



Supplemental Statistical Report

Office of the Solicitor (SOL)
Work Environment Survey
January-March 2017

September 29, 2017



Executive Summary

This Supplemental Statistical Report documents results of the Office of the Solicitor (SOL) Work Environment Survey (WES), which was fielded from January 9 to March 5, 2017. The Executive Summary provides the key findings. The SOL 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 SOL 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 SOL personnel employed as of December 10, 2016, ($N = 423$) during the period of January 9 to March 5, 2017. Data from 251 employees were obtained by the end of the survey period, yielding a participation rate of 59.3%. Upon initial screening, a total of 250 completed questionnaires were available for analysis, yielding a survey response rate of 59.1%. Because not all SOL employees responded to the survey, employee population characteristics were obtained from Human Resources to derive weights to estimate population parameters for the SOL 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 SOL 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 SOL workforce.

It is important to note that the findings described here are specific to the SOL. To the extent possible, the findings are reported for all constructs and measures included in the WES. However, in some cases, only a small number of respondents may have answered certain sections of the survey, leaving results not reportable. A result based on small numbers can 1)

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.

lead to potential disclosure of identity, and/or 2) be statistically unstable and therefore unreliable. Accordingly, some results may be suppressed within the Executive Summary and the main body of the report. Those instances are denoted by NR, indicating that the result is Not Reportable (NR). To make appropriate inferences base on those results denoted as NR, the reader is referred to the Department of the Interior (DOI) Technical Report to extrapolate from those data to the SOL. Using the DOI results to extrapolate to the SOL is appropriate given that those results include SOL 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 28.0% of employees experienced one or more forms of harassment and/or assault related behaviors in the past 12 months. More specifically:

- 13.5% experienced harassing behaviors based on their age
- 8.1% experienced harassing behaviors based on their racial or ethnic background
- 5.9% experienced harassing behaviors based on their religious beliefs
- 1.9% experienced harassing behaviors based on a perceived or actual disability
- 2.9% experienced harassing behaviors based on their sexual orientation
- 17.2% experienced harassing behaviors based on their gender
- 4.7% experienced sexual harassment²

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

- Ethnic minority employees were more likely to experience higher rates of harassment based on their racial or ethnic background than their non-minority counterparts
- 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,

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).

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 SOL results for application to specific SOL situations.

- *What was the primary basis for the specific behavior or set of experiences?* Among employees who experienced any behavior, 18.7% indicated the experience was primarily based on their age; 10.7% indicated the experience was primarily based on their racial/ethnic background; 0.0% indicated the experience was primarily based on their disability status or condition; 47.7% indicated the experience was primarily based on their sex/gender;³ and 18.6% indicated the experience was primarily based on unknown factors.
- *When and where did the specific behavior or set of experiences occur?* Regardless of the particular behavior involved, for the majority of employees these experiences occurred during work hours (87.5%) and at a work location or site (91.5%) that was most frequently characterized as an indoor location (97.9%). Also, for the minority of these employees these experiences occurred while on travel (8.1%).
- *How often and for how long did the specific behavior or set of experiences persist?* Regardless of the particular behavior involved, for the majority of employees these experiences occurred more than once (54.9%).
- *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 (58.2%), who was typically older (41.2%), male (59.9%), and most often a peer and/or coworker (32.7%).
- *Did their work role require them to continue to interact with the person(s) involved?* Regardless of the particular behavior involved, the majority of employees had to continue to interact with the person(s) involved (87.4%).

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.

- *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 (59.2%) or another employee (45.9%), as well as a supervisor (32.4%) or manager (19.0%). Additionally, some employees talked with the person involved (20.3%).
- *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 (80.8%); only 19.2% did.
- *What SOL 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 SOL resource was a supervisor or manager (19.2%). 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, 26.2% indicated that some action was taken. Actions focused on the organization involved management conducted a review/investigation or other assessment (34.4%) and an investigation was conducted by a law enforcement official (0.0%). Actions involving the person engaging in the harassing behavior included moving or reassigning the person to avoid continuing contact (26.2%) or some official career action was taken against person(s) involved (0.0). Additionally, some employees were encouraged to drop the issue (62.6%) or were discouraged from making a complaint/grievance/report (32.1%). Other employees indicated that the person engaging in the harassing behavior took action against them for complaining (28.7%); their coworker(s) treated them worse, avoided or blamed them for the problem (36.6%); and some employees indicated leadership punished them for bringing the experience up (38.6%).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 (80.8%). Employees' most frequent reasons for not making a complaint/grievance/report involved the perceived seriousness of the behavior (88.9% did not consider it serious enough to report), skepticism about actions that would be taken (52.9% of employees did not think anything would be done), the behavior or experience stopped on its own (50.6%), desire to move on or forget about the incident (49.4%), or thought they would be labeled a troublemaker (37.4%).

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.

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 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 (39.5%); resulted in arguments or damaged interpersonal relations at work (29.9%); and/or damaged other personal relationships (14.4%). 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 (12.8%), seek counseling (17.3%), or medical attention (9.7%). For some employees, these experiences had a *negative impact on their job performance*, making it harder to complete their work (29.7%), negatively affected their performance evaluation or promotion potential (22.6%), 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 SOL (29.2%), take steps to leave the organization (15.2%), or request a transfer (6.4%).

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

Regression results for the SOL 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 SOL for this specific result. Using the DOI results to extrapolate to the SOL is appropriate given that those results include SOL data and are based on larger numbers of respondents from the DOI workforce.

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

Consequences of harassment and/or assault behaviors were examined with data from employees who experienced harassment and/or assault behaviors and completed questions assessing job-related outcomes including job satisfaction, job engagement, and organizational commitment. Regression analyses revealed statistically significant associations of some of the harassment and/or assault behaviors to job-related outcomes. The reader is referred to the DOI Technical Report to extrapolate from those data to the SOL for other results. Using the DOI results to extrapolate to the SOL is appropriate given that those results include SOL 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 17.1% 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:
 - 8.3% witnessed a harassment situation based on the age of the other employee
 - 7.6% witnessed a harassment situation based on the race/ethnicity of the other employee
 - 4.4% witnessed a harassment situation based on the religious beliefs of the other employee
 - 2.0% witnessed a harassment situation based a perceived or actual disability of the other employee
 - 10.8% 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 (67.2%). Among employees who took some action, the most frequent actions included helping the person who was subject to the behaviors (34.5%); telling someone in position of authority about the situation (14.4%); and pointing out to the person who engaged in the harassing behaviors that s/he “crossed the line” (12.4%).

- *Did employees experience any harassing and/or assault behaviors before the past 12 months while they were employed by SOL?* An estimated 27.9% of employees experienced some form of harassing and/or assault behaviors before the past 12 months while being employed at SOL. More specifically:
 - 16.0% experienced harassing behaviors based on their age
 - 10.6% experienced harassing behaviors based on their racial or ethnic background
 - 6.6% experienced harassing behaviors based on their religious beliefs
 - 3.6% experienced harassing behaviors based on a perceived or actual disability
 - 2.5% experienced harassing behaviors based on their sexual orientation
 - 10.2% experienced sexually harassing behaviors⁷

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.

- *What about the future use of SOL resources to make a complaint/grievance/report involving a harassing and/or assault experience?* A majority of employees indicated that they would use a supervisor or manager (80.1%) to make a complaint/grievance/report if they were to experience harassing behaviors in the future. All other resources were endorsed less frequently (Employee Assistance Program, Ombudsman,⁸ CADR Office or CORE PLUS, Employee & Labor Relations, Union, Equal Employment Opportunity Counselor, Equal Employment Opportunity Office, Office of the Inspector General Hotline, Office of the Inspector General, Other Law Enforcement/Civil Authority not in the Bureau, or Department of Interior Ethics/Bureau Ethics Office). Additionally, employees rated their expectation that the majority of resources would be moderately to very helpful.

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

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 the Solicitor (SOL) 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.

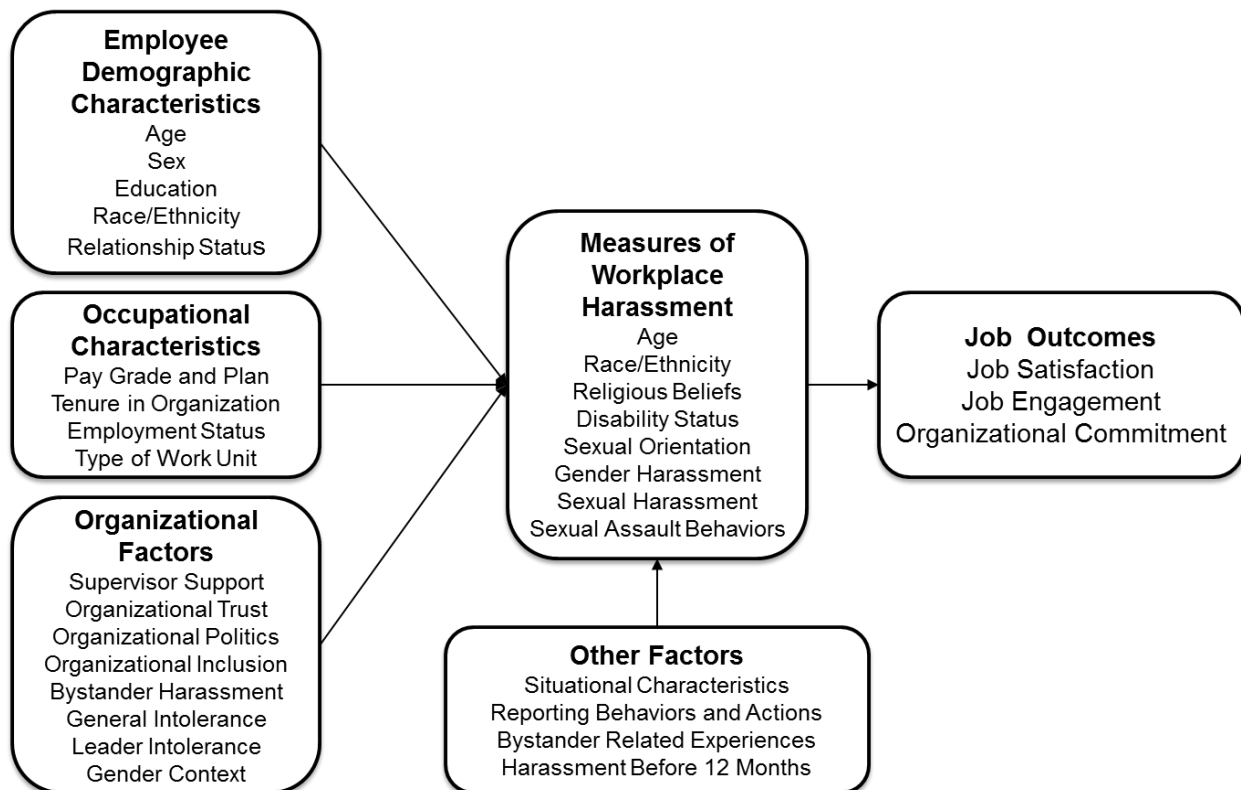


Figure 1.1 Conceptual Framework

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 SOL 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 SOL employees ($N = 423$ who were invited to complete the survey online via a secured website or in paper-pencil format) were used for the analysis. As shown in Table 1.2, a total of 251 questionnaires were obtained by the end of the survey period (i.e., March 5, 2017), yielding a participation rate of 59.3%. Initial screening of the data for inclusion criteria indicated a total of 250 completed questionnaires were available for the analysis, yielding a response rate of 59.1%.

Table 1.2 SOL – WES Response Rate

	SOL
A. Total Sample	423
B. Delivered Invitations/Surveys	423
C. Submitted Surveys	251
D. Participation Rate	59.3%
E. Completed Surveys	250
F. Response Rate	59.1%

Definition of Terms

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

Demographic characteristics for the study population were derived by weighting the survey results to estimate the SOL 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 SOL – 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	109	25.8%	109 (±19)	25.7% (±4.4)
40 or older	314	74.2%	315 (±19)	74.3% (±4.4)
Age				
25 or under	0	0.0%	0 (NA)	0.0% (NA)
26-29	5	1.2%	NR	NR
30-39	104	24.6%	104 (±18)	24.5% (±4.3)
40-49	118	27.9%	119 (±19)	28.1% (±4.5)
50-59	136	32.2%	136 (±20)	32.1% (±4.6)
60 or older	60	14.2%	60 (±16)	14.2% (±3.7)
Relationship Status - Collapsed				
Single	NA	NA	76 (±17)	18.0% (±4.0)
Partnered/Married	NA	NA	300 (±19)	71.5% (±4.5)
Separated/Widowed/Divorced	NA	NA	44 (±14)	10.5% (±3.3)
Relationship Status				
Single	NA	NA	76 (±17)	18.0% (±4.0)
Separated	NA	NA	NR	NR
Partnered	NA	NA	10 (±8)	2.3% (±2.0)
Divorced	NA	NA	41 (±14)	9.7% (±3.2)
Married	NA	NA	291 (±19)	69.2% (±4.6)
Widowed	NA	NA	NR	NR
Ethnicity/Race - Collapsed				
Non-Minority (Non-Hispanic White)	328	77.7%	329 (±17)	80.3% (±4.2)
Minority	94	22.3%	81 (±17)	19.7% (±4.2)

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number^a</i>	<i>Percent^a</i>
Ethnicity/Race				
Hispanic	7	1.7%	15 (±10)	3.7% (±2.4)
American Indian or Alaskan Native	15	3.6%	16 (±10)	4.0% (±2.4)
Asian	12	2.8%	6 (±7)	1.6% (±1.8)
Black/African-American	46	10.9%	24 (±11)	6.0% (±2.8)
Native Hawaiian or Other Pacific Islander	3	0.7%	NR	NR
Non-Hispanic White	328	77.7%	329 (±17)	80.3% (±4.2)
Multi-racial	11	2.6%	14 (±9)	3.4% (±2.3)
Disability				
Yes	22	5.4%	26 (±12)	6.0% (±2.7)
No	386	94.6%	398 (±12)	94.0% (±2.7)
Sex				
Men	189	44.7%	189 (±20)	44.5% (±4.8)
Women	234	55.3%	236 (±20)	55.5% (±4.8)
Gender Identity				
Male	189	44.7%	189 (±20)	44.4% (±4.8)
Female	234	55.3%	236 (±20)	55.4% (±4.8)
Transgender	NA	NA	0 (NA)	0.0% (NA)
Do not identify as female, male, or transgender	NA	NA	NR	NR
Transgender Description				
Transgender, male to female	NA	NA	--	--
Transgender, female to male	NA	NA	--	--
Gender non-conforming	NA	NA	--	--
Unsure	NA	NA	--	--
I prefer not to say	NA	NA	--	--
Sexual Orientation - Collapsed				
Heterosexual	NA	NA	382 (±11)	94.3% (±2.7)
Sexual Minority	NA	NA	23 (±11)	5.7% (±2.7)
Sexual Orientation				
Heterosexual or straight	NA	NA	382 (±14)	90.3% (±3.2)
Lesbian	NA	NA	6 (±7)	1.4% (±1.7)
Gay	NA	NA	11 (±9)	2.6% (±2.0)
Bisexual	NA	NA	6 (±7)	1.5% (±1.7)
Other	NA	NA	0 (NA)	0.0% (NA)
I prefer not to say	NA	NA	18 (±10)	4.2% (±2.4)

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

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

Table 1.4 SOL – 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	15	3.5%	6 (±7)	1.3% (±1.7)
Trade/Tech Certificate/Some College	27	6.4%	21 (±11)	5.0% (±2.6)
AA/College Degree	38	9.0%	45 (±14)	10.5% (±3.3)
Graduate Degree	343	81.1%	352 (±16)	83.1% (±3.9)
Appointment Type				
Permanent	332	78.5%	337 (±18)	79.2% (±4.1)
Term	3	0.7%	83 (±17)	19.5% (±4.1)
Temporary	88	20.8%	6 (±7)	1.3% (±1.7)
Work Schedule				
Seasonal	0	0.0%	0 (NA)	0.0% (NA)
Non-seasonal	420	100.0%	343 (NA)	100% (NA)
Appointment Type and Work Schedule				
Permanent-Seasonal	0	0.0%	0 (NA)	0.0% (NA)
Permanent-Non-Seasonal	332	78.5%	337 (±18)	79.2% (±4.1)
Term	3	0.7%	83 (±17)	19.5% (±4.1)
Temporary-Seasonal	0	0.0%	0 (NA)	0.0% (NA)
Temporary-Non-Seasonal	88	20.8%	6 (±7)	1.3% (±1.7)
Years of Service at Bureau or Office				
Less than 1 year	NA	NA	31 (±12)	7.4% (±2.9)
1 to 3 years	NA	NA	80 (±17)	18.9% (±4.0)
4 to 5 years	NA	NA	22 (±11)	5.1% (±2.6)
6 to 10 years	NA	NA	111 (±19)	26.2% (±4.4)
11 to 14 years	NA	NA	28 (±12)	6.7% (±2.8)
15 to 20 years	NA	NA	52 (±15)	12.2% (±3.5)
More than 20 years	NA	NA	99 (±18)	23.4% (±4.3)

	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	4	0.9%	NR	NR
General Schedule (GS) 7 - 10	27	6.4%	30 (±12)	7.2% (±2.9)
General Schedule (GS) 11 - 12	32	7.6%	26 (±12)	6.1% (±2.7)
General Schedule (GS) 13 - 15	336	79.4%	341 (±17)	81.0% (±4.0)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	24	5.7%	21 (±11)	5.0% (±2.6)
Other	0	0.0%	0 (NA)	0.0% (NA)
Supervisory Status - Collapsed				
Non-Supervisor	356	84.2%	317 (±18)	76.4% (±4.3)
Supervisor	67	15.8%	98 (±18)	23.6% (±4.3)
Supervisory Status				
Team Leader	0	0.0%	19 (±10)	4.6% (±2.5)
Supervisor	6	1.4%	53 (±15)	12.7% (±3.6)
Manager	37	8.7%	9 (±8)	2.2% (±2.0)
Senior Leader	24	5.7%	17 (±10)	4.1% (±2.4)
None of the above	356	84.2%	317 (±18)	76.4% (±4.3)
Duty Station				
Headquarters Office (Washington)	NA	NA	186 (±20)	43.9% (±4.8)
Regional/Field Office	NA	NA	227 (±20)	53.7% (±4.8)
100% Telework	NA	NA	6 (±7)	1.4% (±1.7)
Other (none of the above describe the environment in which I routinely accomplish my work)	NA	NA	NR	NR

^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 SOL. 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 28.0% of employees experienced one or more forms of harassment and/or assault related behaviors in the past 12 months. Additionally, an estimated 27.9% of employees experienced some form of harassing and/or assault behaviors before the past 12 months while being employed at SOL.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 SOL – 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	13.5%	±3.6	2.9	±0.2	3	2
Racial/Ethnic	8.1%	±3.0	3.1	±0.3	3	2
Religious	5.9%	±2.7	2.3	±0.2	2	2
Disability	1.9%	±1.9	3.5	±0.6	3	3

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

Table 2.2 SOL – 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	45	73
Racial/Ethnic	25	47
Religious	17	36
Disability	4	15

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

	Experience rate		Frequency of occurrence ^a			
	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Sexual Orientation	2.9%	±2.1	2.4	±0.2	2	2
Gender Harassment	17.2%	±3.9	2.9	±0.2	3	2
Sexual Harassment	4.7%	±2.5	2.8	±0.2	3	2
Crude and Offensive Behavior	8.3%	±3.0	2.8	±0.2	3	3
Unwanted Sexual Attention	5.1%	±2.6	2.5	±0.2	2	2
Sexual Coercion	NR	NR	NR	NR	NR	NR

^aScale 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 SOL – 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	7	21
Gender Harassment	59	90
Sexual Harassment	13	31
Crude and Offensive Behavior	25	48
Unwanted Sexual Attention	14	32
Sexual Coercion	NR	NR

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

	Experience rate		Frequency of occurrence ^a			
	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Sexual Assault	NR	NR	NR	NR	NR	NR
Sexual Touching	NR	NR	NR	NR	NR	NR
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 SOL – Estimated Number of Sexual Assault Related Behaviors in Past 12 Months

	Estimated number	
	<i>Lower bound</i>	<i>Upper bound</i>
Sexual Assault	NR	NR
Sexual Touching	NR	NR
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 SOL.

Table 2.7 SOL – Estimated Experience Rate of 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	119	28.0%	±4.5	2.9	±0.1
Age - Collapsed					
39 or under	36	32.7%	±9.5	2.8	±0.1
40 or older	83	26.2%	±5.2	2.9	±0.1
Age					
A 25 or under	--	--	--	--	--
B 26-29	NR	NR	NR	NR	NR
C 30-39	36	34.3%	±9.8	2.8	±0.1
D 40-49	26	22.2%	±8.5	2.7	±0.2
E 50-59	31	22.9%	±7.9	2.9	±0.2
F 60 or older	25	41.9%	±13.1	3.1	±0.2

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Relationship Status - Collapsed					
A Single	35	46.1%B	±11.5	2.6BC	±0.2
B Partnered/Married	67	22.5%A	±5.1	2.9A	±0.1
C Separated/Widowed/Divorced	14	32.6%	±15.6	3.0A	±0.2
Relationship Status					
A Single	35	46.1%E	±11.5	2.6	±0.2
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	13	32.0%	±16.4	2.8	±0.2
E Married	59	20.4%A	±5.1	2.9	±0.1
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	83	25.3%*	±5.0	2.7*	±0.1
Minority	31	38.5%*	±11.3	3.2*	±0.2
Ethnicity/Race					
A Hispanic	NR	NR	NR	NR	NR
B American Indian or Alaskan Native	NR	NR	NR	NR	NR
C Asian	NR	NR	NR	NR	NR
D Black/African-American	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	83	25.3%	±5.0	2.7	±0.1
G Multi racial	NR	NR	NR	NR	NR
Disability					
Yes	NR	NR	NR	NR	NR
No	110	27.5%	±4.6	2.8	±0.1
Sex					
Men	29	15.3%*	±5.9	2.8	±0.2
Women	90	38.2%*	±6.4	2.9	±0.1
Gender Identity					
A Male	29	15.3%	±5.9	2.8	±0.2
B Female	90	38.2%	±6.4	2.9	±0.1
C Transgender	--	--	--	--	--
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	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	97	25.3%	±4.6	2.8	±0.1
Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation					
A Heterosexual or straight	97	25.3%	±4.6	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)	--	--	--	--	--
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	NR	NR	NR	NR	NR
C AA/College Degree	NR	NR	NR	NR	NR
D Graduate Degree	104	29.4%	±5.0	2.9	±0.1
Appointment Type					
A Permanent	96	28.5%	±5.1	2.9B	±0.1
B Term	23	27.9%	±10.8	2.5A	±0.1
C Temporary	NR	NR	NR	NR	NR
Work Schedule					
Seasonal	--	--	--	--	--
Non-seasonal	96	28.0%	±5.0	2.9	±0.1
Appointment Type and Work Schedule					
A Permanent-Seasonal	--	--	--	--	--
B Permanent-Non-Seasonal	96	28.5%	±5.1	2.9C	±0.1
C Term	23	27.9%	±10.8	2.5B	±0.1
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	NR	NR	NR	NR	NR
B 1 to 3 years	20	24.9%	±10.8	2.7	±0.2
C 4 to 5 years	NR	NR	NR	NR	NR
D 6 to 10 years	29	26.1%	±9.1	2.7	±0.2
E 11 to 14 years	NR	NR	NR	NR	NR
F 15 to 20 years	12	22.2%	±13.8	3.2	±0.3
G More than 20 years	29	28.9%	±9.8	3.0	±0.2
Pay Plan and Grade - Collapsed					
A Junior Grade	NR	NR	NR	NR	NR
B Middle Grade	NR	NR	NR	NR	NR
C Senior Grade	111	30.2%	±4.9	2.9	±0.1
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	99	31.1%*	±5.3	2.9	±0.1
Supervisor	16	16.1%*	±8.8	2.6	±0.2
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	99	31.1%	±5.3	2.9	±0.1

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

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 SOL.

Table 2.8 SOL – 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	57	13.5%	±3.6	2.9	±0.2
Age - Collapsed					
39 or under	16	15.1%	±8.2	3.2	±0.3
40 or older	41	13.1%	±4.2	2.9	±0.2
Age					
A 25 or under	--	--	--	--	--
B 26-29	NR	NR	NR	NR	NR
C 30-39	16	15.8%	±8.5	3.2D	±0.3
D 40-49	11	9.5%F	±6.8	2.3C	±0.2
E 50-59	15	10.7%F	±6.5	3.0	±0.4
F 60 or older	15	25.9%DE	±13.1	2.9	±0.3
Relationship Status - Collapsed					
A Single	10	13.7%	±10.0	2.7	±0.4
B Partnered/Married	37	12.4%	±4.3	2.9	±0.2
C Separated/Widowed/Divorced	9	19.3%	±14.9	3.2	±0.4
Relationship Status					
A Single	10	13.7%	±10.0	2.7	±0.4
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	9	20.9%	±15.9	3.2	±0.4
E Married	34	11.7%	±4.3	3.0	±0.2
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	39	11.9%	±4.0	2.9	±0.2
Minority	16	19.4%	±10.3	3.1	±0.4

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	NR	NR	NR	NR	NR
B American Indian or Alaskan Native	NR	NR	NR	NR	NR
C Asian	NR	NR	NR	NR	NR
D Black/African-American	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	39	11.9%	±4.0	2.9	±0.2
G Multi racial	NR	NR	NR	NR	NR
Disability					
Yes	NR	NR	NR	NR	NR
No	50	12.6%	±3.7	3.0	±0.2
Sex					
Men	17	8.9%*	±5.0	2.8	±0.3
Women	41	17.3%*	±5.4	3.0	±0.2
Gender Identity					
A Male	17	8.9%	±5.0	2.8	±0.3
B Female	41	17.3%	±5.4	3.0	±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	44	11.7%	±3.6	3.0	±0.2
Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation					
A Heterosexual or straight	44	11.7%	±3.6	3.0	±0.2
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	--	--	--	--	--
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	NR	NR	NR	NR	NR
C	AA/College Degree	0	0.0%D	NA	NA	NA
D	Graduate Degree	55	15.6%C	±4.2	3.0	±0.2
Appointment Type						
A	Permanent	47	14.0%	±4.2	3.0	±0.2
B	Term	10	12.5%	±9.2	2.5	±0.3
C	Temporary	NR	NR	NR	NR	NR
Work Schedule						
	Seasonal	--	--	--	--	--
	Non-seasonal	47	13.8%	±4.1	3.0	±0.2
Appointment Type and Work Schedule						
A	Permanent-Seasonal	--	--	--	--	--
B	Permanent-Non-Seasonal	47	14.0%	±4.2	3.0	±0.2
C	Term	10	12.5%	±9.2	2.5	±0.3
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	0	0.0%	NA	NA	NA
B	1 to 3 years	8	10.3%	±9.0	3.1	±0.5
C	4 to 5 years	NR	NR	NR	NR	NR
D	6 to 10 years	12	10.6%	±7.4	2.6	±0.3
E	11 to 14 years	NR	NR	NR	NR	NR
F	15 to 20 years	10	19.6%	±13.6	3.1	±0.6
G	More than 20 years	18	18.4%	±9.0	3.0	±0.3
Pay Plan and Grade - Collapsed						
A	Junior Grade	NR	NR	NR	NR	NR
B	Middle Grade	NR	NR	NR	NR	NR
C	Senior Grade	55	14.9%	±4.1	3.0	±0.2
D	Executive Grade	0	0.0%	NA	NA	NA
Supervisory Status - Collapsed						
	Non-Supervisor	49	15.4%*	±4.4	3.0	±0.2
	Supervisor	7	6.7%*	±7.2	2.6	±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	NR	NR	NR	NR	NR
B Supervisor	NR	NR	NR	NR	NR
C Manager	NR	NR	NR	NR	NR
D Senior Leader	0	0.0%	NA	NA	NA
E None of the above	49	15.4%	±4.4	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 SOL – 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	57	13.53%	±3.61
A Headquarters Office (Washington)	28	15.23%	±6.00
B Regional/Field Office	28	12.12%	±4.96
C 100% Telework	NR	NR	NR
D 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 SOL.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	62	16.0%	±4.0

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 SOL – 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	0	0.0%	NA
General Schedule (GS) 7-10	0	0.0%	NA
General Schedule (GS) 11-12	8	13.9%	±11.8
General Schedule (GS) 13-15	51	86.1%	±11.8
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	0	0.0%	NA

2.2 Racial/Ethnic Harassment

2.2.1 Past 12 Months

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

Table 2.12 SOL – 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	8.1%	±3.0	3.1	±0.3
Age - Collapsed					
39 or under	10	8.8%	±7.1	2.9	±0.4
40 or older	24	7.6%	±3.5	3.2	±0.3
Age					
A 25 or under	--	--	--	--	--
B 26-29	NR	NR	NR	NR	NR
C 30-39	10	9.2%	±7.4	2.9	±0.4
D 40-49	8	7.1%	±6.4	3.0	±0.4
E 50-59	7	5.4%	±5.4	3.0	±1.0
F 60 or older	8	13.6%	±12.1	3.5	±0.5
Relationship Status - Collapsed					
A Single	8	10.0%	±9.3	2.5B	±0.3
B Partnered/Married	16	5.3% ^C	±3.2	3.5A	±0.3
C Separated/Widowed/Divorced	8	19.2% ^B	±14.9	2.9	±0.7
Relationship Status					
A Single	8	10.0%	±9.3	2.5E	±0.3
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	7	17.5% ^E	±15.5	2.3E	±0.2
E Married	14	4.7% ^D	±3.2	3.4AD	±0.4
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	18	5.4% [*]	±3.1	2.4 [*]	±0.2
Minority	13	15.8% [*]	±9.9	3.7 [*]	±0.4

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	NR	NR	NR	NR	NR
B American Indian or Alaskan Native	NR	NR	NR	NR	NR
C Asian	NR	NR	NR	NR	NR
D Black/African-American	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	18	5.4%	±3.1	2.4	±0.2
G Multi racial	NR	NR	NR	NR	NR
Disability					
Yes	NR	NR	NR	NR	NR
No	30	7.5%	±3.1	3.2	±0.3
Sex					
Men	13	6.9%	±4.7	2.8*	±0.4
Women	21	9.1%	±4.5	3.4*	±0.4
Gender Identity					
A Male	13	6.9%	±4.7	2.8	±0.4
B Female	21	9.1%	±4.5	3.4	±0.4
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	26	6.8%	±3.0	3.2	±0.4
Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation					
A Heterosexual or straight	26	6.8%	±3.0	3.2	±0.4
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)	--	--	--	--	--
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	NR	NR	NR	NR	NR
C	AA/College Degree	0	0.0%	NA	NA	NA
D	Graduate Degree	30	8.5%	±3.4	3.2	±0.3
Appointment Type						
A	Permanent	27	8.2%	±3.5	3.3B	±0.3
B	Term	7	8.3%	±8.4	2.4A	±0.3
C	Temporary	NR	NR	NR	NR	NR
Work Schedule						
	Seasonal	--	--	--	--	--
	Non-seasonal	27	8.0%	±3.4	3.3	±0.3
Appointment Type and Work Schedule						
A	Permanent-Seasonal	--	--	--	--	--
B	Permanent-Non-Seasonal	27	8.2%	±3.5	3.3C	±0.3
C	Term	7	8.3%	±8.4	2.4B	±0.3
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	0	0.0%	NA	NA	NA
B	1 to 3 years	NR	NR	NR	NR	NR
C	4 to 5 years	NR	NR	NR	NR	NR
D	6 to 10 years	7	6.7%	±6.6	2.4	±0.4
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	11	11.1%	±8.1	3.2	±0.4
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	33	9.1%	±3.4	3.1	±0.3
D	Executive Grade	0	0.0%	NA	NA	NA
Supervisory Status - Collapsed						
	Non-Supervisor	31	9.9%	±3.8	3.2	±0.3
	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	0	0.0%	NA	NA	NA
E None of the above	31	9.9%	±3.8	3.2	±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 2.13 SOL – 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	8.08%	±3.02
A Headquarters Office (Washington)	23	12.31%B	±5.64
B Regional/Field Office	10	4.45%A	±3.63
C 100% Telework	NR	NR	NR
D 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 SOL.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	41	10.6%	±3.5
Ethnicity/Race			
Non-Minority	23	7.7%*	±3.6
Minority	13	17.6%*	±10.4
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	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	NR	NR	NR
F Non-Hispanic White	23	7.7%	±3.6
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 SOL – Estimated Pay Plan or Grade at Which Racial/Ethnic Harassment First Occurred

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Schedule (GS) 1-6	0	0.0%	NA
General Schedule (GS) 7-10	NR	NR	NR
General Schedule (GS) 11-12	9	22.3%	±15.8
General Schedule (GS) 13-15	27	65.1%	±16.2
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 SOL.

Table 2.16 SOL – 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	25	5.9%	±2.7	2.3	±0.2
Age - Collapsed					
39 or under	NR	NR	NR	NR	NR
40 or older	21	6.6%	±3.4	2.4	±0.2
Age					
A 25 or under	--	--	--	--	--
B 26-29	NR	NR	NR	NR	NR
C 30-39	NR	NR	NR	NR	NR
D 40-49	NR	NR	NR	NR	NR
E 50-59	9	6.3%	±5.6	2.6	±0.3
F 60 or older	9	15.2%	±12.3	2.3	±0.3
Relationship Status - Collapsed					
A Single	9	12.2%B	±9.7	2.1	±0.1
B Partnered/Married	12	4.1%A	±3.0	2.4	±0.2
C Separated/Widowed/Divorced	NR	NR	NR	NR	NR
Relationship Status					
A Single	9	12.2%E	±9.7	2.1	±0.1
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	NR	NR	NR	NR	NR
E Married	10	3.5%A	±2.9	2.5	±0.2
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	15	4.7%*	±2.9	2.3	±0.2
Minority	9	12.0%*	±9.5	2.3	±0.3

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	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	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	15	4.7%	±2.9	2.3	±0.2
G Multi racial	NR	NR	NR	NR	NR
Disability					
Yes	NR	NR	NR	NR	NR
No	23	5.8%	±2.8	2.4	±0.2
Sex					
Men	8	4.2%	±4.0	2.0*	±0.0
Women	17	7.3%	±4.2	2.6*	±0.2
Gender Identity					
A Male	8	4.2%	±4.0	2.0	±0.0
B Female	17	7.3%	±4.2	2.6	±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	5.6%	±2.8	2.3	±0.2
Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation					
A Heterosexual or straight	21	5.6%	±2.8	2.3	±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)	--	--	--	--	--
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	19	5.4%	±3.0	2.3	±0.2
Appointment Type						
A	Permanent	18	5.3%	±3.0	2.3	±0.2
B	Term	7	8.5%	±8.6	2.2	±0.2
C	Temporary	NR	NR	NR	NR	NR
Work Schedule						
	Seasonal	--	--	--	--	--
	Non-seasonal	18	5.2%	±3.0	2.3	±0.2
Appointment Type and Work Schedule						
A	Permanent-Seasonal	--	--	--	--	--
B	Permanent-Non-Seasonal	18	5.3%	±3.0	2.3	±0.2
C	Term	7	8.5%	±8.6	2.2	±0.2
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	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	9	8.0%	±6.9	2.7G	±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	9	8.7%	±7.5	2.0D	±0.0
Pay Plan and Grade - Collapsed						
A	Junior Grade	NR	NR	NR	NR	NR
B	Middle Grade	NR	NR	NR	NR	NR
C	Senior Grade	22	6.0%	±3.0	2.3	±0.2
D	Executive Grade	0	0.0%	NA	NA	NA
Supervisory Status - Collapsed						
	Non-Supervisor	20	6.5%	±3.3	2.2	±0.2
	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	NR	NR	NR	NR	NR
B Supervisor	0	0.0%	NA	NA	NA
C Manager	NR	NR	NR	NR	NR
D Senior Leader	0	0.0%	NA	NA	NA
E None of the above	20	6.5%	±3.3	2.2	±0.2

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

Table 2.17 SOL – 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	25	5.87%	±2.70
A Headquarters Office (Washington)	14	7.68%	±4.93
B Regional/Field Office	11	4.74%	±3.70
C 100% Telework	NR	NR	NR
D 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 SOL.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	26	6.6%	±2.9

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

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Schedule (GS) 1-6	0	0.0%	NA
General Schedule (GS) 7-10	0	0.0%	NA
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 SOL.

Table 2.20 SOL – 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	8	1.9%	±1.9	3.5	±0.6
Age - Collapsed					
39 or under	0	0.0%	NA	NA	NA
40 or older	8	2.5%	±2.5	3.5	±0.6
Age					
A 25 or under	--	--	--	--	--
B 26-29	NR	NR	NR	NR	NR
C 30-39	0	0.0%F	NA	NA	NA
D 40-49	NR	NR	NR	NR	NR
E 50-59	0	0.0%F	NA	NA	NA
F 60 or older	6	10.0%CE	±11.4	3.7	±0.6
Relationship Status - Collapsed					
A Single	NR	NR	NR	NR	NR
B Partnered/Married	6	1.9%	±2.4	2.3	±0.4
C Separated/Widowed/Divorced	0	0.0%	NA	NA	NA
Relationship Status					
A Single	NR	NR	NR	NR	NR
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	0	0.0%	NA	NA	NA
E Married	NR	NR	NR	NR	NR
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)	NR	NR	NR	NR	NR
Minority	NR	NR	NR	NR	NR
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	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
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	NR	NR	NR	NR	NR
Women	6	2.5%	±3.1	2.3	±0.4
Gender Identity					
A Male	NR	NR	NR	NR	NR
B Female	6	2.5%	±3.1	2.3	±0.4
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

	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	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)	--	--	--	--	--
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	0	0.0%	NA	NA	NA
D Graduate Degree	8	2.3%	±2.3	3.5	±0.6
Appointment Type					
A Permanent	8	2.3%	±2.3	3.5	±0.6
B Term	0	0.0%	NA	NA	NA
C Temporary	NR	NR	NR	NR	NR
Work Schedule					
Seasonal	--	--	--	--	--
Non-seasonal	8	2.3%	±2.3	3.5	±0.6
Appointment Type and Work Schedule					
A Permanent-Seasonal	--	--	--	--	--
B Permanent-Non-Seasonal	8	2.3%	±2.3	3.5	±0.6
C Term	0	0.0%	NA	NA	NA
D Temporary-Seasonal	--	--	--	--	--
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office					
A Less than 1 year	0	0.0%	NA	NA	NA
B 1 to 3 years	0	0.0%	NA	NA	NA
C 4 to 5 years	0	0.0%	NA	NA	NA
D 6 to 10 years	0	0.0%G	NA	NA	NA
E 11 to 14 years	0	0.0%	NA	NA	NA
F 15 to 20 years	NR	NR	NR	NR	NR
G More than 20 years	6	6.0%D	±6.9	3.6	±0.6

	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	0.0%	NA	NA	NA
C Senior Grade	8	2.2%	±2.2	3.5	±0.6
D Executive Grade	0	0.0%	NA	NA	NA
Supervisory Status - Collapsed					
Non-Supervisor	8	2.5%	±2.5	3.5	±0.6
Supervisor	0	0.0%	NA	NA	NA
Supervisory Status					
A Team Leader	0	0.0%	NA	NA	NA
B Supervisor	0	0.0%	NA	NA	NA
C Manager	NR	NR	NR	NR	NR
D Senior Leader	0	0.0%	NA	NA	NA
E None of the above	8	2.5%	±2.5	3.5	±0.6

^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 SOL – 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	8	1.87%	±1.88
A Headquarters Office (Washington)	NR	NR	NR
B Regional/Field Office	NR	NR	NR
C 100% Telework	NR	NR	NR
D 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 SOL.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	14	3.6%	±2.4

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 SOL – 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	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

2.5 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 SOL.

