



Supplemental Statistical Report

Office of the Secretary (OS)
Work Environment Survey
January-March 2017

September 29, 2017

CFI Group

Executive Summary

This Supplemental Statistical Report documents results of the Office of the Secretary (OS) Work Environment Survey (WES), which was fielded from January 9 to March 5, 2017. The Executive Summary provides the key findings. The OS WES survey was designed to assess employee attitudes, perceptions, and behaviors on a wide range of topics related to the *character*, *context*, *correlates*, and *consequences* of harassing and/or assault behaviors¹ experienced by employees within the OS 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 OS personnel employed as of December 10, 2016 ($N = 3,198$) during the period of January 9 to March 5 of 2017. Data from 1,547 employees were obtained by the end of the survey period, yielding a participation rate of 48.4%. Upon initial screening, a total of 1,466 completed questionnaires were available for analysis, yielding a survey response rate of 45.8%. Because not all OS employees responded to the survey, employee population characteristics were obtained from Human Resources to derive weights to estimate population parameters for the OS 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 OS 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 OS workforce.

It is important to note that the findings described here are specific to the OS. To the extent possible, the findings are reported for all constructs and measures included in the WES. However, in some cases, only a small number of respondents may have answered certain sections of the survey, leaving results not reportable. A result based on small numbers can 1) lead to potential disclosure of identity, and/or 2) be statistically unstable and therefore unreliable.

¹ Each measure of harassment included questions asking employees to indicate if they experienced a harassing and assault behavior based on age, race/ethnicity, religion, disability, and sexual orientation. Separate questions were also included to assess gender harassment and sexual harassment without asking about assault behaviors pertinent to those forms of harassment. A separate set of items were used to assess sexual assault related behaviors. Accordingly, the phrase “harassing and/or assault behaviors” is used to denote instances where an employee may have experienced a particular form of harassment, an assault behavior pertinent to a specific type of harassment, or a particular sexual assault related behavior.

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 OS. Using the DOI results to extrapolate to the OS is appropriate given that those results include OS 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 30.7% of employees experienced one or more forms of harassment and/or assault related behaviors in the past 12 months. More specifically:

- 15.2% experienced harassing behaviors based on their age
- 11.8% experienced harassing behaviors based on their racial or ethnic background
- 5.7% experienced harassing behaviors based on their religious beliefs
- 5.2% experienced harassing behaviors based on a perceived or actual disability
- 2.6% experienced harassing behaviors based on their sexual orientation
- 13.2% experienced harassing behaviors based on their gender
- 6.3% experienced sexual harassment²
- 0.47% 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)
- Ethnic minority employees were more likely to experience higher rates of harassment based on their racial or ethnic background than their non-minority counterparts
- Employees with a documented disability were more likely to experience higher rates of harassment based on a perceived or actual disability than their non-disabled counterparts

² Meta-analytic results suggest that anywhere between 24%-84% of women report having experienced sexual harassment in the U.S. workplace; among private sector organizations these rates range from 24%-58%; and within governmental organizations their rates range from 31%-43% (Ilies et al., 2003). Direct comparison involving rates of harassment and/or assault behaviors to other studies and organizations must be made with due considerations to methodological (e.g., assessment approach – direct vs. indirect assessment of harassing and/or assault behaviors; sampling strategies, and weighting procedures used to estimate rates), and contextual/organizational factors (e.g., academic, private, military, and government organizations).

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

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

WHAT CONTEXTUAL FACTORS INFLUENCED SPECIFIC BEHAVIORS OR SETS OF EXPERIENCES?

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

- *What was the primary basis for the specific behavior or set of experiences?* Among employees who experienced any behavior, 21.8% indicated the experience was primarily based on their age; 18.0% indicated the experience was primarily based on their racial/ethnic background; 5.7% indicated the experience was primarily based on their religious beliefs; 7.7% indicated the experience was primarily based on their disability status or condition; 2.3% indicated the experience was primarily based on their sexual orientation; 25.3% indicated the experience was primarily based on their sex/gender;³ and 19.1% indicated the experience was primarily based on unknown factors.
- *When and where did the specific behavior or set of experiences occur?* Regardless of the particular behavior involved, for the majority of employees these experiences occurred during work hours (87.5%) and at a work location or site (90.8%) that was most frequently characterized as an indoor location (97.7%). Also, for the minority of these employees these experiences occurred while on travel (8.2%).
- *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 (58.4%).
- *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

³ Responses to questions involving gender and sexual harassment, and sexual assault related behaviors were assessed in reference to sex and/or gender within this section of the survey to minimize response burden and optimize survey completion.

involved one person (61.8%), who was typically older (40.4%), male (51.4%), and most often a peer and/or coworker (56.2%).

- *Did their work role require them to continue to interact with the person(s) involved?* Regardless of the particular behavior involved, the majority of employees had to continue to interact with the person(s) involved (80.8%).
- *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 (54.1%) or another employee (34.2%), as well as a supervisor (32.5%) or manager (21.6%). Additionally, some employees talked with the person involved (35.9%).
- *Did they make a complaint/grievance/report⁴ in response to the specific behavior or set of experiences?* Regardless of the particular behavior involved, most employees did not make a complaint/grievance/report about their experience (73.8%); only 26.2% did.
- *What OS 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 OS resource was a supervisor or manager (18.4%). All other resources were used less frequently (Employee Assistance Program, Ombudsman,⁵ CADR Office or CORE PLUS, Employee & Labor Relations, Union, Equal Employment Opportunity Counselor, Equal Employment Opportunity Office, Office of the Inspector General Hotline, Office of the Inspector General, Other Law Enforcement/Civil Authority, or Department of Interior Ethics/Bureau Ethics Office).
- *What happened as a result of the complaint/grievance/report?* Regardless of the particular behavior involved, for employees who made complaints/grievances/reports, 34.3% indicated that some action was taken. Actions focused on the organization involved explaining rules to everyone (21.0%), management conducted a review/investigation or other assessment (20.0%), and an investigation was conducted by a law enforcement official (5.0%). Actions involving the person engaging in the harassing behavior included someone talking to the person (22.6%), moving or reassigning the person to avoid continuing contact (11.8%), or some official career action was taken against person(s) involved (8.4%); and in some situations, the person stopped the behavior (16.1%). 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 (14.8%). Additionally, some employees were encouraged to drop the issue (37.2%) or were discouraged from making a complaint/grievance/report (36.4%). Other employees indicated that the person engaging in the harassing behavior took action against them for complaining (34.5%); their coworker(s) treated them worse, avoided or blamed them for the problem (35.5%); and some employees indicated

⁴ Individuals were presented with various types of organizational resources by which to make a complaint/grievance/report that included both formal and informal types of resources.

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

leadership punished them for bringing the experience up (35.7%) or they were threatened with loss of employment (20.3%).⁶

- *What were the reasons for not making a complaint/grievance/report?* Regardless of the particular behavior involved, most employees did not make a complaint/grievance/report about their experience (73.8%). Employees' most frequent reasons for not making a complaint/grievance/report involved the perceived seriousness of the behavior (64.3% did not consider it serious enough to report), a desire to move on or forget about the incident (61.4%), the behavior or experience stopped on its own (52.5%), thought they would be labeled a troublemaker (41.6%), or skepticism about actions that would be taken (45.4% of employees did not think anything would be done).
- *What effect did the specific behavior or set of experiences have on employees' interpersonal relationships, physical or emotional well-being, your job performance, or your willingness to remain a part of the organization?* Regardless of the particular behavior involved, for some employees these experiences had a negative impact on them, but for many employees it did not. For some employees, these experiences had a *negative impact on their interpersonal relationships* with coworkers, supervisors, or managers (34.8%); resulted in arguments or damaged interpersonal relations at work (35.8%); and/or damaged other personal relationships (14.7%). 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 (22.7%), seek counseling (19.5%), or medical attention (12.7%). For some employees, these experiences had a *negative impact on their job performance*, making it harder to complete their work (39.9%), negatively affected their performance evaluation or promotion potential (25.1%), or negatively affected their performance evaluation/renewal/permanent employment (6.0%). For some employees, these experiences *negatively affected their willingness to remain a part of the organization*, leading them to consider leaving OS (37.7%), take steps to leave the organization (16.4%), or request a transfer (10.9%).

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

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

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 in work environments where employees witnessed harassment against another employee based on their age
- Racial/ethnic harassment was more common where employees witnessed harassment against another employee based on their racial/ethnic background
- 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
- None of the factors informed our understanding of sexual orientation harassment
- Gender harassment was more common 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 for harassment based on age, race/ethnicity, religious beliefs, disability status or condition, gender, sexual assault related behaviors and job satisfaction (employees experiencing those behaviors reported lower job satisfaction); for harassment based on race/ethnicity, disability status or condition, sexual orientation, gender, sexual assault related behaviors and job engagement (employees experiencing those behaviors reported lower job engagement); and for harassment based on age, race/ethnicity, religious beliefs, disability status or condition, gender, sexual assault related behaviors and organizational commitment (employees experiencing those behaviors reported lower commitment).

While the magnitude of the effects were small, with the pattern of associations indicating that employees who experienced harassment and/or assault behaviors were less satisfied and engaged with their jobs and were less likely to remain committed to the organization. The reader is referred to the DOI Technical Report to extrapolate from those data to the OS for other results. Using the DOI results to extrapolate to the OS is appropriate given that those results include OS data and are based on larger numbers of respondents from the DOI workforce.

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

- *What about individuals who may have witnessed behaviors occurring to someone else?*
An estimated 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 more than once. Among these individuals:
 - 11.8% witnessed a harassment situation based on the age of the other employee

- 9.6% witnessed a harassment situation based on the race/ethnicity of the other employee
 - 3.6% witnessed a harassment situation based on the religious beliefs of the other employee
 - 4.5% witnessed a harassment situation based a perceived or actual disability of the other employee
 - 3.0% witnessed a harassment situation based on the sexual orientation of the other employee
 - 10.2% 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 (74.5%). Among employees who took some action, the most frequent actions included helping the person who was subject to the behaviors (34.3%); telling someone in position of authority about the situation (16.7%); and pointing out to the person who engaged in the harassing behaviors that s/he “crossed the line” (16.2%).
- *Did employees experience any harassing and/or assault behaviors before the past 12 months while they were employed by OS?* An estimated 26.8% of employees experienced some form of harassing and/or assault behaviors before the past 12 months while being employed at OS. More specifically:
 - 14.1% experienced harassing behaviors based on their age
 - 11.3% experienced harassing behaviors based on their racial or ethnic background
 - 5.5% experienced harassing behaviors based on their religious beliefs
 - 4.8% experienced harassing behaviors based on a perceived or actual disability
 - 2.9% experienced harassing behaviors based on their sexual orientation
 - 7.9% experienced sexually harassing behaviors⁷
 - 0.39% experienced sexual assault related behaviors
 - *What about the future use of OS 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 (73.4%) to make a complaint/grievance/report if they were to experience harassing behaviors in the future. All other resources were endorsed less frequently (Employee Assistance Program, Ombudsman,⁸ CADR Office or CORE PLUS, Employee & Labor Relations, Union, Equal Employment Opportunity Counselor, Equal Employment Opportunity Office, Office of the Inspector General Hotline, Office of the Inspector General, Other Law Enforcement/Civil Authority not in

⁷ Within this section of the survey, responses to questions involving gender and sexual harassment were presented together and a single item was used to assess gender and sexual harassment experiences in the period before the past 12 months to minimize response burden and optimize survey completion. Caution should be exercised in attempting to draw inferences about trends between rates of experience in the past 12 months and rates of experience prior to the past 12 months as these measures are not comparable.

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

the Bureau, or Department of Interior Ethics/Bureau Ethics Office). Additionally, employees rated their expectation that the majority of resources would be moderately to very helpful.

These findings reveal that employees within the organization may be directly (through their own personal experiences) or indirectly (through the witnessing or hearing about other employees' experiences) affected by harassing and/or assault situations both personally and professionally. The findings shed light on the dynamics that underlie these behaviors and affirm the need for comprehensive responses to these problems. Readers are encouraged to review the complete set of findings in the Supplemental Statistical Report and the DOI Technical Report.

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1 Introduction

This Supplemental Statistical Report presents in tabular form the results of the 2017 Office of the Secretary (OS) 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.

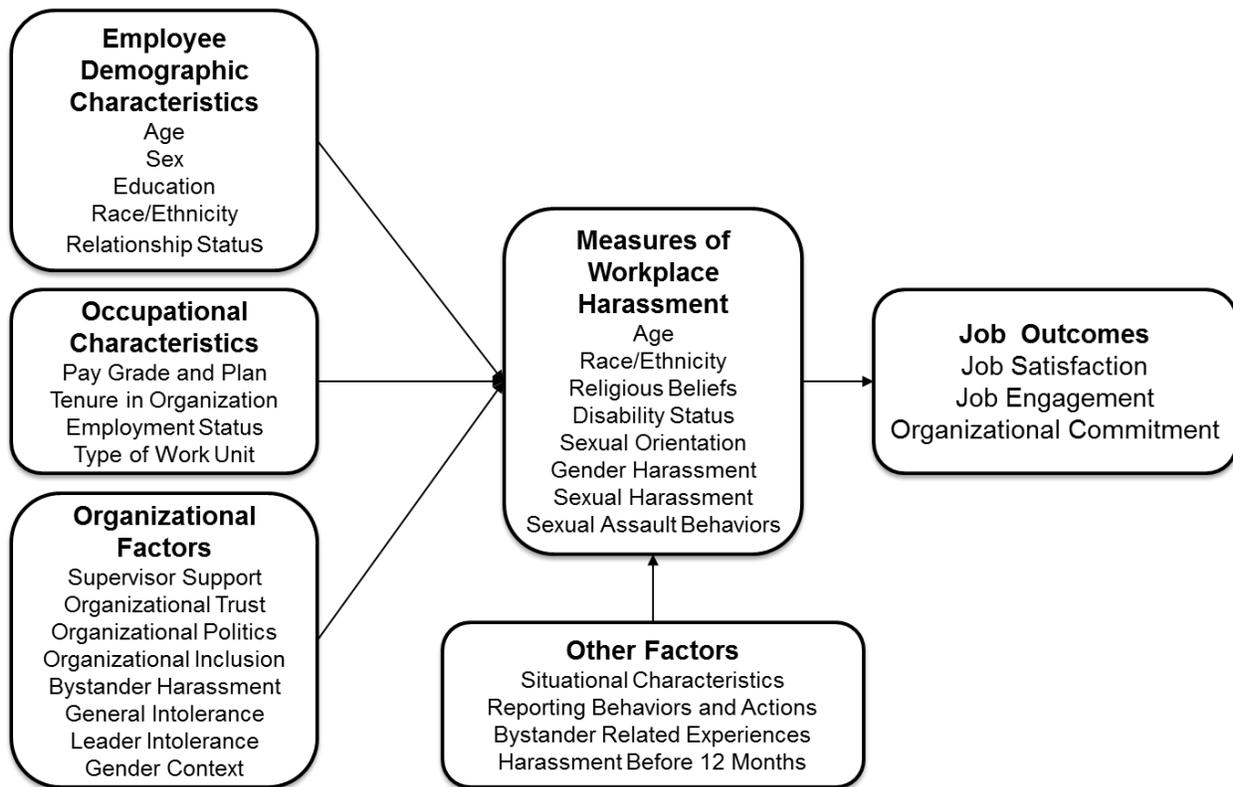


Figure 1.1 Conceptual Framework

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 OS 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 OS employees ($N = 3,198$) 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 1,547 questionnaires were obtained by the end of the survey period (i.e., March 5, 2017), yielding a participation rate of 48.4%. Initial screening of the data for inclusion criteria indicated a total of 1,466 completed questionnaires were available for the analysis, yielding a response rate of 45.8%.

Table 1.2 OS – WES Response Rate

	OS
A. Total Sample	3,198
B. Delivered Invitations/Surveys	3,196
C. Submitted Surveys	1,547
D. Participation Rate	48.4%
E. Completed Surveys	1,466
F. Response Rate	45.8%

Definition of Terms

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

Demographic characteristics for the study population were derived by weighting the survey results to estimate the OS 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 OS – 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	788	24.6%	792 (±49)	24.8% (±1.5)
40 or older	2,410	75.4%	2,407 (±49)	75.2% (±1.5)
Age				
25 or under	35	1.1%	35 (±14)	1.1% (±0.4)
26-29	104	3.3%	104 (±22)	3.3% (±0.7)
30-39	649	20.3%	653 (±46)	20.4% (±1.4)
40-49	868	27.1%	869 (±50)	27.2% (±1.6)
50-59	1,026	32.1%	1,025 (±52)	32.0% (±1.6)
60 or older	516	16.1%	513 (±42)	16.0% (±1.3)
Relationship Status - Collapsed				
Single	NA	NA	509 (±42)	16.0% (±1.3)
Partnered/Married	NA	NA	2,227 (±52)	69.9% (±1.6)
Separated/Widowed/Divorced	NA	NA	451 (±40)	14.2% (±1.3)
Relationship Status				
Single	NA	NA	509 (±42)	16.0% (±1.3)
Separated	NA	NA	56 (±17)	1.8% (±0.5)
Partnered	NA	NA	116 (±23)	3.6% (±0.7)
Divorced	NA	NA	370 (±37)	11.6% (±1.2)
Married	NA	NA	2,111 (±53)	66.2% (±1.7)
Widowed	NA	NA	25 (±12)	0.8% (±0.4)
Ethnicity/Race - Collapsed				
Non-Minority (Non-Hispanic White)	2,024	63.4%	2,082 (±53)	66.1% (±1.7)
Minority	1,168	36.6%	1,066 (±53)	33.9% (±1.7)

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number^a</i>	<i>Percent^a</i>
Ethnicity/Race				
Hispanic	314	9.8%	383 (±37)	12.2% (±1.2)
American Indian or Alaskan Native	168	5.3%	148 (±25)	4.7% (±0.8)
Asian	145	4.5%	82 (±19)	2.6% (±0.6)
Black/African-American	438	13.7%	274 (±33)	8.7% (±1.0)
Native Hawaiian or Other Pacific Islander	24	0.8%	23 (±11)	0.7% (±0.4)
Non-Hispanic White	2,024	63.4%	2,082 (±53)	66.1% (±1.7)
Multi-racial	79	2.5%	155 (±26)	4.9% (±0.8)
Disability				
Yes	321	10.7%	336 (±36)	10.5% (±1.1)
No	2,686	89.3%	2,852 (±36)	89.5% (±1.1)
Sex				
Men	1,426	44.6%	1,424 (±55)	44.5% (±1.7)
Women	1,772	55.4%	1,776 (±55)	55.5% (±1.7)
Gender Identity				
Male	1,426	44.6%	1,424 (±55)	44.4% (±1.7)
Female	1,772	55.4%	1,776 (±55)	55.4% (±1.7)
Transgender	NA	NA	NR	NR
Do not identify as female, male, or transgender	NA	NA	5 (±7)	0.2% (±0.2)
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	2,913 (±24)	95.5% (±0.8)
Sexual Minority	NA	NA	136 (±24)	4.5% (±0.8)
Sexual Orientation				
Heterosexual or straight	NA	NA	2,913 (±33)	91.3% (±1.0)
Lesbian	NA	NA	33 (±13)	1.0% (±0.4)
Gay	NA	NA	51 (±16)	1.6% (±0.5)
Bisexual	NA	NA	38 (±14)	1.2% (±0.4)
Other	NA	NA	14 (±10)	0.4% (±0.3)
I prefer not to say	NA	NA	143 (±25)	4.5% (±0.8)

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

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

Table 1.4 OS – 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	498	15.6%	315 (±35)	9.9% (±1.1)
Trade/Tech Certificate/Some College	498	15.6%	509 (±42)	16.0% (±1.3)
AA/College Degree	1,347	42.1%	1,436 (±55)	45.0% (±1.7)
Graduate Degree	854	26.7%	928 (±51)	29.1% (±1.6)
Appointment Type				
Permanent	3,081	96.3%	3,144 (±17)	98.1% (±0.5)
Term	25	0.8%	58 (±17)	1.8% (±0.5)
Temporary	92	2.9%	NR	NR
Work Schedule				
Seasonal	0	0.0%	7 (±8)	0.2% (±0.2)
Non-seasonal	3,173	100.0%	3,119 (±8)	99.8% (±0.2)
Appointment Type and Work Schedule				
Permanent-Seasonal	0	0.0%	7 (±8)	0.2% (±0.2)
Permanent-Non-Seasonal	3,081	96.3%	3,115 (±18)	97.8% (±0.6)
Term	25	0.8%	58 (±17)	1.8% (±0.5)
Temporary-Seasonal	0	0.0%	0 (NA)	0.0% (NA)
Temporary-Non-Seasonal	92	2.9%	NR	NR
Years of Service at Bureau or Office				
Less than 1 year	NA	NA	364 (±37)	11.4% (±1.2)
1 to 3 years	NA	NA	642 (±46)	20.2% (±1.4)
4 to 5 years	NA	NA	371 (±37)	11.7% (±1.2)
6 to 10 years	NA	NA	745 (±48)	23.4% (±1.5)
11 to 14 years	NA	NA	327 (±35)	10.3% (±1.1)
15 to 20 years	NA	NA	292 (±34)	9.2% (±1.1)
More than 20 years	NA	NA	444 (±40)	13.9% (±1.2)

	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	1	0.0%	13 (±9)	0.4% (±0.3)
Wage Grade (WG) 5 - 8	8	0.3%	26 (±12)	0.8% (±0.4)
Wage Grade (WG) 9 - 16	5	0.2%	7 (±8)	0.2% (±0.2)
Other Wage Grade (WG)	2	0.1%	0 (NA)	0.0% (NA)
General Schedule (GS) 1 - 6	151	4.7%	123 (±23)	3.9% (±0.7)
General Schedule (GS) 7 - 10	363	11.4%	365 (±37)	11.5% (±1.2)
General Schedule (GS) 11 - 12	858	26.8%	934 (±51)	29.5% (±1.6)
General Schedule (GS) 13 - 15	1,585	49.6%	1,603 (±55)	50.6% (±1.7)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	108	3.4%	85 (±20)	2.7% (±0.6)
Other	117	3.7%	12 (±9)	0.4% (±0.3)
Supervisory Status - Collapsed				
Non-Supervisor	2,435	76.1%	2,010 (±54)	63.5% (±1.7)
Supervisor	763	23.9%	1,157 (±54)	36.5% (±1.7)
Supervisory Status				
Team Leader	96	3.0%	477 (±41)	15.1% (±1.3)
Supervisor	357	11.2%	395 (±38)	12.5% (±1.2)
Manager	214	6.7%	205 (±29)	6.5% (±0.9)
Senior Leader	96	3.0%	80 (±19)	2.5% (±0.6)
None of the above	2,435	76.1%	2,010 (±54)	63.5% (±1.7)
Duty Station				
Headquarters Office (Washington)	NA	NA	732 (±48)	23.2% (±1.5)
Virginia (Herndon/Reston)	NA	NA	150 (±25)	4.8% (±0.8)
Idaho (Boise), Arizona (Sierra Vista), Alaska (Anchorage), California (Sacramento)	NA	NA	68 (±18)	2.1% (±0.6)
Dallas, Texas	NA	NA	14 (±10)	0.5% (±0.3)
Denver, Colorado	NA	NA	1,291 (±54)	41.0% (±1.7)
Farmington, New Mexico	NA	NA	9 (±8)	0.3% (±0.3)
Houston, Texas	NA	NA	67 (±18)	2.1% (±0.6)
Oklahoma City, Oklahoma	NA	NA	23 (±12)	0.7% (±0.4)
Tulsa, Oklahoma	NA	NA	21 (±11)	0.7% (±0.4)
100% Telework	NA	NA	138 (±24)	4.4% (±0.8)
Other (none of the above describe the environment in which I routinely accomplish my work)	NA	NA	636 (±45)	20.2% (±1.4)

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number^a</i>	<i>Percent^a</i>
Office - IBC				
Office of the Director	NA	NA	52 (±16)	5.2% (±1.6)
Acquisition Services Directorate	NA	NA	198 (±26)	19.8% (±2.6)
Financial Management Directorate	NA	NA	217 (±27)	21.8% (±2.7)
Human Resources Directorate	NA	NA	509 (±31)	51.0% (±3.1)
Other	NA	NA	22 (±11)	2.2% (±1.1)
Office - ONRR				
Director and Deputy Director Office	NA	NA	70 (±17)	10.1% (±2.5)
Audit and Compliance Management	NA	NA	244 (±25)	35.1% (±3.6)
Financial and Production Management	NA	NA	227 (±25)	32.7% (±3.6)
Coordination, Enforcement, Validation and Appeals	NA	NA	116 (±21)	16.8% (±3.0)
Other	NA	NA	37 (±14)	5.3% (±1.9)

^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 OS. 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 30.7% of employees experienced one or more forms of harassment and/or assault related behaviors in the past 12 months. Additionally, an estimated 26.8% of employees experienced some form of harassing and/or assault behaviors before the past 12 months while being employed at OS.⁹

Table 2.1 OS – 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	15.2%	±1.3	3.1	±0.1	3	2
Racial/Ethnic	11.8%	±1.2	3.1	±0.1	3	2
Religious	5.7%	±0.9	2.9	±0.1	3	2
Disability	5.2%	±0.8	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 OS – 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	447	527
Racial/Ethnic	341	413
Religious	158	210
Disability	139	188

⁹ Caution should be exercised in attempting to draw inferences about trends between rates of experience in the past 12 months and rates of experiences prior to the past 12 months. The measures are not comparable. The measures of experiences prior to the past 12 months were included to give employees an opportunity to share all experiences they have had and to give a general understanding if harassing behaviors are pervasive over time. The measures of experiences prior to the past 12 months were not intended to be used for trend analyses. The single-item measures of experiences prior to the past 12 months did not employ a behavioral experience method and are neither parallel nor equivalent in content or format. Future surveys of this population will use the same questions with a past 12-month time frame allowing for precise trend comparisons.

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

	Experience rate		Frequency of occurrence ^a			
	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Sexual Orientation	2.6%	±0.6	3.6	±0.2	3	2
Gender Harassment	13.2%	±1.2	3.1	±0.1	3	2
Sexual Harassment	6.3%	±0.9	2.8	±0.1	2	2
Crude and Offensive Behavior	11.9%	±1.2	2.8	±0.1	3	2
Unwanted Sexual Attention	4.3%	±0.8	2.6	±0.1	2	2
Sexual Coercion	1.0%	±0.4	2.9	±0.4	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 OS – 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	67	102
Gender Harassment	387	462
Sexual Harassment	176	229
Crude and Offensive Behavior	345	417
Unwanted Sexual Attention	118	163
Sexual Coercion	23	46

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

	Experience rate		Frequency of occurrence ^a			
	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Sexual Assault	0.47%	±0.31	2.6	±0.2	3	3
Sexual Touching	0.25%	±0.25	2.7	±0.3	3	3
Attempted Sex	0.22%	±0.24	2.2	±0.3	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 OS – Estimated Number of Sexual Assault Related Behaviors in Past 12 Months

	Estimated number	
	<i>Lower bound</i>	<i>Upper bound</i>
Sexual Assault	9	25
Sexual Touching	4	16
Attempted Sex	3	15
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 OS.

Table 2.7 OS – 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	985	30.7%	±1.6	3.1	±0.0
Age - Collapsed					
39 or under	304	38.3%*	±3.4	3.1	±0.1
40 or older	677	28.1%*	±1.8	3.1	±0.0
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	66	63.4% CDEF	±9.8	2.9	±0.1
C 30-39	221	33.8% BD	±3.7	3.2	±0.1
D 40-49	218	25.1% BCF	±3.0	3.1	±0.1
E 50-59	287	28.1% B	±2.8	3.1	±0.1
F 60 or older	172	33.6% BD	±4.2	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>
Relationship Status - Collapsed					
A Single	195	38.3%B	±4.3	3.0B	±0.1
B Partnered/Married	639	28.7%A	±1.9	3.1A	±0.0
C Separated/Widowed/Divorced	141	31.3%	±4.4	3.1	±0.1
Relationship Status					
A Single	195	38.3%E	±4.3	3.0C	±0.1
B Separated	13	23.6%C	±13.2	2.9	±0.2
C Partnered	54	46.8%BE	±9.2	3.3AE	±0.1
D Divorced	120	32.5%	±5.0	3.1	±0.1
E Married	585	27.7%AC	±2.0	3.1C	±0.0
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	588	28.3%*	±2.0	3.1	±0.0
Minority	379	35.5%*	±2.9	3.1	±0.1
Ethnicity/Race					
A Hispanic	114	29.9%BG	±4.8	2.8BCF	±0.1
B American Indian or Alaskan Native	66	44.6%AF	±8.2	3.5ACDFG	±0.1
C Asian	29	35.1%	±11.1	3.2AB	±0.2
D Black/African-American	97	35.6%	±5.9	3.0B	±0.1
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	588	28.3%BG	±2.0	3.1AB	±0.0
G Multi racial	70	45.1%AF	±8.0	3.0B	±0.1
Disability					
Yes	150	44.6%*	±5.4	3.2*	±0.1
No	829	29.1%*	±1.7	3.0*	±0.0
Sex					
Men	382	26.8%*	±2.4	3.2*	±0.1
Women	600	33.8%*	±2.2	3.0*	±0.0
Gender Identity					
A Male	382	26.8%B	±2.4	3.2B	±0.1
B Female	600	33.8%A	±2.2	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

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	--	--	--	--	--
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	876	30.1%	±1.7	3.1*	±0.0
Sexual Minority	50	36.9%	±8.5	2.7*	±0.1
Sexual Orientation					
A Heterosexual or straight	876	30.1%	±1.7	3.1CF	±0.0
B Lesbian	8	25.2%	±18.5	3.1C	±0.3
C Gay	17	33.5%	±14.4	2.5ABF	±0.1
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	57	40.1%	±8.3	3.4AC	±0.1
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	67	21.4%BCD	±4.9	3.1	±0.1
B Trade/Tech Certificate/Some College	159	31.3%A	±4.2	3.0	±0.1
C AA/College Degree	437	30.4%A	±2.4	3.1	±0.1
D Graduate Degree	314	33.8%A	±3.1	3.1	±0.1
Appointment Type					
A Permanent	956	30.4%	±1.6	3.1B	±0.0
B Term	25	42.2%	±13.3	2.8A	±0.2
C Temporary	NR	NR	NR	NR	NR
Work Schedule					
Seasonal	NR	NR	NR	NR	NR
Non-seasonal	956	30.6%	±1.6	3.1	±0.0
Appointment Type and Work Schedule					
A Permanent-Seasonal	NR	NR	NR	NR	NR
B Permanent-Non-Seasonal	952	30.6%	±1.6	3.1	±0.0
C Term	25	42.2%	±13.3	2.8	±0.2
D Temporary-Seasonal	--	--	--	--	--
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Years of Service at Bureau or Office					
A Less than 1 year	81	22.3% <i>CEF</i>	±4.6	2.7 <i>BDEFG</i>	±0.1
B 1 to 3 years	178	27.7% <i>F</i>	±3.6	3.2 <i>AC</i>	±0.1
C 4 to 5 years	130	34.9% <i>A</i>	±5.0	2.9 <i>BG</i>	±0.1
D 6 to 10 years	232	31.1% <i>F</i>	±3.4	3.1 <i>A</i>	±0.1
E 11 to 14 years	107	32.9% <i>AF</i>	±5.3	3.1 <i>A</i>	±0.1
F 15 to 20 years	133	45.6% <i>ABDEG</i>	±5.8	3.1 <i>A</i>	±0.1
G More than 20 years	112	25.2% <i>F</i>	±4.3	3.2 <i>AC</i>	±0.1
Pay Plan and Grade - Collapsed					
A Junior Grade	45	32.7%	±8.4	2.8	±0.2
B Middle Grade	116	29.2%	±4.7	3.0 <i>C</i>	±0.1
C Senior Grade	773	30.5%	±1.8	3.1 <i>B</i>	±0.0
D Executive Grade	34	39.9%	±10.9	2.9	±0.2
Supervisory Status - Collapsed					
Non-Supervisor	639	31.8%	±2.1	3.1	±0.0
Supervisor	336	29.0%	±2.7	3.1	±0.1
Supervisory Status					
A Team Leader	128	26.8%	±4.2	3.3 <i>BCDE</i>	±0.1
B Supervisor	111	28.0%	±4.7	2.9 <i>A</i>	±0.1
C Manager	67	32.8%	±6.8	2.9 <i>A</i>	±0.1
D Senior Leader	30	37.9%	±11.3	2.8 <i>AE</i>	±0.1
E None of the above	639	31.8%	±2.1	3.1 <i>AD</i>	±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 OS.

Table 2.8 OS – 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	486	15.2%	±1.3	3.1	±0.1
Age - Collapsed					
39 or under	166	21.1%*	±3.0	3.2	±0.1
40 or older	320	13.3%*	±1.4	3.0	±0.1
Age					
A 25 or under	13	36.0% CDE	±17.8	2.6C	±0.2
B 26-29	42	41.8% CDEF	±10.0	2.9	±0.2
C 30-39	112	17.1% ABDF	±3.1	3.3AF	±0.1
D 40-49	65	7.5% ABCEF	±2.0	3.1	±0.2
E 50-59	133	13.0% ABDF	±2.2	3.0	±0.1
F 60 or older	121	23.7% BCDE	±3.9	3.0C	±0.1
Relationship Status - Collapsed					
A Single	107	21.2% BC	±3.8	3.2	±0.1
B Partnered/Married	314	14.1% A	±1.5	3.0	±0.1
C Separated/Widowed/Divorced	61	13.5% A	±3.5	3.1	±0.2
Relationship Status					
A Single	107	21.2% DE	±3.8	3.2C	±0.1
B Separated	10	17.6%	±12.6	2.5	±0.4
C Partnered	37	31.6% DE	±9.1	2.7AD	±0.1
D Divorced	49	13.2% AC	±3.9	3.2C	±0.2
E Married	277	13.1% AC	±1.5	3.1	±0.1
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	315	15.1%	±1.6	3.0*	±0.1
Minority	157	14.8%	±2.3	3.3*	±0.1

	<i>N</i>	Experience rate		Frequency of occurrence ^a	
		<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	32	8.3%BCFG	±3.2	2.8BG	±0.3
B American Indian or Alaskan Native	36	24.5%ADEF	±7.6	3.6ADF	±0.3
C Asian	22	26.5%AE	±10.8	3.2	±0.3
D Black/African-American	36	13.4%B	±4.6	3.0B	±0.2
E Native Hawaiian or Other Pacific Islander	0	0.0%BC	NA	NA	NA
F Non-Hispanic White	315	15.1%AB	±1.6	3.0BG	±0.1
G Multi racial	31	20.0%A	±7.1	3.5AF	±0.3
Disability					
Yes	86	25.7%*	±5.0	3.3*	±0.2
No	395	13.9%*	±1.3	3.0*	±0.1
Sex					
Men	201	14.1%	±1.9	3.2*	±0.1
Women	285	16.1%	±1.8	3.0*	±0.1
Gender Identity					
A Male	201	14.1%	±1.9	3.2	±0.1
B Female	285	16.1%	±1.8	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	--	--	--	--	--
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	--	--	--	--	--
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	423	14.6%	±1.3	3.0*	±0.1
Sexual Minority	20	14.7%	±7.1	2.2*	±0.1
Sexual Orientation					
A Heterosexual or straight	423	14.6%F	±1.3	3.0CF	±0.1
B Lesbian	NR	NR	NR	NR	NR
C Gay	8	16.3%	±13.3	2.1AF	±0.1
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	41	28.6%A	±8.0	3.7AC	±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	26	8.3%CD	±3.6	2.7BC	±0.1
B	Trade/Tech Certificate/Some College	74	14.5%	±3.3	3.3AD	±0.2
C	AA/College Degree	217	15.2%A	±2.0	3.2AD	±0.1
D	Graduate Degree	166	17.9%A	±2.6	3.0BC	±0.1
Appointment Type						
A	Permanent	465	14.8%B	±1.3	3.1B	±0.1
B	Term	21	35.8%A	±13.4	2.7A	±0.2
C	Temporary	NR	NR	NR	NR	NR
Work Schedule						
	Seasonal	NR	NR	NR	NR	NR
	Non-seasonal	463	14.9%	±1.3	3.1	±0.1
Appointment Type and Work Schedule						
A	Permanent-Seasonal	NR	NR	NR	NR	NR
B	Permanent-Non-Seasonal	463	14.9%C	±1.3	3.1C	±0.1
C	Term	21	35.8%B	±13.4	2.7B	±0.2
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	39	10.6%F	±3.6	2.6BDF	±0.2
B	1 to 3 years	85	13.2%	±2.9	3.2A	±0.2
C	4 to 5 years	65	17.4%	±4.2	3.0	±0.2
D	6 to 10 years	107	14.4%	±2.7	3.2A	±0.1
E	11 to 14 years	54	16.5%	±4.5	3.1	±0.2
F	15 to 20 years	56	19.1%A	±5.0	3.2A	±0.2
G	More than 20 years	72	16.3%	±3.8	2.9	±0.2
Pay Plan and Grade - Collapsed						
A	Junior Grade	22	16.3%	±7.3	2.7	±0.2
B	Middle Grade	56	14.1%	±3.8	3.2	±0.2
C	Senior Grade	382	15.1%	±1.4	3.1	±0.1
D	Executive Grade	15	18.2%	±10.0	2.9	±0.3
Supervisory Status - Collapsed						
	Non-Supervisor	304	15.2%	±1.6	2.9*	±0.1
	Supervisor	178	15.4%	±2.2	3.3*	±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	70	14.7%	±3.5	3.7BCDE	±0.2
B Supervisor	61	15.4%	±3.9	3.1A	±0.2
C Manager	33	16.1%	±5.7	2.7A	±0.2
D Senior Leader	15	18.5%	±10.3	2.8A	±0.3
E None of the above	304	15.2%	±1.6	2.9A	±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 2.9 OS – Estimated Experience Rate of Age Harassment in the Past 12 Months, by Current Work Location

	Age harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	486	15.19%	±1.29
A Headquarters Office (Washington)	142	19.40%BJ	±3.03
B Virginia (Herndon/Reston)	12	8.24%A	±5.69
C Idaho (Boise), Arizona (Sierra Vista), Alaska (Anchorage), California (Sacramento)	5	7.54%	±9.55
D Dallas, Texas	NR	NR	NR
E Denver, Colorado	204	15.85%J	±2.10
F Farmington, New Mexico	NR	NR	NR
G Houston, Texas	13	18.63%	±11.42
H Oklahoma City, Oklahoma	0	0.00%	NA
I Tulsa, Oklahoma	NR	NR	NR
J 100% Telework	5	3.73%AE	±4.90
K Other (none of the above describe the environment in which I routinely accomplish my work)	88	13.91%	±2.93

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 OS.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	392	14.1%	±1.3

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 OS – 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	0	0.0%	NA
Wage Grade (WG) 5-8	NR	NR	NR
Wage Grade (WG) 9-16	NR	NR	NR
Other Wage Grade (WG)	0	0.0%	NA
General Schedule (GS) 1-6	24	6.1%	±2.9
General Schedule (GS) 7-10	90	23.1%	±4.5
General Schedule (GS) 11-12	111	28.7%	±4.7
General Schedule (GS) 13-15	143	37.0%	±4.9
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	12	3.0%	±2.3
Other	NR	NR	NR

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 OS.

Table 2.12 OS – 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	376	11.8%	±1.2	3.1	±0.1
Age - Collapsed					
39 or under	101	12.9%	±2.5	3.0	±0.2
40 or older	270	11.3%	±1.3	3.2	±0.1
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	8	8.3%	±7.4	2.5	±0.4
C 30-39	89	13.7%	±2.9	3.0F	±0.2
D 40-49	105	12.1%	±2.4	3.1	±0.2
E 50-59	100	9.8%	±2.0	3.1F	±0.2
F 60 or older	65	12.8%	±3.2	3.4CE	±0.2
Relationship Status - Collapsed					
A Single	68	13.4%	±3.3	2.8BC	±0.2
B Partnered/Married	255	11.5%	±1.4	3.2A	±0.1
C Separated/Widowed/Divorced	47	10.3%	±3.2	3.3A	±0.2
Relationship Status					
A Single	68	13.4%	±3.3	2.8E	±0.2
B Separated	NR	NR	NR	NR	NR
C Partnered	20	17.7%	±8.2	3.3	±0.3
D Divorced	39	10.4%	±3.6	3.3	±0.3
E Married	234	11.2%	±1.4	3.2A	±0.1
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	141	6.8%*	±1.2	3.1	±0.1
Minority	226	21.5%*	±2.6	3.2	±0.1

	<i>N</i>	Experience rate		Frequency of occurrence ^a	
		<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	57	15.0%DFG	±4.0	2.6BCDF	±0.2
B American Indian or Alaskan Native	35	23.6%EF	±7.6	3.5AFG	±0.2
C Asian	19	22.9%EF	±10.5	3.4A	±0.4
D Black/African-American	76	28.3%AEF	±5.7	3.4AG	±0.2
E Native Hawaiian or Other Pacific Islander	0	0.0%BCDG	NA	NA	NA
F Non-Hispanic White	141	6.8%ABCDG	±1.2	3.1AB	±0.1
G Multi racial	40	26.0%AEF	±7.6	2.8BD	±0.2
Disability					
Yes	54	15.9%*	±4.3	3.2	±0.2
No	320	11.3%*	±1.2	3.1	±0.1
Sex					
Men	168	11.8%	±1.8	3.3*	±0.1
Women	205	11.7%	±1.6	3.0*	±0.1
Gender Identity					
A Male	168	11.8%	±1.8	3.3B	±0.1
B Female	205	11.7%	±1.6	3.0A	±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	--	--	--	--	--
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	--	--	--	--	--
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	338	11.7%	±1.2	3.1	±0.1
Sexual Minority	13	9.6%	±6.3	2.8	±0.3
Sexual Orientation					
A Heterosexual or straight	338	11.7%	±1.2	3.1	±0.1
B Lesbian	5	16.0%	±17.8	2.6	±0.5
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	22	15.6%	±7.0	3.3	±0.3

	<i>N</i>	Experience rate		Frequency of occurrence ^a	
		<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	7.9%	±3.6	2.9	±0.3
B Trade/Tech Certificate/Some College	57	11.3%	±3.1	2.7CD	±0.2
C AA/College Degree	165	11.5%	±1.8	3.1B	±0.1
D Graduate Degree	121	13.1%	±2.3	3.3B	±0.1
Appointment Type					
A Permanent	368	11.8%	±1.2	3.1	±0.1
B Term	NR	NR	NR	NR	NR
C Temporary	NR	NR	NR	NR	NR
Work Schedule					
Seasonal	NR	NR	NR	NR	NR
Non-seasonal	367	11.9%	±1.2	3.1	±0.1
Appointment Type and Work Schedule					
A Permanent-Seasonal	NR	NR	NR	NR	NR
B Permanent-Non-Seasonal	363	11.7%	±1.2	3.2	±0.1
C Term	NR	NR	NR	NR	NR
D Temporary-Seasonal	--	--	--	--	--
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office					
A Less than 1 year	20	5.5%DF	±2.9	2.7	±0.2
B 1 to 3 years	72	11.2%	±2.7	3.2	±0.2
C 4 to 5 years	43	11.6%	±3.7	3.0	±0.2
D 6 to 10 years	93	12.7%A	±2.6	3.1	±0.2
E 11 to 14 years	41	12.7%	±4.1	3.3	±0.3
F 15 to 20 years	45	15.6%A	±4.7	3.2	±0.2
G More than 20 years	53	12.1%	±3.4	3.1	±0.2
Pay Plan and Grade - Collapsed					
A Junior Grade	9	6.7%	±5.7	2.3	±0.3
B Middle Grade	41	10.6%	±3.5	3.0	±0.2
C Senior Grade	302	11.9%	±1.3	3.1	±0.1
D Executive Grade	11	13.5%	±9.4	3.0	±0.2
Supervisory Status - Collapsed					
Non-Supervisor	227	11.4%	±1.5	3.1	±0.1
Supervisor	140	12.2%	±2.0	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	62	13.1%	±3.4	3.2	±0.2
B Supervisor	45	11.5%	±3.6	3.1	±0.3
C Manager	23	11.5%	±5.2	2.9	±0.3
D Senior Leader	9	11.6%	±9.3	3.0	±0.2
E None of the above	227	11.4%	±1.5	3.1	±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 2.13 OS – 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	376	11.79%	±1.17
A Headquarters Office (Washington)	120	16.37%EK	±2.87
B Virginia (Herndon/Reston)	12	7.77%	±5.59
C Idaho (Boise), Arizona (Sierra Vista), Alaska (Anchorage), California (Sacramento)	6	8.50%	±9.77
D Dallas, Texas	NR	NR	NR
E Denver, Colorado	117	9.20%A	±1.72
F Farmington, New Mexico	NR	NR	NR
G Houston, Texas	12	18.30%	±11.38
H Oklahoma City, Oklahoma	0	0.00%	NA
I Tulsa, Oklahoma	NR	NR	NR
J 100% Telework	13	9.65%	±6.26
K Other (none of the above describe the environment in which I routinely accomplish my work)	64	10.12%A	±2.61

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 OS.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	316	11.3%	±1.2
Ethnicity/Race			
Non-Minority	98	5.3%*	±1.1
Minority	215	23.2%*	±2.8
Ethnicity/Race			
A Hispanic	57	16.9%BDF	±4.4
B American Indian or Alaskan Native	41	31.5%AEF	±8.5
C Asian	15	19.7%F	±10.8
D Black/African-American	71	28.7%AEF	±6.0
E Native Hawaiian or Other Pacific Islander	0	0.0%BDG	NA
F Non-Hispanic White	98	5.3%ABCDG	±1.1
G Multi-racial	31	26.7%EF	±9.0

* 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 OS – 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	0	0.0%	NA
Wage Grade (WG) 5-8	NR	NR	NR
Wage Grade (WG) 9-16	NR	NR	NR
Other Wage Grade (WG)	0	0.0%	NA
General Schedule (GS) 1-6	7	2.1%	±2.4
General Schedule (GS) 7-10	49	15.6%	±4.5
General Schedule (GS) 11-12	103	32.8%	±5.4
General Schedule (GS) 13-15	135	43.0%	±5.6
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	11	3.4%	±2.7
Other	NR	NR	NR

2.3 Religious Harassment

2.3.1 Past 12 Months

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

Table 2.16 OS – 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	182	5.7%	±0.9	2.9	±0.1
Age - Collapsed					
39 or under	53	6.7%	±2.0	2.7*	±0.2
40 or older	130	5.4%	±1.0	3.0*	±0.1
Age					
A 25 or under	0	0.0%B	NA	NA	NA
B 26-29	16	16.0%ACDEF	±8.7	2.3E	±0.2
C 30-39	37	5.6%B	±2.1	2.8	±0.2
D 40-49	56	6.4%B	±1.8	2.9	±0.2
E 50-59	44	4.3%B	±1.4	3.1B	±0.2
F 60 or older	30	5.9%B	±2.4	2.9	±0.3
Relationship Status - Collapsed					
A Single	33	6.5%	±2.5	3.3B	±0.3
B Partnered/Married	117	5.3%	±1.0	2.7AC	±0.1
C Separated/Widowed/Divorced	30	6.6%	±2.7	3.1B	±0.3
Relationship Status					
A Single	33	6.5%	±2.5	3.3CE	±0.3
B Separated	NR	NR	NR	NR	NR
C Partnered	10	8.6%	±6.8	2.2AD	±0.2
D Divorced	24	6.6%	±3.0	3.2CE	±0.3
E Married	107	5.1%	±1.0	2.8AD	±0.1
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	103	5.0%*	±1.0	2.9	±0.2
Minority	77	7.3%*	±1.7	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>
Ethnicity/Race					
A Hispanic	22	5.7%B	±2.8	2.9	±0.3
B American Indian or Alaskan Native	21	14.6%ADF	±6.8	3.1	±0.3
C Asian	6	7.4%	±8.3	2.8	±0.2
D Black/African-American	10	3.6%BG	±3.0	2.2	±0.3
E Native Hawaiian or Other Pacific Islander	0	0.0%	NA	NA	NA
F Non-Hispanic White	103	5.0%BG	±1.0	2.9	±0.2
G Multi racial	18	11.7%DF	±6.2	2.9	±0.4
Disability					
Yes	26	7.9%	±3.4	2.7*	±0.3
No	153	5.4%	±0.9	3.0*	±0.1
Sex					
Men	98	6.9%*	±1.4	2.9	±0.1
Women	83	4.7%*	±1.1	2.9	±0.2
Gender Identity					
A Male	98	6.9%	±1.4	2.9	±0.1
B Female	83	4.7%	±1.1	2.9	±0.2
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	--	--	--	--	--
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	--	--	--	--	--
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	162	5.6%*	±0.9	3.0*	±0.1
Sexual Minority	15	10.9%*	±6.5	2.3*	±0.2
Sexual Orientation					
A Heterosexual or straight	162	5.6%	±0.9	3.0	±0.1
B Lesbian	5	16.0%	±17.8	2.2	±0.2
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	5	3.6%	±4.7	2.6	±0.5

	<i>N</i>	Experience rate		Frequency of occurrence ^a	
		<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	9	3.0%	±2.6	3.0	±0.0
B Trade/Tech Certificate/Some College	20	3.9%	±2.1	3.1	±0.4
C AA/College Degree	88	6.1%	±1.4	2.8	±0.1
D Graduate Degree	63	6.8%	±1.8	3.0	±0.2
Appointment Type					
A Permanent	180	5.8%	±0.9	2.9	±0.1
B Term	NR	NR	NR	NR	NR
C Temporary	NR	NR	NR	NR	NR
Work Schedule					
Seasonal	NR	NR	NR	NR	NR
Non-seasonal	180	5.8%	±0.9	2.9	±0.1
Appointment Type and Work Schedule					
A Permanent-Seasonal	NR	NR	NR	NR	NR
B Permanent-Non-Seasonal	180	5.8%	±0.9	2.9	±0.1
C Term	NR	NR	NR	NR	NR
D Temporary-Seasonal	--	--	--	--	--
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office					
A Less than 1 year	15	4.1%	±2.6	2.1BDF	±0.1
B 1 to 3 years	14	2.2%DEF	±1.5	3.2A	±0.5
C 4 to 5 years	24	6.5%	±3.0	2.7	±0.2
D 6 to 10 years	52	7.0%B	±2.1	3.0A	±0.2
E 11 to 14 years	28	8.7%B	±3.6	2.8	±0.2
F 15 to 20 years	22	7.7%B	±3.7	3.3A	±0.3
G More than 20 years	23	5.2%	±2.5	2.7	±0.4
Pay Plan and Grade - Collapsed					
A Junior Grade	NR	NR	NR	NR	NR
B Middle Grade	16	4.0%	±2.5	3.4C	±0.4
C Senior Grade	158	6.2%	±1.0	2.9B	±0.1
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	106	5.3%	±1.1	3.0	±0.1
Supervisor	75	6.5%	±1.6	2.8	±0.2

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	40	8.5%	±2.9	2.9	±0.2
B Supervisor	20	5.1%	±2.7	2.8	±0.3
C Manager	10	4.9%	±4.0	2.2	±0.2
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	106	5.3%	±1.1	3.0	±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 OS – 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	182	5.70%	±0.86
A Headquarters Office (Washington)	46	6.22%	±2.00
B Virginia (Herndon/Reston)	NR	NR	NR
C Idaho (Boise), Arizona (Sierra Vista), Alaska (Anchorage), California (Sacramento)	NR	NR	NR
D Dallas, Texas	NR	NR	NR
E Denver, Colorado	80	6.21%	±1.46
F Farmington, New Mexico	NR	NR	NR
G Houston, Texas	NR	NR	NR
H Oklahoma City, Oklahoma	0	0.00%	NA
I Tulsa, Oklahoma	NR	NR	NR
J 100% Telework	NR	NR	NR
K Other (none of the above describe the environment in which I routinely accomplish my work)	39	6.08%	±2.15

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 OS.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	156	5.5%	±0.9

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 OS – 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	0	0.0%	NA
Wage Grade (WG) 9-16	NR	NR	NR
Other Wage Grade (WG)	0	0.0%	NA
General Schedule (GS) 1-6	0	0.0%	NA
General Schedule (GS) 7-10	27	17.5%	±6.9
General Schedule (GS) 11-12	46	30.0%	±7.8
General Schedule (GS) 13-15	77	49.9%	±7.9
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	0	0.0%	NA

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 OS.

Table 2.20 OS – 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	162	5.2%	±0.8	3.2	±0.1
Age - Collapsed					
39 or under	39	5.0%	±1.8	3.2	±0.3
40 or older	123	5.2%	±1.0	3.2	±0.2
Age					
A 25 or under	0	0.0%	NA	NA	NA
B 26-29	NR	NR	NR	NR	NR
C 30-39	37	5.7%	±2.1	3.2	±0.3
D 40-49	39	4.5%	±1.6	3.3	±0.3
E 50-59	57	5.7%	±1.6	3.4F	±0.2
F 60 or older	27	5.4%	±2.4	2.7E	±0.2
Relationship Status - Collapsed					
A Single	26	5.2%	±2.3	3.3	±0.3
B Partnered/Married	109	5.0%	±1.0	3.3	±0.2
C Separated/Widowed/Divorced	23	5.1%	±2.5	2.9	±0.2
Relationship Status					
A Single	26	5.2%	±2.3	3.3	±0.3
B Separated	NR	NR	NR	NR	NR
C Partnered	8	7.2%	±6.6	3.0	±0.2
D Divorced	18	5.0%	±2.8	3.0	±0.2
E Married	101	4.9%	±1.0	3.3	±0.2
F Widowed	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	105	5.1%	±1.0	3.1	±0.2
Minority	52	5.0%	±1.5	3.3	±0.3
Ethnicity/Race					
A Hispanic	13	3.4%	±2.4	3.1	±0.3
B American Indian or Alaskan Native	7	4.9%	±5.1	3.6	±0.6
C Asian	NR	NR	NR	NR	NR
D Black/African-American	14	5.1%	±3.4	3.6	±0.7
E Native Hawaiian or Other Pacific Islander	0	0.0%	NA	NA	NA
F Non-Hispanic White	105	5.1%	±1.0	3.1	±0.2
G Multi racial	16	10.4%	±6.0	3.2	±0.6
Disability					
Yes	95	28.3%*	±5.1	3.5*	±0.2
No	65	2.3%*	±0.6	2.8*	±0.2
Sex					
Men	88	6.4%*	±1.4	3.4*	±0.2
Women	73	4.2%*	±1.0	3.0*	±0.2
Gender Identity					
A Male	88	6.4%B	±1.4	3.4B	±0.2
B Female	73	4.2%A	±1.0	3.0A	±0.2
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	--	--	--	--	--
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	--	--	--	--	--
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	149	5.2%	±0.9	3.1*	±0.1
Sexual Minority	6	4.6%	±5.2	4.3*	±0.6

	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	149	5.2%	±0.9	3.1	±0.1
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	7	5.2%	±5.2	3.3	±0.5
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	5	1.6%BD	±2.2	2.0BD	±0.0
B Trade/Tech Certificate/Some College	38	7.5%AC	±2.7	3.4A	±0.3
C AA/College Degree	59	4.2%B	±1.2	3.1	±0.2
D Graduate Degree	58	6.4%A	±1.8	3.4A	±0.2
Appointment Type					
A Permanent	160	5.2%	±0.8	3.2	±0.1
B Term	NR	NR	NR	NR	NR
C Temporary	NR	NR	NR	NR	NR
Work Schedule					
Seasonal	NR	NR	NR	NR	NR
Non-seasonal	160	5.2%	±0.8	3.2	±0.1
Appointment Type and Work Schedule					
A Permanent-Seasonal	NR	NR	NR	NR	NR
B Permanent-Non-Seasonal	160	5.3%	±0.9	3.2	±0.1
C Term	NR	NR	NR	NR	NR
D Temporary-Seasonal	--	--	--	--	--
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office					
A Less than 1 year	NR	NR	NR	NR	NR
B 1 to 3 years	32	5.1%F	±2.0	3.3	±0.4
C 4 to 5 years	23	6.3%F	±3.0	3.5G	±0.3
D 6 to 10 years	31	4.3%F	±1.8	3.3	±0.2
E 11 to 14 years	22	6.9%	±3.4	3.1	±0.4
F 15 to 20 years	33	11.6%BCDG	±4.3	3.2	±0.4
G More than 20 years	14	3.3%F	±2.2	2.6C	±0.2

	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	8	6.1%	±5.6	2.6	±0.4
B Middle Grade	34	8.9% ^C	±3.3	3.2	±0.3
C Senior Grade	116	4.7% ^B	±0.9	3.3	±0.2
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	108	5.5%	±1.1	3.2	±0.2
Supervisor	52	4.5%	±1.4	3.4	±0.3
Supervisory Status					
A Team Leader	28	5.9%	±2.5	3.3 ^C	±0.3
B Supervisor	14	3.6%	±2.4	2.9 ^C	±0.4
C Manager	8	3.9%	±3.8	4.4 ^{ABE}	±0.6
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	108	5.5%	±1.1	3.2 ^C	±0.2

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

Table 2.21 OS – 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	162	5.15%	±0.83
A Headquarters Office (Washington)	30	4.20%	±1.73
B Virginia (Herndon/Reston)	NR	NR	NR
C Idaho (Boise), Arizona (Sierra Vista), Alaska (Anchorage), California (Sacramento)	7	10.22%	±10.13
D Dallas, Texas	NR	NR	NR
E Denver, Colorado	85	6.80% ^K	±1.53
F Farmington, New Mexico	NR	NR	NR
G Houston, Texas	6	9.36%	±10.23
H Oklahoma City, Oklahoma	0	0.00%	NA
I Tulsa, Oklahoma	NR	NR	NR
J 100% Telework	6	3.98%	±4.97
K Other (none of the above describe the environment in which I routinely accomplish my work)	19	3.01% ^E	±1.68

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 OS.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	133	4.8%	±0.9

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 OS – 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	0	0.0%	NA
Wage Grade (WG) 5-8	NR	NR	NR
Wage Grade (WG) 9-16	0	0.0%	NA
Other Wage Grade (WG)	0	0.0%	NA
General Schedule (GS) 1-6	9	7.1%	±5.9
General Schedule (GS) 7-10	36	27.3%	±8.3
General Schedule (GS) 11-12	39	29.2%	±8.4
General Schedule (GS) 13-15	41	30.8%	±8.5
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	NR	NR	NR
Other	0	0.0%	NA

2.5 Sexual Orientation Harassment

2.5.1 Past 12 Months

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

Table 2.24 OS – 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	82	2.6%	±0.6	3.6	±0.2
Age - Collapsed					
39 or under	17	2.2%	±1.3	3.1	±0.4
40 or older	65	2.8%	±0.7	3.7	±0.2
Age					
A 25 or under	0	0.0%	NA	NA	NA
B 26-29	NR	NR	NR	NR	NR
C 30-39	13	2.0%	±1.4	3.1E	±0.5
D 40-49	28	3.3%	±1.4	3.1E	±0.3
E 50-59	27	2.7%	±1.2	4.3CDF	±0.4
F 60 or older	10	2.0%	±1.7	3.0E	±0.3
Relationship Status - Collapsed					
A Single	11	2.3%	±1.7	3.0B	±0.5
B Partnered/Married	53	2.4%	±0.7	4.0AC	±0.2
C Separated/Widowed/Divorced	18	4.1%	±2.3	2.6B	±0.2
Relationship Status					
A Single	11	2.3% ^C	±1.7	3.0 ^C	±0.5
B Separated	0	0.0% ^C	NA	NA	NA
C Partnered	11	9.7% ^{ABDE}	±7.0	5.2 ^{ADE}	±0.4
D Divorced	17	4.6% ^C	±2.7	2.6 ^{CE}	±0.2
E Married	42	2.0% ^C	±0.7	3.4 ^{CD}	±0.2
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	46	2.2% [*]	±0.7	3.9 [*]	±0.3
Minority	36	3.5% [*]	±1.3	3.3 [*]	±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	11	2.9%	±2.3	3.5	±0.7
B	American Indian or Alaskan Native	7	5.1%	±5.1	3.9	±0.5
C	Asian	0	0.0%	NA	NA	NA
D	Black/African-American	13	4.8%	±3.3	2.9F	±0.2
E	Native Hawaiian or Other Pacific Islander	0	0.0%	NA	NA	NA
F	Non-Hispanic White	46	2.2%	±0.7	3.9D	±0.3
G	Multi racial	5	3.4%	±4.5	3.3	±0.6
Disability						
	Yes	11	3.4%	±2.6	3.4	±0.5
	No	71	2.5%	±0.7	3.6	±0.2
Sex						
	Men	35	2.5%	±1.0	3.3*	±0.3
	Women	46	2.6%	±0.9	3.8*	±0.3
Gender Identity						
A	Male	35	2.5%	±1.0	3.3	±0.3
B	Female	46	2.6%	±0.9	3.8	±0.3
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	--	--	--	--	--
B	Transgender, female to male	NR	NR	NR	NR	NR
C	Gender non-conforming	--	--	--	--	--
D	Unsure	NR	NR	NR	NR	NR
E	I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed						
	Heterosexual	52	1.8%*	±0.6	3.2	±0.2
	Sexual Minority	19	13.9%*	±7.0	3.1	±0.4
Sexual Orientation						
A	Heterosexual or straight	52	1.8%BCF	±0.6	3.2F	±0.2
B	Lesbian	8	25.2%ADF	±18.5	3.8CF	±0.6
C	Gay	8	16.0%ADF	±13.3	2.5BF	±0.2
D	Bisexual	0	0.0%BCF	NA	NA	NA
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F	I prefer not to say	12	8.4%ABCD	±6.0	5.1ABC	±0.4

		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	5	1.6%	±2.2	6.0BCD	±0.0
B	Trade/Tech Certificate/Some College	20	4.0%	±2.1	3.2A	±0.4
C	AA/College Degree	33	2.4%	±0.9	2.7AD	±0.2
D	Graduate Degree	24	2.6%	±1.2	3.5AC	±0.3
Appointment Type						
A	Permanent	81	2.6%	±0.6	3.6	±0.2
B	Term	NR	NR	NR	NR	NR
C	Temporary	NR	NR	NR	NR	NR
Work Schedule						
	Seasonal	NR	NR	NR	NR	NR
	Non-seasonal	79	2.6%	±0.6	3.7	±0.2
Appointment Type and Work Schedule						
A	Permanent-Seasonal	NR	NR	NR	NR	NR
B	Permanent-Non-Seasonal	79	2.6%	±0.6	3.7	±0.2
C	Term	NR	NR	NR	NR	NR
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	NR	NR	NR	NR	NR
B	1 to 3 years	16	2.5%	±1.6	3.0G	±0.3
C	4 to 5 years	17	4.7%	±2.7	3.2G	±0.4
D	6 to 10 years	17	2.4%	±1.4	3.5G	±0.3
E	11 to 14 years	NR	NR	NR	NR	NR
F	15 to 20 years	11	3.9%	±3.0	3.0G	±0.4
G	More than 20 years	14	3.3%	±2.2	4.8BCDF	±0.4
Pay Plan and Grade - Collapsed						
A	Junior Grade	NR	NR	NR	NR	NR
B	Middle Grade	18	4.6%	±2.6	3.0C	±0.3
C	Senior Grade	60	2.4%	±0.7	3.9B	±0.2
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	61	3.1%*	±0.9	3.7	±0.2
	Supervisor	22	1.9%*	±1.0	3.4	±0.3

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	5	1.2%	±1.5	4.0	±0.7
B Supervisor	5	1.4%	±1.8	2.6	±0.3
C Manager	6	3.0%	±3.5	3.7	±0.3
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	61	3.1%	±0.9	3.7	±0.2

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

Table 2.25 OS – 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	82	2.61%	±0.62
A Headquarters Office (Washington)	24	3.33%	±1.59
B Virginia (Herndon/Reston)	NR	NR	NR
C Idaho (Boise), Arizona (Sierra Vista), Alaska (Anchorage), California (Sacramento)	NR	NR	NR
D Dallas, Texas	NR	NR	NR
E Denver, Colorado	31	2.43%	±1.01
F Farmington, New Mexico	NR	NR	NR
G Houston, Texas	0	0.00%	NA
H Oklahoma City, Oklahoma	0	0.00%	NA
I Tulsa, Oklahoma	0	0.00%	NA
J 100% Telework	NR	NR	NR
K Other (none of the above describe the environment in which I routinely accomplish my work)	19	2.99%	±1.66

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 OS.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	82	2.9%	±0.7

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 OS – 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	0	0.0%	NA
Wage Grade (WG) 5-8	0	0.0%	NA
Wage Grade (WG) 9-16	NR	NR	NR
Other Wage Grade (WG)	0	0.0%	NA
General Schedule (GS) 1-6	5	6.1%	±8.0
General Schedule (GS) 7-10	27	32.3%	±11.0
General Schedule (GS) 11-12	17	20.8%	±10.4
General Schedule (GS) 13-15	32	38.6%	±11.1
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 OS.

