



Supplemental Statistical Report

Office of Natural Resources Revenue (ONRR)
Work Environment Survey
January-March 2017

September 29, 2017



Executive Summary

This Supplemental Statistical Report documents results of the Office of Natural Resources Revenue (ONRR) Work Environment Survey (WES), which was fielded from January 9 to March 5, 2017. The Executive Summary provides the key findings. The ONRR 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 ONRR 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 ONRR personnel employed as of December 10, 2016, ($N = 626$) during the period of January 9 to March 5, 2017. Data from 360 employees were obtained by the end of the survey period, yielding a participation rate of 57.5%. Upon initial screening, a total of 337 completed questionnaires were available for analysis, yielding a survey response rate of 53.8%. Because not all ONRR employees responded to the survey, employee population characteristics were obtained from Human Resources to derive weights to estimate population parameters for the ONRR 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 ONRR 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 ONRR workforce.

It is important to note that the findings described here are specific to the ONRR. 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

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.

sections of the survey, leaving results not reportable. A result based on small numbers can 1) lead to potential disclosure of identity, and/or 2) be statistically unstable and therefore unreliable. Accordingly, some results may be suppressed within the Executive Summary and the main body of the report. Those instances are denoted by NR, indicating that the result is Not Reportable (NR). To make appropriate inferences based 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 ONRR. Using the DOI results to extrapolate to the ONRR is appropriate given that those results include ONRR 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 37.9% of employees experienced one or more forms of harassment and/or assault related behaviors in the past 12 months. More specifically:

- 19.9% experienced harassing behaviors based on their age
- 13.1% experienced harassing behaviors based on their racial or ethnic background
- 7.0% experienced harassing behaviors based on their religious beliefs
- 8.2% experienced harassing behaviors based on a perceived or actual disability
- 2.5% experienced harassing behaviors based on their sexual orientation
- 16.4% experienced harassing behaviors based on their gender
- 7.1% experienced sexual harassment²

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:

- Older (age group 60 or older) employees were more likely to experience higher rates of harassment based on their age than their middle-aged (ages 40 to 49) counterparts
- Ethnic minority employees were more likely to experience higher rates of harassment based on their racial or ethnic background than their non-minority counterparts
- Employees with a documented disability were more likely to experience higher rates of harassment based on a perceived or actual disability than their non-disabled counterparts

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

- Women employees were more likely to experience higher rates of 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 a month or less.

WHAT CONTEXTUAL FACTORS INFLUENCED SPECIFIC BEHAVIORS OR SETS OF EXPERIENCES?

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

- *What was the primary basis for the specific behavior or set of experiences?* Among employees who experienced any behavior, 27.0% indicated the experience was primarily based on their age; 15.8% indicated the experience was primarily based on their racial/ethnic background; 5.2% indicated the experience was primarily based on their religious beliefs; 7.0% indicated the experience was primarily based on their disability status or condition; 19.5% indicated the experience was primarily based on their sex/gender;³ and 23.3% 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 (89.4%) and at a work location or site (93.3%) that was most frequently characterized as an indoor location (98.5%). Also, for the minority of these employees these experiences occurred while on travel (5.1%).
- *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 (56.3%).

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.

- *Who was involved in the specific behavior or set of experiences?* Regardless of the particular behavior involved, for the majority of employees these experiences often involved one person (59.8%), who was typically older (42.5%), male (51.9%), and most often a peer and/or coworker (64.9%).
- *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 (80.7%).
- *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 (36.7%), as well as a supervisor (32.5%) or manager (21.7%). Additionally, some employees talked with the person involved (36.0%).
- *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 (71.7%); only 28.3% did.
- *What ONRR 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 ONRR resource was a supervisor or manager (17.6%). All other resources were used less frequently (Employee Assistance Program, Ombudsman,⁵ CADR Office or CORE PLUS, Employee & Labor Relations, Union, Equal Employment Opportunity Counselor, Equal Employment Opportunity Office, Office of the Inspector General Hotline, Office of the Inspector General, Other Law Enforcement/Civil Authority, or Department of Interior Ethics/Bureau Ethics Office).
- *What happened as a result of the complaint/grievance/report?* Regardless of the particular behavior involved, for employees who made complaints/grievances/reports, 25.8% indicated that some action was taken. Actions focused on the organization involved explaining rules to everyone (21.7%), management conducted a review/investigation or other assessment (20.5%), and an investigation was conducted by a law enforcement official (0.0%). Actions involving the person engaging in the harassing behavior included someone talking to the person (22.2%) or moving or reassigning the person to avoid continuing contact (10.0%); and in some situations, the person stopped the behavior (8.5%). 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 (25.8%). Additionally, some employees were encouraged to drop the issue (32.0%) or were discouraged from making a complaint/grievance/report (35.8%). Other employees indicated that the person engaging in the harassing behavior took action against them for complaining (21.0%); their coworker(s) treated them worse,

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.

avoided or blamed them for the problem (37.0%); and some employees indicated leadership punished them for bringing the experience up (29.6%) or they were threatened with loss of employment (11.2%).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 (71.7%). Employees' most frequent reasons for not making a complaint/grievance/report involved the perceived seriousness of the behavior (75.2% did not consider it serious enough to report), desire to move on or forget about the incident (61.7%), the behavior or experience stopped on its own (56.4%), thought they would be labeled a troublemaker (46.5%), or skepticism about actions that would be taken (43.3% 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 (38.7%); resulted in arguments or damaged interpersonal relations at work (36.3%); and/or damaged other personal relationships (14.2%). 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 (27.5%), seek counseling (26.2%), or medical attention (15.0%). For some employees, these experiences had a *negative impact on their job performance*, making it harder to complete their work (41.5%), negatively affected their performance evaluation or promotion potential (27.7%), or negatively affected their performance evaluation/renewal/permanent employment (0.0%). For some employees, these experiences *negatively affected their willingness to remain a part of the organization*, leading them to consider leaving ONRR (43.0%), take steps to leave the organization (16.1%), or request a transfer (13.5%).

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

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

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

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

Consequences of harassment and/or assault behaviors were examined with data from employees who experienced harassment and/or assault behaviors and completed questions assessing job-related outcomes including job satisfaction, job engagement, and organizational commitment. Regression analyses revealed statistically significant associations of some of the harassment and/or assault behaviors to job-related outcomes. Regression analyses revealed statistically significant associations for harassment based on age, race/ethnicity, disability status or condition, gender and sexual assault related behaviors and job satisfaction (employees experiencing those behaviors reported lower job satisfaction); for harassment based on age, race/ethnicity, disability status or condition 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 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 ONRR for other results. Using the DOI results to extrapolate to the ONRR is appropriate given that those results include ONRR 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 21.2% 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:
 - 13.4% witnessed a harassment situation based on the age of the other employee
 - 10.6% witnessed a harassment situation based on the race/ethnicity of the other employee
 - 5.8% witnessed a harassment situation based on the religious beliefs of the other employee
 - 7.3% witnessed a harassment situation based a perceived or actual disability of the other employee
 - 3.8% witnessed a harassment situation based the sexual orientation of the other employee
 - 10.7% witnessed a harassment situation based the sex/gender of the other employee

- *What actions were taken in response to witnessing harassing and/or assault behaviors?* Regardless of the particular behavior employees witnessed, the majority of employees took some action in response to the behaviors they witnessed (75.5%). Among employees who took some action, the most frequent actions included helping the person who was subject to the behaviors (39.9%); telling someone in position of authority about the situation (18.8%); and pointing out to the person who engaged in the harassing behaviors that s/he “crossed the line” (17.2%).
- *Did employees experience any harassing and/or assault behaviors before the past 12 months while they were employed by ONRR?* An estimated 31.7% of employees experienced some form of harassing and/or assault behaviors before the past 12 months while being employed at ONRR. More specifically:
 - 19.2% experienced harassing behaviors based on their age
 - 13.4% experienced harassing behaviors based on their racial or ethnic background
 - 5.2% experienced harassing behaviors based on their religious beliefs
 - 4.6% experienced harassing behaviors based on a perceived or actual disability
 - 2.9% experienced harassing behaviors based on their sexual orientation
 - 9.1% experienced sexually harassing behaviors⁷
 - 1.15% experienced sexual assault related behaviors
- *What about the future use of ONRR 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 (71.1%) to make a complaint/grievance/report if they were to experience harassing behaviors in the future. All other resources were endorsed less frequently (Employee Assistance Program, Ombudsman,⁸ CADR Office or CORE PLUS, Employee & Labor Relations, Union, Equal Employment Opportunity Counselor, Equal Employment Opportunity Office, Office of the Inspector General Hotline, Office of the Inspector General, Other Law Enforcement/Civil Authority not in the Bureau, or Department of Interior Ethics/Bureau Ethics Office). Additionally, employees rated their expectation that the majority of resources would be moderately to very helpful.

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

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

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

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1 Introduction

This Supplemental Statistical Report presents in tabular form the results of the 2017 Office of Natural Resources Revenue (ONRR) 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.

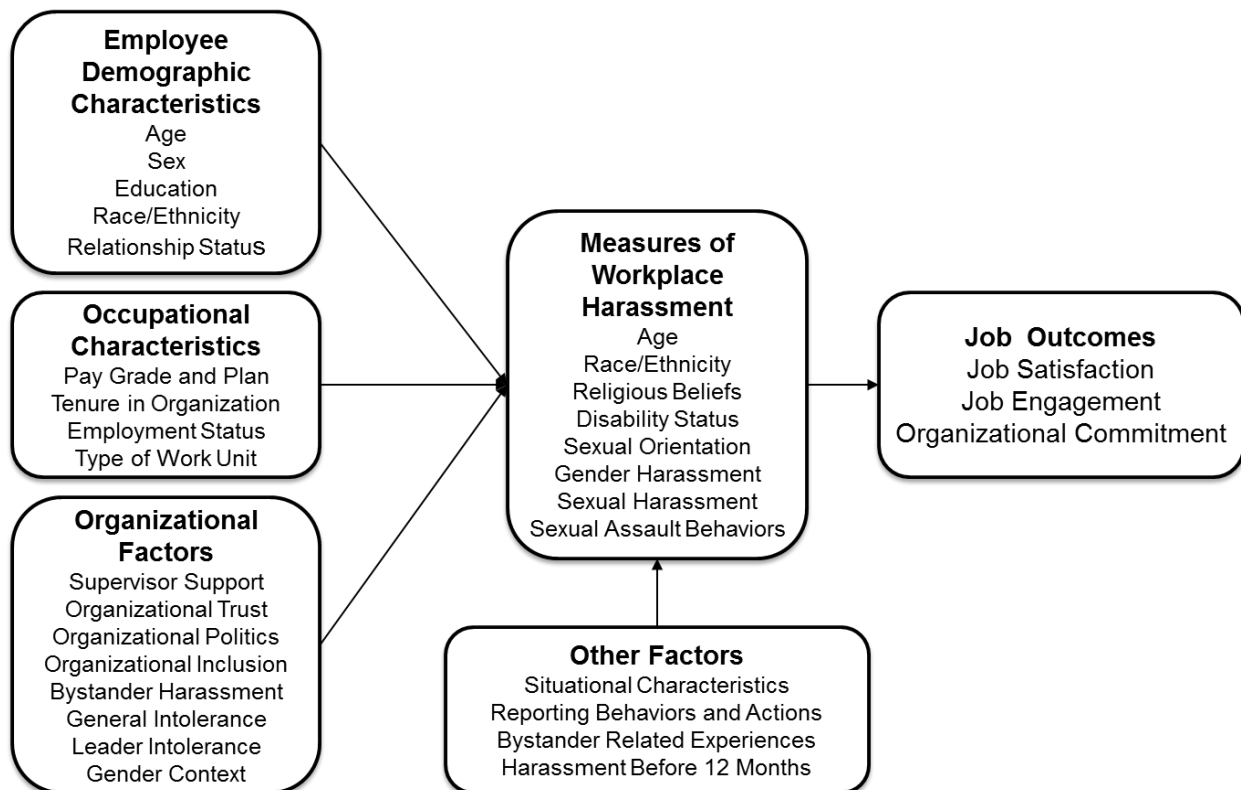


Figure 1.1 Conceptual Framework

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 ONRR 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 ONRR employees ($N=626$) 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 360 questionnaires were obtained by the end of the survey period (i.e., March 5, 2017), yielding a participation rate of 57.5%. Initial screening of the data for inclusion criteria indicated a total of 337 completed questionnaires were available for the analysis, yielding a response rate of 53.8%.

Table 1.2 ONRR – WES Response Rate

| | ONRR |
|----------------------------------|-------|
| A. Total Sample | 626 |
| B. Delivered Invitations/Surveys | 626 |
| C. Submitted Surveys | 360 |
| D. Participation Rate | 57.5% |
| E. Completed Surveys | 337 |
| F. Response Rate | 53.8% |

Definition of Terms

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

Demographic characteristics for the study population were derived by weighting the survey results to estimate the ONRR 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 ONRR – 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 | 164 | 26.2% | 163 (±22) | 26.2% (±3.6) |
| 40 or older | 462 | 73.8% | 459 (±22) | 73.8% (±3.6) |
| Age | | | | |
| 25 or under | 2 | 0.3% | 0 (NA) | 0.0% (NA) |
| 26-29 | 14 | 2.2% | 14 (±9) | 2.3% (±1.5) |
| 30-39 | 148 | 23.6% | 149 (±22) | 24.0% (±3.5) |
| 40-49 | 138 | 22.0% | 138 (±21) | 22.2% (±3.4) |
| 50-59 | 214 | 34.2% | 212 (±24) | 34.1% (±3.8) |
| 60 or older | 110 | 17.6% | 109 (±20) | 17.5% (±3.2) |
| Relationship Status - Collapsed | | | | |
| Single | NA | NA | 97 (±19) | 15.8% (±3.1) |
| Partnered/Married | NA | NA | 416 (±24) | 67.4% (±3.8) |
| Separated/Widowed/Divorced | NA | NA | 104 (±20) | 16.9% (±3.2) |
| Relationship Status | | | | |
| Single | NA | NA | 97 (±19) | 15.8% (±3.1) |
| Separated | NA | NA | NR | NR |
| Partnered | NA | NA | 20 (±11) | 3.3% (±1.7) |
| Divorced | NA | NA | 91 (±19) | 14.7% (±3.0) |
| Married | NA | NA | 396 (±24) | 64.1% (±3.9) |
| Widowed | NA | NA | 8 (±8) | 1.3% (±1.3) |
| Ethnicity/Race - Collapsed | | | | |
| Non-Minority (Non-Hispanic White) | 393 | 62.8% | 392 (±24) | 64.2% (±3.9) |
| Minority | 233 | 37.2% | 218 (±24) | 35.8% (±3.9) |

| | Employee population | | Estimated study population | |
|---|---------------------|----------------|----------------------------|----------------------------|
| | <i>Number</i> | <i>Percent</i> | <i>Number^a</i> | <i>Percent^a</i> |
| Ethnicity/Race | | | | |
| Hispanic | 72 | 11.5% | 85 (±18) | 14.0% (±3.0) |
| American Indian or Alaskan Native | 12 | 1.9% | 12 (±9) | 1.9% (±1.5) |
| Asian | 29 | 4.6% | 18 (±10) | 2.9% (±1.7) |
| Black/African-American | 99 | 15.8% | 66 (±17) | 10.8% (±2.7) |
| Native Hawaiian or Other Pacific Islander | 1 | 0.2% | 0 (NA) | 0.0% (NA) |
| Non-Hispanic White | 393 | 62.8% | 392 (±24) | 64.2% (±3.9) |
| Multi-racial | 20 | 3.2% | 38 (±14) | 6.2% (±2.2) |
| Disability | | | | |
| Yes | 71 | 11.9% | 93 (±19) | 15.1% (±3.1) |
| No | 528 | 88.1% | 523 (±19) | 84.9% (±3.1) |
| Sex | | | | |
| Men | 266 | 42.5% | 265 (±25) | 42.5% (±3.9) |
| Women | 360 | 57.5% | 359 (±25) | 57.5% (±3.9) |
| Gender Identity | | | | |
| Male | 266 | 42.5% | 265 (±25) | 42.4% (±3.9) |
| Female | 360 | 57.5% | 359 (±25) | 57.4% (±3.9) |
| Transgender | NA | NA | NR | NR |
| Do not identify as female, male, or transgender | NA | NA | 0 (NA) | 0.0% (NA) |
| 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 | 569 (±12) | 95.6% (±2.0) |
| Sexual Minority | NA | NA | 26 (±12) | 4.4% (±2.0) |
| Sexual Orientation | | | | |
| Heterosexual or straight | NA | NA | 569 (±15) | 91.8% (±2.4) |
| Lesbian | NA | NA | NR | NR |
| Gay | NA | NA | 10 (±9) | 1.6% (±1.4) |
| Bisexual | NA | NA | 10 (±8) | 1.6% (±1.4) |
| Other | NA | NA | NR | NR |
| I prefer not to say | NA | NA | 25 (±12) | 4.0% (±1.9) |

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

Table 1.4 ONRR – 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 | 60 | 9.6% | 40 (±14) | 6.4% (±2.2) |
| Trade/Tech Certificate/Some College | 79 | 12.6% | 68 (±17) | 11.0% (±2.7) |
| AA/College Degree | 339 | 54.2% | 341 (±24) | 55.1% (±4.0) |
| Graduate Degree | 148 | 23.6% | 170 (±23) | 27.4% (±3.7) |
| Appointment Type | | | | |
| Permanent | 626 | 100.0% | 625 (NA) | 100% (NA) |
| Term | 0 | 0.0% | 0 (NA) | 0.0% (NA) |
| Temporary | 0 | 0.0% | 0 (NA) | 0.0% (NA) |
| Work Schedule | | | | |
| Seasonal | 0 | 0.0% | NR | NR |
| Non-seasonal | 626 | 100.0% | 619 (±6) | 99.5% (±1.0) |
| Appointment Type and Work Schedule | | | | |
| Permanent-Seasonal | 0 | 0.0% | NR | NR |
| Permanent-Non-Seasonal | 626 | 100.0% | 619 (±6) | 99.5% (±1.0) |
| Term | 0 | 0.0% | 0 (NA) | 0.0% (NA) |
| Temporary-Seasonal | 0 | 0.0% | 0 (NA) | 0.0% (NA) |
| Temporary-Non-Seasonal | 0 | 0.0% | 0 (NA) | 0.0% (NA) |
| Years of Service at Bureau or Office | | | | |
| Less than 1 year | NA | NA | 45 (±14) | 7.2% (±2.3) |
| 1 to 3 years | NA | NA | 97 (±19) | 15.7% (±3.1) |
| 4 to 5 years | NA | NA | 90 (±19) | 14.7% (±3.0) |
| 6 to 10 years | NA | NA | 156 (±22) | 25.3% (±3.6) |
| 11 to 14 years | NA | NA | 54 (±16) | 8.8% (±2.5) |
| 15 to 20 years | NA | NA | 51 (±15) | 8.2% (±2.5) |
| More than 20 years | NA | NA | 123 (±21) | 20.0% (±3.4) |

| | Employee population | | Estimated study population | |
|--|---------------------|----------------|----------------------------|----------------------------|
| | <i>Number</i> | <i>Percent</i> | <i>Number^a</i> | <i>Percent^a</i> |
| Pay Plan and Grade | | | | |
| General Schedule (GS) 1 - 6 | 19 | 3.0% | 10 (±9) | 1.7% (±1.4) |
| General Schedule (GS) 7 - 10 | 51 | 8.1% | 48 (±15) | 7.9% (±2.4) |
| General Schedule (GS) 11 - 12 | 319 | 51.0% | 326 (±24) | 52.9% (±4.0) |
| General Schedule (GS) 13 - 15 | 230 | 36.7% | 228 (±24) | 37.0% (±3.9) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | 6 | 1.0% | NR | NR |
| Other | 1 | 0.2% | 0 (NA) | 0.0% (NA) |
| Supervisory Status - Collapsed | | | | |
| Non-Supervisor | 498 | 79.6% | 424 (±23) | 69.4% (±3.8) |
| Supervisor | 128 | 20.4% | 187 (±23) | 30.6% (±3.8) |
| Supervisory Status | | | | |
| Team Leader | 2 | 0.3% | 58 (±16) | 9.5% (±2.6) |
| Supervisor | 104 | 16.6% | 83 (±18) | 13.6% (±3.0) |
| Manager | 16 | 2.6% | 39 (±14) | 6.4% (±2.2) |
| Senior Leader | 6 | 1.0% | 7 (±8) | 1.2% (±1.2) |
| None of the above | 498 | 79.6% | 424 (±23) | 69.4% (±3.8) |
| Duty Station | | | | |
| Headquarters Office (Washington) | NA | NA | 8 (±8) | 1.4% (±1.3) |
| Dallas, Texas | NA | NA | 13 (±9) | 2.1% (±1.5) |
| Denver, Colorado | NA | NA | 471 (±21) | 77.5% (±3.5) |
| Farmington, New Mexico | NA | NA | 7 (±7) | 1.1% (±1.2) |
| Houston, Texas | NA | NA | 63 (±16) | 10.4% (±2.7) |
| Oklahoma City, Oklahoma | NA | NA | 17 (±10) | 2.8% (±1.7) |
| Tulsa, Oklahoma | NA | NA | 22 (±11) | 3.6% (±1.8) |
| 100% Telework | NA | NA | 6 (±7) | 0.9% (±1.2) |
| Other (none of the above describe the environment in which I routinely accomplish my work) | NA | NA | NR | NR |
| Office - ONRR | | | | |
| Director and Deputy Director Office | NA | NA | 60 (±16) | 9.9% (±2.7) |
| Audit and Compliance Management | NA | NA | 216 (±24) | 35.6% (±3.9) |
| Financial and Production Management | NA | NA | 195 (±23) | 32.1% (±3.8) |
| Coordination, Enforcement, Validation and Appeals | NA | NA | 100 (±19) | 16.4% (±3.2) |
| Other | NA | NA | 36 (±13) | 5.9% (±2.2) |

^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 ONRR. 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 37.9% of employees experienced one or more forms of harassment and/or assault related behaviors in the past 12 months. Additionally, an estimated 31.7% of employees experienced some form of harassing and/or assault behaviors before the past 12 months while being employed at ONRR.⁹

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 2.1 ONRR – 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 | 19.9% | ±3.3 | 3.0 | ±0.1 | 3 | 2 |
| Racial/Ethnic | 13.1% | ±2.9 | 3.1 | ±0.2 | 3 | 2 |
| Religious | 7.0% | ±2.3 | 2.9 | ±0.2 | 3 | 2 |
| Disability | 8.2% | ±2.5 | 2.8 | ±0.2 | 3 | 2 |

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

Table 2.2 ONRR – 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 | 106 | 145 |
| Racial/Ethnic | 66 | 99 |
| Religious | 33 | 58 |
| Disability | 37 | 64 |

Table 2.3 ONRR – 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 | 2.5% | ±1.6 | 2.3 | ±0.1 | 2 | 2 |
| Gender Harassment | 16.4% | ±3.1 | 3.1 | ±0.2 | 3 | 2 |
| Sexual Harassment | 7.1% | ±2.3 | 2.7 | ±0.2 | 2 | 2 |
| Crude and Offensive Behavior | 12.8% | ±2.9 | 2.8 | ±0.2 | 3 | 2 |
| Unwanted Sexual Attention | 6.7% | ±2.2 | 2.5 | ±0.2 | 2 | 2 |
| Sexual Coercion | 1.3% | ±1.3 | 2.0 | ±0.0 | 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 ONRR – 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 | 9 | 25 |
| Gender Harassment | 85 | 122 |
| Sexual Harassment | 33 | 59 |
| Crude and Offensive Behavior | 65 | 97 |
| Unwanted Sexual Attention | 31 | 56 |
| Sexual Coercion | 4 | 16 |

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

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

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

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

| | Estimated number | |
|-----------------|--------------------|--------------------|
| | <i>Lower bound</i> | <i>Upper bound</i> |
| Sexual Assault | NR | NR |
| Sexual Touching | NA | NA |
| Attempted Sex | NR | NR |
| 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 ONRR.

Table 2.7 ONRR – 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 | 237 | 37.9% | ±3.9 | 2.9 | ±0.1 |
| Age - Collapsed | | | | | |
| 39 or under | 70 | 43.2% | ±7.8 | 2.9 | ±0.1 |
| 40 or older | 165 | 35.9% | ±4.5 | 2.9 | ±0.1 |
| Age | | | | | |
| A 25 or under | -- | -- | -- | -- | -- |
| B 26-29 | NR | NR | NR | NR | NR |
| C 30-39 | 61 | 41.0% | ±8.2 | 2.8F | ±0.1 |
| D 40-49 | 42 | 30.5% | ±8.3 | 2.8F | ±0.1 |
| E 50-59 | 78 | 36.5% | ±6.7 | 2.7F | ±0.1 |
| F 60 or older | 45 | 41.5% | ±9.6 | 3.5CDE | ±0.2 |
| Relationship Status - Collapsed | | | | | |
| A Single | 44 | 45.5% | ±10.1 | 3.0B | ±0.2 |
| B Partnered/Married | 143 | 34.3% | ±4.7 | 2.8AC | ±0.1 |
| C Separated/Widowed/Divorced | 48 | 45.7% | ±9.8 | 3.2B | ±0.1 |
| Relationship Status | | | | | |
| A Single | 44 | 45.5% | ±10.1 | 3.0 | ±0.2 |
| B Separated | NR | NR | NR | NR | NR |
| C Partnered | NR | NR | NR | NR | NR |
| D Divorced | 42 | 46.4% | ±10.4 | 3.2E | ±0.1 |
| E Married | 127 | 32.0% | ±4.8 | 2.8D | ±0.1 |
| F Widowed | NR | NR | NR | NR | NR |
| Ethnicity/Race - Collapsed | | | | | |
| Non-Minority (Non-Hispanic White) | 142 | 36.2% | ±4.9 | 2.9* | ±0.1 |
| Minority | 94 | 42.9% | ±6.7 | 3.0* | ±0.1 |
| Ethnicity/Race | | | | | |
| A Hispanic | 25 | 29.5%D | ±10.7 | 2.6 | ±0.2 |
| B American Indian or Alaskan Native | NR | NR | NR | NR | NR |
| C Asian | NR | NR | NR | NR | NR |
| D Black/African-American | 38 | 58.0%AF | ±12.5 | 2.9 | ±0.2 |
| E Native Hawaiian or Other Pacific Islander | -- | -- | -- | -- | -- |
| F Non-Hispanic White | 142 | 36.2%D | ±4.9 | 2.9 | ±0.1 |
| G Multi-racial | NR | NR | NR | NR | NR |
| Disability | | | | | |
| Yes | 50 | 53.5%* | ±10.3 | 2.9 | ±0.1 |
| No | 186 | 35.5%* | ±4.2 | 2.9 | ±0.1 |

| | Experience rate | | | Frequency of occurrence ^a | |
|---|-----------------|----------------|------------|--------------------------------------|------------|
| | <i>N</i> | <i>Percent</i> | <i>MoE</i> | <i>Average</i> | <i>MoE</i> |
| Sex | | | | | |
| Men | 87 | 32.8%* | ±5.9 | 2.8 | ±0.1 |
| Women | 149 | 41.6%* | ±5.2 | 3.0 | ±0.1 |
| Gender Identity | | | | | |
| A Male | 87 | 32.8% | ±5.9 | 2.8 | ±0.1 |
| B Female | 149 | 41.6% | ±5.2 | 3.0 | ±0.1 |
| C Transgender | NR | NR | NR | NR | NR |
| D Do not identify as female, male, or transgender | -- | -- | -- | -- | -- |
| Transgender Description | | | | | |
| A Transgender, male to female | -- | -- | -- | -- | -- |
| B Transgender, female to male | -- | -- | -- | -- | -- |
| C Gender non-conforming | -- | -- | -- | -- | -- |
| D Unsure | NR | NR | NR | NR | NR |
| E I prefer not to say | -- | -- | -- | -- | -- |
| Sexual Orientation - Collapsed | | | | | |
| Heterosexual | 209 | 36.8% | ±4.1 | 3.0 | ±0.1 |
| Sexual Minority | NR | NR | NR | NR | NR |
| Sexual Orientation | | | | | |
| A Heterosexual or straight | 209 | 36.8% | ±4.1 | 3.0 | ±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 | NR | NR | NR | NR | NR |
| Education Level - Collapsed | | | | | |
| A Less than High School/High School Diploma/GED | 7 | 17.7%BD | ±15.8 | 2.0BCD | ±0.0 |
| B Trade/Tech Certificate/Some College | 31 | 45.3%A | ±12.2 | 3.0A | ±0.2 |
| C AA/College Degree | 125 | 36.7% | ±5.3 | 3.0AD | ±0.1 |
| D Graduate Degree | 72 | 42.6%A | ±7.6 | 2.8AC | ±0.1 |
| Appointment Type | | | | | |
| A Permanent | 237 | 37.9% | ±3.9 | 2.9 | ±0.1 |
| B Term | -- | -- | -- | -- | -- |
| C Temporary | -- | -- | -- | -- | -- |
| Work Schedule | | | | | |
| Seasonal | NR | NR | NR | NR | NR |
| Non-seasonal | 235 | 38.0% | ±3.9 | 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> |
| Appointment Type and Work Schedule | | | | | |
| A Permanent-Seasonal | NR | NR | NR | NR | NR |
| B Permanent-Non-Seasonal | 235 | 38.0% | ±3.9 | 2.9* | ±0.1 |
| C Term | -- | -- | -- | -- | -- |
| D Temporary-Seasonal | -- | -- | -- | -- | -- |
| E Temporary-Non-Seasonal | -- | -- | -- | -- | -- |
| Years of Service at Bureau or Office | | | | | |
| A Less than 1 year | 9 | 20.3%F | ±14.9 | 2.3BCF | ±0.2 |
| B 1 to 3 years | 33 | 34.5%F | ±10.2 | 3.6ACDEG | ±0.3 |
| C 4 to 5 years | 37 | 40.9% | ±10.6 | 3.0ABFG | ±0.2 |
| D 6 to 10 years | 57 | 36.9% | ±7.9 | 2.8BFG | ±0.1 |
| E 11 to 14 years | 24 | 44.0% | ±13.7 | 2.8BFG | ±0.2 |
| F 15 to 20 years | 30 | 59.8%ABG | ±14.4 | 3.4ACDEG | ±0.2 |
| G More than 20 years | 42 | 33.7%F | ±8.9 | 2.3BCDEF | ±0.1 |
| Pay Plan and Grade - Collapsed | | | | | |
| A Junior Grade | NR | NR | NR | NR | NR |
| B Middle Grade | 10 | 20.0%C | ±14.2 | 2.9 | ±0.3 |
| C Senior Grade | 219 | 39.5%B | ±4.1 | 2.9 | ±0.1 |
| D Executive Grade | NR | NR | NR | NR | NR |
| Supervisory Status - Collapsed | | | | | |
| Non-Supervisor | 162 | 38.3% | ±4.7 | 2.9 | ±0.1 |
| Supervisor | 71 | 38.2% | ±7.2 | 2.9 | ±0.1 |
| Supervisory Status | | | | | |
| A Team Leader | 26 | 44.6% | ±13.2 | 3.2BCE | ±0.2 |
| B Supervisor | 34 | 41.0% | ±11.1 | 2.7AC | ±0.2 |
| C Manager | 11 | 29.3% | ±16.7 | 2.1ABE | ±0.1 |
| D Senior Leader | NR | NR | NR | NR | NR |
| E None of the above | 162 | 38.3% | ±4.7 | 2.9AC | ±0.1 |

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

2.1 Age Harassment

2.1.1 Past 12 Months

Table 2.8 and Table 2.9 present the experience rate of employees who experienced age harassment within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 2.8 ONRR – 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 | 124 | 19.9% | ±3.3 | 3.0 | ±0.1 |
| Age - Collapsed | | | | | |
| 39 or under | 41 | 25.4%* | ±7.3 | 2.7* | ±0.1 |
| 40 or older | 82 | 18.0%* | ±3.8 | 3.1* | ±0.2 |
| Age | | | | | |
| A 25 or under | -- | -- | -- | -- | -- |
| B 26-29 | NR | NR | NR | NR | NR |
| C 30-39 | 35 | 23.4% | ±7.6 | 2.7 | ±0.2 |
| D 40-49 | 15 | 10.7%F | ±6.5 | 2.7 | ±0.3 |
| E 50-59 | 36 | 17.1% | ±5.7 | 3.1 | ±0.3 |
| F 60 or older | 32 | 29.2%D | ±9.4 | 3.2 | ±0.3 |
| Relationship Status - Collapsed | | | | | |
| A Single | 27 | 27.2% | ±9.9 | 3.1 | ±0.3 |
| B Partnered/Married | 80 | 19.3% | ±4.1 | 2.7C | ±0.1 |
| C Separated/Widowed/Divorced | 16 | 15.2% | ±8.4 | 3.5B | ±0.3 |
| Relationship Status | | | | | |
| A Single | 27 | 27.2% | ±9.9 | 3.1 | ±0.3 |
| B Separated | NR | NR | NR | NR | NR |
| C Partnered | NR | NR | NR | NR | NR |
| D Divorced | 14 | 15.4% | ±9.1 | 3.6E | ±0.4 |
| E Married | 70 | 17.8% | ±4.1 | 2.7D | ±0.1 |
| F Widowed | NR | NR | NR | NR | NR |
| Ethnicity/Race - Collapsed | | | | | |
| Non-Minority (Non-Hispanic White) | 81 | 20.8% | ±4.3 | 2.9 | ±0.2 |
| Minority | 41 | 18.8% | ±5.8 | 3.0 | ±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 | 12.3% | ±9.0 | 2.6 | ±0.4 |
| B American Indian or Alaskan Native | NR | NR | NR | NR | NR |
| C Asian | NR | NR | NR | NR | NR |
| D Black/African-American | 14 | 22.0% | ±11.9 | 2.2F | ±0.1 |
| E Native Hawaiian or Other Pacific Islander | -- | -- | -- | -- | -- |
| F Non-Hispanic White | 81 | 20.8% | ±4.3 | 2.9D | ±0.2 |
| G Multi-racial | 10 | 26.4% | ±17.0 | 2.4 | ±0.4 |
| Disability | | | | | |
| Yes | 27 | 28.8%* | ±10.2 | 3.2 | ±0.3 |
| No | 95 | 18.3%* | ±3.6 | 2.9 | ±0.1 |
| Sex | | | | | |
| Men | 48 | 18.1% | ±5.2 | 2.8* | ±0.1 |
| Women | 76 | 21.3% | ±4.6 | 3.1* | ±0.2 |
| Gender Identity | | | | | |
| A Male | 48 | 18.1% | ±5.2 | 2.8 | ±0.1 |
| B Female | 76 | 21.3% | ±4.6 | 3.1 | ±0.2 |
| C Transgender | NR | NR | NR | NR | NR |
| D Do not identify as female, male, or transgender | -- | -- | -- | -- | -- |
| Transgender Description | | | | | |
| A Transgender, male to female | -- | -- | -- | -- | -- |
| B Transgender, female to male | -- | -- | -- | -- | -- |
| C Gender non-conforming | -- | -- | -- | -- | -- |
| D Unsure | NR | NR | NR | NR | NR |
| E I prefer not to say | -- | -- | -- | -- | -- |
| Sexual Orientation - Collapsed | | | | | |
| Heterosexual | 111 | 19.6% | ±3.5 | 3.0 | ±0.1 |
| Sexual Minority | NR | NR | NR | NR | NR |
| Sexual Orientation | | | | | |
| A Heterosexual or straight | 111 | 19.6% | ±3.5 | 3.0 | ±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 | NR | NR | NR | NR | NR |

| | | Experience rate | | | Frequency of occurrence ^a | |
|--------------------------------------|---|-----------------|----------------|------------|--------------------------------------|------------|
| | | <i>N</i> | <i>Percent</i> | <i>MoE</i> | <i>Average</i> | <i>MoE</i> |
| Education Level - Collapsed | | | | | | |
| A | Less than High School/High School Diploma/GED | 0 | 0.0%CD | NA | NA | NA |
| B | Trade/Tech Certificate/Some College | 12 | 17.0% | ±11.1 | 3.6D | ±0.6 |
| C | AA/College Degree | 76 | 22.4%A | ±4.8 | 3.1D | ±0.2 |
| D | Graduate Degree | 35 | 20.4%A | ±6.8 | 2.5BC | ±0.1 |
| Appointment Type | | | | | | |
| A | Permanent | 124 | 19.9% | ±3.3 | 3.0 | ±0.1 |
| B | Term | -- | -- | -- | -- | -- |
| C | Temporary | -- | -- | -- | -- | -- |
| Work Schedule | | | | | | |
| | Seasonal | NR | NR | NR | NR | NR |
| | Non-seasonal | 122 | 19.8% | ±3.3 | 3.0 | ±0.1 |
| Appointment Type and Work Schedule | | | | | | |
| A | Permanent-Seasonal | NR | NR | NR | NR | NR |
| B | Permanent-Non-Seasonal | 122 | 19.8% | ±3.3 | 3.0 | ±0.1 |
| C | Term | -- | -- | -- | -- | -- |
| D | Temporary-Seasonal | -- | -- | -- | -- | -- |
| E | Temporary-Non-Seasonal | -- | -- | -- | -- | -- |
| Years of Service at Bureau or Office | | | | | | |
| A | Less than 1 year | NR | NR | NR | NR | NR |
| B | 1 to 3 years | 15 | 15.5% | ±8.8 | 2.4CF | ±0.2 |
| C | 4 to 5 years | 21 | 23.3% | ±10.0 | 3.3B | ±0.4 |
| D | 6 to 10 years | 30 | 19.8% | ±7.1 | 2.7F | ±0.2 |
| E | 11 to 14 years | 13 | 24.2% | ±13.5 | 2.9F | ±0.3 |
| F | 15 to 20 years | 14 | 27.9% | ±14.3 | 3.7BDEG | ±0.4 |
| G | More than 20 years | 24 | 19.8% | ±8.1 | 2.7F | ±0.3 |
| Pay Plan and Grade - Collapsed | | | | | | |
| A | Junior Grade | NR | NR | NR | NR | NR |
| B | Middle Grade | NR | NR | NR | NR | NR |
| C | Senior Grade | 121 | 21.9% | ±3.7 | 2.9 | ±0.1 |
| D | Executive Grade | NR | NR | NR | NR | NR |
| Supervisory Status - Collapsed | | | | | | |
| | Non-Supervisor | 83 | 19.6% | ±4.1 | 2.9* | ±0.1 |
| | Supervisor | 40 | 21.2% | ±6.5 | 3.2* | ±0.3 |

| | Experience rate | | | Frequency of occurrence ^a | |
|---------------------|-----------------|----------------|------------|--------------------------------------|------------|
| | <i>N</i> | <i>Percent</i> | <i>MoE</i> | <i>Average</i> | <i>MoE</i> |
| Supervisory Status | | | | | |
| A Team Leader | 14 | 24.6% | ±13.0 | 3.9BCE | ±0.4 |
| B Supervisor | 19 | 23.1% | ±10.5 | 2.9A | ±0.4 |
| C Manager | 6 | 15.8% | ±15.8 | 2.2A | ±0.2 |
| D Senior Leader | NR | NR | NR | NR | NR |
| E None of the above | 83 | 19.6% | ±4.1 | 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 ONRR – Estimated Prevalence of Age Harassment in the Past 12 Months, by Current Work Location

| | Age harassment | | |
|--|----------------|---------------------|------------|
| | <i>N</i> | <i>Percent</i> | <i>MoE</i> |
| Overall | 124 | 19.89% | ±3.33 |
| A Headquarters Office (Washington) | NR | NR | NR |
| B Dallas, Texas | NR | NR | NR |
| C Denver, Colorado | 101 | 21.44% | ±3.96 |
| D Farmington, New Mexico | NR | NR | NR |
| E Houston, Texas | 12 | 18.54% | ±11.90 |
| F Oklahoma City, Oklahoma | 0 | 0.00% | NA |
| G Tulsa, Oklahoma | NR | NR | NR |
| H 100% Telework | NR | NR | NR |
| I Other (none of the above describe the environment in which I routinely accomplish my work) | NR | NR | NR |
| Office - ONRR | | | |
| A Director and Deputy Director Office | 16 | 27.07% | ±12.96 |
| B Audit and Compliance Management | 27 | 12.55% ^C | ±5.17 |
| C Financial and Production Management | 52 | 26.71% ^B | ±6.75 |
| D Coordination, Enforcement, Validation and Appeals | 23 | 22.61% | ±9.41 |
| E Other | NR | NR | NR |

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

2.1.2 Prior to Past 12 Months

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

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

| | Experience rate | | |
|---------|-----------------|----------------|------------|
| | <i>N</i> | <i>Percent</i> | <i>MoE</i> |
| Overall | 109 | 19.2% | ±3.5 |

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

| | First experienced behaviors | | |
|---|-----------------------------|----------------|------------|
| | <i>N</i> | <i>Percent</i> | <i>MoE</i> |
| General Schedule (GS) 1-6 | 6 | 5.2% | ±6.3 |
| General Schedule (GS) 7-10 | 26 | 23.9% | ±9.0 |
| General Schedule (GS) 11-12 | 47 | 43.5% | ±9.6 |
| General Schedule (GS) 13-15 | 30 | 27.5% | ±9.3 |
| Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES) | 0 | 0.0% | NA |
| Other | 0 | 0.0% | NA |

2.2 Racial/Ethnic Harassment

2.2.1 Past 12 Months

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

Table 2.12 ONRR – 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 | 81 | 13.1% | ±2.9 | 3.1 | ±0.2 |
| Age - Collapsed | | | | | |
| 39 or under | 16 | 10.1% | ±5.7 | 2.8 | ±0.3 |
| 40 or older | 63 | 13.8% | ±3.5 | 3.2 | ±0.2 |
| Age | | | | | |
| A 25 or under | -- | -- | -- | -- | -- |
| B 26-29 | NR | NR | NR | NR | NR |
| C 30-39 | 16 | 11.1% | ±6.2 | 2.8F | ±0.3 |
| D 40-49 | 21 | 15.5% | ±7.2 | 2.8F | ±0.3 |
| E 50-59 | 27 | 13.0% | ±5.3 | 2.6F | ±0.2 |
| F 60 or older | 14 | 13.0% | ±7.9 | 4.4CDE | ±0.5 |
| Relationship Status - Collapsed | | | | | |
| A Single | 14 | 14.4% | ±8.6 | 2.9 | ±0.5 |
| B Partnered/Married | 52 | 12.6% | ±3.6 | 3.1 | ±0.3 |
| C Separated/Widowed/Divorced | 14 | 13.7% | ±8.2 | 3.3 | ±0.3 |
| Relationship Status | | | | | |
| A Single | 14 | 14.4% | ±8.6 | 2.9 | ±0.5 |
| B Separated | NR | NR | NR | NR | NR |
| C Partnered | NR | NR | NR | NR | NR |
| D Divorced | 14 | 15.7% | ±9.2 | 3.3 | ±0.3 |
| E Married | 46 | 11.8% | ±3.6 | 3.1 | ±0.3 |
| F Widowed | NR | NR | NR | NR | NR |
| Ethnicity/Race - Collapsed | | | | | |
| Non-Minority (Non-Hispanic White) | 19 | 4.9%* | ±2.7 | 2.5* | ±0.3 |
| Minority | 62 | 28.7%* | ±6.4 | 3.2* | ±0.2 |

| | Experience rate | | | Frequency of occurrence ^a | |
|---|-----------------|----------------|------------|--------------------------------------|------------|
| | <i>N</i> | <i>Percent</i> | <i>MoE</i> | <i>Average</i> | <i>MoE</i> |
| Ethnicity/Race | | | | | |
| A Hispanic | 9 | 10.4% DG | ±8.7 | 2.5 | ±0.3 |
| B American Indian or Alaskan Native | NR | NR | NR | NR | NR |
| C Asian | NR | NR | NR | NR | NR |
| D Black/African-American | 32 | 49.1% AF | ±12.2 | 3.4F | ±0.4 |
| E Native Hawaiian or Other Pacific Islander | -- | -- | -- | -- | -- |
| F Non-Hispanic White | 19 | 4.9% DG | ±2.7 | 2.5D | ±0.3 |
| G Multi-racial | 12 | 32.4% AF | ±17.6 | 2.9 | ±0.5 |
| Disability | | | | | |
| Yes | 17 | 18.7% | ±9.4 | 2.4* | ±0.2 |
| No | 64 | 12.3% | ±3.1 | 3.2* | ±0.2 |
| Sex | | | | | |
| Men | 36 | 13.6% | ±4.7 | 3.4* | ±0.4 |
| Women | 45 | 12.7% | ±3.9 | 2.8* | ±0.2 |
| Gender Identity | | | | | |
| A Male | 36 | 13.6% | ±4.7 | 3.4 | ±0.4 |
| B Female | 45 | 12.7% | ±3.9 | 2.8 | ±0.2 |
| C Transgender | NR | NR | NR | NR | NR |
| D Do not identify as female, male, or transgender | -- | -- | -- | -- | -- |
| Transgender Description | | | | | |
| A Transgender, male to female | -- | -- | -- | -- | -- |
| B Transgender, female to male | -- | -- | -- | -- | -- |
| C Gender non-conforming | -- | -- | -- | -- | -- |
| D Unsure | NR | NR | NR | NR | NR |
| E I prefer not to say | -- | -- | -- | -- | -- |
| Sexual Orientation - Collapsed | | | | | |
| Heterosexual | 76 | 13.5%* | ±3.1 | 3.1 | ±0.2 |
| Sexual Minority | 0 | 0.0%* | NA | NA | NA |
| Sexual Orientation | | | | | |
| A Heterosexual or straight | 76 | 13.5% | ±3.1 | 3.1 | ±0.2 |
| B Lesbian | NR | NR | NR | NR | NR |
| C Gay | NR | NR | NR | NR | NR |
| D Bisexual | NR | NR | NR | NR | NR |
| E Other (e.g., questioning, asexual, undecided, self-identified, or intersex) | NR | NR | NR | NR | NR |
| F I prefer not to say | NR | NR | NR | NR | NR |

| | | Experience rate | | | Frequency of occurrence ^a | |
|--------------------------------------|---|-----------------|----------------|------------|--------------------------------------|------------|
| | | <i>N</i> | <i>Percent</i> | <i>MoE</i> | <i>Average</i> | <i>MoE</i> |
| Education Level - Collapsed | | | | | | |
| A | Less than High School/High School Diploma/GED | 0 | 0.0%D | NA | NA | NA |
| B | Trade/Tech Certificate/Some College | 7 | 9.9% | ±10.2 | 2.8 | ±0.5 |
| C | AA/College Degree | 43 | 12.7% | ±4.0 | 3.0 | ±0.2 |
| D | Graduate Degree | 30 | 17.6%A | ±6.5 | 3.3 | ±0.4 |
| Appointment Type | | | | | | |
| A | Permanent | 81 | 13.1% | ±2.9 | 3.1 | ±0.2 |
| B | Term | -- | -- | -- | -- | -- |
| C | Temporary | -- | -- | -- | -- | -- |
| Work Schedule | | | | | | |
| | Seasonal | NR | NR | NR | NR | NR |
| | Non-seasonal | 79 | 12.9%* | ±2.9 | 3.2* | ±0.2 |
| Appointment Type and Work Schedule | | | | | | |
| A | Permanent-Seasonal | NR | NR | NR | NR | NR |
| B | Permanent-Non-Seasonal | 79 | 12.9%* | ±2.9 | 3.2 | ±0.2 |
| C | Term | -- | -- | -- | -- | -- |
| D | Temporary-Seasonal | -- | -- | -- | -- | -- |
| E | Temporary-Non-Seasonal | -- | -- | -- | -- | -- |
| Years of Service at Bureau or Office | | | | | | |
| A | Less than 1 year | 0 | 0.0% | NA | NA | NA |
| B | 1 to 3 years | 15 | 15.0% | ±8.8 | 4.6CDEFG | ±0.5 |
| C | 4 to 5 years | 12 | 13.1% | ±8.8 | 2.8B | ±0.4 |
| D | 6 to 10 years | 22 | 14.9% | ±6.7 | 2.7B | ±0.2 |
| E | 11 to 14 years | 7 | 12.7% | ±12.2 | 2.6B | ±0.4 |
| F | 15 to 20 years | 11 | 21.3% | ±13.9 | 3.3BG | ±0.3 |
| G | More than 20 years | 15 | 11.8% | ±7.1 | 2.1BF | ±0.1 |
| Pay Plan and Grade - Collapsed | | | | | | |
| A | Junior Grade | NR | NR | NR | NR | NR |
| B | Middle Grade | NR | NR | NR | NR | NR |
| C | Senior Grade | 78 | 14.2% | ±3.2 | 3.1 | ±0.2 |
| D | Executive Grade | NR | NR | NR | NR | NR |
| Supervisory Status - Collapsed | | | | | | |
| | Non-Supervisor | 57 | 13.5% | ±3.6 | 3.3* | ±0.2 |
| | Supervisor | 22 | 11.9% | ±5.5 | 2.2* | ±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 | 8 | 13.1% | ±11.7 | 2.4 | ±0.3 |
| B Supervisor | 9 | 10.3% | ±8.8 | 2.0E | ±0.0 |
| C Manager | 6 | 15.8% | ±15.8 | 2.0E | ±0.0 |
| D Senior Leader | NR | NR | NR | NR | NR |
| E None of the above | 57 | 13.5% | ±3.6 | 3.3BC | ±0.2 |

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

Table 2.13 ONRR – 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 | 81 | 13.07% | ±2.90 |
| A Headquarters Office (Washington) | NR | NR | NR |
| B Dallas, Texas | NR | NR | NR |
| C Denver, Colorado | 51 | 10.85% | ±3.17 |
| D Farmington, New Mexico | NR | NR | NR |
| E Houston, Texas | 10 | 16.37% | ±11.63 |
| F Oklahoma City, Oklahoma | 0 | 0.00% | NA |
| G Tulsa, Oklahoma | NR | NR | NR |
| H 100% Telework | NR | NR | NR |
| I Other (none of the above describe the environment in which I routinely accomplish my work) | NR | NR | NR |
| Office - ONRR | | | |
| A Director and Deputy Director Office | 12 | 19.38% | ±12.36 |
| B Audit and Compliance Management | 32 | 14.60% | ±5.41 |
| C Financial and Production Management | 28 | 14.59% | ±5.80 |
| D Coordination, Enforcement, Validation and Appeals | NR | NR | NR |
| E Other | NR | NR | NR |

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 ONRR.

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

| | Experience rate | | |
|---|-----------------|----------------|------------|
| | <i>N</i> | <i>Percent</i> | <i>MoE</i> |
| Overall | 77 | 13.4% | ±3.0 |
| Ethnicity/Race | | | |
| Non-Minority | 14 | 3.8%* | ±2.5 |
| Minority | 61 | 31.2%* | ±6.9 |
| Ethnicity/Race | | | |
| A Hispanic | 18 | 23.4%DF | ±11.1 |
| B American Indian or Alaskan Native | NR | NR | NR |
| C Asian | NR | NR | NR |
| D Black/African-American | 25 | 41.0%AF | ±13.0 |
| E Native Hawaiian or Other Pacific Islander | -- | -- | -- |
| F Non-Hispanic White | 14 | 3.8%AD | ±2.5 |
| G Multi-racial | NR | NR | NR |

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

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

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

| | First experienced behaviors | | |
|---|-----------------------------|----------------|------------|
| | <i>N</i> | <i>Percent</i> | <i>MoE</i> |
| General Schedule (GS) 1-6 | 0 | 0.0% | NA |
| General Schedule (GS) 7-10 | 15 | 20.3% | ±10.9 |
| General Schedule (GS) 11-12 | 43 | 57.3% | ±11.6 |
| General Schedule (GS) 13-15 | 17 | 22.4% | ±11.1 |
| Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES) | 0 | 0.0% | NA |
| Other | 0 | 0.0% | NA |

2.3 Religious Harassment

2.3.1 Past 12 Months

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

Table 2.16 ONRR – 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 | 44 | 7.0% | ±2.3 | 2.9 | ±0.2 |
| Age - Collapsed | | | | | |
| 39 or under | 14 | 8.7% | ±5.5 | 3.0 | ±0.4 |
| 40 or older | 29 | 6.5% | ±2.7 | 2.8 | ±0.2 |
| Age | | | | | |
| A 25 or under | -- | -- | -- | -- | -- |
| B 26-29 | NR | NR | NR | NR | NR |
| C 30-39 | 10 | 6.8% | ±5.4 | 3.2D | ±0.5 |
| D 40-49 | 11 | 8.5% | ±6.1 | 2.3CF | ±0.2 |
| E 50-59 | 9 | 4.1% | ±3.7 | 2.5F | ±0.2 |
| F 60 or older | 9 | 8.7% | ±7.2 | 3.5DE | ±0.3 |
| Relationship Status - Collapsed | | | | | |
| A Single | NR | NR | NR | NR | NR |
| B Partnered/Married | 23 | 5.6% ^C | ±2.7 | 2.8 | ±0.2 |
| C Separated/Widowed/Divorced | 16 | 14.9% ^B | ±8.4 | 3.2 | ±0.3 |
| Relationship Status | | | | | |
| A Single | NR | NR | NR | NR | NR |
| B Separated | NR | NR | NR | NR | NR |
| C Partnered | NR | NR | NR | NR | NR |
| D Divorced | 16 | 17.1% ^E | ±9.3 | 3.2 | ±0.3 |
| E Married | 19 | 5.0% ^D | ±2.7 | 2.9 | ±0.2 |
| F Widowed | NR | NR | NR | NR | NR |
| Ethnicity/Race - Collapsed | | | | | |
| Non-Minority (Non-Hispanic White) | 28 | 7.1% | ±3.0 | 2.8 | ±0.3 |
| Minority | 16 | 7.4% | ±4.4 | 3.0 | ±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 | NR | NR | NR | NR | NR |
| B | American Indian or Alaskan Native | NR | NR | NR | NR | NR |
| C | Asian | NR | NR | NR | NR | NR |
| D | Black/African-American | NR | NR | NR | NR | NR |
| E | Native Hawaiian or Other Pacific Islander | -- | -- | -- | -- | -- |
| F | Non-Hispanic White | 28 | 7.1% | ±3.0 | 2.8 | ±0.3 |
| G | Multi-racial | NR | NR | NR | NR | NR |
| Disability | | | | | | |
| | Yes | 12 | 13.3%* | ±8.7 | 2.4* | ±0.3 |
| | No | 29 | 5.7%* | ±2.4 | 3.0* | ±0.2 |
| Sex | | | | | | |
| | Men | 26 | 10.1%* | ±4.3 | 2.7* | ±0.2 |
| | Women | 17 | 4.8%* | ±2.8 | 3.1* | ±0.3 |
| Gender Identity | | | | | | |
| A | Male | 26 | 10.1% | ±4.3 | 2.7 | ±0.2 |
| B | Female | 17 | 4.8% | ±2.8 | 3.1 | ±0.3 |
| C | Transgender | NR | NR | NR | NR | NR |
| D | Do not identify as female, male, or transgender | -- | -- | -- | -- | -- |
| Transgender Description | | | | | | |
| A | Transgender, male to female | -- | -- | -- | -- | -- |
| B | Transgender, female to male | -- | -- | -- | -- | -- |
| C | Gender non-conforming | -- | -- | -- | -- | -- |
| D | Unsure | NR | NR | NR | NR | NR |
| E | I prefer not to say | -- | -- | -- | -- | -- |
| Sexual Orientation - Collapsed | | | | | | |
| | Heterosexual | 35 | 6.2%* | ±2.3 | 3.0 | ±0.2 |
| | Sexual Minority | NR | NR | NR | NR | NR |
| Sexual Orientation | | | | | | |
| A | Heterosexual or straight | 35 | 6.2% | ±2.3 | 3.0 | ±0.2 |
| B | Lesbian | NR | NR | NR | NR | NR |
| C | Gay | NR | NR | NR | NR | NR |
| D | Bisexual | NR | NR | NR | NR | NR |
| E | Other (e.g., questioning, asexual, undecided, self-identified, or intersex) | NR | NR | NR | NR | NR |
| F | I prefer not to say | NR | NR | NR | NR | NR |

| | | Experience rate | | | Frequency of occurrence ^a | |
|--------------------------------------|---|-----------------|----------------|------------|--------------------------------------|------------|
| | | <i>N</i> | <i>Percent</i> | <i>MoE</i> | <i>Average</i> | <i>MoE</i> |
| Education Level - Collapsed | | | | | | |
| A | Less than High School/High School Diploma/GED | 0 | 0.0% | NA | NA | NA |
| B | Trade/Tech Certificate/Some College | NR | NR | NR | NR | NR |
| C | AA/College Degree | 32 | 9.4% | ±3.6 | 2.8 | ±0.2 |
| D | Graduate Degree | 10 | 6.1% | ±4.8 | 3.2 | ±0.5 |
| Appointment Type | | | | | | |
| A | Permanent | 44 | 7.0% | ±2.3 | 2.9 | ±0.2 |
| B | Term | -- | -- | -- | -- | -- |
| C | Temporary | -- | -- | -- | -- | -- |
| Work Schedule | | | | | | |
| | Seasonal | NR | NR | NR | NR | NR |
| | Non-seasonal | 44 | 7.1% | ±2.3 | 2.9 | ±0.2 |
| Appointment Type and Work Schedule | | | | | | |
| A | Permanent-Seasonal | NR | NR | NR | NR | NR |
| B | Permanent-Non-Seasonal | 44 | 7.1% | ±2.3 | 2.9 | ±0.2 |
| C | Term | -- | -- | -- | -- | -- |
| D | Temporary-Seasonal | -- | -- | -- | -- | -- |
| E | Temporary-Non-Seasonal | -- | -- | -- | -- | -- |
| 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 | 8 | 9.1% | ±8.1 | 2.9FG | ±0.5 |
| D | 6 to 10 years | 12 | 8.0% | ±5.6 | 2.3F | ±0.2 |
| E | 11 to 14 years | NR | NR | NR | NR | NR |
| F | 15 to 20 years | 6 | 11.2% | ±12.5 | 3.6CDG | ±0.3 |
| G | More than 20 years | 7 | 5.5% | ±5.8 | 2.0CF | ±0.0 |
| Pay Plan and Grade - Collapsed | | | | | | |
| A | Junior Grade | NR | NR | NR | NR | NR |
| B | Middle Grade | NR | NR | NR | NR | NR |
| C | Senior Grade | 40 | 7.4% | ±2.5 | 2.9 | ±0.2 |
| D | Executive Grade | NR | NR | NR | NR | NR |
| Supervisory Status - Collapsed | | | | | | |
| | Non-Supervisor | 33 | 7.9% | ±3.0 | 2.9 | ±0.2 |
| | Supervisor | 10 | 5.5% | ±4.4 | 2.8 | ±0.4 |

| | Experience rate | | | Frequency of occurrence ^a | |
|---------------------|-----------------|----------------|------------|--------------------------------------|------------|
| | <i>N</i> | <i>Percent</i> | <i>MoE</i> | <i>Average</i> | <i>MoE</i> |
| Supervisory Status | | | | | |
| A Team Leader | 5 | 8.9% | ±11.0 | 2.2 | ±0.3 |
| B Supervisor | NR | NR | NR | NR | NR |
| C Manager | NR | NR | NR | NR | NR |
| D Senior Leader | NR | NR | NR | NR | NR |
| E None of the above | 33 | 7.9% | ±3.0 | 2.9 | ±0.2 |

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

Table 2.17 ONRR – 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 | 44 | 7.04% | ±2.31 |
| A Headquarters Office (Washington) | NR | NR | NR |
| B Dallas, Texas | NR | NR | NR |
| C Denver, Colorado | 37 | 7.87% | ±2.82 |
| D Farmington, New Mexico | NR | NR | NR |
| E Houston, Texas | NR | NR | NR |
| F Oklahoma City, Oklahoma | 0 | 0.00% | NA |
| G Tulsa, Oklahoma | NR | NR | NR |
| H 100% Telework | NR | NR | NR |
| I Other (none of the above describe the environment in which I routinely accomplish my work) | NR | NR | NR |
| Office - ONRR | | | |
| A Director and Deputy Director Office | NR | NR | NR |
| B Audit and Compliance Management | 12 | 5.43% | ±4.00 |
| C Financial and Production Management | 18 | 9.39% | ±5.05 |
| D Coordination, Enforcement, Validation and Appeals | 8 | 8.44% | ±7.46 |
| E Other | NR | NR | NR |

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

2.3.2 Prior to Past 12 Months

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

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

| | Experience rate | | |
|---------|-----------------|----------------|------------|
| | <i>N</i> | <i>Percent</i> | <i>MoE</i> |
| Overall | 30 | 5.2% | ±2.2 |

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

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

2.4 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 2.19, Table 2.20, and Table 2.21 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 ONRR.