Table 2.24 SOL – 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	12	2.9%	±2.1	2.4	±0.2
Age - Collapsed					
39 or under	NR	NR	NR	NR	NR
40 or older	8	2.7%	±2.5	2.2	±0.3
Age					
A 25 or under	--	--	--	--	--
B 26-29	NR	NR	NR	NR	NR
C 30-39	NR	NR	NR	NR	NR
D 40-49	NR	NR	NR	NR	NR
E 50-59	6	4.3%	±5.1	2.2	±0.4
F 60 or older	0	0.0%	NA	NA	NA
Relationship Status - Collapsed					
A Single	8	10.6%	±9.4	2.1	±0.2
B Partnered/Married	NR	NR	NR	NR	NR
C Separated/Widowed/Divorced	NR	NR	NR	NR	NR
Relationship Status					
A Single	8	10.6%	±9.4	2.1	±0.2
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)	6	1.8%*	±2.2	2.3	±0.3
Minority	7	8.5%*	±8.8	2.4	±0.3

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	NR	NR	NR	NR	NR
B American Indian or Alaskan Native	NR	NR	NR	NR	NR
C Asian	NR	NR	NR	NR	NR
D Black/African-American	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	6	1.8%	±2.2	2.3	±0.3
G Multi racial	NR	NR	NR	NR	NR
Disability					
Yes	0	0.0%	NA	NA	NA
No	12	3.1%	±2.3	2.4	±0.2
Sex					
Men	5	2.9%	±3.7	2.0*	±0.0
Women	7	3.0%	±3.2	2.6*	±0.3
Gender Identity					
A Male	5	2.9%	±3.7	2.0	±0.0
B Female	7	3.0%	±3.2	2.6	±0.3
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	6	1.5%	±1.9	2.4	±0.3
Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation					
A Heterosexual or straight	6	1.5%	±1.9	2.4	±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)	--	--	--	--	--
F I prefer not to say	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>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	NR	NR	NR	NR	NR
B	Trade/Tech Certificate/Some College	NR	NR	NR	NR	NR
C	AA/College Degree	0	0.0%	NA	NA	NA
D	Graduate Degree	7	2.0%	±2.2	2.5	±0.3
Appointment Type						
A	Permanent	10	2.9%	±2.5	2.1	±0.2
B	Term	NR	NR	NR	NR	NR
C	Temporary	NR	NR	NR	NR	NR
Work Schedule						
	Seasonal	--	--	--	--	--
	Non-seasonal	10	2.8%	±2.4	2.1	±0.2
Appointment Type and Work Schedule						
A	Permanent-Seasonal	--	--	--	--	--
B	Permanent-Non-Seasonal	10	2.9%	±2.5	2.1	±0.2
C	Term	NR	NR	NR	NR	NR
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	0	0.0%	NA	NA	NA
B	1 to 3 years	NR	NR	NR	NR	NR
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	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	NR	NR	NR	NR	NR
C	Senior Grade	10	2.6%	±2.3	2.4	±0.2
D	Executive Grade	0	0.0%	NA	NA	NA
Supervisory Status - Collapsed						
	Non-Supervisor	12	3.9%*	±2.8	2.4	±0.2
	Supervisor	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>
Supervisory Status					
A Team Leader	0	0.0%	NA	NA	NA
B Supervisor	0	0.0%	NA	NA	NA
C Manager	NR	NR	NR	NR	NR
D Senior Leader	0	0.0%	NA	NA	NA
E None of the above	12	3.9%	±2.8	2.4	±0.2

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

Table 2.25 SOL – 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	12	2.94%	±2.13
A Headquarters Office (Washington)	10	5.31%	±4.42
B Regional/Field Office	NR	NR	NR
C 100% Telework	NR	NR	NR
D 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 SOL.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	10	2.5%	±2.1

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 SOL – 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 SOL.

Table 2.28 SOL – 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	20	4.7%	±2.5	2.8	±0.2
Age - Collapsed					
39 or under	10	8.8%*	±7.1	2.6*	±0.2
40 or older	9	3.0%*	±2.6	3.2*	±0.8
Age					
A 25 or under	--	--	--	--	--
B 26-29	NR	NR	NR	NR	NR
C 30-39	10	9.3%	±7.4	2.6	±0.2
D 40-49	NR	NR	NR	NR	NR
E 50-59	5	4.0%	±5.0	2.7	±0.6
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	9	12.4%B	±9.8	2.7	±0.5
B Partnered/Married	5	1.8%A	±2.4	2.9	±0.3
C Separated/Widowed/Divorced	NR	NR	NR	NR	NR
Relationship Status					
A Single	9	12.4%E	±9.8	2.7	±0.5
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	NR	NR	NR	NR	NR
E Married	5	1.9%A	±2.4	2.9	±0.3
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	7	2.1%*	±2.3	2.3*	±0.2
Minority	11	13.4%*	±9.6	3.0*	±0.3
Ethnicity/Race					
A Hispanic	NR	NR	NR	NR	NR
B American Indian or Alaskan Native	NR	NR	NR	NR	NR
C Asian	NR	NR	NR	NR	NR
D Black/African-American	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	7	2.1%	±2.3	2.3	±0.2
G Multi racial	NR	NR	NR	NR	NR
Disability					
Yes	0	0.0%	NA	NA	NA
No	18	4.4%	±2.5	2.7	±0.3
Sex					
Men	NR	NR	NR	NR	NR
Women	16	6.9%	±4.1	2.7	±0.2
Gender Identity					
A Male	NR	NR	NR	NR	NR
B Female	16	6.9%	±4.1	2.7	±0.2
C Transgender	--	--	--	--	--
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	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	13	3.5%	±2.4	2.6	±0.2
Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation					
A Heterosexual or straight	13	3.5%	±2.4	2.6	±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)	--	--	--	--	--
F I prefer not to say	0	0.0%	NA	NA	NA
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	NR	NR	NR	NR	NR
B Trade/Tech Certificate/Some College	NR	NR	NR	NR	NR
C AA/College Degree	0	0.0%	NA	NA	NA
D Graduate Degree	17	4.7%	±2.8	2.6	±0.2
Appointment Type					
A Permanent	16	4.7%	±2.9	2.9	±0.3
B Term	NR	NR	NR	NR	NR
C Temporary	NR	NR	NR	NR	NR
Work Schedule					
Seasonal	--	--	--	--	--
Non-seasonal	16	4.7%	±2.8	2.9	±0.3
Appointment Type and Work Schedule					
A Permanent-Seasonal	--	--	--	--	--
B Permanent-Non-Seasonal	16	4.7%	±2.9	2.9	±0.3
C Term	NR	NR	NR	NR	NR
D Temporary-Seasonal	--	--	--	--	--
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Years of Service at Bureau or Office					
A Less than 1 year	NR	NR	NR	NR	NR
B 1 to 3 years	6	7.0%	±8.3	2.5D	±0.2
C 4 to 5 years	NR	NR	NR	NR	NR
D 6 to 10 years	5	4.7%	±6.0	3.8B	±1.1
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	0	0.0%	NA	NA	NA
C Senior Grade	19	5.2%	±2.8	2.8	±0.3
D Executive Grade	0	0.0%	NA	NA	NA
Supervisory Status - Collapsed					
Non-Supervisor	18	5.6%	±3.2	2.8	±0.3
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	0	0.0%	NA	NA	NA
E None of the above	18	5.6%	±3.2	2.8	±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 2.29 SOL – 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	20	4.72%	±2.49
A Headquarters Office (Washington)	16	8.63%	±5.07
B Regional/Field Office	NR	NR	NR
C 100% Telework	NR	NR	NR
D 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 SOL.

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	40	10.2%	±3.4
Sex			
Men	NR	NR	NR
Women	37	16.9%*	±5.6

* Indicates a statistically significant difference between the two groups.

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

Table 2.31 SOL – 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	0	0.0%	NA
General Schedule (GS) 7-10	NR	NR	NR
General Schedule (GS) 11-12	18	23.4%	±10.9
General Schedule (GS) 13-15	54	69.2%	±11.3
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 SOL. 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 SOL – 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	35	8.3%	±3.0	2.8	±0.2	3	3
Sex							
Men	5	2.7%*	±3.6	3.7*	±1.5	3	2
Women	30	12.8%*	±5.0	2.7*	±0.2	3	3
Gender Identity							
A Male	5	2.7%B	±3.6	3.7B	±1.5	3	2
B Female	30	12.8%A	±5.0	2.7A	±0.2	3	3
C Transgender	--	--	--	--	--	--	--
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	27	7.1%	±3.1	2.7	±0.2	3	3
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
A Heterosexual or straight	27	7.1%	±3.1	2.7	±0.2	3	3
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)	--	--	--	--	--	--	--
F I prefer not to say	0	0.0%	NA	NA	NA	NA	NA

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

Table 2.33 SOL – 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		35	8.27%	±3.04
A	Headquarters Office (Washington)	25	13.83%B	±5.84
B	Regional/Field Office	7	3.01%A	±3.25
C	100% Telework	NR	NR	NR
D	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 SOL. 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 SOL – 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	22	5.1%	±2.6	2.5	±0.2	2	2
Sex							
Men	NR	NR	NR	NR	NR	NR	NR
Women	17	7.2%	±4.1	2.6	±0.2	2	2
Gender Identity							
A Male	NR	NR	NR	NR	NR	NR	NR
B Female	17	7.2%	±4.1	2.6	±0.2	2	2
C Transgender	--	--	--	--	--	--	--
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	17	4.4%	±2.6	2.7	±0.2	3	3
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
A Heterosexual or straight	17	4.4%	±2.6	2.7	±0.2	3	3
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)	--	--	--	--	--	--	--
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 SOL – 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		22	5.08%	±2.56
A	Headquarters Office (Washington)	16	8.59%	±5.06
B	Regional/Field Office	NR	NR	NR
C	100% Telework	NR	NR	NR
D	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 SOL. 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 SOL – 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	--	--	--	--	--	--	--
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)	--	--	--	--	--	--	--
F I prefer not to say	0	0.0%	NA	NA	NA	NA	NA

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

Table 2.37 SOL – 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/Field Office	0	0.00%	NA
C	100% Telework	NR	NR	NR
D	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 SOL. 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 SOL – 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	73	17.2%	±3.9	2.9	±0.2
Age - Collapsed					
39 or under	30	27.7%*	±9.3	2.7	±0.2
40 or older	42	13.3%*	±4.2	3.0	±0.2
Age					
A 25 or under	--	--	--	--	--
B 26-29	NR	NR	NR	NR	NR
C 30-39	30	29.0%DE	±9.6	2.7	±0.2
D 40-49	10	8.7% ^C	±6.7	2.8	±0.3
E 50-59	18	13.2% ^C	±6.9	3.0	±0.3
F 60 or older	14	22.7%	±12.7	3.2	±0.6
Relationship Status - Collapsed					
A Single	17	22.6%	±11.0	2.6 ^C	±0.2
B Partnered/Married	44	14.8%	±4.5	2.8	±0.2
C Separated/Widowed/Divorced	9	21.1%	±15.1	3.3A	±0.6
Relationship Status					
A Single	17	22.6%	±11.0	2.6	±0.2
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	8	19.5%	±15.8	2.8	±0.5
E Married	36	12.4%	±4.3	2.8	±0.2
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	52	15.7%	±4.4	2.7*	±0.2
Minority	17	20.6%	±10.5	3.4*	±0.3

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	NR	NR	NR	NR	NR
B American Indian or Alaskan Native	NR	NR	NR	NR	NR
C Asian	NR	NR	NR	NR	NR
D Black/African-American	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	52	15.7%	±4.4	2.7	±0.2
G Multi racial	NR	NR	NR	NR	NR
Disability					
Yes	NR	NR	NR	NR	NR
No	69	17.5%	±4.1	2.9	±0.2
Sex					
Men	7	3.7%*	±3.9	2.4	±0.3
Women	66	28.0%*	±6.1	2.9	±0.2
Gender Identity					
A Male	7	3.7%	±3.9	2.4	±0.3
B Female	66	28.0%	±6.1	2.9	±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	62	16.1%	±4.1	2.8	±0.2
Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation					
A Heterosexual or straight	62	16.1%	±4.1	2.8	±0.2
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	--	--	--	--	--
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	69	19.6%	±4.5	2.9	±0.2
Appointment Type						
A	Permanent	58	17.1%	±4.4	2.9	±0.2
B	Term	15	18.6%	±10.1	2.7	±0.3
C	Temporary	NR	NR	NR	NR	NR
Work Schedule						
	Seasonal	--	--	--	--	--
	Non-seasonal	58	16.8%	±4.4	2.9	±0.2
Appointment Type and Work Schedule						
A	Permanent-Seasonal	--	--	--	--	--
B	Permanent-Non-Seasonal	58	17.1%	±4.4	2.9	±0.2
C	Term	15	18.6%	±10.1	2.7	±0.3
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	NR	NR	NR	NR	NR
B	1 to 3 years	16	19.7%	±10.4	2.9	±0.3
C	4 to 5 years	NR	NR	NR	NR	NR
D	6 to 10 years	18	16.0%	±8.2	2.7	±0.3
E	11 to 14 years	NR	NR	NR	NR	NR
F	15 to 20 years	7	12.7%	±12.6	3.0	±0.3
G	More than 20 years	13	12.8%	±8.3	3.2	±0.4
Pay Plan and Grade - Collapsed						
A	Junior Grade	NR	NR	NR	NR	NR
B	Middle Grade	0	0.0% ^C	NA	NA	NA
C	Senior Grade	70	19.2% ^B	±4.4	2.9	±0.2
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	59	18.6% [*]	±4.7	2.8	±0.2
	Supervisor	9	9.4% [*]	±7.8	2.4	±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	0	0.0%E	NA	NA	NA
C Manager	NR	NR	NR	NR	NR
D Senior Leader	NR	NR	NR	NR	NR
E None of the above	59	18.6%B	±4.7	2.8	±0.2

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

Table 2.39 SOL – 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	73	17.19%	±3.90
A Headquarters Office (Washington)	41	21.97%	±6.59
B Regional/Field Office	28	12.43%	±5.00
C 100% Telework	NR	NR	NR
D 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 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 SOL.

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

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	NR	NR	NR	NR	NR
Age - Collapsed					
39 or under	0	0.00%	NA	NA	NA
40 or older	NR	NR	NR	NR	NR
Age					
A 25 or under	--	--	--	--	--
B 26-29	NR	NR	NR	NR	NR
C 30-39	0	0.00%	NA	NA	NA
D 40-49	NR	NR	NR	NR	NR
E 50-59	0	0.00%	NA	NA	NA
F 60 or older	0	0.00%	NA	NA	NA
Relationship Status - Collapsed					
A Single	NR	NR	NR	NR	NR
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	NR	NR	NR	NR	NR
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	NR	NR	NR	NR	NR
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	NR	NR	NR	NR	NR
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	NR	NR	NR	NR	NR
Sex					
Men	NR	NR	NR	NR	NR
Women	0	0.00%	NA	NA	NA
Gender Identity					
A Male	NR	NR	NR	NR	NR
B Female	0	0.00%	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	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	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)	--	--	--	--	--
F I prefer not to say	0	0.00%	NA	NA	NA
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	NR	NR	NR	NR	NR
B Trade/Tech Certificate/Some College	0	0.00%	NA	NA	NA
C AA/College Degree	0	0.00%	NA	NA	NA
D Graduate Degree	NR	NR	NR	NR	NR
Appointment Type					
A Permanent	NR	NR	NR	NR	NR
B Term	0	0.00%	NA	NA	NA
C Temporary	NR	NR	NR	NR	NR
Work Schedule					
Seasonal	--	--	--	--	--
Non-seasonal	NR	NR	NR	NR	NR
Appointment Type and Work Schedule					
A Permanent-Seasonal	--	--	--	--	--
B Permanent-Non-Seasonal	NR	NR	NR	NR	NR
C Term	0	0.00%	NA	NA	NA
D Temporary-Seasonal	--	--	--	--	--
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office					
A Less than 1 year	0	0.00%	NA	NA	NA
B 1 to 3 years	NR	NR	NR	NR	NR
C 4 to 5 years	0	0.00%	NA	NA	NA
D 6 to 10 years	0	0.00%	NA	NA	NA
E 11 to 14 years	0	0.00%	NA	NA	NA
F 15 to 20 years	0	0.00%	NA	NA	NA
G More than 20 years	0	0.00%	NA	NA	NA

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Pay Plan and Grade - Collapsed					
A Junior Grade	NR	NR	NR	NR	NR
B Middle Grade	0	0.00%	NA	NA	NA
C Senior Grade	NR	NR	NR	NR	NR
D Executive Grade	0	0.00%	NA	NA	NA
Supervisory Status - Collapsed					
Non-Supervisor	NR	NR	NR	NR	NR
Supervisor	0	0.00%	NA	NA	NA
Supervisory Status					
A Team Leader	0	0.00%	NA	NA	NA
B Supervisor	0	0.00%	NA	NA	NA
C Manager	NR	NR	NR	NR	NR
D Senior Leader	0	0.00%	NA	NA	NA
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 2.411 SOL – Estimated Experience Rate of Sexual Assault Related Behaviors in Past 12

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

Table 2.422 SOL – 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	0	0.00%	NA
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 2.43 shows the percent indicating the pay plan or grade at which the behaviors first occurred.

Table 2.433 SOL – 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 estimated experience rate of employees who experienced sexual touching, attempted, and completed assault behaviors. The distribution for each type of sexual assault related behavior reflects those individuals who reported experiencing each type of behavior in isolation (i.e., sexual touching only, attempted sex with or without touching, and completed sex with or without touching and with or without attempted sex).

Table 2.444 SOL – Estimated Experience Rate of Sexual Assault Related Behaviors in the Past 12 Months, by Sex and Type of Behavior Experienced

	Type of sexual assault behavior experienced		
	<i>Sexual touching</i>	<i>Attempted sex</i>	<i>Completed sex</i>
Office of the Solicitor	NR	0.00% (NA)	0.00% (NA)
Men	NR	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 SOL – 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	23	18.7%	±8.1
Your race or ethnicity	13	10.7%	±7.0
Your religious beliefs	NR	NR	NR
Your disability status or condition	0	0.0%	NA
Your sexual orientation	NR	NR	NR
Your sex/gender	57	47.7%	±9.0
Unknown	22	18.6%	±8.1

The results shown in Section 3 represent the estimated subset of SOL 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 SOL 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, 18.7% 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 SOL.

Table 3.2 SOL – 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	NR	NR	NR
Some of it occurred during work hours; most off work hours	0	0.0%	NA
None of it occurred during work hours; all off work hours	NR	NR	NR
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	NR	NR	NR
No	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	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)	16	100%	NA
At an indoor location (shop or maintenance area)	0	0.0%	NA
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	0	0.0%	NA
Q38 How often did the specific type of behavior or experience occur?			
Once	NR	NR	NR
Once a month or less	NR	NR	NR
2-4 times a month	NR	NR	NR
Every few days	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	0	0.0%	NA
A few months	0	0.0%	NA
A year or more	NR	NR	NR

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	NR	NR	NR
More than one person	NR	NR	NR
Q41 Was/were the person(s) who did this to you?			
Male	NR	NR	NR
Female	NR	NR	NR
Both males and females	NR	NR	NR
Q42 Was/were the person(s) who did this to you?			
Younger	NR	NR	NR
About my age	NR	NR	NR
Older	NR	NR	NR
Some were younger, older, and/or about my age	NR	NR	NR
Do not know	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)	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	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	0	0.0%	NA
Yes, I had to or still have to interact with this/these person(s)	21	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 SOL.

Table 3.3 SOL – 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	23	100%	NA
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	0	0.0%	NA
No	23	100%	NA
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	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	0	0.0%	NA
No	23	100%	NA
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	0	0.0%	NA
No	23	100%	NA
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	0	0.0%	NA
No	23	100%	NA
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 3.4 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 SOL.

Table 3.4 SOL – 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	NR	NR	NR

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 SOL.

Table 3.5 SOL – 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	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	NR	NR	NR	NR	NR
Department of Interior Ethics/Bureau Ethics Office	0	0.0%	NA	NA	NA
Other	0	0.0%	NA	NA	NA

^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 SOL – 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 SOL – 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 SOL – 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	0	0.0%	NA
I did not want more people to know	NR	NR	NR
I was ashamed or embarrassed	NR	NR	NR
I did not want people to think less of me	NR	NR	NR
I thought other people would blame me	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	NR	NR	NR
I was worried about potential negative consequences from leadership	NR	NR	NR
I was worried about potential negative consequences from my coworkers or peers	NR	NR	NR
I thought it might hurt my career	NR	NR	NR
I did not want to hurt the person's/s' career/s or family/ies	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

3.2 Characteristics of Racial/Ethnic Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 10.7% 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 SOL.

Table 3.9 SOL – 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 SOL.

Table 3.10 SOL – 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	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	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 SOL.

Table 3.11 SOL – Discussion of the One Experience of Racial/Ethnic Harassment

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

Table 3.12 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 SOL.

Table 3.12 SOL – 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 SOL – 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 SOL – 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 SOL – 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	NR	NR	NR
I was worried about potential negative consequences from leadership	NR	NR	NR
I was worried about potential negative consequences from my coworkers or peers	NR	NR	NR
I thought it might hurt my career	NR	NR	NR
I did not want to hurt the person's/s' career/s or family/ies	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, [NR] 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 SOL.

Table 3.16 SOL – 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 SOL.

Table 3.17 SOL – 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	--	--	--
No	--	--	--
Don't Know	--	--	--
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	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 SOL.

Table 3.18 SOL – 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 SOL.

Table 3.19 SOL – 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 SOL – 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 SOL – 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 SOL – 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	NR	NR	NR
I was worried about potential negative consequences from leadership	NR	NR	NR
I was worried about potential negative consequences from my coworkers or peers	NR	NR	NR
I thought it might hurt my career	--	--	--
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, 0.0% indicated the one behavior or experience that had the greatest effect on them was based on their perceived or actual disability. Table 3.23 presents characteristics of the one behavior or experience of disability harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in SOL.

Table 3.23 SOL – 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	--	--	--
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 3.24 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 SOL.

Table 3.24 SOL – 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	--	--	--
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	--	--	--
h. Did it damage other personal relationships?			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--

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	--	--	--
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 3.25 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 SOL.

Table 3.25 SOL – 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	--	--	--
My coworkers	--	--	--
My team leader	--	--	--
My supervisor	--	--	--
My manager	--	--	--
A senior leader	--	--	--
Another employee in my bureau	--	--	--
Someone from another bureau/office	--	--	--

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 SOL.

Table 3.26 SOL – 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	--	--	--	--	--
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	--	--	--	--	--

^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 [--] 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 SOL – 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	--	--	--
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 [--] 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 SOL – 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?	--	--	--
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 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 SOL – 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	--	--	--
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	--	--	--

3.5 Characteristics of Sexual Orientation Harassment

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Table 3.35 SOL – 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?	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 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 SOL – Reasons for Not Reporting the One Experience of Sexual Orientation Harassment

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

3.6 Characteristics of Sexual/Gender Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 47.7% 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 SOL.

Table 3.37 SOL – 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	54	94.5%	±10.3
Most of it occurred during work hours; some off work hours	NR	NR	NR
Some of it occurred during work hours; most off work hours	0	0.0%	NA
None of it occurred during work hours; all off work hours	NR	NR	NR
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	NR	NR	NR
No	54	94.5%	±10.3
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	54	94.5%	±10.3
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	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)	52	96.2%	±10.5
At an indoor location (shop or maintenance area)	NR	NR	NR
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	0	0.0%	NA
Q38 How often did the specific type of behavior or experience occur?			
Once	27	46.2%	±13.3
Once a month or less	14	25.1%	±13.2
2-4 times a month	6	11.3%	±11.5
Every few days	NR	NR	NR
Every day	5	9.0%	±11.1
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	32	55.2%	±13.3
A week	0	0.0%	NA
A month	0	0.0%	NA
A few months	9	14.9%	±12.1
A year or more	17	29.9%	±13.4

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	38	66.5%	±13.5
More than one person	19	33.5%	±13.5
Q41 Was/were the person(s) who did this to you?			
Male	47	82.4%	±12.5
Female	NR	NR	NR
Both males and females	6	10.0%	±11.3
Q42 Was/were the person(s) who did this to you?			
Younger	6	10.9%	±11.5
About my age	9	15.7%	±12.2
Older	35	61.6%	±13.5
Some were younger, older, and/or about my age	7	11.8%	±11.6
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)	15	26.3%	±13.2
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)	13	23.4%	±13.1
Another Supervisor(s) (current or former)	NR	NR	NR
Your Manager(s) (current or former)	NR	NR	NR
Another Manager(s) (current or former)	9	14.9%	±12.1
Another federal employee	19	33.6%	±13.5
A contractor	7	12.6%	±11.8
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	6	9.6%	±11.2
Yes, I had to or still have to interact with this/these person(s)	52	90.4%	±11.2

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 SOL.

Table 3.38 SOL – 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	6	10.7%	±11.4
No	51	89.3%	±11.4
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	15	25.6%	±13.2
No	43	74.4%	±13.2
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	21	36.1%	±13.5
No	34	59.1%	±13.4
Don't Know	NR	NR	NR
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	15	31.5%	±14.9
No	31	64.2%	±14.9
Don't Know	NR	NR	NR
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	20	35.4%	±13.5
No	36	62.2%	±13.5
Don't Know	NR	NR	NR
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	26	46.1%	±13.3
No	31	53.9%	±13.3
Don't Know	0	0.0%	NA
h. Did it damage other personal relationships?			
Yes	10	16.7%	±12.4
No	48	83.3%	±12.4
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	12	20.6%	±12.8
No	44	77.0%	±13.0
Don't Know	NR	NR	NR
j. Did you seek any type of medical attention?			
Yes	8	14.3%	±12.0
No	49	85.7%	±12.0
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	10	16.7%	±12.4
No	48	83.3%	±12.4
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	19	33.5%	±13.5
No	38	66.5%	±13.5
Don't Know	0	0.0%	NA

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

Table 3.39 SOL – 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	12	23.3%	±14.1
My coworkers	41	75.4%	±13.5
My team leader	9	18.1%	±13.8
My supervisor	25	45.0%	±13.7
My manager	16	29.8%	±14.0
A senior leader	8	14.3%	±12.7
Another employee in my bureau	27	51.8%	±13.9
Someone from another bureau/office	16	30.5%	±14.3

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

Table 3.40 SOL – 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	16	27.7%	±13.3	1.7	±0.3
Employee Assistance Program (EAP)	0	0.0%	NA	NA	NA
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	0	0.0%	NA	NA	NA
Employee & Labor Relations (Human Resources)	0	0.0%	NA	NA	NA
Union (if applicable)	0	0.0%	NA	NA	NA
Equal Employment Opportunity Counselor	NR	NR	NR	NR	NR
Equal Employment Opportunity Office	NR	NR	NR	NR	NR
Office of Inspector General Hotline	0	0.0%	NA	NA	NA
Office of Inspector General	0	0.0%	NA	NA	NA
Other Law Enforcement/Civil Authority not in the bureau	0	0.0%	NA	NA	NA
Department of Interior Ethics/Bureau Ethics Office	0	0.0%	NA	NA	NA
Other	0	0.0%	NA	NA	NA

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

An estimated 27.7% 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 SOL – 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	0	0.0%	NA
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	0	0.0%	NA
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 27.7% 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 SOL – 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?	16	2.9	±0.7
How you were treated by personnel handling the complaint/grievance/report?	14	2.6	±0.4
Actions taken by the person handling the complaint/grievance/report?	14	2.6	±0.4
Being informed about the current status of the complaint/grievance/report?	14	2.6	±0.5
The amount of time it took to address the complaint/grievance/report?	14	2.3	±0.4

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

An estimated 72.3% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of sexual/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 SOL – 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	18	45.5%	±16.0
I thought it was not serious enough to discuss or report	34	83.9%	±15.5
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	9	23.0%	±16.2
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	6	15.1%	±16.0
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	17	43.5%	±16.3
I did not think anything would be done	15	37.1%	±16.1
I did not think I would be believed	NR	NR	NR
I did not trust that the process would be fair	8	18.9%	±15.5
I thought I might get in trouble for something I did	NR	NR	NR
I thought I would be labeled as a troublemaker	12	28.7%	±16.1
I thought it might hurt my performance appraisal	5	12.7%	±15.0
I thought it might hurt my chances of being renewed or obtaining permanent position	NR	NR	NR
I was worried about potential negative consequences from leadership	8	18.9%	±15.5
I was worried about potential negative consequences from my coworkers or peers	7	16.5%	±15.2
I thought it might hurt my career	11	31.8%	±18.4
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	5	12.7%	±15.0
Some other reason	19	46.4%	±15.7

3.7 Characteristics of Harassment Based on Unknown Reasons

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 18.6% 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 SOL.

Table 3.44 SOL – 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	NR	NR	NR
Most of it occurred during work hours; some off work hours	NR	NR	NR
Some of it occurred during work hours; most off work hours	0	0.0%	NA
None of it occurred during work hours; all off work hours	NR	NR	NR
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	0	0.0%	NA
No	19	100%	NA
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	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)	0	0.0%	NA
Another Supervisor(s) (current or former)	0	0.0%	NA
Your Manager(s) (current or former)	NR	NR	NR
Another Manager(s) (current or former)	0	0.0%	NA
Another federal employee	NR	NR	NR
A contractor	NR	NR	NR
Other	0	0.0%	NA
Do not know	0	0.0%	NA
None selected	NR	NR	NR
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	NR	NR	NR
Yes, I had to or still have to interact with this/these person(s)	NR	NR	NR

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 SOL.

Table 3.45 SOL – 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	0	0.0%	NA
No	19	100%	NA
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	0	0.0%	NA
No	NR	NR	NR
Don't Know	NR	NR	NR
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	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	19	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	19	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 3.46 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 SOL.

Table 3.46 SOL – 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	0	0.0%	NA
A senior leader	0	0.0%	NA
Another employee in my bureau	NR	NR	NR
Someone from another bureau/office	NR	NR	NR

Table 3.47 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 SOL.

Table 3.47 SOL – 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	0	0.0%	NA	NA	NA
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 0.0% 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 SOL – 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	--	--	--
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 0.0% 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 SOL – 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?	--	--	--
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 100% 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 SOL – 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	NR	NR	NR
I was worried about potential negative consequences from leadership	NR	NR	NR
I was worried about potential negative consequences from my coworkers or peers	NR	NR	NR
I thought it might hurt my career	NR	NR	NR
I did not want to hurt the person's/s' career/s or family/ies	NR	NR	NR
I was concerned for my physical safety	NR	NR	NR
I feared losing my job	NR	NR	NR
Some other reason	NR	NR	NR

3.8 Comparisons Across Types of Harassment

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

In summary, regardless of the specific form of harassment and/or assault behavior experienced, for the majority of employees these experiences occurred during work hours (87.5%) and at a work location or site (91.5%) 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 (91.9%). Additionally, for the majority of employees these experiences occurred more than once (54.9%); involved one person (58.2%), who was typically older (41.2%), male (59.9%), and most often a peer and/or coworker (32.7%); and their work role required them to continue to interact with the person(s) involved (87.4%).

Table 3.51 SOL – 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	94.5% (±10.3)	NR
Most of it occurred during work hours; some off work hours	NR	NR	NR	--	NR	NR	NR
Some of it occurred during work hours; most off work hours	0.0% (NA)	NR	NR	--	NR	0.0% (NA)	0.0% (NA)
None of it occurred during work hours; all off work hours	NR	NR	NR	--	NR	NR	NR
Q35 Did the specific behavior or experience occur while you were on travel?							
Yes	NR	NR	NR	--	NR	NR	0.0% (NA)
No	NR	NR	NR	--	NR	94.5% (±10.3)	100% (NA)

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q36 Where did the specific type of behavior or experience typically occur?							
At a work location or site	NR	NR	NR	--	NR	94.5% (±10.3)	NR
At a work-sponsored social event	NR	NR	NR	--	NR	0.0% (NA)	NR
At a non-work sponsored social event where coworkers were present	0.0% (NA)	NR	NR	--	NR	NR	NR
At a permanent Bureau supplied housing location, if applicable	0.0% (NA)	NR	NR	--	NR	0.0% (NA)	NR
At a location outside the office/site	NR	NR	NR	--	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)	100% (NA)	NR	NR	--	NR	96.2% (±10.5)	NR
At an indoor location (shop or maintenance area)	0.0% (NA)	NR	NR	--	NR	NR	NR
At an outdoor location (e.g., field site) that did not require an overnight stay	0.0% (NA)	NR	NR	--	NR	0.0% (NA)	NR
At an outdoor location (e.g., field site) that required an overnight stay	0.0% (NA)	NR	NR	--	NR	0.0% (NA)	NR
Q38 How often did the specific type of behavior or experience occur?							
Once	NR	NR	NR	--	NR	46.2% (±13.3)	NR
Once a month or less	NR	NR	NR	--	NR	25.1% (±13.2)	NR
2-4 times a month	NR	NR	NR	--	NR	11.3% (±11.5)	NR
Every few days	0.0% (NA)	NR	NR	--	NR	NR	NR
Every day	0.0% (NA)	NR	NR	--	NR	9.0% (±11.1)	NR

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q39 How long did the specific type of behavior or experience persist?							
It happened one time	NR	NR	NR	--	NR	55.2% (±13.3)	NR
A week	0.0% (NA)	NR	NR	--	NR	0.0% (NA)	NR
A month	0.0% (NA)	NR	NR	--	NR	0.0% (NA)	NR
A few months	0.0% (NA)	NR	NR	--	NR	14.9% (±12.1)	NR
A year or more	NR	NR	NR	--	NR	29.9% (±13.4)	NR
Q40 How many people were involved?							
One person	NR	NR	NR	--	NR	66.5% (±13.5)	NR
More than one person	NR	NR	NR	--	NR	33.5% (±13.5)	NR
Q41 Was/were the person(s) who did this to you?							
Male	NR	NR	NR	--	NR	82.4% (±12.5)	NR
Female	NR	NR	NR	--	NR	NR	NR
Both males and females	NR	NR	NR	--	NR	10.0% (±11.3)	NR
Q42 Was/were the person(s) who did this to you?							
Younger	NR	NR	NR	--	NR	10.9% (±11.5)	NR
About my age	NR	NR	NR	--	NR	15.7% (±12.2)	NR
Older	NR	NR	NR	--	NR	61.6% (±13.5)	NR
Some were younger, older, and/or about my age	NR	NR	NR	--	NR	11.8% (±11.6)	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	26.3% (±13.2)	NR
Subordinate(s) or someone you supervise/manage	0.0% (NA)	NR	NR	--	NR	NR	0.0% (NA)
Your Team lead(s) (current or former)	NR	NR	NR	--	NR	NR	0.0% (NA)
Another Team lead(s) (current or former)	0.0% (NA)	NR	NR	--	NR	NR	NR
Your Supervisor(s) (current or former)	NR	NR	NR	--	NR	23.4% (±13.1)	0.0% (NA)
Another Supervisor(s) (current or former)	0.0% (NA)	NR	NR	--	NR	NR	0.0% (NA)
Your Manager(s) (current or former)	NR	NR	NR	--	NR	NR	NR
Another Manager(s) (current or former)	0.0% (NA)	NR	NR	--	NR	14.9% (±12.1)	0.0% (NA)
Another federal employee	NR	NR	NR	--	NR	33.6% (±13.5)	NR
A contractor	0.0% (NA)	NR	NR	--	NR	12.6% (±11.8)	NR
Other	NR	NR	NR	--	NR	NR	0.0% (NA)
Do not know	NR	NR	NR	--	NR	NR	0.0% (NA)
None selected	NR	NR	NR	--	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% (NA)	NR	NR	--	NR	9.6% (±11.2)	NR
Yes, I had to or still have to interact with this/these person(s)	100% (NA)	NR	NR	--	NR	90.4% (±11.2)	NR

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 SOL.

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 (39.5%); resulted in arguments or damaged interpersonal relations at work (29.9%); and/or damaged other personal relationships (14.4%). 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 (12.8%), seek counseling (17.3%), or medical attention (9.7%). For some employees, these experiences had a *negative impact on their job performance*, making it harder to complete their work (29.7%), negatively affected their performance evaluation or promotion potential (22.6%), 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 SOL (29.2%), take steps to leave the organization (15.2%), or request a transfer (6.4%).

Table 3.52 SOL – 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	10.7% (±11.4)	0.0% (NA)
No	100% (NA)	NR	NR	--	NR	89.3% (±11.4)	100% (NA)
Don't Know	0.0% (NA)	NR	NR	--	NR	0.0% (NA)	0.0% (NA)
b. Did you take steps to leave your organization?							
Yes	0.0% (NA)	NR	NR	--	NR	25.6% (±13.2)	NR
No	100% (NA)	NR	NR	--	NR	74.4% (±13.2)	NR
Don't Know	0.0% (NA)	NR	NR	--	NR	0.0% (NA)	0.0% (NA)
c. Did it make it harder to complete your work or do your job?							

Q45 As a result of the behavior or experience:	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Yes	NR	NR	NR	--	NR	36.1% (±13.5)	NR
No	NR	NR	NR	--	NR	59.1% (±13.4)	NR
Don't Know	NR	NR	NR	--	NR	NR	0.0% (NA)
d. Did it negatively affect your performance evaluation or promotion potential?							
Yes	NR	NR	--	--	NR	31.5% (±14.9)	0.0% (NA)
No	NR	NR	--	--	NR	64.2% (±14.9)	NR
Don't Know	0.0% (NA)	NR	--	--	NR	NR	NR
e. Did it negatively affect your performance evaluation/renewal/permanent employment?							
Yes	NR	NR	NR	--	--	NR	NR
No	NR	NR	NR	--	--	NR	NR
Don't Know	NR	NR	NR	--	--	NR	NR
f. Did it cause arguments or damage interpersonal relations at work?							
Yes	NR	NR	NR	--	NR	35.4% (±13.5)	NR
No	NR	NR	NR	--	NR	62.2% (±13.5)	NR
Don't Know	NR	NR	NR	--	NR	NR	NR
g. Did it damage your relationship with coworkers, supervisors, or managers?							
Yes	NR	NR	NR	--	NR	46.1% (±13.3)	NR
No	NR	NR	NR	--	NR	53.9% (±13.3)	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	NR	NR	NR	--	NR	16.7% (±12.4)	0.0% (NA)
No	NR	NR	NR	--	NR	83.3% (±12.4)	100% (NA)
Don't Know	NR	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	20.6% (±12.8)	0.0% (NA)
No	100% (NA)	NR	NR	--	NR	77.0% (±13.0)	NR
Don't Know	0.0% (NA)	NR	NR	--	NR	NR	NR
j. Did you seek any type of medical attention?							
Yes	0.0% (NA)	NR	NR	--	NR	14.3% (±12.0)	0.0% (NA)
No	100% (NA)	NR	NR	--	NR	85.7% (±12.0)	100% (NA)
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	0.0% (NA)	NR	NR	--	NR	16.7% (±12.4)	NR
No	100% (NA)	NR	NR	--	NR	83.3% (±12.4)	NR
Don't Know	0.0% (NA)	NR	NR	--	NR	0.0% (NA)	0.0% (NA)
l. Did you consider leaving the bureau?							
Yes	NR	NR	NR	--	NR	33.5% (±13.5)	NR
No	NR	NR	NR	--	NR	66.5% (±13.5)	NR
Don't Know	NR	NR	NR	--	NR	0.0% (NA)	0.0% (NA)

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 SOL.

