Supplemental Statistical Report

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

September 29, 2017

CFI Group

Executive Summary

This Supplemental Statistical Report documents results of the Office of Natural Resources Revenue (ONRR) Work Environment Survey (WES), which was fielded from January 9 to March 5, 2017. The Executive Summary provides the key findings. The ONRR WES survey was designed to assess employee attitudes, perceptions, and behaviors on a wide range of topics related to the *character*, *context*, *correlates*, and *consequences* of harassing and/or assault behaviors[1] experienced by employees within the ONRR work environment. Specifically, we report analyses addressing the following research questions:

- What is the *character* of harassing and/or assault behaviors experienced?
- What *contextual* factors influence specific behaviors or sets of experiences?
- What demographic, occupational, and organizational factors were *correlated* with harassing and/or assault behaviors experienced?
- What job-related *consequences* were associated with harassing and/or assault behaviors experienced?
- What additional findings were uncovered with regard to harassment and/or assault experiences?

The survey was sent to all ONRR personnel employed as of December 10, 2016, (N = 626) during the period of January 9 to March 5, 2017. Data from 360 employees were obtained by the end of the survey period, yielding a participation rate of 57.5%. Upon initial screening, a total of 337 completed questionnaires were available for analysis, yielding a survey response rate of 53.8%. Because not all ONRR employees responded to the survey, employee population characteristics were obtained from Human Resources to derive weights to estimate population parameters for the ONRR workforce from the survey data. Comparison of the known employee population characteristics to the estimated study population characteristics indicated that these data were representative of the ONRR population, especially with regard to age, sex, racial-ethnic background, disability status, appointment type, and work schedule. Accordingly, the results of statistical analyses of these data reflect estimated population parameters for the ONRR workforce.

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

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

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

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

Analyses estimated 37.9% of employees experienced one or more forms of harassment and/or assault related behaviors in the past 12 months. More specifically:

- 19.9% experienced harassing behaviors based on their age
- 13.1% experienced harassing behaviors based on their racial or ethnic background
- 7.0% experienced harassing behaviors based on their religious beliefs
- 8.2% experienced harassing behaviors based on a perceived or actual disability
- 2.5% experienced harassing behaviors based on their sexual orientation
- 16.4% experienced harassing behaviors based on their gender
- 7.1% experienced sexual harassment[2]

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

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

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

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

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

WHAT CONTEXTUAL FACTORS INFLUENCED SPECIFIC BEHAVIORS OR SETS OF EXPERIENCES?

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

- *What was the primary basis for the specific behavior or set of experiences*? Among employees who experienced any behavior, 27.0% indicated the experience was primarily based on their age; 15.8% indicated the experience was primarily based on their racial/ ethnic background; 5.2% indicated the experience was primarily based on their religious beliefs; 7.0% indicated the experience was primarily based on their disability status or condition; 19.5% indicated the experience was primarily based on their sex/gender;[3] and 23.3% indicated the experience was primarily based on unknown factors.

- *When and where did the specific behavior or set of experiences occur?* Regardless of the particular behavior involved, for the majority of employees these experiences occurred during work hours (89.4%) and at a work location or site (93.3%) that was most frequently characterized as an indoor location (98.5%). Also, for the minority of these employees these experiences occurred while on travel (5.1%).

- *How often and for how long did the specific behavior or set of experiences persist?* Regardless of the particular behavior involved, for the majority of employees these experiences occurred more than once (56.3%).

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

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- *Who was involved in the specific behavior or set of experiences?* Regardless of the particular behavior involved, for the majority of employees these experiences often involved one person (59.8%), who was typically older (42.5%), male (51.9%), and most often a peer and/or coworker (64.9%).

- *Did their work role require them to continue to interact with the person(s) involved?* Regardless of the particular behavior involved, the majority of employees had to continue to interact with the person(s) involved (80.7%).

- *Did they discuss the specific behavior or set of experiences with anyone at work?* Regardless of the particular behavior involved, most employees talked to someone at work about their experience including coworkers (54.1%) or another employee (36.7%), as well as a supervisor (32.5%) or manager (21.7%). Additionally, some employees talked with the person involved (36.0%).

- *Did they make a complaint/grievance/report[4] in response to the specific behavior or set of experiences?* Regardless of the particular behavior involved, most employees did not make a complaint/grievance/report about their experience (71.7%); only 28.3% did.

- *What ONRR resources were used to make a complaint/grievance/report?* Regardless of the particular behavior involved, for employees who made complaints/grievances/reports, the most frequently used ONRR resource was a supervisor or manager (17.6%). All other resources were used less frequently (Employee Assistance Program, Ombudsman,[5] CADR Office or CORE PLUS, Employee & Labor Relations, Union, Equal Employment Opportunity Counselor, Equal Employment Opportunity Office, Office of the Inspector General Hotline, Office of the Inspector General, Other Law Enforcement/Civil Authority, or Department of Interior Ethics/Bureau Ethics Office).

- *What happened as a result of the complaint/grievance/report?* Regardless of the particular behavior involved, for employees who made complaints/grievances/reports, 25.8% indicated that some action was taken. Actions focused on the organization involved explaining rules to everyone (21.7%), management conducted a review/ investigation or other assessment (20.5%), and an investigation was conducted by a law enforcement official (0.0%). Actions involving the person engaging in the harassing behavior included someone talking to the person (22.2%) or moving or reassigning the person to avoid continuing contact (10.0%); and in some situations, the person stopped the behavior (8.5%). Actions associated with the employee subjected to the behavior involved changing their station location or duties to help them avoid the person engaging in the harassing behaviors (25.8%). Additionally, some employees were encouraged to drop the issue (32.0%) or were discouraged from making a complaint/grievance/report (35.8%). Other employees indicated that the person engaging in the harassing behavior took action against them for complaining (21.0%); their coworker(s) treated them worse,

[4] Individuals were presented with various types of organizational resources by which to make a complaint/grievance/ report that included both formal and informal types of resources.
[5] Ombudsman was only in existence about 1.5 months before the survey opened.

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avoided or blamed them for the problem (37.0%); and some employees indicated leadership punished them for bringing the experience up (29.6%) or they were threatened with loss of employment (11.2%).[6]

- *What were the reasons for not making a complaint/grievance/report?* Regardless of the particular behavior involved, most employees did not make a complaint/grievance/report about their experience (71.7%). Employees' most frequent reasons for not making a complaint/grievance/report involved the perceived seriousness of the behavior (75.2% did not consider it serious enough to report), desire to move on or forget about the incident (61.7%), the behavior or experience stopped on its own (56.4%), thought they would be labeled a troublemaker (46.5%), or skepticism about actions that would be taken (43.3% of employees did not think anything would be done).

- *What effect did the specific behavior or set of experiences have on employees' interpersonal relationships, physical or emotional well-being, your job performance, or your willingness to remain a part of the organization?* Regardless of the particular behavior involved, for some employees these experiences had a negative impact on them, but for many employees it did not. For some employees, these experiences had a *negative impact on their interpersonal relationships* with coworkers, supervisors, or managers (38.7%); resulted in arguments or damaged interpersonal relations at work (36.3%); and/or damaged other personal relationships (14.2%). For some employees, these experiences had a *negative impact on their physical or emotional well-being* leading them to call in sick or take leave (27.5%), seek counseling (26.2%), or medical attention (15.0%). For some employees, these experiences had a *negative impact on their job performance*, making it harder to complete their work (41.5%), negatively affected their performance evaluation or promotion potential (27.7%), or negatively affected their performance evaluation/renewal/permanent employment (0.0%). For some employees, these experiences *negatively affected their willingness to remain a part of the organization*, leading them to consider leaving ONRR (43.0%), take steps to leave the organization (16.1%), or request a transfer (13.5%).

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

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

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

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

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

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

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

- *What about individuals who may have witnessed behaviors occurring to someone else?* An estimated 21.2% of employees witnessed a harassing and/or assault behavior against another employee in the 12 months preceding the survey. For most of these experiences, it is estimated that employees witnessed these behaviors more than once. Among these individuals:

    - 13.4% witnessed a harassment situation based on the age of the other employee
    - 10.6% witnessed a harassment situation based on the race/ethnicity of the other employee
    - 5.8% witnessed a harassment situation based on the religious beliefs of the other employee
    - 7.3% witnessed a harassment situation based a perceived or actual disability of the other employee
    - 3.8% witnessed a harassment situation based the sexual orientation of the other employee
    - 10.7% witnessed a harassment situation based the sex/gender of the other employee

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- *What actions were taken in response to witnessing harassing and/or assault behaviors?* Regardless of the particular behavior employees witnessed, the majority of employees took some action in response to the behaviors they witnessed (75.5%). Among employees who took some action, the most frequent actions included helping the person who was subject to the behaviors (39.9%); telling someone in position of authority about the situation (18.8%); and pointing out to the person who engaged in the harassing behaviors that s/he "crossed the line" (17.2%).

- *Did employees experience any harassing and/or assault behaviors before the past 12 months while they were employed by ONRR?* An estimated 31.7% of employees experienced some form of harassing and/or assault behaviors before the past 12 months while being employed at ONRR. More specifically:
    - 19.2% experienced harassing behaviors based on their age
    - 13.4% experienced harassing behaviors based on their racial or ethnic background
    - 5.2% experienced harassing behaviors based on their religious beliefs
    - 4.6% experienced harassing behaviors based on a perceived or actual disability
    - 2.9% experienced harassing behaviors based on their sexual orientation
    - 9.1% experienced sexually harassing behaviors[7]
    - 1.15% experienced sexual assault related behaviors

- *What about the future use of ONRR resources to make a complaint/grievance/report involving a harassing and/or assault experience?* A majority of employees indicated that they would use a supervisor or manager (71.1%) to make a complaint/grievance/report if they were to experience harassing behaviors in the future. All other resources were endorsed less frequently (Employee Assistance Program, Ombudsman,[8] CADR Office or CORE PLUS, Employee & Labor Relations, Union, Equal Employment Opportunity Counselor, Equal Employment Opportunity Office, Office of the Inspector General Hotline, Office of the Inspector General, Other Law Enforcement/Civil Authority not in the Bureau, or Department of Interior Ethics/Bureau Ethics Office). Additionally, employees rated their expectation that the majority of resources would be moderately to very helpful.

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

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

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

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1 Introduction

This Supplemental Statistical Report presents in tabular form the results of the 2017 Office of Natural Resources Revenue (ONRR) Work Environment Study (WES) and is designed to be a companion to the DOI WES Technical Report. The Technical Report provides key findings and conclusions, as well as detailed descriptions of the methodology. This Supplement documents all findings for reference. A brief overview of the study is presented here to orient the reader to the results.

The WES was designed to assess employee attitudes, perceptions, and behaviors on a wide range of topics, including experiences with various harassing behaviors, and sexual assault related behaviors. Figure 1.1 presents a conceptual framework of constructs included within the WES. Table 1.1 lists all measured constructs with sample items for all variables included in the WES.

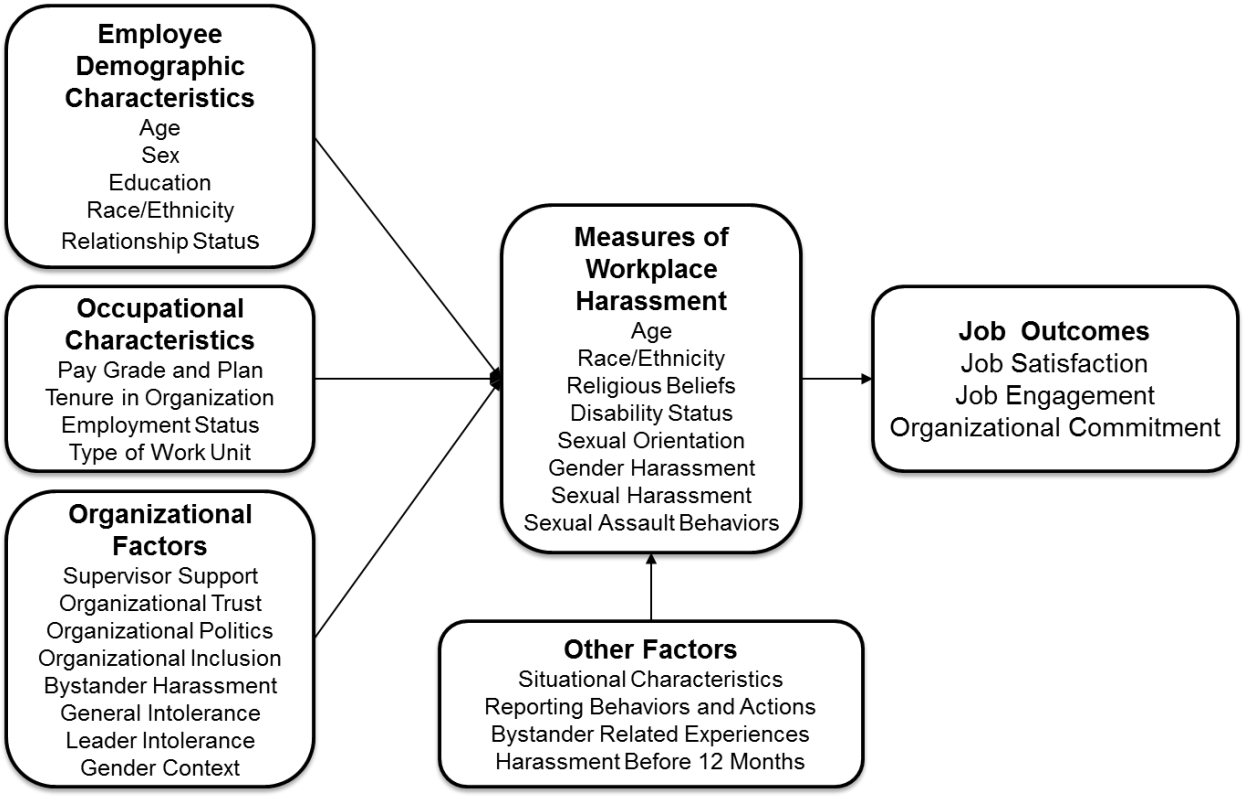


Figure 1.1 Conceptual Framework

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Table 1.1 Description of Survey Constructs with Sample Items

Survey Section	*Construct*	*Sample Item*
Part I Your Perceptions About Your Job	• Job Satisfaction	• How satisfied are you with your job?
	• Job Engagement	• I am immersed in my work.
	• Organizational Commitment	• I would be happy to spend the rest of my career in my work unit.
	• Organizational Politics	• It is best not to rock the boat in my work unit.
	• Organizational Trust	• I feel my work unit will keep its word.
	• Supervisor Support	• My supervisor cares about my opinions.
	• Organizational Inclusion	• Members of my current work unit feel accepted by other members.
Part II Work Related Experiences	• Harassment based on my age, race/ethnicity, religious beliefs, disability status, sexual orientation	• How often did you hear negative comments or remarks based on your…
	• Sexual Harassment	• How often did someone at work tell offensive sexual stories or jokes?
	• Gender Harassment	• How often did someone at work make offensive, sexist remarks?
	• Sexual Assault Related Behaviors	• How often did you experience any intentional sexual contacts that were against your will?
Part III One Behavior/ Experience with the Greatest Effect	• Specific Behavior or Experience with Greatest Effect	• 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	• General Intolerance for Harassment	• At your current work unit, it would be very risky to file a harassment complaint.
	• Leadership Intolerance for Harassment	• Do the persons below tolerate harassment?
	• Bystander Harassment	• How often have you witnessed another employee being harassed?
	• Bystander Intervention	• What actions did you take if you witnessed another employee being harassed?
	• Resource Utilization	• 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	• Demographic and Occupational Characteristics	• Age, Marital Status, Ethnicity, Race, Sexual Orientation, Education, Tenure, Pay Grade, Supervisory Status, Work Location, Gender Context.

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All active ONRR employees as of December 10, 2016, were eligible to participate in the survey. The survey was fielded from January 9, 2017, to March 5, 2017. Data from the population of ONRR employees (*N* =626) who were invited to complete the survey online via a secured website or in paper-pencil format were used for the analysis. As shown in Table 1.2, a total of 360 questionnaires were obtained by the end of the survey period (i.e., March 5, 2017), yielding a participation rate of 57.5%. Initial screening of the data for inclusion criteria indicated a total of 337 completed questionnaires were available for the analysis, yielding a response rate of 53.8%.

Table 1.2 ONRR – WES Response Rate

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

Definition of Terms

A. Total Sample – The number of email addresses and postal addresses of active ONRR employees as of December 10, 2016.
B. Delivered Surveys – The number of valid email and/or postal addressed surveys sent to respondents listed in the DOI/ONRR database of email/postal addresses for individual employees.
C. Submitted Surveys – The number of email and/or postal addressed surveys that were submitted by respondents (i.e., received online by selecting "submit" or received by postal delivery) from the batch of delivered surveys (B).
D. Participation Rate – A proportion that is based on the number of submitted surveys (C) divided by the number of delivered surveys (B).
E. Completed Surveys – The number of submitted surveys (C) that met inclusion criteria.
F. Response Rate – The response rate for the WES based on the standard American Association for Public Opinion Research response rate calculation.

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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

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1.1 Overview of Results

This Supplemental Statistical Report presents results of the 2017 ONRR WES, primarily in tabular form without commentary or analysis. The main sections present population and respondent characteristics, estimated experience rate for various types of work-related harassment and sexual assault related behaviors, characteristics of the one harassment behavior or experience that had the greatest effect, predictors of workplace harassment, impact of workplace harassment on job outcomes, and bystander interventions and propensity to report harassment in the future. Results shown in this summary report are accompanied by their respective margins of error (MoE) reflecting a 95% confidence interval. Margin of error is shown either in columns or in parentheses next to the respective estimate. In some instances, a margin of error might appear as ±0.0%. This occurs as a result of rounding when the margin of error is small. In many tables, the results are presented overall and by group breakdowns. These breakdowns are based on self-reported personal and occupational characteristics. Statistically significant differences at the .05 probability level are annotated with an asterisk where two groups differ or by using a letter to designate each group and indicating those groups that differ from each other. If there is no asterisk or letter designation, that group is not statistically different from the other group(s).

Several abbreviations are used throughout this report and are defined here rather than defining them each time they appear. These abbreviations include:

1. "NR" indicating that a result is not reportable due to low reliability of the estimate. This cautions the reader that a result is not stable and reliable enough to be interpreted and could be misleading if it were displayed. The rules for determining if a result should be suppressed are fewer than 15 cases in the denominator; fewer than 5 cases in the numerator; and/or high relative standard error of the estimate.
2. "NA" has two uses. First, "NA" stands for "Not available" when information, such as demographic data from ONRR Human Resources, was not available. Second, "NA" stands for "Not Applicable" in situations where a result does not apply. For example, if a point estimate is 0.0%, meaning no respondents were estimated to have experienced a behavior, the margin of error is not applicable.
3. "- -" indicates that either no one received a question based on the skip logic to be eligible for the question, or no one who received the question answered it.

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1.2 Population and Respondent Demographic and Occupational Characteristics

Table 1.3 presents demographic characteristics of the employee and study populations for ONRR. Employee population data were obtained from ONRR Human Resources.

Demographic characteristics for the study population were derived by weighting the survey results to estimate the ONRR population characteristics. Weighting was performed because not everyone chose to participate in the survey. Comparison of the known employee population characteristics to the estimated study population characteristics serves as a gauge of the accuracy of the survey in representing attitudes and opinions of the whole workforce.

Table 1.3 ONRR – Employee and Estimated Study Population Demographic Characteristics

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

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

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

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

Table 1.4 ONRR – Employee and Estimated Study Population Occupational Characteristics

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

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

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

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2 Work-Related Harassment Experiences

Table 2.1 through Table 2.6 present the estimated experience rate, frequency of occurrence, and estimated number of individuals experiencing various forms of harassment and sexual assault related behaviors within the past 12 months. Results have been weighted to estimate the workforce population in ONRR. For all types of harassment, survey participants were asked how often they experienced various behaviors using a 6-point response scale ranging from *never* to *one or more times a day*. Respondents who answered in the affirmative (i.e., they selected *once*, *once a month or less*, *two to three times a month*, *once a week or more*, *one or more times a day*) were counted as a 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 o*nce a month or less* (scale value 3) and t*wo to three times a month* (scale value 4). A median of 3 indicates that half of employees fell below 3 and half above. A mode of 2 means the scale value 2 (*once)* was the most frequently selected choice.

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

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

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

	Experience rate		Frequency of occurrence[a]			
	Percent	*MoE*	*Average*	*MoE*	*Median*	*Mode*
Age	19.9%	±3.3	3.0	±0.1	3	2
Racial/Ethnic	13.1%	±2.9	3.1	±0.2	3	2
Religious	7.0%	±2.3	2.9	±0.2	3	2
Disability	8.2%	±2.5	2.8	±0.2	3	2

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

Table 2.2 ONRR – Estimated Number of Age, Racial/Ethnic, Religious, and Disability Harassment in Past 12 Months

	Estimated number	
	Lower bound	*Upper bound*
Age	106	145
Racial/Ethnic	66	99
Religious	33	58
Disability	37	64

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

	Experience rate		Frequency of occurrence[a]			
	Percent	*MoE*	*Average*	*MoE*	*Median*	*Mode*
Sexual Orientation	2.5%	±1.6	2.3	±0.1	2	2
Gender Harassment	16.4%	±3.1	3.1	±0.2	3	2
Sexual Harassment	7.1%	±2.3	2.7	±0.2	2	2
Crude and Offensive Behavior	12.8%	±2.9	2.8	±0.2	3	2
Unwanted Sexual Attention	6.7%	±2.2	2.5	±0.2	2	2
Sexual Coercion	1.3%	±1.3	2.0	±0.0	2	2

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

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Table 2.4 ONRR – Estimated Number of Sexual Orientation, Gender, and Sexual Harassment in Past 12 Months

	Estimated number	
	Lower bound	*Upper bound*
Sexual Orientation	9	25
Gender Harassment	85	122
Sexual Harassment	33	59
Crude and Offensive Behavior	65	97
Unwanted Sexual Attention	31	56
Sexual Coercion	4	16

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

	Experience rate		Frequency of occurrence[a]			
	Percent	*MoE*	*Average*	*MoE*	*Median*	*Mode*
Sexual Assault	NR	NR	NR	NR	NR	NR
Sexual Touching	0.00%	NA	NA	NA	NA	NA
Attempted Sex	NR	NR	NR	NR	NR	NR
Completed Sex	0.00%	NA	NA	NA	NA	NA

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

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

	Estimated number	
	Lower bound	*Upper bound*
Sexual Assault	NR	NR
Sexual Touching	NA	NA
Attempted Sex	NR	NR
Completed Sex	NA	NA

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

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Table 2.7 ONRR – Estimated Experience Rate for Any Form of Harassment in Past 12 Months

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

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		Experience rate			Frequency of occurrence[a]	
		N	*Percent*	*MoE*	*Average*	*MoE*
Sex						
	Men	87	32.8%*	±5.9	2.8	±0.1
	Women	149	41.6%*	±5.2	3.0	±0.1
Gender Identity						
A	Male	87	32.8%	±5.9	2.8	±0.1
B	Female	149	41.6%	±5.2	3.0	±0.1
C	Transgender	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	--	--	--	--	--
Transgender Description						
A	Transgender, male to female	--	--	--	--	--
B	Transgender, female to male	--	--	--	--	--
C	Gender non-conforming	--	--	--	--	--
D	Unsure	NR	NR	NR	NR	NR
E	I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed						
	Heterosexual	209	36.8%	±4.1	3.0	±0.1
	Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation						
A	Heterosexual or straight	209	36.8%	±4.1	3.0	±0.1
B	Lesbian	NR	NR	NR	NR	NR
C	Gay	NR	NR	NR	NR	NR
D	Bisexual	NR	NR	NR	NR	NR
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F	I prefer not to say	NR	NR	NR	NR	NR
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	7	17.7%BD	±15.8	2.0BCD	±0.0
B	Trade/Tech Certificate/Some College	31	45.3%A	±12.2	3.0A	±0.2
C	AA/College Degree	125	36.7%	±5.3	3.0AD	±0.1
D	Graduate Degree	72	42.6%A	±7.6	2.8AC	±0.1
Appointment Type						
A	Permanent	237	37.9%	±3.9	2.9	±0.1
B	Term	--	--	--	--	--
C	Temporary	--	--	--	--	--
Work Schedule						
	Seasonal	NR	NR	NR	NR	NR
	Non-seasonal	235	38.0%	±3.9	2.9*	±0.1

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		Experience rate			Frequency of occurrence[a]	
		N	*Percent*	*MoE*	*Average*	*MoE*
Appointment Type and Work Schedule						
A	Permanent-Seasonal	NR	NR	NR	NR	NR
B	Permanent-Non-Seasonal	235	38.0%	±3.9	2.9*	±0.1
C	Term	--	--	--	--	--
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	--	--	--	--	--
Years of Service at Bureau or Office						
A	Less than 1 year	9	20.3%F	±14.9	2.3BCF	±0.2
B	1 to 3 years	33	34.5%F	±10.2	3.6ACDEG	±0.3
C	4 to 5 years	37	40.9%	±10.6	3.0ABFG	±0.2
D	6 to 10 years	57	36.9%	±7.9	2.8BFG	±0.1
E	11 to 14 years	24	44.0%	±13.7	2.8BFG	±0.2
F	15 to 20 years	30	59.8%ABG	±14.4	3.4ACDEG	±0.2
G	More than 20 years	42	33.7%F	±8.9	2.3BCDEF	±0.1
Pay Plan and Grade - Collapsed						
A	Junior Grade	NR	NR	NR	NR	NR
B	Middle Grade	10	20.0%C	±14.2	2.9	±0.3
C	Senior Grade	219	39.5%B	±4.1	2.9	±0.1
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	162	38.3%	±4.7	2.9	±0.1
	Supervisor	71	38.2%	±7.2	2.9	±0.1
Supervisory Status						
A	Team Leader	26	44.6%	±13.2	3.2BCE	±0.2
B	Supervisor	34	41.0%	±11.1	2.7AC	±0.2
C	Manager	11	29.3%	±16.7	2.1ABE	±0.1
D	Senior Leader	NR	NR	NR	NR	NR
E	None of the above	162	38.3%	±4.7	2.9AC	±0.1

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

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2.1 Age Harassment

2.1.1 Past 12 Months

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

Table 2.8 ONRR – Estimated Experience Rate of Age Harassment in Past 12 Months

		Experience rate			Frequency of occurrence[a]	
		N	*Percent*	*MoE*	*Average*	*MoE*
Overall		124	19.9%	±3.3	3.0	±0.1
Age - Collapsed						
	39 or under	41	25.4%*	±7.3	2.7*	±0.1
	40 or older	82	18.0%*	±3.8	3.1*	±0.2
Age						
A	25 or under	--	--	--	--	--
B	26-29	NR	NR	NR	NR	NR
C	30-39	35	23.4%	±7.6	2.7	±0.2
D	40-49	15	10.7%F	±6.5	2.7	±0.3
E	50-59	36	17.1%	±5.7	3.1	±0.3
F	60 or older	32	29.2%D	±9.4	3.2	±0.3
Relationship Status - Collapsed						
A	Single	27	27.2%	±9.9	3.1	±0.3
B	Partnered/Married	80	19.3%	±4.1	2.7C	±0.1
C	Separated/Widowed/Divorced	16	15.2%	±8.4	3.5B	±0.3
Relationship Status						
A	Single	27	27.2%	±9.9	3.1	±0.3
B	Separated	NR	NR	NR	NR	NR
C	Partnered	NR	NR	NR	NR	NR
D	Divorced	14	15.4%	±9.1	3.6E	±0.4
E	Married	70	17.8%	±4.1	2.7D	±0.1
F	Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed						
	Non-Minority (Non-Hispanic White)	81	20.8%	±4.3	2.9	±0.2
	Minority	41	18.8%	±5.8	3.0	±0.2

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		Experience rate			Frequency of occurrence[a]	
		N	*Percent*	*MoE*	*Average*	*MoE*
Ethnicity/Race						
A	Hispanic	11	12.3%	±9.0	2.6	±0.4
B	American Indian or Alaskan Native	NR	NR	NR	NR	NR
C	Asian	NR	NR	NR	NR	NR
D	Black/African-American	14	22.0%	±11.9	2.2F	±0.1
E	Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F	Non-Hispanic White	81	20.8%	±4.3	2.9D	±0.2
G	Multi-racial	10	26.4%	±17.0	2.4	±0.4
Disability						
	Yes	27	28.8%*	±10.2	3.2	±0.3
	No	95	18.3%*	±3.6	2.9	±0.1
Sex						
	Men	48	18.1%	±5.2	2.8*	±0.1
	Women	76	21.3%	±4.6	3.1*	±0.2
Gender Identity						
A	Male	48	18.1%	±5.2	2.8	±0.1
B	Female	76	21.3%	±4.6	3.1	±0.2
C	Transgender	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	--	--	--	--	--
Transgender Description						
A	Transgender, male to female	--	--	--	--	--
B	Transgender, female to male	--	--	--	--	--
C	Gender non-conforming	--	--	--	--	--
D	Unsure	NR	NR	NR	NR	NR
E	I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed						
	Heterosexual	111	19.6%	±3.5	3.0	±0.1
	Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation						
A	Heterosexual or straight	111	19.6%	±3.5	3.0	±0.1
B	Lesbian	NR	NR	NR	NR	NR
C	Gay	NR	NR	NR	NR	NR
D	Bisexual	NR	NR	NR	NR	NR
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F	I prefer not to say	NR	NR	NR	NR	NR

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

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		Experience rate			Frequency of occurrence[a]	
		N	*Percent*	*MoE*	*Average*	*MoE*
Supervisory Status						
A	Team Leader	14	24.6%	±13.0	3.9BCE	±0.4
B	Supervisor	19	23.1%	±10.5	2.9A	±0.4
C	Manager	6	15.8%	±15.8	2.2A	±0.2
D	Senior Leader	NR	NR	NR	NR	NR
E	None of the above	83	19.6%	±4.1	2.9A	±0.1

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

Table 2.9 ONRR – Estimated Prevalence of Age Harassment in the Past 12 Months, by Current Work Location

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

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

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2.1.2 Prior to Past 12 Months

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

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

	Experience rate		
	N	*Percent*	*MoE*
Overall	109	19.2%	±3.5

Employees who indicated they experienced age harassment prior to the past 12 months were also asked to specify their pay plan or grade when they experienced those behaviors for the first time. Table 2.11 shows the percent indicating the pay plan or grade at which the behaviors first occurred.

Table 2.11 ONRR – Estimated Pay Plan or Grade at Which Age Harassment First Occurred

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

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2.2 Racial/Ethnic Harassment

2.2.1 Past 12 Months

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

Table 2.12 ONRR – Estimated Experience Rate of Racial/Ethnic Harassment in Past 12 Months

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

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

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		Experience rate			Frequency of occurrence[a]	
		N	*Percent*	*MoE*	*Average*	*MoE*
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	0	0.0%D	NA	NA	NA
B	Trade/Tech Certificate/Some College	7	9.9%	±10.2	2.8	±0.5
C	AA/College Degree	43	12.7%	±4.0	3.0	±0.2
D	Graduate Degree	30	17.6%A	±6.5	3.3	±0.4
Appointment Type						
A	Permanent	81	13.1%	±2.9	3.1	±0.2
B	Term	--	--	--	--	--
C	Temporary	--	--	--	--	--
Work Schedule						
	Seasonal	NR	NR	NR	NR	NR
	Non-seasonal	79	12.9%*	±2.9	3.2*	±0.2
Appointment Type and Work Schedule						
A	Permanent-Seasonal	NR	NR	NR	NR	NR
B	Permanent-Non-Seasonal	79	12.9%*	±2.9	3.2	±0.2
C	Term	--	--	--	--	--
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	--	--	--	--	--
Years of Service at Bureau or Office						
A	Less than 1 year	0	0.0%	NA	NA	NA
B	1 to 3 years	15	15.0%	±8.8	4.6CDEFG	±0.5
C	4 to 5 years	12	13.1%	±8.8	2.8B	±0.4
D	6 to 10 years	22	14.9%	±6.7	2.7B	±0.2
E	11 to 14 years	7	12.7%	±12.2	2.6B	±0.4
F	15 to 20 years	11	21.3%	±13.9	3.3BG	±0.3
G	More than 20 years	15	11.8%	±7.1	2.1BF	±0.1
Pay Plan and Grade - Collapsed						
A	Junior Grade	NR	NR	NR	NR	NR
B	Middle Grade	NR	NR	NR	NR	NR
C	Senior Grade	78	14.2%	±3.2	3.1	±0.2
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	57	13.5%	±3.6	3.3*	±0.2
	Supervisor	22	11.9%	±5.5	2.2*	±0.1

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		Experience rate			Frequency of occurrence[a]	
		N	*Percent*	*MoE*	*Average*	*MoE*
Supervisory Status						
A	Team Leader	8	13.1%	±11.7	2.4	±0.3
B	Supervisor	9	10.3%	±8.8	2.0E	±0.0
C	Manager	6	15.8%	±15.8	2.0E	±0.0
D	Senior Leader	NR	NR	NR	NR	NR
E	None of the above	57	13.5%	±3.6	3.3BC	±0.2

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

Table 2.13 ONRR – Estimated Experience Rate of Racial/Ethnic Harassment in the Past 12 Months, by Current Work Location

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

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

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2.2.2 Prior to Past 12 Months

Table 2.14 presents the experience rate of employees who experienced racial/ethnic harassment prior to the past 12 months. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

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

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

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

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

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

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

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2.3 Religious Harassment

2.3.1 Past 12 Months

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

Table 2.16 ONRR – Estimated Experience Rate of Religious Harassment in Past 12 Months

		Experience rate			Frequency of occurrence[a]	
		N	*Percent*	*MoE*	*Average*	*MoE*
Overall		44	7.0%	±2.3	2.9	±0.2
Age - Collapsed						
	39 or under	14	8.7%	±5.5	3.0	±0.4
	40 or older	29	6.5%	±2.7	2.8	±0.2
Age						
A	25 or under	--	--	--	--	--
B	26-29	NR	NR	NR	NR	NR
C	30-39	10	6.8%	±5.4	3.2D	±0.5
D	40-49	11	8.5%	±6.1	2.3CF	±0.2
E	50-59	9	4.1%	±3.7	2.5F	±0.2
F	60 or older	9	8.7%	±7.2	3.5DE	±0.3
Relationship Status - Collapsed						
A	Single	NR	NR	NR	NR	NR
B	Partnered/Married	23	5.6%C	±2.7	2.8	±0.2
C	Separated/Widowed/Divorced	16	14.9%B	±8.4	3.2	±0.3
Relationship Status						
A	Single	NR	NR	NR	NR	NR
B	Separated	NR	NR	NR	NR	NR
C	Partnered	NR	NR	NR	NR	NR
D	Divorced	16	17.1%E	±9.3	3.2	±0.3
E	Married	19	5.0%D	±2.7	2.9	±0.2
F	Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed						
	Non-Minority (Non-Hispanic White)	28	7.1%	±3.0	2.8	±0.3
	Minority	16	7.4%	±4.4	3.0	±0.2

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		Experience rate			Frequency of occurrence[a]	
		N	*Percent*	*MoE*	*Average*	*MoE*
Ethnicity/Race						
A	Hispanic	NR	NR	NR	NR	NR
B	American Indian or Alaskan Native	NR	NR	NR	NR	NR
C	Asian	NR	NR	NR	NR	NR
D	Black/African-American	NR	NR	NR	NR	NR
E	Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F	Non-Hispanic White	28	7.1%	±3.0	2.8	±0.3
G	Multi-racial	NR	NR	NR	NR	NR
Disability						
	Yes	12	13.3%*	±8.7	2.4*	±0.3
	No	29	5.7%*	±2.4	3.0*	±0.2
Sex						
	Men	26	10.1%*	±4.3	2.7*	±0.2
	Women	17	4.8%*	±2.8	3.1*	±0.3
Gender Identity						
A	Male	26	10.1%	±4.3	2.7	±0.2
B	Female	17	4.8%	±2.8	3.1	±0.3
C	Transgender	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	--	--	--	--	--
Transgender Description						
A	Transgender, male to female	--	--	--	--	--
B	Transgender, female to male	--	--	--	--	--
C	Gender non-conforming	--	--	--	--	--
D	Unsure	NR	NR	NR	NR	NR
E	I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed						
	Heterosexual	35	6.2%*	±2.3	3.0	±0.2
	Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation						
A	Heterosexual or straight	35	6.2%	±2.3	3.0	±0.2
B	Lesbian	NR	NR	NR	NR	NR
C	Gay	NR	NR	NR	NR	NR
D	Bisexual	NR	NR	NR	NR	NR
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F	I prefer not to say	NR	NR	NR	NR	NR

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		Experience rate			Frequency of occurrence[a]	
		N	*Percent*	*MoE*	*Average*	*MoE*
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	0	0.0%	NA	NA	NA
B	Trade/Tech Certificate/Some College	NR	NR	NR	NR	NR
C	AA/College Degree	32	9.4%	±3.6	2.8	±0.2
D	Graduate Degree	10	6.1%	±4.8	3.2	±0.5
Appointment Type						
A	Permanent	44	7.0%	±2.3	2.9	±0.2
B	Term	--	--	--	--	--
C	Temporary	--	--	--	--	--
Work Schedule						
	Seasonal	NR	NR	NR	NR	NR
	Non-seasonal	44	7.1%	±2.3	2.9	±0.2
Appointment Type and Work Schedule						
A	Permanent-Seasonal	NR	NR	NR	NR	NR
B	Permanent-Non-Seasonal	44	7.1%	±2.3	2.9	±0.2
C	Term	--	--	--	--	--
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	--	--	--	--	--
Years of Service at Bureau or Office						
A	Less than 1 year	NR	NR	NR	NR	NR
B	1 to 3 years	NR	NR	NR	NR	NR
C	4 to 5 years	8	9.1%	±8.1	2.9FG	±0.5
D	6 to 10 years	12	8.0%	±5.6	2.3F	±0.2
E	11 to 14 years	NR	NR	NR	NR	NR
F	15 to 20 years	6	11.2%	±12.5	3.6CDG	±0.3
G	More than 20 years	7	5.5%	±5.8	2.0CF	±0.0
Pay Plan and Grade - Collapsed						
A	Junior Grade	NR	NR	NR	NR	NR
B	Middle Grade	NR	NR	NR	NR	NR
C	Senior Grade	40	7.4%	±2.5	2.9	±0.2
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	33	7.9%	±3.0	2.9	±0.2
	Supervisor	10	5.5%	±4.4	2.8	±0.4

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		Experience rate			Frequency of occurrence[a]	
		N	*Percent*	*MoE*	*Average*	*MoE*
Supervisory Status						
A	Team Leader	5	8.9%	±11.0	2.2	±0.3
B	Supervisor	NR	NR	NR	NR	NR
C	Manager	NR	NR	NR	NR	NR
D	Senior Leader	NR	NR	NR	NR	NR
E	None of the above	33	7.9%	±3.0	2.9	±0.2

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

Table 2.17 ONRR – Estimated Experience Rate of Religious Harassment in the Past 12 Months, by Current Work Location

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

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

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2.3.2 Prior to Past 12 Months

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

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

	Experience rate		
	N	*Percent*	*MoE*
Overall	30	5.2%	±2.2

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

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

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

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2.4 Disability Harassment

In the survey, all survey respondents received a question asking how often they experienced any of seven behaviors based on "a perceived or actual disability." The question was presented to all survey respondents because not everyone elects to reveal a disability to their employer. Later in the survey all survey respondents were asked if they have a documented disability (i.e., on record with their bureau Human Resources Office). Table 2.19, Table 2.20, and Table 2.21 show the breadth of harassment based on disability regardless of whether their disability is a documented disability or not.