Table 2.20 ONRR – 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 | 49 | 8.2% | ±2.5 | 2.8 | ±0.2 |
| Age - Collapsed | | | | | |
| 39 or under | 14 | 8.8% | ±5.6 | 2.6 | ±0.2 |
| 40 or older | 35 | 8.0% | ±3.0 | 2.9 | ±0.2 |
| Age | | | | | |
| A 25 or under | -- | -- | -- | -- | -- |
| B 26-29 | NR | NR | NR | NR | NR |
| C 30-39 | 14 | 9.7% | ±6.1 | 2.6E | ±0.2 |
| D 40-49 | 11 | 8.7% | ±6.3 | 2.6 | ±0.3 |
| E 50-59 | 12 | 6.0% | ±4.3 | 3.2C | ±0.4 |
| F 60 or older | 11 | 11.0% | ±7.8 | 2.7 | ±0.5 |
| Relationship Status - Collapsed | | | | | |
| A Single | 12 | 12.3% | ±8.3 | 3.0B | ±0.5 |
| B Partnered/Married | 26 | 6.6% | ±2.9 | 2.5AC | ±0.2 |
| C Separated/Widowed/Divorced | 11 | 11.2% | ±7.9 | 3.2B | ±0.3 |
| Relationship Status | | | | | |
| A Single | 12 | 12.3% | ±8.3 | 3.0E | ±0.5 |
| B Separated | NR | NR | NR | NR | NR |
| C Partnered | NR | NR | NR | NR | NR |
| D Divorced | 11 | 12.9% | ±8.9 | 3.2E | ±0.3 |
| E Married | 24 | 6.4% | ±3.0 | 2.4AD | ±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) | 32 | 8.5% | ±3.3 | 2.9 | ±0.2 |
| | Minority | 17 | 8.2% | ±4.7 | 2.5 | ±0.2 |
| Ethnicity/Race | | | | | | |
| A | Hispanic | 8 | 11.0% | ±9.6 | 2.9 | ±0.4 |
| B | American Indian or Alaskan Native | NR | NR | NR | NR | NR |
| C | Asian | 0 | 0.0% | NA | NA | NA |
| D | Black/African-American | 6 | 8.7% | ±10.0 | 2.5 | ±0.4 |
| E | Native Hawaiian or Other Pacific Islander | -- | -- | -- | -- | -- |
| F | Non-Hispanic White | 32 | 8.5% | ±3.3 | 2.9 | ±0.2 |
| G | Multi-racial | NR | NR | NR | NR | NR |
| Disability | | | | | | |
| | Yes | 29 | 31.5%* | ±10.3 | 3.0* | ±0.3 |
| | No | 18 | 3.6%* | ±2.1 | 2.4* | ±0.2 |
| Sex | | | | | | |
| | Men | 24 | 9.5% | ±4.3 | 2.6 | ±0.2 |
| | Women | 24 | 7.0% | ±3.2 | 2.9 | ±0.3 |
| Gender Identity | | | | | | |
| A | Male | 24 | 9.5% | ±4.3 | 2.6 | ±0.2 |
| B | Female | 24 | 7.0% | ±3.2 | 2.9 | ±0.3 |
| C | Transgender | NR | NR | NR | NR | NR |
| D | Do not identify as female, male, or transgender | -- | -- | -- | -- | -- |
| Transgender Description | | | | | | |
| A | Transgender, male to female | -- | -- | -- | -- | -- |
| B | Transgender, female to male | -- | -- | -- | -- | -- |
| C | Gender non-conforming | -- | -- | -- | -- | -- |
| D | Unsure | NR | NR | NR | NR | NR |
| E | I prefer not to say | -- | -- | -- | -- | -- |
| Sexual Orientation - Collapsed | | | | | | |
| | Heterosexual | 45 | 8.2% | ±2.6 | 2.8 | ±0.2 |
| | Sexual Minority | NR | NR | NR | NR | NR |

| | Experience rate | | | Frequency of occurrence ^a | | |
|---|---|----------------|------------|--------------------------------------|------------|------|
| | <i>N</i> | <i>Percent</i> | <i>MoE</i> | <i>Average</i> | <i>MoE</i> | |
| Sexual Orientation | | | | | | |
| A | Heterosexual or straight | 45 | 8.2% | ±2.6 | 2.8 | ±0.2 |
| B | Lesbian | NR | NR | NR | NR | NR |
| C | Gay | NR | NR | NR | NR | NR |
| D | Bisexual | NR | NR | NR | NR | NR |
| E | Other (e.g., questioning, asexual, undecided, self-identified, or intersex) | NR | NR | NR | NR | NR |
| F | I prefer not to say | NR | NR | NR | NR | NR |
| Education Level - Collapsed | | | | | | |
| A | Less than High School/High School Diploma/GED | 0 | 0.0%B | NA | NA | NA |
| B | Trade/Tech Certificate/Some College | 13 | 19.3%AC | ±11.6 | 3.4CD | ±0.4 |
| C | AA/College Degree | 21 | 6.4%B | ±3.3 | 2.7B | ±0.2 |
| D | Graduate Degree | 16 | 9.2% | ±5.4 | 2.4B | ±0.2 |
| Appointment Type | | | | | | |
| A | Permanent | 49 | 8.2% | ±2.5 | 2.8 | ±0.2 |
| B | Term | -- | -- | -- | -- | -- |
| C | Temporary | -- | -- | -- | -- | -- |
| Work Schedule | | | | | | |
| | Seasonal | NR | NR | NR | NR | NR |
| | Non-seasonal | 49 | 8.3% | ±2.5 | 2.8 | ±0.2 |
| Appointment Type and Work Schedule | | | | | | |
| A | Permanent-Seasonal | NR | NR | NR | NR | NR |
| B | Permanent-Non-Seasonal | 49 | 8.3% | ±2.5 | 2.8 | ±0.2 |
| C | Term | -- | -- | -- | -- | -- |
| D | Temporary-Seasonal | -- | -- | -- | -- | -- |
| E | Temporary-Non-Seasonal | -- | -- | -- | -- | -- |
| Years of Service at Bureau or Office | | | | | | |
| A | Less than 1 year | 0 | 0.0%F | NA | NA | NA |
| B | 1 to 3 years | 6 | 6.5%F | ±7.2 | 2.4 | ±0.6 |
| C | 4 to 5 years | 7 | 9.0% | ±8.7 | 3.2 | ±0.5 |
| D | 6 to 10 years | 15 | 10.1% | ±6.1 | 2.9 | ±0.2 |
| E | 11 to 14 years | NR | NR | NR | NR | NR |
| F | 15 to 20 years | 10 | 21.0%ABG | ±14.6 | 2.6 | ±0.4 |
| G | More than 20 years | 5 | 4.4%F | ±5.6 | 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> |
| Pay Plan and Grade - Collapsed | | | | | |
| A Junior Grade | NR | NR | NR | NR | NR |
| B Middle Grade | 8 | 19.5% ^C | ±15.6 | 3.0 | ±0.5 |
| C Senior Grade | 38 | 7.2% ^B | ±2.5 | 2.7 | ±0.2 |
| D Executive Grade | NR | NR | NR | NR | NR |
| Supervisory Status - Collapsed | | | | | |
| Non-Supervisor | 37 | 9.3% | ±3.3 | 2.7 | ±0.2 |
| Supervisor | 12 | 6.5% | ±4.7 | 3.0 | ±0.4 |
| Supervisory Status | | | | | |
| A Team Leader | 7 | 12.2% | ±11.8 | 3.4 ^E | ±0.5 |
| B Supervisor | NR | NR | NR | NR | NR |
| C Manager | 0 | 0.0% | NA | NA | NA |
| D Senior Leader | NR | NR | NR | NR | NR |
| E None of the above | 37 | 9.3% | ±3.3 | 2.7 ^A | ±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 ONRR – 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 | 49 | 8.21% | ±2.49 |
| A Headquarters Office (Washington) | NR | NR | NR |
| B Dallas, Texas | NR | NR | NR |
| C Denver, Colorado | 36 | 8.15% | ±2.94 |
| D Farmington, New Mexico | NR | NR | NR |
| E Houston, Texas | 5 | 8.37% | ±10.43 |
| F Oklahoma City, Oklahoma | 0 | 0.00% | NA |
| G Tulsa, Oklahoma | NR | NR | NR |
| H 100% Telework | NR | NR | NR |
| I Other (none of the above describe the environment in which I routinely accomplish my work) | NR | NR | NR |
| Office - ONRR | | | |
| A Director and Deputy Director Office | 6 | 11.11% | ±11.62 |
| B Audit and Compliance Management | 17 | 7.96% | ±4.50 |
| C Financial and Production Management | 21 | 11.53% | ±5.57 |
| D Coordination, Enforcement, Validation and Appeals | NR | NR | NR |
| E Other | 0 | 0.00% | NA |

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 ONRR.

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

| | Experience rate | | |
|---------|-----------------|----------------|------------|
| | <i>N</i> | <i>Percent</i> | <i>MoE</i> |
| Overall | 26 | 4.6% | ±2.1 |

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

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

2.5 Sexual Orientation Harassment

2.5.1 Past 12 Months

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

Table 2.24 ONRR – 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 | 15 | 2.5% | ±1.6 | 2.3 | ±0.1 |
| Age - Collapsed | | | | | |
| 39 or under | NR | NR | NR | NR | NR |
| 40 or older | 12 | 2.7% | ±2.0 | 2.4 | ±0.2 |
| Age | | | | | |
| A 25 or under | -- | -- | -- | -- | -- |
| B 26-29 | NR | NR | NR | NR | NR |
| C 30-39 | NR | NR | NR | NR | NR |
| D 40-49 | NR | NR | NR | NR | NR |
| E 50-59 | 9 | 4.1% | ±3.8 | 2.3 | ±0.2 |
| F 60 or older | 0 | 0.0% | NA | NA | NA |
| Relationship Status - Collapsed | | | | | |
| A Single | NR | NR | NR | NR | NR |
| B Partnered/Married | 5 | 1.3% ^C | ±1.7 | 2.2 | ±0.2 |
| C Separated/Widowed/Divorced | 8 | 8.1% ^B | ±7.3 | 2.2 | ±0.2 |
| Relationship Status | | | | | |
| A Single | NR | NR | NR | NR | NR |
| B Separated | NR | NR | NR | NR | NR |
| C Partnered | 0 | 0.0% | NA | NA | NA |
| D Divorced | 6 | 7.3% ^E | ±7.8 | 2.2 | ±0.2 |
| E Married | 5 | 1.3% ^D | ±1.8 | 2.2 | ±0.2 |
| F Widowed | NR | NR | NR | NR | NR |
| Ethnicity/Race - Collapsed | | | | | |
| Non-Minority (Non-Hispanic White) | 8 | 2.2% | ±2.1 | 2.4 | ±0.3 |
| Minority | 7 | 3.1% | ±3.4 | 2.2 | ±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 | NR | NR | NR | NR | NR |
| B | American Indian or Alaskan Native | NR | NR | NR | NR | NR |
| C | Asian | 0 | 0.0% | NA | NA | NA |
| D | Black/African-American | NR | NR | NR | NR | NR |
| E | Native Hawaiian or Other Pacific Islander | -- | -- | -- | -- | -- |
| F | Non-Hispanic White | 8 | 2.2% | ±2.1 | 2.4 | ±0.3 |
| G | Multi-racial | 0 | 0.0% | NA | NA | NA |
| Disability | | | | | | |
| | Yes | 0 | 0.0% | NA | NA | NA |
| | No | 15 | 2.9% | ±1.9 | 2.3 | ±0.1 |
| Sex | | | | | | |
| | Men | NR | NR | NR | NR | NR |
| | Women | 10 | 2.8% | ±2.4 | 2.4 | ±0.2 |
| Gender Identity | | | | | | |
| A | Male | NR | NR | NR | NR | NR |
| B | Female | 10 | 2.8% | ±2.4 | 2.4 | ±0.2 |
| C | Transgender | NR | NR | NR | NR | NR |
| D | Do not identify as female, male, or transgender | -- | -- | -- | -- | -- |
| Transgender Description | | | | | | |
| A | Transgender, male to female | -- | -- | -- | -- | -- |
| B | Transgender, female to male | -- | -- | -- | -- | -- |
| C | Gender non-conforming | -- | -- | -- | -- | -- |
| D | Unsure | NR | NR | NR | NR | NR |
| E | I prefer not to say | -- | -- | -- | -- | -- |
| Sexual Orientation - Collapsed | | | | | | |
| | Heterosexual | 8 | 1.5% | ±1.4 | 2.4 | ±0.2 |
| | Sexual Minority | NR | NR | NR | NR | NR |
| Sexual Orientation | | | | | | |
| A | Heterosexual or straight | 8 | 1.5% | ±1.4 | 2.4 | ±0.2 |
| B | Lesbian | NR | NR | NR | NR | NR |
| C | Gay | NR | NR | NR | NR | NR |
| D | Bisexual | NR | NR | NR | NR | NR |
| E | Other (e.g., questioning, asexual, undecided, self-identified, or intersex) | NR | NR | NR | NR | NR |
| F | I prefer not to say | NR | NR | NR | NR | NR |

| | | Experience rate | | | Frequency of occurrence ^a | |
|--------------------------------------|---|-----------------|-------------------|------------|--------------------------------------|------------|
| | | <i>N</i> | <i>Percent</i> | <i>MoE</i> | <i>Average</i> | <i>MoE</i> |
| Education Level - Collapsed | | | | | | |
| A | Less than High School/High School Diploma/GED | 0 | 0.0% | NA | NA | NA |
| B | Trade/Tech Certificate/Some College | NR | NR | NR | NR | NR |
| C | AA/College Degree | 7 | 2.1% | ±2.3 | 2.3 | ±0.2 |
| D | Graduate Degree | NR | NR | NR | NR | NR |
| Appointment Type | | | | | | |
| A | Permanent | 15 | 2.5% | ±1.6 | 2.3 | ±0.1 |
| B | Term | -- | -- | -- | -- | -- |
| C | Temporary | -- | -- | -- | -- | -- |
| Work Schedule | | | | | | |
| | Seasonal | NR | NR | NR | NR | NR |
| | Non-seasonal | 13 | 2.2% | ±1.5 | 2.3 | ±0.2 |
| Appointment Type and Work Schedule | | | | | | |
| A | Permanent-Seasonal | NR | NR | NR | NR | NR |
| B | Permanent-Non-Seasonal | 13 | 2.2% | ±1.5 | 2.3 | ±0.2 |
| C | Term | -- | -- | -- | -- | -- |
| D | Temporary-Seasonal | -- | -- | -- | -- | -- |
| E | Temporary-Non-Seasonal | -- | -- | -- | -- | -- |
| Years of Service at Bureau or Office | | | | | | |
| A | Less than 1 year | 0 | 0.0% | NA | NA | NA |
| B | 1 to 3 years | 0 | 0.0% ^C | NA | NA | NA |
| C | 4 to 5 years | 7 | 7.3% ^B | ±7.8 | 2.0 | ±0.0 |
| D | 6 to 10 years | NR | NR | NR | NR | NR |
| E | 11 to 14 years | NR | NR | NR | NR | NR |
| F | 15 to 20 years | 0 | 0.0% | NA | NA | NA |
| G | More than 20 years | NR | NR | NR | NR | NR |
| Pay Plan and Grade - Collapsed | | | | | | |
| A | Junior Grade | NR | NR | NR | NR | NR |
| B | Middle Grade | NR | NR | NR | NR | NR |
| C | Senior Grade | 13 | 2.5% | ±1.7 | 2.3 | ±0.2 |
| D | Executive Grade | NR | NR | NR | NR | NR |
| Supervisory Status - Collapsed | | | | | | |
| | Non-Supervisor | 13 | 3.2% | ±2.2 | 2.2 | ±0.1 |
| | Supervisor | NR | NR | NR | NR | NR |

| | Experience rate | | | Frequency of occurrence ^a | |
|---------------------|-----------------|----------------|------------|--------------------------------------|------------|
| | <i>N</i> | <i>Percent</i> | <i>MoE</i> | <i>Average</i> | <i>MoE</i> |
| Supervisory Status | | | | | |
| A Team Leader | 0 | 0.0% | NA | NA | NA |
| B Supervisor | NR | NR | NR | NR | NR |
| C Manager | 0 | 0.0% | NA | NA | NA |
| D Senior Leader | NR | NR | NR | NR | NR |
| E None of the above | 13 | 3.2% | ±2.2 | 2.2 | ±0.1 |

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

Table 2.25 ONRR – 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 | 15 | 2.46% | ±1.58 |
| A Headquarters Office (Washington) | NR | NR | NR |
| B Dallas, Texas | NR | NR | NR |
| C Denver, Colorado | 15 | 3.29% | ±2.10 |
| D Farmington, New Mexico | NR | NR | NR |
| E Houston, Texas | 0 | 0.00% | NA |
| F Oklahoma City, Oklahoma | 0 | 0.00% | NA |
| G Tulsa, Oklahoma | 0 | 0.00% | NA |
| H 100% Telework | NR | NR | NR |
| I Other (none of the above describe the environment in which I routinely accomplish my work) | NR | NR | NR |
| Office - ONRR | | | |
| A Director and Deputy Director Office | NR | NR | NR |
| B Audit and Compliance Management | NR | NR | NR |
| C Financial and Production Management | 5 | 2.74% | ±3.69 |
| D Coordination, Enforcement, Validation and Appeals | 0 | 0.00% | NA |
| E Other | NR | NR | NR |

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

2.5.2 Prior to Past 12 Months

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

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

| | Experience rate | | |
|---------|-----------------|----------------|------------|
| | <i>N</i> | <i>Percent</i> | <i>MoE</i> |
| Overall | 16 | 2.9% | ±1.8 |

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

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

2.6 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 ONRR.

Table 2.28 ONRR – 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 | 44 | 7.1% | ±2.3 | 2.7 | ±0.2 |
| Age - Collapsed | | | | | |
| 39 or under | 15 | 9.1% | ±5.6 | 2.8 | ±0.2 |
| 40 or older | 30 | 6.4% | ±2.7 | 2.6 | ±0.2 |
| Age | | | | | |
| A 25 or under | -- | -- | -- | -- | -- |
| B 26-29 | NR | NR | NR | NR | NR |
| C 30-39 | 15 | 10.0% | ±6.0 | 2.8E | ±0.2 |
| D 40-49 | 14 | 10.5% | ±6.4 | 2.5 | ±0.3 |
| E 50-59 | 10 | 4.9% | ±3.9 | 2.2C | ±0.2 |
| F 60 or older | 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 - Collapsed | | | | | |
| A Single | 6 | 6.1% ^C | ±7.0 | 2.4 | ±0.2 |
| B Partnered/Married | 22 | 5.3% ^C | ±2.6 | 2.7 | ±0.2 |
| C Separated/Widowed/Divorced | 17 | 15.8% ^{AB} | ±8.5 | 2.8 | ±0.3 |
| Relationship Status | | | | | |
| A Single | 6 | 6.1% | ±7.0 | 2.4 | ±0.2 |
| B Separated | NR | NR | NR | NR | NR |
| C Partnered | NR | NR | NR | NR | NR |
| D Divorced | 15 | 16.1% ^E | ±9.2 | 2.8 | ±0.3 |
| E Married | 20 | 5.1% ^D | ±2.7 | 2.7 | ±0.2 |
| F Widowed | NR | NR | NR | NR | NR |
| Ethnicity/Race - Collapsed | | | | | |
| Non-Minority (Non-Hispanic White) | 28 | 7.1% | ±3.0 | 2.5* | ±0.2 |
| Minority | 17 | 7.6% | ±4.4 | 3.0* | ±0.3 |
| Ethnicity/Race | | | | | |
| A Hispanic | 8 | 9.3% | ±8.5 | 2.5 | ±0.3 |
| B American Indian or Alaskan Native | NR | NR | NR | NR | NR |
| C Asian | NR | NR | NR | NR | NR |
| D Black/African-American | 0 | 0.0% | NA | NA | NA |
| E Native Hawaiian or Other Pacific Islander | -- | -- | -- | -- | -- |
| F Non-Hispanic White | 28 | 7.1% | ±3.0 | 2.5 | ±0.2 |
| G Multi-racial | NR | NR | NR | NR | NR |
| Disability | | | | | |
| Yes | 7 | 7.0% | ±7.5 | 3.1 | ±0.5 |
| No | 38 | 7.2% | ±2.6 | 2.6 | ±0.2 |
| Sex | | | | | |
| Men | 8 | 3.2%* | ±3.0 | 2.9 | ±0.3 |
| Women | 35 | 9.7%* | ±3.5 | 2.7 | ±0.2 |
| Gender Identity | | | | | |
| A Male | 8 | 3.2% | ±3.0 | 2.9 | ±0.3 |
| B Female | 35 | 9.7% | ±3.5 | 2.7 | ±0.2 |
| C Transgender | NR | NR | NR | NR | NR |
| D Do not identify as female, male, or transgender | -- | -- | -- | -- | -- |

| | Experience rate | | | Frequency of occurrence ^a | |
|---|-----------------|----------------|------------|--------------------------------------|------------|
| | <i>N</i> | <i>Percent</i> | <i>MoE</i> | <i>Average</i> | <i>MoE</i> |
| Transgender Description | | | | | |
| A Transgender, male to female | -- | -- | -- | -- | -- |
| B Transgender, female to male | -- | -- | -- | -- | -- |
| C Gender non-conforming | -- | -- | -- | -- | -- |
| D Unsure | NR | NR | NR | NR | NR |
| E I prefer not to say | -- | -- | -- | -- | -- |
| Sexual Orientation - Collapsed | | | | | |
| Heterosexual | 37 | 6.5% | ±2.4 | 2.7 | ±0.2 |
| Sexual Minority | NR | NR | NR | NR | NR |
| Sexual Orientation | | | | | |
| A Heterosexual or straight | 37 | 6.5% | ±2.4 | 2.7 | ±0.2 |
| B Lesbian | NR | NR | NR | NR | NR |
| C Gay | NR | NR | NR | NR | NR |
| D Bisexual | NR | NR | NR | NR | NR |
| E Other (e.g., questioning, asexual, undecided, self-identified, or intersex) | NR | NR | NR | NR | NR |
| F I prefer not to say | NR | NR | NR | NR | NR |
| Education Level - Collapsed | | | | | |
| A Less than High School/High School Diploma/GED | 7 | 17.7% | ±15.8 | 2.0CD | ±0.0 |
| B Trade/Tech Certificate/Some College | NR | NR | NR | NR | NR |
| C AA/College Degree | 22 | 6.6% | ±3.2 | 3.1A | ±0.3 |
| D Graduate Degree | 13 | 7.9% | ±5.2 | 2.8A | ±0.2 |
| Appointment Type | | | | | |
| A Permanent | 44 | 7.1% | ±2.3 | 2.7 | ±0.2 |
| B Term | -- | -- | -- | -- | -- |
| C Temporary | -- | -- | -- | -- | -- |
| Work Schedule | | | | | |
| Seasonal | NR | NR | NR | NR | NR |
| Non-seasonal | 44 | 7.2% | ±2.3 | 2.7 | ±0.2 |
| Appointment Type and Work Schedule | | | | | |
| A Permanent-Seasonal | NR | NR | NR | NR | NR |
| B Permanent-Non-Seasonal | 44 | 7.2% | ±2.3 | 2.7 | ±0.2 |
| C Term | -- | -- | -- | -- | -- |
| D Temporary-Seasonal | -- | -- | -- | -- | -- |
| E Temporary-Non-Seasonal | -- | -- | -- | -- | -- |

| | 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 | 0 | 0.0% | NA | NA | NA |
| B 1 to 3 years | NR | NR | NR | NR | NR |
| C 4 to 5 years | 6 | 6.2% | ±7.4 | 2.7 | ±0.5 |
| D 6 to 10 years | 13 | 8.2% | ±5.5 | 2.8G | ±0.2 |
| E 11 to 14 years | NR | NR | NR | NR | NR |
| F 15 to 20 years | 7 | 14.3% | ±13.0 | 3.3G | ±0.6 |
| G More than 20 years | 14 | 11.1% | ±7.0 | 2.1DF | ±0.1 |
| Pay Plan and Grade - Collapsed | | | | | |
| A Junior Grade | NR | NR | NR | NR | NR |
| B Middle Grade | 0 | 0.0% | NA | NA | NA |
| C Senior Grade | 43 | 7.8% | ±2.6 | 2.7 | ±0.2 |
| D Executive Grade | NR | NR | NR | NR | NR |
| Supervisory Status - Collapsed | | | | | |
| Non-Supervisor | 30 | 7.0% | ±2.9 | 2.6 | ±0.2 |
| Supervisor | 15 | 7.8% | ±4.9 | 2.8 | ±0.2 |
| Supervisory Status | | | | | |
| A Team Leader | NR | NR | NR | NR | NR |
| B Supervisor | 12 | 14.4% ^C | ±9.5 | 2.7 | ±0.3 |
| C Manager | 0 | 0.0% ^B | NA | NA | NA |
| D Senior Leader | NR | NR | NR | NR | NR |
| E None of the above | 30 | 7.0% | ±2.9 | 2.6 | ±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 2.29 ONRR – 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 | 44 | 7.11% | ±2.30 |
| A Headquarters Office (Washington) | NR | NR | NR |
| B Dallas, Texas | NR | NR | NR |
| C Denver, Colorado | 39 | 8.18% | ±2.85 |
| D Farmington, New Mexico | NR | NR | NR |
| E Houston, Texas | 0 | 0.00% | NA |
| F Oklahoma City, Oklahoma | 0 | 0.00% | NA |
| G Tulsa, Oklahoma | NR | NR | NR |
| H 100% Telework | NR | NR | NR |
| I Other (none of the above describe the environment in which I routinely accomplish my work) | NR | NR | NR |
| Office - ONRR | | | |
| A Director and Deputy Director Office | NR | NR | NR |
| B Audit and Compliance Management | 9 | 4.26%D | ±3.71 |
| C Financial and Production Management | 12 | 6.06%D | ±4.40 |
| D Coordination, Enforcement, Validation and Appeals | 16 | 16.01%BC | ±8.73 |
| E Other | NR | NR | NR |

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

2.6.2 Prior to Past 12 Months

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

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

| | Experience rate | | |
|---------|-----------------|----------------|------------|
| | <i>N</i> | <i>Percent</i> | <i>MoE</i> |
| Overall | 53 | 9.1% | ±2.6 |
| Sex | | | |
| Men | 8 | 3.4%* | ±3.2 |
| Women | 44 | 13.4%* | ±4.1 |

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

| | First experienced behaviors | | |
|---|-----------------------------|----------------|------------|
| | <i>N</i> | <i>Percent</i> | <i>MoE</i> |
| General Schedule (GS) 1-6 | NR | NR | NR |
| General Schedule (GS) 7-10 | 34 | 37.1% | ±10.5 |
| General Schedule (GS) 11-12 | 46 | 50.4% | ±10.3 |
| General Schedule (GS) 13-15 | 8 | 8.3% | ±7.9 |
| Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES) | 0 | 0.0% | NA |
| Other | 0 | 0.0% | NA |

2.7 Crude and Offensive Behavior

Table 2.32 and Table 2.33 present the experience rate of employees who experienced crude and offensive behavior within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR. 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 ONRR – 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 | 80 | 12.8% | ±2.9 | 2.8 | ±0.2 | 3 | 2 |
| Sex | | | | | | | |
| Men | 37 | 13.8% | ±4.7 | 2.8 | ±0.2 | 3 | 3 |
| Women | 42 | 11.7% | ±3.8 | 2.9 | ±0.2 | 3 | 2 |
| Gender Identity | | | | | | | |
| A Male | 37 | 13.8% | ±4.7 | 2.8 | ±0.2 | 3 | 3 |
| B Female | 42 | 11.7% | ±3.8 | 2.9 | ±0.2 | 3 | 2 |
| C Transgender | NR | NR | NR | NR | NR | NR | NR |
| Do not identify as | | | | | | | |
| D female, male, or transgender | -- | -- | -- | -- | -- | -- | -- |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 64 | 11.2% | ±2.9 | 2.9 | ±0.2 | 3 | 2 |
| Sexual Minority | NR | NR | NR | NR | NR | NR | NR |
| Sexual Orientation | | | | | | | |
| A Heterosexual or straight | 64 | 11.2% | ±2.9 | 2.9 | ±0.2 | 3 | 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 |
| Other (e.g., questioning, asexual, undecided, self-identified, or intersex) | | | | | | | |
| E I prefer not to say | NR | NR | NR | NR | NR | NR | NR |

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

Table 2.33 ONRR – 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 | | 80 | 12.78% | ±2.87 |
| A | Headquarters Office (Washington) | NR | NR | NR |
| B | Dallas, Texas | NR | NR | NR |
| C | Denver, Colorado | 70 | 14.81% | ±3.52 |
| D | Farmington, New Mexico | NR | NR | NR |
| E | Houston, Texas | NR | NR | NR |
| F | Oklahoma City, Oklahoma | 0 | 0.00% | NA |
| G | Tulsa, Oklahoma | NR | NR | NR |
| H | 100% Telework | NR | NR | NR |
| I | Other (none of the above describe the environment in which I routinely accomplish my work) | NR | NR | NR |
| Office - ONRR | | | | |
| A | Director and Deputy Director Office | 6 | 10.22% | ±10.99 |
| B | Audit and Compliance Management | 26 | 11.95% | ±5.09 |
| C | Financial and Production Management | 29 | 15.04% | ±5.82 |
| D | Coordination, Enforcement, Validation and Appeals | 14 | 13.76% | ±8.42 |
| E | Other | NR | NR | NR |

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

2.8 Unwanted Sexual Attention

Table 2.34 and Table 2.35 present the experience rate of employees who experienced unwanted sexual attention within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR. 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 ONRR – 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 | 42 | 6.7% | ±2.2 | 2.5 | ±0.2 | 2 | 2 |
| Sex | | | | | | | |
| Men | 5 | 2.0%* | ±2.6 | 2.7 | ±0.5 | 3 | 3 |
| Women | 36 | 10.2%* | ±3.6 | 2.5 | ±0.2 | 2 | 2 |
| Gender Identity | | | | | | | |
| A Male | 5 | 2.0%B | ±2.6 | 2.7 | ±0.5 | 3 | 3 |
| B Female | 36 | 10.2%A | ±3.6 | 2.5 | ±0.2 | 2 | 2 |
| C Transgender | NR | NR | NR | NR | NR | NR | NR |
| D Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | -- |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 35 | 6.2% | ±2.3 | 2.5 | ±0.2 | 2 | 2 |
| Sexual Minority | NR | NR | NR | NR | NR | NR | NR |
| Sexual Orientation | | | | | | | |
| A Heterosexual or straight | 35 | 6.2% | ±2.3 | 2.5 | ±0.2 | 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 | 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 2.35 ONRR – 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 | 42 | 6.66% | ±2.25 |
| A Headquarters Office (Washington) | NR | NR | NR |
| B Dallas, Texas | NR | NR | NR |
| C Denver, Colorado | 38 | 8.10% | ±2.84 |
| D Farmington, New Mexico | NR | NR | NR |
| E Houston, Texas | 0 | 0.00% | NA |
| F Oklahoma City, Oklahoma | 0 | 0.00% | NA |
| G Tulsa, Oklahoma | NR | NR | NR |
| H 100% Telework | NR | NR | NR |
| I Other (none of the above describe the environment in which I routinely accomplish my work) | NR | NR | NR |
| Office - ONRR | | | |
| A Director and Deputy Director Office | 0 | 0.00%DE | NA |
| B Audit and Compliance Management | 6 | 2.74%DE | ±3.29 |
| C Financial and Production Management | 12 | 6.40% | ±4.47 |
| D Coordination, Enforcement, Validation and Appeals | 14 | 14.41%AB | ±8.51 |
| E Other | 5 | 15.02%AB | ±16.61 |

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 ONRR. 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 ONRR – 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 | 8 | 1.3% | ±1.3 | 2.0 | ±0.0 | 2 | 2 |
| Sex | | | | | | | |
| Men | 0 | 0.0%* | NA | NA | NA | NA | NA |
| Women | 8 | 2.3%* | ±2.2 | 2.0 | ±0.0 | 2 | 2 |
| Gender Identity | | | | | | | |
| A Male | 0 | 0.0% | NA | NA | NA | NA | NA |
| B Female | 8 | 2.3% | ±2.2 | 2.0 | ±0.0 | 2 | 2 |
| C Transgender | NR | NR | NR | NR | NR | NR | NR |
| D Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | -- |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 8 | 1.5% | ±1.4 | 2.0 | ±0.0 | 2 | 2 |
| Sexual Minority | 0 | 0.0% | NA | NA | NA | NA | NA |
| Sexual Orientation | | | | | | | |
| A Heterosexual or straight | 8 | 1.5% | ±1.4 | 2.0 | ±0.0 | 2 | 2 |
| B Lesbian | NR | NR | NR | NR | NR | NR | NR |
| C Gay | NR | NR | NR | NR | NR | NR | NR |
| D Bisexual | NR | NR | NR | NR | NR | NR | NR |
| E Other (e.g., questioning, asexual, undecided, self-identified, or intersex) | NR | NR | NR | NR | NR | NR | NR |
| F I prefer not to say | 0 | 0.0% | NA | NA | NA | NA | NA |

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

Table 2.37 ONRR – 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 | 8 | 1.34% | ±1.28 |
| A Headquarters Office (Washington) | NR | NR | NR |
| B Dallas, Texas | NR | NR | NR |
| C Denver, Colorado | 8 | 1.77% | ±1.69 |
| D Farmington, New Mexico | NR | NR | NR |
| E Houston, Texas | 0 | 0.00% | NA |
| F Oklahoma City, Oklahoma | 0 | 0.00% | NA |
| G Tulsa, Oklahoma | 0 | 0.00% | NA |
| H 100% Telework | NR | NR | NR |
| I Other (none of the above describe the environment in which I routinely accomplish my work) | NR | NR | NR |
| Office - ONRR | | | |
| A Director and Deputy Director Office | 0 | 0.00%D | NA |
| B Audit and Compliance Management | 0 | 0.00%D | NA |
| C Financial and Production Management | 0 | 0.00%D | NA |
| D Coordination, Enforcement, Validation and Appeals | 8 | 8.38%ABCE | ±7.45 |
| E Other | 0 | 0.00%D | NA |

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

2.10 Gender Harassment

Table 2.38 and Table 2.39 presents 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 ONRR. 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 ONRR – 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 | 102 | 16.4% | ±3.1 | 3.1 | ±0.2 |
| Age - Collapsed | | | | | |
| 39 or under | 34 | 21.0% | ±7.0 | 3.3* | ±0.3 |
| 40 or older | 68 | 14.8% | ±3.6 | 2.9* | ±0.2 |
| Age | | | | | |
| A 25 or under | -- | -- | -- | -- | -- |
| B 26-29 | NR | NR | NR | NR | NR |
| C 30-39 | 25 | 16.8% | ±7.0 | 3.0EF | ±0.2 |
| D 40-49 | 21 | 15.1% | ±7.1 | 3.5E | ±0.4 |
| E 50-59 | 36 | 17.1% | ±5.7 | 2.3CDF | ±0.1 |
| F 60 or older | 11 | 10.0% | ±7.4 | 3.9CE | ±0.5 |
| Relationship Status - Collapsed | | | | | |
| A Single | 19 | 19.3% | ±9.2 | 3.3B | ±0.5 |
| B Partnered/Married | 54 | 13.0% ^C | ±3.6 | 2.7AC | ±0.2 |
| C Separated/Widowed/Divorced | 29 | 28.3% ^B | ±9.5 | 3.5B | ±0.3 |
| Relationship Status | | | | | |
| A Single | 19 | 19.3% | ±9.2 | 3.3 | ±0.5 |
| B Separated | NR | NR | NR | NR | NR |
| C Partnered | NR | NR | NR | NR | NR |
| D Divorced | 26 | 28.5% ^E | ±10.3 | 3.5E | ±0.3 |
| E Married | 46 | 11.7% ^D | ±3.6 | 2.7D | ±0.2 |
| F Widowed | NR | NR | NR | NR | NR |
| Ethnicity/Race - Collapsed | | | | | |
| Non-Minority (Non-Hispanic White) | 74 | 18.8% | ±4.2 | 3.1 | ±0.2 |
| Minority | 28 | 13.0% | ±5.2 | 3.0 | ±0.3 |

| | | Experience rate | | | Frequency of occurrence ^a | |
|---------------------------------------|---|-----------------|----------------|------------|--------------------------------------|------------|
| | | <i>N</i> | <i>Percent</i> | <i>MoE</i> | <i>Average</i> | <i>MoE</i> |
| Ethnicity/Race | | | | | | |
| A | Hispanic | 8 | 9.6% G | ±8.5 | 2.9 | ±0.5 |
| B | American Indian or Alaskan Native | NR | NR | NR | NR | NR |
| C | Asian | NR | NR | NR | NR | NR |
| D | Black/African-American | NR | NR | NR | NR | NR |
| E | Native Hawaiian or Other Pacific Islander | -- | -- | -- | -- | -- |
| F | Non-Hispanic White | 74 | 18.8% | ±4.2 | 3.1 | ±0.2 |
| G | Multi-racial | 12 | 33.0% A | ±17.1 | 2.5 | ±0.4 |
| Disability | | | | | | |
| | Yes | 24 | 25.6%* | ±10.0 | 2.9 | ±0.3 |
| | No | 78 | 15.0%* | ±3.3 | 3.1 | ±0.2 |
| Sex | | | | | | |
| | Men | 21 | 8.0%* | ±4.0 | 2.5* | ±0.2 |
| | Women | 80 | 22.3%* | ±4.6 | 3.2* | ±0.2 |
| Gender Identity | | | | | | |
| A | Male | 21 | 8.0% | ±4.0 | 2.5 | ±0.2 |
| B | Female | 80 | 22.3% | ±4.6 | 3.2 | ±0.2 |
| C | Transgender | NR | NR | NR | NR | NR |
| D | Do not identify as female, male, or transgender | -- | -- | -- | -- | -- |
| Transgender Description | | | | | | |
| A | Transgender, male to female | -- | -- | -- | -- | -- |
| B | Transgender, female to male | -- | -- | -- | -- | -- |
| C | Gender non-conforming | -- | -- | -- | -- | -- |
| D | Unsure | NR | NR | NR | NR | NR |
| E | I prefer not to say | -- | -- | -- | -- | -- |
| Sexual Orientation - Collapsed | | | | | | |
| | Heterosexual | 93 | 16.3% | ±3.3 | 3.1 | ±0.2 |
| | Sexual Minority | NR | NR | NR | NR | NR |
| Sexual Orientation | | | | | | |
| A | Heterosexual or straight | 93 | 16.3% | ±3.3 | 3.1 | ±0.2 |
| B | Lesbian | NR | NR | NR | NR | NR |
| C | Gay | NR | NR | NR | NR | NR |
| D | Bisexual | NR | NR | NR | NR | NR |
| E | Other (e.g., questioning, asexual, undecided, self-identified, or intersex) | NR | NR | NR | NR | NR |
| F | I prefer not to say | NR | NR | NR | NR | NR |

| | | Experience rate | | | Frequency of occurrence ^a | |
|--------------------------------------|---|-----------------|----------------|------------|--------------------------------------|------------|
| | | <i>N</i> | <i>Percent</i> | <i>MoE</i> | <i>Average</i> | <i>MoE</i> |
| Education Level - Collapsed | | | | | | |
| A | Less than High School/High School Diploma/GED | 7 | 17.7% | ±15.8 | 2.0C | ±0.0 |
| B | Trade/Tech Certificate/Some College | 12 | 17.4% | ±11.2 | 2.6C | ±0.3 |
| C | AA/College Degree | 52 | 15.4% | ±4.3 | 3.5ABD | ±0.3 |
| D | Graduate Degree | 29 | 17.2% | ±6.5 | 2.8C | ±0.2 |
| Appointment Type | | | | | | |
| A | Permanent | 102 | 16.4% | ±3.1 | 3.1 | ±0.2 |
| B | Term | -- | -- | -- | -- | -- |
| C | Temporary | -- | -- | -- | -- | -- |
| Work Schedule | | | | | | |
| | Seasonal | NR | NR | NR | NR | NR |
| | Non-seasonal | 102 | 16.5% | ±3.1 | 3.1 | ±0.2 |
| Appointment Type and Work Schedule | | | | | | |
| A | Permanent-Seasonal | NR | NR | NR | NR | NR |
| B | Permanent-Non-Seasonal | 102 | 16.5% | ±3.1 | 3.1 | ±0.2 |
| C | Term | -- | -- | -- | -- | -- |
| D | Temporary-Seasonal | -- | -- | -- | -- | -- |
| E | Temporary-Non-Seasonal | -- | -- | -- | -- | -- |
| Years of Service at Bureau or Office | | | | | | |
| A | Less than 1 year | 9 | 20.3% | ±14.9 | 2.0BCDF | ±0.0 |
| B | 1 to 3 years | 9 | 9.1%F | ±7.8 | 4.5ACDEFG | ±0.5 |
| C | 4 to 5 years | 16 | 17.4% | ±9.4 | 3.0ABG | ±0.5 |
| D | 6 to 10 years | 24 | 15.6% | ±6.7 | 3.0ABG | ±0.3 |
| E | 11 to 14 years | 11 | 19.4% | ±13.1 | 2.6BF | ±0.4 |
| F | 15 to 20 years | 16 | 31.1%BG | ±14.4 | 3.5ABEG | ±0.4 |
| G | More than 20 years | 14 | 11.1%F | ±7.0 | 2.1BCDF | ±0.1 |
| Pay Plan and Grade - Collapsed | | | | | | |
| A | Junior Grade | NR | NR | NR | NR | NR |
| B | Middle Grade | NR | NR | NR | NR | NR |
| C | Senior Grade | 90 | 16.3% | ±3.3 | 3.1 | ±0.2 |
| D | Executive Grade | NR | NR | NR | NR | NR |
| Supervisory Status - Collapsed | | | | | | |
| | Non-Supervisor | 75 | 17.7% | ±3.9 | 3.2* | ±0.2 |
| | Supervisor | 26 | 13.7% | ±5.8 | 2.7* | ±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 | 11 | 19.6% | ±12.6 | 3.0 | ±0.4 |
| B Supervisor | 11 | 13.0% | ±9.3 | 2.7 | ±0.4 |
| C Manager | NR | NR | NR | NR | NR |
| D Senior Leader | NR | NR | NR | NR | NR |
| E None of the above | 75 | 17.7% | ±3.9 | 3.2 | ±0.2 |

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

Table 2.39 ONRR – 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 | 102 | 16.35% | ±3.12 |
| A Headquarters Office (Washington) | NR | NR | NR |
| B Dallas, Texas | NR | NR | NR |
| C Denver, Colorado | 87 | 18.37% | ±3.77 |
| D Farmington, New Mexico | NR | NR | NR |
| E Houston, Texas | NR | NR | NR |
| F Oklahoma City, Oklahoma | NR | NR | NR |
| G Tulsa, Oklahoma | 0 | 0.00% | NA |
| H 100% Telework | NR | NR | NR |
| I Other (none of the above describe the environment in which I routinely accomplish my work) | NR | NR | NR |
| Office - ONRR | | | |
| A Director and Deputy Director Office | 11 | 18.79% | ±12.29 |
| B Audit and Compliance Management | 22 | 10.02%D | ±4.82 |
| C Financial and Production Management | 34 | 17.58% | ±6.06 |
| D Coordination, Enforcement, Validation and Appeals | 24 | 23.81%B | ±9.50 |
| E Other | 6 | 17.74% | ±16.92 |

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 presents 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 ONRR.

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

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

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

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

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

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

2.11.2 Prior to Past 12 Months

Table 2.41 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 ONRR.

Table 2.41 ONRR – 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 | 7 | 1.15% | ±1.30 |
| Sex | | | |
| Men | NR | NR | NR |
| Women | NR | NR | NR |

* 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 2.42 shows the percent indicating the pay plan or grade at which the behaviors first occurred.

Table 2.42 ONRR – Estimated Pay Plan or Grade at Which Sexual Assault Related Behaviors First Occurred

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

2.12 Sexual Assault Related Behaviors Experienced

Table 2.43 presents a breakdown of 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 2.43 ONRR – 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 Natural Resources Revenue | 0.00% (NA) | NR | 0.00% (NA) |
| Men | 0.00% (NA) | 0.00% (NA) | NR |
| Women | 0.00% (NA) | NR | NR |

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 ONRR – 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 | 62 | 27.0% | ±6.2 |
| Your race or ethnicity | 36 | 15.8% | ±5.4 |
| Your religious beliefs | 12 | 5.2% | ±3.8 |
| Your disability status or condition | 16 | 7.0% | ±4.2 |
| Your sexual orientation | NR | NR | NR |
| Your sex/gender | 45 | 19.5% | ±5.7 |
| Unknown | 53 | 23.3% | ±6.0 |

The results shown in Section 3 represent the estimated subset of ONRR 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 ONRR 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, 27.0% 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 ONRR.

Table 3.2 ONRR – 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 | 56 | 90.4% | ±10.6 |
| 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 | NR | NR | NR |
| Q35 Did the specific behavior or experience occur while you were on travel? | | | |
| Yes | NR | NR | NR |
| No | 56 | 94.8% | ±9.9 |
| Q36 Where did the specific type of behavior or experience typically occur? | | | |
| At a work location or site | 55 | 92.5% | ±10.5 |
| 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) | 53 | 97.1% | ±10.3 |
| 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 | 22 | 35.0% | ±13.0 |
| Once a month or less | 30 | 48.8% | ±12.6 |
| 2-4 times a month | NR | NR | NR |
| Every few days | NR | NR | NR |
| Every day | NR | NR | NR |
| Q39 How long did the specific type of behavior or experience persist? | | | |
| It happened one time | 35 | 56.8% | ±12.9 |
| A week | NR | NR | NR |
| A month | 0 | 0.0% | NA |
| A few months | 14 | 23.0% | ±12.5 |
| A year or more | 9 | 14.6% | ±11.5 |

| | <i>N</i> | <i>Percent</i> | <i>MoE</i> |
|---|----------|----------------|------------|
| Q40 How many people were involved? | | | |
| One person | 27 | 44.7% | ±13.1 |
| More than one person | 33 | 55.3% | ±13.1 |
| Q41 Was/were the person(s) who did this to you? | | | |
| Male | 20 | 33.7% | ±13.4 |
| Female | 17 | 28.7% | ±13.3 |
| Both males and females | 22 | 37.6% | ±13.4 |
| Q42 Was/were the person(s) who did this to you? | | | |
| Younger | 28 | 45.1% | ±12.8 |
| About my age | NR | NR | NR |
| Older | 28 | 44.7% | ±12.8 |
| Some were younger, older, and/or about my age | 0 | 0.0% | NA |
| 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) | 50 | 80.1% | ±12.2 |
| Subordinate(s) or someone you supervise/manage | NR | NR | NR |
| Your Team lead(s) (current or former) | 7 | 11.0% | ±10.9 |
| Another Team lead(s) (current or former) | NR | NR | NR |
| Your Supervisor(s) (current or former) | 23 | 36.7% | ±13.0 |
| Another Supervisor(s) (current or former) | NR | NR | NR |
| Your Manager(s) (current or former) | 12 | 19.5% | ±12.1 |
| Another Manager(s) (current or former) | NR | NR | NR |
| Another federal employee | NR | NR | NR |
| A contractor | 0 | 0.0% | NA |
| Other | 0 | 0.0% | NA |
| Do not know | 0 | 0.0% | NA |
| 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 | 9 | 14.4% | ±11.5 |
| Yes, I had to or still have to interact with this/these person(s) | 53 | 85.6% | ±11.5 |

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 ONRR.

Table 3.3 ONRR – 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 | 9 | 14.3% | ±11.8 |
| No | 51 | 85.7% | ±11.8 |
| Don't Know | 0 | 0.0% | NA |
| b. Did you take steps to leave your organization? | | | |
| Yes | 11 | 18.0% | ±12.3 |
| No | 49 | 82.0% | ±12.3 |
| Don't Know | 0 | 0.0% | NA |
| c. Did it make it harder to complete your work or do your job? | | | |
| Yes | 32 | 53.3% | ±13.0 |
| No | 25 | 41.7% | ±13.2 |
| Don't Know | NR | NR | NR |
| d. Did it negatively affect your performance evaluation or promotion potential? | | | |
| Yes | 22 | 37.1% | ±13.3 |
| No | 33 | 55.0% | ±13.1 |
| Don't Know | NR | NR | NR |
| e. Did it negatively affect your performance evaluation/renewal/permanent employment? | | | |
| Yes | -- | -- | -- |
| No | -- | -- | -- |
| Don't Know | -- | -- | -- |
| f. Did it cause arguments or damage interpersonal relations at work? | | | |
| Yes | 22 | 36.2% | ±13.3 |
| No | 33 | 56.1% | ±13.1 |
| Don't Know | NR | NR | NR |
| g. Did it damage your relationship with coworkers, supervisors, or managers? | | | |
| Yes | 26 | 43.6% | ±13.1 |
| No | 32 | 53.8% | ±13.0 |
| Don't Know | NR | NR | NR |
| h. Did it damage other personal relationships? | | | |
| Yes | 9 | 14.3% | ±11.8 |
| No | 49 | 82.8% | ±12.2 |
| 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 | 21 | 35.3% | ±13.3 |
| No | 38 | 64.7% | ±13.3 |
| Don't Know | 0 | 0.0% | NA |
| j. Did you seek any type of medical attention? | | | |
| Yes | 9 | 15.6% | ±12.0 |
| No | 50 | 84.4% | ±12.0 |
| Don't Know | 0 | 0.0% | NA |
| k. Did you seek counseling from a religious leader/counselor/health care provider? | | | |
| Yes | 13 | 21.4% | ±12.6 |
| No | 47 | 78.6% | ±12.6 |
| Don't Know | 0 | 0.0% | NA |
| l. Did you consider leaving the bureau? | | | |
| Yes | 30 | 50.9% | ±12.9 |
| No | 29 | 49.1% | ±12.9 |
| Don't Know | 0 | 0.0% | NA |

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

Table 3.4 ONRR – 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 | 20 | 34.3% | ±13.5 |
| My coworkers | 21 | 34.9% | ±13.3 |
| My team leader | NR | NR | NR |
| My supervisor | 17 | 29.1% | ±13.1 |
| My manager | 5 | 8.9% | ±10.8 |
| A senior leader | NR | NR | NR |
| Another employee in my bureau | 15 | 26.6% | ±13.2 |
| Someone from another bureau/office | 13 | 21.8% | ±12.7 |

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

Table 3.5 ONRR – 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 | 5 | 8.5% | ±10.7 | 1.6 | ±0.5 |
| Employee Assistance Program (EAP) | 7 | 11.0% | ±11.2 | 3.8 | ±0.3 |
| Ombudsman (if applicable) | NR | NR | NR | NR | NR |
| CADR Office, CORE PLUS | 0 | 0.0% | NA | NA | NA |
| Employee & Labor Relations (Human Resources) | NR | NR | NR | NR | NR |
| Union (if applicable) | 0 | 0.0% | NA | NA | NA |
| Equal Employment Opportunity Counselor | NR | NR | NR | NR | NR |
| Equal Employment Opportunity Office | NR | NR | NR | NR | NR |
| Office of Inspector General Hotline | NR | NR | NR | NR | NR |
| Office of Inspector General | NR | NR | NR | NR | NR |
| Other Law Enforcement/Civil Authority not in the bureau | 0 | 0.0% | NA | NA | NA |
| Department of Interior Ethics/Bureau Ethics Office | NR | NR | NR | NR | NR |
| 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 24.7% 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 ONRR – Results of Reporting the One Experience of Age Harassment

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

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

An estimated 24.7% 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 ONRR – 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? | 15 | 3.1 | ±0.6 |
| How you were treated by personnel handling the complaint/grievance/report? | 13 | 3.6 | ±0.5 |
| Actions taken by the person handling the complaint/grievance/report? | 13 | 3.4 | ±0.6 |
| Being informed about the current status of the complaint/grievance/report? | 13 | 3.1 | ±0.4 |
| The amount of time it took to address the complaint/grievance/report? | 13 | 3.0 | ±0.3 |

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

An estimated 75.3% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 ONRR – 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 | 20 | 44.4% | ±15.2 |
| I thought it was not serious enough to discuss or report | 30 | 73.6% | ±16.1 |
| I took care of it myself by confronting the person(s) who did it | 16 | 36.8% | ±15.8 |
| I took other actions to handle the situation | 10 | 24.2% | ±15.6 |
| 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 | 13 | 30.9% | ±15.8 |
| I was ashamed or embarrassed | 10 | 22.8% | ±15.5 |
| I did not want people to think less of me | 15 | 34.3% | ±15.9 |
| I thought other people would blame me | 6 | 14.8% | ±14.7 |
| I felt partially to blame | NR | NR | NR |
| I wanted to forget about it or move on | 33 | 74.5% | ±15.3 |
| I did not think anything would be done | 27 | 59.4% | ±15.4 |
| I did not think I would be believed | 11 | 24.8% | ±15.3 |
| I did not trust that the process would be fair | 22 | 48.6% | ±14.9 |
| I thought I might get in trouble for something I did | 6 | 14.6% | ±14.6 |
| I thought I would be labeled as a troublemaker | 25 | 55.6% | ±15.2 |
| I thought it might hurt my performance appraisal | 14 | 31.9% | ±15.5 |
| I thought it might hurt my chances of being renewed or obtaining permanent position | -- | -- | -- |
| I was worried about potential negative consequences from leadership | 17 | 38.1% | ±15.5 |
| I was worried about potential negative consequences from my coworkers or peers | 17 | 38.8% | ±15.4 |
| I thought it might hurt my career | 20 | 44.3% | ±15.2 |
| I did not want to hurt the person's/s' career/s or family/ies | 15 | 35.1% | ±15.8 |
| I was concerned for my physical safety | NR | NR | NR |
| I feared losing my job | NR | NR | NR |
| Some other reason | 16 | 38.2% | ±15.8 |

3.2 Characteristics of Racial/Ethnic Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 15.8% 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 ONRR.

Table 3.9 ONRR – 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 | 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 | NR | NR | NR |
| Q35 Did the specific behavior or experience occur while you were on travel? | | | |
| Yes | 0 | 0.0% | NA |
| No | 36 | 100% | NA |
| Q36 Where did the specific type of behavior or experience typically occur? | | | |
| At a work location or site | 35 | 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) | 35 | 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 | 12 | 34.6% | ±17.5 |
| 2-4 times a month | NR | NR | NR |
| Every few days | NR | NR | NR |
| Every day | 0 | 0.0% | NA |
| Q39 How long did the specific type of behavior or experience persist? | | | |
| It happened one time | NR | NR | NR |
| A week | 0 | 0.0% | NA |
| A month | NR | NR | NR |
| A few months | 6 | 17.1% | ±17.1 |
| A year or more | 10 | 28.3% | ±17.8 |

| | <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 | 11 | 30.6% | ±17.5 |
| Female | 11 | 29.5% | ±17.5 |
| 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 | 9 | 25.7% | ±17.4 |
| Older | 13 | 36.7% | ±17.4 |
| Some were younger, older, and/or about my age | 8 | 21.1% | ±17.2 |
| Do not know | NR | NR | NR |
| Q43 Was/were the person(s) who did this to you any of the following? | | | |
| Peer(s)/Coworker(s) | NR | NR | NR |
| Subordinate(s) or someone you supervise/manage | 0 | 0.0% | NA |
| Your Team lead(s) (current or former) | 0 | 0.0% | NA |
| Another Team lead(s) (current or former) | 0 | 0.0% | NA |
| Your Supervisor(s) (current or former) | 13 | 36.7% | ±17.4 |
| Another Supervisor(s) (current or former) | 8 | 21.1% | ±17.2 |
| Your Manager(s) (current or former) | NR | NR | NR |
| Another Manager(s) (current or former) | 7 | 18.3% | ±16.9 |
| Another federal employee | NR | NR | NR |
| A contractor | NR | NR | NR |
| 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 | NR | NR | NR |
| Yes, I had to or still have to interact with this/these person(s) | 31 | 86.2% | ±16.4 |

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 ONRR.

Table 3.10 ONRR – 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 | 5 | 14.2% | ±16.5 |
| No | 31 | 85.8% | ±16.5 |
| Don't Know | 0 | 0.0% | NA |
| b. Did you take steps to leave your organization? | | | |
| Yes | 9 | 25.4% | ±17.4 |
| No | 27 | 74.6% | ±17.4 |
| Don't Know | 0 | 0.0% | NA |
| c. Did it make it harder to complete your work or do your job? | | | |
| Yes | 10 | 27.9% | ±17.5 |
| No | 26 | 72.1% | ±17.5 |
| Don't Know | 0 | 0.0% | NA |
| d. Did it negatively affect your performance evaluation or promotion potential? | | | |
| Yes | 11 | 31.0% | ±17.5 |
| No | NR | NR | NR |
| Don't Know | NR | NR | NR |
| e. Did it negatively affect your performance evaluation/renewal/permanent employment? | | | |
| Yes | -- | -- | -- |
| No | -- | -- | -- |
| Don't Know | -- | -- | -- |
| f. Did it cause arguments or damage interpersonal relations at work? | | | |
| Yes | NR | NR | NR |
| No | NR | NR | NR |
| Don't Know | NR | NR | NR |
| g. Did it damage your relationship with coworkers, supervisors, or managers? | | | |
| Yes | 13 | 35.4% | ±17.5 |
| No | NR | NR | NR |
| Don't Know | 7 | 20.4% | ±17.1 |
| h. Did it damage other personal relationships? | | | |
| Yes | NR | NR | NR |
| No | 33 | 90.5% | ±15.8 |
| 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 | 9 | 25.9% | ±17.4 |
| No | 27 | 74.1% | ±17.4 |
| Don't Know | 0 | 0.0% | NA |
| j. Did you seek any type of medical attention? | | | |
| Yes | NR | NR | NR |
| No | 32 | 87.7% | ±16.2 |
| Don't Know | 0 | 0.0% | NA |
| k. Did you seek counseling from a religious leader/counselor/health care provider? | | | |
| Yes | 10 | 27.8% | ±17.5 |
| No | 26 | 72.2% | ±17.5 |
| Don't Know | 0 | 0.0% | NA |
| l. Did you consider leaving the bureau? | | | |
| Yes | NR | NR | NR |
| No | NR | NR | NR |
| Don't Know | 0 | 0.0% | NA |

Table 3.11 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 ONRR.

Table 3.11 ONRR – 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 | 10 | 30.1% | ±18.3 |
| My coworkers | 25 | 78.7% | ±18.6 |
| My team leader | 7 | 19.7% | ±17.9 |
| My supervisor | 10 | 30.3% | ±18.3 |
| My manager | 10 | 28.9% | ±17.8 |
| A senior leader | 10 | 28.9% | ±17.8 |
| Another employee in my bureau | NR | NR | NR |
| Someone from another bureau/office | NR | NR | NR |

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 ONRR.

Table 3.12 ONRR – 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 | 12 | 32.6% | ±17.5 | 1.7 | ±0.4 |
| 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) | NR | NR | NR | NR | NR |
| Union (if applicable) | 0 | 0.0% | NA | NA | NA |
| Equal Employment Opportunity Counselor | 8 | 22.8% | ±17.8 | 2.2 | ±0.8 |
| Equal Employment Opportunity Office | 6 | 17.8% | ±17.4 | 2.0 | ±0.6 |
| Office of Inspector General Hotline | 0 | 0.0% | NA | NA | NA |
| Office of Inspector General | 0 | 0.0% | NA | NA | NA |
| Other Law Enforcement/Civil Authority not in the bureau | 0 | 0.0% | NA | NA | NA |
| Department of Interior Ethics/Bureau Ethics Office | NR | NR | NR | NR | NR |
| Other | NR | NR | NR | NR | NR |

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

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

| Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report? | <i>N</i> | <i>Percent</i> | <i>MoE</i> |
|--|----------|----------------|------------|
| a. The person I told took no action | | | |
| Yes | NR | NR | NR |
| No | NR | NR | NR |
| Don't Know | NR | NR | NR |
| b. The rules of harassment were explained to everyone in the workplace | | | |
| Yes | NR | NR | NR |
| No | NR | NR | NR |
| Don't Know | NR | NR | NR |
| c. A review/investigation/other assessment of the workplace was conducted by management | | | |
| Yes | NR | NR | NR |
| No | NR | NR | NR |
| Don't Know | NR | NR | NR |
| d. An investigation was conducted by a law enforcement official | | | |
| Yes | 0 | 0.0% | NA |
| 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 | 0 | 0.0% | NA |
| 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 | 0 | 0.0% | NA |
| l. The person(s) who did this took action against me for complaining | | | |
| Yes | NR | NR | NR |
| No | NR | NR | NR |
| Don't Know | 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 | 0 | 0.0% | NA |
| o. I was threatened with loss of employment | | | |
| Yes | 0 | 0.0% | NA |
| No | 15 | 100% | NA |
| Don't Know | 0 | 0.0% | NA |

An estimated [NR] 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 ONRR – Satisfaction with Reporting of the One Experience of Racial/Ethnic Harassment

| | <i>N</i> | <i>Satisfaction mean score^a</i> | <i>MoE</i> |
|--|----------|--|------------|
| Q49 How satisfied were you with: | | | |
| The availability of information on how to file a complaint/grievance/report? | 15 | 3.2 | ±0.6 |
| How you were treated by personnel handling the complaint/grievance/report? | 14 | 2.6 | ±0.7 |
| Actions taken by the person handling the complaint/grievance/report? | 14 | 2.7 | ±0.6 |
| Being informed about the current status of the complaint/grievance/report? | 14 | 2.6 | ±0.6 |
| The amount of time it took to address the complaint/grievance/report? | 14 | 2.6 | ±0.6 |

^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 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 ONRR – 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 | 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 | 0 | 0.0% | NA |
| 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 | 0 | 0.0% | NA |
| 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 | 0 | 0.0% | NA |
| I was concerned for my physical safety | 0 | 0.0% | NA |
| I feared losing my job | NR | NR | NR |
| Some other reason | NR | NR | NR |

3.3 Characteristics of Religious Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 5.2% indicated the one behavior or experience that had the greatest effect on them was based on their religious beliefs. Table 3.16 presents characteristics of the one behavior or experience of religious harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in ONRR.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

An estimated [NR] of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of religious harassment within the past 12 months that had the greatest effect on them. Table 3.20 shows the results of them making an oral and/or written complaint/grievance/report.

Table 3.20 ONRR – 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> |
|--|----------|----------------|------------|
| i. The person(s) stopped the behavior | | | |
| Yes | NR | NR | NR |
| No | NR | NR | NR |
| Don't Know | NR | NR | NR |
| j. I was encouraged to drop the issue | | | |
| Yes | NR | NR | NR |
| No | NR | NR | NR |
| Don't Know | NR | NR | NR |
| k. I was discouraged from making an oral and/or written complaint/grievance/report | | | |
| Yes | NR | NR | NR |
| No | NR | NR | NR |
| Don't Know | NR | NR | NR |
| l. The person(s) who did this took action against me for complaining | | | |
| Yes | NR | NR | NR |
| No | NR | NR | NR |
| Don't Know | NR | NR | NR |
| m. My coworkers treated me worse, avoided me, or blamed me for the problem | | | |
| Yes | NR | NR | NR |
| No | NR | NR | NR |
| Don't Know | NR | NR | NR |
| n. My leadership punished me for bringing it up | | | |
| Yes | NR | NR | NR |
| No | NR | NR | NR |
| Don't Know | NR | NR | NR |
| o. I was threatened with loss of employment | | | |
| Yes | NR | NR | NR |
| No | NR | NR | NR |
| Don't Know | NR | NR | NR |

An estimated [NR] of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of religious harassment within the past 12 months that had the greatest effect on them. Table 3.21 shows satisfaction with aspects of making an oral and/or written complaint/grievance/report.

