8	NR
6 to 10 years	52	43.7%*	±9.2	25	1.6%*	±0.7	1.19 (L)
11 to 14 years	17	32.8%*	±14.3	21	2.3%*	±1.2	0.92 (L)
15 to 20 years	37	40.5%*	±10.5	30	2.1%*	±0.9	1.09 (L)
More than 20 years	36	33.1%*	±9.5	33	1.7%*	±0.7	0.97 (L)
Appointment Type							
Permanent	165	39.4%*	±4.8	151	2.0%*	±0.3	1.07 (L)
Term	23	58.7%*	±16.6	13	2.3%*	±1.6	1.44 (L)
Temporary	NR	NR	NR	0	0.0%	NA	NR
Work Schedule							
Seasonal	NR	NR	NR	0	0.0%	NA	NR
Non-Seasonal	158	39.0%*	±4.9	149	2.0%*	±0.3	1.07 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	0	0.0%	NA	NR
Permanent-Non-Seasonal	158	39.2%*	±4.9	149	2.0%*	±0.3	1.07 (L)
Term	23	58.7%*	±16.6	13	2.3%*	±1.6	1.44 (L)
Temporary-Seasonal	--	--	--	0	0.0%	NA	NA
Temporary-Non-Seasonal	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 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 FWS – 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	3.384	0.429	62.095	--	29.486	--	--	--	--
Race/Ethnicity	-0.563	0.136	17.193	0.000	0.569	0.436	0.743	-1212.752	16.141
Years of Service at Bureau or Office	0.097	0.031	9.600	0.002	1.102	1.036	1.173	-1209.608	9.853
Work Schedule	-1.135	0.345	10.850	0.001	0.321	0.164	0.631	-1209.197	9.031
Supervisor Support	-0.155	0.068	5.133	0.023	0.856	0.749	0.979	-1207.238	5.114
Organizational Trust	-0.222	0.093	5.727	0.017	0.801	0.668	0.961	-1207.540	5.717
Bystander Harassment Based on Religious Beliefs	-2.841	0.144	391.746	0.000	0.058	0.044	0.077	-1388.000	366.636
General Intolerance	-0.442	0.085	27.273	0.000	0.643	0.544	0.759	-1218.459	27.554

Note. N = 7,926, Nagelkerke R Square = 0.295

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 FWS.

Table 4.25 FWS – 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	496	2.7*	±0.1	8,145	3.7*	±0.0	-1.29 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	3.1*	±0.3	90	4.1*	±0.1	-1.33 (L)
Wage Grade (WG) 5-8	54	2.5*	±0.2	507	3.7*	±0.1	-1.32 (L)
Wage Grade (WG) 9-16	19	2.9*	±0.4	278	3.8*	±0.1	-1.08 (L)
Other Wage Grade (WG)	--	--	--	10	3.4	±0.4	NA
General Schedule (GS) 1-6	39	3.0*	±0.2	567	3.8*	±0.1	-1.03 (L)
General Schedule (GS) 7-10	75	2.4*	±0.2	1,570	3.7*	±0.0	-1.58 (L)
General Schedule (GS) 11-12	222	2.7*	±0.1	2,964	3.7*	±0.0	-1.17 (L)
General Schedule (GS) 13-15	71	2.9*	±0.2	2,044	3.9*	±0.0	-1.28 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.3	±0.3	NA
Other	NR	NR	NR	45	3.4	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	23	3.0*	±0.3	648	3.9*	±0.1	-1.12 (L)
1 to 3 years	64	2.7*	±0.2	999	3.9*	±0.0	-1.58 (L)
4 to 5 years	31	3.1*	±0.3	540	3.8*	±0.1	-0.80 (L)
6 to 10 years	99	2.7*	±0.2	1,587	3.7*	±0.0	-1.11 (L)
11 to 14 years	58	2.6*	±0.3	902	3.7*	±0.1	-1.26 (L)
15 to 20 years	76	2.5*	±0.2	1,451	3.7*	±0.0	-1.53 (L)
More than 20 years	143	2.6*	±0.2	1,984	3.7*	±0.0	-1.30 (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							
Permanent	458	2.7*	±0.1	7,394	3.7*	±0.0	-1.29 (L)
Term	38	2.8*	±0.3	602	3.8*	±0.1	-1.23 (L)
Temporary	--	--	--	135	4.1	±0.1	NA
Work Schedule							
Seasonal	9	2.2*	±0.3	121	3.7*	±0.1	-1.74 (L)
Non-Seasonal	447	2.7*	±0.1	7,330	3.7*	±0.0	-1.28 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	9	2.2*	±0.3	56	3.4*	±0.2	-1.37 (L)
Permanent-Non-Seasonal	447	2.7*	±0.1	7,260	3.7*	±0.0	-1.27 (L)
Term	38	2.8*	±0.3	602	3.8*	±0.1	-1.23 (L)
Temporary-Seasonal	--	--	--	65	3.8	±0.2	NA
Temporary-Non-Seasonal	--	--	--	70	4.2	±0.1	NA
Disability							
Yes	220	2.7*	±0.1	681	3.8*	±0.1	-1.22 (L)
No	272	2.7*	±0.1	7,417	3.7*	±0.0	-1.32 (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 FWS.

Table 4.26 FWS – 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	491	0.33*	±0.04	8,199	0.72*	±0.01	-0.97 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	0.44	±0.25	90	0.71	±0.08	-0.65 (M)
Wage Grade (WG) 5-8	54	0.18*	±0.09	520	0.64*	±0.04	-1.07 (L)
Wage Grade (WG) 9-16	19	0.30*	±0.14	286	0.70*	±0.05	-0.98 (L)
Other Wage Grade (WG)	--	--	--	10	0.63	±0.23	NA
General Schedule (GS) 1-6	39	0.37*	±0.13	578	0.66*	±0.03	-0.70 (M)
General Schedule (GS) 7-10	75	0.34*	±0.09	1,585	0.71*	±0.02	-0.93 (L)
General Schedule (GS) 11-12	217	0.33*	±0.05	2,970	0.70*	±0.01	-0.91 (L)
General Schedule (GS) 13-15	71	0.45*	±0.10	2,046	0.80*	±0.01	-1.01 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	0.97	±0.04	NA
Other	NR	NR	NR	45	0.68	±0.12	NR
Years of Service at Bureau or Office							
Less than 1 year	23	0.53*	±0.16	674	0.71*	±0.03	-0.43 (S)
1 to 3 years	64	0.28*	±0.10	1,004	0.77*	±0.02	-1.31 (L)
4 to 5 years	30	0.45*	±0.16	549	0.72*	±0.03	-0.66 (M)
6 to 10 years	99	0.40*	±0.08	1,596	0.67*	±0.02	-0.66 (M)
11 to 14 years	55	0.27*	±0.09	911	0.71*	±0.03	-1.11 (L)
15 to 20 years	76	0.26*	±0.08	1,460	0.72*	±0.02	-1.20 (L)
More than 20 years	143	0.32*	±0.06	1,973	0.74*	±0.02	-1.08 (L)
Appointment Type							
Permanent	454	0.33*	±0.04	7,443	0.72*	±0.01	-0.97 (L)
Term	36	0.34*	±0.13	602	0.74*	±0.03	-1.02 (L)
Temporary	--	--	--	141	0.77	±0.06	NA
Work Schedule							
Seasonal	NR	NR	NR	121	0.68	±0.07	NR
Non-Seasonal	444	0.34*	±0.04	7,385	0.72*	±0.01	-0.96 (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	NR	NR	NR	56	0.56	±0.11	NR
Permanent-Non-Seasonal	444	0.34*	±0.04	7,309	0.72*	±0.01	-0.96 (L)
Term	36	0.34*	±0.13	602	0.74*	±0.03	-1.02 (L)
Temporary-Seasonal	--	--	--	65	0.78	±0.08	NA
Temporary-Non-Seasonal	--	--	--	76	0.76	±0.09	NA
Disability							
Yes	215	0.32*	±0.05	691	0.66*	±0.03	-0.82 (L)
No	272	0.35*	±0.05	7,464	0.73*	±0.01	-0.95 (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 FWS.

Table 4.27 FWS – 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	475	3.5*	±0.1	8,199	2.6*	±0.0	1.03 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	3.0	±0.5	90	2.5	±0.2	0.57 (M)
Wage Grade (WG) 5-8	54	3.5*	±0.2	528	2.6*	±0.1	1.18 (L)
Wage Grade (WG) 9-16	19	3.9*	±0.2	280	2.8*	±0.1	1.33 (L)
Other Wage Grade (WG)	--	--	--	10	2.4	±0.1	NA
General Schedule (GS) 1-6	36	3.5*	±0.2	575	2.6*	±0.1	1.07 (L)
General Schedule (GS) 7-10	70	3.6*	±0.2	1,582	2.7*	±0.0	1.10 (L)
General Schedule (GS) 11-12	210	3.4*	±0.1	2,964	2.7*	±0.0	0.90 (L)
General Schedule (GS) 13-15	71	3.5*	±0.2	2,051	2.5*	±0.0	1.11 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	2.0	±0.3	NA
Other	NR	NR	NR	45	3.0	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	23	3.2*	±0.4	671	2.5*	±0.1	0.84 (L)
1 to 3 years	63	3.5*	±0.2	1,004	2.5*	±0.0	1.32 (L)
4 to 5 years	29	3.2*	±0.4	554	2.6*	±0.1	0.81 (L)
6 to 10 years	96	3.4*	±0.2	1,594	2.7*	±0.0	0.82 (L)
11 to 14 years	58	3.6*	±0.3	909	2.6*	±0.1	1.10 (L)
15 to 20 years	73	3.7*	±0.2	1,453	2.7*	±0.0	1.14 (L)
More than 20 years	132	3.5*	±0.1	1,979	2.6*	±0.0	1.01 (L)
Appointment Type							
Permanent	437	3.5*	±0.1	7,450	2.6*	±0.0	1.01 (L)
Term	38	3.5*	±0.2	602	2.6*	±0.1	1.18 (L)
Temporary	--	--	--	136	2.2	±0.1	NA
Work Schedule							
Seasonal	9	4.0*	±0.4	117	2.6*	±0.2	1.51 (L)
Non-Seasonal	428	3.5*	±0.1	7,392	2.6*	±0.0	1.01 (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	9	4.0*	±0.4	56	3.0*	±0.2	1.12 (L)
Permanent-Non-Seasonal	428	3.5*	±0.1	7,316	2.6*	±0.0	1.00 (L)
Term	38	3.5*	±0.2	602	2.6*	±0.1	1.18 (L)
Temporary-Seasonal	--	--	--	60	2.3	±0.2	NA
Temporary-Non-Seasonal	--	--	--	76	2.2	±0.1	NA
Disability							
Yes	213	3.5*	±0.1	690	2.6*	±0.1	0.93 (L)
No	258	3.5*	±0.1	7,462	2.6*	±0.0	1.06 (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 FWS.

Table 4.28 FWS – 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	494	2.6*	±0.1	8,222	3.6*	±0.0	-1.22 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	2.2*	±0.1	90	4.0*	±0.2	-2.34 (L)
Wage Grade (WG) 5-8	54	2.6*	±0.3	526	3.4*	±0.1	-0.95 (L)
Wage Grade (WG) 9-16	19	2.1*	±0.2	280	3.3*	±0.1	-1.29 (L)
Other Wage Grade (WG)	--	--	--	10	3.6	±0.2	NA
General Schedule (GS) 1-6	39	2.8*	±0.3	578	3.6*	±0.1	-0.89 (L)
General Schedule (GS) 7-10	75	2.3*	±0.2	1,597	3.6*	±0.0	-1.52 (L)
General Schedule (GS) 11-12	221	2.6*	±0.1	2,971	3.6*	±0.0	-1.15 (L)
General Schedule (GS) 13-15	71	2.8*	±0.2	2,049	3.8*	±0.0	-1.20 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.3	±0.2	NA
Other	NR	NR	NR	45	3.4	±0.3	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	23	3.0*	±0.4	672	3.8*	±0.1	-1.01 (L)
1 to 3 years	63	2.7*	±0.2	1,015	3.8*	±0.0	-1.45 (L)
4 to 5 years	31	3.1*	±0.4	554	3.6*	±0.1	-0.69 (M)
6 to 10 years	99	2.6*	±0.2	1,595	3.5*	±0.0	-1.01 (L)
11 to 14 years	57	2.6*	±0.2	911	3.6*	±0.1	-1.17 (L)
15 to 20 years	76	2.4*	±0.2	1,455	3.5*	±0.0	-1.37 (L)
More than 20 years	144	2.5*	±0.1	1,985	3.6*	±0.0	-1.36 (L)
Appointment Type							
Permanent	456	2.6*	±0.1	7,468	3.6*	±0.0	-1.19 (L)
Term	38	2.6*	±0.3	602	3.7*	±0.1	-1.45 (L)
Temporary	--	--	--	141	4.1	±0.1	NA
Work Schedule							
Seasonal	9	2.3*	±0.6	121	3.5*	±0.2	-1.32 (L)
Non-Seasonal	446	2.6*	±0.1	7,410	3.6*	±0.0	-1.19 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	9	2.3*	±0.6	56	3.0*	±0.2	-0.80 (L)
Permanent-Non-Seasonal	446	2.6*	±0.1	7,334	3.6*	±0.0	-1.18 (L)
Term	38	2.6*	±0.3	602	3.7*	±0.1	-1.45 (L)
Temporary-Seasonal	--	--	--	65	4.0	±0.2	NA
Temporary-Non-Seasonal	--	--	--	76	4.1	±0.2	NA
Disability							
Yes	216	2.6*	±0.1	697	3.5*	±0.1	-1.00 (L)
No	274	2.5*	±0.1	7,478	3.6*	±0.0	-1.29 (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.

4.4.5 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 FWS.

Table 4.29 FWS – 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	484	2.7*	±0.1	8,081	3.9*	±0.0	-1.24 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	3.2*	±0.8	90	4.2*	±0.2	-1.15 (L)
Wage Grade (WG) 5-8	54	2.8*	±0.4	511	3.8*	±0.1	-0.99 (L)
Wage Grade (WG) 9-16	17	2.0*	±0.2	268	3.7*	±0.1	-1.55 (L)
Other Wage Grade (WG)	--	--	--	9	3.7	±0.5	NA
General Schedule (GS) 1-6	39	3.1*	±0.5	580	4.0*	±0.1	-0.96 (L)
General Schedule (GS) 7-10	70	2.5*	±0.3	1,585	3.9*	±0.0	-1.50 (L)
General Schedule (GS) 11-12	219	2.6*	±0.2	2,907	3.9*	±0.0	-1.24 (L)
General Schedule (GS) 13-15	70	3.0*	±0.3	2,011	4.1*	±0.0	-1.11 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.5	±0.3	NA
Other	NR	NR	NR	45	3.7	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	23	3.1*	±0.5	656	4.1*	±0.1	-1.15 (L)
1 to 3 years	63	2.8*	±0.3	997	4.2*	±0.1	-1.64 (L)
4 to 5 years	31	3.2*	±0.4	545	4.1*	±0.1	-0.91 (L)
6 to 10 years	95	2.8*	±0.3	1,572	3.9*	±0.1	-1.02 (L)
11 to 14 years	57	2.7*	±0.4	886	4.0*	±0.1	-1.23 (L)
15 to 20 years	72	2.3*	±0.3	1,438	3.9*	±0.1	-1.52 (L)
More than 20 years	143	2.6*	±0.2	1,953	3.8*	±0.0	-1.18 (L)
Appointment Type							
Permanent	446	2.7*	±0.1	7,331	3.9*	±0.0	-1.23 (L)
Term	38	2.8*	±0.4	599	4.1*	±0.1	-1.33 (L)
Temporary	--	--	--	138	4.3	±0.1	NA
Work Schedule							
Seasonal	9	1.4*	±0.4	119	4.1*	±0.1	-3.62 (L)
Non-Seasonal	435	2.7*	±0.1	7,280	3.9*	±0.0	-1.20 (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	9	1.4*	±0.4	54	3.9*	±0.2	-3.48 (L)
Permanent-Non-Seasonal	435	2.7*	±0.1	7,206	3.9*	±0.0	-1.20 (L)
Term	38	2.8*	±0.4	599	4.1*	±0.1	-1.33 (L)
Temporary-Seasonal	--	--	--	65	4.4	±0.2	NA
Temporary-Non-Seasonal	--	--	--	73	4.2	±0.2	NA
Disability							
Yes	212	2.8*	±0.2	668	4.0*	±0.1	-1.07 (L)
No	268	2.6*	±0.1	7,365	3.9*	±0.0	-1.35 (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.

4.4.6 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 FWS.

Table 4.30 FWS – 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	498	2.8*	±0.1	8,246	3.8*	±0.0	-1.20 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	1.6*	±0.7	90	4.1*	±0.2	-2.80 (L)
Wage Grade (WG) 5-8	54	2.7*	±0.3	523	3.6*	±0.1	-0.90 (L)
Wage Grade (WG) 9-16	19	2.4*	±0.3	283	3.7*	±0.1	-1.38 (L)
Other Wage Grade (WG)	--	--	--	10	3.8	±0.2	NA
General Schedule (GS) 1-6	39	3.0*	±0.3	585	3.9*	±0.1	-1.07 (L)
General Schedule (GS) 7-10	75	2.5*	±0.3	1,601	3.8*	±0.0	-1.37 (L)
General Schedule (GS) 11-12	224	2.8*	±0.1	2,975	3.8*	±0.0	-1.15 (L)
General Schedule (GS) 13-15	71	3.2*	±0.2	2,058	4.0*	±0.0	-0.96 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.4	±0.3	NA
Other	NR	NR	NR	45	3.7	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	23	3.0*	±0.5	676	4.0*	±0.1	-1.20 (L)
1 to 3 years	64	3.1*	±0.3	1,017	4.0*	±0.1	-1.08 (L)
4 to 5 years	31	3.1*	±0.5	554	3.8*	±0.1	-0.82 (L)
6 to 10 years	99	2.8*	±0.2	1,599	3.8*	±0.0	-1.03 (L)
11 to 14 years	58	2.8*	±0.3	911	3.8*	±0.1	-1.16 (L)
15 to 20 years	76	2.6*	±0.2	1,462	3.8*	±0.0	-1.39 (L)
More than 20 years	144	2.6*	±0.2	1,992	3.8*	±0.0	-1.34 (L)
Appointment Type							
Permanent	459	2.8*	±0.1	7,489	3.8*	±0.0	-1.16 (L)
Term	38	2.6*	±0.3	602	4.0*	±0.1	-1.59 (L)
Temporary	--	--	--	141	4.2	±0.1	NA
Work Schedule							
Seasonal	9	2.2*	±0.6	121	3.8*	±0.2	-1.64 (L)
Non-Seasonal	449	2.8*	±0.1	7,434	3.8*	±0.0	-1.15 (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	9	2.2*	±0.6	56	3.4*	±0.2	-1.34 (L)
Permanent-Non-Seasonal	449	2.8*	±0.1	7,358	3.8*	±0.0	-1.14 (L)
Term	38	2.6*	±0.3	602	4.0*	±0.1	-1.59 (L)
Temporary-Seasonal	--	--	--	65	4.0	±0.2	NA
Temporary-Non-Seasonal	--	--	--	76	4.3	±0.1	NA
Disability							
Yes	220	2.8*	±0.1	696	3.8*	±0.1	-0.99 (L)
No	274	2.7*	±0.1	7,502	3.8*	±0.0	-1.27 (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.

4.4.7 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 FWS.

Table 4.31 FWS – 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	199	41.5% *	±4.5	205	2.5% *	±0.4	1.08 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	0	0.0%	NA	NR
Wage Grade (WG) 5-8	19	36.2% *	±14.3	15	3.0% *	±1.9	0.94 (L)
Wage Grade (WG) 9-16	NR	NR	NR	0	0.0%	NA	NR
Other Wage Grade (WG)	--	--	--	NR	NR	NR	NR
General Schedule (GS) 1-6	11	27.8% *	±16.8	12	2.1% *	±1.6	0.82 (L)
General Schedule (GS) 7-10	40	53.1% *	±11.5	60	3.8% *	±1.1	1.24 (L)
General Schedule (GS) 11-12	94	43.4% *	±6.7	74	2.5% *	±0.6	1.12 (L)
General Schedule (GS) 13-15	23	33.0% *	±12.1	40	2.0% *	±0.7	0.94 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	0	0.0%	NA	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	NR	NR	NR	NR
1 to 3 years	22	34.7% *	±12.9	27	2.7% *	±1.2	0.93 (L)
4 to 5 years	NR	NR	NR	17	3.1%	±1.8	NR
6 to 10 years	51	51.6% *	±9.9	57	3.6% *	±1.0	1.22 (L)
11 to 14 years	21	37.7% *	±13.7	19	2.1% *	±1.2	1.03 (L)
15 to 20 years	29	38.7% *	±11.6	43	2.9% *	±1.0	1.00 (L)
More than 20 years	62	45.4% *	±8.5	39	2.0% *	±0.7	1.20 (L)
Appointment Type							
Permanent	185	41.6% *	±4.7	187	2.5% *	±0.4	1.08 (L)
Term	NR	NR	NR	18	3.0%	±1.7	NR
Temporary	--	--	--	0	0.0%	NA	NA

	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	8	6.6%	±6.2	NR
Non-Seasonal	180	41.4% *	±4.7	179	2.4% *	±0.4	1.08 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	8	14.5%	±12.6	NR
Permanent-Non-Seasonal	180	41.4% *	±4.7	179	2.5% *	±0.4	1.08 (L)
Term	NR	NR	NR	18	3.0%	±1.7	NR
Temporary-Seasonal	--	--	--	0	0.0%	NA	NA
Temporary-Non-Seasonal	--	--	--	0	0.0%	NA	NA
Disability							
Yes	91	42.9% *	±6.8	11	1.6% *	±1.3	1.17 (L)
No	106	40.2% *	±6.1	194	2.6% *	±0.4	1.05 (L)

^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 FWS – Logistic Regression of Disability Harassment and Predictors of Workplace Harassment

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	2.379	0.642	13.729	--	10.792	--	--	--	--
Sex	-0.622	0.129	23.439	0.000	0.537	0.417	0.690	-1024.696	23.561
Age	0.462	0.143	10.446	0.001	1.588	1.200	2.102	-1018.382	10.933
Education Level	0.334	0.151	4.865	0.027	1.396	1.038	1.878	-1015.444	5.057
Relationship Status	-0.583	0.127	21.007	0.000	0.558	0.435	0.716	-1023.248	20.665
Disability Status	-2.446	0.141	301.467	0.000	0.087	0.066	0.114	-1158.803	291.775
Supervisor Support	-0.275	0.072	14.794	0.000	0.760	0.660	0.874	-1020.304	14.778
Organizational Politics	0.258	0.089	8.398	0.004	1.294	1.087	1.541	-1017.094	8.358
Organizational Inclusion	-0.262	0.077	11.471	0.001	0.770	0.661	0.896	-1018.658	11.486
Bystander Harassment Based on Disability	-2.565	0.161	253.589	0.000	0.077	0.056	0.105	-1136.094	246.357
General Intolerance	-0.245	0.097	6.365	0.012	0.782	0.647	0.947	-1016.120	6.410
Leadership Intolerance	-0.406	0.172	5.602	0.018	0.666	0.476	0.932	-1015.688	5.546
Gender Context	0.452	0.118	14.572	0.000	1.571	1.246	1.981	-1020.384	14.937

Note. N = 7,838, Nagelkerke R Square = 0.439

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 FWS.

Table 4.33 FWS – 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	255	2.8*	±0.1	8,420	3.7*	±0.0	-1.08 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	4.0	±0.1	NA
Wage Grade (WG) 5-8	20	3.3	±0.6	541	3.6	±0.1	-0.32 (S)
Wage Grade (WG) 9-16	--	--	--	295	3.8	±0.1	NA
Other Wage Grade (WG)	--	--	--	10	3.4	±0.4	NA
General Schedule (GS) 1-6	18	2.8*	±0.4	589	3.8*	±0.1	-1.21 (L)
General Schedule (GS) 7-10	52	2.6*	±0.2	1,605	3.7*	±0.0	-1.26 (L)
General Schedule (GS) 11-12	123	2.8*	±0.2	3,067	3.6*	±0.0	-0.94 (L)
General Schedule (GS) 13-15	42	2.7*	±0.3	2,095	3.8*	±0.0	-1.41 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.3	±0.3	NA
Other	--	--	--	47	3.3	±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>
Years of Service at Bureau or Office							
Less than 1 year	9	3.0*	±0.9	669	3.9*	±0.1	-1.10 (L)
1 to 3 years	44	3.3*	±0.3	1,016	3.9*	±0.1	-0.67 (M)
4 to 5 years	13	3.0*	±0.5	558	3.8*	±0.1	-0.93 (L)
6 to 10 years	61	2.6*	±0.2	1,636	3.7*	±0.0	-1.24 (L)
11 to 14 years	30	2.6*	±0.3	933	3.7*	±0.1	-1.19 (L)
15 to 20 years	50	2.6*	±0.2	1,495	3.7*	±0.0	-1.30 (L)
More than 20 years	47	2.8*	±0.3	2,079	3.7*	±0.0	-0.98 (L)
Appointment Type							
Permanent	238	2.8*	±0.1	7,648	3.7*	±0.0	-1.08 (L)
Term	18	3.1*	±0.6	622	3.8*	±0.1	-0.85 (L)
Temporary	--	--	--	135	4.1	±0.1	NA
Work Schedule							
Seasonal	NR	NR	NR	128	3.6	±0.2	NR
Non-Seasonal	233	2.8*	±0.1	7,579	3.7*	±0.0	-1.10 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	63	3.3	±0.2	NR
Permanent-Non-Seasonal	233	2.8*	±0.1	7,509	3.7*	±0.0	-1.09 (L)
Term	18	3.1*	±0.6	622	3.8*	±0.1	-0.85 (L)
Temporary-Seasonal	--	--	--	65	3.8	±0.2	NA
Temporary-Non-Seasonal	--	--	--	70	4.2	±0.1	NA
Sex							
Men	106	2.6*	±0.2	5,093	3.8*	±0.0	-1.42 (L)
Women	147	2.9*	±0.2	3,298	3.6*	±0.0	-0.78 (M)
Gender Identity							
Male	106	2.6*	±0.2	5,093	3.8*	±0.0	-1.42 (L)
Female	147	2.9*	±0.2	3,298	3.6*	±0.0	-0.78 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	26	3.3	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	131	2.7*	±0.2	7,779	3.7*	±0.0	-1.21 (L)
Sexual Minority	102	3.0*	±0.2	219	3.8*	±0.1	-0.87 (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>
Sexual Orientation							
Heterosexual or straight	131	2.7*	±0.2	7,779	3.7*	±0.0	-1.21 (L)
Lesbian	33	2.6*	±0.2	59	3.7*	±0.2	-1.38 (L)
Gay	39	2.9*	±0.2	32	4.1*	±0.3	-1.49 (L)
Bisexual	27	3.8	±0.4	90	3.9	±0.2	-0.01
Other	NR	NR	NR	38	3.6	±0.2	NR
I prefer not to say	19	2.3*	±0.3	339	3.5*	±0.1	-1.32 (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.

4.5.2 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 FWS.

Table 4.34 FWS – 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	250	0.42*	±0.05	8,472	0.71*	±0.01	-0.72 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	0.69	±0.08	NA
Wage Grade (WG) 5-8	NR	NR	NR	555	0.61	±0.04	NR
Wage Grade (WG) 9-16	--	--	--	302	0.68	±0.05	NA
Other Wage Grade (WG)	--	--	--	10	0.63	±0.23	NA
General Schedule (GS) 1-6	18	0.38*	±0.13	600	0.65*	±0.03	-0.64 (M)
General Schedule (GS) 7-10	52	0.35*	±0.11	1,621	0.70*	±0.02	-0.88 (L)
General Schedule (GS) 11-12	123	0.49*	±0.08	3,065	0.68*	±0.01	-0.46 (S)
General Schedule (GS) 13-15	37	0.42*	±0.14	2,102	0.79*	±0.01	-1.06 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	0.97	±0.04	NA
Other	--	--	--	47	0.65	±0.12	NA
Years of Service at Bureau or Office							
Less than 1 year	9	0.38*	±0.15	692	0.71*	±0.03	-0.78 (M)
1 to 3 years	44	0.31*	±0.12	1,021	0.77*	±0.02	-1.21 (L)
4 to 5 years	13	0.57	±0.20	565	0.71	±0.03	-0.35 (S)
6 to 10 years	61	0.41*	±0.11	1,645	0.67*	±0.02	-0.61 (M)
11 to 14 years	28	0.41*	±0.14	941	0.70*	±0.03	-0.72 (M)
15 to 20 years	50	0.41*	±0.12	1,505	0.70*	±0.02	-0.75 (M)
More than 20 years	44	0.51*	±0.13	2,070	0.71*	±0.02	-0.50 (M)
Appointment Type							
Permanent	233	0.41*	±0.05	7,697	0.70*	±0.01	-0.72 (M)
Term	18	0.50*	±0.17	620	0.73*	±0.03	-0.57 (M)
Temporary	--	--	--	141	0.77	±0.06	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	NR	NR	NR	128	0.65	±0.07	NR
Non-Seasonal	228	0.41*	±0.05	7,633	0.71*	±0.01	-0.74 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	63	0.51	±0.11	NR
Permanent-Non-Seasonal	228	0.41*	±0.05	7,557	0.70*	±0.01	-0.74 (M)
Term	18	0.50*	±0.17	620	0.73*	±0.03	-0.57 (M)
Temporary-Seasonal	--	--	--	65	0.78	±0.08	NA
Temporary-Non-Seasonal	--	--	--	76	0.76	±0.09	NA
Sex							
Men	101	0.43*	±0.08	5,137	0.74*	±0.01	-0.80 (L)
Women	147	0.40*	±0.07	3,306	0.65*	±0.01	-0.60 (M)
Gender Identity							
Male	101	0.43*	±0.08	5,137	0.74*	±0.01	-0.80 (L)
Female	147	0.40*	±0.07	3,306	0.65*	±0.01	-0.60 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	26	0.67	±0.15	NR
Sexual Orientation - Collapsed							
Heterosexual	128	0.46*	±0.07	7,834	0.71*	±0.01	-0.62 (M)
Sexual Minority	102	0.42*	±0.08	219	0.80*	±0.05	-0.98 (L)
Sexual Orientation							
Heterosexual or straight	128	0.46*	±0.07	7,834	0.71*	±0.01	-0.62 (M)
Lesbian	33	0.35*	±0.13	59	0.77*	±0.09	-1.14 (L)
Gay	39	0.44*	±0.14	32	0.95*	±0.06	-1.45 (L)
Bisexual	27	0.46*	±0.18	90	0.79*	±0.08	-0.82 (L)
Other	NR	NR	NR	38	0.70	±0.12	NR
I prefer not to say	NR	NR	NR	343	0.57	±0.05	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.

4.5.3 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 FWS.

Table 4.35 FWS – 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	254	3.4*	±0.1	8,457	2.7*	±0.0	0.87 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	2.5	±0.2	NA
Wage Grade (WG) 5-8	20	3.0	±0.3	563	2.7	±0.1	0.43 (S)
Wage Grade (WG) 9-16	--	--	--	297	2.8	±0.1	NA
Other Wage Grade (WG)	--	--	--	10	2.4	±0.1	NA
General Schedule (GS) 1-6	18	3.5*	±0.4	596	2.7*	±0.1	1.04 (L)
General Schedule (GS) 7-10	52	3.8*	±0.3	1,613	2.7*	±0.0	1.27 (L)
General Schedule (GS) 11-12	122	3.2*	±0.2	3,056	2.7*	±0.0	0.61 (M)
General Schedule (GS) 13-15	42	3.6*	±0.2	2,103	2.5*	±0.0	1.25 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	2.0	±0.3	NA
Other	--	--	--	45	3.0	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	9	3.3*	±0.8	692	2.5*	±0.1	1.03 (L)
1 to 3 years	44	3.3*	±0.2	1,020	2.5*	±0.0	0.93 (L)
4 to 5 years	13	3.3*	±0.6	570	2.6*	±0.1	0.78 (M)
6 to 10 years	61	3.3*	±0.2	1,640	2.7*	±0.0	0.73 (M)
11 to 14 years	30	3.3*	±0.4	940	2.7*	±0.1	0.64 (M)
15 to 20 years	48	3.4*	±0.2	1,496	2.7*	±0.0	0.84 (L)
More than 20 years	47	3.7*	±0.3	2,065	2.7*	±0.0	1.19 (L)
Appointment Type							
Permanent	236	3.4*	±0.1	7,687	2.7*	±0.0	0.86 (L)
Term	18	3.4*	±0.4	622	2.6*	±0.1	0.97 (L)
Temporary	--	--	--	136	2.2	±0.1	NA
Work Schedule							
Seasonal	NR	NR	NR	123	2.7	±0.2	NR
Non-Seasonal	231	3.4*	±0.1	7,624	2.7*	±0.0	0.87 (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	NR	NR	NR	63	3.1	±0.2	NR
Permanent-Non-Seasonal	231	3.4*	±0.1	7,549	2.7*	±0.0	0.86 (L)
Term	18	3.4*	±0.4	622	2.6*	±0.1	0.97 (L)
Temporary-Seasonal	--	--	--	60	2.3	±0.2	NA
Temporary-Non-Seasonal	--	--	--	76	2.2	±0.1	NA
Sex							
Men	105	3.6*	±0.2	5,135	2.6*	±0.0	1.19 (L)
Women	147	3.2*	±0.2	3,293	2.7*	±0.0	0.65 (M)
Gender Identity							
Male	105	3.6*	±0.2	5,135	2.6*	±0.0	1.19 (L)
Female	147	3.2*	±0.2	3,293	2.7*	±0.0	0.65 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	26	3.3	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	129	3.3*	±0.2	7,803	2.6*	±0.0	0.78 (M)
Sexual Minority	102	3.5*	±0.2	222	2.6*	±0.1	1.04 (L)
Sexual Orientation							
Heterosexual or straight	129	3.3*	±0.2	7,803	2.6*	±0.0	0.78 (M)
Lesbian	33	3.6*	±0.4	59	2.7*	±0.2	1.00 (L)
Gay	39	3.6*	±0.3	32	2.4*	±0.3	1.40 (L)
Bisexual	27	3.2*	±0.4	93	2.5*	±0.2	0.77 (M)
Other	NR	NR	NR	38	2.8	±0.2	NR
I prefer not to say	19	3.1	±0.3	344	2.9	±0.1	0.32 (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.

4.5.4 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 FWS.

Table 4.36 FWS – 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	253	2.8*	±0.1	8,500	3.6*	±0.0	-0.87 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	3.9	±0.2	NA
Wage Grade (WG) 5-8	17	2.8*	±0.2	563	3.3*	±0.1	-0.58 (M)
Wage Grade (WG) 9-16	--	--	--	297	3.2	±0.1	NA
Other Wage Grade (WG)	--	--	--	10	3.6	±0.2	NA
General Schedule (GS) 1-6	18	3.1	±0.3	601	3.5	±0.1	-0.46 (S)
General Schedule (GS) 7-10	52	2.6*	±0.3	1,633	3.5*	±0.0	-1.07 (L)
General Schedule (GS) 11-12	123	2.9*	±0.2	3,072	3.5*	±0.0	-0.81 (L)
General Schedule (GS) 13-15	42	2.8*	±0.3	2,102	3.8*	±0.0	-1.15 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.3	±0.2	NA
Other	--	--	--	47	3.3	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	9	2.7*	±0.7	692	3.8*	±0.1	-1.31 (L)
1 to 3 years	44	3.0*	±0.2	1,031	3.8*	±0.1	-1.01 (L)
4 to 5 years	11	3.1	±0.7	574	3.6	±0.1	-0.54 (M)
6 to 10 years	61	2.9*	±0.2	1,644	3.5*	±0.0	-0.60 (M)
11 to 14 years	30	2.8*	±0.3	941	3.5*	±0.1	-0.83 (L)
15 to 20 years	50	2.7*	±0.2	1,499	3.5*	±0.0	-0.97 (L)
More than 20 years	47	2.6*	±0.3	2,083	3.5*	±0.0	-1.06 (L)
Appointment Type							
Permanent	235	2.8*	±0.1	7,725	3.6*	±0.0	-0.89 (L)
Term	18	3.3*	±0.4	622	3.7*	±0.1	-0.48 (S)
Temporary	--	--	--	141	4.1	±0.1	NA
Work Schedule							
Seasonal	NR	NR	NR	128	3.5	±0.2	NR
Non-Seasonal	231	2.8*	±0.1	7,661	3.6*	±0.0	-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	NR	NR	NR	63	2.9	±0.2	NR
Permanent-Non-Seasonal	231	2.8*	±0.1	7,585	3.6*	±0.0	-0.91 (L)
Term	18	3.3*	±0.4	622	3.7*	±0.1	-0.48 (S)
Temporary-Seasonal	--	--	--	65	4.0	±0.2	NA
Temporary-Non-Seasonal	--	--	--	76	4.1	±0.2	NA
Sex							
Men	106	2.8*	±0.2	5,156	3.6*	±0.0	-0.91 (L)
Women	145	2.8*	±0.2	3,315	3.6*	±0.0	-0.86 (L)
Gender Identity							
Male	106	2.8*	±0.2	5,156	3.6*	±0.0	-0.91 (L)
Female	145	2.8*	±0.2	3,315	3.6*	±0.0	-0.86 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	26	3.1	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	131	2.8*	±0.2	7,846	3.6*	±0.0	-0.88 (L)
Sexual Minority	100	2.9*	±0.2	222	3.7*	±0.1	-0.88 (L)
Sexual Orientation							
Heterosexual or straight	131	2.8*	±0.2	7,846	3.6*	±0.0	-0.88 (L)
Lesbian	33	2.7*	±0.4	59	3.7*	±0.2	-0.98 (L)
Gay	39	2.9*	±0.3	32	4.0*	±0.3	-1.22 (L)
Bisexual	25	3.2*	±0.3	93	3.6*	±0.2	-0.56 (M)
Other	NR	NR	NR	38	3.5	±0.2	NR
I prefer not to say	19	2.7*	±0.3	344	3.4*	±0.1	-0.79 (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.

4.5.5 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 FWS.

Table 4.37 FWS – 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	249	3.1*	±0.2	8,350	3.9*	±0.0	-0.79 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	4.1	±0.2	NA
Wage Grade (WG) 5-8	17	2.9*	±0.4	548	3.7*	±0.1	-0.81 (L)
Wage Grade (WG) 9-16	--	--	--	282	3.6	±0.1	NA
Other Wage Grade (WG)	--	--	--	9	3.7	±0.5	NA
General Schedule (GS) 1-6	18	3.3*	±0.7	603	4.0*	±0.1	-0.67 (M)
General Schedule (GS) 7-10	52	2.8*	±0.3	1,613	3.9*	±0.0	-1.05 (L)
General Schedule (GS) 11-12	122	3.2*	±0.2	3,008	3.8*	±0.0	-0.56 (M)
General Schedule (GS) 13-15	40	2.9*	±0.4	2,064	4.0*	±0.0	-1.18 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.5	±0.3	NA
Other	--	--	--	47	3.6	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	9	2.8*	±1.3	674	4.1*	±0.1	-1.40 (L)
1 to 3 years	44	3.2*	±0.4	1,013	4.1*	±0.1	-1.09 (L)
4 to 5 years	11	3.6	±0.8	565	4.0	±0.1	-0.43 (S)
6 to 10 years	59	3.3*	±0.3	1,618	3.8*	±0.1	-0.53 (M)
11 to 14 years	30	3.1*	±0.4	916	3.9*	±0.1	-0.76 (M)
15 to 20 years	50	2.7*	±0.3	1,479	3.8*	±0.1	-1.03 (L)
More than 20 years	45	3.1*	±0.3	2,051	3.8*	±0.0	-0.68 (M)
Appointment Type							
Permanent	231	3.0*	±0.2	7,582	3.9*	±0.0	-0.83 (L)
Term	18	3.9	±0.4	617	4.0	±0.1	-0.12
Temporary	--	--	--	138	4.3	±0.1	NA
Work Schedule							
Seasonal	NR	NR	NR	126	4.0	±0.2	NR
Non-Seasonal	227	3.0*	±0.2	7,524	3.9*	±0.0	-0.83 (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	NR	NR	NR	61	3.6	±0.3	NR
Permanent-Non-Seasonal	227	3.0*	±0.2	7,451	3.9*	±0.0	-0.83 (L)
Term	18	3.9	±0.4	617	4.0	±0.1	-0.12
Temporary-Seasonal	--	--	--	65	4.4	±0.2	NA
Temporary-Non-Seasonal	--	--	--	73	4.2	±0.2	NA
Sex							
Men	103	2.9*	±0.2	5,068	3.9*	±0.0	-0.98 (L)
Women	145	3.2*	±0.2	3,253	3.9*	±0.0	-0.67 (M)
Gender Identity							
Male	103	2.9*	±0.2	5,068	3.9*	±0.0	-0.98 (L)
Female	145	3.2*	±0.2	3,253	3.9*	±0.0	-0.67 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	25	3.3	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	129	3.0*	±0.2	7,710	3.9*	±0.0	-0.90 (L)
Sexual Minority	97	3.4*	±0.2	218	4.0*	±0.1	-0.59 (M)
Sexual Orientation							
Heterosexual or straight	129	3.0*	±0.2	7,710	3.9*	±0.0	-0.90 (L)
Lesbian	33	3.5*	±0.4	57	4.0*	±0.3	-0.43 (S)
Gay	37	3.2*	±0.4	30	4.2*	±0.4	-0.88 (L)
Bisexual	25	3.4	±0.5	93	3.9	±0.2	-0.43 (S)
Other	NR	NR	NR	38	4.0	±0.3	NR
I prefer not to say	19	2.8*	±0.6	334	3.7*	±0.1	-0.87 (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.

4.5.6 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 FWS.

Table 4.38 FWS – 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	253	3.0*	±0.1	8,530	3.8*	±0.0	-0.91 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	4.0	±0.2	NA
Wage Grade (WG) 5-8	17	2.7*	±0.3	560	3.5*	±0.1	-0.82 (L)
Wage Grade (WG) 9-16	--	--	--	299	3.6	±0.1	NA
Other Wage Grade (WG)	--	--	--	10	3.8	±0.2	NA
General Schedule (GS) 1-6	18	3.2*	±0.3	607	3.9*	±0.1	-0.78 (M)
General Schedule (GS) 7-10	52	2.8*	±0.3	1,636	3.8*	±0.0	-1.00 (L)
General Schedule (GS) 11-12	123	2.9*	±0.2	3,083	3.7*	±0.0	-0.86 (L)
General Schedule (GS) 13-15	42	3.2*	±0.3	2,111	4.0*	±0.0	-0.95 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.4	±0.3	NA
Other	--	--	--	47	3.6	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	9	3.2*	±0.9	697	4.0*	±0.1	-0.95 (L)
1 to 3 years	44	3.3*	±0.3	1,034	3.9*	±0.1	-0.74 (M)
4 to 5 years	11	2.6*	±0.6	574	3.8*	±0.1	-1.33 (L)
6 to 10 years	61	3.0*	±0.3	1,648	3.7*	±0.0	-0.80 (L)
11 to 14 years	30	3.0*	±0.4	946	3.8*	±0.1	-0.85 (L)
15 to 20 years	50	2.8*	±0.3	1,506	3.8*	±0.0	-1.06 (L)
More than 20 years	47	2.8*	±0.3	2,090	3.7*	±0.0	-1.00 (L)
Appointment Type							
Permanent	235	3.0*	±0.1	7,753	3.8*	±0.0	-0.91 (L)
Term	18	3.2*	±0.5	622	3.9*	±0.1	-0.76 (M)
Temporary	--	--	--	141	4.2	±0.1	NA
Work Schedule							
Seasonal	NR	NR	NR	128	3.7	±0.2	NR
Non-Seasonal	231	2.9*	±0.1	7,691	3.8*	±0.0	-0.93 (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	NR	NR	NR	63	3.3	±0.2	NR
Permanent-Non-Seasonal	231	2.9*	±0.1	7,616	3.8*	±0.0	-0.92 (L)
Term	18	3.2*	±0.5	622	3.9*	±0.1	-0.76 (M)
Temporary-Seasonal	--	--	--	65	4.0	±0.2	NA
Temporary-Non-Seasonal	--	--	--	76	4.3	±0.1	NA
Sex							
Men	106	3.0*	±0.2	5,172	3.8*	±0.0	-0.92 (L)
Women	145	2.9*	±0.2	3,329	3.8*	±0.0	-0.90 (L)
Gender Identity							
Male	106	3.0*	±0.2	5,172	3.8*	±0.0	-0.92 (L)
Female	145	2.9*	±0.2	3,329	3.8*	±0.0	-0.90 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	26	3.4	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	131	2.9*	±0.2	7,878	3.8*	±0.0	-1.05 (L)
Sexual Minority	100	3.2*	±0.2	222	3.8*	±0.1	-0.65 (M)
Sexual Orientation							
Heterosexual or straight	131	2.9*	±0.2	7,878	3.8*	±0.0	-1.05 (L)
Lesbian	33	2.7*	±0.4	59	4.0*	±0.2	-1.26 (L)
Gay	39	3.4*	±0.3	32	4.0*	±0.3	-0.68 (M)
Bisexual	25	3.6	±0.4	93	3.8	±0.2	-0.22 (S)
Other	NR	NR	NR	38	3.4	±0.2	NR
I prefer not to say	19	2.5*	±0.4	341	3.6*	±0.1	-1.21 (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.