2.4.1 Past 12 Months

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

Table 2.20 ONRR – Estimated Experience Rate of Disability Harassment in Past 12 Months

		Experience rate			Frequency of occurrence[a]	
		N	*Percent*	*MoE*	*Average*	*MoE*
Overall		49	8.2%	±2.5	2.8	±0.2
Age - Collapsed						
	39 or under	14	8.8%	±5.6	2.6	±0.2
	40 or older	35	8.0%	±3.0	2.9	±0.2
Age						
A	25 or under	--	--	--	--	--
B	26-29	NR	NR	NR	NR	NR
C	30-39	14	9.7%	±6.1	2.6E	±0.2
D	40-49	11	8.7%	±6.3	2.6	±0.3
E	50-59	12	6.0%	±4.3	3.2C	±0.4
F	60 or older	11	11.0%	±7.8	2.7	±0.5
Relationship Status - Collapsed						
A	Single	12	12.3%	±8.3	3.0B	±0.5
B	Partnered/Married	26	6.6%	±2.9	2.5AC	±0.2
C	Separated/Widowed/Divorced	11	11.2%	±7.9	3.2B	±0.3
Relationship Status						
A	Single	12	12.3%	±8.3	3.0E	±0.5
B	Separated	NR	NR	NR	NR	NR
C	Partnered	NR	NR	NR	NR	NR
D	Divorced	11	12.9%	±8.9	3.2E	±0.3
E	Married	24	6.4%	±3.0	2.4AD	±0.2
F	Widowed	NR	NR	NR	NR	NR

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		Experience rate			Frequency of occurrence[a]	
		N	*Percent*	*MoE*	*Average*	*MoE*
Ethnicity/Race - Collapsed						
	Non-Minority (Non-Hispanic White)	32	8.5%	±3.3	2.9	±0.2
	Minority	17	8.2%	±4.7	2.5	±0.2
Ethnicity/Race						
A	Hispanic	8	11.0%	±9.6	2.9	±0.4
B	American Indian or Alaskan Native	NR	NR	NR	NR	NR
C	Asian	0	0.0%	NA	NA	NA
D	Black/African-American	6	8.7%	±10.0	2.5	±0.4
E	Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F	Non-Hispanic White	32	8.5%	±3.3	2.9	±0.2
G	Multi-racial	NR	NR	NR	NR	NR
Disability						
	Yes	29	31.5%*	±10.3	3.0*	±0.3
	No	18	3.6%*	±2.1	2.4*	±0.2
Sex						
	Men	24	9.5%	±4.3	2.6	±0.2
	Women	24	7.0%	±3.2	2.9	±0.3
Gender Identity						
A	Male	24	9.5%	±4.3	2.6	±0.2
B	Female	24	7.0%	±3.2	2.9	±0.3
C	Transgender	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	--	--	--	--	--
Transgender Description						
A	Transgender, male to female	--	--	--	--	--
B	Transgender, female to male	--	--	--	--	--
C	Gender non-conforming	--	--	--	--	--
D	Unsure	NR	NR	NR	NR	NR
E	I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed						
	Heterosexual	45	8.2%	±2.6	2.8	±0.2
	Sexual Minority	NR	NR	NR	NR	NR

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		Experience rate			Frequency of occurrence[a]	
		N	*Percent*	*MoE*	*Average*	*MoE*
Sexual Orientation						
A	Heterosexual or straight	45	8.2%	±2.6	2.8	±0.2
B	Lesbian	NR	NR	NR	NR	NR
C	Gay	NR	NR	NR	NR	NR
D	Bisexual	NR	NR	NR	NR	NR
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F	I prefer not to say	NR	NR	NR	NR	NR
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	0	0.0%B	NA	NA	NA
B	Trade/Tech Certificate/Some College	13	19.3%AC	±11.6	3.4CD	±0.4
C	AA/College Degree	21	6.4%B	±3.3	2.7B	±0.2
D	Graduate Degree	16	9.2%	±5.4	2.4B	±0.2
Appointment Type						
A	Permanent	49	8.2%	±2.5	2.8	±0.2
B	Term	--	--	--	--	--
C	Temporary	--	--	--	--	--
Work Schedule						
	Seasonal	NR	NR	NR	NR	NR
	Non-seasonal	49	8.3%	±2.5	2.8	±0.2
Appointment Type and Work Schedule						
A	Permanent-Seasonal	NR	NR	NR	NR	NR
B	Permanent-Non-Seasonal	49	8.3%	±2.5	2.8	±0.2
C	Term	--	--	--	--	--
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	--	--	--	--	--
Years of Service at Bureau or Office						
A	Less than 1 year	0	0.0%F	NA	NA	NA
B	1 to 3 years	6	6.5%F	±7.2	2.4	±0.6
C	4 to 5 years	7	9.0%	±8.7	3.2	±0.5
D	6 to 10 years	15	10.1%	±6.1	2.9	±0.2
E	11 to 14 years	NR	NR	NR	NR	NR
F	15 to 20 years	10	21.0%ABG	±14.6	2.6	±0.4
G	More than 20 years	5	4.4%F	±5.6	2.7	±0.3

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		Experience rate			Frequency of occurrence[a]	
		N	*Percent*	*MoE*	*Average*	*MoE*
Pay Plan and Grade - Collapsed						
A	Junior Grade	NR	NR	NR	NR	NR
B	Middle Grade	8	19.5%C	±15.6	3.0	±0.5
C	Senior Grade	38	7.2%B	±2.5	2.7	±0.2
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	37	9.3%	±3.3	2.7	±0.2
	Supervisor	12	6.5%	±4.7	3.0	±0.4
Supervisory Status						
A	Team Leader	7	12.2%	±11.8	3.4E	±0.5
B	Supervisor	NR	NR	NR	NR	NR
C	Manager	0	0.0%	NA	NA	NA
D	Senior Leader	NR	NR	NR	NR	NR
E	None of the above	37	9.3%	±3.3	2.7A	±0.2

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

Table 2.21 ONRR – Estimated Experience Rate of Disability Harassment in the Past 12 Months, by Current Work Location

		Disability harassment		
		N	*Percent*	*MoE*
Overall		49	8.21%	±2.49
A	Headquarters Office (Washington)	NR	NR	NR
B	Dallas, Texas	NR	NR	NR
C	Denver, Colorado	36	8.15%	±2.94
D	Farmington, New Mexico	NR	NR	NR
E	Houston, Texas	5	8.37%	±10.43
F	Oklahoma City, Oklahoma	0	0.00%	NA
G	Tulsa, Oklahoma	NR	NR	NR
H	100% Telework	NR	NR	NR
I	Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR
Office - ONRR				
A	Director and Deputy Director Office	6	11.11%	±11.62
B	Audit and Compliance Management	17	7.96%	±4.50
C	Financial and Production Management	21	11.53%	±5.57
D	Coordination, Enforcement, Validation and Appeals	NR	NR	NR
E	Other	0	0.00%	NA

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

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2.4.2 Prior to Past 12 Months

Table 2.22 presents the experience rate of employees who experienced disability harassment prior to the past 12 months. Results have been weighted to estimate the population in ONRR.

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

	Experience rate		
	N	*Percent*	*MoE*
Overall	26	4.6%	±2.1

Employees who indicated they experienced disability harassment prior to the past 12 months were also asked to specify their pay plan or grade when they experienced those behaviors for the first time. Table 2.23 shows the percent indicating the pay plan or grade at which the behaviors first occurred.

Table 2.23 ONRR – Estimated Pay Plan or Grade at Which Disability Harassment First Occurred

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

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2.5 Sexual Orientation Harassment

2.5.1 Past 12 Months

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

Table 2.24 ONRR – Estimated Experience Rate of Sexual Orientation Harassment in Past 12 Months

		Experience rate			Frequency of occurrence[a]	
		N	*Percent*	*MoE*	*Average*	*MoE*
Overall		15	2.5%	±1.6	2.3	±0.1
Age - Collapsed						
	39 or under	NR	NR	NR	NR	NR
	40 or older	12	2.7%	±2.0	2.4	±0.2
Age						
A	25 or under	--	--	--	--	--
B	26-29	NR	NR	NR	NR	NR
C	30-39	NR	NR	NR	NR	NR
D	40-49	NR	NR	NR	NR	NR
E	50-59	9	4.1%	±3.8	2.3	±0.2
F	60 or older	0	0.0%	NA	NA	NA
Relationship Status - Collapsed						
A	Single	NR	NR	NR	NR	NR
B	Partnered/Married	5	1.3%C	±1.7	2.2	±0.2
C	Separated/Widowed/Divorced	8	8.1%B	±7.3	2.2	±0.2
Relationship Status						
A	Single	NR	NR	NR	NR	NR
B	Separated	NR	NR	NR	NR	NR
C	Partnered	0	0.0%	NA	NA	NA
D	Divorced	6	7.3%E	±7.8	2.2	±0.2
E	Married	5	1.3%D	±1.8	2.2	±0.2
F	Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed						
	Non-Minority (Non-Hispanic White)	8	2.2%	±2.1	2.4	±0.3
	Minority	7	3.1%	±3.4	2.2	±0.2

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		Experience rate			Frequency of occurrence[a]	
		N	*Percent*	*MoE*	*Average*	*MoE*
Ethnicity/Race						
A	Hispanic	NR	NR	NR	NR	NR
B	American Indian or Alaskan Native	NR	NR	NR	NR	NR
C	Asian	0	0.0%	NA	NA	NA
D	Black/African-American	NR	NR	NR	NR	NR
E	Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F	Non-Hispanic White	8	2.2%	±2.1	2.4	±0.3
G	Multi-racial	0	0.0%	NA	NA	NA
Disability						
	Yes	0	0.0%	NA	NA	NA
	No	15	2.9%	±1.9	2.3	±0.1
Sex						
	Men	NR	NR	NR	NR	NR
	Women	10	2.8%	±2.4	2.4	±0.2
Gender Identity						
A	Male	NR	NR	NR	NR	NR
B	Female	10	2.8%	±2.4	2.4	±0.2
C	Transgender	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	--	--	--	--	--
Transgender Description						
A	Transgender, male to female	--	--	--	--	--
B	Transgender, female to male	--	--	--	--	--
C	Gender non-conforming	--	--	--	--	--
D	Unsure	NR	NR	NR	NR	NR
E	I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed						
	Heterosexual	8	1.5%	±1.4	2.4	±0.2
	Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation						
A	Heterosexual or straight	8	1.5%	±1.4	2.4	±0.2
B	Lesbian	NR	NR	NR	NR	NR
C	Gay	NR	NR	NR	NR	NR
D	Bisexual	NR	NR	NR	NR	NR
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F	I prefer not to say	NR	NR	NR	NR	NR

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

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		Experience rate			Frequency of occurrence[a]	
		N	*Percent*	*MoE*	*Average*	*MoE*
Supervisory Status						
A	Team Leader	0	0.0%	NA	NA	NA
B	Supervisor	NR	NR	NR	NR	NR
C	Manager	0	0.0%	NA	NA	NA
D	Senior Leader	NR	NR	NR	NR	NR
E	None of the above	13	3.2%	±2.2	2.2	±0.1

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

Table 2.25 ONRR – Estimated Experience Rate of Sexual Orientation Harassment in the Past 12 Months, by Current Work Location

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

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

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2.5.2 Prior to Past 12 Months

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

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

	Experience rate		
	N	*Percent*	*MoE*
Overall	16	2.9%	±1.8

Employees who indicated they experienced sexual orientation harassment prior to the past 12 months were also asked to specify their pay plan or grade when they experienced those behaviors for the first time. Table 2.27 shows the percent indicating the pay plan or grade at which the behaviors first occurred.

Table 2.27 ONRR – Estimated Pay Plan or Grade at Which Sexual Orientation Harassment First Occurred

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

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2.6 Sexual Harassment

Sexual harassment was assessed in a similar manner as the other types of harassing behaviors. Respondents were asked how often they experienced 12 behavioral forms of sexual harassment using a 6-point response scale ranging from *never* to *one or more times a day*. Respondents who answered in the affirmative (i.e., they selected *once*, *once a month or less*, *two to three times a month*, *once a week or more*, *one or more times a day*) were then asked to indicate if they considered these experiences to constitute sexual harassment (labeling question) using a 3-point response scale (e.g., none were sexual harassment; some were sexual harassment, some were not sexual harassment; all were sexual harassment) and those who selected an affirmative response to both the experience and labeling question were included in the calculation of the experience rate. Therefore, the experience rate represents the estimated percentage of employees who both experienced harassment behaviors (one or more times) and also indicated the experience constituted a form of sexual harassment.

The sexual harassment scale included items reflecting crude and offensive behavior, unwanted sexual attention (commonly referred to as hostile environment forms of sexual harassment), and sexual coercion. Therefore, we were able to further examine the overall breadth of sexual harassment by these different types of sexually harassing behaviors and depict this information in the sections below.

2.6.1 Past 12 Months

Table 2.28 and Table 2.29 present the experience rate of employees who experienced sexual harassment within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 2.28 ONRR – Estimated Experience Rate of Sexual Harassment in Past 12 Months

		Experience rate			Frequency of occurrence[a]	
		N	*Percent*	*MoE*	*Average*	*MoE*
Overall		44	7.1%	±2.3	2.7	±0.2
Age - Collapsed						
	39 or under	15	9.1%	±5.6	2.8	±0.2
	40 or older	30	6.4%	±2.7	2.6	±0.2
Age						
A	25 or under	--	--	--	--	--
B	26-29	NR	NR	NR	NR	NR
C	30-39	15	10.0%	±6.0	2.8E	±0.2
D	40-49	14	10.5%	±6.4	2.5	±0.3
E	50-59	10	4.9%	±3.9	2.2C	±0.2
F	60 or older	NR	NR	NR	NR	NR

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		Experience rate			Frequency of occurrence[a]	
		N	*Percent*	*MoE*	*Average*	*MoE*
Relationship Status - Collapsed						
A	Single	6	6.1%C	±7.0	2.4	±0.2
B	Partnered/Married	22	5.3%C	±2.6	2.7	±0.2
C	Separated/Widowed/Divorced	17	15.8%AB	±8.5	2.8	±0.3
Relationship Status						
A	Single	6	6.1%	±7.0	2.4	±0.2
B	Separated	NR	NR	NR	NR	NR
C	Partnered	NR	NR	NR	NR	NR
D	Divorced	15	16.1%E	±9.2	2.8	±0.3
E	Married	20	5.1%D	±2.7	2.7	±0.2
F	Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed						
	Non-Minority (Non-Hispanic White)	28	7.1%	±3.0	2.5*	±0.2
	Minority	17	7.6%	±4.4	3.0*	±0.3
Ethnicity/Race						
A	Hispanic	8	9.3%	±8.5	2.5	±0.3
B	American Indian or Alaskan Native	NR	NR	NR	NR	NR
C	Asian	NR	NR	NR	NR	NR
D	Black/African-American	0	0.0%	NA	NA	NA
E	Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F	Non-Hispanic White	28	7.1%	±3.0	2.5	±0.2
G	Multi-racial	NR	NR	NR	NR	NR
Disability						
	Yes	7	7.0%	±7.5	3.1	±0.5
	No	38	7.2%	±2.6	2.6	±0.2
Sex						
	Men	8	3.2%*	±3.0	2.9	±0.3
	Women	35	9.7%*	±3.5	2.7	±0.2
Gender Identity						
A	Male	8	3.2%	±3.0	2.9	±0.3
B	Female	35	9.7%	±3.5	2.7	±0.2
C	Transgender	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	--	--	--	--	--

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

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		Experience rate			Frequency of occurrence[a]	
		N	*Percent*	*MoE*	*Average*	*MoE*
Years of Service at Bureau or Office						
A	Less than 1 year	0	0.0%	NA	NA	NA
B	1 to 3 years	NR	NR	NR	NR	NR
C	4 to 5 years	6	6.2%	±7.4	2.7	±0.5
D	6 to 10 years	13	8.2%	±5.5	2.8G	±0.2
E	11 to 14 years	NR	NR	NR	NR	NR
F	15 to 20 years	7	14.3%	±13.0	3.3G	±0.6
G	More than 20 years	14	11.1%	±7.0	2.1DF	±0.1
Pay Plan and Grade - Collapsed						
A	Junior Grade	NR	NR	NR	NR	NR
B	Middle Grade	0	0.0%	NA	NA	NA
C	Senior Grade	43	7.8%	±2.6	2.7	±0.2
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	30	7.0%	±2.9	2.6	±0.2
	Supervisor	15	7.8%	±4.9	2.8	±0.2
Supervisory Status						
A	Team Leader	NR	NR	NR	NR	NR
B	Supervisor	12	14.4%C	±9.5	2.7	±0.3
C	Manager	0	0.0%B	NA	NA	NA
D	Senior Leader	NR	NR	NR	NR	NR
E	None of the above	30	7.0%	±2.9	2.6	±0.2

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

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Table 2.29 ONRR – Estimated Experience Rate of Sexual Harassment in the Past 12 Months, by Current Work Location

		Sexual harassment		
		N	*Percent*	*MoE*
Overall		44	7.11%	±2.30
A	Headquarters Office (Washington)	NR	NR	NR
B	Dallas, Texas	NR	NR	NR
C	Denver, Colorado	39	8.18%	±2.85
D	Farmington, New Mexico	NR	NR	NR
E	Houston, Texas	0	0.00%	NA
F	Oklahoma City, Oklahoma	0	0.00%	NA
G	Tulsa, Oklahoma	NR	NR	NR
H	100% Telework	NR	NR	NR
I	Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR
Office - ONRR				
A	Director and Deputy Director Office	NR	NR	NR
B	Audit and Compliance Management	9	4.26%D	±3.71
C	Financial and Production Management	12	6.06%D	±4.40
D	Coordination, Enforcement, Validation and Appeals	16	16.01%BC	±8.73
E	Other	NR	NR	NR

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

2.6.2 Prior to Past 12 Months

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

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

	Experience rate		
	N	*Percent*	*MoE*
Overall	53	9.1%	±2.6
Sex			
Men	8	3.4%*	±3.2
Women	44	13.4%*	±4.1

* Indicates a statistically significant difference between the two groups.

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

Table 2.31 ONRR – Estimated Pay Plan or Grade at Which Sexual Harassment First Occurred

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

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2.7 Crude and Offensive Behavior

Table 2.32 and Table 2.33 present the experience rate of employees who experienced crude and offensive behavior within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR. Respondents were not asked the follow-on question if they had experienced the crude and offensive behaviors prior to the past 12 months.

Table 2.32 ONRR – Estimated Experience Rate of Crude and Offensive Behavior in Past 12 Months

		Experience rate			Frequency of occurrence[a]			
		N	*Percent*	*MoE*	*Average*	*MoE*	*Median*	*Mode*
Overall		80	12.8%	±2.9	2.8	±0.2	3	2
Sex								
	Men	37	13.8%	±4.7	2.8	±0.2	3	3
	Women	42	11.7%	±3.8	2.9	±0.2	3	2
Gender Identity								
A	Male	37	13.8%	±4.7	2.8	±0.2	3	3
B	Female	42	11.7%	±3.8	2.9	±0.2	3	2
C	Transgender	NR	NR	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	--	--	--	--	--	--	--
Sexual Orientation - Collapsed								
	Heterosexual	64	11.2%	±2.9	2.9	±0.2	3	2
	Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation								
A	Heterosexual or straight	64	11.2%	±2.9	2.9	±0.2	3	2
B	Lesbian	NR	NR	NR	NR	NR	NR	NR
C	Gay	NR	NR	NR	NR	NR	NR	NR
D	Bisexual	NR	NR	NR	NR	NR	NR	NR
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR	NR	NR
F	I prefer not to say	NR	NR	NR	NR	NR	NR	NR

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

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Table 2.33 ONRR – Estimated Experience Rate of Crude and Offensive Behavior in the Past 12 Months, by Current Work Location

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

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

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2.8 Unwanted Sexual Attention

Table 2.34 and Table 2.35 present the experience rate of employees who experienced unwanted sexual attention within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR. Respondents were not asked the follow-on question if they had experienced the unwanted sexual attention behaviors prior to the past 12 months.

Table 2.34 ONRR – Estimated Experience Rate of Unwanted Sexual Attention in Past 12 Months

		Experience rate			Frequency of occurrence[a]			
		N	*Percent*	*MoE*	*Average*	*MoE*	*Median*	*Mode*
Overall		42	6.7%	±2.2	2.5	±0.2	2	2
Sex								
	Men	5	2.0%*	±2.6	2.7	±0.5	3	3
	Women	36	10.2%*	±3.6	2.5	±0.2	2	2
Gender Identity								
A	Male	5	2.0%B	±2.6	2.7	±0.5	3	3
B	Female	36	10.2%A	±3.6	2.5	±0.2	2	2
C	Transgender	NR	NR	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	--	--	--	--	--	--	--
Sexual Orientation - Collapsed								
	Heterosexual	35	6.2%	±2.3	2.5	±0.2	2	2
	Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation								
A	Heterosexual or straight	35	6.2%	±2.3	2.5	±0.2	2	2
B	Lesbian	NR	NR	NR	NR	NR	NR	NR
C	Gay	NR	NR	NR	NR	NR	NR	NR
D	Bisexual	NR	NR	NR	NR	NR	NR	NR
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR	NR	NR
F	I prefer not to say	NR	NR	NR	NR	NR	NR	NR

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

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Table 2.35 ONRR – Estimated Experience Rate of Unwanted Sexual Attention in the Past 12 Months, by Current Work Location

		Unwanted sexual attention		
		N	*Percent*	*MoE*
Overall		42	6.66%	±2.25
A	Headquarters Office (Washington)	NR	NR	NR
B	Dallas, Texas	NR	NR	NR
C	Denver, Colorado	38	8.10%	±2.84
D	Farmington, New Mexico	NR	NR	NR
E	Houston, Texas	0	0.00%	NA
F	Oklahoma City, Oklahoma	0	0.00%	NA
G	Tulsa, Oklahoma	NR	NR	NR
H	100% Telework	NR	NR	NR
I	Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR
Office - ONRR				
A	Director and Deputy Director Office	0	0.00%DE	NA
B	Audit and Compliance Management	6	2.74%DE	±3.29
C	Financial and Production Management	12	6.40%	±4.47
D	Coordination, Enforcement, Validation and Appeals	14	14.41%AB	±8.51
E	Other	5	15.02%AB	±16.61

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

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2.9 Sexual Coercion

Table 2.36 and Table 2.37 present the experience rate of employees who experienced sexual coercion within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR. Respondents were not asked the follow-on question if they had experienced the sexual coercion behaviors prior to the past 12 months.

Table 2.36 ONRR – Estimated Experience Rate of Sexual Coercion in Past 12 Months

		Experience rate			Frequency of occurrence[a]			
		N	*Percent*	*MoE*	*Average*	*MoE*	*Median*	*Mode*
Overall		8	1.3%	±1.3	2.0	±0.0	2	2
Sex								
	Men	0	0.0%*	NA	NA	NA	NA	NA
	Women	8	2.3%*	±2.2	2.0	±0.0	2	2
Gender Identity								
A	Male	0	0.0%	NA	NA	NA	NA	NA
B	Female	8	2.3%	±2.2	2.0	±0.0	2	2
C	Transgender	NR	NR	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	--	--	--	--	--	--	--
Sexual Orientation - Collapsed								
	Heterosexual	8	1.5%	±1.4	2.0	±0.0	2	2
	Sexual Minority	0	0.0%	NA	NA	NA	NA	NA
Sexual Orientation								
A	Heterosexual or straight	8	1.5%	±1.4	2.0	±0.0	2	2
B	Lesbian	NR	NR	NR	NR	NR	NR	NR
C	Gay	NR	NR	NR	NR	NR	NR	NR
D	Bisexual	NR	NR	NR	NR	NR	NR	NR
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR	NR	NR
F	I prefer not to say	0	0.0%	NA	NA	NA	NA	NA

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

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Table 2.37 ONRR – Estimated Experience Rate of Sexual Coercion in the Past 12 Months, by Current Work Location

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

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

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2.10 Gender Harassment

Table 2.38 and Table 2.39 presents the experience rate of employees who experienced gender harassment within the past 12 months. Breakdowns are provided for demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR. Respondents were not asked the follow-on question if they had experienced the gender harassment behaviors prior to the past 12 months.

Table 2.38 ONRR – Estimated Experience Rate of Gender Harassment in Past 12 Months

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

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

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		Experience rate			Frequency of occurrence[a]	
		N	*Percent*	*MoE*	*Average*	*MoE*
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	7	17.7%	±15.8	2.0C	±0.0
B	Trade/Tech Certificate/Some College	12	17.4%	±11.2	2.6C	±0.3
C	AA/College Degree	52	15.4%	±4.3	3.5ABD	±0.3
D	Graduate Degree	29	17.2%	±6.5	2.8C	±0.2
Appointment Type						
A	Permanent	102	16.4%	±3.1	3.1	±0.2
B	Term	--	--	--	--	--
C	Temporary	--	--	--	--	--
Work Schedule						
	Seasonal	NR	NR	NR	NR	NR
	Non-seasonal	102	16.5%	±3.1	3.1	±0.2
Appointment Type and Work Schedule						
A	Permanent-Seasonal	NR	NR	NR	NR	NR
B	Permanent-Non-Seasonal	102	16.5%	±3.1	3.1	±0.2
C	Term	--	--	--	--	--
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	--	--	--	--	--
Years of Service at Bureau or Office						
A	Less than 1 year	9	20.3%	±14.9	2.0BCDF	±0.0
B	1 to 3 years	9	9.1%F	±7.8	4.5ACDEFG	±0.5
C	4 to 5 years	16	17.4%	±9.4	3.0ABG	±0.5
D	6 to 10 years	24	15.6%	±6.7	3.0ABG	±0.3
E	11 to 14 years	11	19.4%	±13.1	2.6BF	±0.4
F	15 to 20 years	16	31.1%BG	±14.4	3.5ABEG	±0.4
G	More than 20 years	14	11.1%F	±7.0	2.1BCDF	±0.1
Pay Plan and Grade - Collapsed						
A	Junior Grade	NR	NR	NR	NR	NR
B	Middle Grade	NR	NR	NR	NR	NR
C	Senior Grade	90	16.3%	±3.3	3.1	±0.2
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	75	17.7%	±3.9	3.2*	±0.2
	Supervisor	26	13.7%	±5.8	2.7*	±0.2

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		Experience rate			Frequency of occurrence[a]	
		N	*Percent*	*MoE*	*Average*	*MoE*
Supervisory Status						
A	Team Leader	11	19.6%	±12.6	3.0	±0.4
B	Supervisor	11	13.0%	±9.3	2.7	±0.4
C	Manager	NR	NR	NR	NR	NR
D	Senior Leader	NR	NR	NR	NR	NR
E	None of the above	75	17.7%	±3.9	3.2	±0.2

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

Table 2.39 ONRR – Estimated Experience Rate of Gender Harassment in the Past 12 Months, by Current Work Location

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

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

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2.11 Sexual Assault Related Behaviors

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

2.11.1 Past 12 Months

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

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

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

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

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

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

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

2.11.2 Prior to Past 12 Months

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

Table 2.41 ONRR – Estimated Experience Rate of Sexual Assault Related Behaviors Prior to Past 12 Months

	Experience rate		
	N	*Percent*	*MoE*
Overall	7	1.15%	±1.30
Sex			
Men	NR	NR	NR
Women	NR	NR	NR

* Indicates a statistically significant difference between the two groups.

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Employees who indicated they experienced sexual assault related behaviors prior to the past 12 months were also asked to specify their pay plan or grade when they experienced those behaviors for the first time. Table 2.42 shows the percent indicating the pay plan or grade at which the behaviors first occurred.

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

	First experienced behaviors		
	N	*Percent*	*MoE*
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

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2.12 Sexual Assault Related Behaviors Experienced

Table 2.43 presents a breakdown of experience rate of employees who experienced sexual touching, attempted, and completed assault behaviors. The distribution for each type of sexual assault related behavior reflects those individuals who reported experiencing each type of behavior in isolation (i.e., sexual touching only, attempted sex with or without touching, and completed sex with or without touching and with or without attempted sex).

Table 2.43 ONRR – Estimated Experience Rate of Sexual Assault Related Behaviors in the Past 12 Months, by Sex and Type of Behavior Experienced

	Type of sexual assault behavior experienced		
	Sexual touching	*Attempted sex*	*Completed sex*
Office of Natural Resources Revenue	0.00% (NA)	NR	0.00% (NA)
Men	0.00% (NA)	0.00% (NA)	NR
Women	0.00% (NA)	NR	NR

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3 One Behavior or Experience with the Greatest Effect

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

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

Table 3.1 ONRR – Primary Basis for Experience of Greatest Effect

	N	*Percent*	*MoE*
Q33 Thinking about the one behavior or experience that had the greatest effect on you in the past 12 months, what was the primary basis for the behavior or experience?			
Your age	62	27.0%	±6.2
Your race or ethnicity	36	15.8%	±5.4
Your religious beliefs	12	5.2%	±3.8
Your disability status or condition	16	7.0%	±4.2
Your sexual orientation	NR	NR	NR
Your sex/gender	45	19.5%	±5.7
Unknown	53	23.3%	±6.0

The results shown in Section 3 represent the estimated subset of ONRR employees who experienced a form of harassment or a sexual assault related behavior. Therefore, the percentages reflect the proportions within that estimated subset of employees and not percentages of the entire ONRR population. The tables in the following sections provide results for each question asked in the "One Behavior or Experience" portion of the survey. Most questions included multiple response options. The percent who chose each response option are shown.

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3.1 Characteristics of Age Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 27.0% indicated the one behavior or experience that had the greatest effect on them was based on their age. Table 3.2 presents characteristics of the one behavior or experience of age harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in ONRR.

Table 3.2 ONRR – Context of the One Experience of Age Harassment

	N	*Percent*	*MoE*
Q34 When did the specific type of behavior or experience occur?			
All of it occurred during work hours	56	90.4%	±10.6
Most of it occurred during work hours; some off work hours	NR	NR	NR
Some of it occurred during work hours; most off work hours	0	0.0%	NA
None of it occurred during work hours; all off work hours	NR	NR	NR
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	NR	NR	NR
No	56	94.8%	±9.9
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	55	92.5%	±10.5
At a work-sponsored social event	NR	NR	NR
At a non-work sponsored social event where coworkers were present	0	0.0%	NA
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	0	0.0%	NA
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	53	97.1%	±10.3
At an indoor location (shop or maintenance area)	0	0.0%	NA
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	NR	NR	NR
Q38 How often did the specific type of behavior or experience occur?			
Once	22	35.0%	±13.0
Once a month or less	30	48.8%	±12.6
2-4 times a month	NR	NR	NR
Every few days	NR	NR	NR
Every day	NR	NR	NR
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	35	56.8%	±12.9
A week	NR	NR	NR
A month	0	0.0%	NA
A few months	14	23.0%	±12.5
A year or more	9	14.6%	±11.5

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	N	*Percent*	*MoE*
Q40 How many people were involved?			
One person	27	44.7%	±13.1
More than one person	33	55.3%	±13.1
Q41 Was/were the person(s) who did this to you?			
Male	20	33.7%	±13.4
Female	17	28.7%	±13.3
Both males and females	22	37.6%	±13.4
Q42 Was/were the person(s) who did this to you?			
Younger	28	45.1%	±12.8
About my age	NR	NR	NR
Older	28	44.7%	±12.8
Some were younger, older, and/or about my age	0	0.0%	NA
Do not know	NR	NR	NR
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	50	80.1%	±12.2
Subordinate(s) or someone you supervise/manage	NR	NR	NR
Your Team lead(s) (current or former)	7	11.0%	±10.9
Another Team lead(s) (current or former)	NR	NR	NR
Your Supervisor(s) (current or former)	23	36.7%	±13.0
Another Supervisor(s) (current or former)	NR	NR	NR
Your Manager(s) (current or former)	12	19.5%	±12.1
Another Manager(s) (current or former)	NR	NR	NR
Another federal employee	NR	NR	NR
A contractor	0	0.0%	NA
Other	0	0.0%	NA
Do not know	0	0.0%	NA
None selected	NR	NR	NR
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	9	14.4%	±11.5
Yes, I had to or still have to interact with this/these person(s)	53	85.6%	±11.5

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

Table 3.3 ONRR – Results of the One Experience of Age Harassment

Q45 As a result of the behavior or experience:	*N*	*Percent*	*MoE*
a. Did you request a transfer or change of assignment?			
Yes	9	14.3%	±11.8
No	51	85.7%	±11.8
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	11	18.0%	±12.3
No	49	82.0%	±12.3
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	32	53.3%	±13.0
No	25	41.7%	±13.2
Don't Know	NR	NR	NR
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	22	37.1%	±13.3
No	33	55.0%	±13.1
Don't Know	NR	NR	NR
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	22	36.2%	±13.3
No	33	56.1%	±13.1
Don't Know	NR	NR	NR
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	26	43.6%	±13.1
No	32	53.8%	±13.0
Don't Know	NR	NR	NR
h. Did it damage other personal relationships?			
Yes	9	14.3%	±11.8
No	49	82.8%	±12.2
Don't Know	NR	NR	NR

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Q45 As a result of the behavior or experience:	*N*	*Percent*	*MoE*
i. Did it cause you to call in sick or take other type of leave?			
Yes	21	35.3%	±13.3
No	38	64.7%	±13.3
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	9	15.6%	±12.0
No	50	84.4%	±12.0
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	13	21.4%	±12.6
No	47	78.6%	±12.6
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	30	50.9%	±12.9
No	29	49.1%	±12.9
Don't Know	0	0.0%	NA

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

Table 3.4 ONRR – Discussion of the One Experience of Age Harassment

	N	*Percent*	*MoE*
Q46 Discussed the experience with:			
The person(s) involved	20	34.3%	±13.5
My coworkers	21	34.9%	±13.3
My team leader	NR	NR	NR
My supervisor	17	29.1%	±13.1
My manager	5	8.9%	±10.8
A senior leader	NR	NR	NR
Another employee in my bureau	15	26.6%	±13.2
Someone from another bureau/office	13	21.8%	±12.7

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

Table 3.5 ONRR – Resources for Making Complaint of the One Experience of Age Harassment

	N	*Percent*	*MoE*	*Helpfulness mean score*[a]	*MoE*
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	5	8.5%	±10.7	1.6	±0.5
Employee Assistance Program (EAP)	7	11.0%	±11.2	3.8	±0.3
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	0	0.0%	NA	NA	NA
Employee & Labor Relations (Human Resources)	NR	NR	NR	NR	NR
Union (if applicable)	0	0.0%	NA	NA	NA
Equal Employment Opportunity Counselor	NR	NR	NR	NR	NR
Equal Employment Opportunity Office	NR	NR	NR	NR	NR
Office of Inspector General Hotline	NR	NR	NR	NR	NR
Office of Inspector General	NR	NR	NR	NR	NR
Other Law Enforcement/Civil Authority not in the bureau	0	0.0%	NA	NA	NA
Department of Interior Ethics/Bureau Ethics Office	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR

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

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An estimated 24.7% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of age harassment within the past 12 months that had the greatest effect on them. Table 3.6 shows the results of them making an oral and/or written complaint/grievance/report.

Table 3.6 ONRR – Results of Reporting the One Experience of Age Harassment

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	*N*	*Percent*	*MoE*
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

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Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	*N*	*Percent*	*MoE*
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

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An estimated 24.7% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of age harassment within the past 12 months that had the greatest effect on them. Table 3.7 shows satisfaction with aspects of making an oral and/or written complaint/grievance/report.

Table 3.7 ONRR – Satisfaction with Reporting of the One Experience of Age Harassment

	N	*Satisfaction mean score*[a]	*MoE*
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	15	3.1	±0.6
How you were treated by personnel handling the complaint/grievance/report?	13	3.6	±0.5
Actions taken by the person handling the complaint/grievance/report?	13	3.4	±0.6
Being informed about the current status of the complaint/grievance/report?	13	3.1	±0.4
The amount of time it took to address the complaint/grievance/report?	13	3.0	±0.3

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

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An estimated 75.3% of employees indicated they did not make a complaint/grievance/ report, either orally or in writing, to address the one behavior or experience of age harassment within the past 12 months that had the greatest effect on them. Table 3.8 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

Table 3.8 ONRR – Reasons for Not Reporting the One Experience of Age Harassment

	N	*Percent*	*MoE*
Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience			
The behavior or experience stopped on its own	20	44.4%	±15.2
I thought it was not serious enough to discuss or report	30	73.6%	±16.1
I took care of it myself by confronting the person(s) who did it	16	36.8%	±15.8
I took other actions to handle the situation	10	24.2%	±15.6
I did not know who to report the behavior to and/or how to file a complaint	NR	NR	NR
I did not want more people to know	13	30.9%	±15.8
I was ashamed or embarrassed	10	22.8%	±15.5
I did not want people to think less of me	15	34.3%	±15.9
I thought other people would blame me	6	14.8%	±14.7
I felt partially to blame	NR	NR	NR
I wanted to forget about it or move on	33	74.5%	±15.3
I did not think anything would be done	27	59.4%	±15.4
I did not think I would be believed	11	24.8%	±15.3
I did not trust that the process would be fair	22	48.6%	±14.9
I thought I might get in trouble for something I did	6	14.6%	±14.6
I thought I would be labeled as a troublemaker	25	55.6%	±15.2
I thought it might hurt my performance appraisal	14	31.9%	±15.5
I thought it might hurt my chances of being renewed or obtaining permanent position	--	--	--
I was worried about potential negative consequences from leadership	17	38.1%	±15.5
I was worried about potential negative consequences from my coworkers or peers	17	38.8%	±15.4
I thought it might hurt my career	20	44.3%	±15.2
I did not want to hurt the person's/s' career/s or family/ies	15	35.1%	±15.8
I was concerned for my physical safety	NR	NR	NR
I feared losing my job	NR	NR	NR
Some other reason	16	38.2%	±15.8

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3.2 Characteristics of Racial/Ethnic Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 15.8% indicated the one behavior or experience that had the greatest effect on them was based on their race/ethnicity. Table 3.9 presents characteristics of the one behavior or experience of racial/ethnic harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in ONRR.

