



Supplemental Statistical Report

Bureau of Reclamation (USBR)

Work Environment Survey

January-March 2017

September 29, 2017



Executive Summary

This Supplemental Statistical Report documents results of the Bureau of Reclamation (USBR) Work Environment Survey (WES), which was fielded from January 9 to March 5, 2017.¹ The Executive Summary provides the key findings. The USBR WES survey was designed to assess employee attitudes, perceptions, and behaviors on a wide range of topics related to the *character, context, correlates, and consequences* of harassing and/or assault behaviors² experienced by employees within the USBR 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 USBR personnel employed as of December 10, 2016, ($N = 5,368$) during the period of January 9 to March 5, 2017. Data from 2,209 employees were obtained by the end of the survey period, yielding a participation rate of 41.2%. Upon initial screening, a total of 2,113 completed questionnaires were available for analysis, yielding a survey response rate of 39.4%. Because not all USBR employees responded to the survey, employee population characteristics were obtained from Human Resources to derive weights to estimate population parameters for the USBR 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 USBR 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 USBR workforce.

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

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

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

However, in some cases, only a small number of respondents may have answered certain sections of the survey, leaving results not reportable. A result based on small numbers can 1) lead to potential disclosure of identity, and/or 2) be statistically unstable and therefore unreliable. Accordingly, some results may be suppressed within the Executive Summary and the main body of the report. Those instances are denoted by NR, indicating that the result is Not Reportable (NR). To make appropriate inferences base on those results denoted as NR, the reader is referred to the Department of the Interior (DOI) Technical Report to extrapolate from those data to the USBR. Using the DOI results to extrapolate to the USBR is appropriate given that those results include USBR data and are based on larger numbers of respondents from the DOI workforce.

WHAT IS THE CHARACTER OF HARASSING AND/OR ASSAULT BEHAVIORS EXPERIENCED?

Analyses estimated 31.1% of employees experienced one or more forms of harassment and/or assault related behaviors in the past 12 months. More specifically:

- 18.4% experienced harassing behaviors based on their age
- 8.1% experienced harassing behaviors based on their racial or ethnic background
- 8.6% experienced harassing behaviors based on their religious beliefs
- 7.8% experienced harassing behaviors based on a perceived or actual disability
- 3.1% experienced harassing behaviors based on their sexual orientation
- 12.3% experienced harassing behaviors based on their gender
- 6.1% experienced sexual harassment³
- 0.72% experienced sexual assault related behaviors

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

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

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

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

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

WHAT CONTEXTUAL FACTORS INFLUENCED SPECIFIC BEHAVIORS OR SETS OF EXPERIENCES?

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

- *What was the primary basis for the specific behavior or set of experiences?* Among employees who experienced any behavior, 22.2% indicated the experience was primarily based on their age; 8.2% indicated the experience was primarily based on their racial/ethnic background; 9.9% indicated the experience was primarily based on their religious beliefs; 13.2% indicated the experience was primarily based on their disability status or condition; 1.2% indicated the experience was primarily based on their sexual orientation; 20.1% indicated the experience was primarily based on their sex/gender;⁴ and 25.3% indicated the experience was primarily based on unknown factors.

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

- *When and where did the specific behavior or set of experiences occur?* Regardless of the particular behavior involved, for the majority of employees these experiences occurred during work hours (80.2%) and at a work location or site (91.5%) that was most frequently characterized as an indoor location (76.2%). Also, for the minority of these employees these experiences occurred while on travel (9.4%).
- *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 (62.8%).
- *Who was involved in the specific behavior or set of experiences?* Regardless of the particular behavior involved, for the majority of employees these experiences often involved one person (53.5%), who was typically older (41.7%), male (63.0%), and most often a peer and/or coworker (60.3%).
- *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 (87.2%).
- *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 (51.5%) or another employee (44.2%), as well as a supervisor (35.5%) or manager (22.4%). Additionally, some employees talked with the person involved (41.1%).
- *Did they make a complaint/grievance/report⁵ in response to the specific behavior or set of experiences?* Regardless of the particular behavior involved, most employees did not make a complaint/grievance/report about their experience (70.5%); only 29.5% did.
- *What USBS 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 USBR resource was a supervisor or manager (22.2%). All other resources were used less frequently (Employee Assistance Program, Ombudsman,⁶ CADR Office or CORE PLUS, Employee & Labor Relations, Union, Equal Employment Opportunity Counselor, Equal Employment Opportunity Office, Office of the Inspector General Hotline, Office of the Inspector General, Other Law Enforcement/Civil Authority, or Department of Interior Ethics/Bureau Ethics Office).
- *What happened as a result of the complaint/grievance/report?* Regardless of the particular behavior involved, for employees who made complaints/grievances/reports, 32.0% indicated that some action was taken. Actions focused on the organization involved explaining rules to everyone (25.7%), management conducted a review/

⁵ Individuals were presented with various types of organizational resources by which to make a complaint/grievance/report that included both formal and informal types of resources.

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

investigation or other assessment (16.9%), and an investigation was conducted by a law enforcement official (2.3%). Actions involving the person engaging in the harassing behavior included someone talking to the person (30.4%), moving or reassigning the person to avoid continuing contact (5.1%), or some official career action was taken against person(s) involved (5.5%); and in some situations, the person stopped the behavior (26.1%). Actions associated with the employee subjected to the behavior involved changing their station location or duties to help them avoid the person engaging in the harassing behaviors (10.7%). Additionally, some employees were encouraged to drop the issue (45.3%) or were discouraged from making a complaint/grievance/report (35.0%). Other employees indicated that the person engaging in the harassing behavior took action against them for complaining (29.4%); their coworker(s) treated them worse, avoided or blamed them for the problem (28.7%); and some employees indicated leadership punished them for bringing the experience up (30.9%) or they were threatened with loss of employment (15.5%).⁷

- *What were the reasons for not making a complaint/grievance/report?* Regardless of the particular behavior involved, most employees did not make a complaint/grievance/report about their experience (70.5%). Employees' most frequent reasons for not making a complaint/grievance/report involved the perceived seriousness of the behavior (70.3% did not consider it serious enough to report), desire to move on or forget about the incident (59.4%), the behavior or experience stopped on its own (55.9%), skepticism about actions that would be taken (46.6% of employees did not think anything would be done), thought they would be labeled a troublemaker (40.2%), thought it might hurt their career (36.2%), did not trust that the process would be fair (35.2%), or took other actions to handle the situation (34.3%).
- *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 (40.6%); resulted in arguments or damaged interpersonal relations at work (36.5%); and/or damaged other personal relationships (13.2%). 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 (23.0%), seek counseling (16.1%), or medical attention (12.2%). For some employees, these experiences had a *negative impact on their job performance*, making it harder to complete their work (39.7%), negatively affected their performance evaluation or promotion potential (27.8%), 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 USBR (43.4%), take steps to leave the organization (20.4%), or request a transfer (9.6%).

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

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

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

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

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

- Age harassment was more common where employees witnessed harassment against another employee based on their age
- Racial/ethnic harassment was more common for racial/ethnic minority employees than for non-minority employees, in work environments perceived as being more tolerant of these behaviors, and where employees witnessed harassment against another employee based on their racial/ethnic background
- Religious harassment was more common where employees witnessed harassment against another employee based on their religious beliefs
- Disability harassment was more common for employees with a documented disability and more common where employees witnessed harassment against another employee based on their disability status or condition

- None of the factors informed our understanding of harassment based on one's sexual orientation
- Gender harassment was more common for women than men and more common where employees witnessed harassment against another employee based on their sex/gender
- Sexual harassment was more common where employees witnessed harassment against another employee based on their sex/gender
- None of the factors informed our understanding of sexual assault related behaviors

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

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

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

Consequences of harassment and/or assault behaviors were examined with data from employees who experienced harassment and/or assault behaviors and completed questions assessing job-related outcomes including job satisfaction, job engagement, and organizational commitment. Regression analyses revealed statistically significant associations of harassment and/or assault behaviors to job-related outcomes. While the magnitude of the effects were small, the pattern of associations indicated that employees who experienced harassment and/or assault behaviors were less satisfied, less engaged, and less committed to the organization than their counterparts. Exceptions to this trend were observed for gender and sexual harassment and job engagement; harassment based on sexual orientation and gender harassment and organizational commitment; and for sexual assault related behaviors and the three outcome variables. Associations among these variables were not statistically significant.

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 19.1% of employees witnessed a harassing and/or assault behavior against another employee in the 12 months preceding the survey. For most of these experiences, it is estimated that employees witnessed these behaviors once, and/or, once a month or less. Among these individuals:
 - 11.8% witnessed a harassment situation based on the age of the other employee
 - 6.9% witnessed a harassment situation based on the race/ethnicity of the other employee
 - 5.6% witnessed a harassment situation based on the religious beliefs of the other employee
 - 6.8% witnessed a harassment situation based a perceived or actual disability of the other employee
 - 3.3% witnessed a harassment situation based on the sexual orientation of the other employee
 - 9.2% witnessed a harassment situation based the sex/gender of the other employee

- *What actions were taken in response to witnessing harassing and/or assault behaviors?*
Regardless of the particular behavior employees witnessed, the majority of employees took some action in response to the behaviors they witnessed (75.9%). Among employees who took some action, the most frequent actions included helping the person who was subject to the behaviors (27.0%); pointing out to the person who engaged in the harassing behaviors that s/he “crossed the line” (26.7%); and telling someone in position of authority about the situation (22.2%).

- *Did employees experience any harassing and/or assault behaviors before the past 12 months while they were employed by USBR?* An estimated 29.9% of employees experienced some form of harassing and/or assault behaviors before the past 12 months while being employed at USBR. More specifically:
 - 17.0% experienced harassing behaviors based on their age
 - 8.1% experienced harassing behaviors based on their racial or ethnic background
 - 8.5% experienced harassing behaviors based on their religious beliefs
 - 8.0% experienced harassing behaviors based on a perceived or actual disability
 - 3.3% experienced harassing behaviors based on their sexual orientation
 - 10.1% experienced sexually harassing behaviors⁸
 - 1.21% experienced sexual assault related behaviors

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

- *What about the future use of USBR 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 (78.0%) to make a complaint/grievance/report if they were to experience harassing behaviors in the future. All other resources were endorsed less frequently (Employee Assistance Program, Ombudsman,⁹ CADR Office or CORE PLUS, Employee & Labor Relations, Union, Equal Employment Opportunity Counselor, Equal Employment Opportunity Office, Office of the Inspector General Hotline, Office of the Inspector General, Other Law Enforcement/Civil Authority not in the Bureau, or Department of Interior Ethics/Bureau Ethics Office). Additionally, employees rated their expectation that the majority of resources would be moderately to very helpful.

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

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

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1 Introduction

This Supplemental Statistical Report presents in tabular form the results of the 2017 USBR 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.

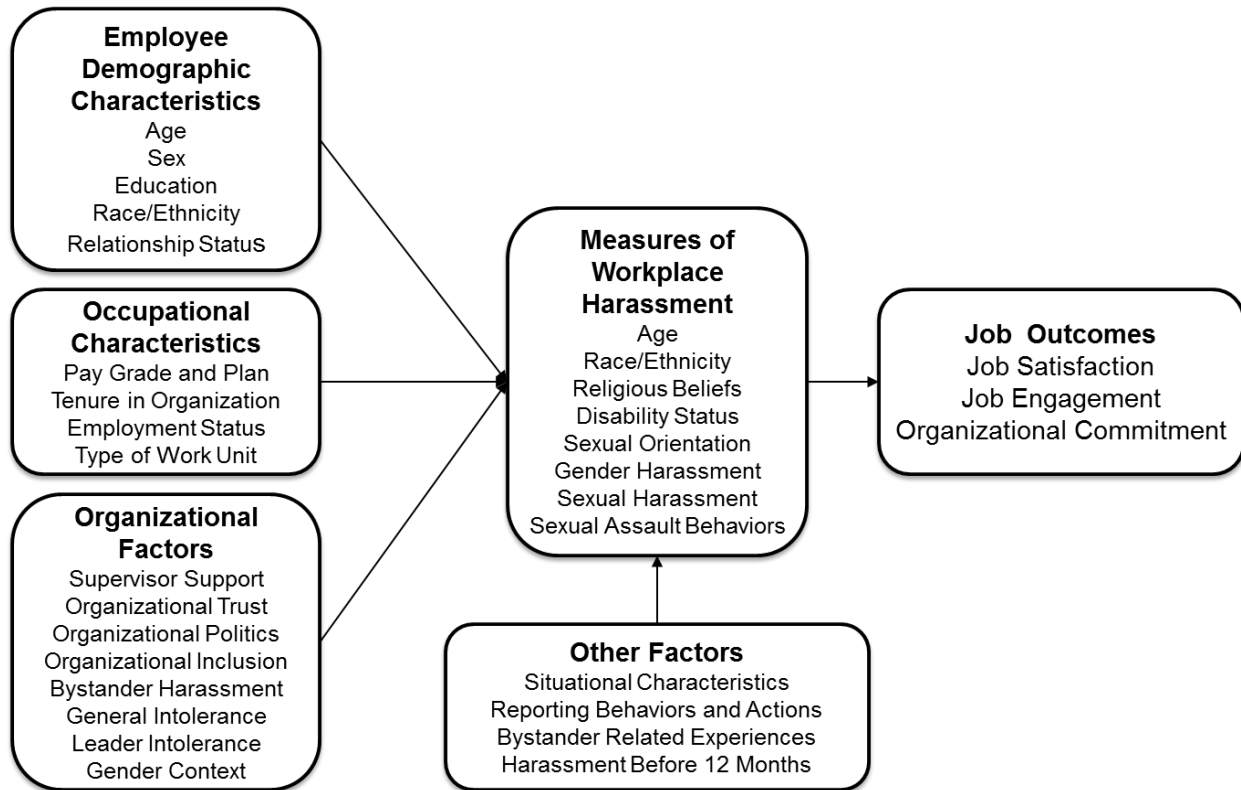


Figure 1.1 Conceptual Framework

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 USBR 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 USBR employees ($N = 5,368$) 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 2,209 questionnaires were obtained by the end of the survey period (i.e., March 5, 2017), yielding a participation rate of 41.2%. Initial screening of the data for inclusion criteria indicated a total of 2,113 completed questionnaires were available for the analysis, yielding a response rate of 39.4%.

Table 1.2 USBR – WES Response Rate

	USBR
A. Total Sample	5,368
B. Delivered Invitations/Surveys	5,368
C. Submitted Surveys	2,209
D. Participation Rate	41.2%
E. Completed Surveys	2,113
F. Response Rate	39.4%

Definition of Terms

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

Demographic characteristics for the study population were derived by weighting the survey results to estimate the USBR 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 USBR – 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	1,556	29.0%	1,552 (±66)	28.9% (±1.2)
40 or older	3,812	71.0%	3,818 (±66)	71.1% (±1.2)
Age				
25 or under	159	3.0%	159 (±26)	3.0% (±0.5)
26-29	226	4.2%	227 (±31)	4.2% (±0.6)
30-39	1,171	21.8%	1,166 (±60)	21.7% (±1.1)
40-49	1,225	22.8%	1,227 (±61)	22.9% (±1.1)
50-59	1,768	32.9%	1,769 (±68)	33.0% (±1.3)
60 or older	819	15.3%	822 (±53)	15.3% (±1.0)
Relationship Status - Collapsed				
Single	NA	NA	844 (±54)	15.8% (±1.0)
Partnered/Married	NA	NA	3,850 (±65)	71.9% (±1.2)
Separated/Widowed/Divorced	NA	NA	661 (±49)	12.3% (±0.9)
Relationship Status				
Single	NA	NA	844 (±54)	15.8% (±1.0)
Separated	NA	NA	58 (±17)	1.1% (±0.3)
Partnered	NA	NA	137 (±25)	2.6% (±0.5)
Divorced	NA	NA	523 (±44)	9.8% (±0.8)
Married	NA	NA	3,714 (±67)	69.3% (±1.2)
Widowed	NA	NA	80 (±19)	1.5% (±0.4)
Ethnicity/Race - Collapsed				
Non-Minority (Non-Hispanic White)	4,182	78.1%	4,048 (±61)	76.8% (±1.2)
Minority	1,176	21.9%	1,226 (±61)	23.2% (±1.2)

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number^a</i>	<i>Percent^a</i>
Ethnicity/Race				
Hispanic	538	10.0%	535 (±45)	10.1% (±0.8)
American Indian or Alaskan Native	132	2.5%	91 (±21)	1.7% (±0.4)
Asian	181	3.4%	120 (±23)	2.3% (±0.4)
Black/African-American	180	3.4%	124 (±24)	2.4% (±0.4)
Native Hawaiian or Other Pacific Islander	26	0.5%	44 (±15)	0.8% (±0.3)
Non-Hispanic White	4,182	78.1%	4,048 (±61)	76.8% (±1.2)
Multi-racial	119	2.2%	312 (±35)	5.9% (±0.7)
Disability				
Yes	746	14.7%	953 (±56)	17.8% (±1.0)
No	4,314	85.3%	4,405 (±56)	82.2% (±1.0)
Sex				
Men	3,632	67.7%	3,617 (±68)	67.5% (±1.3)
Women	1,736	32.3%	1,740 (±68)	32.5% (±1.3)
Gender Identity				
Male	3,632	67.7%	3,617 (±68)	67.2% (±1.3)
Female	1,736	32.3%	1,740 (±68)	32.3% (±1.3)
Transgender	NA	NA	NR	NR
Do not identify as female, male, or transgender	NA	NA	19 (±11)	0.4% (±0.2)
Transgender Description				
Transgender, male to female	NA	NA	NR	NR
Transgender, female to male	NA	NA	NR	NR
Gender non-conforming	NA	NA	NR	NR
Unsure	NA	NA	NR	NR
I prefer not to say	NA	NA	NR	NR
Sexual Orientation - Collapsed				
Heterosexual	NA	NA	4,967 (±26)	97.0% (±0.5)
Sexual Minority	NA	NA	152 (±26)	3.0% (±0.5)
Sexual Orientation				
Heterosexual or straight	NA	NA	4,967 (±37)	93.3% (±0.7)
Lesbian	NA	NA	37 (±14)	0.7% (±0.3)
Gay	NA	NA	46 (±15)	0.9% (±0.3)
Bisexual	NA	NA	54 (±16)	1.0% (±0.3)
Other	NA	NA	16 (±10)	0.3% (±0.2)
I prefer not to say	NA	NA	204 (±29)	3.8% (±0.6)

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

Table 1.4 USBR – Employee and Estimated Study Population Occupational Characteristics

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number^a</i>	<i>Percent^a</i>
Education Level - Collapsed				
Less than High School/High School Diploma/GED	1,147	21.4%	471 (±42)	8.8% (±0.8)
Trade/Tech Certificate/Some College	970	18.1%	1,102 (±59)	20.6% (±1.1)
AA/College Degree	2,299	42.9%	2,661 (±72)	49.7% (±1.3)
Graduate Degree	947	17.7%	1,124 (±60)	21.0% (±1.1)
Appointment Type				
Permanent	5,225	97.3%	5,265 (±22)	98.0% (±0.4)
Term	22	0.4%	91 (±20)	1.7% (±0.4)
Temporary	121	2.3%	18 (±10)	0.3% (±0.2)
Work Schedule				
Seasonal	16	0.3%	40 (±14)	0.8% (±0.3)
Non-seasonal	5,330	99.7%	5,195 (±14)	99.2% (±0.3)
Appointment Type and Work Schedule				
Permanent-Seasonal	16	0.3%	33 (±13)	0.6% (±0.3)
Permanent-Non-Seasonal	5,209	97.0%	5,184 (±25)	97.4% (±0.5)
Term	22	0.4%	91 (±20)	1.7% (±0.4)
Temporary-Seasonal	0	0.0%	7 (±8)	0.1% (±0.1)
Temporary-Non-Seasonal	121	2.3%	11 (±9)	0.2% (±0.2)
Years of Service at Bureau or Office				
Less than 1 year	NA	NA	694 (±50)	13.0% (±0.9)
1 to 3 years	NA	NA	1,016 (±57)	19.0% (±1.1)
4 to 5 years	NA	NA	548 (±45)	10.2% (±0.8)
6 to 10 years	NA	NA	960 (±56)	17.9% (±1.1)
11 to 14 years	NA	NA	567 (±46)	10.6% (±0.9)
15 to 20 years	NA	NA	646 (±48)	12.1% (±0.9)
More than 20 years	NA	NA	922 (±55)	17.2% (±1.0)

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number^a</i>	<i>Percent^a</i>
Pay Plan and Grade				
Wage Grade (WG) 1 - 4	3	0.1%	64 (±18)	1.2% (±0.3)
Wage Grade (WG) 5 - 8	53	1.0%	249 (±32)	4.7% (±0.6)
Wage Grade (WG) 9 - 16	42	0.8%	69 (±18)	1.3% (±0.3)
Other Wage Grade (WG)	52	1.0%	71 (±18)	1.3% (±0.3)
General Schedule (GS) 1 - 6	541	10.1%	366 (±38)	6.9% (±0.7)
General Schedule (GS) 7 - 10	831	15.5%	785 (±52)	14.7% (±1.0)
General Schedule (GS) 11 - 12	1,899	35.4%	2,023 (±70)	38.0% (±1.3)
General Schedule (GS) 13 - 15	931	17.3%	991 (±57)	18.6% (±1.1)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	18	0.3%	22 (±11)	0.4% (±0.2)
Other	998	18.6%	686 (±49)	12.9% (±0.9)
Supervisory Status - Collapsed				
Non-Supervisor	4,482	83.5%	3,401 (±69)	64.0% (±1.3)
Supervisor	886	16.5%	1,912 (±69)	36.0% (±1.3)
Supervisory Status				
Team Leader	80	1.5%	977 (±57)	18.4% (±1.1)
Supervisor	719	13.4%	610 (±47)	11.5% (±0.9)
Manager	72	1.3%	288 (±34)	5.4% (±0.6)
Senior Leader	15	0.3%	37 (±14)	0.7% (±0.3)
None of the above	4,482	83.5%	3,401 (±69)	64.0% (±1.3)
Duty Station				
Headquarters Office (Washington)/Denver-Based Office	NA	NA	940 (±56)	17.7% (±1.0)
Pacific Northwest Region	NA	NA	1,300 (±62)	24.4% (±1.2)
Mid-Pacific Region	NA	NA	775 (±52)	14.6% (±1.0)
Lower Colorado Region	NA	NA	882 (±54)	16.6% (±1.0)
Upper Colorado Region	NA	NA	648 (±48)	12.2% (±0.9)
Great Plains Region	NA	NA	726 (±51)	13.7% (±0.9)
100% Telework	NA	NA	6 (±7)	0.1% (±0.1)
Other (none of the above describe the environment in which I routinely accomplish my work)	NA	NA	40 (±15)	0.8% (±0.3)

^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 USBR. For all types of harassment, survey participants were asked how often they experienced various behaviors using a 6-point response scale ranging from *never* to *one or more times a day*. Respondents who answered in the affirmative (i.e., they selected *once, once a month or less, two to three times a month, once a week or more, one or more times a day*) were counted as having experienced harassment and included in the experience rate. Therefore, the experience rate represents the estimated percentage of employees who experienced harassment behaviors one or more times.

To further examine the breadth of harassment experiences, the mean, median, and mode were computed for each harassment type separately. The mean reflects the arithmetic average, the median is the middle score that divides the distribution of responses into two equal halves, and the mode reflects the most frequently selected response alternative. Response alternatives used to assess harassment experiences are presented in the footnote for each table. Thus, the values for the mean, median, and mode correspond to the response alternatives used to measure the breadth of harassment. For example, an average frequency of harassment of 3.5 means that on a scale ranging from 1 to 6, the average frequency fell between *once a month or less* (scale value 3) and *two to three times a month* (scale value 4). A median of 3 indicates that half of employees fell below 3 and half above. A mode of 2 means the scale value 2 (*once*) was the most frequently selected choice.

In summary, an estimated 31.1% of employees experienced one or more forms of harassment and/or assault related behaviors in the past 12 months. Additionally, an estimated 29.9% of employees experienced some form of harassing and/or assault behaviors before the past 12 months while being employed at USBR.¹⁰

¹⁰ Caution should be exercised in attempting to draw inferences about trends between rates of experience in the past 12 months and rates of experiences prior to the past 12 months. The measures are not comparable. The measures of experiences prior to the past 12 months were included to give 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 USBR – 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	18.4%	±1.1	3.3	±0.0	3	3
Racial/Ethnic	8.1%	±0.8	3.0	±0.1	3	2
Religious	8.6%	±0.8	2.9	±0.1	3	2
Disability	7.8%	±0.8	3.3	±0.1	3	3

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

Table 2.2 USBR – 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	933	1,045
Racial/Ethnic	395	473
Religious	422	503
Disability	379	456

Table 2.3 USBR – 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	3.1%	±0.5	3.2	±0.1	3	3
Gender Harassment	12.3%	±0.9	3.1	±0.1	3	2
Sexual Harassment	6.1%	±0.7	3.1	±0.1	3	2
Crude and Offensive Behavior	14.9%	±1.0	3.1	±0.1	3	2
Unwanted Sexual Attention	4.3%	±0.6	2.7	±0.1	2	2
Sexual Coercion	0.7%	±0.3	2.7	±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 2.4 USBR – 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	143	193
Gender Harassment	616	710
Sexual Harassment	293	362
Crude and Offensive Behavior	753	856
Unwanted Sexual Attention	202	260
Sexual Coercion	29	54

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

	Experience rate		Frequency of occurrence ^a			
	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Sexual Assault	0.72%	±0.26	2.6	±0.3	2	2
Sexual Touching	0.44%	±0.22	2.5	±0.4	2	2
Attempted Sex	0.21%	±0.17	2.3	±0.3	2	2
Completed Sex	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.

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

	Estimated number	
	<i>Lower bound</i>	<i>Upper bound</i>
Sexual Assault	28	53
Sexual Touching	16	35
Attempted Sex	6	20
Completed Sex	NR	NR

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 USBR.

Table 2.7 USBR – 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	1,674	31.1%	±1.3	3.1	±0.0
Age - Collapsed					
39 or under	511	32.9%	±2.4	3.1	±0.0
40 or older	1,156	30.3%	±1.5	3.2	±0.0
Age					
A 25 or under	61	38.5%	±7.9	3.2	±0.2
B 26-29	67	29.7%	±6.3	3.1	±0.1
C 30-39	382	32.8%	±2.8	3.1F	±0.1
D 40-49	342	27.9%	±2.6	3.1F	±0.1
E 50-59	544	30.7%	±2.2	3.1F	±0.0
F 60 or older	270	32.8%	±3.3	3.3CDE	±0.1

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Relationship Status - Collapsed					
A Single	314	37.3%B	±3.3	3.1	±0.1
B Partnered/Married	1,091	28.3%AC	±1.4	3.1	±0.0
C Separated/Widowed/Divorced	253	38.3%B	±3.8	3.2	±0.1
Relationship Status					
A Single	314	37.3%E	±3.3	3.1BC	±0.1
B Separated	15	25.6%	±13.1	3.8ADEF	±0.3
C Partnered	55	40.3%E	±8.5	3.5ADEF	±0.1
D Divorced	201	38.5%E	±4.3	3.2BC	±0.1
E Married	1,036	27.9%ACDF	±1.5	3.1BC	±0.0
F Widowed	37	46.2%E	±11.2	2.9BC	±0.2
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	1,231	30.4%	±1.4	3.2*	±0.0
Minority	399	32.6%	±2.7	3.0*	±0.0
Ethnicity/Race					
A Hispanic	168	31.4%	±4.1	2.9BCDFG	±0.1
B American Indian or Alaskan Native	34	37.8%	±10.6	3.2AC	±0.2
C Asian	29	24.1%	±8.6	2.5ABDEFG	±0.1
D Black/African-American	41	32.9%	±8.8	3.2AC	±0.2
E Native Hawaiian or Other Pacific Islander	19	44.0%	±15.3	3.2C	±0.2
F Non-Hispanic White	1,231	30.4%	±1.4	3.2AC	±0.0
G Multi racial	108	34.6%	±5.5	3.1AC	±0.1
Disability					
Yes	422	44.2%*	±3.2	3.4*	±0.0
No	1,240	28.1%*	±1.3	3.0*	±0.0
Sex					
Men	982	27.2%*	±1.5	3.2*	±0.0
Women	677	38.9%*	±2.3	3.0*	±0.0
Gender Identity					
A Male	982	27.2%B	±1.5	3.2B	±0.0
B Female	677	38.9%A	±2.3	3.0A	±0.0
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Transgender Description					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	NR	NR	NR	NR	NR
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	1,508	30.4%*	±1.3	3.1	±0.0
Sexual Minority	67	44.1%*	±8.1	3.1	±0.1
Sexual Orientation					
A Heterosexual or straight	1,508	30.4% ^C	±1.3	3.1 ^B	±0.0
B Lesbian	10	26.1% ^C	±17.3	2.6 ^{AC}	±0.3
C Gay	29	63.6% ^{ABF}	±15.3	3.3 ^B	±0.1
D Bisexual	20	37.6%	±14.0	3.1	±0.2
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	78	38.3% ^C	±6.9	3.1	±0.1
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	118	25.0% ^{CD}	±4.1	3.2	±0.1
B Trade/Tech Certificate/Some College	309	28.0% ^C	±2.7	3.2	±0.1
C AA/College Degree	871	32.7% ^{AB}	±1.8	3.1	±0.0
D Graduate Degree	366	32.6% ^A	±2.8	3.1	±0.0
Appointment Type					
A Permanent	1,646	31.3%	±1.3	3.1 ^B	±0.0
B Term	23	25.0%	±10.1	2.8 ^A	±0.2
C Temporary	NR	NR	NR	NR	NR
Work Schedule					
Seasonal	16	39.0%	±16.5	3.6*	±0.3
Non-seasonal	1,618	31.1%	±1.3	3.1*	±0.0
Appointment Type and Work Schedule					
A Permanent-Seasonal	NR	NR	NR	NR	NR
B Permanent-Non-Seasonal	1,618	31.2%	±1.3	3.1 ^C	±0.0
C Term	23	25.0%	±10.1	2.8 ^B	±0.2
D Temporary-Seasonal	NR	NR	NR	NR	NR
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Years of Service at Bureau or Office					
A Less than 1 year	142	20.5%BCDEFG	±3.2	3.2	±0.1
B 1 to 3 years	324	31.9%A	±2.9	3.3CDG	±0.1
C 4 to 5 years	188	34.2%A	±4.1	3.1B	±0.1
D 6 to 10 years	334	34.8%A	±3.1	3.0B	±0.1
E 11 to 14 years	210	37.1%AG	±4.1	3.2	±0.1
F 15 to 20 years	200	30.9%A	±3.7	3.1	±0.1
G More than 20 years	267	28.9%AE	±3.0	3.1B	±0.1
Pay Plan and Grade - Collapsed					
A Junior Grade	139	32.4%	±4.6	3.3BC	±0.1
B Middle Grade	369	33.4%C	±2.8	3.1AC	±0.0
C Senior Grade	870	28.8%B	±1.6	3.0AB	±0.0
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	1,110	32.6%*	±1.6	3.1	±0.0
Supervisor	533	27.9%*	±2.1	3.1	±0.0
Supervisory Status					
A Team Leader	296	30.3%C	±3.0	3.2BCDE	±0.1
B Supervisor	166	27.2%	±3.7	2.8ADE	±0.1
C Manager	59	20.4%AE	±5.1	2.9ADE	±0.1
D Senior Leader	13	34.1%	±17.2	4.3ABCE	±0.4
E None of the above	1,110	32.6%C	±1.6	3.1ABCD	±0.0

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

2.1 Age Harassment

2.1.1 Past 12 Months

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

Table 2.8 USBR – 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	988	18.4%	±1.1	3.3	±0.0
Age - Collapsed					
39 or under	321	20.7%*	±2.1	3.2	±0.1
40 or older	661	17.3%*	±1.2	3.3	±0.1
Age					
A 25 or under	45	28.4%DE	±7.6	3.7CE	±0.3
B 26-29	48	20.9%D	±5.8	3.4	±0.2
C 30-39	228	19.6%DF	±2.4	3.1AF	±0.1
D 40-49	130	10.6%ABCEF	±1.9	3.3	±0.1
E 50-59	311	17.6%ADF	±1.8	3.2A	±0.1
F 60 or older	220	26.9%CDE	±3.1	3.3C	±0.1
Relationship Status - Collapsed					
A Single	176	20.9%B	±2.9	3.3	±0.1
B Partnered/Married	662	17.2%A	±1.2	3.2	±0.1
C Separated/Widowed/Divorced	139	21.0%	±3.3	3.3	±0.1
Relationship Status					
A Single	176	20.9%	±2.9	3.3BF	±0.1
B Separated	9	14.7%	±12.0	4.9ACDEF	±0.4
C Partnered	29	21.2%	±7.8	3.1BF	±0.2
D Divorced	105	20.2%	±3.7	3.2BF	±0.1
E Married	633	17.1%F	±1.2	3.3BF	±0.1
F Widowed	25	30.7%E	±11.2	2.4ABCDE	±0.3
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	741	18.3%	±1.2	3.3*	±0.1
Minority	224	18.4%	±2.3	3.1*	±0.1

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race						
A	Hispanic	98	18.4%	±3.5	3.2	±0.2
B	American Indian or Alaskan Native	8	8.5%G	±8.1	3.9CG	±0.4
C	Asian	16	13.6%	±7.6	2.6B	±0.3
D	Black/African-American	17	13.8%	±7.4	3.4	±0.4
E	Native Hawaiian or Other Pacific Islander	6	12.5%	±14.0	3.5	±0.3
F	Non-Hispanic White	741	18.3%G	±1.2	3.3G	±0.1
G	Multi racial	80	25.7%BF	±5.2	3.0BF	±0.1
Disability						
	Yes	246	25.8%*	±2.9	3.5*	±0.1
	No	733	16.7%*	±1.1	3.2*	±0.1
Sex						
	Men	621	17.2%*	±1.3	3.3*	±0.1
	Women	356	20.5%*	±2.0	3.1*	±0.1
Gender Identity						
A	Male	621	17.2%B	±1.3	3.3B	±0.1
B	Female	356	20.5%A	±2.0	3.1A	±0.1
C	Transgender	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description						
A	Transgender, male to female	NR	NR	NR	NR	NR
B	Transgender, female to male	--	--	--	--	--
C	Gender non-conforming	NR	NR	NR	NR	NR
D	Unsure	NR	NR	NR	NR	NR
E	I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed						
	Heterosexual	872	17.6%*	±1.1	3.2	±0.1
	Sexual Minority	40	26.6%*	±7.7	3.1	±0.2
Sexual Orientation						
A	Heterosexual or straight	872	17.6%CF	±1.1	3.2F	±0.1
B	Lesbian	5	14.8%	±16.4	2.2	±0.3
C	Gay	16	34.3%A	±15.3	2.9F	±0.2
D	Bisexual	13	24.0%	±13.6	3.5	±0.3
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F	I prefer not to say	57	28.1%A	±6.6	3.6AC	±0.2

	<i>N</i>	Experience rate		Frequency of occurrence ^a	
		<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	64	13.5% <i>C</i>	±3.4	3.2	±0.2
B Trade/Tech Certificate/Some College	184	16.8%	±2.3	3.3	±0.1
C AA/College Degree	524	19.7% <i>A</i>	±1.6	3.3	±0.1
D Graduate Degree	212	18.8%	±2.4	3.2	±0.1
Appointment Type					
A Permanent	968	18.4%	±1.1	3.3	±0.0
B Term	20	21.9%	±9.9	3.0	±0.2
C Temporary	0	0.0%	NA	NA	NA
Work Schedule					
Seasonal	NR	NR	NR	NR	NR
Non-seasonal	950	18.3%	±1.1	3.3	±0.0
Appointment Type and Work Schedule					
A Permanent-Seasonal	NR	NR	NR	NR	NR
B Permanent-Non-Seasonal	950	18.4%	±1.1	3.3	±0.0
C Term	20	21.9%	±9.9	3.0	±0.2
D Temporary-Seasonal	NR	NR	NR	NR	NR
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office					
A Less than 1 year	80	11.5% <i>BCDEF</i>	±2.6	3.4 <i>CF</i>	±0.2
B 1 to 3 years	185	18.2% <i>A</i>	±2.5	3.5 <i>CDF</i>	±0.1
C 4 to 5 years	120	21.9% <i>A</i>	±3.7	3.0 <i>ABEG</i>	±0.1
D 6 to 10 years	188	19.6% <i>A</i>	±2.6	3.2 <i>BG</i>	±0.1
E 11 to 14 years	132	23.3% <i>AG</i>	±3.7	3.3 <i>C</i>	±0.1
F 15 to 20 years	124	19.3% <i>A</i>	±3.2	3.0 <i>ABG</i>	±0.1
G More than 20 years	154	16.7% <i>E</i>	±2.6	3.4 <i>CDF</i>	±0.1
Pay Plan and Grade - Collapsed					
A Junior Grade	90	20.8%	±4.1	3.6 <i>BC</i>	±0.2
B Middle Grade	205	18.7%	±2.4	3.2 <i>A</i>	±0.1
C Senior Grade	515	17.1%	±1.4	3.1 <i>A</i>	±0.1
D Executive Grade	0	0.0%	NA	NA	NA
Supervisory Status - Collapsed					
Non-Supervisor	639	18.8%	±1.4	3.3	±0.1
Supervisor	324	17.0%	±1.8	3.2	±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	193	19.8%	±2.6	3.3B	±0.1
B Supervisor	89	14.6%	±3.0	2.7AE	±0.1
C Manager	38	13.1%	±4.4	3.0	±0.2
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	639	18.8%	±1.4	3.3B	±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 USBR – Estimated Experience Rate of Age Harassment in the Past 12 Months, by Current Work Location

	Age harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	988	18.40%	±1.06
A Headquarters Office (Washington)/Denver-Based Office	171	18.20%	±2.60
B Pacific Northwest Region	254	19.61%	±2.26
C Mid-Pacific Region	142	18.34%	±2.89
D Lower Colorado Region	170	19.28%	±2.75
E Upper Colorado Region	123	19.02%	±3.22
F Great Plains Region	107	14.80%	±2.78
G 100% Telework	NR	NR	NR
H Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

2.1.2 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 USBR.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	789	17.0%	±1.1

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	26	3.3%	±1.5
Wage Grade (WG) 5-8	57	7.3%	±2.1
Wage Grade (WG) 9-16	24	3.1%	±1.5
Other Wage Grade (WG)	18	2.3%	±1.3
General Schedule (GS) 1-6	75	9.6%	±2.3
General Schedule (GS) 7-10	142	18.3%	±2.9
General Schedule (GS) 11-12	224	28.8%	±3.3
General Schedule (GS) 13-15	92	11.8%	±2.5
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	119	15.4%	±2.7

2.2 Racial/Ethnic Harassment

2.2.1 Past 12 Months

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

Table 2.12 USBR – 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	432	8.1%	±0.8	3.0	±0.1
Age - Collapsed					
39 or under	109	7.0%	±1.4	3.0	±0.1
40 or older	322	8.5%	±0.9	3.0	±0.1
Age					
A 25 or under	16	10.3%	±5.9	3.4	±0.6
B 26-29	14	6.5%	±4.1	3.7CDEF	±0.4
C 30-39	78	6.7%	±1.6	2.8BE	±0.1
D 40-49	96	7.8%	±1.6	2.9B	±0.1
E 50-59	158	8.9%	±1.4	3.1BC	±0.1
F 60 or older	68	8.4%	±2.1	2.9B	±0.1
Relationship Status - Collapsed					
A Single	58	7.0% ^C	±1.9	3.0	±0.2
B Partnered/Married	295	7.7% ^C	±0.9	3.0	±0.1
C Separated/Widowed/Divorced	75	11.5% ^{AB}	±2.7	3.1	±0.1
Relationship Status					
A Single	58	7.0% ^D	±1.9	3.0 ^C	±0.2
B Separated	NR	NR	NR	NR	NR
C Partnered	17	12.3%	±6.7	4.3ADEF	±0.4
D Divorced	63	12.1% ^{AE}	±3.1	3.1 ^C	±0.2
E Married	279	7.5% ^D	±0.9	2.9 ^C	±0.1
F Widowed	10	12.4%	±9.4	2.7 ^C	±0.4
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	189	4.7% [*]	±0.7	3.0	±0.1
Minority	228	18.8% [*]	±2.3	3.1	±0.1

	<i>N</i>	Experience rate		Frequency of occurrence ^a	
		<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	97	18.1%DF	±3.5	2.9BG	±0.1
B American Indian or Alaskan Native	23	25.4%FG	±10.2	3.4ACF	±0.3
C Asian	20	17.2%DF	±8.2	2.3BFG	±0.2
D Black/African-American	34	27.9%ACFG	±8.7	3.0	±0.3
E Native Hawaiian or Other Pacific Islander	8	17.5%F	±14.7	3.0	±0.0
F Non-Hispanic White	189	4.7%ABCDEG	±0.7	3.0BCG	±0.1
G Multi racial	47	15.2%BDF	±4.5	3.3ACF	±0.2
Disability					
Yes	101	10.7%*	±2.1	3.0	±0.1
No	331	7.5%*	±0.8	3.0	±0.1
Sex					
Men	280	7.8%	±0.9	3.1*	±0.1
Women	149	8.6%	±1.4	2.8*	±0.1
Gender Identity					
A Male	280	7.8%	±0.9	3.1B	±0.1
B Female	149	8.6%	±1.4	2.8A	±0.1
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	NR	NR	NR	NR	NR
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	380	7.7%	±0.8	3.0	±0.1
Sexual Minority	17	11.2%	±6.1	3.2	±0.3
Sexual Orientation					
A Heterosexual or straight	380	7.7%F	±0.8	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	28	13.7%A	±5.5	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>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	32	6.8%	±2.7	3.4CD	±0.2
B	Trade/Tech Certificate/Some College	92	8.4%	±1.8	3.2CD	±0.2
C	AA/College Degree	223	8.4%	±1.1	2.9AB	±0.1
D	Graduate Degree	85	7.6%	±1.7	2.9AB	±0.2
Appointment Type						
A	Permanent	423	8.1%	±0.8	3.0*	±0.1
B	Term	9	9.8%	±8.2	2.5*	±0.2
C	Temporary	0	0.0%	NA	NA	NA
Work Schedule						
	Seasonal	6	16.1%	±15.6	3.7*	±0.3
	Non-seasonal	410	7.9%	±0.8	3.0*	±0.1
Appointment Type and Work Schedule						
A	Permanent-Seasonal	6	19.5%	±18.2	3.7BC	±0.3
B	Permanent-Non-Seasonal	410	8.0%	±0.8	3.0A	±0.1
C	Term	9	9.8%	±8.2	2.5A	±0.2
D	Temporary-Seasonal	NR	NR	NR	NR	NR
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	23	3.3%BDEG	±1.6	3.7BCDEFG	±0.3
B	1 to 3 years	93	9.2%A	±1.9	2.8AG	±0.1
C	4 to 5 years	41	7.6%	±2.6	2.8AG	±0.2
D	6 to 10 years	74	7.8%A	±1.9	2.9A	±0.2
E	11 to 14 years	54	9.6%A	±2.7	3.0A	±0.2
F	15 to 20 years	49	7.7%	±2.4	2.8AG	±0.2
G	More than 20 years	96	10.4%A	±2.1	3.2ABCF	±0.1
Pay Plan and Grade - Collapsed						
A	Junior Grade	38	8.8%	±3.1	3.2C	±0.2
B	Middle Grade	96	8.7%	±1.8	3.0	±0.1
C	Senior Grade	191	6.4%	±0.9	2.9A	±0.1
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	307	9.1%*	±1.0	3.0	±0.1
	Supervisor	119	6.3%*	±1.2	3.0	±0.1

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	71	7.2%	±1.8	3.3BCE	±0.2
B Supervisor	32	5.2%E	±2.1	2.7A	±0.2
C Manager	15	5.1%	±3.3	2.6A	±0.3
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	307	9.1%B	±1.0	3.0A	±0.1

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

Table 2.13 USBR – 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	432	8.08%	±0.76
A Headquarters Office (Washington)/Denver-Based Office	76	8.07%	±1.93
B Pacific Northwest Region	93	7.21%	±1.54
C Mid-Pacific Region	78	10.08%	±2.34
D Lower Colorado Region	83	9.53%	±2.14
E Upper Colorado Region	39	6.00%	±2.13
F Great Plains Region	59	8.23%	±2.25
G 100% Telework	NR	NR	NR
H Other (none of the above describe the environment in which I routinely accomplish my work)	0	0.00%	NA

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

2.2.2 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 USBR.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	375	8.1%	±0.8
Ethnicity/Race			
Non-Minority	158	4.5%*	±0.7
Minority	199	19.5%*	±2.5
Ethnicity/Race			
A Hispanic	100	22.0% <i>CDFG</i>	±4.1
B American Indian or Alaskan Native	19	23.4% <i>FG</i>	±10.6
C Asian	12	12.4% <i>AD</i>	±8.3
D Black/African-American	33	34.3% <i>ACFG</i>	±10.2
E Native Hawaiian or Other Pacific Islander	NR	NR	NR
F Non-Hispanic White	158	4.5% <i>ABDG</i>	±0.7
G Multi-racial	30	12.0% <i>ABDF</i>	±4.6

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	15	4.0%	±2.6
Wage Grade (WG) 5-8	30	8.0%	±3.2
Wage Grade (WG) 9-16	NR	NR	NR
Other Wage Grade (WG)	22	5.8%	±2.9
General Schedule (GS) 1-6	44	11.8%	±3.7
General Schedule (GS) 7-10	73	19.5%	±4.4
General Schedule (GS) 11-12	102	27.4%	±4.8
General Schedule (GS) 13-15	31	8.4%	±3.3
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	54	14.4%	±4.0

2.3 Religious Harassment

2.3.1 Past 12 Months

Table 2.16 and Table 2.17 presents 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 USBR.

Table 2.16 USBR – 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	461	8.6%	±0.8	2.9	±0.1
Age - Collapsed					
39 or under	101	6.5%*	±1.3	2.6*	±0.1
40 or older	359	9.4%*	±1.0	3.0*	±0.1
Age					
A 25 or under	12	7.3%	±5.3	2.2EF	±0.2
B 26-29	6	2.8%DE	±3.2	2.7	±0.3
C 30-39	83	7.1%D	±1.6	2.7EF	±0.1
D 40-49	130	10.7%BC	±1.9	2.8EF	±0.1
E 50-59	167	9.5%B	±1.5	3.0ACD	±0.1
F 60 or older	62	7.6%	±2.0	3.1ACD	±0.1
Relationship Status - Collapsed					
A Single	65	7.8%	±2.0	3.2BC	±0.2
B Partnered/Married	345	9.0%	±0.9	2.9A	±0.1
C Separated/Widowed/Divorced	50	7.6%	±2.3	2.8A	±0.1
Relationship Status					
A Single	65	7.8%	±2.0	3.2DE	±0.2
B Separated	6	10.6%	±11.3	3.3	±0.3
C Partnered	11	7.7%	±5.9	3.2	±0.5
D Divorced	36	6.9%	±2.5	2.7A	±0.1
E Married	334	9.0%	±1.0	2.9A	±0.1
F Widowed	8	9.7%	±8.9	3.2	±0.6
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	354	8.8%	±0.9	3.0*	±0.1
Minority	87	7.1%	±1.6	2.4*	±0.1

	<i>N</i>	Experience rate		Frequency of occurrence ^a	
		<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	28	5.3%	±2.3	2.5F	±0.1
B American Indian or Alaskan Native	9	10.0%	±8.4	2.6	±0.4
C Asian	8	6.8%	±6.4	2.0F	±0.0
D Black/African-American	12	10.0%	±6.8	2.6	±0.2
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	354	8.8%	±0.9	3.0ACG	±0.1
G Multi racial	27	8.8%	±3.7	2.4F	±0.1
Disability					
Yes	116	12.3%*	±2.2	2.8*	±0.1
No	343	7.8%*	±0.8	3.0*	±0.1
Sex					
Men	332	9.2%*	±1.0	3.0*	±0.1
Women	122	7.0%*	±1.3	2.8*	±0.1
Gender Identity					
A Male	332	9.2%B	±1.0	3.0B	±0.1
B Female	122	7.0%A	±1.3	2.8A	±0.1
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	NR	NR	NR	NR	NR
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	398	8.0%*	±0.8	2.9*	±0.1
Sexual Minority	24	15.5%*	±6.7	3.7*	±0.5
Sexual Orientation					
A Heterosexual or straight	398	8.0%CF	±0.8	2.9	±0.1
B Lesbian	NR	NR	NR	NR	NR
C Gay	11	24.3%A	±15.0	3.0	±0.4
D Bisexual	6	11.0%	±12.0	2.6	±0.4
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	34	16.7%A	±5.8	2.8	±0.2

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	24	5.0%D	±2.4	3.1	±0.1
B	Trade/Tech Certificate/Some College	71	6.5%D	±1.6	3.4CD	±0.2
C	AA/College Degree	230	8.7%D	±1.1	2.8B	±0.1
D	Graduate Degree	131	11.7%ABC	±2.0	2.8B	±0.1
Appointment Type						
A	Permanent	458	8.7%	±0.8	2.9	±0.1
B	Term	NR	NR	NR	NR	NR
C	Temporary	0	0.0%	NA	NA	NA
Work Schedule						
	Seasonal	0	0.0%*	NA	NA	NA
	Non-seasonal	458	8.9%*	±0.8	2.9	±0.1
Appointment Type and Work Schedule						
A	Permanent-Seasonal	0	0.0%	NA	NA	NA
B	Permanent-Non-Seasonal	458	8.9%	±0.8	2.9	±0.1
C	Term	NR	NR	NR	NR	NR
D	Temporary-Seasonal	NR	NR	NR	NR	NR
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	33	4.8%BEF	±1.9	2.6F	±0.2
B	1 to 3 years	99	9.8%A	±2.0	3.0EF	±0.1
C	4 to 5 years	37	6.8%	±2.4	2.9EF	±0.2
D	6 to 10 years	72	7.5%	±1.9	2.8EF	±0.2
E	11 to 14 years	61	10.7%A	±2.8	2.4BCDFG	±0.1
F	15 to 20 years	72	11.2%A	±2.7	3.4ABCDEG	±0.2
G	More than 20 years	83	9.0%	±2.0	2.9EF	±0.1
Pay Plan and Grade - Collapsed						
A	Junior Grade	34	7.9%	±3.0	2.8	±0.1
B	Middle Grade	73	6.7%	±1.6	3.0	±0.2
C	Senior Grade	271	9.0%	±1.1	2.8	±0.1
D	Executive Grade	0	0.0%	NA	NA	NA
Supervisory Status - Collapsed						
	Non-Supervisor	294	8.7%	±1.0	2.8*	±0.1
	Supervisor	165	8.7%	±1.4	3.1*	±0.1

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	99	10.1%	±2.1	2.9BC	±0.1
B Supervisor	44	7.2%	±2.4	3.4ACE	±0.3
C Manager	21	7.2%	±3.6	3.9ABE	±0.4
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	294	8.7%	±1.0	2.8BC	±0.1

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

Table 2.17 USBR – 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	461	8.60%	±0.78
A Headquarters Office (Washington)/Denver-Based Office	66	6.99%E	±1.82
B Pacific Northwest Region	114	8.82%	±1.67
C Mid-Pacific Region	58	7.56%	±2.10
D Lower Colorado Region	75	8.50%	±2.04
E Upper Colorado Region	78	12.10%A	±2.75
F Great Plains Region	57	7.99%	±2.23
G 100% Telework	NR	NR	NR
H Other (none of the above describe the environment in which I routinely accomplish my work)	0	0.00%	NA

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

2.3.2 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 USBR.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	392	8.5%	±0.8

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	7	1.8%	±1.9
Wage Grade (WG) 5-8	26	6.7%	±3.0
Wage Grade (WG) 9-16	NR	NR	NR
Other Wage Grade (WG)	12	3.1%	±2.3
General Schedule (GS) 1-6	51	13.1%	±3.7
General Schedule (GS) 7-10	84	21.6%	±4.4
General Schedule (GS) 11-12	97	24.9%	±4.6
General Schedule (GS) 13-15	50	12.9%	±3.7
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	NR	NR	NR
Other	58	14.9%	±3.9

2.4 Disability Harassment

In the survey, all survey respondents received a question asking how often they experienced any of seven behaviors based on “a perceived or actual disability.” The question was presented to all survey respondents because not everyone elects to reveal a disability to their employer. Later in the survey all survey respondents were asked if they have a documented disability (i.e., on record with their bureau Human Resources Office). Table 2.20, Table 2.21, and Table 2.22 show the breadth of harassment based on disability regardless of whether their disability is a documented disability or not.

2.4.1 Past 12 Months

Table 2.20 and Table 2.21 present the experience rate of employees who experienced disability harassment within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in USBR.

Table 2.20 USBR – 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	416	7.8%	±0.8	3.3	±0.1
Age - Collapsed					
39 or under	104	6.8%	±1.4	3.4	±0.2
40 or older	311	8.2%	±0.9	3.3	±0.1
Age					
A 25 or under	9	5.6%	±5.0	2.3CF	±0.3
B 26-29	NR	NR	NR	NR	NR
C 30-39	93	8.0%	±1.7	3.4A	±0.2
D 40-49	79	6.6%E	±1.5	3.2	±0.2
E 50-59	176	10.1%D	±1.5	3.2	±0.1
F 60 or older	55	6.8%	±1.9	3.4A	±0.2
Relationship Status - Collapsed					
A Single	75	9.0%BC	±2.1	3.2	±0.2
B Partnered/Married	241	6.3%AC	±0.8	3.3	±0.1
C Separated/Widowed/Divorced	97	14.7%AB	±2.9	3.4	±0.2
Relationship Status					
A Single	75	9.0%D	±2.1	3.2	±0.2
B Separated	NR	NR	NR	NR	NR
C Partnered	11	7.9%D	±6.0	3.6	±0.5
D Divorced	83	16.0%ACE	±3.4	3.5	±0.2
E Married	231	6.3%D	±0.8	3.2	±0.1
F Widowed	12	14.7%	±9.8	3.1	±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 - Collapsed					
Non-Minority (Non-Hispanic White)	320	8.0%	±0.9	3.4*	±0.1
Minority	81	6.7%	±1.6	3.0*	±0.1
Ethnicity/Race					
A Hispanic	32	6.1%	±2.4	3.1	±0.2
B American Indian or Alaskan Native	10	11.5%	±8.7	3.0	±0.2
C Asian	NR	NR	NR	NR	NR
D Black/African-American	11	8.8%	±6.6	3.4	±0.5
E Native Hawaiian or Other Pacific Islander	0	0.0%	NA	NA	NA
F Non-Hispanic White	320	8.0%	±0.9	3.4G	±0.1
G Multi racial	26	8.3%	±3.7	2.8F	±0.1
Disability					
Yes	240	25.2%*	±2.9	3.6*	±0.1
No	172	4.0%*	±0.6	2.8*	±0.1
Sex					
Men	272	7.6%	±0.9	3.1*	±0.1
Women	141	8.2%	±1.4	3.5*	±0.1
Gender Identity					
A Male	272	7.6%	±0.9	3.1B	±0.1
B Female	141	8.2%	±1.4	3.5A	±0.1
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	NR	NR	NR	NR	NR
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	362	7.4%*	±0.8	3.3*	±0.1
Sexual Minority	24	15.5%*	±6.7	2.5*	±0.2

	<i>N</i>	Experience rate		Frequency of occurrence ^a	
		<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Sexual Orientation					
A Heterosexual or straight	362	7.4% ^C	±0.8	3.3	±0.1
B Lesbian	NR	NR	NR	NR	NR
C Gay	9	20.0% ^A	±14.6	2.4 ^F	±0.4
D Bisexual	7	13.6%	±12.5	2.9	±0.3
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	24	12.0%	±5.3	3.4 ^C	±0.3
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	33	7.0%	±2.7	3.2	±0.5
B Trade/Tech Certificate/Some College	98	9.0%	±1.9	3.0 ^{CD}	±0.1
C AA/College Degree	216	8.3%	±1.1	3.3 ^B	±0.1
D Graduate Degree	67	6.0%	±1.6	3.5 ^B	±0.2
Appointment Type					
A Permanent	410	7.9%	±0.8	3.3	±0.1
B Term	6	6.9%	±7.6	2.5	±0.6
C Temporary	0	0.0%	NA	NA	NA
Work Schedule					
Seasonal	0	0.0%	NA	NA	NA
Non-seasonal	410	8.0%	±0.8	3.3	±0.1
Appointment Type and Work Schedule					
A Permanent-Seasonal	0	0.0%	NA	NA	NA
B Permanent-Non-Seasonal	410	8.0%	±0.8	3.3	±0.1
C Term	6	6.9%	±7.6	2.5	±0.6
D Temporary-Seasonal	NR	NR	NR	NR	NR
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office					
A Less than 1 year	27	4.0% ^{BDE}	±1.8	3.1	±0.3
B 1 to 3 years	97	9.7% ^A	±2.0	3.6 ^{CDG}	±0.2
C 4 to 5 years	37	6.9%	±2.5	3.0 ^B	±0.1
D 6 to 10 years	85	9.0% ^A	±2.0	3.2 ^B	±0.1
E 11 to 14 years	62	11.1% ^A	±2.9	3.4 ^G	±0.2
F 15 to 20 years	42	6.6%	±2.2	3.4 ^G	±0.2
G More than 20 years	65	7.1%	±1.9	2.9 ^{BEF}	±0.1

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Pay Plan and Grade - Collapsed					
A Junior Grade	36	8.5%	±3.1	3.3	±0.2
B Middle Grade	106	9.7% ^C	±1.9	3.2	±0.1
C Senior Grade	166	5.6% ^B	±0.9	3.2	±0.1
D Executive Grade	0	0.0%	NA	NA	NA
Supervisory Status - Collapsed					
Non-Supervisor	299	8.9% [*]	±1.0	3.4 [*]	±0.1
Supervisor	114	6.1% [*]	±1.2	3.0 [*]	±0.1
Supervisory Status					
A Team Leader	63	6.6%	±1.8	3.2 ^{BC}	±0.2
B Supervisor	44	7.3%	±2.4	2.7 ^{AE}	±0.2
C Manager	7	2.6% ^E	±2.7	2.5 ^{AE}	±0.2
D Senior Leader	0	0.0%	NA	NA	NA
E None of the above	299	8.9% ^C	±1.0	3.4 ^{BC}	±0.1

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

Table 2.21 USBR – 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	416	7.82%	±0.75
A Headquarters Office (Washington)/Denver-Based Office	44	4.71% ^{BD}	±1.57
B Pacific Northwest Region	138	10.76% ^{AEF}	±1.82
C Mid-Pacific Region	60	7.90%	±2.14
D Lower Colorado Region	80	9.11% ^A	±2.10
E Upper Colorado Region	42	6.56% ^B	±2.20
F Great Plains Region	47	6.52% ^B	±2.06
G 100% Telework	NR	NR	NR
H Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

2.4.2 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 USBR.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	369	8.0%	±0.8

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	9	2.6%	±2.2
Wage Grade (WG) 5-8	27	7.4%	±3.2
Wage Grade (WG) 9-16	6	1.6%	±2.0
Other Wage Grade (WG)	17	4.6%	±2.7
General Schedule (GS) 1-6	38	10.5%	±3.6
General Schedule (GS) 7-10	54	14.7%	±4.0
General Schedule (GS) 11-12	121	33.1%	±5.0
General Schedule (GS) 13-15	7	2.0%	±2.1
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	86	23.5%	±4.6

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 USBR.

Table 2.24 USBR – 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	166	3.1%	±0.5	3.2	±0.1
Age - Collapsed					
39 or under	42	2.7%	±0.9	3.0	±0.2
40 or older	123	3.3%	±0.6	3.2	±0.1
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	10	4.2%	±3.6	3.2	±0.3
C 30-39	28	2.4%	±1.1	3.1F	±0.3
D 40-49	34	2.8%	±1.1	2.9F	±0.1
E 50-59	71	4.0%	±1.0	3.2F	±0.2
F 60 or older	18	2.2%	±1.3	3.8CDE	±0.3
Relationship Status - Collapsed					
A Single	38	4.5%B	±1.6	2.6BC	±0.2
B Partnered/Married	106	2.8%A	±0.6	3.2AC	±0.1
C Separated/Widowed/Divorced	20	3.0%	±1.6	3.7AB	±0.4
Relationship Status					
A Single	38	4.5%CE	±1.6	2.6CDE	±0.2
B Separated	0	0.0%C	NA	NA	NA
C Partnered	19	14.4%ABDE	±7.1	3.5A	±0.2
D Divorced	19	3.6%C	±2.0	3.8AE	±0.4
E Married	87	2.4%AC	±0.5	3.2AD	±0.1
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	107	2.7%*	±0.5	3.4*	±0.1
Minority	52	4.3%*	±1.3	2.7*	±0.1

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race						
A	Hispanic	25	4.8%	±2.2	2.4FG	±0.2
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	NR	NR	NR	NR	NR
F	Non-Hispanic White	107	2.7%G	±0.5	3.4A	±0.1
G	Multi racial	18	6.0%F	±3.3	3.1A	±0.2
Disability						
	Yes	42	4.5%*	±1.5	3.5*	±0.2
	No	124	2.8%*	±0.5	3.1*	±0.1
Sex						
	Men	94	2.6%*	±0.6	3.3*	±0.1
	Women	69	4.0%*	±1.0	3.0*	±0.2
Gender Identity						
A	Male	94	2.6%B	±0.6	3.3B	±0.1
B	Female	69	4.0%A	±1.0	3.0A	±0.2
C	Transgender	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description						
A	Transgender, male to female	NR	NR	NR	NR	NR
B	Transgender, female to male	--	--	--	--	--
C	Gender non-conforming	NR	NR	NR	NR	NR
D	Unsure	NR	NR	NR	NR	NR
E	I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed						
	Heterosexual	111	2.3%*	±0.5	3.3	±0.1
	Sexual Minority	32	21.1%*	±7.3	3.1	±0.2
Sexual Orientation						
A	Heterosexual or straight	111	2.3%CDF	±0.5	3.3	±0.1
B	Lesbian	NR	NR	NR	NR	NR
C	Gay	19	40.8%ADF	±15.2	3.2	±0.2
D	Bisexual	6	11.3%AC	±12.1	3.3	±0.7
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F	I prefer not to say	21	10.6%AC	±5.1	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>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	8	1.6%	±1.6	4.0	±0.0
B	Trade/Tech Certificate/Some College	28	2.6%	±1.1	3.0D	±0.2
C	AA/College Degree	99	3.8%	±0.8	3.1	±0.1
D	Graduate Degree	30	2.7%	±1.1	3.5B	±0.2
Appointment Type						
A	Permanent	166	3.2%	±0.5	3.2	±0.1
B	Term	0	0.0%	NA	NA	NA
C	Temporary	0	0.0%	NA	NA	NA
Work Schedule						
	Seasonal	NR	NR	NR	NR	NR
	Non-seasonal	161	3.1%	±0.5	3.1	±0.1
Appointment Type and Work Schedule						
A	Permanent-Seasonal	NR	NR	NR	NR	NR
B	Permanent-Non-Seasonal	161	3.1%	±0.5	3.1	±0.1
C	Term	0	0.0%	NA	NA	NA
D	Temporary-Seasonal	NR	NR	NR	NR	NR
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	9	1.3%	±1.2	3.7EG	±0.3
B	1 to 3 years	32	3.2%	±1.3	3.1F	±0.2
C	4 to 5 years	23	4.3%	±2.1	3.1F	±0.4
D	6 to 10 years	24	2.6%	±1.2	3.0F	±0.3
E	11 to 14 years	23	4.1%	±2.0	2.7AF	±0.2
F	15 to 20 years	19	3.0%	±1.6	3.8BCDEG	±0.3
G	More than 20 years	34	3.7%	±1.4	3.0AF	±0.2
Pay Plan and Grade - Collapsed						
A	Junior Grade	11	2.5%	±2.0	3.8BC	±0.5
B	Middle Grade	39	3.6%	±1.3	2.8AC	±0.1
C	Senior Grade	83	2.8%	±0.7	3.1AB	±0.1
D	Executive Grade	0	0.0%	NA	NA	NA
Supervisory Status - Collapsed						
	Non-Supervisor	108	3.2%	±0.7	3.2	±0.1
	Supervisor	55	2.9%	±0.9	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>
Supervisory Status					
A Team Leader	39	4.0%	±1.4	3.5B	±0.2
B Supervisor	9	1.5%	±1.4	2.5AE	±0.2
C Manager	7	2.6%	±2.7	2.6	±0.3
D Senior Leader	0	0.0%	NA	NA	NA
E None of the above	108	3.2%	±0.7	3.2B	±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 USBR – 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	166	3.11%	±0.50
A Headquarters Office (Washington)/Denver-Based Office	20	2.10% <i>C</i>	±1.15
B Pacific Northwest Region	34	2.61% <i>C</i>	±1.03
C Mid-Pacific Region	41	5.36% <i>ABD</i>	±1.84
D Lower Colorado Region	20	2.29% <i>C</i>	±1.23
E Upper Colorado Region	19	3.02%	±1.66
F Great Plains Region	29	4.07%	±1.72
G 100% Telework	NR	NR	NR
H Other (none of the above describe the environment in which I routinely accomplish my work)	0	0.00%	NA

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

2.5.2 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 USBR.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	150	3.3%	±0.6

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	NR	NR	NR
Wage Grade (WG) 5-8	18	11.9%	±6.3
Wage Grade (WG) 9-16	NR	NR	NR
Other Wage Grade (WG)	7	5.0%	±5.0
General Schedule (GS) 1-6	24	16.3%	±6.9
General Schedule (GS) 7-10	19	12.7%	±6.4
General Schedule (GS) 11-12	30	20.1%	±7.3
General Schedule (GS) 13-15	15	9.7%	±6.0
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	31	20.7%	±7.3

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 USBR.