4.5.7 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 FWS.

Table 4.39 FWS – 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	255	2.3	±0.1	8,488	2.3	±0.0	0.12
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	86	2.4	±0.1	NA
Wage Grade (WG) 5-8	20	2.4	±0.2	555	2.5	±0.0	-0.20 (S)
Wage Grade (WG) 9-16	--	--	--	299	2.6	±0.0	NA
Other Wage Grade (WG)	--	--	--	10	2.8	±0.3	NA
General Schedule (GS) 1-6	18	2.7*	±0.2	607	2.2*	±0.0	0.93 (L)
General Schedule (GS) 7-10	52	2.3	±0.2	1,630	2.2	±0.0	0.16
General Schedule (GS) 11-12	123	2.3	±0.1	3,076	2.2	±0.0	0.09
General Schedule (GS) 13-15	42	2.2	±0.1	2,109	2.2	±0.0	0.04
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	18	2.2	±0.1	NA
Other	--	--	--	47	2.6	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	9	1.3*	±0.3	684	2.2*	±0.0	-1.53 (L)
1 to 3 years	44	2.5*	±0.1	1,034	2.2*	±0.0	0.49 (S)
4 to 5 years	13	2.3	±0.3	572	2.2	±0.0	0.20 (S)
6 to 10 years	61	2.4*	±0.1	1,643	2.2*	±0.0	0.28 (S)
11 to 14 years	30	2.1*	±0.2	937	2.3*	±0.0	-0.51 (M)
15 to 20 years	50	2.5*	±0.1	1,507	2.3*	±0.0	0.37 (S)
More than 20 years	47	2.3	±0.2	2,084	2.3	±0.0	0.05
Appointment Type							
Permanent	238	2.3	±0.1	7,723	2.3	±0.0	0.12
Term	18	2.5	±0.3	610	2.4	±0.0	0.26 (S)
Temporary	--	--	--	141	2.3	±0.1	NA
Work Schedule							
Seasonal	NR	NR	NR	128	2.4	±0.1	NR
Non-Seasonal	233	2.3	±0.1	7,660	2.2	±0.0	0.12

	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	NR	NR	NR	63	2.5	±0.1	NR
Permanent-Non-Seasonal	233	2.3	±0.1	7,585	2.2	±0.0	0.12
Term	18	2.5	±0.3	610	2.4	±0.0	0.26 (S)
Temporary-Seasonal	--	--	--	65	2.4	±0.1	NA
Temporary-Non-Seasonal	--	--	--	76	2.3	±0.1	NA
Sex							
Men	106	2.2*	±0.1	5,155	2.3*	±0.0	-0.20 (S)
Women	147	2.4*	±0.1	3,306	2.2*	±0.0	0.47 (S)
Gender Identity							
Male	106	2.2*	±0.1	5,155	2.3*	±0.0	-0.20 (S)
Female	147	2.4*	±0.1	3,306	2.2*	±0.0	0.47 (S)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	24	2.0	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	131	2.3	±0.1	7,859	2.3	±0.0	0.13
Sexual Minority	102	2.3*	±0.1	218	2.1*	±0.1	0.29 (S)
Sexual Orientation							
Heterosexual or straight	131	2.3	±0.1	7,859	2.3	±0.0	0.13
Lesbian	33	2.3	±0.1	59	2.4	±0.1	-0.06
Gay	39	2.1	±0.2	32	2.0	±0.1	0.24 (S)
Bisexual	27	2.3*	±0.2	90	2.0*	±0.1	0.57 (M)
Other	NR	NR	NR	37	2.1	±0.2	NR
I prefer not to say	19	2.6*	±0.2	325	2.2*	±0.0	0.95 (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.

4.5.8 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 FWS.

Table 4.40 FWS – 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	83	33.5% *	±6.1	156	1.9% *	±0.3	0.96 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	0	0.0%	NA	NA
Wage Grade (WG) 5-8	NR	NR	NR	7	1.3%	±1.4	NR
Wage Grade (WG) 9-16	--	--	--	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	NR	NR	NR	NR
General Schedule (GS) 1-6	NR	NR	NR	13	2.1%	±1.5	NR
General Schedule (GS) 7-10	NR	NR	NR	41	2.5%	±0.9	NR
General Schedule (GS) 11-12	40	33.8% *	±9.1	57	1.9% *	±0.5	0.97 (L)
General Schedule (GS) 13-15	NR	NR	NR	34	1.6%	±0.6	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	10	1.5%	±1.2	NR
1 to 3 years	14	32.8% *	±15.9	29	2.8% *	±1.2	0.88 (L)
4 to 5 years	NR	NR	NR	7	1.2%	±1.3	NR
6 to 10 years	18	30.6% *	±13.2	41	2.5% *	±0.9	0.85 (L)
11 to 14 years	NR	NR	NR	18	1.9%	±1.1	NR
15 to 20 years	23	47.7% *	±14.4	33	2.2% *	±0.9	1.23 (L)
More than 20 years	7	15.6% *	±13.9	19	0.9% *	±0.5	0.62 (M)
Appointment Type							
Permanent	76	33.0% *	±6.4	130	1.7% *	±0.3	0.96 (L)
Term	NR	NR	NR	24	3.8%	±1.8	NR
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	NR	NR	NR
Non-Seasonal	74	32.6% *	±6.4	129	1.7% *	±0.3	0.95 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	0	0.0%	NA	NR
Permanent-Non-Seasonal	74	32.6% *	±6.4	129	1.7% *	±0.3	0.95 (L)
Term	NR	NR	NR	24	3.8%	±1.8	NR
Temporary-Seasonal	--	--	--	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	0	0.0%	NA	NA
Sex							
Men	40	37.5% *	±9.7	86	1.7% *	±0.4	1.06 (L)
Women	42	30.2% *	±8.2	69	2.1% *	±0.5	0.87 (L)
Gender Identity							
Male	40	37.5% *	±9.7	86	1.7% *	±0.4	1.06 (L)
Female	42	30.2% *	±8.2	69	2.1% *	±0.5	0.87 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	46	35.1% *	±8.7	139	1.8% *	±0.3	1.00 (L)
Sexual Minority	23	23.4% *	±9.6	7	3.4% *	±3.4	0.64 (M)
Sexual Orientation							
Heterosexual or straight	46	35.1% *	±8.7	139	1.8% *	±0.3	1.00 (L)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	9	22.5%	±16.4	NR	NR	NR	NR
Bisexual	0	0.0%	NA	NR	NR	NR	NR
Other	NR	NR	NR	0	0.0%	NA	NR
I prefer not to say	NR	NR	NR	10	3.0%	±2.5	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 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 FWS – 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	-1.960	0.644	9.269	--	0.141	--	--	--	--
Sex	-0.754	0.151	24.830	0.000	0.470	0.350	0.633	-798.353	25.350
Race/Ethnicity	-0.807	0.169	22.827	0.000	0.446	0.320	0.621	-796.226	21.097
Relationship Status	-0.653	0.152	18.456	0.000	0.520	0.386	0.701	-794.745	18.134
Appointment Type	0.647	0.291	4.952	0.026	1.909	1.080	3.375	-788.471	5.587
Organizational Politics	0.594	0.092	42.068	0.000	1.811	1.513	2.167	-806.555	41.754
Organizational Inclusion	-0.263	0.081	10.589	0.001	0.769	0.656	0.901	-790.931	10.507
Bystander Harassment Based on Sexual Orientation	-2.942	0.181	263.480	0.000	0.053	0.037	0.075	-895.138	218.921
Gender Context	0.428	0.146	8.631	0.003	1.534	1.153	2.040	-790.128	8.902

Note. N = 7,871, Nagelkerke R Square = 0.262

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 FWS.

Table 4.42 FWS – 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	539	2.8*	±0.1	8,194	3.7*	±0.0	-1.09 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	93	4.0	±0.1	NR
Wage Grade (WG) 5-8	40	2.9*	±0.4	523	3.6*	±0.1	-0.78 (M)
Wage Grade (WG) 9-16	7	2.7*	±0.4	290	3.8*	±0.1	-1.20 (L)
Other Wage Grade (WG)	--	--	--	10	3.4	±0.4	NA
General Schedule (GS) 1-6	31	3.0*	±0.3	581	3.8*	±0.1	-0.92 (L)
General Schedule (GS) 7-10	129	2.8*	±0.2	1,535	3.7*	±0.0	-1.14 (L)
General Schedule (GS) 11-12	227	2.8*	±0.1	2,983	3.7*	±0.0	-1.09 (L)
General Schedule (GS) 13-15	90	3.0*	±0.2	2,066	3.9*	±0.0	-1.10 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	17	4.3	±0.3	NR
Other	NR	NR	NR	44	3.4	±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>
Years of Service at Bureau or Office							
Less than 1 year	41	3.1*	±0.3	637	3.9*	±0.1	-1.08 (L)
1 to 3 years	54	2.8*	±0.3	1,009	3.9*	±0.0	-1.28 (L)
4 to 5 years	33	2.6*	±0.2	545	3.8*	±0.1	-1.55 (L)
6 to 10 years	133	3.0*	±0.2	1,579	3.7*	±0.0	-0.84 (L)
11 to 14 years	53	3.0*	±0.2	918	3.7*	±0.1	-0.80 (L)
15 to 20 years	114	2.7*	±0.2	1,436	3.7*	±0.0	-1.18 (L)
More than 20 years	107	2.6*	±0.2	2,038	3.7*	±0.0	-1.27 (L)
Appointment Type							
Permanent	484	2.8*	±0.1	7,452	3.7*	±0.0	-1.06 (L)
Term	55	2.8*	±0.3	592	3.9*	±0.1	-1.44 (L)
Temporary	--	--	--	135	4.1	±0.1	NA
Work Schedule							
Seasonal	8	2.0*	±0.1	122	3.7*	±0.1	-2.11 (L)
Non-Seasonal	473	2.9*	±0.1	7,388	3.7*	±0.0	-1.04 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	8	2.0*	±0.1	57	3.4*	±0.2	-1.76 (L)
Permanent-Non-Seasonal	473	2.9*	±0.1	7,318	3.7*	±0.0	-1.03 (L)
Term	55	2.8*	±0.3	592	3.9*	±0.1	-1.44 (L)
Temporary-Seasonal	--	--	--	65	3.8	±0.2	NA
Temporary-Non-Seasonal	--	--	--	70	4.2	±0.1	NA
Sex							
Men	163	2.9*	±0.2	5,063	3.8*	±0.0	-1.06 (L)
Women	376	2.8*	±0.1	3,098	3.6*	±0.0	-1.02 (L)
Gender Identity							
Male	163	2.9*	±0.2	5,063	3.8*	±0.0	-1.06 (L)
Female	376	2.8*	±0.1	3,098	3.6*	±0.0	-1.02 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	28	3.4	±0.3	NA
Sexual Orientation - Collapsed							
Heterosexual	463	2.9*	±0.1	7,499	3.8*	±0.0	-1.05 (L)
Sexual Minority	40	2.5*	±0.2	282	3.7*	±0.1	-1.41 (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>
Sexual Orientation							
Heterosexual or straight	463	2.9*	±0.1	7,499	3.8*	±0.0	-1.05 (L)
Lesbian	17	2.3*	±0.3	75	3.5*	±0.2	-1.49 (L)
Gay	NR	NR	NR	69	3.5	±0.2	NR
Bisexual	18	2.9*	±0.4	100	4.0*	±0.2	-1.39 (L)
Other	NR	NR	NR	38	3.6	±0.2	NR
I prefer not to say	33	2.5*	±0.2	327	3.5*	±0.1	-1.21 (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.

4.6.2 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 FWS.

Table 4.43 FWS – 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	543	0.42*	±0.03	8,232	0.71*	±0.01	-0.75 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	93	0.69	±0.09	NR
Wage Grade (WG) 5-8	43	0.43*	±0.14	534	0.61*	±0.04	-0.41 (S)
Wage Grade (WG) 9-16	7	0.31*	±0.20	297	0.68*	±0.05	-0.90 (L)
Other Wage Grade (WG)	--	--	--	10	0.63	±0.23	NA
General Schedule (GS) 1-6	31	0.48*	±0.14	590	0.65*	±0.03	-0.40 (S)
General Schedule (GS) 7-10	136	0.41*	±0.07	1,543	0.72*	±0.02	-0.76 (M)
General Schedule (GS) 11-12	225	0.40*	±0.05	2,984	0.69*	±0.01	-0.70 (M)
General Schedule (GS) 13-15	86	0.43*	±0.09	2,070	0.80*	±0.01	-1.07 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	17	1.00	±0.00	NR
Other	NR	NR	NR	44	0.69	±0.12	NR
Years of Service at Bureau or Office							
Less than 1 year	41	0.46*	±0.14	660	0.72*	±0.03	-0.63 (M)
1 to 3 years	61	0.45*	±0.11	1,007	0.76*	±0.02	-0.80 (L)
4 to 5 years	32	0.36*	±0.13	551	0.72*	±0.03	-0.91 (L)
6 to 10 years	136	0.44*	±0.07	1,585	0.67*	±0.02	-0.57 (M)
11 to 14 years	51	0.39*	±0.10	926	0.71*	±0.03	-0.77 (M)
15 to 20 years	114	0.45*	±0.07	1,446	0.71*	±0.02	-0.67 (M)
More than 20 years	106	0.34*	±0.07	2,026	0.73*	±0.02	-1.00 (L)
Appointment Type							
Permanent	488	0.41*	±0.04	7,489	0.71*	±0.01	-0.75 (M)
Term	55	0.46*	±0.12	587	0.74*	±0.03	-0.71 (M)
Temporary	--	--	--	141	0.77	±0.06	NA

	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	8	0.42	±0.24	122	0.65	±0.07	-0.56 (M)
Non-Seasonal	477	0.41*	±0.04	7,431	0.71*	±0.01	-0.76 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	8	0.42	±0.24	57	0.51	±0.12	-0.19
Permanent-Non-Seasonal	477	0.41*	±0.04	7,356	0.71*	±0.01	-0.75 (M)
Term	55	0.46*	±0.12	587	0.74*	±0.03	-0.71 (M)
Temporary-Seasonal	--	--	--	65	0.78	±0.08	NA
Temporary-Non-Seasonal	--	--	--	76	0.76	±0.09	NA
Sex							
Men	162	0.51*	±0.06	5,103	0.74*	±0.01	-0.60 (M)
Women	381	0.38*	±0.04	3,096	0.67*	±0.01	-0.72 (M)
Gender Identity							
Male	162	0.51*	±0.06	5,103	0.74*	±0.01	-0.60 (M)
Female	381	0.38*	±0.04	3,096	0.67*	±0.01	-0.72 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	28	0.69	±0.14	NA
Sexual Orientation - Collapsed							
Heterosexual	470	0.44*	±0.04	7,540	0.72*	±0.01	-0.73 (M)
Sexual Minority	40	0.39*	±0.14	282	0.71*	±0.05	-0.79 (M)
Sexual Orientation							
Heterosexual or straight	470	0.44*	±0.04	7,540	0.72*	±0.01	-0.73 (M)
Lesbian	17	0.21*	±0.19	75	0.71*	±0.08	-1.35 (L)
Gay	NR	NR	NR	69	0.69	±0.10	NR
Bisexual	18	0.61	±0.22	100	0.73	±0.08	-0.27 (S)
Other	NR	NR	NR	38	0.70	±0.12	NR
I prefer not to say	33	0.17*	±0.11	331	0.58*	±0.05	-0.95 (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.

4.6.3 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 FWS.

Table 4.44 FWS – 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	548	3.2*	±0.1	8,219	2.6*	±0.0	0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	93	2.5	±0.2	NR
Wage Grade (WG) 5-8	43	3.2*	±0.2	542	2.7*	±0.1	0.64 (M)
Wage Grade (WG) 9-16	7	3.3	±0.5	292	2.8	±0.1	0.58 (M)
Other Wage Grade (WG)	--	--	--	10	2.4	±0.1	NA
General Schedule (GS) 1-6	31	3.3*	±0.4	588	2.7*	±0.1	0.84 (L)
General Schedule (GS) 7-10	134	3.3*	±0.2	1,538	2.7*	±0.0	0.79 (M)
General Schedule (GS) 11-12	226	3.3*	±0.1	2,972	2.7*	±0.0	0.68 (M)
General Schedule (GS) 13-15	94	3.0*	±0.2	2,070	2.5*	±0.0	0.53 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	17	2.0	±0.3	NR
Other	NR	NR	NR	44	3.0	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	44	3.2*	±0.3	657	2.5*	±0.1	0.93 (L)
1 to 3 years	61	3.2*	±0.2	1,006	2.5*	±0.0	0.89 (L)
4 to 5 years	35	3.5*	±0.3	555	2.6*	±0.1	1.13 (L)
6 to 10 years	136	3.1*	±0.2	1,580	2.7*	±0.0	0.41 (S)
11 to 14 years	53	3.0*	±0.3	925	2.7*	±0.1	0.34 (S)
15 to 20 years	113	3.3*	±0.2	1,435	2.7*	±0.0	0.69 (M)
More than 20 years	103	3.4*	±0.2	2,029	2.7*	±0.0	0.86 (L)
Appointment Type							
Permanent	493	3.2*	±0.1	7,479	2.7*	±0.0	0.64 (M)
Term	55	3.3*	±0.2	592	2.6*	±0.1	0.99 (L)
Temporary	--	--	--	136	2.2	±0.1	NA
Work Schedule							
Seasonal	8	4.4*	±0.2	118	2.6*	±0.2	2.00 (L)
Non-Seasonal	484	3.2*	±0.1	7,421	2.7*	±0.0	0.63 (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	8	4.4*	±0.2	57	3.0*	±0.2	1.71 (L)
Permanent-Non-Seasonal	484	3.2*	±0.1	7,346	2.7*	±0.0	0.62 (M)
Term	55	3.3*	±0.2	592	2.6*	±0.1	0.99 (L)
Temporary-Seasonal	--	--	--	60	2.3	±0.2	NA
Temporary-Non-Seasonal	--	--	--	76	2.2	±0.1	NA
Sex							
Men	170	3.3*	±0.1	5,095	2.6*	±0.0	0.73 (M)
Women	377	3.2*	±0.1	3,092	2.7*	±0.0	0.65 (M)
Gender Identity							
Male	170	3.3*	±0.1	5,095	2.6*	±0.0	0.73 (M)
Female	377	3.2*	±0.1	3,092	2.7*	±0.0	0.65 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	28	3.2	±0.4	NA
Sexual Orientation - Collapsed							
Heterosexual	470	3.2*	±0.1	7,514	2.6*	±0.0	0.65 (M)
Sexual Minority	43	3.6*	±0.3	282	2.8*	±0.1	0.91 (L)
Sexual Orientation							
Heterosexual or straight	470	3.2*	±0.1	7,514	2.6*	±0.0	0.65 (M)
Lesbian	17	4.2*	±0.4	75	2.8*	±0.2	1.61 (L)
Gay	NR	NR	NR	69	3.0	±0.2	NR
Bisexual	20	3.1*	±0.4	100	2.6*	±0.2	0.55 (M)
Other	NR	NR	NR	38	2.8	±0.2	NR
I prefer not to say	33	3.3*	±0.2	332	2.8*	±0.1	0.50 (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.

4.6.4 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 FWS.

Table 4.45 FWS – 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	552	2.9*	±0.1	8,258	3.6*	±0.0	-0.82 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	93	3.9	±0.2	NR
Wage Grade (WG) 5-8	41	2.9*	±0.3	542	3.4*	±0.1	-0.46 (S)
Wage Grade (WG) 9-16	7	2.9	±0.4	292	3.2	±0.1	-0.25 (S)
Other Wage Grade (WG)	--	--	--	10	3.6	±0.2	NA
General Schedule (GS) 1-6	31	3.0*	±0.4	593	3.5*	±0.1	-0.64 (M)
General Schedule (GS) 7-10	138	2.7*	±0.2	1,553	3.6*	±0.0	-1.04 (L)
General Schedule (GS) 11-12	226	2.9*	±0.1	2,990	3.6*	±0.0	-0.78 (M)
General Schedule (GS) 13-15	94	3.1*	±0.2	2,069	3.8*	±0.0	-0.83 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	17	4.3	±0.2	NR
Other	NR	NR	NR	44	3.4	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	44	3.0*	±0.3	658	3.8*	±0.1	-0.99 (L)
1 to 3 years	61	2.8*	±0.2	1,017	3.8*	±0.0	-1.22 (L)
4 to 5 years	33	2.9*	±0.2	559	3.6*	±0.1	-0.82 (L)
6 to 10 years	136	3.1*	±0.2	1,584	3.5*	±0.0	-0.41 (S)
11 to 14 years	51	3.2*	±0.3	927	3.5*	±0.1	-0.42 (S)
15 to 20 years	115	2.7*	±0.2	1,439	3.6*	±0.0	-0.96 (L)
More than 20 years	109	2.6*	±0.2	2,041	3.6*	±0.0	-1.12 (L)
Appointment Type							
Permanent	497	2.9*	±0.1	7,513	3.6*	±0.0	-0.75 (M)
Term	55	2.6*	±0.2	592	3.8*	±0.1	-1.50 (L)
Temporary	--	--	--	141	4.1	±0.1	NA
Work Schedule							
Seasonal	8	1.8*	±0.2	122	3.6*	±0.2	-1.99 (L)
Non-Seasonal	487	2.9*	±0.1	7,455	3.6*	±0.0	-0.73 (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	8	1.8*	±0.2	57	3.1*	±0.2	-1.57 (L)
Permanent-Non-Seasonal	487	2.9*	±0.1	7,379	3.6*	±0.0	-0.73 (M)
Term	55	2.6*	±0.2	592	3.8*	±0.1	-1.50 (L)
Temporary-Seasonal	--	--	--	65	4.0	±0.2	NA
Temporary-Non-Seasonal	--	--	--	76	4.1	±0.2	NA
Sex							
Men	170	2.9*	±0.1	5,118	3.6*	±0.0	-0.82 (L)
Women	381	2.9*	±0.1	3,107	3.6*	±0.0	-0.84 (L)
Gender Identity							
Male	170	2.9*	±0.1	5,118	3.6*	±0.0	-0.82 (L)
Female	381	2.9*	±0.1	3,107	3.6*	±0.0	-0.84 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	28	3.2	±0.3	NA
Sexual Orientation - Collapsed							
Heterosexual	476	2.9*	±0.1	7,552	3.6*	±0.0	-0.76 (M)
Sexual Minority	41	2.4*	±0.3	282	3.6*	±0.1	-1.30 (L)
Sexual Orientation							
Heterosexual or straight	476	2.9*	±0.1	7,552	3.6*	±0.0	-0.76 (M)
Lesbian	17	1.9*	±0.4	75	3.6*	±0.2	-1.92 (L)
Gay	NR	NR	NR	69	3.5	±0.2	NR
Bisexual	18	2.9*	±0.4	100	3.6*	±0.2	-0.89 (L)
Other	NR	NR	NR	38	3.5	±0.2	NR
I prefer not to say	33	2.6*	±0.3	332	3.4*	±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.

4.6.5 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 FWS.

Table 4.46 FWS – 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	537	3.2*	±0.1	8,118	3.9*	±0.0	-0.72 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	93	4.2	±0.2	NR
Wage Grade (WG) 5-8	38	2.6*	±0.3	530	3.8*	±0.1	-1.12 (L)
Wage Grade (WG) 9-16	7	2.9	±0.7	277	3.6	±0.1	-0.62 (M)
Other Wage Grade (WG)	--	--	--	9	3.7	±0.5	NA
General Schedule (GS) 1-6	31	3.3*	±0.5	595	4.0*	±0.1	-0.72 (M)
General Schedule (GS) 7-10	137	3.3*	±0.2	1,535	3.9*	±0.1	-0.61 (M)
General Schedule (GS) 11-12	220	3.1*	±0.2	2,930	3.9*	±0.0	-0.69 (M)
General Schedule (GS) 13-15	91	3.4*	±0.3	2,032	4.0*	±0.0	-0.65 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	17	4.5	±0.3	NR
Other	NR	NR	NR	44	3.8	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	42	3.1*	±0.3	641	4.1*	±0.1	-1.11 (L)
1 to 3 years	61	3.2*	±0.3	999	4.2*	±0.1	-1.09 (L)
4 to 5 years	33	3.1*	±0.4	550	4.0*	±0.1	-0.96 (L)
6 to 10 years	131	3.4*	±0.2	1,561	3.9*	±0.1	-0.41 (S)
11 to 14 years	51	3.5*	±0.4	902	3.9*	±0.1	-0.37 (S)
15 to 20 years	109	3.1*	±0.2	1,424	3.9*	±0.1	-0.75 (M)
More than 20 years	107	2.9*	±0.2	2,008	3.8*	±0.0	-0.86 (L)
Appointment Type							
Permanent	483	3.2*	±0.1	7,380	3.9*	±0.0	-0.69 (M)
Term	55	3.1*	±0.3	587	4.1*	±0.1	-1.01 (L)
Temporary	--	--	--	138	4.3	±0.1	NA
Work Schedule							
Seasonal	8	2.1*	±0.6	120	4.1*	±0.2	-2.09 (L)
Non-Seasonal	472	3.2*	±0.1	7,329	3.9*	±0.0	-0.66 (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	8	2.1*	±0.6	55	3.7*	±0.3	-1.58 (L)
Permanent-Non-Seasonal	472	3.2*	±0.1	7,255	3.9*	±0.0	-0.66 (M)
Term	55	3.1*	±0.3	587	4.1*	±0.1	-1.01 (L)
Temporary-Seasonal	--	--	--	65	4.4	±0.2	NA
Temporary-Non-Seasonal	--	--	--	73	4.2	±0.2	NA
Sex							
Men	164	3.1*	±0.2	5,034	3.9*	±0.0	-0.77 (M)
Women	374	3.2*	±0.1	3,053	3.9*	±0.0	-0.70 (M)
Gender Identity							
Male	164	3.1*	±0.2	5,034	3.9*	±0.0	-0.77 (M)
Female	374	3.2*	±0.1	3,053	3.9*	±0.0	-0.70 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	27	3.3	±0.4	NA
Sexual Orientation - Collapsed							
Heterosexual	467	3.2*	±0.1	7,424	3.9*	±0.0	-0.69 (M)
Sexual Minority	37	3.1*	±0.3	280	3.9*	±0.1	-0.73 (M)
Sexual Orientation							
Heterosexual or straight	467	3.2*	±0.1	7,424	3.9*	±0.0	-0.69 (M)
Lesbian	15	2.8*	±0.5	75	4.0*	±0.2	-1.29 (L)
Gay	NR	NR	NR	67	3.6	±0.3	NR
Bisexual	18	3.4	±0.5	100	3.9	±0.2	-0.45 (S)
Other	NR	NR	NR	38	4.0	±0.3	NR
I prefer not to say	31	2.7*	±0.4	324	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.

4.6.6 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 FWS.

Table 4.47 FWS – 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	550	3.0*	±0.1	8,286	3.8*	±0.0	-0.91 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	93	4.1	±0.2	NR
Wage Grade (WG) 5-8	38	3.0*	±0.4	542	3.5*	±0.1	-0.59 (M)
Wage Grade (WG) 9-16	7	2.7*	±0.9	295	3.6*	±0.1	-0.93 (L)
Other Wage Grade (WG)	--	--	--	10	3.8	±0.2	NA
General Schedule (GS) 1-6	31	3.0*	±0.4	600	3.9*	±0.1	-1.09 (L)
General Schedule (GS) 7-10	138	2.9*	±0.2	1,557	3.8*	±0.0	-1.00 (L)
General Schedule (GS) 11-12	227	2.9*	±0.1	2,996	3.7*	±0.0	-0.95 (L)
General Schedule (GS) 13-15	94	3.5*	±0.2	2,078	4.0*	±0.0	-0.56 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	17	4.3	±0.3	NR
Other	NR	NR	NR	44	3.7	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	44	3.2*	±0.4	662	4.0*	±0.1	-1.06 (L)
1 to 3 years	61	3.1*	±0.3	1,020	4.0*	±0.1	-1.01 (L)
4 to 5 years	33	2.7*	±0.4	559	3.8*	±0.1	-1.23 (L)
6 to 10 years	133	3.2*	±0.2	1,591	3.7*	±0.0	-0.58 (M)
11 to 14 years	53	3.2*	±0.3	927	3.8*	±0.1	-0.60 (M)
15 to 20 years	115	2.9*	±0.2	1,446	3.8*	±0.0	-1.04 (L)
More than 20 years	109	2.7*	±0.2	2,048	3.8*	±0.0	-1.16 (L)
Appointment Type							
Permanent	496	3.1*	±0.1	7,539	3.8*	±0.0	-0.83 (L)
Term	55	2.6*	±0.3	592	4.0*	±0.1	-1.73 (L)
Temporary	--	--	--	141	4.2	±0.1	NA
Work Schedule							
Seasonal	8	2.4*	±0.8	122	3.7*	±0.2	-1.39 (L)
Non-Seasonal	485	3.1*	±0.1	7,484	3.8*	±0.0	-0.82 (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	8	2.4*	±0.8	57	3.4*	±0.2	-1.05 (L)
Permanent-Non-Seasonal	485	3.1*	±0.1	7,408	3.8*	±0.0	-0.82 (L)
Term	55	2.6*	±0.3	592	4.0*	±0.1	-1.73 (L)
Temporary-Seasonal	--	--	--	65	4.0	±0.2	NA
Temporary-Non-Seasonal	--	--	--	76	4.3	±0.1	NA
Sex							
Men	167	2.9*	±0.2	5,134	3.8*	±0.0	-1.02 (L)
Women	383	3.0*	±0.1	3,120	3.8*	±0.0	-0.86 (L)
Gender Identity							
Male	167	2.9*	±0.2	5,134	3.8*	±0.0	-1.02 (L)
Female	383	3.0*	±0.1	3,120	3.8*	±0.0	-0.86 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	28	3.4	±0.3	NA
Sexual Orientation - Collapsed							
Heterosexual	475	3.0*	±0.1	7,583	3.8*	±0.0	-0.89 (L)
Sexual Minority	41	2.8*	±0.3	282	3.8*	±0.1	-1.08 (L)
Sexual Orientation							
Heterosexual or straight	475	3.0*	±0.1	7,583	3.8*	±0.0	-0.89 (L)
Lesbian	17	2.2*	±0.3	75	3.8*	±0.2	-1.71 (L)
Gay	NR	NR	NR	69	3.8	±0.2	NR
Bisexual	18	3.4	±0.5	100	3.9	±0.2	-0.50 (M)
Other	NR	NR	NR	38	3.4	±0.2	NR
I prefer not to say	33	2.8*	±0.3	329	3.6*	±0.1	-0.84 (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.

4.6.7 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 FWS.

Table 4.48 FWS – 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	550	2.4*	±0.0	8,250	2.3*	±0.0	0.23 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	81	2.4	±0.1	NR
Wage Grade (WG) 5-8	43	2.2*	±0.2	534	2.5*	±0.0	-0.50 (M)
Wage Grade (WG) 9-16	7	2.5	±0.2	294	2.6	±0.0	-0.23 (S)
Other Wage Grade (WG)	--	--	--	10	2.8	±0.3	NA
General Schedule (GS) 1-6	31	2.3	±0.2	600	2.2	±0.0	0.19
General Schedule (GS) 7-10	137	2.2	±0.1	1,552	2.2	±0.0	0.06
General Schedule (GS) 11-12	227	2.5*	±0.1	2,993	2.2*	±0.0	0.47 (S)
General Schedule (GS) 13-15	94	2.4*	±0.1	2,076	2.2*	±0.0	0.36 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	16	2.2	±0.1	NR
Other	NR	NR	NR	44	2.6	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	44	2.3	±0.2	650	2.2	±0.0	0.21 (S)
1 to 3 years	61	2.3	±0.1	1,020	2.3	±0.0	0.16
4 to 5 years	35	2.3	±0.2	557	2.2	±0.0	0.07
6 to 10 years	134	2.3	±0.1	1,584	2.2	±0.0	0.07
11 to 14 years	53	2.2	±0.2	922	2.3	±0.0	-0.16
15 to 20 years	113	2.5*	±0.1	1,449	2.3*	±0.0	0.44 (S)
More than 20 years	109	2.6*	±0.1	2,042	2.3*	±0.0	0.57 (M)
Appointment Type							
Permanent	495	2.3*	±0.0	7,515	2.2*	±0.0	0.21 (S)
Term	55	2.6*	±0.1	580	2.3*	±0.0	0.42 (S)
Temporary	--	--	--	141	2.3	±0.1	NA
Work Schedule							
Seasonal	8	2.1*	±0.1	122	2.5*	±0.1	-0.75 (M)
Non-Seasonal	485	2.4*	±0.1	7,459	2.2*	±0.0	0.22 (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	8	2.1*	±0.1	57	2.5*	±0.1	-0.91 (L)
Permanent-Non-Seasonal	485	2.4*	±0.1	7,383	2.2*	±0.0	0.22 (S)
Term	55	2.6*	±0.1	580	2.3*	±0.0	0.42 (S)
Temporary-Seasonal	--	--	--	65	2.4	±0.1	NA
Temporary-Non-Seasonal	--	--	--	76	2.3	±0.1	NA
Sex							
Men	170	2.5*	±0.1	5,117	2.3*	±0.0	0.28 (S)
Women	380	2.3*	±0.1	3,103	2.1*	±0.0	0.37 (S)
Gender Identity							
Male	170	2.5*	±0.1	5,117	2.3*	±0.0	0.28 (S)
Female	380	2.3*	±0.1	3,103	2.1*	±0.0	0.37 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	26	2.1	±0.2	NA
Sexual Orientation - Collapsed							
Heterosexual	474	2.4*	±0.1	7,568	2.3*	±0.0	0.22 (S)
Sexual Minority	43	2.3*	±0.2	279	2.1*	±0.1	0.35 (S)
Sexual Orientation							
Heterosexual or straight	474	2.4*	±0.1	7,568	2.3*	±0.0	0.22 (S)
Lesbian	17	2.5	±0.2	75	2.3	±0.1	0.28 (S)
Gay	NR	NR	NR	69	2.0	±0.1	NR
Bisexual	20	2.1	±0.2	97	2.0	±0.1	0.15
Other	NR	NR	NR	37	2.1	±0.2	NR
I prefer not to say	31	2.5*	±0.2	315	2.2*	±0.1	0.57 (M)

^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 FWS.

Table 4.49 FWS – 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	297	54.6% *	±4.2	714	8.7% *	±0.6	1.06 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	NR	NR	NR	NR
Wage Grade (WG) 5-8	16	37.0% *	±15.7	17	3.2% *	±1.9	0.95 (L)
Wage Grade (WG) 9-16	NR	NR	NR	7	2.3%	±2.6	NR
Other Wage Grade (WG)	--	--	--	NR	NR	NR	NR
General Schedule (GS) 1-6	NR	NR	NR	69	11.6%	±2.8	NR
General Schedule (GS) 7-10	62	44.5% *	±8.5	132	8.5% *	±1.5	0.87 (L)
General Schedule (GS) 11-12	148	66.2% *	±6.5	324	10.9% *	±1.2	1.23 (L)
General Schedule (GS) 13-15	49	57.1% *	±10.8	156	7.6% *	±1.2	1.16 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	0	0.0%	NA	NR
Other	NR	NR	NR	0	0.0%	NA	NR
Years of Service at Bureau or Office							
Less than 1 year	12	27.3% *	±15.6	51	7.8% *	±2.3	0.53 (M)
1 to 3 years	38	62.8% *	±13.1	76	7.6% *	±1.8	1.27 (L)
4 to 5 years	NR	NR	NR	63	11.2%	±2.9	NR
6 to 10 years	73	54.6% *	±8.6	177	11.2% *	±1.7	0.98 (L)
11 to 14 years	26	50.9% *	±14.0	93	10.2% *	±2.1	0.94 (L)
15 to 20 years	66	58.2% *	±9.4	121	8.4% *	±1.5	1.15 (L)
More than 20 years	52	49.6% *	±9.6	131	6.5% *	±1.2	1.05 (L)
Appointment Type							
Permanent	260	53.3% *	±4.5	621	8.3% *	±0.6	1.05 (L)
Term	37	67.0% *	±13.8	74	12.6% *	±2.9	1.19 (L)
Temporary	--	--	--	18	13.1%	±6.7	NA

	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	28	23.3%	±8.5	NR
Non-Seasonal	257	53.9% *	±4.5	607	8.2% *	±0.6	1.07 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	10	17.5%	±12.8	NR
Permanent-Non-Seasonal	257	53.9% *	±4.5	607	8.3% *	±0.7	1.06 (L)
Term	37	67.0% *	±13.8	74	12.6% *	±2.9	1.19 (L)
Temporary-Seasonal	--	--	--	18	28.3%	±12.4	NA
Temporary-Non-Seasonal	--	--	--	0	0.0%	NA	NA
Sex							
Men	80	49.3% *	±7.7	374	7.4% *	±0.8	1.01 (L)
Women	217	56.9% *	±5.0	336	10.9% *	±1.1	1.04 (L)
Gender Identity							
Male	80	49.3% *	±7.7	374	7.4% *	±0.8	1.01 (L)
Female	217	56.9% *	±5.0	336	10.9% *	±1.1	1.04 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	244	52.0% *	±4.5	603	8.0% *	±0.6	1.04 (L)
Sexual Minority	35	85.2% *	±15.2	64	22.9% *	±5.3	1.35 (L)
Sexual Orientation							
Heterosexual or straight	244	52.0% *	±4.5	603	8.0% *	±0.6	1.04 (L)
Lesbian	NA	100%	NA	22	30.2%	±11.7	1.98 (L)
Gay	NR	NR	NR	24	34.6%	±12.2	NR
Bisexual	NR	NR	NR	14	14.1%	±8.4	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	32	9.9%	±3.8	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 FWS – 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	0.703	0.393	3.192	--	2.020	--	--	--	--
Sex	-1.041	0.111	88.446	0.000	0.353	0.284	0.439	-1427.650	93.011
Race/Ethnicity	-0.302	0.134	5.109	0.024	0.739	0.569	0.961	-1383.616	4.941
Relationship Status	-0.381	0.110	11.958	0.001	0.683	0.550	0.848	-1387.028	11.767
Pay Grade	--	--	16.087	--	--	--	--	--	--
Middle Grade vs. Junior Grade	0.729	0.222	10.775	0.001	2.073	1.341	3.204	-1389.052	15.814
Senior Grade vs. Junior Grade	0.437	0.214	4.159	0.041	1.548	1.017	2.357	-1389.052	15.814
Executive Grade vs. Junior Grade	2.072	0.947	4.792	0.029	7.941	1.242	50.768	-1389.052	15.814
Organizational Inclusion	-0.317	0.061	27.197	0.000	0.728	0.646	0.820	-1394.835	27.380
Bystander Harassment Based on Sex/Gender	-1.751	0.116	228.748	0.000	0.174	0.138	0.218	-1491.853	221.416
General Intolerance	-0.484	0.072	45.204	0.000	0.616	0.535	0.710	-1403.549	44.807
Gender Context	0.459	0.107	18.472	0.000	1.582	1.283	1.950	-1390.659	19.029

Note. N = 7,932, Nagelkerke R Square = 0.294

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 FWS.

Table 4.51 FWS – 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	1,139	3.0*	±0.1	7,606	3.8*	±0.0	-0.89 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	10	3.2*	±0.3	88	4.1*	±0.1	-1.20 (L)
Wage Grade (WG) 5-8	97	2.9*	±0.2	466	3.7*	±0.1	-0.92 (L)
Wage Grade (WG) 9-16	27	3.5	±0.2	270	3.8	±0.1	-0.37 (S)
Other Wage Grade (WG)	--	--	--	10	3.4	±0.4	NA
General Schedule (GS) 1-6	66	3.0*	±0.2	546	3.9*	±0.1	-1.01 (L)
General Schedule (GS) 7-10	219	2.9*	±0.1	1,448	3.8*	±0.0	-1.00 (L)
General Schedule (GS) 11-12	479	3.0*	±0.1	2,738	3.7*	±0.0	-0.87 (L)
General Schedule (GS) 13-15	220	3.3*	±0.1	1,938	3.9*	±0.0	-0.77 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	15	4.2	±0.3	NR
Other	NR	NR	NR	44	3.4	±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>
Years of Service at Bureau or Office							
Less than 1 year	48	3.2*	±0.3	630	3.9*	±0.1	-0.88 (L)
1 to 3 years	140	3.1*	±0.2	926	3.9*	±0.1	-1.04 (L)
4 to 5 years	72	3.0*	±0.2	507	3.9*	±0.1	-1.14 (L)
6 to 10 years	272	3.0*	±0.1	1,442	3.7*	±0.0	-0.88 (L)
11 to 14 years	122	3.1*	±0.2	850	3.7*	±0.1	-0.73 (M)
15 to 20 years	218	3.0*	±0.1	1,335	3.7*	±0.0	-0.85 (L)
More than 20 years	259	3.0*	±0.1	1,890	3.7*	±0.0	-0.88 (L)
Appointment Type							
Permanent	1,035	3.1*	±0.1	6,911	3.8*	±0.0	-0.84 (L)
Term	99	2.8*	±0.2	550	3.9*	±0.1	-1.49 (L)
Temporary	NR	NR	NR	130	4.1	±0.1	NR
Work Schedule							
Seasonal	22	2.6*	±0.2	109	3.8*	±0.1	-1.54 (L)
Non-Seasonal	1,013	3.1*	±0.1	6,859	3.8*	±0.0	-0.83 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	17	2.4*	±0.2	48	3.6*	±0.2	-1.58 (L)
Permanent-Non-Seasonal	1,013	3.1*	±0.1	6,789	3.8*	±0.0	-0.82 (L)
Term	99	2.8*	±0.2	550	3.9*	±0.1	-1.49 (L)
Temporary-Seasonal	NR	NR	NR	60	3.9	±0.2	NR
Temporary-Non-Seasonal	--	--	--	70	4.2	±0.1	NA
Sex							
Men	502	3.1*	±0.1	4,732	3.8*	±0.0	-0.88 (L)
Women	631	3.0*	±0.1	2,848	3.7*	±0.0	-0.85 (L)
Gender Identity							
Male	502	3.1*	±0.1	4,732	3.8*	±0.0	-0.88 (L)
Female	631	3.0*	±0.1	2,848	3.7*	±0.0	-0.85 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	25	3.4	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	970	3.1*	±0.1	7,004	3.8*	±0.0	-0.85 (L)
Sexual Minority	85	2.8*	±0.2	238	3.8*	±0.1	-1.16 (L)

	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	970	3.1*	±0.1	7,004	3.8*	±0.0	-0.85 (L)
Lesbian	29	2.5*	±0.3	63	3.7*	±0.2	-1.67 (L)
Gay	12	2.6*	±0.3	62	3.6*	±0.2	-1.06 (L)
Bisexual	32	3.1*	±0.3	85	4.2*	±0.2	-1.36 (L)
Other	12	3.3	±0.6	28	3.6	±0.3	-0.36 (S)
I prefer not to say	71	2.6*	±0.2	289	3.6*	±0.1	-1.15 (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.

4.7.2 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 FWS.