Table 3.21 ONRR – Satisfaction with Reporting of the One Experience of Religious Harassment

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

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

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

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

3.4 Characteristics of Disability Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 7.0% 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 ONRR.

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

| | <i>N</i> | <i>Percent</i> | <i>MoE</i> |
|--|----------|----------------|------------|
| Q34 When did the specific type of behavior or experience occur? | | | |
| All of it occurred during work hours | NR | NR | NR |
| Most of it occurred during work hours; some off work hours | NR | NR | NR |
| Some of it occurred during work hours; most off work hours | 0 | 0.0% | NA |
| None of it occurred during work hours; all off work hours | 0 | 0.0% | NA |
| Q35 Did the specific behavior or experience occur while you were on travel? | | | |
| Yes | NR | NR | NR |
| No | NR | NR | NR |
| Q36 Where did the specific type of behavior or experience typically occur? | | | |
| At a work location or site | 16 | 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) | 16 | 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 | NR | NR | NR |
| Every few days | NR | NR | NR |
| Every day | 0 | 0.0% | NA |
| Q39 How long did the specific type of behavior or experience persist? | | | |
| It happened one time | NR | NR | NR |
| A week | 0 | 0.0% | NA |
| A month | NR | NR | NR |
| A few months | 0 | 0.0% | NA |
| A year or more | NR | NR | NR |

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

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 ONRR.

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

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

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

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

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

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

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

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

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

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

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

Table 3.27 ONRR – 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 | 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 [NR] of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of disability harassment within the past 12 months that had the greatest effect on them. Table 3.28 shows satisfaction with aspects of making an oral and/or written complaint/grievance/report.

Table 3.28 ONRR – 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? | 11 | 2.8 | ±0.8 |
| How you were treated by personnel handling the complaint/grievance/report? | 11 | 2.6 | ±1.0 |
| Actions taken by the person handling the complaint/grievance/report? | 10 | 2.6 | ±0.8 |
| Being informed about the current status of the complaint/grievance/report? | 10 | 2.6 | ±0.8 |
| The amount of time it took to address the complaint/grievance/report? | 10 | 2.8 | ±1.0 |

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

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

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

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

3.5 Characteristics of Sexual Orientation Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, [NR] indicated the one behavior or experience that had the greatest effect on them was based on their sexual orientation. Table 3.30 presents characteristics of the one behavior or experience of age harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in ONRR.

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

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

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

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

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

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

| 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 | NR | NR | NR |
| i. Did it cause you to call in sick or take other type of leave? | | | |
| Yes | NR | NR | NR |
| No | NR | NR | NR |
| Don't Know | NR | NR | NR |
| j. Did you seek any type of medical attention? | | | |
| Yes | NR | NR | NR |
| No | NR | NR | NR |
| Don't Know | NR | NR | NR |
| k. Did you seek counseling from a religious leader/counselor/health care provider? | | | |
| Yes | NR | NR | NR |
| No | NR | NR | NR |
| Don't Know | NR | NR | NR |
| l. Did you consider leaving the bureau? | | | |
| Yes | NR | NR | NR |
| No | NR | NR | NR |
| Don't Know | NR | NR | NR |

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

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

| Q46 Discussed the experience with: | <i>N</i> | <i>Percent</i> | <i>MoE</i> |
|------------------------------------|----------|----------------|------------|
| 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 ONRR.

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

| | <i>N</i> | <i>Percent</i> | <i>MoE</i> | <i>Helpfulness mean score^a</i> | <i>MoE</i> |
|--|----------|----------------|------------|---|------------|
| Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources? | | | | | |
| Supervisor or Manager | NR | NR | NR | NR | NR |
| Employee Assistance Program (EAP) | NR | NR | NR | NR | NR |
| Ombudsman (if applicable) | NR | NR | NR | NR | NR |
| CADR Office, CORE PLUS | NR | NR | NR | NR | NR |
| Employee & Labor Relations (Human Resources) | NR | NR | NR | NR | NR |
| Union (if applicable) | NR | NR | NR | NR | NR |
| Equal Employment Opportunity Counselor | NR | NR | NR | NR | NR |
| Equal Employment Opportunity Office | NR | NR | NR | NR | NR |
| Office of Inspector General Hotline | NR | NR | NR | NR | NR |
| Office of Inspector General | NR | NR | NR | NR | NR |
| Other Law Enforcement/Civil Authority not in the bureau | NR | NR | NR | NR | NR |
| Department of Interior Ethics/Bureau Ethics Office | NR | NR | NR | NR | NR |
| 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 ONRR – 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 | -- | -- | -- |
| No | -- | -- | -- |
| Don't Know | -- | -- | -- |
| b. The rules of harassment were explained to everyone in the workplace | | | |
| Yes | -- | -- | -- |
| No | -- | -- | -- |
| Don't Know | -- | -- | -- |
| c. A review/investigation/other assessment of the workplace was conducted by management | | | |
| Yes | -- | -- | -- |
| No | -- | -- | -- |
| Don't Know | -- | -- | -- |
| d. An investigation was conducted by a law enforcement official | | | |
| Yes | -- | -- | -- |
| No | -- | -- | -- |
| Don't Know | -- | -- | -- |
| e. Someone talked to the person(s) to ask him/her/them to change their behavior | | | |
| Yes | -- | -- | -- |
| No | -- | -- | -- |
| Don't Know | -- | -- | -- |
| f. My work station location or duties were changed to help me avoid the person(s) | | | |
| Yes | -- | -- | -- |
| No | -- | -- | -- |
| Don't Know | -- | -- | -- |
| g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them | | | |
| Yes | -- | -- | -- |
| No | -- | -- | -- |
| Don't Know | -- | -- | -- |
| h. There was some official career action taken against person(s) for the behavior | | | |
| Yes | -- | -- | -- |
| No | -- | -- | -- |
| Don't Know | -- | -- | -- |

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

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

Table 3.35 ONRR – Satisfaction with Reporting of the One Experience of Sexual Orientation Harassment

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

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

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

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

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

3.6 Characteristics of Sexual/Gender Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 19.5% 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 ONRR.

Table 3.37 ONRR – 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 | 40 | 89.5% | ±13.6 |
| 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 | 7 | 15.4% | ±14.4 |
| No | 38 | 84.6% | ±14.4 |
| Q36 Where did the specific type of behavior or experience typically occur? | | | |
| At a work location or site | NR | NR | NR |
| At a work-sponsored social event | 0 | 0.0% | NA |
| At a non-work sponsored social event where coworkers were present | 0 | 0.0% | NA |
| At a permanent bureau/office supplied housing location, if applicable | 0 | 0.0% | NA |
| At a location outside the office/site | NR | NR | NR |
| Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site? | | | |
| At an indoor location (office setting) | NR | NR | NR |
| At an indoor location (shop or maintenance area) | 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 | 15 | 33.1% | ±15.5 |
| Once a month or less | 18 | 41.0% | ±15.4 |
| 2-4 times a month | 9 | 19.3% | ±14.8 |
| 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 | 14 | 31.5% | ±15.5 |
| A week | NR | NR | NR |
| A month | 0 | 0.0% | NA |
| A few months | 11 | 25.3% | ±15.3 |
| A year or more | 16 | 35.5% | ±15.5 |

| | <i>N</i> | <i>Percent</i> | <i>MoE</i> |
|---|----------|----------------|------------|
| Q40 How many people were involved? | | | |
| One person | 33 | 73.3% | ±15.4 |
| More than one person | 12 | 26.7% | ±15.4 |
| Q41 Was/were the person(s) who did this to you? | | | |
| Male | 39 | 86.4% | ±14.1 |
| 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 | 11 | 23.6% | ±15.2 |
| Older | 24 | 53.9% | ±15.1 |
| Some were younger, older, and/or about my age | 6 | 13.3% | ±14.1 |
| 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) | 21 | 47.5% | ±15.0 |
| Subordinate(s) or someone you supervise/manage | NR | NR | NR |
| Your Team lead(s) (current or former) | 6 | 12.5% | ±13.9 |
| Another Team lead(s) (current or former) | NR | NR | NR |
| Your Supervisor(s) (current or former) | 9 | 19.3% | ±14.8 |
| Another Supervisor(s) (current or former) | 6 | 13.7% | ±14.1 |
| Your Manager(s) (current or former) | 9 | 20.3% | ±14.9 |
| Another Manager(s) (current or former) | NR | NR | NR |
| Another federal employee | NR | NR | NR |
| A contractor | NR | NR | NR |
| Other | NR | NR | NR |
| Do not know | 0 | 0.0% | NA |
| None selected | NR | NR | NR |
| Q44 Did your work role require you to continue to interact with this/these person(s)? | | | |
| No, I did not have to interact with this/these person(s) at all | 8 | 18.4% | ±14.8 |
| Yes, I had to or still have to interact with this/these person(s) | 36 | 81.6% | ±14.8 |

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 ONRR.

Table 3.38 ONRR – 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 | NR | NR | NR |
| No | 40 | 89.5% | ±13.6 |
| Don't Know | 0 | 0.0% | NA |
| b. Did you take steps to leave your organization? | | | |
| Yes | 6 | 14.3% | ±14.2 |
| No | 38 | 85.7% | ±14.2 |
| Don't Know | 0 | 0.0% | NA |
| c. Did it make it harder to complete your work or do your job? | | | |
| Yes | 21 | 47.9% | ±15.0 |
| No | 22 | 48.2% | ±15.0 |
| Don't Know | NR | NR | NR |
| d. Did it negatively affect your performance evaluation or promotion potential? | | | |
| Yes | 12 | 26.1% | ±15.3 |
| No | 30 | 66.4% | ±15.5 |
| 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 | 18 | 40.5% | ±15.4 |
| No | 24 | 53.4% | ±15.1 |
| Don't Know | NR | NR | NR |
| g. Did it damage your relationship with coworkers, supervisors, or managers? | | | |
| Yes | 15 | 33.9% | ±15.5 |
| No | 21 | 46.0% | ±15.1 |
| Don't Know | 9 | 20.2% | ±14.9 |
| h. Did it damage other personal relationships? | | | |
| Yes | 6 | 12.7% | ±14.0 |
| No | 35 | 78.3% | ±15.1 |
| 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 | 9 | 19.3% | ±14.8 |
| No | 33 | 74.7% | ±15.3 |
| Don't Know | NR | NR | NR |
| j. Did you seek any type of medical attention? | | | |
| Yes | NR | NR | NR |
| No | 40 | 89.5% | ±13.6 |
| Don't Know | 0 | 0.0% | NA |
| k. Did you seek counseling from a religious leader/counselor/health care provider? | | | |
| Yes | 8 | 18.2% | ±14.7 |
| No | 36 | 81.8% | ±14.7 |
| Don't Know | 0 | 0.0% | NA |
| l. Did you consider leaving the bureau? | | | |
| Yes | 20 | 45.5% | ±15.2 |
| No | 24 | 54.5% | ±15.2 |
| Don't Know | 0 | 0.0% | NA |

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

Table 3.39 ONRR – 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 | 16 | 34.8% | ±15.5 |
| My coworkers | 26 | 57.8% | ±15.3 |
| My team leader | NR | NR | NR |
| My supervisor | 9 | 21.2% | ±15.0 |
| My manager | 12 | 27.0% | ±15.4 |
| A senior leader | NR | NR | NR |
| Another employee in my bureau | 21 | 47.7% | ±15.0 |
| Someone from another bureau/office | 11 | 25.4% | ±15.3 |

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 ONRR.

Table 3.40 ONRR – 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 | 6 | 13.5% | ±14.1 | 1.0 | ±0.0 |
| 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 | 6 | 13.5% | ±14.1 | 2.4 | ±1.5 |
| Equal Employment Opportunity Office | NR | NR | NR | NR | NR |
| Office of Inspector General Hotline | 0 | 0.0% | NA | NA | NA |
| Office of Inspector General | 0 | 0.0% | NA | NA | NA |
| Other Law Enforcement/Civil Authority not in the bureau | 0 | 0.0% | NA | NA | NA |
| Department of Interior Ethics/Bureau Ethics Office | 0 | 0.0% | NA | NA | NA |
| Other | 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 16.5% 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 ONRR – 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? | <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 16.5% 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 ONRR – 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? | 7 | 2.5 | ±0.8 |
| How you were treated by personnel handling the complaint/grievance/report? | 7 | 2.7 | ±1.1 |
| Actions taken by the person handling the complaint/grievance/report? | 7 | 2.3 | ±1.2 |
| Being informed about the current status of the complaint/grievance/report? | 7 | 2.3 | ±1.2 |
| The amount of time it took to address the complaint/grievance/report? | 7 | 2.5 | ±1.2 |

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

An estimated 83.5% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of sexual/gender harassment within the past 12 months that had the greatest effect on them. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

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

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

| | <i>N</i> | <i>Percent</i> | <i>MoE</i> |
|--|----------|----------------|------------|
| Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience | | | |
| The behavior or experience stopped on its own | NR | NR | NR |
| I thought it was not serious enough to discuss or report | 26 | 69.8% | ±17.2 |
| I took care of it myself by confronting the person(s) who did it | 7 | 20.8% | ±17.3 |
| I took other actions to handle the situation | 11 | 30.1% | ±17.7 |
| I did not know who to report the behavior to and/or how to file a complaint | 6 | 16.7% | ±16.9 |
| I did not want more people to know | 10 | 27.3% | ±17.6 |
| I was ashamed or embarrassed | 7 | 18.8% | ±17.1 |
| I did not want people to think less of me | 10 | 27.3% | ±17.6 |
| 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 | 22 | 62.3% | ±17.6 |
| I did not think anything would be done | NR | NR | NR |
| I did not think I would be believed | 9 | 25.6% | ±18.0 |
| I did not trust that the process would be fair | 11 | 31.3% | ±18.1 |
| 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 | 9 | 26.3% | ±17.6 |
| I thought it might hurt my career | NR | NR | NR |
| I did not want to hurt the person's/s' career/s or family/ies | 10 | 28.4% | ±17.7 |
| I was concerned for my physical safety | 0 | 0.0% | NA |
| I feared losing my job | NR | NR | NR |
| Some other reason | NR | NR | NR |

3.7 Characteristics of Harassment Based on Unknown Reasons

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 23.3% 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 ONRR.

Table 3.44 ONRR – 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 | 38 | 81.2% | ±14.4 |
| Most of it occurred during work hours; some off work hours | 0 | 0.0% | NA |
| 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 | 9 | 18.8% | ±14.4 |
| Q35 Did the specific behavior or experience occur while you were on travel? | | | |
| Yes | 0 | 0.0% | NA |
| No | 52 | 100% | NA |
| Q36 Where did the specific type of behavior or experience typically occur? | | | |
| At a work location or site | 36 | 80.5% | ±14.8 |
| At a work-sponsored social event | 0 | 0.0% | NA |
| At a non-work sponsored social event where coworkers were present | 0 | 0.0% | NA |
| At a permanent bureau/office supplied housing location, if applicable | NR | NR | NR |
| At a location outside the office/site | 7 | 15.7% | ±14.4 |
| 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) | 36 | 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 | 28 | 63.2% | ±15.5 |
| Once a month or less | NR | NR | NR |
| 2-4 times a month | 6 | 12.3% | ±13.9 |
| Every few days | 6 | 12.9% | ±14.0 |
| Every day | NR | NR | NR |
| Q39 How long did the specific type of behavior or experience persist? | | | |
| It happened one time | 28 | 63.2% | ±15.5 |
| A week | 0 | 0.0% | NA |
| A month | NR | NR | NR |
| A few months | 5 | 12.3% | ±13.9 |
| A year or more | 9 | 19.1% | ±14.8 |

| | <i>N</i> | <i>Percent</i> | <i>MoE</i> |
|---|----------|----------------|------------|
| Q40 How many people were involved? | | | |
| One person | 38 | 84.4% | ±14.4 |
| More than one person | 7 | 15.6% | ±14.4 |
| Q41 Was/were the person(s) who did this to you? | | | |
| Male | 32 | 74.6% | ±15.6 |
| Female | 9 | 21.7% | ±15.4 |
| Both males and females | NR | NR | NR |
| Q42 Was/were the person(s) who did this to you? | | | |
| Younger | 5 | 12.1% | ±13.9 |
| About my age | 11 | 23.7% | ±15.2 |
| Older | 22 | 49.4% | ±14.8 |
| Some were younger, older, and/or about my age | 5 | 11.2% | ±13.7 |
| 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) | 36 | 66.8% | ±14.0 |
| Subordinate(s) or someone you supervise/manage | 5 | 9.4% | ±11.8 |
| 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) | 6 | 10.8% | ±12.0 |
| 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 | NR | NR | NR |
| A contractor | 0 | 0.0% | NA |
| Other | NR | NR | NR |
| Do not know | 0 | 0.0% | NA |
| None selected | 9 | 16.1% | ±12.9 |
| Q44 Did your work role require you to continue to interact with this/these person(s)? | | | |
| No, I did not have to interact with this/these person(s) at all | 14 | 30.6% | ±15.1 |
| Yes, I had to or still have to interact with this/these person(s) | 32 | 69.4% | ±15.1 |

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 ONRR.

Table 3.45 ONRR – 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 | 6 | 13.6% | ±14.5 |
| No | 37 | 86.4% | ±14.5 |
| Don't Know | 0 | 0.0% | NA |
| b. Did you take steps to leave your organization? | | | |
| Yes | NR | NR | NR |
| No | 40 | 92.0% | ±13.5 |
| Don't Know | 0 | 0.0% | NA |
| c. Did it make it harder to complete your work or do your job? | | | |
| Yes | 18 | 41.7% | ±15.7 |
| No | 22 | 50.3% | ±15.1 |
| Don't Know | NR | NR | NR |
| d. Did it negatively affect your performance evaluation or promotion potential? | | | |
| Yes | 7 | 15.4% | ±14.7 |
| No | 32 | 74.8% | ±15.6 |
| 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 | 14 | 31.5% | ±15.8 |
| No | 28 | 64.8% | ±15.8 |
| Don't Know | NR | NR | NR |
| g. Did it damage your relationship with coworkers, supervisors, or managers? | | | |
| Yes | 16 | 37.2% | ±15.8 |
| No | 27 | 62.8% | ±15.8 |
| Don't Know | 0 | 0.0% | NA |
| h. Did it damage other personal relationships? | | | |
| Yes | NR | NR | NR |
| No | 37 | 84.9% | ±14.7 |
| 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 | 9 | 21.1% | ±15.3 |
| No | 34 | 78.9% | ±15.3 |
| Don't Know | 0 | 0.0% | NA |
| j. Did you seek any type of medical attention? | | | |
| Yes | 7 | 17.4% | ±15.0 |
| No | 36 | 82.6% | ±15.0 |
| Don't Know | 0 | 0.0% | NA |
| k. Did you seek counseling from a religious leader/counselor/health care provider? | | | |
| Yes | 14 | 33.4% | ±15.8 |
| No | 29 | 66.6% | ±15.8 |
| Don't Know | 0 | 0.0% | NA |
| l. Did you consider leaving the bureau? | | | |
| Yes | 12 | 27.5% | ±15.7 |
| No | 30 | 68.8% | ±15.8 |
| 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 ONRR.

Table 3.46 ONRR – 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 | 15 | 33.5% | ±15.5 |
| My coworkers | 22 | 50.9% | ±15.2 |
| My team leader | NR | NR | NR |
| My supervisor | 18 | 41.5% | ±15.7 |
| My manager | 11 | 25.6% | ±15.7 |
| A senior leader | 5 | 11.9% | ±14.2 |
| Another employee in my bureau | 16 | 38.4% | ±16.1 |
| Someone from another bureau/office | 15 | 35.7% | ±15.8 |

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 ONRR.

Table 3.47 ONRR – 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 | 7 | 16.5% | ±14.5 | 1.3 | ±0.4 |
| 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) | 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 | 0 | 0.0% | NA | NA | NA |
| Office of Inspector General | 0 | 0.0% | NA | NA | NA |
| Other Law Enforcement/Civil Authority not in the bureau | 0 | 0.0% | NA | NA | NA |
| Department of Interior Ethics/Bureau Ethics Office | 0 | 0.0% | NA | NA | NA |
| Other | 0 | 0.0% | NA | NA | NA |

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

An estimated 24.1% 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 ONRR – Results of Reporting the One Experience of Harassment Based on Unknown Reasons

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

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

An estimated 24.1% 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 ONRR – 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? | 11 | 2.7 | ±0.7 |
| How you were treated by personnel handling the complaint/grievance/report? | 11 | 2.5 | ±0.8 |
| Actions taken by the person handling the complaint/grievance/report? | 11 | 2.2 | ±0.6 |
| Being informed about the current status of the complaint/grievance/report? | 11 | 2.3 | ±0.7 |
| The amount of time it took to address the complaint/grievance/report? | 11 | 2.6 | ±0.7 |

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

An estimated 75.9% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 ONRR – 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 | 25 | 74.8% | ±18.1 |
| I thought it was not serious enough to discuss or report | 29 | 84.7% | ±17.3 |
| 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 | 8 | 26.1% | ±18.7 |
| I was ashamed or embarrassed | NR | NR | NR |
| I did not want people to think less of me | 5 | 15.7% | ±18.0 |
| I thought other people would blame me | 0 | 0.0% | NA |
| 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 | 9 | 25.2% | ±18.1 |
| 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 | 8 | 24.8% | ±18.1 |
| 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 | 0 | 0.0% | NA |
| I was worried about potential negative consequences from my coworkers or peers | 5 | 14.9% | ±17.3 |
| I thought it might hurt my career | 5 | 14.9% | ±17.3 |
| I did not want to hurt the person's/s' career/s or family/ies | NR | NR | NR |
| I was concerned for my physical safety | NR | NR | NR |
| I feared losing my job | NR | NR | NR |
| Some other reason | NR | NR | NR |

3.8 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 ONRR.

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 (89.4%) and at a work location or site (93.3%) that was most frequently characterized as an indoor location (98.5%). Also, for the majority of these employees these experiences did not occur while on travel (94.9%). Additionally, for the majority of employees these experiences occurred more than once (56.3%); involved one person (59.8%), who was typically older (42.5%), male (51.9%), and most often a peer and/or coworker (64.9%); and their work role required them to continue to interact with the person(s) involved (80.7%).

Table 3.51 ONRR – 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 | 90.4% (±10.6) | NR | NR | NR | NR | 89.5% (±13.6) | 81.2% (±14.4) |
| Most of it occurred during work hours; some off work hours | NR | NR | NR | NR | NR | NR | 0.0% (NA) |
| Some of it occurred during work hours; most off work hours | 0.0% (NA) | 0.0% (NA) | NR | 0.0% (NA) | NR | 0.0% (NA) | 0.0% (NA) |
| None of it occurred during work hours; all off work hours | NR | NR | NR | 0.0% (NA) | NR | 0.0% (NA) | 18.8% (±14.4) |
| Q35 Did the specific behavior or experience occur while you were on travel? | | | | | | | |
| Yes | NR | 0.0% (NA) | NR | NR | NR | 15.4% (±14.4) | 0.0% (NA) |
| No | 94.8% (±9.9) | 100% (NA) | NR | NR | NR | 84.6% (±14.4) | 100% (NA) |

| | <i>Age</i> | <i>Race/ ethnicity</i> | <i>Religious</i> | <i>Disability</i> | <i>Sexual orientation</i> | <i>Sex/ gender</i> | <i>Unknown reasons</i> |
|---|------------------|----------------------------|------------------|-------------------|-------------------------------|------------------------|----------------------------|
| Q36 Where did the specific type of behavior or experience typically occur? | | | | | | | |
| At a work location or site | 92.5% (±10.5) | 100% (NA) | NR | 100% (NA) | NR | NR | 80.5% (±14.8) |
| At a work-sponsored social event | NR | 0.0% (NA) | NR | 0.0% (NA) | NR | 0.0% (NA) | 0.0% (NA) |
| At a non-work sponsored social event where coworkers were present | 0.0% (NA) | 0.0% (NA) | NR | 0.0% (NA) | NR | 0.0% (NA) | 0.0% (NA) |
| At a permanent Bureau supplied housing location, if applicable | 0.0% (NA) | 0.0% (NA) | NR | 0.0% (NA) | NR | 0.0% (NA) | NR |
| At a location outside the office/site | 0.0% (NA) | 0.0% (NA) | NR | 0.0% (NA) | NR | NR | 15.7% (±14.4) |
| Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site? | | | | | | | |
| At an indoor location (office setting) | 97.1% (±10.3) | 100% (NA) | NR | 100% (NA) | NR | NR | 100% (NA) |
| At an indoor location (shop or maintenance area) | 0.0% (NA) | 0.0% (NA) | NR | 0.0% (NA) | NR | 0.0% (NA) | 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) | NR | 0.0% (NA) | 0.0% (NA) |
| At an outdoor location (e.g., field site) that required an overnight stay | NR | 0.0% (NA) | NR | 0.0% (NA) | NR | NR | 0.0% (NA) |
| Q38 How often did the specific type of behavior or experience occur? | | | | | | | |
| Once | 35.0% (±13.0) | NR | NR | NR | NR | 33.1% (±15.5) | 63.2% (±15.5) |
| Once a month or less | 48.8% (±12.6) | 34.6% (±17.5) | NR | NR | NR | 41.0% (±15.4) | NR |
| 2-4 times a month | NR | NR | NR | NR | NR | 19.3% (±14.8) | 12.3% (±13.9) |
| Every few days | NR | NR | NR | NR | NR | NR | 12.9% (±14.0) |
| Every day | NR | 0.0% (NA) | NR | 0.0% (NA) | NR | 0.0% (NA) | NR |

| | <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 | 56.8% (±12.9) | NR | NR | NR | NR | 31.5% (±15.5) | 63.2% (±15.5) |
| A week | NR | 0.0% (NA) | NR | 0.0% (NA) | NR | NR | 0.0% (NA) |
| A month | 0.0% (NA) | NR | NR | NR | NR | 0.0% (NA) | NR |
| A few months | 23.0% (±12.5) | 17.1% (±17.1) | NR | 0.0% (NA) | NR | 25.3% (±15.3) | 12.3% (±13.9) |
| A year or more | 14.6% (±11.5) | 28.3% (±17.8) | NR | NR | NR | 35.5% (±15.5) | 19.1% (±14.8) |
| Q40 How many people were involved? | | | | | | | |
| One person | 44.7% (±13.1) | NR | NR | NR | NR | 73.3% (±15.4) | 84.4% (±14.4) |
| More than one person | 55.3% (±13.1) | NR | NR | NR | NR | 26.7% (±15.4) | 15.6% (±14.4) |
| Q41 Was/were the person(s) who did this to you? | | | | | | | |
| Male | 33.7% (±13.4) | 30.6% (±17.5) | NR | NR | NR | 86.4% (±14.1) | 74.6% (±15.6) |
| Female | 28.7% (±13.3) | 29.5% (±17.5) | NR | NR | NR | NR | 21.7% (±15.4) |
| Both males and females | 37.6% (±13.4) | NR | NR | NR | NR | NR | NR |
| Q42 Was/were the person(s) who did this to you? | | | | | | | |
| Younger | 45.1% (±12.8) | NR | NR | NR | NR | NR | 12.1% (±13.9) |
| About my age | NR | 25.7% (±17.4) | NR | NR | NR | 23.6% (±15.2) | 23.7% (±15.2) |
| Older | 44.7% (±12.8) | 36.7% (±17.4) | NR | NR | NR | 53.9% (±15.1) | 49.4% (±14.8) |
| Some were younger, older, and/or about my age | 0.0% (NA) | 21.1% (±17.2) | NR | NR | NR | 13.3% (±14.1) | 11.2% (±13.7) |
| Do not know | NR | NR | NR | NR | NR | NR | NR |

| | <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) | 80.1% (±12.2) | NR | NR | NR | NR | 47.5% (±15.0) | 66.8% (±14.0) |
| Subordinate(s) or someone you supervise/manage | NR | 0.0% (NA) | NR | NR | NR | NR | 9.4% (±11.8) |
| Your Team lead(s) (current or former) | 11.0% (±10.9) | 0.0% (NA) | NR | NR | NR | 12.5% (±13.9) | NR |
| Another Team lead(s) (current or former) | NR | 0.0% (NA) | NR | 0.0% (NA) | NR | NR | 0.0% (NA) |
| Your Supervisor(s) (current or former) | 36.7% (±13.0) | 36.7% (±17.4) | NR | NR | NR | 19.3% (±14.8) | 10.8% (±12.0) |
| Another Supervisor(s) (current or former) | NR | 21.1% (±17.2) | NR | NR | NR | 13.7% (±14.1) | 0.0% (NA) |
| Your Manager(s) (current or former) | 19.5% (±12.1) | NR | NR | NR | NR | 20.3% (±14.9) | NR |
| Another Manager(s) (current or former) | NR | 18.3% (±16.9) | NR | NR | NR | NR | 0.0% (NA) |
| Another federal employee | NR | NR | NR | NR | NR | NR | NR |
| A contractor | 0.0% (NA) | NR | NR | 0.0% (NA) | NR | NR | 0.0% (NA) |
| Other | 0.0% (NA) | 0.0% (NA) | NR | NR | NR | NR | NR |
| Do not know | 0.0% (NA) | 0.0% (NA) | NR | 0.0% (NA) | NR | 0.0% (NA) | 0.0% (NA) |
| None selected | NR | 0.0% (NA) | NR | 0.0% (NA) | NR | NR | 16.1% (±12.9) |
| Q44 Did your work role require you to continue to interact with this/these person(s)? | | | | | | | |
| No, I did not have to interact with this/these person(s) at all | 14.4% (±11.5) | NR | NR | NR | NR | 18.4% (±14.8) | 30.6% (±15.1) |
| Yes, I had to or still have to interact with this/these person(s) | 85.6% (±11.5) | 86.2% (±16.4) | NR | NR | NR | 81.6% (±14.8) | 69.4% (±15.1) |

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 ONRR.

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 (38.7%); resulted in arguments or damaged interpersonal relations at work (36.3%); and/or damaged other personal relationships (14.2%). 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 (27.5%), seek counseling (26.2%), or medical attention (15.0%). For some employees, these experiences had a *negative impact on their job performance*, making it harder to complete their work (41.5%), negatively affected their performance evaluation or promotion potential (27.7%), or negatively affected their performance evaluation/renewal/permanent employment (0.0%). For some employees, these experiences *negatively affected their willingness to remain a part of the organization*, leading them to consider leaving ONRR (43.0%), take steps to leave the organization (16.1%), or request a transfer (13.5%).

Table 3.52 ONRR – 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 | 14.3% (±11.8) | 14.2% (±16.5) | NR | NR | NR | NR | 13.6% (±14.5) |
| No | 85.7% (±11.8) | 85.8% (±16.5) | NR | NR | NR | 89.5% (±13.6) | 86.4% (±14.5) |
| Don't Know | 0.0% (NA) | 0.0% (NA) | NR | 0.0% (NA) | NR | 0.0% (NA) | 0.0% (NA) |
| b. Did you take steps to leave your organization? | | | | | | | |
| Yes | 18.0% (±12.3) | 25.4% (±17.4) | NR | NR | NR | 14.3% (±14.2) | NR |
| No | 82.0% (±12.3) | 74.6% (±17.4) | NR | NR | NR | 85.7% (±14.2) | 92.0% (±13.5) |
| Don't Know | 0.0% (NA) | 0.0% (NA) | NR | 0.0% (NA) | NR | 0.0% (NA) | 0.0% (NA) |
| c. Did it make it harder to complete your work or do your job? | | | | | | | |

| 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> |
|---|------------------|----------------------------|------------------|-------------------|-------------------------------|------------------------|----------------------------|
| Yes | 53.3% (±13.0) | 27.9% (±17.5) | NR | NR | NR | 47.9% (±15.0) | 41.7% (±15.7) |
| No | 41.7% (±13.2) | 72.1% (±17.5) | NR | NR | NR | 48.2% (±15.0) | 50.3% (±15.1) |
| Don't Know | NR | 0.0% (NA) | NR | NR | NR | NR | NR |
| d. Did it negatively affect your performance evaluation or promotion potential? | | | | | | | |
| Yes | 37.1% (±13.3) | 31.0% (±17.5) | NR | NR | NR | 26.1% (±15.3) | 15.4% (±14.7) |
| No | 55.0% (±13.1) | NR | NR | NR | NR | 66.4% (±15.5) | 74.8% (±15.6) |
| Don't Know | NR | NR | NR | 0.0% (NA) | 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 | 36.2% (±13.3) | NR | NR | NR | NR | 40.5% (±15.4) | 31.5% (±15.8) |
| No | 56.1% (±13.1) | NR | NR | NR | NR | 53.4% (±15.1) | 64.8% (±15.8) |
| Don't Know | NR | NR | NR | NR | NR | NR | NR |
| g. Did it damage your relationship with coworkers, supervisors, or managers? | | | | | | | |
| Yes | 43.6% (±13.1) | 35.4% (±17.5) | NR | NR | NR | 33.9% (±15.5) | 37.2% (±15.8) |
| No | 53.8% (±13.0) | NR | NR | NR | NR | 46.0% (±15.1) | 62.8% (±15.8) |
| Don't Know | NR | 20.4% (±17.1) | NR | NR | NR | 20.2% (±14.9) | 0.0% (NA) |

| Q45 As a result of the behavior or experience: | <i>Age</i> | <i>Race/ ethnicity</i> | <i>Religious</i> | <i>Disability</i> | <i>Sexual orientation</i> | <i>Sex/ gender</i> | <i>Unknown reasons</i> |
|---|------------------|----------------------------|------------------|-------------------|-------------------------------|------------------------|----------------------------|
| h. Did it damage other personal relationships? | | | | | | | |
| Yes | 14.3% (±11.8) | NR | NR | NR | NR | 12.7% (±14.0) | NR |
| No | 82.8% (±12.2) | 90.5% (±15.8) | NR | NR | NR | 78.3% (±15.1) | 84.9% (±14.7) |
| Don't Know | NR | 0.0% (NA) | NR | 0.0% (NA) | NR | NR | NR |
| i. Did it cause you to call in sick or take other type of leave? | | | | | | | |
| Yes | 35.3% (±13.3) | 25.9% (±17.4) | NR | NR | NR | 19.3% (±14.8) | 21.1% (±15.3) |
| No | 64.7% (±13.3) | 74.1% (±17.4) | NR | NR | NR | 74.7% (±15.3) | 78.9% (±15.3) |
| Don't Know | 0.0% (NA) | 0.0% (NA) | NR | NR | NR | NR | 0.0% (NA) |
| j. Did you seek any type of medical attention? | | | | | | | |
| Yes | 15.6% (±12.0) | NR | NR | NR | NR | NR | 17.4% (±15.0) |
| No | 84.4% (±12.0) | 87.7% (±16.2) | NR | NR | NR | 89.5% (±13.6) | 82.6% (±15.0) |
| Don't Know | 0.0% (NA) | 0.0% (NA) | NR | 0.0% (NA) | NR | 0.0% (NA) | 0.0% (NA) |
| k. Did you seek counseling from a religious leader/counselor/health care provider? | | | | | | | |
| Yes | 21.4% (±12.6) | 27.8% (±17.5) | NR | NR | NR | 18.2% (±14.7) | 33.4% (±15.8) |
| No | 78.6% (±12.6) | 72.2% (±17.5) | NR | NR | NR | 81.8% (±14.7) | 66.6% (±15.8) |
| Don't Know | 0.0% (NA) | 0.0% (NA) | NR | 0.0% (NA) | NR | 0.0% (NA) | 0.0% (NA) |
| l. Did you consider leaving the bureau? | | | | | | | |
| Yes | 50.9% (±12.9) | NR | NR | NR | NR | 45.5% (±15.2) | 27.5% (±15.7) |
| No | 49.1% (±12.9) | NR | NR | NR | NR | 54.5% (±15.2) | 68.8% (±15.8) |
| Don't Know | 0.0% (NA) | 0.0% (NA) | NR | 0.0% (NA) | NR | 0.0% (NA) | NR |

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

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 (36.7%), as well as a supervisor (32.5%) or manager (21.7%). Additionally, some employees talked with the person involved (36.0%).

Table 3.53 ONRR – 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 | 34.3% (±13.5) | 30.1% (±18.3) | NR | NR | NR | 34.8% (±15.5) | 33.5% (±15.5) |
| My coworkers | 34.9% (±13.3) | 78.7% (±18.6) | NR | NR | NR | 57.8% (±15.3) | 50.9% (±15.2) |
| My team leader | NR | 19.7% (±17.9) | NR | NR | NR | NR | NR |
| My supervisor | 29.1% (±13.1) | 30.3% (±18.3) | NR | NR | NR | 21.2% (±15.0) | 41.5% (±15.7) |
| My manager | 8.9% (±10.8) | 28.9% (±17.8) | NR | NR | NR | 27.0% (±15.4) | 25.6% (±15.7) |
| A senior leader | NR | 28.9% (±17.8) | NR | NR | NR | NR | 11.9% (±14.2) |
| Another employee in my bureau | 26.6% (±13.2) | NR | NR | NR | NR | 47.7% (±15.0) | 38.4% (±16.1) |
| Someone from another bureau/office | 21.8% (±12.7) | NR | NR | NR | NR | 25.4% (±15.3) | 35.7% (±15.8) |

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 ONRR.

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 (71.7%); only 28.3% did. For employees who made complaints/grievances/reports, the most frequently used ONRR resource was a supervisor or manager (17.6%). All other resources were used less frequently (Employee Assistance Program, Ombudsman, CADR Office or CORE PLUS, Employee & Labor Relations, Union, Equal Employment Opportunity Counselor, Equal Employment Opportunity Office, Office of the Inspector General Hotline, Office of the Inspector General, Other Law Enforcement/Civil Authority, or Department of Interior Ethics/Bureau Ethics Office).

Table 3.54 ONRR – 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 | 8.5% (±10.7) | 32.6% (±17.5) | NR | NR | NR | 13.5% (±14.1) | 16.5% (±14.5) |
| Employee Assistance Program (EAP) | 11.0% (±11.2) | NR | NR | NR | NR | NR | NR |
| Ombudsman (if applicable) | NR | NR | NR | NR | NR | NR | NR |
| CADR Office, CORE PLUS | 0.0% (NA) | 0.0% (NA) | NR | 0.0% (NA) | NR | NR | 0.0% (NA) |
| Employee & Labor Relations (Human Resources) | NR | NR | NR | NR | NR | NR | NR |
| Union (if applicable) | 0.0% (NA) | 0.0% (NA) | NR | NR | NR | 0.0% (NA) | 0.0% (NA) |
| Equal Employment Opportunity Counselor | NR | 22.8% (±17.8) | NR | NR | NR | 13.5% (±14.1) | NR |
| Equal Employment Opportunity Office | NR | 17.8% (±17.4) | NR | NR | NR | NR | NR |
| Office of Inspector General Hotline | NR | 0.0% (NA) | NR | NR | NR | 0.0% (NA) | 0.0% (NA) |
| Office of Inspector General | NR | 0.0% (NA) | NR | NR | NR | 0.0% (NA) | 0.0% (NA) |
| Other Law Enforcement/Civil Authority not in the bureau | 0.0% (NA) | 0.0% (NA) | NR | NR | NR | 0.0% (NA) | 0.0% (NA) |
| Department of Interior Ethics/Bureau Ethics Office | NR | NR | NR | NR | NR | 0.0% (NA) | 0.0% (NA) |
| Other | NR | NR | NR | NR | NR | NR | 0.0% (NA) |

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 ONRR.

Table 3.55 ONRR – 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 (±0.5) | 1.7 (±0.4) | NR | NR | NR | 1.0 (±0.0) | 1.3 (±0.4) |
| Employee Assistance Program (EAP) | 3.8 (±0.3) | NR | NR | NR | NR | NR | NR |
| Ombudsman (if applicable) | NR | NR | NR | NR | NR | NR | NR |
| CADR Office, CORE PLUS | NA | NA | NR | NA | NR | NR | NA |
| Employee & Labor Relations (Human Resources) | NR | NR | NR | NR | NR | NR | NR |
| Union (if applicable) | NA | NA | NR | NR | NR | NA | NA |
| Equal Employment Opportunity Counselor | NR | 2.2 (±0.8) | NR | NR | NR | 2.4 (±1.5) | NR |
| Equal Employment Opportunity Office | NR | 2.0 (±0.6) | NR | NR | NR | NR | NR |
| Office of Inspector General Hotline | NR | NA | NR | NR | NR | NA | NA |
| Office of Inspector General | NR | NA | NR | NR | NR | NA | NA |
| Other Law Enforcement/Civil Authority not in the bureau | NA | NA | NR | NR | NR | NA | NA |
| Department of Interior Ethics/Bureau Ethics Office | NR | NR | NR | NR | NR | NA | NA |
| Other | NR | NR | NR | NR | NR | NR | NA |

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

An estimated 28.3% 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, 25.8% indicated that some action was taken. Actions focused on the organization involved explaining rules to everyone (21.7%), management conducted a review/investigation or other assessment (20.5%), and an investigation was conducted by a law enforcement official (0.0%). Actions involving the person engaging in the harassing behavior included someone talking to the person (22.2%) or moving or reassigning the person to avoid continuing contact (10.0%); and in some situations the person stopped the behavior (8.5%). 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 (25.8%). Additionally, some employees were encouraged to drop the issue (32.0%) or were discouraged from making a complaint/grievance/report (35.8%). Other employees indicated that the person engaging in the harassing behavior took action against them for complaining (21.0%); their coworker(s) treated them worse, avoided or blamed them for the problem (37.0%); and some employees indicated leadership punished them for bringing the experience up (29.6%) or they were threatened with loss of employment (11.2%).¹⁰

Table 3.56 ONRR – 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? | <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> |
|--|------------|-----------------------|------------------|-------------------|---------------------------|-------------------|------------------------|
| a. The person I told took no action | | | | | | | |
| Yes | NR | NR | NR | NR | -- | NR | NR |
| No | NR | NR | NR | NR | -- | NR | NR |
| Don't Know | NR | NR | NR | NR | -- | NR | NR |

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 | NR | NR | NR | NR | -- | NR | NR |
| No | NR | NR | NR | NR | -- | NR | NR |
| Don't Know | NR | NR | NR | NR | -- | NR | NR |
| c. A review/investigation/other assessment of the workplace was conducted by management | | | | | | | |
| Yes | NR | NR | NR | NR | -- | NR | NR |
| No | NR | NR | NR | NR | -- | NR | NR |
| Don't Know | NR | NR | NR | NR | -- | NR | NR |
| d. An investigation was conducted by a law enforcement official | | | | | | | |
| Yes | NR | 0.0% (NA) | NR | NR | -- | NR | NR |
| No | NR | NR | NR | NR | -- | NR | NR |
| Don't Know | NR | NR | NR | NR | -- | NR | NR |
| e. Someone talked to the person(s) to ask him/her/them to change their behavior | | | | | | | |
| Yes | NR | NR | NR | NR | -- | NR | NR |
| No | NR | NR | NR | NR | -- | NR | NR |
| Don't Know | NR | 0.0% (NA) | NR | NR | -- | NR | NR |
| f. My work station location or duties were changed to help me avoid the person(s) | | | | | | | |
| Yes | NR | NR | NR | NR | -- | NR | NR |
| No | NR | NR | NR | NR | -- | NR | NR |
| Don't Know | NR | NR | NR | NR | -- | NR | NR |

| Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report? | <i>Age</i> | <i>Race/ethnicity</i> | <i>Religious</i> | <i>Disability</i> | <i>Sexual orientation</i> | <i>Sex/gender</i> | <i>Unknown reasons</i> |
|--|------------|-----------------------|------------------|-------------------|---------------------------|-------------------|------------------------|
| g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them | | | | | | | |
| Yes | NR | NR | NR | NR | -- | NR | NR |
| No | NR | NR | NR | NR | -- | NR | NR |
| Don't Know | NR | NR | NR | NR | -- | NR | NR |
| h. There was some official career action taken against person(s) for the behavior | | | | | | | |
| Yes | NR | NR | NR | NR | -- | NR | NR |
| No | NR | NR | NR | NR | -- | NR | NR |
| Don't Know | NR | NR | NR | NR | -- | NR | NR |
| i. The person(s) stopped the behavior | | | | | | | |
| Yes | NR | NR | NR | NR | -- | NR | NR |
| No | NR | NR | NR | NR | -- | NR | NR |
| Don't Know | NR | NR | NR | NR | -- | NR | NR |
| j. I was encouraged to drop the issue | | | | | | | |
| Yes | NR | NR | NR | NR | -- | NR | NR |
| No | NR | NR | NR | NR | -- | NR | NR |
| Don't Know | NR | NR | NR | NR | -- | NR | NR |
| k. I was discouraged from making an oral and/or written complaint/grievance/report | | | | | | | |
| Yes | NR | NR | NR | NR | -- | NR | NR |
| No | NR | NR | NR | NR | -- | NR | NR |
| Don't Know | NR | 0.0% (NA) | NR | NR | -- | NR | NR |

| 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 | NR | NR | NR | NR | -- | NR | NR |
| No | NR | NR | NR | NR | -- | NR | NR |
| Don't Know | NR | NR | NR | NR | -- | NR | NR |
| m. My coworkers treated me worse, avoided me, or blamed me for the problem | | | | | | | |
| Yes | NR | NR | NR | NR | -- | NR | NR |
| No | NR | NR | NR | NR | -- | NR | NR |
| Don't Know | NR | NR | NR | NR | -- | NR | NR |
| n. My leadership punished me for bringing it up | | | | | | | |
| Yes | NR | NR | NR | NR | -- | NR | NR |
| No | NR | NR | NR | NR | -- | NR | NR |
| Don't Know | NR | 0.0% (NA) | NR | NR | -- | NR | NR |
| o. I was threatened with loss of employment | | | | | | | |
| Yes | NR | 0.0% (NA) | NR | NR | -- | NR | NR |
| No | NR | 100% (NA) | NR | NR | -- | NR | NR |
| Don't Know | NR | 0.0% (NA) | NR | NR | -- | NR | NR |

An estimated 28.3% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment within the past 12 months that had the greatest effect on them. Table 3.57 shows satisfaction with aspects of making an oral and/or written complaint/grievance/report.

Table 3.57 ONRR – Satisfaction with Reporting of the One Experience of Harassment – Summary

| | Age | Race/ ethnicity | Religious | Disability | Sexual orientation | Sex/ gender | Unknown reasons |
|--|---------------|--------------------|-----------|---------------|-----------------------|----------------|--------------------|
| Q49 How satisfied were you with: | | | | | | | |
| The availability of information on how to file a complaint/grievance/report? | 3.1 (±0.6) | 3.2 (±0.6) | NR | 2.8 (±0.8) | -- | 2.5 (±0.8) | 2.7 (±0.7) |
| How you were treated by personnel handling the complaint/grievance/report? | 3.6 (±0.5) | 2.6 (±0.7) | NR | 2.6 (±1.0) | -- | 2.7 (±1.1) | 2.5 (±0.8) |
| Actions taken by the person handling the complaint/grievance/report? | 3.4 (±0.6) | 2.7 (±0.6) | NR | 2.6 (±0.8) | -- | 2.3 (±1.2) | 2.2 (±0.6) |
| Being informed about the current status of the complaint/grievance/report? | 3.1 (±0.4) | 2.6 (±0.6) | NR | 2.6 (±0.8) | -- | 2.3 (±1.2) | 2.3 (±0.7) |
| The amount of time it took to address the complaint/grievance/report? | 3.0 (±0.3) | 2.6 (±0.6) | NR | 2.8 (±1.0) | -- | 2.5 (±1.2) | 2.6 (±0.7) |

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

An estimated 71.7% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment within the past 12 months that had the greatest effect on them. Table 3.58 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

In summary, regardless of the specific form of harassment and/or assault behavior experienced, employees' most frequent reasons for not making a complaint/grievance/report involved the perceived seriousness of the behavior (75.2% did not consider it serious enough to report), desire to move on or forget about the incident (61.7%), the behavior or experience stopped on its own (56.4%), thought they would be labeled a troublemaker (46.5%), or skepticism about actions that would be taken (43.3% of employees did not think anything would be done).

Table 3.58 ONRR – Reasons for Not Reporting the One Experience of Harassment – Summary

| Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience | Age | Race/ ethnicity | Religious | Disability | Sexual orientation | Sex/ gender | Unknown reasons |
|--|------------------|--------------------|-----------|------------|-----------------------|------------------|--------------------|
| The behavior or experience stopped on its own | 44.4% (±15.2) | NR | NR | NR | NR | NR | 74.8% (±18.1) |
| I thought it was not serious enough to discuss or report | 73.6% (±16.1) | NR | NR | NR | NR | 69.8% (±17.2) | 84.7% (±17.3) |
| I took care of it myself by confronting the person(s) who did it | 36.8% (±15.8) | 0.0% (NA) | NR | NR | NR | 20.8% (±17.3) | NR |
| I took other actions to handle the situation | 24.2% (±15.6) | NR | NR | NR | NR | 30.1% (±17.7) | NR |
| I did not know who to report the behavior to and/or how to file a complaint | NR | NR | NR | NR | NR | 16.7% (±16.9) | 0.0% (NA) |
| I did not want more people to know | 30.9% (±15.8) | NR | NR | NR | NR | 27.3% (±17.6) | 26.1% (±18.7) |
| I was ashamed or embarrassed | 22.8% (±15.5) | NR | NR | NR | NR | 18.8% (±17.1) | NR |
| I did not want people to think less of me | 34.3% (±15.9) | NR | NR | NR | NR | 27.3% (±17.6) | 15.7% (±18.0) |
| I thought other people would blame me | 14.8% (±14.7) | NR | NR | NR | NR | NR | 0.0% (NA) |
| I felt partially to blame | NR | 0.0% (NA) | NR | NR | NR | NR | NR |
| I wanted to forget about it or move on | 74.5% (±15.3) | NR | NR | NR | NR | 62.3% (±17.6) | NR |
| I did not think anything would be done | 59.4% (±15.4) | NR | NR | NR | NR | NR | 25.2% (±18.1) |
| I did not think I would be believed | 24.8% (±15.3) | NR | NR | NR | NR | 25.6% (±18.0) | NR |
| I did not trust that the process would be fair | 48.6% (±14.9) | NR | NR | NR | NR | 31.3% (±18.1) | NR |
| I thought I might get in trouble for something I did | 14.6% (±14.6) | NR | NR | NR | NR | NR | NR |
| I thought I would be labeled as a troublemaker | 55.6% (±15.2) | NR | NR | NR | NR | NR | 24.8% (±18.1) |
| I thought it might hurt my performance appraisal | 31.9% (±15.5) | NR | NR | NR | 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 | 38.1% (±15.5) | NR | NR | NR | NR | NR | 0.0% (NA) |
| I was worried about potential negative consequences from my coworkers or peers | 38.8% (±15.4) | NR | NR | NR | NR | 26.3% (±17.6) | 14.9% (±17.3) |
| I thought it might hurt my career | 44.3% (±15.2) | NR | NR | NR | NR | NR | 14.9% (±17.3) |
| I did not want to hurt the person/s/s' career/s or family/ies | 35.1% (±15.8) | 0.0% (NA) | NR | NR | NR | 28.4% (±17.7) | NR |

| Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience | <i>Age</i> | <i>Race/ethnicity</i> | <i>Religious</i> | <i>Disability</i> | <i>Sexual orientation</i> | <i>Sex/gender</i> | <i>Unknown reasons</i> |
|--|----------------------|-----------------------|------------------|-------------------|---------------------------|-------------------|------------------------|
| I was concerned for my physical safety | NR | 0.0% (NA) | NR | NR | NR | 0.0% (NA) | NR |
| I feared losing my job | NR | NR | NR | NR | NR | NR | NR |
| Some other reason | 38.2% (± 15.8) | NR | NR | NR | NR | NR | NR |

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 ONRR.

Table 4.1 ONRR – 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 | 122 | 2.8* | ±0.2 | 486 | 3.7* | ±0.1 | -0.94 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 9 | 3.5 | ±0.4 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 45 | 3.7 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 66 | 2.7* | ±0.2 | 250 | 3.5* | ±0.1 | -0.87 (L) |
| General Schedule (GS) 13-15 | 53 | 3.0* | ±0.3 | 171 | 3.8* | ±0.1 | -0.97 (L) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |

| | Experienced age harassment | | | Did not experience age harassment | | | Effect size |
|---|-------------------------------|-------------------------|------------|--------------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | NR | NR | NR | 36 | 3.9 | ±0.2 | NR |
| 1 to 3 years | 13 | 2.6* | ±0.6 | 78 | 3.7* | ±0.2 | -1.13 (L) |
| 4 to 5 years | 21 | 2.9* | ±0.4 | 69 | 3.5* | ±0.2 | -0.62 (M) |
| 6 to 10 years | 30 | 2.7* | ±0.3 | 122 | 3.7* | ±0.1 | -1.21 (L) |
| 11 to 14 years | 13 | 3.2 | ±0.6 | 41 | 3.5 | ±0.2 | -0.42 (S) |
| 15 to 20 years | 14 | 2.1* | ±0.3 | 35 | 3.5* | ±0.3 | -1.74 (L) |
| More than 20 years | 24 | 2.9* | ±0.4 | 99 | 3.7* | ±0.2 | -1.02 (L) |
| Appointment Type | | | | | | | |
| Permanent | 122 | 2.8* | ±0.2 | 486 | 3.7* | ±0.1 | -0.94 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Non-Seasonal | 120 | 2.8* | ±0.2 | 481 | 3.7* | ±0.1 | -0.95 (L) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 120 | 2.8* | ±0.2 | 481 | 3.7* | ±0.1 | -0.95 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Age - Collapsed | | | | | | | |
| 39 or under | 41 | 3.2* | ±0.3 | 111 | 3.8* | ±0.1 | -0.71 (M) |
| 40 or older | 81 | 2.7* | ±0.2 | 371 | 3.6* | ±0.1 | -1.10 (L) |
| Age | | | | | | | |
| 25 or under | -- | -- | -- | -- | -- | -- | NA |
| 26-29 | 7 | 3.5 | ±1.3 | NR | NR | NR | NR |
| 30-39 | 35 | 3.1* | ±0.3 | 109 | 3.8* | ±0.1 | -0.83 (L) |
| 40-49 | 15 | 2.6* | ±0.5 | 118 | 3.5* | ±0.2 | -0.99 (L) |
| 50-59 | 36 | 2.6* | ±0.3 | 176 | 3.6* | ±0.1 | -1.15 (L) |
| 60 or older | 30 | 2.8* | ±0.3 | 77 | 3.8* | ±0.2 | -1.34 (L) |

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

4.1.2 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 ONRR.

Table 4.2 ONRR – 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 | 124 | 0.42* | ±0.08 | 494 | 0.68* | ±0.04 | -0.63 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 0.64 | ±0.28 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 45 | 0.83 | ±0.10 | NR |
| General Schedule (GS) 11-12 | 66 | 0.37* | ±0.10 | 257 | 0.60* | ±0.05 | -0.52 (M) |
| General Schedule (GS) 13-15 | 55 | 0.48* | ±0.12 | 171 | 0.76* | ±0.05 | -0.73 (M) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | NR | NR | NR | 41 | 0.80 | ±0.11 | NR |
| 1 to 3 years | 15 | 0.44* | ±0.25 | 80 | 0.71* | ±0.09 | -0.62 (M) |
| 4 to 5 years | 21 | 0.50 | ±0.19 | 69 | 0.61 | ±0.11 | -0.24 (S) |
| 6 to 10 years | 30 | 0.36* | ±0.16 | 122 | 0.60* | ±0.07 | -0.55 (M) |
| 11 to 14 years | 13 | 0.72 | ±0.23 | 41 | 0.71 | ±0.11 | 0.03 |
| 15 to 20 years | NR | NR | NR | 37 | 0.66 | ±0.14 | NR |
| More than 20 years | 24 | 0.33* | ±0.14 | 99 | 0.75* | ±0.07 | -1.19 (L) |
| Appointment Type | | | | | | | |
| Permanent | 124 | 0.42* | ±0.08 | 494 | 0.68* | ±0.04 | -0.63 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Non-Seasonal | 122 | 0.41* | ±0.08 | 490 | 0.68* | ±0.04 | -0.65 (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 | 122 | 0.41* | ±0.08 | 490 | 0.68* | ±0.04 | -0.65 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Age - Collapsed | | | | | | | |
| 39 or under | 41 | 0.50* | ±0.14 | 118 | 0.77* | ±0.07 | -0.66 (M) |
| 40 or older | 82 | 0.38* | ±0.09 | 373 | 0.65* | ±0.04 | -0.67 (M) |
| Age | | | | | | | |
| 25 or under | -- | -- | -- | -- | -- | -- | NA |
| 26-29 | 7 | 0.40* | ±0.27 | 7 | 1.00* | ±0.00 | -2.31 (L) |
| 30-39 | 35 | 0.52* | ±0.16 | 111 | 0.75* | ±0.07 | -0.56 (M) |
| 40-49 | 15 | 0.45 | ±0.24 | 120 | 0.62 | ±0.08 | -0.40 (S) |
| 50-59 | 36 | 0.37* | ±0.14 | 176 | 0.66* | ±0.06 | -0.70 (M) |
| 60 or older | 32 | 0.36* | ±0.14 | 77 | 0.69* | ±0.09 | -0.86 (L) |

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

4.1.3 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 ONRR.

Table 4.3 ONRR – 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 | 122 | 3.3* | ±0.2 | 485 | 2.7* | ±0.1 | 0.60 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 2.5 | ±0.3 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 45 | 2.5 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 64 | 3.6* | ±0.2 | 250 | 3.0* | ±0.1 | 0.68 (M) |
| General Schedule (GS) 13-15 | 55 | 2.9* | ±0.3 | 168 | 2.4* | ±0.1 | 0.54 (M) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | NR | NR | NR | 41 | 2.6 | ±0.2 | NR |
| 1 to 3 years | 13 | 3.4 | ±0.6 | 82 | 2.8 | ±0.2 | 0.53 (M) |
| 4 to 5 years | 21 | 3.6* | ±0.4 | 68 | 2.8* | ±0.3 | 0.76 (M) |
| 6 to 10 years | 30 | 3.4* | ±0.3 | 120 | 2.7* | ±0.1 | 0.85 (L) |
| 11 to 14 years | 13 | 2.9 | ±0.5 | 39 | 3.0 | ±0.3 | -0.17 |
| 15 to 20 years | 14 | 3.5* | ±0.6 | 37 | 2.7* | ±0.2 | 0.88 (L) |
| More than 20 years | 24 | 2.9* | ±0.5 | 91 | 2.4* | ±0.1 | 0.59 (M) |
| Appointment Type | | | | | | | |
| Permanent | 122 | 3.3* | ±0.2 | 485 | 2.7* | ±0.1 | 0.60 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Non-Seasonal | 121 | 3.3* | ±0.2 | 483 | 2.7* | ±0.1 | 0.60 (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 | 121 | 3.3* | ±0.2 | 483 | 2.7* | ±0.1 | 0.60 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Age - Collapsed | | | | | | | |
| 39 or under | 41 | 3.3* | ±0.3 | 122 | 2.9* | ±0.1 | 0.49 (S) |
| 40 or older | 81 | 3.2* | ±0.2 | 360 | 2.7* | ±0.1 | 0.64 (M) |
| Age | | | | | | | |
| 25 or under | -- | -- | -- | -- | -- | -- | NA |
| 26-29 | 7 | 3.3 | ±1.2 | 7 | 2.8 | ±0.2 | 0.38 (S) |
| 30-39 | 35 | 3.3* | ±0.3 | 114 | 2.9* | ±0.2 | 0.50 (M) |
| 40-49 | 15 | 3.9* | ±0.6 | 118 | 2.8* | ±0.1 | 1.34 (L) |
| 50-59 | 34 | 3.2* | ±0.3 | 171 | 2.6* | ±0.1 | 0.63 (M) |
| 60 or older | 32 | 3.0* | ±0.4 | 71 | 2.6* | ±0.2 | 0.44 (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.

4.1.4 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 ONRR.

Table 4.4 ONRR – 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 | 124 | 3.0* | ±0.2 | 489 | 3.7* | ±0.1 | -0.76 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 9 | 3.9 | ±0.6 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 45 | 3.6 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 66 | 2.8* | ±0.2 | 257 | 3.6* | ±0.1 | -0.85 (L) |
| General Schedule (GS) 13-15 | 55 | 3.3* | ±0.3 | 166 | 3.9* | ±0.1 | -0.71 (M) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | NR | NR | NR | 41 | 4.0 | ±0.2 | NR |
| 1 to 3 years | 15 | 2.7* | ±0.6 | 80 | 3.8* | ±0.2 | -1.28 (L) |
| 4 to 5 years | 21 | 2.9 | ±0.4 | 69 | 3.3 | ±0.2 | -0.42 (S) |
| 6 to 10 years | 30 | 2.8* | ±0.3 | 120 | 3.7* | ±0.1 | -1.07 (L) |
| 11 to 14 years | 13 | 3.1 | ±0.7 | 39 | 3.4 | ±0.2 | -0.34 (S) |
| 15 to 20 years | 14 | 2.8* | ±0.5 | 35 | 3.4* | ±0.3 | -0.64 (M) |
| More than 20 years | 24 | 3.5* | ±0.4 | 97 | 4.0* | ±0.1 | -0.59 (M) |
| Appointment Type | | | | | | | |
| Permanent | 124 | 3.0* | ±0.2 | 489 | 3.7* | ±0.1 | -0.76 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Non-Seasonal | 122 | 3.0* | ±0.2 | 485 | 3.7* | ±0.1 | -0.75 (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 | 122 | 3.0* | ±0.2 | 485 | 3.7* | ±0.1 | -0.75 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Age - Collapsed | | | | | | | |
| 39 or under | 41 | 2.9* | ±0.3 | 118 | 3.7* | ±0.1 | -0.97 (L) |
| 40 or older | 82 | 3.1* | ±0.2 | 368 | 3.7* | ±0.1 | -0.68 (M) |
| Age | | | | | | | |
| 25 or under | -- | -- | -- | -- | -- | -- | NA |
| 26-29 | 7 | 3.3 | ±0.7 | 7 | 4.0 | ±0.0 | -1.02 (L) |
| 30-39 | 35 | 2.9* | ±0.3 | 111 | 3.7* | ±0.1 | -1.02 (L) |
| 40-49 | 15 | 2.7* | ±0.4 | 118 | 3.5* | ±0.1 | -1.09 (L) |
| 50-59 | 36 | 3.0* | ±0.4 | 174 | 3.7* | ±0.1 | -0.69 (M) |
| 60 or older | 32 | 3.3* | ±0.4 | 75 | 3.8* | ±0.2 | -0.63 (M) |

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

4.1.5 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 ONRR.