Table 2.28 USBR – 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	326	6.1%	±0.7	3.1	±0.1
Age - Collapsed					
39 or under	118	7.6%*	±1.4	3.2	±0.1
40 or older	206	5.4%*	±0.8	3.0	±0.1
Age					
A 25 or under	16	10.2%	±5.8	3.7BE	±0.5
B 26-29	15	6.5%	±4.1	2.4ACDF	±0.2
C 30-39	87	7.4%F	±1.7	3.2BE	±0.1
D 40-49	82	6.7%	±1.5	3.1BE	±0.1
E 50-59	90	5.1%	±1.1	2.9ACDF	±0.1
F 60 or older	34	4.2%C	±1.6	3.4BE	±0.3

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Relationship Status - Collapsed					
A Single	58	7.0%	±1.9	2.9	±0.1
B Partnered/Married	222	5.8%	±0.8	3.1	±0.1
C Separated/Widowed/Divorced	42	6.5%	±2.2	3.1	±0.2
Relationship Status					
A Single	58	7.0%	±1.9	2.9	±0.1
B Separated	NR	NR	NR	NR	NR
C Partnered	14	10.4%F	±6.4	3.2	±0.4
D Divorced	39	7.6%	±2.6	3.1	±0.2
E Married	208	5.6%	±0.8	3.1	±0.1
F Widowed	0	0.0%C	NA	NA	NA
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	232	5.8%	±0.8	3.0*	±0.1
Minority	87	7.1%	±1.6	3.3*	±0.1
Ethnicity/Race					
A Hispanic	40	7.4%CE	±2.6	3.0D	±0.2
B American Indian or Alaskan Native	NR	NR	NR	NR	NR
C Asian	0	0.0%AEG	NA	NA	NA
D Black/African-American	6	4.7%E	±5.6	4.4AFG	±0.4
E Native Hawaiian or Other Pacific Islander	10	23.6%ACDFG	±15.3	3.6	±0.6
F Non-Hispanic White	232	5.8%E	±0.8	3.0DG	±0.1
G Multi racial	27	8.8%CE	±3.7	3.4DF	±0.2
Disability					
Yes	63	6.7%	±1.8	3.4*	±0.2
No	257	5.9%	±0.7	3.0*	±0.1
Sex					
Men	126	3.5%*	±0.7	3.3*	±0.1
Women	195	11.2%*	±1.6	2.9*	±0.1
Gender Identity					
A Male	126	3.5%B	±0.7	3.3B	±0.1
B Female	195	11.2%A	±1.6	2.9A	±0.1
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Transgender Description					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	NR	NR	NR	NR	NR
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	279	5.6%*	±0.7	3.1*	±0.1
Sexual Minority	22	14.6%*	±6.6	2.8*	±0.2
Sexual Orientation					
A Heterosexual or straight	279	5.6% <i>C</i>	±0.7	3.1 <i>F</i>	±0.1
B Lesbian	NR	NR	NR	NR	NR
C Gay	10	22.2% <i>AF</i>	±14.8	2.8	±0.4
D Bisexual	7	13.9%	±12.5	3.0	±0.4
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	20	10.0% <i>C</i>	±5.0	2.8 <i>A</i>	±0.2
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	NR	NR	NR	NR	NR
B Trade/Tech Certificate/Some College	68	6.2%	±1.6	3.2	±0.1
C AA/College Degree	167	6.3%	±1.0	3.1	±0.1
D Graduate Degree	87	7.7%	±1.7	3.1	±0.1
Appointment Type					
A Permanent	321	6.1%	±0.7	3.1	±0.1
B Term	NR	NR	NR	NR	NR
C Temporary	0	0.0%	NA	NA	NA
Work Schedule					
Seasonal	0	0.0%	NA	NA	NA
Non-seasonal	319	6.2%	±0.7	3.1	±0.1
Appointment Type and Work Schedule					
A Permanent-Seasonal	0	0.0%	NA	NA	NA
B Permanent-Non-Seasonal	319	6.2%	±0.7	3.1	±0.1
C Term	NR	NR	NR	NR	NR
D Temporary-Seasonal	NR	NR	NR	NR	NR
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Years of Service at Bureau or Office					
A Less than 1 year	14	2.1%BCDEF	±1.4	3.3	±0.4
B 1 to 3 years	72	7.1%A	±1.8	3.2	±0.2
C 4 to 5 years	41	7.5%A	±2.5	3.2	±0.2
D 6 to 10 years	67	7.0%A	±1.8	3.0	±0.1
E 11 to 14 years	43	7.6%A	±2.5	3.0	±0.1
F 15 to 20 years	41	6.3%A	±2.2	3.0	±0.2
G More than 20 years	45	4.9%	±1.6	3.0	±0.2
Pay Plan and Grade - Collapsed					
A Junior Grade	25	5.8%	±2.7	3.5BC	±0.3
B Middle Grade	91	8.3%C	±1.8	3.1AC	±0.1
C Senior Grade	170	5.6%B	±0.9	2.8AB	±0.1
D Executive Grade	0	0.0%	NA	NA	NA
Supervisory Status - Collapsed					
Non-Supervisor	222	6.6%*	±0.9	3.1	±0.1
Supervisor	95	5.0%*	±1.1	3.0	±0.1
Supervisory Status					
A Team Leader	51	5.2%	±1.6	3.2C	±0.2
B Supervisor	30	4.9%	±2.0	2.8	±0.2
C Manager	13	4.4%	±3.1	2.5AE	±0.2
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	222	6.6%	±0.9	3.1C	±0.1

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

Table 2.29 USBR – 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	326	6.07%	±0.67
A Headquarters Office (Washington)/Denver-Based Office	62	6.60%	±1.78
B Pacific Northwest Region	75	5.83%	±1.42
C Mid-Pacific Region	54	7.03%	±2.04
D Lower Colorado Region	61	6.89%	±1.88
E Upper Colorado Region	40	6.23%	±2.15
F Great Plains Region	28	3.89%	±1.68
G 100% Telework	NR	NR	NR
H Other (none of the above describe the environment in which I routinely accomplish my work)	0	0.00%	NA

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

2.6.2 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 USBR.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	468	10.1%	±0.9
Sex			
Men	162	5.2%*	±0.8
Women	304	19.9%*	±2.1

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	14	1.8%	±1.2
Wage Grade (WG) 5-8	55	7.2%	±2.1
Wage Grade (WG) 9-16	26	3.4%	±1.6
Other Wage Grade (WG)	12	1.6%	±1.2
General Schedule (GS) 1-6	103	13.5%	±2.6
General Schedule (GS) 7-10	175	23.0%	±3.1
General Schedule (GS) 11-12	214	28.0%	±3.3
General Schedule (GS) 13-15	60	7.8%	±2.1
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	104	13.6%	±2.6

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 USBR. 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 USBR – 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	803	14.9%	±1.0	3.1	±0.1	3	2
Sex							
Men	500	13.8%*	±1.2	3.1*	±0.1	3	2
Women	296	17.0%*	±1.8	2.9*	±0.1	3	2
Gender Identity							
A Male	500	13.8%B	±1.2	3.1B	±0.1	3	2
B Female	296	17.0%A	±1.8	2.9A	±0.1	3	2
C Transgender	NR	NR	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	717	14.4%*	±1.0	3.1*	±0.1	3	2
Sexual Minority	31	20.3%*	±7.2	2.7*	±0.2	2	2
Sexual Orientation							
A Heterosexual or straight	717	14.4%	±1.0	3.1	±0.1	3	2
B Lesbian	NR	NR	NR	NR	NR	NR	NR
C Gay	12	26.4%	±15.1	2.7	±0.4	2	2
D Bisexual	8	15.8%	±12.8	3.0	±0.4	3	4
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR	NR	NR
F I prefer not to say	41	20.0%	±6.1	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. * 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 USBR – 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	803	14.94%	±0.98
A Headquarters Office (Washington)/Denver-Based Office	112	11.96% ^{BC}	±2.24
B Pacific Northwest Region	220	16.92% ^A	±2.14
C Mid-Pacific Region	137	17.69% ^A	±2.85
D Lower Colorado Region	124	14.05%	±2.46
E Upper Colorado Region	99	15.24%	±2.99
F Great Plains Region	97	13.43%	±2.69
G 100% Telework	NR	NR	NR
H Other (none of the above describe the environment in which I routinely accomplish my work)	0	0.00%	NA

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

2.8 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 USBR. 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 USBR – 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	229	4.3%	±0.6	2.7	±0.1	2	2
Sex							
Men	97	2.7%*	±0.6	2.7	±0.1	2	2
Women	129	7.4%*	±1.3	2.7	±0.1	2	2
Gender Identity							
A Male	97	2.7%B	±0.6	2.7	±0.1	2	2
B Female	129	7.4%A	±1.3	2.7	±0.1	2	2
C Transgender	NR	NR	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	210	4.2%	±0.6	2.7	±0.1	2	2
Sexual Minority	8	5.2%	±5.0	2.5	±0.4	2	2
Sexual Orientation							
A Heterosexual or straight	210	4.2%	±0.6	2.7	±0.1	2	2
B Lesbian	NR	NR	NR	NR	NR	NR	NR
C Gay	0	0.0%	NA	NA	NA	NA	NA
D Bisexual	NR	NR	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR	NR	NR
F I prefer not to say	8	4.2%	±3.9	2.8	±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. * 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 USBR – 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	229	4.27%	±0.57
A Headquarters Office (Washington)/Denver-Based Office	49	5.25% ^F	±1.63
B Pacific Northwest Region	60	4.65%	±1.29
C Mid-Pacific Region	35	4.56%	±1.72
D Lower Colorado Region	40	4.53%	±1.59
E Upper Colorado Region	24	3.65%	±1.76
F Great Plains Region	15	2.08% ^A	±1.34
G 100% Telework	NR	NR	NR
H Other (none of the above describe the environment in which I routinely accomplish my work)	0	0.00%	NA

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

2.9 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 USBR. 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 USBR – 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	39	0.7%	±0.3	2.7	±0.2	3	2
Sex							
Men	18	0.5%*	±0.3	2.6	±0.2	2	2
Women	19	1.1%*	±0.6	2.9	±0.3	3	3
Gender Identity							
A Male	18	0.5%	±0.3	2.6	±0.2	2	2
B Female	19	1.1%	±0.6	2.9	±0.3	3	3
C Transgender	NR	NR	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	31	0.6%	±0.3	2.8	±0.2	3	2
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
A Heterosexual or straight	31	0.6% ^F	±0.3	2.8	±0.2	3	2
B Lesbian	0	0.0%	NA	NA	NA	NA	NA
C Gay	0	0.0%	NA	NA	NA	NA	NA
D Bisexual	0	0.0%	NA	NA	NA	NA	NA
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR	NR	NR
F I prefer not to say	5	2.5% ^A	±3.4	2.4	±0.3	2	2

^a Scale values range from 2 = Once, 3 = Once a Month or Less, 4 = Two to Three Times a Month, 5 = Once a Week or More, and 6 = One or More Times a Day. * 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 USBR – 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	39	0.73%	±0.27
A Headquarters Office (Washington)/Denver-Based Office	9	0.95%	±0.87
B Pacific Northwest Region	13	0.98%	±0.71
C Mid-Pacific Region	0	0.00%D	NA
D Lower Colorado Region	13	1.51%C	±1.06
E Upper Colorado Region	NR	NR	NR
F Great Plains Region	NR	NR	NR
G 100% Telework	NR	NR	NR
H Other (none of the above describe the environment in which I routinely accomplish my work)	0	0.00%	NA

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

2.10 Gender Harassment

Table 2.38 and Table 2.39 present the experience rate of employees who experienced gender harassment within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in USBR. 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 USBR – 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	662	12.3%	±0.9	3.1	±0.1
Age - Collapsed					
39 or under	230	14.8%*	±1.9	3.0*	±0.1
40 or older	429	11.2%*	±1.0	3.1*	±0.1
Age					
A 25 or under	27	16.9%	±6.7	3.1	±0.3
B 26-29	41	18.1%F	±5.6	2.8D	±0.2
C 30-39	162	13.9%	±2.1	3.1D	±0.1
D 40-49	139	11.3%	±1.9	3.3BCE	±0.1
E 50-59	204	11.6%	±1.6	3.0D	±0.1
F 60 or older	85	10.3%B	±2.3	3.1	±0.2
Relationship Status - Collapsed					
A Single	128	15.1%B	±2.6	3.2	±0.1
B Partnered/Married	425	11.0%AC	±1.0	3.1	±0.1
C Separated/Widowed/Divorced	99	15.0%B	±2.9	3.1	±0.1
Relationship Status					
A Single	128	15.1%E	±2.6	3.2C	±0.1
B Separated	NR	NR	NR	NR	NR
C Partnered	29	21.1%E	±7.7	3.8ADE	±0.4
D Divorced	85	16.3%E	±3.4	3.0C	±0.2
E Married	396	10.7%ACD	±1.0	3.0CF	±0.1
F Widowed	10	13.1%	±9.6	3.7E	±0.5
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	503	12.4%	±1.1	3.1*	±0.1
Minority	145	11.8%	±1.9	2.9*	±0.1

	<i>N</i>	Experience rate		Frequency of occurrence ^a	
		<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	78	14.6%	±3.3	2.6FG	±0.2
B American Indian or Alaskan Native	12	12.7%	±8.7	3.4	±0.5
C Asian	6	4.8%	±5.8	2.6	±0.4
D Black/African-American	13	10.5%	±6.8	3.0	±0.4
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	503	12.4%	±1.1	3.1A	±0.1
G Multi racial	34	10.8%	±4.0	3.3A	±0.2
Disability					
Yes	141	14.8%*	±2.4	3.3*	±0.1
No	511	11.6%*	±1.0	3.0*	±0.1
Sex					
Men	219	6.1%*	±0.8	3.2*	±0.1
Women	437	25.1%*	±2.1	3.0*	±0.1
Gender Identity					
A Male	219	6.1%B	±0.8	3.2B	±0.1
B Female	437	25.1%A	±2.1	3.0A	±0.1
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	NR	NR	NR	NR	NR
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	574	11.6%*	±0.9	3.1*	±0.1
Sexual Minority	35	22.8%*	±7.4	3.5*	±0.3
Sexual Orientation					
A Heterosexual or straight	574	11.6%F	±0.9	3.1C	±0.1
B Lesbian	6	15.7%	±16.5	2.7C	±0.5
C Gay	11	23.4%	±14.9	4.1ABF	±0.5
D Bisexual	11	20.6%	±13.4	3.6	±0.4
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	48	23.6%A	±6.4	3.0C	±0.2

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	20	4.3%CD	±2.3	2.2BCD	±0.2
B	Trade/Tech Certificate/Some College	95	8.7%CD	±1.8	3.2A	±0.1
C	AA/College Degree	348	13.1%ABD	±1.3	3.1A	±0.1
D	Graduate Degree	195	17.3%ABC	±2.3	3.1A	±0.1
Appointment Type						
A	Permanent	653	12.4%	±0.9	3.1	±0.1
B	Term	NR	NR	NR	NR	NR
C	Temporary	NR	NR	NR	NR	NR
Work Schedule						
	Seasonal	NR	NR	NR	NR	NR
	Non-seasonal	643	12.4%	±0.9	3.1	±0.1
Appointment Type and Work Schedule						
A	Permanent-Seasonal	NR	NR	NR	NR	NR
B	Permanent-Non-Seasonal	643	12.4%	±0.9	3.1	±0.1
C	Term	NR	NR	NR	NR	NR
D	Temporary-Seasonal	NR	NR	NR	NR	NR
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	49	7.1%BCDE	±2.2	2.9E	±0.2
B	1 to 3 years	141	13.9%A	±2.3	3.2	±0.1
C	4 to 5 years	78	14.3%A	±3.2	3.2G	±0.2
D	6 to 10 years	122	12.8%A	±2.3	3.0E	±0.1
E	11 to 14 years	97	17.0%AFG	±3.3	3.4ADFG	±0.2
F	15 to 20 years	65	10.0%E	±2.6	3.0E	±0.2
G	More than 20 years	106	11.6%E	±2.2	2.9CE	±0.1
Pay Plan and Grade - Collapsed						
A	Junior Grade	44	10.3%	±3.3	2.9B	±0.2
B	Middle Grade	153	13.9%	±2.2	3.3AC	±0.1
C	Senior Grade	393	13.0%	±1.3	3.0B	±0.1
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	429	12.6%	±1.2	3.1	±0.1
	Supervisor	221	11.6%	±1.5	3.1	±0.1

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	115	11.8%	±2.2	3.4BCE	±0.1
B Supervisor	72	11.8%	±2.8	2.7AE	±0.1
C Manager	28	9.7%	±4.0	2.9A	±0.3
D Senior Leader	6	16.1%	±16.3	3.1	±1.2
E None of the above	429	12.6%	±1.2	3.1AB	±0.1

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

Table 2.39 USBR – 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	662	12.30%	±0.91
A Headquarters Office (Washington)/Denver-Based Office	130	13.81%	±2.36
B Pacific Northwest Region	140	10.78%	±1.81
C Mid-Pacific Region	96	12.39%	±2.52
D Lower Colorado Region	115	13.06%	±2.39
E Upper Colorado Region	89	13.74%	±2.89
F Great Plains Region	80	10.96%	±2.49
G 100% Telework	NR	NR	NR
H Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

2.11 Sexual Assault Related Behaviors

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

2.11.1 Past 12 Months

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

Table 2.40 USBR – 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	38	0.72%	±0.26	2.6	±0.3
Age - Collapsed					
39 or under	7	0.48%	±0.50	2.3	±0.3
40 or older	31	0.81%	±0.34	2.7	±0.4
Age					
A 25 or under	0	0.00%	NA	NA	NA
B 26-29	0	0.00%	NA	NA	NA
C 30-39	7	0.64%	±0.67	2.3	±0.3
D 40-49	16	1.31%	±0.82	2.8	±0.4
E 50-59	10	0.59%	±0.49	2.8	±0.7
F 60 or older	NR	NR	NR	NR	NR
Relationship Status - Collapsed					
A Single	7	0.85%	±0.91	2.0B	±0.0
B Partnered/Married	22	0.58%	±0.30	2.9A	±0.4
C Separated/Widowed/Divorced	9	1.35%	±1.24	2.4	±0.3

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Relationship Status					
A Single	7	0.85%	±0.91	2.0E	±0.0
B Separated	0	0.00%	NA	NA	NA
C Partnered	NR	NR	NR	NR	NR
D Divorced	9	1.71%	±1.56	2.4	±0.3
E Married	21	0.58%	±0.30	3.0A	±0.5
F Widowed	0	0.00%	NA	NA	NA
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	22	0.54%*	±0.28	2.6	±0.3
Minority	16	1.35%*	±0.83	2.7	±0.5
Ethnicity/Race					
A Hispanic	10	1.84%F	±1.57	2.0G	±0.0
B American Indian or Alaskan Native	0	0.00%	NA	NA	NA
C Asian	0	0.00%	NA	NA	NA
D Black/African-American	0	0.00%	NA	NA	NA
E Native Hawaiian or Other Pacific Islander	0	0.00%	NA	NA	NA
F Non-Hispanic White	22	0.54%AG	±0.28	2.6G	±0.3
G Multi racial	7	2.13%F	±2.37	3.7AF	±1.0
Disability					
Yes	7	0.78%	±0.82	2.3	±0.4
No	31	0.71%	±0.30	2.7	±0.3
Sex					
Men	16	0.44%*	±0.28	2.2	±0.2
Women	21	1.19%*	±0.63	2.5	±0.3
Gender Identity					
A Male	16	0.44%B	±0.28	2.2	±0.2
B Female	21	1.19%A	±0.63	2.5	±0.3
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	NR	NR	NR	NR	NR
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	32	0.65%	±0.27	2.4	±0.2
Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation					
A Heterosexual or straight	32	0.65%F	±0.27	2.4	±0.2
B Lesbian	0	0.00%	NA	NA	NA
C Gay	0	0.00%	NA	NA	NA
D Bisexual	0	0.00%	NA	NA	NA
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	5	2.45% A	±3.34	2.0	±0.0
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	NR	NR	NR	NR	NR
B Trade/Tech Certificate/Some College	6	0.53%	±0.66	2.0	±0.0
C AA/College Degree	24	0.91%	±0.44	2.6	±0.3
D Graduate Degree	8	0.67%	±0.70	2.0	±0.0
Appointment Type					
A Permanent	38	0.73%	±0.27	2.6	±0.3
B Term	0	0.00%	NA	NA	NA
C Temporary	0	0.00%	NA	NA	NA
Work Schedule					
Seasonal	0	0.00%	NA	NA	NA
Non-seasonal	38	0.74%	±0.27	2.6	±0.3
Appointment Type and Work Schedule					
A Permanent-Seasonal	0	0.00%	NA	NA	NA
B Permanent-Non-Seasonal	38	0.74%	±0.27	2.6	±0.3
C Term	0	0.00%	NA	NA	NA
D Temporary-Seasonal	NR	NR	NR	NR	NR
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office					
A Less than 1 year	0	0.00%	NA	NA	NA
B 1 to 3 years	NR	NR	NR	NR	NR
C 4 to 5 years	6	1.07%	±1.32	2.5	±0.4
D 6 to 10 years	9	0.91%	±0.85	2.8	±0.5
E 11 to 14 years	NR	NR	NR	NR	NR
F 15 to 20 years	8	1.19%	±1.21	3.4	±1.0
G More than 20 years	7	0.79%	±0.84	2.0	±0.0

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Pay Plan and Grade - Collapsed					
A Junior Grade	0	0.00%	NA	NA	NA
B Middle Grade	13	1.14%	±0.83	2.6	±0.6
C Senior Grade	21	0.69%	±0.37	2.2	±0.1
D Executive Grade	0	0.00%	NA	NA	NA
Supervisory Status - Collapsed					
Non-Supervisor	35	1.04%	±0.40	2.7	±0.3
Supervisor	NR	NR	NR	NR	NR
Supervisory Status					
A Team Leader	NR	NR	NR	NR	NR
B Supervisor	0	0.00%	NA	NA	NA
C Manager	0	0.00%	NA	NA	NA
D Senior Leader	0	0.00%	NA	NA	NA
E None of the above	35	1.04%	±0.40	2.7	±0.3

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

Table 2.41 USBR – Estimated Experience Rate of Sexual Assault Related Behaviors in Past 12 Months, By Work Location

	Sexual assault		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	38	0.72%	±0.26
A Headquarters Office (Washington)/Denver-Based Office	17	1.81% ^C	±1.09
B Pacific Northwest Region	12	0.91%	±0.69
C Mid-Pacific Region	0	0.00% ^A	NA
D Lower Colorado Region	NR	NR	NR
E Upper Colorado Region	NR	NR	NR
F Great Plains Region	NR	NR	NR
G 100% Telework	NR	NR	NR
H Other (none of the above describe the environment in which I routinely accomplish my work)	0	0.00%	NA

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

2.11.2 Prior to Past 12 Months

Table 2.42 presents the experience rate of employees who experienced sexual assault related behaviors prior to the past 12 months. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in USBR.

Table 2.422 USBR – 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	56	1.21%	±0.36
Sex			
Men	23	0.75%*	±0.38
Women	31	2.01%*	±0.84

* Indicates a statistically significant difference between the two groups.

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

Table 2.433 USBR – Estimated Pay Plan or Grade at Which Sexual Assault Related Behaviors First Occurred

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	5	9.59%	±11.38
Wage Grade (WG) 5-8	NR	NR	NR
Wage Grade (WG) 9-16	0	0.00%	NA
Other Wage Grade (WG)	NR	NR	NR
General Schedule (GS) 1-6	NR	NR	NR
General Schedule (GS) 7-10	12	21.99%	±13.11
General Schedule (GS) 11-12	19	33.87%	±13.67
General Schedule (GS) 13-15	NR	NR	NR
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.00%	NA
Other	NR	NR	NR

2.12 Sexual Assault Related Behaviors Experienced

Table 2.44 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 2.444 USBR – 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>
Bureau of Reclamation	0.44% (± 0.22)	0.21% (± 0.17)	NR
Men	0.30% (± 0.24)	0.14% (± 0.19)	0.00% (NA)
Women	0.67% (± 0.52)	0.36% (± 0.43)	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 USBR – 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	367	22.2%	±2.1
Your race or ethnicity	135	8.2%	±1.4
Your religious beliefs	163	9.9%	±1.5
Your disability status or condition	218	13.2%	±1.7
Your sexual orientation	19	1.2%	±0.7
Your sex/gender	332	20.1%	±2.0
Unknown	418	25.3%	±2.2

The results shown in Section 3 represent the estimated subset of USBR 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 USBR 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, 22.2% 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 USBR.

Table 3.2 USBR – 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	288	78.7%	±4.5
Most of it occurred during work hours; some off work hours	29	8.0%	±3.3
Some of it occurred during work hours; most off work hours	30	8.3%	±3.3
None of it occurred during work hours; all off work hours	19	5.1%	±2.8
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	28	7.6%	±3.2
No	335	92.4%	±3.2
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	331	91.8%	±3.3
At a work-sponsored social event	0	0.0%	NA
At a non-work sponsored social event where coworkers were present	11	3.2%	±2.4
At a permanent bureau/office supplied housing location, if applicable	NR	NR	NR
At a location outside the office/site	15	4.2%	±2.6
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)	249	75.5%	±5.0
At an indoor location (shop or maintenance area)	53	16.1%	±4.4
At an outdoor location (e.g., field site) that did not require an overnight stay	23	6.9%	±3.3
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	135	37.2%	±5.1
Once a month or less	148	40.8%	±5.2
2-4 times a month	41	11.4%	±3.7
Every few days	22	6.0%	±3.0
Every day	17	4.7%	±2.7
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	173	48.5%	±5.2
A week	NR	NR	NR
A month	22	6.2%	±3.0
A few months	59	16.4%	±4.2
A year or more	98	27.6%	±4.9

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	182	50.8%	±5.2
More than one person	176	49.2%	±5.2
Q41 Was/were the person(s) who did this to you?			
Male	214	59.8%	±5.2
Female	69	19.4%	±4.4
Both males and females	75	20.8%	±4.5
Q42 Was/were the person(s) who did this to you?			
Younger	143	39.5%	±5.2
About my age	20	5.6%	±2.9
Older	154	42.8%	±5.2
Some were younger, older, and/or about my age	37	10.3%	±3.6
Do not know	7	1.8%	±2.0
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	218	59.4%	±5.1
Subordinate(s) or someone you supervise/manage	28	7.7%	±3.2
Your Team lead(s) (current or former)	22	6.1%	±3.0
Another Team lead(s) (current or former)	NR	NR	NR
Your Supervisor(s) (current or former)	89	24.3%	±4.7
Another Supervisor(s) (current or former)	23	6.3%	±3.0
Your Manager(s) (current or former)	44	12.0%	±3.8
Another Manager(s) (current or former)	32	8.8%	±3.4
Another federal employee	45	12.2%	±3.8
A contractor	NR	NR	NR
A concessioner/district personnel	0	0.0%	NA
A Reclamation partner	0	0.0%	NA
A Reclamation visitor	NR	NR	NR
Other	0	0.0%	NA
Do not know	0	0.0%	NA
None selected	7	1.9%	±2.0
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	47	13.3%	±3.9
Yes, I had to or still have to interact with this/these person(s)	310	86.7%	±3.9

Table 3.3 presents actions taken or outcomes resulting from the one behavior or experience of age harassment within the past 12 months that had the greatest effect on them. Question 45d was only asked of permanent employees and question 45e was only asked of term and temporary employees. Results have been weighted to estimate the population in USBR.

Table 3.3 USBR – 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	42	11.7%	±3.8
No	316	87.6%	±3.8
Don't Know	NR	NR	NR
b. Did you take steps to leave your organization?			
Yes	65	18.0%	±4.3
No	296	82.0%	±4.3
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	132	36.7%	±5.1
No	221	61.4%	±5.2
Don't Know	7	1.9%	±2.1
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	105	30.5%	±5.1
No	214	61.9%	±5.3
Don't Know	26	7.6%	±3.3
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	0	0.0%	NA
No	16	100%	NA
Don't Know	0	0.0%	NA
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	117	32.5%	±5.0
No	219	61.2%	±5.2
Don't Know	23	6.3%	±3.1
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	136	37.9%	±5.1
No	200	55.5%	±5.2
Don't Know	24	6.6%	±3.1
h. Did it damage other personal relationships?			
Yes	60	16.6%	±4.2
No	295	81.7%	±4.4
Don't Know	6	1.7%	±2.0

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	74	20.5%	±4.5
No	285	79.1%	±4.5
Don't Know	NR	NR	NR
j. Did you seek any type of medical attention?			
Yes	36	10.1%	±3.6
No	317	88.7%	±3.7
Don't Know	NR	NR	NR
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	46	12.8%	±3.9
No	311	87.2%	±3.9
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	160	44.7%	±5.2
No	190	53.1%	±5.2
Don't Know	8	2.3%	±2.2

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 USBR.

Table 3.4 USBR – 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	114	33.6%	±5.2
My coworkers	193	55.1%	±5.3
My team leader	66	18.8%	±4.5
My supervisor	130	36.7%	±5.2
My manager	88	25.1%	±4.8
A senior leader	48	13.8%	±4.0
Another employee in my bureau	164	46.7%	±5.3
Someone from another bureau/office	72	21.0%	±4.7

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 USBR.

Table 3.5 USBR – 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	64	18.0%	±4.4	1.8	±0.3
Employee Assistance Program (EAP)	29	8.2%	±3.4	2.1	±0.5
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	21	6.0%	±3.0	1.9	±0.4
Union (if applicable)	27	7.7%	±3.3	1.6	±0.3
Equal Employment Opportunity Counselor	33	9.3%	±3.5	1.7	±0.4
Equal Employment Opportunity Office	35	9.9%	±3.6	2.0	±0.4
Office of Inspector General Hotline	0	0.0%	NA	NA	NA
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	24	7.2%	±3.3	3.0	±0.7

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

An estimated 25.3% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of age harassment within the past 12 months that had the greatest effect on them. Table 3.6 shows the results of them making an oral and/or written complaint/grievance/report.

Table 3.6 USBR – 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	48	52.7%	±10.4
No	26	28.7%	±10.3
Don't Know	17	18.6%	±9.5
b. The rules of harassment were explained to everyone in the workplace			
Yes	13	15.5%	±9.7
No	44	53.4%	±10.9
Don't Know	26	31.0%	±10.9
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	14	16.2%	±9.3
No	49	55.3%	±10.6
Don't Know	25	28.5%	±10.4
d. An investigation was conducted by a law enforcement official			
Yes	NR	NR	NR
No	71	78.0%	±9.9
Don't Know	17	19.0%	±9.6
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	24	26.5%	±10.2
No	38	42.4%	±10.5
Don't Know	28	31.2%	±10.4
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	13	13.9%	±8.9
No	75	83.1%	±9.3
Don't Know	NR	NR	NR
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	NR	NR	NR
No	84	92.9%	±7.6
Don't Know	NR	NR	NR
h. There was some official career action taken against person(s) for the behavior			
Yes	NR	NR	NR
No	70	77.3%	±9.9
Don't Know	18	19.7%	±9.7

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	19	21.0%	±9.8
No	57	62.5%	±10.6
Don't Know	15	16.5%	±9.3
j. I was encouraged to drop the issue			
Yes	43	47.0%	±10.4
No	46	51.0%	±10.4
Don't Know	NR	NR	NR
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	37	41.7%	±10.7
No	47	53.7%	±10.6
Don't Know	NR	NR	NR
l. The person(s) who did this took action against me for complaining			
Yes	45	49.6%	±10.3
No	42	46.3%	±10.5
Don't Know	NR	NR	NR
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	27	29.8%	±10.4
No	54	59.3%	±10.6
Don't Know	10	10.9%	±8.4
n. My leadership punished me for bringing it up			
Yes	35	38.5%	±10.6
No	53	58.6%	±10.6
Don't Know	NR	NR	NR
o. I was threatened with loss of employment			
Yes	23	25.5%	±10.1
No	65	71.6%	±10.3
Don't Know	NR	NR	NR

An estimated 25.3% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of age harassment within the past 12 months that had the greatest effect on them. Table 3.7 shows satisfaction with aspects of making an oral and/or written complaint/grievance/report.

Table 3.7 USBR – 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?	91	2.5	±0.2
How you were treated by personnel handling the complaint/grievance/report?	91	2.7	±0.3
Actions taken by the person handling the complaint/grievance/report?	91	2.6	±0.2
Being informed about the current status of the complaint/grievance/report?	91	2.6	±0.2
The amount of time it took to address the complaint/grievance/report?	91	2.5	±0.3

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

An estimated 74.7% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of age harassment within the past 12 months that had the greatest effect on them. Table 3.8 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

Table 3.8 USBR – 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	152	57.3%	±6.1
I thought it was not serious enough to discuss or report	197	74.8%	±5.6
I took care of it myself by confronting the person(s) who did it	88	33.3%	±6.0
I took other actions to handle the situation	85	32.1%	±5.9
I did not know who to report the behavior to and/or how to file a complaint	20	7.8%	±4.0
I did not want more people to know	50	19.3%	±5.3
I was ashamed or embarrassed	24	9.1%	±4.2
I did not want people to think less of me	63	24.2%	±5.6
I thought other people would blame me	43	16.6%	±5.1
I felt partially to blame	17	6.5%	±3.7
I wanted to forget about it or move on	159	60.4%	±6.1
I did not think anything would be done	113	42.9%	±6.1
I did not think I would be believed	45	17.1%	±5.1
I did not trust that the process would be fair	75	28.6%	±5.8
I thought I might get in trouble for something I did	47	18.4%	±5.2
I thought I would be labeled as a troublemaker	92	35.3%	±6.0
I thought it might hurt my performance appraisal	80	30.1%	±5.8
I thought it might hurt my chances of being renewed or obtaining permanent position	0	0.0%	NA
I was worried about potential negative consequences from leadership	76	28.8%	±5.8
I was worried about potential negative consequences from my coworkers or peers	68	25.6%	±5.6
I thought it might hurt my career	92	37.1%	±6.2
I did not want to hurt the person's/s' career/s or family/ies	59	22.2%	±5.4
I was concerned for my physical safety	NR	NR	NR
I feared losing my job	48	18.2%	±5.1
Some other reason	97	37.2%	±6.1

3.2 Characteristics of Racial/Ethnic Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 8.2% 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 USBR.

Table 3.9 USBR – 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	103	76.1%	±8.0
Most of it occurred during work hours; some off work hours	25	18.9%	±7.6
Some of it occurred during work hours; most off work hours	7	5.0%	±5.4
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	10	7.5%	±5.9
No	125	92.5%	±5.9
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	115	89.5%	±6.7
At a work-sponsored social event	NR	NR	NR
At a non-work sponsored social event where coworkers were present	0	0.0%	NA
At a permanent bureau/office supplied housing location, if applicable	7	5.8%	±5.7
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)	84	73.0%	±8.9
At an indoor location (shop or maintenance area)	28	24.6%	±8.8
At an outdoor location (e.g., field site) that did not require an overnight stay	NR	NR	NR
At an outdoor location (e.g., field site) that required an overnight stay	0	0.0%	NA
Q38 How often did the specific type of behavior or experience occur?			
Once	54	41.5%	±8.8
Once a month or less	41	31.6%	±8.6
2-4 times a month	8	6.5%	±5.9
Every few days	24	18.6%	±7.8
Every day	NR	NR	NR
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	53	41.8%	±8.9
A week	12	9.7%	±6.6
A month	6	4.9%	±5.5
A few months	14	10.9%	±6.8
A year or more	42	32.8%	±8.7

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	58	43.2%	±8.6
More than one person	77	56.8%	±8.6
Q41 Was/were the person(s) who did this to you?			
Male	70	54.1%	±8.8
Female	28	21.4%	±8.0
Both males and females	32	24.5%	±8.3
Q42 Was/were the person(s) who did this to you?			
Younger	11	8.7%	±6.4
About my age	26	20.0%	±7.9
Older	42	32.3%	±8.7
Some were younger, older, and/or about my age	26	19.9%	±7.9
Do not know	25	19.1%	±7.8
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	79	58.2%	±8.6
Subordinate(s) or someone you supervise/manage	NR	NR	NR
Your Team lead(s) (current or former)	8	6.2%	±5.6
Another Team lead(s) (current or former)	7	5.0%	±5.3
Your Supervisor(s) (current or former)	19	13.8%	±7.0
Another Supervisor(s) (current or former)	7	5.2%	±5.4
Your Manager(s) (current or former)	13	9.6%	±6.4
Another Manager(s) (current or former)	15	11.4%	±6.7
Another federal employee	31	23.1%	±8.0
A contractor	0	0.0%	NA
A concessioner/district personnel	0	0.0%	NA
A Reclamation partner	0	0.0%	NA
A Reclamation visitor	0	0.0%	NA
Other	NR	NR	NR
Do not know	NR	NR	NR
None selected	6	4.4%	±5.2
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	32	24.7%	±8.3
Yes, I had to or still have to interact with this/these person(s)	97	75.3%	±8.3

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 USBR.

Table 3.10 USBR – 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	20	15.3%	±7.4
No	109	84.7%	±7.4
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	22	16.9%	±7.6
No	107	83.1%	±7.6
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	63	48.8%	±8.7
No	58	44.9%	±8.8
Don't Know	8	6.3%	±5.8
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	31	23.7%	±8.2
No	83	64.2%	±8.7
Don't Know	16	12.1%	±7.0
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	57	44.5%	±8.8
No	61	47.6%	±8.7
Don't Know	10	8.0%	±6.2
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	60	46.8%	±8.7
No	59	46.0%	±8.8
Don't Know	9	7.2%	±6.0
h. Did it damage other personal relationships?			
Yes	26	20.2%	±7.9
No	98	76.2%	±8.2
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	34	27.1%	±8.5
No	90	70.7%	±8.6
Don't Know	NR	NR	NR
j. Did you seek any type of medical attention?			
Yes	22	17.1%	±7.6
No	104	80.7%	±7.8
Don't Know	NR	NR	NR
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	33	25.6%	±8.3
No	96	74.4%	±8.3
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	65	50.1%	±8.7
No	61	47.4%	±8.7
Don't Know	NR	NR	NR

Table 3.11 shows with whom employees discussed the one behavior or experience of racial/ethnic harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in USBR.

Table 3.11 USBR – 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	48	38.4%	±8.9
My coworkers	68	53.0%	±8.7
My team leader	21	16.6%	±7.6
My supervisor	53	41.2%	±8.8
My manager	42	32.8%	±8.7
A senior leader	26	19.8%	±7.9
Another employee in my bureau	56	43.3%	±8.8
Someone from another bureau/office	32	25.9%	±8.5

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 USBR.

Table 3.12 USBR – 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	45	35.4%	±8.8	1.7	±0.3
Employee Assistance Program (EAP)	NR	NR	NR	NR	NR
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	0	0.0%	NA	NA	NA
Employee & Labor Relations (Human Resources)	27	20.8%	±8.0	2.1	±0.4
Union (if applicable)	8	6.4%	±5.9	1.7	±0.7
Equal Employment Opportunity Counselor	14	11.0%	±6.8	2.5	±0.6
Equal Employment Opportunity Office	20	16.2%	±7.6	3.0	±0.5
Office of Inspector General Hotline	NR	NR	NR	NR	NR
Office of Inspector General	6	5.1%	±5.6	1.3	±0.4
Other Law Enforcement/Civil Authority not in the bureau	8	6.1%	±5.8	1.8	±0.3
Department of Interior Ethics/Bureau Ethics Office	NR	NR	NR	NR	NR
Other	8	7.0%	±6.4	3.3	±1.3

^aScale 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 43.0% 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 USBR – 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?	N	Percent	MoE
a. The person I told took no action			
Yes	25	44.3%	±13.6
No	18	31.6%	±13.7
Don't Know	13	24.1%	±13.4
b. The rules of harassment were explained to everyone in the workplace			
Yes	21	37.5%	±13.8
No	25	44.6%	±13.6
Don't Know	10	17.9%	±12.8
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	NR	NR	NR
No	41	73.9%	±13.5
Don't Know	13	22.6%	±13.3
d. An investigation was conducted by a law enforcement official			
Yes	NR	NR	NR
No	48	87.3%	±12.1
Don't Know	5	9.4%	±11.4
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	19	34.3%	±13.8
No	18	33.1%	±13.7
Don't Know	18	32.6%	±13.7
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	NR	NR	NR
No	48	86.6%	±12.2
Don't Know	NR	NR	NR
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	0	0.0%	NA
No	50	90.6%	±11.4
Don't Know	5	9.4%	±11.4
h. There was some official career action taken against person(s) for the behavior			
Yes	0	0.0%	NA
No	43	77.0%	±13.3
Don't Know	13	23.0%	±13.3

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. The person(s) stopped the behavior			
Yes	6	10.8%	±11.7
No	29	52.7%	±13.4
Don't Know	20	36.5%	±13.8
j. I was encouraged to drop the issue			
Yes	12	21.9%	±13.2
No	36	64.6%	±13.8
Don't Know	7	13.5%	±12.2
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	8	15.0%	±12.4
No	44	80.1%	±13.0
Don't Know	NR	NR	NR
l. The person(s) who did this took action against me for complaining			
Yes	10	18.9%	±12.9
No	29	51.8%	±13.4
Don't Know	16	29.3%	±13.7
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	9	16.7%	±12.7
No	37	67.5%	±13.7
Don't Know	9	15.7%	±12.5
n. My leadership punished me for bringing it up			
Yes	NR	NR	NR
No	40	72.5%	±13.6
Don't Know	11	19.2%	±12.9
o. I was threatened with loss of employment			
Yes	NR	NR	NR
No	45	81.7%	±12.8
Don't Know	7	13.5%	±12.2

An estimated 43.0% 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 USBR – 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?	49	3.1	±0.2
How you were treated by personnel handling the complaint/grievance/report?	49	3.4	±0.3
Actions taken by the person handling the complaint/grievance/report?	49	3.1	±0.3
Being informed about the current status of the complaint/grievance/report?	49	2.7	±0.3
The amount of time it took to address the complaint/grievance/report?	49	2.7	±0.3

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

An estimated 57.0% 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 USBR – 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	39	52.8%	±11.6
I thought it was not serious enough to discuss or report	37	50.5%	±11.5
I took care of it myself by confronting the person(s) who did it	19	26.0%	±11.5
I took other actions to handle the situation	31	43.1%	±12.0
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	19	26.8%	±11.7
I was ashamed or embarrassed	6	8.6%	±9.4
I did not want people to think less of me	21	29.1%	±11.8
I thought other people would blame me	26	36.5%	±12.0
I felt partially to blame	NR	NR	NR
I wanted to forget about it or move on	43	59.7%	±11.9
I did not think anything would be done	54	75.7%	±11.5
I did not think I would be believed	23	31.8%	±11.9
I did not trust that the process would be fair	35	48.3%	±11.7
I thought I might get in trouble for something I did	18	24.8%	±11.5
I thought I would be labeled as a troublemaker	45	64.6%	±12.1
I thought it might hurt my performance appraisal	23	31.6%	±11.9
I thought it might hurt my chances of being renewed or obtaining permanent position	--	--	--
I was worried about potential negative consequences from leadership	21	29.1%	±11.8
I was worried about potential negative consequences from my coworkers or peers	25	34.6%	±11.9
I thought it might hurt my career	27	37.5%	±12.0
I did not want to hurt the person's/s' career/s or family/ies	13	18.3%	±10.9
I was concerned for my physical safety	8	11.3%	±10.1
I feared losing my job	12	16.9%	±10.8
Some other reason	22	33.2%	±12.3

3.3 Characteristics of Religious Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 9.9% 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 USBR.

Table 3.16 USBR – 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	127	78.1%	±7.1
Most of it occurred during work hours; some off work hours	29	18.0%	±6.7
Some of it occurred during work hours; most off work hours	NR	NR	NR
None of it occurred during work hours; all off work hours	NR	NR	NR
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	10	6.4%	±5.0
No	153	93.6%	±5.0
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	147	90.1%	±5.7
At a work-sponsored social event	6	3.6%	±4.3
At a non-work sponsored social event where coworkers were present	NR	NR	NR
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	6	4.0%	±4.4
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)	118	80.6%	±7.3
At an indoor location (shop or maintenance area)	23	15.5%	±6.9
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	57	35.2%	±7.7
Once a month or less	70	42.7%	±7.8
2-4 times a month	19	11.4%	±5.9
Every few days	12	7.6%	±5.3
Every day	5	3.1%	±4.2
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	66	40.5%	±7.8
A week	5	3.1%	±4.2
A month	6	3.6%	±4.3
A few months	33	20.4%	±7.0
A year or more	53	32.4%	±7.6

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	69	43.1%	±7.9
More than one person	91	56.9%	±7.9
Q41 Was/were the person(s) who did this to you?			
Male	79	50.7%	±7.9
Female	17	11.2%	±6.1
Both males and females	59	38.1%	±8.0
Q42 Was/were the person(s) who did this to you?			
Younger	20	12.4%	±6.1
About my age	43	26.7%	±7.4
Older	53	32.6%	±7.7
Some were younger, older, and/or about my age	40	24.8%	±7.3
Do not know	6	3.5%	±4.3
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	109	67.1%	±7.6
Subordinate(s) or someone you supervise/manage	10	6.1%	±4.9
Your Team lead(s) (current or former)	17	10.5%	±5.8
Another Team lead(s) (current or former)	7	4.4%	±4.5
Your Supervisor(s) (current or former)	33	20.1%	±6.9
Another Supervisor(s) (current or former)	15	9.2%	±5.6
Your Manager(s) (current or former)	22	13.3%	±6.2
Another Manager(s) (current or former)	12	7.4%	±5.2
Another federal employee	17	10.6%	±5.8
A contractor	NR	NR	NR
A concessioner/district personnel	NR	NR	NR
A Reclamation partner	0	0.0%	NA
A Reclamation visitor	NR	NR	NR
Other	0	0.0%	NA
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	17	10.6%	±5.9
Yes, I had to or still have to interact with this/these person(s)	143	89.4%	±5.9

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 USBR.

Table 3.17 USBR – 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	11	7.1%	±5.2
No	149	92.9%	±5.2
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	27	16.7%	±6.6
No	136	83.3%	±6.6
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	48	29.5%	±7.5
No	112	68.4%	±7.6
Don't Know	NR	NR	NR
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	37	22.5%	±7.1
No	116	71.4%	±7.5
Don't Know	10	6.1%	±4.9
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	73	44.6%	±7.8
No	86	52.6%	±7.7
Don't Know	NR	NR	NR
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	82	50.7%	±7.8
No	77	47.9%	±7.8
Don't Know	NR	NR	NR
h. Did it damage other personal relationships?			
Yes	11	6.4%	±5.0
No	150	92.2%	±5.3
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	26	15.8%	±6.5
No	135	82.8%	±6.7
Don't Know	NR	NR	NR
j. Did you seek any type of medical attention?			
Yes	7	4.2%	±4.5
No	156	95.8%	±4.5
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	12	7.3%	±5.2
No	151	92.7%	±5.2
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	64	39.0%	±7.8
No	99	61.0%	±7.8
Don't Know	0	0.0%	NA

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

Table 3.18 USBR – 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	60	38.1%	±7.9
My coworkers	58	36.3%	±7.8
My team leader	22	14.2%	±6.4
My supervisor	33	20.4%	±7.0
My manager	25	16.0%	±6.6
A senior leader	15	9.2%	±5.6
Another employee in my bureau	55	34.7%	±7.8
Someone from another bureau/office	23	14.4%	±6.4

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 USBR.

Table 3.19 USBR – 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	37	23.0%	±7.2	2.2	±0.4
Employee Assistance Program (EAP)	NR	NR	NR	NR	NR
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	23	14.4%	±6.4	2.4	±0.6
Union (if applicable)	NR	NR	NR	NR	NR
Equal Employment Opportunity Counselor	9	5.3%	±4.8	2.6	±0.6
Equal Employment Opportunity Office	7	4.7%	±4.7	2.2	±0.9
Office of Inspector General Hotline	0	0.0%	NA	NA	NA
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	0	0.0%	NA	NA	NA
Other	0	0.0%	NA	NA	NA

^aScale 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 24.0% 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 USBR – 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	13	34.6%	±16.9
No	NR	NR	NR
Don't Know	6	15.6%	±15.9
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	10	26.4%	±16.8
No	NR	NR	NR
Don't Know	7	19.2%	±16.3
d. An investigation was conducted by a law enforcement official			
Yes	0	0.0%	NA
No	28	73.7%	±16.8
Don't Know	10	26.3%	±16.8
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	NR	NR	NR
No	11	28.7%	±16.8
Don't Know	8	19.9%	±16.4
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	NR	NR	NR
No	33	86.7%	±15.6
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	0	0.0%	NA
No	38	100%	NA
Don't Know	0	0.0%	NA
h. There was some official career action taken against person(s) for the behavior			
Yes	10	26.6%	±16.8
No	28	73.4%	±16.8
Don't Know	0	0.0%	NA

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<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	31	79.2%	±16.4
No	8	20.8%	±16.4
Don't Know	0	0.0%	NA
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	13	34.9%	±16.9
No	25	65.1%	±16.9
Don't Know	0	0.0%	NA
l. The person(s) who did this took action against me for complaining			
Yes	6	14.7%	±15.8
No	30	77.1%	±16.6
Don't Know	NR	NR	NR
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	14	37.3%	±16.8
No	NR	NR	NR
Don't Know	NR	NR	NR
n. My leadership punished me for bringing it up			
Yes	NR	NR	NR
No	15	39.7%	±16.7
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	0	0.0%	NA

An estimated 24.0% 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 USBR – 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?	38	3.0	±0.4
How you were treated by personnel handling the complaint/grievance/report?	38	2.7	±0.5
Actions taken by the person handling the complaint/grievance/report?	37	2.7	±0.5
Being informed about the current status of the complaint/grievance/report?	38	2.6	±0.5
The amount of time it took to address the complaint/grievance/report?	38	2.8	±0.4

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

An estimated 76.0% 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 USBR – 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	56	49.7%	±9.3
I thought it was not serious enough to discuss or report	80	69.6%	±9.1
I took care of it myself by confronting the person(s) who did it	33	29.2%	±9.1
I took other actions to handle the situation	25	22.5%	±8.8
I did not know who to report the behavior to and/or how to file a complaint	17	15.3%	±8.0
I did not want more people to know	44	36.8%	±9.1
I was ashamed or embarrassed	10	8.1%	±6.6
I did not want people to think less of me	24	19.9%	±8.3
I thought other people would blame me	26	22.0%	±8.5
I felt partially to blame	5	4.3%	±5.6
I wanted to forget about it or move on	62	52.6%	±9.1
I did not think anything would be done	62	52.2%	±9.1
I did not think I would be believed	21	17.5%	±8.0
I did not trust that the process would be fair	49	41.5%	±9.2
I thought I might get in trouble for something I did	21	17.6%	±8.0
I thought I would be labeled as a troublemaker	51	43.2%	±9.2
I thought it might hurt my performance appraisal	35	28.8%	±8.8
I thought it might hurt my chances of being renewed or obtaining permanent position	--	--	--
I was worried about potential negative consequences from leadership	49	40.2%	±9.1
I was worried about potential negative consequences from my coworkers or peers	51	42.2%	±9.1
I thought it might hurt my career	48	39.5%	±9.1
I did not want to hurt the person's/s' career/s or family/ies	38	31.7%	±9.0
I was concerned for my physical safety	7	6.1%	±6.1
I feared losing my job	9	7.2%	±6.3
Some other reason	51	41.8%	±9.1

3.4 Characteristics of Disability Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 13.2% 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 USBR.

Table 3.23 USBR – 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	193	88.7%	±5.0
Most of it occurred during work hours; some off work hours	17	7.7%	±4.4
Some of it occurred during work hours; most off work hours	NR	NR	NR
None of it occurred during work hours; all off work hours	6	2.5%	±3.2
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	15	6.7%	±4.2
No	203	93.3%	±4.2
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	197	93.1%	±4.3
At a work-sponsored social event	NR	NR	NR
At a non-work sponsored social event where coworkers were present	5	2.4%	±3.2
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	5	2.5%	±3.3
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	143	72.4%	±6.7
At an indoor location (shop or maintenance area)	38	19.2%	±6.2
At an outdoor location (e.g., field site) that did not require an overnight stay	15	7.4%	±4.6
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	71	32.8%	±6.6
Once a month or less	69	32.1%	±6.6
2-4 times a month	44	20.2%	±5.9
Every few days	26	11.8%	±5.1
Every day	7	3.1%	±3.4
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	78	37.0%	±6.8
A week	7	3.6%	±3.6
A month	10	4.7%	±3.9
A few months	39	18.4%	±5.9
A year or more	76	36.2%	±6.8

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	89	41.9%	±6.8
More than one person	124	58.1%	±6.8
Q41 Was/were the person(s) who did this to you?			
Male	106	49.2%	±6.7
Female	40	18.6%	±5.8
Both males and females	70	32.2%	±6.6
Q42 Was/were the person(s) who did this to you?			
Younger	30	13.7%	±5.3
About my age	39	17.7%	±5.7
Older	63	29.0%	±6.4
Some were younger, older, and/or about my age	67	30.8%	±6.5
Do not know	19	8.7%	±4.6
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	109	50.2%	±6.7
Subordinate(s) or someone you supervise/manage	15	6.8%	±4.3
Your Team lead(s) (current or former)	38	17.5%	±5.7
Another Team lead(s) (current or former)	25	11.6%	±5.0
Your Supervisor(s) (current or former)	92	42.1%	±6.7
Another Supervisor(s) (current or former)	24	10.9%	±4.9
Your Manager(s) (current or former)	38	17.6%	±5.7
Another Manager(s) (current or former)	26	12.1%	±5.1
Another federal employee	28	12.9%	±5.2
A contractor	NR	NR	NR
A concessioner/district personnel	0	0.0%	NA
A Reclamation partner	0	0.0%	NA
A Reclamation visitor	0	0.0%	NA
Other	0	0.0%	NA
Do not know	NR	NR	NR
None selected	10	4.4%	±3.7
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	23	11.1%	±5.1
Yes, I had to or still have to interact with this/these person(s)	185	88.9%	±5.1

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 USBR.

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

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. Did you request a transfer or change of assignment?			
Yes	25	11.8%	±5.1
No	189	88.2%	±5.1
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	84	38.9%	±6.7
No	132	61.1%	±6.7
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	119	55.9%	±6.8
No	90	41.9%	±6.8
Don't Know	NR	NR	NR
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	119	55.7%	±6.8
No	73	34.2%	±6.7
Don't Know	22	10.1%	±4.9
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	97	45.6%	±6.8
No	92	43.1%	±6.8
Don't Know	24	11.3%	±5.0
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	113	52.1%	±6.7
No	75	34.9%	±6.6
Don't Know	28	13.0%	±5.2
h. Did it damage other personal relationships?			
Yes	53	24.7%	±6.3
No	150	70.2%	±6.5
Don't Know	11	5.1%	±3.9

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	104	48.6%	±6.7
No	107	50.1%	±6.7
Don't Know	NR	NR	NR
j. Did you seek any type of medical attention?			
Yes	85	39.5%	±6.7
No	128	59.3%	±6.7
Don't Know	NR	NR	NR
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	87	40.1%	±6.7
No	127	58.7%	±6.7
Don't Know	NR	NR	NR
l. Did you consider leaving the bureau?			
Yes	144	66.9%	±6.6
No	65	29.9%	±6.5
Don't Know	7	3.2%	±3.4

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

Table 3.25 USBR – 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	104	49.5%	±6.8
My coworkers	116	54.6%	±6.8
My team leader	64	31.1%	±6.7
My supervisor	104	49.3%	±6.8
My manager	52	25.1%	±6.4
A senior leader	26	12.7%	±5.4
Another employee in my bureau	109	52.9%	±6.9
Someone from another bureau/office	53	25.7%	±6.5

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

Table 3.26 USBR – 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	59	27.6%	±6.4	1.7	±0.3
Employee Assistance Program (EAP)	19	9.6%	±5.0	2.1	±0.6
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	27	13.3%	±5.5	1.6	±0.4
Union (if applicable)	42	20.2%	±6.1	2.4	±0.4
Equal Employment Opportunity Counselor	39	18.8%	±5.9	2.6	±0.5
Equal Employment Opportunity Office	34	16.2%	±5.6	2.2	±0.4
Office of Inspector General Hotline	NR	NR	NR	NR	NR
Office of Inspector General	6	3.1%	±3.5	3.7	±1.6
Other Law Enforcement/Civil Authority not in the bureau	9	4.2%	±3.8	3.2	±1.3
Department of Interior Ethics/Bureau Ethics Office	NR	NR	NR	NR	NR
Other	23	11.4%	±5.3	2.9	±0.8

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

An estimated 45.0% 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 USBR – Results of Reporting the One Experience of Disability Harassment

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	N	Percent	MoE
a. The person I told took no action			
Yes	56	59.4%	±10.4
No	18	19.3%	±9.4
Don't Know	20	21.3%	±9.6
b. The rules of harassment were explained to everyone in the workplace			
Yes	22	24.0%	±10.0
No	47	51.3%	±10.3
Don't Know	23	24.7%	±10.0
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	11	12.0%	±8.6
No	49	52.8%	±10.4
Don't Know	32	35.2%	±10.4
d. An investigation was conducted by a law enforcement official			
Yes	NR	NR	NR
No	69	77.3%	±10.0
Don't Know	16	18.0%	±9.5
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	12	12.9%	±8.7
No	45	49.2%	±10.3
Don't Know	35	37.9%	±10.5
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	NR	NR	NR
No	88	95.8%	±6.8
Don't Know	0	0.0%	NA
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	9	9.5%	±8.1
No	83	90.5%	±8.1
Don't Know	0	0.0%	NA
h. There was some official career action taken against person(s) for the behavior			
Yes	NR	NR	NR
No	79	86.3%	±8.8
Don't Know	8	8.7%	±7.9

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. The person(s) stopped the behavior			
Yes	15	15.3%	±8.8
No	62	64.7%	±10.2
Don't Know	19	20.0%	±9.3
j. I was encouraged to drop the issue			
Yes	57	58.7%	±10.2
No	33	33.8%	±10.2
Don't Know	7	7.5%	±7.4
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	55	56.8%	±10.2
No	37	38.2%	±10.2
Don't Know	NR	NR	NR
l. The person(s) who did this took action against me for complaining			
Yes	32	33.7%	±10.2
No	49	51.1%	±10.1
Don't Know	15	15.3%	±8.8
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	41	42.4%	±10.2
No	45	46.2%	±10.1
Don't Know	11	11.3%	±8.2
n. My leadership punished me for bringing it up			
Yes	41	42.7%	±10.2
No	41	42.1%	±10.2
Don't Know	15	15.3%	±8.8
o. I was threatened with loss of employment			
Yes	25	26.8%	±10.0
No	55	58.3%	±10.3
Don't Know	14	14.9%	±8.9

An estimated 45.0% 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 USBR – 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?	97	2.6	±0.2
How you were treated by personnel handling the complaint/grievance/report?	97	2.6	±0.3
Actions taken by the person handling the complaint/grievance/report?	97	2.4	±0.2
Being informed about the current status of the complaint/grievance/report?	97	2.6	±0.2
The amount of time it took to address the complaint/grievance/report?	97	2.2	±0.2

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

An estimated 55.0% 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 USBR – Reasons for Not Reporting the One Experience of Disability Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience			
The behavior or experience stopped on its own	62	52.8%	±9.1
I thought it was not serious enough to discuss or report	72	61.4%	±9.2
I took care of it myself by confronting the person(s) who did it	37	31.8%	±9.1
I took other actions to handle the situation	33	27.7%	±8.9
I did not know who to report the behavior to and/or how to file a complaint	18	15.6%	±7.8
I did not want more people to know	39	33.9%	±9.2
I was ashamed or embarrassed	28	24.1%	±8.8
I did not want people to think less of me	46	40.3%	±9.3
I thought other people would blame me	22	19.3%	±8.4
I felt partially to blame	17	15.2%	±7.9
I wanted to forget about it or move on	58	50.3%	±9.2
I did not think anything would be done	68	57.6%	±9.2
I did not think I would be believed	41	35.2%	±9.2
I did not trust that the process would be fair	54	45.4%	±9.2
I thought I might get in trouble for something I did	29	24.9%	±8.7
I thought I would be labeled as a troublemaker	66	55.7%	±9.2
I thought it might hurt my performance appraisal	40	34.3%	±9.1
I thought it might hurt my chances of being renewed or obtaining permanent position	--	--	--
I was worried about potential negative consequences from leadership	43	36.8%	±9.2
I was worried about potential negative consequences from my coworkers or peers	54	45.4%	±9.2
I thought it might hurt my career	48	41.6%	±9.3
I did not want to hurt the person's/s' career/s or family/ies	33	28.0%	±8.9
I was concerned for my physical safety	6	4.9%	±5.9
I feared losing my job	43	36.2%	±9.2
Some other reason	43	36.6%	±9.2

3.5 Characteristics of Sexual Orientation Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 1.2% indicated the one behavior or experience that had the greatest effect on them was based on their sexual orientation. Table 3.30 presents characteristics of the one behavior or experience of age harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in USBR.

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q34 When did the specific type of behavior or experience occur?			
All of it occurred during work hours	NR	NR	NR
Most of it occurred during work hours; some off work hours	NR	NR	NR
Some of it occurred during work hours; most off work hours	0	0.0%	NA
None of it occurred during work hours; all off work hours	0	0.0%	NA
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	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	19	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)	19	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	0	0.0%	NA
Once a month or less	19	100%	NA
2-4 times a month	0	0.0%	NA
Every few days	0	0.0%	NA
Every day	0	0.0%	NA
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	NR	NR	NR
A week	NR	NR	NR
A month	0	0.0%	NA
A few months	NR	NR	NR
A year or more	NR	NR	NR

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	NR	NR	NR
More than one person	NR	NR	NR
Q41 Was/were the person(s) who did this to you?			
Male	NR	NR	NR
Female	NR	NR	NR
Both males and females	NR	NR	NR
Q42 Was/were the person(s) who did this to you?			
Younger	0	0.0%	NA
About my age	NR	NR	NR
Older	NR	NR	NR
Some were younger, older, and/or about my age	NR	NR	NR
Do not know	0	0.0%	NA
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	NR	NR	NR
Subordinate(s) or someone you supervise/manage	NR	NR	NR
Your Team lead(s) (current or former)	0	0.0%	NA
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)	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
A concessioner/district personnel	0	0.0%	NA
A Reclamation partner	NR	NR	NR
A Reclamation visitor	0	0.0%	NA
Other	0	0.0%	NA
Do not know	0	0.0%	NA
None selected	0	0.0%	NA
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	0	0.0%	NA
Yes, I had to or still have to interact with this/these person(s)	19	100%	NA

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

Table 3.31 USBR – 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	0	0.0%	NA
No	19	100%	NA
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	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	0	0.0%	NA
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR

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

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

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q46 Discussed the experience with:			
The person(s) involved	NR	NR	NR
My coworkers	NR	NR	NR
My team leader	NR	NR	NR
My supervisor	NR	NR	NR
My manager	0	0.0%	NA
A senior leader	0	0.0%	NA
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 USBR.

Table 3.33 USBR – 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)	0	0.0%	NA	NA	NA
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

^aScale 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 USBR – Results of Reporting the One Experience of Sexual Orientation Harassment

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

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
<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 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 USBR – 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?	9	3.0	±0.5
How you were treated by personnel handling the complaint/grievance/report?	9	2.8	±0.3
Actions taken by the person handling the complaint/grievance/report?	9	2.8	±0.3
Being informed about the current status of the complaint/grievance/report?	9	2.8	±0.3
The amount of time it took to address the complaint/grievance/report?	9	2.8	±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 [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 USBR – 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, 20.1% 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 USBR.

Table 3.37 USBR – 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	257	77.7%	±4.8
Most of it occurred during work hours; some off work hours	45	13.7%	±4.2
Some of it occurred during work hours; most off work hours	19	5.7%	±3.1
None of it occurred during work hours; all off work hours	10	2.9%	±2.5
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	44	13.4%	±4.2
No	284	86.6%	±4.2
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	297	91.2%	±3.6
At a work-sponsored social event	6	1.9%	±2.2
At a non-work sponsored social event where coworkers were present	7	2.0%	±2.3
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	16	5.0%	±3.0
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	252	85.4%	±4.5
At an indoor location (shop or maintenance area)	24	8.2%	±3.8
At an outdoor location (e.g., field site) that did not require an overnight stay	10	3.4%	±2.8
At an outdoor location (e.g., field site) that required an overnight stay	9	2.9%	±2.7
Q38 How often did the specific type of behavior or experience occur?			
Once	123	37.1%	±5.4
Once a month or less	130	39.0%	±5.4
2-4 times a month	33	9.9%	±3.7
Every few days	30	8.9%	±3.6
Every day	17	5.0%	±3.0
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	150	45.3%	±5.4
A week	NR	NR	NR
A month	14	4.1%	±2.8
A few months	61	18.3%	±4.6
A year or more	103	31.1%	±5.2

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	211	63.4%	±5.3
More than one person	122	36.6%	±5.3
Q41 Was/were the person(s) who did this to you?			
Male	270	81.4%	±4.6
Female	43	13.0%	±4.1
Both males and females	19	5.6%	±3.1
Q42 Was/were the person(s) who did this to you?			
Younger	20	5.9%	±3.1
About my age	63	19.0%	±4.6
Older	190	57.1%	±5.4
Some were younger, older, and/or about my age	58	17.5%	±4.5
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)	238	71.6%	±5.1
Subordinate(s) or someone you supervise/manage	25	7.5%	±3.4
Your Team lead(s) (current or former)	19	5.6%	±3.1
Another Team lead(s) (current or former)	25	7.6%	±3.4
Your Supervisor(s) (current or former)	52	15.7%	±4.3
Another Supervisor(s) (current or former)	37	11.1%	±3.9
Your Manager(s) (current or former)	32	9.6%	±3.7
Another Manager(s) (current or former)	17	5.1%	±3.0
Another federal employee	49	14.7%	±4.3
A contractor	8	2.3%	±2.3
A concessioner/district personnel	NR	NR	NR
A Reclamation partner	14	4.3%	±2.8
A Reclamation visitor	NR	NR	NR
Other	5	1.6%	±2.1
Do not know	NR	NR	NR
None selected	NR	NR	NR
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	32	9.7%	±3.7
Yes, I had to or still have to interact with this/these person(s)	299	90.3%	±3.7

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 USBR.

Table 3.38 USBR – 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	24	7.3%	±3.4
No	308	92.7%	±3.4
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	53	16.3%	±4.4
No	272	83.0%	±4.5
Don't Know	NR	NR	NR
c. Did it make it harder to complete your work or do your job?			
Yes	136	41.1%	±5.4
No	186	56.1%	±5.4
Don't Know	9	2.8%	±2.5
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	71	21.8%	±4.8
No	225	69.1%	±5.3
Don't Know	30	9.1%	±3.7
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	115	34.9%	±5.3
No	204	61.6%	±5.4
Don't Know	12	3.5%	±2.6
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	125	37.5%	±5.4
No	179	54.0%	±5.4
Don't Know	28	8.6%	±3.5
h. Did it damage other personal relationships?			
Yes	36	10.8%	±3.8
No	289	86.9%	±4.1
Don't Know	8	2.3%	±2.3

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	57	17.3%	±4.5
No	269	81.6%	±4.6
Don't Know	NR	NR	NR
j. Did you seek any type of medical attention?			
Yes	20	6.1%	±3.2
No	303	93.2%	±3.3
Don't Know	NR	NR	NR
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	33	10.2%	±3.8
No	288	88.6%	±4.0
Don't Know	NR	NR	NR
l. Did you consider leaving the bureau?			
Yes	130	39.3%	±5.4
No	197	59.5%	±5.4
Don't Know	NR	NR	NR

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

Table 3.39 USBR – 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	129	40.7%	±5.5
My coworkers	196	62.1%	±5.5
My team leader	56	17.6%	±4.6
My supervisor	111	35.1%	±5.4
My manager	58	18.5%	±4.7
A senior leader	29	9.0%	±3.7
Another employee in my bureau	166	52.3%	±5.5
Someone from another bureau/office	56	17.8%	±4.7

Table 3.40 shows to which resource, if any, employees made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of sexual/gender harassment within the past 12 months that had the greatest effect on them. For each resource they contacted, employees were asked to rate the helpfulness of that resource. Results have been weighted to estimate the population in USBR.

Table 3.40 USBR – 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	69	21.2%	±4.8	2.0	±0.3
Employee Assistance Program (EAP)	16	5.0%	±3.0	2.1	±0.5
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	28	8.8%	±3.7	1.5	±0.3
Union (if applicable)	13	4.1%	±2.9	2.6	±0.9
Equal Employment Opportunity Counselor	31	9.8%	±3.8	2.0	±0.4
Equal Employment Opportunity Office	16	5.2%	±3.1	1.7	±0.5
Office of Inspector General Hotline	0	0.0%	NA	NA	NA
Office of Inspector General	0	0.0%	NA	NA	NA
Other Law Enforcement/Civil Authority not in the bureau	NR	NR	NR	NR	NR
Department of Interior Ethics/Bureau Ethics Office	NR	NR	NR	NR	NR
Other	7	2.4%	±2.5	3.2	±1.4

^aScale 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 26.2% 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 USBR – 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	46	53.5%	±10.8
No	26	30.3%	±10.7
Don't Know	14	16.1%	±9.6
b. The rules of harassment were explained to everyone in the workplace			
Yes	22	25.4%	±10.5
No	38	44.0%	±10.8
Don't Know	26	30.6%	±10.7
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	11	13.4%	±9.2
No	59	69.5%	±10.7
Don't Know	15	17.2%	±9.7
d. An investigation was conducted by a law enforcement official			
Yes	NR	NR	NR
No	78	91.6%	±8.3
Don't Know	5	6.2%	±7.7
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	25	28.8%	±10.7
No	39	45.7%	±10.8
Don't Know	22	25.5%	±10.5
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	19	22.7%	±10.3
No	65	75.6%	±10.4
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	78	90.9%	±8.4
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	69	80.2%	±10.0
Don't Know	15	17.5%	±9.8

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	23	26.3%	±10.5
No	52	60.7%	±10.9
Don't Know	11	13.0%	±9.1
j. I was encouraged to drop the issue			
Yes	33	38.9%	±10.9
No	51	59.3%	±10.9
Don't Know	NR	NR	NR
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	29	34.0%	±10.8
No	55	64.2%	±10.9
Don't Know	NR	NR	NR
l. The person(s) who did this took action against me for complaining			
Yes	18	21.1%	±10.1
No	58	68.1%	±10.8
Don't Know	9	10.7%	±8.7
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	27	31.3%	±10.8
No	53	62.0%	±10.9
Don't Know	6	6.8%	±7.9
n. My leadership punished me for bringing it up			
Yes	20	23.2%	±10.3
No	60	70.0%	±10.7
Don't Know	6	6.8%	±7.9
o. I was threatened with loss of employment			
Yes	8	8.9%	±8.4
No	71	83.5%	±9.6
Don't Know	6	7.6%	±8.1

An estimated 26.2% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 USBR – 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?	86	2.5	±0.3
How you were treated by personnel handling the complaint/grievance/report?	83	2.5	±0.3
Actions taken by the person handling the complaint/grievance/report?	83	2.5	±0.3
Being informed about the current status of the complaint/grievance/report?	83	2.4	±0.2
The amount of time it took to address the complaint/grievance/report?	83	2.4	±0.3

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

An estimated 73.8% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of sexual/gender harassment within the past 12 months that had the greatest effect on them. Table 3.43 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

Table 3.43 USBR – 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	110	48.5%	±6.5
I thought it was not serious enough to discuss or report	170	72.9%	±6.1
I took care of it myself by confronting the person(s) who did it	81	35.6%	±6.5
I took other actions to handle the situation	97	41.3%	±6.5
I did not know who to report the behavior to and/or how to file a complaint	29	12.8%	±5.1
I did not want more people to know	72	31.4%	±6.3
I was ashamed or embarrassed	52	22.6%	±5.9
I did not want people to think less of me	80	34.2%	±6.4
I thought other people would blame me	46	20.1%	±5.7
I felt partially to blame	18	8.0%	±4.3
I wanted to forget about it or move on	161	67.7%	±6.3
I did not think anything would be done	109	46.5%	±6.4
I did not think I would be believed	37	15.9%	±5.3
I did not trust that the process would be fair	85	35.9%	±6.4
I thought I might get in trouble for something I did	20	8.6%	±4.4
I thought I would be labeled as a troublemaker	93	39.6%	±6.4
I thought it might hurt my performance appraisal	41	17.8%	±5.5
I thought it might hurt my chances of being renewed or obtaining permanent position	NR	NR	NR
I was worried about potential negative consequences from leadership	48	20.7%	±5.7
I was worried about potential negative consequences from my coworkers or peers	63	27.1%	±6.1
I thought it might hurt my career	82	35.7%	±6.4
I did not want to hurt the person's/s' career/s or family/ies	47	20.0%	±5.6
I was concerned for my physical safety	9	3.9%	±3.4
I feared losing my job	22	9.5%	±4.5
Some other reason	88	37.3%	±6.4

3.7 Characteristics of Harassment Based on Unknown Reasons

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 25.3% indicated the one behavior or experience that had the greatest effect on them was based on 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 USBR.

Table 3.44 USBR – 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	326	81.6%	±4.1
Most of it occurred during work hours; some off work hours	25	6.2%	±2.8
Some of it occurred during work hours; most off work hours	19	4.8%	±2.6
None of it occurred during work hours; all off work hours	30	7.4%	±3.0
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	45	11.0%	±3.4
No	365	89.0%	±3.4
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	355	91.3%	±3.3
At a work-sponsored social event	NR	NR	NR
At a non-work sponsored social event where coworkers were present	6	1.5%	±1.9
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	25	6.4%	±2.9
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	244	69.0%	±5.0
At an indoor location (shop or maintenance area)	67	19.1%	±4.5
At an outdoor location (e.g., field site) that did not require an overnight stay	23	6.5%	±3.1
At an outdoor location (e.g., field site) that required an overnight stay	19	5.3%	±2.9
Q38 How often did the specific type of behavior or experience occur?			
Once	156	40.9%	±5.0
Once a month or less	127	33.3%	±4.9
2-4 times a month	48	12.5%	±3.7
Every few days	35	9.1%	±3.3
Every day	16	4.2%	±2.5
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	215	59.3%	±5.2
A week	14	3.8%	±2.5
A month	14	3.9%	±2.6
A few months	41	11.3%	±3.7
A year or more	79	21.7%	±4.6

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	235	61.5%	±5.0
More than one person	147	38.5%	±5.0
Q41 Was/were the person(s) who did this to you?			
Male	252	67.3%	±4.9
Female	71	18.8%	±4.3
Both males and females	52	13.8%	±3.9
Q42 Was/were the person(s) who did this to you?			
Younger	89	23.4%	±4.5
About my age	74	19.5%	±4.3
Older	151	39.6%	±5.0
Some were younger, older, and/or about my age	43	11.2%	±3.6
Do not know	24	6.3%	±2.9
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	235	56.2%	±4.8
Subordinate(s) or someone you supervise/manage	34	8.2%	±3.1
Your Team lead(s) (current or former)	39	9.3%	±3.2
Another Team lead(s) (current or former)	11	2.6%	±2.1
Your Supervisor(s) (current or former)	78	18.7%	±4.0
Another Supervisor(s) (current or former)	19	4.6%	±2.5
Your Manager(s) (current or former)	37	8.8%	±3.1
Another Manager(s) (current or former)	7	1.6%	±1.8
Another federal employee	31	7.5%	±3.0
A contractor	9	2.2%	±2.0
A concessioner/district personnel	0	0.0%	NA
A Reclamation partner	0	0.0%	NA
A Reclamation visitor	0	0.0%	NA
Other	NR	NR	NR
Do not know	NR	NR	NR
None selected	37	8.8%	±3.1
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	51	13.4%	±3.8
Yes, I had to or still have to interact with this/these person(s)	331	86.6%	±3.8

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 USBR.

Table 3.45 USBR – 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	30	7.8%	±3.1
No	356	91.5%	±3.2
Don't Know	NR	NR	NR
b. Did you take steps to leave your organization?			
Yes	69	17.7%	±4.2
No	318	82.3%	±4.2
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	128	32.8%	±4.8
No	255	65.4%	±4.9
Don't Know	7	1.7%	±1.9
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	69	17.9%	±4.2
No	285	73.5%	±4.6
Don't Know	33	8.6%	±3.3
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	118	30.1%	±4.8
No	259	66.3%	±4.9
Don't Know	14	3.6%	±2.4
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	126	32.3%	±4.8
No	237	60.8%	±5.0
Don't Know	27	6.9%	±3.0
h. Did it damage other personal relationships?			
Yes	27	7.0%	±3.0
No	353	90.7%	±3.3
Don't Know	9	2.3%	±2.1

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	64	16.6%	±4.1
No	321	82.9%	±4.1
Don't Know	NR	NR	NR
j. Did you seek any type of medical attention?			
Yes	23	6.0%	±2.9
No	365	94.0%	±2.9
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	44	11.3%	±3.6
No	345	88.7%	±3.6
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	125	32.1%	±4.8
No	262	67.1%	±4.8
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 USBR.

Table 3.46 USBR – 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	173	47.0%	±5.1
My coworkers	163	43.9%	±5.1
My team leader	70	19.2%	±4.4
My supervisor	118	31.9%	±4.9
My manager	80	21.9%	±4.6
A senior leader	45	12.4%	±3.8
Another employee in my bureau	126	33.6%	±5.0
Someone from another bureau/office	42	11.4%	±3.7

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 USBR.

Table 3.47 USBR – 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	77	20.0%	±4.3	2.2	±0.3
Employee Assistance Program (EAP)	10	2.7%	±2.2	2.6	±0.5
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	9	2.4%	±2.2	1.8	±0.5
Employee & Labor Relations (Human Resources)	35	9.1%	±3.4	2.3	±0.5
Union (if applicable)	22	6.0%	±3.0	2.9	±0.7
Equal Employment Opportunity Counselor	25	6.8%	±3.1	2.8	±0.5
Equal Employment Opportunity Office	22	5.9%	±2.9	2.6	±0.6
Office of Inspector General Hotline	0	0.0%	NA	NA	NA
Office of Inspector General	6	1.6%	±1.9	2.2	±1.6
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	12	3.3%	±2.5	3.0	±1.0

^aScale 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 24.4% 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 USBR – 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	27	29.6%	±10.4
No	42	47.3%	±10.5
Don't Know	21	23.2%	±10.0
b. The rules of harassment were explained to everyone in the workplace			
Yes	26	28.7%	±10.4
No	45	49.7%	±10.4
Don't Know	19	21.6%	±9.9
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	29	31.8%	±10.5
No	37	40.9%	±10.6
Don't Know	25	27.3%	±10.3
d. An investigation was conducted by a law enforcement official			
Yes	0	0.0%	NA
No	77	85.6%	±9.1
Don't Know	13	14.4%	±9.1
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	41	45.7%	±10.5
No	19	21.1%	±9.9
Don't Know	30	33.2%	±10.5
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	9	9.7%	±8.3
No	77	85.3%	±9.1
Don't Know	NR	NR	NR
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	6	7.0%	±7.7
No	79	88.1%	±8.7
Don't Know	NR	NR	NR

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
h. There was some official career action taken against person(s) for the behavior			
Yes	6	6.5%	±7.6
No	57	63.4%	±10.6
Don't Know	27	30.1%	±10.4
i. The person(s) stopped the behavior			
Yes	41	46.8%	±10.7
No	39	44.7%	±10.7
Don't Know	7	8.5%	±8.2
j. I was encouraged to drop the issue			
Yes	27	30.5%	±10.6
No	58	66.4%	±10.7
Don't Know	NR	NR	NR
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	12	13.6%	±9.1
No	66	76.1%	±10.3
Don't Know	9	10.3%	±8.6
l. The person(s) who did this took action against me for complaining			
Yes	24	27.2%	±10.5
No	47	53.6%	±10.7
Don't Know	17	19.2%	±9.8
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	12	14.3%	±9.2
No	66	75.3%	±10.3
Don't Know	9	10.4%	±8.6
n. My leadership punished me for bringing it up			
Yes	21	24.0%	±10.3
No	52	59.2%	±10.8
Don't Know	15	16.8%	±9.6
o. I was threatened with loss of employment			
Yes	11	12.3%	±8.9
No	76	87.7%	±8.9
Don't Know	0	0.0%	NA

An estimated 24.4% 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 USBR – 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?	91	2.8	±0.2
How you were treated by personnel handling the complaint/grievance/report?	89	3.2	±0.3
Actions taken by the person handling the complaint/grievance/report?	89	3.0	±0.3
Being informed about the current status of the complaint/grievance/report?	89	2.8	±0.3
The amount of time it took to address the complaint/grievance/report?	89	2.7	±0.3

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

An estimated 75.6% 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 USBR – 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	187	65.7%	±5.7
I thought it was not serious enough to discuss or report	208	73.1%	±5.5
I took care of it myself by confronting the person(s) who did it	119	43.1%	±6.0
I took other actions to handle the situation	94	34.7%	±5.9
I did not know who to report the behavior to and/or how to file a complaint	19	7.2%	±3.8
I did not want more people to know	93	34.8%	±6.0
I was ashamed or embarrassed	37	13.9%	±4.7
I did not want people to think less of me	57	21.4%	±5.4
I thought other people would blame me	28	10.6%	±4.4
I felt partially to blame	24	9.1%	±4.1
I wanted to forget about it or move on	158	57.1%	±6.0
I did not think anything would be done	95	35.1%	±5.9
I did not think I would be believed	32	11.8%	±4.5
I did not trust that the process would be fair	82	30.4%	±5.8
I thought I might get in trouble for something I did	40	14.8%	±4.8
I thought I would be labeled as a troublemaker	85	31.4%	±5.8
I thought it might hurt my performance appraisal	67	24.2%	±5.4
I thought it might hurt my chances of being renewed or obtaining permanent position	NR	NR	NR
I was worried about potential negative consequences from leadership	78	28.7%	±5.7
I was worried about potential negative consequences from my coworkers or peers	56	20.4%	±5.2
I thought it might hurt my career	83	30.4%	±5.8
I did not want to hurt the person's/s' career/s or family/ies	71	27.0%	±5.7
I was concerned for my physical safety	8	2.9%	±2.8
I feared losing my job	34	12.4%	±4.5
Some other reason	89	33.6%	±5.9

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 USBR.

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 (80.2%) and at a work location or site (91.5%) that was most frequently characterized as an indoor location (76.2%). Also, for the majority of these employees these experiences did not occur while on travel (90.6%). Additionally, for the majority of employees these experiences occurred more than once (62.8%); involved one person (53.5%), who was typically older (41.7%), male (63.0%), and most often a peer and/or coworker (60.3%); and their work role required them to continue to interact with the person(s) involved (87.2%).