Table 4.52 FWS – 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	1,126	0.48*	±0.03	7,661	0.73*	±0.01	-0.63 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	10	0.50	±0.19	88	0.71	±0.09	-0.51 (M)
Wage Grade (WG) 5-8	93	0.39*	±0.10	485	0.64*	±0.04	-0.55 (M)
Wage Grade (WG) 9-16	27	0.62	±0.13	277	0.68	±0.05	-0.15
Other Wage Grade (WG)	--	--	--	10	0.63	±0.23	NA
General Schedule (GS) 1-6	58	0.37*	±0.10	562	0.67*	±0.03	-0.71 (M)
General Schedule (GS) 7-10	229	0.46*	±0.06	1,453	0.73*	±0.02	-0.68 (M)
General Schedule (GS) 11-12	477	0.47*	±0.04	2,739	0.71*	±0.02	-0.59 (M)
General Schedule (GS) 13-15	211	0.58*	±0.06	1,947	0.80*	±0.01	-0.66 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	15	1.00	±0.00	NR
Other	NR	NR	NR	44	0.69	±0.12	NR
Years of Service at Bureau or Office							
Less than 1 year	51	0.50*	±0.13	650	0.72*	±0.03	-0.52 (M)
1 to 3 years	142	0.56*	±0.07	928	0.77*	±0.02	-0.56 (M)
4 to 5 years	67	0.43*	±0.10	516	0.74*	±0.03	-0.79 (M)
6 to 10 years	276	0.44*	±0.05	1,448	0.70*	±0.02	-0.61 (M)
11 to 14 years	120	0.55*	±0.07	857	0.71*	±0.03	-0.38 (S)
15 to 20 years	218	0.47*	±0.05	1,345	0.73*	±0.02	-0.66 (M)
More than 20 years	245	0.44*	±0.05	1,892	0.74*	±0.02	-0.77 (M)
Appointment Type							
Permanent	1,025	0.48*	±0.03	6,963	0.72*	±0.01	-0.61 (M)
Term	96	0.41*	±0.09	548	0.77*	±0.03	-0.93 (L)
Temporary	NR	NR	NR	136	0.77	±0.06	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	22	0.33*	±0.17	109	0.70*	±0.07	-0.93 (L)
Non-Seasonal	1,003	0.49*	±0.03	6,917	0.73*	±0.01	-0.60 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	17	0.19*	±0.15	48	0.60*	±0.12	-1.01 (L)
Permanent-Non-Seasonal	1,003	0.49*	±0.03	6,841	0.73*	±0.01	-0.60 (M)
Term	96	0.41*	±0.09	548	0.77*	±0.03	-0.93 (L)
Temporary-Seasonal	NR	NR	NR	60	0.78	±0.09	NR
Temporary-Non-Seasonal	--	--	--	76	0.76	±0.09	NA
Sex							
Men	494	0.52*	±0.04	4,778	0.75*	±0.01	-0.59 (M)
Women	626	0.44*	±0.03	2,857	0.69*	±0.01	-0.60 (M)
Gender Identity							
Male	494	0.52*	±0.04	4,778	0.75*	±0.01	-0.59 (M)
Female	626	0.44*	±0.03	2,857	0.69*	±0.01	-0.60 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	25	0.72	±0.15	NR
Sexual Orientation - Collapsed							
Heterosexual	959	0.49*	±0.03	7,062	0.73*	±0.01	-0.61 (M)
Sexual Minority	85	0.45*	±0.10	238	0.75*	±0.05	-0.74 (M)
Sexual Orientation							
Heterosexual or straight	959	0.49*	±0.03	7,062	0.73*	±0.01	-0.61 (M)
Lesbian	29	0.33*	±0.15	63	0.76*	±0.08	-1.18 (L)
Gay	12	0.28*	±0.24	62	0.73*	±0.10	-1.08 (L)
Bisexual	32	0.68	±0.16	85	0.73	±0.09	-0.10
Other	12	0.32*	±0.23	28	0.87*	±0.07	-1.98 (L)
I prefer not to say	71	0.29*	±0.09	293	0.61*	±0.05	-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.

4.7.3 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 FWS.

Table 4.53 FWS – 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	1,141	3.1*	±0.1	7,639	2.6*	±0.0	0.52 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	10	2.5	±0.6	88	2.5	±0.2	0.01
Wage Grade (WG) 5-8	100	3.0*	±0.1	485	2.7*	±0.1	0.45 (S)
Wage Grade (WG) 9-16	27	3.1	±0.2	272	2.8	±0.1	0.30 (S)
Other Wage Grade (WG)	--	--	--	10	2.4	±0.1	NA
General Schedule (GS) 1-6	66	3.4*	±0.2	553	2.6*	±0.1	0.99 (L)
General Schedule (GS) 7-10	226	3.2*	±0.1	1,447	2.7*	±0.0	0.65 (M)
General Schedule (GS) 11-12	465	3.1*	±0.1	2,739	2.7*	±0.0	0.47 (S)
General Schedule (GS) 13-15	224	2.9*	±0.1	1,943	2.5*	±0.0	0.41 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	15	2.0	±0.3	NR
Other	NR	NR	NR	44	3.0	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	54	3.0*	±0.2	647	2.5*	±0.1	0.63 (M)
1 to 3 years	147	3.0*	±0.1	922	2.5*	±0.1	0.69 (M)
4 to 5 years	74	3.2*	±0.2	516	2.6*	±0.1	0.77 (M)
6 to 10 years	272	3.0*	±0.1	1,446	2.7*	±0.0	0.33 (S)
11 to 14 years	122	3.1*	±0.2	856	2.6*	±0.1	0.50 (M)
15 to 20 years	216	3.1*	±0.1	1,336	2.7*	±0.0	0.52 (M)
More than 20 years	248	3.1*	±0.1	1,889	2.6*	±0.0	0.53 (M)
Appointment Type							
Permanent	1,037	3.0*	±0.1	6,946	2.6*	±0.0	0.47 (S)
Term	99	3.4*	±0.2	550	2.5*	±0.1	1.18 (L)
Temporary	NR	NR	NR	131	2.2	±0.1	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	22	3.3*	±0.5	104	2.6*	±0.2	0.78 (M)
Non-Seasonal	1,017	3.0*	±0.1	6,899	2.6*	±0.0	0.46 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	17	3.8*	±0.3	48	3.0*	±0.2	1.00 (L)
Permanent-Non-Seasonal	1,017	3.0*	±0.1	6,824	2.6*	±0.0	0.45 (S)
Term	99	3.4*	±0.2	550	2.5*	±0.1	1.18 (L)
Temporary-Seasonal	NR	NR	NR	56	2.3	±0.2	NR
Temporary-Non-Seasonal	--	--	--	76	2.2	±0.1	NA
Sex							
Men	504	3.1*	±0.1	4,770	2.6*	±0.0	0.55 (M)
Women	631	3.1*	±0.1	2,843	2.6*	±0.0	0.49 (S)
Gender Identity							
Male	504	3.1*	±0.1	4,770	2.6*	±0.0	0.55 (M)
Female	631	3.1*	±0.1	2,843	2.6*	±0.0	0.49 (S)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	25	3.2	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	968	3.0*	±0.1	7,028	2.6*	±0.0	0.47 (S)
Sexual Minority	88	3.4*	±0.2	238	2.7*	±0.1	0.78 (M)
Sexual Orientation							
Heterosexual or straight	968	3.0*	±0.1	7,028	2.6*	±0.0	0.47 (S)
Lesbian	29	3.9*	±0.4	63	2.6*	±0.2	1.37 (L)
Gay	12	3.5	±0.3	62	3.0	±0.3	0.54 (M)
Bisexual	35	3.1*	±0.3	85	2.5*	±0.2	0.61 (M)
Other	12	3.3	±0.4	28	2.8	±0.3	0.60 (M)
I prefer not to say	71	3.3*	±0.2	294	2.8*	±0.1	0.63 (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.

4.7.4 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 FWS.

Table 4.54 FWS – 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	1,159	3.0*	±0.1	7,663	3.6*	±0.0	-0.75 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	10	2.8*	±0.6	88	4.0*	±0.2	-1.52 (L)
Wage Grade (WG) 5-8	98	2.8*	±0.2	485	3.4*	±0.1	-0.71 (M)
Wage Grade (WG) 9-16	27	2.9	±0.3	272	3.2	±0.1	-0.31 (S)
Other Wage Grade (WG)	--	--	--	10	3.6	±0.2	NA
General Schedule (GS) 1-6	66	2.7*	±0.2	558	3.6*	±0.1	-1.00 (L)
General Schedule (GS) 7-10	231	2.8*	±0.1	1,462	3.6*	±0.0	-0.93 (L)
General Schedule (GS) 11-12	479	3.0*	±0.1	2,743	3.6*	±0.0	-0.71 (M)
General Schedule (GS) 13-15	224	3.3*	±0.1	1,941	3.8*	±0.0	-0.63 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	15	4.3	±0.2	NR
Other	NR	NR	NR	44	3.4	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	54	3.2*	±0.3	648	3.8*	±0.1	-0.79 (M)
1 to 3 years	147	3.1*	±0.1	933	3.9*	±0.1	-0.99 (L)
4 to 5 years	72	3.0*	±0.2	521	3.7*	±0.1	-0.77 (M)
6 to 10 years	276	3.0*	±0.1	1,447	3.5*	±0.0	-0.55 (M)
11 to 14 years	120	3.2*	±0.2	859	3.6*	±0.1	-0.43 (S)
15 to 20 years	219	2.9*	±0.1	1,338	3.6*	±0.0	-0.74 (M)
More than 20 years	263	2.8*	±0.1	1,891	3.6*	±0.0	-0.96 (L)
Appointment Type							
Permanent	1,055	3.0*	±0.1	6,965	3.6*	±0.0	-0.71 (M)
Term	99	2.8*	±0.1	550	3.8*	±0.1	-1.27 (L)
Temporary	NR	NR	NR	136	4.1	±0.1	NR
Work Schedule							
Seasonal	22	2.2*	±0.4	109	3.7*	±0.1	-1.74 (L)
Non-Seasonal	1,033	3.0*	±0.1	6,919	3.6*	±0.0	-0.69 (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	17	1.8*	±0.3	48	3.3*	±0.2	-2.46 (L)
Permanent-Non-Seasonal	1,033	3.0*	±0.1	6,843	3.6*	±0.0	-0.68 (M)
Term	99	2.8*	±0.1	550	3.8*	±0.1	-1.27 (L)
Temporary-Seasonal	NR	NR	NR	60	4.0	±0.2	NR
Temporary-Non-Seasonal	--	--	--	76	4.1	±0.2	NA
Sex							
Men	516	3.0*	±0.1	4,780	3.6*	±0.0	-0.76 (M)
Women	637	3.0*	±0.1	2,857	3.7*	±0.0	-0.76 (M)
Gender Identity							
Male	516	3.0*	±0.1	4,780	3.6*	±0.0	-0.76 (M)
Female	637	3.0*	±0.1	2,857	3.7*	±0.0	-0.76 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	25	3.1	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	988	3.0*	±0.1	7,052	3.6*	±0.0	-0.71 (M)
Sexual Minority	85	2.7*	±0.2	238	3.7*	±0.1	-1.07 (L)
Sexual Orientation							
Heterosexual or straight	988	3.0*	±0.1	7,052	3.6*	±0.0	-0.71 (M)
Lesbian	29	2.3*	±0.4	63	3.8*	±0.2	-1.68 (L)
Gay	12	2.9	±0.3	62	3.5	±0.3	-0.61 (M)
Bisexual	32	3.0*	±0.3	85	3.7*	±0.2	-0.95 (L)
Other	12	2.9*	±0.3	28	3.6*	±0.3	-0.87 (L)
I prefer not to say	71	2.7*	±0.2	294	3.5*	±0.1	-0.91 (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.

4.7.5 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 FWS.

Table 4.55 FWS – 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	1,137	3.4*	±0.1	7,532	4.0*	±0.0	-0.59 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	10	3.6	±0.8	88	4.2	±0.2	-0.59 (M)
Wage Grade (WG) 5-8	87	3.2*	±0.2	480	3.8*	±0.1	-0.59 (M)
Wage Grade (WG) 9-16	27	2.8*	±0.3	257	3.7*	±0.1	-0.82 (L)
Other Wage Grade (WG)	--	--	--	9	3.7	±0.5	NA
General Schedule (GS) 1-6	66	3.2*	±0.3	560	4.0*	±0.1	-0.82 (L)
General Schedule (GS) 7-10	229	3.4*	±0.1	1,445	3.9*	±0.1	-0.51 (M)
General Schedule (GS) 11-12	476	3.3*	±0.1	2,681	3.9*	±0.0	-0.60 (M)
General Schedule (GS) 13-15	217	3.6*	±0.2	1,908	4.1*	±0.0	-0.48 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	15	4.5	±0.4	NR
Other	NR	NR	NR	44	3.8	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	52	3.4*	±0.3	631	4.1*	±0.1	-0.80 (L)
1 to 3 years	145	3.6*	±0.2	917	4.2*	±0.1	-0.59 (M)
4 to 5 years	72	3.4*	±0.3	512	4.1*	±0.1	-0.69 (M)
6 to 10 years	263	3.4*	±0.2	1,432	3.9*	±0.1	-0.43 (S)
11 to 14 years	120	3.5*	±0.2	834	3.9*	±0.1	-0.42 (S)
15 to 20 years	214	3.2*	±0.2	1,322	3.9*	±0.1	-0.65 (M)
More than 20 years	261	3.1*	±0.1	1,859	3.8*	±0.0	-0.70 (M)
Appointment Type							
Permanent	1,033	3.3*	±0.1	6,841	3.9*	±0.0	-0.57 (M)
Term	99	3.4*	±0.2	545	4.1*	±0.1	-0.76 (M)
Temporary	NR	NR	NR	134	4.2	±0.1	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	22	3.0*	±0.5	106	4.1*	±0.2	-1.25 (L)
Non-Seasonal	1,010	3.4*	±0.1	6,801	3.9*	±0.0	-0.56 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	17	2.5*	±0.4	46	3.9*	±0.3	-1.45 (L)
Permanent-Non-Seasonal	1,010	3.4*	±0.1	6,728	3.9*	±0.0	-0.55 (M)
Term	99	3.4*	±0.2	545	4.1*	±0.1	-0.76 (M)
Temporary-Seasonal	NR	NR	NR	60	4.3	±0.2	NR
Temporary-Non-Seasonal	--	--	--	73	4.2	±0.2	NA
Sex							
Men	500	3.3*	±0.1	4,705	3.9*	±0.0	-0.63 (M)
Women	630	3.4*	±0.1	2,802	4.0*	±0.0	-0.56 (M)
Gender Identity							
Male	500	3.3*	±0.1	4,705	3.9*	±0.0	-0.63 (M)
Female	630	3.4*	±0.1	2,802	4.0*	±0.0	-0.56 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	24	3.3	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	971	3.4*	±0.1	6,933	4.0*	±0.0	-0.57 (M)
Sexual Minority	82	3.4*	±0.3	236	3.9*	±0.1	-0.45 (S)
Sexual Orientation							
Heterosexual or straight	971	3.4*	±0.1	6,933	4.0*	±0.0	-0.57 (M)
Lesbian	27	3.3*	±0.5	63	4.0*	±0.2	-0.77 (M)
Gay	10	3.6	±0.3	59	3.6	±0.3	0.02
Bisexual	32	3.3*	±0.5	85	4.0*	±0.2	-0.69 (M)
Other	12	4.0	±0.5	28	3.9	±0.4	0.08
I prefer not to say	69	3.0*	±0.3	286	3.8*	±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.

4.7.6 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 FWS.

Table 4.56 FWS – 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	1,158	3.2*	±0.1	7,692	3.8*	±0.0	-0.77 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	10	2.1*	±0.7	88	4.2*	±0.2	-2.26 (L)
Wage Grade (WG) 5-8	95	3.0*	±0.2	485	3.6*	±0.1	-0.58 (M)
Wage Grade (WG) 9-16	27	3.2*	±0.4	275	3.6*	±0.1	-0.47 (S)
Other Wage Grade (WG)	--	--	--	10	3.8	±0.2	NA
General Schedule (GS) 1-6	66	3.1*	±0.2	565	4.0*	±0.1	-0.94 (L)
General Schedule (GS) 7-10	231	3.0*	±0.1	1,466	3.8*	±0.0	-0.88 (L)
General Schedule (GS) 11-12	481	3.1*	±0.1	2,750	3.8*	±0.0	-0.75 (M)
General Schedule (GS) 13-15	224	3.5*	±0.1	1,950	4.0*	±0.0	-0.66 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	15	4.3	±0.3	NR
Other	NR	NR	NR	44	3.7	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	54	3.3*	±0.3	652	4.0*	±0.1	-0.90 (L)
1 to 3 years	147	3.4*	±0.2	936	4.0*	±0.1	-0.69 (M)
4 to 5 years	72	3.0*	±0.2	521	3.9*	±0.1	-0.95 (L)
6 to 10 years	272	3.1*	±0.1	1,454	3.8*	±0.0	-0.73 (M)
11 to 14 years	122	3.4*	±0.2	859	3.8*	±0.1	-0.44 (S)
15 to 20 years	219	3.1*	±0.1	1,345	3.8*	±0.0	-0.78 (M)
More than 20 years	263	3.0*	±0.1	1,899	3.8*	±0.0	-0.93 (L)
Appointment Type							
Permanent	1,054	3.2*	±0.1	6,991	3.8*	±0.0	-0.72 (M)
Term	99	2.9*	±0.2	550	4.1*	±0.1	-1.33 (L)
Temporary	NR	NR	NR	136	4.2	±0.1	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	22	2.9*	±0.4	109	3.8*	±0.2	-0.92 (L)
Non-Seasonal	1,031	3.2*	±0.1	6,948	3.8*	±0.0	-0.72 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	17	2.7*	±0.4	48	3.5*	±0.3	-0.78 (M)
Permanent-Non-Seasonal	1,031	3.2*	±0.1	6,872	3.8*	±0.0	-0.71 (M)
Term	99	2.9*	±0.2	550	4.1*	±0.1	-1.33 (L)
Temporary-Seasonal	NR	NR	NR	60	4.1	±0.2	NR
Temporary-Non-Seasonal	--	--	--	76	4.3	±0.1	NA
Sex							
Men	513	3.1*	±0.1	4,796	3.8*	±0.0	-0.84 (L)
Women	638	3.2*	±0.1	2,870	3.9*	±0.0	-0.72 (M)
Gender Identity							
Male	513	3.1*	±0.1	4,796	3.8*	±0.0	-0.84 (L)
Female	638	3.2*	±0.1	2,870	3.9*	±0.0	-0.72 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	25	3.3	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	987	3.2*	±0.1	7,083	3.9*	±0.0	-0.74 (M)
Sexual Minority	85	3.1*	±0.2	238	3.8*	±0.1	-0.72 (M)
Sexual Orientation							
Heterosexual or straight	987	3.2*	±0.1	7,083	3.9*	±0.0	-0.74 (M)
Lesbian	29	2.6*	±0.4	63	4.0*	±0.2	-1.50 (L)
Gay	12	3.2	±0.4	62	3.8	±0.2	-0.54 (M)
Bisexual	32	3.6	±0.3	85	3.9	±0.2	-0.27 (S)
Other	12	3.1	±0.5	28	3.4	±0.3	-0.42 (S)
I prefer not to say	71	2.7*	±0.2	291	3.7*	±0.1	-1.14 (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.

4.7.7 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 FWS.

Table 4.57 FWS – 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	1,154	2.3*	±0.0	7,659	2.2*	±0.0	0.19
Pay Plan and Grade							
Wage Grade (WG) 1-4	10	2.7*	±0.3	76	2.4*	±0.1	0.81 (L)
Wage Grade (WG) 5-8	100	2.3*	±0.1	477	2.5*	±0.0	-0.33 (S)
Wage Grade (WG) 9-16	27	2.8*	±0.1	274	2.6*	±0.0	0.64 (M)
Other Wage Grade (WG)	--	--	--	10	2.8	±0.3	NA
General Schedule (GS) 1-6	66	2.5*	±0.1	565	2.2*	±0.0	0.62 (M)
General Schedule (GS) 7-10	229	2.3	±0.1	1,461	2.2	±0.0	0.11
General Schedule (GS) 11-12	479	2.4*	±0.0	2,748	2.2*	±0.0	0.30 (S)
General Schedule (GS) 13-15	224	2.3	±0.1	1,948	2.2	±0.0	0.13
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	14	2.3	±0.2	NR
Other	NR	NR	NR	44	2.6	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	54	2.3	±0.2	640	2.2	±0.0	0.25 (S)
1 to 3 years	147	2.4*	±0.1	936	2.2*	±0.0	0.24 (S)
4 to 5 years	74	2.4*	±0.1	518	2.2*	±0.0	0.30 (S)
6 to 10 years	274	2.3*	±0.1	1,448	2.2*	±0.0	0.14
11 to 14 years	122	2.2	±0.1	853	2.3	±0.0	-0.16
15 to 20 years	217	2.4*	±0.1	1,347	2.3*	±0.0	0.28 (S)
More than 20 years	261	2.4*	±0.1	1,894	2.3*	±0.0	0.28 (S)
Appointment Type							
Permanent	1,050	2.3*	±0.0	6,971	2.2*	±0.0	0.16
Term	99	2.6*	±0.1	537	2.3*	±0.0	0.53 (M)
Temporary	NR	NR	NR	136	2.3	±0.1	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	22	2.5	±0.2	109	2.4	±0.1	0.23 (S)
Non-Seasonal	1,028	2.3*	±0.0	6,926	2.2*	±0.0	0.16
Appointment Type and Work Schedule							
Permanent-Seasonal	17	2.5	±0.2	48	2.5	±0.1	0.18
Permanent-Non-Seasonal	1,028	2.3*	±0.0	6,851	2.2*	±0.0	0.16
Term	99	2.6*	±0.1	537	2.3*	±0.0	0.53 (M)
Temporary-Seasonal	NR	NR	NR	60	2.4	±0.1	NR
Temporary-Non-Seasonal	--	--	--	76	2.3	±0.1	NA
Sex							
Men	513	2.4*	±0.0	4,782	2.3*	±0.0	0.10
Women	635	2.3*	±0.0	2,853	2.1*	±0.0	0.40 (S)
Gender Identity							
Male	513	2.4*	±0.0	4,782	2.3*	±0.0	0.10
Female	635	2.3*	±0.0	2,853	2.1*	±0.0	0.40 (S)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	23	2.1	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	984	2.4*	±0.0	7,070	2.3*	±0.0	0.20 (S)
Sexual Minority	88	2.3*	±0.1	234	2.1*	±0.1	0.40 (S)
Sexual Orientation							
Heterosexual or straight	984	2.4*	±0.0	7,070	2.3*	±0.0	0.20 (S)
Lesbian	29	2.5	±0.1	63	2.3	±0.1	0.37 (S)
Gay	12	2.1	±0.3	62	2.1	±0.1	0.12
Bisexual	35	2.2	±0.2	83	2.0	±0.1	0.33 (S)
Other	12	2.5*	±0.2	27	2.0*	±0.2	0.82 (L)
I prefer not to say	69	2.3*	±0.1	277	2.2*	±0.1	0.27 (S)

^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 FWS.

Table 4.58 FWS – 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	477	42.4% *	±2.9	536	7.0% *	±0.6	0.88 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	0	0.0%	NA	NR
Wage Grade (WG) 5-8	22	22.7% *	±9.5	11	2.2% *	±1.8	0.69 (M)
Wage Grade (WG) 9-16	NR	NR	NR	7	2.5%	±2.8	NR
Other Wage Grade (WG)	--	--	--	NR	NR	NR	NR
General Schedule (GS) 1-6	29	47.3% *	±12.8	50	9.0% *	±2.7	0.91 (L)
General Schedule (GS) 7-10	101	44.2% *	±6.5	92	6.3% *	±1.4	0.95 (L)
General Schedule (GS) 11-12	220	47.6% *	±4.6	254	9.3% *	±1.1	0.90 (L)
General Schedule (GS) 13-15	86	39.8% *	±6.7	119	6.2% *	±1.2	0.86 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	0	0.0%	NA	NR
Years of Service at Bureau or Office							
Less than 1 year	14	25.9% *	±13.8	49	7.6% *	±2.3	0.51 (M)
1 to 3 years	68	48.4% *	±8.4	47	5.1% *	±1.6	1.08 (L)
4 to 5 years	51	73.0% *	±11.8	39	7.5% *	±2.6	1.49 (L)
6 to 10 years	124	46.7% *	±6.1	126	8.7% *	±1.6	0.91 (L)
11 to 14 years	47	39.9% *	±9.2	72	8.5% *	±2.1	0.77 (M)
15 to 20 years	85	38.9% *	±6.7	104	7.8% *	±1.6	0.78 (M)
More than 20 years	86	34.5% *	±6.1	97	5.2% *	±1.1	0.80 (L)
Appointment Type							
Permanent	410	40.1% *	±3.0	474	6.8% *	±0.6	0.84 (L)
Term	62	64.4% *	±10.2	48	8.9% *	±2.7	1.26 (L)
Temporary	NR	NR	NR	14	10.1%	±6.4	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	17	15.6%	±8.3	NR
Non-Seasonal	400	40.0% *	±3.1	466	6.8% *	±0.6	0.84 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	400	40.0% *	±3.1	466	6.8% *	±0.6	0.84 (L)
Term	62	64.4% *	±10.2	48	8.9% *	±2.7	1.26 (L)
Temporary-Seasonal	NR	NR	NR	14	22.7%	±12.6	NR
Temporary-Non-Seasonal	--	--	--	0	0.0%	NA	NA
Sex							
Men	168	34.3% *	±4.3	286	6.0% *	±0.7	0.76 (M)
Women	306	48.7% *	±3.9	248	8.7% *	±1.1	0.94 (L)
Gender Identity							
Male	168	34.3% *	±4.3	286	6.0% *	±0.7	0.76 (M)
Female	306	48.7% *	±3.9	248	8.7% *	±1.1	0.94 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	379	39.4% *	±3.1	470	6.7% *	±0.6	0.83 (L)
Sexual Minority	57	68.2% *	±10.9	42	17.7% *	±5.4	1.07 (L)
Sexual Orientation							
Heterosexual or straight	379	39.4% *	±3.1	470	6.7% *	±0.6	0.83 (L)
Lesbian	NR	NR	NR	17	26.5%	±12.6	NR
Gay	NR	NR	NR	18	29.3%	±12.8	NR
Bisexual	NR	NR	NR	6	7.4%	±8.1	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	34	51.2% *	±12.1	16	5.4% *	±3.3	1.13 (L)

^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 FWS – Logistic Regression of Crude and Offensive Behavior 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	2.118	0.455	21.716	--	8.318	--	--	--	--
Sex	-0.578	0.078	54.971	0.000	0.561	0.482	0.654	-2463.799	54.899
Education Level	0.295	0.108	7.438	0.006	1.343	1.087	1.660	-2440.175	7.651
Relationship Status	-0.274	0.082	11.191	0.001	0.760	0.648	0.893	-2441.867	11.035
Pay Grade	--	--	18.245	--	--	--	--	--	--
Middle Grade vs. Junior Grade	0.546	0.163	11.177	0.001	1.726	1.253	2.377	-2444.987	17.274
Senior Grade vs. Junior Grade	0.435	0.160	7.370	0.007	1.545	1.129	2.115	-2444.987	17.274
Executive Grade vs. Junior Grade	2.083	0.634	10.792	0.001	8.028	2.317	27.814	-2444.987	17.274
Organizational Politics	-0.203	0.060	11.453	0.001	0.816	0.726	0.918	-2442.124	11.550
Organizational Inclusion	-0.238	0.053	19.967	0.000	0.788	0.710	0.875	-2446.392	20.084
Organizational Trust	-0.306	0.067	20.674	0.000	0.736	0.645	0.840	-2446.601	20.503
Bystander Harassment Based on Sex/Gender	-1.645	0.090	336.052	0.000	0.193	0.162	0.230	-2597.364	322.029
General Intolerance	-0.319	0.063	25.578	0.000	0.727	0.642	0.822	-2449.202	25.705
Leadership Intolerance	-0.213	0.108	3.866	0.049	0.808	0.654	0.999	-2438.266	3.832
Gender Context	0.333	0.077	18.781	0.000	1.396	1.200	1.623	-2445.904	19.109

Note. N = 7,944, Nagelkerke R Square = 0.253

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 FWS.

Table 4.60 FWS – 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	301	2.8*	±0.1	8,442	3.7*	±0.0	-1.04 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	4.0	±0.1	NA
Wage Grade (WG) 5-8	19	3.1*	±0.4	544	3.6*	±0.1	-0.46 (S)
Wage Grade (WG) 9-16	10	3.4	±0.5	287	3.8	±0.1	-0.47 (S)
Other Wage Grade (WG)	--	--	--	10	3.4	±0.4	NA
General Schedule (GS) 1-6	24	2.8*	±0.4	588	3.8*	±0.1	-1.23 (L)
General Schedule (GS) 7-10	55	2.7*	±0.3	1,612	3.7*	±0.0	-1.13 (L)
General Schedule (GS) 11-12	130	2.8*	±0.1	3,084	3.6*	±0.0	-0.96 (L)
General Schedule (GS) 13-15	54	2.9*	±0.3	2,104	3.8*	±0.0	-1.26 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.3	±0.3	NA
Other	NR	NR	NR	46	3.3	±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>
Years of Service at Bureau or Office							
Less than 1 year	24	2.9*	±0.4	654	3.9*	±0.1	-1.36 (L)
1 to 3 years	32	3.1*	±0.4	1,033	3.9*	±0.1	-0.94 (L)
4 to 5 years	17	3.2*	±0.4	562	3.8*	±0.1	-0.70 (M)
6 to 10 years	80	2.7*	±0.2	1,632	3.7*	±0.0	-1.11 (L)
11 to 14 years	28	2.7*	±0.3	941	3.7*	±0.1	-1.09 (L)
15 to 20 years	62	3.0*	±0.2	1,491	3.7*	±0.0	-0.83 (L)
More than 20 years	55	2.7*	±0.3	2,097	3.7*	±0.0	-1.15 (L)
Appointment Type							
Permanent	271	2.8*	±0.1	7,673	3.7*	±0.0	-1.02 (L)
Term	28	2.8*	±0.4	621	3.8*	±0.1	-1.22 (L)
Temporary	NR	NR	NR	133	4.1	±0.1	NR
Work Schedule							
Seasonal	NR	NR	NR	126	3.6	±0.2	NR
Non-Seasonal	266	2.8*	±0.1	7,604	3.7*	±0.0	-1.02 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	63	3.3	±0.2	NR
Permanent-Non-Seasonal	266	2.8*	±0.1	7,534	3.7*	±0.0	-1.02 (L)
Term	28	2.8*	±0.4	621	3.8*	±0.1	-1.22 (L)
Temporary-Seasonal	NR	NR	NR	63	3.9	±0.2	NR
Temporary-Non-Seasonal	--	--	--	70	4.2	±0.1	NA
Sex							
Men	95	2.9*	±0.2	5,136	3.8*	±0.0	-1.05 (L)
Women	204	2.8*	±0.1	3,276	3.6*	±0.0	-0.92 (L)
Gender Identity							
Male	95	2.9*	±0.2	5,136	3.8*	±0.0	-1.05 (L)
Female	204	2.8*	±0.1	3,276	3.6*	±0.0	-0.92 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	27	3.4	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	245	2.9*	±0.1	7,730	3.7*	±0.0	-0.96 (L)
Sexual Minority	29	2.6*	±0.2	294	3.6*	±0.1	-1.18 (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>
Sexual Orientation							
Heterosexual or straight	245	2.9*	±0.1	7,730	3.7*	±0.0	-0.96 (L)
Lesbian	10	2.8	±0.5	82	3.4	±0.2	-0.67 (M)
Gay	9	2.2*	±0.3	64	3.6*	±0.2	-1.52 (L)
Bisexual	9	2.8*	±0.3	108	3.9*	±0.2	-1.29 (L)
Other	NR	NR	NR	39	3.5	±0.2	NR
I prefer not to say	27	2.3*	±0.3	332	3.5*	±0.1	-1.34 (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.

4.8.2 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 FWS.

Table 4.61 FWS – 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	299	0.41*	±0.05	8,488	0.71*	±0.01	-0.74 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	0.69	±0.08	NA
Wage Grade (WG) 5-8	19	0.37*	±0.18	558	0.60*	±0.04	-0.53 (M)
Wage Grade (WG) 9-16	10	0.51	±0.19	295	0.68	±0.05	-0.41 (S)
Other Wage Grade (WG)	--	--	--	10	0.63	±0.23	NA
General Schedule (GS) 1-6	24	0.43*	±0.16	596	0.65*	±0.03	-0.52 (M)
General Schedule (GS) 7-10	55	0.40*	±0.10	1,627	0.70*	±0.02	-0.75 (M)
General Schedule (GS) 11-12	130	0.44*	±0.07	3,083	0.68*	±0.01	-0.60 (M)
General Schedule (GS) 13-15	53	0.37*	±0.11	2,108	0.79*	±0.01	-1.22 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	0.97	±0.04	NA
Other	NR	NR	NR	46	0.67	±0.12	NR
Years of Service at Bureau or Office							
Less than 1 year	24	0.41*	±0.17	677	0.71*	±0.03	-0.71 (M)
1 to 3 years	32	0.63	±0.16	1,038	0.75	±0.02	-0.30 (S)
4 to 5 years	17	0.48*	±0.20	566	0.71*	±0.03	-0.56 (M)
6 to 10 years	80	0.46*	±0.09	1,641	0.67*	±0.02	-0.49 (S)
11 to 14 years	28	0.28*	±0.12	949	0.70*	±0.03	-1.03 (L)
15 to 20 years	62	0.34*	±0.09	1,501	0.71*	±0.02	-0.95 (L)
More than 20 years	54	0.33*	±0.10	2,085	0.72*	±0.02	-0.99 (L)
Appointment Type							
Permanent	269	0.40*	±0.05	7,719	0.70*	±0.01	-0.76 (M)
Term	28	0.43*	±0.18	617	0.73*	±0.03	-0.74 (M)
Temporary	NR	NR	NR	138	0.77	±0.06	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	NR	NR	NR	126	0.65	±0.07	NR
Non-Seasonal	264	0.41*	±0.05	7,655	0.71*	±0.01	-0.74 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	63	0.51	±0.11	NR
Permanent-Non-Seasonal	264	0.41*	±0.05	7,579	0.71*	±0.01	-0.74 (M)
Term	28	0.43*	±0.18	617	0.73*	±0.03	-0.74 (M)
Temporary-Seasonal	NR	NR	NR	63	0.78	±0.08	NR
Temporary-Non-Seasonal	--	--	--	76	0.76	±0.09	NA
Sex							
Men	95	0.38*	±0.08	5,177	0.74*	±0.01	-0.92 (L)
Women	202	0.42*	±0.06	3,281	0.65*	±0.01	-0.56 (M)
Gender Identity							
Male	95	0.38*	±0.08	5,177	0.74*	±0.01	-0.92 (L)
Female	202	0.42*	±0.06	3,281	0.65*	±0.01	-0.56 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	27	0.70	±0.15	NR
Sexual Orientation - Collapsed							
Heterosexual	243	0.42*	±0.05	7,779	0.71*	±0.01	-0.74 (M)
Sexual Minority	29	0.50*	±0.15	294	0.69*	±0.05	-0.47 (S)
Sexual Orientation							
Heterosexual or straight	243	0.42*	±0.05	7,779	0.71*	±0.01	-0.74 (M)
Lesbian	10	0.57	±0.25	82	0.63	±0.09	-0.13
Gay	9	0.18*	±0.12	64	0.72*	±0.10	-1.31 (L)
Bisexual	9	0.74	±0.30	108	0.71	±0.08	0.05
Other	NR	NR	NR	39	0.71	±0.12	NR
I prefer not to say	27	0.19*	±0.11	336	0.57*	±0.05	-0.88 (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.

4.8.3 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 FWS.

Table 4.62 FWS – 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	295	3.3*	±0.1	8,482	2.7*	±0.0	0.76 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	2.5	±0.2	NA
Wage Grade (WG) 5-8	19	2.4*	±0.3	566	2.7*	±0.1	-0.48 (S)
Wage Grade (WG) 9-16	10	3.7*	±0.2	289	2.8*	±0.1	1.04 (L)
Other Wage Grade (WG)	--	--	--	10	2.4	±0.1	NA
General Schedule (GS) 1-6	24	4.0*	±0.4	594	2.6*	±0.1	1.69 (L)
General Schedule (GS) 7-10	52	3.6*	±0.3	1,621	2.7*	±0.0	1.03 (L)
General Schedule (GS) 11-12	126	3.3*	±0.2	3,075	2.7*	±0.0	0.66 (M)
General Schedule (GS) 13-15	54	3.1*	±0.3	2,112	2.5*	±0.0	0.62 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	2.0	±0.3	NA
Other	NR	NR	NR	44	3.0	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	27	3.6*	±0.4	674	2.5*	±0.1	1.48 (L)
1 to 3 years	32	3.1*	±0.3	1,036	2.6*	±0.0	0.69 (M)
4 to 5 years	17	3.5*	±0.4	574	2.6*	±0.1	1.11 (L)
6 to 10 years	77	3.4*	±0.2	1,639	2.7*	±0.0	0.86 (L)
11 to 14 years	28	3.1*	±0.4	948	2.7*	±0.1	0.46 (S)
15 to 20 years	62	2.9	±0.2	1,490	2.7	±0.0	0.25 (S)
More than 20 years	51	3.6*	±0.2	2,088	2.7*	±0.0	1.05 (L)
Appointment Type							
Permanent	265	3.3*	±0.1	7,715	2.7*	±0.0	0.72 (M)
Term	28	3.6*	±0.3	621	2.6*	±0.1	1.27 (L)
Temporary	NR	NR	NR	134	2.2	±0.1	NR
Work Schedule							
Seasonal	NR	NR	NR	121	2.7	±0.2	NR
Non-Seasonal	260	3.3*	±0.1	7,653	2.7*	±0.0	0.70 (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	NR	NR	NR	63	3.1	±0.2	NR
Permanent-Non-Seasonal	260	3.3*	±0.1	7,578	2.7*	±0.0	0.70 (M)
Term	28	3.6*	±0.3	621	2.6*	±0.1	1.27 (L)
Temporary-Seasonal	NR	NR	NR	58	2.3	±0.2	NR
Temporary-Non-Seasonal	--	--	--	76	2.2	±0.1	NA
Sex							
Men	91	3.5*	±0.2	5,179	2.6*	±0.0	0.97 (L)
Women	202	3.2*	±0.1	3,273	2.7*	±0.0	0.66 (M)
Gender Identity							
Male	91	3.5*	±0.2	5,179	2.6*	±0.0	0.97 (L)
Female	202	3.2*	±0.1	3,273	2.7*	±0.0	0.66 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	27	3.3	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	237	3.3*	±0.1	7,760	2.6*	±0.0	0.76 (M)
Sexual Minority	31	3.4*	±0.3	294	2.8*	±0.1	0.59 (M)
Sexual Orientation							
Heterosexual or straight	237	3.3*	±0.1	7,760	2.6*	±0.0	0.76 (M)
Lesbian	10	3.3	±0.4	82	3.0	±0.2	0.27 (S)
Gay	9	4.0*	±0.4	64	2.9*	±0.2	1.09 (L)
Bisexual	12	3.2*	±0.6	108	2.6*	±0.2	0.65 (M)
Other	NR	NR	NR	39	2.9	±0.3	NR
I prefer not to say	27	3.4*	±0.3	337	2.8*	±0.1	0.63 (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.

4.8.4 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 FWS.

Table 4.63 FWS – 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	301	2.8*	±0.1	8,519	3.6*	±0.0	-0.85 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	3.9	±0.2	NA
Wage Grade (WG) 5-8	17	3.4	±0.2	566	3.3	±0.1	0.04
Wage Grade (WG) 9-16	10	1.9*	±0.2	289	3.2*	±0.1	-1.48 (L)
Other Wage Grade (WG)	--	--	--	10	3.6	±0.2	NA
General Schedule (GS) 1-6	24	2.6*	±0.3	600	3.6*	±0.1	-1.03 (L)
General Schedule (GS) 7-10	57	2.7*	±0.3	1,636	3.5*	±0.0	-0.93 (L)
General Schedule (GS) 11-12	130	2.9*	±0.1	3,090	3.5*	±0.0	-0.74 (M)
General Schedule (GS) 13-15	54	2.9*	±0.2	2,110	3.8*	±0.0	-1.11 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.3	±0.2	NA
Other	NR	NR	NR	46	3.3	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	27	2.8*	±0.4	675	3.8*	±0.1	-1.31 (L)
1 to 3 years	32	3.1*	±0.3	1,047	3.8*	±0.1	-0.81 (L)
4 to 5 years	14	3.4	±0.4	578	3.6	±0.1	-0.21 (S)
6 to 10 years	80	3.0*	±0.2	1,640	3.5*	±0.0	-0.52 (M)
11 to 14 years	28	2.9*	±0.3	949	3.5*	±0.1	-0.69 (M)
15 to 20 years	62	2.8*	±0.2	1,495	3.5*	±0.0	-0.79 (M)
More than 20 years	55	2.3*	±0.2	2,101	3.5*	±0.0	-1.45 (L)
Appointment Type							
Permanent	271	2.8*	±0.1	7,747	3.6*	±0.0	-0.83 (L)
Term	28	2.8*	±0.3	621	3.7*	±0.1	-1.01 (L)
Temporary	NR	NR	NR	138	4.1	±0.1	NR
Work Schedule							
Seasonal	NR	NR	NR	126	3.5	±0.2	NR
Non-Seasonal	266	2.8*	±0.1	7,683	3.6*	±0.0	-0.84 (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	NR	NR	NR	63	2.9	±0.2	NR
Permanent-Non-Seasonal	266	2.8*	±0.1	7,608	3.6*	±0.0	-0.84 (L)
Term	28	2.8*	±0.3	621	3.7*	±0.1	-1.01 (L)
Temporary-Seasonal	NR	NR	NR	63	4.0	±0.2	NR
Temporary-Non-Seasonal	--	--	--	76	4.1	±0.2	NA
Sex							
Men	95	2.7*	±0.1	5,199	3.6*	±0.0	-0.97 (L)
Women	204	2.9*	±0.1	3,290	3.6*	±0.0	-0.79 (M)
Gender Identity							
Male	95	2.7*	±0.1	5,199	3.6*	±0.0	-0.97 (L)
Female	204	2.9*	±0.1	3,290	3.6*	±0.0	-0.79 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	27	3.2	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	245	2.9*	±0.1	7,796	3.6*	±0.0	-0.79 (M)
Sexual Minority	29	2.7*	±0.3	294	3.5*	±0.1	-0.86 (L)
Sexual Orientation							
Heterosexual or straight	245	2.9*	±0.1	7,796	3.6*	±0.0	-0.79 (M)
Lesbian	10	2.8	±0.7	82	3.4	±0.2	-0.50 (M)
Gay	9	2.2*	±0.3	64	3.6*	±0.2	-1.50 (L)
Bisexual	9	3.0	±0.2	108	3.6	±0.2	-0.62 (M)
Other	NR	NR	NR	39	3.4	±0.3	NR
I prefer not to say	27	2.5*	±0.2	337	3.4*	±0.1	-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.

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 FWS.

Table 4.64 FWS – 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	291	3.1*	±0.2	8,374	3.9*	±0.0	-0.76 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	4.1	±0.2	NA
Wage Grade (WG) 5-8	17	3.8	±0.4	551	3.7	±0.1	0.04
Wage Grade (WG) 9-16	10	2.0*	±0.0	275	3.7*	±0.1	-1.51 (L)
Other Wage Grade (WG)	--	--	--	9	3.7	±0.5	NA
General Schedule (GS) 1-6	24	2.7*	±0.5	601	4.0*	±0.1	-1.29 (L)
General Schedule (GS) 7-10	54	2.9*	±0.4	1,620	3.9*	±0.0	-0.96 (L)
General Schedule (GS) 11-12	125	3.2*	±0.2	3,028	3.8*	±0.0	-0.60 (M)
General Schedule (GS) 13-15	52	3.4*	±0.4	2,073	4.0*	±0.0	-0.70 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.5	±0.3	NA
Other	NR	NR	NR	46	3.7	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	25	2.9*	±0.6	658	4.1*	±0.1	-1.41 (L)
1 to 3 years	32	3.5*	±0.4	1,029	4.1*	±0.1	-0.67 (M)
4 to 5 years	14	3.3*	±0.7	569	4.0*	±0.1	-0.73 (M)
6 to 10 years	78	3.2*	±0.3	1,614	3.9*	±0.1	-0.57 (M)
11 to 14 years	28	2.8*	±0.5	924	3.9*	±0.1	-1.04 (L)
15 to 20 years	57	3.3*	±0.3	1,479	3.8*	±0.1	-0.44 (S)
More than 20 years	54	2.7*	±0.3	2,069	3.8*	±0.0	-1.04 (L)
Appointment Type							
Permanent	261	3.1*	±0.2	7,609	3.9*	±0.0	-0.73 (M)
Term	28	3.0*	±0.4	617	4.0*	±0.1	-1.10 (L)
Temporary	NR	NR	NR	136	4.3	±0.1	NR
Work Schedule							
Seasonal	NR	NR	NR	123	4.0	±0.2	NR
Non-Seasonal	258	3.1*	±0.2	7,551	3.9*	±0.0	-0.72 (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	NR	NR	NR	61	3.6	±0.3	NR
Permanent-Non-Seasonal	258	3.1*	±0.2	7,477	3.9*	±0.0	-0.72 (M)
Term	28	3.0*	±0.4	617	4.0*	±0.1	-1.10 (L)
Temporary-Seasonal	NR	NR	NR	63	4.4	±0.2	NR
Temporary-Non-Seasonal	--	--	--	73	4.2	±0.2	NA
Sex							
Men	93	2.9*	±0.3	5,109	3.9*	±0.0	-1.02 (L)
Women	196	3.2*	±0.2	3,236	3.9*	±0.0	-0.65 (M)
Gender Identity							
Male	93	2.9*	±0.3	5,109	3.9*	±0.0	-1.02 (L)
Female	196	3.2*	±0.2	3,236	3.9*	±0.0	-0.65 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	26	3.3	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	238	3.2*	±0.2	7,665	3.9*	±0.0	-0.68 (M)
Sexual Minority	25	2.7*	±0.5	292	3.9*	±0.1	-1.10 (L)
Sexual Orientation							
Heterosexual or straight	238	3.2*	±0.2	7,665	3.9*	±0.0	-0.68 (M)
Lesbian	8	2.9*	±0.9	82	3.9*	±0.2	-1.01 (L)
Gay	7	1.7*	±0.8	62	3.9*	±0.2	-2.23 (L)
Bisexual	9	3.1*	±0.9	108	3.9*	±0.2	-0.68 (M)
Other	NR	NR	NR	39	3.9	±0.3	NR
I prefer not to say	27	2.7*	±0.5	327	3.7*	±0.1	-0.98 (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.