Table 2.28 OS – 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	201	6.3%	±0.9	2.8	±0.1
Age - Collapsed					
39 or under	68	8.6%*	±2.2	2.9	±0.2
40 or older	133	5.5%*	±1.0	2.8	±0.1
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	25	24.3% ^{CDEF}	±9.3	2.5	±0.3
C 30-39	39	5.9% ^B	±2.1	3.0 ^E	±0.2
D 40-49	61	7.0% ^B	±1.9	3.1 ^E	±0.1
E 50-59	49	4.8% ^B	±1.5	2.5 ^{CD}	±0.1
F 60 or older	23	4.5% ^B	±2.2	2.7	±0.3

	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	54	10.6%B	±3.0	2.5BC	±0.1
B Partnered/Married	100	4.5%AC	±0.9	3.0A	±0.1
C Separated/Widowed/Divorced	45	9.9%B	±3.1	2.9A	±0.2
Relationship Status					
A Single	54	10.6%E	±3.0	2.5DE	±0.1
B Separated	7	12.9%	±12.0	2.4	±0.3
C Partnered	11	9.9%	±7.0	2.6	±0.2
D Divorced	35	9.5%E	±3.5	3.0A	±0.2
E Married	88	4.2%AD	±0.9	3.1A	±0.1
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	129	6.2%	±1.1	2.9	±0.1
Minority	62	5.8%	±1.6	2.8	±0.1
Ethnicity/Race					
A Hispanic	20	5.1%	±2.7	2.4BF	±0.2
B American Indian or Alaskan Native	13	9.0%	±5.9	3.7ADFG	±0.3
C Asian	NR	NR	NR	NR	NR
D Black/African-American	13	4.7%	±3.3	2.2BF	±0.1
E Native Hawaiian or Other Pacific Islander	0	0.0%	NA	NA	NA
F Non-Hispanic White	129	6.2%	±1.1	2.9ABD	±0.1
G Multi racial	12	8.0%	±5.5	2.6B	±0.2
Disability					
Yes	25	7.6%	±3.4	2.6	±0.2
No	173	6.1%	±0.9	2.9	±0.1
Sex					
Men	58	4.1%*	±1.2	3.1*	±0.2
Women	140	7.9%*	±1.4	2.7*	±0.1
Gender Identity					
A Male	58	4.1%B	±1.2	3.1B	±0.2
B Female	140	7.9%A	±1.4	2.7A	±0.1
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	--	--	--	--	--
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	176	6.1%	±0.9	2.9	±0.1
Sexual Minority	8	5.7%	±5.5	2.5	±0.3
Sexual Orientation					
A Heterosexual or straight	176	6.1%	±0.9	2.9F	±0.1
B Lesbian	NR	NR	NR	NR	NR
C Gay	0	0.0%	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	15	10.3%	±6.3	2.4A	±0.2
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	27	8.5%	±3.6	2.7	±0.2
B Trade/Tech Certificate/Some College	21	4.1%	±2.1	3.0	±0.2
C AA/College Degree	89	6.2%	±1.4	2.8	±0.1
D Graduate Degree	61	6.6%	±1.8	2.8	±0.1
Appointment Type					
A Permanent	199	6.3%	±0.9	2.8	±0.1
B Term	NR	NR	NR	NR	NR
C Temporary	NR	NR	NR	NR	NR
Work Schedule					
Seasonal	NR	NR	NR	NR	NR
Non-seasonal	199	6.4%	±0.9	2.8	±0.1
Appointment Type and Work Schedule					
A Permanent-Seasonal	NR	NR	NR	NR	NR
B Permanent-Non-Seasonal	199	6.4%	±0.9	2.8	±0.1
C Term	NR	NR	NR	NR	NR
D Temporary-Seasonal	--	--	--	--	--
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Years of Service at Bureau or Office					
A Less than 1 year	10	2.8%CF	±2.3	3.5BCD	±0.4
B 1 to 3 years	29	4.6%CF	±1.9	2.5AEFG	±0.1
C 4 to 5 years	42	11.3%ABDEG	±3.7	2.4AEFG	±0.1
D 6 to 10 years	46	6.2%CF	±2.0	2.6AEG	±0.1
E 11 to 14 years	14	4.4%CF	±2.9	3.2BCD	±0.3
F 15 to 20 years	34	11.7%ABDEG	±4.3	3.0BCG	±0.2
G More than 20 years	21	4.8%CF	±2.4	3.5BCDF	±0.3
Pay Plan and Grade - Collapsed					
A Junior Grade	6	4.2%	±5.1	3.0	±0.6
B Middle Grade	26	6.4%	±2.9	2.3C	±0.1
C Senior Grade	158	6.2%	±1.0	2.9B	±0.1
D Executive Grade	7	8.6%	±8.5	2.4	±0.2
Supervisory Status - Collapsed					
Non-Supervisor	134	6.7%	±1.2	2.8	±0.1
Supervisor	63	5.4%	±1.5	2.7	±0.1
Supervisory Status					
A Team Leader	23	4.8%	±2.3	2.8	±0.2
B Supervisor	26	6.5%	±2.9	2.6	±0.1
C Manager	8	4.1%	±3.8	2.6	±0.5
D Senior Leader	6	7.0%	±8.4	2.5	±0.3
E None of the above	134	6.7%	±1.2	2.8	±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 OS – 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	201	6.27%	±0.89
A Headquarters Office (Washington)	54	7.43%	±2.14
B Virginia (Herndon/Reston)	13	8.45%	±5.73
C Idaho (Boise), Arizona (Sierra Vista), Alaska (Anchorage), California (Sacramento)	NR	NR	NR
D Dallas, Texas	NR	NR	NR
E Denver, Colorado	98	7.57%	±1.58
F Farmington, New Mexico	NR	NR	NR
G Houston, Texas	0	0.00%	NA
H Oklahoma City, Oklahoma	0	0.00%	NA
I Tulsa, Oklahoma	NR	NR	NR
J 100% Telework	NR	NR	NR
K Other (none of the above describe the environment in which I routinely accomplish my work)	28	4.43%	±1.91

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 OS.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	225	7.9%	±1.1
Sex			
Men	52	4.2%*	±1.3
Women	173	10.7%*	±1.6

* 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 OS – 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	0	0.0%	NA
Wage Grade (WG) 5-8	0	0.0%	NA
Wage Grade (WG) 9-16	NR	NR	NR
Other Wage Grade (WG)	0	0.0%	NA
General Schedule (GS) 1-6	29	7.3%	±3.0
General Schedule (GS) 7-10	98	25.0%	±4.5
General Schedule (GS) 11-12	117	29.8%	±4.7
General Schedule (GS) 13-15	125	31.9%	±4.8
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	12	2.9%	±2.2
Other	8	2.1%	±2.0

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 OS. 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 OS – 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	380	11.9%	±1.2	2.8	±0.1	3	2
Sex							
Men	152	10.6%	±1.7	3.0*	±0.1	3	2
Women	226	12.8%	±1.6	2.7*	±0.1	3	2
Gender Identity							
A Male	152	10.6%	±1.7	3.0B	±0.1	3	2
B Female	226	12.8%	±1.6	2.7A	±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	326	11.2%	±1.2	2.9*	±0.1	3	2
Sexual Minority	20	15.0%	±7.1	2.5*	±0.2	2	2
Sexual Orientation							
A Heterosexual or straight	326	11.2%CF	±1.2	2.9	±0.1	3	2
B Lesbian	5	16.3%	±17.8	2.2	±0.2	2	2
C Gay	13	25.7%AD	±14.2	2.5	±0.2	3	3
D Bisexual	0	0.0%CF	NA	NA	NA	NA	NA
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR	NR	NR
F I prefer not to say	31	21.5%AD	±7.6	2.6	±0.2	3	2

^a Scale values range from 2 = Once, 3 = Once a Month or Less, 4 = Two to Three Times a Month, 5 = Once a Week or More, and 6 = One or More Times a Day. * 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 OS – 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	380	11.85%	±1.17
A Headquarters Office (Washington)	97	13.20%	±2.66
B Virginia (Herndon/Reston)	17	11.08%	±6.19
C Idaho (Boise), Arizona (Sierra Vista), Alaska (Anchorage), California (Sacramento)	7	10.26%	±10.13
D Dallas, Texas	NR	NR	NR
E Denver, Colorado	177	13.70%	±1.99
F Farmington, New Mexico	NR	NR	NR
G Houston, Texas	NR	NR	NR
H Oklahoma City, Oklahoma	0	0.00%	NA
I Tulsa, Oklahoma	NR	NR	NR
J 100% Telework	NR	NR	NR
K Other (none of the above describe the environment in which I routinely accomplish my work)	70	11.07%	±2.69

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 OS. 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 OS – 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	139	4.3%	±0.8	2.6	±0.1	2	2
Sex							
Men	27	1.9%*	±0.9	2.9*	±0.3	2	2
Women	111	6.2%*	±1.2	2.6*	±0.1	2	2
Gender Identity							
A Male	27	1.9%B	±0.9	2.9B	±0.3	2	2
B Female	111	6.2%A	±1.2	2.6A	±0.1	2	2
C Transgender	NR	NR	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	110	3.8%	±0.8	2.7	±0.1	2	2
Sexual Minority	9	6.9%	±5.8	2.2	±0.3	2	2
Sexual Orientation							
A Heterosexual or straight	110	3.8%F	±0.8	2.7	±0.1	2	2
B Lesbian	NR	NR	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR	NR	NR
F I prefer not to say	15	10.7%A	±6.3	2.3	±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 2.35 OS – 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	139	4.33%	±0.76
A Headquarters Office (Washington)	42	5.79%	±1.95
B Virginia (Herndon/Reston)	NR	NR	NR
C Idaho (Boise), Arizona (Sierra Vista), Alaska (Anchorage), California (Sacramento)	NR	NR	NR
D Dallas, Texas	NR	NR	NR
E Denver, Colorado	68	5.29%	±1.36
F Farmington, New Mexico	NR	NR	NR
G Houston, Texas	0	0.00%	NA
H Oklahoma City, Oklahoma	0	0.00%	NA
I Tulsa, Oklahoma	NR	NR	NR
J 100% Telework	NR	NR	NR
K Other (none of the above describe the environment in which I routinely accomplish my work)	15	2.43%	±1.54

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 OS. 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 OS – 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	32	1.0%	±0.4	2.9	±0.4	2	2
Sex							
Men	10	0.7%	±0.6	2.9	±0.6	2	2
Women	22	1.3%	±0.6	3.0	±0.5	2	2
Gender Identity							
A Male	10	0.7%	±0.6	2.9	±0.6	2	2
B Female	22	1.3%	±0.6	3.0	±0.5	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	31	1.1%	±0.4	3.0	±0.4	2	2
Sexual Minority	0	0.0%	NA	NA	NA	NA	NA
Sexual Orientation							
A Heterosexual or straight	31	1.1%	±0.4	3.0	±0.4	2	2
B Lesbian	0	0.0%	NA	NA	NA	NA	NA
C Gay	0	0.0%	NA	NA	NA	NA	NA
D Bisexual	0	0.0%	NA	NA	NA	NA	NA
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR	NR	NR
F I prefer not to say	NR	NR	NR	NR	NR	NR	NR

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

Table 2.37 OS – 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	32	1.01%	±0.41
A Headquarters Office (Washington)	6	0.77%	±0.98
B Virginia (Herndon/Reston)	NR	NR	NR
C Idaho (Boise), Arizona (Sierra Vista), Alaska (Anchorage), California (Sacramento)	0	0.00%	NA
D Dallas, Texas	NR	NR	NR
E Denver, Colorado	13	1.02%	±0.72
F Farmington, New Mexico	NR	NR	NR
G Houston, Texas	0	0.00%	NA
H Oklahoma City, Oklahoma	0	0.00%	NA
I Tulsa, Oklahoma	0	0.00%	NA
J 100% Telework	0	0.00%	NA
K Other (none of the above describe the environment in which I routinely accomplish my work)	10	1.54%	±1.32

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 OS. 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 OS – 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	423	13.2%	±1.2	3.1	±0.1
Age - Collapsed					
39 or under	130	16.4%*	±2.7	3.2*	±0.1
40 or older	294	12.2%*	±1.4	3.0*	±0.1
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	40	38.6% CDEF	±9.8	3.4DE	±0.4
C 30-39	85	13.0% B	±2.8	3.3DE	±0.2
D 40-49	118	13.6% B	±2.4	2.9BCF	±0.1
E 50-59	118	11.5% B	±2.1	2.9BCF	±0.2
F 60 or older	57	11.2% B	±3.0	3.3DE	±0.2
Relationship Status - Collapsed					
A Single	86	16.9% B	±3.5	3.0	±0.2
B Partnered/Married	255	11.4% AC	±1.4	3.0	±0.1
C Separated/Widowed/Divorced	76	16.9% B	±3.8	3.2	±0.2
Relationship Status					
A Single	86	16.9% CE	±3.5	3.0	±0.2
B Separated	NR	NR	NR	NR	NR
C Partnered	33	28.1% AE	±9.0	3.4	±0.3
D Divorced	68	18.4% E	±4.3	3.2	±0.2
E Married	222	10.5% ACD	±1.4	3.0	±0.1
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	272	13.1%	±1.5	3.1*	±0.1
Minority	143	13.4%	±2.2	2.9*	±0.1

	<i>N</i>	Experience rate		Frequency of occurrence ^a	
		<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	37	9.6%G	±3.4	3.0	±0.2
B American Indian or Alaskan Native	28	18.9%	±7.2	3.2	±0.3
C Asian	13	15.3%	±9.7	3.0	±0.5
D Black/African-American	28	10.2%G	±4.2	2.8	±0.2
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	272	13.1%G	±1.5	3.1G	±0.1
G Multi racial	36	23.0%ADF	±7.3	2.7F	±0.2
Disability					
Yes	57	17.1%*	±4.4	3.3	±0.2
No	362	12.7%*	±1.3	3.0	±0.1
Sex					
Men	106	7.4%*	±1.5	3.2	±0.2
Women	315	17.7%*	±1.8	3.1	±0.1
Gender Identity					
A Male	106	7.4%B	±1.5	3.2	±0.2
B Female	315	17.7%A	±1.8	3.1	±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	--	--	--	--	--
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	--	--	--	--	--
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	372	12.8%	±1.3	3.1*	±0.1
Sexual Minority	20	14.4%	±7.1	2.5*	±0.2
Sexual Orientation					
A Heterosexual or straight	372	12.8%	±1.3	3.1	±0.1
B Lesbian	NR	NR	NR	NR	NR
C Gay	7	13.0%	±12.8	2.6	±0.2
D Bisexual	7	19.3%	±16.4	2.4	±0.3
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	29	20.4%	±7.5	2.9	±0.3

	<i>N</i>	Experience rate		Frequency of occurrence ^a	
		<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	26	8.1%D	±3.6	3.0	±0.4
B Trade/Tech Certificate/Some College	53	10.3%D	±3.0	2.6CD	±0.1
C AA/College Degree	171	11.9%D	±1.8	3.2B	±0.1
D Graduate Degree	168	18.1%ABC	±2.6	3.1B	±0.1
Appointment Type					
A Permanent	414	13.2%	±1.2	3.1	±0.1
B Term	9	15.8%	±12.1	2.7	±0.3
C Temporary	NR	NR	NR	NR	NR
Work Schedule					
Seasonal	NR	NR	NR	NR	NR
Non-seasonal	414	13.3%	±1.2	3.1	±0.1
Appointment Type and Work Schedule					
A Permanent-Seasonal	NR	NR	NR	NR	NR
B Permanent-Non-Seasonal	414	13.3%	±1.2	3.1	±0.1
C Term	9	15.8%	±12.1	2.7	±0.3
D Temporary-Seasonal	--	--	--	--	--
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office					
A Less than 1 year	44	12.0%	±3.8	2.8BG	±0.2
B 1 to 3 years	77	12.0%	±2.8	3.4ACEF	±0.2
C 4 to 5 years	53	14.4%	±4.0	2.8BG	±0.2
D 6 to 10 years	89	12.0%	±2.5	3.1	±0.2
E 11 to 14 years	50	15.2%	±4.3	2.9BG	±0.2
F 15 to 20 years	55	19.0%G	±4.9	2.9BG	±0.2
G More than 20 years	49	11.1%F	±3.3	3.4ACEF	±0.3
Pay Plan and Grade - Collapsed					
A Junior Grade	18	13.4%	±6.9	3.5	±0.5
B Middle Grade	56	13.9%	±3.8	2.8C	±0.2
C Senior Grade	324	12.8%D	±1.4	3.1B	±0.1
D Executive Grade	21	24.5%C	±10.5	3.2	±0.4
Supervisory Status - Collapsed					
Non-Supervisor	271	13.5%	±1.6	3.2*	±0.1
Supervisor	147	12.7%	±2.0	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	63	13.1%	±3.3	3.1C	±0.2
B Supervisor	39	10.0%	±3.4	2.9	±0.2
C Manager	31	15.1%	±5.6	2.6AE	±0.2
D Senior Leader	14	17.2%	±10.2	2.7	±0.2
E None of the above	271	13.5%	±1.6	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 2.39 OS – 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	423	13.20%	±1.22
A Headquarters Office (Washington)	118	16.11%	±2.85
B Virginia (Herndon/Reston)	14	9.27%	±5.88
C Idaho (Boise), Arizona (Sierra Vista), Alaska (Anchorage), California (Sacramento)	11	15.83%	±11.06
D Dallas, Texas	NR	NR	NR
E Denver, Colorado	172	13.30%	±1.97
F Farmington, New Mexico	NR	NR	NR
G Houston, Texas	NR	NR	NR
H Oklahoma City, Oklahoma	NR	NR	NR
I Tulsa, Oklahoma	0	0.00%	NA
J 100% Telework	10	6.94%	±5.71
K Other (none of the above describe the environment in which I routinely accomplish my work)	87	13.71%	±2.91

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 demographic and/or occupational characteristics. Results have been weighted to estimate the population in OS.

Table 2.40 OS – 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	15	0.47%	±0.31	2.6	±0.2
Age - Collapsed					
39 or under	6	0.75%	±0.92	2.6	±0.4
40 or older	9	0.38%	±0.35	2.5	±0.3
Age					
A 25 or under	0	0.00%	NA	NA	NA
B 26-29	0	0.00%	NA	NA	NA
C 30-39	6	0.91%	±1.11	2.6	±0.4
D 40-49	NR	NR	NR	NR	NR
E 50-59	7	0.69%	±0.75	2.4	±0.3
F 60 or older	0	0.00%	NA	NA	NA
Relationship Status - Collapsed					
A Single	NR	NR	NR	NR	NR
B Partnered/Married	6	0.28%	±0.33	2.6	±0.4
C Separated/Widowed/Divorced	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Relationship Status					
A Single	NR	NR	NR	NR	NR
B Separated	0	0.00%	NA	NA	NA
C Partnered	0	0.00%	NA	NA	NA
D Divorced	NR	NR	NR	NR	NR
E Married	6	0.30%	±0.35	2.6	±0.4
F Widowed	0	0.00%	NA	NA	NA
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	7	0.34%	±0.37	3.0*	±0.0
Minority	6	0.53%	±0.68	2.4*	±0.3
Ethnicity/Race					
A Hispanic	0	0.00%B	NA	NA	NA
B American Indian or Alaskan Native	6	3.78%ACDFG	±4.67	2.4F	±0.3
C Asian	0	0.00%B	NA	NA	NA
D Black/African-American	0	0.00%B	NA	NA	NA
E Native Hawaiian or Other Pacific Islander	0	0.00%	NA	NA	NA
F Non-Hispanic White	7	0.34%B	±0.37	3.0B	±0.0
G Multi racial	0	0.00%B	NA	NA	NA
Disability					
Yes	5	1.50%*	±2.06	2.0*	±0.0
No	10	0.35%*	±0.30	2.8*	±0.2
Sex					
Men	5	0.36%	±0.49	2.0*	±0.0
Women	10	0.57%	±0.48	2.8*	±0.2
Gender Identity					
A Male	5	0.36%	±0.49	2.0	±0.0
B Female	10	0.57%	±0.48	2.8	±0.2
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	--	--	--	--	--
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	--	--	--	--	--
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	15	0.52%	±0.34	2.6	±0.2
Sexual Minority	0	0.00%	NA	NA	NA

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Sexual Orientation					
A Heterosexual or straight	15	0.52%	±0.34	2.6	±0.2
B Lesbian	0	0.00%	NA	NA	NA
C Gay	0	0.00%	NA	NA	NA
D Bisexual	0	0.00%	NA	NA	NA
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	0	0.00%	NA	NA	NA
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	0	0.00%	NA	NA	NA
B Trade/Tech Certificate/Some College	5	1.02%	±1.37	2.6	±0.4
C AA/College Degree	7	0.46%	±0.52	2.2	±0.3
D Graduate Degree	NR	NR	NR	NR	NR
Appointment Type					
A Permanent	15	0.48%	±0.31	2.6	±0.2
B Term	0	0.00%	NA	NA	NA
C Temporary	NR	NR	NR	NR	NR
Work Schedule					
Seasonal	NR	NR	NR	NR	NR
Non-seasonal	15	0.49%	±0.32	2.6	±0.2
Appointment Type and Work Schedule					
A Permanent-Seasonal	NR	NR	NR	NR	NR
B Permanent-Non-Seasonal	15	0.49%	±0.32	2.6	±0.2
C Term	0	0.00%	NA	NA	NA
D Temporary-Seasonal	--	--	--	--	--
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office					
A Less than 1 year	NR	NR	NR	NR	NR
B 1 to 3 years	NR	NR	NR	NR	NR
C 4 to 5 years	0	0.00%	NA	NA	NA
D 6 to 10 years	7	0.93%	±1.02	2.7	±0.3
E 11 to 14 years	0	0.00%	NA	NA	NA
F 15 to 20 years	NR	NR	NR	NR	NR
G More than 20 years	0	0.00%	NA	NA	NA

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Pay Plan and Grade - Collapsed					
A Junior Grade	0	0.00%	NA	NA	NA
B Middle Grade	0	0.00%	NA	NA	NA
C Senior Grade	15	0.60%	±0.39	2.6	±0.2
D Executive Grade	0	0.00%	NA	NA	NA
Supervisory Status - Collapsed					
Non-Supervisor	6	0.29%*	±0.36	2.6	±0.4
Supervisor	9	0.82%*	±0.72	2.6	±0.3
Supervisory Status					
A Team Leader	5	1.09%	±1.48	2.6	±0.4
B Supervisor	NR	NR	NR	NR	NR
C Manager	0	0.00%	NA	NA	NA
D Senior Leader	0	0.00%	NA	NA	NA
E None of the above	6	0.29%	±0.36	2.6	±0.4

^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 OS – Estimated Experience Rate of Sexual Assault Related Behaviors in the Past 12 Months, by Current Work Location

	Sexual assault		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	15	0.47%	±0.31
A Headquarters Office (Washington)	12	1.59%K	±1.22
B Virginia (Herndon/Reston)	0	0.00%	NA
C Idaho (Boise), Arizona (Sierra Vista), Alaska (Anchorage), California (Sacramento)	0	0.00%	NA
D Dallas, Texas	NR	NR	NR
E Denver, Colorado	NR	NR	NR
F Farmington, New Mexico	NR	NR	NR
G Houston, Texas	0	0.00%	NA
H Oklahoma City, Oklahoma	0	0.00%	NA
I Tulsa, Oklahoma	0	0.00%	NA
J 100% Telework	0	0.00%	NA
K Other (none of the above describe the environment in which I routinely accomplish my work)	0	0.00%A	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 OS.

Table 2.412 OS – 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	11	0.39%	±0.31
Sex			
Men	NR	NR	NR
Women	7	0.41%	±0.47

* 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 OS – Estimated Pay Plan or Grade at Which Sexual Assault Related Behaviors First Occurred

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	NR	NR	NR
Wage Grade (WG) 5-8	NR	NR	NR
Wage Grade (WG) 9-16	NR	NR	NR
Other Wage Grade (WG)	NR	NR	NR
General Schedule (GS) 1-6	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR
General Schedule (GS) 11-12	NR	NR	NR
General Schedule (GS) 13-15	NR	NR	NR
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	NR	NR	NR
Other	NR	NR	NR

2.12 Sexual Assault Related Behaviors Experienced

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

Table 2.434 OS – 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>
Office of the Secretary	0.25% (± 0.25)	0.22% (± 0.24)	0.00% (NA)
Men	NR	NR	0.00% (NA)
Women	0.31% (± 0.40)	NR	0.00% (NA)

3 One Behavior or Experience with the Greatest Effect

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

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

Table 3.1 OS – 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	209	21.8%	±2.7
Your race or ethnicity	173	18.0%	±2.6
Your religious beliefs	54	5.7%	±1.7
Your disability status or condition	74	7.7%	±1.9
Your sexual orientation	22	2.3%	±1.2
Your sex/gender	243	25.3%	±2.9
Unknown	184	19.1%	±2.6

The results shown in Section 3 represent the estimated subset of OS 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 OS 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, 21.8% 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 OS.

Table 3.2 OS – 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	187	90.5%	±4.9
Most of it occurred during work hours; some off work hours	9	4.5%	±3.9
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	6	3.0%	±3.5
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	17	8.0%	±4.6
No	189	92.0%	±4.6
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	191	93.0%	±4.4
At a work-sponsored social event	NR	NR	NR
At a non-work sponsored social event where coworkers were present	NR	NR	NR
At a permanent bureau/office supplied housing location, if applicable	NR	NR	NR
At a location outside the office/site	5	2.5%	±3.3
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	184	95.9%	±4.0
At an indoor location (shop or maintenance area)	6	3.1%	±3.7
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	89	42.8%	±6.9
Once a month or less	92	44.2%	±6.9
2-4 times a month	5	2.6%	±3.3
Every few days	14	6.6%	±4.3
Every day	8	3.7%	±3.7
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	115	56.6%	±7.0
A week	12	5.9%	±4.3
A month	0	0.0%	NA
A few months	42	20.6%	±6.2
A year or more	34	16.8%	±5.8

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	109	53.1%	±6.9
More than one person	96	46.9%	±6.9
Q41 Was/were the person(s) who did this to you?			
Male	77	38.3%	±6.9
Female	53	26.2%	±6.6
Both males and females	72	35.5%	±6.9
Q42 Was/were the person(s) who did this to you?			
Younger	95	45.3%	±6.9
About my age	15	7.2%	±4.4
Older	94	45.2%	±6.9
Some were younger, older, and/or about my age	NR	NR	NR
Do not know	NR	NR	NR
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	149	71.3%	±6.6
Subordinate(s) or someone you supervise/manage	9	4.4%	±3.8
Your Team lead(s) (current or former)	26	12.3%	±5.2
Another Team lead(s) (current or former)	10	4.6%	±3.9
Your Supervisor(s) (current or former)	42	20.3%	±6.1
Another Supervisor(s) (current or former)	17	8.4%	±4.6
Your Manager(s) (current or former)	35	16.7%	±5.7
Another Manager(s) (current or former)	20	9.6%	±4.9
Another federal employee	25	11.8%	±5.2
A contractor	9	4.2%	±3.8
Other	6	2.8%	±3.4
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	30	14.5%	±5.5
Yes, I had to or still have to interact with this/these person(s)	179	85.5%	±5.5

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 OS.

Table 3.3 OS – 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	13	6.5%	±4.3
No	192	93.5%	±4.3
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	35	17.2%	±5.8
No	170	82.8%	±5.8
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	82	40.1%	±6.9
No	119	57.6%	±6.9
Don't Know	NR	NR	NR
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	51	26.4%	±6.7
No	131	68.2%	±7.0
Don't Know	10	5.4%	±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	60	29.0%	±6.6
No	134	65.1%	±6.8
Don't Know	12	5.9%	±4.2
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	68	33.3%	±6.8
No	132	64.2%	±6.8
Don't Know	5	2.5%	±3.3
h. Did it damage other personal relationships?			
Yes	22	10.5%	±5.0
No	182	88.7%	±5.1
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	38	18.5%	±6.0
No	168	81.5%	±6.0
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	17	8.2%	±4.7
No	189	91.8%	±4.7
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	21	10.4%	±5.0
No	184	89.6%	±5.0
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	67	32.5%	±6.8
No	137	66.6%	±6.8
Don't Know	NR	NR	NR

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 OS.

Table 3.4 OS – 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	63	32.0%	±6.9
My coworkers	94	46.3%	±6.9
My team leader	21	10.2%	±5.0
My supervisor	63	31.2%	±6.7
My manager	30	14.7%	±5.6
A senior leader	24	12.0%	±5.3
Another employee in my bureau	53	26.1%	±6.5
Someone from another bureau/office	30	14.7%	±5.6

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 OS.

Table 3.5 OS – 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	20	9.9%	±5.0	1.6	±0.3
Employee Assistance Program (EAP)	9	4.3%	±3.8	4.1	±0.5
Ombudsman (if applicable)	6	3.0%	±3.5	1.2	±0.4
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	NR	NR	NR	NR	NR
Union (if applicable)	NR	NR	NR	NR	NR
Equal Employment Opportunity Counselor	9	4.2%	±3.8	3.2	±1.0
Equal Employment Opportunity Office	8	3.8%	±3.7	2.0	±0.8
Office of Inspector General Hotline	NR	NR	NR	NR	NR
Office of Inspector General	NR	NR	NR	NR	NR
Other Law Enforcement/Civil Authority not in the bureau	0	0.0%	NA	NA	NA
Department of Interior Ethics/Bureau Ethics Office	NR	NR	NR	NR	NR
Other	5	2.7%	±3.5	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 19.5% 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 OS – Results of Reporting the One Experience of Age Harassment

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. The person I told took no action			
Yes	13	31.3%	±16.5
No	13	33.5%	±16.5
Don't Know	14	35.2%	±16.5
b. The rules of harassment were explained to everyone in the workplace			
Yes	12	29.1%	±16.4
No	12	30.6%	±16.5
Don't Know	16	40.3%	±16.3
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	NR	NR	NR
No	14	34.5%	±16.5
Don't Know	22	56.0%	±16.1
d. An investigation was conducted by a law enforcement official			
Yes	0	0.0%	NA
No	23	57.8%	±16.2
Don't Know	17	42.2%	±16.2
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	6	15.8%	±15.5
No	10	24.1%	±16.2
Don't Know	24	60.1%	±16.3
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	NR	NR	NR
No	27	67.6%	±16.5
Don't Know	11	28.3%	±16.4
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	NR	NR	NR
No	30	74.0%	±16.3
Don't Know	8	19.6%	±15.9
h. There was some official career action taken against person(s) for the behavior			
Yes	0	0.0%	NA
No	21	53.4%	±15.9
Don't Know	19	46.6%	±15.9

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<hr/>			
i. The person(s) stopped the behavior			
Yes	NR	NR	NR
No	17	43.5%	±16.5
Don't Know	NR	NR	NR
j. I was encouraged to drop the issue			
Yes	18	45.8%	±16.0
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	15	37.0%	±16.4
No	23	58.2%	±16.2
Don't Know	NR	NR	NR
l. The person(s) who did this took action against me for complaining			
Yes	11	26.5%	±16.4
No	18	45.7%	±16.0
Don't Know	11	27.8%	±16.4
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	16	40.2%	±16.3
No	19	46.3%	±15.9
Don't Know	5	13.5%	±15.2
n. My leadership punished me for bringing it up			
Yes	18	45.3%	±16.0
No	22	54.7%	±16.0
Don't Know	0	0.0%	NA
o. I was threatened with loss of employment			
Yes	NR	NR	NR
No	31	76.2%	±16.2
Don't Know	6	14.5%	±15.3

An estimated 19.5% 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 OS – 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?	40	2.7	±0.4
How you were treated by personnel handling the complaint/grievance/report?	39	2.8	±0.4
Actions taken by the person handling the complaint/grievance/report?	37	2.5	±0.4
Being informed about the current status of the complaint/grievance/report?	37	2.7	±0.3
The amount of time it took to address the complaint/grievance/report?	37	2.6	±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 80.5% 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 OS – 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	87	52.6%	±7.7
I thought it was not serious enough to discuss or report	104	64.6%	±7.8
I took care of it myself by confronting the person(s) who did it	55	33.9%	±7.7
I took other actions to handle the situation	47	28.7%	±7.5
I did not know who to report the behavior to and/or how to file a complaint	19	11.7%	±6.1
I did not want more people to know	48	29.4%	±7.5
I was ashamed or embarrassed	34	20.6%	±7.0
I did not want people to think less of me	43	26.3%	±7.3
I thought other people would blame me	30	18.6%	±6.8
I felt partially to blame	7	4.0%	±4.4
I wanted to forget about it or move on	116	70.3%	±7.5
I did not think anything would be done	76	45.7%	±7.7
I did not think I would be believed	21	12.5%	±6.0
I did not trust that the process would be fair	51	31.0%	±7.5
I thought I might get in trouble for something I did	30	18.5%	±6.8
I thought I would be labeled as a troublemaker	72	43.3%	±7.7
I thought it might hurt my performance appraisal	39	23.7%	±7.1
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	54	32.4%	±7.6
I was worried about potential negative consequences from my coworkers or peers	44	26.4%	±7.3
I thought it might hurt my career	52	34.3%	±8.0
I did not want to hurt the person's/s' career/s or family/ies	35	21.7%	±7.0
I was concerned for my physical safety	NR	NR	NR
I feared losing my job	18	10.9%	±5.8
Some other reason	67	41.2%	±7.8

3.2 Characteristics of Racial/Ethnic Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 18.0% indicated the one behavior or experience that had the greatest effect on them was based on their race/ethnicity. Table 3.9 presents characteristics of the one behavior or experience of racial/ethnic harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in OS.

Table 3.9 OS – 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	152	87.9%	±5.8
Most of it occurred during work hours; some off work hours	15	8.7%	±5.3
Some of it occurred during work hours; most off work hours	5	2.9%	±3.9
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	18	10.4%	±5.6
No	155	89.6%	±5.6
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	163	94.5%	±4.6
At a work-sponsored social event	NR	NR	NR
At a non-work sponsored social event where coworkers were present	0	0.0%	NA
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	7	4.0%	±4.3
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)	163	100%	NA
At an indoor location (shop or maintenance area)	0	0.0%	NA
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	0	0.0%	NA
Q38 How often did the specific type of behavior or experience occur?			
Once	67	38.7%	±7.6
Once a month or less	62	36.0%	±7.5
2-4 times a month	21	12.3%	±5.9
Every few days	12	6.8%	±4.9
Every day	11	6.1%	±4.8
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	77	45.9%	±7.7
A week	NR	NR	NR
A month	9	5.5%	±4.7
A few months	14	8.2%	±5.3
A year or more	64	38.3%	±7.7

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	91	53.9%	±7.6
More than one person	78	46.1%	±7.6
Q41 Was/were the person(s) who did this to you?			
Male	41	24.2%	±7.0
Female	71	41.8%	±7.6
Both males and females	58	34.1%	±7.5
Q42 Was/were the person(s) who did this to you?			
Younger	29	16.7%	±6.4
About my age	21	12.5%	±5.9
Older	65	37.8%	±7.5
Some were younger, older, and/or about my age	41	23.6%	±7.0
Do not know	16	9.4%	±5.4
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	89	51.5%	±7.5
Subordinate(s) or someone you supervise/manage	11	6.4%	±4.8
Your Team lead(s) (current or former)	15	8.4%	±5.2
Another Team lead(s) (current or former)	8	4.7%	±4.4
Your Supervisor(s) (current or former)	50	29.2%	±7.3
Another Supervisor(s) (current or former)	35	20.4%	±6.7
Your Manager(s) (current or former)	49	28.2%	±7.2
Another Manager(s) (current or former)	21	12.0%	±5.8
Another federal employee	32	18.3%	±6.5
A contractor	5	3.0%	±3.9
Other	NR	NR	NR
Do not know	NR	NR	NR
None selected	NR	NR	NR
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	32	18.4%	±6.5
Yes, I had to or still have to interact with this/these person(s)	141	81.6%	±6.5

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 OS.

Table 3.10 OS – 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	30	18.1%	±6.7
No	135	81.9%	±6.7
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	48	28.3%	±7.3
No	120	70.7%	±7.3
Don't Know	NR	NR	NR
c. Did it make it harder to complete your work or do your job?			
Yes	80	46.9%	±7.6
No	90	53.1%	±7.6
Don't Know	0	0.0%	NA
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	55	33.6%	±7.6
No	91	55.3%	±7.7
Don't Know	18	11.1%	±5.9
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	84	49.2%	±7.5
No	78	46.0%	±7.6
Don't Know	8	4.9%	±4.5
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	72	43.0%	±7.7
No	75	44.3%	±7.7
Don't Know	21	12.7%	±6.0
h. Did it damage other personal relationships?			
Yes	31	18.2%	±6.6
No	138	81.8%	±6.6
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	52	30.7%	±7.4
No	118	69.3%	±7.4
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	21	12.1%	±5.9
No	150	87.9%	±5.9
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	47	27.4%	±7.2
No	124	72.6%	±7.2
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	87	51.7%	±7.6
No	80	47.2%	±7.6
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 OS.

Table 3.11 OS – 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	55	34.4%	±7.8
My coworkers	107	66.7%	±7.7
My team leader	34	21.1%	±7.0
My supervisor	55	33.7%	±7.7
My manager	43	27.2%	±7.5
A senior leader	36	22.1%	±7.1
Another employee in my bureau	62	40.1%	±8.0
Someone from another bureau/office	54	35.2%	±8.0

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 OS.

Table 3.12 OS – 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	50	29.2%	±7.3	1.5	±0.2
Employee Assistance Program (EAP)	8	4.8%	±4.7	3.0	±0.9
Ombudsman (if applicable)	10	6.2%	±5.0	1.8	±0.3
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	16	9.8%	±5.7	2.2	±0.7
Union (if applicable)	0	0.0%	NA	NA	NA
Equal Employment Opportunity Counselor	25	15.0%	±6.4	2.5	±0.5
Equal Employment Opportunity Office	24	14.7%	±6.4	2.3	±0.4
Office of Inspector General Hotline	NR	NR	NR	NR	NR
Office of Inspector General	7	4.5%	±4.6	2.5	±0.9
Other Law Enforcement/Civil Authority not in the bureau	NR	NR	NR	NR	NR
Department of Interior Ethics/Bureau Ethics Office	6	3.6%	±4.4	2.0	±0.7
Other	14	8.6%	±5.5	2.5	±0.7

^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 34.5% 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 OS – 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	35	63.9%	±13.9
No	18	32.4%	±13.9
Don't Know	NR	NR	NR
b. The rules of harassment were explained to everyone in the workplace			
Yes	11	19.8%	±13.2
No	40	73.1%	±13.7
Don't Know	NR	NR	NR
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	8	13.9%	±12.4
No	43	79.6%	±13.2
Don't Know	NR	NR	NR
d. An investigation was conducted by a law enforcement official			
Yes	NR	NR	NR
No	50	92.4%	±11.2
Don't Know	NR	NR	NR
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	17	30.6%	±13.8
No	34	63.4%	±13.9
Don't Know	NR	NR	NR
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	14	25.7%	±13.6
No	38	69.3%	±13.8
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	6	10.2%	±11.8
No	46	84.8%	±12.6
Don't Know	NR	NR	NR
h. There was some official career action taken against person(s) for the behavior			
Yes	NR	NR	NR
No	37	69.0%	±13.9
Don't Know	13	23.1%	±13.5

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	5	9.8%	±11.7
No	40	73.3%	±13.7
Don't Know	9	16.9%	±12.8
j. I was encouraged to drop the issue			
Yes	21	38.0%	±13.9
No	30	55.2%	±13.7
Don't Know	NR	NR	NR
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	20	37.5%	±13.9
No	32	59.1%	±13.8
Don't Know	NR	NR	NR
l. The person(s) who did this took action against me for complaining			
Yes	21	39.3%	±13.9
No	28	52.3%	±13.5
Don't Know	NR	NR	NR
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	20	36.2%	±13.9
No	33	59.8%	±13.9
Don't Know	NR	NR	NR
n. My leadership punished me for bringing it up			
Yes	23	43.9%	±14.0
No	26	48.4%	±13.7
Don't Know	NR	NR	NR
o. I was threatened with loss of employment			
Yes	15	26.9%	±13.7
No	40	73.1%	±13.7
Don't Know	0	0.0%	NA

An estimated 34.5% 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 OS – 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?	54	2.7	±0.3
How you were treated by personnel handling the complaint/grievance/report?	52	2.6	±0.3
Actions taken by the person handling the complaint/grievance/report?	52	2.5	±0.3
Being informed about the current status of the complaint/grievance/report?	52	2.4	±0.3
The amount of time it took to address the complaint/grievance/report?	52	2.4	±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 65.5% 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 OS – 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	42	39.2%	±9.7
I thought it was not serious enough to discuss or report	54	50.6%	±9.5
I took care of it myself by confronting the person(s) who did it	16	15.5%	±8.3
I took other actions to handle the situation	36	33.8%	±9.7
I did not know who to report the behavior to and/or how to file a complaint	NR	NR	NR
I did not want more people to know	28	27.2%	±9.5
I was ashamed or embarrassed	9	8.7%	±7.3
I did not want people to think less of me	22	20.8%	±9.0
I thought other people would blame me	19	17.3%	±8.5
I felt partially to blame	9	8.7%	±7.2
I wanted to forget about it or move on	62	58.3%	±9.7
I did not think anything would be done	76	69.5%	±9.4
I did not think I would be believed	33	29.5%	±9.2
I did not trust that the process would be fair	55	52.1%	±9.6
I thought I might get in trouble for something I did	23	21.2%	±8.9
I thought I would be labeled as a troublemaker	66	61.2%	±9.6
I thought it might hurt my performance appraisal	42	38.5%	±9.6
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	54	49.3%	±9.5
I was worried about potential negative consequences from my coworkers or peers	37	35.3%	±9.7
I thought it might hurt my career	58	56.7%	±9.9
I did not want to hurt the person's/s' career/s or family/ies	26	24.0%	±9.1
I was concerned for my physical safety	NR	NR	NR
I feared losing my job	16	15.1%	±8.3
Some other reason	53	51.6%	±9.8

3.3 Characteristics of Religious Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 5.7% indicated the one behavior or experience that had the greatest effect on them was based on their 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 OS.

Table 3.16 OS – 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	51	92.8%	±11.1
Most of it occurred during work hours; some off work hours	NR	NR	NR
Some of it occurred during work hours; most off work hours	0	0.0%	NA
None of it occurred during work hours; all off work hours	0	0.0%	NA
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	NR	NR	NR
No	53	96.7%	±10.4
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	53	96.7%	±10.4
At a work-sponsored social event	NR	NR	NR
At a non-work sponsored social event where coworkers were present	0	0.0%	NA
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	0	0.0%	NA
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	51	96.6%	±10.7
At an indoor location (shop or maintenance area)	0	0.0%	NA
At an outdoor location (e.g., field site) that did not require an overnight stay	NR	NR	NR
At an outdoor location (e.g., field site) that required an overnight stay	0	0.0%	NA
Q38 How often did the specific type of behavior or experience occur?			
Once	16	29.3%	±13.8
Once a month or less	33	61.1%	±13.9
2-4 times a month	NR	NR	NR
Every few days	NR	NR	NR
Every day	0	0.0%	NA
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	22	40.1%	±13.8
A week	NR	NR	NR
A month	NR	NR	NR
A few months	9	17.4%	±12.9
A year or more	17	32.0%	±13.9

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	32	58.2%	±13.8
More than one person	23	41.8%	±13.8
Q41 Was/were the person(s) who did this to you?			
Male	35	63.4%	±13.9
Female	12	22.1%	±13.4
Both males and females	8	14.5%	±12.5
Q42 Was/were the person(s) who did this to you?			
Younger	10	17.6%	±12.9
About my age	18	32.5%	±13.9
Older	16	28.7%	±13.8
Some were younger, older, and/or about my age	12	21.2%	±13.3
Do not know	0	0.0%	NA
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	45	81.9%	±13.0
Subordinate(s) or someone you supervise/manage	NR	NR	NR
Your Team lead(s) (current or former)	NR	NR	NR
Another Team lead(s) (current or former)	NR	NR	NR
Your Supervisor(s) (current or former)	NR	NR	NR
Another Supervisor(s) (current or former)	0	0.0%	NA
Your Manager(s) (current or former)	NR	NR	NR
Another Manager(s) (current or former)	0	0.0%	NA
Another federal employee	12	21.9%	±13.3
A contractor	5	10.0%	±11.7
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	13	24.7%	±13.6
Yes, I had to or still have to interact with this/these person(s)	41	75.3%	±13.6

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 OS.

Table 3.17 OS – 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	0	0.0%	NA
No	54	100%	NA
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	10	17.7%	±12.9
No	45	82.3%	±12.9
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	9	16.3%	±12.7
No	46	83.7%	±12.7
Don't Know	0	0.0%	NA
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	NR	NR	NR
No	47	87.0%	±12.2
Don't Know	NR	NR	NR
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	11	19.6%	±13.1
No	42	77.1%	±13.4
Don't Know	NR	NR	NR
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	8	13.8%	±12.4
No	41	75.6%	±13.5
Don't Know	6	10.5%	±11.8
h. Did it damage other personal relationships?			
Yes	NR	NR	NR
No	51	93.3%	±11.0
Don't Know	NR	NR	NR

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	6	10.5%	±11.8
No	47	86.2%	±12.4
Don't Know	NR	NR	NR
j. Did you seek any type of medical attention?			
Yes	NR	NR	NR
No	53	96.7%	±10.4
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	9	17.3%	±12.9
No	45	82.7%	±12.9
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	19	35.1%	±13.9
No	35	64.9%	±13.9
Don't Know	0	0.0%	NA

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

Table 3.18 OS – 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	17	33.3%	±14.2
My coworkers	12	21.2%	±13.3
My team leader	0	0.0%	NA
My supervisor	8	14.3%	±12.4
My manager	NR	NR	NR
A senior leader	NR	NR	NR
Another employee in my bureau	5	9.4%	±11.6
Someone from another bureau/office	NR	NR	NR

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

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	NR	NR	NR	NR	NR
Employee Assistance Program (EAP)	NR	NR	NR	NR	NR
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	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	NR	NR	NR	NR	NR
Department of Interior Ethics/Bureau Ethics Office	0	0.0%	NA	NA	NA
Other	0	0.0%	NA	NA	NA

^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 10.5% 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 OS – Results of Reporting the One Experience of Religious Harassment

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

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

An estimated 10.5% 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 OS – 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?	6	4.0	±0.7
How you were treated by personnel handling the complaint/grievance/report?	6	3.0	±1.4
Actions taken by the person handling the complaint/grievance/report?	6	3.0	±1.4
Being informed about the current status of the complaint/grievance/report?	6	3.0	±1.4
The amount of time it took to address the complaint/grievance/report?	6	3.6	±0.8

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

An estimated 89.5% 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 OS – 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	30	61.7%	±14.7
I thought it was not serious enough to discuss or report	33	71.2%	±15.0
I took care of it myself by confronting the person(s) who did it	18	38.2%	±15.1
I took other actions to handle the situation	12	24.7%	±14.8
I did not know who to report the behavior to and/or how to file a complaint	NR	NR	NR
I did not want more people to know	17	35.3%	±14.8
I was ashamed or embarrassed	5	11.2%	±12.9
I did not want people to think less of me	7	14.9%	±13.5
I thought other people would blame me	13	26.8%	±14.6
I felt partially to blame	6	12.7%	±13.2
I wanted to forget about it or move on	31	62.8%	±14.8
I did not think anything would be done	18	37.4%	±14.8
I did not think I would be believed	NR	NR	NR
I did not trust that the process would be fair	18	37.4%	±14.8
I thought I might get in trouble for something I did	NR	NR	NR
I thought I would be labeled as a troublemaker	15	31.8%	±15.1
I thought it might hurt my performance appraisal	17	35.2%	±15.1
I thought it might hurt my chances of being renewed or obtaining permanent position	--	--	--
I was worried about potential negative consequences from leadership	20	42.0%	±14.6
I was worried about potential negative consequences from my coworkers or peers	9	18.2%	±14.3
I thought it might hurt my career	17	35.2%	±15.1
I did not want to hurt the person's/s' career/s or family/ies	8	17.1%	±14.1
I was concerned for my physical safety	NR	NR	NR
I feared losing my job	NR	NR	NR
Some other reason	22	44.7%	±14.5

3.4 Characteristics of Disability Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 7.7% indicated the one behavior or experience that had the greatest effect on them was based on their perceived or actual disability. Table 3.23 presents characteristics of the one behavior or experience of disability harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in OS.

Table 3.23 OS – 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	65	87.0%	±10.0
Most of it occurred during work hours; some off work hours	6	8.2%	±9.1
Some of it occurred during work hours; most off work hours	NR	NR	NR
None of it occurred during work hours; all off work hours	NR	NR	NR
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	10	14.0%	±10.2
No	64	86.0%	±10.2
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	67	90.1%	±9.4
At a work-sponsored social event	NR	NR	NR
At a non-work sponsored social event where coworkers were present	0	0.0%	NA
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	5	7.3%	±8.9
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)	64	96.2%	±8.7
At an indoor location (shop or maintenance area)	0	0.0%	NA
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	NR	NR	NR
Q38 How often did the specific type of behavior or experience occur?			
Once	27	37.0%	±11.8
Once a month or less	26	34.5%	±11.7
2-4 times a month	13	18.0%	±10.7
Every few days	6	8.1%	±9.0
Every day	NR	NR	NR
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	35	47.8%	±11.5
A week	0	0.0%	NA
A month	NR	NR	NR
A few months	11	14.9%	±10.3
A year or more	25	33.2%	±11.7

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	44	59.2%	±11.7
More than one person	30	40.8%	±11.7
Q41 Was/were the person(s) who did this to you?			
Male	16	21.8%	±11.3
Female	35	48.1%	±11.7
Both males and females	22	30.1%	±11.8
Q42 Was/were the person(s) who did this to you?			
Younger	11	14.7%	±10.3
About my age	14	18.5%	±10.7
Older	28	37.4%	±11.8
Some were younger, older, and/or about my age	15	20.3%	±10.9
Do not know	7	9.1%	±9.3
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	30	40.3%	±11.7
Subordinate(s) or someone you supervise/manage	NR	NR	NR
Your Team lead(s) (current or former)	11	14.4%	±10.2
Another Team lead(s) (current or former)	6	8.6%	±9.2
Your Supervisor(s) (current or former)	33	44.6%	±11.7
Another Supervisor(s) (current or former)	12	16.4%	±10.5
Your Manager(s) (current or former)	14	18.6%	±10.8
Another Manager(s) (current or former)	12	15.8%	±10.4
Another federal employee	16	21.6%	±11.1
A contractor	6	8.6%	±9.2
Other	NR	NR	NR
Do not know	NR	NR	NR
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	15	19.6%	±10.9
Yes, I had to or still have to interact with this/these person(s)	60	80.4%	±10.9

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 OS.

Table 3.24 OS – 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	18	23.7%	±11.2
No	57	76.3%	±11.2
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	12	15.8%	±10.4
No	62	84.2%	±10.4
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	46	63.2%	±11.9
No	21	28.5%	±11.7
Don't Know	6	8.2%	±9.2
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	38	53.1%	±11.7
No	29	40.0%	±11.9
Don't Know	5	6.9%	±8.9
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	37	51.8%	±11.7
No	28	39.1%	±11.9
Don't Know	7	9.1%	±9.4
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	44	60.8%	±11.9
No	24	33.2%	±11.9
Don't Know	NR	NR	NR
h. Did it damage other personal relationships?			
Yes	30	40.6%	±11.7
No	44	59.4%	±11.7
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	35	46.9%	±11.6
No	36	48.8%	±11.5
Don't Know	NR	NR	NR
j. Did you seek any type of medical attention?			
Yes	34	45.8%	±11.6
No	39	52.2%	±11.5
Don't Know	NR	NR	NR
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	30	40.9%	±11.7
No	42	57.1%	±11.7
Don't Know	NR	NR	NR
l. Did you consider leaving the bureau?			
Yes	42	56.6%	±11.7
No	32	43.4%	±11.7
Don't Know	0	0.0%	NA

Table 3.25 shows with whom employees discussed the one behavior or experience of disability harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in OS.

Table 3.25 OS – 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	38	58.9%	±12.6
My coworkers	57	76.7%	±11.2
My team leader	24	32.6%	±11.7
My supervisor	42	55.9%	±11.7
My manager	30	40.7%	±11.7
A senior leader	26	35.4%	±11.7
Another employee in my bureau	31	42.3%	±11.7
Someone from another bureau/office	20	28.1%	±11.9

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 OS.

Table 3.26 OS – 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	30	40.8%	±11.7	1.7	±0.5
Employee Assistance Program (EAP)	15	20.2%	±10.9	3.2	±0.8
Ombudsman (if applicable)	8	10.8%	±9.8	3.0	±0.7
CADR Office, CORE PLUS	7	8.8%	±9.2	1.4	±0.4
Employee & Labor Relations (Human Resources)	12	16.3%	±10.5	1.6	±0.5
Union (if applicable)	7	10.2%	±10.2	3.9	±1.4
Equal Employment Opportunity Counselor	19	26.4%	±11.6	2.5	±0.6
Equal Employment Opportunity Office	17	23.8%	±11.5	2.5	±0.6
Office of Inspector General Hotline	6	7.6%	±9.1	2.7	±1.6
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	8	11.1%	±9.7	2.0	±0.5
Other	20	29.7%	±12.2	2.8	±0.5

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

An estimated 54.5% 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 OS – Results of Reporting the One Experience of Disability Harassment

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. The person I told took no action			
Yes	18	44.7%	±16.0
No	11	26.8%	±16.3
Don't Know	11	28.4%	±16.4
b. The rules of harassment were explained to everyone in the workplace			
Yes	8	20.4%	±15.9
No	25	60.7%	±16.3
Don't Know	8	18.9%	±15.8
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	10	24.9%	±16.2
No	28	69.8%	±16.4
Don't Know	NR	NR	NR
d. An investigation was conducted by a law enforcement official			
Yes	0	0.0%	NA
No	31	79.1%	±16.4
Don't Know	8	20.9%	±16.4
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	10	24.9%	±16.2
No	NR	NR	NR
Don't Know	10	25.0%	±16.2
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	NR	NR	NR
No	35	85.5%	±15.2
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	NR	NR	NR
No	32	79.9%	±15.9
Don't Know	NR	NR	NR
h. There was some official career action taken against person(s) for the behavior			
Yes	5	12.4%	±14.9
No	23	57.0%	±16.1
Don't Know	12	30.6%	±16.4

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<hr/>			
i. The person(s) stopped the behavior			
Yes	11	28.1%	±16.4
No	25	61.6%	±16.3
Don't Know	NR	NR	NR
j. I was encouraged to drop the issue			
Yes	15	38.3%	±16.3
No	23	57.1%	±16.1
Don't Know	NR	NR	NR
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	12	29.3%	±16.4
No	29	70.7%	±16.4
Don't Know	0	0.0%	NA
l. The person(s) who did this took action against me for complaining			
Yes	14	35.4%	±16.4
No	24	60.1%	±16.3
Don't Know	NR	NR	NR
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	11	28.4%	±16.4
No	25	62.6%	±16.4
Don't Know	NR	NR	NR
n. My leadership punished me for bringing it up			
Yes	12	29.9%	±16.4
No	27	65.6%	±16.4
Don't Know	NR	NR	NR
o. I was threatened with loss of employment			
Yes	8	19.7%	±15.8
No	31	75.8%	±16.2
Don't Know	NR	NR	NR

An estimated 54.5% 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 OS – 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?	40	2.8	±0.3
How you were treated by personnel handling the complaint/grievance/report?	40	3.0	±0.4
Actions taken by the person handling the complaint/grievance/report?	38	2.9	±0.4
Being informed about the current status of the complaint/grievance/report?	38	2.9	±0.4
The amount of time it took to address the complaint/grievance/report?	38	2.6	±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 45.5% 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 OS – Reasons for Not Reporting the One Experience of Disability Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience			
The behavior or experience stopped on its own	NR	NR	NR
I thought it was not serious enough to discuss or report	NR	NR	NR
I took care of it myself by confronting the person(s) who did it	NR	NR	NR
I took other actions to handle the situation	NR	NR	NR
I did not know who to report the behavior to and/or how to file a complaint	0	0.0%	NA
I did not want more people to know	NR	NR	NR
I was ashamed or embarrassed	NR	NR	NR
I did not want people to think less of me	NR	NR	NR
I thought other people would blame me	8	25.3%	±18.8
I felt partially to blame	NR	NR	NR
I wanted to forget about it or move on	NR	NR	NR
I did not think anything would be done	NR	NR	NR
I did not think I would be believed	NR	NR	NR
I did not trust that the process would be fair	NR	NR	NR
I thought I might get in trouble for something I did	6	17.0%	±17.5
I thought I would be labeled as a troublemaker	NR	NR	NR
I thought it might hurt my performance appraisal	11	32.3%	±18.2
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	11	32.3%	±18.2
I was worried about potential negative consequences from my coworkers or peers	NR	NR	NR
I thought it might hurt my career	NR	NR	NR
I did not want to hurt the person's/s' career/s or family/ies	NR	NR	NR
I was concerned for my physical safety	0	0.0%	NA
I feared losing my job	6	17.3%	±17.6
Some other reason	NR	NR	NR

3.5 Characteristics of Sexual Orientation Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 2.3% 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 OS.

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q34 When did the specific type of behavior or experience occur?			
All of it occurred during work hours	NR	NR	NR
Most of it occurred during work hours; some off work hours	NR	NR	NR
Some of it occurred during work hours; most off work hours	0	0.0%	NA
None of it occurred during work hours; all off work hours	0	0.0%	NA
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	0	0.0%	NA
No	22	100%	NA
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	21	100%	NA
At a work-sponsored social event	0	0.0%	NA
At a non-work sponsored social event where coworkers were present	0	0.0%	NA
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	0	0.0%	NA
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	21	100%	NA
At an indoor location (shop or maintenance area)	0	0.0%	NA
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	0	0.0%	NA
Q38 How often did the specific type of behavior or experience occur?			
Once	NR	NR	NR
Once a month or less	NR	NR	NR
2-4 times a month	0	0.0%	NA
Every few days	NR	NR	NR
Every day	0	0.0%	NA
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	NR	NR	NR
A week	NR	NR	NR
A month	0	0.0%	NA
A few months	NR	NR	NR
A year or more	NR	NR	NR

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

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

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

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

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

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

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

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

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

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

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

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

An estimated [NR] of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of sexual orientation harassment within the past 12 months that had the greatest effect on them. Table 3.34 shows the results of them making an oral and/or written complaint/grievance/report.

Table 3.34 OS – Results of Reporting the One Experience of Sexual Orientation Harassment

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

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

An estimated [NR] of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of sexual orientation harassment within the past 12 months that had the greatest effect on them. Table 3.35 shows satisfaction with aspects of making an oral and/or written complaint/grievance/report.

Table 3.35 OS – 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?	7	1.2	±0.4
How you were treated by personnel handling the complaint/grievance/report?	7	1.0	±0.0
Actions taken by the person handling the complaint/grievance/report?	7	1.0	±0.0
Being informed about the current status of the complaint/grievance/report?	7	1.0	±0.0
The amount of time it took to address the complaint/grievance/report?	7	1.0	±0.0

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

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

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

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

3.6 Characteristics of Sexual/Gender Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 25.3% 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 OS.

Table 3.37 OS – 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	209	85.9%	±5.0
Most of it occurred during work hours; some off work hours	25	10.2%	±4.5
Some of it occurred during work hours; most off work hours	8	3.2%	±3.2
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	27	11.2%	±4.7
No	216	88.8%	±4.7
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	216	89.1%	±4.6
At a work-sponsored social event	NR	NR	NR
At a non-work sponsored social event where coworkers were present	6	2.5%	±3.0
At a permanent bureau/office supplied housing location, if applicable	NR	NR	NR
At a location outside the office/site	17	6.8%	±4.0
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)	209	96.7%	±3.4
At an indoor location (shop or maintenance area)	NR	NR	NR
At an outdoor location (e.g., field site) that did not require an overnight stay	NR	NR	NR
At an outdoor location (e.g., field site) that required an overnight stay	NR	NR	NR
Q38 How often did the specific type of behavior or experience occur?			
Once	93	38.5%	±6.3
Once a month or less	92	37.9%	±6.3
2-4 times a month	37	15.1%	±5.1
Every few days	11	4.7%	±3.5
Every day	9	3.8%	±3.3
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	97	41.8%	±6.5
A week	11	4.9%	±3.7
A month	8	3.3%	±3.3
A few months	44	19.1%	±5.6
A year or more	72	30.9%	±6.3

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	148	61.9%	±6.4
More than one person	91	38.1%	±6.4
Q41 Was/were the person(s) who did this to you?			
Male	188	78.7%	±5.7
Female	37	15.4%	±5.2
Both males and females	14	5.9%	±3.8
Q42 Was/were the person(s) who did this to you?			
Younger	36	14.7%	±5.1
About my age	56	23.2%	±5.8
Older	113	46.6%	±6.3
Some were younger, older, and/or about my age	31	12.6%	±4.8
Do not know	7	2.9%	±3.1
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	105	43.2%	±6.4
Subordinate(s) or someone you supervise/manage	8	3.4%	±3.2
Your Team lead(s) (current or former)	22	8.9%	±4.3
Another Team lead(s) (current or former)	11	4.5%	±3.5
Your Supervisor(s) (current or former)	52	21.3%	±5.6
Another Supervisor(s) (current or former)	20	8.4%	±4.2
Your Manager(s) (current or former)	41	16.8%	±5.3
Another Manager(s) (current or former)	8	3.5%	±3.2
Another federal employee	30	12.2%	±4.8
A contractor	16	6.6%	±3.9
Other	17	7.0%	±4.0
Do not know	7	2.9%	±3.1
None selected	7	2.7%	±3.0
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	49	20.3%	±5.6
Yes, I had to or still have to interact with this/these person(s)	192	79.7%	±5.6

Table 3.38 presents actions taken or outcomes resulting from the one behavior or experience of sexual/gender harassment within the past 12 months that had the greatest effect on them. Question 45d was only asked of permanent employees and question 45e was only asked of term and temporary employees. Results have been weighted to estimate the population in OS.

Table 3.38 OS – 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	23	9.5%	±4.4
No	216	89.7%	±4.6
Don't Know	NR	NR	NR
b. Did you take steps to leave your organization?			
Yes	36	14.8%	±5.1
No	205	84.4%	±5.2
Don't Know	NR	NR	NR
c. Did it make it harder to complete your work or do your job?			
Yes	92	38.1%	±6.3
No	144	59.7%	±6.4
Don't Know	5	2.2%	±2.9
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	54	22.3%	±5.7
No	168	69.8%	±6.1
Don't Know	19	7.9%	±4.2
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	83	34.2%	±6.2
No	140	57.8%	±6.3
Don't Know	19	8.0%	±4.2
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	68	27.9%	±6.0
No	146	60.0%	±6.3
Don't Know	29	12.1%	±4.8
h. Did it damage other personal relationships?			
Yes	27	11.3%	±4.7
No	203	84.9%	±5.2
Don't Know	9	3.8%	±3.3

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	49	20.2%	±5.6
No	185	76.5%	±5.8
Don't Know	8	3.3%	±3.2
j. Did you seek any type of medical attention?			
Yes	19	8.0%	±4.2
No	220	91.3%	±4.3
Don't Know	NR	NR	NR
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	43	18.0%	±5.4
No	194	81.2%	±5.5
Don't Know	NR	NR	NR
l. Did you consider leaving the bureau?			
Yes	94	38.5%	±6.3
No	147	60.7%	±6.3
Don't Know	NR	NR	NR

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 OS.