Table 3.51 USBR – 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	78.7% (±4.5)	76.1% (±8.0)	78.1% (±7.1)	88.7% (±5.0)	NR	77.7% (±4.8)	81.6% (±4.1)
Most of it occurred during work hours; some off work hours	8.0% (±3.3)	18.9% (±7.6)	18.0% (±6.7)	7.7% (±4.4)	NR	13.7% (±4.2)	6.2% (±2.8)
Some of it occurred during work hours; most off work hours	8.3% (±3.3)	5.0% (±5.4)	NR	NR	0.0% (NA)	5.7% (±3.1)	4.8% (±2.6)
None of it occurred during work hours; all off work hours	5.1% (±2.8)	0.0% (NA)	NR	2.5% (±3.2)	0.0% (NA)	2.9% (±2.5)	7.4% (±3.0)
Q35 Did the specific behavior or experience occur while you were on travel?							
Yes	7.6% (±3.2)	7.5% (±5.9)	6.4% (±5.0)	6.7% (±4.2)	NR	13.4% (±4.2)	11.0% (±3.4)
No	92.4% (±3.2)	92.5% (±5.9)	93.6% (±5.0)	93.3% (±4.2)	NR	86.6% (±4.2)	89.0% (±3.4)

	<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	91.8% (±3.3)	89.5% (±6.7)	90.1% (±5.7)	93.1% (±4.3)	100% (NA)	91.2% (±3.6)	91.3% (±3.3)
At a work-sponsored social event	0.0% (NA)	NR	3.6% (±4.3)	NR	0.0% (NA)	1.9% (±2.2)	NR
At a non-work sponsored social event where coworkers were present	3.2% (±2.4)	0.0% (NA)	NR	2.4% (±3.2)	0.0% (NA)	2.0% (±2.3)	1.5% (±1.9)
At a permanent Bureau supplied housing location, if applicable	NR	5.8% (±5.7)	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)
At a location outside the office/site	4.2% (±2.6)	NR	4.0% (±4.4)	2.5% (±3.3)	0.0% (NA)	5.0% (±3.0)	6.4% (±2.9)
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?							
At an indoor location (office setting)	75.5% (±5.0)	73.0% (±8.9)	80.6% (±7.3)	72.4% (±6.7)	100% (NA)	85.4% (±4.5)	69.0% (±5.0)
At an indoor location (shop or maintenance area)	16.1% (±4.4)	24.6% (±8.8)	15.5% (±6.9)	19.2% (±6.2)	0.0% (NA)	8.2% (±3.8)	19.1% (±4.5)
At an outdoor location (e.g., field site) that did not require an overnight stay	6.9% (±3.3)	NR	NR	7.4% (±4.6)	0.0% (NA)	3.4% (±2.8)	6.5% (±3.1)
At an outdoor location (e.g., field site) that required an overnight stay	NR	0.0% (NA)	NR	NR	0.0% (NA)	2.9% (±2.7)	5.3% (±2.9)
Q38 How often did the specific type of behavior or experience occur?							
Once	37.2% (±5.1)	41.5% (±8.8)	35.2% (±7.7)	32.8% (±6.6)	0.0% (NA)	37.1% (±5.4)	40.9% (±5.0)
Once a month or less	40.8% (±5.2)	31.6% (±8.6)	42.7% (±7.8)	32.1% (±6.6)	100% (NA)	39.0% (±5.4)	33.3% (±4.9)
2-4 times a month	11.4% (±3.7)	6.5% (±5.9)	11.4% (±5.9)	20.2% (±5.9)	0.0% (NA)	9.9% (±3.7)	12.5% (±3.7)
Every few days	6.0% (±3.0)	18.6% (±7.8)	7.6% (±5.3)	11.8% (±5.1)	0.0% (NA)	8.9% (±3.6)	9.1% (±3.3)
Every day	4.7% (±2.7)	NR	3.1% (±4.2)	3.1% (±3.4)	0.0% (NA)	5.0% (±3.0)	4.2% (±2.5)

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q39 How long did the specific type of behavior or experience persist?							
It happened one time	48.5% (±5.2)	41.8% (±8.9)	40.5% (±7.8)	37.0% (±6.8)	NR	45.3% (±5.4)	59.3% (±5.2)
A week	NR	9.7% (±6.6)	3.1% (±4.2)	3.6% (±3.6)	NR	NR	3.8% (±2.5)
A month	6.2% (±3.0)	4.9% (±5.5)	3.6% (±4.3)	4.7% (±3.9)	0.0% (NA)	4.1% (±2.8)	3.9% (±2.6)
A few months	16.4% (±4.2)	10.9% (±6.8)	20.4% (±7.0)	18.4% (±5.9)	NR	18.3% (±4.6)	11.3% (±3.7)
A year or more	27.6% (±4.9)	32.8% (±8.7)	32.4% (±7.6)	36.2% (±6.8)	NR	31.1% (±5.2)	21.7% (±4.6)
Q40 How many people were involved?							
One person	50.8% (±5.2)	43.2% (±8.6)	43.1% (±7.9)	41.9% (±6.8)	NR	63.4% (±5.3)	61.5% (±5.0)
More than one person	49.2% (±5.2)	56.8% (±8.6)	56.9% (±7.9)	58.1% (±6.8)	NR	36.6% (±5.3)	38.5% (±5.0)
Q41 Was/were the person(s) who did this to you?							
Male	59.8% (±5.2)	54.1% (±8.8)	50.7% (±7.9)	49.2% (±6.7)	NR	81.4% (±4.6)	67.3% (±4.9)
Female	19.4% (±4.4)	21.4% (±8.0)	11.2% (±6.1)	18.6% (±5.8)	NR	13.0% (±4.1)	18.8% (±4.3)
Both males and females	20.8% (±4.5)	24.5% (±8.3)	38.1% (±8.0)	32.2% (±6.6)	NR	5.6% (±3.1)	13.8% (±3.9)
Q42 Was/were the person(s) who did this to you?							
Younger	39.5% (±5.2)	8.7% (±6.4)	12.4% (±6.1)	13.7% (±5.3)	0.0% (NA)	5.9% (±3.1)	23.4% (±4.5)
About my age	5.6% (±2.9)	20.0% (±7.9)	26.7% (±7.4)	17.7% (±5.7)	NR	19.0% (±4.6)	19.5% (±4.3)
Older	42.8% (±5.2)	32.3% (±8.7)	32.6% (±7.7)	29.0% (±6.4)	NR	57.1% (±5.4)	39.6% (±5.0)
Some were younger, older, and/or about my age	10.3% (±3.6)	19.9% (±7.9)	24.8% (±7.3)	30.8% (±6.5)	NR	17.5% (±4.5)	11.2% (±3.6)
Do not know	1.8% (±2.0)	19.1% (±7.8)	3.5% (±4.3)	8.7% (±4.6)	0.0% (NA)	NR	6.3% (±2.9)

	<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)	59.4% (±5.1)	58.2% (±8.6)	67.1% (±7.6)	50.2% (±6.7)	NR	71.6% (±5.1)	56.2% (±4.8)
Subordinate(s) or someone you supervise/manage	7.7% (±3.2)	NR	6.1% (±4.9)	6.8% (±4.3)	NR	7.5% (±3.4)	8.2% (±3.1)
Your Team lead(s) (current or former)	6.1% (±3.0)	6.2% (±5.6)	10.5% (±5.8)	17.5% (±5.7)	0.0% (NA)	5.6% (±3.1)	9.3% (±3.2)
Another Team lead(s) (current or former)	NR	5.0% (±5.3)	4.4% (±4.5)	11.6% (±5.0)	0.0% (NA)	7.6% (±3.4)	2.6% (±2.1)
Your Supervisor(s) (current or former)	24.3% (±4.7)	13.8% (±7.0)	20.1% (±6.9)	42.1% (±6.7)	NR	15.7% (±4.3)	18.7% (±4.0)
Another Supervisor(s) (current or former)	6.3% (±3.0)	5.2% (±5.4)	9.2% (±5.6)	10.9% (±4.9)	0.0% (NA)	11.1% (±3.9)	4.6% (±2.5)
Your Manager(s) (current or former)	12.0% (±3.8)	9.6% (±6.4)	13.3% (±6.2)	17.6% (±5.7)	NR	9.6% (±3.7)	8.8% (±3.1)
Another Manager(s) (current or former)	8.8% (±3.4)	11.4% (±6.7)	7.4% (±5.2)	12.1% (±5.1)	0.0% (NA)	5.1% (±3.0)	1.6% (±1.8)
Another federal employee	12.2% (±3.8)	23.1% (±8.0)	10.6% (±5.8)	12.9% (±5.2)	NR	14.7% (±4.3)	7.5% (±3.0)
A contractor	NR	0.0% (NA)	NR	NR	0.0% (NA)	2.3% (±2.3)	2.2% (±2.0)
A concessioner/district personnel	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)
A Reclamation partner	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	4.3% (±2.8)	0.0% (NA)
A Reclamation visitor	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)
Other	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)	0.0% (NA)	1.6% (±2.1)	NR
Do not know	0.0% (NA)	NR	NR	NR	0.0% (NA)	NR	NR
None selected	1.9% (±2.0)	4.4% (±5.2)	NR	4.4% (±3.7)	0.0% (NA)	NR	8.8% (±3.1)
Q44 Did your work role require you to continue to interact with this/these person(s)?							
No, I did not have to interact with this/these person(s) at all	13.3% (±3.9)	24.7% (±8.3)	10.6% (±5.9)	11.1% (±5.1)	0.0% (NA)	9.7% (±3.7)	13.4% (±3.8)
Yes, I had to or still have to interact with this/these person(s)	86.7% (±3.9)	75.3% (±8.3)	89.4% (±5.9)	88.9% (±5.1)	100% (NA)	90.3% (±3.7)	86.6% (±3.8)

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 USBR.

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 (40.6%); resulted in arguments or damaged interpersonal relations at work (36.5%); and/or damaged other personal relationships (13.2%). 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 (23.0%), seek counseling (16.1%), or medical attention (12.2%). For some employees, these experiences had a *negative impact on their job performance*, making it harder to complete their work (39.7%), negatively affected their performance evaluation or promotion potential (27.8%), 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 USBR (43.4%), take steps to leave the organization (20.4%), or request a transfer (9.6%).

Table 3.52 USBR – 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	11.7% (±3.8)	15.3% (±7.4)	7.1% (±5.2)	11.8% (±5.1)	0.0% (NA)	7.3% (±3.4)	7.8% (±3.1)
No	87.6% (±3.8)	84.7% (±7.4)	92.9% (±5.2)	88.2% (±5.1)	100% (NA)	92.7% (±3.4)	91.5% (±3.2)
Don't Know	NR	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR
b. Did you take steps to leave your organization?							
Yes	18.0% (±4.3)	16.9% (±7.6)	16.7% (±6.6)	38.9% (±6.7)	NR	16.3% (±4.4)	17.7% (±4.2)
No	82.0% (±4.3)	83.1% (±7.6)	83.3% (±6.6)	61.1% (±6.7)	NR	83.0% (±4.5)	82.3% (±4.2)
Don't Know	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)

Q45 As a result of the behavior or experience:	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
c. Did it make it harder to complete your work or do your job?							
Yes	36.7% (±5.1)	48.8% (±8.7)	29.5% (±7.5)	55.9% (±6.8)	NR	41.1% (±5.4)	32.8% (±4.8)
No	61.4% (±5.2)	44.9% (±8.8)	68.4% (±7.6)	41.9% (±6.8)	NR	56.1% (±5.4)	65.4% (±4.9)
Don't Know	1.9% (±2.1)	6.3% (±5.8)	NR	NR	0.0% (NA)	2.8% (±2.5)	1.7% (±1.9)
d. Did it negatively affect your performance evaluation or promotion potential?							
Yes	30.5% (±5.1)	23.7% (±8.2)	22.5% (±7.1)	55.7% (±6.8)	NR	21.8% (±4.8)	17.9% (±4.2)
No	61.9% (±5.3)	64.2% (±8.7)	71.4% (±7.5)	34.2% (±6.7)	NR	69.1% (±5.3)	73.5% (±4.6)
Don't Know	7.6% (±3.3)	12.1% (±7.0)	6.1% (±4.9)	10.1% (±4.9)	NR	9.1% (±3.7)	8.6% (±3.3)
e. Did it negatively affect your performance evaluation/renewal/permanent employment?							
Yes	0.0% (NA)	--	--	NR	--	NR	NR
No	100% (NA)	--	--	NR	--	NR	NR
Don't Know	0.0% (NA)	--	--	NR	--	NR	NR
f. Did it cause arguments or damage interpersonal relations at work?							
Yes	32.5% (±5.0)	44.5% (±8.8)	44.6% (±7.8)	45.6% (±6.8)	NR	34.9% (±5.3)	30.1% (±4.8)
No	61.2% (±5.2)	47.6% (±8.7)	52.6% (±7.7)	43.1% (±6.8)	NR	61.6% (±5.4)	66.3% (±4.9)
Don't Know	6.3% (±3.1)	8.0% (±6.2)	NR	11.3% (±5.0)	0.0% (NA)	3.5% (±2.6)	3.6% (±2.4)
g. Did it damage your relationship with coworkers, supervisors, or managers?							
Yes	37.9% (±5.1)	46.8% (±8.7)	50.7% (±7.8)	52.1% (±6.7)	NR	37.5% (±5.4)	32.3% (±4.8)
No	55.5% (±5.2)	46.0% (±8.8)	47.9% (±7.8)	34.9% (±6.6)	NR	54.0% (±5.4)	60.8% (±5.0)
Don't Know	6.6% (±3.1)	7.2% (±6.0)	NR	13.0% (±5.2)	NR	8.6% (±3.5)	6.9% (±3.0)

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	16.6% (±4.2)	20.2% (±7.9)	6.4% (±5.0)	24.7% (±6.3)	0.0% (NA)	10.8% (±3.8)	7.0% (±3.0)
No	81.7% (±4.4)	76.2% (±8.2)	92.2% (±5.3)	70.2% (±6.5)	NR	86.9% (±4.1)	90.7% (±3.3)
Don't Know	1.7% (±2.0)	NR	NR	5.1% (±3.9)	NR	2.3% (±2.3)	2.3% (±2.1)
i. Did it cause you to call in sick or take other type of leave?							
Yes	20.5% (±4.5)	27.1% (±8.5)	15.8% (±6.5)	48.6% (±6.7)	NR	17.3% (±4.5)	16.6% (±4.1)
No	79.1% (±4.5)	70.7% (±8.6)	82.8% (±6.7)	50.1% (±6.7)	NR	81.6% (±4.6)	82.9% (±4.1)
Don't Know	NR	NR	NR	NR	0.0% (NA)	NR	NR
j. Did you seek any type of medical attention?							
Yes	10.1% (±3.6)	17.1% (±7.6)	4.2% (±4.5)	39.5% (±6.7)	NR	6.1% (±3.2)	6.0% (±2.9)
No	88.7% (±3.7)	80.7% (±7.8)	95.8% (±4.5)	59.3% (±6.7)	NR	93.2% (±3.3)	94.0% (±2.9)
Don't Know	NR	NR	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)
k. Did you seek counseling from a religious leader/counselor/health care provider?							
Yes	12.8% (±3.9)	25.6% (±8.3)	7.3% (±5.2)	40.1% (±6.7)	NR	10.2% (±3.8)	11.3% (±3.6)
No	87.2% (±3.9)	74.4% (±8.3)	92.7% (±5.2)	58.7% (±6.7)	NR	88.6% (±4.0)	88.7% (±3.6)
Don't Know	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)
l. Did you consider leaving the bureau?							
Yes	44.7% (±5.2)	50.1% (±8.7)	39.0% (±7.8)	66.9% (±6.6)	NR	39.3% (±5.4)	32.1% (±4.8)
No	53.1% (±5.2)	47.4% (±8.7)	61.0% (±7.8)	29.9% (±6.5)	NR	59.5% (±5.4)	67.1% (±4.8)
Don't Know	2.3% (±2.2)	NR	0.0% (NA)	3.2% (±3.4)	0.0% (NA)	NR	NR

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

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 (51.5%) or another employee (44.2%), as well as a supervisor (35.5%) or manager (22.4%). Additionally, some employees talked with the person involved (41.1%).

Table 3.53 USBR – 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	33.6% (±5.2)	38.4% (±8.9)	38.1% (±7.9)	49.5% (±6.8)	NR	40.7% (±5.5)	47.0% (±5.1)
My coworkers	55.1% (±5.3)	53.0% (±8.7)	36.3% (±7.8)	54.6% (±6.8)	NR	62.1% (±5.5)	43.9% (±5.1)
My team leader	18.8% (±4.5)	16.6% (±7.6)	14.2% (±6.4)	31.1% (±6.7)	NR	17.6% (±4.6)	19.2% (±4.4)
My supervisor	36.7% (±5.2)	41.2% (±8.8)	20.4% (±7.0)	49.3% (±6.8)	NR	35.1% (±5.4)	31.9% (±4.9)
My manager	25.1% (±4.8)	32.8% (±8.7)	16.0% (±6.6)	25.1% (±6.4)	0.0% (NA)	18.5% (±4.7)	21.9% (±4.6)
A senior leader	13.8% (±4.0)	19.8% (±7.9)	9.2% (±5.6)	12.7% (±5.4)	0.0% (NA)	9.0% (±3.7)	12.4% (±3.8)
Another employee in my bureau	46.7% (±5.3)	43.3% (±8.8)	34.7% (±7.8)	52.9% (±6.9)	NR	52.3% (±5.5)	33.6% (±5.0)
Someone from another bureau/office	21.0% (±4.7)	25.9% (±8.5)	14.4% (±6.4)	25.7% (±6.5)	NR	17.8% (±4.7)	11.4% (±3.7)

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 USBR.

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 (70.5%); only 29.5% did. For employees who made complaints/grievances/reports, the most frequently used USBR resource was a supervisor or manager (22.2%). 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 USBR – Resources for Making Complaint of the One Experience of Harassment – Summary

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?	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
Supervisor or Manager	18.0% (±4.4)	35.4% (±8.8)	23.0% (±7.2)	27.6% (±6.4)	NR	21.2% (±4.8)	20.0% (±4.3)
Employee Assistance Program (EAP)	8.2% (±3.4)	NR	NR	9.6% (±5.0)	NR	5.0% (±3.0)	2.7% (±2.2)
Ombudsman (if applicable)	NR	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	0.0% (NA)	NR
CADR Office, CORE PLUS	NR	0.0% (NA)	NR	NR	0.0% (NA)	NR	2.4% (±2.2)
Employee & Labor Relations (Human Resources)	6.0% (±3.0)	20.8% (±8.0)	14.4% (±6.4)	13.3% (±5.5)	NR	8.8% (±3.7)	9.1% (±3.4)
Union (if applicable)	7.7% (±3.3)	6.4% (±5.9)	NR	20.2% (±6.1)	0.0% (NA)	4.1% (±2.9)	6.0% (±3.0)
Equal Employment Opportunity Counselor	9.3% (±3.5)	11.0% (±6.8)	5.3% (±4.8)	18.8% (±5.9)	NR	9.8% (±3.8)	6.8% (±3.1)
Equal Employment Opportunity Office	9.9% (±3.6)	16.2% (±7.6)	4.7% (±4.7)	16.2% (±5.6)	NR	5.2% (±3.1)	5.9% (±2.9)
Office of Inspector General Hotline	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)	0.0% (NA)
Office of Inspector General	NR	5.1% (±5.6)	NR	3.1% (±3.5)	0.0% (NA)	0.0% (NA)	1.6% (±1.9)
Other Law Enforcement/Civil Authority not in the bureau	NR	6.1% (±5.8)	0.0% (NA)	4.2% (±3.8)	0.0% (NA)	NR	0.0% (NA)
Department of Interior Ethics/Bureau Ethics Office	NR	NR	0.0% (NA)	NR	0.0% (NA)	NR	NR
Other	7.2% (±3.3)	7.0% (±6.4)	0.0% (NA)	11.4% (±5.3)	0.0% (NA)	2.4% (±2.5)	3.3% (±2.5)

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 USBR.

Table 3.55 USBR – 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	1.8 (±0.3)	1.7 (±0.3)	2.2 (±0.4)	1.7 (±0.3)	NR	2.0 (±0.3)	2.2 (±0.3)
Employee Assistance Program (EAP)	2.1 (±0.5)	NR	NR	2.1 (±0.6)	NR	2.1 (±0.5)	2.6 (±0.5)
Ombudsman (if applicable)	NR	NA	NA	NA	NA	NA	NR
CADR Office, CORE PLUS	NR	NA	NR	NR	NA	NR	1.8 (±0.5)
Employee & Labor Relations (Human Resources)	1.9 (±0.4)	2.1 (±0.4)	2.4 (±0.6)	1.6 (±0.4)	NR	1.5 (±0.3)	2.3 (±0.5)
Union (if applicable)	1.6 (±0.3)	1.7 (±0.7)	NR	2.4 (±0.4)	NA	2.6 (±0.9)	2.9 (±0.7)
Equal Employment Opportunity Counselor	1.7 (±0.4)	2.5 (±0.6)	2.6 (±0.6)	2.6 (±0.5)	NR	2.0 (±0.4)	2.8 (±0.5)
Equal Employment Opportunity Office	2.0 (±0.4)	3.0 (±0.5)	2.2 (±0.9)	2.2 (±0.4)	NR	1.7 (±0.5)	2.6 (±0.6)
Office of Inspector General Hotline	NA	NR	NA	NR	NA	NA	NA
Office of Inspector General	NR	1.3 (±0.4)	NR	3.7 (±1.6)	NA	NA	2.2 (±1.6)
Other Law Enforcement/Civil Authority not in the bureau	NR	1.8 (±0.3)	NA	3.2 (±1.3)	NA	NR	NA
Department of Interior Ethics/Bureau Ethics Office	NR	NR	NA	NR	NA	NR	NR
Other	3.0 (±0.7)	3.3 (±1.3)	NA	2.9 (±0.8)	NA	3.2 (±1.4)	3.0 (±1.0)

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

An estimated 29.5% 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, 32.0% indicated that some action was taken. Actions focused on the organization involved explaining rules to everyone (25.7%), management conducted a review/investigation or other assessment (16.9%), and an investigation was conducted by a law enforcement official (2.3%). Actions involving the person engaging in the harassing behavior included someone talking to the person (30.4%), moving or reassigning the person to avoid continuing contact (5.1%), or some official career action was taken against person(s) involved (5.5%); and in some situations the person stopped the behavior (26.1%). Actions associated with the employee subjected to the behavior involved changing their station location or duties to help them avoid the person engaging in the harassing behaviors (10.7%). Additionally, some employees were encouraged to drop the issue (45.3%) or were discouraged from making a complaint/grievance/report (35.0%). Other employees indicated that the person engaging in the harassing behavior took action against them for complaining (29.4%); their coworker(s) treated them worse, avoided or blamed them for the problem (28.7%); and some employees indicated leadership punished them for bringing the experience up (30.9%) or they were threatened with loss of employment (15.5%).¹¹

Table 3.56 USBR – Results of Reporting the One Experience of Harassment – Summary

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
a. The person I told took no action							
Yes	52.7% (±10.4)	44.3% (±13.6)	NR	59.4% (±10.4)	NR	53.5% (±10.8)	29.6% (±10.4)
No	28.7% (±10.3)	31.6% (±13.7)	NR	19.3% (±9.4)	NR	30.3% (±10.7)	47.3% (±10.5)
Don't Know	18.6% (±9.5)	24.1% (±13.4)	NR	21.3% (±9.6)	NR	16.1% (±9.6)	23.2% (±10.0)

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

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
b. The rules of harassment were explained to everyone in the workplace							
Yes	15.5% (±9.7)	37.5% (±13.8)	34.6% (±16.9)	24.0% (±10.0)	NR	25.4% (±10.5)	28.7% (±10.4)
No	53.4% (±10.9)	44.6% (±13.6)	NR	51.3% (±10.3)	NR	44.0% (±10.8)	49.7% (±10.4)
Don't Know	31.0% (±10.9)	17.9% (±12.8)	15.6% (±15.9)	24.7% (±10.0)	NR	30.6% (±10.7)	21.6% (±9.9)
c. A review/investigation/other assessment of the workplace was conducted by management							
Yes	16.2% (±9.3)	NR	26.4% (±16.8)	12.0% (±8.6)	NR	13.4% (±9.2)	31.8% (±10.5)
No	55.3% (±10.6)	73.9% (±13.5)	NR	52.8% (±10.4)	NR	69.5% (±10.7)	40.9% (±10.6)
Don't Know	28.5% (±10.4)	22.6% (±13.3)	19.2% (±16.3)	35.2% (±10.4)	NR	17.2% (±9.7)	27.3% (±10.3)
d. An investigation was conducted by a law enforcement official							
Yes	NR	NR	0.0% (NA)	NR	NR	NR	0.0% (NA)
No	78.0% (±9.9)	87.3% (±12.1)	73.7% (±16.8)	77.3% (±10.0)	NR	91.6% (±8.3)	85.6% (±9.1)
Don't Know	19.0% (±9.6)	9.4% (±11.4)	26.3% (±16.8)	18.0% (±9.5)	NR	6.2% (±7.7)	14.4% (±9.1)
e. Someone talked to the person(s) to ask him/her/them to change their behavior							
Yes	26.5% (±10.2)	34.3% (±13.8)	NR	12.9% (±8.7)	NR	28.8% (±10.7)	45.7% (±10.5)
No	42.4% (±10.5)	33.1% (±13.7)	28.7% (±16.8)	49.2% (±10.3)	NR	45.7% (±10.8)	21.1% (±9.9)
Don't Know	31.2% (±10.4)	32.6% (±13.7)	19.9% (±16.4)	37.9% (±10.5)	NR	25.5% (±10.5)	33.2% (±10.5)
f. My work station location or duties were changed to help me avoid the person(s)							
Yes	13.9% (±8.9)	NR	NR	NR	NR	22.7% (±10.3)	9.7% (±8.3)
No	83.1% (±9.3)	86.6% (±12.2)	86.7% (±15.6)	95.8% (±6.8)	NR	75.6% (±10.4)	85.3% (±9.1)
Don't Know	NR	NR	NR	0.0% (NA)	NR	NR	NR

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them							
Yes	NR	0.0% (NA)	0.0% (NA)	9.5% (±8.1)	NR	NR	7.0% (±7.7)
No	92.9% (±7.6)	90.6% (±11.4)	100% (NA)	90.5% (±8.1)	NR	90.9% (±8.4)	88.1% (±8.7)
Don't Know	NR	9.4% (±11.4)	0.0% (NA)	0.0% (NA)	NR	NR	NR
h. There was some official career action taken against person(s) for the behavior							
Yes	NR	0.0% (NA)	26.6% (±16.8)	NR	NR	NR	6.5% (±7.6)
No	77.3% (±9.9)	77.0% (±13.3)	73.4% (±16.8)	86.3% (±8.8)	NR	80.2% (±10.0)	63.4% (±10.6)
Don't Know	19.7% (±9.7)	23.0% (±13.3)	0.0% (NA)	8.7% (±7.9)	NR	17.5% (±9.8)	30.1% (±10.4)
i. The person(s) stopped the behavior							
Yes	21.0% (±9.8)	10.8% (±11.7)	NR	15.3% (±8.8)	NR	26.3% (±10.5)	46.8% (±10.7)
No	62.5% (±10.6)	52.7% (±13.4)	NR	64.7% (±10.2)	NR	60.7% (±10.9)	44.7% (±10.7)
Don't Know	16.5% (±9.3)	36.5% (±13.8)	NR	20.0% (±9.3)	NR	13.0% (±9.1)	8.5% (±8.2)
j. I was encouraged to drop the issue							
Yes	47.0% (±10.4)	21.9% (±13.2)	79.2% (±16.4)	58.7% (±10.2)	NR	38.9% (±10.9)	30.5% (±10.6)
No	51.0% (±10.4)	64.6% (±13.8)	20.8% (±16.4)	33.8% (±10.2)	NR	59.3% (±10.9)	66.4% (±10.7)
Don't Know	NR	13.5% (±12.2)	0.0% (NA)	7.5% (±7.4)	NR	NR	NR
k. I was discouraged from making an oral and/or written complaint/grievance/report							
Yes	41.7% (±10.7)	15.0% (±12.4)	34.9% (±16.9)	56.8% (±10.2)	NR	34.0% (±10.8)	13.6% (±9.1)
No	53.7% (±10.6)	80.1% (±13.0)	65.1% (±16.9)	38.2% (±10.2)	NR	64.2% (±10.9)	76.1% (±10.3)
Don't Know	NR	NR	0.0% (NA)	NR	NR	NR	10.3% (±8.6)

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>Age</i>	<i>Race/ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/gender</i>	<i>Unknown reasons</i>
l. The person(s) who did this took action against me for complaining							
Yes	49.6% (±10.3)	18.9% (±12.9)	14.7% (±15.8)	33.7% (±10.2)	NR	21.1% (±10.1)	27.2% (±10.5)
No	46.3% (±10.5)	51.8% (±13.4)	77.1% (±16.6)	51.1% (±10.1)	NR	68.1% (±10.8)	53.6% (±10.7)
Don't Know	NR	29.3% (±13.7)	NR	15.3% (±8.8)	NR	10.7% (±8.7)	19.2% (±9.8)
m. My coworkers treated me worse, avoided me, or blamed me for the problem							
Yes	29.8% (±10.4)	16.7% (±12.7)	37.3% (±16.8)	42.4% (±10.2)	NR	31.3% (±10.8)	14.3% (±9.2)
No	59.3% (±10.6)	67.5% (±13.7)	NR	46.2% (±10.1)	NR	62.0% (±10.9)	75.3% (±10.3)
Don't Know	10.9% (±8.4)	15.7% (±12.5)	NR	11.3% (±8.2)	NR	6.8% (±7.9)	10.4% (±8.6)
n. My leadership punished me for bringing it up							
Yes	38.5% (±10.6)	NR	NR	42.7% (±10.2)	NR	23.2% (±10.3)	24.0% (±10.3)
No	58.6% (±10.6)	72.5% (±13.6)	39.7% (±16.7)	42.1% (±10.2)	NR	70.0% (±10.7)	59.2% (±10.8)
Don't Know	NR	19.2% (±12.9)	NR	15.3% (±8.8)	NR	6.8% (±7.9)	16.8% (±9.6)
o. I was threatened with loss of employment							
Yes	25.5% (±10.1)	NR	NR	26.8% (±10.0)	NR	8.9% (±8.4)	12.3% (±8.9)
No	71.6% (±10.3)	81.7% (±12.8)	NR	58.3% (±10.3)	NR	83.5% (±9.6)	87.7% (±8.9)
Don't Know	NR	13.5% (±12.2)	0.0% (NA)	14.9% (±8.9)	NR	7.6% (±8.1)	0.0% (NA)

An estimated 29.5% 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 USBR – Satisfaction with Reporting of the One Experience of Harassment – Summary

	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
Q49 How satisfied were you with:							
The availability of information on how to file a complaint/grievance/report?	2.5 (±0.2)	3.1 (±0.2)	3.0 (±0.4)	2.6 (±0.2)	3.0 (±0.5)	2.5 (±0.3)	2.8 (±0.2)
How you were treated by personnel handling the complaint/grievance/report?	2.7 (±0.3)	3.4 (±0.3)	2.7 (±0.5)	2.6 (±0.3)	2.8 (±0.3)	2.5 (±0.3)	3.2 (±0.3)
Actions taken by the person handling the complaint/grievance/report?	2.6 (±0.2)	3.1 (±0.3)	2.7 (±0.5)	2.4 (±0.2)	2.8 (±0.3)	2.5 (±0.3)	3.0 (±0.3)
Being informed about the current status of the complaint/grievance/report?	2.6 (±0.2)	2.7 (±0.3)	2.6 (±0.5)	2.6 (±0.2)	2.8 (±0.3)	2.4 (±0.2)	2.8 (±0.3)
The amount of time it took to address the complaint/grievance/report?	2.5 (±0.3)	2.7 (±0.3)	2.8 (±0.4)	2.2 (±0.2)	2.8 (±0.3)	2.4 (±0.3)	2.7 (±0.3)

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

An estimated 70.5% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 involved the perceived seriousness of the behavior (70.3% did not consider it serious enough to report), desire to move on or forget about the incident (59.4%), the behavior or experience stopped on its own (55.9%), skepticism about actions that would be taken (46.6% of employees did not think anything would be done), thought they would be labeled a troublemaker (40.2%), thought it might hurt their career (36.2%), did not trust that the process would be fair (35.2%), or took other actions to handle the situation (34.3%).

Table 3.58 USBR – 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	57.3% (±6.1)	52.8% (±11.6)	49.7% (±9.3)	52.8% (±9.1)	NR	48.5% (±6.5)	65.7% (±5.7)
I thought it was not serious enough to discuss or report	74.8% (±5.6)	50.5% (±11.5)	69.6% (±9.1)	61.4% (±9.2)	NR	72.9% (±6.1)	73.1% (±5.5)
I took care of it myself by confronting the person(s) who did it	33.3% (±6.0)	26.0% (±11.5)	29.2% (±9.1)	31.8% (±9.1)	NR	35.6% (±6.5)	43.1% (±6.0)
I took other actions to handle the situation	32.1% (±5.9)	43.1% (±12.0)	22.5% (±8.8)	27.7% (±8.9)	NR	41.3% (±6.5)	34.7% (±5.9)
I did not know who to report the behavior to and/or how to file a complaint	7.8% (±4.0)	NR	15.3% (±8.0)	15.6% (±7.8)	NR	12.8% (±5.1)	7.2% (±3.8)
I did not want more people to know	19.3% (±5.3)	26.8% (±11.7)	36.8% (±9.1)	33.9% (±9.2)	NR	31.4% (±6.3)	34.8% (±6.0)
I was ashamed or embarrassed	9.1% (±4.2)	8.6% (±9.4)	8.1% (±6.6)	24.1% (±8.8)	NR	22.6% (±5.9)	13.9% (±4.7)
I did not want people to think less of me	24.2% (±5.6)	29.1% (±11.8)	19.9% (±8.3)	40.3% (±9.3)	NR	34.2% (±6.4)	21.4% (±5.4)
I thought other people would blame me	16.6% (±5.1)	36.5% (±12.0)	22.0% (±8.5)	19.3% (±8.4)	NR	20.1% (±5.7)	10.6% (±4.4)
I felt partially to blame	6.5% (±3.7)	NR	4.3% (±5.6)	15.2% (±7.9)	NR	8.0% (±4.3)	9.1% (±4.1)
I wanted to forget about it or move on	60.4% (±6.1)	59.7% (±11.9)	52.6% (±9.1)	50.3% (±9.2)	NR	67.7% (±6.3)	57.1% (±6.0)
I did not think anything would be done	42.9% (±6.1)	75.7% (±11.5)	52.2% (±9.1)	57.6% (±9.2)	NR	46.5% (±6.4)	35.1% (±5.9)
I did not think I would be believed	17.1% (±5.1)	31.8% (±11.9)	17.5% (±8.0)	35.2% (±9.2)	NR	15.9% (±5.3)	11.8% (±4.5)
I did not trust that the process would be fair	28.6% (±5.8)	48.3% (±11.7)	41.5% (±9.2)	45.4% (±9.2)	NR	35.9% (±6.4)	30.4% (±5.8)
I thought I might get in trouble for something I did	18.4% (±5.2)	24.8% (±11.5)	17.6% (±8.0)	24.9% (±8.7)	NR	8.6% (±4.4)	14.8% (±4.8)
I thought I would be labeled as a troublemaker	35.3% (±6.0)	64.6% (±12.1)	43.2% (±9.2)	55.7% (±9.2)	NR	39.6% (±6.4)	31.4% (±5.8)
I thought it might hurt my performance appraisal	30.1% (±5.8)	31.6% (±11.9)	28.8% (±8.8)	34.3% (±9.1)	NR	17.8% (±5.5)	24.2% (±5.4)
I thought it might hurt my chances of being renewed or obtaining permanent position	0.0% (NA)	--	--	--	--	NR	NR
I was worried about potential negative consequences from leadership	28.8% (±5.8)	29.1% (±11.8)	40.2% (±9.1)	36.8% (±9.2)	NR	20.7% (±5.7)	28.7% (±5.7)
I was worried about potential negative consequences from my coworkers or peers	25.6% (±5.6)	34.6% (±11.9)	42.2% (±9.1)	45.4% (±9.2)	NR	27.1% (±6.1)	20.4% (±5.2)
I thought it might hurt my career	37.1% (±6.2)	37.5% (±12.0)	39.5% (±9.1)	41.6% (±9.3)	NR	35.7% (±6.4)	30.4% (±5.8)
I did not want to hurt the person/s/s' career/s or family/ies	22.2% (±5.4)	18.3% (±10.9)	31.7% (±9.0)	28.0% (±8.9)	NR	20.0% (±5.6)	27.0% (±5.7)

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	11.3% (±10.1)	6.1% (±6.1)	4.9% (±5.9)	NR	3.9% (±3.4)	2.9% (±2.8)
I feared losing my job	18.2% (±5.1)	16.9% (±10.8)	7.2% (±6.3)	36.2% (±9.2)	NR	9.5% (±4.5)	12.4% (±4.5)
Some other reason	37.2% (±6.1)	33.2% (±12.3)	41.8% (±9.1)	36.6% (±9.2)	NR	37.3% (±6.4)	33.6% (±5.9)

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 USBR.

Table 4.1 USBR – 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	976	2.9*	±0.1	4,343	3.8*	±0.0	-1.05 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	25	4.0	±0.4	39	4.1	±0.2	-0.05
Wage Grade (WG) 5-8	63	3.0*	±0.2	187	3.8*	±0.1	-1.06 (L)
Wage Grade (WG) 9-16	10	2.3*	±0.3	52	3.7*	±0.2	-1.89 (L)
Other Wage Grade (WG)	23	2.6*	±0.3	48	3.5*	±0.3	-1.08 (L)
General Schedule (GS) 1-6	63	2.8*	±0.3	301	3.8*	±0.1	-1.10 (L)
General Schedule (GS) 7-10	132	2.7*	±0.2	643	3.8*	±0.1	-1.26 (L)
General Schedule (GS) 11-12	344	2.9*	±0.1	1,656	3.7*	±0.0	-1.04 (L)
General Schedule (GS) 13-15	169	3.1*	±0.1	817	4.0*	±0.1	-1.09 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.7	±0.2	NA
Other	134	2.7*	±0.2	538	3.6*	±0.1	-0.97 (L)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	78	3.5*	±0.2	607	4.0*	±0.1	-0.65 (M)
1 to 3 years	185	2.8*	±0.1	817	3.8*	±0.1	-1.21 (L)
4 to 5 years	120	2.9*	±0.2	426	3.7*	±0.1	-0.80 (L)
6 to 10 years	188	2.9*	±0.1	764	3.7*	±0.1	-0.96 (L)
11 to 14 years	127	2.5*	±0.1	428	3.7*	±0.1	-1.41 (L)
15 to 20 years	121	2.9*	±0.2	515	3.6*	±0.1	-0.85 (L)
More than 20 years	152	2.9*	±0.1	764	3.8*	±0.1	-1.07 (L)
Appointment Type							
Permanent	957	2.9*	±0.1	4,249	3.8*	±0.0	-1.05 (L)
Term	20	3.6*	±0.4	71	4.1*	±0.1	-0.78 (M)
Temporary	--	--	--	18	4.1	±0.2	NA
Work Schedule							
Seasonal	NR	NR	NR	35	3.5	±0.3	NR
Non-Seasonal	940	2.9*	±0.1	4,197	3.8*	±0.0	-1.07 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	28	3.4	±0.4	NR
Permanent-Non-Seasonal	940	2.9*	±0.1	4,186	3.8*	±0.0	-1.06 (L)
Term	20	3.6*	±0.4	71	4.1*	±0.1	-0.78 (M)
Temporary-Seasonal	--	--	--	7	3.6	±0.0	NA
Temporary-Non-Seasonal	--	--	--	11	4.4	±0.2	NA
Age - Collapsed							
39 or under	321	3.1*	±0.1	1,212	3.9*	±0.0	-0.96 (L)
40 or older	649	2.8*	±0.1	3,126	3.7*	±0.0	-1.10 (L)
Age							
25 or under	45	3.5*	±0.3	114	4.2*	±0.1	-0.83 (L)
26-29	48	3.1*	±0.2	175	4.2*	±0.1	-1.84 (L)
30-39	228	3.0*	±0.1	923	3.8*	±0.1	-0.93 (L)
40-49	127	2.7*	±0.2	1,083	3.6*	±0.1	-1.06 (L)
50-59	306	2.8*	±0.1	1,446	3.8*	±0.0	-1.21 (L)
60 or older	216	2.9*	±0.1	597	3.8*	±0.1	-1.13 (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 USBR.

Table 4.2 USBR – 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	977	0.44*	±0.03	4,353	0.71*	±0.01	-0.65 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	25	0.82	±0.15	39	0.79	±0.11	0.08
Wage Grade (WG) 5-8	63	0.40*	±0.10	184	0.65*	±0.06	-0.62 (M)
Wage Grade (WG) 9-16	NR	NR	NR	56	0.53	±0.12	NR
Other Wage Grade (WG)	23	0.27*	±0.13	46	0.64*	±0.12	-0.97 (L)
General Schedule (GS) 1-6	63	0.48*	±0.12	299	0.75*	±0.05	-0.65 (M)
General Schedule (GS) 7-10	131	0.44*	±0.07	644	0.72*	±0.03	-0.70 (M)
General Schedule (GS) 11-12	346	0.43*	±0.04	1,664	0.68*	±0.02	-0.61 (M)
General Schedule (GS) 13-15	164	0.52*	±0.07	818	0.81*	±0.02	-0.82 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	1.00	±0.00	NA
Other	139	0.35*	±0.07	541	0.61*	±0.04	-0.61 (M)
Years of Service at Bureau or Office							
Less than 1 year	80	0.73	±0.09	607	0.71	±0.03	0.05
1 to 3 years	183	0.48*	±0.06	824	0.78*	±0.03	-0.77 (M)
4 to 5 years	120	0.45*	±0.08	422	0.63*	±0.04	-0.44 (S)
6 to 10 years	188	0.45*	±0.06	764	0.67*	±0.03	-0.53 (M)
11 to 14 years	130	0.28*	±0.06	433	0.69*	±0.04	-1.00 (L)
15 to 20 years	119	0.38*	±0.07	518	0.70*	±0.03	-0.78 (M)
More than 20 years	152	0.43*	±0.07	763	0.73*	±0.03	-0.78 (M)
Appointment Type							
Permanent	957	0.44*	±0.03	4,259	0.70*	±0.01	-0.64 (M)
Term	20	0.49*	±0.20	71	0.87*	±0.07	-1.10 (L)
Temporary	--	--	--	18	1.00	±0.00	NA
Work Schedule							
Seasonal	NR	NR	NR	35	0.68	±0.14	NR
Non-Seasonal	939	0.45*	±0.03	4,206	0.71*	±0.01	-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	28	0.60	±0.16	NR
Permanent-Non-Seasonal	939	0.45*	±0.03	4,196	0.71*	±0.01	-0.64 (M)
Term	20	0.49*	±0.20	71	0.87*	±0.07	-1.10 (L)
Temporary-Seasonal	--	--	--	7	1.00	±0.00	NA
Temporary-Non-Seasonal	--	--	--	11	1.00	±0.00	NA
Age - Collapsed							
39 or under	320	0.55*	±0.05	1,224	0.72*	±0.02	-0.42 (S)
40 or older	651	0.40*	±0.03	3,123	0.70*	±0.01	-0.76 (M)
Age							
25 or under	45	0.85	±0.07	114	0.88	±0.05	-0.10
26-29	48	0.59*	±0.13	179	0.74*	±0.06	-0.38 (S)
30-39	227	0.48*	±0.05	931	0.69*	±0.03	-0.52 (M)
40-49	125	0.38*	±0.08	1,083	0.68*	±0.02	-0.73 (M)
50-59	306	0.36*	±0.05	1,443	0.70*	±0.02	-0.84 (L)
60 or older	220	0.46*	±0.06	597	0.75*	±0.03	-0.77 (M)

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

4.1.3 Age Harassment and Organizational Politics

Table 4.3 presents organizational politics for those who indicated they had or had not experienced age harassment within the past 12 months. Organizational politics was measured with a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater pressure to conform to organizational norms. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in USBR.

Table 4.3 USBR – 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	980	3.3*	±0.1	4,352	2.7*	±0.0	0.74 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	25	2.6*	±0.4	39	2.2*	±0.2	0.57 (M)
Wage Grade (WG) 5-8	60	3.4*	±0.2	187	2.6*	±0.1	1.18 (L)
Wage Grade (WG) 9-16	10	3.5*	±0.4	56	2.6*	±0.2	1.38 (L)
Other Wage Grade (WG)	23	3.8*	±0.2	48	3.1*	±0.3	0.77 (M)
General Schedule (GS) 1-6	65	3.1*	±0.2	298	2.7*	±0.1	0.45 (S)
General Schedule (GS) 7-10	132	3.4*	±0.1	646	2.6*	±0.1	0.98 (L)
General Schedule (GS) 11-12	343	3.3*	±0.1	1,665	2.8*	±0.0	0.68 (M)
General Schedule (GS) 13-15	169	3.2*	±0.1	817	2.5*	±0.1	0.80 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	1.5	±0.2	NA
Other	139	3.4*	±0.1	535	2.8*	±0.1	0.65 (M)
Years of Service at Bureau or Office							
Less than 1 year	80	2.9*	±0.2	606	2.5*	±0.1	0.56 (M)
1 to 3 years	185	3.4*	±0.1	819	2.7*	±0.1	0.86 (L)
4 to 5 years	120	3.1*	±0.2	426	2.8*	±0.1	0.35 (S)
6 to 10 years	186	3.2*	±0.1	771	2.7*	±0.1	0.57 (M)
11 to 14 years	129	3.5*	±0.1	426	2.8*	±0.1	0.88 (L)
15 to 20 years	124	3.3*	±0.2	516	2.7*	±0.1	0.71 (M)
More than 20 years	151	3.4*	±0.1	766	2.6*	±0.1	1.02 (L)
Appointment Type							
Permanent	960	3.3*	±0.1	4,256	2.7*	±0.0	0.73 (M)
Term	20	3.3*	±0.2	71	2.4*	±0.2	1.22 (L)
Temporary	--	--	--	18	2.0	±0.3	NA
Work Schedule							
Seasonal	NR	NR	NR	35	2.4	±0.2	NR
Non-Seasonal	944	3.3*	±0.1	4,204	2.7*	±0.0	0.72 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	28	2.6	±0.2	NR
Permanent-Non-Seasonal	944	3.3*	±0.1	4,193	2.7*	±0.0	0.72 (M)
Term	20	3.3*	±0.2	71	2.4*	±0.2	1.22 (L)
Temporary-Seasonal	--	--	--	7	1.6	±0.4	NA
Temporary-Non-Seasonal	--	--	--	11	2.2	±0.2	NA
Age - Collapsed							
39 or under	321	3.1*	±0.1	1,219	2.7*	±0.0	0.49 (S)
40 or older	653	3.4*	±0.1	3,128	2.7*	±0.0	0.86 (L)
Age							
25 or under	45	3.1*	±0.3	114	2.7*	±0.1	0.53 (M)
26-29	48	3.0*	±0.3	179	2.5*	±0.1	0.75 (M)
30-39	228	3.1*	±0.1	925	2.7*	±0.1	0.45 (S)
40-49	127	3.5*	±0.2	1,088	2.7*	±0.0	0.88 (L)
50-59	308	3.5*	±0.1	1,450	2.7*	±0.0	0.99 (L)
60 or older	217	3.2*	±0.1	590	2.5*	±0.1	0.84 (L)

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

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 USBR.

Table 4.4 USBR – 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	986	2.9*	±0.1	4,353	3.6*	±0.0	-0.82 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	25	3.7*	±0.3	39	4.3*	±0.2	-0.79 (M)
Wage Grade (WG) 5-8	63	3.2*	±0.1	187	3.6*	±0.1	-0.49 (S)
Wage Grade (WG) 9-16	10	2.3*	±0.3	56	3.3*	±0.3	-1.00 (L)
Other Wage Grade (WG)	23	2.7	±0.2	48	3.1	±0.3	-0.46 (S)
General Schedule (GS) 1-6	63	2.8*	±0.2	301	3.7*	±0.1	-1.11 (L)
General Schedule (GS) 7-10	132	2.7*	±0.1	638	3.7*	±0.1	-1.12 (L)
General Schedule (GS) 11-12	346	3.0*	±0.1	1,668	3.6*	±0.0	-0.81 (L)
General Schedule (GS) 13-15	169	3.3*	±0.1	817	3.9*	±0.0	-0.86 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.6	±0.2	NA
Other	142	2.7*	±0.2	537	3.3*	±0.1	-0.69 (M)
Years of Service at Bureau or Office							
Less than 1 year	80	3.3*	±0.2	610	3.9*	±0.1	-0.86 (L)
1 to 3 years	185	2.8*	±0.1	824	3.6*	±0.1	-0.98 (L)
4 to 5 years	120	3.0*	±0.2	428	3.5*	±0.1	-0.51 (M)
6 to 10 years	188	3.0*	±0.1	771	3.5*	±0.1	-0.55 (M)
11 to 14 years	132	2.7*	±0.2	418	3.5*	±0.1	-0.78 (M)
15 to 20 years	124	2.8*	±0.2	518	3.7*	±0.1	-1.05 (L)
More than 20 years	152	3.1*	±0.1	762	3.8*	±0.1	-0.90 (L)
Appointment Type							
Permanent	966	2.9*	±0.1	4,257	3.6*	±0.0	-0.81 (L)
Term	20	3.1*	±0.4	71	4.0*	±0.2	-1.32 (L)
Temporary	--	--	--	18	4.3	±0.2	NA
Work Schedule							
Seasonal	NR	NR	NR	35	3.6	±0.3	NR
Non-Seasonal	950	3.0*	±0.1	4,205	3.6*	±0.0	-0.81 (L)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	28	3.4	±0.3	NR
Permanent-Non-Seasonal	950	3.0*	±0.1	4,194	3.6*	±0.0	-0.81 (L)
Term	20	3.1*	±0.4	71	4.0*	±0.2	-1.32 (L)
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	4.2	±0.1	NA
Age - Collapsed							
39 or under	321	3.2*	±0.1	1,220	3.7*	±0.0	-0.56 (M)
40 or older	659	2.8*	±0.1	3,127	3.6*	±0.0	-0.96 (L)
Age							
25 or under	45	3.4*	±0.3	110	3.9*	±0.2	-0.56 (M)
26-29	48	3.3*	±0.2	179	3.9*	±0.1	-0.82 (L)
30-39	228	3.1*	±0.1	931	3.6*	±0.1	-0.54 (M)
40-49	130	2.6*	±0.2	1,090	3.6*	±0.0	-1.13 (L)
50-59	311	2.8*	±0.1	1,449	3.6*	±0.0	-0.96 (L)
60 or older	218	3.0*	±0.1	589	3.8*	±0.1	-1.03 (L)

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

4.1.5 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 USBR.

Table 4.5 USBR – 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	969	3.2*	±0.1	4,287	3.9*	±0.0	-0.73 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	25	3.8*	±0.5	39	4.5*	±0.1	-0.94 (L)
Wage Grade (WG) 5-8	57	3.1*	±0.3	181	3.9*	±0.1	-0.88 (L)
Wage Grade (WG) 9-16	10	3.2	±0.3	56	3.7	±0.3	-0.45 (S)
Other Wage Grade (WG)	23	2.6*	±0.5	48	3.4*	±0.3	-0.69 (M)
General Schedule (GS) 1-6	63	3.1*	±0.3	292	3.9*	±0.1	-0.85 (L)
General Schedule (GS) 7-10	132	3.1*	±0.2	629	4.1*	±0.1	-0.95 (L)
General Schedule (GS) 11-12	340	3.3*	±0.1	1,650	3.9*	±0.0	-0.63 (M)
General Schedule (GS) 13-15	166	3.4*	±0.2	808	4.1*	±0.1	-0.65 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.8	±0.1	NA
Other	139	2.9*	±0.2	523	3.6*	±0.1	-0.69 (M)
Years of Service at Bureau or Office							
Less than 1 year	80	3.7*	±0.2	602	4.2*	±0.1	-0.55 (M)
1 to 3 years	182	3.2*	±0.2	811	4.0*	±0.1	-0.76 (M)
4 to 5 years	120	3.1*	±0.2	413	3.7*	±0.1	-0.51 (M)
6 to 10 years	186	3.2*	±0.2	759	3.8*	±0.1	-0.53 (M)
11 to 14 years	130	2.9*	±0.2	411	3.9*	±0.1	-0.86 (L)
15 to 20 years	120	3.1*	±0.2	516	4.0*	±0.1	-0.91 (L)
More than 20 years	147	3.2*	±0.2	753	4.0*	±0.1	-0.80 (L)
Appointment Type							
Permanent	949	3.2*	±0.1	4,196	3.9*	±0.0	-0.72 (M)
Term	20	3.0*	±0.4	66	4.3*	±0.2	-1.31 (L)
Temporary	--	--	--	18	4.4	±0.3	NA
Work Schedule							
Seasonal	NR	NR	NR	35	3.9	±0.5	NR
Non-Seasonal	933	3.2*	±0.1	4,144	3.9*	±0.0	-0.72 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	28	3.8	±0.6	NR
Permanent-Non-Seasonal	933	3.2*	±0.1	4,133	3.9*	±0.0	-0.72 (M)
Term	20	3.0*	±0.4	66	4.3*	±0.2	-1.31 (L)
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	4.3	±0.3	NA
Age - Collapsed							
39 or under	317	3.6*	±0.1	1,200	4.0*	±0.1	-0.47 (S)
40 or older	646	3.0*	±0.1	3,081	3.9*	±0.0	-0.87 (L)
Age							
25 or under	45	3.8*	±0.3	114	4.2*	±0.2	-0.46 (S)
26-29	48	3.6*	±0.3	175	4.2*	±0.1	-0.73 (M)
30-39	224	3.5*	±0.2	912	4.0*	±0.1	-0.45 (S)
40-49	126	2.9*	±0.2	1,072	3.8*	±0.1	-0.88 (L)
50-59	302	3.0*	±0.1	1,431	3.9*	±0.1	-0.85 (L)
60 or older	218	3.1*	±0.1	579	4.0*	±0.1	-1.04 (L)

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

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 USBR.

Table 4.6 USBR – 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	986	3.1*	±0.1	4,380	3.8*	±0.0	-0.78 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	25	3.3*	±0.4	39	4.1*	±0.3	-0.97 (L)
Wage Grade (WG) 5-8	63	3.3*	±0.3	187	3.8*	±0.1	-0.59 (M)
Wage Grade (WG) 9-16	10	2.9	±0.6	56	3.4	±0.3	-0.42 (S)
Other Wage Grade (WG)	23	2.6*	±0.4	48	3.4*	±0.3	-0.81 (L)
General Schedule (GS) 1-6	65	2.9*	±0.2	301	4.0*	±0.1	-1.16 (L)
General Schedule (GS) 7-10	132	2.8*	±0.2	650	3.9*	±0.1	-1.18 (L)
General Schedule (GS) 11-12	344	3.3*	±0.1	1,671	3.8*	±0.0	-0.66 (M)
General Schedule (GS) 13-15	169	3.4*	±0.2	822	4.0*	±0.0	-0.75 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.5	±0.2	NA
Other	142	2.8*	±0.2	544	3.4*	±0.1	-0.61 (M)
Years of Service at Bureau or Office							
Less than 1 year	80	3.2*	±0.2	610	4.0*	±0.1	-0.99 (L)
1 to 3 years	185	2.9*	±0.2	828	3.9*	±0.1	-1.15 (L)
4 to 5 years	120	3.3*	±0.2	428	3.7*	±0.1	-0.43 (S)
6 to 10 years	188	3.3*	±0.1	771	3.7*	±0.1	-0.41 (S)
11 to 14 years	132	3.1*	±0.2	435	3.7*	±0.1	-0.58 (M)
15 to 20 years	122	3.2*	±0.2	518	3.8*	±0.1	-0.72 (M)
More than 20 years	154	3.1*	±0.2	768	4.0*	±0.1	-1.12 (L)
Appointment Type							
Permanent	966	3.1*	±0.1	4,285	3.8*	±0.0	-0.77 (M)
Term	20	3.3*	±0.5	71	4.2*	±0.1	-1.09 (L)
Temporary	--	--	--	18	4.3	±0.2	NA
Work Schedule							
Seasonal	NR	NR	NR	35	4.3	±0.2	NR
Non-Seasonal	948	3.1*	±0.1	4,232	3.8*	±0.0	-0.77 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	28	4.2	±0.3	NR
Permanent-Non-Seasonal	948	3.1*	±0.1	4,222	3.8*	±0.0	-0.77 (M)
Term	20	3.3*	±0.5	71	4.2*	±0.1	-1.09 (L)
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	4.1	±0.2	NA
Age - Collapsed							
39 or under	321	3.3*	±0.1	1,229	3.9*	±0.0	-0.72 (M)
40 or older	659	3.1*	±0.1	3,146	3.8*	±0.0	-0.81 (L)
Age							
25 or under	45	3.1*	±0.3	114	4.1*	±0.2	-1.10 (L)
26-29	48	3.5*	±0.3	179	4.1*	±0.1	-0.86 (L)
30-39	228	3.3*	±0.1	936	3.8*	±0.1	-0.64 (M)
40-49	130	2.8*	±0.2	1,092	3.7*	±0.1	-1.00 (L)
50-59	311	3.0*	±0.1	1,455	3.8*	±0.0	-0.88 (L)
60 or older	218	3.3*	±0.1	599	3.9*	±0.1	-0.76 (M)

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

4.1.7 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 USBR.

Table 4.7 USBR – 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	461	47.7%*	±3.2	166	3.8%*	±0.6	1.13 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	0	0.0%	NA	NR
Wage Grade (WG) 5-8	33	54.9%	±12.9	NR	NR	NR	NR
Wage Grade (WG) 9-16	NR	NR	NR	9	16.4%	±12.5	NR
Other Wage Grade (WG)	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 1-6	20	31.7%	±12.7	NR	NR	NR	NR
General Schedule (GS) 7-10	69	53.2%*	±8.7	19	3.0%*	±1.6	1.29 (L)
General Schedule (GS) 11-12	161	48.0%*	±5.4	75	4.5%*	±1.1	1.10 (L)
General Schedule (GS) 13-15	64	38.5%*	±7.7	19	2.3%*	±1.3	1.03 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	0	0.0%	NA	NA
Other	60	43.2%*	±8.4	32	5.9%*	±2.3	0.95 (L)
Years of Service at Bureau or Office							
Less than 1 year	25	31.3%	±11.2	NR	NR	NR	NR
1 to 3 years	93	51.8%*	±7.4	28	3.4%*	±1.5	1.23 (L)
4 to 5 years	62	51.8%*	±9.0	29	6.9%*	±2.9	1.08 (L)
6 to 10 years	96	51.6%*	±7.2	48	6.3%*	±2.0	1.09 (L)
11 to 14 years	59	46.3%*	±8.8	20	4.6%*	±2.4	1.06 (L)
15 to 20 years	53	44.1%*	±9.1	15	2.9%*	±1.9	1.11 (L)
More than 20 years	70	47.0%*	±8.1	23	3.1%*	±1.5	1.16 (L)
Appointment Type							
Permanent	461	48.7%*	±3.2	166	3.9%*	±0.6	1.15 (L)
Term	0	0.0%	NA	0	0.0%	NA	NA
Temporary	--	--	--	0	0.0%	NA	NA
Work Schedule							
Seasonal	NR	NR	NR	0	0.0%	NA	NR
Non-Seasonal	459	49.3%*	±3.2	166	3.9%*	±0.6	1.16 (L)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	0	0.0%	NA	NR
Permanent-Non-Seasonal	459	49.3%*	±3.2	166	3.9%*	±0.6	1.16 (L)
Term	0	0.0%	NA	0	0.0%	NA	NA
Temporary-Seasonal	--	--	--	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Age - Collapsed							
39 or under	156	48.7%*	±5.5	43	3.5%*	±1.2	1.17 (L)
40 or older	303	47.2%*	±3.9	123	3.9%*	±0.7	1.11 (L)
Age							
25 or under	22	48.5%	±14.8	NR	NR	NR	NR
26-29	14	28.4%	±14.9	NR	NR	NR	NR
30-39	120	53.0%*	±6.6	36	3.8%*	±1.4	1.24 (L)
40-49	74	57.8%*	±8.8	57	5.3%*	±1.5	1.26 (L)
50-59	124	41.3%*	±5.7	59	4.1%*	±1.2	0.99 (L)
60 or older	104	49.1%*	±6.8	6	1.1%*	±1.3	1.34 (L)

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

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

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

Table 4.8 USBR – 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	3.744	0.478	61.407	--	42.282	--	--	--	--
Age	-0.536	0.108	24.800	0.000	0.585	0.473	0.722	-1681.451	24.721
Education Level	0.208	0.095	4.766	0.029	1.231	1.021	1.484	-1671.496	4.811
Relationship Status	-0.244	0.099	6.137	0.013	0.783	0.645	0.950	-1672.122	6.062
Years of Service at Bureau or Office	0.052	0.026	4.035	0.045	1.053	1.001	1.108	-1671.116	4.051
Appointment Type	-0.938	0.270	12.046	0.001	0.391	0.230	0.665	-1674.255	10.328
Organizational Politics	0.217	0.063	11.718	0.001	1.242	1.097	1.406	-1674.930	11.679
Organizational Inclusion	-0.248	0.055	20.338	0.000	0.780	0.701	0.869	-1679.248	20.314
Bystander Harassment Based on Age	-2.555	0.114	499.898	0.000	0.078	0.062	0.097	-1943.426	548.670
General Intolerance	-0.540	0.063	73.693	0.000	0.583	0.515	0.659	-1706.471	74.760

Note. N = 4,947, Nagelkerke R Square = 0.393

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 USBR.

Table 4.9 USBR – 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	429	2.8*	±0.1	4,869	3.7*	±0.0	-1.06 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	9	3.9	±0.3	54	4.1	±0.2	-0.28 (S)
Wage Grade (WG) 5-8	22	2.8*	±0.4	224	3.7*	±0.1	-1.01 (L)
Wage Grade (WG) 9-16	10	2.8*	±0.4	53	3.6*	±0.2	-0.85 (L)
Other Wage Grade (WG)	20	2.4*	±0.3	51	3.6*	±0.2	-1.44 (L)
General Schedule (GS) 1-6	29	2.6*	±0.3	334	3.8*	±0.1	-1.29 (L)
General Schedule (GS) 7-10	64	2.6*	±0.2	712	3.7*	±0.1	-1.24 (L)
General Schedule (GS) 11-12	126	2.8*	±0.2	1,865	3.6*	±0.0	-0.96 (L)
General Schedule (GS) 13-15	64	2.9*	±0.2	922	3.9*	±0.1	-1.21 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	20	4.8	±0.1	NR
Other	82	2.7*	±0.1	591	3.5*	±0.1	-0.85 (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>
Years of Service at Bureau or Office							
Less than 1 year	23	2.9*	±0.4	661	4.0*	±0.1	-1.46 (L)
1 to 3 years	93	2.8*	±0.2	904	3.7*	±0.1	-1.04 (L)
4 to 5 years	41	3.1*	±0.3	501	3.6*	±0.1	-0.46 (S)
6 to 10 years	74	2.8*	±0.2	874	3.6*	±0.1	-0.90 (L)
11 to 14 years	54	2.6*	±0.2	501	3.6*	±0.1	-1.05 (L)
15 to 20 years	46	2.7*	±0.2	583	3.5*	±0.1	-0.92 (L)
More than 20 years	96	2.6*	±0.2	821	3.8*	±0.1	-1.48 (L)
Appointment Type							
Permanent	421	2.7*	±0.1	4,764	3.7*	±0.0	-1.07 (L)
Term	9	3.3*	±0.7	82	4.1*	±0.1	-1.03 (L)
Temporary	--	--	--	18	4.1	±0.2	NA
Work Schedule							
Seasonal	6	2.0*	±0.0	32	3.9*	±0.2	-3.39 (L)
Non-Seasonal	407	2.8*	±0.1	4,709	3.7*	±0.0	-1.04 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	6	2.0*	±0.0	25	3.9*	±0.3	-3.22 (L)
Permanent-Non-Seasonal	407	2.8*	±0.1	4,698	3.7*	±0.0	-1.04 (L)
Term	9	3.3*	±0.7	82	4.1*	±0.1	-1.03 (L)
Temporary-Seasonal	--	--	--	7	3.6	±0.0	NA
Temporary-Non-Seasonal	--	--	--	11	4.4	±0.2	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	189	2.7*	±0.1	3,805	3.7*	±0.0	-1.06 (L)
Minority	228	2.8*	±0.1	973	3.8*	±0.1	-1.25 (L)
Race/Ethnicity							
Hispanic	97	2.7*	±0.2	429	3.9*	±0.1	-1.65 (L)
American Indian or Alaskan Native	23	2.6*	±0.4	66	3.5*	±0.1	-1.20 (L)
Asian	20	3.2*	±0.3	90	3.9*	±0.2	-0.79 (M)
Black/African-American	34	2.9*	±0.2	88	3.9*	±0.1	-1.48 (L)
Native Hawaiian or Other Pacific Islander	8	3.9*	±0.4	37	3.3*	±0.2	0.93 (L)
Non-Hispanic White	189	2.7*	±0.1	3,805	3.7*	±0.0	-1.06 (L)
Multi-racial	47	2.7*	±0.2	263	3.7*	±0.1	-1.14 (L)

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

4.2.2 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 USBR.

Table 4.10 USBR – 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	426	0.39*	±0.04	4,885	0.68*	±0.01	-0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	9	1.00	±0.00	54	0.77	±0.10	0.64 (M)
Wage Grade (WG) 5-8	22	0.52	±0.19	221	0.59	±0.06	-0.16
Wage Grade (WG) 9-16	NR	NR	NR	57	0.53	±0.12	NR
Other Wage Grade (WG)	20	0.27*	±0.16	49	0.62*	±0.11	-0.88 (L)
General Schedule (GS) 1-6	29	0.50*	±0.17	334	0.72*	±0.05	-0.54 (M)
General Schedule (GS) 7-10	63	0.37*	±0.11	712	0.70*	±0.03	-0.80 (L)
General Schedule (GS) 11-12	124	0.34*	±0.07	1,877	0.66*	±0.02	-0.77 (M)
General Schedule (GS) 13-15	64	0.52*	±0.09	918	0.78*	±0.02	-0.71 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	20	1.00	±0.00	NR
Other	82	0.29*	±0.07	598	0.59*	±0.03	-0.72 (M)
Years of Service at Bureau or Office							
Less than 1 year	21	0.35*	±0.18	666	0.73*	±0.03	-0.92 (L)
1 to 3 years	93	0.46*	±0.09	911	0.75*	±0.02	-0.75 (M)
4 to 5 years	41	0.49	±0.12	497	0.59	±0.04	-0.25 (S)
6 to 10 years	74	0.36*	±0.09	874	0.65*	±0.03	-0.69 (M)
11 to 14 years	53	0.39*	±0.11	511	0.61*	±0.04	-0.51 (M)
15 to 20 years	46	0.34*	±0.13	583	0.66*	±0.03	-0.77 (M)
More than 20 years	96	0.35*	±0.07	820	0.72*	±0.03	-0.97 (L)
Appointment Type							
Permanent	417	0.39*	±0.04	4,780	0.68*	±0.01	-0.70 (M)
Term	9	0.51*	±0.35	82	0.82*	±0.07	-0.84 (L)
Temporary	--	--	--	18	1.00	±0.00	NA
Work Schedule							
Seasonal	6	0.33*	±0.00	33	0.73*	±0.14	-1.02 (L)
Non-Seasonal	403	0.39*	±0.04	4,723	0.68*	±0.01	-0.70 (M)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	6	0.33	±0.00	26	0.66	±0.17	-0.80 (L)
Permanent-Non-Seasonal	403	0.39*	±0.04	4,712	0.68*	±0.01	-0.70 (M)
Term	9	0.51*	±0.35	82	0.82*	±0.07	-0.84 (L)
Temporary-Seasonal	--	--	--	7	1.00	±0.00	NA
Temporary-Non-Seasonal	--	--	--	11	1.00	±0.00	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	189	0.36*	±0.06	3,819	0.69*	±0.01	-0.79 (M)
Minority	224	0.43*	±0.05	977	0.68*	±0.03	-0.61 (M)
Race/Ethnicity							
Hispanic	94	0.45*	±0.08	433	0.69*	±0.04	-0.61 (M)
American Indian or Alaskan Native	23	0.40	±0.14	66	0.55	±0.11	-0.34 (S)
Asian	20	0.61	±0.21	92	0.73	±0.08	-0.31 (S)
Black/African-American	34	0.18*	±0.12	88	0.61*	±0.09	-1.03 (L)
Native Hawaiian or Other Pacific Islander	8	0.86	±0.12	37	0.68	±0.13	0.48 (S)
Non-Hispanic White	189	0.36*	±0.06	3,819	0.69*	±0.01	-0.79 (M)
Multi-racial	46	0.44*	±0.11	261	0.70*	±0.05	-0.65 (M)

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

4.2.3 Racial/Ethnic Harassment and Organizational Politics

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

Table 4.11 USBR – 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</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	429	3.4*	±0.1	4,881	2.7*	±0.0	0.79 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	9	2.9*	±0.1	54	2.3*	±0.2	0.75 (M)
Wage Grade (WG) 5-8	22	3.2*	±0.4	221	2.8*	±0.1	0.62 (M)
Wage Grade (WG) 9-16	10	3.2*	±0.3	57	2.6*	±0.2	0.88 (L)
Other Wage Grade (WG)	20	3.9*	±0.3	51	3.1*	±0.2	0.96 (L)
General Schedule (GS) 1-6	29	2.8	±0.2	333	2.8	±0.1	0.11
General Schedule (GS) 7-10	64	3.4*	±0.2	714	2.7*	±0.1	0.84 (L)
General Schedule (GS) 11-12	124	3.5*	±0.2	1,876	2.8*	±0.0	0.73 (M)
General Schedule (GS) 13-15	64	3.3*	±0.2	922	2.6*	±0.1	0.84 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	20	1.4	±0.2	NR
Other	85	3.7*	±0.2	590	2.8*	±0.1	1.03 (L)
Years of Service at Bureau or Office							
Less than 1 year	23	3.9*	±0.3	663	2.5*	±0.1	2.01 (L)
1 to 3 years	93	3.1*	±0.2	906	2.8*	±0.1	0.40 (S)
4 to 5 years	41	3.3*	±0.3	501	2.8*	±0.1	0.55 (M)
6 to 10 years	74	3.5*	±0.2	878	2.8*	±0.1	0.82 (L)
11 to 14 years	54	3.4*	±0.2	501	2.9*	±0.1	0.51 (M)
15 to 20 years	49	3.3*	±0.3	583	2.8*	±0.1	0.59 (M)
More than 20 years	93	3.6*	±0.2	824	2.6*	±0.1	1.25 (L)
Appointment Type							
Permanent	421	3.4*	±0.1	4,775	2.7*	±0.0	0.78 (M)
Term	9	3.4*	±0.5	82	2.5*	±0.2	1.14 (L)
Temporary	--	--	--	18	2.0	±0.3	NA
Work Schedule							
Seasonal	6	3.4*	±0.0	31	2.3*	±0.2	1.95 (L)
Non-Seasonal	407	3.4*	±0.1	4,720	2.7*	±0.0	0.77 (M)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	6	3.4*	±0.0	24	2.4*	±0.2	2.06 (L)
Permanent-Non-Seasonal	407	3.4*	±0.1	4,710	2.7*	±0.0	0.77 (M)
Term	9	3.4*	±0.5	82	2.5*	±0.2	1.14 (L)
Temporary-Seasonal	--	--	--	7	1.6	±0.4	NA
Temporary-Non-Seasonal	--	--	--	11	2.2	±0.2	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	189	3.4*	±0.1	3,824	2.7*	±0.0	0.78 (M)
Minority	225	3.4*	±0.1	968	2.6*	±0.0	0.92 (L)
Race/Ethnicity							
Hispanic	94	3.3*	±0.2	429	2.5*	±0.1	1.03 (L)
American Indian or Alaskan Native	23	3.5*	±0.4	66	3.0*	±0.2	0.55 (M)
Asian	20	3.3*	±0.3	90	2.6*	±0.2	0.76 (M)
Black/African-American	34	3.4*	±0.2	85	2.5*	±0.2	1.31 (L)
Native Hawaiian or Other Pacific Islander	8	3.7	±0.8	37	3.1	±0.3	0.57 (M)
Non-Hispanic White	189	3.4*	±0.1	3,824	2.7*	±0.0	0.78 (M)
Multi-racial	47	3.6*	±0.2	261	2.8*	±0.1	0.93 (L)

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

4.2.4 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 USBR.