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

	N	*Percent*	*MoE*
Q34 When did the specific type of behavior or experience occur?			
All of it occurred during work hours	NR	NR	NR
Most of it occurred during work hours; some off work hours	NR	NR	NR
Some of it occurred during work hours; most off work hours	0	0.0%	NA
None of it occurred during work hours; all off work hours	NR	NR	NR
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	0	0.0%	NA
No	36	100%	NA
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	35	100%	NA
At a work-sponsored social event	0	0.0%	NA
At a non-work sponsored social event where coworkers were present	0	0.0%	NA
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	0	0.0%	NA
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	35	100%	NA
At an indoor location (shop or maintenance area)	0	0.0%	NA
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	0	0.0%	NA
Q38 How often did the specific type of behavior or experience occur?			
Once	NR	NR	NR
Once a month or less	12	34.6%	±17.5
2-4 times a month	NR	NR	NR
Every few days	NR	NR	NR
Every day	0	0.0%	NA
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	NR	NR	NR
A week	0	0.0%	NA
A month	NR	NR	NR
A few months	6	17.1%	±17.1
A year or more	10	28.3%	±17.8

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	N	*Percent*	*MoE*
Q40 How many people were involved?			
One person	NR	NR	NR
More than one person	NR	NR	NR
Q41 Was/were the person(s) who did this to you?			
Male	11	30.6%	±17.5
Female	11	29.5%	±17.5
Both males and females	NR	NR	NR
Q42 Was/were the person(s) who did this to you?			
Younger	NR	NR	NR
About my age	9	25.7%	±17.4
Older	13	36.7%	±17.4
Some were younger, older, and/or about my age	8	21.1%	±17.2
Do not know	NR	NR	NR
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	NR	NR	NR
Subordinate(s) or someone you supervise/manage	0	0.0%	NA
Your Team lead(s) (current or former)	0	0.0%	NA
Another Team lead(s) (current or former)	0	0.0%	NA
Your Supervisor(s) (current or former)	13	36.7%	±17.4
Another Supervisor(s) (current or former)	8	21.1%	±17.2
Your Manager(s) (current or former)	NR	NR	NR
Another Manager(s) (current or former)	7	18.3%	±16.9
Another federal employee	NR	NR	NR
A contractor	NR	NR	NR
Other	0	0.0%	NA
Do not know	0	0.0%	NA
None selected	0	0.0%	NA
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	NR	NR	NR
Yes, I had to or still have to interact with this/these person(s)	31	86.2%	±16.4

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Table 3.10 presents actions taken or outcomes resulting from the one behavior or experience of racial/ethnic harassment within the past 12 months that had the greatest effect on them. Question 45d was only asked of permanent employees and question 45e was only asked of term and temporary employees. Results have been weighted to estimate the population in ONRR.

Table 3.10 ONRR – Results of the One Experience of Racial/Ethnic Harassment

Q45 As a result of the behavior or experience:	*N*	*Percent*	*MoE*
a. Did you request a transfer or change of assignment?			
Yes	5	14.2%	±16.5
No	31	85.8%	±16.5
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	9	25.4%	±17.4
No	27	74.6%	±17.4
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	10	27.9%	±17.5
No	26	72.1%	±17.5
Don't Know	0	0.0%	NA
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	11	31.0%	±17.5
No	NR	NR	NR
Don't Know	NR	NR	NR
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	13	35.4%	±17.5
No	NR	NR	NR
Don't Know	7	20.4%	±17.1
h. Did it damage other personal relationships?			
Yes	NR	NR	NR
No	33	90.5%	±15.8
Don't Know	0	0.0%	NA

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Q45 As a result of the behavior or experience:	*N*	*Percent*	*MoE*
i. Did it cause you to call in sick or take other type of leave?			
Yes	9	25.9%	±17.4
No	27	74.1%	±17.4
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	NR	NR	NR
No	32	87.7%	±16.2
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	10	27.8%	±17.5
No	26	72.2%	±17.5
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA

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

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

	N	*Percent*	*MoE*
Q46 Discussed the experience with:			
The person(s) involved	10	30.1%	±18.3
My coworkers	25	78.7%	±18.6
My team leader	7	19.7%	±17.9
My supervisor	10	30.3%	±18.3
My manager	10	28.9%	±17.8
A senior leader	10	28.9%	±17.8
Another employee in my bureau	NR	NR	NR
Someone from another bureau/office	NR	NR	NR

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Table 3.12 shows to which resource, if any, employees made a complaint/grievance/ report, either orally or in writing, to address the one behavior or experience of racial/ethnic harassment within the past 12 months that had the greatest effect on them. For each resource they contacted, employees were asked to rate the helpfulness of that resource. Results have been weighted to estimate the population in ONRR.

Table 3.12 ONRR – Resources for Making Complaint of the One Experience of Racial/Ethnic Harassment

	N	*Percent*	*MoE*	*Helpfulness mean score*[a]	*MoE*
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	12	32.6%	±17.5	1.7	±0.4
Employee Assistance Program (EAP)	NR	NR	NR	NR	NR
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	0	0.0%	NA	NA	NA
Employee & Labor Relations (Human Resources)	NR	NR	NR	NR	NR
Union (if applicable)	0	0.0%	NA	NA	NA
Equal Employment Opportunity Counselor	8	22.8%	±17.8	2.2	±0.8
Equal Employment Opportunity Office	6	17.8%	±17.4	2.0	±0.6
Office of Inspector General Hotline	0	0.0%	NA	NA	NA
Office of Inspector General	0	0.0%	NA	NA	NA
Other Law Enforcement/Civil Authority not in the bureau	0	0.0%	NA	NA	NA
Department of Interior Ethics/Bureau Ethics Office	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR

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

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An estimated [NR] of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of racial/ethnic harassment within the past 12 months that had the greatest effect on them. Table 3.13 shows the results of them making an oral and/or written complaint/grievance/report.

Table 3.13 ONRR – Results of Reporting the One Experience of Racial/Ethnic Harassment

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	*N*	*Percent*	*MoE*
a. The person I told took no action			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
b. The rules of harassment were explained to everyone in the workplace			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
d. An investigation was conducted by a law enforcement official			
Yes	0	0.0%	NA
No	NR	NR	NR
Don't Know	NR	NR	NR
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
h. There was some official career action taken against person(s) for the behavior			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR

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Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	*N*	*Percent*	*MoE*
i. The person(s) stopped the behavior			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
j. I was encouraged to drop the issue			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
l. The person(s) who did this took action against me for complaining			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
n. My leadership punished me for bringing it up			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
o. I was threatened with loss of employment			
Yes	0	0.0%	NA
No	15	100%	NA
Don't Know	0	0.0%	NA

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An estimated [NR] of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of racial/ethnic harassment within the past 12 months that had the greatest effect on them. Table 3.14 shows satisfaction with aspects of making an oral and/or written complaint/grievance/report.

Table 3.14 ONRR – Satisfaction with Reporting of the One Experience of Racial/Ethnic Harassment

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

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

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An estimated [NR] of employees indicated they did not make a complaint/grievance/ report, either orally or in writing, to address the one behavior or experience of racial/ethnic harassment within the past 12 months that had the greatest effect on them. Table 3.15 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

Table 3.15 ONRR – Reasons for Not Reporting the One Experience of Racial/Ethnic Harassment

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

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3.3 Characteristics of Religious Harassment

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

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

	N	*Percent*	*MoE*
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

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	N	*Percent*	*MoE*
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

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

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

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

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

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

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

	N	*Percent*	*MoE*
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

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

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

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

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

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

Table 3.20 ONRR – Results of Reporting the One Experience of Religious Harassment

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	*N*	*Percent*	*MoE*
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

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Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	*N*	*Percent*	*MoE*
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

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

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

	N	*Satisfaction mean score*[a]	*MoE*
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.

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An estimated [NR] of employees indicated they did not make a complaint/grievance/ report, either orally or in writing, to address the one behavior or experience of religious harassment within the past 12 months that had the greatest effect on them. Table 3.22 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

Table 3.22 ONRR – Reasons for Not Reporting the One Experience of Religious Harassment

	N	*Percent*	*MoE*
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

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3.4 Characteristics of Disability Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 7.0% indicated the one behavior or experience that had the greatest effect on them was based on their perceived or actual disability. Table 3.23 presents characteristics of the one behavior or experience of disability harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in ONRR.

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

	N	*Percent*	*MoE*
Q34 When did the specific type of behavior or experience occur?			
All of it occurred during work hours	NR	NR	NR
Most of it occurred during work hours; some off work hours	NR	NR	NR
Some of it occurred during work hours; most off work hours	0	0.0%	NA
None of it occurred during work hours; all off work hours	0	0.0%	NA
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	NR	NR	NR
No	NR	NR	NR
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	16	100%	NA
At a work-sponsored social event	0	0.0%	NA
At a non-work sponsored social event where coworkers were present	0	0.0%	NA
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	0	0.0%	NA
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	16	100%	NA
At an indoor location (shop or maintenance area)	0	0.0%	NA
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	0	0.0%	NA
Q38 How often did the specific type of behavior or experience occur?			
Once	NR	NR	NR
Once a month or less	NR	NR	NR
2-4 times a month	NR	NR	NR
Every few days	NR	NR	NR
Every day	0	0.0%	NA
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	NR	NR	NR
A week	0	0.0%	NA
A month	NR	NR	NR
A few months	0	0.0%	NA
A year or more	NR	NR	NR

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

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Table 3.24 presents actions taken or outcomes resulting from the one behavior or experience of disability harassment within the past 12 months that had the greatest effect on them. Question 45d was only asked of permanent employees and question 45e was only asked of term and temporary employees. Results have been weighted to estimate the population in ONRR.

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

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

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

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

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

	N	*Percent*	*MoE*
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

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

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

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

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

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

Table 3.27 ONRR – Results of Reporting the One Experience of Disability Harassment

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	*N*	*Percent*	*MoE*
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

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Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	*N*	*Percent*	*MoE*
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

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

Table 3.28 ONRR – Satisfaction with Reporting of the One Experience of Disability Harassment

	N	*Satisfaction mean score*[a]	*MoE*
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	11	2.8	±0.8
How you were treated by personnel handling the complaint/grievance/report?	11	2.6	±1.0
Actions taken by the person handling the complaint/grievance/report?	10	2.6	±0.8
Being informed about the current status of the complaint/grievance/report?	10	2.6	±0.8
The amount of time it took to address the complaint/grievance/report?	10	2.8	±1.0

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

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

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

	N	*Percent*	*MoE*
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

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3.5 Characteristics of Sexual Orientation Harassment

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

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

	N	*Percent*	*MoE*
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

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	N	*Percent*	*MoE*
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

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

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

Q45 As a result of the behavior or experience:	*N*	*Percent*	*MoE*
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

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

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

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

	N	*Percent*	*MoE*
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

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

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

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

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

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

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

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	*N*	*Percent*	*MoE*
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	--	--	--

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Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	*N*	*Percent*	*MoE*
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	--	--	--

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

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

	N	*Satisfaction mean score*[a]	*MoE*
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.

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

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

	N	*Percent*	*MoE*
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

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3.6 Characteristics of Sexual/Gender Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 19.5% indicated the one behavior or experience that had the greatest effect on them was based on their sex/gender. Table 3.37 presents characteristics of the one behavior or experience of sexual/gender harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in ONRR.

Table 3.37 ONRR – Context of the One Experience of Sexual/Gender Harassment

	N	*Percent*	*MoE*
Q34 When did the specific type of behavior or experience occur?			
All of it occurred during work hours	40	89.5%	±13.6
Most of it occurred during work hours; some off work hours	NR	NR	NR
Some of it occurred during work hours; most off work hours	0	0.0%	NA
None of it occurred during work hours; all off work hours	0	0.0%	NA
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	7	15.4%	±14.4
No	38	84.6%	±14.4
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	NR	NR	NR
At a work-sponsored social event	0	0.0%	NA
At a non-work sponsored social event where coworkers were present	0	0.0%	NA
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	NR	NR	NR
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	NR	NR	NR
At an indoor location (shop or maintenance area)	0	0.0%	NA
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	NR	NR	NR
Q38 How often did the specific type of behavior or experience occur?			
Once	15	33.1%	±15.5
Once a month or less	18	41.0%	±15.4
2-4 times a month	9	19.3%	±14.8
Every few days	NR	NR	NR
Every day	0	0.0%	NA
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	14	31.5%	±15.5
A week	NR	NR	NR
A month	0	0.0%	NA
A few months	11	25.3%	±15.3
A year or more	16	35.5%	±15.5

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	N	*Percent*	*MoE*
Q40 How many people were involved?			
One person	33	73.3%	±15.4
More than one person	12	26.7%	±15.4
Q41 Was/were the person(s) who did this to you?			
Male	39	86.4%	±14.1
Female	NR	NR	NR
Both males and females	NR	NR	NR
Q42 Was/were the person(s) who did this to you?			
Younger	NR	NR	NR
About my age	11	23.6%	±15.2
Older	24	53.9%	±15.1
Some were younger, older, and/or about my age	6	13.3%	±14.1
Do not know	NR	NR	NR
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	21	47.5%	±15.0
Subordinate(s) or someone you supervise/manage	NR	NR	NR
Your Team lead(s) (current or former)	6	12.5%	±13.9
Another Team lead(s) (current or former)	NR	NR	NR
Your Supervisor(s) (current or former)	9	19.3%	±14.8
Another Supervisor(s) (current or former)	6	13.7%	±14.1
Your Manager(s) (current or former)	9	20.3%	±14.9
Another Manager(s) (current or former)	NR	NR	NR
Another federal employee	NR	NR	NR
A contractor	NR	NR	NR
Other	NR	NR	NR
Do not know	0	0.0%	NA
None selected	NR	NR	NR
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	8	18.4%	±14.8
Yes, I had to or still have to interact with this/these person(s)	36	81.6%	±14.8

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

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

Q45 As a result of the behavior or experience:	*N*	*Percent*	*MoE*
a. Did you request a transfer or change of assignment?			
Yes	NR	NR	NR
No	40	89.5%	±13.6
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	6	14.3%	±14.2
No	38	85.7%	±14.2
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	21	47.9%	±15.0
No	22	48.2%	±15.0
Don't Know	NR	NR	NR
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	12	26.1%	±15.3
No	30	66.4%	±15.5
Don't Know	NR	NR	NR
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	18	40.5%	±15.4
No	24	53.4%	±15.1
Don't Know	NR	NR	NR
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	15	33.9%	±15.5
No	21	46.0%	±15.1
Don't Know	9	20.2%	±14.9
h. Did it damage other personal relationships?			
Yes	6	12.7%	±14.0
No	35	78.3%	±15.1
Don't Know	NR	NR	NR

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Q45 As a result of the behavior or experience:	*N*	*Percent*	*MoE*
i. Did it cause you to call in sick or take other type of leave?			
Yes	9	19.3%	±14.8
No	33	74.7%	±15.3
Don't Know	NR	NR	NR
j. Did you seek any type of medical attention?			
Yes	NR	NR	NR
No	40	89.5%	±13.6
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	8	18.2%	±14.7
No	36	81.8%	±14.7
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	20	45.5%	±15.2
No	24	54.5%	±15.2
Don't Know	0	0.0%	NA

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

Table 3.39 ONRR – Discussion of the One Experience of Sexual/Gender Harassment

	N	*Percent*	*MoE*
Q46 Discussed the experience with:			
The person(s) involved	16	34.8%	±15.5
My coworkers	26	57.8%	±15.3
My team leader	NR	NR	NR
My supervisor	9	21.2%	±15.0
My manager	12	27.0%	±15.4
A senior leader	NR	NR	NR
Another employee in my bureau	21	47.7%	±15.0
Someone from another bureau/office	11	25.4%	±15.3

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

Table 3.40 ONRR – Resources for Making Complaint of the One Experience of Sexual/Gender Harassment

	N	*Percent*	*MoE*	*Helpfulness mean score*[a]	*MoE*
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	6	13.5%	±14.1	1.0	±0.0
Employee Assistance Program (EAP)	NR	NR	NR	NR	NR
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	NR	NR	NR	NR	NR
Union (if applicable)	0	0.0%	NA	NA	NA
Equal Employment Opportunity Counselor	6	13.5%	±14.1	2.4	±1.5
Equal Employment Opportunity Office	NR	NR	NR	NR	NR
Office of Inspector General Hotline	0	0.0%	NA	NA	NA
Office of Inspector General	0	0.0%	NA	NA	NA
Other Law Enforcement/Civil Authority not in the bureau	0	0.0%	NA	NA	NA
Department of Interior Ethics/Bureau Ethics Office	0	0.0%	NA	NA	NA
Other	NR	NR	NR	NR	NR

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

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An estimated 16.5% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of sexual/gender harassment within the past 12 months that had the greatest effect on them. Table 3.41 shows the results of them making an oral and/or written complaint/grievance/report.

Table 3.41 ONRR – Results of Reporting the One Experience of Sexual/Gender Harassment

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	*N*	*Percent*	*MoE*
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

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Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	*N*	*Percent*	*MoE*
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

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An estimated 16.5% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of sexual/gender harassment within the past 12 months that had the greatest effect on them. Table 3.42 shows satisfaction with aspects of making an oral and/or written complaint/grievance/report.

Table 3.42 ONRR – Satisfaction with Reporting of the One Experience of Sexual/Gender Harassment

	N	*Satisfaction mean score*[a]	*MoE*
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	7	2.5	±0.8
How you were treated by personnel handling the complaint/grievance/report?	7	2.7	±1.1
Actions taken by the person handling the complaint/grievance/report?	7	2.3	±1.2
Being informed about the current status of the complaint/grievance/report?	7	2.3	±1.2
The amount of time it took to address the complaint/grievance/report?	7	2.5	±1.2

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

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

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

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

	N	*Percent*	*MoE*
Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience			
The behavior or experience stopped on its own	NR	NR	NR
I thought it was not serious enough to discuss or report	26	69.8%	±17.2
I took care of it myself by confronting the person(s) who did it	7	20.8%	±17.3
I took other actions to handle the situation	11	30.1%	±17.7
I did not know who to report the behavior to and/or how to file a complaint	6	16.7%	±16.9
I did not want more people to know	10	27.3%	±17.6
I was ashamed or embarrassed	7	18.8%	±17.1
I did not want people to think less of me	10	27.3%	±17.6
I thought other people would blame me	NR	NR	NR
I felt partially to blame	NR	NR	NR
I wanted to forget about it or move on	22	62.3%	±17.6
I did not think anything would be done	NR	NR	NR
I did not think I would be believed	9	25.6%	±18.0
I did not trust that the process would be fair	11	31.3%	±18.1
I thought I might get in trouble for something I did	NR	NR	NR
I thought I would be labeled as a troublemaker	NR	NR	NR
I thought it might hurt my performance appraisal	NR	NR	NR
I thought it might hurt my chances of being renewed or obtaining permanent position	--	--	--
I was worried about potential negative consequences from leadership	NR	NR	NR
I was worried about potential negative consequences from my coworkers or peers	9	26.3%	±17.6
I thought it might hurt my career	NR	NR	NR
I did not want to hurt the person's/s' career/s or family/ies	10	28.4%	±17.7
I was concerned for my physical safety	0	0.0%	NA
I feared losing my job	NR	NR	NR
Some other reason	NR	NR	NR

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3.7 Characteristics of Harassment Based on Unknown Reasons

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 23.3% indicated the one behavior or experience that had the greatest effect on them was based on reasons unknown to them. Table 3.44 presents characteristics of the one behavior or experience of harassment based on unknown reasons within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in ONRR.

Table 3.44 ONRR – Context of the One Experience of Harassment Based on Unknown Reasons

	N	*Percent*	*MoE*
Q34 When did the specific type of behavior or experience occur?			
All of it occurred during work hours	38	81.2%	±14.4
Most of it occurred during work hours; some off work hours	0	0.0%	NA
Some of it occurred during work hours; most off work hours	0	0.0%	NA
None of it occurred during work hours; all off work hours	9	18.8%	±14.4
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	0	0.0%	NA
No	52	100%	NA
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	36	80.5%	±14.8
At a work-sponsored social event	0	0.0%	NA
At a non-work sponsored social event where coworkers were present	0	0.0%	NA
At a permanent bureau/office supplied housing location, if applicable	NR	NR	NR
At a location outside the office/site	7	15.7%	±14.4
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	36	100%	NA
At an indoor location (shop or maintenance area)	0	0.0%	NA
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	0	0.0%	NA
Q38 How often did the specific type of behavior or experience occur?			
Once	28	63.2%	±15.5
Once a month or less	NR	NR	NR
2-4 times a month	6	12.3%	±13.9
Every few days	6	12.9%	±14.0
Every day	NR	NR	NR
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	28	63.2%	±15.5
A week	0	0.0%	NA
A month	NR	NR	NR
A few months	5	12.3%	±13.9
A year or more	9	19.1%	±14.8

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	N	*Percent*	*MoE*
Q40 How many people were involved?			
One person	38	84.4%	±14.4
More than one person	7	15.6%	±14.4
Q41 Was/were the person(s) who did this to you?			
Male	32	74.6%	±15.6
Female	9	21.7%	±15.4
Both males and females	NR	NR	NR
Q42 Was/were the person(s) who did this to you?			
Younger	5	12.1%	±13.9
About my age	11	23.7%	±15.2
Older	22	49.4%	±14.8
Some were younger, older, and/or about my age	5	11.2%	±13.7
Do not know	NR	NR	NR
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	36	66.8%	±14.0
Subordinate(s) or someone you supervise/manage	5	9.4%	±11.8
Your Team lead(s) (current or former)	NR	NR	NR
Another Team lead(s) (current or former)	0	0.0%	NA
Your Supervisor(s) (current or former)	6	10.8%	±12.0
Another Supervisor(s) (current or former)	0	0.0%	NA
Your Manager(s) (current or former)	NR	NR	NR
Another Manager(s) (current or former)	0	0.0%	NA
Another federal employee	NR	NR	NR
A contractor	0	0.0%	NA
Other	NR	NR	NR
Do not know	0	0.0%	NA
None selected	9	16.1%	±12.9
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	14	30.6%	±15.1
Yes, I had to or still have to interact with this/these person(s)	32	69.4%	±15.1

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

Table 3.45 ONRR – Results of the One Experience of Harassment Based on Unknown Reasons

Q45 As a result of the behavior or experience:	*N*	*Percent*	*MoE*
a. Did you request a transfer or change of assignment?			
Yes	6	13.6%	±14.5
No	37	86.4%	±14.5
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	NR	NR	NR
No	40	92.0%	±13.5
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	18	41.7%	±15.7
No	22	50.3%	±15.1
Don't Know	NR	NR	NR
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	7	15.4%	±14.7
No	32	74.8%	±15.6
Don't Know	NR	NR	NR
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	14	31.5%	±15.8
No	28	64.8%	±15.8
Don't Know	NR	NR	NR
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	16	37.2%	±15.8
No	27	62.8%	±15.8
Don't Know	0	0.0%	NA
h. Did it damage other personal relationships?			
Yes	NR	NR	NR
No	37	84.9%	±14.7
Don't Know	NR	NR	NR

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Q45 As a result of the behavior or experience:	*N*	*Percent*	*MoE*
i. Did it cause you to call in sick or take other type of leave?			
Yes	9	21.1%	±15.3
No	34	78.9%	±15.3
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	7	17.4%	±15.0
No	36	82.6%	±15.0
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	14	33.4%	±15.8
No	29	66.6%	±15.8
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	12	27.5%	±15.7
No	30	68.8%	±15.8
Don't Know	NR	NR	NR

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

Table 3.46 ONRR – Discussion of the One Experience of Harassment Based on Unknown Reasons

	N	*Percent*	*MoE*
Q46 Discussed the experience with:			
The person(s) involved	15	33.5%	±15.5
My coworkers	22	50.9%	±15.2
My team leader	NR	NR	NR
My supervisor	18	41.5%	±15.7
My manager	11	25.6%	±15.7
A senior leader	5	11.9%	±14.2
Another employee in my bureau	16	38.4%	±16.1
Someone from another bureau/office	15	35.7%	±15.8

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Table 3.47 shows to which resource, if any, employees made a complaint/grievance/ report, either orally or in writing, to address the one behavior or experience of harassment based on unknown reasons within the past 12 months that had the greatest effect on them. For each resource they contacted, employees were asked to rate the helpfulness of that resource. Results have been weighted to estimate the population in ONRR.

Table 3.47 ONRR – Resources for Making Complaint of the One Experience of Harassment Based on Unknown Reasons

	N	*Percent*	*MoE*	*Helpfulness mean score*[a]	*MoE*
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	7	16.5%	±14.5	1.3	±0.4
Employee Assistance Program (EAP)	NR	NR	NR	NR	NR
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	0	0.0%	NA	NA	NA
Employee & Labor Relations (Human Resources)	NR	NR	NR	NR	NR
Union (if applicable)	0	0.0%	NA	NA	NA
Equal Employment Opportunity Counselor	NR	NR	NR	NR	NR
Equal Employment Opportunity Office	NR	NR	NR	NR	NR
Office of Inspector General Hotline	0	0.0%	NA	NA	NA
Office of Inspector General	0	0.0%	NA	NA	NA
Other Law Enforcement/Civil Authority not in the bureau	0	0.0%	NA	NA	NA
Department of Interior Ethics/Bureau Ethics Office	0	0.0%	NA	NA	NA
Other	0	0.0%	NA	NA	NA

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

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An estimated 24.1% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment based on unknown reasons within the past 12 months that had the greatest effect on them. Table 3.48 shows the results of them making an oral and/or written complaint/grievance/report.

Table 3.48 ONRR – Results of Reporting the One Experience of Harassment Based on Unknown Reasons

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	*N*	*Percent*	*MoE*
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

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

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An estimated 24.1% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment based on unknown reasons within the past 12 months that had the greatest effect on them. Table 3.49 shows satisfaction with aspects of making an oral and/or written complaint/grievance/report.

Table 3.49 ONRR – Satisfaction with Reporting of the One Experience of Harassment Based on Unknown Reasons

	N	*Satisfaction mean score*[a]	*MoE*
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	11	2.7	±0.7
How you were treated by personnel handling the complaint/grievance/report?	11	2.5	±0.8
Actions taken by the person handling the complaint/grievance/report?	11	2.2	±0.6
Being informed about the current status of the complaint/grievance/report?	11	2.3	±0.7
The amount of time it took to address the complaint/grievance/report?	11	2.6	±0.7

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

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An estimated 75.9% of employees indicated they did not make a complaint/grievance/ report, either orally or in writing, to address the one behavior or experience of harassment based on unknown reasons within the past 12 months that had the greatest effect on them. Table 3.50 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

Table 3.50 ONRR – Reasons for Not Reporting the One Experience of Harassment Based on Unknown Reasons

	N	*Percent*	*MoE*
Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience			
The behavior or experience stopped on its own	25	74.8%	±18.1
I thought it was not serious enough to discuss or report	29	84.7%	±17.3
I took care of it myself by confronting the person(s) who did it	NR	NR	NR
I took other actions to handle the situation	NR	NR	NR
I did not know who to report the behavior to and/or how to file a complaint	0	0.0%	NA
I did not want more people to know	8	26.1%	±18.7
I was ashamed or embarrassed	NR	NR	NR
I did not want people to think less of me	5	15.7%	±18.0
I thought other people would blame me	0	0.0%	NA
I felt partially to blame	NR	NR	NR
I wanted to forget about it or move on	NR	NR	NR
I did not think anything would be done	9	25.2%	±18.1
I did not think I would be believed	NR	NR	NR
I did not trust that the process would be fair	NR	NR	NR
I thought I might get in trouble for something I did	NR	NR	NR
I thought I would be labeled as a troublemaker	8	24.8%	±18.1
I thought it might hurt my performance appraisal	NR	NR	NR
I thought it might hurt my chances of being renewed or obtaining permanent position	--	--	--
I was worried about potential negative consequences from leadership	0	0.0%	NA
I was worried about potential negative consequences from my coworkers or peers	5	14.9%	±17.3
I thought it might hurt my career	5	14.9%	±17.3
I did not want to hurt the person's/s' career/s or family/ies	NR	NR	NR
I was concerned for my physical safety	NR	NR	NR
I feared losing my job	NR	NR	NR
Some other reason	NR	NR	NR

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3.8 Comparisons Across Types of Harassment

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

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

Table 3.51 ONRR – Context of the One Experience of Harassment – Summary

	Age	*Race/ ethnicity*	*Religious*	*Disability*	*Sexual orientation*	*Sex/ gender*	*Unknown reasons*
Q34 When did the specific type of behavior or experience occur?							
All of it occurred during work hours	90.4% (±10.6)	NR	NR	NR	NR	89.5% (±13.6)	81.2% (±14.4)
Most of it occurred during work hours; some off work hours	NR	NR	NR	NR	NR	NR	0.0% (NA)
Some of it occurred during work hours; most off work hours	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
None of it occurred during work hours; all off work hours	NR	NR	NR	0.0% (NA)	NR	0.0% (NA)	18.8% (±14.4)
Q35 Did the specific behavior or experience occur while you were on travel?							
Yes	NR	0.0% (NA)	NR	NR	NR	15.4% (±14.4)	0.0% (NA)
No	94.8% (±9.9)	100% (NA)	NR	NR	NR	84.6% (±14.4)	100% (NA)

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	Age	*Race/ ethnicity*	*Religious*	*Disability*	*Sexual orientation*	*Sex/ gender*	*Unknown reasons*
Q36 Where did the specific type of behavior or experience typically occur?							
At a work location or site	92.5% (±10.5)	100% (NA)	NR	100% (NA)	NR	NR	80.5% (±14.8)
At a work-sponsored social event	NR	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
At a non-work sponsored social event where coworkers were present	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
At a permanent Bureau supplied housing location, if applicable	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	NR
At a location outside the office/site	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	NR	15.7% (±14.4)
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?							
At an indoor location (office setting)	97.1% (±10.3)	100% (NA)	NR	100% (NA)	NR	NR	100% (NA)
At an indoor location (shop or maintenance area)	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
At an outdoor location (e.g., field site) that did not require an overnight stay	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
At an outdoor location (e.g., field site) that required an overnight stay	NR	0.0% (NA)	NR	0.0% (NA)	NR	NR	0.0% (NA)
Q38 How often did the specific type of behavior or experience occur?							
Once	35.0% (±13.0)	NR	NR	NR	NR	33.1% (±15.5)	63.2% (±15.5)
Once a month or less	48.8% (±12.6)	34.6% (±17.5)	NR	NR	NR	41.0% (±15.4)	NR
2-4 times a month	NR	NR	NR	NR	NR	19.3% (±14.8)	12.3% (±13.9)
Every few days	NR	NR	NR	NR	NR	NR	12.9% (±14.0)
Every day	NR	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	NR

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	Age	*Race/ ethnicity*	*Religious*	*Disability*	*Sexual orientation*	*Sex/ gender*	*Unknown reasons*
Q39 How long did the specific type of behavior or experience persist?							
It happened one time	56.8% (±12.9)	NR	NR	NR	NR	31.5% (±15.5)	63.2% (±15.5)
A week	NR	0.0% (NA)	NR	0.0% (NA)	NR	NR	0.0% (NA)
A month	0.0% (NA)	NR	NR	NR	NR	0.0% (NA)	NR
A few months	23.0% (±12.5)	17.1% (±17.1)	NR	0.0% (NA)	NR	25.3% (±15.3)	12.3% (±13.9)
A year or more	14.6% (±11.5)	28.3% (±17.8)	NR	NR	NR	35.5% (±15.5)	19.1% (±14.8)
Q40 How many people were involved?							
One person	44.7% (±13.1)	NR	NR	NR	NR	73.3% (±15.4)	84.4% (±14.4)
More than one person	55.3% (±13.1)	NR	NR	NR	NR	26.7% (±15.4)	15.6% (±14.4)
Q41 Was/were the person(s) who did this to you?							
Male	33.7% (±13.4)	30.6% (±17.5)	NR	NR	NR	86.4% (±14.1)	74.6% (±15.6)
Female	28.7% (±13.3)	29.5% (±17.5)	NR	NR	NR	NR	21.7% (±15.4)
Both males and females	37.6% (±13.4)	NR	NR	NR	NR	NR	NR
Q42 Was/were the person(s) who did this to you?							
Younger	45.1% (±12.8)	NR	NR	NR	NR	NR	12.1% (±13.9)
About my age	NR	25.7% (±17.4)	NR	NR	NR	23.6% (±15.2)	23.7% (±15.2)
Older	44.7% (±12.8)	36.7% (±17.4)	NR	NR	NR	53.9% (±15.1)	49.4% (±14.8)
Some were younger, older, and/or about my age	0.0% (NA)	21.1% (±17.2)	NR	NR	NR	13.3% (±14.1)	11.2% (±13.7)
Do not know	NR	NR	NR	NR	NR	NR	NR

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	Age	*Race/ ethnicity*	*Religious*	*Disability*	*Sexual orientation*	*Sex/ gender*	*Unknown reasons*
Q43 Was/were the person(s) who did this to you any of the following?							
Peer(s)/Coworker(s)	80.1% (±12.2)	NR	NR	NR	NR	47.5% (±15.0)	66.8% (±14.0)
Subordinate(s) or someone you supervise/manage	NR	0.0% (NA)	NR	NR	NR	NR	9.4% (±11.8)
Your Team lead(s) (current or former)	11.0% (±10.9)	0.0% (NA)	NR	NR	NR	12.5% (±13.9)	NR
Another Team lead(s) (current or former)	NR	0.0% (NA)	NR	0.0% (NA)	NR	NR	0.0% (NA)
Your Supervisor(s) (current or former)	36.7% (±13.0)	36.7% (±17.4)	NR	NR	NR	19.3% (±14.8)	10.8% (±12.0)
Another Supervisor(s) (current or former)	NR	21.1% (±17.2)	NR	NR	NR	13.7% (±14.1)	0.0% (NA)
Your Manager(s) (current or former)	19.5% (±12.1)	NR	NR	NR	NR	20.3% (±14.9)	NR
Another Manager(s) (current or former)	NR	18.3% (±16.9)	NR	NR	NR	NR	0.0% (NA)
Another federal employee	NR	NR	NR	NR	NR	NR	NR
A contractor	0.0% (NA)	NR	NR	0.0% (NA)	NR	NR	0.0% (NA)
Other	0.0% (NA)	0.0% (NA)	NR	NR	NR	NR	NR
Do not know	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
None selected	NR	0.0% (NA)	NR	0.0% (NA)	NR	NR	16.1% (±12.9)
Q44 Did your work role require you to continue to interact with this/these person(s)?							
No, I did not have to interact with this/these person(s) at all	14.4% (±11.5)	NR	NR	NR	NR	18.4% (±14.8)	30.6% (±15.1)
Yes, I had to or still have to interact with this/these person(s)	85.6% (±11.5)	86.2% (±16.4)	NR	NR	NR	81.6% (±14.8)	69.4% (±15.1)

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

In summary, regardless of the specific form of harassment and/or assault behavior experienced, for some employees these experiences had a negative impact on them, but for many employees it did not. For some employees, these experiences had a *negative impact on their interpersonal relationships* with coworkers, supervisors, or managers (38.7%); resulted in arguments or damaged interpersonal relations at work (36.3%); and/or damaged other personal relationships (14.2%). For some employees, these experiences had a *negative impact on their physical or emotional well-being* leading them to call in sick or taking leave (27.5%), seek counseling (26.2%), or medical attention (15.0%). For some employees, these experiences had a *negative impact on their job performance,* making it harder to complete their work (41.5%), negatively affected their performance evaluation or promotion potential (27.7%), or negatively affected their performance evaluation/renewal/permanent employment (0.0%). For some employees, these experiences *negatively affected their willingness to remain a part of the organization,* leading them to consider leaving ONRR (43.0%), take steps to leave the organization (16.1%), or request a transfer (13.5%).

Table 3.52 ONRR – Results of the One Experience of Harassment – Summary

Q45 As a result of the behavior or experience:	*Age*	*Race/ ethnicity*	*Religious*	*Disability*	*Sexual orientation*	*Sex/ gender*	*Unknown reasons*
a. Did you request a transfer or change of assignment?							
Yes	14.3% (±11.8)	14.2% (±16.5)	NR	NR	NR	NR	13.6% (±14.5)
No	85.7% (±11.8)	85.8% (±16.5)	NR	NR	NR	89.5% (±13.6)	86.4% (±14.5)
Don't Know	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
b. Did you take steps to leave your organization?							
Yes	18.0% (±12.3)	25.4% (±17.4)	NR	NR	NR	14.3% (±14.2)	NR
No	82.0% (±12.3)	74.6% (±17.4)	NR	NR	NR	85.7% (±14.2)	92.0% (±13.5)
Don't Know	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	0.0% (NA)	0.0% (NA)
c. Did it make it harder to complete your work or do your job?							

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Q45 As a result of the behavior or experience:	*Age*	*Race/ ethnicity*	*Religious*	*Disability*	*Sexual orientation*	*Sex/ gender*	*Unknown reasons*
Yes	53.3% (±13.0)	27.9% (±17.5)	NR	NR	NR	47.9% (±15.0)	41.7% (±15.7)
No	41.7% (±13.2)	72.1% (±17.5)	NR	NR	NR	48.2% (±15.0)	50.3% (±15.1)
Don't Know	NR	0.0% (NA)	NR	NR	NR	NR	NR
d. Did it negatively affect your performance evaluation or promotion potential?							
Yes	37.1% (±13.3)	31.0% (±17.5)	NR	NR	NR	26.1% (±15.3)	15.4% (±14.7)
No	55.0% (±13.1)	NR	NR	NR	NR	66.4% (±15.5)	74.8% (±15.6)
Don't Know	NR	NR	NR	0.0% (NA)	NR	NR	NR
e. Did it negatively affect your performance evaluation/renewal/permanent employment?							
Yes	--	--	--	--	--	--	--
No	--	--	--	--	--	--	--
Don't Know	--	--	--	--	--	--	--
f. Did it cause arguments or damage interpersonal relations at work?							
Yes	36.2% (±13.3)	NR	NR	NR	NR	40.5% (±15.4)	31.5% (±15.8)
No	56.1% (±13.1)	NR	NR	NR	NR	53.4% (±15.1)	64.8% (±15.8)
Don't Know	NR	NR	NR	NR	NR	NR	NR
g. Did it damage your relationship with coworkers, supervisors, or managers?							
Yes	43.6% (±13.1)	35.4% (±17.5)	NR	NR	NR	33.9% (±15.5)	37.2% (±15.8)
No	53.8% (±13.0)	NR	NR	NR	NR	46.0% (±15.1)	62.8% (±15.8)
Don't Know	NR	20.4% (±17.1)	NR	NR	NR	20.2% (±14.9)	0.0% (NA)

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

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

In summary, regardless of the specific form of harassment and/or assault behavior experienced, most employees talked to someone at work about their experience including coworkers (54.1%) or another employee (36.7%), as well as a supervisor (32.5%) or manager (21.7%). Additionally, some employees talked with the person involved (36.0%).