Table 3.39 OS – 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	81	34.4%	±6.3
My coworkers	138	56.7%	±6.4
My team leader	44	18.6%	±5.5
My supervisor	67	28.1%	±6.1
My manager	51	21.3%	±5.7
A senior leader	29	12.4%	±4.9
Another employee in my bureau	86	36.0%	±6.3
Someone from another bureau/office	47	20.1%	±5.7

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 OS.

Table 3.40 OS – 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	39	16.0%	±5.2	2.0	±0.4
Employee Assistance Program (EAP)	10	4.1%	±3.4	2.2	±0.9
Ombudsman (if applicable)	15	6.3%	±3.9	2.6	±0.6
CADR Office, CORE PLUS	13	5.3%	±3.7	2.2	±0.4
Employee & Labor Relations (Human Resources)	15	6.2%	±3.9	2.1	±0.6
Union (if applicable)	0	0.0%	NA	NA	NA
Equal Employment Opportunity Counselor	24	10.1%	±4.5	2.3	±0.5
Equal Employment Opportunity Office	19	7.8%	±4.2	2.3	±0.5
Office of Inspector General Hotline	NR	NR	NR	NR	NR
Office of Inspector General	6	2.3%	±2.9	2.2	±1.1
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	16	6.8%	±4.1	2.6	±0.9

^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 25.1% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of sexual/gender harassment within the past 12 months that had the greatest effect on them. Table 3.41 shows the results of them making an oral and/or written complaint/grievance/report.

Table 3.41 OS – 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	19	31.8%	±13.2
No	29	49.7%	±12.8
Don't Know	11	18.5%	±12.3
b. The rules of harassment were explained to everyone in the workplace			
Yes	NR	NR	NR
No	39	68.2%	±13.5
Don't Know	15	25.6%	±13.2
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	16	27.1%	±13.3
No	31	54.6%	±13.3
Don't Know	10	18.2%	±12.6
d. An investigation was conducted by a law enforcement official			
Yes	NR	NR	NR
No	42	71.4%	±13.1
Don't Know	13	22.8%	±12.8
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	10	17.7%	±12.5
No	27	46.6%	±13.2
Don't Know	21	35.7%	±13.5
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	11	19.2%	±12.7
No	39	67.9%	±13.5
Don't Know	7	12.9%	±11.8
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	8	13.2%	±11.9
No	44	76.9%	±13.0
Don't Know	6	9.9%	±11.3
h. There was some official career action taken against person(s) for the behavior			
Yes	6	10.0%	±11.3
No	34	58.6%	±13.4
Don't Know	18	31.4%	±13.4

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	7	12.3%	±12.3
No	38	71.0%	±13.9
Don't Know	9	16.6%	±12.9
j. I was encouraged to drop the issue			
Yes	17	31.0%	±14.0
No	32	59.1%	±14.0
Don't Know	5	9.9%	±11.8
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	19	35.8%	±14.0
No	31	57.8%	±13.9
Don't Know	NR	NR	NR
l. The person(s) who did this took action against me for complaining			
Yes	24	44.5%	±13.8
No	21	38.6%	±14.0
Don't Know	9	16.9%	±12.9
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	17	31.4%	±14.0
No	37	68.6%	±14.0
Don't Know	0	0.0%	NA
n. My leadership punished me for bringing it up			
Yes	15	28.8%	±13.9
No	33	61.5%	±14.0
Don't Know	5	9.7%	±11.8
o. I was threatened with loss of employment			
Yes	9	16.4%	±12.9
No	37	69.0%	±14.0
Don't Know	8	14.6%	±12.6

An estimated 25.1% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of sexual/gender harassment within the past 12 months that had the greatest effect on them. Table 3.42 shows satisfaction with aspects of making an oral and/or written complaint/grievance/report.

Table 3.42 OS – 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?	59	2.4	±0.3
How you were treated by personnel handling the complaint/grievance/report?	59	2.6	±0.3
Actions taken by the person handling the complaint/grievance/report?	59	2.3	±0.3
Being informed about the current status of the complaint/grievance/report?	54	2.3	±0.3
The amount of time it took to address the complaint/grievance/report?	59	2.3	±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 74.9% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of sexual/gender harassment within the past 12 months that had the greatest effect on them. Table 3.43 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

Table 3.43 OS – 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	88	50.2%	±7.4
I thought it was not serious enough to discuss or report	135	74.4%	±6.9
I took care of it myself by confronting the person(s) who did it	55	31.2%	±7.3
I took other actions to handle the situation	57	32.8%	±7.4
I did not know who to report the behavior to and/or how to file a complaint	21	11.9%	±5.8
I did not want more people to know	38	21.7%	±6.8
I was ashamed or embarrassed	17	9.9%	±5.5
I did not want people to think less of me	37	20.8%	±6.7
I thought other people would blame me	24	13.9%	±6.0
I felt partially to blame	6	3.2%	±4.0
I wanted to forget about it or move on	96	54.5%	±7.5
I did not think anything would be done	63	35.8%	±7.4
I did not think I would be believed	22	12.5%	±5.8
I did not trust that the process would be fair	38	21.8%	±6.8
I thought I might get in trouble for something I did	12	6.6%	±4.8
I thought I would be labeled as a troublemaker	64	36.2%	±7.4
I thought it might hurt my performance appraisal	44	24.5%	±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	48	27.3%	±7.1
I was worried about potential negative consequences from my coworkers or peers	38	21.3%	±6.7
I thought it might hurt my career	68	38.4%	±7.4
I did not want to hurt the person's/s' career/s or family/ies	36	20.7%	±6.7
I was concerned for my physical safety	NR	NR	NR
I feared losing my job	11	6.4%	±4.8
Some other reason	61	35.0%	±7.5

3.7 Characteristics of Harassment Based on Unknown Reasons

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 19.1% 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 OS.

Table 3.44 OS – 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	144	83.3%	±6.4
Most of it occurred during work hours; some off work hours	NR	NR	NR
Some of it occurred during work hours; most off work hours	6	3.3%	±4.1
None of it occurred during work hours; all off work hours	19	10.8%	±5.6
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	NR	NR	NR
No	175	97.8%	±3.6
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	132	83.5%	±6.7
At a work-sponsored social event	NR	NR	NR
At a non-work sponsored social event where coworkers were present	0	0.0%	NA
At a permanent bureau/office supplied housing location, if applicable	NR	NR	NR
At a location outside the office/site	21	13.0%	±6.3
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	130	100%	NA
At an indoor location (shop or maintenance area)	0	0.0%	NA
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	0	0.0%	NA
Q38 How often did the specific type of behavior or experience occur?			
Once	85	53.0%	±7.8
Once a month or less	30	18.6%	±6.9
2-4 times a month	21	13.4%	±6.3
Every few days	19	11.6%	±6.0
Every day	6	3.4%	±4.3
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	95	58.5%	±7.8
A week	0	0.0%	NA
A month	NR	NR	NR
A few months	28	17.1%	±6.7
A year or more	36	22.5%	±7.1

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	133	80.2%	±6.8
More than one person	33	19.8%	±6.8
Q41 Was/were the person(s) who did this to you?			
Male	103	63.5%	±7.8
Female	37	23.0%	±7.2
Both males and females	22	13.5%	±6.3
Q42 Was/were the person(s) who did this to you?			
Younger	32	19.5%	±6.8
About my age	45	27.3%	±7.4
Older	61	37.1%	±7.7
Some were younger, older, and/or about my age	16	9.6%	±5.6
Do not know	11	6.5%	±5.0
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	111	60.4%	±7.3
Subordinate(s) or someone you supervise/manage	11	6.0%	±4.6
Your Team lead(s) (current or former)	12	6.5%	±4.7
Another Team lead(s) (current or former)	7	3.8%	±4.0
Your Supervisor(s) (current or former)	23	12.4%	±5.7
Another Supervisor(s) (current or former)	NR	NR	NR
Your Manager(s) (current or former)	13	7.1%	±4.8
Another Manager(s) (current or former)	NR	NR	NR
Another federal employee	22	12.2%	±5.6
A contractor	13	7.2%	±4.8
Other	NR	NR	NR
Do not know	NR	NR	NR
None selected	15	8.3%	±5.0
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	39	23.5%	±7.1
Yes, I had to or still have to interact with this/these person(s)	128	76.5%	±7.1

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 OS.

Table 3.45 OS – 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	15	9.0%	±5.4
No	152	91.0%	±5.4
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	10	6.3%	±4.9
No	156	93.7%	±4.9
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	53	31.6%	±7.5
No	110	65.8%	±7.6
Don't Know	NR	NR	NR
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	20	12.1%	±6.1
No	120	74.8%	±7.4
Don't Know	21	13.1%	±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	45	27.2%	±7.3
No	103	61.8%	±7.7
Don't Know	18	11.0%	±5.8
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	52	31.0%	±7.5
No	109	65.6%	±7.6
Don't Know	6	3.4%	±4.2
h. Did it damage other personal relationships?			
Yes	19	11.6%	±5.9
No	140	83.8%	±6.5
Don't Know	8	4.5%	±4.5

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	24	14.6%	±6.3
No	142	85.4%	±6.3
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	17	10.2%	±5.7
No	150	89.8%	±5.7
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	22	13.2%	±6.1
No	145	86.8%	±6.1
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	38	23.0%	±7.1
No	124	74.6%	±7.2
Don't Know	NR	NR	NR

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

Table 3.46 OS – 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	48	29.9%	±7.6
My coworkers	76	46.4%	±7.7
My team leader	20	12.6%	±6.2
My supervisor	55	33.9%	±7.7
My manager	34	20.5%	±6.9
A senior leader	17	10.7%	±5.8
Another employee in my bureau	60	37.3%	±7.8
Someone from another bureau/office	38	23.4%	±7.2

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 OS.

Table 3.47 OS – 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	25	14.6%	±6.2	2.2	±0.5
Employee Assistance Program (EAP)	NR	NR	NR	NR	NR
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	5	3.2%	±4.1	1.7	±0.4
Union (if applicable)	NR	NR	NR	NR	NR
Equal Employment Opportunity Counselor	6	3.4%	±4.2	2.7	±1.2
Equal Employment Opportunity Office	NR	NR	NR	NR	NR
Office of Inspector General Hotline	NR	NR	NR	NR	NR
Office of Inspector General	NR	NR	NR	NR	NR
Other Law Enforcement/Civil Authority not in the bureau	0	0.0%	NA	NA	NA
Department of Interior Ethics/Bureau Ethics Office	NR	NR	NR	NR	NR
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 19.9% 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 OS – Results of Reporting the One Experience of Harassment Based on Unknown Reasons

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. The person I told took no action			
Yes	NR	NR	NR
No	7	21.4%	±18.6
Don't Know	NR	NR	NR
b. The rules of harassment were explained to everyone in the workplace			
Yes	9	26.9%	±18.2
No	NR	NR	NR
Don't Know	5	16.3%	±17.6
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	6	16.8%	±17.6
No	NR	NR	NR
Don't Know	NR	NR	NR
d. An investigation was conducted by a law enforcement official			
Yes	0	0.0%	NA
No	27	79.5%	±17.9
Don't Know	7	20.5%	±17.9
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	NR	NR	NR
No	10	30.8%	±18.3
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	28	84.2%	±17.5
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	27	79.7%	±17.9
Don't Know	NR	NR	NR

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
h. There was some official career action taken against person(s) for the behavior			
Yes	0	0.0%	NA
No	NR	NR	NR
Don't Know	NR	NR	NR
i. The person(s) stopped the behavior			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
j. I was encouraged to drop the issue			
Yes	7	21.8%	±18.7
No	NR	NR	NR
Don't Know	NR	NR	NR
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
l. The person(s) who did this took action against me for complaining			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
n. My leadership punished me for bringing it up			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
o. I was threatened with loss of employment			
Yes	7	21.8%	±18.7
No	25	78.2%	±18.7
Don't Know	0	0.0%	NA

An estimated 19.9% 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 OS – 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?	34	2.6	±0.4
How you were treated by personnel handling the complaint/grievance/report?	34	2.9	±0.4
Actions taken by the person handling the complaint/grievance/report?	34	2.7	±0.4
Being informed about the current status of the complaint/grievance/report?	34	2.7	±0.4
The amount of time it took to address the complaint/grievance/report?	34	2.6	±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 80.1% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 OS – 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	81	61.7%	±8.7
I thought it was not serious enough to discuss or report	81	61.5%	±8.7
I took care of it myself by confronting the person(s) who did it	51	39.0%	±8.7
I took other actions to handle the situation	44	33.3%	±8.6
I did not know who to report the behavior to and/or how to file a complaint	NR	NR	NR
I did not want more people to know	56	42.4%	±8.6
I was ashamed or embarrassed	17	13.2%	±7.1
I did not want people to think less of me	38	29.4%	±8.5
I thought other people would blame me	18	13.7%	±7.2
I felt partially to blame	10	7.3%	±6.0
I wanted to forget about it or move on	85	63.7%	±8.6
I did not think anything would be done	52	38.3%	±8.6
I did not think I would be believed	23	17.6%	±7.6
I did not trust that the process would be fair	38	28.6%	±8.4
I thought I might get in trouble for something I did	23	17.7%	±7.6
I thought I would be labeled as a troublemaker	41	30.5%	±8.4
I thought it might hurt my performance appraisal	32	24.2%	±8.2
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	31	23.7%	±8.1
I was worried about potential negative consequences from my coworkers or peers	35	26.9%	±8.3
I thought it might hurt my career	39	30.9%	±8.7
I did not want to hurt the person's/s' career/s or family/ies	34	25.6%	±8.3
I was concerned for my physical safety	10	7.7%	±6.2
I feared losing my job	14	10.7%	±6.8
Some other reason	50	38.8%	±8.8

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 OS.

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 (87.5.4%) and at a work location or site (90.8%) that was most frequently characterized as an indoor location (97.7%). Also, for the majority of these employees these experiences did not occur while on travel (91.8%). Additionally, for the majority of employees these experiences occurred more than once (58.4%); involved one person (61.8%), who was typically older (40.4%), male (51.4%), and most often a peer and/or coworker (56.2%); and their work role required them to continue to interact with the person(s) involved (80.8%).

Table 3.51 OS – 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	90.5% (±4.9)	87.9% (±5.8)	92.8% (±11.1)	87.0% (±10.0)	NR	85.9% (±5.0)	83.3% (±6.4)
Most of it occurred during work hours; some off work hours	4.5% (±3.9)	8.7% (±5.3)	NR	8.2% (±9.1)	NR	10.2% (±4.5)	NR
Some of it occurred during work hours; most off work hours	NR	2.9% (±3.9)	0.0% (NA)	NR	0.0% (NA)	3.2% (±3.2)	3.3% (±4.1)
None of it occurred during work hours; all off work hours	3.0% (±3.5)	NR	0.0% (NA)	NR	0.0% (NA)	NR	10.8% (±5.6)
Q35 Did the specific behavior or experience occur while you were on travel?							
Yes	8.0% (±4.6)	10.4% (±5.6)	NR	14.0% (±10.2)	0.0% (NA)	11.2% (±4.7)	NR
No	92.0% (±4.6)	89.6% (±5.6)	96.7% (±10.4)	86.0% (±10.2)	100% (NA)	88.8% (±4.7)	97.8% (±3.6)

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q36 Where did the specific type of behavior or experience typically occur?							
At a work location or site	93.0% (±4.4)	94.5% (±4.6)	96.7% (±10.4)	90.1% (±9.4)	100% (NA)	89.1% (±4.6)	83.5% (±6.7)
At a work-sponsored social event	NR	NR	NR	NR	0.0% (NA)	NR	NR
At a non-work sponsored social event where coworkers were present	NR	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	2.5% (±3.0)	0.0% (NA)
At a permanent Bureau supplied housing location, if applicable	NR	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	NR
At a location outside the office/site	2.5% (±3.3)	4.0% (±4.3)	0.0% (NA)	7.3% (±8.9)	0.0% (NA)	6.8% (±4.0)	13.0% (±6.3)
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?							
At an indoor location (office setting)	95.9% (±4.0)	100% (NA)	96.6% (±10.7)	96.2% (±8.7)	100% (NA)	96.7% (±3.4)	100% (NA)
At an indoor location (shop or maintenance area)	3.1% (±3.7)	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)
At an outdoor location (e.g., field site) that did not require an overnight stay	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)
At an outdoor location (e.g., field site) that required an overnight stay	NR	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)
Q38 How often did the specific type of behavior or experience occur?							
Once	42.8% (±6.9)	38.7% (±7.6)	29.3% (±13.8)	37.0% (±11.8)	NR	38.5% (±6.3)	53.0% (±7.8)
Once a month or less	44.2% (±6.9)	36.0% (±7.5)	61.1% (±13.9)	34.5% (±11.7)	NR	37.9% (±6.3)	18.6% (±6.9)
2-4 times a month	2.6% (±3.3)	12.3% (±5.9)	NR	18.0% (±10.7)	0.0% (NA)	15.1% (±5.1)	13.4% (±6.3)
Every few days	6.6% (±4.3)	6.8% (±4.9)	NR	8.1% (±9.0)	NR	4.7% (±3.5)	11.6% (±6.0)
Every day	3.7% (±3.7)	6.1% (±4.8)	0.0% (NA)	NR	0.0% (NA)	3.8% (±3.3)	3.4% (±4.3)

	<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	56.6% (±7.0)	45.9% (±7.7)	40.1% (±13.8)	47.8% (±11.5)	NR	41.8% (±6.5)	58.5% (±7.8)
A week	5.9% (±4.3)	NR	NR	0.0% (NA)	NR	4.9% (±3.7)	0.0% (NA)
A month	0.0% (NA)	5.5% (±4.7)	NR	NR	0.0% (NA)	3.3% (±3.3)	NR
A few months	20.6% (±6.2)	8.2% (±5.3)	17.4% (±12.9)	14.9% (±10.3)	NR	19.1% (±5.6)	17.1% (±6.7)
A year or more	16.8% (±5.8)	38.3% (±7.7)	32.0% (±13.9)	33.2% (±11.7)	NR	30.9% (±6.3)	22.5% (±7.1)
Q40 How many people were involved?							
One person	53.1% (±6.9)	53.9% (±7.6)	58.2% (±13.8)	59.2% (±11.7)	NR	61.9% (±6.4)	80.2% (±6.8)
More than one person	46.9% (±6.9)	46.1% (±7.6)	41.8% (±13.8)	40.8% (±11.7)	NR	38.1% (±6.4)	19.8% (±6.8)
Q41 Was/were the person(s) who did this to you?							
Male	38.3% (±6.9)	24.2% (±7.0)	63.4% (±13.9)	21.8% (±11.3)	NR	78.7% (±5.7)	63.5% (±7.8)
Female	26.2% (±6.6)	41.8% (±7.6)	22.1% (±13.4)	48.1% (±11.7)	NR	15.4% (±5.2)	23.0% (±7.2)
Both males and females	35.5% (±6.9)	34.1% (±7.5)	14.5% (±12.5)	30.1% (±11.8)	NR	5.9% (±3.8)	13.5% (±6.3)
Q42 Was/were the person(s) who did this to you?							
Younger	45.3% (±6.9)	16.7% (±6.4)	17.6% (±12.9)	14.7% (±10.3)	NR	14.7% (±5.1)	19.5% (±6.8)
About my age	7.2% (±4.4)	12.5% (±5.9)	32.5% (±13.9)	18.5% (±10.7)	NR	23.2% (±5.8)	27.3% (±7.4)
Older	45.2% (±6.9)	37.8% (±7.5)	28.7% (±13.8)	37.4% (±11.8)	NR	46.6% (±6.3)	37.1% (±7.7)
Some were younger, older, and/or about my age	NR	23.6% (±7.0)	21.2% (±13.3)	20.3% (±10.9)	NR	12.6% (±4.8)	9.6% (±5.6)
Do not know	NR	9.4% (±5.4)	0.0% (NA)	9.1% (±9.3)	0.0% (NA)	2.9% (±3.1)	6.5% (±5.0)

	<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)	71.3% (±6.6)	51.5% (±7.5)	81.9% (±13.0)	40.3% (±11.7)	NR	43.2% (±6.4)	60.4% (±7.3)
Subordinate(s) or someone you supervise/manage	4.4% (±3.8)	6.4% (±4.8)	NR	NR	NR	3.4% (±3.2)	6.0% (±4.6)
Your Team lead(s) (current or former)	12.3% (±5.2)	8.4% (±5.2)	NR	14.4% (±10.2)	NR	8.9% (±4.3)	6.5% (±4.7)
Another Team lead(s) (current or former)	4.6% (±3.9)	4.7% (±4.4)	NR	8.6% (±9.2)	0.0% (NA)	4.5% (±3.5)	3.8% (±4.0)
Your Supervisor(s) (current or former)	20.3% (±6.1)	29.2% (±7.3)	NR	44.6% (±11.7)	NR	21.3% (±5.6)	12.4% (±5.7)
Another Supervisor(s) (current or former)	8.4% (±4.6)	20.4% (±6.7)	0.0% (NA)	16.4% (±10.5)	NR	8.4% (±4.2)	NR
Your Manager(s) (current or former)	16.7% (±5.7)	28.2% (±7.2)	NR	18.6% (±10.8)	0.0% (NA)	16.8% (±5.3)	7.1% (±4.8)
Another Manager(s) (current or former)	9.6% (±4.9)	12.0% (±5.8)	0.0% (NA)	15.8% (±10.4)	0.0% (NA)	3.5% (±3.2)	NR
Another federal employee	11.8% (±5.2)	18.3% (±6.5)	21.9% (±13.3)	21.6% (±11.1)	NR	12.2% (±4.8)	12.2% (±5.6)
A contractor	4.2% (±3.8)	3.0% (±3.9)	10.0% (±11.7)	8.6% (±9.2)	NR	6.6% (±3.9)	7.2% (±4.8)
Other	2.8% (±3.4)	NR	0.0% (NA)	NR	0.0% (NA)	7.0% (±4.0)	NR
Do not know	NR	NR	0.0% (NA)	NR	NR	2.9% (±3.1)	NR
None selected	NR	NR	0.0% (NA)	0.0% (NA)	0.0% (NA)	2.7% (±3.0)	8.3% (±5.0)
Q44 Did your work role require you to continue to interact with this/these person(s)?							
No, I did not have to interact with this/these person(s) at all	14.5% (±5.5)	18.4% (±6.5)	24.7% (±13.6)	19.6% (±10.9)	NR	20.3% (±5.6)	23.5% (±7.1)
Yes, I had to or still have to interact with this/these person(s)	85.5% (±5.5)	81.6% (±6.5)	75.3% (±13.6)	80.4% (±10.9)	NR	79.7% (±5.6)	76.5% (±7.1)

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 OS.

In summary, regardless of the specific form of harassment and/or assault behavior experienced, for some employees these experiences had a negative impact on them, but for many employees it did not. For some employees, these experiences had a *negative impact on their interpersonal relationships* with coworkers, supervisors, or managers (34.8%); resulted in arguments or damaged interpersonal relations at work (35.8%); and/or damaged other personal relationships (14.7%). 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 (22.7%), seek counseling (19.5%), or medical attention (12.7%). For some employees, these experiences had a *negative impact on their job performance*, making it harder to complete their work (39.9%), negatively affected their performance evaluation or promotion potential (25.1%), or negatively affected their performance evaluation/renewal/permanent employment (6.0%). For some employees, these experiences *negatively affected their willingness to remain a part of the organization*, leading them to consider leaving OS (37.7%), take steps to leave the organization (16.4%), or request a transfer (10.9%).

Table 3.52 OS – 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	6.5% (±4.3)	18.1% (±6.7)	0.0% (NA)	23.7% (±11.2)	NR	9.5% (±4.4)	9.0% (±5.4)
No	93.5% (±4.3)	81.9% (±6.7)	100% (NA)	76.3% (±11.2)	NR	89.7% (±4.6)	91.0% (±5.4)
Don't Know	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)
b. Did you take steps to leave your organization?							
Yes	17.2% (±5.8)	28.3% (±7.3)	17.7% (±12.9)	15.8% (±10.4)	NR	14.8% (±5.1)	6.3% (±4.9)
No	82.8% (±5.8)	70.7% (±7.3)	82.3% (±12.9)	84.2% (±10.4)	NR	84.4% (±5.2)	93.7% (±4.9)
Don't Know	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)

Q45 As a result of the behavior or experience:	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
c. Did it make it harder to complete your work or do your job?							
Yes	40.1% (±6.9)	46.9% (±7.6)	16.3% (±12.7)	63.2% (±11.9)	NR	38.1% (±6.3)	31.6% (±7.5)
No	57.6% (±6.9)	53.1% (±7.6)	83.7% (±12.7)	28.5% (±11.7)	NR	59.7% (±6.4)	65.8% (±7.6)
Don't Know	NR	0.0% (NA)	0.0% (NA)	8.2% (±9.2)	0.0% (NA)	2.2% (±2.9)	NR
d. Did it negatively affect your performance evaluation or promotion potential?							
Yes	26.4% (±6.7)	33.6% (±7.6)	NR	53.1% (±11.7)	NR	22.3% (±5.7)	12.1% (±6.1)
No	68.2% (±7.0)	55.3% (±7.7)	87.0% (±12.2)	40.0% (±11.9)	NR	69.8% (±6.1)	74.8% (±7.4)
Don't Know	5.4% (±4.3)	11.1% (±5.9)	NR	6.9% (±8.9)	0.0% (NA)	7.9% (±4.2)	13.1% (±6.2)
e. Did it negatively affect your performance evaluation/renewal/permanent employment?							
Yes	NR	NR	--	NR	--	NR	NR
No	NR	NR	--	NR	--	NR	NR
Don't Know	NR	NR	--	NR	--	NR	NR
f. Did it cause arguments or damage interpersonal relations at work?							
Yes	29.0% (±6.6)	49.2% (±7.5)	19.6% (±13.1)	51.8% (±11.7)	NR	34.2% (±6.2)	27.2% (±7.3)
No	65.1% (±6.8)	46.0% (±7.6)	77.1% (±13.4)	39.1% (±11.9)	NR	57.8% (±6.3)	61.8% (±7.7)
Don't Know	5.9% (±4.2)	4.9% (±4.5)	NR	9.1% (±9.4)	0.0% (NA)	8.0% (±4.2)	11.0% (±5.8)
g. Did it damage your relationship with coworkers, supervisors, or managers?							
Yes	33.3% (±6.8)	43.0% (±7.7)	13.8% (±12.4)	60.8% (±11.9)	NR	27.9% (±6.0)	31.0% (±7.5)
No	64.2% (±6.8)	44.3% (±7.7)	75.6% (±13.5)	33.2% (±11.9)	NR	60.0% (±6.3)	65.6% (±7.6)
Don't Know	2.5% (±3.3)	12.7% (±6.0)	10.5% (±11.8)	NR	NR	12.1% (±4.8)	3.4% (±4.2)

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	10.5% (±5.0)	18.2% (±6.6)	NR	40.6% (±11.7)	NR	11.3% (±4.7)	11.6% (±5.9)
No	88.7% (±5.1)	81.8% (±6.6)	93.3% (±11.0)	59.4% (±11.7)	NR	84.9% (±5.2)	83.8% (±6.5)
Don't Know	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)	3.8% (±3.3)	4.5% (±4.5)
i. Did it cause you to call in sick or take other type of leave?							
Yes	18.5% (±6.0)	30.7% (±7.4)	10.5% (±11.8)	46.9% (±11.6)	NR	20.2% (±5.6)	14.6% (±6.3)
No	81.5% (±6.0)	69.3% (±7.4)	86.2% (±12.4)	48.8% (±11.5)	NR	76.5% (±5.8)	85.4% (±6.3)
Don't Know	0.0% (NA)	0.0% (NA)	NR	NR	0.0% (NA)	3.3% (±3.2)	0.0% (NA)
j. Did you seek any type of medical attention?							
Yes	8.2% (±4.7)	12.1% (±5.9)	NR	45.8% (±11.6)	NR	8.0% (±4.2)	10.2% (±5.7)
No	91.8% (±4.7)	87.9% (±5.9)	96.7% (±10.4)	52.2% (±11.5)	NR	91.3% (±4.3)	89.8% (±5.7)
Don't Know	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)
k. Did you seek counseling from a religious leader/counselor/health care provider?							
Yes	10.4% (±5.0)	27.4% (±7.2)	17.3% (±12.9)	40.9% (±11.7)	NR	18.0% (±5.4)	13.2% (±6.1)
No	89.6% (±5.0)	72.6% (±7.2)	82.7% (±12.9)	57.1% (±11.7)	NR	81.2% (±5.5)	86.8% (±6.1)
Don't Know	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)
l. Did you consider leaving the bureau?							
Yes	32.5% (±6.8)	51.7% (±7.6)	35.1% (±13.9)	56.6% (±11.7)	NR	38.5% (±6.3)	23.0% (±7.1)
No	66.6% (±6.8)	47.2% (±7.6)	64.9% (±13.9)	43.4% (±11.7)	NR	60.7% (±6.3)	74.6% (±7.2)
Don't Know	NR	NR	0.0% (NA)	0.0% (NA)	NR	NR	NR

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

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 (54.1%) or another employee (34.2%), as well as a supervisor (32.5%) or manager (21.6%). Additionally, some employees talked with the person involved (35.9%).

Table 3.53 OS – 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	32.0% (±6.9)	34.4% (±7.8)	33.3% (±14.2)	58.9% (±12.6)	NR	34.4% (±6.3)	29.9% (±7.6)
My coworkers	46.3% (±6.9)	66.7% (±7.7)	21.2% (±13.3)	76.7% (±11.2)	NR	56.7% (±6.4)	46.4% (±7.7)
My team leader	10.2% (±5.0)	21.1% (±7.0)	0.0% (NA)	32.6% (±11.7)	NR	18.6% (±5.5)	12.6% (±6.2)
My supervisor	31.2% (±6.7)	33.7% (±7.7)	14.3% (±12.4)	55.9% (±11.7)	NR	28.1% (±6.1)	33.9% (±7.7)
My manager	14.7% (±5.6)	27.2% (±7.5)	NR	40.7% (±11.7)	NR	21.3% (±5.7)	20.5% (±6.9)
A senior leader	12.0% (±5.3)	22.1% (±7.1)	NR	35.4% (±11.7)	NR	12.4% (±4.9)	10.7% (±5.8)
Another employee in my bureau	26.1% (±6.5)	40.1% (±8.0)	9.4% (±11.6)	42.3% (±11.7)	NR	36.0% (±6.3)	37.3% (±7.8)
Someone from another bureau/office	14.7% (±5.6)	35.2% (±8.0)	NR	28.1% (±11.9)	NR	20.1% (±5.7)	23.4% (±7.2)

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 OS.

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 (73.8%); only 26.2% did. For employees who made complaints/grievances/reports, the most frequently used OS resource was a supervisor or manager (18.4%). 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 OS – 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	9.9% (±5.0)	29.2% (±7.3)	NR	40.8% (±11.7)	NR	16.0% (±5.2)	14.6% (±6.2)
Employee Assistance Program (EAP)	4.3% (±3.8)	4.8% (±4.7)	NR	20.2% (±10.9)	NR	4.1% (±3.4)	NR
Ombudsman (if applicable)	3.0% (±3.5)	6.2% (±5.0)	NR	10.8% (±9.8)	NR	6.3% (±3.9)	NR
CADR Office, CORE PLUS	NR	NR	0.0% (NA)	8.8% (±9.2)	NR	5.3% (±3.7)	NR
Employee & Labor Relations (Human Resources)	NR	9.8% (±5.7)	0.0% (NA)	16.3% (±10.5)	NR	6.2% (±3.9)	3.2% (±4.1)
Union (if applicable)	NR	0.0% (NA)	0.0% (NA)	10.2% (±10.2)	0.0% (NA)	0.0% (NA)	NR
Equal Employment Opportunity Counselor	4.2% (±3.8)	15.0% (±6.4)	0.0% (NA)	26.4% (±11.6)	NR	10.1% (±4.5)	3.4% (±4.2)
Equal Employment Opportunity Office	3.8% (±3.7)	14.7% (±6.4)	0.0% (NA)	23.8% (±11.5)	NR	7.8% (±4.2)	NR
Office of Inspector General Hotline	NR	NR	0.0% (NA)	7.6% (±9.1)	NR	NR	NR
Office of Inspector General	NR	4.5% (±4.6)	0.0% (NA)	NR	0.0% (NA)	2.3% (±2.9)	NR
Other Law Enforcement/Civil Authority not in the bureau	0.0% (NA)	NR	NR	NR	0.0% (NA)	0.0% (NA)	0.0% (NA)
Department of Interior Ethics/Bureau Ethics Office	NR	3.6% (±4.4)	0.0% (NA)	11.1% (±9.7)	0.0% (NA)	NR	NR
Other	2.7% (±3.5)	8.6% (±5.5)	0.0% (NA)	29.7% (±12.2)	NR	6.8% (±4.1)	NR

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

Table 3.55 OS – 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	1.6 (±0.3)	1.5 (±0.2)	NR	1.7 (±0.5)	NR	2.0 (±0.4)	2.2 (±0.5)
Employee Assistance Program (EAP)	4.1 (±0.5)	3.0 (±0.9)	NR	3.2 (±0.8)	NR	2.2 (±0.9)	NR
Ombudsman (if applicable)	1.2 (±0.4)	1.8 (±0.3)	NR	3.0 (±0.7)	NR	2.6 (±0.6)	NR
CADR Office, CORE PLUS	NR	NR	NA	1.4 (±0.4)	NR	2.2 (±0.4)	NR
Employee & Labor Relations (Human Resources)	NR	2.2 (±0.7)	NA	1.6 (±0.5)	NR	2.1 (±0.6)	1.7 (±0.4)
Union (if applicable)	NR	NA	NA	3.9 (±1.4)	NA	NA	NR
Equal Employment Opportunity Counselor	3.2 (±1.0)	2.5 (±0.5)	NA	2.5 (±0.6)	NR	2.3 (±0.5)	2.7 (±1.2)
Equal Employment Opportunity Office	2.0 (±0.8)	2.3 (±0.4)	NA	2.5 (±0.6)	NR	2.3 (±0.5)	NR
Office of Inspector General Hotline	NR	NR	NA	2.7 (±1.6)	NR	NR	NR
Office of Inspector General	NR	2.5 (±0.9)	NA	NR	NA	2.2 (±1.1)	NR
Other Law Enforcement/Civil Authority not in the bureau	NA	NR	NR	NR	NA	NA	NA
Department of Interior Ethics/Bureau Ethics Office	NR	2.0 (±0.7)	NA	2.0 (±0.5)	NA	NR	NR
Other	NR	2.5 (±0.7)	NA	2.8 (±0.5)	NR	2.6 (±0.9)	NR

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

An estimated 26.2% 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, 34.3% indicated that some action was taken. Actions focused on the organization involved explaining rules to everyone (21.0%), management conducted a review/investigation or other assessment (20.0%), and an investigation was conducted by a law enforcement official (5.0%). Actions involving the person engaging in the harassing behavior included someone talking to the person (22.6%), moving or reassigning the person to avoid continuing contact (11.8%), or some official career action was taken against person(s) involved (8.4%); and in some situations the person stopped the behavior (16.1%). 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 (14.8%). Additionally, some employees were encouraged to drop the issue (37.2%) or were discouraged from making a complaint/grievance/report (36.4%). Other employees indicated that the person engaging in the harassing behavior took action against them for complaining (34.5%); their coworker(s) treated them worse, avoided or blamed them for the problem (35.5%); and some employees indicated leadership punished them for bringing the experience up (35.7%) or they were threatened with loss of employment (20.3%).¹⁰

Table 3.56 OS – 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	31.3% (±16.5)	63.9% (±13.9)	NR	44.7% (±16.0)	NR	31.8% (±13.2)	NR
No	33.5% (±16.5)	32.4% (±13.9)	NR	26.8% (±16.3)	NR	49.7% (±12.8)	21.4% (±18.6)
Don't Know	35.2% (±16.5)	NR	NR	28.4% (±16.4)	NR	18.5% (±12.3)	NR

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

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>Age</i>	<i>Race/ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/gender</i>	<i>Unknown reasons</i>
b. The rules of harassment were explained to everyone in the workplace							
Yes	29.1% (±16.4)	19.8% (±13.2)	NR	20.4% (±15.9)	NR	NR	26.9% (±18.2)
No	30.6% (±16.5)	73.1% (±13.7)	NR	60.7% (±16.3)	NR	68.2% (±13.5)	NR
Don't Know	40.3% (±16.3)	NR	NR	18.9% (±15.8)	NR	25.6% (±13.2)	16.3% (±17.6)
c. A review/investigation/other assessment of the workplace was conducted by management							
Yes	NR	13.9% (±12.4)	NR	24.9% (±16.2)	NR	27.1% (±13.3)	16.8% (±17.6)
No	34.5% (±16.5)	79.6% (±13.2)	NR	69.8% (±16.4)	NR	54.6% (±13.3)	NR
Don't Know	56.0% (±16.1)	NR	NR	NR	NR	18.2% (±12.6)	NR
d. An investigation was conducted by a law enforcement official							
Yes	0.0% (NA)	NR	NR	0.0% (NA)	NR	NR	0.0% (NA)
No	57.8% (±16.2)	92.4% (±11.2)	NR	79.1% (±16.4)	NR	71.4% (±13.1)	79.5% (±17.9)
Don't Know	42.2% (±16.2)	NR	NR	20.9% (±16.4)	NR	22.8% (±12.8)	20.5% (±17.9)
e. Someone talked to the person(s) to ask him/her/them to change their behavior							
Yes	15.8% (±15.5)	30.6% (±13.8)	NR	24.9% (±16.2)	NR	17.7% (±12.5)	NR
No	24.1% (±16.2)	63.4% (±13.9)	NR	NR	NR	46.6% (±13.2)	30.8% (±18.3)
Don't Know	60.1% (±16.3)	NR	NR	25.0% (±16.2)	NR	35.7% (±13.5)	NR
f. My work station location or duties were changed to help me avoid the person(s)							
Yes	NR	25.7% (±13.6)	NR	NR	NR	19.2% (±12.7)	NR
No	67.6% (±16.5)	69.3% (±13.8)	NR	85.5% (±15.2)	NR	67.9% (±13.5)	84.2% (±17.5)
Don't Know	28.3% (±16.4)	NR	NR	NR	NR	12.9% (±11.8)	NR

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>Age</i>	<i>Race/ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/gender</i>	<i>Unknown reasons</i>
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them							
Yes	NR	10.2% (±11.8)	NR	NR	NR	13.2% (±11.9)	NR
No	74.0% (±16.3)	84.8% (±12.6)	NR	79.9% (±15.9)	NR	76.9% (±13.0)	79.7% (±17.9)
Don't Know	19.6% (±15.9)	NR	NR	NR	NR	9.9% (±11.3)	NR
h. There was some official career action taken against person(s) for the behavior							
Yes	0.0% (NA)	NR	NR	12.4% (±14.9)	NR	10.0% (±11.3)	0.0% (NA)
No	53.4% (±15.9)	69.0% (±13.9)	NR	57.0% (±16.1)	NR	58.6% (±13.4)	NR
Don't Know	46.6% (±15.9)	23.1% (±13.5)	NR	30.6% (±16.4)	NR	31.4% (±13.4)	NR
i. The person(s) stopped the behavior							
Yes	NR	9.8% (±11.7)	NR	28.1% (±16.4)	NR	12.3% (±12.3)	NR
No	43.5% (±16.5)	73.3% (±13.7)	NR	61.6% (±16.3)	NR	71.0% (±13.9)	NR
Don't Know	NR	16.9% (±12.8)	NR	NR	NR	16.6% (±12.9)	NR
j. I was encouraged to drop the issue							
Yes	45.8% (±16.0)	38.0% (±13.9)	NR	38.3% (±16.3)	NR	31.0% (±14.0)	21.8% (±18.7)
No	NR	55.2% (±13.7)	NR	57.1% (±16.1)	NR	59.1% (±14.0)	NR
Don't Know	NR	NR	NR	NR	NR	9.9% (±11.8)	NR
k. I was discouraged from making an oral and/or written complaint/grievance/report							
Yes	37.0% (±16.4)	37.5% (±13.9)	NR	29.3% (±16.4)	NR	35.8% (±14.0)	NR
No	58.2% (±16.2)	59.1% (±13.8)	NR	70.7% (±16.4)	NR	57.8% (±13.9)	NR
Don't Know	NR	NR	NR	0.0% (NA)	NR	NR	NR

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<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	26.5% (±16.4)	39.3% (±13.9)	NR	35.4% (±16.4)	NR	44.5% (±13.8)	NR
No	45.7% (±16.0)	52.3% (±13.5)	NR	60.1% (±16.3)	NR	38.6% (±14.0)	NR
Don't Know	27.8% (±16.4)	NR	NR	NR	NR	16.9% (±12.9)	NR
m. My coworkers treated me worse, avoided me, or blamed me for the problem							
Yes	40.2% (±16.3)	36.2% (±13.9)	NR	28.4% (±16.4)	NR	31.4% (±14.0)	NR
No	46.3% (±15.9)	59.8% (±13.9)	NR	62.6% (±16.4)	NR	68.6% (±14.0)	NR
Don't Know	13.5% (±15.2)	NR	NR	NR	NR	0.0% (NA)	NR
n. My leadership punished me for bringing it up							
Yes	45.3% (±16.0)	43.9% (±14.0)	NR	29.9% (±16.4)	NR	28.8% (±13.9)	NR
No	54.7% (±16.0)	48.4% (±13.7)	NR	65.6% (±16.4)	NR	61.5% (±14.0)	NR
Don't Know	0.0% (NA)	NR	NR	NR	NR	9.7% (±11.8)	NR
o. I was threatened with loss of employment							
Yes	NR	26.9% (±13.7)	NR	19.7% (±15.8)	NR	16.4% (±12.9)	21.8% (±18.7)
No	76.2% (±16.2)	73.1% (±13.7)	NR	75.8% (±16.2)	NR	69.0% (±14.0)	78.2% (±18.7)
Don't Know	14.5% (±15.3)	0.0% (NA)	NR	NR	NR	14.6% (±12.6)	0.0% (NA)

An estimated 26.2% 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.

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 (64.3% did not consider it serious enough to report), a desire to move on or forget about the incident (61.4%), the behavior or experience stopped on its own (52.5%), thought they would be labeled a troublemaker (41.6%), or skepticism about actions that would be taken (45.4% of employees did not think anything would be done).

Table 3.57 OS – Satisfaction with Reporting 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>
Q49 How satisfied were you with:							
The availability of information on how to file a complaint/grievance/report?	2.7 (±0.4)	2.7 (±0.3)	4.0 (±0.7)	2.8 (±0.3)	1.2 (±0.4)	2.4 (±0.3)	2.6 (±0.4)
How you were treated by personnel handling the complaint/grievance/report?	2.8 (±0.4)	2.6 (±0.3)	3.0 (±1.4)	3.0 (±0.4)	1.0 (±0.0)	2.6 (±0.3)	2.9 (±0.4)
Actions taken by the person handling the complaint/grievance/report?	2.5 (±0.4)	2.5 (±0.3)	3.0 (±1.4)	2.9 (±0.4)	1.0 (±0.0)	2.3 (±0.3)	2.7 (±0.4)
Being informed about the current status of the complaint/grievance/report?	2.7 (±0.3)	2.4 (±0.3)	3.0 (±1.4)	2.9 (±0.4)	1.0 (±0.0)	2.3 (±0.3)	2.7 (±0.4)
The amount of time it took to address the complaint/grievance/report?	2.6 (±0.3)	2.4 (±0.3)	3.6 (±0.8)	2.6 (±0.4)	1.0 (±0.0)	2.3 (±0.3)	2.6 (±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 73.8% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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.

Table 3.58 OS – 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	52.6% (±7.7)	39.2% (±9.7)	61.7% (±14.7)	NR	NR	50.2% (±7.4)	61.7% (±8.7)
I thought it was not serious enough to discuss or report	64.6% (±7.8)	50.6% (±9.5)	71.2% (±15.0)	NR	NR	74.4% (±6.9)	61.5% (±8.7)
I took care of it myself by confronting the person(s) who did it	33.9% (±7.7)	15.5% (±8.3)	38.2% (±15.1)	NR	NR	31.2% (±7.3)	39.0% (±8.7)
I took other actions to handle the situation	28.7% (±7.5)	33.8% (±9.7)	24.7% (±14.8)	NR	NR	32.8% (±7.4)	33.3% (±8.6)
I did not know who to report the behavior to and/or how to file a complaint	11.7% (±6.1)	NR	NR	0.0% (NA)	NR	11.9% (±5.8)	NR
I did not want more people to know	29.4% (±7.5)	27.2% (±9.5)	35.3% (±14.8)	NR	NR	21.7% (±6.8)	42.4% (±8.6)
I was ashamed or embarrassed	20.6% (±7.0)	8.7% (±7.3)	11.2% (±12.9)	NR	NR	9.9% (±5.5)	13.2% (±7.1)
I did not want people to think less of me	26.3% (±7.3)	20.8% (±9.0)	14.9% (±13.5)	NR	NR	20.8% (±6.7)	29.4% (±8.5)
I thought other people would blame me	18.6% (±6.8)	17.3% (±8.5)	26.8% (±14.6)	25.3% (±18.8)	NR	13.9% (±6.0)	13.7% (±7.2)
I felt partially to blame	4.0% (±4.4)	8.7% (±7.2)	12.7% (±13.2)	NR	NR	3.2% (±4.0)	7.3% (±6.0)
I wanted to forget about it or move on	70.3% (±7.5)	58.3% (±9.7)	62.8% (±14.8)	NR	NR	54.5% (±7.5)	63.7% (±8.6)
I did not think anything would be done	45.7% (±7.7)	69.5% (±9.4)	37.4% (±14.8)	NR	NR	35.8% (±7.4)	38.3% (±8.6)
I did not think I would be believed	12.5% (±6.0)	29.5% (±9.2)	NR	NR	NR	12.5% (±5.8)	17.6% (±7.6)
I did not trust that the process would be fair	31.0% (±7.5)	52.1% (±9.6)	37.4% (±14.8)	NR	NR	21.8% (±6.8)	28.6% (±8.4)
I thought I might get in trouble for something I did	18.5% (±6.8)	21.2% (±8.9)	NR	17.0% (±17.5)	NR	6.6% (±4.8)	17.7% (±7.6)
I thought I would be labeled as a troublemaker	43.3% (±7.7)	61.2% (±9.6)	31.8% (±15.1)	NR	NR	36.2% (±7.4)	30.5% (±8.4)
I thought it might hurt my performance appraisal	23.7% (±7.1)	38.5% (±9.6)	35.2% (±15.1)	32.3% (±18.2)	NR	24.5% (±6.9)	24.2% (±8.2)

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
I thought it might hurt my chances of being renewed or obtaining permanent position	NR	NR	--	NR	--	NR	NR
I was worried about potential negative consequences from leadership	32.4% (±7.6)	49.3% (±9.5)	42.0% (±14.6)	32.3% (±18.2)	NR	27.3% (±7.1)	23.7% (±8.1)
I was worried about potential negative consequences from my coworkers or peers	26.4% (±7.3)	35.3% (±9.7)	18.2% (±14.3)	NR	NR	21.3% (±6.7)	26.9% (±8.3)
I thought it might hurt my career	34.3% (±8.0)	56.7% (±9.9)	35.2% (±15.1)	NR	NR	38.4% (±7.4)	30.9% (±8.7)
I did not want to hurt the person's/s' career/s or family/ies	21.7% (±7.0)	24.0% (±9.1)	17.1% (±14.1)	NR	NR	20.7% (±6.7)	25.6% (±8.3)
I was concerned for my physical safety	NR	NR	NR	0.0% (NA)	0.0% (NA)	NR	7.7% (±6.2)
I feared losing my job	10.9% (±5.8)	15.1% (±8.3)	NR	17.3% (±17.6)	0.0% (NA)	6.4% (±4.8)	10.7% (±6.8)
Some other reason	41.2% (±7.8)	51.6% (±9.8)	44.7% (±14.5)	NR	NR	35.0% (±7.5)	38.8% (±8.8)

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 OS.

Table 4.1 OS – 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	476	3.0*	±0.1	2,660	3.7*	±0.0	-0.80 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.1	±0.5	NA
Wage Grade (WG) 5-8	--	--	--	26	3.9	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	3.0	±0.0	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	22	4.2*	±0.2	93	3.8*	±0.1	0.57 (M)
General Schedule (GS) 7-10	54	2.8*	±0.2	298	3.5*	±0.1	-0.77 (M)
General Schedule (GS) 11-12	155	3.0*	±0.2	769	3.5*	±0.1	-0.58 (M)
General Schedule (GS) 13-15	225	2.8*	±0.1	1,349	3.8*	±0.0	-1.10 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	15	3.6*	±0.3	68	4.2*	±0.2	-0.76 (M)
Other	NR	NR	NR	10	3.6	±0.3	NR

	Experienced age harassment			Did not experience age 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	39	3.7*	±0.3	314	4.0*	±0.1	-0.47 (S)
1 to 3 years	82	3.3*	±0.2	544	3.8*	±0.1	-0.55 (M)
4 to 5 years	63	2.9*	±0.2	299	3.6*	±0.1	-0.75 (M)
6 to 10 years	107	2.8*	±0.2	623	3.6*	±0.1	-0.87 (L)
11 to 14 years	54	2.8*	±0.2	273	3.5*	±0.1	-0.78 (M)
15 to 20 years	56	2.7*	±0.3	234	3.5*	±0.1	-0.93 (L)
More than 20 years	72	2.9*	±0.2	363	3.8*	±0.1	-1.09 (L)
Appointment Type							
Permanent	455	2.9*	±0.1	2,618	3.7*	±0.0	-0.85 (L)
Term	21	3.9	±0.4	37	4.0	±0.2	-0.17
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	453	2.9*	±0.1	2,595	3.7*	±0.0	-0.85 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	453	2.9*	±0.1	2,591	3.7*	±0.0	-0.85 (L)
Term	21	3.9	±0.4	37	4.0	±0.2	-0.17
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Age - Collapsed							
39 or under	166	3.3*	±0.2	606	3.7*	±0.1	-0.45 (S)
40 or older	310	2.8*	±0.1	2,046	3.7*	±0.0	-1.02 (L)
Age							
25 or under	13	4.6	±0.3	22	4.4	±0.2	0.24 (S)
26-29	42	3.8*	±0.3	56	3.4*	±0.2	0.44 (S)
30-39	112	3.0*	±0.2	528	3.7*	±0.1	-0.84 (L)
40-49	63	2.6*	±0.2	769	3.7*	±0.1	-1.14 (L)
50-59	128	2.7*	±0.2	888	3.7*	±0.1	-1.12 (L)
60 or older	119	3.0*	±0.1	388	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.

4.1.2 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 OS.

Table 4.2 OS – 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	481	0.45*	±0.04	2,696	0.65*	±0.02	-0.47 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	0.62	±0.27	NA
Wage Grade (WG) 5-8	--	--	--	23	0.82	±0.15	NA
Wage Grade (WG) 9-16	--	--	--	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	22	0.74	±0.19	101	0.63	±0.09	0.25 (S)
General Schedule (GS) 7-10	52	0.22*	±0.09	305	0.65*	±0.05	-1.04 (L)
General Schedule (GS) 11-12	155	0.45*	±0.07	773	0.54*	±0.03	-0.21 (S)
General Schedule (GS) 13-15	225	0.42*	±0.06	1,368	0.70*	±0.02	-0.69 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	15	0.80	±0.19	68	0.92	±0.06	-0.43 (S)
Other	NR	NR	NR	10	0.80	±0.27	NR
Years of Service at Bureau or Office							
Less than 1 year	39	0.50*	±0.14	326	0.72*	±0.05	-0.52 (M)
1 to 3 years	85	0.49*	±0.10	551	0.69*	±0.03	-0.49 (S)
4 to 5 years	65	0.51	±0.11	307	0.62	±0.05	-0.26 (S)
6 to 10 years	105	0.46*	±0.09	627	0.63*	±0.03	-0.38 (S)
11 to 14 years	54	0.46*	±0.12	271	0.59*	±0.05	-0.30 (S)
15 to 20 years	53	0.31*	±0.11	234	0.57*	±0.06	-0.62 (M)
More than 20 years	72	0.34*	±0.09	370	0.69*	±0.04	-0.88 (L)
Appointment Type							
Permanent	460	0.43*	±0.04	2,654	0.65*	±0.02	-0.50 (M)
Term	21	0.79	±0.14	37	0.85	±0.11	-0.17
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	458	0.43*	±0.04	2,631	0.65*	±0.02	-0.50 (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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	458	0.43*	±0.04	2,627	0.65*	±0.02	-0.50 (M)
Term	21	0.79	±0.14	37	0.85	±0.11	-0.17
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Age - Collapsed							
39 or under	166	0.49*	±0.07	615	0.69*	±0.03	-0.46 (S)
40 or older	315	0.42*	±0.05	2,072	0.64*	±0.02	-0.50 (M)
Age							
25 or under	13	1.00	±0.00	22	1.00	±0.00	NA
26-29	42	0.55	±0.14	58	0.67	±0.11	-0.26 (S)
30-39	112	0.41*	±0.08	535	0.68*	±0.04	-0.63 (M)
40-49	65	0.45*	±0.11	791	0.63*	±0.03	-0.43 (S)
50-59	128	0.44*	±0.08	892	0.63*	±0.03	-0.43 (S)
60 or older	121	0.39*	±0.07	390	0.67*	±0.04	-0.67 (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 OS.

Table 4.3 OS – 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	477	3.3*	±0.1	2,676	2.6*	±0.0	0.70 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	2.3	±0.3	NA
Wage Grade (WG) 5-8	--	--	--	21	2.7	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	2.8	±0.4	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	22	2.5	±0.4	101	2.8	±0.1	-0.36 (S)
General Schedule (GS) 7-10	56	3.7*	±0.2	302	2.8*	±0.1	1.15 (L)
General Schedule (GS) 11-12	148	3.3*	±0.2	767	2.8*	±0.1	0.52 (M)
General Schedule (GS) 13-15	225	3.3*	±0.1	1,363	2.5*	±0.0	0.83 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	15	2.5*	±0.4	66	1.9*	±0.1	0.87 (L)
Other	NR	NR	NR	8	3.0	±0.5	NR
Years of Service at Bureau or Office							
Less than 1 year	39	2.9*	±0.3	322	2.4*	±0.1	0.68 (M)
1 to 3 years	82	3.2*	±0.3	544	2.6*	±0.1	0.66 (M)
4 to 5 years	65	3.4*	±0.2	305	2.7*	±0.1	0.72 (M)
6 to 10 years	107	3.4*	±0.2	625	2.7*	±0.1	0.80 (L)
11 to 14 years	54	3.2*	±0.3	269	2.7*	±0.1	0.47 (S)
15 to 20 years	56	3.2*	±0.2	234	2.8*	±0.1	0.49 (S)
More than 20 years	65	3.3*	±0.3	364	2.6*	±0.1	0.85 (L)
Appointment Type							
Permanent	456	3.3*	±0.1	2,634	2.6*	±0.0	0.72 (M)
Term	21	2.8	±0.5	37	2.6	±0.2	0.32 (S)
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	454	3.3*	±0.1	2,613	2.6*	±0.0	0.72 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	454	3.3*	±0.1	2,609	2.6*	±0.0	0.72 (M)
Term	21	2.8	±0.5	37	2.6	±0.2	0.32 (S)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Age - Collapsed							
39 or under	166	3.1*	±0.2	613	2.7*	±0.1	0.42 (S)
40 or older	311	3.4*	±0.1	2,055	2.6*	±0.0	0.83 (L)
Age							
25 or under	13	1.7*	±0.5	22	2.8*	±0.2	-1.57 (L)
26-29	42	3.0	±0.3	58	2.9	±0.2	0.08
30-39	112	3.3*	±0.2	532	2.7*	±0.1	0.68 (M)
40-49	65	3.6*	±0.3	791	2.7*	±0.1	1.04 (L)
50-59	124	3.3*	±0.2	879	2.6*	±0.1	0.86 (L)
60 or older	121	3.2*	±0.2	386	2.6*	±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.

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 OS.

Table 4.4 OS – 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	482	3.0*	±0.1	2,690	3.7*	±0.0	-0.76 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	3.3	±0.1	NA
Wage Grade (WG) 5-8	--	--	--	26	3.5	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	3.4	±0.3	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	22	3.7	±0.3	99	3.7	±0.2	-0.04
General Schedule (GS) 7-10	54	2.5*	±0.2	303	3.5*	±0.1	-1.21 (L)
General Schedule (GS) 11-12	155	3.0*	±0.2	774	3.5*	±0.1	-0.58 (M)
General Schedule (GS) 13-15	225	3.0*	±0.1	1,362	3.8*	±0.0	-0.91 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	15	3.6*	±0.3	68	4.4*	±0.1	-1.23 (L)
Other	NR	NR	NR	10	3.1	±0.6	NR
Years of Service at Bureau or Office							
Less than 1 year	39	3.5*	±0.3	324	3.9*	±0.1	-0.57 (M)
1 to 3 years	85	3.0*	±0.2	548	3.7*	±0.1	-0.85 (L)
4 to 5 years	63	3.0*	±0.2	307	3.6*	±0.1	-0.60 (M)
6 to 10 years	107	2.7*	±0.2	628	3.5*	±0.1	-0.87 (L)
11 to 14 years	54	2.9*	±0.3	269	3.6*	±0.1	-0.69 (M)
15 to 20 years	54	2.9*	±0.2	234	3.5*	±0.1	-0.61 (M)
More than 20 years	72	3.0*	±0.2	368	3.8*	±0.1	-0.92 (L)
Appointment Type							
Permanent	461	3.0*	±0.1	2,649	3.7*	±0.0	-0.78 (M)
Term	21	3.5*	±0.3	37	3.9*	±0.2	-0.72 (M)
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	459	3.0*	±0.1	2,626	3.7*	±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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	459	3.0*	±0.1	2,621	3.7*	±0.0	-0.78 (M)
Term	21	3.5*	±0.3	37	3.9*	±0.2	-0.72 (M)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Age - Collapsed							
39 or under	166	3.2*	±0.2	616	3.7*	±0.1	-0.50 (M)
40 or older	316	2.9*	±0.1	2,067	3.7*	±0.0	-0.91 (L)
Age							
25 or under	13	4.3	±0.2	22	4.0	±0.2	0.70 (M)
26-29	42	3.5	±0.2	58	3.6	±0.2	-0.08
30-39	112	2.9*	±0.2	535	3.7*	±0.1	-0.75 (M)
40-49	61	2.7*	±0.3	793	3.6*	±0.1	-0.98 (L)
50-59	133	2.8*	±0.2	886	3.7*	±0.1	-1.02 (L)
60 or older	121	3.0*	±0.2	388	3.7*	±0.1	-0.86 (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 OS.

Table 4.5 OS – 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	468	3.2*	±0.1	2,620	4.0*	±0.0	-0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.2	±0.5	NA
Wage Grade (WG) 5-8	--	--	--	26	3.9	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	3.2	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	22	3.9	±0.5	86	3.9	±0.2	-0.04
General Schedule (GS) 7-10	50	2.6*	±0.3	293	3.7*	±0.1	-1.09 (L)
General Schedule (GS) 11-12	147	3.2*	±0.2	754	3.9*	±0.1	-0.64 (M)
General Schedule (GS) 13-15	225	3.3*	±0.2	1,333	4.1*	±0.1	-0.79 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	15	4.0*	±0.4	68	4.5*	±0.2	-0.79 (M)
Other	--	--	--	10	3.5	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	39	3.6*	±0.4	311	4.3*	±0.1	-0.69 (M)
1 to 3 years	85	3.4*	±0.3	531	4.0*	±0.1	-0.47 (S)
4 to 5 years	65	3.3*	±0.3	299	3.9*	±0.1	-0.62 (M)
6 to 10 years	104	2.9*	±0.3	608	3.9*	±0.1	-0.98 (L)
11 to 14 years	52	3.2*	±0.4	261	4.0*	±0.1	-0.71 (M)
15 to 20 years	53	3.1*	±0.3	232	3.8*	±0.1	-0.75 (M)
More than 20 years	63	3.4*	±0.2	365	4.0*	±0.1	-0.68 (M)
Appointment Type							
Permanent	448	3.2*	±0.1	2,579	4.0*	±0.0	-0.74 (M)
Term	21	3.8	±0.4	37	4.1	±0.2	-0.32 (S)
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	445	3.2*	±0.1	2,555	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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	445	3.2*	±0.1	2,551	4.0*	±0.0	-0.74 (M)
Term	21	3.8	±0.4	37	4.1	±0.2	-0.32 (S)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Age - Collapsed							
39 or under	163	3.5*	±0.2	594	4.0*	±0.1	-0.43 (S)
40 or older	306	3.1*	±0.1	2,020	4.0*	±0.0	-0.88 (L)
Age							
25 or under	13	4.6	±0.3	22	4.1	±0.3	0.69 (M)
26-29	42	3.6	±0.5	54	3.7	±0.4	-0.09
30-39	108	3.4*	±0.2	517	4.0*	±0.1	-0.63 (M)
40-49	64	3.0*	±0.3	770	3.9*	±0.1	-0.90 (L)
50-59	123	3.1*	±0.2	869	4.0*	±0.1	-0.88 (L)
60 or older	119	3.1*	±0.2	381	4.1*	±0.1	-0.97 (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 OS.

Table 4.6 OS – 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	486	3.2*	±0.1	2,705	3.9*	±0.0	-0.73 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.4	±0.2	NA
Wage Grade (WG) 5-8	--	--	--	26	4.0	±0.5	NA
Wage Grade (WG) 9-16	--	--	--	7	3.6	±0.3	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	22	3.8	±0.4	101	3.8	±0.2	-0.02
General Schedule (GS) 7-10	56	2.6*	±0.2	305	3.7*	±0.1	-1.17 (L)
General Schedule (GS) 11-12	155	3.1*	±0.2	776	3.8*	±0.1	-0.72 (M)
General Schedule (GS) 13-15	227	3.3*	±0.1	1,371	3.9*	±0.0	-0.72 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	15	3.9*	±0.3	68	4.3*	±0.2	-0.60 (M)
Other	NR	NR	NR	10	3.6	±0.5	NR
Years of Service at Bureau or Office							
Less than 1 year	39	3.5*	±0.3	326	4.1*	±0.1	-0.81 (L)
1 to 3 years	85	3.5*	±0.3	554	3.9*	±0.1	-0.40 (S)
4 to 5 years	65	3.1*	±0.2	307	3.9*	±0.1	-0.80 (L)
6 to 10 years	107	3.1*	±0.2	632	3.7*	±0.1	-0.66 (M)
11 to 14 years	54	2.8*	±0.3	273	3.8*	±0.1	-1.00 (L)
15 to 20 years	56	3.2*	±0.3	233	3.7*	±0.1	-0.65 (M)
More than 20 years	72	3.0*	±0.3	369	4.0*	±0.1	-1.11 (L)
Appointment Type							
Permanent	465	3.1*	±0.1	2,664	3.9*	±0.0	-0.75 (M)
Term	21	3.8*	±0.1	37	4.4*	±0.2	-1.15 (L)
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	463	3.2*	±0.1	2,641	3.9*	±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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	463	3.2*	±0.1	2,637	3.9*	±0.0	-0.74 (M)
Term	21	3.8*	±0.1	37	4.4*	±0.2	-1.15 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Age - Collapsed							
39 or under	166	3.4*	±0.2	622	3.9*	±0.1	-0.50 (M)
40 or older	320	3.1*	±0.1	2,076	3.9*	±0.0	-0.85 (L)
Age							
25 or under	13	4.3	±0.3	22	4.5	±0.2	-0.23 (S)
26-29	42	3.3*	±0.3	58	3.9*	±0.2	-0.65 (M)
30-39	112	3.3*	±0.2	541	3.8*	±0.1	-0.54 (M)
40-49	65	3.1*	±0.3	802	3.8*	±0.1	-0.71 (M)
50-59	133	3.0*	±0.2	888	3.9*	±0.1	-1.00 (L)
60 or older	121	3.2*	±0.2	386	4.0*	±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.