4.8.6 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 FWS.

Table 4.65 FWS – 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	301	2.9*	±0.1	8,546	3.8*	±0.0	-0.99 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	4.0	±0.2	NA
Wage Grade (WG) 5-8	17	3.4	±0.3	562	3.5	±0.1	-0.14
Wage Grade (WG) 9-16	10	2.5*	±0.1	292	3.6*	±0.1	-1.14 (L)
Other Wage Grade (WG)	--	--	--	10	3.8	±0.2	NA
General Schedule (GS) 1-6	24	2.3*	±0.3	606	3.9*	±0.1	-1.92 (L)
General Schedule (GS) 7-10	57	3.0*	±0.3	1,640	3.8*	±0.0	-0.80 (L)
General Schedule (GS) 11-12	130	2.8*	±0.2	3,098	3.7*	±0.0	-1.01 (L)
General Schedule (GS) 13-15	54	3.1*	±0.3	2,119	4.0*	±0.0	-1.03 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.4	±0.3	NA
Other	NR	NR	NR	46	3.6	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	27	3.1*	±0.4	679	4.0*	±0.1	-1.14 (L)
1 to 3 years	32	3.4*	±0.4	1,050	3.9*	±0.1	-0.66 (M)
4 to 5 years	14	3.1*	±0.7	578	3.8*	±0.1	-0.71 (M)
6 to 10 years	80	3.0*	±0.2	1,644	3.7*	±0.0	-0.83 (L)
11 to 14 years	28	2.6*	±0.4	950	3.8*	±0.1	-1.25 (L)
15 to 20 years	62	3.0*	±0.2	1,502	3.8*	±0.0	-0.89 (L)
More than 20 years	55	2.5*	±0.3	2,108	3.7*	±0.0	-1.43 (L)
Appointment Type							
Permanent	271	2.9*	±0.1	7,772	3.8*	±0.0	-0.98 (L)
Term	28	2.9*	±0.4	621	3.9*	±0.1	-1.15 (L)
Temporary	NR	NR	NR	138	4.2	±0.1	NR
Work Schedule							
Seasonal	NR	NR	NR	126	3.7	±0.2	NR
Non-Seasonal	266	2.9*	±0.1	7,711	3.8*	±0.0	-0.98 (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	NR	NR	NR	63	3.3	±0.2	NR
Permanent-Non-Seasonal	266	2.9*	±0.1	7,635	3.8*	±0.0	-0.97 (L)
Term	28	2.9*	±0.4	621	3.9*	±0.1	-1.15 (L)
Temporary-Seasonal	NR	NR	NR	63	4.0	±0.2	NR
Temporary-Non-Seasonal	--	--	--	76	4.3	±0.1	NA
Sex							
Men	95	2.7*	±0.2	5,211	3.8*	±0.0	-1.30 (L)
Women	204	3.0*	±0.2	3,305	3.8*	±0.0	-0.83 (L)
Gender Identity							
Male	95	2.7*	±0.2	5,211	3.8*	±0.0	-1.30 (L)
Female	204	3.0*	±0.2	3,305	3.8*	±0.0	-0.83 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	27	3.4	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	245	2.9*	±0.1	7,826	3.8*	±0.0	-1.02 (L)
Sexual Minority	29	3.1*	±0.4	294	3.7*	±0.1	-0.59 (M)
Sexual Orientation							
Heterosexual or straight	245	2.9*	±0.1	7,826	3.8*	±0.0	-1.02 (L)
Lesbian	10	3.0	±0.7	82	3.6	±0.2	-0.54 (M)
Gay	9	2.2*	±0.3	64	3.9*	±0.2	-2.03 (L)
Bisexual	9	4.2	±0.2	108	3.7	±0.2	0.53 (M)
Other	NR	NR	NR	39	3.4	±0.2	NR
I prefer not to say	27	2.7*	±0.3	334	3.6*	±0.1	-0.99 (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.

4.8.7 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 FWS.

Table 4.66 FWS – 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	298	2.3*	±0.1	8,512	2.3*	±0.0	0.18
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	86	2.4	±0.1	NA
Wage Grade (WG) 5-8	19	2.6	±0.2	558	2.4	±0.0	0.32 (S)
Wage Grade (WG) 9-16	10	2.9*	±0.1	292	2.6*	±0.0	0.88 (L)
Other Wage Grade (WG)	--	--	--	10	2.8	±0.3	NA
General Schedule (GS) 1-6	24	2.6*	±0.2	606	2.2*	±0.0	0.63 (M)
General Schedule (GS) 7-10	55	2.1	±0.2	1,635	2.2	±0.0	-0.17
General Schedule (GS) 11-12	130	2.3	±0.1	3,094	2.2	±0.0	0.15
General Schedule (GS) 13-15	54	2.4*	±0.1	2,118	2.2*	±0.0	0.31 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	18	2.2	±0.1	NA
Other	NR	NR	NR	46	2.6	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	27	2.0	±0.3	667	2.2	±0.0	-0.37 (S)
1 to 3 years	32	2.4	±0.2	1,050	2.3	±0.0	0.26 (S)
4 to 5 years	17	2.5	±0.3	576	2.2	±0.0	0.44 (S)
6 to 10 years	78	2.3*	±0.1	1,640	2.2*	±0.0	0.25 (S)
11 to 14 years	28	2.1*	±0.2	945	2.3*	±0.0	-0.44 (S)
15 to 20 years	60	2.6*	±0.1	1,505	2.3*	±0.0	0.63 (M)
More than 20 years	55	2.4	±0.2	2,102	2.3	±0.0	0.14
Appointment Type							
Permanent	268	2.3*	±0.1	7,750	2.2*	±0.0	0.16
Term	28	2.5	±0.2	609	2.4	±0.0	0.22 (S)
Temporary	NR	NR	NR	138	2.3	±0.1	NR
Work Schedule							
Seasonal	NR	NR	NR	126	2.4	±0.1	NR
Non-Seasonal	263	2.3*	±0.1	7,688	2.2*	±0.0	0.15

	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	NR	NR	NR	63	2.5	±0.1	NR
Permanent-Non-Seasonal	263	2.3*	±0.1	7,612	2.2*	±0.0	0.15
Term	28	2.5	±0.2	609	2.4	±0.0	0.22 (S)
Temporary-Seasonal	NR	NR	NR	63	2.4	±0.1	NR
Temporary-Non-Seasonal	--	--	--	76	2.3	±0.1	NA
Sex							
Men	95	2.3	±0.1	5,198	2.3	±0.0	-0.07
Women	202	2.4*	±0.1	3,286	2.2*	±0.0	0.45 (S)
Gender Identity							
Male	95	2.3	±0.1	5,198	2.3	±0.0	-0.07
Female	202	2.4*	±0.1	3,286	2.2*	±0.0	0.45 (S)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	25	2.1	±0.2	NR
Sexual Orientation - Collapsed							
Heterosexual	241	2.4*	±0.1	7,813	2.3*	±0.0	0.25 (S)
Sexual Minority	31	1.9*	±0.2	290	2.2*	±0.1	-0.41 (S)
Sexual Orientation							
Heterosexual or straight	241	2.4*	±0.1	7,813	2.3*	±0.0	0.25 (S)
Lesbian	10	2.7*	±0.1	82	2.3*	±0.1	0.97 (L)
Gay	9	1.4*	±0.3	64	2.2*	±0.1	-1.70 (L)
Bisexual	12	1.8	±0.3	106	2.1	±0.1	-0.38 (S)
Other	NR	NR	NR	38	2.2	±0.2	NR
I prefer not to say	26	2.4*	±0.2	320	2.2*	±0.1	0.47 (S)

^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 FWS.

Table 4.67 FWS – 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	141	47.9%*	±5.7	869	10.3%*	±0.7	0.88 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	NR	NR	NR	NR
Wage Grade (WG) 5-8	NR	NR	NR	28	5.1%	±2.2	NR
Wage Grade (WG) 9-16	NR	NR	NR	8	3.0%	±2.8	NR
Other Wage Grade (WG)	--	--	--	NR	NR	NR	NR
General Schedule (GS) 1-6	NR	NR	NR	64	10.8%	±2.8	NR
General Schedule (GS) 7-10	21	36.4%*	±13.5	173	10.6%*	±1.6	0.63 (M)
General Schedule (GS) 11-12	67	53.7%*	±8.9	404	13.2%*	±1.2	0.90 (L)
General Schedule (GS) 13-15	27	51.6%*	±13.7	178	8.5%*	±1.3	1.01 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	58	8.5%	±2.4	NR
1 to 3 years	NR	NR	NR	97	9.4%	±1.9	NR
4 to 5 years	NR	NR	NR	81	14.1%	±3.1	NR
6 to 10 years	39	48.8%*	±11.1	209	12.8%*	±1.7	0.81 (L)
11 to 14 years	NR	NR	NR	101	10.8%	±2.2	NR
15 to 20 years	31	50.1%*	±12.6	158	10.6%*	±1.7	0.91 (L)
More than 20 years	19	36.7%*	±14.3	164	7.9%*	±1.2	0.73 (M)
Appointment Type							
Permanent	124	46.6%*	±6.0	757	9.8%*	±0.7	0.86 (L)
Term	NR	NR	NR	96	15.6%	±3.1	NR
Temporary	NR	NR	NR	16	11.7%	±6.6	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	23	19.0%	±8.0	NR
Non-Seasonal	121	46.2% *	±6.1	742	9.7% *	±0.7	0.86 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	7	12.2%	±11.3	NR
Permanent-Non-Seasonal	121	46.2% *	±6.1	742	9.8% *	±0.7	0.86 (L)
Term	NR	NR	NR	96	15.6%	±3.1	NR
Temporary-Seasonal	NR	NR	NR	16	25.7%	±12.5	NR
Temporary-Non-Seasonal	--	--	--	0	0.0%	NA	NA
Sex							
Men	36	40.5% *	±10.7	416	8.1% *	±0.8	0.80 (L)
Women	105	51.1% *	±6.9	450	13.7% *	±1.2	0.83 (L)
Gender Identity							
Male	36	40.5% *	±10.7	416	8.1% *	±0.8	0.80 (L)
Female	105	51.1% *	±6.9	450	13.7% *	±1.2	0.83 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	113	47.2% *	±6.4	735	9.5% *	±0.7	0.89 (L)
Sexual Minority	NR	NR	NR	80	27.5%	±5.5	NR
Sexual Orientation							
Heterosexual or straight	113	47.2% *	±6.4	735	9.5% *	±0.7	0.89 (L)
Lesbian	NR	NR	NR	32	40.0%	±11.2	NR
Gay	NR	NR	NR	22	34.2%	±12.7	NR
Bisexual	NR	NR	NR	20	19.0%	±8.8	NR
Other	NR	NR	NR	5	13.8%	±15.4	NR
I prefer not to say	NR	NR	NR	40	12.2%	±4.0	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 FWS – 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	0.405	0.432	0.880	--	1.499	--	--	--	--
Sex	-0.917	0.145	39.828	0.000	0.400	0.301	0.531	-941.111	42.152
Age	-0.295	0.141	4.384	0.036	0.744	0.565	0.981	-922.188	4.307
Relationship Status	-0.552	0.137	16.289	0.000	0.576	0.440	0.753	-928.050	16.031
Organizational Inclusion	-0.417	0.079	27.719	0.000	0.659	0.564	0.770	-934.018	27.967
Bystander Harassment Based on Sex/Gender	-1.042	0.156	44.722	0.000	0.353	0.260	0.479	-941.634	43.198
General Intolerance	-0.329	0.103	10.168	0.001	0.720	0.588	0.881	-925.088	10.106
Leadership Intolerance	-0.382	0.195	3.833	0.050	0.683	0.466	1.000	-921.938	3.806
Gender Context	0.291	0.133	4.761	0.029	1.338	1.030	1.738	-922.467	4.865

Note. N = 7,942, Nagelkerke R Square = 0.201

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 FWS.

Table 4.69 FWS – 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>	
Overall	40	2.1*	±0.2	8,702	3.7*	±0.0	-1.90 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	4.0	±0.1	NA
Wage Grade (WG) 5-8	NR	NR	NR	561	3.6	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	297	3.8	±0.1	NA
Other Wage Grade (WG)	--	--	--	10	3.4	±0.4	NA
General Schedule (GS) 1-6	--	--	--	612	3.8	±0.1	NA
General Schedule (GS) 7-10	11	2.1*	±0.5	1,656	3.7*	±0.0	-1.71 (L)
General Schedule (GS) 11-12	19	2.0*	±0.3	3,195	3.6*	±0.0	-1.89 (L)
General Schedule (GS) 13-15	7	1.8*	±0.8	2,151	3.8*	±0.0	-2.57 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.3	±0.3	NA
Other	--	--	--	49	3.3	±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>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	677	3.9	±0.1	NR
1 to 3 years	7	2.5*	±0.5	1,058	3.8*	±0.1	-1.60 (L)
4 to 5 years	NR	NR	NR	576	3.8	±0.1	NR
6 to 10 years	9	1.9*	±0.6	1,703	3.6*	±0.0	-2.00 (L)
11 to 14 years	NR	NR	NR	964	3.6	±0.1	NR
15 to 20 years	10	1.8*	±0.5	1,543	3.6*	±0.0	-2.23 (L)
More than 20 years	NR	NR	NR	2,148	3.7	±0.0	NR
Appointment Type							
Permanent	35	1.9*	±0.2	7,908	3.7*	±0.0	-2.02 (L)
Term	NR	NR	NR	646	3.8	±0.1	NR
Temporary	NR	NR	NR	133	4.1	±0.1	NR
Work Schedule							
Seasonal	NR	NR	NR	128	3.6	±0.2	NR
Non-Seasonal	35	1.9*	±0.2	7,834	3.7*	±0.0	-2.04 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	65	3.3	±0.2	NA
Permanent-Non-Seasonal	35	1.9*	±0.2	7,764	3.7*	±0.0	-2.03 (L)
Term	NR	NR	NR	646	3.8	±0.1	NR
Temporary-Seasonal	NR	NR	NR	63	3.9	±0.2	NR
Temporary-Non-Seasonal	--	--	--	70	4.2	±0.1	NA
Sex							
Men	8	2.3*	±0.4	5,223	3.8*	±0.0	-1.74 (L)
Women	33	2.0*	±0.3	3,447	3.6*	±0.0	-1.78 (L)
Gender Identity							
Male	8	2.3*	±0.4	5,223	3.8*	±0.0	-1.74 (L)
Female	33	2.0*	±0.3	3,447	3.6*	±0.0	-1.78 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	28	3.4	±0.3	NA
Sexual Orientation - Collapsed							
Heterosexual	28	2.2*	±0.3	7,946	3.7*	±0.0	-1.81 (L)
Sexual Minority	NR	NR	NR	318	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>
Sexual Orientation							
Heterosexual or straight	28	2.2*	±0.3	7,946	3.7*	±0.0	-1.81 (L)
Lesbian	NR	NR	NR	90	3.4	±0.2	NR
Gay	--	--	--	73	3.4	±0.2	NA
Bisexual	NR	NR	NR	115	3.9	±0.2	NR
Other	--	--	--	40	3.5	±0.2	NA
I prefer not to say	7	1.5*	±0.3	352	3.5*	±0.1	-2.14 (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.

4.9.2 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 FWS.

Table 4.70 FWS – 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	40	0.35*	±0.12	8,747	0.70*	±0.01	-0.87 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	0.69	±0.08	NA
Wage Grade (WG) 5-8	NR	NR	NR	575	0.59	±0.04	NR
Wage Grade (WG) 9-16	--	--	--	305	0.67	±0.05	NA
Other Wage Grade (WG)	--	--	--	10	0.63	±0.23	NA
General Schedule (GS) 1-6	--	--	--	620	0.64	±0.03	NA
General Schedule (GS) 7-10	11	0.46	±0.22	1,671	0.70	±0.02	-0.57 (M)
General Schedule (GS) 11-12	19	0.30*	±0.17	3,194	0.67*	±0.01	-0.90 (L)
General Schedule (GS) 13-15	NR	NR	NR	2,154	0.78	±0.01	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	0.97	±0.04	NA
Other	--	--	--	49	0.62	±0.12	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	700	0.70	±0.03	NR
1 to 3 years	7	0.71	±0.36	1,063	0.74	±0.02	-0.09
4 to 5 years	NR	NR	NR	580	0.71	±0.03	NR
6 to 10 years	9	0.46	±0.31	1,712	0.66	±0.02	-0.47 (S)
11 to 14 years	NR	NR	NR	972	0.69	±0.03	NR
15 to 20 years	10	0.22*	±0.16	1,553	0.70*	±0.02	-1.21 (L)
More than 20 years	NR	NR	NR	2,135	0.71	±0.02	NR
Appointment Type							
Permanent	35	0.25*	±0.11	7,952	0.70*	±0.01	-1.10 (L)
Term	NR	NR	NR	642	0.71	±0.03	NR
Temporary	NR	NR	NR	138	0.77	±0.06	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>
Work Schedule							
Seasonal	NR	NR	NR	128	0.63	±0.07	NR
Non-Seasonal	35	0.25*	±0.11	7,884	0.70*	±0.01	-1.11 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	65	0.50	±0.11	NA
Permanent-Non-Seasonal	35	0.25*	±0.11	7,808	0.70*	±0.01	-1.11 (L)
Term	NR	NR	NR	642	0.71	±0.03	NR
Temporary-Seasonal	NR	NR	NR	63	0.78	±0.08	NR
Temporary-Non-Seasonal	--	--	--	76	0.76	±0.09	NA
Sex							
Men	8	0.70	±0.35	5,264	0.73	±0.01	-0.07
Women	33	0.26*	±0.11	3,450	0.64*	±0.01	-0.92 (L)
Gender Identity							
Male	8	0.70	±0.35	5,264	0.73	±0.01	-0.07
Female	33	0.26*	±0.11	3,450	0.64*	±0.01	-0.92 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	28	0.69	±0.14	NA
Sexual Orientation - Collapsed							
Heterosexual	28	0.39*	±0.13	7,994	0.71*	±0.01	-0.79 (M)
Sexual Minority	NR	NR	NR	318	0.67	±0.05	NR
Sexual Orientation							
Heterosexual or straight	28	0.39*	±0.13	7,994	0.71*	±0.01	-0.79 (M)
Lesbian	NR	NR	NR	90	0.64	±0.08	NR
Gay	--	--	--	73	0.66	±0.10	NA
Bisexual	NR	NR	NR	115	0.71	±0.08	NR
Other	--	--	--	40	0.70	±0.11	NA
I prefer not to say	7	0.00*	±0.00	356	0.55*	±0.05	-1.25 (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.

4.9.3 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 FWS.

Table 4.71 FWS – 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	37	3.4*	±0.3	8,736	2.7*	±0.0	0.86 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	2.5	±0.2	NA
Wage Grade (WG) 5-8	NR	NR	NR	583	2.7	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	299	2.8	±0.1	NA
Other Wage Grade (WG)	--	--	--	10	2.4	±0.1	NA
General Schedule (GS) 1-6	--	--	--	616	2.7	±0.1	NA
General Schedule (GS) 7-10	11	4.0*	±0.4	1,663	2.7*	±0.0	1.55 (L)
General Schedule (GS) 11-12	16	3.1	±0.6	3,184	2.7	±0.0	0.44 (S)
General Schedule (GS) 13-15	7	3.6*	±0.6	2,160	2.5*	±0.0	1.15 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	2.0	±0.3	NA
Other	--	--	--	47	3.0	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	699	2.5	±0.1	NR
1 to 3 years	7	2.9	±0.4	1,059	2.6	±0.0	0.45 (S)
4 to 5 years	NR	NR	NR	588	2.7	±0.1	NR
6 to 10 years	6	3.8*	±0.8	1,710	2.7*	±0.0	1.26 (L)
11 to 14 years	NR	NR	NR	971	2.7	±0.1	NR
15 to 20 years	10	3.9*	±0.4	1,542	2.7*	±0.0	1.31 (L)
More than 20 years	NR	NR	NR	2,133	2.7	±0.0	NR
Appointment Type							
Permanent	32	3.5*	±0.4	7,944	2.7*	±0.0	0.98 (L)
Term	NR	NR	NR	646	2.6	±0.1	NR
Temporary	NR	NR	NR	134	2.2	±0.1	NR
Work Schedule							
Seasonal	NR	NR	NR	123	2.7	±0.2	NR
Non-Seasonal	32	3.5*	±0.4	7,877	2.7*	±0.0	0.99 (L)

	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	--	--	--	65	3.2	±0.2	NA
Permanent-Non-Seasonal	32	3.5*	±0.4	7,802	2.7*	±0.0	0.98 (L)
Term	NR	NR	NR	646	2.6	±0.1	NR
Temporary-Seasonal	NR	NR	NR	58	2.3	±0.2	NR
Temporary-Non-Seasonal	--	--	--	76	2.2	±0.1	NA
Sex							
Men	NR	NR	NR	5,264	2.7	±0.0	NR
Women	33	3.5*	±0.4	3,440	2.7*	±0.0	0.86 (L)
Gender Identity							
Male	NR	NR	NR	5,264	2.7	±0.0	NR
Female	33	3.5*	±0.4	3,440	2.7*	±0.0	0.86 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	28	3.2	±0.4	NA
Sexual Orientation - Collapsed							
Heterosexual	25	3.3*	±0.5	7,967	2.7*	±0.0	0.79 (M)
Sexual Minority	NR	NR	NR	320	2.9	±0.1	NR
Sexual Orientation							
Heterosexual or straight	25	3.3*	±0.5	7,967	2.7*	±0.0	0.79 (M)
Lesbian	NR	NR	NR	90	3.0	±0.2	NR
Gay	--	--	--	73	3.1	±0.2	NA
Bisexual	NR	NR	NR	117	2.7	±0.2	NR
Other	--	--	--	40	2.9	±0.3	NA
I prefer not to say	7	3.8*	±0.3	357	2.8*	±0.1	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.

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 FWS.

Table 4.72 FWS – 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	40	2.2*	±0.2	8,775	3.6*	±0.0	-1.58 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	3.9	±0.2	NA
Wage Grade (WG) 5-8	NR	NR	NR	580	3.3	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	299	3.2	±0.1	NA
Other Wage Grade (WG)	--	--	--	10	3.6	±0.2	NA
General Schedule (GS) 1-6	--	--	--	622	3.5	±0.1	NA
General Schedule (GS) 7-10	11	2.2*	±0.5	1,683	3.5*	±0.0	-1.49 (L)
General Schedule (GS) 11-12	19	2.1*	±0.3	3,198	3.5*	±0.0	-1.66 (L)
General Schedule (GS) 13-15	7	1.8*	±0.5	2,158	3.7*	±0.0	-2.41 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.3	±0.2	NA
Other	--	--	--	49	3.3	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	700	3.8	±0.1	NR
1 to 3 years	7	2.7*	±0.8	1,070	3.8*	±0.1	-1.27 (L)
4 to 5 years	NR	NR	NR	590	3.6	±0.1	NR
6 to 10 years	9	1.9*	±0.3	1,711	3.4*	±0.0	-1.76 (L)
11 to 14 years	NR	NR	NR	972	3.5	±0.1	NR
15 to 20 years	10	1.9*	±0.5	1,547	3.5*	±0.0	-1.88 (L)
More than 20 years	NR	NR	NR	2,151	3.5	±0.0	NR
Appointment Type							
Permanent	35	2.0*	±0.2	7,978	3.5*	±0.0	-1.75 (L)
Term	NR	NR	NR	646	3.7	±0.1	NR
Temporary	NR	NR	NR	138	4.1	±0.1	NR
Work Schedule							
Seasonal	NR	NR	NR	128	3.4	±0.2	NR
Non-Seasonal	35	2.0*	±0.2	7,910	3.5*	±0.0	-1.76 (L)

	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	--	--	--	65	2.9	±0.2	NA
Permanent-Non-Seasonal	35	2.0*	±0.2	7,834	3.5*	±0.0	-1.76 (L)
Term	NR	NR	NR	646	3.7	±0.1	NR
Temporary-Seasonal	NR	NR	NR	63	4.0	±0.2	NR
Temporary-Non-Seasonal	--	--	--	76	4.1	±0.2	NA
Sex							
Men	8	2.3*	±0.6	5,284	3.6*	±0.0	-1.40 (L)
Women	33	2.1*	±0.3	3,459	3.6*	±0.0	-1.61 (L)
Gender Identity							
Male	8	2.3*	±0.6	5,284	3.6*	±0.0	-1.40 (L)
Female	33	2.1*	±0.3	3,459	3.6*	±0.0	-1.61 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	28	3.2	±0.3	NA
Sexual Orientation - Collapsed							
Heterosexual	28	2.2*	±0.3	8,008	3.6*	±0.0	-1.52 (L)
Sexual Minority	NR	NR	NR	318	3.4	±0.1	NR
Sexual Orientation							
Heterosexual or straight	28	2.2*	±0.3	8,008	3.6*	±0.0	-1.52 (L)
Lesbian	NR	NR	NR	90	3.4	±0.2	NR
Gay	--	--	--	73	3.4	±0.2	NA
Bisexual	NR	NR	NR	115	3.5	±0.2	NR
Other	--	--	--	40	3.4	±0.2	NA
I prefer not to say	7	1.8*	±0.4	357	3.3*	±0.1	-1.92 (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.

4.9.5 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 FWS.

Table 4.73 FWS – 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	39	2.3*	±0.4	8,623	3.9*	±0.0	-1.50 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	4.1	±0.2	NA
Wage Grade (WG) 5-8	NR	NR	NR	565	3.7	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	284	3.6	±0.1	NA
Other Wage Grade (WG)	--	--	--	9	3.7	±0.5	NA
General Schedule (GS) 1-6	--	--	--	623	3.9	±0.1	NA
General Schedule (GS) 7-10	9	2.6*	±0.9	1,665	3.9*	±0.0	-1.20 (L)
General Schedule (GS) 11-12	19	2.1*	±0.5	3,133	3.8*	±0.0	-1.57 (L)
General Schedule (GS) 13-15	7	1.9*	±1.2	2,118	4.0*	±0.0	-2.27 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.5	±0.3	NA
Other	--	--	--	49	3.5	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	682	4.1	±0.1	NR
1 to 3 years	7	3.2*	±1.1	1,052	4.1*	±0.1	-0.96 (L)
4 to 5 years	NR	NR	NR	580	4.0	±0.1	NR
6 to 10 years	9	2.0*	±0.9	1,683	3.8*	±0.1	-1.76 (L)
11 to 14 years	NR	NR	NR	947	3.9	±0.1	NR
15 to 20 years	8	1.9*	±0.8	1,528	3.8*	±0.1	-1.81 (L)
More than 20 years	NR	NR	NR	2,117	3.8	±0.0	NR
Appointment Type							
Permanent	34	2.0*	±0.4	7,833	3.9*	±0.0	-1.74 (L)
Term	NR	NR	NR	642	4.0	±0.1	NR
Temporary	NR	NR	NR	136	4.3	±0.1	NR
Work Schedule							
Seasonal	NR	NR	NR	126	3.9	±0.2	NR
Non-Seasonal	34	2.0*	±0.4	7,771	3.9*	±0.0	-1.75 (L)

	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	--	--	--	63	3.5	±0.3	NA
Permanent-Non-Seasonal	34	2.0*	±0.4	7,698	3.9*	±0.0	-1.74 (L)
Term	NR	NR	NR	642	4.0	±0.1	NR
Temporary-Seasonal	NR	NR	NR	63	4.4	±0.2	NR
Temporary-Non-Seasonal	--	--	--	73	4.2	±0.2	NA
Sex							
Men	8	2.4*	±0.9	5,192	3.9*	±0.0	-1.42 (L)
Women	31	2.3*	±0.5	3,399	3.9*	±0.0	-1.48 (L)
Gender Identity							
Male	8	2.4*	±0.9	5,192	3.9*	±0.0	-1.42 (L)
Female	31	2.3*	±0.5	3,399	3.9*	±0.0	-1.48 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	27	3.3	±0.4	NA
Sexual Orientation - Collapsed							
Heterosexual	27	2.5*	±0.5	7,873	3.9*	±0.0	-1.34 (L)
Sexual Minority	NR	NR	NR	312	3.8	±0.1	NR
Sexual Orientation							
Heterosexual or straight	27	2.5*	±0.5	7,873	3.9*	±0.0	-1.34 (L)
Lesbian	NR	NR	NR	88	3.9	±0.2	NR
Gay	--	--	--	69	3.6	±0.3	NA
Bisexual	NR	NR	NR	115	3.8	±0.2	NR
Other	--	--	--	40	3.9	±0.3	NA
I prefer not to say	7	1.3*	±0.3	348	3.7*	±0.1	-2.25 (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.

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 FWS.

Table 4.74 FWS – 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	40	2.4*	±0.4	8,802	3.8*	±0.0	-1.53 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	4.0	±0.2	NA
Wage Grade (WG) 5-8	NR	NR	NR	577	3.5	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	302	3.6	±0.1	NA
Other Wage Grade (WG)	--	--	--	10	3.8	±0.2	NA
General Schedule (GS) 1-6	--	--	--	628	3.9	±0.1	NA
General Schedule (GS) 7-10	11	2.5*	±0.9	1,687	3.7*	±0.0	-1.35 (L)
General Schedule (GS) 11-12	19	1.9*	±0.4	3,206	3.7*	±0.0	-2.00 (L)
General Schedule (GS) 13-15	7	3.2*	±1.2	2,167	3.9*	±0.0	-0.98 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.4	±0.3	NA
Other	--	--	--	49	3.6	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	704	4.0	±0.1	NR
1 to 3 years	7	3.4	±1.0	1,073	3.9	±0.1	-0.56 (M)
4 to 5 years	NR	NR	NR	590	3.8	±0.1	NR
6 to 10 years	9	2.8*	±0.9	1,715	3.7*	±0.0	-1.01 (L)
11 to 14 years	NR	NR	NR	973	3.8	±0.1	NR
15 to 20 years	10	2.1*	±0.5	1,554	3.7*	±0.0	-1.88 (L)
More than 20 years	NR	NR	NR	2,158	3.7	±0.0	NR
Appointment Type							
Permanent	35	2.1*	±0.4	8,003	3.8*	±0.0	-1.82 (L)
Term	NR	NR	NR	646	3.9	±0.1	NR
Temporary	NR	NR	NR	138	4.2	±0.1	NR
Work Schedule							
Seasonal	NR	NR	NR	128	3.6	±0.2	NR
Non-Seasonal	35	2.1*	±0.4	7,937	3.8*	±0.0	-1.83 (L)

	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	--	--	--	65	3.3	±0.2	NA
Permanent-Non-Seasonal	35	2.1*	±0.4	7,861	3.8*	±0.0	-1.83 (L)
Term	NR	NR	NR	646	3.9	±0.1	NR
Temporary-Seasonal	NR	NR	NR	63	4.0	±0.2	NR
Temporary-Non-Seasonal	--	--	--	76	4.3	±0.1	NA
Sex							
Men	8	2.3*	±0.8	5,296	3.8*	±0.0	-1.68 (L)
Women	33	2.4*	±0.4	3,474	3.8*	±0.0	-1.45 (L)
Gender Identity							
Male	8	2.3*	±0.8	5,296	3.8*	±0.0	-1.68 (L)
Female	33	2.4*	±0.4	3,474	3.8*	±0.0	-1.45 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	28	3.4	±0.3	NA
Sexual Orientation - Collapsed							
Heterosexual	28	2.2*	±0.4	8,038	3.8*	±0.0	-1.75 (L)
Sexual Minority	NR	NR	NR	318	3.6	±0.1	NR
Sexual Orientation							
Heterosexual or straight	28	2.2*	±0.4	8,038	3.8*	±0.0	-1.75 (L)
Lesbian	NR	NR	NR	90	3.6	±0.2	NR
Gay	--	--	--	73	3.7	±0.2	NA
Bisexual	NR	NR	NR	115	3.8	±0.2	NR
Other	--	--	--	40	3.3	±0.2	NA
I prefer not to say	7	2.5*	±0.9	354	3.6*	±0.1	-1.18 (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.

4.9.7 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 FWS.

Table 4.75 FWS – 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	37	2.5*	±0.2	8,770	2.3*	±0.0	0.40 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	86	2.4	±0.1	NA
Wage Grade (WG) 5-8	NR	NR	NR	575	2.4	±0.0	NR
Wage Grade (WG) 9-16	--	--	--	301	2.6	±0.0	NA
Other Wage Grade (WG)	--	--	--	10	2.8	±0.3	NA
General Schedule (GS) 1-6	--	--	--	628	2.2	±0.0	NA
General Schedule (GS) 7-10	9	2.5	±0.4	1,682	2.2	±0.0	0.59 (M)
General Schedule (GS) 11-12	19	2.3	±0.3	3,204	2.2	±0.0	0.09
General Schedule (GS) 13-15	7	2.7*	±0.0	2,165	2.2*	±0.0	0.96 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	18	2.2	±0.1	NA
Other	--	--	--	49	2.6	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	692	2.2	±0.0	NR
1 to 3 years	7	2.6*	±0.2	1,073	2.3*	±0.0	0.75 (M)
4 to 5 years	NR	NR	NR	589	2.2	±0.0	NR
6 to 10 years	9	2.7*	±0.0	1,709	2.2*	±0.0	0.88 (L)
11 to 14 years	NR	NR	NR	968	2.3	±0.0	NR
15 to 20 years	8	2.5	±0.4	1,557	2.3	±0.0	0.49 (S)
More than 20 years	NR	NR	NR	2,154	2.3	±0.0	NR
Appointment Type							
Permanent	32	2.4*	±0.2	7,984	2.3*	±0.0	0.36 (S)
Term	NR	NR	NR	634	2.4	±0.0	NR
Temporary	NR	NR	NR	138	2.3	±0.1	NR
Work Schedule							
Seasonal	NR	NR	NR	128	2.4	±0.1	NR
Non-Seasonal	32	2.4*	±0.2	7,917	2.2*	±0.0	0.37 (S)

	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	--	--	--	65	2.5	±0.1	NA
Permanent-Non-Seasonal	32	2.4*	±0.2	7,841	2.2*	±0.0	0.37 (S)
Term	NR	NR	NR	634	2.4	±0.0	NR
Temporary-Seasonal	NR	NR	NR	63	2.4	±0.1	NR
Temporary-Non-Seasonal	--	--	--	76	2.3	±0.1	NA
Sex							
Men	8	2.9*	±0.1	5,285	2.3*	±0.0	1.12 (L)
Women	29	2.4*	±0.2	3,456	2.2*	±0.0	0.37 (S)
Gender Identity							
Male	8	2.9*	±0.1	5,285	2.3*	±0.0	1.12 (L)
Female	29	2.4*	±0.2	3,456	2.2*	±0.0	0.37 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	26	2.1	±0.2	NA
Sexual Orientation - Collapsed							
Heterosexual	27	2.4	±0.3	8,026	2.3	±0.0	0.23 (S)
Sexual Minority	NR	NR	NR	317	2.1	±0.1	NR
Sexual Orientation							
Heterosexual or straight	27	2.4	±0.3	8,026	2.3	±0.0	0.23 (S)
Lesbian	NR	NR	NR	90	2.3	±0.1	NR
Gay	--	--	--	73	2.1	±0.1	NA
Bisexual	NR	NR	NR	115	2.0	±0.1	NR
Other	--	--	--	39	2.2	±0.2	NA
I prefer not to say	5	2.8*	±0.2	340	2.2*	±0.0	1.30 (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.

4.9.8 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 FWS.

Table 4.76 FWS – 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	30	74.2%*	±16.3	980	11.3%*	±0.7	1.39 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	NR	NR	NR	NR
Wage Grade (WG) 5-8	NR	NR	NR	31	5.4%	±2.2	NR
Wage Grade (WG) 9-16	--	--	--	11	3.7%	±2.9	NA
Other Wage Grade (WG)	--	--	--	NR	NR	NR	NR
General Schedule (GS) 1-6	--	--	--	79	12.8%	±2.9	NA
General Schedule (GS) 7-10	NR	NR	NR	187	11.1%	±1.6	NR
General Schedule (GS) 11-12	NR	NR	NR	458	14.4%	±1.3	NR
General Schedule (GS) 13-15	NR	NR	NR	200	9.3%	±1.3	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	62	8.8%	±2.3	NR
1 to 3 years	NR	NR	NR	107	10.2%	±2.0	NR
4 to 5 years	NR	NR	NR	88	14.9%	±3.1	NR
6 to 10 years	NR	NR	NR	244	14.3%	±1.8	NR
11 to 14 years	NR	NR	NR	114	11.9%	±2.2	NR
15 to 20 years	NR	NR	NR	183	11.8%	±1.7	NR
More than 20 years	NR	NR	NR	182	8.6%	±1.3	NR
Appointment Type							
Permanent	25	70.5%*	±17.7	856	10.8%*	±0.7	1.32 (L)
Term	NR	NR	NR	108	16.9%	±3.1	NR
Temporary	NR	NR	NR	16	11.7%	±6.6	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	26	20.5%	±8.1	NR
Non-Seasonal	25	70.5%*	±17.7	839	10.7%*	±0.7	1.33 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	10	15.3%	±11.5	NA
Permanent-Non-Seasonal	25	70.5%*	±17.7	839	10.8%*	±0.7	1.32 (L)
Term	NR	NR	NR	108	16.9%	±3.1	NR
Temporary-Seasonal	NR	NR	NR	16	25.7%	±12.5	NR
Temporary-Non-Seasonal	--	--	--	0	0.0%	NA	NA
Sex							
Men	NR	NR	NR	450	8.6%	±0.8	NR
Women	28	84.7%*	±17.8	527	15.3%*	±1.2	1.53 (L)
Gender Identity							
Male	NR	NR	NR	450	8.6%	±0.8	NR
Female	28	84.7%*	±17.8	527	15.3%*	±1.2	1.53 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	827	10.4%	±0.7	NR
Sexual Minority	NR	NR	NR	94	29.8%	±5.3	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	827	10.4%	±0.7	NR
Lesbian	NR	NR	NR	37	41.8%	±10.7	NR
Gay	--	--	--	26	35.5%	±11.8	NA
Bisexual	NR	NR	NR	25	21.7%	±8.6	NR
Other	--	--	--	6	15.9%	±15.5	NA
I prefer not to say	NR	NR	NR	45	12.8%	±4.0	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 FWS – Logistic Regression of Sexual Coercion 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	4.785	1.465	10.665	--	119.732	--	--	--	--
Sex	-1.858	0.563	10.904	0.001	0.156	0.052	0.470	-132.862	14.918
Age	1.484	0.502	8.739	0.003	4.411	1.649	11.800	-130.173	9.542
Years of Service at Bureau or Office	-0.346	0.116	8.845	0.003	0.708	0.563	0.889	-129.691	8.578
Organizational Politics	-0.664	0.240	7.646	0.006	0.515	0.321	0.824	-129.100	7.395
Organizational Trust	-0.874	0.291	9.004	0.003	0.417	0.236	0.738	-130.092	9.378
Bystander Harassment Based on Sex/Gender	-2.436	0.521	21.835	0.000	0.088	0.032	0.243	-139.567	28.329
General Intolerance	-1.350	0.343	15.507	0.000	0.259	0.132	0.508	-133.887	16.969
Leadership Intolerance	1.283	0.633	4.100	0.043	3.606	1.042	12.482	-127.445	4.084

Note. N = 7,942, Nagelkerke R Square = 0.385

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 FWS.

Table 4.78 FWS – 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	1,361	3.0*	±0.0	7,383	3.8*	±0.0	-0.97 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	92	4.0	±0.1	NR
Wage Grade (WG) 5-8	80	3.0*	±0.2	483	3.7*	±0.1	-0.70 (M)
Wage Grade (WG) 9-16	17	3.4	±0.4	280	3.8	±0.1	-0.44 (S)
Other Wage Grade (WG)	--	--	--	10	3.4	±0.4	NA
General Schedule (GS) 1-6	107	3.1*	±0.2	505	3.9*	±0.1	-0.99 (L)
General Schedule (GS) 7-10	280	2.9*	±0.1	1,387	3.8*	±0.0	-1.02 (L)
General Schedule (GS) 11-12	573	3.0*	±0.1	2,643	3.7*	±0.0	-0.94 (L)
General Schedule (GS) 13-15	283	3.1*	±0.1	1,876	3.9*	±0.0	-1.03 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	17	4.3	±0.3	NR
Other	NR	NR	NR	44	3.4	±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>
Years of Service at Bureau or Office							
Less than 1 year	86	3.4*	±0.2	592	3.9*	±0.1	-0.72 (M)
1 to 3 years	190	3.1*	±0.1	875	4.0*	±0.1	-1.11 (L)
4 to 5 years	105	3.2*	±0.2	473	3.9*	±0.1	-0.88 (L)
6 to 10 years	314	3.0*	±0.1	1,400	3.8*	±0.0	-0.90 (L)
11 to 14 years	127	2.9*	±0.1	842	3.8*	±0.1	-1.00 (L)
15 to 20 years	280	3.0*	±0.1	1,273	3.8*	±0.0	-0.96 (L)
More than 20 years	253	2.8*	±0.1	1,900	3.8*	±0.0	-1.11 (L)
Appointment Type							
Permanent	1,207	3.0*	±0.1	6,738	3.8*	±0.0	-0.97 (L)
Term	126	3.1*	±0.2	523	3.9*	±0.1	-1.12 (L)
Temporary	28	3.6*	±0.2	107	4.2*	±0.1	-0.96 (L)
Work Schedule							
Seasonal	37	3.1*	±0.2	93	3.7*	±0.2	-0.67 (M)
Non-Seasonal	1,193	3.0*	±0.1	6,678	3.8*	±0.0	-0.96 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	14	2.6*	±0.2	51	3.4*	±0.3	-0.94 (L)
Permanent-Non-Seasonal	1,188	3.0*	±0.1	6,613	3.8*	±0.0	-0.96 (L)
Term	126	3.1*	±0.2	523	3.9*	±0.1	-1.12 (L)
Temporary-Seasonal	23	3.5*	±0.2	42	4.1*	±0.2	-0.87 (L)
Temporary-Non-Seasonal	NR	NR	NR	65	4.3	±0.1	NR
Sex							
Men	329	2.9*	±0.1	4,903	3.8*	±0.0	-1.18 (L)
Women	1,027	3.1*	±0.1	2,452	3.8*	±0.0	-0.85 (L)
Gender Identity							
Male	329	2.9*	±0.1	4,903	3.8*	±0.0	-1.18 (L)
Female	1,027	3.1*	±0.1	2,452	3.8*	±0.0	-0.85 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	26	3.3	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	1,143	3.0*	±0.1	6,834	3.8*	±0.0	-0.98 (L)
Sexual Minority	127	3.2*	±0.2	196	3.8*	±0.1	-0.57 (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>
Sexual Orientation							
Heterosexual or straight	1,143	3.0*	±0.1	6,834	3.8*	±0.0	-0.98 (L)
Lesbian	46	2.8*	±0.2	46	3.9*	±0.2	-1.40 (L)
Gay	14	3.0	±0.4	59	3.5	±0.2	-0.50 (M)
Bisexual	54	3.7	±0.3	63	4.0	±0.2	-0.33 (S)
Other	13	3.2	±0.5	28	3.6	±0.3	-0.51 (M)
I prefer not to say	72	2.5*	±0.2	288	3.6*	±0.1	-1.37 (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.