Table 3.53 ONRR – Discussion of the One Experience of Harassment – Summary

	Age	*Race/ ethnicity*	*Religious*	*Disability*	*Sexual orientation*	*Sex/ gender*	*Unknown reasons*
Q46 Discussed the experience with:							
The person(s) involved	34.3% (±13.5)	30.1% (±18.3)	NR	NR	NR	34.8% (±15.5)	33.5% (±15.5)
My coworkers	34.9% (±13.3)	78.7% (±18.6)	NR	NR	NR	57.8% (±15.3)	50.9% (±15.2)
My team leader	NR	19.7% (±17.9)	NR	NR	NR	NR	NR
My supervisor	29.1% (±13.1)	30.3% (±18.3)	NR	NR	NR	21.2% (±15.0)	41.5% (±15.7)
My manager	8.9% (±10.8)	28.9% (±17.8)	NR	NR	NR	27.0% (±15.4)	25.6% (±15.7)
A senior leader	NR	28.9% (±17.8)	NR	NR	NR	NR	11.9% (±14.2)
Another employee in my bureau	26.6% (±13.2)	NR	NR	NR	NR	47.7% (±15.0)	38.4% (±16.1)
Someone from another bureau/office	21.8% (±12.7)	NR	NR	NR	NR	25.4% (±15.3)	35.7% (±15.8)

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Table 3.54 shows to which resource, if any, employees made a complaint/grievance/ report, either orally or in writing, to address the one behavior or experience of harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in ONRR.

In summary, regardless of the specific form of harassment and/or assault behavior experienced, most employees did not make a complaint/grievance/report about their experience (71.7%); only 28.3% did. For employees who made complaints/grievances/reports, the most frequently used ONRR resource was a supervisor or manager (17.6%). All other resources were used less frequently (Employee Assistance Program, Ombudsman, CADR Office or CORE PLUS, Employee & Labor Relations, Union, Equal Employment Opportunity Counselor, Equal Employment Opportunity Office, Office of the Inspector General Hotline, Office of the Inspector General, Other Law Enforcement/Civil Authority, or Department of Interior Ethics/Bureau Ethics Office).

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Table 3.54 ONRR – Resources for Making Complaint of the One Experience of Harassment – Summary

	Age	*Race/ ethnicity*	*Religious*	*Disability*	*Sexual orientation*	*Sex/ gender*	*Unknown reasons*
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?							
Supervisor or Manager	8.5% (±10.7)	32.6% (±17.5)	NR	NR	NR	13.5% (±14.1)	16.5% (±14.5)
Employee Assistance Program (EAP)	11.0% (±11.2)	NR	NR	NR	NR	NR	NR
Ombudsman (if applicable)	NR	NR	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	0.0% (NA)	0.0% (NA)	NR	0.0% (NA)	NR	NR	0.0% (NA)
Employee & Labor Relations (Human Resources)	NR	NR	NR	NR	NR	NR	NR
Union (if applicable)	0.0% (NA)	0.0% (NA)	NR	NR	NR	0.0% (NA)	0.0% (NA)
Equal Employment Opportunity Counselor	NR	22.8% (±17.8)	NR	NR	NR	13.5% (±14.1)	NR
Equal Employment Opportunity Office	NR	17.8% (±17.4)	NR	NR	NR	NR	NR
Office of Inspector General Hotline	NR	0.0% (NA)	NR	NR	NR	0.0% (NA)	0.0% (NA)
Office of Inspector General	NR	0.0% (NA)	NR	NR	NR	0.0% (NA)	0.0% (NA)
Other Law Enforcement/Civil Authority not in the bureau	0.0% (NA)	0.0% (NA)	NR	NR	NR	0.0% (NA)	0.0% (NA)
Department of Interior Ethics/Bureau Ethics Office	NR	NR	NR	NR	NR	0.0% (NA)	0.0% (NA)
Other	NR	NR	NR	NR	NR	NR	0.0% (NA)

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

Table 3.55 ONRR – Helpfulness of Resources for Making Complaint of the One Experience of Harassment – Summary

	Age	*Race/ ethnicity*	*Religious*	*Disability*	*Sexual orientation*	*Sex/ gender*	*Unknown reasons*
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?							
Supervisor or Manager	1.6 (±0.5)	1.7 (±0.4)	NR	NR	NR	1.0 (±0.0)	1.3 (±0.4)
Employee Assistance Program (EAP)	3.8 (±0.3)	NR	NR	NR	NR	NR	NR
Ombudsman (if applicable)	NR	NR	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	NA	NA	NR	NA	NR	NR	NA
Employee & Labor Relations (Human Resources)	NR	NR	NR	NR	NR	NR	NR
Union (if applicable)	NA	NA	NR	NR	NR	NA	NA
Equal Employment Opportunity Counselor	NR	2.2 (±0.8)	NR	NR	NR	2.4 (±1.5)	NR
Equal Employment Opportunity Office	NR	2.0 (±0.6)	NR	NR	NR	NR	NR
Office of Inspector General Hotline	NR	NA	NR	NR	NR	NA	NA
Office of Inspector General	NR	NA	NR	NR	NR	NA	NA
Other Law Enforcement/Civil Authority not in the bureau	NA	NA	NR	NR	NR	NA	NA
Department of Interior Ethics/Bureau Ethics Office	NR	NR	NR	NR	NR	NA	NA
Other	NR	NR	NR	NR	NR	NR	NA

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

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An estimated 28.3% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment within the past 12 months that had the greatest effect on them. Table 3.56 shows the results of them making an oral and/or written complaint/grievance/report.

In summary, regardless of the specific form of harassment and/or assault behavior experienced, for employees who made complaints/grievances/reports, 25.8% indicated that some action was taken. Actions focused on the organization involved explaining rules to everyone (21.7%), management conducted a review/investigation or other assessment (20.5%), and an investigation was conducted by a law enforcement official (0.0%). Actions involving the person engaging in the harassing behavior included someone talking to the person (22.2%) or moving or reassigning the person to avoid continuing contact (10.0%); and in some situations the person stopped the behavior (8.5%). Actions associated with the employee subjected to the behavior involved changing their station location or duties to help them avoid the person engaging in the harassing behaviors (25.8%). Additionally, some employees were encouraged to drop the issue (32.0%) or were discouraged from making a complaint/grievance/report (35.8%). Other employees indicated that the person engaging in the harassing behavior took action against them for complaining (21.0%); their coworker(s) treated them worse, avoided or blamed them for the problem (37.0%); and some employees indicated leadership punished them for bringing the experience up (29.6%) or they were threatened with loss of employment (11.2%).[10]

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

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	*Age*	*Race/ ethnicity*	*Religious*	*Disability*	*Sexual orientation*	*Sex/ gender*	*Unknown reasons*
a. The person I told took no action							
Yes	NR	NR	NR	NR	--	NR	NR
No	NR	NR	NR	NR	--	NR	NR
Don't Know	NR	NR	NR	NR	--	NR	NR

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

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Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	*Age*	*Race/ ethnicity*	*Religious*	*Disability*	*Sexual orientation*	*Sex/ gender*	*Unknown reasons*
b. The rules of harassment were explained to everyone in the workplace							
Yes	NR	NR	NR	NR	--	NR	NR
No	NR	NR	NR	NR	--	NR	NR
Don't Know	NR	NR	NR	NR	--	NR	NR
c. A review/investigation/other assessment of the workplace was conducted by management							
Yes	NR	NR	NR	NR	--	NR	NR
No	NR	NR	NR	NR	--	NR	NR
Don't Know	NR	NR	NR	NR	--	NR	NR
d. An investigation was conducted by a law enforcement official							
Yes	NR	0.0% (NA)	NR	NR	--	NR	NR
No	NR	NR	NR	NR	--	NR	NR
Don't Know	NR	NR	NR	NR	--	NR	NR
e. Someone talked to the person(s) to ask him/her/them to change their behavior							
Yes	NR	NR	NR	NR	--	NR	NR
No	NR	NR	NR	NR	--	NR	NR
Don't Know	NR	0.0% (NA)	NR	NR	--	NR	NR
f. My work station location or duties were changed to help me avoid the person(s)							
Yes	NR	NR	NR	NR	--	NR	NR
No	NR	NR	NR	NR	--	NR	NR
Don't Know	NR	NR	NR	NR	--	NR	NR

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

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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*
l. The person(s) who did this took action against me for complaining							
Yes	NR	NR	NR	NR	--	NR	NR
No	NR	NR	NR	NR	--	NR	NR
Don't Know	NR	NR	NR	NR	--	NR	NR
m. My coworkers treated me worse, avoided me, or blamed me for the problem							
Yes	NR	NR	NR	NR	--	NR	NR
No	NR	NR	NR	NR	--	NR	NR
Don't Know	NR	NR	NR	NR	--	NR	NR
n. My leadership punished me for bringing it up							
Yes	NR	NR	NR	NR	--	NR	NR
No	NR	NR	NR	NR	--	NR	NR
Don't Know	NR	0.0% (NA)	NR	NR	--	NR	NR
o. I was threatened with loss of employment							
Yes	NR	0.0% (NA)	NR	NR	--	NR	NR
No	NR	100% (NA)	NR	NR	--	NR	NR
Don't Know	NR	0.0% (NA)	NR	NR	--	NR	NR

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

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

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

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

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

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

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

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

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

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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.

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4.1 Age Harassment

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

4.1.1 Age Harassment and General Intolerance for Harassment

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

Table 4.1 ONRR – Age Harassment and General Intolerance for Harassment by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	122	2.8*	±0.2	486	3.7*	±0.1	-0.94 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.5	±0.4	NA
General Schedule (GS) 7-10	NR	NR	NR	45	3.7	±0.2	NR
General Schedule (GS) 11-12	66	2.7*	±0.2	250	3.5*	±0.1	-0.87 (L)
General Schedule (GS) 13-15	53	3.0*	±0.3	171	3.8*	±0.1	-0.97 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA

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

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

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4.1.2 Age Harassment and Leadership Intolerance for Harassment

Table 4.2 presents leadership intolerance for harassment for those who indicated they had or had not experienced age harassment within the past 12 months. Intolerance for harassment was measured using a *yes*, *no*, *do not know* response format, with higher scores indicating greater intolerance for harassment among leaders. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.2 ONRR – Age Harassment and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	124	0.42*	±0.08	494	0.68*	±0.04	-0.63 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	0.64	±0.28	NA
General Schedule (GS) 7-10	NR	NR	NR	45	0.83	±0.10	NR
General Schedule (GS) 11-12	66	0.37*	±0.10	257	0.60*	±0.05	-0.52 (M)
General Schedule (GS) 13-15	55	0.48*	±0.12	171	0.76*	±0.05	-0.73 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	41	0.80	±0.11	NR
1 to 3 years	15	0.44*	±0.25	80	0.71*	±0.09	-0.62 (M)
4 to 5 years	21	0.50	±0.19	69	0.61	±0.11	-0.24 (S)
6 to 10 years	30	0.36*	±0.16	122	0.60*	±0.07	-0.55 (M)
11 to 14 years	13	0.72	±0.23	41	0.71	±0.11	0.03
15 to 20 years	NR	NR	NR	37	0.66	±0.14	NR
More than 20 years	24	0.33*	±0.14	99	0.75*	±0.07	-1.19 (L)
Appointment Type							
Permanent	124	0.42*	±0.08	494	0.68*	±0.04	-0.63 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	122	0.41*	±0.08	490	0.68*	±0.04	-0.65 (M)

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	Experienced age harassment			Did not experience age harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	122	0.41*	±0.08	490	0.68*	±0.04	-0.65 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Age - Collapsed							
39 or under	41	0.50*	±0.14	118	0.77*	±0.07	-0.66 (M)
40 or older	82	0.38*	±0.09	373	0.65*	±0.04	-0.67 (M)
Age							
25 or under	--	--	--	--	--	--	NA
26-29	7	0.40*	±0.27	7	1.00*	±0.00	-2.31 (L)
30-39	35	0.52*	±0.16	111	0.75*	±0.07	-0.56 (M)
40-49	15	0.45	±0.24	120	0.62	±0.08	-0.40 (S)
50-59	36	0.37*	±0.14	176	0.66*	±0.06	-0.70 (M)
60 or older	32	0.36*	±0.14	77	0.69*	±0.09	-0.86 (L)

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

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4.1.3 Age Harassment and Organizational Politics

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

Table 4.3 ONRR – Age Harassment and Organizational Politics by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	122	3.3*	±0.2	485	2.7*	±0.1	0.60 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	2.5	±0.3	NA
General Schedule (GS) 7-10	NR	NR	NR	45	2.5	±0.2	NR
General Schedule (GS) 11-12	64	3.6*	±0.2	250	3.0*	±0.1	0.68 (M)
General Schedule (GS) 13-15	55	2.9*	±0.3	168	2.4*	±0.1	0.54 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	41	2.6	±0.2	NR
1 to 3 years	13	3.4	±0.6	82	2.8	±0.2	0.53 (M)
4 to 5 years	21	3.6*	±0.4	68	2.8*	±0.3	0.76 (M)
6 to 10 years	30	3.4*	±0.3	120	2.7*	±0.1	0.85 (L)
11 to 14 years	13	2.9	±0.5	39	3.0	±0.3	-0.17
15 to 20 years	14	3.5*	±0.6	37	2.7*	±0.2	0.88 (L)
More than 20 years	24	2.9*	±0.5	91	2.4*	±0.1	0.59 (M)
Appointment Type							
Permanent	122	3.3*	±0.2	485	2.7*	±0.1	0.60 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	121	3.3*	±0.2	483	2.7*	±0.1	0.60 (M)

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	Experienced age harassment			Did not experience age harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	121	3.3*	±0.2	483	2.7*	±0.1	0.60 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Age - Collapsed							
39 or under	41	3.3*	±0.3	122	2.9*	±0.1	0.49 (S)
40 or older	81	3.2*	±0.2	360	2.7*	±0.1	0.64 (M)
Age							
25 or under	--	--	--	--	--	--	NA
26-29	7	3.3	±1.2	7	2.8	±0.2	0.38 (S)
30-39	35	3.3*	±0.3	114	2.9*	±0.2	0.50 (M)
40-49	15	3.9*	±0.6	118	2.8*	±0.1	1.34 (L)
50-59	34	3.2*	±0.3	171	2.6*	±0.1	0.63 (M)
60 or older	32	3.0*	±0.4	71	2.6*	±0.2	0.44 (S)

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

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4.1.4 Age Harassment and Organizational Trust

Table 4.4 presents organizational trust for those who indicated they had or had not experienced age harassment within the past 12 months. Organizational trust was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of trust. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.4 ONRR – Age Harassment and Organizational Trust by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	124	3.0*	±0.2	489	3.7*	±0.1	-0.76 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.9	±0.6	NA
General Schedule (GS) 7-10	NR	NR	NR	45	3.6	±0.2	NR
General Schedule (GS) 11-12	66	2.8*	±0.2	257	3.6*	±0.1	-0.85 (L)
General Schedule (GS) 13-15	55	3.3*	±0.3	166	3.9*	±0.1	-0.71 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	41	4.0	±0.2	NR
1 to 3 years	15	2.7*	±0.6	80	3.8*	±0.2	-1.28 (L)
4 to 5 years	21	2.9	±0.4	69	3.3	±0.2	-0.42 (S)
6 to 10 years	30	2.8*	±0.3	120	3.7*	±0.1	-1.07 (L)
11 to 14 years	13	3.1	±0.7	39	3.4	±0.2	-0.34 (S)
15 to 20 years	14	2.8*	±0.5	35	3.4*	±0.3	-0.64 (M)
More than 20 years	24	3.5*	±0.4	97	4.0*	±0.1	-0.59 (M)
Appointment Type							
Permanent	124	3.0*	±0.2	489	3.7*	±0.1	-0.76 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	122	3.0*	±0.2	485	3.7*	±0.1	-0.75 (M)

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	Experienced age harassment			Did not experience age harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	122	3.0*	±0.2	485	3.7*	±0.1	-0.75 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Age - Collapsed							
39 or under	41	2.9*	±0.3	118	3.7*	±0.1	-0.97 (L)
40 or older	82	3.1*	±0.2	368	3.7*	±0.1	-0.68 (M)
Age							
25 or under	--	--	--	--	--	--	NA
26-29	7	3.3	±0.7	7	4.0	±0.0	-1.02 (L)
30-39	35	2.9*	±0.3	111	3.7*	±0.1	-1.02 (L)
40-49	15	2.7*	±0.4	118	3.5*	±0.1	-1.09 (L)
50-59	36	3.0*	±0.4	174	3.7*	±0.1	-0.69 (M)
60 or older	32	3.3*	±0.4	75	3.8*	±0.2	-0.63 (M)

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

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4.1.5 Age Harassment and Supervisor Support

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

Table 4.5 ONRR – Age Harassment and Supervisor Support by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	121	3.3*	±0.2	479	4.0*	±0.1	-0.72 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.2	±0.4	NA
General Schedule (GS) 7-10	NR	NR	NR	44	4.3	±0.2	NR
General Schedule (GS) 11-12	63	3.0*	±0.4	247	3.9*	±0.1	-0.75 (M)
General Schedule (GS) 13-15	55	3.7*	±0.3	167	4.2*	±0.1	-0.59 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	41	4.3	±0.2	NR
1 to 3 years	15	3.0*	±0.9	77	3.8*	±0.2	-0.62 (M)
4 to 5 years	21	3.4*	±0.6	66	3.9*	±0.3	-0.52 (M)
6 to 10 years	28	3.4*	±0.5	118	4.1*	±0.1	-0.87 (L)
11 to 14 years	13	3.1	±0.9	38	3.7	±0.3	-0.46 (S)
15 to 20 years	14	2.7*	±0.6	35	3.8*	±0.3	-0.97 (L)
More than 20 years	24	3.7*	±0.3	97	4.3*	±0.1	-0.93 (L)
Appointment Type							
Permanent	121	3.3*	±0.2	479	4.0*	±0.1	-0.72 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	120	3.3*	±0.2	475	4.0*	±0.1	-0.70 (M)

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	Experienced age harassment			Did not experience age harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	120	3.3*	±0.2	475	4.0*	±0.1	-0.70 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Age - Collapsed							
39 or under	39	3.7	±0.4	117	4.0	±0.2	-0.36 (S)
40 or older	82	3.2*	±0.3	360	4.0*	±0.1	-0.90 (L)
Age							
25 or under	--	--	--	--	--	--	NA
26-29	7	3.3	±1.5	7	4.6	±0.4	-0.91 (L)
30-39	32	3.7	±0.4	110	4.0	±0.2	-0.26 (S)
40-49	15	3.1*	±0.7	115	3.9*	±0.1	-0.88 (L)
50-59	36	3.1*	±0.5	171	4.1*	±0.1	-0.95 (L)
60 or older	32	3.2*	±0.4	74	4.2*	±0.2	-0.95 (L)

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

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4.1.6 Age Harassment and Organizational Inclusion

Table 4.6 presents organizational inclusion for those who indicated they had or had not experienced age harassment within the past 12 months. Organizational inclusion was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of inclusion. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.6 ONRR – Age Harassment and Organizational Inclusion by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	124	3.0*	±0.2	498	3.9*	±0.1	-0.93 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	3.3	±0.6	NA
General Schedule (GS) 7-10	NR	NR	NR	45	4.0	±0.2	NR
General Schedule (GS) 11-12	66	2.9*	±0.3	257	3.9*	±0.1	-0.95 (L)
General Schedule (GS) 13-15	55	3.2*	±0.3	173	4.0*	±0.1	-0.93 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	41	4.1	±0.2	NR
1 to 3 years	15	2.9*	±0.8	82	3.8*	±0.2	-0.78 (M)
4 to 5 years	21	3.2*	±0.4	69	3.8*	±0.2	-0.63 (M)
6 to 10 years	30	3.0*	±0.4	123	3.9*	±0.2	-0.90 (L)
11 to 14 years	13	2.9*	±0.7	41	3.7*	±0.2	-0.96 (L)
15 to 20 years	14	2.7*	±0.6	37	3.8*	±0.3	-1.08 (L)
More than 20 years	24	3.2*	±0.5	98	4.2*	±0.1	-1.33 (L)
Appointment Type							
Permanent	124	3.0*	±0.2	498	3.9*	±0.1	-0.93 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	122	3.0*	±0.2	493	3.9*	±0.1	-0.91 (L)

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	Experienced age harassment			Did not experience age harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	122	3.0*	±0.2	493	3.9*	±0.1	-0.91 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Age - Collapsed							
39 or under	41	3.1*	±0.4	122	3.9*	±0.2	-0.85 (L)
40 or older	82	3.0*	±0.3	373	3.9*	±0.1	-0.97 (L)
Age							
25 or under	--	--	--	--	--	--	NA
26-29	7	2.3*	±0.9	7	4.6*	±0.4	-2.29 (L)
30-39	35	3.2*	±0.4	114	3.8*	±0.2	-0.67 (M)
40-49	15	3.1*	±0.4	122	3.9*	±0.1	-0.93 (L)
50-59	36	2.8*	±0.4	176	3.9*	±0.1	-1.21 (L)
60 or older	32	3.2*	±0.5	75	4.0*	±0.2	-0.70 (M)

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

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4.1.7 Age Harassment and Bystander Harassment

Table 4.7 presents experiences of bystander age harassment for those who indicated they had or had not personally experienced age harassment within the past 12 months. Age bystander harassment (i.e., a situation in which an employee witnessed but may not have been a direct target of the harassing behavior) was measured on a 6-point response scale ranging from *never* to *one or more times a day*. The results indicate the percentage of employees who witnessed age harassment against another employee. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.7 ONRR – Age Harassment and Bystander Harassment

	Experienced age harassment			Did not experience age harassment			Effect size
	N	*Percent*[a]	*MoE*	*N*	*Percent*[a]	*MoE*	*Cohen's h*
Overall	60	52.7%*	±9.3	21	4.3%*	±2.2	1.21 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 11-12	27	48.2%*	±13.3	15	5.8%*	±3.7	1.05 (L)
General Schedule (GS) 13-15	29	54.6%	±13.8	NR	NR	NR	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	0	0.0%	NA	NR
1 to 3 years	NR	NR	NR	NR	NR	NR	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	8	6.3%	±6.1	NR
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	NR	NR	NR	NR	NR	NR	NR
More than 20 years	NR	NR	NR	0	0.0%	NA	NR
Appointment Type							
Permanent	60	52.7%*	±9.3	21	4.3%*	±2.2	1.21 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	58	52.0%*	±9.4	21	4.4%*	±2.2	1.19 (L)

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	Experienced age harassment			Did not experience age harassment			Effect size
	N	*Percent*[a]	*MoE*	*N*	*Percent*[a]	*MoE*	*Cohen's h*
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	58	52.0%*	±9.4	21	4.4%*	±2.2	1.19 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Age - Collapsed							
39 or under	24	61.4%*	±16.6	5	4.3%*	±5.7	1.38 (L)
40 or older	36	48.2%*	±11.5	16	4.4%*	±2.6	1.11 (L)
Age							
25 or under	--	--	--	--	--	--	NA
26-29	NR	NR	NR	NR	NR	NR	NR
30-39	NR	NR	NR	5	4.6%	±6.0	NR
40-49	NR	NR	NR	10	8.1%	±6.5	NR
50-59	NR	NR	NR	5	2.9%	±3.9	NR
60 or older	NR	NR	NR	NR	NR	NR	NR

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

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

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

Table 4.8 ONRR – Logistic Regression of Age Harassment and Predictors of Workplace Harassment

	B	S.E.	Wald	*p*	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	1.845	0.773	5.703	--	6.329	--	--	--	--
Age	-0.711	0.358	3.939	0.047	0.491	0.243	0.991	-173.556	3.934
Education Level	0.764	0.386	3.912	0.048	2.147	1.007	4.579	-173.671	4.164
Race/Ethnicity	0.909	0.340	7.129	0.008	2.482	1.273	4.838	-175.531	7.884
Years of Service at Bureau or Office	0.314	0.094	11.043	0.001	1.369	1.137	1.647	-177.539	11.900
Organizational Inclusion	-0.486	0.164	8.777	0.003	0.615	0.446	0.848	-176.045	8.913
Bystander Harassment Based on Age	-2.707	0.364	55.239	0.000	0.067	0.033	0.136	-202.790	62.402
General Intolerance	-0.479	0.183	6.854	0.009	0.620	0.433	0.887	-174.992	6.805

Note. N = 535, Nagelkerke R Square = 0.456

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4.2 Racial/Ethnic Harassment

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

4.2.1 Racial/Ethnic Harassment and General Intolerance for Harassment

Table 4.9 presents general intolerance for harassment for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. General intolerance for harassment was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate an organizational climate more intolerant of harassment. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.9 ONRR – Racial/Ethnic Harassment and General Intolerance for Harassment by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	81	2.7*	±0.2	523	3.6*	±0.1	-1.03 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.5	±0.4	NA
General Schedule (GS) 7-10	NR	NR	NR	47	3.7	±0.2	NR
General Schedule (GS) 11-12	47	2.5*	±0.2	266	3.5*	±0.1	-1.18 (L)
General Schedule (GS) 13-15	31	3.1*	±0.3	192	3.7*	±0.1	-0.69 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA

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	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	40	4.0	±0.2	NA
1 to 3 years	15	2.5*	±0.4	76	3.7*	±0.2	-1.31 (L)
4 to 5 years	12	2.5*	±0.2	79	3.5*	±0.2	-1.07 (L)
6 to 10 years	22	2.6*	±0.3	127	3.7*	±0.1	-1.38 (L)
11 to 14 years	7	2.9	±1.2	47	3.5	±0.2	-0.76 (M)
15 to 20 years	11	2.5*	±0.6	38	3.2*	±0.3	-0.74 (M)
More than 20 years	15	3.3	±0.2	109	3.6	±0.2	-0.32 (S)
Appointment Type							
Permanent	81	2.7*	±0.2	523	3.6*	±0.1	-1.03 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	79	2.7*	±0.2	519	3.6*	±0.1	-1.04 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	79	2.7*	±0.2	519	3.6*	±0.1	-1.04 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	19	2.9*	±0.4	365	3.5*	±0.1	-0.67 (M)
Minority	62	2.7*	±0.2	147	3.8*	±0.1	-1.54 (L)
Race/Ethnicity							
Hispanic	9	2.3*	±0.6	69	3.8*	±0.2	-2.01 (L)
American Indian or Alaskan Native	NR	NR	NR	7	3.7	±0.8	NR
Asian	5	2.4*	±1.0	13	4.0*	±0.3	-2.08 (L)
Black/African-American	32	3.0*	±0.3	33	3.8*	±0.2	-1.09 (L)
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	19	2.9*	±0.4	365	3.5*	±0.1	-0.67 (M)
Multi-racial	12	2.3*	±0.4	24	3.8*	±0.3	-2.27 (L)

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

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4.2.2 Racial/Ethnic Harassment and Leadership Intolerance for Harassment

Table 4.10 presents leadership intolerance for harassment for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Intolerance for harassment was measured using a *yes*, *no*, *do not know* response format, with higher scores indicating greater intolerance for harassment among leaders. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.10 ONRR – Racial/Ethnic Harassment and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	81	0.37*	±0.09	534	0.66*	±0.04	-0.70 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	0.64	±0.28	NA
General Schedule (GS) 7-10	NR	NR	NR	47	0.81	±0.10	NR
General Schedule (GS) 11-12	47	0.34*	±0.12	273	0.59*	±0.05	-0.57 (M)
General Schedule (GS) 13-15	31	0.45*	±0.15	194	0.73*	±0.05	-0.70 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	0.79	±0.10	NA
1 to 3 years	15	0.38*	±0.21	80	0.72*	±0.09	-0.80 (L)
4 to 5 years	NR	NR	NR	79	0.66	±0.10	NR
6 to 10 years	22	0.23*	±0.16	127	0.60*	±0.07	-0.91 (L)
11 to 14 years	7	0.67	±0.33	47	0.72	±0.10	-0.15
15 to 20 years	11	0.46	±0.27	40	0.54	±0.14	-0.17
More than 20 years	15	0.63	±0.18	109	0.67	±0.08	-0.11
Appointment Type							
Permanent	81	0.37*	±0.09	534	0.66*	±0.04	-0.70 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	79	0.36*	±0.09	529	0.66*	±0.04	-0.74 (M)

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	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	79	0.36*	±0.09	529	0.66*	±0.04	-0.74 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	19	0.46	±0.19	368	0.64	±0.04	-0.45 (S)
Minority	62	0.35*	±0.10	154	0.71*	±0.07	-0.86 (L)
Race/Ethnicity							
Hispanic	NR	NR	NR	77	0.85	±0.08	NR
American Indian or Alaskan Native	NR	NR	NR	7	0.55	±0.39	NR
Asian	5	0.68	±0.45	13	0.69	±0.25	-0.01
Black/African-American	32	0.39	±0.14	33	0.54	±0.16	-0.34 (S)
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	19	0.46	±0.19	368	0.64	±0.04	-0.45 (S)
Multi-racial	NR	NR	NR	24	0.58	±0.18	NR

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

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4.2.3 Racial/Ethnic Harassment and Organizational Politics

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

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

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	79	3.4*	±0.2	524	2.7*	±0.1	0.74 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	2.5	±0.3	NA
General Schedule (GS) 7-10	NR	NR	NR	47	2.5	±0.2	NR
General Schedule (GS) 11-12	46	3.8*	±0.3	267	2.9*	±0.1	0.96 (L)
General Schedule (GS) 13-15	31	2.8	±0.4	191	2.5	±0.1	0.31 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	2.5	±0.2	NA
1 to 3 years	13	3.8*	±0.6	82	2.8*	±0.2	1.01 (L)
4 to 5 years	12	3.8*	±0.5	77	2.9*	±0.2	0.90 (L)
6 to 10 years	22	3.3*	±0.4	125	2.7*	±0.1	0.67 (M)
11 to 14 years	7	3.5	±0.5	46	2.9	±0.3	0.59 (M)
15 to 20 years	11	3.6*	±0.6	40	2.8*	±0.3	0.82 (L)
More than 20 years	15	2.8	±0.6	101	2.5	±0.1	0.36 (S)
Appointment Type							
Permanent	79	3.4*	±0.2	524	2.7*	±0.1	0.74 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	78	3.4*	±0.2	523	2.7*	±0.1	0.73 (M)

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	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	78	3.4*	±0.2	523	2.7*	±0.1	0.73 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	19	3.0	±0.4	364	2.8	±0.1	0.23 (S)
Minority	60	3.5*	±0.3	145	2.6*	±0.1	1.07 (L)
Race/Ethnicity							
Hispanic	9	3.4*	±0.5	72	2.6*	±0.1	1.24 (L)
American Indian or Alaskan Native	NR	NR	NR	7	2.7	±0.6	NR
Asian	5	3.6*	±0.4	8	2.3*	±0.4	2.54 (L)
Black/African-American	31	3.2*	±0.4	33	2.6*	±0.3	0.64 (M)
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	19	3.0	±0.4	364	2.8	±0.1	0.23 (S)
Multi-racial	12	4.2*	±0.4	24	2.8*	±0.4	1.59 (L)

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

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4.2.4 Racial/Ethnic Harassment and Organizational Trust

Table 4.12 presents organizational trust for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Organizational trust was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of trust. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.12 ONRR – Racial/Ethnic Harassment and Organizational Trust by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	81	2.8*	±0.2	529	3.7*	±0.1	-1.08 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.9	±0.6	NA
General Schedule (GS) 7-10	NR	NR	NR	47	3.6	±0.2	NR
General Schedule (GS) 11-12	47	2.5*	±0.2	273	3.6*	±0.1	-1.31 (L)
General Schedule (GS) 13-15	31	3.3*	±0.3	189	3.8*	±0.1	-0.67 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	4.0	±0.2	NA
1 to 3 years	15	2.4*	±0.4	81	3.8*	±0.2	-1.75 (L)
4 to 5 years	12	2.7*	±0.4	79	3.3*	±0.2	-0.75 (M)
6 to 10 years	22	2.5*	±0.3	125	3.7*	±0.1	-1.57 (L)
11 to 14 years	7	2.5*	±0.9	46	3.5*	±0.2	-1.04 (L)
15 to 20 years	11	3.0	±0.6	38	3.3	±0.3	-0.33 (S)
More than 20 years	15	3.6	±0.5	107	3.9	±0.1	-0.46 (S)
Appointment Type							
Permanent	81	2.8*	±0.2	529	3.7*	±0.1	-1.08 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	79	2.8*	±0.2	525	3.7*	±0.1	-1.07 (L)

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	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	79	2.8*	±0.2	525	3.7*	±0.1	-1.07 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	19	3.0*	±0.5	363	3.7*	±0.1	-0.81 (L)
Minority	62	2.7*	±0.2	153	3.7*	±0.1	-1.21 (L)
Race/Ethnicity							
Hispanic	9	2.7*	±0.3	77	3.6*	±0.2	-1.10 (L)
American Indian or Alaskan Native	NR	NR	NR	7	3.6	±0.8	NR
Asian	5	2.3*	±1.0	11	3.7*	±0.3	-1.75 (L)
Black/African-American	32	2.9*	±0.3	33	3.9*	±0.3	-1.08 (L)
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	19	3.0*	±0.5	363	3.7*	±0.1	-0.81 (L)
Multi-racial	12	2.5*	±0.5	24	3.8*	±0.3	-1.61 (L)

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

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4.2.5 Racial/Ethnic Harassment and Supervisor Support

Table 4.13 presents supervisor support for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Supervisory support was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of support. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

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

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	76	2.9*	±0.3	523	4.0*	±0.1	-1.10 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.2	±0.4	NA
General Schedule (GS) 7-10	NR	NR	NR	45	4.3	±0.2	NR
General Schedule (GS) 11-12	42	2.6*	±0.4	268	3.9*	±0.1	-1.25 (L)
General Schedule (GS) 13-15	31	3.4*	±0.4	191	4.2*	±0.1	-0.79 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	4.3	±0.2	NA
1 to 3 years	14	2.2*	±0.7	78	3.9*	±0.2	-1.60 (L)
4 to 5 years	10	2.5*	±0.6	77	4.0*	±0.2	-1.43 (L)
6 to 10 years	20	3.6*	±0.6	125	4.1*	±0.2	-0.50 (M)
11 to 14 years	7	2.2*	±1.0	44	3.7*	±0.3	-1.49 (L)
15 to 20 years	11	2.8*	±0.9	38	3.7*	±0.3	-0.73 (M)
More than 20 years	15	3.5*	±0.3	107	4.3*	±0.1	-1.08 (L)
Appointment Type							
Permanent	76	2.9*	±0.3	523	4.0*	±0.1	-1.10 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	74	2.9*	±0.3	519	4.0*	±0.1	-1.09 (L)

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	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	74	2.9*	±0.3	519	4.0*	±0.1	-1.09 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	19	3.3*	±0.6	361	4.0*	±0.1	-0.74 (M)
Minority	57	2.8*	±0.3	149	4.1*	±0.1	-1.29 (L)
Race/Ethnicity							
Hispanic	6	4.4	±0.5	74	4.2	±0.2	0.30 (S)
American Indian or Alaskan Native	NR	NR	NR	6	4.1	±0.7	NR
Asian	5	2.3*	±0.9	11	4.5*	±0.2	-3.11 (L)
Black/African-American	31	2.7*	±0.4	33	4.0*	±0.3	-1.21 (L)
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	19	3.3*	±0.6	361	4.0*	±0.1	-0.74 (M)
Multi-racial	10	2.6*	±0.7	24	3.9*	±0.3	-1.40 (L)

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

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4.2.6 Racial/Ethnic Harassment and Organizational Inclusion

Table 4.14 presents organizational inclusion for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Organizational inclusion was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of inclusion. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.14 ONRR – Racial/Ethnic Harassment and Organizational Inclusion by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	81	3.0*	±0.3	537	3.8*	±0.1	-0.89 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	3.3	±0.6	NA
General Schedule (GS) 7-10	NR	NR	NR	47	3.9	±0.3	NR
General Schedule (GS) 11-12	47	2.8*	±0.4	273	3.8*	±0.1	-1.00 (L)
General Schedule (GS) 13-15	31	3.3*	±0.3	196	3.9*	±0.1	-0.58 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	4.0	±0.2	NA
1 to 3 years	15	2.4*	±0.7	82	3.9*	±0.2	-1.35 (L)
4 to 5 years	12	3.4	±0.6	79	3.7	±0.2	-0.24 (S)
6 to 10 years	22	2.8*	±0.4	128	3.8*	±0.2	-1.12 (L)
11 to 14 years	7	2.4*	±0.8	47	3.6*	±0.2	-1.40 (L)
15 to 20 years	11	3.1	±0.9	40	3.6	±0.3	-0.42 (S)
More than 20 years	15	3.6	±0.4	107	4.1	±0.2	-0.49 (S)
Appointment Type							
Permanent	81	3.0*	±0.3	537	3.8*	±0.1	-0.89 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	79	3.0*	±0.3	533	3.8*	±0.1	-0.87 (L)

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	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	79	3.0*	±0.3	533	3.8*	±0.1	-0.87 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	19	3.2*	±0.5	368	3.8*	±0.1	-0.57 (M)
Minority	62	2.9*	±0.3	154	4.0*	±0.1	-1.23 (L)
Race/Ethnicity							
Hispanic	9	3.4	±0.7	77	4.0	±0.2	-0.63 (M)
American Indian or Alaskan Native	NR	NR	NR	7	3.8	±0.5	NR
Asian	5	2.2*	±0.9	13	4.1*	±0.4	-2.16 (L)
Black/African-American	32	3.0*	±0.4	33	4.4*	±0.2	-1.56 (L)
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	19	3.2*	±0.5	368	3.8*	±0.1	-0.57 (M)
Multi-racial	12	3.1*	±0.7	24	3.9*	±0.3	-0.92 (L)

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

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4.2.7 Racial/Ethnic Harassment and Bystander Harassment

Table 4.15 presents experiences of bystander racial/ethnic harassment for those who indicated they had or had not personally experienced racial/ethnic harassment within the past 12 months. Racial/ethnic bystander harassment (i.e., a situation in which an employee witnessed but may not have been a direct target of the harassing behavior) was measured on a 6-point response scale ranging from *never* to *one or more times a day*. The results indicate the percentage of employees who witnessed racial/ethnic harassment against another employee. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.15 ONRR – Racial/Ethnic Harassment and Bystander Harassment