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 OS.

Table 4.7 OS – 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	228	49.8%*	±4.6	143	5.3%*	±0.9	1.10 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	NR	NR	NR	NR
Wage Grade (WG) 5-8	--	--	--	0	0.0%	NA	NA
Wage Grade (WG) 9-16	--	--	--	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	0	0.0%	NA	6	5.6%	±6.7	-0.48 (S)
General Schedule (GS) 7-10	35	68.4%*	±14.4	28	9.2%*	±3.8	1.33 (L)
General Schedule (GS) 11-12	64	45.3%*	±8.4	57	7.4%*	±2.1	0.92 (L)
General Schedule (GS) 13-15	114	52.4%*	±6.7	49	3.6%*	±1.1	1.23 (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	NR	NR	NR	7	2.1%	±2.3	NR
1 to 3 years	34	42.2%*	±11.2	34	6.2%*	±2.4	0.91 (L)
4 to 5 years	36	61.1%*	±13.2	19	6.0%*	±3.3	1.30 (L)
6 to 10 years	56	55.0%*	±9.9	37	5.8%*	±2.1	1.18 (L)
11 to 14 years	29	54.8%*	±14.0	18	6.6%*	±3.7	1.15 (L)
15 to 20 years	29	57.2%*	±14.3	16	7.1%*	±4.1	1.18 (L)
More than 20 years	35	52.1%*	±12.2	13	3.6%*	±2.5	1.23 (L)
Appointment Type							
Permanent	224	51.3%*	±4.7	142	5.4%*	±0.9	1.13 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	222	51.1%*	±4.7	142	5.4%*	±0.9	1.12 (L)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	222	51.1%*	±4.7	142	5.4%*	±0.9	1.12 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Age - Collapsed							
39 or under	70	44.5%*	±7.9	32	5.2%*	±2.1	1.00 (L)
40 or older	158	52.6%*	±5.7	112	5.4%*	±1.1	1.15 (L)
Age							
25 or under	NR	NR	NR	0	0.0%	NA	NR
26-29	14	33.7%*	±16.1	6	9.8%*	±11.1	0.60 (M)
30-39	52	50.3%*	±9.7	26	4.9%*	±2.2	1.13 (L)
40-49	37	58.6%*	±12.7	62	7.8%*	±2.1	1.18 (L)
50-59	74	57.8%*	±8.8	35	3.9%*	±1.5	1.33 (L)
60 or older	46	42.9%*	±9.6	15	3.9%*	±2.5	1.03 (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 OS – 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	2.184	0.639	11.674	--	8.884	--	--	--	--
Age	-0.916	0.150	37.287	0.000	0.400	0.298	0.537	-879.805	36.993
Pay Grade	--	--	18.885	--	--	--	--	--	--
Middle Grade vs. Junior Grade	-1.160	0.325	12.716	0.000	0.314	0.166	0.593	-870.475	18.332
Senior Grade vs. Junior Grade	-0.685	0.284	5.809	0.016	0.504	0.289	0.880	-870.475	18.332
Executive Grade vs. Junior Grade	0.180	0.451	0.160	0.689	1.198	0.495	2.897	-870.475	18.332
Years of Service at Bureau or Office	0.112	0.039	8.101	0.004	1.119	1.036	1.209	-865.371	8.125
Appointment Type	-1.684	0.328	26.360	0.000	0.186	0.098	0.353	-872.622	22.626
Organizational Politics	0.304	0.080	14.554	0.000	1.355	1.159	1.584	-868.597	14.577
Organizational Inclusion	-0.343	0.076	20.160	0.000	0.709	0.611	0.824	-871.320	20.024
Bystander Harassment Based on Age	-2.539	0.146	301.305	0.000	0.079	0.059	0.105	-1016.202	309.786
Gender Context	0.436	0.121	13.042	0.000	1.546	1.221	1.959	-867.886	13.156

Note. N = 2,835, Nagelkerke R Square = 0.342

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 OS.

Table 4.9 OS – 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	369	2.7*	±0.1	2,756	3.7*	±0.0	-1.16 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.1	±0.5	NA
Wage Grade (WG) 5-8	NR	NR	NR	23	4.0	±0.3	NR
Wage Grade (WG) 9-16	--	--	--	7	3.0	±0.0	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	9	3.9	±0.3	106	3.8	±0.1	0.10
General Schedule (GS) 7-10	37	2.6*	±0.2	307	3.5*	±0.1	-1.06 (L)
General Schedule (GS) 11-12	117	2.5*	±0.1	803	3.6*	±0.1	-1.30 (L)
General Schedule (GS) 13-15	183	2.8*	±0.1	1,390	3.8*	±0.0	-1.19 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	11	3.3*	±0.5	72	4.2*	±0.2	-1.17 (L)
Other	NR	NR	NR	10	3.6	±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	18	3.1*	±0.3	334	4.0*	±0.1	-1.34 (L)
1 to 3 years	72	3.0*	±0.2	554	3.8*	±0.1	-1.04 (L)
4 to 5 years	43	2.7*	±0.2	318	3.6*	±0.1	-0.98 (L)
6 to 10 years	93	2.5*	±0.2	627	3.6*	±0.1	-1.26 (L)
11 to 14 years	41	2.4*	±0.3	284	3.5*	±0.1	-1.42 (L)
15 to 20 years	45	2.6*	±0.2	244	3.5*	±0.1	-1.02 (L)
More than 20 years	53	2.9*	±0.2	382	3.7*	±0.1	-0.95 (L)
Appointment Type							
Permanent	361	2.7*	±0.1	2,701	3.7*	±0.0	-1.16 (L)
Term	NR	NR	NR	55	4.1	±0.2	NR
Temporary	NR	NR	NR	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	361	2.7*	±0.1	2,676	3.7*	±0.0	-1.15 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	356	2.7*	±0.1	2,676	3.7*	±0.0	-1.16 (L)
Term	NR	NR	NR	55	4.1	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	--	--	--	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	136	2.8*	±0.2	1,916	3.7*	±0.0	-1.08 (L)
Minority	224	2.7*	±0.1	793	3.7*	±0.1	-1.21 (L)
Race/Ethnicity							
Hispanic	57	2.7*	±0.2	295	3.7*	±0.1	-1.28 (L)
American Indian or Alaskan Native	35	2.4*	±0.3	113	3.5*	±0.2	-1.20 (L)
Asian	19	2.6*	±0.4	60	3.7*	±0.1	-1.55 (L)
Black/African-American	74	2.8*	±0.2	190	3.7*	±0.1	-1.10 (L)
Native Hawaiian or Other Pacific Islander	--	--	--	23	3.7	±0.3	NA
Non-Hispanic White	136	2.8*	±0.2	1,916	3.7*	±0.0	-1.08 (L)
Multi-racial	40	2.8*	±0.2	113	3.8*	±0.2	-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.

4.2.2 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 OS.

Table 4.10 OS – 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	370	0.40*	±0.04	2,794	0.65*	±0.02	-0.59 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	0.62	±0.27	NA
Wage Grade (WG) 5-8	--	--	--	23	0.82	±0.15	NA
Wage Grade (WG) 9-16	--	--	--	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	9	0.65	±0.33	114	0.65	±0.08	0.01
General Schedule (GS) 7-10	37	0.22*	±0.11	314	0.65*	±0.05	-1.02 (L)
General Schedule (GS) 11-12	117	0.37*	±0.07	808	0.55*	±0.03	-0.41 (S)
General Schedule (GS) 13-15	183	0.39*	±0.06	1,409	0.70*	±0.02	-0.74 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	11	0.78	±0.22	72	0.92	±0.06	-0.51 (M)
Other	NR	NR	NR	10	0.80	±0.27	NR
Years of Service at Bureau or Office							
Less than 1 year	20	0.43*	±0.21	344	0.71*	±0.04	-0.66 (M)
1 to 3 years	72	0.36*	±0.10	564	0.70*	±0.03	-0.82 (L)
4 to 5 years	43	0.44*	±0.12	328	0.62*	±0.05	-0.43 (S)
6 to 10 years	89	0.40*	±0.09	633	0.64*	±0.03	-0.55 (M)
11 to 14 years	41	0.33*	±0.13	282	0.61*	±0.05	-0.66 (M)
15 to 20 years	44	0.40*	±0.12	243	0.55*	±0.06	-0.33 (S)
More than 20 years	53	0.38*	±0.10	389	0.66*	±0.04	-0.68 (M)
Appointment Type							
Permanent	362	0.39*	±0.04	2,740	0.65*	±0.02	-0.59 (M)
Term	NR	NR	NR	55	0.86	±0.08	NR
Temporary	NR	NR	NR	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	362	0.40*	±0.04	2,715	0.64*	±0.02	-0.57 (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	NR	NR	NR	NR
Permanent-Non-Seasonal	358	0.39*	±0.04	2,715	0.64*	±0.02	-0.59 (M)
Term	NR	NR	NR	55	0.86	±0.08	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	--	--	--	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	139	0.45*	±0.07	1,928	0.67*	±0.02	-0.50 (M)
Minority	223	0.38*	±0.05	820	0.62*	±0.03	-0.56 (M)
Race/Ethnicity							
Hispanic	57	0.44*	±0.10	317	0.70*	±0.04	-0.64 (M)
American Indian or Alaskan Native	31	0.41*	±0.16	110	0.61*	±0.08	-0.46 (S)
Asian	19	0.41	±0.21	63	0.60	±0.11	-0.43 (S)
Black/African-American	76	0.35*	±0.09	193	0.50*	±0.06	-0.35 (S)
Native Hawaiian or Other Pacific Islander	--	--	--	23	0.63	±0.19	NA
Non-Hispanic White	139	0.45*	±0.07	1,928	0.67*	±0.02	-0.50 (M)
Multi-racial	40	0.31*	±0.14	113	0.62*	±0.08	-0.68 (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.

4.2.3 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 OS.

Table 4.11 OS – 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	365	3.4*	±0.1	2,776	2.7*	±0.0	0.82 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	2.3	±0.3	NA
Wage Grade (WG) 5-8	NR	NR	NR	17	2.7	±0.2	NR
Wage Grade (WG) 9-16	--	--	--	7	2.8	±0.4	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	9	2.4	±0.5	114	2.7	±0.2	-0.37 (S)
General Schedule (GS) 7-10	37	3.6*	±0.3	313	2.8*	±0.1	0.94 (L)
General Schedule (GS) 11-12	108	3.7*	±0.2	803	2.8*	±0.1	0.97 (L)
General Schedule (GS) 13-15	183	3.3*	±0.2	1,404	2.5*	±0.0	0.84 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	11	2.3	±0.4	70	2.0	±0.2	0.48 (S)
Other	NR	NR	NR	8	3.0	±0.5	NR
Years of Service at Bureau or Office							
Less than 1 year	20	2.9*	±0.3	340	2.5*	±0.1	0.62 (M)
1 to 3 years	69	3.3*	±0.3	557	2.6*	±0.1	0.82 (L)
4 to 5 years	43	3.5*	±0.3	326	2.7*	±0.1	0.85 (L)
6 to 10 years	91	3.4*	±0.2	631	2.7*	±0.1	0.75 (M)
11 to 14 years	41	3.7*	±0.3	280	2.7*	±0.1	1.13 (L)
15 to 20 years	45	3.4*	±0.3	245	2.7*	±0.1	0.80 (L)
More than 20 years	47	3.2*	±0.3	383	2.6*	±0.1	0.66 (M)
Appointment Type							
Permanent	357	3.4*	±0.1	2,721	2.7*	±0.0	0.82 (L)
Term	NR	NR	NR	55	2.6	±0.2	NR
Temporary	NR	NR	NR	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	357	3.4*	±0.1	2,698	2.6*	±0.0	0.82 (L)

	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>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	352	3.4*	±0.1	2,698	2.6*	±0.0	0.82 (L)
Term	NR	NR	NR	55	2.6	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	--	--	--	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	134	3.3*	±0.2	1,916	2.7*	±0.0	0.71 (M)
Minority	222	3.4*	±0.1	811	2.6*	±0.1	0.95 (L)
Race/Ethnicity							
Hispanic	57	3.3*	±0.2	317	2.6*	±0.1	0.98 (L)
American Indian or Alaskan Native	35	3.5*	±0.3	111	2.7*	±0.2	0.85 (L)
Asian	19	3.5*	±0.4	58	2.6*	±0.2	1.26 (L)
Black/African-American	72	3.3*	±0.3	190	2.6*	±0.1	0.82 (L)
Native Hawaiian or Other Pacific Islander	--	--	--	23	2.5	±0.3	NA
Non-Hispanic White	134	3.3*	±0.2	1,916	2.7*	±0.0	0.71 (M)
Multi-racial	40	3.6*	±0.3	113	2.8*	±0.2	0.94 (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.

4.2.4 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 OS.

Table 4.12 OS – 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	376	2.7*	±0.1	2,785	3.7*	±0.0	-1.10 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	3.3	±0.1	NA
Wage Grade (WG) 5-8	NR	NR	NR	23	3.7	±0.2	NR
Wage Grade (WG) 9-16	--	--	--	7	3.4	±0.3	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	9	4.0	±0.6	112	3.7	±0.1	0.46 (S)
General Schedule (GS) 7-10	37	2.7*	±0.3	312	3.4*	±0.1	-0.84 (L)
General Schedule (GS) 11-12	117	2.3*	±0.2	809	3.6*	±0.1	-1.44 (L)
General Schedule (GS) 13-15	185	2.8*	±0.2	1,401	3.8*	±0.0	-1.10 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	11	3.7*	±0.5	72	4.3*	±0.1	-1.00 (L)
Other	NR	NR	NR	10	3.1	±0.6	NR
Years of Service at Bureau or Office							
Less than 1 year	20	3.5*	±0.4	342	3.9*	±0.1	-0.53 (M)
1 to 3 years	72	2.7*	±0.2	561	3.8*	±0.1	-1.18 (L)
4 to 5 years	43	2.9*	±0.3	326	3.6*	±0.1	-0.80 (L)
6 to 10 years	93	2.3*	±0.2	632	3.6*	±0.1	-1.46 (L)
11 to 14 years	41	2.2*	±0.3	280	3.7*	±0.1	-1.54 (L)
15 to 20 years	45	2.9*	±0.3	243	3.5*	±0.1	-0.69 (M)
More than 20 years	53	3.0*	±0.3	387	3.7*	±0.1	-0.90 (L)
Appointment Type							
Permanent	368	2.7*	±0.1	2,730	3.7*	±0.0	-1.11 (L)
Term	NR	NR	NR	55	3.9	±0.1	NR
Temporary	NR	NR	NR	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	367	2.7*	±0.1	2,705	3.7*	±0.0	-1.09 (L)

	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>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	363	2.7*	±0.1	2,705	3.7*	±0.0	-1.11 (L)
Term	NR	NR	NR	55	3.9	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	--	--	--	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	141	2.9*	±0.2	1,917	3.7*	±0.0	-0.96 (L)
Minority	226	2.6*	±0.1	821	3.6*	±0.1	-1.13 (L)
Race/Ethnicity							
Hispanic	57	2.7*	±0.3	321	3.6*	±0.1	-1.03 (L)
American Indian or Alaskan Native	35	2.3*	±0.3	111	3.4*	±0.2	-1.19 (L)
Asian	19	2.4*	±0.4	60	3.5*	±0.2	-1.24 (L)
Black/African-American	76	2.7*	±0.2	193	3.7*	±0.1	-1.09 (L)
Native Hawaiian or Other Pacific Islander	--	--	--	23	3.4	±0.2	NA
Non-Hispanic White	141	2.9*	±0.2	1,917	3.7*	±0.0	-0.96 (L)
Multi-racial	40	2.6*	±0.3	113	3.8*	±0.2	-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.

4.2.5 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 OS.

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

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	354	3.1*	±0.1	2,726	4.0*	±0.0	-0.82 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.2	±0.5	NA
Wage Grade (WG) 5-8	NR	NR	NR	23	4.1	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	7	3.2	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	5.0*	±0.0	102	3.8*	±0.2	1.18 (L)
General Schedule (GS) 7-10	37	2.6*	±0.4	299	3.7*	±0.1	-1.07 (L)
General Schedule (GS) 11-12	106	2.8*	±0.2	794	3.9*	±0.1	-1.00 (L)
General Schedule (GS) 13-15	179	3.3*	±0.2	1,378	4.1*	±0.1	-0.78 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	11	4.0*	±0.6	72	4.5*	±0.1	-0.67 (M)
Other	--	--	--	10	3.5	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	17	3.8	±0.6	332	4.2	±0.1	-0.40 (S)
1 to 3 years	71	3.1*	±0.3	545	4.0*	±0.1	-0.86 (L)
4 to 5 years	42	2.9*	±0.4	322	3.9*	±0.1	-0.90 (L)
6 to 10 years	88	3.2*	±0.3	617	3.9*	±0.1	-0.66 (M)
11 to 14 years	41	2.7*	±0.4	270	4.0*	±0.1	-1.33 (L)
15 to 20 years	44	3.1*	±0.4	241	3.8*	±0.1	-0.64 (M)
More than 20 years	45	3.3*	±0.2	384	4.0*	±0.1	-0.79 (M)
Appointment Type							
Permanent	347	3.1*	±0.1	2,671	4.0*	±0.0	-0.83 (L)
Term	NR	NR	NR	55	4.1	±0.2	NR
Temporary	NR	NR	NR	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	346	3.1*	±0.1	2,646	4.0*	±0.0	-0.82 (L)

	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>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	342	3.1*	±0.1	2,646	4.0*	±0.0	-0.84 (L)
Term	NR	NR	NR	55	4.1	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	--	--	--	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	132	3.3*	±0.2	1,893	4.0*	±0.0	-0.67 (M)
Minority	214	3.0*	±0.2	784	3.9*	±0.1	-0.84 (L)
Race/Ethnicity							
Hispanic	48	3.7	±0.3	300	3.9	±0.1	-0.26 (S)
American Indian or Alaskan Native	35	2.9*	±0.4	104	3.8*	±0.2	-0.82 (L)
Asian	17	2.6*	±0.4	56	3.9*	±0.2	-1.43 (L)
Black/African-American	75	2.8*	±0.3	189	3.8*	±0.2	-0.87 (L)
Native Hawaiian or Other Pacific Islander	--	--	--	23	3.8	±0.4	NA
Non-Hispanic White	132	3.3*	±0.2	1,893	4.0*	±0.0	-0.67 (M)
Multi-racial	38	2.8*	±0.4	111	4.0*	±0.2	-1.11 (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.

4.2.6 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 OS.

Table 4.14 OS – 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	376	3.0*	±0.1	2,804	3.9*	±0.0	-0.88 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.4	±0.2	NA
Wage Grade (WG) 5-8	NR	NR	NR	23	3.9	±0.5	NR
Wage Grade (WG) 9-16	--	--	--	7	3.6	±0.3	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	9	4.3	±0.1	114	3.8	±0.2	0.64 (M)
General Schedule (GS) 7-10	37	2.8*	±0.4	317	3.6*	±0.1	-0.77 (M)
General Schedule (GS) 11-12	117	2.8*	±0.2	811	3.8*	±0.1	-1.03 (L)
General Schedule (GS) 13-15	185	3.1*	±0.2	1,412	3.9*	±0.0	-0.92 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	11	3.4*	±0.4	72	4.3*	±0.1	-1.51 (L)
Other	NR	NR	NR	10	3.6	±0.5	NR
Years of Service at Bureau or Office							
Less than 1 year	20	3.6*	±0.4	344	4.1*	±0.1	-0.61 (M)
1 to 3 years	72	3.3*	±0.3	567	3.9*	±0.1	-0.54 (M)
4 to 5 years	43	3.3*	±0.3	328	3.8*	±0.1	-0.50 (M)
6 to 10 years	93	2.7*	±0.2	636	3.8*	±0.1	-1.16 (L)
11 to 14 years	41	2.4*	±0.3	284	3.8*	±0.1	-1.49 (L)
15 to 20 years	45	3.1*	±0.3	244	3.7*	±0.1	-0.69 (M)
More than 20 years	53	3.0*	±0.3	387	3.9*	±0.1	-0.97 (L)
Appointment Type							
Permanent	368	3.0*	±0.1	2,749	3.8*	±0.0	-0.89 (L)
Term	NR	NR	NR	55	4.2	±0.1	NR
Temporary	NR	NR	NR	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	367	3.0*	±0.1	2,724	3.8*	±0.0	-0.87 (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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	363	3.0*	±0.1	2,724	3.8*	±0.0	-0.88 (L)
Term	NR	NR	NR	55	4.2	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	--	--	--	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	141	3.1*	±0.2	1,928	3.9*	±0.0	-0.86 (L)
Minority	226	3.0*	±0.2	826	3.8*	±0.1	-0.86 (L)
Race/Ethnicity							
Hispanic	57	3.1*	±0.3	321	3.9*	±0.1	-0.86 (L)
American Indian or Alaskan Native	35	3.2	±0.4	113	3.6	±0.2	-0.33 (S)
Asian	19	2.6*	±0.5	63	3.6*	±0.3	-0.91 (L)
Black/African-American	76	2.9*	±0.3	193	4.0*	±0.1	-1.14 (L)
Native Hawaiian or Other Pacific Islander	--	--	--	23	3.5	±0.3	NA
Non-Hispanic White	141	3.1*	±0.2	1,928	3.9*	±0.0	-0.86 (L)
Multi-racial	40	3.1*	±0.4	113	3.9*	±0.2	-0.86 (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.

4.2.7 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 OS.

Table 4.15 OS – Racial/Ethnic Harassment and Bystander Harassment

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			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	169	46.3%*	±5.2	129	4.6%*	±0.8	1.06 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	NR	NR	NR	NR
Wage Grade (WG) 5-8	NR	NR	NR	0	0.0%	NA	NR
Wage Grade (WG) 9-16	--	--	--	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	17	5.3%	±3.1	NR
General Schedule (GS) 11-12	61	52.2%*	±9.1	62	7.8%*	±2.1	1.05 (L)
General Schedule (GS) 13-15	71	39.8%*	±7.4	43	3.1%*	±1.0	1.01 (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	NR	NR	NR	0	0.0%	NA	NR
1 to 3 years	31	43.6%*	±11.9	25	4.5%*	±2.1	1.01 (L)
4 to 5 years	19	46.6%*	±15.7	22	6.6%*	±3.3	0.98 (L)
6 to 10 years	44	47.0%*	±10.3	23	3.7%*	±1.8	1.12 (L)
11 to 14 years	23	61.8%*	±17.0	19	6.9%*	±3.7	1.28 (L)
15 to 20 years	18	39.1%*	±15.3	26	10.8%*	±4.6	0.68 (M)
More than 20 years	20	38.0%*	±14.3	14	3.5%*	±2.4	0.95 (L)
Appointment Type							
Permanent	166	46.3%*	±5.2	129	4.7%*	±0.9	1.06 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary	NR	NR	NR	--	--	--	NA

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	164	45.8%*	±5.2	129	4.8%*	±0.9	1.05 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	164	46.3%*	±5.2	129	4.8%*	±0.9	1.06 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	--	--	--	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	61	45.4%*	±8.6	76	4.0%*	±1.0	1.08 (L)
Minority	109	48.6%*	±6.6	53	6.5%*	±1.9	1.03 (L)
Race/Ethnicity							
Hispanic	28	49.7%*	±13.1	21	6.8%*	±3.4	1.04 (L)
American Indian or Alaskan Native	NR	NR	NR	10	9.2%	±7.1	NR
Asian	NR	NR	NR	NR	NR	NR	NR
Black/African-American	35	47.1%*	±11.5	8	4.4%*	±4.1	1.09 (L)
Native Hawaiian or Other Pacific Islander	--	--	--	0	0.0%	NA	NA
Non-Hispanic White	61	45.4%*	±8.6	76	4.0%*	±1.0	1.08 (L)
Multi-racial	NR	NR	NR	11	10.2%	±7.2	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 OS – Logistic Regression of Racial/Ethnic Harassment and Predictors of Workplace Harassment

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	5.049	1.080	21.841	--	155.863	--	--	--	--
Sex	0.552	0.149	13.740	0.000	1.737	1.297	2.326	-687.617	13.843
Age	-0.418	0.163	6.529	0.011	0.659	0.478	0.907	-683.872	6.353
Race/Ethnicity	-1.389	0.150	85.523	0.000	0.249	0.186	0.335	-725.090	88.789
Pay Grade	--	--	12.467	--	--	--	--	--	--
Middle Grade vs. Junior Grade	0.309	0.522	0.349	0.555	1.361	0.489	3.791	-686.759	12.127
Senior Grade vs. Junior Grade	0.751	0.485	2.402	0.121	2.119	0.820	5.479	-686.759	12.127
Executive Grade vs. Junior Grade	1.779	0.632	7.931	0.005	5.924	1.718	20.435	-686.759	12.127
Work Schedule	-2.218	0.920	5.812	0.016	0.109	0.018	0.660	-683.937	6.483
Organizational Trust	-0.425	0.097	19.036	0.000	0.654	0.540	0.791	-690.377	19.363
Bystander Harassment Based on Race/Ethnicity	-1.865	0.176	111.935	0.000	0.155	0.110	0.219	-735.726	110.062
General Intolerance	-0.595	0.111	28.575	0.000	0.552	0.444	0.686	-695.031	28.672

Note. N = 2,836, Nagelkerke R Square = 0.38

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 OS.

Table 4.17 OS – 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	182	2.7*	±0.2	2,951	3.6*	±0.0	-1.04 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.1	±0.5	NA
Wage Grade (WG) 5-8	--	--	--	26	3.9	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	3.0	±0.0	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	112	3.8	±0.1	NR
General Schedule (GS) 7-10	16	2.2*	±0.3	335	3.4*	±0.1	-1.44 (L)
General Schedule (GS) 11-12	67	2.7*	±0.2	855	3.5*	±0.1	-0.94 (L)
General Schedule (GS) 13-15	90	2.8*	±0.2	1,482	3.7*	±0.0	-1.06 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	80	4.1	±0.2	NR
Other	--	--	--	12	3.4	±0.5	NA

	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>
Years of Service at Bureau or Office							
Less than 1 year	15	3.9	±0.4	336	4.0	±0.1	-0.15
1 to 3 years	14	2.8*	±0.6	612	3.7*	±0.1	-1.10 (L)
4 to 5 years	24	2.9*	±0.4	337	3.5*	±0.1	-0.64 (M)
6 to 10 years	52	2.7*	±0.3	677	3.5*	±0.1	-0.87 (L)
11 to 14 years	28	2.3*	±0.4	298	3.5*	±0.1	-1.47 (L)
15 to 20 years	22	2.3*	±0.3	268	3.4*	±0.1	-1.44 (L)
More than 20 years	23	2.7*	±0.4	412	3.7*	±0.1	-1.14 (L)
Appointment Type							
Permanent	180	2.7*	±0.2	2,890	3.6*	±0.0	-1.01 (L)
Term	NR	NR	NR	57	4.0	±0.2	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.2	±0.2	NA
Non-Seasonal	180	2.7*	±0.2	2,865	3.6*	±0.0	-1.01 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	7	3.2	±0.2	NA
Permanent-Non-Seasonal	180	2.7*	±0.2	2,861	3.6*	±0.0	-1.01 (L)
Term	NR	NR	NR	57	4.0	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	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 OS.

Table 4.18 OS – 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	182	0.42*	±0.06	2,991	0.63*	±0.02	-0.49 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	0.62	±0.27	NA
Wage Grade (WG) 5-8	--	--	--	23	0.82	±0.15	NA
Wage Grade (WG) 9-16	--	--	--	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	120	0.66	±0.08	NR
General Schedule (GS) 7-10	16	0.28*	±0.19	342	0.60*	±0.05	-0.76 (M)
General Schedule (GS) 11-12	67	0.46	±0.10	859	0.53	±0.03	-0.16
General Schedule (GS) 13-15	90	0.42*	±0.09	1,502	0.68*	±0.02	-0.63 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	80	0.92	±0.05	NR
Other	--	--	--	12	0.83	±0.23	NA
Years of Service at Bureau or Office							
Less than 1 year	15	0.38*	±0.20	348	0.71*	±0.04	-0.78 (M)
1 to 3 years	14	0.20*	±0.19	622	0.67*	±0.03	-1.14 (L)
4 to 5 years	24	0.54	±0.18	347	0.60	±0.05	-0.16
6 to 10 years	52	0.48*	±0.11	678	0.61*	±0.03	-0.30 (S)
11 to 14 years	28	0.44	±0.19	296	0.58	±0.05	-0.33 (S)
15 to 20 years	22	0.37	±0.16	264	0.54	±0.05	-0.38 (S)
More than 20 years	23	0.34*	±0.18	419	0.65*	±0.04	-0.74 (M)
Appointment Type							
Permanent	180	0.43*	±0.06	2,930	0.63*	±0.02	-0.47 (S)
Term	NR	NR	NR	57	0.85	±0.08	NR
Temporary	--	--	--	NR	NR	NR	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>
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	180	0.43*	±0.06	2,905	0.63*	±0.02	-0.46 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	180	0.43*	±0.06	2,901	0.62*	±0.02	-0.46 (S)
Term	NR	NR	NR	57	0.85	±0.08	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	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 OS.

Table 4.19 OS – 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	182	3.4*	±0.1	2,965	2.7*	±0.0	0.79 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	2.3	±0.3	NA
Wage Grade (WG) 5-8	--	--	--	21	2.7	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	2.8	±0.4	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	120	2.7	±0.1	NR
General Schedule (GS) 7-10	16	3.7*	±0.5	341	2.9*	±0.1	0.97 (L)
General Schedule (GS) 11-12	67	3.5*	±0.2	845	2.9*	±0.1	0.70 (M)
General Schedule (GS) 13-15	90	3.4*	±0.2	1,495	2.6*	±0.0	0.88 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	78	2.0	±0.1	NR
Other	--	--	--	10	3.4	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	15	2.4	±0.3	344	2.5	±0.1	-0.19
1 to 3 years	14	3.6*	±0.5	613	2.6*	±0.1	1.00 (L)
4 to 5 years	24	3.3*	±0.4	345	2.8*	±0.1	0.58 (M)
6 to 10 years	52	3.4*	±0.3	676	2.8*	±0.1	0.63 (M)
11 to 14 years	28	3.8*	±0.3	295	2.7*	±0.1	1.15 (L)
15 to 20 years	22	3.8*	±0.4	268	2.8*	±0.1	1.26 (L)
More than 20 years	23	3.4*	±0.5	406	2.6*	±0.1	0.83 (L)
Appointment Type							
Permanent	180	3.4*	±0.1	2,904	2.7*	±0.0	0.77 (M)
Term	NR	NR	NR	57	2.6	±0.2	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.4	±0.3	NA
Non-Seasonal	180	3.4*	±0.1	2,881	2.7*	±0.0	0.78 (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	--	--	--	7	3.4	±0.3	NA
Permanent-Non-Seasonal	180	3.4*	±0.1	2,877	2.7*	±0.0	0.78 (M)
Term	NR	NR	NR	57	2.6	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	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 OS.

Table 4.20 OS – 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	180	2.6*	±0.2	2,987	3.6*	±0.0	-1.08 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	3.3	±0.1	NA
Wage Grade (WG) 5-8	--	--	--	26	3.5	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	3.4	±0.3	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	118	3.6	±0.1	NR
General Schedule (GS) 7-10	16	2.1*	±0.4	341	3.4*	±0.1	-1.50 (L)
General Schedule (GS) 11-12	67	2.3*	±0.2	860	3.5*	±0.1	-1.36 (L)
General Schedule (GS) 13-15	88	2.9*	±0.2	1,496	3.7*	±0.0	-0.92 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	80	4.3	±0.1	NR
Other	--	--	--	12	2.8	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	15	3.9	±0.3	346	3.9	±0.1	-0.03
1 to 3 years	14	2.6*	±0.7	619	3.7*	±0.1	-1.14 (L)
4 to 5 years	24	2.8*	±0.4	345	3.5*	±0.1	-0.78 (M)
6 to 10 years	52	2.4*	±0.3	680	3.5*	±0.1	-1.18 (L)
11 to 14 years	28	2.1*	±0.4	295	3.6*	±0.1	-1.51 (L)
15 to 20 years	20	2.5*	±0.5	268	3.4*	±0.1	-1.10 (L)
More than 20 years	23	2.8*	±0.4	417	3.7*	±0.1	-1.07 (L)
Appointment Type							
Permanent	179	2.6*	±0.2	2,926	3.6*	±0.0	-1.06 (L)
Term	NR	NR	NR	57	3.8	±0.1	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.3	±0.3	NA
Non-Seasonal	179	2.6*	±0.2	2,901	3.6*	±0.0	-1.06 (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	--	--	--	7	3.3	±0.3	NA
Permanent-Non-Seasonal	179	2.6*	±0.2	2,897	3.6*	±0.0	-1.06 (L)
Term	NR	NR	NR	57	3.8	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	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 OS.

Table 4.21 OS – 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	175	3.1*	±0.2	2,908	3.9*	±0.0	-0.81 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.2	±0.5	NA
Wage Grade (WG) 5-8	--	--	--	26	3.9	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	3.2	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	108	3.9	±0.2	NA
General Schedule (GS) 7-10	16	2.5*	±0.7	328	3.6*	±0.1	-1.01 (L)
General Schedule (GS) 11-12	67	2.9*	±0.3	831	3.8*	±0.1	-0.84 (L)
General Schedule (GS) 13-15	86	3.2*	±0.2	1,469	4.0*	±0.1	-0.76 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	80	4.5	±0.1	NR
Other	--	--	--	10	3.5	±0.6	NA

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	12	4.3	±0.5	336	4.2	±0.1	0.07
1 to 3 years	14	2.5*	±0.8	602	3.9*	±0.1	-1.28 (L)
4 to 5 years	24	3.4*	±0.5	340	3.8*	±0.1	-0.42 (S)
6 to 10 years	50	3.3*	±0.3	658	3.8*	±0.1	-0.45 (S)
11 to 14 years	28	2.4*	±0.4	285	4.0*	±0.1	-1.52 (L)
15 to 20 years	22	2.4*	±0.5	263	3.8*	±0.1	-1.48 (L)
More than 20 years	21	3.4*	±0.3	407	4.0*	±0.1	-0.61 (M)
Appointment Type							
Permanent	174	3.1*	±0.2	2,848	3.9*	±0.0	-0.80 (L)
Term	NR	NR	NR	57	4.1	±0.2	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.3	±0.4	NA
Non-Seasonal	174	3.1*	±0.2	2,822	3.9*	±0.0	-0.80 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	7	3.3	±0.4	NA
Permanent-Non-Seasonal	174	3.1*	±0.2	2,818	3.9*	±0.0	-0.80 (L)
Term	NR	NR	NR	57	4.1	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	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 OS.

Table 4.22 OS – 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	182	3.0*	±0.2	3,004	3.8*	±0.0	-0.88 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.4	±0.2	NA
Wage Grade (WG) 5-8	--	--	--	26	4.0	±0.5	NA
Wage Grade (WG) 9-16	--	--	--	7	3.6	±0.3	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	120	3.8	±0.2	NR
General Schedule (GS) 7-10	16	2.0*	±0.6	345	3.6*	±0.1	-1.57 (L)
General Schedule (GS) 11-12	67	2.7*	±0.2	862	3.7*	±0.1	-1.05 (L)
General Schedule (GS) 13-15	90	3.2*	±0.2	1,505	3.9*	±0.0	-0.72 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	80	4.3	±0.1	NR
Other	--	--	--	12	3.2	±0.7	NA
Years of Service at Bureau or Office							
Less than 1 year	15	3.5*	±0.3	348	4.1*	±0.1	-0.69 (M)
1 to 3 years	14	3.2*	±0.6	624	3.8*	±0.1	-0.64 (M)
4 to 5 years	24	3.1*	±0.3	347	3.8*	±0.1	-0.76 (M)
6 to 10 years	52	2.9*	±0.3	684	3.7*	±0.1	-0.84 (L)
11 to 14 years	28	2.4*	±0.4	298	3.8*	±0.1	-1.44 (L)
15 to 20 years	22	2.7*	±0.6	267	3.7*	±0.1	-1.12 (L)
More than 20 years	23	3.3*	±0.4	418	3.8*	±0.1	-0.52 (M)
Appointment Type							
Permanent	180	3.0*	±0.2	2,943	3.8*	±0.0	-0.87 (L)
Term	NR	NR	NR	57	4.2	±0.1	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.4	±0.8	NA
Non-Seasonal	180	3.0*	±0.2	2,918	3.8*	±0.0	-0.87 (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	--	--	--	7	3.4	±0.8	NA
Permanent-Non-Seasonal	180	3.0*	±0.2	2,914	3.8*	±0.0	-0.87 (L)
Term	NR	NR	NR	57	4.2	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	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 OS.

Table 4.23 OS – 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	67	38.3%*	±7.5	47	1.6%*	±0.5	1.08 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	NR	NR	NR	NR
Wage Grade (WG) 5-8	--	--	--	0	0.0%	NA	NA
Wage Grade (WG) 9-16	--	--	--	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 7-10	NR	NR	NR	8	2.3%	±2.3	NR
General Schedule (GS) 11-12	24	35.8%*	±12.5	27	3.3%*	±1.4	0.92 (L)
General Schedule (GS) 13-15	35	40.9%*	±11.0	10	0.7%*	±0.6	1.22 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	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	0	0.0%	NA	NR
1 to 3 years	NR	NR	NR	14	2.2%	±1.5	NR
4 to 5 years	NR	NR	NR	10	3.0%	±2.4	NR
6 to 10 years	25	49.1%*	±14.0	5	0.8%*	±1.0	1.37 (L)
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	NR	NR	NR	NR	NR	NR	NR
More than 20 years	NR	NR	NR	10	2.5%	±2.1	NR
Appointment Type							
Permanent	67	38.7%*	±7.5	45	1.5%*	±0.5	1.09 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	67	38.7%*	±7.5	45	1.6%*	±0.5	1.09 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	67	38.7%*	±7.5	45	1.6%*	±0.5	1.09 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR

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

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

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

Table 4.24 OS – Logistic Regression of Religious Harassment and Predictors of Workplace Harassment

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	2.164	0.426	25.812	--	8.708	--	--	--	--
Sex	0.914	0.203	20.251	0.000	2.494	1.675	3.713	-438.126	21.190
Age	-0.556	0.236	5.544	0.019	0.573	0.361	0.911	-430.246	5.429
Race/Ethnicity	-0.428	0.204	4.410	0.036	0.652	0.437	0.972	-429.710	4.359
Years of Service at Bureau or Office	0.190	0.060	10.120	0.001	1.210	1.076	1.360	-432.699	10.336
Organizational Trust	-0.751	0.097	59.542	0.000	0.472	0.390	0.571	-457.873	60.684
Bystander Harassment Based on Religious Beliefs	-3.593	0.268	179.398	0.000	0.028	0.016	0.047	-522.348	189.633

Note. N = 2,831, Nagelkerke R Square = 0.36

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 OS.

Table 4.25 OS – 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	160	2.6*	±0.1	2,923	3.6*	±0.0	-1.20 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.1	±0.5	NA
Wage Grade (WG) 5-8	--	--	--	26	3.9	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	3.0	±0.0	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	4.3	±0.3	108	3.8	±0.1	0.64 (M)
General Schedule (GS) 7-10	34	2.8*	±0.3	310	3.4*	±0.1	-0.79 (M)
General Schedule (GS) 11-12	44	2.4*	±0.2	856	3.5*	±0.1	-1.38 (L)
General Schedule (GS) 13-15	73	2.4*	±0.2	1,481	3.7*	±0.0	-1.44 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	80	4.1	±0.2	NR
Other	--	--	--	12	3.4	±0.5	NA

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	348	4.0	±0.1	NR
1 to 3 years	32	3.1*	±0.3	588	3.7*	±0.1	-0.77 (M)
4 to 5 years	23	2.2*	±0.3	331	3.5*	±0.1	-1.65 (L)
6 to 10 years	31	2.6*	±0.3	680	3.5*	±0.1	-0.93 (L)
11 to 14 years	22	2.0*	±0.3	298	3.5*	±0.1	-1.78 (L)
15 to 20 years	31	2.5*	±0.4	252	3.4*	±0.1	-1.21 (L)
More than 20 years	14	2.7*	±0.5	414	3.6*	±0.1	-1.07 (L)
Appointment Type							
Permanent	158	2.6*	±0.2	2,862	3.6*	±0.0	-1.20 (L)
Term	NR	NR	NR	56	4.0	±0.2	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.2	±0.2	NA
Non-Seasonal	158	2.6*	±0.2	2,837	3.6*	±0.0	-1.19 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	7	3.2	±0.2	NA
Permanent-Non-Seasonal	158	2.6*	±0.2	2,832	3.6*	±0.0	-1.19 (L)
Term	NR	NR	NR	56	4.0	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Disability							
Yes	95	2.5*	±0.2	232	3.7*	±0.1	-1.43 (L)
No	63	2.8*	±0.2	2,679	3.6*	±0.0	-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.

4.4.2 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 OS.

Table 4.26 OS – 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	162	0.37*	±0.06	2,959	0.63*	±0.02	-0.62 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	0.62	±0.27	NA
Wage Grade (WG) 5-8	--	--	--	23	0.82	±0.15	NA
Wage Grade (WG) 9-16	--	--	--	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	8	1.00*	±0.00	114	0.62*	±0.09	0.83 (L)
General Schedule (GS) 7-10	34	0.34*	±0.14	317	0.61*	±0.05	-0.65 (M)
General Schedule (GS) 11-12	44	0.24*	±0.11	860	0.54*	±0.03	-0.69 (M)
General Schedule (GS) 13-15	73	0.36*	±0.09	1,499	0.68*	±0.02	-0.77 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	80	0.89	±0.06	NR
Other	--	--	--	12	0.83	±0.23	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	360	0.69	±0.04	NR
1 to 3 years	32	0.47*	±0.16	598	0.67*	±0.03	-0.49 (S)
4 to 5 years	23	0.24*	±0.14	341	0.62*	±0.05	-0.87 (L)
6 to 10 years	31	0.45*	±0.14	682	0.61*	±0.03	-0.37 (S)
11 to 14 years	NR	NR	NR	296	0.61	±0.05	NR
15 to 20 years	33	0.35*	±0.15	247	0.56*	±0.05	-0.47 (S)
More than 20 years	14	0.38*	±0.17	420	0.63*	±0.04	-0.59 (M)
Appointment Type							
Permanent	160	0.36*	±0.06	2,898	0.63*	±0.02	-0.62 (M)
Term	NR	NR	NR	56	0.83	±0.09	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	160	0.36*	±0.06	2,873	0.63*	±0.02	-0.62 (M)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	160	0.36*	±0.06	2,869	0.63*	±0.02	-0.61 (M)
Term	NR	NR	NR	56	0.83	±0.09	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Disability							
Yes	95	0.34*	±0.08	235	0.61*	±0.06	-0.62 (M)
No	65	0.42*	±0.10	2,712	0.63*	±0.02	-0.51 (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.

4.4.3 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 OS.

Table 4.27 OS – 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	160	3.5*	±0.2	2,937	2.7*	±0.0	0.91 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	2.3	±0.3	NA
Wage Grade (WG) 5-8	--	--	--	21	2.7	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	2.8	±0.4	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	8	2.3	±0.5	114	2.8	±0.2	-0.54 (M)
General Schedule (GS) 7-10	34	3.4*	±0.3	316	2.9*	±0.1	0.54 (M)
General Schedule (GS) 11-12	44	3.9*	±0.2	847	2.8*	±0.1	1.18 (L)
General Schedule (GS) 13-15	71	3.5*	±0.3	1,496	2.6*	±0.0	1.04 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	78	2.0	±0.1	NR
Other	--	--	--	10	3.4	±0.6	NA

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	356	2.5	±0.1	NR
1 to 3 years	32	3.3*	±0.4	588	2.6*	±0.1	0.69 (M)
4 to 5 years	23	3.8*	±0.4	339	2.8*	±0.1	1.05 (L)
6 to 10 years	31	3.5*	±0.3	682	2.8*	±0.1	0.81 (L)
11 to 14 years	22	4.1*	±0.3	294	2.7*	±0.1	1.55 (L)
15 to 20 years	33	3.4*	±0.3	251	2.8*	±0.1	0.78 (M)
More than 20 years	13	3.1	±0.6	409	2.7	±0.1	0.47 (S)
Appointment Type							
Permanent	158	3.5*	±0.2	2,876	2.7*	±0.0	0.92 (L)
Term	NR	NR	NR	56	2.7	±0.2	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.4	±0.3	NA
Non-Seasonal	158	3.5*	±0.2	2,854	2.7*	±0.0	0.92 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	7	3.4	±0.3	NA
Permanent-Non-Seasonal	158	3.5*	±0.2	2,849	2.7*	±0.0	0.92 (L)
Term	NR	NR	NR	56	2.7	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Disability							
Yes	93	3.5*	±0.2	241	2.8*	±0.1	0.86 (L)
No	65	3.4*	±0.3	2,682	2.7*	±0.0	0.82 (L)

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

4.4.4 Disability Harassment and Organizational Trust

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

Table 4.28 OS – 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	160	2.6*	±0.2	2,957	3.6*	±0.0	-1.12 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	3.3	±0.1	NA
Wage Grade (WG) 5-8	--	--	--	26	3.5	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	3.4	±0.3	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	3.3	±0.4	114	3.7	±0.1	-0.53 (M)
General Schedule (GS) 7-10	34	2.7*	±0.3	316	3.4*	±0.1	-0.76 (M)
General Schedule (GS) 11-12	44	2.3*	±0.2	861	3.5*	±0.1	-1.30 (L)
General Schedule (GS) 13-15	73	2.6*	±0.3	1,493	3.7*	±0.0	-1.23 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	80	4.2	±0.1	NR
Other	--	--	--	12	2.8	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	358	3.9	±0.1	NR
1 to 3 years	32	2.8*	±0.3	596	3.7*	±0.1	-1.02 (L)
4 to 5 years	23	2.4*	±0.3	339	3.6*	±0.1	-1.31 (L)
6 to 10 years	31	2.6*	±0.4	683	3.4*	±0.1	-0.83 (L)
11 to 14 years	22	1.6*	±0.2	294	3.6*	±0.1	-2.21 (L)
15 to 20 years	31	2.6*	±0.4	250	3.5*	±0.1	-1.04 (L)
More than 20 years	14	3.6	±0.5	418	3.6	±0.1	-0.01
Appointment Type							
Permanent	158	2.6*	±0.2	2,896	3.6*	±0.0	-1.11 (L)
Term	NR	NR	NR	56	3.8	±0.1	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.3	±0.3	NA
Non-Seasonal	158	2.6*	±0.2	2,871	3.6*	±0.0	-1.11 (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	--	--	--	7	3.3	±0.3	NA
Permanent-Non-Seasonal	158	2.6*	±0.2	2,867	3.6*	±0.0	-1.11 (L)
Term	NR	NR	NR	56	3.8	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Disability							
Yes	95	2.5*	±0.2	241	3.7*	±0.1	-1.36 (L)
No	63	2.8*	±0.3	2,701	3.6*	±0.0	-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.

4.4.5 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 OS.

Table 4.29 OS – 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	158	2.9*	±0.2	2,881	3.9*	±0.0	-0.97 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.2	±0.5	NA
Wage Grade (WG) 5-8	--	--	--	26	3.9	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	3.2	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	4.2	±0.4	101	3.9	±0.2	0.29 (S)
General Schedule (GS) 7-10	34	3.0*	±0.4	302	3.6*	±0.1	-0.51 (M)
General Schedule (GS) 11-12	42	2.7*	±0.4	838	3.8*	±0.1	-1.02 (L)
General Schedule (GS) 13-15	73	2.8*	±0.3	1,467	4.0*	±0.1	-1.22 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	80	4.4	±0.2	NR
Other	--	--	--	10	3.5	±0.6	NA

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	345	4.2	±0.1	NR
1 to 3 years	32	3.2*	±0.3	578	3.9*	±0.1	-0.63 (M)
4 to 5 years	23	2.7*	±0.6	334	3.9*	±0.1	-1.13 (L)
6 to 10 years	29	3.4	±0.5	667	3.8	±0.1	-0.33 (S)
11 to 14 years	22	2.3*	±0.5	286	4.0*	±0.1	-1.66 (L)
15 to 20 years	31	2.6*	±0.4	247	3.9*	±0.1	-1.37 (L)
More than 20 years	14	3.3*	±0.4	405	4.0*	±0.1	-0.79 (M)
Appointment Type							
Permanent	156	2.9*	±0.2	2,820	3.9*	±0.0	-0.96 (L)
Term	NR	NR	NR	56	4.0	±0.2	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.3	±0.4	NA
Non-Seasonal	156	2.9*	±0.2	2,795	3.9*	±0.0	-0.97 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	7	3.3	±0.4	NA
Permanent-Non-Seasonal	156	2.9*	±0.2	2,791	3.9*	±0.0	-0.97 (L)
Term	NR	NR	NR	56	4.0	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Disability							
Yes	95	3.0*	±0.2	236	4.0*	±0.1	-0.99 (L)
No	61	2.9*	±0.4	2,630	3.9*	±0.0	-1.01 (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 OS.

Table 4.30 OS – 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	162	2.8*	±0.2	2,974	3.8*	±0.0	-1.08 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.4	±0.2	NA
Wage Grade (WG) 5-8	--	--	--	26	4.0	±0.5	NA
Wage Grade (WG) 9-16	--	--	--	7	3.6	±0.3	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	8	3.6	±0.6	114	3.8	±0.2	-0.23 (S)
General Schedule (GS) 7-10	34	2.7*	±0.4	320	3.6*	±0.1	-0.93 (L)
General Schedule (GS) 11-12	44	2.7*	±0.2	863	3.7*	±0.1	-1.02 (L)
General Schedule (GS) 13-15	73	2.8*	±0.3	1,504	3.9*	±0.0	-1.23 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	80	4.2	±0.2	NR
Other	--	--	--	12	3.2	±0.7	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	360	4.1	±0.1	NR
1 to 3 years	32	2.8*	±0.4	600	3.8*	±0.1	-1.06 (L)
4 to 5 years	23	3.0*	±0.3	341	3.8*	±0.1	-0.82 (L)
6 to 10 years	31	2.9*	±0.4	689	3.7*	±0.1	-0.77 (M)
11 to 14 years	22	1.9*	±0.4	298	3.8*	±0.1	-2.06 (L)
15 to 20 years	33	2.8*	±0.4	250	3.8*	±0.1	-1.12 (L)
More than 20 years	14	3.1*	±0.7	418	3.8*	±0.1	-0.76 (M)
Appointment Type							
Permanent	160	2.8*	±0.2	2,914	3.8*	±0.0	-1.08 (L)
Term	NR	NR	NR	56	4.2	±0.1	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.4	±0.8	NA
Non-Seasonal	160	2.8*	±0.2	2,888	3.8*	±0.0	-1.08 (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	--	--	--	7	3.4	±0.8	NA
Permanent-Non-Seasonal	160	2.8*	±0.2	2,884	3.8*	±0.0	-1.08 (L)
Term	NR	NR	NR	56	4.2	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Disability							
Yes	95	2.6*	±0.2	241	3.9*	±0.1	-1.49 (L)
No	65	3.1*	±0.3	2,719	3.8*	±0.0	-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.

4.4.7 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 OS.

Table 4.31 OS – Disability Harassment and Bystander Harassment

	Experienced disability harassment			Did not experience disability harassment			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	66	41.6%*	±7.9	72	2.5%*	±0.6	1.09 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	NR	NR	NR	NR
Wage Grade (WG) 5-8	--	--	--	0	0.0%	NA	NA
Wage Grade (WG) 9-16	--	--	--	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 7-10	NR	NR	NR	8	2.7%	±2.5	NR
General Schedule (GS) 11-12	18	40.9%*	±15.6	44	5.2%*	±1.7	0.93 (L)
General Schedule (GS) 13-15	28	40.6%*	±12.2	20	1.3%*	±0.7	1.15 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	0	0.0%	NA	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	NR	NR	NR	NR
1 to 3 years	NR	NR	NR	16	2.8%	±1.7	NR
4 to 5 years	NR	NR	NR	14	4.0%	±2.7	NR
6 to 10 years	NR	NR	NR	14	2.1%	±1.4	NR
11 to 14 years	NR	NR	NR	10	3.5%	±2.8	NR
15 to 20 years	NR	NR	NR	7	3.0%	±3.1	NR
More than 20 years	NR	NR	NR	9	2.1%	±1.9	NR
Appointment Type							
Permanent	64	41.0%*	±8.0	72	2.5%*	±0.6	1.07 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	64	41.0%*	±8.0	72	2.5%*	±0.6	1.07 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	64	41.0%*	±8.0	72	2.5%*	±0.6	1.07 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Disability							
Yes	42	45.2%*	±10.3	12	5.0%*	±3.7	1.02 (L)
No	21	34.3%*	±12.9	61	2.3%*	±0.6	0.95 (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 OS – 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	4.885	0.686	50.715	--	132.259	--	--	--	--
Disability Status	-2.890	0.231	156.809	0.000	0.056	0.035	0.087	-403.042	162.271
Pay Grade	--	--	13.426	--	--	--	--	--	--
Middle Grade vs. Junior Grade	-0.838	0.520	2.593	0.107	0.433	0.156	1.200	-327.793	11.775
Senior Grade vs. Junior Grade	-1.438	0.479	9.013	0.003	0.237	0.093	0.607	-327.793	11.775
Executive Grade vs. Junior Grade	-0.278	0.907	0.094	0.760	0.758	0.128	4.482	-327.793	11.775
Years of Service at Bureau or Office	0.191	0.064	8.906	0.003	1.211	1.068	1.373	-326.369	8.926
Organizational Trust	-0.530	0.148	12.911	0.000	0.588	0.441	0.786	-328.623	13.434
Bystander Harassment Based on Disability	-2.528	0.295	73.459	0.000	0.080	0.045	0.142	-358.644	73.475
General Intolerance	-0.464	0.165	7.884	0.005	0.629	0.455	0.869	-325.837	7.862

Note. N = 2,796, Nagelkerke R Square = 0.475

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 OS.

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

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size <i>Hedges' g</i>
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	
Overall	79	2.8*	±0.2	3,023	3.6*	±0.0	-0.91 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.1	±0.5	NA
Wage Grade (WG) 5-8	--	--	--	26	3.9	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	3.0	±0.0	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	112	3.8	±0.1	NR
General Schedule (GS) 7-10	16	2.5*	±0.4	334	3.4*	±0.1	-1.14 (L)
General Schedule (GS) 11-12	16	2.7*	±0.4	894	3.4*	±0.1	-0.81 (L)
General Schedule (GS) 13-15	42	2.9*	±0.3	1,516	3.7*	±0.0	-0.86 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	82	4.1	±0.2	NR
Other	--	--	--	12	3.4	±0.5	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	NR	NR	NR	347	4.0	±0.1	NR
1 to 3 years	14	3.0*	±0.3	610	3.7*	±0.1	-0.89 (L)
4 to 5 years	15	2.4*	±0.5	342	3.5*	±0.1	-1.29 (L)
6 to 10 years	17	3.1	±0.7	699	3.5	±0.1	-0.41 (S)
11 to 14 years	NR	NR	NR	319	3.4	±0.1	NR
15 to 20 years	11	2.7*	±0.7	276	3.4*	±0.1	-0.85 (L)
More than 20 years	14	2.5*	±0.3	416	3.7*	±0.1	-1.37 (L)
Appointment Type							
Permanent	77	2.8*	±0.2	2,963	3.6*	±0.0	-0.91 (L)
Term	NR	NR	NR	56	4.0	±0.2	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	75	2.8*	±0.2	2,940	3.6*	±0.0	-0.93 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	75	2.8*	±0.2	2,935	3.6*	±0.0	-0.93 (L)
Term	NR	NR	NR	56	4.0	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	33	2.6*	±0.4	1,349	3.7*	±0.0	-1.29 (L)
Women	45	2.9*	±0.3	1,669	3.5*	±0.0	-0.64 (M)
Gender Identity							
Male	33	2.6*	±0.4	1,349	3.7*	±0.0	-1.29 (L)
Female	45	2.9*	±0.3	1,669	3.5*	±0.0	-0.64 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	50	2.6*	±0.3	2,769	3.6*	±0.0	-1.16 (L)
Sexual Minority	19	3.5	±0.4	115	3.8	±0.1	-0.34 (S)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	50	2.6*	±0.3	2,769	3.6*	±0.0	-1.16 (L)
Lesbian	8	3.1	±0.7	22	3.6	±0.4	-0.53 (M)
Gay	8	3.6	±0.2	43	4.0	±0.2	-0.62 (M)
Bisexual	--	--	--	38	3.5	±0.3	NA
Other	NR	NR	NR	12	3.8	±0.4	NR
I prefer not to say	10	2.5*	±0.5	127	3.3*	±0.2	-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.

4.5.2 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 OS.

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

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	82	0.26*	±0.08	3,060	0.63*	±0.02	-0.85 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	0.62	±0.27	NA
Wage Grade (WG) 5-8	--	--	--	23	0.82	±0.15	NA
Wage Grade (WG) 9-16	--	--	--	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	120	0.66	±0.08	NR
General Schedule (GS) 7-10	18	0.22*	±0.15	338	0.61*	±0.05	-0.91 (L)
General Schedule (GS) 11-12	18	0.26*	±0.20	896	0.53*	±0.03	-0.62 (M)
General Schedule (GS) 13-15	42	0.31*	±0.13	1,536	0.67*	±0.02	-0.86 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	82	0.92	±0.05	NR
Other	--	--	--	12	0.83	±0.23	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	359	0.70	±0.04	NR
1 to 3 years	16	0.44*	±0.19	618	0.67*	±0.03	-0.55 (M)
4 to 5 years	17	0.24*	±0.18	350	0.61*	±0.05	-0.86 (L)
6 to 10 years	17	0.22*	±0.20	701	0.61*	±0.03	-0.90 (L)
11 to 14 years	NR	NR	NR	317	0.58	±0.05	NR
15 to 20 years	11	0.31	±0.28	273	0.54	±0.05	-0.54 (M)
More than 20 years	NR	NR	NR	423	0.65	±0.04	NR
Appointment Type							
Permanent	81	0.25*	±0.09	2,999	0.63*	±0.02	-0.86 (L)
Term	NR	NR	NR	56	0.83	±0.09	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced sexual orientation harassment			Did not experience sexual orientation 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>
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	79	0.23*	±0.08	2,976	0.62*	±0.02	-0.91 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	79	0.23*	±0.08	2,972	0.62*	±0.02	-0.91 (L)
Term	NR	NR	NR	56	0.83	±0.09	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	35	0.20*	±0.13	1,350	0.68*	±0.02	-1.13 (L)
Women	46	0.31*	±0.11	1,703	0.59*	±0.02	-0.65 (M)
Gender Identity							
Male	35	0.20*	±0.13	1,350	0.68*	±0.02	-1.13 (L)
Female	46	0.31*	±0.11	1,703	0.59*	±0.02	-0.65 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	52	0.22*	±0.10	2,806	0.64*	±0.02	-0.98 (L)
Sexual Minority	19	0.47	±0.19	113	0.63	±0.08	-0.38 (S)
Sexual Orientation							
Heterosexual or straight	52	0.22*	±0.10	2,806	0.64*	±0.02	-0.98 (L)
Lesbian	8	0.23*	±0.21	25	0.62*	±0.17	-0.93 (L)
Gay	8	0.63	±0.31	38	0.67	±0.13	-0.10
Bisexual	--	--	--	38	0.58	±0.15	NA
Other	NR	NR	NR	12	0.71	±0.21	NR
I prefer not to say	NR	NR	NR	129	0.50	±0.08	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 OS.

Table 4.35 OS – Sexual Orientation Harassment and Organizational Politics by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	77	3.3*	±0.2	3,041	2.7*	±0.0	0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	2.3	±0.3	NA
Wage Grade (WG) 5-8	--	--	--	21	2.7	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	2.8	±0.4	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	120	2.7	±0.1	NR
General Schedule (GS) 7-10	18	3.3*	±0.6	338	2.9*	±0.1	0.48 (S)
General Schedule (GS) 11-12	13	3.6*	±0.4	888	2.9*	±0.1	0.75 (M)
General Schedule (GS) 13-15	42	3.4*	±0.3	1,531	2.6*	±0.0	0.85 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	80	2.0	±0.1	NR
Other	--	--	--	10	3.4	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	355	2.5	±0.1	NR
1 to 3 years	16	2.8	±0.5	609	2.7	±0.1	0.20 (S)
4 to 5 years	17	3.8*	±0.3	348	2.8*	±0.1	1.04 (L)
6 to 10 years	17	2.9	±0.6	701	2.8	±0.1	0.08
11 to 14 years	NR	NR	NR	316	2.8	±0.1	NR
15 to 20 years	11	3.8*	±0.5	276	2.8*	±0.1	1.22 (L)
More than 20 years	9	4.1*	±0.4	415	2.6*	±0.1	1.66 (L)
Appointment Type							
Permanent	76	3.4*	±0.2	2,980	2.7*	±0.0	0.71 (M)
Term	NR	NR	NR	56	2.7	±0.2	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	73	3.4*	±0.3	2,960	2.7*	±0.0	0.69 (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	NR	NR	NR	NR
Permanent-Non-Seasonal	73	3.4*	±0.3	2,955	2.7*	±0.0	0.69 (M)
Term	NR	NR	NR	56	2.7	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	35	3.7*	±0.3	1,351	2.7*	±0.0	1.11 (L)
Women	41	3.0*	±0.3	1,684	2.7*	±0.0	0.32 (S)
Gender Identity							
Male	35	3.7*	±0.3	1,351	2.7*	±0.0	1.11 (L)
Female	41	3.0*	±0.3	1,684	2.7*	±0.0	0.32 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	52	3.5*	±0.3	2,784	2.7*	±0.0	0.89 (L)
Sexual Minority	19	2.9	±0.3	117	2.7	±0.2	0.18
Sexual Orientation							
Heterosexual or straight	52	3.5*	±0.3	2,784	2.7*	±0.0	0.89 (L)
Lesbian	8	3.0	±0.7	25	2.5	±0.3	0.74 (M)
Gay	8	2.7	±0.3	43	2.7	±0.3	0.05
Bisexual	--	--	--	38	2.7	±0.4	NA
Other	NR	NR	NR	12	3.0	±0.3	NR
I prefer not to say	7	3.4	±0.5	126	2.9	±0.2	0.47 (S)

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

4.5.4 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 OS.

