



Supplemental Statistical Report

Office of Surface Mining Reclamation and Enforcement (OSMRE)

Work Environment Survey

January-March 2017

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CFI Group

Executive Summary

This Supplemental Statistical Report documents results of the Office of Surface Mining Reclamation and Enforcement (OSMRE) Work Environment Survey (WES), which was fielded from January 9 to March 5, 2017. The Executive Summary provides the key findings. The OSMRE WES survey was designed to assess employee attitudes, perceptions, and behaviors on a wide range of topics related to the *character*, *context*, *correlates*, and *consequences* of harassing and/or assault behaviors¹ experienced by employees within the OSMRE 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 OSMRE personnel employed as of December 10, 2016, ($N = 445$) during the period of January 9 to March 5, 2017. Data from 231 employees were obtained by the end of the survey period, yielding a participation rate of 51.9%. Upon initial screening, a total of 217 completed questionnaires were available for analysis, yielding a survey response rate of 48.8%. Because not all OSMRE employees responded to the survey, employee population characteristics were obtained from Human Resources to derive weights to estimate population parameters for the OSMRE 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 OSMRE 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 OSMRE workforce.

It is important to note that the findings described here are specific to the OSMRE. To the extent possible, the findings are reported for all constructs and measures included in the WES. However, in some cases, only a small number of respondents may have answered certain

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

sections of the survey, leaving results not reportable. A result based on small numbers can 1) lead to potential disclosure of identity, and/or 2) be statistically unstable and therefore unreliable. Accordingly, some results may be suppressed within the Executive Summary and the main body of the report. Those instances are denoted by NR, indicating that the result is Not Reportable (NR). To make appropriate inferences based on those results denoted as NR, the reader is referred to the Department of the Interior (DOI) Technical Report to extrapolate from those data to the OSMRE. Using the DOI results to extrapolate to the OSMRE is appropriate given that those results include OSMRE 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 27.7% of employees experienced one or more forms of harassment and/or assault related behaviors in the past 12 months. More specifically:

- 17.2% experienced harassing behaviors based on their age
- 7.7% experienced harassing behaviors based on their racial or ethnic background
- 3.5% experienced harassing behaviors based on their religious beliefs
- 6.3% experienced harassing behaviors based on a perceived or actual disability
- 1.2% experienced harassing behaviors based on their sexual orientation
- 12.9% experienced harassing behaviors based on their gender
- 2.0% experienced sexual harassment²
- 0.0% 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:

- Ethnic minority employees were more likely to experience higher rates of harassment based on their racial or ethnic background than their non-minority counterparts
- Employees with a documented disability were more likely to experience higher rates of harassment based on a perceived or actual disability than their non-disabled counterparts

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

- Men were more likely to experience higher rates of harassment based on their sexual orientation than women
- Women employees were more likely to experience higher rates of gender harassment than men

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

WHAT CONTEXTUAL FACTORS INFLUENCED SPECIFIC BEHAVIORS OR SETS OF EXPERIENCES?

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

- *What was the primary basis for the specific behavior or set of experiences?* Among employees who experienced any behavior, 25.2% indicated the experience was primarily based on their age; 11.1% indicated the experience was primarily based on their racial/ethnic background; 4.4% indicated the experience was primarily based on their religious beliefs; 9.7% indicated the experience was primarily based on their disability status or condition; 0.0% indicated the experience was primarily based on their sexual orientation; 21.0% indicated the experience was primarily based on their sex/gender;³ and 28.5% indicated the experience was primarily based on unknown factors.
- *When and where did the specific behavior or set of experiences occur?* Regardless of the particular behavior involved, for the majority of employees these experiences occurred during work hours (89.3%) and at a work location or site (81.1%) that was most frequently characterized as an indoor location (97.9%). Also, a minority of employees experienced these behaviors while on travel (11.2%).
- *How often and for how long did the specific behavior or set of experiences persist?* Regardless of the particular behavior involved, for the majority of employees these experiences occurred more than once (57.0%).

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

- *Who was involved in the specific behavior or set of experiences?* Regardless of the particular behavior involved, for the majority of employees these experiences often involved one person (66.3%), who was typically older (50.3%), male (57.0%), and most often a peer and/or coworker (62.8%).
- *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 (91.4%).
- *Did they discuss the specific behavior or set of experiences with anyone at work?* Regardless of the particular behavior involved, most employees talked to someone at work about their experience including coworkers (44.1%) or another employee (41.3%), as well as a supervisor (32.3%) or manager (24.6%). Additionally, some employees talked with the person involved (41.1%).
- *Did they make a complaint/grievance/report⁴ in response to the specific behavior or set of experiences?* Regardless of the particular behavior involved, most employees did not make a complaint/grievance/report about their experience (78.1%); only 21.9% did.
- *What OSMRE 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 OSMRE resource was a supervisor or manager (19.6%). All other resources were used less frequently (Employee Assistance Program, Ombudsman,⁵ CADR Office or CORE PLUS, Employee & Labor Relations, Union, Equal Employment Opportunity Counselor, Equal Employment Opportunity Office, Office of the Inspector General Hotline, Office of the Inspector General, Other Law Enforcement/Civil Authority, or Department of Interior Ethics/Bureau Ethics Office).
- *What happened as a result of the complaint/grievance/report?* Regardless of the particular behavior involved, for employees who made complaints/grievances/reports, 28.1% indicated that some action was taken. Actions focused on the organization involved explaining rules to everyone (53.7%), management conducted a review/investigation or other assessment (17.8%), and an investigation was conducted by a law enforcement official (7.3%). Actions involving the person engaging in the harassing behavior included someone talking to the person (46.1%), moving or reassigning the person to avoid continuing contact (11.3%), or some official career action was taken against person(s) involved (0.0%); and in some situations, the person stopped the behavior (19.4%). 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 (11.3%). Additionally, some employees were encouraged to drop the issue (64.3%) or were discouraged from making a complaint/grievance/report (37.8%). Other employees indicated that the person engaging in the harassing behavior

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

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

took action against them for complaining (48.9%); their coworker(s) treated them worse, avoided or blamed them for the problem (20.6%); and some employees indicated leadership punished them for bringing the experience up (59.6%) or they were threatened with loss of employment (21.1%).⁶

- *What were the reasons for not making a complaint/grievance/report?* Regardless of the particular behavior involved, most employees did not make a complaint/grievance/report about their experience (78.1%). Employees' most frequent reasons for not making a complaint/grievance/report involved the perceived seriousness of the behavior (71.9% did not consider it serious enough to report), desire to move on or forget about the incident (64.1%), the behavior or experience stopped on its own (50.4%), skepticism about actions that would be taken (46.2% of employees did not think anything would be done), took other actions to handle the situation (43.4%), thought it might hurt their career (35.5%), or did not trust that the process would be fair (35.4%).
- *What effect did the specific behavior or set of experiences have on employees' interpersonal relationships, physical or emotional well-being, your job performance, or your willingness to remain a part of the organization?* Regardless of the particular behavior involved, for some employees these experiences had a negative impact on them, but for many employees it did not. For some employees, these experiences had a *negative impact on their interpersonal relationships* with coworkers, supervisors, or managers (38.1%); resulted in arguments or damaged interpersonal relations at work (39.0%); and/or damaged other personal relationships (8.5%). For some employees, these experiences had a *negative impact on their physical or emotional well-being* leading them to call in sick or take leave (22.2%), seek counseling (14.3%), or medical attention (8.1%). For some employees, these experiences had a *negative impact on their job performance*, making it harder to complete their work (40.5%), negatively affected their performance evaluation or promotion potential (26.7%), or negatively affected their performance evaluation/renewal/permanent employment (0.0%). For some employees, these experiences *negatively affected their willingness to remain a part of the organization*, leading them to consider leaving OSMRE (39.6%), take steps to leave the organization (15.6%), or request a transfer (7.7%).

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

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

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

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

Consequences of harassment and/or assault behaviors were examined with data from employees who experienced harassment and/or assault behaviors and completed questions assessing job-related outcomes including job satisfaction, job engagement, and organizational commitment. Regression analyses revealed statistically significant associations for harassment based on race/ethnicity, disability status or condition; gender and job satisfaction (employees experiencing those behaviors reported lower job satisfaction); for harassment based on race/ethnicity, gender and job engagement (employees experiencing those behaviors reported lower job engagement); and for harassment based on race/ethnicity, disability status or condition, gender, sexual harassment and organizational commitment (employees experiencing those behaviors reported lower commitment).

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. The reader is referred to the DOI Technical Report to extrapolate from those data to the OSMRE for other results. Using the DOI results to extrapolate to the OSMRE is appropriate given that those results include OSMRE data and are based on larger numbers of respondents from the DOI workforce.

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

- *What about individuals who may have witnessed behaviors occurring to someone else?*
An estimated 16.1% 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 more than once. Among these individuals:
 - 8.8% witnessed a harassment situation based on the age of the other employee
 - 6.3% witnessed a harassment situation based on the race/ethnicity of the other employee
 - 2.7% witnessed a harassment situation based on the religious beliefs of the other employee
 - 5.0% witnessed a harassment situation based a perceived or actual disability of the other employee
 - 3.1% witnessed a harassment situation based on the sexual orientation of the other employee
 - 8.6% witnessed a harassment situation based the sex/gender of the other employee

- *What actions were taken in response to witnessing harassing and/or assault behaviors?* Regardless of the particular behavior employees witnessed, the majority of employees took some action in response to the behaviors they witnessed (69.1%). Among employees who took some action, the most frequent actions included helping the person who was subject to the behaviors (28.9%); pointing out to the person who engaged in the harassing behaviors that s/he “crossed the line” (12.9%); and telling someone in position of authority about the situation (8.8%).
- *Did employees experience any harassing and/or assault behaviors before the past 12 months while they were employed by OSMRE?* An estimated 25.2% of employees experienced some form of harassing and/or assault behaviors before the past 12 months while being employed at OSMRE. More specifically:
 - 16.7% experienced harassing behaviors based on their age
 - 9.0% experienced harassing behaviors based on their racial or ethnic background
 - 3.9% experienced harassing behaviors based on their religious beliefs
 - 4.6% experienced harassing behaviors based on a perceived or actual disability
 - 4.0% experienced sexually harassing behaviors⁷
- *What about the future use of OSMRE 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,⁸ CADR Office or CORE PLUS, Employee & Labor Relations, Union, Equal Employment Opportunity Counselor, Equal Employment Opportunity Office, Office of the Inspector General Hotline, Office of the Inspector General, Other Law Enforcement/Civil Authority not in the Bureau, or Department of Interior Ethics/Bureau Ethics Office). Additionally, employees rated their expectation that the majority of resources would be moderately to very helpful.

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

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

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

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1 Introduction

This Supplemental Statistical Report presents in tabular form the results of the 2017 Office of Surface Mining Reclamation and Enforcement (OSMRE) 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.

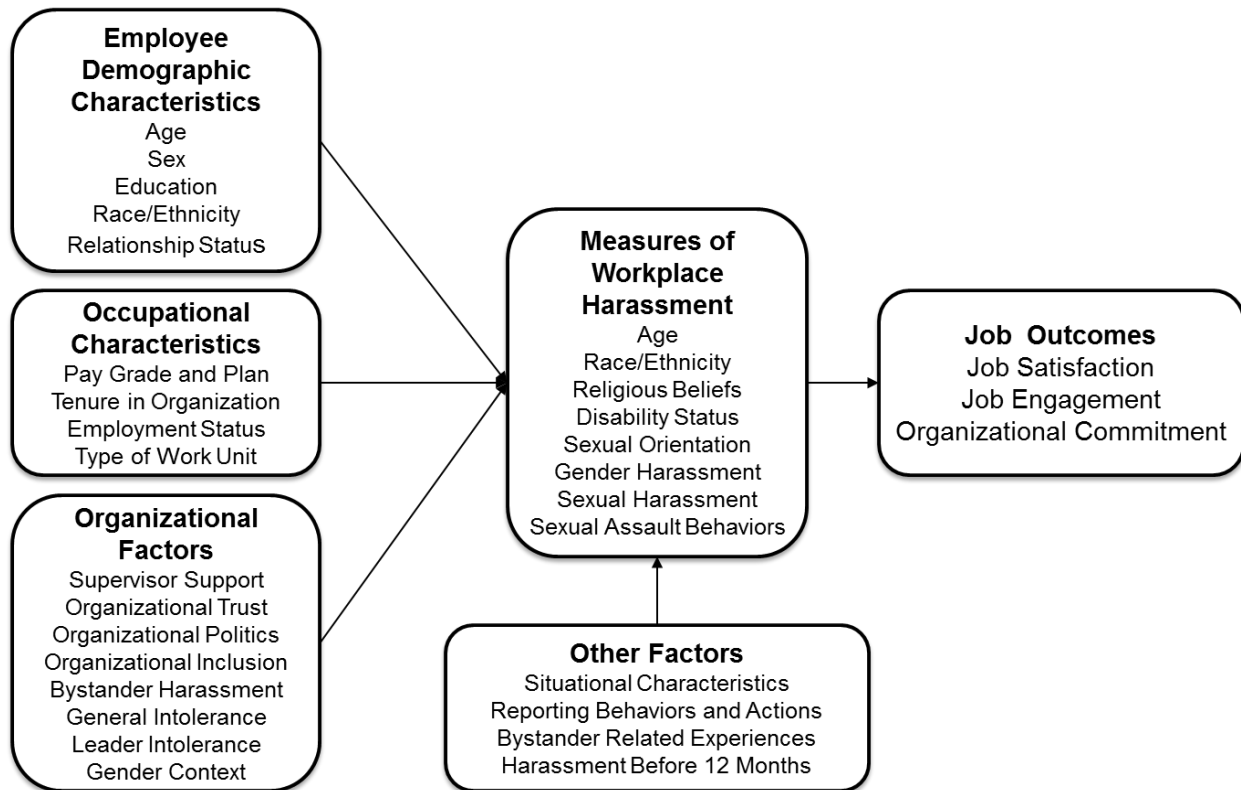


Figure 1.1 Conceptual Framework

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 OSMRE 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 OSMRE employees ($N = 445$) 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 2.1, a total of 231 questionnaires were obtained by the end of the survey period (i.e., March 5, 2017), yielding a participation rate of 51.9%. Initial screening of the data for inclusion criteria indicated that a total of 217 completed questionnaires were available for the analysis, yielding a response rate of 48.8%.

Table 1.2 OSMRE – WES Response Rate

	OSMRE
A. Total Sample	445
B. Delivered Invitations/Surveys	445
C. Submitted Surveys	231
D. Participation Rate	51.9%
E. Completed Surveys	217
F. Response Rate	48.8%

Definition of Terms

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

Demographic characteristics for the study population were derived by weighting the survey results to estimate the OSMRE 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 OSMRE – 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	143	32.1%	141 (±20)	31.9% (±4.5)
40 or older	302	67.9%	303 (±20)	68.1% (±4.5)
Age				
25 or under	15	3.4%	15 (±10)	3.4% (±2.2)
26-29	28	6.3%	28 (±12)	6.3% (±2.7)
30-39	100	22.5%	98 (±18)	22.2% (±4.1)
40-49	86	19.3%	87 (±18)	19.6% (±4.0)
50-59	128	28.8%	129 (±20)	29.1% (±4.4)
60 or older	88	19.8%	87 (±18)	19.5% (±4.0)
Relationship Status - Collapsed				
Single	NA	NA	69 (±16)	15.8% (±3.7)
Partnered/Married	NA	NA	299 (±20)	68.1% (±4.5)
Separated/Widowed/Divorced	NA	NA	71 (±16)	16.1% (±3.8)
Relationship Status				
Single	NA	NA	69 (±16)	15.8% (±3.7)
Separated	NA	NA	9 (±8)	2.0% (±1.8)
Partnered	NA	NA	14 (±9)	3.1% (±2.1)
Divorced	NA	NA	48 (±14)	10.9% (±3.3)
Married	NA	NA	286 (±20)	65.0% (±4.6)
Widowed	NA	NA	14 (±9)	3.2% (±2.1)
Ethnicity/Race - Collapsed				
Non-Minority (Non-Hispanic White)	318	71.5%	300 (±20)	69.0% (±4.5)
Minority	127	28.5%	135 (±20)	31.0% (±4.5)

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number^a</i>	<i>Percent^a</i>
Ethnicity/Race				
Hispanic	26	5.8%	28 (±12)	6.5% (±2.7)
American Indian or Alaskan Native	6	1.3%	7 (±8)	1.6% (±1.7)
Asian	12	2.7%	NR	NR
Black/African-American	71	16.0%	83 (±17)	19.1% (±4.0)
Native Hawaiian or Other Pacific Islander	3	0.7%	0 (NA)	0.0% (NA)
Non-Hispanic White	318	71.5%	300 (±20)	69.0% (±4.5)
Multi-racial	9	2.0%	13 (±9)	2.9% (±2.1)
Disability				
Yes	62	14.7%	60 (±16)	13.6% (±3.5)
No	360	85.3%	381 (±16)	86.4% (±3.5)
Sex				
Men	249	56.0%	246 (±21)	55.7% (±4.7)
Women	196	44.0%	196 (±21)	44.3% (±4.7)
Gender Identity				
Male	249	56.0%	246 (±21)	55.3% (±4.7)
Female	196	44.0%	196 (±21)	44.1% (±4.7)
Transgender	NA	NA	NR	NR
Do not identify as female, male, or transgender	NA	NA	NR	NR
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	415 (±10)	96.1% (±2.3)
Sexual Minority	NA	NA	17 (±10)	3.9% (±2.3)
Sexual Orientation				
Heterosexual or straight	NA	NA	415 (±12)	93.3% (±2.7)
Lesbian	NA	NA	NR	NR
Gay	NA	NA	NR	NR
Bisexual	NA	NA	8 (±8)	1.7% (±1.7)
Other	NA	NA	NR	NR
I prefer not to say	NA	NA	13 (±9)	3.0% (±2.1)

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

Table 1.4 OSMRE – 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	42	9.5%	13 (±9)	3.0% (±2.1)
Trade/Tech Certificate/Some College	38	8.6%	76 (±17)	17.1% (±3.8)
AA/College Degree	231	52.1%	221 (±21)	49.7% (±4.7)
Graduate Degree	132	29.8%	135 (±20)	30.3% (±4.4)
Appointment Type				
Permanent	433	97.3%	437 (±7)	98.5% (±1.7)
Term	1	0.2%	0 (NA)	0.0% (NA)
Temporary	11	2.5%	7 (±7)	1.5% (±1.7)
Work Schedule				
Seasonal	0	0.0%	0 (NA)	0.0% (NA)
Non-seasonal	444	100.0%	442 (NA)	100% (NA)
Appointment Type and Work Schedule				
Permanent-Seasonal	0	0.0%	0 (NA)	0.0% (NA)
Permanent-Non-Seasonal	433	97.3%	435 (±7)	98.5% (±1.7)
Term	1	0.2%	0 (NA)	0.0% (NA)
Temporary-Seasonal	0	0.0%	0 (NA)	0.0% (NA)
Temporary-Non-Seasonal	11	2.5%	7 (±7)	1.5% (±1.7)
Years of Service at Bureau or Office				
Less than 1 year	NA	NA	52 (±15)	11.6% (±3.3)
1 to 3 years	NA	NA	108 (±19)	24.4% (±4.2)
4 to 5 years	NA	NA	33 (±13)	7.5% (±2.9)
6 to 10 years	NA	NA	82 (±17)	18.5% (±3.9)
11 to 14 years	NA	NA	33 (±13)	7.5% (±2.9)
15 to 20 years	NA	NA	30 (±12)	6.9% (±2.8)
More than 20 years	NA	NA	105 (±19)	23.6% (±4.2)

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number^a</i>	<i>Percent^a</i>
Pay Plan and Grade				
General Schedule (GS) 1 - 6	13	2.9%	9 (±8)	2.1% (±1.8)
General Schedule (GS) 7 - 10	72	16.2%	90 (±18)	20.3% (±4.0)
General Schedule (GS) 11 - 12	167	37.5%	155 (±20)	35.0% (±4.6)
General Schedule (GS) 13 - 15	186	41.8%	186 (±21)	42.0% (±4.7)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	1.3%	0 (NA)	0.0% (NA)
Other	1	0.2%	NR	NR
Supervisory Status - Collapsed				
Non-Supervisor	385	86.5%	305 (±20)	69.5% (±4.5)
Supervisor	60	13.5%	134 (±20)	30.5% (±4.5)
Supervisory Status				
Team Leader	0	0.0%	86 (±18)	19.7% (±4.0)
Supervisor	29	6.5%	37 (±13)	8.3% (±3.0)
Manager	25	5.6%	9 (±8)	2.0% (±1.8)
Senior Leader	6	1.3%	NR	NR
None of the above	385	86.5%	305 (±20)	69.5% (±4.5)
Duty Station				
Headquarters Office (Washington)	NA	NA	112 (±19)	25.6% (±4.3)
Regional Office	NA	NA	149 (±20)	33.9% (±4.6)
Field Office	NA	NA	142 (±20)	32.3% (±4.5)
100% Telework	NA	NA	21 (±11)	4.8% (±2.5)
Other (none of the above describe the environment in which I routinely accomplish my work)	NA	NA	15 (±10)	3.4% (±2.2)

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

2 Work-Related Harassment Experiences

Table 2.1 through Table 2.6 present the estimated experience rate, frequency of occurrence, and estimated number of individuals experiencing various forms of harassment and sexual assault related behaviors within the past 12 months. Results have been weighted to estimate the workforce population in OSMRE. 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 27.7% of employees experienced one or more forms of harassment and/or assault related behaviors in the past 12 months. Additionally, an estimated 25.2% of employees experienced some form of harassing and/or assault behaviors before the past 12 months while being employed at OSMRE.⁹

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

Table 2.1 OSMRE – Estimated Experience Rate of Age, Racial/Ethnic, Religious, and Disability Harassment in Past 12 Months

	Experience rate		Frequency of occurrence ^a			
	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Age	17.2%	±3.8	2.9	±0.2	3	2
Racial/Ethnic	7.7%	±2.9	2.9	±0.3	2	2
Religious	3.5%	±2.2	2.5	±0.2	2	2
Disability	6.3%	±2.7	2.6	±0.2	2	2

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

Table 2.2 OSMRE – 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	62	93
Racial/Ethnic	25	47
Religious	9	25
Disability	19	40

Table 2.3 OSMRE – 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	1.2%	±1.6	2.4	±0.5	2	2
Gender Harassment	12.9%	±3.5	3.4	±0.2	3	2
Sexual Harassment	2.0%	±1.8	4.6	±0.5	5	6
Crude and Offensive Behavior	12.5%	±3.4	3.2	±0.3	3	2
Unwanted Sexual Attention	2.7%	±2.0	3.9	±0.8	4	2
Sexual Coercion	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 2.4 OSMRE – 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	2	12
Gender Harassment	45	73
Sexual Harassment	5	17
Crude and Offensive Behavior	43	71
Unwanted Sexual Attention	7	21
Sexual Coercion	NR	NR

Table 2.5 OSMRE – 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	0.00%	NA	NA	NA	NA	NA
Sexual Touching	0.00%	NA	NA	NA	NA	NA
Attempted Sex	0.00%	NA	NA	NA	NA	NA
Completed Sex	0.00%	NA	NA	NA	NA	NA

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

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

	Estimated number	
	<i>Lower bound</i>	<i>Upper bound</i>
Sexual Assault	NA	NA
Sexual Touching	NA	NA
Attempted Sex	NA	NA
Completed Sex	NA	NA

Table 2.7 presents the experience rate of employees who experienced any form of harassment within the past 12 months. Breakdowns are provided for all demographic and occupational characteristics. Results have been weighted to estimate the population in OSMRE.

Table 2.7 OSMRE – 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	123	27.7%	±4.4	3.0	±0.1
Age - Collapsed					
39 or under	39	27.7%	±8.0	3.0	±0.1
40 or older	84	27.8%	±5.3	3.1	±0.1
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	NR	NR	NR	NR	NR
C 30-39	25	25.0%	±9.7	3.1E	±0.2
D 40-49	23	26.4%	±10.4	2.7E	±0.2
E 50-59	41	32.1%	±8.6	3.6CDF	±0.3
F 60 or older	20	22.7%	±10.2	2.8E	±0.2
Relationship Status - Collapsed					
A Single	24	35.0%B	±12.2	2.9B	±0.2
B Partnered/Married	63	21.0%AC	±5.0	3.4AC	±0.2
C Separated/Widowed/Divorced	34	47.9%B	±11.8	2.6B	±0.2
Relationship Status					
A Single	24	35.0%	±12.2	2.9E	±0.2
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	20	41.6%E	±14.8	2.5E	±0.2
E Married	54	18.9%D	±5.0	3.5AD	±0.2
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	79	26.2%	±5.3	3.2*	±0.1
Minority	41	30.3%	±8.4	2.6*	±0.1
Ethnicity/Race					
A Hispanic	NR	NR	NR	NR	NR
B American Indian or Alaskan Native	NR	NR	NR	NR	NR
C Asian	NR	NR	NR	NR	NR
D Black/African-American	23	27.6%	±10.8	2.7F	±0.2
E Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F Non-Hispanic White	79	26.2%	±5.3	3.2D	±0.1
G Multi racial	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>
Disability					
Yes	27	44.5%*	±13.0	2.8*	±0.2
No	95	24.8%*	±4.6	3.2*	±0.1
Sex					
Men	50	20.3%*	±5.5	3.4*	±0.2
Women	73	37.4%*	±7.0	2.7*	±0.1
Gender Identity					
A Male	50	20.3%B	±5.5	3.4	±0.2
B Female	73	37.4%A	±7.0	2.7	±0.1
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed					
Heterosexual	107	25.8%	±4.4	2.8	±0.1
Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation					
A Heterosexual or straight	107	25.8%	±4.4	2.8	±0.1
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	NR	NR	NR	NR	NR
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	NR	NR	NR	NR	NR
B Trade/Tech Certificate/Some College	21	27.9%	±11.3	2.8C	±0.3
C AA/College Degree	59	26.6%	±6.3	3.4BD	±0.2
D Graduate Degree	43	32.1%	±8.4	2.6C	±0.1
Appointment Type					
A Permanent	123	28.2%	±4.4	3.0	±0.1
B Term	--	--	--	--	--
C Temporary	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>
Work Schedule					
Seasonal	--	--	--	--	--
Non-seasonal	123	27.9%	±4.4	3.0	±0.1
Appointment Type and Work Schedule					
A Permanent-Seasonal	--	--	--	--	--
B Permanent-Non-Seasonal	123	28.3%	±4.4	3.0	±0.1
C Term	--	--	--	--	--
D Temporary-Seasonal	--	--	--	--	--
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office					
A Less than 1 year	6	11.0%	±12.3	2.4D	±0.3
B 1 to 3 years	27	24.8%	±9.1	2.8D	±0.2
C 4 to 5 years	9	26.6%	±18.3	3.1D	±0.3
D 6 to 10 years	29	34.9%	±11.1	3.8ABCG	±0.3
E 11 to 14 years	NR	NR	NR	NR	NR
F 15 to 20 years	NR	NR	NR	NR	NR
G More than 20 years	30	28.6%	±9.5	2.6D	±0.2
Pay Plan and Grade - Collapsed					
A Junior Grade	NR	NR	NR	NR	NR
B Middle Grade	28	31.6%	±10.5	3.0	±0.2
C Senior Grade	92	26.9%	±5.0	3.1	±0.1
D Executive Grade	--	--	--	--	--
Supervisory Status - Collapsed					
Non-Supervisor	90	29.4%	±5.4	3.2*	±0.1
Supervisor	30	22.3%	±7.9	2.6*	±0.1
Supervisory Status					
A Team Leader	17	19.3%	±9.9	2.6E	±0.2
B Supervisor	13	36.1%	±17.3	2.5E	±0.2
C Manager	NR	NR	NR	NR	NR
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	90	29.4%	±5.4	3.2AB	±0.1

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

2.1 Age Harassment

2.1.1 Past 12 Months

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

Table 2.8 OSMRE – 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	76	17.2%	±3.8	2.9	±0.2
Age - Collapsed					
39 or under	21	15.2%	±7.0	2.8	±0.2
40 or older	55	18.2%	±4.8	3.0	±0.2
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	NR	NR	NR	NR	NR
C 30-39	12	12.2%	±8.2	2.6	±0.2
D 40-49	15	17.6%	±9.7	2.7	±0.3
E 50-59	23	18.1%	±7.7	3.2	±0.5
F 60 or older	16	18.8%	±9.8	3.0	±0.3
Relationship Status - Collapsed					
A Single	14	20.3%	±11.4	2.7B	±0.2
B Partnered/Married	38	12.8% C	±4.3	3.2AC	±0.3
C Separated/Widowed/Divorced	22	30.8% B	±12.0	2.6B	±0.3
Relationship Status					
A Single	14	20.3%	±11.4	2.7	±0.2
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	11	23.4%	±14.5	2.5E	±0.4
E Married	34	11.9%	±4.3	3.3D	±0.3
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	46	15.4%	±4.6	3.1*	±0.2
Minority	29	21.4%	±7.8	2.6*	±0.2

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	NR	NR	NR	NR	NR
B American Indian or Alaskan Native	NR	NR	NR	NR	NR
C Asian	NR	NR	NR	NR	NR
D Black/African-American	17	20.9%	±10.3	2.6	±0.3
E Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F Non-Hispanic White	46	15.4%	±4.6	3.1	±0.2
G Multi racial	NR	NR	NR	NR	NR
Disability					
Yes	15	24.5%	±12.8	2.9	±0.3
No	60	15.7%	±4.0	3.0	±0.2
Sex					
Men	30	12.2%*	±4.7	3.3*	±0.3
Women	46	23.7%*	±6.5	2.6*	±0.2
Gender Identity					
A Male	30	12.2%B	±4.7	3.3	±0.3
B Female	46	23.7%A	±6.5	2.6	±0.2
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed					
Heterosexual	66	16.0%	±3.9	2.7	±0.1
Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation					
A Heterosexual or straight	66	16.0%	±3.9	2.7	±0.1
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	NR	NR	NR	NR	NR

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	NR	NR	NR	NR	NR
B	Trade/Tech Certificate/Some College	16	20.9%	±10.8	2.6C	±0.3
C	AA/College Degree	37	16.9%	±5.6	3.2BD	±0.3
D	Graduate Degree	23	17.3%	±7.5	2.6C	±0.2
Appointment Type						
A	Permanent	76	17.5%	±3.9	2.9	±0.2
B	Term	--	--	--	--	--
C	Temporary	NR	NR	NR	NR	NR
Work Schedule						
	Seasonal	--	--	--	--	--
	Non-seasonal	76	17.3%	±3.8	2.9	±0.2
Appointment Type and Work Schedule						
A	Permanent-Seasonal	--	--	--	--	--
B	Permanent-Non-Seasonal	76	17.6%	±3.9	2.9	±0.2
C	Term	--	--	--	--	--
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	NR	NR	NR	NR	NR
B	1 to 3 years	12	11.2%	±7.6	2.9	±0.3
C	4 to 5 years	NR	NR	NR	NR	NR
D	6 to 10 years	15	18.4%	±10.1	3.7G	±0.6
E	11 to 14 years	NR	NR	NR	NR	NR
F	15 to 20 years	NR	NR	NR	NR	NR
G	More than 20 years	22	20.8%	±9.0	2.6D	±0.2
Pay Plan and Grade - Collapsed						
A	Junior Grade	NR	NR	NR	NR	NR
B	Middle Grade	15	16.7%	±9.4	2.9	±0.3
C	Senior Grade	60	17.7%	±4.4	3.0	±0.2
D	Executive Grade	--	--	--	--	--
Supervisory Status - Collapsed						
	Non-Supervisor	58	18.9%	±4.8	3.0*	±0.2
	Supervisor	17	12.6%	±6.9	2.5*	±0.3

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	12	13.9%	±9.2	2.5	±0.4
B Supervisor	NR	NR	NR	NR	NR
C Manager	NR	NR	NR	NR	NR
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	58	18.9%	±4.8	3.0	±0.2

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

Table 2.9 OSMRE – 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	76	17.18%	±3.81
A Headquarters Office (Washington)	23	20.04%	±8.56
B Regional Office	25	16.89%	±6.98
C Field Office	22	15.82%	±7.05
D 100% Telework	NR	NR	NR
E 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 OSMRE.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	65	16.7%	±4.1

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Schedule (GS) 1-6	11	16.7%	±11.5
General Schedule (GS) 7-10	11	16.8%	±11.5
General Schedule (GS) 11-12	33	50.8%	±12.3
General Schedule (GS) 13-15	7	11.1%	±10.6
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	NR	NR	NR

2.2 Racial/Ethnic Harassment

2.2.1 Past 12 Months

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

Table 2.12 OSMRE – 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	34	7.7%	±2.9	2.9	±0.3
Age - Collapsed					
39 or under	12	8.3%	±5.9	2.8	±0.3
40 or older	23	7.5%	±3.6	2.9	±0.4
Age					
A 25 or under	0	0.0%	NA	NA	NA
B 26-29	NR	NR	NR	NR	NR
C 30-39	7	7.6%	±7.3	3.2	±0.2
D 40-49	6	6.9%	±7.9	2.1E	±0.1
E 50-59	14	10.5%	±6.7	3.3D	±0.5
F 60 or older	NR	NR	NR	NR	NR
Relationship Status - Collapsed					
A Single	9	13.1%	±10.5	2.5	±0.3
B Partnered/Married	20	6.6%	±3.5	3.3C	±0.5
C Separated/Widowed/Divorced	6	7.9%	±9.3	2.2B	±0.2
Relationship Status					
A Single	9	13.1%	±10.5	2.5	±0.3
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	NR	NR	NR	NR	NR
E Married	16	5.6%	±3.4	3.4	±0.5
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	17	5.6%*	±3.3	3.5*	±0.5
Minority	16	12.1%*	±6.8	2.3*	±0.2

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	NR	NR	NR	NR	NR
B American Indian or Alaskan Native	NR	NR	NR	NR	NR
C Asian	NR	NR	NR	NR	NR
D Black/African-American	6	6.7%	±8.1	2.5	±0.3
E Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F Non-Hispanic White	17	5.6%	±3.3	3.5	±0.5
G Multi racial	NR	NR	NR	NR	NR
Disability					
Yes	7	11.1%	±11.1	2.2*	±0.2
No	26	6.8%	±3.0	3.2*	±0.4
Sex					
Men	13	5.1%*	±3.6	3.8*	±0.6
Women	22	11.1%*	±5.3	2.3*	±0.2
Gender Identity					
A Male	13	5.1%	±3.6	3.8	±0.6
B Female	22	11.1%	±5.3	2.3	±0.2
C Transgender	--	--	--	--	--
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	28	6.7%	±2.9	2.4	±0.2
Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation					
A Heterosexual or straight	28	6.7%	±2.9	2.4	±0.2
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	NR	NR	NR	NR	NR

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	NR	NR	NR	NR	NR
B	Trade/Tech Certificate/Some College	0	0.0%D	NA	NA	NA
C	AA/College Degree	16	7.1%	±4.3	3.2D	±0.5
D	Graduate Degree	19	13.9%B	±7.0	2.5C	±0.2
Appointment Type						
A	Permanent	34	7.9%	±2.9	2.9	±0.3
B	Term	--	--	--	--	--
C	Temporary	NR	NR	NR	NR	NR
Work Schedule						
	Seasonal	--	--	--	--	--
	Non-seasonal	34	7.8%	±2.9	2.9	±0.3
Appointment Type and Work Schedule						
A	Permanent-Seasonal	--	--	--	--	--
B	Permanent-Non-Seasonal	34	7.9%	±3.0	2.9	±0.3
C	Term	--	--	--	--	--
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	0	0.0%D	NA	NA	NA
B	1 to 3 years	10	9.2%	±7.2	2.4D	±0.3
C	4 to 5 years	NR	NR	NR	NR	NR
D	6 to 10 years	14	16.6%A	±9.9	3.7B	±0.5
E	11 to 14 years	NR	NR	NR	NR	NR
F	15 to 20 years	NR	NR	NR	NR	NR
G	More than 20 years	NR	NR	NR	NR	NR
Pay Plan and Grade - Collapsed						
A	Junior Grade	NR	NR	NR	NR	NR
B	Middle Grade	7	7.8%	±7.9	2.1C	±0.2
C	Senior Grade	24	7.2%	±3.3	3.3B	±0.4
D	Executive Grade	--	--	--	--	--
Supervisory Status - Collapsed						
	Non-Supervisor	23	7.6%	±3.6	3.2*	±0.4
	Supervisor	7	5.5%	±5.5	2.2*	±0.2

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	NR	NR	NR	NR	NR
B Supervisor	NR	NR	NR	NR	NR
C Manager	NR	NR	NR	NR	NR
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	23	7.6%	±3.6	3.2	±0.4

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

Table 2.13 OSMRE – 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	34	7.72%	±2.89
A Headquarters Office (Washington)	15	13.64%	±7.80
B Regional Office	8	5.60%	±5.13
C Field Office	9	6.63%	±5.54
D 100% Telework	NR	NR	NR
E 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.

2.2.2 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 OSMRE.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	35	9.0%	±3.3
Ethnicity/Race			
Non-Minority	14	5.3%*	±3.5
Minority	20	17.0%*	±8.1
Ethnicity/Race			
A Hispanic	NR	NR	NR
B American Indian or Alaskan Native	NR	NR	NR
C Asian	NR	NR	NR
D Black/African-American	6	7.8%	±9.2
E Native Hawaiian or Other Pacific Islander	--	--	--
F Non-Hispanic White	14	5.3%	±3.5
G Multi-racial	NR	NR	NR

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

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

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Schedule (GS) 1-6	NR	NR	NR
General Schedule (GS) 7-10	6	15.8%	±16.9
General Schedule (GS) 11-12	11	30.3%	±17.8
General Schedule (GS) 13-15	13	36.8%	±17.7
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	NR	NR	NR

2.3 Religious Harassment

2.3.1 Past 12 Months

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

Table 2.16 OSMRE – 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	16	3.5%	±2.2	2.5	±0.2
Age - Collapsed					
39 or under	9	6.2%*	±5.5	3.2*	±0.4
40 or older	7	2.2%*	±2.5	2.1*	±0.1
Age					
A 25 or under	0	0.0%	NA	NA	NA
B 26-29	NR	NR	NR	NR	NR
C 30-39	6	6.0%	±6.9	3.3	±0.4
D 40-49	NR	NR	NR	NR	NR
E 50-59	0	0.0%	NA	NA	NA
F 60 or older	NR	NR	NR	NR	NR
Relationship Status - Collapsed					
A Single	5	7.6%	±9.4	2.8	±0.3
B Partnered/Married	7	2.4%	±2.5	2.7	±0.4
C Separated/Widowed/Divorced	NR	NR	NR	NR	NR
Relationship Status					
A Single	5	7.6%	±9.4	2.8	±0.3
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	NR	NR	NR	NR	NR
E Married	6	2.0%	±2.5	2.8	±0.4
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	11	3.7%	±2.9	2.6	±0.3
Minority	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	NR	NR	NR	NR	NR
B American Indian or Alaskan Native	NR	NR	NR	NR	NR
C Asian	NR	NR	NR	NR	NR
D Black/African-American	0	0.0%	NA	NA	NA
E Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F Non-Hispanic White	11	3.7%	±2.9	2.6	±0.3
G Multi racial	NR	NR	NR	NR	NR
Disability					
Yes	NR	NR	NR	NR	NR
No	10	2.6%	±2.2	2.7	±0.3
Sex					
Men	10	4.2%	±3.4	2.8*	±0.3
Women	5	2.7%	±3.5	2.1*	±0.1
Gender Identity					
A Male	10	4.2%	±3.4	2.8	±0.3
B Female	5	2.7%	±3.5	2.1	±0.1
C Transgender	--	--	--	--	--
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	14	3.4%	±2.3	2.7	±0.3
Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation					
A Heterosexual or straight	14	3.4%	±2.3	2.7	±0.3
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	NR	NR	NR	NR	NR

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	NR	NR	NR	NR	NR
B	Trade/Tech Certificate/Some College	0	0.0%D	NA	NA	NA
C	AA/College Degree	NR	NR	NR	NR	NR
D	Graduate Degree	11	8.0%B	±6.0	2.6	±0.3
Appointment Type						
A	Permanent	16	3.6%	±2.2	2.5	±0.2
B	Term	--	--	--	--	--
C	Temporary	NR	NR	NR	NR	NR
Work Schedule						
	Seasonal	--	--	--	--	--
	Non-seasonal	16	3.5%	±2.2	2.5	±0.2
Appointment Type and Work Schedule						
A	Permanent-Seasonal	--	--	--	--	--
B	Permanent-Non-Seasonal	16	3.6%	±2.2	2.5	±0.2
C	Term	--	--	--	--	--
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	0	0.0%	NA	NA	NA
B	1 to 3 years	7	6.6%	±6.6	2.3	±0.2
C	4 to 5 years	0	0.0%	NA	NA	NA
D	6 to 10 years	NR	NR	NR	NR	NR
E	11 to 14 years	NR	NR	NR	NR	NR
F	15 to 20 years	0	0.0%	NA	NA	NA
G	More than 20 years	NR	NR	NR	NR	NR
Pay Plan and Grade - Collapsed						
A	Junior Grade	NR	NR	NR	NR	NR
B	Middle Grade	NR	NR	NR	NR	NR
C	Senior Grade	11	3.4%	±2.6	2.7	±0.3
D	Executive Grade	--	--	--	--	--
Supervisory Status - Collapsed						
	Non-Supervisor	9	2.8%	±2.6	2.6	±0.3
	Supervisor	5	3.8%	±5.1	2.6	±0.4

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	NR	NR	NR	NR	NR
B Supervisor	NR	NR	NR	NR	NR
C Manager	NR	NR	NR	NR	NR
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	9	2.8%	±2.6	2.6	±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 2.17 OSMRE – 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	16	3.49%	±2.18
A Headquarters Office (Washington)	NR	NR	NR
B Regional Office	5	3.65%	±4.61
C Field Office	9	6.08%	±5.42
D 100% Telework	0	0.00%	NA
E 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.