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	N	*Percent*[a]	*MoE*	*N*	*Percent*[a]	*MoE*	*Cohen's h*
Overall	35	42.9%*	±11.2	28	5.4%*	±2.3	0.96 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 11-12	25	53.8%*	±14.6	20	7.4%*	±3.9	1.10 (L)
General Schedule (GS) 13-15	NR	NR	NR	9	4.5%	±4.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	0	0.0%	NA	NA
1 to 3 years	NR	NR	NR	NR	NR	NR	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	NR	NR	NR	NR
11 to 14 years	NR	NR	NR	6	11.6%	±13.2	NR
15 to 20 years	NR	NR	NR	9	22.1%	±16.2	NR
More than 20 years	NR	NR	NR	NR	NR	NR	NR
Appointment Type							
Permanent	35	42.9%*	±11.2	28	5.4%*	±2.3	0.96 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA

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	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	N	*Percent*[a]	*MoE*	*N*	*Percent*[a]	*MoE*	*Cohen's h*
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	33	41.7%*	±11.3	28	5.4%*	±2.3	0.93 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	33	41.7%*	±11.3	28	5.4%*	±2.3	0.93 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	NR	NR	NR	15	4.2%	±2.7	NR
Minority	28	44.8%*	±12.8	13	8.6%*	±5.7	0.87 (L)
Race/Ethnicity							
Hispanic	NR	NR	NR	6	8.8%	±9.2	NR
American Indian or Alaskan Native	NR	NR	NR	NR	NR	NR	NR
Asian	NR	NR	NR	NR	NR	NR	NR
Black/African-American	NR	NR	NR	0	0.0%	NA	NR
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	NR	NR	NR	15	4.2%	±2.7	NR
Multi-racial	NR	NR	NR	NR	NR	NR	NR

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

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

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

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

	B	S.E.	Wald	*p*	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	4.155	0.743	31.232	--	63.750	--	--	--	--
Sex	0.773	0.326	5.621	0.018	2.166	1.143	4.103	-139.709	5.715
Race/Ethnicity	-2.406	0.358	45.079	0.000	0.090	0.045	0.182	-164.658	55.613
Organizational Trust	-0.460	0.215	4.586	0.032	0.631	0.414	0.962	-139.194	4.685
Bystander Harassment Based on Race/Ethnicity	-1.052	0.413	6.481	0.011	0.349	0.155	0.785	-140.015	6.327
General Intolerance	-0.897	0.219	16.718	0.000	0.408	0.265	0.627	-145.619	17.535

Note. N = 537, Nagelkerke R Square = 0.429

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4.3 Religious Harassment

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

4.3.1 Religious Harassment and General Intolerance for Harassment

Table 4.17 presents general intolerance for harassment for those who indicated they had or had not experienced religious harassment within the past 12 months. General intolerance for harassment was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate an organizational climate more intolerant of harassment. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.17 ONRR – Religious Harassment and General Intolerance for Harassment by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	44	2.9*	±0.4	561	3.5*	±0.1	-0.72 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.5	±0.4	NA
General Schedule (GS) 7-10	NR	NR	NR	45	3.7	±0.2	NR
General Schedule (GS) 11-12	30	2.8*	±0.4	284	3.4*	±0.1	-0.63 (M)
General Schedule (GS) 13-15	10	3.3	±0.6	212	3.6	±0.1	-0.40 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA

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

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

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4.3.2 Religious Harassment and Leadership Intolerance for Harassment

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

Table 4.18 ONRR – Religious Harassment and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	44	0.47*	±0.13	571	0.64*	±0.03	-0.39 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	0.64	±0.28	NA
General Schedule (GS) 7-10	NR	NR	NR	45	0.83	±0.10	NR
General Schedule (GS) 11-12	30	0.45	±0.15	290	0.57	±0.05	-0.26 (S)
General Schedule (GS) 13-15	10	0.62	±0.28	214	0.69	±0.05	-0.18
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	39	0.83	±0.11	NR
1 to 3 years	NR	NR	NR	93	0.67	±0.09	NR
4 to 5 years	8	0.58	±0.36	82	0.59	±0.10	-0.02
6 to 10 years	12	0.43	±0.20	139	0.56	±0.07	-0.29 (S)
11 to 14 years	NR	NR	NR	51	0.70	±0.10	NR
15 to 20 years	6	0.00*	±0.00	45	0.59*	±0.13	-1.37 (L)
More than 20 years	7	0.43	±0.36	117	0.68	±0.07	-0.65 (M)
Appointment Type							
Permanent	44	0.47*	±0.13	571	0.64*	±0.03	-0.39 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	44	0.47*	±0.13	565	0.64*	±0.03	-0.39 (S)

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	Experienced religious harassment			Did not experience religious harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	44	0.47*	±0.13	565	0.64*	±0.03	-0.39 (S)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA

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

4.3.3 Religious Harassment and Organizational Politics

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

Table 4.19 ONRR – Religious Harassment and Organizational Politics by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	44	3.5*	±0.3	558	2.8*	±0.1	0.85 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	2.5	±0.3	NA
General Schedule (GS) 7-10	NR	NR	NR	45	2.5	±0.2	NR
General Schedule (GS) 11-12	30	3.6*	±0.4	282	3.0*	±0.1	0.64 (M)
General Schedule (GS) 13-15	10	3.2*	±0.7	210	2.5*	±0.1	0.90 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA

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	Experienced religious harassment			Did not experience religious harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	39	2.5	±0.2	NR
1 to 3 years	NR	NR	NR	93	2.9	±0.2	NR
4 to 5 years	8	3.5	±0.7	81	2.9	±0.2	0.53 (M)
6 to 10 years	12	3.5*	±0.5	135	2.8*	±0.1	0.95 (L)
11 to 14 years	NR	NR	NR	49	2.9	±0.2	NR
15 to 20 years	6	4.7*	±0.5	45	2.8*	±0.2	2.54 (L)
More than 20 years	7	3.1	±0.7	109	2.5	±0.1	0.74 (M)
Appointment Type							
Permanent	44	3.5*	±0.3	558	2.8*	±0.1	0.85 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	44	3.5*	±0.3	555	2.8*	±0.1	0.86 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	44	3.5*	±0.3	555	2.8*	±0.1	0.86 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA

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

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4.3.4 Religious Harassment and Organizational Trust

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

Table 4.20 ONRR – Religious Harassment and Organizational Trust by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	44	2.8*	±0.3	565	3.6*	±0.1	-0.89 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.9	±0.6	NA
General Schedule (GS) 7-10	NR	NR	NR	45	3.6	±0.2	NR
General Schedule (GS) 11-12	30	2.7*	±0.4	291	3.5*	±0.1	-0.88 (L)
General Schedule (GS) 13-15	10	3.4	±0.7	208	3.8	±0.1	-0.48 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	39	4.0	±0.2	NR
1 to 3 years	NR	NR	NR	94	3.6	±0.2	NR
4 to 5 years	8	2.8	±0.6	82	3.2	±0.2	-0.47 (S)
6 to 10 years	12	2.8*	±0.6	135	3.6*	±0.1	-0.91 (L)
11 to 14 years	NR	NR	NR	49	3.5	±0.2	NR
15 to 20 years	6	1.9*	±0.4	43	3.4*	±0.3	-1.79 (L)
More than 20 years	7	3.2*	±0.6	115	3.9*	±0.1	-0.96 (L)
Appointment Type							
Permanent	44	2.8*	±0.3	565	3.6*	±0.1	-0.89 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	44	2.8*	±0.3	559	3.6*	±0.1	-0.89 (L)

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	Experienced religious harassment			Did not experience religious harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	44	2.8*	±0.3	559	3.6*	±0.1	-0.89 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA

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

4.3.5 Religious Harassment and Supervisor Support

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

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

	Experienced religious harassment			Did not experience religious harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	44	3.1*	±0.4	552	4.0*	±0.1	-0.83 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.2	±0.4	NA
General Schedule (GS) 7-10	NR	NR	NR	44	4.3	±0.2	NR
General Schedule (GS) 11-12	30	3.0*	±0.6	278	3.8*	±0.1	-0.65 (M)
General Schedule (GS) 13-15	10	3.3*	±0.7	209	4.1*	±0.1	-0.83 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA

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

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

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4.3.6 Religious Harassment and Organizational Inclusion

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

Table 4.22 ONRR – Religious Harassment and Organizational Inclusion by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	44	2.8*	±0.4	573	3.8*	±0.1	-1.01 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	3.3	±0.6	NA
General Schedule (GS) 7-10	NR	NR	NR	45	4.0	±0.2	NR
General Schedule (GS) 11-12	30	2.7*	±0.4	291	3.8*	±0.1	-1.02 (L)
General Schedule (GS) 13-15	10	3.2*	±0.8	214	3.8*	±0.1	-0.67 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	39	4.1	±0.2	NR
1 to 3 years	NR	NR	NR	95	3.7	±0.2	NR
4 to 5 years	8	3.0	±0.5	82	3.7	±0.2	-0.70 (M)
6 to 10 years	12	3.0*	±0.6	139	3.8*	±0.2	-0.82 (L)
11 to 14 years	NR	NR	NR	51	3.6	±0.2	NR
15 to 20 years	6	1.5*	±0.8	45	3.7*	±0.2	-2.60 (L)
More than 20 years	7	3.1*	±1.1	115	4.1*	±0.2	-1.03 (L)
Appointment Type							
Permanent	44	2.8*	±0.4	573	3.8*	±0.1	-1.01 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	44	2.8*	±0.4	567	3.8*	±0.1	-1.01 (L)

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	Experienced religious harassment			Did not experience religious harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	44	2.8*	±0.4	567	3.8*	±0.1	-1.01 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA

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

4.3.7 Religious Harassment and Bystander Harassment

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

Table 4.23 ONRR – Religious Harassment and Bystander Harassment

	Experienced religious harassment			Did not experience religious harassment			Effect size
	N	*Percent*[a]	*MoE*	*N*	*Percent*[a]	*MoE*	*Cohen's h*
Overall	18	42.5%*	±15.9	18	3.1%*	±1.8	1.07 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 11-12	NR	NR	NR	11	4.0%	±3.0	NR
General Schedule (GS) 13-15	NR	NR	NR	6	2.9%	±3.4	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA

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

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

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

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

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

	B	S.E.	Wald	*p*	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	-0.814	0.906	0.807	--	0.443	--	--	--	--
Sex	1.659	0.450	13.584	0.000	5.255	2.175	12.698	-109.892	16.390
Organizational Inclusion	-0.553	0.183	9.124	0.003	0.575	0.402	0.824	-106.142	8.890
Bystander Harassment Based on Religious Beliefs	-3.018	0.515	34.406	0.000	0.049	0.018	0.134	-119.888	36.383
Gender Context	0.880	0.414	4.521	0.033	2.410	1.071	5.423	-104.035	4.677

Note. N = 537, Nagelkerke R Square = 0.343

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4.4 Disability Harassment

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

4.4.1 Disability Harassment and General Intolerance for Harassment

Table 4.25 presents general intolerance for harassment for those who indicated they had or had not experienced disability harassment within the past 12 months. General intolerance for harassment was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate an organizational climate more intolerant of harassment. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.25 ONRR – Disability Harassment and General Intolerance for Harassment by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	48	2.5*	±0.2	537	3.6*	±0.1	-1.25 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.5	±0.4	NA
General Schedule (GS) 7-10	8	2.9*	±0.5	33	3.8*	±0.3	-0.92 (L)
General Schedule (GS) 11-12	19	2.2*	±0.3	285	3.5*	±0.1	-1.39 (L)
General Schedule (GS) 13-15	19	2.5*	±0.4	200	3.7*	±0.1	-1.43 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA

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	Experienced disability harassment			Did not experience disability harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	40	4.0	±0.2	NA
1 to 3 years	6	2.9	±0.4	85	3.6	±0.2	-0.67 (M)
4 to 5 years	7	2.1*	±0.5	74	3.5*	±0.2	-1.39 (L)
6 to 10 years	15	2.4*	±0.4	133	3.6*	±0.1	-1.53 (L)
11 to 14 years	NR	NR	NR	50	3.5	±0.2	NR
15 to 20 years	8	2.6	±0.6	37	3.3	±0.3	-0.76 (M)
More than 20 years	5	2.1*	±0.8	115	3.6*	±0.2	-1.70 (L)
Appointment Type							
Permanent	48	2.5*	±0.2	537	3.6*	±0.1	-1.25 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	48	2.5*	±0.2	531	3.6*	±0.1	-1.24 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	48	2.5*	±0.2	531	3.6*	±0.1	-1.24 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Disability							
Yes	29	2.5*	±0.3	60	3.9*	±0.2	-1.85 (L)
No	16	2.6*	±0.3	471	3.6*	±0.1	-1.06 (L)

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

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4.4.2 Disability Harassment and Leadership Intolerance for Harassment

Table 4.26 presents leadership intolerance for harassment for those who indicated they had or had not experienced disability harassment within the past 12 months. Intolerance for harassment was measured using a *yes*, *no*, *do not know* response format, with higher scores indicating greater intolerance for harassment among leaders. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.26 ONRR – Disability Harassment and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	49	0.35*	±0.12	546	0.65*	±0.04	-0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	9	0.57	±0.31	NR
General Schedule (GS) 7-10	8	0.67	±0.31	33	0.77	±0.13	-0.24 (S)
General Schedule (GS) 11-12	19	0.24*	±0.17	292	0.58*	±0.05	-0.79 (M)
General Schedule (GS) 13-15	19	0.24*	±0.15	202	0.73*	±0.05	-1.29 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	0.79	±0.10	NA
1 to 3 years	6	0.59	±0.36	89	0.68	±0.09	-0.19
4 to 5 years	NR	NR	NR	74	0.58	±0.11	NR
6 to 10 years	15	0.21*	±0.18	133	0.59*	±0.07	-0.90 (L)
11 to 14 years	NR	NR	NR	50	0.76	±0.10	NR
15 to 20 years	10	0.51	±0.33	37	0.54	±0.14	-0.08
More than 20 years	5	0.33	±0.25	115	0.67	±0.07	-0.87 (L)
Appointment Type							
Permanent	49	0.35*	±0.12	546	0.65*	±0.04	-0.71 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	49	0.35*	±0.12	540	0.65*	±0.04	-0.71 (M)

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	Experienced disability harassment			Did not experience disability harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	49	0.35*	±0.12	540	0.65*	±0.04	-0.71 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Disability							
Yes	29	0.42*	±0.16	62	0.76*	±0.10	-0.81 (L)
No	18	0.26*	±0.17	479	0.63*	±0.04	-0.87 (L)

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

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4.4.3 Disability Harassment and Organizational Politics

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

Table 4.27 ONRR – Disability Harassment and Organizational Politics by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	49	3.4*	±0.2	533	2.8*	±0.1	0.72 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	9	2.4	±0.4	NR
General Schedule (GS) 7-10	8	3.3*	±0.3	33	2.6*	±0.3	0.98 (L)
General Schedule (GS) 11-12	19	3.8*	±0.3	283	3.0*	±0.1	0.85 (L)
General Schedule (GS) 13-15	19	3.1*	±0.4	198	2.5*	±0.1	0.77 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	2.5	±0.2	NA
1 to 3 years	6	2.5	±0.3	89	2.9	±0.2	-0.41 (S)
4 to 5 years	7	4.0*	±0.5	73	3.0*	±0.2	0.94 (L)
6 to 10 years	15	3.5*	±0.4	129	2.7*	±0.1	0.98 (L)
11 to 14 years	NR	NR	NR	48	3.0	±0.3	NR
15 to 20 years	10	3.3*	±0.2	37	2.7*	±0.3	0.77 (M)
More than 20 years	5	3.2	±0.9	107	2.5	±0.1	0.84 (L)
Appointment Type							
Permanent	49	3.4*	±0.2	533	2.8*	±0.1	0.72 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	49	3.4*	±0.2	530	2.8*	±0.1	0.72 (M)

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	Experienced disability harassment			Did not experience disability harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	49	3.4*	±0.2	530	2.8*	±0.1	0.72 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Disability							
Yes	29	3.2	±0.3	64	2.8	±0.2	0.42 (S)
No	18	3.7*	±0.3	462	2.8*	±0.1	1.07 (L)

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

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4.4.4 Disability Harassment and Organizational Trust

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

Table 4.28 ONRR – Disability Harassment and Organizational Trust by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	48	2.7*	±0.3	541	3.6*	±0.1	-1.11 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.9	±0.6	NA
General Schedule (GS) 7-10	8	3.0*	±0.5	33	3.7*	±0.2	-1.03 (L)
General Schedule (GS) 11-12	19	2.3*	±0.3	292	3.5*	±0.1	-1.36 (L)
General Schedule (GS) 13-15	19	2.9*	±0.4	195	3.8*	±0.1	-1.14 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	4.0	±0.2	NA
1 to 3 years	6	3.1	±0.6	89	3.6	±0.2	-0.59 (M)
4 to 5 years	7	2.1*	±0.3	74	3.3*	±0.2	-1.44 (L)
6 to 10 years	15	2.6*	±0.4	129	3.6*	±0.1	-1.19 (L)
11 to 14 years	NR	NR	NR	48	3.4	±0.3	NR
15 to 20 years	8	2.6*	±0.6	37	3.5*	±0.3	-1.02 (L)
More than 20 years	5	3.4	±1.1	113	3.9	±0.1	-0.61 (M)
Appointment Type							
Permanent	48	2.7*	±0.3	541	3.6*	±0.1	-1.11 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	48	2.7*	±0.3	535	3.6*	±0.1	-1.10 (L)

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

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

4.4.5 Disability Harassment and Supervisor Support

Table 4.29 presents supervisor support for those who indicated they had or had not experienced disability harassment within the past 12 months. Supervisory support was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of support. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.29 ONRR – Disability Harassment and Supervisor Support by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	48	3.0*	±0.3	530	4.0*	±0.1	-0.93 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.2	±0.4	NA
General Schedule (GS) 7-10	8	3.3*	±0.6	32	4.3*	±0.2	-1.36 (L)
General Schedule (GS) 11-12	19	2.8*	±0.6	281	3.8*	±0.1	-0.95 (L)
General Schedule (GS) 13-15	19	3.2*	±0.5	197	4.1*	±0.1	-1.11 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA

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	Experienced disability harassment			Did not experience disability harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	4.3	±0.2	NA
1 to 3 years	6	3.2	±0.5	85	3.7	±0.3	-0.38 (S)
4 to 5 years	7	2.4*	±1.1	71	3.9*	±0.2	-1.38 (L)
6 to 10 years	15	3.6	±0.7	127	4.1	±0.2	-0.48 (S)
11 to 14 years	NR	NR	NR	47	3.6	±0.3	NR
15 to 20 years	8	2.6*	±0.5	37	3.8*	±0.3	-1.27 (L)
More than 20 years	5	3.2*	±0.7	113	4.2*	±0.1	-1.43 (L)
Appointment Type							
Permanent	48	3.0*	±0.3	530	4.0*	±0.1	-0.93 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	48	3.0*	±0.3	524	4.0*	±0.1	-0.93 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	48	3.0*	±0.3	524	4.0*	±0.1	-0.93 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Disability							
Yes	29	3.3*	±0.4	61	4.2*	±0.2	-1.01 (L)
No	16	2.7*	±0.6	462	3.9*	±0.1	-1.20 (L)

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

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4.4.6 Disability Harassment and Organizational Inclusion

Table 4.30 presents organizational inclusion for those who indicated they had or had not experienced disability harassment within the past 12 months. Organizational inclusion was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of inclusion. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.30 ONRR – Disability Harassment and Organizational Inclusion by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	49	2.7*	±0.3	548	3.8*	±0.1	-1.15 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	9	3.5	±0.6	NR
General Schedule (GS) 7-10	8	2.8*	±0.6	33	4.1*	±0.3	-1.32 (L)
General Schedule (GS) 11-12	19	2.6*	±0.3	292	3.8*	±0.1	-1.15 (L)
General Schedule (GS) 13-15	19	2.8*	±0.6	202	3.9*	±0.1	-1.22 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	4.0	±0.2	NA
1 to 3 years	6	3.0	±0.9	90	3.7	±0.3	-0.63 (M)
4 to 5 years	7	3.1	±0.6	74	3.7	±0.2	-0.56 (M)
6 to 10 years	15	2.5*	±0.4	133	3.8*	±0.2	-1.37 (L)
11 to 14 years	NR	NR	NR	50	3.5	±0.2	NR
15 to 20 years	10	2.6*	±0.3	37	3.9*	±0.3	-1.67 (L)
More than 20 years	5	2.6*	±1.6	113	4.1*	±0.1	-1.64 (L)
Appointment Type							
Permanent	49	2.7*	±0.3	548	3.8*	±0.1	-1.15 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	49	2.7*	±0.3	542	3.8*	±0.1	-1.14 (L)

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	Experienced disability harassment			Did not experience disability harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	49	2.7*	±0.3	542	3.8*	±0.1	-1.14 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Disability							
Yes	29	2.7*	±0.3	64	4.1*	±0.2	-1.85 (L)
No	18	3.0*	±0.5	477	3.8*	±0.1	-0.83 (L)

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

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4.4.7 Disability Harassment and Bystander Harassment

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

Table 4.31 ONRR – Disability Harassment and Bystander Harassment

	Experienced disability harassment			Did not experience disability harassment			Effect size
	N	*Percent*[a]	*MoE*	*N*	*Percent*[a]	*MoE*	*Cohen's h*
Overall	21	42.4%*	±14.6	21	3.9%*	±2.0	1.02 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 11-12	NR	NR	NR	18	6.2%	±3.5	NR
General Schedule (GS) 13-15	NR	NR	NR	NR	NR	NR	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	0	0.0%	NA	NA
1 to 3 years	NR	NR	NR	6	7.1%	±8.0	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	NR	NR	NR	NR
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	NR	NR	NR	NR	NR	NR	NR
More than 20 years	NR	NR	NR	NR	NR	NR	NR
Appointment Type							
Permanent	21	42.4%*	±14.6	21	3.9%*	±2.0	1.02 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA

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

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

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

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

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

	B	S.E.	Wald	*p*	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	5.656	1.159	23.817	--	286.047	--	--	--	--
Disability Status	-3.667	0.550	44.420	0.000	0.026	0.009	0.075	-104.405	61.243
Years of Service at Bureau or Office	0.307	0.138	4.963	0.026	1.359	1.038	1.781	-76.398	5.229
Organizational Trust	-0.725	0.282	6.617	0.010	0.484	0.279	0.841	-77.441	7.315
Bystander Harassment Based on Disability	-1.712	0.570	9.031	0.003	0.181	0.059	0.551	-78.166	8.765
General Intolerance	-1.079	0.325	11.046	0.001	0.340	0.180	0.642	-79.797	12.026

Note. N = 515, Nagelkerke R Square = 0.573

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4.5 Sexual Orientation Harassment

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

4.5.1 Sexual Orientation Harassment and General Intolerance for Harassment

Table 4.33 presents general intolerance for harassment for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. General intolerance for harassment was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate an organizational climate more intolerant of harassment. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

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

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	15	3.4	±0.6	581	3.5	±0.1	-0.10
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.5	±0.4	NA
General Schedule (GS) 7-10	NR	NR	NR	47	3.7	±0.2	NR
General Schedule (GS) 11-12	7	3.4	±0.6	303	3.4	±0.1	-0.05
General Schedule (GS) 13-15	7	4.0	±0.5	212	3.6	±0.1	0.51 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA

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	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	40	4.0	±0.2	NA
1 to 3 years	--	--	--	91	3.6	±0.2	NA
4 to 5 years	7	3.0	±1.0	82	3.4	±0.2	-0.39 (S)
6 to 10 years	NR	NR	NR	144	3.5	±0.1	NR
11 to 14 years	NR	NR	NR	53	3.4	±0.2	NR
15 to 20 years	--	--	--	46	3.2	±0.3	NA
More than 20 years	NR	NR	NR	118	3.6	±0.2	NR
Appointment Type							
Permanent	15	3.4	±0.6	581	3.5	±0.1	-0.10
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	13	3.4	±0.6	577	3.5	±0.1	-0.10
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	13	3.4	±0.6	577	3.5	±0.1	-0.10
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	NR	NR	NR	246	3.6	±0.1	NR
Women	10	3.0	±0.6	334	3.4	±0.1	-0.49 (S)
Gender Identity							
Male	NR	NR	NR	246	3.6	±0.1	NR
Female	10	3.0	±0.6	334	3.4	±0.1	-0.49 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	8	3.2	±1.0	535	3.5	±0.1	-0.29 (S)
Sexual Minority	NR	NR	NR	21	3.7	±0.3	NR

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

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

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4.5.2 Sexual Orientation Harassment and Leadership Intolerance for Harassment

Table 4.34 presents leadership intolerance for harassment for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Intolerance for harassment was measured using a *yes*, *no*, *do not know* response format, with higher scores indicating greater intolerance for harassment among leaders. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

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

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

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	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	13	0.32*	±0.23	587	0.63*	±0.03	-0.73 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	13	0.32*	±0.23	587	0.63*	±0.03	-0.73 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	NR	NR	NR	246	0.70	±0.05	NR
Women	10	0.28*	±0.23	344	0.58*	±0.05	-0.70 (M)
Gender Identity							
Male	NR	NR	NR	246	0.70	±0.05	NR
Female	10	0.28*	±0.23	344	0.58*	±0.05	-0.70 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	547	0.64	±0.04	NR
Sexual Minority	NR	NR	NR	20	0.60	±0.17	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	547	0.64	±0.04	NR
Lesbian	NR	NR	NR	--	--	--	NA
Gay	NR	NR	NR	5	0.55	±0.30	NR
Bisexual	--	--	--	10	0.63	±0.29	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	21	0.44	±0.22	NR

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

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4.5.3 Sexual Orientation Harassment and Organizational Politics

Table 4.35 presents organizational politics for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Organizational politics was measured with a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater pressure to conform to organizational norms. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

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

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	15	3.2	±0.5	579	2.8	±0.1	0.38 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	2.5	±0.3	NA
General Schedule (GS) 7-10	NR	NR	NR	47	2.5	±0.2	NR
General Schedule (GS) 11-12	7	3.4	±0.3	301	3.0	±0.1	0.32 (S)
General Schedule (GS) 13-15	7	2.6	±0.8	210	2.5	±0.1	0.04
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	2.5	±0.2	NA
1 to 3 years	--	--	--	95	2.9	±0.2	NA
4 to 5 years	7	3.6	±0.6	80	2.9	±0.2	0.59 (M)
6 to 10 years	NR	NR	NR	140	2.8	±0.1	NR
11 to 14 years	NR	NR	NR	51	3.0	±0.2	NR
15 to 20 years	--	--	--	48	2.9	±0.2	NA
More than 20 years	NR	NR	NR	111	2.5	±0.1	NR
Appointment Type							
Permanent	15	3.2	±0.5	579	2.8	±0.1	0.38 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	13	3.1	±0.6	577	2.8	±0.1	0.31 (S)

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	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	13	3.1	±0.6	577	2.8	±0.1	0.31 (S)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	NR	NR	NR	241	2.8	±0.1	NR
Women	10	3.4	±0.7	337	2.8	±0.1	0.60 (M)
Gender Identity							
Male	NR	NR	NR	241	2.8	±0.1	NR
Female	10	3.4	±0.7	337	2.8	±0.1	0.60 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	8	3.1	±0.9	531	2.8	±0.1	0.39 (S)
Sexual Minority	NR	NR	NR	21	3.1	±0.5	NR
Sexual Orientation							
Heterosexual or straight	8	3.1	±0.9	531	2.8	±0.1	0.39 (S)
Lesbian	NR	NR	NR	--	--	--	NA
Gay	NR	NR	NR	7	3.5	±0.5	NR
Bisexual	--	--	--	10	2.8	±0.9	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	21	3.2	±0.4	NR

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

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4.5.4 Sexual Orientation Harassment and Organizational Trust

Table 4.36 presents organizational trust for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Organizational trust was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of trust. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.36 ONRR – Sexual Orientation Harassment and Organizational Trust by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	15	3.4	±0.4	585	3.6	±0.1	-0.21 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.9	±0.6	NA
General Schedule (GS) 7-10	NR	NR	NR	47	3.6	±0.2	NR
General Schedule (GS) 11-12	7	3.5	±0.3	310	3.4	±0.1	0.08
General Schedule (GS) 13-15	7	3.5	±0.6	207	3.8	±0.1	-0.30 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	4.0	±0.2	NA
1 to 3 years	--	--	--	95	3.6	±0.2	NA
4 to 5 years	7	3.3	±0.5	82	3.2	±0.2	0.10
6 to 10 years	NR	NR	NR	140	3.5	±0.1	NR
11 to 14 years	NR	NR	NR	51	3.4	±0.3	NR
15 to 20 years	--	--	--	46	3.4	±0.3	NA
More than 20 years	NR	NR	NR	117	3.9	±0.1	NR
Appointment Type							
Permanent	15	3.4	±0.4	585	3.6	±0.1	-0.21 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	13	3.4	±0.4	581	3.6	±0.1	-0.13

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	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	13	3.4	±0.4	581	3.6	±0.1	-0.13
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	NR	NR	NR	244	3.6	±0.1	NR
Women	10	3.0	±0.2	340	3.5	±0.1	-0.59 (M)
Gender Identity							
Male	NR	NR	NR	244	3.6	±0.1	NR
Female	10	3.0	±0.2	340	3.5	±0.1	-0.59 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	8	3.3	±0.6	537	3.6	±0.1	-0.36 (S)
Sexual Minority	NR	NR	NR	21	3.5	±0.5	NR
Sexual Orientation							
Heterosexual or straight	8	3.3	±0.6	537	3.6	±0.1	-0.36 (S)
Lesbian	NR	NR	NR	--	--	--	NA
Gay	NR	NR	NR	7	2.8	±0.6	NR
Bisexual	--	--	--	10	3.9	±0.8	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	21	2.8	±0.5	NR

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

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4.5.5 Sexual Orientation Harassment and Supervisor Support

Table 4.37 presents supervisor support for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Supervisory support was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of support. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

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

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	15	3.6	±0.3	574	3.9	±0.1	-0.27 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.2	±0.4	NA
General Schedule (GS) 7-10	NR	NR	NR	45	4.3	±0.2	NR
General Schedule (GS) 11-12	7	3.9	±0.2	299	3.7	±0.1	0.13
General Schedule (GS) 13-15	7	3.6	±0.6	209	4.1	±0.1	-0.55 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	4.3	±0.2	NA
1 to 3 years	--	--	--	92	3.7	±0.3	NA
4 to 5 years	7	3.6	±0.3	79	3.9	±0.3	-0.21 (S)
6 to 10 years	NR	NR	NR	138	4.0	±0.2	NR
11 to 14 years	NR	NR	NR	49	3.6	±0.3	NR
15 to 20 years	--	--	--	46	3.6	±0.3	NA
More than 20 years	NR	NR	NR	117	4.2	±0.1	NR
Appointment Type							
Permanent	15	3.6	±0.3	574	3.9	±0.1	-0.27 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	13	3.8	±0.3	570	3.9	±0.1	-0.16

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	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	13	3.8	±0.3	570	3.9	±0.1	-0.16
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	NR	NR	NR	244	3.9	±0.1	NR
Women	10	3.4	±0.3	329	3.9	±0.1	-0.54 (M)
Gender Identity							
Male	NR	NR	NR	244	3.9	±0.1	NR
Female	10	3.4	±0.3	329	3.9	±0.1	-0.54 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	8	3.7	±0.5	527	3.9	±0.1	-0.27 (S)
Sexual Minority	NR	NR	NR	21	3.8	±0.4	NR
Sexual Orientation							
Heterosexual or straight	8	3.7	±0.5	527	3.9	±0.1	-0.27 (S)
Lesbian	NR	NR	NR	--	--	--	NA
Gay	NR	NR	NR	7	3.5	±0.2	NR
Bisexual	--	--	--	10	3.7	±0.8	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	21	3.4	±0.5	NR

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

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4.5.6 Sexual Orientation Harassment and Organizational Inclusion

Table 4.38 presents organizational inclusion for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Organizational inclusion was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of inclusion. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

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

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	15	3.4	±0.6	593	3.7	±0.1	-0.31 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	3.3	±0.6	NA
General Schedule (GS) 7-10	NR	NR	NR	47	4.0	±0.2	NR
General Schedule (GS) 11-12	7	3.6	±0.7	310	3.7	±0.1	-0.09
General Schedule (GS) 13-15	7	3.8	±0.7	214	3.8	±0.1	-0.03
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	4.0	±0.2	NA
1 to 3 years	--	--	--	97	3.7	±0.2	NA
4 to 5 years	7	3.4	±1.0	82	3.7	±0.2	-0.31 (S)
6 to 10 years	NR	NR	NR	144	3.7	±0.2	NR
11 to 14 years	NR	NR	NR	53	3.5	±0.3	NR
15 to 20 years	--	--	--	48	3.6	±0.3	NA
More than 20 years	NR	NR	NR	117	4.1	±0.2	NR
Appointment Type							
Permanent	15	3.4	±0.6	593	3.7	±0.1	-0.31 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	13	3.6	±0.6	589	3.7	±0.1	-0.19

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	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	13	3.6	±0.6	589	3.7	±0.1	-0.19
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	NR	NR	NR	250	3.7	±0.1	NR
Women	10	3.1	±0.7	343	3.8	±0.1	-0.63 (M)
Gender Identity							
Male	NR	NR	NR	250	3.7	±0.1	NR
Female	10	3.1	±0.7	343	3.8	±0.1	-0.63 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	8	3.0*	±0.9	547	3.8*	±0.1	-0.77 (M)
Sexual Minority	NR	NR	NR	21	3.6	±0.5	NR
Sexual Orientation							
Heterosexual or straight	8	3.0*	±0.9	547	3.8*	±0.1	-0.77 (M)
Lesbian	NR	NR	NR	--	--	--	NA
Gay	NR	NR	NR	7	3.6	±0.7	NR
Bisexual	--	--	--	10	3.8	±0.8	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	20	2.9	±0.5	NR

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

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4.5.7 Sexual Orientation Harassment and Gender Context

Table 4.39 presents gender context for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Gender context was measured with three questions about the mix of men and women in the workplace. Scale values include *mostly women*, *a relatively even mix of men and women*, and *mostly men*. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

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

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	15	2.2*	±0.2	587	1.9*	±0.0	0.66 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	1.9	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	47	1.7	±0.1	NR
General Schedule (GS) 11-12	7	2.2	±0.1	304	1.8	±0.1	0.69 (M)
General Schedule (GS) 13-15	7	2.1	±0.5	214	1.9	±0.1	0.28 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	43	2.0	±0.1	NA
1 to 3 years	--	--	--	97	1.8	±0.1	NA
4 to 5 years	7	2.3*	±0.2	82	1.8*	±0.1	1.06 (L)
6 to 10 years	NR	NR	NR	142	1.9	±0.1	NR
11 to 14 years	NR	NR	NR	53	1.8	±0.1	NR
15 to 20 years	--	--	--	46	1.7	±0.1	NA
More than 20 years	NR	NR	NR	118	1.9	±0.1	NR
Appointment Type							
Permanent	15	2.2*	±0.2	587	1.9*	±0.0	0.66 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	13	2.1	±0.2	583	1.9	±0.0	0.44 (S)

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	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	13	2.1	±0.2	583	1.9	±0.0	0.44 (S)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	NR	NR	NR	248	1.9	±0.1	NR
Women	10	2.2*	±0.3	339	1.9*	±0.1	0.63 (M)
Gender Identity							
Male	NR	NR	NR	248	1.9	±0.1	NR
Female	10	2.2*	±0.3	339	1.9*	±0.1	0.63 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	8	2.2	±0.4	540	1.9	±0.0	0.66 (M)
Sexual Minority	NR	NR	NR	21	1.7	±0.2	NR
Sexual Orientation							
Heterosexual or straight	8	2.2	±0.4	540	1.9	±0.0	0.66 (M)
Lesbian	NR	NR	NR	--	--	--	NA
Gay	NR	NR	NR	7	1.6	±0.3	NR
Bisexual	--	--	--	10	1.9	±0.3	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	21	1.7	±0.2	NR

[a] Scale values range from 1 = Mostly women, 2 = A relatively even mix of men and women, and 3 = Mostly men.
* Indicates a statistically significant difference between those who experienced harassment and those who did not.