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 (59.2%) or another employee (45.9%), as well as a supervisor (32.4%) or manager (19.0%). Additionally, some employees talked with the person involved (20.3%).

Table 3.53 SOL – 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	23.3% (±14.1)	NR
My coworkers	NR	NR	NR	--	NR	75.4% (±13.5)	NR
My team leader	0.0% (NA)	NR	NR	--	NR	18.1% (±13.8)	NR
My supervisor	NR	NR	NR	--	NR	45.0% (±13.7)	NR
My manager	NR	NR	NR	--	NR	29.8% (±14.0)	0.0% (NA)
A senior leader	NR	NR	NR	--	NR	14.3% (±12.7)	0.0% (NA)
Another employee in my bureau	NR	NR	NR	--	NR	51.8% (±13.9)	NR
Someone from another bureau/office	NR	NR	NR	--	NR	30.5% (±14.3)	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 SOL.

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 (80.8%); only 19.2% did. For employees who made complaints/grievances/reports, the most frequently used SOL resource was a supervisor or manager (19.2%). All other resources were used less frequently (Employee Assistance Program, Ombudsman, CADR Office or CORE PLUS, Employee & Labor Relations, Union, Equal Employment Opportunity Counselor, Equal Employment Opportunity Office, Office of the Inspector General Hotline, Office of the Inspector General, Other Law Enforcement/Civil Authority, or Department of Interior Ethics/Bureau Ethics Office).

Table 3.54 SOL – 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	27.7% (±13.3)	0.0% (NA)
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	NR	0.0% (NA)
CADR Office, CORE PLUS	0.0% (NA)	NR	NR	--	NR	0.0% (NA)	0.0% (NA)
Employee & Labor Relations (Human Resources)	0.0% (NA)	NR	NR	--	NR	0.0% (NA)	0.0% (NA)
Union (if applicable)	0.0% (NA)	NR	NR	--	NR	0.0% (NA)	0.0% (NA)
Equal Employment Opportunity Counselor	NR	NR	NR	--	NR	NR	0.0% (NA)
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	NR	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	0.0% (NA)	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 SOL.

Table 3.55 SOL – 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	1.7 (±0.3)	NA
Employee Assistance Program (EAP)	NA	NR	NR	--	NR	NA	NA
Ombudsman (if applicable)	NA	NR	NR	--	NR	NR	NA
CADR Office, CORE PLUS	NA	NR	NR	--	NR	NA	NA
Employee & Labor Relations (Human Resources)	NA	NR	NR	--	NR	NA	NA
Union (if applicable)	NA	NR	NR	--	NR	NA	NA
Equal Employment Opportunity Counselor	NR	NR	NR	--	NR	NR	NA
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	NR	NR	NR	--	NR	NA	NA
Department of Interior Ethics/Bureau Ethics Office	NA	NR	NR	--	NR	NA	NA
Other	NA	NR	NR	--	NR	NA	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 19.2% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment within the past 12 months that had the greatest effect on them. Table 3.56 shows the results of them making an oral and/or written complaint/grievance/report.

In summary, regardless of the specific form of harassment and/or assault behavior experienced, for employees who made complaints/grievances/reports, 26.2% indicated that some action was taken. Actions focused on the organization involved management conducted a review/investigation or other assessment (34.4%) and an investigation was conducted by a law enforcement official (0.0%). Actions involving the person engaging in the harassing behavior included moving or reassigning the person to avoid continuing contact (26.2%) or some official career action was taken against person(s) involved (0.0%). Additionally, some employees were encouraged to drop the issue (62.6%) or were discouraged from making a complaint/grievance/report (32.1%). Other employees indicated that the person engaging in the harassing behavior took action against them for complaining (28.7%); their coworker(s) treated them worse, avoided or blamed them for the problem (36.6%); and some employees indicated leadership punished them for bringing the experience up (38.6%).¹⁰

Table 3.56 SOL – 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	--
No	NR	NR	--	--	NR	NR	--
Don't Know	NR	NR	--	--	NR	NR	--
b. The rules of harassment were explained to everyone in the workplace							
Yes	NR	NR	--	--	NR	0.0% (NA)	--
No	NR	NR	--	--	NR	NR	--
Don't Know	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>
c. A review/investigation/other assessment of the workplace was conducted by management							
Yes	NR	NR	--	--	NR	NR	--
No	NR	NR	--	--	NR	NR	--
Don't Know	NR	NR	--	--	NR	NR	--
d. An investigation was conducted by a law enforcement official							
Yes	NR	NR	--	--	NR	NR	--
No	NR	NR	--	--	NR	NR	--
Don't Know	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	--
No	NR	NR	--	--	NR	NR	--
Don't Know	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	--
No	NR	NR	--	--	NR	NR	--
Don't Know	NR	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	NR	--
No	NR	NR	--	--	NR	NR	--
Don't Know	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>
h. There was some official career action taken against person(s) for the behavior							
Yes	NR	NR	--	--	NR	0.0% (NA)	--
No	NR	NR	--	--	NR	NR	--
Don't Know	NR	NR	--	--	NR	NR	--
i. The person(s) stopped the behavior							
Yes	NR	NR	--	--	NR	NR	--
No	NR	NR	--	--	NR	NR	--
Don't Know	NR	NR	--	--	NR	NR	--
j. I was encouraged to drop the issue							
Yes	NR	NR	--	--	NR	NR	--
No	NR	NR	--	--	NR	NR	--
Don't Know	NR	NR	--	--	NR	NR	--
k. I was discouraged from making an oral and/or written complaint/grievance/report							
Yes	NR	NR	--	--	NR	NR	--
No	NR	NR	--	--	NR	NR	--
Don't Know	NR	NR	--	--	NR	NR	--
l. The person(s) who did this took action against me for complaining							
Yes	NR	NR	--	--	NR	NR	--
No	NR	NR	--	--	NR	NR	--
Don't Know	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>
m. My coworkers treated me worse, avoided me, or blamed me for the problem							
Yes	NR	NR	--	--	NR	NR	--
No	NR	NR	--	--	NR	NR	--
Don't Know	NR	NR	--	--	NR	NR	--
n. My leadership punished me for bringing it up							
Yes	NR	NR	--	--	NR	NR	--
No	NR	NR	--	--	NR	NR	--
Don't Know	NR	NR	--	--	NR	NR	--
o. I was threatened with loss of employment							
Yes	NR	NR	--	--	NR	NR	--
No	NR	NR	--	--	NR	NR	--
Don't Know	NR	NR	--	--	NR	NR	--

An estimated 19.2% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment within the past 12 months that had the greatest effect on them. Table 3.57 shows satisfaction with aspects of making an oral and/or written complaint/grievance/report.

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

	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
Q49 How satisfied were you with:							
The availability of information on how to file a complaint/grievance/report?	NR	NR	--	--	NR	2.9 (±0.7)	--
How you were treated by personnel handling the complaint/grievance/report?	NR	NR	--	--	NR	2.6 (±0.4)	--
Actions taken by the person handling the complaint/grievance/report?	NR	NR	--	--	NR	2.6 (±0.4)	--
Being informed about the current status of the complaint/grievance/report?	NR	NR	--	--	NR	2.6 (±0.5)	--
The amount of time it took to address the complaint/grievance/report?	NR	NR	--	--	NR	2.3 (±0.4)	--

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

An estimated 80.8% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment within the past 12 months that had the greatest effect on them. Table 3.58 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

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 (88.9% did not consider it serious enough to report), skepticism about actions that would be taken (52.9% of employees did not think anything would be done), the behavior or experience stopped on its own (50.6%), desire to move on or forget about the incident (49.4%), or thought they would be labeled a troublemaker (37.4%).

Table 3.58 SOL – 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	45.5% (±16.0)	NR
I thought it was not serious enough to discuss or report	NR	NR	NR	--	NR	83.9% (±15.5)	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	23.0% (±16.2)	NR
I did not know who to report the behavior to and/or how to file a complaint	0.0% (NA)	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	15.1% (±16.0)	NR
I thought other people would blame me	NR	NR	NR	--	NR	NR	NR
I felt partially to blame	NR	NR	NR	--	NR	0.0% (NA)	NR
I wanted to forget about it or move on	NR	NR	NR	--	NR	43.5% (±16.3)	NR
I did not think anything would be done	NR	NR	NR	--	NR	37.1% (±16.1)	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	18.9% (±15.5)	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	28.7% (±16.1)	NR
I thought it might hurt my performance appraisal	NR	NR	NR	--	NR	12.7% (±15.0)	NR
I thought it might hurt my chances of being renewed or obtaining permanent position	NR	NR	NR	--	--	NR	NR
I was worried about potential negative consequences from leadership	NR	NR	NR	--	NR	18.9% (±15.5)	NR
I was worried about potential negative consequences from my coworkers or peers	NR	NR	NR	--	NR	16.5% (±15.2)	NR
I thought it might hurt my career	NR	NR	--	--	NR	31.8% (±18.4)	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	0.0% (NA)	NR	NR	--	NR	0.0% (NA)	NR
I feared losing my job	NR	NR	NR	--	NR	12.7% (±15.0)	NR
Some other reason	NR	NR	NR	--	NR	46.4% (±15.7)	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 SOL.

Table 4.1 SOL – 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	57	2.8*	±0.2	361	3.8*	±0.1	-1.34 (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	27	3.8	±0.3	NR
General Schedule (GS) 11-12	NR	NR	NR	22	3.5	±0.3	NR
General Schedule (GS) 13-15	53	2.8*	±0.2	285	3.7*	±0.1	-1.36 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	20	4.4	±0.3	NA
Other	--	--	--	--	--	--	NA

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	3.8	±0.2	NA
1 to 3 years	8	2.8*	±0.6	72	4.0*	±0.1	-1.93 (L)
4 to 5 years	7	3.6	±0.4	15	3.9	±0.4	-0.46 (S)
6 to 10 years	12	2.8*	±0.2	99	3.6*	±0.1	-1.18 (L)
11 to 14 years	NR	NR	NR	24	3.4	±0.4	NR
15 to 20 years	10	2.4*	±0.6	42	3.8*	±0.2	-1.80 (L)
More than 20 years	18	2.7*	±0.3	77	3.8*	±0.2	-1.40 (L)
Appointment Type							
Permanent	47	2.8*	±0.2	283	3.7*	±0.1	-1.27 (L)
Term	10	2.9*	±0.5	73	3.8*	±0.1	-1.66 (L)
Temporary	--	--	--	6	3.9	±0.5	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	47	2.8*	±0.2	288	3.7*	±0.1	-1.28 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	47	2.8*	±0.2	283	3.7*	±0.1	-1.27 (L)
Term	10	2.9*	±0.5	73	3.8*	±0.1	-1.66 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	3.9	±0.5	NA
Age - Collapsed							
39 or under	16	3.1*	±0.4	93	3.8*	±0.1	-0.93 (L)
40 or older	41	2.7*	±0.2	267	3.8*	±0.1	-1.51 (L)
Age							
25 or under	--	--	--	--	--	--	NA
26-29	--	--	--	NR	NR	NR	NR
30-39	16	3.1*	±0.4	88	3.8*	±0.1	-0.92 (L)
40-49	11	2.7*	±0.5	108	3.7*	±0.1	-1.51 (L)
50-59	15	2.4*	±0.3	116	3.7*	±0.1	-1.86 (L)
60 or older	15	2.9*	±0.3	43	3.8*	±0.2	-1.17 (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 SOL.

Table 4.2 SOL – 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	55	0.37*	±0.11	367	0.70*	±0.04	-0.84 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	27	0.66	±0.13	NR
General Schedule (GS) 11-12	NR	NR	NR	24	0.63	±0.16	NR
General Schedule (GS) 13-15	51	0.34*	±0.11	286	0.69*	±0.05	-0.86 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	0.97	±0.04	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	0.73	±0.14	NA
1 to 3 years	8	0.39*	±0.33	72	0.77*	±0.09	-0.98 (L)
4 to 5 years	7	0.73*	±0.32	15	0.21*	±0.17	1.36 (L)
6 to 10 years	NR	NR	NR	99	0.69	±0.08	NR
11 to 14 years	NR	NR	NR	24	0.55	±0.16	NR
15 to 20 years	10	0.49	±0.32	42	0.71	±0.11	-0.55 (M)
More than 20 years	16	0.24*	±0.17	81	0.77*	±0.07	-1.58 (L)
Appointment Type							
Permanent	45	0.31*	±0.12	288	0.71*	±0.04	-1.04 (L)
Term	10	0.60	±0.27	73	0.63	±0.10	-0.07
Temporary	--	--	--	6	1.00	±0.00	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	45	0.31*	±0.12	294	0.72*	±0.04	-1.06 (L)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	45	0.31*	±0.12	288	0.71*	±0.04	-1.04 (L)
Term	10	0.60	±0.27	73	0.63	±0.10	-0.07
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	1.00	±0.00	NA
Age - Collapsed							
39 or under	16	0.50	±0.23	93	0.63	±0.09	-0.28 (S)
40 or older	39	0.31*	±0.13	272	0.73*	±0.04	-1.12 (L)
Age							
25 or under	--	--	--	--	--	--	NA
26-29	--	--	--	NR	NR	NR	NR
30-39	16	0.50	±0.23	88	0.62	±0.09	-0.25 (S)
40-49	11	0.39*	±0.25	108	0.75*	±0.07	-0.89 (L)
50-59	15	0.34*	±0.21	121	0.72*	±0.06	-1.09 (L)
60 or older	NR	NR	NR	43	0.71	±0.12	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.

4.1.3 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 SOL.

Table 4.3 SOL – 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	55	3.5*	±0.2	365	2.5*	±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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	27	2.6	±0.3	NA
General Schedule (GS) 11-12	NR	NR	NR	24	2.4	±0.3	NR
General Schedule (GS) 13-15	53	3.5*	±0.2	286	2.5*	±0.1	1.21 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	1.9	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	2.2	±0.1	NA
1 to 3 years	8	2.9	±0.5	72	2.4	±0.2	0.70 (M)
4 to 5 years	7	2.7	±0.4	15	2.8	±0.4	-0.12
6 to 10 years	12	3.6*	±0.3	99	2.8*	±0.1	1.11 (L)
11 to 14 years	NR	NR	NR	24	2.7	±0.4	NR
15 to 20 years	7	4.4*	±0.3	42	2.4*	±0.2	3.11 (L)
More than 20 years	18	3.5*	±0.4	79	2.3*	±0.2	1.50 (L)
Appointment Type							
Permanent	44	3.5*	±0.2	287	2.5*	±0.1	1.30 (L)
Term	10	3.4*	±0.5	73	2.6*	±0.2	1.06 (L)
Temporary	--	--	--	6	2.2	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	44	3.5*	±0.2	292	2.5*	±0.1	1.31 (L)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	44	3.5*	±0.2	287	2.5*	±0.1	1.30 (L)
Term	10	3.4*	±0.5	73	2.6*	±0.2	1.06 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	2.2	±0.3	NA
Age - Collapsed							
39 or under	16	2.8	±0.3	93	2.6	±0.1	0.35 (S)
40 or older	38	3.8*	±0.2	271	2.5*	±0.1	1.68 (L)
Age							
25 or under	--	--	--	--	--	--	NA
26-29	--	--	--	NR	NR	NR	NR
30-39	16	2.8	±0.3	88	2.5	±0.2	0.36 (S)
40-49	11	4.2*	±0.2	108	2.6*	±0.1	2.15 (L)
50-59	12	3.7*	±0.4	121	2.4*	±0.1	1.74 (L)
60 or older	15	3.5*	±0.4	41	2.3*	±0.2	1.40 (L)

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

4.1.4 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 SOL.

Table 4.4 SOL – 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	57	2.6*	±0.2	365	3.8*	±0.1	-1.47 (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	27	3.8	±0.3	NR
General Schedule (GS) 11-12	NR	NR	NR	24	3.7	±0.3	NR
General Schedule (GS) 13-15	53	2.7*	±0.2	286	3.7*	±0.1	-1.33 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.3	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	4.1	±0.1	NA
1 to 3 years	8	3.5	±0.6	72	3.9	±0.2	-0.45 (S)
4 to 5 years	7	3.3	±0.5	15	3.5	±0.4	-0.26 (S)
6 to 10 years	12	2.4*	±0.4	99	3.5*	±0.1	-1.58 (L)
11 to 14 years	NR	NR	NR	24	3.5	±0.4	NR
15 to 20 years	10	1.9*	±0.3	42	3.8*	±0.2	-2.48 (L)
More than 20 years	18	2.4*	±0.4	79	3.9*	±0.2	-1.90 (L)
Appointment Type							
Permanent	47	2.5*	±0.2	287	3.8*	±0.1	-1.55 (L)
Term	10	3.1*	±0.6	73	3.8*	±0.1	-0.95 (L)
Temporary	--	--	--	6	4.2	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	47	2.5*	±0.2	292	3.8*	±0.1	-1.57 (L)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	47	2.5*	±0.2	287	3.8*	±0.1	-1.55 (L)
Term	10	3.1*	±0.6	73	3.8*	±0.1	-0.95 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.2	±0.2	NA
Age - Collapsed							
39 or under	16	3.4	±0.4	93	3.8	±0.2	-0.45 (S)
40 or older	41	2.3*	±0.2	271	3.7*	±0.1	-1.96 (L)
Age							
25 or under	--	--	--	--	--	--	NA
26-29	--	--	--	NR	NR	NR	NR
30-39	16	3.4	±0.4	88	3.8	±0.2	-0.42 (S)
40-49	11	2.3*	±0.3	108	3.7*	±0.1	-1.82 (L)
50-59	15	2.1*	±0.4	121	3.7*	±0.1	-1.99 (L)
60 or older	15	2.4*	±0.4	41	4.0*	±0.1	-2.74 (L)

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

4.1.5 Age Harassment and Supervisor Support

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

Table 4.5 SOL – 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	55	3.1*	±0.3	361	4.2*	±0.1	-1.19 (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	27	3.7	±0.4	NR
General Schedule (GS) 11-12	NR	NR	NR	24	4.1	±0.4	NR
General Schedule (GS) 13-15	51	3.1*	±0.3	283	4.2*	±0.1	-1.14 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.7	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	4.5	±0.2	NA
1 to 3 years	8	3.9	±0.4	71	4.3	±0.2	-0.49 (S)
4 to 5 years	7	3.9	±0.6	15	3.7	±0.6	0.15
6 to 10 years	12	2.6*	±0.5	98	4.1*	±0.2	-1.79 (L)
11 to 14 years	NR	NR	NR	24	3.8	±0.4	NR
15 to 20 years	10	2.4*	±0.6	42	4.1*	±0.3	-1.74 (L)
More than 20 years	16	3.2*	±0.5	77	4.2*	±0.2	-1.05 (L)
Appointment Type							
Permanent	45	3.0*	±0.3	282	4.2*	±0.1	-1.22 (L)
Term	10	3.4*	±0.4	73	4.2*	±0.2	-0.96 (L)
Temporary	--	--	--	6	4.3	±0.4	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	45	3.0*	±0.3	288	4.2*	±0.1	-1.23 (L)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	45	3.0*	±0.3	282	4.2*	±0.1	-1.22 (L)
Term	10	3.4*	±0.4	73	4.2*	±0.2	-0.96 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.3	±0.4	NA
Age - Collapsed							
39 or under	16	3.9	±0.3	91	4.3	±0.2	-0.49 (S)
40 or older	39	2.7*	±0.3	267	4.1*	±0.1	-1.52 (L)
Age							
25 or under	--	--	--	--	--	--	NA
26-29	--	--	--	NR	NR	NR	NR
30-39	16	3.9	±0.3	86	4.3	±0.2	-0.48 (S)
40-49	11	2.6*	±0.5	107	4.0*	±0.2	-1.73 (L)
50-59	15	2.1*	±0.5	121	4.0*	±0.2	-1.98 (L)
60 or older	13	3.5*	±0.5	39	4.5*	±0.2	-1.30 (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 SOL.

Table 4.6 SOL – 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	57	3.4*	±0.2	367	4.1*	±0.1	-0.88 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	27	3.9	±0.3	NR
General Schedule (GS) 11-12	NR	NR	NR	24	3.9	±0.3	NR
General Schedule (GS) 13-15	53	3.4*	±0.2	286	4.1*	±0.1	-0.80 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.4	±0.3	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	4.0	±0.2	NA
1 to 3 years	8	3.9	±0.4	72	4.3	±0.1	-0.58 (M)
4 to 5 years	7	3.7	±0.4	15	3.7	±0.4	-0.02
6 to 10 years	12	3.2*	±0.4	99	4.0*	±0.2	-1.07 (L)
11 to 14 years	NR	NR	NR	24	3.8	±0.4	NR
15 to 20 years	10	2.6*	±0.4	42	4.1*	±0.2	-2.11 (L)
More than 20 years	18	3.4*	±0.3	81	4.1*	±0.2	-0.71 (M)
Appointment Type							
Permanent	47	3.3*	±0.2	288	4.1*	±0.1	-0.90 (L)
Term	10	3.7*	±0.5	73	4.1*	±0.1	-0.69 (M)
Temporary	--	--	--	6	4.4	±0.4	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	47	3.3*	±0.2	294	4.1*	±0.1	-0.91 (L)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	47	3.3*	±0.2	288	4.1*	±0.1	-0.90 (L)
Term	10	3.7*	±0.5	73	4.1*	±0.1	-0.69 (M)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.4	±0.4	NA
Age - Collapsed							
39 or under	16	3.8*	±0.3	93	4.2*	±0.2	-0.57 (M)
40 or older	41	3.2*	±0.2	272	4.0*	±0.1	-1.02 (L)
Age							
25 or under	--	--	--	--	--	--	NA
26-29	--	--	--	NR	NR	NR	NR
30-39	16	3.8*	±0.3	88	4.2*	±0.2	-0.57 (M)
40-49	11	3.8	±0.4	108	4.2	±0.1	-0.57 (M)
50-59	15	2.8*	±0.4	121	3.8*	±0.2	-1.15 (L)
60 or older	15	3.1*	±0.3	43	4.2*	±0.2	-1.40 (L)

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

4.1.7 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 SOL.

Table 4.7 SOL – 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	27	48.1%*	±13.3	8	2.2%*	±2.2	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	--	--	--	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	26	49.4%*	±13.8	6	2.0%*	±2.5	1.28 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	0	0.0%	NA	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	0	0.0%	NA	NA
1 to 3 years	NR	NR	NR	NR	NR	NR	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	NR	NR	NR	NR
11 to 14 years	NR	NR	NR	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	20	43.9%*	±15.1	6	2.0%*	±2.5	1.16 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	20	43.9%*	±15.1	6	2.0%*	±2.5	1.16 (L)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	20	43.9%*	±15.1	6	2.0%*	±2.5	1.16 (L)
Term	NR	NR	NR	NR	NR	NR	NR
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	NR	NR	NR	6	2.1%	±2.6	NR
Age							
25 or under	--	--	--	--	--	--	NA
26-29	--	--	--	NR	NR	NR	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 SOL – 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	1.622	2.058	0.622	--	5.065	--	--	--	--
Organizational Politics	0.959	0.315	9.285	0.002	2.609	1.408	4.834	-85.393	9.849
Bystander Harassment Based on Age	-3.729	0.577	41.743	0.000	0.024	0.008	0.074	-106.301	51.665
General Intolerance	-1.000	0.390	6.585	0.010	0.368	0.171	0.790	-84.140	7.343

Note. N = 380, Nagelkerke R Square = 0.526

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 SOL.

Table 4.9 SOL – 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	2.9*	±0.3	383	3.7*	±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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.8	±0.3	NA
General Schedule (GS) 11-12	NR	NR	NR	22	3.6	±0.3	NR
General Schedule (GS) 13-15	32	3.0*	±0.3	304	3.6*	±0.1	-0.92 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	20	4.4	±0.3	NA
Other	--	--	--	--	--	--	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	--	--	--	30	3.8	±0.2	NA
1 to 3 years	NR	NR	NR	76	4.0	±0.1	NR
4 to 5 years	NR	NR	NR	18	3.8	±0.3	NR
6 to 10 years	7	3.1	±0.3	104	3.6	±0.1	-0.69 (M)
11 to 14 years	NR	NR	NR	22	3.6	±0.3	NR
15 to 20 years	NR	NR	NR	50	3.6	±0.3	NR
More than 20 years	11	2.8*	±0.5	83	3.7*	±0.2	-1.03 (L)
Appointment Type							
Permanent	27	2.8*	±0.3	301	3.7*	±0.1	-1.06 (L)
Term	7	3.2*	±0.8	76	3.8*	±0.1	-0.94 (L)
Temporary	--	--	--	6	3.9	±0.5	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	27	2.8*	±0.3	306	3.7*	±0.1	-1.07 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	27	2.8*	±0.3	301	3.7*	±0.1	-1.06 (L)
Term	7	3.2*	±0.8	76	3.8*	±0.1	-0.94 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	3.9	±0.5	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	18	3.0*	±0.4	302	3.8*	±0.1	-1.01 (L)
Minority	13	2.9*	±0.4	68	3.4*	±0.2	-0.73 (M)
Race/Ethnicity							
Hispanic	NR	NR	NR	11	3.6	±0.4	NR
American Indian or Alaskan Native	NR	NR	NR	14	3.3	±0.4	NR
Asian	--	--	--	6	3.5	±0.4	NA
Black/African-American	NR	NR	NR	21	3.2	±0.3	NR
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	18	3.0*	±0.4	302	3.8*	±0.1	-1.01 (L)
Multi-racial	NR	NR	NR	12	3.7	±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.

4.2.2 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 SOL.

Table 4.10 SOL – 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	0.27*	±0.12	386	0.70*	±0.04	-1.08 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	0.69	±0.12	NA
General Schedule (GS) 11-12	NR	NR	NR	24	0.63	±0.16	NR
General Schedule (GS) 13-15	32	0.28*	±0.13	304	0.68*	±0.05	-0.98 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	0.97	±0.04	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	0.73	±0.14	NA
1 to 3 years	NR	NR	NR	76	0.77	±0.09	NR
4 to 5 years	NR	NR	NR	18	0.31	±0.20	NR
6 to 10 years	NR	NR	NR	104	0.67	±0.08	NR
11 to 14 years	NR	NR	NR	22	0.60	±0.17	NR
15 to 20 years	NR	NR	NR	50	0.69	±0.11	NR
More than 20 years	NR	NR	NR	85	0.75	±0.07	NR
Appointment Type							
Permanent	27	0.22*	±0.12	304	0.70*	±0.04	-1.24 (L)
Term	7	0.46	±0.36	76	0.65	±0.09	-0.43 (S)
Temporary	--	--	--	6	1.00	±0.00	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	27	0.22*	±0.12	310	0.71*	±0.04	-1.26 (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	27	0.22*	±0.12	304	0.70*	±0.04	-1.24 (L)
Term	7	0.46	±0.36	76	0.65	±0.09	-0.43 (S)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	1.00	±0.00	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	18	0.40*	±0.20	306	0.71*	±0.04	-0.78 (M)
Minority	NR	NR	NR	68	0.63	±0.09	NR
Race/Ethnicity							
Hispanic	NR	NR	NR	11	0.87	±0.12	NR
American Indian or Alaskan Native	NR	NR	NR	14	0.47	±0.25	NR
Asian	--	--	--	6	0.53	±0.33	NA
Black/African-American	NR	NR	NR	21	0.51	±0.17	NR
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	18	0.40*	±0.20	306	0.71*	±0.04	-0.78 (M)
Multi-racial	NR	NR	NR	12	0.86	±0.11	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 SOL.

Table 4.11 SOL – 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	34	3.4*	±0.3	384	2.6*	±0.1	1.03 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	27	2.6	±0.3	NA
General Schedule (GS) 11-12	NR	NR	NR	24	2.4	±0.3	NR
General Schedule (GS) 13-15	32	3.4*	±0.3	306	2.6*	±0.1	0.98 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	1.9	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	2.2	±0.1	NA
1 to 3 years	NR	NR	NR	76	2.4	±0.2	NR
4 to 5 years	NR	NR	NR	18	2.8	±0.3	NR
6 to 10 years	7	3.2	±0.6	104	2.8	±0.1	0.42 (S)
11 to 14 years	NR	NR	NR	22	2.6	±0.4	NR
15 to 20 years	NR	NR	NR	47	2.6	±0.3	NR
More than 20 years	11	3.6*	±0.5	85	2.4*	±0.2	1.40 (L)
Appointment Type							
Permanent	27	3.5*	±0.3	302	2.6*	±0.1	1.17 (L)
Term	7	3.0	±0.9	76	2.6	±0.2	0.42 (S)
Temporary	--	--	--	6	2.2	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	27	3.5*	±0.3	307	2.5*	±0.1	1.18 (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	27	3.5*	±0.3	302	2.6*	±0.1	1.17 (L)
Term	7	3.0	±0.9	76	2.6	±0.2	0.42 (S)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	2.2	±0.3	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	18	3.3*	±0.4	306	2.5*	±0.1	0.94 (L)
Minority	13	3.7*	±0.5	65	2.7*	±0.2	1.34 (L)
Race/Ethnicity							
Hispanic	NR	NR	NR	8	2.6	±0.6	NR
American Indian or Alaskan Native	NR	NR	NR	14	2.7	±0.5	NR
Asian	--	--	--	6	3.1	±0.4	NA
Black/African-American	NR	NR	NR	21	2.5	±0.3	NR
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	18	3.3*	±0.4	306	2.5*	±0.1	0.94 (L)
Multi-racial	NR	NR	NR	12	2.8	±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.

4.2.4 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 SOL.

Table 4.12 SOL – 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	34	2.7*	±0.4	387	3.7*	±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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.6	±0.3	NA
General Schedule (GS) 11-12	NR	NR	NR	24	3.8	±0.3	NR
General Schedule (GS) 13-15	32	2.7*	±0.3	306	3.7*	±0.1	-1.19 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.3	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	4.1	±0.1	NA
1 to 3 years	NR	NR	NR	76	3.9	±0.2	NR
4 to 5 years	NR	NR	NR	18	3.5	±0.3	NR
6 to 10 years	7	2.9*	±0.6	104	3.5*	±0.2	-0.76 (M)
11 to 14 years	NR	NR	NR	22	3.7	±0.3	NR
15 to 20 years	NR	NR	NR	50	3.5	±0.3	NR
More than 20 years	11	2.2*	±0.5	85	3.8*	±0.2	-2.11 (L)
Appointment Type							
Permanent	27	2.5*	±0.4	305	3.7*	±0.1	-1.34 (L)
Term	7	3.2	±0.8	76	3.7	±0.1	-0.70 (M)
Temporary	--	--	--	6	4.2	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	27	2.5*	±0.4	310	3.7*	±0.1	-1.36 (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	27	2.5*	±0.4	305	3.7*	±0.1	-1.34 (L)
Term	7	3.2	±0.8	76	3.7	±0.1	-0.70 (M)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.2	±0.2	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	18	2.9*	±0.5	306	3.8*	±0.1	-1.13 (L)
Minority	13	2.0*	±0.5	68	3.4*	±0.2	-1.44 (L)
Race/Ethnicity							
Hispanic	NR	NR	NR	11	3.2	±0.8	NR
American Indian or Alaskan Native	NR	NR	NR	14	3.3	±0.6	NR
Asian	--	--	--	6	3.6	±0.4	NA
Black/African-American	NR	NR	NR	21	3.4	±0.4	NR
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	18	2.9*	±0.5	306	3.8*	±0.1	-1.13 (L)
Multi-racial	NR	NR	NR	12	4.1	±0.2	NR

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

4.2.5 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 SOL.

Table 4.13 SOL – 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	34	3.2*	±0.4	380	4.1*	±0.1	-0.99 (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	--	--	--	30	3.5	±0.4	NA
General Schedule (GS) 11-12	NR	NR	NR	24	4.2	±0.3	NR
General Schedule (GS) 13-15	32	3.2*	±0.4	300	4.1*	±0.1	-0.97 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.7	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	4.5	±0.2	NA
1 to 3 years	NR	NR	NR	75	4.3	±0.2	NR
4 to 5 years	NR	NR	NR	18	3.7	±0.5	NR
6 to 10 years	7	3.5	±0.7	103	3.9	±0.2	-0.49 (S)
11 to 14 years	NR	NR	NR	22	3.9	±0.4	NR
15 to 20 years	NR	NR	NR	50	3.8	±0.3	NR
More than 20 years	11	2.4*	±0.6	81	4.2*	±0.2	-2.16 (L)
Appointment Type							
Permanent	27	3.0*	±0.4	298	4.1*	±0.1	-1.10 (L)
Term	7	3.8	±0.8	76	4.1	±0.2	-0.45 (S)
Temporary	--	--	--	6	4.3	±0.4	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	27	3.0*	±0.4	304	4.1*	±0.1	-1.11 (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	27	3.0*	±0.4	298	4.1*	±0.1	-1.10 (L)
Term	7	3.8	±0.8	76	4.1	±0.2	-0.45 (S)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.3	±0.4	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	18	3.3*	±0.5	302	4.2*	±0.1	-1.07 (L)
Minority	13	2.7*	±0.6	66	3.7*	±0.3	-0.93 (L)
Race/Ethnicity							
Hispanic	NR	NR	NR	11	3.4	±0.6	NR
American Indian or Alaskan Native	NR	NR	NR	12	3.4	±0.8	NR
Asian	--	--	--	6	3.7	±0.4	NA
Black/African-American	NR	NR	NR	21	3.7	±0.5	NR
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	18	3.3*	±0.5	302	4.2*	±0.1	-1.07 (L)
Multi-racial	NR	NR	NR	12	4.0	±0.2	NR

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

4.2.6 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 SOL.

Table 4.14 SOL – 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	3.2*	±0.4	388	4.0*	±0.1	-0.98 (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	--	--	--	30	3.8	±0.4	NA
General Schedule (GS) 11-12	NR	NR	NR	24	4.0	±0.2	NR
General Schedule (GS) 13-15	32	3.3*	±0.3	306	4.1*	±0.1	-0.94 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.4	±0.3	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	4.0	±0.2	NA
1 to 3 years	NR	NR	NR	76	4.3	±0.1	NR
4 to 5 years	NR	NR	NR	18	3.7	±0.3	NR
6 to 10 years	7	3.4	±0.7	104	4.0	±0.2	-0.67 (M)
11 to 14 years	NR	NR	NR	22	4.1	±0.2	NR
15 to 20 years	NR	NR	NR	50	3.8	±0.2	NR
More than 20 years	11	3.3*	±0.8	87	4.1*	±0.2	-0.79 (M)
Appointment Type							
Permanent	27	3.1*	±0.4	306	4.0*	±0.1	-1.14 (L)
Term	7	3.9	±0.8	76	4.1	±0.1	-0.20 (S)
Temporary	--	--	--	6	4.4	±0.4	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	27	3.1*	±0.4	312	4.0*	±0.1	-1.15 (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	27	3.1*	±0.4	306	4.0*	±0.1	-1.14 (L)
Term	7	3.9	±0.8	76	4.1	±0.1	-0.20 (S)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.4	±0.4	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	18	3.4*	±0.4	308	4.2*	±0.1	-1.16 (L)
Minority	13	2.8*	±0.7	68	3.6*	±0.3	-0.71 (M)
Race/Ethnicity							
Hispanic	NR	NR	NR	11	3.7	±0.7	NR
American Indian or Alaskan Native	NR	NR	NR	14	4.0	±0.6	NR
Asian	--	--	--	6	3.9	±0.1	NA
Black/African-American	NR	NR	NR	21	3.0	±0.5	NR
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	18	3.4*	±0.4	308	4.2*	±0.1	-1.16 (L)
Multi-racial	NR	NR	NR	12	4.1	±0.3	NR

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

4.2.7 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 SOL.

Table 4.15 SOL – 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	NR	NR	NR	11	2.8%	±2.2	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	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 11-12	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 13-15	NR	NR	NR	9	3.1%	±2.7	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	0	0.0%	NA	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	0	0.0%	NA	NA
1 to 3 years	NR	NR	NR	8	9.9%	±9.3	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	0	0.0%	NA	NR
15 to 20 years	NR	NR	NR	NR	NR	NR	NR
More than 20 years	NR	NR	NR	0	0.0%	NA	NR
Appointment Type							
Permanent	NR	NR	NR	8	2.6%	±2.6	NR
Term	NR	NR	NR	NR	NR	NR	NR
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	NR	NR	NR	8	2.6%	±2.5	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	8	2.6%	±2.6	NR
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	NR	NR	NR	8	2.6%	±2.5	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	NR	NR	NR
Asian	--	--	--	NR	NR	NR	NR
Black/African-American	NR	NR	NR	0	0.0%	NA	NR
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	NR	NR	NR	8	2.6%	±2.5	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 SOL – 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	3.502	0.894	15.341	--	33.193	--	--	--	--
Organizational Trust	-1.068	0.258	17.190	0.000	0.344	0.207	0.569	-71.076	18.921
Bystander Harassment Based on Race/Ethnicity	-3.303	0.545	36.718	0.000	0.037	0.013	0.107	-80.377	37.523

Note. N = 380, Nagelkerke R Square = 0.465

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 SOL.

Table 4.17 SOL – 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	25	2.8*	±0.3	392	3.7*	±0.1	-1.18 (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	27	3.8	±0.3	NR
General Schedule (GS) 11-12	--	--	--	23	3.5	±0.3	NA
General Schedule (GS) 13-15	22	2.7*	±0.2	314	3.6*	±0.1	-1.32 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	20	4.4	±0.3	NA
Other	--	--	--	--	--	--	NA

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	28	3.8	±0.2	NA
1 to 3 years	NR	NR	NR	78	3.9	±0.2	NR
4 to 5 years	--	--	--	22	3.8	±0.3	NA
6 to 10 years	9	2.9*	±0.3	102	3.6*	±0.1	-0.94 (L)
11 to 14 years	NR	NR	NR	25	3.4	±0.4	NR
15 to 20 years	NR	NR	NR	49	3.6	±0.2	NR
More than 20 years	9	2.7*	±0.5	87	3.7*	±0.2	-1.16 (L)
Appointment Type							
Permanent	18	2.6*	±0.3	312	3.7*	±0.1	-1.38 (L)
Term	7	3.3	±0.1	74	3.8	±0.1	-0.66 (M)
Temporary	--	--	--	6	3.9	±0.5	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	18	2.6*	±0.3	318	3.7*	±0.1	-1.39 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	18	2.6*	±0.3	312	3.7*	±0.1	-1.38 (L)
Term	7	3.3	±0.1	74	3.8	±0.1	-0.66 (M)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	3.9	±0.5	NA

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

4.3.2 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 SOL.