2.3.2 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 OSMRE.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	15	3.9%	±2.5

Employees who indicated they experienced religious harassment prior to the past 12 months were also asked to specify their pay plan or grade when they experienced those behaviors for the first time. Table 2.19 shows the percent indicating the pay plan or grade at which the behaviors first occurred.

Table 2.19 OSMRE – Estimated Pay Plan or Grade at Which Religious Harassment First Occurred

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

2.4 Disability Harassment

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

2.4.1 Past 12 Months

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

Table 2.20 OSMRE – 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	28	6.3%	±2.7	2.6	±0.2
Age - Collapsed					
39 or under	10	7.1%	±5.7	3.1*	±0.4
40 or older	18	6.0%	±3.3	2.4*	±0.2
Age					
A 25 or under	0	0.0%	NA	NA	NA
B 26-29	NR	NR	NR	NR	NR
C 30-39	7	7.2%	±7.3	3.2D	±0.4
D 40-49	6	7.4%	±8.0	2.0CF	±0.1
E 50-59	6	4.5%	±5.4	2.7	±0.6
F 60 or older	6	6.7%	±7.8	2.9D	±0.4
Relationship Status - Collapsed					
A Single	7	10.7%	±10.0	2.8C	±0.3
B Partnered/Married	12	4.0% ^C	±2.9	3.0 ^C	±0.4
C Separated/Widowed/Divorced	8	12.3% ^B	±10.4	2.2 ^{AB}	±0.2
Relationship Status					
A Single	7	10.7%	±10.0	2.8	±0.3
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	NR	NR	NR	NR	NR
E Married	10	3.7%	±3.0	3.0	±0.4
F Widowed	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	18	6.1%	±3.4	3.0*	±0.3
Minority	10	7.3%	±5.9	2.1*	±0.1
Ethnicity/Race					
A Hispanic	NR	NR	NR	NR	NR
B American Indian or Alaskan Native	NR	NR	NR	NR	NR
C Asian	NR	NR	NR	NR	NR
D Black/African-American	5	6.3%	±7.9	2.0F	±0.0
E Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F Non-Hispanic White	18	6.1%	±3.4	3.0D	±0.3
G Multi racial	NR	NR	NR	NR	NR
Disability					
Yes	21	34.5%*	±13.2	2.6	±0.2
No	7	1.9%*	±2.0	2.6	±0.4
Sex					
Men	9	3.8%*	±3.3	2.9	±0.4
Women	19	9.5%*	±5.0	2.5	±0.2
Gender Identity					
A Male	9	3.8%B	±3.3	2.9	±0.4
B Female	19	9.5%A	±5.0	2.5	±0.2
C Transgender	--	--	--	--	--
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	21	5.2%	±2.6	2.5	±0.2
Sexual Minority	NR	NR	NR	NR	NR

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Sexual Orientation						
A	Heterosexual or straight	21	5.2%	±2.6	2.5	±0.2
B	Lesbian	NR	NR	NR	NR	NR
C	Gay	NR	NR	NR	NR	NR
D	Bisexual	NR	NR	NR	NR	NR
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F	I prefer not to say	NR	NR	NR	NR	NR
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	NR	NR	NR	NR	NR
B	Trade/Tech Certificate/Some College	5	6.8%	±8.6	2.0C	±0.0
C	AA/College Degree	15	6.7%	±4.2	3.1BD	±0.3
D	Graduate Degree	8	6.0%	±5.7	2.4C	±0.3
Appointment Type						
A	Permanent	28	6.4%	±2.7	2.6	±0.2
B	Term	--	--	--	--	--
C	Temporary	NR	NR	NR	NR	NR
Work Schedule						
	Seasonal	--	--	--	--	--
	Non-seasonal	28	6.4%	±2.7	2.6	±0.2
Appointment Type and Work Schedule						
A	Permanent-Seasonal	--	--	--	--	--
B	Permanent-Non-Seasonal	28	6.5%	±2.8	2.6	±0.2
C	Term	--	--	--	--	--
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	0	0.0%CE	NA	NA	NA
B	1 to 3 years	8	7.1%	±6.8	3.3E	±0.6
C	4 to 5 years	6	16.5%A	±17.6	3.1E	±0.3
D	6 to 10 years	NR	NR	NR	NR	NR
E	11 to 14 years	7	20.1%A	±18.0	2.2BC	±0.2
F	15 to 20 years	NR	NR	NR	NR	NR
G	More than 20 years	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>
Pay Plan and Grade - Collapsed					
A Junior Grade	NR	NR	NR	NR	NR
B Middle Grade	8	8.9%	±8.1	3.3C	±0.5
C Senior Grade	20	5.9%	±3.1	2.5B	±0.2
D Executive Grade	--	--	--	--	--
Supervisory Status - Collapsed					
Non-Supervisor	22	7.1%	±3.5	2.5*	±0.2
Supervisor	6	4.7%	±5.3	3.0*	±0.4
Supervisory Status					
A Team Leader	NR	NR	NR	NR	NR
B Supervisor	NR	NR	NR	NR	NR
C Manager	NR	NR	NR	NR	NR
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	22	7.1%	±3.5	2.5	±0.2

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

Table 2.21 OSMRE – 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	28	6.31%	±2.69
A Headquarters Office (Washington)	7	5.90%	±6.31
B Regional Office	15	9.99%	±6.03
C Field Office	5	3.70%	±4.79
D 100% Telework	0	0.00%	NA
E 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 OSMRE.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	18	4.6%	±2.6

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

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

2.5 Sexual Orientation Harassment

2.5.1 Past 12 Months

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

Table 2.24 OSMRE – 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	5	1.2%	±1.6	2.4	±0.5
Age - Collapsed					
39 or under	0	0.0%	NA	NA	NA
40 or older	5	1.8%	±2.3	2.4	±0.5
Age					
A 25 or under	0	0.0%	NA	NA	NA
B 26-29	0	0.0%	NA	NA	NA
C 30-39	0	0.0%	NA	NA	NA
D 40-49	0	0.0%	NA	NA	NA
E 50-59	NR	NR	NR	NR	NR
F 60 or older	NR	NR	NR	NR	NR
Relationship Status - Collapsed					
A Single	0	0.0%	NA	NA	NA
B Partnered/Married	NR	NR	NR	NR	NR
C Separated/Widowed/Divorced	NR	NR	NR	NR	NR
Relationship Status					
A Single	0	0.0%	NA	NA	NA
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	NR	NR	NR	NR	NR
E Married	NR	NR	NR	NR	NR
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	NR	NR	NR	NR	NR
Minority	NR	NR	NR	NR	NR

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race						
A	Hispanic	0	0.0%	NA	NA	NA
B	American Indian or Alaskan Native	NR	NR	NR	NR	NR
C	Asian	NR	NR	NR	NR	NR
D	Black/African-American	0	0.0%	NA	NA	NA
E	Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F	Non-Hispanic White	NR	NR	NR	NR	NR
G	Multi racial	NR	NR	NR	NR	NR
Disability						
	Yes	NR	NR	NR	NR	NR
	No	NR	NR	NR	NR	NR
Sex						
	Men	5	2.2%*	±2.9	2.4	±0.5
	Women	0	0.0%*	NA	NA	NA
Gender Identity						
A	Male	5	2.2%	±2.9	2.4	±0.5
B	Female	0	0.0%	NA	NA	NA
C	Transgender	--	--	--	--	--
D	Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description						
A	Transgender, male to female	--	--	--	--	--
B	Transgender, female to male	--	--	--	--	--
C	Gender non-conforming	--	--	--	--	--
D	Unsure	--	--	--	--	--
E	I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed						
	Heterosexual	NR	NR	NR	NR	NR
	Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation						
A	Heterosexual or straight	NR	NR	NR	NR	NR
B	Lesbian	NR	NR	NR	NR	NR
C	Gay	NR	NR	NR	NR	NR
D	Bisexual	NR	NR	NR	NR	NR
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F	I prefer not to say	NR	NR	NR	NR	NR

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	NR	NR	NR	NR	NR
B	Trade/Tech Certificate/Some College	0	0.0%	NA	NA	NA
C	AA/College Degree	NR	NR	NR	NR	NR
D	Graduate Degree	NR	NR	NR	NR	NR
Appointment Type						
A	Permanent	5	1.2%	±1.6	2.4	±0.5
B	Term	--	--	--	--	--
C	Temporary	NR	NR	NR	NR	NR
Work Schedule						
	Seasonal	--	--	--	--	--
	Non-seasonal	5	1.2%	±1.6	2.4	±0.5
Appointment Type and Work Schedule						
A	Permanent-Seasonal	--	--	--	--	--
B	Permanent-Non-Seasonal	5	1.2%	±1.6	2.4	±0.5
C	Term	--	--	--	--	--
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	0	0.0%	NA	NA	NA
B	1 to 3 years	0	0.0%	NA	NA	NA
C	4 to 5 years	NR	NR	NR	NR	NR
D	6 to 10 years	NR	NR	NR	NR	NR
E	11 to 14 years	0	0.0%	NA	NA	NA
F	15 to 20 years	0	0.0%	NA	NA	NA
G	More than 20 years	NR	NR	NR	NR	NR
Pay Plan and Grade - Collapsed						
A	Junior Grade	NR	NR	NR	NR	NR
B	Middle Grade	0	0.0%	NA	NA	NA
C	Senior Grade	5	1.6%	±2.1	2.4	±0.5
D	Executive Grade	--	--	--	--	--
Supervisory Status - Collapsed						
	Non-Supervisor	NR	NR	NR	NR	NR
	Supervisor	NR	NR	NR	NR	NR

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

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

Table 2.25 OSMRE – 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	5	1.20%	±1.59
A Headquarters Office (Washington)	0	0.00%	NA
B Regional Office	NR	NR	NR
C Field Office	NR	NR	NR
D 100% Telework	0	0.00%	NA
E 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.

2.5.2 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 OSMRE.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	NR	NR	NR

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

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

2.6 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 OSMRE.

Table 2.28 OSMRE – 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	9	2.0%	±1.8	4.6	±0.5
Age - Collapsed					
39 or under	NR	NR	NR	NR	NR
40 or older	6	2.0%	±2.4	5.0	±0.5
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	0	0.0%	NA	NA	NA
C 30-39	NR	NR	NR	NR	NR
D 40-49	NR	NR	NR	NR	NR
E 50-59	NR	NR	NR	NR	NR
F 60 or older	0	0.0%	NA	NA	NA

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Relationship Status - Collapsed					
A Single	0	0.0%	NA	NA	NA
B Partnered/Married	9	3.0%	±2.7	4.6	±0.5
C Separated/Widowed/Divorced	0	0.0%	NA	NA	NA
Relationship Status					
A Single	0	0.0%	NA	NA	NA
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	0	0.0%	NA	NA	NA
E Married	8	2.8%	±2.7	4.8	±0.5
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	7	2.2%	±2.5	4.9	±0.5
Minority	0	0.0%	NA	NA	NA
Ethnicity/Race					
A Hispanic	0	0.0%	NA	NA	NA
B American Indian or Alaskan Native	NR	NR	NR	NR	NR
C Asian	NR	NR	NR	NR	NR
D Black/African-American	0	0.0%	NA	NA	NA
E Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F Non-Hispanic White	7	2.2%	±2.5	4.9	±0.5
G Multi racial	NR	NR	NR	NR	NR
Disability					
Yes	0	0.0%	NA	NA	NA
No	9	2.3%	±2.1	4.6	±0.5
Sex					
Men	7	2.8%	±3.0	4.9	±0.6
Women	NR	NR	NR	NR	NR
Gender Identity					
A Male	7	2.8%	±3.0	4.9	±0.6
B Female	NR	NR	NR	NR	NR
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed					
Heterosexual	5	1.3%	±1.7	3.0	±0.5
Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation					
A Heterosexual or straight	5	1.3%	±1.7	3.0	±0.5
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	NR	NR	NR	NR	NR
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	NR	NR	NR	NR	NR
B Trade/Tech Certificate/Some College	0	0.0%	NA	NA	NA
C AA/College Degree	6	2.6%	±3.2	4.9	±0.5
D Graduate Degree	NR	NR	NR	NR	NR
Appointment Type					
A Permanent	9	2.0%	±1.9	4.6	±0.5
B Term	--	--	--	--	--
C Temporary	NR	NR	NR	NR	NR
Work Schedule					
Seasonal	--	--	--	--	--
Non-seasonal	9	2.0%	±1.8	4.6	±0.5
Appointment Type and Work Schedule					
A Permanent-Seasonal	--	--	--	--	--
B Permanent-Non-Seasonal	9	2.0%	±1.9	4.6	±0.5
C Term	--	--	--	--	--
D Temporary-Seasonal	--	--	--	--	--
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Years of Service at Bureau or Office					
A Less than 1 year	0	0.0%	NA	NA	NA
B 1 to 3 years	NR	NR	NR	NR	NR
C 4 to 5 years	0	0.0%	NA	NA	NA
D 6 to 10 years	NR	NR	NR	NR	NR
E 11 to 14 years	NR	NR	NR	NR	NR
F 15 to 20 years	0	0.0%	NA	NA	NA
G More than 20 years	0	0.0%	NA	NA	NA
Pay Plan and Grade - Collapsed					
A Junior Grade	NR	NR	NR	NR	NR
B Middle Grade	NR	NR	NR	NR	NR
C Senior Grade	8	2.3%	±2.3	4.8	±0.5
D Executive Grade	--	--	--	--	--
Supervisory Status - Collapsed					
Non-Supervisor	7	2.1%	±2.4	4.9	±0.5
Supervisor	NR	NR	NR	NR	NR
Supervisory Status					
A Team Leader	0	0.0%	NA	NA	NA
B Supervisor	NR	NR	NR	NR	NR
C Manager	NR	NR	NR	NR	NR
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	7	2.1%	±2.4	4.9	±0.5

^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 OSMRE – 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	9	1.99%	±1.82
A Headquarters Office (Washington)	NR	NR	NR
B Regional Office	NR	NR	NR
C Field Office	NR	NR	NR
D 100% Telework	0	0.00%	NA
E 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.

2.6.2 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 OSMRE.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	16	4.0%	±2.5
Sex			
Men	6	2.7%	±3.2
Women	10	5.7%	±4.8

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Schedule (GS) 1-6	NR	NR	NR
General Schedule (GS) 7-10	8	17.9%	±14.9
General Schedule (GS) 11-12	22	50.4%	±15.0
General Schedule (GS) 13-15	9	21.0%	±15.2
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	NR	NR	NR

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 OSMRE. 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 OSMRE – 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	56	12.5%	±3.4	3.2	±0.3	3	2
Sex							
Men	25	10.0%	±4.5	3.6*	±0.4	3	3
Women	31	15.9%	±5.9	2.8*	±0.3	2	2
Gender Identity							
A Male	25	10.0%	±4.5	3.6B	±0.4	3	3
B Female	31	15.9%	±5.9	2.8A	±0.3	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	47	11.4%	±3.4	3.0	±0.3	3	2
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
A Heterosexual or straight	47	11.4%	±3.4	3.0F	±0.3	3	2
B Lesbian	NR	NR	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR	NR	NR
F I prefer not to say	NR	NR	NR	NR	NR	NR	NR

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

Table 2.33 OSMRE – 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	56	12.54%	±3.43
A Headquarters Office (Washington)	23	20.72%	±8.62
B Regional Office	19	12.84%	±6.47
C Field Office	13	9.40%	±6.11
D 100% Telework	0	0.00%	NA
E 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.

2.8 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 OSMRE. 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 OSMRE – 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	12	2.7%	±2.0	3.9	±0.8	4	2
Sex							
Men	NR	NR	NR	NR	NR	NR	NR
Women	10	5.0%	±4.1	2.5	±0.6	2	2
Gender Identity							
A Male	NR	NR	NR	NR	NR	NR	NR
B Female	10	5.0%	±4.1	2.5	±0.6	2	2
C Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as							
D female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	6	1.4%	±1.7	2.5	±0.8	2	2
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
A Heterosexual or straight	6	1.4%	±1.7	2.5	±0.8	2	2
B Lesbian	NR	NR	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR	NR	NR
Other (e.g., questioning, asexual,							
E undecided, self-identified, or intersex)	NR	NR	NR	NR	NR	NR	NR
F I prefer not to say	NR	NR	NR	NR	NR	NR	NR

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

Table 2.35 OSMRE – 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	12	2.73%	±2.01
A Headquarters Office (Washington)	6	5.51%	±6.21
B Regional Office	5	3.38%	±4.53
C Field Office	NR	NR	NR
D 100% Telework	0	0.00%	NA
E 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.

2.9 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 OSMRE. 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 OSMRE – 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	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	0	0.0%	NA	NA	NA	NA	NA
Women	NR	NR	NR	NR	NR	NR	NR
Gender Identity							
A Male	0	0.0%	NA	NA	NA	NA	NA
B Female	NR	NR	NR	NR	NR	NR	NR
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	NR	NR	NR	NR	NR	NR	NR
Sexual Minority	0	0.0%	NA	NA	NA	NA	NA
Sexual Orientation							
A Heterosexual or straight	NR	NR	NR	NR	NR	NR	NR
B Lesbian	NR	NR	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR	NR	NR
F I prefer not to say	NR	NR	NR	NR	NR	NR	NR

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

Table 2.37 OSMRE – 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		NR	NR	NR
A	Headquarters Office (Washington)	0	0.00%	NA
B	Regional Office	0	0.00%	NA
C	Field Office	NR	NR	NR
D	100% Telework	0	0.00%	NA
E	Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

2.10 Gender Harassment

Table 2.38 and Table 2.39 present the experience rate of employees who experienced gender harassment within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in OSMRE. 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 OSMRE – 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	57	12.9%	±3.5	3.4	±0.2
Age - Collapsed					
39 or under	21	15.0%	±7.0	3.2	±0.3
40 or older	36	12.0%	±4.2	3.5	±0.3
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	NR	NR	NR	NR	NR
C 30-39	13	13.5%	±8.4	3.3	±0.4
D 40-49	12	13.9%	±9.2	3.5	±0.4
E 50-59	16	12.4%	±7.0	4.0F	±0.6
F 60 or older	8	9.4%	±8.4	2.5E	±0.4
Relationship Status - Collapsed					
A Single	13	19.0%B	±11.3	3.3	±0.4
B Partnered/Married	24	8.0%AC	±3.7	3.5	±0.3
C Separated/Widowed/Divorced	20	28.6%B	±11.9	3.3	±0.5
Relationship Status					
A Single	13	19.0%	±11.3	3.3	±0.4
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	8	16.3%	±13.8	3.0	±0.6
E Married	20	7.2%	±3.7	3.7	±0.4
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	41	13.7%	±4.4	3.3	±0.3
Minority	16	12.2%	±6.8	3.6	±0.5

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	NR	NR	NR	NR	NR
B American Indian or Alaskan Native	NR	NR	NR	NR	NR
C Asian	NR	NR	NR	NR	NR
D Black/African-American	13	16.2%	±9.8	3.7	±0.6
E Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F Non-Hispanic White	41	13.7%	±4.4	3.3	±0.3
G Multi racial	NR	NR	NR	NR	NR
Disability					
Yes	13	20.9%*	±12.5	3.4	±0.5
No	43	11.3%*	±3.6	3.3	±0.3
Sex					
Men	15	6.0%*	±3.8	3.6	±0.5
Women	43	21.8%*	±6.4	3.3	±0.2
Gender Identity					
A Male	15	6.0%B	±3.8	3.6	±0.5
B Female	43	21.8%A	±6.4	3.3	±0.2
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed					
Heterosexual	47	11.3%	±3.4	3.2	±0.2
Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation					
A Heterosexual or straight	47	11.3%	±3.4	3.2	±0.2
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	NR	NR	NR	NR	NR

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	NR	NR	NR	NR	NR
B	Trade/Tech Certificate/Some College	16	20.9% ^C	±10.8	4.0 ^D	±0.6
C	AA/College Degree	18	8.3% ^B	±4.5	3.5	±0.4
D	Graduate Degree	23	17.2%	±7.4	3.0 ^B	±0.2
Appointment Type						
A	Permanent	57	13.1%	±3.5	3.4	±0.2
B	Term	--	--	--	--	--
C	Temporary	NR	NR	NR	NR	NR
Work Schedule						
	Seasonal	--	--	--	--	--
	Non-seasonal	57	13.0%	±3.5	3.4	±0.2
Appointment Type and Work Schedule						
A	Permanent-Seasonal	--	--	--	--	--
B	Permanent-Non-Seasonal	57	13.2%	±3.5	3.4	±0.2
C	Term	--	--	--	--	--
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	NR	NR	NR	NR	NR
B	1 to 3 years	12	10.8%	±7.5	3.0	±0.3
C	4 to 5 years	NR	NR	NR	NR	NR
D	6 to 10 years	12	14.1%	±9.5	3.6	±0.5
E	11 to 14 years	10	28.9%	±18.4	3.8	±0.6
F	15 to 20 years	NR	NR	NR	NR	NR
G	More than 20 years	12	11.1%	±7.7	3.7	±0.5
Pay Plan and Grade - Collapsed						
A	Junior Grade	NR	NR	NR	NR	NR
B	Middle Grade	11	12.4%	±8.8	3.4	±0.4
C	Senior Grade	45	13.2%	±4.0	3.4	±0.3
D	Executive Grade	--	--	--	--	--
Supervisory Status - Collapsed						
	Non-Supervisor	42	13.9%	±4.4	3.6*	±0.3
	Supervisor	13	9.9%	±6.4	2.6*	±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	7	8.5%	±8.2	3.0	±0.3
B Supervisor	6	16.3%	±16.5	2.2E	±0.2
C Manager	NR	NR	NR	NR	NR
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	42	13.9%	±4.4	3.6B	±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 2.39 OSMRE – 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	57	12.90%	±3.46
A Headquarters Office (Washington)	18	15.60%	±8.07
B Regional Office	26	17.48%	±7.04
C Field Office	14	9.70%	±6.16
D 100% Telework	0	0.00%	NA
E 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 OSMRE.

Table 2.40 OSMRE – 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	0	0.00%	NA	NA	NA
Age - Collapsed					
39 or under	0	0.00%	NA	NA	NA
40 or older	0	0.00%	NA	NA	NA
Age					
A 25 or under	0	0.00%	NA	NA	NA
B 26-29	0	0.00%	NA	NA	NA
C 30-39	0	0.00%	NA	NA	NA
D 40-49	0	0.00%	NA	NA	NA
E 50-59	0	0.00%	NA	NA	NA
F 60 or older	0	0.00%	NA	NA	NA
Relationship Status - Collapsed					
A Single	0	0.00%	NA	NA	NA
B Partnered/Married	0	0.00%	NA	NA	NA
C Separated/Widowed/Divorced	0	0.00%	NA	NA	NA

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

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

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

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

Table 2.41 OSMRE – Estimated Experience Rate of Sexual Assault Related Behaviors in the Past 12 Months, by Current Work Location

	Sexual assault		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	0	0.00%	NA
A Headquarters Office (Washington)	0	0.00%	NA
B Regional Office	0	0.00%	NA
C Field Office	0	0.00%	NA
D 100% Telework	0	0.00%	NA
E 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.

2.11.2 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 OSMRE.

Table 2.42 OSMRE – 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	NR	NR	NR
Sex			
Men	NR	NR	NR
Women	NR	NR	NR

* Indicates a statistically significant difference between the two groups.

Employees who indicated they experienced sexual assault related behaviors prior to the past 12 months were also asked to specify their pay plan or grade when they experienced those behaviors for the first time. Table 2.423 shows the percent indicating the pay plan or grade at which the behaviors first occurred.

Table 2.43 OSMRE – Estimated Pay Plan or Grade at Which Sexual Assault Related Behaviors First Occurred

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

2.12 Sexual Assault Related Behaviors Experienced

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

	Type of sexual assault behavior experienced		
	<i>Sexual touching</i>	<i>Attempted sex</i>	<i>Completed sex</i>
Office of Surface Mining Reclamation and Enforcement	0.00% (NA)	0.00% (NA)	0.00% (NA)
Men	0.00% (NA)	0.00% (NA)	0.00% (NA)
Women	0.00% (NA)	0.00% (NA)	0.00% (NA)

3 One Behavior or Experience with the Greatest Effect

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

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

Table 3.1 OSMRE – 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	31	25.2%	±8.5
Your race or ethnicity	14	11.1%	±6.9
Your religious beliefs	05	4.4%	±5.5
Your disability status or condition	12	9.7%	±6.7
Your sexual orientation	0	0.0%	NA
Your sex/gender	26	21.0%	±8.1
Unknown	36	28.5%	±8.6

The results shown in Section 3 represent the estimated subset of OSMRE 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 OSMRE 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, 25.2% 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 OSMRE.

Table 3.2 OSMRE – 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	NR	NR	NR
Most of it occurred during work hours; some off work hours	0	0.0%	NA
Some of it occurred during work hours; most off work hours	NR	NR	NR
None of it occurred during work hours; all off work hours	NR	NR	NR
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	NR	NR	NR
No	NR	NR	NR
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	NR	NR	NR
At a work-sponsored social event	0	0.0%	NA
At a non-work sponsored social event where coworkers were present	NR	NR	NR
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	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)	NR	NR	NR
At an indoor location (shop or maintenance area)	0	0.0%	NA
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	NR	NR	NR
Q38 How often did the specific type of behavior or experience occur?			
Once	NR	NR	NR
Once a month or less	NR	NR	NR
2-4 times a month	NR	NR	NR
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	0	0.0%	NA
A month	NR	NR	NR
A few months	NR	NR	NR
A year or more	NR	NR	NR

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	NR	NR	NR
More than one person	NR	NR	NR
Q41 Was/were the person(s) who did this to you?			
Male	NR	NR	NR
Female	NR	NR	NR
Both males and females	NR	NR	NR
Q42 Was/were the person(s) who did this to you?			
Younger	NR	NR	NR
About my age	NR	NR	NR
Older	NR	NR	NR
Some were younger, older, and/or about my age	NR	NR	NR
Do not know	0	0.0%	NA
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	NR	NR	NR
Subordinate(s) or someone you supervise/manage	NR	NR	NR
Your Team lead(s) (current or former)	NR	NR	NR
Another Team lead(s) (current or former)	0	0.0%	NA
Your Supervisor(s) (current or former)	NR	NR	NR
Another Supervisor(s) (current or former)	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	0	0.0%	NA
A contractor	NR	NR	NR
Other	NR	NR	NR
Do not know	0	0.0%	NA
None selected	NR	NR	NR
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	0	0.0%	NA
Yes, I had to or still have to interact with this/these person(s)	28	100%	NA

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 OSMRE.

Table 3.3 OSMRE – 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	0	0.0%	NA
No	28	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	NR	NR	NR
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
h. Did it damage other personal relationships?			
Yes	0	0.0%	NA
No	28	100%	NA
Don't Know	0	0.0%	NA

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	0	0.0%	NA
No	NR	NR	NR
Don't Know	NR	NR	NR
j. Did you seek any type of medical attention?			
Yes	0	0.0%	NA
No	28	100%	NA
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 3.4 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 OSMRE.

Table 3.4 OSMRE – 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	NR	NR	NR
My coworkers	NR	NR	NR
My team leader	0	0.0%	NA
My supervisor	NR	NR	NR
My manager	NR	NR	NR
A senior leader	NR	NR	NR
Another employee in my bureau	NR	NR	NR
Someone from another bureau/office	0	0.0%	NA

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 OSMRE.

Table 3.5 OSMRE – 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	NR	NR	NR	NR	NR
Employee Assistance Program (EAP)	0	0.0%	NA	NA	NA
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	0	0.0%	NA	NA	NA
Employee & Labor Relations (Human Resources)	0	0.0%	NA	NA	NA
Union (if applicable)	0	0.0%	NA	NA	NA
Equal Employment Opportunity Counselor	0	0.0%	NA	NA	NA
Equal Employment Opportunity Office	0	0.0%	NA	NA	NA
Office of Inspector General Hotline	0	0.0%	NA	NA	NA
Office of Inspector General	0	0.0%	NA	NA	NA
Other Law Enforcement/Civil Authority not in the bureau	0	0.0%	NA	NA	NA
Department of Interior Ethics/Bureau Ethics Office	0	0.0%	NA	NA	NA
Other	0	0.0%	NA	NA	NA

^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 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 OSMRE – Results of Reporting the One Experience of Age Harassment

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

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

An estimated [NR] 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 OSMRE – 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?	NR	NR	NR
How you were treated by personnel handling the complaint/grievance/report?	NR	NR	NR
Actions taken by the person handling the complaint/grievance/report?	NR	NR	NR
Being informed about the current status of the complaint/grievance/report?	NR	NR	NR
The amount of time it took to address the complaint/grievance/report?	NR	NR	NR

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

An estimated [NR] of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 OSMRE – 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	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	0	0.0%	NA
I wanted to forget about it or move on	NR	NR	NR
I did not think anything would be done	NR	NR	NR
I did not think I would be believed	NR	NR	NR
I did not trust that the process would be fair	NR	NR	NR
I thought I might get in trouble for something I did	NR	NR	NR
I thought I would be labeled as a troublemaker	NR	NR	NR
I thought it might hurt my performance appraisal	NR	NR	NR
I thought it might hurt my chances of being renewed or obtaining permanent position	--	--	--
I was worried about potential negative consequences from leadership	NR	NR	NR
I was worried about potential negative consequences from my coworkers or peers	NR	NR	NR
I thought it might hurt my career	NR	NR	NR
I did not want to hurt the person's/s' career/s or family/ies	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

3.2 Characteristics of Racial/Ethnic Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 11.1% 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 OSMRE.

Table 3.9 OSMRE – Context of the One Experience of Racial/Ethnic Harassment

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

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

Table 3.10 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 OSMRE.

Table 3.10 OSMRE – 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	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
b. Did you take steps to leave your organization?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
c. Did it make it harder to complete your work or do your job?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
h. Did it damage other personal relationships?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR

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

Table 3.11 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 OSMRE.

Table 3.11 OSMRE – 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	NR	NR	NR
My coworkers	NR	NR	NR
My team leader	NR	NR	NR
My supervisor	NR	NR	NR
My manager	NR	NR	NR
A senior leader	NR	NR	NR
Another employee in my bureau	NR	NR	NR
Someone from another bureau/office	NR	NR	NR

Table 3.12 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 OSMRE.

Table 3.12 OSMRE – 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	NR	NR	NR	NR	NR
Employee Assistance Program (EAP)	NR	NR	NR	NR	NR
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	NR	NR	NR	NR	NR
Union (if applicable)	NR	NR	NR	NR	NR
Equal Employment Opportunity Counselor	NR	NR	NR	NR	NR
Equal Employment Opportunity Office	NR	NR	NR	NR	NR
Office of Inspector General Hotline	NR	NR	NR	NR	NR
Office of Inspector General	NR	NR	NR	NR	NR
Other Law Enforcement/Civil Authority not in the bureau	NR	NR	NR	NR	NR
Department of Interior Ethics/Bureau Ethics Office	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR

^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 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 OSMRE – Results of Reporting the One Experience of Racial/Ethnic Harassment

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. The person I told took no action			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
b. The rules of harassment were explained to everyone in the workplace			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
d. An investigation was conducted by a law enforcement official			
Yes	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 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 OSMRE – 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?	NR	NR	NR
How you were treated by personnel handling the complaint/grievance/report?	NR	NR	NR
Actions taken by the person handling the complaint/grievance/report?	NR	NR	NR
Being informed about the current status of the complaint/grievance/report?	NR	NR	NR
The amount of time it took to address the complaint/grievance/report?	NR	NR	NR

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

An estimated [NR] of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 OSMRE – Reasons for Not Reporting the One Experience of Racial/Ethnic Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience			
The behavior or experience stopped on its own	NR	NR	NR
I thought it was not serious enough to discuss or report	NR	NR	NR
I took care of it myself by confronting the person(s) who did it	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

3.3 Characteristics of Religious Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 4.4% 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 OSMRE.

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

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

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

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

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

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

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

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

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

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

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

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

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

^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 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 OSMRE – 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	--	--	--
No	--	--	--
Don't Know	--	--	--
b. The rules of harassment were explained to everyone in the workplace			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
d. An investigation was conducted by a law enforcement official			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
h. There was some official career action taken against person(s) for the behavior			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--

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

An estimated [NR] of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 OSMRE – 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?	--	--	--
How you were treated by personnel handling the complaint/grievance/report?	--	--	--
Actions taken by the person handling the complaint/grievance/report?	--	--	--
Being informed about the current status of the complaint/grievance/report?	--	--	--
The amount of time it took to address the complaint/grievance/report?	--	--	--

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

An estimated [NR] of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 OSMRE – Reasons for Not Reporting the One Experience of Religious Harassment

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

3.4 Characteristics of Disability Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 9.7% indicated the one behavior or experience that had the greatest effect on them was based on their perceived or actual disability. Table 3.23 presents characteristics of the one behavior or experience of disability harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in OSMRE.

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

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

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

Table 3.24 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 OSMRE.

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

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

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

Table 3.25 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 OSMRE.

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

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

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

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

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

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

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

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

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

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

Table 3.28 OSMRE – 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?	7	3.4	±0.7
How you were treated by personnel handling the complaint/grievance/report?	7	2.7	±1.0
Actions taken by the person handling the complaint/grievance/report?	7	2.0	±0.5
Being informed about the current status of the complaint/grievance/report?	7	2.1	±0.8
The amount of time it took to address the complaint/grievance/report?	7	2.1	±0.6

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

An estimated [NR] of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 OSMRE – Reasons for Not Reporting the One Experience of Disability Harassment

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

3.5 Characteristics of Sexual Orientation Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 0.0% 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 OSMRE.

Table 3.30 OSMRE – 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	--	--	--
Most of it occurred during work hours; some off work hours	--	--	--
Some of it occurred during work hours; most off work hours	--	--	--
None of it occurred during work hours; all off work hours	--	--	--
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	--	--	--
No	--	--	--
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	--	--	--
At a work-sponsored social event	--	--	--
At a non-work sponsored social event where coworkers were present	--	--	--
At a permanent bureau/office supplied housing location, if applicable	--	--	--
At a location outside the office/site	--	--	--
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)	--	--	--
At an indoor location (shop or maintenance area)	--	--	--
At an outdoor location (e.g., field site) that did not require an overnight stay	--	--	--
At an outdoor location (e.g., field site) that required an overnight stay	--	--	--
Q38 How often did the specific type of behavior or experience occur?			
Once	--	--	--
Once a month or less	--	--	--
2-4 times a month	--	--	--
Every few days	--	--	--
Every day	--	--	--
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	--	--	--
A week	--	--	--
A month	--	--	--
A few months	--	--	--
A year or more	--	--	--

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	--	--	--
More than one person	--	--	--
Q41 Was/were the person(s) who did this to you?			
Male	--	--	--
Female	--	--	--
Both males and females	--	--	--
Q42 Was/were the person(s) who did this to you?			
Younger	--	--	--
About my age	--	--	--
Older	--	--	--
Some were younger, older, and/or about my age	--	--	--
Do not know	--	--	--
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	--	--	--
Subordinate(s) or someone you supervise/manage	--	--	--
Your Team lead(s) (current or former)	--	--	--
Another Team lead(s) (current or former)	--	--	--
Your Supervisor(s) (current or former)	--	--	--
Another Supervisor(s) (current or former)	--	--	--
Your Manager(s) (current or former)	--	--	--
Another Manager(s) (current or former)	--	--	--
Another federal employee	--	--	--
A contractor	--	--	--
Other	--	--	--
Do not know	--	--	--
None selected	--	--	--
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	--	--	--
Yes, I had to or still have to interact with this/these person(s)	--	--	--

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 OSMRE.

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

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

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 OSMRE.

Table 3.32 OSMRE – 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	--	--	--
My coworkers	--	--	--
My team leader	--	--	--
My supervisor	--	--	--
My manager	--	--	--
A senior leader	--	--	--
Another employee in my bureau	--	--	--
Someone from another bureau/office	--	--	--

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 OSMRE.

Table 3.33 OSMRE – 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	--	--	--	--	--
Employee Assistance Program (EAP)	--	--	--	--	--
Ombudsman (if applicable)	--	--	--	--	--
CADR Office, CORE PLUS	--	--	--	--	--
Employee & Labor Relations (Human Resources)	--	--	--	--	--
Union (if applicable)	--	--	--	--	--
Equal Employment Opportunity Counselor	--	--	--	--	--
Equal Employment Opportunity Office	--	--	--	--	--
Office of Inspector General Hotline	--	--	--	--	--
Office of Inspector General	--	--	--	--	--
Other Law Enforcement/Civil Authority not in the bureau	--	--	--	--	--
Department of Interior Ethics/Bureau Ethics Office	--	--	--	--	--
Other	--	--	--	--	--

^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 [--] 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 OSMRE – Results of Reporting the One Experience of Sexual Orientation Harassment

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

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

An estimated [--] 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 OSMRE – Satisfaction with Reporting of the One Experience of Sexual Orientation Harassment

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

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

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

3.6 Characteristics of Sexual/Gender Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 21.0% 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 OSMRE.

Table 3.37 OSMRE – 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	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	NR	NR	NR
At a work-sponsored social event	0	0.0%	NA
At a non-work sponsored social event where coworkers were present	0	0.0%	NA
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	NR	NR	NR
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	23	100%	NA
At an indoor location (shop or maintenance area)	0	0.0%	NA
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	0	0.0%	NA
Q38 How often did the specific type of behavior or experience occur?			
Once	NR	NR	NR
Once a month or less	NR	NR	NR
2-4 times a month	NR	NR	NR
Every few days	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	0	0.0%	NA
Q42 Was/were the person(s) who did this to you?			
Younger	NR	NR	NR
About my age	NR	NR	NR
Older	NR	NR	NR
Some were younger, older, and/or about my age	NR	NR	NR
Do not know	0	0.0%	NA
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	NR	NR	NR
Subordinate(s) or someone you supervise/manage	0	0.0%	NA
Your Team lead(s) (current or former)	0	0.0%	NA
Another Team lead(s) (current or former)	NR	NR	NR
Your Supervisor(s) (current or former)	NR	NR	NR
Another Supervisor(s) (current or former)	0	0.0%	NA
Your Manager(s) (current or former)	NR	NR	NR
Another Manager(s) (current or former)	0	0.0%	NA
Another federal employee	0	0.0%	NA
A contractor	NR	NR	NR
Other	NR	NR	NR
Do not know	0	0.0%	NA
None selected	0	0.0%	NA
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	NR	NR	NR
Yes, I had to or still have to interact with this/these person(s)	NR	NR	NR

Table 3.38 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 OSMRE.

Table 3.38 OSMRE – Results of the One Experience of Sexual/Gender Harassment

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

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

Table 3.39 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 OSMRE.

Table 3.39 OSMRE – 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	NR	NR	NR
My coworkers	NR	NR	NR
My team leader	NR	NR	NR
My supervisor	NR	NR	NR
My manager	NR	NR	NR
A senior leader	NR	NR	NR
Another employee in my bureau	NR	NR	NR
Someone from another bureau/office	NR	NR	NR

Table 3.40 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 OSMRE.

Table 3.40 OSMRE – 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	NR	NR	NR	NR	NR
Employee Assistance Program (EAP)	0	0.0%	NA	NA	NA
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	0	0.0%	NA	NA	NA
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	NR	NR	NR	NR	NR

^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/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 OSMRE – Results of Reporting the One Experience of Sexual/Gender Harassment

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

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

An estimated [NR] 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 OSMRE – 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?	NR	NR	NR
How you were treated by personnel handling the complaint/grievance/report?	NR	NR	NR
Actions taken by the person handling the complaint/grievance/report?	NR	NR	NR
Being informed about the current status of the complaint/grievance/report?	NR	NR	NR
The amount of time it took to address the complaint/grievance/report?	NR	NR	NR

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

An estimated [NR] of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 OSMRE – Reasons for Not Reporting the One Experience of Sexual/Gender Harassment

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

3.7 Characteristics of Harassment Based on Unknown Reasons

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 28.5% 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 OSMRE.