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4.5.8 Sexual Orientation Harassment and Bystander Harassment

Table 4.40 presents experiences of bystander sexual orientation harassment for those who indicated they had or had not personally experienced sexual orientation harassment within the past 12 months. Sexual orientation bystander harassment (i.e., a situation in which an employee witnessed but may not have been a direct target of the harassing behavior) was measured on a 6-point response scale ranging from *never* to *one or more times a day*. The results indicate the percentage of employees who witnessed sexual orientation harassment against another employee. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.40 ONRR – Sexual Orientation Harassment and Bystander Harassment

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	N	*Percent*[a]	*MoE*	*N*	*Percent*[a]	*MoE*	*Cohen's h*
Overall	NR	NR	NR	20	3.5%	±1.8	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 11-12	NR	NR	NR	17	5.8%	±3.3	NR
General Schedule (GS) 13-15	NR	NR	NR	NR	NR	NR	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	0	0.0%	NA	NA
1 to 3 years	--	--	--	6	6.3%	±7.4	NA
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	7	4.7%	±5.1	NR
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	--	--	--	NR	NR	NR	NR
More than 20 years	NR	NR	NR	0	0.0%	NA	NR
Appointment Type							
Permanent	NR	NR	NR	20	3.5%	±1.8	NR
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA

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	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	N	*Percent*[a]	*MoE*	*N*	*Percent*[a]	*MoE*	*Cohen's h*
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	NR	NR	NR	20	3.5%	±1.9	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	20	3.5%	±1.9	NR
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	NR	NR	NR	7	2.7%	±3.0	NR
Women	NR	NR	NR	14	4.1%	±2.7	NR
Gender Identity							
Male	NR	NR	NR	7	2.7%	±3.0	NR
Female	NR	NR	NR	14	4.1%	±2.7	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	16	2.9%	±1.8	NR
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	16	2.9%	±1.8	NR
Lesbian	NR	NR	NR	--	--	--	NA
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	NR	NR	NR	NR

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

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4.5.9 Logistic Regression Analyses of Sexual Orientation Harassment and Predictors of Workplace Harassment

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced sexual orientation harassment against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to sexual orientation harassment, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience sexual orientation harassment. Table 4.41 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.41 ONRR – Logistic Regression of Sexual Orientation Harassment and Predictors of Workplace Harassment

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

Note. N = 529, Nagelkerke R Square = 0.239

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4.6 Sexual Harassment

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

4.6.1 Sexual Harassment and General Intolerance for Harassment

Table 4.42 presents general intolerance for harassment for those who indicated they had or had not experienced sexual harassment within the past 12 months. General intolerance for harassment was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate an organizational climate more intolerant of harassment. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.42 ONRR – Sexual Harassment and General Intolerance for Harassment by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	44	2.4*	±0.3	563	3.6*	±0.1	-1.29 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.5	±0.4	NA
General Schedule (GS) 7-10	--	--	--	48	3.6	±0.2	NA
General Schedule (GS) 11-12	14	2.0*	±0.3	301	3.4*	±0.1	-1.61 (L)
General Schedule (GS) 13-15	29	2.6*	±0.3	195	3.7*	±0.1	-1.42 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA

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	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	40	4.0	±0.2	NA
1 to 3 years	NR	NR	NR	88	3.6	±0.2	NR
4 to 5 years	6	2.7	±1.0	85	3.4	±0.2	-0.65 (M)
6 to 10 years	13	2.4*	±0.5	139	3.6*	±0.1	-1.47 (L)
11 to 14 years	NR	NR	NR	53	3.5	±0.2	NR
15 to 20 years	7	2.5	±0.8	42	3.2	±0.3	-0.72 (M)
More than 20 years	14	2.2*	±0.3	110	3.7*	±0.1	-2.02 (L)
Appointment Type							
Permanent	44	2.4*	±0.3	563	3.6*	±0.1	-1.29 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	44	2.4*	±0.3	557	3.6*	±0.1	-1.29 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	44	2.4*	±0.3	557	3.6*	±0.1	-1.29 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	8	2.1*	±0.6	250	3.7*	±0.1	-1.78 (L)
Women	35	2.5*	±0.3	314	3.5*	±0.1	-1.15 (L)
Gender Identity							
Male	8	2.1*	±0.6	250	3.7*	±0.1	-1.78 (L)
Female	35	2.5*	±0.3	314	3.5*	±0.1	-1.15 (L)
Transgender	NR	NR	NR	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	37	2.4*	±0.3	516	3.6*	±0.1	-1.25 (L)
Sexual Minority	NR	NR	NR	24	3.8	±0.2	NR

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

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

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4.6.2 Sexual Harassment and Leadership Intolerance for Harassment

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

Table 4.43 ONRR – Sexual Harassment and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	44	0.29*	±0.12	575	0.65*	±0.03	-0.86 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	0.64	±0.28	NA
General Schedule (GS) 7-10	--	--	--	48	0.79	±0.11	NA
General Schedule (GS) 11-12	14	0.19*	±0.18	310	0.57*	±0.05	-0.87 (L)
General Schedule (GS) 13-15	29	0.32*	±0.14	197	0.75*	±0.05	-1.15 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	0.79	±0.10	NA
1 to 3 years	NR	NR	NR	92	0.69	±0.09	NR
4 to 5 years	6	0.60	±0.39	85	0.59	±0.10	0.04
6 to 10 years	13	0.00*	±0.00	141	0.60*	±0.07	-1.49 (L)
11 to 14 years	NR	NR	NR	53	0.73	±0.09	NR
15 to 20 years	7	0.48	±0.35	44	0.53	±0.14	-0.11
More than 20 years	14	0.38*	±0.17	110	0.71*	±0.07	-0.85 (L)
Appointment Type							
Permanent	44	0.29*	±0.12	575	0.65*	±0.03	-0.86 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA

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

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

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4.6.3 Sexual Harassment and Organizational Politics

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

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

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	44	3.2*	±0.3	564	2.8*	±0.1	0.50 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	2.5	±0.3	NA
General Schedule (GS) 7-10	--	--	--	48	2.5	±0.2	NA
General Schedule (GS) 11-12	14	4.4*	±0.3	302	3.0*	±0.1	1.47 (L)
General Schedule (GS) 13-15	29	2.7	±0.4	194	2.5	±0.1	0.25 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	2.5	±0.2	NA
1 to 3 years	NR	NR	NR	92	2.9	±0.2	NR
4 to 5 years	6	3.8	±1.1	83	2.9	±0.2	0.78 (M)
6 to 10 years	13	3.3	±0.6	140	2.8	±0.1	0.57 (M)
11 to 14 years	NR	NR	NR	51	3.0	±0.2	NR
15 to 20 years	7	4.0*	±0.6	44	2.8*	±0.3	1.38 (L)
More than 20 years	14	2.5	±0.6	102	2.5	±0.1	0.02
Appointment Type							
Permanent	44	3.2*	±0.3	564	2.8*	±0.1	0.50 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	44	3.2*	±0.3	561	2.8*	±0.1	0.50 (M)

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	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	44	3.2*	±0.3	561	2.8*	±0.1	0.50 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	8	3.3	±0.7	248	2.7	±0.1	0.68 (M)
Women	35	3.2*	±0.4	316	2.8*	±0.1	0.42 (S)
Gender Identity							
Male	8	3.3	±0.7	248	2.7	±0.1	0.68 (M)
Female	35	3.2*	±0.4	316	2.8*	±0.1	0.42 (S)
Transgender	NR	NR	NR	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	37	3.0	±0.4	515	2.8	±0.1	0.27 (S)
Sexual Minority	NR	NR	NR	24	3.0	±0.4	NR
Sexual Orientation							
Heterosexual or straight	37	3.0	±0.4	515	2.8	±0.1	0.27 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	10	3.4	±0.3	NA
Bisexual	NR	NR	NR	9	2.5	±0.9	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	20	2.9	±0.3	NR

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

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4.6.4 Sexual Harassment and Organizational Trust

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

Table 4.45 ONRR – Sexual Harassment and Organizational Trust by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	43	3.1*	±0.3	572	3.6*	±0.1	-0.57 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.9	±0.6	NA
General Schedule (GS) 7-10	--	--	--	48	3.5	±0.2	NA
General Schedule (GS) 11-12	14	2.2*	±0.4	310	3.5*	±0.1	-1.38 (L)
General Schedule (GS) 13-15	28	3.5	±0.4	193	3.8	±0.1	-0.36 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	4.0	±0.2	NA
1 to 3 years	NR	NR	NR	94	3.6	±0.2	NR
4 to 5 years	6	2.8	±0.7	85	3.2	±0.2	-0.49 (S)
6 to 10 years	13	2.9*	±0.5	140	3.6*	±0.1	-0.78 (M)
11 to 14 years	NR	NR	NR	51	3.4	±0.2	NR
15 to 20 years	7	2.8	±0.7	42	3.3	±0.3	-0.55 (M)
More than 20 years	14	3.8	±0.5	108	3.9	±0.1	-0.12
Appointment Type							
Permanent	43	3.1*	±0.3	572	3.6*	±0.1	-0.57 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	43	3.1*	±0.3	566	3.6*	±0.1	-0.56 (M)

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	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	43	3.1*	±0.3	566	3.6*	±0.1	-0.56 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	8	2.5*	±0.6	251	3.7*	±0.1	-1.42 (L)
Women	34	3.2	±0.4	321	3.5	±0.1	-0.32 (S)
Gender Identity							
Male	8	2.5*	±0.6	251	3.7*	±0.1	-1.42 (L)
Female	34	3.2	±0.4	321	3.5	±0.1	-0.32 (S)
Transgender	NR	NR	NR	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	36	3.3*	±0.3	523	3.6*	±0.1	-0.34 (S)
Sexual Minority	NR	NR	NR	24	3.6	±0.4	NR
Sexual Orientation							
Heterosexual or straight	36	3.3*	±0.3	523	3.6*	±0.1	-0.34 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	10	3.1	±0.5	NA
Bisexual	NR	NR	NR	9	4.3	±0.5	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	20	3.1	±0.5	NR

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

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4.6.5 Sexual Harassment and Supervisor Support

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

Table 4.46 ONRR – Sexual Harassment and Supervisor Support by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	44	3.6*	±0.4	558	3.9*	±0.1	-0.33 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.2	±0.4	NA
General Schedule (GS) 7-10	--	--	--	47	4.2	±0.2	NA
General Schedule (GS) 11-12	14	2.7*	±0.8	298	3.7*	±0.1	-0.94 (L)
General Schedule (GS) 13-15	29	4.0	±0.4	193	4.1	±0.1	-0.11
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	4.3	±0.2	NA
1 to 3 years	NR	NR	NR	89	3.7	±0.3	NR
4 to 5 years	6	4.3	±0.4	82	3.8	±0.3	0.51 (M)
6 to 10 years	13	3.1*	±0.8	135	4.1*	±0.1	-1.07 (L)
11 to 14 years	NR	NR	NR	50	3.6	±0.3	NR
15 to 20 years	7	2.9	±1.2	42	3.6	±0.3	-0.57 (M)
More than 20 years	14	4.4	±0.4	108	4.2	±0.1	0.31 (S)
Appointment Type							
Permanent	44	3.6*	±0.4	558	3.9*	±0.1	-0.33 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	44	3.6*	±0.4	552	3.9*	±0.1	-0.33 (S)

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	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	44	3.6*	±0.4	552	3.9*	±0.1	-0.33 (S)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	8	3.4	±1.1	251	3.9	±0.1	-0.53 (M)
Women	35	3.6	±0.5	307	3.9	±0.1	-0.29 (S)
Gender Identity							
Male	8	3.4	±1.1	251	3.9	±0.1	-0.53 (M)
Female	35	3.6	±0.5	307	3.9	±0.1	-0.29 (S)
Transgender	NR	NR	NR	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	37	3.8	±0.4	509	3.9	±0.1	-0.15
Sexual Minority	NR	NR	NR	24	3.9	±0.3	NR
Sexual Orientation							
Heterosexual or straight	37	3.8	±0.4	509	3.9	±0.1	-0.15
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	10	3.7	±0.2	NA
Bisexual	NR	NR	NR	9	4.1	±0.7	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	20	3.5	±0.5	NR

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

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4.6.6 Sexual Harassment and Organizational Inclusion

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

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

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	44	3.0*	±0.4	579	3.8*	±0.1	-0.80 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	3.3	±0.6	NA
General Schedule (GS) 7-10	--	--	--	48	3.9	±0.3	NA
General Schedule (GS) 11-12	14	2.4*	±0.6	310	3.7*	±0.1	-1.36 (L)
General Schedule (GS) 13-15	29	3.3*	±0.4	198	3.9*	±0.1	-0.64 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	4.0	±0.2	NA
1 to 3 years	NR	NR	NR	94	3.7	±0.2	NR
4 to 5 years	6	2.7*	±0.8	85	3.7*	±0.2	-0.97 (L)
6 to 10 years	13	2.7*	±0.4	143	3.8*	±0.2	-1.16 (L)
11 to 14 years	NR	NR	NR	53	3.6	±0.2	NR
15 to 20 years	7	2.7*	±1.1	44	3.6*	±0.3	-0.87 (L)
More than 20 years	14	3.9	±0.6	108	4.0	±0.2	-0.16
Appointment Type							
Permanent	44	3.0*	±0.4	579	3.8*	±0.1	-0.80 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	44	3.0*	±0.4	573	3.8*	±0.1	-0.80 (L)

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

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

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4.6.7 Sexual Harassment and Gender Context

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

Table 4.48 ONRR – Sexual Harassment and Gender Context by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	44	1.8	±0.2	573	1.9	±0.0	-0.29 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	1.9	±0.2	NA
General Schedule (GS) 7-10	--	--	--	48	1.8	±0.1	NA
General Schedule (GS) 11-12	14	1.9	±0.3	304	1.8	±0.1	0.12
General Schedule (GS) 13-15	29	1.7*	±0.2	198	2.0*	±0.1	-0.59 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	43	2.0	±0.1	NA
1 to 3 years	NR	NR	NR	94	1.8	±0.1	NR
4 to 5 years	6	2.1	±0.4	85	1.9	±0.1	0.48 (S)
6 to 10 years	13	1.6*	±0.3	141	2.0*	±0.1	-0.72 (M)
11 to 14 years	NR	NR	NR	53	1.8	±0.1	NR
15 to 20 years	7	1.6	±0.3	41	1.7	±0.1	-0.23 (S)
More than 20 years	14	1.6*	±0.2	110	1.9*	±0.1	-0.72 (M)
Appointment Type							
Permanent	44	1.8	±0.2	573	1.9	±0.0	-0.29 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	44	1.8	±0.2	567	1.9	±0.0	-0.28 (S)

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

[a] Scale values range from 1 = Mostly women, 2 = A relatively even mix of men and women, and 3 = Mostly men.
* Indicates a statistically significant difference between those who experienced harassment and those who did not.

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4.6.8 Sexual Harassment and Bystander Harassment

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

Table 4.49 ONRR – Sexual Harassment and Bystander Harassment

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	N	*Percent*[a]	*MoE*	*N*	*Percent*[a]	*MoE*	*Cohen's h*
Overall	21	46.5%*	±15.1	45	7.9%*	±2.5	0.93 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	NR	NR	NR	NR
General Schedule (GS) 11-12	NR	NR	NR	31	10.4%	±4.0	NR
General Schedule (GS) 13-15	NR	NR	NR	8	4.3%	±4.0	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	0	0.0%	NA	NA
1 to 3 years	NR	NR	NR	13	15.0%	±9.2	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	13	9.5%	±6.2	NR
11 to 14 years	NR	NR	NR	7	12.8%	±12.4	NR
15 to 20 years	NR	NR	NR	6	14.5%	±14.5	NR
More than 20 years	NR	NR	NR	NR	NR	NR	NR
Appointment Type							
Permanent	21	46.5%*	±15.1	45	7.9%*	±2.5	0.93 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA

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

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

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

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

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

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

Note. N = 542, Nagelkerke R Square = 0.477

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4.7 Crude and Offensive Behavior

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

4.7.1 Crude and Offensive Behavior and General Intolerance for Harassment

Table 4.51 presents general intolerance for harassment for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. General Intolerance for harassment was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate an organizational climate more intolerant of harassment. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

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

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	80	2.7*	±0.2	526	3.6*	±0.1	-0.97 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	6	3.4	±0.6	NR
General Schedule (GS) 7-10	NR	NR	NR	47	3.7	±0.2	NR
General Schedule (GS) 11-12	47	2.7*	±0.3	267	3.5*	±0.1	-0.89 (L)
General Schedule (GS) 13-15	28	2.8*	±0.4	197	3.7*	±0.1	-1.11 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA

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	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Years of Service at Bureau or Office							
Less than 1 year	7	4.3	±0.4	33	3.9	±0.2	0.61 (M)
1 to 3 years	9	2.3*	±0.6	82	3.7*	±0.2	-1.47 (L)
4 to 5 years	14	3.2	±0.5	76	3.4	±0.2	-0.21 (S)
6 to 10 years	26	2.8*	±0.3	125	3.7*	±0.1	-1.03 (L)
11 to 14 years	NR	NR	NR	50	3.6	±0.2	NR
15 to 20 years	10	2.1*	±0.4	39	3.3*	±0.3	-1.53 (L)
More than 20 years	8	2.3*	±0.5	115	3.6*	±0.2	-1.61 (L)
Appointment Type							
Permanent	80	2.7*	±0.2	526	3.6*	±0.1	-0.97 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	80	2.7*	±0.2	520	3.6*	±0.1	-0.97 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	80	2.7*	±0.2	520	3.6*	±0.1	-0.97 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	37	2.9*	±0.4	221	3.8*	±0.1	-0.96 (L)
Women	42	2.6*	±0.2	305	3.5*	±0.1	-1.06 (L)
Gender Identity							
Male	37	2.9*	±0.4	221	3.8*	±0.1	-0.96 (L)
Female	42	2.6*	±0.2	305	3.5*	±0.1	-1.06 (L)
Transgender	NR	NR	NR	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	64	2.7*	±0.3	488	3.6*	±0.1	-1.04 (L)
Sexual Minority	8	3.6	±0.3	18	3.7	±0.3	-0.10

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	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Sexual Orientation							
Heterosexual or straight	64	2.7*	±0.3	488	3.6*	±0.1	-1.04 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	7	3.6	±0.3	NR	NR	NR	NR
Bisexual	--	--	--	10	3.5	±0.5	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	8	2.4*	±0.4	16	3.3*	±0.4	-1.18 (L)

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

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4.7.2 Crude and Offensive Behavior and Leadership Intolerance for Harassment

Table 4.52 presents leadership intolerance for harassment for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Intolerance for harassment was measured using a *yes*, *no*, *do not know* response format, with higher scores indicating greater intolerance for harassment among leaders. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

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

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	78	0.36*	±0.10	540	0.67*	±0.03	-0.73 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	8	0.52	±0.34	NR
General Schedule (GS) 7-10	NR	NR	NR	47	0.81	±0.10	NR
General Schedule (GS) 11-12	45	0.38*	±0.13	277	0.59*	±0.05	-0.46 (S)
General Schedule (GS) 13-15	28	0.26*	±0.15	199	0.75*	±0.05	-1.34 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	7	0.80	±0.13	38	0.79	±0.12	0.04
1 to 3 years	NR	NR	NR	88	0.71	±0.09	NR
4 to 5 years	14	0.59	±0.25	76	0.59	±0.10	0.01
6 to 10 years	26	0.23*	±0.13	127	0.62*	±0.07	-0.96 (L)
11 to 14 years	NR	NR	NR	50	0.75	±0.09	NR
15 to 20 years	10	0.33	±0.28	40	0.57	±0.14	-0.51 (M)
More than 20 years	NR	NR	NR	115	0.71	±0.07	NR
Appointment Type							
Permanent	78	0.36*	±0.10	540	0.67*	±0.03	-0.73 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA

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	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	78	0.36*	±0.10	534	0.67*	±0.04	-0.73 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	78	0.36*	±0.10	534	0.67*	±0.04	-0.73 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	35	0.43*	±0.14	225	0.75*	±0.05	-0.80 (L)
Women	42	0.28*	±0.13	315	0.61*	±0.05	-0.76 (M)
Gender Identity							
Male	35	0.43*	±0.14	225	0.75*	±0.05	-0.80 (L)
Female	42	0.28*	±0.13	315	0.61*	±0.05	-0.76 (M)
Transgender	NR	NR	NR	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	64	0.34*	±0.10	502	0.67*	±0.04	-0.80 (L)
Sexual Minority	6	0.80	±0.27	18	0.58	±0.18	0.55 (M)
Sexual Orientation							
Heterosexual or straight	64	0.34*	±0.10	502	0.67*	±0.04	-0.80 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	5	0.76	±0.31	NR	NR	NR	NR
Bisexual	--	--	--	10	0.63	±0.29	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	16	0.55	±0.24	NR

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

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4.7.3 Crude and Offensive Behavior and Organizational Politics

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

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

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	80	3.4*	±0.2	527	2.7*	±0.1	0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	8	2.5	±0.5	NR
General Schedule (GS) 7-10	NR	NR	NR	47	2.5	±0.2	NR
General Schedule (GS) 11-12	47	3.6*	±0.3	267	3.0*	±0.1	0.61 (M)
General Schedule (GS) 13-15	28	3.0*	±0.3	196	2.5*	±0.1	0.75 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	7	2.3	±0.2	38	2.6	±0.2	-0.35 (S)
1 to 3 years	9	3.2	±1.0	86	2.9	±0.2	0.35 (S)
4 to 5 years	14	3.3	±0.5	75	2.9	±0.2	0.39 (S)
6 to 10 years	26	3.2*	±0.4	125	2.7*	±0.1	0.64 (M)
11 to 14 years	NR	NR	NR	48	2.9	±0.3	NR
15 to 20 years	10	3.9*	±0.4	40	2.7*	±0.3	1.41 (L)
More than 20 years	8	3.7*	±0.5	107	2.4*	±0.1	1.69 (L)
Appointment Type							
Permanent	80	3.4*	±0.2	527	2.7*	±0.1	0.68 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	80	3.4*	±0.2	524	2.7*	±0.1	0.69 (M)

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	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	80	3.4*	±0.2	524	2.7*	±0.1	0.69 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	37	3.1*	±0.3	220	2.7*	±0.1	0.41 (S)
Women	42	3.6*	±0.3	307	2.8*	±0.1	0.91 (L)
Gender Identity							
Male	37	3.1*	±0.3	220	2.7*	±0.1	0.41 (S)
Female	42	3.6*	±0.3	307	2.8*	±0.1	0.91 (L)
Transgender	NR	NR	NR	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	64	3.2*	±0.3	487	2.7*	±0.1	0.55 (M)
Sexual Minority	8	3.6	±0.3	18	2.9	±0.5	0.69 (M)
Sexual Orientation							
Heterosexual or straight	64	3.2*	±0.3	487	2.7*	±0.1	0.55 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	7	3.6	±0.4	NR	NR	NR	NR
Bisexual	--	--	--	10	2.8	±0.9	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	8	4.0*	±0.4	16	2.8*	±0.4	1.75 (L)

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

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4.7.4 Crude and Offensive Behavior and Organizational Trust

Table 4.54 presents organizational trust for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Organizational trust was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of trust. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.54 ONRR – Crude and Offensive Behavior and Organizational Trust by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	78	2.9*	±0.2	535	3.6*	±0.1	-0.87 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	6	3.8	±0.9	NR
General Schedule (GS) 7-10	NR	NR	NR	47	3.6	±0.2	NR
General Schedule (GS) 11-12	47	2.7*	±0.3	275	3.5*	±0.1	-0.88 (L)
General Schedule (GS) 13-15	26	3.0*	±0.3	195	3.8*	±0.1	-1.00 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	7	4.0	±0.0	38	4.0	±0.2	0.06
1 to 3 years	7	2.9	±0.5	88	3.7	±0.2	-0.75 (M)
4 to 5 years	14	3.0	±0.4	76	3.2	±0.2	-0.33 (S)
6 to 10 years	26	2.9*	±0.4	125	3.6*	±0.1	-0.79 (M)
11 to 14 years	NR	NR	NR	48	3.5	±0.2	NR
15 to 20 years	10	2.8	±0.5	39	3.4	±0.3	-0.66 (M)
More than 20 years	8	2.5*	±0.5	113	4.0*	±0.1	-2.06 (L)
Appointment Type							
Permanent	78	2.9*	±0.2	535	3.6*	±0.1	-0.87 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	78	2.9*	±0.2	529	3.6*	±0.1	-0.87 (L)

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	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	78	2.9*	±0.2	529	3.6*	±0.1	-0.87 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	37	3.0*	±0.3	223	3.7*	±0.1	-0.83 (L)
Women	41	2.7*	±0.3	312	3.6*	±0.1	-0.96 (L)
Gender Identity							
Male	37	3.0*	±0.3	223	3.7*	±0.1	-0.83 (L)
Female	41	2.7*	±0.3	312	3.6*	±0.1	-0.96 (L)
Transgender	NR	NR	NR	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	62	2.9*	±0.2	495	3.7*	±0.1	-0.91 (L)
Sexual Minority	8	3.4	±0.3	18	3.5	±0.6	-0.13
Sexual Orientation							
Heterosexual or straight	62	2.9*	±0.2	495	3.7*	±0.1	-0.91 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	7	3.3	±0.4	NR	NR	NR	NR
Bisexual	--	--	--	10	3.9	±0.8	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	8	2.3	±0.5	16	3.1	±0.6	-0.73 (M)

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

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4.7.5 Crude and Offensive Behavior and Supervisor Support

Table 4.55 presents supervisor support for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Supervisory support was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of support. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

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

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	77	3.3*	±0.3	525	4.0*	±0.1	-0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	6	4.3	±0.6	NR
General Schedule (GS) 7-10	NR	NR	NR	45	4.3	±0.2	NR
General Schedule (GS) 11-12	45	3.0*	±0.4	267	3.8*	±0.1	-0.69 (M)
General Schedule (GS) 13-15	28	3.6*	±0.4	195	4.1*	±0.1	-0.58 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	7	4.5	±0.3	38	4.3	±0.2	0.22 (S)
1 to 3 years	9	2.9*	±1.0	83	3.8*	±0.3	-0.72 (M)
4 to 5 years	14	3.5	±0.6	73	3.8	±0.3	-0.25 (S)
6 to 10 years	23	3.7	±0.5	125	4.0	±0.2	-0.39 (S)
11 to 14 years	NR	NR	NR	46	3.8	±0.2	NR
15 to 20 years	10	2.8*	±0.7	39	3.7*	±0.3	-0.83 (L)
More than 20 years	8	3.1*	±0.4	113	4.3*	±0.1	-1.59 (L)
Appointment Type							
Permanent	77	3.3*	±0.3	525	4.0*	±0.1	-0.68 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	77	3.3*	±0.3	519	4.0*	±0.1	-0.68 (M)

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	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	77	3.3*	±0.3	519	4.0*	±0.1	-0.68 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	37	3.5*	±0.4	223	4.0*	±0.1	-0.43 (S)
Women	39	3.1*	±0.4	302	4.0*	±0.1	-0.93 (L)
Gender Identity							
Male	37	3.5*	±0.4	223	4.0*	±0.1	-0.43 (S)
Female	39	3.1*	±0.4	302	4.0*	±0.1	-0.93 (L)
Transgender	NR	NR	NR	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	61	3.3*	±0.4	485	4.0*	±0.1	-0.69 (M)
Sexual Minority	8	3.7	±0.3	18	3.8	±0.5	-0.14
Sexual Orientation							
Heterosexual or straight	61	3.3*	±0.4	485	4.0*	±0.1	-0.69 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	7	3.6	±0.3	NR	NR	NR	NR
Bisexual	--	--	--	10	3.7	±0.8	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	8	2.8	±0.7	16	3.5	±0.6	-0.56 (M)

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

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4.7.6 Crude and Offensive Behavior and Organizational Inclusion

Table 4.56 presents organizational inclusion for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Organizational inclusion was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate greater levels of inclusion. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

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

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	80	2.8*	±0.2	542	3.9*	±0.1	-1.15 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	8	3.1	±0.8	NR
General Schedule (GS) 7-10	NR	NR	NR	47	3.9	±0.3	NR
General Schedule (GS) 11-12	47	2.8*	±0.3	275	3.8*	±0.1	-1.01 (L)
General Schedule (GS) 13-15	28	2.6*	±0.4	200	4.0*	±0.1	-1.69 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	7	3.4*	±0.2	38	4.1*	±0.2	-0.96 (L)
1 to 3 years	9	2.2*	±0.6	88	3.8*	±0.2	-1.36 (L)
4 to 5 years	14	3.1*	±0.5	76	3.7*	±0.2	-0.64 (M)
6 to 10 years	26	3.2*	±0.4	128	3.8*	±0.2	-0.58 (M)
11 to 14 years	NR	NR	NR	50	3.7	±0.2	NR
15 to 20 years	10	2.6*	±0.7	40	3.7*	±0.3	-1.10 (L)
More than 20 years	8	1.9*	±0.5	114	4.2*	±0.1	-3.14 (L)
Appointment Type							
Permanent	80	2.8*	±0.2	542	3.9*	±0.1	-1.15 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	80	2.8*	±0.2	536	3.9*	±0.1	-1.15 (L)

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

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

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4.7.7 Crude and Offensive Behavior and Gender Context

Table 4.57 presents gender context for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Gender context was measured with three questions about the mix of men and women in the workplace. Scale values include *mostly women*, *a relatively even mix of men and women*, and *mostly men*. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.57 ONRR – Crude and Offensive Behavior and Gender Context by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	80	1.9	±0.1	536	1.9	±0.0	0.10
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	8	1.9	±0.2	NR
General Schedule (GS) 7-10	NR	NR	NR	47	1.8	±0.1	NR
General Schedule (GS) 11-12	47	1.9	±0.1	269	1.8	±0.1	0.25 (S)
General Schedule (GS) 13-15	28	1.9	±0.2	200	2.0	±0.1	-0.08
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	7	2.4*	±0.3	36	2.0*	±0.2	0.90 (L)
1 to 3 years	9	2.0	±0.2	88	1.8	±0.1	0.26 (S)
4 to 5 years	14	2.0	±0.2	76	1.9	±0.1	0.23 (S)
6 to 10 years	26	1.8*	±0.2	127	2.0*	±0.1	-0.49 (S)
11 to 14 years	NR	NR	NR	50	1.8	±0.1	NR
15 to 20 years	10	1.9	±0.2	38	1.7	±0.2	0.47 (S)
More than 20 years	8	2.1	±0.3	115	1.9	±0.1	0.41 (S)
Appointment Type							
Permanent	80	1.9	±0.1	536	1.9	±0.0	0.10
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	80	1.9	±0.1	530	1.9	±0.0	0.11

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	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	80	1.9	±0.1	530	1.9	±0.0	0.11
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	37	1.9	±0.2	227	1.9	±0.1	-0.04
Women	42	2.0	±0.1	309	1.9	±0.1	0.24 (S)
Gender Identity							
Male	37	1.9	±0.2	227	1.9	±0.1	-0.04
Female	42	2.0	±0.1	309	1.9	±0.1	0.24 (S)
Transgender	NR	NR	NR	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	64	1.9	±0.1	496	1.9	±0.0	0.09
Sexual Minority	8	2.0	±0.3	18	1.7	±0.2	0.58 (M)
Sexual Orientation							
Heterosexual or straight	64	1.9	±0.1	496	1.9	±0.0	0.09
Lesbian	--	--	--	NR	NR	NR	NR
Gay	7	2.2	±0.1	NR	NR	NR	NR
Bisexual	--	--	--	10	1.9	±0.3	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	8	1.7	±0.4	16	1.7	±0.2	0.07

[a] Scale values range from 1 = Mostly women, 2 = A relatively even mix of men and women, and 3 = Mostly men.
* Indicates a statistically significant difference between those who experienced harassment and those who did not.

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4.7.8 Crude and Offensive Behavior and Bystander Harassment

Table 4.58 presents experiences of bystander sex/gender harassment for those who indicated they had or had not personally experienced crude and offensive behavior within the past 12 months. Sex/gender bystander harassment (i.e., a situation in which an employee witnessed but may not have been a direct target of the harassing behavior) was measured on a 6-point response scale ranging from *never* to *one or more times a day*. The results indicate the percentage of employees who witnessed sex/gender harassment against another employee. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 4.58 ONRR – Crude and Offensive Behavior and Bystander Harassment

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	N	*Percent*[a]	*MoE*	*N*	*Percent*[a]	*MoE*	*Cohen's h*
Overall	29	36.9%*	±11.5	37	6.9%*	±2.5	0.78 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 11-12	19	41.4%*	±15.3	23	8.7%*	±4.0	0.80 (L)
General Schedule (GS) 13-15	NR	NR	NR	8	4.2%	±3.9	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	0	0.0%	NA	NR
1 to 3 years	NR	NR	NR	12	14.3%	±9.3	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	10	7.8%	±6.3	NR
11 to 14 years	NR	NR	NR	5	10.2%	±12.6	NR
15 to 20 years	NR	NR	NR	NR	NR	NR	NR
More than 20 years	NR	NR	NR	NR	NR	NR	NR
Appointment Type							
Permanent	29	36.9%*	±11.5	37	6.9%*	±2.5	0.78 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA

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

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

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

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

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

	B	S.E.	Wald	*p*	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	1.488	0.791	3.538	--	4.428	--	--	--	--
Age	-0.698	0.331	4.440	0.035	0.497	0.260	0.952	-146.398	4.387
Education Level	2.216	0.590	14.099	0.000	9.173	2.885	29.167	-154.232	20.056
Supervisor Support	0.497	0.181	7.495	0.006	1.643	1.151	2.345	-148.191	7.974
Organizational Inclusion	-0.963	0.194	24.603	0.000	0.382	0.261	0.559	-157.519	26.629
Bystander Harassment Based on Sex/Gender	-1.473	0.380	15.043	0.000	0.229	0.109	0.483	-151.551	14.692
General Intolerance	-0.692	0.209	10.969	0.001	0.500	0.332	0.754	-149.792	11.176

Note. N = 539, Nagelkerke R Square = 0.403

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4.8 Unwanted Sexual Attention

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

4.8.1 Unwanted Sexual Attention and General Intolerance for Harassment

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

Table 4.60 ONRR – Unwanted Sexual Attention and General Intolerance for Harassment by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	40	2.5*	±0.3	568	3.6*	±0.1	-1.14 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	47	3.7	±0.2	NR
General Schedule (GS) 11-12	18	2.4*	±0.5	297	3.4*	±0.1	-1.05 (L)
General Schedule (GS) 13-15	16	2.5*	±0.4	208	3.7*	±0.1	-1.44 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA

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	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	37	4.0	±0.2	NR
1 to 3 years	NR	NR	NR	87	3.6	±0.2	NR
4 to 5 years	6	3.3	±1.2	85	3.4	±0.2	-0.08
6 to 10 years	8	2.6*	±0.5	144	3.6*	±0.1	-1.15 (L)
11 to 14 years	NR	NR	NR	53	3.5	±0.2	NR
15 to 20 years	7	2.2*	±0.8	42	3.2*	±0.3	-1.15 (L)
More than 20 years	10	2.0*	±0.2	113	3.7*	±0.1	-2.21 (L)
Appointment Type							
Permanent	40	2.5*	±0.3	568	3.6*	±0.1	-1.14 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	40	2.5*	±0.3	562	3.6*	±0.1	-1.14 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	40	2.5*	±0.3	562	3.6*	±0.1	-1.14 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	NR	NR	NR	255	3.7	±0.1	NR
Women	36	2.6*	±0.3	312	3.4*	±0.1	-1.03 (L)
Gender Identity							
Male	NR	NR	NR	255	3.7	±0.1	NR
Female	36	2.6*	±0.3	312	3.4*	±0.1	-1.03 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	35	2.6*	±0.3	518	3.6*	±0.1	-1.10 (L)
Sexual Minority	NR	NR	NR	25	3.8	±0.2	NR

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

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

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4.8.2 Unwanted Sexual Attention and Leadership Intolerance for Harassment

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

Table 4.61 ONRR – Unwanted Sexual Attention and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	40	0.38*	±0.13	580	0.64*	±0.03	-0.63 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	6	0.66	±0.35	NR
General Schedule (GS) 7-10	NR	NR	NR	47	0.81	±0.10	NR
General Schedule (GS) 11-12	18	0.34*	±0.19	306	0.57*	±0.05	-0.51 (M)
General Schedule (GS) 13-15	16	0.39*	±0.19	210	0.71*	±0.05	-0.82 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	42	0.77	±0.11	NR
1 to 3 years	NR	NR	NR	90	0.70	±0.09	NR
4 to 5 years	6	0.70	±0.41	85	0.58	±0.10	0.26 (S)
6 to 10 years	NR	NR	NR	146	0.58	±0.07	NR
11 to 14 years	NR	NR	NR	53	0.73	±0.09	NR
15 to 20 years	NR	NR	NR	43	0.56	±0.14	NR
More than 20 years	10	0.50	±0.16	113	0.68	±0.07	-0.46 (S)
Appointment Type							
Permanent	40	0.38*	±0.13	580	0.64*	±0.03	-0.63 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA

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

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

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4.8.3 Unwanted Sexual Attention and Organizational Politics

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

Table 4.62 ONRR – Unwanted Sexual Attention and Organizational Politics by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	42	3.2*	±0.3	567	2.8*	±0.1	0.46 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	6	2.3	±0.4	NR
General Schedule (GS) 7-10	NR	NR	NR	47	2.5	±0.2	NR
General Schedule (GS) 11-12	18	4.0*	±0.4	297	3.0*	±0.1	1.04 (L)
General Schedule (GS) 13-15	16	2.3	±0.4	207	2.6	±0.1	-0.32 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	42	2.5	±0.2	NR
1 to 3 years	NR	NR	NR	91	2.9	±0.2	NR
4 to 5 years	6	3.3	±1.0	83	3.0	±0.2	0.30 (S)
6 to 10 years	8	3.7*	±0.7	144	2.8*	±0.1	1.07 (L)
11 to 14 years	NR	NR	NR	51	3.0	±0.2	NR
15 to 20 years	7	4.1*	±0.5	43	2.8*	±0.3	1.60 (L)
More than 20 years	10	2.1	±0.5	105	2.6	±0.1	-0.58 (M)
Appointment Type							
Permanent	42	3.2*	±0.3	567	2.8*	±0.1	0.46 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	42	3.2*	±0.3	564	2.8*	±0.1	0.47 (S)

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

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

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4.8.4 Unwanted Sexual Attention and Organizational Trust

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

Table 4.63 ONRR – Unwanted Sexual Attention and Organizational Trust by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	40	3.2*	±0.3	575	3.6*	±0.1	-0.47 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	47	3.6	±0.2	NR
General Schedule (GS) 11-12	18	2.5*	±0.4	306	3.5*	±0.1	-1.07 (L)
General Schedule (GS) 13-15	15	4.0	±0.5	207	3.7	±0.1	0.30 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	42	4.0	±0.2	NR
1 to 3 years	NR	NR	NR	92	3.7	±0.2	NR
4 to 5 years	6	3.2	±0.6	85	3.2	±0.2	0.02
6 to 10 years	8	2.6*	±0.7	144	3.5*	±0.1	-1.07 (L)
11 to 14 years	NR	NR	NR	51	3.4	±0.2	NR
15 to 20 years	7	2.7	±0.7	42	3.4	±0.3	-0.71 (M)
More than 20 years	10	4.3	±0.3	111	3.9	±0.2	0.50 (M)
Appointment Type							
Permanent	40	3.2*	±0.3	575	3.6*	±0.1	-0.47 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	40	3.2*	±0.3	569	3.6*	±0.1	-0.46 (S)

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

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

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4.8.5 Unwanted Sexual Attention and Supervisor Support

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

Table 4.64 ONRR – Unwanted Sexual Attention and Supervisor Support by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	42	3.7	±0.4	561	3.9	±0.1	-0.21 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	45	4.3	±0.2	NR
General Schedule (GS) 11-12	18	3.3	±0.7	294	3.7	±0.1	-0.38 (S)
General Schedule (GS) 13-15	16	4.2	±0.6	207	4.1	±0.1	0.13
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	42	4.3	±0.2	NR
1 to 3 years	NR	NR	NR	87	3.7	±0.3	NR
4 to 5 years	6	4.6	±0.6	81	3.7	±0.2	0.72 (M)
6 to 10 years	8	3.1*	±0.9	140	4.0*	±0.2	-0.98 (L)
11 to 14 years	NR	NR	NR	50	3.6	±0.3	NR
15 to 20 years	7	2.7	±1.1	42	3.6	±0.3	-0.76 (M)
More than 20 years	10	4.8*	±0.2	111	4.1*	±0.1	0.93 (L)
Appointment Type							
Permanent	42	3.7	±0.4	561	3.9	±0.1	-0.21 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	42	3.7	±0.4	555	3.9	±0.1	-0.21 (S)

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

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

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4.8.6 Unwanted Sexual Attention and Organizational Inclusion

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

Table 4.65 ONRR – Unwanted Sexual Attention and Organizational Inclusion by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	42	3.3*	±0.4	582	3.8*	±0.1	-0.43 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	6	3.4	±1.0	NR
General Schedule (GS) 7-10	NR	NR	NR	47	3.9	±0.3	NR
General Schedule (GS) 11-12	18	2.9*	±0.6	306	3.7*	±0.1	-0.77 (M)
General Schedule (GS) 13-15	16	3.9	±0.6	212	3.8	±0.1	0.08
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	42	4.0	±0.2	NR
1 to 3 years	NR	NR	NR	92	3.8	±0.2	NR
4 to 5 years	6	4.5*	±0.5	85	3.6*	±0.2	0.87 (L)
6 to 10 years	8	2.7*	±0.3	148	3.7*	±0.2	-1.11 (L)
11 to 14 years	NR	NR	NR	53	3.6	±0.2	NR
15 to 20 years	7	2.7*	±1.0	43	3.6*	±0.3	-0.87 (L)
More than 20 years	10	4.3	±0.5	112	4.0	±0.2	0.38 (S)
Appointment Type							
Permanent	42	3.3*	±0.4	582	3.8*	±0.1	-0.43 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	42	3.3*	±0.4	576	3.8*	±0.1	-0.42 (S)

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	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	42	3.3*	±0.4	576	3.8*	±0.1	-0.42 (S)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	5	2.9	±0.3	260	3.8	±0.1	-0.85 (L)
Women	36	3.4*	±0.4	321	3.8*	±0.1	-0.37 (S)
Gender Identity							
Male	5	2.9	±0.3	260	3.8	±0.1	-0.85 (L)
Female	36	3.4*	±0.4	321	3.8*	±0.1	-0.37 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	35	3.4*	±0.4	534	3.8*	±0.1	-0.42 (S)
Sexual Minority	NR	NR	NR	25	3.7	±0.3	NR
Sexual Orientation							
Heterosexual or straight	35	3.4*	±0.4	534	3.8*	±0.1	-0.42 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	10	3.6	±0.5	NA
Bisexual	NR	NR	NR	9	4.3	±0.4	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	20	2.9	±0.5	NR

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

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4.8.7 Unwanted Sexual Attention and Gender Context

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

Table 4.66 ONRR – Unwanted Sexual Attention and Gender Context by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	42	1.8	±0.1	576	1.9	±0.0	-0.20 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	6	1.8	±0.3	NR
General Schedule (GS) 7-10	NR	NR	NR	47	1.8	±0.1	NR
General Schedule (GS) 11-12	18	1.8	±0.2	300	1.9	±0.1	-0.13
General Schedule (GS) 13-15	16	1.8	±0.3	212	2.0	±0.1	-0.47 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	40	2.0	±0.2	NR
1 to 3 years	NR	NR	NR	92	1.8	±0.1	NR
4 to 5 years	6	1.7	±0.5	85	1.9	±0.1	-0.46 (S)
6 to 10 years	8	1.8	±0.4	146	1.9	±0.1	-0.24 (S)
11 to 14 years	NR	NR	NR	53	1.8	±0.1	NR
15 to 20 years	7	1.6	±0.3	41	1.8	±0.1	-0.38 (S)
More than 20 years	10	1.6*	±0.2	113	1.9*	±0.1	-0.75 (M)
Appointment Type							
Permanent	42	1.8	±0.1	576	1.9	±0.0	-0.20 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	42	1.8	±0.1	570	1.9	±0.0	-0.19

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	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	42	1.8	±0.1	570	1.9	±0.0	-0.19
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	5	1.7	±0.5	258	1.9	±0.1	-0.57 (M)
Women	36	1.8	±0.2	317	1.9	±0.1	-0.11
Gender Identity							
Male	5	1.7	±0.5	258	1.9	±0.1	-0.57 (M)
Female	36	1.8	±0.2	317	1.9	±0.1	-0.11
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	35	1.8	±0.2	526	1.9	±0.0	-0.25 (S)
Sexual Minority	NR	NR	NR	25	1.8	±0.2	NR
Sexual Orientation							
Heterosexual or straight	35	1.8	±0.2	526	1.9	±0.0	-0.25 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	10	1.8	±0.3	NA
Bisexual	NR	NR	NR	9	1.8	±0.3	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	21	1.8	±0.2	NR

[a] Scale values range from 1 = Mostly women, 2 = A relatively even mix of men and women, and 3 = Mostly men.
* Indicates a statistically significant difference between those who experienced harassment and those who did not.