Table 4.5 ONRR – 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 | 121 | 3.3* | ±0.2 | 479 | 4.0* | ±0.1 | -0.72 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 9 | 4.2 | ±0.4 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 44 | 4.3 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 63 | 3.0* | ±0.4 | 247 | 3.9* | ±0.1 | -0.75 (M) |
| General Schedule (GS) 13-15 | 55 | 3.7* | ±0.3 | 167 | 4.2* | ±0.1 | -0.59 (M) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | NR | NR | NR | 41 | 4.3 | ±0.2 | NR |
| 1 to 3 years | 15 | 3.0* | ±0.9 | 77 | 3.8* | ±0.2 | -0.62 (M) |
| 4 to 5 years | 21 | 3.4* | ±0.6 | 66 | 3.9* | ±0.3 | -0.52 (M) |
| 6 to 10 years | 28 | 3.4* | ±0.5 | 118 | 4.1* | ±0.1 | -0.87 (L) |
| 11 to 14 years | 13 | 3.1 | ±0.9 | 38 | 3.7 | ±0.3 | -0.46 (S) |
| 15 to 20 years | 14 | 2.7* | ±0.6 | 35 | 3.8* | ±0.3 | -0.97 (L) |
| More than 20 years | 24 | 3.7* | ±0.3 | 97 | 4.3* | ±0.1 | -0.93 (L) |
| Appointment Type | | | | | | | |
| Permanent | 121 | 3.3* | ±0.2 | 479 | 4.0* | ±0.1 | -0.72 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Non-Seasonal | 120 | 3.3* | ±0.2 | 475 | 4.0* | ±0.1 | -0.70 (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 | 120 | 3.3* | ±0.2 | 475 | 4.0* | ±0.1 | -0.70 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Age - Collapsed | | | | | | | |
| 39 or under | 39 | 3.7 | ±0.4 | 117 | 4.0 | ±0.2 | -0.36 (S) |
| 40 or older | 82 | 3.2* | ±0.3 | 360 | 4.0* | ±0.1 | -0.90 (L) |
| Age | | | | | | | |
| 25 or under | -- | -- | -- | -- | -- | -- | NA |
| 26-29 | 7 | 3.3 | ±1.5 | 7 | 4.6 | ±0.4 | -0.91 (L) |
| 30-39 | 32 | 3.7 | ±0.4 | 110 | 4.0 | ±0.2 | -0.26 (S) |
| 40-49 | 15 | 3.1* | ±0.7 | 115 | 3.9* | ±0.1 | -0.88 (L) |
| 50-59 | 36 | 3.1* | ±0.5 | 171 | 4.1* | ±0.1 | -0.95 (L) |
| 60 or older | 32 | 3.2* | ±0.4 | 74 | 4.2* | ±0.2 | -0.95 (L) |

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

4.1.6 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 ONRR.

Table 4.6 ONRR – 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 | 124 | 3.0* | ±0.2 | 498 | 3.9* | ±0.1 | -0.93 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 3.3 | ±0.6 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 45 | 4.0 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 66 | 2.9* | ±0.3 | 257 | 3.9* | ±0.1 | -0.95 (L) |
| General Schedule (GS) 13-15 | 55 | 3.2* | ±0.3 | 173 | 4.0* | ±0.1 | -0.93 (L) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | NR | NR | NR | 41 | 4.1 | ±0.2 | NR |
| 1 to 3 years | 15 | 2.9* | ±0.8 | 82 | 3.8* | ±0.2 | -0.78 (M) |
| 4 to 5 years | 21 | 3.2* | ±0.4 | 69 | 3.8* | ±0.2 | -0.63 (M) |
| 6 to 10 years | 30 | 3.0* | ±0.4 | 123 | 3.9* | ±0.2 | -0.90 (L) |
| 11 to 14 years | 13 | 2.9* | ±0.7 | 41 | 3.7* | ±0.2 | -0.96 (L) |
| 15 to 20 years | 14 | 2.7* | ±0.6 | 37 | 3.8* | ±0.3 | -1.08 (L) |
| More than 20 years | 24 | 3.2* | ±0.5 | 98 | 4.2* | ±0.1 | -1.33 (L) |
| Appointment Type | | | | | | | |
| Permanent | 124 | 3.0* | ±0.2 | 498 | 3.9* | ±0.1 | -0.93 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Non-Seasonal | 122 | 3.0* | ±0.2 | 493 | 3.9* | ±0.1 | -0.91 (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 | 122 | 3.0* | ±0.2 | 493 | 3.9* | ±0.1 | -0.91 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Age - Collapsed | | | | | | | |
| 39 or under | 41 | 3.1* | ±0.4 | 122 | 3.9* | ±0.2 | -0.85 (L) |
| 40 or older | 82 | 3.0* | ±0.3 | 373 | 3.9* | ±0.1 | -0.97 (L) |
| Age | | | | | | | |
| 25 or under | -- | -- | -- | -- | -- | -- | NA |
| 26-29 | 7 | 2.3* | ±0.9 | 7 | 4.6* | ±0.4 | -2.29 (L) |
| 30-39 | 35 | 3.2* | ±0.4 | 114 | 3.8* | ±0.2 | -0.67 (M) |
| 40-49 | 15 | 3.1* | ±0.4 | 122 | 3.9* | ±0.1 | -0.93 (L) |
| 50-59 | 36 | 2.8* | ±0.4 | 176 | 3.9* | ±0.1 | -1.21 (L) |
| 60 or older | 32 | 3.2* | ±0.5 | 75 | 4.0* | ±0.2 | -0.70 (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.

4.1.7 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 ONRR.

Table 4.7 ONRR – 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 | 60 | 52.7%* | ±9.3 | 21 | 4.3%* | ±2.2 | 1.21 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | NR | NR | NR | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | NR | NR | NR | NR |
| General Schedule (GS) 11-12 | 27 | 48.2%* | ±13.3 | 15 | 5.8%* | ±3.7 | 1.05 (L) |
| General Schedule (GS) 13-15 | 29 | 54.6% | ±13.8 | NR | NR | NR | NR |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| 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 | NR | NR | NR | NR |
| 4 to 5 years | NR | NR | NR | NR | NR | NR | NR |
| 6 to 10 years | NR | NR | NR | 8 | 6.3% | ±6.1 | NR |
| 11 to 14 years | NR | NR | NR | NR | NR | NR | NR |
| 15 to 20 years | NR | NR | NR | NR | NR | NR | NR |
| More than 20 years | NR | NR | NR | 0 | 0.0% | NA | NR |
| Appointment Type | | | | | | | |
| Permanent | 60 | 52.7%* | ±9.3 | 21 | 4.3%* | ±2.2 | 1.21 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Non-Seasonal | 58 | 52.0%* | ±9.4 | 21 | 4.4%* | ±2.2 | 1.19 (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 | 58 | 52.0%* | ±9.4 | 21 | 4.4%* | ±2.2 | 1.19 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Age - Collapsed | | | | | | | |
| 39 or under | 24 | 61.4%* | ±16.6 | 5 | 4.3%* | ±5.7 | 1.38 (L) |
| 40 or older | 36 | 48.2%* | ±11.5 | 16 | 4.4%* | ±2.6 | 1.11 (L) |
| Age | | | | | | | |
| 25 or under | -- | -- | -- | -- | -- | -- | NA |
| 26-29 | NR | NR | NR | NR | NR | NR | NR |
| 30-39 | NR | NR | NR | 5 | 4.6% | ±6.0 | NR |
| 40-49 | NR | NR | NR | 10 | 8.1% | ±6.5 | NR |
| 50-59 | NR | NR | NR | 5 | 2.9% | ±3.9 | NR |
| 60 or older | NR | NR | NR | NR | NR | NR | NR |

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

4.1.8 Logistic Regression Analyses of Age Harassment and Predictors of Workplace Harassment

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced age harassment against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to age harassment, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience age harassment. Table 4.8 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.8 ONRR – 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 | 1.845 | 0.773 | 5.703 | -- | 6.329 | -- | -- | -- | -- |
| Age | -0.711 | 0.358 | 3.939 | 0.047 | 0.491 | 0.243 | 0.991 | -173.556 | 3.934 |
| Education Level | 0.764 | 0.386 | 3.912 | 0.048 | 2.147 | 1.007 | 4.579 | -173.671 | 4.164 |
| Race/Ethnicity | 0.909 | 0.340 | 7.129 | 0.008 | 2.482 | 1.273 | 4.838 | -175.531 | 7.884 |
| Years of Service at Bureau or Office | 0.314 | 0.094 | 11.043 | 0.001 | 1.369 | 1.137 | 1.647 | -177.539 | 11.900 |
| Organizational Inclusion | -0.486 | 0.164 | 8.777 | 0.003 | 0.615 | 0.446 | 0.848 | -176.045 | 8.913 |
| Bystander Harassment Based on Age | -2.707 | 0.364 | 55.239 | 0.000 | 0.067 | 0.033 | 0.136 | -202.790 | 62.402 |
| General Intolerance | -0.479 | 0.183 | 6.854 | 0.009 | 0.620 | 0.433 | 0.887 | -174.992 | 6.805 |

Note. N = 535, Nagelkerke R Square = 0.456

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 ONRR.

Table 4.9 ONRR – 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 | 81 | 2.7* | ±0.2 | 523 | 3.6* | ±0.1 | -1.03 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 9 | 3.5 | ±0.4 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 3.7 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 47 | 2.5* | ±0.2 | 266 | 3.5* | ±0.1 | -1.18 (L) |
| General Schedule (GS) 13-15 | 31 | 3.1* | ±0.3 | 192 | 3.7* | ±0.1 | -0.69 (M) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |

| | 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 | -- | -- | -- | 40 | 4.0 | ±0.2 | NA |
| 1 to 3 years | 15 | 2.5* | ±0.4 | 76 | 3.7* | ±0.2 | -1.31 (L) |
| 4 to 5 years | 12 | 2.5* | ±0.2 | 79 | 3.5* | ±0.2 | -1.07 (L) |
| 6 to 10 years | 22 | 2.6* | ±0.3 | 127 | 3.7* | ±0.1 | -1.38 (L) |
| 11 to 14 years | 7 | 2.9 | ±1.2 | 47 | 3.5 | ±0.2 | -0.76 (M) |
| 15 to 20 years | 11 | 2.5* | ±0.6 | 38 | 3.2* | ±0.3 | -0.74 (M) |
| More than 20 years | 15 | 3.3 | ±0.2 | 109 | 3.6 | ±0.2 | -0.32 (S) |
| Appointment Type | | | | | | | |
| Permanent | 81 | 2.7* | ±0.2 | 523 | 3.6* | ±0.1 | -1.03 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Non-Seasonal | 79 | 2.7* | ±0.2 | 519 | 3.6* | ±0.1 | -1.04 (L) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 79 | 2.7* | ±0.2 | 519 | 3.6* | ±0.1 | -1.04 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Race/Ethnicity - Collapsed | | | | | | | |
| Non-Minority (Non-Hispanic White) | 19 | 2.9* | ±0.4 | 365 | 3.5* | ±0.1 | -0.67 (M) |
| Minority | 62 | 2.7* | ±0.2 | 147 | 3.8* | ±0.1 | -1.54 (L) |
| Race/Ethnicity | | | | | | | |
| Hispanic | 9 | 2.3* | ±0.6 | 69 | 3.8* | ±0.2 | -2.01 (L) |
| American Indian or Alaskan Native | NR | NR | NR | 7 | 3.7 | ±0.8 | NR |
| Asian | 5 | 2.4* | ±1.0 | 13 | 4.0* | ±0.3 | -2.08 (L) |
| Black/African-American | 32 | 3.0* | ±0.3 | 33 | 3.8* | ±0.2 | -1.09 (L) |
| Native Hawaiian or Other Pacific Islander | -- | -- | -- | -- | -- | -- | NA |
| Non-Hispanic White | 19 | 2.9* | ±0.4 | 365 | 3.5* | ±0.1 | -0.67 (M) |
| Multi-racial | 12 | 2.3* | ±0.4 | 24 | 3.8* | ±0.3 | -2.27 (L) |

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

4.2.2 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 ONRR.

Table 4.10 ONRR – 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 | 81 | 0.37* | ±0.09 | 534 | 0.66* | ±0.04 | -0.70 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 0.64 | ±0.28 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 0.81 | ±0.10 | NR |
| General Schedule (GS) 11-12 | 47 | 0.34* | ±0.12 | 273 | 0.59* | ±0.05 | -0.57 (M) |
| General Schedule (GS) 13-15 | 31 | 0.45* | ±0.15 | 194 | 0.73* | ±0.05 | -0.70 (M) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 0.79 | ±0.10 | NA |
| 1 to 3 years | 15 | 0.38* | ±0.21 | 80 | 0.72* | ±0.09 | -0.80 (L) |
| 4 to 5 years | NR | NR | NR | 79 | 0.66 | ±0.10 | NR |
| 6 to 10 years | 22 | 0.23* | ±0.16 | 127 | 0.60* | ±0.07 | -0.91 (L) |
| 11 to 14 years | 7 | 0.67 | ±0.33 | 47 | 0.72 | ±0.10 | -0.15 |
| 15 to 20 years | 11 | 0.46 | ±0.27 | 40 | 0.54 | ±0.14 | -0.17 |
| More than 20 years | 15 | 0.63 | ±0.18 | 109 | 0.67 | ±0.08 | -0.11 |
| Appointment Type | | | | | | | |
| Permanent | 81 | 0.37* | ±0.09 | 534 | 0.66* | ±0.04 | -0.70 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Non-Seasonal | 79 | 0.36* | ±0.09 | 529 | 0.66* | ±0.04 | -0.74 (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 | 79 | 0.36* | ±0.09 | 529 | 0.66* | ±0.04 | -0.74 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Race/Ethnicity - Collapsed | | | | | | | |
| Non-Minority (Non-Hispanic White) | 19 | 0.46 | ±0.19 | 368 | 0.64 | ±0.04 | -0.45 (S) |
| Minority | 62 | 0.35* | ±0.10 | 154 | 0.71* | ±0.07 | -0.86 (L) |
| Race/Ethnicity | | | | | | | |
| Hispanic | NR | NR | NR | 77 | 0.85 | ±0.08 | NR |
| American Indian or Alaskan Native | NR | NR | NR | 7 | 0.55 | ±0.39 | NR |
| Asian | 5 | 0.68 | ±0.45 | 13 | 0.69 | ±0.25 | -0.01 |
| Black/African-American | 32 | 0.39 | ±0.14 | 33 | 0.54 | ±0.16 | -0.34 (S) |
| Native Hawaiian or Other Pacific Islander | -- | -- | -- | -- | -- | -- | NA |
| Non-Hispanic White | 19 | 0.46 | ±0.19 | 368 | 0.64 | ±0.04 | -0.45 (S) |
| Multi-racial | NR | NR | NR | 24 | 0.58 | ±0.18 | NR |

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

4.2.3 Racial/Ethnic Harassment and Organizational Politics

Table 4.11 presents organizational politics for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Organizational politics was measured with a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater pressure to conform to organizational norms. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.11 ONRR – 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 | 79 | 3.4* | ±0.2 | 524 | 2.7* | ±0.1 | 0.74 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 2.5 | ±0.3 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 2.5 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 46 | 3.8* | ±0.3 | 267 | 2.9* | ±0.1 | 0.96 (L) |
| General Schedule (GS) 13-15 | 31 | 2.8 | ±0.4 | 191 | 2.5 | ±0.1 | 0.31 (S) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 2.5 | ±0.2 | NA |
| 1 to 3 years | 13 | 3.8* | ±0.6 | 82 | 2.8* | ±0.2 | 1.01 (L) |
| 4 to 5 years | 12 | 3.8* | ±0.5 | 77 | 2.9* | ±0.2 | 0.90 (L) |
| 6 to 10 years | 22 | 3.3* | ±0.4 | 125 | 2.7* | ±0.1 | 0.67 (M) |
| 11 to 14 years | 7 | 3.5 | ±0.5 | 46 | 2.9 | ±0.3 | 0.59 (M) |
| 15 to 20 years | 11 | 3.6* | ±0.6 | 40 | 2.8* | ±0.3 | 0.82 (L) |
| More than 20 years | 15 | 2.8 | ±0.6 | 101 | 2.5 | ±0.1 | 0.36 (S) |
| Appointment Type | | | | | | | |
| Permanent | 79 | 3.4* | ±0.2 | 524 | 2.7* | ±0.1 | 0.74 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Non-Seasonal | 78 | 3.4* | ±0.2 | 523 | 2.7* | ±0.1 | 0.73 (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 | 78 | 3.4* | ±0.2 | 523 | 2.7* | ±0.1 | 0.73 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Race/Ethnicity - Collapsed | | | | | | | |
| Non-Minority (Non-Hispanic White) | 19 | 3.0 | ±0.4 | 364 | 2.8 | ±0.1 | 0.23 (S) |
| Minority | 60 | 3.5* | ±0.3 | 145 | 2.6* | ±0.1 | 1.07 (L) |
| Race/Ethnicity | | | | | | | |
| Hispanic | 9 | 3.4* | ±0.5 | 72 | 2.6* | ±0.1 | 1.24 (L) |
| American Indian or Alaskan Native | NR | NR | NR | 7 | 2.7 | ±0.6 | NR |
| Asian | 5 | 3.6* | ±0.4 | 8 | 2.3* | ±0.4 | 2.54 (L) |
| Black/African-American | 31 | 3.2* | ±0.4 | 33 | 2.6* | ±0.3 | 0.64 (M) |
| Native Hawaiian or Other Pacific Islander | -- | -- | -- | -- | -- | -- | NA |
| Non-Hispanic White | 19 | 3.0 | ±0.4 | 364 | 2.8 | ±0.1 | 0.23 (S) |
| Multi-racial | 12 | 4.2* | ±0.4 | 24 | 2.8* | ±0.4 | 1.59 (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 ONRR.

Table 4.12 ONRR – 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 | 81 | 2.8* | ±0.2 | 529 | 3.7* | ±0.1 | -1.08 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 9 | 3.9 | ±0.6 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 3.6 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 47 | 2.5* | ±0.2 | 273 | 3.6* | ±0.1 | -1.31 (L) |
| General Schedule (GS) 13-15 | 31 | 3.3* | ±0.3 | 189 | 3.8* | ±0.1 | -0.67 (M) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 4.0 | ±0.2 | NA |
| 1 to 3 years | 15 | 2.4* | ±0.4 | 81 | 3.8* | ±0.2 | -1.75 (L) |
| 4 to 5 years | 12 | 2.7* | ±0.4 | 79 | 3.3* | ±0.2 | -0.75 (M) |
| 6 to 10 years | 22 | 2.5* | ±0.3 | 125 | 3.7* | ±0.1 | -1.57 (L) |
| 11 to 14 years | 7 | 2.5* | ±0.9 | 46 | 3.5* | ±0.2 | -1.04 (L) |
| 15 to 20 years | 11 | 3.0 | ±0.6 | 38 | 3.3 | ±0.3 | -0.33 (S) |
| More than 20 years | 15 | 3.6 | ±0.5 | 107 | 3.9 | ±0.1 | -0.46 (S) |
| Appointment Type | | | | | | | |
| Permanent | 81 | 2.8* | ±0.2 | 529 | 3.7* | ±0.1 | -1.08 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Non-Seasonal | 79 | 2.8* | ±0.2 | 525 | 3.7* | ±0.1 | -1.07 (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 | 79 | 2.8* | ±0.2 | 525 | 3.7* | ±0.1 | -1.07 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Race/Ethnicity - Collapsed | | | | | | | |
| Non-Minority (Non-Hispanic White) | 19 | 3.0* | ±0.5 | 363 | 3.7* | ±0.1 | -0.81 (L) |
| Minority | 62 | 2.7* | ±0.2 | 153 | 3.7* | ±0.1 | -1.21 (L) |
| Race/Ethnicity | | | | | | | |
| Hispanic | 9 | 2.7* | ±0.3 | 77 | 3.6* | ±0.2 | -1.10 (L) |
| American Indian or Alaskan Native | NR | NR | NR | 7 | 3.6 | ±0.8 | NR |
| Asian | 5 | 2.3* | ±1.0 | 11 | 3.7* | ±0.3 | -1.75 (L) |
| Black/African-American | 32 | 2.9* | ±0.3 | 33 | 3.9* | ±0.3 | -1.08 (L) |
| Native Hawaiian or Other Pacific Islander | -- | -- | -- | -- | -- | -- | NA |
| Non-Hispanic White | 19 | 3.0* | ±0.5 | 363 | 3.7* | ±0.1 | -0.81 (L) |
| Multi-racial | 12 | 2.5* | ±0.5 | 24 | 3.8* | ±0.3 | -1.61 (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 ONRR.

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

| | Experienced race/ethnicity harassment | | | Did not experience race/ethnicity harassment | | | Effect size |
|---|---------------------------------------|-------------------------|------------|--|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Overall | 76 | 2.9* | ±0.3 | 523 | 4.0* | ±0.1 | -1.10 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 9 | 4.2 | ±0.4 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 45 | 4.3 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 42 | 2.6* | ±0.4 | 268 | 3.9* | ±0.1 | -1.25 (L) |
| General Schedule (GS) 13-15 | 31 | 3.4* | ±0.4 | 191 | 4.2* | ±0.1 | -0.79 (M) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 4.3 | ±0.2 | NA |
| 1 to 3 years | 14 | 2.2* | ±0.7 | 78 | 3.9* | ±0.2 | -1.60 (L) |
| 4 to 5 years | 10 | 2.5* | ±0.6 | 77 | 4.0* | ±0.2 | -1.43 (L) |
| 6 to 10 years | 20 | 3.6* | ±0.6 | 125 | 4.1* | ±0.2 | -0.50 (M) |
| 11 to 14 years | 7 | 2.2* | ±1.0 | 44 | 3.7* | ±0.3 | -1.49 (L) |
| 15 to 20 years | 11 | 2.8* | ±0.9 | 38 | 3.7* | ±0.3 | -0.73 (M) |
| More than 20 years | 15 | 3.5* | ±0.3 | 107 | 4.3* | ±0.1 | -1.08 (L) |
| Appointment Type | | | | | | | |
| Permanent | 76 | 2.9* | ±0.3 | 523 | 4.0* | ±0.1 | -1.10 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Non-Seasonal | 74 | 2.9* | ±0.3 | 519 | 4.0* | ±0.1 | -1.09 (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 | 74 | 2.9* | ±0.3 | 519 | 4.0* | ±0.1 | -1.09 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Race/Ethnicity - Collapsed | | | | | | | |
| Non-Minority (Non-Hispanic White) | 19 | 3.3* | ±0.6 | 361 | 4.0* | ±0.1 | -0.74 (M) |
| Minority | 57 | 2.8* | ±0.3 | 149 | 4.1* | ±0.1 | -1.29 (L) |
| Race/Ethnicity | | | | | | | |
| Hispanic | 6 | 4.4 | ±0.5 | 74 | 4.2 | ±0.2 | 0.30 (S) |
| American Indian or Alaskan Native | NR | NR | NR | 6 | 4.1 | ±0.7 | NR |
| Asian | 5 | 2.3* | ±0.9 | 11 | 4.5* | ±0.2 | -3.11 (L) |
| Black/African-American | 31 | 2.7* | ±0.4 | 33 | 4.0* | ±0.3 | -1.21 (L) |
| Native Hawaiian or Other Pacific Islander | -- | -- | -- | -- | -- | -- | NA |
| Non-Hispanic White | 19 | 3.3* | ±0.6 | 361 | 4.0* | ±0.1 | -0.74 (M) |
| Multi-racial | 10 | 2.6* | ±0.7 | 24 | 3.9* | ±0.3 | -1.40 (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 ONRR.

Table 4.14 ONRR – 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 | 81 | 3.0* | ±0.3 | 537 | 3.8* | ±0.1 | -0.89 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 3.3 | ±0.6 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 3.9 | ±0.3 | NR |
| General Schedule (GS) 11-12 | 47 | 2.8* | ±0.4 | 273 | 3.8* | ±0.1 | -1.00 (L) |
| General Schedule (GS) 13-15 | 31 | 3.3* | ±0.3 | 196 | 3.9* | ±0.1 | -0.58 (M) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 4.0 | ±0.2 | NA |
| 1 to 3 years | 15 | 2.4* | ±0.7 | 82 | 3.9* | ±0.2 | -1.35 (L) |
| 4 to 5 years | 12 | 3.4 | ±0.6 | 79 | 3.7 | ±0.2 | -0.24 (S) |
| 6 to 10 years | 22 | 2.8* | ±0.4 | 128 | 3.8* | ±0.2 | -1.12 (L) |
| 11 to 14 years | 7 | 2.4* | ±0.8 | 47 | 3.6* | ±0.2 | -1.40 (L) |
| 15 to 20 years | 11 | 3.1 | ±0.9 | 40 | 3.6 | ±0.3 | -0.42 (S) |
| More than 20 years | 15 | 3.6 | ±0.4 | 107 | 4.1 | ±0.2 | -0.49 (S) |
| Appointment Type | | | | | | | |
| Permanent | 81 | 3.0* | ±0.3 | 537 | 3.8* | ±0.1 | -0.89 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Non-Seasonal | 79 | 3.0* | ±0.3 | 533 | 3.8* | ±0.1 | -0.87 (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 | 79 | 3.0* | ±0.3 | 533 | 3.8* | ±0.1 | -0.87 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Race/Ethnicity - Collapsed | | | | | | | |
| Non-Minority (Non-Hispanic White) | 19 | 3.2* | ±0.5 | 368 | 3.8* | ±0.1 | -0.57 (M) |
| Minority | 62 | 2.9* | ±0.3 | 154 | 4.0* | ±0.1 | -1.23 (L) |
| Race/Ethnicity | | | | | | | |
| Hispanic | 9 | 3.4 | ±0.7 | 77 | 4.0 | ±0.2 | -0.63 (M) |
| American Indian or Alaskan Native | NR | NR | NR | 7 | 3.8 | ±0.5 | NR |
| Asian | 5 | 2.2* | ±0.9 | 13 | 4.1* | ±0.4 | -2.16 (L) |
| Black/African-American | 32 | 3.0* | ±0.4 | 33 | 4.4* | ±0.2 | -1.56 (L) |
| Native Hawaiian or Other Pacific Islander | -- | -- | -- | -- | -- | -- | NA |
| Non-Hispanic White | 19 | 3.2* | ±0.5 | 368 | 3.8* | ±0.1 | -0.57 (M) |
| Multi-racial | 12 | 3.1* | ±0.7 | 24 | 3.9* | ±0.3 | -0.92 (L) |

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

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 ONRR.

Table 4.15 ONRR – 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 | 35 | 42.9%* | ±11.2 | 28 | 5.4%* | ±2.3 | 0.96 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | NR | NR | NR | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 0 | 0.0% | NA | NR |
| General Schedule (GS) 11-12 | 25 | 53.8%* | ±14.6 | 20 | 7.4%* | ±3.9 | 1.10 (L) |
| General Schedule (GS) 13-15 | NR | NR | NR | 9 | 4.5% | ±4.1 | NR |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 0 | 0.0% | NA | NA |
| 1 to 3 years | NR | NR | NR | NR | NR | NR | NR |
| 4 to 5 years | NR | NR | NR | NR | NR | NR | NR |
| 6 to 10 years | NR | NR | NR | NR | NR | NR | NR |
| 11 to 14 years | NR | NR | NR | 6 | 11.6% | ±13.2 | NR |
| 15 to 20 years | NR | NR | NR | 9 | 22.1% | ±16.2 | NR |
| More than 20 years | NR | NR | NR | NR | NR | NR | NR |
| Appointment Type | | | | | | | |
| Permanent | 35 | 42.9%* | ±11.2 | 28 | 5.4%* | ±2.3 | 0.96 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | 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 | 33 | 41.7%* | ±11.3 | 28 | 5.4%* | ±2.3 | 0.93 (L) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 33 | 41.7%* | ±11.3 | 28 | 5.4%* | ±2.3 | 0.93 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Race/Ethnicity - Collapsed | | | | | | | |
| Non-Minority (Non-Hispanic White) | NR | NR | NR | 15 | 4.2% | ±2.7 | NR |
| Minority | 28 | 44.8%* | ±12.8 | 13 | 8.6%* | ±5.7 | 0.87 (L) |
| Race/Ethnicity | | | | | | | |
| Hispanic | NR | NR | NR | 6 | 8.8% | ±9.2 | NR |
| American Indian or Alaskan Native | NR | NR | NR | NR | NR | NR | NR |
| Asian | NR | NR | NR | NR | NR | NR | NR |
| Black/African-American | NR | NR | NR | 0 | 0.0% | NA | NR |
| Native Hawaiian or Other Pacific Islander | -- | -- | -- | -- | -- | -- | NA |
| Non-Hispanic White | NR | NR | NR | 15 | 4.2% | ±2.7 | NR |
| Multi-racial | NR | NR | NR | NR | NR | NR | NR |

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

4.2.8 Logistic Regression Analyses of Racial/Ethnic Harassment and Predictors of Workplace Harassment

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced racial/ethnic harassment against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to racial/ethnic harassment, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience racial/ethnic harassment. Table 4.16 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.16 ONRR – 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 | 4.155 | 0.743 | 31.232 | -- | 63.750 | -- | -- | -- | -- |
| Sex | 0.773 | 0.326 | 5.621 | 0.018 | 2.166 | 1.143 | 4.103 | -139.709 | 5.715 |
| Race/Ethnicity | -2.406 | 0.358 | 45.079 | 0.000 | 0.090 | 0.045 | 0.182 | -164.658 | 55.613 |
| Organizational Trust | -0.460 | 0.215 | 4.586 | 0.032 | 0.631 | 0.414 | 0.962 | -139.194 | 4.685 |
| Bystander Harassment Based on Race/Ethnicity | -1.052 | 0.413 | 6.481 | 0.011 | 0.349 | 0.155 | 0.785 | -140.015 | 6.327 |
| General Intolerance | -0.897 | 0.219 | 16.718 | 0.000 | 0.408 | 0.265 | 0.627 | -145.619 | 17.535 |

Note. N = 537, Nagelkerke R Square = 0.429

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 ONRR.

Table 4.17 ONRR – 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 | 44 | 2.9* | ±0.4 | 561 | 3.5* | ±0.1 | -0.72 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 9 | 3.5 | ±0.4 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 45 | 3.7 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 30 | 2.8* | ±0.4 | 284 | 3.4* | ±0.1 | -0.63 (M) |
| General Schedule (GS) 13-15 | 10 | 3.3 | ±0.6 | 212 | 3.6 | ±0.1 | -0.40 (S) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |

| | Experienced religious harassment | | | Did not experience religious harassment | | | Effect size |
|---|----------------------------------|-------------------------|------------|---|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | NR | NR | NR | 34 | 4.0 | ±0.2 | NR |
| 1 to 3 years | NR | NR | NR | 89 | 3.5 | ±0.2 | NR |
| 4 to 5 years | 8 | 3.0 | ±0.7 | 82 | 3.4 | ±0.2 | -0.42 (S) |
| 6 to 10 years | 12 | 2.9* | ±0.5 | 139 | 3.6* | ±0.1 | -0.73 (M) |
| 11 to 14 years | NR | NR | NR | 51 | 3.5 | ±0.2 | NR |
| 15 to 20 years | 6 | 1.5* | ±0.1 | 43 | 3.3* | ±0.2 | -2.16 (L) |
| More than 20 years | 7 | 2.7* | ±0.8 | 117 | 3.6* | ±0.2 | -0.99 (L) |
| Appointment Type | | | | | | | |
| Permanent | 44 | 2.9* | ±0.4 | 561 | 3.5* | ±0.1 | -0.72 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 44 | 2.9* | ±0.4 | 555 | 3.5* | ±0.1 | -0.71 (M) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 44 | 2.9* | ±0.4 | 555 | 3.5* | ±0.1 | -0.71 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |

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

4.3.2 Religious Harassment and Leadership Intolerance for Harassment

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

Table 4.18 ONRR – 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 | 44 | 0.47* | ±0.13 | 571 | 0.64* | ±0.03 | -0.39 (S) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 0.64 | ±0.28 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 45 | 0.83 | ±0.10 | NR |
| General Schedule (GS) 11-12 | 30 | 0.45 | ±0.15 | 290 | 0.57 | ±0.05 | -0.26 (S) |
| General Schedule (GS) 13-15 | 10 | 0.62 | ±0.28 | 214 | 0.69 | ±0.05 | -0.18 |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | NR | NR | NR | 39 | 0.83 | ±0.11 | NR |
| 1 to 3 years | NR | NR | NR | 93 | 0.67 | ±0.09 | NR |
| 4 to 5 years | 8 | 0.58 | ±0.36 | 82 | 0.59 | ±0.10 | -0.02 |
| 6 to 10 years | 12 | 0.43 | ±0.20 | 139 | 0.56 | ±0.07 | -0.29 (S) |
| 11 to 14 years | NR | NR | NR | 51 | 0.70 | ±0.10 | NR |
| 15 to 20 years | 6 | 0.00* | ±0.00 | 45 | 0.59* | ±0.13 | -1.37 (L) |
| More than 20 years | 7 | 0.43 | ±0.36 | 117 | 0.68 | ±0.07 | -0.65 (M) |
| Appointment Type | | | | | | | |
| Permanent | 44 | 0.47* | ±0.13 | 571 | 0.64* | ±0.03 | -0.39 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 44 | 0.47* | ±0.13 | 565 | 0.64* | ±0.03 | -0.39 (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 | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 44 | 0.47* | ±0.13 | 565 | 0.64* | ±0.03 | -0.39 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |

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

4.3.3 Religious Harassment and Organizational Politics

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

Table 4.19 ONRR – 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 | 44 | 3.5* | ±0.3 | 558 | 2.8* | ±0.1 | 0.85 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 2.5 | ±0.3 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 45 | 2.5 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 30 | 3.6* | ±0.4 | 282 | 3.0* | ±0.1 | 0.64 (M) |
| General Schedule (GS) 13-15 | 10 | 3.2* | ±0.7 | 210 | 2.5* | ±0.1 | 0.90 (L) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | 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 | NR | NR | NR | 39 | 2.5 | ±0.2 | NR |
| 1 to 3 years | NR | NR | NR | 93 | 2.9 | ±0.2 | NR |
| 4 to 5 years | 8 | 3.5 | ±0.7 | 81 | 2.9 | ±0.2 | 0.53 (M) |
| 6 to 10 years | 12 | 3.5* | ±0.5 | 135 | 2.8* | ±0.1 | 0.95 (L) |
| 11 to 14 years | NR | NR | NR | 49 | 2.9 | ±0.2 | NR |
| 15 to 20 years | 6 | 4.7* | ±0.5 | 45 | 2.8* | ±0.2 | 2.54 (L) |
| More than 20 years | 7 | 3.1 | ±0.7 | 109 | 2.5 | ±0.1 | 0.74 (M) |
| Appointment Type | | | | | | | |
| Permanent | 44 | 3.5* | ±0.3 | 558 | 2.8* | ±0.1 | 0.85 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 44 | 3.5* | ±0.3 | 555 | 2.8* | ±0.1 | 0.86 (L) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 44 | 3.5* | ±0.3 | 555 | 2.8* | ±0.1 | 0.86 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |

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

4.3.4 Religious Harassment and Organizational Trust

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

Table 4.20 ONRR – 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 | 44 | 2.8* | ±0.3 | 565 | 3.6* | ±0.1 | -0.89 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 9 | 3.9 | ±0.6 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 45 | 3.6 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 30 | 2.7* | ±0.4 | 291 | 3.5* | ±0.1 | -0.88 (L) |
| General Schedule (GS) 13-15 | 10 | 3.4 | ±0.7 | 208 | 3.8 | ±0.1 | -0.48 (S) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | NR | NR | NR | 39 | 4.0 | ±0.2 | NR |
| 1 to 3 years | NR | NR | NR | 94 | 3.6 | ±0.2 | NR |
| 4 to 5 years | 8 | 2.8 | ±0.6 | 82 | 3.2 | ±0.2 | -0.47 (S) |
| 6 to 10 years | 12 | 2.8* | ±0.6 | 135 | 3.6* | ±0.1 | -0.91 (L) |
| 11 to 14 years | NR | NR | NR | 49 | 3.5 | ±0.2 | NR |
| 15 to 20 years | 6 | 1.9* | ±0.4 | 43 | 3.4* | ±0.3 | -1.79 (L) |
| More than 20 years | 7 | 3.2* | ±0.6 | 115 | 3.9* | ±0.1 | -0.96 (L) |
| Appointment Type | | | | | | | |
| Permanent | 44 | 2.8* | ±0.3 | 565 | 3.6* | ±0.1 | -0.89 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 44 | 2.8* | ±0.3 | 559 | 3.6* | ±0.1 | -0.89 (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 | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 44 | 2.8* | ±0.3 | 559 | 3.6* | ±0.1 | -0.89 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |

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

4.3.5 Religious Harassment and Supervisor Support

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

Table 4.21 ONRR – 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 | 44 | 3.1* | ±0.4 | 552 | 4.0* | ±0.1 | -0.83 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 9 | 4.2 | ±0.4 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 44 | 4.3 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 30 | 3.0* | ±0.6 | 278 | 3.8* | ±0.1 | -0.65 (M) |
| General Schedule (GS) 13-15 | 10 | 3.3* | ±0.7 | 209 | 4.1* | ±0.1 | -0.83 (L) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |

| | Experienced religious harassment | | | Did not experience religious harassment | | | Effect size |
|---|----------------------------------|-------------------------|------------|---|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | NR | NR | NR | 39 | 4.3 | ±0.2 | NR |
| 1 to 3 years | NR | NR | NR | 90 | 3.6 | ±0.3 | NR |
| 4 to 5 years | 8 | 3.4 | ±0.9 | 79 | 3.8 | ±0.2 | -0.42 (S) |
| 6 to 10 years | 12 | 3.3* | ±0.7 | 131 | 4.1* | ±0.2 | -0.82 (L) |
| 11 to 14 years | NR | NR | NR | 48 | 3.7 | ±0.3 | NR |
| 15 to 20 years | 6 | 1.5* | ±0.8 | 43 | 3.8* | ±0.3 | -2.37 (L) |
| More than 20 years | 7 | 3.5* | ±0.7 | 115 | 4.2* | ±0.1 | -1.00 (L) |
| Appointment Type | | | | | | | |
| Permanent | 44 | 3.1* | ±0.4 | 552 | 4.0* | ±0.1 | -0.83 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 44 | 3.1* | ±0.4 | 546 | 4.0* | ±0.1 | -0.83 (L) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 44 | 3.1* | ±0.4 | 546 | 4.0* | ±0.1 | -0.83 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |

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

4.3.6 Religious Harassment and Organizational Inclusion

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

Table 4.22 ONRR – 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 | 44 | 2.8* | ±0.4 | 573 | 3.8* | ±0.1 | -1.01 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 3.3 | ±0.6 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 45 | 4.0 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 30 | 2.7* | ±0.4 | 291 | 3.8* | ±0.1 | -1.02 (L) |
| General Schedule (GS) 13-15 | 10 | 3.2* | ±0.8 | 214 | 3.8* | ±0.1 | -0.67 (M) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | NR | NR | NR | 39 | 4.1 | ±0.2 | NR |
| 1 to 3 years | NR | NR | NR | 95 | 3.7 | ±0.2 | NR |
| 4 to 5 years | 8 | 3.0 | ±0.5 | 82 | 3.7 | ±0.2 | -0.70 (M) |
| 6 to 10 years | 12 | 3.0* | ±0.6 | 139 | 3.8* | ±0.2 | -0.82 (L) |
| 11 to 14 years | NR | NR | NR | 51 | 3.6 | ±0.2 | NR |
| 15 to 20 years | 6 | 1.5* | ±0.8 | 45 | 3.7* | ±0.2 | -2.60 (L) |
| More than 20 years | 7 | 3.1* | ±1.1 | 115 | 4.1* | ±0.2 | -1.03 (L) |
| Appointment Type | | | | | | | |
| Permanent | 44 | 2.8* | ±0.4 | 573 | 3.8* | ±0.1 | -1.01 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 44 | 2.8* | ±0.4 | 567 | 3.8* | ±0.1 | -1.01 (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 | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 44 | 2.8* | ±0.4 | 567 | 3.8* | ±0.1 | -1.01 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |

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

4.3.7 Religious Harassment and Bystander Harassment

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

Table 4.23 ONRR – 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 | 18 | 42.5%* | ±15.9 | 18 | 3.1%* | ±1.8 | 1.07 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | NR | NR | NR | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 0 | 0.0% | NA | NR |
| General Schedule (GS) 11-12 | NR | NR | NR | 11 | 4.0% | ±3.0 | NR |
| General Schedule (GS) 13-15 | NR | NR | NR | 6 | 2.9% | ±3.4 | NR |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |

| | Experienced religious harassment | | | Did not experience religious harassment | | | Effect size |
|---|----------------------------------|----------------------------|------------|---|----------------------------|------------|------------------|
| | <i>N</i> | <i>Percent^a</i> | <i>MoE</i> | <i>N</i> | <i>Percent^a</i> | <i>MoE</i> | <i>Cohen's h</i> |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | NR | NR | NR | 0 | 0.0% | NA | NR |
| 1 to 3 years | NR | NR | NR | 7 | 8.0% | ±7.9 | NR |
| 4 to 5 years | NR | NR | NR | NR | NR | NR | NR |
| 6 to 10 years | NR | NR | NR | NR | NR | NR | NR |
| 11 to 14 years | NR | NR | NR | 0 | 0.0% | NA | NR |
| 15 to 20 years | NR | NR | NR | NR | NR | NR | NR |
| More than 20 years | NR | NR | NR | 0 | 0.0% | NA | NR |
| Appointment Type | | | | | | | |
| Permanent | 18 | 42.5%* | ±15.9 | 18 | 3.1%* | ±1.8 | 1.07 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 18 | 42.5%* | ±15.9 | 18 | 3.1%* | ±1.8 | 1.06 (L) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 18 | 42.5%* | ±15.9 | 18 | 3.1%* | ±1.8 | 1.06 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |

^a Represents the percent, who, in the past 12 months, indicated they witnessed a situation where another employee was subjected to harassment or discrimination based on 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 ONRR – 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 | -0.814 | 0.906 | 0.807 | -- | 0.443 | -- | -- | -- | -- |
| Sex | 1.659 | 0.450 | 13.584 | 0.000 | 5.255 | 2.175 | 12.698 | -109.892 | 16.390 |
| Organizational Inclusion | -0.553 | 0.183 | 9.124 | 0.003 | 0.575 | 0.402 | 0.824 | -106.142 | 8.890 |
| Bystander Harassment Based on Religious Beliefs | -3.018 | 0.515 | 34.406 | 0.000 | 0.049 | 0.018 | 0.134 | -119.888 | 36.383 |
| Gender Context | 0.880 | 0.414 | 4.521 | 0.033 | 2.410 | 1.071 | 5.423 | -104.035 | 4.677 |

Note. N = 537, Nagelkerke R Square = 0.343

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 ONRR.

Table 4.25 ONRR – 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 | 48 | 2.5* | ±0.2 | 537 | 3.6* | ±0.1 | -1.25 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 9 | 3.5 | ±0.4 | NA |
| General Schedule (GS) 7-10 | 8 | 2.9* | ±0.5 | 33 | 3.8* | ±0.3 | -0.92 (L) |
| General Schedule (GS) 11-12 | 19 | 2.2* | ±0.3 | 285 | 3.5* | ±0.1 | -1.39 (L) |
| General Schedule (GS) 13-15 | 19 | 2.5* | ±0.4 | 200 | 3.7* | ±0.1 | -1.43 (L) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | 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 | -- | -- | -- | 40 | 4.0 | ±0.2 | NA |
| 1 to 3 years | 6 | 2.9 | ±0.4 | 85 | 3.6 | ±0.2 | -0.67 (M) |
| 4 to 5 years | 7 | 2.1* | ±0.5 | 74 | 3.5* | ±0.2 | -1.39 (L) |
| 6 to 10 years | 15 | 2.4* | ±0.4 | 133 | 3.6* | ±0.1 | -1.53 (L) |
| 11 to 14 years | NR | NR | NR | 50 | 3.5 | ±0.2 | NR |
| 15 to 20 years | 8 | 2.6 | ±0.6 | 37 | 3.3 | ±0.3 | -0.76 (M) |
| More than 20 years | 5 | 2.1* | ±0.8 | 115 | 3.6* | ±0.2 | -1.70 (L) |
| Appointment Type | | | | | | | |
| Permanent | 48 | 2.5* | ±0.2 | 537 | 3.6* | ±0.1 | -1.25 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 48 | 2.5* | ±0.2 | 531 | 3.6* | ±0.1 | -1.24 (L) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 48 | 2.5* | ±0.2 | 531 | 3.6* | ±0.1 | -1.24 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Disability | | | | | | | |
| Yes | 29 | 2.5* | ±0.3 | 60 | 3.9* | ±0.2 | -1.85 (L) |
| No | 16 | 2.6* | ±0.3 | 471 | 3.6* | ±0.1 | -1.06 (L) |

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

4.4.2 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 ONRR.

Table 4.26 ONRR – 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 | 49 | 0.35* | ±0.12 | 546 | 0.65* | ±0.04 | -0.71 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | 9 | 0.57 | ±0.31 | NR |
| General Schedule (GS) 7-10 | 8 | 0.67 | ±0.31 | 33 | 0.77 | ±0.13 | -0.24 (S) |
| General Schedule (GS) 11-12 | 19 | 0.24* | ±0.17 | 292 | 0.58* | ±0.05 | -0.79 (M) |
| General Schedule (GS) 13-15 | 19 | 0.24* | ±0.15 | 202 | 0.73* | ±0.05 | -1.29 (L) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 0.79 | ±0.10 | NA |
| 1 to 3 years | 6 | 0.59 | ±0.36 | 89 | 0.68 | ±0.09 | -0.19 |
| 4 to 5 years | NR | NR | NR | 74 | 0.58 | ±0.11 | NR |
| 6 to 10 years | 15 | 0.21* | ±0.18 | 133 | 0.59* | ±0.07 | -0.90 (L) |
| 11 to 14 years | NR | NR | NR | 50 | 0.76 | ±0.10 | NR |
| 15 to 20 years | 10 | 0.51 | ±0.33 | 37 | 0.54 | ±0.14 | -0.08 |
| More than 20 years | 5 | 0.33 | ±0.25 | 115 | 0.67 | ±0.07 | -0.87 (L) |
| Appointment Type | | | | | | | |
| Permanent | 49 | 0.35* | ±0.12 | 546 | 0.65* | ±0.04 | -0.71 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 49 | 0.35* | ±0.12 | 540 | 0.65* | ±0.04 | -0.71 (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 | 49 | 0.35* | ±0.12 | 540 | 0.65* | ±0.04 | -0.71 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Disability | | | | | | | |
| Yes | 29 | 0.42* | ±0.16 | 62 | 0.76* | ±0.10 | -0.81 (L) |
| No | 18 | 0.26* | ±0.17 | 479 | 0.63* | ±0.04 | -0.87 (L) |

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

4.4.3 Disability Harassment and Organizational Politics

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

Table 4.27 ONRR – 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 | 49 | 3.4* | ±0.2 | 533 | 2.8* | ±0.1 | 0.72 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | 9 | 2.4 | ±0.4 | NR |
| General Schedule (GS) 7-10 | 8 | 3.3* | ±0.3 | 33 | 2.6* | ±0.3 | 0.98 (L) |
| General Schedule (GS) 11-12 | 19 | 3.8* | ±0.3 | 283 | 3.0* | ±0.1 | 0.85 (L) |
| General Schedule (GS) 13-15 | 19 | 3.1* | ±0.4 | 198 | 2.5* | ±0.1 | 0.77 (M) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 2.5 | ±0.2 | NA |
| 1 to 3 years | 6 | 2.5 | ±0.3 | 89 | 2.9 | ±0.2 | -0.41 (S) |
| 4 to 5 years | 7 | 4.0* | ±0.5 | 73 | 3.0* | ±0.2 | 0.94 (L) |
| 6 to 10 years | 15 | 3.5* | ±0.4 | 129 | 2.7* | ±0.1 | 0.98 (L) |
| 11 to 14 years | NR | NR | NR | 48 | 3.0 | ±0.3 | NR |
| 15 to 20 years | 10 | 3.3* | ±0.2 | 37 | 2.7* | ±0.3 | 0.77 (M) |
| More than 20 years | 5 | 3.2 | ±0.9 | 107 | 2.5 | ±0.1 | 0.84 (L) |
| Appointment Type | | | | | | | |
| Permanent | 49 | 3.4* | ±0.2 | 533 | 2.8* | ±0.1 | 0.72 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 49 | 3.4* | ±0.2 | 530 | 2.8* | ±0.1 | 0.72 (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 | 49 | 3.4* | ±0.2 | 530 | 2.8* | ±0.1 | 0.72 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Disability | | | | | | | |
| Yes | 29 | 3.2 | ±0.3 | 64 | 2.8 | ±0.2 | 0.42 (S) |
| No | 18 | 3.7* | ±0.3 | 462 | 2.8* | ±0.1 | 1.07 (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 ONRR.

Table 4.28 ONRR – 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 | 48 | 2.7* | ±0.3 | 541 | 3.6* | ±0.1 | -1.11 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 9 | 3.9 | ±0.6 | NA |
| General Schedule (GS) 7-10 | 8 | 3.0* | ±0.5 | 33 | 3.7* | ±0.2 | -1.03 (L) |
| General Schedule (GS) 11-12 | 19 | 2.3* | ±0.3 | 292 | 3.5* | ±0.1 | -1.36 (L) |
| General Schedule (GS) 13-15 | 19 | 2.9* | ±0.4 | 195 | 3.8* | ±0.1 | -1.14 (L) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 4.0 | ±0.2 | NA |
| 1 to 3 years | 6 | 3.1 | ±0.6 | 89 | 3.6 | ±0.2 | -0.59 (M) |
| 4 to 5 years | 7 | 2.1* | ±0.3 | 74 | 3.3* | ±0.2 | -1.44 (L) |
| 6 to 10 years | 15 | 2.6* | ±0.4 | 129 | 3.6* | ±0.1 | -1.19 (L) |
| 11 to 14 years | NR | NR | NR | 48 | 3.4 | ±0.3 | NR |
| 15 to 20 years | 8 | 2.6* | ±0.6 | 37 | 3.5* | ±0.3 | -1.02 (L) |
| More than 20 years | 5 | 3.4 | ±1.1 | 113 | 3.9 | ±0.1 | -0.61 (M) |
| Appointment Type | | | | | | | |
| Permanent | 48 | 2.7* | ±0.3 | 541 | 3.6* | ±0.1 | -1.11 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 48 | 2.7* | ±0.3 | 535 | 3.6* | ±0.1 | -1.10 (L) |

| | Experienced disability harassment | | | Did not experience disability harassment | | | Effect size |
|---|-----------------------------------|-------------------------|------------|--|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 48 | 2.7* | ±0.3 | 535 | 3.6* | ±0.1 | -1.10 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Disability | | | | | | | |
| Yes | 29 | 2.7* | ±0.3 | 64 | 3.9* | ±0.2 | -1.36 (L) |
| No | 16 | 2.7* | ±0.5 | 470 | 3.6* | ±0.1 | -1.08 (L) |

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

4.4.5 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 ONRR.

Table 4.29 ONRR – 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 | 48 | 3.0* | ±0.3 | 530 | 4.0* | ±0.1 | -0.93 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 9 | 4.2 | ±0.4 | NA |
| General Schedule (GS) 7-10 | 8 | 3.3* | ±0.6 | 32 | 4.3* | ±0.2 | -1.36 (L) |
| General Schedule (GS) 11-12 | 19 | 2.8* | ±0.6 | 281 | 3.8* | ±0.1 | -0.95 (L) |
| General Schedule (GS) 13-15 | 19 | 3.2* | ±0.5 | 197 | 4.1* | ±0.1 | -1.11 (L) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |

| | Experienced disability harassment | | | Did not experience disability 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 | -- | -- | -- | 45 | 4.3 | ±0.2 | NA |
| 1 to 3 years | 6 | 3.2 | ±0.5 | 85 | 3.7 | ±0.3 | -0.38 (S) |
| 4 to 5 years | 7 | 2.4* | ±1.1 | 71 | 3.9* | ±0.2 | -1.38 (L) |
| 6 to 10 years | 15 | 3.6 | ±0.7 | 127 | 4.1 | ±0.2 | -0.48 (S) |
| 11 to 14 years | NR | NR | NR | 47 | 3.6 | ±0.3 | NR |
| 15 to 20 years | 8 | 2.6* | ±0.5 | 37 | 3.8* | ±0.3 | -1.27 (L) |
| More than 20 years | 5 | 3.2* | ±0.7 | 113 | 4.2* | ±0.1 | -1.43 (L) |
| Appointment Type | | | | | | | |
| Permanent | 48 | 3.0* | ±0.3 | 530 | 4.0* | ±0.1 | -0.93 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 48 | 3.0* | ±0.3 | 524 | 4.0* | ±0.1 | -0.93 (L) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 48 | 3.0* | ±0.3 | 524 | 4.0* | ±0.1 | -0.93 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Disability | | | | | | | |
| Yes | 29 | 3.3* | ±0.4 | 61 | 4.2* | ±0.2 | -1.01 (L) |
| No | 16 | 2.7* | ±0.6 | 462 | 3.9* | ±0.1 | -1.20 (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 ONRR.

Table 4.30 ONRR – 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 | 49 | 2.7* | ±0.3 | 548 | 3.8* | ±0.1 | -1.15 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | 9 | 3.5 | ±0.6 | NR |
| General Schedule (GS) 7-10 | 8 | 2.8* | ±0.6 | 33 | 4.1* | ±0.3 | -1.32 (L) |
| General Schedule (GS) 11-12 | 19 | 2.6* | ±0.3 | 292 | 3.8* | ±0.1 | -1.15 (L) |
| General Schedule (GS) 13-15 | 19 | 2.8* | ±0.6 | 202 | 3.9* | ±0.1 | -1.22 (L) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 4.0 | ±0.2 | NA |
| 1 to 3 years | 6 | 3.0 | ±0.9 | 90 | 3.7 | ±0.3 | -0.63 (M) |
| 4 to 5 years | 7 | 3.1 | ±0.6 | 74 | 3.7 | ±0.2 | -0.56 (M) |
| 6 to 10 years | 15 | 2.5* | ±0.4 | 133 | 3.8* | ±0.2 | -1.37 (L) |
| 11 to 14 years | NR | NR | NR | 50 | 3.5 | ±0.2 | NR |
| 15 to 20 years | 10 | 2.6* | ±0.3 | 37 | 3.9* | ±0.3 | -1.67 (L) |
| More than 20 years | 5 | 2.6* | ±1.6 | 113 | 4.1* | ±0.1 | -1.64 (L) |
| Appointment Type | | | | | | | |
| Permanent | 49 | 2.7* | ±0.3 | 548 | 3.8* | ±0.1 | -1.15 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 49 | 2.7* | ±0.3 | 542 | 3.8* | ±0.1 | -1.14 (L) |

| | Experienced disability harassment | | | Did not experience disability 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 |
| Permanent-Non-Seasonal | 49 | 2.7* | ±0.3 | 542 | 3.8* | ±0.1 | -1.14 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Disability | | | | | | | |
| Yes | 29 | 2.7* | ±0.3 | 64 | 4.1* | ±0.2 | -1.85 (L) |
| No | 18 | 3.0* | ±0.5 | 477 | 3.8* | ±0.1 | -0.83 (L) |

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

4.4.7 Disability Harassment and Bystander Harassment

Table 4.31 presents experiences of bystander disability harassment for those who indicated they had or had not personally experienced disability harassment within the past 12 months. Disability bystander harassment (i.e., a situation in which an employee witnessed but may not have been a direct target of the harassing behavior) was measured on a 6-point response scale ranging from *never* to *one or more times a day*. The results indicate the percentage of employees who witnessed disability harassment against another employee. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.31 ONRR – 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 | 21 | 42.4%* | ±14.6 | 21 | 3.9%* | ±2.0 | 1.02 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | NR | NR | NR | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 0 | 0.0% | NA | NR |
| General Schedule (GS) 11-12 | NR | NR | NR | 18 | 6.2% | ±3.5 | NR |
| General Schedule (GS) 13-15 | NR | NR | NR | NR | NR | NR | NR |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 0 | 0.0% | NA | NA |
| 1 to 3 years | NR | NR | NR | 6 | 7.1% | ±8.0 | NR |
| 4 to 5 years | NR | NR | NR | NR | NR | NR | NR |
| 6 to 10 years | NR | NR | NR | NR | NR | NR | NR |
| 11 to 14 years | NR | NR | NR | NR | NR | NR | NR |
| 15 to 20 years | NR | NR | NR | NR | NR | NR | NR |
| More than 20 years | NR | NR | NR | NR | NR | NR | NR |
| Appointment Type | | | | | | | |
| Permanent | 21 | 42.4%* | ±14.6 | 21 | 3.9%* | ±2.0 | 1.02 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |

| | Experienced disability harassment | | | Did not experience disability harassment | | | Effect size |
|---|-----------------------------------|----------------------------|------------|--|----------------------------|------------|------------------|
| | <i>N</i> | <i>Percent^a</i> | <i>MoE</i> | <i>N</i> | <i>Percent^a</i> | <i>MoE</i> | <i>Cohen's h</i> |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 21 | 42.4%* | ±14.6 | 21 | 3.9%* | ±2.0 | 1.02 (L) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 21 | 42.4%* | ±14.6 | 21 | 3.9%* | ±2.0 | 1.02 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Disability | | | | | | | |
| Yes | NR | NR | NR | NR | NR | NR | NR |
| No | NR | NR | NR | 17 | 3.5% | ±2.1 | NR |

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

4.4.8 Logistic Regression Analyses of Disability Harassment and Predictors of Workplace Harassment

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced disability harassment against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to disability harassment, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience disability harassment. Table 4.32 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.32 ONRR – 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 | 5.656 | 1.159 | 23.817 | -- | 286.047 | -- | -- | -- | -- |
| Disability Status | -3.667 | 0.550 | 44.420 | 0.000 | 0.026 | 0.009 | 0.075 | -104.405 | 61.243 |
| Years of Service at Bureau or Office | 0.307 | 0.138 | 4.963 | 0.026 | 1.359 | 1.038 | 1.781 | -76.398 | 5.229 |
| Organizational Trust | -0.725 | 0.282 | 6.617 | 0.010 | 0.484 | 0.279 | 0.841 | -77.441 | 7.315 |
| Bystander Harassment Based on Disability | -1.712 | 0.570 | 9.031 | 0.003 | 0.181 | 0.059 | 0.551 | -78.166 | 8.765 |
| General Intolerance | -1.079 | 0.325 | 11.046 | 0.001 | 0.340 | 0.180 | 0.642 | -79.797 | 12.026 |

Note. N = 515, Nagelkerke R Square = 0.573

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 ONRR.

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

| | Experienced sexual orientation harassment | | | Did not experience sexual orientation harassment | | | Effect size |
|---|---|-------------------------|------------|--|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Overall | 15 | 3.4 | ±0.6 | 581 | 3.5 | ±0.1 | -0.10 |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 9 | 3.5 | ±0.4 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 3.7 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 7 | 3.4 | ±0.6 | 303 | 3.4 | ±0.1 | -0.05 |
| General Schedule (GS) 13-15 | 7 | 4.0 | ±0.5 | 212 | 3.6 | ±0.1 | 0.51 (M) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | 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 | -- | -- | -- | 40 | 4.0 | ±0.2 | NA |
| 1 to 3 years | -- | -- | -- | 91 | 3.6 | ±0.2 | NA |
| 4 to 5 years | 7 | 3.0 | ±1.0 | 82 | 3.4 | ±0.2 | -0.39 (S) |
| 6 to 10 years | NR | NR | NR | 144 | 3.5 | ±0.1 | NR |
| 11 to 14 years | NR | NR | NR | 53 | 3.4 | ±0.2 | NR |
| 15 to 20 years | -- | -- | -- | 46 | 3.2 | ±0.3 | NA |
| More than 20 years | NR | NR | NR | 118 | 3.6 | ±0.2 | NR |
| Appointment Type | | | | | | | |
| Permanent | 15 | 3.4 | ±0.6 | 581 | 3.5 | ±0.1 | -0.10 |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Non-Seasonal | 13 | 3.4 | ±0.6 | 577 | 3.5 | ±0.1 | -0.10 |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 13 | 3.4 | ±0.6 | 577 | 3.5 | ±0.1 | -0.10 |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | NR | NR | NR | 246 | 3.6 | ±0.1 | NR |
| Women | 10 | 3.0 | ±0.6 | 334 | 3.4 | ±0.1 | -0.49 (S) |
| Gender Identity | | | | | | | |
| Male | NR | NR | NR | 246 | 3.6 | ±0.1 | NR |
| Female | 10 | 3.0 | ±0.6 | 334 | 3.4 | ±0.1 | -0.49 (S) |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 8 | 3.2 | ±1.0 | 535 | 3.5 | ±0.1 | -0.29 (S) |
| Sexual Minority | NR | NR | NR | 21 | 3.7 | ±0.3 | NR |

| | Experienced sexual orientation harassment | | | Did not experience sexual orientation harassment | | | Effect size |
|--------------------------|---|-------------------------|------------|--|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 8 | 3.2 | ±1.0 | 535 | 3.5 | ±0.1 | -0.29 (S) |
| Lesbian | NR | NR | NR | -- | -- | -- | NA |
| Gay | NR | NR | NR | 7 | 3.5 | ±0.2 | NR |
| Bisexual | -- | -- | -- | 10 | 3.5 | ±0.5 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 21 | 3.0 | ±0.4 | NR |

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

4.5.2 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 ONRR.