Table 3.44 OSMRE – 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	26	77.4%	±18.2
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	6	18.2%	±17.8
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	NR	NR	NR
No	NR	NR	NR
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	NR	NR	NR
At a work-sponsored social event	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	5	15.8%	±17.6
At a location outside the office/site	8	22.6%	±18.2
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)	20	100%	NA
At an indoor location (shop or maintenance area)	0	0.0%	NA
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	0	0.0%	NA
Q38 How often did the specific type of behavior or experience occur?			
Once	NR	NR	NR
Once a month or less	9	28.1%	±18.4
2-4 times a month	NR	NR	NR
Every few days	8	22.6%	±18.2
Every day	0	0.0%	NA

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	NR	NR	NR
A week	0	0.0%	NA
A month	0	0.0%	NA
A few months	NR	NR	NR
A year or more	NR	NR	NR
Q40 How many people were involved?			
One person	25	76.0%	±18.2
More than one person	8	24.0%	±18.2
Q41 Was/were the person(s) who did this to you?			
Male	NR	NR	NR
Female	7	22.5%	±18.2
Both males and females	NR	NR	NR
Q42 Was/were the person(s) who did this to you?			
Younger	6	19.1%	±17.9
About my age	NR	NR	NR
Older	NR	NR	NR
Some were younger, older, and/or about my age	NR	NR	NR
Do not know	NR	NR	NR
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	NR	NR	NR
Subordinate(s) or someone you supervise/manage	NR	NR	NR
Your Team lead(s) (current or former)	0	0.0%	NA
Another Team lead(s) (current or former)	0	0.0%	NA
Your Supervisor(s) (current or former)	5	14.6%	±16.6
Another Supervisor(s) (current or former)	NR	NR	NR
Your Manager(s) (current or former)	NR	NR	NR
Another Manager(s) (current or former)	0	0.0%	NA
Another federal employee	NR	NR	NR
A contractor	0	0.0%	NA
Other	NR	NR	NR
Do not know	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	7	21.7%	±18.1
Yes, I had to or still have to interact with this/these person(s)	26	78.3%	±18.1

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

Table 3.45 OSMRE – 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	5	15.6%	±17.6
No	27	80.0%	±18.0
Don't Know	NR	NR	NR
b. Did you take steps to leave your organization?			
Yes	5	15.7%	±17.6
No	28	84.3%	±17.6
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	8	23.4%	±18.2
No	24	72.2%	±18.4
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
h. Did it damage other personal relationships?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	5	15.6%	±17.6
No	28	84.4%	±17.6
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	5	15.6%	±17.6
No	27	79.9%	±18.0
Don't Know	NR	NR	NR
l. Did you consider leaving the bureau?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR

Table 3.46 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 OSMRE.

Table 3.46 OSMRE – 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	NR	NR	NR
My coworkers	NR	NR	NR
My team leader	NR	NR	NR
My supervisor	NR	NR	NR
My manager	NR	NR	NR
A senior leader	NR	NR	NR
Another employee in my bureau	NR	NR	NR
Someone from another bureau/office	NR	NR	NR

Table 3.47 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 OSMRE.

Table 3.47 OSMRE – 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	NR	NR	NR	NR	NR
Employee Assistance Program (EAP)	0	0.0%	NA	NA	NA
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	NR	NR	NR	NR	NR
Union (if applicable)	0	0.0%	NA	NA	NA
Equal Employment Opportunity Counselor	NR	NR	NR	NR	NR
Equal Employment Opportunity Office	0	0.0%	NA	NA	NA
Office of Inspector General Hotline	0	0.0%	NA	NA	NA
Office of Inspector General	0	0.0%	NA	NA	NA
Other Law Enforcement/Civil Authority not in the bureau	0	0.0%	NA	NA	NA
Department of Interior Ethics/Bureau Ethics Office	0	0.0%	NA	NA	NA
Other	0	0.0%	NA	NA	NA

^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 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 OSMRE – Results of Reporting the One Experience of Harassment Based on Unknown Reasons

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

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

An estimated [NR] 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 OSMRE – 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?	9	3.6	±0.3
How you were treated by personnel handling the complaint/grievance/report?	9	3.1	±0.8
Actions taken by the person handling the complaint/grievance/report?	9	3.1	±0.8
Being informed about the current status of the complaint/grievance/report?	9	2.7	±0.5
The amount of time it took to address the complaint/grievance/report?	9	2.7	±0.5

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

3.8 Comparisons Across Types of Harassment

This section provides a side-by-side comparison of the one behavior or experience with greatest effect for each type of harassment. Table 3.51 presents characteristics of the one behavior or experience of all types of harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in OSMRE.

In summary, regardless of the specific form of harassment and/or assault behavior experienced, for the majority of employees these experiences occurred during work hours (89.3%) and at a work location or site (81.1%) that was most frequently characterized as an indoor location (97.9%). Also, for the majority of these employees these experiences did not occur while on travel (88.8%). Additionally, for the majority of employees these experiences occurred more than once (57.0%); involved one person (66.3%), who was typically older (50.3%), male (57.0%), and most often a peer and/or coworker (62.8%); and their work role required them to continue to interact with the person(s) involved (91.4%).

Table 3.51 OSMRE – 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	NR	NR	NR	NR	--	NR	77.4% (±18.2)
Most of it occurred during work hours; some off work hours	0.0% (NA)	NR	NR	NR	--	NR	NR
Some of it occurred during work hours; most off work hours	NR	NR	NR	NR	--	0.0% (NA)	0.0% (NA)
None of it occurred during work hours; all off work hours	NR	NR	NR	NR	--	0.0% (NA)	18.2% (±17.8)
Q35 Did the specific behavior or experience occur while you were on travel?							
Yes	NR	NR	NR	NR	--	NR	NR
No	NR	NR	NR	NR	--	NR	NR

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q36 Where did the specific type of behavior or experience typically occur?							
At a work location or site	NR	NR	NR	NR	--	NR	NR
At a work-sponsored social event	0.0% (NA)	NR	NR	NR	--	0.0% (NA)	0.0% (NA)
At a non-work sponsored social event where coworkers were present	NR	NR	NR	NR	--	0.0% (NA)	0.0% (NA)
At a permanent Bureau supplied housing location, if applicable	0.0% (NA)	NR	NR	NR	--	0.0% (NA)	15.8% (±17.6)
At a location outside the office/site	0.0% (NA)	NR	NR	NR	--	NR	22.6% (±18.2)
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?							
At an indoor location (office setting)	NR	NR	NR	NR	--	100% (NA)	100% (NA)
At an indoor location (shop or maintenance area)	0.0% (NA)	NR	NR	NR	--	0.0% (NA)	0.0% (NA)
At an outdoor location (e.g., field site) that did not require an overnight stay	0.0% (NA)	NR	NR	NR	--	0.0% (NA)	0.0% (NA)
At an outdoor location (e.g., field site) that required an overnight stay	NR	NR	NR	NR	--	0.0% (NA)	0.0% (NA)
Q38 How often did the specific type of behavior or experience occur?							
Once	NR	NR	NR	NR	--	NR	NR
Once a month or less	NR	NR	NR	NR	--	NR	28.1% (±18.4)
2-4 times a month	NR	NR	NR	NR	--	NR	NR
Every few days	0.0% (NA)	NR	NR	NR	--	0.0% (NA)	22.6% (±18.2)
Every day	0.0% (NA)	NR	NR	NR	--	0.0% (NA)	0.0% (NA)

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q39 How long did the specific type of behavior or experience persist?							
It happened one time	NR	NR	NR	NR	--	NR	NR
A week	0.0% (NA)	NR	NR	NR	--	NR	0.0% (NA)
A month	NR	NR	NR	NR	--	0.0% (NA)	0.0% (NA)
A few months	NR	NR	NR	NR	--	NR	NR
A year or more	NR	NR	NR	NR	--	NR	NR
Q40 How many people were involved?							
One person	NR	NR	NR	NR	--	NR	76.0% (±18.2)
More than one person	NR	NR	NR	NR	--	NR	24.0% (±18.2)
Q41 Was/were the person(s) who did this to you?							
Male	NR	NR	NR	NR	--	NR	NR
Female	NR	NR	NR	NR	--	NR	22.5% (±18.2)
Both males and females	NR	NR	NR	NR	--	0.0% (NA)	NR
Q42 Was/were the person(s) who did this to you?							
Younger	NR	NR	NR	NR	--	NR	19.1% (±17.9)
About my age	NR	NR	NR	NR	--	NR	NR
Older	NR	NR	NR	NR	--	NR	NR
Some were younger, older, and/or about my age	NR	NR	NR	NR	--	NR	NR
Do not know	0.0% (NA)	NR	NR	NR	--	0.0% (NA)	NR

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q43 Was/were the person(s) who did this to you any of the following?							
Peer(s)/Coworker(s)	NR	NR	NR	NR	--	NR	NR
Subordinate(s) or someone you supervise/manage	NR	NR	NR	NR	--	0.0% (NA)	NR
Your Team lead(s) (current or former)	NR	NR	NR	NR	--	0.0% (NA)	0.0% (NA)
Another Team lead(s) (current or former)	0.0% (NA)	NR	NR	NR	--	NR	0.0% (NA)
Your Supervisor(s) (current or former)	NR	NR	NR	NR	--	NR	14.6% (±16.6)
Another Supervisor(s) (current or former)	0.0% (NA)	NR	NR	NR	--	0.0% (NA)	NR
Your Manager(s) (current or former)	NR	NR	NR	NR	--	NR	NR
Another Manager(s) (current or former)	0.0% (NA)	NR	NR	NR	--	0.0% (NA)	0.0% (NA)
Another federal employee	0.0% (NA)	NR	NR	NR	--	0.0% (NA)	NR
A contractor	NR	NR	NR	NR	--	NR	0.0% (NA)
Other	NR	NR	NR	NR	--	NR	NR
Do not know	0.0% (NA)	NR	NR	NR	--	0.0% (NA)	NR
None selected	NR	NR	NR	NR	--	0.0% (NA)	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	0.0% (NA)	NR	NR	NR	--	NR	21.7% (±18.1)
Yes, I had to or still have to interact with this/these person(s)	100% (NA)	NR	NR	NR	--	NR	78.3% (±18.1)

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

In summary, regardless of the specific form of harassment and/or assault behavior experienced, for some employees these experiences had a negative impact on them, but for many employees it did not. For some employees, these experiences had a *negative impact on their interpersonal relationships* with coworkers, supervisors, or managers (38.1%); resulted in arguments or damaged interpersonal relations at work (39.0%); and/or damaged other personal relationships (8.5%). For some employees, these experiences had a *negative impact on their physical or emotional well-being* leading them to call in sick or taking leave (22.2%), seek counseling (14.3%), or medical attention (8.1%). For some employees, these experiences had a *negative impact on their job performance*, making it harder to complete their work (40.5%), negatively affected their performance evaluation or promotion potential (26.7%), or negatively affected their performance evaluation/renewal/permanent employment (0.0%). For some employees, these experiences *negatively affected their willingness to remain a part of the organization*, leading them to consider leaving OSMRE (39.6%), take steps to leave the organization (15.6%), or request a transfer (7.7%).

Table 3.52 OSMRE – 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	0.0% (NA)	NR	NR	NR	--	NR	15.6% (±17.6)
No	100% (NA)	NR	NR	NR	--	NR	80.0% (±18.0)
Don't Know	0.0% (NA)	NR	NR	NR	--	0.0% (NA)	NR
b. Did you take steps to leave your organization?							
Yes	NR	NR	NR	NR	--	NR	15.7% (±17.6)
No	NR	NR	NR	NR	--	NR	84.3% (±17.6)
Don't Know	0.0% (NA)	NR	NR	NR	--	0.0% (NA)	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	NR	NR	NR	NR	--	NR	NR
No	NR	NR	NR	NR	--	NR	NR
Don't Know	0.0% (NA)	NR	NR	NR	--	0.0% (NA)	0.0% (NA)
d. Did it negatively affect your performance evaluation or promotion potential?							
Yes	NR	NR	NR	NR	--	NR	23.4% (±18.2)
No	NR	NR	NR	NR	--	NR	72.2% (±18.4)
Don't Know	NR	NR	NR	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	NR	--	NR	NR
No	NR	NR	NR	NR	--	NR	NR
Don't Know	NR	NR	NR	NR	--	NR	0.0% (NA)
g. Did it damage your relationship with coworkers, supervisors, or managers?							
Yes	NR	NR	NR	NR	--	NR	NR
No	NR	NR	NR	NR	--	NR	NR
Don't Know	NR	NR	NR	NR	--	0.0% (NA)	NR

Q45 As a result of the behavior or experience:	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
h. Did it damage other personal relationships?							
Yes	0.0% (NA)	NR	NR	NR	--	NR	NR
No	100% (NA)	NR	NR	NR	--	NR	NR
Don't Know	0.0% (NA)	NR	NR	NR	--	0.0% (NA)	0.0% (NA)
i. Did it cause you to call in sick or take other type of leave?							
Yes	0.0% (NA)	NR	NR	NR	--	NR	NR
No	NR	NR	NR	NR	--	NR	NR
Don't Know	NR	NR	NR	NR	--	0.0% (NA)	0.0% (NA)
j. Did you seek any type of medical attention?							
Yes	0.0% (NA)	NR	NR	NR	--	NR	15.6% (±17.6)
No	100% (NA)	NR	NR	NR	--	NR	84.4% (±17.6)
Don't Know	0.0% (NA)	NR	NR	NR	--	0.0% (NA)	0.0% (NA)
k. Did you seek counseling from a religious leader/counselor/health care provider?							
Yes	NR	NR	NR	NR	--	NR	15.6% (±17.6)
No	NR	NR	NR	NR	--	NR	79.9% (±18.0)
Don't Know	0.0% (NA)	NR	NR	NR	--	0.0% (NA)	NR
l. Did you consider leaving the bureau?							
Yes	NR	NR	NR	NR	--	NR	NR
No	NR	NR	NR	NR	--	NR	NR
Don't Know	0.0% (NA)	NR	NR	NR	--	NR	NR

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

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 (44.1%) or another employee (41.3%), as well as a supervisor (32.3%) or manager (24.6%). Additionally, some employees talked with the person involved (41.1%).

Table 3.53 OSMRE – 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	NR	NR	NR	NR	--	NR	NR
My coworkers	NR	NR	NR	NR	--	NR	NR
My team leader	0.0% (NA)	NR	NR	NR	--	NR	NR
My supervisor	NR	NR	NR	NR	--	NR	NR
My manager	NR	NR	NR	NR	--	NR	NR
A senior leader	NR	NR	NR	NR	--	NR	NR
Another employee in my bureau	NR	NR	NR	NR	--	NR	NR
Someone from another bureau/office	0.0% (NA)	NR	NR	NR	--	NR	NR

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 OSMRE.

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 (78.1%); only 21.9% did. For employees who made complaints/grievances/reports, the most frequently used OSMRE resource was a supervisor or manager (19.6%). All other resources were used less frequently (Employee Assistance Program, Ombudsman, CADR Office or CORE PLUS, Employee & Labor Relations, Union, Equal Employment Opportunity Counselor, Equal Employment Opportunity Office, Office of the Inspector General Hotline, Office of the Inspector General, Other Law Enforcement/Civil Authority, or Department of Interior Ethics/Bureau Ethics Office).

Table 3.54 OSMRE – 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	NR	NR	NR	NR	--	NR	NR
Employee Assistance Program (EAP)	0.0% (NA)	NR	NR	NR	--	0.0% (NA)	0.0% (NA)
Ombudsman (if applicable)	0.0% (NA)	NR	NR	NR	--	0.0% (NA)	0.0% (NA)
CADR Office, CORE PLUS	0.0% (NA)	NR	NR	NR	--	NR	NR
Employee & Labor Relations (Human Resources)	0.0% (NA)	NR	NR	NR	--	0.0% (NA)	NR
Union (if applicable)	0.0% (NA)	NR	NR	NR	--	0.0% (NA)	0.0% (NA)
Equal Employment Opportunity Counselor	0.0% (NA)	NR	NR	NR	--	NR	NR
Equal Employment Opportunity Office	0.0% (NA)	NR	NR	NR	--	NR	0.0% (NA)
Office of Inspector General Hotline	0.0% (NA)	NR	NR	NR	--	0.0% (NA)	0.0% (NA)
Office of Inspector General	0.0% (NA)	NR	NR	NR	--	0.0% (NA)	0.0% (NA)
Other Law Enforcement/Civil Authority not in the bureau	0.0% (NA)	NR	NR	NR	--	0.0% (NA)	0.0% (NA)
Department of Interior Ethics/Bureau Ethics Office	0.0% (NA)	NR	NR	NR	--	0.0% (NA)	0.0% (NA)
Other	0.0% (NA)	NR	NR	NR	--	NR	0.0% (NA)

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

Table 3.55 OSMRE – 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	NR	NR	NR	NR	--	NR	NR
Employee Assistance Program (EAP)	NA	NR	NR	NR	--	NA	NA
Ombudsman (if applicable)	NA	NR	NR	NR	--	NA	NA
CADR Office, CORE PLUS	NA	NR	NR	NR	--	NR	NR
Employee & Labor Relations (Human Resources)	NA	NR	NR	NR	--	NA	NR
Union (if applicable)	NA	NR	NR	NR	--	NA	NA
Equal Employment Opportunity Counselor	NA	NR	NR	NR	--	NR	NR
Equal Employment Opportunity Office	NA	NR	NR	NR	--	NR	NA
Office of Inspector General Hotline	NA	NR	NR	NR	--	NA	NA
Office of Inspector General	NA	NR	NR	NR	--	NA	NA
Other Law Enforcement/Civil Authority not in the bureau	NA	NR	NR	NR	--	NA	NA
Department of Interior Ethics/Bureau Ethics Office	NA	NR	NR	NR	--	NA	NA
Other	NA	NR	NR	NR	--	NR	NA

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

An estimated 21.9% 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, 28.1% indicated that some action was taken. Actions focused on the organization involved explaining rules to everyone (53.7%), management conducted a review/investigation or other assessment (17.8%), and an investigation was conducted by a law enforcement official (7.3%). Actions involving the person engaging in the harassing behavior included someone talking to the person (46.1%), moving or reassigning the person to avoid continuing contact (11.3%), or some official career action was taken against person(s) involved (0.0%); and in some situations the person stopped the behavior (19.4%). 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 (11.3%). Additionally, some employees were encouraged to drop the issue (64.3%) or were discouraged from making a complaint/grievance/report (37.8%). Other employees indicated that the person engaging in the harassing behavior took action against them for complaining (48.9%); their coworker(s) treated them worse, avoided or blamed them for the problem (20.6%); and some employees indicated leadership punished them for bringing the experience up (59.6%) or they were threatened with loss of employment (21.1%).¹⁰

Table 3.56 OSMRE – 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	NR	NR	--	NR	--	NR	NR
No	NR	NR	--	NR	--	NR	NR
Don't Know	NR	NR	--	NR	--	NR	NR

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

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>Age</i>	<i>Race/ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/gender</i>	<i>Unknown reasons</i>
b. The rules of harassment were explained to everyone in the workplace							
Yes	NR	NR	--	NR	--	NR	NR
No	NR	NR	--	NR	--	NR	NR
Don't Know	NR	NR	--	NR	--	NR	NR
c. A review/investigation/other assessment of the workplace was conducted by management							
Yes	NR	NR	--	NR	--	NR	NR
No	NR	NR	--	NR	--	NR	NR
Don't Know	NR	NR	--	NR	--	NR	NR
d. An investigation was conducted by a law enforcement official							
Yes	NR	NR	--	NR	--	NR	NR
No	NR	NR	--	NR	--	NR	NR
Don't Know	NR	NR	--	NR	--	NR	NR
e. Someone talked to the person(s) to ask him/her/them to change their behavior							
Yes	NR	NR	--	NR	--	NR	NR
No	NR	NR	--	NR	--	NR	NR
Don't Know	NR	NR	--	NR	--	NR	NR
f. My work station location or duties were changed to help me avoid the person(s)							
Yes	NR	NR	--	NR	--	NR	NR
No	NR	NR	--	NR	--	NR	NR
Don't Know	NR	NR	--	NR	--	NR	NR

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

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>Age</i>	<i>Race/ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/gender</i>	<i>Unknown reasons</i>
l. The person(s) who did this took action against me for complaining							
Yes	NR	NR	--	NR	--	NR	NR
No	NR	NR	--	NR	--	NR	NR
Don't Know	NR	NR	--	NR	--	NR	NR
m. My coworkers treated me worse, avoided me, or blamed me for the problem							
Yes	NR	NR	--	NR	--	NR	NR
No	NR	NR	--	NR	--	NR	NR
Don't Know	NR	NR	--	NR	--	NR	NR
n. My leadership punished me for bringing it up							
Yes	NR	NR	--	NR	--	NR	NR
No	NR	NR	--	NR	--	NR	NR
Don't Know	NR	NR	--	NR	--	NR	NR
o. I was threatened with loss of employment							
Yes	NR	NR	--	NR	--	NR	NR
No	NR	NR	--	NR	--	NR	NR
Don't Know	NR	NR	--	NR	--	NR	NR

An estimated 21.9% 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 OSMRE – Satisfaction with Reporting of the One Experience of Harassment – Summary

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q49 How satisfied were you with:							
The availability of information on how to file a complaint/grievance/report?	NR	NR	--	3.4 (±0.7)	--	NR	3.6 (±0.3)
How you were treated by personnel handling the complaint/grievance/report?	NR	NR	--	2.7 (±1.0)	--	NR	3.1 (±0.8)
Actions taken by the person handling the complaint/grievance/report?	NR	NR	--	2.0 (±0.5)	--	NR	3.1 (±0.8)
Being informed about the current status of the complaint/grievance/report?	NR	NR	--	2.1 (±0.8)	--	NR	2.7 (±0.5)
The amount of time it took to address the complaint/grievance/report?	NR	NR	--	2.1 (±0.6)	--	NR	2.7 (±0.5)

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

An estimated 78.1% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment within the past 12 months that had the greatest effect on them. Table 3.58 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

In summary, regardless of the specific form of harassment and/or assault behavior experienced, employees' most frequent reasons for not making a complaint/grievance/report involved the perceived seriousness of the behavior (71.9% did not consider it serious enough to report), desire to move on or forget about the incident (64.1%), the behavior or experience stopped on its own (50.4%), skepticism about actions that would be taken (46.2% of employees did not think anything would be done), took other actions to handle the situation (43.4%), thought it might hurt their career (35.5%), or did not trust that the process would be fair (35.4%).

Table 3.58 OSMRE – 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	NR	NR	NR	NR	--	NR	NR
I thought it was not serious enough to discuss or report	NR	NR	NR	NR	--	NR	NR
I took care of it myself by confronting the person(s) who did it	NR	NR	NR	NR	--	NR	NR
I took other actions to handle the situation	NR	NR	NR	NR	--	NR	NR
I did not know who to report the behavior to and/or how to file a complaint	NR	NR	NR	NR	--	NR	NR
I did not want more people to know	NR	NR	NR	NR	--	NR	NR
I was ashamed or embarrassed	NR	NR	NR	NR	--	NR	NR
I did not want people to think less of me	NR	NR	NR	NR	--	NR	NR
I thought other people would blame me	NR	NR	NR	NR	--	NR	NR
I felt partially to blame	0.0% (NA)	NR	NR	NR	--	0.0% (NA)	NR
I wanted to forget about it or move on	NR	NR	NR	NR	--	NR	NR
I did not think anything would be done	NR	NR	NR	NR	--	NR	NR
I did not think I would be believed	NR	NR	NR	NR	--	NR	NR
I did not trust that the process would be fair	NR	NR	NR	NR	--	NR	NR
I thought I might get in trouble for something I did	NR	NR	NR	NR	--	NR	NR
I thought I would be labeled as a troublemaker	NR	NR	NR	NR	--	NR	NR
I thought it might hurt my performance appraisal	NR	NR	NR	NR	--	NR	NR
I thought it might hurt my chances of being renewed or obtaining permanent position	--	--	--	--	--	--	--
I was worried about potential negative consequences from leadership	NR	NR	NR	NR	--	NR	NR
I was worried about potential negative consequences from my coworkers or peers	NR	NR	NR	NR	--	NR	NR
I thought it might hurt my career	NR	NR	NR	NR	--	NR	NR
I did not want to hurt the person's/s' career/s or family/ies	NR	NR	NR	NR	--	NR	NR

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

4 Predictors of Workplace Harassment

The 2017 WES included multi-item scales designed to assess employee attitudes and perceptions regarding political dynamics, levels of support from supervisors, general trust, and inclusion within the organization. In addition, the 2017 WES included multi-item scales designed to assess employee perceptions regarding the organizational general intolerance for harassment and leadership intolerance for harassment in the workplace. Lastly, the 2017 WES included multi-item scales to assess gender context. Responses to items involving political dynamics, supervisor support, inclusion, trust, and perception of the organizational general intolerance for harassment were measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of support, inclusion, trust, and a more intolerant climate for harassment. Higher scores for political dynamics indicate greater pressure to conform to organizational norms. Some items within these scales were reverse coded so results reflected the same scale values for all questions. Responses to the leadership intolerance scale were made using a *yes, no, do not know* response format, with higher scores indicating greater intolerance for harassment among leaders. Gender context was measured with three questions about the mix of men and women in the workplace. Scale values include *mostly women, a relatively even mix of men and women, and mostly men*. Gender context is only shown for the types of harassment and assault related to gender. Results presented in the tables display mean scores for each of these constructs for employees who experienced or did not experience a particular type of harassing or assault behavior.

4.1 Age Harassment

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

4.1.1 Age Harassment and General Intolerance for Harassment

Table 4.1 presents general intolerance for harassment for those who indicated they had or had not experienced age harassment within the past 12 months. General intolerance for harassment was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate an organizational climate more intolerant of harassment. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in OSMRE.

Table 4.1 OSMRE – 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	76	3.1*	±0.2	367	3.9*	±0.1	-0.97 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.7	±0.4	NA
General Schedule (GS) 7-10	15	3.0*	±0.4	75	3.9*	±0.2	-0.98 (L)
General Schedule (GS) 11-12	30	3.2*	±0.3	125	3.8*	±0.2	-0.66 (M)
General Schedule (GS) 13-15	31	3.0*	±0.4	154	3.9*	±0.1	-1.25 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	48	4.1	±0.2	NR
1 to 3 years	12	3.1*	±0.2	96	4.1*	±0.2	-1.15 (L)
4 to 5 years	NR	NR	NR	29	3.9	±0.3	NR
6 to 10 years	15	2.5*	±0.5	66	3.6*	±0.2	-1.28 (L)
11 to 14 years	12	2.6*	±0.2	21	3.8*	±0.3	-1.86 (L)
15 to 20 years	7	4.0	±0.4	24	3.7	±0.3	0.44 (S)
More than 20 years	22	3.2*	±0.4	83	3.7*	±0.2	-0.64 (M)
Appointment Type							
Permanent	76	3.1*	±0.2	359	3.9*	±0.1	-0.97 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.7	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	76	3.1*	±0.2	364	3.9*	±0.1	-0.96 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	76	3.1*	±0.2	357	3.9*	±0.1	-0.96 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.7	±0.1	NA
Age - Collapsed							
39 or under	21	3.4*	±0.3	120	3.9*	±0.1	-0.65 (M)
40 or older	55	3.0*	±0.3	246	3.8*	±0.1	-1.09 (L)
Age							
25 or under	NR	NR	NR	12	3.9	±0.2	NR
26-29	7	3.0	±0.7	21	3.6	±0.3	-0.71 (M)
30-39	12	3.5	±0.4	86	4.0	±0.2	-0.55 (M)
40-49	15	2.7*	±0.3	72	3.7*	±0.2	-1.42 (L)
50-59	23	3.2*	±0.5	106	3.9*	±0.2	-0.76 (M)
60 or older	16	2.8*	±0.5	69	3.9*	±0.2	-1.46 (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 OSMRE.

Table 4.2 OSMRE – 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	76	0.49*	±0.10	369	0.68*	±0.04	-0.43 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	1.00	±0.00	NA
General Schedule (GS) 7-10	15	0.34	±0.22	75	0.59	±0.11	-0.52 (M)
General Schedule (GS) 11-12	30	0.77*	±0.14	125	0.58*	±0.08	0.43 (S)
General Schedule (GS) 13-15	31	0.31*	±0.13	155	0.78*	±0.06	-1.28 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	48	0.82	±0.11	NR
1 to 3 years	12	0.42*	±0.23	96	0.73*	±0.08	-0.74 (M)
4 to 5 years	NR	NR	NR	29	0.82	±0.13	NR
6 to 10 years	15	0.45	±0.25	67	0.63	±0.10	-0.42 (S)
11 to 14 years	12	0.56	±0.19	21	0.77	±0.15	-0.58 (M)
15 to 20 years	7	1.00*	±0.00	24	0.48*	±0.19	1.20 (L)
More than 20 years	22	0.28*	±0.18	83	0.56*	±0.10	-0.60 (M)
Appointment Type							
Permanent	76	0.49*	±0.10	360	0.67*	±0.04	-0.41 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	1.00	±0.00	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	76	0.49*	±0.10	365	0.67*	±0.04	-0.42 (S)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	76	0.49*	±0.10	358	0.67*	±0.05	-0.41 (S)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	1.00	±0.00	NA
Age - Collapsed							
39 or under	21	0.64	±0.18	120	0.65	±0.08	-0.03
40 or older	55	0.43*	±0.12	248	0.69*	±0.05	-0.60 (M)
Age							
25 or under	NR	NR	NR	12	1.00	±0.00	NR
26-29	7	0.56	±0.32	21	0.55	±0.20	0.03
30-39	12	0.70	±0.27	86	0.63	±0.10	0.15
40-49	15	0.52	±0.19	72	0.70	±0.09	-0.47 (S)
50-59	23	0.44*	±0.19	106	0.68*	±0.08	-0.57 (M)
60 or older	16	0.34*	±0.22	70	0.67*	±0.11	-0.72 (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 OSMRE.

Table 4.3 OSMRE – 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	75	3.1*	±0.2	364	2.6*	±0.1	0.60 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	2.7	±0.2	NA
General Schedule (GS) 7-10	15	2.8	±0.2	75	2.6	±0.2	0.31 (S)
General Schedule (GS) 11-12	30	2.9	±0.3	123	2.8	±0.2	0.19
General Schedule (GS) 13-15	31	3.4*	±0.5	154	2.4*	±0.1	1.12 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	48	2.1	±0.2	NR
1 to 3 years	11	3.1*	±0.3	96	2.2*	±0.2	1.15 (L)
4 to 5 years	NR	NR	NR	29	2.9	±0.2	NR
6 to 10 years	15	3.8*	±0.5	65	3.0*	±0.2	0.86 (L)
11 to 14 years	12	3.9*	±0.3	21	2.8*	±0.3	1.67 (L)
15 to 20 years	7	2.3	±0.3	24	2.9	±0.4	-0.57 (M)
More than 20 years	22	2.5	±0.5	82	2.6	±0.2	-0.04
Appointment Type							
Permanent	75	3.1*	±0.2	356	2.6*	±0.1	0.60 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	2.8	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	75	3.1*	±0.2	361	2.6*	±0.1	0.61 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	75	3.1*	±0.2	354	2.6*	±0.1	0.61 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	2.8	±0.1	NA
Age - Collapsed							
39 or under	21	2.9	±0.2	117	2.6	±0.1	0.44 (S)
40 or older	54	3.2*	±0.3	246	2.5*	±0.1	0.65 (M)
Age							
25 or under	NR	NR	NR	12	2.4	±0.1	NR
26-29	7	3.1	±0.3	21	2.6	±0.2	0.87 (L)
30-39	12	2.9	±0.2	84	2.6	±0.2	0.35 (S)
40-49	14	3.8*	±0.4	72	2.5*	±0.2	1.90 (L)
50-59	23	3.0*	±0.5	106	2.5*	±0.2	0.46 (S)
60 or older	16	2.8	±0.6	69	2.6	±0.2	0.16

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither 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 OSMRE.

Table 4.4 OSMRE – 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	75	3.1*	±0.2	364	3.7*	±0.1	-0.72 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.8	±0.2	NA
General Schedule (GS) 7-10	15	3.1	±0.3	75	3.5	±0.2	-0.45 (S)
General Schedule (GS) 11-12	30	3.3	±0.3	121	3.6	±0.2	-0.37 (S)
General Schedule (GS) 13-15	31	2.9*	±0.4	155	3.9*	±0.1	-1.22 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	48	4.0	±0.2	NR
1 to 3 years	11	3.1*	±0.3	96	3.9*	±0.2	-0.99 (L)
4 to 5 years	NR	NR	NR	29	3.4	±0.3	NR
6 to 10 years	15	2.7*	±0.5	65	3.4*	±0.2	-0.90 (L)
11 to 14 years	12	2.5*	±0.3	20	3.6*	±0.3	-1.57 (L)
15 to 20 years	7	4.3*	±0.6	24	3.5*	±0.3	0.97 (L)
More than 20 years	22	3.4	±0.4	83	3.7	±0.2	-0.36 (S)
Appointment Type							
Permanent	75	3.1*	±0.2	356	3.7*	±0.1	-0.73 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.2	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	75	3.1*	±0.2	361	3.7*	±0.1	-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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	75	3.1*	±0.2	354	3.7*	±0.1	-0.72 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.2	±0.1	NA
Age - Collapsed							
39 or under	21	3.2*	±0.3	117	3.7*	±0.1	-0.66 (M)
40 or older	54	3.1*	±0.3	246	3.7*	±0.1	-0.73 (M)
Age							
25 or under	NR	NR	NR	12	3.6	±0.1	NR
26-29	7	2.8	±0.3	21	3.4	±0.4	-0.77 (M)
30-39	12	3.3	±0.4	84	3.7	±0.2	-0.56 (M)
40-49	14	2.6*	±0.4	70	3.8*	±0.2	-1.67 (L)
50-59	23	3.3*	±0.5	106	3.8*	±0.2	-0.49 (S)
60 or older	16	3.1	±0.5	70	3.6	±0.2	-0.53 (M)

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

4.1.5 Age Harassment and Supervisor Support

Table 4.5 presents supervisor support for those who indicated they had or had not experienced age harassment within the past 12 months. Supervisory support was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of support. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in OSMRE.

Table 4.5 OSMRE – 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	69	3.3*	±0.3	363	4.0*	±0.1	-0.66 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.1	±0.5	NA
General Schedule (GS) 7-10	15	3.4	±0.4	75	3.8	±0.3	-0.36 (S)
General Schedule (GS) 11-12	28	3.3*	±0.4	122	3.9*	±0.2	-0.50 (M)
General Schedule (GS) 13-15	26	3.1*	±0.6	153	4.1*	±0.2	-0.96 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	48	4.2	±0.2	NR
1 to 3 years	11	4.1	±0.6	96	4.3	±0.2	-0.26 (S)
4 to 5 years	NR	NR	NR	26	3.7	±0.4	NR
6 to 10 years	13	3.1	±0.5	65	3.6	±0.2	-0.44 (S)
11 to 14 years	12	2.0*	±0.6	21	3.6*	±0.5	-1.27 (L)
15 to 20 years	7	4.2	±0.4	23	3.9	±0.5	0.33 (S)
More than 20 years	20	3.4	±0.6	83	3.9	±0.3	-0.41 (S)
Appointment Type							
Permanent	69	3.3*	±0.3	354	4.0*	±0.1	-0.67 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.5	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	69	3.3*	±0.3	359	4.0*	±0.1	-0.66 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	69	3.3*	±0.3	353	4.0*	±0.1	-0.67 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.5	±0.2	NA
Age - Collapsed							
39 or under	20	3.4*	±0.5	117	3.9*	±0.2	-0.48 (S)
40 or older	49	3.2*	±0.4	244	4.0*	±0.1	-0.72 (M)
Age							
25 or under	NR	NR	NR	12	3.9	±0.3	NR
26-29	7	2.8	±0.8	21	3.7	±0.4	-0.87 (L)
30-39	10	3.7	±0.7	84	3.9	±0.2	-0.24 (S)
40-49	14	2.6*	±0.8	68	4.1*	±0.2	-1.32 (L)
50-59	19	3.8	±0.3	106	4.0	±0.2	-0.20 (S)
60 or older	16	2.9*	±0.6	70	3.8*	±0.2	-0.90 (L)

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

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 OSMRE.

Table 4.6 OSMRE – 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	76	3.2*	±0.3	369	3.9*	±0.1	-0.74 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.9	±0.3	NA
General Schedule (GS) 7-10	15	3.5	±0.3	75	3.7	±0.3	-0.15
General Schedule (GS) 11-12	30	3.6	±0.3	125	3.9	±0.2	-0.34 (S)
General Schedule (GS) 13-15	31	2.7*	±0.5	155	4.0*	±0.1	-1.45 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	48	4.1	±0.1	NR
1 to 3 years	12	3.2*	±0.5	96	4.2*	±0.2	-1.08 (L)
4 to 5 years	NR	NR	NR	29	3.8	±0.3	NR
6 to 10 years	15	2.6*	±0.5	67	3.6*	±0.2	-1.10 (L)
11 to 14 years	12	2.2*	±0.7	21	4.1*	±0.3	-1.86 (L)
15 to 20 years	7	4.6*	±0.3	24	3.7*	±0.3	1.21 (L)
More than 20 years	22	3.6	±0.4	83	3.7	±0.2	-0.13
Appointment Type							
Permanent	76	3.2*	±0.3	360	3.9*	±0.1	-0.74 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.5	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	76	3.2*	±0.3	365	3.9*	±0.1	-0.74 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	76	3.2*	±0.3	358	3.9*	±0.1	-0.74 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.5	±0.2	NA
Age - Collapsed							
39 or under	21	3.5*	±0.3	120	4.0*	±0.2	-0.63 (M)
40 or older	55	3.1*	±0.3	248	3.8*	±0.1	-0.76 (M)
Age							
25 or under	NR	NR	NR	12	3.8	±0.2	NR
26-29	7	3.5	±0.5	21	3.7	±0.5	-0.24 (S)
30-39	12	3.5*	±0.5	86	4.2*	±0.2	-0.78 (M)
40-49	15	2.4*	±0.7	72	3.9*	±0.2	-1.46 (L)
50-59	23	3.4*	±0.5	106	3.9*	±0.2	-0.45 (S)
60 or older	16	3.3*	±0.5	70	3.7*	±0.2	-0.54 (M)

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

4.1.7 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 OSMRE.

Table 4.7 OSMRE – 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	29	38.8%*	±11.7	10	2.7%*	±2.3	1.01 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 11-12	NR	NR	NR	6	4.8%	±5.6	NR
General Schedule (GS) 13-15	NR	NR	NR	NR	NR	NR	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	0	0.0%	NA	NR
1 to 3 years	NR	NR	NR	NR	NR	NR	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	5	7.8%	±9.6	NR
11 to 14 years	NR	NR	NR	0	0.0%	NA	NR
15 to 20 years	NR	NR	NR	0	0.0%	NA	NR
More than 20 years	NR	NR	NR	NR	NR	NR	NR
Appointment Type							
Permanent	29	38.8%*	±11.7	10	2.8%*	±2.3	1.01 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	29	38.8%*	±11.7	10	2.8%*	±2.3	1.01 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	29	38.8%*	±11.7	10	2.8%*	±2.3	1.01 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Age - Collapsed							
39 or under	NR	NR	NR	NR	NR	NR	NR
40 or older	21	37.5%*	±13.8	8	3.2%*	±3.1	0.96 (L)
Age							
25 or under	NR	NR	NR	NR	NR	NR	NR
26-29	NR	NR	NR	0	0.0%	NA	NR
30-39	NR	NR	NR	NR	NR	NR	NR
40-49	NR	NR	NR	NR	NR	NR	NR
50-59	NR	NR	NR	NR	NR	NR	NR
60 or older	NR	NR	NR	0	0.0%	NA	NR

^a Represents the percent, who, in the past 12 months, indicated they witnessed a situation where another employee was subjected to harassment or discrimination based on 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 OSMRE – Logistic Regression of Age Harassment and Predictors of Workplace Harassment

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	2.715	0.867	9.801	--	15.105	--	--	--	--
Relationship Status	-1.312	0.341	14.832	0.000	0.269	0.138	0.525	-134.096	15.413
Years of Service at Bureau or Office	0.318	0.082	15.004	0.000	1.374	1.170	1.614	-134.729	16.680
Bystander Harassment Based on Age	-3.549	0.452	61.578	0.000	0.029	0.012	0.070	-164.172	75.564
Gender Context	-0.919	0.301	9.313	0.002	0.399	0.221	0.720	-131.205	9.631

Note. N = 403, Nagelkerke R Square = 0.388

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 OSMRE.