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4.8.8 Unwanted Sexual Attention and Bystander Harassment

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

Table 4.67 ONRR – Unwanted Sexual Attention and Bystander Harassment

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	N	*Percent*[a]	*MoE*	*N*	*Percent*[a]	*MoE*	*Cohen's h*
Overall	15	35.4%*	±16.1	51	8.9%*	±2.6	0.67 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 11-12	NR	NR	NR	33	11.1%	±4.1	NR
General Schedule (GS) 13-15	NR	NR	NR	13	6.1%	±4.2	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	0	0.0%	NA	NR
1 to 3 years	NR	NR	NR	13	15.3%	±9.3	NR
4 to 5 years	NR	NR	NR	6	7.2%	±8.2	NR
6 to 10 years	NR	NR	NR	15	10.2%	±6.2	NR
11 to 14 years	NR	NR	NR	7	12.8%	±12.4	NR
15 to 20 years	NR	NR	NR	6	14.5%	±14.5	NR
More than 20 years	NR	NR	NR	NR	NR	NR	NR
Appointment Type							
Permanent	15	35.4%*	±16.1	51	8.9%*	±2.6	0.67 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA

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	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	N	*Percent*[a]	*MoE*	*N*	*Percent*[a]	*MoE*	*Cohen's h*
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	15	35.4%*	±16.1	49	8.7%*	±2.6	0.68 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	15	35.4%*	±16.1	49	8.7%*	±2.6	0.68 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	NR	NR	NR	19	7.4%	±4.0	NR
Women	11	30.9%*	±17.4	32	10.1%*	±3.9	0.53 (M)
Gender Identity							
Male	NR	NR	NR	19	7.4%	±4.0	NR
Female	11	30.9%*	±17.4	32	10.1%*	±3.9	0.53 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	12	33.2%*	±17.8	45	8.7%*	±2.7	0.63 (M)
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	12	33.2%*	±17.8	45	8.7%*	±2.7	0.63 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	NR	NR	NR	NR

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

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

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

Table 4.68 ONRR – Logistic Regression of Unwanted Sexual Attention and Predictors of Workplace Harassment

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

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4.9 Sexual Coercion

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

4.9.1 Sexual Coercion and General Intolerance for Harassment

Table 4.69 presents general intolerance for harassment for those who indicated they had or had not experienced sexual coercion within the past 12 months. General intolerance for harassment was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate an organizational climate more intolerant of harassment. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

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

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	8	2.1*	±0.1	599	3.5*	±0.1	-1.57 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.5	±0.4	NA
General Schedule (GS) 7-10	--	--	--	48	3.6	±0.2	NA
General Schedule (GS) 11-12	--	--	--	315	3.4	±0.1	NA
General Schedule (GS) 13-15	8	2.1*	±0.1	216	3.7*	±0.1	-1.88 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA

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	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	40	4.0	±0.2	NA
1 to 3 years	--	--	--	91	3.6	±0.2	NA
4 to 5 years	--	--	--	90	3.3	±0.2	NA
6 to 10 years	--	--	--	152	3.5	±0.1	NA
11 to 14 years	NR	NR	NR	53	3.5	±0.2	NR
15 to 20 years	--	--	--	49	3.1	±0.3	NA
More than 20 years	7	2.0*	±0.0	116	3.6*	±0.2	-1.98 (L)
Appointment Type							
Permanent	8	2.1*	±0.1	599	3.5*	±0.1	-1.57 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	8	2.1*	±0.1	593	3.5*	±0.1	-1.56 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	8	2.1*	±0.1	593	3.5*	±0.1	-1.56 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	--	--	--	258	3.7	±0.1	NA
Women	8	2.1*	±0.1	340	3.4*	±0.1	-1.49 (L)
Gender Identity							
Male	--	--	--	258	3.7	±0.1	NA
Female	8	2.1*	±0.1	340	3.4*	±0.1	-1.49 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	8	2.1*	±0.1	545	3.5*	±0.1	-1.56 (L)
Sexual Minority	--	--	--	26	3.7	±0.2	NA

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	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Sexual Orientation							
Heterosexual or straight	8	2.1*	±0.1	545	3.5*	±0.1	-1.56 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	10	3.7	±0.2	NA
Bisexual	--	--	--	10	3.5	±0.5	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	25	3.0	±0.3	NA

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

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4.9.2 Sexual Coercion and Leadership Intolerance for Harassment

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

Table 4.70 ONRR – Sexual Coercion and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	8	0.56	±0.18	611	0.63	±0.03	-0.16
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	0.64	±0.28	NA
General Schedule (GS) 7-10	--	--	--	48	0.79	±0.11	NA
General Schedule (GS) 11-12	--	--	--	324	0.56	±0.05	NA
General Schedule (GS) 13-15	8	0.56	±0.18	218	0.70	±0.05	-0.34 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	0.79	±0.10	NA
1 to 3 years	--	--	--	95	0.67	±0.09	NA
4 to 5 years	--	--	--	90	0.59	±0.09	NA
6 to 10 years	--	--	--	154	0.55	±0.07	NA
11 to 14 years	NR	NR	NR	53	0.73	±0.09	NR
15 to 20 years	--	--	--	51	0.52	±0.13	NA
More than 20 years	7	0.67	±0.00	116	0.67	±0.07	-0.01
Appointment Type							
Permanent	8	0.56	±0.18	611	0.63	±0.03	-0.16
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA

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	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	8	0.56	±0.18	605	0.63	±0.03	-0.16
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	8	0.56	±0.18	605	0.63	±0.03	-0.16
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	--	--	--	260	0.71	±0.05	NA
Women	8	0.56	±0.18	350	0.57	±0.05	-0.02
Gender Identity							
Male	--	--	--	260	0.71	±0.05	NA
Female	8	0.56	±0.18	350	0.57	±0.05	-0.02
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	8	0.56	±0.18	559	0.63	±0.04	-0.17
Sexual Minority	--	--	--	24	0.64	±0.15	NA
Sexual Orientation							
Heterosexual or straight	8	0.56	±0.18	559	0.63	±0.04	-0.17
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	8	0.72	±0.24	NA
Bisexual	--	--	--	10	0.63	±0.29	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	25	0.43	±0.19	NA

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

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4.9.3 Sexual Coercion and Organizational Politics

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

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

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	8	2.1*	±0.4	600	2.8*	±0.1	-0.79 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	2.5	±0.3	NA
General Schedule (GS) 7-10	--	--	--	48	2.5	±0.2	NA
General Schedule (GS) 11-12	--	--	--	316	3.1	±0.1	NA
General Schedule (GS) 13-15	8	2.1	±0.4	215	2.6	±0.1	-0.57 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	2.5	±0.2	NA
1 to 3 years	--	--	--	95	2.9	±0.2	NA
4 to 5 years	--	--	--	89	3.0	±0.2	NA
6 to 10 years	--	--	--	152	2.8	±0.1	NA
11 to 14 years	NR	NR	NR	51	3.0	±0.2	NR
15 to 20 years	--	--	--	51	3.0	±0.3	NA
More than 20 years	7	1.9*	±0.0	109	2.6*	±0.1	-0.93 (L)
Appointment Type							
Permanent	8	2.1*	±0.4	600	2.8*	±0.1	-0.79 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	8	2.1*	±0.4	597	2.8*	±0.1	-0.78 (M)

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	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	8	2.1*	±0.4	597	2.8*	±0.1	-0.78 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	--	--	--	256	2.8	±0.1	NA
Women	8	2.1*	±0.4	343	2.9*	±0.1	-0.82 (L)
Gender Identity							
Male	--	--	--	256	2.8	±0.1	NA
Female	8	2.1*	±0.4	343	2.9*	±0.1	-0.82 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	8	2.1*	±0.4	544	2.8*	±0.1	-0.77 (M)
Sexual Minority	--	--	--	26	3.1	±0.4	NA
Sexual Orientation							
Heterosexual or straight	8	2.1*	±0.4	544	2.8*	±0.1	-0.77 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	10	3.4	±0.3	NA
Bisexual	--	--	--	10	2.8	±0.9	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	25	3.2	±0.4	NA

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

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4.9.4 Sexual Coercion and Organizational Trust

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

Table 4.72 ONRR – Sexual Coercion and Organizational Trust by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	8	4.0	±0.8	607	3.5	±0.1	0.53 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.9	±0.6	NA
General Schedule (GS) 7-10	--	--	--	48	3.5	±0.2	NA
General Schedule (GS) 11-12	--	--	--	324	3.4	±0.1	NA
General Schedule (GS) 13-15	8	4.0	±0.8	213	3.7	±0.1	0.33 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	4.0	±0.2	NA
1 to 3 years	--	--	--	95	3.6	±0.2	NA
4 to 5 years	--	--	--	90	3.2	±0.2	NA
6 to 10 years	--	--	--	152	3.5	±0.1	NA
11 to 14 years	NR	NR	NR	51	3.4	±0.2	NR
15 to 20 years	--	--	--	49	3.3	±0.3	NA
More than 20 years	7	4.5*	±0.0	115	3.9*	±0.1	0.80 (L)
Appointment Type							
Permanent	8	4.0	±0.8	607	3.5	±0.1	0.53 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	8	4.0	±0.8	601	3.5	±0.1	0.54 (M)

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	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	8	4.0	±0.8	601	3.5	±0.1	0.54 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	--	--	--	260	3.6	±0.1	NA
Women	8	4.0	±0.8	346	3.5	±0.1	0.61 (M)
Gender Identity							
Male	--	--	--	260	3.6	±0.1	NA
Female	8	4.0	±0.8	346	3.5	±0.1	0.61 (M)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	8	4.0	±0.8	551	3.6	±0.1	0.52 (M)
Sexual Minority	--	--	--	26	3.5	±0.4	NA
Sexual Orientation							
Heterosexual or straight	8	4.0	±0.8	551	3.6	±0.1	0.52 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	10	3.1	±0.5	NA
Bisexual	--	--	--	10	3.9	±0.8	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	25	2.9	±0.4	NA

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

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4.9.5 Sexual Coercion and Supervisor Support

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

Table 4.73 ONRR – Sexual Coercion and Supervisor Support by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	8	4.4	±1.1	594	3.9	±0.1	0.45 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	4.2	±0.4	NA
General Schedule (GS) 7-10	--	--	--	47	4.2	±0.2	NA
General Schedule (GS) 11-12	--	--	--	312	3.7	±0.1	NA
General Schedule (GS) 13-15	8	4.4	±1.1	214	4.0	±0.1	0.33 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	4.3	±0.2	NA
1 to 3 years	--	--	--	92	3.7	±0.3	NA
4 to 5 years	--	--	--	87	3.8	±0.2	NA
6 to 10 years	--	--	--	148	4.0	±0.2	NA
11 to 14 years	NR	NR	NR	50	3.6	±0.3	NR
15 to 20 years	--	--	--	49	3.5	±0.3	NA
More than 20 years	7	5.0*	±0.0	115	4.2*	±0.1	1.12 (L)
Appointment Type							
Permanent	8	4.4	±1.1	594	3.9	±0.1	0.45 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	8	4.4	±1.1	588	3.9	±0.1	0.45 (S)

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

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

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4.9.6 Sexual Coercion and Organizational Inclusion

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

Table 4.74 ONRR – Sexual Coercion and Organizational Inclusion by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	8	4.0	±1.0	615	3.7	±0.1	0.29 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	3.3	±0.6	NA
General Schedule (GS) 7-10	--	--	--	48	3.9	±0.3	NA
General Schedule (GS) 11-12	--	--	--	324	3.7	±0.1	NA
General Schedule (GS) 13-15	8	4.0	±1.0	220	3.8	±0.1	0.26 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	4.0	±0.2	NA
1 to 3 years	--	--	--	97	3.7	±0.2	NA
4 to 5 years	--	--	--	90	3.6	±0.2	NA
6 to 10 years	--	--	--	156	3.7	±0.2	NA
11 to 14 years	NR	NR	NR	53	3.6	±0.2	NR
15 to 20 years	--	--	--	51	3.5	±0.3	NA
More than 20 years	7	4.6	±0.0	115	4.0	±0.2	0.70 (M)
Appointment Type							
Permanent	8	4.0	±1.0	615	3.7	±0.1	0.29 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	8	4.0	±1.0	609	3.7	±0.1	0.30 (S)

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

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

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4.9.7 Sexual Coercion and Gender Context

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

Table 4.75 ONRR – Sexual Coercion and Gender Context by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	8	1.8	±0.2	609	1.9	±0.0	-0.25 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	1.9	±0.2	NA
General Schedule (GS) 7-10	--	--	--	48	1.8	±0.1	NA
General Schedule (GS) 11-12	--	--	--	318	1.8	±0.1	NA
General Schedule (GS) 13-15	8	1.8	±0.2	220	2.0	±0.1	-0.41 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	43	2.0	±0.1	NA
1 to 3 years	--	--	--	97	1.8	±0.1	NA
4 to 5 years	--	--	--	90	1.9	±0.1	NA
6 to 10 years	--	--	--	154	1.9	±0.1	NA
11 to 14 years	NR	NR	NR	53	1.8	±0.1	NR
15 to 20 years	--	--	--	48	1.7	±0.1	NA
More than 20 years	7	1.7	±0.0	116	1.9	±0.1	-0.58 (M)
Appointment Type							
Permanent	8	1.8	±0.2	609	1.9	±0.0	-0.25 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	8	1.8	±0.2	603	1.9	±0.0	-0.24 (S)

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	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	8	1.8	±0.2	603	1.9	±0.0	-0.24 (S)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	--	--	--	263	1.9	±0.1	NA
Women	8	1.8	±0.2	345	1.9	±0.1	-0.20 (S)
Gender Identity							
Male	--	--	--	263	1.9	±0.1	NA
Female	8	1.8	±0.2	345	1.9	±0.1	-0.20 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	8	1.8	±0.2	553	1.9	±0.0	-0.27 (S)
Sexual Minority	--	--	--	26	1.8	±0.2	NA
Sexual Orientation							
Heterosexual or straight	8	1.8	±0.2	553	1.9	±0.0	-0.27 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	10	1.8	±0.3	NA
Bisexual	--	--	--	10	1.9	±0.3	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	25	1.7	±0.2	NA

[a] Scale values range from 1 = Mostly women, 2 = A relatively even mix of men and women, and 3 = Mostly men.
* Indicates a statistically significant difference between those who experienced harassment and those who did not.

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4.9.8 Sexual Coercion and Bystander Harassment

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

Table 4.76 ONRR – Sexual Coercion and Bystander Harassment

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	N	*Percent*[a]	*MoE*	*N*	*Percent*[a]	*MoE*	*Cohen's h*
Overall	NR	NR	NR	64	10.6%	±2.7	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	NR	NR	NR	NR
General Schedule (GS) 11-12	--	--	--	42	13.3%	±4.2	NA
General Schedule (GS) 13-15	NR	NR	NR	17	7.8%	±4.5	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	0	0.0%	NA	NA
1 to 3 years	--	--	--	16	17.5%	±9.3	NA
4 to 5 years	--	--	--	6	6.8%	±7.7	NA
6 to 10 years	--	--	--	19	12.8%	±6.4	NA
11 to 14 years	NR	NR	NR	7	12.8%	±12.4	NR
15 to 20 years	--	--	--	12	24.0%	±14.1	NA
More than 20 years	NR	NR	NR	NR	NR	NR	NR
Appointment Type							
Permanent	NR	NR	NR	64	10.6%	±2.7	NR
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA

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	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	N	*Percent*[a]	*MoE*	*N*	*Percent*[a]	*MoE*	*Cohen's h*
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	NR	NR	NR	62	10.4%	±2.7	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	62	10.4%	±2.7	NR
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	--	--	--	22	8.6%	±4.1	NA
Women	NR	NR	NR	42	12.2%	±3.9	NR
Gender Identity							
Male	--	--	--	22	8.6%	±4.1	NA
Female	NR	NR	NR	42	12.2%	±3.9	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	56	10.1%	±2.8	NR
Sexual Minority	--	--	--	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	56	10.1%	±2.8	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	NR	NR	NR	NR

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

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

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

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

	B	S.E.	Wald	*p*	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	-2.254	2.028	1.236	--	0.105	--	--	--	--
Education Level	-2.527	1.030	6.015	0.014	0.080	0.011	0.602	-25.187	7.974
Organizational Trust	1.576	0.506	9.681	0.002	4.833	1.792	13.040	-28.151	13.901
General Intolerance	-2.391	0.610	15.384	0.000	0.092	0.028	0.302	-34.512	26.624

Note. N = 539, Nagelkerke R Square = 0.528

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4.10 Gender Harassment

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

4.10.1 Gender Harassment and General Intolerance for Harassment

Table 4.78 presents general intolerance for harassment for those who indicated they had or had not experienced gender harassment within the past 12 months. General intolerance for harassment was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate an organizational climate more intolerant of harassment. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

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

	Experienced gender harassment			Did not experience gender harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	101	2.7*	±0.2	507	3.6*	±0.1	-1.05 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	44	3.8	±0.2	NR
General Schedule (GS) 11-12	49	2.7*	±0.3	266	3.5*	±0.1	-0.80 (L)
General Schedule (GS) 13-15	41	2.7*	±0.3	183	3.8*	±0.1	-1.35 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA

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	Experienced gender harassment			Did not experience gender harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Years of Service at Bureau or Office							
Less than 1 year	9	4.2	±0.3	31	3.9	±0.2	0.48 (S)
1 to 3 years	9	2.6*	±0.5	82	3.7*	±0.2	-1.15 (L)
4 to 5 years	16	2.5*	±0.6	75	3.5*	±0.2	-1.16 (L)
6 to 10 years	24	2.8*	±0.3	128	3.6*	±0.1	-1.06 (L)
11 to 14 years	11	2.9*	±0.7	44	3.6*	±0.2	-0.79 (M)
15 to 20 years	14	2.3*	±0.4	35	3.4*	±0.3	-1.32 (L)
More than 20 years	14	2.2*	±0.4	110	3.7*	±0.1	-2.00 (L)
Appointment Type							
Permanent	101	2.7*	±0.2	507	3.6*	±0.1	-1.05 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	101	2.7*	±0.2	501	3.6*	±0.1	-1.05 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	101	2.7*	±0.2	501	3.6*	±0.1	-1.05 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	21	3.0*	±0.5	237	3.7*	±0.1	-0.82 (L)
Women	78	2.6*	±0.2	270	3.6*	±0.1	-1.12 (L)
Gender Identity							
Male	21	3.0*	±0.5	237	3.7*	±0.1	-0.82 (L)
Female	78	2.6*	±0.2	270	3.6*	±0.1	-1.12 (L)
Transgender	NR	NR	NR	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	91	2.7*	±0.2	462	3.7*	±0.1	-1.13 (L)
Sexual Minority	NR	NR	NR	22	3.7	±0.3	NR

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

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

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4.10.2 Gender Harassment and Leadership Intolerance for Harassment

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

Table 4.79 ONRR – Gender Harassment and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	102	0.40*	±0.08	517	0.67*	±0.04	-0.65 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	0.71	±0.40	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	44	0.86	±0.09	NR
General Schedule (GS) 11-12	49	0.37*	±0.12	275	0.59*	±0.05	-0.50 (M)
General Schedule (GS) 13-15	41	0.41*	±0.13	185	0.76*	±0.05	-0.92 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	9	0.85	±0.11	36	0.77	±0.13	0.23 (S)
1 to 3 years	NR	NR	NR	86	0.72	±0.09	NR
4 to 5 years	16	0.36*	±0.22	75	0.64*	±0.10	-0.61 (M)
6 to 10 years	24	0.24*	±0.14	130	0.61*	±0.07	-0.88 (L)
11 to 14 years	11	0.71	±0.29	44	0.72	±0.10	-0.02
15 to 20 years	16	0.21*	±0.18	35	0.66*	±0.14	-1.09 (L)
More than 20 years	14	0.50	±0.18	110	0.69	±0.07	-0.48 (S)
Appointment Type							
Permanent	102	0.40*	±0.08	517	0.67*	±0.04	-0.65 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA

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

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

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4.10.3 Gender Harassment and Organizational Politics

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

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

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

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

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

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4.10.4 Gender Harassment and Organizational Trust

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

Table 4.81 ONRR – Gender Harassment and Organizational Trust by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	99	3.1*	±0.2	516	3.6*	±0.1	-0.53 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	44	3.7	±0.2	NR
General Schedule (GS) 11-12	49	2.8*	±0.3	275	3.5*	±0.1	-0.79 (M)
General Schedule (GS) 13-15	40	3.6	±0.3	181	3.8	±0.1	-0.17
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	9	4.0	±0.0	36	4.0	±0.2	0.06
1 to 3 years	7	2.8*	±0.5	88	3.7*	±0.2	-0.96 (L)
4 to 5 years	16	2.9	±0.4	75	3.3	±0.2	-0.39 (S)
6 to 10 years	24	3.1*	±0.4	128	3.6*	±0.1	-0.60 (M)
11 to 14 years	11	2.6*	±0.8	42	3.5*	±0.2	-1.01 (L)
15 to 20 years	14	2.7*	±0.6	35	3.5*	±0.2	-0.82 (L)
More than 20 years	14	4.1	±0.4	108	3.9	±0.2	0.25 (S)
Appointment Type							
Permanent	99	3.1*	±0.2	516	3.6*	±0.1	-0.53 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	99	3.1*	±0.2	510	3.6*	±0.1	-0.53 (M)

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

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

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4.10.5 Gender Harassment and Supervisor Support

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

Table 4.82 ONRR – Gender Harassment and Supervisor Support by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	101	3.4*	±0.3	502	4.0*	±0.1	-0.52 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	42	4.4	±0.2	NR
General Schedule (GS) 11-12	49	3.0*	±0.4	263	3.8*	±0.1	-0.77 (M)
General Schedule (GS) 13-15	41	4.0	±0.4	181	4.1	±0.1	-0.08
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	9	4.3	±0.3	36	4.3	±0.2	0.01
1 to 3 years	9	2.8*	±0.9	83	3.8*	±0.3	-0.82 (L)
4 to 5 years	16	3.5	±0.5	71	3.9	±0.3	-0.30 (S)
6 to 10 years	24	3.8	±0.4	124	4.0	±0.2	-0.19
11 to 14 years	11	2.7*	±1.1	41	3.7*	±0.2	-0.93 (L)
15 to 20 years	14	2.5*	±0.8	35	3.9*	±0.2	-1.44 (L)
More than 20 years	14	4.3	±0.6	108	4.2	±0.1	0.17
Appointment Type							
Permanent	101	3.4*	±0.3	502	4.0*	±0.1	-0.52 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	101	3.4*	±0.3	496	4.0*	±0.1	-0.52 (M)

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

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

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4.10.6 Gender Harassment and Organizational Inclusion

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

Table 4.83 ONRR – Gender Harassment and Organizational Inclusion by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	102	3.1*	±0.2	521	3.9*	±0.1	-0.75 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	2.8	±0.7	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	44	4.1	±0.2	NR
General Schedule (GS) 11-12	49	2.9*	±0.3	275	3.8*	±0.1	-0.92 (L)
General Schedule (GS) 13-15	41	3.6	±0.3	187	3.8	±0.1	-0.30 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	9	3.7	±0.3	36	4.1	±0.2	-0.52 (M)
1 to 3 years	9	2.3*	±0.8	88	3.8*	±0.2	-1.34 (L)
4 to 5 years	16	3.2*	±0.6	75	3.7*	±0.2	-0.57 (M)
6 to 10 years	24	3.0*	±0.4	131	3.8*	±0.2	-0.88 (L)
11 to 14 years	11	2.6*	±0.7	44	3.7*	±0.2	-1.36 (L)
15 to 20 years	16	2.6*	±0.7	35	3.9*	±0.2	-1.31 (L)
More than 20 years	14	4.2	±0.4	108	4.0	±0.2	0.29 (S)
Appointment Type							
Permanent	102	3.1*	±0.2	521	3.9*	±0.1	-0.75 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	102	3.1*	±0.2	515	3.8*	±0.1	-0.75 (M)

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

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

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4.10.7 Gender Harassment and Gender Context

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

Table 4.84 ONRR – Gender Harassment and Gender Context by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	100	1.9	±0.1	517	1.9	±0.0	0.10
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	2.0	±0.0	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	44	1.8	±0.1	NR
General Schedule (GS) 11-12	47	2.0	±0.1	271	1.8	±0.1	0.27 (S)
General Schedule (GS) 13-15	41	1.9	±0.2	187	2.0	±0.1	-0.11
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	9	2.2	±0.3	34	2.0	±0.2	0.42 (S)
1 to 3 years	9	2.2*	±0.4	88	1.8*	±0.1	0.84 (L)
4 to 5 years	16	2.2*	±0.2	75	1.8*	±0.1	0.76 (M)
6 to 10 years	24	1.8	±0.2	130	2.0	±0.1	-0.40 (S)
11 to 14 years	11	2.0	±0.3	44	1.8	±0.1	0.46 (S)
15 to 20 years	16	1.8	±0.3	33	1.7	±0.1	0.21 (S)
More than 20 years	14	1.7	±0.2	110	1.9	±0.1	-0.52 (M)
Appointment Type							
Permanent	100	1.9	±0.1	517	1.9	±0.0	0.10
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	100	1.9	±0.1	511	1.9	±0.0	0.11

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

[a] Scale values range from 1 = Mostly women, 2 = A relatively even mix of men and women, and 3 = Mostly men.
* Indicates a statistically significant difference between those who experienced harassment and those who did not.

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4.10.8 Gender Harassment and Bystander Harassment

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

Table 4.85 ONRR – Gender Harassment and Bystander Harassment

	Experienced gender harassment			Did not experience gender harassment			Effect size
	N	*Percent*[a]	*MoE*	*N*	*Percent*[a]	*MoE*	*Cohen's h*
Overall	32	31.4%*	±9.9	34	6.6%*	±2.5	0.67 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 11-12	18	37.5%*	±14.7	24	8.9%*	±4.1	0.71 (M)
General Schedule (GS) 13-15	12	28.9%*	±16.5	7	3.7%*	±4.0	0.75 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	0	0.0%	NA	NR
1 to 3 years	NR	NR	NR	11	13.0%	±9.3	NR
4 to 5 years	NR	NR	NR	0	0.0%	NA	NR
6 to 10 years	NR	NR	NR	10	7.5%	±6.1	NR
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	NR	NR	NR	6	17.9%	±17.2	NR
More than 20 years	NR	NR	NR	NR	NR	NR	NR
Appointment Type							
Permanent	32	31.4%*	±9.9	34	6.6%*	±2.5	0.67 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA

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	Experienced gender harassment			Did not experience gender harassment			Effect size
	N	*Percent*[a]	*MoE*	*N*	*Percent*[a]	*MoE*	*Cohen's h*
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	32	31.4%*	±9.9	32	6.3%*	±2.5	0.68 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	32	31.4%*	±9.9	32	6.3%*	±2.5	0.68 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	NR	NR	NR	15	6.4%	±3.9	NR
Women	25	31.5%*	±11.3	18	6.7%*	±3.7	0.67 (M)
Gender Identity							
Male	NR	NR	NR	15	6.4%	±3.9	NR
Female	25	31.5%*	±11.3	18	6.7%*	±3.7	0.67 (M)
Transgender	NR	NR	NR	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	30	32.7%*	±10.4	27	5.8%*	±2.5	0.73 (M)
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
Heterosexual or straight	30	32.7%*	±10.4	27	5.8%*	±2.5	0.73 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	NR	NR	NR	NR

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

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

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

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

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

Note. N = 539, Nagelkerke R Square = 0.333

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4.11 Sexual Assault Related Behaviors

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

4.11.1 Sexual Assault Related Behaviors and General Intolerance for Harassment

Table 4.87 presents general intolerance for harassment for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. General intolerance for harassment was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate an organizational climate more intolerant of harassment. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

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

	Experienced sexual assault			Did not experience sexual assault			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	NR	NR	NR	606	3.5	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	9	3.5	±0.4	NA
General Schedule (GS) 7-10	--	--	--	48	3.6	±0.2	NA
General Schedule (GS) 11-12	NR	NR	NR	314	3.4	±0.1	NR
General Schedule (GS) 13-15	--	--	--	224	3.6	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA

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	Experienced sexual assault			Did not experience sexual assault			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	40	4.0	±0.2	NA
1 to 3 years	--	--	--	91	3.6	±0.2	NA
4 to 5 years	--	--	--	90	3.3	±0.2	NA
6 to 10 years	--	--	--	152	3.5	±0.1	NA
11 to 14 years	--	--	--	54	3.4	±0.2	NA
15 to 20 years	--	--	--	49	3.1	±0.3	NA
More than 20 years	--	--	--	123	3.5	±0.2	NA
Appointment Type							
Permanent	NR	NR	NR	606	3.5	±0.1	NR
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	NR	NR	NR	600	3.5	±0.1	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	600	3.5	±0.1	NR
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	--	--	--	258	3.7	±0.1	NA
Women	NR	NR	NR	347	3.4	±0.1	NR
Gender Identity							
Male	--	--	--	258	3.7	±0.1	NA
Female	NR	NR	NR	347	3.4	±0.1	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	552	3.5	±0.1	NR
Sexual Minority	--	--	--	26	3.7	±0.2	NA

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

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

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4.11.2 Sexual Assault Related Behaviors and Leadership Intolerance for Harassment

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

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

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

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

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

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4.11.3 Sexual Assault Related Behaviors and Organizational Politics

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

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

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

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

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

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4.11.4 Sexual Assault Related Behaviors and Organizational Trust

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

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

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

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

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

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4.11.5 Sexual Assault Related Behaviors and Supervisor Support

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

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

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

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

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

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4.11.6 Sexual Assault Related Behaviors and Organizational Inclusion

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

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

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

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

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

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4.11.7 Sexual Assault Related Behaviors and Gender Context

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

Table 4.93 ONRR – Sexual Assault Related Behaviors and Gender Context by Selected Characteristics

	Experienced sexual assault			Did not experience sexual assault			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	--	--	--	616	1.9	±0.0	NA
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	1.9	±0.2	NA
General Schedule (GS) 7-10	--	--	--	48	1.8	±0.1	NA
General Schedule (GS) 11-12	--	--	--	316	1.8	±0.1	NA
General Schedule (GS) 13-15	--	--	--	228	2.0	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	43	2.0	±0.1	NA
1 to 3 years	--	--	--	97	1.8	±0.1	NA
4 to 5 years	--	--	--	90	1.9	±0.1	NA
6 to 10 years	--	--	--	152	1.9	±0.1	NA
11 to 14 years	--	--	--	54	1.8	±0.1	NA
15 to 20 years	--	--	--	48	1.7	±0.1	NA
More than 20 years	--	--	--	123	1.9	±0.1	NA
Appointment Type							
Permanent	--	--	--	616	1.9	±0.0	NA
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	--	--	--	610	1.9	±0.0	NA

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	Experienced sexual assault			Did not experience sexual assault			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	--	--	--	610	1.9	±0.0	NA
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	--	--	--	262	1.9	±0.1	NA
Women	--	--	--	353	1.9	±0.1	NA
Gender Identity							
Male	--	--	--	262	1.9	±0.1	NA
Female	--	--	--	353	1.9	±0.1	NA
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	--	--	--	560	1.9	±0.0	NA
Sexual Minority	--	--	--	26	1.8	±0.2	NA
Sexual Orientation							
Heterosexual or straight	--	--	--	560	1.9	±0.0	NA
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	10	1.8	±0.3	NA
Bisexual	--	--	--	10	1.9	±0.3	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	25	1.7	±0.2	NA

[a] Scale values range from 1 = Mostly women, 2 = A relatively even mix of men and women, and 3 = Mostly men.
* Indicates a statistically significant difference between those who experienced harassment and those who did not.

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4.11.8 Sexual Assault Related Behaviors and Bystander Harassment

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

Table 4.94 ONRR – Sexual Assault Related Behaviors and Bystander Harassment

	Experienced sexual assault			Did not experience sexual assault			Effect size
	N	*Percent*[a]	*MoE*	*N*	*Percent*[a]	*MoE*	*Cohen's h*
Overall	NR	NR	NR	65	10.7%	±2.7	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	NR	NR	NR	NR
General Schedule (GS) 7-10	--	--	--	NR	NR	NR	NR
General Schedule (GS) 11-12	NR	NR	NR	42	13.4%	±4.3	NR
General Schedule (GS) 13-15	--	--	--	18	8.1%	±4.4	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	0	0.0%	NA	NA
1 to 3 years	--	--	--	16	17.5%	±9.3	NA
4 to 5 years	--	--	--	6	6.8%	±7.7	NA
6 to 10 years	--	--	--	19	12.8%	±6.4	NA
11 to 14 years	--	--	--	8	15.0%	±12.6	NA
15 to 20 years	--	--	--	12	24.0%	±14.1	NA
More than 20 years	--	--	--	NR	NR	NR	NR
Appointment Type							
Permanent	NR	NR	NR	65	10.7%	±2.7	NR
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA

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

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

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

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

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

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

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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.