Table 4.36 OS – 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	80	2.7*	±0.2	3,056	3.6*	±0.0	-0.98 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	3.3	±0.1	NA
Wage Grade (WG) 5-8	--	--	--	26	3.5	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	3.4	±0.3	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	118	3.6	±0.1	NR
General Schedule (GS) 7-10	16	2.5*	±0.4	339	3.4*	±0.1	-0.95 (L)
General Schedule (GS) 11-12	18	2.6*	±0.4	897	3.4*	±0.1	-0.88 (L)
General Schedule (GS) 13-15	42	2.6*	±0.3	1,528	3.7*	±0.0	-1.15 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	82	4.3	±0.1	NR
Other	--	--	--	12	2.8	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	357	3.9	±0.1	NR
1 to 3 years	16	2.9*	±0.3	615	3.7*	±0.1	-0.81 (L)
4 to 5 years	15	2.5*	±0.4	350	3.5*	±0.1	-1.17 (L)
6 to 10 years	17	3.1	±0.5	702	3.4	±0.1	-0.31 (S)
11 to 14 years	NR	NR	NR	316	3.5	±0.1	NR
15 to 20 years	11	2.1*	±0.6	274	3.4*	±0.1	-1.56 (L)
More than 20 years	14	2.1*	±0.3	421	3.7*	±0.1	-1.98 (L)
Appointment Type							
Permanent	79	2.7*	±0.2	2,995	3.6*	±0.0	-0.96 (L)
Term	NR	NR	NR	56	3.8	±0.1	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	76	2.7*	±0.2	2,972	3.6*	±0.0	-0.96 (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	NR	NR	NR	NR
Permanent-Non-Seasonal	76	2.7*	±0.2	2,968	3.6*	±0.0	-0.96 (L)
Term	NR	NR	NR	56	3.8	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	33	2.4*	±0.4	1,354	3.7*	±0.0	-1.31 (L)
Women	46	2.9*	±0.3	1,696	3.5*	±0.0	-0.74 (M)
Gender Identity							
Male	33	2.4*	±0.4	1,354	3.7*	±0.0	-1.31 (L)
Female	46	2.9*	±0.3	1,696	3.5*	±0.0	-0.74 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	50	2.5*	±0.3	2,799	3.6*	±0.0	-1.26 (L)
Sexual Minority	19	3.5	±0.4	117	3.8	±0.2	-0.29 (S)
Sexual Orientation							
Heterosexual or straight	50	2.5*	±0.3	2,799	3.6*	±0.0	-1.26 (L)
Lesbian	8	3.6	±0.7	25	3.7	±0.4	-0.06
Gay	8	3.2*	±0.4	43	3.8*	±0.3	-0.76 (M)
Bisexual	--	--	--	38	3.7	±0.4	NA
Other	NR	NR	NR	12	3.8	±0.5	NR
I prefer not to say	12	2.4*	±0.5	126	3.2*	±0.2	-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.

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 OS.

Table 4.37 OS – 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	72	3.2*	±0.3	2,985	3.9*	±0.0	-0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.2	±0.5	NA
Wage Grade (WG) 5-8	--	--	--	26	3.9	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	3.2	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	108	3.9	±0.2	NA
General Schedule (GS) 7-10	18	2.7*	±0.7	324	3.6*	±0.1	-0.82 (L)
General Schedule (GS) 11-12	13	3.1*	±0.6	877	3.8*	±0.1	-0.65 (M)
General Schedule (GS) 13-15	40	3.4*	±0.3	1,503	4.0*	±0.1	-0.55 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	82	4.5	±0.1	NR
Other	--	--	--	10	3.5	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	347	4.2	±0.1	NA
1 to 3 years	16	3.4	±0.6	598	3.9	±0.1	-0.48 (S)
4 to 5 years	17	2.6*	±0.6	343	3.9*	±0.1	-1.18 (L)
6 to 10 years	15	3.6	±0.6	686	3.8	±0.1	-0.16
11 to 14 years	NR	NR	NR	306	3.8	±0.1	NR
15 to 20 years	11	3.2	±0.9	271	3.7	±0.1	-0.54 (M)
More than 20 years	9	2.9*	±0.4	414	4.0*	±0.1	-1.29 (L)
Appointment Type							
Permanent	71	3.2*	±0.3	2,925	3.9*	±0.0	-0.70 (M)
Term	NR	NR	NR	56	4.0	±0.2	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	69	3.2*	±0.3	2,902	3.9*	±0.0	-0.69 (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	NR	NR	NR	NR
Permanent-Non-Seasonal	69	3.2*	±0.3	2,897	3.9*	±0.0	-0.69 (M)
Term	NR	NR	NR	56	4.0	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	33	3.1*	±0.4	1,336	4.0*	±0.1	-0.89 (L)
Women	38	3.2*	±0.4	1,643	3.8*	±0.1	-0.61 (M)
Gender Identity							
Male	33	3.1*	±0.4	1,336	4.0*	±0.1	-0.89 (L)
Female	38	3.2*	±0.4	1,643	3.8*	±0.1	-0.61 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	50	2.9*	±0.4	2,731	3.9*	±0.0	-0.91 (L)
Sexual Minority	16	3.8	±0.6	115	4.1	±0.2	-0.29 (S)
Sexual Orientation							
Heterosexual or straight	50	2.9*	±0.4	2,731	3.9*	±0.0	-0.91 (L)
Lesbian	5	3.0*	±1.4	25	4.2*	±0.4	-1.03 (L)
Gay	8	4.0	±0.4	41	4.1	±0.3	-0.17
Bisexual	--	--	--	38	3.9	±0.3	NA
Other	NR	NR	NR	12	4.0	±0.3	NR
I prefer not to say	7	3.2	±0.6	125	3.6	±0.2	-0.36 (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.

4.5.6 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 OS.

Table 4.38 OS – 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	82	2.7*	±0.3	3,075	3.8*	±0.0	-1.18 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.4	±0.2	NA
Wage Grade (WG) 5-8	--	--	--	26	4.0	±0.5	NA
Wage Grade (WG) 9-16	--	--	--	7	3.6	±0.3	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	120	3.8	±0.2	NR
General Schedule (GS) 7-10	18	1.8*	±0.3	341	3.6*	±0.1	-1.94 (L)
General Schedule (GS) 11-12	18	2.6*	±0.7	899	3.7*	±0.1	-1.05 (L)
General Schedule (GS) 13-15	42	3.0*	±0.4	1,541	3.9*	±0.0	-0.99 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	82	4.3	±0.1	NR
Other	--	--	--	12	3.2	±0.7	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	359	4.1	±0.1	NR
1 to 3 years	16	2.5*	±0.3	620	3.8*	±0.1	-1.31 (L)
4 to 5 years	17	2.2*	±0.5	350	3.8*	±0.1	-1.78 (L)
6 to 10 years	17	3.1*	±0.7	708	3.7*	±0.1	-0.56 (M)
11 to 14 years	NR	NR	NR	319	3.7	±0.1	NR
15 to 20 years	11	2.8*	±0.9	276	3.7*	±0.1	-0.96 (L)
More than 20 years	14	2.3*	±0.6	421	3.9*	±0.1	-1.76 (L)
Appointment Type							
Permanent	81	2.6*	±0.3	3,014	3.8*	±0.0	-1.20 (L)
Term	NR	NR	NR	56	4.2	±0.1	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	79	2.6*	±0.3	2,991	3.8*	±0.0	-1.20 (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	NR	NR	NR	NR
Permanent-Non-Seasonal	79	2.6*	±0.3	2,987	3.8*	±0.0	-1.20 (L)
Term	NR	NR	NR	56	4.2	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	35	2.7*	±0.4	1,360	3.9*	±0.0	-1.26 (L)
Women	46	2.6*	±0.4	1,709	3.7*	±0.0	-1.16 (L)
Gender Identity							
Male	35	2.7*	±0.4	1,360	3.9*	±0.0	-1.26 (L)
Female	46	2.6*	±0.4	1,709	3.7*	±0.0	-1.16 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	52	2.5*	±0.3	2,818	3.8*	±0.0	-1.43 (L)
Sexual Minority	19	3.3*	±0.4	117	3.9*	±0.2	-0.59 (M)
Sexual Orientation							
Heterosexual or straight	52	2.5*	±0.3	2,818	3.8*	±0.0	-1.43 (L)
Lesbian	8	3.3	±0.8	25	4.0	±0.4	-0.65 (M)
Gay	8	3.2*	±0.5	43	4.1*	±0.3	-0.95 (L)
Bisexual	--	--	--	38	3.7	±0.4	NA
Other	NR	NR	NR	12	3.5	±0.4	NR
I prefer not to say	12	2.6*	±0.9	127	3.6*	±0.2	-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.

4.5.7 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 OS.

Table 4.39 OS – Sexual Orientation Harassment and Gender Context by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size Hedges' <i>g</i>
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	
Overall	82	2.0	±0.1	3,050	1.9	±0.0	0.03
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	2.4	±0.2	NA
Wage Grade (WG) 5-8	--	--	--	26	1.7	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	2.3	±0.6	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	120	1.6	±0.1	NR
General Schedule (GS) 7-10	18	1.7	±0.2	341	1.7	±0.1	0.14
General Schedule (GS) 11-12	18	2.0	±0.1	890	1.9	±0.0	0.19
General Schedule (GS) 13-15	42	2.0	±0.1	1,536	2.1	±0.0	-0.11
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	81	2.0	±0.1	NR
Other	--	--	--	12	2.0	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	356	2.0	±0.1	NR
1 to 3 years	16	1.9	±0.1	619	1.9	±0.0	0.09
4 to 5 years	17	2.0	±0.2	347	1.9	±0.1	0.09
6 to 10 years	17	2.0	±0.2	704	1.9	±0.0	0.08
11 to 14 years	NR	NR	NR	317	1.9	±0.1	NR
15 to 20 years	11	1.6	±0.3	275	1.9	±0.1	-0.49 (S)
More than 20 years	14	2.1	±0.3	422	2.0	±0.1	0.28 (S)
Appointment Type							
Permanent	81	2.0	±0.1	2,990	1.9	±0.0	0.03
Term	NR	NR	NR	56	2.0	±0.1	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	79	1.9	±0.1	2,967	1.9	±0.0	-0.02

	Experienced sexual orientation harassment			Did not experience sexual orientation 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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	79	1.9	±0.1	2,962	1.9	±0.0	-0.02
Term	NR	NR	NR	56	2.0	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	35	1.8*	±0.2	1,355	2.1*	±0.0	-0.44 (S)
Women	46	2.0*	±0.1	1,690	1.8*	±0.0	0.40 (S)
Gender Identity							
Male	35	1.8*	±0.2	1,355	2.1*	±0.0	-0.44 (S)
Female	46	2.0*	±0.1	1,690	1.8*	±0.0	0.40 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	52	1.8	±0.1	2,800	1.9	±0.0	-0.21 (S)
Sexual Minority	19	2.1*	±0.1	116	1.9*	±0.1	0.54 (M)
Sexual Orientation							
Heterosexual or straight	52	1.8	±0.1	2,800	1.9	±0.0	-0.21 (S)
Lesbian	8	2.0	±0.0	24	1.9	±0.2	0.23 (S)
Gay	8	2.2	±0.1	43	1.9	±0.1	0.74 (M)
Bisexual	--	--	--	38	1.9	±0.2	NA
Other	NR	NR	NR	12	1.9	±0.3	NR
I prefer not to say	12	2.3*	±0.2	123	1.8*	±0.1	0.80 (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 OS.

Table 4.40 OS – Sexual Orientation Harassment and Bystander Harassment

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size Cohen's <i>h</i>
	<i>N</i>	<i>Percent</i> ^a	<i>MoE</i>	<i>N</i>	<i>Percent</i> ^a	<i>MoE</i>	
Overall	27	33.8%*	±11.2	66	2.2%*	±0.6	0.95 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	NR	NR	NR	NR
Wage Grade (WG) 5-8	--	--	--	0	0.0%	NA	NA
Wage Grade (WG) 9-16	--	--	--	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 7-10	NR	NR	NR	7	2.2%	±2.3	NR
General Schedule (GS) 11-12	NR	NR	NR	30	3.4%	±1.4	NR
General Schedule (GS) 13-15	10	24.0%*	±15.9	23	1.5%*	±0.8	0.78 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	5	6.4%	±8.1	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	NR	NR	NR	NR
1 to 3 years	NR	NR	NR	13	2.2%	±1.5	NR
4 to 5 years	NR	NR	NR	12	3.6%	±2.6	NR
6 to 10 years	NR	NR	NR	11	1.6%	±1.2	NR
11 to 14 years	NR	NR	NR	6	1.8%	±2.3	NR
15 to 20 years	NR	NR	NR	12	4.5%	±3.2	NR
More than 20 years	NR	NR	NR	8	1.8%	±1.8	NR
Appointment Type							
Permanent	25	32.3%*	±11.3	66	2.2%*	±0.6	0.91 (L)
Term	NR	NR	NR	0	0.0%	NA	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	25	33.2%*	±11.5	66	2.2%*	±0.6	0.93 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	25	33.2%*	±11.5	66	2.2%*	±0.6	0.93 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	33	2.5%	±1.0	NR
Women	13	29.9%*	±15.5	32	1.9%*	±0.8	0.88 (L)
Gender Identity							
Male	NR	NR	NR	33	2.5%	±1.0	NR
Female	13	29.9%*	±15.5	32	1.9%*	±0.8	0.88 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	13	24.8%*	±14.0	54	1.9%*	±0.6	0.76 (M)
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	13	24.8%*	±14.0	54	1.9%*	±0.6	0.76 (M)
Lesbian	NR	NR	NR	0	0.0%	NA	NR
Gay	NR	NR	NR	0	0.0%	NA	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	8	6.2%	±5.9	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 OS – 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	4.317	1.004	18.498	--	74.953	--	--	--	--
Work Schedule	-3.383	0.882	14.702	0.000	0.034	0.006	0.191	-269.414	9.275
Supervisor Support	0.347	0.144	5.812	0.016	1.415	1.067	1.875	-267.621	5.687
Organizational Inclusion	-0.506	0.179	8.036	0.005	0.603	0.425	0.855	-268.835	8.116
Organizational Trust	-0.770	0.211	13.361	0.000	0.463	0.306	0.700	-271.093	12.631
Bystander Harassment Based on Sexual Orientation	-1.996	0.353	31.967	0.000	0.136	0.068	0.272	-277.198	24.843

Note. N = 2,819, Nagelkerke R Square = 0.186

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 OS.

Table 4.42 OS – 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>	
Overall	199	2.9*	±0.1	2,942	3.6*	±0.0	-0.86 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.1	±0.5	NA
Wage Grade (WG) 5-8	--	--	--	26	3.9	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	3.0	±0.0	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	3.9	±0.0	109	3.8	±0.1	0.08
General Schedule (GS) 7-10	23	3.1	±0.0	332	3.4	±0.1	-0.32 (S)
General Schedule (GS) 11-12	64	2.9*	±0.2	860	3.5*	±0.1	-0.72 (M)
General Schedule (GS) 13-15	94	2.7*	±0.2	1,480	3.7*	±0.0	-1.21 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	3.9	±0.3	76	4.1	±0.2	-0.25 (S)
Other	--	--	--	12	3.4	±0.5	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>
Years of Service at Bureau or Office							
Less than 1 year	10	3.5*	±0.4	342	4.0*	±0.1	-0.71 (M)
1 to 3 years	29	3.0*	±0.4	600	3.7*	±0.1	-0.93 (L)
4 to 5 years	40	3.1*	±0.2	322	3.5*	±0.1	-0.38 (S)
6 to 10 years	46	2.6*	±0.3	684	3.5*	±0.1	-1.04 (L)
11 to 14 years	14	2.1*	±0.5	312	3.4*	±0.1	-1.51 (L)
15 to 20 years	34	3.1	±0.3	256	3.4	±0.1	-0.25 (S)
More than 20 years	21	2.5*	±0.3	414	3.7*	±0.1	-1.36 (L)
Appointment Type							
Permanent	197	2.9*	±0.1	2,881	3.6*	±0.0	-0.84 (L)
Term	NR	NR	NR	57	4.0	±0.2	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.2	±0.2	NA
Non-Seasonal	197	2.9*	±0.1	2,856	3.6*	±0.0	-0.83 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	7	3.2	±0.2	NA
Permanent-Non-Seasonal	197	2.9*	±0.1	2,851	3.6*	±0.0	-0.83 (L)
Term	NR	NR	NR	57	4.0	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	56	2.7*	±0.3	1,348	3.7*	±0.0	-1.13 (L)
Women	140	2.9*	±0.1	1,589	3.5*	±0.0	-0.73 (M)
Gender Identity							
Male	56	2.7*	±0.3	1,348	3.7*	±0.0	-1.13 (L)
Female	140	2.9*	±0.1	1,589	3.5*	±0.0	-0.73 (M)
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	174	2.9*	±0.1	2,681	3.6*	±0.0	-0.84 (L)
Sexual Minority	8	2.7*	±0.7	126	3.8*	±0.1	-1.42 (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	174	2.9*	±0.1	2,681	3.6*	±0.0	-0.84 (L)
Lesbian	NR	NR	NR	27	3.6	±0.3	NR
Gay	--	--	--	51	3.9	±0.2	NA
Bisexual	NR	NR	NR	36	3.6	±0.3	NR
Other	NR	NR	NR	12	3.9	±0.4	NR
I prefer not to say	15	2.5*	±0.5	124	3.3*	±0.2	-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.

4.6.2 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 OS.

Table 4.43 OS – 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	201	0.35*	±0.06	2,982	0.64*	±0.02	-0.66 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	0.62	±0.27	NA
Wage Grade (WG) 5-8	--	--	--	23	0.82	±0.15	NA
Wage Grade (WG) 9-16	--	--	--	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	0.00*	±0.00	117	0.68*	±0.08	-1.54 (L)
General Schedule (GS) 7-10	26	0.43	±0.16	337	0.60	±0.05	-0.38 (S)
General Schedule (GS) 11-12	64	0.32*	±0.10	866	0.55*	±0.03	-0.52 (M)
General Schedule (GS) 13-15	94	0.32*	±0.08	1,500	0.68*	±0.02	-0.89 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	1.00	±0.00	76	0.89	±0.06	0.41 (S)
Other	--	--	--	12	0.83	±0.23	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	354	0.71	±0.04	NR
1 to 3 years	29	0.24*	±0.14	610	0.68*	±0.03	-1.06 (L)
4 to 5 years	42	0.57	±0.14	329	0.60	±0.05	-0.08
6 to 10 years	46	0.24*	±0.10	688	0.63*	±0.03	-0.91 (L)
11 to 14 years	NR	NR	NR	310	0.59	±0.05	NR
15 to 20 years	34	0.47	±0.15	253	0.53	±0.05	-0.14
More than 20 years	21	0.31*	±0.16	421	0.65*	±0.04	-0.81 (L)
Appointment Type							
Permanent	199	0.36*	±0.06	2,921	0.63*	±0.02	-0.64 (M)
Term	NR	NR	NR	57	0.85	±0.08	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced sexual harassment			Did not experience sexual 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>
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	199	0.36*	±0.06	2,895	0.63*	±0.02	-0.64 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	199	0.36*	±0.06	2,891	0.63*	±0.02	-0.63 (M)
Term	NR	NR	NR	57	0.85	±0.08	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	58	0.30*	±0.11	1,351	0.68*	±0.02	-0.91 (L)
Women	140	0.37*	±0.07	1,625	0.60*	±0.02	-0.52 (M)
Gender Identity							
Male	58	0.30*	±0.11	1,351	0.68*	±0.02	-0.91 (L)
Female	140	0.37*	±0.07	1,625	0.60*	±0.02	-0.52 (M)
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	176	0.36*	±0.06	2,719	0.64*	±0.02	-0.67 (M)
Sexual Minority	8	0.35	±0.28	124	0.63	±0.08	-0.63 (M)
Sexual Orientation							
Heterosexual or straight	176	0.36*	±0.06	2,719	0.64*	±0.02	-0.67 (M)
Lesbian	NR	NR	NR	29	0.54	±0.16	NR
Gay	--	--	--	46	0.67	±0.12	NA
Bisexual	NR	NR	NR	36	0.61	±0.15	NR
Other	NR	NR	NR	12	0.73	±0.20	NR
I prefer not to say	15	0.34	±0.20	128	0.49	±0.08	-0.33 (S)

^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 OS.

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

	Experienced sexual harassment			Did not experience sexual 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>
Overall	201	3.3*	±0.1	2,957	2.7*	±0.0	0.62 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	2.3	±0.3	NA
Wage Grade (WG) 5-8	--	--	--	21	2.7	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	2.8	±0.4	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	3.9*	±0.0	117	2.7*	±0.1	1.49 (L)
General Schedule (GS) 7-10	26	3.0	±0.3	336	2.9	±0.1	0.05
General Schedule (GS) 11-12	64	3.5*	±0.2	852	2.9*	±0.1	0.69 (M)
General Schedule (GS) 13-15	94	3.3*	±0.2	1,495	2.6*	±0.0	0.76 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	2.1	±0.5	74	2.0	±0.1	0.16
Other	--	--	--	10	3.4	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	10	3.4*	±0.5	350	2.5*	±0.1	1.31 (L)
1 to 3 years	29	3.0*	±0.4	601	2.6*	±0.1	0.41 (S)
4 to 5 years	42	3.2*	±0.3	328	2.8*	±0.1	0.40 (S)
6 to 10 years	46	3.5*	±0.3	688	2.8*	±0.1	0.80 (L)
11 to 14 years	14	3.8*	±0.2	309	2.7*	±0.1	1.08 (L)
15 to 20 years	34	3.2*	±0.3	256	2.8*	±0.1	0.49 (S)
More than 20 years	21	3.0	±0.6	408	2.7	±0.1	0.39 (S)
Appointment Type							
Permanent	199	3.3*	±0.1	2,897	2.7*	±0.0	0.61 (M)
Term	NR	NR	NR	57	2.6	±0.2	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.4	±0.3	NA
Non-Seasonal	199	3.3*	±0.1	2,874	2.7*	±0.0	0.61 (M)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	7	3.4	±0.3	NA
Permanent-Non-Seasonal	199	3.3*	±0.1	2,870	2.7*	±0.0	0.61 (M)
Term	NR	NR	NR	57	2.6	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	58	3.6*	±0.2	1,352	2.7*	±0.0	1.05 (L)
Women	140	3.1*	±0.2	1,601	2.7*	±0.0	0.44 (S)
Gender Identity							
Male	58	3.6*	±0.2	1,352	2.7*	±0.0	1.05 (L)
Female	140	3.1*	±0.2	1,601	2.7*	±0.0	0.44 (S)
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	176	3.2*	±0.1	2,697	2.7*	±0.0	0.56 (M)
Sexual Minority	8	3.9*	±0.6	128	2.6*	±0.1	1.58 (L)
Sexual Orientation							
Heterosexual or straight	176	3.2*	±0.1	2,697	2.7*	±0.0	0.56 (M)
Lesbian	NR	NR	NR	29	2.5	±0.2	NR
Gay	--	--	--	51	2.7	±0.2	NA
Bisexual	NR	NR	NR	36	2.6	±0.3	NR
Other	NR	NR	NR	12	2.8	±0.3	NR
I prefer not to say	15	3.8*	±0.5	121	2.9*	±0.2	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.

4.6.4 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 OS.

Table 4.45 OS – 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	195	2.9*	±0.1	2,983	3.6*	±0.0	-0.78 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	3.3	±0.1	NA
Wage Grade (WG) 5-8	--	--	--	26	3.5	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	3.4	±0.3	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	3.0*	±0.0	115	3.7*	±0.1	-0.94 (L)
General Schedule (GS) 7-10	23	3.0	±0.2	337	3.3	±0.1	-0.31 (S)
General Schedule (GS) 11-12	64	2.8*	±0.3	867	3.5*	±0.1	-0.69 (M)
General Schedule (GS) 13-15	90	2.8*	±0.2	1,497	3.7*	±0.0	-1.06 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	3.7*	±0.2	76	4.3*	±0.2	-0.87 (L)
Other	--	--	--	12	2.8	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	10	3.0*	±0.2	352	3.9*	±0.1	-1.17 (L)
1 to 3 years	28	2.7*	±0.5	609	3.7*	±0.1	-1.02 (L)
4 to 5 years	40	3.2*	±0.3	329	3.5*	±0.1	-0.33 (S)
6 to 10 years	46	2.5*	±0.3	691	3.5*	±0.1	-1.10 (L)
11 to 14 years	14	1.9*	±0.5	309	3.5*	±0.1	-1.65 (L)
15 to 20 years	32	3.2	±0.2	256	3.4	±0.1	-0.26 (S)
More than 20 years	21	3.4	±0.5	419	3.6	±0.1	-0.31 (S)
Appointment Type							
Permanent	193	2.9*	±0.1	2,922	3.6*	±0.0	-0.76 (M)
Term	NR	NR	NR	57	3.8	±0.1	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.3	±0.3	NA
Non-Seasonal	193	2.9*	±0.1	2,897	3.6*	±0.0	-0.76 (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	--	--	--	7	3.3	±0.3	NA
Permanent-Non-Seasonal	193	2.9*	±0.1	2,893	3.6*	±0.0	-0.76 (M)
Term	NR	NR	NR	57	3.8	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	56	2.6*	±0.3	1,357	3.7*	±0.0	-1.18 (L)
Women	137	3.0*	±0.2	1,621	3.5*	±0.0	-0.60 (M)
Gender Identity							
Male	56	2.6*	±0.3	1,357	3.7*	±0.0	-1.18 (L)
Female	137	3.0*	±0.2	1,621	3.5*	±0.0	-0.60 (M)
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	171	2.9*	±0.2	2,718	3.6*	±0.0	-0.73 (M)
Sexual Minority	8	2.5*	±0.7	128	3.8*	±0.2	-1.37 (L)
Sexual Orientation							
Heterosexual or straight	171	2.9*	±0.2	2,718	3.6*	±0.0	-0.73 (M)
Lesbian	NR	NR	NR	29	3.8	±0.4	NR
Gay	--	--	--	51	3.7	±0.2	NA
Bisexual	NR	NR	NR	36	3.8	±0.3	NR
Other	NR	NR	NR	12	3.9	±0.5	NR
I prefer not to say	15	2.3*	±0.4	126	3.2*	±0.2	-0.96 (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 OS.

Table 4.46 OS – 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	201	3.3*	±0.2	2,894	3.9*	±0.0	-0.61 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.2	±0.5	NA
Wage Grade (WG) 5-8	--	--	--	26	3.9	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	3.2	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	2.0*	±0.0	102	4.0*	±0.2	-2.19 (L)
General Schedule (GS) 7-10	26	3.2	±0.5	322	3.6	±0.1	-0.30 (S)
General Schedule (GS) 11-12	64	3.2*	±0.4	839	3.8*	±0.1	-0.53 (M)
General Schedule (GS) 13-15	94	3.3*	±0.3	1,465	4.0*	±0.1	-0.74 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	4.3	±0.3	76	4.4	±0.2	-0.16
Other	--	--	--	10	3.5	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	10	2.3*	±0.7	339	4.2*	±0.1	-2.23 (L)
1 to 3 years	29	3.2*	±0.6	590	3.9*	±0.1	-0.60 (M)
4 to 5 years	42	4.0	±0.4	322	3.8	±0.1	0.19
6 to 10 years	46	2.7*	±0.4	668	3.9*	±0.1	-1.12 (L)
11 to 14 years	14	2.2*	±0.7	298	3.9*	±0.1	-1.64 (L)
15 to 20 years	34	3.4	±0.3	251	3.7	±0.1	-0.34 (S)
More than 20 years	21	4.0	±0.4	407	3.9	±0.1	0.06
Appointment Type							
Permanent	199	3.3*	±0.2	2,833	3.9*	±0.0	-0.60 (M)
Term	NR	NR	NR	57	4.1	±0.2	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.3	±0.4	NA
Non-Seasonal	199	3.3*	±0.2	2,808	3.9*	±0.0	-0.60 (M)

	Experienced sexual harassment			Did not experience sexual 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	--	--	--	7	3.3	±0.4	NA
Permanent-Non-Seasonal	199	3.3*	±0.2	2,804	3.9*	±0.0	-0.60 (M)
Term	NR	NR	NR	57	4.1	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	58	3.1*	±0.4	1,335	4.0*	±0.1	-0.87 (L)
Women	140	3.3*	±0.2	1,554	3.9*	±0.1	-0.49 (S)
Gender Identity							
Male	58	3.1*	±0.4	1,335	4.0*	±0.1	-0.87 (L)
Female	140	3.3*	±0.2	1,554	3.9*	±0.1	-0.49 (S)
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	176	3.3*	±0.2	2,639	3.9*	±0.0	-0.60 (M)
Sexual Minority	8	3.0*	±1.2	123	4.1*	±0.1	-1.26 (L)
Sexual Orientation							
Heterosexual or straight	176	3.3*	±0.2	2,639	3.9*	±0.0	-0.60 (M)
Lesbian	NR	NR	NR	26	4.2	±0.4	NR
Gay	--	--	--	49	4.1	±0.2	NA
Bisexual	NR	NR	NR	36	4.0	±0.3	NR
Other	NR	NR	NR	12	4.1	±0.4	NR
I prefer not to say	15	3.1	±0.5	119	3.6	±0.2	-0.41 (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.

4.6.6 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 OS.

Table 4.47 OS – 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	201	3.2*	±0.2	2,996	3.8*	±0.0	-0.64 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.4	±0.2	NA
Wage Grade (WG) 5-8	--	--	--	26	4.0	±0.5	NA
Wage Grade (WG) 9-16	--	--	--	7	3.6	±0.3	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	2.4*	±0.0	117	3.9*	±0.1	-1.91 (L)
General Schedule (GS) 7-10	26	3.0*	±0.4	340	3.5*	±0.1	-0.51 (M)
General Schedule (GS) 11-12	64	3.1*	±0.3	869	3.7*	±0.1	-0.62 (M)
General Schedule (GS) 13-15	94	3.2*	±0.2	1,504	3.9*	±0.0	-0.71 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	3.9	±0.2	76	4.3	±0.2	-0.60 (M)
Other	--	--	--	12	3.2	±0.7	NA
Years of Service at Bureau or Office							
Less than 1 year	10	2.6*	±0.4	354	4.1*	±0.1	-1.92 (L)
1 to 3 years	29	3.2*	±0.4	613	3.8*	±0.1	-0.67 (M)
4 to 5 years	42	3.4*	±0.3	329	3.8*	±0.1	-0.41 (S)
6 to 10 years	46	3.0*	±0.3	695	3.7*	±0.1	-0.75 (M)
11 to 14 years	14	2.0*	±0.6	312	3.7*	±0.1	-1.70 (L)
15 to 20 years	34	3.4	±0.3	255	3.7	±0.1	-0.29 (S)
More than 20 years	21	3.8	±0.4	420	3.8	±0.1	-0.03
Appointment Type							
Permanent	199	3.2*	±0.2	2,936	3.8*	±0.0	-0.63 (M)
Term	NR	NR	NR	57	4.2	±0.1	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.4	±0.8	NA
Non-Seasonal	199	3.2*	±0.2	2,910	3.8*	±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	--	--	--	7	3.4	±0.8	NA
Permanent-Non-Seasonal	199	3.2*	±0.2	2,906	3.8*	±0.0	-0.63 (M)
Term	NR	NR	NR	57	4.2	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	58	3.0*	±0.3	1,361	3.9*	±0.0	-1.01 (L)
Women	140	3.3*	±0.2	1,631	3.7*	±0.0	-0.47 (S)
Gender Identity							
Male	58	3.0*	±0.3	1,361	3.9*	±0.0	-1.01 (L)
Female	140	3.3*	±0.2	1,631	3.7*	±0.0	-0.47 (S)
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	176	3.2*	±0.2	2,731	3.8*	±0.0	-0.62 (M)
Sexual Minority	8	2.2*	±0.8	128	3.9*	±0.2	-1.71 (L)
Sexual Orientation							
Heterosexual or straight	176	3.2*	±0.2	2,731	3.8*	±0.0	-0.62 (M)
Lesbian	NR	NR	NR	29	4.0	±0.4	NR
Gay	--	--	--	51	3.9	±0.3	NA
Bisexual	NR	NR	NR	36	3.9	±0.3	NR
Other	NR	NR	NR	12	3.5	±0.4	NR
I prefer not to say	15	3.1	±0.6	126	3.5	±0.2	-0.31 (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.

4.6.7 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 OS.

Table 4.48 OS – 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	199	1.8*	±0.1	2,975	1.9*	±0.0	-0.19
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	2.4	±0.2	NA
Wage Grade (WG) 5-8	--	--	--	26	1.7	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	2.3	±0.6	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	1.5	±0.0	117	1.6	±0.1	-0.27 (S)
General Schedule (GS) 7-10	26	1.7	±0.2	340	1.6	±0.1	0.02
General Schedule (GS) 11-12	64	1.8	±0.1	860	1.9	±0.0	-0.12
General Schedule (GS) 13-15	92	1.9*	±0.1	1,504	2.1*	±0.0	-0.32 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	2.2	±0.1	75	2.1	±0.1	0.21 (S)
Other	--	--	--	12	2.0	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	10	1.9	±0.4	350	2.0	±0.1	-0.17
1 to 3 years	29	1.8	±0.2	611	1.9	±0.0	-0.13
4 to 5 years	42	1.8	±0.1	326	2.0	±0.1	-0.24 (S)
6 to 10 years	46	1.9	±0.2	693	2.0	±0.0	-0.10
11 to 14 years	12	1.9	±0.2	312	1.9	±0.1	0.05
15 to 20 years	34	1.8	±0.2	254	1.9	±0.1	-0.18
More than 20 years	21	1.8*	±0.2	420	2.0*	±0.1	-0.47 (S)
Appointment Type							
Permanent	197	1.8*	±0.1	2,915	1.9*	±0.0	-0.19
Term	NR	NR	NR	57	2.0	±0.1	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	2.5	±0.3	NA
Non-Seasonal	197	1.8*	±0.1	2,889	1.9*	±0.0	-0.19

	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	--	--	--	7	2.5	±0.3	NA
Permanent-Non-Seasonal	197	1.8*	±0.1	2,885	1.9*	±0.0	-0.19
Term	NR	NR	NR	57	2.0	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	56	1.7*	±0.1	1,360	2.1*	±0.0	-0.64 (M)
Women	140	1.9	±0.1	1,611	1.8	±0.0	0.12
Gender Identity							
Male	56	1.7*	±0.1	1,360	2.1*	±0.0	-0.64 (M)
Female	140	1.9	±0.1	1,611	1.8	±0.0	0.12
Transgender	NR	NR	NR	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	174	1.8*	±0.1	2,716	2.0*	±0.0	-0.19
Sexual Minority	8	2.1	±0.4	127	1.9	±0.1	0.44 (S)
Sexual Orientation							
Heterosexual or straight	174	1.8*	±0.1	2,716	2.0*	±0.0	-0.19
Lesbian	NR	NR	NR	28	1.9	±0.1	NR
Gay	--	--	--	51	1.9	±0.1	NA
Bisexual	NR	NR	NR	36	1.8	±0.2	NR
Other	NR	NR	NR	12	2.0	±0.2	NR
I prefer not to say	15	1.8	±0.3	122	1.8	±0.1	-0.10

^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 OS.

Table 4.49 OS – Sexual Harassment and Bystander Harassment

	Experienced sexual harassment			Did not experience sexual harassment			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	104	52.5%*	±7.0	217	7.3%*	±1.0	1.07 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	NR	NR	NR	NR
Wage Grade (WG) 5-8	--	--	--	0	0.0%	NA	NA
Wage Grade (WG) 9-16	--	--	--	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	39	11.6%	±3.9	NR
General Schedule (GS) 11-12	37	59.5%*	±12.9	80	9.4%*	±2.2	1.14 (L)
General Schedule (GS) 13-15	47	50.5%*	±10.3	85	5.7%*	±1.3	1.10 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	7	9.3%	±9.1	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	16	4.6%	±2.8	NR
1 to 3 years	NR	NR	NR	48	7.9%	±2.4	NR
4 to 5 years	20	48.1%*	±15.4	22	6.6%*	±3.3	1.01 (L)
6 to 10 years	26	59.4%*	±15.4	54	7.9%*	±2.3	1.19 (L)
11 to 14 years	NR	NR	NR	21	6.6%	±3.4	NR
15 to 20 years	NR	NR	NR	27	10.8%	±4.5	NR
More than 20 years	NR	NR	NR	30	7.1%	±2.9	NR
Appointment Type							
Permanent	102	52.1%*	±7.1	215	7.4%*	±1.0	1.06 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	102	52.1%*	±7.1	213	7.4%*	±1.0	1.06 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	102	52.1%*	±7.1	213	7.4%*	±1.0	1.06 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	31	53.5%*	±13.1	82	6.1%*	±1.4	1.14 (L)
Women	71	52.2%*	±8.5	134	8.3%*	±1.5	1.03 (L)
Gender Identity							
Male	31	53.5%*	±13.1	82	6.1%*	±1.4	1.14 (L)
Female	71	52.2%*	±8.5	134	8.3%*	±1.5	1.03 (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	91	52.6%*	±7.5	179	6.6%*	±1.0	1.10 (L)
Sexual Minority	NR	NR	NR	19	15.7%	±7.6	NR
Sexual Orientation							
Heterosexual or straight	91	52.6%*	±7.5	179	6.6%*	±1.0	1.10 (L)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	11	32.5%	±18.1	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	18	14.6%	±7.5	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 OS – Logistic Regression of Sexual Harassment and Predictors of Workplace Harassment

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	1.296	0.435	8.898	--	3.656	--	--	--	--
Sex	-0.664	0.190	12.252	0.000	0.515	0.355	0.747	-512.419	12.876
Education Level	0.595	0.209	8.108	0.004	1.813	1.204	2.730	-510.258	8.555
Race/Ethnicity	0.379	0.187	4.093	0.043	1.461	1.012	2.109	-508.084	4.207
Relationship Status	-0.619	0.175	12.494	0.000	0.538	0.382	0.759	-512.129	12.297
Supervisor Support	0.261	0.102	6.544	0.011	1.298	1.063	1.586	-509.240	6.519
Organizational Trust	-0.510	0.141	13.042	0.000	0.600	0.455	0.792	-512.496	13.031
Bystander Harassment Based on Sex/Gender	-2.256	0.197	130.932	0.000	0.105	0.071	0.154	-570.249	128.538
General Intolerance	-0.265	0.130	4.153	0.042	0.767	0.595	0.990	-508.049	4.137
Gender Context	-0.433	0.167	6.759	0.009	0.649	0.468	0.899	-509.405	6.849

Note. N = 2,849, Nagelkerke R Square = 0.269

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 OS.

Table 4.51 OS – 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	374	3.0*	±0.1	2,764	3.6*	±0.0	-0.79 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.1	±0.5	NA
Wage Grade (WG) 5-8	--	--	--	26	3.9	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	3.0	±0.0	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	19	3.6	±0.2	96	3.9	±0.1	-0.33 (S)
General Schedule (GS) 7-10	44	2.8*	±0.2	311	3.4*	±0.1	-0.79 (M)
General Schedule (GS) 11-12	138	3.0*	±0.2	783	3.5*	±0.1	-0.64 (M)
General Schedule (GS) 13-15	158	2.9*	±0.1	1,416	3.7*	±0.0	-0.97 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	11	3.7	±0.4	73	4.1	±0.2	-0.49 (S)
Other	--	--	--	12	3.4	±0.5	NA

	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	30	3.8	±0.3	323	4.0	±0.1	-0.23 (S)
1 to 3 years	72	3.0*	±0.2	558	3.8*	±0.1	-0.98 (L)
4 to 5 years	65	3.1*	±0.2	297	3.5*	±0.1	-0.50 (M)
6 to 10 years	75	3.0*	±0.2	653	3.5*	±0.1	-0.60 (M)
11 to 14 years	32	2.3*	±0.3	295	3.5*	±0.1	-1.40 (L)
15 to 20 years	58	2.9*	±0.2	232	3.4*	±0.1	-0.63 (M)
More than 20 years	41	2.7*	±0.2	395	3.7*	±0.1	-1.27 (L)
Appointment Type							
Permanent	363	3.0*	±0.1	2,712	3.6*	±0.0	-0.79 (M)
Term	11	3.2*	±0.6	47	4.1*	±0.2	-1.18 (L)
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.2	±0.2	NA
Non-Seasonal	363	3.0*	±0.1	2,687	3.6*	±0.0	-0.78 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	7	3.2	±0.2	NA
Permanent-Non-Seasonal	363	3.0*	±0.1	2,683	3.6*	±0.0	-0.78 (M)
Term	11	3.2*	±0.6	47	4.1*	±0.2	-1.18 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	146	2.9*	±0.2	1,258	3.8*	±0.0	-1.00 (L)
Women	226	3.0*	±0.1	1,500	3.5*	±0.0	-0.64 (M)
Gender Identity							
Male	146	2.9*	±0.2	1,258	3.8*	±0.0	-1.00 (L)
Female	226	3.0*	±0.1	1,500	3.5*	±0.0	-0.64 (M)
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	321	3.0*	±0.1	2,531	3.7*	±0.0	-0.79 (M)
Sexual Minority	20	3.3*	±0.3	113	3.8*	±0.2	-0.65 (M)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			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>
Sexual Orientation							
Heterosexual or straight	321	3.0*	±0.1	2,531	3.7*	±0.0	-0.79 (M)
Lesbian	5	2.5*	±0.9	25	3.7*	±0.3	-1.27 (L)
Gay	13	3.5*	±0.2	38	4.1*	±0.2	-1.06 (L)
Bisexual	--	--	--	38	3.5	±0.3	NA
Other	NR	NR	NR	12	3.9	±0.4	NR
I prefer not to say	31	2.7*	±0.2	108	3.4*	±0.2	-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.

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 OS.

Table 4.52 OS – 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</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	373	0.41*	±0.04	2,806	0.65*	±0.02	-0.56 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	0.62	±0.27	NA
Wage Grade (WG) 5-8	--	--	--	23	0.82	±0.15	NA
Wage Grade (WG) 9-16	--	--	--	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	19	0.47	±0.19	104	0.68	±0.09	-0.45 (S)
General Schedule (GS) 7-10	46	0.33*	±0.11	316	0.62*	±0.05	-0.69 (M)
General Schedule (GS) 11-12	135	0.37*	±0.07	792	0.56*	±0.03	-0.42 (S)
General Schedule (GS) 13-15	158	0.41*	±0.07	1,435	0.69*	±0.02	-0.68 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	11	1.00	±0.00	73	0.88	±0.07	0.43 (S)
Other	--	--	--	12	0.83	±0.23	NA
Years of Service at Bureau or Office							
Less than 1 year	30	0.53*	±0.15	334	0.71*	±0.05	-0.41 (S)
1 to 3 years	70	0.38*	±0.10	570	0.69*	±0.03	-0.75 (M)
4 to 5 years	67	0.55	±0.11	305	0.61	±0.05	-0.14
6 to 10 years	75	0.41*	±0.10	656	0.63*	±0.03	-0.51 (M)
11 to 14 years	32	0.24*	±0.14	293	0.61*	±0.05	-0.85 (L)
15 to 20 years	58	0.43	±0.12	229	0.55	±0.06	-0.26 (S)
More than 20 years	41	0.19*	±0.10	402	0.68*	±0.04	-1.22 (L)
Appointment Type							
Permanent	362	0.41*	±0.05	2,755	0.64*	±0.02	-0.55 (M)
Term	11	0.45*	±0.22	47	0.91*	±0.07	-1.68 (L)
Temporary	--	--	--	NR	NR	NR	NR

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			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>
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	362	0.41*	±0.05	2,729	0.64*	±0.02	-0.54 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	362	0.41*	±0.05	2,725	0.64*	±0.02	-0.54 (M)
Term	11	0.45*	±0.22	47	0.91*	±0.07	-1.68 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	145	0.42*	±0.07	1,265	0.70*	±0.02	-0.66 (M)
Women	226	0.40*	±0.06	1,536	0.61*	±0.02	-0.48 (S)
Gender Identity							
Male	145	0.42*	±0.07	1,265	0.70*	±0.02	-0.66 (M)
Female	226	0.40*	±0.06	1,536	0.61*	±0.02	-0.48 (S)
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	323	0.42*	±0.05	2,569	0.65*	±0.02	-0.55 (M)
Sexual Minority	18	0.58	±0.19	114	0.61	±0.08	-0.08
Sexual Orientation							
Heterosexual or straight	323	0.42*	±0.05	2,569	0.65*	±0.02	-0.55 (M)
Lesbian	5	0.58	±0.37	27	0.51	±0.17	0.16
Gay	11	0.56	±0.25	36	0.70	±0.14	-0.31 (S)
Bisexual	--	--	--	38	0.58	±0.15	NA
Other	NR	NR	NR	12	0.73	±0.20	NR
I prefer not to say	31	0.24*	±0.13	112	0.54*	±0.09	-0.66 (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 OS.

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

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	373	3.2*	±0.1	2,782	2.7*	±0.0	0.62 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	2.3	±0.3	NA
Wage Grade (WG) 5-8	--	--	--	21	2.7	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	2.8	±0.4	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	19	3.0	±0.3	104	2.7	±0.2	0.42 (S)
General Schedule (GS) 7-10	46	3.4*	±0.3	315	2.9*	±0.1	0.60 (M)
General Schedule (GS) 11-12	133	3.4*	±0.2	780	2.8*	±0.1	0.57 (M)
General Schedule (GS) 13-15	160	3.2*	±0.1	1,429	2.6*	±0.0	0.71 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	11	2.2	±0.4	71	2.0	±0.2	0.28 (S)
Other	--	--	--	10	3.4	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	30	3.0*	±0.3	331	2.5*	±0.1	0.68 (M)
1 to 3 years	72	3.1*	±0.3	559	2.6*	±0.1	0.57 (M)
4 to 5 years	67	3.3*	±0.2	303	2.7*	±0.1	0.57 (M)
6 to 10 years	78	3.2*	±0.2	652	2.8*	±0.1	0.43 (S)
11 to 14 years	32	3.5*	±0.3	291	2.7*	±0.1	0.86 (L)
15 to 20 years	58	3.3*	±0.2	232	2.7*	±0.1	0.69 (M)
More than 20 years	34	3.4*	±0.3	396	2.6*	±0.1	0.93 (L)
Appointment Type							
Permanent	362	3.2*	±0.1	2,731	2.7*	±0.0	0.61 (M)
Term	11	3.4*	±0.4	47	2.5*	±0.2	1.32 (L)
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.4	±0.3	NA
Non-Seasonal	362	3.2*	±0.1	2,708	2.7*	±0.0	0.61 (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	--	--	--	7	3.4	±0.3	NA
Permanent-Non-Seasonal	362	3.2*	±0.1	2,704	2.7*	±0.0	0.61 (M)
Term	11	3.4*	±0.4	47	2.5*	±0.2	1.32 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	150	3.4*	±0.2	1,261	2.6*	±0.0	0.86 (L)
Women	221	3.1*	±0.1	1,517	2.7*	±0.0	0.46 (S)
Gender Identity							
Male	150	3.4*	±0.2	1,261	2.6*	±0.0	0.86 (L)
Female	221	3.1*	±0.1	1,517	2.7*	±0.0	0.46 (S)
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	325	3.2*	±0.1	2,546	2.7*	±0.0	0.59 (M)
Sexual Minority	20	3.3*	±0.3	115	2.6*	±0.2	0.81 (L)
Sexual Orientation							
Heterosexual or straight	325	3.2*	±0.1	2,546	2.7*	±0.0	0.59 (M)
Lesbian	5	3.4*	±0.8	27	2.5*	±0.2	1.30 (L)
Gay	13	3.2*	±0.4	38	2.5*	±0.2	0.91 (L)
Bisexual	--	--	--	38	2.7	±0.4	NA
Other	NR	NR	NR	12	2.8	±0.3	NR
I prefer not to say	26	3.6*	±0.3	110	2.8*	±0.2	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.

4.7.4 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 OS.

Table 4.54 OS – 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	374	3.0*	±0.1	2,801	3.6*	±0.0	-0.66 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	3.3	±0.1	NA
Wage Grade (WG) 5-8	--	--	--	26	3.5	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	3.4	±0.3	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	19	3.6	±0.3	102	3.7	±0.2	-0.08
General Schedule (GS) 7-10	44	2.6*	±0.2	317	3.4*	±0.1	-0.87 (L)
General Schedule (GS) 11-12	138	2.9*	±0.2	790	3.5*	±0.1	-0.69 (M)
General Schedule (GS) 13-15	158	3.1*	±0.2	1,429	3.7*	±0.0	-0.69 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	11	3.9	±0.2	73	4.3	±0.2	-0.64 (M)
Other	--	--	--	12	2.8	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	30	3.5*	±0.3	333	3.9*	±0.1	-0.59 (M)
1 to 3 years	70	3.1*	±0.2	566	3.7*	±0.1	-0.70 (M)
4 to 5 years	65	3.2*	±0.2	305	3.6*	±0.1	-0.42 (S)
6 to 10 years	78	3.0*	±0.2	656	3.5*	±0.1	-0.50 (M)
11 to 14 years	32	2.4*	±0.4	291	3.6*	±0.1	-1.21 (L)
15 to 20 years	56	3.0*	±0.2	232	3.5*	±0.1	-0.48 (S)
More than 20 years	41	2.8*	±0.3	400	3.7*	±0.1	-1.09 (L)
Appointment Type							
Permanent	363	3.0*	±0.1	2,750	3.6*	±0.0	-0.66 (M)
Term	11	3.1*	±0.4	47	3.9*	±0.1	-1.51 (L)
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.3	±0.3	NA
Non-Seasonal	363	3.0*	±0.1	2,724	3.6*	±0.0	-0.66 (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	--	--	--	7	3.3	±0.3	NA
Permanent-Non-Seasonal	363	3.0*	±0.1	2,720	3.6*	±0.0	-0.66 (M)
Term	11	3.1*	±0.4	47	3.9*	±0.1	-1.51 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	149	2.9*	±0.2	1,264	3.7*	±0.0	-0.91 (L)
Women	222	3.1*	±0.1	1,532	3.6*	±0.0	-0.49 (S)
Gender Identity							
Male	149	2.9*	±0.2	1,264	3.7*	±0.0	-0.91 (L)
Female	222	3.1*	±0.1	1,532	3.6*	±0.0	-0.49 (S)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	321	3.1*	±0.1	2,564	3.6*	±0.0	-0.61 (M)
Sexual Minority	20	3.1*	±0.2	115	3.8*	±0.2	-0.78 (M)
Sexual Orientation							
Heterosexual or straight	321	3.1*	±0.1	2,564	3.6*	±0.0	-0.61 (M)
Lesbian	5	3.0	±0.4	27	3.8	±0.4	-0.83 (L)
Gay	13	3.1*	±0.2	38	4.0*	±0.3	-1.08 (L)
Bisexual	--	--	--	38	3.7	±0.4	NA
Other	NR	NR	NR	12	3.9	±0.5	NR
I prefer not to say	31	2.4*	±0.2	110	3.3*	±0.2	-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.

4.7.5 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 OS.

Table 4.55 OS – 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	367	3.4*	±0.1	2,727	3.9*	±0.0	-0.56 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.2	±0.5	NA
Wage Grade (WG) 5-8	--	--	--	26	3.9	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	3.2	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	19	3.3*	±0.5	89	4.0*	±0.2	-0.72 (M)
General Schedule (GS) 7-10	44	2.9*	±0.4	304	3.6*	±0.1	-0.64 (M)
General Schedule (GS) 11-12	129	3.3*	±0.2	773	3.8*	±0.1	-0.48 (S)
General Schedule (GS) 13-15	160	3.4*	±0.2	1,399	4.0*	±0.1	-0.60 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	11	4.4	±0.3	73	4.4	±0.2	-0.06
Other	--	--	--	10	3.5	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	30	3.4*	±0.5	320	4.3*	±0.1	-0.97 (L)
1 to 3 years	72	3.2*	±0.3	548	4.0*	±0.1	-0.64 (M)
4 to 5 years	67	3.6	±0.3	297	3.9	±0.1	-0.26 (S)
6 to 10 years	75	3.5*	±0.3	639	3.8*	±0.1	-0.26 (S)
11 to 14 years	29	2.7*	±0.5	284	3.9*	±0.1	-1.19 (L)
15 to 20 years	58	3.2*	±0.3	227	3.8*	±0.1	-0.59 (M)
More than 20 years	34	3.5*	±0.3	395	4.0*	±0.1	-0.61 (M)
Appointment Type							
Permanent	356	3.4*	±0.1	2,676	3.9*	±0.0	-0.54 (M)
Term	11	3.1*	±0.4	47	4.2*	±0.2	-1.42 (L)
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.3	±0.4	NA
Non-Seasonal	356	3.4*	±0.1	2,651	3.9*	±0.0	-0.55 (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	--	--	--	7	3.3	±0.4	NA
Permanent-Non-Seasonal	356	3.4*	±0.1	2,647	3.9*	±0.0	-0.55 (M)
Term	11	3.1*	±0.4	47	4.2*	±0.2	-1.42 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	147	3.3*	±0.2	1,246	4.0*	±0.1	-0.68 (M)
Women	218	3.4*	±0.2	1,476	3.9*	±0.1	-0.47 (S)
Gender Identity							
Male	147	3.3*	±0.2	1,246	4.0*	±0.1	-0.68 (M)
Female	218	3.4*	±0.2	1,476	3.9*	±0.1	-0.47 (S)
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	319	3.3*	±0.1	2,496	3.9*	±0.0	-0.57 (M)
Sexual Minority	20	3.7	±0.4	110	4.1	±0.2	-0.40 (S)
Sexual Orientation							
Heterosexual or straight	319	3.3*	±0.1	2,496	3.9*	±0.0	-0.57 (M)
Lesbian	5	3.5	±1.5	24	4.1	±0.4	-0.51 (M)
Gay	13	3.7*	±0.3	36	4.2*	±0.3	-0.69 (M)
Bisexual	--	--	--	38	3.9	±0.3	NA
Other	NR	NR	NR	12	4.1	±0.4	NR
I prefer not to say	26	3.2	±0.3	108	3.6	±0.2	-0.39 (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.

4.7.6 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 OS.

Table 4.56 OS – 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	380	3.2*	±0.1	2,815	3.8*	±0.0	-0.67 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.4	±0.2	NA
Wage Grade (WG) 5-8	--	--	--	26	4.0	±0.5	NA
Wage Grade (WG) 9-16	--	--	--	7	3.6	±0.3	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	19	3.2*	±0.3	104	3.9*	±0.2	-0.84 (L)
General Schedule (GS) 7-10	46	2.7*	±0.3	319	3.6*	±0.1	-0.88 (L)
General Schedule (GS) 11-12	138	3.1*	±0.2	792	3.7*	±0.1	-0.67 (M)
General Schedule (GS) 13-15	162	3.3*	±0.2	1,436	3.9*	±0.0	-0.63 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	11	3.9	±0.2	73	4.3	±0.2	-0.61 (M)
Other	--	--	--	12	3.2	±0.7	NA
Years of Service at Bureau or Office							
Less than 1 year	30	3.2*	±0.3	334	4.1*	±0.1	-1.17 (L)
1 to 3 years	72	3.2*	±0.3	570	3.9*	±0.1	-0.73 (M)
4 to 5 years	67	3.4*	±0.3	305	3.8*	±0.1	-0.48 (S)
6 to 10 years	78	3.4*	±0.2	660	3.7*	±0.1	-0.27 (S)
11 to 14 years	32	2.5*	±0.4	295	3.8*	±0.1	-1.26 (L)
15 to 20 years	58	3.3*	±0.3	232	3.7*	±0.1	-0.49 (S)
More than 20 years	41	2.8*	±0.4	400	3.9*	±0.1	-1.21 (L)
Appointment Type							
Permanent	368	3.2*	±0.1	2,763	3.8*	±0.0	-0.68 (M)
Term	11	3.8*	±0.2	47	4.3*	±0.1	-0.98 (L)
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.4	±0.8	NA
Non-Seasonal	368	3.2*	±0.1	2,738	3.8*	±0.0	-0.68 (M)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	7	3.4	±0.8	NA
Permanent-Non-Seasonal	368	3.2*	±0.1	2,734	3.8*	±0.0	-0.68 (M)
Term	11	3.8*	±0.2	47	4.3*	±0.1	-0.98 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	152	3.1*	±0.2	1,267	3.9*	±0.0	-0.94 (L)
Women	226	3.2*	±0.1	1,542	3.7*	±0.0	-0.50 (M)
Gender Identity							
Male	152	3.1*	±0.2	1,267	3.9*	±0.0	-0.94 (L)
Female	226	3.2*	±0.1	1,542	3.7*	±0.0	-0.50 (M)
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	326	3.2*	±0.1	2,577	3.8*	±0.0	-0.65 (M)
Sexual Minority	20	3.2*	±0.3	115	3.9*	±0.2	-0.76 (M)
Sexual Orientation							
Heterosexual or straight	326	3.2*	±0.1	2,577	3.8*	±0.0	-0.65 (M)
Lesbian	5	2.7*	±0.8	27	4.0*	±0.4	-1.29 (L)
Gay	13	3.2*	±0.4	38	4.2*	±0.3	-0.98 (L)
Bisexual	--	--	--	38	3.7	±0.4	NA
Other	NR	NR	NR	12	3.5	±0.4	NR
I prefer not to say	31	2.8*	±0.4	110	3.6*	±0.2	-0.72 (M)

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

4.7.7 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 OS.

Table 4.57 OS – 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	377	1.9	±0.0	2,794	1.9	±0.0	-0.05
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	2.4	±0.2	NA
Wage Grade (WG) 5-8	--	--	--	26	1.7	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	2.3	±0.6	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	19	1.9*	±0.2	104	1.6*	±0.1	0.65 (M)
General Schedule (GS) 7-10	46	1.7	±0.2	319	1.6	±0.1	0.08
General Schedule (GS) 11-12	138	1.9	±0.1	783	1.9	±0.0	0.01
General Schedule (GS) 13-15	160	2.0	±0.1	1,436	2.1	±0.0	-0.16
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	11	2.3	±0.1	72	2.0	±0.1	0.50 (M)
Other	--	--	--	12	2.0	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	30	2.2*	±0.2	331	2.0*	±0.1	0.49 (S)
1 to 3 years	72	1.8	±0.1	569	1.9	±0.0	-0.12
4 to 5 years	67	1.8*	±0.1	301	2.0*	±0.1	-0.36 (S)
6 to 10 years	78	2.0	±0.1	658	2.0	±0.0	0.04
11 to 14 years	30	2.1*	±0.2	295	1.9*	±0.1	0.39 (S)
15 to 20 years	58	1.8	±0.1	231	1.9	±0.1	-0.17
More than 20 years	41	1.9	±0.2	401	2.0	±0.1	-0.12
Appointment Type							
Permanent	366	1.9	±0.1	2,742	1.9	±0.0	-0.07
Term	11	2.3*	±0.1	47	1.9*	±0.1	0.83 (L)
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	2.5	±0.3	NA
Non-Seasonal	366	1.9	±0.1	2,717	1.9	±0.0	-0.07

	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	--	--	--	7	2.5	±0.3	NA
Permanent-Non-Seasonal	366	1.9	±0.1	2,713	1.9	±0.0	-0.07
Term	11	2.3*	±0.1	47	1.9*	±0.1	0.83 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	149	1.9*	±0.1	1,267	2.1*	±0.0	-0.36 (S)
Women	226	1.9*	±0.1	1,522	1.8*	±0.0	0.20 (S)
Gender Identity							
Male	149	1.9*	±0.1	1,267	2.1*	±0.0	-0.36 (S)
Female	226	1.9*	±0.1	1,522	1.8*	±0.0	0.20 (S)
Transgender	NR	NR	NR	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	324	1.9	±0.1	2,563	1.9	±0.0	-0.06
Sexual Minority	20	2.0	±0.1	114	1.9	±0.1	0.16
Sexual Orientation							
Heterosexual or straight	324	1.9	±0.1	2,563	1.9	±0.0	-0.06
Lesbian	5	1.8	±0.3	26	2.0	±0.1	-0.56 (M)
Gay	13	2.1	±0.1	38	1.9	±0.1	0.63 (M)
Bisexual	--	--	--	38	1.9	±0.2	NA
Other	NR	NR	NR	12	2.0	±0.2	NR
I prefer not to say	31	1.9	±0.2	106	1.8	±0.1	0.20 (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 OS.

Table 4.58 OS – 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	154	41.9%*	±5.1	166	6.0%*	±0.9	0.91 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	NR	NR	NR	NR
Wage Grade (WG) 5-8	--	--	--	0	0.0%	NA	NA
Wage Grade (WG) 9-16	--	--	--	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	0	0.0%	NA	NR	NR	NR	NR
General Schedule (GS) 7-10	29	66.2%*	±15.6	26	8.3%*	±3.6	1.32 (L)
General Schedule (GS) 11-12	61	45.5%*	±8.6	56	7.3%*	±2.1	0.94 (L)
General Schedule (GS) 13-15	60	38.6%*	±7.9	71	5.0%*	±1.3	0.89 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	7	9.7%	±9.5	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	16	4.8%	±2.9	NR
1 to 3 years	39	55.5%*	±12.1	36	6.5%*	±2.4	1.17 (L)
4 to 5 years	27	42.4%*	±12.6	14	4.7%*	±3.1	0.98 (L)
6 to 10 years	34	45.2%*	±11.6	47	7.2%*	±2.3	0.93 (L)
11 to 14 years	NR	NR	NR	16	5.5%	±3.3	NR
15 to 20 years	25	43.1%*	±13.4	17	7.5%*	±4.3	0.88 (L)
More than 20 years	17	40.7%*	±16.2	19	4.8%*	±2.6	0.94 (L)
Appointment Type							
Permanent	151	42.2%*	±5.2	166	6.1%*	±1.0	0.92 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	151	42.2%*	±5.2	164	6.1%*	±1.0	0.92 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	151	42.2%*	±5.2	164	6.1%*	±1.0	0.92 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	56	39.3%*	±8.3	57	4.5%*	±1.3	0.93 (L)
Women	97	43.5%*	±6.6	109	7.1%*	±1.4	0.90 (L)
Gender Identity							
Male	56	39.3%*	±8.3	57	4.5%*	±1.3	0.93 (L)
Female	97	43.5%*	±6.6	109	7.1%*	±1.4	0.90 (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	131	41.3%*	±5.5	139	5.5%*	±1.0	0.92 (L)
Sexual Minority	NR	NR	NR	20	17.3%	±8.2	NR
Sexual Orientation							
Heterosexual or straight	131	41.3%*	±5.5	139	5.5%*	±1.0	0.92 (L)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	--	--	--	13	36.4%	±17.4	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	8	6.9%	±6.7	NR

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

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

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

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

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	2.898	0.533	29.521	--	18.134	--	--	--	--
Age	-0.399	0.146	7.519	0.006	0.671	0.504	0.892	-833.029	7.348
Education Level	0.520	0.164	10.065	0.002	1.682	1.220	2.319	-834.647	10.584
Race/Ethnicity	0.597	0.149	16.044	0.000	1.817	1.356	2.433	-837.874	17.039
Relationship Status	-0.368	0.137	7.188	0.007	0.692	0.529	0.906	-832.883	7.057
Pay Grade	--	--	10.599	--	--	--	--	--	--
Middle Grade vs. Junior Grade	-1.029	0.335	9.441	0.002	0.357	0.185	0.689	-834.297	9.885
Senior Grade vs. Junior Grade	-0.732	0.290	6.398	0.011	0.481	0.273	0.848	-834.297	9.885
Executive Grade vs. Junior Grade	-0.326	0.473	0.474	0.491	0.722	0.285	1.825	-834.297	9.885
Appointment Type	-0.792	0.380	4.336	0.037	0.453	0.215	0.955	-831.280	3.851
Organizational Inclusion	-0.258	0.079	10.685	0.001	0.773	0.662	0.902	-834.678	10.646
Bystander Harassment Based on Sex/Gender	-1.952	0.161	147.606	0.000	0.142	0.104	0.194	-901.272	143.835
General Intolerance	-0.364	0.090	16.204	0.000	0.695	0.582	0.830	-837.468	16.226

Note. N = 2,849, Nagelkerke R Square = 0.244

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 OS.