Table 4.18 SOL – 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	23	0.19*	±0.13	398	0.68*	±0.04	-1.25 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	27	0.71	±0.14	NR
General Schedule (GS) 11-12	--	--	--	26	0.60	±0.16	NA
General Schedule (GS) 13-15	20	0.14*	±0.13	316	0.67*	±0.05	-1.30 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	0.97	±0.04	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	0.71	±0.14	NA
1 to 3 years	NR	NR	NR	78	0.76	±0.08	NR
4 to 5 years	--	--	--	22	0.38	±0.18	NA
6 to 10 years	NR	NR	NR	102	0.67	±0.08	NR
11 to 14 years	NR	NR	NR	25	0.57	±0.15	NR
15 to 20 years	NR	NR	NR	49	0.71	±0.11	NR
More than 20 years	7	0.22*	±0.21	91	0.72*	±0.08	-1.35 (L)
Appointment Type							
Permanent	NR	NR	NR	318	0.69	±0.04	NR
Term	7	0.40	±0.31	74	0.64	±0.10	-0.55 (M)
Temporary	--	--	--	6	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	NR	NR	NR	323	0.69	±0.04	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	318	0.69	±0.04	NR
Term	7	0.40	±0.31	74	0.64	±0.10	-0.55 (M)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	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 SOL.

Table 4.19 SOL – 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	25	3.4*	±0.3	393	2.6*	±0.1	1.00 (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	25	2.6	±0.3	NR
General Schedule (GS) 11-12	--	--	--	26	2.5	±0.3	NA
General Schedule (GS) 13-15	22	3.5*	±0.3	316	2.6*	±0.1	1.03 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	1.9	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	2.2	±0.1	NA
1 to 3 years	NR	NR	NR	78	2.4	±0.2	NR
4 to 5 years	--	--	--	22	2.8	±0.3	NA
6 to 10 years	9	3.3	±0.5	102	2.8	±0.1	0.67 (M)
11 to 14 years	NR	NR	NR	25	2.8	±0.4	NR
15 to 20 years	NR	NR	NR	46	2.6	±0.3	NR
More than 20 years	9	3.4*	±0.4	89	2.5*	±0.2	1.09 (L)
Appointment Type							
Permanent	18	3.6*	±0.3	313	2.6*	±0.1	1.23 (L)
Term	7	2.9	±0.9	74	2.7	±0.2	0.34 (S)
Temporary	--	--	--	6	2.2	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	18	3.6*	±0.3	319	2.6*	±0.1	1.25 (L)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	18	3.6*	±0.3	313	2.6*	±0.1	1.23 (L)
Term	7	2.9	±0.9	74	2.7	±0.2	0.34 (S)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	2.2	±0.3	NA

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

4.3.4 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 SOL.

Table 4.20 SOL – 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	25	2.5*	±0.4	396	3.7*	±0.1	-1.33 (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	27	3.6	±0.3	NR
General Schedule (GS) 11-12	--	--	--	26	3.6	±0.4	NA
General Schedule (GS) 13-15	22	2.5*	±0.4	316	3.6*	±0.1	-1.36 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.3	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	4.1	±0.1	NA
1 to 3 years	NR	NR	NR	78	3.9	±0.2	NR
4 to 5 years	--	--	--	22	3.5	±0.3	NA
6 to 10 years	9	2.8*	±0.5	102	3.5*	±0.2	-0.88 (L)
11 to 14 years	NR	NR	NR	25	3.4	±0.4	NR
15 to 20 years	NR	NR	NR	49	3.5	±0.3	NR
More than 20 years	9	2.2*	±0.5	89	3.7*	±0.2	-1.76 (L)
Appointment Type							
Permanent	18	2.3*	±0.4	316	3.6*	±0.1	-1.56 (L)
Term	7	3.2	±0.8	74	3.7	±0.2	-0.71 (M)
Temporary	--	--	--	6	4.2	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	18	2.3*	±0.4	321	3.7*	±0.1	-1.57 (L)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	18	2.3*	±0.4	316	3.6*	±0.1	-1.56 (L)
Term	7	3.2	±0.8	74	3.7	±0.2	-0.71 (M)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.2	±0.2	NA

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

4.3.5 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 SOL.

Table 4.21 SOL – 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	23	3.0*	±0.4	391	4.1*	±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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	27	3.6	±0.4	NR
General Schedule (GS) 11-12	--	--	--	26	4.1	±0.4	NA
General Schedule (GS) 13-15	20	3.1*	±0.5	312	4.1*	±0.1	-0.97 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.7	±0.2	NA
Other	--	--	--	--	--	--	NA

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	4.5	±0.2	NA
1 to 3 years	NR	NR	NR	76	4.3	±0.2	NR
4 to 5 years	--	--	--	22	3.8	±0.4	NA
6 to 10 years	9	3.1*	±0.7	101	4.0*	±0.2	-0.93 (L)
11 to 14 years	NR	NR	NR	25	3.6	±0.4	NR
15 to 20 years	NR	NR	NR	49	3.8	±0.3	NR
More than 20 years	7	2.4*	±0.3	87	4.1*	±0.2	-1.80 (L)
Appointment Type							
Permanent	16	2.8*	±0.5	311	4.1*	±0.1	-1.21 (L)
Term	7	3.4*	±0.9	74	4.1*	±0.2	-0.88 (L)
Temporary	--	--	--	6	4.3	±0.4	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	16	2.8*	±0.5	317	4.1*	±0.1	-1.22 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	16	2.8*	±0.5	311	4.1*	±0.1	-1.21 (L)
Term	7	3.4*	±0.9	74	4.1*	±0.2	-0.88 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.3	±0.4	NA

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

4.3.6 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 SOL.

Table 4.22 SOL – 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	25	3.2*	±0.4	398	4.0*	±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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	27	3.9	±0.3	NR
General Schedule (GS) 11-12	--	--	--	26	3.9	±0.3	NA
General Schedule (GS) 13-15	22	3.3*	±0.4	316	4.0*	±0.1	-0.88 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.4	±0.3	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	4.0	±0.2	NA
1 to 3 years	NR	NR	NR	78	4.3	±0.1	NR
4 to 5 years	--	--	--	22	3.7	±0.3	NA
6 to 10 years	9	3.2*	±0.5	102	4.0*	±0.2	-1.03 (L)
11 to 14 years	NR	NR	NR	25	3.7	±0.4	NR
15 to 20 years	NR	NR	NR	49	3.9	±0.2	NR
More than 20 years	9	3.2*	±0.8	91	4.1*	±0.2	-0.88 (L)
Appointment Type							
Permanent	18	2.9*	±0.4	318	4.0*	±0.1	-1.24 (L)
Term	7	3.7	±0.7	74	4.1	±0.1	-0.58 (M)
Temporary	--	--	--	6	4.4	±0.4	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	18	2.9*	±0.4	323	4.0*	±0.1	-1.25 (L)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	18	2.9*	±0.4	318	4.0*	±0.1	-1.24 (L)
Term	7	3.7	±0.7	74	4.1	±0.1	-0.58 (M)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.4	±0.4	NA

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

4.3.7 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 SOL.

Table 4.23 SOL – 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	7	1.8%	±1.9	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	0	0.0%	NA	NR
General Schedule (GS) 11-12	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 13-15	NR	NR	NR	6	2.0%	±2.3	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	0	0.0%	NA	NA
Other	--	--	--	--	--	--	NA

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	0	0.0%	NA	NA
1 to 3 years	NR	NR	NR	0	0.0%	NA	NR
4 to 5 years	--	--	--	0	0.0%	NA	NA
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	7	2.3%	±2.4	NR
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	7	2.3%	±2.4	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	7	2.3%	±2.4	NR
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR

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

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

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

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

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	4.060	1.091	13.843	--	58.000	--	--	--	--
Relationship Status	-1.089	0.536	4.133	0.042	0.336	0.118	0.962	-55.179	4.223
Organizational Trust	-0.839	0.305	7.541	0.006	0.432	0.238	0.787	-57.136	8.138
Bystander Harassment Based on Religious Beliefs	-3.289	0.649	25.683	0.000	0.037	0.010	0.133	-65.995	25.856
Leadership Intolerance	-1.965	0.923	4.531	0.033	0.140	0.023	0.856	-55.549	4.964

Note. N = 383, Nagelkerke R Square = 0.439

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 SOL.

Table 4.25 SOL – 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	8	2.4*	±0.2	399	3.6*	±0.1	-1.60 (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	--	--	--	30	3.8	±0.3	NA
General Schedule (GS) 11-12	--	--	--	23	3.5	±0.3	NA
General Schedule (GS) 13-15	8	2.4*	±0.2	318	3.6*	±0.1	-1.58 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	20	4.4	±0.3	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	28	3.8	±0.2	NA
1 to 3 years	--	--	--	76	3.9	±0.2	NA
4 to 5 years	--	--	--	20	3.9	±0.3	NA
6 to 10 years	--	--	--	108	3.5	±0.1	NA
11 to 14 years	--	--	--	26	3.4	±0.3	NA
15 to 20 years	NR	NR	NR	48	3.6	±0.3	NR
More than 20 years	6	2.4*	±0.3	89	3.7*	±0.2	-1.46 (L)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	8	2.4*	±0.2	316	3.6*	±0.1	-1.51 (L)
Term	--	--	--	77	3.7	±0.1	NA
Temporary	--	--	--	6	3.9	±0.5	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	8	2.4*	±0.2	322	3.6*	±0.1	-1.52 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	8	2.4*	±0.2	316	3.6*	±0.1	-1.51 (L)
Term	--	--	--	77	3.7	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	3.9	±0.5	NA
Disability							
Yes	NR	NR	NR	19	3.6	±0.3	NR
No	NR	NR	NR	379	3.6	±0.1	NR

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

4.4.2 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 SOL.

Table 4.26 SOL – 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	6	0.00*	±0.00	404	0.66*	±0.04	-1.63 (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	--	--	--	30	0.69	±0.12	NA
General Schedule (GS) 11-12	--	--	--	26	0.60	±0.16	NA
General Schedule (GS) 13-15	6	0.00*	±0.00	320	0.64*	±0.05	-1.54 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	0.97	±0.04	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	0.71	±0.14	NA
1 to 3 years	--	--	--	76	0.74	±0.09	NA
4 to 5 years	--	--	--	20	0.36	±0.19	NA
6 to 10 years	--	--	--	108	0.63	±0.08	NA
11 to 14 years	--	--	--	26	0.56	±0.14	NA
15 to 20 years	NR	NR	NR	48	0.68	±0.11	NR
More than 20 years	NR	NR	NR	93	0.71	±0.07	NR
Appointment Type							
Permanent	6	0.00*	±0.00	322	0.67*	±0.04	-1.66 (L)
Term	--	--	--	77	0.63	±0.10	NA
Temporary	--	--	--	6	1.00	±0.00	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	6	0.00*	±0.00	327	0.67*	±0.04	-1.67 (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	6	0.00*	±0.00	322	0.67*	±0.04	-1.66 (L)
Term	--	--	--	77	0.63	±0.10	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	1.00	±0.00	NA
Disability							
Yes	NR	NR	NR	22	0.86	±0.14	NR
No	NR	NR	NR	382	0.65	±0.04	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.

4.4.3 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 SOL.

Table 4.27 SOL – 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	8	3.7*	±0.4	400	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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	27	2.6	±0.3	NA
General Schedule (GS) 11-12	--	--	--	26	2.5	±0.3	NA
General Schedule (GS) 13-15	8	3.7*	±0.4	320	2.7*	±0.1	1.27 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	1.9	±0.2	NA
Other	--	--	--	--	--	--	NA

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	2.2	±0.1	NA
1 to 3 years	--	--	--	76	2.5	±0.2	NA
4 to 5 years	--	--	--	20	2.7	±0.3	NA
6 to 10 years	--	--	--	108	2.9	±0.1	NA
11 to 14 years	--	--	--	26	2.8	±0.4	NA
15 to 20 years	NR	NR	NR	45	2.7	±0.3	NR
More than 20 years	6	3.5*	±0.3	92	2.5*	±0.2	1.15 (L)
Appointment Type							
Permanent	8	3.7*	±0.4	317	2.6*	±0.1	1.35 (L)
Term	--	--	--	77	2.7	±0.2	NA
Temporary	--	--	--	6	2.2	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	8	3.7*	±0.4	323	2.6*	±0.1	1.36 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	8	3.7*	±0.4	317	2.6*	±0.1	1.35 (L)
Term	--	--	--	77	2.7	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	2.2	±0.3	NA
Disability							
Yes	NR	NR	NR	22	2.8	±0.4	NR
No	NR	NR	NR	377	2.6	±0.1	NR

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

4.4.4 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 SOL.

Table 4.28 SOL – 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	8	2.0*	±0.5	403	3.6*	±0.1	-1.91 (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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.6	±0.3	NA
General Schedule (GS) 11-12	--	--	--	26	3.6	±0.4	NA
General Schedule (GS) 13-15	8	2.0*	±0.5	320	3.6*	±0.1	-1.88 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.3	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	4.1	±0.1	NA
1 to 3 years	--	--	--	76	3.9	±0.2	NA
4 to 5 years	--	--	--	20	3.5	±0.3	NA
6 to 10 years	--	--	--	108	3.4	±0.2	NA
11 to 14 years	--	--	--	26	3.5	±0.4	NA
15 to 20 years	NR	NR	NR	48	3.4	±0.3	NR
More than 20 years	6	2.3*	±0.4	92	3.7*	±0.2	-1.61 (L)
Appointment Type							
Permanent	8	2.0*	±0.5	320	3.6*	±0.1	-1.82 (L)
Term	--	--	--	77	3.7	±0.2	NA
Temporary	--	--	--	6	4.2	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	8	2.0*	±0.5	325	3.6*	±0.1	-1.84 (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	8	2.0*	±0.5	320	3.6*	±0.1	-1.82 (L)
Term	--	--	--	77	3.7	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.2	±0.2	NA
Disability							
Yes	NR	NR	NR	22	3.8	±0.4	NR
No	NR	NR	NR	380	3.6	±0.1	NR

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

4.4.5 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 SOL.

Table 4.29 SOL – 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	6	3.5	±0.4	398	4.0	±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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.5	±0.4	NA
General Schedule (GS) 11-12	--	--	--	26	4.1	±0.4	NA
General Schedule (GS) 13-15	6	3.5	±0.4	316	4.0	±0.1	-0.54 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.7	±0.2	NA
Other	--	--	--	--	--	--	NA

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	4.5	±0.2	NA
1 to 3 years	--	--	--	75	4.3	±0.2	NA
4 to 5 years	--	--	--	20	3.8	±0.5	NA
6 to 10 years	--	--	--	107	3.9	±0.2	NA
11 to 14 years	--	--	--	26	3.7	±0.4	NA
15 to 20 years	NR	NR	NR	48	3.7	±0.3	NR
More than 20 years	NR	NR	NR	90	4.1	±0.2	NR
Appointment Type							
Permanent	6	3.5	±0.4	315	4.0	±0.1	-0.50 (M)
Term	--	--	--	77	4.1	±0.2	NA
Temporary	--	--	--	6	4.3	±0.4	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	6	3.5	±0.4	321	4.0	±0.1	-0.51 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	6	3.5	±0.4	315	4.0	±0.1	-0.50 (M)
Term	--	--	--	77	4.1	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.3	±0.4	NA
Disability							
Yes	NR	NR	NR	22	4.0	±0.3	NR
No	NR	NR	NR	376	4.0	±0.1	NR

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

4.4.6 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 SOL.

Table 4.30 SOL – 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	8	3.6	±0.7	404	4.0	±0.1	-0.45 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.8	±0.4	NA
General Schedule (GS) 11-12	--	--	--	26	3.9	±0.3	NA
General Schedule (GS) 13-15	8	3.6	±0.7	320	4.0	±0.1	-0.46 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.4	±0.3	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	4.0	±0.2	NA
1 to 3 years	--	--	--	76	4.2	±0.1	NA
4 to 5 years	--	--	--	20	3.7	±0.3	NA
6 to 10 years	--	--	--	108	3.9	±0.2	NA
11 to 14 years	--	--	--	26	3.8	±0.3	NA
15 to 20 years	NR	NR	NR	48	3.8	±0.2	NR
More than 20 years	6	3.9	±0.7	93	4.0	±0.2	-0.12
Appointment Type							
Permanent	8	3.6	±0.7	322	3.9	±0.1	-0.40 (S)
Term	--	--	--	77	4.1	±0.1	NA
Temporary	--	--	--	6	4.4	±0.4	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	8	3.6	±0.7	327	4.0	±0.1	-0.41 (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	8	3.6	±0.7	322	3.9	±0.1	-0.40 (S)
Term	--	--	--	77	4.1	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.4	±0.4	NA
Disability							
Yes	NR	NR	NR	22	4.1	±0.3	NR
No	NR	NR	NR	382	4.0	±0.1	NR

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

4.4.7 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 SOL.

Table 4.31 SOL – 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	6	1.6%	±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	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 11-12	--	--	--	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)	--	--	--	0	0.0%	NA	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	0	0.0%	NA	NA
1 to 3 years	--	--	--	0	0.0%	NA	NA
4 to 5 years	--	--	--	0	0.0%	NA	NA
6 to 10 years	--	--	--	0	0.0%	NA	NA
11 to 14 years	--	--	--	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	6	2.0%	±2.3	NR
Term	--	--	--	0	0.0%	NA	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	6	1.9%	±2.3	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	6	2.0%	±2.3	NR
Term	--	--	--	0	0.0%	NA	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Disability							
Yes	NR	NR	NR	0	0.0%	NA	NR
No	NR	NR	NR	6	1.6%	±1.9	NR

^a Represents the percent, who, in the past 12 months, indicated they witnessed a situation where another employee was subjected to harassment or discrimination based on 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 SOL – Logistic Regression of Disability 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.

4.5 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 SOL.

Table 4.33 SOL – 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	12	3.4	±0.4	404	3.6	±0.1	-0.35 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	27	3.8	±0.3	NR
General Schedule (GS) 11-12	NR	NR	NR	21	3.4	±0.4	NR
General Schedule (GS) 13-15	7	3.3	±0.6	329	3.6	±0.1	-0.34 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	20	4.4	±0.3	NA
Other	--	--	--	--	--	--	NA

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	28	3.8	±0.2	NA
1 to 3 years	NR	NR	NR	78	3.9	±0.2	NR
4 to 5 years	NR	NR	NR	20	3.8	±0.3	NR
6 to 10 years	NR	NR	NR	107	3.5	±0.1	NR
11 to 14 years	--	--	--	26	3.4	±0.3	NA
15 to 20 years	NR	NR	NR	49	3.6	±0.3	NR
More than 20 years	NR	NR	NR	94	3.6	±0.2	NR
Appointment Type							
Permanent	10	3.3	±0.5	320	3.6	±0.1	-0.36 (S)
Term	NR	NR	NR	79	3.7	±0.1	NR
Temporary	--	--	--	6	3.9	±0.5	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	10	3.3	±0.5	326	3.6	±0.1	-0.37 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	10	3.3	±0.5	320	3.6	±0.1	-0.36 (S)
Term	NR	NR	NR	79	3.7	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	3.9	±0.5	NA
Sex							
Men	5	3.3	±0.8	184	3.8	±0.1	-0.71 (M)
Women	7	3.4	±0.3	220	3.5	±0.1	-0.07
Gender Identity							
Male	5	3.3	±0.8	184	3.8	±0.1	-0.71 (M)
Female	7	3.4	±0.3	220	3.5	±0.1	-0.07
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	6	2.9*	±0.6	370	3.6*	±0.1	-0.92 (L)
Sexual Minority	7	3.8	±0.2	17	3.8	±0.4	-0.14

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	6	2.9*	±0.6	370	3.6*	±0.1	-0.92 (L)
Lesbian	--	--	--	6	3.6	±0.6	NA
Gay	NR	NR	NR	7	4.0	±0.7	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	15	3.4	±0.4	NA

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

4.5.2 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 SOL.

Table 4.34 SOL – 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	12	0.87	±0.20	408	0.65	±0.04	0.53 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	27	0.66	±0.13	NR
General Schedule (GS) 11-12	NR	NR	NR	23	0.55	±0.17	NR
General Schedule (GS) 13-15	7	0.77	±0.33	328	0.63	±0.05	0.32 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	0.97	±0.04	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	0.71	±0.14	NA
1 to 3 years	NR	NR	NR	78	0.72	±0.09	NR
4 to 5 years	NR	NR	NR	20	0.34	±0.18	NR
6 to 10 years	NR	NR	NR	107	0.62	±0.08	NR
11 to 14 years	--	--	--	26	0.56	±0.14	NA
15 to 20 years	NR	NR	NR	49	0.65	±0.12	NR
More than 20 years	NR	NR	NR	96	0.69	±0.08	NR
Appointment Type							
Permanent	10	0.83	±0.25	324	0.65	±0.04	0.43 (S)
Term	NR	NR	NR	79	0.61	±0.09	NR
Temporary	--	--	--	6	1.00	±0.00	NA

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	10	0.83	±0.25	329	0.66	±0.04	0.42 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	10	0.83	±0.25	324	0.65	±0.04	0.43 (S)
Term	NR	NR	NR	79	0.61	±0.09	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	1.00	±0.00	NA
Sex							
Men	5	0.70	±0.43	181	0.71	±0.06	-0.02
Women	7	1.00*	±0.00	225	0.61*	±0.05	1.00 (L)
Gender Identity							
Male	5	0.70	±0.43	181	0.71	±0.06	-0.02
Female	7	1.00*	±0.00	225	0.61*	±0.05	1.00 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	6	0.72	±0.40	371	0.67	±0.04	0.13
Sexual Minority	7	1.00	±0.00	17	0.63	±0.22	0.91 (L)
Sexual Orientation							
Heterosexual or straight	6	0.72	±0.40	371	0.67	±0.04	0.13
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	7	0.71	±0.35	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	0.35	±0.21	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 SOL.

Table 4.35 SOL – 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	10	2.6	±0.5	408	2.6	±0.1	0.01
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	--	--	--	27	2.6	±0.3	NA
General Schedule (GS) 11-12	NR	NR	NR	23	2.5	±0.3	NR
General Schedule (GS) 13-15	7	2.8	±0.7	331	2.7	±0.1	0.10
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	1.9	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	2.2	±0.1	NA
1 to 3 years	NR	NR	NR	78	2.5	±0.2	NR
4 to 5 years	NR	NR	NR	20	2.8	±0.3	NR
6 to 10 years	NR	NR	NR	107	2.9	±0.1	NR
11 to 14 years	--	--	--	26	2.8	±0.4	NA
15 to 20 years	--	--	--	49	2.7	±0.3	NA
More than 20 years	NR	NR	NR	96	2.5	±0.2	NR
Appointment Type							
Permanent	7	2.8	±0.7	324	2.6	±0.1	0.16
Term	NR	NR	NR	79	2.7	±0.2	NR
Temporary	--	--	--	6	2.2	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	7	2.8	±0.7	330	2.6	±0.1	0.17

	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	7	2.8	±0.7	324	2.6	±0.1	0.16
Term	NR	NR	NR	79	2.7	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	2.2	±0.3	NA
Sex							
Men	5	2.9	±0.8	184	2.5	±0.1	0.55 (M)
Women	NR	NR	NR	224	2.7	±0.1	NR
Gender Identity							
Male	5	2.9	±0.8	184	2.5	±0.1	0.55 (M)
Female	NR	NR	NR	224	2.7	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	371	2.6	±0.1	NR
Sexual Minority	7	2.2	±0.1	17	2.5	±0.3	-0.40 (S)
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	371	2.6	±0.1	NR
Lesbian	--	--	--	6	2.5	±0.7	NA
Gay	NR	NR	NR	7	2.5	±0.6	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	2.6	±0.5	NA

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

4.5.4 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 SOL.

Table 4.36 SOL – 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	12	3.1	±0.7	408	3.6	±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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	27	3.8	±0.3	NR
General Schedule (GS) 11-12	NR	NR	NR	23	3.6	±0.4	NR
General Schedule (GS) 13-15	7	3.3	±1.0	331	3.6	±0.1	-0.24 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.3	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	4.1	±0.1	NA
1 to 3 years	NR	NR	NR	78	3.9	±0.2	NR
4 to 5 years	NR	NR	NR	20	3.4	±0.3	NR
6 to 10 years	NR	NR	NR	107	3.4	±0.2	NR
11 to 14 years	--	--	--	26	3.5	±0.4	NA
15 to 20 years	NR	NR	NR	49	3.5	±0.3	NR
More than 20 years	NR	NR	NR	96	3.7	±0.2	NR
Appointment Type							
Permanent	10	2.9*	±0.8	324	3.6*	±0.1	-0.78 (M)
Term	NR	NR	NR	79	3.7	±0.2	NR
Temporary	--	--	--	6	4.2	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	10	2.9*	±0.8	330	3.6*	±0.1	-0.79 (M)

	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	10	2.9*	±0.8	324	3.6*	±0.1	-0.78 (M)
Term	NR	NR	NR	79	3.7	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.2	±0.2	NA
Sex							
Men	5	3.1	±1.2	184	3.7	±0.1	-0.73 (M)
Women	7	3.1	±0.9	224	3.5	±0.1	-0.45 (S)
Gender Identity							
Male	5	3.1	±1.2	184	3.7	±0.1	-0.73 (M)
Female	7	3.1	±0.9	224	3.5	±0.1	-0.45 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	6	2.2*	±1.1	371	3.6*	±0.1	-1.62 (L)
Sexual Minority	7	3.9	±0.1	17	3.8	±0.3	0.27 (S)
Sexual Orientation							
Heterosexual or straight	6	2.2*	±1.1	371	3.6*	±0.1	-1.62 (L)
Lesbian	--	--	--	6	3.3	±0.6	NA
Gay	NR	NR	NR	7	4.0	±0.4	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	3.3	±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 SOL.

Table 4.37 SOL – Sexual Orientation Harassment and Supervisor Support by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	12	3.3*	±0.7	402	4.0*	±0.1	-0.72 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	27	3.7	±0.4	NR
General Schedule (GS) 11-12	NR	NR	NR	23	4.1	±0.4	NR
General Schedule (GS) 13-15	7	3.7	±0.9	325	4.0	±0.1	-0.29 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.7	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	4.5	±0.2	NA
1 to 3 years	NR	NR	NR	76	4.3	±0.2	NR
4 to 5 years	NR	NR	NR	20	3.7	±0.4	NR
6 to 10 years	NR	NR	NR	106	3.9	±0.2	NR
11 to 14 years	--	--	--	26	3.7	±0.4	NA
15 to 20 years	NR	NR	NR	49	3.9	±0.3	NR
More than 20 years	NR	NR	NR	92	4.1	±0.2	NR
Appointment Type							
Permanent	10	3.2*	±0.9	318	4.0*	±0.1	-0.75 (M)
Term	NR	NR	NR	79	4.1	±0.2	NR
Temporary	--	--	--	6	4.3	±0.4	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	10	3.2*	±0.9	323	4.0*	±0.1	-0.76 (M)

	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	10	3.2*	±0.9	318	4.0*	±0.1	-0.75 (M)
Term	NR	NR	NR	79	4.1	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.3	±0.4	NA
Sex							
Men	5	3.6	±1.1	178	4.1	±0.1	-0.49 (S)
Women	7	3.1*	±1.0	224	4.0*	±0.1	-0.91 (L)
Gender Identity							
Male	5	3.6	±1.1	178	4.1	±0.1	-0.49 (S)
Female	7	3.1*	±1.0	224	4.0*	±0.1	-0.91 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	6	2.2*	±0.5	366	4.1*	±0.1	-1.96 (L)
Sexual Minority	7	4.4	±0.4	17	4.2	±0.3	0.27 (S)
Sexual Orientation							
Heterosexual or straight	6	2.2*	±0.5	366	4.1*	±0.1	-1.96 (L)
Lesbian	--	--	--	6	4.0	±0.4	NA
Gay	NR	NR	NR	7	4.2	±0.7	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	17	3.6	±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.

4.5.6 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 SOL.

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

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	12	3.4*	±0.5	410	4.0*	±0.1	-0.67 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	27	3.9	±0.3	NR
General Schedule (GS) 11-12	NR	NR	NR	23	3.9	±0.4	NR
General Schedule (GS) 13-15	7	3.8	±0.4	331	4.0	±0.1	-0.22 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.4	±0.3	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	4.0	±0.2	NA
1 to 3 years	NR	NR	NR	78	4.2	±0.1	NR
4 to 5 years	NR	NR	NR	20	3.7	±0.3	NR
6 to 10 years	NR	NR	NR	107	3.9	±0.2	NR
11 to 14 years	--	--	--	26	3.8	±0.3	NA
15 to 20 years	NR	NR	NR	49	3.9	±0.2	NR
More than 20 years	NR	NR	NR	98	4.0	±0.2	NR
Appointment Type							
Permanent	10	3.3*	±0.6	326	4.0*	±0.1	-0.76 (M)
Term	NR	NR	NR	79	4.1	±0.1	NR
Temporary	--	--	--	6	4.4	±0.4	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	10	3.3*	±0.6	331	4.0*	±0.1	-0.77 (M)

	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	10	3.3*	±0.6	326	4.0*	±0.1	-0.76 (M)
Term	NR	NR	NR	79	4.1	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.4	±0.4	NA
Sex							
Men	5	3.7	±0.4	184	4.1	±0.1	-0.44 (S)
Women	7	3.2*	±0.8	225	3.9*	±0.1	-0.87 (L)
Gender Identity							
Male	5	3.7	±0.4	184	4.1	±0.1	-0.44 (S)
Female	7	3.2*	±0.8	225	3.9*	±0.1	-0.87 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	6	2.7*	±0.7	373	4.0*	±0.1	-1.48 (L)
Sexual Minority	7	4.0	±0.2	17	3.9	±0.3	0.16
Sexual Orientation							
Heterosexual or straight	6	2.7*	±0.7	373	4.0*	±0.1	-1.48 (L)
Lesbian	--	--	--	6	3.8	±0.2	NA
Gay	NR	NR	NR	7	4.2	±0.6	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	4.1	±0.5	NA

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

4.5.7 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 SOL.

Table 4.39 SOL – 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	12	2.0	±0.1	409	2.1	±0.0	-0.10
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	27	1.7	±0.1	NR
General Schedule (GS) 11-12	NR	NR	NR	23	2.0	±0.2	NR
General Schedule (GS) 13-15	7	1.9	±0.2	329	2.1	±0.0	-0.44 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	2.0	±0.1	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	2.1	±0.2	NA
1 to 3 years	NR	NR	NR	78	2.0	±0.1	NR
4 to 5 years	NR	NR	NR	19	2.1	±0.2	NR
6 to 10 years	NR	NR	NR	107	2.1	±0.1	NR
11 to 14 years	--	--	--	26	2.3	±0.1	NA
15 to 20 years	NR	NR	NR	49	2.0	±0.1	NR
More than 20 years	NR	NR	NR	98	2.0	±0.1	NR
Appointment Type							
Permanent	10	2.1	±0.2	324	2.1	±0.0	0.03
Term	NR	NR	NR	79	2.1	±0.1	NR
Temporary	--	--	--	6	1.9	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	10	2.1	±0.2	330	2.1	±0.0	0.04

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	10	2.1	±0.2	324	2.1	±0.0	0.03
Term	NR	NR	NR	79	2.1	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	1.9	±0.3	NA
Sex							
Men	5	2.1	±0.3	184	2.1	±0.1	0.10
Women	7	1.9	±0.1	224	2.0	±0.1	-0.25 (S)
Gender Identity							
Male	5	2.1	±0.3	184	2.1	±0.1	0.10
Female	7	1.9	±0.1	224	2.0	±0.1	-0.25 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	6	1.9	±0.1	373	2.1	±0.0	-0.39 (S)
Sexual Minority	7	2.1	±0.2	17	2.1	±0.1	-0.05
Sexual Orientation							
Heterosexual or straight	6	1.9	±0.1	373	2.1	±0.0	-0.39 (S)
Lesbian	--	--	--	6	2.2	±0.1	NA
Gay	NR	NR	NR	7	2.0	±0.2	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	2.0	±0.2	NA

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

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

4.5.8 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 SOL.

Table 4.40 SOL – 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	NR	NR	NR	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	0	0.0%	NA	NR
General Schedule (GS) 13-15	NR	NR	NR	NR	NR	NR	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	0	0.0%	NA	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	0	0.0%	NA	NA
1 to 3 years	NR	NR	NR	0	0.0%	NA	NR
4 to 5 years	NR	NR	NR	0	0.0%	NA	NR
6 to 10 years	NR	NR	NR	0	0.0%	NA	NR
11 to 14 years	--	--	--	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	NR	NR	NR	NR
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Term	NR	NR	NR	0	0.0%	NA	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	0	0.0%	NA	NR
Women	NR	NR	NR	NR	NR	NR	NR
Gender Identity							
Male	NR	NR	NR	0	0.0%	NA	NR
Female	NR	NR	NR	NR	NR	NR	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	NR	NR	NR	NR
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	NR	NR	NR	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	0	0.0%	NA	NA

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

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	-1.363	1.221	1.246	--	0.256	--	--	--	--
Relationship Status	-3.557	1.019	12.188	0.000	0.029	0.004	0.210	-42.186	19.565
Supervisor Support	-1.090	0.444	6.013	0.014	0.336	0.141	0.804	-35.441	6.077
Leadership Intolerance	4.473	1.707	6.865	0.009	87.647	3.087	2488.589	-37.554	10.301

Note. N = 380, Nagelkerke R Square = 0.298

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 SOL.

Table 4.42 SOL – 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	20	3.2*	±0.3	399	3.6*	±0.1	-0.51 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.8	±0.3	NA
General Schedule (GS) 11-12	NR	NR	NR	21	3.4	±0.4	NR
General Schedule (GS) 13-15	17	3.2*	±0.4	321	3.6*	±0.1	-0.57 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	20	4.4	±0.3	NA
Other	--	--	--	--	--	--	NA

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	29	3.8	±0.2	NR
1 to 3 years	6	2.9*	±0.8	75	4.0*	±0.1	-1.66 (L)
4 to 5 years	NR	NR	NR	18	3.8	±0.3	NR
6 to 10 years	5	3.4	±0.6	106	3.5	±0.1	-0.23 (S)
11 to 14 years	NR	NR	NR	25	3.4	±0.4	NR
15 to 20 years	--	--	--	52	3.5	±0.2	NA
More than 20 years	NR	NR	NR	94	3.6	±0.2	NR
Appointment Type							
Permanent	16	3.3	±0.3	314	3.6	±0.1	-0.32 (S)
Term	NR	NR	NR	79	3.8	±0.1	NR
Temporary	--	--	--	6	3.9	±0.5	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	16	3.3	±0.3	320	3.6	±0.1	-0.33 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	16	3.3	±0.3	314	3.6	±0.1	-0.32 (S)
Term	NR	NR	NR	79	3.8	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	3.9	±0.5	NA
Sex							
Men	NR	NR	NR	185	3.8	±0.1	NR
Women	16	3.2	±0.4	213	3.5	±0.1	-0.43 (S)
Gender Identity							
Male	NR	NR	NR	185	3.8	±0.1	NR
Female	16	3.2	±0.4	213	3.5	±0.1	-0.43 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	13	3.3	±0.3	364	3.6	±0.1	-0.44 (S)
Sexual Minority	NR	NR	NR	19	3.8	±0.3	NR

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	13	3.3	±0.3	364	3.6	±0.1	-0.44 (S)
Lesbian	--	--	--	6	3.6	±0.6	NA
Gay	NR	NR	NR	9	4.0	±0.5	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	15	3.4	±0.4	NA

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

4.6.2 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 SOL.

Table 4.43 SOL – 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	20	0.50	±0.18	402	0.67	±0.04	-0.39 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	0.69	±0.12	NA
General Schedule (GS) 11-12	NR	NR	NR	23	0.55	±0.17	NR
General Schedule (GS) 13-15	17	0.44	±0.20	321	0.65	±0.05	-0.49 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	0.97	±0.04	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	30	0.73	±0.14	NR
1 to 3 years	NR	NR	NR	75	0.76	±0.09	NR
4 to 5 years	NR	NR	NR	18	0.31	±0.20	NR
6 to 10 years	5	0.74	±0.42	106	0.63	±0.08	0.24 (S)
11 to 14 years	NR	NR	NR	25	0.57	±0.15	NR
15 to 20 years	--	--	--	52	0.67	±0.11	NA
More than 20 years	NR	NR	NR	96	0.69	±0.08	NR
Appointment Type							
Permanent	16	0.49	±0.21	318	0.67	±0.04	-0.43 (S)
Term	NR	NR	NR	79	0.63	±0.10	NR
Temporary	--	--	--	6	1.00	±0.00	NA

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	16	0.49	±0.21	323	0.67	±0.04	-0.45 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	16	0.49	±0.21	318	0.67	±0.04	-0.43 (S)
Term	NR	NR	NR	79	0.63	±0.10	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	1.00	±0.00	NA
Sex							
Men	NR	NR	NR	183	0.71	±0.06	NR
Women	16	0.48	±0.19	218	0.63	±0.05	-0.40 (S)
Gender Identity							
Male	NR	NR	NR	183	0.71	±0.06	NR
Female	16	0.48	±0.19	218	0.63	±0.05	-0.40 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	13	0.36*	±0.21	365	0.68*	±0.04	-0.79 (M)
Sexual Minority	NR	NR	NR	19	0.68	±0.20	NR
Sexual Orientation							
Heterosexual or straight	13	0.36*	±0.21	365	0.68*	±0.04	-0.79 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	9	0.76	±0.30	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	0.35	±0.21	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.

4.6.3 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 SOL.

Table 4.44 SOL – 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	20	2.9	±0.4	400	2.6	±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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	27	2.6	±0.3	NA
General Schedule (GS) 11-12	NR	NR	NR	23	2.5	±0.3	NR
General Schedule (GS) 13-15	17	3.0	±0.4	323	2.7	±0.1	0.43 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	1.9	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	30	2.2	±0.1	NR
1 to 3 years	6	3.2*	±0.5	75	2.4*	±0.2	1.11 (L)
4 to 5 years	NR	NR	NR	18	2.7	±0.4	NR
6 to 10 years	5	2.8	±0.9	106	2.9	±0.1	-0.05
11 to 14 years	NR	NR	NR	25	2.8	±0.4	NR
15 to 20 years	--	--	--	49	2.7	±0.3	NA
More than 20 years	NR	NR	NR	96	2.5	±0.2	NR
Appointment Type							
Permanent	16	2.9	±0.4	315	2.6	±0.1	0.29 (S)
Term	NR	NR	NR	79	2.7	±0.2	NR
Temporary	--	--	--	6	2.2	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	16	2.9	±0.4	321	2.6	±0.1	0.30 (S)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	16	2.9	±0.4	315	2.6	±0.1	0.29 (S)
Term	NR	NR	NR	79	2.7	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	2.2	±0.3	NA
Sex							
Men	NR	NR	NR	185	2.5	±0.1	NR
Women	16	2.9	±0.4	214	2.7	±0.1	0.19
Gender Identity							
Male	NR	NR	NR	185	2.5	±0.1	NR
Female	16	2.9	±0.4	214	2.7	±0.1	0.19
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	13	2.9	±0.5	362	2.6	±0.1	0.31 (S)
Sexual Minority	NR	NR	NR	19	2.4	±0.3	NR
Sexual Orientation							
Heterosexual or straight	13	2.9	±0.5	362	2.6	±0.1	0.31 (S)
Lesbian	--	--	--	6	2.5	±0.7	NA
Gay	NR	NR	NR	9	2.5	±0.5	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	2.6	±0.5	NA

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

4.6.4 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 SOL.