Table 4.9 OSMRE – 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	34	2.8*	±0.3	408	3.8*	±0.1	-1.17 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.7	±0.4	NA
General Schedule (GS) 7-10	7	3.0*	±0.6	83	3.8*	±0.2	-0.88 (L)
General Schedule (GS) 11-12	9	2.4*	±0.3	145	3.8*	±0.1	-1.64 (L)
General Schedule (GS) 13-15	15	3.0*	±0.6	170	3.8*	±0.1	-0.97 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	--	--	--	NA

	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>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.1	±0.2	NA
1 to 3 years	10	3.1*	±0.4	98	4.1*	±0.2	-1.14 (L)
4 to 5 years	NR	NR	NR	32	3.7	±0.3	NR
6 to 10 years	14	2.6*	±0.6	67	3.6*	±0.2	-1.15 (L)
11 to 14 years	NR	NR	NR	31	3.4	±0.3	NR
15 to 20 years	NR	NR	NR	27	4.0	±0.2	NR
More than 20 years	NR	NR	NR	101	3.6	±0.2	NR
Appointment Type							
Permanent	34	2.8*	±0.3	400	3.8*	±0.1	-1.17 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.7	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	34	2.8*	±0.3	405	3.8*	±0.1	-1.17 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	34	2.8*	±0.3	398	3.8*	±0.1	-1.16 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.7	±0.1	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	17	2.6*	±0.4	282	3.8*	±0.1	-1.44 (L)
Minority	16	3.1*	±0.4	118	3.8*	±0.1	-0.83 (L)
Race/Ethnicity							
Hispanic	6	2.7*	±0.1	22	3.4*	±0.2	-1.83 (L)
American Indian or Alaskan Native	--	--	--	7	3.9	±0.1	NA
Asian	NR	NR	NR	NR	NR	NR	NR
Black/African-American	6	3.4	±0.8	77	3.9	±0.2	-0.58 (M)
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	17	2.6*	±0.4	282	3.8*	±0.1	-1.44 (L)
Multi-racial	NR	NR	NR	10	3.8	±0.3	NR

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

4.2.2 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 OSMRE.

Table 4.10 OSMRE – 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	34	0.33*	±0.14	410	0.67*	±0.04	-0.80 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	1.00	±0.00	NA
General Schedule (GS) 7-10	7	0.46	±0.33	83	0.56	±0.10	-0.21 (S)
General Schedule (GS) 11-12	NR	NR	NR	145	0.65	±0.07	NR
General Schedule (GS) 13-15	15	0.39*	±0.22	171	0.73*	±0.06	-0.86 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	0.83	±0.10	NA
1 to 3 years	10	0.52	±0.23	98	0.71	±0.09	-0.45 (S)
4 to 5 years	NR	NR	NR	32	0.79	±0.14	NR
6 to 10 years	14	0.31*	±0.22	69	0.66*	±0.10	-0.81 (L)
11 to 14 years	NR	NR	NR	31	0.68	±0.12	NR
15 to 20 years	NR	NR	NR	27	0.68	±0.17	NR
More than 20 years	NR	NR	NR	101	0.52	±0.09	NR
Appointment Type							
Permanent	34	0.33*	±0.14	402	0.67*	±0.04	-0.78 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	1.00	±0.00	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	34	0.33*	±0.14	406	0.67*	±0.04	-0.79 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	34	0.33*	±0.14	400	0.66*	±0.04	-0.78 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	1.00	±0.00	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	17	0.30*	±0.20	283	0.69*	±0.05	-0.93 (L)
Minority	16	0.36*	±0.21	118	0.61*	±0.08	-0.55 (M)
Race/Ethnicity							
Hispanic	NR	NR	NR	22	0.72	±0.17	NR
American Indian or Alaskan Native	--	--	--	7	1.00	±0.00	NA
Asian	NR	NR	NR	NR	NR	NR	NR
Black/African-American	6	0.46	±0.41	77	0.54	±0.11	-0.16
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	17	0.30*	±0.20	283	0.69*	±0.05	-0.93 (L)
Multi-racial	NR	NR	NR	10	0.65	±0.29	NR

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

4.2.3 Racial/Ethnic Harassment and Organizational Politics

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

Table 4.11 OSMRE – Racial/Ethnic Harassment and Organizational Politics by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	33	3.4*	±0.3	406	2.6*	±0.1	0.96 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	2.7	±0.2	NA
General Schedule (GS) 7-10	7	3.3*	±0.4	83	2.6*	±0.2	0.89 (L)
General Schedule (GS) 11-12	9	3.6*	±0.4	142	2.7*	±0.1	1.01 (L)
General Schedule (GS) 13-15	15	3.3*	±0.6	170	2.5*	±0.1	0.85 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	2.1	±0.2	NA
1 to 3 years	9	2.9*	±0.5	98	2.3*	±0.2	0.80 (L)
4 to 5 years	NR	NR	NR	32	2.9	±0.2	NR
6 to 10 years	14	3.9*	±0.4	66	3.0*	±0.2	1.00 (L)
11 to 14 years	NR	NR	NR	31	3.2	±0.3	NR
15 to 20 years	NR	NR	NR	27	2.6	±0.4	NR
More than 20 years	NR	NR	NR	99	2.6	±0.2	NR
Appointment Type							
Permanent	33	3.4*	±0.3	397	2.6*	±0.1	0.96 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	2.8	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	33	3.4*	±0.3	402	2.6*	±0.1	0.96 (L)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	33	3.4*	±0.3	396	2.6*	±0.1	0.96 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	2.8	±0.1	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	16	3.8*	±0.4	279	2.6*	±0.1	1.34 (L)
Minority	16	3.1*	±0.4	118	2.5*	±0.2	0.65 (M)
Race/Ethnicity							
Hispanic	6	3.8*	±0.4	22	2.9*	±0.3	1.41 (L)
American Indian or Alaskan Native	--	--	--	7	2.4	±0.5	NA
Asian	NR	NR	NR	NR	NR	NR	NR
Black/African-American	6	2.7	±0.5	77	2.4	±0.2	0.38 (S)
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	16	3.8*	±0.4	279	2.6*	±0.1	1.34 (L)
Multi-racial	NR	NR	NR	10	2.7	±0.4	NR

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

4.2.4 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 OSMRE.

Table 4.12 OSMRE – 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	33	3.0*	±0.3	406	3.7*	±0.1	-0.80 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.8	±0.2	NA
General Schedule (GS) 7-10	7	3.0	±0.5	83	3.5	±0.2	-0.46 (S)
General Schedule (GS) 11-12	9	2.3*	±0.2	141	3.6*	±0.1	-1.53 (L)
General Schedule (GS) 13-15	15	3.3	±0.5	171	3.8	±0.1	-0.48 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.0	±0.2	NA
1 to 3 years	9	3.5	±0.4	98	3.9	±0.2	-0.45 (S)
4 to 5 years	NR	NR	NR	32	3.3	±0.3	NR
6 to 10 years	14	2.9	±0.5	66	3.3	±0.2	-0.51 (M)
11 to 14 years	NR	NR	NR	30	3.2	±0.3	NR
15 to 20 years	NR	NR	NR	27	3.9	±0.3	NR
More than 20 years	NR	NR	NR	101	3.7	±0.2	NR
Appointment Type							
Permanent	33	3.0*	±0.3	397	3.7*	±0.1	-0.80 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.2	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	33	3.0*	±0.3	402	3.7*	±0.1	-0.79 (M)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	33	3.0*	±0.3	396	3.7*	±0.1	-0.80 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.2	±0.1	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	16	3.0*	±0.4	279	3.7*	±0.1	-0.75 (M)
Minority	16	3.0*	±0.4	118	3.6*	±0.2	-0.78 (M)
Race/Ethnicity							
Hispanic	6	2.8	±0.8	22	3.4	±0.3	-0.81 (L)
American Indian or Alaskan Native	--	--	--	7	3.9	±0.3	NA
Asian	NR	NR	NR	NR	NR	NR	NR
Black/African-American	6	2.9	±0.6	77	3.6	±0.2	-0.83 (L)
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	16	3.0*	±0.4	279	3.7*	±0.1	-0.75 (M)
Multi-racial	NR	NR	NR	10	3.6	±0.4	NR

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

4.2.5 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 OSMRE.

Table 4.13 OSMRE – 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	31	3.0*	±0.4	401	3.9*	±0.1	-0.86 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.1	±0.5	NA
General Schedule (GS) 7-10	7	3.3	±0.8	83	3.7	±0.2	-0.43 (S)
General Schedule (GS) 11-12	9	1.8*	±0.4	140	3.9*	±0.2	-2.19 (L)
General Schedule (GS) 13-15	12	3.8	±0.5	167	4.0	±0.2	-0.14
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	50	4.2	±0.2	NA
1 to 3 years	9	4.0	±0.2	98	4.3	±0.2	-0.26 (S)
4 to 5 years	NR	NR	NR	30	3.7	±0.3	NR
6 to 10 years	11	2.9*	±0.8	66	3.6*	±0.2	-0.73 (M)
11 to 14 years	NR	NR	NR	31	3.1	±0.5	NR
15 to 20 years	NR	NR	NR	27	4.2	±0.3	NR
More than 20 years	NR	NR	NR	99	3.9	±0.2	NR
Appointment Type							
Permanent	31	3.0*	±0.4	393	3.9*	±0.1	-0.87 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.5	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	31	3.0*	±0.4	398	3.9*	±0.1	-0.87 (L)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	31	3.0*	±0.4	391	3.9*	±0.1	-0.87 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.5	±0.2	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	13	3.0*	±0.7	278	3.9*	±0.1	-0.82 (L)
Minority	16	3.0*	±0.6	114	4.0*	±0.2	-0.87 (L)
Race/Ethnicity							
Hispanic	6	2.4*	±0.4	20	3.9*	±0.3	-1.96 (L)
American Indian or Alaskan Native	--	--	--	7	3.5	±1.2	NA
Asian	NR	NR	NR	NR	NR	NR	NR
Black/African-American	6	3.4	±1.4	76	4.0	±0.3	-0.42 (S)
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	13	3.0*	±0.7	278	3.9*	±0.1	-0.82 (L)
Multi-racial	NR	NR	NR	10	4.6	±0.5	NR

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

4.2.6 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 OSMRE.

Table 4.14 OSMRE – 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	34	2.8*	±0.3	410	3.9*	±0.1	-1.14 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.9	±0.3	NA
General Schedule (GS) 7-10	7	3.4	±0.6	83	3.7	±0.2	-0.30 (S)
General Schedule (GS) 11-12	9	2.3*	±0.5	145	3.9*	±0.1	-1.98 (L)
General Schedule (GS) 13-15	15	2.9*	±0.6	171	3.9*	±0.1	-1.00 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.1	±0.1	NA
1 to 3 years	10	3.1*	±0.7	98	4.2*	±0.2	-1.06 (L)
4 to 5 years	NR	NR	NR	32	3.7	±0.3	NR
6 to 10 years	14	2.4*	±0.6	69	3.7*	±0.2	-1.54 (L)
11 to 14 years	NR	NR	NR	31	3.4	±0.5	NR
15 to 20 years	NR	NR	NR	27	4.0	±0.3	NR
More than 20 years	NR	NR	NR	101	3.7	±0.2	NR
Appointment Type							
Permanent	34	2.8*	±0.3	402	3.9*	±0.1	-1.14 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.5	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	34	2.8*	±0.3	406	3.9*	±0.1	-1.14 (L)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	34	2.8*	±0.3	400	3.9*	±0.1	-1.14 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.5	±0.2	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	17	2.4*	±0.6	283	3.9*	±0.1	-1.58 (L)
Minority	16	3.2*	±0.3	118	3.9*	±0.2	-0.70 (M)
Race/Ethnicity							
Hispanic	6	3.1*	±0.3	22	3.9*	±0.3	-1.20 (L)
American Indian or Alaskan Native	--	--	--	7	4.3	±0.4	NA
Asian	NR	NR	NR	NR	NR	NR	NR
Black/African-American	6	2.7*	±0.7	77	3.8*	±0.3	-0.94 (L)
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	17	2.4*	±0.6	283	3.9*	±0.1	-1.58 (L)
Multi-racial	NR	NR	NR	10	4.0	±0.4	NR

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

4.2.7 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 OSMRE.

Table 4.15 OSMRE – 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	9	27.6%*	±18.0	19	4.6%*	±2.5	0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 11-12	NR	NR	NR	11	7.6%	±5.7	NR
General Schedule (GS) 13-15	NR	NR	NR	NR	NR	NR	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	NR	NR	NR	NR
1 to 3 years	NR	NR	NR	6	5.9%	±6.9	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	NR	NR	NR	NR
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	NR	NR	NR	0	0.0%	NA	NR
More than 20 years	NR	NR	NR	NR	NR	NR	NR
Appointment Type							
Permanent	9	27.6%*	±18.0	15	3.8%*	±2.4	0.71 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	NR	NR	NR	NR

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	9	27.6%*	±18.0	19	4.6%*	±2.5	0.67 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	9	27.6%*	±18.0	15	3.8%*	±2.4	0.71 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	NR	NR	NR	15	5.4%	±3.4	NR
Minority	NR	NR	NR	NR	NR	NR	NR
Race/Ethnicity							
Hispanic	NR	NR	NR	NR	NR	NR	NR
American Indian or Alaskan Native	--	--	--	NR	NR	NR	NR
Asian	NR	NR	NR	NR	NR	NR	NR
Black/African-American	NR	NR	NR	0	0.0%	NA	NR
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	NR	NR	NR	15	5.4%	±3.4	NR
Multi-racial	NR	NR	NR	NR	NR	NR	NR

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

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

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

Table 4.16 OSMRE – Logistic Regression of Racial/Ethnic Harassment and Predictors of Workplace Harassment

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	1.321	1.021	1.673	--	3.746	--	--	--	--
Education Level	2.196	0.733	8.989	0.003	8.993	2.140	37.803	-82.667	12.661
Race/Ethnicity	-1.805	0.462	15.303	0.000	0.164	0.067	0.406	-84.487	16.300
Organizational Inclusion	-0.701	0.259	7.342	0.007	0.496	0.299	0.824	-80.237	7.800
General Intolerance	-0.679	0.321	4.471	0.034	0.507	0.270	0.952	-78.627	4.580

Note. N = 402, Nagelkerke R Square = 0.284

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 OSMRE.

Table 4.17 OSMRE – 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	16	3.1*	±0.5	427	3.7*	±0.1	-0.73 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.7	±0.4	NA
General Schedule (GS) 7-10	NR	NR	NR	87	3.7	±0.2	NR
General Schedule (GS) 11-12	6	3.1	±1.1	148	3.7	±0.1	-0.70 (M)
General Schedule (GS) 13-15	6	2.8*	±0.4	179	3.8*	±0.1	-1.22 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.1	±0.2	NA
1 to 3 years	7	3.8	±0.7	101	4.0	±0.2	-0.19
4 to 5 years	--	--	--	33	3.7	±0.3	NA
6 to 10 years	NR	NR	NR	77	3.5	±0.2	NR
11 to 14 years	NR	NR	NR	30	3.4	±0.3	NR
15 to 20 years	--	--	--	29	3.8	±0.2	NA
More than 20 years	NR	NR	NR	104	3.6	±0.2	NR
Appointment Type							
Permanent	16	3.1*	±0.5	419	3.8*	±0.1	-0.73 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.7	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	16	3.1*	±0.5	424	3.7*	±0.1	-0.73 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	16	3.1*	±0.5	417	3.7*	±0.1	-0.72 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.7	±0.1	NA

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

4.3.2 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 OSMRE.

Table 4.18 OSMRE – 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	16	0.62	±0.23	428	0.65	±0.04	-0.06
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	1.00	±0.00	NA
General Schedule (GS) 7-10	NR	NR	NR	87	0.54	±0.10	NR
General Schedule (GS) 11-12	6	0.65	±0.42	148	0.62	±0.07	0.08
General Schedule (GS) 13-15	6	0.60	±0.40	180	0.70	±0.06	-0.25 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	0.83	±0.10	NA
1 to 3 years	7	0.77	±0.28	101	0.69	±0.08	0.20 (S)
4 to 5 years	--	--	--	33	0.76	±0.14	NA
6 to 10 years	NR	NR	NR	79	0.61	±0.10	NR
11 to 14 years	NR	NR	NR	30	0.69	±0.12	NR
15 to 20 years	--	--	--	29	0.61	±0.17	NA
More than 20 years	NR	NR	NR	104	0.51	±0.09	NR
Appointment Type							
Permanent	16	0.62	±0.23	420	0.64	±0.04	-0.04
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	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	--	--	--	--	--	--	NA
Non-Seasonal	16	0.62	±0.23	425	0.64	±0.04	-0.05
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	16	0.62	±0.23	418	0.64	±0.04	-0.04
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	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 OSMRE.

Table 4.19 OSMRE – 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	14	3.2*	±0.4	424	2.6*	±0.1	0.62 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	2.7	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	87	2.6	±0.2	NR
General Schedule (GS) 11-12	6	3.5*	±0.6	146	2.8*	±0.1	0.84 (L)
General Schedule (GS) 13-15	6	3.3	±0.6	179	2.5	±0.1	0.78 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	2.1	±0.2	NA
1 to 3 years	6	2.7	±0.4	101	2.3	±0.2	0.49 (S)
4 to 5 years	--	--	--	33	2.9	±0.2	NA
6 to 10 years	NR	NR	NR	76	3.1	±0.2	NR
11 to 14 years	NR	NR	NR	30	3.2	±0.3	NR
15 to 20 years	--	--	--	29	2.7	±0.4	NA
More than 20 years	NR	NR	NR	102	2.6	±0.2	NR
Appointment Type							
Permanent	14	3.2*	±0.4	416	2.6*	±0.1	0.62 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	2.8	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	14	3.2*	±0.4	421	2.6*	±0.1	0.63 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	14	3.2*	±0.4	414	2.6*	±0.1	0.62 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	2.8	±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.

4.3.4 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 OSMRE.

Table 4.20 OSMRE – 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	14	3.0*	±0.3	424	3.6*	±0.1	-0.65 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.8	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	87	3.4	±0.2	NR
General Schedule (GS) 11-12	6	2.8*	±0.6	144	3.6*	±0.2	-0.86 (L)
General Schedule (GS) 13-15	6	2.9*	±0.1	180	3.8*	±0.1	-0.97 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.0	±0.2	NA
1 to 3 years	6	3.6	±0.5	101	3.9	±0.2	-0.34 (S)
4 to 5 years	--	--	--	33	3.3	±0.3	NA
6 to 10 years	NR	NR	NR	76	3.3	±0.2	NR
11 to 14 years	NR	NR	NR	29	3.3	±0.3	NR
15 to 20 years	--	--	--	29	3.7	±0.3	NA
More than 20 years	NR	NR	NR	104	3.6	±0.2	NR
Appointment Type							
Permanent	14	3.0*	±0.3	416	3.6*	±0.1	-0.66 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.2	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	14	3.0*	±0.3	421	3.6*	±0.1	-0.65 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	14	3.0*	±0.3	414	3.6*	±0.1	-0.65 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.2	±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 OSMRE.

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

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	14	3.0*	±0.7	417	3.9*	±0.1	-0.80 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.1	±0.5	NA
General Schedule (GS) 7-10	NR	NR	NR	87	3.7	±0.2	NR
General Schedule (GS) 11-12	6	2.3*	±1.0	144	3.8*	±0.2	-1.53 (L)
General Schedule (GS) 13-15	6	3.0*	±1.2	174	4.0*	±0.2	-0.89 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	50	4.2	±0.2	NA
1 to 3 years	6	4.3	±0.5	101	4.3	±0.2	0.10
4 to 5 years	--	--	--	31	3.6	±0.3	NA
6 to 10 years	NR	NR	NR	74	3.6	±0.2	NR
11 to 14 years	NR	NR	NR	30	3.1	±0.5	NR
15 to 20 years	--	--	--	29	4.0	±0.4	NA
More than 20 years	NR	NR	NR	102	3.8	±0.2	NR
Appointment Type							
Permanent	14	3.0*	±0.7	409	3.9*	±0.1	-0.81 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.5	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	14	3.0*	±0.7	414	3.9*	±0.1	-0.80 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	14	3.0*	±0.7	407	3.9*	±0.1	-0.80 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.5	±0.2	NA

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

4.3.6 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 OSMRE.

Table 4.22 OSMRE – 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	16	3.1*	±0.5	428	3.8*	±0.1	-0.72 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.9	±0.3	NA
General Schedule (GS) 7-10	NR	NR	NR	87	3.6	±0.2	NR
General Schedule (GS) 11-12	6	2.7*	±1.0	148	3.9*	±0.1	-1.33 (L)
General Schedule (GS) 13-15	6	3.1	±0.6	180	3.8	±0.1	-0.74 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.1	±0.1	NA
1 to 3 years	7	3.7	±0.7	101	4.1	±0.2	-0.42 (S)
4 to 5 years	--	--	--	33	3.7	±0.3	NA
6 to 10 years	NR	NR	NR	79	3.5	±0.2	NR
11 to 14 years	NR	NR	NR	30	3.5	±0.5	NR
15 to 20 years	--	--	--	29	3.9	±0.3	NA
More than 20 years	NR	NR	NR	104	3.7	±0.2	NR
Appointment Type							
Permanent	16	3.1*	±0.5	420	3.8*	±0.1	-0.72 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.5	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	16	3.1*	±0.5	425	3.8*	±0.1	-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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	16	3.1*	±0.5	418	3.8*	±0.1	-0.72 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.5	±0.2	NA

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

4.3.7 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 OSMRE.

Table 4.23 OSMRE – 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	NR	NR	NR	8	1.8%	±1.8	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 11-12	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 13-15	NR	NR	NR	NR	NR	NR	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	0	0.0%	NA	NA
1 to 3 years	NR	NR	NR	0	0.0%	NA	NR
4 to 5 years	--	--	--	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	NR	NR	NR	NR
11 to 14 years	NR	NR	NR	0	0.0%	NA	NR
15 to 20 years	--	--	--	0	0.0%	NA	NA
More than 20 years	NR	NR	NR	NR	NR	NR	NR
Appointment Type							
Permanent	NR	NR	NR	8	1.8%	±1.9	NR
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	8	1.8%	±1.8	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	8	1.8%	±1.9	NR
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR

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

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

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

Table 4.24 OSMRE – 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	4.336	1.473	8.665	--	76.418	--	--	--	--
Sex	2.004	0.777	6.656	0.010	7.421	1.619	34.023	-46.022	8.404
Age	-1.977	0.714	7.676	0.006	0.138	0.034	0.561	-46.295	8.950
Organizational Inclusion	-1.079	0.305	12.509	0.000	0.340	0.187	0.618	-48.322	13.004
Bystander Harassment Based on Religious Beliefs	-4.674	0.938	24.825	0.000	0.009	0.001	0.059	-53.861	24.082

Note. N = 402, Nagelkerke R Square = 0.359

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 OSMRE.

Table 4.25 OSMRE – 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	28	2.8*	±0.3	413	3.8*	±0.1	-1.11 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.7	±0.4	NA
General Schedule (GS) 7-10	8	2.7*	±0.5	82	3.8*	±0.2	-1.25 (L)
General Schedule (GS) 11-12	11	2.9*	±0.5	143	3.8*	±0.1	-0.96 (L)
General Schedule (GS) 13-15	9	2.9*	±0.3	174	3.8*	±0.1	-1.15 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.1	±0.2	NA
1 to 3 years	8	3.0*	±0.3	101	4.0*	±0.2	-1.25 (L)
4 to 5 years	6	2.3*	±0.9	28	3.9*	±0.2	-2.25 (L)
6 to 10 years	NR	NR	NR	78	3.4	±0.2	NR
11 to 14 years	7	2.5*	±0.1	27	3.6*	±0.3	-1.43 (L)
15 to 20 years	NR	NR	NR	28	3.8	±0.2	NR
More than 20 years	NR	NR	NR	100	3.6	±0.2	NR
Appointment Type							
Permanent	28	2.8*	±0.3	404	3.8*	±0.1	-1.11 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.7	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	28	2.8*	±0.3	409	3.8*	±0.1	-1.11 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	28	2.8*	±0.3	403	3.8*	±0.1	-1.11 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.7	±0.1	NA
Disability							
Yes	21	2.6*	±0.3	38	4.0*	±0.3	-1.51 (L)
No	7	3.4	±0.3	371	3.8	±0.1	-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.

4.4.2 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 OSMRE.

Table 4.26 OSMRE – 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	28	0.54	±0.16	414	0.66	±0.04	-0.28 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	1.00	±0.00	NA
General Schedule (GS) 7-10	8	0.54	±0.31	82	0.55	±0.10	-0.02
General Schedule (GS) 11-12	11	0.60	±0.28	143	0.62	±0.07	-0.04
General Schedule (GS) 13-15	9	0.45*	±0.24	175	0.72*	±0.06	-0.68 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	0.83	±0.10	NA
1 to 3 years	8	0.70	±0.28	101	0.69	±0.08	0.02
4 to 5 years	NR	NR	NR	28	0.84	±0.13	NR
6 to 10 years	NR	NR	NR	79	0.60	±0.10	NR
11 to 14 years	7	0.33*	±0.00	27	0.78*	±0.13	-1.46 (L)
15 to 20 years	NR	NR	NR	28	0.60	±0.17	NR
More than 20 years	NR	NR	NR	100	0.51	±0.09	NR
Appointment Type							
Permanent	28	0.54	±0.16	406	0.65	±0.04	-0.26 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	1.00	±0.00	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	28	0.54	±0.16	411	0.65	±0.04	-0.27 (S)

	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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	28	0.54	±0.16	404	0.65	±0.04	-0.25 (S)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	1.00	±0.00	NA
Disability							
Yes	21	0.52	±0.17	39	0.57	±0.16	-0.12
No	7	0.59	±0.39	371	0.66	±0.04	-0.17

^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 OSMRE.

Table 4.27 OSMRE – 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	28	3.2*	±0.3	409	2.6*	±0.1	0.61 (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>
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	2.7	±0.2	NA
General Schedule (GS) 7-10	8	2.9	±0.6	82	2.6	±0.2	0.35 (S)
General Schedule (GS) 11-12	11	2.9	±0.2	141	2.8	±0.1	0.16
General Schedule (GS) 13-15	9	3.7*	±0.8	174	2.5*	±0.1	1.32 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	2.1	±0.2	NA
1 to 3 years	8	3.0*	±0.6	100	2.3*	±0.2	0.93 (L)
4 to 5 years	6	2.7	±0.2	28	2.9	±0.2	-0.47 (S)
6 to 10 years	NR	NR	NR	77	3.2	±0.2	NR
11 to 14 years	7	4.2*	±0.4	27	2.9*	±0.3	1.68 (L)
15 to 20 years	NR	NR	NR	28	2.8	±0.4	NR
More than 20 years	NR	NR	NR	98	2.6	±0.2	NR
Appointment Type							
Permanent	28	3.2*	±0.3	401	2.6*	±0.1	0.61 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	2.8	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	28	3.2*	±0.3	406	2.6*	±0.1	0.62 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	28	3.2*	±0.3	399	2.6*	±0.1	0.62 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	2.8	±0.1	NA
Disability							
Yes	21	3.1*	±0.4	38	2.4*	±0.3	0.77 (M)
No	7	3.3	±0.3	367	2.6	±0.1	0.73 (M)

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

4.4.4 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 OSMRE.

Table 4.28 OSMRE – 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	28	2.8*	±0.2	409	3.7*	±0.1	-0.93 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.8	±0.2	NA
General Schedule (GS) 7-10	8	3.1	±0.5	82	3.5	±0.2	-0.35 (S)
General Schedule (GS) 11-12	11	2.9*	±0.3	139	3.6*	±0.2	-0.80 (L)
General Schedule (GS) 13-15	9	2.5*	±0.5	175	3.8*	±0.1	-1.50 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.0	±0.2	NA
1 to 3 years	8	3.3	±0.3	100	3.9	±0.2	-0.64 (M)
4 to 5 years	6	2.5*	±0.5	28	3.5*	±0.2	-1.47 (L)
6 to 10 years	NR	NR	NR	77	3.3	±0.2	NR
11 to 14 years	7	2.2*	±0.3	25	3.4*	±0.3	-1.72 (L)
15 to 20 years	NR	NR	NR	28	3.7	±0.3	NR
More than 20 years	NR	NR	NR	100	3.7	±0.2	NR
Appointment Type							
Permanent	28	2.8*	±0.2	401	3.7*	±0.1	-0.94 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.2	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	28	2.8*	±0.2	406	3.7*	±0.1	-0.93 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	28	2.8*	±0.2	399	3.7*	±0.1	-0.93 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.2	±0.1	NA
Disability							
Yes	21	2.7*	±0.3	38	3.7*	±0.3	-1.20 (L)
No	7	3.3	±0.2	367	3.7	±0.1	-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.

4.4.5 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 OSMRE.

Table 4.29 OSMRE – 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	26	2.6*	±0.4	404	3.9*	±0.1	-1.20 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.1	±0.5	NA
General Schedule (GS) 7-10	8	3.5	±0.4	82	3.7	±0.2	-0.21 (S)
General Schedule (GS) 11-12	9	2.7*	±0.2	141	3.8*	±0.2	-1.15 (L)
General Schedule (GS) 13-15	9	1.9*	±0.9	168	4.1*	±0.2	-2.11 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	50	4.2	±0.2	NA
1 to 3 years	8	3.7	±0.6	100	4.3	±0.2	-0.69 (M)
4 to 5 years	6	2.8*	±0.5	26	3.7*	±0.4	-0.99 (L)
6 to 10 years	NR	NR	NR	74	3.5	±0.2	NR
11 to 14 years	7	1.4*	±0.7	27	3.4*	±0.5	-1.57 (L)
15 to 20 years	NR	NR	NR	28	4.0	±0.4	NR
More than 20 years	NR	NR	NR	100	3.8	±0.2	NR
Appointment Type							
Permanent	26	2.6*	±0.4	396	3.9*	±0.1	-1.20 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.5	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	26	2.6*	±0.4	400	3.9*	±0.1	-1.20 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	26	2.6*	±0.4	394	3.9*	±0.1	-1.20 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.5	±0.2	NA
Disability							
Yes	19	2.6*	±0.6	38	4.3*	±0.3	-1.52 (L)
No	7	2.7*	±0.3	362	3.9*	±0.1	-1.18 (L)

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

4.4.6 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 OSMRE.

Table 4.30 OSMRE – 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	28	3.0*	±0.5	414	3.8*	±0.1	-0.84 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.9	±0.3	NA
General Schedule (GS) 7-10	8	3.5	±0.5	82	3.7	±0.2	-0.19
General Schedule (GS) 11-12	11	3.5	±0.6	143	3.9	±0.1	-0.45 (S)
General Schedule (GS) 13-15	9	2.1*	±1.0	175	3.9*	±0.1	-1.90 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.1	±0.1	NA
1 to 3 years	8	3.5	±0.5	101	4.1	±0.2	-0.67 (M)
4 to 5 years	6	3.9	±0.9	28	3.7	±0.3	0.20 (S)
6 to 10 years	NR	NR	NR	79	3.5	±0.2	NR
11 to 14 years	7	1.4*	±0.7	27	3.9*	±0.3	-2.78 (L)
15 to 20 years	NR	NR	NR	28	3.9	±0.3	NR
More than 20 years	NR	NR	NR	100	3.7	±0.2	NR
Appointment Type							
Permanent	28	3.0*	±0.5	406	3.8*	±0.1	-0.84 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.5	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	28	3.0*	±0.5	411	3.8*	±0.1	-0.84 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	28	3.0*	±0.5	404	3.8*	±0.1	-0.84 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.5	±0.2	NA
Disability							
Yes	21	2.9*	±0.6	39	4.1*	±0.3	-1.17 (L)
No	7	3.5	±0.4	371	3.8	±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.

4.4.7 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 OSMRE.

Table 4.31 OSMRE – Disability Harassment and Bystander Harassment

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Percent^d</i>	<i>MoE</i>	<i>N</i>	<i>Percent^d</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	NR	NR	NR	11	2.7%	±2.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 11-12	NR	NR	NR	5	3.7%	±4.8	NR
General Schedule (GS) 13-15	NR	NR	NR	NR	NR	NR	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	0	0.0%	NA	NA
1 to 3 years	NR	NR	NR	9	8.5%	±7.4	NR
4 to 5 years	NR	NR	NR	0	0.0%	NA	NR
6 to 10 years	NR	NR	NR	NR	NR	NR	NR
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	NR	NR	NR	0	0.0%	NA	NR
More than 20 years	NR	NR	NR	0	0.0%	NA	NR
Appointment Type							
Permanent	NR	NR	NR	11	2.8%	±2.2	NR
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	NR	NR	NR	NR

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	11	2.8%	±2.1	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	11	2.8%	±2.2	NR
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Disability							
Yes	NR	NR	NR	NR	NR	NR	NR
No	NR	NR	NR	6	1.7%	±2.0	NR

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

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

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

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

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	1.903	0.795	5.724	--	6.704	--	--	--	--
Race/Ethnicity	1.899	0.685	7.697	0.006	6.681	1.746	25.560	-56.251	9.117
Disability Status	-4.294	0.656	42.858	0.000	0.014	0.004	0.049	-81.605	59.826
Supervisor Support	-0.961	0.202	22.667	0.000	0.383	0.258	0.568	-64.580	25.776

Note. N = 396, Nagelkerke R Square = 0.52

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 OSMRE.

Table 4.33 OSMRE – 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	5	3.4	±0.5	435	3.7	±0.1	-0.43 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.7	±0.4	NA
General Schedule (GS) 7-10	--	--	--	90	3.7	±0.2	NA
General Schedule (GS) 11-12	--	--	--	154	3.7	±0.1	NA
General Schedule (GS) 13-15	5	3.4	±0.5	177	3.8	±0.1	-0.53 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.1	±0.2	NA
1 to 3 years	--	--	--	108	4.0	±0.2	NA
4 to 5 years	NR	NR	NR	32	3.6	±0.3	NR
6 to 10 years	NR	NR	NR	77	3.5	±0.2	NR
11 to 14 years	--	--	--	33	3.4	±0.3	NA
15 to 20 years	--	--	--	29	3.8	±0.2	NA
More than 20 years	NR	NR	NR	104	3.6	±0.2	NR
Appointment Type							
Permanent	5	3.4	±0.5	427	3.7	±0.1	-0.43 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.7	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	5	3.4	±0.5	431	3.7	±0.1	-0.43 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	5	3.4	±0.5	425	3.7	±0.1	-0.43 (S)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.7	±0.1	NA
Sex							
Men	5	3.4	±0.5	237	3.9	±0.1	-0.65 (M)
Women	--	--	--	196	3.5	±0.1	NA
Gender Identity							
Male	5	3.4	±0.5	237	3.9	±0.1	-0.65 (M)
Female	--	--	--	196	3.5	±0.1	NA
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	407	3.8	±0.1	NR
Sexual Minority	NR	NR	NR	14	3.2	±0.5	NR

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	407	3.8	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	6	2.4	±0.5	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	13	3.0	±0.8	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.

4.5.2 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 OSMRE.

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

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	5	0.72	±0.42	436	0.65	±0.04	0.16
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	1.00	±0.00	NA
General Schedule (GS) 7-10	--	--	--	90	0.55	±0.10	NA
General Schedule (GS) 11-12	--	--	--	154	0.62	±0.07	NA
General Schedule (GS) 13-15	5	0.72	±0.42	178	0.71	±0.06	0.02
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	0.83	±0.10	NA
1 to 3 years	--	--	--	108	0.69	±0.08	NA
4 to 5 years	NR	NR	NR	32	0.74	±0.15	NR
6 to 10 years	NR	NR	NR	78	0.61	±0.10	NR
11 to 14 years	--	--	--	33	0.69	±0.12	NA
15 to 20 years	--	--	--	29	0.61	±0.17	NA
More than 20 years	NR	NR	NR	104	0.51	±0.09	NR
Appointment Type							
Permanent	5	0.72	±0.42	428	0.64	±0.04	0.18
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	1.00	±0.00	NA

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	5	0.72	±0.42	433	0.65	±0.04	0.17
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	5	0.72	±0.42	426	0.64	±0.04	0.18
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	1.00	±0.00	NA
Sex							
Men	5	0.72	±0.42	238	0.76	±0.05	-0.11
Women	--	--	--	196	0.51	±0.06	NA
Gender Identity							
Male	5	0.72	±0.42	238	0.76	±0.05	-0.11
Female	--	--	--	196	0.51	±0.06	NA
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	409	0.66	±0.04	NR
Sexual Minority	NR	NR	NR	14	0.55	±0.20	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	409	0.66	±0.04	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	6	0.21	±0.14	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	13	0.47	±0.24	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.

4.5.3 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 OSMRE.

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

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	5	2.6	±0.7	431	2.6	±0.1	0.00
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	2.7	±0.2	NA
General Schedule (GS) 7-10	--	--	--	90	2.6	±0.2	NA
General Schedule (GS) 11-12	--	--	--	152	2.8	±0.1	NA
General Schedule (GS) 13-15	5	2.6	±0.7	177	2.5	±0.1	0.14
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	2.1	±0.2	NA
1 to 3 years	--	--	--	107	2.3	±0.2	NA
4 to 5 years	NR	NR	NR	32	2.9	±0.2	NR
6 to 10 years	NR	NR	NR	76	3.1	±0.2	NR
11 to 14 years	--	--	--	33	3.2	±0.3	NA
15 to 20 years	--	--	--	29	2.7	±0.4	NA
More than 20 years	NR	NR	NR	102	2.6	±0.2	NR
Appointment Type							
Permanent	5	2.6	±0.7	423	2.6	±0.1	0.00
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	2.8	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	5	2.6	±0.7	428	2.6	±0.1	0.00

	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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	5	2.6	±0.7	421	2.6	±0.1	0.01
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	2.8	±0.1	NA
Sex							
Men	5	2.6	±0.7	234	2.6	±0.1	0.07
Women	--	--	--	195	2.7	±0.1	NA
Gender Identity							
Male	5	2.6	±0.7	234	2.6	±0.1	0.07
Female	--	--	--	195	2.7	±0.1	NA
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	404	2.6	±0.1	NR
Sexual Minority	NR	NR	NR	14	2.6	±0.3	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	404	2.6	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	6	2.9	±0.2	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	13	3.1	±0.8	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.

4.5.4 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 OSMRE.

Table 4.36 OSMRE – 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	5	3.2	±0.3	431	3.6	±0.1	-0.43 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.8	±0.2	NA
General Schedule (GS) 7-10	--	--	--	90	3.4	±0.2	NA
General Schedule (GS) 11-12	--	--	--	150	3.6	±0.1	NA
General Schedule (GS) 13-15	5	3.2	±0.3	178	3.8	±0.1	-0.62 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.0	±0.2	NA
1 to 3 years	--	--	--	107	3.8	±0.2	NA
4 to 5 years	NR	NR	NR	32	3.3	±0.3	NR
6 to 10 years	NR	NR	NR	76	3.3	±0.2	NR
11 to 14 years	--	--	--	32	3.2	±0.3	NA
15 to 20 years	--	--	--	29	3.7	±0.3	NA
More than 20 years	NR	NR	NR	104	3.6	±0.2	NR
Appointment Type							
Permanent	5	3.2	±0.3	423	3.6	±0.1	-0.44 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.2	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	5	3.2	±0.3	428	3.6	±0.1	-0.43 (S)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	5	3.2	±0.3	421	3.6	±0.1	-0.43 (S)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.2	±0.1	NA
Sex							
Men	5	3.2	±0.3	236	3.8	±0.1	-0.64 (M)
Women	--	--	--	193	3.4	±0.1	NA
Gender Identity							
Male	5	3.2	±0.3	236	3.8	±0.1	-0.64 (M)
Female	--	--	--	193	3.4	±0.1	NA
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	404	3.7	±0.1	NR
Sexual Minority	NR	NR	NR	14	3.5	±0.4	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	404	3.7	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	6	2.8	±0.4	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	13	2.7	±0.6	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.

4.5.5 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 OSMRE.

Table 4.37 OSMRE – 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	5	3.5	±1.0	424	3.9	±0.1	-0.29 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.1	±0.5	NA
General Schedule (GS) 7-10	--	--	--	90	3.7	±0.2	NA
General Schedule (GS) 11-12	--	--	--	150	3.8	±0.2	NA
General Schedule (GS) 13-15	5	3.5	±1.0	172	4.0	±0.2	-0.42 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	50	4.2	±0.2	NA
1 to 3 years	--	--	--	107	4.3	±0.2	NA
4 to 5 years	NR	NR	NR	29	3.5	±0.3	NR
6 to 10 years	NR	NR	NR	73	3.5	±0.2	NR
11 to 14 years	--	--	--	33	3.0	±0.5	NA
15 to 20 years	--	--	--	29	4.0	±0.4	NA
More than 20 years	NR	NR	NR	102	3.8	±0.2	NR
Appointment Type							
Permanent	5	3.5	±1.0	416	3.9	±0.1	-0.30 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.5	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	5	3.5	±1.0	421	3.9	±0.1	-0.29 (S)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	5	3.5	±1.0	414	3.9	±0.1	-0.30 (S)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.5	±0.2	NA
Sex							
Men	5	3.5	±1.0	229	4.0	±0.1	-0.42 (S)
Women	--	--	--	193	3.7	±0.2	NA
Gender Identity							
Male	5	3.5	±1.0	229	4.0	±0.1	-0.42 (S)
Female	--	--	--	193	3.7	±0.2	NA
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	399	3.9	±0.1	NR
Sexual Minority	NR	NR	NR	14	3.6	±0.5	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	399	3.9	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	6	2.8	±0.4	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	11	3.2	±0.8	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.