Table 4.60 OS – 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	135	2.9*	±0.2	3,006	3.6*	±0.0	-0.80 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.1	±0.5	NA
Wage Grade (WG) 5-8	--	--	--	26	3.9	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	3.0	±0.0	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	3.5	±0.3	109	3.9	±0.1	-0.56 (M)
General Schedule (GS) 7-10	13	2.8*	±0.3	342	3.4*	±0.1	-0.70 (M)
General Schedule (GS) 11-12	59	3.1*	±0.3	864	3.5*	±0.1	-0.40 (S)
General Schedule (GS) 13-15	53	2.6*	±0.2	1,521	3.7*	±0.0	-1.18 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	82	4.1	±0.2	NR
Other	--	--	--	12	3.4	±0.5	NA

	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	6	3.2*	±0.6	347	4.0*	±0.1	-1.01 (L)
1 to 3 years	30	3.0*	±0.4	600	3.7*	±0.1	-0.91 (L)
4 to 5 years	14	3.3	±0.6	347	3.5	±0.1	-0.20 (S)
6 to 10 years	39	2.9*	±0.2	692	3.5*	±0.1	-0.61 (M)
11 to 14 years	6	2.6*	±0.2	321	3.4*	±0.1	-0.87 (L)
15 to 20 years	17	2.9*	±0.5	273	3.4*	±0.1	-0.59 (M)
More than 20 years	23	2.5*	±0.3	412	3.7*	±0.1	-1.41 (L)
Appointment Type							
Permanent	131	2.9*	±0.2	2,947	3.6*	±0.0	-0.78 (M)
Term	NR	NR	NR	55	4.0	±0.2	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.2	±0.2	NA
Non-Seasonal	131	2.9*	±0.2	2,922	3.6*	±0.0	-0.77 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	7	3.2	±0.2	NA
Permanent-Non-Seasonal	131	2.9*	±0.2	2,918	3.6*	±0.0	-0.77 (M)
Term	NR	NR	NR	55	4.0	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	23	2.6*	±0.4	1,381	3.7*	±0.0	-1.26 (L)
Women	111	2.9*	±0.2	1,618	3.5*	±0.0	-0.64 (M)
Gender Identity							
Male	23	2.6*	±0.4	1,381	3.7*	±0.0	-1.26 (L)
Female	111	2.9*	±0.2	1,618	3.5*	±0.0	-0.64 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	108	2.9*	±0.2	2,747	3.6*	±0.0	-0.79 (M)
Sexual Minority	9	3.0*	±0.3	124	3.8*	±0.1	-0.99 (L)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	108	2.9*	±0.2	2,747	3.6*	±0.0	-0.79 (M)
Lesbian	NR	NR	NR	29	3.5	±0.4	NR
Gay	NR	NR	NR	48	4.0	±0.2	NR
Bisexual	NR	NR	NR	34	3.6	±0.3	NR
Other	NR	NR	NR	13	3.9	±0.4	NR
I prefer not to say	15	2.7*	±0.2	124	3.3*	±0.2	-0.62 (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.

4.8.2 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 OS.

Table 4.61 OS – 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	137	0.37*	±0.07	3,046	0.63*	±0.02	-0.61 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	0.62	±0.27	NA
Wage Grade (WG) 5-8	--	--	--	23	0.82	±0.15	NA
Wage Grade (WG) 9-16	--	--	--	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	0.74	±0.40	117	0.64	±0.08	0.20 (S)
General Schedule (GS) 7-10	15	0.22*	±0.17	347	0.60*	±0.05	-0.86 (L)
General Schedule (GS) 11-12	59	0.42	±0.11	870	0.54	±0.03	-0.26 (S)
General Schedule (GS) 13-15	53	0.29*	±0.11	1,540	0.67*	±0.02	-0.92 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	82	0.90	±0.06	NR
Other	--	--	--	12	0.83	±0.23	NA
Years of Service at Bureau or Office							
Less than 1 year	6	0.71	±0.41	358	0.69	±0.04	0.03
1 to 3 years	30	0.29*	±0.15	610	0.68*	±0.03	-0.91 (L)
4 to 5 years	16	0.63	±0.23	355	0.60	±0.05	0.07
6 to 10 years	39	0.38*	±0.13	695	0.62*	±0.03	-0.54 (M)
11 to 14 years	NR	NR	NR	319	0.58	±0.05	NR
15 to 20 years	17	0.27*	±0.19	270	0.54*	±0.05	-0.62 (M)
More than 20 years	23	0.29*	±0.15	420	0.65*	±0.04	-0.86 (L)
Appointment Type							
Permanent	133	0.37*	±0.07	2,987	0.62*	±0.02	-0.59 (M)
Term	NR	NR	NR	55	0.87	±0.08	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			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>
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	133	0.37*	±0.07	2,962	0.62*	±0.02	-0.59 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	133	0.37*	±0.07	2,957	0.62*	±0.02	-0.58 (M)
Term	NR	NR	NR	55	0.87	±0.08	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	25	0.18*	±0.15	1,385	0.68*	±0.02	-1.18 (L)
Women	111	0.41*	±0.08	1,655	0.59*	±0.02	-0.42 (S)
Gender Identity							
Male	25	0.18*	±0.15	1,385	0.68*	±0.02	-1.18 (L)
Female	111	0.41*	±0.08	1,655	0.59*	±0.02	-0.42 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	110	0.39*	±0.08	2,785	0.64*	±0.02	-0.57 (M)
Sexual Minority	9	0.30*	±0.21	122	0.63*	±0.08	-0.76 (M)
Sexual Orientation							
Heterosexual or straight	110	0.39*	±0.08	2,785	0.64*	±0.02	-0.57 (M)
Lesbian	NR	NR	NR	31	0.51	±0.16	NR
Gay	NR	NR	NR	44	0.71	±0.12	NR
Bisexual	NR	NR	NR	34	0.61	±0.16	NR
Other	NR	NR	NR	13	0.75	±0.19	NR
I prefer not to say	15	0.26	±0.16	128	0.50	±0.08	-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.

4.8.3 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 OS.

Table 4.62 OS – 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	134	3.3*	±0.2	3,024	2.7*	±0.0	0.65 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	2.3	±0.3	NA
Wage Grade (WG) 5-8	--	--	--	21	2.7	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	2.8	±0.4	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	2.8	±0.3	117	2.7	±0.2	0.04
General Schedule (GS) 7-10	15	3.3	±0.3	346	2.9	±0.1	0.46 (S)
General Schedule (GS) 11-12	54	3.3*	±0.3	862	2.9*	±0.1	0.49 (S)
General Schedule (GS) 13-15	53	3.3*	±0.3	1,536	2.6*	±0.0	0.80 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	80	2.0	±0.1	NR
Other	--	--	--	10	3.4	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	6	2.8	±0.3	355	2.5	±0.1	0.44 (S)
1 to 3 years	30	3.2*	±0.4	600	2.6*	±0.1	0.65 (M)
4 to 5 years	16	3.1	±0.5	353	2.8	±0.1	0.34 (S)
6 to 10 years	39	3.3*	±0.3	695	2.8*	±0.1	0.58 (M)
11 to 14 years	6	3.3	±0.3	317	2.8	±0.1	0.56 (M)
15 to 20 years	17	3.8*	±0.3	273	2.8*	±0.1	1.27 (L)
More than 20 years	18	3.1*	±0.5	412	2.7*	±0.1	0.49 (S)
Appointment Type							
Permanent	130	3.3*	±0.2	2,966	2.7*	±0.0	0.63 (M)
Term	NR	NR	NR	55	2.6	±0.2	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.4	±0.3	NA
Non-Seasonal	130	3.3*	±0.2	2,943	2.7*	±0.0	0.63 (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	--	--	--	7	3.4	±0.3	NA
Permanent-Non-Seasonal	130	3.3*	±0.2	2,939	2.7*	±0.0	0.63 (M)
Term	NR	NR	NR	55	2.6	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	27	4.0*	±0.3	1,383	2.7*	±0.0	1.44 (L)
Women	106	3.1*	±0.2	1,635	2.7*	±0.0	0.44 (S)
Gender Identity							
Male	27	4.0*	±0.3	1,383	2.7*	±0.0	1.44 (L)
Female	106	3.1*	±0.2	1,635	2.7*	±0.0	0.44 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	110	3.3*	±0.2	2,763	2.7*	±0.0	0.61 (M)
Sexual Minority	9	3.5*	±0.5	126	2.7*	±0.1	1.05 (L)
Sexual Orientation							
Heterosexual or straight	110	3.3*	±0.2	2,763	2.7*	±0.0	0.61 (M)
Lesbian	NR	NR	NR	31	2.6	±0.3	NR
Gay	NR	NR	NR	48	2.7	±0.2	NR
Bisexual	NR	NR	NR	34	2.6	±0.4	NR
Other	NR	NR	NR	13	2.9	±0.3	NR
I prefer not to say	10	3.5	±0.3	125	2.9	±0.2	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.

4.8.4 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 OS.

Table 4.63 OS – 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	135	2.9*	±0.2	3,043	3.6*	±0.0	-0.74 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	3.3	±0.1	NA
Wage Grade (WG) 5-8	--	--	--	26	3.5	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	3.4	±0.3	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	3.6	±0.6	115	3.7	±0.1	-0.10
General Schedule (GS) 7-10	13	2.6*	±0.3	348	3.3*	±0.1	-0.84 (L)
General Schedule (GS) 11-12	59	2.9*	±0.3	871	3.5*	±0.1	-0.60 (M)
General Schedule (GS) 13-15	51	2.8*	±0.3	1,536	3.7*	±0.0	-0.94 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	82	4.2	±0.1	NR
Other	--	--	--	12	2.8	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	6	3.5	±0.7	356	3.9	±0.1	-0.51 (M)
1 to 3 years	28	2.9*	±0.5	608	3.7*	±0.1	-0.78 (M)
4 to 5 years	14	3.0*	±0.5	355	3.5*	±0.1	-0.57 (M)
6 to 10 years	39	2.7*	±0.3	698	3.5*	±0.1	-0.82 (L)
11 to 14 years	6	2.5*	±0.9	317	3.5*	±0.1	-0.97 (L)
15 to 20 years	17	3.0	±0.3	271	3.4	±0.1	-0.46 (S)
More than 20 years	23	3.0*	±0.5	418	3.7*	±0.1	-0.76 (M)
Appointment Type							
Permanent	131	2.9*	±0.2	2,984	3.6*	±0.0	-0.73 (M)
Term	NR	NR	NR	55	3.8	±0.1	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.3	±0.3	NA
Non-Seasonal	131	2.9*	±0.2	2,959	3.6*	±0.0	-0.73 (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	--	--	--	7	3.3	±0.3	NA
Permanent-Non-Seasonal	131	2.9*	±0.2	2,955	3.6*	±0.0	-0.73 (M)
Term	NR	NR	NR	55	3.8	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	25	2.3*	±0.4	1,388	3.6*	±0.0	-1.45 (L)
Women	109	3.0*	±0.2	1,649	3.5*	±0.0	-0.54 (M)
Gender Identity							
Male	25	2.3*	±0.4	1,388	3.6*	±0.0	-1.45 (L)
Female	109	3.0*	±0.2	1,649	3.5*	±0.0	-0.54 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	106	3.0*	±0.2	2,782	3.6*	±0.0	-0.67 (M)
Sexual Minority	9	3.0*	±0.7	126	3.8*	±0.2	-0.85 (L)
Sexual Orientation							
Heterosexual or straight	106	3.0*	±0.2	2,782	3.6*	±0.0	-0.67 (M)
Lesbian	NR	NR	NR	31	3.7	±0.3	NR
Gay	NR	NR	NR	48	3.8	±0.3	NR
Bisexual	NR	NR	NR	34	3.8	±0.3	NR
Other	NR	NR	NR	13	3.9	±0.5	NR
I prefer not to say	15	2.2*	±0.3	125	3.2*	±0.2	-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.

4.8.5 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 OS.

Table 4.64 OS – 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	134	3.3*	±0.2	2,961	3.9*	±0.0	-0.55 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.2	±0.5	NA
Wage Grade (WG) 5-8	--	--	--	26	3.9	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	3.2	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	3.9	±0.2	102	3.9	±0.2	-0.03
General Schedule (GS) 7-10	15	2.6*	±0.5	333	3.6*	±0.1	-0.88 (L)
General Schedule (GS) 11-12	54	3.5	±0.3	848	3.8	±0.1	-0.27 (S)
General Schedule (GS) 13-15	53	3.3*	±0.3	1,505	4.0*	±0.1	-0.73 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	82	4.4	±0.2	NR
Other	--	--	--	10	3.5	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	6	3.3*	±1.0	343	4.2*	±0.1	-1.04 (L)
1 to 3 years	30	3.2*	±0.4	590	3.9*	±0.1	-0.66 (M)
4 to 5 years	16	3.9	±0.7	348	3.8	±0.1	0.05
6 to 10 years	39	2.9*	±0.4	675	3.8*	±0.1	-0.83 (L)
11 to 14 years	6	2.9*	±1.3	307	3.8*	±0.1	-0.85 (L)
15 to 20 years	17	3.3	±0.5	268	3.7	±0.1	-0.35 (S)
More than 20 years	18	3.9	±0.5	410	3.9	±0.1	-0.02
Appointment Type							
Permanent	130	3.3*	±0.2	2,902	3.9*	±0.0	-0.52 (M)
Term	NR	NR	NR	55	4.1	±0.2	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.3	±0.4	NA
Non-Seasonal	130	3.3*	±0.2	2,877	3.9*	±0.0	-0.52 (M)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			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	--	--	--	7	3.3	±0.4	NA
Permanent-Non-Seasonal	130	3.3*	±0.2	2,873	3.9*	±0.0	-0.52 (M)
Term	NR	NR	NR	55	4.1	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	27	2.7*	±0.4	1,366	4.0*	±0.1	-1.22 (L)
Women	106	3.4*	±0.2	1,588	3.8*	±0.1	-0.35 (S)
Gender Identity							
Male	27	2.7*	±0.4	1,366	4.0*	±0.1	-1.22 (L)
Female	106	3.4*	±0.2	1,588	3.8*	±0.1	-0.35 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	110	3.4*	±0.2	2,705	3.9*	±0.0	-0.50 (M)
Sexual Minority	9	3.2*	±0.8	121	4.1*	±0.2	-0.93 (L)
Sexual Orientation							
Heterosexual or straight	110	3.4*	±0.2	2,705	3.9*	±0.0	-0.50 (M)
Lesbian	NR	NR	NR	28	4.0	±0.5	NR
Gay	NR	NR	NR	46	4.2	±0.2	NR
Bisexual	NR	NR	NR	34	4.1	±0.3	NR
Other	NR	NR	NR	13	4.1	±0.3	NR
I prefer not to say	10	2.7*	±0.5	124	3.6*	±0.2	-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.

4.8.6 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 OS.

Table 4.65 OS – 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	139	3.2*	±0.2	3,058	3.8*	±0.0	-0.62 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.4	±0.2	NA
Wage Grade (WG) 5-8	--	--	--	26	4.0	±0.5	NA
Wage Grade (WG) 9-16	--	--	--	7	3.6	±0.3	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	3.4	±0.6	117	3.8	±0.2	-0.55 (M)
General Schedule (GS) 7-10	15	2.8*	±0.6	350	3.5*	±0.1	-0.76 (M)
General Schedule (GS) 11-12	59	3.0*	±0.3	873	3.7*	±0.1	-0.69 (M)
General Schedule (GS) 13-15	53	3.5*	±0.3	1,545	3.9*	±0.0	-0.45 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	82	4.2	±0.1	NR
Other	--	--	--	12	3.2	±0.7	NA
Years of Service at Bureau or Office							
Less than 1 year	6	3.4*	±0.6	358	4.1*	±0.1	-0.85 (L)
1 to 3 years	30	3.3*	±0.5	612	3.8*	±0.1	-0.47 (S)
4 to 5 years	16	3.4	±0.7	355	3.8	±0.1	-0.44 (S)
6 to 10 years	39	3.1*	±0.4	702	3.7*	±0.1	-0.60 (M)
11 to 14 years	6	2.7*	±1.2	321	3.7*	±0.1	-0.93 (L)
15 to 20 years	17	3.1*	±0.5	272	3.7*	±0.1	-0.66 (M)
More than 20 years	23	3.2*	±0.6	418	3.8*	±0.1	-0.69 (M)
Appointment Type							
Permanent	135	3.2*	±0.2	3,000	3.8*	±0.0	-0.62 (M)
Term	NR	NR	NR	55	4.2	±0.1	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.4	±0.8	NA
Non-Seasonal	135	3.2*	±0.2	2,974	3.8*	±0.0	-0.62 (M)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			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	--	--	--	7	3.4	±0.8	NA
Permanent-Non-Seasonal	135	3.2*	±0.2	2,970	3.8*	±0.0	-0.62 (M)
Term	NR	NR	NR	55	4.2	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	27	2.8*	±0.4	1,392	3.9*	±0.0	-1.13 (L)
Women	111	3.3*	±0.2	1,660	3.7*	±0.0	-0.45 (S)
Gender Identity							
Male	27	2.8*	±0.4	1,392	3.9*	±0.0	-1.13 (L)
Female	111	3.3*	±0.2	1,660	3.7*	±0.0	-0.45 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	110	3.3*	±0.2	2,797	3.8*	±0.0	-0.53 (M)
Sexual Minority	9	2.6*	±0.7	126	3.9*	±0.2	-1.35 (L)
Sexual Orientation							
Heterosexual or straight	110	3.3*	±0.2	2,797	3.8*	±0.0	-0.53 (M)
Lesbian	NR	NR	NR	31	3.9	±0.4	NR
Gay	NR	NR	NR	48	4.0	±0.3	NR
Bisexual	NR	NR	NR	34	3.9	±0.3	NR
Other	NR	NR	NR	13	3.5	±0.3	NR
I prefer not to say	15	2.8*	±0.7	126	3.5*	±0.2	-0.65 (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.

4.8.7 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 OS.

Table 4.66 OS – 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	139	1.8*	±0.1	3,035	1.9*	±0.0	-0.25 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	2.4	±0.2	NA
Wage Grade (WG) 5-8	--	--	--	26	1.7	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	2.3	±0.6	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	2.0	±0.0	117	1.6	±0.1	0.77 (M)
General Schedule (GS) 7-10	15	1.6	±0.2	350	1.7	±0.1	-0.14
General Schedule (GS) 11-12	59	1.7*	±0.1	864	1.9*	±0.0	-0.29 (S)
General Schedule (GS) 13-15	53	1.9*	±0.1	1,543	2.1*	±0.0	-0.34 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	81	2.0	±0.1	NR
Other	--	--	--	12	2.0	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	6	2.3	±0.4	355	2.0	±0.1	0.60 (M)
1 to 3 years	30	2.0	±0.2	611	1.9	±0.0	0.28 (S)
4 to 5 years	16	1.6*	±0.2	352	2.0*	±0.1	-0.66 (M)
6 to 10 years	39	1.7*	±0.1	700	2.0*	±0.0	-0.43 (S)
11 to 14 years	6	2.1	±0.1	319	1.9	±0.1	0.40 (S)
15 to 20 years	17	1.5*	±0.2	271	1.9*	±0.1	-0.75 (M)
More than 20 years	23	1.8	±0.2	419	2.0	±0.1	-0.33 (S)
Appointment Type							
Permanent	135	1.8*	±0.1	2,976	1.9*	±0.0	-0.27 (S)
Term	NR	NR	NR	55	2.0	±0.1	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	2.5	±0.3	NA
Non-Seasonal	135	1.8*	±0.1	2,951	1.9*	±0.0	-0.26 (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	--	--	--	7	2.5	±0.3	NA
Permanent-Non-Seasonal	135	1.8*	±0.1	2,947	1.9*	±0.0	-0.26 (S)
Term	NR	NR	NR	55	2.0	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	27	1.7*	±0.2	1,390	2.1*	±0.0	-0.79 (M)
Women	111	1.8	±0.1	1,641	1.8	±0.0	0.02
Gender Identity							
Male	27	1.7*	±0.2	1,390	2.1*	±0.0	-0.79 (M)
Female	111	1.8	±0.1	1,641	1.8	±0.0	0.02
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	110	1.8*	±0.1	2,780	2.0*	±0.0	-0.33 (S)
Sexual Minority	9	2.2*	±0.2	125	1.9*	±0.1	0.84 (L)
Sexual Orientation							
Heterosexual or straight	110	1.8*	±0.1	2,780	2.0*	±0.0	-0.33 (S)
Lesbian	NR	NR	NR	30	1.9	±0.1	NR
Gay	NR	NR	NR	48	1.9	±0.1	NR
Bisexual	NR	NR	NR	34	1.8	±0.2	NR
Other	NR	NR	NR	13	1.9	±0.3	NR
I prefer not to say	15	1.9	±0.3	122	1.8	±0.1	0.09

^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 OS.

Table 4.67 OS – Unwanted Sexual Attention and Bystander Harassment

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			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	59	42.9%*	±8.5	262	8.7%*	±1.1	0.83 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	NR	NR	NR	NR
Wage Grade (WG) 5-8	--	--	--	0	0.0%	NA	NA
Wage Grade (WG) 9-16	--	--	--	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	49	14.3%	±4.1	NR
General Schedule (GS) 11-12	25	42.5%*	±13.2	92	10.8%*	±2.3	0.75 (M)
General Schedule (GS) 13-15	27	53.2%*	±14.0	104	6.8%*	±1.4	1.11 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	9	10.9%	±9.0	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	18	5.0%	±2.8	NR
1 to 3 years	NR	NR	NR	57	9.5%	±2.6	NR
4 to 5 years	NR	NR	NR	34	9.6%	±3.6	NR
6 to 10 years	15	39.2%*	±17.1	66	9.5%*	±2.4	0.72 (M)
11 to 14 years	NR	NR	NR	24	7.5%	±3.5	NR
15 to 20 years	NR	NR	NR	34	12.7%	±4.6	NR
More than 20 years	NR	NR	NR	27	6.5%	±2.8	NR
Appointment Type							
Permanent	57	42.9%*	±8.6	260	8.8%*	±1.1	0.83 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	57	42.9%*	±8.6	258	8.8%*	±1.1	0.83 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	57	42.9%*	±8.6	258	8.8%*	±1.1	0.83 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	95	6.9%	±1.5	NR
Women	40	36.5%*	±9.6	166	10.1%*	±1.6	0.65 (M)
Gender Identity							
Male	NR	NR	NR	95	6.9%	±1.5	NR
Female	40	36.5%*	±9.6	166	10.1%*	±1.6	0.65 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	45	41.7%*	±9.6	225	8.1%*	±1.1	0.83 (L)
Sexual Minority	NR	NR	NR	19	15.8%	±7.7	NR
Sexual Orientation							
Heterosexual or straight	45	41.7%*	±9.6	225	8.1%*	±1.1	0.83 (L)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	17	14.0%	±7.4	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 OS – Logistic Regression of Unwanted Sexual Attention 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	2.058	0.687	8.974	--	7.829	--	--	--	--
Sex	-1.302	0.256	25.853	0.000	0.272	0.165	0.449	-420.102	31.759
Age	-0.527	0.213	6.101	0.014	0.591	0.389	0.897	-407.154	5.863
Relationship Status	-0.780	0.200	15.213	0.000	0.458	0.310	0.678	-411.763	15.081
Pay Grade	--	--	9.545	--	--	--	--	--	--
Middle Grade vs. Junior Grade	-1.158	0.557	4.316	0.038	0.314	0.105	0.937	-410.061	11.679
Senior Grade vs. Junior Grade	-0.115	0.466	0.061	0.806	0.892	0.358	2.223	-410.061	11.679
Executive Grade vs. Junior Grade	-0.544	0.934	0.339	0.560	0.580	0.093	3.623	-410.061	11.679
Bystander Harassment Based on Sex/Gender	-1.408	0.237	35.327	0.000	0.245	0.154	0.389	-420.871	33.298
General Intolerance	-0.512	0.115	19.783	0.000	0.599	0.478	0.751	-414.105	19.766
Gender Context	-0.524	0.194	7.317	0.007	0.592	0.405	0.866	-407.928	7.412

Note. N = 2,849, Nagelkerke R Square = 0.198

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 OS.

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

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	30	2.7*	±0.2	3,110	3.6*	±0.0	-0.94 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.1	±0.5	NA
Wage Grade (WG) 5-8	--	--	--	26	3.9	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	3.0	±0.0	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	115	3.8	±0.1	NA
General Schedule (GS) 7-10	NR	NR	NR	353	3.4	±0.1	NR
General Schedule (GS) 11-12	11	3.3	±0.2	913	3.4	±0.1	-0.10
General Schedule (GS) 13-15	17	2.3*	±0.2	1,557	3.7*	±0.0	-1.50 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	83	4.1	±0.2	NA
Other	--	--	--	12	3.4	±0.5	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	--	--	--	352	4.0	±0.1	NA
1 to 3 years	NR	NR	NR	627	3.7	±0.1	NR
4 to 5 years	--	--	--	362	3.5	±0.1	NA
6 to 10 years	7	3.1	±0.2	723	3.5	±0.1	-0.33 (S)
11 to 14 years	NR	NR	NR	323	3.4	±0.1	NR
15 to 20 years	6	3.7	±0.0	284	3.3	±0.1	0.41 (S)
More than 20 years	11	2.2*	±0.2	425	3.6*	±0.1	-1.67 (L)
Appointment Type							
Permanent	30	2.7*	±0.2	3,048	3.6*	±0.0	-0.93 (L)
Term	--	--	--	58	4.0	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.2	±0.2	NA
Non-Seasonal	30	2.7*	±0.2	3,022	3.6*	±0.0	-0.92 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	7	3.2	±0.2	NA
Permanent-Non-Seasonal	30	2.7*	±0.2	3,018	3.6*	±0.0	-0.92 (L)
Term	--	--	--	58	4.0	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	8	2.4*	±0.5	1,396	3.7*	±0.0	-1.39 (L)
Women	22	2.8*	±0.3	1,707	3.5*	±0.0	-0.72 (M)
Gender Identity							
Male	8	2.4*	±0.5	1,396	3.7*	±0.0	-1.39 (L)
Female	22	2.8*	±0.3	1,707	3.5*	±0.0	-0.72 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	5	3.1	±0.6	NA
Sexual Orientation - Collapsed							
Heterosexual	29	2.7*	±0.2	2,826	3.6*	±0.0	-0.96 (L)
Sexual Minority	--	--	--	134	3.7	±0.1	NA

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	29	2.7*	±0.2	2,826	3.6*	±0.0	-0.96 (L)
Lesbian	--	--	--	31	3.5	±0.3	NA
Gay	--	--	--	51	3.9	±0.2	NA
Bisexual	--	--	--	38	3.5	±0.3	NA
Other	--	--	--	14	3.9	±0.3	NA
I prefer not to say	NR	NR	NR	137	3.2	±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.

4.9.2 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 OS.

Table 4.70 OS – 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	32	0.30*	±0.13	3,150	0.62*	±0.02	-0.75 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	0.62	±0.27	NA
Wage Grade (WG) 5-8	--	--	--	23	0.82	±0.15	NA
Wage Grade (WG) 9-16	--	--	--	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	123	0.65	±0.08	NA
General Schedule (GS) 7-10	NR	NR	NR	358	0.59	±0.05	NR
General Schedule (GS) 11-12	11	0.34	±0.27	919	0.53	±0.03	-0.44 (S)
General Schedule (GS) 13-15	17	0.35*	±0.18	1,577	0.67*	±0.02	-0.76 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	83	0.90	±0.06	NA
Other	--	--	--	12	0.83	±0.23	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	364	0.70	±0.04	NA
1 to 3 years	NR	NR	NR	637	0.66	±0.03	NR
4 to 5 years	NR	NR	NR	369	0.60	±0.04	NR
6 to 10 years	7	0.68	±0.36	726	0.60	±0.03	0.18
11 to 14 years	NR	NR	NR	321	0.58	±0.05	NR
15 to 20 years	6	0.00*	±0.00	281	0.54*	±0.05	-1.24 (L)
More than 20 years	11	0.38*	±0.19	432	0.64*	±0.04	-0.62 (M)
Appointment Type							
Permanent	32	0.30*	±0.13	3,087	0.62*	±0.02	-0.74 (M)
Term	--	--	--	58	0.83	±0.08	NA
Temporary	--	--	--	NR	NR	NR	NR

	Experienced sexual coercion			Did not experience sexual coercion			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>
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	32	0.30*	±0.13	3,062	0.62*	±0.02	-0.74 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	32	0.30*	±0.13	3,058	0.62*	±0.02	-0.74 (M)
Term	--	--	--	58	0.83	±0.08	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	1,400	0.67	±0.02	NR
Women	22	0.34*	±0.16	1,743	0.58*	±0.02	-0.55 (M)
Gender Identity							
Male	NR	NR	NR	1,400	0.67	±0.02	NR
Female	22	0.34*	±0.16	1,743	0.58*	±0.02	-0.55 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	5	0.47	±0.44	NA
Sexual Orientation - Collapsed							
Heterosexual	31	0.29*	±0.14	2,865	0.63*	±0.02	-0.78 (M)
Sexual Minority	--	--	--	132	0.61	±0.07	NA
Sexual Orientation							
Heterosexual or straight	31	0.29*	±0.14	2,865	0.63*	±0.02	-0.78 (M)
Lesbian	--	--	--	33	0.52	±0.15	NA
Gay	--	--	--	46	0.67	±0.12	NA
Bisexual	--	--	--	38	0.58	±0.15	NA
Other	--	--	--	14	0.72	±0.19	NA
I prefer not to say	NR	NR	NR	141	0.48	±0.08	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.

4.9.3 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 OS.

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

	Experienced sexual coercion			Did not experience sexual coercion			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>
Overall	32	3.4*	±0.4	3,126	2.7*	±0.0	0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	2.3	±0.3	NA
Wage Grade (WG) 5-8	--	--	--	21	2.7	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	2.8	±0.4	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	123	2.7	±0.1	NA
General Schedule (GS) 7-10	NR	NR	NR	357	2.9	±0.1	NR
General Schedule (GS) 11-12	11	3.3	±0.5	905	2.9	±0.1	0.42 (S)
General Schedule (GS) 13-15	17	3.6*	±0.6	1,572	2.6*	±0.0	1.05 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	82	2.0	±0.1	NA
Other	--	--	--	10	3.4	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	361	2.5	±0.1	NA
1 to 3 years	NR	NR	NR	628	2.7	±0.1	NR
4 to 5 years	NR	NR	NR	368	2.8	±0.1	NR
6 to 10 years	7	2.8	±0.6	726	2.8	±0.1	-0.08
11 to 14 years	NR	NR	NR	319	2.8	±0.1	NR
15 to 20 years	6	4.0*	±0.0	284	2.8*	±0.1	1.40 (L)
More than 20 years	11	3.1	±0.8	419	2.7	±0.1	0.47 (S)
Appointment Type							
Permanent	32	3.4*	±0.4	3,063	2.7*	±0.0	0.71 (M)
Term	--	--	--	58	2.7	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.4	±0.3	NA
Non-Seasonal	32	3.4*	±0.4	3,040	2.7*	±0.0	0.71 (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	--	--	--	7	3.4	±0.3	NA
Permanent-Non-Seasonal	32	3.4*	±0.4	3,036	2.7*	±0.0	0.71 (M)
Term	--	--	--	58	2.7	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	10	4.3*	±0.4	1,400	2.7*	±0.0	1.76 (L)
Women	22	3.0	±0.4	1,719	2.7	±0.0	0.23 (S)
Gender Identity							
Male	10	4.3*	±0.4	1,400	2.7*	±0.0	1.76 (L)
Female	22	3.0	±0.4	1,719	2.7	±0.0	0.23 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	5	3.1	±0.7	NA
Sexual Orientation - Collapsed							
Heterosexual	31	3.4*	±0.4	2,843	2.7*	±0.0	0.74 (M)
Sexual Minority	--	--	--	136	2.7	±0.1	NA
Sexual Orientation							
Heterosexual or straight	31	3.4*	±0.4	2,843	2.7*	±0.0	0.74 (M)
Lesbian	--	--	--	33	2.6	±0.3	NA
Gay	--	--	--	51	2.7	±0.2	NA
Bisexual	--	--	--	38	2.7	±0.4	NA
Other	--	--	--	14	2.9	±0.3	NA
I prefer not to say	NR	NR	NR	134	3.0	±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.

4.9.4 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 OS.

Table 4.72 OS – 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	30	2.7*	±0.3	3,148	3.6*	±0.0	-0.94 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	3.3	±0.1	NA
Wage Grade (WG) 5-8	--	--	--	26	3.5	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	3.4	±0.3	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	121	3.7	±0.1	NA
General Schedule (GS) 7-10	NR	NR	NR	359	3.3	±0.1	NR
General Schedule (GS) 11-12	11	2.8*	±0.1	920	3.4*	±0.1	-0.69 (M)
General Schedule (GS) 13-15	17	2.6*	±0.6	1,570	3.7*	±0.0	-1.18 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	83	4.2	±0.1	NA
Other	--	--	--	12	2.8	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	362	3.9	±0.1	NA
1 to 3 years	NR	NR	NR	634	3.6	±0.1	NR
4 to 5 years	--	--	--	369	3.5	±0.1	NA
6 to 10 years	7	2.6*	±0.2	730	3.4*	±0.1	-0.83 (L)
11 to 14 years	NR	NR	NR	319	3.5	±0.1	NR
15 to 20 years	6	2.8	±0.0	282	3.4	±0.1	-0.63 (M)
More than 20 years	11	3.3	±0.8	430	3.6	±0.1	-0.39 (S)
Appointment Type							
Permanent	30	2.7*	±0.3	3,085	3.6*	±0.0	-0.93 (L)
Term	--	--	--	58	3.8	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.3	±0.3	NA
Non-Seasonal	30	2.7*	±0.3	3,060	3.6*	±0.0	-0.93 (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	--	--	--	7	3.3	±0.3	NA
Permanent-Non-Seasonal	30	2.7*	±0.3	3,056	3.6*	±0.0	-0.93 (L)
Term	--	--	--	58	3.8	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	8	1.8*	±0.3	1,405	3.6*	±0.0	-1.96 (L)
Women	22	3.0*	±0.4	1,735	3.5*	±0.0	-0.54 (M)
Gender Identity							
Male	8	1.8*	±0.3	1,405	3.6*	±0.0	-1.96 (L)
Female	22	3.0*	±0.4	1,735	3.5*	±0.0	-0.54 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	5	3.4	±0.5	NA
Sexual Orientation - Collapsed							
Heterosexual	29	2.7*	±0.4	2,860	3.6*	±0.0	-0.99 (L)
Sexual Minority	--	--	--	136	3.7	±0.2	NA
Sexual Orientation							
Heterosexual or straight	29	2.7*	±0.4	2,860	3.6*	±0.0	-0.99 (L)
Lesbian	--	--	--	33	3.7	±0.3	NA
Gay	--	--	--	51	3.7	±0.2	NA
Bisexual	--	--	--	38	3.7	±0.4	NA
Other	--	--	--	14	3.9	±0.4	NA
I prefer not to say	NR	NR	NR	139	3.1	±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.

4.9.5 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 OS.

Table 4.73 OS – 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	32	3.0*	±0.4	3,062	3.9*	±0.0	-0.86 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.2	±0.5	NA
Wage Grade (WG) 5-8	--	--	--	26	3.9	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	3.2	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	108	3.9	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	343	3.6	±0.1	NR
General Schedule (GS) 11-12	11	3.0*	±0.2	891	3.8*	±0.1	-0.68 (M)
General Schedule (GS) 13-15	17	3.3*	±0.7	1,541	4.0*	±0.1	-0.71 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	83	4.4	±0.2	NA
Other	--	--	--	10	3.5	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	349	4.2	±0.1	NA
1 to 3 years	NR	NR	NR	617	3.9	±0.1	NR
4 to 5 years	NR	NR	NR	362	3.8	±0.1	NR
6 to 10 years	7	2.7*	±0.2	706	3.8*	±0.1	-1.05 (L)
11 to 14 years	NR	NR	NR	309	3.8	±0.1	NR
15 to 20 years	6	3.3	±0.0	279	3.7	±0.1	-0.43 (S)
More than 20 years	11	3.8	±0.7	418	3.9	±0.1	-0.14
Appointment Type							
Permanent	32	3.0*	±0.4	3,000	3.9*	±0.0	-0.86 (L)
Term	--	--	--	58	4.0	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.3	±0.4	NA
Non-Seasonal	32	3.0*	±0.4	2,974	3.9*	±0.0	-0.86 (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	--	--	--	7	3.3	±0.4	NA
Permanent-Non-Seasonal	32	3.0*	±0.4	2,970	3.9*	±0.0	-0.86 (L)
Term	--	--	--	58	4.0	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	10	2.3*	±0.5	1,383	3.9*	±0.1	-1.67 (L)
Women	22	3.3*	±0.5	1,672	3.8*	±0.1	-0.49 (S)
Gender Identity							
Male	10	2.3*	±0.5	1,383	3.9*	±0.1	-1.67 (L)
Female	22	3.3*	±0.5	1,672	3.8*	±0.1	-0.49 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	5	4.0	±0.6	NA
Sexual Orientation - Collapsed							
Heterosexual	31	3.0*	±0.4	2,784	3.9*	±0.0	-0.86 (L)
Sexual Minority	--	--	--	131	4.0	±0.2	NA
Sexual Orientation							
Heterosexual or straight	31	3.0*	±0.4	2,784	3.9*	±0.0	-0.86 (L)
Lesbian	--	--	--	30	4.0	±0.4	NA
Gay	--	--	--	49	4.1	±0.2	NA
Bisexual	--	--	--	38	3.9	±0.3	NA
Other	--	--	--	14	4.1	±0.3	NA
I prefer not to say	NR	NR	NR	132	3.6	±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.

4.9.6 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 OS.

Table 4.74 OS – 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	32	2.8*	±0.4	3,165	3.8*	±0.0	-1.00 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.4	±0.2	NA
Wage Grade (WG) 5-8	--	--	--	26	4.0	±0.5	NA
Wage Grade (WG) 9-16	--	--	--	7	3.6	±0.3	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	123	3.8	±0.1	NA
General Schedule (GS) 7-10	NR	NR	NR	361	3.5	±0.1	NR
General Schedule (GS) 11-12	11	2.6*	±0.2	922	3.7*	±0.1	-1.09 (L)
General Schedule (GS) 13-15	17	3.3*	±0.7	1,581	3.9*	±0.0	-0.56 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	83	4.2	±0.1	NA
Other	--	--	--	12	3.2	±0.7	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	364	4.1	±0.1	NA
1 to 3 years	NR	NR	NR	640	3.8	±0.1	NR
4 to 5 years	NR	NR	NR	369	3.8	±0.1	NR
6 to 10 years	7	2.4*	±0.7	734	3.7*	±0.1	-1.24 (L)
11 to 14 years	NR	NR	NR	323	3.7	±0.1	NR
15 to 20 years	6	2.6*	±0.0	283	3.7*	±0.1	-1.13 (L)
More than 20 years	11	4.1	±0.4	430	3.8	±0.1	0.34 (S)
Appointment Type							
Permanent	32	2.8*	±0.4	3,102	3.8*	±0.0	-0.99 (L)
Term	--	--	--	58	4.2	±0.1	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.4	±0.8	NA
Non-Seasonal	32	2.8*	±0.4	3,077	3.8*	±0.0	-0.99 (L)

	Experienced sexual coercion			Did not experience sexual coercion			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	--	--	--	7	3.4	±0.8	NA
Permanent-Non-Seasonal	32	2.8*	±0.4	3,073	3.8*	±0.0	-0.99 (L)
Term	--	--	--	58	4.2	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	10	2.7*	±0.9	1,409	3.9*	±0.0	-1.24 (L)
Women	22	2.8*	±0.5	1,749	3.7*	±0.0	-0.86 (L)
Gender Identity							
Male	10	2.7*	±0.9	1,409	3.9*	±0.0	-1.24 (L)
Female	22	2.8*	±0.5	1,749	3.7*	±0.0	-0.86 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	5	4.0	±0.5	NA
Sexual Orientation - Collapsed							
Heterosexual	31	2.8*	±0.4	2,876	3.8*	±0.0	-1.04 (L)
Sexual Minority	--	--	--	136	3.8	±0.2	NA
Sexual Orientation							
Heterosexual or straight	31	2.8*	±0.4	2,876	3.8*	±0.0	-1.04 (L)
Lesbian	--	--	--	33	3.8	±0.4	NA
Gay	--	--	--	51	3.9	±0.3	NA
Bisexual	--	--	--	38	3.7	±0.4	NA
Other	--	--	--	14	3.5	±0.3	NA
I prefer not to say	NR	NR	NR	139	3.5	±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.

4.9.7 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 OS.

Table 4.75 OS – 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	32	1.6*	±0.2	3,142	1.9*	±0.0	-0.55 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	2.4	±0.2	NA
Wage Grade (WG) 5-8	--	--	--	26	1.7	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	2.3	±0.6	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	123	1.6	±0.1	NA
General Schedule (GS) 7-10	NR	NR	NR	361	1.6	±0.1	NR
General Schedule (GS) 11-12	11	1.5*	±0.4	913	1.9*	±0.0	-0.69 (M)
General Schedule (GS) 13-15	17	1.7*	±0.2	1,579	2.1*	±0.0	-0.72 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	82	2.1	±0.1	NA
Other	--	--	--	12	2.0	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	361	2.0	±0.1	NA
1 to 3 years	NR	NR	NR	638	1.9	±0.0	NR
4 to 5 years	NR	NR	NR	366	1.9	±0.1	NR
6 to 10 years	7	1.5*	±0.3	732	2.0*	±0.0	-0.89 (L)
11 to 14 years	NR	NR	NR	321	1.9	±0.1	NR
15 to 20 years	6	1.3*	±0.0	283	1.9*	±0.1	-0.98 (L)
More than 20 years	11	1.8	±0.3	431	2.0	±0.0	-0.30 (S)
Appointment Type							
Permanent	32	1.6*	±0.2	3,079	1.9*	±0.0	-0.54 (M)
Term	--	--	--	58	2.0	±0.1	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	2.5	±0.3	NA
Non-Seasonal	32	1.6*	±0.2	3,054	1.9*	±0.0	-0.54 (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	--	--	--	7	2.5	±0.3	NA
Permanent-Non-Seasonal	32	1.6*	±0.2	3,050	1.9*	±0.0	-0.54 (M)
Term	--	--	--	58	2.0	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	10	1.6*	±0.3	1,407	2.1*	±0.0	-0.95 (L)
Women	22	1.7	±0.2	1,729	1.8	±0.0	-0.29 (S)
Gender Identity							
Male	10	1.6*	±0.3	1,407	2.1*	±0.0	-0.95 (L)
Female	22	1.7	±0.2	1,729	1.8	±0.0	-0.29 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	5	2.1	±0.2	NA
Sexual Orientation - Collapsed							
Heterosexual	31	1.6*	±0.1	2,860	1.9*	±0.0	-0.71 (M)
Sexual Minority	--	--	--	135	1.9	±0.1	NA
Sexual Orientation							
Heterosexual or straight	31	1.6*	±0.1	2,860	1.9*	±0.0	-0.71 (M)
Lesbian	--	--	--	32	1.9	±0.1	NA
Gay	--	--	--	51	1.9	±0.1	NA
Bisexual	--	--	--	38	1.9	±0.2	NA
Other	--	--	--	14	2.0	±0.2	NA
I prefer not to say	NR	NR	NR	135	1.8	±0.1	NR

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

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

4.9.8 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 OS.

Table 4.76 OS – Sexual Coercion and Bystander Harassment

	Experienced sexual coercion			Did not experience sexual coercion			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	NR	NR	NR	306	9.8%	±1.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	NR	NR	NR	NR
Wage Grade (WG) 5-8	--	--	--	0	0.0%	NA	NA
Wage Grade (WG) 9-16	--	--	--	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	51	14.4%	±4.1	NR
General Schedule (GS) 11-12	NR	NR	NR	117	13.0%	±2.4	NR
General Schedule (GS) 13-15	NR	NR	NR	121	7.7%	±1.4	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	10.7%	±8.9	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	18	4.9%	±2.8	NA
1 to 3 years	NR	NR	NR	72	11.5%	±2.7	NR
4 to 5 years	NR	NR	NR	40	10.9%	±3.6	NR
6 to 10 years	NR	NR	NR	76	10.6%	±2.5	NR
11 to 14 years	NR	NR	NR	24	7.5%	±3.5	NR
15 to 20 years	NR	NR	NR	42	15.1%	±4.7	NR
More than 20 years	NR	NR	NR	32	7.5%	±2.9	NR
Appointment Type							
Permanent	NR	NR	NR	303	9.9%	±1.1	NR
Term	--	--	--	NR	NR	NR	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	NR	NR	NR	300	9.9%	±1.1	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	300	9.9%	±1.1	NR
Term	--	--	--	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	103	7.4%	±1.5	NR
Women	NR	NR	NR	201	11.7%	±1.6	NR
Gender Identity							
Male	NR	NR	NR	103	7.4%	±1.5	NR
Female	NR	NR	NR	201	11.7%	±1.6	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	256	9.0%	±1.1	NR
Sexual Minority	--	--	--	26	19.9%	±7.8	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	256	9.0%	±1.1	NR
Lesbian	--	--	--	6	16.9%	±17.9	NA
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	13	36.4%	±17.4	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	24	17.6%	±7.4	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 OS – 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	-2.325	1.093	4.527	--	0.098	--	--	--	--
Sex	-1.245	0.533	5.462	0.019	0.288	0.101	0.818	-123.772	6.644
Relationship Status	-1.217	0.408	8.903	0.003	0.296	0.133	0.659	-125.129	9.358
Years of Service at Bureau or Office	0.654	0.137	22.749	0.000	1.924	1.470	2.518	-135.458	30.016
Organizational Trust	-0.624	0.221	7.981	0.005	0.536	0.348	0.826	-124.536	8.170
Bystander Harassment Based on Sex/Gender	-1.287	0.467	7.589	0.006	0.276	0.110	0.690	-123.923	6.946
Gender Context	-0.846	0.378	5.017	0.025	0.429	0.205	0.900	-123.084	5.266

Note. N = 2,849, Nagelkerke R Square = 0.242

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 OS.

Table 4.78 OS – 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>	
Overall	417	2.9*	±0.1	2,725	3.7*	±0.0	-0.92 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.1	±0.5	NA
Wage Grade (WG) 5-8	--	--	--	26	3.9	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	3.0	±0.0	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	16	3.5	±0.2	99	3.9	±0.1	-0.50 (M)
General Schedule (GS) 7-10	54	2.6*	±0.2	302	3.5*	±0.1	-1.16 (L)
General Schedule (GS) 11-12	128	2.9*	±0.2	796	3.5*	±0.1	-0.75 (M)
General Schedule (GS) 13-15	194	2.9*	±0.1	1,380	3.8*	±0.0	-1.04 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	21	3.3*	±0.5	64	4.2*	±0.2	-1.21 (L)
Other	--	--	--	12	3.4	±0.5	NA

	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	44	3.7*	±0.2	309	4.0*	±0.1	-0.41 (S)
1 to 3 years	75	3.0*	±0.2	555	3.8*	±0.1	-0.91 (L)
4 to 5 years	51	2.7*	±0.3	310	3.6*	±0.1	-1.06 (L)
6 to 10 years	89	2.7*	±0.2	642	3.5*	±0.1	-0.92 (L)
11 to 14 years	50	2.7*	±0.3	277	3.5*	±0.1	-0.93 (L)
15 to 20 years	53	2.7*	±0.2	236	3.5*	±0.1	-0.92 (L)
More than 20 years	49	2.7*	±0.3	388	3.7*	±0.1	-1.30 (L)
Appointment Type							
Permanent	408	2.9*	±0.1	2,671	3.7*	±0.0	-0.92 (L)
Term	9	3.0*	±0.7	49	4.1*	±0.2	-1.44 (L)
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.2	±0.2	NA
Non-Seasonal	408	2.9*	±0.1	2,646	3.7*	±0.0	-0.91 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	7	3.2	±0.2	NA
Permanent-Non-Seasonal	408	2.9*	±0.1	2,642	3.7*	±0.0	-0.91 (L)
Term	9	3.0*	±0.7	49	4.1*	±0.2	-1.44 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	104	2.8*	±0.2	1,300	3.8*	±0.0	-1.12 (L)
Women	311	2.9*	±0.1	1,419	3.6*	±0.0	-0.82 (L)
Gender Identity							
Male	104	2.8*	±0.2	1,300	3.8*	±0.0	-1.12 (L)
Female	311	2.9*	±0.1	1,419	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	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	368	2.9*	±0.1	2,488	3.7*	±0.0	-0.96 (L)
Sexual Minority	20	3.2*	±0.3	114	3.8*	±0.1	-0.79 (M)

	Experienced gender harassment			Did not experience gender 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>
Sexual Orientation							
Heterosexual or straight	368	2.9*	±0.1	2,488	3.7*	±0.0	-0.96 (L)
Lesbian	NR	NR	NR	27	3.6	±0.3	NR
Gay	7	3.6	±0.1	44	4.0	±0.2	-0.67 (M)
Bisexual	7	3.1	±0.4	31	3.6	±0.3	-0.56 (M)
Other	NR	NR	NR	12	3.9	±0.4	NR
I prefer not to say	27	2.8*	±0.3	112	3.3*	±0.2	-0.56 (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.

4.10.2 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 OS.

Table 4.79 OS – 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	423	0.40*	±0.04	2,761	0.65*	±0.02	-0.61 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	0.62	±0.27	NA
Wage Grade (WG) 5-8	--	--	--	23	0.82	±0.15	NA
Wage Grade (WG) 9-16	--	--	--	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	18	0.51	±0.21	105	0.67	±0.09	-0.34 (S)
General Schedule (GS) 7-10	56	0.28*	±0.10	306	0.64*	±0.05	-0.84 (L)
General Schedule (GS) 11-12	130	0.37*	±0.07	800	0.56*	±0.03	-0.41 (S)
General Schedule (GS) 13-15	194	0.40*	±0.06	1,400	0.70*	±0.02	-0.72 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	21	0.60*	±0.21	64	0.97*	±0.02	-1.45 (L)
Other	--	--	--	12	0.83	±0.23	NA
Years of Service at Bureau or Office							
Less than 1 year	44	0.58	±0.13	320	0.71	±0.05	-0.31 (S)
1 to 3 years	77	0.41*	±0.09	563	0.69*	±0.03	-0.66 (M)
4 to 5 years	53	0.42*	±0.11	318	0.63*	±0.05	-0.47 (S)
6 to 10 years	89	0.34*	±0.09	645	0.64*	±0.03	-0.71 (M)
11 to 14 years	50	0.36*	±0.12	275	0.61*	±0.05	-0.58 (M)
15 to 20 years	55	0.38*	±0.11	232	0.56*	±0.06	-0.41 (S)
More than 20 years	49	0.29*	±0.11	395	0.67*	±0.04	-0.94 (L)
Appointment Type							
Permanent	414	0.39*	±0.04	2,708	0.65*	±0.02	-0.59 (M)
Term	9	0.41*	±0.26	49	0.90*	±0.07	-1.80 (L)
Temporary	--	--	--	NR	NR	NR	NR

	Experienced gender harassment			Did not experience gender 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>
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	414	0.39*	±0.04	2,682	0.65*	±0.02	-0.59 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	414	0.39*	±0.04	2,678	0.65*	±0.02	-0.59 (M)
Term	9	0.41*	±0.26	49	0.90*	±0.07	-1.80 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	106	0.34*	±0.08	1,304	0.69*	±0.02	-0.85 (L)
Women	315	0.41*	±0.05	1,452	0.62*	±0.02	-0.47 (S)
Gender Identity							
Male	106	0.34*	±0.08	1,304	0.69*	±0.02	-0.85 (L)
Female	315	0.41*	±0.05	1,452	0.62*	±0.02	-0.47 (S)
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	372	0.40*	±0.04	2,525	0.66*	±0.02	-0.62 (M)
Sexual Minority	20	0.48	±0.17	112	0.63	±0.08	-0.35 (S)
Sexual Orientation							
Heterosexual or straight	372	0.40*	±0.04	2,525	0.66*	±0.02	-0.62 (M)
Lesbian	NR	NR	NR	29	0.54	±0.16	NR
Gay	7	0.40	±0.33	40	0.71	±0.13	-0.75 (M)
Bisexual	7	0.55	±0.29	31	0.58	±0.17	-0.07
Other	NR	NR	NR	12	0.73	±0.20	NR
I prefer not to say	29	0.33	±0.15	114	0.51	±0.09	-0.40 (S)

^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 OS.

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

	Experienced gender harassment			Did not experience gender 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>
Overall	414	3.2*	±0.1	2,746	2.7*	±0.0	0.61 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	2.3	±0.3	NA
Wage Grade (WG) 5-8	--	--	--	21	2.7	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	2.8	±0.4	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	18	3.1	±0.3	105	2.7	±0.2	0.50 (M)
General Schedule (GS) 7-10	53	3.5*	±0.2	308	2.8*	±0.1	0.83 (L)
General Schedule (GS) 11-12	125	3.5*	±0.2	791	2.8*	±0.1	0.74 (M)
General Schedule (GS) 13-15	192	3.0*	±0.1	1,397	2.6*	±0.0	0.52 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	21	2.7*	±0.4	62	1.9*	±0.1	1.07 (L)
Other	--	--	--	10	3.4	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	44	2.8*	±0.3	317	2.5*	±0.1	0.48 (S)
1 to 3 years	75	3.0*	±0.3	556	2.6*	±0.1	0.38 (S)
4 to 5 years	53	3.6*	±0.3	316	2.7*	±0.1	0.97 (L)
6 to 10 years	89	3.3*	±0.2	645	2.8*	±0.1	0.59 (M)
11 to 14 years	50	3.3*	±0.2	273	2.7*	±0.1	0.64 (M)
15 to 20 years	55	3.3*	±0.3	235	2.7*	±0.1	0.68 (M)
More than 20 years	42	3.1*	±0.4	389	2.6*	±0.1	0.50 (M)
Appointment Type							
Permanent	405	3.2*	±0.1	2,693	2.7*	±0.0	0.60 (M)
Term	9	3.4*	±0.4	49	2.5*	±0.2	1.16 (L)
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.4	±0.3	NA
Non-Seasonal	405	3.2*	±0.1	2,670	2.7*	±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	--	--	--	7	3.4	±0.3	NA
Permanent-Non-Seasonal	405	3.2*	±0.1	2,665	2.7*	±0.0	0.60 (M)
Term	9	3.4*	±0.4	49	2.5*	±0.2	1.16 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	104	3.6*	±0.2	1,306	2.7*	±0.0	1.05 (L)
Women	308	3.1*	±0.1	1,435	2.7*	±0.0	0.45 (S)
Gender Identity							
Male	104	3.6*	±0.2	1,306	2.7*	±0.0	1.05 (L)
Female	308	3.1*	±0.1	1,435	2.7*	±0.0	0.45 (S)
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	371	3.2*	±0.1	2,505	2.7*	±0.0	0.63 (M)
Sexual Minority	20	3.2*	±0.4	116	2.6*	±0.2	0.68 (M)
Sexual Orientation							
Heterosexual or straight	371	3.2*	±0.1	2,505	2.7*	±0.0	0.63 (M)
Lesbian	NR	NR	NR	29	2.5	±0.2	NR
Gay	7	3.2	±0.6	44	2.6	±0.2	0.74 (M)
Bisexual	7	2.9	±0.6	31	2.7	±0.4	0.14
Other	NR	NR	NR	12	2.8	±0.3	NR
I prefer not to say	22	3.1	±0.4	114	2.9	±0.2	0.19

^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 OS.

Table 4.81 OS – 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	415	3.0*	±0.1	2,765	3.6*	±0.0	-0.77 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	3.3	±0.1	NA
Wage Grade (WG) 5-8	--	--	--	26	3.5	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	3.4	±0.3	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	16	3.6	±0.3	105	3.7	±0.2	-0.17
General Schedule (GS) 7-10	51	2.6*	±0.2	310	3.4*	±0.1	-0.96 (L)
General Schedule (GS) 11-12	130	2.7*	±0.2	801	3.5*	±0.1	-0.90 (L)
General Schedule (GS) 13-15	192	3.1*	±0.2	1,395	3.7*	±0.0	-0.72 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	21	3.3*	±0.4	64	4.4*	±0.1	-1.80 (L)
Other	--	--	--	12	2.8	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	44	3.4*	±0.3	319	4.0*	±0.1	-0.69 (M)
1 to 3 years	73	3.0*	±0.3	564	3.7*	±0.1	-0.76 (M)
4 to 5 years	51	2.8*	±0.2	318	3.6*	±0.1	-0.92 (L)
6 to 10 years	89	2.8*	±0.2	648	3.5*	±0.1	-0.73 (M)
11 to 14 years	50	2.6*	±0.3	273	3.6*	±0.1	-0.99 (L)
15 to 20 years	53	2.9*	±0.3	235	3.5*	±0.1	-0.68 (M)
More than 20 years	49	3.1*	±0.3	393	3.7*	±0.1	-0.63 (M)
Appointment Type							
Permanent	406	2.9*	±0.1	2,711	3.6*	±0.0	-0.76 (M)
Term	9	3.1*	±0.5	49	3.9*	±0.1	-1.36 (L)
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.3	±0.3	NA
Non-Seasonal	406	2.9*	±0.1	2,686	3.6*	±0.0	-0.76 (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	--	--	--	7	3.3	±0.3	NA
Permanent-Non-Seasonal	406	2.9*	±0.1	2,682	3.6*	±0.0	-0.76 (M)
Term	9	3.1*	±0.5	49	3.9*	±0.1	-1.36 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	104	2.6*	±0.2	1,310	3.7*	±0.0	-1.16 (L)
Women	309	3.0*	±0.1	1,450	3.6*	±0.0	-0.61 (M)
Gender Identity							
Male	104	2.6*	±0.2	1,310	3.7*	±0.0	-1.16 (L)
Female	309	3.0*	±0.1	1,450	3.6*	±0.0	-0.61 (M)
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	367	3.0*	±0.1	2,523	3.7*	±0.0	-0.77 (M)
Sexual Minority	20	3.2*	±0.3	116	3.8*	±0.2	-0.68 (M)
Sexual Orientation							
Heterosexual or straight	367	3.0*	±0.1	2,523	3.7*	±0.0	-0.77 (M)
Lesbian	NR	NR	NR	29	3.8	±0.4	NR
Gay	7	3.0*	±0.2	44	3.8*	±0.3	-0.94 (L)
Bisexual	7	3.4	±0.8	31	3.8	±0.4	-0.30 (S)
Other	NR	NR	NR	12	3.9	±0.5	NR
I prefer not to say	27	2.6*	±0.4	114	3.3*	±0.2	-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.

4.10.5 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 OS.

Table 4.82 OS – 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	409	3.2*	±0.1	2,688	4.0*	±0.0	-0.73 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.2	±0.5	NA
Wage Grade (WG) 5-8	--	--	--	26	3.9	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	3.2	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	16	3.3*	±0.5	92	4.0*	±0.2	-0.77 (M)
General Schedule (GS) 7-10	53	2.8*	±0.3	294	3.7*	±0.1	-0.73 (M)
General Schedule (GS) 11-12	125	2.9*	±0.2	777	3.9*	±0.1	-0.90 (L)
General Schedule (GS) 13-15	188	3.4*	±0.2	1,370	4.1*	±0.1	-0.63 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	21	3.7*	±0.5	64	4.5*	±0.1	-1.04 (L)
Other	--	--	--	10	3.5	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	44	3.6*	±0.4	306	4.3*	±0.1	-0.73 (M)
1 to 3 years	75	3.3*	±0.3	545	4.0*	±0.1	-0.63 (M)
4 to 5 years	53	3.1*	±0.4	311	3.9*	±0.1	-0.80 (L)
6 to 10 years	87	3.2*	±0.3	627	3.9*	±0.1	-0.66 (M)
11 to 14 years	48	2.9*	±0.4	265	4.0*	±0.1	-1.10 (L)
15 to 20 years	53	3.0*	±0.4	232	3.8*	±0.1	-0.81 (L)
More than 20 years	42	3.6*	±0.4	388	4.0*	±0.1	-0.39 (S)
Appointment Type							
Permanent	399	3.2*	±0.1	2,635	4.0*	±0.0	-0.72 (M)
Term	9	3.4*	±0.5	49	4.1*	±0.2	-0.88 (L)
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.3	±0.4	NA
Non-Seasonal	399	3.2*	±0.1	2,609	4.0*	±0.0	-0.73 (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	--	--	--	7	3.3	±0.4	NA
Permanent-Non-Seasonal	399	3.2*	±0.1	2,605	4.0*	±0.0	-0.73 (M)
Term	9	3.4*	±0.5	49	4.1*	±0.2	-0.88 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	102	3.0*	±0.3	1,291	4.0*	±0.1	-1.00 (L)
Women	304	3.3*	±0.1	1,392	3.9*	±0.1	-0.61 (M)
Gender Identity							
Male	102	3.0*	±0.3	1,291	4.0*	±0.1	-1.00 (L)
Female	304	3.3*	±0.1	1,392	3.9*	±0.1	-0.61 (M)
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	365	3.2*	±0.1	2,452	4.0*	±0.0	-0.76 (M)
Sexual Minority	20	3.8	±0.5	111	4.1	±0.2	-0.25 (S)
Sexual Orientation							
Heterosexual or straight	365	3.2*	±0.1	2,452	4.0*	±0.0	-0.76 (M)
Lesbian	NR	NR	NR	26	4.2	±0.4	NR
Gay	7	4.1	±0.4	42	4.1	±0.3	-0.04
Bisexual	7	3.9	±0.5	31	3.9	±0.4	-0.06
Other	NR	NR	NR	12	4.1	±0.4	NR
I prefer not to say	22	3.0*	±0.5	112	3.7*	±0.2	-0.57 (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.

4.10.6 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 OS.

Table 4.83 OS – 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	423	3.1*	±0.1	2,776	3.9*	±0.0	-0.86 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.4	±0.2	NA
Wage Grade (WG) 5-8	--	--	--	26	4.0	±0.5	NA
Wage Grade (WG) 9-16	--	--	--	7	3.6	±0.3	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	18	2.9*	±0.3	105	4.0*	±0.1	-1.37 (L)
General Schedule (GS) 7-10	56	2.5*	±0.3	310	3.7*	±0.1	-1.31 (L)
General Schedule (GS) 11-12	130	2.9*	±0.2	803	3.8*	±0.1	-0.93 (L)
General Schedule (GS) 13-15	194	3.3*	±0.2	1,404	3.9*	±0.0	-0.69 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	21	3.4*	±0.4	64	4.4*	±0.1	-1.56 (L)
Other	--	--	--	12	3.2	±0.7	NA
Years of Service at Bureau or Office							
Less than 1 year	44	3.3*	±0.3	320	4.2*	±0.1	-1.11 (L)
1 to 3 years	77	2.9*	±0.3	566	3.9*	±0.1	-1.02 (L)
4 to 5 years	53	2.9*	±0.3	318	3.9*	±0.1	-1.15 (L)
6 to 10 years	89	3.0*	±0.2	652	3.7*	±0.1	-0.70 (M)
11 to 14 years	50	2.9*	±0.3	277	3.8*	±0.1	-0.94 (L)
15 to 20 years	55	3.0*	±0.3	234	3.8*	±0.1	-0.89 (L)
More than 20 years	49	3.4*	±0.3	393	3.8*	±0.1	-0.50 (M)
Appointment Type							
Permanent	414	3.0*	±0.1	2,722	3.9*	±0.0	-0.87 (L)
Term	9	3.9	±0.2	49	4.2	±0.2	-0.60 (M)
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.4	±0.8	NA
Non-Seasonal	414	3.0*	±0.1	2,697	3.9*	±0.0	-0.87 (L)

	Experienced gender harassment			Did not experience gender 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	--	--	--	7	3.4	±0.8	NA
Permanent-Non-Seasonal	414	3.0*	±0.1	2,693	3.9*	±0.0	-0.87 (L)
Term	9	3.9	±0.2	49	4.2	±0.2	-0.60 (M)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	106	2.8*	±0.2	1,313	3.9*	±0.0	-1.35 (L)
Women	315	3.2*	±0.1	1,458	3.8*	±0.0	-0.66 (M)
Gender Identity							
Male	106	2.8*	±0.2	1,313	3.9*	±0.0	-1.35 (L)
Female	315	3.2*	±0.1	1,458	3.8*	±0.0	-0.66 (M)
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	372	3.1*	±0.1	2,536	3.9*	±0.0	-0.86 (L)
Sexual Minority	20	3.2*	±0.4	116	3.9*	±0.2	-0.69 (M)
Sexual Orientation							
Heterosexual or straight	372	3.1*	±0.1	2,536	3.9*	±0.0	-0.86 (L)
Lesbian	NR	NR	NR	29	4.0	±0.4	NR
Gay	7	3.0*	±0.6	44	4.1*	±0.3	-1.08 (L)
Bisexual	7	3.8	±0.7	31	3.7	±0.4	0.06
Other	NR	NR	NR	12	3.5	±0.4	NR
I prefer not to say	29	2.6*	±0.5	112	3.7*	±0.2	-0.94 (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 OS.