Table 4.45 SOL – 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	20	3.3	±0.4	402	3.6	±0.1	-0.35 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.6	±0.3	NA
General Schedule (GS) 11-12	NR	NR	NR	23	3.6	±0.4	NR
General Schedule (GS) 13-15	17	3.1*	±0.5	323	3.6*	±0.1	-0.51 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.3	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	30	4.1	±0.1	NR
1 to 3 years	6	2.9*	±0.9	75	3.9*	±0.2	-1.38 (L)
4 to 5 years	NR	NR	NR	18	3.5	±0.4	NR
6 to 10 years	5	3.5	±0.6	106	3.4	±0.2	0.06
11 to 14 years	NR	NR	NR	25	3.4	±0.4	NR
15 to 20 years	--	--	--	52	3.4	±0.3	NA
More than 20 years	NR	NR	NR	96	3.6	±0.2	NR
Appointment Type							
Permanent	16	3.1	±0.5	318	3.6	±0.1	-0.48 (S)
Term	NR	NR	NR	79	3.7	±0.2	NR
Temporary	--	--	--	6	4.2	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	16	3.1	±0.5	323	3.6	±0.1	-0.50 (M)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	16	3.1	±0.5	318	3.6	±0.1	-0.48 (S)
Term	NR	NR	NR	79	3.7	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.2	±0.2	NA
Sex							
Men	NR	NR	NR	185	3.7	±0.1	NR
Women	16	3.4	±0.5	216	3.5	±0.1	-0.17
Gender Identity							
Male	NR	NR	NR	185	3.7	±0.1	NR
Female	16	3.4	±0.5	216	3.5	±0.1	-0.17
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	13	3.1*	±0.6	365	3.6*	±0.1	-0.55 (M)
Sexual Minority	NR	NR	NR	19	3.8	±0.3	NR
Sexual Orientation							
Heterosexual or straight	13	3.1*	±0.6	365	3.6*	±0.1	-0.55 (M)
Lesbian	--	--	--	6	3.3	±0.6	NA
Gay	NR	NR	NR	9	4.0	±0.4	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	3.3	±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.

4.6.5 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 SOL.

Table 4.46 SOL – 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	20	3.3*	±0.6	396	4.1*	±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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.5	±0.4	NA
General Schedule (GS) 11-12	NR	NR	NR	23	4.1	±0.4	NR
General Schedule (GS) 13-15	17	3.1*	±0.6	317	4.1*	±0.1	-0.96 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.7	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	30	4.5	±0.2	NR
1 to 3 years	6	2.4*	±0.9	73	4.4*	±0.1	-2.93 (L)
4 to 5 years	NR	NR	NR	18	3.8	±0.5	NR
6 to 10 years	5	3.5	±0.6	105	3.9	±0.2	-0.49 (S)
11 to 14 years	NR	NR	NR	25	3.6	±0.4	NR
15 to 20 years	--	--	--	52	3.8	±0.3	NA
More than 20 years	NR	NR	NR	92	4.1	±0.2	NR
Appointment Type							
Permanent	16	3.2*	±0.7	311	4.0*	±0.1	-0.84 (L)
Term	NR	NR	NR	79	4.1	±0.2	NR
Temporary	--	--	--	6	4.3	±0.4	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	16	3.2*	±0.7	317	4.0*	±0.1	-0.85 (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	16	3.2*	±0.7	311	4.0*	±0.1	-0.84 (L)
Term	NR	NR	NR	79	4.1	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.3	±0.4	NA
Sex							
Men	NR	NR	NR	180	4.1	±0.1	NR
Women	16	3.4*	±0.6	216	4.0*	±0.1	-0.62 (M)
Gender Identity							
Male	NR	NR	NR	180	4.1	±0.1	NR
Female	16	3.4*	±0.6	216	4.0*	±0.1	-0.62 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	13	3.0*	±0.7	360	4.1*	±0.1	-1.12 (L)
Sexual Minority	NR	NR	NR	19	4.2	±0.3	NR
Sexual Orientation							
Heterosexual or straight	13	3.0*	±0.7	360	4.1*	±0.1	-1.12 (L)
Lesbian	--	--	--	6	4.0	±0.4	NA
Gay	NR	NR	NR	9	4.3	±0.6	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	17	3.6	±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.

4.6.6 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 SOL.

Table 4.47 SOL – 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	20	3.9	±0.5	404	4.0	±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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.8	±0.4	NA
General Schedule (GS) 11-12	NR	NR	NR	23	3.9	±0.4	NR
General Schedule (GS) 13-15	17	3.8	±0.6	323	4.0	±0.1	-0.24 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.4	±0.3	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	30	4.0	±0.2	NR
1 to 3 years	6	4.4	±0.6	75	4.2	±0.1	0.29 (S)
4 to 5 years	NR	NR	NR	18	3.8	±0.3	NR
6 to 10 years	5	3.8	±0.9	106	3.9	±0.2	-0.19
11 to 14 years	NR	NR	NR	25	3.7	±0.4	NR
15 to 20 years	--	--	--	52	3.8	±0.2	NA
More than 20 years	NR	NR	NR	98	4.0	±0.2	NR
Appointment Type							
Permanent	16	3.8	±0.6	320	4.0	±0.1	-0.19
Term	NR	NR	NR	79	4.1	±0.1	NR
Temporary	--	--	--	6	4.4	±0.4	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	16	3.8	±0.6	325	4.0	±0.1	-0.20 (S)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	16	3.8	±0.6	320	4.0	±0.1	-0.19
Term	NR	NR	NR	79	4.1	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.4	±0.4	NA
Sex							
Men	NR	NR	NR	185	4.0	±0.1	NR
Women	16	3.7	±0.6	218	3.9	±0.1	-0.24 (S)
Gender Identity							
Male	NR	NR	NR	185	4.0	±0.1	NR
Female	16	3.7	±0.6	218	3.9	±0.1	-0.24 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	13	3.8	±0.7	367	4.0	±0.1	-0.17
Sexual Minority	NR	NR	NR	19	3.9	±0.3	NR
Sexual Orientation							
Heterosexual or straight	13	3.8	±0.7	367	4.0	±0.1	-0.17
Lesbian	--	--	--	6	3.8	±0.2	NA
Gay	NR	NR	NR	9	4.2	±0.5	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	4.1	±0.5	NA

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

4.6.7 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 SOL.

Table 4.48 SOL – 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	19	2.1	±0.2	404	2.1	±0.0	0.22 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	1.7	±0.1	NA
General Schedule (GS) 11-12	NR	NR	NR	23	2.0	±0.2	NR
General Schedule (GS) 13-15	15	2.1	±0.2	323	2.1	±0.0	0.03
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	2.0	±0.1	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	30	2.1	±0.2	NR
1 to 3 years	6	2.0	±0.0	75	2.0	±0.1	-0.09
4 to 5 years	NR	NR	NR	18	2.1	±0.2	NR
6 to 10 years	5	2.3	±0.0	106	2.1	±0.1	0.77 (M)
11 to 14 years	NR	NR	NR	25	2.2	±0.1	NR
15 to 20 years	--	--	--	52	2.0	±0.1	NA
More than 20 years	NR	NR	NR	98	2.0	±0.1	NR
Appointment Type							
Permanent	15	2.1	±0.1	320	2.1	±0.0	0.09
Term	NR	NR	NR	79	2.1	±0.1	NR
Temporary	--	--	--	6	1.9	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	15	2.1	±0.1	325	2.1	±0.0	0.09

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	15	2.1	±0.1	320	2.1	±0.0	0.09
Term	NR	NR	NR	79	2.1	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	1.9	±0.3	NA
Sex							
Men	NR	NR	NR	185	2.1	±0.1	NR
Women	15	2.1	±0.2	218	2.0	±0.1	0.26 (S)
Gender Identity							
Male	NR	NR	NR	185	2.1	±0.1	NR
Female	15	2.1	±0.2	218	2.0	±0.1	0.26 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	13	2.1	±0.2	367	2.1	±0.0	0.21 (S)
Sexual Minority	NR	NR	NR	19	2.1	±0.1	NR
Sexual Orientation							
Heterosexual or straight	13	2.1	±0.2	367	2.1	±0.0	0.21 (S)
Lesbian	--	--	--	6	2.2	±0.1	NA
Gay	NR	NR	NR	9	2.1	±0.2	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	2.0	±0.2	NA

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

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

4.6.8 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 SOL.

Table 4.49 SOL – 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	38	9.4%	±3.3	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	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 11-12	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 13-15	NR	NR	NR	35	11.0%	±3.9	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	0	0.0%	NA	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	0	0.0%	NA	NR
1 to 3 years	NR	NR	NR	10	13.8%	±10.1	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	10	9.5%	±7.4	NR
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	--	--	--	NR	NR	NR	NR
More than 20 years	NR	NR	NR	7	7.4%	±7.5	NR
Appointment Type							
Permanent	NR	NR	NR	29	9.3%	±3.8	NR
Term	NR	NR	NR	8	10.5%	±9.2	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	29	9.2%	±3.7	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	29	9.3%	±3.8	NR
Term	NR	NR	NR	8	10.5%	±9.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	8	4.6%	±4.2	NR
Women	NR	NR	NR	29	13.6%	±5.3	NR
Gender Identity							
Male	NR	NR	NR	8	4.6%	±4.2	NR
Female	NR	NR	NR	29	13.6%	±5.3	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	34	9.3%	±3.5	NR
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	34	9.3%	±3.5	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
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 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 SOL – Logistic Regression of Sexual Harassment and Predictors of Workplace Harassment

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	2.943	1.285	5.247	--	18.979	--	--	--	--
Race/Ethnicity	-1.312	0.568	5.332	0.021	0.269	0.088	0.820	-51.777	5.253
Relationship Status	-1.706	0.616	7.673	0.006	0.182	0.054	0.607	-53.476	8.651
Years of Service at Bureau or Office	-0.391	0.160	5.974	0.015	0.676	0.494	0.925	-52.568	6.836
Supervisor Support	-0.783	0.253	9.543	0.002	0.457	0.278	0.751	-54.160	10.020

Note. N = 385, Nagelkerke R Square = 0.306

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 SOL.

Table 4.51 SOL – 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	35	3.2*	±0.2	384	3.7*	±0.1	-0.55 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.8	±0.3	NA
General Schedule (GS) 11-12	NR	NR	NR	19	3.5	±0.4	NR
General Schedule (GS) 13-15	30	3.2*	±0.3	308	3.6*	±0.1	-0.52 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	20	4.4	±0.3	NA
Other	--	--	--	--	--	--	NA

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	29	3.8	±0.2	NR
1 to 3 years	8	3.1*	±0.6	72	4.0*	±0.1	-1.33 (L)
4 to 5 years	5	3.8	±0.5	16	3.8	±0.4	0.00
6 to 10 years	13	3.2	±0.3	98	3.6	±0.1	-0.53 (M)
11 to 14 years	NR	NR	NR	22	3.5	±0.4	NR
15 to 20 years	--	--	--	52	3.5	±0.2	NA
More than 20 years	NR	NR	NR	94	3.6	±0.2	NR
Appointment Type							
Permanent	27	3.2*	±0.2	303	3.6*	±0.1	-0.57 (M)
Term	8	3.4	±0.7	75	3.7	±0.1	-0.48 (S)
Temporary	--	--	--	6	3.9	±0.5	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	27	3.2*	±0.2	309	3.6*	±0.1	-0.58 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	27	3.2*	±0.2	303	3.6*	±0.1	-0.57 (M)
Term	8	3.4	±0.7	75	3.7	±0.1	-0.48 (S)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	3.9	±0.5	NA
Sex							
Men	5	3.9	±0.1	184	3.8	±0.1	0.17
Women	30	3.1*	±0.2	199	3.5*	±0.1	-0.57 (M)
Gender Identity							
Male	5	3.9	±0.1	184	3.8	±0.1	0.17
Female	30	3.1*	±0.2	199	3.5*	±0.1	-0.57 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	27	3.2*	±0.2	351	3.7*	±0.1	-0.57 (M)
Sexual Minority	5	3.9	±0.1	18	3.8	±0.3	0.08

	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	27	3.2*	±0.2	351	3.7*	±0.1	-0.57 (M)
Lesbian	--	--	--	6	3.6	±0.6	NA
Gay	NR	NR	NR	7	4.0	±0.7	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	15	3.4	±0.4	NA

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

4.7.2 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 SOL.

Table 4.52 SOL – 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	35	0.45*	±0.13	387	0.68*	±0.04	-0.56 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	0.69	±0.12	NA
General Schedule (GS) 11-12	NR	NR	NR	22	0.59	±0.16	NR
General Schedule (GS) 13-15	30	0.43*	±0.13	307	0.66*	±0.05	-0.55 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	0.97	±0.04	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	30	0.73	±0.14	NR
1 to 3 years	8	0.39*	±0.33	72	0.77*	±0.09	-0.99 (L)
4 to 5 years	5	0.75*	±0.26	16	0.25*	±0.20	1.26 (L)
6 to 10 years	13	0.34*	±0.23	98	0.68*	±0.08	-0.80 (L)
11 to 14 years	NR	NR	NR	22	0.58	±0.17	NR
15 to 20 years	--	--	--	52	0.67	±0.11	NA
More than 20 years	NR	NR	NR	96	0.68	±0.08	NR
Appointment Type							
Permanent	27	0.45*	±0.14	307	0.68*	±0.05	-0.56 (M)
Term	8	0.45	±0.30	75	0.65	±0.10	-0.48 (S)
Temporary	--	--	--	6	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	27	0.45*	±0.14	312	0.68*	±0.04	-0.58 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	27	0.45*	±0.14	307	0.68*	±0.05	-0.56 (M)
Term	8	0.45	±0.30	75	0.65	±0.10	-0.48 (S)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	1.00	±0.00	NA
Sex							
Men	5	0.74	±0.42	182	0.70	±0.06	0.08
Women	30	0.40*	±0.12	204	0.66*	±0.05	-0.66 (M)
Gender Identity							
Male	5	0.74	±0.42	182	0.70	±0.06	0.08
Female	30	0.40*	±0.12	204	0.66*	±0.05	-0.66 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	27	0.34*	±0.13	351	0.69*	±0.04	-0.90 (L)
Sexual Minority	5	1.00	±0.00	18	0.66	±0.21	0.82 (L)
Sexual Orientation							
Heterosexual or straight	27	0.34*	±0.13	351	0.69*	±0.04	-0.90 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	7	0.71	±0.35	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	0.35	±0.21	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.

4.7.3 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 SOL.

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

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	35	2.8	±0.2	385	2.6	±0.1	0.20 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	27	2.6	±0.3	NA
General Schedule (GS) 11-12	NR	NR	NR	22	2.4	±0.3	NR
General Schedule (GS) 13-15	30	2.8	±0.3	309	2.7	±0.1	0.17
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	1.9	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	30	2.2	±0.1	NR
1 to 3 years	8	3.0*	±0.4	72	2.4*	±0.2	0.81 (L)
4 to 5 years	5	2.5	±0.7	16	2.8	±0.4	-0.43 (S)
6 to 10 years	13	2.8	±0.4	98	2.9	±0.2	-0.02
11 to 14 years	NR	NR	NR	22	2.7	±0.4	NR
15 to 20 years	--	--	--	49	2.7	±0.3	NA
More than 20 years	NR	NR	NR	96	2.6	±0.2	NR
Appointment Type							
Permanent	27	2.9	±0.2	304	2.6	±0.1	0.35 (S)
Term	8	2.4	±0.7	75	2.7	±0.2	-0.35 (S)
Temporary	--	--	--	6	2.2	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	27	2.9	±0.2	310	2.6	±0.1	0.36 (S)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	27	2.9	±0.2	304	2.6	±0.1	0.35 (S)
Term	8	2.4	±0.7	75	2.7	±0.2	-0.35 (S)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	2.2	±0.3	NA
Sex							
Men	5	2.1	±0.4	184	2.5	±0.1	-0.66 (M)
Women	30	2.9	±0.3	200	2.7	±0.1	0.25 (S)
Gender Identity							
Male	5	2.1	±0.4	184	2.5	±0.1	-0.66 (M)
Female	30	2.9	±0.3	200	2.7	±0.1	0.25 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	27	2.8	±0.3	349	2.6	±0.1	0.20 (S)
Sexual Minority	5	2.3	±0.1	18	2.4	±0.3	-0.24 (S)
Sexual Orientation							
Heterosexual or straight	27	2.8	±0.3	349	2.6	±0.1	0.20 (S)
Lesbian	--	--	--	6	2.5	±0.7	NA
Gay	NR	NR	NR	7	2.5	±0.6	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	2.6	±0.5	NA

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

4.7.4 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 SOL.

Table 4.54 SOL – 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	35	3.5	±0.3	387	3.6	±0.1	-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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.6	±0.3	NA
General Schedule (GS) 11-12	NR	NR	NR	22	3.7	±0.4	NR
General Schedule (GS) 13-15	30	3.5	±0.3	309	3.6	±0.1	-0.08
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.3	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	30	4.1	±0.1	NR
1 to 3 years	8	3.3*	±0.6	72	3.9*	±0.2	-0.80 (L)
4 to 5 years	5	3.7	±0.8	16	3.4	±0.3	0.32 (S)
6 to 10 years	13	3.3	±0.4	98	3.4	±0.2	-0.15
11 to 14 years	NR	NR	NR	22	3.4	±0.4	NR
15 to 20 years	--	--	--	52	3.4	±0.3	NA
More than 20 years	NR	NR	NR	96	3.6	±0.2	NR
Appointment Type							
Permanent	27	3.3	±0.3	307	3.6	±0.1	-0.33 (S)
Term	8	4.1	±0.4	75	3.6	±0.2	0.72 (M)
Temporary	--	--	--	6	4.2	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	27	3.3	±0.3	312	3.6	±0.1	-0.34 (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	27	3.3	±0.3	307	3.6	±0.1	-0.33 (S)
Term	8	4.1	±0.4	75	3.6	±0.2	0.72 (M)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.2	±0.2	NA
Sex							
Men	5	4.0	±0.1	184	3.7	±0.1	0.41 (S)
Women	30	3.4	±0.3	203	3.5	±0.1	-0.15
Gender Identity							
Male	5	4.0	±0.1	184	3.7	±0.1	0.41 (S)
Female	30	3.4	±0.3	203	3.5	±0.1	-0.15
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	27	3.4	±0.3	352	3.6	±0.1	-0.22 (S)
Sexual Minority	5	4.0	±0.0	18	3.8	±0.3	0.39 (S)
Sexual Orientation							
Heterosexual or straight	27	3.4	±0.3	352	3.6	±0.1	-0.22 (S)
Lesbian	--	--	--	6	3.3	±0.6	NA
Gay	NR	NR	NR	7	4.0	±0.4	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	3.3	±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.

4.7.5 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 SOL.

Table 4.55 SOL – 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	35	4.0	±0.3	381	4.0	±0.1	-0.07
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	--	--	--	30	3.5	±0.4	NA
General Schedule (GS) 11-12	NR	NR	NR	22	4.1	±0.4	NR
General Schedule (GS) 13-15	30	3.9	±0.3	304	4.0	±0.1	-0.10
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.7	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	30	4.5	±0.2	NR
1 to 3 years	8	3.5*	±0.9	71	4.4*	±0.2	-1.02 (L)
4 to 5 years	5	4.2	±0.7	16	3.7	±0.5	0.51 (M)
6 to 10 years	13	4.0	±0.4	97	3.9	±0.2	0.13
11 to 14 years	NR	NR	NR	22	3.7	±0.5	NR
15 to 20 years	--	--	--	52	3.8	±0.3	NA
More than 20 years	NR	NR	NR	92	4.0	±0.2	NR
Appointment Type							
Permanent	27	3.8	±0.3	300	4.0	±0.1	-0.21 (S)
Term	8	4.5	±0.6	75	4.1	±0.2	0.48 (S)
Temporary	--	--	--	6	4.3	±0.4	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	27	3.8	±0.3	306	4.0	±0.1	-0.21 (S)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	27	3.8	±0.3	300	4.0	±0.1	-0.21 (S)
Term	8	4.5	±0.6	75	4.1	±0.2	0.48 (S)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.3	±0.4	NA
Sex							
Men	5	4.5	±0.5	178	4.1	±0.1	0.43 (S)
Women	30	3.9	±0.3	203	4.0	±0.1	-0.11
Gender Identity							
Male	5	4.5	±0.5	178	4.1	±0.1	0.43 (S)
Female	30	3.9	±0.3	203	4.0	±0.1	-0.11
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	27	3.9	±0.4	346	4.0	±0.1	-0.17
Sexual Minority	5	4.5	±0.4	18	4.2	±0.3	0.44 (S)
Sexual Orientation							
Heterosexual or straight	27	3.9	±0.4	346	4.0	±0.1	-0.17
Lesbian	--	--	--	6	4.0	±0.4	NA
Gay	NR	NR	NR	7	4.2	±0.7	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	17	3.6	±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.

4.7.6 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 SOL.

Table 4.56 SOL – 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	35	3.8	±0.3	389	4.0	±0.1	-0.20 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.8	±0.4	NA
General Schedule (GS) 11-12	NR	NR	NR	22	3.9	±0.4	NR
General Schedule (GS) 13-15	30	3.8	±0.3	309	4.0	±0.1	-0.22 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.4	±0.3	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	30	4.0	±0.2	NR
1 to 3 years	8	3.9	±0.4	72	4.3	±0.1	-0.58 (M)
4 to 5 years	5	3.9	±0.9	16	3.7	±0.3	0.23 (S)
6 to 10 years	13	3.8	±0.4	98	4.0	±0.2	-0.19
11 to 14 years	NR	NR	NR	22	3.9	±0.4	NR
15 to 20 years	--	--	--	52	3.8	±0.2	NA
More than 20 years	NR	NR	NR	98	4.0	±0.2	NR
Appointment Type							
Permanent	27	3.6*	±0.3	309	4.0*	±0.1	-0.41 (S)
Term	8	4.5*	±0.4	75	4.0*	±0.1	0.75 (M)
Temporary	--	--	--	6	4.4	±0.4	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	27	3.6*	±0.3	314	4.0*	±0.1	-0.42 (S)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	27	3.6*	±0.3	309	4.0*	±0.1	-0.41 (S)
Term	8	4.5*	±0.4	75	4.0*	±0.1	0.75 (M)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.4	±0.4	NA
Sex							
Men	5	4.3	±0.4	184	4.0	±0.1	0.25 (S)
Women	30	3.7	±0.3	204	3.9	±0.1	-0.24 (S)
Gender Identity							
Male	5	4.3	±0.4	184	4.0	±0.1	0.25 (S)
Female	30	3.7	±0.3	204	3.9	±0.1	-0.24 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	27	3.8	±0.3	353	4.0	±0.1	-0.23 (S)
Sexual Minority	5	4.1	±0.2	18	3.9	±0.3	0.30 (S)
Sexual Orientation							
Heterosexual or straight	27	3.8	±0.3	353	4.0	±0.1	-0.23 (S)
Lesbian	--	--	--	6	3.8	±0.2	NA
Gay	NR	NR	NR	7	4.2	±0.6	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	4.1	±0.5	NA

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

4.7.7 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 SOL.

Table 4.57 SOL – 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	34	2.2*	±0.1	389	2.1*	±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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	1.7	±0.1	NA
General Schedule (GS) 11-12	NR	NR	NR	22	2.1	±0.2	NR
General Schedule (GS) 13-15	29	2.3*	±0.1	309	2.1*	±0.0	0.47 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	2.0	±0.1	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	30	2.1	±0.2	NR
1 to 3 years	8	1.8	±0.3	72	2.1	±0.1	-0.54 (M)
4 to 5 years	NR	NR	NR	16	2.0	±0.2	NR
6 to 10 years	13	2.5*	±0.1	98	2.0*	±0.1	1.40 (L)
11 to 14 years	NR	NR	NR	22	2.2	±0.1	NR
15 to 20 years	--	--	--	52	2.0	±0.1	NA
More than 20 years	NR	NR	NR	98	2.0	±0.1	NR
Appointment Type							
Permanent	25	2.1	±0.2	309	2.1	±0.0	0.20 (S)
Term	8	2.5*	±0.3	75	2.0*	±0.1	1.04 (L)
Temporary	--	--	--	6	1.9	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	25	2.1	±0.2	314	2.1	±0.0	0.21 (S)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	25	2.1	±0.2	309	2.1	±0.0	0.20 (S)
Term	8	2.5*	±0.3	75	2.0*	±0.1	1.04 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	1.9	±0.3	NA
Sex							
Men	5	2.4	±0.1	184	2.1	±0.1	0.87 (L)
Women	29	2.2*	±0.2	204	2.0*	±0.1	0.42 (S)
Gender Identity							
Male	5	2.4	±0.1	184	2.1	±0.1	0.87 (L)
Female	29	2.2*	±0.2	204	2.0*	±0.1	0.42 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	27	2.2*	±0.2	353	2.1*	±0.0	0.43 (S)
Sexual Minority	5	2.2	±0.1	18	2.1	±0.1	0.55 (M)
Sexual Orientation							
Heterosexual or straight	27	2.2*	±0.2	353	2.1*	±0.0	0.43 (S)
Lesbian	--	--	--	6	2.2	±0.1	NA
Gay	NR	NR	NR	7	2.0	±0.2	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	2.0	±0.2	NA

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

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

4.7.8 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 SOL.

Table 4.58 SOL – 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	NR	NR	NR	32	8.3%	±3.2	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	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 11-12	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 13-15	NR	NR	NR	31	10.1%	±3.9	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	0	0.0%	NA	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	0	0.0%	NA	NR
1 to 3 years	NR	NR	NR	9	12.4%	±10.1	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	6	6.1%	±7.0	NR
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	--	--	--	NR	NR	NR	NR
More than 20 years	--	--	--	8	8.7%	±7.7	NA
Appointment Type							
Permanent	NR	NR	NR	27	8.7%	±3.7	NR
Term	NR	NR	NR	6	7.4%	±8.8	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	27	8.6%	±3.7	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	27	8.7%	±3.7	NR
Term	NR	NR	NR	6	7.4%	±8.8	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	8	4.6%	±4.3	NR
Women	NR	NR	NR	24	11.7%	±5.2	NR
Gender Identity							
Male	NR	NR	NR	8	4.6%	±4.3	NR
Female	NR	NR	NR	24	11.7%	±5.2	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	28	8.1%	±3.4	NR
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	28	8.1%	±3.4	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
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 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 SOL – Logistic Regression of Crude and Offensive Behavior and Predictors of Workplace Harassment

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	3.289	0.941	12.214	--	26.804	--	--	--	--
Age	-2.198	0.570	14.859	0.000	0.111	0.036	0.339	-75.859	17.808
Education Level	-2.303	0.708	10.571	0.001	0.100	0.025	0.401	-72.108	10.306
Relationship Status	-2.240	0.520	18.546	0.000	0.106	0.038	0.295	-78.243	22.576
Bystander Harassment Based on Sex/Gender	-1.966	0.550	12.759	0.000	0.140	0.048	0.412	-73.144	12.379

Note. N = 385, Nagelkerke R Square = 0.403

4.8 Unwanted Sexual Attention

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

4.8.1 Unwanted Sexual Attention and General Intolerance for Harassment

Table 4.60 presents general intolerance for harassment for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. General intolerance for harassment was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate an organizational climate more intolerant of harassment. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in SOL.

Table 4.60 SOL – 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	22	3.2*	±0.3	397	3.6*	±0.1	-0.53 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.8	±0.3	NA
General Schedule (GS) 11-12	NR	NR	NR	22	3.5	±0.3	NR
General Schedule (GS) 13-15	19	3.3	±0.4	319	3.6	±0.1	-0.43 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	20	4.4	±0.3	NA
Other	--	--	--	--	--	--	NA

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	3.8	±0.2	NA
1 to 3 years	6	3.2*	±0.3	75	3.9*	±0.2	-1.03 (L)
4 to 5 years	NR	NR	NR	19	3.9	±0.3	NR
6 to 10 years	NR	NR	NR	107	3.5	±0.1	NR
11 to 14 years	NR	NR	NR	25	3.4	±0.4	NR
15 to 20 years	NR	NR	NR	50	3.5	±0.2	NR
More than 20 years	5	2.4*	±0.3	90	3.6*	±0.2	-1.49 (L)
Appointment Type							
Permanent	17	3.1*	±0.4	312	3.6*	±0.1	-0.60 (M)
Term	NR	NR	NR	79	3.7	±0.1	NR
Temporary	--	--	--	6	3.9	±0.5	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	17	3.1*	±0.4	318	3.6*	±0.1	-0.61 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	17	3.1*	±0.4	312	3.6*	±0.1	-0.60 (M)
Term	NR	NR	NR	79	3.7	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	3.9	±0.5	NA
Sex							
Men	NR	NR	NR	184	3.8	±0.1	NR
Women	17	3.2	±0.2	212	3.5	±0.1	-0.40 (S)
Gender Identity							
Male	NR	NR	NR	184	3.8	±0.1	NR
Female	17	3.2	±0.2	212	3.5	±0.1	-0.40 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	17	3.3*	±0.4	361	3.6*	±0.1	-0.49 (S)
Sexual Minority	NR	NR	NR	22	3.8	±0.3	NR

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	17	3.3*	±0.4	361	3.6*	±0.1	-0.49 (S)
Lesbian	--	--	--	6	3.6	±0.6	NA
Gay	--	--	--	11	4.0	±0.4	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	13	3.6	±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.

4.8.2 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 SOL.

Table 4.61 SOL – 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	22	0.35*	±0.19	401	0.67*	±0.04	-0.81 (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	--	--	--	30	0.69	±0.12	NA
General Schedule (GS) 11-12	NR	NR	NR	24	0.63	±0.16	NR
General Schedule (GS) 13-15	19	0.37*	±0.21	318	0.65*	±0.05	-0.67 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	0.97	±0.04	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	0.73	±0.14	NA
1 to 3 years	NR	NR	NR	75	0.77	±0.08	NR
4 to 5 years	NR	NR	NR	19	0.31	±0.19	NR
6 to 10 years	NR	NR	NR	107	0.65	±0.08	NR
11 to 14 years	NR	NR	NR	25	0.57	±0.15	NR
15 to 20 years	NR	NR	NR	50	0.66	±0.11	NR
More than 20 years	5	0.00*	±0.00	92	0.72*	±0.07	-2.03 (L)
Appointment Type							
Permanent	17	0.32*	±0.21	316	0.68*	±0.04	-0.88 (L)
Term	NR	NR	NR	79	0.64	±0.09	NR
Temporary	--	--	--	6	1.00	±0.00	NA

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	17	0.32*	±0.21	322	0.68*	±0.04	-0.90 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	17	0.32*	±0.21	316	0.68*	±0.04	-0.88 (L)
Term	NR	NR	NR	79	0.64	±0.09	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	1.00	±0.00	NA
Sex							
Men	NR	NR	NR	182	0.71	±0.06	NR
Women	17	0.35*	±0.21	217	0.64*	±0.05	-0.76 (M)
Gender Identity							
Male	NR	NR	NR	182	0.71	±0.06	NR
Female	17	0.35*	±0.21	217	0.64*	±0.05	-0.76 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	17	0.31*	±0.21	362	0.69*	±0.04	-0.95 (L)
Sexual Minority	NR	NR	NR	22	0.72	±0.18	NR
Sexual Orientation							
Heterosexual or straight	17	0.31*	±0.21	362	0.69*	±0.04	-0.95 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	11	0.81	±0.24	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	16	0.40	±0.23	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 SOL.

Table 4.62 SOL – 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	22	3.0*	±0.4	398	2.6*	±0.1	0.52 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	27	2.6	±0.3	NA
General Schedule (GS) 11-12	NR	NR	NR	24	2.4	±0.3	NR
General Schedule (GS) 13-15	19	3.1*	±0.4	320	2.7*	±0.1	0.48 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	1.9	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	2.2	±0.1	NA
1 to 3 years	6	3.2*	±0.5	75	2.4*	±0.2	1.11 (L)
4 to 5 years	NR	NR	NR	19	2.7	±0.3	NR
6 to 10 years	NR	NR	NR	107	2.9	±0.1	NR
11 to 14 years	NR	NR	NR	25	2.8	±0.4	NR
15 to 20 years	NR	NR	NR	47	2.7	±0.3	NR
More than 20 years	5	4.1*	±0.2	92	2.5*	±0.2	1.88 (L)
Appointment Type							
Permanent	17	3.1*	±0.4	313	2.6*	±0.1	0.65 (M)
Term	NR	NR	NR	79	2.7	±0.2	NR
Temporary	--	--	--	6	2.2	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	17	3.1*	±0.4	319	2.6*	±0.1	0.66 (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	17	3.1*	±0.4	313	2.6*	±0.1	0.65 (M)
Term	NR	NR	NR	79	2.7	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	2.2	±0.3	NA
Sex							
Men	NR	NR	NR	184	2.5	±0.1	NR
Women	17	3.0	±0.4	213	2.7	±0.1	0.29 (S)
Gender Identity							
Male	NR	NR	NR	184	2.5	±0.1	NR
Female	17	3.0	±0.4	213	2.7	±0.1	0.29 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	17	3.0	±0.4	359	2.6	±0.1	0.44 (S)
Sexual Minority	NR	NR	NR	22	2.4	±0.3	NR
Sexual Orientation							
Heterosexual or straight	17	3.0	±0.4	359	2.6	±0.1	0.44 (S)
Lesbian	--	--	--	6	2.5	±0.7	NA
Gay	--	--	--	11	2.5	±0.4	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	16	2.4	±0.5	NR

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

4.8.4 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 SOL.

Table 4.63 SOL – 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	22	2.9*	±0.5	401	3.6*	±0.1	-0.81 (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	--	--	--	30	3.6	±0.3	NA
General Schedule (GS) 11-12	NR	NR	NR	24	3.7	±0.3	NR
General Schedule (GS) 13-15	19	2.9*	±0.5	320	3.6*	±0.1	-0.77 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.3	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	4.1	±0.1	NA
1 to 3 years	6	2.6*	±1.0	75	4.0*	±0.2	-1.85 (L)
4 to 5 years	NR	NR	NR	19	3.4	±0.4	NR
6 to 10 years	NR	NR	NR	107	3.4	±0.2	NR
11 to 14 years	NR	NR	NR	25	3.4	±0.4	NR
15 to 20 years	NR	NR	NR	50	3.4	±0.3	NR
More than 20 years	5	1.5*	±0.2	92	3.7*	±0.2	-2.74 (L)
Appointment Type							
Permanent	17	2.6*	±0.5	316	3.6*	±0.1	-1.12 (L)
Term	NR	NR	NR	79	3.7	±0.2	NR
Temporary	--	--	--	6	4.2	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	17	2.6*	±0.5	322	3.6*	±0.1	-1.13 (L)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	17	2.6*	±0.5	316	3.6*	±0.1	-1.12 (L)
Term	NR	NR	NR	79	3.7	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.2	±0.2	NA
Sex							
Men	NR	NR	NR	184	3.8	±0.1	NR
Women	17	3.2	±0.5	216	3.5	±0.1	-0.41 (S)
Gender Identity							
Male	NR	NR	NR	184	3.8	±0.1	NR
Female	17	3.2	±0.5	216	3.5	±0.1	-0.41 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	17	3.0*	±0.6	362	3.6*	±0.1	-0.77 (M)
Sexual Minority	NR	NR	NR	22	3.8	±0.3	NR
Sexual Orientation							
Heterosexual or straight	17	3.0*	±0.6	362	3.6*	±0.1	-0.77 (M)
Lesbian	--	--	--	6	3.3	±0.6	NA
Gay	--	--	--	11	4.0	±0.3	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	16	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.

4.8.5 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 SOL.

Table 4.64 SOL – 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	22	3.4*	±0.6	394	4.1*	±0.1	-0.70 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.5	±0.4	NA
General Schedule (GS) 11-12	NR	NR	NR	24	4.1	±0.4	NR
General Schedule (GS) 13-15	19	3.3*	±0.6	315	4.1*	±0.1	-0.83 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.7	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	4.5	±0.2	NA
1 to 3 years	6	2.5*	±0.9	73	4.4*	±0.1	-2.78 (L)
4 to 5 years	NR	NR	NR	19	3.7	±0.5	NR
6 to 10 years	NR	NR	NR	106	3.9	±0.2	NR
11 to 14 years	NR	NR	NR	25	3.6	±0.4	NR
15 to 20 years	NR	NR	NR	50	3.8	±0.3	NR
More than 20 years	5	2.1*	±0.8	88	4.1*	±0.2	-2.10 (L)
Appointment Type							
Permanent	17	3.1*	±0.6	310	4.0*	±0.1	-0.91 (L)
Term	NR	NR	NR	79	4.1	±0.2	NR
Temporary	--	--	--	6	4.3	±0.4	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	17	3.1*	±0.6	315	4.0*	±0.1	-0.92 (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	17	3.1*	±0.6	310	4.0*	±0.1	-0.91 (L)
Term	NR	NR	NR	79	4.1	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.3	±0.4	NA
Sex							
Men	NR	NR	NR	179	4.1	±0.1	NR
Women	17	3.5*	±0.6	216	4.0*	±0.1	-0.51 (M)
Gender Identity							
Male	NR	NR	NR	179	4.1	±0.1	NR
Female	17	3.5*	±0.6	216	4.0*	±0.1	-0.51 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	17	3.3*	±0.7	356	4.1*	±0.1	-0.84 (L)
Sexual Minority	NR	NR	NR	22	4.2	±0.3	NR
Sexual Orientation							
Heterosexual or straight	17	3.3*	±0.7	356	4.1*	±0.1	-0.84 (L)
Lesbian	--	--	--	6	4.0	±0.4	NA
Gay	--	--	--	11	4.3	±0.5	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.7	±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.

4.8.6 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 SOL.