4.10.2 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 FWS.

Table 4.79 FWS – 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	1,344	0.48*	±0.02	7,445	0.73*	±0.01	-0.63 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	92	0.70	±0.08	NR
Wage Grade (WG) 5-8	73	0.38*	±0.10	504	0.63*	±0.04	-0.56 (M)
Wage Grade (WG) 9-16	17	0.75	±0.16	287	0.67	±0.05	0.20 (S)
Other Wage Grade (WG)	--	--	--	10	0.63	±0.23	NA
General Schedule (GS) 1-6	104	0.50*	±0.07	516	0.67*	±0.04	-0.41 (S)
General Schedule (GS) 7-10	280	0.49*	±0.05	1,402	0.73*	±0.02	-0.61 (M)
General Schedule (GS) 11-12	573	0.47*	±0.04	2,642	0.72*	±0.02	-0.62 (M)
General Schedule (GS) 13-15	277	0.54*	±0.05	1,883	0.82*	±0.01	-0.81 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	17	1.00	±0.00	NR
Other	NR	NR	NR	44	0.69	±0.12	NR
Years of Service at Bureau or Office							
Less than 1 year	89	0.54*	±0.09	612	0.73*	±0.03	-0.46 (S)
1 to 3 years	190	0.53*	±0.06	880	0.79*	±0.02	-0.69 (M)
4 to 5 years	99	0.51*	±0.08	484	0.74*	±0.04	-0.57 (M)
6 to 10 years	314	0.47*	±0.05	1,409	0.70*	±0.02	-0.55 (M)
11 to 14 years	127	0.48*	±0.07	849	0.72*	±0.03	-0.61 (M)
15 to 20 years	280	0.48*	±0.05	1,283	0.74*	±0.02	-0.67 (M)
More than 20 years	239	0.45*	±0.05	1,900	0.74*	±0.02	-0.74 (M)
Appointment Type							
Permanent	1,193	0.48*	±0.02	6,797	0.73*	±0.01	-0.64 (M)
Term	123	0.49*	±0.08	521	0.77*	±0.03	-0.74 (M)
Temporary	28	0.83	±0.06	113	0.76	±0.07	0.19

	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	37	0.59	±0.12	93	0.66	±0.09	-0.17
Non-Seasonal	1,179	0.48*	±0.02	6,742	0.73*	±0.01	-0.64 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	14	0.25*	±0.20	51	0.56*	±0.12	-0.75 (M)
Permanent-Non-Seasonal	1,174	0.48*	±0.02	6,671	0.73*	±0.01	-0.64 (M)
Term	123	0.49*	±0.08	521	0.77*	±0.03	-0.74 (M)
Temporary-Seasonal	23	0.79	±0.07	42	0.78	±0.12	0.05
Temporary-Non-Seasonal	NR	NR	NR	71	0.75	±0.10	NR
Sex							
Men	324	0.44*	±0.05	4,950	0.75*	±0.01	-0.80 (L)
Women	1,015	0.50*	±0.03	2,468	0.70*	±0.02	-0.50 (M)
Gender Identity							
Male	324	0.44*	±0.05	4,950	0.75*	±0.01	-0.80 (L)
Female	1,015	0.50*	±0.03	2,468	0.70*	±0.02	-0.50 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	26	0.67	±0.15	NR
Sexual Orientation - Collapsed							
Heterosexual	1,130	0.50*	±0.02	6,894	0.74*	±0.01	-0.62 (M)
Sexual Minority	127	0.52*	±0.08	196	0.77*	±0.05	-0.62 (M)
Sexual Orientation							
Heterosexual or straight	1,130	0.50*	±0.02	6,894	0.74*	±0.01	-0.62 (M)
Lesbian	46	0.46*	±0.12	46	0.78*	±0.09	-0.85 (L)
Gay	14	0.28*	±0.24	59	0.75*	±0.10	-1.16 (L)
Bisexual	54	0.68	±0.12	63	0.74	±0.10	-0.15
Other	13	0.35*	±0.23	28	0.87*	±0.07	-1.81 (L)
I prefer not to say	71	0.20*	±0.08	292	0.63*	±0.05	-1.02 (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.

4.10.3 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 FWS.

Table 4.80 FWS – 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	1,354	3.1*	±0.0	7,426	2.6*	±0.0	0.61 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	92	2.5	±0.2	NR
Wage Grade (WG) 5-8	80	3.1*	±0.2	504	2.6*	±0.1	0.64 (M)
Wage Grade (WG) 9-16	17	2.8	±0.3	282	2.8	±0.1	0.00
Other Wage Grade (WG)	--	--	--	10	2.4	±0.1	NA
General Schedule (GS) 1-6	107	3.2*	±0.2	512	2.6*	±0.1	0.71 (M)
General Schedule (GS) 7-10	278	3.2*	±0.1	1,396	2.6*	±0.0	0.68 (M)
General Schedule (GS) 11-12	563	3.1*	±0.1	2,640	2.6*	±0.0	0.60 (M)
General Schedule (GS) 13-15	286	3.0*	±0.1	1,880	2.5*	±0.0	0.56 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	17	2.0	±0.3	NR
Other	NR	NR	NR	44	3.0	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	89	2.8*	±0.2	612	2.5*	±0.1	0.38 (S)
1 to 3 years	190	3.1*	±0.1	878	2.5*	±0.1	0.80 (L)
4 to 5 years	107	3.0*	±0.2	483	2.6*	±0.1	0.56 (M)
6 to 10 years	311	3.2*	±0.1	1,407	2.7*	±0.0	0.63 (M)
11 to 14 years	127	3.1*	±0.2	849	2.6*	±0.1	0.48 (S)
15 to 20 years	275	3.1*	±0.1	1,277	2.6*	±0.0	0.57 (M)
More than 20 years	247	3.2*	±0.1	1,892	2.6*	±0.0	0.70 (M)
Appointment Type							
Permanent	1,200	3.1*	±0.1	6,782	2.6*	±0.0	0.60 (M)
Term	126	3.2*	±0.2	523	2.5*	±0.1	0.94 (L)
Temporary	28	2.4	±0.2	108	2.2	±0.1	0.31 (S)
Work Schedule							
Seasonal	37	2.8	±0.3	89	2.7	±0.2	0.07
Non-Seasonal	1,187	3.1*	±0.1	6,728	2.6*	±0.0	0.60 (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	14	3.5	±0.3	51	3.1	±0.3	0.54 (M)
Permanent-Non-Seasonal	1,183	3.1*	±0.1	6,657	2.6*	±0.0	0.60 (M)
Term	126	3.2*	±0.2	523	2.5*	±0.1	0.94 (L)
Temporary-Seasonal	23	2.3	±0.3	37	2.2	±0.3	0.12
Temporary-Non-Seasonal	NR	NR	NR	71	2.1	±0.1	NR
Sex							
Men	333	3.3*	±0.1	4,940	2.6*	±0.0	0.88 (L)
Women	1,016	3.0*	±0.1	2,459	2.6*	±0.0	0.55 (M)
Gender Identity							
Male	333	3.3*	±0.1	4,940	2.6*	±0.0	0.88 (L)
Female	1,016	3.0*	±0.1	2,459	2.6*	±0.0	0.55 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	26	3.3	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	1,133	3.1*	±0.1	6,865	2.6*	±0.0	0.59 (M)
Sexual Minority	127	3.2*	±0.2	198	2.7*	±0.1	0.56 (M)
Sexual Orientation							
Heterosexual or straight	1,133	3.1*	±0.1	6,865	2.6*	±0.0	0.59 (M)
Lesbian	46	3.5*	±0.3	46	2.5*	±0.2	1.03 (L)
Gay	14	3.1	±0.5	59	3.0	±0.3	0.11
Bisexual	54	3.0*	±0.2	66	2.5*	±0.2	0.57 (M)
Other	13	3.3*	±0.4	28	2.7*	±0.3	0.70 (M)
I prefer not to say	72	3.4*	±0.2	292	2.7*	±0.1	0.74 (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.

4.10.4 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 FWS.

Table 4.81 FWS – 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	1,364	3.1*	±0.1	7,457	3.6*	±0.0	-0.60 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	92	3.9	±0.2	NR
Wage Grade (WG) 5-8	78	3.0*	±0.2	504	3.4*	±0.1	-0.45 (S)
Wage Grade (WG) 9-16	17	3.4	±0.3	282	3.2	±0.1	0.19
Other Wage Grade (WG)	--	--	--	10	3.6	±0.2	NA
General Schedule (GS) 1-6	107	3.1*	±0.2	517	3.6*	±0.1	-0.51 (M)
General Schedule (GS) 7-10	283	3.1*	±0.1	1,411	3.6*	±0.0	-0.55 (M)
General Schedule (GS) 11-12	569	3.0*	±0.1	2,652	3.6*	±0.0	-0.69 (M)
General Schedule (GS) 13-15	286	3.3*	±0.1	1,879	3.8*	±0.0	-0.67 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	17	4.3	±0.2	NR
Other	NR	NR	NR	44	3.4	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	89	3.5*	±0.2	613	3.8*	±0.1	-0.33 (S)
1 to 3 years	190	3.2*	±0.1	889	3.9*	±0.1	-0.82 (L)
4 to 5 years	105	3.3*	±0.2	487	3.6*	±0.1	-0.43 (S)
6 to 10 years	314	3.1*	±0.1	1,408	3.5*	±0.0	-0.43 (S)
11 to 14 years	126	3.2*	±0.2	851	3.6*	±0.1	-0.46 (S)
15 to 20 years	278	3.0*	±0.1	1,278	3.6*	±0.0	-0.76 (M)
More than 20 years	254	2.9*	±0.1	1,902	3.6*	±0.0	-0.77 (M)
Appointment Type							
Permanent	1,210	3.1*	±0.1	6,809	3.6*	±0.0	-0.61 (M)
Term	126	3.1*	±0.2	523	3.8*	±0.1	-0.77 (M)
Temporary	28	4.1	±0.2	113	4.0	±0.2	0.08
Work Schedule							
Seasonal	37	3.5	±0.4	93	3.4	±0.2	0.01
Non-Seasonal	1,196	3.1*	±0.1	6,755	3.6*	±0.0	-0.61 (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	14	2.4*	±0.5	51	3.0*	±0.2	-0.76 (M)
Permanent-Non-Seasonal	1,191	3.1*	±0.1	6,684	3.6*	±0.0	-0.61 (M)
Term	126	3.1*	±0.2	523	3.8*	±0.1	-0.77 (M)
Temporary-Seasonal	23	4.1	±0.1	42	3.9	±0.3	0.24 (S)
Temporary-Non-Seasonal	NR	NR	NR	71	4.1	±0.2	NR
Sex							
Men	338	2.9*	±0.1	4,958	3.6*	±0.0	-0.80 (L)
Women	1,021	3.2*	±0.1	2,473	3.7*	±0.0	-0.61 (M)
Gender Identity							
Male	338	2.9*	±0.1	4,958	3.6*	±0.0	-0.80 (L)
Female	1,021	3.2*	±0.1	2,473	3.7*	±0.0	-0.61 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	26	3.1	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	1,146	3.1*	±0.1	6,897	3.6*	±0.0	-0.58 (M)
Sexual Minority	125	3.1*	±0.2	198	3.6*	±0.1	-0.59 (M)
Sexual Orientation							
Heterosexual or straight	1,146	3.1*	±0.1	6,897	3.6*	±0.0	-0.58 (M)
Lesbian	46	2.8*	±0.3	46	3.8*	±0.2	-0.93 (L)
Gay	14	3.4	±0.5	59	3.4	±0.3	-0.06
Bisexual	52	3.3*	±0.2	66	3.7*	±0.2	-0.55 (M)
Other	13	2.9*	±0.3	28	3.6*	±0.3	-0.98 (L)
I prefer not to say	72	2.7*	±0.2	292	3.5*	±0.1	-0.91 (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 FWS.

Table 4.82 FWS – 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	1,342	3.4*	±0.1	7,325	4.0*	±0.0	-0.56 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	92	4.1	±0.2	NR
Wage Grade (WG) 5-8	78	3.2*	±0.3	489	3.8*	±0.1	-0.50 (M)
Wage Grade (WG) 9-16	17	2.9*	±0.3	267	3.6*	±0.1	-0.62 (M)
Other Wage Grade (WG)	--	--	--	9	3.7	±0.5	NA
General Schedule (GS) 1-6	107	3.4*	±0.2	519	4.1*	±0.1	-0.65 (M)
General Schedule (GS) 7-10	279	3.5*	±0.1	1,395	3.9*	±0.1	-0.39 (S)
General Schedule (GS) 11-12	562	3.3*	±0.1	2,594	3.9*	±0.0	-0.60 (M)
General Schedule (GS) 13-15	276	3.5*	±0.1	1,849	4.1*	±0.0	-0.58 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	17	4.5	±0.3	NR
Other	NR	NR	NR	44	3.8	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	85	3.9*	±0.2	598	4.1*	±0.1	-0.23 (S)
1 to 3 years	188	3.5*	±0.2	873	4.2*	±0.1	-0.74 (M)
4 to 5 years	105	3.7*	±0.2	478	4.1*	±0.1	-0.40 (S)
6 to 10 years	310	3.4*	±0.1	1,384	3.9*	±0.1	-0.51 (M)
11 to 14 years	126	3.6*	±0.2	826	3.9*	±0.1	-0.36 (S)
15 to 20 years	268	3.1*	±0.2	1,268	3.9*	±0.1	-0.76 (M)
More than 20 years	253	3.2*	±0.1	1,870	3.8*	±0.0	-0.61 (M)
Appointment Type							
Permanent	1,190	3.3*	±0.1	6,682	3.9*	±0.0	-0.58 (M)
Term	124	3.6*	±0.2	521	4.1*	±0.1	-0.46 (S)
Temporary	28	4.2	±0.3	111	4.3	±0.1	-0.06
Work Schedule							
Seasonal	37	3.9	±0.4	91	4.0	±0.2	-0.11
Non-Seasonal	1,176	3.4*	±0.1	6,634	4.0*	±0.0	-0.58 (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	14	2.9*	±0.8	49	3.7*	±0.3	-0.70 (M)
Permanent-Non-Seasonal	1,172	3.4*	±0.1	6,566	4.0*	±0.0	-0.58 (M)
Term	124	3.6*	±0.2	521	4.1*	±0.1	-0.46 (S)
Temporary-Seasonal	23	4.4	±0.2	42	4.3	±0.3	0.14
Temporary-Non-Seasonal	NR	NR	NR	68	4.2	±0.2	NR
Sex							
Men	332	3.2*	±0.1	4,872	3.9*	±0.0	-0.71 (M)
Women	1,005	3.4*	±0.1	2,428	4.0*	±0.0	-0.56 (M)
Gender Identity							
Male	332	3.2*	±0.1	4,872	3.9*	±0.0	-0.71 (M)
Female	1,005	3.4*	±0.1	2,428	4.0*	±0.0	-0.56 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	25	3.3	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	1,131	3.4*	±0.1	6,775	4.0*	±0.0	-0.55 (M)
Sexual Minority	121	3.7	±0.2	196	3.9	±0.2	-0.15
Sexual Orientation							
Heterosexual or straight	1,131	3.4*	±0.1	6,775	4.0*	±0.0	-0.55 (M)
Lesbian	44	3.5*	±0.3	46	4.1*	±0.3	-0.64 (M)
Gay	12	4.2	±0.3	57	3.5	±0.3	0.59 (M)
Bisexual	52	3.7	±0.3	66	3.9	±0.3	-0.19
Other	13	3.9	±0.6	28	4.0	±0.4	-0.11
I prefer not to say	68	2.7*	±0.3	286	3.9*	±0.1	-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.

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 FWS.

Table 4.83 FWS – 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	1,367	3.2*	±0.1	7,481	3.9*	±0.0	-0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	92	4.0	±0.2	NR
Wage Grade (WG) 5-8	78	3.0*	±0.2	501	3.6*	±0.1	-0.54 (M)
Wage Grade (WG) 9-16	17	3.7	±0.4	285	3.6	±0.1	0.15
Other Wage Grade (WG)	--	--	--	10	3.8	±0.2	NA
General Schedule (GS) 1-6	107	3.3*	±0.2	523	4.0*	±0.1	-0.82 (L)
General Schedule (GS) 7-10	283	3.2*	±0.1	1,415	3.8*	±0.0	-0.69 (M)
General Schedule (GS) 11-12	573	3.1*	±0.1	2,657	3.8*	±0.0	-0.81 (L)
General Schedule (GS) 13-15	286	3.5*	±0.1	1,887	4.0*	±0.0	-0.64 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	17	4.3	±0.3	NR
Other	NR	NR	NR	44	3.7	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	89	3.5*	±0.2	617	4.0*	±0.1	-0.59 (M)
1 to 3 years	190	3.3*	±0.1	893	4.0*	±0.1	-0.81 (L)
4 to 5 years	105	3.3*	±0.2	487	3.9*	±0.1	-0.60 (M)
6 to 10 years	314	3.3*	±0.1	1,411	3.8*	±0.0	-0.56 (M)
11 to 14 years	127	3.2*	±0.2	851	3.8*	±0.1	-0.69 (M)
15 to 20 years	280	3.2*	±0.1	1,284	3.8*	±0.0	-0.73 (M)
More than 20 years	254	3.0*	±0.1	1,909	3.8*	±0.0	-0.93 (L)
Appointment Type							
Permanent	1,213	3.2*	±0.1	6,831	3.8*	±0.0	-0.72 (M)
Term	126	3.3*	±0.2	523	4.0*	±0.1	-0.77 (M)
Temporary	28	3.9*	±0.2	113	4.3*	±0.1	-0.51 (M)
Work Schedule							
Seasonal	37	3.4*	±0.3	93	3.8*	±0.2	-0.40 (S)
Non-Seasonal	1,199	3.2*	±0.1	6,779	3.8*	±0.0	-0.71 (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	14	2.6*	±0.5	51	3.5*	±0.3	-0.90 (L)
Permanent-Non-Seasonal	1,194	3.2*	±0.1	6,708	3.8*	±0.0	-0.71 (M)
Term	126	3.3*	±0.2	523	4.0*	±0.1	-0.77 (M)
Temporary-Seasonal	23	3.8	±0.1	42	4.1	±0.3	-0.36 (S)
Temporary-Non-Seasonal	NR	NR	NR	71	4.3	±0.1	NR
Sex							
Men	338	3.0*	±0.1	4,970	3.8*	±0.0	-0.91 (L)
Women	1,025	3.3*	±0.1	2,484	3.9*	±0.0	-0.70 (M)
Gender Identity							
Male	338	3.0*	±0.1	4,970	3.8*	±0.0	-0.91 (L)
Female	1,025	3.3*	±0.1	2,484	3.9*	±0.0	-0.70 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	26	3.3	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	1,149	3.3*	±0.1	6,923	3.9*	±0.0	-0.70 (M)
Sexual Minority	125	3.3*	±0.2	198	3.8*	±0.1	-0.55 (M)
Sexual Orientation							
Heterosexual or straight	1,149	3.3*	±0.1	6,923	3.9*	±0.0	-0.70 (M)
Lesbian	46	2.8*	±0.3	46	4.2*	±0.2	-1.51 (L)
Gay	14	3.9	±0.5	59	3.6	±0.2	0.23 (S)
Bisexual	52	3.6	±0.2	66	3.9	±0.2	-0.35 (S)
Other	13	3.1	±0.5	28	3.4	±0.3	-0.39 (S)
I prefer not to say	72	2.8*	±0.2	289	3.7*	±0.1	-1.06 (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.

4.10.7 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 FWS.

Table 4.84 FWS – 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	1,361	2.3*	±0.0	7,451	2.3*	±0.0	0.15
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	81	2.4	±0.1	NR
Wage Grade (WG) 5-8	78	2.4	±0.1	499	2.5	±0.0	-0.09
Wage Grade (WG) 9-16	17	2.5	±0.2	284	2.6	±0.0	-0.23 (S)
Other Wage Grade (WG)	--	--	--	10	2.8	±0.3	NA
General Schedule (GS) 1-6	107	2.5*	±0.1	523	2.2*	±0.0	0.62 (M)
General Schedule (GS) 7-10	281	2.3*	±0.1	1,410	2.2*	±0.0	0.21 (S)
General Schedule (GS) 11-12	573	2.3*	±0.0	2,653	2.2*	±0.0	0.23 (S)
General Schedule (GS) 13-15	286	2.2	±0.1	1,886	2.2	±0.0	-0.02
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	16	2.2	±0.1	NR
Other	NR	NR	NR	44	2.6	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	89	2.5*	±0.1	605	2.1*	±0.0	0.57 (M)
1 to 3 years	190	2.3*	±0.1	893	2.2*	±0.0	0.22 (S)
4 to 5 years	105	2.3	±0.1	487	2.2	±0.0	0.06
6 to 10 years	313	2.3*	±0.1	1,408	2.2*	±0.0	0.18
11 to 14 years	127	2.2	±0.1	845	2.3	±0.0	-0.17
15 to 20 years	278	2.3*	±0.1	1,287	2.3*	±0.0	0.19
More than 20 years	254	2.3	±0.1	1,903	2.3	±0.0	0.09
Appointment Type							
Permanent	1,207	2.3*	±0.0	6,813	2.2*	±0.0	0.14
Term	126	2.5*	±0.1	510	2.3*	±0.0	0.21 (S)
Temporary	28	2.4	±0.2	113	2.3	±0.1	0.07
Work Schedule							
Seasonal	37	2.5	±0.1	93	2.4	±0.1	0.26 (S)
Non-Seasonal	1,193	2.3*	±0.0	6,760	2.2*	±0.0	0.13

	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	14	2.8*	±0.1	51	2.4*	±0.1	0.99 (L)
Permanent-Non-Seasonal	1,188	2.3*	±0.0	6,690	2.2*	±0.0	0.13
Term	126	2.5*	±0.1	510	2.3*	±0.0	0.21 (S)
Temporary-Seasonal	23	2.4	±0.2	42	2.4	±0.1	-0.17
Temporary-Non-Seasonal	NR	NR	NR	71	2.3	±0.1	NR
Sex							
Men	336	2.2*	±0.1	4,958	2.3*	±0.0	-0.22 (S)
Women	1,020	2.4*	±0.0	2,468	2.1*	±0.0	0.55 (M)
Gender Identity							
Male	336	2.2*	±0.1	4,958	2.3*	±0.0	-0.22 (S)
Female	1,020	2.4*	±0.0	2,468	2.1*	±0.0	0.55 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	24	2.1	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	1,146	2.3*	±0.0	6,910	2.3*	±0.0	0.12
Sexual Minority	125	2.3*	±0.1	197	2.0*	±0.1	0.61 (M)
Sexual Orientation							
Heterosexual or straight	1,146	2.3*	±0.0	6,910	2.3*	±0.0	0.12
Lesbian	46	2.4	±0.1	46	2.3	±0.1	0.21 (S)
Gay	14	2.6*	±0.3	59	1.9*	±0.1	1.32 (L)
Bisexual	52	2.2*	±0.1	66	1.9*	±0.1	0.48 (S)
Other	13	2.5*	±0.2	27	2.0*	±0.2	1.00 (L)
I prefer not to say	70	2.5*	±0.1	275	2.1*	±0.1	0.68 (M)

^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 FWS.

Table 4.85 FWS – 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	623	46.5% *	±2.7	389	5.3% *	±0.5	1.04 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	0	0.0%	NA	NR
Wage Grade (WG) 5-8	18	23.4% *	±11.0	15	3.0% *	±1.9	0.66 (M)
Wage Grade (WG) 9-16	NR	NR	NR	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	NR	NR	NR	NR
General Schedule (GS) 1-6	52	48.4% *	±9.6	27	5.3% *	±2.3	1.07 (L)
General Schedule (GS) 7-10	130	46.3% *	±5.9	64	4.5% *	±1.2	1.07 (L)
General Schedule (GS) 11-12	279	49.7% *	±4.1	194	7.4% *	±1.1	1.02 (L)
General Schedule (GS) 13-15	122	43.8% *	±5.9	83	4.5% *	±1.0	1.02 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	0	0.0%	NA	NR
Other	NR	NR	NR	0	0.0%	NA	NR
Years of Service at Bureau or Office							
Less than 1 year	37	41.8% *	±10.7	26	4.2% *	±1.9	0.99 (L)
1 to 3 years	84	45.0% *	±7.3	31	3.5% *	±1.5	1.09 (L)
4 to 5 years	64	61.1% *	±9.8	26	5.4% *	±2.4	1.33 (L)
6 to 10 years	151	49.3% *	±5.6	99	7.0% *	±1.5	1.02 (L)
11 to 14 years	58	47.3% *	±9.0	62	7.3% *	±2.0	0.97 (L)
15 to 20 years	124	44.3% *	±5.9	65	5.1% *	±1.3	1.00 (L)
More than 20 years	103	41.7% *	±6.3	81	4.3% *	±1.0	0.99 (L)
Appointment Type							
Permanent	542	45.5% *	±2.8	341	5.0% *	±0.5	1.03 (L)
Term	66	54.1% *	±9.0	45	8.6% *	±2.7	1.06 (L)
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	25	68.2%	±17.3	NR	NR	NR	NR
Non-Seasonal	529	45.0% *	±2.9	336	5.0% *	±0.5	1.02 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	0	0.0%	NA	NR
Permanent-Non-Seasonal	529	45.2% *	±2.9	336	5.1% *	±0.6	1.02 (L)
Term	66	54.1% *	±9.0	45	8.6% *	±2.7	1.06 (L)
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	NR	NR	NR	0	0.0%	NA	NR
Sex							
Men	168	51.5% *	±5.5	286	5.8% *	±0.7	1.11 (L)
Women	455	45.0% *	±3.1	100	4.0% *	±0.9	1.07 (L)
Gender Identity							
Male	168	51.5% *	±5.5	286	5.8% *	±0.7	1.11 (L)
Female	455	45.0% *	±3.1	100	4.0% *	±0.9	1.07 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	514	45.4% *	±2.9	335	4.9% *	±0.5	1.03 (L)
Sexual Minority	68	55.0% *	±9.0	31	15.8% *	±5.8	0.85 (L)
Sexual Orientation							
Heterosexual or straight	514	45.4% *	±2.9	335	4.9% *	±0.5	1.03 (L)
Lesbian	34	78.5%	±15.2	NR	NR	NR	NR
Gay	NR	NR	NR	19	32.8%	±13.3	NR
Bisexual	21	40.6% *	±14.1	7	10.1% *	±10.3	0.73 (M)
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	31	47.2% *	±12.2	18	6.3% *	±3.5	1.01 (L)

^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 FWS – Logistic Regression of Gender Harassment and Predictors of Workplace Harassment

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	2.875	0.285	101.467	--	17.733	--	--	--	--
Sex	-2.048	0.087	547.680	0.000	0.129	0.109	0.153	-2551.214	659.720
Age	-0.409	0.083	24.525	0.000	0.664	0.565	0.781	-2233.449	24.189
Education Level	0.847	0.115	54.599	0.000	2.332	1.863	2.919	-2251.804	60.900
Race/Ethnicity	0.287	0.113	6.404	0.011	1.333	1.067	1.664	-2224.655	6.601
Relationship Status	-0.424	0.081	27.091	0.000	0.655	0.558	0.768	-2234.745	26.780
Organizational Inclusion	-0.344	0.048	50.393	0.000	0.709	0.645	0.780	-2246.656	50.603
Bystander Harassment Based on Sex/Gender	-2.187	0.098	495.852	0.000	0.112	0.093	0.136	-2483.718	524.726
General Intolerance	-0.554	0.055	103.031	0.000	0.575	0.516	0.639	-2273.294	103.880
Gender Context	0.365	0.079	21.232	0.000	1.440	1.233	1.682	-2232.133	21.557

Note. N = 7,944, Nagelkerke R Square = 0.45

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 FWS.

Table 4.87 FWS – 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	34	2.5*	±0.4	8,694	3.7*	±0.0	-1.40 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	4.0	±0.1	NA
Wage Grade (WG) 5-8	NR	NR	NR	558	3.6	±0.1	NR
Wage Grade (WG) 9-16	NR	NR	NR	295	3.8	±0.1	NR
Other Wage Grade (WG)	--	--	--	10	3.4	±0.4	NA
General Schedule (GS) 1-6	--	--	--	609	3.8	±0.1	NA
General Schedule (GS) 7-10	NR	NR	NR	1,658	3.7	±0.0	NR
General Schedule (GS) 11-12	15	2.4*	±0.2	3,197	3.6*	±0.0	-1.38 (L)
General Schedule (GS) 13-15	6	3.4	±1.3	2,149	3.8	±0.0	-0.50 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.3	±0.3	NA
Other	--	--	--	47	3.3	±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>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	677	3.9	±0.1	NA
1 to 3 years	NR	NR	NR	1,059	3.8	±0.1	NR
4 to 5 years	--	--	--	579	3.8	±0.1	NA
6 to 10 years	9	2.4*	±0.5	1,698	3.6*	±0.0	-1.37 (L)
11 to 14 years	7	2.1*	±0.4	958	3.7*	±0.1	-1.70 (L)
15 to 20 years	6	2.6*	±1.2	1,547	3.6*	±0.0	-1.21 (L)
More than 20 years	7	2.6*	±1.0	2,143	3.7*	±0.0	-1.19 (L)
Appointment Type							
Permanent	31	2.5*	±0.4	7,902	3.7*	±0.0	-1.33 (L)
Term	NR	NR	NR	643	3.8	±0.1	NR
Temporary	--	--	--	135	4.1	±0.1	NA
Work Schedule							
Seasonal	--	--	--	130	3.6	±0.2	NA
Non-Seasonal	31	2.5*	±0.4	7,828	3.7*	±0.0	-1.34 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	65	3.3	±0.2	NA
Permanent-Non-Seasonal	31	2.5*	±0.4	7,758	3.7*	±0.0	-1.34 (L)
Term	NR	NR	NR	643	3.8	±0.1	NR
Temporary-Seasonal	--	--	--	65	3.8	±0.2	NA
Temporary-Non-Seasonal	--	--	--	70	4.2	±0.1	NA
Sex							
Men	9	2.2*	±0.4	5,217	3.8*	±0.0	-1.89 (L)
Women	24	2.6*	±0.5	3,446	3.6*	±0.0	-1.09 (L)
Gender Identity							
Male	9	2.2*	±0.4	5,217	3.8*	±0.0	-1.89 (L)
Female	24	2.6*	±0.5	3,446	3.6*	±0.0	-1.09 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	27	3.4	±0.3	NA
Sexual Orientation - Collapsed							
Heterosexual	31	2.3*	±0.3	7,932	3.7*	±0.0	-1.59 (L)
Sexual Minority	NR	NR	NR	318	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>
Sexual Orientation							
Heterosexual or straight	31	2.3*	±0.3	7,932	3.7*	±0.0	-1.59 (L)
Lesbian	--	--	--	90	3.3	±0.2	NA
Gay	--	--	--	73	3.4	±0.2	NA
Bisexual	NR	NR	NR	116	3.9	±0.2	NR
Other	NR	NR	NR	39	3.4	±0.2	NR
I prefer not to say	--	--	--	359	3.4	±0.1	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 FWS.

Table 4.88 FWS – 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	34	0.31*	±0.13	8,739	0.70*	±0.01	-0.95 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	0.69	±0.08	NA
Wage Grade (WG) 5-8	NR	NR	NR	572	0.60	±0.04	NR
Wage Grade (WG) 9-16	NR	NR	NR	302	0.68	±0.05	NR
Other Wage Grade (WG)	--	--	--	10	0.63	±0.23	NA
General Schedule (GS) 1-6	--	--	--	618	0.64	±0.03	NA
General Schedule (GS) 7-10	NR	NR	NR	1,673	0.70	±0.02	NR
General Schedule (GS) 11-12	15	0.37*	±0.16	3,196	0.67*	±0.01	-0.73 (M)
General Schedule (GS) 13-15	6	0.53	±0.42	2,151	0.78	±0.01	-0.73 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	0.97	±0.04	NA
Other	--	--	--	47	0.65	±0.12	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	700	0.70	±0.03	NA
1 to 3 years	NR	NR	NR	1,064	0.75	±0.02	NR
4 to 5 years	--	--	--	583	0.70	±0.03	NA
6 to 10 years	9	0.43	±0.31	1,708	0.66	±0.02	-0.54 (M)
11 to 14 years	7	0.23*	±0.12	966	0.69*	±0.03	-1.15 (L)
15 to 20 years	6	0.32*	±0.29	1,557	0.69*	±0.02	-0.96 (L)
More than 20 years	NR	NR	NR	2,130	0.71	±0.02	NR
Appointment Type							
Permanent	31	0.34*	±0.14	7,946	0.70*	±0.01	-0.89 (L)
Term	NR	NR	NR	638	0.72	±0.03	NR
Temporary	--	--	--	141	0.77	±0.06	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>
Work Schedule							
Seasonal	--	--	--	130	0.64	±0.07	NA
Non-Seasonal	31	0.34*	±0.14	7,877	0.70*	±0.01	-0.89 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	65	0.50	±0.11	NA
Permanent-Non-Seasonal	31	0.34*	±0.14	7,802	0.70*	±0.01	-0.89 (L)
Term	NR	NR	NR	638	0.72	±0.03	NR
Temporary-Seasonal	--	--	--	65	0.78	±0.08	NA
Temporary-Non-Seasonal	--	--	--	76	0.76	±0.09	NA
Sex							
Men	9	0.41*	±0.28	5,258	0.73*	±0.01	-0.83 (L)
Women	24	0.28*	±0.15	3,450	0.64*	±0.01	-0.88 (L)
Gender Identity							
Male	9	0.41*	±0.28	5,258	0.73*	±0.01	-0.83 (L)
Female	24	0.28*	±0.15	3,450	0.64*	±0.01	-0.88 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	27	0.68	±0.15	NA
Sexual Orientation - Collapsed							
Heterosexual	31	0.29*	±0.13	7,980	0.71*	±0.01	-1.04 (L)
Sexual Minority	NR	NR	NR	318	0.68	±0.05	NR
Sexual Orientation							
Heterosexual or straight	31	0.29*	±0.13	7,980	0.71*	±0.01	-1.04 (L)
Lesbian	--	--	--	90	0.63	±0.08	NA
Gay	--	--	--	73	0.66	±0.10	NA
Bisexual	NR	NR	NR	116	0.71	±0.08	NR
Other	NR	NR	NR	39	0.73	±0.11	NR
I prefer not to say	--	--	--	363	0.54	±0.05	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 FWS.

Table 4.89 FWS – 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	32	3.2*	±0.4	8,723	2.7*	±0.0	0.58 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	2.5	±0.2	NA
Wage Grade (WG) 5-8	NR	NR	NR	580	2.7	±0.1	NR
Wage Grade (WG) 9-16	NR	NR	NR	297	2.8	±0.1	NR
Other Wage Grade (WG)	--	--	--	10	2.4	±0.1	NA
General Schedule (GS) 1-6	--	--	--	614	2.7	±0.1	NA
General Schedule (GS) 7-10	NR	NR	NR	1,663	2.7	±0.0	NR
General Schedule (GS) 11-12	15	2.8	±0.6	3,183	2.7	±0.0	0.12
General Schedule (GS) 13-15	NR	NR	NR	2,158	2.5	±0.0	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	2.0	±0.3	NA
Other	--	--	--	45	3.0	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	699	2.5	±0.1	NA
1 to 3 years	NR	NR	NR	1,060	2.6	±0.0	NR
4 to 5 years	--	--	--	590	2.7	±0.1	NA
6 to 10 years	9	2.8	±0.4	1,700	2.7	±0.0	0.04
11 to 14 years	7	2.2	±0.9	965	2.7	±0.1	-0.52 (M)
15 to 20 years	6	3.5*	±0.5	1,544	2.7*	±0.0	0.87 (L)
More than 20 years	6	4.3*	±0.2	2,129	2.7*	±0.0	1.82 (L)
Appointment Type							
Permanent	30	3.1*	±0.4	7,932	2.7*	±0.0	0.48 (S)
Term	NR	NR	NR	643	2.6	±0.1	NR
Temporary	--	--	--	136	2.2	±0.1	NA
Work Schedule							
Seasonal	--	--	--	126	2.7	±0.2	NA
Non-Seasonal	30	3.1*	±0.4	7,865	2.7*	±0.0	0.49 (S)

	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	--	--	--	65	3.2	±0.2	NA
Permanent-Non-Seasonal	30	3.1*	±0.4	7,790	2.7*	±0.0	0.48 (S)
Term	NR	NR	NR	643	2.6	±0.1	NR
Temporary-Seasonal	--	--	--	60	2.3	±0.2	NA
Temporary-Non-Seasonal	--	--	--	76	2.2	±0.1	NA
Sex							
Men	9	3.4*	±0.4	5,254	2.7*	±0.0	0.88 (L)
Women	23	3.1*	±0.5	3,438	2.7*	±0.0	0.43 (S)
Gender Identity							
Male	9	3.4*	±0.4	5,254	2.7*	±0.0	0.88 (L)
Female	23	3.1*	±0.5	3,438	2.7*	±0.0	0.43 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	27	3.2	±0.4	NA
Sexual Orientation - Collapsed							
Heterosexual	29	3.2*	±0.4	7,950	2.7*	±0.0	0.60 (M)
Sexual Minority	NR	NR	NR	321	2.9	±0.1	NR
Sexual Orientation							
Heterosexual or straight	29	3.2*	±0.4	7,950	2.7*	±0.0	0.60 (M)
Lesbian	--	--	--	90	3.0	±0.2	NA
Gay	--	--	--	73	3.1	±0.2	NA
Bisexual	NR	NR	NR	118	2.7	±0.2	NR
Other	NR	NR	NR	39	2.9	±0.3	NR
I prefer not to say	--	--	--	364	2.9	±0.1	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 FWS.

Table 4.90 FWS – 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	34	2.6*	±0.3	8,764	3.5*	±0.0	-1.07 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	3.9	±0.2	NA
Wage Grade (WG) 5-8	NR	NR	NR	578	3.3	±0.1	NR
Wage Grade (WG) 9-16	NR	NR	NR	297	3.2	±0.1	NR
Other Wage Grade (WG)	--	--	--	10	3.6	±0.2	NA
General Schedule (GS) 1-6	--	--	--	619	3.5	±0.1	NA
General Schedule (GS) 7-10	NR	NR	NR	1,683	3.5	±0.0	NR
General Schedule (GS) 11-12	15	2.8*	±0.3	3,200	3.5*	±0.0	-0.84 (L)
General Schedule (GS) 13-15	6	2.6*	±0.7	2,155	3.7*	±0.0	-1.38 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.3	±0.2	NA
Other	--	--	--	47	3.3	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	700	3.8	±0.1	NA
1 to 3 years	NR	NR	NR	1,071	3.8	±0.1	NR
4 to 5 years	--	--	--	592	3.6	±0.1	NA
6 to 10 years	9	2.7*	±0.5	1,704	3.4*	±0.0	-0.80 (L)
11 to 14 years	7	2.2*	±0.7	966	3.5*	±0.1	-1.48 (L)
15 to 20 years	6	2.7*	±1.0	1,550	3.5*	±0.0	-0.92 (L)
More than 20 years	7	2.5*	±0.6	2,146	3.5*	±0.0	-1.09 (L)
Appointment Type							
Permanent	31	2.6*	±0.3	7,968	3.5*	±0.0	-1.04 (L)
Term	NR	NR	NR	643	3.7	±0.1	NR
Temporary	--	--	--	141	4.1	±0.1	NA
Work Schedule							
Seasonal	--	--	--	130	3.4	±0.2	NA
Non-Seasonal	31	2.6*	±0.3	7,900	3.5*	±0.0	-1.05 (L)

	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	--	--	--	65	2.9	±0.2	NA
Permanent-Non-Seasonal	31	2.6*	±0.3	7,824	3.5*	±0.0	-1.04 (L)
Term	NR	NR	NR	643	3.7	±0.1	NR
Temporary-Seasonal	--	--	--	65	4.0	±0.2	NA
Temporary-Non-Seasonal	--	--	--	76	4.1	±0.2	NA
Sex							
Men	9	2.4*	±0.7	5,277	3.6*	±0.0	-1.38 (L)
Women	24	2.7*	±0.3	3,456	3.5*	±0.0	-0.93 (L)
Gender Identity							
Male	9	2.4*	±0.7	5,277	3.6*	±0.0	-1.38 (L)
Female	24	2.7*	±0.3	3,456	3.5*	±0.0	-0.93 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	27	3.1	±0.3	NA
Sexual Orientation - Collapsed							
Heterosexual	31	2.6*	±0.3	7,993	3.6*	±0.0	-1.14 (L)
Sexual Minority	NR	NR	NR	318	3.4	±0.1	NR
Sexual Orientation							
Heterosexual or straight	31	2.6*	±0.3	7,993	3.6*	±0.0	-1.14 (L)
Lesbian	--	--	--	90	3.3	±0.2	NA
Gay	--	--	--	73	3.4	±0.2	NA
Bisexual	NR	NR	NR	116	3.5	±0.2	NR
Other	NR	NR	NR	39	3.4	±0.3	NR
I prefer not to say	--	--	--	364	3.3	±0.1	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 FWS.

Table 4.91 FWS – 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	32	3.3*	±0.4	8,612	3.9*	±0.0	-0.52 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	4.1	±0.2	NA
Wage Grade (WG) 5-8	NR	NR	NR	563	3.7	±0.1	NR
Wage Grade (WG) 9-16	NR	NR	NR	282	3.6	±0.1	NR
Other Wage Grade (WG)	--	--	--	9	3.7	±0.5	NA
General Schedule (GS) 1-6	--	--	--	621	3.9	±0.1	NA
General Schedule (GS) 7-10	NR	NR	NR	1,665	3.9	±0.0	NR
General Schedule (GS) 11-12	15	3.6	±0.4	3,135	3.8	±0.0	-0.19
General Schedule (GS) 13-15	6	3.6	±1.2	2,115	4.0	±0.0	-0.39 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.5	±0.3	NA
Other	--	--	--	47	3.6	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	682	4.1	±0.1	NA
1 to 3 years	NR	NR	NR	1,053	4.1	±0.1	NR
4 to 5 years	--	--	--	583	4.0	±0.1	NA
6 to 10 years	9	3.6	±0.3	1,676	3.8	±0.1	-0.17
11 to 14 years	7	3.0*	±1.1	941	3.9*	±0.1	-0.82 (L)
15 to 20 years	NR	NR	NR	1,531	3.8	±0.1	NR
More than 20 years	7	3.0*	±1.1	2,111	3.8*	±0.0	-0.76 (M)
Appointment Type							
Permanent	30	3.4*	±0.4	7,823	3.9*	±0.0	-0.40 (S)
Term	NR	NR	NR	638	4.0	±0.1	NR
Temporary	--	--	--	138	4.3	±0.1	NA
Work Schedule							
Seasonal	--	--	--	128	3.9	±0.2	NA
Non-Seasonal	30	3.4*	±0.4	7,761	3.9*	±0.0	-0.41 (S)

	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	--	--	--	63	3.5	±0.3	NA
Permanent-Non-Seasonal	30	3.4*	±0.4	7,688	3.9*	±0.0	-0.40 (S)
Term	NR	NR	NR	638	4.0	±0.1	NR
Temporary-Seasonal	--	--	--	65	4.4	±0.2	NA
Temporary-Non-Seasonal	--	--	--	73	4.2	±0.2	NA
Sex							
Men	9	2.8*	±0.9	5,185	3.9*	±0.0	-1.10 (L)
Women	23	3.6	±0.4	3,396	3.9	±0.0	-0.27 (S)
Gender Identity							
Male	9	2.8*	±0.9	5,185	3.9*	±0.0	-1.10 (L)
Female	23	3.6	±0.4	3,396	3.9	±0.0	-0.27 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	26	3.3	±0.5	NA
Sexual Orientation - Collapsed							
Heterosexual	29	3.3*	±0.4	7,858	3.9*	±0.0	-0.59 (M)
Sexual Minority	NR	NR	NR	312	3.8	±0.1	NR
Sexual Orientation							
Heterosexual or straight	29	3.3*	±0.4	7,858	3.9*	±0.0	-0.59 (M)
Lesbian	--	--	--	89	3.8	±0.2	NA
Gay	--	--	--	69	3.6	±0.3	NA
Bisexual	NR	NR	NR	116	3.8	±0.2	NR
Other	NR	NR	NR	39	3.9	±0.3	NR
I prefer not to say	--	--	--	355	3.7	±0.1	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 FWS.