Table 4.84 OS – 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	420	2.0	±0.0	2,756	1.9	±0.0	0.04
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	2.4	±0.2	NA
Wage Grade (WG) 5-8	--	--	--	26	1.7	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	2.3	±0.6	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	18	1.9*	±0.2	105	1.6*	±0.1	0.73 (M)
General Schedule (GS) 7-10	56	1.7	±0.1	310	1.6	±0.1	0.06
General Schedule (GS) 11-12	128	2.0	±0.1	795	1.9	±0.0	0.19
General Schedule (GS) 13-15	192	2.0	±0.1	1,404	2.1	±0.0	-0.04
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	21	1.9	±0.2	63	2.1	±0.1	-0.43 (S)
Other	--	--	--	12	2.0	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	44	2.2*	±0.1	317	2.0*	±0.1	0.47 (S)
1 to 3 years	77	2.0	±0.1	564	1.9	±0.0	0.20 (S)
4 to 5 years	53	1.9	±0.1	315	1.9	±0.1	-0.01
6 to 10 years	89	1.9	±0.1	650	2.0	±0.0	-0.08
11 to 14 years	47	2.0	±0.1	277	1.9	±0.1	0.08
15 to 20 years	55	1.8	±0.1	233	1.9	±0.1	-0.16
More than 20 years	49	2.0	±0.1	394	2.0	±0.1	-0.09
Appointment Type							
Permanent	410	1.9	±0.0	2,703	1.9	±0.0	0.02
Term	9	2.2*	±0.2	49	2.0*	±0.1	0.73 (M)
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	2.5	±0.3	NA
Non-Seasonal	410	1.9	±0.0	2,678	1.9	±0.0	0.03

	Experienced gender harassment			Did not experience gender 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	--	--	--	7	2.5	±0.3	NA
Permanent-Non-Seasonal	410	1.9	±0.0	2,673	1.9	±0.0	0.03
Term	9	2.2*	±0.2	49	2.0*	±0.1	0.73 (M)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	104	1.9*	±0.1	1,313	2.1*	±0.0	-0.44 (S)
Women	314	2.0*	±0.1	1,439	1.8*	±0.0	0.38 (S)
Gender Identity							
Male	104	1.9*	±0.1	1,313	2.1*	±0.0	-0.44 (S)
Female	314	2.0*	±0.1	1,439	1.8*	±0.0	0.38 (S)
Transgender	NR	NR	NR	--	--	--	NA
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	369	2.0	±0.1	2,523	1.9	±0.0	0.06
Sexual Minority	20	1.9	±0.2	115	1.9	±0.1	0.01
Sexual Orientation							
Heterosexual or straight	369	2.0	±0.1	2,523	1.9	±0.0	0.06
Lesbian	NR	NR	NR	28	1.9	±0.1	NR
Gay	7	2.1	±0.1	44	1.9	±0.1	0.50 (M)
Bisexual	7	1.8	±0.4	31	1.9	±0.2	-0.20 (S)
Other	NR	NR	NR	12	2.0	±0.2	NR
I prefer not to say	29	1.8	±0.1	108	1.8	±0.1	-0.04

^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 OS.

Table 4.85 OS – Gender Harassment and Bystander Harassment

	Experienced gender harassment			Did not experience gender harassment			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	180	43.7%*	±4.9	142	5.2%*	±0.9	0.99 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	NR	NR	NR	NR
Wage Grade (WG) 5-8	--	--	--	0	0.0%	NA	NA
Wage Grade (WG) 9-16	--	--	--	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	0	0.0%	NA	NR	NR	NR	NR
General Schedule (GS) 7-10	35	64.7%*	±14.0	21	6.7%*	±3.4	1.34 (L)
General Schedule (GS) 11-12	55	43.4%*	±8.9	63	8.0%*	±2.1	0.87 (L)
General Schedule (GS) 13-15	78	41.5%*	±7.2	53	3.8%*	±1.1	1.01 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	0	0.0%	NA	NR
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	5	12.3%*	±14.5	12	3.9%*	±2.8	0.32 (S)
1 to 3 years	47	62.3%*	±11.7	28	5.1%*	±2.2	1.36 (L)
4 to 5 years	30	57.3%*	±14.2	12	3.9%*	±2.8	1.32 (L)
6 to 10 years	40	46.4%*	±10.8	41	6.3%*	±2.2	0.99 (L)
11 to 14 years	16	31.4%*	±14.6	10	3.8%*	±3.1	0.80 (L)
15 to 20 years	20	37.9%*	±14.1	22	9.4%*	±4.5	0.70 (M)
More than 20 years	21	43.7%*	±14.5	16	4.1%*	±2.5	1.04 (L)
Appointment Type							
Permanent	179	44.3%*	±4.9	140	5.2%*	±0.9	1.00 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	179	44.3%*	±4.9	138	5.2%*	±0.9	1.00 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	179	44.3%*	±4.9	138	5.2%*	±0.9	1.00 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	47	45.6%*	±9.8	66	5.0%*	±1.3	1.03 (L)
Women	132	43.0%*	±5.6	75	5.2%*	±1.3	0.97 (L)
Gender Identity							
Male	47	45.6%*	±9.8	66	5.0%*	±1.3	1.03 (L)
Female	132	43.0%*	±5.6	75	5.2%*	±1.3	0.97 (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	164	44.8%*	±5.2	108	4.3%*	±0.9	1.05 (L)
Sexual Minority	NR	NR	NR	18	16.0%	±8.1	NR
Sexual Orientation							
Heterosexual or straight	164	44.8%*	±5.2	108	4.3%*	±0.9	1.05 (L)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	16	13.9%	±7.9	NR

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

4.10.9 Logistic Regression Analyses of Gender Harassment and Predictors of Workplace Harassment

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced gender harassment against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to gender harassment, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience gender harassment. Table 4.86 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.86 OS – 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	2.932	0.408	51.554	--	18.767	--	--	--	--
Sex	-1.166	0.146	63.481	0.000	0.312	0.234	0.415	-867.625	70.310
Education Level	0.700	0.155	20.384	0.000	2.013	1.486	2.727	-843.290	21.640
Pay Grade	--	--	23.444	--	--	--	--	--	--
Middle Grade vs. Junior Grade	-0.903	0.342	6.970	0.008	0.405	0.207	0.792	-842.873	20.805
Senior Grade vs. Junior Grade	-0.681	0.298	5.239	0.022	0.506	0.282	0.907	-842.873	20.805
Executive Grade vs. Junior Grade	0.643	0.423	2.310	0.129	1.903	0.830	4.362	-842.873	20.805
Organizational Inclusion	-0.403	0.076	28.471	0.000	0.668	0.576	0.775	-846.736	28.532
Bystander Harassment Based on Sex/Gender	-2.021	0.158	164.599	0.000	0.132	0.097	0.180	-913.923	162.907
General Intolerance	-0.372	0.089	17.578	0.000	0.689	0.579	0.820	-841.278	17.615

Note. N = 2,849, Nagelkerke R Square = 0.317

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 OS.

Table 4.87 OS – 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	15	2.5*	±0.4	3,120	3.6*	±0.0	-1.24 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.1	±0.5	NA
Wage Grade (WG) 5-8	--	--	--	26	3.9	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	3.0	±0.0	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	115	3.8	±0.1	NA
General Schedule (GS) 7-10	--	--	--	355	3.4	±0.1	NA
General Schedule (GS) 11-12	7	2.8	±0.2	915	3.4	±0.1	-0.73 (M)
General Schedule (GS) 13-15	8	2.2*	±0.7	1,563	3.7*	±0.0	-1.61 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	83	4.1	±0.2	NA
Other	--	--	--	12	3.4	±0.5	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	NR	NR	NR	351	4.0	±0.1	NR
1 to 3 years	NR	NR	NR	627	3.7	±0.1	NR
4 to 5 years	--	--	--	362	3.5	±0.1	NA
6 to 10 years	7	3.1	±0.4	721	3.5	±0.1	-0.36 (S)
11 to 14 years	--	--	--	327	3.4	±0.1	NA
15 to 20 years	NR	NR	NR	287	3.3	±0.1	NR
More than 20 years	--	--	--	433	3.6	±0.1	NA
Appointment Type							
Permanent	15	2.5*	±0.4	3,058	3.6*	±0.0	-1.23 (L)
Term	--	--	--	58	4.0	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.2	±0.2	NA
Non-Seasonal	15	2.5*	±0.4	3,033	3.6*	±0.0	-1.23 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	7	3.2	±0.2	NA
Permanent-Non-Seasonal	15	2.5*	±0.4	3,028	3.6*	±0.0	-1.23 (L)
Term	--	--	--	58	4.0	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	5	1.6*	±0.3	1,394	3.7*	±0.0	-2.30 (L)
Women	10	2.9*	±0.3	1,719	3.5*	±0.0	-0.67 (M)
Gender Identity							
Male	5	1.6*	±0.3	1,394	3.7*	±0.0	-2.30 (L)
Female	10	2.9*	±0.3	1,719	3.5*	±0.0	-0.67 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	5	3.1	±0.6	NA
Sexual Orientation - Collapsed							
Heterosexual	15	2.5*	±0.4	2,835	3.6*	±0.0	-1.26 (L)
Sexual Minority	--	--	--	134	3.7	±0.1	NA

	Experienced sexual assault			Did not experience sexual assault			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>
Sexual Orientation							
Heterosexual or straight	15	2.5*	±0.4	2,835	3.6*	±0.0	-1.26 (L)
Lesbian	--	--	--	31	3.5	±0.3	NA
Gay	--	--	--	51	3.9	±0.2	NA
Bisexual	--	--	--	38	3.5	±0.3	NA
Other	--	--	--	14	3.9	±0.3	NA
I prefer not to say	--	--	--	139	3.2	±0.2	NA

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

4.11.2 Sexual Assault Related Behaviors and Leadership Intolerance for Harassment

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

Table 4.88 OS – 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	15	0.36*	±0.23	3,160	0.62*	±0.02	-0.59 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	0.62	±0.27	NA
Wage Grade (WG) 5-8	--	--	--	23	0.82	±0.15	NA
Wage Grade (WG) 9-16	--	--	--	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	123	0.65	±0.08	NA
General Schedule (GS) 7-10	--	--	--	362	0.58	±0.05	NA
General Schedule (GS) 11-12	7	0.57	±0.35	919	0.53	±0.03	0.10
General Schedule (GS) 13-15	NR	NR	NR	1,582	0.67	±0.02	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	83	0.90	±0.06	NA
Other	--	--	--	12	0.83	±0.23	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	362	0.70	±0.04	NR
1 to 3 years	NR	NR	NR	637	0.66	±0.03	NR
4 to 5 years	--	--	--	371	0.60	±0.04	NA
6 to 10 years	7	0.80	±0.25	723	0.60	±0.03	0.46 (S)
11 to 14 years	--	--	--	325	0.57	±0.05	NA
15 to 20 years	NR	NR	NR	284	0.53	±0.05	NR
More than 20 years	--	--	--	440	0.63	±0.04	NA
Appointment Type							
Permanent	15	0.36*	±0.23	3,098	0.62*	±0.02	-0.58 (M)
Term	--	--	--	58	0.83	±0.08	NA
Temporary	--	--	--	NR	NR	NR	NR

	Experienced sexual assault			Did not experience sexual assault			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>
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	15	0.36*	±0.23	3,073	0.61*	±0.02	-0.58 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	15	0.36*	±0.23	3,068	0.61*	±0.02	-0.58 (M)
Term	--	--	--	58	0.83	±0.08	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	5	0.00*	±0.00	1,398	0.67*	±0.02	-1.58 (L)
Women	10	0.55	±0.29	1,755	0.58	±0.02	-0.08
Gender Identity							
Male	5	0.00*	±0.00	1,398	0.67*	±0.02	-1.58 (L)
Female	10	0.55	±0.29	1,755	0.58	±0.02	-0.08
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	5	0.47	±0.44	NA
Sexual Orientation - Collapsed							
Heterosexual	15	0.36*	±0.23	2,873	0.63*	±0.02	-0.61 (M)
Sexual Minority	--	--	--	132	0.61	±0.07	NA
Sexual Orientation							
Heterosexual or straight	15	0.36*	±0.23	2,873	0.63*	±0.02	-0.61 (M)
Lesbian	--	--	--	33	0.52	±0.15	NA
Gay	--	--	--	46	0.67	±0.12	NA
Bisexual	--	--	--	38	0.58	±0.15	NA
Other	--	--	--	14	0.72	±0.19	NA
I prefer not to say	--	--	--	143	0.47	±0.08	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 OS.

Table 4.89 OS – 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	15	3.5*	±0.5	3,136	2.7*	±0.0	0.83 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	2.3	±0.3	NA
Wage Grade (WG) 5-8	--	--	--	21	2.7	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	2.8	±0.4	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	123	2.7	±0.1	NA
General Schedule (GS) 7-10	--	--	--	361	2.9	±0.1	NA
General Schedule (GS) 11-12	7	3.0	±0.8	905	2.9	±0.1	0.13
General Schedule (GS) 13-15	8	3.9*	±0.5	1,578	2.6*	±0.0	1.38 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	82	2.0	±0.1	NA
Other	--	--	--	10	3.4	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	359	2.5	±0.1	NR
1 to 3 years	NR	NR	NR	628	2.7	±0.1	NR
4 to 5 years	--	--	--	370	2.8	±0.1	NA
6 to 10 years	7	2.8	±0.6	723	2.8	±0.1	0.00
11 to 14 years	--	--	--	323	2.8	±0.1	NA
15 to 20 years	NR	NR	NR	287	2.8	±0.1	NR
More than 20 years	--	--	--	427	2.7	±0.1	NA
Appointment Type							
Permanent	15	3.5*	±0.5	3,074	2.7*	±0.0	0.83 (L)
Term	--	--	--	58	2.7	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.4	±0.3	NA
Non-Seasonal	15	3.5*	±0.5	3,051	2.7*	±0.0	0.83 (L)

	Experienced sexual assault			Did not experience sexual assault			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	--	--	--	7	3.4	±0.3	NA
Permanent-Non-Seasonal	15	3.5*	±0.5	3,047	2.7*	±0.0	0.83 (L)
Term	--	--	--	58	2.7	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	5	4.2*	±0.8	1,398	2.7*	±0.0	1.56 (L)
Women	10	3.2	±0.5	1,731	2.7	±0.0	0.46 (S)
Gender Identity							
Male	5	4.2*	±0.8	1,398	2.7*	±0.0	1.56 (L)
Female	10	3.2	±0.5	1,731	2.7	±0.0	0.46 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	5	3.1	±0.7	NA
Sexual Orientation - Collapsed							
Heterosexual	15	3.5*	±0.5	2,851	2.7*	±0.0	0.85 (L)
Sexual Minority	--	--	--	136	2.7	±0.1	NA
Sexual Orientation							
Heterosexual or straight	15	3.5*	±0.5	2,851	2.7*	±0.0	0.85 (L)
Lesbian	--	--	--	33	2.6	±0.3	NA
Gay	--	--	--	51	2.7	±0.2	NA
Bisexual	--	--	--	38	2.7	±0.4	NA
Other	--	--	--	14	2.9	±0.3	NA
I prefer not to say	--	--	--	136	3.0	±0.2	NA

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

4.11.4 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 OS.

Table 4.90 OS – 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	15	2.5*	±0.4	3,156	3.6*	±0.0	-1.12 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	3.3	±0.1	NA
Wage Grade (WG) 5-8	--	--	--	26	3.5	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	3.4	±0.3	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	121	3.7	±0.1	NA
General Schedule (GS) 7-10	--	--	--	361	3.3	±0.1	NA
General Schedule (GS) 11-12	7	2.5*	±0.2	920	3.4*	±0.1	-0.97 (L)
General Schedule (GS) 13-15	8	2.5*	±0.8	1,576	3.7*	±0.0	-1.24 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	83	4.2	±0.1	NA
Other	--	--	--	12	2.8	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	361	3.9	±0.1	NR
1 to 3 years	NR	NR	NR	634	3.6	±0.1	NR
4 to 5 years	--	--	--	369	3.5	±0.1	NA
6 to 10 years	7	2.9	±0.7	726	3.4	±0.1	-0.58 (M)
11 to 14 years	--	--	--	323	3.5	±0.1	NA
15 to 20 years	NR	NR	NR	286	3.4	±0.1	NR
More than 20 years	--	--	--	438	3.6	±0.1	NA
Appointment Type							
Permanent	15	2.5*	±0.4	3,094	3.6*	±0.0	-1.11 (L)
Term	--	--	--	58	3.8	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.3	±0.3	NA
Non-Seasonal	15	2.5*	±0.4	3,068	3.6*	±0.0	-1.11 (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	--	--	--	7	3.3	±0.3	NA
Permanent-Non-Seasonal	15	2.5*	±0.4	3,064	3.6*	±0.0	-1.11 (L)
Term	--	--	--	58	3.8	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	5	2.0*	±0.6	1,402	3.6*	±0.0	-1.74 (L)
Women	10	2.8*	±0.5	1,748	3.5*	±0.0	-0.78 (M)
Gender Identity							
Male	5	2.0*	±0.6	1,402	3.6*	±0.0	-1.74 (L)
Female	10	2.8*	±0.5	1,748	3.5*	±0.0	-0.78 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	5	3.4	±0.5	NA
Sexual Orientation - Collapsed							
Heterosexual	15	2.5*	±0.4	2,866	3.6*	±0.0	-1.15 (L)
Sexual Minority	--	--	--	136	3.7	±0.2	NA
Sexual Orientation							
Heterosexual or straight	15	2.5*	±0.4	2,866	3.6*	±0.0	-1.15 (L)
Lesbian	--	--	--	33	3.7	±0.3	NA
Gay	--	--	--	51	3.7	±0.2	NA
Bisexual	--	--	--	38	3.7	±0.4	NA
Other	--	--	--	14	3.9	±0.4	NA
I prefer not to say	--	--	--	141	3.1	±0.2	NA

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

4.11.5 Sexual Assault Related Behaviors and Supervisor Support

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

Table 4.91 OS – 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	15	2.2*	±0.2	3,073	3.9*	±0.0	-1.62 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.2	±0.5	NA
Wage Grade (WG) 5-8	--	--	--	26	3.9	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	3.2	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	108	3.9	±0.2	NA
General Schedule (GS) 7-10	--	--	--	348	3.5	±0.1	NA
General Schedule (GS) 11-12	7	2.4*	±0.3	891	3.8*	±0.1	-1.25 (L)
General Schedule (GS) 13-15	8	2.0*	±0.2	1,547	4.0*	±0.1	-1.97 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	83	4.4	±0.2	NA
Other	--	--	--	10	3.5	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	348	4.2	±0.1	NR
1 to 3 years	NR	NR	NR	617	3.9	±0.1	NR
4 to 5 years	--	--	--	364	3.8	±0.1	NA
6 to 10 years	7	2.4*	±0.3	703	3.8*	±0.1	-1.29 (L)
11 to 14 years	--	--	--	313	3.8	±0.1	NA
15 to 20 years	NR	NR	NR	282	3.7	±0.1	NR
More than 20 years	--	--	--	426	4.0	±0.1	NA
Appointment Type							
Permanent	15	2.2*	±0.2	3,010	3.9*	±0.0	-1.61 (L)
Term	--	--	--	58	4.0	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.3	±0.4	NA
Non-Seasonal	15	2.2*	±0.2	2,985	3.9*	±0.0	-1.61 (L)

	Experienced sexual assault			Did not experience sexual assault			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	--	--	--	7	3.3	±0.4	NA
Permanent-Non-Seasonal	15	2.2*	±0.2	2,981	3.9*	±0.0	-1.61 (L)
Term	--	--	--	58	4.0	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	5	2.1*	±0.1	1,382	4.0*	±0.1	-1.80 (L)
Women	10	2.2*	±0.3	1,684	3.8*	±0.1	-1.49 (L)
Gender Identity							
Male	5	2.1*	±0.1	1,382	4.0*	±0.1	-1.80 (L)
Female	10	2.2*	±0.3	1,684	3.8*	±0.1	-1.49 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	5	4.0	±0.6	NA
Sexual Orientation - Collapsed							
Heterosexual	15	2.2*	±0.2	2,793	3.9*	±0.0	-1.62 (L)
Sexual Minority	--	--	--	131	4.0	±0.2	NA
Sexual Orientation							
Heterosexual or straight	15	2.2*	±0.2	2,793	3.9*	±0.0	-1.62 (L)
Lesbian	--	--	--	30	4.0	±0.4	NA
Gay	--	--	--	49	4.1	±0.2	NA
Bisexual	--	--	--	38	3.9	±0.3	NA
Other	--	--	--	14	4.1	±0.3	NA
I prefer not to say	--	--	--	134	3.5	±0.2	NA

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

4.11.6 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 OS.

Table 4.92 OS – 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	15	2.6*	±0.5	3,175	3.8*	±0.0	-1.21 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	4.4	±0.2	NA
Wage Grade (WG) 5-8	--	--	--	26	4.0	±0.5	NA
Wage Grade (WG) 9-16	--	--	--	7	3.6	±0.3	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	123	3.8	±0.1	NA
General Schedule (GS) 7-10	--	--	--	365	3.5	±0.1	NA
General Schedule (GS) 11-12	7	2.4*	±0.4	922	3.7*	±0.1	-1.23 (L)
General Schedule (GS) 13-15	8	2.7*	±0.9	1,587	3.9*	±0.0	-1.20 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	83	4.2	±0.1	NA
Other	--	--	--	12	3.2	±0.7	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	362	4.1	±0.1	NR
1 to 3 years	NR	NR	NR	640	3.8	±0.1	NR
4 to 5 years	--	--	--	371	3.8	±0.1	NA
6 to 10 years	7	2.8*	±1.0	730	3.7*	±0.1	-0.82 (L)
11 to 14 years	--	--	--	327	3.7	±0.1	NA
15 to 20 years	NR	NR	NR	287	3.6	±0.1	NR
More than 20 years	--	--	--	438	3.8	±0.1	NA
Appointment Type							
Permanent	15	2.6*	±0.5	3,113	3.8*	±0.0	-1.19 (L)
Term	--	--	--	58	4.2	±0.1	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.4	±0.8	NA
Non-Seasonal	15	2.6*	±0.5	3,087	3.8*	±0.0	-1.19 (L)

	Experienced sexual assault			Did not experience sexual assault			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	--	--	--	7	3.4	±0.8	NA
Permanent-Non-Seasonal	15	2.6*	±0.5	3,083	3.8*	±0.0	-1.19 (L)
Term	--	--	--	58	4.2	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	5	2.1*	±0.7	1,407	3.9*	±0.0	-1.92 (L)
Women	10	2.8*	±0.7	1,761	3.7*	±0.0	-0.84 (L)
Gender Identity							
Male	5	2.1*	±0.7	1,407	3.9*	±0.0	-1.92 (L)
Female	10	2.8*	±0.7	1,761	3.7*	±0.0	-0.84 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	5	4.0	±0.5	NA
Sexual Orientation - Collapsed							
Heterosexual	15	2.6*	±0.5	2,885	3.8*	±0.0	-1.24 (L)
Sexual Minority	--	--	--	136	3.8	±0.2	NA
Sexual Orientation							
Heterosexual or straight	15	2.6*	±0.5	2,885	3.8*	±0.0	-1.24 (L)
Lesbian	--	--	--	33	3.8	±0.4	NA
Gay	--	--	--	51	3.9	±0.3	NA
Bisexual	--	--	--	38	3.7	±0.4	NA
Other	--	--	--	14	3.5	±0.3	NA
I prefer not to say	--	--	--	141	3.5	±0.2	NA

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

4.11.7 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 OS.

Table 4.93 OS – 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	14	1.7	±0.4	3,154	1.9	±0.0	-0.40 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	2.4	±0.2	NA
Wage Grade (WG) 5-8	--	--	--	26	1.7	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	2.3	±0.6	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	123	1.6	±0.1	NA
General Schedule (GS) 7-10	--	--	--	365	1.7	±0.1	NA
General Schedule (GS) 11-12	5	1.3*	±0.3	915	1.9*	±0.0	-1.18 (L)
General Schedule (GS) 13-15	8	2.0	±0.5	1,585	2.1	±0.0	-0.11
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	82	2.1	±0.1	NA
Other	--	--	--	12	2.0	±0.2	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	359	2.0	±0.1	NR
1 to 3 years	NR	NR	NR	638	1.9	±0.0	NR
4 to 5 years	--	--	--	368	1.9	±0.1	NA
6 to 10 years	7	1.4*	±0.3	728	2.0*	±0.0	-0.93 (L)
11 to 14 years	--	--	--	325	1.9	±0.1	NA
15 to 20 years	NR	NR	NR	286	1.9	±0.1	NR
More than 20 years	--	--	--	439	2.0	±0.0	NA
Appointment Type							
Permanent	14	1.7	±0.4	3,091	1.9	±0.0	-0.40 (S)
Term	--	--	--	58	2.0	±0.1	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	2.5	±0.3	NA
Non-Seasonal	14	1.7	±0.4	3,066	1.9	±0.0	-0.40 (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	--	--	--	7	2.5	±0.3	NA
Permanent-Non-Seasonal	14	1.7	±0.4	3,062	1.9	±0.0	-0.40 (S)
Term	--	--	--	58	2.0	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	5	1.7	±0.6	1,405	2.1	±0.0	-0.77 (M)
Women	9	1.8	±0.5	1,743	1.8	±0.0	-0.14
Gender Identity							
Male	5	1.7	±0.6	1,405	2.1	±0.0	-0.77 (M)
Female	9	1.8	±0.5	1,743	1.8	±0.0	-0.14
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	5	2.1	±0.2	NA
Sexual Orientation - Collapsed							
Heterosexual	14	1.7	±0.4	2,870	1.9	±0.0	-0.41 (S)
Sexual Minority	--	--	--	135	1.9	±0.1	NA
Sexual Orientation							
Heterosexual or straight	14	1.7	±0.4	2,870	1.9	±0.0	-0.41 (S)
Lesbian	--	--	--	32	1.9	±0.1	NA
Gay	--	--	--	51	1.9	±0.1	NA
Bisexual	--	--	--	38	1.9	±0.2	NA
Other	--	--	--	14	2.0	±0.2	NA
I prefer not to say	--	--	--	137	1.8	±0.1	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 OS.

Table 4.94 OS – Sexual Assault Related Behaviors and Bystander Harassment

	Experienced sexual assault			Did not experience sexual assault			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	NR	NR	NR	316	10.0%	±1.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	NR	NR	NR	NR
Wage Grade (WG) 5-8	--	--	--	0	0.0%	NA	NA
Wage Grade (WG) 9-16	--	--	--	NR	NR	NR	NR
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	56	15.4%	±4.1	NA
General Schedule (GS) 11-12	NR	NR	NR	117	12.9%	±2.4	NR
General Schedule (GS) 13-15	NR	NR	NR	127	8.0%	±1.4	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	10.7%	±8.9	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	18	4.9%	±2.8	NR
1 to 3 years	NR	NR	NR	72	11.5%	±2.7	NR
4 to 5 years	--	--	--	42	11.4%	±3.7	NA
6 to 10 years	NR	NR	NR	81	11.1%	±2.5	NR
11 to 14 years	--	--	--	26	8.0%	±3.5	NA
15 to 20 years	NR	NR	NR	39	14.0%	±4.6	NR
More than 20 years	--	--	--	36	8.2%	±3.0	NA
Appointment Type							
Permanent	NR	NR	NR	312	10.1%	±1.1	NR
Term	--	--	--	NR	NR	NR	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	NR	NR	NR	310	10.1%	±1.1	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	310	10.2%	±1.1	NR
Term	--	--	--	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	108	7.7%	±1.5	NR
Women	NR	NR	NR	205	11.8%	±1.6	NR
Gender Identity							
Male	NR	NR	NR	108	7.7%	±1.5	NR
Female	NR	NR	NR	205	11.8%	±1.6	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	265	9.3%	±1.1	NR
Sexual Minority	--	--	--	26	19.9%	±7.8	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	265	9.3%	±1.1	NR
Lesbian	--	--	--	6	16.9%	±17.9	NA
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	13	36.4%	±17.4	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	24	17.4%	±7.3	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 OS – Logistic Regression of Sexual Assault Related Behaviors and Predictors of Workplace Harassment

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	1.246	1.437	0.751	--	3.476	--	--	--	--
Supervisor Support	-1.431	0.270	28.120	0.000	0.239	0.141	0.406	-72.139	25.019
Organizational Politics	-0.787	0.332	5.610	0.018	0.455	0.237	0.873	-62.298	5.338

Note. N = 2,846, Nagelkerke R Square = 0.184

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 OS.

Table 5.1 OS – 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	486	3.5*	±0.1	2,713	4.0*	±0.0	-0.77 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	3.6	±0.3	NA
Wage Grade (WG) 5-8	--	--	--	26	3.7	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	3.6	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	22	3.7	±0.2	101	3.9	±0.1	-0.23 (S)
General Schedule (GS) 7-10	56	2.8*	±0.2	305	3.8*	±0.1	-1.46 (L)
General Schedule (GS) 11-12	155	3.5*	±0.1	778	3.9*	±0.0	-0.70 (M)
General Schedule (GS) 13-15	227	3.6*	±0.1	1,376	4.1*	±0.0	-0.79 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	15	4.1	±0.3	68	4.4	±0.1	-0.56 (M)
Other	NR	NR	NR	10	3.4	±0.7	NR
Years of Service at Bureau or Office							
Less than 1 year	39	3.7*	±0.2	326	4.1*	±0.1	-0.74 (M)
1 to 3 years	85	3.4*	±0.2	554	4.0*	±0.1	-0.75 (M)
4 to 5 years	65	3.4*	±0.2	307	4.0*	±0.1	-0.91 (L)
6 to 10 years	107	3.3*	±0.1	636	3.9*	±0.1	-0.91 (L)
11 to 14 years	54	3.4*	±0.3	273	4.0*	±0.1	-0.73 (M)
15 to 20 years	56	3.5*	±0.2	236	3.9*	±0.1	-0.63 (M)
More than 20 years	72	3.7*	±0.2	370	4.2*	±0.1	-0.78 (M)
Appointment Type							
Permanent	465	3.5*	±0.1	2,672	4.0*	±0.0	-0.79 (M)
Term	21	3.8	±0.2	37	3.8	±0.1	-0.16
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	463	3.5*	±0.1	2,649	4.0*	±0.0	-0.80 (L)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	463	3.5*	±0.1	2,644	4.0*	±0.0	-0.79 (M)
Term	21	3.8	±0.2	37	3.8	±0.1	-0.16
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Age - Collapsed							
39 or under	166	3.5*	±0.1	622	3.9*	±0.1	-0.56 (M)
40 or older	320	3.4*	±0.1	2,083	4.0*	±0.0	-0.86 (L)
Age							
25 or under	13	4.1	±0.3	22	4.3	±0.1	-0.42 (S)
26-29	42	3.7*	±0.2	58	4.0*	±0.2	-0.50 (M)
30-39	112	3.4*	±0.2	541	3.9*	±0.1	-0.68 (M)
40-49	65	3.2*	±0.2	802	4.0*	±0.0	-1.09 (L)
50-59	133	3.5*	±0.1	892	4.0*	±0.0	-0.81 (L)
60 or older	121	3.5*	±0.2	390	4.2*	±0.1	-0.95 (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 OS.

Table 5.2 OS – 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	480	5.1*	±0.1	2,713	5.6*	±0.0	-0.40 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	5.3	±0.6	NA
Wage Grade (WG) 5-8	--	--	--	26	5.1	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	6.0	±0.4	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	22	5.3	±0.5	101	5.3	±0.3	0.00
General Schedule (GS) 7-10	56	4.8*	±0.3	305	5.4*	±0.1	-0.53 (M)
General Schedule (GS) 11-12	149	5.0*	±0.2	778	5.5*	±0.1	-0.36 (S)
General Schedule (GS) 13-15	227	5.1*	±0.2	1,376	5.7*	±0.1	-0.47 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	15	5.9*	±0.3	68	6.3*	±0.1	-0.68 (M)
Other	NR	NR	NR	10	5.0	±1.4	NR
Years of Service at Bureau or Office							
Less than 1 year	39	4.8*	±0.4	326	5.8*	±0.1	-1.02 (L)
1 to 3 years	85	5.0*	±0.4	554	5.5*	±0.1	-0.34 (S)
4 to 5 years	59	5.0*	±0.3	307	5.6*	±0.1	-0.48 (S)
6 to 10 years	107	4.9*	±0.3	636	5.4*	±0.1	-0.37 (S)
11 to 14 years	54	4.9*	±0.4	273	5.6*	±0.1	-0.52 (M)
15 to 20 years	56	5.3	±0.3	236	5.6	±0.1	-0.24 (S)
More than 20 years	72	5.6*	±0.3	370	5.9*	±0.1	-0.36 (S)
Appointment Type							
Permanent	459	5.1*	±0.1	2,672	5.6*	±0.0	-0.41 (S)
Term	21	5.5	±0.6	37	5.9	±0.2	-0.34 (S)
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	457	5.1*	±0.1	2,649	5.6*	±0.0	-0.42 (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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	457	5.1*	±0.1	2,644	5.6*	±0.0	-0.42 (S)
Term	21	5.5	±0.6	37	5.9	±0.2	-0.34 (S)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Age - Collapsed							
39 or under	160	4.7*	±0.2	622	5.3*	±0.1	-0.43 (S)
40 or older	320	5.3*	±0.2	2,083	5.7*	±0.0	-0.34 (S)
Age							
25 or under	13	5.8	±0.8	22	6.0	±0.2	-0.27 (S)
26-29	36	5.0*	±0.4	58	5.6*	±0.2	-0.62 (M)
30-39	112	4.6*	±0.3	541	5.2*	±0.1	-0.52 (M)
40-49	65	4.8*	±0.3	802	5.5*	±0.1	-0.63 (M)
50-59	133	5.3*	±0.2	892	5.6*	±0.1	-0.25 (S)
60 or older	121	5.4*	±0.2	390	5.9*	±0.1	-0.49 (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.

5.1.3 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 OS.

Table 5.3 OS – 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	486	3.1*	±0.1	2,708	3.6*	±0.0	-0.60 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	8	4.0	±0.0	NA
Wage Grade (WG) 5-8	--	--	--	26	3.5	±0.4	NA
Wage Grade (WG) 9-16	--	--	--	7	3.7	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	22	3.8*	±0.2	101	3.4*	±0.2	0.47 (S)
General Schedule (GS) 7-10	56	2.6*	±0.3	305	3.5*	±0.1	-0.91 (L)
General Schedule (GS) 11-12	155	2.9*	±0.2	778	3.5*	±0.1	-0.67 (M)
General Schedule (GS) 13-15	227	3.1*	±0.1	1,376	3.7*	±0.0	-0.61 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	15	3.9*	±0.5	68	4.4*	±0.1	-0.72 (M)
Other	NR	NR	NR	10	3.1	±0.9	NR
Years of Service at Bureau or Office							
Less than 1 year	39	3.4*	±0.3	326	3.8*	±0.1	-0.46 (S)
1 to 3 years	85	3.3*	±0.2	554	3.6*	±0.1	-0.28 (S)
4 to 5 years	65	2.8*	±0.2	307	3.6*	±0.1	-0.84 (L)
6 to 10 years	107	2.8*	±0.2	636	3.5*	±0.1	-0.77 (M)
11 to 14 years	54	2.9*	±0.3	273	3.6*	±0.1	-0.63 (M)
15 to 20 years	56	3.1*	±0.3	236	3.6*	±0.1	-0.55 (M)
More than 20 years	72	3.2*	±0.2	365	3.9*	±0.1	-0.81 (L)
Appointment Type							
Permanent	465	3.0*	±0.1	2,667	3.6*	±0.0	-0.63 (M)
Term	21	3.7	±0.3	37	3.5	±0.2	0.32 (S)
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	463	3.0*	±0.1	2,644	3.6*	±0.0	-0.64 (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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	463	3.0*	±0.1	2,639	3.6*	±0.0	-0.64 (M)
Term	21	3.7	±0.3	37	3.5	±0.2	0.32 (S)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Age - Collapsed							
39 or under	166	3.2*	±0.2	622	3.5*	±0.1	-0.32 (S)
40 or older	320	3.0*	±0.1	2,078	3.7*	±0.0	-0.72 (M)
Age							
25 or under	13	4.2	±0.4	22	3.9	±0.2	0.51 (M)
26-29	42	3.3	±0.2	58	3.2	±0.3	0.04
30-39	112	3.1*	±0.2	541	3.5*	±0.1	-0.47 (S)
40-49	65	2.6*	±0.2	802	3.6*	±0.1	-1.08 (L)
50-59	133	3.1*	±0.2	887	3.7*	±0.1	-0.63 (M)
60 or older	121	3.1*	±0.2	390	3.8*	±0.1	-0.77 (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.

5.2 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 OS.

Table 5.4 OS – 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</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	376	3.4*	±0.1	2,812	4.0*	±0.0	-0.93 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	3.6	±0.3	NA
Wage Grade (WG) 5-8	NR	NR	NR	23	3.9	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	7	3.6	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	9	4.2	±0.5	114	3.8	±0.1	0.58 (M)
General Schedule (GS) 7-10	37	2.9*	±0.3	317	3.8*	±0.1	-1.29 (L)
General Schedule (GS) 11-12	117	3.2*	±0.1	812	3.9*	±0.0	-1.09 (L)
General Schedule (GS) 13-15	185	3.5*	±0.1	1,416	4.1*	±0.0	-0.91 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	11	3.8*	±0.4	72	4.4*	±0.1	-1.39 (L)
Other	NR	NR	NR	10	3.4	±0.7	NR
Years of Service at Bureau or Office							
Less than 1 year	20	3.9	±0.3	344	4.1	±0.1	-0.30 (S)
1 to 3 years	72	3.4*	±0.2	567	3.9*	±0.1	-0.61 (M)
4 to 5 years	43	3.3*	±0.2	328	4.0*	±0.1	-0.97 (L)
6 to 10 years	93	3.1*	±0.2	640	4.0*	±0.0	-1.37 (L)
11 to 14 years	41	3.0*	±0.3	284	4.0*	±0.1	-1.51 (L)
15 to 20 years	45	3.3*	±0.2	246	3.9*	±0.1	-0.94 (L)
More than 20 years	53	3.8*	±0.2	389	4.1*	±0.1	-0.53 (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							
Permanent	368	3.3*	±0.1	2,757	4.0*	±0.0	-0.96 (L)
Term	NR	NR	NR	55	3.8	±0.1	NR
Temporary	NR	NR	NR	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	367	3.4*	±0.1	2,732	4.0*	±0.0	-0.95 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	363	3.3*	±0.1	2,732	4.0*	±0.0	-0.97 (L)
Term	NR	NR	NR	55	3.8	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	--	--	--	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	141	3.5*	±0.1	1,934	4.0*	±0.0	-0.77 (M)
Minority	226	3.3*	±0.1	826	4.0*	±0.0	-1.00 (L)
Race/Ethnicity							
Hispanic	57	3.4*	±0.2	321	4.1*	±0.1	-1.13 (L)
American Indian or Alaskan Native	35	3.2*	±0.3	113	3.9*	±0.1	-0.84 (L)
Asian	19	3.3*	±0.4	63	4.0*	±0.2	-0.96 (L)
Black/African-American	76	3.2*	±0.2	193	4.0*	±0.1	-1.04 (L)
Native Hawaiian or Other Pacific Islander	--	--	--	23	3.5	±0.3	NA
Non-Hispanic White	141	3.5*	±0.1	1,934	4.0*	±0.0	-0.77 (M)
Multi-racial	40	3.3*	±0.2	113	4.0*	±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.

5.2.2 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 OS.

Table 5.5 OS – 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	376	4.9*	±0.1	2,806	5.6*	±0.0	-0.59 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	5.3	±0.6	NA
Wage Grade (WG) 5-8	NR	NR	NR	23	5.4	±0.2	NR
Wage Grade (WG) 9-16	--	--	--	7	6.0	±0.4	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	9	6.0	±0.7	114	5.3	±0.2	0.52 (M)
General Schedule (GS) 7-10	37	4.2*	±0.3	317	5.5*	±0.1	-1.03 (L)
General Schedule (GS) 11-12	117	4.7*	±0.3	807	5.5*	±0.1	-0.60 (M)
General Schedule (GS) 13-15	185	5.0*	±0.2	1,416	5.7*	±0.1	-0.60 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	11	5.9*	±0.3	72	6.3*	±0.1	-0.65 (M)
Other	NR	NR	NR	10	5.0	±1.4	NR
Years of Service at Bureau or Office							
Less than 1 year	20	5.7	±0.7	344	5.7	±0.1	-0.04
1 to 3 years	72	5.0*	±0.3	567	5.4*	±0.1	-0.31 (S)
4 to 5 years	43	4.8*	±0.4	322	5.6*	±0.1	-0.67 (M)
6 to 10 years	93	4.5*	±0.3	640	5.5*	±0.1	-0.84 (L)
11 to 14 years	41	4.0*	±0.4	284	5.7*	±0.1	-1.44 (L)
15 to 20 years	45	4.8*	±0.4	246	5.6*	±0.1	-0.71 (M)
More than 20 years	53	5.8	±0.3	389	5.9	±0.1	-0.08
Appointment Type							
Permanent	368	4.9*	±0.1	2,751	5.6*	±0.0	-0.60 (M)
Term	NR	NR	NR	55	5.8	±0.3	NR
Temporary	NR	NR	NR	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	367	4.9*	±0.1	2,726	5.6*	±0.0	-0.60 (M)

	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>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	363	4.8*	±0.1	2,726	5.6*	±0.0	-0.62 (M)
Term	NR	NR	NR	55	5.8	±0.3	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	--	--	--	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	141	5.0*	±0.2	1,929	5.5*	±0.1	-0.48 (S)
Minority	226	4.8*	±0.2	826	5.7*	±0.1	-0.75 (M)
Race/Ethnicity							
Hispanic	57	4.7*	±0.3	321	5.8*	±0.1	-0.96 (L)
American Indian or Alaskan Native	35	4.9*	±0.4	113	6.0*	±0.2	-0.91 (L)
Asian	19	4.5*	±0.9	63	5.6*	±0.3	-0.73 (M)
Black/African-American	76	4.8*	±0.3	193	5.7*	±0.2	-0.72 (M)
Native Hawaiian or Other Pacific Islander	--	--	--	23	5.7	±0.4	NA
Non-Hispanic White	141	5.0*	±0.2	1,929	5.5*	±0.1	-0.48 (S)
Multi-racial	40	5.2	±0.4	113	5.5	±0.2	-0.26 (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 OS.

Table 5.6 OS – 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	376	2.9*	±0.1	2,807	3.6*	±0.0	-0.76 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	8	4.0	±0.0	NA
Wage Grade (WG) 5-8	NR	NR	NR	23	3.8	±0.2	NR
Wage Grade (WG) 9-16	--	--	--	7	3.7	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	9	4.3*	±0.3	114	3.4*	±0.2	0.99 (L)
General Schedule (GS) 7-10	37	2.6*	±0.3	317	3.4*	±0.1	-0.86 (L)
General Schedule (GS) 11-12	117	2.6*	±0.2	812	3.6*	±0.1	-1.06 (L)
General Schedule (GS) 13-15	185	3.0*	±0.2	1,416	3.7*	±0.0	-0.70 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	11	4.0	±0.5	72	4.3	±0.1	-0.43 (S)
Other	NR	NR	NR	10	3.1	±0.9	NR
Years of Service at Bureau or Office							
Less than 1 year	20	3.6	±0.5	344	3.7	±0.1	-0.13
1 to 3 years	72	3.0*	±0.3	567	3.6*	±0.1	-0.53 (M)
4 to 5 years	43	2.8*	±0.3	328	3.5*	±0.1	-0.73 (M)
6 to 10 years	93	2.5*	±0.2	640	3.6*	±0.1	-1.15 (L)
11 to 14 years	41	2.4*	±0.3	284	3.6*	±0.1	-1.32 (L)
15 to 20 years	45	2.9*	±0.3	246	3.6*	±0.1	-0.73 (M)
More than 20 years	53	3.5*	±0.2	384	3.8*	±0.1	-0.38 (S)
Appointment Type							
Permanent	368	2.9*	±0.1	2,752	3.6*	±0.0	-0.78 (M)
Term	NR	NR	NR	55	3.6	±0.2	NR
Temporary	NR	NR	NR	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	367	2.9*	±0.1	2,727	3.6*	±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	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	363	2.9*	±0.1	2,727	3.6*	±0.0	-0.81 (L)
Term	NR	NR	NR	55	3.6	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	NR	NR	NR	--	--	--	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	141	3.0*	±0.2	1,934	3.6*	±0.0	-0.62 (M)
Minority	226	2.8*	±0.1	821	3.7*	±0.1	-0.85 (L)
Race/Ethnicity							
Hispanic	57	2.9*	±0.3	321	3.7*	±0.1	-0.88 (L)
American Indian or Alaskan Native	35	2.9*	±0.5	113	3.5*	±0.2	-0.49 (S)
Asian	19	2.8*	±0.5	63	3.7*	±0.2	-0.95 (L)
Black/African-American	76	2.8*	±0.3	188	3.7*	±0.1	-0.88 (L)
Native Hawaiian or Other Pacific Islander	--	--	--	23	3.7	±0.1	NA
Non-Hispanic White	141	3.0*	±0.2	1,934	3.6*	±0.0	-0.62 (M)
Multi-racial	40	2.8*	±0.3	113	3.5*	±0.2	-0.90 (L)

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

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 OS.

Table 5.7 OS – 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	182	3.3*	±0.1	3,012	4.0*	±0.0	-0.92 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	3.6	±0.3	NA
Wage Grade (WG) 5-8	--	--	--	26	3.7	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	3.6	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	120	3.8	±0.1	NR
General Schedule (GS) 7-10	16	2.9*	±0.5	345	3.7*	±0.1	-1.10 (L)
General Schedule (GS) 11-12	67	3.1*	±0.2	864	3.9*	±0.0	-1.12 (L)
General Schedule (GS) 13-15	90	3.4*	±0.2	1,509	4.0*	±0.0	-0.88 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	80	4.4	±0.1	NR
Other	--	--	--	12	3.4	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	15	3.8	±0.3	348	4.1	±0.1	-0.52 (M)
1 to 3 years	14	3.1*	±0.5	624	3.9*	±0.1	-0.99 (L)
4 to 5 years	24	3.6*	±0.3	347	3.9*	±0.1	-0.47 (S)
6 to 10 years	52	3.3*	±0.2	688	3.9*	±0.1	-0.88 (L)
11 to 14 years	28	3.0*	±0.4	298	4.0*	±0.1	-1.33 (L)
15 to 20 years	22	3.0*	±0.3	269	3.9*	±0.1	-1.38 (L)
More than 20 years	23	3.6*	±0.3	419	4.1*	±0.1	-0.80 (L)

	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							
Permanent	180	3.3*	±0.1	2,951	4.0*	±0.0	-0.91 (L)
Term	NR	NR	NR	57	3.8	±0.1	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	4.0	±0.1	NA
Non-Seasonal	180	3.3*	±0.1	2,926	4.0*	±0.0	-0.91 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	7	4.0	±0.1	NA
Permanent-Non-Seasonal	180	3.3*	±0.1	2,922	4.0*	±0.0	-0.91 (L)
Term	NR	NR	NR	57	3.8	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	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 OS.

Table 5.8 OS – 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	182	5.0*	±0.2	3,006	5.5*	±0.0	-0.47 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	5.3	±0.6	NA
Wage Grade (WG) 5-8	--	--	--	26	5.1	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	6.0	±0.4	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	120	5.3	±0.2	NR
General Schedule (GS) 7-10	16	4.4*	±0.7	345	5.4*	±0.1	-0.78 (M)
General Schedule (GS) 11-12	67	4.8*	±0.3	858	5.4*	±0.1	-0.49 (S)
General Schedule (GS) 13-15	90	5.1*	±0.3	1,509	5.6*	±0.1	-0.46 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	80	6.3	±0.1	NR
Other	--	--	--	12	4.5	±1.4	NA
Years of Service at Bureau or Office							
Less than 1 year	15	6.2*	±0.4	348	5.7*	±0.1	0.52 (M)
1 to 3 years	14	4.3*	±0.7	624	5.4*	±0.1	-0.85 (L)
4 to 5 years	24	4.8*	±0.4	342	5.5*	±0.1	-0.60 (M)
6 to 10 years	52	4.7*	±0.4	688	5.4*	±0.1	-0.52 (M)
11 to 14 years	28	4.5*	±0.5	298	5.5*	±0.1	-0.82 (L)
15 to 20 years	22	4.8*	±0.4	269	5.6*	±0.1	-0.64 (M)
More than 20 years	23	5.8	±0.4	419	5.9	±0.1	-0.04
Appointment Type							
Permanent	180	5.0*	±0.2	2,945	5.5*	±0.0	-0.46 (S)
Term	NR	NR	NR	57	5.8	±0.3	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	6.1	±0.6	NA
Non-Seasonal	180	5.0*	±0.2	2,920	5.5*	±0.0	-0.46 (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	--	--	--	7	6.1	±0.6	NA
Permanent-Non-Seasonal	180	5.0*	±0.2	2,916	5.5*	±0.0	-0.46 (S)
Term	NR	NR	NR	57	5.8	±0.3	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	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 OS.

Table 5.9 OS – 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	182	2.8*	±0.2	3,007	3.6*	±0.0	-0.82 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	8	4.0	±0.0	NA
Wage Grade (WG) 5-8	--	--	--	26	3.5	±0.4	NA
Wage Grade (WG) 9-16	--	--	--	7	3.7	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	120	3.4	±0.2	NR
General Schedule (GS) 7-10	16	2.3*	±0.5	345	3.4*	±0.1	-1.17 (L)
General Schedule (GS) 11-12	67	2.5*	±0.3	864	3.5*	±0.1	-1.13 (L)
General Schedule (GS) 13-15	90	3.0*	±0.2	1,509	3.7*	±0.0	-0.63 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	80	4.3	±0.1	NR
Other	--	--	--	12	2.9	±0.9	NA

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	15	3.9	±0.1	348	3.7	±0.1	0.23 (S)
1 to 3 years	14	2.6*	±0.6	624	3.6*	±0.1	-0.91 (L)
4 to 5 years	24	2.9*	±0.3	347	3.5*	±0.1	-0.57 (M)
6 to 10 years	52	2.5*	±0.3	688	3.5*	±0.1	-0.97 (L)
11 to 14 years	28	2.4*	±0.5	298	3.6*	±0.1	-1.16 (L)
15 to 20 years	22	2.6*	±0.5	269	3.6*	±0.1	-1.08 (L)
More than 20 years	23	3.3*	±0.4	414	3.8*	±0.1	-0.64 (M)
Appointment Type							
Permanent	180	2.8*	±0.2	2,946	3.6*	±0.0	-0.82 (L)
Term	NR	NR	NR	57	3.6	±0.2	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.9	±0.1	NA
Non-Seasonal	180	2.8*	±0.2	2,921	3.6*	±0.0	-0.83 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	7	3.9	±0.1	NA
Permanent-Non-Seasonal	180	2.8*	±0.2	2,917	3.6*	±0.0	-0.82 (L)
Term	NR	NR	NR	57	3.6	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	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 OS.

Table 5.10 OS – 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	162	3.2*	±0.1	2,980	4.0*	±0.0	-1.12 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	3.6	±0.3	NA
Wage Grade (WG) 5-8	--	--	--	26	3.7	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	3.6	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	8	3.3*	±0.4	114	3.9*	±0.1	-0.97 (L)
General Schedule (GS) 7-10	34	3.1*	±0.3	320	3.7*	±0.1	-0.83 (L)
General Schedule (GS) 11-12	44	3.0*	±0.2	865	3.9*	±0.0	-1.35 (L)
General Schedule (GS) 13-15	73	3.3*	±0.2	1,506	4.0*	±0.0	-1.11 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	80	4.3	±0.1	NR
Other	--	--	--	12	3.4	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	360	4.1	±0.1	NR
1 to 3 years	32	3.1*	±0.2	600	3.9*	±0.1	-1.07 (L)
4 to 5 years	23	3.2*	±0.3	341	3.9*	±0.1	-1.08 (L)
6 to 10 years	31	3.3*	±0.3	691	3.9*	±0.1	-0.85 (L)
11 to 14 years	22	3.1*	±0.3	298	3.9*	±0.1	-1.12 (L)
15 to 20 years	33	3.1*	±0.3	252	4.0*	±0.1	-1.25 (L)
More than 20 years	14	3.4*	±0.5	420	4.1*	±0.1	-1.16 (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	160	3.2*	±0.1	2,919	4.0*	±0.0	-1.13 (L)
Term	NR	NR	NR	56	3.8	±0.1	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	4.0	±0.1	NA
Non-Seasonal	160	3.2*	±0.1	2,894	4.0*	±0.0	-1.13 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	7	4.0	±0.1	NA
Permanent-Non-Seasonal	160	3.2*	±0.1	2,890	4.0*	±0.0	-1.13 (L)
Term	NR	NR	NR	56	3.8	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Disability							
Yes	95	3.2*	±0.1	241	4.0*	±0.1	-1.19 (L)
No	65	3.2*	±0.2	2,724	4.0*	±0.0	-1.05 (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 OS.

Table 5.11 OS – 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	162	4.5*	±0.2	2,974	5.6*	±0.0	-0.86 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	5.3	±0.6	NA
Wage Grade (WG) 5-8	--	--	--	26	5.1	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	6.0	±0.4	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	8	5.3	±0.6	114	5.3	±0.2	-0.01
General Schedule (GS) 7-10	34	4.5*	±0.3	320	5.4*	±0.1	-0.69 (M)
General Schedule (GS) 11-12	44	4.3*	±0.3	859	5.5*	±0.1	-0.89 (L)
General Schedule (GS) 13-15	73	4.5*	±0.3	1,506	5.7*	±0.1	-1.02 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	80	6.3	±0.1	NR
Other	--	--	--	12	4.5	±1.4	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	360	5.7	±0.1	NR
1 to 3 years	32	4.5*	±0.4	600	5.5*	±0.1	-0.74 (M)
4 to 5 years	23	4.8*	±0.5	336	5.5*	±0.1	-0.58 (M)
6 to 10 years	31	4.3*	±0.5	691	5.4*	±0.1	-0.89 (L)
11 to 14 years	22	3.9*	±0.5	298	5.5*	±0.1	-1.27 (L)
15 to 20 years	33	4.5*	±0.3	252	5.7*	±0.1	-1.04 (L)
More than 20 years	14	5.2*	±0.4	420	5.9*	±0.1	-0.69 (M)
Appointment Type							
Permanent	160	4.5*	±0.2	2,913	5.6*	±0.0	-0.87 (L)
Term	NR	NR	NR	56	5.7	±0.3	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	6.1	±0.6	NA
Non-Seasonal	160	4.5*	±0.2	2,888	5.6*	±0.0	-0.87 (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	--	--	--	7	6.1	±0.6	NA
Permanent-Non-Seasonal	160	4.5*	±0.2	2,884	5.6*	±0.0	-0.87 (L)
Term	NR	NR	NR	56	5.7	±0.3	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Disability							
Yes	95	4.5*	±0.2	241	5.7*	±0.1	-1.02 (L)
No	65	4.5*	±0.3	2,719	5.6*	±0.0	-0.85 (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 OS.

Table 5.12 OS – 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	162	2.7*	±0.2	2,975	3.6*	±0.0	-0.98 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	8	4.0	±0.0	NA
Wage Grade (WG) 5-8	--	--	--	26	3.5	±0.4	NA
Wage Grade (WG) 9-16	--	--	--	7	3.7	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	8	3.4	±0.3	114	3.4	±0.2	-0.08
General Schedule (GS) 7-10	34	2.8*	±0.3	320	3.4*	±0.1	-0.64 (M)
General Schedule (GS) 11-12	44	2.3*	±0.2	865	3.5*	±0.1	-1.26 (L)
General Schedule (GS) 13-15	73	2.7*	±0.3	1,506	3.7*	±0.0	-1.05 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	80	4.3	±0.1	NR
Other	--	--	--	12	2.9	±0.9	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	360	3.7	±0.1	NR
1 to 3 years	32	2.8*	±0.3	600	3.6*	±0.1	-0.79 (M)
4 to 5 years	23	2.5*	±0.4	341	3.5*	±0.1	-1.12 (L)
6 to 10 years	31	2.9*	±0.4	691	3.4*	±0.1	-0.57 (M)
11 to 14 years	22	1.9*	±0.4	298	3.6*	±0.1	-1.68 (L)
15 to 20 years	33	2.7*	±0.3	252	3.7*	±0.1	-1.09 (L)
More than 20 years	14	3.1*	±0.4	415	3.8*	±0.1	-0.81 (L)
Appointment Type							
Permanent	160	2.6*	±0.2	2,914	3.6*	±0.0	-0.98 (L)
Term	NR	NR	NR	56	3.6	±0.2	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.9	±0.1	NA
Non-Seasonal	160	2.6*	±0.2	2,889	3.6*	±0.0	-0.99 (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	--	--	--	7	3.9	±0.1	NA
Permanent-Non-Seasonal	160	2.6*	±0.2	2,885	3.6*	±0.0	-0.99 (L)
Term	NR	NR	NR	56	3.6	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Disability							
Yes	95	2.6*	±0.2	241	3.7*	±0.1	-1.23 (L)
No	65	2.8*	±0.3	2,719	3.6*	±0.0	-0.85 (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 OS.

Table 5.13 OS – 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	82	3.3*	±0.2	3,080	3.9*	±0.0	-0.86 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	3.6	±0.3	NA
Wage Grade (WG) 5-8	--	--	--	26	3.7	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	3.6	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	120	3.8	±0.1	NR
General Schedule (GS) 7-10	18	2.7*	±0.5	341	3.7*	±0.1	-1.40 (L)
General Schedule (GS) 11-12	18	3.4*	±0.3	901	3.9*	±0.0	-0.69 (M)
General Schedule (GS) 13-15	42	3.5*	±0.2	1,543	4.0*	±0.0	-0.72 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	82	4.4	±0.1	NR
Other	--	--	--	12	3.4	±0.6	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	NR	NR	NR	359	4.1	±0.1	NR
1 to 3 years	16	3.3*	±0.3	620	3.9*	±0.1	-0.73 (M)
4 to 5 years	17	3.2*	±0.4	350	3.9*	±0.1	-1.16 (L)
6 to 10 years	17	3.3*	±0.5	710	3.9*	±0.1	-0.75 (M)
11 to 14 years	NR	NR	NR	319	3.9	±0.1	NR
15 to 20 years	11	3.2*	±0.7	278	3.9*	±0.1	-1.02 (L)
More than 20 years	14	3.3*	±0.3	423	4.1*	±0.1	-1.28 (L)
Appointment Type							
Permanent	81	3.3*	±0.2	3,020	3.9*	±0.0	-0.88 (L)
Term	NR	NR	NR	56	3.8	±0.1	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	79	3.3*	±0.2	2,997	3.9*	±0.0	-0.91 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	79	3.3*	±0.2	2,992	3.9*	±0.0	-0.91 (L)
Term	NR	NR	NR	56	3.8	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	35	3.2*	±0.3	1,362	3.9*	±0.0	-1.01 (L)
Women	46	3.4*	±0.2	1,712	4.0*	±0.0	-0.76 (M)
Gender Identity							
Male	35	3.2*	±0.3	1,362	3.9*	±0.0	-1.01 (L)
Female	46	3.4*	±0.2	1,712	4.0*	±0.0	-0.76 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	52	3.1*	±0.3	2,820	4.0*	±0.0	-1.18 (L)
Sexual Minority	19	3.9	±0.2	117	4.0	±0.1	-0.03

	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	52	3.1*	±0.3	2,820	4.0*	±0.0	-1.18 (L)
Lesbian	8	3.7	±0.5	25	4.1	±0.2	-0.67 (M)
Gay	8	4.1	±0.2	43	4.0	±0.2	0.15
Bisexual	--	--	--	38	3.8	±0.2	NA
Other	NR	NR	NR	12	3.7	±0.3	NR
I prefer not to say	12	3.3	±0.2	129	3.7	±0.1	-0.47 (S)

^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 OS.

Table 5.14 OS – 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	82	5.2*	±0.3	3,075	5.5*	±0.0	-0.22 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	5.3	±0.6	NA
Wage Grade (WG) 5-8	--	--	--	26	5.1	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	6.0	±0.4	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	120	5.3	±0.2	NR
General Schedule (GS) 7-10	18	4.6*	±0.6	341	5.4*	±0.1	-0.59 (M)
General Schedule (GS) 11-12	18	5.2	±0.6	895	5.4	±0.1	-0.17
General Schedule (GS) 13-15	42	5.4	±0.4	1,543	5.6	±0.1	-0.14
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	82	6.3	±0.1	NR
Other	--	--	--	12	4.5	±1.4	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	359	5.7	±0.1	NR
1 to 3 years	16	5.2	±0.5	620	5.4	±0.1	-0.15
4 to 5 years	17	4.2*	±0.6	344	5.5*	±0.1	-1.14 (L)
6 to 10 years	17	5.5	±0.7	710	5.3	±0.1	0.12
11 to 14 years	NR	NR	NR	319	5.4	±0.1	NR
15 to 20 years	11	4.9	±0.7	278	5.5	±0.1	-0.53 (M)
More than 20 years	14	6.2	±0.6	423	5.9	±0.1	0.33 (S)
Appointment Type							
Permanent	81	5.2*	±0.3	3,014	5.5*	±0.0	-0.24 (S)
Term	NR	NR	NR	56	5.7	±0.3	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	79	5.2*	±0.3	2,991	5.5*	±0.0	-0.26 (S)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	79	5.2*	±0.3	2,987	5.5*	±0.0	-0.26 (S)
Term	NR	NR	NR	56	5.7	±0.3	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	35	5.0*	±0.5	1,357	5.5*	±0.1	-0.38 (S)
Women	46	5.5	±0.3	1,712	5.6	±0.1	-0.08
Gender Identity							
Male	35	5.0*	±0.5	1,357	5.5*	±0.1	-0.38 (S)
Female	46	5.5	±0.3	1,712	5.6	±0.1	-0.08
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	52	5.1*	±0.4	2,814	5.5*	±0.0	-0.38 (S)
Sexual Minority	19	5.3	±0.5	117	5.4	±0.2	-0.06
Sexual Orientation							
Heterosexual or straight	52	5.1*	±0.4	2,814	5.5*	±0.0	-0.38 (S)
Lesbian	8	4.9	±0.9	25	5.6	±0.3	-0.73 (M)
Gay	8	5.8	±0.6	43	5.6	±0.3	0.19
Bisexual	--	--	--	38	5.3	±0.5	NA
Other	NR	NR	NR	12	4.3	±0.7	NR
I prefer not to say	12	5.9	±0.4	129	5.3	±0.3	0.46 (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.

5.5.3 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 OS.