4.5.6 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 OSMRE.

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

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	5	3.6	±0.4	436	3.8	±0.1	-0.15
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.9	±0.3	NA
General Schedule (GS) 7-10	--	--	--	90	3.7	±0.2	NA
General Schedule (GS) 11-12	--	--	--	154	3.8	±0.1	NA
General Schedule (GS) 13-15	5	3.6	±0.4	178	3.8	±0.1	-0.17
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.1	±0.1	NA
1 to 3 years	--	--	--	108	4.1	±0.2	NA
4 to 5 years	NR	NR	NR	32	3.7	±0.3	NR
6 to 10 years	NR	NR	NR	78	3.5	±0.2	NR
11 to 14 years	--	--	--	33	3.4	±0.4	NA
15 to 20 years	--	--	--	29	3.9	±0.3	NA
More than 20 years	NR	NR	NR	104	3.7	±0.2	NR
Appointment Type							
Permanent	5	3.6	±0.4	428	3.8	±0.1	-0.15
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.5	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	5	3.6	±0.4	433	3.8	±0.1	-0.15

	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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	5	3.6	±0.4	426	3.8	±0.1	-0.15
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.5	±0.2	NA
Sex							
Men	5	3.6	±0.4	238	4.0	±0.1	-0.35 (S)
Women	--	--	--	196	3.6	±0.2	NA
Gender Identity							
Male	5	3.6	±0.4	238	4.0	±0.1	-0.35 (S)
Female	--	--	--	196	3.6	±0.2	NA
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	409	3.8	±0.1	NR
Sexual Minority	NR	NR	NR	14	3.8	±0.4	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	409	3.8	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	6	3.7	±0.9	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	13	3.1	±0.7	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.

4.5.7 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 OSMRE.

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

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	5	2.5	±0.4	432	2.3	±0.0	0.43 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	2.1	±0.1	NA
General Schedule (GS) 7-10	--	--	--	90	2.2	±0.1	NA
General Schedule (GS) 11-12	--	--	--	154	2.4	±0.1	NA
General Schedule (GS) 13-15	5	2.5	±0.4	174	2.2	±0.1	0.47 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	49	2.2	±0.1	NA
1 to 3 years	--	--	--	108	2.3	±0.1	NA
4 to 5 years	NR	NR	NR	32	2.2	±0.1	NR
6 to 10 years	NR	NR	NR	78	2.3	±0.1	NR
11 to 14 years	--	--	--	31	2.2	±0.2	NA
15 to 20 years	--	--	--	29	2.3	±0.2	NA
More than 20 years	NR	NR	NR	104	2.3	±0.1	NR
Appointment Type							
Permanent	5	2.5	±0.4	424	2.3	±0.0	0.41 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	1.7	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	5	2.5	±0.4	428	2.3	±0.0	0.43 (S)

	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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	5	2.5	±0.4	422	2.3	±0.0	0.41 (S)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	1.7	±0.2	NA
Sex							
Men	5	2.5	±0.4	234	2.4	±0.1	0.29 (S)
Women	--	--	--	196	2.2	±0.1	NA
Gender Identity							
Male	5	2.5	±0.4	234	2.4	±0.1	0.29 (S)
Female	--	--	--	196	2.2	±0.1	NA
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	404	2.2	±0.0	NR
Sexual Minority	NR	NR	NR	14	2.7	±0.2	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	404	2.2	±0.0	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	6	2.4	±0.3	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	13	2.4	±0.1	NA

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

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

4.5.8 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 OSMRE.

Table 4.40 OSMRE – Sexual Orientation Harassment and Bystander Harassment

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size Cohen's <i>h</i>
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	
Overall	NR	NR	NR	14	3.2%	±2.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	NR	NR	NR	NR
General Schedule (GS) 11-12	--	--	--	7	4.7%	±4.8	NA
General Schedule (GS) 13-15	NR	NR	NR	5	2.9%	±3.8	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	0	0.0%	NA	NA
1 to 3 years	--	--	--	6	5.4%	±6.3	NA
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	NR	NR	NR	NR
11 to 14 years	--	--	--	0	0.0%	NA	NA
15 to 20 years	--	--	--	0	0.0%	NA	NA
More than 20 years	NR	NR	NR	NR	NR	NR	NR
Appointment Type							
Permanent	NR	NR	NR	14	3.2%	±2.2	NR
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	NR	NR	NR	NR

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	14	3.2%	±2.2	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	14	3.3%	±2.2	NR
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	8	3.5%	±3.3	NR
Women	--	--	--	6	2.8%	±3.6	NA
Gender Identity							
Male	NR	NR	NR	8	3.5%	±3.3	NR
Female	--	--	--	6	2.8%	±3.6	NA
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	12	2.8%	±2.2	NR
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	12	2.8%	±2.2	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	NR	NR	NR	NR

^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 OSMRE – Logistic Regression of Sexual Orientation Harassment and Predictors of Workplace Harassment

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

4.6 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 OSMRE.

Table 4.42 OSMRE – 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	9	2.1*	±0.6	435	3.8*	±0.1	-2.03 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.7	±0.4	NA
General Schedule (GS) 7-10	NR	NR	NR	89	3.7	±0.2	NR
General Schedule (GS) 11-12	NR	NR	NR	153	3.7	±0.1	NR
General Schedule (GS) 13-15	6	2.0*	±0.8	179	3.8*	±0.1	-2.39 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.1	±0.2	NA
1 to 3 years	NR	NR	NR	105	4.0	±0.2	NR
4 to 5 years	--	--	--	33	3.7	±0.3	NA
6 to 10 years	NR	NR	NR	77	3.5	±0.2	NR
11 to 14 years	NR	NR	NR	32	3.4	±0.3	NR
15 to 20 years	--	--	--	30	3.8	±0.2	NA
More than 20 years	--	--	--	105	3.6	±0.2	NA
Appointment Type							
Permanent	9	2.1*	±0.6	426	3.8*	±0.1	-2.01 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.7	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	9	2.1*	±0.6	431	3.8*	±0.1	-2.02 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	9	2.1*	±0.6	425	3.8*	±0.1	-2.01 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.7	±0.1	NA
Sex							
Men	7	1.9*	±0.7	238	3.9*	±0.1	-2.56 (L)
Women	NR	NR	NR	194	3.6	±0.1	NR
Gender Identity							
Male	7	1.9*	±0.7	238	3.9*	±0.1	-2.56 (L)
Female	NR	NR	NR	194	3.6	±0.1	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	5	2.3*	±0.5	408	3.8*	±0.1	-1.76 (L)
Sexual Minority	NR	NR	NR	16	3.2	±0.4	NR

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	5	2.3*	±0.5	408	3.8*	±0.1	-1.76 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	7	2.4	±0.4	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	11	3.5	±0.7	NR

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

4.6.2 Sexual Harassment and Leadership Intolerance for Harassment

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

Table 4.43 OSMRE – 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	9	0.25*	±0.20	436	0.65*	±0.04	-0.91 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	1.00	±0.00	NA
General Schedule (GS) 7-10	NR	NR	NR	89	0.55	±0.10	NR
General Schedule (GS) 11-12	NR	NR	NR	153	0.63	±0.07	NR
General Schedule (GS) 13-15	6	0.33*	±0.27	180	0.71*	±0.06	-0.96 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	0.83	±0.10	NA
1 to 3 years	NR	NR	NR	105	0.70	±0.08	NR
4 to 5 years	--	--	--	33	0.76	±0.14	NA
6 to 10 years	NR	NR	NR	78	0.63	±0.10	NR
11 to 14 years	NR	NR	NR	32	0.71	±0.12	NR
15 to 20 years	--	--	--	30	0.59	±0.17	NA
More than 20 years	--	--	--	105	0.50	±0.09	NA
Appointment Type							
Permanent	9	0.25*	±0.20	428	0.65*	±0.04	-0.89 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	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	--	--	--	--	--	--	NA
Non-Seasonal	9	0.25*	±0.20	433	0.65*	±0.04	-0.90 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	9	0.25*	±0.20	426	0.64*	±0.04	-0.89 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	1.00	±0.00	NA
Sex							
Men	NR	NR	NR	239	0.77	±0.05	NR
Women	NR	NR	NR	194	0.51	±0.06	NR
Gender Identity							
Male	NR	NR	NR	239	0.77	±0.05	NR
Female	NR	NR	NR	194	0.51	±0.06	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	5	0.35	±0.27	409	0.66	±0.04	-0.70 (M)
Sexual Minority	NR	NR	NR	16	0.48	±0.21	NR
Sexual Orientation							
Heterosexual or straight	5	0.35	±0.27	409	0.66	±0.04	-0.70 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	7	0.15	±0.14	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	11	0.58	±0.26	NR

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

4.6.3 Sexual Harassment and Organizational Politics

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

Table 4.44 OSMRE – 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	9	3.8*	±0.8	431	2.6*	±0.1	1.35 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	2.7	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	89	2.6	±0.2	NR
General Schedule (GS) 11-12	NR	NR	NR	151	2.8	±0.1	NR
General Schedule (GS) 13-15	6	3.8*	±1.1	179	2.5*	±0.1	1.36 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	2.1	±0.2	NA
1 to 3 years	NR	NR	NR	104	2.3	±0.2	NR
4 to 5 years	--	--	--	33	2.9	±0.2	NA
6 to 10 years	NR	NR	NR	75	3.1	±0.2	NR
11 to 14 years	NR	NR	NR	32	3.2	±0.3	NR
15 to 20 years	--	--	--	30	2.8	±0.4	NA
More than 20 years	--	--	--	104	2.6	±0.2	NA
Appointment Type							
Permanent	9	3.8*	±0.8	423	2.6*	±0.1	1.35 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	2.8	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	9	3.8*	±0.8	427	2.6*	±0.1	1.36 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	9	3.8*	±0.8	421	2.6*	±0.1	1.35 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	2.8	±0.1	NA
Sex							
Men	7	3.9*	±1.0	235	2.6*	±0.1	1.52 (L)
Women	NR	NR	NR	193	2.7	±0.1	NR
Gender Identity							
Male	7	3.9*	±1.0	235	2.6*	±0.1	1.52 (L)
Female	NR	NR	NR	193	2.7	±0.1	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	5	3.5*	±0.9	404	2.6*	±0.1	0.95 (L)
Sexual Minority	NR	NR	NR	16	2.8	±0.3	NR
Sexual Orientation							
Heterosexual or straight	5	3.5*	±0.9	404	2.6*	±0.1	0.95 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	7	3.1	±0.4	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	11	2.6	±0.7	NR

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

4.6.4 Sexual Harassment and Organizational Trust

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

Table 4.45 OSMRE – 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	9	2.6*	±0.5	431	3.6*	±0.1	-1.15 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.8	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	89	3.4	±0.2	NR
General Schedule (GS) 11-12	NR	NR	NR	149	3.6	±0.1	NR
General Schedule (GS) 13-15	6	2.5*	±0.7	180	3.8*	±0.1	-1.41 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.0	±0.2	NA
1 to 3 years	NR	NR	NR	104	3.9	±0.2	NR
4 to 5 years	--	--	--	33	3.3	±0.3	NA
6 to 10 years	NR	NR	NR	75	3.3	±0.2	NR
11 to 14 years	NR	NR	NR	31	3.2	±0.3	NR
15 to 20 years	--	--	--	30	3.7	±0.3	NA
More than 20 years	--	--	--	105	3.6	±0.2	NA
Appointment Type							
Permanent	9	2.6*	±0.5	423	3.6*	±0.1	-1.15 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.2	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	9	2.6*	±0.5	428	3.6*	±0.1	-1.15 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	9	2.6*	±0.5	421	3.6*	±0.1	-1.15 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.2	±0.1	NA
Sex							
Men	7	2.4*	±0.6	237	3.8*	±0.1	-1.62 (L)
Women	NR	NR	NR	191	3.5	±0.1	NR
Gender Identity							
Male	7	2.4*	±0.6	237	3.8*	±0.1	-1.62 (L)
Female	NR	NR	NR	191	3.5	±0.1	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	5	2.9*	±0.4	404	3.7*	±0.1	-0.90 (L)
Sexual Minority	NR	NR	NR	16	3.4	±0.3	NR
Sexual Orientation							
Heterosexual or straight	5	2.9*	±0.4	404	3.7*	±0.1	-0.90 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	7	2.8	±0.3	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	11	2.9	±0.7	NR

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

4.6.5 Sexual Harassment and Supervisor Support

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

Table 4.46 OSMRE – 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	6	2.9*	±1.5	425	3.9*	±0.1	-0.84 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.1	±0.5	NA
General Schedule (GS) 7-10	NR	NR	NR	89	3.7	±0.2	NR
General Schedule (GS) 11-12	NR	NR	NR	148	3.8	±0.2	NR
General Schedule (GS) 13-15	NR	NR	NR	176	4.0	±0.2	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	50	4.2	±0.2	NA
1 to 3 years	NR	NR	NR	104	4.2	±0.2	NR
4 to 5 years	--	--	--	31	3.6	±0.3	NA
6 to 10 years	NR	NR	NR	75	3.6	±0.2	NR
11 to 14 years	NR	NR	NR	32	3.1	±0.5	NR
15 to 20 years	--	--	--	29	4.0	±0.4	NA
More than 20 years	--	--	--	103	3.8	±0.2	NA
Appointment Type							
Permanent	6	2.9*	±1.5	417	3.9*	±0.1	-0.84 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.5	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	6	2.9*	±1.5	422	3.9*	±0.1	-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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	6	2.9*	±1.5	415	3.9*	±0.1	-0.84 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.5	±0.2	NA
Sex							
Men	NR	NR	NR	232	3.9	±0.1	NR
Women	NR	NR	NR	191	3.7	±0.2	NR
Gender Identity							
Male	NR	NR	NR	232	3.9	±0.1	NR
Female	NR	NR	NR	191	3.7	±0.2	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	5	2.8*	±1.8	400	3.9*	±0.1	-1.01 (L)
Sexual Minority	NR	NR	NR	15	3.4	±0.5	NR
Sexual Orientation							
Heterosexual or straight	5	2.8*	±1.8	400	3.9*	±0.1	-1.01 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	7	2.5	±0.4	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	11	3.2	±0.8	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.

4.6.6 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 OSMRE.

Table 4.47 OSMRE – Sexual Harassment and Organizational Inclusion by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	9	1.6*	±0.4	436	3.8*	±0.1	-2.35 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.9	±0.3	NA
General Schedule (GS) 7-10	NR	NR	NR	89	3.7	±0.2	NR
General Schedule (GS) 11-12	NR	NR	NR	153	3.9	±0.1	NR
General Schedule (GS) 13-15	6	1.7*	±0.5	180	3.9*	±0.1	-2.33 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.1	±0.1	NA
1 to 3 years	NR	NR	NR	105	4.1	±0.2	NR
4 to 5 years	--	--	--	33	3.7	±0.3	NA
6 to 10 years	NR	NR	NR	78	3.6	±0.2	NR
11 to 14 years	NR	NR	NR	32	3.5	±0.5	NR
15 to 20 years	--	--	--	30	3.9	±0.3	NA
More than 20 years	--	--	--	105	3.6	±0.2	NA
Appointment Type							
Permanent	9	1.6*	±0.4	428	3.8*	±0.1	-2.34 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.5	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	9	1.6*	±0.4	433	3.8*	±0.1	-2.34 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	9	1.6*	±0.4	426	3.8*	±0.1	-2.33 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.5	±0.2	NA
Sex							
Men	7	1.5*	±0.4	239	4.0*	±0.1	-3.25 (L)
Women	NR	NR	NR	194	3.6	±0.2	NR
Gender Identity							
Male	7	1.5*	±0.4	239	4.0*	±0.1	-3.25 (L)
Female	NR	NR	NR	194	3.6	±0.2	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	5	1.8*	±0.4	409	3.8*	±0.1	-2.18 (L)
Sexual Minority	NR	NR	NR	16	3.8	±0.3	NR
Sexual Orientation							
Heterosexual or straight	5	1.8*	±0.4	409	3.8*	±0.1	-2.18 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	7	3.7	±0.8	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	11	3.5	±0.6	NR

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

4.6.7 Sexual Harassment and Gender Context

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

Table 4.48 OSMRE – 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	9	2.2	±0.3	431	2.3	±0.0	-0.15
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	2.1	±0.1	NA
General Schedule (GS) 7-10	NR	NR	NR	89	2.2	±0.1	NR
General Schedule (GS) 11-12	NR	NR	NR	152	2.4	±0.1	NR
General Schedule (GS) 13-15	6	2.5	±0.1	176	2.2	±0.1	0.43 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	49	2.2	±0.1	NA
1 to 3 years	NR	NR	NR	105	2.3	±0.1	NR
4 to 5 years	--	--	--	33	2.2	±0.1	NA
6 to 10 years	NR	NR	NR	78	2.4	±0.1	NR
11 to 14 years	NR	NR	NR	30	2.2	±0.2	NR
15 to 20 years	--	--	--	29	2.3	±0.2	NA
More than 20 years	--	--	--	105	2.3	±0.1	NA
Appointment Type							
Permanent	9	2.2	±0.3	423	2.3	±0.0	-0.17
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	1.7	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	9	2.2	±0.3	427	2.3	±0.0	-0.15

	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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	9	2.2	±0.3	421	2.3	±0.0	-0.17
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	1.7	±0.2	NA
Sex							
Men	7	2.2	±0.3	235	2.4	±0.1	-0.41 (S)
Women	NR	NR	NR	194	2.2	±0.1	NR
Gender Identity							
Male	7	2.2	±0.3	235	2.4	±0.1	-0.41 (S)
Female	NR	NR	NR	194	2.2	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	5	2.2	±0.4	405	2.3	±0.0	-0.06
Sexual Minority	NR	NR	NR	15	2.6	±0.2	NR
Sexual Orientation							
Heterosexual or straight	5	2.2	±0.4	405	2.3	±0.0	-0.06
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	7	2.4	±0.2	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	11	2.4	±0.2	NR

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

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

4.6.8 Sexual Harassment and Bystander Harassment

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

Table 4.49 OSMRE – Sexual Harassment and Bystander Harassment

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Percent^d</i>	<i>MoE</i>	<i>N</i>	<i>Percent^d</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	NR	NR	NR	34	7.9%	±3.0	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	5	6.1%	±7.5	NR
General Schedule (GS) 11-12	NR	NR	NR	17	10.9%	±6.1	NR
General Schedule (GS) 13-15	NR	NR	NR	12	6.9%	±4.8	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	0	0.0%	NA	NA
1 to 3 years	NR	NR	NR	12	11.2%	±7.7	NR
4 to 5 years	--	--	--	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	7	8.8%	±8.9	NR
11 to 14 years	NR	NR	NR	7	21.1%	±18.5	NR
15 to 20 years	--	--	--	0	0.0%	NA	NA
More than 20 years	--	--	--	5	5.1%	±6.5	NA
Appointment Type							
Permanent	NR	NR	NR	34	8.1%	±3.0	NR
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	NR	NR	NR	NR

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	34	8.0%	±3.0	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	34	8.1%	±3.0	NR
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	16	6.7%	±4.0	NR
Women	NR	NR	NR	19	9.6%	±5.1	NR
Gender Identity							
Male	NR	NR	NR	16	6.7%	±4.0	NR
Female	NR	NR	NR	19	9.6%	±5.1	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	28	7.0%	±2.9	NR
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	28	7.0%	±2.9	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	NR	NR	NR	NR

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

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

4.7 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 OSMRE.

Table 4.51 OSMRE – Crude and Offensive Behavior and General Intolerance for Harassment by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	56	3.0*	±0.3	388	3.8*	±0.1	-1.01 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.7	±0.4	NA
General Schedule (GS) 7-10	6	4.0	±0.4	84	3.7	±0.2	0.31 (S)
General Schedule (GS) 11-12	23	3.1*	±0.5	132	3.8*	±0.1	-0.76 (M)
General Schedule (GS) 13-15	24	2.6*	±0.3	161	3.9*	±0.1	-1.82 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	--	--	--	NA

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	50	4.1	±0.2	NR
1 to 3 years	13	3.6	±0.4	96	4.0	±0.2	-0.54 (M)
4 to 5 years	--	--	--	33	3.7	±0.3	NA
6 to 10 years	19	2.4*	±0.4	62	3.7*	±0.2	-1.78 (L)
11 to 14 years	10	2.5*	±0.2	24	3.7*	±0.3	-1.84 (L)
15 to 20 years	7	4.2	±0.2	23	3.7	±0.3	0.83 (L)
More than 20 years	5	2.5*	±1.1	100	3.7*	±0.2	-1.49 (L)
Appointment Type							
Permanent	56	3.0*	±0.3	379	3.8*	±0.1	-1.01 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.7	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	56	3.0*	±0.3	384	3.8*	±0.1	-1.01 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	56	3.0*	±0.3	378	3.8*	±0.1	-1.01 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.7	±0.1	NA
Sex							
Men	25	2.8*	±0.5	220	4.0*	±0.1	-1.62 (L)
Women	31	3.2*	±0.3	165	3.6*	±0.1	-0.50 (M)
Gender Identity							
Male	25	2.8*	±0.5	220	4.0*	±0.1	-1.62 (L)
Female	31	3.2*	±0.3	165	3.6*	±0.1	-0.50 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	47	3.1*	±0.3	366	3.9*	±0.1	-0.91 (L)
Sexual Minority	NR	NR	NR	12	3.2	±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>
Sexual Orientation							
Heterosexual or straight	47	3.1*	±0.3	366	3.9*	±0.1	-0.91 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	9	3.8	±0.7	NR

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

4.7.2 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 OSMRE.

Table 4.52 OSMRE – 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	56	0.44*	±0.11	389	0.67*	±0.04	-0.55 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	1.00	±0.00	NA
General Schedule (GS) 7-10	6	0.82	±0.21	84	0.53	±0.10	0.61 (M)
General Schedule (GS) 11-12	23	0.63	±0.18	132	0.62	±0.08	0.02
General Schedule (GS) 13-15	24	0.21*	±0.11	162	0.77*	±0.06	-1.56 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	50	0.82	±0.10	NR
1 to 3 years	13	0.49	±0.23	96	0.72	±0.08	-0.55 (M)
4 to 5 years	--	--	--	33	0.76	±0.14	NA
6 to 10 years	19	0.27*	±0.19	64	0.70*	±0.10	-1.06 (L)
11 to 14 years	10	0.46*	±0.17	24	0.79*	±0.13	-1.02 (L)
15 to 20 years	7	0.75	±0.34	23	0.55	±0.19	0.41 (S)
More than 20 years	NR	NR	NR	100	0.51	±0.09	NR
Appointment Type							
Permanent	56	0.44*	±0.11	381	0.67*	±0.04	-0.53 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	1.00	±0.00	NA

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	56	0.44*	±0.11	386	0.67*	±0.04	-0.54 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	56	0.44*	±0.11	379	0.67*	±0.04	-0.52 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	1.00	±0.00	NA
Sex							
Men	25	0.34*	±0.17	221	0.80*	±0.05	-1.22 (L)
Women	31	0.51	±0.15	165	0.51	±0.07	0.01
Gender Identity							
Male	25	0.34*	±0.17	221	0.80*	±0.05	-1.22 (L)
Female	31	0.51	±0.15	165	0.51	±0.07	0.01
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	47	0.48*	±0.12	368	0.68*	±0.04	-0.46 (S)
Sexual Minority	NR	NR	NR	12	0.52	±0.24	NR
Sexual Orientation							
Heterosexual or straight	47	0.48*	±0.12	368	0.68*	±0.04	-0.46 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	9	0.67	±0.25	NR

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

4.7.3 Crude and Offensive Behavior and Organizational Politics

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

Table 4.53 OSMRE – 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	55	3.5*	±0.3	385	2.5*	±0.1	1.09 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	2.7	±0.2	NA
General Schedule (GS) 7-10	6	2.7	±0.3	84	2.6	±0.2	0.06
General Schedule (GS) 11-12	23	3.1	±0.4	130	2.7	±0.2	0.36 (S)
General Schedule (GS) 13-15	24	4.0*	±0.3	161	2.3*	±0.1	2.16 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	50	2.1	±0.2	NR
1 to 3 years	12	2.8*	±0.3	96	2.3*	±0.2	0.65 (M)
4 to 5 years	--	--	--	33	2.9	±0.2	NA
6 to 10 years	19	3.8*	±0.4	61	2.9*	±0.2	1.06 (L)
11 to 14 years	10	4.0*	±0.4	24	2.9*	±0.3	1.52 (L)
15 to 20 years	7	2.7	±0.7	23	2.8	±0.4	-0.11
More than 20 years	5	3.9*	±0.8	98	2.5*	±0.2	1.72 (L)
Appointment Type							
Permanent	55	3.5*	±0.3	377	2.5*	±0.1	1.09 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	2.8	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	55	3.5*	±0.3	382	2.5*	±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>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	55	3.5*	±0.3	375	2.5*	±0.1	1.10 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	2.8	±0.1	NA
Sex							
Men	25	3.6*	±0.4	217	2.5*	±0.1	1.37 (L)
Women	30	3.3*	±0.3	165	2.6*	±0.1	0.83 (L)
Gender Identity							
Male	25	3.6*	±0.4	217	2.5*	±0.1	1.37 (L)
Female	30	3.3*	±0.3	165	2.6*	±0.1	0.83 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	46	3.4*	±0.3	364	2.5*	±0.1	0.98 (L)
Sexual Minority	NR	NR	NR	12	2.6	±0.4	NR
Sexual Orientation							
Heterosexual or straight	46	3.4*	±0.3	364	2.5*	±0.1	0.98 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	9	2.4	±0.6	NR

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

4.7.4 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 OSMRE.

Table 4.54 OSMRE – 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	55	3.0*	±0.3	385	3.7*	±0.1	-0.84 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.8	±0.2	NA
General Schedule (GS) 7-10	6	3.7	±0.4	84	3.4	±0.2	0.28 (S)
General Schedule (GS) 11-12	23	3.3	±0.4	128	3.6	±0.2	-0.37 (S)
General Schedule (GS) 13-15	24	2.5*	±0.3	162	3.9*	±0.1	-1.86 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	50	4.0	±0.2	NR
1 to 3 years	12	3.4	±0.3	96	3.9	±0.2	-0.59 (M)
4 to 5 years	--	--	--	33	3.3	±0.3	NA
6 to 10 years	19	2.5*	±0.4	61	3.5*	±0.2	-1.25 (L)
11 to 14 years	10	2.3*	±0.3	22	3.6*	±0.3	-1.95 (L)
15 to 20 years	7	4.4*	±0.4	23	3.5*	±0.3	1.13 (L)
More than 20 years	5	2.9	±0.7	100	3.7	±0.2	-0.75 (M)
Appointment Type							
Permanent	55	3.0*	±0.3	377	3.7*	±0.1	-0.85 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.2	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	55	3.0*	±0.3	382	3.7*	±0.1	-0.84 (L)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	55	3.0*	±0.3	375	3.7*	±0.1	-0.84 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.2	±0.1	NA
Sex							
Men	25	2.8*	±0.3	219	3.9*	±0.1	-1.35 (L)
Women	30	3.1*	±0.4	163	3.5*	±0.1	-0.40 (S)
Gender Identity							
Male	25	2.8*	±0.3	219	3.9*	±0.1	-1.35 (L)
Female	30	3.1*	±0.4	163	3.5*	±0.1	-0.40 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	46	3.1*	±0.3	364	3.7*	±0.1	-0.74 (M)
Sexual Minority	NR	NR	NR	12	3.5	±0.4	NR
Sexual Orientation							
Heterosexual or straight	46	3.1*	±0.3	364	3.7*	±0.1	-0.74 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	9	3.2	±0.6	NR

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

4.7.5 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 OSMRE.

Table 4.55 OSMRE – 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	52	3.0*	±0.4	380	4.0*	±0.1	-0.93 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.1	±0.5	NA
General Schedule (GS) 7-10	6	4.0	±0.7	84	3.7	±0.2	0.27 (S)
General Schedule (GS) 11-12	23	3.1*	±0.5	127	3.9*	±0.2	-0.75 (M)
General Schedule (GS) 13-15	21	2.6*	±0.6	158	4.1*	±0.1	-1.47 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	48	4.2	±0.2	NR
1 to 3 years	12	4.4	±0.4	96	4.2	±0.2	0.14
4 to 5 years	--	--	--	31	3.6	±0.3	NA
6 to 10 years	16	2.7*	±0.5	61	3.7*	±0.2	-1.08 (L)
11 to 14 years	10	1.6*	±0.5	24	3.6*	±0.5	-1.80 (L)
15 to 20 years	7	3.8	±0.9	22	4.0	±0.4	-0.18
More than 20 years	5	2.2*	±1.0	98	3.9*	±0.2	-1.47 (L)
Appointment Type							
Permanent	52	3.0*	±0.4	371	4.0*	±0.1	-0.93 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.5	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	52	3.0*	±0.4	376	4.0*	±0.1	-0.93 (L)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	52	3.0*	±0.4	369	4.0*	±0.1	-0.93 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.5	±0.2	NA
Sex							
Men	22	3.1*	±0.6	214	4.0*	±0.1	-0.92 (L)
Women	30	2.9*	±0.5	163	3.9*	±0.2	-0.86 (L)
Gender Identity							
Male	22	3.1*	±0.6	214	4.0*	±0.1	-0.92 (L)
Female	30	2.9*	±0.5	163	3.9*	±0.2	-0.86 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	46	3.0*	±0.4	359	4.0*	±0.1	-0.91 (L)
Sexual Minority	NR	NR	NR	11	3.7	±0.6	NR
Sexual Orientation							
Heterosexual or straight	46	3.0*	±0.4	359	4.0*	±0.1	-0.91 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	9	3.3	±0.9	NR

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

4.7.6 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 OSMRE.

Table 4.56 OSMRE – Crude and Offensive Behavior and Organizational Inclusion by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	56	2.8*	±0.3	389	3.9*	±0.1	-1.28 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.9	±0.3	NA
General Schedule (GS) 7-10	6	3.8	±0.6	84	3.7	±0.2	0.14
General Schedule (GS) 11-12	23	3.2*	±0.6	132	3.9*	±0.1	-0.81 (L)
General Schedule (GS) 13-15	24	2.1*	±0.4	162	4.0*	±0.1	-2.50 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	50	4.1	±0.1	NR
1 to 3 years	13	3.2*	±0.6	96	4.2*	±0.2	-1.04 (L)
4 to 5 years	--	--	--	33	3.7	±0.3	NA
6 to 10 years	19	2.3*	±0.5	64	3.8*	±0.1	-1.96 (L)
11 to 14 years	10	1.8*	±0.6	24	4.1*	±0.3	-2.73 (L)
15 to 20 years	7	4.3	±0.7	23	3.8	±0.3	0.65 (M)
More than 20 years	5	2.7*	±0.5	100	3.7*	±0.2	-1.04 (L)
Appointment Type							
Permanent	56	2.8*	±0.3	381	3.9*	±0.1	-1.29 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.5	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	56	2.8*	±0.3	386	3.9*	±0.1	-1.28 (L)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	56	2.8*	±0.3	379	3.9*	±0.1	-1.28 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.5	±0.2	NA
Sex							
Men	25	2.5*	±0.5	221	4.1*	±0.1	-2.12 (L)
Women	31	3.0*	±0.5	165	3.7*	±0.1	-0.71 (M)
Gender Identity							
Male	25	2.5*	±0.5	221	4.1*	±0.1	-2.12 (L)
Female	31	3.0*	±0.5	165	3.7*	±0.1	-0.71 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	47	2.9*	±0.4	368	3.9*	±0.1	-1.17 (L)
Sexual Minority	NR	NR	NR	12	4.0	±0.4	NR
Sexual Orientation							
Heterosexual or straight	47	2.9*	±0.4	368	3.9*	±0.1	-1.17 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	9	3.8	±0.6	NR

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

4.7.7 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 OSMRE.

Table 4.57 OSMRE – 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	56	2.1*	±0.2	384	2.3*	±0.0	-0.40 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	2.1	±0.1	NA
General Schedule (GS) 7-10	6	2.0	±0.5	84	2.2	±0.1	-0.45 (S)
General Schedule (GS) 11-12	23	2.1*	±0.3	131	2.4*	±0.1	-0.64 (M)
General Schedule (GS) 13-15	24	2.1	±0.3	158	2.3	±0.1	-0.34 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	47	2.2	±0.1	NR
1 to 3 years	13	1.9*	±0.4	96	2.3*	±0.1	-0.76 (M)
4 to 5 years	--	--	--	33	2.2	±0.1	NA
6 to 10 years	19	2.3	±0.2	64	2.4	±0.1	-0.11
11 to 14 years	10	1.8*	±0.6	22	2.4*	±0.2	-0.86 (L)
15 to 20 years	7	1.8*	±0.6	22	2.5*	±0.2	-1.24 (L)
More than 20 years	5	2.7*	±0.4	100	2.3*	±0.1	0.88 (L)
Appointment Type							
Permanent	56	2.1*	±0.2	376	2.3*	±0.0	-0.42 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	1.7	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	56	2.1*	±0.2	380	2.3*	±0.0	-0.40 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	56	2.1*	±0.2	374	2.3*	±0.0	-0.42 (S)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	1.7	±0.2	NA
Sex							
Men	25	2.3	±0.2	217	2.4	±0.1	-0.28 (S)
Women	31	2.0*	±0.3	165	2.2*	±0.1	-0.41 (S)
Gender Identity							
Male	25	2.3	±0.2	217	2.4	±0.1	-0.28 (S)
Female	31	2.0*	±0.3	165	2.2*	±0.1	-0.41 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	47	2.1*	±0.2	363	2.3*	±0.0	-0.41 (S)
Sexual Minority	NR	NR	NR	11	2.7	±0.1	NR
Sexual Orientation							
Heterosexual or straight	47	2.1*	±0.2	363	2.3*	±0.0	-0.41 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	9	2.4	±0.2	NR

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

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

4.7.8 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 OSMRE.

Table 4.58 OSMRE – 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	15	26.9%*	±13.5	23	5.9%*	±2.9	0.60 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 11-12	NR	NR	NR	10	7.5%	±6.1	NR
General Schedule (GS) 13-15	NR	NR	NR	11	6.5%	±5.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	0	0.0%	NA	NR
1 to 3 years	NR	NR	NR	7	7.5%	±7.5	NR
4 to 5 years	--	--	--	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	NR	NR	NR	NR
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	NR	NR	NR	0	0.0%	NA	NR
More than 20 years	NR	NR	NR	5	5.4%	±6.8	NR
Appointment Type							
Permanent	15	26.9%*	±13.5	23	6.1%*	±2.9	0.59 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	NR	NR	NR	NR

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	15	26.9%*	±13.5	23	6.0%*	±2.9	0.60 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	15	26.9%*	±13.5	23	6.1%*	±2.9	0.59 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	11	4.8%	±3.8	NR
Women	NR	NR	NR	12	7.5%	±5.2	NR
Gender Identity							
Male	NR	NR	NR	11	4.8%	±3.8	NR
Female	NR	NR	NR	12	7.5%	±5.2	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	11	23.5%*	±14.7	18	5.0%*	±2.8	0.56 (M)
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	11	23.5%*	±14.7	18	5.0%*	±2.8	0.56 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	NR	NR	NR	NR

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

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	0.038	1.984	0.000	--	1.039	--	--	--	--
Age	-1.654	0.520	10.115	0.001	0.191	0.069	0.530	-105.489	11.382
Years of Service at Bureau or Office	0.245	0.126	3.790	0.052	1.278	0.998	1.636	-101.853	4.111
Organizational Politics	1.001	0.338	8.776	0.003	2.721	1.403	5.278	-104.635	9.673
Organizational Inclusion	-1.143	0.295	14.974	0.000	0.319	0.179	0.569	-108.116	16.636
Organizational Trust	1.094	0.371	8.695	0.003	2.985	1.443	6.174	-104.589	9.581
Bystander Harassment Based on Sex/Gender	-1.893	0.496	14.568	0.000	0.151	0.057	0.398	-106.799	14.001
Gender Context	-1.479	0.379	15.258	0.000	0.228	0.108	0.479	-108.547	17.498

Note. N = 405, Nagelkerke R Square = 0.382

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 OSMRE.

Table 4.60 OSMRE – 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	12	2.4*	±0.5	431	3.8*	±0.1	-1.62 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.7	±0.4	NA
General Schedule (GS) 7-10	NR	NR	NR	86	3.8	±0.2	NR
General Schedule (GS) 11-12	NR	NR	NR	154	3.7	±0.1	NR
General Schedule (GS) 13-15	6	2.3*	±1.1	179	3.8*	±0.1	-1.89 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.1	±0.2	NA
1 to 3 years	NR	NR	NR	106	4.0	±0.2	NR
4 to 5 years	NR	NR	NR	32	3.7	±0.3	NR
6 to 10 years	NR	NR	NR	77	3.5	±0.2	NR
11 to 14 years	NR	NR	NR	32	3.4	±0.3	NR
15 to 20 years	NR	NR	NR	27	3.9	±0.2	NR
More than 20 years	--	--	--	105	3.6	±0.2	NA
Appointment Type							
Permanent	12	2.4*	±0.5	423	3.8*	±0.1	-1.61 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.7	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	12	2.4*	±0.5	428	3.8*	±0.1	-1.61 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	12	2.4*	±0.5	421	3.8*	±0.1	-1.60 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.7	±0.1	NA
Sex							
Men	NR	NR	NR	242	3.9	±0.1	NR
Women	10	2.7*	±0.4	186	3.6*	±0.1	-0.97 (L)
Gender Identity							
Male	NR	NR	NR	242	3.9	±0.1	NR
Female	10	2.7*	±0.4	186	3.6*	±0.1	-0.97 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	6	2.8*	±0.6	408	3.8*	±0.1	-1.13 (L)
Sexual Minority	NR	NR	NR	14	3.3	±0.4	NR

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	6	2.8*	±0.6	408	3.8*	±0.1	-1.13 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	5	2.5	±0.6	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	9	3.6	±0.8	NR

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

4.8.2 Unwanted Sexual Attention and Leadership Intolerance for Harassment

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

Table 4.61 OSMRE – 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	12	0.11*	±0.09	433	0.66*	±0.04	-1.28 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	1.00	±0.00	NA
General Schedule (GS) 7-10	NR	NR	NR	86	0.57	±0.10	NR
General Schedule (GS) 11-12	NR	NR	NR	154	0.62	±0.07	NR
General Schedule (GS) 13-15	NR	NR	NR	180	0.72	±0.06	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	0.83	±0.10	NA
1 to 3 years	NR	NR	NR	106	0.71	±0.08	NR
4 to 5 years	NR	NR	NR	32	0.79	±0.14	NR
6 to 10 years	NR	NR	NR	79	0.62	±0.10	NR
11 to 14 years	NR	NR	NR	32	0.71	±0.12	NR
15 to 20 years	NR	NR	NR	27	0.67	±0.17	NR
More than 20 years	--	--	--	105	0.50	±0.09	NA
Appointment Type							
Permanent	12	0.11*	±0.09	425	0.65*	±0.04	-1.26 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	1.00	±0.00	NA

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	12	0.11*	±0.09	429	0.66*	±0.04	-1.27 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	12	0.11*	±0.09	423	0.65*	±0.04	-1.25 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	1.00	±0.00	NA
Sex							
Men	NR	NR	NR	244	0.76	±0.05	NR
Women	10	0.13*	±0.11	186	0.53*	±0.07	-0.88 (L)
Gender Identity							
Male	NR	NR	NR	244	0.76	±0.05	NR
Female	10	0.13*	±0.11	186	0.53*	±0.07	-0.88 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	409	0.66	±0.04	NR
Sexual Minority	NR	NR	NR	14	0.49	±0.23	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	409	0.66	±0.04	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	9	0.67	±0.25	NR

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

4.8.3 Unwanted Sexual Attention and Organizational Politics

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

Table 4.62 OSMRE – 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	11	3.9*	±0.5	429	2.6*	±0.1	1.52 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	2.7	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	86	2.6	±0.2	NR
General Schedule (GS) 11-12	NR	NR	NR	151	2.8	±0.1	NR
General Schedule (GS) 13-15	6	4.6*	±0.3	179	2.5*	±0.1	2.40 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	2.1	±0.2	NA
1 to 3 years	NR	NR	NR	106	2.3	±0.2	NR
4 to 5 years	NR	NR	NR	32	2.9	±0.2	NR
6 to 10 years	NR	NR	NR	76	3.1	±0.2	NR
11 to 14 years	NR	NR	NR	32	3.2	±0.3	NR
15 to 20 years	NR	NR	NR	27	2.6	±0.3	NR
More than 20 years	--	--	--	104	2.6	±0.2	NA
Appointment Type							
Permanent	11	3.9*	±0.5	421	2.6*	±0.1	1.51 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	2.8	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	11	3.9*	±0.5	425	2.6*	±0.1	1.52 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	11	3.9*	±0.5	419	2.6*	±0.1	1.52 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	2.8	±0.1	NA
Sex							
Men	NR	NR	NR	239	2.6	±0.1	NR
Women	9	3.6*	±0.4	186	2.7*	±0.1	1.11 (L)
Gender Identity							
Male	NR	NR	NR	239	2.6	±0.1	NR
Female	9	3.6*	±0.4	186	2.7*	±0.1	1.11 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	405	2.6	±0.1	NR
Sexual Minority	NR	NR	NR	14	2.7	±0.3	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	405	2.6	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	5	3.0	±0.5	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	9	2.4	±0.7	NR

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

4.8.4 Unwanted Sexual Attention and Organizational Trust

Table 4.63 presents organizational trust for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Organizational trust was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of trust. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in OSMRE.