Table 4.12 USBR – 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	430	2.8*	±0.1	4,887	3.6*	±0.0	-0.85 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	9	4.0	±0.3	54	4.1	±0.2	-0.14
Wage Grade (WG) 5-8	22	3.2*	±0.3	224	3.5*	±0.1	-0.45 (S)
Wage Grade (WG) 9-16	10	1.8*	±0.6	57	3.4*	±0.2	-1.75 (L)
Other Wage Grade (WG)	20	2.6*	±0.2	51	3.1*	±0.3	-0.59 (M)
General Schedule (GS) 1-6	29	2.8*	±0.2	334	3.6*	±0.1	-0.90 (L)
General Schedule (GS) 7-10	62	2.8*	±0.3	708	3.6*	±0.1	-0.84 (L)
General Schedule (GS) 11-12	126	2.9*	±0.2	1,879	3.6*	±0.0	-0.83 (L)
General Schedule (GS) 13-15	64	3.0*	±0.2	922	3.8*	±0.0	-1.12 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	20	4.6	±0.2	NR
Other	85	2.6*	±0.2	595	3.2*	±0.1	-0.63 (M)
Years of Service at Bureau or Office							
Less than 1 year	23	2.6*	±0.3	666	3.9*	±0.1	-1.92 (L)
1 to 3 years	93	2.9*	±0.2	911	3.6*	±0.1	-0.73 (M)
4 to 5 years	41	2.9*	±0.3	503	3.4*	±0.1	-0.53 (M)
6 to 10 years	74	3.0*	±0.2	881	3.5*	±0.1	-0.54 (M)
11 to 14 years	54	2.7*	±0.2	496	3.3*	±0.1	-0.65 (M)
15 to 20 years	49	2.9*	±0.3	585	3.5*	±0.1	-0.74 (M)
More than 20 years	94	2.7*	±0.2	820	3.8*	±0.1	-1.34 (L)
Appointment Type							
Permanent	421	2.8*	±0.1	4,781	3.6*	±0.0	-0.85 (L)
Term	9	3.5	±0.8	82	3.8	±0.2	-0.39 (S)
Temporary	--	--	--	18	4.3	±0.2	NA
Work Schedule							
Seasonal	6	2.2*	±0.0	32	4.0*	±0.2	-2.80 (L)
Non-Seasonal	408	2.9*	±0.1	4,726	3.6*	±0.0	-0.83 (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	6	2.2*	±0.0	25	3.8*	±0.2	-2.89 (L)
Permanent-Non-Seasonal	408	2.9*	±0.1	4,715	3.6*	±0.0	-0.83 (L)
Term	9	3.5	±0.8	82	3.8	±0.2	-0.39 (S)
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	4.2	±0.1	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	189	2.9*	±0.1	3,828	3.6*	±0.0	-0.80 (L)
Minority	228	2.8*	±0.1	970	3.6*	±0.1	-0.91 (L)
Race/Ethnicity							
Hispanic	97	3.0*	±0.2	430	3.8*	±0.1	-0.91 (L)
American Indian or Alaskan Native	23	2.6*	±0.4	66	3.2*	±0.2	-0.68 (M)
Asian	20	3.0*	±0.2	91	3.7*	±0.2	-0.90 (L)
Black/African-American	34	2.5*	±0.3	88	3.6*	±0.2	-1.43 (L)
Native Hawaiian or Other Pacific Islander	8	3.6	±0.8	37	2.9	±0.4	0.64 (M)
Non-Hispanic White	189	2.9*	±0.1	3,828	3.6*	±0.0	-0.80 (L)
Multi-racial	47	2.6*	±0.2	259	3.5*	±0.1	-1.09 (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 USBR.

Table 4.13 USBR – 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	411	3.1*	±0.1	4,824	3.9*	±0.0	-0.73 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	9	3.6*	±0.6	54	4.3*	±0.2	-0.87 (L)
Wage Grade (WG) 5-8	19	3.2*	±0.5	215	3.7*	±0.1	-0.59 (M)
Wage Grade (WG) 9-16	10	2.5*	±0.7	57	3.8*	±0.2	-1.43 (L)
Other Wage Grade (WG)	20	2.6*	±0.5	51	3.4*	±0.3	-0.71 (M)
General Schedule (GS) 1-6	29	3.0*	±0.5	325	3.9*	±0.1	-0.79 (M)
General Schedule (GS) 7-10	62	3.4*	±0.3	698	3.9*	±0.1	-0.49 (S)
General Schedule (GS) 11-12	119	3.1*	±0.3	1,863	3.9*	±0.0	-0.73 (M)
General Schedule (GS) 13-15	58	3.4*	±0.3	915	4.0*	±0.1	-0.57 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	20	4.8	±0.1	NR
Other	82	2.7*	±0.2	580	3.6*	±0.1	-0.78 (M)
Years of Service at Bureau or Office							
Less than 1 year	23	2.8*	±0.5	658	4.2*	±0.1	-1.69 (L)
1 to 3 years	90	3.3*	±0.3	898	3.9*	±0.1	-0.62 (M)
4 to 5 years	41	3.3	±0.4	488	3.6	±0.1	-0.23 (S)
6 to 10 years	72	3.2*	±0.3	868	3.8*	±0.1	-0.49 (S)
11 to 14 years	52	3.0*	±0.4	490	3.7*	±0.1	-0.65 (M)
15 to 20 years	46	3.2*	±0.4	582	3.8*	±0.1	-0.63 (M)
More than 20 years	84	2.8*	±0.3	815	4.0*	±0.1	-1.18 (L)
Appointment Type							
Permanent	402	3.1*	±0.1	4,722	3.9*	±0.0	-0.73 (M)
Term	9	3.3	±0.9	77	4.0	±0.2	-0.67 (M)
Temporary	--	--	--	18	4.4	±0.3	NA
Work Schedule							
Seasonal	6	1.0*	±0.0	32	4.5*	±0.1	-9.37 (L)
Non-Seasonal	389	3.2*	±0.1	4,667	3.9*	±0.0	-0.68 (M)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	6	1.0*	±0.0	25	4.5*	±0.1	-12.21 (L)
Permanent-Non-Seasonal	389	3.2*	±0.1	4,656	3.9*	±0.0	-0.68 (M)
Term	9	3.3	±0.9	77	4.0	±0.2	-0.67 (M)
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	4.3	±0.3	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	186	3.2*	±0.2	3,777	3.9*	±0.0	-0.65 (M)
Minority	212	3.1*	±0.2	960	3.9*	±0.1	-0.88 (L)
Race/Ethnicity							
Hispanic	83	3.5*	±0.3	420	4.1*	±0.1	-0.70 (M)
American Indian or Alaskan Native	23	2.3*	±0.6	66	3.8*	±0.2	-1.31 (L)
Asian	20	3.2*	±0.5	91	4.0*	±0.2	-1.00 (L)
Black/African-American	32	2.6*	±0.3	88	3.7*	±0.2	-1.05 (L)
Native Hawaiian or Other Pacific Islander	8	3.3	±1.1	37	3.1	±0.4	0.09
Non-Hispanic White	186	3.2*	±0.2	3,777	3.9*	±0.0	-0.65 (M)
Multi-racial	47	2.9*	±0.3	258	3.9*	±0.1	-0.96 (L)

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

4.2.6 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 USBR.

Table 4.14 USBR – 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	432	2.9*	±0.1	4,913	3.8*	±0.0	-0.94 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	9	4.4*	±0.4	54	3.7*	±0.3	0.74 (M)
Wage Grade (WG) 5-8	22	2.7*	±0.5	224	3.7*	±0.1	-1.26 (L)
Wage Grade (WG) 9-16	10	2.3*	±0.8	57	3.5*	±0.3	-1.19 (L)
Other Wage Grade (WG)	20	2.4*	±0.3	51	3.4*	±0.3	-0.96 (L)
General Schedule (GS) 1-6	29	3.2*	±0.4	336	3.8*	±0.1	-0.69 (M)
General Schedule (GS) 7-10	64	2.8*	±0.2	718	3.8*	±0.1	-1.11 (L)
General Schedule (GS) 11-12	126	3.0*	±0.2	1,880	3.8*	±0.0	-0.86 (L)
General Schedule (GS) 13-15	64	3.2*	±0.3	927	4.0*	±0.0	-0.96 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	20	4.5	±0.3	NR
Other	85	2.6*	±0.2	601	3.4*	±0.1	-0.83 (L)
Years of Service at Bureau or Office							
Less than 1 year	23	2.8*	±0.3	667	4.0*	±0.1	-1.52 (L)
1 to 3 years	93	2.8*	±0.3	915	3.8*	±0.1	-1.13 (L)
4 to 5 years	41	3.1*	±0.3	503	3.6*	±0.1	-0.57 (M)
6 to 10 years	74	2.9*	±0.2	881	3.7*	±0.1	-0.73 (M)
11 to 14 years	54	2.9*	±0.3	513	3.6*	±0.1	-0.72 (M)
15 to 20 years	49	3.0*	±0.3	583	3.7*	±0.1	-0.82 (L)
More than 20 years	96	3.0*	±0.2	826	3.9*	±0.1	-1.20 (L)
Appointment Type							
Permanent	423	2.9*	±0.1	4,806	3.8*	±0.0	-0.95 (L)
Term	9	3.7	±1.0	82	4.0	±0.2	-0.37 (S)
Temporary	--	--	--	18	4.3	±0.2	NA
Work Schedule							
Seasonal	6	4.0	±0.0	33	4.3	±0.3	-0.39 (S)
Non-Seasonal	410	2.9*	±0.1	4,749	3.8*	±0.0	-0.97 (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	6	4.0	±0.0	26	4.2	±0.3	-0.32 (S)
Permanent-Non-Seasonal	410	2.9*	±0.1	4,738	3.8*	±0.0	-0.97 (L)
Term	9	3.7	±1.0	82	4.0	±0.2	-0.37 (S)
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	4.1	±0.2	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	189	3.0*	±0.2	3,836	3.8*	±0.0	-0.79 (M)
Minority	228	2.9*	±0.1	986	3.9*	±0.1	-1.13 (L)
Race/Ethnicity							
Hispanic	97	2.8*	±0.2	438	4.0*	±0.1	-1.34 (L)
American Indian or Alaskan Native	23	3.1	±0.5	66	3.3	±0.2	-0.14
Asian	20	3.1*	±0.3	94	4.1*	±0.1	-1.47 (L)
Black/African-American	34	2.5*	±0.3	88	4.0*	±0.2	-1.76 (L)
Native Hawaiian or Other Pacific Islander	8	4.6*	±0.4	37	3.3*	±0.3	1.27 (L)
Non-Hispanic White	189	3.0*	±0.2	3,836	3.8*	±0.0	-0.79 (M)
Multi-racial	47	2.7*	±0.3	263	3.8*	±0.1	-1.28 (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 USBR.

Table 4.15 USBR – 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	167	40.4%*	±4.8	195	4.0%*	±0.6	0.97 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	NR	NR	NR	NR
Wage Grade (WG) 5-8	NR	NR	NR	NR	NR	NR	NR
Wage Grade (WG) 9-16	NR	NR	NR	10	17.9%	±12.6	NR
Other Wage Grade (WG)	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 1-6	NR	NR	NR	9	2.7%	±2.4	NR
General Schedule (GS) 7-10	17	27.7%*	±12.7	31	4.3%*	±1.8	0.69 (M)
General Schedule (GS) 11-12	46	38.4%*	±9.1	85	4.6%*	±1.0	0.91 (L)
General Schedule (GS) 13-15	31	50.7%*	±12.6	29	3.1%*	±1.3	1.23 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	0	0.0%	NA	NR
Other	24	29.7%*	±11.2	23	3.9%*	±1.9	0.76 (M)
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	9	1.4%	±1.2	NR
1 to 3 years	46	51.7%*	±10.5	33	3.6%*	±1.4	1.22 (L)
4 to 5 years	13	32.2%*	±16.2	33	6.7%*	±2.6	0.68 (M)
6 to 10 years	27	36.3%*	±11.8	59	6.7%*	±1.9	0.77 (M)
11 to 14 years	22	42.0%*	±14.0	8	1.6%*	±1.6	1.15 (L)
15 to 20 years	14	32.9%*	±15.7	24	4.1%*	±2.0	0.82 (L)
More than 20 years	38	43.3%*	±10.7	24	2.9%*	±1.4	1.09 (L)
Appointment Type							
Permanent	165	40.7%*	±4.9	193	4.0%*	±0.6	0.98 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	0	0.0%	NA	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	0	0.0%	NA	NR
Non-Seasonal	163	41.3%*	±5.0	193	4.1%*	±0.6	0.99 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	0	0.0%	NA	NR
Permanent-Non-Seasonal	163	41.3%*	±5.0	193	4.1%*	±0.6	0.99 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	69	36.8%*	±7.2	150	3.9%*	±0.7	0.90 (L)
Minority	97	44.5%*	±6.7	38	3.9%*	±1.4	1.06 (L)
Race/Ethnicity							
Hispanic	44	49.6%*	±10.4	20	4.7%*	±2.5	1.13 (L)
American Indian or Alaskan Native	NR	NR	NR	NR	NR	NR	NR
Asian	NR	NR	NR	0	0.0%	NA	NR
Black/African-American	NR	NR	NR	0	0.0%	NA	NR
Native Hawaiian or Other Pacific Islander	NR	NR	NR	0	0.0%	NA	NR
Non-Hispanic White	69	36.8%*	±7.2	150	3.9%*	±0.7	0.90 (L)
Multi-racial	25	54.3%*	±14.9	14	5.3%*	±3.5	1.19 (L)

^a Represents the percent, who, in the past 12 months, indicated they witnessed a situation where another employee was subjected to harassment or discrimination based on 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 USBR – 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	3.509	0.425	68.080	--	33.399	--	--	--	--
Age	0.329	0.161	4.203	0.040	1.390	1.015	1.904	-754.911	4.324
Race/Ethnicity	-1.753	0.146	144.737	0.000	0.173	0.130	0.230	-826.149	146.801
Pay Grade	--	--	14.308	--	--	--	--	--	--
Middle Grade vs. Junior Grade	-0.045	0.244	0.035	0.852	0.956	0.593	1.541	-758.281	11.064
Senior Grade vs. Junior Grade	-0.378	0.227	2.763	0.096	0.685	0.439	1.070	-758.281	11.064
Executive Grade vs. Junior Grade	1.953	0.774	6.369	0.012	7.051	1.547	32.136	-758.281	11.064
Bystander Harassment Based on Race/Ethnicity	-1.881	0.174	116.849	0.000	0.153	0.108	0.214	-807.869	110.241
General Intolerance	-0.871	0.078	123.764	0.000	0.419	0.359	0.488	-817.217	128.937
Gender Context	-0.254	0.116	4.785	0.029	0.776	0.618	0.974	-755.131	4.764

Note. N = 4,171, Nagelkerke R Square = 0.331

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 USBR.

Table 4.17 USBR – 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	459	2.8*	±0.1	4,849	3.7*	±0.0	-0.99 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	59	4.2	±0.1	NR
Wage Grade (WG) 5-8	26	3.0*	±0.3	220	3.6*	±0.1	-0.75 (M)
Wage Grade (WG) 9-16	NR	NR	NR	59	3.5	±0.2	NR
Other Wage Grade (WG)	12	2.3*	±0.3	59	3.4*	±0.2	-1.18 (L)
General Schedule (GS) 1-6	29	2.7*	±0.4	335	3.8*	±0.1	-1.11 (L)
General Schedule (GS) 7-10	44	2.5*	±0.3	732	3.7*	±0.1	-1.28 (L)
General Schedule (GS) 11-12	184	2.9*	±0.1	1,810	3.6*	±0.0	-0.91 (L)
General Schedule (GS) 13-15	88	3.0*	±0.2	898	3.9*	±0.1	-1.17 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.7	±0.2	NA
Other	62	2.8*	±0.2	609	3.5*	±0.1	-0.73 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	31	3.5*	±0.3	653	3.9*	±0.1	-0.54 (M)
1 to 3 years	99	2.7*	±0.2	901	3.7*	±0.1	-1.12 (L)
4 to 5 years	37	2.9*	±0.3	506	3.6*	±0.1	-0.74 (M)
6 to 10 years	72	2.8*	±0.2	876	3.6*	±0.1	-0.94 (L)
11 to 14 years	61	2.7*	±0.2	494	3.6*	±0.1	-0.96 (L)
15 to 20 years	72	2.6*	±0.2	562	3.6*	±0.1	-1.14 (L)
More than 20 years	83	2.9*	±0.1	833	3.7*	±0.1	-0.98 (L)
Appointment Type							
Permanent	456	2.8*	±0.1	4,738	3.7*	±0.0	-0.98 (L)
Term	NR	NR	NR	88	4.0	±0.2	NR
Temporary	--	--	--	18	4.1	±0.2	NA
Work Schedule							
Seasonal	--	--	--	38	3.5	±0.3	NA
Non-Seasonal	456	2.8*	±0.1	4,669	3.7*	±0.0	-0.99 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	31	3.5	±0.3	NA
Permanent-Non-Seasonal	456	2.8*	±0.1	4,658	3.7*	±0.0	-0.98 (L)
Term	NR	NR	NR	88	4.0	±0.2	NR
Temporary-Seasonal	--	--	--	7	3.6	±0.0	NA
Temporary-Non-Seasonal	--	--	--	11	4.4	±0.2	NA

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

4.3.2 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 USBR.

Table 4.18 USBR – 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	452	0.45*	±0.04	4,866	0.68*	±0.01	-0.54 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	59	0.86	±0.08	NR
Wage Grade (WG) 5-8	26	0.42*	±0.16	217	0.60*	±0.06	-0.42 (S)
Wage Grade (WG) 9-16	NR	NR	NR	63	0.49	±0.11	NR
Other Wage Grade (WG)	10	0.42	±0.24	59	0.53	±0.11	-0.28 (S)
General Schedule (GS) 1-6	28	0.68	±0.17	335	0.71	±0.05	-0.05
General Schedule (GS) 7-10	44	0.46*	±0.13	731	0.68*	±0.03	-0.55 (M)
General Schedule (GS) 11-12	182	0.46*	±0.06	1,823	0.66*	±0.02	-0.49 (S)
General Schedule (GS) 13-15	85	0.52*	±0.09	897	0.79*	±0.02	-0.74 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	1.00	±0.00	NA
Other	63	0.32*	±0.10	614	0.58*	±0.03	-0.62 (M)
Years of Service at Bureau or Office							
Less than 1 year	31	0.56*	±0.16	656	0.72*	±0.03	-0.40 (S)
1 to 3 years	98	0.54*	±0.08	909	0.75*	±0.03	-0.52 (M)
4 to 5 years	37	0.36*	±0.13	501	0.60*	±0.04	-0.58 (M)
6 to 10 years	70	0.43*	±0.11	878	0.64*	±0.03	-0.50 (M)
11 to 14 years	61	0.34*	±0.10	503	0.62*	±0.04	-0.66 (M)
15 to 20 years	69	0.39*	±0.10	565	0.67*	±0.03	-0.67 (M)
More than 20 years	83	0.49*	±0.10	832	0.70*	±0.03	-0.52 (M)
Appointment Type							
Permanent	449	0.46*	±0.04	4,755	0.68*	±0.01	-0.53 (M)
Term	NR	NR	NR	88	0.81	±0.07	NR
Temporary	--	--	--	18	1.00	±0.00	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>
Work Schedule							
Seasonal	--	--	--	40	0.67	±0.13	NA
Non-Seasonal	449	0.46*	±0.04	4,684	0.68*	±0.01	-0.54 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	33	0.60	±0.14	NA
Permanent-Non-Seasonal	449	0.46*	±0.04	4,673	0.68*	±0.01	-0.54 (M)
Term	NR	NR	NR	88	0.81	±0.07	NR
Temporary-Seasonal	--	--	--	7	1.00	±0.00	NA
Temporary-Non-Seasonal	--	--	--	11	1.00	±0.00	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 USBR.

Table 4.19 USBR – 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	458	3.4*	±0.1	4,862	2.7*	±0.0	0.78 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	59	2.2	±0.2	NR
Wage Grade (WG) 5-8	26	3.2*	±0.2	217	2.8*	±0.1	0.58 (M)
Wage Grade (WG) 9-16	NR	NR	NR	63	2.7	±0.2	NR
Other Wage Grade (WG)	12	4.2*	±0.3	59	3.1*	±0.2	1.35 (L)
General Schedule (GS) 1-6	29	3.1*	±0.3	333	2.7*	±0.1	0.51 (M)
General Schedule (GS) 7-10	44	3.6*	±0.3	734	2.7*	±0.1	1.06 (L)
General Schedule (GS) 11-12	181	3.5*	±0.1	1,821	2.8*	±0.0	0.78 (M)
General Schedule (GS) 13-15	88	3.3*	±0.2	898	2.6*	±0.1	0.89 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	1.5	±0.2	NA
Other	63	3.2*	±0.2	608	2.9*	±0.1	0.37 (S)
Years of Service at Bureau or Office							
Less than 1 year	33	3.1*	±0.2	653	2.5*	±0.1	0.87 (L)
1 to 3 years	99	3.4*	±0.2	904	2.8*	±0.1	0.80 (L)
4 to 5 years	37	3.2*	±0.3	505	2.8*	±0.1	0.39 (S)
6 to 10 years	72	3.4*	±0.2	881	2.8*	±0.1	0.70 (M)
11 to 14 years	61	3.5*	±0.2	494	2.9*	±0.1	0.70 (M)
15 to 20 years	72	3.5*	±0.2	566	2.7*	±0.1	0.90 (L)
More than 20 years	80	3.4*	±0.2	837	2.7*	±0.1	0.85 (L)
Appointment Type							
Permanent	455	3.4*	±0.1	4,749	2.7*	±0.0	0.78 (M)
Term	NR	NR	NR	88	2.6	±0.2	NR
Temporary	--	--	--	18	2.0	±0.3	NA
Work Schedule							
Seasonal	--	--	--	37	2.5	±0.2	NA
Non-Seasonal	455	3.4*	±0.1	4,681	2.7*	±0.0	0.78 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	30	2.7	±0.2	NA
Permanent-Non-Seasonal	455	3.4*	±0.1	4,670	2.7*	±0.0	0.78 (M)
Term	NR	NR	NR	88	2.6	±0.2	NR
Temporary-Seasonal	--	--	--	7	1.6	±0.4	NA
Temporary-Non-Seasonal	--	--	--	11	2.2	±0.2	NA

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

4.3.4 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 USBR.

Table 4.20 USBR – 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	461	2.9*	±0.1	4,866	3.6*	±0.0	-0.74 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	59	4.2	±0.2	NR
Wage Grade (WG) 5-8	26	3.1*	±0.3	220	3.5*	±0.1	-0.57 (M)
Wage Grade (WG) 9-16	NR	NR	NR	63	3.2	±0.3	NR
Other Wage Grade (WG)	12	2.3*	±0.3	59	3.1*	±0.2	-0.93 (L)
General Schedule (GS) 1-6	29	3.1*	±0.3	335	3.5*	±0.1	-0.53 (M)
General Schedule (GS) 7-10	44	2.6*	±0.3	727	3.6*	±0.1	-1.03 (L)
General Schedule (GS) 11-12	184	2.9*	±0.1	1,824	3.6*	±0.0	-0.81 (L)
General Schedule (GS) 13-15	88	3.1*	±0.2	898	3.9*	±0.0	-1.00 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.6	±0.2	NA
Other	63	3.0	±0.2	613	3.2	±0.1	-0.14
Years of Service at Bureau or Office							
Less than 1 year	33	3.4*	±0.3	656	3.9*	±0.1	-0.64 (M)
1 to 3 years	99	2.9*	±0.2	908	3.6*	±0.1	-0.76 (M)
4 to 5 years	37	2.7*	±0.3	508	3.4*	±0.1	-0.81 (L)
6 to 10 years	72	3.0*	±0.2	883	3.5*	±0.1	-0.57 (M)
11 to 14 years	61	2.7*	±0.2	490	3.3*	±0.1	-0.62 (M)
15 to 20 years	72	2.7*	±0.2	568	3.6*	±0.1	-1.06 (L)
More than 20 years	83	3.2*	±0.2	831	3.7*	±0.1	-0.60 (M)
Appointment Type							
Permanent	458	2.9*	±0.1	4,754	3.6*	±0.0	-0.73 (M)
Term	NR	NR	NR	88	3.8	±0.2	NR
Temporary	--	--	--	18	4.3	±0.2	NA
Work Schedule							
Seasonal	--	--	--	38	3.7	±0.3	NA
Non-Seasonal	458	2.9*	±0.1	4,684	3.6*	±0.0	-0.74 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	31	3.5	±0.3	NA
Permanent-Non-Seasonal	458	2.9*	±0.1	4,674	3.6*	±0.0	-0.74 (M)
Term	NR	NR	NR	88	3.8	±0.2	NR
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	4.2	±0.1	NA

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

4.3.5 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 USBR.

Table 4.21 USBR – Religious Harassment and Supervisor Support by Selected Characteristics

	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>
Overall	448	3.2*	±0.1	4,796	3.9*	±0.0	-0.60 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	59	4.4	±0.2	NR
Wage Grade (WG) 5-8	20	2.9*	±0.4	214	3.8*	±0.1	-0.93 (L)
Wage Grade (WG) 9-16	NR	NR	NR	63	3.6	±0.2	NR
Other Wage Grade (WG)	12	2.3*	±0.5	59	3.4*	±0.3	-0.91 (L)
General Schedule (GS) 1-6	29	3.3*	±0.5	326	3.8*	±0.1	-0.48 (S)
General Schedule (GS) 7-10	44	3.2*	±0.4	717	3.9*	±0.1	-0.72 (M)
General Schedule (GS) 11-12	178	3.3*	±0.2	1,806	3.9*	±0.0	-0.56 (M)
General Schedule (GS) 13-15	86	3.5*	±0.3	888	4.0*	±0.1	-0.51 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.8	±0.1	NA
Other	63	3.1*	±0.3	596	3.5*	±0.1	-0.40 (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>
Years of Service at Bureau or Office							
Less than 1 year	33	3.7*	±0.4	648	4.1*	±0.1	-0.50 (M)
1 to 3 years	97	3.3*	±0.3	896	3.9*	±0.1	-0.53 (M)
4 to 5 years	37	3.0*	±0.4	492	3.6*	±0.1	-0.57 (M)
6 to 10 years	69	3.2*	±0.3	871	3.8*	±0.1	-0.54 (M)
11 to 14 years	61	2.9*	±0.3	481	3.7*	±0.1	-0.69 (M)
15 to 20 years	70	3.0*	±0.3	563	3.9*	±0.1	-0.87 (L)
More than 20 years	78	3.5*	±0.3	822	3.9*	±0.1	-0.44 (S)
Appointment Type							
Permanent	445	3.2*	±0.1	4,688	3.9*	±0.0	-0.60 (M)
Term	NR	NR	NR	83	4.0	±0.2	NR
Temporary	--	--	--	18	4.4	±0.3	NA
Work Schedule							
Seasonal	--	--	--	38	3.9	±0.4	NA
Non-Seasonal	445	3.2*	±0.1	4,619	3.9*	±0.0	-0.61 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	31	3.8	±0.5	NA
Permanent-Non-Seasonal	445	3.2*	±0.1	4,608	3.9*	±0.0	-0.60 (M)
Term	NR	NR	NR	83	4.0	±0.2	NR
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	4.3	±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.

4.3.6 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 USBR.

Table 4.22 USBR – 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	461	3.1*	±0.1	4,893	3.8*	±0.0	-0.72 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	59	3.9	±0.2	NR
Wage Grade (WG) 5-8	26	2.8*	±0.5	220	3.7*	±0.1	-1.07 (L)
Wage Grade (WG) 9-16	NR	NR	NR	63	3.3	±0.3	NR
Other Wage Grade (WG)	12	2.0*	±0.4	59	3.3*	±0.2	-1.41 (L)
General Schedule (GS) 1-6	29	3.3*	±0.5	337	3.8*	±0.1	-0.52 (M)
General Schedule (GS) 7-10	44	2.8*	±0.3	739	3.8*	±0.1	-0.99 (L)
General Schedule (GS) 11-12	184	3.2*	±0.1	1,825	3.8*	±0.0	-0.66 (M)
General Schedule (GS) 13-15	88	3.2*	±0.2	904	4.0*	±0.0	-1.05 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.5	±0.2	NA
Other	63	3.1*	±0.3	619	3.3*	±0.1	-0.29 (S)
Years of Service at Bureau or Office							
Less than 1 year	33	3.4*	±0.3	657	4.0*	±0.1	-0.64 (M)
1 to 3 years	99	2.8*	±0.2	913	3.8*	±0.1	-1.11 (L)
4 to 5 years	37	2.9*	±0.3	508	3.6*	±0.1	-0.77 (M)
6 to 10 years	72	3.1*	±0.3	883	3.6*	±0.1	-0.50 (M)
11 to 14 years	61	2.9*	±0.3	506	3.6*	±0.1	-0.66 (M)
15 to 20 years	72	3.1*	±0.2	565	3.8*	±0.1	-0.78 (M)
More than 20 years	83	3.5*	±0.2	839	3.9*	±0.1	-0.45 (S)
Appointment Type							
Permanent	458	3.1*	±0.1	4,781	3.8*	±0.0	-0.72 (M)
Term	NR	NR	NR	88	4.0	±0.2	NR
Temporary	--	--	--	18	4.3	±0.2	NA
Work Schedule							
Seasonal	--	--	--	40	4.2	±0.2	NA
Non-Seasonal	458	3.1*	±0.1	4,710	3.8*	±0.0	-0.72 (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	--	--	--	33	4.2	±0.2	NA
Permanent-Non-Seasonal	458	3.1*	±0.1	4,699	3.8*	±0.0	-0.72 (M)
Term	NR	NR	NR	88	4.0	±0.2	NR
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	4.1	±0.2	NA

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

4.3.7 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 USBR.

Table 4.23 USBR – 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	203	44.7%*	±4.6	94	1.9%*	±0.4	1.18 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	0	0.0%	NA	NR
Wage Grade (WG) 5-8	NR	NR	NR	0	0.0%	NA	NR
Wage Grade (WG) 9-16	NR	NR	NR	NR	NR	NR	NR
Other Wage Grade (WG)	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 1-6	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 7-10	23	53.9%*	±15.3	17	2.3%*	±1.4	1.34 (L)
General Schedule (GS) 11-12	58	31.9%*	±7.2	45	2.5%*	±0.8	0.88 (L)
General Schedule (GS) 13-15	44	50.6%*	±10.6	13	1.5%*	±1.0	1.34 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	0	0.0%	NA	NA
Other	38	60.0%*	±12.8	15	2.4%*	±1.6	1.46 (L)

	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	NR	NR	NR	NR
1 to 3 years	49	50.1%*	±10.0	13	1.4%*	±1.0	1.33 (L)
4 to 5 years	NR	NR	NR	17	3.5%	±2.0	NR
6 to 10 years	34	47.3%*	±11.8	30	3.4%*	±1.4	1.14 (L)
11 to 14 years	14	23.6%*	±12.9	11	2.1%*	±1.7	0.72 (M)
15 to 20 years	33	45.5%*	±11.8	6	1.1%*	±1.3	1.27 (L)
More than 20 years	39	48.3%*	±11.1	10	1.2%*	±1.0	1.32 (L)
Appointment Type							
Permanent	203	44.9%*	±4.6	94	2.0%*	±0.4	1.19 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary	--	--	--	0	0.0%	NA	NA
Work Schedule							
Seasonal	--	--	--	0	0.0%	NA	NA
Non-Seasonal	203	44.9%*	±4.6	92	2.0%*	±0.4	1.19 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	0	0.0%	NA	NA
Permanent-Non-Seasonal	203	44.9%*	±4.6	92	2.0%*	±0.4	1.19 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary-Seasonal	--	--	--	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR

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

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

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

Table 4.24 USBR – Logistic Regression of Religious 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	-0.120	0.493	0.059	--	0.887	--	--	--	--
Sex	0.412	0.140	8.610	0.003	1.510	1.147	1.988	-1002.156	8.965
Age	0.587	0.151	15.156	0.000	1.798	1.338	2.416	-1005.805	16.265
Education Level	0.615	0.135	20.797	0.000	1.850	1.420	2.410	-1008.635	21.923
Race/Ethnicity	0.432	0.166	6.801	0.009	1.540	1.113	2.131	-1001.285	7.223
Organizational Politics	0.270	0.085	10.068	0.002	1.310	1.109	1.547	-1002.695	10.043
Bystander Harassment Based on Religious Beliefs	-3.275	0.165	395.905	0.000	0.038	0.027	0.052	-1214.037	432.728
General Intolerance	-0.534	0.083	41.748	0.000	0.586	0.499	0.689	-1018.446	41.545

Note. N = 4,884, Nagelkerke R Square = 0.349

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 USBR.

Table 4.25 USBR – 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	411	2.6*	±0.1	4,856	3.7*	±0.0	-1.20 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	62	4.1	±0.2	NR
Wage Grade (WG) 5-8	30	3.1*	±0.3	218	3.6*	±0.1	-0.69 (M)
Wage Grade (WG) 9-16	6	2.7	±0.7	58	3.5	±0.2	-0.81 (L)
Other Wage Grade (WG)	17	2.5*	±0.4	55	3.4*	±0.2	-1.05 (L)
General Schedule (GS) 1-6	34	2.2*	±0.3	326	3.8*	±0.1	-1.89 (L)
General Schedule (GS) 7-10	71	3.0*	±0.2	701	3.7*	±0.1	-0.77 (M)
General Schedule (GS) 11-12	147	2.7*	±0.2	1,820	3.6*	±0.0	-1.17 (L)
General Schedule (GS) 13-15	18	2.7*	±0.4	959	3.9*	±0.1	-1.40 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.7	±0.2	NA
Other	84	2.4*	±0.2	586	3.5*	±0.1	-1.30 (L)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	27	3.4*	±0.4	651	4.0*	±0.1	-0.76 (M)
1 to 3 years	97	2.5*	±0.2	897	3.8*	±0.1	-1.43 (L)
4 to 5 years	37	2.8*	±0.3	505	3.6*	±0.1	-0.78 (M)
6 to 10 years	85	2.6*	±0.2	855	3.6*	±0.1	-1.12 (L)
11 to 14 years	59	2.4*	±0.2	486	3.6*	±0.1	-1.37 (L)
15 to 20 years	39	2.5*	±0.3	592	3.5*	±0.1	-1.19 (L)
More than 20 years	65	2.7*	±0.2	842	3.7*	±0.1	-1.21 (L)
Appointment Type							
Permanent	405	2.6*	±0.1	4,748	3.7*	±0.0	-1.19 (L)
Term	6	2.7*	±0.4	84	4.1*	±0.1	-2.17 (L)
Temporary	--	--	--	18	4.1	±0.2	NA
Work Schedule							
Seasonal	--	--	--	38	3.5	±0.3	NA
Non-Seasonal	405	2.6*	±0.1	4,679	3.7*	±0.0	-1.20 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	31	3.5	±0.3	NA
Permanent-Non-Seasonal	405	2.6*	±0.1	4,669	3.7*	±0.0	-1.20 (L)
Term	6	2.7*	±0.4	84	4.1*	±0.1	-2.17 (L)
Temporary-Seasonal	--	--	--	7	3.6	±0.0	NA
Temporary-Non-Seasonal	--	--	--	11	4.4	±0.2	NA
Disability							
Yes	237	2.6*	±0.1	702	3.7*	±0.1	-1.27 (L)
No	170	2.8*	±0.1	4,138	3.7*	±0.0	-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.

4.4.2 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 USBR.

Table 4.26 USBR – 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	400	0.39*	±0.04	4,880	0.68*	±0.01	-0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	62	0.82	±0.09	NR
Wage Grade (WG) 5-8	30	0.32*	±0.14	215	0.62*	±0.06	-0.73 (M)
Wage Grade (WG) 9-16	6	0.00*	±0.00	62	0.50*	±0.11	-1.14 (L)
Other Wage Grade (WG)	15	0.31*	±0.14	55	0.57*	±0.12	-0.63 (M)
General Schedule (GS) 1-6	31	0.37*	±0.15	328	0.74*	±0.04	-0.88 (L)
General Schedule (GS) 7-10	63	0.60	±0.10	707	0.68	±0.03	-0.18
General Schedule (GS) 11-12	149	0.39*	±0.07	1,828	0.66*	±0.02	-0.64 (M)
General Schedule (GS) 13-15	18	0.40*	±0.21	958	0.77*	±0.02	-1.03 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	1.00	±0.00	NA
Other	84	0.28*	±0.07	593	0.59*	±0.03	-0.76 (M)
Years of Service at Bureau or Office							
Less than 1 year	27	0.70	±0.15	654	0.71	±0.03	-0.02
1 to 3 years	94	0.47*	±0.09	906	0.75*	±0.03	-0.72 (M)
4 to 5 years	31	0.50	±0.15	507	0.59	±0.04	-0.22 (S)
6 to 10 years	83	0.32*	±0.07	857	0.65*	±0.03	-0.81 (L)
11 to 14 years	60	0.21*	±0.08	494	0.64*	±0.04	-1.02 (L)
15 to 20 years	39	0.33*	±0.12	595	0.66*	±0.03	-0.80 (L)
More than 20 years	65	0.38*	±0.10	840	0.71*	±0.03	-0.85 (L)
Appointment Type							
Permanent	393	0.39*	±0.04	4,773	0.68*	±0.01	-0.68 (M)
Term	6	0.00*	±0.00	84	0.84*	±0.07	-2.77 (L)
Temporary	--	--	--	18	1.00	±0.00	NA
Work Schedule							
Seasonal	--	--	--	40	0.67	±0.13	NA
Non-Seasonal	393	0.39*	±0.04	4,702	0.68*	±0.01	-0.70 (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	--	--	--	33	0.60	±0.14	NA
Permanent-Non-Seasonal	393	0.39*	±0.04	4,691	0.68*	±0.01	-0.70 (M)
Term	6	0.00*	±0.00	84	0.84*	±0.07	-2.77 (L)
Temporary-Seasonal	--	--	--	7	1.00	±0.00	NA
Temporary-Non-Seasonal	--	--	--	11	1.00	±0.00	NA
Disability							
Yes	234	0.32*	±0.05	708	0.72*	±0.03	-1.00 (L)
No	162	0.49*	±0.06	4,156	0.68*	±0.01	-0.45 (S)

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

4.4.3 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 USBR.

Table 4.27 USBR – 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	413	3.4*	±0.1	4,866	2.7*	±0.0	0.82 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	62	2.3	±0.2	NR
Wage Grade (WG) 5-8	30	3.5*	±0.2	215	2.7*	±0.1	1.07 (L)
Wage Grade (WG) 9-16	6	2.8	±0.1	62	2.7	±0.2	0.11
Other Wage Grade (WG)	17	4.0*	±0.4	55	3.1*	±0.2	1.03 (L)
General Schedule (GS) 1-6	34	3.4*	±0.3	324	2.7*	±0.1	0.85 (L)
General Schedule (GS) 7-10	71	3.2*	±0.2	703	2.7*	±0.1	0.52 (M)
General Schedule (GS) 11-12	146	3.5*	±0.1	1,829	2.8*	±0.0	0.78 (M)
General Schedule (GS) 13-15	18	3.6*	±0.5	959	2.6*	±0.1	1.15 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	1.5	±0.2	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>
Other	87	3.5*	±0.2	585	2.8*	±0.1	0.79 (M)
Years of Service at Bureau or Office							
Less than 1 year	27	3.1*	±0.4	653	2.5*	±0.1	0.80 (L)
1 to 3 years	97	3.2*	±0.2	899	2.8*	±0.1	0.55 (M)
4 to 5 years	37	3.5*	±0.4	505	2.8*	±0.1	0.72 (M)
6 to 10 years	85	3.5*	±0.2	860	2.8*	±0.1	0.82 (L)
11 to 14 years	62	3.7*	±0.2	484	2.9*	±0.1	0.95 (L)
15 to 20 years	42	3.4*	±0.3	593	2.8*	±0.1	0.72 (M)
More than 20 years	62	3.6*	±0.2	845	2.7*	±0.1	1.09 (L)
Appointment Type							
Permanent	407	3.4*	±0.1	4,756	2.7*	±0.0	0.82 (L)
Term	6	3.0	±0.4	84	2.6	±0.2	0.60 (M)
Temporary	--	--	--	18	2.0	±0.3	NA
Work Schedule							
Seasonal	--	--	--	37	2.5	±0.2	NA
Non-Seasonal	407	3.4*	±0.1	4,688	2.7*	±0.0	0.82 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	30	2.7	±0.2	NA
Permanent-Non-Seasonal	407	3.4*	±0.1	4,678	2.7*	±0.0	0.82 (L)
Term	6	3.0	±0.4	84	2.6	±0.2	0.60 (M)
Temporary-Seasonal	--	--	--	7	1.6	±0.4	NA
Temporary-Non-Seasonal	--	--	--	11	2.2	±0.2	NA
Disability							
Yes	240	3.5*	±0.1	711	2.6*	±0.1	1.05 (L)
No	169	3.3*	±0.1	4,139	2.8*	±0.0	0.67 (M)

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

4.4.4 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 USBR.

Table 4.28 USBR – 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	414	2.7*	±0.1	4,874	3.6*	±0.0	-1.03 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	62	4.1	±0.2	NR
Wage Grade (WG) 5-8	30	2.8*	±0.3	218	3.6*	±0.1	-0.94 (L)
Wage Grade (WG) 9-16	NR	NR	NR	62	3.3	±0.2	NR
Other Wage Grade (WG)	17	2.3*	±0.3	55	3.2*	±0.2	-1.19 (L)
General Schedule (GS) 1-6	34	2.4*	±0.2	326	3.6*	±0.1	-1.64 (L)
General Schedule (GS) 7-10	71	2.9*	±0.2	700	3.6*	±0.1	-0.80 (L)
General Schedule (GS) 11-12	149	2.8*	±0.2	1,832	3.6*	±0.0	-0.89 (L)
General Schedule (GS) 13-15	18	3.1*	±0.6	959	3.8*	±0.0	-0.85 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.6	±0.2	NA
Other	87	2.5*	±0.2	589	3.2*	±0.1	-0.79 (M)
Years of Service at Bureau or Office							
Less than 1 year	27	3.2*	±0.4	656	3.9*	±0.1	-0.92 (L)
1 to 3 years	97	2.7*	±0.2	908	3.6*	±0.1	-1.11 (L)
4 to 5 years	37	2.7*	±0.2	507	3.4*	±0.1	-0.81 (L)
6 to 10 years	85	2.6*	±0.2	862	3.5*	±0.1	-1.06 (L)
11 to 14 years	62	2.4*	±0.2	479	3.4*	±0.1	-1.06 (L)
15 to 20 years	40	2.9*	±0.3	595	3.5*	±0.1	-0.72 (M)
More than 20 years	65	2.9*	±0.2	839	3.7*	±0.1	-1.06 (L)
Appointment Type							
Permanent	408	2.7*	±0.1	4,765	3.6*	±0.0	-1.01 (L)
Term	6	2.5*	±0.5	84	3.9*	±0.2	-1.92 (L)
Temporary	--	--	--	18	4.3	±0.2	NA
Work Schedule							
Seasonal	--	--	--	38	3.7	±0.3	NA
Non-Seasonal	408	2.7*	±0.1	4,696	3.6*	±0.0	-1.02 (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	--	--	--	31	3.5	±0.3	NA
Permanent-Non-Seasonal	408	2.7*	±0.1	4,685	3.6*	±0.0	-1.02 (L)
Term	6	2.5*	±0.5	84	3.9*	±0.2	-1.92 (L)
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	4.2	±0.1	NA
Disability							
Yes	240	2.6*	±0.1	703	3.7*	±0.1	-1.20 (L)
No	170	2.8*	±0.1	4,155	3.6*	±0.0	-0.85 (L)

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

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 USBR.

Table 4.29 USBR – 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	400	2.9*	±0.1	4,803	3.9*	±0.0	-0.89 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	62	4.3	±0.2	NR
Wage Grade (WG) 5-8	24	3.3	±0.5	212	3.7	±0.1	-0.40 (S)
Wage Grade (WG) 9-16	NR	NR	NR	62	3.7	±0.2	NR
Other Wage Grade (WG)	17	2.1*	±0.6	55	3.5*	±0.3	-1.36 (L)
General Schedule (GS) 1-6	34	2.5*	±0.3	316	3.9*	±0.1	-1.41 (L)
General Schedule (GS) 7-10	71	3.3*	±0.2	686	3.9*	±0.1	-0.57 (M)
General Schedule (GS) 11-12	143	3.1*	±0.2	1,816	3.9*	±0.0	-0.74 (M)
General Schedule (GS) 13-15	18	2.7*	±0.7	947	4.0*	±0.1	-1.27 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.8	±0.1	NA
Other	84	2.7*	±0.3	575	3.6*	±0.1	-0.83 (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>
Years of Service at Bureau or Office							
Less than 1 year	27	3.2*	±0.4	648	4.2*	±0.1	-1.20 (L)
1 to 3 years	92	3.0*	±0.2	894	3.9*	±0.1	-0.89 (L)
4 to 5 years	37	3.3	±0.4	492	3.6	±0.1	-0.27 (S)
6 to 10 years	83	2.7*	±0.3	850	3.8*	±0.1	-1.07 (L)
11 to 14 years	62	2.7*	±0.3	471	3.8*	±0.1	-0.96 (L)
15 to 20 years	37	3.1*	±0.4	592	3.8*	±0.1	-0.68 (M)
More than 20 years	62	3.1*	±0.3	830	3.9*	±0.1	-0.84 (L)
Appointment Type							
Permanent	394	3.0*	±0.1	4,699	3.9*	±0.0	-0.87 (L)
Term	6	1.8*	±0.2	79	4.1*	±0.2	-2.40 (L)
Temporary	--	--	--	18	4.4	±0.3	NA
Work Schedule							
Seasonal	--	--	--	38	3.9	±0.4	NA
Non-Seasonal	394	3.0*	±0.1	4,630	3.9*	±0.0	-0.88 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	31	3.8	±0.5	NA
Permanent-Non-Seasonal	394	3.0*	±0.1	4,620	3.9*	±0.0	-0.88 (L)
Term	6	1.8*	±0.2	79	4.1*	±0.2	-2.40 (L)
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	4.3	±0.3	NA
Disability							
Yes	232	2.8*	±0.2	695	3.9*	±0.1	-0.92 (L)
No	165	3.1*	±0.2	4,093	3.9*	±0.0	-0.74 (M)

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

4.4.6 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 USBR.

Table 4.30 USBR – 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	414	2.8*	±0.1	4,897	3.8*	±0.0	-1.02 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	62	3.8	±0.2	NR
Wage Grade (WG) 5-8	30	2.7*	±0.5	218	3.8*	±0.1	-1.29 (L)
Wage Grade (WG) 9-16	NR	NR	NR	62	3.5	±0.2	NR
Other Wage Grade (WG)	17	2.1*	±0.4	55	3.4*	±0.2	-1.56 (L)
General Schedule (GS) 1-6	34	2.4*	±0.3	328	3.9*	±0.1	-1.80 (L)
General Schedule (GS) 7-10	71	3.1*	±0.2	707	3.8*	±0.1	-0.67 (M)
General Schedule (GS) 11-12	149	3.2*	±0.2	1,833	3.8*	±0.0	-0.70 (M)
General Schedule (GS) 13-15	18	2.8*	±0.7	965	4.0*	±0.0	-1.49 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.5	±0.2	NA
Other	87	2.6*	±0.2	596	3.4*	±0.1	-0.91 (L)
Years of Service at Bureau or Office							
Less than 1 year	27	3.3*	±0.4	657	4.0*	±0.1	-0.83 (L)
1 to 3 years	97	2.6*	±0.2	908	3.8*	±0.1	-1.33 (L)
4 to 5 years	37	2.8*	±0.3	507	3.6*	±0.1	-0.91 (L)
6 to 10 years	85	2.8*	±0.2	862	3.7*	±0.1	-0.87 (L)
11 to 14 years	62	2.9*	±0.2	496	3.6*	±0.1	-0.73 (M)
15 to 20 years	40	3.0*	±0.4	593	3.7*	±0.1	-0.88 (L)
More than 20 years	65	2.9*	±0.3	847	3.9*	±0.1	-1.17 (L)
Appointment Type							
Permanent	408	2.8*	±0.1	4,788	3.8*	±0.0	-1.02 (L)
Term	6	3.6	±0.3	84	4.0	±0.2	-0.55 (M)
Temporary	--	--	--	18	4.3	±0.2	NA
Work Schedule							
Seasonal	--	--	--	40	4.2	±0.2	NA
Non-Seasonal	408	2.8*	±0.1	4,717	3.8*	±0.0	-1.02 (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	--	--	--	33	4.2	±0.2	NA
Permanent-Non-Seasonal	408	2.8*	±0.1	4,707	3.8*	±0.0	-1.02 (L)
Term	6	3.6	±0.3	84	4.0	±0.2	-0.55 (M)
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	4.1	±0.2	NA
Disability							
Yes	240	2.7*	±0.1	713	3.8*	±0.1	-1.19 (L)
No	170	3.1*	±0.2	4,168	3.8*	±0.0	-0.79 (M)

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

4.4.7 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 USBR.

Table 4.31 USBR – Disability Harassment and Bystander Harassment

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	177	44.3%*	±4.9	181	3.7%*	±0.6	1.07 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	0	0.0%	NA	NR
Wage Grade (WG) 5-8	NR	NR	NR	8	3.7%	±3.6	NR
Wage Grade (WG) 9-16	NR	NR	NR	0	0.0%	NA	NR
Other Wage Grade (WG)	NR	NR	NR	5	10.1%	±11.7	NR
General Schedule (GS) 1-6	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 7-10	33	53.2%*	±12.6	40	5.7%*	±2.0	1.15 (L)
General Schedule (GS) 11-12	63	42.8%*	±8.2	52	2.9%*	±0.9	1.09 (L)
General Schedule (GS) 13-15	NR	NR	NR	18	1.9%	±1.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	37	43.9%*	±10.9	40	6.8%*	±2.3	0.92 (L)
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	7	1.1%	±1.2	NR
1 to 3 years	48	50.8%*	±10.2	35	3.9%*	±1.5	1.19 (L)
4 to 5 years	NR	NR	NR	30	6.0%	±2.5	NR
6 to 10 years	32	37.7%*	±10.9	33	3.9%*	±1.5	0.93 (L)
11 to 14 years	22	37.5%*	±13.4	14	2.8%*	±1.9	0.98 (L)
15 to 20 years	14	36.8%*	±16.6	30	5.0%*	±2.1	0.85 (L)
More than 20 years	39	60.5%*	±12.6	30	3.5%*	±1.5	1.41 (L)
Appointment Type							
Permanent	175	44.5%*	±5.0	181	3.8%*	±0.6	1.07 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary	--	--	--	0	0.0%	NA	NA

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	0	0.0%	NA	NA
Non-Seasonal	175	44.5%*	±5.0	176	3.8%*	±0.6	1.07 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	0	0.0%	NA	NA
Permanent-Non-Seasonal	175	44.5%*	±5.0	176	3.8%*	±0.6	1.07 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary-Seasonal	--	--	--	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Disability							
Yes	116	49.4%*	±6.4	45	6.4%*	±2.1	1.05 (L)
No	59	36.6%*	±7.8	134	3.3%*	±0.6	0.94 (L)

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

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

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

Table 4.32 USBR – Logistic Regression of Disability Harassment and Predictors of Workplace Harassment

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	5.081	0.653	60.524	--	161.003	--	--	--	--
Race/Ethnicity	0.805	0.204	15.612	0.000	2.237	1.500	3.335	-628.396	17.298
Relationship Status	-1.033	0.162	40.560	0.000	0.356	0.259	0.489	-640.065	40.637
Disability Status	-2.095	0.160	170.957	0.000	0.123	0.090	0.168	-705.474	171.453
Appointment Type	-1.210	0.521	5.392	0.020	0.298	0.107	0.828	-621.764	4.033
Organizational Trust	-0.463	0.109	17.935	0.000	0.630	0.508	0.780	-628.894	18.294
Bystander Harassment Based on Disability	-2.491	0.200	154.403	0.000	0.083	0.056	0.123	-696.939	154.384
General Intolerance	-0.484	0.104	21.609	0.000	0.617	0.503	0.756	-630.595	21.696

Note. N = 4,128, Nagelkerke R Square = 0.429

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 USBR.

Table 4.33 USBR – 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	166	2.5*	±0.1	5,115	3.6*	±0.0	-1.32 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	62	4.1	±0.2	NR
Wage Grade (WG) 5-8	10	2.6*	±0.7	238	3.6*	±0.1	-1.16 (L)
Wage Grade (WG) 9-16	NR	NR	NR	60	3.5	±0.2	NR
Other Wage Grade (WG)	8	2.1*	±0.4	64	3.4*	±0.2	-1.40 (L)
General Schedule (GS) 1-6	9	2.6*	±0.6	354	3.7*	±0.1	-1.16 (L)
General Schedule (GS) 7-10	25	2.3*	±0.3	749	3.7*	±0.1	-1.50 (L)
General Schedule (GS) 11-12	62	2.5*	±0.2	1,917	3.6*	±0.0	-1.29 (L)
General Schedule (GS) 13-15	21	2.9*	±0.4	956	3.8*	±0.1	-1.08 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.7	±0.2	NA
Other	24	2.2*	±0.3	643	3.4*	±0.1	-1.29 (L)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	9	2.6*	±0.1	671	3.9*	±0.1	-1.87 (L)
1 to 3 years	32	2.0*	±0.3	966	3.7*	±0.1	-1.88 (L)
4 to 5 years	23	2.9*	±0.4	517	3.5*	±0.1	-0.64 (M)
6 to 10 years	24	2.3*	±0.3	917	3.6*	±0.1	-1.44 (L)
11 to 14 years	23	2.7*	±0.4	526	3.5*	±0.1	-0.83 (L)
15 to 20 years	19	2.3*	±0.4	617	3.5*	±0.1	-1.36 (L)
More than 20 years	34	2.7*	±0.2	875	3.7*	±0.1	-1.25 (L)
Appointment Type							
Permanent	166	2.5*	±0.1	5,002	3.6*	±0.0	-1.31 (L)
Term	--	--	--	91	4.0	±0.2	NA
Temporary	--	--	--	18	4.1	±0.2	NA
Work Schedule							
Seasonal	NR	NR	NR	36	3.5	±0.3	NR
Non-Seasonal	161	2.5*	±0.1	4,937	3.6*	±0.0	-1.31 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	29	3.5	±0.4	NR
Permanent-Non-Seasonal	161	2.5*	±0.1	4,927	3.6*	±0.0	-1.31 (L)
Term	--	--	--	91	4.0	±0.2	NA
Temporary-Seasonal	--	--	--	7	3.6	±0.0	NA
Temporary-Non-Seasonal	--	--	--	11	4.4	±0.2	NA
Sex							
Men	94	2.5*	±0.2	3,457	3.7*	±0.0	-1.39 (L)
Women	69	2.5*	±0.2	1,640	3.5*	±0.0	-1.16 (L)
Gender Identity							
Male	94	2.5*	±0.2	3,457	3.7*	±0.0	-1.39 (L)
Female	69	2.5*	±0.2	1,640	3.5*	±0.0	-1.16 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	15	3.2	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	111	2.4*	±0.1	4,773	3.7*	±0.0	-1.39 (L)
Sexual Minority	32	2.5*	±0.3	120	3.8*	±0.2	-1.53 (L)

	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>
Sexual Orientation							
Heterosexual or straight	111	2.4*	±0.1	4,773	3.7*	±0.0	-1.39 (L)
Lesbian	NR	NR	NR	33	3.8	±0.2	NR
Gay	19	2.6*	±0.3	27	4.0*	±0.3	-1.78 (L)
Bisexual	6	1.4*	±0.2	48	3.9*	±0.3	-2.88 (L)
Other	NR	NR	NR	13	3.2	±0.6	NR
I prefer not to say	21	2.7*	±0.4	176	3.4*	±0.1	-0.77 (M)

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

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 USBR.

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

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	166	0.29*	±0.06	5,130	0.67*	±0.01	-0.91 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	62	0.82	±0.09	NR
Wage Grade (WG) 5-8	10	0.68	±0.26	235	0.58	±0.05	0.24 (S)
Wage Grade (WG) 9-16	NR	NR	NR	64	0.46	±0.11	NR
Other Wage Grade (WG)	8	0.21*	±0.12	62	0.55*	±0.11	-0.83 (L)
General Schedule (GS) 1-6	9	0.59	±0.35	354	0.71	±0.04	-0.28 (S)
General Schedule (GS) 7-10	25	0.27*	±0.15	748	0.68*	±0.03	-0.99 (L)
General Schedule (GS) 11-12	62	0.24*	±0.09	1,927	0.65*	±0.02	-1.01 (L)
General Schedule (GS) 13-15	21	0.36*	±0.18	955	0.77*	±0.02	-1.13 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	1.00	±0.00	NA
Other	24	0.14*	±0.07	650	0.57*	±0.03	-1.02 (L)
Years of Service at Bureau or Office							
Less than 1 year	9	0.00*	±0.00	673	0.72*	±0.03	-1.79 (L)
1 to 3 years	32	0.50*	±0.14	974	0.73*	±0.02	-0.57 (M)
4 to 5 years	23	0.41*	±0.18	513	0.59*	±0.04	-0.43 (S)
6 to 10 years	24	0.20*	±0.13	917	0.64*	±0.03	-1.02 (L)
11 to 14 years	23	0.40*	±0.17	535	0.60*	±0.04	-0.46 (S)
15 to 20 years	19	0.19*	±0.14	619	0.65*	±0.03	-1.12 (L)
More than 20 years	34	0.14*	±0.08	874	0.71*	±0.03	-1.45 (L)
Appointment Type							
Permanent	166	0.29*	±0.06	5,016	0.67*	±0.01	-0.90 (L)
Term	--	--	--	91	0.79	±0.08	NA
Temporary	--	--	--	18	1.00	±0.00	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	38	0.68	±0.13	NR
Non-Seasonal	161	0.30*	±0.06	4,950	0.67*	±0.01	-0.91 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	31	0.61	±0.15	NR
Permanent-Non-Seasonal	161	0.30*	±0.06	4,940	0.67*	±0.01	-0.90 (L)
Term	--	--	--	91	0.79	±0.08	NA
Temporary-Seasonal	--	--	--	7	1.00	±0.00	NA
Temporary-Non-Seasonal	--	--	--	11	1.00	±0.00	NA
Sex							
Men	94	0.24*	±0.07	3,475	0.69*	±0.01	-1.10 (L)
Women	69	0.37*	±0.10	1,636	0.63*	±0.02	-0.61 (M)
Gender Identity							
Male	94	0.24*	±0.07	3,475	0.69*	±0.01	-1.10 (L)
Female	69	0.37*	±0.10	1,636	0.63*	±0.02	-0.61 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	15	0.42	±0.21	NR
Sexual Orientation - Collapsed							
Heterosexual	111	0.25*	±0.06	4,787	0.67*	±0.01	-1.04 (L)
Sexual Minority	32	0.40*	±0.15	120	0.73*	±0.07	-0.84 (L)
Sexual Orientation							
Heterosexual or straight	111	0.25*	±0.06	4,787	0.67*	±0.01	-1.04 (L)
Lesbian	NR	NR	NR	33	0.72	±0.13	NR
Gay	19	0.32*	±0.20	27	0.69*	±0.17	-0.82 (L)
Bisexual	6	0.48	±0.26	48	0.77	±0.11	-0.75 (M)
Other	NR	NR	NR	13	0.71	±0.18	NR
I prefer not to say	21	0.36*	±0.20	178	0.57*	±0.06	-0.45 (S)

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

4.5.3 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 USBR.

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

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	163	3.7*	±0.1	5,130	2.8*	±0.0	1.06 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	62	2.3	±0.2	NR
Wage Grade (WG) 5-8	10	2.8	±0.3	235	2.8	±0.1	0.01
Wage Grade (WG) 9-16	NR	NR	NR	64	2.7	±0.2	NR
Other Wage Grade (WG)	8	4.0*	±0.3	64	3.2*	±0.2	0.89 (L)
General Schedule (GS) 1-6	9	2.9	±0.1	352	2.8	±0.1	0.19
General Schedule (GS) 7-10	25	4.0*	±0.3	752	2.7*	±0.1	1.53 (L)
General Schedule (GS) 11-12	59	3.8*	±0.2	1,928	2.8*	±0.0	1.08 (L)
General Schedule (GS) 13-15	21	3.4*	±0.4	956	2.6*	±0.1	0.97 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	1.5	±0.2	NA
Other	24	3.9*	±0.2	645	2.9*	±0.1	1.13 (L)
Years of Service at Bureau or Office							
Less than 1 year	9	4.1*	±0.5	673	2.5*	±0.1	2.24 (L)
1 to 3 years	32	3.7*	±0.3	969	2.8*	±0.1	1.18 (L)
4 to 5 years	23	3.3*	±0.4	517	2.9*	±0.1	0.51 (M)
6 to 10 years	24	3.7*	±0.2	921	2.8*	±0.1	0.95 (L)
11 to 14 years	23	3.5*	±0.3	526	2.9*	±0.1	0.67 (M)
15 to 20 years	19	3.8*	±0.4	620	2.8*	±0.1	1.12 (L)
More than 20 years	31	3.8*	±0.2	879	2.7*	±0.1	1.30 (L)
Appointment Type							
Permanent	163	3.7*	±0.1	5,015	2.8*	±0.0	1.06 (L)
Term	--	--	--	91	2.6	±0.2	NA
Temporary	--	--	--	18	2.0	±0.3	NA
Work Schedule							
Seasonal	NR	NR	NR	35	2.4	±0.2	NR
Non-Seasonal	158	3.7*	±0.1	4,952	2.8*	±0.0	1.05 (L)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	28	2.6	±0.2	NR
Permanent-Non-Seasonal	158	3.7*	±0.1	4,941	2.8*	±0.0	1.05 (L)
Term	--	--	--	91	2.6	±0.2	NA
Temporary-Seasonal	--	--	--	7	1.6	±0.4	NA
Temporary-Non-Seasonal	--	--	--	11	2.2	±0.2	NA
Sex							
Men	91	3.8*	±0.1	3,471	2.7*	±0.0	1.23 (L)
Women	69	3.5*	±0.2	1,640	2.8*	±0.0	0.83 (L)
Gender Identity							
Male	91	3.8*	±0.1	3,471	2.7*	±0.0	1.23 (L)
Female	69	3.5*	±0.2	1,640	2.8*	±0.0	0.83 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	15	3.1	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	109	3.6*	±0.1	4,778	2.8*	±0.0	1.01 (L)
Sexual Minority	32	3.7*	±0.3	120	2.4*	±0.1	1.65 (L)
Sexual Orientation							
Heterosexual or straight	109	3.6*	±0.1	4,778	2.8*	±0.0	1.01 (L)
Lesbian	NR	NR	NR	33	2.5	±0.3	NR
Gay	19	3.9*	±0.4	27	2.4*	±0.2	2.03 (L)
Bisexual	6	4.7*	±0.1	48	2.2*	±0.2	3.42 (L)
Other	NR	NR	NR	13	2.9	±0.4	NR
I prefer not to say	21	3.8*	±0.4	180	3.0*	±0.1	0.92 (L)

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

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 USBR.

Table 4.36 USBR – 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	166	2.7*	±0.1	5,133	3.5*	±0.0	-0.98 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	62	4.1	±0.2	NR
Wage Grade (WG) 5-8	10	3.1	±0.6	238	3.5	±0.1	-0.54 (M)
Wage Grade (WG) 9-16	NR	NR	NR	62	3.2	±0.3	NR
Other Wage Grade (WG)	8	2.5	±0.3	64	3.0	±0.2	-0.61 (M)
General Schedule (GS) 1-6	9	2.8*	±0.2	354	3.5*	±0.1	-0.85 (L)
General Schedule (GS) 7-10	25	2.4*	±0.4	744	3.6*	±0.1	-1.21 (L)
General Schedule (GS) 11-12	62	2.6*	±0.2	1,931	3.6*	±0.0	-1.09 (L)
General Schedule (GS) 13-15	21	3.2*	±0.4	956	3.8*	±0.0	-0.82 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.6	±0.2	NA
Other	24	2.7*	±0.3	649	3.2*	±0.1	-0.52 (M)
Years of Service at Bureau or Office							
Less than 1 year	9	2.9*	±0.6	676	3.9*	±0.1	-1.34 (L)
1 to 3 years	32	2.6*	±0.3	973	3.5*	±0.1	-1.07 (L)
4 to 5 years	23	3.0*	±0.4	519	3.4*	±0.1	-0.45 (S)
6 to 10 years	24	2.3*	±0.4	924	3.4*	±0.1	-1.33 (L)
11 to 14 years	23	2.6*	±0.3	522	3.3*	±0.1	-0.79 (M)
15 to 20 years	19	2.4*	±0.4	620	3.5*	±0.1	-1.27 (L)
More than 20 years	34	3.1*	±0.3	873	3.7*	±0.1	-0.74 (M)
Appointment Type							
Permanent	166	2.7*	±0.1	5,017	3.5*	±0.0	-0.97 (L)
Term	--	--	--	91	3.8	±0.2	NA
Temporary	--	--	--	18	4.3	±0.2	NA
Work Schedule							
Seasonal	NR	NR	NR	36	3.7	±0.3	NR
Non-Seasonal	161	2.7*	±0.1	4,953	3.5*	±0.0	-0.96 (L)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	29	3.5	±0.3	NR
Permanent-Non-Seasonal	161	2.7*	±0.1	4,942	3.5*	±0.0	-0.96 (L)
Term	--	--	--	91	3.8	±0.2	NA
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	4.2	±0.1	NA
Sex							
Men	94	2.7*	±0.2	3,484	3.5*	±0.0	-0.90 (L)
Women	69	2.6*	±0.2	1,629	3.5*	±0.0	-1.06 (L)
Gender Identity							
Male	94	2.7*	±0.2	3,484	3.5*	±0.0	-0.90 (L)
Female	69	2.6*	±0.2	1,629	3.5*	±0.0	-1.06 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	15	3.1	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	111	2.7*	±0.2	4,782	3.5*	±0.0	-0.98 (L)
Sexual Minority	32	2.5*	±0.2	120	3.8*	±0.2	-1.50 (L)
Sexual Orientation							
Heterosexual or straight	111	2.7*	±0.2	4,782	3.5*	±0.0	-0.98 (L)
Lesbian	NR	NR	NR	33	3.6	±0.2	NR
Gay	19	2.5*	±0.3	27	3.9*	±0.4	-1.50 (L)
Bisexual	6	2.3*	±0.7	48	4.0*	±0.3	-1.74 (L)
Other	NR	NR	NR	13	3.3	±0.4	NR
I prefer not to say	21	2.9	±0.4	180	3.3	±0.1	-0.37 (S)

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

4.5.5 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 USBR.

Table 4.37 USBR – 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</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	160	2.9*	±0.2	5,058	3.8*	±0.0	-0.90 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	62	4.2	±0.2	NR
Wage Grade (WG) 5-8	7	3.5	±0.5	229	3.7	±0.1	-0.17
Wage Grade (WG) 9-16	NR	NR	NR	62	3.6	±0.3	NR
Other Wage Grade (WG)	8	2.0*	±0.7	64	3.3*	±0.3	-1.12 (L)
General Schedule (GS) 1-6	9	3.1	±0.5	345	3.8	±0.1	-0.63 (M)
General Schedule (GS) 7-10	25	2.8*	±0.6	734	3.9*	±0.1	-1.10 (L)
General Schedule (GS) 11-12	59	2.8*	±0.3	1,913	3.9*	±0.0	-1.00 (L)
General Schedule (GS) 13-15	21	3.3*	±0.6	944	4.0*	±0.1	-0.68 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.8	±0.1	NA
Other	24	2.6*	±0.5	632	3.5*	±0.1	-0.84 (L)
Years of Service at Bureau or Office							
Less than 1 year	9	2.7*	±1.0	668	4.1*	±0.1	-1.73 (L)
1 to 3 years	29	3.3*	±0.4	961	3.9*	±0.1	-0.51 (M)
4 to 5 years	23	3.3	±0.5	504	3.6	±0.1	-0.29 (S)
6 to 10 years	24	2.2*	±0.4	910	3.8*	±0.1	-1.45 (L)
11 to 14 years	23	3.1*	±0.5	513	3.7*	±0.1	-0.48 (S)
15 to 20 years	19	2.4*	±0.5	614	3.8*	±0.1	-1.43 (L)
More than 20 years	31	3.0*	±0.4	864	3.9*	±0.1	-0.92 (L)
Appointment Type							
Permanent	160	2.9*	±0.2	4,948	3.8*	±0.0	-0.90 (L)
Term	--	--	--	86	4.0	±0.2	NA
Temporary	--	--	--	18	4.4	±0.3	NA
Work Schedule							
Seasonal	NR	NR	NR	36	3.9	±0.5	NR
Non-Seasonal	156	2.9*	±0.2	4,883	3.8*	±0.0	-0.92 (L)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	29	3.8	±0.6	NR
Permanent-Non-Seasonal	156	2.9*	±0.2	4,873	3.8*	±0.0	-0.91 (L)
Term	--	--	--	86	4.0	±0.2	NA
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	4.3	±0.3	NA
Sex							
Men	91	2.7*	±0.3	3,432	3.8*	±0.0	-1.06 (L)
Women	66	3.2*	±0.3	1,607	3.9*	±0.0	-0.67 (M)
Gender Identity							
Male	91	2.7*	±0.3	3,432	3.8*	±0.0	-1.06 (L)
Female	66	3.2*	±0.3	1,607	3.9*	±0.0	-0.67 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	15	3.3	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	106	2.9*	±0.2	4,717	3.8*	±0.0	-0.92 (L)
Sexual Minority	32	3.1*	±0.5	117	4.0*	±0.2	-0.87 (L)
Sexual Orientation							
Heterosexual or straight	106	2.9*	±0.2	4,717	3.8*	±0.0	-0.92 (L)
Lesbian	NR	NR	NR	33	4.1	±0.2	NR
Gay	19	2.6*	±0.6	24	4.1*	±0.3	-1.31 (L)
Bisexual	6	4.0	±1.4	48	4.0	±0.3	0.04
Other	NR	NR	NR	13	3.9	±0.3	NR
I prefer not to say	21	2.6*	±0.5	176	3.6*	±0.2	-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.

4.5.6 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 USBR.

Table 4.38 USBR – Sexual Orientation Harassment and Organizational Inclusion by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	166	2.7*	±0.2	5,160	3.7*	±0.0	-1.14 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	62	3.8	±0.2	NR
Wage Grade (WG) 5-8	10	2.6*	±0.9	238	3.7*	±0.1	-1.29 (L)
Wage Grade (WG) 9-16	NR	NR	NR	62	3.3	±0.3	NR
Other Wage Grade (WG)	8	1.8*	±0.3	64	3.2*	±0.2	-1.55 (L)
General Schedule (GS) 1-6	9	3.4	±0.3	356	3.8	±0.1	-0.47 (S)
General Schedule (GS) 7-10	25	2.8*	±0.3	756	3.7*	±0.1	-1.02 (L)
General Schedule (GS) 11-12	62	2.6*	±0.3	1,932	3.8*	±0.0	-1.35 (L)
General Schedule (GS) 13-15	21	2.9*	±0.5	962	4.0*	±0.1	-1.26 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.5	±0.2	NA
Other	24	2.7*	±0.5	656	3.3*	±0.1	-0.60 (M)
Years of Service at Bureau or Office							
Less than 1 year	9	2.5*	±0.5	676	4.0*	±0.1	-1.84 (L)
1 to 3 years	32	2.4*	±0.3	978	3.7*	±0.1	-1.44 (L)
4 to 5 years	23	2.8*	±0.5	519	3.6*	±0.1	-0.85 (L)
6 to 10 years	24	2.2*	±0.3	924	3.6*	±0.1	-1.46 (L)
11 to 14 years	23	2.8*	±0.5	538	3.6*	±0.1	-0.76 (M)
15 to 20 years	19	3.2*	±0.4	618	3.7*	±0.1	-0.60 (M)
More than 20 years	34	2.9*	±0.3	881	3.9*	±0.1	-1.14 (L)
Appointment Type							
Permanent	166	2.7*	±0.2	5,045	3.7*	±0.0	-1.13 (L)
Term	--	--	--	91	4.0	±0.2	NA
Temporary	--	--	--	18	4.3	±0.2	NA
Work Schedule							
Seasonal	NR	NR	NR	38	4.3	±0.2	NR
Non-Seasonal	161	2.7*	±0.2	4,978	3.7*	±0.0	-1.14 (L)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	31	4.3	±0.2	NR
Permanent-Non-Seasonal	161	2.7*	±0.2	4,968	3.7*	±0.0	-1.14 (L)
Term	--	--	--	91	4.0	±0.2	NA
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	4.1	±0.2	NA
Sex							
Men	94	2.6*	±0.2	3,491	3.7*	±0.0	-1.29 (L)
Women	69	2.9*	±0.2	1,650	3.7*	±0.0	-0.90 (L)
Gender Identity							
Male	94	2.6*	±0.2	3,491	3.7*	±0.0	-1.29 (L)
Female	69	2.9*	±0.2	1,650	3.7*	±0.0	-0.90 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	15	3.3	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	111	2.6*	±0.2	4,810	3.7*	±0.0	-1.27 (L)
Sexual Minority	32	2.7*	±0.3	120	3.8*	±0.2	-1.03 (L)
Sexual Orientation							
Heterosexual or straight	111	2.6*	±0.2	4,810	3.7*	±0.0	-1.27 (L)
Lesbian	NR	NR	NR	33	3.8	±0.3	NR
Gay	19	2.5*	±0.4	27	3.8*	±0.5	-1.08 (L)
Bisexual	6	3.2	±0.2	48	3.8	±0.3	-0.61 (M)
Other	NR	NR	NR	13	3.5	±0.6	NR
I prefer not to say	21	3.2	±0.4	180	3.5	±0.1	-0.33 (S)

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

4.5.7 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 USBR.