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

| | Experienced sexual orientation harassment | | | Did not experience sexual orientation harassment | | | Effect size |
|---|---|-------------------------|------------|--|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Overall | 15 | 0.40* | ±0.23 | 591 | 0.63* | ±0.03 | -0.55 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 0.64 | ±0.28 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 0.81 | ±0.10 | NR |
| General Schedule (GS) 11-12 | 7 | 0.57 | ±0.36 | 309 | 0.56 | ±0.05 | 0.03 |
| General Schedule (GS) 13-15 | NR | NR | NR | 214 | 0.70 | ±0.05 | NR |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 0.79 | ±0.10 | NA |
| 1 to 3 years | -- | -- | -- | 95 | 0.67 | ±0.09 | NA |
| 4 to 5 years | 7 | 0.49 | ±0.42 | 82 | 0.59 | ±0.10 | -0.23 (S) |
| 6 to 10 years | NR | NR | NR | 144 | 0.56 | ±0.07 | NR |
| 11 to 14 years | NR | NR | NR | 53 | 0.73 | ±0.10 | NR |
| 15 to 20 years | -- | -- | -- | 48 | 0.55 | ±0.13 | NA |
| More than 20 years | NR | NR | NR | 118 | 0.66 | ±0.07 | NR |
| Appointment Type | | | | | | | |
| Permanent | 15 | 0.40* | ±0.23 | 591 | 0.63* | ±0.03 | -0.55 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |

| | 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 | 13 | 0.32* | ±0.23 | 587 | 0.63* | ±0.03 | -0.73 (M) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 13 | 0.32* | ±0.23 | 587 | 0.63* | ±0.03 | -0.73 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | NR | NR | NR | 246 | 0.70 | ±0.05 | NR |
| Women | 10 | 0.28* | ±0.23 | 344 | 0.58* | ±0.05 | -0.70 (M) |
| Gender Identity | | | | | | | |
| Male | NR | NR | NR | 246 | 0.70 | ±0.05 | NR |
| Female | 10 | 0.28* | ±0.23 | 344 | 0.58* | ±0.05 | -0.70 (M) |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | NR | NR | NR | 547 | 0.64 | ±0.04 | NR |
| Sexual Minority | NR | NR | NR | 20 | 0.60 | ±0.17 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | NR | NR | NR | 547 | 0.64 | ±0.04 | NR |
| Lesbian | NR | NR | NR | -- | -- | -- | NA |
| Gay | NR | NR | NR | 5 | 0.55 | ±0.30 | NR |
| Bisexual | -- | -- | -- | 10 | 0.63 | ±0.29 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 21 | 0.44 | ±0.22 | 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 ONRR.

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

| | Experienced sexual orientation harassment | | | Did not experience sexual orientation harassment | | | Effect size |
|---|---|-------------------------|------------|--|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Overall | 15 | 3.2 | ±0.5 | 579 | 2.8 | ±0.1 | 0.38 (S) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 2.5 | ±0.3 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 2.5 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 7 | 3.4 | ±0.3 | 301 | 3.0 | ±0.1 | 0.32 (S) |
| General Schedule (GS) 13-15 | 7 | 2.6 | ±0.8 | 210 | 2.5 | ±0.1 | 0.04 |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 2.5 | ±0.2 | NA |
| 1 to 3 years | -- | -- | -- | 95 | 2.9 | ±0.2 | NA |
| 4 to 5 years | 7 | 3.6 | ±0.6 | 80 | 2.9 | ±0.2 | 0.59 (M) |
| 6 to 10 years | NR | NR | NR | 140 | 2.8 | ±0.1 | NR |
| 11 to 14 years | NR | NR | NR | 51 | 3.0 | ±0.2 | NR |
| 15 to 20 years | -- | -- | -- | 48 | 2.9 | ±0.2 | NA |
| More than 20 years | NR | NR | NR | 111 | 2.5 | ±0.1 | NR |
| Appointment Type | | | | | | | |
| Permanent | 15 | 3.2 | ±0.5 | 579 | 2.8 | ±0.1 | 0.38 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Non-Seasonal | 13 | 3.1 | ±0.6 | 577 | 2.8 | ±0.1 | 0.31 (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 | 13 | 3.1 | ±0.6 | 577 | 2.8 | ±0.1 | 0.31 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | NR | NR | NR | 241 | 2.8 | ±0.1 | NR |
| Women | 10 | 3.4 | ±0.7 | 337 | 2.8 | ±0.1 | 0.60 (M) |
| Gender Identity | | | | | | | |
| Male | NR | NR | NR | 241 | 2.8 | ±0.1 | NR |
| Female | 10 | 3.4 | ±0.7 | 337 | 2.8 | ±0.1 | 0.60 (M) |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 8 | 3.1 | ±0.9 | 531 | 2.8 | ±0.1 | 0.39 (S) |
| Sexual Minority | NR | NR | NR | 21 | 3.1 | ±0.5 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 8 | 3.1 | ±0.9 | 531 | 2.8 | ±0.1 | 0.39 (S) |
| Lesbian | NR | NR | NR | -- | -- | -- | NA |
| Gay | NR | NR | NR | 7 | 3.5 | ±0.5 | NR |
| Bisexual | -- | -- | -- | 10 | 2.8 | ±0.9 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 21 | 3.2 | ±0.4 | NR |

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

4.5.4 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 ONRR.

Table 4.36 ONRR – 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 | 15 | 3.4 | ±0.4 | 585 | 3.6 | ±0.1 | -0.21 (S) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 9 | 3.9 | ±0.6 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 3.6 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 7 | 3.5 | ±0.3 | 310 | 3.4 | ±0.1 | 0.08 |
| General Schedule (GS) 13-15 | 7 | 3.5 | ±0.6 | 207 | 3.8 | ±0.1 | -0.30 (S) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 4.0 | ±0.2 | NA |
| 1 to 3 years | -- | -- | -- | 95 | 3.6 | ±0.2 | NA |
| 4 to 5 years | 7 | 3.3 | ±0.5 | 82 | 3.2 | ±0.2 | 0.10 |
| 6 to 10 years | NR | NR | NR | 140 | 3.5 | ±0.1 | NR |
| 11 to 14 years | NR | NR | NR | 51 | 3.4 | ±0.3 | NR |
| 15 to 20 years | -- | -- | -- | 46 | 3.4 | ±0.3 | NA |
| More than 20 years | NR | NR | NR | 117 | 3.9 | ±0.1 | NR |
| Appointment Type | | | | | | | |
| Permanent | 15 | 3.4 | ±0.4 | 585 | 3.6 | ±0.1 | -0.21 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Non-Seasonal | 13 | 3.4 | ±0.4 | 581 | 3.6 | ±0.1 | -0.13 |

| | 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 | 13 | 3.4 | ±0.4 | 581 | 3.6 | ±0.1 | -0.13 |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | NR | NR | NR | 244 | 3.6 | ±0.1 | NR |
| Women | 10 | 3.0 | ±0.2 | 340 | 3.5 | ±0.1 | -0.59 (M) |
| Gender Identity | | | | | | | |
| Male | NR | NR | NR | 244 | 3.6 | ±0.1 | NR |
| Female | 10 | 3.0 | ±0.2 | 340 | 3.5 | ±0.1 | -0.59 (M) |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 8 | 3.3 | ±0.6 | 537 | 3.6 | ±0.1 | -0.36 (S) |
| Sexual Minority | NR | NR | NR | 21 | 3.5 | ±0.5 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 8 | 3.3 | ±0.6 | 537 | 3.6 | ±0.1 | -0.36 (S) |
| Lesbian | NR | NR | NR | -- | -- | -- | NA |
| Gay | NR | NR | NR | 7 | 2.8 | ±0.6 | NR |
| Bisexual | -- | -- | -- | 10 | 3.9 | ±0.8 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 21 | 2.8 | ±0.5 | 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.

4.5.5 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 ONRR.

Table 4.37 ONRR – 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 | 15 | 3.6 | ±0.3 | 574 | 3.9 | ±0.1 | -0.27 (S) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 9 | 4.2 | ±0.4 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 45 | 4.3 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 7 | 3.9 | ±0.2 | 299 | 3.7 | ±0.1 | 0.13 |
| General Schedule (GS) 13-15 | 7 | 3.6 | ±0.6 | 209 | 4.1 | ±0.1 | -0.55 (M) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 4.3 | ±0.2 | NA |
| 1 to 3 years | -- | -- | -- | 92 | 3.7 | ±0.3 | NA |
| 4 to 5 years | 7 | 3.6 | ±0.3 | 79 | 3.9 | ±0.3 | -0.21 (S) |
| 6 to 10 years | NR | NR | NR | 138 | 4.0 | ±0.2 | NR |
| 11 to 14 years | NR | NR | NR | 49 | 3.6 | ±0.3 | NR |
| 15 to 20 years | -- | -- | -- | 46 | 3.6 | ±0.3 | NA |
| More than 20 years | NR | NR | NR | 117 | 4.2 | ±0.1 | NR |
| Appointment Type | | | | | | | |
| Permanent | 15 | 3.6 | ±0.3 | 574 | 3.9 | ±0.1 | -0.27 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Non-Seasonal | 13 | 3.8 | ±0.3 | 570 | 3.9 | ±0.1 | -0.16 |

| | 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 | 13 | 3.8 | ±0.3 | 570 | 3.9 | ±0.1 | -0.16 |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | NR | NR | NR | 244 | 3.9 | ±0.1 | NR |
| Women | 10 | 3.4 | ±0.3 | 329 | 3.9 | ±0.1 | -0.54 (M) |
| Gender Identity | | | | | | | |
| Male | NR | NR | NR | 244 | 3.9 | ±0.1 | NR |
| Female | 10 | 3.4 | ±0.3 | 329 | 3.9 | ±0.1 | -0.54 (M) |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 8 | 3.7 | ±0.5 | 527 | 3.9 | ±0.1 | -0.27 (S) |
| Sexual Minority | NR | NR | NR | 21 | 3.8 | ±0.4 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 8 | 3.7 | ±0.5 | 527 | 3.9 | ±0.1 | -0.27 (S) |
| Lesbian | NR | NR | NR | -- | -- | -- | NA |
| Gay | NR | NR | NR | 7 | 3.5 | ±0.2 | NR |
| Bisexual | -- | -- | -- | 10 | 3.7 | ±0.8 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 21 | 3.4 | ±0.5 | 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.

4.5.6 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 ONRR.

Table 4.38 ONRR – 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</i> ^a | <i>MoE</i> | <i>N</i> | <i>Mean</i> ^a | <i>MoE</i> | <i>Hedges' g</i> |
| Overall | 15 | 3.4 | ±0.6 | 593 | 3.7 | ±0.1 | -0.31 (S) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 3.3 | ±0.6 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 4.0 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 7 | 3.6 | ±0.7 | 310 | 3.7 | ±0.1 | -0.09 |
| General Schedule (GS) 13-15 | 7 | 3.8 | ±0.7 | 214 | 3.8 | ±0.1 | -0.03 |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 4.0 | ±0.2 | NA |
| 1 to 3 years | -- | -- | -- | 97 | 3.7 | ±0.2 | NA |
| 4 to 5 years | 7 | 3.4 | ±1.0 | 82 | 3.7 | ±0.2 | -0.31 (S) |
| 6 to 10 years | NR | NR | NR | 144 | 3.7 | ±0.2 | NR |
| 11 to 14 years | NR | NR | NR | 53 | 3.5 | ±0.3 | NR |
| 15 to 20 years | -- | -- | -- | 48 | 3.6 | ±0.3 | NA |
| More than 20 years | NR | NR | NR | 117 | 4.1 | ±0.2 | NR |
| Appointment Type | | | | | | | |
| Permanent | 15 | 3.4 | ±0.6 | 593 | 3.7 | ±0.1 | -0.31 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Non-Seasonal | 13 | 3.6 | ±0.6 | 589 | 3.7 | ±0.1 | -0.19 |

| | 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 | 13 | 3.6 | ±0.6 | 589 | 3.7 | ±0.1 | -0.19 |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | NR | NR | NR | 250 | 3.7 | ±0.1 | NR |
| Women | 10 | 3.1 | ±0.7 | 343 | 3.8 | ±0.1 | -0.63 (M) |
| Gender Identity | | | | | | | |
| Male | NR | NR | NR | 250 | 3.7 | ±0.1 | NR |
| Female | 10 | 3.1 | ±0.7 | 343 | 3.8 | ±0.1 | -0.63 (M) |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 8 | 3.0* | ±0.9 | 547 | 3.8* | ±0.1 | -0.77 (M) |
| Sexual Minority | NR | NR | NR | 21 | 3.6 | ±0.5 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 8 | 3.0* | ±0.9 | 547 | 3.8* | ±0.1 | -0.77 (M) |
| Lesbian | NR | NR | NR | -- | -- | -- | NA |
| Gay | NR | NR | NR | 7 | 3.6 | ±0.7 | NR |
| Bisexual | -- | -- | -- | 10 | 3.8 | ±0.8 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 20 | 2.9 | ±0.5 | 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.

4.5.7 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 ONRR.

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

| | Experienced sexual orientation harassment | | | Did not experience sexual orientation harassment | | | Effect size |
|---|---|-------------------------|------------|--|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Overall | 15 | 2.2* | ±0.2 | 587 | 1.9* | ±0.0 | 0.66 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 1.9 | ±0.2 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 1.7 | ±0.1 | NR |
| General Schedule (GS) 11-12 | 7 | 2.2 | ±0.1 | 304 | 1.8 | ±0.1 | 0.69 (M) |
| General Schedule (GS) 13-15 | 7 | 2.1 | ±0.5 | 214 | 1.9 | ±0.1 | 0.28 (S) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 43 | 2.0 | ±0.1 | NA |
| 1 to 3 years | -- | -- | -- | 97 | 1.8 | ±0.1 | NA |
| 4 to 5 years | 7 | 2.3* | ±0.2 | 82 | 1.8* | ±0.1 | 1.06 (L) |
| 6 to 10 years | NR | NR | NR | 142 | 1.9 | ±0.1 | NR |
| 11 to 14 years | NR | NR | NR | 53 | 1.8 | ±0.1 | NR |
| 15 to 20 years | -- | -- | -- | 46 | 1.7 | ±0.1 | NA |
| More than 20 years | NR | NR | NR | 118 | 1.9 | ±0.1 | NR |
| Appointment Type | | | | | | | |
| Permanent | 15 | 2.2* | ±0.2 | 587 | 1.9* | ±0.0 | 0.66 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Non-Seasonal | 13 | 2.1 | ±0.2 | 583 | 1.9 | ±0.0 | 0.44 (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 | 13 | 2.1 | ±0.2 | 583 | 1.9 | ±0.0 | 0.44 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | NR | NR | NR | 248 | 1.9 | ±0.1 | NR |
| Women | 10 | 2.2* | ±0.3 | 339 | 1.9* | ±0.1 | 0.63 (M) |
| Gender Identity | | | | | | | |
| Male | NR | NR | NR | 248 | 1.9 | ±0.1 | NR |
| Female | 10 | 2.2* | ±0.3 | 339 | 1.9* | ±0.1 | 0.63 (M) |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 8 | 2.2 | ±0.4 | 540 | 1.9 | ±0.0 | 0.66 (M) |
| Sexual Minority | NR | NR | NR | 21 | 1.7 | ±0.2 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 8 | 2.2 | ±0.4 | 540 | 1.9 | ±0.0 | 0.66 (M) |
| Lesbian | NR | NR | NR | -- | -- | -- | NA |
| Gay | NR | NR | NR | 7 | 1.6 | ±0.3 | NR |
| Bisexual | -- | -- | -- | 10 | 1.9 | ±0.3 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 21 | 1.7 | ±0.2 | NR |

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

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

4.5.8 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 ONRR.

Table 4.40 ONRR – 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 | NR | NR | NR | 20 | 3.5% | ±1.8 | NR |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | NR | NR | NR | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 0 | 0.0% | NA | NR |
| General Schedule (GS) 11-12 | NR | NR | NR | 17 | 5.8% | ±3.3 | NR |
| General Schedule (GS) 13-15 | NR | NR | NR | NR | NR | NR | NR |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 0 | 0.0% | NA | NA |
| 1 to 3 years | -- | -- | -- | 6 | 6.3% | ±7.4 | NA |
| 4 to 5 years | NR | NR | NR | NR | NR | NR | NR |
| 6 to 10 years | NR | NR | NR | 7 | 4.7% | ±5.1 | NR |
| 11 to 14 years | NR | NR | NR | NR | NR | NR | NR |
| 15 to 20 years | -- | -- | -- | NR | NR | NR | NR |
| More than 20 years | NR | NR | NR | 0 | 0.0% | NA | NR |
| Appointment Type | | | | | | | |
| Permanent | NR | NR | NR | 20 | 3.5% | ±1.8 | NR |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |

| | 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 | NR | NR | NR | 20 | 3.5% | ±1.9 | NR |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Permanent-Non-Seasonal | NR | NR | NR | 20 | 3.5% | ±1.9 | NR |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | NR | NR | NR | 7 | 2.7% | ±3.0 | NR |
| Women | NR | NR | NR | 14 | 4.1% | ±2.7 | NR |
| Gender Identity | | | | | | | |
| Male | NR | NR | NR | 7 | 2.7% | ±3.0 | NR |
| Female | NR | NR | NR | 14 | 4.1% | ±2.7 | NR |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | NR | NR | NR | 16 | 2.9% | ±1.8 | NR |
| Sexual Minority | NR | NR | NR | NR | NR | NR | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | NR | NR | NR | 16 | 2.9% | ±1.8 | NR |
| Lesbian | NR | NR | NR | -- | -- | -- | NA |
| Gay | NR | NR | NR | NR | NR | NR | NR |
| Bisexual | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | NR | NR | NR | NR |

^a Represents the percent, who, in the past 12 months, indicated they witnessed a situation where another employee was subjected to 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 ONRR – Logistic Regression of Sexual Orientation Harassment and Predictors of Workplace Harassment

| | B | S.E. | Wald | <i>p</i> | Odds Ratio | 95% C.I. for EXP(B) | | Model Log Likelihood | Change in -2 Log Likelihood |
|------------------------|--------|-------|--------|----------|------------|---------------------|--------|----------------------|-----------------------------|
| | | | | | | Lower | Upper | | |
| Constant | -1.220 | 2.034 | 0.360 | -- | 0.295 | -- | -- | -- | -- |
| Relationship Status | -2.016 | 0.655 | 9.477 | 0.002 | 0.133 | 0.037 | 0.481 | -59.157 | 11.408 |
| Work Schedule | -3.965 | 1.253 | 10.008 | 0.002 | 0.019 | 0.002 | 0.221 | -57.463 | 8.019 |
| Leadership Intolerance | -1.647 | 0.656 | 6.304 | 0.012 | 0.193 | 0.053 | 0.697 | -56.751 | 6.595 |
| Gender Context | 1.651 | 0.666 | 6.150 | 0.013 | 5.212 | 1.414 | 19.218 | -56.764 | 6.623 |

Note. N = 529, Nagelkerke R Square = 0.239

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 ONRR.

Table 4.42 ONRR – 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 | 44 | 2.4* | ±0.3 | 563 | 3.6* | ±0.1 | -1.29 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 9 | 3.5 | ±0.4 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 48 | 3.6 | ±0.2 | NA |
| General Schedule (GS) 11-12 | 14 | 2.0* | ±0.3 | 301 | 3.4* | ±0.1 | -1.61 (L) |
| General Schedule (GS) 13-15 | 29 | 2.6* | ±0.3 | 195 | 3.7* | ±0.1 | -1.42 (L) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | 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 | -- | -- | -- | 40 | 4.0 | ±0.2 | NA |
| 1 to 3 years | NR | NR | NR | 88 | 3.6 | ±0.2 | NR |
| 4 to 5 years | 6 | 2.7 | ±1.0 | 85 | 3.4 | ±0.2 | -0.65 (M) |
| 6 to 10 years | 13 | 2.4* | ±0.5 | 139 | 3.6* | ±0.1 | -1.47 (L) |
| 11 to 14 years | NR | NR | NR | 53 | 3.5 | ±0.2 | NR |
| 15 to 20 years | 7 | 2.5 | ±0.8 | 42 | 3.2 | ±0.3 | -0.72 (M) |
| More than 20 years | 14 | 2.2* | ±0.3 | 110 | 3.7* | ±0.1 | -2.02 (L) |
| Appointment Type | | | | | | | |
| Permanent | 44 | 2.4* | ±0.3 | 563 | 3.6* | ±0.1 | -1.29 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 44 | 2.4* | ±0.3 | 557 | 3.6* | ±0.1 | -1.29 (L) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 44 | 2.4* | ±0.3 | 557 | 3.6* | ±0.1 | -1.29 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 8 | 2.1* | ±0.6 | 250 | 3.7* | ±0.1 | -1.78 (L) |
| Women | 35 | 2.5* | ±0.3 | 314 | 3.5* | ±0.1 | -1.15 (L) |
| Gender Identity | | | | | | | |
| Male | 8 | 2.1* | ±0.6 | 250 | 3.7* | ±0.1 | -1.78 (L) |
| Female | 35 | 2.5* | ±0.3 | 314 | 3.5* | ±0.1 | -1.15 (L) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 37 | 2.4* | ±0.3 | 516 | 3.6* | ±0.1 | -1.25 (L) |
| Sexual Minority | NR | NR | NR | 24 | 3.8 | ±0.2 | NR |

| | Experienced sexual harassment | | | Did not experience sexual harassment | | | Effect size |
|---------------------------|-------------------------------|-------------------------|------------|--------------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 37 | 2.4* | ±0.3 | 516 | 3.6* | ±0.1 | -1.25 (L) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 3.7 | ±0.2 | NA |
| Bisexual | NR | NR | NR | 9 | 3.7 | ±0.5 | NR |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 20 | 3.2 | ±0.3 | NR |

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

4.6.2 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 ONRR.

Table 4.43 ONRR – 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 | 44 | 0.29* | ±0.12 | 575 | 0.65* | ±0.03 | -0.86 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 0.64 | ±0.28 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 48 | 0.79 | ±0.11 | NA |
| General Schedule (GS) 11-12 | 14 | 0.19* | ±0.18 | 310 | 0.57* | ±0.05 | -0.87 (L) |
| General Schedule (GS) 13-15 | 29 | 0.32* | ±0.14 | 197 | 0.75* | ±0.05 | -1.15 (L) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 0.79 | ±0.10 | NA |
| 1 to 3 years | NR | NR | NR | 92 | 0.69 | ±0.09 | NR |
| 4 to 5 years | 6 | 0.60 | ±0.39 | 85 | 0.59 | ±0.10 | 0.04 |
| 6 to 10 years | 13 | 0.00* | ±0.00 | 141 | 0.60* | ±0.07 | -1.49 (L) |
| 11 to 14 years | NR | NR | NR | 53 | 0.73 | ±0.09 | NR |
| 15 to 20 years | 7 | 0.48 | ±0.35 | 44 | 0.53 | ±0.14 | -0.11 |
| More than 20 years | 14 | 0.38* | ±0.17 | 110 | 0.71* | ±0.07 | -0.85 (L) |
| Appointment Type | | | | | | | |
| Permanent | 44 | 0.29* | ±0.12 | 575 | 0.65* | ±0.03 | -0.86 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |

| | 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 | 44 | 0.29* | ±0.12 | 569 | 0.65* | ±0.03 | -0.86 (L) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 44 | 0.29* | ±0.12 | 569 | 0.65* | ±0.03 | -0.86 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 8 | 0.00* | ±0.00 | 251 | 0.73* | ±0.05 | -1.89 (L) |
| Women | 35 | 0.35* | ±0.13 | 324 | 0.59* | ±0.05 | -0.57 (M) |
| Gender Identity | | | | | | | |
| Male | 8 | 0.00* | ±0.00 | 251 | 0.73* | ±0.05 | -1.89 (L) |
| Female | 35 | 0.35* | ±0.13 | 324 | 0.59* | ±0.05 | -0.57 (M) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 37 | 0.32* | ±0.13 | 530 | 0.65* | ±0.04 | -0.79 (M) |
| Sexual Minority | NR | NR | NR | 22 | 0.66 | ±0.15 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 37 | 0.32* | ±0.13 | 530 | 0.65* | ±0.04 | -0.79 (M) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 8 | 0.72 | ±0.24 | NA |
| Bisexual | NR | NR | NR | 9 | 0.73 | ±0.28 | NR |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 20 | 0.54 | ±0.22 | NR |

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

4.6.3 Sexual Harassment and Organizational Politics

Table 4.44 presents organizational politics for those who indicated they had or had not experienced sexual harassment within the past 12 months. Organizational politics was measured with a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater pressure to conform to organizational norms. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.44 ONRR – 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 | 44 | 3.2* | ±0.3 | 564 | 2.8* | ±0.1 | 0.50 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 2.5 | ±0.3 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 48 | 2.5 | ±0.2 | NA |
| General Schedule (GS) 11-12 | 14 | 4.4* | ±0.3 | 302 | 3.0* | ±0.1 | 1.47 (L) |
| General Schedule (GS) 13-15 | 29 | 2.7 | ±0.4 | 194 | 2.5 | ±0.1 | 0.25 (S) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 2.5 | ±0.2 | NA |
| 1 to 3 years | NR | NR | NR | 92 | 2.9 | ±0.2 | NR |
| 4 to 5 years | 6 | 3.8 | ±1.1 | 83 | 2.9 | ±0.2 | 0.78 (M) |
| 6 to 10 years | 13 | 3.3 | ±0.6 | 140 | 2.8 | ±0.1 | 0.57 (M) |
| 11 to 14 years | NR | NR | NR | 51 | 3.0 | ±0.2 | NR |
| 15 to 20 years | 7 | 4.0* | ±0.6 | 44 | 2.8* | ±0.3 | 1.38 (L) |
| More than 20 years | 14 | 2.5 | ±0.6 | 102 | 2.5 | ±0.1 | 0.02 |
| Appointment Type | | | | | | | |
| Permanent | 44 | 3.2* | ±0.3 | 564 | 2.8* | ±0.1 | 0.50 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 44 | 3.2* | ±0.3 | 561 | 2.8* | ±0.1 | 0.50 (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 | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 44 | 3.2* | ±0.3 | 561 | 2.8* | ±0.1 | 0.50 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 8 | 3.3 | ±0.7 | 248 | 2.7 | ±0.1 | 0.68 (M) |
| Women | 35 | 3.2* | ±0.4 | 316 | 2.8* | ±0.1 | 0.42 (S) |
| Gender Identity | | | | | | | |
| Male | 8 | 3.3 | ±0.7 | 248 | 2.7 | ±0.1 | 0.68 (M) |
| Female | 35 | 3.2* | ±0.4 | 316 | 2.8* | ±0.1 | 0.42 (S) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 37 | 3.0 | ±0.4 | 515 | 2.8 | ±0.1 | 0.27 (S) |
| Sexual Minority | NR | NR | NR | 24 | 3.0 | ±0.4 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 37 | 3.0 | ±0.4 | 515 | 2.8 | ±0.1 | 0.27 (S) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 3.4 | ±0.3 | NA |
| Bisexual | NR | NR | NR | 9 | 2.5 | ±0.9 | NR |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 20 | 2.9 | ±0.3 | NR |

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

4.6.4 Sexual Harassment and Organizational Trust

Table 4.45 presents organizational trust for those who indicated they had or had not experienced sexual harassment within the past 12 months. Organizational trust was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of trust. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.45 ONRR – 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 | 43 | 3.1* | ±0.3 | 572 | 3.6* | ±0.1 | -0.57 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 9 | 3.9 | ±0.6 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 48 | 3.5 | ±0.2 | NA |
| General Schedule (GS) 11-12 | 14 | 2.2* | ±0.4 | 310 | 3.5* | ±0.1 | -1.38 (L) |
| General Schedule (GS) 13-15 | 28 | 3.5 | ±0.4 | 193 | 3.8 | ±0.1 | -0.36 (S) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 4.0 | ±0.2 | NA |
| 1 to 3 years | NR | NR | NR | 94 | 3.6 | ±0.2 | NR |
| 4 to 5 years | 6 | 2.8 | ±0.7 | 85 | 3.2 | ±0.2 | -0.49 (S) |
| 6 to 10 years | 13 | 2.9* | ±0.5 | 140 | 3.6* | ±0.1 | -0.78 (M) |
| 11 to 14 years | NR | NR | NR | 51 | 3.4 | ±0.2 | NR |
| 15 to 20 years | 7 | 2.8 | ±0.7 | 42 | 3.3 | ±0.3 | -0.55 (M) |
| More than 20 years | 14 | 3.8 | ±0.5 | 108 | 3.9 | ±0.1 | -0.12 |
| Appointment Type | | | | | | | |
| Permanent | 43 | 3.1* | ±0.3 | 572 | 3.6* | ±0.1 | -0.57 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 43 | 3.1* | ±0.3 | 566 | 3.6* | ±0.1 | -0.56 (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 | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 43 | 3.1* | ±0.3 | 566 | 3.6* | ±0.1 | -0.56 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 8 | 2.5* | ±0.6 | 251 | 3.7* | ±0.1 | -1.42 (L) |
| Women | 34 | 3.2 | ±0.4 | 321 | 3.5 | ±0.1 | -0.32 (S) |
| Gender Identity | | | | | | | |
| Male | 8 | 2.5* | ±0.6 | 251 | 3.7* | ±0.1 | -1.42 (L) |
| Female | 34 | 3.2 | ±0.4 | 321 | 3.5 | ±0.1 | -0.32 (S) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 36 | 3.3* | ±0.3 | 523 | 3.6* | ±0.1 | -0.34 (S) |
| Sexual Minority | NR | NR | NR | 24 | 3.6 | ±0.4 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 36 | 3.3* | ±0.3 | 523 | 3.6* | ±0.1 | -0.34 (S) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 3.1 | ±0.5 | NA |
| Bisexual | NR | NR | NR | 9 | 4.3 | ±0.5 | NR |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 20 | 3.1 | ±0.5 | NR |

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

4.6.5 Sexual Harassment and Supervisor Support

Table 4.46 presents supervisor support for those who indicated they had or had not experienced sexual harassment within the past 12 months. Supervisory support was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of support. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.46 ONRR – 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 | 44 | 3.6* | ±0.4 | 558 | 3.9* | ±0.1 | -0.33 (S) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 9 | 4.2 | ±0.4 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 47 | 4.2 | ±0.2 | NA |
| General Schedule (GS) 11-12 | 14 | 2.7* | ±0.8 | 298 | 3.7* | ±0.1 | -0.94 (L) |
| General Schedule (GS) 13-15 | 29 | 4.0 | ±0.4 | 193 | 4.1 | ±0.1 | -0.11 |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 4.3 | ±0.2 | NA |
| 1 to 3 years | NR | NR | NR | 89 | 3.7 | ±0.3 | NR |
| 4 to 5 years | 6 | 4.3 | ±0.4 | 82 | 3.8 | ±0.3 | 0.51 (M) |
| 6 to 10 years | 13 | 3.1* | ±0.8 | 135 | 4.1* | ±0.1 | -1.07 (L) |
| 11 to 14 years | NR | NR | NR | 50 | 3.6 | ±0.3 | NR |
| 15 to 20 years | 7 | 2.9 | ±1.2 | 42 | 3.6 | ±0.3 | -0.57 (M) |
| More than 20 years | 14 | 4.4 | ±0.4 | 108 | 4.2 | ±0.1 | 0.31 (S) |
| Appointment Type | | | | | | | |
| Permanent | 44 | 3.6* | ±0.4 | 558 | 3.9* | ±0.1 | -0.33 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 44 | 3.6* | ±0.4 | 552 | 3.9* | ±0.1 | -0.33 (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 | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 44 | 3.6* | ±0.4 | 552 | 3.9* | ±0.1 | -0.33 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 8 | 3.4 | ±1.1 | 251 | 3.9 | ±0.1 | -0.53 (M) |
| Women | 35 | 3.6 | ±0.5 | 307 | 3.9 | ±0.1 | -0.29 (S) |
| Gender Identity | | | | | | | |
| Male | 8 | 3.4 | ±1.1 | 251 | 3.9 | ±0.1 | -0.53 (M) |
| Female | 35 | 3.6 | ±0.5 | 307 | 3.9 | ±0.1 | -0.29 (S) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 37 | 3.8 | ±0.4 | 509 | 3.9 | ±0.1 | -0.15 |
| Sexual Minority | NR | NR | NR | 24 | 3.9 | ±0.3 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 37 | 3.8 | ±0.4 | 509 | 3.9 | ±0.1 | -0.15 |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 3.7 | ±0.2 | NA |
| Bisexual | NR | NR | NR | 9 | 4.1 | ±0.7 | NR |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 20 | 3.5 | ±0.5 | NR |

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

4.6.6 Sexual Harassment and Organizational Inclusion

Table 4.47 presents organizational inclusion for those who indicated they had or had not experienced sexual harassment within the past 12 months. Organizational inclusion was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of inclusion. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.47 ONRR – 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 | 44 | 3.0* | ±0.4 | 579 | 3.8* | ±0.1 | -0.80 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 3.3 | ±0.6 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 48 | 3.9 | ±0.3 | NA |
| General Schedule (GS) 11-12 | 14 | 2.4* | ±0.6 | 310 | 3.7* | ±0.1 | -1.36 (L) |
| General Schedule (GS) 13-15 | 29 | 3.3* | ±0.4 | 198 | 3.9* | ±0.1 | -0.64 (M) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 4.0 | ±0.2 | NA |
| 1 to 3 years | NR | NR | NR | 94 | 3.7 | ±0.2 | NR |
| 4 to 5 years | 6 | 2.7* | ±0.8 | 85 | 3.7* | ±0.2 | -0.97 (L) |
| 6 to 10 years | 13 | 2.7* | ±0.4 | 143 | 3.8* | ±0.2 | -1.16 (L) |
| 11 to 14 years | NR | NR | NR | 53 | 3.6 | ±0.2 | NR |
| 15 to 20 years | 7 | 2.7* | ±1.1 | 44 | 3.6* | ±0.3 | -0.87 (L) |
| More than 20 years | 14 | 3.9 | ±0.6 | 108 | 4.0 | ±0.2 | -0.16 |
| Appointment Type | | | | | | | |
| Permanent | 44 | 3.0* | ±0.4 | 579 | 3.8* | ±0.1 | -0.80 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 44 | 3.0* | ±0.4 | 573 | 3.8* | ±0.1 | -0.80 (L) |

| | Experienced sexual harassment | | | Did not experience sexual harassment | | | Effect size |
|---|-------------------------------|-------------------------|------------|--------------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 44 | 3.0* | ±0.4 | 573 | 3.8* | ±0.1 | -0.80 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 8 | 2.5* | ±0.6 | 257 | 3.8* | ±0.1 | -1.31 (L) |
| Women | 35 | 3.1* | ±0.4 | 322 | 3.8* | ±0.1 | -0.68 (M) |
| Gender Identity | | | | | | | |
| Male | 8 | 2.5* | ±0.6 | 257 | 3.8* | ±0.1 | -1.31 (L) |
| Female | 35 | 3.1* | ±0.4 | 322 | 3.8* | ±0.1 | -0.68 (M) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 37 | 3.2* | ±0.4 | 532 | 3.8* | ±0.1 | -0.63 (M) |
| Sexual Minority | NR | NR | NR | 24 | 3.8 | ±0.3 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 37 | 3.2* | ±0.4 | 532 | 3.8* | ±0.1 | -0.63 (M) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 3.6 | ±0.5 | NA |
| Bisexual | NR | NR | NR | 9 | 4.3 | ±0.4 | NR |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 18 | 3.3 | ±0.6 | NR |

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

4.6.7 Sexual Harassment and Gender Context

Table 4.48 presents gender context for those who indicated they had or had not experienced sexual harassment within the past 12 months. Gender context was measured with three questions about the mix of men and women in the workplace. Scale values include *mostly women*, *a relatively even mix of men and women*, and *mostly men*. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.48 ONRR – 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 | 44 | 1.8 | ±0.2 | 573 | 1.9 | ±0.0 | -0.29 (S) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 1.9 | ±0.2 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 48 | 1.8 | ±0.1 | NA |
| General Schedule (GS) 11-12 | 14 | 1.9 | ±0.3 | 304 | 1.8 | ±0.1 | 0.12 |
| General Schedule (GS) 13-15 | 29 | 1.7* | ±0.2 | 198 | 2.0* | ±0.1 | -0.59 (M) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 43 | 2.0 | ±0.1 | NA |
| 1 to 3 years | NR | NR | NR | 94 | 1.8 | ±0.1 | NR |
| 4 to 5 years | 6 | 2.1 | ±0.4 | 85 | 1.9 | ±0.1 | 0.48 (S) |
| 6 to 10 years | 13 | 1.6* | ±0.3 | 141 | 2.0* | ±0.1 | -0.72 (M) |
| 11 to 14 years | NR | NR | NR | 53 | 1.8 | ±0.1 | NR |
| 15 to 20 years | 7 | 1.6 | ±0.3 | 41 | 1.7 | ±0.1 | -0.23 (S) |
| More than 20 years | 14 | 1.6* | ±0.2 | 110 | 1.9* | ±0.1 | -0.72 (M) |
| Appointment Type | | | | | | | |
| Permanent | 44 | 1.8 | ±0.2 | 573 | 1.9 | ±0.0 | -0.29 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 44 | 1.8 | ±0.2 | 567 | 1.9 | ±0.0 | -0.28 (S) |

| | Experienced sexual harassment | | | Did not experience sexual harassment | | | Effect size |
|---|-------------------------------|-------------------------|------------|--------------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 44 | 1.8 | ±0.2 | 567 | 1.9 | ±0.0 | -0.28 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 8 | 1.4* | ±0.4 | 255 | 1.9* | ±0.1 | -1.19 (L) |
| Women | 35 | 1.9 | ±0.2 | 318 | 1.9 | ±0.1 | -0.01 |
| Gender Identity | | | | | | | |
| Male | 8 | 1.4* | ±0.4 | 255 | 1.9* | ±0.1 | -1.19 (L) |
| Female | 35 | 1.9 | ±0.2 | 318 | 1.9 | ±0.1 | -0.01 |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 37 | 1.8 | ±0.2 | 524 | 1.9 | ±0.0 | -0.25 (S) |
| Sexual Minority | NR | NR | NR | 24 | 1.8 | ±0.2 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 37 | 1.8 | ±0.2 | 524 | 1.9 | ±0.0 | -0.25 (S) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 1.8 | ±0.3 | NA |
| Bisexual | NR | NR | NR | 9 | 1.8 | ±0.3 | NR |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 20 | 1.8 | ±0.2 | NR |

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

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

4.6.8 Sexual Harassment and Bystander Harassment

Table 4.49 presents experiences of bystander sex/gender harassment for those who indicated they had or had not personally experienced sexual harassment within the past 12 months. Sex/gender bystander harassment (i.e., a situation in which an employee witnessed but may not have been a direct target of the harassing behavior) was measured on a 6-point response scale ranging from *never* to *one or more times a day*. The results indicate the percentage of employees who witnessed sex/gender harassment against another employee. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.49 ONRR – 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 | 21 | 46.5%* | ±15.1 | 45 | 7.9%* | ±2.5 | 0.93 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | NR | NR | NR | NR |
| General Schedule (GS) 7-10 | -- | -- | -- | NR | NR | NR | NR |
| General Schedule (GS) 11-12 | NR | NR | NR | 31 | 10.4% | ±4.0 | NR |
| General Schedule (GS) 13-15 | NR | NR | NR | 8 | 4.3% | ±4.0 | NR |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 0 | 0.0% | NA | NA |
| 1 to 3 years | NR | NR | NR | 13 | 15.0% | ±9.2 | NR |
| 4 to 5 years | NR | NR | NR | NR | NR | NR | NR |
| 6 to 10 years | NR | NR | NR | 13 | 9.5% | ±6.2 | NR |
| 11 to 14 years | NR | NR | NR | 7 | 12.8% | ±12.4 | NR |
| 15 to 20 years | NR | NR | NR | 6 | 14.5% | ±14.5 | NR |
| More than 20 years | NR | NR | NR | NR | NR | NR | NR |
| Appointment Type | | | | | | | |
| Permanent | 21 | 46.5%* | ±15.1 | 45 | 7.9%* | ±2.5 | 0.93 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |

| | Experienced sexual harassment | | | Did not experience sexual harassment | | | Effect size |
|---|-------------------------------|----------------------------|------------|--------------------------------------|----------------------------|------------|------------------|
| | <i>N</i> | <i>Percent^a</i> | <i>MoE</i> | <i>N</i> | <i>Percent^a</i> | <i>MoE</i> | <i>Cohen's h</i> |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 21 | 46.5%* | ±15.1 | 43 | 7.6%* | ±2.5 | 0.94 (L) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 21 | 46.5%* | ±15.1 | 43 | 7.6%* | ±2.5 | 0.94 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | NR | NR | NR | 19 | 7.5% | ±4.0 | NR |
| Women | NR | NR | NR | 26 | 8.2% | ±3.6 | NR |
| Gender Identity | | | | | | | |
| Male | NR | NR | NR | 19 | 7.5% | ±4.0 | NR |
| Female | NR | NR | NR | 26 | 8.2% | ±3.6 | NR |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | NR | NR | NR | 41 | 7.9% | ±2.7 | NR |
| Sexual Minority | NR | NR | NR | NR | NR | NR | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | NR | NR | NR | 41 | 7.9% | ±2.7 | NR |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 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 | NR | NR | NR | NR |

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

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

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

Table 4.50 ONRR – Logistic Regression of Sexual Harassment and Predictors of Workplace Harassment

| | B | S.E. | Wald | <i>p</i> | Odds Ratio | 95% C.I. for EXP(B) | | Model Log Likelihood | Change in -2 Log Likelihood |
|--|--------|-------|--------|----------|------------|---------------------|--------|----------------------|-----------------------------|
| | | | | | | Lower | Upper | | |
| Constant | 2.007 | 1.312 | 2.338 | -- | 7.439 | -- | -- | -- | -- |
| Sex | -1.715 | 0.538 | 10.154 | 0.001 | 0.180 | 0.063 | 0.517 | -93.251 | 12.150 |
| Age | -1.581 | 0.577 | 7.512 | 0.006 | 0.206 | 0.066 | 0.637 | -91.059 | 7.766 |
| Education Level | 1.425 | 0.580 | 6.041 | 0.014 | 4.158 | 1.335 | 12.956 | -90.560 | 6.769 |
| Relationship Status | -0.928 | 0.432 | 4.622 | 0.032 | 0.395 | 0.170 | 0.921 | -89.484 | 4.615 |
| Years of Service at Bureau or Office | 0.622 | 0.169 | 13.559 | 0.000 | 1.863 | 1.338 | 2.595 | -95.817 | 17.282 |
| Supervisor Support | 0.502 | 0.191 | 6.888 | 0.009 | 1.653 | 1.136 | 2.405 | -90.810 | 7.269 |
| Bystander Harassment Based on Sex/Gender | -2.297 | 0.518 | 19.673 | 0.000 | 0.101 | 0.036 | 0.278 | -97.739 | 21.125 |
| General Intolerance | -1.466 | 0.254 | 33.378 | 0.000 | 0.231 | 0.140 | 0.379 | -107.662 | 40.972 |
| Gender Context | -1.199 | 0.455 | 6.947 | 0.008 | 0.302 | 0.124 | 0.735 | -90.776 | 7.201 |

Note. N = 542, Nagelkerke R Square = 0.477

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 ONRR.

Table 4.51 ONRR – 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 | 80 | 2.7* | ±0.2 | 526 | 3.6* | ±0.1 | -0.97 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | 6 | 3.4 | ±0.6 | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 3.7 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 47 | 2.7* | ±0.3 | 267 | 3.5* | ±0.1 | -0.89 (L) |
| General Schedule (GS) 13-15 | 28 | 2.8* | ±0.4 | 197 | 3.7* | ±0.1 | -1.11 (L) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | 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 | 7 | 4.3 | ±0.4 | 33 | 3.9 | ±0.2 | 0.61 (M) |
| 1 to 3 years | 9 | 2.3* | ±0.6 | 82 | 3.7* | ±0.2 | -1.47 (L) |
| 4 to 5 years | 14 | 3.2 | ±0.5 | 76 | 3.4 | ±0.2 | -0.21 (S) |
| 6 to 10 years | 26 | 2.8* | ±0.3 | 125 | 3.7* | ±0.1 | -1.03 (L) |
| 11 to 14 years | NR | NR | NR | 50 | 3.6 | ±0.2 | NR |
| 15 to 20 years | 10 | 2.1* | ±0.4 | 39 | 3.3* | ±0.3 | -1.53 (L) |
| More than 20 years | 8 | 2.3* | ±0.5 | 115 | 3.6* | ±0.2 | -1.61 (L) |
| Appointment Type | | | | | | | |
| Permanent | 80 | 2.7* | ±0.2 | 526 | 3.6* | ±0.1 | -0.97 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 80 | 2.7* | ±0.2 | 520 | 3.6* | ±0.1 | -0.97 (L) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 80 | 2.7* | ±0.2 | 520 | 3.6* | ±0.1 | -0.97 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 37 | 2.9* | ±0.4 | 221 | 3.8* | ±0.1 | -0.96 (L) |
| Women | 42 | 2.6* | ±0.2 | 305 | 3.5* | ±0.1 | -1.06 (L) |
| Gender Identity | | | | | | | |
| Male | 37 | 2.9* | ±0.4 | 221 | 3.8* | ±0.1 | -0.96 (L) |
| Female | 42 | 2.6* | ±0.2 | 305 | 3.5* | ±0.1 | -1.06 (L) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 64 | 2.7* | ±0.3 | 488 | 3.6* | ±0.1 | -1.04 (L) |
| Sexual Minority | 8 | 3.6 | ±0.3 | 18 | 3.7 | ±0.3 | -0.10 |

| | 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 | 64 | 2.7* | ±0.3 | 488 | 3.6* | ±0.1 | -1.04 (L) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | 7 | 3.6 | ±0.3 | NR | NR | NR | NR |
| Bisexual | -- | -- | -- | 10 | 3.5 | ±0.5 | NA |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | 8 | 2.4* | ±0.4 | 16 | 3.3* | ±0.4 | -1.18 (L) |

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

4.7.2 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 ONRR.

Table 4.52 ONRR – Crude and Offensive Behavior and Leadership Intolerance for Harassment by Selected Characteristics

| | Experienced crude and offensive behavior | | | Did not experience crude and offensive behavior | | | Effect size |
|---|---|-------------------------|------------|---|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Overall | 78 | 0.36* | ±0.10 | 540 | 0.67* | ±0.03 | -0.73 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | 8 | 0.52 | ±0.34 | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 0.81 | ±0.10 | NR |
| General Schedule (GS) 11-12 | 45 | 0.38* | ±0.13 | 277 | 0.59* | ±0.05 | -0.46 (S) |
| General Schedule (GS) 13-15 | 28 | 0.26* | ±0.15 | 199 | 0.75* | ±0.05 | -1.34 (L) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | 7 | 0.80 | ±0.13 | 38 | 0.79 | ±0.12 | 0.04 |
| 1 to 3 years | NR | NR | NR | 88 | 0.71 | ±0.09 | NR |
| 4 to 5 years | 14 | 0.59 | ±0.25 | 76 | 0.59 | ±0.10 | 0.01 |
| 6 to 10 years | 26 | 0.23* | ±0.13 | 127 | 0.62* | ±0.07 | -0.96 (L) |
| 11 to 14 years | NR | NR | NR | 50 | 0.75 | ±0.09 | NR |
| 15 to 20 years | 10 | 0.33 | ±0.28 | 40 | 0.57 | ±0.14 | -0.51 (M) |
| More than 20 years | NR | NR | NR | 115 | 0.71 | ±0.07 | NR |
| Appointment Type | | | | | | | |
| Permanent | 78 | 0.36* | ±0.10 | 540 | 0.67* | ±0.03 | -0.73 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | 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> |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 78 | 0.36* | ±0.10 | 534 | 0.67* | ±0.04 | -0.73 (M) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 78 | 0.36* | ±0.10 | 534 | 0.67* | ±0.04 | -0.73 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 35 | 0.43* | ±0.14 | 225 | 0.75* | ±0.05 | -0.80 (L) |
| Women | 42 | 0.28* | ±0.13 | 315 | 0.61* | ±0.05 | -0.76 (M) |
| Gender Identity | | | | | | | |
| Male | 35 | 0.43* | ±0.14 | 225 | 0.75* | ±0.05 | -0.80 (L) |
| Female | 42 | 0.28* | ±0.13 | 315 | 0.61* | ±0.05 | -0.76 (M) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 64 | 0.34* | ±0.10 | 502 | 0.67* | ±0.04 | -0.80 (L) |
| Sexual Minority | 6 | 0.80 | ±0.27 | 18 | 0.58 | ±0.18 | 0.55 (M) |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 64 | 0.34* | ±0.10 | 502 | 0.67* | ±0.04 | -0.80 (L) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | 5 | 0.76 | ±0.31 | NR | NR | NR | NR |
| Bisexual | -- | -- | -- | 10 | 0.63 | ±0.29 | NA |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 16 | 0.55 | ±0.24 | NR |

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

4.7.3 Crude and Offensive Behavior and Organizational Politics

Table 4.53 presents organizational politics for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Organizational politics was measured with a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater pressure to conform to organizational norms. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.53 ONRR – 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 | 80 | 3.4* | ±0.2 | 527 | 2.7* | ±0.1 | 0.68 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | 8 | 2.5 | ±0.5 | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 2.5 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 47 | 3.6* | ±0.3 | 267 | 3.0* | ±0.1 | 0.61 (M) |
| General Schedule (GS) 13-15 | 28 | 3.0* | ±0.3 | 196 | 2.5* | ±0.1 | 0.75 (M) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | 7 | 2.3 | ±0.2 | 38 | 2.6 | ±0.2 | -0.35 (S) |
| 1 to 3 years | 9 | 3.2 | ±1.0 | 86 | 2.9 | ±0.2 | 0.35 (S) |
| 4 to 5 years | 14 | 3.3 | ±0.5 | 75 | 2.9 | ±0.2 | 0.39 (S) |
| 6 to 10 years | 26 | 3.2* | ±0.4 | 125 | 2.7* | ±0.1 | 0.64 (M) |
| 11 to 14 years | NR | NR | NR | 48 | 2.9 | ±0.3 | NR |
| 15 to 20 years | 10 | 3.9* | ±0.4 | 40 | 2.7* | ±0.3 | 1.41 (L) |
| More than 20 years | 8 | 3.7* | ±0.5 | 107 | 2.4* | ±0.1 | 1.69 (L) |
| Appointment Type | | | | | | | |
| Permanent | 80 | 3.4* | ±0.2 | 527 | 2.7* | ±0.1 | 0.68 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 80 | 3.4* | ±0.2 | 524 | 2.7* | ±0.1 | 0.69 (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> |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 80 | 3.4* | ±0.2 | 524 | 2.7* | ±0.1 | 0.69 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 37 | 3.1* | ±0.3 | 220 | 2.7* | ±0.1 | 0.41 (S) |
| Women | 42 | 3.6* | ±0.3 | 307 | 2.8* | ±0.1 | 0.91 (L) |
| Gender Identity | | | | | | | |
| Male | 37 | 3.1* | ±0.3 | 220 | 2.7* | ±0.1 | 0.41 (S) |
| Female | 42 | 3.6* | ±0.3 | 307 | 2.8* | ±0.1 | 0.91 (L) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 64 | 3.2* | ±0.3 | 487 | 2.7* | ±0.1 | 0.55 (M) |
| Sexual Minority | 8 | 3.6 | ±0.3 | 18 | 2.9 | ±0.5 | 0.69 (M) |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 64 | 3.2* | ±0.3 | 487 | 2.7* | ±0.1 | 0.55 (M) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | 7 | 3.6 | ±0.4 | NR | NR | NR | NR |
| Bisexual | -- | -- | -- | 10 | 2.8 | ±0.9 | NA |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | 8 | 4.0* | ±0.4 | 16 | 2.8* | ±0.4 | 1.75 (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 ONRR.

Table 4.54 ONRR – 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 | 78 | 2.9* | ±0.2 | 535 | 3.6* | ±0.1 | -0.87 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | 6 | 3.8 | ±0.9 | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 3.6 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 47 | 2.7* | ±0.3 | 275 | 3.5* | ±0.1 | -0.88 (L) |
| General Schedule (GS) 13-15 | 26 | 3.0* | ±0.3 | 195 | 3.8* | ±0.1 | -1.00 (L) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | 7 | 4.0 | ±0.0 | 38 | 4.0 | ±0.2 | 0.06 |
| 1 to 3 years | 7 | 2.9 | ±0.5 | 88 | 3.7 | ±0.2 | -0.75 (M) |
| 4 to 5 years | 14 | 3.0 | ±0.4 | 76 | 3.2 | ±0.2 | -0.33 (S) |
| 6 to 10 years | 26 | 2.9* | ±0.4 | 125 | 3.6* | ±0.1 | -0.79 (M) |
| 11 to 14 years | NR | NR | NR | 48 | 3.5 | ±0.2 | NR |
| 15 to 20 years | 10 | 2.8 | ±0.5 | 39 | 3.4 | ±0.3 | -0.66 (M) |
| More than 20 years | 8 | 2.5* | ±0.5 | 113 | 4.0* | ±0.1 | -2.06 (L) |
| Appointment Type | | | | | | | |
| Permanent | 78 | 2.9* | ±0.2 | 535 | 3.6* | ±0.1 | -0.87 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 78 | 2.9* | ±0.2 | 529 | 3.6* | ±0.1 | -0.87 (L) |

| | Experienced crude and offensive behavior | | | Did not experience crude and offensive behavior | | | Effect size |
|---|---|-------------------------|------------|---|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 78 | 2.9* | ±0.2 | 529 | 3.6* | ±0.1 | -0.87 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 37 | 3.0* | ±0.3 | 223 | 3.7* | ±0.1 | -0.83 (L) |
| Women | 41 | 2.7* | ±0.3 | 312 | 3.6* | ±0.1 | -0.96 (L) |
| Gender Identity | | | | | | | |
| Male | 37 | 3.0* | ±0.3 | 223 | 3.7* | ±0.1 | -0.83 (L) |
| Female | 41 | 2.7* | ±0.3 | 312 | 3.6* | ±0.1 | -0.96 (L) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 62 | 2.9* | ±0.2 | 495 | 3.7* | ±0.1 | -0.91 (L) |
| Sexual Minority | 8 | 3.4 | ±0.3 | 18 | 3.5 | ±0.6 | -0.13 |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 62 | 2.9* | ±0.2 | 495 | 3.7* | ±0.1 | -0.91 (L) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | 7 | 3.3 | ±0.4 | NR | NR | NR | NR |
| Bisexual | -- | -- | -- | 10 | 3.9 | ±0.8 | NA |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | 8 | 2.3 | ±0.5 | 16 | 3.1 | ±0.6 | -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.

4.7.5 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 ONRR.

Table 4.55 ONRR – 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</i> ^a | <i>MoE</i> | <i>N</i> | <i>Mean</i> ^a | <i>MoE</i> | <i>Hedges' g</i> |
| Overall | 77 | 3.3* | ±0.3 | 525 | 4.0* | ±0.1 | -0.68 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | 6 | 4.3 | ±0.6 | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 45 | 4.3 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 45 | 3.0* | ±0.4 | 267 | 3.8* | ±0.1 | -0.69 (M) |
| General Schedule (GS) 13-15 | 28 | 3.6* | ±0.4 | 195 | 4.1* | ±0.1 | -0.58 (M) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | 7 | 4.5 | ±0.3 | 38 | 4.3 | ±0.2 | 0.22 (S) |
| 1 to 3 years | 9 | 2.9* | ±1.0 | 83 | 3.8* | ±0.3 | -0.72 (M) |
| 4 to 5 years | 14 | 3.5 | ±0.6 | 73 | 3.8 | ±0.3 | -0.25 (S) |
| 6 to 10 years | 23 | 3.7 | ±0.5 | 125 | 4.0 | ±0.2 | -0.39 (S) |
| 11 to 14 years | NR | NR | NR | 46 | 3.8 | ±0.2 | NR |
| 15 to 20 years | 10 | 2.8* | ±0.7 | 39 | 3.7* | ±0.3 | -0.83 (L) |
| More than 20 years | 8 | 3.1* | ±0.4 | 113 | 4.3* | ±0.1 | -1.59 (L) |
| Appointment Type | | | | | | | |
| Permanent | 77 | 3.3* | ±0.3 | 525 | 4.0* | ±0.1 | -0.68 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 77 | 3.3* | ±0.3 | 519 | 4.0* | ±0.1 | -0.68 (M) |

| | Experienced crude and offensive behavior | | | Did not experience crude and offensive behavior | | | Effect size |
|---|---|-------------------------|------------|---|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 77 | 3.3* | ±0.3 | 519 | 4.0* | ±0.1 | -0.68 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 37 | 3.5* | ±0.4 | 223 | 4.0* | ±0.1 | -0.43 (S) |
| Women | 39 | 3.1* | ±0.4 | 302 | 4.0* | ±0.1 | -0.93 (L) |
| Gender Identity | | | | | | | |
| Male | 37 | 3.5* | ±0.4 | 223 | 4.0* | ±0.1 | -0.43 (S) |
| Female | 39 | 3.1* | ±0.4 | 302 | 4.0* | ±0.1 | -0.93 (L) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 61 | 3.3* | ±0.4 | 485 | 4.0* | ±0.1 | -0.69 (M) |
| Sexual Minority | 8 | 3.7 | ±0.3 | 18 | 3.8 | ±0.5 | -0.14 |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 61 | 3.3* | ±0.4 | 485 | 4.0* | ±0.1 | -0.69 (M) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | 7 | 3.6 | ±0.3 | NR | NR | NR | NR |
| Bisexual | -- | -- | -- | 10 | 3.7 | ±0.8 | NA |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | 8 | 2.8 | ±0.7 | 16 | 3.5 | ±0.6 | -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.

4.7.6 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 ONRR.

Table 4.56 ONRR – 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</i> ^a | <i>MoE</i> | <i>N</i> | <i>Mean</i> ^a | <i>MoE</i> | <i>Hedges' g</i> |
| Overall | 80 | 2.8* | ±0.2 | 542 | 3.9* | ±0.1 | -1.15 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | 8 | 3.1 | ±0.8 | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 3.9 | ±0.3 | NR |
| General Schedule (GS) 11-12 | 47 | 2.8* | ±0.3 | 275 | 3.8* | ±0.1 | -1.01 (L) |
| General Schedule (GS) 13-15 | 28 | 2.6* | ±0.4 | 200 | 4.0* | ±0.1 | -1.69 (L) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | 7 | 3.4* | ±0.2 | 38 | 4.1* | ±0.2 | -0.96 (L) |
| 1 to 3 years | 9 | 2.2* | ±0.6 | 88 | 3.8* | ±0.2 | -1.36 (L) |
| 4 to 5 years | 14 | 3.1* | ±0.5 | 76 | 3.7* | ±0.2 | -0.64 (M) |
| 6 to 10 years | 26 | 3.2* | ±0.4 | 128 | 3.8* | ±0.2 | -0.58 (M) |
| 11 to 14 years | NR | NR | NR | 50 | 3.7 | ±0.2 | NR |
| 15 to 20 years | 10 | 2.6* | ±0.7 | 40 | 3.7* | ±0.3 | -1.10 (L) |
| More than 20 years | 8 | 1.9* | ±0.5 | 114 | 4.2* | ±0.1 | -3.14 (L) |
| Appointment Type | | | | | | | |
| Permanent | 80 | 2.8* | ±0.2 | 542 | 3.9* | ±0.1 | -1.15 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 80 | 2.8* | ±0.2 | 536 | 3.9* | ±0.1 | -1.15 (L) |

| | Experienced crude and offensive behavior | | | Did not experience crude and offensive behavior | | | Effect size |
|---|---|-------------------------|------------|---|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 80 | 2.8* | ±0.2 | 536 | 3.9* | ±0.1 | -1.15 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 37 | 2.8* | ±0.3 | 228 | 3.9* | ±0.1 | -1.19 (L) |
| Women | 42 | 2.7* | ±0.3 | 314 | 3.8* | ±0.1 | -1.14 (L) |
| Gender Identity | | | | | | | |
| Male | 37 | 2.8* | ±0.3 | 228 | 3.9* | ±0.1 | -1.19 (L) |
| Female | 42 | 2.7* | ±0.3 | 314 | 3.8* | ±0.1 | -1.14 (L) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 64 | 2.7* | ±0.3 | 503 | 3.9* | ±0.1 | -1.31 (L) |
| Sexual Minority | 8 | 3.5 | ±0.2 | 18 | 3.6 | ±0.5 | -0.16 |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 64 | 2.7* | ±0.3 | 503 | 3.9* | ±0.1 | -1.31 (L) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | 7 | 3.5 | ±0.3 | NR | NR | NR | NR |
| Bisexual | -- | -- | -- | 10 | 3.8 | ±0.8 | NA |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | 8 | 2.8 | ±0.8 | 15 | 3.1 | ±0.6 | -0.22 (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.

4.7.7 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 ONRR.

Table 4.57 ONRR – 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 | 80 | 1.9 | ±0.1 | 536 | 1.9 | ±0.0 | 0.10 |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | 8 | 1.9 | ±0.2 | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 1.8 | ±0.1 | NR |
| General Schedule (GS) 11-12 | 47 | 1.9 | ±0.1 | 269 | 1.8 | ±0.1 | 0.25 (S) |
| General Schedule (GS) 13-15 | 28 | 1.9 | ±0.2 | 200 | 2.0 | ±0.1 | -0.08 |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | 7 | 2.4* | ±0.3 | 36 | 2.0* | ±0.2 | 0.90 (L) |
| 1 to 3 years | 9 | 2.0 | ±0.2 | 88 | 1.8 | ±0.1 | 0.26 (S) |
| 4 to 5 years | 14 | 2.0 | ±0.2 | 76 | 1.9 | ±0.1 | 0.23 (S) |
| 6 to 10 years | 26 | 1.8* | ±0.2 | 127 | 2.0* | ±0.1 | -0.49 (S) |
| 11 to 14 years | NR | NR | NR | 50 | 1.8 | ±0.1 | NR |
| 15 to 20 years | 10 | 1.9 | ±0.2 | 38 | 1.7 | ±0.2 | 0.47 (S) |
| More than 20 years | 8 | 2.1 | ±0.3 | 115 | 1.9 | ±0.1 | 0.41 (S) |
| Appointment Type | | | | | | | |
| Permanent | 80 | 1.9 | ±0.1 | 536 | 1.9 | ±0.0 | 0.10 |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 80 | 1.9 | ±0.1 | 530 | 1.9 | ±0.0 | 0.11 |

| | 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 | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 80 | 1.9 | ±0.1 | 530 | 1.9 | ±0.0 | 0.11 |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 37 | 1.9 | ±0.2 | 227 | 1.9 | ±0.1 | -0.04 |
| Women | 42 | 2.0 | ±0.1 | 309 | 1.9 | ±0.1 | 0.24 (S) |
| Gender Identity | | | | | | | |
| Male | 37 | 1.9 | ±0.2 | 227 | 1.9 | ±0.1 | -0.04 |
| Female | 42 | 2.0 | ±0.1 | 309 | 1.9 | ±0.1 | 0.24 (S) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 64 | 1.9 | ±0.1 | 496 | 1.9 | ±0.0 | 0.09 |
| Sexual Minority | 8 | 2.0 | ±0.3 | 18 | 1.7 | ±0.2 | 0.58 (M) |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 64 | 1.9 | ±0.1 | 496 | 1.9 | ±0.0 | 0.09 |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | 7 | 2.2 | ±0.1 | NR | NR | NR | NR |
| Bisexual | -- | -- | -- | 10 | 1.9 | ±0.3 | NA |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | 8 | 1.7 | ±0.4 | 16 | 1.7 | ±0.2 | 0.07 |

^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 ONRR.