Table 4.63 OSMRE – 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	11	2.9*	±0.6	429	3.6*	±0.1	-0.79 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.8	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	86	3.5	±0.2	NR
General Schedule (GS) 11-12	NR	NR	NR	150	3.6	±0.1	NR
General Schedule (GS) 13-15	6	3.0*	±1.1	180	3.8*	±0.1	-0.88 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.0	±0.2	NA
1 to 3 years	NR	NR	NR	106	3.9	±0.2	NR
4 to 5 years	NR	NR	NR	32	3.3	±0.3	NR
6 to 10 years	NR	NR	NR	76	3.3	±0.2	NR
11 to 14 years	NR	NR	NR	30	3.2	±0.3	NR
15 to 20 years	NR	NR	NR	27	3.8	±0.3	NR
More than 20 years	--	--	--	105	3.6	±0.2	NA
Appointment Type							
Permanent	11	2.9*	±0.6	421	3.6*	±0.1	-0.79 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.2	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	11	2.9*	±0.6	425	3.6*	±0.1	-0.78 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	11	2.9*	±0.6	419	3.6*	±0.1	-0.79 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.2	±0.1	NA
Sex							
Men	NR	NR	NR	241	3.8	±0.1	NR
Women	9	3.3	±0.5	185	3.5	±0.1	-0.19
Gender Identity							
Male	NR	NR	NR	241	3.8	±0.1	NR
Female	9	3.3	±0.5	185	3.5	±0.1	-0.19
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	405	3.7	±0.1	NR
Sexual Minority	NR	NR	NR	14	3.4	±0.4	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	405	3.7	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	5	2.7	±0.3	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	9	3.0	±0.8	NR

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

4.8.5 Unwanted Sexual Attention and Supervisor Support

Table 4.64 presents supervisor support for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Supervisory support was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of support. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in OSMRE.

Table 4.64 OSMRE – 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	9	2.6*	±0.5	423	3.9*	±0.1	-1.20 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.1	±0.5	NA
General Schedule (GS) 7-10	NR	NR	NR	86	3.7	±0.2	NR
General Schedule (GS) 11-12	NR	NR	NR	148	3.8	±0.2	NR
General Schedule (GS) 13-15	NR	NR	NR	176	4.0	±0.2	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	50	4.2	±0.2	NA
1 to 3 years	NR	NR	NR	106	4.3	±0.2	NR
4 to 5 years	NR	NR	NR	30	3.7	±0.3	NR
6 to 10 years	NR	NR	NR	76	3.5	±0.2	NR
11 to 14 years	NR	NR	NR	32	3.0	±0.5	NR
15 to 20 years	NR	NR	NR	26	4.2	±0.3	NR
More than 20 years	--	--	--	103	3.8	±0.2	NA
Appointment Type							
Permanent	9	2.6*	±0.5	415	3.9*	±0.1	-1.20 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.5	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	9	2.6*	±0.5	420	3.9*	±0.1	-1.20 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	9	2.6*	±0.5	413	3.9*	±0.1	-1.20 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.5	±0.2	NA
Sex							
Men	--	--	--	237	3.9	±0.1	NA
Women	9	2.6*	±0.5	184	3.8*	±0.2	-1.03 (L)
Gender Identity							
Male	--	--	--	237	3.9	±0.1	NA
Female	9	2.6*	±0.5	184	3.8*	±0.2	-1.03 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	400	3.9	±0.1	NR
Sexual Minority	NR	NR	NR	13	3.4	±0.6	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	400	3.9	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	5	2.4	±0.4	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	9	3.3	±0.9	NR

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

4.8.6 Unwanted Sexual Attention and Organizational Inclusion

Table 4.65 presents organizational inclusion for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Organizational inclusion was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of inclusion. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in OSMRE.

Table 4.65 OSMRE – 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	12	2.6*	±0.6	433	3.8*	±0.1	-1.27 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.9	±0.3	NA
General Schedule (GS) 7-10	NR	NR	NR	86	3.7	±0.2	NR
General Schedule (GS) 11-12	NR	NR	NR	154	3.9	±0.1	NR
General Schedule (GS) 13-15	6	2.3*	±1.1	180	3.8*	±0.1	-1.58 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.1	±0.1	NA
1 to 3 years	NR	NR	NR	106	4.1	±0.2	NR
4 to 5 years	NR	NR	NR	32	3.7	±0.3	NR
6 to 10 years	NR	NR	NR	79	3.5	±0.2	NR
11 to 14 years	NR	NR	NR	32	3.4	±0.5	NR
15 to 20 years	NR	NR	NR	27	4.0	±0.3	NR
More than 20 years	--	--	--	105	3.6	±0.2	NA
Appointment Type							
Permanent	12	2.6*	±0.6	425	3.8*	±0.1	-1.26 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.5	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	12	2.6*	±0.6	429	3.8*	±0.1	-1.26 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	12	2.6*	±0.6	423	3.8*	±0.1	-1.26 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.5	±0.2	NA
Sex							
Men	NR	NR	NR	244	4.0	±0.1	NR
Women	10	3.0	±0.4	186	3.6	±0.2	-0.59 (M)
Gender Identity							
Male	NR	NR	NR	244	4.0	±0.1	NR
Female	10	3.0	±0.4	186	3.6	±0.2	-0.59 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	6	3.1	±0.6	409	3.8	±0.1	-0.75 (M)
Sexual Minority	NR	NR	NR	14	3.9	±0.3	NR
Sexual Orientation							
Heterosexual or straight	6	3.1	±0.6	409	3.8	±0.1	-0.75 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	5	3.9	±0.9	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	9	3.6	±0.7	NR

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

4.8.7 Unwanted Sexual Attention and Gender Context

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

Table 4.66 OSMRE – 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	12	2.2	±0.4	427	2.3	±0.0	-0.14
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	2.1	±0.1	NA
General Schedule (GS) 7-10	NR	NR	NR	86	2.2	±0.1	NR
General Schedule (GS) 11-12	NR	NR	NR	153	2.4	±0.1	NR
General Schedule (GS) 13-15	6	2.2	±0.7	176	2.2	±0.1	-0.07
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	49	2.2	±0.1	NA
1 to 3 years	NR	NR	NR	106	2.3	±0.1	NR
4 to 5 years	NR	NR	NR	32	2.3	±0.1	NR
6 to 10 years	NR	NR	NR	79	2.4	±0.1	NR
11 to 14 years	NR	NR	NR	30	2.2	±0.2	NR
15 to 20 years	NR	NR	NR	26	2.2	±0.2	NR
More than 20 years	--	--	--	105	2.3	±0.1	NA
Appointment Type							
Permanent	12	2.2	±0.4	419	2.3	±0.0	-0.16
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	1.7	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	12	2.2	±0.4	424	2.3	±0.0	-0.14

	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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	12	2.2	±0.4	417	2.3	±0.0	-0.16
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	1.7	±0.2	NA
Sex							
Men	NR	NR	NR	239	2.4	±0.1	NR
Women	10	2.2	±0.5	186	2.2	±0.1	0.02
Gender Identity							
Male	NR	NR	NR	239	2.4	±0.1	NR
Female	10	2.2	±0.5	186	2.2	±0.1	0.02
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	6	2.2	±0.8	405	2.3	±0.0	-0.17
Sexual Minority	NR	NR	NR	13	2.6	±0.2	NR
Sexual Orientation							
Heterosexual or straight	6	2.2	±0.8	405	2.3	±0.0	-0.17
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	5	2.4	±0.3	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	9	2.4	±0.2	NR

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

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

4.8.8 Unwanted Sexual Attention and Bystander Harassment

Table 4.67 presents experiences of bystander sex/gender harassment for those who indicated they had or had not personally experienced unwanted sexual attention within the past 12 months. Sex/gender bystander harassment (i.e., a situation in which an employee witnessed but may not have been a direct target of the harassing behavior) was measured on a 6-point response scale ranging from *never* to *one or more times a day*. The results indicate the percentage of employees who witnessed sex/gender harassment against another employee. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in OSMRE.

Table 4.67 OSMRE – 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	NR	NR	NR	31	7.2%	±2.9	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 11-12	NR	NR	NR	15	9.9%	±6.0	NR
General Schedule (GS) 13-15	NR	NR	NR	12	6.7%	±4.8	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	0	0.0%	NA	NA
1 to 3 years	NR	NR	NR	12	11.1%	±7.7	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	5	6.8%	±8.4	NR
11 to 14 years	NR	NR	NR	6	20.2%	±18.6	NR
15 to 20 years	NR	NR	NR	0	0.0%	NA	NR
More than 20 years	--	--	--	5	5.1%	±6.5	NA
Appointment Type							
Permanent	NR	NR	NR	31	7.4%	±2.9	NR
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	NR	NR	NR	NR

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	31	7.3%	±2.9	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	31	7.4%	±2.9	NR
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	16	6.5%	±3.9	NR
Women	NR	NR	NR	15	8.2%	±5.0	NR
Gender Identity							
Male	NR	NR	NR	16	6.5%	±3.9	NR
Female	NR	NR	NR	15	8.2%	±5.0	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	27	6.5%	±2.9	NR
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	27	6.5%	±2.9	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	NR	NR	NR	NR

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

4.8.9 Logistic Regression Analyses of Unwanted Sexual Attention and Predictors of Workplace Harassment

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced unwanted sexual attention against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to unwanted sexual attention, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience unwanted sexual attention. Table 4.68 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.68 OSMRE – 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	-10.082	4.151	5.899	--	0.000	--	--	--	--
Race/Ethnicity	-2.692	1.064	6.403	0.011	0.068	0.008	0.545	-25.641	8.209
Organizational Politics	2.085	0.772	7.294	0.007	8.043	1.771	36.521	-27.224	11.373
Organizational Trust	1.494	0.704	4.505	0.034	4.455	1.121	17.703	-24.311	5.548
Bystander Harassment Based on Sex/Gender	-3.747	1.189	9.931	0.002	0.024	0.002	0.243	-27.594	12.115
Leadership Intolerance	-4.465	1.757	6.456	0.011	0.012	0.000	0.360	-27.171	11.268

Note. N = 406, Nagelkerke R Square = 0.508

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 OSMRE.

Table 4.69 OSMRE – 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	NR	NR	NR	442	3.7	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.7	±0.4	NA
General Schedule (GS) 7-10	--	--	--	90	3.7	±0.2	NA
General Schedule (GS) 11-12	NR	NR	NR	153	3.7	±0.1	NR
General Schedule (GS) 13-15	--	--	--	184	3.8	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.1	±0.2	NA
1 to 3 years	--	--	--	108	4.0	±0.2	NA
4 to 5 years	--	--	--	33	3.7	±0.3	NA
6 to 10 years	--	--	--	81	3.4	±0.2	NA
11 to 14 years	NR	NR	NR	31	3.4	±0.3	NR
15 to 20 years	--	--	--	30	3.8	±0.2	NA
More than 20 years	--	--	--	105	3.6	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	433	3.7	±0.1	NR
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.7	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	438	3.7	±0.1	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	432	3.7	±0.1	NR
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.7	±0.1	NA
Sex							
Men	--	--	--	244	3.9	±0.1	NA
Women	NR	NR	NR	194	3.6	±0.1	NR
Gender Identity							
Male	--	--	--	244	3.9	±0.1	NA
Female	NR	NR	NR	194	3.6	±0.1	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	412	3.8	±0.1	NR
Sexual Minority	--	--	--	17	3.2	±0.4	NA

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	412	3.8	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	8	2.5	±0.4	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	13	3.0	±0.8	NA

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

4.9.2 Sexual Coercion and Leadership Intolerance for Harassment

Table 4.70 presents leadership intolerance for harassment for those who indicated they had or had not experienced sexual coercion within the past 12 months. Intolerance for harassment was measured using a *yes, no, do not know* response format, with higher scores indicating greater intolerance for harassment among leaders. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in OSMRE.

Table 4.70 OSMRE – 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	NR	NR	NR	443	0.64	±0.04	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	1.00	±0.00	NA
General Schedule (GS) 7-10	--	--	--	90	0.55	±0.10	NA
General Schedule (GS) 11-12	NR	NR	NR	153	0.61	±0.07	NR
General Schedule (GS) 13-15	--	--	--	186	0.70	±0.06	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	0.83	±0.10	NA
1 to 3 years	--	--	--	108	0.69	±0.08	NA
4 to 5 years	--	--	--	33	0.76	±0.14	NA
6 to 10 years	--	--	--	82	0.60	±0.10	NA
11 to 14 years	NR	NR	NR	31	0.68	±0.12	NR
15 to 20 years	--	--	--	30	0.59	±0.17	NA
More than 20 years	--	--	--	105	0.50	±0.09	NA
Appointment Type							
Permanent	NR	NR	NR	435	0.64	±0.04	NR
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	1.00	±0.00	NA

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	440	0.64	±0.04	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	433	0.63	±0.04	NR
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	1.00	±0.00	NA
Sex							
Men	--	--	--	246	0.75	±0.05	NA
Women	NR	NR	NR	194	0.50	±0.06	NR
Gender Identity							
Male	--	--	--	246	0.75	±0.05	NA
Female	NR	NR	NR	194	0.50	±0.06	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	413	0.66	±0.04	NR
Sexual Minority	--	--	--	17	0.47	±0.19	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	413	0.66	±0.04	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	8	0.17	±0.13	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	13	0.47	±0.24	NA

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

4.9.3 Sexual Coercion and Organizational Politics

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

Table 4.71 OSMRE – 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	NR	NR	NR	438	2.7	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	2.7	±0.2	NA
General Schedule (GS) 7-10	--	--	--	90	2.6	±0.2	NA
General Schedule (GS) 11-12	NR	NR	NR	151	2.8	±0.1	NR
General Schedule (GS) 13-15	--	--	--	184	2.5	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	2.1	±0.2	NA
1 to 3 years	--	--	--	107	2.3	±0.2	NA
4 to 5 years	--	--	--	33	2.9	±0.2	NA
6 to 10 years	--	--	--	80	3.2	±0.2	NA
11 to 14 years	NR	NR	NR	31	3.2	±0.3	NR
15 to 20 years	--	--	--	30	2.8	±0.4	NA
More than 20 years	--	--	--	104	2.6	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	430	2.6	±0.1	NR
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	2.8	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	435	2.6	±0.1	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	428	2.6	±0.1	NR
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	2.8	±0.1	NA
Sex							
Men	--	--	--	242	2.6	±0.1	NA
Women	NR	NR	NR	193	2.7	±0.1	NR
Gender Identity							
Male	--	--	--	242	2.6	±0.1	NA
Female	NR	NR	NR	193	2.7	±0.1	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	408	2.6	±0.1	NR
Sexual Minority	--	--	--	17	2.8	±0.3	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	408	2.6	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	8	3.0	±0.3	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	13	3.1	±0.8	NA

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

4.9.4 Sexual Coercion and Organizational Trust

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

Table 4.72 OSMRE – 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	NR	NR	NR	438	3.6	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.8	±0.2	NA
General Schedule (GS) 7-10	--	--	--	90	3.4	±0.2	NA
General Schedule (GS) 11-12	NR	NR	NR	149	3.6	±0.1	NR
General Schedule (GS) 13-15	--	--	--	186	3.7	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.0	±0.2	NA
1 to 3 years	--	--	--	107	3.8	±0.2	NA
4 to 5 years	--	--	--	33	3.3	±0.3	NA
6 to 10 years	--	--	--	80	3.3	±0.2	NA
11 to 14 years	NR	NR	NR	30	3.2	±0.3	NR
15 to 20 years	--	--	--	30	3.7	±0.3	NA
More than 20 years	--	--	--	105	3.6	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	430	3.6	±0.1	NR
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.2	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	435	3.6	±0.1	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	428	3.6	±0.1	NR
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.2	±0.1	NA
Sex							
Men	--	--	--	243	3.7	±0.1	NA
Women	NR	NR	NR	192	3.5	±0.1	NR
Gender Identity							
Male	--	--	--	243	3.7	±0.1	NA
Female	NR	NR	NR	192	3.5	±0.1	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	408	3.7	±0.1	NR
Sexual Minority	--	--	--	17	3.4	±0.3	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	408	3.7	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	8	2.9	±0.3	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	13	2.7	±0.6	NA

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

4.9.5 Sexual Coercion and Supervisor Support

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

Table 4.73 OSMRE – 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	NR	NR	NR	430	3.8	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.1	±0.5	NA
General Schedule (GS) 7-10	--	--	--	90	3.7	±0.2	NA
General Schedule (GS) 11-12	NR	NR	NR	148	3.8	±0.2	NR
General Schedule (GS) 13-15	--	--	--	179	4.0	±0.2	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	50	4.2	±0.2	NA
1 to 3 years	--	--	--	107	4.3	±0.2	NA
4 to 5 years	--	--	--	31	3.6	±0.3	NA
6 to 10 years	--	--	--	77	3.5	±0.2	NA
11 to 14 years	NR	NR	NR	31	3.1	±0.5	NR
15 to 20 years	--	--	--	29	4.0	±0.4	NA
More than 20 years	--	--	--	103	3.8	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	422	3.9	±0.1	NR
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.5	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	427	3.9	±0.1	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	420	3.9	±0.1	NR
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.5	±0.2	NA
Sex							
Men	--	--	--	237	3.9	±0.1	NA
Women	NR	NR	NR	191	3.7	±0.2	NR
Gender Identity							
Male	--	--	--	237	3.9	±0.1	NA
Female	NR	NR	NR	191	3.7	±0.2	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	403	3.9	±0.1	NR
Sexual Minority	--	--	--	16	3.4	±0.5	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	403	3.9	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	8	2.7	±0.4	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	11	3.2	±0.8	NA

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

4.9.6 Sexual Coercion and Organizational Inclusion

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

Table 4.74 OSMRE – 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	NR	NR	NR	443	3.8	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.9	±0.3	NA
General Schedule (GS) 7-10	--	--	--	90	3.7	±0.2	NA
General Schedule (GS) 11-12	NR	NR	NR	153	3.9	±0.1	NR
General Schedule (GS) 13-15	--	--	--	186	3.8	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.1	±0.1	NA
1 to 3 years	--	--	--	108	4.1	±0.2	NA
4 to 5 years	--	--	--	33	3.7	±0.3	NA
6 to 10 years	--	--	--	82	3.5	±0.2	NA
11 to 14 years	NR	NR	NR	31	3.4	±0.5	NR
15 to 20 years	--	--	--	30	3.9	±0.3	NA
More than 20 years	--	--	--	105	3.6	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	435	3.8	±0.1	NR
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.5	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	440	3.8	±0.1	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	433	3.8	±0.1	NR
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.5	±0.2	NA
Sex							
Men	--	--	--	246	3.9	±0.1	NA
Women	NR	NR	NR	194	3.6	±0.2	NR
Gender Identity							
Male	--	--	--	246	3.9	±0.1	NA
Female	NR	NR	NR	194	3.6	±0.2	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	413	3.8	±0.1	NR
Sexual Minority	--	--	--	17	3.7	±0.4	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	413	3.8	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	8	3.5	±0.7	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	13	3.1	±0.7	NA

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

4.9.7 Sexual Coercion and Gender Context

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

Table 4.75 OSMRE – 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	NR	NR	NR	438	2.3	±0.0	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	2.1	±0.1	NA
General Schedule (GS) 7-10	--	--	--	90	2.2	±0.1	NA
General Schedule (GS) 11-12	NR	NR	NR	152	2.4	±0.1	NR
General Schedule (GS) 13-15	--	--	--	182	2.2	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	49	2.2	±0.1	NA
1 to 3 years	--	--	--	108	2.3	±0.1	NA
4 to 5 years	--	--	--	33	2.2	±0.1	NA
6 to 10 years	--	--	--	82	2.3	±0.1	NA
11 to 14 years	NR	NR	NR	29	2.2	±0.2	NR
15 to 20 years	--	--	--	29	2.3	±0.2	NA
More than 20 years	--	--	--	105	2.3	±0.1	NA
Appointment Type							
Permanent	NR	NR	NR	430	2.3	±0.0	NR
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	1.7	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	434	2.3	±0.0	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	428	2.3	±0.0	NR
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	1.7	±0.2	NA
Sex							
Men	--	--	--	242	2.4	±0.1	NA
Women	NR	NR	NR	194	2.2	±0.1	NR
Gender Identity							
Male	--	--	--	242	2.4	±0.1	NA
Female	NR	NR	NR	194	2.2	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	409	2.3	±0.0	NR
Sexual Minority	--	--	--	16	2.6	±0.2	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	409	2.3	±0.0	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	8	2.4	±0.3	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	13	2.4	±0.1	NA

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

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

4.9.8 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 OSMRE.

Table 4.76 OSMRE – Sexual Coercion and Bystander Harassment

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Percent^d</i>	<i>MoE</i>	<i>N</i>	<i>Percent^d</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	NR	NR	NR	36	8.2%	±3.0	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	5	6.1%	±7.4	NA
General Schedule (GS) 11-12	NR	NR	NR	15	9.7%	±5.9	NR
General Schedule (GS) 13-15	--	--	--	16	8.6%	±5.0	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	0	0.0%	NA	NA
1 to 3 years	--	--	--	12	10.9%	±7.5	NA
4 to 5 years	--	--	--	NR	NR	NR	NR
6 to 10 years	--	--	--	9	11.2%	±9.0	NA
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	--	--	--	0	0.0%	NA	NA
More than 20 years	--	--	--	5	5.1%	±6.5	NA
Appointment Type							
Permanent	NR	NR	NR	36	8.4%	±3.0	NR
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	NR	NR	NR	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	36	8.3%	±3.0	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	36	8.4%	±3.0	NR
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	--	--	--	18	7.5%	±4.1	NA
Women	NR	NR	NR	18	9.2%	±5.0	NR
Gender Identity							
Male	--	--	--	18	7.5%	±4.1	NA
Female	NR	NR	NR	18	9.2%	±5.0	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	28	6.7%	±2.9	NR
Sexual Minority	--	--	--	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	28	6.7%	±2.9	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	NR	NR	NR	NR

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

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

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

Table 4.77 OSMRE – Logistic Regression of Sexual Coercion and Predictors of Workplace Harassment

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

4.10 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 OSMRE.

Table 4.78 OSMRE – 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	57	2.9*	±0.2	386	3.8*	±0.1	-1.17 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.7	±0.4	NA
General Schedule (GS) 7-10	11	2.6*	±0.5	79	3.9*	±0.2	-1.51 (L)
General Schedule (GS) 11-12	22	3.0*	±0.4	133	3.8*	±0.1	-0.95 (L)
General Schedule (GS) 13-15	23	3.0*	±0.4	161	3.9*	±0.1	-1.17 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	48	4.2	±0.2	NR
1 to 3 years	12	3.2*	±0.3	97	4.1*	±0.2	-1.07 (L)
4 to 5 years	NR	NR	NR	30	3.9	±0.2	NR
6 to 10 years	12	2.3*	±0.6	69	3.6*	±0.2	-1.50 (L)
11 to 14 years	10	2.5*	±0.2	24	3.7*	±0.3	-1.84 (L)
15 to 20 years	5	4.3*	±0.0	25	3.7*	±0.3	0.99 (L)
More than 20 years	12	2.9*	±0.4	94	3.7*	±0.2	-1.00 (L)
Appointment Type							
Permanent	57	2.9*	±0.2	378	3.9*	±0.1	-1.17 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.7	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	57	2.9*	±0.2	383	3.8*	±0.1	-1.17 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	57	2.9*	±0.2	376	3.9*	±0.1	-1.16 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.7	±0.1	NA
Sex							
Men	15	2.7*	±0.6	230	3.9*	±0.1	-1.56 (L)
Women	43	3.0*	±0.3	153	3.7*	±0.1	-0.90 (L)
Gender Identity							
Male	15	2.7*	±0.6	230	3.9*	±0.1	-1.56 (L)
Female	43	3.0*	±0.3	153	3.7*	±0.1	-0.90 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	47	3.0*	±0.2	367	3.9*	±0.1	-1.10 (L)
Sexual Minority	7	2.7*	±0.7	10	3.6*	±0.2	-1.27 (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	47	3.0*	±0.2	367	3.9*	±0.1	-1.10 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	6	2.4	±0.5	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	10	3.4	±0.8	NR

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

4.10.2 Gender Harassment and Leadership Intolerance for Harassment

Table 4.79 presents leadership intolerance for harassment for those who indicated they had or had not experienced gender harassment within the past 12 months. Intolerance for harassment was measured using a *yes, no, do not know* response format, with higher scores indicating greater intolerance for harassment among leaders. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in OSMRE.

Table 4.79 OSMRE – 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	57	0.40*	±0.11	388	0.68*	±0.04	-0.66 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	1.00	±0.00	NA
General Schedule (GS) 7-10	NR	NR	NR	79	0.60	±0.10	NR
General Schedule (GS) 11-12	22	0.51	±0.19	133	0.63	±0.08	-0.27 (S)
General Schedule (GS) 13-15	23	0.40*	±0.17	163	0.75*	±0.06	-0.89 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	48	0.85	±0.10	NR
1 to 3 years	12	0.35*	±0.25	97	0.74*	±0.08	-0.92 (L)
4 to 5 years	NR	NR	NR	30	0.85	±0.12	NR
6 to 10 years	12	0.38	±0.28	71	0.64	±0.10	-0.57 (M)
11 to 14 years	10	0.46*	±0.17	24	0.79*	±0.13	-1.02 (L)
15 to 20 years	5	1.00*	±0.00	25	0.51*	±0.19	1.09 (L)
More than 20 years	NR	NR	NR	94	0.53	±0.09	NR
Appointment Type							
Permanent	57	0.40*	±0.11	379	0.67*	±0.04	-0.64 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	1.00	±0.00	NA

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	57	0.40*	±0.11	384	0.68*	±0.04	-0.65 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	57	0.40*	±0.11	377	0.67*	±0.04	-0.63 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	1.00	±0.00	NA
Sex							
Men	15	0.31*	±0.24	231	0.78*	±0.05	-1.23 (L)
Women	43	0.43	±0.13	153	0.53	±0.07	-0.22 (S)
Gender Identity							
Male	15	0.31*	±0.24	231	0.78*	±0.05	-1.23 (L)
Female	43	0.43	±0.13	153	0.53	±0.07	-0.22 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	47	0.44*	±0.13	368	0.68*	±0.04	-0.57 (M)
Sexual Minority	NR	NR	NR	10	0.64	±0.23	NR
Sexual Orientation							
Heterosexual or straight	47	0.44*	±0.13	368	0.68*	±0.04	-0.57 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	10	0.57	±0.29	NR

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

4.10.3 Gender Harassment and Organizational Politics

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

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

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	56	3.3*	±0.3	383	2.6*	±0.1	0.87 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	2.7	±0.2	NA
General Schedule (GS) 7-10	11	4.0*	±0.6	79	2.4*	±0.1	2.40 (L)
General Schedule (GS) 11-12	22	2.8	±0.3	131	2.8	±0.2	0.05
General Schedule (GS) 13-15	23	3.4*	±0.4	161	2.4*	±0.1	1.14 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	48	2.1	±0.2	NR
1 to 3 years	11	3.2*	±0.4	97	2.2*	±0.2	1.25 (L)
4 to 5 years	NR	NR	NR	30	2.9	±0.2	NR
6 to 10 years	12	3.4	±0.6	68	3.1	±0.2	0.37 (S)
11 to 14 years	10	4.0*	±0.4	24	2.9*	±0.3	1.52 (L)
15 to 20 years	5	2.1	±0.0	25	2.9	±0.4	-0.77 (M)
More than 20 years	12	3.8*	±0.7	92	2.4*	±0.1	1.79 (L)
Appointment Type							
Permanent	56	3.3*	±0.3	375	2.5*	±0.1	0.87 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	2.8	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	56	3.3*	±0.3	380	2.5*	±0.1	0.88 (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>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	56	3.3*	±0.3	373	2.5*	±0.1	0.88 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	2.8	±0.1	NA
Sex							
Men	15	3.3*	±0.6	227	2.6*	±0.1	0.80 (L)
Women	42	3.3*	±0.3	153	2.6*	±0.1	0.91 (L)
Gender Identity							
Male	15	3.3*	±0.6	227	2.6*	±0.1	0.80 (L)
Female	42	3.3*	±0.3	153	2.6*	±0.1	0.91 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	46	3.3*	±0.3	364	2.6*	±0.1	0.88 (L)
Sexual Minority	7	3.0	±0.4	10	2.6	±0.4	0.67 (M)
Sexual Orientation							
Heterosexual or straight	46	3.3*	±0.3	364	2.6*	±0.1	0.88 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	6	3.1	±0.4	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	10	2.7	±0.7	NR

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

4.10.4 Gender Harassment and Organizational Trust

Table 4.81 presents organizational trust for those who indicated they had or had not experienced gender harassment within the past 12 months. Organizational trust was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of trust. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in OSMRE.

Table 4.81 OSMRE – 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	56	2.9*	±0.3	384	3.7*	±0.1	-1.01 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.8	±0.2	NA
General Schedule (GS) 7-10	11	2.0*	±0.6	79	3.6*	±0.2	-2.06 (L)
General Schedule (GS) 11-12	22	3.3	±0.4	129	3.6	±0.2	-0.29 (S)
General Schedule (GS) 13-15	23	2.8*	±0.3	163	3.9*	±0.1	-1.30 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	48	4.0	±0.2	NR
1 to 3 years	11	3.1*	±0.4	97	3.9*	±0.2	-0.94 (L)
4 to 5 years	NR	NR	NR	30	3.5	±0.2	NR
6 to 10 years	12	2.6*	±0.4	68	3.4*	±0.2	-0.85 (L)
11 to 14 years	10	2.3*	±0.3	22	3.6*	±0.3	-1.95 (L)
15 to 20 years	5	4.7*	±0.0	25	3.5*	±0.3	1.60 (L)
More than 20 years	12	2.4*	±0.8	94	3.8*	±0.2	-1.54 (L)
Appointment Type							
Permanent	56	2.9*	±0.3	375	3.7*	±0.1	-1.02 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.2	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	56	2.9*	±0.3	380	3.7*	±0.1	-1.01 (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>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	56	2.9*	±0.3	373	3.7*	±0.1	-1.01 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.2	±0.1	NA
Sex							
Men	15	2.8*	±0.5	229	3.8*	±0.1	-1.17 (L)
Women	42	2.9*	±0.3	152	3.6*	±0.1	-0.83 (L)
Gender Identity							
Male	15	2.8*	±0.5	229	3.8*	±0.1	-1.17 (L)
Female	42	2.9*	±0.3	152	3.6*	±0.1	-0.83 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	46	2.9*	±0.3	364	3.7*	±0.1	-0.98 (L)
Sexual Minority	7	2.9*	±0.3	10	3.8*	±0.3	-1.87 (L)
Sexual Orientation							
Heterosexual or straight	46	2.9*	±0.3	364	3.7*	±0.1	-0.98 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	6	2.8	±0.4	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	10	2.9	±0.8	NR

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

4.10.5 Gender Harassment and Supervisor Support

Table 4.82 presents supervisor support for those who indicated they had or had not experienced gender harassment within the past 12 months. Supervisory support was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of support. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in OSMRE.

Table 4.82 OSMRE – 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	54	3.0*	±0.4	378	4.0*	±0.1	-0.92 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.1	±0.5	NA
General Schedule (GS) 7-10	11	2.0*	±0.6	79	3.9*	±0.2	-2.24 (L)
General Schedule (GS) 11-12	22	3.4	±0.5	128	3.8	±0.2	-0.39 (S)
General Schedule (GS) 13-15	21	3.1*	±0.7	159	4.1*	±0.2	-0.91 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	46	4.2	±0.2	NR
1 to 3 years	11	4.0	±0.7	97	4.3	±0.2	-0.38 (S)
4 to 5 years	NR	NR	NR	28	3.7	±0.4	NR
6 to 10 years	9	3.4	±0.9	68	3.5	±0.2	-0.14
11 to 14 years	10	1.6*	±0.5	24	3.6*	±0.5	-1.80 (L)
15 to 20 years	5	4.5	±0.0	24	3.8	±0.4	0.64 (M)
More than 20 years	12	2.0*	±0.8	92	4.0*	±0.2	-1.90 (L)
Appointment Type							
Permanent	54	3.0*	±0.4	370	4.0*	±0.1	-0.93 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.5	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	54	3.0*	±0.4	375	4.0*	±0.1	-0.93 (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>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	54	3.0*	±0.4	368	4.0*	±0.1	-0.93 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.5	±0.2	NA
Sex							
Men	12	3.1*	±0.7	224	4.0*	±0.1	-0.91 (L)
Women	42	3.0*	±0.5	151	3.9*	±0.2	-0.85 (L)
Gender Identity							
Male	12	3.1*	±0.7	224	4.0*	±0.1	-0.91 (L)
Female	42	3.0*	±0.5	151	3.9*	±0.2	-0.85 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	46	3.0*	±0.5	360	4.0*	±0.1	-0.92 (L)
Sexual Minority	7	2.6*	±0.5	9	4.1*	±0.5	-2.11 (L)
Sexual Orientation							
Heterosexual or straight	46	3.0*	±0.5	360	4.0*	±0.1	-0.92 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	6	2.6	±0.5	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	10	3.0	±0.9	NR

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

4.10.6 Gender Harassment and Organizational Inclusion

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

Table 4.83 OSMRE – 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	57	2.8*	±0.4	388	3.9*	±0.1	-1.24 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.9	±0.3	NA
General Schedule (GS) 7-10	11	2.2*	±0.7	79	3.9*	±0.2	-1.83 (L)
General Schedule (GS) 11-12	22	3.6	±0.6	133	3.9	±0.1	-0.33 (S)
General Schedule (GS) 13-15	23	2.4*	±0.5	163	4.0*	±0.1	-1.83 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	48	4.2	±0.1	NR
1 to 3 years	12	3.3*	±0.6	97	4.2*	±0.2	-0.93 (L)
4 to 5 years	NR	NR	NR	30	3.7	±0.3	NR
6 to 10 years	12	2.1*	±0.8	71	3.7*	±0.2	-1.97 (L)
11 to 14 years	10	1.8*	±0.6	24	4.1*	±0.3	-2.73 (L)
15 to 20 years	5	4.8*	±0.0	25	3.7*	±0.3	1.57 (L)
More than 20 years	12	2.2*	±0.7	94	3.8*	±0.1	-2.07 (L)
Appointment Type							
Permanent	57	2.8*	±0.4	379	3.9*	±0.1	-1.24 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.5	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	57	2.8*	±0.4	384	3.9*	±0.1	-1.23 (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>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	57	2.8*	±0.4	377	3.9*	±0.1	-1.23 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.5	±0.2	NA
Sex							
Men	15	2.3*	±0.7	231	4.0*	±0.1	-2.15 (L)
Women	43	3.0*	±0.4	153	3.8*	±0.1	-0.78 (M)
Gender Identity							
Male	15	2.3*	±0.7	231	4.0*	±0.1	-2.15 (L)
Female	43	3.0*	±0.4	153	3.8*	±0.1	-0.78 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	47	2.7*	±0.4	368	3.9*	±0.1	-1.34 (L)
Sexual Minority	7	3.6	±0.8	10	3.8	±0.3	-0.26 (S)
Sexual Orientation							
Heterosexual or straight	47	2.7*	±0.4	368	3.9*	±0.1	-1.34 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	6	3.6	±0.9	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	10	3.5	±0.7	NR

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

4.10.7 Gender Harassment and Gender Context

Table 4.84 presents gender context for those who indicated they had or had not experienced gender harassment within the past 12 months. Gender context was measured with three questions about the mix of men and women in the workplace. Scale values include *mostly women*, *a relatively even mix of men and women*, and *mostly men*. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in OSMRE.

Table 4.84 OSMRE – 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	57	2.2	±0.2	382	2.3	±0.0	-0.09
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	2.1	±0.1	NA
General Schedule (GS) 7-10	11	2.6*	±0.3	79	2.1*	±0.1	1.11 (L)
General Schedule (GS) 11-12	22	2.2	±0.3	132	2.4	±0.1	-0.42 (S)
General Schedule (GS) 13-15	23	2.0*	±0.3	158	2.3*	±0.1	-0.49 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	45	2.1	±0.1	NR
1 to 3 years	12	2.2	±0.4	97	2.3	±0.1	-0.06
4 to 5 years	NR	NR	NR	30	2.2	±0.1	NR
6 to 10 years	12	2.4	±0.2	71	2.3	±0.1	0.03
11 to 14 years	10	1.8*	±0.6	22	2.4*	±0.2	-0.86 (L)
15 to 20 years	5	1.3*	±0.0	24	2.5*	±0.2	-2.66 (L)
More than 20 years	12	2.6*	±0.2	94	2.3*	±0.1	0.80 (L)
Appointment Type							
Permanent	57	2.2	±0.2	374	2.3	±0.0	-0.11
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	1.7	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	57	2.2	±0.2	379	2.3	±0.0	-0.09

	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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	57	2.2	±0.2	372	2.3	±0.0	-0.11
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	1.7	±0.2	NA
Sex							
Men	15	2.3	±0.2	227	2.4	±0.1	-0.28 (S)
Women	43	2.2	±0.2	153	2.1	±0.1	0.14
Gender Identity							
Male	15	2.3	±0.2	227	2.4	±0.1	-0.28 (S)
Female	43	2.2	±0.2	153	2.1	±0.1	0.14
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	47	2.2	±0.2	364	2.3	±0.0	-0.13
Sexual Minority	7	2.4	±0.3	9	2.8	±0.2	-0.96 (L)
Sexual Orientation							
Heterosexual or straight	47	2.2	±0.2	364	2.3	±0.0	-0.13
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	6	2.4	±0.3	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	10	2.4	±0.2	NR

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

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

4.10.8 Gender Harassment and Bystander Harassment

Table 4.85 presents experiences of bystander sex/gender harassment for those who indicated they had or had not personally experienced gender harassment within the past 12 months. Sex/gender bystander harassment (i.e., a situation in which an employee witnessed but may not have been a direct target of the harassing behavior) was measured on a 6-point response scale ranging from *never* to *one or more times a day*. The results indicate the percentage of employees who witnessed sex/gender harassment against another employee. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in OSMRE.

Table 4.85 OSMRE – Gender Harassment and Bystander Harassment

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Percent^d</i>	<i>MoE</i>	<i>N</i>	<i>Percent^d</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	24	42.2%*	±13.4	14	3.6%*	±2.4	1.03 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 11-12	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 13-15	NR	NR	NR	NR	NR	NR	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	0	0.0%	NA	NR
1 to 3 years	NR	NR	NR	5	5.6%	±6.9	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	NR	NR	NR	NR
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	NR	NR	NR	0	0.0%	NA	NR
More than 20 years	NR	NR	NR	NR	NR	NR	NR
Appointment Type							
Permanent	24	42.2%*	±13.4	14	3.6%*	±2.5	1.03 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	NR	NR	NR	NR

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	24	42.2%*	±13.4	14	3.6%*	±2.4	1.03 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	24	42.2%*	±13.4	14	3.7%*	±2.5	1.03 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	10	4.2%	±3.6	NR
Women	16	36.7%	±15.9	NR	NR	NR	NR
Gender Identity							
Male	NR	NR	NR	10	4.2%	±3.6	NR
Female	16	36.7%	±15.9	NR	NR	NR	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	17	36.1%*	±15.1	13	3.4%*	±2.5	0.92 (L)
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	17	36.1%*	±15.1	13	3.4%*	±2.5	0.92 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	NR	NR	NR	NR

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

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	5.184	0.805	41.431	--	178.306	--	--	--	--
Sex	-1.377	0.448	9.453	0.002	0.252	0.105	0.607	-102.169	10.775
Relationship Status	-1.311	0.388	11.437	0.001	0.269	0.126	0.576	-102.824	12.085
Organizational Inclusion	-0.942	0.178	28.105	0.000	0.390	0.275	0.552	-113.472	33.380
Bystander Harassment Based on Sex/Gender	-3.156	0.471	44.974	0.000	0.043	0.017	0.107	-122.236	50.908

Note. N = 402, Nagelkerke R Square = 0.483

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 OSMRE.