Table 4.39 USBR – 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</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	166	2.4	±0.1	5,128	2.4	±0.0	-0.05
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	62	2.2	±0.2	NR
Wage Grade (WG) 5-8	10	1.7*	±0.4	229	2.3*	±0.1	-0.94 (L)
Wage Grade (WG) 9-16	NR	NR	NR	64	2.6	±0.1	NR
Other Wage Grade (WG)	8	3.0	±0.0	64	2.9	±0.1	0.38 (S)
General Schedule (GS) 1-6	9	2.1	±0.5	352	2.1	±0.1	-0.09
General Schedule (GS) 7-10	25	2.4	±0.2	749	2.4	±0.0	0.02
General Schedule (GS) 11-12	62	2.3	±0.1	1,929	2.3	±0.0	-0.05
General Schedule (GS) 13-15	21	2.3	±0.2	957	2.3	±0.0	0.00
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	2.5	±0.2	NA
Other	24	2.9	±0.1	655	2.9	±0.0	-0.07
Years of Service at Bureau or Office							
Less than 1 year	9	2.1	±0.4	666	2.4	±0.0	-0.53 (M)
1 to 3 years	32	2.0*	±0.3	970	2.3*	±0.0	-0.60 (M)
4 to 5 years	23	2.7	±0.2	516	2.5	±0.0	0.36 (S)
6 to 10 years	24	2.3	±0.3	922	2.4	±0.0	-0.23 (S)
11 to 14 years	23	2.2	±0.2	538	2.4	±0.0	-0.36 (S)
15 to 20 years	19	2.8*	±0.1	621	2.4*	±0.0	0.62 (M)
More than 20 years	34	2.5	±0.1	876	2.4	±0.0	0.27 (S)
Appointment Type							
Permanent	166	2.4	±0.1	5,013	2.4	±0.0	-0.05
Term	--	--	--	91	2.4	±0.1	NA
Temporary	--	--	--	18	2.4	±0.3	NA
Work Schedule							
Seasonal	NR	NR	NR	36	2.4	±0.2	NR
Non-Seasonal	161	2.4	±0.1	4,949	2.4	±0.0	-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	29	2.3	±0.2	NR
Permanent-Non-Seasonal	161	2.4	±0.1	4,938	2.4	±0.0	-0.04
Term	--	--	--	91	2.4	±0.1	NA
Temporary-Seasonal	--	--	--	7	2.7	±0.3	NA
Temporary-Non-Seasonal	--	--	--	11	2.1	±0.4	NA
Sex							
Men	94	2.5	±0.1	3,478	2.5	±0.0	-0.10
Women	69	2.2	±0.2	1,637	2.1	±0.0	0.16
Gender Identity							
Male	94	2.5	±0.1	3,478	2.5	±0.0	-0.10
Female	69	2.2	±0.2	1,637	2.1	±0.0	0.16
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	10	2.3	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	111	2.3	±0.1	4,790	2.4	±0.0	-0.10
Sexual Minority	32	2.2	±0.2	119	2.2	±0.1	-0.05
Sexual Orientation							
Heterosexual or straight	111	2.3	±0.1	4,790	2.4	±0.0	-0.10
Lesbian	NR	NR	NR	33	2.4	±0.2	NR
Gay	19	2.1	±0.2	27	2.0	±0.2	0.16
Bisexual	6	2.7*	±0.0	48	2.2*	±0.1	0.89 (L)
Other	NR	NR	NR	12	2.1	±0.3	NR
I prefer not to say	21	2.8*	±0.2	172	2.4*	±0.1	0.61 (M)

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

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

4.5.8 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 USBR.

Table 4.40 USBR – 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>	Percent ^a	MoE	<i>N</i>	Percent ^a	MoE	
Overall	54	32.9%*	±7.6	120	2.4%*	±0.5	0.91 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	0	0.0%	NA	NR
Wage Grade (WG) 5-8	NR	NR	NR	NR	NR	NR	NR
Wage Grade (WG) 9-16	NR	NR	NR	NR	NR	NR	NR
Other Wage Grade (WG)	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 1-6	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	26	3.5%	±1.6	NR
General Schedule (GS) 11-12	20	32.2%*	±12.9	45	2.4%*	±0.8	0.90 (L)
General Schedule (GS) 13-15	NR	NR	NR	14	1.4%	±1.0	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	0	0.0%	NA	NA
Other	NR	NR	NR	26	3.9%	±1.8	NR
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	34	3.5%	±1.4	NR
4 to 5 years	NR	NR	NR	11	2.1%	±1.7	NR
6 to 10 years	NR	NR	NR	27	3.0%	±1.3	NR
11 to 14 years	NR	NR	NR	19	3.6%	±2.0	NR
15 to 20 years	NR	NR	NR	15	2.4%	±1.6	NR
More than 20 years	6	16.8%*	±17.4	15	1.7%*	±1.1	0.59 (M)
Appointment Type							
Permanent	54	32.9%*	±7.6	120	2.4%*	±0.5	0.91 (L)
Term	--	--	--	0	0.0%	NA	NA
Temporary	--	--	--	0	0.0%	NA	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	0	0.0%	NA	NR
Non-Seasonal	54	33.8%*	±7.7	120	2.4%*	±0.5	0.93 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	0	0.0%	NA	NR
Permanent-Non-Seasonal	54	33.8%*	±7.7	120	2.5%*	±0.5	0.93 (L)
Term	--	--	--	0	0.0%	NA	NA
Temporary-Seasonal	--	--	--	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	29	31.3%*	±10.2	85	2.4%*	±0.6	0.87 (L)
Women	22	32.1%*	±12.2	35	2.1%*	±0.8	0.91 (L)
Gender Identity							
Male	29	31.3%*	±10.2	85	2.4%*	±0.6	0.87 (L)
Female	22	32.1%*	±12.2	35	2.1%*	±0.8	0.91 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	33	29.6%*	±9.3	105	2.2%*	±0.5	0.85 (L)
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	33	29.6%*	±9.3	105	2.2%*	±0.5	0.85 (L)
Lesbian	NR	NR	NR	0	0.0%	NA	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	12	6.7%	±4.8	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 USBR – Logistic Regression of Sexual Orientation 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	1.354	1.122	1.455	--	3.871	--	--	--	--
Sex	-0.491	0.203	5.851	0.016	0.612	0.411	0.911	-419.813	5.837
Work Schedule	-1.426	0.771	3.417	0.065	0.240	0.053	1.090	-418.099	2.408
Organizational Politics	0.360	0.149	5.820	0.016	1.433	1.070	1.919	-419.843	5.896
Organizational Inclusion	-0.349	0.114	9.286	0.002	0.706	0.564	0.883	-421.570	9.349
Bystander Harassment Based on Sexual Orientation	-1.969	0.262	56.695	0.000	0.140	0.084	0.233	-442.384	50.978
General Intolerance	-0.327	0.151	4.694	0.030	0.721	0.536	0.969	-419.248	4.706
Leadership Intolerance	-0.737	0.307	5.772	0.016	0.479	0.263	0.873	-419.774	5.758

Note. N = 4,147, Nagelkerke R Square = 0.254

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 USBR.

Table 4.42 USBR – 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	326	2.6*	±0.1	4,986	3.7*	±0.0	-1.30 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	9	3.3*	±0.8	55	4.2*	±0.2	-1.33 (L)
Wage Grade (WG) 5-8	13	2.8*	±0.3	236	3.6*	±0.1	-0.99 (L)
Wage Grade (WG) 9-16	NR	NR	NR	60	3.5	±0.2	NR
Other Wage Grade (WG)	NR	NR	NR	69	3.3	±0.2	NR
General Schedule (GS) 1-6	16	2.6*	±0.7	346	3.7*	±0.1	-1.16 (L)
General Schedule (GS) 7-10	76	2.4*	±0.2	702	3.8*	±0.1	-1.53 (L)
General Schedule (GS) 11-12	119	2.6*	±0.2	1,883	3.6*	±0.0	-1.21 (L)
General Schedule (GS) 13-15	51	2.8*	±0.2	935	3.9*	±0.1	-1.29 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.7	±0.2	NA
Other	33	2.1*	±0.3	630	3.5*	±0.1	-1.48 (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>
Years of Service at Bureau or Office							
Less than 1 year	14	2.5*	±0.4	670	4.0*	±0.1	-2.11 (L)
1 to 3 years	72	2.4*	±0.3	932	3.7*	±0.1	-1.62 (L)
4 to 5 years	41	2.7*	±0.3	502	3.6*	±0.1	-0.94 (L)
6 to 10 years	67	2.6*	±0.2	884	3.6*	±0.1	-1.22 (L)
11 to 14 years	43	2.5*	±0.3	505	3.6*	±0.1	-1.15 (L)
15 to 20 years	41	2.8*	±0.3	597	3.5*	±0.1	-0.76 (M)
More than 20 years	45	2.6*	±0.2	871	3.7*	±0.1	-1.36 (L)
Appointment Type							
Permanent	321	2.5*	±0.1	4,880	3.7*	±0.0	-1.32 (L)
Term	NR	NR	NR	83	4.0	±0.2	NR
Temporary	--	--	--	18	4.1	±0.2	NA
Work Schedule							
Seasonal	--	--	--	38	3.5	±0.3	NA
Non-Seasonal	319	2.5*	±0.1	4,813	3.7*	±0.0	-1.33 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	31	3.5	±0.3	NA
Permanent-Non-Seasonal	319	2.5*	±0.1	4,802	3.7*	±0.0	-1.32 (L)
Term	NR	NR	NR	83	4.0	±0.2	NR
Temporary-Seasonal	--	--	--	7	3.6	±0.0	NA
Temporary-Non-Seasonal	--	--	--	11	4.4	±0.2	NA
Sex							
Men	126	2.5*	±0.2	3,435	3.7*	±0.0	-1.38 (L)
Women	195	2.6*	±0.1	1,532	3.6*	±0.0	-1.17 (L)
Gender Identity							
Male	126	2.5*	±0.2	3,435	3.7*	±0.0	-1.38 (L)
Female	195	2.6*	±0.1	1,532	3.6*	±0.0	-1.17 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	15	3.2	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	279	2.6*	±0.1	4,632	3.7*	±0.0	-1.31 (L)
Sexual Minority	22	2.6*	±0.3	130	3.7*	±0.2	-1.23 (L)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	279	2.6*	±0.1	4,632	3.7*	±0.0	-1.31 (L)
Lesbian	NR	NR	NR	35	3.7	±0.2	NR
Gay	10	3.0	±0.4	36	3.6	±0.4	-0.54 (M)
Bisexual	7	1.8*	±0.2	46	3.9*	±0.3	-2.24 (L)
Other	NR	NR	NR	13	3.2	±0.5	NR
I prefer not to say	20	2.4*	±0.4	178	3.5*	±0.1	-1.13 (L)

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

4.6.2 Sexual Harassment and Leadership Intolerance for Harassment

Table 4.43 presents leadership intolerance for harassment for those who indicated they had or had not experienced sexual harassment within the past 12 months. Intolerance for harassment was measured using a *yes, no, do not know* response format, with higher scores indicating greater intolerance for harassment among leaders. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in USBR.

Table 4.43 USBR – 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	324	0.36*	±0.04	5,000	0.68*	±0.01	-0.78 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	9	0.51*	±0.35	55	0.85*	±0.08	-0.98 (L)
Wage Grade (WG) 5-8	13	0.44	±0.25	233	0.59	±0.05	-0.37 (S)
Wage Grade (WG) 9-16	NR	NR	NR	65	0.47	±0.11	NR
Other Wage Grade (WG)	NR	NR	NR	67	0.54	±0.10	NR
General Schedule (GS) 1-6	16	0.36*	±0.23	344	0.73*	±0.04	-0.87 (L)
General Schedule (GS) 7-10	75	0.43*	±0.09	703	0.69*	±0.03	-0.64 (M)
General Schedule (GS) 11-12	119	0.36*	±0.07	1,896	0.66*	±0.02	-0.72 (M)
General Schedule (GS) 13-15	51	0.41*	±0.11	931	0.79*	±0.02	-1.06 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	1.00	±0.00	NA
Other	33	0.13*	±0.09	637	0.59*	±0.03	-1.09 (L)
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	675	0.72	±0.03	NR
1 to 3 years	72	0.39*	±0.10	937	0.75*	±0.02	-0.93 (L)
4 to 5 years	41	0.43*	±0.12	498	0.60*	±0.04	-0.42 (S)
6 to 10 years	67	0.24*	±0.09	884	0.66*	±0.03	-1.00 (L)
11 to 14 years	41	0.35*	±0.12	515	0.62*	±0.04	-0.64 (M)
15 to 20 years	41	0.46*	±0.13	597	0.65*	±0.03	-0.44 (S)
More than 20 years	45	0.42*	±0.11	870	0.70*	±0.03	-0.70 (M)
Appointment Type							
Permanent	320	0.35*	±0.04	4,894	0.68*	±0.01	-0.79 (M)
Term	NR	NR	NR	83	0.80	±0.08	NR
Temporary	--	--	--	18	1.00	±0.00	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	--	--	--	40	0.67	±0.13	NA
Non-Seasonal	317	0.35*	±0.04	4,825	0.68*	±0.01	-0.81 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	33	0.60	±0.14	NA
Permanent-Non-Seasonal	317	0.35*	±0.04	4,815	0.68*	±0.01	-0.81 (L)
Term	NR	NR	NR	83	0.80	±0.08	NR
Temporary-Seasonal	--	--	--	7	1.00	±0.00	NA
Temporary-Non-Seasonal	--	--	--	11	1.00	±0.00	NA
Sex							
Men	126	0.35*	±0.07	3,453	0.69*	±0.01	-0.83 (L)
Women	194	0.37*	±0.06	1,528	0.65*	±0.02	-0.70 (M)
Gender Identity							
Male	126	0.35*	±0.07	3,453	0.69*	±0.01	-0.83 (L)
Female	194	0.37*	±0.06	1,528	0.65*	±0.02	-0.70 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	15	0.38	±0.19	NR
Sexual Orientation - Collapsed							
Heterosexual	278	0.36*	±0.05	4,643	0.69*	±0.01	-0.78 (M)
Sexual Minority	22	0.41*	±0.18	130	0.71*	±0.07	-0.73 (M)
Sexual Orientation							
Heterosexual or straight	278	0.36*	±0.05	4,643	0.69*	±0.01	-0.78 (M)
Lesbian	NR	NR	NR	35	0.74	±0.12	NR
Gay	NR	NR	NR	36	0.64	±0.15	NR
Bisexual	7	0.39*	±0.25	46	0.79*	±0.11	-1.09 (L)
Other	NR	NR	NR	13	0.51	±0.19	NR
I prefer not to say	20	0.28*	±0.16	180	0.57*	±0.06	-0.66 (M)

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

4.6.3 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 USBR.

Table 4.44 USBR – 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	323	3.5*	±0.1	5,001	2.7*	±0.0	0.85 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	9	3.3*	±0.5	55	2.2*	±0.2	1.49 (L)
Wage Grade (WG) 5-8	13	3.4*	±0.5	234	2.8*	±0.1	0.78 (M)
Wage Grade (WG) 9-16	NR	NR	NR	65	2.7	±0.2	NR
Other Wage Grade (WG)	NR	NR	NR	69	3.3	±0.2	NR
General Schedule (GS) 1-6	16	3.0	±0.5	344	2.8	±0.1	0.30 (S)
General Schedule (GS) 7-10	76	3.7*	±0.2	705	2.7*	±0.1	1.23 (L)
General Schedule (GS) 11-12	116	3.4*	±0.2	1,895	2.8*	±0.0	0.67 (M)
General Schedule (GS) 13-15	51	3.2*	±0.3	935	2.6*	±0.1	0.69 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	1.5	±0.2	NA
Other	33	3.9*	±0.3	631	2.8*	±0.1	1.21 (L)
Years of Service at Bureau or Office							
Less than 1 year	14	4.0*	±0.3	672	2.5*	±0.1	2.20 (L)
1 to 3 years	72	3.4*	±0.2	934	2.8*	±0.1	0.80 (L)
4 to 5 years	41	3.6*	±0.3	502	2.8*	±0.1	0.85 (L)
6 to 10 years	67	3.4*	±0.2	888	2.8*	±0.1	0.71 (M)
11 to 14 years	43	3.6*	±0.2	505	2.9*	±0.1	0.80 (L)
15 to 20 years	41	3.1*	±0.3	601	2.8*	±0.1	0.32 (S)
More than 20 years	43	3.6*	±0.3	875	2.7*	±0.1	1.08 (L)
Appointment Type							
Permanent	318	3.5*	±0.1	4,893	2.8*	±0.0	0.85 (L)
Term	NR	NR	NR	83	2.6	±0.2	NR
Temporary	--	--	--	18	2.0	±0.3	NA
Work Schedule							
Seasonal	--	--	--	37	2.5	±0.2	NA
Non-Seasonal	316	3.5*	±0.1	4,827	2.8*	±0.0	0.84 (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	--	--	--	30	2.7	±0.2	NA
Permanent-Non-Seasonal	316	3.5*	±0.1	4,816	2.8*	±0.0	0.84 (L)
Term	NR	NR	NR	83	2.6	±0.2	NR
Temporary-Seasonal	--	--	--	7	1.6	±0.4	NA
Temporary-Non-Seasonal	--	--	--	11	2.2	±0.2	NA
Sex							
Men	124	3.6*	±0.2	3,450	2.7*	±0.0	1.01 (L)
Women	195	3.4*	±0.1	1,532	2.8*	±0.0	0.76 (M)
Gender Identity							
Male	124	3.6*	±0.2	3,450	2.7*	±0.0	1.01 (L)
Female	195	3.4*	±0.1	1,532	2.8*	±0.0	0.76 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	15	3.3	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	277	3.4*	±0.1	4,637	2.7*	±0.0	0.84 (L)
Sexual Minority	22	3.5*	±0.4	130	2.5*	±0.2	0.97 (L)
Sexual Orientation							
Heterosexual or straight	277	3.4*	±0.1	4,637	2.7*	±0.0	0.84 (L)
Lesbian	NR	NR	NR	35	2.5	±0.3	NR
Gay	10	3.5*	±0.5	36	2.8*	±0.3	0.72 (M)
Bisexual	7	4.1*	±0.7	46	2.2*	±0.2	2.14 (L)
Other	NR	NR	NR	13	3.1	±0.4	NR
I prefer not to say	20	3.8*	±0.3	182	3.0*	±0.1	0.92 (L)

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

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 USBR.

Table 4.45 USBR – 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	326	2.7*	±0.1	5,003	3.6*	±0.0	-0.99 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	9	3.4*	±0.8	55	4.2*	±0.2	-1.12 (L)
Wage Grade (WG) 5-8	13	2.7*	±0.6	236	3.5*	±0.1	-1.05 (L)
Wage Grade (WG) 9-16	NR	NR	NR	63	3.2	±0.3	NR
Other Wage Grade (WG)	NR	NR	NR	69	3.0	±0.2	NR
General Schedule (GS) 1-6	16	2.8*	±0.3	346	3.5*	±0.1	-0.89 (L)
General Schedule (GS) 7-10	76	2.7*	±0.2	697	3.6*	±0.1	-0.99 (L)
General Schedule (GS) 11-12	119	2.8*	±0.2	1,897	3.6*	±0.0	-0.96 (L)
General Schedule (GS) 13-15	51	3.0*	±0.3	935	3.8*	±0.0	-1.02 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.6	±0.2	NA
Other	33	2.0*	±0.3	636	3.2*	±0.1	-1.36 (L)
Years of Service at Bureau or Office							
Less than 1 year	14	2.3*	±0.3	675	3.9*	±0.1	-2.23 (L)
1 to 3 years	72	2.8*	±0.3	939	3.6*	±0.1	-0.84 (L)
4 to 5 years	41	2.3*	±0.3	504	3.5*	±0.1	-1.36 (L)
6 to 10 years	67	2.6*	±0.2	891	3.5*	±0.1	-1.02 (L)
11 to 14 years	43	2.6*	±0.3	500	3.4*	±0.1	-0.77 (M)
15 to 20 years	41	3.3	±0.3	601	3.5	±0.1	-0.23 (S)
More than 20 years	45	2.7*	±0.3	869	3.7*	±0.1	-1.18 (L)
Appointment Type							
Permanent	321	2.7*	±0.1	4,895	3.6*	±0.0	-1.01 (L)
Term	NR	NR	NR	83	3.8	±0.2	NR
Temporary	--	--	--	18	4.3	±0.2	NA
Work Schedule							
Seasonal	--	--	--	38	3.7	±0.3	NA
Non-Seasonal	319	2.7*	±0.1	4,828	3.6*	±0.0	-1.01 (L)

	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	--	--	--	31	3.5	±0.3	NA
Permanent-Non-Seasonal	319	2.7*	±0.1	4,818	3.6*	±0.0	-1.01 (L)
Term	NR	NR	NR	83	3.8	±0.2	NR
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	4.2	±0.1	NA
Sex							
Men	126	2.5*	±0.2	3,463	3.6*	±0.0	-1.18 (L)
Women	195	2.8*	±0.1	1,521	3.6*	±0.0	-0.91 (L)
Gender Identity							
Male	126	2.5*	±0.2	3,463	3.6*	±0.0	-1.18 (L)
Female	195	2.8*	±0.1	1,521	3.6*	±0.0	-0.91 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	15	2.9	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	279	2.7*	±0.1	4,641	3.6*	±0.0	-1.01 (L)
Sexual Minority	22	2.6*	±0.4	130	3.7*	±0.2	-1.24 (L)
Sexual Orientation							
Heterosexual or straight	279	2.7*	±0.1	4,641	3.6*	±0.0	-1.01 (L)
Lesbian	NR	NR	NR	35	3.6	±0.2	NR
Gay	10	2.8	±0.7	36	3.5	±0.3	-0.64 (M)
Bisexual	7	2.0*	±0.4	46	4.1*	±0.3	-2.43 (L)
Other	NR	NR	NR	13	3.1	±0.3	NR
I prefer not to say	20	2.7*	±0.6	182	3.3*	±0.1	-0.59 (M)

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

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 USBR.

Table 4.46 USBR – 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	317	3.0*	±0.1	4,929	3.9*	±0.0	-0.85 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	9	3.4*	±0.8	55	4.4*	±0.2	-1.29 (L)
Wage Grade (WG) 5-8	13	3.0*	±0.4	225	3.7*	±0.1	-0.78 (M)
Wage Grade (WG) 9-16	NR	NR	NR	63	3.6	±0.3	NR
Other Wage Grade (WG)	NR	NR	NR	69	3.2	±0.3	NR
General Schedule (GS) 1-6	16	3.4	±0.5	337	3.8	±0.1	-0.35 (S)
General Schedule (GS) 7-10	76	3.1*	±0.3	687	4.0*	±0.1	-0.88 (L)
General Schedule (GS) 11-12	113	3.1*	±0.3	1,879	3.9*	±0.0	-0.75 (M)
General Schedule (GS) 13-15	48	3.1*	±0.4	926	4.0*	±0.1	-0.97 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.8	±0.1	NA
Other	33	2.0*	±0.3	619	3.6*	±0.1	-1.41 (L)
Years of Service at Bureau or Office							
Less than 1 year	14	2.5*	±0.6	667	4.2*	±0.1	-2.04 (L)
1 to 3 years	72	3.3*	±0.3	924	3.9*	±0.1	-0.51 (M)
4 to 5 years	41	2.9*	±0.4	489	3.6*	±0.1	-0.68 (M)
6 to 10 years	67	2.6*	±0.3	876	3.8*	±0.1	-1.06 (L)
11 to 14 years	39	2.7*	±0.4	495	3.7*	±0.1	-0.89 (L)
15 to 20 years	39	3.5	±0.4	596	3.8	±0.1	-0.28 (S)
More than 20 years	43	2.8*	±0.4	857	3.9*	±0.1	-1.08 (L)
Appointment Type							
Permanent	313	2.9*	±0.1	4,826	3.9*	±0.0	-0.86 (L)
Term	NR	NR	NR	78	4.0	±0.3	NR
Temporary	--	--	--	18	4.4	±0.3	NA
Work Schedule							
Seasonal	--	--	--	38	3.9	±0.4	NA
Non-Seasonal	311	3.0*	±0.1	4,759	3.9*	±0.0	-0.86 (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	--	--	--	31	3.8	±0.5	NA
Permanent-Non-Seasonal	311	3.0*	±0.1	4,748	3.9*	±0.0	-0.86 (L)
Term	NR	NR	NR	78	4.0	±0.3	NR
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	4.3	±0.3	NA
Sex							
Men	124	2.7*	±0.2	3,408	3.8*	±0.0	-1.06 (L)
Women	190	3.1*	±0.2	1,501	3.9*	±0.0	-0.80 (L)
Gender Identity							
Male	124	2.7*	±0.2	3,408	3.8*	±0.0	-1.06 (L)
Female	190	3.1*	±0.2	1,501	3.9*	±0.0	-0.80 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	15	2.9	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	271	3.0*	±0.2	4,576	3.9*	±0.0	-0.88 (L)
Sexual Minority	22	3.3*	±0.6	127	3.9*	±0.2	-0.58 (M)
Sexual Orientation							
Heterosexual or straight	271	3.0*	±0.2	4,576	3.9*	±0.0	-0.88 (L)
Lesbian	NR	NR	NR	35	4.1	±0.2	NR
Gay	10	2.6*	±0.9	33	3.8*	±0.4	-0.94 (L)
Bisexual	7	3.7	±1.2	46	4.0	±0.3	-0.27 (S)
Other	NR	NR	NR	13	3.6	±0.5	NR
I prefer not to say	20	2.8*	±0.6	178	3.6*	±0.2	-0.61 (M)

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

4.6.6 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 USBR.

Table 4.47 USBR – Sexual Harassment and Organizational Inclusion 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	326	2.9*	±0.1	5,030	3.8*	±0.0	-0.98 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	9	3.9	±0.8	55	3.8	±0.2	0.10
Wage Grade (WG) 5-8	13	3.2*	±0.5	236	3.7*	±0.1	-0.59 (M)
Wage Grade (WG) 9-16	NR	NR	NR	63	3.4	±0.3	NR
Other Wage Grade (WG)	NR	NR	NR	69	3.1	±0.2	NR
General Schedule (GS) 1-6	16	2.6*	±0.5	348	3.8*	±0.1	-1.29 (L)
General Schedule (GS) 7-10	76	2.9*	±0.2	709	3.8*	±0.1	-0.91 (L)
General Schedule (GS) 11-12	119	2.9*	±0.2	1,899	3.8*	±0.0	-1.00 (L)
General Schedule (GS) 13-15	51	3.0*	±0.4	940	4.0*	±0.0	-1.22 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.5	±0.2	NA
Other	33	2.0*	±0.3	642	3.4*	±0.1	-1.41 (L)
Years of Service at Bureau or Office							
Less than 1 year	14	2.7*	±0.4	676	4.0*	±0.1	-1.56 (L)
1 to 3 years	72	3.0*	±0.3	943	3.7*	±0.1	-0.81 (L)
4 to 5 years	41	2.6*	±0.3	504	3.7*	±0.1	-1.21 (L)
6 to 10 years	67	2.7*	±0.3	891	3.7*	±0.1	-0.97 (L)
11 to 14 years	43	2.7*	±0.4	517	3.6*	±0.1	-0.90 (L)
15 to 20 years	41	3.4*	±0.3	599	3.7*	±0.1	-0.34 (S)
More than 20 years	45	2.8*	±0.4	876	3.9*	±0.1	-1.36 (L)
Appointment Type							
Permanent	321	2.8*	±0.1	4,923	3.8*	±0.0	-1.01 (L)
Term	NR	NR	NR	83	3.9	±0.2	NR
Temporary	--	--	--	18	4.3	±0.2	NA
Work Schedule							
Seasonal	--	--	--	40	4.2	±0.2	NA
Non-Seasonal	319	2.8*	±0.1	4,854	3.8*	±0.0	-1.00 (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	--	--	--	33	4.2	±0.2	NA
Permanent-Non-Seasonal	319	2.8*	±0.1	4,843	3.8*	±0.0	-1.00 (L)
Term	NR	NR	NR	83	3.9	±0.2	NR
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	4.1	±0.2	NA
Sex							
Men	126	2.6*	±0.2	3,469	3.8*	±0.0	-1.28 (L)
Women	195	3.0*	±0.1	1,542	3.8*	±0.0	-0.79 (M)
Gender Identity							
Male	126	2.6*	±0.2	3,469	3.8*	±0.0	-1.28 (L)
Female	195	3.0*	±0.1	1,542	3.8*	±0.0	-0.79 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	15	3.3	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	279	2.8*	±0.1	4,669	3.8*	±0.0	-1.04 (L)
Sexual Minority	22	2.9*	±0.5	130	3.7*	±0.2	-0.74 (M)
Sexual Orientation							
Heterosexual or straight	279	2.8*	±0.1	4,669	3.8*	±0.0	-1.04 (L)
Lesbian	NR	NR	NR	35	3.8	±0.2	NR
Gay	10	2.9	±0.6	36	3.3	±0.4	-0.29 (S)
Bisexual	7	2.8*	±0.7	46	3.9*	±0.3	-1.18 (L)
Other	NR	NR	NR	13	3.3	±0.6	NR
I prefer not to say	20	3.1	±0.5	182	3.5	±0.1	-0.40 (S)

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

4.6.7 Sexual Harassment and Gender Context

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

Table 4.48 USBR – 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	322	2.4	±0.1	5,003	2.4	±0.0	0.00
Pay Plan and Grade							
Wage Grade (WG) 1-4	9	2.1	±0.4	55	2.1	±0.2	-0.03
Wage Grade (WG) 5-8	13	2.4	±0.2	227	2.2	±0.1	0.33 (S)
Wage Grade (WG) 9-16	NR	NR	NR	65	2.5	±0.2	NR
Other Wage Grade (WG)	NR	NR	NR	69	2.9	±0.1	NR
General Schedule (GS) 1-6	16	1.7*	±0.3	343	2.1*	±0.1	-0.76 (M)
General Schedule (GS) 7-10	76	2.5	±0.1	702	2.4	±0.0	0.18
General Schedule (GS) 11-12	118	2.4	±0.1	1,897	2.3	±0.0	0.14
General Schedule (GS) 13-15	51	2.1*	±0.2	936	2.3*	±0.0	-0.37 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	2.5	±0.2	NA
Other	32	3.0	±0.0	642	2.9	±0.0	0.35 (S)
Years of Service at Bureau or Office							
Less than 1 year	14	2.4	±0.3	665	2.4	±0.0	-0.03
1 to 3 years	72	2.4	±0.2	935	2.3	±0.0	0.10
4 to 5 years	41	2.5	±0.1	501	2.5	±0.1	0.12
6 to 10 years	67	2.4	±0.1	888	2.4	±0.0	-0.08
11 to 14 years	43	2.2*	±0.2	517	2.4*	±0.0	-0.36 (S)
15 to 20 years	40	2.2*	±0.2	603	2.4*	±0.0	-0.37 (S)
More than 20 years	44	2.6*	±0.1	874	2.4*	±0.0	0.42 (S)
Appointment Type							
Permanent	318	2.4	±0.1	4,895	2.4	±0.0	0.02
Term	NR	NR	NR	83	2.4	±0.1	NR
Temporary	--	--	--	18	2.4	±0.3	NA
Work Schedule							
Seasonal	--	--	--	38	2.4	±0.2	NA
Non-Seasonal	315	2.4	±0.1	4,828	2.4	±0.0	0.02

	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	--	--	--	31	2.3	±0.2	NA
Permanent-Non-Seasonal	315	2.4	±0.1	4,817	2.4	±0.0	0.02
Term	NR	NR	NR	83	2.4	±0.1	NR
Temporary-Seasonal	--	--	--	7	2.7	±0.3	NA
Temporary-Non-Seasonal	--	--	--	11	2.1	±0.4	NA
Sex							
Men	126	2.5	±0.1	3,456	2.5	±0.0	-0.07
Women	194	2.3*	±0.1	1,530	2.1*	±0.0	0.42 (S)
Gender Identity							
Male	126	2.5	±0.1	3,456	2.5	±0.0	-0.07
Female	194	2.3*	±0.1	1,530	2.1*	±0.0	0.42 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	12	2.3	±0.2	NR
Sexual Orientation - Collapsed							
Heterosexual	279	2.4	±0.1	4,649	2.4	±0.0	0.01
Sexual Minority	21	2.4	±0.2	130	2.2	±0.1	0.28 (S)
Sexual Orientation							
Heterosexual or straight	279	2.4	±0.1	4,649	2.4	±0.0	0.01
Lesbian	NR	NR	NR	35	2.4	±0.2	NR
Gay	10	2.2	±0.4	36	2.0	±0.2	0.45 (S)
Bisexual	7	2.7*	±0.2	46	2.2*	±0.1	0.93 (L)
Other	NR	NR	NR	13	2.2	±0.3	NR
I prefer not to say	19	2.4	±0.3	176	2.5	±0.1	-0.17

^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 USBR.

Table 4.49 USBR – Sexual Harassment and Bystander Harassment

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	177	55.5%*	±5.5	306	6.2%*	±0.7	1.18 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	0	0.0%	NA	NR
Wage Grade (WG) 5-8	NR	NR	NR	7	3.1%	±3.2	NR
Wage Grade (WG) 9-16	--	--	--	11	16.5%	±11.4	NA
Other Wage Grade (WG)	NR	NR	NR	5	8.0%	±9.6	NR
General Schedule (GS) 1-6	NR	NR	NR	14	4.2%	±2.7	NR
General Schedule (GS) 7-10	39	52.0%*	±11.5	52	7.4%*	±2.2	1.06 (L)
General Schedule (GS) 11-12	67	58.6%*	±9.3	142	7.6%*	±1.3	1.19 (L)
General Schedule (GS) 13-15	32	63.2%*	±14.4	40	4.3%*	±1.5	1.42 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	0	0.0%	NA	NA
Other	NR	NR	NR	31	5.0%	±2.0	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	20	2.9%	±1.6	NR
1 to 3 years	42	59.9%*	±12.1	49	5.3%*	±1.6	1.30 (L)
4 to 5 years	21	54.1%*	±16.1	50	10.2%*	±3.0	1.00 (L)
6 to 10 years	38	58.0%*	±12.5	71	8.0%*	±2.0	1.16 (L)
11 to 14 years	23	55.7%*	±15.9	34	6.6%*	±2.5	1.16 (L)
15 to 20 years	NR	NR	NR	26	4.4%	±2.0	NR
More than 20 years	26	58.0%*	±15.2	54	6.2%*	±1.8	1.23 (L)
Appointment Type							
Permanent	177	56.3%*	±5.6	304	6.2%*	±0.7	1.19 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary	--	--	--	0	0.0%	NA	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	--	--	--	0	0.0%	NA	NA
Non-Seasonal	175	55.9%*	±5.6	302	6.3%*	±0.7	1.18 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	0	0.0%	NA	NA
Permanent-Non-Seasonal	175	55.9%*	±5.6	302	6.3%*	±0.7	1.18 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary-Seasonal	--	--	--	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	57	45.5%*	±8.9	173	5.0%*	±0.8	1.03 (L)
Women	118	62.1%*	±7.2	131	8.7%*	±1.5	1.22 (L)
Gender Identity							
Male	57	45.5%*	±8.9	173	5.0%*	±0.8	1.03 (L)
Female	118	62.1%*	±7.2	131	8.7%*	±1.5	1.22 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	151	55.1%*	±6.0	271	5.9%*	±0.7	1.18 (L)
Sexual Minority	NR	NR	NR	13	9.7%	±6.5	NR
Sexual Orientation							
Heterosexual or straight	151	55.1%*	±6.0	271	5.9%*	±0.7	1.18 (L)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	NR	NR	NR	7	19.2%	±17.1	NR
Bisexual	NR	NR	NR	0	0.0%	NA	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	18	10.0%	±5.4	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 USBR – Logistic Regression of Sexual Harassment and Predictors of Workplace Harassment

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	2.999	0.302	98.300	--	20.062	--	--	--	--
Sex	-1.002	0.151	43.984	0.000	0.367	0.273	0.494	-711.170	45.513
Age	-0.382	0.156	6.040	0.014	0.682	0.503	0.925	-691.378	5.928
Organizational Inclusion	-0.319	0.079	16.394	0.000	0.727	0.622	0.848	-696.615	16.404
Bystander Harassment Based on Sex/Gender	-1.802	0.159	127.821	0.000	0.165	0.121	0.225	-750.007	123.188
General Intolerance	-0.778	0.093	69.730	0.000	0.459	0.382	0.551	-724.006	71.185

Note. N = 4,171, Nagelkerke R Square = 0.349

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 USBR.

Table 4.51 USBR – 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>	
Overall	803	2.8*	±0.1	4,524	3.7*	±0.0	-1.07 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	11	3.3*	±0.6	53	4.2*	±0.2	-1.31 (L)
Wage Grade (WG) 5-8	49	3.1*	±0.2	200	3.7*	±0.1	-0.64 (M)
Wage Grade (WG) 9-16	17	2.9*	±0.6	47	3.6*	±0.2	-0.72 (M)
Other Wage Grade (WG)	20	2.3*	±0.3	52	3.6*	±0.2	-1.53 (L)
General Schedule (GS) 1-6	58	3.1*	±0.2	306	3.8*	±0.1	-0.73 (M)
General Schedule (GS) 7-10	137	2.6*	±0.2	641	3.8*	±0.1	-1.49 (L)
General Schedule (GS) 11-12	264	2.9*	±0.1	1,738	3.7*	±0.0	-0.91 (L)
General Schedule (GS) 13-15	115	3.0*	±0.2	871	3.9*	±0.1	-1.18 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.7	±0.2	NA
Other	124	2.6*	±0.2	549	3.6*	±0.1	-1.10 (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>
Years of Service at Bureau or Office							
Less than 1 year	65	3.1*	±0.2	622	4.0*	±0.1	-1.39 (L)
1 to 3 years	154	2.8*	±0.2	850	3.8*	±0.1	-1.12 (L)
4 to 5 years	92	2.8*	±0.2	455	3.7*	±0.1	-0.92 (L)
6 to 10 years	188	2.8*	±0.1	765	3.7*	±0.1	-1.10 (L)
11 to 14 years	95	2.6*	±0.2	460	3.6*	±0.1	-1.24 (L)
15 to 20 years	100	2.9*	±0.2	538	3.5*	±0.1	-0.67 (M)
More than 20 years	99	2.9*	±0.2	817	3.8*	±0.1	-1.05 (L)
Appointment Type							
Permanent	789	2.8*	±0.1	4,424	3.7*	±0.0	-1.07 (L)
Term	12	3.3*	±0.5	79	4.1*	±0.1	-1.19 (L)
Temporary	NR	NR	NR	15	4.2	±0.2	NR
Work Schedule							
Seasonal	NR	NR	NR	33	3.5	±0.3	NR
Non-Seasonal	780	2.8*	±0.1	4,364	3.7*	±0.0	-1.07 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	29	3.5	±0.4	NR
Permanent-Non-Seasonal	780	2.8*	±0.1	4,354	3.7*	±0.0	-1.07 (L)
Term	12	3.3*	±0.5	79	4.1*	±0.1	-1.19 (L)
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	4.4	±0.2	NA
Sex							
Men	500	2.9*	±0.1	3,079	3.8*	±0.0	-1.11 (L)
Women	296	2.8*	±0.1	1,429	3.6*	±0.0	-0.97 (L)
Gender Identity							
Male	500	2.9*	±0.1	3,079	3.8*	±0.0	-1.11 (L)
Female	296	2.8*	±0.1	1,429	3.6*	±0.0	-0.97 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	7	2.5	±0.6	12	3.3	±0.5	-0.83 (L)
Sexual Orientation - Collapsed							
Heterosexual	717	2.8*	±0.1	4,210	3.8*	±0.0	-1.07 (L)
Sexual Minority	31	2.8*	±0.3	121	3.7*	±0.2	-1.01 (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>
Sexual Orientation							
Heterosexual or straight	717	2.8*	±0.1	4,210	3.8*	±0.0	-1.07 (L)
Lesbian	NR	NR	NR	33	3.8	±0.2	NR
Gay	12	3.3	±0.4	34	3.5	±0.4	-0.24 (S)
Bisexual	8	2.0*	±0.4	45	4.0*	±0.3	-2.05 (L)
Other	6	2.5*	±0.3	10	3.4*	±0.7	-1.05 (L)
I prefer not to say	41	2.4*	±0.3	158	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.

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 USBR.

Table 4.52 USBR – 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	793	0.43*	±0.03	4,545	0.70*	±0.01	-0.66 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	11	0.48*	±0.29	53	0.87*	±0.08	-1.16 (L)
Wage Grade (WG) 5-8	49	0.47*	±0.12	197	0.61*	±0.06	-0.36 (S)
Wage Grade (WG) 9-16	17	0.56	±0.20	51	0.42	±0.13	0.30 (S)
Other Wage Grade (WG)	18	0.25*	±0.15	52	0.61*	±0.11	-0.90 (L)
General Schedule (GS) 1-6	58	0.58*	±0.12	305	0.73*	±0.05	-0.36 (S)
General Schedule (GS) 7-10	136	0.38*	±0.07	641	0.73*	±0.03	-0.90 (L)
General Schedule (GS) 11-12	262	0.45*	±0.05	1,751	0.67*	±0.02	-0.52 (M)
General Schedule (GS) 13-15	110	0.49*	±0.08	872	0.80*	±0.02	-0.87 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	1.00	±0.00	NA
Other	124	0.31*	±0.07	557	0.61*	±0.03	-0.72 (M)
Years of Service at Bureau or Office							
Less than 1 year	63	0.51*	±0.12	626	0.73*	±0.03	-0.55 (M)
1 to 3 years	154	0.46*	±0.07	856	0.77*	±0.02	-0.81 (L)
4 to 5 years	92	0.35*	±0.08	450	0.64*	±0.04	-0.71 (M)
6 to 10 years	186	0.40*	±0.05	767	0.68*	±0.03	-0.68 (M)
11 to 14 years	94	0.32*	±0.07	470	0.65*	±0.04	-0.78 (M)
15 to 20 years	97	0.46*	±0.08	541	0.67*	±0.03	-0.50 (M)
More than 20 years	97	0.56*	±0.09	818	0.70*	±0.03	-0.34 (S)
Appointment Type							
Permanent	778	0.43*	±0.03	4,445	0.69*	±0.01	-0.65 (M)
Term	12	0.39*	±0.29	79	0.85*	±0.07	-1.34 (L)
Temporary	NR	NR	NR	15	1.00	±0.00	NR

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	NR	NR	NR	35	0.66	±0.14	NR
Non-Seasonal	769	0.43*	±0.03	4,383	0.70*	±0.01	-0.67 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	31	0.61	±0.15	NR
Permanent-Non-Seasonal	769	0.43*	±0.03	4,373	0.70*	±0.01	-0.66 (M)
Term	12	0.39*	±0.29	79	0.85*	±0.07	-1.34 (L)
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	1.00	±0.00	NA
Sex							
Men	493	0.46*	±0.04	3,102	0.71*	±0.01	-0.62 (M)
Women	292	0.38*	±0.05	1,427	0.67*	±0.02	-0.71 (M)
Gender Identity							
Male	493	0.46*	±0.04	3,102	0.71*	±0.01	-0.62 (M)
Female	292	0.38*	±0.05	1,427	0.67*	±0.02	-0.71 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	7	0.29	±0.26	12	0.42	±0.23	-0.32 (S)
Sexual Orientation - Collapsed							
Heterosexual	709	0.44*	±0.03	4,227	0.70*	±0.01	-0.64 (M)
Sexual Minority	31	0.39*	±0.15	121	0.73*	±0.07	-0.87 (L)
Sexual Orientation							
Heterosexual or straight	709	0.44*	±0.03	4,227	0.70*	±0.01	-0.64 (M)
Lesbian	NR	NR	NR	33	0.72	±0.13	NR
Gay	NR	NR	NR	34	0.67	±0.15	NR
Bisexual	8	0.34*	±0.24	45	0.81*	±0.10	-1.31 (L)
Other	6	0.56	±0.36	10	0.63	±0.21	-0.16
I prefer not to say	41	0.30*	±0.12	160	0.60*	±0.07	-0.71 (M)

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

4.7.3 Crude and Offensive Behavior and Organizational Politics

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

Table 4.53 USBR – 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	800	3.3*	±0.1	4,537	2.7*	±0.0	0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	11	3.3*	±0.4	53	2.2*	±0.2	1.67 (L)
Wage Grade (WG) 5-8	49	3.2*	±0.2	197	2.7*	±0.1	0.72 (M)
Wage Grade (WG) 9-16	17	2.9	±0.3	51	2.7	±0.2	0.35 (S)
Other Wage Grade (WG)	20	4.1*	±0.2	52	3.0*	±0.2	1.34 (L)
General Schedule (GS) 1-6	58	2.7	±0.2	304	2.8	±0.1	-0.04
General Schedule (GS) 7-10	137	3.4*	±0.2	643	2.6*	±0.1	0.97 (L)
General Schedule (GS) 11-12	261	3.3*	±0.1	1,749	2.8*	±0.0	0.58 (M)
General Schedule (GS) 13-15	115	3.2*	±0.2	869	2.6*	±0.1	0.72 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	1.5	±0.2	NA
Other	124	3.4*	±0.2	551	2.8*	±0.1	0.68 (M)
Years of Service at Bureau or Office							
Less than 1 year	65	3.3*	±0.2	623	2.4*	±0.1	1.20 (L)
1 to 3 years	154	3.2*	±0.2	852	2.8*	±0.1	0.50 (M)
4 to 5 years	92	3.4*	±0.2	454	2.8*	±0.1	0.67 (M)
6 to 10 years	188	3.3*	±0.1	769	2.7*	±0.1	0.71 (M)
11 to 14 years	95	3.6*	±0.1	460	2.8*	±0.1	0.90 (L)
15 to 20 years	100	3.1*	±0.2	542	2.8*	±0.1	0.37 (S)
More than 20 years	97	3.2*	±0.2	819	2.7*	±0.1	0.62 (M)
Appointment Type							
Permanent	786	3.3*	±0.1	4,438	2.7*	±0.0	0.68 (M)
Term	12	3.2*	±0.4	79	2.5*	±0.2	0.88 (L)
Temporary	NR	NR	NR	15	1.9	±0.3	NR
Work Schedule							
Seasonal	NR	NR	NR	32	2.4	±0.3	NR
Non-Seasonal	777	3.3*	±0.1	4,378	2.7*	±0.0	0.67 (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	28	2.6	±0.2	NR
Permanent-Non-Seasonal	777	3.3*	±0.1	4,368	2.7*	±0.0	0.66 (M)
Term	12	3.2*	±0.4	79	2.5*	±0.2	0.88 (L)
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	2.2	±0.2	NA
Sex							
Men	497	3.3*	±0.1	3,094	2.7*	±0.0	0.77 (M)
Women	296	3.2*	±0.1	1,428	2.8*	±0.0	0.56 (M)
Gender Identity							
Male	497	3.3*	±0.1	3,094	2.7*	±0.0	0.77 (M)
Female	296	3.2*	±0.1	1,428	2.8*	±0.0	0.56 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	7	2.5*	±0.7	12	3.6*	±0.4	-1.36 (L)
Sexual Orientation - Collapsed							
Heterosexual	714	3.3*	±0.1	4,214	2.7*	±0.0	0.68 (M)
Sexual Minority	31	3.3*	±0.3	121	2.5*	±0.2	0.78 (M)
Sexual Orientation							
Heterosexual or straight	714	3.3*	±0.1	4,214	2.7*	±0.0	0.68 (M)
Lesbian	NR	NR	NR	33	2.5	±0.3	NR
Gay	12	3.3	±0.5	34	2.9	±0.4	0.45 (S)
Bisexual	8	3.9*	±0.6	45	2.2*	±0.2	1.97 (L)
Other	6	3.0	±0.4	10	3.0	±0.5	-0.01
I prefer not to say	41	3.6*	±0.2	162	3.0*	±0.1	0.78 (M)

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

4.7.4 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 USBR.

Table 4.54 USBR – 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	801	3.0*	±0.1	4,541	3.6*	±0.0	-0.77 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	11	3.3*	±0.7	53	4.3*	±0.2	-1.38 (L)
Wage Grade (WG) 5-8	49	3.2*	±0.2	200	3.5*	±0.1	-0.43 (S)
Wage Grade (WG) 9-16	15	3.1	±0.5	51	3.2	±0.3	-0.09
Other Wage Grade (WG)	20	2.3*	±0.3	52	3.2*	±0.2	-1.14 (L)
General Schedule (GS) 1-6	58	3.3	±0.2	306	3.5	±0.1	-0.23 (S)
General Schedule (GS) 7-10	137	2.8*	±0.2	636	3.7*	±0.1	-1.07 (L)
General Schedule (GS) 11-12	264	3.0*	±0.1	1,752	3.6*	±0.0	-0.66 (M)
General Schedule (GS) 13-15	115	3.2*	±0.2	869	3.9*	±0.0	-0.95 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.6	±0.2	NA
Other	124	2.6*	±0.2	556	3.3*	±0.1	-0.73 (M)
Years of Service at Bureau or Office							
Less than 1 year	65	3.2*	±0.2	627	3.9*	±0.1	-1.04 (L)
1 to 3 years	154	3.0*	±0.2	857	3.6*	±0.1	-0.66 (M)
4 to 5 years	92	2.7*	±0.2	457	3.5*	±0.1	-1.00 (L)
6 to 10 years	188	2.9*	±0.1	772	3.6*	±0.1	-0.83 (L)
11 to 14 years	95	2.7*	±0.2	455	3.4*	±0.1	-0.77 (M)
15 to 20 years	98	3.2*	±0.2	544	3.6*	±0.1	-0.44 (S)
More than 20 years	99	3.2*	±0.2	813	3.7*	±0.1	-0.60 (M)
Appointment Type							
Permanent	787	2.9*	±0.1	4,442	3.6*	±0.0	-0.77 (M)
Term	12	3.4	±0.6	79	3.9	±0.2	-0.58 (M)
Temporary	NR	NR	NR	15	4.4	±0.2	NR
Work Schedule							
Seasonal	NR	NR	NR	33	3.7	±0.3	NR
Non-Seasonal	778	3.0*	±0.1	4,382	3.6*	±0.0	-0.77 (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	29	3.5	±0.3	NR
Permanent-Non-Seasonal	778	3.0*	±0.1	4,371	3.6*	±0.0	-0.77 (M)
Term	12	3.4	±0.6	79	3.9	±0.2	-0.58 (M)
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	4.2	±0.1	NA
Sex							
Men	498	2.9*	±0.1	3,109	3.6*	±0.0	-0.81 (L)
Women	296	3.0*	±0.1	1,417	3.6*	±0.0	-0.72 (M)
Gender Identity							
Male	498	2.9*	±0.1	3,109	3.6*	±0.0	-0.81 (L)
Female	296	3.0*	±0.1	1,417	3.6*	±0.0	-0.72 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	7	3.3	±0.7	12	2.7	±0.5	0.64 (M)
Sexual Orientation - Collapsed							
Heterosexual	715	3.0*	±0.1	4,220	3.6*	±0.0	-0.80 (L)
Sexual Minority	31	2.7*	±0.3	121	3.7*	±0.2	-1.08 (L)
Sexual Orientation							
Heterosexual or straight	715	3.0*	±0.1	4,220	3.6*	±0.0	-0.80 (L)
Lesbian	NR	NR	NR	33	3.6	±0.2	NR
Gay	12	3.0	±0.6	34	3.4	±0.4	-0.39 (S)
Bisexual	8	2.2*	±0.4	45	4.1*	±0.3	-2.34 (L)
Other	6	3.1	±0.4	10	3.2	±0.4	-0.20 (S)
I prefer not to say	41	3.1	±0.4	162	3.3	±0.2	-0.26 (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.

4.7.5 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 USBR.

Table 4.55 USBR – Crude and Offensive Behavior and Supervisor Support by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	790	3.2*	±0.1	4,469	3.9*	±0.0	-0.65 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	11	3.5*	±0.7	53	4.4*	±0.2	-1.09 (L)
Wage Grade (WG) 5-8	47	3.2*	±0.4	192	3.8*	±0.1	-0.65 (M)
Wage Grade (WG) 9-16	15	3.6	±0.2	51	3.6	±0.3	-0.02
Other Wage Grade (WG)	20	2.1*	±0.5	52	3.6*	±0.3	-1.52 (L)
General Schedule (GS) 1-6	58	3.8	±0.2	297	3.8	±0.1	-0.01
General Schedule (GS) 7-10	137	3.1*	±0.2	626	4.1*	±0.1	-0.97 (L)
General Schedule (GS) 11-12	259	3.4*	±0.2	1,734	3.9*	±0.0	-0.44 (S)
General Schedule (GS) 13-15	112	3.3*	±0.2	860	4.0*	±0.1	-0.74 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.8	±0.1	NA
Other	124	2.8*	±0.2	538	3.6*	±0.1	-0.77 (M)
Years of Service at Bureau or Office							
Less than 1 year	65	3.4*	±0.3	619	4.2*	±0.1	-1.00 (L)
1 to 3 years	154	3.4*	±0.2	842	3.9*	±0.1	-0.53 (M)
4 to 5 years	92	3.0*	±0.3	441	3.7*	±0.1	-0.65 (M)
6 to 10 years	185	3.1*	±0.2	760	3.9*	±0.1	-0.66 (M)
11 to 14 years	91	3.1*	±0.3	450	3.8*	±0.1	-0.63 (M)
15 to 20 years	97	3.4*	±0.2	539	3.8*	±0.1	-0.40 (S)
More than 20 years	97	3.2*	±0.3	801	3.9*	±0.1	-0.70 (M)
Appointment Type							
Permanent	776	3.2*	±0.1	4,375	3.9*	±0.0	-0.64 (M)
Term	12	3.3*	±0.7	74	4.1*	±0.2	-0.71 (M)
Temporary	NR	NR	NR	15	4.5	±0.3	NR
Work Schedule							
Seasonal	NR	NR	NR	33	3.9	±0.5	NR
Non-Seasonal	767	3.2*	±0.1	4,315	3.9*	±0.0	-0.65 (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	29	3.8	±0.6	NR
Permanent-Non-Seasonal	767	3.2*	±0.1	4,304	3.9*	±0.0	-0.65 (M)
Term	12	3.3*	±0.7	74	4.1*	±0.2	-0.71 (M)
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	4.3	±0.3	NA
Sex							
Men	492	3.1*	±0.1	3,057	3.9*	±0.0	-0.71 (M)
Women	290	3.4*	±0.1	1,397	4.0*	±0.1	-0.55 (M)
Gender Identity							
Male	492	3.1*	±0.1	3,057	3.9*	±0.0	-0.71 (M)
Female	290	3.4*	±0.1	1,397	4.0*	±0.1	-0.55 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	7	3.0	±0.8	12	2.9	±0.6	0.09
Sexual Orientation - Collapsed							
Heterosexual	704	3.2*	±0.1	4,158	3.9*	±0.0	-0.66 (M)
Sexual Minority	31	3.3*	±0.5	118	4.0*	±0.2	-0.56 (M)
Sexual Orientation							
Heterosexual or straight	704	3.2*	±0.1	4,158	3.9*	±0.0	-0.66 (M)
Lesbian	NR	NR	NR	33	4.1	±0.2	NR
Gay	12	2.9	±0.9	31	3.7	±0.4	-0.59 (M)
Bisexual	8	3.6	±1.1	45	4.0	±0.3	-0.35 (S)
Other	6	3.1*	±0.7	10	4.0*	±0.4	-1.20 (L)
I prefer not to say	41	3.1*	±0.4	158	3.6*	±0.2	-0.36 (S)

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

4.7.6 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 USBR.

Table 4.56 USBR – 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	801	3.1*	±0.1	4,568	3.8*	±0.0	-0.75 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	11	3.6	±0.8	53	3.8	±0.2	-0.26 (S)
Wage Grade (WG) 5-8	49	3.5	±0.3	200	3.7	±0.1	-0.19
Wage Grade (WG) 9-16	15	3.3	±0.3	51	3.3	±0.3	-0.01
Other Wage Grade (WG)	20	2.2*	±0.4	52	3.4*	±0.2	-1.36 (L)
General Schedule (GS) 1-6	58	3.5*	±0.3	308	3.8*	±0.1	-0.40 (S)
General Schedule (GS) 7-10	137	3.0*	±0.2	648	3.9*	±0.1	-1.03 (L)
General Schedule (GS) 11-12	264	3.2*	±0.1	1,753	3.8*	±0.0	-0.64 (M)
General Schedule (GS) 13-15	115	3.3*	±0.2	874	4.0*	±0.0	-0.94 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.5	±0.2	NA
Other	124	2.7*	±0.2	562	3.5*	±0.1	-0.76 (M)
Years of Service at Bureau or Office							
Less than 1 year	65	3.3*	±0.2	627	4.0*	±0.1	-0.95 (L)
1 to 3 years	154	3.1*	±0.2	861	3.8*	±0.1	-0.77 (M)
4 to 5 years	92	3.0*	±0.2	457	3.7*	±0.1	-0.81 (L)
6 to 10 years	188	3.0*	±0.2	772	3.8*	±0.1	-0.82 (L)
11 to 14 years	95	3.0*	±0.2	472	3.7*	±0.1	-0.69 (M)
15 to 20 years	98	3.5*	±0.2	542	3.7*	±0.1	-0.26 (S)
More than 20 years	99	3.3*	±0.2	821	3.9*	±0.1	-0.74 (M)
Appointment Type							
Permanent	787	3.1*	±0.1	4,469	3.8*	±0.0	-0.75 (M)
Term	12	3.7	±0.7	79	4.0	±0.2	-0.42 (S)
Temporary	NR	NR	NR	15	4.4	±0.2	NR
Work Schedule							
Seasonal	NR	NR	NR	35	4.4	±0.2	NR
Non-Seasonal	778	3.1*	±0.1	4,407	3.8*	±0.0	-0.75 (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	31	4.3	±0.2	NR
Permanent-Non-Seasonal	778	3.1*	±0.1	4,396	3.8*	±0.0	-0.75 (M)
Term	12	3.7	±0.7	79	4.0	±0.2	-0.42 (S)
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	4.1	±0.2	NA
Sex							
Men	498	3.1*	±0.1	3,116	3.8*	±0.0	-0.82 (L)
Women	296	3.2*	±0.1	1,438	3.8*	±0.0	-0.63 (M)
Gender Identity							
Male	498	3.1*	±0.1	3,116	3.8*	±0.0	-0.82 (L)
Female	296	3.2*	±0.1	1,438	3.8*	±0.0	-0.63 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	7	3.3	±0.6	12	3.1	±0.5	0.20 (S)
Sexual Orientation - Collapsed							
Heterosexual	715	3.1*	±0.1	4,248	3.8*	±0.0	-0.78 (M)
Sexual Minority	31	3.1*	±0.4	121	3.7*	±0.2	-0.52 (M)
Sexual Orientation							
Heterosexual or straight	715	3.1*	±0.1	4,248	3.8*	±0.0	-0.78 (M)
Lesbian	NR	NR	NR	33	3.8	±0.3	NR
Gay	12	3.2	±0.7	34	3.2	±0.4	0.00
Bisexual	8	2.9*	±0.6	45	3.9*	±0.3	-1.12 (L)
Other	6	3.3	±0.5	10	3.4	±0.8	-0.12
I prefer not to say	41	3.1*	±0.3	162	3.6*	±0.2	-0.49 (S)

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

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 USBR.

Table 4.57 USBR – 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	796	2.5*	±0.0	4,542	2.4*	±0.0	0.11
Pay Plan and Grade							
Wage Grade (WG) 1-4	11	2.0	±0.4	53	2.2	±0.2	-0.30 (S)
Wage Grade (WG) 5-8	49	2.4	±0.2	191	2.2	±0.1	0.25 (S)
Wage Grade (WG) 9-16	17	2.6	±0.2	51	2.6	±0.2	0.08
Other Wage Grade (WG)	20	3.0	±0.0	52	2.9	±0.1	0.48 (S)
General Schedule (GS) 1-6	58	1.9*	±0.1	304	2.1*	±0.1	-0.42 (S)
General Schedule (GS) 7-10	137	2.5*	±0.1	641	2.3*	±0.0	0.34 (S)
General Schedule (GS) 11-12	260	2.4	±0.1	1,755	2.3	±0.0	0.13
General Schedule (GS) 13-15	115	2.4	±0.1	870	2.3	±0.0	0.04
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	2.5	±0.2	NA
Other	123	2.8*	±0.1	562	2.9*	±0.0	-0.21 (S)
Years of Service at Bureau or Office							
Less than 1 year	65	2.5	±0.1	617	2.4	±0.0	0.19
1 to 3 years	154	2.4	±0.1	854	2.3	±0.0	0.15
4 to 5 years	91	2.6	±0.1	455	2.5	±0.1	0.16
6 to 10 years	188	2.5	±0.1	769	2.4	±0.0	0.12
11 to 14 years	95	2.2*	±0.1	472	2.4*	±0.1	-0.30 (S)
15 to 20 years	99	2.4	±0.1	544	2.4	±0.0	-0.06
More than 20 years	98	2.6*	±0.1	818	2.4*	±0.0	0.43 (S)
Appointment Type							
Permanent	782	2.5*	±0.0	4,443	2.4*	±0.0	0.12
Term	12	2.0*	±0.3	79	2.5*	±0.1	-0.93 (L)
Temporary	NR	NR	NR	15	2.4	±0.4	NR
Work Schedule							
Seasonal	NR	NR	NR	33	2.4	±0.2	NR
Non-Seasonal	773	2.5*	±0.0	4,382	2.4*	±0.0	0.13

	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	29	2.3	±0.2	NR
Permanent-Non-Seasonal	773	2.5*	±0.0	4,372	2.4*	±0.0	0.13
Term	12	2.0*	±0.3	79	2.5*	±0.1	-0.93 (L)
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	2.1	±0.4	NA
Sex							
Men	497	2.6*	±0.0	3,103	2.5*	±0.0	0.10
Women	294	2.2*	±0.1	1,426	2.1*	±0.0	0.25 (S)
Gender Identity							
Male	497	2.6*	±0.0	3,103	2.5*	±0.0	0.10
Female	294	2.2*	±0.1	1,426	2.1*	±0.0	0.25 (S)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	10	2.3	±0.2	NR
Sexual Orientation - Collapsed							
Heterosexual	714	2.5*	±0.0	4,230	2.4*	±0.0	0.10
Sexual Minority	30	2.3	±0.2	121	2.2	±0.1	0.20 (S)
Sexual Orientation							
Heterosexual or straight	714	2.5*	±0.0	4,230	2.4*	±0.0	0.10
Lesbian	NR	NR	NR	33	2.4	±0.2	NR
Gay	12	2.2	±0.3	34	2.0	±0.2	0.39 (S)
Bisexual	8	2.7*	±0.1	45	2.2*	±0.2	0.96 (L)
Other	5	2.6	±0.3	10	2.0	±0.3	1.05 (L)
I prefer not to say	39	2.5	±0.2	156	2.5	±0.1	0.06

^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 USBR.

Table 4.58 USBR – 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	267	33.8%*	±3.4	217	4.8%*	±0.7	0.80 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	0	0.0%	NA	NR
Wage Grade (WG) 5-8	5	10.9%*	±12.7	7	3.7%*	±3.8	0.29 (S)
Wage Grade (WG) 9-16	NR	NR	NR	11	20.7%	±13.7	NR
Other Wage Grade (WG)	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 1-6	14	24.2%*	±13.0	9	2.9%*	±2.7	0.68 (M)
General Schedule (GS) 7-10	60	44.7%*	±8.6	31	4.8%*	±2.0	1.02 (L)
General Schedule (GS) 11-12	107	41.6%*	±6.2	103	5.9%*	±1.2	0.91 (L)
General Schedule (GS) 13-15	46	39.9%*	±9.3	27	3.1%*	±1.4	1.01 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	0	0.0%	NA	NA
Other	24	19.8%*	±8.1	25	4.6%*	±2.1	0.49 (S)
Years of Service at Bureau or Office							
Less than 1 year	16	24.8%*	±12.2	8	1.3%*	±1.3	0.81 (L)
1 to 3 years	56	36.7%*	±8.0	36	4.2%*	±1.6	0.89 (L)
4 to 5 years	40	45.6%*	±10.6	31	7.0%*	±2.8	0.95 (L)
6 to 10 years	68	37.0%*	±7.3	42	5.6%*	±1.9	0.83 (L)
11 to 14 years	25	26.6%*	±10.0	32	6.8%*	±2.7	0.55 (M)
15 to 20 years	30	29.7%*	±9.8	17	3.1%*	±1.9	0.80 (L)
More than 20 years	31	31.5%*	±9.9	49	6.0%*	±1.9	0.70 (M)
Appointment Type							
Permanent	267	34.5%*	±3.4	215	4.9%*	±0.7	0.81 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary	NR	NR	NR	NR	NR	NR	NR

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	NR	NR	NR	0	0.0%	NA	NR
Non-Seasonal	265	34.6%*	±3.4	213	4.9%*	±0.7	0.81 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	0	0.0%	NA	NR
Permanent-Non-Seasonal	265	34.6%*	±3.4	213	4.9%*	±0.7	0.81 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	128	25.9%*	±4.1	103	3.3%*	±0.7	0.70 (M)
Women	137	47.7%*	±5.8	112	7.9%*	±1.5	0.96 (L)
Gender Identity							
Male	128	25.9%*	±4.1	103	3.3%*	±0.7	0.70 (M)
Female	137	47.7%*	±5.8	112	7.9%*	±1.5	0.96 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	236	33.4%*	±3.6	188	4.5%*	±0.7	0.81 (L)
Sexual Minority	NR	NR	NR	11	9.1%	±6.7	NR
Sexual Orientation							
Heterosexual or straight	236	33.4%*	±3.6	188	4.5%*	±0.7	0.81 (L)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	NR	NR	NR	7	20.3%	±17.8	NR
Bisexual	NR	NR	NR	0	0.0%	NA	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	16	39.6%*	±16.3	16	9.8%*	±5.7	0.72 (M)

^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 USBR – Logistic Regression of Crude and Offensive Behavior and Predictors of Workplace Harassment

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	3.835	0.378	103.028	--	46.301	--	--	--	--
Age	-0.528	0.099	28.566	0.000	0.590	0.486	0.716	-1636.299	27.969
Race/Ethnicity	0.367	0.116	10.105	0.001	1.444	1.151	1.811	-1627.583	10.539
Appointment Type	-0.587	0.303	3.756	0.053	0.556	0.307	1.007	-1623.991	3.355
Organizational Inclusion	-0.307	0.052	35.040	0.000	0.736	0.665	0.814	-1639.785	34.941
Bystander Harassment Based on Sex/Gender	-1.503	0.120	156.486	0.000	0.223	0.176	0.282	-1698.507	152.386
General Intolerance	-0.778	0.059	174.752	0.000	0.459	0.409	0.516	-1712.888	181.148

Note. N = 4,888, Nagelkerke R Square = 0.284

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 USBR.

Table 4.60 USBR – 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	229	2.8*	±0.1	5,097	3.6*	±0.0	-0.98 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	4.1	±0.2	NA
Wage Grade (WG) 5-8	21	3.4	±0.2	229	3.6	±0.1	-0.25 (S)
Wage Grade (WG) 9-16	NR	NR	NR	62	3.5	±0.2	NR
Other Wage Grade (WG)	NR	NR	NR	69	3.3	±0.2	NR
General Schedule (GS) 1-6	24	3.4	±0.5	341	3.7	±0.1	-0.32 (S)
General Schedule (GS) 7-10	52	2.3*	±0.2	727	3.7*	±0.1	-1.63 (L)
General Schedule (GS) 11-12	65	2.7*	±0.2	1,937	3.6*	±0.0	-0.99 (L)
General Schedule (GS) 13-15	42	3.0*	±0.3	944	3.9*	±0.1	-1.02 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.7	±0.2	NA
Other	22	2.5*	±0.3	651	3.4*	±0.1	-0.99 (L)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	13	3.3*	±0.3	674	3.9*	±0.1	-0.87 (L)
1 to 3 years	35	2.4*	±0.3	969	3.7*	±0.1	-1.39 (L)
4 to 5 years	37	2.9*	±0.3	509	3.6*	±0.1	-0.68 (M)
6 to 10 years	53	2.8*	±0.3	900	3.6*	±0.1	-0.91 (L)
11 to 14 years	28	2.7*	±0.3	527	3.5*	±0.1	-0.83 (L)
15 to 20 years	30	2.8*	±0.3	610	3.5*	±0.1	-0.80 (L)
More than 20 years	32	2.8*	±0.3	882	3.7*	±0.1	-1.06 (L)
Appointment Type							
Permanent	227	2.8*	±0.1	4,986	3.6*	±0.0	-0.98 (L)
Term	--	--	--	91	4.0	±0.2	NA
Temporary	NR	NR	NR	15	4.2	±0.2	NR
Work Schedule							
Seasonal	NR	NR	NR	35	3.5	±0.3	NR
Non-Seasonal	227	2.8*	±0.1	4,917	3.6*	±0.0	-0.99 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	31	3.5	±0.3	NA
Permanent-Non-Seasonal	227	2.8*	±0.1	4,906	3.6*	±0.0	-0.99 (L)
Term	--	--	--	91	4.0	±0.2	NA
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	4.4	±0.2	NA
Sex							
Men	97	2.7*	±0.2	3,479	3.7*	±0.0	-1.10 (L)
Women	129	2.8*	±0.1	1,598	3.5*	±0.0	-0.81 (L)
Gender Identity							
Male	97	2.7*	±0.2	3,479	3.7*	±0.0	-1.10 (L)
Female	129	2.8*	±0.1	1,598	3.5*	±0.0	-0.81 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	16	3.0	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	210	2.8*	±0.1	4,714	3.7*	±0.0	-1.00 (L)
Sexual Minority	8	3.0	±0.5	144	3.6	±0.2	-0.59 (M)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	210	2.8*	±0.1	4,714	3.7*	±0.0	-1.00 (L)
Lesbian	NR	NR	NR	33	3.8	±0.2	NR
Gay	--	--	--	46	3.4	±0.3	NA
Bisexual	NR	NR	NR	50	3.7	±0.3	NR
Other	NR	NR	NR	15	3.1	±0.5	NR
I prefer not to say	8	2.0*	±0.5	190	3.4*	±0.1	-1.49 (L)

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

4.8.2 Unwanted Sexual Attention and Leadership Intolerance for Harassment

Table 4.61 presents leadership intolerance for harassment for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Intolerance for harassment was measured using a *yes, no, do not know* response format, with higher scores indicating greater intolerance for harassment among leaders. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in USBR.

Table 4.61 USBR – 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	226	0.45*	±0.05	5,111	0.67*	±0.01	-0.53 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	0.80	±0.09	NA
Wage Grade (WG) 5-8	21	0.63	±0.15	226	0.58	±0.06	0.12
Wage Grade (WG) 9-16	NR	NR	NR	67	0.47	±0.11	NR
Other Wage Grade (WG)	NR	NR	NR	67	0.52	±0.10	NR
General Schedule (GS) 1-6	24	0.73	±0.17	339	0.70	±0.05	0.07
General Schedule (GS) 7-10	50	0.38*	±0.11	727	0.69*	±0.03	-0.76 (M)
General Schedule (GS) 11-12	65	0.39*	±0.09	1,947	0.65*	±0.02	-0.61 (M)
General Schedule (GS) 13-15	40	0.48*	±0.13	942	0.78*	±0.02	-0.82 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	1.00	±0.00	NA
Other	22	0.29*	±0.17	659	0.56*	±0.03	-0.64 (M)
Years of Service at Bureau or Office							
Less than 1 year	13	0.80	±0.19	676	0.71	±0.03	0.22 (S)
1 to 3 years	35	0.38*	±0.13	974	0.74*	±0.02	-0.91 (L)
4 to 5 years	37	0.53	±0.13	505	0.59	±0.04	-0.15
6 to 10 years	53	0.40*	±0.11	900	0.64*	±0.03	-0.57 (M)
11 to 14 years	26	0.37*	±0.15	537	0.60*	±0.04	-0.53 (M)
15 to 20 years	30	0.51	±0.16	610	0.64	±0.03	-0.31 (S)
More than 20 years	30	0.39*	±0.12	882	0.70*	±0.03	-0.76 (M)
Appointment Type							
Permanent	223	0.44*	±0.05	5,000	0.66*	±0.01	-0.53 (M)
Term	--	--	--	91	0.79	±0.08	NA
Temporary	NR	NR	NR	15	1.00	±0.00	NR

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	NR	NR	NR	37	0.64	±0.13	NR
Non-Seasonal	223	0.44*	±0.05	4,929	0.67*	±0.01	-0.55 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	33	0.60	±0.14	NA
Permanent-Non-Seasonal	223	0.44*	±0.05	4,919	0.67*	±0.01	-0.55 (M)
Term	--	--	--	91	0.79	±0.08	NA
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	1.00	±0.00	NA
Sex							
Men	97	0.45*	±0.08	3,494	0.68*	±0.01	-0.57 (M)
Women	125	0.45*	±0.07	1,596	0.63*	±0.02	-0.44 (S)
Gender Identity							
Male	97	0.45*	±0.08	3,494	0.68*	±0.01	-0.57 (M)
Female	125	0.45*	±0.07	1,596	0.63*	±0.02	-0.44 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	16	0.38	±0.18	NR
Sexual Orientation - Collapsed							
Heterosexual	206	0.47*	±0.06	4,726	0.67*	±0.01	-0.50 (M)
Sexual Minority	8	0.54	±0.34	144	0.67	±0.07	-0.31 (S)
Sexual Orientation							
Heterosexual or straight	206	0.47*	±0.06	4,726	0.67*	±0.01	-0.50 (M)
Lesbian	NR	NR	NR	33	0.72	±0.13	NR
Gay	--	--	--	46	0.54	±0.14	NA
Bisexual	NR	NR	NR	50	0.78	±0.10	NR
Other	NR	NR	NR	15	0.57	±0.19	NR
I prefer not to say	8	0.00*	±0.00	192	0.57*	±0.06	-1.32 (L)

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

4.8.3 Unwanted Sexual Attention and Organizational Politics

Table 4.62 presents organizational politics for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Organizational politics was measured with a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater pressure to conform to organizational norms. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in USBR.

Table 4.62 USBR – 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	227	3.3*	±0.1	5,112	2.8*	±0.0	0.61 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	2.3	±0.2	NA
Wage Grade (WG) 5-8	21	3.2*	±0.3	226	2.8*	±0.1	0.50 (M)
Wage Grade (WG) 9-16	NR	NR	NR	67	2.7	±0.2	NR
Other Wage Grade (WG)	NR	NR	NR	69	3.3	±0.2	NR
General Schedule (GS) 1-6	24	2.7	±0.3	339	2.8	±0.1	-0.13
General Schedule (GS) 7-10	52	3.8*	±0.3	729	2.7*	±0.1	1.40 (L)
General Schedule (GS) 11-12	62	3.2*	±0.3	1,948	2.8*	±0.0	0.37 (S)
General Schedule (GS) 13-15	42	2.9*	±0.3	944	2.6*	±0.1	0.33 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	1.5	±0.2	NA
Other	22	3.8*	±0.3	653	2.9*	±0.1	1.08 (L)
Years of Service at Bureau or Office							
Less than 1 year	13	2.7	±0.5	676	2.5	±0.1	0.22 (S)
1 to 3 years	35	3.2*	±0.4	971	2.8*	±0.1	0.45 (S)
4 to 5 years	37	3.5*	±0.4	509	2.8*	±0.1	0.69 (M)
6 to 10 years	53	3.3*	±0.2	904	2.8*	±0.1	0.52 (M)
11 to 14 years	28	3.2	±0.3	528	3.0	±0.1	0.32 (S)
15 to 20 years	30	3.4*	±0.4	614	2.8*	±0.1	0.62 (M)
More than 20 years	29	3.6*	±0.4	885	2.7*	±0.1	1.01 (L)
Appointment Type							
Permanent	224	3.3*	±0.1	4,999	2.8*	±0.0	0.61 (M)
Term	--	--	--	91	2.6	±0.2	NA
Temporary	NR	NR	NR	15	1.9	±0.3	NR
Work Schedule							
Seasonal	NR	NR	NR	34	2.5	±0.3	NR
Non-Seasonal	224	3.3*	±0.1	4,931	2.8*	±0.0	0.61 (M)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	30	2.7	±0.2	NA
Permanent-Non-Seasonal	224	3.3*	±0.1	4,920	2.8*	±0.0	0.61 (M)
Term	--	--	--	91	2.6	±0.2	NA
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	2.2	±0.2	NA
Sex							
Men	95	3.5*	±0.2	3,493	2.8*	±0.0	0.91 (L)
Women	129	3.1*	±0.2	1,598	2.8*	±0.0	0.38 (S)
Gender Identity							
Male	95	3.5*	±0.2	3,493	2.8*	±0.0	0.91 (L)
Female	129	3.1*	±0.2	1,598	2.8*	±0.0	0.38 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	16	3.3	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	207	3.3*	±0.1	4,719	2.8*	±0.0	0.64 (M)
Sexual Minority	8	2.6	±0.5	144	2.7	±0.2	-0.10
Sexual Orientation							
Heterosexual or straight	207	3.3*	±0.1	4,719	2.8*	±0.0	0.64 (M)
Lesbian	NR	NR	NR	33	2.5	±0.3	NR
Gay	--	--	--	46	3.0	±0.3	NA
Bisexual	NR	NR	NR	50	2.4	±0.3	NR
Other	NR	NR	NR	15	3.1	±0.3	NR
I prefer not to say	8	4.0*	±0.6	194	3.1*	±0.1	1.01 (L)

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

4.8.4 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 USBR.