Table 4.92 FWS – 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	34	2.6*	±0.5	8,791	3.8*	±0.0	-1.26 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	4.0	±0.2	NA
Wage Grade (WG) 5-8	NR	NR	NR	575	3.5	±0.1	NR
Wage Grade (WG) 9-16	NR	NR	NR	299	3.6	±0.1	NR
Other Wage Grade (WG)	--	--	--	10	3.8	±0.2	NA
General Schedule (GS) 1-6	--	--	--	625	3.9	±0.1	NA
General Schedule (GS) 7-10	NR	NR	NR	1,687	3.7	±0.0	NR
General Schedule (GS) 11-12	15	2.1*	±0.6	3,208	3.7*	±0.0	-1.83 (L)
General Schedule (GS) 13-15	6	4.0	±0.7	2,164	3.9	±0.0	0.11
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.4	±0.3	NA
Other	--	--	--	47	3.6	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	704	4.0	±0.1	NA
1 to 3 years	NR	NR	NR	1,074	3.9	±0.1	NR
4 to 5 years	--	--	--	592	3.8	±0.1	NA
6 to 10 years	9	3.4	±0.8	1,708	3.7	±0.0	-0.34 (S)
11 to 14 years	7	1.0*	±0.0	967	3.8*	±0.1	-3.04 (L)
15 to 20 years	6	2.7*	±1.3	1,557	3.7*	±0.0	-1.19 (L)
More than 20 years	7	2.9*	±0.7	2,153	3.7*	±0.0	-0.87 (L)
Appointment Type							
Permanent	31	2.7*	±0.5	7,993	3.7*	±0.0	-1.20 (L)
Term	NR	NR	NR	643	3.9	±0.1	NR
Temporary	--	--	--	141	4.2	±0.1	NA
Work Schedule							
Seasonal	--	--	--	130	3.6	±0.2	NA
Non-Seasonal	31	2.7*	±0.5	7,927	3.8*	±0.0	-1.21 (L)

	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	--	--	--	65	3.3	±0.2	NA
Permanent-Non-Seasonal	31	2.7*	±0.5	7,851	3.8*	±0.0	-1.21 (L)
Term	NR	NR	NR	643	3.9	±0.1	NR
Temporary-Seasonal	--	--	--	65	4.0	±0.2	NA
Temporary-Non-Seasonal	--	--	--	76	4.3	±0.1	NA
Sex							
Men	9	2.4*	±0.8	5,289	3.8*	±0.0	-1.55 (L)
Women	24	2.7*	±0.6	3,470	3.7*	±0.0	-1.10 (L)
Gender Identity							
Male	9	2.4*	±0.8	5,289	3.8*	±0.0	-1.55 (L)
Female	24	2.7*	±0.6	3,470	3.7*	±0.0	-1.10 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	27	3.4	±0.3	NA
Sexual Orientation - Collapsed							
Heterosexual	31	2.4*	±0.5	8,023	3.8*	±0.0	-1.49 (L)
Sexual Minority	NR	NR	NR	318	3.6	±0.1	NR
Sexual Orientation							
Heterosexual or straight	31	2.4*	±0.5	8,023	3.8*	±0.0	-1.49 (L)
Lesbian	--	--	--	90	3.6	±0.2	NA
Gay	--	--	--	73	3.7	±0.2	NA
Bisexual	NR	NR	NR	116	3.8	±0.2	NR
Other	NR	NR	NR	39	3.3	±0.2	NR
I prefer not to say	--	--	--	361	3.5	±0.1	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 FWS.

Table 4.93 FWS – 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	32	2.1*	±0.2	8,758	2.3*	±0.0	-0.38 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	86	2.4	±0.1	NA
Wage Grade (WG) 5-8	NR	NR	NR	573	2.4	±0.0	NR
Wage Grade (WG) 9-16	NR	NR	NR	299	2.6	±0.0	NR
Other Wage Grade (WG)	--	--	--	10	2.8	±0.3	NA
General Schedule (GS) 1-6	--	--	--	625	2.2	±0.0	NA
General Schedule (GS) 7-10	NR	NR	NR	1,682	2.2	±0.0	NR
General Schedule (GS) 11-12	15	1.7*	±0.3	3,206	2.3*	±0.0	-1.06 (L)
General Schedule (GS) 13-15	6	2.2	±0.2	2,162	2.2	±0.0	0.03
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	18	2.2	±0.1	NA
Other	--	--	--	47	2.6	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	692	2.2	±0.0	NA
1 to 3 years	NR	NR	NR	1,074	2.3	±0.0	NR
4 to 5 years	--	--	--	592	2.2	±0.0	NA
6 to 10 years	9	2.4	±0.2	1,703	2.2	±0.0	0.26 (S)
11 to 14 years	7	1.3*	±0.4	962	2.3*	±0.0	-2.20 (L)
15 to 20 years	NR	NR	NR	1,559	2.3	±0.0	NR
More than 20 years	7	2.3	±0.4	2,148	2.3	±0.0	0.02
Appointment Type							
Permanent	30	2.0*	±0.2	7,972	2.3*	±0.0	-0.45 (S)
Term	NR	NR	NR	630	2.4	±0.0	NR
Temporary	--	--	--	141	2.3	±0.1	NA
Work Schedule							
Seasonal	--	--	--	130	2.4	±0.1	NA
Non-Seasonal	30	2.0*	±0.2	7,905	2.3*	±0.0	-0.45 (S)

	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	--	--	--	65	2.5	±0.1	NA
Permanent-Non-Seasonal	30	2.0*	±0.2	7,830	2.2*	±0.0	-0.45 (S)
Term	NR	NR	NR	630	2.4	±0.0	NR
Temporary-Seasonal	--	--	--	65	2.4	±0.1	NA
Temporary-Non-Seasonal	--	--	--	76	2.3	±0.1	NA
Sex							
Men	9	2.1	±0.3	5,278	2.3	±0.0	-0.56 (M)
Women	23	2.1	±0.3	3,451	2.2	±0.0	-0.17
Gender Identity							
Male	9	2.1	±0.3	5,278	2.3	±0.0	-0.56 (M)
Female	23	2.1	±0.3	3,451	2.2	±0.0	-0.17
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	25	2.0	±0.2	NA
Sexual Orientation - Collapsed							
Heterosexual	29	2.1*	±0.2	8,011	2.3*	±0.0	-0.42 (S)
Sexual Minority	NR	NR	NR	317	2.1	±0.1	NR
Sexual Orientation							
Heterosexual or straight	29	2.1*	±0.2	8,011	2.3*	±0.0	-0.42 (S)
Lesbian	--	--	--	90	2.3	±0.1	NA
Gay	--	--	--	73	2.1	±0.1	NA
Bisexual	NR	NR	NR	116	2.0	±0.1	NR
Other	NR	NR	NR	38	2.2	±0.2	NR
I prefer not to say	--	--	--	346	2.2	±0.0	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 FWS.

Table 4.94 FWS – 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	991	11.4%	±0.7	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	NR	NR	NR	NR
Wage Grade (WG) 5-8	NR	NR	NR	33	5.8%	±2.3	NR
Wage Grade (WG) 9-16	NR	NR	NR	8	2.9%	±2.7	NR
Other Wage Grade (WG)	--	--	--	NR	NR	NR	NR
General Schedule (GS) 1-6	--	--	--	79	12.8%	±2.9	NA
General Schedule (GS) 7-10	NR	NR	NR	192	11.4%	±1.6	NR
General Schedule (GS) 11-12	NR	NR	NR	460	14.5%	±1.3	NR
General Schedule (GS) 13-15	NR	NR	NR	200	9.4%	±1.3	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	--	--	--	63	9.0%	±2.4	NA
1 to 3 years	NR	NR	NR	111	10.5%	±2.0	NR
4 to 5 years	--	--	--	90	15.3%	±3.2	NA
6 to 10 years	NR	NR	NR	246	14.6%	±1.8	NR
11 to 14 years	NR	NR	NR	114	12.0%	±2.2	NR
15 to 20 years	NR	NR	NR	185	11.9%	±1.7	NR
More than 20 years	NR	NR	NR	178	8.4%	±1.3	NR
Appointment Type							
Permanent	NR	NR	NR	864	10.9%	±0.7	NR
Term	NR	NR	NR	109	17.0%	±3.1	NR
Temporary	--	--	--	18	13.1%	±6.7	NA

	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	--	--	--	28	21.9%	±8.1	NA
Non-Seasonal	NR	NR	NR	847	10.8%	±0.7	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	10	15.3%	±11.5	NR
Permanent-Non-Seasonal	NR	NR	NR	847	10.9%	±0.7	NR
Term	NR	NR	NR	109	17.0%	±3.1	NR
Temporary-Seasonal	--	--	--	18	28.3%	±12.4	NA
Temporary-Non-Seasonal	--	--	--	0	0.0%	NA	NA
Sex							
Men	NR	NR	NR	447	8.5%	±0.8	NR
Women	NR	NR	NR	540	15.7%	±1.3	NR
Gender Identity							
Male	NR	NR	NR	447	8.5%	±0.8	NR
Female	NR	NR	NR	540	15.7%	±1.3	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	829	10.4%	±0.7	NR
Sexual Minority	NR	NR	NR	98	30.7%	±5.3	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	829	10.4%	±0.7	NR
Lesbian	--	--	--	39	43.2%	±10.6	NA
Gay	--	--	--	26	35.5%	±11.8	NA
Bisexual	NR	NR	NR	28	24.0%	±8.7	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	--	--	--	50	13.9%	±4.0	NA

^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 FWS – Logistic Regression of Sexual Assault Related Behaviors 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	3.981	1.402	8.061	--	53.546	--	--	--	--
Relationship Status	-1.385	0.419	10.928	0.001	0.250	0.110	0.569	-148.948	11.969
Organizational Politics	-0.606	0.232	6.810	0.009	0.546	0.346	0.860	-146.296	6.666
Bystander Harassment Based on Sex/Gender	-1.715	0.429	15.992	0.000	0.180	0.078	0.417	-151.336	16.746
General Intolerance	-1.379	0.274	25.255	0.000	0.252	0.147	0.431	-155.589	25.250
Gender Context	-0.792	0.346	5.244	0.022	0.453	0.230	0.892	-145.526	5.125

Note. N = 7,934, Nagelkerke R Square = 0.24

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 FWS.

Table 5.1 FWS – 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	1,569	3.4*	±0.0	7,288	3.9*	±0.0	-0.76 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	21	3.5*	±0.2	76	4.0*	±0.2	-0.63 (M)
Wage Grade (WG) 5-8	135	3.1*	±0.1	448	3.7*	±0.1	-0.87 (L)
Wage Grade (WG) 9-16	47	2.6*	±0.1	258	3.8*	±0.1	-1.88 (L)
Other Wage Grade (WG)	--	--	--	10	4.0	±0.2	NA
General Schedule (GS) 1-6	86	3.2*	±0.1	542	3.7*	±0.1	-0.75 (M)
General Schedule (GS) 7-10	303	3.4*	±0.1	1,391	3.8*	±0.0	-0.66 (M)
General Schedule (GS) 11-12	620	3.4*	±0.1	2,614	3.9*	±0.0	-0.81 (L)
General Schedule (GS) 13-15	335	3.8*	±0.1	1,843	4.2*	±0.0	-0.63 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	14	4.4	±0.3	NR
Other	7	2.7*	±0.2	42	3.8*	±0.2	-1.71 (L)
Years of Service at Bureau or Office							
Less than 1 year	106	3.7*	±0.1	600	3.9*	±0.1	-0.37 (S)
1 to 3 years	215	3.5*	±0.1	866	3.9*	±0.0	-0.63 (M)
4 to 5 years	100	3.4*	±0.2	493	3.9*	±0.1	-0.75 (M)
6 to 10 years	301	3.4*	±0.1	1,429	3.8*	±0.0	-0.67 (M)
11 to 14 years	133	3.4*	±0.1	849	3.9*	±0.0	-0.73 (M)
15 to 20 years	282	3.4*	±0.1	1,284	4.0*	±0.0	-0.91 (L)
More than 20 years	425	3.4*	±0.1	1,738	4.0*	±0.0	-0.90 (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							
Permanent	1,427	3.4*	±0.0	6,628	4.0*	±0.0	-0.77 (M)
Term	111	3.2*	±0.1	538	3.7*	±0.1	-0.82 (L)
Temporary	31	3.8	±0.1	110	3.8	±0.1	-0.14
Work Schedule							
Seasonal	38	3.3*	±0.2	92	3.8*	±0.1	-0.86 (L)
Non-Seasonal	1,411	3.5*	±0.0	6,575	4.0*	±0.0	-0.75 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	17	2.8*	±0.4	49	3.8*	±0.1	-1.76 (L)
Permanent-Non-Seasonal	1,402	3.5*	±0.0	6,509	4.0*	±0.0	-0.76 (M)
Term	111	3.2*	±0.1	538	3.7*	±0.1	-0.82 (L)
Temporary-Seasonal	21	3.7	±0.1	44	3.9	±0.2	-0.27 (S)
Temporary-Non-Seasonal	10	3.8	±0.2	66	3.8	±0.1	0.05
Age - Collapsed							
39 or under	550	3.6*	±0.1	2,024	3.9*	±0.0	-0.44 (S)
40 or older	1,011	3.4*	±0.0	5,252	4.0*	±0.0	-0.91 (L)
Age							
25 or under	86	3.6*	±0.1	194	3.9*	±0.1	-0.62 (M)
26-29	130	3.6*	±0.1	314	3.8*	±0.1	-0.35 (S)
30-39	334	3.6*	±0.1	1,515	3.8*	±0.0	-0.45 (S)
40-49	270	3.3*	±0.1	2,298	3.9*	±0.0	-1.04 (L)
50-59	468	3.3*	±0.1	2,148	4.0*	±0.0	-0.93 (L)
60 or older	273	3.5*	±0.1	806	4.1*	±0.0	-0.83 (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 FWS.

Table 5.2 FWS – 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	1,569	5.1*	±0.1	7,288	5.6*	±0.0	-0.44 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	21	5.4*	±0.4	76	6.2*	±0.2	-0.85 (L)
Wage Grade (WG) 5-8	135	4.7*	±0.2	448	5.6*	±0.1	-0.73 (M)
Wage Grade (WG) 9-16	47	4.0*	±0.5	258	5.9*	±0.1	-1.61 (L)
Other Wage Grade (WG)	--	--	--	10	5.2	±0.6	NA
General Schedule (GS) 1-6	86	5.3	±0.3	545	5.5	±0.1	-0.16
General Schedule (GS) 7-10	303	5.1*	±0.1	1,391	5.5*	±0.1	-0.41 (S)
General Schedule (GS) 11-12	620	5.1*	±0.1	2,612	5.5*	±0.0	-0.38 (S)
General Schedule (GS) 13-15	335	5.5*	±0.1	1,843	5.8*	±0.0	-0.34 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	14	6.5	±0.3	NR
Other	7	5.2*	±0.3	42	5.9*	±0.3	-0.83 (L)
Years of Service at Bureau or Office							
Less than 1 year	106	5.5	±0.2	600	5.7	±0.1	-0.13
1 to 3 years	215	5.3*	±0.2	866	5.7*	±0.1	-0.42 (S)
4 to 5 years	100	5.3*	±0.2	493	5.6*	±0.1	-0.22 (S)
6 to 10 years	301	5.0*	±0.1	1,431	5.6*	±0.1	-0.52 (M)
11 to 14 years	133	5.2*	±0.2	849	5.7*	±0.1	-0.41 (S)
15 to 20 years	282	4.9*	±0.2	1,284	5.6*	±0.1	-0.59 (M)
More than 20 years	425	5.1*	±0.1	1,737	5.6*	±0.1	-0.45 (S)
Appointment Type							
Permanent	1,427	5.1*	±0.1	6,626	5.6*	±0.0	-0.45 (S)
Term	111	5.1*	±0.2	538	5.7*	±0.1	-0.55 (M)
Temporary	31	6.2	±0.1	110	5.9	±0.2	0.32 (S)
Work Schedule							
Seasonal	38	5.8	±0.3	92	5.7	±0.2	0.07
Non-Seasonal	1,411	5.1*	±0.1	6,573	5.6*	±0.0	-0.44 (S)

	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	17	5.6	±0.7	49	5.6	±0.3	-0.01
Permanent-Non-Seasonal	1,402	5.1*	±0.1	6,507	5.6*	±0.0	-0.44 (S)
Term	111	5.1*	±0.2	538	5.7*	±0.1	-0.55 (M)
Temporary-Seasonal	21	6.0	±0.1	44	5.9	±0.3	0.09
Temporary-Non-Seasonal	10	6.7*	±0.1	66	5.9*	±0.3	0.75 (M)
Age - Collapsed							
39 or under	550	5.3*	±0.1	2,024	5.5*	±0.0	-0.27 (S)
40 or older	1,011	5.1*	±0.1	5,253	5.7*	±0.0	-0.52 (M)
Age							
25 or under	86	5.3*	±0.3	194	5.7*	±0.2	-0.34 (S)
26-29	130	5.1*	±0.2	314	5.5*	±0.1	-0.30 (S)
30-39	334	5.3*	±0.1	1,515	5.6*	±0.1	-0.23 (S)
40-49	270	4.9*	±0.2	2,298	5.6*	±0.0	-0.57 (M)
50-59	468	5.1*	±0.1	2,150	5.6*	±0.0	-0.50 (M)
60 or older	273	5.2*	±0.2	804	6.0*	±0.1	-0.76 (M)

^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 FWS.

Table 5.3 FWS – 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	1,569	3.1*	±0.1	7,288	3.7*	±0.0	-0.62 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	21	3.3*	±0.3	76	3.8*	±0.3	-0.51 (M)
Wage Grade (WG) 5-8	135	3.0*	±0.2	448	3.6*	±0.1	-0.57 (M)
Wage Grade (WG) 9-16	47	2.6*	±0.3	258	3.7*	±0.1	-1.21 (L)
Other Wage Grade (WG)	--	--	--	10	3.4	±0.2	NA
General Schedule (GS) 1-6	86	3.0*	±0.2	545	3.6*	±0.1	-0.71 (M)
General Schedule (GS) 7-10	303	3.1*	±0.1	1,391	3.6*	±0.0	-0.58 (M)
General Schedule (GS) 11-12	620	3.0*	±0.1	2,611	3.6*	±0.0	-0.63 (M)
General Schedule (GS) 13-15	335	3.4*	±0.1	1,843	3.9*	±0.0	-0.54 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	14	4.3	±0.4	NR
Other	7	3.1	±0.4	42	3.8	±0.3	-0.80 (L)
Years of Service at Bureau or Office							
Less than 1 year	106	3.4	±0.2	600	3.6	±0.1	-0.18
1 to 3 years	215	3.1*	±0.1	866	3.7*	±0.1	-0.74 (M)
4 to 5 years	100	3.1*	±0.2	493	3.7*	±0.1	-0.60 (M)
6 to 10 years	301	3.0*	±0.1	1,431	3.6*	±0.0	-0.59 (M)
11 to 14 years	133	3.2*	±0.2	847	3.7*	±0.1	-0.48 (S)
15 to 20 years	282	2.9*	±0.1	1,284	3.7*	±0.0	-0.85 (L)
More than 20 years	425	3.2*	±0.1	1,738	3.8*	±0.0	-0.64 (M)
Appointment Type							
Permanent	1,427	3.1*	±0.1	6,626	3.7*	±0.0	-0.63 (M)
Term	111	3.0*	±0.2	538	3.7*	±0.1	-0.72 (M)
Temporary	31	3.8	±0.2	110	3.9	±0.2	-0.07
Work Schedule							
Seasonal	38	3.1*	±0.3	92	3.7*	±0.2	-0.59 (M)
Non-Seasonal	1,411	3.1*	±0.1	6,573	3.7*	±0.0	-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	17	2.5*	±0.5	49	3.4*	±0.3	-0.93 (L)
Permanent-Non-Seasonal	1,402	3.1*	±0.1	6,507	3.7*	±0.0	-0.63 (M)
Term	111	3.0*	±0.2	538	3.7*	±0.1	-0.72 (M)
Temporary-Seasonal	21	3.6	±0.3	44	3.9	±0.3	-0.44 (S)
Temporary-Non-Seasonal	10	4.4	±0.2	66	3.9	±0.3	0.50 (M)
Age - Collapsed							
39 or under	550	3.2*	±0.1	2,024	3.6*	±0.0	-0.45 (S)
40 or older	1,011	3.0*	±0.1	5,252	3.7*	±0.0	-0.70 (M)
Age							
25 or under	86	3.1*	±0.2	194	3.7*	±0.1	-0.64 (M)
26-29	130	3.2*	±0.2	314	3.5*	±0.1	-0.25 (S)
30-39	334	3.2*	±0.1	1,515	3.6*	±0.0	-0.47 (S)
40-49	270	3.0*	±0.1	2,296	3.7*	±0.0	-0.74 (M)
50-59	468	3.0*	±0.1	2,150	3.7*	±0.0	-0.69 (M)
60 or older	273	3.2*	±0.1	806	3.9*	±0.1	-0.87 (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 FWS.

Table 5.4 FWS – 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	685	3.3*	±0.1	8,162	3.9*	±0.0	-0.90 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	19	3.1*	±0.3	79	4.1*	±0.1	-1.50 (L)
Wage Grade (WG) 5-8	72	3.1*	±0.1	513	3.7*	±0.1	-0.86 (L)
Wage Grade (WG) 9-16	17	3.0*	±0.3	285	3.6*	±0.1	-0.94 (L)
Other Wage Grade (WG)	--	--	--	10	4.0	±0.2	NA
General Schedule (GS) 1-6	30	2.8*	±0.3	598	3.7*	±0.1	-1.15 (L)
General Schedule (GS) 7-10	124	3.2*	±0.1	1,570	3.8*	±0.0	-0.95 (L)
General Schedule (GS) 11-12	251	3.2*	±0.1	2,977	3.9*	±0.0	-1.00 (L)
General Schedule (GS) 13-15	160	3.6*	±0.1	2,016	4.2*	±0.0	-0.87 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	14	4.4	±0.3	NR
Other	NR	NR	NR	46	3.7	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	43	3.4*	±0.2	663	3.9*	±0.0	-0.84 (L)
1 to 3 years	81	3.6*	±0.2	999	3.9*	±0.0	-0.40 (S)
4 to 5 years	40	2.8*	±0.2	555	3.9*	±0.1	-1.64 (L)
6 to 10 years	157	3.2*	±0.1	1,569	3.8*	±0.0	-0.89 (L)
11 to 14 years	73	3.4*	±0.2	907	3.9*	±0.0	-0.81 (L)
15 to 20 years	107	3.3*	±0.1	1,455	3.9*	±0.0	-0.80 (L)
More than 20 years	180	3.2*	±0.1	1,982	4.0*	±0.0	-1.10 (L)

	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	630	3.3*	±0.1	7,420	3.9*	±0.0	-0.91 (L)
Term	52	3.1*	±0.2	594	3.7*	±0.1	-0.83 (L)
Temporary	NR	NR	NR	137	3.8	±0.1	NR
Work Schedule							
Seasonal	8	3.2*	±0.4	122	3.7*	±0.1	-0.74 (M)
Non-Seasonal	624	3.3*	±0.1	7,359	3.9*	±0.0	-0.91 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	7	3.0	±0.3	59	3.6	±0.2	-0.76 (M)
Permanent-Non-Seasonal	622	3.3*	±0.1	7,286	3.9*	±0.0	-0.91 (L)
Term	52	3.1*	±0.2	594	3.7*	±0.1	-0.83 (L)
Temporary-Seasonal	NR	NR	NR	63	3.8	±0.1	NR
Temporary-Non-Seasonal	NR	NR	NR	73	3.8	±0.1	NR
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	352	3.3*	±0.1	6,913	3.9*	±0.0	-0.92 (L)
Minority	293	3.3*	±0.1	1,123	3.9*	±0.0	-0.80 (L)
Race/Ethnicity							
Hispanic	83	3.3*	±0.2	407	4.0*	±0.1	-0.96 (L)
American Indian or Alaskan Native	84	3.4*	±0.1	94	3.9*	±0.2	-0.78 (M)
Asian	29	3.5	±0.3	95	3.8	±0.1	-0.40 (S)
Black/African-American	57	3.3*	±0.3	179	4.0*	±0.1	-0.80 (L)
Native Hawaiian or Other Pacific Islander	NR	NR	NR	28	3.7	±0.2	NR
Non-Hispanic White	352	3.3*	±0.1	6,913	3.9*	±0.0	-0.92 (L)
Multi-racial	39	3.2*	±0.3	320	3.8*	±0.1	-0.91 (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.

5.2.2 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 FWS.

Table 5.5 FWS – 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	685	5.0*	±0.1	8,163	5.6*	±0.0	-0.53 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	19	4.8*	±0.1	79	6.3*	±0.2	-1.88 (L)
Wage Grade (WG) 5-8	72	4.8*	±0.3	513	5.5*	±0.1	-0.57 (M)
Wage Grade (WG) 9-16	17	3.2*	±0.6	285	5.7*	±0.1	-2.07 (L)
Other Wage Grade (WG)	--	--	--	10	5.2	±0.6	NA
General Schedule (GS) 1-6	30	4.5*	±0.5	600	5.6*	±0.1	-0.87 (L)
General Schedule (GS) 7-10	124	4.8*	±0.3	1,570	5.5*	±0.1	-0.62 (M)
General Schedule (GS) 11-12	251	5.0*	±0.2	2,975	5.5*	±0.0	-0.37 (S)
General Schedule (GS) 13-15	160	5.4*	±0.2	2,016	5.8*	±0.0	-0.43 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	14	6.5	±0.3	NR
Other	NR	NR	NR	46	5.8	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	43	5.2*	±0.3	663	5.7*	±0.1	-0.40 (S)
1 to 3 years	81	5.4*	±0.2	999	5.7*	±0.1	-0.26 (S)
4 to 5 years	40	5.2	±0.5	555	5.6	±0.1	-0.32 (S)
6 to 10 years	157	4.9*	±0.2	1,571	5.5*	±0.1	-0.54 (M)
11 to 14 years	73	4.8*	±0.3	907	5.7*	±0.1	-0.80 (L)
15 to 20 years	107	4.7*	±0.3	1,455	5.5*	±0.1	-0.70 (M)
More than 20 years	180	5.0*	±0.2	1,980	5.6*	±0.0	-0.48 (S)
Appointment Type							
Permanent	630	5.0*	±0.1	7,418	5.6*	±0.0	-0.53 (M)
Term	52	5.0*	±0.3	594	5.6*	±0.1	-0.55 (M)
Temporary	NR	NR	NR	137	5.9	±0.2	NR
Work Schedule							
Seasonal	8	5.5	±0.7	122	5.8	±0.2	-0.27 (S)
Non-Seasonal	624	5.0*	±0.1	7,358	5.6*	±0.0	-0.52 (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	7	5.3	±0.7	59	5.6	±0.3	-0.33 (S)
Permanent-Non-Seasonal	622	5.0*	±0.1	7,284	5.6*	±0.0	-0.52 (M)
Term	52	5.0*	±0.3	594	5.6*	±0.1	-0.55 (M)
Temporary-Seasonal	NR	NR	NR	63	5.9	±0.2	NR
Temporary-Non-Seasonal	NR	NR	NR	73	5.9	±0.3	NR
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	352	5.0*	±0.1	6,912	5.6*	±0.0	-0.53 (M)
Minority	293	5.1*	±0.2	1,126	5.7*	±0.1	-0.54 (M)
Race/Ethnicity							
Hispanic	83	4.9*	±0.3	409	5.8*	±0.1	-0.77 (M)
American Indian or Alaskan Native	84	5.1*	±0.3	94	6.0*	±0.2	-0.81 (L)
Asian	29	5.6	±0.4	95	5.4	±0.2	0.20 (S)
Black/African-American	57	4.9*	±0.4	179	5.6*	±0.2	-0.54 (M)
Native Hawaiian or Other Pacific Islander	NR	NR	NR	28	5.9	±0.3	NR
Non-Hispanic White	352	5.0*	±0.1	6,912	5.6*	±0.0	-0.53 (M)
Multi-racial	39	5.1*	±0.4	320	5.6*	±0.1	-0.47 (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.

5.2.3 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 FWS.

Table 5.6 FWS – 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	685	3.0*	±0.1	8,162	3.6*	±0.0	-0.72 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	19	2.4*	±0.4	79	4.0*	±0.2	-1.87 (L)
Wage Grade (WG) 5-8	72	3.1*	±0.2	513	3.5*	±0.1	-0.38 (S)
Wage Grade (WG) 9-16	17	2.5*	±0.4	285	3.6*	±0.1	-1.12 (L)
Other Wage Grade (WG)	--	--	--	10	3.4	±0.2	NA
General Schedule (GS) 1-6	30	2.6*	±0.4	600	3.6*	±0.1	-1.04 (L)
General Schedule (GS) 7-10	124	2.8*	±0.2	1,570	3.6*	±0.0	-0.81 (L)
General Schedule (GS) 11-12	251	2.8*	±0.1	2,975	3.5*	±0.0	-0.78 (M)
General Schedule (GS) 13-15	160	3.3*	±0.2	2,016	3.9*	±0.0	-0.63 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	14	4.3	±0.4	NR
Other	NR	NR	NR	46	3.8	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	43	2.9*	±0.3	663	3.6*	±0.1	-0.66 (M)
1 to 3 years	81	3.1*	±0.2	999	3.7*	±0.1	-0.63 (M)
4 to 5 years	40	3.0*	±0.3	555	3.6*	±0.1	-0.60 (M)
6 to 10 years	157	2.9*	±0.2	1,571	3.5*	±0.0	-0.69 (M)
11 to 14 years	73	3.0*	±0.2	904	3.6*	±0.1	-0.65 (M)
15 to 20 years	107	3.0*	±0.2	1,455	3.6*	±0.0	-0.63 (M)
More than 20 years	180	2.8*	±0.2	1,982	3.7*	±0.0	-0.93 (L)
Appointment Type							
Permanent	630	3.0*	±0.1	7,418	3.6*	±0.0	-0.71 (M)
Term	52	2.9*	±0.3	594	3.6*	±0.1	-0.83 (L)
Temporary	NR	NR	NR	137	3.9	±0.2	NR
Work Schedule							
Seasonal	8	2.5*	±0.5	122	3.6*	±0.2	-1.10 (L)
Non-Seasonal	624	3.0*	±0.1	7,357	3.6*	±0.0	-0.71 (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	7	2.2*	±0.4	59	3.3*	±0.3	-1.01 (L)
Permanent-Non-Seasonal	622	3.0*	±0.1	7,284	3.6*	±0.0	-0.71 (M)
Term	52	2.9*	±0.3	594	3.6*	±0.1	-0.83 (L)
Temporary-Seasonal	NR	NR	NR	63	3.8	±0.2	NR
Temporary-Non-Seasonal	NR	NR	NR	73	3.9	±0.2	NR
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	352	3.0*	±0.1	6,913	3.6*	±0.0	-0.70 (M)
Minority	293	3.0*	±0.1	1,123	3.6*	±0.1	-0.66 (M)
Race/Ethnicity							
Hispanic	83	3.0*	±0.3	409	3.7*	±0.1	-0.60 (M)
American Indian or Alaskan Native	84	3.0*	±0.2	94	3.9*	±0.1	-1.04 (L)
Asian	29	3.5	±0.5	93	3.4	±0.2	0.06
Black/African-American	57	2.7*	±0.3	179	3.6*	±0.1	-0.91 (L)
Native Hawaiian or Other Pacific Islander	NR	NR	NR	28	3.8	±0.4	NR
Non-Hispanic White	352	3.0*	±0.1	6,913	3.6*	±0.0	-0.70 (M)
Multi-racial	39	2.7*	±0.3	320	3.6*	±0.1	-0.92 (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.

5.3 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 FWS.

Table 5.7 FWS – 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	475	3.4*	±0.1	8,369	3.9*	±0.0	-0.76 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	3.9	±0.1	NA
Wage Grade (WG) 5-8	46	2.9*	±0.2	539	3.7*	±0.1	-1.03 (L)
Wage Grade (WG) 9-16	17	3.6	±0.5	287	3.6	±0.1	-0.05
Other Wage Grade (WG)	--	--	--	10	4.0	±0.2	NA
General Schedule (GS) 1-6	36	3.0*	±0.2	592	3.7*	±0.1	-0.97 (L)
General Schedule (GS) 7-10	69	3.4*	±0.1	1,625	3.8*	±0.0	-0.57 (M)
General Schedule (GS) 11-12	198	3.3*	±0.1	3,024	3.9*	±0.0	-0.93 (L)
General Schedule (GS) 13-15	91	3.8*	±0.2	2,085	4.1*	±0.0	-0.56 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.5	±0.2	NA
Other	NR	NR	NR	46	3.7	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	17	3.4*	±0.3	687	3.9*	±0.0	-0.78 (M)
1 to 3 years	38	3.3*	±0.3	1,042	3.9*	±0.0	-0.92 (L)
4 to 5 years	28	3.2*	±0.2	567	3.8*	±0.1	-0.91 (L)
6 to 10 years	122	3.3*	±0.1	1,603	3.8*	±0.0	-0.80 (L)
11 to 14 years	57	3.5*	±0.2	923	3.9*	±0.0	-0.57 (M)
15 to 20 years	91	3.4*	±0.2	1,474	3.9*	±0.0	-0.71 (M)
More than 20 years	110	3.4*	±0.2	2,050	3.9*	±0.0	-0.79 (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							
Permanent	433	3.4*	±0.1	7,616	3.9*	±0.0	-0.77 (M)
Term	41	3.2*	±0.2	603	3.6*	±0.1	-0.60 (M)
Temporary	NR	NR	NR	138	3.8	±0.1	NR
Work Schedule							
Seasonal	15	3.2*	±0.3	116	3.7*	±0.1	-0.90 (L)
Non-Seasonal	419	3.4*	±0.1	7,561	3.9*	±0.0	-0.76 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	15	3.2*	±0.3	51	3.6*	±0.2	-0.67 (M)
Permanent-Non-Seasonal	417	3.4*	±0.1	7,487	3.9*	±0.0	-0.76 (M)
Term	41	3.2*	±0.2	603	3.6*	±0.1	-0.60 (M)
Temporary-Seasonal	--	--	--	65	3.8	±0.1	NA
Temporary-Non-Seasonal	NR	NR	NR	73	3.8	±0.1	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.

5.3.2 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 FWS.

Table 5.8 FWS – 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	475	5.0*	±0.1	8,370	5.6*	±0.0	-0.50 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	6.0	±0.2	NA
Wage Grade (WG) 5-8	46	4.9*	±0.5	539	5.5*	±0.1	-0.45 (S)
Wage Grade (WG) 9-16	17	4.6*	±0.9	287	5.6*	±0.1	-0.76 (M)
Other Wage Grade (WG)	--	--	--	10	5.2	±0.6	NA
General Schedule (GS) 1-6	36	4.7*	±0.5	594	5.5*	±0.1	-0.64 (M)
General Schedule (GS) 7-10	69	5.0*	±0.3	1,625	5.5*	±0.1	-0.40 (S)
General Schedule (GS) 11-12	198	4.9*	±0.2	3,022	5.5*	±0.0	-0.49 (S)
General Schedule (GS) 13-15	91	5.3*	±0.2	2,085	5.8*	±0.0	-0.52 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	6.5	±0.2	NA
Other	NR	NR	NR	46	5.8	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	17	5.1*	±0.7	687	5.6*	±0.1	-0.48 (S)
1 to 3 years	38	5.1*	±0.4	1,042	5.7*	±0.1	-0.51 (M)
4 to 5 years	28	5.4	±0.3	567	5.5	±0.1	-0.09
6 to 10 years	122	4.7*	±0.2	1,605	5.5*	±0.1	-0.72 (M)
11 to 14 years	57	5.2*	±0.3	923	5.6*	±0.1	-0.35 (S)
15 to 20 years	91	4.8*	±0.3	1,474	5.5*	±0.1	-0.61 (M)
More than 20 years	110	5.1*	±0.3	2,048	5.6*	±0.0	-0.35 (S)
Appointment Type							
Permanent	433	5.0*	±0.1	7,614	5.6*	±0.0	-0.49 (S)
Term	41	4.8*	±0.4	603	5.6*	±0.1	-0.71 (M)
Temporary	NR	NR	NR	138	5.9	±0.2	NR
Work Schedule							
Seasonal	15	5.4	±0.5	116	5.8	±0.2	-0.39 (S)
Non-Seasonal	419	5.0*	±0.1	7,559	5.6*	±0.0	-0.49 (S)

	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	15	5.4	±0.5	51	5.6	±0.3	-0.20 (S)
Permanent-Non-Seasonal	417	5.0*	±0.1	7,486	5.6*	±0.0	-0.50 (M)
Term	41	4.8*	±0.4	603	5.6*	±0.1	-0.71 (M)
Temporary-Seasonal	--	--	--	65	5.9	±0.2	NA
Temporary-Non-Seasonal	NR	NR	NR	73	5.9	±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.

5.3.3 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 FWS.

Table 5.9 FWS – 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	475	3.0*	±0.1	8,369	3.6*	±0.0	-0.67 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	3.7	±0.2	NA
Wage Grade (WG) 5-8	46	3.2*	±0.3	539	3.5*	±0.1	-0.35 (S)
Wage Grade (WG) 9-16	17	2.9*	±0.6	287	3.6*	±0.1	-0.69 (M)
Other Wage Grade (WG)	--	--	--	10	3.4	±0.2	NA
General Schedule (GS) 1-6	36	2.3*	±0.3	594	3.6*	±0.1	-1.41 (L)
General Schedule (GS) 7-10	69	2.9*	±0.3	1,625	3.5*	±0.0	-0.65 (M)
General Schedule (GS) 11-12	198	2.8*	±0.2	3,022	3.5*	±0.0	-0.80 (L)
General Schedule (GS) 13-15	91	3.4*	±0.2	2,085	3.8*	±0.0	-0.46 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.4	±0.3	NA
Other	NR	NR	NR	46	3.8	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	17	2.7*	±0.5	687	3.6*	±0.1	-0.83 (L)
1 to 3 years	38	2.8*	±0.4	1,042	3.6*	±0.1	-0.93 (L)
4 to 5 years	28	2.8*	±0.3	567	3.6*	±0.1	-0.81 (L)
6 to 10 years	122	2.8*	±0.2	1,605	3.5*	±0.0	-0.76 (M)
11 to 14 years	57	3.2*	±0.3	921	3.6*	±0.1	-0.47 (S)
15 to 20 years	91	2.9*	±0.2	1,474	3.6*	±0.0	-0.75 (M)
More than 20 years	110	3.1*	±0.2	2,050	3.7*	±0.0	-0.61 (M)
Appointment Type							
Permanent	433	3.0*	±0.1	7,614	3.6*	±0.0	-0.67 (M)
Term	41	2.9*	±0.4	603	3.6*	±0.1	-0.80 (L)
Temporary	NR	NR	NR	138	3.9	±0.2	NR
Work Schedule							
Seasonal	15	2.4*	±0.5	116	3.6*	±0.2	-1.24 (L)
Non-Seasonal	419	3.0*	±0.1	7,559	3.6*	±0.0	-0.65 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	15	2.4*	±0.5	51	3.4*	±0.3	-0.92 (L)
Permanent-Non-Seasonal	417	3.0*	±0.1	7,485	3.6*	±0.0	-0.66 (M)
Term	41	2.9*	±0.4	603	3.6*	±0.1	-0.80 (L)
Temporary-Seasonal	--	--	--	65	3.8	±0.2	NA
Temporary-Non-Seasonal	NR	NR	NR	73	3.9	±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.

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 FWS.

Table 5.10 FWS – 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	498	3.1*	±0.1	8,257	3.9*	±0.0	-1.25 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	2.4*	±0.0	90	4.0*	±0.1	-2.63 (L)
Wage Grade (WG) 5-8	54	3.0*	±0.2	528	3.7*	±0.1	-0.98 (L)
Wage Grade (WG) 9-16	19	2.9*	±0.2	286	3.7*	±0.1	-1.04 (L)
Other Wage Grade (WG)	--	--	--	10	4.0	±0.2	NA
General Schedule (GS) 1-6	39	2.9*	±0.3	583	3.7*	±0.1	-1.05 (L)
General Schedule (GS) 7-10	75	2.9*	±0.2	1,601	3.8*	±0.0	-1.39 (L)
General Schedule (GS) 11-12	224	3.1*	±0.1	2,979	3.9*	±0.0	-1.20 (L)
General Schedule (GS) 13-15	71	3.3*	±0.2	2,060	4.1*	±0.0	-1.38 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.5	±0.2	NA
Other	NR	NR	NR	45	3.7	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	23	3.2*	±0.3	676	3.9*	±0.0	-1.12 (L)
1 to 3 years	64	3.1*	±0.2	1,017	3.9*	±0.0	-1.21 (L)
4 to 5 years	31	3.0*	±0.3	556	3.9*	±0.1	-1.36 (L)
6 to 10 years	99	3.1*	±0.1	1,602	3.8*	±0.0	-1.11 (L)
11 to 14 years	58	3.2*	±0.2	914	3.9*	±0.0	-1.06 (L)
15 to 20 years	76	3.0*	±0.2	1,464	3.9*	±0.0	-1.37 (L)
More than 20 years	144	3.0*	±0.1	1,992	4.0*	±0.0	-1.37 (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							
Permanent	459	3.1*	±0.1	7,503	3.9*	±0.0	-1.23 (L)
Term	38	2.7*	±0.2	602	3.7*	±0.1	-1.55 (L)
Temporary	--	--	--	141	3.8	±0.1	NA
Work Schedule							
Seasonal	9	3.0*	±0.2	121	3.7*	±0.1	-1.22 (L)
Non-Seasonal	449	3.1*	±0.1	7,445	3.9*	±0.0	-1.23 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	9	3.0*	±0.2	56	3.6*	±0.2	-0.95 (L)
Permanent-Non-Seasonal	449	3.1*	±0.1	7,369	3.9*	±0.0	-1.23 (L)
Term	38	2.7*	±0.2	602	3.7*	±0.1	-1.55 (L)
Temporary-Seasonal	--	--	--	65	3.8	±0.1	NA
Temporary-Non-Seasonal	--	--	--	76	3.8	±0.1	NA
Disability							
Yes	220	3.0*	±0.1	697	3.8*	±0.1	-1.03 (L)
No	274	3.1*	±0.1	7,513	3.9*	±0.0	-1.24 (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 FWS.

Table 5.11 FWS – 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	498	4.7*	±0.1	8,258	5.6*	±0.0	-0.81 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	5.1*	±0.2	90	6.1*	±0.2	-1.07 (L)
Wage Grade (WG) 5-8	54	4.3*	±0.3	528	5.6*	±0.1	-1.02 (L)
Wage Grade (WG) 9-16	19	3.7*	±0.7	286	5.7*	±0.1	-1.60 (L)
Other Wage Grade (WG)	--	--	--	10	5.2	±0.6	NA
General Schedule (GS) 1-6	39	5.0*	±0.5	585	5.5*	±0.1	-0.41 (S)
General Schedule (GS) 7-10	75	4.6*	±0.3	1,601	5.5*	±0.1	-0.75 (M)
General Schedule (GS) 11-12	224	4.6*	±0.2	2,977	5.5*	±0.0	-0.79 (M)
General Schedule (GS) 13-15	71	5.2*	±0.3	2,060	5.8*	±0.0	-0.64 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	6.5	±0.2	NA
Other	NR	NR	NR	45	5.9	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	23	4.8*	±0.6	676	5.7*	±0.1	-0.72 (M)
1 to 3 years	64	4.7*	±0.3	1,017	5.7*	±0.1	-0.89 (L)
4 to 5 years	31	4.5*	±0.5	556	5.6*	±0.1	-1.00 (L)
6 to 10 years	99	4.7*	±0.3	1,604	5.5*	±0.1	-0.67 (M)
11 to 14 years	58	5.2*	±0.3	914	5.6*	±0.1	-0.42 (S)
15 to 20 years	76	4.3*	±0.3	1,464	5.5*	±0.1	-1.13 (L)
More than 20 years	144	4.6*	±0.2	1,991	5.6*	±0.0	-0.86 (L)
Appointment Type							
Permanent	459	4.7*	±0.1	7,501	5.6*	±0.0	-0.79 (M)
Term	38	4.5*	±0.3	602	5.6*	±0.1	-1.01 (L)
Temporary	--	--	--	141	5.9	±0.2	NA
Work Schedule							
Seasonal	9	5.8	±0.7	121	5.8	±0.2	0.02
Non-Seasonal	449	4.7*	±0.1	7,443	5.6*	±0.0	-0.81 (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	9	5.8	±0.7	56	5.6	±0.3	0.20 (S)
Permanent-Non-Seasonal	449	4.7*	±0.1	7,367	5.6*	±0.0	-0.80 (L)
Term	38	4.5*	±0.3	602	5.6*	±0.1	-1.01 (L)
Temporary-Seasonal	--	--	--	65	5.9	±0.2	NA
Temporary-Non-Seasonal	--	--	--	76	6.0	±0.2	NA
Disability							
Yes	220	4.7*	±0.2	699	5.5*	±0.1	-0.60 (M)
No	274	4.6*	±0.2	7,511	5.6*	±0.0	-0.87 (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.