Table 4.87 OSMRE – 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	--	--	--	443	3.7	±0.1	NA
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.7	±0.4	NA
General Schedule (GS) 7-10	--	--	--	90	3.7	±0.2	NA
General Schedule (GS) 11-12	--	--	--	155	3.7	±0.1	NA
General Schedule (GS) 13-15	--	--	--	184	3.8	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	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>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.1	±0.2	NA
1 to 3 years	--	--	--	108	4.0	±0.2	NA
4 to 5 years	--	--	--	33	3.7	±0.3	NA
6 to 10 years	--	--	--	81	3.4	±0.2	NA
11 to 14 years	--	--	--	33	3.4	±0.3	NA
15 to 20 years	--	--	--	30	3.8	±0.2	NA
More than 20 years	--	--	--	105	3.6	±0.2	NA
Appointment Type							
Permanent	--	--	--	435	3.7	±0.1	NA
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.7	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	--	--	--	440	3.7	±0.1	NA
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	--	--	--	433	3.7	±0.1	NA
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.7	±0.1	NA
Sex							
Men	--	--	--	244	3.9	±0.1	NA
Women	--	--	--	196	3.5	±0.1	NA
Gender Identity							
Male	--	--	--	244	3.9	±0.1	NA
Female	--	--	--	196	3.5	±0.1	NA
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	--	--	--	413	3.8	±0.1	NA
Sexual Minority	--	--	--	17	3.2	±0.4	NA

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	--	--	--	413	3.8	±0.1	NA
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	8	2.5	±0.4	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	13	3.0	±0.8	NA

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

4.11.2 Sexual Assault Related Behaviors and Leadership Intolerance for Harassment

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

Table 4.88 OSMRE – 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	--	--	--	445	0.64	±0.04	NA
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	1.00	±0.00	NA
General Schedule (GS) 7-10	--	--	--	90	0.55	±0.10	NA
General Schedule (GS) 11-12	--	--	--	155	0.62	±0.07	NA
General Schedule (GS) 13-15	--	--	--	186	0.70	±0.06	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	0.83	±0.10	NA
1 to 3 years	--	--	--	108	0.69	±0.08	NA
4 to 5 years	--	--	--	33	0.76	±0.14	NA
6 to 10 years	--	--	--	82	0.60	±0.10	NA
11 to 14 years	--	--	--	33	0.69	±0.12	NA
15 to 20 years	--	--	--	30	0.59	±0.17	NA
More than 20 years	--	--	--	105	0.50	±0.09	NA
Appointment Type							
Permanent	--	--	--	437	0.64	±0.04	NA
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	1.00	±0.00	NA

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	--	--	--	442	0.64	±0.04	NA
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	--	--	--	435	0.64	±0.04	NA
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	1.00	±0.00	NA
Sex							
Men	--	--	--	246	0.75	±0.05	NA
Women	--	--	--	196	0.51	±0.06	NA
Gender Identity							
Male	--	--	--	246	0.75	±0.05	NA
Female	--	--	--	196	0.51	±0.06	NA
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	--	--	--	415	0.66	±0.04	NA
Sexual Minority	--	--	--	17	0.47	±0.19	NA
Sexual Orientation							
Heterosexual or straight	--	--	--	415	0.66	±0.04	NA
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	8	0.17	±0.13	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	13	0.47	±0.24	NA

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

4.11.3 Sexual Assault Related Behaviors and Organizational Politics

Table 4.89 presents organizational politics for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Organizational politics was measured with a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater pressure to conform to organizational norms. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in OSMRE.

Table 4.89 OSMRE – 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	--	--	--	440	2.7	±0.1	NA
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	2.7	±0.2	NA
General Schedule (GS) 7-10	--	--	--	90	2.6	±0.2	NA
General Schedule (GS) 11-12	--	--	--	153	2.8	±0.1	NA
General Schedule (GS) 13-15	--	--	--	184	2.5	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	2.1	±0.2	NA
1 to 3 years	--	--	--	107	2.3	±0.2	NA
4 to 5 years	--	--	--	33	2.9	±0.2	NA
6 to 10 years	--	--	--	80	3.2	±0.2	NA
11 to 14 years	--	--	--	33	3.2	±0.3	NA
15 to 20 years	--	--	--	30	2.8	±0.4	NA
More than 20 years	--	--	--	104	2.6	±0.2	NA
Appointment Type							
Permanent	--	--	--	432	2.6	±0.1	NA
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	2.8	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	--	--	--	436	2.6	±0.1	NA

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	--	--	--	430	2.6	±0.1	NA
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	2.8	±0.1	NA
Sex							
Men	--	--	--	242	2.6	±0.1	NA
Women	--	--	--	195	2.7	±0.1	NA
Gender Identity							
Male	--	--	--	242	2.6	±0.1	NA
Female	--	--	--	195	2.7	±0.1	NA
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	--	--	--	410	2.6	±0.1	NA
Sexual Minority	--	--	--	17	2.8	±0.3	NA
Sexual Orientation							
Heterosexual or straight	--	--	--	410	2.6	±0.1	NA
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	8	3.0	±0.3	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	13	3.1	±0.8	NA

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

4.11.4 Sexual Assault Related Behaviors and Organizational Trust

Table 4.90 presents organizational trust for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Organizational trust was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of trust. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in OSMRE.

Table 4.90 OSMRE – 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	--	--	--	440	3.6	±0.1	NA
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.8	±0.2	NA
General Schedule (GS) 7-10	--	--	--	90	3.4	±0.2	NA
General Schedule (GS) 11-12	--	--	--	151	3.6	±0.1	NA
General Schedule (GS) 13-15	--	--	--	186	3.7	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.0	±0.2	NA
1 to 3 years	--	--	--	107	3.8	±0.2	NA
4 to 5 years	--	--	--	33	3.3	±0.3	NA
6 to 10 years	--	--	--	80	3.3	±0.2	NA
11 to 14 years	--	--	--	32	3.2	±0.3	NA
15 to 20 years	--	--	--	30	3.7	±0.3	NA
More than 20 years	--	--	--	105	3.6	±0.2	NA
Appointment Type							
Permanent	--	--	--	432	3.6	±0.1	NA
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.2	±0.1	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	--	--	--	436	3.6	±0.1	NA

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	--	--	--	430	3.6	±0.1	NA
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.2	±0.1	NA
Sex							
Men	--	--	--	243	3.7	±0.1	NA
Women	--	--	--	193	3.4	±0.1	NA
Gender Identity							
Male	--	--	--	243	3.7	±0.1	NA
Female	--	--	--	193	3.4	±0.1	NA
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	--	--	--	410	3.7	±0.1	NA
Sexual Minority	--	--	--	17	3.4	±0.3	NA
Sexual Orientation							
Heterosexual or straight	--	--	--	410	3.7	±0.1	NA
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	8	2.9	±0.3	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	13	2.7	±0.6	NA

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

4.11.5 Sexual Assault Related Behaviors and Supervisor Support

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

Table 4.91 OSMRE – 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	--	--	--	432	3.8	±0.1	NA
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.1	±0.5	NA
General Schedule (GS) 7-10	--	--	--	90	3.7	±0.2	NA
General Schedule (GS) 11-12	--	--	--	150	3.8	±0.2	NA
General Schedule (GS) 13-15	--	--	--	179	4.0	±0.2	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	50	4.2	±0.2	NA
1 to 3 years	--	--	--	107	4.3	±0.2	NA
4 to 5 years	--	--	--	31	3.6	±0.3	NA
6 to 10 years	--	--	--	77	3.5	±0.2	NA
11 to 14 years	--	--	--	33	3.0	±0.5	NA
15 to 20 years	--	--	--	29	4.0	±0.4	NA
More than 20 years	--	--	--	103	3.8	±0.2	NA
Appointment Type							
Permanent	--	--	--	424	3.9	±0.1	NA
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.5	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	--	--	--	428	3.8	±0.1	NA

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	--	--	--	422	3.9	±0.1	NA
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.5	±0.2	NA
Sex							
Men	--	--	--	237	3.9	±0.1	NA
Women	--	--	--	193	3.7	±0.2	NA
Gender Identity							
Male	--	--	--	237	3.9	±0.1	NA
Female	--	--	--	193	3.7	±0.2	NA
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	--	--	--	405	3.9	±0.1	NA
Sexual Minority	--	--	--	16	3.4	±0.5	NA
Sexual Orientation							
Heterosexual or straight	--	--	--	405	3.9	±0.1	NA
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	8	2.7	±0.4	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	11	3.2	±0.8	NA

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

4.11.6 Sexual Assault Related Behaviors and Organizational Inclusion

Table 4.92 presents organizational inclusion for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Organizational inclusion was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of inclusion. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in OSMRE.

Table 4.92 OSMRE – 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	--	--	--	445	3.8	±0.1	NA
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.9	±0.3	NA
General Schedule (GS) 7-10	--	--	--	90	3.7	±0.2	NA
General Schedule (GS) 11-12	--	--	--	155	3.8	±0.1	NA
General Schedule (GS) 13-15	--	--	--	186	3.8	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.1	±0.1	NA
1 to 3 years	--	--	--	108	4.1	±0.2	NA
4 to 5 years	--	--	--	33	3.7	±0.3	NA
6 to 10 years	--	--	--	82	3.5	±0.2	NA
11 to 14 years	--	--	--	33	3.4	±0.4	NA
15 to 20 years	--	--	--	30	3.9	±0.3	NA
More than 20 years	--	--	--	105	3.6	±0.2	NA
Appointment Type							
Permanent	--	--	--	437	3.8	±0.1	NA
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.5	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	--	--	--	442	3.8	±0.1	NA

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	--	--	--	435	3.8	±0.1	NA
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.5	±0.2	NA
Sex							
Men	--	--	--	246	3.9	±0.1	NA
Women	--	--	--	196	3.6	±0.2	NA
Gender Identity							
Male	--	--	--	246	3.9	±0.1	NA
Female	--	--	--	196	3.6	±0.2	NA
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	--	--	--	415	3.8	±0.1	NA
Sexual Minority	--	--	--	17	3.7	±0.4	NA
Sexual Orientation							
Heterosexual or straight	--	--	--	415	3.8	±0.1	NA
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	8	3.5	±0.7	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	13	3.1	±0.7	NA

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

4.11.7 Sexual Assault Related Behaviors and Gender Context

Table 4.93 presents gender context for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Gender context was measured with three questions about the mix of men and women in the workplace. Scale values include *mostly women*, *a relatively even mix of men and women*, and *mostly men*. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in OSMRE.

Table 4.93 OSMRE – 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	--	--	--	440	2.3	±0.0	NA
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	2.1	±0.1	NA
General Schedule (GS) 7-10	--	--	--	90	2.2	±0.1	NA
General Schedule (GS) 11-12	--	--	--	154	2.4	±0.1	NA
General Schedule (GS) 13-15	--	--	--	182	2.2	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	49	2.2	±0.1	NA
1 to 3 years	--	--	--	108	2.3	±0.1	NA
4 to 5 years	--	--	--	33	2.2	±0.1	NA
6 to 10 years	--	--	--	82	2.3	±0.1	NA
11 to 14 years	--	--	--	31	2.2	±0.2	NA
15 to 20 years	--	--	--	29	2.3	±0.2	NA
More than 20 years	--	--	--	105	2.3	±0.1	NA
Appointment Type							
Permanent	--	--	--	431	2.3	±0.0	NA
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	1.7	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	--	--	--	436	2.3	±0.0	NA

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	--	--	--	429	2.3	±0.0	NA
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	1.7	±0.2	NA
Sex							
Men	--	--	--	242	2.4	±0.1	NA
Women	--	--	--	196	2.2	±0.1	NA
Gender Identity							
Male	--	--	--	242	2.4	±0.1	NA
Female	--	--	--	196	2.2	±0.1	NA
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	--	--	--	411	2.3	±0.0	NA
Sexual Minority	--	--	--	16	2.6	±0.2	NA
Sexual Orientation							
Heterosexual or straight	--	--	--	411	2.3	±0.0	NA
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	8	2.4	±0.3	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	13	2.4	±0.1	NA

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

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

4.11.8 Sexual Assault Related Behaviors and Bystander Harassment

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

Table 4.94 OSMRE – 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	--	--	--	38	8.6%	±3.0	NA
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	5	6.1%	±7.4	NA
General Schedule (GS) 11-12	--	--	--	17	10.8%	±6.1	NA
General Schedule (GS) 13-15	--	--	--	16	8.6%	±5.0	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	0	0.0%	NA	NA
1 to 3 years	--	--	--	12	10.9%	±7.5	NA
4 to 5 years	--	--	--	NR	NR	NR	NR
6 to 10 years	--	--	--	9	11.2%	±9.0	NA
11 to 14 years	--	--	--	8	23.8%	±18.2	NA
15 to 20 years	--	--	--	0	0.0%	NA	NA
More than 20 years	--	--	--	5	5.1%	±6.5	NA
Appointment Type							
Permanent	--	--	--	38	8.7%	±3.1	NA
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	NR	NR	NR	NR

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	--	--	--	38	8.6%	±3.0	NA
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	--	--	--	NA
Permanent-Non-Seasonal	--	--	--	38	8.8%	±3.1	NA
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	--	--	--	18	7.5%	±4.1	NA
Women	--	--	--	20	10.1%	±5.1	NA
Gender Identity							
Male	--	--	--	18	7.5%	±4.1	NA
Female	--	--	--	20	10.1%	±5.1	NA
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	--	--	--	29	7.1%	±2.9	NA
Sexual Minority	--	--	--	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	--	--	--	29	7.1%	±2.9	NA
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	NR	NR	NR	NR

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

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

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

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

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

5 Impact of Harassment on Job Outcomes

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

5.1 Age Harassment

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

5.1.1 Age Harassment and Job Satisfaction

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

Table 5.1 OSMRE – 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	76	3.3*	±0.2	369	3.9*	±0.1	-0.77 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.2	±0.2	NA
General Schedule (GS) 7-10	15	3.5	±0.2	75	3.8	±0.2	-0.33 (S)
General Schedule (GS) 11-12	30	3.4*	±0.2	125	3.8*	±0.1	-0.67 (M)
General Schedule (GS) 13-15	31	3.3*	±0.3	155	4.0*	±0.1	-1.13 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	48	4.1	±0.1	NR
1 to 3 years	12	3.4*	±0.3	96	4.1*	±0.2	-0.82 (L)
4 to 5 years	NR	NR	NR	29	4.1	±0.3	NR
6 to 10 years	15	3.0*	±0.3	67	3.6*	±0.2	-1.01 (L)
11 to 14 years	12	3.0*	±0.4	21	3.7*	±0.3	-1.22 (L)
15 to 20 years	7	3.5	±0.1	24	3.7	±0.3	-0.25 (S)
More than 20 years	22	3.6	±0.4	83	3.9	±0.2	-0.29 (S)
Appointment Type							
Permanent	76	3.3*	±0.2	360	3.9*	±0.1	-0.76 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	4.2	±0.0	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	76	3.3*	±0.2	365	3.9*	±0.1	-0.77 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	76	3.3*	±0.2	358	3.9*	±0.1	-0.76 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	4.2	±0.0	NA
Age - Collapsed							
39 or under	21	3.5*	±0.2	120	3.9*	±0.1	-0.56 (M)
40 or older	55	3.3*	±0.2	248	3.9*	±0.1	-0.85 (L)
Age							
25 or under	NR	NR	NR	12	4.0	±0.1	NR
26-29	7	3.5	±0.5	21	3.5	±0.4	-0.02
30-39	12	3.4*	±0.2	86	3.9*	±0.2	-0.73 (M)
40-49	15	2.9*	±0.4	72	3.8*	±0.1	-1.40 (L)
50-59	23	3.4*	±0.3	106	4.0*	±0.2	-0.63 (M)
60 or older	16	3.4*	±0.3	70	4.0*	±0.2	-0.83 (L)

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

5.1.2 Age Harassment and Job Engagement

Table 5.2 presents the job engagement results for those who indicated they had or had not experienced age harassment within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in OSMRE.

Table 5.2 OSMRE – 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	76	4.7*	±0.3	369	5.4*	±0.1	-0.63 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	5.4	±0.3	NA
General Schedule (GS) 7-10	15	4.9	±0.4	75	5.4	±0.4	-0.34 (S)
General Schedule (GS) 11-12	30	4.6*	±0.4	125	5.2*	±0.2	-0.57 (M)
General Schedule (GS) 13-15	31	4.8*	±0.4	155	5.7*	±0.2	-0.76 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	48	6.0	±0.3	NR
1 to 3 years	12	4.4*	±0.7	96	5.4*	±0.3	-0.84 (L)
4 to 5 years	NR	NR	NR	29	6.1	±0.4	NR
6 to 10 years	15	4.2*	±0.6	67	5.1*	±0.3	-0.77 (M)
11 to 14 years	12	4.6	±0.5	21	5.2	±0.5	-0.61 (M)
15 to 20 years	7	4.7	±0.7	24	5.0	±0.5	-0.23 (S)
More than 20 years	22	5.2	±0.5	83	5.4	±0.3	-0.15
Appointment Type							
Permanent	76	4.7*	±0.3	360	5.4*	±0.1	-0.62 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	6.0	±0.6	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	76	4.7*	±0.3	365	5.4*	±0.1	-0.63 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	76	4.7*	±0.3	358	5.4*	±0.1	-0.62 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	6.0	±0.6	NA
Age - Collapsed							
39 or under	21	4.6	±0.4	120	5.1	±0.2	-0.41 (S)
40 or older	55	4.7*	±0.3	248	5.6*	±0.2	-0.74 (M)
Age							
25 or under	NR	NR	NR	12	5.1	±0.4	NR
26-29	7	4.5	±0.9	21	4.5	±0.5	-0.01
30-39	12	4.9	±0.5	86	5.3	±0.2	-0.30 (S)
40-49	15	4.4*	±0.6	72	5.3*	±0.3	-0.80 (L)
50-59	23	4.5*	±0.5	106	5.5*	±0.3	-0.75 (M)
60 or older	16	5.2*	±0.4	70	6.0*	±0.3	-0.74 (M)

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

5.1.3 Age Harassment and Organizational Commitment

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

Table 5.3 OSMRE – 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	76	3.1*	±0.2	369	3.5*	±0.1	-0.42 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.8	±0.2	NA
General Schedule (GS) 7-10	15	3.5	±0.4	75	3.2	±0.2	0.22 (S)
General Schedule (GS) 11-12	30	3.2	±0.3	125	3.5	±0.2	-0.30 (S)
General Schedule (GS) 13-15	31	2.9*	±0.4	155	3.7*	±0.2	-0.83 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	48	3.8	±0.2	NR
1 to 3 years	12	3.1	±0.4	96	3.6	±0.2	-0.40 (S)
4 to 5 years	NR	NR	NR	29	3.6	±0.3	NR
6 to 10 years	15	2.2*	±0.6	67	3.2*	±0.3	-0.90 (L)
11 to 14 years	12	2.6*	±0.3	21	3.5*	±0.3	-1.28 (L)
15 to 20 years	7	3.9	±0.1	24	3.5	±0.5	0.36 (S)
More than 20 years	22	3.8	±0.4	83	3.6	±0.2	0.19
Appointment Type							
Permanent	76	3.1*	±0.2	360	3.5*	±0.1	-0.43 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.4	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	76	3.1*	±0.2	365	3.5*	±0.1	-0.42 (S)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	76	3.1*	±0.2	358	3.5*	±0.1	-0.42 (S)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.4	±0.3	NA
Age - Collapsed							
39 or under	21	3.0	±0.4	120	3.4	±0.2	-0.37 (S)
40 or older	55	3.1*	±0.3	248	3.6*	±0.1	-0.45 (S)
Age							
25 or under	NR	NR	NR	12	3.3	±0.1	NR
26-29	7	3.0	±0.9	21	2.9	±0.6	0.04
30-39	12	3.0	±0.5	86	3.5	±0.2	-0.50 (M)
40-49	15	2.5*	±0.2	72	3.5*	±0.2	-1.01 (L)
50-59	23	3.3	±0.5	106	3.7	±0.2	-0.36 (S)
60 or older	16	3.5	±0.4	70	3.7	±0.2	-0.17

^a Scale values range from 1 = Strongly Disagree, 2 = Disagree, 3 = Neither 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 OSMRE.

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

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	34	3.2*	±0.2	410	3.9*	±0.1	-0.80 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.2	±0.2	NA
General Schedule (GS) 7-10	7	3.6	±0.2	83	3.8	±0.2	-0.12
General Schedule (GS) 11-12	9	3.1*	±0.3	145	3.8*	±0.1	-0.93 (L)
General Schedule (GS) 13-15	15	3.3*	±0.4	171	4.0*	±0.1	-0.86 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.1	±0.1	NA
1 to 3 years	10	3.3*	±0.3	98	4.1*	±0.2	-0.91 (L)
4 to 5 years	NR	NR	NR	32	4.0	±0.3	NR
6 to 10 years	14	3.0*	±0.3	69	3.6*	±0.1	-1.07 (L)
11 to 14 years	NR	NR	NR	31	3.5	±0.3	NR
15 to 20 years	NR	NR	NR	27	3.7	±0.2	NR
More than 20 years	NR	NR	NR	101	3.8	±0.2	NR

	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	34	3.2*	±0.2	402	3.9*	±0.1	-0.78 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	4.2	±0.0	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	34	3.2*	±0.2	406	3.9*	±0.1	-0.79 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	34	3.2*	±0.2	400	3.9*	±0.1	-0.78 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	4.2	±0.0	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	17	3.0*	±0.3	283	3.8*	±0.1	-1.13 (L)
Minority	16	3.5	±0.4	118	3.9	±0.1	-0.43 (S)
Race/Ethnicity							
Hispanic	6	3.0	±0.7	22	3.7	±0.3	-0.86 (L)
American Indian or Alaskan Native	--	--	--	7	4.2	±0.3	NA
Asian	NR	NR	NR	NR	NR	NR	NR
Black/African-American	6	3.7	±0.2	77	3.9	±0.2	-0.19
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	17	3.0*	±0.3	283	3.8*	±0.1	-1.13 (L)
Multi-racial	NR	NR	NR	10	4.3	±0.3	NR

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

5.2.2 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 OSMRE.

Table 5.5 OSMRE – 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	34	4.6*	±0.4	410	5.4*	±0.1	-0.65 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	5.4	±0.3	NA
General Schedule (GS) 7-10	7	5.6	±0.7	83	5.3	±0.3	0.25 (S)
General Schedule (GS) 11-12	9	4.3*	±0.6	145	5.1*	±0.2	-0.68 (M)
General Schedule (GS) 13-15	15	4.5*	±0.7	171	5.6*	±0.2	-0.99 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	5.9	±0.3	NA
1 to 3 years	10	4.4*	±0.9	98	5.4*	±0.3	-0.77 (M)
4 to 5 years	NR	NR	NR	32	5.9	±0.4	NR
6 to 10 years	14	4.2*	±0.6	69	5.0*	±0.3	-0.71 (M)
11 to 14 years	NR	NR	NR	31	5.0	±0.4	NR
15 to 20 years	NR	NR	NR	27	4.8	±0.4	NR
More than 20 years	NR	NR	NR	101	5.4	±0.3	NR
Appointment Type							
Permanent	34	4.6*	±0.4	402	5.4*	±0.1	-0.64 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	6.0	±0.6	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	34	4.6*	±0.4	406	5.4*	±0.1	-0.65 (M)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	34	4.6*	±0.4	400	5.4*	±0.1	-0.64 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	6.0	±0.6	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	17	4.0*	±0.5	283	5.3*	±0.1	-1.00 (L)
Minority	16	5.3	±0.5	118	5.6	±0.2	-0.28 (S)
Race/Ethnicity							
Hispanic	6	5.4	±0.9	22	5.0	±0.6	0.30 (S)
American Indian or Alaskan Native	--	--	--	7	6.4	±0.3	NA
Asian	NR	NR	NR	NR	NR	NR	NR
Black/African-American	6	5.0	±0.7	77	5.7	±0.3	-0.63 (M)
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	17	4.0*	±0.5	283	5.3*	±0.1	-1.00 (L)
Multi-racial	NR	NR	NR	10	6.1	±0.6	NR

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

5.2.3 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 OSMRE.

Table 5.6 OSMRE – 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	34	2.4*	±0.4	410	3.6*	±0.1	-1.12 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.8	±0.2	NA
General Schedule (GS) 7-10	7	3.7	±0.5	83	3.2	±0.2	0.43 (S)
General Schedule (GS) 11-12	9	1.7*	±0.4	145	3.6*	±0.2	-1.99 (L)
General Schedule (GS) 13-15	15	2.5*	±0.6	171	3.7*	±0.2	-1.18 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	3.8	±0.2	NA
1 to 3 years	10	2.9	±0.5	98	3.6	±0.2	-0.62 (M)
4 to 5 years	NR	NR	NR	32	3.5	±0.3	NR
6 to 10 years	14	1.6*	±0.5	69	3.3*	±0.3	-1.65 (L)
11 to 14 years	NR	NR	NR	31	3.2	±0.3	NR
15 to 20 years	NR	NR	NR	27	3.6	±0.4	NR
More than 20 years	NR	NR	NR	101	3.6	±0.2	NR
Appointment Type							
Permanent	34	2.4*	±0.4	402	3.6*	±0.1	-1.12 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.4	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	34	2.4*	±0.4	406	3.6*	±0.1	-1.12 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	34	2.4*	±0.4	400	3.6*	±0.1	-1.12 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.4	±0.3	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	17	2.2*	±0.6	283	3.5*	±0.1	-1.30 (L)
Minority	16	2.7*	±0.6	118	3.6*	±0.2	-0.90 (L)
Race/Ethnicity							
Hispanic	6	2.5*	±1.0	22	3.4*	±0.4	-0.97 (L)
American Indian or Alaskan Native	--	--	--	7	3.9	±0.1	NA
Asian	NR	NR	NR	NR	NR	NR	NR
Black/African-American	6	2.1*	±0.5	77	3.6*	±0.2	-1.50 (L)
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	17	2.2*	±0.6	283	3.5*	±0.1	-1.30 (L)
Multi-racial	NR	NR	NR	10	4.0	±0.4	NR

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

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 OSMRE.

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

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	16	3.4*	±0.3	428	3.8*	±0.1	-0.54 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.2	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	87	3.7	±0.2	NR
General Schedule (GS) 11-12	6	3.5	±0.3	148	3.7	±0.1	-0.38 (S)
General Schedule (GS) 13-15	6	3.2*	±0.2	180	3.9*	±0.1	-1.03 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.1	±0.1	NA
1 to 3 years	7	3.6	±0.6	101	4.0	±0.2	-0.46 (S)
4 to 5 years	--	--	--	33	3.9	±0.2	NA
6 to 10 years	NR	NR	NR	79	3.5	±0.1	NR
11 to 14 years	NR	NR	NR	30	3.5	±0.3	NR
15 to 20 years	--	--	--	29	3.6	±0.2	NA
More than 20 years	NR	NR	NR	104	3.8	±0.2	NR

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	16	3.4*	±0.3	420	3.8*	±0.1	-0.53 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	4.2	±0.0	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	16	3.4*	±0.3	425	3.8*	±0.1	-0.54 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	16	3.4*	±0.3	418	3.8*	±0.1	-0.53 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	4.2	±0.0	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 OSMRE.

Table 5.8 OSMRE – 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	16	4.6*	±0.6	428	5.3*	±0.1	-0.55 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	5.4	±0.3	NA
General Schedule (GS) 7-10	NR	NR	NR	87	5.3	±0.3	NR
General Schedule (GS) 11-12	6	4.5	±0.6	148	5.1	±0.2	-0.48 (S)
General Schedule (GS) 13-15	6	5.2	±0.7	180	5.5	±0.2	-0.31 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	5.9	±0.3	NA
1 to 3 years	7	4.1*	±1.0	101	5.4*	±0.2	-1.04 (L)
4 to 5 years	--	--	--	33	5.9	±0.4	NA
6 to 10 years	NR	NR	NR	79	4.9	±0.3	NR
11 to 14 years	NR	NR	NR	30	5.0	±0.4	NR
15 to 20 years	--	--	--	29	4.9	±0.4	NA
More than 20 years	NR	NR	NR	104	5.4	±0.3	NR
Appointment Type							
Permanent	16	4.6*	±0.6	420	5.3*	±0.1	-0.54 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	6.0	±0.6	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	16	4.6*	±0.6	425	5.3*	±0.1	-0.55 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	16	4.6*	±0.6	418	5.3*	±0.1	-0.54 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	6.0	±0.6	NA

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

5.3.3 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 OSMRE.

Table 5.9 OSMRE – 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	16	2.7*	±0.4	428	3.5*	±0.1	-0.79 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.8	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	87	3.2	±0.2	NR
General Schedule (GS) 11-12	6	2.0*	±0.6	148	3.5*	±0.2	-1.51 (L)
General Schedule (GS) 13-15	6	2.9	±0.3	180	3.6	±0.2	-0.67 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	3.8	±0.2	NA
1 to 3 years	7	3.1	±0.5	101	3.5	±0.2	-0.41 (S)
4 to 5 years	--	--	--	33	3.5	±0.3	NA
6 to 10 years	NR	NR	NR	79	3.1	±0.3	NR
11 to 14 years	NR	NR	NR	30	3.3	±0.3	NR
15 to 20 years	--	--	--	29	3.5	±0.4	NA
More than 20 years	NR	NR	NR	104	3.6	±0.2	NR
Appointment Type							
Permanent	16	2.7*	±0.4	420	3.5*	±0.1	-0.79 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.4	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	16	2.7*	±0.4	425	3.5*	±0.1	-0.79 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	16	2.7*	±0.4	418	3.5*	±0.1	-0.79 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.4	±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.

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 OSMRE.

Table 5.10 OSMRE – 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	28	2.9*	±0.2	414	3.9*	±0.1	-1.31 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.2	±0.2	NA
General Schedule (GS) 7-10	8	3.2	±0.4	82	3.8	±0.2	-0.66 (M)
General Schedule (GS) 11-12	11	2.8*	±0.4	143	3.8*	±0.1	-1.58 (L)
General Schedule (GS) 13-15	9	2.7*	±0.4	175	4.0*	±0.1	-1.72 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.1	±0.1	NA
1 to 3 years	8	3.3*	±0.4	101	4.1*	±0.2	-0.89 (L)
4 to 5 years	6	2.8*	±0.6	28	4.2*	±0.2	-2.36 (L)
6 to 10 years	NR	NR	NR	79	3.5	±0.1	NR
11 to 14 years	7	2.5*	±0.5	27	3.7*	±0.2	-2.06 (L)
15 to 20 years	NR	NR	NR	28	3.6	±0.3	NR
More than 20 years	NR	NR	NR	100	3.8	±0.2	NR

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	28	2.9*	±0.2	406	3.9*	±0.1	-1.29 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	4.2	±0.0	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	28	2.9*	±0.2	411	3.9*	±0.1	-1.31 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	28	2.9*	±0.2	404	3.9*	±0.1	-1.29 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	4.2	±0.0	NA
Disability							
Yes	21	2.7*	±0.3	39	4.1*	±0.3	-1.72 (L)
No	7	3.3	±0.3	371	3.8	±0.1	-0.70 (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.

5.4.2 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 OSMRE.

Table 5.11 OSMRE – 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	28	4.4*	±0.3	414	5.4*	±0.1	-0.75 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	5.4	±0.3	NA
General Schedule (GS) 7-10	8	4.6	±0.7	82	5.3	±0.3	-0.51 (M)
General Schedule (GS) 11-12	11	4.1*	±0.6	143	5.2*	±0.2	-0.88 (L)
General Schedule (GS) 13-15	9	4.6*	±0.3	175	5.6*	±0.2	-0.80 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	5.9	±0.3	NA
1 to 3 years	8	4.7	±0.7	101	5.4	±0.3	-0.54 (M)
4 to 5 years	6	4.3*	±0.5	28	6.2*	±0.4	-1.84 (L)
6 to 10 years	NR	NR	NR	79	4.9	±0.3	NR
11 to 14 years	7	4.7	±0.3	27	5.1	±0.5	-0.33 (S)
15 to 20 years	NR	NR	NR	28	5.0	±0.4	NR
More than 20 years	NR	NR	NR	100	5.4	±0.3	NR
Appointment Type							
Permanent	28	4.4*	±0.3	406	5.4*	±0.1	-0.74 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	6.0	±0.6	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	28	4.4*	±0.3	411	5.4*	±0.1	-0.75 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	28	4.4*	±0.3	404	5.4*	±0.1	-0.74 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	6.0	±0.6	NA
Disability							
Yes	21	4.5*	±0.4	39	6.0*	±0.4	-1.28 (L)
No	7	4.2*	±0.5	371	5.3*	±0.1	-0.90 (L)

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

5.4.3 Disability Harassment and Organizational Commitment

Table 5.12 presents the organizational commitment results for those who indicated they had or had not experienced disability harassment within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in OSMRE.

Table 5.12 OSMRE – 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	28	2.7*	±0.2	414	3.5*	±0.1	-0.73 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.8	±0.2	NA
General Schedule (GS) 7-10	8	2.7	±0.4	82	3.3	±0.2	-0.53 (M)
General Schedule (GS) 11-12	11	2.8*	±0.4	143	3.5*	±0.2	-0.68 (M)
General Schedule (GS) 13-15	9	2.7*	±0.3	175	3.6*	±0.2	-0.89 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	3.8	±0.2	NA
1 to 3 years	8	2.9	±0.4	101	3.6	±0.2	-0.61 (M)
4 to 5 years	6	2.8*	±0.3	28	3.7*	±0.3	-1.28 (L)
6 to 10 years	NR	NR	NR	79	3.1	±0.3	NR
11 to 14 years	7	2.7	±0.6	27	3.3	±0.3	-0.80 (L)
15 to 20 years	NR	NR	NR	28	3.5	±0.4	NR
More than 20 years	NR	NR	NR	100	3.7	±0.2	NR
Appointment Type							
Permanent	28	2.7*	±0.2	406	3.5*	±0.1	-0.73 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.4	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	28	2.7*	±0.2	411	3.5*	±0.1	-0.73 (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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	28	2.7*	±0.2	404	3.5*	±0.1	-0.73 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.4	±0.3	NA
Disability							
Yes	21	2.8*	±0.3	39	3.6*	±0.3	-0.94 (L)
No	7	2.6*	±0.3	371	3.5*	±0.1	-0.84 (L)

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

5.5 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 OSMRE.

Table 5.13 OSMRE – 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	5	3.6	±0.6	436	3.8	±0.1	-0.30 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.2	±0.2	NA
General Schedule (GS) 7-10	--	--	--	90	3.8	±0.2	NA
General Schedule (GS) 11-12	--	--	--	154	3.7	±0.1	NA
General Schedule (GS) 13-15	5	3.6	±0.6	178	3.9	±0.1	-0.46 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.1	±0.1	NA
1 to 3 years	--	--	--	108	4.0	±0.2	NA
4 to 5 years	NR	NR	NR	32	3.9	±0.3	NR
6 to 10 years	NR	NR	NR	78	3.5	±0.1	NR
11 to 14 years	--	--	--	33	3.5	±0.2	NA
15 to 20 years	--	--	--	29	3.6	±0.2	NA
More than 20 years	NR	NR	NR	104	3.8	±0.2	NR
Appointment Type							
Permanent	5	3.6	±0.6	428	3.8	±0.1	-0.29 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	4.2	±0.0	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	5	3.6	±0.6	433	3.8	±0.1	-0.30 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	5	3.6	±0.6	426	3.8	±0.1	-0.29 (S)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	4.2	±0.0	NA
Sex							
Men	5	3.6	±0.6	238	3.9	±0.1	-0.54 (M)
Women	--	--	--	196	3.7	±0.1	NA
Gender Identity							
Male	5	3.6	±0.6	238	3.9	±0.1	-0.54 (M)
Female	--	--	--	196	3.7	±0.1	NA
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	409	3.8	±0.1	NR
Sexual Minority	NR	NR	NR	14	3.5	±0.4	NR

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	409	3.8	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	6	3.0	±0.5	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	13	3.3	±0.5	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.

5.5.2 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 OSMRE.

Table 5.14 OSMRE – 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	5	5.7	±1.1	436	5.3	±0.1	0.29 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	5.4	±0.3	NA
General Schedule (GS) 7-10	--	--	--	90	5.3	±0.3	NA
General Schedule (GS) 11-12	--	--	--	154	5.1	±0.2	NA
General Schedule (GS) 13-15	5	5.7	±1.1	178	5.5	±0.2	0.11
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	5.9	±0.3	NA
1 to 3 years	--	--	--	108	5.3	±0.2	NA
4 to 5 years	NR	NR	NR	32	5.8	±0.4	NR
6 to 10 years	NR	NR	NR	78	4.9	±0.3	NR
11 to 14 years	--	--	--	33	5.0	±0.4	NA
15 to 20 years	--	--	--	29	4.9	±0.4	NA
More than 20 years	NR	NR	NR	104	5.4	±0.3	NR
Appointment Type							
Permanent	5	5.7	±1.1	428	5.3	±0.1	0.30 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	6.0	±0.6	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	5	5.7	±1.1	433	5.3	±0.1	0.30 (S)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	5	5.7	±1.1	426	5.3	±0.1	0.30 (S)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	6.0	±0.6	NA
Sex							
Men	5	5.7	±1.1	238	5.4	±0.2	0.25 (S)
Women	--	--	--	196	5.2	±0.2	NA
Gender Identity							
Male	5	5.7	±1.1	238	5.4	±0.2	0.25 (S)
Female	--	--	--	196	5.2	±0.2	NA
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	409	5.4	±0.1	NR
Sexual Minority	NR	NR	NR	14	4.7	±0.6	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	409	5.4	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	6	3.9	±0.1	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	13	4.8	±1.0	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.

5.5.3 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 OSMRE.

Table 5.15 OSMRE – 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	5	3.4	±0.5	436	3.5	±0.1	-0.09
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.8	±0.2	NA
General Schedule (GS) 7-10	--	--	--	90	3.3	±0.2	NA
General Schedule (GS) 11-12	--	--	--	154	3.4	±0.2	NA
General Schedule (GS) 13-15	5	3.4	±0.5	178	3.6	±0.2	-0.23 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	3.8	±0.2	NA
1 to 3 years	--	--	--	108	3.5	±0.2	NA
4 to 5 years	NR	NR	NR	32	3.5	±0.3	NR
6 to 10 years	NR	NR	NR	78	3.1	±0.3	NR
11 to 14 years	--	--	--	33	3.2	±0.3	NA
15 to 20 years	--	--	--	29	3.5	±0.4	NA
More than 20 years	NR	NR	NR	104	3.6	±0.2	NR
Appointment Type							
Permanent	5	3.4	±0.5	428	3.5	±0.1	-0.10
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.4	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	5	3.4	±0.5	433	3.5	±0.1	-0.10

	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	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	5	3.4	±0.5	426	3.5	±0.1	-0.10
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.4	±0.3	NA
Sex							
Men	5	3.4	±0.5	238	3.6	±0.1	-0.18
Women	--	--	--	196	3.4	±0.2	NA
Gender Identity							
Male	5	3.4	±0.5	238	3.6	±0.1	-0.18
Female	--	--	--	196	3.4	±0.2	NA
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	409	3.5	±0.1	NR
Sexual Minority	NR	NR	NR	14	3.2	±0.5	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	409	3.5	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	6	3.3	±0.4	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	13	3.1	±0.7	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.

5.6 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 OSMRE.