Table 4.58 ONRR – 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 | 29 | 36.9%* | ±11.5 | 37 | 6.9%* | ±2.5 | 0.78 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | NR | NR | NR | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | NR | NR | NR | NR |
| General Schedule (GS) 11-12 | 19 | 41.4%* | ±15.3 | 23 | 8.7%* | ±4.0 | 0.80 (L) |
| General Schedule (GS) 13-15 | NR | NR | NR | 8 | 4.2% | ±3.9 | NR |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| 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 | 12 | 14.3% | ±9.3 | NR |
| 4 to 5 years | NR | NR | NR | NR | NR | NR | NR |
| 6 to 10 years | NR | NR | NR | 10 | 7.8% | ±6.3 | NR |
| 11 to 14 years | NR | NR | NR | 5 | 10.2% | ±12.6 | NR |
| 15 to 20 years | NR | NR | NR | NR | NR | NR | NR |
| More than 20 years | NR | NR | NR | NR | NR | NR | NR |
| Appointment Type | | | | | | | |
| Permanent | 29 | 36.9%* | ±11.5 | 37 | 6.9%* | ±2.5 | 0.78 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |

| | 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 | 29 | 36.9%* | ±11.5 | 35 | 6.6%* | ±2.5 | 0.79 (M) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 29 | 36.9%* | ±11.5 | 35 | 6.6%* | ±2.5 | 0.79 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 9 | 25.0%* | ±17.8 | 14 | 6.0%* | ±4.0 | 0.55 (M) |
| Women | 20 | 47.7%* | ±15.5 | 23 | 7.5%* | ±3.5 | 0.97 (L) |
| Gender Identity | | | | | | | |
| Male | 9 | 25.0%* | ±17.8 | 14 | 6.0%* | ±4.0 | 0.55 (M) |
| Female | 20 | 47.7%* | ±15.5 | 23 | 7.5%* | ±3.5 | 0.97 (L) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 24 | 37.1%* | ±12.8 | 34 | 6.8%* | ±2.6 | 0.78 (M) |
| Sexual Minority | NR | NR | NR | NR | NR | NR | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 24 | 37.1%* | ±12.8 | 34 | 6.8%* | ±2.6 | 0.78 (M) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | NR | NR | NR | NR | NR | NR | NR |
| Bisexual | -- | -- | -- | NR | NR | NR | NR |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | NR | NR | NR | NR |

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

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

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

Table 4.59 ONRR – 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 | 1.488 | 0.791 | 3.538 | -- | 4.428 | -- | -- | -- | -- |
| Age | -0.698 | 0.331 | 4.440 | 0.035 | 0.497 | 0.260 | 0.952 | -146.398 | 4.387 |
| Education Level | 2.216 | 0.590 | 14.099 | 0.000 | 9.173 | 2.885 | 29.167 | -154.232 | 20.056 |
| Supervisor Support | 0.497 | 0.181 | 7.495 | 0.006 | 1.643 | 1.151 | 2.345 | -148.191 | 7.974 |
| Organizational Inclusion | -0.963 | 0.194 | 24.603 | 0.000 | 0.382 | 0.261 | 0.559 | -157.519 | 26.629 |
| Bystander Harassment Based on Sex/Gender | -1.473 | 0.380 | 15.043 | 0.000 | 0.229 | 0.109 | 0.483 | -151.551 | 14.692 |
| General Intolerance | -0.692 | 0.209 | 10.969 | 0.001 | 0.500 | 0.332 | 0.754 | -149.792 | 11.176 |

Note. N = 539, Nagelkerke R Square = 0.403

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 ONRR.

Table 4.60 ONRR – 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 | 40 | 2.5* | ±0.3 | 568 | 3.6* | ±0.1 | -1.14 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | NR | NR | NR | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 3.7 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 18 | 2.4* | ±0.5 | 297 | 3.4* | ±0.1 | -1.05 (L) |
| General Schedule (GS) 13-15 | 16 | 2.5* | ±0.4 | 208 | 3.7* | ±0.1 | -1.44 (L) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | 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 | NR | NR | NR | 37 | 4.0 | ±0.2 | NR |
| 1 to 3 years | NR | NR | NR | 87 | 3.6 | ±0.2 | NR |
| 4 to 5 years | 6 | 3.3 | ±1.2 | 85 | 3.4 | ±0.2 | -0.08 |
| 6 to 10 years | 8 | 2.6* | ±0.5 | 144 | 3.6* | ±0.1 | -1.15 (L) |
| 11 to 14 years | NR | NR | NR | 53 | 3.5 | ±0.2 | NR |
| 15 to 20 years | 7 | 2.2* | ±0.8 | 42 | 3.2* | ±0.3 | -1.15 (L) |
| More than 20 years | 10 | 2.0* | ±0.2 | 113 | 3.7* | ±0.1 | -2.21 (L) |
| Appointment Type | | | | | | | |
| Permanent | 40 | 2.5* | ±0.3 | 568 | 3.6* | ±0.1 | -1.14 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 40 | 2.5* | ±0.3 | 562 | 3.6* | ±0.1 | -1.14 (L) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 40 | 2.5* | ±0.3 | 562 | 3.6* | ±0.1 | -1.14 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | NR | NR | NR | 255 | 3.7 | ±0.1 | NR |
| Women | 36 | 2.6* | ±0.3 | 312 | 3.4* | ±0.1 | -1.03 (L) |
| Gender Identity | | | | | | | |
| Male | NR | NR | NR | 255 | 3.7 | ±0.1 | NR |
| Female | 36 | 2.6* | ±0.3 | 312 | 3.4* | ±0.1 | -1.03 (L) |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 35 | 2.6* | ±0.3 | 518 | 3.6* | ±0.1 | -1.10 (L) |
| Sexual Minority | NR | NR | NR | 25 | 3.8 | ±0.2 | NR |

| | Experienced unwanted sexual attention | | | Did not experience unwanted sexual attention | | | Effect size |
|---------------------------|---------------------------------------|-------------------------|------------|--|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 35 | 2.6* | ±0.3 | 518 | 3.6* | ±0.1 | -1.10 (L) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 3.7 | ±0.2 | NA |
| Bisexual | NR | NR | NR | 9 | 3.7 | ±0.5 | NR |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 21 | 3.1 | ±0.3 | NR |

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

4.8.2 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 ONRR.

Table 4.61 ONRR – 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 | 40 | 0.38* | ±0.13 | 580 | 0.64* | ±0.03 | -0.63 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | 6 | 0.66 | ±0.35 | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 0.81 | ±0.10 | NR |
| General Schedule (GS) 11-12 | 18 | 0.34* | ±0.19 | 306 | 0.57* | ±0.05 | -0.51 (M) |
| General Schedule (GS) 13-15 | 16 | 0.39* | ±0.19 | 210 | 0.71* | ±0.05 | -0.82 (L) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | NR | NR | NR | 42 | 0.77 | ±0.11 | NR |
| 1 to 3 years | NR | NR | NR | 90 | 0.70 | ±0.09 | NR |
| 4 to 5 years | 6 | 0.70 | ±0.41 | 85 | 0.58 | ±0.10 | 0.26 (S) |
| 6 to 10 years | NR | NR | NR | 146 | 0.58 | ±0.07 | NR |
| 11 to 14 years | NR | NR | NR | 53 | 0.73 | ±0.09 | NR |
| 15 to 20 years | NR | NR | NR | 43 | 0.56 | ±0.14 | NR |
| More than 20 years | 10 | 0.50 | ±0.16 | 113 | 0.68 | ±0.07 | -0.46 (S) |
| Appointment Type | | | | | | | |
| Permanent | 40 | 0.38* | ±0.13 | 580 | 0.64* | ±0.03 | -0.63 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |

| | 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 | 40 | 0.38* | ±0.13 | 574 | 0.64* | ±0.03 | -0.63 (M) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 40 | 0.38* | ±0.13 | 574 | 0.64* | ±0.03 | -0.63 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | NR | NR | NR | 256 | 0.72 | ±0.05 | NR |
| Women | 36 | 0.41* | ±0.14 | 322 | 0.58* | ±0.05 | -0.40 (S) |
| Gender Identity | | | | | | | |
| Male | NR | NR | NR | 256 | 0.72 | ±0.05 | NR |
| Female | 36 | 0.41* | ±0.14 | 322 | 0.58* | ±0.05 | -0.40 (S) |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 35 | 0.43* | ±0.14 | 532 | 0.65* | ±0.04 | -0.51 (M) |
| Sexual Minority | NR | NR | NR | 23 | 0.67 | ±0.14 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 35 | 0.43* | ±0.14 | 532 | 0.65* | ±0.04 | -0.51 (M) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 8 | 0.72 | ±0.24 | NA |
| Bisexual | NR | NR | NR | 9 | 0.73 | ±0.28 | NR |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 21 | 0.50 | ±0.21 | 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.

4.8.3 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 ONRR.

Table 4.62 ONRR – 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 | 42 | 3.2* | ±0.3 | 567 | 2.8* | ±0.1 | 0.46 (S) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | 6 | 2.3 | ±0.4 | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 2.5 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 18 | 4.0* | ±0.4 | 297 | 3.0* | ±0.1 | 1.04 (L) |
| General Schedule (GS) 13-15 | 16 | 2.3 | ±0.4 | 207 | 2.6 | ±0.1 | -0.32 (S) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | NR | NR | NR | 42 | 2.5 | ±0.2 | NR |
| 1 to 3 years | NR | NR | NR | 91 | 2.9 | ±0.2 | NR |
| 4 to 5 years | 6 | 3.3 | ±1.0 | 83 | 3.0 | ±0.2 | 0.30 (S) |
| 6 to 10 years | 8 | 3.7* | ±0.7 | 144 | 2.8* | ±0.1 | 1.07 (L) |
| 11 to 14 years | NR | NR | NR | 51 | 3.0 | ±0.2 | NR |
| 15 to 20 years | 7 | 4.1* | ±0.5 | 43 | 2.8* | ±0.3 | 1.60 (L) |
| More than 20 years | 10 | 2.1 | ±0.5 | 105 | 2.6 | ±0.1 | -0.58 (M) |
| Appointment Type | | | | | | | |
| Permanent | 42 | 3.2* | ±0.3 | 567 | 2.8* | ±0.1 | 0.46 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 42 | 3.2* | ±0.3 | 564 | 2.8* | ±0.1 | 0.47 (S) |

| | Experienced unwanted sexual attention | | | Did not experience unwanted sexual attention | | | Effect size |
|---|---------------------------------------|-------------------------|------------|--|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 42 | 3.2* | ±0.3 | 564 | 2.8* | ±0.1 | 0.47 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 5 | 4.3* | ±0.2 | 251 | 2.7* | ±0.1 | 1.79 (L) |
| Women | 36 | 3.1 | ±0.4 | 315 | 2.8 | ±0.1 | 0.24 (S) |
| Gender Identity | | | | | | | |
| Male | 5 | 4.3* | ±0.2 | 251 | 2.7* | ±0.1 | 1.79 (L) |
| Female | 36 | 3.1 | ±0.4 | 315 | 2.8 | ±0.1 | 0.24 (S) |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 35 | 3.1 | ±0.4 | 517 | 2.8 | ±0.1 | 0.32 (S) |
| Sexual Minority | NR | NR | NR | 25 | 3.0 | ±0.4 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 35 | 3.1 | ±0.4 | 517 | 2.8 | ±0.1 | 0.32 (S) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 3.4 | ±0.3 | NA |
| Bisexual | NR | NR | NR | 9 | 2.5 | ±0.9 | NR |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 21 | 3.1 | ±0.4 | NR |

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

4.8.4 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 ONRR.

Table 4.63 ONRR – 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 | 40 | 3.2* | ±0.3 | 575 | 3.6* | ±0.1 | -0.47 (S) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | NR | NR | NR | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 3.6 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 18 | 2.5* | ±0.4 | 306 | 3.5* | ±0.1 | -1.07 (L) |
| General Schedule (GS) 13-15 | 15 | 4.0 | ±0.5 | 207 | 3.7 | ±0.1 | 0.30 (S) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | NR | NR | NR | 42 | 4.0 | ±0.2 | NR |
| 1 to 3 years | NR | NR | NR | 92 | 3.7 | ±0.2 | NR |
| 4 to 5 years | 6 | 3.2 | ±0.6 | 85 | 3.2 | ±0.2 | 0.02 |
| 6 to 10 years | 8 | 2.6* | ±0.7 | 144 | 3.5* | ±0.1 | -1.07 (L) |
| 11 to 14 years | NR | NR | NR | 51 | 3.4 | ±0.2 | NR |
| 15 to 20 years | 7 | 2.7 | ±0.7 | 42 | 3.4 | ±0.3 | -0.71 (M) |
| More than 20 years | 10 | 4.3 | ±0.3 | 111 | 3.9 | ±0.2 | 0.50 (M) |
| Appointment Type | | | | | | | |
| Permanent | 40 | 3.2* | ±0.3 | 575 | 3.6* | ±0.1 | -0.47 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 40 | 3.2* | ±0.3 | 569 | 3.6* | ±0.1 | -0.46 (S) |

| | Experienced unwanted sexual attention | | | Did not experience unwanted sexual attention | | | Effect size |
|---|---------------------------------------|-------------------------|------------|--|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 40 | 3.2* | ±0.3 | 569 | 3.6* | ±0.1 | -0.46 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 5 | 2.3* | ±0.6 | 255 | 3.7* | ±0.1 | -1.55 (L) |
| Women | 35 | 3.3 | ±0.4 | 319 | 3.5 | ±0.1 | -0.24 (S) |
| Gender Identity | | | | | | | |
| Male | 5 | 2.3* | ±0.6 | 255 | 3.7* | ±0.1 | -1.55 (L) |
| Female | 35 | 3.3 | ±0.4 | 319 | 3.5 | ±0.1 | -0.24 (S) |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 34 | 3.3 | ±0.4 | 525 | 3.6 | ±0.1 | -0.31 (S) |
| Sexual Minority | NR | NR | NR | 25 | 3.6 | ±0.4 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 34 | 3.3 | ±0.4 | 525 | 3.6 | ±0.1 | -0.31 (S) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 3.1 | ±0.5 | NA |
| Bisexual | NR | NR | NR | 9 | 4.3 | ±0.5 | NR |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 21 | 2.9 | ±0.5 | 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.

4.8.5 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 ONRR.

Table 4.64 ONRR – 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 | 42 | 3.7 | ±0.4 | 561 | 3.9 | ±0.1 | -0.21 (S) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | NR | NR | NR | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 45 | 4.3 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 18 | 3.3 | ±0.7 | 294 | 3.7 | ±0.1 | -0.38 (S) |
| General Schedule (GS) 13-15 | 16 | 4.2 | ±0.6 | 207 | 4.1 | ±0.1 | 0.13 |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | NR | NR | NR | 42 | 4.3 | ±0.2 | NR |
| 1 to 3 years | NR | NR | NR | 87 | 3.7 | ±0.3 | NR |
| 4 to 5 years | 6 | 4.6 | ±0.6 | 81 | 3.7 | ±0.2 | 0.72 (M) |
| 6 to 10 years | 8 | 3.1* | ±0.9 | 140 | 4.0* | ±0.2 | -0.98 (L) |
| 11 to 14 years | NR | NR | NR | 50 | 3.6 | ±0.3 | NR |
| 15 to 20 years | 7 | 2.7 | ±1.1 | 42 | 3.6 | ±0.3 | -0.76 (M) |
| More than 20 years | 10 | 4.8* | ±0.2 | 111 | 4.1* | ±0.1 | 0.93 (L) |
| Appointment Type | | | | | | | |
| Permanent | 42 | 3.7 | ±0.4 | 561 | 3.9 | ±0.1 | -0.21 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 42 | 3.7 | ±0.4 | 555 | 3.9 | ±0.1 | -0.21 (S) |

| | Experienced unwanted sexual attention | | | Did not experience unwanted sexual attention | | | Effect size |
|---|---------------------------------------|-------------------------|------------|--|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 42 | 3.7 | ±0.4 | 555 | 3.9 | ±0.1 | -0.21 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 5 | 2.9* | ±1.3 | 255 | 3.9* | ±0.1 | -0.93 (L) |
| Women | 36 | 3.8 | ±0.4 | 305 | 3.9 | ±0.1 | -0.10 |
| Gender Identity | | | | | | | |
| Male | 5 | 2.9* | ±1.3 | 255 | 3.9* | ±0.1 | -0.93 (L) |
| Female | 36 | 3.8 | ±0.4 | 305 | 3.9 | ±0.1 | -0.10 |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 35 | 3.9 | ±0.4 | 511 | 3.9 | ±0.1 | -0.01 |
| Sexual Minority | NR | NR | NR | 25 | 3.9 | ±0.3 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 35 | 3.9 | ±0.4 | 511 | 3.9 | ±0.1 | -0.01 |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 3.7 | ±0.2 | NA |
| Bisexual | NR | NR | NR | 9 | 4.1 | ±0.7 | NR |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 21 | 3.4 | ±0.5 | 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.

4.8.6 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 ONRR.

Table 4.65 ONRR – 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 | 42 | 3.3* | ±0.4 | 582 | 3.8* | ±0.1 | -0.43 (S) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | 6 | 3.4 | ±1.0 | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 3.9 | ±0.3 | NR |
| General Schedule (GS) 11-12 | 18 | 2.9* | ±0.6 | 306 | 3.7* | ±0.1 | -0.77 (M) |
| General Schedule (GS) 13-15 | 16 | 3.9 | ±0.6 | 212 | 3.8 | ±0.1 | 0.08 |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | NR | NR | NR | 42 | 4.0 | ±0.2 | NR |
| 1 to 3 years | NR | NR | NR | 92 | 3.8 | ±0.2 | NR |
| 4 to 5 years | 6 | 4.5* | ±0.5 | 85 | 3.6* | ±0.2 | 0.87 (L) |
| 6 to 10 years | 8 | 2.7* | ±0.3 | 148 | 3.7* | ±0.2 | -1.11 (L) |
| 11 to 14 years | NR | NR | NR | 53 | 3.6 | ±0.2 | NR |
| 15 to 20 years | 7 | 2.7* | ±1.0 | 43 | 3.6* | ±0.3 | -0.87 (L) |
| More than 20 years | 10 | 4.3 | ±0.5 | 112 | 4.0 | ±0.2 | 0.38 (S) |
| Appointment Type | | | | | | | |
| Permanent | 42 | 3.3* | ±0.4 | 582 | 3.8* | ±0.1 | -0.43 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 42 | 3.3* | ±0.4 | 576 | 3.8* | ±0.1 | -0.42 (S) |

| | 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 | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 42 | 3.3* | ±0.4 | 576 | 3.8* | ±0.1 | -0.42 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 5 | 2.9 | ±0.3 | 260 | 3.8 | ±0.1 | -0.85 (L) |
| Women | 36 | 3.4* | ±0.4 | 321 | 3.8* | ±0.1 | -0.37 (S) |
| Gender Identity | | | | | | | |
| Male | 5 | 2.9 | ±0.3 | 260 | 3.8 | ±0.1 | -0.85 (L) |
| Female | 36 | 3.4* | ±0.4 | 321 | 3.8* | ±0.1 | -0.37 (S) |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 35 | 3.4* | ±0.4 | 534 | 3.8* | ±0.1 | -0.42 (S) |
| Sexual Minority | NR | NR | NR | 25 | 3.7 | ±0.3 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 35 | 3.4* | ±0.4 | 534 | 3.8* | ±0.1 | -0.42 (S) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 3.6 | ±0.5 | NA |
| Bisexual | NR | NR | NR | 9 | 4.3 | ±0.4 | NR |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 20 | 2.9 | ±0.5 | 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.

4.8.7 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 ONRR.

Table 4.66 ONRR – 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 | 42 | 1.8 | ±0.1 | 576 | 1.9 | ±0.0 | -0.20 (S) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | 6 | 1.8 | ±0.3 | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 1.8 | ±0.1 | NR |
| General Schedule (GS) 11-12 | 18 | 1.8 | ±0.2 | 300 | 1.9 | ±0.1 | -0.13 |
| General Schedule (GS) 13-15 | 16 | 1.8 | ±0.3 | 212 | 2.0 | ±0.1 | -0.47 (S) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | NR | NR | NR | 40 | 2.0 | ±0.2 | NR |
| 1 to 3 years | NR | NR | NR | 92 | 1.8 | ±0.1 | NR |
| 4 to 5 years | 6 | 1.7 | ±0.5 | 85 | 1.9 | ±0.1 | -0.46 (S) |
| 6 to 10 years | 8 | 1.8 | ±0.4 | 146 | 1.9 | ±0.1 | -0.24 (S) |
| 11 to 14 years | NR | NR | NR | 53 | 1.8 | ±0.1 | NR |
| 15 to 20 years | 7 | 1.6 | ±0.3 | 41 | 1.8 | ±0.1 | -0.38 (S) |
| More than 20 years | 10 | 1.6* | ±0.2 | 113 | 1.9* | ±0.1 | -0.75 (M) |
| Appointment Type | | | | | | | |
| Permanent | 42 | 1.8 | ±0.1 | 576 | 1.9 | ±0.0 | -0.20 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 42 | 1.8 | ±0.1 | 570 | 1.9 | ±0.0 | -0.19 |

| | 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 | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 42 | 1.8 | ±0.1 | 570 | 1.9 | ±0.0 | -0.19 |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 5 | 1.7 | ±0.5 | 258 | 1.9 | ±0.1 | -0.57 (M) |
| Women | 36 | 1.8 | ±0.2 | 317 | 1.9 | ±0.1 | -0.11 |
| Gender Identity | | | | | | | |
| Male | 5 | 1.7 | ±0.5 | 258 | 1.9 | ±0.1 | -0.57 (M) |
| Female | 36 | 1.8 | ±0.2 | 317 | 1.9 | ±0.1 | -0.11 |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 35 | 1.8 | ±0.2 | 526 | 1.9 | ±0.0 | -0.25 (S) |
| Sexual Minority | NR | NR | NR | 25 | 1.8 | ±0.2 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 35 | 1.8 | ±0.2 | 526 | 1.9 | ±0.0 | -0.25 (S) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 1.8 | ±0.3 | NA |
| Bisexual | NR | NR | NR | 9 | 1.8 | ±0.3 | NR |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 21 | 1.8 | ±0.2 | NR |

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

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

4.8.8 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 ONRR.

Table 4.67 ONRR – 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 | 15 | 35.4%* | ±16.1 | 51 | 8.9%* | ±2.6 | 0.67 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | NR | NR | NR | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | NR | NR | NR | NR |
| General Schedule (GS) 11-12 | NR | NR | NR | 33 | 11.1% | ±4.1 | NR |
| General Schedule (GS) 13-15 | NR | NR | NR | 13 | 6.1% | ±4.2 | NR |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| 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 | 13 | 15.3% | ±9.3 | NR |
| 4 to 5 years | NR | NR | NR | 6 | 7.2% | ±8.2 | NR |
| 6 to 10 years | NR | NR | NR | 15 | 10.2% | ±6.2 | NR |
| 11 to 14 years | NR | NR | NR | 7 | 12.8% | ±12.4 | NR |
| 15 to 20 years | NR | NR | NR | 6 | 14.5% | ±14.5 | NR |
| More than 20 years | NR | NR | NR | NR | NR | NR | NR |
| Appointment Type | | | | | | | |
| Permanent | 15 | 35.4%* | ±16.1 | 51 | 8.9%* | ±2.6 | 0.67 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |

| | 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 | 15 | 35.4%* | ±16.1 | 49 | 8.7%* | ±2.6 | 0.68 (M) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 15 | 35.4%* | ±16.1 | 49 | 8.7%* | ±2.6 | 0.68 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | NR | NR | NR | 19 | 7.4% | ±4.0 | NR |
| Women | 11 | 30.9%* | ±17.4 | 32 | 10.1%* | ±3.9 | 0.53 (M) |
| Gender Identity | | | | | | | |
| Male | NR | NR | NR | 19 | 7.4% | ±4.0 | NR |
| Female | 11 | 30.9%* | ±17.4 | 32 | 10.1%* | ±3.9 | 0.53 (M) |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 12 | 33.2%* | ±17.8 | 45 | 8.7%* | ±2.7 | 0.63 (M) |
| Sexual Minority | NR | NR | NR | NR | NR | NR | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 12 | 33.2%* | ±17.8 | 45 | 8.7%* | ±2.7 | 0.63 (M) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | NR | NR | NR | NR |
| Bisexual | NR | NR | NR | NR | NR | NR | NR |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | NR | NR | NR | NR |

^a Represents the percent, who, in the past 12 months, indicated they witnessed a situation where another employee was subjected to 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 ONRR – Logistic Regression of Unwanted Sexual Attention and Predictors of Workplace Harassment

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

4.9 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 ONRR.

Table 4.69 ONRR – 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 | 8 | 2.1* | ±0.1 | 599 | 3.5* | ±0.1 | -1.57 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 9 | 3.5 | ±0.4 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 48 | 3.6 | ±0.2 | NA |
| General Schedule (GS) 11-12 | -- | -- | -- | 315 | 3.4 | ±0.1 | NA |
| General Schedule (GS) 13-15 | 8 | 2.1* | ±0.1 | 216 | 3.7* | ±0.1 | -1.88 (L) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | 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 | -- | -- | -- | 40 | 4.0 | ±0.2 | NA |
| 1 to 3 years | -- | -- | -- | 91 | 3.6 | ±0.2 | NA |
| 4 to 5 years | -- | -- | -- | 90 | 3.3 | ±0.2 | NA |
| 6 to 10 years | -- | -- | -- | 152 | 3.5 | ±0.1 | NA |
| 11 to 14 years | NR | NR | NR | 53 | 3.5 | ±0.2 | NR |
| 15 to 20 years | -- | -- | -- | 49 | 3.1 | ±0.3 | NA |
| More than 20 years | 7 | 2.0* | ±0.0 | 116 | 3.6* | ±0.2 | -1.98 (L) |
| Appointment Type | | | | | | | |
| Permanent | 8 | 2.1* | ±0.1 | 599 | 3.5* | ±0.1 | -1.57 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 8 | 2.1* | ±0.1 | 593 | 3.5* | ±0.1 | -1.56 (L) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 8 | 2.1* | ±0.1 | 593 | 3.5* | ±0.1 | -1.56 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | -- | -- | -- | 258 | 3.7 | ±0.1 | NA |
| Women | 8 | 2.1* | ±0.1 | 340 | 3.4* | ±0.1 | -1.49 (L) |
| Gender Identity | | | | | | | |
| Male | -- | -- | -- | 258 | 3.7 | ±0.1 | NA |
| Female | 8 | 2.1* | ±0.1 | 340 | 3.4* | ±0.1 | -1.49 (L) |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 8 | 2.1* | ±0.1 | 545 | 3.5* | ±0.1 | -1.56 (L) |
| Sexual Minority | -- | -- | -- | 26 | 3.7 | ±0.2 | 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 | 8 | 2.1* | ±0.1 | 545 | 3.5* | ±0.1 | -1.56 (L) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 3.7 | ±0.2 | NA |
| Bisexual | -- | -- | -- | 10 | 3.5 | ±0.5 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | -- | -- | -- | 25 | 3.0 | ±0.3 | NA |

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

4.9.2 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 ONRR.

Table 4.70 ONRR – 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 | 8 | 0.56 | ±0.18 | 611 | 0.63 | ±0.03 | -0.16 |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 0.64 | ±0.28 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 48 | 0.79 | ±0.11 | NA |
| General Schedule (GS) 11-12 | -- | -- | -- | 324 | 0.56 | ±0.05 | NA |
| General Schedule (GS) 13-15 | 8 | 0.56 | ±0.18 | 218 | 0.70 | ±0.05 | -0.34 (S) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 0.79 | ±0.10 | NA |
| 1 to 3 years | -- | -- | -- | 95 | 0.67 | ±0.09 | NA |
| 4 to 5 years | -- | -- | -- | 90 | 0.59 | ±0.09 | NA |
| 6 to 10 years | -- | -- | -- | 154 | 0.55 | ±0.07 | NA |
| 11 to 14 years | NR | NR | NR | 53 | 0.73 | ±0.09 | NR |
| 15 to 20 years | -- | -- | -- | 51 | 0.52 | ±0.13 | NA |
| More than 20 years | 7 | 0.67 | ±0.00 | 116 | 0.67 | ±0.07 | -0.01 |
| Appointment Type | | | | | | | |
| Permanent | 8 | 0.56 | ±0.18 | 611 | 0.63 | ±0.03 | -0.16 |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | 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> |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 8 | 0.56 | ±0.18 | 605 | 0.63 | ±0.03 | -0.16 |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 8 | 0.56 | ±0.18 | 605 | 0.63 | ±0.03 | -0.16 |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | -- | -- | -- | 260 | 0.71 | ±0.05 | NA |
| Women | 8 | 0.56 | ±0.18 | 350 | 0.57 | ±0.05 | -0.02 |
| Gender Identity | | | | | | | |
| Male | -- | -- | -- | 260 | 0.71 | ±0.05 | NA |
| Female | 8 | 0.56 | ±0.18 | 350 | 0.57 | ±0.05 | -0.02 |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 8 | 0.56 | ±0.18 | 559 | 0.63 | ±0.04 | -0.17 |
| Sexual Minority | -- | -- | -- | 24 | 0.64 | ±0.15 | NA |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 8 | 0.56 | ±0.18 | 559 | 0.63 | ±0.04 | -0.17 |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 8 | 0.72 | ±0.24 | NA |
| Bisexual | -- | -- | -- | 10 | 0.63 | ±0.29 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | -- | -- | -- | 25 | 0.43 | ±0.19 | NA |

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

4.9.3 Sexual Coercion and Organizational Politics

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

Table 4.71 ONRR – 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 | 8 | 2.1* | ±0.4 | 600 | 2.8* | ±0.1 | -0.79 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 2.5 | ±0.3 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 48 | 2.5 | ±0.2 | NA |
| General Schedule (GS) 11-12 | -- | -- | -- | 316 | 3.1 | ±0.1 | NA |
| General Schedule (GS) 13-15 | 8 | 2.1 | ±0.4 | 215 | 2.6 | ±0.1 | -0.57 (M) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 2.5 | ±0.2 | NA |
| 1 to 3 years | -- | -- | -- | 95 | 2.9 | ±0.2 | NA |
| 4 to 5 years | -- | -- | -- | 89 | 3.0 | ±0.2 | NA |
| 6 to 10 years | -- | -- | -- | 152 | 2.8 | ±0.1 | NA |
| 11 to 14 years | NR | NR | NR | 51 | 3.0 | ±0.2 | NR |
| 15 to 20 years | -- | -- | -- | 51 | 3.0 | ±0.3 | NA |
| More than 20 years | 7 | 1.9* | ±0.0 | 109 | 2.6* | ±0.1 | -0.93 (L) |
| Appointment Type | | | | | | | |
| Permanent | 8 | 2.1* | ±0.4 | 600 | 2.8* | ±0.1 | -0.79 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 8 | 2.1* | ±0.4 | 597 | 2.8* | ±0.1 | -0.78 (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 | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 8 | 2.1* | ±0.4 | 597 | 2.8* | ±0.1 | -0.78 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | -- | -- | -- | 256 | 2.8 | ±0.1 | NA |
| Women | 8 | 2.1* | ±0.4 | 343 | 2.9* | ±0.1 | -0.82 (L) |
| Gender Identity | | | | | | | |
| Male | -- | -- | -- | 256 | 2.8 | ±0.1 | NA |
| Female | 8 | 2.1* | ±0.4 | 343 | 2.9* | ±0.1 | -0.82 (L) |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 8 | 2.1* | ±0.4 | 544 | 2.8* | ±0.1 | -0.77 (M) |
| Sexual Minority | -- | -- | -- | 26 | 3.1 | ±0.4 | NA |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 8 | 2.1* | ±0.4 | 544 | 2.8* | ±0.1 | -0.77 (M) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 3.4 | ±0.3 | NA |
| Bisexual | -- | -- | -- | 10 | 2.8 | ±0.9 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | -- | -- | -- | 25 | 3.2 | ±0.4 | NA |

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

4.9.4 Sexual Coercion and Organizational Trust

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

Table 4.72 ONRR – 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 | 8 | 4.0 | ±0.8 | 607 | 3.5 | ±0.1 | 0.53 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 9 | 3.9 | ±0.6 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 48 | 3.5 | ±0.2 | NA |
| General Schedule (GS) 11-12 | -- | -- | -- | 324 | 3.4 | ±0.1 | NA |
| General Schedule (GS) 13-15 | 8 | 4.0 | ±0.8 | 213 | 3.7 | ±0.1 | 0.33 (S) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 4.0 | ±0.2 | NA |
| 1 to 3 years | -- | -- | -- | 95 | 3.6 | ±0.2 | NA |
| 4 to 5 years | -- | -- | -- | 90 | 3.2 | ±0.2 | NA |
| 6 to 10 years | -- | -- | -- | 152 | 3.5 | ±0.1 | NA |
| 11 to 14 years | NR | NR | NR | 51 | 3.4 | ±0.2 | NR |
| 15 to 20 years | -- | -- | -- | 49 | 3.3 | ±0.3 | NA |
| More than 20 years | 7 | 4.5* | ±0.0 | 115 | 3.9* | ±0.1 | 0.80 (L) |
| Appointment Type | | | | | | | |
| Permanent | 8 | 4.0 | ±0.8 | 607 | 3.5 | ±0.1 | 0.53 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 8 | 4.0 | ±0.8 | 601 | 3.5 | ±0.1 | 0.54 (M) |

| | 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 | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 8 | 4.0 | ±0.8 | 601 | 3.5 | ±0.1 | 0.54 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | -- | -- | -- | 260 | 3.6 | ±0.1 | NA |
| Women | 8 | 4.0 | ±0.8 | 346 | 3.5 | ±0.1 | 0.61 (M) |
| Gender Identity | | | | | | | |
| Male | -- | -- | -- | 260 | 3.6 | ±0.1 | NA |
| Female | 8 | 4.0 | ±0.8 | 346 | 3.5 | ±0.1 | 0.61 (M) |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 8 | 4.0 | ±0.8 | 551 | 3.6 | ±0.1 | 0.52 (M) |
| Sexual Minority | -- | -- | -- | 26 | 3.5 | ±0.4 | NA |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 8 | 4.0 | ±0.8 | 551 | 3.6 | ±0.1 | 0.52 (M) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 3.1 | ±0.5 | NA |
| Bisexual | -- | -- | -- | 10 | 3.9 | ±0.8 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | -- | -- | -- | 25 | 2.9 | ±0.4 | NA |

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

4.9.5 Sexual Coercion and Supervisor Support

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

Table 4.73 ONRR – 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 | 8 | 4.4 | ±1.1 | 594 | 3.9 | ±0.1 | 0.45 (S) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 9 | 4.2 | ±0.4 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 47 | 4.2 | ±0.2 | NA |
| General Schedule (GS) 11-12 | -- | -- | -- | 312 | 3.7 | ±0.1 | NA |
| General Schedule (GS) 13-15 | 8 | 4.4 | ±1.1 | 214 | 4.0 | ±0.1 | 0.33 (S) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 4.3 | ±0.2 | NA |
| 1 to 3 years | -- | -- | -- | 92 | 3.7 | ±0.3 | NA |
| 4 to 5 years | -- | -- | -- | 87 | 3.8 | ±0.2 | NA |
| 6 to 10 years | -- | -- | -- | 148 | 4.0 | ±0.2 | NA |
| 11 to 14 years | NR | NR | NR | 50 | 3.6 | ±0.3 | NR |
| 15 to 20 years | -- | -- | -- | 49 | 3.5 | ±0.3 | NA |
| More than 20 years | 7 | 5.0* | ±0.0 | 115 | 4.2* | ±0.1 | 1.12 (L) |
| Appointment Type | | | | | | | |
| Permanent | 8 | 4.4 | ±1.1 | 594 | 3.9 | ±0.1 | 0.45 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 8 | 4.4 | ±1.1 | 588 | 3.9 | ±0.1 | 0.45 (S) |

| | Experienced sexual coercion | | | Did not experience sexual coercion | | | Effect size |
|---|-----------------------------|-------------------------|------------|------------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 8 | 4.4 | ±1.1 | 588 | 3.9 | ±0.1 | 0.45 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | -- | -- | -- | 260 | 3.9 | ±0.1 | NA |
| Women | 8 | 4.4 | ±1.1 | 333 | 3.9 | ±0.1 | 0.46 (S) |
| Gender Identity | | | | | | | |
| Male | -- | -- | -- | 260 | 3.9 | ±0.1 | NA |
| Female | 8 | 4.4 | ±1.1 | 333 | 3.9 | ±0.1 | 0.46 (S) |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 8 | 4.4 | ±1.1 | 538 | 3.9 | ±0.1 | 0.43 (S) |
| Sexual Minority | -- | -- | -- | 26 | 3.7 | ±0.3 | NA |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 8 | 4.4 | ±1.1 | 538 | 3.9 | ±0.1 | 0.43 (S) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 3.7 | ±0.2 | NA |
| Bisexual | -- | -- | -- | 10 | 3.7 | ±0.8 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | -- | -- | -- | 25 | 3.3 | ±0.5 | NA |

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

4.9.6 Sexual Coercion and Organizational Inclusion

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

Table 4.74 ONRR – 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 | 8 | 4.0 | ±1.0 | 615 | 3.7 | ±0.1 | 0.29 (S) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 3.3 | ±0.6 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 48 | 3.9 | ±0.3 | NA |
| General Schedule (GS) 11-12 | -- | -- | -- | 324 | 3.7 | ±0.1 | NA |
| General Schedule (GS) 13-15 | 8 | 4.0 | ±1.0 | 220 | 3.8 | ±0.1 | 0.26 (S) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 4.0 | ±0.2 | NA |
| 1 to 3 years | -- | -- | -- | 97 | 3.7 | ±0.2 | NA |
| 4 to 5 years | -- | -- | -- | 90 | 3.6 | ±0.2 | NA |
| 6 to 10 years | -- | -- | -- | 156 | 3.7 | ±0.2 | NA |
| 11 to 14 years | NR | NR | NR | 53 | 3.6 | ±0.2 | NR |
| 15 to 20 years | -- | -- | -- | 51 | 3.5 | ±0.3 | NA |
| More than 20 years | 7 | 4.6 | ±0.0 | 115 | 4.0 | ±0.2 | 0.70 (M) |
| Appointment Type | | | | | | | |
| Permanent | 8 | 4.0 | ±1.0 | 615 | 3.7 | ±0.1 | 0.29 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 8 | 4.0 | ±1.0 | 609 | 3.7 | ±0.1 | 0.30 (S) |

| | Experienced sexual coercion | | | Did not experience sexual coercion | | | Effect size |
|---|-----------------------------|-------------------------|------------|------------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 8 | 4.0 | ±1.0 | 609 | 3.7 | ±0.1 | 0.30 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | -- | -- | -- | 265 | 3.7 | ±0.1 | NA |
| Women | 8 | 4.0 | ±1.0 | 349 | 3.7 | ±0.1 | 0.30 (S) |
| Gender Identity | | | | | | | |
| Male | -- | -- | -- | 265 | 3.7 | ±0.1 | NA |
| Female | 8 | 4.0 | ±1.0 | 349 | 3.7 | ±0.1 | 0.30 (S) |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 8 | 4.0 | ±1.0 | 560 | 3.8 | ±0.1 | 0.26 (S) |
| Sexual Minority | -- | -- | -- | 26 | 3.6 | ±0.4 | NA |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 8 | 4.0 | ±1.0 | 560 | 3.8 | ±0.1 | 0.26 (S) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 3.6 | ±0.5 | NA |
| Bisexual | -- | -- | -- | 10 | 3.8 | ±0.8 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | -- | -- | -- | 23 | 3.0 | ±0.5 | NA |

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

4.9.7 Sexual Coercion and Gender Context

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

Table 4.75 ONRR – 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 | 8 | 1.8 | ±0.2 | 609 | 1.9 | ±0.0 | -0.25 (S) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 1.9 | ±0.2 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 48 | 1.8 | ±0.1 | NA |
| General Schedule (GS) 11-12 | -- | -- | -- | 318 | 1.8 | ±0.1 | NA |
| General Schedule (GS) 13-15 | 8 | 1.8 | ±0.2 | 220 | 2.0 | ±0.1 | -0.41 (S) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 43 | 2.0 | ±0.1 | NA |
| 1 to 3 years | -- | -- | -- | 97 | 1.8 | ±0.1 | NA |
| 4 to 5 years | -- | -- | -- | 90 | 1.9 | ±0.1 | NA |
| 6 to 10 years | -- | -- | -- | 154 | 1.9 | ±0.1 | NA |
| 11 to 14 years | NR | NR | NR | 53 | 1.8 | ±0.1 | NR |
| 15 to 20 years | -- | -- | -- | 48 | 1.7 | ±0.1 | NA |
| More than 20 years | 7 | 1.7 | ±0.0 | 116 | 1.9 | ±0.1 | -0.58 (M) |
| Appointment Type | | | | | | | |
| Permanent | 8 | 1.8 | ±0.2 | 609 | 1.9 | ±0.0 | -0.25 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 8 | 1.8 | ±0.2 | 603 | 1.9 | ±0.0 | -0.24 (S) |

| | 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 | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 8 | 1.8 | ±0.2 | 603 | 1.9 | ±0.0 | -0.24 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | -- | -- | -- | 263 | 1.9 | ±0.1 | NA |
| Women | 8 | 1.8 | ±0.2 | 345 | 1.9 | ±0.1 | -0.20 (S) |
| Gender Identity | | | | | | | |
| Male | -- | -- | -- | 263 | 1.9 | ±0.1 | NA |
| Female | 8 | 1.8 | ±0.2 | 345 | 1.9 | ±0.1 | -0.20 (S) |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 8 | 1.8 | ±0.2 | 553 | 1.9 | ±0.0 | -0.27 (S) |
| Sexual Minority | -- | -- | -- | 26 | 1.8 | ±0.2 | NA |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 8 | 1.8 | ±0.2 | 553 | 1.9 | ±0.0 | -0.27 (S) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 1.8 | ±0.3 | NA |
| Bisexual | -- | -- | -- | 10 | 1.9 | ±0.3 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | -- | -- | -- | 25 | 1.7 | ±0.2 | NA |

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

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

4.9.8 Sexual Coercion and Bystander Harassment

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

Table 4.76 ONRR – 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 | 64 | 10.6% | ±2.7 | NR |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | NR | NR | NR | NR |
| General Schedule (GS) 7-10 | -- | -- | -- | NR | NR | NR | NR |
| General Schedule (GS) 11-12 | -- | -- | -- | 42 | 13.3% | ±4.2 | NA |
| General Schedule (GS) 13-15 | NR | NR | NR | 17 | 7.8% | ±4.5 | NR |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 0 | 0.0% | NA | NA |
| 1 to 3 years | -- | -- | -- | 16 | 17.5% | ±9.3 | NA |
| 4 to 5 years | -- | -- | -- | 6 | 6.8% | ±7.7 | NA |
| 6 to 10 years | -- | -- | -- | 19 | 12.8% | ±6.4 | NA |
| 11 to 14 years | NR | NR | NR | 7 | 12.8% | ±12.4 | NR |
| 15 to 20 years | -- | -- | -- | 12 | 24.0% | ±14.1 | NA |
| More than 20 years | NR | NR | NR | NR | NR | NR | NR |
| Appointment Type | | | | | | | |
| Permanent | NR | NR | NR | 64 | 10.6% | ±2.7 | NR |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |

| | 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 | 62 | 10.4% | ±2.7 | NR |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | NR | NR | NR | 62 | 10.4% | ±2.7 | NR |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | -- | -- | -- | 22 | 8.6% | ±4.1 | NA |
| Women | NR | NR | NR | 42 | 12.2% | ±3.9 | NR |
| Gender Identity | | | | | | | |
| Male | -- | -- | -- | 22 | 8.6% | ±4.1 | NA |
| Female | NR | NR | NR | 42 | 12.2% | ±3.9 | NR |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | NR | NR | NR | 56 | 10.1% | ±2.8 | NR |
| Sexual Minority | -- | -- | -- | NR | NR | NR | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | NR | NR | NR | 56 | 10.1% | ±2.8 | NR |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | NR | NR | NR | NR |
| Bisexual | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | -- | -- | -- | NR | NR | NR | NR |

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

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

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

Table 4.77 ONRR – Logistic Regression of Sexual Coercion 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 | -2.254 | 2.028 | 1.236 | -- | 0.105 | -- | -- | -- | -- |
| Education Level | -2.527 | 1.030 | 6.015 | 0.014 | 0.080 | 0.011 | 0.602 | -25.187 | 7.974 |
| Organizational Trust | 1.576 | 0.506 | 9.681 | 0.002 | 4.833 | 1.792 | 13.040 | -28.151 | 13.901 |
| General Intolerance | -2.391 | 0.610 | 15.384 | 0.000 | 0.092 | 0.028 | 0.302 | -34.512 | 26.624 |

Note. N = 539, Nagelkerke R Square = 0.528

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 ONRR.

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

| | Experienced gender harassment | | | Did not experience gender harassment | | | Effect size |
|---|-------------------------------|-------------------------|------------|--------------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Overall | 101 | 2.7* | ±0.2 | 507 | 3.6* | ±0.1 | -1.05 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | NR | NR | NR | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 44 | 3.8 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 49 | 2.7* | ±0.3 | 266 | 3.5* | ±0.1 | -0.80 (L) |
| General Schedule (GS) 13-15 | 41 | 2.7* | ±0.3 | 183 | 3.8* | ±0.1 | -1.35 (L) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | 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 | 9 | 4.2 | ±0.3 | 31 | 3.9 | ±0.2 | 0.48 (S) |
| 1 to 3 years | 9 | 2.6* | ±0.5 | 82 | 3.7* | ±0.2 | -1.15 (L) |
| 4 to 5 years | 16 | 2.5* | ±0.6 | 75 | 3.5* | ±0.2 | -1.16 (L) |
| 6 to 10 years | 24 | 2.8* | ±0.3 | 128 | 3.6* | ±0.1 | -1.06 (L) |
| 11 to 14 years | 11 | 2.9* | ±0.7 | 44 | 3.6* | ±0.2 | -0.79 (M) |
| 15 to 20 years | 14 | 2.3* | ±0.4 | 35 | 3.4* | ±0.3 | -1.32 (L) |
| More than 20 years | 14 | 2.2* | ±0.4 | 110 | 3.7* | ±0.1 | -2.00 (L) |
| Appointment Type | | | | | | | |
| Permanent | 101 | 2.7* | ±0.2 | 507 | 3.6* | ±0.1 | -1.05 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 101 | 2.7* | ±0.2 | 501 | 3.6* | ±0.1 | -1.05 (L) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 101 | 2.7* | ±0.2 | 501 | 3.6* | ±0.1 | -1.05 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 21 | 3.0* | ±0.5 | 237 | 3.7* | ±0.1 | -0.82 (L) |
| Women | 78 | 2.6* | ±0.2 | 270 | 3.6* | ±0.1 | -1.12 (L) |
| Gender Identity | | | | | | | |
| Male | 21 | 3.0* | ±0.5 | 237 | 3.7* | ±0.1 | -0.82 (L) |
| Female | 78 | 2.6* | ±0.2 | 270 | 3.6* | ±0.1 | -1.12 (L) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 91 | 2.7* | ±0.2 | 462 | 3.7* | ±0.1 | -1.13 (L) |
| Sexual Minority | NR | NR | NR | 22 | 3.7 | ±0.3 | NR |

| | Experienced gender harassment | | | Did not experience gender harassment | | | Effect size |
|---------------------------|----------------------------------|-------------------------|------------|---|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 91 | 2.7* | ±0.2 | 462 | 3.7* | ±0.1 | -1.13 (L) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | NR | NR | NR | 8 | 3.7 | ±0.3 | NR |
| Bisexual | NR | NR | NR | 8 | 3.4 | ±0.6 | NR |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 20 | 3.1 | ±0.4 | NR |

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

4.10.2 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 ONRR.

Table 4.79 ONRR – 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 | 102 | 0.40* | ±0.08 | 517 | 0.67* | ±0.04 | -0.65 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | 6 | 0.71 | ±0.40 | NR | NR | NR | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 44 | 0.86 | ±0.09 | NR |
| General Schedule (GS) 11-12 | 49 | 0.37* | ±0.12 | 275 | 0.59* | ±0.05 | -0.50 (M) |
| General Schedule (GS) 13-15 | 41 | 0.41* | ±0.13 | 185 | 0.76* | ±0.05 | -0.92 (L) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | 9 | 0.85 | ±0.11 | 36 | 0.77 | ±0.13 | 0.23 (S) |
| 1 to 3 years | NR | NR | NR | 86 | 0.72 | ±0.09 | NR |
| 4 to 5 years | 16 | 0.36* | ±0.22 | 75 | 0.64* | ±0.10 | -0.61 (M) |
| 6 to 10 years | 24 | 0.24* | ±0.14 | 130 | 0.61* | ±0.07 | -0.88 (L) |
| 11 to 14 years | 11 | 0.71 | ±0.29 | 44 | 0.72 | ±0.10 | -0.02 |
| 15 to 20 years | 16 | 0.21* | ±0.18 | 35 | 0.66* | ±0.14 | -1.09 (L) |
| More than 20 years | 14 | 0.50 | ±0.18 | 110 | 0.69 | ±0.07 | -0.48 (S) |
| Appointment Type | | | | | | | |
| Permanent | 102 | 0.40* | ±0.08 | 517 | 0.67* | ±0.04 | -0.65 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |

| | 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 | 102 | 0.40* | ±0.08 | 511 | 0.67* | ±0.04 | -0.65 (M) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 102 | 0.40* | ±0.08 | 511 | 0.67* | ±0.04 | -0.65 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 21 | 0.34* | ±0.17 | 239 | 0.74* | ±0.05 | -1.01 (L) |
| Women | 80 | 0.41* | ±0.10 | 279 | 0.61* | ±0.05 | -0.48 (S) |
| Gender Identity | | | | | | | |
| Male | 21 | 0.34* | ±0.17 | 239 | 0.74* | ±0.05 | -1.01 (L) |
| Female | 80 | 0.41* | ±0.10 | 279 | 0.61* | ±0.05 | -0.48 (S) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 93 | 0.40* | ±0.09 | 474 | 0.68* | ±0.04 | -0.66 (M) |
| Sexual Minority | NR | NR | NR | 20 | 0.61 | ±0.17 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 93 | 0.40* | ±0.09 | 474 | 0.68* | ±0.04 | -0.66 (M) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | NR | NR | NR | 7 | 0.83 | ±0.24 | NR |
| Bisexual | NR | NR | NR | 8 | 0.55 | ±0.33 | NR |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 20 | 0.53 | ±0.22 | NR |

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

4.10.3 Gender Harassment and Organizational Politics

Table 4.80 presents organizational politics for those who indicated they had or had not experienced gender harassment within the past 12 months. Organizational politics was measured with a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater pressure to conform to organizational norms. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

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

| | Experienced gender harassment | | | Did not experience gender harassment | | | Effect size |
|---|-------------------------------|-------------------------|------------|--------------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Overall | 102 | 3.2* | ±0.2 | 506 | 2.7* | ±0.1 | 0.55 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | 6 | 2.9 | ±0.3 | NR | NR | NR | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 44 | 2.4 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 49 | 3.8* | ±0.3 | 266 | 2.9* | ±0.1 | 0.94 (L) |
| General Schedule (GS) 13-15 | 41 | 2.5 | ±0.3 | 182 | 2.5 | ±0.1 | -0.05 |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | 9 | 2.5 | ±0.2 | 36 | 2.5 | ±0.2 | -0.04 |
| 1 to 3 years | 9 | 3.2 | ±0.9 | 86 | 2.9 | ±0.2 | 0.36 (S) |
| 4 to 5 years | 16 | 3.7* | ±0.5 | 73 | 2.8* | ±0.2 | 0.78 (M) |
| 6 to 10 years | 24 | 3.3* | ±0.4 | 128 | 2.7* | ±0.1 | 0.64 (M) |
| 11 to 14 years | 11 | 3.4 | ±0.4 | 42 | 2.9 | ±0.3 | 0.60 (M) |
| 15 to 20 years | 16 | 3.5* | ±0.6 | 35 | 2.7* | ±0.3 | 0.78 (M) |
| More than 20 years | 14 | 2.4 | ±0.6 | 102 | 2.5 | ±0.1 | -0.15 |
| Appointment Type | | | | | | | |
| Permanent | 102 | 3.2* | ±0.2 | 506 | 2.7* | ±0.1 | 0.55 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 102 | 3.2* | ±0.2 | 503 | 2.7* | ±0.1 | 0.55 (M) |

| | Experienced gender harassment | | | Did not experience gender harassment | | | Effect size |
|---|----------------------------------|-------------------------|------------|---|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 102 | 3.2* | ±0.2 | 503 | 2.7* | ±0.1 | 0.55 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 21 | 3.1 | ±0.4 | 235 | 2.7 | ±0.1 | 0.37 (S) |
| Women | 80 | 3.3* | ±0.3 | 271 | 2.7* | ±0.1 | 0.58 (M) |
| Gender Identity | | | | | | | |
| Male | 21 | 3.1 | ±0.4 | 235 | 2.7 | ±0.1 | 0.37 (S) |
| Female | 80 | 3.3* | ±0.3 | 271 | 2.7* | ±0.1 | 0.58 (M) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 93 | 3.2* | ±0.2 | 460 | 2.7* | ±0.1 | 0.58 (M) |
| Sexual Minority | NR | NR | NR | 22 | 3.1 | ±0.4 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 93 | 3.2* | ±0.2 | 460 | 2.7* | ±0.1 | 0.58 (M) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | NR | NR | NR | 8 | 3.2 | ±0.3 | NR |
| Bisexual | NR | NR | NR | 8 | 3.1 | ±1.1 | NR |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 20 | 3.1 | ±0.4 | NR |

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

4.10.4 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 ONRR.

Table 4.81 ONRR – 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 | 99 | 3.1* | ±0.2 | 516 | 3.6* | ±0.1 | -0.53 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | NR | NR | NR | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 44 | 3.7 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 49 | 2.8* | ±0.3 | 275 | 3.5* | ±0.1 | -0.79 (M) |
| General Schedule (GS) 13-15 | 40 | 3.6 | ±0.3 | 181 | 3.8 | ±0.1 | -0.17 |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | 9 | 4.0 | ±0.0 | 36 | 4.0 | ±0.2 | 0.06 |
| 1 to 3 years | 7 | 2.8* | ±0.5 | 88 | 3.7* | ±0.2 | -0.96 (L) |
| 4 to 5 years | 16 | 2.9 | ±0.4 | 75 | 3.3 | ±0.2 | -0.39 (S) |
| 6 to 10 years | 24 | 3.1* | ±0.4 | 128 | 3.6* | ±0.1 | -0.60 (M) |
| 11 to 14 years | 11 | 2.6* | ±0.8 | 42 | 3.5* | ±0.2 | -1.01 (L) |
| 15 to 20 years | 14 | 2.7* | ±0.6 | 35 | 3.5* | ±0.2 | -0.82 (L) |
| More than 20 years | 14 | 4.1 | ±0.4 | 108 | 3.9 | ±0.2 | 0.25 (S) |
| Appointment Type | | | | | | | |
| Permanent | 99 | 3.1* | ±0.2 | 516 | 3.6* | ±0.1 | -0.53 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 99 | 3.1* | ±0.2 | 510 | 3.6* | ±0.1 | -0.53 (M) |

| | Experienced gender harassment | | | Did not experience gender harassment | | | Effect size |
|---|----------------------------------|-------------------------|------------|---|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 99 | 3.1* | ±0.2 | 510 | 3.6* | ±0.1 | -0.53 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 21 | 3.2* | ±0.4 | 238 | 3.7* | ±0.1 | -0.58 (M) |
| Women | 77 | 3.1* | ±0.2 | 277 | 3.6* | ±0.1 | -0.48 (S) |
| Gender Identity | | | | | | | |
| Male | 21 | 3.2* | ±0.4 | 238 | 3.7* | ±0.1 | -0.58 (M) |
| Female | 77 | 3.1* | ±0.2 | 277 | 3.6* | ±0.1 | -0.48 (S) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 90 | 3.2* | ±0.2 | 469 | 3.7* | ±0.1 | -0.58 (M) |
| Sexual Minority | NR | NR | NR | 22 | 3.4 | ±0.5 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 90 | 3.2* | ±0.2 | 469 | 3.7* | ±0.1 | -0.58 (M) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | NR | NR | NR | 8 | 3.1 | ±0.6 | NR |
| Bisexual | NR | NR | NR | 8 | 3.6 | ±0.9 | NR |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 20 | 3.0 | ±0.5 | 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.

4.10.5 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 ONRR.

Table 4.82 ONRR – 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 | 101 | 3.4* | ±0.3 | 502 | 4.0* | ±0.1 | -0.52 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | NR | NR | NR | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 42 | 4.4 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 49 | 3.0* | ±0.4 | 263 | 3.8* | ±0.1 | -0.77 (M) |
| General Schedule (GS) 13-15 | 41 | 4.0 | ±0.4 | 181 | 4.1 | ±0.1 | -0.08 |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | 9 | 4.3 | ±0.3 | 36 | 4.3 | ±0.2 | 0.01 |
| 1 to 3 years | 9 | 2.8* | ±0.9 | 83 | 3.8* | ±0.3 | -0.82 (L) |
| 4 to 5 years | 16 | 3.5 | ±0.5 | 71 | 3.9 | ±0.3 | -0.30 (S) |
| 6 to 10 years | 24 | 3.8 | ±0.4 | 124 | 4.0 | ±0.2 | -0.19 |
| 11 to 14 years | 11 | 2.7* | ±1.1 | 41 | 3.7* | ±0.2 | -0.93 (L) |
| 15 to 20 years | 14 | 2.5* | ±0.8 | 35 | 3.9* | ±0.2 | -1.44 (L) |
| More than 20 years | 14 | 4.3 | ±0.6 | 108 | 4.2 | ±0.1 | 0.17 |
| Appointment Type | | | | | | | |
| Permanent | 101 | 3.4* | ±0.3 | 502 | 4.0* | ±0.1 | -0.52 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 101 | 3.4* | ±0.3 | 496 | 4.0* | ±0.1 | -0.52 (M) |

| | Experienced gender harassment | | | Did not experience gender harassment | | | Effect size |
|---|----------------------------------|-------------------------|------------|---|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 101 | 3.4* | ±0.3 | 496 | 4.0* | ±0.1 | -0.52 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 21 | 3.9 | ±0.5 | 238 | 3.9 | ±0.1 | 0.03 |
| Women | 78 | 3.3* | ±0.3 | 263 | 4.1* | ±0.1 | -0.76 (M) |
| Gender Identity | | | | | | | |
| Male | 21 | 3.9 | ±0.5 | 238 | 3.9 | ±0.1 | 0.03 |
| Female | 78 | 3.3* | ±0.3 | 263 | 4.1* | ±0.1 | -0.76 (M) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 91 | 3.4* | ±0.3 | 455 | 4.0* | ±0.1 | -0.56 (M) |
| Sexual Minority | NR | NR | NR | 22 | 3.7 | ±0.4 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 91 | 3.4* | ±0.3 | 455 | 4.0* | ±0.1 | -0.56 (M) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | NR | NR | NR | 8 | 3.7 | ±0.3 | NR |
| Bisexual | NR | NR | NR | 8 | 3.5 | ±0.9 | NR |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 20 | 3.4 | ±0.5 | 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.

4.10.6 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 ONRR.

Table 4.83 ONRR – 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 | 102 | 3.1* | ±0.2 | 521 | 3.9* | ±0.1 | -0.75 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | 6 | 2.8 | ±0.7 | NR | NR | NR | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 44 | 4.1 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 49 | 2.9* | ±0.3 | 275 | 3.8* | ±0.1 | -0.92 (L) |
| General Schedule (GS) 13-15 | 41 | 3.6 | ±0.3 | 187 | 3.8 | ±0.1 | -0.30 (S) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | 9 | 3.7 | ±0.3 | 36 | 4.1 | ±0.2 | -0.52 (M) |
| 1 to 3 years | 9 | 2.3* | ±0.8 | 88 | 3.8* | ±0.2 | -1.34 (L) |
| 4 to 5 years | 16 | 3.2* | ±0.6 | 75 | 3.7* | ±0.2 | -0.57 (M) |
| 6 to 10 years | 24 | 3.0* | ±0.4 | 131 | 3.8* | ±0.2 | -0.88 (L) |
| 11 to 14 years | 11 | 2.6* | ±0.7 | 44 | 3.7* | ±0.2 | -1.36 (L) |
| 15 to 20 years | 16 | 2.6* | ±0.7 | 35 | 3.9* | ±0.2 | -1.31 (L) |
| More than 20 years | 14 | 4.2 | ±0.4 | 108 | 4.0 | ±0.2 | 0.29 (S) |
| Appointment Type | | | | | | | |
| Permanent | 102 | 3.1* | ±0.2 | 521 | 3.9* | ±0.1 | -0.75 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 102 | 3.1* | ±0.2 | 515 | 3.8* | ±0.1 | -0.75 (M) |

| | Experienced gender harassment | | | Did not experience gender harassment | | | Effect size |
|---|----------------------------------|-------------------------|------------|---|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 102 | 3.1* | ±0.2 | 515 | 3.8* | ±0.1 | -0.75 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 21 | 2.9* | ±0.4 | 244 | 3.8* | ±0.1 | -0.91 (L) |
| Women | 80 | 3.2* | ±0.3 | 277 | 3.9* | ±0.1 | -0.72 (M) |
| Gender Identity | | | | | | | |
| Male | 21 | 2.9* | ±0.4 | 244 | 3.8* | ±0.1 | -0.91 (L) |
| Female | 80 | 3.2* | ±0.3 | 277 | 3.9* | ±0.1 | -0.72 (M) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 93 | 3.1* | ±0.2 | 476 | 3.9* | ±0.1 | -0.85 (L) |
| Sexual Minority | NR | NR | NR | 22 | 3.5 | ±0.4 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 93 | 3.1* | ±0.2 | 476 | 3.9* | ±0.1 | -0.85 (L) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | NR | NR | NR | 8 | 3.6 | ±0.6 | NR |
| Bisexual | NR | NR | NR | 8 | 3.6 | ±0.9 | NR |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 18 | 3.1 | ±0.5 | 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.