Table 4.63 USBR – 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	229	2.9*	±0.1	5,114	3.5*	±0.0	-0.72 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	4.1	±0.2	NA
Wage Grade (WG) 5-8	21	3.2	±0.3	229	3.5	±0.1	-0.44 (S)
Wage Grade (WG) 9-16	NR	NR	NR	65	3.2	±0.3	NR
Other Wage Grade (WG)	NR	NR	NR	69	3.0	±0.2	NR
General Schedule (GS) 1-6	24	3.2	±0.2	341	3.5	±0.1	-0.37 (S)
General Schedule (GS) 7-10	52	2.6*	±0.3	721	3.6*	±0.1	-1.04 (L)
General Schedule (GS) 11-12	65	3.0*	±0.2	1,951	3.5*	±0.0	-0.67 (M)
General Schedule (GS) 13-15	42	3.2*	±0.3	944	3.8*	±0.0	-0.72 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.6	±0.2	NA
Other	22	2.2*	±0.3	658	3.2*	±0.1	-1.05 (L)
Years of Service at Bureau or Office							
Less than 1 year	13	3.5	±0.4	679	3.8	±0.1	-0.46 (S)
1 to 3 years	35	3.0*	±0.3	976	3.5*	±0.1	-0.55 (M)
4 to 5 years	37	2.4*	±0.4	511	3.4*	±0.1	-1.17 (L)
6 to 10 years	53	2.9*	±0.2	907	3.4*	±0.1	-0.56 (M)
11 to 14 years	28	2.9*	±0.3	523	3.3*	±0.1	-0.42 (S)
15 to 20 years	30	3.0*	±0.4	614	3.5*	±0.1	-0.59 (M)
More than 20 years	32	2.9*	±0.3	879	3.7*	±0.1	-0.91 (L)
Appointment Type							
Permanent	227	2.9*	±0.1	5,002	3.5*	±0.0	-0.73 (M)
Term	--	--	--	91	3.8	±0.2	NA
Temporary	NR	NR	NR	15	4.4	±0.2	NR
Work Schedule							
Seasonal	NR	NR	NR	35	3.6	±0.3	NR
Non-Seasonal	227	2.9*	±0.1	4,932	3.5*	±0.0	-0.73 (M)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	31	3.5	±0.3	NA
Permanent-Non-Seasonal	227	2.9*	±0.1	4,922	3.5*	±0.0	-0.73 (M)
Term	--	--	--	91	3.8	±0.2	NA
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	4.2	±0.1	NA
Sex							
Men	97	2.7*	±0.2	3,506	3.5*	±0.0	-0.94 (L)
Women	129	3.0*	±0.2	1,588	3.5*	±0.0	-0.58 (M)
Gender Identity							
Male	97	2.7*	±0.2	3,506	3.5*	±0.0	-0.94 (L)
Female	129	3.0*	±0.2	1,588	3.5*	±0.0	-0.58 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	16	2.9	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	210	2.9*	±0.1	4,723	3.6*	±0.0	-0.72 (M)
Sexual Minority	8	2.5*	±0.5	144	3.6*	±0.2	-1.09 (L)
Sexual Orientation							
Heterosexual or straight	210	2.9*	±0.1	4,723	3.6*	±0.0	-0.72 (M)
Lesbian	NR	NR	NR	33	3.6	±0.2	NR
Gay	--	--	--	46	3.3	±0.3	NA
Bisexual	NR	NR	NR	50	3.9	±0.3	NR
Other	NR	NR	NR	15	3.2	±0.3	NR
I prefer not to say	8	2.4*	±0.8	194	3.3*	±0.1	-0.85 (L)

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

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 USBR.

Table 4.64 USBR – 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	223	3.2*	±0.2	5,040	3.8*	±0.0	-0.63 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	4.2	±0.2	NA
Wage Grade (WG) 5-8	21	3.7	±0.4	218	3.7	±0.1	0.00
Wage Grade (WG) 9-16	NR	NR	NR	65	3.6	±0.2	NR
Other Wage Grade (WG)	NR	NR	NR	69	3.2	±0.3	NR
General Schedule (GS) 1-6	24	3.6	±0.3	331	3.8	±0.1	-0.15
General Schedule (GS) 7-10	52	2.9*	±0.4	712	4.0*	±0.1	-1.05 (L)
General Schedule (GS) 11-12	62	3.1*	±0.4	1,933	3.8*	±0.0	-0.70 (M)
General Schedule (GS) 13-15	39	3.5*	±0.4	935	4.0*	±0.1	-0.50 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.8	±0.1	NA
Other	22	2.4*	±0.5	640	3.5*	±0.1	-0.96 (L)
Years of Service at Bureau or Office							
Less than 1 year	13	3.8	±0.4	671	4.1	±0.1	-0.34 (S)
1 to 3 years	35	3.3*	±0.5	961	3.9*	±0.1	-0.55 (M)
4 to 5 years	37	3.1*	±0.4	496	3.6*	±0.1	-0.47 (S)
6 to 10 years	53	3.0*	±0.4	892	3.7*	±0.1	-0.64 (M)
11 to 14 years	26	3.1*	±0.5	516	3.7*	±0.1	-0.51 (M)
15 to 20 years	29	3.1*	±0.5	609	3.8*	±0.1	-0.66 (M)
More than 20 years	29	3.1*	±0.5	870	3.9*	±0.1	-0.75 (M)
Appointment Type							
Permanent	221	3.2*	±0.2	4,932	3.8*	±0.0	-0.63 (M)
Term	--	--	--	86	4.0	±0.2	NA
Temporary	NR	NR	NR	15	4.5	±0.3	NR
Work Schedule							
Seasonal	NR	NR	NR	35	4.0	±0.5	NR
Non-Seasonal	221	3.2*	±0.2	4,863	3.8*	±0.0	-0.64 (M)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	31	3.8	±0.5	NA
Permanent-Non-Seasonal	221	3.2*	±0.2	4,853	3.8*	±0.0	-0.64 (M)
Term	--	--	--	86	4.0	±0.2	NA
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	4.3	±0.3	NA
Sex							
Men	95	3.1*	±0.3	3,454	3.8*	±0.0	-0.70 (M)
Women	126	3.3*	±0.2	1,565	3.9*	±0.0	-0.64 (M)
Gender Identity							
Male	95	3.1*	±0.3	3,454	3.8*	±0.0	-0.70 (M)
Female	126	3.3*	±0.2	1,565	3.9*	±0.0	-0.64 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	16	2.9	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	204	3.2*	±0.2	4,658	3.8*	±0.0	-0.63 (M)
Sexual Minority	8	3.3	±0.9	141	3.9	±0.2	-0.52 (M)
Sexual Orientation							
Heterosexual or straight	204	3.2*	±0.2	4,658	3.8*	±0.0	-0.63 (M)
Lesbian	NR	NR	NR	33	4.1	±0.2	NR
Gay	--	--	--	43	3.5	±0.4	NA
Bisexual	NR	NR	NR	50	4.1	±0.3	NR
Other	NR	NR	NR	15	3.7	±0.4	NR
I prefer not to say	8	2.3*	±1.0	190	3.6*	±0.2	-1.01 (L)

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

4.8.6 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 USBR.

Table 4.65 USBR – 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	229	3.0*	±0.1	5,141	3.7*	±0.0	-0.84 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	3.8	±0.2	NA
Wage Grade (WG) 5-8	21	3.6	±0.2	229	3.7	±0.1	-0.09
Wage Grade (WG) 9-16	NR	NR	NR	65	3.3	±0.3	NR
Other Wage Grade (WG)	NR	NR	NR	69	3.1	±0.2	NR
General Schedule (GS) 1-6	24	3.1*	±0.5	342	3.8*	±0.1	-0.72 (M)
General Schedule (GS) 7-10	52	2.9*	±0.3	734	3.8*	±0.1	-0.94 (L)
General Schedule (GS) 11-12	65	3.1*	±0.3	1,952	3.7*	±0.0	-0.79 (M)
General Schedule (GS) 13-15	42	3.2*	±0.3	949	4.0*	±0.1	-0.97 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.5	±0.2	NA
Other	22	1.7*	±0.3	664	3.4*	±0.1	-1.72 (L)
Years of Service at Bureau or Office							
Less than 1 year	13	3.6	±0.3	680	4.0	±0.1	-0.43 (S)
1 to 3 years	35	2.9*	±0.4	980	3.7*	±0.1	-0.89 (L)
4 to 5 years	37	2.8*	±0.4	511	3.6*	±0.1	-0.90 (L)
6 to 10 years	53	2.8*	±0.3	907	3.6*	±0.1	-0.87 (L)
11 to 14 years	28	2.8*	±0.5	539	3.6*	±0.1	-0.74 (M)
15 to 20 years	30	3.4	±0.4	612	3.7	±0.1	-0.32 (S)
More than 20 years	32	2.8*	±0.4	887	3.9*	±0.1	-1.27 (L)
Appointment Type							
Permanent	227	2.9*	±0.1	5,029	3.7*	±0.0	-0.84 (L)
Term	--	--	--	91	4.0	±0.2	NA
Temporary	NR	NR	NR	15	4.4	±0.2	NR
Work Schedule							
Seasonal	NR	NR	NR	37	4.3	±0.2	NR
Non-Seasonal	227	2.9*	±0.1	4,958	3.7*	±0.0	-0.85 (L)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	33	4.2	±0.2	NA
Permanent-Non-Seasonal	227	2.9*	±0.1	4,947	3.7*	±0.0	-0.84 (L)
Term	--	--	--	91	4.0	±0.2	NA
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	4.1	±0.2	NA
Sex							
Men	97	2.7*	±0.2	3,513	3.7*	±0.0	-1.13 (L)
Women	129	3.1*	±0.2	1,608	3.7*	±0.0	-0.62 (M)
Gender Identity							
Male	97	2.7*	±0.2	3,513	3.7*	±0.0	-1.13 (L)
Female	129	3.1*	±0.2	1,608	3.7*	±0.0	-0.62 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	16	3.2	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	210	3.0*	±0.2	4,750	3.8*	±0.0	-0.85 (L)
Sexual Minority	8	2.5*	±0.9	144	3.6*	±0.2	-1.00 (L)
Sexual Orientation							
Heterosexual or straight	210	3.0*	±0.2	4,750	3.8*	±0.0	-0.85 (L)
Lesbian	NR	NR	NR	33	3.8	±0.3	NR
Gay	--	--	--	46	3.2	±0.4	NA
Bisexual	NR	NR	NR	50	3.9	±0.2	NR
Other	NR	NR	NR	15	3.4	±0.6	NR
I prefer not to say	8	2.4*	±0.4	194	3.5*	±0.1	-1.13 (L)

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

4.8.7 Unwanted Sexual Attention and Gender Context

Table 4.66 presents gender context for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Gender context was measured with three questions about the mix of men and women in the workplace. Scale values include *mostly women*, *a relatively even mix of men and women*, and *mostly men*. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in USBR.

Table 4.66 USBR – 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	227	2.4	±0.1	5,112	2.4	±0.0	0.05
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	2.1	±0.2	NA
Wage Grade (WG) 5-8	21	2.4	±0.2	220	2.2	±0.1	0.24 (S)
Wage Grade (WG) 9-16	NR	NR	NR	67	2.6	±0.1	NR
Other Wage Grade (WG)	NR	NR	NR	69	2.9	±0.1	NR
General Schedule (GS) 1-6	24	1.9	±0.2	338	2.1	±0.1	-0.40 (S)
General Schedule (GS) 7-10	52	2.5	±0.1	727	2.4	±0.0	0.26 (S)
General Schedule (GS) 11-12	64	2.5*	±0.1	1,950	2.3*	±0.0	0.29 (S)
General Schedule (GS) 13-15	42	2.2	±0.2	945	2.3	±0.0	-0.17
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	2.5	±0.2	NA
Other	21	3.0	±0.0	664	2.9	±0.0	0.26 (S)
Years of Service at Bureau or Office							
Less than 1 year	13	2.0*	±0.1	669	2.4*	±0.0	-0.62 (M)
1 to 3 years	35	2.5	±0.2	972	2.3	±0.0	0.27 (S)
4 to 5 years	37	2.5	±0.1	508	2.5	±0.1	0.02
6 to 10 years	53	2.5	±0.1	905	2.4	±0.0	0.19
11 to 14 years	28	2.1*	±0.2	539	2.4*	±0.0	-0.54 (M)
15 to 20 years	29	2.3	±0.2	616	2.4	±0.0	-0.27 (S)
More than 20 years	32	2.7*	±0.1	883	2.4*	±0.0	0.58 (M)
Appointment Type							
Permanent	225	2.4	±0.1	4,999	2.4	±0.0	0.05
Term	--	--	--	91	2.4	±0.1	NA
Temporary	NR	NR	NR	15	2.4	±0.4	NR
Work Schedule							
Seasonal	NR	NR	NR	35	2.4	±0.2	NR
Non-Seasonal	225	2.4	±0.1	4,930	2.4	±0.0	0.06

	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	--	--	--	31	2.3	±0.2	NA
Permanent-Non-Seasonal	225	2.4	±0.1	4,920	2.4	±0.0	0.05
Term	--	--	--	91	2.4	±0.1	NA
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	2.1	±0.4	NA
Sex							
Men	97	2.5	±0.1	3,500	2.5	±0.0	-0.04
Women	129	2.4*	±0.1	1,595	2.1*	±0.0	0.47 (S)
Gender Identity							
Male	97	2.5	±0.1	3,500	2.5	±0.0	-0.04
Female	129	2.4*	±0.1	1,595	2.1*	±0.0	0.47 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	13	2.4	±0.2	NR
Sexual Orientation - Collapsed							
Heterosexual	210	2.4	±0.1	4,731	2.4	±0.0	0.04
Sexual Minority	7	2.0	±0.5	144	2.2	±0.1	-0.36 (S)
Sexual Orientation							
Heterosexual or straight	210	2.4	±0.1	4,731	2.4	±0.0	0.04
Lesbian	NR	NR	NR	33	2.4	±0.2	NR
Gay	--	--	--	46	2.0	±0.2	NA
Bisexual	NR	NR	NR	50	2.2	±0.1	NR
Other	--	--	--	15	2.2	±0.3	NA
I prefer not to say	8	2.9*	±0.1	186	2.4*	±0.1	0.79 (M)

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

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

4.8.8 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 USBR.

Table 4.67 USBR – 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	99	43.7%*	±6.6	386	7.6%*	±0.8	0.89 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	0	0.0%	NA	NA
Wage Grade (WG) 5-8	NR	NR	NR	10	4.2%	±3.6	NR
Wage Grade (WG) 9-16	--	--	--	13	18.9%	±11.5	NA
Other Wage Grade (WG)	NR	NR	NR	5	8.0%	±9.6	NR
General Schedule (GS) 1-6	NR	NR	NR	18	5.4%	±3.0	NR
General Schedule (GS) 7-10	29	57.9%*	±14.4	62	8.5%*	±2.3	1.14 (L)
General Schedule (GS) 11-12	31	48.7%*	±12.3	178	9.2%*	±1.4	0.93 (L)
General Schedule (GS) 13-15	19	44.0%*	±15.7	54	5.8%*	±1.7	0.96 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	0	0.0%	NA	NA
Other	NR	NR	NR	41	6.2%	±2.1	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	20	2.9%	±1.6	NR
1 to 3 years	22	62.5%*	±17.6	69	7.2%*	±1.8	1.28 (L)
4 to 5 years	11	30.2%*	±17.2	60	12.1%*	±3.2	0.45 (S)
6 to 10 years	23	44.7%*	±14.2	88	9.8%*	±2.1	0.83 (L)
11 to 14 years	NR	NR	NR	48	8.9%	±2.7	NR
15 to 20 years	NR	NR	NR	36	5.9%	±2.2	NR
More than 20 years	NR	NR	NR	63	7.1%	±1.9	NR
Appointment Type							
Permanent	99	44.2%*	±6.6	384	7.7%*	±0.8	0.89 (L)
Term	--	--	--	0	0.0%	NA	NA
Temporary	NR	NR	NR	NR	NR	NR	NR

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	NR	NR	NR	0	0.0%	NA	NR
Non-Seasonal	99	44.2%*	±6.6	380	7.8%*	±0.8	0.89 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	0	0.0%	NA	NA
Permanent-Non-Seasonal	99	44.2%*	±6.6	380	7.8%*	±0.8	0.89 (L)
Term	--	--	--	0	0.0%	NA	NA
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	39	40.1%*	±10.2	192	5.5%*	±0.8	0.90 (L)
Women	58	45.9%*	±8.9	192	12.1%*	±1.7	0.78 (M)
Gender Identity							
Male	39	40.1%*	±10.2	192	5.5%*	±0.8	0.90 (L)
Female	58	45.9%*	±8.9	192	12.1%*	±1.7	0.78 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	85	40.9%*	±6.9	340	7.2%*	±0.8	0.84 (L)
Sexual Minority	NR	NR	NR	17	11.9%	±6.5	NR
Sexual Orientation							
Heterosexual or straight	85	40.9%*	±6.9	340	7.2%*	±0.8	0.84 (L)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	--	--	--	7	14.9%	±14.0	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	23	12.1%	±5.5	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 USBR – Logistic Regression of Unwanted Sexual Attention and Predictors of Workplace Harassment

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	2.324	0.782	8.827	--	10.213	--	--	--	--
Sex	-0.966	0.164	34.652	0.000	0.381	0.276	0.525	-713.141	34.830
Work Schedule	-1.329	0.652	4.149	0.042	0.265	0.074	0.951	-697.228	3.003
Organizational Inclusion	-0.507	0.085	35.812	0.000	0.603	0.510	0.711	-713.716	35.981
Bystander Harassment Based on Sex/Gender	-1.342	0.178	56.830	0.000	0.261	0.184	0.370	-722.986	54.520
General Intolerance	-0.582	0.107	29.442	0.000	0.559	0.453	0.689	-710.447	29.442
Leadership Intolerance	0.644	0.240	7.172	0.007	1.904	1.188	3.050	-699.395	7.338
Gender Context	0.285	0.137	4.320	0.038	1.330	1.016	1.739	-697.946	4.440

Note. N = 4,888, Nagelkerke R Square = 0.216

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 USBR.

Table 4.69 USBR – 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	39	2.1*	±0.3	5,287	3.6*	±0.0	-1.73 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	4.1	±0.2	NA
Wage Grade (WG) 5-8	NR	NR	NR	247	3.6	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	64	3.4	±0.2	NA
Other Wage Grade (WG)	NR	NR	NR	69	3.2	±0.2	NR
General Schedule (GS) 1-6	NR	NR	NR	362	3.7	±0.1	NR
General Schedule (GS) 7-10	9	1.2*	±0.2	769	3.6*	±0.1	-2.60 (L)
General Schedule (GS) 11-12	14	2.1*	±0.5	1,987	3.6*	±0.0	-1.71 (L)
General Schedule (GS) 13-15	NR	NR	NR	981	3.8	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.7	±0.2	NA
Other	5	2.4*	±0.4	668	3.4*	±0.1	-1.01 (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>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	687	3.9	±0.1	NA
1 to 3 years	9	1.5*	±0.5	996	3.7*	±0.1	-2.38 (L)
4 to 5 years	8	3.0	±0.4	538	3.5	±0.1	-0.52 (M)
6 to 10 years	9	2.0*	±0.5	944	3.5*	±0.1	-1.73 (L)
11 to 14 years	NR	NR	NR	551	3.5	±0.1	NR
15 to 20 years	NR	NR	NR	636	3.5	±0.1	NR
More than 20 years	5	2.0*	±0.8	909	3.7*	±0.1	-1.92 (L)
Appointment Type							
Permanent	39	2.1*	±0.3	5,173	3.6*	±0.0	-1.72 (L)
Term	--	--	--	91	4.0	±0.2	NA
Temporary	--	--	--	18	4.1	±0.2	NA
Work Schedule							
Seasonal	--	--	--	38	3.5	±0.3	NA
Non-Seasonal	39	2.1*	±0.3	5,104	3.6*	±0.0	-1.72 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	31	3.5	±0.3	NA
Permanent-Non-Seasonal	39	2.1*	±0.3	5,094	3.6*	±0.0	-1.72 (L)
Term	--	--	--	91	4.0	±0.2	NA
Temporary-Seasonal	--	--	--	7	3.6	±0.0	NA
Temporary-Non-Seasonal	--	--	--	11	4.4	±0.2	NA
Sex							
Men	18	2.1*	±0.4	3,558	3.7*	±0.0	-1.75 (L)
Women	19	2.0*	±0.4	1,708	3.5*	±0.0	-1.68 (L)
Gender Identity							
Male	18	2.1*	±0.4	3,558	3.7*	±0.0	-1.75 (L)
Female	19	2.0*	±0.4	1,708	3.5*	±0.0	-1.68 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	17	3.0	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	31	2.1*	±0.3	4,893	3.6*	±0.0	-1.72 (L)
Sexual Minority	NR	NR	NR	149	3.6	±0.2	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	31	2.1*	±0.3	4,893	3.6*	±0.0	-1.72 (L)
Lesbian	--	--	--	37	3.7	±0.2	NA
Gay	--	--	--	46	3.4	±0.3	NA
Bisexual	--	--	--	54	3.6	±0.3	NA
Other	NR	NR	NR	13	3.1	±0.6	NR
I prefer not to say	5	1.4*	±0.3	194	3.4*	±0.1	-2.07 (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.

4.9.2 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 USBR.

Table 4.70 USBR – 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	39	0.28*	±0.12	5,297	0.66*	±0.01	-0.92 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	0.80	±0.09	NA
Wage Grade (WG) 5-8	NR	NR	NR	244	0.59	±0.05	NR
Wage Grade (WG) 9-16	--	--	--	69	0.45	±0.11	NA
Other Wage Grade (WG)	NR	NR	NR	67	0.52	±0.10	NR
General Schedule (GS) 1-6	NR	NR	NR	360	0.70	±0.04	NR
General Schedule (GS) 7-10	9	0.00*	±0.00	768	0.68*	±0.03	-1.65 (L)
General Schedule (GS) 11-12	14	0.35*	±0.18	1,998	0.64*	±0.02	-0.68 (M)
General Schedule (GS) 13-15	NR	NR	NR	978	0.77	±0.02	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	1.00	±0.00	NA
Other	NR	NR	NR	675	0.56	±0.03	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	689	0.71	±0.03	NA
1 to 3 years	NR	NR	NR	1,001	0.73	±0.02	NR
4 to 5 years	8	0.52	±0.31	533	0.59	±0.04	-0.16
6 to 10 years	9	0.35	±0.29	944	0.63	±0.03	-0.66 (M)
11 to 14 years	NR	NR	NR	560	0.60	±0.04	NR
15 to 20 years	NR	NR	NR	636	0.64	±0.03	NR
More than 20 years	5	0.37	±0.32	907	0.69	±0.03	-0.79 (M)
Appointment Type							
Permanent	39	0.28*	±0.12	5,184	0.66*	±0.01	-0.91 (L)
Term	--	--	--	91	0.79	±0.08	NA
Temporary	--	--	--	18	1.00	±0.00	NA

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	--	--	--	40	0.67	±0.13	NA
Non-Seasonal	39	0.28*	±0.12	5,113	0.66*	±0.01	-0.92 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	33	0.60	±0.14	NA
Permanent-Non-Seasonal	39	0.28*	±0.12	5,102	0.66*	±0.01	-0.92 (L)
Term	--	--	--	91	0.79	±0.08	NA
Temporary-Seasonal	--	--	--	7	1.00	±0.00	NA
Temporary-Non-Seasonal	--	--	--	11	1.00	±0.00	NA
Sex							
Men	18	0.29*	±0.18	3,574	0.68*	±0.01	-0.93 (L)
Women	19	0.24*	±0.16	1,702	0.63*	±0.02	-0.93 (L)
Gender Identity							
Male	18	0.29*	±0.18	3,574	0.68*	±0.01	-0.93 (L)
Female	19	0.24*	±0.16	1,702	0.63*	±0.02	-0.93 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	17	0.35	±0.17	NR
Sexual Orientation - Collapsed							
Heterosexual	31	0.29*	±0.14	4,902	0.67*	±0.01	-0.90 (L)
Sexual Minority	NR	NR	NR	149	0.67	±0.07	NR
Sexual Orientation							
Heterosexual or straight	31	0.29*	±0.14	4,902	0.67*	±0.01	-0.90 (L)
Lesbian	--	--	--	37	0.74	±0.12	NA
Gay	--	--	--	46	0.54	±0.14	NA
Bisexual	--	--	--	54	0.74	±0.10	NA
Other	NR	NR	NR	13	0.61	±0.21	NR
I prefer not to say	5	0.00*	±0.00	196	0.56*	±0.06	-1.27 (L)

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

4.9.3 Sexual Coercion and Organizational Politics

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

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

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	36	3.9*	±0.3	5,302	2.8*	±0.0	1.33 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	2.3	±0.2	NA
Wage Grade (WG) 5-8	NR	NR	NR	244	2.8	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	69	2.7	±0.2	NA
Other Wage Grade (WG)	NR	NR	NR	69	3.3	±0.2	NR
General Schedule (GS) 1-6	NR	NR	NR	360	2.8	±0.1	NR
General Schedule (GS) 7-10	9	4.4*	±0.3	772	2.8*	±0.1	1.90 (L)
General Schedule (GS) 11-12	11	4.0*	±0.6	1,999	2.8*	±0.0	1.33 (L)
General Schedule (GS) 13-15	NR	NR	NR	981	2.6	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	1.5	±0.2	NA
Other	5	4.1*	±0.8	669	2.9*	±0.1	1.27 (L)
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	689	2.5	±0.1	NA
1 to 3 years	9	4.2*	±0.4	998	2.8*	±0.1	1.64 (L)
4 to 5 years	8	3.4	±0.8	537	2.9	±0.1	0.59 (M)
6 to 10 years	9	3.8*	±0.5	948	2.8*	±0.1	1.08 (L)
11 to 14 years	NR	NR	NR	551	3.0	±0.1	NR
15 to 20 years	NR	NR	NR	639	2.8	±0.1	NR
More than 20 years	NR	NR	NR	912	2.7	±0.1	NR
Appointment Type							
Permanent	36	3.9*	±0.3	5,187	2.8*	±0.0	1.32 (L)
Term	--	--	--	91	2.6	±0.2	NA
Temporary	--	--	--	18	2.0	±0.3	NA
Work Schedule							
Seasonal	--	--	--	37	2.5	±0.2	NA
Non-Seasonal	36	3.9*	±0.3	5,118	2.8*	±0.0	1.32 (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	--	--	--	30	2.7	±0.2	NA
Permanent-Non-Seasonal	36	3.9*	±0.3	5,108	2.8*	±0.0	1.31 (L)
Term	--	--	--	91	2.6	±0.2	NA
Temporary-Seasonal	--	--	--	7	1.6	±0.4	NA
Temporary-Non-Seasonal	--	--	--	11	2.2	±0.2	NA
Sex							
Men	15	4.3*	±0.4	3,573	2.8*	±0.0	1.77 (L)
Women	19	3.7*	±0.4	1,708	2.8*	±0.0	1.08 (L)
Gender Identity							
Male	15	4.3*	±0.4	3,573	2.8*	±0.0	1.77 (L)
Female	19	3.7*	±0.4	1,708	2.8*	±0.0	1.08 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	17	3.2	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	28	3.9*	±0.3	4,897	2.8*	±0.0	1.33 (L)
Sexual Minority	NR	NR	NR	149	2.7	±0.2	NR
Sexual Orientation							
Heterosexual or straight	28	3.9*	±0.3	4,897	2.8*	±0.0	1.33 (L)
Lesbian	--	--	--	37	2.4	±0.3	NA
Gay	--	--	--	46	3.0	±0.3	NA
Bisexual	--	--	--	54	2.5	±0.3	NA
Other	NR	NR	NR	13	3.0	±0.4	NR
I prefer not to say	5	4.4*	±0.7	197	3.1*	±0.1	1.54 (L)

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

4.9.4 Sexual Coercion and Organizational Trust

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

Table 4.72 USBR – 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	39	2.1*	±0.2	5,304	3.5*	±0.0	-1.62 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	4.1	±0.2	NA
Wage Grade (WG) 5-8	NR	NR	NR	247	3.5	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	67	3.2	±0.3	NA
Other Wage Grade (WG)	NR	NR	NR	69	3.0	±0.2	NR
General Schedule (GS) 1-6	NR	NR	NR	362	3.5	±0.1	NR
General Schedule (GS) 7-10	9	1.7*	±0.2	764	3.5*	±0.1	-2.02 (L)
General Schedule (GS) 11-12	14	2.2*	±0.4	2,001	3.5*	±0.0	-1.55 (L)
General Schedule (GS) 13-15	NR	NR	NR	981	3.8	±0.0	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.6	±0.2	NA
Other	5	1.7*	±0.9	674	3.2*	±0.1	-1.52 (L)
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	692	3.8	±0.1	NA
1 to 3 years	9	1.9*	±0.3	1,003	3.5*	±0.1	-1.84 (L)
4 to 5 years	8	2.3*	±0.7	540	3.4*	±0.1	-1.22 (L)
6 to 10 years	9	2.7*	±0.3	951	3.4*	±0.1	-0.85 (L)
11 to 14 years	NR	NR	NR	547	3.3	±0.1	NR
15 to 20 years	NR	NR	NR	639	3.5	±0.1	NR
More than 20 years	5	1.7*	±0.6	906	3.7*	±0.1	-2.34 (L)
Appointment Type							
Permanent	39	2.1*	±0.2	5,189	3.5*	±0.0	-1.61 (L)
Term	--	--	--	91	3.8	±0.2	NA
Temporary	--	--	--	18	4.3	±0.2	NA
Work Schedule							
Seasonal	--	--	--	38	3.7	±0.3	NA
Non-Seasonal	39	2.1*	±0.2	5,120	3.5*	±0.0	-1.62 (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	--	--	--	31	3.5	±0.3	NA
Permanent-Non-Seasonal	39	2.1*	±0.2	5,109	3.5*	±0.0	-1.61 (L)
Term	--	--	--	91	3.8	±0.2	NA
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	4.2	±0.1	NA
Sex							
Men	18	1.8*	±0.4	3,586	3.5*	±0.0	-1.91 (L)
Women	19	2.3*	±0.3	1,697	3.5*	±0.0	-1.46 (L)
Gender Identity							
Male	18	1.8*	±0.4	3,586	3.5*	±0.0	-1.91 (L)
Female	19	2.3*	±0.3	1,697	3.5*	±0.0	-1.46 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	17	3.0	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	31	2.1*	±0.3	4,902	3.5*	±0.0	-1.63 (L)
Sexual Minority	NR	NR	NR	149	3.5	±0.2	NR
Sexual Orientation							
Heterosexual or straight	31	2.1*	±0.3	4,902	3.5*	±0.0	-1.63 (L)
Lesbian	--	--	--	37	3.5	±0.2	NA
Gay	--	--	--	46	3.3	±0.3	NA
Bisexual	--	--	--	54	3.8	±0.3	NA
Other	NR	NR	NR	13	3.3	±0.3	NR
I prefer not to say	5	1.7*	±0.7	197	3.3*	±0.1	-1.63 (L)

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

4.9.5 Sexual Coercion and Supervisor Support

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

Table 4.73 USBR – 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	36	2.0*	±0.4	5,227	3.8*	±0.0	-1.73 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	4.2	±0.2	NA
Wage Grade (WG) 5-8	NR	NR	NR	236	3.7	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	67	3.6	±0.2	NA
Other Wage Grade (WG)	NR	NR	NR	69	3.2	±0.3	NR
General Schedule (GS) 1-6	NR	NR	NR	353	3.8	±0.1	NR
General Schedule (GS) 7-10	9	1.3*	±0.2	755	3.9*	±0.1	-2.54 (L)
General Schedule (GS) 11-12	11	2.1*	±0.9	1,983	3.8*	±0.0	-1.68 (L)
General Schedule (GS) 13-15	NR	NR	NR	969	4.0	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.8	±0.1	NA
Other	5	1.5*	±0.8	657	3.5*	±0.1	-1.75 (L)
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	684	4.1	±0.1	NA
1 to 3 years	9	1.5*	±0.3	987	3.9*	±0.1	-2.34 (L)
4 to 5 years	8	2.7*	±1.1	524	3.6*	±0.1	-0.76 (M)
6 to 10 years	9	2.5*	±0.7	936	3.7*	±0.1	-1.09 (L)
11 to 14 years	NR	NR	NR	538	3.7	±0.1	NR
15 to 20 years	NR	NR	NR	633	3.8	±0.1	NR
More than 20 years	NR	NR	NR	897	3.9	±0.1	NR
Appointment Type							
Permanent	36	2.0*	±0.4	5,117	3.8*	±0.0	-1.72 (L)
Term	--	--	--	86	4.0	±0.2	NA
Temporary	--	--	--	18	4.4	±0.3	NA
Work Schedule							
Seasonal	--	--	--	38	3.9	±0.4	NA
Non-Seasonal	36	2.0*	±0.4	5,048	3.8*	±0.0	-1.74 (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	--	--	--	31	3.8	±0.5	NA
Permanent-Non-Seasonal	36	2.0*	±0.4	5,037	3.8*	±0.0	-1.74 (L)
Term	--	--	--	86	4.0	±0.2	NA
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	4.3	±0.3	NA
Sex							
Men	15	1.6*	±0.4	3,534	3.8*	±0.0	-2.07 (L)
Women	19	2.3*	±0.6	1,672	3.9*	±0.0	-1.57 (L)
Gender Identity							
Male	15	1.6*	±0.4	3,534	3.8*	±0.0	-2.07 (L)
Female	19	2.3*	±0.6	1,672	3.9*	±0.0	-1.57 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	17	3.0	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	28	2.1*	±0.5	4,834	3.8*	±0.0	-1.70 (L)
Sexual Minority	NR	NR	NR	146	3.9	±0.2	NR
Sexual Orientation							
Heterosexual or straight	28	2.1*	±0.5	4,834	3.8*	±0.0	-1.70 (L)
Lesbian	--	--	--	37	4.1	±0.2	NA
Gay	--	--	--	43	3.5	±0.4	NA
Bisexual	--	--	--	54	4.0	±0.3	NA
Other	NR	NR	NR	13	3.9	±0.3	NR
I prefer not to say	5	1.4*	±0.3	193	3.6*	±0.2	-1.76 (L)

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

4.9.6 Sexual Coercion and Organizational Inclusion

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

Table 4.74 USBR – 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	39	2.1*	±0.2	5,331	3.7*	±0.0	-1.69 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	3.8	±0.2	NA
Wage Grade (WG) 5-8	NR	NR	NR	247	3.6	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	67	3.3	±0.3	NA
Other Wage Grade (WG)	NR	NR	NR	69	3.1	±0.2	NR
General Schedule (GS) 1-6	NR	NR	NR	364	3.8	±0.1	NR
General Schedule (GS) 7-10	9	2.0*	±0.6	776	3.7*	±0.1	-1.82 (L)
General Schedule (GS) 11-12	14	2.0*	±0.3	2,003	3.7*	±0.0	-1.95 (L)
General Schedule (GS) 13-15	NR	NR	NR	987	3.9	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.5	±0.2	NA
Other	5	1.7*	±0.8	680	3.3*	±0.1	-1.69 (L)
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	693	3.9	±0.1	NA
1 to 3 years	9	2.4*	±0.4	1,007	3.7*	±0.1	-1.42 (L)
4 to 5 years	8	2.3*	±0.7	540	3.6*	±0.1	-1.44 (L)
6 to 10 years	9	2.3*	±0.6	951	3.6*	±0.1	-1.33 (L)
11 to 14 years	NR	NR	NR	563	3.6	±0.1	NR
15 to 20 years	NR	NR	NR	637	3.7	±0.1	NR
More than 20 years	5	1.8*	±0.2	914	3.8*	±0.1	-2.41 (L)
Appointment Type							
Permanent	39	2.1*	±0.2	5,216	3.7*	±0.0	-1.68 (L)
Term	--	--	--	91	4.0	±0.2	NA
Temporary	--	--	--	18	4.3	±0.2	NA
Work Schedule							
Seasonal	--	--	--	40	4.2	±0.2	NA
Non-Seasonal	39	2.1*	±0.2	5,145	3.7*	±0.0	-1.68 (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	--	--	--	33	4.2	±0.2	NA
Permanent-Non-Seasonal	39	2.1*	±0.2	5,135	3.7*	±0.0	-1.67 (L)
Term	--	--	--	91	4.0	±0.2	NA
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	4.1	±0.2	NA
Sex							
Men	18	1.9*	±0.3	3,593	3.7*	±0.0	-2.02 (L)
Women	19	2.4*	±0.4	1,718	3.7*	±0.0	-1.42 (L)
Gender Identity							
Male	18	1.9*	±0.3	3,593	3.7*	±0.0	-2.02 (L)
Female	19	2.4*	±0.4	1,718	3.7*	±0.0	-1.42 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	17	3.3	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	31	2.1*	±0.3	4,929	3.7*	±0.0	-1.78 (L)
Sexual Minority	NR	NR	NR	149	3.6	±0.2	NR
Sexual Orientation							
Heterosexual or straight	31	2.1*	±0.3	4,929	3.7*	±0.0	-1.78 (L)
Lesbian	--	--	--	37	3.7	±0.3	NA
Gay	--	--	--	46	3.2	±0.4	NA
Bisexual	--	--	--	54	3.8	±0.3	NA
Other	NR	NR	NR	13	3.5	±0.6	NR
I prefer not to say	5	2.1*	±0.5	197	3.5*	±0.1	-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.

4.9.7 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 USBR.

Table 4.75 USBR – 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	38	2.5	±0.2	5,301	2.4	±0.0	0.10
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	2.1	±0.2	NA
Wage Grade (WG) 5-8	NR	NR	NR	238	2.3	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	69	2.6	±0.1	NA
Other Wage Grade (WG)	NR	NR	NR	69	2.9	±0.1	NR
General Schedule (GS) 1-6	NR	NR	NR	359	2.1	±0.1	NR
General Schedule (GS) 7-10	9	2.4	±0.4	769	2.4	±0.0	0.13
General Schedule (GS) 11-12	14	2.7*	±0.2	2,000	2.3*	±0.0	0.74 (M)
General Schedule (GS) 13-15	NR	NR	NR	983	2.3	±0.0	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	2.5	±0.2	NA
Other	NR	NR	NR	680	2.9	±0.0	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	682	2.4	±0.0	NA
1 to 3 years	9	2.6	±0.4	999	2.3	±0.0	0.48 (S)
4 to 5 years	8	2.7	±0.3	537	2.5	±0.0	0.34 (S)
6 to 10 years	9	2.4	±0.4	949	2.4	±0.0	-0.14
11 to 14 years	NR	NR	NR	563	2.4	±0.0	NR
15 to 20 years	NR	NR	NR	641	2.4	±0.0	NR
More than 20 years	5	3.0*	±0.0	910	2.4*	±0.0	1.12 (L)
Appointment Type							
Permanent	38	2.5	±0.2	5,186	2.4	±0.0	0.09
Term	--	--	--	91	2.4	±0.1	NA
Temporary	--	--	--	18	2.4	±0.3	NA
Work Schedule							
Seasonal	--	--	--	38	2.4	±0.2	NA
Non-Seasonal	38	2.5	±0.2	5,117	2.4	±0.0	0.09

	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	--	--	--	31	2.3	±0.2	NA
Permanent-Non-Seasonal	38	2.5	±0.2	5,106	2.4	±0.0	0.09
Term	--	--	--	91	2.4	±0.1	NA
Temporary-Seasonal	--	--	--	7	2.7	±0.3	NA
Temporary-Non-Seasonal	--	--	--	11	2.1	±0.4	NA
Sex							
Men	18	2.4	±0.4	3,579	2.5	±0.0	-0.31 (S)
Women	19	2.5*	±0.2	1,705	2.1*	±0.0	0.69 (M)
Gender Identity							
Male	18	2.4	±0.4	3,579	2.5	±0.0	-0.31 (S)
Female	19	2.5*	±0.2	1,705	2.1*	±0.0	0.69 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	13	2.4	±0.2	NR
Sexual Orientation - Collapsed							
Heterosexual	31	2.4	±0.2	4,909	2.4	±0.0	-0.09
Sexual Minority	NR	NR	NR	149	2.2	±0.1	NR
Sexual Orientation							
Heterosexual or straight	31	2.4	±0.2	4,909	2.4	±0.0	-0.09
Lesbian	--	--	--	37	2.3	±0.2	NA
Gay	--	--	--	46	2.0	±0.2	NA
Bisexual	--	--	--	54	2.3	±0.1	NA
Other	NR	NR	NR	13	2.1	±0.3	NR
I prefer not to say	5	2.9	±0.2	189	2.5	±0.1	0.80 (L)

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

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

4.9.8 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 USBR.

Table 4.76 USBR – 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	24	60.9%*	±16.6	460	8.7%*	±0.8	1.19 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	0	0.0%	NA	NA
Wage Grade (WG) 5-8	NR	NR	NR	13	5.2%	±3.6	NR
Wage Grade (WG) 9-16	--	--	--	13	18.9%	±11.5	NA
Other Wage Grade (WG)	NR	NR	NR	8	11.9%	±10.3	NR
General Schedule (GS) 1-6	NR	NR	NR	23	6.4%	±3.1	NR
General Schedule (GS) 7-10	NR	NR	NR	82	10.7%	±2.4	NR
General Schedule (GS) 11-12	NR	NR	NR	200	10.1%	±1.4	NR
General Schedule (GS) 13-15	NR	NR	NR	71	7.3%	±1.8	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	0	0.0%	NA	NA
Other	NR	NR	NR	45	6.8%	±2.2	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	24	3.5%	±1.7	NA
1 to 3 years	NR	NR	NR	85	8.6%	±1.9	NR
4 to 5 years	NR	NR	NR	68	13.0%	±3.2	NR
6 to 10 years	NR	NR	NR	106	11.3%	±2.2	NR
11 to 14 years	NR	NR	NR	53	9.5%	±2.7	NR
15 to 20 years	NR	NR	NR	46	7.2%	±2.3	NR
More than 20 years	NR	NR	NR	75	8.3%	±2.0	NR
Appointment Type							
Permanent	24	60.9%*	±16.6	459	8.9%*	±0.8	1.19 (L)
Term	--	--	--	0	0.0%	NA	NA
Temporary	--	--	--	0	0.0%	NA	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	--	--	--	0	0.0%	NA	NA
Non-Seasonal	24	60.9%*	±16.6	455	8.9%*	±0.8	1.18 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	0	0.0%	NA	NA
Permanent-Non-Seasonal	24	60.9%*	±16.6	455	9.0%*	±0.8	1.18 (L)
Term	--	--	--	0	0.0%	NA	NA
Temporary-Seasonal	--	--	--	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	221	6.2%	±0.8	NR
Women	NR	NR	NR	237	14.0%	±1.7	NR
Gender Identity							
Male	NR	NR	NR	221	6.2%	±0.8	NR
Female	NR	NR	NR	237	14.0%	±1.7	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	405	8.3%	±0.8	NR
Sexual Minority	NR	NR	NR	22	14.7%	±6.8	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	405	8.3%	±0.8	NR
Lesbian	--	--	--	6	15.7%	±16.5	NA
Gay	--	--	--	7	14.9%	±14.0	NA
Bisexual	--	--	--	7	13.9%	±12.5	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	27	13.7%	±5.6	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 USBR – Logistic Regression of Sexual Coercion and Predictors of Workplace Harassment

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	2.990	0.727	16.930	--	19.877	--	--	--	--
Relationship Status	-1.216	0.406	8.995	0.003	0.296	0.134	0.656	-114.252	9.012
Supervisor Support	-0.522	0.208	6.290	0.012	0.594	0.395	0.892	-113.244	6.994
Organizational Inclusion	-0.486	0.232	4.404	0.036	0.615	0.390	0.968	-112.037	4.580
Bystander Harassment Based on Sex/Gender	-1.279	0.436	8.602	0.003	0.278	0.118	0.654	-114.145	8.797
General Intolerance	-1.489	0.322	21.408	0.000	0.226	0.120	0.424	-122.113	24.733
Leadership Intolerance	1.641	0.786	4.358	0.037	5.159	1.105	24.073	-111.894	4.295

Note. N = 4,175, Nagelkerke R Square = 0.381

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 USBR.

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

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	
Overall	657	2.8*	±0.1	4,671	3.7*	±0.0	-1.05 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	6	3.5*	±1.0	58	4.1*	±0.2	-0.87 (L)
Wage Grade (WG) 5-8	37	3.5	±0.2	212	3.6	±0.1	-0.12
Wage Grade (WG) 9-16	13	2.5*	±0.4	52	3.6*	±0.2	-1.36 (L)
Other Wage Grade (WG)	7	2.2*	±0.5	64	3.3*	±0.2	-1.23 (L)
General Schedule (GS) 1-6	38	2.9*	±0.3	327	3.8*	±0.1	-0.95 (L)
General Schedule (GS) 7-10	103	2.5*	±0.2	675	3.8*	±0.1	-1.57 (L)
General Schedule (GS) 11-12	286	2.9*	±0.1	1,716	3.7*	±0.0	-0.93 (L)
General Schedule (GS) 13-15	105	3.0*	±0.2	881	3.9*	±0.1	-1.14 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	20	4.8	±0.2	NR
Other	53	2.3*	±0.2	620	3.5*	±0.1	-1.31 (L)

	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	49	3.3*	±0.2	638	4.0*	±0.1	-0.90 (L)
1 to 3 years	141	2.8*	±0.2	863	3.8*	±0.1	-1.16 (L)
4 to 5 years	78	3.0*	±0.2	468	3.6*	±0.1	-0.65 (M)
6 to 10 years	122	2.8*	±0.2	830	3.6*	±0.1	-1.01 (L)
11 to 14 years	92	2.7*	±0.2	463	3.6*	±0.1	-0.94 (L)
15 to 20 years	65	2.6*	±0.2	576	3.6*	±0.1	-1.11 (L)
More than 20 years	106	2.8*	±0.2	808	3.8*	±0.1	-1.23 (L)
Appointment Type							
Permanent	648	2.8*	±0.1	4,566	3.7*	±0.0	-1.05 (L)
Term	NR	NR	NR	86	4.0	±0.1	NR
Temporary	NR	NR	NR	15	4.2	±0.2	NR
Work Schedule							
Seasonal	NR	NR	NR	33	3.5	±0.3	NR
Non-Seasonal	638	2.8*	±0.1	4,507	3.7*	±0.0	-1.05 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	29	3.5	±0.4	NR
Permanent-Non-Seasonal	638	2.8*	±0.1	4,496	3.7*	±0.0	-1.05 (L)
Term	NR	NR	NR	86	4.0	±0.1	NR
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	4.4	±0.2	NA
Sex							
Men	216	2.7*	±0.1	3,360	3.7*	±0.0	-1.26 (L)
Women	435	2.9*	±0.1	1,294	3.7*	±0.0	-0.91 (L)
Gender Identity							
Male	216	2.7*	±0.1	3,360	3.7*	±0.0	-1.26 (L)
Female	435	2.9*	±0.1	1,294	3.7*	±0.0	-0.91 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	6	2.7	±0.9	13	3.1	±0.5	-0.38 (S)
Sexual Orientation - Collapsed							
Heterosexual	571	2.8*	±0.1	4,352	3.7*	±0.0	-1.02 (L)
Sexual Minority	35	2.4*	±0.3	117	3.9*	±0.1	-1.83 (L)

	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	571	2.8*	±0.1	4,352	3.7*	±0.0	-1.02 (L)
Lesbian	6	3.7	±0.3	31	3.8	±0.2	-0.17
Gay	11	2.4*	±0.3	35	3.8*	±0.3	-1.52 (L)
Bisexual	11	1.9*	±0.4	43	4.1*	±0.2	-2.88 (L)
Other	7	2.3*	±0.3	9	3.7*	±0.5	-2.07 (L)
I prefer not to say	46	2.8*	±0.3	154	3.5*	±0.1	-0.79 (M)

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

4.10.2 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 USBR.

Table 4.79 USBR – 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	656	0.42*	±0.03	4,682	0.69*	±0.01	-0.67 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	6	0.50*	±0.37	58	0.83*	±0.09	-0.93 (L)
Wage Grade (WG) 5-8	37	0.56	±0.11	209	0.59	±0.06	-0.07
Wage Grade (WG) 9-16	NR	NR	NR	56	0.54	±0.12	NR
Other Wage Grade (WG)	NR	NR	NR	62	0.57	±0.10	NR
General Schedule (GS) 1-6	38	0.53*	±0.15	325	0.73*	±0.05	-0.45 (S)
General Schedule (GS) 7-10	102	0.32*	±0.07	676	0.72*	±0.03	-1.03 (L)
General Schedule (GS) 11-12	286	0.46*	±0.05	1,726	0.67*	±0.02	-0.50 (M)
General Schedule (GS) 13-15	103	0.46*	±0.08	879	0.80*	±0.02	-0.95 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	20	1.00	±0.00	NR
Other	56	0.26*	±0.09	624	0.58*	±0.03	-0.78 (M)
Years of Service at Bureau or Office							
Less than 1 year	49	0.53*	±0.13	640	0.73*	±0.03	-0.48 (S)
1 to 3 years	141	0.42*	±0.07	869	0.77*	±0.02	-0.94 (L)
4 to 5 years	78	0.42*	±0.09	464	0.62*	±0.04	-0.49 (S)
6 to 10 years	122	0.41*	±0.07	830	0.66*	±0.03	-0.59 (M)
11 to 14 years	93	0.37*	±0.08	470	0.64*	±0.04	-0.63 (M)
15 to 20 years	65	0.40*	±0.10	576	0.66*	±0.03	-0.62 (M)
More than 20 years	104	0.44*	±0.07	808	0.72*	±0.03	-0.71 (M)
Appointment Type							
Permanent	647	0.41*	±0.03	4,577	0.69*	±0.01	-0.67 (M)
Term	NR	NR	NR	86	0.80	±0.08	NR
Temporary	NR	NR	NR	15	1.00	±0.00	NR

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	NR	NR	NR	35	0.66	±0.14	NR
Non-Seasonal	637	0.42*	±0.03	4,516	0.69*	±0.01	-0.68 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	31	0.61	±0.15	NR
Permanent-Non-Seasonal	637	0.42*	±0.03	4,506	0.69*	±0.01	-0.68 (M)
Term	NR	NR	NR	86	0.80	±0.08	NR
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	1.00	±0.00	NA
Sex							
Men	219	0.39*	±0.05	3,373	0.70*	±0.01	-0.76 (M)
Women	431	0.44*	±0.04	1,292	0.68*	±0.02	-0.61 (M)
Gender Identity							
Male	219	0.39*	±0.05	3,373	0.70*	±0.01	-0.76 (M)
Female	431	0.44*	±0.04	1,292	0.68*	±0.02	-0.61 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	13	0.44	±0.20	NR
Sexual Orientation - Collapsed							
Heterosexual	570	0.44*	±0.03	4,362	0.70*	±0.01	-0.63 (M)
Sexual Minority	35	0.22*	±0.11	117	0.79*	±0.06	-1.65 (L)
Sexual Orientation							
Heterosexual or straight	570	0.44*	±0.03	4,362	0.70*	±0.01	-0.63 (M)
Lesbian	6	0.30*	±0.24	31	0.82*	±0.11	-1.64 (L)
Gay	11	0.00*	±0.00	35	0.71*	±0.14	-1.86 (L)
Bisexual	11	0.26*	±0.20	43	0.86*	±0.09	-1.92 (L)
Other	7	0.44	±0.29	9	0.72	±0.22	-0.74 (M)
I prefer not to say	46	0.31*	±0.13	156	0.61*	±0.07	-0.68 (M)

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

4.10.3 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 USBR.

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

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	
Overall	656	3.3*	±0.1	4,684	2.7*	±0.0	0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	6	3.7*	±0.5	58	2.2*	±0.2	2.28 (L)
Wage Grade (WG) 5-8	37	3.0	±0.3	210	2.8	±0.1	0.32 (S)
Wage Grade (WG) 9-16	13	3.5*	±0.3	56	2.6*	±0.2	1.49 (L)
Other Wage Grade (WG)	7	3.8	±0.4	64	3.2	±0.2	0.62 (M)
General Schedule (GS) 1-6	38	3.0	±0.2	325	2.7	±0.1	0.34 (S)
General Schedule (GS) 7-10	103	3.5*	±0.2	678	2.7*	±0.1	1.10 (L)
General Schedule (GS) 11-12	285	3.3*	±0.1	1,725	2.8*	±0.0	0.56 (M)
General Schedule (GS) 13-15	105	3.1*	±0.2	881	2.6*	±0.1	0.67 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	20	1.5	±0.2	NR
Other	53	3.8*	±0.2	621	2.8*	±0.1	1.10 (L)
Years of Service at Bureau or Office							
Less than 1 year	49	3.1*	±0.3	640	2.5*	±0.1	0.90 (L)
1 to 3 years	141	3.3*	±0.2	865	2.8*	±0.1	0.66 (M)
4 to 5 years	78	3.3*	±0.2	468	2.8*	±0.1	0.56 (M)
6 to 10 years	122	3.3*	±0.2	835	2.8*	±0.1	0.66 (M)
11 to 14 years	94	3.4*	±0.2	461	2.9*	±0.1	0.59 (M)
15 to 20 years	65	3.3*	±0.2	580	2.8*	±0.1	0.53 (M)
More than 20 years	103	3.4*	±0.2	811	2.6*	±0.1	0.92 (L)
Appointment Type							
Permanent	647	3.3*	±0.1	4,577	2.7*	±0.0	0.71 (M)
Term	NR	NR	NR	86	2.5	±0.2	NR
Temporary	NR	NR	NR	15	1.9	±0.3	NR
Work Schedule							
Seasonal	NR	NR	NR	32	2.4	±0.3	NR
Non-Seasonal	637	3.3*	±0.1	4,519	2.7*	±0.0	0.70 (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	28	2.6	±0.2	NR
Permanent-Non-Seasonal	637	3.3*	±0.1	4,508	2.7*	±0.0	0.69 (M)
Term	NR	NR	NR	86	2.5	±0.2	NR
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	2.2	±0.2	NA
Sex							
Men	213	3.6*	±0.1	3,375	2.7*	±0.0	1.06 (L)
Women	437	3.2*	±0.1	1,292	2.7*	±0.0	0.54 (M)
Gender Identity							
Male	213	3.6*	±0.1	3,375	2.7*	±0.0	1.06 (L)
Female	437	3.2*	±0.1	1,292	2.7*	±0.0	0.54 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	6	3.5	±0.5	13	3.0	±0.5	0.48 (S)
Sexual Orientation - Collapsed							
Heterosexual	569	3.3*	±0.1	4,357	2.7*	±0.0	0.64 (M)
Sexual Minority	35	3.7*	±0.3	117	2.4*	±0.1	1.67 (L)
Sexual Orientation							
Heterosexual or straight	569	3.3*	±0.1	4,357	2.7*	±0.0	0.64 (M)
Lesbian	6	2.7	±1.1	31	2.4	±0.2	0.32 (S)
Gay	11	4.1*	±0.5	35	2.6*	±0.3	1.74 (L)
Bisexual	11	4.2*	±0.4	43	2.0*	±0.2	3.36 (L)
Other	7	3.4	±0.5	9	2.8	±0.3	0.92 (L)
I prefer not to say	48	3.7*	±0.2	156	2.9*	±0.1	0.90 (L)

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

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 USBR.

Table 4.81 USBR – 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	662	3.0*	±0.1	4,683	3.6*	±0.0	-0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	6	2.9*	±0.3	58	4.2*	±0.2	-1.78 (L)
Wage Grade (WG) 5-8	37	3.3	±0.2	212	3.5	±0.1	-0.32 (S)
Wage Grade (WG) 9-16	13	1.5*	±0.2	54	3.5*	±0.2	-2.73 (L)
Other Wage Grade (WG)	7	2.5	±0.3	64	3.0	±0.2	-0.61 (M)
General Schedule (GS) 1-6	38	3.0*	±0.2	327	3.6*	±0.1	-0.74 (M)
General Schedule (GS) 7-10	103	2.8*	±0.2	670	3.6*	±0.1	-0.87 (L)
General Schedule (GS) 11-12	288	3.1*	±0.1	1,728	3.6*	±0.0	-0.54 (M)
General Schedule (GS) 13-15	105	3.3*	±0.2	881	3.8*	±0.0	-0.65 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	20	4.6	±0.2	NR
Other	56	2.3*	±0.2	623	3.2*	±0.1	-1.00 (L)
Years of Service at Bureau or Office							
Less than 1 year	49	3.3*	±0.2	643	3.9*	±0.1	-0.73 (M)
1 to 3 years	141	2.8*	±0.2	870	3.6*	±0.1	-0.91 (L)
4 to 5 years	78	2.9*	±0.2	470	3.4*	±0.1	-0.57 (M)
6 to 10 years	122	3.0*	±0.2	837	3.5*	±0.1	-0.55 (M)
11 to 14 years	97	2.8*	±0.2	454	3.4*	±0.1	-0.60 (M)
15 to 20 years	65	3.2*	±0.2	580	3.5*	±0.1	-0.33 (S)
More than 20 years	106	3.2*	±0.2	805	3.7*	±0.1	-0.69 (M)
Appointment Type							
Permanent	653	3.0*	±0.1	4,577	3.6*	±0.0	-0.68 (M)
Term	NR	NR	NR	86	3.9	±0.2	NR
Temporary	NR	NR	NR	15	4.4	±0.2	NR
Work Schedule							
Seasonal	NR	NR	NR	33	3.7	±0.3	NR
Non-Seasonal	643	3.0*	±0.1	4,518	3.6*	±0.0	-0.67 (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	29	3.5	±0.3	NR
Permanent-Non-Seasonal	643	3.0*	±0.1	4,507	3.6*	±0.0	-0.67 (M)
Term	NR	NR	NR	86	3.9	±0.2	NR
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	4.2	±0.1	NA
Sex							
Men	219	2.8*	±0.1	3,385	3.6*	±0.0	-0.91 (L)
Women	437	3.1*	±0.1	1,281	3.6*	±0.0	-0.61 (M)
Gender Identity							
Male	219	2.8*	±0.1	3,385	3.6*	±0.0	-0.91 (L)
Female	437	3.1*	±0.1	1,281	3.6*	±0.0	-0.61 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	6	2.6	±0.6	13	3.1	±0.5	-0.48 (S)
Sexual Orientation - Collapsed							
Heterosexual	574	3.0*	±0.1	4,359	3.6*	±0.0	-0.64 (M)
Sexual Minority	35	2.4*	±0.2	117	3.8*	±0.1	-1.79 (L)
Sexual Orientation							
Heterosexual or straight	574	3.0*	±0.1	4,359	3.6*	±0.0	-0.64 (M)
Lesbian	6	2.4*	±0.7	31	3.7*	±0.2	-2.41 (L)
Gay	11	2.0*	±0.2	35	3.7*	±0.3	-2.07 (L)
Bisexual	11	2.5*	±0.5	43	4.2*	±0.3	-1.97 (L)
Other	7	3.0	±0.4	9	3.3	±0.4	-0.39 (S)
I prefer not to say	48	2.9*	±0.3	156	3.4*	±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.

4.10.5 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 USBR.

Table 4.82 USBR – 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	650	3.3*	±0.1	4,615	3.9*	±0.0	-0.59 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	6	3.3*	±0.6	58	4.3*	±0.2	-1.36 (L)
Wage Grade (WG) 5-8	37	3.6	±0.3	201	3.7	±0.1	-0.15
Wage Grade (WG) 9-16	13	2.7*	±0.6	54	3.8*	±0.2	-1.12 (L)
Other Wage Grade (WG)	7	2.4	±1.0	64	3.3	±0.3	-0.76 (M)
General Schedule (GS) 1-6	35	3.2*	±0.3	320	3.9*	±0.1	-0.61 (M)
General Schedule (GS) 7-10	103	3.1*	±0.3	660	4.0*	±0.1	-0.85 (L)
General Schedule (GS) 11-12	282	3.5*	±0.2	1,712	3.9*	±0.0	-0.38 (S)
General Schedule (GS) 13-15	102	3.4*	±0.2	872	4.0*	±0.1	-0.64 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	20	4.8	±0.1	NR
Other	56	2.2*	±0.3	606	3.6*	±0.1	-1.28 (L)
Years of Service at Bureau or Office							
Less than 1 year	49	3.5*	±0.3	635	4.2*	±0.1	-0.76 (M)
1 to 3 years	136	3.3*	±0.2	860	3.9*	±0.1	-0.63 (M)
4 to 5 years	78	3.5	±0.3	455	3.6	±0.1	-0.12
6 to 10 years	122	3.1*	±0.2	823	3.8*	±0.1	-0.62 (M)
11 to 14 years	95	3.1*	±0.3	447	3.8*	±0.1	-0.53 (M)
15 to 20 years	63	3.3*	±0.3	575	3.8*	±0.1	-0.54 (M)
More than 20 years	103	3.2*	±0.2	796	3.9*	±0.1	-0.70 (M)
Appointment Type							
Permanent	641	3.3*	±0.1	4,513	3.9*	±0.0	-0.59 (M)
Term	NR	NR	NR	81	4.1	±0.2	NR
Temporary	NR	NR	NR	15	4.5	±0.3	NR
Work Schedule							
Seasonal	NR	NR	NR	33	3.9	±0.5	NR
Non-Seasonal	631	3.3*	±0.1	4,454	3.9*	±0.0	-0.59 (M)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	29	3.8	±0.6	NR
Permanent-Non-Seasonal	631	3.3*	±0.1	4,444	3.9*	±0.0	-0.59 (M)
Term	NR	NR	NR	81	4.1	±0.2	NR
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	4.3	±0.3	NA
Sex							
Men	216	2.8*	±0.2	3,333	3.8*	±0.0	-0.95 (L)
Women	428	3.5*	±0.1	1,264	4.0*	±0.1	-0.50 (M)
Gender Identity							
Male	216	2.8*	±0.2	3,333	3.8*	±0.0	-0.95 (L)
Female	428	3.5*	±0.1	1,264	4.0*	±0.1	-0.50 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	6	2.5	±0.6	13	3.1	±0.6	-0.53 (M)
Sexual Orientation - Collapsed							
Heterosexual	563	3.3*	±0.1	4,300	3.9*	±0.0	-0.55 (M)
Sexual Minority	35	2.8*	±0.5	115	4.1*	±0.1	-1.29 (L)
Sexual Orientation							
Heterosexual or straight	563	3.3*	±0.1	4,300	3.9*	±0.0	-0.55 (M)
Lesbian	6	4.2	±0.8	31	4.1	±0.2	0.22 (S)
Gay	11	1.6*	±0.3	32	4.1*	±0.3	-3.17 (L)
Bisexual	11	3.2*	±0.9	43	4.2*	±0.3	-0.91 (L)
Other	7	3.1*	±0.6	9	4.0*	±0.4	-1.30 (L)
I prefer not to say	48	3.0*	±0.4	152	3.6*	±0.2	-0.51 (M)

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

4.10.6 Gender Harassment and Organizational Inclusion

Table 4.83 presents organizational inclusion for those who indicated they had or had not experienced gender harassment within the past 12 months. Organizational inclusion was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of inclusion. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in USBR.

Table 4.83 USBR – 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	662	3.1*	±0.1	4,710	3.8*	±0.0	-0.74 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	6	2.4*	±0.1	58	3.9*	±0.2	-1.78 (L)
Wage Grade (WG) 5-8	37	3.0*	±0.3	212	3.8*	±0.1	-0.87 (L)
Wage Grade (WG) 9-16	13	2.1*	±0.5	54	3.6*	±0.2	-1.54 (L)
Other Wage Grade (WG)	7	2.5	±0.8	64	3.2	±0.2	-0.62 (M)
General Schedule (GS) 1-6	38	3.0*	±0.3	328	3.9*	±0.1	-1.00 (L)
General Schedule (GS) 7-10	103	3.0*	±0.2	682	3.8*	±0.1	-0.88 (L)
General Schedule (GS) 11-12	288	3.3*	±0.1	1,729	3.8*	±0.0	-0.57 (M)
General Schedule (GS) 13-15	105	3.5*	±0.2	886	4.0*	±0.1	-0.65 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	20	4.6	±0.2	NR
Other	56	2.3*	±0.3	630	3.4*	±0.1	-1.13 (L)
Years of Service at Bureau or Office							
Less than 1 year	49	3.4*	±0.3	643	4.0*	±0.1	-0.73 (M)
1 to 3 years	141	2.8*	±0.2	874	3.8*	±0.1	-1.10 (L)
4 to 5 years	78	3.2*	±0.2	470	3.7*	±0.1	-0.52 (M)
6 to 10 years	122	3.2*	±0.2	837	3.7*	±0.1	-0.47 (S)
11 to 14 years	97	3.0*	±0.2	470	3.7*	±0.1	-0.69 (M)
15 to 20 years	65	3.3*	±0.2	577	3.7*	±0.1	-0.44 (S)
More than 20 years	106	3.2*	±0.2	813	3.9*	±0.1	-0.81 (L)
Appointment Type							
Permanent	653	3.1*	±0.1	4,604	3.8*	±0.0	-0.73 (M)
Term	NR	NR	NR	86	4.0	±0.2	NR
Temporary	NR	NR	NR	15	4.4	±0.2	NR
Work Schedule							
Seasonal	NR	NR	NR	35	4.4	±0.2	NR
Non-Seasonal	643	3.1*	±0.1	4,543	3.8*	±0.0	-0.72 (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	31	4.3	±0.2	NR
Permanent-Non-Seasonal	643	3.1*	±0.1	4,533	3.8*	±0.0	-0.72 (M)
Term	NR	NR	NR	86	4.0	±0.2	NR
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	4.1	±0.2	NA
Sex							
Men	219	2.9*	±0.2	3,392	3.8*	±0.0	-0.98 (L)
Women	437	3.2*	±0.1	1,302	3.8*	±0.0	-0.65 (M)
Gender Identity							
Male	219	2.9*	±0.2	3,392	3.8*	±0.0	-0.98 (L)
Female	437	3.2*	±0.1	1,302	3.8*	±0.0	-0.65 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	6	3.2	±0.6	13	3.2	±0.5	-0.05
Sexual Orientation - Collapsed							
Heterosexual	574	3.2*	±0.1	4,386	3.8*	±0.0	-0.71 (M)
Sexual Minority	35	2.5*	±0.3	117	3.9*	±0.2	-1.43 (L)
Sexual Orientation							
Heterosexual or straight	574	3.2*	±0.1	4,386	3.8*	±0.0	-0.71 (M)
Lesbian	6	2.1*	±1.2	31	4.0*	±0.1	-2.86 (L)
Gay	11	2.3*	±0.5	35	3.5*	±0.4	-1.02 (L)
Bisexual	11	2.5*	±0.6	43	4.1*	±0.2	-1.97 (L)
Other	7	3.0	±0.6	9	3.7	±0.8	-0.54 (M)
I prefer not to say	48	3.0*	±0.3	156	3.6*	±0.1	-0.61 (M)

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

4.10.7 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 USBR.

Table 4.84 USBR – 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	658	2.3*	±0.0	4,683	2.4*	±0.0	-0.14
Pay Plan and Grade							
Wage Grade (WG) 1-4	6	1.5*	±0.3	58	2.2*	±0.2	-1.15 (L)
Wage Grade (WG) 5-8	37	2.3	±0.2	203	2.2	±0.1	0.10
Wage Grade (WG) 9-16	13	1.9*	±0.5	56	2.7*	±0.1	-1.44 (L)
Other Wage Grade (WG)	7	3.0	±0.0	64	2.9	±0.1	0.38 (S)
General Schedule (GS) 1-6	38	1.9*	±0.2	324	2.1*	±0.1	-0.45 (S)
General Schedule (GS) 7-10	103	2.5	±0.1	675	2.4	±0.0	0.20 (S)
General Schedule (GS) 11-12	287	2.3	±0.1	1,727	2.3	±0.0	-0.07
General Schedule (GS) 13-15	104	2.2*	±0.1	883	2.4*	±0.0	-0.35 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	20	2.5	±0.2	NR
Other	56	2.9	±0.1	629	2.9	±0.0	0.19
Years of Service at Bureau or Office							
Less than 1 year	49	2.1*	±0.1	633	2.4*	±0.0	-0.43 (S)
1 to 3 years	141	2.3	±0.1	867	2.3	±0.0	-0.12
4 to 5 years	77	2.4	±0.1	468	2.5	±0.1	-0.20 (S)
6 to 10 years	122	2.4	±0.1	835	2.5	±0.0	-0.13
11 to 14 years	97	2.3	±0.1	470	2.4	±0.1	-0.18
15 to 20 years	65	2.4	±0.1	581	2.4	±0.0	-0.05
More than 20 years	104	2.4	±0.1	811	2.4	±0.0	-0.06
Appointment Type							
Permanent	649	2.3*	±0.0	4,576	2.4*	±0.0	-0.14
Term	NR	NR	NR	86	2.4	±0.1	NR
Temporary	NR	NR	NR	15	2.4	±0.4	NR
Work Schedule							
Seasonal	NR	NR	NR	33	2.4	±0.2	NR
Non-Seasonal	639	2.3*	±0.0	4,517	2.4*	±0.0	-0.13

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	29	2.3	±0.2	NR
Permanent-Non-Seasonal	639	2.3*	±0.0	4,507	2.4*	±0.0	-0.13
Term	NR	NR	NR	86	2.4	±0.1	NR
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	2.1	±0.4	NA
Sex							
Men	219	2.3*	±0.1	3,378	2.5*	±0.0	-0.39 (S)
Women	435	2.3*	±0.1	1,290	2.1*	±0.0	0.49 (S)
Gender Identity							
Male	219	2.3*	±0.1	3,378	2.5*	±0.0	-0.39 (S)
Female	435	2.3*	±0.1	1,290	2.1*	±0.0	0.49 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	10	2.4	±0.2	NR
Sexual Orientation - Collapsed							
Heterosexual	573	2.3*	±0.0	4,368	2.4*	±0.0	-0.13
Sexual Minority	35	2.2	±0.2	116	2.2	±0.1	-0.06
Sexual Orientation							
Heterosexual or straight	573	2.3*	±0.0	4,368	2.4*	±0.0	-0.13
Lesbian	6	2.0	±0.7	31	2.4	±0.2	-0.63 (M)
Gay	11	1.6*	±0.3	35	2.1*	±0.2	-0.97 (L)
Bisexual	11	2.6*	±0.2	43	2.2*	±0.2	0.71 (M)
Other	7	2.6*	±0.2	8	1.9*	±0.3	1.59 (L)
I prefer not to say	46	2.4	±0.2	150	2.5	±0.1	-0.18

^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 USBR.

Table 4.85 USBR – Gender Harassment and Bystander Harassment

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	312	48.3%*	±3.9	174	3.7%*	±0.6	1.15 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	0	0.0%	NA	NR
Wage Grade (WG) 5-8	8	20.5%*	±16.8	5	2.4%*	±3.3	0.63 (M)
Wage Grade (WG) 9-16	NR	NR	NR	NR	NR	NR	NR
Other Wage Grade (WG)	NR	NR	NR	8	13.0%	±11.0	NR
General Schedule (GS) 1-6	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 7-10	63	61.7%*	±10.0	28	4.1%*	±1.8	1.40 (L)
General Schedule (GS) 11-12	126	45.2%*	±5.9	84	4.9%*	±1.1	1.03 (L)
General Schedule (GS) 13-15	49	47.6%*	±9.8	24	2.7%*	±1.3	1.19 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	0	0.0%	NA	NR
Other	34	60.9%*	±13.7	15	2.5%*	±1.6	1.47 (L)
Years of Service at Bureau or Office							
Less than 1 year	18	37.3%*	±14.7	6	0.9%*	±1.1	1.12 (L)
1 to 3 years	53	38.8%*	±8.5	38	4.4%*	±1.6	0.92 (L)
4 to 5 years	47	63.1%*	±11.7	24	5.3%*	±2.5	1.37 (L)
6 to 10 years	66	54.9%*	±9.1	44	5.4%*	±1.8	1.20 (L)
11 to 14 years	41	44.0%*	±10.4	16	3.4%*	±2.1	1.08 (L)
15 to 20 years	31	47.5%*	±12.4	16	2.8%*	±1.7	1.19 (L)
More than 20 years	53	51.0%*	±9.7	27	3.3%*	±1.5	1.22 (L)
Appointment Type							
Permanent	310	48.6%*	±3.9	174	3.8%*	±0.6	1.15 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary	NR	NR	NR	NR	NR	NR	NR

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	NR	NR	NR	0	0.0%	NA	NR
Non-Seasonal	306	48.6%*	±3.9	174	3.9%*	±0.6	1.15 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	0	0.0%	NA	NR
Permanent-Non-Seasonal	306	48.6%*	±3.9	174	3.9%*	±0.6	1.15 (L)
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	104	48.3%*	±6.7	127	3.8%*	±0.7	1.15 (L)
Women	206	48.2%*	±4.8	45	3.5%*	±1.2	1.16 (L)
Gender Identity							
Male	104	48.3%*	±6.7	127	3.8%*	±0.7	1.15 (L)
Female	206	48.2%*	±4.8	45	3.5%*	±1.2	1.16 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	264	46.9%*	±4.1	160	3.7%*	±0.6	1.12 (L)
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	264	46.9%*	±4.1	160	3.7%*	±0.6	1.12 (L)
Lesbian	NR	NR	NR	0	0.0%	NA	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	0	0.0%	NA	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	26	56.3%*	±15.0	7	4.6%*	±4.7	1.26 (L)

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

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

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

Table 4.86 USBR – Logistic Regression of Gender Harassment and Predictors of Workplace Harassment

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	1.593	0.555	8.249	--	4.918	--	--	--	--
Sex	-1.823	0.124	215.007	0.000	0.161	0.127	0.206	-1165.851	245.064
Education Level	0.817	0.134	36.867	0.000	2.263	1.738	2.945	-1063.213	39.789
Relationship Status	-0.414	0.124	11.231	0.001	0.661	0.519	0.842	-1048.848	11.059
Organizational Politics	0.328	0.091	13.038	0.000	1.388	1.162	1.659	-1049.796	12.955
Organizational Inclusion	-0.374	0.080	21.804	0.000	0.688	0.588	0.805	-1054.373	22.107
Organizational Trust	0.430	0.109	15.671	0.000	1.538	1.243	1.903	-1051.280	15.922
Bystander Harassment Based on Sex/Gender	-2.514	0.146	296.455	0.000	0.081	0.061	0.108	-1201.201	315.764
General Intolerance	-0.596	0.086	48.163	0.000	0.551	0.465	0.652	-1067.934	49.230

Note. N = 4,175, Nagelkerke R Square = 0.44

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 USBR.