Table 5.16 OSMRE – Sexual Harassment and Job Satisfaction by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	9	3.2*	±0.4	436	3.8*	±0.1	-0.73 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.2	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	89	3.8	±0.2	NR
General Schedule (GS) 11-12	NR	NR	NR	153	3.7	±0.1	NR
General Schedule (GS) 13-15	6	3.2*	±0.7	180	3.9*	±0.1	-0.94 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.1	±0.1	NA
1 to 3 years	NR	NR	NR	105	4.0	±0.2	NR
4 to 5 years	--	--	--	33	3.9	±0.2	NA
6 to 10 years	NR	NR	NR	78	3.6	±0.1	NR
11 to 14 years	NR	NR	NR	32	3.5	±0.3	NR
15 to 20 years	--	--	--	30	3.7	±0.3	NA
More than 20 years	--	--	--	105	3.8	±0.2	NA

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	9	3.2*	±0.4	428	3.8*	±0.1	-0.72 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	4.2	±0.0	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	9	3.2*	±0.4	433	3.8*	±0.1	-0.73 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	9	3.2*	±0.4	426	3.8*	±0.1	-0.72 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	4.2	±0.0	NA
Sex							
Men	7	3.2*	±0.6	239	4.0*	±0.1	-1.10 (L)
Women	NR	NR	NR	194	3.7	±0.1	NR
Gender Identity							
Male	7	3.2*	±0.6	239	4.0*	±0.1	-1.10 (L)
Female	NR	NR	NR	194	3.7	±0.1	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	5	3.5	±0.5	409	3.8	±0.1	-0.39 (S)
Sexual Minority	NR	NR	NR	16	3.6	±0.4	NR
Sexual Orientation							
Heterosexual or straight	5	3.5	±0.5	409	3.8	±0.1	-0.39 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	7	3.0	±0.4	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	11	3.5	±0.6	NR

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

5.6.2 Sexual Harassment and Job Engagement

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

Table 5.17 OSMRE – 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	9	4.7	±0.9	436	5.3	±0.1	-0.53 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	5.4	±0.3	NA
General Schedule (GS) 7-10	NR	NR	NR	89	5.3	±0.3	NR
General Schedule (GS) 11-12	NR	NR	NR	153	5.1	±0.2	NR
General Schedule (GS) 13-15	6	4.6	±1.3	180	5.6	±0.2	-0.82 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	5.9	±0.3	NA
1 to 3 years	NR	NR	NR	105	5.3	±0.3	NR
4 to 5 years	--	--	--	33	5.9	±0.4	NA
6 to 10 years	NR	NR	NR	78	5.0	±0.3	NR
11 to 14 years	NR	NR	NR	32	5.0	±0.4	NR
15 to 20 years	--	--	--	30	4.9	±0.4	NA
More than 20 years	--	--	--	105	5.4	±0.3	NA
Appointment Type							
Permanent	9	4.7	±0.9	428	5.3	±0.1	-0.51 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	6.0	±0.6	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	9	4.7	±0.9	433	5.3	±0.1	-0.52 (M)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	9	4.7	±0.9	426	5.3	±0.1	-0.51 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	6.0	±0.6	NA
Sex							
Men	7	4.5	±1.1	239	5.4	±0.2	-0.75 (M)
Women	NR	NR	NR	194	5.2	±0.2	NR
Gender Identity							
Male	7	4.5	±1.1	239	5.4	±0.2	-0.75 (M)
Female	NR	NR	NR	194	5.2	±0.2	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	5	5.6	±0.3	409	5.4	±0.1	0.18
Sexual Minority	NR	NR	NR	16	4.7	±0.5	NR
Sexual Orientation							
Heterosexual or straight	5	5.6	±0.3	409	5.4	±0.1	0.18
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	7	3.9	±0.1	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	11	5.2	±1.1	NR

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

5.6.3 Sexual Harassment and Organizational Commitment

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

Table 5.18 OSMRE – 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	9	2.0*	±0.7	436	3.5*	±0.1	-1.46 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.8	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	89	3.3	±0.2	NR
General Schedule (GS) 11-12	NR	NR	NR	153	3.5	±0.2	NR
General Schedule (GS) 13-15	6	2.0*	±0.8	180	3.6*	±0.2	-1.50 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	3.8	±0.2	NA
1 to 3 years	NR	NR	NR	105	3.5	±0.2	NR
4 to 5 years	--	--	--	33	3.5	±0.3	NA
6 to 10 years	NR	NR	NR	78	3.2	±0.3	NR
11 to 14 years	NR	NR	NR	32	3.2	±0.3	NR
15 to 20 years	--	--	--	30	3.6	±0.4	NA
More than 20 years	--	--	--	105	3.6	±0.2	NA
Appointment Type							
Permanent	9	2.0*	±0.7	428	3.5*	±0.1	-1.46 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.4	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	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>
Non-Seasonal	9	2.0*	±0.7	433	3.5*	±0.1	-1.46 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	9	2.0*	±0.7	426	3.5*	±0.1	-1.45 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.4	±0.3	NA
Sex							
Men	7	1.7*	±0.8	239	3.6*	±0.1	-1.95 (L)
Women	NR	NR	NR	194	3.4	±0.2	NR
Gender Identity							
Male	7	1.7*	±0.8	239	3.6*	±0.1	-1.95 (L)
Female	NR	NR	NR	194	3.4	±0.2	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	5	2.1*	±0.8	409	3.5*	±0.1	-1.30 (L)
Sexual Minority	NR	NR	NR	16	3.2	±0.5	NR
Sexual Orientation							
Heterosexual or straight	5	2.1*	±0.8	409	3.5*	±0.1	-1.30 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	7	3.2	±0.4	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	11	3.6	±0.6	NR

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

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 OSMRE.

Table 5.19 OSMRE – 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	56	3.2*	±0.2	389	3.9*	±0.1	-0.96 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.2	±0.2	NA
General Schedule (GS) 7-10	6	3.8	±0.4	84	3.8	±0.2	-0.01
General Schedule (GS) 11-12	23	3.3*	±0.2	132	3.8*	±0.1	-0.76 (M)
General Schedule (GS) 13-15	24	3.0*	±0.3	162	4.0*	±0.1	-1.47 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	--	--	--	NA

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	50	4.1	±0.1	NR
1 to 3 years	13	3.7	±0.4	96	4.1	±0.2	-0.43 (S)
4 to 5 years	--	--	--	33	3.9	±0.2	NA
6 to 10 years	19	2.8*	±0.2	64	3.7*	±0.1	-1.62 (L)
11 to 14 years	10	2.8*	±0.4	24	3.7*	±0.2	-1.57 (L)
15 to 20 years	7	3.4	±0.1	23	3.8	±0.3	-0.54 (M)
More than 20 years	5	3.4	±0.4	100	3.8	±0.2	-0.47 (S)
Appointment Type							
Permanent	56	3.2*	±0.2	381	3.9*	±0.1	-0.95 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	4.2	±0.0	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	56	3.2*	±0.2	386	3.9*	±0.1	-0.96 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	56	3.2*	±0.2	379	3.9*	±0.1	-0.94 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	4.2	±0.0	NA
Sex							
Men	25	3.3*	±0.3	221	4.0*	±0.1	-1.01 (L)
Women	31	3.1*	±0.2	165	3.8*	±0.1	-0.84 (L)
Gender Identity							
Male	25	3.3*	±0.3	221	4.0*	±0.1	-1.01 (L)
Female	31	3.1*	±0.2	165	3.8*	±0.1	-0.84 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	47	3.2*	±0.2	368	3.9*	±0.1	-0.91 (L)
Sexual Minority	NR	NR	NR	12	3.7	±0.5	NR

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	47	3.2*	±0.2	368	3.9*	±0.1	-0.91 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	9	3.7	±0.5	NR

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

5.7.2 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 OSMRE.

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

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	56	4.3*	±0.3	389	5.5*	±0.1	-0.95 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	5.4	±0.3	NA
General Schedule (GS) 7-10	6	4.5	±0.9	84	5.3	±0.3	-0.59 (M)
General Schedule (GS) 11-12	23	4.3*	±0.4	132	5.2*	±0.2	-0.86 (L)
General Schedule (GS) 13-15	24	4.4*	±0.4	162	5.7*	±0.2	-1.09 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	50	6.0	±0.2	NR
1 to 3 years	13	4.4*	±0.7	96	5.4*	±0.3	-0.81 (L)
4 to 5 years	--	--	--	33	5.9	±0.4	NA
6 to 10 years	19	3.8*	±0.5	64	5.2*	±0.3	-1.30 (L)
11 to 14 years	10	4.9	±0.3	24	5.0	±0.5	-0.13
15 to 20 years	7	4.3	±0.1	23	5.1	±0.5	-0.70 (M)
More than 20 years	5	4.8	±0.7	100	5.4	±0.3	-0.43 (S)
Appointment Type							
Permanent	56	4.3*	±0.3	381	5.4*	±0.1	-0.93 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	6.0	±0.6	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	56	4.3*	±0.3	386	5.4*	±0.1	-0.94 (L)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	56	4.3*	±0.3	379	5.4*	±0.1	-0.93 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	6.0	±0.6	NA
Sex							
Men	25	4.3*	±0.4	221	5.5*	±0.2	-1.06 (L)
Women	31	4.3*	±0.3	165	5.4*	±0.2	-0.83 (L)
Gender Identity							
Male	25	4.3*	±0.4	221	5.5*	±0.2	-1.06 (L)
Female	31	4.3*	±0.3	165	5.4*	±0.2	-0.83 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	47	4.5*	±0.3	368	5.5*	±0.1	-0.83 (L)
Sexual Minority	NR	NR	NR	12	5.0	±0.5	NR
Sexual Orientation							
Heterosexual or straight	47	4.5*	±0.3	368	5.5*	±0.1	-0.83 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	9	5.5	±1.2	NR

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

5.7.3 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 OSMRE.

Table 5.21 OSMRE – 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	56	2.5*	±0.3	389	3.6*	±0.1	-1.13 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.8	±0.2	NA
General Schedule (GS) 7-10	6	3.4	±0.9	84	3.2	±0.2	0.14
General Schedule (GS) 11-12	23	2.7*	±0.5	132	3.6*	±0.2	-0.93 (L)
General Schedule (GS) 13-15	24	2.2*	±0.3	162	3.8*	±0.1	-1.70 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	50	3.9	±0.2	NR
1 to 3 years	13	3.0	±0.4	96	3.6	±0.2	-0.49 (S)
4 to 5 years	--	--	--	33	3.5	±0.3	NA
6 to 10 years	19	1.6*	±0.5	64	3.5*	±0.2	-1.83 (L)
11 to 14 years	10	2.6*	±0.4	24	3.4*	±0.3	-1.22 (L)
15 to 20 years	7	3.1	±1.0	23	3.7	±0.4	-0.54 (M)
More than 20 years	5	3.1	±0.2	100	3.6	±0.2	-0.53 (M)
Appointment Type							
Permanent	56	2.5*	±0.3	381	3.6*	±0.1	-1.14 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.4	±0.3	NA

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	56	2.5*	±0.3	386	3.6*	±0.1	-1.14 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	56	2.5*	±0.3	379	3.6*	±0.1	-1.13 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.4	±0.3	NA
Sex							
Men	25	2.2*	±0.4	221	3.7*	±0.1	-1.58 (L)
Women	31	2.7*	±0.4	165	3.5*	±0.2	-0.76 (M)
Gender Identity							
Male	25	2.2*	±0.4	221	3.7*	±0.1	-1.58 (L)
Female	31	2.7*	±0.4	165	3.5*	±0.2	-0.76 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	47	2.5*	±0.3	368	3.6*	±0.1	-1.10 (L)
Sexual Minority	NR	NR	NR	12	3.4	±0.4	NR
Sexual Orientation							
Heterosexual or straight	47	2.5*	±0.3	368	3.6*	±0.1	-1.10 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	9	3.8	±0.6	NR

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

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 OSMRE.

Table 5.22 OSMRE – 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	12	3.0*	±0.4	433	3.8*	±0.1	-1.06 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.2	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	86	3.8	±0.2	NR
General Schedule (GS) 11-12	NR	NR	NR	154	3.7	±0.1	NR
General Schedule (GS) 13-15	6	2.6*	±0.4	180	3.9*	±0.1	-1.83 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.1	±0.1	NA
1 to 3 years	NR	NR	NR	106	4.0	±0.2	NR
4 to 5 years	NR	NR	NR	32	4.0	±0.3	NR
6 to 10 years	NR	NR	NR	79	3.6	±0.1	NR
11 to 14 years	NR	NR	NR	32	3.5	±0.3	NR
15 to 20 years	NR	NR	NR	27	3.7	±0.3	NR
More than 20 years	--	--	--	105	3.8	±0.2	NA
Appointment Type							
Permanent	12	3.0*	±0.4	425	3.8*	±0.1	-1.04 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	4.2	±0.0	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	12	3.0*	±0.4	429	3.8*	±0.1	-1.06 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	12	3.0*	±0.4	423	3.8*	±0.1	-1.04 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	4.2	±0.0	NA
Sex							
Men	NR	NR	NR	244	3.9	±0.1	NR
Women	10	3.2	±0.4	186	3.7	±0.1	-0.60 (M)
Gender Identity							
Male	NR	NR	NR	244	3.9	±0.1	NR
Female	10	3.2	±0.4	186	3.7	±0.1	-0.60 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	6	2.8*	±0.5	409	3.9*	±0.1	-1.38 (L)
Sexual Minority	NR	NR	NR	14	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>
Sexual Orientation							
Heterosexual or straight	6	2.8*	±0.5	409	3.9*	±0.1	-1.38 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	5	2.9	±0.5	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	9	3.5	±0.6	NR

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

5.8.2 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 OSMRE.

Table 5.23 OSMRE – Unwanted Sexual Attention and Job Engagement by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	12	4.3*	±0.9	433	5.3*	±0.1	-0.85 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	5.4	±0.3	NA
General Schedule (GS) 7-10	NR	NR	NR	86	5.3	±0.3	NR
General Schedule (GS) 11-12	NR	NR	NR	154	5.1	±0.2	NR
General Schedule (GS) 13-15	6	4.1*	±1.1	180	5.6*	±0.2	-1.26 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	5.9	±0.3	NA
1 to 3 years	NR	NR	NR	106	5.4	±0.2	NR
4 to 5 years	NR	NR	NR	32	5.9	±0.4	NR
6 to 10 years	NR	NR	NR	79	4.9	±0.3	NR
11 to 14 years	NR	NR	NR	32	5.0	±0.4	NR
15 to 20 years	NR	NR	NR	27	4.8	±0.4	NR
More than 20 years	--	--	--	105	5.4	±0.3	NA
Appointment Type							
Permanent	12	4.3*	±0.9	425	5.3*	±0.1	-0.83 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	6.0	±0.6	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	12	4.3*	±0.9	429	5.3*	±0.1	-0.84 (L)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	12	4.3*	±0.9	423	5.3*	±0.1	-0.83 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	6.0	±0.6	NA
Sex							
Men	NR	NR	NR	244	5.4	±0.1	NR
Women	10	4.6	±1.0	186	5.3	±0.2	-0.45 (S)
Gender Identity							
Male	NR	NR	NR	244	5.4	±0.1	NR
Female	10	4.6	±1.0	186	5.3	±0.2	-0.45 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	6	4.3*	±1.2	409	5.4*	±0.1	-0.86 (L)
Sexual Minority	NR	NR	NR	14	4.7	±0.6	NR
Sexual Orientation							
Heterosexual or straight	6	4.3*	±1.2	409	5.4*	±0.1	-0.86 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	5	3.9	±0.1	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	9	5.0	±1.1	NR

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

5.8.3 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 OSMRE.

Table 5.24 OSMRE – 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	12	2.4*	±0.8	433	3.5*	±0.1	-1.06 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.8	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	86	3.2	±0.2	NR
General Schedule (GS) 11-12	NR	NR	NR	154	3.4	±0.2	NR
General Schedule (GS) 13-15	6	1.0*	±0.1	180	3.7*	±0.1	-2.64 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	3.8	±0.2	NA
1 to 3 years	NR	NR	NR	106	3.5	±0.2	NR
4 to 5 years	NR	NR	NR	32	3.5	±0.3	NR
6 to 10 years	NR	NR	NR	79	3.1	±0.3	NR
11 to 14 years	NR	NR	NR	32	3.2	±0.3	NR
15 to 20 years	NR	NR	NR	27	3.7	±0.3	NR
More than 20 years	--	--	--	105	3.6	±0.2	NA
Appointment Type							
Permanent	12	2.4*	±0.8	425	3.5*	±0.1	-1.06 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.4	±0.3	NA

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	12	2.4*	±0.8	429	3.5*	±0.1	-1.07 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	12	2.4*	±0.8	423	3.5*	±0.1	-1.06 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.4	±0.3	NA
Sex							
Men	NR	NR	NR	244	3.6	±0.1	NR
Women	10	2.7	±0.9	186	3.4	±0.2	-0.61 (M)
Gender Identity							
Male	NR	NR	NR	244	3.6	±0.1	NR
Female	10	2.7	±0.9	186	3.4	±0.2	-0.61 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	6	1.8*	±0.8	409	3.5*	±0.1	-1.61 (L)
Sexual Minority	NR	NR	NR	14	3.2	±0.5	NR
Sexual Orientation							
Heterosexual or straight	6	1.8*	±0.8	409	3.5*	±0.1	-1.61 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	5	3.0	±0.1	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	9	3.4	±0.6	NR

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

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 OSMRE.

Table 5.25 OSMRE – Sexual Coercion and Job Satisfaction by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	443	3.8	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.2	±0.2	NA
General Schedule (GS) 7-10	--	--	--	90	3.8	±0.2	NA
General Schedule (GS) 11-12	NR	NR	NR	153	3.7	±0.1	NR
General Schedule (GS) 13-15	--	--	--	186	3.9	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.1	±0.1	NA
1 to 3 years	--	--	--	108	4.0	±0.2	NA
4 to 5 years	--	--	--	33	3.9	±0.2	NA
6 to 10 years	--	--	--	82	3.5	±0.1	NA
11 to 14 years	NR	NR	NR	31	3.5	±0.3	NR
15 to 20 years	--	--	--	30	3.7	±0.3	NA
More than 20 years	--	--	--	105	3.8	±0.2	NA

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	NR	NR	NR	435	3.8	±0.1	NR
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	4.2	±0.0	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	440	3.8	±0.1	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	433	3.8	±0.1	NR
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	4.2	±0.0	NA
Sex							
Men	--	--	--	246	3.9	±0.1	NA
Women	NR	NR	NR	194	3.7	±0.1	NR
Gender Identity							
Male	--	--	--	246	3.9	±0.1	NA
Female	NR	NR	NR	194	3.7	±0.1	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	413	3.8	±0.1	NR
Sexual Minority	--	--	--	17	3.6	±0.4	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	413	3.8	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	8	3.1	±0.4	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	13	3.3	±0.5	NA

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

5.9.2 Sexual Coercion and Job Engagement

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

Table 5.26 OSMRE – 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	NR	NR	NR	443	5.3	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	5.4	±0.3	NA
General Schedule (GS) 7-10	--	--	--	90	5.3	±0.3	NA
General Schedule (GS) 11-12	NR	NR	NR	153	5.1	±0.2	NR
General Schedule (GS) 13-15	--	--	--	186	5.5	±0.2	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	5.9	±0.3	NA
1 to 3 years	--	--	--	108	5.3	±0.2	NA
4 to 5 years	--	--	--	33	5.9	±0.4	NA
6 to 10 years	--	--	--	82	4.9	±0.3	NA
11 to 14 years	NR	NR	NR	31	5.0	±0.4	NR
15 to 20 years	--	--	--	30	4.9	±0.4	NA
More than 20 years	--	--	--	105	5.4	±0.3	NA
Appointment Type							
Permanent	NR	NR	NR	435	5.3	±0.1	NR
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	6.0	±0.6	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	440	5.3	±0.1	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	433	5.3	±0.1	NR
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	6.0	±0.6	NA
Sex							
Men	--	--	--	246	5.4	±0.2	NA
Women	NR	NR	NR	194	5.2	±0.2	NR
Gender Identity							
Male	--	--	--	246	5.4	±0.2	NA
Female	NR	NR	NR	194	5.2	±0.2	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	413	5.4	±0.1	NR
Sexual Minority	--	--	--	17	4.6	±0.5	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	413	5.4	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	8	3.9	±0.1	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	13	4.8	±1.0	NA

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

5.9.3 Sexual Coercion and Organizational Commitment

Table 5.27 presents the organizational commitment results for those who indicated they had or had not experienced sexual coercion within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in OSMRE.

Table 5.27 OSMRE – 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	NR	NR	NR	443	3.5	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.8	±0.2	NA
General Schedule (GS) 7-10	--	--	--	90	3.3	±0.2	NA
General Schedule (GS) 11-12	NR	NR	NR	153	3.5	±0.2	NR
General Schedule (GS) 13-15	--	--	--	186	3.6	±0.2	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	3.8	±0.2	NA
1 to 3 years	--	--	--	108	3.5	±0.2	NA
4 to 5 years	--	--	--	33	3.5	±0.3	NA
6 to 10 years	--	--	--	82	3.0	±0.3	NA
11 to 14 years	NR	NR	NR	31	3.2	±0.3	NR
15 to 20 years	--	--	--	30	3.6	±0.4	NA
More than 20 years	--	--	--	105	3.6	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	435	3.5	±0.1	NR
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.4	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	440	3.5	±0.1	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	433	3.5	±0.1	NR
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.4	±0.3	NA
Sex							
Men	--	--	--	246	3.5	±0.1	NA
Women	NR	NR	NR	194	3.4	±0.2	NR
Gender Identity							
Male	--	--	--	246	3.5	±0.1	NA
Female	NR	NR	NR	194	3.4	±0.2	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	413	3.5	±0.1	NR
Sexual Minority	--	--	--	17	3.2	±0.4	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	413	3.5	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	8	3.2	±0.3	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	13	3.1	±0.7	NA

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

5.10 Gender Harassment

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

5.10.1 Gender Harassment and Job Satisfaction

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

Table 5.28 OSMRE – 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	57	3.0*	±0.2	388	3.9*	±0.1	-1.29 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.2	±0.2	NA
General Schedule (GS) 7-10	11	2.2*	±0.6	79	4.0*	±0.2	-2.12 (L)
General Schedule (GS) 11-12	22	3.4*	±0.3	133	3.8*	±0.1	-0.63 (M)
General Schedule (GS) 13-15	23	3.1*	±0.3	163	4.0*	±0.1	-1.43 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	48	4.1	±0.1	NR
1 to 3 years	12	3.4*	±0.4	97	4.1*	±0.2	-0.85 (L)
4 to 5 years	NR	NR	NR	30	4.1	±0.2	NR
6 to 10 years	12	3.0*	±0.3	71	3.6*	±0.1	-0.92 (L)
11 to 14 years	10	2.8*	±0.4	24	3.7*	±0.2	-1.57 (L)
15 to 20 years	5	3.4	±0.0	25	3.7	±0.3	-0.40 (S)
More than 20 years	12	2.5*	±0.7	94	4.0*	±0.1	-2.03 (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>
Appointment Type							
Permanent	57	3.0*	±0.2	379	3.9*	±0.1	-1.27 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	4.2	±0.0	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	57	3.0*	±0.2	384	3.9*	±0.1	-1.28 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	57	3.0*	±0.2	377	3.9*	±0.1	-1.27 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	4.2	±0.0	NA
Sex							
Men	15	3.1*	±0.4	231	4.0*	±0.1	-1.37 (L)
Women	43	3.0*	±0.3	153	3.8*	±0.1	-1.09 (L)
Gender Identity							
Male	15	3.1*	±0.4	231	4.0*	±0.1	-1.37 (L)
Female	43	3.0*	±0.3	153	3.8*	±0.1	-1.09 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	47	3.0*	±0.3	368	3.9*	±0.1	-1.29 (L)
Sexual Minority	7	3.0*	±0.4	10	4.0*	±0.3	-1.67 (L)
Sexual Orientation							
Heterosexual or straight	47	3.0*	±0.3	368	3.9*	±0.1	-1.29 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	6	3.1	±0.5	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	10	3.5	±0.6	NR

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

5.10.2 Gender Harassment and Job Engagement

Table 5.29 presents the job engagement results for those who indicated they had or had not experienced gender harassment within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in OSMRE.

Table 5.29 OSMRE – 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	57	4.2*	±0.4	388	5.5*	±0.1	-1.04 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	5.4	±0.3	NA
General Schedule (GS) 7-10	11	2.8*	±0.7	79	5.6*	±0.3	-2.39 (L)
General Schedule (GS) 11-12	22	4.4*	±0.4	133	5.2*	±0.2	-0.68 (M)
General Schedule (GS) 13-15	23	4.8*	±0.5	163	5.6*	±0.2	-0.67 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	48	6.0	±0.3	NR
1 to 3 years	12	4.3*	±0.8	97	5.4*	±0.3	-0.88 (L)
4 to 5 years	NR	NR	NR	30	6.1	±0.4	NR
6 to 10 years	12	4.2*	±0.8	71	5.0*	±0.3	-0.74 (M)
11 to 14 years	10	4.9	±0.3	24	5.0	±0.5	-0.13
15 to 20 years	5	4.2	±0.0	25	5.1	±0.5	-0.74 (M)
More than 20 years	12	3.4*	±1.1	94	5.6*	±0.2	-1.87 (L)
Appointment Type							
Permanent	57	4.2*	±0.4	379	5.5*	±0.1	-1.03 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	6.0	±0.6	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	57	4.2*	±0.4	384	5.5*	±0.1	-1.04 (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>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	57	4.2*	±0.4	377	5.5*	±0.1	-1.03 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	6.0	±0.6	NA
Sex							
Men	15	4.4*	±0.8	231	5.4*	±0.1	-0.89 (L)
Women	43	4.2*	±0.4	153	5.5*	±0.2	-1.10 (L)
Gender Identity							
Male	15	4.4*	±0.8	231	5.4*	±0.1	-0.89 (L)
Female	43	4.2*	±0.4	153	5.5*	±0.2	-1.10 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	47	4.3*	±0.4	368	5.5*	±0.1	-0.99 (L)
Sexual Minority	7	3.7*	±0.4	10	5.3*	±0.5	-2.06 (L)
Sexual Orientation							
Heterosexual or straight	47	4.3*	±0.4	368	5.5*	±0.1	-0.99 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	6	3.9	±0.1	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	10	5.1	±1.2	NR

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

5.10.3 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 OSMRE.

Table 5.30 OSMRE – 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	57	2.6*	±0.3	388	3.6*	±0.1	-1.01 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.8	±0.2	NA
General Schedule (GS) 7-10	11	1.8*	±0.6	79	3.5*	±0.2	-1.73 (L)
General Schedule (GS) 11-12	22	3.0*	±0.5	133	3.5*	±0.2	-0.54 (M)
General Schedule (GS) 13-15	23	2.6*	±0.4	163	3.7*	±0.2	-1.15 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	NR	NR	NR	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	48	3.9	±0.2	NR
1 to 3 years	12	2.9	±0.4	97	3.6	±0.2	-0.57 (M)
4 to 5 years	NR	NR	NR	30	3.6	±0.3	NR
6 to 10 years	12	1.8*	±0.6	71	3.2*	±0.3	-1.30 (L)
11 to 14 years	10	2.6*	±0.4	24	3.4*	±0.3	-1.22 (L)
15 to 20 years	5	3.8	±0.0	25	3.5	±0.5	0.30 (S)
More than 20 years	12	2.2*	±0.7	94	3.8*	±0.2	-1.68 (L)
Appointment Type							
Permanent	57	2.6*	±0.3	379	3.6*	±0.1	-1.02 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.4	±0.3	NA

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	57	2.6*	±0.3	384	3.6*	±0.1	-1.02 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	57	2.6*	±0.3	377	3.6*	±0.1	-1.01 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.4	±0.3	NA
Sex							
Men	15	2.3*	±0.6	231	3.6*	±0.1	-1.38 (L)
Women	43	2.7*	±0.3	153	3.6*	±0.2	-0.83 (L)
Gender Identity							
Male	15	2.3*	±0.6	231	3.6*	±0.1	-1.38 (L)
Female	43	2.7*	±0.3	153	3.6*	±0.2	-0.83 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	47	2.6*	±0.3	368	3.6*	±0.1	-1.00 (L)
Sexual Minority	7	3.0	±0.7	10	3.4	±0.5	-0.49 (S)
Sexual Orientation							
Heterosexual or straight	47	2.6*	±0.3	368	3.6*	±0.1	-1.00 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	6	3.3	±0.4	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	10	3.7	±0.6	NR

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

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 OSMRE.

Table 5.31 OSMRE – 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	--	--	--	445	3.8	±0.1	NA
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.2	±0.2	NA
General Schedule (GS) 7-10	--	--	--	90	3.8	±0.2	NA
General Schedule (GS) 11-12	--	--	--	155	3.7	±0.1	NA
General Schedule (GS) 13-15	--	--	--	186	3.9	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	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>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	4.1	±0.1	NA
1 to 3 years	--	--	--	108	4.0	±0.2	NA
4 to 5 years	--	--	--	33	3.9	±0.2	NA
6 to 10 years	--	--	--	82	3.5	±0.1	NA
11 to 14 years	--	--	--	33	3.5	±0.2	NA
15 to 20 years	--	--	--	30	3.7	±0.3	NA
More than 20 years	--	--	--	105	3.8	±0.2	NA
Appointment Type							
Permanent	--	--	--	437	3.8	±0.1	NA
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	4.2	±0.0	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	--	--	--	442	3.8	±0.1	NA
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	--	--	--	435	3.8	±0.1	NA
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	4.2	±0.0	NA
Sex							
Men	--	--	--	246	3.9	±0.1	NA
Women	--	--	--	196	3.7	±0.1	NA
Gender Identity							
Male	--	--	--	246	3.9	±0.1	NA
Female	--	--	--	196	3.7	±0.1	NA
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	--	--	--	415	3.8	±0.1	NA
Sexual Minority	--	--	--	17	3.6	±0.4	NA

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	--	--	--	415	3.8	±0.1	NA
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	8	3.1	±0.4	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	13	3.3	±0.5	NA

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

5.11.2 Sexual Assault Related Behaviors and Job Engagement

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

Table 5.32 OSMRE – 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	--	--	--	445	5.3	±0.1	NA
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	5.4	±0.3	NA
General Schedule (GS) 7-10	--	--	--	90	5.3	±0.3	NA
General Schedule (GS) 11-12	--	--	--	155	5.1	±0.2	NA
General Schedule (GS) 13-15	--	--	--	186	5.5	±0.2	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	5.9	±0.3	NA
1 to 3 years	--	--	--	108	5.3	±0.2	NA
4 to 5 years	--	--	--	33	5.9	±0.4	NA
6 to 10 years	--	--	--	82	4.9	±0.3	NA
11 to 14 years	--	--	--	33	5.0	±0.4	NA
15 to 20 years	--	--	--	30	4.9	±0.4	NA
More than 20 years	--	--	--	105	5.4	±0.3	NA
Appointment Type							
Permanent	--	--	--	437	5.3	±0.1	NA
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	6.0	±0.6	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	--	--	--	442	5.3	±0.1	NA

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	--	--	--	435	5.3	±0.1	NA
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	6.0	±0.6	NA
Sex							
Men	--	--	--	246	5.4	±0.2	NA
Women	--	--	--	196	5.2	±0.2	NA
Gender Identity							
Male	--	--	--	246	5.4	±0.2	NA
Female	--	--	--	196	5.2	±0.2	NA
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	--	--	--	415	5.4	±0.1	NA
Sexual Minority	--	--	--	17	4.6	±0.5	NA
Sexual Orientation							
Heterosexual or straight	--	--	--	415	5.4	±0.1	NA
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	8	3.9	±0.1	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	13	4.8	±1.0	NA

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

5.11.3 Sexual Assault Related Behaviors and Organizational Commitment

Table 5.33 presents the organizational commitment results for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in OSMRE.

Table 5.33 OSMRE – 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	--	--	--	445	3.5	±0.1	NA
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.8	±0.2	NA
General Schedule (GS) 7-10	--	--	--	90	3.3	±0.2	NA
General Schedule (GS) 11-12	--	--	--	155	3.4	±0.2	NA
General Schedule (GS) 13-15	--	--	--	186	3.6	±0.2	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	--	--	--	NA
Other	--	--	--	NR	NR	NR	NR
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	52	3.8	±0.2	NA
1 to 3 years	--	--	--	108	3.5	±0.2	NA
4 to 5 years	--	--	--	33	3.5	±0.3	NA
6 to 10 years	--	--	--	82	3.0	±0.3	NA
11 to 14 years	--	--	--	33	3.2	±0.3	NA
15 to 20 years	--	--	--	30	3.6	±0.4	NA
More than 20 years	--	--	--	105	3.6	±0.2	NA
Appointment Type							
Permanent	--	--	--	437	3.5	±0.1	NA
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	7	3.4	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	--	--	--	442	3.5	±0.1	NA

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	--	--	--	435	3.5	±0.1	NA
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	7	3.4	±0.3	NA
Sex							
Men	--	--	--	246	3.5	±0.1	NA
Women	--	--	--	196	3.4	±0.2	NA
Gender Identity							
Male	--	--	--	246	3.5	±0.1	NA
Female	--	--	--	196	3.4	±0.2	NA
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	--	--	--	415	3.5	±0.1	NA
Sexual Minority	--	--	--	17	3.2	±0.4	NA
Sexual Orientation							
Heterosexual or straight	--	--	--	415	3.5	±0.1	NA
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	8	3.2	±0.3	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	13	3.1	±0.7	NA

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

5.12 Linear Regression Analyses of Various Forms of Harassment and Sexual Assault Related Behaviors and Job Outcomes

In the previous sections, the results for the organizational outcomes of workplace harassment were each shown separately, comparing results of the outcomes (i.e., job satisfaction, job engagement, and organizational commitment) for those who had experienced each form of harassing and/or assault related behaviors against those who had not. To further understand the relationship of the harassing and/or assault related behaviors and job outcomes, we performed a series of linear regression analyses to identify the harassing behaviors that are most likely to influence job outcomes. Table 5.34, Table 5.35, and Table 5.36 present the results of the regression analyses. Each predictor variable is shown in the first column.

Table 5.34 OSMRE – 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	3.984	0.038	--	104.968	0.000	3.909	4.059	--	--	--
Harassment Based on Age	-0.085	0.106	-0.040	-0.807	0.420	-0.294	0.123	-0.274	-0.039	-0.034
Harassment Based on Race/Ethnicity	-0.398	0.137	-0.135	-2.906	0.004	-0.667	-0.129	-0.210	-0.139	-0.123
Harassment Based on Religious Beliefs	0.313	0.214	0.073	1.464	0.144	-0.107	0.734	-0.100	0.070	0.062
Harassment Based on Disability	-0.660	0.152	-0.204	-4.338	0.000	-0.959	-0.361	-0.307	-0.204	-0.184
Harassment Based on Sexual Orientation	0.187	0.334	0.026	0.559	0.576	-0.470	0.843	-0.033	0.027	0.024
Gender Harassment	-0.737	0.119	-0.315	-6.208	0.000	-0.971	-0.504	-0.399	-0.286	-0.264
Sexual Harassment	-0.060	0.258	-0.011	-0.230	0.818	-0.568	0.448	-0.102	-0.011	-0.010
Sexual Assault	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A

Note. N = 440, F = 17.452, R Square = 0.221

Table 5.35 OSMRE – 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	5.533	0.064	--	86.351	0.000	5.407	5.659	--	--	--
Harassment Based on Age	-0.151	0.179	-0.044	-0.844	0.399	-0.502	0.200	-0.222	-0.041	-0.038
Harassment Based on Race/Ethnicity	-0.493	0.231	-0.104	-2.131	0.034	-0.948	-0.038	-0.174	-0.102	-0.095
Harassment Based on Religious Beliefs	-0.014	0.361	-0.002	-0.038	0.970	-0.723	0.696	-0.103	-0.002	-0.002
Harassment Based on Disability	-0.429	0.257	-0.082	-1.670	0.096	-0.934	0.076	-0.184	-0.080	-0.074
Harassment Based on Sexual Orientation	1.159	0.564	0.100	2.056	0.040	0.051	2.268	0.032	0.099	0.092
Gender Harassment	-1.098	0.201	-0.291	-5.477	0.000	-1.492	-0.704	-0.336	-0.255	-0.244
Sexual Harassment	0.260	0.436	0.029	0.595	0.552	-0.598	1.117	-0.075	0.029	0.027
Sexual Assault	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A

Note. N = 440, F = 10.209, R Square = 0.142

Table 5.36 OSMRE – 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	--	--	70.383	0.000	3.552	3.756	--	--	--
Harassment Based on Age	0.303	0.145	0.107	2.090	0.037	0.018	0.587	-0.133	0.100	0.091
Harassment Based on Race/Ethnicity	-0.949	0.187	-0.240	-5.063	0.000	-1.317	-0.580	-0.296	-0.237	-0.219
Harassment Based on Religious Beliefs	0.101	0.293	0.018	0.345	0.730	-0.474	0.676	-0.149	0.017	0.015
Harassment Based on Disability	-0.586	0.208	-0.135	-2.817	0.005	-0.995	-0.177	-0.181	-0.134	-0.122
Harassment Based on Sexual Orientation	0.548	0.457	0.056	1.199	0.231	-0.350	1.445	-0.010	0.058	0.052
Gender Harassment	-0.854	0.162	-0.272	-5.258	0.000	-1.174	-0.535	-0.333	-0.245	-0.228
Sexual Harassment	-0.777	0.354	-0.103	-2.199	0.028	-1.472	-0.082	-0.206	-0.105	-0.095
Sexual Assault	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A

Note. N = 440, F = 14.432, R Square = 0.19

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 OSMRE.

In summary, an estimated 16.1% of employees witnessed some form of harassing and/or assault behavior in the 12 months preceding the survey against another employee.

Table 6.1 OSMRE – 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	39	8.8%	±3.0	3.2	±0.3	3	3
Racial/Ethnic	28	6.3%	±2.7	3.1	±0.4	3	2
Religious	12	2.7%	±2.0	2.4	±0.3	2	2
Disability	22	5.0%	±2.5	2.4	±0.3	2	2
Sexual Orientation	14	3.1%	±2.1	3.1	±0.8	3	3
Sex/Gender	38	8.6%	±3.0	3.6	±0.4	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 OSMRE.

Table 6.2 OSMRE – 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	22	30.9%	±11.9
I asked the person who was experiencing the behavior if he/she needed help	21	28.9%	±11.8
I pointed out to person that he/she “crossed the line” with comments/behaviors	9	12.9%	±10.2
I stepped in with the intent of diffusing/stopping the situation	NR	NR	NR
I asked others to step in as a group and diffuse the situation	0	0.0%	NA
I told someone in a position of authority about the situation	6	8.8%	±9.4
I considered intervening but I feared I would experience negative consequences	9	12.9%	±10.2
I considered intervening but did not feel I had the authority to do so	10	14.6%	±10.5
I stepped in but then was discouraged or criticized by others for doing so	0	0.0%	NA
I stepped in but then was harassed myself by the person(s) I was trying to stop	NR	NR	NR
None selected	NR	NR	NR

6.2 Future Reporting

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

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

Table 6.3 OSMRE – 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	342	78.0%	±4.1	4.0	±0.1
No	60	13.6%	±3.6	--	--
Don't Know	37	8.4%	±3.0	--	--
Employee Assistance Program (EAP)					
Yes	171	40.4%	±4.8	3.5	±0.1
No	116	27.4%	±4.5	--	--
Don't Know	136	32.1%	±4.6	--	--
Ombudsman (if applicable)					
Yes	33	7.9%	±3.0	3.7	±0.3
No	126	30.6%	±4.6	--	--
Don't Know	254	61.5%	±4.8	--	--
CADR Office, CORE PLUS					
Yes	83	20.0%	±4.1	3.3	±0.2
No	128	30.7%	±4.6	--	--
Don't Know	205	49.3%	±4.8	--	--
Employee & Labor Relations (Human Resources)					
Yes	150	36.0%	±4.7	3.5	±0.2
No	119	28.5%	±4.5	--	--
Don't Know	148	35.5%	±4.7	--	--
Union (if applicable)					
Yes	53	13.1%	±3.7	3.9	±0.3
No	183	45.5%	±4.9	--	--
Don't Know	167	41.4%	±4.9	--	--
Equal Employment Opportunity Counselor					
Yes	292	67.3%	±4.6	3.8	±0.1
No	64	14.8%	±3.7	--	--
Don't Know	78	17.9%	±3.9	--	--
Equal Employment Opportunity Office					
Yes	258	61.7%	±4.8	3.8	±0.1
No	72	17.3%	±3.9	--	--
Don't Know	88	21.0%	±4.2	--	--

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Office of Inspector General Hotline					
Yes	114	27.4%	±4.5	3.5	±0.2
No	147	35.4%	±4.7	--	--
Don't Know	155	37.3%	±4.8	--	--
Office of Inspector General					
Yes	99	23.6%	±4.3	3.6	±0.2
No	154	36.7%	±4.7	--	--
Don't Know	167	39.7%	±4.8	--	--
Other Law Enforcement/Civil Authority not in the bureau					
Yes	91	21.6%	±4.2	3.8	±0.2
No	168	39.8%	±4.8	--	--
Don't Know	162	38.6%	±4.8	--	--
Department of Interior Ethics/Bureau Ethics Office					
Yes	195	46.0%	±4.8	4.0	±0.1
No	122	28.7%	±4.5	--	--
Don't Know	108	25.4%	±4.4	--	--
Other					
Yes	29	7.7%	±3.2	3.6	±0.4
No	100	26.8%	±4.7	--	--
Don't Know	244	65.5%	±5.0	--	--

^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.

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