Table 4.65 SOL – 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	22	4.0	±0.5	403	4.0	±0.1	0.03
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	--	--	--	30	3.8	±0.4	NA
General Schedule (GS) 11-12	NR	NR	NR	24	3.9	±0.3	NR
General Schedule (GS) 13-15	19	4.0	±0.5	320	4.0	±0.1	0.08
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.4	±0.3	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	4.0	±0.2	NA
1 to 3 years	6	4.3	±0.8	75	4.2	±0.1	0.05
4 to 5 years	NR	NR	NR	19	3.7	±0.3	NR
6 to 10 years	NR	NR	NR	107	3.9	±0.2	NR
11 to 14 years	NR	NR	NR	25	3.7	±0.4	NR
15 to 20 years	NR	NR	NR	50	3.8	±0.2	NR
More than 20 years	5	3.3	±1.6	94	4.0	±0.2	-0.75 (M)
Appointment Type							
Permanent	17	3.9	±0.6	318	4.0	±0.1	-0.07
Term	NR	NR	NR	79	4.0	±0.1	NR
Temporary	--	--	--	6	4.4	±0.4	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	17	3.9	±0.6	324	4.0	±0.1	-0.07

	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	17	3.9	±0.6	318	4.0	±0.1	-0.07
Term	NR	NR	NR	79	4.0	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.4	±0.4	NA
Sex							
Men	NR	NR	NR	184	4.1	±0.1	NR
Women	17	4.0	±0.6	217	3.9	±0.1	0.12
Gender Identity							
Male	NR	NR	NR	184	4.1	±0.1	NR
Female	17	4.0	±0.6	217	3.9	±0.1	0.12
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	17	3.9	±0.6	364	4.0	±0.1	-0.11
Sexual Minority	NR	NR	NR	22	3.9	±0.2	NR
Sexual Orientation							
Heterosexual or straight	17	3.9	±0.6	364	4.0	±0.1	-0.11
Lesbian	--	--	--	6	3.8	±0.2	NA
Gay	--	--	--	11	4.1	±0.4	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	16	4.0	±0.5	NR

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

4.8.7 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 SOL.

Table 4.66 SOL – 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	20	2.0	±0.2	403	2.1	±0.0	-0.10
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	1.7	±0.1	NA
General Schedule (GS) 11-12	NR	NR	NR	24	2.1	±0.2	NR
General Schedule (GS) 13-15	18	2.1	±0.2	320	2.1	±0.0	-0.02
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	2.0	±0.1	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	2.1	±0.2	NA
1 to 3 years	6	1.8	±0.4	75	2.1	±0.1	-0.73 (M)
4 to 5 years	NR	NR	NR	19	2.1	±0.2	NR
6 to 10 years	NR	NR	NR	107	2.1	±0.1	NR
11 to 14 years	NR	NR	NR	25	2.2	±0.1	NR
15 to 20 years	NR	NR	NR	50	2.0	±0.1	NR
More than 20 years	5	2.0	±0.5	94	2.0	±0.1	-0.01
Appointment Type							
Permanent	16	1.9	±0.2	318	2.1	±0.0	-0.44 (S)
Term	NR	NR	NR	79	2.1	±0.1	NR
Temporary	--	--	--	6	1.9	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	16	1.9	±0.2	324	2.1	±0.0	-0.43 (S)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	16	1.9	±0.2	318	2.1	±0.0	-0.44 (S)
Term	NR	NR	NR	79	2.1	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	1.9	±0.3	NA
Sex							
Men	NR	NR	NR	184	2.1	±0.1	NR
Women	15	2.1	±0.3	217	2.0	±0.1	0.29 (S)
Gender Identity							
Male	NR	NR	NR	184	2.1	±0.1	NR
Female	15	2.1	±0.3	217	2.0	±0.1	0.29 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	17	1.9	±0.3	364	2.1	±0.0	-0.30 (S)
Sexual Minority	NR	NR	NR	22	2.1	±0.1	NR
Sexual Orientation							
Heterosexual or straight	17	1.9	±0.3	364	2.1	±0.0	-0.30 (S)
Lesbian	--	--	--	6	2.2	±0.1	NA
Gay	--	--	--	11	2.1	±0.1	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	16	1.9	±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 SOL.

Table 4.67 SOL – 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	34	8.6%	±3.2	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	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 11-12	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 13-15	NR	NR	NR	33	10.4%	±3.9	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	0	0.0%	NA	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	0	0.0%	NA	NA
1 to 3 years	NR	NR	NR	10	13.8%	±10.1	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	7	6.9%	±6.8	NR
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	NR	NR	NR	NR	NR	NR	NR
More than 20 years	NR	NR	NR	NR	NR	NR	NR
Appointment Type							
Permanent	NR	NR	NR	26	8.3%	±3.6	NR
Term	NR	NR	NR	8	10.5%	±9.2	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	26	8.1%	±3.6	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	26	8.3%	±3.6	NR
Term	NR	NR	NR	8	10.5%	±9.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	8	4.6%	±4.2	NR
Women	NR	NR	NR	26	12.0%	±5.1	NR
Gender Identity							
Male	NR	NR	NR	8	4.6%	±4.2	NR
Female	NR	NR	NR	26	12.0%	±5.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	31	8.6%	±3.4	NR
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	31	8.6%	±3.4	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	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 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 SOL – 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	-0.389	1.264	0.095	--	0.677	--	--	--	--
Race/Ethnicity	-1.461	0.626	5.457	0.019	0.232	0.068	0.790	-47.200	5.496
Relationship Status	-2.565	0.685	14.031	0.000	0.077	0.020	0.294	-53.520	18.135
Organizational Inclusion	1.244	0.383	10.555	0.001	3.469	1.638	7.346	-51.435	13.966
Organizational Trust	-1.058	0.340	9.698	0.002	0.347	0.178	0.676	-49.931	10.959
Bystander Harassment Based on Sex/Gender	-2.530	0.633	15.996	0.000	0.080	0.023	0.275	-52.632	16.361

Note. N = 385, Nagelkerke R Square = 0.466

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 SOL.

Table 4.69 SOL – 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	417	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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.8	±0.3	NA
General Schedule (GS) 11-12	--	--	--	23	3.5	±0.3	NA
General Schedule (GS) 13-15	NR	NR	NR	337	3.6	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	20	4.4	±0.3	NA
Other	--	--	--	--	--	--	NA

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	3.8	±0.2	NA
1 to 3 years	--	--	--	80	3.9	±0.2	NA
4 to 5 years	--	--	--	22	3.8	±0.3	NA
6 to 10 years	--	--	--	111	3.5	±0.1	NA
11 to 14 years	--	--	--	26	3.4	±0.3	NA
15 to 20 years	--	--	--	52	3.5	±0.2	NA
More than 20 years	NR	NR	NR	94	3.6	±0.2	NR
Appointment Type							
Permanent	NR	NR	NR	329	3.6	±0.1	NR
Term	--	--	--	83	3.7	±0.1	NA
Temporary	--	--	--	6	3.9	±0.5	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	334	3.6	±0.1	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	329	3.6	±0.1	NR
Term	--	--	--	83	3.7	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	3.9	±0.5	NA
Sex							
Men	--	--	--	189	3.8	±0.1	NA
Women	NR	NR	NR	227	3.5	±0.1	NR
Gender Identity							
Male	--	--	--	189	3.8	±0.1	NA
Female	NR	NR	NR	227	3.5	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	376	3.6	±0.1	NR
Sexual Minority	--	--	--	23	3.8	±0.3	NA

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	376	3.6	±0.1	NR
Lesbian	--	--	--	6	3.6	±0.6	NA
Gay	--	--	--	11	4.0	±0.4	NA
Bisexual	--	--	--	6	3.7	±0.2	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	15	3.4	±0.4	NA

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

4.9.2 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 SOL.

Table 4.70 SOL – 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	421	0.66	±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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	0.69	±0.12	NA
General Schedule (GS) 11-12	--	--	--	26	0.60	±0.16	NA
General Schedule (GS) 13-15	NR	NR	NR	336	0.64	±0.04	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	0.97	±0.04	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	0.73	±0.14	NA
1 to 3 years	--	--	--	80	0.73	±0.09	NA
4 to 5 years	--	--	--	22	0.38	±0.18	NA
6 to 10 years	--	--	--	111	0.64	±0.08	NA
11 to 14 years	--	--	--	26	0.56	±0.14	NA
15 to 20 years	--	--	--	52	0.67	±0.11	NA
More than 20 years	NR	NR	NR	96	0.69	±0.08	NR
Appointment Type							
Permanent	NR	NR	NR	332	0.66	±0.04	NR
Term	--	--	--	83	0.63	±0.09	NA
Temporary	--	--	--	6	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	338	0.67	±0.04	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	332	0.66	±0.04	NR
Term	--	--	--	83	0.63	±0.09	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	1.00	±0.00	NA
Sex							
Men	--	--	--	187	0.71	±0.06	NA
Women	NR	NR	NR	233	0.63	±0.05	NR
Gender Identity							
Male	--	--	--	187	0.71	±0.06	NA
Female	NR	NR	NR	233	0.63	±0.05	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	377	0.67	±0.04	NR
Sexual Minority	--	--	--	23	0.74	±0.17	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	377	0.67	±0.04	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	11	0.81	±0.24	NA
Bisexual	--	--	--	6	0.93	±0.12	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	0.35	±0.21	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 SOL.

Table 4.71 SOL – 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	418	2.6	±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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	27	2.6	±0.3	NA
General Schedule (GS) 11-12	--	--	--	26	2.5	±0.3	NA
General Schedule (GS) 13-15	NR	NR	NR	338	2.7	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	1.9	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	2.2	±0.1	NA
1 to 3 years	--	--	--	80	2.5	±0.2	NA
4 to 5 years	--	--	--	22	2.8	±0.3	NA
6 to 10 years	--	--	--	111	2.8	±0.1	NA
11 to 14 years	--	--	--	26	2.8	±0.4	NA
15 to 20 years	--	--	--	49	2.7	±0.3	NA
More than 20 years	NR	NR	NR	96	2.5	±0.2	NR
Appointment Type							
Permanent	NR	NR	NR	329	2.6	±0.1	NR
Term	--	--	--	83	2.7	±0.2	NA
Temporary	--	--	--	6	2.2	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	335	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	329	2.6	±0.1	NR
Term	--	--	--	83	2.7	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	2.2	±0.3	NA
Sex							
Men	--	--	--	189	2.5	±0.1	NA
Women	NR	NR	NR	228	2.7	±0.1	NR
Gender Identity							
Male	--	--	--	189	2.5	±0.1	NA
Female	NR	NR	NR	228	2.7	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	374	2.6	±0.1	NR
Sexual Minority	--	--	--	23	2.4	±0.2	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	374	2.6	±0.1	NR
Lesbian	--	--	--	6	2.5	±0.7	NA
Gay	--	--	--	11	2.5	±0.4	NA
Bisexual	--	--	--	6	2.1	±0.1	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	2.6	±0.5	NA

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

4.9.4 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 SOL.

Table 4.72 SOL – 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	421	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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.6	±0.3	NA
General Schedule (GS) 11-12	--	--	--	26	3.6	±0.4	NA
General Schedule (GS) 13-15	NR	NR	NR	338	3.6	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.3	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	4.1	±0.1	NA
1 to 3 years	--	--	--	80	3.9	±0.2	NA
4 to 5 years	--	--	--	22	3.5	±0.3	NA
6 to 10 years	--	--	--	111	3.4	±0.1	NA
11 to 14 years	--	--	--	26	3.5	±0.4	NA
15 to 20 years	--	--	--	52	3.4	±0.3	NA
More than 20 years	NR	NR	NR	96	3.6	±0.2	NR
Appointment Type							
Permanent	NR	NR	NR	332	3.6	±0.1	NR
Term	--	--	--	83	3.7	±0.2	NA
Temporary	--	--	--	6	4.2	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	338	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	332	3.6	±0.1	NR
Term	--	--	--	83	3.7	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.2	±0.2	NA
Sex							
Men	--	--	--	189	3.7	±0.1	NA
Women	NR	NR	NR	231	3.5	±0.1	NR
Gender Identity							
Male	--	--	--	189	3.7	±0.1	NA
Female	NR	NR	NR	231	3.5	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	377	3.6	±0.1	NR
Sexual Minority	--	--	--	23	3.8	±0.2	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	377	3.6	±0.1	NR
Lesbian	--	--	--	6	3.3	±0.6	NA
Gay	--	--	--	11	4.0	±0.3	NA
Bisexual	--	--	--	6	4.0	±0.3	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	3.3	±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 SOL.

Table 4.73 SOL – 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	415	4.0	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.5	±0.4	NA
General Schedule (GS) 11-12	--	--	--	26	4.1	±0.4	NA
General Schedule (GS) 13-15	NR	NR	NR	333	4.0	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.7	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	4.5	±0.2	NA
1 to 3 years	--	--	--	79	4.3	±0.2	NA
4 to 5 years	--	--	--	22	3.8	±0.4	NA
6 to 10 years	--	--	--	110	3.9	±0.2	NA
11 to 14 years	--	--	--	26	3.7	±0.4	NA
15 to 20 years	--	--	--	52	3.8	±0.3	NA
More than 20 years	NR	NR	NR	92	4.1	±0.2	NR
Appointment Type							
Permanent	NR	NR	NR	326	4.0	±0.1	NR
Term	--	--	--	83	4.1	±0.2	NA
Temporary	--	--	--	6	4.3	±0.4	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	331	4.0	±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	326	4.0	±0.1	NR
Term	--	--	--	83	4.1	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.3	±0.4	NA
Sex							
Men	--	--	--	184	4.1	±0.1	NA
Women	NR	NR	NR	231	4.0	±0.1	NR
Gender Identity							
Male	--	--	--	184	4.1	±0.1	NA
Female	NR	NR	NR	231	4.0	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	372	4.0	±0.1	NR
Sexual Minority	--	--	--	23	4.2	±0.3	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	372	4.0	±0.1	NR
Lesbian	--	--	--	6	4.0	±0.4	NA
Gay	--	--	--	11	4.3	±0.5	NA
Bisexual	--	--	--	6	4.4	±0.4	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	17	3.6	±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.

4.9.6 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 SOL.

Table 4.74 SOL – 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	423	4.0	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.8	±0.4	NA
General Schedule (GS) 11-12	--	--	--	26	3.9	±0.3	NA
General Schedule (GS) 13-15	NR	NR	NR	338	4.0	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.4	±0.3	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	4.0	±0.2	NA
1 to 3 years	--	--	--	80	4.2	±0.1	NA
4 to 5 years	--	--	--	22	3.7	±0.3	NA
6 to 10 years	--	--	--	111	3.9	±0.2	NA
11 to 14 years	--	--	--	26	3.8	±0.3	NA
15 to 20 years	--	--	--	52	3.8	±0.2	NA
More than 20 years	NR	NR	NR	98	4.0	±0.2	NR
Appointment Type							
Permanent	NR	NR	NR	334	4.0	±0.1	NR
Term	--	--	--	83	4.1	±0.1	NA
Temporary	--	--	--	6	4.4	±0.4	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	340	4.0	±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	334	4.0	±0.1	NR
Term	--	--	--	83	4.1	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.4	±0.4	NA
Sex							
Men	--	--	--	189	4.1	±0.1	NA
Women	NR	NR	NR	233	3.9	±0.1	NR
Gender Identity							
Male	--	--	--	189	4.1	±0.1	NA
Female	NR	NR	NR	233	3.9	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	379	4.0	±0.1	NR
Sexual Minority	--	--	--	23	4.0	±0.2	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	379	4.0	±0.1	NR
Lesbian	--	--	--	6	3.8	±0.2	NA
Gay	--	--	--	11	4.1	±0.4	NA
Bisexual	--	--	--	6	3.9	±0.3	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	4.1	±0.5	NA

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

4.9.7 Sexual Coercion and Gender Context

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

Table 4.75 SOL – 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	421	2.1	±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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	1.7	±0.1	NA
General Schedule (GS) 11-12	--	--	--	26	2.0	±0.2	NA
General Schedule (GS) 13-15	NR	NR	NR	337	2.1	±0.0	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	2.0	±0.1	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	2.1	±0.2	NA
1 to 3 years	--	--	--	80	2.0	±0.1	NA
4 to 5 years	--	--	--	20	2.0	±0.1	NA
6 to 10 years	--	--	--	111	2.1	±0.1	NA
11 to 14 years	--	--	--	26	2.3	±0.1	NA
15 to 20 years	--	--	--	52	2.0	±0.1	NA
More than 20 years	NR	NR	NR	98	2.0	±0.1	NR
Appointment Type							
Permanent	NR	NR	NR	333	2.1	±0.0	NR
Term	--	--	--	83	2.1	±0.1	NA
Temporary	--	--	--	6	1.9	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	338	2.1	±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	333	2.1	±0.0	NR
Term	--	--	--	83	2.1	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	1.9	±0.3	NA
Sex							
Men	--	--	--	189	2.1	±0.1	NA
Women	NR	NR	NR	231	2.0	±0.1	NR
Gender Identity							
Male	--	--	--	189	2.1	±0.1	NA
Female	NR	NR	NR	231	2.0	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	379	2.1	±0.0	NR
Sexual Minority	--	--	--	23	2.1	±0.1	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	379	2.1	±0.0	NR
Lesbian	--	--	--	6	2.2	±0.1	NA
Gay	--	--	--	11	2.1	±0.1	NA
Bisexual	--	--	--	6	2.1	±0.3	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	2.0	±0.2	NA

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

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

4.9.8 Sexual Coercion and Bystander Harassment

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

Table 4.76 SOL – 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	44	10.6%	±3.3	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	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 11-12	--	--	--	NR	NR	NR	NR
General Schedule (GS) 13-15	NR	NR	NR	41	12.1%	±4.0	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	0	0.0%	NA	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	0	0.0%	NA	NA
1 to 3 years	--	--	--	13	16.2%	±10.0	NA
4 to 5 years	--	--	--	NR	NR	NR	NR
6 to 10 years	--	--	--	10	9.1%	±7.1	NA
11 to 14 years	--	--	--	NR	NR	NR	NR
15 to 20 years	--	--	--	NR	NR	NR	NR
More than 20 years	NR	NR	NR	7	7.4%	±7.5	NR
Appointment Type							
Permanent	NR	NR	NR	32	9.6%	±3.7	NR
Term	--	--	--	12	14.9%	±9.6	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	32	9.5%	±3.6	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	32	9.6%	±3.7	NR
Term	--	--	--	12	14.9%	±9.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	--	--	--	8	4.5%	±4.1	NA
Women	NR	NR	NR	36	15.5%	±5.3	NR
Gender Identity							
Male	--	--	--	8	4.5%	±4.1	NA
Female	NR	NR	NR	36	15.5%	±5.3	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	39	10.4%	±3.5	NR
Sexual Minority	--	--	--	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	39	10.4%	±3.5	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
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 SOL – 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 SOL.

Table 4.78 SOL – 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	73	3.0*	±0.2	347	3.8*	±0.1	-1.08 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.8	±0.3	NA
General Schedule (GS) 11-12	NR	NR	NR	22	3.5	±0.3	NR
General Schedule (GS) 13-15	69	3.0*	±0.2	271	3.7*	±0.1	-1.05 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	18	4.6	±0.2	NR
Other	--	--	--	--	--	--	NA

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	27	3.8	±0.2	NR
1 to 3 years	16	3.1*	±0.4	65	4.1*	±0.1	-1.63 (L)
4 to 5 years	10	3.6	±0.3	12	4.0	±0.4	-0.58 (M)
6 to 10 years	18	3.0*	±0.3	93	3.6*	±0.1	-1.01 (L)
11 to 14 years	7	2.8	±0.7	22	3.4	±0.4	-0.58 (M)
15 to 20 years	7	2.0*	±0.7	45	3.8*	±0.2	-2.33 (L)
More than 20 years	13	2.7*	±0.4	82	3.7*	±0.2	-1.20 (L)
Appointment Type							
Permanent	58	2.9*	±0.2	274	3.7*	±0.1	-1.06 (L)
Term	15	3.2*	±0.4	68	3.8*	±0.1	-1.15 (L)
Temporary	--	--	--	6	3.9	±0.5	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	58	2.9*	±0.2	279	3.7*	±0.1	-1.07 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	58	2.9*	±0.2	274	3.7*	±0.1	-1.06 (L)
Term	15	3.2*	±0.4	68	3.8*	±0.1	-1.15 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	3.9	±0.5	NA
Sex							
Men	7	2.9*	±0.5	182	3.8*	±0.1	-1.21 (L)
Women	66	3.0*	±0.2	164	3.7*	±0.1	-0.99 (L)
Gender Identity							
Male	7	2.9*	±0.5	182	3.8*	±0.1	-1.21 (L)
Female	66	3.0*	±0.2	164	3.7*	±0.1	-0.99 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	62	2.9*	±0.2	318	3.8*	±0.1	-1.15 (L)
Sexual Minority	NR	NR	NR	19	3.8	±0.3	NR

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	62	2.9*	±0.2	318	3.8*	±0.1	-1.15 (L)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	--	--	--	11	4.0	±0.4	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	10	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.

4.10.2 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 SOL.

Table 4.79 SOL – 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	73	0.35*	±0.09	351	0.72*	±0.04	-0.96 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	0.69	±0.12	NA
General Schedule (GS) 11-12	NR	NR	NR	24	0.63	±0.16	NR
General Schedule (GS) 13-15	69	0.34*	±0.09	270	0.71*	±0.05	-0.94 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	19	0.97	±0.04	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	28	0.75	±0.14	NR
1 to 3 years	16	0.32*	±0.20	65	0.83*	±0.08	-1.48 (L)
4 to 5 years	10	0.57	±0.28	12	0.22	±0.21	0.83 (L)
6 to 10 years	18	0.26*	±0.18	93	0.71*	±0.08	-1.12 (L)
11 to 14 years	NR	NR	NR	22	0.62	±0.16	NR
15 to 20 years	NR	NR	NR	45	0.73	±0.11	NR
More than 20 years	13	0.43*	±0.19	85	0.72*	±0.08	-0.78 (M)
Appointment Type							
Permanent	58	0.31*	±0.10	277	0.73*	±0.04	-1.12 (L)
Term	15	0.50	±0.23	68	0.66	±0.10	-0.38 (S)
Temporary	--	--	--	6	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	58	0.31*	±0.10	283	0.73*	±0.04	-1.13 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	58	0.31*	±0.10	277	0.73*	±0.04	-1.12 (L)
Term	15	0.50	±0.23	68	0.66	±0.10	-0.38 (S)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	1.00	±0.00	NA
Sex							
Men	NR	NR	NR	180	0.73	±0.06	NR
Women	66	0.38*	±0.10	170	0.71*	±0.05	-0.91 (L)
Gender Identity							
Male	NR	NR	NR	180	0.73	±0.06	NR
Female	66	0.38*	±0.10	170	0.71*	±0.05	-0.91 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	62	0.34*	±0.10	319	0.73*	±0.04	-1.03 (L)
Sexual Minority	NR	NR	NR	19	0.77	±0.18	NR
Sexual Orientation							
Heterosexual or straight	62	0.34*	±0.10	319	0.73*	±0.04	-1.03 (L)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	--	--	--	11	0.81	±0.24	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	13	0.41	±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.

4.10.3 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 SOL.

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

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	71	3.1*	±0.2	350	2.5*	±0.1	0.69 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	27	2.6	±0.3	NA
General Schedule (GS) 11-12	NR	NR	NR	24	2.4	±0.3	NR
General Schedule (GS) 13-15	69	3.1*	±0.2	272	2.6*	±0.1	0.64 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	1.9	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	28	2.2	±0.1	NR
1 to 3 years	16	3.1*	±0.5	65	2.3*	±0.1	1.15 (L)
4 to 5 years	10	2.5	±0.4	12	3.0	±0.4	-0.62 (M)
6 to 10 years	18	3.1	±0.4	93	2.8	±0.2	0.40 (S)
11 to 14 years	7	3.3	±0.9	22	2.8	±0.4	0.45 (S)
15 to 20 years	7	4.0*	±0.8	42	2.5*	±0.2	1.84 (L)
More than 20 years	11	3.6*	±0.4	87	2.4*	±0.2	1.31 (L)
Appointment Type							
Permanent	56	3.2*	±0.2	277	2.5*	±0.1	0.83 (L)
Term	15	2.8	±0.6	68	2.6	±0.2	0.14
Temporary	--	--	--	6	2.2	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	56	3.2*	±0.2	282	2.5*	±0.1	0.84 (L)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	56	3.2*	±0.2	277	2.5*	±0.1	0.83 (L)
Term	15	2.8	±0.6	68	2.6	±0.2	0.14
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	2.2	±0.3	NA
Sex							
Men	7	3.1*	±0.8	182	2.5*	±0.1	0.86 (L)
Women	64	3.1*	±0.2	167	2.6*	±0.1	0.59 (M)
Gender Identity							
Male	7	3.1*	±0.8	182	2.5*	±0.1	0.86 (L)
Female	64	3.1*	±0.2	167	2.6*	±0.1	0.59 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	60	3.1*	±0.3	318	2.6*	±0.1	0.72 (M)
Sexual Minority	NR	NR	NR	19	2.4	±0.3	NR
Sexual Orientation							
Heterosexual or straight	60	3.1*	±0.3	318	2.6*	±0.1	0.72 (M)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	--	--	--	11	2.5	±0.4	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	13	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.

4.10.4 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 SOL.

Table 4.81 SOL – 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	71	3.0*	±0.2	353	3.7*	±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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.6	±0.3	NA
General Schedule (GS) 11-12	NR	NR	NR	24	3.7	±0.3	NR
General Schedule (GS) 13-15	69	3.0*	±0.2	272	3.7*	±0.1	-0.76 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.3	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	28	4.1	±0.1	NR
1 to 3 years	16	3.1*	±0.5	65	4.0*	±0.2	-1.18 (L)
4 to 5 years	10	3.4	±0.6	12	3.5	±0.4	-0.15
6 to 10 years	18	3.0*	±0.5	93	3.5*	±0.2	-0.60 (M)
11 to 14 years	7	3.0	±0.9	22	3.5	±0.4	-0.46 (S)
15 to 20 years	7	2.1*	±0.9	45	3.6*	±0.3	-1.51 (L)
More than 20 years	11	2.8*	±0.7	87	3.7*	±0.2	-1.04 (L)
Appointment Type							
Permanent	56	2.9*	±0.3	279	3.7*	±0.1	-0.94 (L)
Term	15	3.6	±0.5	68	3.7	±0.1	-0.15
Temporary	--	--	--	6	4.2	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	56	2.9*	±0.3	285	3.7*	±0.1	-0.95 (L)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	56	2.9*	±0.3	279	3.7*	±0.1	-0.94 (L)
Term	15	3.6	±0.5	68	3.7	±0.1	-0.15
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.2	±0.2	NA
Sex							
Men	7	3.0*	±0.9	182	3.7*	±0.1	-0.87 (L)
Women	64	3.0*	±0.3	170	3.7*	±0.1	-0.73 (M)
Gender Identity							
Male	7	3.0*	±0.9	182	3.7*	±0.1	-0.87 (L)
Female	64	3.0*	±0.3	170	3.7*	±0.1	-0.73 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	60	3.0*	±0.3	321	3.7*	±0.1	-0.80 (L)
Sexual Minority	NR	NR	NR	19	3.9	±0.3	NR
Sexual Orientation							
Heterosexual or straight	60	3.0*	±0.3	321	3.7*	±0.1	-0.80 (L)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	--	--	--	11	4.0	±0.3	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	13	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.

4.10.5 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 SOL.

Table 4.82 SOL – 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	71	3.6*	±0.3	346	4.1*	±0.1	-0.51 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.5	±0.4	NA
General Schedule (GS) 11-12	NR	NR	NR	24	4.1	±0.4	NR
General Schedule (GS) 13-15	69	3.6*	±0.3	267	4.1*	±0.1	-0.55 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.7	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	28	4.5	±0.2	NR
1 to 3 years	16	3.9*	±0.6	63	4.4*	±0.2	-0.59 (M)
4 to 5 years	10	4.1	±0.6	12	3.6	±0.6	0.49 (S)
6 to 10 years	18	3.6	±0.5	92	4.0	±0.2	-0.34 (S)
11 to 14 years	7	3.1	±1.2	22	3.7	±0.5	-0.44 (S)
15 to 20 years	7	2.8*	±1.0	45	4.0*	±0.3	-1.03 (L)
More than 20 years	11	3.0*	±0.8	82	4.2*	±0.2	-1.23 (L)
Appointment Type							
Permanent	56	3.4*	±0.3	273	4.1*	±0.1	-0.65 (M)
Term	15	4.2	±0.5	68	4.1	±0.2	0.12
Temporary	--	--	--	6	4.3	±0.4	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	56	3.4*	±0.3	279	4.1*	±0.1	-0.66 (M)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	56	3.4*	±0.3	273	4.1*	±0.1	-0.65 (M)
Term	15	4.2	±0.5	68	4.1	±0.2	0.12
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.3	±0.4	NA
Sex							
Men	7	3.2*	±1.2	176	4.2*	±0.1	-1.02 (L)
Women	64	3.6*	±0.3	170	4.0*	±0.1	-0.39 (S)
Gender Identity							
Male	7	3.2*	±1.2	176	4.2*	±0.1	-1.02 (L)
Female	64	3.6*	±0.3	170	4.0*	±0.1	-0.39 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	60	3.6*	±0.3	315	4.1*	±0.1	-0.56 (M)
Sexual Minority	NR	NR	NR	19	4.2	±0.3	NR
Sexual Orientation							
Heterosexual or straight	60	3.6*	±0.3	315	4.1*	±0.1	-0.56 (M)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	--	--	--	11	4.3	±0.5	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	12	3.7	±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 SOL.

Table 4.83 SOL – 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	73	3.6*	±0.2	353	4.0*	±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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.8	±0.4	NA
General Schedule (GS) 11-12	NR	NR	NR	24	3.9	±0.3	NR
General Schedule (GS) 13-15	69	3.6*	±0.2	272	4.1*	±0.1	-0.59 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	19	4.4	±0.3	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	28	4.0	±0.2	NR
1 to 3 years	16	3.8*	±0.4	65	4.3*	±0.1	-0.77 (M)
4 to 5 years	10	3.7	±0.6	12	3.7	±0.3	-0.03
6 to 10 years	18	3.5*	±0.5	93	4.0*	±0.2	-0.61 (M)
11 to 14 years	7	3.4	±1.2	22	3.7	±0.4	-0.29 (S)
15 to 20 years	7	2.9*	±0.5	45	3.9*	±0.2	-1.21 (L)
More than 20 years	13	3.6	±0.7	87	4.1	±0.2	-0.41 (S)
Appointment Type							
Permanent	58	3.5*	±0.3	279	4.0*	±0.1	-0.55 (M)
Term	15	3.8	±0.4	68	4.1	±0.1	-0.47 (S)
Temporary	--	--	--	6	4.4	±0.4	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	58	3.5*	±0.3	285	4.0*	±0.1	-0.56 (M)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	58	3.5*	±0.3	279	4.0*	±0.1	-0.55 (M)
Term	15	3.8	±0.4	68	4.1	±0.1	-0.47 (S)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.4	±0.4	NA
Sex							
Men	7	3.4*	±0.8	182	4.1*	±0.1	-0.77 (M)
Women	66	3.6*	±0.2	170	4.0*	±0.1	-0.48 (S)
Gender Identity							
Male	7	3.4*	±0.8	182	4.1*	±0.1	-0.77 (M)
Female	66	3.6*	±0.2	170	4.0*	±0.1	-0.48 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	62	3.5*	±0.3	321	4.0*	±0.1	-0.66 (M)
Sexual Minority	NR	NR	NR	19	4.0	±0.3	NR
Sexual Orientation							
Heterosexual or straight	62	3.5*	±0.3	321	4.0*	±0.1	-0.66 (M)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	--	--	--	11	4.1	±0.4	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	13	4.0	±0.5	NR

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

4.10.7 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 SOL.

Table 4.84 SOL – 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	72	2.1	±0.1	353	2.0	±0.0	0.24 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	1.7	±0.1	NA
General Schedule (GS) 11-12	NR	NR	NR	24	2.1	±0.2	NR
General Schedule (GS) 13-15	68	2.2	±0.1	272	2.1	±0.0	0.22 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	19	2.1	±0.1	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	28	2.1	±0.2	NR
1 to 3 years	16	2.0	±0.3	65	2.0	±0.1	-0.06
4 to 5 years	8	2.0	±0.3	12	2.1	±0.1	-0.35 (S)
6 to 10 years	18	2.2	±0.2	93	2.1	±0.1	0.35 (S)
11 to 14 years	7	2.6*	±0.2	22	2.2*	±0.1	1.39 (L)
15 to 20 years	7	2.4*	±0.2	45	2.0*	±0.1	1.65 (L)
More than 20 years	13	1.9	±0.2	87	2.1	±0.1	-0.29 (S)
Appointment Type							
Permanent	56	2.1	±0.1	279	2.1	±0.0	0.07
Term	15	2.3*	±0.2	68	2.0*	±0.1	0.78 (M)
Temporary	--	--	--	6	1.9	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	56	2.1	±0.1	285	2.1	±0.0	0.08

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	56	2.1	±0.1	279	2.1	±0.0	0.07
Term	15	2.3*	±0.2	68	2.0*	±0.1	0.78 (M)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	1.9	±0.3	NA
Sex							
Men	7	1.8*	±0.3	182	2.1*	±0.1	-0.77 (M)
Women	65	2.2*	±0.1	170	2.0*	±0.1	0.50 (M)
Gender Identity							
Male	7	1.8*	±0.3	182	2.1*	±0.1	-0.77 (M)
Female	65	2.2*	±0.1	170	2.0*	±0.1	0.50 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	62	2.2	±0.1	321	2.0	±0.0	0.26 (S)
Sexual Minority	NR	NR	NR	19	2.1	±0.1	NR
Sexual Orientation							
Heterosexual or straight	62	2.2	±0.1	321	2.0	±0.0	0.26 (S)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	--	--	--	11	2.1	±0.1	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	13	2.0	±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 SOL.

Table 4.85 SOL – 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	34	48.6%*	±11.8	12	3.3%*	±2.5	1.18 (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	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 11-12	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 13-15	32	48.0%*	±12.3	10	3.8%*	±3.1	1.14 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	0	0.0%	NA	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	0	0.0%	NA	NR
1 to 3 years	NR	NR	NR	NR	NR	NR	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	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	26	47.3%*	±13.5	7	2.6%*	±2.7	1.19 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	26	47.3%*	±13.5	7	2.6%*	±2.7	1.19 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	26	47.3%*	±13.5	7	2.6%*	±2.7	1.19 (L)
Term	NR	NR	NR	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	NR	NR	NR	NR
Women	30	47.6%*	±12.6	7	4.3%*	±4.4	1.11 (L)
Gender Identity							
Male	NR	NR	NR	NR	NR	NR	NR
Female	30	47.6%*	±12.6	7	4.3%*	±4.4	1.11 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	31	52.4%*	±13.1	10	3.1%*	±2.6	1.27 (L)
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	31	52.4%*	±13.1	10	3.1%*	±2.6	1.27 (L)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
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 SOL – 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	4.911	1.100	19.946	--	135.841	--	--	--	--
Sex	-2.294	0.514	19.940	0.000	0.101	0.037	0.276	-115.404	27.882
Age	-1.164	0.403	8.329	0.004	0.312	0.142	0.688	-105.621	8.317
Bystander Harassment Based on Sex/Gender	-2.228	0.455	23.975	0.000	0.108	0.044	0.263	-114.650	26.374
General Intolerance	-0.811	0.323	6.299	0.012	0.444	0.236	0.837	-105.014	7.102
Leadership Intolerance	-1.164	0.547	4.535	0.033	0.312	0.107	0.911	-103.693	4.462

Note. N = 385, Nagelkerke R Square = 0.509

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 SOL.

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

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	415	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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.8	±0.3	NA
General Schedule (GS) 11-12	--	--	--	23	3.5	±0.3	NA
General Schedule (GS) 13-15	NR	NR	NR	335	3.6	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	20	4.4	±0.3	NA
Other	--	--	--	--	--	--	NA

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	28	3.8	±0.2	NA
1 to 3 years	NR	NR	NR	79	3.9	±0.2	NR
4 to 5 years	--	--	--	22	3.8	±0.3	NA
6 to 10 years	--	--	--	111	3.5	±0.1	NA
11 to 14 years	--	--	--	26	3.4	±0.3	NA
15 to 20 years	--	--	--	52	3.5	±0.2	NA
More than 20 years	--	--	--	95	3.6	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	328	3.6	±0.1	NR
Term	--	--	--	81	3.7	±0.1	NA
Temporary	--	--	--	6	3.9	±0.5	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	334	3.6	±0.1	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	328	3.6	±0.1	NR
Term	--	--	--	81	3.7	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	3.9	±0.5	NA
Sex							
Men	NR	NR	NR	188	3.8	±0.1	NR
Women	--	--	--	227	3.5	±0.1	NA
Gender Identity							
Male	NR	NR	NR	188	3.8	±0.1	NR
Female	--	--	--	227	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	374	3.6	±0.1	NR
Sexual Minority	--	--	--	23	3.8	±0.3	NA

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	374	3.6	±0.1	NR
Lesbian	--	--	--	6	3.6	±0.6	NA
Gay	--	--	--	11	4.0	±0.4	NA
Bisexual	--	--	--	6	3.7	±0.2	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	15	3.4	±0.4	NA

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

4.11.2 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 SOL.

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

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	419	0.66	±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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	0.69	±0.12	NA
General Schedule (GS) 11-12	--	--	--	26	0.60	±0.16	NA
General Schedule (GS) 13-15	NR	NR	NR	334	0.64	±0.05	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	0.97	±0.04	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	0.71	±0.14	NA
1 to 3 years	NR	NR	NR	79	0.75	±0.09	NR
4 to 5 years	--	--	--	22	0.38	±0.18	NA
6 to 10 years	--	--	--	111	0.64	±0.08	NA
11 to 14 years	--	--	--	26	0.56	±0.14	NA
15 to 20 years	--	--	--	52	0.67	±0.11	NA
More than 20 years	--	--	--	97	0.68	±0.08	NA
Appointment Type							
Permanent	NR	NR	NR	332	0.66	±0.04	NR
Term	--	--	--	81	0.62	±0.09	NA
Temporary	--	--	--	6	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	NR	NR	NR	337	0.67	±0.04	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	332	0.66	±0.04	NR
Term	--	--	--	81	0.62	±0.09	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	1.00	±0.00	NA
Sex							
Men	NR	NR	NR	185	0.71	±0.06	NR
Women	--	--	--	232	0.62	±0.05	NA
Gender Identity							
Male	NR	NR	NR	185	0.71	±0.06	NR
Female	--	--	--	232	0.62	±0.05	NA
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	375	0.67	±0.04	NR
Sexual Minority	--	--	--	23	0.74	±0.17	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	375	0.67	±0.04	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	11	0.81	±0.24	NA
Bisexual	--	--	--	6	0.93	±0.12	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	0.35	±0.21	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 SOL.

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

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	416	2.6	±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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	27	2.6	±0.3	NA
General Schedule (GS) 11-12	--	--	--	26	2.5	±0.3	NA
General Schedule (GS) 13-15	NR	NR	NR	336	2.7	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	1.9	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	2.2	±0.1	NA
1 to 3 years	NR	NR	NR	79	2.4	±0.2	NR
4 to 5 years	--	--	--	22	2.8	±0.3	NA
6 to 10 years	--	--	--	111	2.8	±0.1	NA
11 to 14 years	--	--	--	26	2.8	±0.4	NA
15 to 20 years	--	--	--	49	2.7	±0.3	NA
More than 20 years	--	--	--	98	2.6	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	329	2.6	±0.1	NR
Term	--	--	--	81	2.7	±0.2	NA
Temporary	--	--	--	6	2.2	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	335	2.6	±0.1	NR

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	329	2.6	±0.1	NR
Term	--	--	--	81	2.7	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	2.2	±0.3	NA
Sex							
Men	NR	NR	NR	188	2.5	±0.1	NR
Women	--	--	--	228	2.7	±0.1	NA
Gender Identity							
Male	NR	NR	NR	188	2.5	±0.1	NR
Female	--	--	--	228	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	373	2.6	±0.1	NR
Sexual Minority	--	--	--	23	2.4	±0.2	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	373	2.6	±0.1	NR
Lesbian	--	--	--	6	2.5	±0.7	NA
Gay	--	--	--	11	2.5	±0.4	NA
Bisexual	--	--	--	6	2.1	±0.1	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	2.6	±0.5	NA

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

4.11.4 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 SOL.