Table 4.87 USBR – 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	38	2.4*	±0.3	5,279	3.6*	±0.0	-1.35 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	4.1	±0.2	NA
Wage Grade (WG) 5-8	NR	NR	NR	245	3.6	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	62	3.4	±0.2	NA
Other Wage Grade (WG)	--	--	--	71	3.2	±0.2	NA
General Schedule (GS) 1-6	--	--	--	362	3.7	±0.1	NA
General Schedule (GS) 7-10	8	2.9*	±0.6	770	3.6*	±0.1	-0.72 (M)
General Schedule (GS) 11-12	16	2.0*	±0.3	1,985	3.6*	±0.0	-1.86 (L)
General Schedule (GS) 13-15	NR	NR	NR	982	3.8	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.7	±0.2	NA
Other	5	2.2*	±0.4	665	3.4*	±0.1	-1.30 (L)

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	687	3.9	±0.1	NA
1 to 3 years	NR	NR	NR	1,000	3.7	±0.1	NR
4 to 5 years	6	2.8	±0.8	537	3.5	±0.1	-0.72 (M)
6 to 10 years	9	2.0*	±0.5	939	3.5*	±0.1	-1.74 (L)
11 to 14 years	NR	NR	NR	550	3.5	±0.1	NR
15 to 20 years	8	2.8*	±0.3	631	3.5*	±0.1	-0.76 (M)
More than 20 years	7	2.6*	±0.8	909	3.7*	±0.1	-1.29 (L)
Appointment Type							
Permanent	38	2.4*	±0.3	5,165	3.6*	±0.0	-1.34 (L)
Term	--	--	--	91	4.0	±0.2	NA
Temporary	--	--	--	18	4.1	±0.2	NA
Work Schedule							
Seasonal	--	--	--	38	3.5	±0.3	NA
Non-Seasonal	38	2.4*	±0.3	5,096	3.6*	±0.0	-1.35 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	31	3.5	±0.3	NA
Permanent-Non-Seasonal	38	2.4*	±0.3	5,085	3.6*	±0.0	-1.34 (L)
Term	--	--	--	91	4.0	±0.2	NA
Temporary-Seasonal	--	--	--	7	3.6	±0.0	NA
Temporary-Non-Seasonal	--	--	--	11	4.4	±0.2	NA
Sex							
Men	16	2.4*	±0.4	3,552	3.7*	±0.0	-1.42 (L)
Women	21	2.4*	±0.4	1,706	3.5*	±0.0	-1.21 (L)
Gender Identity							
Male	16	2.4*	±0.4	3,552	3.7*	±0.0	-1.42 (L)
Female	21	2.4*	±0.4	1,706	3.5*	±0.0	-1.21 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	16	3.0	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	32	2.5*	±0.3	4,882	3.6*	±0.0	-1.23 (L)
Sexual Minority	NR	NR	NR	151	3.5	±0.2	NR

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	32	2.5*	±0.3	4,882	3.6*	±0.0	-1.23 (L)
Lesbian	--	--	--	37	3.7	±0.2	NA
Gay	--	--	--	46	3.4	±0.3	NA
Bisexual	--	--	--	54	3.6	±0.3	NA
Other	NR	NR	NR	15	3.1	±0.5	NR
I prefer not to say	5	1.4*	±0.3	195	3.4*	±0.1	-2.07 (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.

4.11.2 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 USBR.

Table 4.88 USBR – 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	38	0.36*	±0.12	5,289	0.66*	±0.01	-0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	0.80	±0.09	NA
Wage Grade (WG) 5-8	NR	NR	NR	242	0.60	±0.05	NR
Wage Grade (WG) 9-16	--	--	--	67	0.46	±0.11	NA
Other Wage Grade (WG)	--	--	--	69	0.52	±0.10	NA
General Schedule (GS) 1-6	--	--	--	360	0.70	±0.04	NA
General Schedule (GS) 7-10	8	0.54	±0.27	769	0.67	±0.03	-0.32 (S)
General Schedule (GS) 11-12	16	0.26*	±0.15	1,995	0.64*	±0.02	-0.92 (L)
General Schedule (GS) 13-15	NR	NR	NR	978	0.77	±0.02	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	1.00	±0.00	NA
Other	5	0.40	±0.31	672	0.56	±0.03	-0.37 (S)
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	689	0.71	±0.03	NA
1 to 3 years	NR	NR	NR	1,006	0.73	±0.02	NR
4 to 5 years	6	0.49	±0.15	533	0.59	±0.04	-0.24 (S)
6 to 10 years	9	0.35	±0.29	939	0.63	±0.03	-0.66 (M)
11 to 14 years	NR	NR	NR	559	0.60	±0.04	NR
15 to 20 years	8	0.50	±0.34	631	0.64	±0.03	-0.32 (S)
More than 20 years	7	0.46	±0.24	908	0.69	±0.03	-0.56 (M)
Appointment Type							
Permanent	38	0.36*	±0.12	5,175	0.66*	±0.01	-0.70 (M)
Term	--	--	--	91	0.79	±0.08	NA
Temporary	--	--	--	18	1.00	±0.00	NA

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	--	--	--	40	0.67	±0.13	NA
Non-Seasonal	38	0.36*	±0.12	5,104	0.66*	±0.01	-0.71 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	33	0.60	±0.14	NA
Permanent-Non-Seasonal	38	0.36*	±0.12	5,094	0.66*	±0.01	-0.71 (M)
Term	--	--	--	91	0.79	±0.08	NA
Temporary-Seasonal	--	--	--	7	1.00	±0.00	NA
Temporary-Non-Seasonal	--	--	--	11	1.00	±0.00	NA
Sex							
Men	16	0.36*	±0.13	3,568	0.68*	±0.01	-0.78 (M)
Women	21	0.36*	±0.18	1,701	0.62*	±0.02	-0.64 (M)
Gender Identity							
Male	16	0.36*	±0.13	3,568	0.68*	±0.01	-0.78 (M)
Female	21	0.36*	±0.18	1,701	0.62*	±0.02	-0.64 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	16	0.38	±0.18	NR
Sexual Orientation - Collapsed							
Heterosexual	32	0.40*	±0.12	4,891	0.67*	±0.01	-0.64 (M)
Sexual Minority	NR	NR	NR	151	0.66	±0.07	NR
Sexual Orientation							
Heterosexual or straight	32	0.40*	±0.12	4,891	0.67*	±0.01	-0.64 (M)
Lesbian	--	--	--	37	0.74	±0.12	NA
Gay	--	--	--	46	0.54	±0.14	NA
Bisexual	--	--	--	54	0.74	±0.10	NA
Other	NR	NR	NR	15	0.57	±0.19	NR
I prefer not to say	5	0.00*	±0.00	197	0.55*	±0.06	-1.26 (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.

4.11.3 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 USBR.

Table 4.89 USBR – 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	36	3.7*	±0.3	5,289	2.8*	±0.0	1.07 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	2.3	±0.2	NA
Wage Grade (WG) 5-8	NR	NR	NR	242	2.8	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	67	2.7	±0.2	NA
Other Wage Grade (WG)	--	--	--	71	3.3	±0.2	NA
General Schedule (GS) 1-6	--	--	--	360	2.8	±0.1	NA
General Schedule (GS) 7-10	8	2.9	±0.7	773	2.8	±0.1	0.18
General Schedule (GS) 11-12	14	4.5*	±0.2	1,996	2.8*	±0.0	1.87 (L)
General Schedule (GS) 13-15	NR	NR	NR	980	2.6	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	1.5	±0.2	NA
Other	5	4.2*	±0.9	664	2.9*	±0.1	1.45 (L)
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	686	2.5	±0.1	NA
1 to 3 years	NR	NR	NR	1,003	2.8	±0.1	NR
4 to 5 years	6	3.8*	±1.1	537	2.9*	±0.1	1.04 (L)
6 to 10 years	9	3.8*	±0.5	944	2.8*	±0.1	1.08 (L)
11 to 14 years	NR	NR	NR	550	3.0	±0.1	NR
15 to 20 years	8	3.3	±0.7	635	2.8	±0.1	0.54 (M)
More than 20 years	NR	NR	NR	911	2.7	±0.1	NR
Appointment Type							
Permanent	36	3.7*	±0.3	5,175	2.8*	±0.0	1.06 (L)
Term	--	--	--	91	2.6	±0.2	NA
Temporary	--	--	--	18	2.0	±0.3	NA
Work Schedule							
Seasonal	--	--	--	37	2.5	±0.2	NA
Non-Seasonal	36	3.7*	±0.3	5,107	2.8*	±0.0	1.06 (L)

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	30	2.7	±0.2	NA
Permanent-Non-Seasonal	36	3.7*	±0.3	5,097	2.8*	±0.0	1.06 (L)
Term	--	--	--	91	2.6	±0.2	NA
Temporary-Seasonal	--	--	--	7	1.6	±0.4	NA
Temporary-Non-Seasonal	--	--	--	11	2.2	±0.2	NA
Sex							
Men	13	4.1*	±0.6	3,564	2.8*	±0.0	1.57 (L)
Women	21	3.5*	±0.4	1,705	2.8*	±0.0	0.82 (L)
Gender Identity							
Male	13	4.1*	±0.6	3,564	2.8*	±0.0	1.57 (L)
Female	21	3.5*	±0.4	1,705	2.8*	±0.0	0.82 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	16	3.3	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	30	3.6*	±0.4	4,884	2.8*	±0.0	0.99 (L)
Sexual Minority	NR	NR	NR	151	2.7	±0.2	NR
Sexual Orientation							
Heterosexual or straight	30	3.6*	±0.4	4,884	2.8*	±0.0	0.99 (L)
Lesbian	--	--	--	37	2.4	±0.3	NA
Gay	--	--	--	46	3.0	±0.3	NA
Bisexual	--	--	--	54	2.5	±0.3	NA
Other	NR	NR	NR	15	3.1	±0.3	NR
I prefer not to say	5	4.4*	±0.7	199	3.1*	±0.1	1.55 (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.

4.11.4 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 USBR.

Table 4.90 USBR – 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	38	2.5*	±0.3	5,291	3.5*	±0.0	-1.12 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	4.1	±0.2	NA
Wage Grade (WG) 5-8	NR	NR	NR	245	3.5	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	65	3.2	±0.3	NA
Other Wage Grade (WG)	--	--	--	71	3.0	±0.2	NA
General Schedule (GS) 1-6	--	--	--	362	3.5	±0.1	NA
General Schedule (GS) 7-10	8	3.3	±0.6	765	3.5	±0.1	-0.28 (S)
General Schedule (GS) 11-12	16	2.1*	±0.3	1,999	3.5*	±0.0	-1.71 (L)
General Schedule (GS) 13-15	NR	NR	NR	980	3.8	±0.0	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.6	±0.2	NA
Other	5	2.4	±0.4	669	3.1	±0.1	-0.84 (L)
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	689	3.8	±0.1	NA
1 to 3 years	NR	NR	NR	1,007	3.5	±0.1	NR
4 to 5 years	6	2.8	±0.7	539	3.4	±0.1	-0.67 (M)
6 to 10 years	9	2.7*	±0.3	946	3.4*	±0.1	-0.85 (L)
11 to 14 years	NR	NR	NR	545	3.3	±0.1	NR
15 to 20 years	8	3.0	±0.8	635	3.5	±0.1	-0.60 (M)
More than 20 years	7	2.3*	±0.8	905	3.7*	±0.1	-1.67 (L)
Appointment Type							
Permanent	38	2.5*	±0.3	5,178	3.5*	±0.0	-1.11 (L)
Term	--	--	--	91	3.8	±0.2	NA
Temporary	--	--	--	18	4.3	±0.2	NA
Work Schedule							
Seasonal	--	--	--	38	3.7	±0.3	NA
Non-Seasonal	38	2.5*	±0.3	5,109	3.5*	±0.0	-1.12 (L)

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	31	3.5	±0.3	NA
Permanent-Non-Seasonal	38	2.5*	±0.3	5,098	3.5*	±0.0	-1.11 (L)
Term	--	--	--	91	3.8	±0.2	NA
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	4.2	±0.1	NA
Sex							
Men	16	2.3*	±0.4	3,578	3.5*	±0.0	-1.38 (L)
Women	21	2.7*	±0.4	1,694	3.5*	±0.0	-0.96 (L)
Gender Identity							
Male	16	2.3*	±0.4	3,578	3.5*	±0.0	-1.38 (L)
Female	21	2.7*	±0.4	1,694	3.5*	±0.0	-0.96 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	16	2.9	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	32	2.7*	±0.3	4,888	3.5*	±0.0	-1.01 (L)
Sexual Minority	NR	NR	NR	151	3.5	±0.2	NR
Sexual Orientation							
Heterosexual or straight	32	2.7*	±0.3	4,888	3.5*	±0.0	-1.01 (L)
Lesbian	--	--	--	37	3.5	±0.2	NA
Gay	--	--	--	46	3.3	±0.3	NA
Bisexual	--	--	--	54	3.8	±0.3	NA
Other	NR	NR	NR	15	3.2	±0.3	NR
I prefer not to say	5	1.7*	±0.7	199	3.3*	±0.1	-1.58 (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.

4.11.5 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 USBR.

Table 4.91 USBR – 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	36	2.4*	±0.4	5,211	3.8*	±0.0	-1.36 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	4.2	±0.2	NA
Wage Grade (WG) 5-8	NR	NR	NR	234	3.7	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	65	3.6	±0.2	NA
Other Wage Grade (WG)	--	--	--	71	3.2	±0.3	NA
General Schedule (GS) 1-6	--	--	--	352	3.8	±0.1	NA
General Schedule (GS) 7-10	8	2.9*	±0.9	755	3.9*	±0.1	-0.96 (L)
General Schedule (GS) 11-12	14	1.5*	±0.2	1,978	3.8*	±0.0	-2.26 (L)
General Schedule (GS) 13-15	NR	NR	NR	968	4.0	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.8	±0.1	NA
Other	5	1.7*	±0.7	651	3.5*	±0.1	-1.61 (L)
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	681	4.1	±0.1	NA
1 to 3 years	NR	NR	NR	992	3.9	±0.1	NR
4 to 5 years	6	2.8	±1.6	524	3.6	±0.1	-0.66 (M)
6 to 10 years	9	2.5*	±0.7	932	3.7*	±0.1	-1.09 (L)
11 to 14 years	NR	NR	NR	537	3.7	±0.1	NR
15 to 20 years	8	2.9*	±1.1	628	3.8*	±0.1	-0.83 (L)
More than 20 years	NR	NR	NR	893	3.9	±0.1	NR
Appointment Type							
Permanent	36	2.4*	±0.4	5,103	3.8*	±0.0	-1.35 (L)
Term	--	--	--	86	4.0	±0.2	NA
Temporary	--	--	--	18	4.4	±0.3	NA
Work Schedule							
Seasonal	--	--	--	38	3.9	±0.4	NA
Non-Seasonal	36	2.4*	±0.4	5,034	3.8*	±0.0	-1.36 (L)

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	31	3.8	±0.5	NA
Permanent-Non-Seasonal	36	2.4*	±0.4	5,023	3.8*	±0.0	-1.36 (L)
Term	--	--	--	86	4.0	±0.2	NA
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	4.3	±0.3	NA
Sex							
Men	13	2.1*	±0.8	3,523	3.8*	±0.0	-1.55 (L)
Women	21	2.5*	±0.5	1,668	3.9*	±0.0	-1.31 (L)
Gender Identity							
Male	13	2.1*	±0.8	3,523	3.8*	±0.0	-1.55 (L)
Female	21	2.5*	±0.5	1,668	3.9*	±0.0	-1.31 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	16	2.9	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	30	2.5*	±0.5	4,818	3.8*	±0.0	-1.25 (L)
Sexual Minority	NR	NR	NR	148	3.8	±0.2	NR
Sexual Orientation							
Heterosexual or straight	30	2.5*	±0.5	4,818	3.8*	±0.0	-1.25 (L)
Lesbian	--	--	--	37	4.1	±0.2	NA
Gay	--	--	--	43	3.5	±0.4	NA
Bisexual	--	--	--	54	4.0	±0.3	NA
Other	NR	NR	NR	15	3.7	±0.4	NR
I prefer not to say	5	1.4*	±0.3	195	3.5*	±0.2	-1.72 (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.

4.11.6 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 USBR.

Table 4.92 USBR – 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	38	2.6*	±0.3	5,319	3.7*	±0.0	-1.22 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	3.8	±0.2	NA
Wage Grade (WG) 5-8	NR	NR	NR	245	3.7	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	65	3.3	±0.3	NA
Other Wage Grade (WG)	--	--	--	71	3.1	±0.2	NA
General Schedule (GS) 1-6	--	--	--	364	3.8	±0.1	NA
General Schedule (GS) 7-10	8	3.7	±0.4	777	3.7	±0.1	0.03
General Schedule (GS) 11-12	16	2.0*	±0.4	2,000	3.7*	±0.0	-1.92 (L)
General Schedule (GS) 13-15	NR	NR	NR	985	3.9	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.5	±0.2	NA
Other	5	1.7*	±0.8	675	3.3*	±0.1	-1.68 (L)
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	690	3.9	±0.1	NA
1 to 3 years	NR	NR	NR	1,012	3.7	±0.1	NR
4 to 5 years	6	2.4*	±1.3	539	3.6*	±0.1	-1.33 (L)
6 to 10 years	9	2.3*	±0.6	946	3.6*	±0.1	-1.34 (L)
11 to 14 years	NR	NR	NR	562	3.6	±0.1	NR
15 to 20 years	8	3.0*	±0.9	632	3.7*	±0.1	-0.81 (L)
More than 20 years	7	2.5*	±0.9	913	3.8*	±0.1	-1.52 (L)
Appointment Type							
Permanent	38	2.6*	±0.3	5,205	3.7*	±0.0	-1.21 (L)
Term	--	--	--	91	4.0	±0.2	NA
Temporary	--	--	--	18	4.3	±0.2	NA
Work Schedule							
Seasonal	--	--	--	40	4.2	±0.2	NA
Non-Seasonal	38	2.6*	±0.3	5,134	3.7*	±0.0	-1.21 (L)

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	33	4.2	±0.2	NA
Permanent-Non-Seasonal	38	2.6*	±0.3	5,124	3.7*	±0.0	-1.21 (L)
Term	--	--	--	91	4.0	±0.2	NA
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	4.1	±0.2	NA
Sex							
Men	16	2.4*	±0.5	3,584	3.7*	±0.0	-1.43 (L)
Women	21	2.7*	±0.5	1,715	3.7*	±0.0	-1.04 (L)
Gender Identity							
Male	16	2.4*	±0.5	3,584	3.7*	±0.0	-1.43 (L)
Female	21	2.7*	±0.5	1,715	3.7*	±0.0	-1.04 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	16	3.2	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	32	2.6*	±0.4	4,916	3.7*	±0.0	-1.20 (L)
Sexual Minority	NR	NR	NR	151	3.5	±0.2	NR
Sexual Orientation							
Heterosexual or straight	32	2.6*	±0.4	4,916	3.7*	±0.0	-1.20 (L)
Lesbian	--	--	--	37	3.7	±0.3	NA
Gay	--	--	--	46	3.2	±0.4	NA
Bisexual	--	--	--	54	3.8	±0.3	NA
Other	NR	NR	NR	15	3.4	±0.6	NR
I prefer not to say	5	2.1*	±0.5	199	3.5*	±0.1	-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.

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 USBR.

Table 4.93 USBR – 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	37	2.5	±0.2	5,289	2.4	±0.0	0.24 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	2.1	±0.2	NA
Wage Grade (WG) 5-8	NR	NR	NR	236	2.3	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	67	2.6	±0.1	NA
Other Wage Grade (WG)	--	--	--	71	2.9	±0.0	NA
General Schedule (GS) 1-6	--	--	--	359	2.1	±0.1	NA
General Schedule (GS) 7-10	8	1.9*	±0.5	770	2.4*	±0.0	-0.81 (L)
General Schedule (GS) 11-12	16	2.8*	±0.1	1,998	2.3*	±0.0	0.89 (L)
General Schedule (GS) 13-15	NR	NR	NR	981	2.3	±0.0	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	2.5	±0.2	NA
Other	NR	NR	NR	675	2.9	±0.0	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	679	2.4	±0.0	NA
1 to 3 years	NR	NR	NR	1,004	2.3	±0.0	NR
4 to 5 years	6	2.8	±0.1	537	2.5	±0.0	0.65 (M)
6 to 10 years	9	2.4	±0.4	944	2.4	±0.0	-0.13
11 to 14 years	NR	NR	NR	562	2.4	±0.0	NR
15 to 20 years	7	2.0*	±0.7	637	2.4*	±0.0	-0.82 (L)
More than 20 years	7	2.8*	±0.2	909	2.4*	±0.0	0.74 (M)
Appointment Type							
Permanent	37	2.5	±0.2	5,176	2.4	±0.0	0.24 (S)
Term	--	--	--	91	2.4	±0.1	NA
Temporary	--	--	--	18	2.4	±0.3	NA
Work Schedule							
Seasonal	--	--	--	38	2.4	±0.2	NA
Non-Seasonal	37	2.5	±0.2	5,106	2.4	±0.0	0.24 (S)

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	31	2.3	±0.2	NA
Permanent-Non-Seasonal	37	2.5	±0.2	5,096	2.4	±0.0	0.24 (S)
Term	--	--	--	91	2.4	±0.1	NA
Temporary-Seasonal	--	--	--	7	2.7	±0.3	NA
Temporary-Non-Seasonal	--	--	--	11	2.1	±0.4	NA
Sex							
Men	16	2.9*	±0.1	3,571	2.5*	±0.0	0.61 (M)
Women	21	2.3	±0.3	1,701	2.1	±0.0	0.27 (S)
Gender Identity							
Male	16	2.9*	±0.1	3,571	2.5*	±0.0	0.61 (M)
Female	21	2.3	±0.3	1,701	2.1	±0.0	0.27 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	13	2.4	±0.2	NR
Sexual Orientation - Collapsed							
Heterosexual	32	2.5	±0.2	4,896	2.4	±0.0	0.14
Sexual Minority	--	--	--	151	2.2	±0.1	NA
Sexual Orientation							
Heterosexual or straight	32	2.5	±0.2	4,896	2.4	±0.0	0.14
Lesbian	--	--	--	37	2.3	±0.2	NA
Gay	--	--	--	46	2.0	±0.2	NA
Bisexual	--	--	--	54	2.3	±0.1	NA
Other	--	--	--	15	2.2	±0.3	NA
I prefer not to say	5	2.9	±0.2	191	2.5	±0.1	0.79 (M)

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

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

4.11.8 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 USBR.

Table 4.94 USBR – 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	26	68.1%*	±16.9	457	8.7%*	±0.8	1.34 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	0	0.0%	NA	NA
Wage Grade (WG) 5-8	NR	NR	NR	10	4.4%	±3.5	NR
Wage Grade (WG) 9-16	--	--	--	11	16.5%	±11.4	NA
Other Wage Grade (WG)	--	--	--	8	11.6%	±10.0	NA
General Schedule (GS) 1-6	--	--	--	23	6.4%	±3.1	NA
General Schedule (GS) 7-10	NR	NR	NR	87	11.3%	±2.4	NR
General Schedule (GS) 11-12	NR	NR	NR	194	9.9%	±1.4	NR
General Schedule (GS) 13-15	NR	NR	NR	71	7.3%	±1.8	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	0	0.0%	NA	NA
Other	NR	NR	NR	45	6.8%	±2.2	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	24	3.5%	±1.7	NA
1 to 3 years	NR	NR	NR	88	8.8%	±1.9	NR
4 to 5 years	NR	NR	NR	68	13.0%	±3.2	NR
6 to 10 years	NR	NR	NR	104	11.2%	±2.2	NR
11 to 14 years	NR	NR	NR	52	9.3%	±2.7	NR
15 to 20 years	NR	NR	NR	44	7.0%	±2.3	NR
More than 20 years	NR	NR	NR	73	8.0%	±2.0	NR
Appointment Type							
Permanent	26	68.1%*	±16.9	455	8.8%*	±0.8	1.34 (L)
Term	--	--	--	0	0.0%	NA	NA
Temporary	--	--	--	0	0.0%	NA	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	--	--	--	0	0.0%	NA	NA
Non-Seasonal	26	68.1%*	±16.9	451	8.9%*	±0.8	1.34 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	0	0.0%	NA	NR
Permanent-Non-Seasonal	26	68.1%*	±16.9	451	8.9%*	±0.8	1.34 (L)
Term	--	--	--	0	0.0%	NA	NA
Temporary-Seasonal	--	--	--	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	216	6.1%	±0.8	NR
Women	NR	NR	NR	239	14.2%	±1.7	NR
Gender Identity							
Male	NR	NR	NR	216	6.1%	±0.8	NR
Female	NR	NR	NR	239	14.2%	±1.7	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	401	8.3%	±0.8	NR
Sexual Minority	NR	NR	NR	22	14.5%	±6.7	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	401	8.3%	±0.8	NR
Lesbian	--	--	--	6	15.7%	±16.5	NA
Gay	--	--	--	7	14.9%	±14.0	NA
Bisexual	--	--	--	7	13.9%	±12.5	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	28	14.4%	±5.7	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 USBR – Logistic Regression of Sexual Assault Related Behaviors and Predictors of Workplace Harassment

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	-0.681	0.721	0.894	--	0.506	--	--	--	--
Sex	-0.970	0.411	5.553	0.018	0.379	0.169	0.849	-135.940	5.905
Age	1.029	0.542	3.604	0.058	2.799	0.967	8.099	-135.195	4.413
Education Level	-0.962	0.391	6.060	0.014	0.382	0.178	0.822	-135.992	6.008
Supervisor Support	-0.770	0.168	20.961	0.000	0.463	0.333	0.644	-144.367	22.757
Bystander Harassment Based on Sex/Gender	-2.267	0.416	29.749	0.000	0.104	0.046	0.234	-148.134	30.293

Note. N = 4,169, Nagelkerke R Square = 0.269

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 USBR.

Table 5.1 USBR – 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	988	3.4*	±0.0	4,382	3.9*	±0.0	-0.83 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	25	3.7*	±0.1	39	4.0*	±0.1	-1.06 (L)
Wage Grade (WG) 5-8	63	3.1*	±0.2	187	3.9*	±0.1	-1.12 (L)
Wage Grade (WG) 9-16	10	3.0*	±0.3	56	3.6*	±0.2	-1.01 (L)
Other Wage Grade (WG)	23	3.3	±0.3	48	3.7	±0.2	-0.43 (S)
General Schedule (GS) 1-6	65	3.2*	±0.2	301	3.8*	±0.1	-0.71 (M)
General Schedule (GS) 7-10	132	3.2*	±0.1	650	3.9*	±0.1	-1.12 (L)
General Schedule (GS) 11-12	346	3.4*	±0.1	1,673	3.9*	±0.0	-0.80 (L)
General Schedule (GS) 13-15	169	3.7*	±0.1	822	4.1*	±0.0	-0.76 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.8	±0.1	NA
Other	142	3.3*	±0.1	544	3.9*	±0.1	-0.87 (L)
Years of Service at Bureau or Office							
Less than 1 year	80	3.4*	±0.1	612	4.1*	±0.0	-1.06 (L)
1 to 3 years	185	3.3*	±0.1	828	4.0*	±0.0	-1.08 (L)
4 to 5 years	120	3.4*	±0.1	428	3.8*	±0.1	-0.56 (M)
6 to 10 years	188	3.4*	±0.1	771	3.7*	±0.0	-0.58 (M)
11 to 14 years	132	3.2*	±0.1	435	3.9*	±0.1	-0.88 (L)
15 to 20 years	124	3.5*	±0.1	518	4.0*	±0.1	-0.82 (L)
More than 20 years	154	3.5*	±0.1	768	4.0*	±0.0	-0.81 (L)
Appointment Type							
Permanent	968	3.4*	±0.0	4,286	3.9*	±0.0	-0.82 (L)
Term	20	3.2*	±0.3	71	4.1*	±0.1	-1.37 (L)
Temporary	--	--	--	18	4.1	±0.2	NA
Work Schedule							
Seasonal	NR	NR	NR	35	3.8	±0.4	NR
Non-Seasonal	950	3.4*	±0.0	4,234	3.9*	±0.0	-0.83 (L)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	28	3.7	±0.4	NR
Permanent-Non-Seasonal	950	3.4*	±0.0	4,223	3.9*	±0.0	-0.82 (L)
Term	20	3.2*	±0.3	71	4.1*	±0.1	-1.37 (L)
Temporary-Seasonal	--	--	--	7	4.2	±0.4	NA
Temporary-Non-Seasonal	--	--	--	11	4.0	±0.2	NA
Age - Collapsed							
39 or under	321	3.4*	±0.1	1,229	3.9*	±0.0	-0.72 (M)
40 or older	661	3.3*	±0.1	3,148	3.9*	±0.0	-0.88 (L)
Age							
25 or under	45	3.4*	±0.1	114	3.9*	±0.1	-0.79 (M)
26-29	48	3.6*	±0.2	179	4.1*	±0.1	-0.87 (L)
30-39	228	3.4*	±0.1	936	3.9*	±0.0	-0.69 (M)
40-49	130	3.3*	±0.1	1,092	3.9*	±0.0	-0.81 (L)
50-59	311	3.3*	±0.1	1,457	4.0*	±0.0	-0.96 (L)
60 or older	220	3.4*	±0.1	599	4.0*	±0.0	-1.01 (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 USBR.

Table 5.2 USBR – 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	988	5.0*	±0.1	4,377	5.6*	±0.0	-0.50 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	25	4.2*	±0.4	39	5.8*	±0.3	-1.59 (L)
Wage Grade (WG) 5-8	63	4.8*	±0.3	187	5.9*	±0.2	-0.97 (L)
Wage Grade (WG) 9-16	10	4.5	±0.8	56	5.3	±0.3	-0.64 (M)
Other Wage Grade (WG)	23	5.2	±0.5	48	5.7	±0.3	-0.42 (S)
General Schedule (GS) 1-6	65	5.4	±0.3	301	5.4	±0.1	0.04
General Schedule (GS) 7-10	132	4.7*	±0.2	650	5.6*	±0.1	-0.76 (M)
General Schedule (GS) 11-12	346	4.9*	±0.1	1,668	5.4*	±0.1	-0.43 (S)
General Schedule (GS) 13-15	169	5.2*	±0.2	822	5.7*	±0.1	-0.51 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	6.5	±0.2	NA
Other	142	5.0*	±0.2	544	5.7*	±0.1	-0.54 (M)
Years of Service at Bureau or Office							
Less than 1 year	80	4.8*	±0.3	612	5.8*	±0.1	-0.88 (L)
1 to 3 years	185	4.8*	±0.2	828	5.5*	±0.1	-0.65 (M)
4 to 5 years	120	5.0*	±0.2	428	5.4*	±0.1	-0.35 (S)
6 to 10 years	188	5.1*	±0.2	769	5.4*	±0.1	-0.27 (S)
11 to 14 years	132	5.0*	±0.2	433	5.5*	±0.1	-0.39 (S)
15 to 20 years	124	5.0*	±0.2	518	5.5*	±0.1	-0.45 (S)
More than 20 years	154	5.0*	±0.2	768	5.7*	±0.1	-0.64 (M)
Appointment Type							
Permanent	968	5.0*	±0.1	4,281	5.5*	±0.0	-0.50 (M)
Term	20	4.8*	±0.5	71	5.6*	±0.2	-0.74 (M)
Temporary	--	--	--	18	6.1	±0.3	NA
Work Schedule							
Seasonal	NR	NR	NR	35	5.9	±0.4	NR
Non-Seasonal	950	5.0*	±0.1	4,229	5.5*	±0.0	-0.51 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	28	5.7	±0.5	NR
Permanent-Non-Seasonal	950	5.0*	±0.1	4,218	5.5*	±0.0	-0.51 (M)
Term	20	4.8*	±0.5	71	5.6*	±0.2	-0.74 (M)
Temporary-Seasonal	--	--	--	7	6.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	5.8	±0.3	NA
Age - Collapsed							
39 or under	321	4.8*	±0.1	1,227	5.4*	±0.1	-0.48 (S)
40 or older	661	5.0*	±0.1	3,145	5.6*	±0.0	-0.51 (M)
Age							
25 or under	45	4.2*	±0.3	114	5.3*	±0.2	-1.01 (L)
26-29	48	5.0*	±0.3	179	5.7*	±0.1	-0.74 (M)
30-39	228	4.9*	±0.2	933	5.3*	±0.1	-0.34 (S)
40-49	130	5.0*	±0.2	1,089	5.5*	±0.1	-0.43 (S)
50-59	311	4.9*	±0.1	1,457	5.7*	±0.1	-0.72 (M)
60 or older	220	5.4*	±0.1	599	5.8*	±0.1	-0.40 (S)

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

5.1.3 Age Harassment and Organizational Commitment

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

Table 5.3 USBR – 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	988	3.0*	±0.1	4,375	3.6*	±0.0	-0.67 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	25	2.6*	±0.6	39	4.0*	±0.2	-1.31 (L)
Wage Grade (WG) 5-8	63	2.9*	±0.3	187	3.7*	±0.1	-0.85 (L)
Wage Grade (WG) 9-16	10	2.7	±0.7	56	3.2	±0.3	-0.46 (S)
Other Wage Grade (WG)	23	2.6*	±0.5	48	3.3*	±0.3	-0.60 (M)
General Schedule (GS) 1-6	65	3.0*	±0.3	301	3.5*	±0.1	-0.54 (M)
General Schedule (GS) 7-10	132	2.7*	±0.2	650	3.6*	±0.1	-1.01 (L)
General Schedule (GS) 11-12	346	2.9*	±0.1	1,673	3.5*	±0.0	-0.64 (M)
General Schedule (GS) 13-15	169	3.3*	±0.1	816	3.8*	±0.1	-0.59 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.8	±0.2	NA
Other	142	2.9*	±0.2	544	3.5*	±0.1	-0.52 (M)
Years of Service at Bureau or Office							
Less than 1 year	80	2.6*	±0.3	610	3.6*	±0.1	-1.14 (L)
1 to 3 years	185	2.8*	±0.2	828	3.5*	±0.1	-0.80 (L)
4 to 5 years	120	3.1*	±0.2	428	3.5*	±0.1	-0.41 (S)
6 to 10 years	188	3.0*	±0.2	771	3.5*	±0.1	-0.51 (M)
11 to 14 years	132	3.0*	±0.2	433	3.6*	±0.1	-0.59 (M)
15 to 20 years	124	3.0*	±0.2	518	3.7*	±0.1	-0.64 (M)
More than 20 years	154	3.1*	±0.2	766	3.8*	±0.1	-0.75 (M)
Appointment Type							
Permanent	968	2.9*	±0.1	4,280	3.6*	±0.0	-0.67 (M)
Term	20	3.3*	±0.6	71	3.8*	±0.1	-0.57 (M)
Temporary	--	--	--	18	4.0	±0.4	NA
Work Schedule							
Seasonal	NR	NR	NR	35	3.5	±0.4	NR
Non-Seasonal	950	2.9*	±0.1	4,227	3.6*	±0.0	-0.68 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	28	3.3	±0.4	NR
Permanent-Non-Seasonal	950	2.9*	±0.1	4,216	3.6*	±0.0	-0.68 (M)
Term	20	3.3*	±0.6	71	3.8*	±0.1	-0.57 (M)
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	3.7	±0.5	NA
Age - Collapsed							
39 or under	321	2.9*	±0.1	1,229	3.5*	±0.0	-0.60 (M)
40 or older	661	3.0*	±0.1	3,141	3.6*	±0.0	-0.71 (M)
Age							
25 or under	45	2.6*	±0.4	114	3.6*	±0.2	-1.05 (L)
26-29	48	3.1*	±0.4	179	3.6*	±0.1	-0.55 (M)
30-39	228	3.0*	±0.1	936	3.5*	±0.1	-0.52 (M)
40-49	130	2.7*	±0.2	1,090	3.5*	±0.1	-0.83 (L)
50-59	311	2.9*	±0.1	1,455	3.7*	±0.0	-0.79 (M)
60 or older	220	3.2*	±0.1	597	3.8*	±0.1	-0.67 (M)

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

5.2 Racial/Ethnic Harassment

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

5.2.1 Racial/Ethnic Harassment and Job Satisfaction

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

Table 5.4 USBR – 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	432	3.3*	±0.1	4,916	3.9*	±0.0	-0.82 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	9	3.9	±0.2	54	3.9	±0.1	0.15
Wage Grade (WG) 5-8	22	2.9*	±0.4	224	3.8*	±0.1	-1.24 (L)
Wage Grade (WG) 9-16	10	3.0*	±0.2	57	3.6*	±0.2	-1.07 (L)
Other Wage Grade (WG)	20	3.2*	±0.4	51	3.7*	±0.2	-0.81 (L)
General Schedule (GS) 1-6	29	2.8*	±0.3	336	3.8*	±0.1	-1.28 (L)
General Schedule (GS) 7-10	64	3.3*	±0.2	718	3.8*	±0.1	-0.67 (M)
General Schedule (GS) 11-12	126	3.3*	±0.1	1,884	3.9*	±0.0	-0.82 (L)
General Schedule (GS) 13-15	64	3.6*	±0.2	927	4.1*	±0.0	-0.78 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	20	4.8	±0.1	NR
Other	85	3.3*	±0.1	601	3.8*	±0.1	-0.71 (M)
Years of Service at Bureau or Office							
Less than 1 year	23	3.1*	±0.2	668	4.0*	±0.0	-1.45 (L)
1 to 3 years	93	3.3*	±0.2	915	3.9*	±0.0	-0.79 (M)
4 to 5 years	41	3.6	±0.2	503	3.7	±0.1	-0.17
6 to 10 years	74	3.2*	±0.2	881	3.7*	±0.0	-0.73 (M)
11 to 14 years	54	3.3*	±0.2	513	3.8*	±0.1	-0.64 (M)
15 to 20 years	49	3.4*	±0.2	585	3.9*	±0.1	-0.91 (L)
More than 20 years	96	3.2*	±0.2	826	4.0*	±0.0	-1.22 (L)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	423	3.3*	±0.1	4,810	3.9*	±0.0	-0.82 (L)
Term	9	3.5	±0.6	82	4.0	±0.2	-0.63 (M)
Temporary	--	--	--	18	4.1	±0.2	NA
Work Schedule							
Seasonal	6	1.7*	±0.0	33	4.3*	±0.1	-7.60 (L)
Non-Seasonal	410	3.3*	±0.1	4,753	3.9*	±0.0	-0.78 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	6	1.7*	±0.0	26	4.3*	±0.1	-9.05 (L)
Permanent-Non-Seasonal	410	3.3*	±0.1	4,742	3.9*	±0.0	-0.78 (M)
Term	9	3.5	±0.6	82	4.0	±0.2	-0.63 (M)
Temporary-Seasonal	--	--	--	7	4.2	±0.4	NA
Temporary-Non-Seasonal	--	--	--	11	4.0	±0.2	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	189	3.4*	±0.1	3,839	3.9*	±0.0	-0.66 (M)
Minority	228	3.2*	±0.1	986	3.9*	±0.0	-1.00 (L)
Race/Ethnicity							
Hispanic	97	3.3*	±0.2	438	4.0*	±0.1	-1.08 (L)
American Indian or Alaskan Native	23	2.8*	±0.4	66	3.7*	±0.2	-1.14 (L)
Asian	20	3.7	±0.2	94	3.9	±0.1	-0.23 (S)
Black/African-American	34	3.2*	±0.2	88	3.9*	±0.1	-1.18 (L)
Native Hawaiian or Other Pacific Islander	8	3.8	±0.4	37	3.6	±0.2	0.18
Non-Hispanic White	189	3.4*	±0.1	3,839	3.9*	±0.0	-0.66 (M)
Multi-racial	47	3.0*	±0.2	263	3.8*	±0.1	-1.18 (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 USBR.

Table 5.5 USBR – 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	432	5.0*	±0.1	4,911	5.5*	±0.0	-0.45 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	9	4.5	±0.9	54	5.3	±0.3	-0.65 (M)
Wage Grade (WG) 5-8	22	4.5*	±0.5	224	5.7*	±0.1	-1.15 (L)
Wage Grade (WG) 9-16	10	3.8*	±0.5	57	5.4*	±0.3	-1.43 (L)
Other Wage Grade (WG)	20	5.3	±0.6	51	5.6	±0.3	-0.32 (S)
General Schedule (GS) 1-6	29	4.8*	±0.5	336	5.4*	±0.1	-0.50 (M)
General Schedule (GS) 7-10	64	5.1*	±0.3	718	5.5*	±0.1	-0.29 (S)
General Schedule (GS) 11-12	126	4.9*	±0.2	1,879	5.4*	±0.1	-0.44 (S)
General Schedule (GS) 13-15	64	5.0*	±0.3	927	5.6*	±0.1	-0.65 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	20	6.5	±0.3	NR
Other	85	5.2*	±0.2	601	5.6*	±0.1	-0.27 (S)
Years of Service at Bureau or Office							
Less than 1 year	23	5.0*	±0.5	668	5.7*	±0.1	-0.57 (M)
1 to 3 years	93	4.9*	±0.2	915	5.4*	±0.1	-0.44 (S)
4 to 5 years	41	4.9*	±0.3	503	5.3*	±0.1	-0.36 (S)
6 to 10 years	74	4.9*	±0.3	878	5.4*	±0.1	-0.38 (S)
11 to 14 years	54	4.9*	±0.3	510	5.4*	±0.1	-0.40 (S)
15 to 20 years	49	5.3	±0.3	585	5.5	±0.1	-0.16
More than 20 years	96	4.9*	±0.3	826	5.7*	±0.1	-0.73 (M)
Appointment Type							
Permanent	423	5.0*	±0.1	4,805	5.5*	±0.0	-0.45 (S)
Term	9	5.3	±0.4	82	5.4	±0.2	-0.12
Temporary	--	--	--	18	6.1	±0.3	NA
Work Schedule							
Seasonal	6	3.6*	±0.0	33	6.5*	±0.2	-4.66 (L)
Non-Seasonal	410	5.0*	±0.1	4,748	5.5*	±0.0	-0.43 (S)

	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	6	3.6*	±0.0	26	6.4*	±0.3	-4.59 (L)
Permanent-Non-Seasonal	410	5.0*	±0.1	4,737	5.5*	±0.0	-0.43 (S)
Term	9	5.3	±0.4	82	5.4	±0.2	-0.12
Temporary-Seasonal	--	--	--	7	6.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	5.8	±0.3	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	189	5.0*	±0.2	3,834	5.5*	±0.0	-0.42 (S)
Minority	228	5.0*	±0.2	986	5.6*	±0.1	-0.59 (M)
Race/Ethnicity							
Hispanic	97	5.2*	±0.3	438	5.8*	±0.1	-0.53 (M)
American Indian or Alaskan Native	23	4.6*	±0.4	66	5.5*	±0.3	-0.76 (M)
Asian	20	5.5	±0.8	94	5.6	±0.2	-0.12
Black/African-American	34	4.3*	±0.4	88	5.6*	±0.2	-1.11 (L)
Native Hawaiian or Other Pacific Islander	8	5.6	±0.1	37	5.4	±0.3	0.29 (S)
Non-Hispanic White	189	5.0*	±0.2	3,834	5.5*	±0.0	-0.42 (S)
Multi-racial	47	4.7*	±0.3	263	5.4*	±0.1	-0.61 (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.

5.2.3 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 USBR.

Table 5.6 USBR – 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	432	2.7*	±0.1	4,910	3.5*	±0.0	-0.85 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	9	3.9	±0.7	54	3.4	±0.3	0.47 (S)
Wage Grade (WG) 5-8	22	2.0*	±0.4	224	3.6*	±0.1	-1.90 (L)
Wage Grade (WG) 9-16	10	2.0*	±0.6	57	3.3*	±0.2	-1.45 (L)
Other Wage Grade (WG)	20	2.2*	±0.6	51	3.4*	±0.3	-1.06 (L)
General Schedule (GS) 1-6	29	2.7*	±0.5	336	3.5*	±0.1	-0.85 (L)
General Schedule (GS) 7-10	64	2.6*	±0.3	718	3.5*	±0.1	-0.91 (L)
General Schedule (GS) 11-12	126	2.7*	±0.2	1,884	3.5*	±0.0	-0.79 (M)
General Schedule (GS) 13-15	64	2.8*	±0.2	921	3.8*	±0.1	-1.21 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	20	4.7	±0.2	NR
Other	85	3.0*	±0.2	601	3.4*	±0.1	-0.43 (S)
Years of Service at Bureau or Office							
Less than 1 year	23	1.9*	±0.4	666	3.6*	±0.1	-1.78 (L)
1 to 3 years	93	2.6*	±0.3	915	3.5*	±0.1	-0.90 (L)
4 to 5 years	41	3.1	±0.3	503	3.4	±0.1	-0.30 (S)
6 to 10 years	74	2.6*	±0.2	881	3.5*	±0.1	-0.87 (L)
11 to 14 years	54	2.7*	±0.3	510	3.5*	±0.1	-0.81 (L)
15 to 20 years	49	3.0*	±0.3	585	3.6*	±0.1	-0.65 (M)
More than 20 years	96	2.8*	±0.2	824	3.8*	±0.1	-1.10 (L)
Appointment Type							
Permanent	423	2.7*	±0.1	4,803	3.5*	±0.0	-0.86 (L)
Term	9	3.5	±1.2	82	3.7	±0.2	-0.17
Temporary	--	--	--	18	4.0	±0.4	NA
Work Schedule							
Seasonal	6	1.3*	±0.0	33	4.1*	±0.2	-4.56 (L)
Non-Seasonal	410	2.7*	±0.1	4,746	3.5*	±0.0	-0.84 (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	6	1.3*	±0.0	26	4.0*	±0.2	-4.87 (L)
Permanent-Non-Seasonal	410	2.7*	±0.1	4,736	3.5*	±0.0	-0.84 (L)
Term	9	3.5	±1.2	82	3.7	±0.2	-0.17
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	3.7	±0.5	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	189	2.9*	±0.2	3,835	3.5*	±0.0	-0.69 (M)
Minority	228	2.6*	±0.1	986	3.6*	±0.1	-1.13 (L)
Race/Ethnicity							
Hispanic	97	2.7*	±0.2	438	3.7*	±0.1	-1.23 (L)
American Indian or Alaskan Native	23	2.4*	±0.5	66	3.2*	±0.2	-0.72 (M)
Asian	20	3.1*	±0.4	94	3.7*	±0.1	-0.85 (L)
Black/African-American	34	1.9*	±0.3	88	3.6*	±0.2	-2.17 (L)
Native Hawaiian or Other Pacific Islander	8	4.9*	±0.1	37	3.4*	±0.3	1.98 (L)
Non-Hispanic White	189	2.9*	±0.2	3,835	3.5*	±0.0	-0.69 (M)
Multi-racial	47	2.3*	±0.3	263	3.5*	±0.1	-1.26 (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 USBR.

Table 5.7 USBR – Religious Harassment and Job Satisfaction by Selected Characteristics

	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>
Overall	461	3.4*	±0.1	4,897	3.9*	±0.0	-0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	59	3.9	±0.1	NR
Wage Grade (WG) 5-8	26	2.9*	±0.4	220	3.8*	±0.1	-1.35 (L)
Wage Grade (WG) 9-16	NR	NR	NR	63	3.5	±0.2	NR
Other Wage Grade (WG)	12	2.7*	±0.2	59	3.7*	±0.2	-1.54 (L)
General Schedule (GS) 1-6	29	3.3*	±0.3	337	3.7*	±0.1	-0.58 (M)
General Schedule (GS) 7-10	44	3.4*	±0.2	739	3.8*	±0.1	-0.61 (M)
General Schedule (GS) 11-12	184	3.4*	±0.1	1,829	3.9*	±0.0	-0.72 (M)
General Schedule (GS) 13-15	88	3.7*	±0.2	904	4.1*	±0.0	-0.71 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.8	±0.1	NA
Other	63	3.5*	±0.2	619	3.8*	±0.1	-0.30 (S)
Years of Service at Bureau or Office							
Less than 1 year	33	3.8	±0.2	658	4.0	±0.1	-0.28 (S)
1 to 3 years	99	3.3*	±0.1	913	3.9*	±0.0	-0.80 (L)
4 to 5 years	37	3.3*	±0.2	508	3.8*	±0.1	-0.60 (M)
6 to 10 years	72	3.3*	±0.2	883	3.7*	±0.0	-0.59 (M)
11 to 14 years	61	3.2*	±0.2	506	3.8*	±0.1	-0.74 (M)
15 to 20 years	72	3.5*	±0.2	568	4.0*	±0.1	-0.78 (M)
More than 20 years	83	3.5*	±0.2	839	4.0*	±0.0	-0.71 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	458	3.4*	±0.1	4,785	3.9*	±0.0	-0.68 (M)
Term	NR	NR	NR	88	3.9	±0.2	NR
Temporary	--	--	--	18	4.1	±0.2	NA
Work Schedule							
Seasonal	--	--	--	40	3.9	±0.3	NA
Non-Seasonal	458	3.4*	±0.1	4,714	3.9*	±0.0	-0.69 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	33	3.8	±0.4	NA
Permanent-Non-Seasonal	458	3.4*	±0.1	4,703	3.9*	±0.0	-0.69 (M)
Term	NR	NR	NR	88	3.9	±0.2	NR
Temporary-Seasonal	--	--	--	7	4.2	±0.4	NA
Temporary-Non-Seasonal	--	--	--	11	4.0	±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.

5.3.2 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 USBR.

Table 5.8 USBR – 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	461	5.0*	±0.1	4,892	5.5*	±0.0	-0.43 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	59	5.2	±0.3	NR
Wage Grade (WG) 5-8	26	4.4*	±0.4	220	5.8*	±0.1	-1.23 (L)
Wage Grade (WG) 9-16	NR	NR	NR	63	5.2	±0.3	NR
Other Wage Grade (WG)	12	5.6	±0.5	59	5.5	±0.3	0.10
General Schedule (GS) 1-6	29	5.0	±0.6	337	5.4	±0.1	-0.32 (S)
General Schedule (GS) 7-10	44	4.8*	±0.3	739	5.5*	±0.1	-0.55 (M)
General Schedule (GS) 11-12	184	5.0*	±0.2	1,824	5.4*	±0.1	-0.34 (S)
General Schedule (GS) 13-15	88	5.1*	±0.2	904	5.7*	±0.1	-0.58 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	6.5	±0.2	NA
Other	63	5.2*	±0.3	619	5.6*	±0.1	-0.32 (S)
Years of Service at Bureau or Office							
Less than 1 year	33	5.7	±0.3	658	5.6	±0.1	0.06
1 to 3 years	99	4.9*	±0.2	913	5.4*	±0.1	-0.44 (S)
4 to 5 years	37	4.4*	±0.3	508	5.4*	±0.1	-0.86 (L)
6 to 10 years	72	4.9*	±0.3	881	5.4*	±0.1	-0.39 (S)
11 to 14 years	61	5.1*	±0.3	504	5.4*	±0.1	-0.27 (S)
15 to 20 years	72	4.6*	±0.3	568	5.6*	±0.1	-0.83 (L)
More than 20 years	83	5.4	±0.2	839	5.6	±0.1	-0.18
Appointment Type							
Permanent	458	5.0*	±0.1	4,780	5.5*	±0.0	-0.42 (S)
Term	NR	NR	NR	88	5.5	±0.2	NR
Temporary	--	--	--	18	6.1	±0.3	NA
Work Schedule							
Seasonal	--	--	--	40	6.0	±0.4	NA
Non-Seasonal	458	5.0*	±0.1	4,709	5.5*	±0.0	-0.41 (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	--	--	--	33	5.9	±0.4	NA
Permanent-Non-Seasonal	458	5.0*	±0.1	4,698	5.5*	±0.0	-0.41 (S)
Term	NR	NR	NR	88	5.5	±0.2	NR
Temporary-Seasonal	--	--	--	7	6.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	5.8	±0.3	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 USBR.

Table 5.9 USBR – 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	458	2.8*	±0.1	4,893	3.5*	±0.0	-0.74 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	59	3.5	±0.3	NR
Wage Grade (WG) 5-8	26	2.8*	±0.5	220	3.5*	±0.1	-0.79 (M)
Wage Grade (WG) 9-16	NR	NR	NR	63	3.1	±0.3	NR
Other Wage Grade (WG)	12	1.4*	±0.3	59	3.4*	±0.3	-2.17 (L)
General Schedule (GS) 1-6	29	2.5*	±0.4	337	3.5*	±0.1	-1.07 (L)
General Schedule (GS) 7-10	44	2.5*	±0.3	739	3.5*	±0.1	-1.00 (L)
General Schedule (GS) 11-12	184	2.8*	±0.1	1,829	3.5*	±0.0	-0.69 (M)
General Schedule (GS) 13-15	85	3.2*	±0.2	900	3.8*	±0.1	-0.64 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.8	±0.2	NA
Other	63	3.0*	±0.3	619	3.4*	±0.1	-0.41 (S)

	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	33	3.2	±0.4	656	3.5	±0.1	-0.30 (S)
1 to 3 years	99	2.6*	±0.2	913	3.5*	±0.1	-0.85 (L)
4 to 5 years	37	2.5*	±0.3	508	3.5*	±0.1	-1.04 (L)
6 to 10 years	72	2.8*	±0.3	883	3.4*	±0.1	-0.61 (M)
11 to 14 years	61	2.9*	±0.3	504	3.5*	±0.1	-0.60 (M)
15 to 20 years	72	2.8*	±0.2	568	3.6*	±0.1	-0.91 (L)
More than 20 years	81	3.1*	±0.2	839	3.7*	±0.1	-0.76 (M)
Appointment Type							
Permanent	456	2.8*	±0.1	4,780	3.5*	±0.0	-0.73 (M)
Term	NR	NR	NR	88	3.7	±0.2	NR
Temporary	--	--	--	18	4.0	±0.4	NA
Work Schedule							
Seasonal	--	--	--	40	3.6	±0.4	NA
Non-Seasonal	456	2.8*	±0.1	4,709	3.5*	±0.0	-0.74 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	33	3.4	±0.4	NA
Permanent-Non-Seasonal	456	2.8*	±0.1	4,699	3.5*	±0.0	-0.74 (M)
Term	NR	NR	NR	88	3.7	±0.2	NR
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	3.7	±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.

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 USBR.

Table 5.10 USBR – 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	416	3.2*	±0.1	4,901	3.9*	±0.0	-0.99 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	62	3.9	±0.1	NR
Wage Grade (WG) 5-8	30	2.8*	±0.3	218	3.8*	±0.1	-1.50 (L)
Wage Grade (WG) 9-16	6	2.8*	±0.1	62	3.6*	±0.2	-1.18 (L)
Other Wage Grade (WG)	17	2.8*	±0.3	55	3.8*	±0.2	-1.49 (L)
General Schedule (GS) 1-6	34	2.8*	±0.2	328	3.8*	±0.1	-1.28 (L)
General Schedule (GS) 7-10	71	3.2*	±0.2	707	3.8*	±0.1	-0.83 (L)
General Schedule (GS) 11-12	149	3.4*	±0.1	1,837	3.9*	±0.0	-0.74 (M)
General Schedule (GS) 13-15	18	3.3*	±0.5	965	4.1*	±0.0	-1.33 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.8	±0.1	NA
Other	87	3.3*	±0.1	596	3.8*	±0.1	-0.73 (M)
Years of Service at Bureau or Office							
Less than 1 year	27	3.5*	±0.2	659	4.0*	±0.1	-0.77 (M)
1 to 3 years	97	3.1*	±0.2	908	3.9*	±0.0	-1.20 (L)
4 to 5 years	37	3.4*	±0.2	507	3.8*	±0.1	-0.53 (M)
6 to 10 years	85	3.1*	±0.1	862	3.7*	±0.0	-1.00 (L)
11 to 14 years	62	3.0*	±0.2	496	3.8*	±0.1	-1.09 (L)
15 to 20 years	42	3.5*	±0.3	595	3.9*	±0.1	-0.65 (M)
More than 20 years	65	3.3*	±0.2	847	4.0*	±0.0	-1.09 (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							
Permanent	410	3.2*	±0.1	4,792	3.9*	±0.0	-0.98 (L)
Term	6	3.1*	±0.5	84	4.0*	±0.1	-1.34 (L)
Temporary	--	--	--	18	4.1	±0.2	NA
Work Schedule							
Seasonal	--	--	--	40	3.9	±0.3	NA
Non-Seasonal	410	3.2*	±0.1	4,721	3.9*	±0.0	-0.99 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	33	3.8	±0.4	NA
Permanent-Non-Seasonal	410	3.2*	±0.1	4,710	3.9*	±0.0	-0.99 (L)
Term	6	3.1*	±0.5	84	4.0*	±0.1	-1.34 (L)
Temporary-Seasonal	--	--	--	7	4.2	±0.4	NA
Temporary-Non-Seasonal	--	--	--	11	4.0	±0.2	NA
Disability							
Yes	240	3.1*	±0.1	713	3.9*	±0.1	-1.04 (L)
No	172	3.3*	±0.1	4,172	3.9*	±0.0	-0.81 (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 USBR.

Table 5.11 USBR – 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	414	4.9*	±0.1	4,896	5.5*	±0.0	-0.54 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	62	5.2	±0.3	NR
Wage Grade (WG) 5-8	30	4.4*	±0.7	218	5.8*	±0.1	-1.25 (L)
Wage Grade (WG) 9-16	NR	NR	NR	62	5.3	±0.3	NR
Other Wage Grade (WG)	17	5.2	±0.6	55	5.7	±0.3	-0.45 (S)
General Schedule (GS) 1-6	34	4.8*	±0.5	328	5.4*	±0.1	-0.49 (S)
General Schedule (GS) 7-10	71	4.8*	±0.3	707	5.5*	±0.1	-0.66 (M)
General Schedule (GS) 11-12	149	5.0*	±0.2	1,832	5.4*	±0.1	-0.31 (S)
General Schedule (GS) 13-15	18	4.7*	±0.6	965	5.6*	±0.1	-0.91 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	6.5	±0.2	NA
Other	87	5.0*	±0.2	596	5.6*	±0.1	-0.52 (M)
Years of Service at Bureau or Office							
Less than 1 year	27	5.4	±0.5	659	5.7	±0.1	-0.24 (S)
1 to 3 years	97	4.8*	±0.2	908	5.5*	±0.1	-0.53 (M)
4 to 5 years	37	4.6*	±0.3	507	5.4*	±0.1	-0.69 (M)
6 to 10 years	85	4.9*	±0.3	860	5.4*	±0.1	-0.40 (S)
11 to 14 years	62	4.8*	±0.3	494	5.4*	±0.1	-0.52 (M)
15 to 20 years	40	5.1	±0.5	595	5.5	±0.1	-0.28 (S)
More than 20 years	65	4.8*	±0.3	847	5.7*	±0.1	-0.87 (L)
Appointment Type							
Permanent	408	4.9*	±0.1	4,787	5.5*	±0.0	-0.55 (M)
Term	6	5.7	±0.4	84	5.4	±0.2	0.29 (S)
Temporary	--	--	--	18	6.1	±0.3	NA
Work Schedule							
Seasonal	--	--	--	40	6.0	±0.4	NA
Non-Seasonal	408	4.9*	±0.1	4,716	5.5*	±0.0	-0.54 (M)

	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	--	--	--	33	5.9	±0.4	NA
Permanent-Non-Seasonal	408	4.9*	±0.1	4,705	5.5*	±0.0	-0.54 (M)
Term	6	5.7	±0.4	84	5.4	±0.2	0.29 (S)
Temporary-Seasonal	--	--	--	7	6.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	5.8	±0.3	NA
Disability							
Yes	240	4.9*	±0.2	713	5.6*	±0.1	-0.57 (M)
No	170	4.9*	±0.2	4,167	5.5*	±0.0	-0.55 (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.

5.4.3 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 USBR.

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

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	416	2.8*	±0.1	4,894	3.5*	±0.0	-0.80 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	62	3.4	±0.3	NR
Wage Grade (WG) 5-8	30	2.7*	±0.5	218	3.6*	±0.1	-0.99 (L)
Wage Grade (WG) 9-16	6	1.5*	±0.6	62	3.3*	±0.2	-2.03 (L)
Other Wage Grade (WG)	17	2.0*	±0.5	55	3.4*	±0.3	-1.33 (L)
General Schedule (GS) 1-6	34	2.5*	±0.4	328	3.5*	±0.1	-1.16 (L)
General Schedule (GS) 7-10	71	2.9*	±0.2	707	3.5*	±0.1	-0.62 (M)
General Schedule (GS) 11-12	149	2.9*	±0.2	1,837	3.5*	±0.0	-0.57 (M)
General Schedule (GS) 13-15	18	3.2*	±0.5	958	3.7*	±0.1	-0.65 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.8	±0.2	NA
Other	87	2.7*	±0.2	596	3.4*	±0.1	-0.76 (M)
Years of Service at Bureau or Office							
Less than 1 year	27	2.8*	±0.4	656	3.5*	±0.1	-0.78 (M)
1 to 3 years	97	2.6*	±0.2	908	3.5*	±0.1	-0.90 (L)
4 to 5 years	37	2.6*	±0.3	507	3.5*	±0.1	-0.87 (L)
6 to 10 years	85	2.8*	±0.2	862	3.4*	±0.1	-0.67 (M)
11 to 14 years	62	2.7*	±0.3	494	3.5*	±0.1	-0.80 (L)
15 to 20 years	42	3.1*	±0.4	595	3.6*	±0.1	-0.48 (S)
More than 20 years	65	2.9*	±0.2	845	3.7*	±0.1	-0.97 (L)
Appointment Type							
Permanent	410	2.7*	±0.1	4,785	3.5*	±0.0	-0.81 (L)
Term	6	3.9	±0.4	84	3.6	±0.2	0.26 (S)
Temporary	--	--	--	18	4.0	±0.4	NA
Work Schedule							
Seasonal	--	--	--	40	3.6	±0.4	NA
Non-Seasonal	410	2.7*	±0.1	4,714	3.5*	±0.0	-0.82 (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	--	--	--	33	3.4	±0.4	NA
Permanent-Non-Seasonal	410	2.7*	±0.1	4,704	3.5*	±0.0	-0.82 (L)
Term	6	3.9	±0.4	84	3.6	±0.2	0.26 (S)
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	3.7	±0.5	NA
Disability							
Yes	240	2.6*	±0.2	713	3.6*	±0.1	-0.96 (L)
No	172	2.9*	±0.1	4,166	3.5*	±0.0	-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.

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 USBR.

Table 5.13 USBR – 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	166	3.1*	±0.1	5,166	3.8*	±0.0	-1.02 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	62	3.9	±0.1	NR
Wage Grade (WG) 5-8	10	2.4*	±0.6	238	3.7*	±0.1	-1.97 (L)
Wage Grade (WG) 9-16	NR	NR	NR	64	3.5	±0.2	NR
Other Wage Grade (WG)	8	2.7*	±0.3	64	3.7*	±0.2	-1.46 (L)
General Schedule (GS) 1-6	9	3.1*	±0.2	356	3.7*	±0.1	-0.82 (L)
General Schedule (GS) 7-10	25	3.2*	±0.3	756	3.8*	±0.1	-0.79 (M)
General Schedule (GS) 11-12	62	3.0*	±0.2	1,936	3.8*	±0.0	-1.27 (L)
General Schedule (GS) 13-15	21	3.5*	±0.4	962	4.1*	±0.0	-0.87 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.8	±0.1	NA
Other	24	3.5	±0.3	656	3.7	±0.1	-0.38 (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>
Years of Service at Bureau or Office							
Less than 1 year	9	3.4*	±0.4	678	4.0*	±0.1	-0.89 (L)
1 to 3 years	32	3.0*	±0.3	978	3.9*	±0.0	-1.19 (L)
4 to 5 years	23	3.5	±0.3	519	3.7	±0.1	-0.36 (S)
6 to 10 years	24	2.6*	±0.2	924	3.7*	±0.0	-1.56 (L)
11 to 14 years	23	2.9*	±0.4	538	3.8*	±0.1	-1.10 (L)
15 to 20 years	19	3.3*	±0.3	622	3.9*	±0.1	-0.91 (L)
More than 20 years	34	3.3*	±0.3	881	4.0*	±0.0	-1.00 (L)
Appointment Type							
Permanent	166	3.1*	±0.1	5,050	3.8*	±0.0	-1.01 (L)
Term	--	--	--	91	3.9	±0.1	NA
Temporary	--	--	--	18	4.1	±0.2	NA
Work Schedule							
Seasonal	NR	NR	NR	38	3.9	±0.3	NR
Non-Seasonal	161	3.1*	±0.1	4,984	3.8*	±0.0	-1.04 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	31	3.8	±0.4	NR
Permanent-Non-Seasonal	161	3.1*	±0.1	4,974	3.8*	±0.0	-1.04 (L)
Term	--	--	--	91	3.9	±0.1	NA
Temporary-Seasonal	--	--	--	7	4.2	±0.4	NA
Temporary-Non-Seasonal	--	--	--	11	4.0	±0.2	NA
Sex							
Men	94	3.0*	±0.2	3,495	3.8*	±0.0	-1.18 (L)
Women	69	3.3*	±0.2	1,652	3.9*	±0.0	-0.84 (L)
Gender Identity							
Male	94	3.0*	±0.2	3,495	3.8*	±0.0	-1.18 (L)
Female	69	3.3*	±0.2	1,652	3.9*	±0.0	-0.84 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	15	3.2	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	111	3.1*	±0.2	4,813	3.9*	±0.0	-1.12 (L)
Sexual Minority	32	3.2*	±0.3	120	3.9*	±0.1	-0.84 (L)

	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>
Sexual Orientation							
Heterosexual or straight	111	3.1*	±0.2	4,813	3.9*	±0.0	-1.12 (L)
Lesbian	NR	NR	NR	33	4.0	±0.2	NR
Gay	19	3.0*	±0.4	27	4.0*	±0.4	-0.98 (L)
Bisexual	6	3.9	±0.2	48	3.8	±0.2	0.12
Other	NR	NR	NR	13	3.6	±0.4	NR
I prefer not to say	21	3.3*	±0.3	180	3.7*	±0.1	-0.58 (M)

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

5.5.2 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 USBR.

Table 5.14 USBR – 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	166	4.7*	±0.2	5,159	5.5*	±0.0	-0.66 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	62	5.2	±0.3	NR
Wage Grade (WG) 5-8	10	4.2*	±0.6	238	5.7*	±0.1	-1.31 (L)
Wage Grade (WG) 9-16	NR	NR	NR	62	5.2	±0.3	NR
Other Wage Grade (WG)	8	4.5*	±1.2	64	5.7*	±0.2	-1.08 (L)
General Schedule (GS) 1-6	9	4.8	±0.5	356	5.4	±0.1	-0.51 (M)
General Schedule (GS) 7-10	25	4.8*	±0.5	756	5.5*	±0.1	-0.58 (M)
General Schedule (GS) 11-12	62	4.5*	±0.3	1,931	5.4*	±0.1	-0.74 (M)
General Schedule (GS) 13-15	21	4.9*	±0.6	962	5.6*	±0.1	-0.72 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	6.5	±0.2	NA
Other	24	5.0*	±0.4	656	5.5*	±0.1	-0.45 (S)
Years of Service at Bureau or Office							
Less than 1 year	9	4.5*	±0.4	678	5.7*	±0.1	-1.09 (L)
1 to 3 years	32	4.9*	±0.5	978	5.4*	±0.1	-0.40 (S)
4 to 5 years	23	4.6*	±0.4	519	5.3*	±0.1	-0.63 (M)
6 to 10 years	24	4.4*	±0.4	921	5.4*	±0.1	-0.79 (M)
11 to 14 years	23	5.0	±0.3	536	5.4	±0.1	-0.32 (S)
15 to 20 years	19	4.4*	±0.7	620	5.5*	±0.1	-0.97 (L)
More than 20 years	34	4.7*	±0.4	881	5.6*	±0.1	-0.83 (L)
Appointment Type							
Permanent	166	4.7*	±0.2	5,043	5.5*	±0.0	-0.66 (M)
Term	--	--	--	91	5.4	±0.2	NA
Temporary	--	--	--	18	6.1	±0.3	NA
Work Schedule							
Seasonal	NR	NR	NR	38	6.0	±0.4	NR
Non-Seasonal	161	4.7*	±0.2	4,977	5.5*	±0.0	-0.68 (M)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	31	5.9	±0.5	NR
Permanent-Non-Seasonal	161	4.7*	±0.2	4,967	5.5*	±0.0	-0.67 (M)
Term	--	--	--	91	5.4	±0.2	NA
Temporary-Seasonal	--	--	--	7	6.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	5.8	±0.3	NA
Sex							
Men	94	4.4*	±0.2	3,488	5.5*	±0.0	-0.95 (L)
Women	69	5.1*	±0.3	1,652	5.5*	±0.1	-0.35 (S)
Gender Identity							
Male	94	4.4*	±0.2	3,488	5.5*	±0.0	-0.95 (L)
Female	69	5.1*	±0.3	1,652	5.5*	±0.1	-0.35 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	15	5.2	±0.6	NR
Sexual Orientation - Collapsed							
Heterosexual	111	4.7*	±0.2	4,807	5.5*	±0.0	-0.65 (M)
Sexual Minority	32	4.6*	±0.4	120	5.6*	±0.2	-0.92 (L)
Sexual Orientation							
Heterosexual or straight	111	4.7*	±0.2	4,807	5.5*	±0.0	-0.65 (M)
Lesbian	NR	NR	NR	33	5.5	±0.3	NR
Gay	19	4.1*	±0.4	27	5.9*	±0.4	-1.87 (L)
Bisexual	6	6.1	±0.5	48	5.5	±0.3	0.59 (M)
Other	NR	NR	NR	13	5.4	±0.5	NR
I prefer not to say	21	4.6*	±0.7	180	5.4*	±0.2	-0.56 (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.

5.5.3 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 USBR.

Table 5.15 USBR – 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	166	2.6*	±0.2	5,159	3.5*	±0.0	-0.94 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	62	3.4	±0.3	NR
Wage Grade (WG) 5-8	10	2.1*	±0.7	238	3.5*	±0.1	-1.56 (L)
Wage Grade (WG) 9-16	NR	NR	NR	64	3.2	±0.2	NR
Other Wage Grade (WG)	8	1.4*	±0.4	64	3.3*	±0.3	-1.78 (L)
General Schedule (GS) 1-6	9	3.4	±0.7	356	3.4	±0.1	-0.08
General Schedule (GS) 7-10	25	2.5*	±0.4	756	3.5*	±0.1	-1.01 (L)
General Schedule (GS) 11-12	62	2.5*	±0.3	1,936	3.5*	±0.0	-0.99 (L)
General Schedule (GS) 13-15	21	3.2*	±0.4	955	3.7*	±0.1	-0.67 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.8	±0.2	NA
Other	24	2.6*	±0.5	656	3.4*	±0.1	-0.74 (M)
Years of Service at Bureau or Office							
Less than 1 year	9	2.1*	±0.9	676	3.5*	±0.1	-1.54 (L)
1 to 3 years	32	2.5*	±0.4	978	3.4*	±0.1	-0.98 (L)
4 to 5 years	23	2.8*	±0.4	519	3.4*	±0.1	-0.66 (M)
6 to 10 years	24	1.9*	±0.4	924	3.4*	±0.1	-1.57 (L)
11 to 14 years	23	2.9*	±0.5	536	3.4*	±0.1	-0.56 (M)
15 to 20 years	19	2.7*	±0.4	622	3.6*	±0.1	-0.90 (L)
More than 20 years	34	3.0*	±0.4	878	3.7*	±0.1	-0.83 (L)
Appointment Type							
Permanent	166	2.6*	±0.2	5,044	3.5*	±0.0	-0.93 (L)
Term	--	--	--	91	3.6	±0.2	NA
Temporary	--	--	--	18	4.0	±0.4	NA
Work Schedule							
Seasonal	NR	NR	NR	38	3.6	±0.4	NR
Non-Seasonal	161	2.6*	±0.2	4,977	3.5*	±0.0	-0.94 (L)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	31	3.4	±0.4	NR
Permanent-Non-Seasonal	161	2.6*	±0.2	4,967	3.5*	±0.0	-0.94 (L)
Term	--	--	--	91	3.6	±0.2	NA
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	3.7	±0.5	NA
Sex							
Men	94	2.3*	±0.2	3,491	3.5*	±0.0	-1.27 (L)
Women	69	3.0*	±0.3	1,649	3.5*	±0.0	-0.55 (M)
Gender Identity							
Male	94	2.3*	±0.2	3,491	3.5*	±0.0	-1.27 (L)
Female	69	3.0*	±0.3	1,649	3.5*	±0.0	-0.55 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	15	3.2	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	111	2.5*	±0.2	4,807	3.5*	±0.0	-1.01 (L)
Sexual Minority	32	2.6*	±0.4	120	3.6*	±0.2	-0.99 (L)
Sexual Orientation							
Heterosexual or straight	111	2.5*	±0.2	4,807	3.5*	±0.0	-1.01 (L)
Lesbian	NR	NR	NR	33	3.6	±0.3	NR
Gay	19	2.1*	±0.4	27	3.8*	±0.4	-1.60 (L)
Bisexual	6	3.9	±0.3	48	3.5	±0.3	0.40 (S)
Other	NR	NR	NR	13	3.6	±0.4	NR
I prefer not to say	21	2.8	±0.4	180	3.2	±0.1	-0.38 (S)

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

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 USBR.