4.10.7 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 ONRR.

Table 4.84 ONRR – 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 | 100 | 1.9 | ±0.1 | 517 | 1.9 | ±0.0 | 0.10 |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | 6 | 2.0 | ±0.0 | NR | NR | NR | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 44 | 1.8 | ±0.1 | NR |
| General Schedule (GS) 11-12 | 47 | 2.0 | ±0.1 | 271 | 1.8 | ±0.1 | 0.27 (S) |
| General Schedule (GS) 13-15 | 41 | 1.9 | ±0.2 | 187 | 2.0 | ±0.1 | -0.11 |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | 9 | 2.2 | ±0.3 | 34 | 2.0 | ±0.2 | 0.42 (S) |
| 1 to 3 years | 9 | 2.2* | ±0.4 | 88 | 1.8* | ±0.1 | 0.84 (L) |
| 4 to 5 years | 16 | 2.2* | ±0.2 | 75 | 1.8* | ±0.1 | 0.76 (M) |
| 6 to 10 years | 24 | 1.8 | ±0.2 | 130 | 2.0 | ±0.1 | -0.40 (S) |
| 11 to 14 years | 11 | 2.0 | ±0.3 | 44 | 1.8 | ±0.1 | 0.46 (S) |
| 15 to 20 years | 16 | 1.8 | ±0.3 | 33 | 1.7 | ±0.1 | 0.21 (S) |
| More than 20 years | 14 | 1.7 | ±0.2 | 110 | 1.9 | ±0.1 | -0.52 (M) |
| Appointment Type | | | | | | | |
| Permanent | 100 | 1.9 | ±0.1 | 517 | 1.9 | ±0.0 | 0.10 |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 100 | 1.9 | ±0.1 | 511 | 1.9 | ±0.0 | 0.11 |

| | Experienced gender harassment | | | Did not experience gender harassment | | | Effect size |
|---|-------------------------------|-------------------------|------------|--------------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 100 | 1.9 | ±0.1 | 511 | 1.9 | ±0.0 | 0.11 |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 21 | 2.0 | ±0.3 | 242 | 1.9 | ±0.1 | 0.23 (S) |
| Women | 78 | 1.9 | ±0.1 | 275 | 1.9 | ±0.1 | 0.12 |
| Gender Identity | | | | | | | |
| Male | 21 | 2.0 | ±0.3 | 242 | 1.9 | ±0.1 | 0.23 (S) |
| Female | 78 | 1.9 | ±0.1 | 275 | 1.9 | ±0.1 | 0.12 |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 91 | 2.0 | ±0.1 | 470 | 1.9 | ±0.0 | 0.15 |
| Sexual Minority | NR | NR | NR | 22 | 1.8 | ±0.2 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 91 | 2.0 | ±0.1 | 470 | 1.9 | ±0.0 | 0.15 |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | NR | NR | NR | 8 | 1.8 | ±0.4 | NR |
| Bisexual | NR | NR | NR | 8 | 1.9 | ±0.4 | NR |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 20 | 1.8 | ±0.2 | NR |

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

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

4.10.8 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 ONRR.

Table 4.85 ONRR – 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 | 32 | 31.4%* | ±9.9 | 34 | 6.6%* | ±2.5 | 0.67 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | NR | NR | NR | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | NR | NR | NR | NR |
| General Schedule (GS) 11-12 | 18 | 37.5%* | ±14.7 | 24 | 8.9%* | ±4.1 | 0.71 (M) |
| General Schedule (GS) 13-15 | 12 | 28.9%* | ±16.5 | 7 | 3.7%* | ±4.0 | 0.75 (M) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| 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 | 11 | 13.0% | ±9.3 | NR |
| 4 to 5 years | NR | NR | NR | 0 | 0.0% | NA | NR |
| 6 to 10 years | NR | NR | NR | 10 | 7.5% | ±6.1 | NR |
| 11 to 14 years | NR | NR | NR | NR | NR | NR | NR |
| 15 to 20 years | NR | NR | NR | 6 | 17.9% | ±17.2 | NR |
| More than 20 years | NR | NR | NR | NR | NR | NR | NR |
| Appointment Type | | | | | | | |
| Permanent | 32 | 31.4%* | ±9.9 | 34 | 6.6%* | ±2.5 | 0.67 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |

| | 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 | 32 | 31.4%* | ±9.9 | 32 | 6.3%* | ±2.5 | 0.68 (M) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 32 | 31.4%* | ±9.9 | 32 | 6.3%* | ±2.5 | 0.68 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | NR | NR | NR | 15 | 6.4% | ±3.9 | NR |
| Women | 25 | 31.5%* | ±11.3 | 18 | 6.7%* | ±3.7 | 0.67 (M) |
| Gender Identity | | | | | | | |
| Male | NR | NR | NR | 15 | 6.4% | ±3.9 | NR |
| Female | 25 | 31.5%* | ±11.3 | 18 | 6.7%* | ±3.7 | 0.67 (M) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 30 | 32.7%* | ±10.4 | 27 | 5.8%* | ±2.5 | 0.73 (M) |
| Sexual Minority | NR | NR | NR | NR | NR | NR | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 30 | 32.7%* | ±10.4 | 27 | 5.8%* | ±2.5 | 0.73 (M) |
| Lesbian | -- | -- | -- | 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 | 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 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 ONRR – Logistic Regression of Gender Harassment and Predictors of Workplace Harassment

| | B | S.E. | Wald | <i>p</i> | Odds Ratio | 95% C.I. for EXP(B) | | Model Log Likelihood | Change in -2 Log Likelihood |
|--|--------|-------|--------|----------|------------|---------------------|-------|----------------------|-----------------------------|
| | | | | | | Lower | Upper | | |
| Constant | 3.965 | 0.604 | 43.113 | -- | 52.713 | -- | -- | -- | -- |
| Sex | -1.314 | 0.314 | 17.520 | 0.000 | 0.269 | 0.145 | 0.497 | -195.986 | 19.990 |
| Age | -1.074 | 0.307 | 12.210 | 0.000 | 0.342 | 0.187 | 0.624 | -192.044 | 12.106 |
| Bystander Harassment Based on Sex/Gender | -1.114 | 0.341 | 10.694 | 0.001 | 0.328 | 0.168 | 0.640 | -191.208 | 10.433 |
| General Intolerance | -1.070 | 0.157 | 46.550 | 0.000 | 0.343 | 0.252 | 0.467 | -212.764 | 53.547 |

Note. N = 539, Nagelkerke R Square = 0.333

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 ONRR.

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

| | Experienced sexual assault | | | Did not experience sexual assault | | | Effect size |
|---|----------------------------|-------------------------|------------|-----------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Overall | NR | NR | NR | 606 | 3.5 | ±0.1 | NR |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 9 | 3.5 | ±0.4 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 48 | 3.6 | ±0.2 | NA |
| General Schedule (GS) 11-12 | NR | NR | NR | 314 | 3.4 | ±0.1 | NR |
| General Schedule (GS) 13-15 | -- | -- | -- | 224 | 3.6 | ±0.1 | NA |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | 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 | -- | -- | -- | 40 | 4.0 | ±0.2 | NA |
| 1 to 3 years | -- | -- | -- | 91 | 3.6 | ±0.2 | NA |
| 4 to 5 years | -- | -- | -- | 90 | 3.3 | ±0.2 | NA |
| 6 to 10 years | -- | -- | -- | 152 | 3.5 | ±0.1 | NA |
| 11 to 14 years | -- | -- | -- | 54 | 3.4 | ±0.2 | NA |
| 15 to 20 years | -- | -- | -- | 49 | 3.1 | ±0.3 | NA |
| More than 20 years | -- | -- | -- | 123 | 3.5 | ±0.2 | NA |
| Appointment Type | | | | | | | |
| Permanent | NR | NR | NR | 606 | 3.5 | ±0.1 | NR |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | NR | NR | NR | 600 | 3.5 | ±0.1 | NR |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | NR | NR | NR | 600 | 3.5 | ±0.1 | NR |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | -- | -- | -- | 258 | 3.7 | ±0.1 | NA |
| Women | NR | NR | NR | 347 | 3.4 | ±0.1 | NR |
| Gender Identity | | | | | | | |
| Male | -- | -- | -- | 258 | 3.7 | ±0.1 | NA |
| Female | NR | NR | NR | 347 | 3.4 | ±0.1 | NR |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | NR | NR | NR | 552 | 3.5 | ±0.1 | NR |
| Sexual Minority | -- | -- | -- | 26 | 3.7 | ±0.2 | NA |

| | Experienced sexual assault | | | Did not experience sexual assault | | | Effect size |
|---------------------------|----------------------------|-------------------------|------------|-----------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | NR | NR | NR | 552 | 3.5 | ±0.1 | NR |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 3.7 | ±0.2 | NA |
| Bisexual | -- | -- | -- | 10 | 3.5 | ±0.5 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | -- | -- | -- | 25 | 3.0 | ±0.3 | NA |

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

4.11.2 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 ONRR.

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

| | Experienced sexual assault | | | Did not experience sexual assault | | | Effect size |
|---|----------------------------|-------------------------|------------|-----------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Overall | NR | NR | NR | 616 | 0.63 | ±0.03 | NR |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 0.64 | ±0.28 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 48 | 0.79 | ±0.11 | NA |
| General Schedule (GS) 11-12 | NR | NR | NR | 320 | 0.56 | ±0.05 | NR |
| General Schedule (GS) 13-15 | -- | -- | -- | 226 | 0.69 | ±0.05 | NA |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 0.79 | ±0.10 | NA |
| 1 to 3 years | -- | -- | -- | 95 | 0.67 | ±0.09 | NA |
| 4 to 5 years | -- | -- | -- | 90 | 0.59 | ±0.09 | NA |
| 6 to 10 years | -- | -- | -- | 152 | 0.55 | ±0.07 | NA |
| 11 to 14 years | -- | -- | -- | 54 | 0.72 | ±0.10 | NA |
| 15 to 20 years | -- | -- | -- | 51 | 0.52 | ±0.13 | NA |
| More than 20 years | -- | -- | -- | 123 | 0.67 | ±0.07 | NA |
| Appointment Type | | | | | | | |
| Permanent | NR | NR | NR | 616 | 0.63 | ±0.03 | NR |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |

| | Experienced sexual assault | | | Did not experience sexual assault | | | Effect size |
|---|----------------------------|-------------------------|------------|-----------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | NR | NR | NR | 610 | 0.63 | ±0.03 | NR |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | NR | NR | NR | 610 | 0.63 | ±0.03 | NR |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | -- | -- | -- | 258 | 0.71 | ±0.05 | NA |
| Women | NR | NR | NR | 357 | 0.57 | ±0.04 | NR |
| Gender Identity | | | | | | | |
| Male | -- | -- | -- | 258 | 0.71 | ±0.05 | NA |
| Female | NR | NR | NR | 357 | 0.57 | ±0.04 | NR |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | NR | NR | NR | 564 | 0.63 | ±0.04 | NR |
| Sexual Minority | -- | -- | -- | 24 | 0.64 | ±0.15 | NA |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | NR | NR | NR | 564 | 0.63 | ±0.04 | NR |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 8 | 0.72 | ±0.24 | NA |
| Bisexual | -- | -- | -- | 10 | 0.63 | ±0.29 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | -- | -- | -- | 25 | 0.43 | ±0.19 | 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 ONRR.

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

| | Experienced sexual assault | | | Did not experience sexual assault | | | Effect size |
|---|----------------------------|-------------------------|------------|-----------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Overall | NR | NR | NR | 605 | 2.8 | ±0.1 | NR |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 2.5 | ±0.3 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 48 | 2.5 | ±0.2 | NA |
| General Schedule (GS) 11-12 | NR | NR | NR | 312 | 3.1 | ±0.1 | NR |
| General Schedule (GS) 13-15 | -- | -- | -- | 223 | 2.5 | ±0.1 | NA |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 2.5 | ±0.2 | NA |
| 1 to 3 years | -- | -- | -- | 95 | 2.9 | ±0.2 | NA |
| 4 to 5 years | -- | -- | -- | 89 | 3.0 | ±0.2 | NA |
| 6 to 10 years | -- | -- | -- | 151 | 2.8 | ±0.1 | NA |
| 11 to 14 years | -- | -- | -- | 53 | 3.0 | ±0.2 | NA |
| 15 to 20 years | -- | -- | -- | 51 | 3.0 | ±0.3 | NA |
| More than 20 years | -- | -- | -- | 116 | 2.5 | ±0.1 | NA |
| Appointment Type | | | | | | | |
| Permanent | NR | NR | NR | 605 | 2.8 | ±0.1 | NR |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | NR | NR | NR | 602 | 2.8 | ±0.1 | NR |

| | Experienced sexual assault | | | Did not experience sexual assault | | | Effect size |
|---|----------------------------|-------------------------|------------|-----------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | NR | NR | NR | 602 | 2.8 | ±0.1 | NR |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | -- | -- | -- | 255 | 2.8 | ±0.1 | NA |
| Women | NR | NR | NR | 349 | 2.9 | ±0.1 | NR |
| Gender Identity | | | | | | | |
| Male | -- | -- | -- | 255 | 2.8 | ±0.1 | NA |
| Female | NR | NR | NR | 349 | 2.9 | ±0.1 | NR |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | NR | NR | NR | 549 | 2.8 | ±0.1 | NR |
| Sexual Minority | -- | -- | -- | 26 | 3.1 | ±0.4 | NA |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | NR | NR | NR | 549 | 2.8 | ±0.1 | NR |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 3.4 | ±0.3 | NA |
| Bisexual | -- | -- | -- | 10 | 2.8 | ±0.9 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | -- | -- | -- | 25 | 3.2 | ±0.4 | 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 ONRR.

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

| | Experienced sexual assault | | | Did not experience sexual assault | | | Effect size |
|---|----------------------------|-------------------------|------------|-----------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Overall | NR | NR | NR | 612 | 3.6 | ±0.1 | NR |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 9 | 3.9 | ±0.6 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 48 | 3.5 | ±0.2 | NA |
| General Schedule (GS) 11-12 | NR | NR | NR | 321 | 3.4 | ±0.1 | NR |
| General Schedule (GS) 13-15 | -- | -- | -- | 221 | 3.7 | ±0.1 | NA |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 4.0 | ±0.2 | NA |
| 1 to 3 years | -- | -- | -- | 95 | 3.6 | ±0.2 | NA |
| 4 to 5 years | -- | -- | -- | 90 | 3.2 | ±0.2 | NA |
| 6 to 10 years | -- | -- | -- | 151 | 3.5 | ±0.1 | NA |
| 11 to 14 years | -- | -- | -- | 53 | 3.4 | ±0.3 | NA |
| 15 to 20 years | -- | -- | -- | 49 | 3.3 | ±0.3 | NA |
| More than 20 years | -- | -- | -- | 122 | 3.9 | ±0.1 | NA |
| Appointment Type | | | | | | | |
| Permanent | NR | NR | NR | 612 | 3.6 | ±0.1 | NR |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | NR | NR | NR | 605 | 3.5 | ±0.1 | NR |

| | Experienced sexual assault | | | Did not experience sexual assault | | | Effect size |
|---|----------------------------|-------------------------|------------|-----------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | NR | NR | NR | 605 | 3.5 | ±0.1 | NR |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | -- | -- | -- | 258 | 3.7 | ±0.1 | NA |
| Women | NR | NR | NR | 353 | 3.5 | ±0.1 | NR |
| Gender Identity | | | | | | | |
| Male | -- | -- | -- | 258 | 3.7 | ±0.1 | NA |
| Female | NR | NR | NR | 353 | 3.5 | ±0.1 | NR |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | NR | NR | NR | 555 | 3.6 | ±0.1 | NR |
| Sexual Minority | -- | -- | -- | 26 | 3.5 | ±0.4 | NA |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | NR | NR | NR | 555 | 3.6 | ±0.1 | NR |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 3.1 | ±0.5 | NA |
| Bisexual | -- | -- | -- | 10 | 3.9 | ±0.8 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | -- | -- | -- | 25 | 2.9 | ±0.4 | 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 ONRR.

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

| | Experienced sexual assault | | | Did not experience sexual assault | | | Effect size |
|---|----------------------------|-------------------------|------------|-----------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Overall | NR | NR | NR | 599 | 3.9 | ±0.1 | NR |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 9 | 4.2 | ±0.4 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 47 | 4.2 | ±0.2 | NA |
| General Schedule (GS) 11-12 | NR | NR | NR | 308 | 3.7 | ±0.1 | NR |
| General Schedule (GS) 13-15 | -- | -- | -- | 223 | 4.1 | ±0.1 | NA |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 4.3 | ±0.2 | NA |
| 1 to 3 years | -- | -- | -- | 92 | 3.7 | ±0.3 | NA |
| 4 to 5 years | -- | -- | -- | 87 | 3.8 | ±0.2 | NA |
| 6 to 10 years | -- | -- | -- | 146 | 4.0 | ±0.2 | NA |
| 11 to 14 years | -- | -- | -- | 51 | 3.5 | ±0.3 | NA |
| 15 to 20 years | -- | -- | -- | 49 | 3.5 | ±0.3 | NA |
| More than 20 years | -- | -- | -- | 122 | 4.2 | ±0.1 | NA |
| Appointment Type | | | | | | | |
| Permanent | NR | NR | NR | 599 | 3.9 | ±0.1 | NR |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | NR | NR | NR | 593 | 3.9 | ±0.1 | NR |

| | Experienced sexual assault | | | Did not experience sexual assault | | | Effect size |
|---|----------------------------|-------------------------|------------|-----------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | NR | NR | NR | 593 | 3.9 | ±0.1 | NR |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | -- | -- | -- | 258 | 3.9 | ±0.1 | NA |
| Women | NR | NR | NR | 340 | 3.9 | ±0.1 | NR |
| Gender Identity | | | | | | | |
| Male | -- | -- | -- | 258 | 3.9 | ±0.1 | NA |
| Female | NR | NR | NR | 340 | 3.9 | ±0.1 | NR |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | NR | NR | NR | 543 | 3.9 | ±0.1 | NR |
| Sexual Minority | -- | -- | -- | 26 | 3.7 | ±0.3 | NA |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | NR | NR | NR | 543 | 3.9 | ±0.1 | NR |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 3.7 | ±0.2 | NA |
| Bisexual | -- | -- | -- | 10 | 3.7 | ±0.8 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | -- | -- | -- | 25 | 3.3 | ±0.5 | 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 ONRR.

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

| | Experienced sexual assault | | | Did not experience sexual assault | | | Effect size |
|---|----------------------------|-------------------------|------------|-----------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Overall | NR | NR | NR | 620 | 3.7 | ±0.1 | NR |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 3.3 | ±0.6 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 48 | 3.9 | ±0.3 | NA |
| General Schedule (GS) 11-12 | NR | NR | NR | 321 | 3.7 | ±0.1 | NR |
| General Schedule (GS) 13-15 | -- | -- | -- | 228 | 3.8 | ±0.1 | NA |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 4.0 | ±0.2 | NA |
| 1 to 3 years | -- | -- | -- | 97 | 3.7 | ±0.2 | NA |
| 4 to 5 years | -- | -- | -- | 90 | 3.6 | ±0.2 | NA |
| 6 to 10 years | -- | -- | -- | 154 | 3.7 | ±0.2 | NA |
| 11 to 14 years | -- | -- | -- | 54 | 3.5 | ±0.2 | NA |
| 15 to 20 years | -- | -- | -- | 51 | 3.5 | ±0.3 | NA |
| More than 20 years | -- | -- | -- | 122 | 4.0 | ±0.2 | NA |
| Appointment Type | | | | | | | |
| Permanent | NR | NR | NR | 620 | 3.7 | ±0.1 | NR |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | NR | NR | NR | 614 | 3.7 | ±0.1 | NR |

| | Experienced sexual assault | | | Did not experience sexual assault | | | Effect size |
|---|----------------------------|-------------------------|------------|-----------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | NR | NR | NR | 614 | 3.7 | ±0.1 | NR |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | -- | -- | -- | 263 | 3.7 | ±0.1 | NA |
| Women | NR | NR | NR | 356 | 3.7 | ±0.1 | NR |
| Gender Identity | | | | | | | |
| Male | -- | -- | -- | 263 | 3.7 | ±0.1 | NA |
| Female | NR | NR | NR | 356 | 3.7 | ±0.1 | NR |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | NR | NR | NR | 565 | 3.8 | ±0.1 | NR |
| Sexual Minority | -- | -- | -- | 26 | 3.6 | ±0.4 | NA |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | NR | NR | NR | 565 | 3.8 | ±0.1 | NR |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 3.6 | ±0.5 | NA |
| Bisexual | -- | -- | -- | 10 | 3.8 | ±0.8 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | -- | -- | -- | 23 | 3.0 | ±0.5 | 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 ONRR.

Table 4.93 ONRR – 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 | -- | -- | -- | 616 | 1.9 | ±0.0 | NA |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 1.9 | ±0.2 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 48 | 1.8 | ±0.1 | NA |
| General Schedule (GS) 11-12 | -- | -- | -- | 316 | 1.8 | ±0.1 | NA |
| General Schedule (GS) 13-15 | -- | -- | -- | 228 | 2.0 | ±0.1 | NA |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 43 | 2.0 | ±0.1 | NA |
| 1 to 3 years | -- | -- | -- | 97 | 1.8 | ±0.1 | NA |
| 4 to 5 years | -- | -- | -- | 90 | 1.9 | ±0.1 | NA |
| 6 to 10 years | -- | -- | -- | 152 | 1.9 | ±0.1 | NA |
| 11 to 14 years | -- | -- | -- | 54 | 1.8 | ±0.1 | NA |
| 15 to 20 years | -- | -- | -- | 48 | 1.7 | ±0.1 | NA |
| More than 20 years | -- | -- | -- | 123 | 1.9 | ±0.1 | NA |
| Appointment Type | | | | | | | |
| Permanent | -- | -- | -- | 616 | 1.9 | ±0.0 | NA |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | -- | -- | -- | 610 | 1.9 | ±0.0 | 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> |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | -- | -- | -- | 610 | 1.9 | ±0.0 | NA |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | -- | -- | -- | 262 | 1.9 | ±0.1 | NA |
| Women | -- | -- | -- | 353 | 1.9 | ±0.1 | NA |
| Gender Identity | | | | | | | |
| Male | -- | -- | -- | 262 | 1.9 | ±0.1 | NA |
| Female | -- | -- | -- | 353 | 1.9 | ±0.1 | NA |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | -- | -- | -- | 560 | 1.9 | ±0.0 | NA |
| Sexual Minority | -- | -- | -- | 26 | 1.8 | ±0.2 | NA |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | -- | -- | -- | 560 | 1.9 | ±0.0 | NA |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 1.8 | ±0.3 | NA |
| Bisexual | -- | -- | -- | 10 | 1.9 | ±0.3 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | -- | -- | -- | 25 | 1.7 | ±0.2 | NA |

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

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

4.11.8 Sexual Assault Related Behaviors and Bystander Harassment

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

Table 4.94 ONRR – 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 | 65 | 10.7% | ±2.7 | NR |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | NR | NR | NR | NR |
| General Schedule (GS) 7-10 | -- | -- | -- | NR | NR | NR | NR |
| General Schedule (GS) 11-12 | NR | NR | NR | 42 | 13.4% | ±4.3 | NR |
| General Schedule (GS) 13-15 | -- | -- | -- | 18 | 8.1% | ±4.4 | NA |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 0 | 0.0% | NA | NA |
| 1 to 3 years | -- | -- | -- | 16 | 17.5% | ±9.3 | NA |
| 4 to 5 years | -- | -- | -- | 6 | 6.8% | ±7.7 | NA |
| 6 to 10 years | -- | -- | -- | 19 | 12.8% | ±6.4 | NA |
| 11 to 14 years | -- | -- | -- | 8 | 15.0% | ±12.6 | NA |
| 15 to 20 years | -- | -- | -- | 12 | 24.0% | ±14.1 | NA |
| More than 20 years | -- | -- | -- | NR | NR | NR | NR |
| Appointment Type | | | | | | | |
| Permanent | NR | NR | NR | 65 | 10.7% | ±2.7 | NR |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |

| | Experienced sexual assault | | | Did not experience sexual assault | | | Effect size |
|---|----------------------------|----------------------------|------------|-----------------------------------|----------------------------|------------|------------------|
| | <i>N</i> | <i>Percent^a</i> | <i>MoE</i> | <i>N</i> | <i>Percent^a</i> | <i>MoE</i> | <i>Cohen's h</i> |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | NR | NR | NR | 64 | 10.5% | ±2.7 | NR |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Permanent-Non-Seasonal | NR | NR | NR | 64 | 10.5% | ±2.7 | NR |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | -- | -- | -- | 22 | 8.6% | ±4.1 | NA |
| Women | NR | NR | NR | 43 | 12.3% | ±3.9 | NR |
| Gender Identity | | | | | | | |
| Male | -- | -- | -- | 22 | 8.6% | ±4.1 | NA |
| Female | NR | NR | NR | 43 | 12.3% | ±3.9 | NR |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | NR | NR | NR | 57 | 10.2% | ±2.8 | NR |
| Sexual Minority | -- | -- | -- | NR | NR | NR | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | NR | NR | NR | 57 | 10.2% | ±2.8 | NR |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | NR | NR | NR | NR |
| Bisexual | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | -- | -- | -- | NR | NR | NR | NR |

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

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

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

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

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

5 Impact of Harassment on Job Outcomes

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

5.1 Age Harassment

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

5.1.1 Age Harassment and Job Satisfaction

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

Table 5.1 ONRR – 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 | 124 | 3.5* | ±0.2 | 499 | 4.1* | ±0.1 | -0.90 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 3.8 | ±0.4 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 45 | 4.3 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 66 | 3.3* | ±0.2 | 258 | 4.0* | ±0.1 | -0.87 (L) |
| General Schedule (GS) 13-15 | 55 | 3.7* | ±0.2 | 173 | 4.2* | ±0.1 | -0.93 (L) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | NR | NR | NR | 41 | 4.2 | ±0.2 | NR |
| 1 to 3 years | 15 | 3.0* | ±0.7 | 82 | 4.1* | ±0.2 | -1.32 (L) |
| 4 to 5 years | 21 | 3.6* | ±0.3 | 69 | 3.9* | ±0.2 | -0.54 (M) |
| 6 to 10 years | 30 | 3.5* | ±0.2 | 123 | 4.0* | ±0.1 | -0.91 (L) |
| 11 to 14 years | 13 | 3.4* | ±0.7 | 41 | 4.0* | ±0.2 | -0.70 (M) |
| 15 to 20 years | 14 | 3.1* | ±0.4 | 37 | 4.1* | ±0.2 | -1.35 (L) |
| More than 20 years | 24 | 3.9* | ±0.3 | 99 | 4.4* | ±0.1 | -0.84 (L) |
| Appointment Type | | | | | | | |
| Permanent | 124 | 3.5* | ±0.2 | 499 | 4.1* | ±0.1 | -0.90 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Non-Seasonal | 122 | 3.5* | ±0.2 | 495 | 4.1* | ±0.1 | -0.91 (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 | 122 | 3.5* | ±0.2 | 495 | 4.1* | ±0.1 | -0.91 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Age - Collapsed | | | | | | | |
| 39 or under | 41 | 3.6* | ±0.2 | 122 | 4.0* | ±0.1 | -0.68 (M) |
| 40 or older | 82 | 3.4* | ±0.2 | 375 | 4.1* | ±0.1 | -1.00 (L) |
| Age | | | | | | | |
| 25 or under | -- | -- | -- | -- | -- | -- | NA |
| 26-29 | 7 | 3.3* | ±0.5 | 7 | 4.4* | ±0.3 | -1.78 (L) |
| 30-39 | 35 | 3.6* | ±0.2 | 114 | 4.0* | ±0.1 | -0.56 (M) |
| 40-49 | 15 | 3.2* | ±0.3 | 122 | 4.0* | ±0.1 | -1.39 (L) |
| 50-59 | 36 | 3.5* | ±0.3 | 176 | 4.2* | ±0.1 | -0.90 (L) |
| 60 or older | 32 | 3.5* | ±0.4 | 77 | 4.3* | ±0.1 | -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.

5.1.2 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 ONRR.

Table 5.2 ONRR – 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 | 124 | 4.8* | ±0.2 | 499 | 5.6* | ±0.1 | -0.58 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 5.2 | ±0.8 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 45 | 5.8 | ±0.4 | NR |
| General Schedule (GS) 11-12 | 66 | 4.7* | ±0.4 | 258 | 5.4* | ±0.2 | -0.54 (M) |
| General Schedule (GS) 13-15 | 55 | 5.1* | ±0.3 | 173 | 5.8* | ±0.2 | -0.65 (M) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | NR | NR | NR | 41 | 5.4 | ±0.3 | NR |
| 1 to 3 years | 15 | 4.5* | ±1.0 | 82 | 5.6* | ±0.3 | -0.82 (L) |
| 4 to 5 years | 21 | 4.9 | ±0.5 | 69 | 5.4 | ±0.4 | -0.36 (S) |
| 6 to 10 years | 30 | 4.5* | ±0.4 | 123 | 5.5* | ±0.2 | -0.79 (M) |
| 11 to 14 years | 13 | 4.5 | ±1.0 | 41 | 5.2 | ±0.4 | -0.42 (S) |
| 15 to 20 years | 14 | 4.8 | ±0.4 | 37 | 5.4 | ±0.4 | -0.56 (M) |
| More than 20 years | 24 | 5.2* | ±0.6 | 99 | 6.1* | ±0.2 | -0.91 (L) |
| Appointment Type | | | | | | | |
| Permanent | 124 | 4.8* | ±0.2 | 499 | 5.6* | ±0.1 | -0.58 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Non-Seasonal | 122 | 4.8* | ±0.2 | 495 | 5.5* | ±0.1 | -0.60 (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 | 122 | 4.8* | ±0.2 | 495 | 5.5* | ±0.1 | -0.60 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Age - Collapsed | | | | | | | |
| 39 or under | 41 | 4.6* | ±0.4 | 122 | 5.1* | ±0.2 | -0.42 (S) |
| 40 or older | 82 | 4.9* | ±0.3 | 375 | 5.7* | ±0.1 | -0.61 (M) |
| Age | | | | | | | |
| 25 or under | -- | -- | -- | -- | -- | -- | NA |
| 26-29 | 7 | 4.9 | ±1.3 | 7 | 5.8 | ±1.0 | -0.51 (M) |
| 30-39 | 35 | 4.5* | ±0.4 | 114 | 5.1* | ±0.2 | -0.46 (S) |
| 40-49 | 15 | 4.5* | ±0.4 | 122 | 5.5* | ±0.2 | -0.81 (L) |
| 50-59 | 36 | 4.8* | ±0.5 | 176 | 5.7* | ±0.2 | -0.66 (M) |
| 60 or older | 32 | 5.3* | ±0.5 | 77 | 6.1* | ±0.2 | -0.76 (M) |

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

5.1.3 Age Harassment and Organizational Commitment

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

Table 5.3 ONRR – 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 | 124 | 2.9* | ±0.2 | 499 | 3.7* | ±0.1 | -0.86 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 3.2 | ±0.7 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 45 | 4.1 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 66 | 2.7* | ±0.3 | 258 | 3.6* | ±0.1 | -0.91 (L) |
| General Schedule (GS) 13-15 | 55 | 3.2* | ±0.3 | 173 | 3.9* | ±0.1 | -0.79 (M) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | NR | NR | NR | 41 | 3.8 | ±0.3 | NR |
| 1 to 3 years | 15 | 2.7* | ±0.8 | 82 | 3.7* | ±0.2 | -0.88 (L) |
| 4 to 5 years | 21 | 2.6* | ±0.5 | 69 | 3.4* | ±0.2 | -0.73 (M) |
| 6 to 10 years | 30 | 3.0* | ±0.4 | 123 | 3.6* | ±0.1 | -0.81 (L) |
| 11 to 14 years | 13 | 3.0 | ±0.6 | 41 | 3.6 | ±0.3 | -0.51 (M) |
| 15 to 20 years | 14 | 2.4* | ±0.6 | 37 | 3.8* | ±0.3 | -1.46 (L) |
| More than 20 years | 24 | 3.2* | ±0.4 | 99 | 4.2* | ±0.1 | -1.34 (L) |
| Appointment Type | | | | | | | |
| Permanent | 124 | 2.9* | ±0.2 | 499 | 3.7* | ±0.1 | -0.86 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Non-Seasonal | 122 | 2.9* | ±0.2 | 495 | 3.7* | ±0.1 | -0.87 (L) |

| | Experienced age harassment | | | Did not experience age harassment | | | Effect size |
|---|----------------------------|-------------------------|------------|-----------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 122 | 2.9* | ±0.2 | 495 | 3.7* | ±0.1 | -0.87 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Age - Collapsed | | | | | | | |
| 39 or under | 41 | 2.9* | ±0.3 | 122 | 3.5* | ±0.2 | -0.62 (M) |
| 40 or older | 82 | 2.9* | ±0.2 | 375 | 3.8* | ±0.1 | -0.95 (L) |
| Age | | | | | | | |
| 25 or under | -- | -- | -- | -- | -- | -- | NA |
| 26-29 | 7 | 2.9 | ±0.7 | 7 | 3.9 | ±1.1 | -0.71 (M) |
| 30-39 | 35 | 2.9* | ±0.4 | 114 | 3.5* | ±0.2 | -0.62 (M) |
| 40-49 | 15 | 2.5* | ±0.5 | 122 | 3.6* | ±0.2 | -1.29 (L) |
| 50-59 | 36 | 3.0* | ±0.4 | 176 | 3.8* | ±0.1 | -0.89 (L) |
| 60 or older | 32 | 3.0* | ±0.4 | 77 | 4.1* | ±0.2 | -1.05 (L) |

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

5.2 Racial/Ethnic Harassment

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

5.2.1 Racial/Ethnic Harassment and Job Satisfaction

Table 5.4 presents the job satisfaction results for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

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

| | Experienced race/ethnicity harassment | | | Did not experience race/ethnicity harassment | | | Effect size |
|---|---------------------------------------|-------------------------|------------|--|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Overall | 81 | 3.4* | ±0.2 | 539 | 4.1* | ±0.1 | -0.89 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 3.8 | ±0.4 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 4.2 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 47 | 3.1* | ±0.2 | 275 | 4.0* | ±0.1 | -1.15 (L) |
| General Schedule (GS) 13-15 | 31 | 3.9* | ±0.3 | 196 | 4.1* | ±0.1 | -0.41 (S) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 4.1 | ±0.1 | NA |
| 1 to 3 years | 15 | 3.1* | ±0.5 | 82 | 4.1* | ±0.2 | -1.11 (L) |
| 4 to 5 years | 12 | 3.4* | ±0.3 | 79 | 3.9* | ±0.2 | -0.76 (M) |
| 6 to 10 years | 22 | 3.4* | ±0.2 | 128 | 4.0* | ±0.1 | -0.99 (L) |
| 11 to 14 years | 7 | 2.5* | ±0.7 | 47 | 4.0* | ±0.2 | -2.17 (L) |
| 15 to 20 years | 11 | 3.3* | ±0.5 | 40 | 4.0* | ±0.2 | -0.82 (L) |
| More than 20 years | 15 | 4.3 | ±0.2 | 109 | 4.3 | ±0.1 | 0.10 |

| | 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 | 81 | 3.4* | ±0.2 | 539 | 4.1* | ±0.1 | -0.89 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Non-Seasonal | 79 | 3.4* | ±0.2 | 535 | 4.1* | ±0.1 | -0.91 (L) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 79 | 3.4* | ±0.2 | 535 | 4.1* | ±0.1 | -0.91 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Race/Ethnicity - Collapsed | | | | | | | |
| Non-Minority (Non-Hispanic White) | 19 | 3.5* | ±0.4 | 370 | 4.0* | ±0.1 | -0.67 (M) |
| Minority | 62 | 3.4* | ±0.2 | 154 | 4.2* | ±0.1 | -1.19 (L) |
| Race/Ethnicity | | | | | | | |
| Hispanic | 9 | 3.6* | ±0.2 | 77 | 4.2* | ±0.1 | -0.97 (L) |
| American Indian or Alaskan Native | NR | NR | NR | 7 | 4.0 | ±0.6 | NR |
| Asian | 5 | 2.9* | ±1.2 | 13 | 4.3* | ±0.3 | -1.54 (L) |
| Black/African-American | 32 | 3.4* | ±0.3 | 33 | 4.3* | ±0.2 | -1.29 (L) |
| Native Hawaiian or Other Pacific Islander | -- | -- | -- | -- | -- | -- | NA |
| Non-Hispanic White | 19 | 3.5* | ±0.4 | 370 | 4.0* | ±0.1 | -0.67 (M) |
| Multi-racial | 12 | 3.5* | ±0.3 | 24 | 4.0* | ±0.3 | -0.90 (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 ONRR.

Table 5.5 ONRR – 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 | 81 | 4.9* | ±0.3 | 539 | 5.5* | ±0.1 | -0.50 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 5.2 | ±0.8 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 5.7 | ±0.4 | NR |
| General Schedule (GS) 11-12 | 47 | 4.6* | ±0.5 | 275 | 5.3* | ±0.2 | -0.53 (M) |
| General Schedule (GS) 13-15 | 31 | 5.2* | ±0.5 | 196 | 5.7* | ±0.2 | -0.46 (S) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 5.5 | ±0.3 | NA |
| 1 to 3 years | 15 | 5.0 | ±1.0 | 82 | 5.5 | ±0.3 | -0.31 (S) |
| 4 to 5 years | 12 | 4.9 | ±0.9 | 79 | 5.3 | ±0.3 | -0.28 (S) |
| 6 to 10 years | 22 | 4.6* | ±0.6 | 128 | 5.4* | ±0.2 | -0.72 (M) |
| 11 to 14 years | 7 | 2.9* | ±0.7 | 47 | 5.3* | ±0.4 | -1.73 (L) |
| 15 to 20 years | 11 | 4.8 | ±0.6 | 40 | 5.4 | ±0.3 | -0.54 (M) |
| More than 20 years | 15 | 6.0 | ±0.4 | 109 | 5.9 | ±0.2 | 0.12 |
| Appointment Type | | | | | | | |
| Permanent | 81 | 4.9* | ±0.3 | 539 | 5.5* | ±0.1 | -0.50 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Non-Seasonal | 79 | 4.8* | ±0.3 | 535 | 5.5* | ±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 and Work Schedule | | | | | | | |
| Permanent-Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 79 | 4.8* | ±0.3 | 535 | 5.5* | ±0.1 | -0.53 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Race/Ethnicity - Collapsed | | | | | | | |
| Non-Minority (Non-Hispanic White) | 19 | 4.7* | ±0.6 | 370 | 5.4* | ±0.1 | -0.56 (M) |
| Minority | 62 | 4.9* | ±0.4 | 154 | 5.8* | ±0.2 | -0.69 (M) |
| Race/Ethnicity | | | | | | | |
| Hispanic | 9 | 4.5* | ±0.7 | 77 | 5.7* | ±0.3 | -1.07 (L) |
| American Indian or Alaskan Native | NR | NR | NR | 7 | 5.9 | ±0.7 | NR |
| Asian | 5 | 4.2* | ±1.6 | 13 | 6.3* | ±0.4 | -1.75 (L) |
| Black/African-American | 32 | 4.9* | ±0.6 | 33 | 5.8* | ±0.3 | -0.65 (M) |
| Native Hawaiian or Other Pacific Islander | -- | -- | -- | -- | -- | -- | NA |
| Non-Hispanic White | 19 | 4.7* | ±0.6 | 370 | 5.4* | ±0.1 | -0.56 (M) |
| Multi-racial | 12 | 5.2 | ±0.7 | 24 | 5.4 | ±0.4 | -0.24 (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 ONRR.

Table 5.6 ONRR – 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 | 81 | 2.8* | ±0.3 | 539 | 3.7* | ±0.1 | -0.94 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 3.2 | ±0.7 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 4.0 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 47 | 2.5* | ±0.3 | 275 | 3.6* | ±0.1 | -1.21 (L) |
| General Schedule (GS) 13-15 | 31 | 3.3* | ±0.4 | 196 | 3.8* | ±0.1 | -0.50 (M) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 3.8 | ±0.3 | NA |
| 1 to 3 years | 15 | 2.3* | ±0.6 | 82 | 3.8* | ±0.2 | -1.41 (L) |
| 4 to 5 years | 12 | 2.4* | ±0.5 | 79 | 3.3* | ±0.2 | -0.84 (L) |
| 6 to 10 years | 22 | 2.7* | ±0.5 | 128 | 3.6* | ±0.1 | -1.14 (L) |
| 11 to 14 years | 7 | 2.5* | ±0.9 | 47 | 3.6* | ±0.3 | -1.16 (L) |
| 15 to 20 years | 11 | 2.8* | ±0.8 | 40 | 3.6* | ±0.3 | -0.75 (M) |
| More than 20 years | 15 | 3.8 | ±0.3 | 109 | 4.0 | ±0.2 | -0.32 (S) |
| Appointment Type | | | | | | | |
| Permanent | 81 | 2.8* | ±0.3 | 539 | 3.7* | ±0.1 | -0.94 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Non-Seasonal | 79 | 2.7* | ±0.3 | 535 | 3.7* | ±0.1 | -0.96 (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 | 79 | 2.7* | ±0.3 | 535 | 3.7* | ±0.1 | -0.96 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Race/Ethnicity - Collapsed | | | | | | | |
| Non-Minority (Non-Hispanic White) | 19 | 3.0* | ±0.5 | 370 | 3.6* | ±0.1 | -0.59 (M) |
| Minority | 62 | 2.7* | ±0.3 | 154 | 3.9* | ±0.1 | -1.29 (L) |
| Race/Ethnicity | | | | | | | |
| Hispanic | 9 | 3.3* | ±0.3 | 77 | 3.9* | ±0.2 | -0.71 (M) |
| American Indian or Alaskan Native | NR | NR | NR | 7 | 3.9 | ±0.5 | NR |
| Asian | 5 | 2.6* | ±1.1 | 13 | 4.5* | ±0.3 | -2.20 (L) |
| Black/African-American | 32 | 2.7* | ±0.4 | 33 | 3.9* | ±0.2 | -1.22 (L) |
| Native Hawaiian or Other Pacific Islander | -- | -- | -- | -- | -- | -- | NA |
| Non-Hispanic White | 19 | 3.0* | ±0.5 | 370 | 3.6* | ±0.1 | -0.59 (M) |
| Multi-racial | 12 | 2.4* | ±0.5 | 24 | 3.6* | ±0.3 | -1.36 (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 ONRR.

Table 5.7 ONRR – 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 | 44 | 3.4* | ±0.3 | 575 | 4.0* | ±0.1 | -0.96 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 3.8 | ±0.4 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 45 | 4.3 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 30 | 3.2* | ±0.4 | 292 | 3.9* | ±0.1 | -0.95 (L) |
| General Schedule (GS) 13-15 | 10 | 3.8 | ±0.6 | 214 | 4.1 | ±0.1 | -0.44 (S) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | NR | NR | NR | 39 | 4.2 | ±0.1 | NR |
| 1 to 3 years | NR | NR | NR | 95 | 3.9 | ±0.2 | NR |
| 4 to 5 years | 8 | 3.5 | ±0.4 | 82 | 3.9 | ±0.2 | -0.55 (M) |
| 6 to 10 years | 12 | 3.6* | ±0.4 | 139 | 4.0* | ±0.1 | -0.61 (M) |
| 11 to 14 years | NR | NR | NR | 51 | 3.9 | ±0.2 | NR |
| 15 to 20 years | 6 | 2.4* | ±0.5 | 45 | 4.0* | ±0.2 | -2.20 (L) |
| More than 20 years | 7 | 3.8* | ±0.8 | 117 | 4.3* | ±0.1 | -1.02 (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 | 44 | 3.4* | ±0.3 | 575 | 4.0* | ±0.1 | -0.96 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 44 | 3.4* | ±0.3 | 569 | 4.0* | ±0.1 | -0.95 (L) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 44 | 3.4* | ±0.3 | 569 | 4.0* | ±0.1 | -0.95 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |

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

5.3.2 Religious Harassment and Job Engagement

Table 5.8 presents the job engagement results for those who indicated they had or had not experienced religious harassment within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 5.8 ONRR – 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 | 44 | 4.8* | ±0.4 | 575 | 5.5* | ±0.1 | -0.51 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 5.2 | ±0.8 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 45 | 5.8 | ±0.4 | NR |
| General Schedule (GS) 11-12 | 30 | 4.8 | ±0.5 | 292 | 5.3 | ±0.2 | -0.32 (S) |
| General Schedule (GS) 13-15 | 10 | 5.0 | ±0.8 | 214 | 5.6 | ±0.1 | -0.54 (M) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | NR | NR | NR | 39 | 5.4 | ±0.3 | NR |
| 1 to 3 years | NR | NR | NR | 95 | 5.4 | ±0.3 | NR |
| 4 to 5 years | 8 | 4.5 | ±0.5 | 82 | 5.4 | ±0.3 | -0.58 (M) |
| 6 to 10 years | 12 | 4.6* | ±0.7 | 139 | 5.4* | ±0.2 | -0.65 (M) |
| 11 to 14 years | NR | NR | NR | 51 | 5.2 | ±0.4 | NR |
| 15 to 20 years | 6 | 4.8 | ±0.4 | 45 | 5.3 | ±0.3 | -0.51 (M) |
| More than 20 years | 7 | 5.5 | ±0.8 | 117 | 5.9 | ±0.2 | -0.38 (S) |
| Appointment Type | | | | | | | |
| Permanent | 44 | 4.8* | ±0.4 | 575 | 5.5* | ±0.1 | -0.51 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 44 | 4.8* | ±0.4 | 569 | 5.4* | ±0.1 | -0.51 (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 | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 44 | 4.8* | ±0.4 | 569 | 5.4* | ±0.1 | -0.51 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |

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

5.3.3 Religious Harassment and Organizational Commitment

Table 5.9 presents the organizational commitment results for those who indicated they had or had not experienced religious harassment within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 5.9 ONRR – 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 | 44 | 2.6* | ±0.4 | 575 | 3.6* | ±0.1 | -1.02 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 3.2 | ±0.7 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 45 | 4.1 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 30 | 2.5* | ±0.5 | 292 | 3.5* | ±0.1 | -1.01 (L) |
| General Schedule (GS) 13-15 | 10 | 3.1* | ±0.9 | 214 | 3.8* | ±0.1 | -0.64 (M) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |

| | Experienced religious harassment | | | Did not experience religious harassment | | | Effect size |
|---|----------------------------------|-------------------------|------------|---|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | NR | NR | NR | 39 | 3.8 | ±0.3 | NR |
| 1 to 3 years | NR | NR | NR | 95 | 3.5 | ±0.2 | NR |
| 4 to 5 years | 8 | 2.6 | ±0.3 | 82 | 3.3 | ±0.2 | -0.61 (M) |
| 6 to 10 years | 12 | 2.6* | ±0.7 | 139 | 3.6* | ±0.1 | -1.18 (L) |
| 11 to 14 years | NR | NR | NR | 51 | 3.6 | ±0.2 | NR |
| 15 to 20 years | 6 | 1.4* | ±0.6 | 45 | 3.7* | ±0.3 | -2.58 (L) |
| More than 20 years | 7 | 3.6 | ±1.1 | 117 | 4.0 | ±0.1 | -0.57 (M) |
| Appointment Type | | | | | | | |
| Permanent | 44 | 2.6* | ±0.4 | 575 | 3.6* | ±0.1 | -1.02 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 44 | 2.6* | ±0.4 | 569 | 3.6* | ±0.1 | -1.01 (L) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 44 | 2.6* | ±0.4 | 569 | 3.6* | ±0.1 | -1.01 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |

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

5.4 Disability Harassment

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

5.4.1 Disability Harassment and Job Satisfaction

Table 5.10 presents the job satisfaction results for those who indicated they had or had not experienced disability harassment within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 5.10 ONRR – 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 | 49 | 3.3* | ±0.2 | 549 | 4.0* | ±0.1 | -1.05 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | 9 | 3.7 | ±0.5 | NR |
| General Schedule (GS) 7-10 | 8 | 3.5* | ±0.4 | 33 | 4.3* | ±0.2 | -1.30 (L) |
| General Schedule (GS) 11-12 | 19 | 3.0* | ±0.3 | 293 | 3.9* | ±0.1 | -1.19 (L) |
| General Schedule (GS) 13-15 | 19 | 3.4* | ±0.4 | 202 | 4.2* | ±0.1 | -1.23 (L) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 4.1 | ±0.1 | NA |
| 1 to 3 years | 6 | 3.3 | ±0.6 | 90 | 4.0 | ±0.2 | -0.77 (M) |
| 4 to 5 years | 7 | 3.3* | ±0.4 | 74 | 3.8* | ±0.2 | -0.81 (L) |
| 6 to 10 years | 15 | 3.3* | ±0.3 | 133 | 4.0* | ±0.1 | -1.09 (L) |
| 11 to 14 years | NR | NR | NR | 50 | 3.8 | ±0.2 | NR |
| 15 to 20 years | 10 | 3.3* | ±0.3 | 37 | 4.1* | ±0.3 | -1.03 (L) |
| More than 20 years | 5 | 3.4* | ±1.1 | 115 | 4.3* | ±0.1 | -1.76 (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 | 49 | 3.3* | ±0.2 | 549 | 4.0* | ±0.1 | -1.05 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 49 | 3.3* | ±0.2 | 543 | 4.0* | ±0.1 | -1.05 (L) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 49 | 3.3* | ±0.2 | 543 | 4.0* | ±0.1 | -1.05 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Disability | | | | | | | |
| Yes | 29 | 3.4* | ±0.2 | 64 | 4.0* | ±0.2 | -0.85 (L) |
| No | 18 | 3.2* | ±0.4 | 479 | 4.0* | ±0.1 | -1.14 (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 ONRR.

Table 5.11 ONRR – 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 | 49 | 4.5* | ±0.3 | 549 | 5.5* | ±0.1 | -0.80 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | 9 | 5.1 | ±0.9 | NR |
| General Schedule (GS) 7-10 | 8 | 4.4* | ±0.6 | 33 | 5.6* | ±0.4 | -1.02 (L) |
| General Schedule (GS) 11-12 | 19 | 4.5* | ±0.4 | 293 | 5.3* | ±0.2 | -0.56 (M) |
| General Schedule (GS) 13-15 | 19 | 4.3* | ±0.5 | 202 | 5.8* | ±0.1 | -1.38 (L) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 5.5 | ±0.3 | NA |
| 1 to 3 years | 6 | 5.0 | ±0.8 | 90 | 5.4 | ±0.3 | -0.32 (S) |
| 4 to 5 years | 7 | 4.6 | ±1.0 | 74 | 5.2 | ±0.3 | -0.43 (S) |
| 6 to 10 years | 15 | 4.0* | ±0.5 | 133 | 5.5* | ±0.2 | -1.22 (L) |
| 11 to 14 years | NR | NR | NR | 50 | 5.0 | ±0.4 | NR |
| 15 to 20 years | 10 | 4.6* | ±0.4 | 37 | 5.4* | ±0.4 | -0.75 (M) |
| More than 20 years | 5 | 4.8* | ±0.6 | 115 | 6.0* | ±0.2 | -1.12 (L) |
| Appointment Type | | | | | | | |
| Permanent | 49 | 4.5* | ±0.3 | 549 | 5.5* | ±0.1 | -0.80 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 49 | 4.5* | ±0.3 | 543 | 5.5* | ±0.1 | -0.79 (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 | 49 | 4.5* | ±0.3 | 543 | 5.5* | ±0.1 | -0.79 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Disability | | | | | | | |
| Yes | 29 | 4.6* | ±0.4 | 64 | 5.5* | ±0.3 | -0.80 (L) |
| No | 18 | 4.3* | ±0.5 | 479 | 5.5* | ±0.1 | -0.91 (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 ONRR.

Table 5.12 ONRR – Disability Harassment and Organizational Commitment by Selected Characteristics

| | Experienced disability harassment | | | Did not experience disability 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 | 49 | 2.5* | ±0.3 | 549 | 3.7* | ±0.1 | -1.17 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | 9 | 3.3 | ±0.9 | NR |
| General Schedule (GS) 7-10 | 8 | 2.8* | ±0.5 | 33 | 4.0* | ±0.2 | -1.70 (L) |
| General Schedule (GS) 11-12 | 19 | 2.2* | ±0.4 | 293 | 3.5* | ±0.1 | -1.42 (L) |
| General Schedule (GS) 13-15 | 19 | 2.8* | ±0.5 | 202 | 3.8* | ±0.1 | -1.04 (L) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 3.8 | ±0.3 | NA |
| 1 to 3 years | 6 | 2.8 | ±1.0 | 90 | 3.6 | ±0.2 | -0.72 (M) |
| 4 to 5 years | 7 | 1.8* | ±0.6 | 74 | 3.2* | ±0.2 | -1.45 (L) |
| 6 to 10 years | 15 | 2.6* | ±0.5 | 133 | 3.6* | ±0.1 | -1.22 (L) |
| 11 to 14 years | NR | NR | NR | 50 | 3.4 | ±0.3 | NR |
| 15 to 20 years | 10 | 2.6* | ±0.2 | 37 | 3.8* | ±0.3 | -1.28 (L) |
| More than 20 years | 5 | 2.9* | ±1.0 | 115 | 4.1* | ±0.1 | -1.44 (L) |
| Appointment Type | | | | | | | |
| Permanent | 49 | 2.5* | ±0.3 | 549 | 3.7* | ±0.1 | -1.17 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 49 | 2.5* | ±0.3 | 543 | 3.6* | ±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 and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 49 | 2.5* | ±0.3 | 543 | 3.6* | ±0.1 | -1.16 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Disability | | | | | | | |
| Yes | 29 | 2.7* | ±0.3 | 64 | 3.7* | ±0.2 | -1.34 (L) |
| No | 18 | 2.4* | ±0.4 | 479 | 3.6* | ±0.1 | -1.27 (L) |

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

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 ONRR.

Table 5.13 ONRR – 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 | 15 | 3.9 | ±0.3 | 595 | 4.0 | ±0.1 | -0.09 |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 3.8 | ±0.4 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 4.2 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 7 | 3.5 | ±0.3 | 311 | 3.9 | ±0.1 | -0.54 (M) |
| General Schedule (GS) 13-15 | 7 | 4.2 | ±0.2 | 214 | 4.1 | ±0.1 | 0.17 |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | 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 | -- | -- | -- | 45 | 4.1 | ±0.1 | NA |
| 1 to 3 years | -- | -- | -- | 97 | 4.0 | ±0.2 | NA |
| 4 to 5 years | 7 | 3.8 | ±0.4 | 82 | 3.9 | ±0.2 | -0.02 |
| 6 to 10 years | NR | NR | NR | 144 | 3.9 | ±0.1 | NR |
| 11 to 14 years | NR | NR | NR | 53 | 3.8 | ±0.2 | NR |
| 15 to 20 years | -- | -- | -- | 48 | 3.9 | ±0.2 | NA |
| More than 20 years | NR | NR | NR | 118 | 4.3 | ±0.1 | NR |
| Appointment Type | | | | | | | |
| Permanent | 15 | 3.9 | ±0.3 | 595 | 4.0 | ±0.1 | -0.09 |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Non-Seasonal | 13 | 3.9 | ±0.3 | 591 | 4.0 | ±0.1 | -0.13 |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 13 | 3.9 | ±0.3 | 591 | 4.0 | ±0.1 | -0.13 |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | NR | NR | NR | 250 | 4.0 | ±0.1 | NR |
| Women | 10 | 3.8 | ±0.4 | 344 | 4.0 | ±0.1 | -0.27 (S) |
| Gender Identity | | | | | | | |
| Male | NR | NR | NR | 250 | 4.0 | ±0.1 | NR |
| Female | 10 | 3.8 | ±0.4 | 344 | 4.0 | ±0.1 | -0.27 (S) |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 8 | 4.1 | ±0.4 | 547 | 4.0 | ±0.1 | 0.11 |
| Sexual Minority | NR | NR | NR | 21 | 3.7 | ±0.3 | NR |

| | Experienced sexual orientation harassment | | | Did not experience sexual orientation harassment | | | Effect size |
|--------------------------|---|-------------------------|------------|--|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 8 | 4.1 | ±0.4 | 547 | 4.0 | ±0.1 | 0.11 |
| Lesbian | NR | NR | NR | -- | -- | -- | NA |
| Gay | NR | NR | NR | 7 | 3.6 | ±0.1 | NR |
| Bisexual | -- | -- | -- | 10 | 3.8 | ±0.6 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 21 | 3.4 | ±0.3 | 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.

5.5.2 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 ONRR.

Table 5.14 ONRR – 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 | 15 | 5.5 | ±0.5 | 595 | 5.4 | ±0.1 | 0.05 |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 5.2 | ±0.8 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 5.6 | ±0.4 | NR |
| General Schedule (GS) 11-12 | 7 | 4.5 | ±0.5 | 311 | 5.3 | ±0.2 | -0.54 (M) |
| General Schedule (GS) 13-15 | 7 | 6.2 | ±0.5 | 214 | 5.6 | ±0.2 | 0.49 (S) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 5.5 | ±0.3 | NA |
| 1 to 3 years | -- | -- | -- | 97 | 5.4 | ±0.3 | NA |
| 4 to 5 years | 7 | 5.2 | ±0.7 | 82 | 5.3 | ±0.3 | -0.08 |
| 6 to 10 years | NR | NR | NR | 144 | 5.3 | ±0.2 | NR |
| 11 to 14 years | NR | NR | NR | 53 | 5.0 | ±0.4 | NR |
| 15 to 20 years | -- | -- | -- | 48 | 5.3 | ±0.3 | NA |
| More than 20 years | NR | NR | NR | 118 | 5.9 | ±0.2 | NR |
| Appointment Type | | | | | | | |
| Permanent | 15 | 5.5 | ±0.5 | 595 | 5.4 | ±0.1 | 0.05 |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Non-Seasonal | 13 | 5.4 | ±0.6 | 591 | 5.4 | ±0.1 | -0.04 |

| | 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 | 13 | 5.4 | ±0.6 | 591 | 5.4 | ±0.1 | -0.04 |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | NR | NR | NR | 250 | 5.4 | ±0.2 | NR |
| Women | 10 | 5.7 | ±0.7 | 344 | 5.5 | ±0.1 | 0.16 |
| Gender Identity | | | | | | | |
| Male | NR | NR | NR | 250 | 5.4 | ±0.2 | NR |
| Female | 10 | 5.7 | ±0.7 | 344 | 5.5 | ±0.1 | 0.16 |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 8 | 5.9 | ±0.8 | 547 | 5.5 | ±0.1 | 0.36 (S) |
| Sexual Minority | NR | NR | NR | 21 | 4.4 | ±0.6 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 8 | 5.9 | ±0.8 | 547 | 5.5 | ±0.1 | 0.36 (S) |
| Lesbian | NR | NR | NR | -- | -- | -- | NA |
| Gay | NR | NR | NR | 7 | 4.1 | ±0.8 | NR |
| Bisexual | -- | -- | -- | 10 | 4.1 | ±1.2 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 21 | 4.7 | ±0.7 | 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.

5.5.3 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 ONRR.

Table 5.15 ONRR – 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 | 15 | 3.3 | ±0.5 | 595 | 3.6 | ±0.1 | -0.31 (S) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 3.2 | ±0.7 | NA |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 4.0 | ±0.3 | NR |
| General Schedule (GS) 11-12 | 7 | 2.5* | ±0.3 | 311 | 3.5* | ±0.1 | -1.03 (L) |
| General Schedule (GS) 13-15 | 7 | 4.0 | ±0.5 | 214 | 3.7 | ±0.1 | 0.29 (S) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 3.8 | ±0.3 | NA |
| 1 to 3 years | -- | -- | -- | 97 | 3.6 | ±0.2 | NA |
| 4 to 5 years | 7 | 2.8 | ±0.4 | 82 | 3.2 | ±0.2 | -0.38 (S) |
| 6 to 10 years | NR | NR | NR | 144 | 3.5 | ±0.1 | NR |
| 11 to 14 years | NR | NR | NR | 53 | 3.5 | ±0.3 | NR |
| 15 to 20 years | -- | -- | -- | 48 | 3.6 | ±0.3 | NA |
| More than 20 years | NR | NR | NR | 118 | 4.0 | ±0.1 | NR |
| Appointment Type | | | | | | | |
| Permanent | 15 | 3.3 | ±0.5 | 595 | 3.6 | ±0.1 | -0.31 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | NR | NR | NR | NR | NR | NR | NR |
| Non-Seasonal | 13 | 3.2 | ±0.5 | 591 | 3.6 | ±0.1 | -0.40 (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 | 13 | 3.2 | ±0.5 | 591 | 3.6 | ±0.1 | -0.40 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | NR | NR | NR | 250 | 3.6 | ±0.1 | NR |
| Women | 10 | 3.1 | ±0.5 | 344 | 3.6 | ±0.1 | -0.48 (S) |
| Gender Identity | | | | | | | |
| Male | NR | NR | NR | 250 | 3.6 | ±0.1 | NR |
| Female | 10 | 3.1 | ±0.5 | 344 | 3.6 | ±0.1 | -0.48 (S) |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 8 | 3.7 | ±0.7 | 547 | 3.6 | ±0.1 | 0.06 |
| Sexual Minority | NR | NR | NR | 21 | 3.2 | ±0.4 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 8 | 3.7 | ±0.7 | 547 | 3.6 | ±0.1 | 0.06 |
| Lesbian | NR | NR | NR | -- | -- | -- | NA |
| Gay | NR | NR | NR | 7 | 3.1 | ±0.4 | NR |
| Bisexual | -- | -- | -- | 10 | 3.3 | ±0.8 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 21 | 2.9 | ±0.5 | 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.