Table 5.15 OS – 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	82	2.9*	±0.2	3,075	3.6*	±0.0	-0.69 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	8	4.0	±0.0	NA
Wage Grade (WG) 5-8	--	--	--	26	3.5	±0.4	NA
Wage Grade (WG) 9-16	--	--	--	7	3.7	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	120	3.4	±0.2	NR
General Schedule (GS) 7-10	18	2.3*	±0.4	341	3.4*	±0.1	-1.11 (L)
General Schedule (GS) 11-12	18	2.9*	±0.4	901	3.5*	±0.1	-0.60 (M)
General Schedule (GS) 13-15	42	3.0*	±0.3	1,543	3.7*	±0.0	-0.71 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	82	4.3	±0.1	NR
Other	--	--	--	12	2.9	±0.9	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	359	3.7	±0.1	NR
1 to 3 years	16	2.9*	±0.2	620	3.6*	±0.1	-0.66 (M)
4 to 5 years	17	2.4*	±0.4	350	3.5*	±0.1	-1.21 (L)
6 to 10 years	17	3.1	±0.7	710	3.4	±0.1	-0.34 (S)
11 to 14 years	NR	NR	NR	319	3.5	±0.1	NR
15 to 20 years	11	2.8*	±0.8	278	3.6*	±0.1	-0.79 (M)
More than 20 years	14	3.2*	±0.5	418	3.8*	±0.1	-0.76 (M)
Appointment Type							
Permanent	81	2.9*	±0.2	3,015	3.6*	±0.0	-0.69 (M)
Term	NR	NR	NR	56	3.6	±0.2	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	79	2.9*	±0.2	2,992	3.6*	±0.0	-0.73 (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	NR	NR	NR	NR
Permanent-Non-Seasonal	79	2.9*	±0.2	2,987	3.6*	±0.0	-0.72 (M)
Term	NR	NR	NR	56	3.6	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	35	2.6*	±0.4	1,362	3.6*	±0.1	-0.96 (L)
Women	46	3.1*	±0.3	1,707	3.6*	±0.0	-0.50 (M)
Gender Identity							
Male	35	2.6*	±0.4	1,362	3.6*	±0.1	-0.96 (L)
Female	46	3.1*	±0.3	1,707	3.6*	±0.0	-0.50 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	52	2.8*	±0.3	2,815	3.6*	±0.0	-0.83 (L)
Sexual Minority	19	3.2	±0.2	117	3.6	±0.2	-0.44 (S)
Sexual Orientation							
Heterosexual or straight	52	2.8*	±0.3	2,815	3.6*	±0.0	-0.83 (L)
Lesbian	8	3.3	±0.5	25	3.8	±0.4	-0.48 (S)
Gay	8	3.0	±0.1	43	3.7	±0.3	-0.73 (M)
Bisexual	--	--	--	38	3.5	±0.3	NA
Other	NR	NR	NR	12	3.1	±0.4	NR
I prefer not to say	12	3.0	±0.4	129	3.3	±0.2	-0.28 (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.

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 OS.

Table 5.16 OS – 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	201	3.6*	±0.1	3,004	3.9*	±0.0	-0.53 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	3.6	±0.3	NA
Wage Grade (WG) 5-8	--	--	--	26	3.7	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	3.6	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	4.0	±0.0	117	3.8	±0.1	0.23 (S)
General Schedule (GS) 7-10	26	3.2*	±0.3	340	3.7*	±0.1	-0.57 (M)
General Schedule (GS) 11-12	64	3.5*	±0.2	871	3.9*	±0.0	-0.52 (M)
General Schedule (GS) 13-15	94	3.6*	±0.1	1,509	4.0*	±0.0	-0.61 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	4.0	±0.2	76	4.4	±0.1	-0.77 (M)
Other	--	--	--	12	3.4	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	10	3.9	±0.4	354	4.1	±0.1	-0.38 (S)
1 to 3 years	29	3.4*	±0.3	613	3.9*	±0.1	-0.57 (M)
4 to 5 years	42	3.8	±0.2	329	3.9	±0.1	-0.13
6 to 10 years	46	3.3*	±0.2	699	3.9*	±0.1	-0.82 (L)
11 to 14 years	14	2.9*	±0.4	312	3.9*	±0.1	-1.42 (L)
15 to 20 years	34	3.7	±0.2	258	3.9	±0.1	-0.21 (S)
More than 20 years	21	3.9	±0.3	421	4.1	±0.1	-0.36 (S)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	199	3.6*	±0.1	2,943	3.9*	±0.0	-0.52 (M)
Term	NR	NR	NR	57	3.8	±0.1	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	4.0	±0.1	NA
Non-Seasonal	199	3.6*	±0.1	2,918	3.9*	±0.0	-0.52 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	7	4.0	±0.1	NA
Permanent-Non-Seasonal	199	3.6*	±0.1	2,914	3.9*	±0.0	-0.51 (M)
Term	NR	NR	NR	57	3.8	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	58	3.4*	±0.2	1,365	3.9*	±0.0	-0.69 (M)
Women	140	3.6*	±0.1	1,634	4.0*	±0.0	-0.47 (S)
Gender Identity							
Male	58	3.4*	±0.2	1,365	3.9*	±0.0	-0.69 (M)
Female	140	3.6*	±0.1	1,634	4.0*	±0.0	-0.47 (S)
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	176	3.6*	±0.1	2,735	4.0*	±0.0	-0.46 (S)
Sexual Minority	8	2.9*	±0.5	128	4.0*	±0.1	-1.82 (L)
Sexual Orientation							
Heterosexual or straight	176	3.6*	±0.1	2,735	4.0*	±0.0	-0.46 (S)
Lesbian	NR	NR	NR	29	4.2	±0.2	NR
Gay	--	--	--	51	4.1	±0.2	NA
Bisexual	NR	NR	NR	36	3.9	±0.2	NR
Other	NR	NR	NR	12	3.8	±0.3	NR
I prefer not to say	15	3.3	±0.2	128	3.7	±0.1	-0.53 (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 OS.

Table 5.17 OS – 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	195	5.1*	±0.2	3,004	5.5*	±0.0	-0.36 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	5.3	±0.6	NA
Wage Grade (WG) 5-8	--	--	--	26	5.1	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	6.0	±0.4	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	6.0	±0.0	117	5.3	±0.2	0.53 (M)
General Schedule (GS) 7-10	26	5.2	±0.4	340	5.3	±0.1	-0.06
General Schedule (GS) 11-12	58	4.9*	±0.4	871	5.4*	±0.1	-0.43 (S)
General Schedule (GS) 13-15	94	5.0*	±0.3	1,509	5.6*	±0.1	-0.53 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	5.9	±0.3	76	6.3	±0.1	-0.68 (M)
Other	--	--	--	12	4.5	±1.4	NA
Years of Service at Bureau or Office							
Less than 1 year	10	5.1	±1.0	354	5.7	±0.1	-0.56 (M)
1 to 3 years	29	4.9*	±0.5	613	5.4*	±0.1	-0.39 (S)
4 to 5 years	36	5.0*	±0.4	329	5.5*	±0.1	-0.47 (S)
6 to 10 years	46	4.8*	±0.4	699	5.4*	±0.1	-0.42 (S)
11 to 14 years	14	4.4*	±0.8	312	5.5*	±0.1	-0.86 (L)
15 to 20 years	34	5.6	±0.3	258	5.5	±0.1	0.11
More than 20 years	21	5.7	±0.7	421	5.9	±0.1	-0.23 (S)
Appointment Type							
Permanent	193	5.1*	±0.2	2,943	5.5*	±0.0	-0.35 (S)
Term	NR	NR	NR	57	5.8	±0.3	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	6.1	±0.6	NA
Non-Seasonal	193	5.1*	±0.2	2,918	5.5*	±0.0	-0.35 (S)

	Experienced sexual harassment			Did not experience sexual 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	--	--	--	7	6.1	±0.6	NA
Permanent-Non-Seasonal	193	5.1*	±0.2	2,914	5.5*	±0.0	-0.35 (S)
Term	NR	NR	NR	57	5.8	±0.3	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	53	4.5*	±0.4	1,365	5.5*	±0.1	-0.80 (L)
Women	140	5.3*	±0.2	1,634	5.6*	±0.1	-0.22 (S)
Gender Identity							
Male	53	4.5*	±0.4	1,365	5.5*	±0.1	-0.80 (L)
Female	140	5.3*	±0.2	1,634	5.6*	±0.1	-0.22 (S)
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	171	5.2*	±0.2	2,735	5.5*	±0.0	-0.29 (S)
Sexual Minority	8	3.5*	±0.6	128	5.4*	±0.2	-1.55 (L)
Sexual Orientation							
Heterosexual or straight	171	5.2*	±0.2	2,735	5.5*	±0.0	-0.29 (S)
Lesbian	NR	NR	NR	29	5.7	±0.3	NR
Gay	--	--	--	51	5.6	±0.3	NA
Bisexual	NR	NR	NR	36	5.4	±0.5	NR
Other	NR	NR	NR	12	4.4	±0.7	NR
I prefer not to say	15	4.7	±1.0	128	5.3	±0.2	-0.46 (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.

5.6.3 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 OS.

Table 5.18 OS – 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	201	3.1*	±0.2	2,999	3.6*	±0.0	-0.51 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	8	4.0	±0.0	NA
Wage Grade (WG) 5-8	--	--	--	26	3.5	±0.4	NA
Wage Grade (WG) 9-16	--	--	--	7	3.7	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	3.7	±0.0	117	3.4	±0.2	0.26 (S)
General Schedule (GS) 7-10	26	2.7*	±0.3	340	3.4*	±0.1	-0.63 (M)
General Schedule (GS) 11-12	64	2.9*	±0.3	871	3.5*	±0.1	-0.58 (M)
General Schedule (GS) 13-15	94	3.1*	±0.2	1,509	3.7*	±0.0	-0.53 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	4.0	±0.8	76	4.3	±0.1	-0.39 (S)
Other	--	--	--	12	2.9	±0.9	NA
Years of Service at Bureau or Office							
Less than 1 year	10	3.1*	±0.6	354	3.7*	±0.1	-0.83 (L)
1 to 3 years	29	2.8*	±0.4	613	3.6*	±0.1	-0.71 (M)
4 to 5 years	42	3.3	±0.3	329	3.5	±0.1	-0.24 (S)
6 to 10 years	46	2.7*	±0.3	699	3.5*	±0.1	-0.72 (M)
11 to 14 years	14	2.2*	±0.5	312	3.5*	±0.1	-1.28 (L)
15 to 20 years	34	3.6	±0.3	258	3.5	±0.1	0.07
More than 20 years	21	3.5	±0.6	416	3.8	±0.1	-0.34 (S)
Appointment Type							
Permanent	199	3.1*	±0.2	2,938	3.6*	±0.0	-0.51 (M)
Term	NR	NR	NR	57	3.6	±0.2	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced sexual harassment			Did not experience sexual 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>
Work Schedule							
Seasonal	--	--	--	7	3.9	±0.1	NA
Non-Seasonal	199	3.1*	±0.2	2,913	3.6*	±0.0	-0.51 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	7	3.9	±0.1	NA
Permanent-Non-Seasonal	199	3.1*	±0.2	2,909	3.6*	±0.0	-0.51 (M)
Term	NR	NR	NR	57	3.6	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	58	2.8*	±0.3	1,365	3.6*	±0.1	-0.82 (L)
Women	140	3.2*	±0.2	1,629	3.6*	±0.0	-0.38 (S)
Gender Identity							
Male	58	2.8*	±0.3	1,365	3.6*	±0.1	-0.82 (L)
Female	140	3.2*	±0.2	1,629	3.6*	±0.0	-0.38 (S)
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	176	3.1*	±0.2	2,730	3.6*	±0.0	-0.45 (S)
Sexual Minority	8	2.2*	±0.6	128	3.6*	±0.2	-1.58 (L)
Sexual Orientation							
Heterosexual or straight	176	3.1*	±0.2	2,730	3.6*	±0.0	-0.45 (S)
Lesbian	NR	NR	NR	29	3.8	±0.3	NR
Gay	--	--	--	51	3.5	±0.3	NA
Bisexual	NR	NR	NR	36	3.7	±0.3	NR
Other	NR	NR	NR	12	3.2	±0.3	NR
I prefer not to say	15	2.7*	±0.6	128	3.3*	±0.2	-0.59 (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 OS.

Table 5.19 OS – 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	380	3.6*	±0.1	2,822	4.0*	±0.0	-0.58 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	3.6	±0.3	NA
Wage Grade (WG) 5-8	--	--	--	26	3.7	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	3.6	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	19	3.5*	±0.3	104	3.9*	±0.1	-0.63 (M)
General Schedule (GS) 7-10	46	3.0*	±0.2	319	3.8*	±0.1	-0.99 (L)
General Schedule (GS) 11-12	138	3.5*	±0.1	794	3.9*	±0.0	-0.57 (M)
General Schedule (GS) 13-15	162	3.7*	±0.1	1,441	4.0*	±0.0	-0.48 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	11	4.1	±0.2	73	4.4	±0.1	-0.49 (S)
Other	--	--	--	12	3.4	±0.6	NA

	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	30	3.8*	±0.2	334	4.1*	±0.1	-0.54 (M)
1 to 3 years	72	3.5*	±0.2	570	3.9*	±0.1	-0.52 (M)
4 to 5 years	67	3.7*	±0.2	305	3.9*	±0.1	-0.35 (S)
6 to 10 years	78	3.6*	±0.2	663	3.9*	±0.1	-0.39 (S)
11 to 14 years	32	3.0*	±0.3	295	4.0*	±0.1	-1.34 (L)
15 to 20 years	58	3.6*	±0.2	234	3.9*	±0.1	-0.49 (S)
More than 20 years	41	3.6*	±0.2	402	4.1*	±0.1	-0.94 (L)
Appointment Type							
Permanent	368	3.6*	±0.1	2,771	4.0*	±0.0	-0.57 (M)
Term	11	3.5*	±0.3	47	3.9*	±0.1	-0.70 (M)
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	4.0	±0.1	NA
Non-Seasonal	368	3.6*	±0.1	2,746	4.0*	±0.0	-0.57 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	7	4.0	±0.1	NA
Permanent-Non-Seasonal	368	3.6*	±0.1	2,741	4.0*	±0.0	-0.57 (M)
Term	11	3.5*	±0.3	47	3.9*	±0.1	-0.70 (M)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	152	3.5*	±0.1	1,272	4.0*	±0.0	-0.63 (M)
Women	226	3.6*	±0.1	1,545	4.0*	±0.0	-0.55 (M)
Gender Identity							
Male	152	3.5*	±0.1	1,272	4.0*	±0.0	-0.63 (M)
Female	226	3.6*	±0.1	1,545	4.0*	±0.0	-0.55 (M)
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	326	3.6*	±0.1	2,582	4.0*	±0.0	-0.58 (M)
Sexual Minority	20	3.7	±0.2	115	4.0	±0.1	-0.39 (S)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			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>
Sexual Orientation							
Heterosexual or straight	326	3.6*	±0.1	2,582	4.0*	±0.0	-0.58 (M)
Lesbian	5	3.2*	±0.3	27	4.2*	±0.2	-2.12 (L)
Gay	13	4.0	±0.2	38	4.1	±0.2	-0.23 (S)
Bisexual	--	--	--	38	3.8	±0.2	NA
Other	NR	NR	NR	12	3.8	±0.3	NR
I prefer not to say	31	3.4*	±0.1	112	3.7*	±0.2	-0.41 (S)

^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 OS.

Table 5.20 OS – 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</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	374	5.0*	±0.1	2,822	5.6*	±0.0	-0.45 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	5.3	±0.6	NA
Wage Grade (WG) 5-8	--	--	--	26	5.1	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	6.0	±0.4	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	19	3.9*	±0.8	104	5.6*	±0.2	-1.46 (L)
General Schedule (GS) 7-10	46	4.9*	±0.4	319	5.4*	±0.1	-0.36 (S)
General Schedule (GS) 11-12	132	4.9*	±0.2	794	5.5*	±0.1	-0.40 (S)
General Schedule (GS) 13-15	162	5.2*	±0.2	1,441	5.6*	±0.1	-0.42 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	11	5.9*	±0.3	73	6.3*	±0.1	-0.71 (M)
Other	--	--	--	12	4.5	±1.4	NA
Years of Service at Bureau or Office							
Less than 1 year	30	5.1*	±0.5	334	5.7*	±0.1	-0.60 (M)
1 to 3 years	72	4.7*	±0.3	570	5.5*	±0.1	-0.61 (M)
4 to 5 years	61	5.0*	±0.3	305	5.6*	±0.1	-0.49 (S)
6 to 10 years	78	5.2	±0.3	663	5.4	±0.1	-0.13
11 to 14 years	32	4.5*	±0.5	295	5.5*	±0.1	-0.85 (L)
15 to 20 years	58	5.3	±0.3	234	5.6	±0.1	-0.27 (S)
More than 20 years	41	5.4*	±0.5	402	5.9*	±0.1	-0.53 (M)
Appointment Type							
Permanent	363	5.0*	±0.1	2,771	5.6*	±0.0	-0.45 (S)
Term	11	5.2	±0.6	47	5.9	±0.3	-0.62 (M)
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	6.1	±0.6	NA
Non-Seasonal	363	5.0*	±0.1	2,746	5.6*	±0.0	-0.45 (S)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			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	--	--	--	7	6.1	±0.6	NA
Permanent-Non-Seasonal	363	5.0*	±0.1	2,741	5.6*	±0.0	-0.45 (S)
Term	11	5.2	±0.6	47	5.9	±0.3	-0.62 (M)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	146	4.8*	±0.2	1,272	5.5*	±0.1	-0.63 (M)
Women	226	5.2*	±0.2	1,545	5.6*	±0.1	-0.35 (S)
Gender Identity							
Male	146	4.8*	±0.2	1,272	5.5*	±0.1	-0.63 (M)
Female	226	5.2*	±0.2	1,545	5.6*	±0.1	-0.35 (S)
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	321	5.0*	±0.1	2,582	5.6*	±0.0	-0.47 (S)
Sexual Minority	20	5.0	±0.5	115	5.4	±0.2	-0.35 (S)
Sexual Orientation							
Heterosexual or straight	321	5.0*	±0.1	2,582	5.6*	±0.0	-0.47 (S)
Lesbian	5	4.5*	±1.2	27	5.6*	±0.3	-1.20 (L)
Gay	13	5.2	±0.6	38	5.7	±0.4	-0.46 (S)
Bisexual	--	--	--	38	5.3	±0.5	NA
Other	NR	NR	NR	12	4.4	±0.7	NR
I prefer not to say	31	5.0	±0.6	112	5.4	±0.2	-0.26 (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.

5.7.3 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 OS.

Table 5.21 OS – 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	380	3.0*	±0.1	2,817	3.6*	±0.0	-0.59 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	8	4.0	±0.0	NA
Wage Grade (WG) 5-8	--	--	--	26	3.5	±0.4	NA
Wage Grade (WG) 9-16	--	--	--	7	3.7	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	19	2.3*	±0.5	104	3.6*	±0.1	-1.61 (L)
General Schedule (GS) 7-10	46	2.6*	±0.2	319	3.4*	±0.1	-0.83 (L)
General Schedule (GS) 11-12	138	3.0*	±0.2	794	3.5*	±0.1	-0.54 (M)
General Schedule (GS) 13-15	162	3.2*	±0.2	1,441	3.7*	±0.1	-0.50 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	11	4.1	±0.6	73	4.3	±0.1	-0.38 (S)
Other	--	--	--	12	2.9	±0.9	NA
Years of Service at Bureau or Office							
Less than 1 year	30	3.1*	±0.4	334	3.8*	±0.1	-0.88 (L)
1 to 3 years	72	2.8*	±0.2	570	3.6*	±0.1	-0.77 (M)
4 to 5 years	67	3.1*	±0.2	305	3.6*	±0.1	-0.52 (M)
6 to 10 years	78	3.2	±0.2	663	3.4	±0.1	-0.19
11 to 14 years	32	2.6*	±0.4	295	3.6*	±0.1	-0.99 (L)
15 to 20 years	58	3.3*	±0.3	234	3.6*	±0.1	-0.33 (S)
More than 20 years	41	3.1*	±0.3	397	3.9*	±0.1	-0.96 (L)
Appointment Type							
Permanent	368	3.0*	±0.1	2,766	3.6*	±0.0	-0.59 (M)
Term	11	3.5	±0.2	47	3.6	±0.2	-0.24 (S)
Temporary	--	--	--	NR	NR	NR	NR

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	--	--	--	7	3.9	±0.1	NA
Non-Seasonal	368	3.0*	±0.1	2,741	3.6*	±0.0	-0.60 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	7	3.9	±0.1	NA
Permanent-Non-Seasonal	368	3.0*	±0.1	2,736	3.6*	±0.0	-0.60 (M)
Term	11	3.5	±0.2	47	3.6	±0.2	-0.24 (S)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	152	3.0*	±0.2	1,272	3.6*	±0.1	-0.66 (M)
Women	226	3.1*	±0.1	1,540	3.6*	±0.0	-0.53 (M)
Gender Identity							
Male	152	3.0*	±0.2	1,272	3.6*	±0.1	-0.66 (M)
Female	226	3.1*	±0.1	1,540	3.6*	±0.0	-0.53 (M)
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	326	3.1*	±0.1	2,577	3.6*	±0.0	-0.57 (M)
Sexual Minority	20	2.9*	±0.3	115	3.6*	±0.2	-0.72 (M)
Sexual Orientation							
Heterosexual or straight	326	3.1*	±0.1	2,577	3.6*	±0.0	-0.57 (M)
Lesbian	5	3.1	±0.7	27	3.7	±0.4	-0.68 (M)
Gay	13	2.9*	±0.2	38	3.8*	±0.3	-0.89 (L)
Bisexual	--	--	--	38	3.5	±0.3	NA
Other	NR	NR	NR	12	3.2	±0.3	NR
I prefer not to say	31	2.9*	±0.3	112	3.3*	±0.2	-0.49 (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.

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 OS.

Table 5.22 OS – 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	139	3.5*	±0.1	3,066	3.9*	±0.0	-0.64 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	3.6	±0.3	NA
Wage Grade (WG) 5-8	--	--	--	26	3.7	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	3.6	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	3.5	±0.5	117	3.9	±0.1	-0.62 (M)
General Schedule (GS) 7-10	15	2.8*	±0.4	350	3.7*	±0.1	-1.16 (L)
General Schedule (GS) 11-12	59	3.4*	±0.2	875	3.9*	±0.0	-0.62 (M)
General Schedule (GS) 13-15	53	3.7*	±0.2	1,550	4.0*	±0.0	-0.52 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	82	4.3	±0.1	NR
Other	--	--	--	12	3.4	±0.6	NA

	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	6	3.5*	±0.4	358	4.1*	±0.1	-1.08 (L)
1 to 3 years	30	3.4*	±0.4	612	3.9*	±0.1	-0.56 (M)
4 to 5 years	16	3.4*	±0.3	355	3.9*	±0.1	-0.71 (M)
6 to 10 years	39	3.2*	±0.2	706	3.9*	±0.1	-0.94 (L)
11 to 14 years	6	3.3	±0.4	321	3.9	±0.1	-0.72 (M)
15 to 20 years	17	3.6	±0.3	275	3.9	±0.1	-0.31 (S)
More than 20 years	23	3.9	±0.3	420	4.1	±0.1	-0.34 (S)
Appointment Type							
Permanent	135	3.5*	±0.1	3,007	3.9*	±0.0	-0.61 (M)
Term	NR	NR	NR	55	3.9	±0.1	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	4.0	±0.1	NA
Non-Seasonal	135	3.5*	±0.1	2,982	3.9*	±0.0	-0.61 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	7	4.0	±0.1	NA
Permanent-Non-Seasonal	135	3.5*	±0.1	2,978	3.9*	±0.0	-0.61 (M)
Term	NR	NR	NR	55	3.9	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	27	2.9*	±0.3	1,396	3.9*	±0.0	-1.36 (L)
Women	111	3.6*	±0.1	1,664	4.0*	±0.0	-0.48 (S)
Gender Identity							
Male	27	2.9*	±0.3	1,396	3.9*	±0.0	-1.36 (L)
Female	111	3.6*	±0.1	1,664	4.0*	±0.0	-0.48 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	110	3.5*	±0.1	2,801	3.9*	±0.0	-0.60 (M)
Sexual Minority	9	3.0*	±0.5	126	4.0*	±0.1	-1.80 (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	110	3.5*	±0.1	2,801	3.9*	±0.0	-0.60 (M)
Lesbian	NR	NR	NR	31	4.1	±0.2	NR
Gay	NR	NR	NR	48	4.1	±0.1	NR
Bisexual	NR	NR	NR	34	3.9	±0.2	NR
Other	NR	NR	NR	13	3.8	±0.3	NR
I prefer not to say	15	3.4	±0.2	128	3.7	±0.1	-0.31 (S)

^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 OS.

Table 5.23 OS – 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	139	5.1*	±0.2	3,060	5.5*	±0.0	-0.38 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	5.3	±0.6	NA
Wage Grade (WG) 5-8	--	--	--	26	5.1	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	6.0	±0.4	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	3.9*	±0.1	117	5.4*	±0.2	-1.18 (L)
General Schedule (GS) 7-10	15	4.8	±0.8	350	5.3	±0.1	-0.43 (S)
General Schedule (GS) 11-12	59	5.3	±0.3	869	5.4	±0.1	-0.10
General Schedule (GS) 13-15	53	5.0*	±0.4	1,550	5.6*	±0.1	-0.50 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	82	6.3	±0.1	NR
Other	--	--	--	12	4.5	±1.4	NA
Years of Service at Bureau or Office							
Less than 1 year	6	3.3*	±0.9	358	5.7*	±0.1	-2.33 (L)
1 to 3 years	30	4.5*	±0.5	612	5.4*	±0.1	-0.67 (M)
4 to 5 years	16	4.6*	±0.5	350	5.5*	±0.1	-0.74 (M)
6 to 10 years	39	5.1	±0.4	706	5.3	±0.1	-0.20 (S)
11 to 14 years	6	4.4	±0.7	321	5.5	±0.1	-0.79 (M)
15 to 20 years	17	5.6	±0.6	275	5.5	±0.1	0.08
More than 20 years	23	6.3*	±0.4	420	5.9*	±0.1	0.47 (S)
Appointment Type							
Permanent	135	5.1*	±0.2	3,002	5.5*	±0.0	-0.34 (S)
Term	NR	NR	NR	55	5.9	±0.2	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	6.1	±0.6	NA
Non-Seasonal	135	5.1*	±0.2	2,976	5.5*	±0.0	-0.34 (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	--	--	--	7	6.1	±0.6	NA
Permanent-Non-Seasonal	135	5.1*	±0.2	2,972	5.5*	±0.0	-0.34 (S)
Term	NR	NR	NR	55	5.9	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	27	4.2*	±0.6	1,391	5.5*	±0.1	-1.04 (L)
Women	111	5.3*	±0.2	1,664	5.6*	±0.1	-0.24 (S)
Gender Identity							
Male	27	4.2*	±0.6	1,391	5.5*	±0.1	-1.04 (L)
Female	111	5.3*	±0.2	1,664	5.6*	±0.1	-0.24 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	110	5.0*	±0.3	2,796	5.5*	±0.0	-0.41 (S)
Sexual Minority	9	3.8*	±0.6	126	5.5*	±0.2	-1.34 (L)
Sexual Orientation							
Heterosexual or straight	110	5.0*	±0.3	2,796	5.5*	±0.0	-0.41 (S)
Lesbian	NR	NR	NR	31	5.6	±0.3	NR
Gay	NR	NR	NR	48	5.7	±0.3	NR
Bisexual	NR	NR	NR	34	5.4	±0.5	NR
Other	NR	NR	NR	13	4.5	±0.7	NR
I prefer not to say	15	6.1*	±0.5	128	5.2*	±0.2	0.67 (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 OS.

Table 5.24 OS – 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	139	3.0*	±0.2	3,061	3.6*	±0.0	-0.62 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	8	4.0	±0.0	NA
Wage Grade (WG) 5-8	--	--	--	26	3.5	±0.4	NA
Wage Grade (WG) 9-16	--	--	--	7	3.7	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	2.0*	±0.1	117	3.5*	±0.2	-1.63 (L)
General Schedule (GS) 7-10	15	2.4*	±0.5	350	3.4*	±0.1	-0.94 (L)
General Schedule (GS) 11-12	59	3.0*	±0.3	875	3.5*	±0.1	-0.45 (S)
General Schedule (GS) 13-15	53	3.1*	±0.3	1,550	3.7*	±0.0	-0.60 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	82	4.3	±0.1	NR
Other	--	--	--	12	2.9	±0.9	NA
Years of Service at Bureau or Office							
Less than 1 year	6	1.9*	±0.2	358	3.8*	±0.1	-2.42 (L)
1 to 3 years	30	2.9*	±0.5	612	3.6*	±0.1	-0.62 (M)
4 to 5 years	16	2.8*	±0.5	355	3.5*	±0.1	-0.71 (M)
6 to 10 years	39	2.8*	±0.3	706	3.4*	±0.1	-0.70 (M)
11 to 14 years	6	2.8	±0.4	321	3.5	±0.1	-0.66 (M)
15 to 20 years	17	3.3	±0.5	275	3.6	±0.1	-0.30 (S)
More than 20 years	23	3.6	±0.4	415	3.8	±0.1	-0.27 (S)
Appointment Type							
Permanent	135	3.0*	±0.2	3,002	3.6*	±0.0	-0.62 (M)
Term	NR	NR	NR	55	3.6	±0.2	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	--	--	--	7	3.9	±0.1	NA
Non-Seasonal	135	3.0*	±0.2	2,977	3.6*	±0.0	-0.62 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	7	3.9	±0.1	NA
Permanent-Non-Seasonal	135	3.0*	±0.2	2,973	3.6*	±0.0	-0.62 (M)
Term	NR	NR	NR	55	3.6	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	27	2.3*	±0.4	1,396	3.6*	±0.1	-1.28 (L)
Women	111	3.1*	±0.2	1,659	3.6*	±0.0	-0.46 (S)
Gender Identity							
Male	27	2.3*	±0.4	1,396	3.6*	±0.1	-1.28 (L)
Female	111	3.1*	±0.2	1,659	3.6*	±0.0	-0.46 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	110	3.0*	±0.2	2,796	3.6*	±0.0	-0.57 (M)
Sexual Minority	9	2.1*	±0.5	126	3.6*	±0.2	-1.71 (L)
Sexual Orientation							
Heterosexual or straight	110	3.0*	±0.2	2,796	3.6*	±0.0	-0.57 (M)
Lesbian	NR	NR	NR	31	3.7	±0.3	NR
Gay	NR	NR	NR	48	3.6	±0.3	NR
Bisexual	NR	NR	NR	34	3.7	±0.3	NR
Other	NR	NR	NR	13	3.1	±0.4	NR
I prefer not to say	15	3.0	±0.4	128	3.3	±0.2	-0.29 (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.

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 OS.

Table 5.25 OS – 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	32	3.3*	±0.3	3,173	3.9*	±0.0	-0.87 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	3.6	±0.3	NA
Wage Grade (WG) 5-8	--	--	--	26	3.7	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	3.6	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	123	3.8	±0.1	NA
General Schedule (GS) 7-10	NR	NR	NR	361	3.7	±0.1	NR
General Schedule (GS) 11-12	11	3.7	±0.3	923	3.9	±0.0	-0.17
General Schedule (GS) 13-15	17	3.4*	±0.4	1,586	4.0*	±0.0	-0.90 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	83	4.3	±0.1	NA
Other	--	--	--	12	3.4	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	364	4.1	±0.1	NA
1 to 3 years	NR	NR	NR	640	3.9	±0.1	NR
4 to 5 years	NR	NR	NR	369	3.9	±0.1	NR
6 to 10 years	7	2.7*	±0.5	737	3.9*	±0.1	-1.61 (L)
11 to 14 years	NR	NR	NR	323	3.9	±0.1	NR
15 to 20 years	6	4.0	±0.0	286	3.8	±0.1	0.23 (S)
More than 20 years	11	3.9	±0.4	432	4.1	±0.1	-0.23 (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							
Permanent	32	3.3*	±0.3	3,110	3.9*	±0.0	-0.86 (L)
Term	--	--	--	58	3.8	±0.1	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	4.0	±0.1	NA
Non-Seasonal	32	3.3*	±0.3	3,085	3.9*	±0.0	-0.86 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	7	4.0	±0.1	NA
Permanent-Non-Seasonal	32	3.3*	±0.3	3,081	3.9*	±0.0	-0.86 (L)
Term	--	--	--	58	3.8	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	10	2.6*	±0.4	1,413	3.9*	±0.0	-1.74 (L)
Women	22	3.6*	±0.4	1,752	3.9*	±0.0	-0.47 (S)
Gender Identity							
Male	10	2.6*	±0.4	1,413	3.9*	±0.0	-1.74 (L)
Female	22	3.6*	±0.4	1,752	3.9*	±0.0	-0.47 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	5	3.5	±0.5	NA
Sexual Orientation - Collapsed							
Heterosexual	31	3.3*	±0.3	2,881	3.9*	±0.0	-0.95 (L)
Sexual Minority	--	--	--	136	4.0	±0.1	NA
Sexual Orientation							
Heterosexual or straight	31	3.3*	±0.3	2,881	3.9*	±0.0	-0.95 (L)
Lesbian	--	--	--	33	4.0	±0.2	NA
Gay	--	--	--	51	4.1	±0.2	NA
Bisexual	--	--	--	38	3.8	±0.2	NA
Other	--	--	--	14	3.8	±0.3	NA
I prefer not to say	NR	NR	NR	141	3.6	±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.

5.9.2 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 OS.

Table 5.26 OS – 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	32	5.6	±0.6	3,167	5.5	±0.0	0.08
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	5.3	±0.6	NA
Wage Grade (WG) 5-8	--	--	--	26	5.1	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	6.0	±0.4	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	123	5.3	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	361	5.3	±0.1	NR
General Schedule (GS) 11-12	11	6.8*	±0.1	918	5.4*	±0.1	1.14 (L)
General Schedule (GS) 13-15	17	5.4	±0.9	1,586	5.6	±0.1	-0.21 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	83	6.3	±0.1	NA
Other	--	--	--	12	4.5	±1.4	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	364	5.7	±0.1	NA
1 to 3 years	NR	NR	NR	640	5.4	±0.1	NR
4 to 5 years	NR	NR	NR	364	5.5	±0.1	NR
6 to 10 years	7	5.5	±0.9	737	5.3	±0.1	0.15
11 to 14 years	NR	NR	NR	323	5.5	±0.1	NR
15 to 20 years	6	7.0*	±0.0	286	5.5*	±0.1	1.36 (L)
More than 20 years	11	6.9*	±0.1	432	5.9*	±0.1	1.02 (L)
Appointment Type							
Permanent	32	5.6	±0.6	3,104	5.5	±0.0	0.08
Term	--	--	--	58	5.7	±0.3	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	6.1	±0.6	NA
Non-Seasonal	32	5.6	±0.6	3,079	5.5	±0.0	0.08

	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	--	--	--	7	6.1	±0.6	NA
Permanent-Non-Seasonal	32	5.6	±0.6	3,075	5.5	±0.0	0.08
Term	--	--	--	58	5.7	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	10	4.6*	±1.4	1,408	5.4*	±0.1	-0.74 (M)
Women	22	6.1	±0.6	1,752	5.5	±0.1	0.42 (S)
Gender Identity							
Male	10	4.6*	±1.4	1,408	5.4*	±0.1	-0.74 (M)
Female	22	6.1	±0.6	1,752	5.5	±0.1	0.42 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	5	4.0	±1.9	NA
Sexual Orientation - Collapsed							
Heterosexual	31	5.5	±0.7	2,875	5.5	±0.0	0.02
Sexual Minority	--	--	--	136	5.3	±0.2	NA
Sexual Orientation							
Heterosexual or straight	31	5.5	±0.7	2,875	5.5	±0.0	0.02
Lesbian	--	--	--	33	5.4	±0.3	NA
Gay	--	--	--	51	5.6	±0.3	NA
Bisexual	--	--	--	38	5.3	±0.5	NA
Other	--	--	--	14	4.4	±0.6	NA
I prefer not to say	NR	NR	NR	141	5.3	±0.2	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.

5.9.3 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 OS.

Table 5.27 OS – Sexual Coercion and Organizational Commitment by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			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>
Overall	32	2.8*	±0.4	3,168	3.6*	±0.0	-0.81 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	8	4.0	±0.0	NA
Wage Grade (WG) 5-8	--	--	--	26	3.5	±0.4	NA
Wage Grade (WG) 9-16	--	--	--	7	3.7	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	123	3.4	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	361	3.3	±0.1	NR
General Schedule (GS) 11-12	11	2.9	±0.4	923	3.4	±0.1	-0.54 (M)
General Schedule (GS) 13-15	17	3.0*	±0.7	1,586	3.6*	±0.0	-0.65 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	83	4.3	±0.1	NA
Other	--	--	--	12	2.9	±0.9	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	364	3.7	±0.1	NA
1 to 3 years	NR	NR	NR	640	3.5	±0.1	NR
4 to 5 years	NR	NR	NR	369	3.5	±0.1	NR
6 to 10 years	7	2.1*	±0.4	737	3.4*	±0.1	-1.33 (L)
11 to 14 years	NR	NR	NR	323	3.5	±0.1	NR
15 to 20 years	6	3.3	±0.0	286	3.5	±0.1	-0.20 (S)
More than 20 years	11	3.7	±0.8	427	3.8	±0.1	-0.12
Appointment Type							
Permanent	32	2.8*	±0.4	3,105	3.6*	±0.0	-0.80 (L)
Term	--	--	--	58	3.6	±0.1	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.9	±0.1	NA
Non-Seasonal	32	2.8*	±0.4	3,080	3.6*	±0.0	-0.81 (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	--	--	--	7	3.9	±0.1	NA
Permanent-Non-Seasonal	32	2.8*	±0.4	3,076	3.6*	±0.0	-0.81 (L)
Term	--	--	--	58	3.6	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	10	1.8*	±0.4	1,413	3.6*	±0.1	-1.81 (L)
Women	22	3.2	±0.5	1,747	3.5	±0.0	-0.36 (S)
Gender Identity							
Male	10	1.8*	±0.4	1,413	3.6*	±0.1	-1.81 (L)
Female	22	3.2	±0.5	1,747	3.5	±0.0	-0.36 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	5	2.9	±0.4	NA
Sexual Orientation - Collapsed							
Heterosexual	31	2.7*	±0.4	2,876	3.6*	±0.0	-0.85 (L)
Sexual Minority	--	--	--	136	3.5	±0.2	NA
Sexual Orientation							
Heterosexual or straight	31	2.7*	±0.4	2,876	3.6*	±0.0	-0.85 (L)
Lesbian	--	--	--	33	3.6	±0.3	NA
Gay	--	--	--	51	3.5	±0.3	NA
Bisexual	--	--	--	38	3.5	±0.3	NA
Other	--	--	--	14	3.1	±0.3	NA
I prefer not to say	NR	NR	NR	141	3.2	±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.

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 OS.

Table 5.28 OS – 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	423	3.5*	±0.1	2,784	4.0*	±0.0	-0.75 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	3.6	±0.3	NA
Wage Grade (WG) 5-8	--	--	--	26	3.7	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	3.6	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	18	3.5*	±0.3	105	3.9*	±0.1	-0.69 (M)
General Schedule (GS) 7-10	56	3.0*	±0.2	310	3.8*	±0.1	-1.06 (L)
General Schedule (GS) 11-12	130	3.3*	±0.1	804	3.9*	±0.0	-1.01 (L)
General Schedule (GS) 13-15	194	3.7*	±0.1	1,409	4.1*	±0.0	-0.55 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	21	3.8*	±0.3	64	4.5*	±0.1	-1.31 (L)
Other	--	--	--	12	3.4	±0.6	NA
Years of Service at Bureau or Office							
Less than 1 year	44	3.7*	±0.2	320	4.2*	±0.1	-0.82 (L)
1 to 3 years	77	3.3*	±0.2	566	3.9*	±0.1	-0.79 (M)
4 to 5 years	53	3.5*	±0.2	318	4.0*	±0.1	-0.77 (M)
6 to 10 years	89	3.5*	±0.2	656	3.9*	±0.1	-0.57 (M)
11 to 14 years	50	3.3*	±0.3	277	4.0*	±0.1	-1.04 (L)
15 to 20 years	55	3.4*	±0.2	236	4.0*	±0.1	-0.88 (L)
More than 20 years	49	3.8*	±0.2	395	4.1*	±0.1	-0.56 (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	414	3.5*	±0.1	2,730	4.0*	±0.0	-0.75 (M)
Term	9	3.4*	±0.3	49	3.9*	±0.1	-1.08 (L)
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	4.0	±0.1	NA
Non-Seasonal	414	3.5*	±0.1	2,705	4.0*	±0.0	-0.75 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	7	4.0	±0.1	NA
Permanent-Non-Seasonal	414	3.5*	±0.1	2,701	4.0*	±0.0	-0.75 (M)
Term	9	3.4*	±0.3	49	3.9*	±0.1	-1.08 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	106	3.2*	±0.2	1,318	4.0*	±0.0	-1.09 (L)
Women	315	3.6*	±0.1	1,461	4.0*	±0.0	-0.67 (M)
Gender Identity							
Male	106	3.2*	±0.2	1,318	4.0*	±0.0	-1.09 (L)
Female	315	3.6*	±0.1	1,461	4.0*	±0.0	-0.67 (M)
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	372	3.5*	±0.1	2,541	4.0*	±0.0	-0.74 (M)
Sexual Minority	20	3.7*	±0.2	116	4.0*	±0.1	-0.53 (M)
Sexual Orientation							
Heterosexual or straight	372	3.5*	±0.1	2,541	4.0*	±0.0	-0.74 (M)
Lesbian	NR	NR	NR	29	4.2	±0.2	NR
Gay	7	4.1	±0.3	44	4.1	±0.2	0.12
Bisexual	7	3.5	±0.4	31	3.9	±0.3	-0.44 (S)
Other	NR	NR	NR	12	3.8	±0.3	NR
I prefer not to say	29	3.1*	±0.3	114	3.8*	±0.1	-0.92 (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 OS.

Table 5.29 OS – 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	423	5.0*	±0.1	2,778	5.6*	±0.0	-0.51 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	5.3	±0.6	NA
Wage Grade (WG) 5-8	--	--	--	26	5.1	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	6.0	±0.4	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	18	4.2*	±0.8	105	5.5*	±0.2	-1.15 (L)
General Schedule (GS) 7-10	56	4.5*	±0.4	310	5.4*	±0.1	-0.73 (M)
General Schedule (GS) 11-12	130	4.8*	±0.2	799	5.5*	±0.1	-0.49 (S)
General Schedule (GS) 13-15	194	5.1*	±0.2	1,409	5.7*	±0.1	-0.45 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	21	5.7*	±0.3	64	6.4*	±0.1	-1.07 (L)
Other	--	--	--	12	4.5	±1.4	NA
Years of Service at Bureau or Office							
Less than 1 year	44	5.2*	±0.4	320	5.7*	±0.1	-0.47 (S)
1 to 3 years	77	4.5*	±0.3	566	5.5*	±0.1	-0.77 (M)
4 to 5 years	53	5.0*	±0.3	312	5.5*	±0.1	-0.43 (S)
6 to 10 years	89	5.0*	±0.3	656	5.4*	±0.1	-0.26 (S)
11 to 14 years	50	4.3*	±0.4	277	5.6*	±0.1	-1.14 (L)
15 to 20 years	55	5.0*	±0.3	236	5.6*	±0.1	-0.58 (M)
More than 20 years	49	5.9	±0.3	395	5.9	±0.1	-0.01
Appointment Type							
Permanent	414	5.0*	±0.1	2,725	5.6*	±0.0	-0.50 (M)
Term	9	5.0*	±0.7	49	5.9*	±0.3	-0.95 (L)
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	6.1	±0.6	NA
Non-Seasonal	414	5.0*	±0.1	2,699	5.6*	±0.0	-0.50 (M)

	Experienced gender harassment			Did not experience gender 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	--	--	--	7	6.1	±0.6	NA
Permanent-Non-Seasonal	414	5.0*	±0.1	2,695	5.6*	±0.0	-0.50 (M)
Term	9	5.0*	±0.7	49	5.9*	±0.3	-0.95 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	106	4.6*	±0.3	1,312	5.5*	±0.1	-0.73 (M)
Women	315	5.1*	±0.1	1,461	5.6*	±0.1	-0.47 (S)
Gender Identity							
Male	106	4.6*	±0.3	1,312	5.5*	±0.1	-0.73 (M)
Female	315	5.1*	±0.1	1,461	5.6*	±0.1	-0.47 (S)
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	372	5.0*	±0.1	2,535	5.6*	±0.0	-0.54 (M)
Sexual Minority	20	4.7*	±0.5	116	5.5*	±0.2	-0.60 (M)
Sexual Orientation							
Heterosexual or straight	372	5.0*	±0.1	2,535	5.6*	±0.0	-0.54 (M)
Lesbian	NR	NR	NR	29	5.7	±0.3	NR
Gay	7	5.6	±0.7	44	5.6	±0.3	0.05
Bisexual	7	4.4	±0.8	31	5.5	±0.6	-0.65 (M)
Other	NR	NR	NR	12	4.4	±0.7	NR
I prefer not to say	29	5.3	±0.6	114	5.3	±0.3	-0.02

^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 OS.

Table 5.30 OS – 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	423	3.0*	±0.1	2,779	3.6*	±0.0	-0.70 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	8	4.0	±0.0	NA
Wage Grade (WG) 5-8	--	--	--	26	3.5	±0.4	NA
Wage Grade (WG) 9-16	--	--	--	7	3.7	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	18	2.4*	±0.5	105	3.6*	±0.2	-1.50 (L)
General Schedule (GS) 7-10	56	2.5*	±0.2	310	3.5*	±0.1	-1.07 (L)
General Schedule (GS) 11-12	130	2.8*	±0.2	804	3.5*	±0.1	-0.78 (M)
General Schedule (GS) 13-15	194	3.2*	±0.2	1,409	3.7*	±0.0	-0.55 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	21	3.7*	±0.4	64	4.4*	±0.1	-0.97 (L)
Other	--	--	--	12	2.9	±0.9	NA
Years of Service at Bureau or Office							
Less than 1 year	44	3.4*	±0.3	320	3.8*	±0.1	-0.50 (M)
1 to 3 years	77	2.7*	±0.3	566	3.6*	±0.1	-0.96 (L)
4 to 5 years	53	2.7*	±0.3	318	3.6*	±0.1	-0.94 (L)
6 to 10 years	89	3.1*	±0.2	656	3.5*	±0.1	-0.40 (S)
11 to 14 years	50	2.7*	±0.3	277	3.6*	±0.1	-0.95 (L)
15 to 20 years	55	2.9*	±0.3	236	3.7*	±0.1	-0.80 (L)
More than 20 years	49	3.5*	±0.3	390	3.8*	±0.1	-0.39 (S)
Appointment Type							
Permanent	414	3.0*	±0.1	2,725	3.6*	±0.0	-0.70 (M)
Term	9	3.3	±0.3	49	3.7	±0.2	-0.64 (M)
Temporary	--	--	--	NR	NR	NR	NR

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	--	--	--	7	3.9	±0.1	NA
Non-Seasonal	414	3.0*	±0.1	2,700	3.6*	±0.0	-0.71 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	7	3.9	±0.1	NA
Permanent-Non-Seasonal	414	3.0*	±0.1	2,696	3.6*	±0.0	-0.70 (M)
Term	9	3.3	±0.3	49	3.7	±0.2	-0.64 (M)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	106	2.7*	±0.2	1,318	3.6*	±0.1	-0.92 (L)
Women	315	3.0*	±0.1	1,456	3.6*	±0.0	-0.63 (M)
Gender Identity							
Male	106	2.7*	±0.2	1,318	3.6*	±0.1	-0.92 (L)
Female	315	3.0*	±0.1	1,456	3.6*	±0.0	-0.63 (M)
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	372	3.0*	±0.1	2,536	3.6*	±0.0	-0.71 (M)
Sexual Minority	20	3.0*	±0.3	116	3.6*	±0.2	-0.69 (M)
Sexual Orientation							
Heterosexual or straight	372	3.0*	±0.1	2,536	3.6*	±0.0	-0.71 (M)
Lesbian	NR	NR	NR	29	3.8	±0.3	NR
Gay	7	3.1	±0.2	44	3.6	±0.3	-0.48 (S)
Bisexual	7	3.1	±0.6	31	3.6	±0.4	-0.51 (M)
Other	NR	NR	NR	12	3.2	±0.3	NR
I prefer not to say	29	2.9*	±0.4	114	3.3*	±0.2	-0.48 (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.

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 OS.

Table 5.31 OS – 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	15	2.9*	±0.2	3,183	3.9*	±0.0	-1.49 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	3.6	±0.3	NA
Wage Grade (WG) 5-8	--	--	--	26	3.7	±0.2	NA
Wage Grade (WG) 9-16	--	--	--	7	3.6	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	123	3.8	±0.1	NA
General Schedule (GS) 7-10	--	--	--	365	3.7	±0.1	NA
General Schedule (GS) 11-12	7	2.9*	±0.4	924	3.9*	±0.0	-1.35 (L)
General Schedule (GS) 13-15	8	2.8*	±0.3	1,592	4.0*	±0.0	-1.74 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	83	4.3	±0.1	NA
Other	--	--	--	12	3.4	±0.6	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	NR	NR	NR	362	4.1	±0.1	NR
1 to 3 years	NR	NR	NR	640	3.9	±0.1	NR
4 to 5 years	--	--	--	371	3.9	±0.1	NA
6 to 10 years	7	3.2*	±0.1	734	3.9*	±0.1	-1.00 (L)
11 to 14 years	--	--	--	327	3.9	±0.1	NA
15 to 20 years	NR	NR	NR	289	3.8	±0.1	NR
More than 20 years	--	--	--	440	4.1	±0.1	NA
Appointment Type							
Permanent	15	2.9*	±0.2	3,121	3.9*	±0.0	-1.49 (L)
Term	--	--	--	58	3.8	±0.1	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	4.0	±0.1	NA
Non-Seasonal	15	2.9*	±0.2	3,095	3.9*	±0.0	-1.49 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	7	4.0	±0.1	NA
Permanent-Non-Seasonal	15	2.9*	±0.2	3,091	3.9*	±0.0	-1.49 (L)
Term	--	--	--	58	3.8	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	5	2.7*	±0.4	1,412	3.9*	±0.0	-1.71 (L)
Women	10	3.0*	±0.2	1,764	3.9*	±0.0	-1.40 (L)
Gender Identity							
Male	5	2.7*	±0.4	1,412	3.9*	±0.0	-1.71 (L)
Female	10	3.0*	±0.2	1,764	3.9*	±0.0	-1.40 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	5	3.5	±0.5	NA
Sexual Orientation - Collapsed							
Heterosexual	15	2.9*	±0.2	2,889	3.9*	±0.0	-1.51 (L)
Sexual Minority	--	--	--	136	4.0	±0.1	NA

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	15	2.9*	±0.2	2,889	3.9*	±0.0	-1.51 (L)
Lesbian	--	--	--	33	4.0	±0.2	NA
Gay	--	--	--	51	4.1	±0.2	NA
Bisexual	--	--	--	38	3.8	±0.2	NA
Other	--	--	--	14	3.8	±0.3	NA
I prefer not to say	--	--	--	143	3.6	±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 OS.

Table 5.32 OS – 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	15	4.3*	±0.9	3,177	5.5*	±0.0	-0.99 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	13	5.3	±0.6	NA
Wage Grade (WG) 5-8	--	--	--	26	5.1	±0.3	NA
Wage Grade (WG) 9-16	--	--	--	7	6.0	±0.4	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	123	5.3	±0.2	NA
General Schedule (GS) 7-10	--	--	--	365	5.3	±0.1	NA
General Schedule (GS) 11-12	7	5.2	±1.3	918	5.4	±0.1	-0.11
General Schedule (GS) 13-15	8	3.5*	±1.2	1,592	5.6*	±0.1	-1.81 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	83	6.3	±0.1	NA
Other	--	--	--	12	4.5	±1.4	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	362	5.7	±0.1	NR
1 to 3 years	NR	NR	NR	640	5.4	±0.1	NR
4 to 5 years	--	--	--	366	5.5	±0.1	NA
6 to 10 years	7	5.4	±1.2	734	5.3	±0.1	0.03
11 to 14 years	--	--	--	327	5.4	±0.1	NA
15 to 20 years	NR	NR	NR	289	5.5	±0.1	NR
More than 20 years	--	--	--	440	5.9	±0.1	NA
Appointment Type							
Permanent	15	4.3*	±0.9	3,115	5.5*	±0.0	-0.99 (L)
Term	--	--	--	58	5.7	±0.3	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	6.1	±0.6	NA
Non-Seasonal	15	4.3*	±0.9	3,090	5.5*	±0.0	-0.99 (L)

	Experienced sexual assault			Did not experience sexual assault			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	--	--	--	7	6.1	±0.6	NA
Permanent-Non-Seasonal	15	4.3*	±0.9	3,085	5.5*	±0.0	-0.98 (L)
Term	--	--	--	58	5.7	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	5	3.5*	±1.5	1,406	5.5*	±0.1	-1.64 (L)
Women	10	4.7*	±1.2	1,764	5.6*	±0.1	-0.70 (M)
Gender Identity							
Male	5	3.5*	±1.5	1,406	5.5*	±0.1	-1.64 (L)
Female	10	4.7*	±1.2	1,764	5.6*	±0.1	-0.70 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	5	4.0	±1.9	NA
Sexual Orientation - Collapsed							
Heterosexual	15	4.3*	±0.9	2,884	5.5*	±0.0	-1.02 (L)
Sexual Minority	--	--	--	136	5.3	±0.2	NA
Sexual Orientation							
Heterosexual or straight	15	4.3*	±0.9	2,884	5.5*	±0.0	-1.02 (L)
Lesbian	--	--	--	33	5.4	±0.3	NA
Gay	--	--	--	51	5.6	±0.3	NA
Bisexual	--	--	--	38	5.3	±0.5	NA
Other	--	--	--	14	4.4	±0.6	NA
I prefer not to say	--	--	--	143	5.3	±0.2	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 OS.

Table 5.33 OS – 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	15	2.3*	±0.5	3,178	3.6*	±0.0	-1.24 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	8	4.0	±0.0	NA
Wage Grade (WG) 5-8	--	--	--	26	3.5	±0.4	NA
Wage Grade (WG) 9-16	--	--	--	7	3.7	±0.5	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	123	3.4	±0.2	NA
General Schedule (GS) 7-10	--	--	--	365	3.3	±0.1	NA
General Schedule (GS) 11-12	7	2.3*	±0.3	924	3.5*	±0.1	-1.21 (L)
General Schedule (GS) 13-15	8	2.4*	±0.9	1,592	3.6*	±0.0	-1.29 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	83	4.3	±0.1	NA
Other	--	--	--	12	2.9	±0.9	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	362	3.7	±0.1	NR
1 to 3 years	NR	NR	NR	640	3.5	±0.1	NR
4 to 5 years	--	--	--	371	3.5	±0.1	NA
6 to 10 years	7	2.8	±0.8	734	3.4	±0.1	-0.60 (M)
11 to 14 years	--	--	--	327	3.5	±0.1	NA
15 to 20 years	NR	NR	NR	289	3.5	±0.1	NR
More than 20 years	--	--	--	435	3.8	±0.1	NA
Appointment Type							
Permanent	15	2.3*	±0.5	3,115	3.6*	±0.0	-1.23 (L)
Term	--	--	--	58	3.6	±0.1	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	7	3.9	±0.1	NA
Non-Seasonal	15	2.3*	±0.5	3,090	3.6*	±0.0	-1.23 (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	--	--	--	7	3.9	±0.1	NA
Permanent-Non-Seasonal	15	2.3*	±0.5	3,086	3.6*	±0.0	-1.23 (L)
Term	--	--	--	58	3.6	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	5	2.0*	±0.8	1,412	3.6*	±0.1	-1.61 (L)
Women	10	2.5*	±0.6	1,759	3.5*	±0.0	-1.05 (L)
Gender Identity							
Male	5	2.0*	±0.8	1,412	3.6*	±0.1	-1.61 (L)
Female	10	2.5*	±0.6	1,759	3.5*	±0.0	-1.05 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	5	2.9	±0.4	NA
Sexual Orientation - Collapsed							
Heterosexual	15	2.3*	±0.5	2,884	3.6*	±0.0	-1.26 (L)
Sexual Minority	--	--	--	136	3.5	±0.2	NA
Sexual Orientation							
Heterosexual or straight	15	2.3*	±0.5	2,884	3.6*	±0.0	-1.26 (L)
Lesbian	--	--	--	33	3.6	±0.3	NA
Gay	--	--	--	51	3.5	±0.3	NA
Bisexual	--	--	--	38	3.5	±0.3	NA
Other	--	--	--	14	3.1	±0.3	NA
I prefer not to say	--	--	--	143	3.2	±0.2	NA

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

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 OS – Linear Regression of Harassment and Job Satisfaction

	B	S.E.	B	t	p	95% C.I.		r	Partial r	Semi Partial r
						Lower	Upper			
Constant	4.076	0.013	--	304.857	0.000	4.050	4.102	--	--	--
Harassment Based on Age	-0.236	0.037	-0.118	-6.333	0.000	-0.309	-0.163	-0.262	-0.113	-0.104
Harassment Based on Race/Ethnicity	-0.368	0.040	-0.166	-9.137	0.000	-0.447	-0.289	-0.286	-0.162	-0.150
Harassment Based on Religious Beliefs	-0.228	0.054	-0.074	-4.199	0.000	-0.334	-0.121	-0.205	-0.075	-0.069
Harassment Based on Disability	-0.424	0.056	-0.132	-7.568	0.000	-0.534	-0.314	-0.242	-0.134	-0.124
Harassment Based on Sexual Orientation	-0.142	0.077	-0.032	-1.846	0.065	-0.294	0.009	-0.136	-0.033	-0.030
Gender Harassment	-0.228	0.041	-0.108	-5.587	0.000	-0.308	-0.148	-0.248	-0.100	-0.092
Sexual Harassment	0.023	0.053	0.008	0.427	0.669	-0.082	0.127	-0.127	0.008	0.007
Sexual Assault	-0.646	0.172	-0.063	-3.762	0.000	-0.983	-0.309	-0.104	-0.067	-0.062

Note. N = 3,120, F = 75.3, R Square = 0.162

Table 5.35 OS – 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	5.672	0.024	--	235.663	0.000	5.625	5.719	--	--	--
Harassment Based on Age	-0.108	0.067	-0.031	-1.603	0.109	-0.240	0.024	-0.143	-0.029	-0.028
Harassment Based on Race/Ethnicity	-0.484	0.073	-0.128	-6.673	0.000	-0.627	-0.342	-0.192	-0.119	-0.115
Harassment Based on Religious Beliefs	-0.122	0.098	-0.023	-1.252	0.211	-0.314	0.069	-0.111	-0.022	-0.022
Harassment Based on Disability	-0.699	0.101	-0.127	-6.930	0.000	-0.897	-0.501	-0.188	-0.123	-0.120
Harassment Based on Sexual Orientation	0.304	0.139	0.040	2.188	0.029	0.032	0.576	-0.036	0.039	0.038
Gender Harassment	-0.362	0.074	-0.100	-4.911	0.000	-0.506	-0.217	-0.172	-0.088	-0.085
Sexual Harassment	-0.051	0.097	-0.010	-0.522	0.602	-0.242	0.140	-0.090	-0.009	-0.009
Sexual Assault	-0.720	0.309	-0.041	-2.330	0.020	-1.326	-0.114	-0.070	-0.042	-0.040

Note. N = 3,115, F = 31.476, R Square = 0.075

Table 5.36 OS – 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	3.726	--	--	196.275	0.000	3.689	3.763	--	--	--
Harassment Based on Age	-0.185	0.053	-0.067	-3.510	0.000	-0.289	-0.082	-0.204	-0.063	-0.059
Harassment Based on Race/Ethnicity	-0.413	0.057	-0.135	-7.235	0.000	-0.526	-0.301	-0.239	-0.129	-0.122
Harassment Based on Religious Beliefs	-0.307	0.077	-0.072	-3.989	0.000	-0.458	-0.156	-0.183	-0.071	-0.067
Harassment Based on Disability	-0.547	0.079	-0.123	-6.886	0.000	-0.703	-0.391	-0.213	-0.123	-0.116
Harassment Based on Sexual Orientation	-0.089	0.109	-0.015	-0.816	0.414	-0.304	0.125	-0.109	-0.015	-0.014
Gender Harassment	-0.340	0.058	-0.116	-5.876	0.000	-0.453	-0.226	-0.229	-0.105	-0.099
Sexual Harassment	-0.039	0.076	-0.010	-0.522	0.601	-0.188	0.109	-0.122	-0.009	-0.009
Sexual Assault	-0.704	0.244	-0.050	-2.891	0.004	-1.182	-0.227	-0.086	-0.052	-0.049

Note. N = 3,115, F = 52.464, R Square = 0.119

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 OS.

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 OS – 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	371	11.8%	±1.2	2.9	±0.1	3	2
Racial/Ethnic	303	9.6%	±1.1	3.0	±0.1	3	2
Religious	114	3.6%	±0.7	2.7	±0.1	3	3
Disability	141	4.5%	±0.8	3.3	±0.2	3	3
Sexual Orientation	95	3.0%	±0.7	2.9	±0.2	3	2
Sex/Gender	322	10.2%	±1.1	3.3	±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 OS.

Table 6.2 OS – 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	150	25.5%	±3.7
I asked the person who was experiencing the behavior if he/she needed help	202	34.3%	±3.9
I pointed out to person that he/she “crossed the line” with comments/behaviors	95	16.2%	±3.2
I stepped in with the intent of diffusing/stopping the situation	67	11.5%	±2.8
I asked others to step in as a group and diffuse the situation	9	1.6%	±1.4
I told someone in a position of authority about the situation	98	16.7%	±3.2
I considered intervening but I feared I would experience negative consequences	110	18.7%	±3.4
I considered intervening but did not feel I had the authority to do so	77	13.1%	±3.0
I stepped in but then was discouraged or criticized by others for doing so	26	4.5%	±2.0
I stepped in but then was harassed myself by the person(s) I was trying to stop	39	6.6%	±2.3
None selected	17	2.9%	±1.7

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 OS.

Table 6.3 OS – 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	2,297	73.4%	±1.6	3.8	±0.0
No	480	15.3%	±1.3	--	--
Don't Know	354	11.3%	±1.2	--	--
Employee Assistance Program (EAP)					
Yes	1,263	41.2%	±1.8	3.5	±0.1
No	987	32.2%	±1.7	--	--
Don't Know	813	26.5%	±1.6	--	--
Ombudsman (if applicable)					
Yes	805	26.6%	±1.6	3.5	±0.1
No	966	31.9%	±1.7	--	--
Don't Know	1,259	41.6%	±1.8	--	--
CADR Office, CORE PLUS					
Yes	620	20.5%	±1.5	3.7	±0.1
No	1,043	34.6%	±1.7	--	--
Don't Know	1,354	44.9%	±1.8	--	--
Employee & Labor Relations (Human Resources)					
Yes	1,467	47.8%	±1.8	3.7	±0.0
No	795	25.9%	±1.6	--	--
Don't Know	808	26.3%	±1.6	--	--
Union (if applicable)					

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Yes	558	19.4%	±1.5	3.6	±0.1
No	1,352	46.9%	±1.8	--	--
Don't Know	971	33.7%	±1.7	--	--
Equal Employment Opportunity Counselor					
Yes	1,378	45.2%	±1.8	3.6	±0.1
No	761	24.9%	±1.6	--	--
Don't Know	912	29.9%	±1.7	--	--
Equal Employment Opportunity Office					
Yes	1,370	45.0%	±1.8	3.6	±0.1
No	766	25.1%	±1.6	--	--
Don't Know	909	29.9%	±1.7	--	--
Office of Inspector General Hotline					
Yes	952	31.6%	±1.7	3.5	±0.1
No	1,074	35.7%	±1.7	--	--
Don't Know	985	32.7%	±1.7	--	--
Office of Inspector General					
Yes	828	27.4%	±1.6	3.6	±0.1
No	1,117	37.0%	±1.7	--	--
Don't Know	1,072	35.5%	±1.7	--	--
Other Law Enforcement/Civil Authority not in the bureau					
Yes	676	22.5%	±1.5	3.7	±0.1
No	1,221	40.6%	±1.8	--	--
Don't Know	1,111	36.9%	±1.7	--	--
Department of Interior Ethics/Bureau Ethics Office					
Yes	1,108	36.3%	±1.7	3.6	±0.1
No	948	31.0%	±1.7	--	--
Don't Know	1,001	32.7%	±1.7	--	--
Other					
Yes	264	9.8%	±1.2	3.6	±0.1
No	740	27.5%	±1.7	--	--
Don't Know	1,687	62.7%	±1.8	--	--

^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.

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