Table 5.16 USBR – Sexual Harassment and Job Satisfaction 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	326	3.3*	±0.1	5,036	3.9*	±0.0	-0.78 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	9	3.8	±0.3	55	3.9	±0.1	-0.31 (S)
Wage Grade (WG) 5-8	13	3.6	±0.5	236	3.7	±0.1	-0.13
Wage Grade (WG) 9-16	NR	NR	NR	65	3.6	±0.1	NR
Other Wage Grade (WG)	NR	NR	NR	69	3.6	±0.2	NR
General Schedule (GS) 1-6	16	3.1*	±0.4	348	3.7*	±0.1	-0.71 (M)
General Schedule (GS) 7-10	76	3.4*	±0.2	709	3.8*	±0.1	-0.59 (M)
General Schedule (GS) 11-12	119	3.4*	±0.1	1,902	3.8*	±0.0	-0.74 (M)
General Schedule (GS) 13-15	51	3.4*	±0.2	940	4.1*	±0.0	-1.15 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.8	±0.1	NA
Other	33	2.8*	±0.3	642	3.8*	±0.1	-1.35 (L)
Years of Service at Bureau or Office							
Less than 1 year	14	2.9*	±0.2	678	4.0*	±0.0	-1.78 (L)
1 to 3 years	72	3.4*	±0.2	943	3.9*	±0.0	-0.61 (M)
4 to 5 years	41	3.2*	±0.3	504	3.8*	±0.1	-0.88 (L)
6 to 10 years	67	3.1*	±0.2	891	3.7*	±0.0	-0.89 (L)
11 to 14 years	43	3.3*	±0.2	517	3.8*	±0.1	-0.65 (M)
15 to 20 years	41	3.8	±0.2	603	3.9	±0.1	-0.21 (S)
More than 20 years	45	3.3*	±0.3	876	4.0*	±0.0	-0.99 (L)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	321	3.3*	±0.1	4,928	3.9*	±0.0	-0.80 (L)
Term	NR	NR	NR	83	3.9	±0.2	NR
Temporary	--	--	--	18	4.1	±0.2	NA
Work Schedule							
Seasonal	--	--	--	40	3.9	±0.3	NA
Non-Seasonal	319	3.3*	±0.1	4,860	3.9*	±0.0	-0.80 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	33	3.8	±0.4	NA
Permanent-Non-Seasonal	319	3.3*	±0.1	4,849	3.9*	±0.0	-0.80 (L)
Term	NR	NR	NR	83	3.9	±0.2	NR
Temporary-Seasonal	--	--	--	7	4.2	±0.4	NA
Temporary-Non-Seasonal	--	--	--	11	4.0	±0.2	NA
Sex							
Men	126	3.1*	±0.2	3,474	3.9*	±0.0	-1.15 (L)
Women	195	3.5*	±0.1	1,544	3.9*	±0.0	-0.60 (M)
Gender Identity							
Male	126	3.1*	±0.2	3,474	3.9*	±0.0	-1.15 (L)
Female	195	3.5*	±0.1	1,544	3.9*	±0.0	-0.60 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	15	3.1	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	279	3.3*	±0.1	4,672	3.9*	±0.0	-0.85 (L)
Sexual Minority	22	3.7	±0.3	130	3.8	±0.1	-0.10
Sexual Orientation							
Heterosexual or straight	279	3.3*	±0.1	4,672	3.9*	±0.0	-0.85 (L)
Lesbian	NR	NR	NR	35	4.0	±0.2	NR
Gay	10	3.5	±0.5	36	3.7	±0.4	-0.14
Bisexual	7	3.8	±0.2	46	3.8	±0.2	0.02
Other	NR	NR	NR	13	3.3	±0.4	NR
I prefer not to say	20	3.2*	±0.4	182	3.7*	±0.1	-0.68 (M)

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

5.6.2 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 USBR.

Table 5.17 USBR – 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	326	5.0*	±0.1	5,027	5.5*	±0.0	-0.42 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	9	5.6	±0.4	55	5.1	±0.4	0.32 (S)
Wage Grade (WG) 5-8	13	5.3	±0.6	236	5.6	±0.1	-0.25 (S)
Wage Grade (WG) 9-16	NR	NR	NR	63	5.2	±0.3	NR
Other Wage Grade (WG)	NR	NR	NR	69	5.5	±0.3	NR
General Schedule (GS) 1-6	16	5.0	±0.8	348	5.4	±0.1	-0.34 (S)
General Schedule (GS) 7-10	76	5.2	±0.2	706	5.5	±0.1	-0.19
General Schedule (GS) 11-12	119	4.8*	±0.2	1,897	5.4*	±0.1	-0.46 (S)
General Schedule (GS) 13-15	51	5.0*	±0.3	940	5.6*	±0.1	-0.63 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	6.5	±0.2	NA
Other	33	4.4*	±0.6	642	5.6*	±0.1	-1.01 (L)
Years of Service at Bureau or Office							
Less than 1 year	14	4.7*	±0.7	675	5.7*	±0.1	-0.91 (L)
1 to 3 years	72	4.9*	±0.3	943	5.4*	±0.1	-0.42 (S)
4 to 5 years	41	4.9*	±0.4	504	5.3*	±0.1	-0.36 (S)
6 to 10 years	67	4.8*	±0.3	888	5.4*	±0.1	-0.53 (M)
11 to 14 years	43	5.3	±0.2	514	5.4	±0.1	-0.07
15 to 20 years	41	5.2	±0.3	601	5.5	±0.1	-0.21 (S)
More than 20 years	45	5.0*	±0.4	876	5.6*	±0.1	-0.56 (M)
Appointment Type							
Permanent	321	5.0*	±0.1	4,919	5.5*	±0.0	-0.43 (S)
Term	NR	NR	NR	83	5.5	±0.2	NR
Temporary	--	--	--	18	6.1	±0.3	NA
Work Schedule							
Seasonal	--	--	--	40	6.0	±0.4	NA
Non-Seasonal	319	5.0*	±0.1	4,850	5.5*	±0.0	-0.42 (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	--	--	--	33	5.9	±0.4	NA
Permanent-Non-Seasonal	319	5.0*	±0.1	4,839	5.5*	±0.0	-0.42 (S)
Term	NR	NR	NR	83	5.5	±0.2	NR
Temporary-Seasonal	--	--	--	7	6.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	5.8	±0.3	NA
Sex							
Men	126	4.6*	±0.2	3,464	5.5*	±0.0	-0.77 (M)
Women	195	5.2*	±0.2	1,544	5.5*	±0.1	-0.24 (S)
Gender Identity							
Male	126	4.6*	±0.2	3,464	5.5*	±0.0	-0.77 (M)
Female	195	5.2*	±0.2	1,544	5.5*	±0.1	-0.24 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	15	5.1	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	279	5.0*	±0.2	4,665	5.5*	±0.0	-0.46 (S)
Sexual Minority	22	4.6*	±0.4	130	5.5*	±0.2	-0.90 (L)
Sexual Orientation							
Heterosexual or straight	279	5.0*	±0.2	4,665	5.5*	±0.0	-0.46 (S)
Lesbian	NR	NR	NR	35	5.5	±0.3	NR
Gay	10	3.9*	±0.4	36	5.6*	±0.4	-1.54 (L)
Bisexual	7	5.0	±0.7	46	5.6	±0.3	-0.53 (M)
Other	NR	NR	NR	13	5.0	±0.6	NR
I prefer not to say	20	5.6	±0.5	182	5.3	±0.2	0.25 (S)

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

5.6.3 Sexual Harassment and Organizational Commitment

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

Table 5.18 USBR – Sexual Harassment and Organizational Commitment by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	326	2.8*	±0.1	5,029	3.5*	±0.0	-0.76 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	9	3.9	±0.8	55	3.4	±0.3	0.42 (S)
Wage Grade (WG) 5-8	13	3.0	±0.6	236	3.5	±0.1	-0.50 (M)
Wage Grade (WG) 9-16	NR	NR	NR	65	3.2	±0.2	NR
Other Wage Grade (WG)	NR	NR	NR	69	3.2	±0.3	NR
General Schedule (GS) 1-6	16	2.9*	±0.7	348	3.5*	±0.1	-0.58 (M)
General Schedule (GS) 7-10	76	2.9*	±0.2	709	3.5*	±0.1	-0.57 (M)
General Schedule (GS) 11-12	119	2.7*	±0.2	1,902	3.5*	±0.0	-0.84 (L)
General Schedule (GS) 13-15	51	3.0*	±0.3	934	3.8*	±0.1	-0.84 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.8	±0.2	NA
Other	33	2.1*	±0.3	642	3.4*	±0.1	-1.36 (L)
Years of Service at Bureau or Office							
Less than 1 year	14	1.8*	±0.5	675	3.6*	±0.1	-1.85 (L)
1 to 3 years	72	2.8*	±0.3	943	3.4*	±0.1	-0.66 (M)
4 to 5 years	41	2.6*	±0.3	504	3.5*	±0.1	-0.87 (L)
6 to 10 years	67	2.7*	±0.3	891	3.4*	±0.1	-0.80 (L)
11 to 14 years	43	2.7*	±0.3	514	3.5*	±0.1	-0.81 (L)
15 to 20 years	41	3.4	±0.3	603	3.5	±0.1	-0.12
More than 20 years	45	2.9*	±0.3	874	3.7*	±0.1	-0.92 (L)
Appointment Type							
Permanent	321	2.8*	±0.1	4,922	3.5*	±0.0	-0.79 (M)
Term	NR	NR	NR	83	3.6	±0.2	NR
Temporary	--	--	--	18	4.0	±0.4	NA
Work Schedule							
Seasonal	--	--	--	40	3.6	±0.4	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>
Non-Seasonal	319	2.8*	±0.1	4,853	3.5*	±0.0	-0.79 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	33	3.4	±0.4	NA
Permanent-Non-Seasonal	319	2.8*	±0.1	4,842	3.5*	±0.0	-0.79 (M)
Term	NR	NR	NR	83	3.6	±0.2	NR
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	3.7	±0.5	NA
Sex							
Men	126	2.4*	±0.2	3,469	3.5*	±0.0	-1.21 (L)
Women	195	3.0*	±0.1	1,541	3.5*	±0.0	-0.51 (M)
Gender Identity							
Male	126	2.4*	±0.2	3,469	3.5*	±0.0	-1.21 (L)
Female	195	3.0*	±0.1	1,541	3.5*	±0.0	-0.51 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	15	3.2	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	279	2.8*	±0.1	4,666	3.5*	±0.0	-0.80 (L)
Sexual Minority	22	2.5*	±0.5	130	3.5*	±0.2	-0.97 (L)
Sexual Orientation							
Heterosexual or straight	279	2.8*	±0.1	4,666	3.5*	±0.0	-0.80 (L)
Lesbian	NR	NR	NR	35	3.6	±0.3	NR
Gay	10	2.0*	±0.8	36	3.4*	±0.4	-1.13 (L)
Bisexual	7	2.9*	±0.8	46	3.6*	±0.2	-0.79 (M)
Other	NR	NR	NR	13	3.3	±0.4	NR
I prefer not to say	20	3.1	±0.4	182	3.2	±0.1	-0.05

^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 USBR.

Table 5.19 USBR – 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	803	3.4*	±0.1	4,572	3.9*	±0.0	-0.72 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	11	3.9	±0.3	53	3.9	±0.1	-0.02
Wage Grade (WG) 5-8	49	3.4*	±0.2	200	3.7*	±0.1	-0.46 (S)
Wage Grade (WG) 9-16	17	3.4	±0.3	51	3.5	±0.2	-0.23 (S)
Other Wage Grade (WG)	20	3.0*	±0.4	52	3.8*	±0.2	-1.14 (L)
General Schedule (GS) 1-6	58	3.5*	±0.2	308	3.7*	±0.1	-0.33 (S)
General Schedule (GS) 7-10	137	3.2*	±0.1	648	3.9*	±0.1	-0.96 (L)
General Schedule (GS) 11-12	264	3.5*	±0.1	1,757	3.9*	±0.0	-0.60 (M)
General Schedule (GS) 13-15	115	3.6*	±0.1	874	4.1*	±0.0	-0.78 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.8	±0.1	NA
Other	124	3.3*	±0.1	562	3.8*	±0.1	-0.82 (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>
Years of Service at Bureau or Office							
Less than 1 year	65	3.4*	±0.1	629	4.0*	±0.1	-0.90 (L)
1 to 3 years	154	3.4*	±0.1	861	3.9*	±0.0	-0.66 (M)
4 to 5 years	92	3.3*	±0.1	457	3.8*	±0.1	-0.83 (L)
6 to 10 years	188	3.2*	±0.1	772	3.8*	±0.0	-0.86 (L)
11 to 14 years	95	3.4*	±0.1	472	3.8*	±0.1	-0.53 (M)
15 to 20 years	100	3.7*	±0.1	544	3.9*	±0.1	-0.36 (S)
More than 20 years	99	3.5*	±0.2	821	4.0*	±0.0	-0.68 (M)
Appointment Type							
Permanent	789	3.4*	±0.1	4,473	3.9*	±0.0	-0.72 (M)
Term	12	3.6	±0.4	79	4.0	±0.2	-0.46 (S)
Temporary	NR	NR	NR	15	4.2	±0.2	NR
Work Schedule							
Seasonal	NR	NR	NR	35	3.9	±0.4	NR
Non-Seasonal	780	3.4*	±0.1	4,411	3.9*	±0.0	-0.73 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	31	3.8	±0.4	NR
Permanent-Non-Seasonal	780	3.4*	±0.1	4,400	3.9*	±0.0	-0.73 (M)
Term	12	3.6	±0.4	79	4.0	±0.2	-0.46 (S)
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	4.0	±0.2	NA
Sex							
Men	500	3.3*	±0.1	3,118	3.9*	±0.0	-0.84 (L)
Women	296	3.5*	±0.1	1,439	3.9*	±0.0	-0.54 (M)
Gender Identity							
Male	500	3.3*	±0.1	3,118	3.9*	±0.0	-0.84 (L)
Female	296	3.5*	±0.1	1,439	3.9*	±0.0	-0.54 (M)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	7	3.6	±0.4	12	3.0	±0.3	0.92 (L)
Sexual Orientation - Collapsed							
Heterosexual	717	3.4*	±0.1	4,250	3.9*	±0.0	-0.74 (M)
Sexual Minority	31	3.6	±0.2	121	3.8	±0.2	-0.22 (S)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	717	3.4*	±0.1	4,250	3.9*	±0.0	-0.74 (M)
Lesbian	NR	NR	NR	33	4.0	±0.2	NR
Gay	12	3.6	±0.4	34	3.6	±0.4	-0.01
Bisexual	8	3.7	±0.2	45	3.8	±0.2	-0.10
Other	6	3.5	±0.6	10	3.4	±0.5	0.08
I prefer not to say	41	3.2*	±0.2	162	3.8*	±0.1	-0.85 (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 USBR.

Table 5.20 USBR – Crude and Offensive Behavior and Job Engagement by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	799	5.0*	±0.1	4,567	5.5*	±0.0	-0.42 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	11	5.7	±0.4	53	5.1	±0.4	0.46 (S)
Wage Grade (WG) 5-8	49	5.1*	±0.3	200	5.7*	±0.2	-0.55 (M)
Wage Grade (WG) 9-16	15	4.7	±0.4	51	5.3	±0.4	-0.50 (M)
Other Wage Grade (WG)	20	5.3	±0.6	52	5.6	±0.3	-0.27 (S)
General Schedule (GS) 1-6	58	5.3	±0.3	308	5.4	±0.1	-0.05
General Schedule (GS) 7-10	137	4.9*	±0.2	645	5.6*	±0.1	-0.62 (M)
General Schedule (GS) 11-12	261	5.0*	±0.1	1,755	5.4*	±0.1	-0.37 (S)
General Schedule (GS) 13-15	115	5.2*	±0.2	874	5.6*	±0.1	-0.45 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	6.5	±0.2	NA
Other	124	5.0*	±0.2	562	5.6*	±0.1	-0.56 (M)
Years of Service at Bureau or Office							
Less than 1 year	65	5.1*	±0.3	626	5.7*	±0.1	-0.58 (M)
1 to 3 years	154	4.9*	±0.2	861	5.5*	±0.1	-0.50 (M)
4 to 5 years	92	4.9*	±0.3	457	5.4*	±0.1	-0.43 (S)
6 to 10 years	185	4.8*	±0.2	772	5.5*	±0.1	-0.59 (M)
11 to 14 years	95	5.2	±0.2	470	5.4	±0.1	-0.13
15 to 20 years	98	5.2*	±0.2	544	5.5*	±0.1	-0.26 (S)
More than 20 years	99	5.4*	±0.3	821	5.6*	±0.1	-0.23 (S)
Appointment Type							
Permanent	784	5.0*	±0.1	4,468	5.5*	±0.0	-0.42 (S)
Term	12	4.7*	±0.6	79	5.5*	±0.2	-0.71 (M)
Temporary	NR	NR	NR	15	6.1	±0.3	NR
Work Schedule							
Seasonal	NR	NR	NR	35	6.0	±0.4	NR
Non-Seasonal	775	5.0*	±0.1	4,406	5.5*	±0.0	-0.42 (S)

	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	31	5.9	±0.5	NR
Permanent-Non-Seasonal	775	5.0*	±0.1	4,395	5.5*	±0.0	-0.42 (S)
Term	12	4.7*	±0.6	79	5.5*	±0.2	-0.71 (M)
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	5.8	±0.3	NA
Sex							
Men	495	4.9*	±0.1	3,113	5.5*	±0.0	-0.52 (M)
Women	296	5.2*	±0.1	1,439	5.5*	±0.1	-0.28 (S)
Gender Identity							
Male	495	4.9*	±0.1	3,113	5.5*	±0.0	-0.52 (M)
Female	296	5.2*	±0.1	1,439	5.5*	±0.1	-0.28 (S)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	7	6.0*	±0.7	12	5.0*	±0.6	0.98 (L)
Sexual Orientation - Collapsed							
Heterosexual	713	5.0*	±0.1	4,247	5.5*	±0.0	-0.42 (S)
Sexual Minority	31	4.7*	±0.4	121	5.5*	±0.2	-0.76 (M)
Sexual Orientation							
Heterosexual or straight	713	5.0*	±0.1	4,247	5.5*	±0.0	-0.42 (S)
Lesbian	NR	NR	NR	33	5.5	±0.3	NR
Gay	12	4.3*	±0.7	34	5.5*	±0.4	-1.01 (L)
Bisexual	8	5.1	±0.6	45	5.6	±0.3	-0.49 (S)
Other	6	4.9	±0.8	10	5.3	±0.6	-0.39 (S)
I prefer not to say	41	5.0	±0.4	162	5.4	±0.2	-0.28 (S)

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

5.7.3 Crude and Offensive Behavior and Organizational Commitment

Table 5.21 presents the organizational commitment results for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in USBR.

Table 5.21 USBR – Crude and Offensive Behavior and Organizational Commitment by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	803	2.9*	±0.1	4,565	3.6*	±0.0	-0.65 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	11	3.9	±0.7	53	3.3	±0.3	0.52 (M)
Wage Grade (WG) 5-8	49	3.2*	±0.4	200	3.5*	±0.1	-0.34 (S)
Wage Grade (WG) 9-16	17	3.0	±0.4	51	3.1	±0.3	-0.18
Other Wage Grade (WG)	20	2.0*	±0.6	52	3.5*	±0.2	-1.46 (L)
General Schedule (GS) 1-6	58	3.0*	±0.3	308	3.5*	±0.1	-0.51 (M)
General Schedule (GS) 7-10	137	2.8*	±0.2	648	3.6*	±0.1	-0.88 (L)
General Schedule (GS) 11-12	264	3.0*	±0.1	1,757	3.5*	±0.0	-0.56 (M)
General Schedule (GS) 13-15	115	3.1*	±0.2	868	3.8*	±0.1	-0.80 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.8	±0.2	NA
Other	124	2.8*	±0.2	562	3.5*	±0.1	-0.66 (M)
Years of Service at Bureau or Office							
Less than 1 year	65	2.9*	±0.3	627	3.6*	±0.1	-0.71 (M)
1 to 3 years	154	2.8*	±0.2	861	3.5*	±0.1	-0.74 (M)
4 to 5 years	92	2.9*	±0.2	457	3.5*	±0.1	-0.63 (M)
6 to 10 years	188	2.8*	±0.2	772	3.5*	±0.1	-0.75 (M)
11 to 14 years	95	3.0*	±0.2	470	3.5*	±0.1	-0.53 (M)
15 to 20 years	100	3.3*	±0.2	544	3.6*	±0.1	-0.30 (S)
More than 20 years	99	3.1*	±0.2	819	3.7*	±0.1	-0.79 (M)
Appointment Type							
Permanent	789	2.9*	±0.1	4,466	3.6*	±0.0	-0.66 (M)
Term	12	3.3	±0.9	79	3.7	±0.2	-0.45 (S)
Temporary	NR	NR	NR	15	4.1	±0.5	NR

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	NR	NR	NR	35	3.6	±0.4	NR
Non-Seasonal	780	2.9*	±0.1	4,404	3.6*	±0.0	-0.66 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	31	3.4	±0.4	NR
Permanent-Non-Seasonal	780	2.9*	±0.1	4,394	3.6*	±0.0	-0.66 (M)
Term	12	3.3	±0.9	79	3.7	±0.2	-0.45 (S)
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	3.7	±0.5	NA
Sex							
Men	500	2.8*	±0.1	3,113	3.6*	±0.0	-0.79 (M)
Women	296	3.1*	±0.1	1,437	3.6*	±0.0	-0.44 (S)
Gender Identity							
Male	500	2.8*	±0.1	3,113	3.6*	±0.0	-0.79 (M)
Female	296	3.1*	±0.1	1,437	3.6*	±0.0	-0.44 (S)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	7	3.6	±0.4	12	3.1	±0.5	0.63 (M)
Sexual Orientation - Collapsed							
Heterosexual	717	3.0*	±0.1	4,243	3.6*	±0.0	-0.66 (M)
Sexual Minority	31	2.8*	±0.4	121	3.5*	±0.2	-0.76 (M)
Sexual Orientation							
Heterosexual or straight	717	3.0*	±0.1	4,243	3.6*	±0.0	-0.66 (M)
Lesbian	NR	NR	NR	33	3.6	±0.3	NR
Gay	12	2.4*	±0.8	34	3.3*	±0.4	-0.74 (M)
Bisexual	8	2.9*	±0.7	45	3.6*	±0.2	-0.89 (L)
Other	6	3.2	±0.6	10	3.5	±0.5	-0.42 (S)
I prefer not to say	41	2.8*	±0.3	162	3.3*	±0.2	-0.47 (S)

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

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 USBR.

Table 5.22 USBR – 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	229	3.4*	±0.1	5,147	3.8*	±0.0	-0.67 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	3.9	±0.1	NA
Wage Grade (WG) 5-8	21	3.7	±0.2	229	3.7	±0.1	0.08
Wage Grade (WG) 9-16	NR	NR	NR	67	3.5	±0.1	NR
Other Wage Grade (WG)	NR	NR	NR	69	3.6	±0.2	NR
General Schedule (GS) 1-6	24	3.3*	±0.3	342	3.7*	±0.1	-0.47 (S)
General Schedule (GS) 7-10	52	3.3*	±0.2	734	3.8*	±0.1	-0.66 (M)
General Schedule (GS) 11-12	65	3.4*	±0.2	1,956	3.8*	±0.0	-0.65 (M)
General Schedule (GS) 13-15	42	3.6*	±0.3	949	4.1*	±0.0	-0.71 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.8	±0.1	NA
Other	22	2.8*	±0.4	664	3.8*	±0.1	-1.37 (L)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	13	3.6*	±0.4	681	4.0*	±0.0	-0.62 (M)
1 to 3 years	35	3.5*	±0.3	980	3.8*	±0.0	-0.47 (S)
4 to 5 years	37	3.4*	±0.3	511	3.8*	±0.1	-0.58 (M)
6 to 10 years	53	3.2*	±0.2	907	3.7*	±0.0	-0.68 (M)
11 to 14 years	28	3.4*	±0.3	539	3.7*	±0.1	-0.42 (S)
15 to 20 years	30	3.5*	±0.3	616	3.9*	±0.1	-0.58 (M)
More than 20 years	32	3.2*	±0.4	887	4.0*	±0.0	-1.13 (L)
Appointment Type							
Permanent	227	3.4*	±0.1	5,034	3.8*	±0.0	-0.67 (M)
Term	--	--	--	91	3.9	±0.1	NA
Temporary	NR	NR	NR	15	4.2	±0.2	NR
Work Schedule							
Seasonal	NR	NR	NR	37	3.9	±0.3	NR
Non-Seasonal	227	3.4*	±0.1	4,964	3.8*	±0.0	-0.67 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	33	3.8	±0.4	NA
Permanent-Non-Seasonal	227	3.4*	±0.1	4,953	3.8*	±0.0	-0.67 (M)
Term	--	--	--	91	3.9	±0.1	NA
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	4.0	±0.2	NA
Sex							
Men	97	3.1*	±0.2	3,517	3.8*	±0.0	-1.06 (L)
Women	129	3.6*	±0.1	1,610	3.9*	±0.0	-0.41 (S)
Gender Identity							
Male	97	3.1*	±0.2	3,517	3.8*	±0.0	-1.06 (L)
Female	129	3.6*	±0.1	1,610	3.9*	±0.0	-0.41 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	16	3.1	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	210	3.4*	±0.1	4,754	3.9*	±0.0	-0.69 (M)
Sexual Minority	8	3.5	±0.2	144	3.8	±0.1	-0.27 (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>
Sexual Orientation							
Heterosexual or straight	210	3.4*	±0.1	4,754	3.9*	±0.0	-0.69 (M)
Lesbian	NR	NR	NR	33	4.0	±0.2	NR
Gay	--	--	--	46	3.6	±0.3	NA
Bisexual	NR	NR	NR	50	3.8	±0.2	NR
Other	NR	NR	NR	15	3.4	±0.4	NR
I prefer not to say	8	3.0*	±0.9	194	3.7*	±0.1	-0.91 (L)

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

5.8.2 Unwanted Sexual Attention and Job Engagement

Table 5.23 presents the job engagement results for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in USBR.

Table 5.23 USBR – 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</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	229	5.1*	±0.2	5,137	5.5*	±0.0	-0.29 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	5.2	±0.3	NA
Wage Grade (WG) 5-8	21	5.9	±0.4	229	5.6	±0.2	0.27 (S)
Wage Grade (WG) 9-16	NR	NR	NR	65	5.2	±0.3	NR
Other Wage Grade (WG)	NR	NR	NR	69	5.5	±0.3	NR
General Schedule (GS) 1-6	24	5.5	±0.6	342	5.4	±0.1	0.07
General Schedule (GS) 7-10	52	5.4	±0.3	731	5.5	±0.1	-0.03
General Schedule (GS) 11-12	65	4.8*	±0.3	1,951	5.4*	±0.1	-0.48 (S)
General Schedule (GS) 13-15	42	5.2*	±0.3	949	5.6*	±0.1	-0.43 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	6.5	±0.2	NA
Other	22	4.1*	±0.9	664	5.6*	±0.1	-1.18 (L)
Years of Service at Bureau or Office							
Less than 1 year	13	5.6	±0.6	679	5.7	±0.1	-0.08
1 to 3 years	35	5.5	±0.4	980	5.4	±0.1	0.06
4 to 5 years	37	5.1	±0.5	511	5.3	±0.1	-0.21 (S)
6 to 10 years	53	5.0*	±0.4	904	5.4*	±0.1	-0.33 (S)
11 to 14 years	28	5.4	±0.3	537	5.4	±0.1	0.04
15 to 20 years	30	4.9*	±0.4	614	5.5*	±0.1	-0.47 (S)
More than 20 years	32	4.8*	±0.6	887	5.6*	±0.1	-0.78 (M)
Appointment Type							
Permanent	227	5.1*	±0.2	5,025	5.5*	±0.0	-0.29 (S)
Term	--	--	--	91	5.4	±0.2	NA
Temporary	NR	NR	NR	15	6.1	±0.3	NR
Work Schedule							
Seasonal	NR	NR	NR	37	6.0	±0.4	NR
Non-Seasonal	227	5.1*	±0.2	4,954	5.5*	±0.0	-0.29 (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	--	--	--	33	5.9	±0.4	NA
Permanent-Non-Seasonal	227	5.1*	±0.2	4,943	5.5*	±0.0	-0.29 (S)
Term	--	--	--	91	5.4	±0.2	NA
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	5.8	±0.3	NA
Sex							
Men	97	5.0*	±0.3	3,507	5.4*	±0.0	-0.39 (S)
Women	129	5.2*	±0.2	1,610	5.5*	±0.1	-0.26 (S)
Gender Identity							
Male	97	5.0*	±0.3	3,507	5.4*	±0.0	-0.39 (S)
Female	129	5.2*	±0.2	1,610	5.5*	±0.1	-0.26 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	16	5.2	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	210	5.1*	±0.2	4,747	5.5*	±0.0	-0.31 (S)
Sexual Minority	8	4.8	±0.5	144	5.4	±0.2	-0.60 (M)
Sexual Orientation							
Heterosexual or straight	210	5.1*	±0.2	4,747	5.5*	±0.0	-0.31 (S)
Lesbian	NR	NR	NR	33	5.5	±0.3	NR
Gay	--	--	--	46	5.2	±0.4	NA
Bisexual	NR	NR	NR	50	5.6	±0.3	NR
Other	NR	NR	NR	15	5.1	±0.5	NR
I prefer not to say	8	5.8	±1.1	194	5.3	±0.2	0.37 (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.

5.8.3 Unwanted Sexual Attention and Organizational Commitment

Table 5.24 presents the organizational commitment results for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in USBR.

Table 5.24 USBR – 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	229	3.0*	±0.2	5,140	3.5*	±0.0	-0.53 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	3.4	±0.3	NA
Wage Grade (WG) 5-8	21	3.8*	±0.3	229	3.4*	±0.1	0.45 (S)
Wage Grade (WG) 9-16	NR	NR	NR	67	3.1	±0.2	NR
Other Wage Grade (WG)	NR	NR	NR	69	3.2	±0.3	NR
General Schedule (GS) 1-6	24	3.2	±0.4	342	3.4	±0.1	-0.24 (S)
General Schedule (GS) 7-10	52	3.0*	±0.3	734	3.5*	±0.1	-0.43 (S)
General Schedule (GS) 11-12	65	2.9*	±0.3	1,956	3.4*	±0.0	-0.62 (M)
General Schedule (GS) 13-15	42	3.2*	±0.3	943	3.8*	±0.1	-0.65 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.8	±0.2	NA
Other	22	2.0*	±0.4	664	3.4*	±0.1	-1.33 (L)
Years of Service at Bureau or Office							
Less than 1 year	13	3.3	±0.4	679	3.5	±0.1	-0.25 (S)
1 to 3 years	35	2.8*	±0.4	980	3.4*	±0.1	-0.62 (M)
4 to 5 years	37	2.9*	±0.4	511	3.4*	±0.1	-0.60 (M)
6 to 10 years	53	3.0*	±0.3	907	3.4*	±0.1	-0.40 (S)
11 to 14 years	28	3.0*	±0.4	537	3.4*	±0.1	-0.46 (S)
15 to 20 years	30	3.4	±0.3	616	3.5	±0.1	-0.19
More than 20 years	32	2.8*	±0.4	885	3.7*	±0.1	-1.07 (L)
Appointment Type							
Permanent	227	3.0*	±0.2	5,028	3.5*	±0.0	-0.53 (M)
Term	--	--	--	91	3.6	±0.2	NA
Temporary	NR	NR	NR	15	4.1	±0.5	NR
Work Schedule							
Seasonal	NR	NR	NR	37	3.6	±0.4	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>
Non-Seasonal	227	3.0*	±0.2	4,957	3.5*	±0.0	-0.54 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	33	3.4	±0.4	NA
Permanent-Non-Seasonal	227	3.0*	±0.2	4,946	3.5*	±0.0	-0.54 (M)
Term	--	--	--	91	3.6	±0.2	NA
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	3.7	±0.5	NA
Sex							
Men	97	2.7*	±0.2	3,513	3.5*	±0.0	-0.84 (L)
Women	129	3.2*	±0.2	1,608	3.5*	±0.0	-0.32 (S)
Gender Identity							
Male	97	2.7*	±0.2	3,513	3.5*	±0.0	-0.84 (L)
Female	129	3.2*	±0.2	1,608	3.5*	±0.0	-0.32 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	16	3.2	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	210	3.0*	±0.2	4,747	3.5*	±0.0	-0.53 (M)
Sexual Minority	8	2.6*	±0.7	144	3.4*	±0.2	-0.78 (M)
Sexual Orientation							
Heterosexual or straight	210	3.0*	±0.2	4,747	3.5*	±0.0	-0.53 (M)
Lesbian	NR	NR	NR	33	3.6	±0.3	NR
Gay	--	--	--	46	3.1	±0.4	NA
Bisexual	NR	NR	NR	50	3.6	±0.2	NR
Other	NR	NR	NR	15	3.4	±0.4	NR
I prefer not to say	8	2.7	±0.7	194	3.2	±0.1	-0.54 (M)

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

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 USBR.

Table 5.25 USBR – Sexual Coercion and Job Satisfaction 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	39	2.5*	±0.3	5,337	3.8*	±0.0	-1.86 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	3.9	±0.1	NA
Wage Grade (WG) 5-8	NR	NR	NR	247	3.7	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	69	3.5	±0.1	NA
Other Wage Grade (WG)	NR	NR	NR	69	3.6	±0.2	NR
General Schedule (GS) 1-6	NR	NR	NR	364	3.7	±0.1	NR
General Schedule (GS) 7-10	9	2.5*	±0.5	776	3.8*	±0.1	-1.76 (L)
General Schedule (GS) 11-12	14	2.6*	±0.5	2,006	3.8*	±0.0	-1.78 (L)
General Schedule (GS) 13-15	NR	NR	NR	987	4.1	±0.0	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.8	±0.1	NA
Other	5	2.1*	±1.3	680	3.8*	±0.1	-2.27 (L)
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	694	4.0	±0.0	NA
1 to 3 years	9	2.8*	±0.2	1,007	3.8*	±0.0	-1.45 (L)
4 to 5 years	8	2.6*	±0.9	540	3.7*	±0.1	-1.76 (L)
6 to 10 years	9	2.9*	±0.1	951	3.7*	±0.0	-1.19 (L)
11 to 14 years	NR	NR	NR	563	3.7	±0.1	NR
15 to 20 years	NR	NR	NR	641	3.9	±0.1	NR
More than 20 years	5	1.6*	±0.5	914	4.0*	±0.0	-3.54 (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							
Permanent	39	2.5*	±0.3	5,222	3.8*	±0.0	-1.85 (L)
Term	--	--	--	91	3.9	±0.1	NA
Temporary	--	--	--	18	4.1	±0.2	NA
Work Schedule							
Seasonal	--	--	--	40	3.9	±0.3	NA
Non-Seasonal	39	2.5*	±0.3	5,151	3.8*	±0.0	-1.86 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	33	3.8	±0.4	NA
Permanent-Non-Seasonal	39	2.5*	±0.3	5,140	3.8*	±0.0	-1.86 (L)
Term	--	--	--	91	3.9	±0.1	NA
Temporary-Seasonal	--	--	--	7	4.2	±0.4	NA
Temporary-Non-Seasonal	--	--	--	11	4.0	±0.2	NA
Sex							
Men	18	2.1*	±0.4	3,597	3.8*	±0.0	-2.54 (L)
Women	19	2.9*	±0.3	1,720	3.9*	±0.0	-1.45 (L)
Gender Identity							
Male	18	2.1*	±0.4	3,597	3.8*	±0.0	-2.54 (L)
Female	19	2.9*	±0.3	1,720	3.9*	±0.0	-1.45 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	17	3.2	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	31	2.5*	±0.3	4,933	3.8*	±0.0	-1.91 (L)
Sexual Minority	NR	NR	NR	149	3.8	±0.1	NR
Sexual Orientation							
Heterosexual or straight	31	2.5*	±0.3	4,933	3.8*	±0.0	-1.91 (L)
Lesbian	--	--	--	37	4.0	±0.2	NA
Gay	--	--	--	46	3.6	±0.3	NA
Bisexual	--	--	--	54	3.8	±0.2	NA
Other	NR	NR	NR	13	3.5	±0.4	NR
I prefer not to say	5	2.4*	±1.2	197	3.7*	±0.1	-1.90 (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.

5.9.2 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 USBR.

Table 5.26 USBR – 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	39	4.3*	±0.5	5,328	5.5*	±0.0	-1.04 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	5.2	±0.3	NA
Wage Grade (WG) 5-8	NR	NR	NR	247	5.6	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	67	5.1	±0.3	NA
Other Wage Grade (WG)	NR	NR	NR	69	5.6	±0.3	NR
General Schedule (GS) 1-6	NR	NR	NR	364	5.4	±0.1	NR
General Schedule (GS) 7-10	9	4.8	±0.5	774	5.5	±0.1	-0.54 (M)
General Schedule (GS) 11-12	14	3.9*	±0.9	2,001	5.3*	±0.0	-1.27 (L)
General Schedule (GS) 13-15	NR	NR	NR	987	5.6	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	6.5	±0.2	NA
Other	5	3.1*	±2.5	680	5.5*	±0.1	-2.05 (L)
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	692	5.7	±0.1	NA
1 to 3 years	9	4.8	±0.5	1,007	5.4	±0.1	-0.47 (S)
4 to 5 years	8	3.3*	±1.4	540	5.3*	±0.1	-1.85 (L)
6 to 10 years	9	3.5*	±1.4	948	5.4*	±0.1	-1.56 (L)
11 to 14 years	NR	NR	NR	561	5.4	±0.1	NR
15 to 20 years	NR	NR	NR	639	5.4	±0.1	NR
More than 20 years	5	4.4*	±0.9	914	5.6*	±0.1	-1.13 (L)
Appointment Type							
Permanent	39	4.3*	±0.5	5,212	5.5*	±0.0	-1.04 (L)
Term	--	--	--	91	5.4	±0.2	NA
Temporary	--	--	--	18	6.1	±0.3	NA
Work Schedule							
Seasonal	--	--	--	40	6.0	±0.4	NA
Non-Seasonal	39	4.3*	±0.5	5,141	5.4*	±0.0	-1.04 (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	--	--	--	33	5.9	±0.4	NA
Permanent-Non-Seasonal	39	4.3*	±0.5	5,131	5.4*	±0.0	-1.04 (L)
Term	--	--	--	91	5.4	±0.2	NA
Temporary-Seasonal	--	--	--	7	6.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	5.8	±0.3	NA
Sex							
Men	18	3.7*	±0.7	3,587	5.4*	±0.0	-1.49 (L)
Women	19	4.5*	±0.8	1,720	5.5*	±0.1	-0.84 (L)
Gender Identity							
Male	18	3.7*	±0.7	3,587	5.4*	±0.0	-1.49 (L)
Female	19	4.5*	±0.8	1,720	5.5*	±0.1	-0.84 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	17	5.2	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	31	4.0*	±0.6	4,926	5.5*	±0.0	-1.25 (L)
Sexual Minority	NR	NR	NR	149	5.4	±0.2	NR
Sexual Orientation							
Heterosexual or straight	31	4.0*	±0.6	4,926	5.5*	±0.0	-1.25 (L)
Lesbian	--	--	--	37	5.5	±0.3	NA
Gay	--	--	--	46	5.2	±0.4	NA
Bisexual	--	--	--	54	5.5	±0.3	NA
Other	NR	NR	NR	13	5.1	±0.6	NR
I prefer not to say	5	5.0	±1.5	197	5.3	±0.2	-0.21 (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.

5.9.3 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 USBR.

Table 5.27 USBR – 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	39	2.4*	±0.4	5,330	3.5*	±0.0	-1.09 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	3.4	±0.3	NA
Wage Grade (WG) 5-8	NR	NR	NR	247	3.5	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	69	3.1	±0.2	NA
Other Wage Grade (WG)	NR	NR	NR	69	3.1	±0.3	NR
General Schedule (GS) 1-6	NR	NR	NR	364	3.4	±0.1	NR
General Schedule (GS) 7-10	9	2.2*	±0.7	776	3.5*	±0.1	-1.28 (L)
General Schedule (GS) 11-12	14	2.2*	±0.8	2,006	3.4*	±0.0	-1.29 (L)
General Schedule (GS) 13-15	NR	NR	NR	980	3.7	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.8	±0.2	NA
Other	5	2.0*	±1.2	680	3.4*	±0.1	-1.35 (L)
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	692	3.5	±0.1	NA
1 to 3 years	9	2.4*	±0.7	1,007	3.4*	±0.1	-1.03 (L)
4 to 5 years	8	2.8	±1.1	540	3.4	±0.1	-0.66 (M)
6 to 10 years	9	1.9*	±0.8	951	3.4*	±0.1	-1.52 (L)
11 to 14 years	NR	NR	NR	561	3.4	±0.1	NR
15 to 20 years	NR	NR	NR	641	3.5	±0.1	NR
More than 20 years	5	1.8*	±0.6	912	3.7*	±0.1	-2.11 (L)
Appointment Type							
Permanent	39	2.4*	±0.4	5,215	3.5*	±0.0	-1.08 (L)
Term	--	--	--	91	3.6	±0.2	NA
Temporary	--	--	--	18	4.0	±0.4	NA
Work Schedule							
Seasonal	--	--	--	40	3.6	±0.4	NA
Non-Seasonal	39	2.4*	±0.4	5,144	3.5*	±0.0	-1.08 (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	--	--	--	33	3.4	±0.4	NA
Permanent-Non-Seasonal	39	2.4*	±0.4	5,134	3.5*	±0.0	-1.08 (L)
Term	--	--	--	91	3.6	±0.2	NA
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	3.7	±0.5	NA
Sex							
Men	18	2.1*	±0.5	3,592	3.5*	±0.0	-1.41 (L)
Women	19	2.6*	±0.6	1,717	3.5*	±0.0	-0.90 (L)
Gender Identity							
Male	18	2.1*	±0.5	3,592	3.5*	±0.0	-1.41 (L)
Female	19	2.6*	±0.6	1,717	3.5*	±0.0	-0.90 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	17	3.3	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	31	2.5*	±0.5	4,926	3.5*	±0.0	-1.07 (L)
Sexual Minority	NR	NR	NR	149	3.4	±0.2	NR
Sexual Orientation							
Heterosexual or straight	31	2.5*	±0.5	4,926	3.5*	±0.0	-1.07 (L)
Lesbian	--	--	--	37	3.5	±0.3	NA
Gay	--	--	--	46	3.1	±0.4	NA
Bisexual	--	--	--	54	3.5	±0.2	NA
Other	NR	NR	NR	13	3.6	±0.4	NR
I prefer not to say	5	2.2*	±1.1	197	3.2*	±0.1	-0.99 (L)

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

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 USBR.

Table 5.28 USBR – 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	662	3.4*	±0.1	4,716	3.9*	±0.0	-0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	6	3.6*	±0.4	58	3.9*	±0.1	-0.85 (L)
Wage Grade (WG) 5-8	37	3.3*	±0.2	212	3.7*	±0.1	-0.62 (M)
Wage Grade (WG) 9-16	13	2.9*	±0.2	56	3.6*	±0.2	-1.23 (L)
Other Wage Grade (WG)	7	3.3	±0.9	64	3.6	±0.2	-0.37 (S)
General Schedule (GS) 1-6	38	3.1*	±0.2	328	3.8*	±0.1	-0.79 (M)
General Schedule (GS) 7-10	103	3.3*	±0.1	682	3.8*	±0.1	-0.79 (M)
General Schedule (GS) 11-12	288	3.5*	±0.1	1,733	3.9*	±0.0	-0.50 (M)
General Schedule (GS) 13-15	105	3.7*	±0.1	886	4.1*	±0.0	-0.61 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	20	4.9	±0.1	NR
Other	56	2.9*	±0.2	630	3.8*	±0.1	-1.34 (L)
Years of Service at Bureau or Office							
Less than 1 year	49	3.6*	±0.2	645	4.0*	±0.1	-0.67 (M)
1 to 3 years	141	3.4*	±0.1	874	3.9*	±0.0	-0.77 (M)
4 to 5 years	78	3.3*	±0.2	470	3.8*	±0.1	-0.78 (M)
6 to 10 years	122	3.3*	±0.1	837	3.7*	±0.0	-0.62 (M)
11 to 14 years	97	3.4*	±0.2	470	3.8*	±0.1	-0.55 (M)
15 to 20 years	65	3.7*	±0.2	582	3.9*	±0.1	-0.40 (S)
More than 20 years	106	3.6*	±0.2	813	4.0*	±0.0	-0.68 (M)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	653	3.4*	±0.1	4,610	3.9*	±0.0	-0.67 (M)
Term	NR	NR	NR	86	4.0	±0.1	NR
Temporary	NR	NR	NR	15	4.2	±0.2	NR
Work Schedule							
Seasonal	NR	NR	NR	35	3.9	±0.4	NR
Non-Seasonal	643	3.4*	±0.1	4,549	3.9*	±0.0	-0.67 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	31	3.8	±0.4	NR
Permanent-Non-Seasonal	643	3.4*	±0.1	4,538	3.9*	±0.0	-0.67 (M)
Term	NR	NR	NR	86	4.0	±0.1	NR
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	4.0	±0.2	NA
Sex							
Men	219	3.1*	±0.1	3,396	3.9*	±0.0	-1.13 (L)
Women	437	3.6*	±0.1	1,303	3.9*	±0.0	-0.51 (M)
Gender Identity							
Male	219	3.1*	±0.1	3,396	3.9*	±0.0	-1.13 (L)
Female	437	3.6*	±0.1	1,303	3.9*	±0.0	-0.51 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	6	3.3	±0.3	13	3.2	±0.4	0.03
Sexual Orientation - Collapsed							
Heterosexual	574	3.4*	±0.1	4,390	3.9*	±0.0	-0.64 (M)
Sexual Minority	35	3.0*	±0.3	117	4.0*	±0.1	-1.35 (L)
Sexual Orientation							
Heterosexual or straight	574	3.4*	±0.1	4,390	3.9*	±0.0	-0.64 (M)
Lesbian	6	3.4*	±0.6	31	4.1*	±0.2	-1.20 (L)
Gay	11	2.1*	±0.5	35	4.1*	±0.2	-2.68 (L)
Bisexual	11	3.5	±0.4	43	3.9	±0.2	-0.56 (M)
Other	7	3.2	±0.6	9	3.6	±0.4	-0.56 (M)
I prefer not to say	48	3.3*	±0.2	156	3.8*	±0.1	-0.66 (M)

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

5.10.2 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 USBR.

Table 5.29 USBR – 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	662	5.1*	±0.1	4,707	5.5*	±0.0	-0.36 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	6	5.2	±1.2	58	5.2	±0.3	-0.01
Wage Grade (WG) 5-8	37	5.4	±0.4	212	5.6	±0.2	-0.17
Wage Grade (WG) 9-16	13	3.8*	±0.4	54	5.5*	±0.3	-1.56 (L)
Other Wage Grade (WG)	7	4.8*	±1.5	64	5.6*	±0.2	-0.79 (M)
General Schedule (GS) 1-6	38	5.2	±0.4	328	5.4	±0.1	-0.16
General Schedule (GS) 7-10	103	5.1*	±0.2	679	5.5*	±0.1	-0.32 (S)
General Schedule (GS) 11-12	288	5.2*	±0.1	1,728	5.4*	±0.1	-0.19
General Schedule (GS) 13-15	105	5.2*	±0.2	886	5.6*	±0.1	-0.43 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	20	6.7	±0.1	NR
Other	56	4.2*	±0.4	630	5.6*	±0.1	-1.22 (L)
Years of Service at Bureau or Office							
Less than 1 year	49	5.4	±0.3	642	5.7	±0.1	-0.20 (S)
1 to 3 years	141	4.8*	±0.2	874	5.5*	±0.1	-0.56 (M)
4 to 5 years	78	4.7*	±0.3	470	5.4*	±0.1	-0.61 (M)
6 to 10 years	122	5.0*	±0.2	835	5.4*	±0.1	-0.36 (S)
11 to 14 years	97	5.2	±0.2	468	5.4	±0.1	-0.13
15 to 20 years	65	5.4	±0.3	580	5.4	±0.1	-0.06
More than 20 years	106	5.3*	±0.2	813	5.6*	±0.1	-0.35 (S)
Appointment Type							
Permanent	653	5.1*	±0.1	4,600	5.5*	±0.0	-0.36 (S)
Term	NR	NR	NR	86	5.5	±0.2	NR
Temporary	NR	NR	NR	15	6.1	±0.3	NR
Work Schedule							
Seasonal	NR	NR	NR	35	6.0	±0.4	NR
Non-Seasonal	643	5.1*	±0.1	4,539	5.5*	±0.0	-0.36 (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	31	5.9	±0.5	NR
Permanent-Non-Seasonal	643	5.1*	±0.1	4,529	5.5*	±0.0	-0.36 (S)
Term	NR	NR	NR	86	5.5	±0.2	NR
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	5.8	±0.3	NA
Sex							
Men	219	4.6*	±0.2	3,386	5.5*	±0.0	-0.74 (M)
Women	437	5.3*	±0.1	1,303	5.5*	±0.1	-0.21 (S)
Gender Identity							
Male	219	4.6*	±0.2	3,386	5.5*	±0.0	-0.74 (M)
Female	437	5.3*	±0.1	1,303	5.5*	±0.1	-0.21 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	6	5.5	±0.8	13	5.3	±0.6	0.24 (S)
Sexual Orientation - Collapsed							
Heterosexual	574	5.1*	±0.1	4,383	5.5*	±0.0	-0.39 (S)
Sexual Minority	35	4.8*	±0.4	117	5.5*	±0.2	-0.67 (M)
Sexual Orientation							
Heterosexual or straight	574	5.1*	±0.1	4,383	5.5*	±0.0	-0.39 (S)
Lesbian	6	5.4	±1.0	31	5.5	±0.3	-0.10
Gay	11	4.0*	±0.3	35	5.6*	±0.4	-1.45 (L)
Bisexual	11	5.5	±0.6	43	5.6	±0.3	-0.08
Other	7	4.7	±0.6	9	5.5	±0.6	-0.86 (L)
I prefer not to say	48	5.3	±0.3	156	5.3	±0.2	-0.01

^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 USBR.

Table 5.30 USBR – 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	662	3.0*	±0.1	4,709	3.5*	±0.0	-0.57 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	6	3.6	±0.5	58	3.4	±0.3	0.11
Wage Grade (WG) 5-8	37	3.2	±0.4	212	3.5	±0.1	-0.31 (S)
Wage Grade (WG) 9-16	13	2.1*	±0.5	56	3.3*	±0.2	-1.43 (L)
Other Wage Grade (WG)	7	2.7	±1.3	64	3.1	±0.3	-0.34 (S)
General Schedule (GS) 1-6	38	3.0*	±0.3	328	3.5*	±0.1	-0.53 (M)
General Schedule (GS) 7-10	103	2.9*	±0.2	682	3.5*	±0.1	-0.65 (M)
General Schedule (GS) 11-12	288	3.1*	±0.1	1,733	3.5*	±0.0	-0.45 (S)
General Schedule (GS) 13-15	105	3.3*	±0.2	880	3.8*	±0.1	-0.55 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	20	4.9	±0.1	NR
Other	56	2.3*	±0.3	630	3.4*	±0.1	-1.14 (L)
Years of Service at Bureau or Office							
Less than 1 year	49	2.9*	±0.3	643	3.6*	±0.1	-0.74 (M)
1 to 3 years	141	2.8*	±0.2	874	3.5*	±0.1	-0.69 (M)
4 to 5 years	78	2.9*	±0.3	470	3.5*	±0.1	-0.65 (M)
6 to 10 years	122	3.0*	±0.2	837	3.4*	±0.1	-0.48 (S)
11 to 14 years	97	3.0*	±0.2	468	3.5*	±0.1	-0.48 (S)
15 to 20 years	65	3.3*	±0.2	582	3.6*	±0.1	-0.28 (S)
More than 20 years	106	3.3*	±0.2	811	3.7*	±0.1	-0.55 (M)
Appointment Type							
Permanent	653	3.0*	±0.1	4,603	3.5*	±0.0	-0.57 (M)
Term	NR	NR	NR	86	3.7	±0.2	NR
Temporary	NR	NR	NR	15	4.1	±0.5	NR
Work Schedule							
Seasonal	NR	NR	NR	35	3.6	±0.4	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>
Non-Seasonal	643	3.0*	±0.1	4,542	3.5*	±0.0	-0.57 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	31	3.4	±0.4	NR
Permanent-Non-Seasonal	643	3.0*	±0.1	4,532	3.5*	±0.0	-0.57 (M)
Term	NR	NR	NR	86	3.7	±0.2	NR
Temporary-Seasonal	NR	NR	NR	NR	NR	NR	NR
Temporary-Non-Seasonal	--	--	--	11	3.7	±0.5	NA
Sex							
Men	219	2.6*	±0.2	3,391	3.5*	±0.0	-0.98 (L)
Women	437	3.2*	±0.1	1,301	3.6*	±0.1	-0.40 (S)
Gender Identity							
Male	219	2.6*	±0.2	3,391	3.5*	±0.0	-0.98 (L)
Female	437	3.2*	±0.1	1,301	3.6*	±0.1	-0.40 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	6	3.4	±0.4	13	3.2	±0.5	0.13
Sexual Orientation - Collapsed							
Heterosexual	574	3.0*	±0.1	4,383	3.6*	±0.0	-0.54 (M)
Sexual Minority	35	2.5*	±0.4	117	3.6*	±0.2	-1.23 (L)
Sexual Orientation							
Heterosexual or straight	574	3.0*	±0.1	4,383	3.6*	±0.0	-0.54 (M)
Lesbian	6	2.7*	±1.0	31	3.7*	±0.3	-1.17 (L)
Gay	11	1.5*	±0.4	35	3.6*	±0.3	-2.09 (L)
Bisexual	11	3.0*	±0.7	43	3.7*	±0.2	-0.73 (M)
Other	7	3.0	±0.6	9	3.7	±0.4	-0.80 (L)
I prefer not to say	48	2.9*	±0.3	156	3.3*	±0.2	-0.38 (S)

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

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 USBR.

Table 5.31 USBR – 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	38	3.0*	±0.3	5,324	3.8*	±0.0	-1.21 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	3.9	±0.1	NA
Wage Grade (WG) 5-8	NR	NR	NR	245	3.7	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	67	3.5	±0.1	NA
Other Wage Grade (WG)	--	--	--	71	3.6	±0.2	NA
General Schedule (GS) 1-6	--	--	--	364	3.7	±0.1	NA
General Schedule (GS) 7-10	8	3.7	±0.3	777	3.8	±0.1	-0.09
General Schedule (GS) 11-12	16	2.4*	±0.3	2,004	3.8*	±0.0	-2.09 (L)
General Schedule (GS) 13-15	NR	NR	NR	985	4.1	±0.0	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.8	±0.1	NA
Other	5	3.3	±0.4	675	3.8	±0.1	-0.59 (M)

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	692	4.0	±0.0	NA
1 to 3 years	NR	NR	NR	1,012	3.8	±0.0	NR
4 to 5 years	6	3.6	±0.6	539	3.7	±0.1	-0.17
6 to 10 years	9	2.9*	±0.1	946	3.7*	±0.0	-1.22 (L)
11 to 14 years	NR	NR	NR	562	3.7	±0.1	NR
15 to 20 years	8	3.7	±0.3	637	3.9	±0.1	-0.34 (S)
More than 20 years	7	2.3*	±0.9	913	4.0*	±0.0	-2.46 (L)
Appointment Type							
Permanent	38	3.0*	±0.3	5,211	3.8*	±0.0	-1.21 (L)
Term	--	--	--	91	3.9	±0.1	NA
Temporary	--	--	--	18	4.1	±0.2	NA
Work Schedule							
Seasonal	--	--	--	40	3.9	±0.3	NA
Non-Seasonal	38	3.0*	±0.3	5,140	3.8*	±0.0	-1.22 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	33	3.8	±0.4	NA
Permanent-Non-Seasonal	38	3.0*	±0.3	5,129	3.8*	±0.0	-1.21 (L)
Term	--	--	--	91	3.9	±0.1	NA
Temporary-Seasonal	--	--	--	7	4.2	±0.4	NA
Temporary-Non-Seasonal	--	--	--	11	4.0	±0.2	NA
Sex							
Men	16	2.7*	±0.5	3,588	3.8*	±0.0	-1.62 (L)
Women	21	3.1*	±0.3	1,716	3.8*	±0.0	-1.04 (L)
Gender Identity							
Male	16	2.7*	±0.5	3,588	3.8*	±0.0	-1.62 (L)
Female	21	3.1*	±0.3	1,716	3.8*	±0.0	-1.04 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	16	3.1	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	32	3.1*	±0.2	4,919	3.8*	±0.0	-1.13 (L)
Sexual Minority	NR	NR	NR	151	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>
Sexual Orientation							
Heterosexual or straight	32	3.1*	±0.2	4,919	3.8*	±0.0	-1.13 (L)
Lesbian	--	--	--	37	4.0	±0.2	NA
Gay	--	--	--	46	3.6	±0.3	NA
Bisexual	--	--	--	54	3.8	±0.2	NA
Other	NR	NR	NR	15	3.4	±0.4	NR
I prefer not to say	5	2.4*	±1.2	199	3.7*	±0.1	-1.85 (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.

5.11.2 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 USBR.

Table 5.32 USBR – 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	38	4.7*	±0.5	5,315	5.5*	±0.0	-0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	5.2	±0.3	NA
Wage Grade (WG) 5-8	NR	NR	NR	245	5.6	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	65	5.2	±0.3	NA
Other Wage Grade (WG)	--	--	--	71	5.5	±0.3	NA
General Schedule (GS) 1-6	--	--	--	364	5.4	±0.1	NA
General Schedule (GS) 7-10	8	6.4*	±0.1	774	5.4*	±0.1	0.84 (L)
General Schedule (GS) 11-12	16	3.7*	±0.7	1,999	5.3*	±0.0	-1.45 (L)
General Schedule (GS) 13-15	NR	NR	NR	985	5.6	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	6.5	±0.2	NA
Other	5	4.6	±1.3	675	5.5	±0.1	-0.72 (M)
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	689	5.6	±0.1	NA
1 to 3 years	NR	NR	NR	1,012	5.4	±0.1	NR
4 to 5 years	6	3.9*	±0.3	539	5.3*	±0.1	-1.26 (L)
6 to 10 years	9	3.5*	±1.4	944	5.4*	±0.1	-1.56 (L)
11 to 14 years	NR	NR	NR	560	5.4	±0.1	NR
15 to 20 years	8	6.3*	±0.3	635	5.4*	±0.1	0.80 (L)
More than 20 years	7	5.0	±1.0	913	5.6	±0.1	-0.53 (M)
Appointment Type							
Permanent	38	4.7*	±0.5	5,201	5.4*	±0.0	-0.67 (M)
Term	--	--	--	91	5.4	±0.2	NA
Temporary	--	--	--	18	6.1	±0.3	NA
Work Schedule							
Seasonal	--	--	--	40	6.0	±0.4	NA
Non-Seasonal	38	4.7*	±0.5	5,130	5.4*	±0.0	-0.67 (M)

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	33	5.9	±0.4	NA
Permanent-Non-Seasonal	38	4.7*	±0.5	5,120	5.4*	±0.0	-0.67 (M)
Term	--	--	--	91	5.4	±0.2	NA
Temporary-Seasonal	--	--	--	7	6.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	5.8	±0.3	NA
Sex							
Men	16	4.1*	±0.3	3,579	5.4*	±0.0	-1.14 (L)
Women	21	4.9*	±0.8	1,716	5.5*	±0.1	-0.48 (S)
Gender Identity							
Male	16	4.1*	±0.3	3,579	5.4*	±0.0	-1.14 (L)
Female	21	4.9*	±0.8	1,716	5.5*	±0.1	-0.48 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	16	5.2	±0.5	NR
Sexual Orientation - Collapsed							
Heterosexual	32	4.6*	±0.5	4,912	5.5*	±0.0	-0.77 (M)
Sexual Minority	NR	NR	NR	151	5.4	±0.2	NR
Sexual Orientation							
Heterosexual or straight	32	4.6*	±0.5	4,912	5.5*	±0.0	-0.77 (M)
Lesbian	--	--	--	37	5.5	±0.3	NA
Gay	--	--	--	46	5.2	±0.4	NA
Bisexual	--	--	--	54	5.5	±0.3	NA
Other	NR	NR	NR	15	5.1	±0.5	NR
I prefer not to say	5	5.0	±1.5	199	5.3	±0.2	-0.21 (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.

5.11.3 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 USBR.

Table 5.33 USBR – 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	38	2.3*	±0.4	5,318	3.5*	±0.0	-1.17 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	64	3.4	±0.3	NA
Wage Grade (WG) 5-8	NR	NR	NR	245	3.5	±0.1	NR
Wage Grade (WG) 9-16	--	--	--	67	3.2	±0.2	NA
Other Wage Grade (WG)	--	--	--	71	3.1	±0.3	NA
General Schedule (GS) 1-6	--	--	--	364	3.4	±0.1	NA
General Schedule (GS) 7-10	8	3.6	±0.4	777	3.4	±0.1	0.12
General Schedule (GS) 11-12	16	1.8*	±0.3	2,004	3.4*	±0.0	-1.77 (L)
General Schedule (GS) 13-15	NR	NR	NR	979	3.7	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	22	4.8	±0.2	NA
Other	5	2.0*	±1.2	675	3.3*	±0.1	-1.34 (L)
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	689	3.5	±0.1	NA
1 to 3 years	NR	NR	NR	1,012	3.4	±0.1	NR
4 to 5 years	6	1.9*	±0.9	539	3.4*	±0.1	-1.55 (L)
6 to 10 years	9	1.9*	±0.8	946	3.4*	±0.1	-1.52 (L)
11 to 14 years	NR	NR	NR	560	3.4	±0.1	NR
15 to 20 years	8	3.4	±0.5	637	3.5	±0.1	-0.17
More than 20 years	7	2.5*	±0.9	911	3.7*	±0.1	-1.34 (L)
Appointment Type							
Permanent	38	2.3*	±0.4	5,204	3.5*	±0.0	-1.16 (L)
Term	--	--	--	91	3.6	±0.2	NA
Temporary	--	--	--	18	4.0	±0.4	NA
Work Schedule							
Seasonal	--	--	--	40	3.6	±0.4	NA
Non-Seasonal	38	2.3*	±0.4	5,133	3.5*	±0.0	-1.17 (L)

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	33	3.4	±0.4	NA
Permanent-Non-Seasonal	38	2.3*	±0.4	5,123	3.5*	±0.0	-1.17 (L)
Term	--	--	--	91	3.6	±0.2	NA
Temporary-Seasonal	--	--	--	7	4.5	±0.5	NA
Temporary-Non-Seasonal	--	--	--	11	3.7	±0.5	NA
Sex							
Men	16	2.0*	±0.4	3,584	3.5*	±0.0	-1.51 (L)
Women	21	2.5*	±0.6	1,714	3.5*	±0.0	-1.03 (L)
Gender Identity							
Male	16	2.0*	±0.4	3,584	3.5*	±0.0	-1.51 (L)
Female	21	2.5*	±0.6	1,714	3.5*	±0.0	-1.03 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	16	3.2	±0.4	NR
Sexual Orientation - Collapsed							
Heterosexual	32	2.3*	±0.4	4,912	3.5*	±0.0	-1.19 (L)
Sexual Minority	NR	NR	NR	151	3.4	±0.2	NR
Sexual Orientation							
Heterosexual or straight	32	2.3*	±0.4	4,912	3.5*	±0.0	-1.19 (L)
Lesbian	--	--	--	37	3.5	±0.3	NA
Gay	--	--	--	46	3.1	±0.4	NA
Bisexual	--	--	--	54	3.5	±0.2	NA
Other	NR	NR	NR	15	3.4	±0.4	NR
I prefer not to say	5	2.2*	±1.1	199	3.2*	±0.1	-0.98 (L)

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

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 USBR – 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	3.975	0.010	--	388.964	0.000	3.954	3.995	--	--	--
Harassment Based on Age	-0.348	0.026	-0.192	-13.164	0.000	-0.400	-0.297	-0.309	-0.179	-0.168
Harassment Based on Race/Ethnicity	-0.216	0.037	-0.084	-5.877	0.000	-0.288	-0.144	-0.223	-0.081	-0.075
Harassment Based on Religious Beliefs	-0.133	0.035	-0.053	-3.777	0.000	-0.202	-0.064	-0.188	-0.052	-0.048
Harassment Based on Disability	-0.378	0.036	-0.144	-10.521	0.000	-0.448	-0.308	-0.252	-0.144	-0.134
Harassment Based on Sexual Orientation	-0.121	0.057	-0.030	-2.106	0.035	-0.233	-0.008	-0.174	-0.029	-0.027
Gender Harassment	-0.093	0.033	-0.044	-2.809	0.005	-0.157	-0.028	-0.223	-0.039	-0.036
Sexual Harassment	-0.121	0.044	-0.042	-2.753	0.006	-0.207	-0.035	-0.187	-0.038	-0.035
Sexual Assault	-0.150	0.111	-0.018	-1.357	0.175	-0.368	0.067	-0.103	-0.019	-0.017

Note. N = 5,248, F = 114.268, R Square = 0.149

Table 5.35 USBR – 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	5.588	0.018	--	313.200	0.000	5.553	5.623	--	--	--
Harassment Based on Age	-0.398	0.046	-0.132	-8.608	0.000	-0.488	-0.307	-0.193	-0.118	-0.116
Harassment Based on Race/Ethnicity	-0.151	0.064	-0.035	-2.359	0.018	-0.277	-0.026	-0.122	-0.033	-0.032
Harassment Based on Religious Beliefs	-0.146	0.062	-0.035	-2.376	0.018	-0.267	-0.026	-0.116	-0.033	-0.032
Harassment Based on Disability	-0.333	0.063	-0.077	-5.305	0.000	-0.456	-0.210	-0.142	-0.073	-0.071
Harassment Based on Sexual Orientation	-0.231	0.100	-0.035	-2.317	0.021	-0.427	-0.036	-0.114	-0.032	-0.031
Gender Harassment	-0.053	0.057	-0.015	-0.925	0.355	-0.166	0.060	-0.123	-0.013	-0.012
Sexual Harassment	-0.066	0.077	-0.014	-0.865	0.387	-0.217	0.084	-0.100	-0.012	-0.012
Sexual Assault	-0.129	0.193	-0.009	-0.666	0.506	-0.508	0.251	-0.058	-0.009	-0.009

Note. N = 5,243, F = 36.213, R Square = 0.052

Table 5.36 USBR – 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	3.654	--	--	249.250	0.000	3.625	3.683	--	--	--
Harassment Based on Age	-0.348	0.038	-0.136	-9.180	0.000	-0.423	-0.274	-0.255	-0.126	-0.119
Harassment Based on Race/Ethnicity	-0.423	0.053	-0.116	-8.035	0.000	-0.526	-0.320	-0.229	-0.110	-0.104
Harassment Based on Religious Beliefs	-0.322	0.051	-0.090	-6.342	0.000	-0.421	-0.222	-0.202	-0.087	-0.082
Harassment Based on Disability	-0.390	0.052	-0.105	-7.572	0.000	-0.491	-0.289	-0.206	-0.104	-0.098
Harassment Based on Sexual Orientation	-0.103	0.082	-0.018	-1.252	0.211	-0.264	0.058	-0.158	-0.017	-0.016
Gender Harassment	-0.037	0.047	-0.012	-0.785	0.432	-0.130	0.055	-0.187	-0.011	-0.010
Sexual Harassment	-0.250	0.063	-0.061	-3.965	0.000	-0.373	-0.126	-0.180	-0.055	-0.051
Sexual Assault	-0.194	0.159	-0.017	-1.220	0.223	-0.506	0.118	-0.099	-0.017	-0.016

Note. N = 5,241, F = 88.498, R Square = 0.119

6 Bystander Intervention and Future Reporting

In addition to assessing personal experiences with various forms of harassment and sexual assault related behaviors, the 2017 WES included a multi-item scale designed to assess employee bystander experiences with harassment (i.e., a situation in which an employee witnessed but may not have been a direct target of the harassing behavior). Respondents were asked to indicate if they had witnessed a situation in which another employee was subjected to harassment or discrimination using a 6-point response scale ranging from *never* to *one or more times a day*. Results presented in the tables display the percentage of employees who witnessed a form of harassment and the average frequency of occurrence of the behaviors witnessed.

The 2017 WES included a multi-item scale designed to assess employee responses to bystander situations described previously. Items asked respondents to indicate the actions that best described their most typical response(s) to the situation(s) they witnessed.

The 2017 WES also included a question about the resources employees might choose if they were to experience harassing behaviors in the future. Employees were presented a possible list of resources and asked to indicate those they might select and their assessment of the helpfulness of each resource.

6.1 Witnessing an Incident of Harassment and Actions Taken

Table 6.1 presents the percentage of employees who witnessed various forms of harassment within the past 12 months. These percentages are different than the experience rate of harassment because multiple employees might have witnessed the same event. Results have been weighted to estimate the population in USBR.

In summary, an estimated 19.1% of employees witnessed some form of harassing and/or assault behavior in the 12 months preceding the survey against another employee.

Table 6.1 USBR – 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	630	11.8%	±0.9	3.0	±0.1	3	3
Racial/Ethnic	366	6.9%	±0.7	2.9	±0.1	3	3
Religious	297	5.6%	±0.7	2.8	±0.1	3	2
Disability	360	6.8%	±0.7	3.1	±0.1	3	3
Sexual Orientation	175	3.3%	±0.5	3.0	±0.1	3	3
Sex/Gender	486	9.2%	±0.8	3.3	±0.1	3	3

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

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

Table 6.2 USBR – 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	245	24.1%	±2.7
I asked the person who was experiencing the behavior if he/she needed help	275	27.0%	±2.8
I pointed out to person that he/she “crossed the line” with comments/behaviors	271	26.7%	±2.8
I stepped in with the intent of diffusing/stopping the situation	138	13.5%	±2.2
I asked others to step in as a group and diffuse the situation	45	4.4%	±1.5
I told someone in a position of authority about the situation	226	22.2%	±2.7
I considered intervening but I feared I would experience negative consequences	151	14.8%	±2.3
I considered intervening but did not feel I had the authority to do so	72	7.1%	±1.7
I stepped in but then was discouraged or criticized by others for doing so	44	4.3%	±1.4
I stepped in but then was harassed myself by the person(s) I was trying to stop	62	6.1%	±1.6
None selected	21	2.1%	±1.1

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 USBR.

Table 6.3 USBR – 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	4,076	78.0%	±1.1	3.8	±0.0
No	712	13.6%	±1.0	--	--
Don't Know	439	8.4%	±0.8	--	--
Employee Assistance Program (EAP)					
Yes	2,124	41.5%	±1.4	3.5	±0.0
No	1,768	34.5%	±1.3	--	--
Don't Know	1,229	24.0%	±1.2	--	--
Ombudsman (if applicable)					
Yes	539	10.8%	±0.9	3.4	±0.1
No	1,731	34.6%	±1.3	--	--
Don't Know	2,735	54.6%	±1.4	--	--
CADR Office, CORE PLUS					
Yes	747	14.9%	±1.0	3.6	±0.1
No	1,864	37.1%	±1.3	--	--
Don't Know	2,418	48.1%	±1.4	--	--
Employee & Labor Relations (Human Resources)					
Yes	2,552	49.9%	±1.4	3.7	±0.0
No	1,450	28.4%	±1.3	--	--
Don't Know	1,112	21.8%	±1.2	--	--

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Union (if applicable)					
Yes	1,394	28.4%	±1.3	3.5	±0.1
No	2,126	43.3%	±1.4	--	--
Don't Know	1,387	28.3%	±1.3	--	--
Equal Employment Opportunity Counselor					
Yes	2,697	52.8%	±1.4	3.7	±0.0
No	1,261	24.7%	±1.2	--	--
Don't Know	1,151	22.5%	±1.2	--	--
Equal Employment Opportunity Office					
Yes	2,610	51.1%	±1.4	3.7	±0.0
No	1,273	24.9%	±1.2	--	--
Don't Know	1,221	23.9%	±1.2	--	--
Office of Inspector General Hotline					
Yes	1,124	22.4%	±1.2	3.5	±0.1
No	2,096	41.7%	±1.4	--	--
Don't Know	1,804	35.9%	±1.3	--	--
Office of Inspector General					
Yes	1,056	21.0%	±1.1	3.6	±0.1
No	2,146	42.7%	±1.4	--	--
Don't Know	1,828	36.3%	±1.3	--	--
Other Law Enforcement/Civil Authority not in the bureau					
Yes	1,002	19.9%	±1.1	3.6	±0.1
No	2,233	44.3%	±1.4	--	--
Don't Know	1,806	35.8%	±1.3	--	--
Department of Interior Ethics/Bureau Ethics Office					
Yes	1,728	34.1%	±1.3	3.6	±0.0
No	1,731	34.1%	±1.3	--	--
Don't Know	1,614	31.8%	±1.3	--	--
Other					
Yes	426	9.4%	±0.9	3.5	±0.1
No	1,469	32.4%	±1.4	--	--
Don't Know	2,639	58.2%	±1.4	--	--

^aScale 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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