5.6 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 ONRR.

Table 5.16 ONRR – 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 | 44 | 3.7* | ±0.2 | 580 | 4.0* | ±0.1 | -0.41 (S) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 3.8 | ±0.4 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 48 | 4.2 | ±0.2 | NA |
| General Schedule (GS) 11-12 | 14 | 3.0* | ±0.4 | 312 | 3.9* | ±0.1 | -1.11 (L) |
| General Schedule (GS) 13-15 | 29 | 4.0 | ±0.2 | 198 | 4.1 | ±0.1 | -0.16 |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 4.1 | ±0.1 | NA |
| 1 to 3 years | NR | NR | NR | 94 | 4.0 | ±0.2 | NR |
| 4 to 5 years | 6 | 3.8 | ±0.6 | 85 | 3.8 | ±0.1 | -0.12 |
| 6 to 10 years | 13 | 3.6 | ±0.3 | 143 | 3.9 | ±0.1 | -0.54 (M) |
| 11 to 14 years | NR | NR | NR | 53 | 3.9 | ±0.2 | NR |
| 15 to 20 years | 7 | 3.2* | ±0.6 | 44 | 3.9* | ±0.2 | -0.87 (L) |
| More than 20 years | 14 | 4.2 | ±0.4 | 110 | 4.3 | ±0.1 | -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 | | | | | | | |
| Permanent | 44 | 3.7* | ±0.2 | 580 | 4.0* | ±0.1 | -0.41 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 44 | 3.7* | ±0.2 | 574 | 4.0* | ±0.1 | -0.40 (S) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 44 | 3.7* | ±0.2 | 574 | 4.0* | ±0.1 | -0.40 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 8 | 3.5 | ±0.3 | 257 | 4.0 | ±0.1 | -0.59 (M) |
| Women | 35 | 3.7* | ±0.3 | 324 | 4.0* | ±0.1 | -0.40 (S) |
| Gender Identity | | | | | | | |
| Male | 8 | 3.5 | ±0.3 | 257 | 4.0 | ±0.1 | -0.59 (M) |
| Female | 35 | 3.7* | ±0.3 | 324 | 4.0* | ±0.1 | -0.40 (S) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 37 | 3.9 | ±0.2 | 532 | 4.0 | ±0.1 | -0.22 (S) |
| Sexual Minority | NR | NR | NR | 24 | 3.9 | ±0.2 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 37 | 3.9 | ±0.2 | 532 | 4.0 | ±0.1 | -0.22 (S) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 3.7 | ±0.1 | NA |
| Bisexual | NR | NR | NR | 9 | 4.1 | ±0.5 | NR |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 20 | 3.5 | ±0.3 | NR |

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

5.6.2 Sexual Harassment and Job Engagement

Table 5.17 presents the job engagement results for those who indicated they had or had not experienced sexual harassment within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 5.17 ONRR – 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 | 44 | 4.8* | ±0.4 | 580 | 5.5* | ±0.1 | -0.54 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 5.2 | ±0.8 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 48 | 5.6 | ±0.4 | NA |
| General Schedule (GS) 11-12 | 14 | 3.7* | ±0.6 | 312 | 5.3* | ±0.1 | -1.17 (L) |
| General Schedule (GS) 13-15 | 29 | 5.2 | ±0.5 | 198 | 5.7 | ±0.1 | -0.38 (S) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 5.5 | ±0.3 | NA |
| 1 to 3 years | NR | NR | NR | 94 | 5.4 | ±0.3 | NR |
| 4 to 5 years | 6 | 5.0 | ±1.2 | 85 | 5.3 | ±0.3 | -0.21 (S) |
| 6 to 10 years | 13 | 4.0* | ±0.4 | 143 | 5.4* | ±0.2 | -1.23 (L) |
| 11 to 14 years | NR | NR | NR | 53 | 5.0 | ±0.4 | NR |
| 15 to 20 years | 7 | 4.8 | ±0.5 | 44 | 5.4 | ±0.3 | -0.51 (M) |
| More than 20 years | 14 | 5.6 | ±1.0 | 110 | 5.9 | ±0.2 | -0.36 (S) |
| Appointment Type | | | | | | | |
| Permanent | 44 | 4.8* | ±0.4 | 580 | 5.5* | ±0.1 | -0.54 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 44 | 4.8* | ±0.4 | 574 | 5.4* | ±0.1 | -0.53 (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 | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 44 | 4.8* | ±0.4 | 574 | 5.4* | ±0.1 | -0.53 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 8 | 3.5* | ±0.9 | 257 | 5.4* | ±0.2 | -1.55 (L) |
| Women | 35 | 5.1 | ±0.5 | 324 | 5.5 | ±0.1 | -0.34 (S) |
| Gender Identity | | | | | | | |
| Male | 8 | 3.5* | ±0.9 | 257 | 5.4* | ±0.2 | -1.55 (L) |
| Female | 35 | 5.1 | ±0.5 | 324 | 5.5 | ±0.1 | -0.34 (S) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 37 | 5.1 | ±0.4 | 532 | 5.5 | ±0.1 | -0.32 (S) |
| Sexual Minority | NR | NR | NR | 24 | 4.5 | ±0.5 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 37 | 5.1 | ±0.4 | 532 | 5.5 | ±0.1 | -0.32 (S) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 4.2 | ±0.5 | NA |
| Bisexual | NR | NR | NR | 9 | 4.4 | ±1.3 | NR |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 20 | 5.1 | ±0.5 | NR |

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

5.6.3 Sexual Harassment and Organizational Commitment

Table 5.18 presents the organizational commitment results for those who indicated they had or had not experienced sexual harassment within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 5.18 ONRR – Sexual Harassment and Organizational Commitment 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 | 44 | 3.0* | ±0.4 | 580 | 3.6* | ±0.1 | -0.60 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 3.2 | ±0.7 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 48 | 3.9 | ±0.2 | NA |
| General Schedule (GS) 11-12 | 14 | 2.0* | ±0.5 | 312 | 3.5* | ±0.1 | -1.55 (L) |
| General Schedule (GS) 13-15 | 29 | 3.5 | ±0.5 | 198 | 3.7 | ±0.1 | -0.21 (S) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 3.8 | ±0.3 | NA |
| 1 to 3 years | NR | NR | NR | 94 | 3.6 | ±0.2 | NR |
| 4 to 5 years | 6 | 2.9 | ±1.1 | 85 | 3.2 | ±0.2 | -0.32 (S) |
| 6 to 10 years | 13 | 2.5* | ±0.5 | 143 | 3.6* | ±0.1 | -1.30 (L) |
| 11 to 14 years | NR | NR | NR | 53 | 3.5 | ±0.3 | NR |
| 15 to 20 years | 7 | 2.9 | ±1.2 | 44 | 3.5 | ±0.3 | -0.57 (M) |
| More than 20 years | 14 | 4.0 | ±0.7 | 110 | 4.0 | ±0.1 | -0.09 |
| Appointment Type | | | | | | | |
| Permanent | 44 | 3.0* | ±0.4 | 580 | 3.6* | ±0.1 | -0.60 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |

| | Experienced sexual harassment | | | Did not experience sexual harassment | | | Effect size |
|---|-------------------------------|-------------------------|------------|--------------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 44 | 3.0* | ±0.4 | 574 | 3.6* | ±0.1 | -0.59 (M) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 44 | 3.0* | ±0.4 | 574 | 3.6* | ±0.1 | -0.59 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 8 | 2.6* | ±0.7 | 257 | 3.6* | ±0.1 | -1.00 (L) |
| Women | 35 | 3.1* | ±0.5 | 324 | 3.6* | ±0.1 | -0.46 (S) |
| Gender Identity | | | | | | | |
| Male | 8 | 2.6* | ±0.7 | 257 | 3.6* | ±0.1 | -1.00 (L) |
| Female | 35 | 3.1* | ±0.5 | 324 | 3.6* | ±0.1 | -0.46 (S) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 37 | 3.3 | ±0.4 | 532 | 3.6 | ±0.1 | -0.31 (S) |
| Sexual Minority | NR | NR | NR | 24 | 3.3 | ±0.3 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 37 | 3.3 | ±0.4 | 532 | 3.6 | ±0.1 | -0.31 (S) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 3.0 | ±0.3 | NA |
| Bisexual | NR | NR | NR | 9 | 3.6 | ±0.6 | NR |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 20 | 3.1 | ±0.4 | NR |

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

5.7 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 ONRR.

Table 5.19 ONRR – 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 | 80 | 3.5* | ±0.2 | 543 | 4.1* | ±0.1 | -0.84 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | 8 | 3.8 | ±0.6 | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 4.2 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 47 | 3.3* | ±0.2 | 277 | 3.9* | ±0.1 | -0.86 (L) |
| General Schedule (GS) 13-15 | 28 | 3.7* | ±0.3 | 200 | 4.2* | ±0.1 | -0.71 (M) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | 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 | 7 | 3.8* | ±0.0 | 38 | 4.2* | ±0.2 | -0.87 (L) |
| 1 to 3 years | 9 | 3.8 | ±0.6 | 88 | 4.0 | ±0.2 | -0.21 (S) |
| 4 to 5 years | 14 | 3.6 | ±0.3 | 76 | 3.9 | ±0.2 | -0.40 (S) |
| 6 to 10 years | 26 | 3.7 | ±0.2 | 128 | 4.0 | ±0.1 | -0.41 (S) |
| 11 to 14 years | NR | NR | NR | 50 | 4.0 | ±0.2 | NR |
| 15 to 20 years | 10 | 2.9* | ±0.3 | 40 | 4.1* | ±0.2 | -1.52 (L) |
| More than 20 years | 8 | 3.2* | ±0.5 | 115 | 4.4* | ±0.1 | -2.37 (L) |
| Appointment Type | | | | | | | |
| Permanent | 80 | 3.5* | ±0.2 | 543 | 4.1* | ±0.1 | -0.84 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 80 | 3.5* | ±0.2 | 537 | 4.0* | ±0.1 | -0.83 (L) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 80 | 3.5* | ±0.2 | 537 | 4.0* | ±0.1 | -0.83 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 37 | 3.5* | ±0.3 | 228 | 4.0* | ±0.1 | -0.63 (M) |
| Women | 42 | 3.4* | ±0.2 | 315 | 4.1* | ±0.1 | -1.04 (L) |
| Gender Identity | | | | | | | |
| Male | 37 | 3.5* | ±0.3 | 228 | 4.0* | ±0.1 | -0.63 (M) |
| Female | 42 | 3.4* | ±0.2 | 315 | 4.1* | ±0.1 | -1.04 (L) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 64 | 3.5* | ±0.2 | 503 | 4.1* | ±0.1 | -0.84 (L) |
| Sexual Minority | 8 | 3.8 | ±0.1 | 18 | 3.8 | ±0.4 | -0.04 |

| | 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 | 64 | 3.5* | ±0.2 | 503 | 4.1* | ±0.1 | -0.84 (L) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | 7 | 3.8 | ±0.1 | NR | NR | NR | NR |
| Bisexual | -- | -- | -- | 10 | 3.8 | ±0.6 | NA |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | 8 | 3.0* | ±0.2 | 16 | 3.6* | ±0.3 | -1.04 (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.

5.7.2 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 ONRR.

Table 5.20 ONRR – 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 | 80 | 4.5* | ±0.3 | 543 | 5.5* | ±0.1 | -0.84 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | 8 | 5.6 | ±0.9 | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 5.7 | ±0.4 | NR |
| General Schedule (GS) 11-12 | 47 | 4.3* | ±0.4 | 277 | 5.4* | ±0.2 | -0.79 (M) |
| General Schedule (GS) 13-15 | 28 | 4.8* | ±0.4 | 200 | 5.7* | ±0.1 | -0.87 (L) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | 7 | 5.3 | ±0.9 | 38 | 5.5 | ±0.3 | -0.18 |
| 1 to 3 years | 9 | 4.6 | ±0.9 | 88 | 5.5 | ±0.3 | -0.66 (M) |
| 4 to 5 years | 14 | 4.6 | ±0.6 | 76 | 5.4 | ±0.3 | -0.55 (M) |
| 6 to 10 years | 26 | 4.6* | ±0.4 | 128 | 5.4* | ±0.2 | -0.66 (M) |
| 11 to 14 years | NR | NR | NR | 50 | 5.2 | ±0.4 | NR |
| 15 to 20 years | 10 | 4.4* | ±0.3 | 40 | 5.5* | ±0.3 | -1.11 (L) |
| More than 20 years | 8 | 4.3* | ±1.2 | 115 | 6.0* | ±0.2 | -1.84 (L) |
| Appointment Type | | | | | | | |
| Permanent | 80 | 4.5* | ±0.3 | 543 | 5.5* | ±0.1 | -0.84 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 80 | 4.5* | ±0.3 | 537 | 5.5* | ±0.1 | -0.84 (L) |

| | 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 | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 80 | 4.5* | ±0.3 | 537 | 5.5* | ±0.1 | -0.84 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 37 | 4.4* | ±0.4 | 228 | 5.5* | ±0.2 | -0.84 (L) |
| Women | 42 | 4.5* | ±0.3 | 315 | 5.6* | ±0.1 | -0.85 (L) |
| Gender Identity | | | | | | | |
| Male | 37 | 4.4* | ±0.4 | 228 | 5.5* | ±0.2 | -0.84 (L) |
| Female | 42 | 4.5* | ±0.3 | 315 | 5.6* | ±0.1 | -0.85 (L) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 64 | 4.6* | ±0.3 | 503 | 5.6* | ±0.1 | -0.80 (L) |
| Sexual Minority | 8 | 4.5 | ±0.3 | 18 | 4.4 | ±0.7 | 0.03 |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 64 | 4.6* | ±0.3 | 503 | 5.6* | ±0.1 | -0.80 (L) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | 7 | 4.4 | ±0.2 | NR | NR | NR | NR |
| Bisexual | -- | -- | -- | 10 | 4.1 | ±1.2 | NA |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | 8 | 3.5* | ±0.9 | 16 | 5.2* | ±0.6 | -1.31 (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.

5.7.3 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 ONRR.

Table 5.21 ONRR – 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</i> ^a | <i>MoE</i> | <i>N</i> | <i>Mean</i> ^a | <i>MoE</i> | <i>Hedges' g</i> |
| Overall | 80 | 2.6* | ±0.2 | 543 | 3.7* | ±0.1 | -1.12 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | 8 | 3.6 | ±0.8 | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 4.0 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 47 | 2.5* | ±0.3 | 277 | 3.6* | ±0.1 | -1.08 (L) |
| General Schedule (GS) 13-15 | 28 | 2.9* | ±0.4 | 200 | 3.8* | ±0.1 | -1.00 (L) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | 7 | 3.0* | ±0.7 | 38 | 3.9* | ±0.3 | -1.13 (L) |
| 1 to 3 years | 9 | 2.6* | ±0.5 | 88 | 3.7* | ±0.2 | -0.97 (L) |
| 4 to 5 years | 14 | 2.6* | ±0.5 | 76 | 3.3* | ±0.2 | -0.68 (M) |
| 6 to 10 years | 26 | 3.0* | ±0.4 | 128 | 3.6* | ±0.1 | -0.75 (M) |
| 11 to 14 years | NR | NR | NR | 50 | 3.6 | ±0.3 | NR |
| 15 to 20 years | 10 | 2.4* | ±0.6 | 40 | 3.7* | ±0.3 | -1.25 (L) |
| More than 20 years | 8 | 2.3* | ±0.5 | 115 | 4.1* | ±0.1 | -2.62 (L) |
| Appointment Type | | | | | | | |
| Permanent | 80 | 2.6* | ±0.2 | 543 | 3.7* | ±0.1 | -1.12 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |

| | 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 | 80 | 2.6* | ±0.2 | 537 | 3.7* | ±0.1 | -1.12 (L) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 80 | 2.6* | ±0.2 | 537 | 3.7* | ±0.1 | -1.12 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 37 | 2.8* | ±0.3 | 228 | 3.7* | ±0.1 | -0.92 (L) |
| Women | 42 | 2.5* | ±0.3 | 315 | 3.7* | ±0.1 | -1.28 (L) |
| Gender Identity | | | | | | | |
| Male | 37 | 2.8* | ±0.3 | 228 | 3.7* | ±0.1 | -0.92 (L) |
| Female | 42 | 2.5* | ±0.3 | 315 | 3.7* | ±0.1 | -1.28 (L) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 64 | 2.7* | ±0.2 | 503 | 3.7* | ±0.1 | -1.06 (L) |
| Sexual Minority | 8 | 2.7 | ±0.4 | 18 | 3.3 | ±0.5 | -0.59 (M) |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 64 | 2.7* | ±0.2 | 503 | 3.7* | ±0.1 | -1.06 (L) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | 7 | 2.9 | ±0.3 | NR | NR | NR | NR |
| Bisexual | -- | -- | -- | 10 | 3.3 | ±0.8 | NA |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | 8 | 1.8* | ±0.4 | 16 | 3.2* | ±0.5 | -1.57 (L) |

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

5.8 Unwanted Sexual Attention

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

5.8.1 Unwanted Sexual Attention and Job Satisfaction

Table 5.22 presents the job satisfaction results for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 5.22 ONRR – 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 | 42 | 3.6* | ±0.3 | 583 | 4.0* | ±0.1 | -0.56 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | 6 | 4.1 | ±0.4 | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 4.2 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 18 | 3.0* | ±0.3 | 308 | 3.9* | ±0.1 | -1.22 (L) |
| General Schedule (GS) 13-15 | 16 | 4.3 | ±0.2 | 212 | 4.1 | ±0.1 | 0.36 (S) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | NR | NR | NR | 42 | 4.2 | ±0.2 | NR |
| 1 to 3 years | NR | NR | NR | 92 | 4.0 | ±0.2 | NR |
| 4 to 5 years | 6 | 3.6 | ±0.3 | 85 | 3.9 | ±0.2 | -0.37 (S) |
| 6 to 10 years | 8 | 3.3* | ±0.4 | 148 | 3.9* | ±0.1 | -1.11 (L) |
| 11 to 14 years | NR | NR | NR | 53 | 3.9 | ±0.2 | NR |
| 15 to 20 years | 7 | 3.1* | ±0.5 | 43 | 4.0* | ±0.2 | -1.00 (L) |
| More than 20 years | 10 | 4.4 | ±0.4 | 113 | 4.3 | ±0.1 | 0.20 (S) |

| | 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 | | | | | | | |
| Permanent | 42 | 3.6* | ±0.3 | 583 | 4.0* | ±0.1 | -0.56 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 42 | 3.6* | ±0.3 | 577 | 4.0* | ±0.1 | -0.55 (M) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 42 | 3.6* | ±0.3 | 577 | 4.0* | ±0.1 | -0.55 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 5 | 3.2* | ±0.7 | 260 | 4.0* | ±0.1 | -1.01 (L) |
| Women | 36 | 3.7* | ±0.3 | 322 | 4.0* | ±0.1 | -0.56 (M) |
| Gender Identity | | | | | | | |
| Male | 5 | 3.2* | ±0.7 | 260 | 4.0* | ±0.1 | -1.01 (L) |
| Female | 36 | 3.7* | ±0.3 | 322 | 4.0* | ±0.1 | -0.56 (M) |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 35 | 3.7* | ±0.3 | 534 | 4.0* | ±0.1 | -0.47 (S) |
| Sexual Minority | NR | NR | NR | 25 | 3.9 | ±0.2 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 35 | 3.7* | ±0.3 | 534 | 4.0* | ±0.1 | -0.47 (S) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 3.7 | ±0.1 | NA |
| Bisexual | NR | NR | NR | 9 | 4.1 | ±0.5 | NR |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 21 | 3.4 | ±0.3 | 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.

5.8.1 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 ONRR.

Table 5.23 ONRR – 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 | 42 | 4.9* | ±0.4 | 583 | 5.4* | ±0.1 | -0.45 (S) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | 6 | 6.2 | ±0.5 | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 5.7 | ±0.4 | NR |
| General Schedule (GS) 11-12 | 18 | 4.4* | ±0.4 | 308 | 5.3* | ±0.2 | -0.65 (M) |
| General Schedule (GS) 13-15 | 16 | 5.9 | ±0.6 | 212 | 5.6 | ±0.2 | 0.26 (S) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | NR | NR | NR | 42 | 5.6 | ±0.3 | NR |
| 1 to 3 years | NR | NR | NR | 92 | 5.5 | ±0.3 | NR |
| 4 to 5 years | 6 | 5.0 | ±0.2 | 85 | 5.3 | ±0.3 | -0.19 |
| 6 to 10 years | 8 | 4.2* | ±0.6 | 148 | 5.3* | ±0.2 | -0.99 (L) |
| 11 to 14 years | NR | NR | NR | 53 | 5.0 | ±0.4 | NR |
| 15 to 20 years | 7 | 4.8 | ±0.4 | 43 | 5.3 | ±0.3 | -0.46 (S) |
| More than 20 years | 10 | 6.3 | ±0.8 | 113 | 5.9 | ±0.2 | 0.46 (S) |
| Appointment Type | | | | | | | |
| Permanent | 42 | 4.9* | ±0.4 | 583 | 5.4* | ±0.1 | -0.45 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 42 | 4.9* | ±0.4 | 577 | 5.4* | ±0.1 | -0.44 (S) |

| | 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 | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 42 | 4.9* | ±0.4 | 577 | 5.4* | ±0.1 | -0.44 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 5 | 3.4* | ±0.1 | 260 | 5.4* | ±0.2 | -1.51 (L) |
| Women | 36 | 5.1 | ±0.4 | 322 | 5.5 | ±0.1 | -0.34 (S) |
| Gender Identity | | | | | | | |
| Male | 5 | 3.4* | ±0.1 | 260 | 5.4* | ±0.2 | -1.51 (L) |
| Female | 36 | 5.1 | ±0.4 | 322 | 5.5 | ±0.1 | -0.34 (S) |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 35 | 5.1* | ±0.4 | 534 | 5.5* | ±0.1 | -0.36 (S) |
| Sexual Minority | NR | NR | NR | 25 | 4.5 | ±0.5 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 35 | 5.1* | ±0.4 | 534 | 5.5* | ±0.1 | -0.36 (S) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 4.2 | ±0.5 | NA |
| Bisexual | NR | NR | NR | 9 | 4.4 | ±1.3 | NR |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 21 | 4.7 | ±0.6 | 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.

5.8.1 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 ONRR.

Table 5.24 ONRR – 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 | 42 | 3.0* | ±0.4 | 583 | 3.6* | ±0.1 | -0.58 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | NR | NR | NR | 6 | 4.0 | ±0.7 | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 47 | 4.0 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 18 | 2.4* | ±0.5 | 308 | 3.5* | ±0.1 | -1.14 (L) |
| General Schedule (GS) 13-15 | 16 | 4.0 | ±0.6 | 212 | 3.7 | ±0.1 | 0.33 (S) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | NR | NR | NR | 42 | 3.9 | ±0.2 | NR |
| 1 to 3 years | NR | NR | NR | 92 | 3.6 | ±0.2 | NR |
| 4 to 5 years | 6 | 3.1 | ±0.7 | 85 | 3.2 | ±0.2 | -0.11 |
| 6 to 10 years | 8 | 2.3* | ±0.4 | 148 | 3.6* | ±0.1 | -1.60 (L) |
| 11 to 14 years | NR | NR | NR | 53 | 3.5 | ±0.3 | NR |
| 15 to 20 years | 7 | 2.7 | ±1.2 | 43 | 3.5 | ±0.3 | -0.71 (M) |
| More than 20 years | 10 | 4.4 | ±0.7 | 113 | 4.0 | ±0.1 | 0.58 (M) |
| Appointment Type | | | | | | | |
| Permanent | 42 | 3.0* | ±0.4 | 583 | 3.6* | ±0.1 | -0.58 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |

| | 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 | 42 | 3.0* | ±0.4 | 577 | 3.6* | ±0.1 | -0.57 (M) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 42 | 3.0* | ±0.4 | 577 | 3.6* | ±0.1 | -0.57 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 5 | 2.6* | ±0.9 | 260 | 3.6* | ±0.1 | -1.00 (L) |
| Women | 36 | 3.1* | ±0.4 | 322 | 3.6* | ±0.1 | -0.53 (M) |
| Gender Identity | | | | | | | |
| Male | 5 | 2.6* | ±0.9 | 260 | 3.6* | ±0.1 | -1.00 (L) |
| Female | 36 | 3.1* | ±0.4 | 322 | 3.6* | ±0.1 | -0.53 (M) |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 35 | 3.2* | ±0.4 | 534 | 3.6* | ±0.1 | -0.45 (S) |
| Sexual Minority | NR | NR | NR | 25 | 3.3 | ±0.3 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 35 | 3.2* | ±0.4 | 534 | 3.6* | ±0.1 | -0.45 (S) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 3.0 | ±0.3 | NA |
| Bisexual | NR | NR | NR | 9 | 3.6 | ±0.6 | NR |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 21 | 2.9 | ±0.5 | 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.

5.9 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 ONRR.

Table 5.25 ONRR – 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 | 8 | 4.3 | ±0.4 | 616 | 4.0 | ±0.1 | 0.48 (S) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 3.8 | ±0.4 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 48 | 4.2 | ±0.2 | NA |
| General Schedule (GS) 11-12 | -- | -- | -- | 326 | 3.8 | ±0.1 | NA |
| General Schedule (GS) 13-15 | 8 | 4.3 | ±0.4 | 220 | 4.1 | ±0.1 | 0.34 (S) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 4.1 | ±0.1 | NA |
| 1 to 3 years | -- | -- | -- | 97 | 4.0 | ±0.2 | NA |
| 4 to 5 years | -- | -- | -- | 90 | 3.8 | ±0.1 | NA |
| 6 to 10 years | -- | -- | -- | 156 | 3.9 | ±0.1 | NA |
| 11 to 14 years | NR | NR | NR | 53 | 3.9 | ±0.2 | NR |
| 15 to 20 years | -- | -- | -- | 51 | 3.8 | ±0.2 | NA |
| More than 20 years | 7 | 4.6 | ±0.0 | 116 | 4.3 | ±0.1 | 0.52 (M) |

| | 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 | | | | | | | |
| Permanent | 8 | 4.3 | ±0.4 | 616 | 4.0 | ±0.1 | 0.48 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 8 | 4.3 | ±0.4 | 610 | 4.0 | ±0.1 | 0.49 (S) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 8 | 4.3 | ±0.4 | 610 | 4.0 | ±0.1 | 0.49 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | -- | -- | -- | 265 | 3.9 | ±0.1 | NA |
| Women | 8 | 4.3 | ±0.4 | 350 | 4.0 | ±0.1 | 0.47 (S) |
| Gender Identity | | | | | | | |
| Male | -- | -- | -- | 265 | 3.9 | ±0.1 | NA |
| Female | 8 | 4.3 | ±0.4 | 350 | 4.0 | ±0.1 | 0.47 (S) |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 8 | 4.3 | ±0.4 | 560 | 4.0 | ±0.1 | 0.44 (S) |
| Sexual Minority | -- | -- | -- | 26 | 3.8 | ±0.3 | NA |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 8 | 4.3 | ±0.4 | 560 | 4.0 | ±0.1 | 0.44 (S) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 3.7 | ±0.1 | NA |
| Bisexual | -- | -- | -- | 10 | 3.8 | ±0.6 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | -- | -- | -- | 25 | 3.4 | ±0.2 | NA |

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

5.9.2 Sexual Coercion and Job Engagement

Table 5.26 presents the job engagement results for those who indicated they had or had not experienced sexual coercion within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 5.26 ONRR – 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 | 8 | 6.5* | ±0.8 | 616 | 5.4* | ±0.1 | 0.88 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 5.2 | ±0.8 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 48 | 5.6 | ±0.4 | NA |
| General Schedule (GS) 11-12 | -- | -- | -- | 326 | 5.2 | ±0.1 | NA |
| General Schedule (GS) 13-15 | 8 | 6.5* | ±0.8 | 220 | 5.6* | ±0.1 | 0.85 (L) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 5.5 | ±0.3 | NA |
| 1 to 3 years | -- | -- | -- | 97 | 5.4 | ±0.3 | NA |
| 4 to 5 years | -- | -- | -- | 90 | 5.3 | ±0.3 | NA |
| 6 to 10 years | -- | -- | -- | 156 | 5.3 | ±0.2 | NA |
| 11 to 14 years | NR | NR | NR | 53 | 5.0 | ±0.4 | NR |
| 15 to 20 years | -- | -- | -- | 51 | 5.3 | ±0.3 | NA |
| More than 20 years | 7 | 7.0* | ±0.0 | 116 | 5.8* | ±0.2 | 1.20 (L) |
| Appointment Type | | | | | | | |
| Permanent | 8 | 6.5* | ±0.8 | 616 | 5.4* | ±0.1 | 0.88 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 8 | 6.5* | ±0.8 | 610 | 5.4* | ±0.1 | 0.89 (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 | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 8 | 6.5* | ±0.8 | 610 | 5.4* | ±0.1 | 0.89 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | -- | -- | -- | 265 | 5.3 | ±0.2 | NA |
| Women | 8 | 6.5* | ±0.8 | 350 | 5.4* | ±0.1 | 0.85 (L) |
| Gender Identity | | | | | | | |
| Male | -- | -- | -- | 265 | 5.3 | ±0.2 | NA |
| Female | 8 | 6.5* | ±0.8 | 350 | 5.4* | ±0.1 | 0.85 (L) |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 8 | 6.5* | ±0.8 | 560 | 5.5* | ±0.1 | 0.85 (L) |
| Sexual Minority | -- | -- | -- | 26 | 4.4 | ±0.5 | NA |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 8 | 6.5* | ±0.8 | 560 | 5.5* | ±0.1 | 0.85 (L) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 4.2 | ±0.5 | NA |
| Bisexual | -- | -- | -- | 10 | 4.1 | ±1.2 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | -- | -- | -- | 25 | 4.7 | ±0.6 | NA |

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

5.9.3 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 ONRR.

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

| | Experienced sexual coercion | | | Did not experience sexual coercion | | | Effect size |
|---|-----------------------------|-------------------------|------------|------------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Overall | 8 | 4.6* | ±0.7 | 616 | 3.6* | ±0.1 | 1.01 (L) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 3.2 | ±0.7 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 48 | 3.9 | ±0.2 | NA |
| General Schedule (GS) 11-12 | -- | -- | -- | 326 | 3.4 | ±0.1 | NA |
| General Schedule (GS) 13-15 | 8 | 4.6* | ±0.7 | 220 | 3.7* | ±0.1 | 0.90 (L) |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 3.8 | ±0.3 | NA |
| 1 to 3 years | -- | -- | -- | 97 | 3.6 | ±0.2 | NA |
| 4 to 5 years | -- | -- | -- | 90 | 3.2 | ±0.2 | NA |
| 6 to 10 years | -- | -- | -- | 156 | 3.5 | ±0.1 | NA |
| 11 to 14 years | NR | NR | NR | 53 | 3.5 | ±0.3 | NR |
| 15 to 20 years | -- | -- | -- | 51 | 3.4 | ±0.3 | NA |
| More than 20 years | 7 | 5.0* | ±0.0 | 116 | 4.0* | ±0.1 | 1.33 (L) |
| Appointment Type | | | | | | | |
| Permanent | 8 | 4.6* | ±0.7 | 616 | 3.6* | ±0.1 | 1.01 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 8 | 4.6* | ±0.7 | 610 | 3.5* | ±0.1 | 1.02 (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 | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 8 | 4.6* | ±0.7 | 610 | 3.5* | ±0.1 | 1.02 (L) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | -- | -- | -- | 265 | 3.6 | ±0.1 | NA |
| Women | 8 | 4.6* | ±0.7 | 350 | 3.5* | ±0.1 | 0.99 (L) |
| Gender Identity | | | | | | | |
| Male | -- | -- | -- | 265 | 3.6 | ±0.1 | NA |
| Female | 8 | 4.6* | ±0.7 | 350 | 3.5* | ±0.1 | 0.99 (L) |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 8 | 4.6* | ±0.7 | 560 | 3.6* | ±0.1 | 0.98 (L) |
| Sexual Minority | -- | -- | -- | 26 | 3.1 | ±0.4 | NA |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 8 | 4.6* | ±0.7 | 560 | 3.6* | ±0.1 | 0.98 (L) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 3.0 | ±0.3 | NA |
| Bisexual | -- | -- | -- | 10 | 3.3 | ±0.8 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | -- | -- | -- | 25 | 2.8 | ±0.4 | NA |

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

5.10 Gender Harassment

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

5.10.1 Gender Harassment and Job Satisfaction

Table 5.28 presents the job satisfaction results for those who indicated they had or had not experienced gender harassment within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 5.28 ONRR – 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 | 102 | 3.6* | ±0.2 | 523 | 4.1* | ±0.1 | -0.69 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | 6 | 3.5 | ±0.5 | NR | NR | NR | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 44 | 4.3 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 49 | 3.2* | ±0.2 | 277 | 4.0* | ±0.1 | -1.11 (L) |
| General Schedule (GS) 13-15 | 41 | 4.0 | ±0.2 | 187 | 4.1 | ±0.1 | -0.10 |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | 9 | 3.8* | ±0.0 | 36 | 4.2* | ±0.2 | -0.86 (L) |
| 1 to 3 years | 9 | 3.2* | ±0.5 | 88 | 4.0* | ±0.2 | -0.97 (L) |
| 4 to 5 years | 16 | 3.8 | ±0.3 | 75 | 3.9 | ±0.2 | -0.11 |
| 6 to 10 years | 24 | 3.6* | ±0.2 | 131 | 4.0* | ±0.1 | -0.63 (M) |
| 11 to 14 years | 11 | 3.2* | ±0.8 | 44 | 4.0* | ±0.2 | -0.94 (L) |
| 15 to 20 years | 16 | 3.2* | ±0.5 | 35 | 4.1* | ±0.2 | -1.14 (L) |
| More than 20 years | 14 | 4.2 | ±0.3 | 110 | 4.3 | ±0.1 | -0.07 |

| | 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 | 102 | 3.6* | ±0.2 | 523 | 4.1* | ±0.1 | -0.69 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 102 | 3.6* | ±0.2 | 517 | 4.1* | ±0.1 | -0.68 (M) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 102 | 3.6* | ±0.2 | 517 | 4.1* | ±0.1 | -0.68 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 21 | 3.4* | ±0.3 | 244 | 4.0* | ±0.1 | -0.74 (M) |
| Women | 80 | 3.6* | ±0.2 | 279 | 4.1* | ±0.1 | -0.77 (M) |
| Gender Identity | | | | | | | |
| Male | 21 | 3.4* | ±0.3 | 244 | 4.0* | ±0.1 | -0.74 (M) |
| Female | 80 | 3.6* | ±0.2 | 279 | 4.1* | ±0.1 | -0.77 (M) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 93 | 3.6* | ±0.2 | 476 | 4.1* | ±0.1 | -0.71 (M) |
| Sexual Minority | NR | NR | NR | 22 | 3.7 | ±0.3 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 93 | 3.6* | ±0.2 | 476 | 4.1* | ±0.1 | -0.71 (M) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | NR | NR | NR | 8 | 3.6 | ±0.2 | NR |
| Bisexual | NR | NR | NR | 8 | 3.7 | ±0.7 | NR |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 20 | 3.5 | ±0.3 | 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.

5.10.2 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 ONRR.

Table 5.29 ONRR – 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 | 102 | 4.9* | ±0.3 | 523 | 5.5* | ±0.1 | -0.46 (S) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | 6 | 4.4 | ±0.8 | NR | NR | NR | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 44 | 5.7 | ±0.4 | NR |
| General Schedule (GS) 11-12 | 49 | 4.6* | ±0.4 | 277 | 5.4* | ±0.2 | -0.59 (M) |
| General Schedule (GS) 13-15 | 41 | 5.4 | ±0.4 | 187 | 5.6 | ±0.2 | -0.18 |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | 9 | 5.4 | ±0.6 | 36 | 5.5 | ±0.3 | -0.16 |
| 1 to 3 years | 9 | 4.2* | ±0.9 | 88 | 5.5* | ±0.3 | -0.94 (L) |
| 4 to 5 years | 16 | 5.7 | ±0.5 | 75 | 5.2 | ±0.3 | 0.35 (S) |
| 6 to 10 years | 24 | 4.3* | ±0.4 | 131 | 5.5* | ±0.2 | -1.00 (L) |
| 11 to 14 years | 11 | 3.8* | ±1.1 | 44 | 5.3* | ±0.4 | -1.07 (L) |
| 15 to 20 years | 16 | 5.0 | ±0.4 | 35 | 5.4 | ±0.4 | -0.29 (S) |
| More than 20 years | 14 | 5.9 | ±0.8 | 110 | 5.9 | ±0.2 | -0.05 |
| Appointment Type | | | | | | | |
| Permanent | 102 | 4.9* | ±0.3 | 523 | 5.5* | ±0.1 | -0.46 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 102 | 4.9* | ±0.3 | 517 | 5.5* | ±0.1 | -0.45 (S) |

| | Experienced gender harassment | | | Did not experience gender harassment | | | Effect size |
|---|----------------------------------|-------------------------|------------|---|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 102 | 4.9* | ±0.3 | 517 | 5.5* | ±0.1 | -0.45 (S) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 21 | 4.6* | ±0.6 | 244 | 5.4* | ±0.2 | -0.66 (M) |
| Women | 80 | 5.0* | ±0.3 | 279 | 5.6* | ±0.1 | -0.45 (S) |
| Gender Identity | | | | | | | |
| Male | 21 | 4.6* | ±0.6 | 244 | 5.4* | ±0.2 | -0.66 (M) |
| Female | 80 | 5.0* | ±0.3 | 279 | 5.6* | ±0.1 | -0.45 (S) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 93 | 5.0* | ±0.3 | 476 | 5.6* | ±0.1 | -0.49 (S) |
| Sexual Minority | NR | NR | NR | 22 | 4.5 | ±0.6 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 93 | 5.0* | ±0.3 | 476 | 5.6* | ±0.1 | -0.49 (S) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | NR | NR | NR | 8 | 4.2 | ±0.6 | NR |
| Bisexual | NR | NR | NR | 8 | 4.2 | ±1.4 | NR |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 20 | 4.7 | ±0.7 | 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.

5.10.3 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 ONRR.

Table 5.30 ONRR – 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 | 102 | 3.0* | ±0.2 | 523 | 3.7* | ±0.1 | -0.63 (M) |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | 6 | 2.2 | ±0.2 | NR | NR | NR | NR |
| General Schedule (GS) 7-10 | NR | NR | NR | 44 | 4.1 | ±0.2 | NR |
| General Schedule (GS) 11-12 | 49 | 2.6* | ±0.3 | 277 | 3.6* | ±0.1 | -0.98 (L) |
| General Schedule (GS) 13-15 | 41 | 3.7 | ±0.4 | 187 | 3.7 | ±0.1 | 0.03 |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | 9 | 3.4 | ±0.6 | 36 | 3.9 | ±0.3 | -0.64 (M) |
| 1 to 3 years | 9 | 2.4* | ±0.6 | 88 | 3.7* | ±0.2 | -1.12 (L) |
| 4 to 5 years | 16 | 3.0 | ±0.6 | 75 | 3.2 | ±0.2 | -0.25 (S) |
| 6 to 10 years | 24 | 3.0* | ±0.4 | 131 | 3.6* | ±0.1 | -0.67 (M) |
| 11 to 14 years | 11 | 2.9 | ±0.8 | 44 | 3.6 | ±0.3 | -0.67 (M) |
| 15 to 20 years | 16 | 2.6* | ±0.7 | 35 | 3.8* | ±0.3 | -1.09 (L) |
| More than 20 years | 14 | 4.0 | ±0.7 | 110 | 4.0 | ±0.1 | 0.02 |
| Appointment Type | | | | | | | |
| Permanent | 102 | 3.0* | ±0.2 | 523 | 3.7* | ±0.1 | -0.63 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | 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> |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | 102 | 3.0* | ±0.2 | 517 | 3.7* | ±0.1 | -0.62 (M) |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | 102 | 3.0* | ±0.2 | 517 | 3.7* | ±0.1 | -0.62 (M) |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | 21 | 3.2 | ±0.4 | 244 | 3.6 | ±0.1 | -0.42 (S) |
| Women | 80 | 3.0* | ±0.3 | 279 | 3.7* | ±0.1 | -0.71 (M) |
| Gender Identity | | | | | | | |
| Male | 21 | 3.2 | ±0.4 | 244 | 3.6 | ±0.1 | -0.42 (S) |
| Female | 80 | 3.0* | ±0.3 | 279 | 3.7* | ±0.1 | -0.71 (M) |
| Transgender | NR | NR | NR | -- | -- | -- | NA |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | 93 | 3.1* | ±0.2 | 476 | 3.7* | ±0.1 | -0.67 (M) |
| Sexual Minority | NR | NR | NR | 22 | 3.0 | ±0.4 | NR |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | 93 | 3.1* | ±0.2 | 476 | 3.7* | ±0.1 | -0.67 (M) |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | NR | NR | NR | 8 | 2.9 | ±0.3 | NR |
| Bisexual | NR | NR | NR | 8 | 3.0 | ±0.8 | NR |
| Other | NR | NR | NR | NR | NR | NR | NR |
| I prefer not to say | NR | NR | NR | 20 | 3.0 | ±0.5 | 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.

5.11 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 ONRR.

Table 5.31 ONRR – Sexual Assault Related Behaviors and Job Satisfaction by Selected Characteristics

| | Experienced sexual assault | | | Did not experience sexual assault | | | Effect size |
|---|----------------------------|-------------------------|------------|-----------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Overall | NR | NR | NR | 621 | 4.0 | ±0.1 | NR |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 3.8 | ±0.4 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 48 | 4.2 | ±0.2 | NA |
| General Schedule (GS) 11-12 | NR | NR | NR | 322 | 3.9 | ±0.1 | NR |
| General Schedule (GS) 13-15 | -- | -- | -- | 228 | 4.1 | ±0.1 | NA |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | 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 | -- | -- | -- | 45 | 4.1 | ±0.1 | NA |
| 1 to 3 years | -- | -- | -- | 97 | 4.0 | ±0.2 | NA |
| 4 to 5 years | -- | -- | -- | 90 | 3.8 | ±0.1 | NA |
| 6 to 10 years | -- | -- | -- | 154 | 3.9 | ±0.1 | NA |
| 11 to 14 years | -- | -- | -- | 54 | 3.8 | ±0.2 | NA |
| 15 to 20 years | -- | -- | -- | 51 | 3.8 | ±0.2 | NA |
| More than 20 years | -- | -- | -- | 123 | 4.3 | ±0.1 | NA |
| Appointment Type | | | | | | | |
| Permanent | NR | NR | NR | 621 | 4.0 | ±0.1 | NR |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | NR | NR | NR | 615 | 4.0 | ±0.1 | NR |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | NR | NR | NR | 615 | 4.0 | ±0.1 | NR |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | -- | -- | -- | 263 | 3.9 | ±0.1 | NA |
| Women | NR | NR | NR | 357 | 4.0 | ±0.1 | NR |
| Gender Identity | | | | | | | |
| Male | -- | -- | -- | 263 | 3.9 | ±0.1 | NA |
| Female | NR | NR | NR | 357 | 4.0 | ±0.1 | NR |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | NR | NR | NR | 565 | 4.0 | ±0.1 | NR |
| Sexual Minority | -- | -- | -- | 26 | 3.8 | ±0.3 | NA |

| | Experienced sexual assault | | | Did not experience sexual assault | | | Effect size |
|---------------------------|----------------------------|-------------------------|------------|-----------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | NR | NR | NR | 565 | 4.0 | ±0.1 | NR |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 3.7 | ±0.1 | NA |
| Bisexual | -- | -- | -- | 10 | 3.8 | ±0.6 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | -- | -- | -- | 25 | 3.4 | ±0.2 | NA |

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

5.11.2 Sexual Assault Related Behaviors and Job Engagement

Table 5.32 presents the job engagement results for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 5.32 ONRR – Sexual Assault Related Behaviors and Job Engagement by Selected Characteristics

| | Experienced sexual assault | | | Did not experience sexual assault | | | Effect size |
|---|----------------------------|-------------------------|------------|-----------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Overall | NR | NR | NR | 621 | 5.4 | ±0.1 | NR |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 5.2 | ±0.8 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 48 | 5.6 | ±0.4 | NA |
| General Schedule (GS) 11-12 | NR | NR | NR | 322 | 5.2 | ±0.1 | NR |
| General Schedule (GS) 13-15 | -- | -- | -- | 228 | 5.6 | ±0.1 | NA |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 5.5 | ±0.3 | NA |
| 1 to 3 years | -- | -- | -- | 97 | 5.4 | ±0.3 | NA |
| 4 to 5 years | -- | -- | -- | 90 | 5.3 | ±0.3 | NA |
| 6 to 10 years | -- | -- | -- | 154 | 5.3 | ±0.2 | NA |
| 11 to 14 years | -- | -- | -- | 54 | 5.0 | ±0.4 | NA |
| 15 to 20 years | -- | -- | -- | 51 | 5.3 | ±0.3 | NA |
| More than 20 years | -- | -- | -- | 123 | 5.9 | ±0.2 | NA |
| Appointment Type | | | | | | | |
| Permanent | NR | NR | NR | 621 | 5.4 | ±0.1 | NR |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | NR | NR | NR | 615 | 5.4 | ±0.1 | NR |

| | Experienced sexual assault | | | Did not experience sexual assault | | | Effect size |
|---|----------------------------|-------------------------|------------|-----------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | NR | NR | NR | 615 | 5.4 | ±0.1 | NR |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | -- | -- | -- | 263 | 5.3 | ±0.2 | NA |
| Women | NR | NR | NR | 357 | 5.5 | ±0.1 | NR |
| Gender Identity | | | | | | | |
| Male | -- | -- | -- | 263 | 5.3 | ±0.2 | NA |
| Female | NR | NR | NR | 357 | 5.5 | ±0.1 | NR |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | NR | NR | NR | 565 | 5.5 | ±0.1 | NR |
| Sexual Minority | -- | -- | -- | 26 | 4.4 | ±0.5 | NA |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | NR | NR | NR | 565 | 5.5 | ±0.1 | NR |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 4.2 | ±0.5 | NA |
| Bisexual | -- | -- | -- | 10 | 4.1 | ±1.2 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | -- | -- | -- | 25 | 4.7 | ±0.6 | NA |

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

5.11.3 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 ONRR.

Table 5.33 ONRR – Sexual Assault Related Behaviors and Organizational Commitment by Selected Characteristics

| | Experienced sexual assault | | | Did not experience sexual assault | | | Effect size |
|---|----------------------------|-------------------------|------------|-----------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Overall | NR | NR | NR | 621 | 3.6 | ±0.1 | NR |
| Pay Plan and Grade | | | | | | | |
| Wage Grade (WG) 1-4 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 5-8 | -- | -- | -- | -- | -- | -- | NA |
| Wage Grade (WG) 9-16 | -- | -- | -- | -- | -- | -- | NA |
| Other Wage Grade (WG) | -- | -- | -- | -- | -- | -- | NA |
| General Schedule (GS) 1-6 | -- | -- | -- | 10 | 3.2 | ±0.7 | NA |
| General Schedule (GS) 7-10 | -- | -- | -- | 48 | 3.9 | ±0.2 | NA |
| General Schedule (GS) 11-12 | NR | NR | NR | 322 | 3.4 | ±0.1 | NR |
| General Schedule (GS) 13-15 | -- | -- | -- | 228 | 3.7 | ±0.1 | NA |
| Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES) | -- | -- | -- | NR | NR | NR | NR |
| Other | -- | -- | -- | -- | -- | -- | NA |
| Years of Service at Bureau or Office | | | | | | | |
| Less than 1 year | -- | -- | -- | 45 | 3.8 | ±0.3 | NA |
| 1 to 3 years | -- | -- | -- | 97 | 3.6 | ±0.2 | NA |
| 4 to 5 years | -- | -- | -- | 90 | 3.2 | ±0.2 | NA |
| 6 to 10 years | -- | -- | -- | 154 | 3.5 | ±0.1 | NA |
| 11 to 14 years | -- | -- | -- | 54 | 3.4 | ±0.3 | NA |
| 15 to 20 years | -- | -- | -- | 51 | 3.4 | ±0.3 | NA |
| More than 20 years | -- | -- | -- | 123 | 4.0 | ±0.1 | NA |
| Appointment Type | | | | | | | |
| Permanent | NR | NR | NR | 621 | 3.6 | ±0.1 | NR |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary | -- | -- | -- | -- | -- | -- | NA |
| Work Schedule | | | | | | | |
| Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Non-Seasonal | NR | NR | NR | 615 | 3.6 | ±0.1 | NR |

| | Experienced sexual assault | | | Did not experience sexual assault | | | Effect size |
|---|----------------------------|-------------------------|------------|-----------------------------------|-------------------------|------------|------------------|
| | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>N</i> | <i>Mean^a</i> | <i>MoE</i> | <i>Hedges' g</i> |
| Appointment Type and Work Schedule | | | | | | | |
| Permanent-Seasonal | -- | -- | -- | NR | NR | NR | NR |
| Permanent-Non-Seasonal | NR | NR | NR | 615 | 3.6 | ±0.1 | NR |
| Term | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Temporary-Non-Seasonal | -- | -- | -- | -- | -- | -- | NA |
| Sex | | | | | | | |
| Men | -- | -- | -- | 263 | 3.6 | ±0.1 | NA |
| Women | NR | NR | NR | 357 | 3.6 | ±0.1 | NR |
| Gender Identity | | | | | | | |
| Male | -- | -- | -- | 263 | 3.6 | ±0.1 | NA |
| Female | NR | NR | NR | 357 | 3.6 | ±0.1 | NR |
| Transgender | -- | -- | -- | NR | NR | NR | NR |
| Do not identify as female, male, or transgender | -- | -- | -- | -- | -- | -- | NA |
| Sexual Orientation - Collapsed | | | | | | | |
| Heterosexual | NR | NR | NR | 565 | 3.6 | ±0.1 | NR |
| Sexual Minority | -- | -- | -- | 26 | 3.1 | ±0.4 | NA |
| Sexual Orientation | | | | | | | |
| Heterosexual or straight | NR | NR | NR | 565 | 3.6 | ±0.1 | NR |
| Lesbian | -- | -- | -- | NR | NR | NR | NR |
| Gay | -- | -- | -- | 10 | 3.0 | ±0.3 | NA |
| Bisexual | -- | -- | -- | 10 | 3.3 | ±0.8 | NA |
| Other | -- | -- | -- | NR | NR | NR | NR |
| I prefer not to say | -- | -- | -- | 25 | 2.8 | ±0.4 | 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 ONRR – 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 | 4.181 | 0.032 | -- | 129.966 | 0.000 | 4.118 | 4.244 | -- | -- | -- |
| Harassment Based on Age | -0.403 | 0.074 | -0.220 | -5.419 | 0.000 | -0.549 | -0.257 | -0.321 | -0.219 | -0.200 |
| Harassment Based on Race/Ethnicity | -0.362 | 0.085 | -0.167 | -4.260 | 0.000 | -0.529 | -0.195 | -0.275 | -0.174 | -0.157 |
| Harassment Based on Religious Beliefs | -0.217 | 0.113 | -0.076 | -1.917 | 0.056 | -0.440 | 0.005 | -0.210 | -0.079 | -0.071 |
| Harassment Based on Disability | -0.363 | 0.108 | -0.137 | -3.367 | 0.001 | -0.574 | -0.151 | -0.281 | -0.138 | -0.124 |
| Harassment Based on Sexual Orientation | 0.046 | 0.174 | 0.010 | 0.267 | 0.789 | -0.295 | 0.388 | -0.012 | 0.011 | 0.010 |
| Gender Harassment | -0.229 | 0.084 | -0.117 | -2.732 | 0.006 | -0.393 | -0.064 | -0.232 | -0.112 | -0.101 |
| Sexual Harassment | 0.195 | 0.119 | 0.067 | 1.639 | 0.102 | -0.039 | 0.429 | -0.078 | 0.068 | 0.060 |
| Sexual Assault | -1.261 | 0.520 | -0.093 | -2.426 | 0.016 | -2.282 | -0.240 | -0.139 | -0.100 | -0.089 |

Note. N = 593, F = 18.911, R Square = 0.206

Table 5.35 ONRR – 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 | 5.641 | 0.061 | -- | 92.211 | 0.000 | 5.521 | 5.761 | -- | -- | -- |
| Harassment Based on Age | -0.438 | 0.141 | -0.134 | -3.095 | 0.002 | -0.716 | -0.160 | -0.225 | -0.127 | -0.122 |
| Harassment Based on Race/Ethnicity | -0.343 | 0.162 | -0.089 | -2.118 | 0.035 | -0.660 | -0.025 | -0.174 | -0.087 | -0.083 |
| Harassment Based on Religious Beliefs | -0.276 | 0.215 | -0.054 | -1.282 | 0.200 | -0.699 | 0.147 | -0.132 | -0.053 | -0.050 |
| Harassment Based on Disability | -0.603 | 0.205 | -0.128 | -2.947 | 0.003 | -1.006 | -0.201 | -0.215 | -0.121 | -0.116 |
| Harassment Based on Sexual Orientation | 0.190 | 0.331 | 0.023 | 0.575 | 0.565 | -0.459 | 0.839 | 0.010 | 0.024 | 0.023 |
| Gender Harassment | -0.201 | 0.159 | -0.058 | -1.264 | 0.207 | -0.514 | 0.112 | -0.167 | -0.052 | -0.050 |
| Sexual Harassment | -0.270 | 0.226 | -0.052 | -1.195 | 0.233 | -0.715 | 0.174 | -0.143 | -0.049 | -0.047 |
| Sexual Assault | 0.329 | 0.989 | 0.014 | 0.333 | 0.739 | -1.613 | 2.270 | -0.021 | 0.014 | 0.013 |

Note. N = 593, F = 7.864, R Square = 0.097

Table 5.36 ONRR – 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 | 3.835 | -- | -- | 86.066 | 0.000 | 3.748 | 3.923 | -- | -- | -- |
| Harassment Based on Age | -0.474 | 0.103 | -0.187 | -4.595 | 0.000 | -0.676 | -0.271 | -0.308 | -0.187 | -0.170 |
| Harassment Based on Race/Ethnicity | -0.511 | 0.118 | -0.170 | -4.333 | 0.000 | -0.742 | -0.279 | -0.287 | -0.176 | -0.160 |
| Harassment Based on Religious Beliefs | -0.386 | 0.157 | -0.097 | -2.456 | 0.014 | -0.694 | -0.077 | -0.221 | -0.101 | -0.091 |
| Harassment Based on Disability | -0.661 | 0.149 | -0.181 | -4.430 | 0.000 | -0.954 | -0.368 | -0.307 | -0.180 | -0.164 |
| Harassment Based on Sexual Orientation | -0.182 | 0.241 | -0.028 | -0.755 | 0.451 | -0.655 | 0.291 | -0.046 | -0.031 | -0.028 |
| Gender Harassment | -0.168 | 0.116 | -0.062 | -1.452 | 0.147 | -0.396 | 0.059 | -0.210 | -0.060 | -0.054 |
| Sexual Harassment | -0.010 | 0.165 | -0.003 | -0.063 | 0.950 | -0.334 | 0.313 | -0.129 | -0.003 | -0.002 |
| Sexual Assault | -0.454 | 0.720 | -0.024 | -0.630 | 0.529 | -1.868 | 0.960 | -0.075 | -0.026 | -0.023 |

Note. N = 593, F = 18.264, R Square = 0.2

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 ONRR.

In summary, an estimated 21.2% of employees witnessed some form of harassing and/or assault behavior in the 12 months preceding the survey against another employee.

Table 6.1 ONRR – 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 | 81 | 13.4% | ±3.0 | 2.7 | ±0.2 | 2 | 2 |
| Racial/Ethnic | 65 | 10.6% | ±2.7 | 3.1 | ±0.3 | 3 | 2 |
| Religious | 35 | 5.8% | ±2.2 | 2.6 | ±0.2 | 2 | 2 |
| Disability | 44 | 7.3% | ±2.4 | 3.0 | ±0.3 | 3 | 2 |
| Sexual Orientation | 23 | 3.8% | ±1.8 | 2.6 | ±0.3 | 2 | 2 |
| Sex/Gender | 65 | 10.7% | ±2.7 | 3.2 | ±0.3 | 3 | 3 |

^a Scale values range from 2 = Once, 3 = Once a Month or Less, 4 = Two to Three Times a Month, 5 = Once a Week or More, and 6 = One or More Times a Day. Note. The N for the mean score may be smaller than shown if not all respondents chose to provide a frequency of occurrence rating.

Survey respondents who indicated they had witnessed a situation where another employee was subjected to any type of harassment one or more times were then asked what type of action they took, if any. Table 6.2 shows the type of action(s) typically taken as a result of witnessing another employee experiencing harassment. If a respondent indicated they took no action, they were not able to select any of the other choices. These results do not distinguish actions taken for any specific form of harassment witnessed; rather the actions taken are for any form of harassment. Results have been weighted to estimate the population in ONRR.

Table 6.2 ONRR – 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 | 32 | 24.5% | ±8.2 |
| I asked the person who was experiencing the behavior if he/she needed help | 52 | 39.9% | ±8.8 |
| I pointed out to person that he/she “crossed the line” with comments/behaviors | 22 | 17.2% | ±7.6 |
| I stepped in with the intent of diffusing/stopping the situation | 15 | 11.4% | ±6.8 |
| I asked others to step in as a group and diffuse the situation | NR | NR | NR |
| I told someone in a position of authority about the situation | 24 | 18.8% | ±7.8 |
| I considered intervening but I feared I would experience negative consequences | 21 | 15.8% | ±7.4 |
| I considered intervening but did not feel I had the authority to do so | 21 | 16.4% | ±7.5 |
| I stepped in but then was discouraged or criticized by others for doing so | 7 | 5.7% | ±5.7 |
| I stepped in but then was harassed myself by the person(s) I was trying to stop | 7 | 5.2% | ±5.5 |
| None selected | NR | NR | NR |

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 ONRR.

Table 6.3 ONRR – 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 | 431 | 71.1% | ±3.8 | 3.8 | ±0.1 |
| No | 94 | 15.4% | ±3.1 | -- | -- |
| Don't Know | 82 | 13.5% | ±3.0 | -- | -- |
| Employee Assistance Program (EAP) | | | | | |
| Yes | 227 | 38.5% | ±4.0 | 3.6 | ±0.1 |
| No | 222 | 37.8% | ±4.0 | -- | -- |
| Don't Know | 139 | 23.7% | ±3.6 | -- | -- |
| Ombudsman (if applicable) | | | | | |
| Yes | 173 | 29.7% | ±3.9 | 3.6 | ±0.2 |
| No | 243 | 41.9% | ±4.1 | -- | -- |
| Don't Know | 165 | 28.4% | ±3.8 | -- | -- |
| CADR Office, CORE PLUS | | | | | |
| Yes | 75 | 13.0% | ±3.0 | 4.0 | ±0.3 |
| No | 262 | 45.3% | ±4.1 | -- | -- |
| Don't Know | 241 | 41.7% | ±4.1 | -- | -- |
| Employee & Labor Relations (Human Resources) | | | | | |
| Yes | 264 | 44.6% | ±4.0 | 3.8 | ±0.1 |
| No | 181 | 30.5% | ±3.8 | -- | -- |
| Don't Know | 147 | 24.8% | ±3.7 | -- | -- |

| | <i>N</i> | <i>Percent</i> | <i>MoE</i> | <i>Helpfulness mean score^a</i> | <i>MoE</i> |
|---|----------|----------------|------------|---|------------|
| Union (if applicable) | | | | | |
| Yes | 66 | 12.1% | ±3.0 | 3.8 | ±0.3 |
| No | 286 | 52.7% | ±4.2 | -- | -- |
| Don't Know | 191 | 35.1% | ±4.1 | -- | -- |
| Equal Employment Opportunity Counselor | | | | | |
| Yes | 282 | 48.0% | ±4.1 | 3.8 | ±0.1 |
| No | 134 | 22.8% | ±3.6 | -- | -- |
| Don't Know | 171 | 29.2% | ±3.8 | -- | -- |
| Equal Employment Opportunity Office | | | | | |
| Yes | 283 | 48.6% | ±4.1 | 3.7 | ±0.1 |
| No | 139 | 23.8% | ±3.6 | -- | -- |
| Don't Know | 161 | 27.6% | ±3.8 | -- | -- |
| Office of Inspector General Hotline | | | | | |
| Yes | 149 | 25.8% | ±3.7 | 3.5 | ±0.2 |
| No | 251 | 43.4% | ±4.1 | -- | -- |
| Don't Know | 178 | 30.8% | ±3.9 | -- | -- |
| Office of Inspector General | | | | | |
| Yes | 125 | 21.7% | ±3.6 | 3.7 | ±0.2 |
| No | 268 | 46.3% | ±4.1 | -- | -- |
| Don't Know | 185 | 32.0% | ±3.9 | -- | -- |
| Other Law Enforcement/Civil Authority not in the bureau | | | | | |
| Yes | 102 | 17.6% | ±3.3 | 3.8 | ±0.2 |
| No | 265 | 45.7% | ±4.1 | -- | -- |
| Don't Know | 212 | 36.6% | ±4.0 | -- | -- |
| Department of Interior Ethics/Bureau Ethics Office | | | | | |
| Yes | 210 | 35.6% | ±4.0 | 3.8 | ±0.1 |
| No | 213 | 36.1% | ±4.0 | -- | -- |
| Don't Know | 167 | 28.3% | ±3.8 | -- | -- |
| Other | | | | | |
| Yes | 67 | 13.0% | ±3.2 | 3.6 | ±0.3 |
| No | 153 | 29.6% | ±4.1 | -- | -- |
| Don't Know | 295 | 57.3% | ±4.3 | -- | -- |

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

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