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

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	419	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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.6	±0.3	NA
General Schedule (GS) 11-12	--	--	--	26	3.6	±0.4	NA
General Schedule (GS) 13-15	NR	NR	NR	336	3.6	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.3	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	4.1	±0.1	NA
1 to 3 years	NR	NR	NR	79	3.9	±0.2	NR
4 to 5 years	--	--	--	22	3.5	±0.3	NA
6 to 10 years	--	--	--	111	3.4	±0.1	NA
11 to 14 years	--	--	--	26	3.5	±0.4	NA
15 to 20 years	--	--	--	52	3.4	±0.3	NA
More than 20 years	--	--	--	98	3.6	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	332	3.6	±0.1	NR
Term	--	--	--	81	3.7	±0.2	NA
Temporary	--	--	--	6	4.2	±0.2	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	338	3.6	±0.1	NR

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	332	3.6	±0.1	NR
Term	--	--	--	81	3.7	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.2	±0.2	NA
Sex							
Men	NR	NR	NR	188	3.7	±0.1	NR
Women	--	--	--	231	3.5	±0.1	NA
Gender Identity							
Male	NR	NR	NR	188	3.7	±0.1	NR
Female	--	--	--	231	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	375	3.6	±0.1	NR
Sexual Minority	--	--	--	23	3.8	±0.2	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	375	3.6	±0.1	NR
Lesbian	--	--	--	6	3.3	±0.6	NA
Gay	--	--	--	11	4.0	±0.3	NA
Bisexual	--	--	--	6	4.0	±0.3	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	3.3	±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 SOL.

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

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	413	4.0	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.5	±0.4	NA
General Schedule (GS) 11-12	--	--	--	26	4.1	±0.4	NA
General Schedule (GS) 13-15	NR	NR	NR	331	4.0	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	19	4.7	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	4.5	±0.2	NA
1 to 3 years	NR	NR	NR	77	4.3	±0.2	NR
4 to 5 years	--	--	--	22	3.8	±0.4	NA
6 to 10 years	--	--	--	110	3.9	±0.2	NA
11 to 14 years	--	--	--	26	3.7	±0.4	NA
15 to 20 years	--	--	--	52	3.8	±0.3	NA
More than 20 years	--	--	--	93	4.0	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	326	4.0	±0.1	NR
Term	--	--	--	81	4.1	±0.2	NA
Temporary	--	--	--	6	4.3	±0.4	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	331	4.0	±0.1	NR

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	326	4.0	±0.1	NR
Term	--	--	--	81	4.1	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.3	±0.4	NA
Sex							
Men	NR	NR	NR	182	4.1	±0.1	NR
Women	--	--	--	231	3.9	±0.1	NA
Gender Identity							
Male	NR	NR	NR	182	4.1	±0.1	NR
Female	--	--	--	231	3.9	±0.1	NA
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	370	4.0	±0.1	NR
Sexual Minority	--	--	--	23	4.2	±0.3	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	370	4.0	±0.1	NR
Lesbian	--	--	--	6	4.0	±0.4	NA
Gay	--	--	--	11	4.3	±0.5	NA
Bisexual	--	--	--	6	4.4	±0.4	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	17	3.6	±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.

4.11.6 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 SOL.

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

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	421	4.0	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.8	±0.4	NA
General Schedule (GS) 11-12	--	--	--	26	3.9	±0.3	NA
General Schedule (GS) 13-15	NR	NR	NR	336	4.0	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.4	±0.3	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	4.0	±0.2	NA
1 to 3 years	NR	NR	NR	79	4.2	±0.1	NR
4 to 5 years	--	--	--	22	3.7	±0.3	NA
6 to 10 years	--	--	--	111	3.9	±0.2	NA
11 to 14 years	--	--	--	26	3.8	±0.3	NA
15 to 20 years	--	--	--	52	3.8	±0.2	NA
More than 20 years	--	--	--	99	4.0	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	334	3.9	±0.1	NR
Term	--	--	--	81	4.1	±0.1	NA
Temporary	--	--	--	6	4.4	±0.4	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	340	4.0	±0.1	NR

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	334	3.9	±0.1	NR
Term	--	--	--	81	4.1	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.4	±0.4	NA
Sex							
Men	NR	NR	NR	188	4.0	±0.1	NR
Women	--	--	--	232	3.9	±0.1	NA
Gender Identity							
Male	NR	NR	NR	188	4.0	±0.1	NR
Female	--	--	--	232	3.9	±0.1	NA
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	377	4.0	±0.1	NR
Sexual Minority	--	--	--	23	4.0	±0.2	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	377	4.0	±0.1	NR
Lesbian	--	--	--	6	3.8	±0.2	NA
Gay	--	--	--	11	4.1	±0.4	NA
Bisexual	--	--	--	6	3.9	±0.3	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	4.1	±0.5	NA

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

4.11.7 Sexual Assault Related Behaviors and Gender Context

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

Table 4.93 SOL – 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	NR	NR	NR	420	2.1	±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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	1.7	±0.1	NA
General Schedule (GS) 11-12	--	--	--	26	2.0	±0.2	NA
General Schedule (GS) 13-15	NR	NR	NR	335	2.1	±0.0	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	2.0	±0.1	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	2.1	±0.2	NA
1 to 3 years	NR	NR	NR	79	2.0	±0.1	NR
4 to 5 years	--	--	--	20	2.0	±0.1	NA
6 to 10 years	--	--	--	111	2.1	±0.1	NA
11 to 14 years	--	--	--	26	2.3	±0.1	NA
15 to 20 years	--	--	--	52	2.0	±0.1	NA
More than 20 years	--	--	--	99	2.0	±0.1	NA
Appointment Type							
Permanent	NR	NR	NR	333	2.1	±0.0	NR
Term	--	--	--	81	2.1	±0.1	NA
Temporary	--	--	--	6	1.9	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	338	2.1	±0.0	NR

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	333	2.1	±0.0	NR
Term	--	--	--	81	2.1	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	1.9	±0.3	NA
Sex							
Men	NR	NR	NR	188	2.1	±0.1	NR
Women	--	--	--	231	2.0	±0.1	NA
Gender Identity							
Male	NR	NR	NR	188	2.1	±0.1	NR
Female	--	--	--	231	2.0	±0.1	NA
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	377	2.1	±0.0	NR
Sexual Minority	--	--	--	23	2.1	±0.1	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	377	2.1	±0.0	NR
Lesbian	--	--	--	6	2.2	±0.1	NA
Gay	--	--	--	11	2.1	±0.1	NA
Bisexual	--	--	--	6	2.1	±0.3	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	2.0	±0.2	NA

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

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

4.11.8 Sexual Assault Related Behaviors and Bystander Harassment

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

Table 4.94 SOL – Sexual Assault Related Behaviors and Bystander Harassment

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Percent^d</i>	<i>MoE</i>	<i>N</i>	<i>Percent^d</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	NR	NR	NR	46	10.9%	±3.4	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	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 11-12	--	--	--	NR	NR	NR	NR
General Schedule (GS) 13-15	NR	NR	NR	42	12.6%	±4.0	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	0	0.0%	NA	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	0	0.0%	NA	NA
1 to 3 years	NR	NR	NR	13	16.5%	±10.1	NR
4 to 5 years	--	--	--	NR	NR	NR	NR
6 to 10 years	--	--	--	10	9.1%	±7.1	NA
11 to 14 years	--	--	--	NR	NR	NR	NR
15 to 20 years	--	--	--	NR	NR	NR	NR
More than 20 years	--	--	--	8	8.7%	±7.7	NA
Appointment Type							
Permanent	NR	NR	NR	33	10.0%	±3.8	NR
Term	--	--	--	12	15.3%	±9.8	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	NR	NR	NR	33	9.9%	±3.7	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	33	10.0%	±3.8	NR
Term	--	--	--	12	15.3%	±9.8	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	NR	NR	NR	8	4.5%	±4.2	NR
Women	--	--	--	37	16.1%	±5.4	NA
Gender Identity							
Male	NR	NR	NR	8	4.5%	±4.2	NR
Female	--	--	--	37	16.1%	±5.4	NA
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	40	10.8%	±3.6	NR
Sexual Minority	--	--	--	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	40	10.8%	±3.6	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
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 SOL – 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 SOL.

Table 5.1 SOL – 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	57	3.3*	±0.2	367	3.9*	±0.1	-1.00 (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	27	3.2	±0.4	NR
General Schedule (GS) 11-12	NR	NR	NR	24	4.0	±0.3	NR
General Schedule (GS) 13-15	53	3.3*	±0.2	286	3.9*	±0.1	-1.16 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.5	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	4.1	±0.1	NA
1 to 3 years	8	3.7	±0.4	72	3.8	±0.2	-0.23 (S)
4 to 5 years	7	3.8	±0.3	15	3.5	±0.3	0.37 (S)
6 to 10 years	12	3.3*	±0.2	99	3.8*	±0.1	-0.95 (L)
11 to 14 years	NR	NR	NR	24	3.8	±0.3	NR
15 to 20 years	10	2.7*	±0.4	42	4.0*	±0.1	-2.41 (L)
More than 20 years	18	3.2*	±0.3	81	4.1*	±0.1	-1.31 (L)
Appointment Type							
Permanent	47	3.2*	±0.2	288	3.9*	±0.1	-1.04 (L)
Term	10	3.4*	±0.2	73	3.8*	±0.1	-0.75 (M)
Temporary	--	--	--	6	4.1	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	47	3.2*	±0.2	294	3.9*	±0.1	-1.05 (L)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	47	3.2*	±0.2	288	3.9*	±0.1	-1.04 (L)
Term	10	3.4*	±0.2	73	3.8*	±0.1	-0.75 (M)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.1	±0.3	NA
Age - Collapsed							
39 or under	16	3.7	±0.2	93	3.7	±0.1	0.00
40 or older	41	3.1*	±0.2	272	3.9*	±0.1	-1.51 (L)
Age							
25 or under	--	--	--	--	--	--	NA
26-29	--	--	--	NR	NR	NR	NR
30-39	16	3.7	±0.2	88	3.7	±0.2	0.03
40-49	11	3.0*	±0.2	108	3.9*	±0.1	-1.70 (L)
50-59	15	3.0*	±0.3	121	3.9*	±0.1	-1.36 (L)
60 or older	15	3.2*	±0.3	43	4.2*	±0.1	-1.98 (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 SOL.

Table 5.2 SOL – 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	57	4.9*	±0.3	367	5.6*	±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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	27	5.1	±0.6	NR
General Schedule (GS) 11-12	NR	NR	NR	24	5.7	±0.5	NR
General Schedule (GS) 13-15	53	5.0*	±0.3	286	5.6*	±0.1	-0.58 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	6.4	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	6.0	±0.2	NA
1 to 3 years	8	5.0*	±1.1	72	5.8*	±0.2	-0.85 (L)
4 to 5 years	7	5.0	±0.5	15	5.4	±0.6	-0.38 (S)
6 to 10 years	12	5.4	±0.5	99	5.4	±0.2	0.07
11 to 14 years	NR	NR	NR	24	4.9	±0.5	NR
15 to 20 years	10	4.0*	±0.4	42	5.7*	±0.2	-2.21 (L)
More than 20 years	18	5.1*	±0.5	81	5.8*	±0.3	-0.65 (M)
Appointment Type							
Permanent	47	4.9*	±0.3	288	5.6*	±0.1	-0.67 (M)
Term	10	5.2	±0.8	73	5.6	±0.2	-0.32 (S)
Temporary	--	--	--	6	6.2	±0.9	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	47	4.9*	±0.3	294	5.6*	±0.1	-0.68 (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	47	4.9*	±0.3	288	5.6*	±0.1	-0.67 (M)
Term	10	5.2	±0.8	73	5.6	±0.2	-0.32 (S)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	6.2	±0.9	NA
Age - Collapsed							
39 or under	16	5.0	±0.6	93	5.6	±0.2	-0.48 (S)
40 or older	41	4.9*	±0.3	272	5.6*	±0.1	-0.67 (M)
Age							
25 or under	--	--	--	--	--	--	NA
26-29	--	--	--	NR	NR	NR	NR
30-39	16	5.0	±0.6	88	5.5	±0.2	-0.46 (S)
40-49	11	5.3	±0.5	108	5.4	±0.2	-0.08
50-59	15	4.5*	±0.6	121	5.7*	±0.2	-1.09 (L)
60 or older	15	4.9*	±0.5	43	5.9*	±0.3	-1.01 (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.

5.1.3 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 SOL.

Table 5.3 SOL – 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	57	2.9*	±0.3	367	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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	27	3.3	±0.5	NR
General Schedule (GS) 11-12	NR	NR	NR	24	3.9	±0.3	NR
General Schedule (GS) 13-15	53	2.9*	±0.3	286	3.8*	±0.1	-0.99 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.4	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	3.7	±0.2	NA
1 to 3 years	8	3.6	±1.0	72	3.8	±0.2	-0.25 (S)
4 to 5 years	7	3.3	±0.6	15	3.5	±0.5	-0.17
6 to 10 years	12	2.9*	±0.5	99	3.7*	±0.2	-0.75 (M)
11 to 14 years	NR	NR	NR	24	3.6	±0.4	NR
15 to 20 years	10	2.1*	±0.3	42	3.9*	±0.2	-2.34 (L)
More than 20 years	18	2.7*	±0.5	81	4.1*	±0.2	-1.40 (L)
Appointment Type							
Permanent	47	2.7*	±0.3	288	3.8*	±0.1	-1.17 (L)
Term	10	3.5	±0.6	73	3.7	±0.2	-0.22 (S)
Temporary	--	--	--	6	3.9	±0.6	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	47	2.7*	±0.3	294	3.8*	±0.1	-1.18 (L)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	47	2.7*	±0.3	288	3.8*	±0.1	-1.17 (L)
Term	10	3.5	±0.6	73	3.7	±0.2	-0.22 (S)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	3.9	±0.6	NA
Age - Collapsed							
39 or under	16	3.4	±0.5	93	3.8	±0.2	-0.47 (S)
40 or older	41	2.7*	±0.3	272	3.8*	±0.1	-1.23 (L)
Age							
25 or under	--	--	--	--	--	--	NA
26-29	--	--	--	NR	NR	NR	NR
30-39	16	3.4	±0.5	88	3.8	±0.2	-0.45 (S)
40-49	11	3.3*	±0.6	108	3.7*	±0.1	-0.63 (M)
50-59	15	2.4*	±0.5	121	3.8*	±0.2	-1.26 (L)
60 or older	15	2.5*	±0.3	43	4.1*	±0.3	-1.96 (L)

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

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 SOL.

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

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	34	3.3*	±0.3	388	3.9*	±0.1	-0.94 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.2	±0.3	NA
General Schedule (GS) 11-12	NR	NR	NR	24	4.1	±0.2	NR
General Schedule (GS) 13-15	32	3.3*	±0.3	306	3.9*	±0.1	-0.98 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.5	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	4.1	±0.1	NA
1 to 3 years	NR	NR	NR	76	3.8	±0.2	NR
4 to 5 years	NR	NR	NR	18	3.5	±0.3	NR
6 to 10 years	7	3.4	±0.4	104	3.7	±0.1	-0.60 (M)
11 to 14 years	NR	NR	NR	22	3.9	±0.3	NR
15 to 20 years	NR	NR	NR	50	3.8	±0.2	NR
More than 20 years	11	3.0*	±0.4	87	4.0*	±0.1	-1.53 (L)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	27	3.2*	±0.3	306	3.9*	±0.1	-1.00 (L)
Term	7	3.4	±0.5	76	3.7	±0.1	-0.62 (M)
Temporary	--	--	--	6	4.1	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	27	3.2*	±0.3	312	3.9*	±0.1	-1.01 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	27	3.2*	±0.3	306	3.9*	±0.1	-1.00 (L)
Term	7	3.4	±0.5	76	3.7	±0.1	-0.62 (M)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.1	±0.3	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	18	3.3*	±0.3	308	3.9*	±0.1	-1.05 (L)
Minority	13	2.9*	±0.5	68	3.6*	±0.2	-0.77 (M)
Race/Ethnicity							
Hispanic	NR	NR	NR	11	2.7	±0.6	NR
American Indian or Alaskan Native	NR	NR	NR	14	3.8	±0.4	NR
Asian	--	--	--	6	3.6	±0.2	NA
Black/African-American	NR	NR	NR	21	3.8	±0.4	NR
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	18	3.3*	±0.3	308	3.9*	±0.1	-1.05 (L)
Multi-racial	NR	NR	NR	12	3.8	±0.2	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 SOL.

Table 5.5 SOL – 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	5.0*	±0.4	388	5.6*	±0.1	-0.57 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	5.0	±0.6	NA
General Schedule (GS) 11-12	NR	NR	NR	24	5.7	±0.5	NR
General Schedule (GS) 13-15	32	5.1*	±0.3	306	5.6*	±0.1	-0.46 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	6.4	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	6.0	±0.2	NA
1 to 3 years	NR	NR	NR	76	5.7	±0.2	NR
4 to 5 years	NR	NR	NR	18	5.0	±0.5	NR
6 to 10 years	7	5.4	±0.4	104	5.4	±0.2	0.03
11 to 14 years	NR	NR	NR	22	5.2	±0.5	NR
15 to 20 years	NR	NR	NR	50	5.4	±0.3	NR
More than 20 years	11	4.9*	±0.5	87	5.8*	±0.2	-0.87 (L)
Appointment Type							
Permanent	27	4.8*	±0.4	306	5.6*	±0.1	-0.73 (M)
Term	7	5.6	±0.6	76	5.5	±0.2	0.10
Temporary	--	--	--	6	6.2	±0.9	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	27	4.8*	±0.4	312	5.6*	±0.1	-0.74 (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	27	4.8*	±0.4	306	5.6*	±0.1	-0.73 (M)
Term	7	5.6	±0.6	76	5.5	±0.2	0.10
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	6.2	±0.9	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	18	5.0*	±0.4	308	5.6*	±0.1	-0.64 (M)
Minority	13	4.8	±0.7	68	5.5	±0.4	-0.45 (S)
Race/Ethnicity							
Hispanic	NR	NR	NR	11	5.3	±0.8	NR
American Indian or Alaskan Native	NR	NR	NR	14	5.9	±0.6	NR
Asian	--	--	--	6	5.1	±1.5	NA
Black/African-American	NR	NR	NR	21	5.7	±0.8	NR
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	18	5.0*	±0.4	308	5.6*	±0.1	-0.64 (M)
Multi-racial	NR	NR	NR	12	4.9	±0.7	NR

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

5.2.3 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 SOL.

Table 5.6 SOL – 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	3.0*	±0.4	388	3.7*	±0.1	-0.74 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.2	±0.5	NA
General Schedule (GS) 11-12	NR	NR	NR	24	3.9	±0.3	NR
General Schedule (GS) 13-15	32	3.1*	±0.4	306	3.8*	±0.1	-0.72 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.4	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	3.7	±0.2	NA
1 to 3 years	NR	NR	NR	76	3.8	±0.2	NR
4 to 5 years	NR	NR	NR	18	3.3	±0.3	NR
6 to 10 years	7	3.5	±0.7	104	3.6	±0.2	-0.16
11 to 14 years	NR	NR	NR	22	3.8	±0.3	NR
15 to 20 years	NR	NR	NR	50	3.6	±0.3	NR
More than 20 years	11	2.7*	±0.9	87	4.0*	±0.2	-1.27 (L)
Appointment Type							
Permanent	27	2.8*	±0.5	306	3.8*	±0.1	-0.96 (L)
Term	7	3.9	±1.0	76	3.7	±0.2	0.28 (S)
Temporary	--	--	--	6	3.9	±0.6	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	27	2.8*	±0.5	312	3.8*	±0.1	-0.97 (L)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	27	2.8*	±0.5	306	3.8*	±0.1	-0.96 (L)
Term	7	3.9	±1.0	76	3.7	±0.2	0.28 (S)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	3.9	±0.6	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	18	3.2*	±0.5	308	3.8*	±0.1	-0.71 (M)
Minority	13	2.6*	±0.8	68	3.6*	±0.2	-0.94 (L)
Race/Ethnicity							
Hispanic	NR	NR	NR	11	3.3	±0.6	NR
American Indian or Alaskan Native	NR	NR	NR	14	3.7	±0.5	NR
Asian	--	--	--	6	3.6	±0.5	NA
Black/African-American	NR	NR	NR	21	3.6	±0.5	NR
Native Hawaiian or Other Pacific Islander	--	--	--	NR	NR	NR	NR
Non-Hispanic White	18	3.2*	±0.5	308	3.8*	±0.1	-0.71 (M)
Multi-racial	NR	NR	NR	12	3.9	±0.3	NR

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

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 SOL.

Table 5.7 SOL – 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	25	3.1*	±0.3	398	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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	27	3.3	±0.3	NR
General Schedule (GS) 11-12	--	--	--	26	4.0	±0.3	NA
General Schedule (GS) 13-15	22	3.2*	±0.3	316	3.8*	±0.1	-1.03 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.5	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	4.0	±0.1	NA
1 to 3 years	NR	NR	NR	78	3.8	±0.2	NR
4 to 5 years	--	--	--	22	3.6	±0.2	NA
6 to 10 years	9	3.6	±0.3	102	3.7	±0.1	-0.20 (S)
11 to 14 years	NR	NR	NR	25	3.7	±0.3	NR
15 to 20 years	NR	NR	NR	49	3.9	±0.2	NR
More than 20 years	9	2.8*	±0.3	91	4.0*	±0.1	-1.87 (L)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	18	3.0*	±0.3	318	3.9*	±0.1	-1.35 (L)
Term	7	3.5	±0.6	74	3.7	±0.1	-0.31 (S)
Temporary	--	--	--	6	4.1	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	18	3.0*	±0.3	323	3.9*	±0.1	-1.36 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	18	3.0*	±0.3	318	3.9*	±0.1	-1.35 (L)
Term	7	3.5	±0.6	74	3.7	±0.1	-0.31 (S)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.1	±0.3	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 SOL.

Table 5.8 SOL – 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	25	4.9*	±0.6	398	5.5*	±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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	27	5.3	±0.5	NR
General Schedule (GS) 11-12	--	--	--	26	5.6	±0.5	NA
General Schedule (GS) 13-15	22	5.3	±0.5	316	5.5	±0.1	-0.23 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	6.4	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	5.9	±0.3	NA
1 to 3 years	NR	NR	NR	78	5.7	±0.2	NR
4 to 5 years	--	--	--	22	5.3	±0.4	NA
6 to 10 years	9	5.6	±0.5	102	5.3	±0.2	0.26 (S)
11 to 14 years	NR	NR	NR	25	4.8	±0.5	NR
15 to 20 years	NR	NR	NR	49	5.4	±0.2	NR
More than 20 years	9	4.3*	±1.5	91	5.8*	±0.2	-1.33 (L)
Appointment Type							
Permanent	18	4.6*	±0.8	318	5.5*	±0.1	-0.87 (L)
Term	7	5.5	±0.6	74	5.5	±0.2	0.04
Temporary	--	--	--	6	6.2	±0.9	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	18	4.6*	±0.8	323	5.6*	±0.1	-0.88 (L)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	18	4.6*	±0.8	318	5.5*	±0.1	-0.87 (L)
Term	7	5.5	±0.6	74	5.5	±0.2	0.04
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	6.2	±0.9	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 SOL.

Table 5.9 SOL – 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	25	2.9*	±0.5	398	3.7*	±0.1	-0.89 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	27	3.4	±0.5	NR
General Schedule (GS) 11-12	--	--	--	26	3.7	±0.4	NA
General Schedule (GS) 13-15	22	3.0*	±0.5	316	3.7*	±0.1	-0.75 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.4	±0.2	NA
Other	--	--	--	--	--	--	NA

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	3.7	±0.2	NA
1 to 3 years	NR	NR	NR	78	3.8	±0.2	NR
4 to 5 years	--	--	--	22	3.4	±0.4	NA
6 to 10 years	9	3.4	±0.4	102	3.6	±0.2	-0.23 (S)
11 to 14 years	NR	NR	NR	25	3.6	±0.3	NR
15 to 20 years	NR	NR	NR	49	3.6	±0.3	NR
More than 20 years	9	2.7*	±0.9	91	4.0*	±0.2	-1.11 (L)
Appointment Type							
Permanent	18	2.7*	±0.5	318	3.7*	±0.1	-1.03 (L)
Term	7	3.3	±1.0	74	3.7	±0.2	-0.51 (M)
Temporary	--	--	--	6	3.9	±0.6	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	18	2.7*	±0.5	323	3.7*	±0.1	-1.03 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	18	2.7*	±0.5	318	3.7*	±0.1	-1.03 (L)
Term	7	3.3	±1.0	74	3.7	±0.2	-0.51 (M)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	3.9	±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.

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 SOL.

Table 5.10 SOL – 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	8	2.8*	±0.5	404	3.8*	±0.1	-1.49 (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	--	--	--	30	3.2	±0.3	NA
General Schedule (GS) 11-12	--	--	--	26	4.0	±0.3	NA
General Schedule (GS) 13-15	8	2.8*	±0.5	320	3.8*	±0.1	-1.66 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.5	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	4.0	±0.1	NA
1 to 3 years	--	--	--	76	3.8	±0.2	NA
4 to 5 years	--	--	--	20	3.6	±0.3	NA
6 to 10 years	--	--	--	108	3.7	±0.1	NA
11 to 14 years	--	--	--	26	3.7	±0.3	NA
15 to 20 years	NR	NR	NR	48	3.8	±0.2	NR
More than 20 years	6	3.2*	±0.2	93	4.0*	±0.1	-1.11 (L)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	8	2.8*	±0.5	322	3.8*	±0.1	-1.46 (L)
Term	--	--	--	77	3.7	±0.1	NA
Temporary	--	--	--	6	4.1	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	8	2.8*	±0.5	327	3.8*	±0.1	-1.47 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	8	2.8*	±0.5	322	3.8*	±0.1	-1.46 (L)
Term	--	--	--	77	3.7	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.1	±0.3	NA
Disability							
Yes	NR	NR	NR	22	3.4	±0.5	NR
No	NR	NR	NR	382	3.8	±0.1	NR

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

5.4.2 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 SOL.

Table 5.11 SOL – 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	8	5.1	±1.1	404	5.5	±0.1	-0.39 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	5.0	±0.6	NA
General Schedule (GS) 11-12	--	--	--	26	5.6	±0.5	NA
General Schedule (GS) 13-15	8	5.1	±1.1	320	5.5	±0.1	-0.42 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	6.4	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	5.9	±0.3	NA
1 to 3 years	--	--	--	76	5.7	±0.2	NA
4 to 5 years	--	--	--	20	5.2	±0.5	NA
6 to 10 years	--	--	--	108	5.4	±0.2	NA
11 to 14 years	--	--	--	26	4.9	±0.5	NA
15 to 20 years	NR	NR	NR	48	5.4	±0.3	NR
More than 20 years	6	5.5	±1.2	93	5.7	±0.2	-0.13
Appointment Type							
Permanent	8	5.1	±1.1	322	5.5	±0.1	-0.38 (S)
Term	--	--	--	77	5.5	±0.2	NA
Temporary	--	--	--	6	6.2	±0.9	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	8	5.1	±1.1	327	5.5	±0.1	-0.39 (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	8	5.1	±1.1	322	5.5	±0.1	-0.38 (S)
Term	--	--	--	77	5.5	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	6.2	±0.9	NA
Disability							
Yes	NR	NR	NR	22	5.6	±0.6	NR
No	NR	NR	NR	382	5.5	±0.1	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.

5.4.3 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 SOL.

Table 5.12 SOL – 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	8	2.9*	±1.0	404	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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.2	±0.5	NA
General Schedule (GS) 11-12	--	--	--	26	3.7	±0.4	NA
General Schedule (GS) 13-15	8	2.9*	±1.0	320	3.7*	±0.1	-0.84 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.4	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	3.7	±0.2	NA
1 to 3 years	--	--	--	76	3.8	±0.2	NA
4 to 5 years	--	--	--	20	3.4	±0.4	NA
6 to 10 years	--	--	--	108	3.6	±0.2	NA
11 to 14 years	--	--	--	26	3.6	±0.3	NA
15 to 20 years	NR	NR	NR	48	3.5	±0.3	NR
More than 20 years	6	3.3	±1.1	93	3.9	±0.2	-0.49 (S)
Appointment Type							
Permanent	8	2.9*	±1.0	322	3.7*	±0.1	-0.77 (M)
Term	--	--	--	77	3.7	±0.2	NA
Temporary	--	--	--	6	3.9	±0.6	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	8	2.9*	±1.0	327	3.7*	±0.1	-0.77 (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	8	2.9*	±1.0	322	3.7*	±0.1	-0.77 (M)
Term	--	--	--	77	3.7	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	3.9	±0.6	NA
Disability							
Yes	NR	NR	NR	22	4.0	±0.3	NR
No	NR	NR	NR	382	3.7	±0.1	NR

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

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 SOL.

Table 5.13 SOL – 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	12	3.5	±0.3	410	3.8	±0.1	-0.45 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	27	3.2	±0.4	NR
General Schedule (GS) 11-12	NR	NR	NR	23	4.0	±0.3	NR
General Schedule (GS) 13-15	7	3.4	±0.5	331	3.8	±0.1	-0.65 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.5	±0.2	NA
Other	--	--	--	--	--	--	NA

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	4.0	±0.1	NA
1 to 3 years	NR	NR	NR	78	3.8	±0.2	NR
4 to 5 years	NR	NR	NR	20	3.6	±0.3	NR
6 to 10 years	NR	NR	NR	107	3.7	±0.1	NR
11 to 14 years	--	--	--	26	3.7	±0.3	NA
15 to 20 years	NR	NR	NR	49	3.8	±0.2	NR
More than 20 years	NR	NR	NR	98	3.9	±0.1	NR
Appointment Type							
Permanent	10	3.5	±0.4	326	3.8	±0.1	-0.47 (S)
Term	NR	NR	NR	79	3.7	±0.1	NR
Temporary	--	--	--	6	4.1	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	10	3.5	±0.4	331	3.8	±0.1	-0.48 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	10	3.5	±0.4	326	3.8	±0.1	-0.47 (S)
Term	NR	NR	NR	79	3.7	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.1	±0.3	NA
Sex							
Men	5	3.5	±0.7	184	3.9	±0.1	-0.70 (M)
Women	7	3.6	±0.3	225	3.7	±0.1	-0.28 (S)
Gender Identity							
Male	5	3.5	±0.7	184	3.9	±0.1	-0.70 (M)
Female	7	3.6	±0.3	225	3.7	±0.1	-0.28 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	6	3.0*	±0.4	373	3.8*	±0.1	-1.18 (L)
Sexual Minority	7	4.0	±0.0	17	4.0	±0.3	-0.03

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	6	3.0*	±0.4	373	3.8*	±0.1	-1.18 (L)
Lesbian	--	--	--	6	3.5	±0.3	NA
Gay	NR	NR	NR	7	4.2	±0.4	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	3.9	±0.4	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 SOL.

Table 5.14 SOL – 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	12	4.7*	±0.8	410	5.5*	±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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	27	5.1	±0.6	NR
General Schedule (GS) 11-12	NR	NR	NR	23	5.4	±0.5	NR
General Schedule (GS) 13-15	7	4.4*	±0.9	331	5.5*	±0.1	-1.19 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	6.4	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	5.9	±0.3	NA
1 to 3 years	NR	NR	NR	78	5.8	±0.2	NR
4 to 5 years	NR	NR	NR	20	5.3	±0.5	NR
6 to 10 years	NR	NR	NR	107	5.3	±0.2	NR
11 to 14 years	--	--	--	26	4.9	±0.5	NA
15 to 20 years	NR	NR	NR	49	5.4	±0.3	NR
More than 20 years	NR	NR	NR	98	5.7	±0.2	NR
Appointment Type							
Permanent	10	4.9	±0.9	326	5.5	±0.1	-0.54 (M)
Term	NR	NR	NR	79	5.6	±0.2	NR
Temporary	--	--	--	6	6.2	±0.9	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	10	4.9	±0.9	331	5.5	±0.1	-0.55 (M)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	10	4.9	±0.9	326	5.5	±0.1	-0.54 (M)
Term	NR	NR	NR	79	5.6	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	6.2	±0.9	NA
Sex							
Men	5	5.4	±1.3	184	5.7	±0.1	-0.32 (S)
Women	7	4.2*	±0.9	225	5.4*	±0.1	-1.06 (L)
Gender Identity							
Male	5	5.4	±1.3	184	5.7	±0.1	-0.32 (S)
Female	7	4.2*	±0.9	225	5.4*	±0.1	-1.06 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	6	3.4*	±0.4	373	5.5*	±0.1	-2.05 (L)
Sexual Minority	7	5.9	±0.7	17	5.5	±0.5	0.34 (S)
Sexual Orientation							
Heterosexual or straight	6	3.4*	±0.4	373	5.5*	±0.1	-2.05 (L)
Lesbian	--	--	--	6	4.7	±0.8	NA
Gay	NR	NR	NR	7	6.1	±0.8	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	5.2	±0.7	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 SOL.

Table 5.15 SOL – 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	12	3.2	±0.5	410	3.7	±0.1	-0.53 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	27	3.3	±0.5	NR
General Schedule (GS) 11-12	NR	NR	NR	23	3.8	±0.4	NR
General Schedule (GS) 13-15	7	3.4	±0.8	331	3.7	±0.1	-0.29 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.4	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	3.7	±0.2	NA
1 to 3 years	NR	NR	NR	78	3.8	±0.2	NR
4 to 5 years	NR	NR	NR	20	3.4	±0.4	NR
6 to 10 years	NR	NR	NR	107	3.6	±0.2	NR
11 to 14 years	--	--	--	26	3.6	±0.3	NA
15 to 20 years	NR	NR	NR	49	3.6	±0.3	NR
More than 20 years	NR	NR	NR	98	3.9	±0.2	NR
Appointment Type							
Permanent	10	2.8*	±0.4	326	3.7*	±0.1	-0.86 (L)
Term	NR	NR	NR	79	3.7	±0.2	NR
Temporary	--	--	--	6	3.9	±0.6	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	10	2.8*	±0.4	331	3.7*	±0.1	-0.87 (L)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	10	2.8*	±0.4	326	3.7*	±0.1	-0.86 (L)
Term	NR	NR	NR	79	3.7	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	3.9	±0.6	NA
Sex							
Men	5	2.9	±0.6	184	3.8	±0.1	-0.84 (L)
Women	7	3.4	±0.8	225	3.7	±0.1	-0.29 (S)
Gender Identity							
Male	5	2.9	±0.6	184	3.8	±0.1	-0.84 (L)
Female	7	3.4	±0.8	225	3.7	±0.1	-0.29 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	6	2.8*	±0.9	373	3.7*	±0.1	-0.94 (L)
Sexual Minority	7	3.5	±0.3	17	3.7	±0.4	-0.22 (S)
Sexual Orientation							
Heterosexual or straight	6	2.8*	±0.9	373	3.7*	±0.1	-0.94 (L)
Lesbian	--	--	--	6	3.3	±0.6	NA
Gay	NR	NR	NR	7	4.1	±0.6	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	3.6	±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.

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 SOL.

Table 5.16 SOL – 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	20	3.6	±0.3	404	3.8	±0.1	-0.32 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.2	±0.3	NA
General Schedule (GS) 11-12	NR	NR	NR	23	4.0	±0.3	NR
General Schedule (GS) 13-15	17	3.5	±0.3	323	3.8	±0.1	-0.47 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.5	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	30	4.0	±0.1	NR
1 to 3 years	6	3.2	±0.4	75	3.9	±0.2	-0.84 (L)
4 to 5 years	NR	NR	NR	18	3.6	±0.3	NR
6 to 10 years	5	3.6	±0.6	106	3.7	±0.1	-0.32 (S)
11 to 14 years	NR	NR	NR	25	3.7	±0.3	NR
15 to 20 years	--	--	--	52	3.7	±0.2	NA
More than 20 years	NR	NR	NR	98	3.9	±0.1	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>
Appointment Type							
Permanent	16	3.6	±0.3	320	3.8	±0.1	-0.39 (S)
Term	NR	NR	NR	79	3.7	±0.1	NR
Temporary	--	--	--	6	4.1	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	16	3.6	±0.3	325	3.8	±0.1	-0.40 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	16	3.6	±0.3	320	3.8	±0.1	-0.39 (S)
Term	NR	NR	NR	79	3.7	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.1	±0.3	NA
Sex							
Men	NR	NR	NR	185	3.9	±0.1	NR
Women	16	3.6	±0.3	218	3.7	±0.1	-0.18
Gender Identity							
Male	NR	NR	NR	185	3.9	±0.1	NR
Female	16	3.6	±0.3	218	3.7	±0.1	-0.18
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	13	3.5	±0.4	367	3.8	±0.1	-0.50 (M)
Sexual Minority	NR	NR	NR	19	4.0	±0.2	NR
Sexual Orientation							
Heterosexual or straight	13	3.5	±0.4	367	3.8	±0.1	-0.50 (M)
Lesbian	--	--	--	6	3.5	±0.3	NA
Gay	NR	NR	NR	9	4.2	±0.3	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	3.9	±0.4	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.

5.6.2 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 SOL.

Table 5.17 SOL – 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	20	5.2	±0.6	404	5.5	±0.1	-0.31 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	5.0	±0.6	NA
General Schedule (GS) 11-12	NR	NR	NR	23	5.4	±0.5	NR
General Schedule (GS) 13-15	17	5.0*	±0.6	323	5.5*	±0.1	-0.50 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	6.4	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	30	6.0	±0.3	NR
1 to 3 years	6	4.4*	±1.0	75	5.8*	±0.2	-1.52 (L)
4 to 5 years	NR	NR	NR	18	5.1	±0.5	NR
6 to 10 years	5	5.5	±1.4	106	5.4	±0.2	0.17
11 to 14 years	NR	NR	NR	25	4.8	±0.5	NR
15 to 20 years	--	--	--	52	5.3	±0.3	NA
More than 20 years	NR	NR	NR	98	5.7	±0.2	NR
Appointment Type							
Permanent	16	5.3	±0.6	320	5.5	±0.1	-0.19
Term	NR	NR	NR	79	5.6	±0.2	NR
Temporary	--	--	--	6	6.2	±0.9	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	16	5.3	±0.6	325	5.5	±0.1	-0.20 (S)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	16	5.3	±0.6	320	5.5	±0.1	-0.19
Term	NR	NR	NR	79	5.6	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	6.2	±0.9	NA
Sex							
Men	NR	NR	NR	185	5.7	±0.1	NR
Women	16	5.0	±0.6	218	5.4	±0.2	-0.36 (S)
Gender Identity							
Male	NR	NR	NR	185	5.7	±0.1	NR
Female	16	5.0	±0.6	218	5.4	±0.2	-0.36 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	13	4.8*	±0.7	367	5.5*	±0.1	-0.72 (M)
Sexual Minority	NR	NR	NR	19	5.5	±0.5	NR
Sexual Orientation							
Heterosexual or straight	13	4.8*	±0.7	367	5.5*	±0.1	-0.72 (M)
Lesbian	--	--	--	6	4.7	±0.8	NA
Gay	NR	NR	NR	9	5.9	±0.7	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	5.2	±0.7	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.