5.4.3 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 FWS.

Table 5.12 FWS – 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	498	2.7*	±0.1	8,257	3.6*	±0.0	-0.95 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	1.6*	±0.7	90	3.8*	±0.2	-2.45 (L)
Wage Grade (WG) 5-8	54	3.0*	±0.3	528	3.5*	±0.1	-0.57 (M)
Wage Grade (WG) 9-16	19	2.6*	±0.5	286	3.6*	±0.1	-0.99 (L)
Other Wage Grade (WG)	--	--	--	10	3.4	±0.2	NA
General Schedule (GS) 1-6	39	2.9*	±0.3	585	3.6*	±0.1	-0.73 (M)
General Schedule (GS) 7-10	75	2.5*	±0.2	1,601	3.5*	±0.0	-1.10 (L)
General Schedule (GS) 11-12	224	2.7*	±0.1	2,976	3.5*	±0.0	-0.89 (L)
General Schedule (GS) 13-15	71	2.9*	±0.3	2,060	3.9*	±0.0	-1.08 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.4	±0.3	NA
Other	NR	NR	NR	45	3.8	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	23	2.7*	±0.6	676	3.6*	±0.1	-0.93 (L)
1 to 3 years	64	2.7*	±0.2	1,017	3.7*	±0.1	-1.15 (L)
4 to 5 years	31	3.0*	±0.4	556	3.6*	±0.1	-0.64 (M)
6 to 10 years	99	2.8*	±0.2	1,604	3.5*	±0.0	-0.76 (M)
11 to 14 years	58	2.6*	±0.3	912	3.7*	±0.1	-1.13 (L)
15 to 20 years	76	2.6*	±0.2	1,464	3.6*	±0.0	-1.11 (L)
More than 20 years	144	2.8*	±0.2	1,992	3.7*	±0.0	-0.94 (L)
Appointment Type							
Permanent	459	2.8*	±0.1	7,500	3.6*	±0.0	-0.91 (L)
Term	38	2.4*	±0.3	602	3.6*	±0.1	-1.47 (L)
Temporary	--	--	--	141	3.9	±0.2	NA
Work Schedule							
Seasonal	9	2.2*	±0.6	121	3.6*	±0.2	-1.40 (L)
Non-Seasonal	449	2.8*	±0.1	7,442	3.6*	±0.0	-0.91 (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	9	2.2*	±0.6	56	3.3*	±0.3	-1.06 (L)
Permanent-Non-Seasonal	449	2.8*	±0.1	7,367	3.6*	±0.0	-0.91 (L)
Term	38	2.4*	±0.3	602	3.6*	±0.1	-1.47 (L)
Temporary-Seasonal	--	--	--	65	3.8	±0.2	NA
Temporary-Non-Seasonal	--	--	--	76	3.9	±0.2	NA
Disability							
Yes	220	2.8*	±0.2	699	3.6*	±0.1	-0.76 (M)
No	274	2.7*	±0.1	7,510	3.6*	±0.0	-1.02 (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.

5.5 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 FWS.

Table 5.13 FWS – 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	255	3.3*	±0.1	8,536	3.9*	±0.0	-0.81 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	3.9	±0.1	NA
Wage Grade (WG) 5-8	20	3.4	±0.3	563	3.6	±0.1	-0.30 (S)
Wage Grade (WG) 9-16	--	--	--	302	3.6	±0.1	NA
Other Wage Grade (WG)	--	--	--	10	4.0	±0.2	NA
General Schedule (GS) 1-6	18	3.1*	±0.4	605	3.6*	±0.1	-0.68 (M)
General Schedule (GS) 7-10	52	3.1*	±0.2	1,636	3.8*	±0.0	-0.95 (L)
General Schedule (GS) 11-12	123	3.3*	±0.1	3,083	3.8*	±0.0	-0.79 (M)
General Schedule (GS) 13-15	42	3.5*	±0.3	2,113	4.1*	±0.0	-1.00 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.5	±0.2	NA
Other	--	--	--	47	3.7	±0.2	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>
Years of Service at Bureau or Office							
Less than 1 year	9	4.1	±0.2	697	3.9	±0.0	0.26 (S)
1 to 3 years	44	3.3*	±0.2	1,034	3.9*	±0.0	-0.96 (L)
4 to 5 years	13	3.5	±0.4	574	3.8	±0.1	-0.46 (S)
6 to 10 years	61	3.3*	±0.2	1,651	3.8*	±0.0	-0.79 (M)
11 to 14 years	30	3.4*	±0.2	946	3.9*	±0.0	-0.75 (M)
15 to 20 years	50	3.2*	±0.2	1,509	3.9*	±0.0	-0.90 (L)
More than 20 years	47	3.3*	±0.2	2,090	3.9*	±0.0	-0.90 (L)
Appointment Type							
Permanent	238	3.3*	±0.1	7,761	3.9*	±0.0	-0.82 (L)
Term	18	3.2*	±0.4	622	3.6*	±0.1	-0.65 (M)
Temporary	--	--	--	141	3.8	±0.1	NA
Work Schedule							
Seasonal	NR	NR	NR	128	3.7	±0.1	NR
Non-Seasonal	233	3.3*	±0.1	7,697	3.9*	±0.0	-0.83 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	63	3.5	±0.2	NR
Permanent-Non-Seasonal	233	3.3*	±0.1	7,621	3.9*	±0.0	-0.83 (L)
Term	18	3.2*	±0.4	622	3.6*	±0.1	-0.65 (M)
Temporary-Seasonal	--	--	--	65	3.8	±0.1	NA
Temporary-Non-Seasonal	--	--	--	76	3.8	±0.1	NA
Sex							
Men	106	3.3*	±0.1	5,180	3.9*	±0.0	-0.77 (M)
Women	147	3.3*	±0.1	3,327	3.9*	±0.0	-0.83 (L)
Gender Identity							
Male	106	3.3*	±0.1	5,180	3.9*	±0.0	-0.77 (M)
Female	147	3.3*	±0.1	3,327	3.9*	±0.0	-0.83 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	26	3.5	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	131	3.2*	±0.1	7,881	3.9*	±0.0	-0.94 (L)
Sexual Minority	102	3.5*	±0.1	222	3.9*	±0.1	-0.65 (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>
Sexual Orientation							
Heterosexual or straight	131	3.2*	±0.1	7,881	3.9*	±0.0	-0.94 (L)
Lesbian	33	3.2*	±0.3	59	4.1*	±0.1	-1.25 (L)
Gay	39	3.7*	±0.2	32	4.3*	±0.2	-1.03 (L)
Bisexual	27	3.6*	±0.3	93	3.9*	±0.1	-0.47 (S)
Other	NR	NR	NR	38	3.4	±0.2	NR
I prefer not to say	19	3.1*	±0.4	344	3.7*	±0.1	-0.86 (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.

5.5.2 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 FWS.

Table 5.14 FWS – 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	255	5.0*	±0.2	8,536	5.6*	±0.0	-0.49 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	6.0	±0.2	NA
Wage Grade (WG) 5-8	20	4.9	±0.6	563	5.5	±0.1	-0.40 (S)
Wage Grade (WG) 9-16	--	--	--	302	5.6	±0.1	NA
Other Wage Grade (WG)	--	--	--	10	5.2	±0.6	NA
General Schedule (GS) 1-6	18	5.1	±0.5	607	5.5	±0.1	-0.32 (S)
General Schedule (GS) 7-10	52	4.8*	±0.3	1,636	5.5*	±0.1	-0.55 (M)
General Schedule (GS) 11-12	123	5.0*	±0.2	3,081	5.4*	±0.0	-0.38 (S)
General Schedule (GS) 13-15	42	5.2*	±0.4	2,113	5.8*	±0.0	-0.64 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	6.5	±0.2	NA
Other	--	--	--	47	5.8	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	9	5.8	±0.4	697	5.6	±0.1	0.11
1 to 3 years	44	5.1*	±0.3	1,034	5.7*	±0.1	-0.54 (M)
4 to 5 years	13	5.4	±0.6	574	5.5	±0.1	-0.12
6 to 10 years	61	4.9*	±0.4	1,653	5.5*	±0.1	-0.46 (S)
11 to 14 years	30	5.2*	±0.5	946	5.6*	±0.1	-0.38 (S)
15 to 20 years	50	4.8*	±0.4	1,509	5.5*	±0.1	-0.64 (M)
More than 20 years	47	4.9*	±0.3	2,089	5.6*	±0.1	-0.60 (M)
Appointment Type							
Permanent	238	5.0*	±0.2	7,759	5.5*	±0.0	-0.49 (S)
Term	18	5.1	±0.3	622	5.6	±0.1	-0.43 (S)
Temporary	--	--	--	141	5.9	±0.2	NA
Work Schedule							
Seasonal	NR	NR	NR	128	5.8	±0.2	NR
Non-Seasonal	233	5.0*	±0.2	7,695	5.5*	±0.0	-0.50 (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	NR	NR	NR	63	5.6	±0.3	NR
Permanent-Non-Seasonal	233	5.0*	±0.2	7,619	5.5*	±0.0	-0.50 (M)
Term	18	5.1	±0.3	622	5.6	±0.1	-0.43 (S)
Temporary-Seasonal	--	--	--	65	5.9	±0.2	NA
Temporary-Non-Seasonal	--	--	--	76	6.0	±0.2	NA
Sex							
Men	106	4.9*	±0.2	5,178	5.6*	±0.0	-0.57 (M)
Women	147	5.1*	±0.2	3,329	5.5*	±0.0	-0.42 (S)
Gender Identity							
Male	106	4.9*	±0.2	5,178	5.6*	±0.0	-0.57 (M)
Female	147	5.1*	±0.2	3,329	5.5*	±0.0	-0.42 (S)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	26	5.3	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	131	5.0*	±0.2	7,882	5.6*	±0.0	-0.46 (S)
Sexual Minority	102	5.1*	±0.2	222	5.5*	±0.1	-0.36 (S)
Sexual Orientation							
Heterosexual or straight	131	5.0*	±0.2	7,882	5.6*	±0.0	-0.46 (S)
Lesbian	33	4.9*	±0.3	59	5.6*	±0.3	-0.64 (M)
Gay	39	5.6	±0.2	32	5.8	±0.3	-0.33 (S)
Bisexual	27	4.9*	±0.4	93	5.6*	±0.2	-0.70 (M)
Other	NR	NR	NR	38	4.9	±0.4	NR
I prefer not to say	19	4.4*	±0.7	344	5.5*	±0.1	-1.02 (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.

5.5.3 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 FWS.

Table 5.15 FWS – 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	255	2.9*	±0.1	8,536	3.6*	±0.0	-0.75 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	3.7	±0.2	NA
Wage Grade (WG) 5-8	20	2.8*	±0.4	563	3.5*	±0.1	-0.71 (M)
Wage Grade (WG) 9-16	--	--	--	302	3.6	±0.1	NA
Other Wage Grade (WG)	--	--	--	10	3.4	±0.2	NA
General Schedule (GS) 1-6	18	2.9*	±0.5	607	3.6*	±0.1	-0.64 (M)
General Schedule (GS) 7-10	52	2.7*	±0.3	1,636	3.5*	±0.0	-0.83 (L)
General Schedule (GS) 11-12	123	2.9*	±0.2	3,081	3.5*	±0.0	-0.67 (M)
General Schedule (GS) 13-15	42	3.2*	±0.3	2,113	3.8*	±0.0	-0.73 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.4	±0.3	NA
Other	--	--	--	47	3.8	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	9	3.9	±0.4	697	3.5	±0.1	0.39 (S)
1 to 3 years	44	2.9*	±0.3	1,034	3.6*	±0.1	-0.85 (L)
4 to 5 years	13	2.8*	±0.7	574	3.6*	±0.1	-0.88 (L)
6 to 10 years	61	3.0*	±0.2	1,653	3.5*	±0.0	-0.51 (M)
11 to 14 years	30	2.8*	±0.4	944	3.6*	±0.1	-0.83 (L)
15 to 20 years	50	2.7*	±0.3	1,509	3.6*	±0.0	-0.94 (L)
More than 20 years	47	2.8*	±0.3	2,090	3.7*	±0.0	-0.92 (L)
Appointment Type							
Permanent	238	2.8*	±0.1	7,758	3.6*	±0.0	-0.78 (M)
Term	18	3.4	±0.4	622	3.6	±0.1	-0.20 (S)
Temporary	--	--	--	141	3.9	±0.2	NA
Work Schedule							
Seasonal	NR	NR	NR	128	3.5	±0.2	NR
Non-Seasonal	233	2.8*	±0.1	7,694	3.6*	±0.0	-0.79 (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	NR	NR	NR	63	3.2	±0.3	NR
Permanent-Non-Seasonal	233	2.8*	±0.1	7,619	3.6*	±0.0	-0.79 (M)
Term	18	3.4	±0.4	622	3.6	±0.1	-0.20 (S)
Temporary-Seasonal	--	--	--	65	3.8	±0.2	NA
Temporary-Non-Seasonal	--	--	--	76	3.9	±0.2	NA
Sex							
Men	106	3.0*	±0.2	5,180	3.6*	±0.0	-0.64 (M)
Women	147	2.8*	±0.2	3,327	3.6*	±0.0	-0.82 (L)
Gender Identity							
Male	106	3.0*	±0.2	5,180	3.6*	±0.0	-0.64 (M)
Female	147	2.8*	±0.2	3,327	3.6*	±0.0	-0.82 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	26	3.3	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	131	2.7*	±0.2	7,881	3.6*	±0.0	-0.90 (L)
Sexual Minority	102	3.1*	±0.2	222	3.5*	±0.1	-0.40 (S)
Sexual Orientation							
Heterosexual or straight	131	2.7*	±0.2	7,881	3.6*	±0.0	-0.90 (L)
Lesbian	33	2.6*	±0.4	59	3.6*	±0.2	-0.96 (L)
Gay	39	3.5	±0.2	32	3.6	±0.3	-0.09
Bisexual	27	3.3	±0.4	93	3.5	±0.2	-0.21 (S)
Other	NR	NR	NR	38	3.3	±0.2	NR
I prefer not to say	19	2.7*	±0.4	344	3.4*	±0.1	-0.73 (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.

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 FWS.

Table 5.16 FWS – 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	556	3.4*	±0.1	8,292	3.9*	±0.0	-0.74 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	93	4.0	±0.1	NR
Wage Grade (WG) 5-8	43	3.0*	±0.2	542	3.6*	±0.1	-0.86 (L)
Wage Grade (WG) 9-16	7	3.2	±0.4	297	3.6	±0.1	-0.51 (M)
Other Wage Grade (WG)	--	--	--	10	4.0	±0.2	NA
General Schedule (GS) 1-6	31	3.2*	±0.2	598	3.6*	±0.1	-0.59 (M)
General Schedule (GS) 7-10	138	3.4*	±0.1	1,557	3.8*	±0.0	-0.63 (M)
General Schedule (GS) 11-12	227	3.3*	±0.1	3,000	3.9*	±0.0	-0.80 (L)
General Schedule (GS) 13-15	94	3.7*	±0.1	2,080	4.1*	±0.0	-0.73 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	17	4.5	±0.2	NR
Other	NR	NR	NR	44	3.8	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	44	3.3*	±0.2	662	3.9*	±0.0	-1.05 (L)
1 to 3 years	61	3.3*	±0.2	1,020	3.9*	±0.0	-1.00 (L)
4 to 5 years	35	3.4*	±0.3	559	3.8*	±0.1	-0.70 (M)
6 to 10 years	136	3.5*	±0.1	1,591	3.8*	±0.0	-0.42 (S)
11 to 14 years	53	3.5*	±0.2	931	3.9*	±0.0	-0.61 (M)
15 to 20 years	115	3.3*	±0.1	1,449	3.9*	±0.0	-0.80 (L)
More than 20 years	109	3.3*	±0.2	2,048	3.9*	±0.0	-0.92 (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							
Permanent	501	3.4*	±0.1	7,547	3.9*	±0.0	-0.70 (M)
Term	55	3.0*	±0.2	592	3.7*	±0.1	-1.08 (L)
Temporary	--	--	--	141	3.8	±0.1	NA
Work Schedule							
Seasonal	8	3.3	±0.4	122	3.7	±0.1	-0.56 (M)
Non-Seasonal	491	3.4*	±0.1	7,489	3.9*	±0.0	-0.70 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	8	3.3	±0.4	57	3.6	±0.2	-0.31 (S)
Permanent-Non-Seasonal	491	3.4*	±0.1	7,413	3.9*	±0.0	-0.70 (M)
Term	55	3.0*	±0.2	592	3.7*	±0.1	-1.08 (L)
Temporary-Seasonal	--	--	--	65	3.8	±0.1	NA
Temporary-Non-Seasonal	--	--	--	76	3.8	±0.1	NA
Sex							
Men	170	3.3*	±0.1	5,142	3.9*	±0.0	-0.79 (M)
Women	385	3.4*	±0.1	3,118	3.9*	±0.0	-0.73 (M)
Gender Identity							
Male	170	3.3*	±0.1	5,142	3.9*	±0.0	-0.79 (M)
Female	385	3.4*	±0.1	3,118	3.9*	±0.0	-0.73 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	28	3.5	±0.3	NA
Sexual Orientation - Collapsed							
Heterosexual	478	3.4*	±0.1	7,586	3.9*	±0.0	-0.70 (M)
Sexual Minority	43	3.1*	±0.3	282	3.9*	±0.1	-1.10 (L)
Sexual Orientation							
Heterosexual or straight	478	3.4*	±0.1	7,586	3.9*	±0.0	-0.70 (M)
Lesbian	17	2.5*	±0.3	75	4.0*	±0.1	-2.47 (L)
Gay	NR	NR	NR	69	4.0	±0.2	NR
Bisexual	20	3.6	±0.4	100	3.9	±0.1	-0.42 (S)
Other	NR	NR	NR	38	3.4	±0.2	NR
I prefer not to say	33	3.2*	±0.3	332	3.7*	±0.1	-0.77 (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.

5.6.2 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 FWS.

Table 5.17 FWS – 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	556	5.1*	±0.1	8,292	5.6*	±0.0	-0.45 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	93	6.1	±0.2	NR
Wage Grade (WG) 5-8	43	4.5*	±0.5	542	5.5*	±0.1	-0.78 (M)
Wage Grade (WG) 9-16	7	4.7	±1.0	297	5.6	±0.2	-0.67 (M)
Other Wage Grade (WG)	--	--	--	10	5.2	±0.6	NA
General Schedule (GS) 1-6	31	5.2	±0.5	600	5.5	±0.1	-0.22 (S)
General Schedule (GS) 7-10	138	5.0*	±0.2	1,557	5.5*	±0.1	-0.43 (S)
General Schedule (GS) 11-12	227	5.0*	±0.2	2,998	5.5*	±0.0	-0.43 (S)
General Schedule (GS) 13-15	94	5.5*	±0.2	2,080	5.8*	±0.0	-0.27 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	17	6.5	±0.3	NR
Other	NR	NR	NR	44	5.9	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	44	5.2*	±0.3	662	5.7*	±0.1	-0.37 (S)
1 to 3 years	61	5.1*	±0.3	1,020	5.7*	±0.1	-0.52 (M)
4 to 5 years	35	5.1*	±0.3	559	5.6*	±0.1	-0.40 (S)
6 to 10 years	136	5.0*	±0.2	1,593	5.5*	±0.1	-0.42 (S)
11 to 14 years	53	5.2*	±0.3	931	5.6*	±0.1	-0.40 (S)
15 to 20 years	115	4.9*	±0.2	1,449	5.5*	±0.1	-0.52 (M)
More than 20 years	109	5.1*	±0.3	2,046	5.6*	±0.0	-0.43 (S)
Appointment Type							
Permanent	501	5.1*	±0.1	7,545	5.6*	±0.0	-0.41 (S)
Term	55	4.8*	±0.3	592	5.7*	±0.1	-0.81 (L)
Temporary	--	--	--	141	5.9	±0.2	NA
Work Schedule							
Seasonal	8	6.9*	±0.1	122	5.7*	±0.2	1.26 (L)
Non-Seasonal	491	5.1*	±0.1	7,487	5.6*	±0.0	-0.43 (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	8	6.9*	±0.1	57	5.4*	±0.3	1.49 (L)
Permanent-Non-Seasonal	491	5.1*	±0.1	7,411	5.6*	±0.0	-0.43 (S)
Term	55	4.8*	±0.3	592	5.7*	±0.1	-0.81 (L)
Temporary-Seasonal	--	--	--	65	5.9	±0.2	NA
Temporary-Non-Seasonal	--	--	--	76	6.0	±0.2	NA
Sex							
Men	170	5.1*	±0.2	5,140	5.6*	±0.0	-0.42 (S)
Women	385	5.0*	±0.1	3,120	5.6*	±0.0	-0.46 (S)
Gender Identity							
Male	170	5.1*	±0.2	5,140	5.6*	±0.0	-0.42 (S)
Female	385	5.0*	±0.1	3,120	5.6*	±0.0	-0.46 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	28	5.3	±0.5	NA
Sexual Orientation - Collapsed							
Heterosexual	478	5.1*	±0.1	7,587	5.6*	±0.0	-0.38 (S)
Sexual Minority	43	4.6*	±0.4	282	5.5*	±0.1	-0.93 (L)
Sexual Orientation							
Heterosexual or straight	478	5.1*	±0.1	7,587	5.6*	±0.0	-0.38 (S)
Lesbian	17	4.1*	±0.5	75	5.7*	±0.2	-1.55 (L)
Gay	NR	NR	NR	69	5.7	±0.2	NR
Bisexual	20	5.0*	±0.6	100	5.5*	±0.2	-0.50 (M)
Other	NR	NR	NR	38	4.9	±0.4	NR
I prefer not to say	33	4.7*	±0.5	332	5.6*	±0.1	-0.73 (M)

^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 FWS.

Table 5.18 FWS – 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	556	2.9*	±0.1	8,292	3.6*	±0.0	-0.73 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	93	3.8	±0.2	NR
Wage Grade (WG) 5-8	43	3.0*	±0.4	542	3.5*	±0.1	-0.54 (M)
Wage Grade (WG) 9-16	7	2.6*	±0.5	297	3.6*	±0.1	-0.95 (L)
Other Wage Grade (WG)	--	--	--	10	3.4	±0.2	NA
General Schedule (GS) 1-6	31	2.3*	±0.4	600	3.6*	±0.1	-1.36 (L)
General Schedule (GS) 7-10	138	2.9*	±0.2	1,557	3.5*	±0.0	-0.67 (M)
General Schedule (GS) 11-12	227	2.9*	±0.1	2,997	3.5*	±0.0	-0.69 (M)
General Schedule (GS) 13-15	94	3.3*	±0.2	2,080	3.8*	±0.0	-0.61 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	17	4.4	±0.3	NR
Other	NR	NR	NR	44	3.8	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	44	2.7*	±0.4	662	3.6*	±0.1	-0.87 (L)
1 to 3 years	61	2.8*	±0.3	1,020	3.7*	±0.1	-0.92 (L)
4 to 5 years	35	2.8*	±0.4	559	3.6*	±0.1	-0.92 (L)
6 to 10 years	136	3.2*	±0.2	1,593	3.5*	±0.0	-0.32 (S)
11 to 14 years	53	2.8*	±0.3	928	3.6*	±0.1	-0.92 (L)
15 to 20 years	115	2.9*	±0.2	1,449	3.6*	±0.0	-0.78 (M)
More than 20 years	109	2.9*	±0.2	2,048	3.7*	±0.0	-0.85 (L)
Appointment Type							
Permanent	501	3.0*	±0.1	7,545	3.6*	±0.0	-0.65 (M)
Term	55	2.4*	±0.3	592	3.7*	±0.1	-1.52 (L)
Temporary	--	--	--	141	3.9	±0.2	NA

	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	8	2.9	±1.1	122	3.5	±0.2	-0.63 (M)
Non-Seasonal	491	3.0*	±0.1	7,487	3.6*	±0.0	-0.66 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	8	2.9	±1.1	57	3.2	±0.3	-0.29 (S)
Permanent-Non-Seasonal	491	3.0*	±0.1	7,411	3.6*	±0.0	-0.66 (M)
Term	55	2.4*	±0.3	592	3.7*	±0.1	-1.52 (L)
Temporary-Seasonal	--	--	--	65	3.8	±0.2	NA
Temporary-Non-Seasonal	--	--	--	76	3.9	±0.2	NA
Sex							
Men	170	2.9*	±0.2	5,142	3.6*	±0.0	-0.74 (M)
Women	385	2.9*	±0.1	3,118	3.6*	±0.0	-0.72 (M)
Gender Identity							
Male	170	2.9*	±0.2	5,142	3.6*	±0.0	-0.74 (M)
Female	385	2.9*	±0.1	3,118	3.6*	±0.0	-0.72 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	28	3.2	±0.4	NA
Sexual Orientation - Collapsed							
Heterosexual	478	3.0*	±0.1	7,586	3.6*	±0.0	-0.70 (M)
Sexual Minority	43	2.8*	±0.3	282	3.5*	±0.1	-0.81 (L)
Sexual Orientation							
Heterosexual or straight	478	3.0*	±0.1	7,586	3.6*	±0.0	-0.70 (M)
Lesbian	17	1.8*	±0.4	75	3.6*	±0.2	-2.08 (L)
Gay	NR	NR	NR	69	3.5	±0.2	NR
Bisexual	20	3.4	±0.4	100	3.5	±0.2	-0.10
Other	NR	NR	NR	38	3.3	±0.2	NR
I prefer not to say	33	2.7*	±0.3	332	3.5*	±0.1	-0.78 (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.

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 FWS.

Table 5.19 FWS – 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	1,163	3.5*	±0.0	7,698	3.9*	±0.0	-0.61 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	10	2.7*	±0.3	88	4.0*	±0.1	-2.11 (L)
Wage Grade (WG) 5-8	100	3.1*	±0.1	485	3.7*	±0.1	-0.83 (L)
Wage Grade (WG) 9-16	27	3.6	±0.3	277	3.6	±0.1	-0.05
Other Wage Grade (WG)	--	--	--	10	4.0	±0.2	NA
General Schedule (GS) 1-6	66	3.2*	±0.2	563	3.7*	±0.1	-0.61 (M)
General Schedule (GS) 7-10	231	3.4*	±0.1	1,466	3.8*	±0.0	-0.64 (M)
General Schedule (GS) 11-12	481	3.5*	±0.1	2,753	3.9*	±0.0	-0.62 (M)
General Schedule (GS) 13-15	224	3.8*	±0.1	1,952	4.1*	±0.0	-0.53 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	15	4.4	±0.2	NR
Other	NR	NR	NR	44	3.8	±0.2	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	54	3.4*	±0.2	652	3.9*	±0.0	-0.88 (L)
1 to 3 years	147	3.5*	±0.1	936	3.9*	±0.0	-0.58 (M)
4 to 5 years	74	3.3*	±0.2	521	3.9*	±0.1	-0.80 (L)
6 to 10 years	276	3.4*	±0.1	1,454	3.8*	±0.0	-0.61 (M)
11 to 14 years	122	3.7*	±0.1	862	3.9*	±0.0	-0.31 (S)
15 to 20 years	219	3.5*	±0.1	1,347	3.9*	±0.0	-0.53 (M)
More than 20 years	263	3.4*	±0.1	1,899	4.0*	±0.0	-0.74 (M)
Appointment Type							
Permanent	1,059	3.5*	±0.0	6,999	3.9*	±0.0	-0.58 (M)
Term	99	3.1*	±0.1	550	3.7*	±0.1	-0.96 (L)
Temporary	NR	NR	NR	136	3.8	±0.1	NR
Work Schedule							
Seasonal	22	3.3*	±0.2	109	3.7*	±0.1	-0.63 (M)
Non-Seasonal	1,037	3.5*	±0.0	6,953	3.9*	±0.0	-0.58 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	17	3.2*	±0.3	48	3.6*	±0.2	-0.57 (M)
Permanent-Non-Seasonal	1,037	3.5*	±0.0	6,877	3.9*	±0.0	-0.58 (M)
Term	99	3.1*	±0.1	550	3.7*	±0.1	-0.96 (L)
Temporary-Seasonal	NR	NR	NR	60	3.8	±0.1	NR
Temporary-Non-Seasonal	--	--	--	76	3.8	±0.1	NA
Sex							
Men	516	3.5*	±0.1	4,803	3.9*	±0.0	-0.63 (M)
Women	641	3.5*	±0.1	2,868	3.9*	±0.0	-0.62 (M)
Gender Identity							
Male	516	3.5*	±0.1	4,803	3.9*	±0.0	-0.63 (M)
Female	641	3.5*	±0.1	2,868	3.9*	±0.0	-0.62 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	25	3.4	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	990	3.5*	±0.0	7,087	3.9*	±0.0	-0.58 (M)
Sexual Minority	88	3.3*	±0.2	238	3.9*	±0.1	-0.92 (L)

	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	990	3.5*	±0.0	7,087	3.9*	±0.0	-0.58 (M)
Lesbian	29	3.0*	±0.3	63	4.1*	±0.1	-1.65 (L)
Gay	12	3.4*	±0.2	62	4.0*	±0.2	-1.10 (L)
Bisexual	35	3.6*	±0.3	85	3.9*	±0.1	-0.53 (M)
Other	12	3.3	±0.3	28	3.4	±0.2	-0.21 (S)
I prefer not to say	71	3.3*	±0.2	294	3.8*	±0.1	-0.78 (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.

5.7.2 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 FWS.

Table 5.20 FWS – 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	1,163	5.2*	±0.1	7,698	5.6*	±0.0	-0.37 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	10	5.3*	±0.3	88	6.1*	±0.2	-0.82 (L)
Wage Grade (WG) 5-8	100	5.0*	±0.3	485	5.5*	±0.1	-0.40 (S)
Wage Grade (WG) 9-16	27	5.0*	±0.4	277	5.6*	±0.2	-0.45 (S)
Other Wage Grade (WG)	--	--	--	10	5.2	±0.6	NA
General Schedule (GS) 1-6	66	5.1*	±0.3	565	5.5*	±0.1	-0.38 (S)
General Schedule (GS) 7-10	231	5.1*	±0.2	1,466	5.5*	±0.1	-0.34 (S)
General Schedule (GS) 11-12	481	5.1*	±0.1	2,751	5.5*	±0.0	-0.36 (S)
General Schedule (GS) 13-15	224	5.5*	±0.1	1,952	5.8*	±0.0	-0.34 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	15	6.6	±0.3	NR
Other	NR	NR	NR	44	5.9	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	54	5.1*	±0.3	652	5.7*	±0.1	-0.49 (S)
1 to 3 years	147	5.4*	±0.2	936	5.7*	±0.1	-0.20 (S)
4 to 5 years	74	5.0*	±0.2	521	5.6*	±0.1	-0.55 (M)
6 to 10 years	276	5.0*	±0.1	1,456	5.5*	±0.1	-0.42 (S)
11 to 14 years	122	5.3*	±0.2	862	5.6*	±0.1	-0.25 (S)
15 to 20 years	219	5.1*	±0.2	1,347	5.5*	±0.1	-0.39 (S)
More than 20 years	263	5.2*	±0.2	1,897	5.6*	±0.1	-0.37 (S)
Appointment Type							
Permanent	1,059	5.2*	±0.1	6,998	5.6*	±0.0	-0.34 (S)
Term	99	5.0*	±0.2	550	5.7*	±0.1	-0.66 (M)
Temporary	NR	NR	NR	136	5.9	±0.2	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	22	6.1*	±0.4	109	5.7*	±0.2	0.47 (S)
Non-Seasonal	1,037	5.2*	±0.1	6,951	5.6*	±0.0	-0.36 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	17	6.1*	±0.5	48	5.4*	±0.3	0.74 (M)
Permanent-Non-Seasonal	1,037	5.2*	±0.1	6,876	5.6*	±0.0	-0.35 (S)
Term	99	5.0*	±0.2	550	5.7*	±0.1	-0.66 (M)
Temporary-Seasonal	NR	NR	NR	60	5.9	±0.2	NR
Temporary-Non-Seasonal	--	--	--	76	6.0	±0.2	NA
Sex							
Men	516	5.2*	±0.1	4,802	5.6*	±0.0	-0.34 (S)
Women	641	5.1*	±0.1	2,870	5.6*	±0.0	-0.41 (S)
Gender Identity							
Male	516	5.2*	±0.1	4,802	5.6*	±0.0	-0.34 (S)
Female	641	5.1*	±0.1	2,870	5.6*	±0.0	-0.41 (S)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	25	5.1	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	990	5.2*	±0.1	7,087	5.6*	±0.0	-0.33 (S)
Sexual Minority	88	4.9*	±0.3	238	5.6*	±0.1	-0.69 (M)
Sexual Orientation							
Heterosexual or straight	990	5.2*	±0.1	7,087	5.6*	±0.0	-0.33 (S)
Lesbian	29	4.7*	±0.4	63	5.7*	±0.2	-0.96 (L)
Gay	12	5.5	±0.4	62	5.7	±0.2	-0.24 (S)
Bisexual	35	4.9*	±0.4	85	5.6*	±0.2	-0.69 (M)
Other	12	4.6	±0.7	28	5.0	±0.5	-0.31 (S)
I prefer not to say	71	4.9*	±0.3	294	5.6*	±0.1	-0.65 (M)

^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 FWS.

Table 5.21 FWS – 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	1,163	3.1*	±0.1	7,697	3.7*	±0.0	-0.62 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	10	2.2*	±0.8	88	3.8*	±0.2	-1.73 (L)
Wage Grade (WG) 5-8	100	3.1*	±0.2	485	3.6*	±0.1	-0.44 (S)
Wage Grade (WG) 9-16	27	3.2*	±0.3	277	3.6*	±0.1	-0.43 (S)
Other Wage Grade (WG)	--	--	--	10	3.4	±0.2	NA
General Schedule (GS) 1-6	66	2.7*	±0.3	565	3.7*	±0.1	-1.01 (L)
General Schedule (GS) 7-10	231	3.0*	±0.1	1,466	3.6*	±0.0	-0.64 (M)
General Schedule (GS) 11-12	481	3.0*	±0.1	2,751	3.6*	±0.0	-0.59 (M)
General Schedule (GS) 13-15	224	3.3*	±0.1	1,952	3.9*	±0.0	-0.60 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	15	4.4	±0.4	NR
Other	NR	NR	NR	44	3.8	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	54	2.8*	±0.3	652	3.6*	±0.1	-0.86 (L)
1 to 3 years	147	3.2*	±0.2	936	3.7*	±0.1	-0.59 (M)
4 to 5 years	74	3.0*	±0.2	521	3.7*	±0.1	-0.74 (M)
6 to 10 years	276	3.1*	±0.1	1,456	3.6*	±0.0	-0.51 (M)
11 to 14 years	122	3.2*	±0.2	860	3.7*	±0.1	-0.50 (M)
15 to 20 years	219	3.0*	±0.1	1,347	3.7*	±0.0	-0.74 (M)
More than 20 years	263	3.1*	±0.1	1,899	3.7*	±0.0	-0.66 (M)
Appointment Type							
Permanent	1,059	3.1*	±0.1	6,997	3.7*	±0.0	-0.58 (M)
Term	99	2.8*	±0.2	550	3.7*	±0.1	-1.13 (L)
Temporary	NR	NR	NR	136	3.9	±0.2	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	22	3.1	±0.6	109	3.6	±0.2	-0.40 (S)
Non-Seasonal	1,037	3.1*	±0.1	6,951	3.7*	±0.0	-0.59 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	17	2.9	±0.7	48	3.3	±0.3	-0.30 (S)
Permanent-Non-Seasonal	1,037	3.1*	±0.1	6,875	3.7*	±0.0	-0.59 (M)
Term	99	2.8*	±0.2	550	3.7*	±0.1	-1.13 (L)
Temporary-Seasonal	NR	NR	NR	60	3.8	±0.2	NR
Temporary-Non-Seasonal	--	--	--	76	3.9	±0.2	NA
Sex							
Men	516	3.0*	±0.1	4,803	3.7*	±0.0	-0.65 (M)
Women	641	3.1*	±0.1	2,868	3.7*	±0.0	-0.61 (M)
Gender Identity							
Male	516	3.0*	±0.1	4,803	3.7*	±0.0	-0.65 (M)
Female	641	3.1*	±0.1	2,868	3.7*	±0.0	-0.61 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	25	3.2	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	990	3.1*	±0.1	7,086	3.7*	±0.0	-0.60 (M)
Sexual Minority	88	3.1*	±0.2	238	3.6*	±0.1	-0.52 (M)
Sexual Orientation							
Heterosexual or straight	990	3.1*	±0.1	7,086	3.7*	±0.0	-0.60 (M)
Lesbian	29	2.3*	±0.4	63	3.7*	±0.2	-1.52 (L)
Gay	12	3.7	±0.3	62	3.5	±0.2	0.17
Bisexual	35	3.4	±0.3	85	3.5	±0.2	-0.15
Other	12	3.3	±0.2	28	3.3	±0.3	0.00
I prefer not to say	71	2.7*	±0.2	294	3.5*	±0.1	-0.84 (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.

5.8 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 FWS.

Table 5.22 FWS – 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	303	3.4*	±0.1	8,555	3.9*	±0.0	-0.70 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	3.9	±0.1	NA
Wage Grade (WG) 5-8	19	3.6	±0.3	566	3.6	±0.1	-0.04
Wage Grade (WG) 9-16	10	2.9*	±0.1	295	3.6*	±0.1	-0.94 (L)
Other Wage Grade (WG)	--	--	--	10	4.0	±0.2	NA
General Schedule (GS) 1-6	24	2.8*	±0.2	604	3.7*	±0.1	-1.22 (L)
General Schedule (GS) 7-10	57	3.4*	±0.2	1,640	3.8*	±0.0	-0.53 (M)
General Schedule (GS) 11-12	130	3.4*	±0.1	3,101	3.8*	±0.0	-0.69 (M)
General Schedule (GS) 13-15	54	3.6*	±0.2	2,121	4.1*	±0.0	-0.81 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.5	±0.2	NA
Other	NR	NR	NR	46	3.7	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	27	3.7	±0.2	679	3.9	±0.0	-0.37 (S)
1 to 3 years	32	3.4*	±0.3	1,050	3.9*	±0.0	-0.77 (M)
4 to 5 years	17	3.7	±0.4	578	3.8	±0.1	-0.22 (S)
6 to 10 years	80	3.3*	±0.2	1,647	3.8*	±0.0	-0.69 (M)
11 to 14 years	28	3.3*	±0.2	954	3.9*	±0.0	-0.85 (L)
15 to 20 years	62	3.5*	±0.2	1,505	3.9*	±0.0	-0.50 (M)
More than 20 years	55	3.1*	±0.2	2,108	3.9*	±0.0	-1.11 (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							
Permanent	273	3.4*	±0.1	7,783	3.9*	±0.0	-0.69 (M)
Term	28	3.1*	±0.2	621	3.6*	±0.1	-0.79 (M)
Temporary	NR	NR	NR	138	3.8	±0.1	NR
Work Schedule							
Seasonal	NR	NR	NR	126	3.7	±0.1	NR
Non-Seasonal	268	3.4*	±0.1	7,719	3.9*	±0.0	-0.68 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	63	3.5	±0.2	NR
Permanent-Non-Seasonal	268	3.4*	±0.1	7,643	3.9*	±0.0	-0.68 (M)
Term	28	3.1*	±0.2	621	3.6*	±0.1	-0.79 (M)
Temporary-Seasonal	NR	NR	NR	63	3.8	±0.1	NR
Temporary-Non-Seasonal	--	--	--	76	3.8	±0.1	NA
Sex							
Men	95	3.3*	±0.1	5,222	3.9*	±0.0	-0.86 (L)
Women	206	3.4*	±0.1	3,302	3.9*	±0.0	-0.63 (M)
Gender Identity							
Male	95	3.3*	±0.1	5,222	3.9*	±0.0	-0.86 (L)
Female	206	3.4*	±0.1	3,302	3.9*	±0.0	-0.63 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	27	3.5	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	245	3.4*	±0.1	7,832	3.9*	±0.0	-0.74 (M)
Sexual Minority	31	3.6	±0.3	294	3.8	±0.1	-0.27 (S)
Sexual Orientation							
Heterosexual or straight	245	3.4*	±0.1	7,832	3.9*	±0.0	-0.74 (M)
Lesbian	10	3.1*	±0.6	82	3.8*	±0.2	-0.87 (L)
Gay	9	3.6	±0.4	64	4.0	±0.2	-0.50 (M)
Bisexual	12	3.9	±0.4	108	3.8	±0.1	0.10
Other	NR	NR	NR	39	3.4	±0.2	NR
I prefer not to say	27	3.2*	±0.3	337	3.7*	±0.1	-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.

5.8.2 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 FWS.

Table 5.23 FWS – 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	303	5.0*	±0.1	8,555	5.6*	±0.0	-0.45 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	6.0	±0.2	NA
Wage Grade (WG) 5-8	19	5.8	±0.4	566	5.4	±0.1	0.25 (S)
Wage Grade (WG) 9-16	10	4.0*	±0.2	295	5.6*	±0.2	-1.21 (L)
Other Wage Grade (WG)	--	--	--	10	5.2	±0.6	NA
General Schedule (GS) 1-6	24	5.1	±0.6	606	5.5	±0.1	-0.30 (S)
General Schedule (GS) 7-10	57	4.9*	±0.3	1,640	5.5*	±0.1	-0.44 (S)
General Schedule (GS) 11-12	130	4.8*	±0.2	3,099	5.4*	±0.0	-0.54 (M)
General Schedule (GS) 13-15	54	5.4*	±0.3	2,121	5.8*	±0.0	-0.43 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	6.5	±0.2	NA
Other	NR	NR	NR	46	5.8	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	27	5.5	±0.3	679	5.6	±0.1	-0.11
1 to 3 years	32	5.1*	±0.4	1,050	5.7*	±0.1	-0.51 (M)
4 to 5 years	17	5.5	±0.6	578	5.5	±0.1	-0.06
6 to 10 years	80	4.9*	±0.3	1,649	5.5*	±0.1	-0.45 (S)
11 to 14 years	28	5.1*	±0.6	954	5.6*	±0.1	-0.49 (S)
15 to 20 years	62	5.1*	±0.3	1,505	5.5*	±0.1	-0.38 (S)
More than 20 years	55	4.7*	±0.3	2,107	5.6*	±0.0	-0.74 (M)
Appointment Type							
Permanent	273	5.0*	±0.1	7,781	5.5*	±0.0	-0.46 (S)
Term	28	5.1*	±0.5	621	5.6*	±0.1	-0.42 (S)
Temporary	NR	NR	NR	138	5.9	±0.2	NR
Work Schedule							
Seasonal	NR	NR	NR	126	5.7	±0.2	NR
Non-Seasonal	268	5.0*	±0.2	7,717	5.5*	±0.0	-0.47 (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	NR	NR	NR	63	5.6	±0.3	NR
Permanent-Non-Seasonal	268	5.0*	±0.2	7,642	5.5*	±0.0	-0.47 (S)
Term	28	5.1*	±0.5	621	5.6*	±0.1	-0.42 (S)
Temporary-Seasonal	NR	NR	NR	63	5.9	±0.2	NR
Temporary-Non-Seasonal	--	--	--	76	6.0	±0.2	NA
Sex							
Men	95	5.0*	±0.2	5,220	5.6*	±0.0	-0.51 (M)
Women	206	5.1*	±0.2	3,305	5.5*	±0.0	-0.42 (S)
Gender Identity							
Male	95	5.0*	±0.2	5,220	5.6*	±0.0	-0.51 (M)
Female	206	5.1*	±0.2	3,305	5.5*	±0.0	-0.42 (S)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	27	5.2	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	245	5.0*	±0.2	7,832	5.6*	±0.0	-0.46 (S)
Sexual Minority	31	5.3	±0.3	294	5.4	±0.1	-0.11
Sexual Orientation							
Heterosexual or straight	245	5.0*	±0.2	7,832	5.6*	±0.0	-0.46 (S)
Lesbian	10	4.7	±0.4	82	5.5	±0.3	-0.67 (M)
Gay	9	5.7	±0.5	64	5.7	±0.2	0.07
Bisexual	12	5.4	±0.7	108	5.4	±0.2	-0.07
Other	NR	NR	NR	39	4.8	±0.4	NR
I prefer not to say	27	4.8*	±0.5	337	5.5*	±0.1	-0.63 (M)

^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 FWS.

Table 5.24 FWS – 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	303	3.0*	±0.1	8,555	3.6*	±0.0	-0.67 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	3.7	±0.2	NA
Wage Grade (WG) 5-8	19	3.6	±0.2	566	3.5	±0.1	0.09
Wage Grade (WG) 9-16	10	3.1	±0.3	295	3.6	±0.1	-0.51 (M)
Other Wage Grade (WG)	--	--	--	10	3.4	±0.2	NA
General Schedule (GS) 1-6	24	2.4*	±0.3	606	3.6*	±0.1	-1.21 (L)
General Schedule (GS) 7-10	57	3.1*	±0.3	1,640	3.5*	±0.0	-0.44 (S)
General Schedule (GS) 11-12	130	2.9*	±0.2	3,099	3.5*	±0.0	-0.65 (M)
General Schedule (GS) 13-15	54	3.0*	±0.3	2,121	3.8*	±0.0	-0.97 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.4	±0.3	NA
Other	NR	NR	NR	46	3.8	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	27	3.0*	±0.5	679	3.6*	±0.1	-0.57 (M)
1 to 3 years	32	3.0*	±0.3	1,050	3.6*	±0.1	-0.66 (M)
4 to 5 years	17	3.3	±0.6	578	3.6	±0.1	-0.26 (S)
6 to 10 years	80	2.9*	±0.2	1,649	3.5*	±0.0	-0.63 (M)
11 to 14 years	28	2.5*	±0.3	951	3.6*	±0.1	-1.19 (L)
15 to 20 years	62	3.2*	±0.2	1,505	3.6*	±0.0	-0.45 (S)
More than 20 years	55	2.8*	±0.2	2,108	3.7*	±0.0	-0.86 (L)
Appointment Type							
Permanent	273	3.0*	±0.1	7,780	3.6*	±0.0	-0.64 (M)
Term	28	2.6*	±0.4	621	3.6*	±0.1	-1.08 (L)
Temporary	NR	NR	NR	138	3.9	±0.2	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	NR	NR	NR	126	3.5	±0.2	NR
Non-Seasonal	268	3.0*	±0.1	7,717	3.6*	±0.0	-0.65 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	63	3.2	±0.3	NR
Permanent-Non-Seasonal	268	3.0*	±0.1	7,641	3.6*	±0.0	-0.65 (M)
Term	28	2.6*	±0.4	621	3.6*	±0.1	-1.08 (L)
Temporary-Seasonal	NR	NR	NR	63	3.8	±0.2	NR
Temporary-Non-Seasonal	--	--	--	76	3.9	±0.2	NA
Sex							
Men	95	3.0*	±0.2	5,222	3.6*	±0.0	-0.67 (M)
Women	206	2.9*	±0.1	3,302	3.6*	±0.0	-0.67 (M)
Gender Identity							
Male	95	3.0*	±0.2	5,222	3.6*	±0.0	-0.67 (M)
Female	206	2.9*	±0.1	3,302	3.6*	±0.0	-0.67 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	27	3.2	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	245	2.9*	±0.1	7,832	3.6*	±0.0	-0.71 (M)
Sexual Minority	31	3.4	±0.4	294	3.4	±0.1	0.00
Sexual Orientation							
Heterosexual or straight	245	2.9*	±0.1	7,832	3.6*	±0.0	-0.71 (M)
Lesbian	10	2.7	±0.9	82	3.3	±0.2	-0.60 (M)
Gay	9	3.4	±0.3	64	3.6	±0.2	-0.26 (S)
Bisexual	12	3.9	±0.2	108	3.4	±0.2	0.46 (S)
Other	NR	NR	NR	39	3.3	±0.2	NR
I prefer not to say	27	2.6*	±0.3	337	3.4*	±0.1	-0.80 (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.

5.9 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 FWS.

Table 5.25 FWS – 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	40	3.0*	±0.2	8,813	3.9*	±0.0	-1.26 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	3.9	±0.1	NA
Wage Grade (WG) 5-8	NR	NR	NR	583	3.6	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	305	3.6	±0.1	NA
Other Wage Grade (WG)	--	--	--	10	4.0	±0.2	NA
General Schedule (GS) 1-6	--	--	--	626	3.6	±0.1	NA
General Schedule (GS) 7-10	11	3.1*	±0.2	1,687	3.8*	±0.0	-1.00 (L)
General Schedule (GS) 11-12	19	2.8*	±0.3	3,210	3.8*	±0.0	-1.59 (L)
General Schedule (GS) 13-15	7	2.8*	±0.9	2,169	4.1*	±0.0	-2.16 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.5	±0.2	NA
Other	--	--	--	49	3.7	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	704	3.9	±0.0	NR
1 to 3 years	7	3.1*	±0.7	1,073	3.9*	±0.0	-1.22 (L)
4 to 5 years	NR	NR	NR	592	3.8	±0.1	NR
6 to 10 years	9	3.1*	±0.6	1,718	3.8*	±0.0	-0.93 (L)
11 to 14 years	NR	NR	NR	977	3.9	±0.0	NR
15 to 20 years	10	3.2*	±0.3	1,557	3.9*	±0.0	-0.98 (L)
More than 20 years	NR	NR	NR	2,158	3.9	±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							
Permanent	35	2.9*	±0.3	8,016	3.9*	±0.0	-1.42 (L)
Term	NR	NR	NR	646	3.6	±0.1	NR
Temporary	NR	NR	NR	138	3.8	±0.1	NR
Work Schedule							
Seasonal	NR	NR	NR	128	3.7	±0.1	NR
Non-Seasonal	35	2.9*	±0.3	7,948	3.9*	±0.0	-1.43 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	65	3.5	±0.2	NA
Permanent-Non-Seasonal	35	2.9*	±0.3	7,872	3.9*	±0.0	-1.43 (L)
Term	NR	NR	NR	646	3.6	±0.1	NR
Temporary-Seasonal	NR	NR	NR	63	3.8	±0.1	NR
Temporary-Non-Seasonal	--	--	--	76	3.8	±0.1	NA
Sex							
Men	8	3.2*	±0.6	5,307	3.9*	±0.0	-0.98 (L)
Women	33	2.9*	±0.3	3,474	3.8*	±0.0	-1.29 (L)
Gender Identity							
Male	8	3.2*	±0.6	5,307	3.9*	±0.0	-0.98 (L)
Female	33	2.9*	±0.3	3,474	3.8*	±0.0	-1.29 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	28	3.5	±0.3	NA
Sexual Orientation - Collapsed							
Heterosexual	28	3.1*	±0.3	8,044	3.9*	±0.0	-1.14 (L)
Sexual Minority	NR	NR	NR	320	3.8	±0.1	NR
Sexual Orientation							
Heterosexual or straight	28	3.1*	±0.3	8,044	3.9*	±0.0	-1.14 (L)
Lesbian	NR	NR	NR	90	3.8	±0.2	NR
Gay	--	--	--	73	3.9	±0.1	NA
Bisexual	NR	NR	NR	117	3.9	±0.1	NR
Other	--	--	--	40	3.4	±0.2	NA
I prefer not to say	7	2.8*	±0.7	357	3.7*	±0.1	-1.23 (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.

5.9.2 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 FWS.

Table 5.26 FWS – 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	40	5.0*	±0.4	8,814	5.5*	±0.0	-0.48 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	6.0	±0.2	NA
Wage Grade (WG) 5-8	NR	NR	NR	583	5.4	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	305	5.6	±0.2	NA
Other Wage Grade (WG)	--	--	--	10	5.2	±0.6	NA
General Schedule (GS) 1-6	--	--	--	628	5.5	±0.1	NA
General Schedule (GS) 7-10	11	4.5*	±0.4	1,687	5.5*	±0.1	-0.84 (L)
General Schedule (GS) 11-12	19	4.9	±0.8	3,208	5.4	±0.0	-0.42 (S)
General Schedule (GS) 13-15	7	5.2	±1.0	2,169	5.8	±0.0	-0.59 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	6.5	±0.2	NA
Other	--	--	--	49	5.8	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	704	5.6	±0.1	NR
1 to 3 years	7	5.1	±0.7	1,073	5.6	±0.1	-0.48 (S)
4 to 5 years	NR	NR	NR	592	5.5	±0.1	NR
6 to 10 years	9	5.6	±0.9	1,720	5.4	±0.1	0.13
11 to 14 years	NR	NR	NR	977	5.6	±0.1	NR
15 to 20 years	10	3.8*	±0.7	1,557	5.5*	±0.1	-1.48 (L)
More than 20 years	NR	NR	NR	2,157	5.5	±0.0	NR
Appointment Type							
Permanent	35	4.9*	±0.5	8,015	5.5*	±0.0	-0.55 (M)
Term	NR	NR	NR	646	5.6	±0.1	NR
Temporary	NR	NR	NR	138	5.9	±0.2	NR
Work Schedule							
Seasonal	NR	NR	NR	128	5.7	±0.2	NR
Non-Seasonal	35	4.9*	±0.5	7,946	5.5*	±0.0	-0.55 (M)

	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	--	--	--	65	5.6	±0.3	NA
Permanent-Non-Seasonal	35	4.9*	±0.5	7,870	5.5*	±0.0	-0.55 (M)
Term	NR	NR	NR	646	5.6	±0.1	NR
Temporary-Seasonal	NR	NR	NR	63	5.9	±0.2	NR
Temporary-Non-Seasonal	--	--	--	76	6.0	±0.2	NA
Sex							
Men	8	4.1*	±1.0	5,306	5.6*	±0.0	-1.26 (L)
Women	33	5.2	±0.5	3,476	5.5	±0.0	-0.28 (S)
Gender Identity							
Male	8	4.1*	±1.0	5,306	5.6*	±0.0	-1.26 (L)
Female	33	5.2	±0.5	3,476	5.5	±0.0	-0.28 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	28	5.3	±0.5	NA
Sexual Orientation - Collapsed							
Heterosexual	28	5.3	±0.5	8,045	5.5	±0.0	-0.26 (S)
Sexual Minority	NR	NR	NR	320	5.4	±0.1	NR
Sexual Orientation							
Heterosexual or straight	28	5.3	±0.5	8,045	5.5	±0.0	-0.26 (S)
Lesbian	NR	NR	NR	90	5.4	±0.2	NR
Gay	--	--	--	73	5.7	±0.2	NA
Bisexual	NR	NR	NR	117	5.4	±0.2	NR
Other	--	--	--	40	4.8	±0.4	NA
I prefer not to say	7	4.2*	±1.6	357	5.5*	±0.1	-1.17 (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.

5.9.3 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 FWS.

Table 5.27 FWS – 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	40	2.3*	±0.4	8,813	3.6*	±0.0	-1.34 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	3.7	±0.2	NA
Wage Grade (WG) 5-8	NR	NR	NR	583	3.5	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	305	3.5	±0.1	NA
Other Wage Grade (WG)	--	--	--	10	3.4	±0.2	NA
General Schedule (GS) 1-6	--	--	--	628	3.6	±0.1	NA
General Schedule (GS) 7-10	11	2.7*	±0.9	1,687	3.5*	±0.0	-0.86 (L)
General Schedule (GS) 11-12	19	1.9*	±0.4	3,207	3.5*	±0.0	-1.66 (L)
General Schedule (GS) 13-15	7	1.9*	±0.6	2,169	3.8*	±0.0	-2.12 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.4	±0.3	NA
Other	--	--	--	49	3.7	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	704	3.6	±0.1	NR
1 to 3 years	7	3.3	±1.1	1,073	3.6	±0.1	-0.39 (S)
4 to 5 years	NR	NR	NR	592	3.6	±0.1	NR
6 to 10 years	9	2.1*	±0.4	1,720	3.5*	±0.0	-1.43 (L)
11 to 14 years	NR	NR	NR	974	3.6	±0.1	NR
15 to 20 years	10	2.7*	±0.7	1,557	3.6*	±0.0	-0.94 (L)
More than 20 years	NR	NR	NR	2,158	3.7	±0.0	NR
Appointment Type							
Permanent	35	2.0*	±0.3	8,014	3.6*	±0.0	-1.62 (L)
Term	NR	NR	NR	646	3.5	±0.1	NR
Temporary	NR	NR	NR	138	3.9	±0.2	NR
Work Schedule							
Seasonal	NR	NR	NR	128	3.5	±0.2	NR
Non-Seasonal	35	2.0*	±0.3	7,946	3.6*	±0.0	-1.63 (L)

	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	--	--	--	65	3.2	±0.3	NA
Permanent-Non-Seasonal	35	2.0*	±0.3	7,870	3.6*	±0.0	-1.63 (L)
Term	NR	NR	NR	646	3.5	±0.1	NR
Temporary-Seasonal	NR	NR	NR	63	3.8	±0.2	NR
Temporary-Non-Seasonal	--	--	--	76	3.9	±0.2	NA
Sex							
Men	8	2.3*	±0.9	5,307	3.6*	±0.0	-1.40 (L)
Women	33	2.3*	±0.4	3,474	3.6*	±0.0	-1.29 (L)
Gender Identity							
Male	8	2.3*	±0.9	5,307	3.6*	±0.0	-1.40 (L)
Female	33	2.3*	±0.4	3,474	3.6*	±0.0	-1.29 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	28	3.2	±0.4	NA
Sexual Orientation - Collapsed							
Heterosexual	28	2.2*	±0.4	8,044	3.6*	±0.0	-1.49 (L)
Sexual Minority	NR	NR	NR	320	3.4	±0.1	NR
Sexual Orientation							
Heterosexual or straight	28	2.2*	±0.4	8,044	3.6*	±0.0	-1.49 (L)
Lesbian	NR	NR	NR	90	3.3	±0.2	NR
Gay	--	--	--	73	3.5	±0.2	NA
Bisexual	NR	NR	NR	117	3.5	±0.2	NR
Other	--	--	--	40	3.3	±0.2	NA
I prefer not to say	7	2.4*	±0.7	357	3.4*	±0.1	-1.04 (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.

5.10 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 FWS.

Table 5.28 FWS – 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	1,370	3.5*	±0.0	7,490	3.9*	±0.0	-0.57 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	92	3.9	±0.1	NR
Wage Grade (WG) 5-8	80	3.2*	±0.1	504	3.7*	±0.1	-0.61 (M)
Wage Grade (WG) 9-16	17	3.9	±0.4	287	3.6	±0.1	0.35 (S)
Other Wage Grade (WG)	--	--	--	10	4.0	±0.2	NA
General Schedule (GS) 1-6	107	3.3*	±0.1	521	3.7*	±0.1	-0.52 (M)
General Schedule (GS) 7-10	283	3.4*	±0.1	1,415	3.8*	±0.0	-0.59 (M)
General Schedule (GS) 11-12	573	3.5*	±0.1	2,660	3.9*	±0.0	-0.60 (M)
General Schedule (GS) 13-15	286	3.8*	±0.1	1,889	4.2*	±0.0	-0.61 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	17	4.5	±0.2	NR
Other	NR	NR	NR	44	3.8	±0.2	NR
Years of Service at Bureau or Office							
Less than 1 year	89	3.7*	±0.1	617	3.9*	±0.0	-0.34 (S)
1 to 3 years	190	3.4*	±0.1	893	4.0*	±0.0	-0.81 (L)
4 to 5 years	107	3.5*	±0.1	487	3.9*	±0.1	-0.49 (S)
6 to 10 years	314	3.5*	±0.1	1,415	3.8*	±0.0	-0.47 (S)
11 to 14 years	127	3.6*	±0.1	854	3.9*	±0.0	-0.38 (S)
15 to 20 years	280	3.5*	±0.1	1,287	3.9*	±0.0	-0.63 (M)
More than 20 years	254	3.5*	±0.1	1,909	4.0*	±0.0	-0.66 (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							
Permanent	1,216	3.5*	±0.0	6,842	3.9*	±0.0	-0.57 (M)
Term	126	3.3*	±0.1	523	3.7*	±0.1	-0.61 (M)
Temporary	28	3.8	±0.1	113	3.8	±0.1	-0.12
Work Schedule							
Seasonal	37	3.5	±0.2	93	3.7	±0.1	-0.34 (S)
Non-Seasonal	1,202	3.5*	±0.0	6,787	3.9*	±0.0	-0.56 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	14	3.0*	±0.3	51	3.7*	±0.2	-0.96 (L)
Permanent-Non-Seasonal	1,197	3.5*	±0.0	6,717	3.9*	±0.0	-0.56 (M)
Term	126	3.3*	±0.1	523	3.7*	±0.1	-0.61 (M)
Temporary-Seasonal	23	3.8	±0.1	42	3.8	±0.2	-0.01
Temporary-Non-Seasonal	NR	NR	NR	71	3.8	±0.1	NR
Sex							
Men	338	3.4*	±0.1	4,981	3.9*	±0.0	-0.78 (M)
Women	1,027	3.6*	±0.0	2,482	3.9*	±0.0	-0.55 (M)
Gender Identity							
Male	338	3.4*	±0.1	4,981	3.9*	±0.0	-0.78 (M)
Female	1,027	3.6*	±0.0	2,482	3.9*	±0.0	-0.55 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	26	3.5	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	1,149	3.5*	±0.0	6,929	3.9*	±0.0	-0.55 (M)
Sexual Minority	127	3.5*	±0.1	198	4.0*	±0.1	-0.67 (M)
Sexual Orientation							
Heterosexual or straight	1,149	3.5*	±0.0	6,929	3.9*	±0.0	-0.55 (M)
Lesbian	46	3.3*	±0.3	46	4.1*	±0.1	-1.07 (L)
Gay	14	3.7	±0.2	59	4.0	±0.2	-0.45 (S)
Bisexual	54	3.7*	±0.2	66	4.0*	±0.1	-0.56 (M)
Other	13	3.2	±0.3	28	3.5	±0.2	-0.54 (M)
I prefer not to say	72	3.2*	±0.2	292	3.8*	±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.

5.10.2 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 FWS.

Table 5.29 FWS – 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	1,370	5.2*	±0.1	7,490	5.6*	±0.0	-0.40 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	92	6.0	±0.2	NR
Wage Grade (WG) 5-8	80	4.7*	±0.3	504	5.6*	±0.1	-0.64 (M)
Wage Grade (WG) 9-16	17	5.5	±0.6	287	5.6	±0.2	-0.07
Other Wage Grade (WG)	--	--	--	10	5.2	±0.6	NA
General Schedule (GS) 1-6	107	5.2*	±0.2	523	5.6*	±0.1	-0.30 (S)
General Schedule (GS) 7-10	283	5.1*	±0.1	1,415	5.5*	±0.1	-0.37 (S)
General Schedule (GS) 11-12	573	5.1*	±0.1	2,658	5.5*	±0.0	-0.38 (S)
General Schedule (GS) 13-15	286	5.4*	±0.1	1,889	5.8*	±0.0	-0.42 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	17	6.5	±0.3	NR
Other	NR	NR	NR	44	5.9	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	89	5.4*	±0.2	617	5.7*	±0.1	-0.24 (S)
1 to 3 years	190	5.2*	±0.2	893	5.7*	±0.1	-0.49 (S)
4 to 5 years	107	5.3*	±0.2	487	5.6*	±0.1	-0.29 (S)
6 to 10 years	314	5.0*	±0.1	1,417	5.6*	±0.1	-0.52 (M)
11 to 14 years	127	5.3*	±0.2	854	5.6*	±0.1	-0.30 (S)
15 to 20 years	280	5.1*	±0.1	1,287	5.6*	±0.1	-0.39 (S)
More than 20 years	254	5.2*	±0.1	1,908	5.6*	±0.1	-0.36 (S)
Appointment Type							
Permanent	1,216	5.1*	±0.1	6,840	5.6*	±0.0	-0.41 (S)
Term	126	5.2*	±0.2	523	5.7*	±0.1	-0.39 (S)
Temporary	28	5.9	±0.2	113	6.0	±0.2	-0.04
Work Schedule							
Seasonal	37	5.7	±0.2	93	5.8	±0.2	-0.01
Non-Seasonal	1,202	5.1*	±0.1	6,786	5.6*	±0.0	-0.41 (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	14	5.2	±0.3	51	5.7	±0.3	-0.47 (S)
Permanent-Non-Seasonal	1,197	5.1*	±0.1	6,715	5.6*	±0.0	-0.41 (S)
Term	126	5.2*	±0.2	523	5.7*	±0.1	-0.39 (S)
Temporary-Seasonal	23	6.1	±0.1	42	5.8	±0.3	0.28 (S)
Temporary-Non-Seasonal	NR	NR	NR	71	6.0	±0.3	NR
Sex							
Men	338	4.9*	±0.1	4,979	5.6*	±0.0	-0.59 (M)
Women	1,027	5.2*	±0.1	2,484	5.6*	±0.0	-0.36 (S)
Gender Identity							
Male	338	4.9*	±0.1	4,979	5.6*	±0.0	-0.59 (M)
Female	1,027	5.2*	±0.1	2,484	5.6*	±0.0	-0.36 (S)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	26	5.2	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	1,149	5.2*	±0.1	6,929	5.6*	±0.0	-0.36 (S)
Sexual Minority	127	5.0*	±0.2	198	5.7*	±0.1	-0.70 (M)
Sexual Orientation							
Heterosexual or straight	1,149	5.2*	±0.1	6,929	5.6*	±0.0	-0.36 (S)
Lesbian	46	4.9*	±0.4	46	5.8*	±0.3	-0.86 (L)
Gay	14	5.4	±0.4	59	5.8	±0.2	-0.46 (S)
Bisexual	54	5.0*	±0.3	66	5.7*	±0.2	-0.69 (M)
Other	13	4.3*	±0.6	28	5.1*	±0.5	-0.68 (M)
I prefer not to say	72	4.8*	±0.3	292	5.6*	±0.1	-0.77 (M)

^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 FWS.

Table 5.30 FWS – 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	1,370	3.1*	±0.1	7,490	3.7*	±0.0	-0.59 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	92	3.7	±0.2	NR
Wage Grade (WG) 5-8	80	3.0*	±0.2	504	3.6*	±0.1	-0.52 (M)
Wage Grade (WG) 9-16	17	3.2	±0.4	287	3.6	±0.1	-0.39 (S)
Other Wage Grade (WG)	--	--	--	10	3.4	±0.2	NA
General Schedule (GS) 1-6	107	3.0*	±0.2	523	3.7*	±0.1	-0.69 (M)
General Schedule (GS) 7-10	283	3.0*	±0.1	1,415	3.6*	±0.0	-0.62 (M)
General Schedule (GS) 11-12	573	3.0*	±0.1	2,658	3.6*	±0.0	-0.57 (M)
General Schedule (GS) 13-15	286	3.4*	±0.1	1,889	3.9*	±0.0	-0.58 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	17	4.4	±0.3	NR
Other	NR	NR	NR	44	3.8	±0.3	NR
Years of Service at Bureau or Office							
Less than 1 year	89	3.1*	±0.2	617	3.6*	±0.1	-0.51 (M)
1 to 3 years	190	3.0*	±0.1	893	3.7*	±0.1	-0.89 (L)
4 to 5 years	107	3.2*	±0.2	487	3.7*	±0.1	-0.50 (M)
6 to 10 years	314	3.2*	±0.1	1,417	3.6*	±0.0	-0.42 (S)
11 to 14 years	127	3.2*	±0.2	852	3.6*	±0.1	-0.42 (S)
15 to 20 years	280	3.0*	±0.1	1,287	3.7*	±0.0	-0.72 (M)
More than 20 years	254	3.1*	±0.1	1,909	3.7*	±0.0	-0.63 (M)
Appointment Type							
Permanent	1,216	3.1*	±0.1	6,840	3.7*	±0.0	-0.61 (M)
Term	126	3.1*	±0.2	523	3.7*	±0.1	-0.61 (M)
Temporary	28	3.8	±0.3	113	3.9	±0.2	-0.08

	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	37	3.2*	±0.3	93	3.6*	±0.2	-0.40 (S)
Non-Seasonal	1,202	3.1*	±0.1	6,785	3.7*	±0.0	-0.60 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	14	2.2*	±0.3	51	3.4*	±0.3	-1.26 (L)
Permanent-Non-Seasonal	1,197	3.1*	±0.1	6,714	3.7*	±0.0	-0.60 (M)
Term	126	3.1*	±0.2	523	3.7*	±0.1	-0.61 (M)
Temporary-Seasonal	23	3.8	±0.3	42	3.8	±0.3	-0.02
Temporary-Non-Seasonal	NR	NR	NR	71	3.9	±0.2	NR
Sex							
Men	338	2.9*	±0.1	4,981	3.6*	±0.0	-0.82 (L)
Women	1,027	3.2*	±0.1	2,482	3.7*	±0.0	-0.56 (M)
Gender Identity							
Male	338	2.9*	±0.1	4,981	3.6*	±0.0	-0.82 (L)
Female	1,027	3.2*	±0.1	2,482	3.7*	±0.0	-0.56 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	26	3.2	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	1,149	3.1*	±0.1	6,929	3.7*	±0.0	-0.58 (M)
Sexual Minority	127	3.1*	±0.2	198	3.6*	±0.1	-0.48 (S)
Sexual Orientation							
Heterosexual or straight	1,149	3.1*	±0.1	6,929	3.7*	±0.0	-0.58 (M)
Lesbian	46	2.6*	±0.3	46	3.9*	±0.2	-1.36 (L)
Gay	14	3.8	±0.4	59	3.5	±0.2	0.43 (S)
Bisexual	54	3.4	±0.3	66	3.6	±0.2	-0.17
Other	13	3.1	±0.2	28	3.4	±0.3	-0.42 (S)
I prefer not to say	72	2.7*	±0.2	292	3.6*	±0.1	-0.88 (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 FWS.

Table 5.31 FWS – 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	34	3.5*	±0.2	8,802	3.9*	±0.0	-0.55 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	3.9	±0.1	NA
Wage Grade (WG) 5-8	NR	NR	NR	580	3.6	±0.1	NR
Wage Grade (WG) 9-16	NR	NR	NR	302	3.6	±0.1	NR
Other Wage Grade (WG)	--	--	--	10	4.0	±0.2	NA
General Schedule (GS) 1-6	--	--	--	623	3.6	±0.1	NA
General Schedule (GS) 7-10	NR	NR	NR	1,687	3.8	±0.0	NR
General Schedule (GS) 11-12	15	3.5*	±0.3	3,212	3.8*	±0.0	-0.52 (M)
General Schedule (GS) 13-15	6	3.6	±0.8	2,166	4.1	±0.0	-0.77 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.5	±0.2	NA
Other	--	--	--	47	3.7	±0.2	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>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	704	3.9	±0.0	NA
1 to 3 years	NR	NR	NR	1,074	3.9	±0.0	NR
4 to 5 years	--	--	--	595	3.8	±0.1	NA
6 to 10 years	9	3.6	±0.3	1,711	3.8	±0.0	-0.18
11 to 14 years	7	2.6*	±0.0	971	3.9*	±0.0	-1.83 (L)
15 to 20 years	6	4.0	±0.4	1,559	3.8	±0.0	0.16
More than 20 years	7	3.7	±0.5	2,153	3.9	±0.0	-0.29 (S)
Appointment Type							
Permanent	31	3.5*	±0.2	8,006	3.9*	±0.0	-0.51 (M)
Term	NR	NR	NR	643	3.6	±0.1	NR
Temporary	--	--	--	141	3.8	±0.1	NA
Work Schedule							
Seasonal	--	--	--	130	3.7	±0.1	NA
Non-Seasonal	31	3.5*	±0.2	7,938	3.9*	±0.0	-0.51 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	65	3.5	±0.2	NA
Permanent-Non-Seasonal	31	3.5*	±0.2	7,862	3.9*	±0.0	-0.51 (M)
Term	NR	NR	NR	643	3.6	±0.1	NR
Temporary-Seasonal	--	--	--	65	3.8	±0.1	NA
Temporary-Non-Seasonal	--	--	--	76	3.8	±0.1	NA
Sex							
Men	9	3.1*	±0.4	5,300	3.9*	±0.0	-1.09 (L)
Women	24	3.6	±0.3	3,471	3.8	±0.0	-0.33 (S)
Gender Identity							
Male	9	3.1*	±0.4	5,300	3.9*	±0.0	-1.09 (L)
Female	24	3.6	±0.3	3,471	3.8	±0.0	-0.33 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	27	3.5	±0.3	NA
Sexual Orientation - Collapsed							
Heterosexual	31	3.4*	±0.2	8,029	3.9*	±0.0	-0.72 (M)
Sexual Minority	NR	NR	NR	321	3.8	±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>
Sexual Orientation							
Heterosexual or straight	31	3.4*	±0.2	8,029	3.9*	±0.0	-0.72 (M)
Lesbian	--	--	--	90	3.8	±0.2	NA
Gay	--	--	--	73	3.9	±0.1	NA
Bisexual	NR	NR	NR	118	3.8	±0.1	NR
Other	NR	NR	NR	39	3.3	±0.2	NR
I prefer not to say	--	--	--	364	3.7	±0.1	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 FWS.

Table 5.32 FWS – 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	34	5.4	±0.5	8,802	5.5	±0.0	-0.11
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	6.0	±0.2	NA
Wage Grade (WG) 5-8	NR	NR	NR	580	5.4	±0.1	NR
Wage Grade (WG) 9-16	NR	NR	NR	302	5.6	±0.1	NR
Other Wage Grade (WG)	--	--	--	10	5.2	±0.6	NA
General Schedule (GS) 1-6	--	--	--	625	5.5	±0.1	NA
General Schedule (GS) 7-10	NR	NR	NR	1,687	5.4	±0.1	NR
General Schedule (GS) 11-12	15	5.7	±0.4	3,210	5.4	±0.0	0.28 (S)
General Schedule (GS) 13-15	6	4.7*	±1.8	2,166	5.8*	±0.0	-1.10 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	6.5	±0.2	NA
Other	--	--	--	47	5.8	±0.3	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	704	5.6	±0.1	NA
1 to 3 years	NR	NR	NR	1,074	5.6	±0.1	NR
4 to 5 years	--	--	--	595	5.5	±0.1	NA
6 to 10 years	9	5.1	±1.3	1,713	5.5	±0.1	-0.32 (S)
11 to 14 years	7	6.9*	±0.0	971	5.6*	±0.1	1.15 (L)
15 to 20 years	6	5.1	±1.1	1,559	5.5	±0.1	-0.33 (S)
More than 20 years	7	5.4	±0.5	2,151	5.5	±0.0	-0.10
Appointment Type							
Permanent	31	5.6	±0.5	8,005	5.5	±0.0	0.02
Term	NR	NR	NR	643	5.6	±0.1	NR
Temporary	--	--	--	141	5.9	±0.2	NA
Work Schedule							
Seasonal	--	--	--	130	5.8	±0.2	NA
Non-Seasonal	31	5.6	±0.5	7,936	5.5	±0.0	0.02

	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	--	--	--	65	5.6	±0.3	NA
Permanent-Non-Seasonal	31	5.6	±0.5	7,860	5.5	±0.0	0.03
Term	NR	NR	NR	643	5.6	±0.1	NR
Temporary-Seasonal	--	--	--	65	5.9	±0.2	NA
Temporary-Non-Seasonal	--	--	--	76	6.0	±0.2	NA
Sex							
Men	9	4.4*	±1.2	5,299	5.6*	±0.0	-1.02 (L)
Women	24	5.8	±0.4	3,473	5.5	±0.0	0.24 (S)
Gender Identity							
Male	9	4.4*	±1.2	5,299	5.6*	±0.0	-1.02 (L)
Female	24	5.8	±0.4	3,473	5.5	±0.0	0.24 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	27	5.3	±0.5	NA
Sexual Orientation - Collapsed							
Heterosexual	31	5.3	±0.5	8,030	5.5	±0.0	-0.21 (S)
Sexual Minority	NR	NR	NR	321	5.4	±0.1	NR
Sexual Orientation							
Heterosexual or straight	31	5.3	±0.5	8,030	5.5	±0.0	-0.21 (S)
Lesbian	--	--	--	90	5.4	±0.2	NA
Gay	--	--	--	73	5.7	±0.2	NA
Bisexual	NR	NR	NR	118	5.4	±0.2	NR
Other	NR	NR	NR	39	4.8	±0.4	NR
I prefer not to say	--	--	--	364	5.5	±0.1	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 FWS.

Table 5.33 FWS – 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	34	2.8*	±0.4	8,802	3.6*	±0.0	-0.77 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	97	3.7	±0.2	NA
Wage Grade (WG) 5-8	NR	NR	NR	580	3.5	±0.1	NR
Wage Grade (WG) 9-16	NR	NR	NR	302	3.6	±0.1	NR
Other Wage Grade (WG)	--	--	--	10	3.4	±0.2	NA
General Schedule (GS) 1-6	--	--	--	625	3.6	±0.1	NA
General Schedule (GS) 7-10	NR	NR	NR	1,687	3.5	±0.0	NR
General Schedule (GS) 11-12	15	2.8*	±0.6	3,209	3.5*	±0.0	-0.74 (M)
General Schedule (GS) 13-15	6	3.1*	±0.7	2,166	3.8*	±0.0	-0.83 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.4	±0.3	NA
Other	--	--	--	47	3.8	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	704	3.5	±0.1	NA
1 to 3 years	NR	NR	NR	1,074	3.6	±0.1	NR
4 to 5 years	--	--	--	595	3.6	±0.1	NA
6 to 10 years	9	3.5	±0.4	1,713	3.5	±0.0	0.02
11 to 14 years	7	1.1*	±0.1	968	3.6*	±0.1	-2.68 (L)
15 to 20 years	6	3.4	±0.5	1,559	3.6	±0.0	-0.16
More than 20 years	7	3.2	±0.6	2,153	3.7	±0.0	-0.45 (S)
Appointment Type							
Permanent	31	2.9*	±0.4	8,004	3.6*	±0.0	-0.72 (M)
Term	NR	NR	NR	643	3.6	±0.1	NR
Temporary	--	--	--	141	3.9	±0.2	NA
Work Schedule							
Seasonal	--	--	--	130	3.5	±0.2	NA
Non-Seasonal	31	2.9*	±0.4	7,936	3.6*	±0.0	-0.73 (M)

	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	--	--	--	65	3.2	±0.3	NA
Permanent-Non-Seasonal	31	2.9*	±0.4	7,860	3.6*	±0.0	-0.72 (M)
Term	NR	NR	NR	643	3.6	±0.1	NR
Temporary-Seasonal	--	--	--	65	3.8	±0.2	NA
Temporary-Non-Seasonal	--	--	--	76	3.9	±0.2	NA
Sex							
Men	9	2.6*	±0.7	5,300	3.6*	±0.0	-1.07 (L)
Women	24	2.9*	±0.5	3,471	3.6*	±0.0	-0.63 (M)
Gender Identity							
Male	9	2.6*	±0.7	5,300	3.6*	±0.0	-1.07 (L)
Female	24	2.9*	±0.5	3,471	3.6*	±0.0	-0.63 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	27	3.3	±0.4	NA
Sexual Orientation - Collapsed							
Heterosexual	31	2.7*	±0.4	8,029	3.6*	±0.0	-0.91 (L)
Sexual Minority	NR	NR	NR	321	3.4	±0.1	NR
Sexual Orientation							
Heterosexual or straight	31	2.7*	±0.4	8,029	3.6*	±0.0	-0.91 (L)
Lesbian	--	--	--	90	3.3	±0.2	NA
Gay	--	--	--	73	3.5	±0.2	NA
Bisexual	NR	NR	NR	118	3.5	±0.2	NR
Other	NR	NR	NR	39	3.3	±0.2	NR
I prefer not to say	--	--	--	364	3.4	±0.1	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 FWS – Linear Regression of Harassment and Job Satisfaction

	B	S.E.	<i>B</i>	<i>t</i>	<i>p</i>	95% C.I.		<i>r</i>	Partial <i>r</i>	Semi Partial <i>r</i>
						Lower	Upper			
Constant	3.981	0.008	--	506.101	0.000	3.966	3.997	--	--	--
Harassment Based on Age	-0.262	0.021	-0.144	-12.727	0.000	-0.302	-0.221	-0.273	-0.135	-0.127
Harassment Based on Race/Ethnicity	-0.278	0.028	-0.107	-9.836	0.000	-0.334	-0.223	-0.227	-0.105	-0.098
Harassment Based on Religious Beliefs	-0.150	0.033	-0.049	-4.611	0.000	-0.214	-0.086	-0.165	-0.049	-0.046
Harassment Based on Disability	-0.521	0.032	-0.174	-16.206	0.000	-0.584	-0.458	-0.275	-0.171	-0.161
Harassment Based on Sexual Orientation	-0.076	0.045	-0.018	-1.706	0.088	-0.164	0.011	-0.131	-0.018	-0.017
Gender Harassment	-0.099	0.022	-0.051	-4.390	0.000	-0.143	-0.055	-0.198	-0.047	-0.044
Sexual Harassment	-0.165	0.032	-0.058	-5.166	0.000	-0.228	-0.103	-0.177	-0.055	-0.051
Sexual Assault	0.192	0.116	0.017	1.651	0.099	-0.036	0.419	-0.029	0.018	0.016

Note. N = 8,687, F = 179.38, R Square = 0.142

Table 5.35 FWS – 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	5.682	0.014	--	415.238	0.000	5.655	5.708	--	--	--
Harassment Based on Age	-0.235	0.036	-0.078	-6.575	0.000	-0.305	-0.165	-0.166	-0.070	-0.068
Harassment Based on Race/Ethnicity	-0.235	0.049	-0.054	-4.773	0.000	-0.331	-0.138	-0.133	-0.051	-0.050
Harassment Based on Religious Beliefs	-0.195	0.057	-0.038	-3.437	0.001	-0.306	-0.084	-0.110	-0.037	-0.036
Harassment Based on Disability	-0.626	0.056	-0.126	-11.193	0.000	-0.735	-0.516	-0.186	-0.119	-0.117
Harassment Based on Sexual Orientation	-0.036	0.078	-0.005	-0.466	0.641	-0.189	0.117	-0.079	-0.005	-0.005
Gender Harassment	-0.192	0.039	-0.060	-4.907	0.000	-0.269	-0.115	-0.142	-0.053	-0.051
Sexual Harassment	-0.120	0.056	-0.025	-2.161	0.031	-0.229	-0.011	-0.107	-0.023	-0.022
Sexual Assault	0.585	0.202	0.031	2.898	0.004	0.189	0.981	0.001	0.031	0.030

Note. N = 8,688, F = 68.469, R Square = 0.059

Table 5.36 FWS – 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	3.750	--	--	330.965	0.000	3.728	3.773	--	--	--
Harassment Based on Age	-0.292	0.030	-0.114	-9.856	0.000	-0.350	-0.234	-0.229	-0.105	-0.100
Harassment Based on Race/Ethnicity	-0.273	0.041	-0.075	-6.712	0.000	-0.353	-0.194	-0.181	-0.072	-0.068
Harassment Based on Religious Beliefs	-0.215	0.047	-0.050	-4.593	0.000	-0.307	-0.123	-0.148	-0.049	-0.047
Harassment Based on Disability	-0.502	0.046	-0.119	-10.840	0.000	-0.593	-0.411	-0.213	-0.116	-0.110
Harassment Based on Sexual Orientation	-0.077	0.065	-0.013	-1.198	0.231	-0.204	0.049	-0.118	-0.013	-0.012
Gender Harassment	-0.231	0.032	-0.085	-7.142	0.000	-0.295	-0.168	-0.205	-0.076	-0.073
Sexual Harassment	-0.243	0.046	-0.060	-5.271	0.000	-0.333	-0.153	-0.171	-0.056	-0.054
Sexual Assault	-0.024	0.167	-0.001	-0.144	0.885	-0.352	0.304	-0.044	-0.002	-0.001

Note. N = 8,687, F = 122.95, R Square = 0.102

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 FWS.

In summary, an estimated 18.6% of employees witnessed some form of harassing and/or assault behavior in the 12 months preceding the survey against another employee.

Table 6.1 FWS – 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	867	10.0%	±0.6	2.9	±0.1	3	3
Racial/Ethnic	534	6.1%	±0.5	2.9	±0.1	3	2
Religious	352	4.0%	±0.4	2.8	±0.1	3	2
Disability	412	4.7%	±0.5	2.9	±0.1	3	2
Sexual Orientation	242	2.8%	±0.4	3.0	±0.1	3	3
Sex/Gender	1,012	11.6%	±0.7	3.1	±0.1	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 FWS.

Table 6.2 FWS – 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	449	27.6%	±2.2
I asked the person who was experiencing the behavior if he/she needed help	547	33.6%	±2.3
I pointed out to person that he/she “crossed the line” with comments/behaviors	379	23.3%	±2.1
I stepped in with the intent of diffusing/stopping the situation	235	14.5%	±1.8
I asked others to step in as a group and diffuse the situation	63	3.9%	±1.1
I told someone in a position of authority about the situation	323	19.8%	±2.0
I considered intervening but I feared I would experience negative consequences	226	13.9%	±1.8
I considered intervening but did not feel I had the authority to do so	219	13.4%	±1.7
I stepped in but then was discouraged or criticized by others for doing so	71	4.4%	±1.1
I stepped in but then was harassed myself by the person(s) I was trying to stop	84	5.1%	±1.2
None selected	43	2.7%	±0.9

6.2 Future Reporting

Earlier in the survey respondents who indicated they had experienced a form of harassment or a sexual assault related behavior were asked if they made a complaint/grievance/report either orally or in writing. Since not every survey respondent experienced harassing or assault behaviors, all respondents were asked to consider to whom they might make a complaint/grievance/report if they were to experience such behaviors in the future.

Table 6.3 shows the options they would most likely choose if they were to make a complaint/grievance/report, either orally or in writing, about a harassing experience involving someone at work. For each resource they would contact, respondents were asked to rate the perceived helpfulness of that resource. Results have been weighted to estimate the population in FWS.

Table 6.3 FWS – 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	6,976	80.7%	±0.8	3.8	±0.0
No	919	10.6%	±0.7	--	--
Don't Know	749	8.7%	±0.6	--	--
Employee Assistance Program (EAP)					
Yes	3,848	45.6%	±1.1	3.5	±0.0
No	2,373	28.1%	±1.0	--	--
Don't Know	2,211	26.2%	±0.9	--	--
Ombudsman (if applicable)					
Yes	709	8.6%	±0.6	3.5	±0.1
No	2,541	30.9%	±1.0	--	--
Don't Know	4,959	60.4%	±1.1	--	--
CADR Office, CORE PLUS					
Yes	1,030	12.4%	±0.7	3.6	±0.1
No	2,768	33.4%	±1.0	--	--
Don't Know	4,484	54.1%	±1.1	--	--
Employee & Labor Relations (Human Resources)					
Yes	3,662	43.7%	±1.1	3.6	±0.0
No	2,213	26.4%	±1.0	--	--
Don't Know	2,496	29.8%	±1.0	--	--

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Union (if applicable)					
Yes	627	7.9%	±0.6	3.5	±0.1
No	3,925	49.7%	±1.1	--	--
Don't Know	3,340	42.3%	±1.1	--	--
Equal Employment Opportunity Counselor					
Yes	2,871	34.6%	±1.0	3.7	±0.0
No	2,488	30.0%	±1.0	--	--
Don't Know	2,943	35.5%	±1.0	--	--
Equal Employment Opportunity Office					
Yes	2,773	33.4%	±1.0	3.7	±0.0
No	2,539	30.6%	±1.0	--	--
Don't Know	2,994	36.0%	±1.0	--	--
Office of Inspector General Hotline					
Yes	1,490	18.1%	±0.8	3.5	±0.1
No	3,356	40.7%	±1.1	--	--
Don't Know	3,397	41.2%	±1.1	--	--
Office of Inspector General					
Yes	1,398	17.0%	±0.8	3.6	±0.1
No	3,398	41.2%	±1.1	--	--
Don't Know	3,451	41.8%	±1.1	--	--
Other Law Enforcement/Civil Authority not in the bureau					
Yes	1,380	16.7%	±0.8	3.6	±0.1
No	3,517	42.6%	±1.1	--	--
Don't Know	3,362	40.7%	±1.1	--	--
Department of Interior Ethics/Bureau Ethics Office					
Yes	3,066	36.8%	±1.0	3.7	±0.0
No	2,428	29.1%	±1.0	--	--
Don't Know	2,844	34.1%	±1.0	--	--
Other					
Yes	600	8.3%	±0.7	3.7	±0.1
No	2,115	29.2%	±1.1	--	--
Don't Know	4,532	62.5%	±1.1	--	--

^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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