5.6.3 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 SOL.

Table 5.18 SOL – 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	20	3.6	±0.5	404	3.7	±0.1	-0.05
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.2	±0.5	NA
General Schedule (GS) 11-12	NR	NR	NR	23	3.8	±0.4	NR
General Schedule (GS) 13-15	17	3.6	±0.6	323	3.7	±0.1	-0.06
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.4	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	30	3.7	±0.2	NR
1 to 3 years	6	4.2	±0.3	75	3.7	±0.2	0.58 (M)
4 to 5 years	NR	NR	NR	18	3.4	±0.4	NR
6 to 10 years	5	3.4	±0.7	106	3.6	±0.2	-0.20 (S)
11 to 14 years	NR	NR	NR	25	3.6	±0.3	NR
15 to 20 years	--	--	--	52	3.5	±0.3	NA
More than 20 years	NR	NR	NR	98	3.9	±0.2	NR
Appointment Type							
Permanent	16	3.4	±0.5	320	3.7	±0.1	-0.27 (S)
Term	NR	NR	NR	79	3.7	±0.2	NR
Temporary	--	--	--	6	3.9	±0.6	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	16	3.4	±0.5	325	3.7	±0.1	-0.27 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	16	3.4	±0.5	320	3.7	±0.1	-0.27 (S)
Term	NR	NR	NR	79	3.7	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	3.9	±0.6	NA
Sex							
Men	NR	NR	NR	185	3.7	±0.1	NR
Women	16	3.6	±0.6	218	3.7	±0.1	-0.03
Gender Identity							
Male	NR	NR	NR	185	3.7	±0.1	NR
Female	16	3.6	±0.6	218	3.7	±0.1	-0.03
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	13	3.6	±0.7	367	3.7	±0.1	-0.07
Sexual Minority	NR	NR	NR	19	3.7	±0.3	NR
Sexual Orientation							
Heterosexual or straight	13	3.6	±0.7	367	3.7	±0.1	-0.07
Lesbian	--	--	--	6	3.3	±0.6	NA
Gay	NR	NR	NR	9	3.9	±0.6	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	3.6	±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.

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 SOL.

Table 5.19 SOL – 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	35	3.8	±0.2	389	3.8	±0.1	-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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.2	±0.3	NA
General Schedule (GS) 11-12	NR	NR	NR	22	4.0	±0.3	NR
General Schedule (GS) 13-15	30	3.8	±0.2	309	3.8	±0.1	-0.04
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.5	±0.2	NA
Other	--	--	--	--	--	--	NA

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	30	4.0	±0.1	NR
1 to 3 years	8	3.7	±0.4	72	3.8	±0.2	-0.23 (S)
4 to 5 years	5	3.9	±0.3	16	3.5	±0.3	0.81 (L)
6 to 10 years	13	3.6	±0.3	98	3.7	±0.1	-0.27 (S)
11 to 14 years	NR	NR	NR	22	3.7	±0.3	NR
15 to 20 years	--	--	--	52	3.7	±0.2	NA
More than 20 years	NR	NR	NR	98	3.9	±0.1	NR
Appointment Type							
Permanent	27	3.8	±0.2	309	3.8	±0.1	-0.08
Term	8	3.8	±0.4	75	3.7	±0.1	0.12
Temporary	--	--	--	6	4.1	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	27	3.8	±0.2	314	3.8	±0.1	-0.09
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	27	3.8	±0.2	309	3.8	±0.1	-0.08
Term	8	3.8	±0.4	75	3.7	±0.1	0.12
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.1	±0.3	NA
Sex							
Men	5	3.9	±0.1	184	3.9	±0.1	-0.01
Women	30	3.7	±0.2	204	3.7	±0.1	0.01
Gender Identity							
Male	5	3.9	±0.1	184	3.9	±0.1	-0.01
Female	30	3.7	±0.2	204	3.7	±0.1	0.01
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	27	3.7	±0.2	353	3.8	±0.1	-0.08
Sexual Minority	5	4.0	±0.0	18	4.0	±0.3	0.02

	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	27	3.7	±0.2	353	3.8	±0.1	-0.08
Lesbian	--	--	--	6	3.5	±0.3	NA
Gay	NR	NR	NR	7	4.2	±0.4	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	3.9	±0.4	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.

5.7.2 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 SOL.

Table 5.20 SOL – 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	35	5.2	±0.4	389	5.5	±0.1	-0.27 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	5.0	±0.6	NA
General Schedule (GS) 11-12	NR	NR	NR	22	5.5	±0.6	NR
General Schedule (GS) 13-15	30	5.2	±0.4	309	5.5	±0.1	-0.31 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	6.4	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	30	6.0	±0.3	NR
1 to 3 years	8	4.7*	±0.9	72	5.8*	±0.2	-1.16 (L)
4 to 5 years	5	6.1*	±0.5	16	5.0*	±0.5	1.15 (L)
6 to 10 years	13	5.5	±0.8	98	5.3	±0.2	0.14
11 to 14 years	NR	NR	NR	22	4.9	±0.5	NR
15 to 20 years	--	--	--	52	5.3	±0.3	NA
More than 20 years	NR	NR	NR	98	5.7	±0.2	NR
Appointment Type							
Permanent	27	5.2	±0.4	309	5.5	±0.1	-0.25 (S)
Term	8	5.2	±1.3	75	5.6	±0.2	-0.30 (S)
Temporary	--	--	--	6	6.2	±0.9	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	27	5.2	±0.4	314	5.5	±0.1	-0.26 (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	27	5.2	±0.4	309	5.5	±0.1	-0.25 (S)
Term	8	5.2	±1.3	75	5.6	±0.2	-0.30 (S)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	6.2	±0.9	NA
Sex							
Men	5	6.4	±0.8	184	5.7	±0.1	0.75 (M)
Women	30	5.1	±0.5	204	5.4	±0.2	-0.34 (S)
Gender Identity							
Male	5	6.4	±0.8	184	5.7	±0.1	0.75 (M)
Female	30	5.1	±0.5	204	5.4	±0.2	-0.34 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	27	5.1*	±0.5	353	5.6*	±0.1	-0.45 (S)
Sexual Minority	5	6.0	±0.8	18	5.5	±0.5	0.43 (S)
Sexual Orientation							
Heterosexual or straight	27	5.1*	±0.5	353	5.6*	±0.1	-0.45 (S)
Lesbian	--	--	--	6	4.7	±0.8	NA
Gay	NR	NR	NR	7	6.1	±0.8	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	5.2	±0.7	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.

5.7.3 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 SOL.

Table 5.21 SOL – 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	35	3.7	±0.3	389	3.7	±0.1	-0.01
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	--	--	--	30	3.2	±0.5	NA
General Schedule (GS) 11-12	NR	NR	NR	22	3.9	±0.4	NR
General Schedule (GS) 13-15	30	3.8	±0.3	309	3.7	±0.1	0.12
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.4	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	30	3.7	±0.2	NR
1 to 3 years	8	3.6	±0.8	72	3.8	±0.2	-0.19
4 to 5 years	5	3.6	±0.9	16	3.3	±0.4	0.34 (S)
6 to 10 years	13	3.6	±0.4	98	3.6	±0.2	0.04
11 to 14 years	NR	NR	NR	22	3.6	±0.4	NR
15 to 20 years	--	--	--	52	3.5	±0.3	NA
More than 20 years	NR	NR	NR	98	3.9	±0.2	NR
Appointment Type							
Permanent	27	3.4	±0.3	309	3.7	±0.1	-0.28 (S)
Term	8	4.5*	±0.3	75	3.6*	±0.2	1.14 (L)
Temporary	--	--	--	6	3.9	±0.6	NA

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	27	3.4	±0.3	314	3.7	±0.1	-0.29 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	27	3.4	±0.3	309	3.7	±0.1	-0.28 (S)
Term	8	4.5*	±0.3	75	3.6*	±0.2	1.14 (L)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	3.9	±0.6	NA
Sex							
Men	5	3.7	±0.6	184	3.7	±0.1	-0.06
Women	30	3.7	±0.3	204	3.7	±0.1	0.02
Gender Identity							
Male	5	3.7	±0.6	184	3.7	±0.1	-0.06
Female	30	3.7	±0.3	204	3.7	±0.1	0.02
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	27	3.7	±0.4	353	3.7	±0.1	0.02
Sexual Minority	5	3.4	±0.2	18	3.7	±0.4	-0.50 (M)
Sexual Orientation							
Heterosexual or straight	27	3.7	±0.4	353	3.7	±0.1	0.02
Lesbian	--	--	--	6	3.3	±0.6	NA
Gay	NR	NR	NR	7	4.1	±0.6	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	3.6	±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.

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 SOL.

Table 5.22 SOL – 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	22	3.5*	±0.3	403	3.8*	±0.1	-0.56 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.2	±0.3	NA
General Schedule (GS) 11-12	NR	NR	NR	24	4.0	±0.3	NR
General Schedule (GS) 13-15	19	3.5*	±0.3	320	3.8*	±0.1	-0.60 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.5	±0.2	NA
Other	--	--	--	--	--	--	NA

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	4.1	±0.1	NA
1 to 3 years	6	3.2*	±0.4	75	3.9*	±0.2	-0.92 (L)
4 to 5 years	NR	NR	NR	19	3.5	±0.3	NR
6 to 10 years	NR	NR	NR	107	3.7	±0.1	NR
11 to 14 years	NR	NR	NR	25	3.7	±0.3	NR
15 to 20 years	NR	NR	NR	50	3.7	±0.2	NR
More than 20 years	5	2.8*	±0.5	94	4.0*	±0.1	-1.65 (L)
Appointment Type							
Permanent	17	3.4*	±0.3	318	3.8*	±0.1	-0.67 (M)
Term	NR	NR	NR	79	3.7	±0.1	NR
Temporary	--	--	--	6	4.1	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	17	3.4*	±0.3	324	3.9*	±0.1	-0.68 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	17	3.4*	±0.3	318	3.8*	±0.1	-0.67 (M)
Term	NR	NR	NR	79	3.7	±0.1	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.1	±0.3	NA
Sex							
Men	NR	NR	NR	184	3.9	±0.1	NR
Women	17	3.6	±0.3	217	3.8	±0.1	-0.23 (S)
Gender Identity							
Male	NR	NR	NR	184	3.9	±0.1	NR
Female	17	3.6	±0.3	217	3.8	±0.1	-0.23 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	17	3.4*	±0.3	364	3.8*	±0.1	-0.67 (M)
Sexual Minority	NR	NR	NR	22	4.0	±0.2	NR

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	17	3.4*	±0.3	364	3.8*	±0.1	-0.67 (M)
Lesbian	--	--	--	6	3.5	±0.3	NA
Gay	--	--	--	11	4.1	±0.3	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	16	4.0	±0.4	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 SOL.

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

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	22	5.0*	±0.6	403	5.5*	±0.1	-0.50 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	5.0	±0.6	NA
General Schedule (GS) 11-12	NR	NR	NR	24	5.7	±0.5	NR
General Schedule (GS) 13-15	19	5.2	±0.6	320	5.5	±0.1	-0.37 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	6.4	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	6.0	±0.2	NA
1 to 3 years	6	4.1*	±0.9	75	5.8*	±0.2	-1.94 (L)
4 to 5 years	NR	NR	NR	19	5.2	±0.5	NR
6 to 10 years	NR	NR	NR	107	5.4	±0.2	NR
11 to 14 years	NR	NR	NR	25	4.8	±0.5	NR
15 to 20 years	NR	NR	NR	50	5.3	±0.3	NR
More than 20 years	5	4.7	±1.2	94	5.7	±0.2	-0.85 (L)
Appointment Type							
Permanent	17	5.2	±0.6	318	5.5	±0.1	-0.29 (S)
Term	NR	NR	NR	79	5.6	±0.2	NR
Temporary	--	--	--	6	6.2	±0.9	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	17	5.2	±0.6	324	5.5	±0.1	-0.30 (S)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	17	5.2	±0.6	318	5.5	±0.1	-0.29 (S)
Term	NR	NR	NR	79	5.6	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	6.2	±0.9	NA
Sex							
Men	NR	NR	NR	184	5.7	±0.1	NR
Women	17	5.0	±0.7	217	5.4	±0.1	-0.35 (S)
Gender Identity							
Male	NR	NR	NR	184	5.7	±0.1	NR
Female	17	5.0	±0.7	217	5.4	±0.1	-0.35 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	17	4.7*	±0.7	364	5.6*	±0.1	-0.78 (M)
Sexual Minority	NR	NR	NR	22	5.6	±0.4	NR
Sexual Orientation							
Heterosexual or straight	17	4.7*	±0.7	364	5.6*	±0.1	-0.78 (M)
Lesbian	--	--	--	6	4.7	±0.8	NA
Gay	--	--	--	11	6.1	±0.6	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	16	5.0	±0.8	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 SOL.

Table 5.24 SOL – 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	22	3.7	±0.5	403	3.7	±0.1	0.02
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	--	--	--	30	3.2	±0.5	NA
General Schedule (GS) 11-12	NR	NR	NR	24	3.9	±0.3	NR
General Schedule (GS) 13-15	19	3.9	±0.5	320	3.7	±0.1	0.20 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.4	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	3.7	±0.2	NA
1 to 3 years	6	3.6	±1.2	75	3.8	±0.2	-0.16
4 to 5 years	NR	NR	NR	19	3.4	±0.4	NR
6 to 10 years	NR	NR	NR	107	3.6	±0.2	NR
11 to 14 years	NR	NR	NR	25	3.6	±0.3	NR
15 to 20 years	NR	NR	NR	50	3.5	±0.3	NR
More than 20 years	5	3.0	±1.7	94	3.9	±0.2	-0.83 (L)
Appointment Type							
Permanent	17	3.5	±0.6	318	3.7	±0.1	-0.19
Term	NR	NR	NR	79	3.7	±0.2	NR
Temporary	--	--	--	6	3.9	±0.6	NA

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	17	3.5	±0.6	324	3.7	±0.1	-0.19
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	17	3.5	±0.6	318	3.7	±0.1	-0.19
Term	NR	NR	NR	79	3.7	±0.2	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	3.9	±0.6	NA
Sex							
Men	NR	NR	NR	184	3.7	±0.1	NR
Women	17	3.8	±0.6	217	3.6	±0.1	0.18
Gender Identity							
Male	NR	NR	NR	184	3.7	±0.1	NR
Female	17	3.8	±0.6	217	3.6	±0.1	0.18
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	17	3.5	±0.6	364	3.7	±0.1	-0.16
Sexual Minority	NR	NR	NR	22	3.7	±0.3	NR
Sexual Orientation							
Heterosexual or straight	17	3.5	±0.6	364	3.7	±0.1	-0.16
Lesbian	--	--	--	6	3.3	±0.6	NA
Gay	--	--	--	11	3.8	±0.5	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	16	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.

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 SOL.

Table 5.25 SOL – 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	423	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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.2	±0.3	NA
General Schedule (GS) 11-12	--	--	--	26	4.0	±0.3	NA
General Schedule (GS) 13-15	NR	NR	NR	338	3.8	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.5	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	4.1	±0.1	NA
1 to 3 years	--	--	--	80	3.8	±0.2	NA
4 to 5 years	--	--	--	22	3.6	±0.2	NA
6 to 10 years	--	--	--	111	3.7	±0.1	NA
11 to 14 years	--	--	--	26	3.7	±0.3	NA
15 to 20 years	--	--	--	52	3.7	±0.2	NA
More than 20 years	NR	NR	NR	98	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							
Permanent	NR	NR	NR	334	3.8	±0.1	NR
Term	--	--	--	83	3.7	±0.1	NA
Temporary	--	--	--	6	4.1	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	340	3.8	±0.1	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	334	3.8	±0.1	NR
Term	--	--	--	83	3.7	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.1	±0.3	NA
Sex							
Men	--	--	--	189	3.9	±0.1	NA
Women	NR	NR	NR	233	3.7	±0.1	NR
Gender Identity							
Male	--	--	--	189	3.9	±0.1	NA
Female	NR	NR	NR	233	3.7	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	379	3.8	±0.1	NR
Sexual Minority	--	--	--	23	4.0	±0.2	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	379	3.8	±0.1	NR
Lesbian	--	--	--	6	3.5	±0.3	NA
Gay	--	--	--	11	4.1	±0.3	NA
Bisexual	--	--	--	6	4.1	±0.2	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	3.9	±0.4	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 SOL.

Table 5.26 SOL – 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	423	5.5	±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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	5.0	±0.6	NA
General Schedule (GS) 11-12	--	--	--	26	5.6	±0.5	NA
General Schedule (GS) 13-15	NR	NR	NR	338	5.5	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	6.4	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	6.0	±0.2	NA
1 to 3 years	--	--	--	80	5.7	±0.2	NA
4 to 5 years	--	--	--	22	5.3	±0.4	NA
6 to 10 years	--	--	--	111	5.4	±0.2	NA
11 to 14 years	--	--	--	26	4.9	±0.5	NA
15 to 20 years	--	--	--	52	5.3	±0.3	NA
More than 20 years	NR	NR	NR	98	5.7	±0.2	NR
Appointment Type							
Permanent	NR	NR	NR	334	5.5	±0.1	NR
Term	--	--	--	83	5.5	±0.2	NA
Temporary	--	--	--	6	6.2	±0.9	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	340	5.5	±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	334	5.5	±0.1	NR
Term	--	--	--	83	5.5	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	6.2	±0.9	NA
Sex							
Men	--	--	--	189	5.7	±0.1	NA
Women	NR	NR	NR	233	5.4	±0.1	NR
Gender Identity							
Male	--	--	--	189	5.7	±0.1	NA
Female	NR	NR	NR	233	5.4	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	379	5.5	±0.1	NR
Sexual Minority	--	--	--	23	5.6	±0.4	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	379	5.5	±0.1	NR
Lesbian	--	--	--	6	4.7	±0.8	NA
Gay	--	--	--	11	6.1	±0.6	NA
Bisexual	--	--	--	6	5.7	±0.2	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	5.2	±0.7	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 SOL.

Table 5.27 SOL – 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	423	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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.2	±0.5	NA
General Schedule (GS) 11-12	--	--	--	26	3.7	±0.4	NA
General Schedule (GS) 13-15	NR	NR	NR	338	3.7	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.4	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	31	3.7	±0.2	NA
1 to 3 years	--	--	--	80	3.8	±0.2	NA
4 to 5 years	--	--	--	22	3.4	±0.4	NA
6 to 10 years	--	--	--	111	3.6	±0.2	NA
11 to 14 years	--	--	--	26	3.6	±0.3	NA
15 to 20 years	--	--	--	52	3.5	±0.3	NA
More than 20 years	NR	NR	NR	98	3.9	±0.2	NR
Appointment Type							
Permanent	NR	NR	NR	334	3.7	±0.1	NR
Term	--	--	--	83	3.7	±0.2	NA
Temporary	--	--	--	6	3.9	±0.6	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	340	3.7	±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	334	3.7	±0.1	NR
Term	--	--	--	83	3.7	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	3.9	±0.6	NA
Sex							
Men	--	--	--	189	3.7	±0.1	NA
Women	NR	NR	NR	233	3.7	±0.1	NR
Gender Identity							
Male	--	--	--	189	3.7	±0.1	NA
Female	NR	NR	NR	233	3.7	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	379	3.7	±0.1	NR
Sexual Minority	--	--	--	23	3.6	±0.3	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	379	3.7	±0.1	NR
Lesbian	--	--	--	6	3.3	±0.6	NA
Gay	--	--	--	11	3.8	±0.5	NA
Bisexual	--	--	--	6	3.6	±0.3	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	3.6	±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.

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 SOL.

Table 5.28 SOL – 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	73	3.6*	±0.2	353	3.8*	±0.1	-0.38 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.2	±0.3	NA
General Schedule (GS) 11-12	NR	NR	NR	24	4.0	±0.3	NR
General Schedule (GS) 13-15	69	3.6*	±0.2	272	3.8*	±0.1	-0.47 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	19	4.5	±0.2	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	28	4.1	±0.1	NR
1 to 3 years	16	3.8	±0.3	65	3.8	±0.2	-0.11
4 to 5 years	10	3.7	±0.2	12	3.5	±0.4	0.39 (S)
6 to 10 years	18	3.7	±0.2	93	3.7	±0.1	-0.07
11 to 14 years	7	3.5	±0.6	22	3.7	±0.3	-0.28 (S)
15 to 20 years	7	2.5*	±0.5	45	3.9*	±0.1	-2.65 (L)
More than 20 years	13	3.7	±0.5	87	3.9	±0.1	-0.37 (S)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	58	3.6*	±0.2	279	3.9*	±0.1	-0.46 (S)
Term	15	3.7	±0.3	68	3.7	±0.1	0.09
Temporary	--	--	--	6	4.1	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	58	3.6*	±0.2	285	3.9*	±0.1	-0.47 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	58	3.6*	±0.2	279	3.9*	±0.1	-0.46 (S)
Term	15	3.7	±0.3	68	3.7	±0.1	0.09
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.1	±0.3	NA
Sex							
Men	7	3.2*	±0.6	182	3.9*	±0.1	-1.22 (L)
Women	66	3.6	±0.2	170	3.8	±0.1	-0.19
Gender Identity							
Male	7	3.2*	±0.6	182	3.9*	±0.1	-1.22 (L)
Female	66	3.6	±0.2	170	3.8	±0.1	-0.19
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	62	3.6*	±0.2	321	3.8*	±0.1	-0.39 (S)
Sexual Minority	NR	NR	NR	19	4.0	±0.2	NR
Sexual Orientation							
Heterosexual or straight	62	3.6*	±0.2	321	3.8*	±0.1	-0.39 (S)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	--	--	--	11	4.1	±0.3	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	13	4.0	±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.

5.10.2 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 SOL.

Table 5.29 SOL – 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	73	5.4	±0.2	353	5.5	±0.1	-0.17
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	--	--	--	30	5.0	±0.6	NA
General Schedule (GS) 11-12	NR	NR	NR	24	5.7	±0.5	NR
General Schedule (GS) 13-15	69	5.4	±0.2	272	5.5	±0.1	-0.13
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	19	6.5	±0.2	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	28	6.0	±0.3	NR
1 to 3 years	16	5.7	±0.5	65	5.7	±0.2	-0.05
4 to 5 years	10	5.7	±0.6	12	4.9	±0.6	0.76 (M)
6 to 10 years	18	5.4	±0.4	93	5.4	±0.2	0.06
11 to 14 years	7	5.0	±0.8	22	4.8	±0.5	0.16
15 to 20 years	7	4.1*	±0.5	45	5.5*	±0.2	-1.68 (L)
More than 20 years	13	5.4	±0.5	87	5.7	±0.3	-0.28 (S)
Appointment Type							
Permanent	58	5.2*	±0.3	279	5.5*	±0.1	-0.31 (S)
Term	15	5.9	±0.4	68	5.4	±0.3	0.42 (S)
Temporary	--	--	--	6	6.2	±0.9	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	58	5.2*	±0.3	285	5.6*	±0.1	-0.32 (S)

	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	58	5.2*	±0.3	279	5.5*	±0.1	-0.31 (S)
Term	15	5.9	±0.4	68	5.4	±0.3	0.42 (S)
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	6.2	±0.9	NA
Sex							
Men	7	5.4	±0.6	182	5.7	±0.1	-0.30 (S)
Women	66	5.3	±0.3	170	5.4	±0.2	-0.05
Gender Identity							
Male	7	5.4	±0.6	182	5.7	±0.1	-0.30 (S)
Female	66	5.3	±0.3	170	5.4	±0.2	-0.05
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	62	5.3	±0.3	321	5.6	±0.1	-0.23 (S)
Sexual Minority	NR	NR	NR	19	5.7	±0.5	NR
Sexual Orientation							
Heterosexual or straight	62	5.3	±0.3	321	5.6	±0.1	-0.23 (S)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	--	--	--	11	6.1	±0.6	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	13	5.0	±1.0	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 SOL.

Table 5.30 SOL – 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	73	3.3*	±0.3	353	3.8*	±0.1	-0.46 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.2	±0.5	NA
General Schedule (GS) 11-12	NR	NR	NR	24	3.9	±0.3	NR
General Schedule (GS) 13-15	69	3.3*	±0.3	272	3.8*	±0.1	-0.48 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	19	4.5	±0.2	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	28	3.7	±0.2	NR
1 to 3 years	16	3.5	±0.6	65	3.8	±0.2	-0.43 (S)
4 to 5 years	10	3.4	±0.6	12	3.4	±0.4	0.00
6 to 10 years	18	3.6	±0.4	93	3.6	±0.2	-0.05
11 to 14 years	7	3.2	±1.2	22	3.6	±0.4	-0.30 (S)
15 to 20 years	7	2.2*	±0.8	45	3.7*	±0.3	-1.64 (L)
More than 20 years	13	3.2*	±0.8	87	4.0*	±0.2	-0.70 (M)
Appointment Type							
Permanent	58	3.2*	±0.3	279	3.8*	±0.1	-0.53 (M)
Term	15	3.6	±0.5	68	3.7	±0.2	-0.16
Temporary	--	--	--	6	3.9	±0.6	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	58	3.2*	±0.3	285	3.8*	±0.1	-0.53 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	58	3.2*	±0.3	279	3.8*	±0.1	-0.53 (M)
Term	15	3.6	±0.5	68	3.7	±0.2	-0.16
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	3.9	±0.6	NA
Sex							
Men	7	2.5*	±1.0	182	3.8*	±0.1	-1.28 (L)
Women	66	3.4*	±0.3	170	3.7*	±0.1	-0.36 (S)
Gender Identity							
Male	7	2.5*	±1.0	182	3.8*	±0.1	-1.28 (L)
Female	66	3.4*	±0.3	170	3.7*	±0.1	-0.36 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	62	3.2*	±0.3	321	3.8*	±0.1	-0.58 (M)
Sexual Minority	NR	NR	NR	19	3.7	±0.3	NR
Sexual Orientation							
Heterosexual or straight	62	3.2*	±0.3	321	3.8*	±0.1	-0.58 (M)
Lesbian	NR	NR	NR	NR	NR	NR	NR
Gay	--	--	--	11	3.8	±0.5	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	13	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.

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 SOL.

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

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	421	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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.2	±0.3	NA
General Schedule (GS) 11-12	--	--	--	26	4.0	±0.3	NA
General Schedule (GS) 13-15	NR	NR	NR	336	3.8	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.5	±0.2	NA
Other	--	--	--	--	--	--	NA

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	4.0	±0.1	NA
1 to 3 years	NR	NR	NR	79	3.8	±0.2	NR
4 to 5 years	--	--	--	22	3.6	±0.2	NA
6 to 10 years	--	--	--	111	3.7	±0.1	NA
11 to 14 years	--	--	--	26	3.7	±0.3	NA
15 to 20 years	--	--	--	52	3.7	±0.2	NA
More than 20 years	--	--	--	99	3.9	±0.1	NA
Appointment Type							
Permanent	NR	NR	NR	334	3.8	±0.1	NR
Term	--	--	--	81	3.7	±0.1	NA
Temporary	--	--	--	6	4.1	±0.3	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	340	3.8	±0.1	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	334	3.8	±0.1	NR
Term	--	--	--	81	3.7	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	4.1	±0.3	NA
Sex							
Men	NR	NR	NR	188	3.9	±0.1	NR
Women	--	--	--	232	3.7	±0.1	NA
Gender Identity							
Male	NR	NR	NR	188	3.9	±0.1	NR
Female	--	--	--	232	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	377	3.8	±0.1	NR
Sexual Minority	--	--	--	23	4.0	±0.2	NA

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	377	3.8	±0.1	NR
Lesbian	--	--	--	6	3.5	±0.3	NA
Gay	--	--	--	11	4.1	±0.3	NA
Bisexual	--	--	--	6	4.1	±0.2	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	3.9	±0.4	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 SOL.

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

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	421	5.5	±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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	5.0	±0.6	NA
General Schedule (GS) 11-12	--	--	--	26	5.6	±0.5	NA
General Schedule (GS) 13-15	NR	NR	NR	336	5.5	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	6.4	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	5.9	±0.3	NA
1 to 3 years	NR	NR	NR	79	5.7	±0.2	NR
4 to 5 years	--	--	--	22	5.3	±0.4	NA
6 to 10 years	--	--	--	111	5.4	±0.2	NA
11 to 14 years	--	--	--	26	4.9	±0.5	NA
15 to 20 years	--	--	--	52	5.3	±0.3	NA
More than 20 years	--	--	--	99	5.7	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	334	5.5	±0.1	NR
Term	--	--	--	81	5.5	±0.2	NA
Temporary	--	--	--	6	6.2	±0.9	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	340	5.5	±0.1	NR

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	334	5.5	±0.1	NR
Term	--	--	--	81	5.5	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	6.2	±0.9	NA
Sex							
Men	NR	NR	NR	188	5.7	±0.1	NR
Women	--	--	--	232	5.4	±0.1	NA
Gender Identity							
Male	NR	NR	NR	188	5.7	±0.1	NR
Female	--	--	--	232	5.4	±0.1	NA
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	377	5.5	±0.1	NR
Sexual Minority	--	--	--	23	5.6	±0.4	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	377	5.5	±0.1	NR
Lesbian	--	--	--	6	4.7	±0.8	NA
Gay	--	--	--	11	6.1	±0.6	NA
Bisexual	--	--	--	6	5.7	±0.2	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	5.2	±0.7	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 SOL.

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

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	421	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	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	30	3.2	±0.5	NA
General Schedule (GS) 11-12	--	--	--	26	3.7	±0.4	NA
General Schedule (GS) 13-15	NR	NR	NR	336	3.7	±0.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	21	4.4	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	30	3.7	±0.2	NA
1 to 3 years	NR	NR	NR	79	3.8	±0.2	NR
4 to 5 years	--	--	--	22	3.4	±0.4	NA
6 to 10 years	--	--	--	111	3.6	±0.2	NA
11 to 14 years	--	--	--	26	3.6	±0.3	NA
15 to 20 years	--	--	--	52	3.5	±0.3	NA
More than 20 years	--	--	--	99	3.9	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	334	3.7	±0.1	NR
Term	--	--	--	81	3.7	±0.2	NA
Temporary	--	--	--	6	3.9	±0.6	NA
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	340	3.7	±0.1	NR

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	334	3.7	±0.1	NR
Term	--	--	--	81	3.7	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	6	3.9	±0.6	NA
Sex							
Men	NR	NR	NR	188	3.7	±0.1	NR
Women	--	--	--	232	3.7	±0.1	NA
Gender Identity							
Male	NR	NR	NR	188	3.7	±0.1	NR
Female	--	--	--	232	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	377	3.7	±0.1	NR
Sexual Minority	--	--	--	23	3.6	±0.3	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	377	3.7	±0.1	NR
Lesbian	--	--	--	6	3.3	±0.6	NA
Gay	--	--	--	11	3.8	±0.5	NA
Bisexual	--	--	--	6	3.6	±0.3	NA
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	18	3.6	±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.

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 SOL – 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	3.905	0.034	--	113.630	0.000	3.838	3.973	--	--	--
Harassment Based on Age	-0.446	0.112	-0.225	-3.995	0.000	-0.665	-0.226	-0.323	-0.196	-0.183
Harassment Based on Race/Ethnicity	-0.343	0.130	-0.137	-2.629	0.009	-0.599	-0.086	-0.263	-0.130	-0.120
Harassment Based on Religious Beliefs	-0.500	0.165	-0.170	-3.032	0.003	-0.824	-0.176	-0.270	-0.150	-0.139
Harassment Based on Disability	0.050	0.303	0.009	0.165	0.869	-0.546	0.646	-0.177	0.008	0.008
Harassment Based on Sexual Orientation	-0.002	0.216	0.000	-0.009	0.993	-0.427	0.423	-0.083	0.000	0.000
Gender Harassment	0.065	0.098	0.036	0.665	0.506	-0.127	0.257	-0.136	0.033	0.030
Sexual Harassment	-0.051	0.176	-0.016	-0.290	0.772	-0.398	0.296	-0.075	-0.014	-0.013
Sexual Assault	-1.188	0.537	-0.107	-2.212	0.028	-2.243	-0.132	-0.103	-0.110	-0.101

Note. N = 410, F = 9.592, R Square = 0.16

Table 5.35 SOL – 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	5.631	0.059	--	95.484	0.000	5.515	5.747	--	--	--
Harassment Based on Age	-0.427	0.192	-0.132	-2.231	0.026	-0.804	-0.051	-0.192	-0.111	-0.107
Harassment Based on Race/Ethnicity	-0.471	0.224	-0.115	-2.106	0.036	-0.911	-0.031	-0.165	-0.105	-0.101
Harassment Based on Religious Beliefs	-0.724	0.283	-0.150	-2.558	0.011	-1.280	-0.168	-0.148	-0.127	-0.122
Harassment Based on Disability	1.343	0.520	0.147	2.580	0.010	0.320	2.366	0.007	0.128	0.123
Harassment Based on Sexual Orientation	-0.539	0.371	-0.080	-1.453	0.147	-1.268	0.190	-0.136	-0.072	-0.070
Gender Harassment	0.096	0.167	0.033	0.573	0.567	-0.233	0.425	-0.070	0.029	0.027
Sexual Harassment	-0.040	0.303	-0.008	-0.133	0.894	-0.635	0.555	-0.077	-0.007	-0.006
Sexual Assault	-1.147	0.921	-0.063	-1.245	0.214	-2.958	0.664	-0.059	-0.062	-0.060

Note. N = 410, F = 4.402, R Square = 0.081

Table 5.36 SOL – 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	3.836	--	--	73.794	0.000	3.734	3.939	--	--	--
Harassment Based on Age	-0.722	0.169	-0.246	-4.278	0.000	-1.054	-0.390	-0.316	-0.209	-0.200
Harassment Based on Race/Ethnicity	-0.395	0.197	-0.107	-2.005	0.046	-0.783	-0.008	-0.217	-0.100	-0.094
Harassment Based on Religious Beliefs	-0.590	0.249	-0.135	-2.366	0.018	-1.081	-0.100	-0.205	-0.117	-0.110
Harassment Based on Disability	0.836	0.459	0.101	1.822	0.069	-0.066	1.738	-0.075	0.091	0.085
Harassment Based on Sexual Orientation	-0.236	0.327	-0.039	-0.721	0.471	-0.879	0.407	-0.106	-0.036	-0.034
Gender Harassment	-0.036	0.147	-0.013	-0.243	0.808	-0.326	0.254	-0.144	-0.012	-0.011
Sexual Harassment	0.179	0.267	0.038	0.671	0.503	-0.345	0.703	-0.017	0.033	0.031
Sexual Assault	-0.015	0.812	-0.001	-0.019	0.985	-1.612	1.581	0.019	-0.001	-0.001

Note. N = 410, F = 7.277, R Square = 0.127

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 SOL.

In summary, an estimated 17.1% of employees witnessed some form of harassing and/or assault behavior in the 12 months preceding the survey against another employee.

Table 6.1 SOL – 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	35	8.3%	±3.1	2.5	±0.2	2	2
Racial/Ethnic	32	7.6%	±3.0	2.8	±0.3	3	3
Religious	18	4.4%	±2.4	2.7	±0.3	3	3
Disability	8	2.0%	±1.9	2.6	±0.4	3	3
Sexual Orientation	NR	NR	NR	NR	NR	NR	NR
Sex/Gender	46	10.8%	±3.4	2.9	±0.3	3	3

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

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

Table 6.2 SOL – 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	24	32.8%	±11.9
I asked the person who was experiencing the behavior if he/she needed help	25	34.5%	±11.9
I pointed out to person that he/she “crossed the line” with comments/behaviors	9	12.4%	±10.1
I stepped in with the intent of diffusing/stopping the situation	9	13.1%	±10.2
I asked others to step in as a group and diffuse the situation	NR	NR	NR
I told someone in a position of authority about the situation	10	14.4%	±10.4
I considered intervening but I feared I would experience negative consequences	5	7.6%	±9.1
I considered intervening but did not feel I had the authority to do so	16	22.0%	±11.3
I stepped in but then was discouraged or criticized by others for doing so	NR	NR	NR
I stepped in but then was harassed myself by the person(s) I was trying to stop	NR	NR	NR
None selected	0	0.0%	NA

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 SOL.

Table 6.3 SOL – 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	334	80.1%	±4.1	3.8	±0.1
No	38	9.1%	±3.2	--	--
Don't Know	45	10.8%	±3.4	--	--
Employee Assistance Program (EAP)					
Yes	130	32.5%	±4.8	3.2	±0.2
No	160	40.0%	±4.9	--	--
Don't Know	110	27.5%	±4.6	--	--
Ombudsman (if applicable)					
Yes	103	25.4%	±4.5	3.2	±0.2
No	146	36.1%	±4.8	--	--
Don't Know	155	38.5%	±4.9	--	--
CADR Office, CORE PLUS					
Yes	67	16.6%	±4.0	3.2	±0.2
No	198	49.2%	±4.9	--	--
Don't Know	138	34.2%	±4.8	--	--
Employee & Labor Relations (Human Resources)					
Yes	151	37.4%	±4.8	3.2	±0.2
No	138	34.2%	±4.8	--	--
Don't Know	114	28.4%	±4.6	--	--

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Union (if applicable)					
Yes	23	6.2%	±3.0	3.6	±0.5
No	202	55.1%	±5.1	--	--
Don't Know	142	38.7%	±5.1	--	--
Equal Employment Opportunity Counselor					
Yes	186	45.9%	±4.9	3.3	±0.1
No	99	24.4%	±4.4	--	--
Don't Know	121	29.7%	±4.7	--	--
Equal Employment Opportunity Office					
Yes	175	43.3%	±4.9	3.4	±0.2
No	119	29.3%	±4.6	--	--
Don't Know	111	27.4%	±4.6	--	--
Office of Inspector General Hotline					
Yes	145	36.0%	±4.8	3.2	±0.2
No	149	36.8%	±4.8	--	--
Don't Know	110	27.2%	±4.6	--	--
Office of Inspector General					
Yes	132	33.2%	±4.8	3.3	±0.2
No	151	37.9%	±4.9	--	--
Don't Know	116	29.0%	±4.7	--	--
Other Law Enforcement/Civil Authority not in the bureau					
Yes	75	18.6%	±4.1	3.4	±0.2
No	174	43.4%	±4.9	--	--
Don't Know	153	38.0%	±4.9	--	--
Department of Interior Ethics/Bureau Ethics Office					
Yes	172	42.6%	±4.9	3.5	±0.1
No	141	34.8%	±4.8	--	--
Don't Know	91	22.6%	±4.4	--	--
Other					
Yes	32	9.2%	±3.6	3.5	±0.4
No	78	22.9%	±4.8	--	--
Don't Know	232	67.9%	±5.2	--	--

^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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