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5.1.1 Age Harassment and Job Satisfaction

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

Table 5.1 ONRR – Age Harassment and Job Satisfaction by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	124	3.5*	±0.2	499	4.1*	±0.1	-0.90 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	3.8	±0.4	NA
General Schedule (GS) 7-10	NR	NR	NR	45	4.3	±0.2	NR
General Schedule (GS) 11-12	66	3.3*	±0.2	258	4.0*	±0.1	-0.87 (L)
General Schedule (GS) 13-15	55	3.7*	±0.2	173	4.2*	±0.1	-0.93 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	41	4.2	±0.2	NR
1 to 3 years	15	3.0*	±0.7	82	4.1*	±0.2	-1.32 (L)
4 to 5 years	21	3.6*	±0.3	69	3.9*	±0.2	-0.54 (M)
6 to 10 years	30	3.5*	±0.2	123	4.0*	±0.1	-0.91 (L)
11 to 14 years	13	3.4*	±0.7	41	4.0*	±0.2	-0.70 (M)
15 to 20 years	14	3.1*	±0.4	37	4.1*	±0.2	-1.35 (L)
More than 20 years	24	3.9*	±0.3	99	4.4*	±0.1	-0.84 (L)
Appointment Type							
Permanent	124	3.5*	±0.2	499	4.1*	±0.1	-0.90 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	122	3.5*	±0.2	495	4.1*	±0.1	-0.91 (L)

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	Experienced age harassment			Did not experience age harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	122	3.5*	±0.2	495	4.1*	±0.1	-0.91 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Age - Collapsed							
39 or under	41	3.6*	±0.2	122	4.0*	±0.1	-0.68 (M)
40 or older	82	3.4*	±0.2	375	4.1*	±0.1	-1.00 (L)
Age							
25 or under	--	--	--	--	--	--	NA
26-29	7	3.3*	±0.5	7	4.4*	±0.3	-1.78 (L)
30-39	35	3.6*	±0.2	114	4.0*	±0.1	-0.56 (M)
40-49	15	3.2*	±0.3	122	4.0*	±0.1	-1.39 (L)
50-59	36	3.5*	±0.3	176	4.2*	±0.1	-0.90 (L)
60 or older	32	3.5*	±0.4	77	4.3*	±0.1	-1.05 (L)

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

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5.1.2 Age Harassment and Job Engagement

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

Table 5.2 ONRR – Age Harassment and Job Engagement by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	124	4.8*	±0.2	499	5.6*	±0.1	-0.58 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	5.2	±0.8	NA
General Schedule (GS) 7-10	NR	NR	NR	45	5.8	±0.4	NR
General Schedule (GS) 11-12	66	4.7*	±0.4	258	5.4*	±0.2	-0.54 (M)
General Schedule (GS) 13-15	55	5.1*	±0.3	173	5.8*	±0.2	-0.65 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	41	5.4	±0.3	NR
1 to 3 years	15	4.5*	±1.0	82	5.6*	±0.3	-0.82 (L)
4 to 5 years	21	4.9	±0.5	69	5.4	±0.4	-0.36 (S)
6 to 10 years	30	4.5*	±0.4	123	5.5*	±0.2	-0.79 (M)
11 to 14 years	13	4.5	±1.0	41	5.2	±0.4	-0.42 (S)
15 to 20 years	14	4.8	±0.4	37	5.4	±0.4	-0.56 (M)
More than 20 years	24	5.2*	±0.6	99	6.1*	±0.2	-0.91 (L)
Appointment Type							
Permanent	124	4.8*	±0.2	499	5.6*	±0.1	-0.58 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	122	4.8*	±0.2	495	5.5*	±0.1	-0.60 (M)

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	Experienced age harassment			Did not experience age harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	122	4.8*	±0.2	495	5.5*	±0.1	-0.60 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Age - Collapsed							
39 or under	41	4.6*	±0.4	122	5.1*	±0.2	-0.42 (S)
40 or older	82	4.9*	±0.3	375	5.7*	±0.1	-0.61 (M)
Age							
25 or under	--	--	--	--	--	--	NA
26-29	7	4.9	±1.3	7	5.8	±1.0	-0.51 (M)
30-39	35	4.5*	±0.4	114	5.1*	±0.2	-0.46 (S)
40-49	15	4.5*	±0.4	122	5.5*	±0.2	-0.81 (L)
50-59	36	4.8*	±0.5	176	5.7*	±0.2	-0.66 (M)
60 or older	32	5.3*	±0.5	77	6.1*	±0.2	-0.76 (M)

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

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5.1.3 Age Harassment and Organizational Commitment

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

Table 5.3 ONRR – Age Harassment and Organizational Commitment by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	124	2.9*	±0.2	499	3.7*	±0.1	-0.86 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	3.2	±0.7	NA
General Schedule (GS) 7-10	NR	NR	NR	45	4.1	±0.2	NR
General Schedule (GS) 11-12	66	2.7*	±0.3	258	3.6*	±0.1	-0.91 (L)
General Schedule (GS) 13-15	55	3.2*	±0.3	173	3.9*	±0.1	-0.79 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	41	3.8	±0.3	NR
1 to 3 years	15	2.7*	±0.8	82	3.7*	±0.2	-0.88 (L)
4 to 5 years	21	2.6*	±0.5	69	3.4*	±0.2	-0.73 (M)
6 to 10 years	30	3.0*	±0.4	123	3.6*	±0.1	-0.81 (L)
11 to 14 years	13	3.0	±0.6	41	3.6	±0.3	-0.51 (M)
15 to 20 years	14	2.4*	±0.6	37	3.8*	±0.3	-1.46 (L)
More than 20 years	24	3.2*	±0.4	99	4.2*	±0.1	-1.34 (L)
Appointment Type							
Permanent	124	2.9*	±0.2	499	3.7*	±0.1	-0.86 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	122	2.9*	±0.2	495	3.7*	±0.1	-0.87 (L)

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

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

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5.2 Racial/Ethnic Harassment

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

5.2.1 Racial/Ethnic Harassment and Job Satisfaction

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

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

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

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	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type							
Permanent	81	3.4*	±0.2	539	4.1*	±0.1	-0.89 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	79	3.4*	±0.2	535	4.1*	±0.1	-0.91 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	79	3.4*	±0.2	535	4.1*	±0.1	-0.91 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	19	3.5*	±0.4	370	4.0*	±0.1	-0.67 (M)
Minority	62	3.4*	±0.2	154	4.2*	±0.1	-1.19 (L)
Race/Ethnicity							
Hispanic	9	3.6*	±0.2	77	4.2*	±0.1	-0.97 (L)
American Indian or Alaskan Native	NR	NR	NR	7	4.0	±0.6	NR
Asian	5	2.9*	±1.2	13	4.3*	±0.3	-1.54 (L)
Black/African-American	32	3.4*	±0.3	33	4.3*	±0.2	-1.29 (L)
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	19	3.5*	±0.4	370	4.0*	±0.1	-0.67 (M)
Multi-racial	12	3.5*	±0.3	24	4.0*	±0.3	-0.90 (L)

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

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5.2.2 Racial/Ethnic Harassment and Job Engagement

Table 5.5 presents the job engagement results for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 5.5 ONRR – Racial/Ethnic Harassment and Job Engagement by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	81	4.9*	±0.3	539	5.5*	±0.1	-0.50 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	5.2	±0.8	NA
General Schedule (GS) 7-10	NR	NR	NR	47	5.7	±0.4	NR
General Schedule (GS) 11-12	47	4.6*	±0.5	275	5.3*	±0.2	-0.53 (M)
General Schedule (GS) 13-15	31	5.2*	±0.5	196	5.7*	±0.2	-0.46 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	5.5	±0.3	NA
1 to 3 years	15	5.0	±1.0	82	5.5	±0.3	-0.31 (S)
4 to 5 years	12	4.9	±0.9	79	5.3	±0.3	-0.28 (S)
6 to 10 years	22	4.6*	±0.6	128	5.4*	±0.2	-0.72 (M)
11 to 14 years	7	2.9*	±0.7	47	5.3*	±0.4	-1.73 (L)
15 to 20 years	11	4.8	±0.6	40	5.4	±0.3	-0.54 (M)
More than 20 years	15	6.0	±0.4	109	5.9	±0.2	0.12
Appointment Type							
Permanent	81	4.9*	±0.3	539	5.5*	±0.1	-0.50 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	79	4.8*	±0.3	535	5.5*	±0.1	-0.53 (M)

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	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	79	4.8*	±0.3	535	5.5*	±0.1	-0.53 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	19	4.7*	±0.6	370	5.4*	±0.1	-0.56 (M)
Minority	62	4.9*	±0.4	154	5.8*	±0.2	-0.69 (M)
Race/Ethnicity							
Hispanic	9	4.5*	±0.7	77	5.7*	±0.3	-1.07 (L)
American Indian or Alaskan Native	NR	NR	NR	7	5.9	±0.7	NR
Asian	5	4.2*	±1.6	13	6.3*	±0.4	-1.75 (L)
Black/African-American	32	4.9*	±0.6	33	5.8*	±0.3	-0.65 (M)
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	19	4.7*	±0.6	370	5.4*	±0.1	-0.56 (M)
Multi-racial	12	5.2	±0.7	24	5.4	±0.4	-0.24 (S)

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

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5.2.3 Racial/Ethnic Harassment and Organizational Commitment

Table 5.6 presents the organizational commitment results for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 5.6 ONRR – Racial/Ethnic Harassment and Organizational Commitment by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	81	2.8*	±0.3	539	3.7*	±0.1	-0.94 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	3.2	±0.7	NA
General Schedule (GS) 7-10	NR	NR	NR	47	4.0	±0.2	NR
General Schedule (GS) 11-12	47	2.5*	±0.3	275	3.6*	±0.1	-1.21 (L)
General Schedule (GS) 13-15	31	3.3*	±0.4	196	3.8*	±0.1	-0.50 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	3.8	±0.3	NA
1 to 3 years	15	2.3*	±0.6	82	3.8*	±0.2	-1.41 (L)
4 to 5 years	12	2.4*	±0.5	79	3.3*	±0.2	-0.84 (L)
6 to 10 years	22	2.7*	±0.5	128	3.6*	±0.1	-1.14 (L)
11 to 14 years	7	2.5*	±0.9	47	3.6*	±0.3	-1.16 (L)
15 to 20 years	11	2.8*	±0.8	40	3.6*	±0.3	-0.75 (M)
More than 20 years	15	3.8	±0.3	109	4.0	±0.2	-0.32 (S)
Appointment Type							
Permanent	81	2.8*	±0.3	539	3.7*	±0.1	-0.94 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	79	2.7*	±0.3	535	3.7*	±0.1	-0.96 (L)

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	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	79	2.7*	±0.3	535	3.7*	±0.1	-0.96 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	19	3.0*	±0.5	370	3.6*	±0.1	-0.59 (M)
Minority	62	2.7*	±0.3	154	3.9*	±0.1	-1.29 (L)
Race/Ethnicity							
Hispanic	9	3.3*	±0.3	77	3.9*	±0.2	-0.71 (M)
American Indian or Alaskan Native	NR	NR	NR	7	3.9	±0.5	NR
Asian	5	2.6*	±1.1	13	4.5*	±0.3	-2.20 (L)
Black/African-American	32	2.7*	±0.4	33	3.9*	±0.2	-1.22 (L)
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	19	3.0*	±0.5	370	3.6*	±0.1	-0.59 (M)
Multi-racial	12	2.4*	±0.5	24	3.6*	±0.3	-1.36 (L)

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

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5.3 Religious Harassment

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

5.3.1 Religious Harassment and Job Satisfaction

Table 5.7 presents the job satisfaction results for those who indicated they had or had not experienced religious harassment within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

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

	Experienced religious harassment			Did not experience religious harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	44	3.4*	±0.3	575	4.0*	±0.1	-0.96 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	3.8	±0.4	NA
General Schedule (GS) 7-10	NR	NR	NR	45	4.3	±0.2	NR
General Schedule (GS) 11-12	30	3.2*	±0.4	292	3.9*	±0.1	-0.95 (L)
General Schedule (GS) 13-15	10	3.8	±0.6	214	4.1	±0.1	-0.44 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	39	4.2	±0.1	NR
1 to 3 years	NR	NR	NR	95	3.9	±0.2	NR
4 to 5 years	8	3.5	±0.4	82	3.9	±0.2	-0.55 (M)
6 to 10 years	12	3.6*	±0.4	139	4.0*	±0.1	-0.61 (M)
11 to 14 years	NR	NR	NR	51	3.9	±0.2	NR
15 to 20 years	6	2.4*	±0.5	45	4.0*	±0.2	-2.20 (L)
More than 20 years	7	3.8*	±0.8	117	4.3*	±0.1	-1.02 (L)

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	Experienced religious harassment			Did not experience religious harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type							
Permanent	44	3.4*	±0.3	575	4.0*	±0.1	-0.96 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	44	3.4*	±0.3	569	4.0*	±0.1	-0.95 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	44	3.4*	±0.3	569	4.0*	±0.1	-0.95 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA

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

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5.3.2 Religious Harassment and Job Engagement

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

Table 5.8 ONRR – Religious Harassment and Job Engagement by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	44	4.8*	±0.4	575	5.5*	±0.1	-0.51 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	5.2	±0.8	NA
General Schedule (GS) 7-10	NR	NR	NR	45	5.8	±0.4	NR
General Schedule (GS) 11-12	30	4.8	±0.5	292	5.3	±0.2	-0.32 (S)
General Schedule (GS) 13-15	10	5.0	±0.8	214	5.6	±0.1	-0.54 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	39	5.4	±0.3	NR
1 to 3 years	NR	NR	NR	95	5.4	±0.3	NR
4 to 5 years	8	4.5	±0.5	82	5.4	±0.3	-0.58 (M)
6 to 10 years	12	4.6*	±0.7	139	5.4*	±0.2	-0.65 (M)
11 to 14 years	NR	NR	NR	51	5.2	±0.4	NR
15 to 20 years	6	4.8	±0.4	45	5.3	±0.3	-0.51 (M)
More than 20 years	7	5.5	±0.8	117	5.9	±0.2	-0.38 (S)
Appointment Type							
Permanent	44	4.8*	±0.4	575	5.5*	±0.1	-0.51 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	44	4.8*	±0.4	569	5.4*	±0.1	-0.51 (M)

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	Experienced religious harassment			Did not experience religious harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	44	4.8*	±0.4	569	5.4*	±0.1	-0.51 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA

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

5.3.3 Religious Harassment and Organizational Commitment

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

Table 5.9 ONRR – Religious Harassment and Organizational Commitment by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	44	2.6*	±0.4	575	3.6*	±0.1	-1.02 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	3.2	±0.7	NA
General Schedule (GS) 7-10	NR	NR	NR	45	4.1	±0.2	NR
General Schedule (GS) 11-12	30	2.5*	±0.5	292	3.5*	±0.1	-1.01 (L)
General Schedule (GS) 13-15	10	3.1*	±0.9	214	3.8*	±0.1	-0.64 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA

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

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

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5.4 Disability Harassment

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

5.4.1 Disability Harassment and Job Satisfaction

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

Table 5.10 ONRR – Disability Harassment and Job Satisfaction by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	49	3.3*	±0.2	549	4.0*	±0.1	-1.05 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	9	3.7	±0.5	NR
General Schedule (GS) 7-10	8	3.5*	±0.4	33	4.3*	±0.2	-1.30 (L)
General Schedule (GS) 11-12	19	3.0*	±0.3	293	3.9*	±0.1	-1.19 (L)
General Schedule (GS) 13-15	19	3.4*	±0.4	202	4.2*	±0.1	-1.23 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	4.1	±0.1	NA
1 to 3 years	6	3.3	±0.6	90	4.0	±0.2	-0.77 (M)
4 to 5 years	7	3.3*	±0.4	74	3.8*	±0.2	-0.81 (L)
6 to 10 years	15	3.3*	±0.3	133	4.0*	±0.1	-1.09 (L)
11 to 14 years	NR	NR	NR	50	3.8	±0.2	NR
15 to 20 years	10	3.3*	±0.3	37	4.1*	±0.3	-1.03 (L)
More than 20 years	5	3.4*	±1.1	115	4.3*	±0.1	-1.76 (L)

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	Experienced disability harassment			Did not experience disability harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type							
Permanent	49	3.3*	±0.2	549	4.0*	±0.1	-1.05 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	49	3.3*	±0.2	543	4.0*	±0.1	-1.05 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	49	3.3*	±0.2	543	4.0*	±0.1	-1.05 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Disability							
Yes	29	3.4*	±0.2	64	4.0*	±0.2	-0.85 (L)
No	18	3.2*	±0.4	479	4.0*	±0.1	-1.14 (L)

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

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5.4.2 Disability Harassment and Job Engagement

Table 5.11 presents the job engagement results for those who indicated they had or had not experienced disability harassment within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 5.11 ONRR – Disability Harassment and Job Engagement by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	49	4.5*	±0.3	549	5.5*	±0.1	-0.80 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	9	5.1	±0.9	NR
General Schedule (GS) 7-10	8	4.4*	±0.6	33	5.6*	±0.4	-1.02 (L)
General Schedule (GS) 11-12	19	4.5*	±0.4	293	5.3*	±0.2	-0.56 (M)
General Schedule (GS) 13-15	19	4.3*	±0.5	202	5.8*	±0.1	-1.38 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	5.5	±0.3	NA
1 to 3 years	6	5.0	±0.8	90	5.4	±0.3	-0.32 (S)
4 to 5 years	7	4.6	±1.0	74	5.2	±0.3	-0.43 (S)
6 to 10 years	15	4.0*	±0.5	133	5.5*	±0.2	-1.22 (L)
11 to 14 years	NR	NR	NR	50	5.0	±0.4	NR
15 to 20 years	10	4.6*	±0.4	37	5.4*	±0.4	-0.75 (M)
More than 20 years	5	4.8*	±0.6	115	6.0*	±0.2	-1.12 (L)
Appointment Type							
Permanent	49	4.5*	±0.3	549	5.5*	±0.1	-0.80 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	49	4.5*	±0.3	543	5.5*	±0.1	-0.79 (M)

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	Experienced disability harassment			Did not experience disability harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	49	4.5*	±0.3	543	5.5*	±0.1	-0.79 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Disability							
Yes	29	4.6*	±0.4	64	5.5*	±0.3	-0.80 (L)
No	18	4.3*	±0.5	479	5.5*	±0.1	-0.91 (L)

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

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5.4.3 Disability Harassment and Organizational Commitment

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

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

	Experienced disability harassment			Did not experience disability harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	49	2.5*	±0.3	549	3.7*	±0.1	-1.17 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	9	3.3	±0.9	NR
General Schedule (GS) 7-10	8	2.8*	±0.5	33	4.0*	±0.2	-1.70 (L)
General Schedule (GS) 11-12	19	2.2*	±0.4	293	3.5*	±0.1	-1.42 (L)
General Schedule (GS) 13-15	19	2.8*	±0.5	202	3.8*	±0.1	-1.04 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	3.8	±0.3	NA
1 to 3 years	6	2.8	±1.0	90	3.6	±0.2	-0.72 (M)
4 to 5 years	7	1.8*	±0.6	74	3.2*	±0.2	-1.45 (L)
6 to 10 years	15	2.6*	±0.5	133	3.6*	±0.1	-1.22 (L)
11 to 14 years	NR	NR	NR	50	3.4	±0.3	NR
15 to 20 years	10	2.6*	±0.2	37	3.8*	±0.3	-1.28 (L)
More than 20 years	5	2.9*	±1.0	115	4.1*	±0.1	-1.44 (L)
Appointment Type							
Permanent	49	2.5*	±0.3	549	3.7*	±0.1	-1.17 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	49	2.5*	±0.3	543	3.6*	±0.1	-1.16 (L)

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	Experienced disability harassment			Did not experience disability harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	49	2.5*	±0.3	543	3.6*	±0.1	-1.16 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Disability							
Yes	29	2.7*	±0.3	64	3.7*	±0.2	-1.34 (L)
No	18	2.4*	±0.4	479	3.6*	±0.1	-1.27 (L)

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

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5.5 Sexual Orientation Harassment

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

5.5.1 Sexual Orientation Harassment and Job Satisfaction

Table 5.13 presents the job satisfaction results for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 5.13 ONRR – Sexual Orientation Harassment and Job Satisfaction by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	15	3.9	±0.3	595	4.0	±0.1	-0.09
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	3.8	±0.4	NA
General Schedule (GS) 7-10	NR	NR	NR	47	4.2	±0.2	NR
General Schedule (GS) 11-12	7	3.5	±0.3	311	3.9	±0.1	-0.54 (M)
General Schedule (GS) 13-15	7	4.2	±0.2	214	4.1	±0.1	0.17
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA

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	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	4.1	±0.1	NA
1 to 3 years	--	--	--	97	4.0	±0.2	NA
4 to 5 years	7	3.8	±0.4	82	3.9	±0.2	-0.02
6 to 10 years	NR	NR	NR	144	3.9	±0.1	NR
11 to 14 years	NR	NR	NR	53	3.8	±0.2	NR
15 to 20 years	--	--	--	48	3.9	±0.2	NA
More than 20 years	NR	NR	NR	118	4.3	±0.1	NR
Appointment Type							
Permanent	15	3.9	±0.3	595	4.0	±0.1	-0.09
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	13	3.9	±0.3	591	4.0	±0.1	-0.13
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	13	3.9	±0.3	591	4.0	±0.1	-0.13
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	NR	NR	NR	250	4.0	±0.1	NR
Women	10	3.8	±0.4	344	4.0	±0.1	-0.27 (S)
Gender Identity							
Male	NR	NR	NR	250	4.0	±0.1	NR
Female	10	3.8	±0.4	344	4.0	±0.1	-0.27 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	8	4.1	±0.4	547	4.0	±0.1	0.11
Sexual Minority	NR	NR	NR	21	3.7	±0.3	NR

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

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

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5.5.2 Sexual Orientation Harassment and Job Engagement

Table 5.14 presents the job engagement results for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 5.14 ONRR – Sexual Orientation Harassment and Job Engagement by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	15	5.5	±0.5	595	5.4	±0.1	0.05
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	5.2	±0.8	NA
General Schedule (GS) 7-10	NR	NR	NR	47	5.6	±0.4	NR
General Schedule (GS) 11-12	7	4.5	±0.5	311	5.3	±0.2	-0.54 (M)
General Schedule (GS) 13-15	7	6.2	±0.5	214	5.6	±0.2	0.49 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	5.5	±0.3	NA
1 to 3 years	--	--	--	97	5.4	±0.3	NA
4 to 5 years	7	5.2	±0.7	82	5.3	±0.3	-0.08
6 to 10 years	NR	NR	NR	144	5.3	±0.2	NR
11 to 14 years	NR	NR	NR	53	5.0	±0.4	NR
15 to 20 years	--	--	--	48	5.3	±0.3	NA
More than 20 years	NR	NR	NR	118	5.9	±0.2	NR
Appointment Type							
Permanent	15	5.5	±0.5	595	5.4	±0.1	0.05
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	13	5.4	±0.6	591	5.4	±0.1	-0.04

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	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	13	5.4	±0.6	591	5.4	±0.1	-0.04
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	NR	NR	NR	250	5.4	±0.2	NR
Women	10	5.7	±0.7	344	5.5	±0.1	0.16
Gender Identity							
Male	NR	NR	NR	250	5.4	±0.2	NR
Female	10	5.7	±0.7	344	5.5	±0.1	0.16
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	8	5.9	±0.8	547	5.5	±0.1	0.36 (S)
Sexual Minority	NR	NR	NR	21	4.4	±0.6	NR
Sexual Orientation							
Heterosexual or straight	8	5.9	±0.8	547	5.5	±0.1	0.36 (S)
Lesbian	NR	NR	NR	--	--	--	NA
Gay	NR	NR	NR	7	4.1	±0.8	NR
Bisexual	--	--	--	10	4.1	±1.2	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	21	4.7	±0.7	NR

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

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5.5.3 Sexual Orientation Harassment and Organizational Commitment

Table 5.15 presents the organizational commitment results for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 5.15 ONRR – Sexual Orientation Harassment and Organizational Commitment by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	15	3.3	±0.5	595	3.6	±0.1	-0.31 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	3.2	±0.7	NA
General Schedule (GS) 7-10	NR	NR	NR	47	4.0	±0.3	NR
General Schedule (GS) 11-12	7	2.5*	±0.3	311	3.5*	±0.1	-1.03 (L)
General Schedule (GS) 13-15	7	4.0	±0.5	214	3.7	±0.1	0.29 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	3.8	±0.3	NA
1 to 3 years	--	--	--	97	3.6	±0.2	NA
4 to 5 years	7	2.8	±0.4	82	3.2	±0.2	-0.38 (S)
6 to 10 years	NR	NR	NR	144	3.5	±0.1	NR
11 to 14 years	NR	NR	NR	53	3.5	±0.3	NR
15 to 20 years	--	--	--	48	3.6	±0.3	NA
More than 20 years	NR	NR	NR	118	4.0	±0.1	NR
Appointment Type							
Permanent	15	3.3	±0.5	595	3.6	±0.1	-0.31 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	NR	NR	NR	NR	NR	NR	NR
Non-Seasonal	13	3.2	±0.5	591	3.6	±0.1	-0.40 (S)

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	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	NR	NR	NR	NR
Permanent-Non-Seasonal	13	3.2	±0.5	591	3.6	±0.1	-0.40 (S)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	NR	NR	NR	250	3.6	±0.1	NR
Women	10	3.1	±0.5	344	3.6	±0.1	-0.48 (S)
Gender Identity							
Male	NR	NR	NR	250	3.6	±0.1	NR
Female	10	3.1	±0.5	344	3.6	±0.1	-0.48 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	8	3.7	±0.7	547	3.6	±0.1	0.06
Sexual Minority	NR	NR	NR	21	3.2	±0.4	NR
Sexual Orientation							
Heterosexual or straight	8	3.7	±0.7	547	3.6	±0.1	0.06
Lesbian	NR	NR	NR	--	--	--	NA
Gay	NR	NR	NR	7	3.1	±0.4	NR
Bisexual	--	--	--	10	3.3	±0.8	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	21	2.9	±0.5	NR

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

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5.6 Sexual Harassment

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

5.6.1 Sexual Harassment and Job Satisfaction

Table 5.16 presents the job satisfaction results for those who indicated they had or had not experienced sexual harassment within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

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

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	44	3.7*	±0.2	580	4.0*	±0.1	-0.41 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	3.8	±0.4	NA
General Schedule (GS) 7-10	--	--	--	48	4.2	±0.2	NA
General Schedule (GS) 11-12	14	3.0*	±0.4	312	3.9*	±0.1	-1.11 (L)
General Schedule (GS) 13-15	29	4.0	±0.2	198	4.1	±0.1	-0.16
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	4.1	±0.1	NA
1 to 3 years	NR	NR	NR	94	4.0	±0.2	NR
4 to 5 years	6	3.8	±0.6	85	3.8	±0.1	-0.12
6 to 10 years	13	3.6	±0.3	143	3.9	±0.1	-0.54 (M)
11 to 14 years	NR	NR	NR	53	3.9	±0.2	NR
15 to 20 years	7	3.2*	±0.6	44	3.9*	±0.2	-0.87 (L)
More than 20 years	14	4.2	±0.4	110	4.3	±0.1	-0.19

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	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type							
Permanent	44	3.7*	±0.2	580	4.0*	±0.1	-0.41 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	44	3.7*	±0.2	574	4.0*	±0.1	-0.40 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	44	3.7*	±0.2	574	4.0*	±0.1	-0.40 (S)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	8	3.5	±0.3	257	4.0	±0.1	-0.59 (M)
Women	35	3.7*	±0.3	324	4.0*	±0.1	-0.40 (S)
Gender Identity							
Male	8	3.5	±0.3	257	4.0	±0.1	-0.59 (M)
Female	35	3.7*	±0.3	324	4.0*	±0.1	-0.40 (S)
Transgender	NR	NR	NR	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	37	3.9	±0.2	532	4.0	±0.1	-0.22 (S)
Sexual Minority	NR	NR	NR	24	3.9	±0.2	NR
Sexual Orientation							
Heterosexual or straight	37	3.9	±0.2	532	4.0	±0.1	-0.22 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	10	3.7	±0.1	NA
Bisexual	NR	NR	NR	9	4.1	±0.5	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	20	3.5	±0.3	NR

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

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5.6.2 Sexual Harassment and Job Engagement

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

Table 5.17 ONRR – Sexual Harassment and Job Engagement by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	44	4.8*	±0.4	580	5.5*	±0.1	-0.54 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	5.2	±0.8	NA
General Schedule (GS) 7-10	--	--	--	48	5.6	±0.4	NA
General Schedule (GS) 11-12	14	3.7*	±0.6	312	5.3*	±0.1	-1.17 (L)
General Schedule (GS) 13-15	29	5.2	±0.5	198	5.7	±0.1	-0.38 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	5.5	±0.3	NA
1 to 3 years	NR	NR	NR	94	5.4	±0.3	NR
4 to 5 years	6	5.0	±1.2	85	5.3	±0.3	-0.21 (S)
6 to 10 years	13	4.0*	±0.4	143	5.4*	±0.2	-1.23 (L)
11 to 14 years	NR	NR	NR	53	5.0	±0.4	NR
15 to 20 years	7	4.8	±0.5	44	5.4	±0.3	-0.51 (M)
More than 20 years	14	5.6	±1.0	110	5.9	±0.2	-0.36 (S)
Appointment Type							
Permanent	44	4.8*	±0.4	580	5.5*	±0.1	-0.54 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	44	4.8*	±0.4	574	5.4*	±0.1	-0.53 (M)

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	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	44	4.8*	±0.4	574	5.4*	±0.1	-0.53 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	8	3.5*	±0.9	257	5.4*	±0.2	-1.55 (L)
Women	35	5.1	±0.5	324	5.5	±0.1	-0.34 (S)
Gender Identity							
Male	8	3.5*	±0.9	257	5.4*	±0.2	-1.55 (L)
Female	35	5.1	±0.5	324	5.5	±0.1	-0.34 (S)
Transgender	NR	NR	NR	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	37	5.1	±0.4	532	5.5	±0.1	-0.32 (S)
Sexual Minority	NR	NR	NR	24	4.5	±0.5	NR
Sexual Orientation							
Heterosexual or straight	37	5.1	±0.4	532	5.5	±0.1	-0.32 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	10	4.2	±0.5	NA
Bisexual	NR	NR	NR	9	4.4	±1.3	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	20	5.1	±0.5	NR

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

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5.6.3 Sexual Harassment and Organizational Commitment

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

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

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	44	3.0*	±0.4	580	3.6*	±0.1	-0.60 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	3.2	±0.7	NA
General Schedule (GS) 7-10	--	--	--	48	3.9	±0.2	NA
General Schedule (GS) 11-12	14	2.0*	±0.5	312	3.5*	±0.1	-1.55 (L)
General Schedule (GS) 13-15	29	3.5	±0.5	198	3.7	±0.1	-0.21 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	3.8	±0.3	NA
1 to 3 years	NR	NR	NR	94	3.6	±0.2	NR
4 to 5 years	6	2.9	±1.1	85	3.2	±0.2	-0.32 (S)
6 to 10 years	13	2.5*	±0.5	143	3.6*	±0.1	-1.30 (L)
11 to 14 years	NR	NR	NR	53	3.5	±0.3	NR
15 to 20 years	7	2.9	±1.2	44	3.5	±0.3	-0.57 (M)
More than 20 years	14	4.0	±0.7	110	4.0	±0.1	-0.09
Appointment Type							
Permanent	44	3.0*	±0.4	580	3.6*	±0.1	-0.60 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA

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

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

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5.7 Crude and Offensive Behavior

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

5.7.1 Crude and Offensive Behavior and Job Satisfaction

Table 5.19 presents the job satisfaction results for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 5.19 ONRR – Crude and Offensive Behavior and Job Satisfaction by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	80	3.5*	±0.2	543	4.1*	±0.1	-0.84 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	8	3.8	±0.6	NR
General Schedule (GS) 7-10	NR	NR	NR	47	4.2	±0.2	NR
General Schedule (GS) 11-12	47	3.3*	±0.2	277	3.9*	±0.1	-0.86 (L)
General Schedule (GS) 13-15	28	3.7*	±0.3	200	4.2*	±0.1	-0.71 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA

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	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Years of Service at Bureau or Office							
Less than 1 year	7	3.8*	±0.0	38	4.2*	±0.2	-0.87 (L)
1 to 3 years	9	3.8	±0.6	88	4.0	±0.2	-0.21 (S)
4 to 5 years	14	3.6	±0.3	76	3.9	±0.2	-0.40 (S)
6 to 10 years	26	3.7	±0.2	128	4.0	±0.1	-0.41 (S)
11 to 14 years	NR	NR	NR	50	4.0	±0.2	NR
15 to 20 years	10	2.9*	±0.3	40	4.1*	±0.2	-1.52 (L)
More than 20 years	8	3.2*	±0.5	115	4.4*	±0.1	-2.37 (L)
Appointment Type							
Permanent	80	3.5*	±0.2	543	4.1*	±0.1	-0.84 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	80	3.5*	±0.2	537	4.0*	±0.1	-0.83 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	80	3.5*	±0.2	537	4.0*	±0.1	-0.83 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	37	3.5*	±0.3	228	4.0*	±0.1	-0.63 (M)
Women	42	3.4*	±0.2	315	4.1*	±0.1	-1.04 (L)
Gender Identity							
Male	37	3.5*	±0.3	228	4.0*	±0.1	-0.63 (M)
Female	42	3.4*	±0.2	315	4.1*	±0.1	-1.04 (L)
Transgender	NR	NR	NR	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	64	3.5*	±0.2	503	4.1*	±0.1	-0.84 (L)
Sexual Minority	8	3.8	±0.1	18	3.8	±0.4	-0.04

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	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Sexual Orientation							
Heterosexual or straight	64	3.5*	±0.2	503	4.1*	±0.1	-0.84 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	7	3.8	±0.1	NR	NR	NR	NR
Bisexual	--	--	--	10	3.8	±0.6	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	8	3.0*	±0.2	16	3.6*	±0.3	-1.04 (L)

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

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5.7.2 Crude and Offensive Behavior and Job Engagement

Table 5.20 presents the job engagement results for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

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

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	80	4.5*	±0.3	543	5.5*	±0.1	-0.84 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	8	5.6	±0.9	NR
General Schedule (GS) 7-10	NR	NR	NR	47	5.7	±0.4	NR
General Schedule (GS) 11-12	47	4.3*	±0.4	277	5.4*	±0.2	-0.79 (M)
General Schedule (GS) 13-15	28	4.8*	±0.4	200	5.7*	±0.1	-0.87 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	7	5.3	±0.9	38	5.5	±0.3	-0.18
1 to 3 years	9	4.6	±0.9	88	5.5	±0.3	-0.66 (M)
4 to 5 years	14	4.6	±0.6	76	5.4	±0.3	-0.55 (M)
6 to 10 years	26	4.6*	±0.4	128	5.4*	±0.2	-0.66 (M)
11 to 14 years	NR	NR	NR	50	5.2	±0.4	NR
15 to 20 years	10	4.4*	±0.3	40	5.5*	±0.3	-1.11 (L)
More than 20 years	8	4.3*	±1.2	115	6.0*	±0.2	-1.84 (L)
Appointment Type							
Permanent	80	4.5*	±0.3	543	5.5*	±0.1	-0.84 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	80	4.5*	±0.3	537	5.5*	±0.1	-0.84 (L)

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	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	80	4.5*	±0.3	537	5.5*	±0.1	-0.84 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	37	4.4*	±0.4	228	5.5*	±0.2	-0.84 (L)
Women	42	4.5*	±0.3	315	5.6*	±0.1	-0.85 (L)
Gender Identity							
Male	37	4.4*	±0.4	228	5.5*	±0.2	-0.84 (L)
Female	42	4.5*	±0.3	315	5.6*	±0.1	-0.85 (L)
Transgender	NR	NR	NR	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	64	4.6*	±0.3	503	5.6*	±0.1	-0.80 (L)
Sexual Minority	8	4.5	±0.3	18	4.4	±0.7	0.03
Sexual Orientation							
Heterosexual or straight	64	4.6*	±0.3	503	5.6*	±0.1	-0.80 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	7	4.4	±0.2	NR	NR	NR	NR
Bisexual	--	--	--	10	4.1	±1.2	NA
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	8	3.5*	±0.9	16	5.2*	±0.6	-1.31 (L)

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

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5.7.3 Crude and Offensive Behavior and Organizational Commitment

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

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

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	80	2.6*	±0.2	543	3.7*	±0.1	-1.12 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	8	3.6	±0.8	NR
General Schedule (GS) 7-10	NR	NR	NR	47	4.0	±0.2	NR
General Schedule (GS) 11-12	47	2.5*	±0.3	277	3.6*	±0.1	-1.08 (L)
General Schedule (GS) 13-15	28	2.9*	±0.4	200	3.8*	±0.1	-1.00 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	7	3.0*	±0.7	38	3.9*	±0.3	-1.13 (L)
1 to 3 years	9	2.6*	±0.5	88	3.7*	±0.2	-0.97 (L)
4 to 5 years	14	2.6*	±0.5	76	3.3*	±0.2	-0.68 (M)
6 to 10 years	26	3.0*	±0.4	128	3.6*	±0.1	-0.75 (M)
11 to 14 years	NR	NR	NR	50	3.6	±0.3	NR
15 to 20 years	10	2.4*	±0.6	40	3.7*	±0.3	-1.25 (L)
More than 20 years	8	2.3*	±0.5	115	4.1*	±0.1	-2.62 (L)
Appointment Type							
Permanent	80	2.6*	±0.2	543	3.7*	±0.1	-1.12 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA

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

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

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5.8 Unwanted Sexual Attention

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

5.8.1 Unwanted Sexual Attention and Job Satisfaction

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

Table 5.22 ONRR – Unwanted Sexual Attention and Job Satisfaction by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	42	3.6*	±0.3	583	4.0*	±0.1	-0.56 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	6	4.1	±0.4	NR
General Schedule (GS) 7-10	NR	NR	NR	47	4.2	±0.2	NR
General Schedule (GS) 11-12	18	3.0*	±0.3	308	3.9*	±0.1	-1.22 (L)
General Schedule (GS) 13-15	16	4.3	±0.2	212	4.1	±0.1	0.36 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	42	4.2	±0.2	NR
1 to 3 years	NR	NR	NR	92	4.0	±0.2	NR
4 to 5 years	6	3.6	±0.3	85	3.9	±0.2	-0.37 (S)
6 to 10 years	8	3.3*	±0.4	148	3.9*	±0.1	-1.11 (L)
11 to 14 years	NR	NR	NR	53	3.9	±0.2	NR
15 to 20 years	7	3.1*	±0.5	43	4.0*	±0.2	-1.00 (L)
More than 20 years	10	4.4	±0.4	113	4.3	±0.1	0.20 (S)

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

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

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5.8.1 Unwanted Sexual Attention and Job Engagement

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

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

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	42	4.9*	±0.4	583	5.4*	±0.1	-0.45 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	6	6.2	±0.5	NR
General Schedule (GS) 7-10	NR	NR	NR	47	5.7	±0.4	NR
General Schedule (GS) 11-12	18	4.4*	±0.4	308	5.3*	±0.2	-0.65 (M)
General Schedule (GS) 13-15	16	5.9	±0.6	212	5.6	±0.2	0.26 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	42	5.6	±0.3	NR
1 to 3 years	NR	NR	NR	92	5.5	±0.3	NR
4 to 5 years	6	5.0	±0.2	85	5.3	±0.3	-0.19
6 to 10 years	8	4.2*	±0.6	148	5.3*	±0.2	-0.99 (L)
11 to 14 years	NR	NR	NR	53	5.0	±0.4	NR
15 to 20 years	7	4.8	±0.4	43	5.3	±0.3	-0.46 (S)
More than 20 years	10	6.3	±0.8	113	5.9	±0.2	0.46 (S)
Appointment Type							
Permanent	42	4.9*	±0.4	583	5.4*	±0.1	-0.45 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	42	4.9*	±0.4	577	5.4*	±0.1	-0.44 (S)

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	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	42	4.9*	±0.4	577	5.4*	±0.1	-0.44 (S)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	5	3.4*	±0.1	260	5.4*	±0.2	-1.51 (L)
Women	36	5.1	±0.4	322	5.5	±0.1	-0.34 (S)
Gender Identity							
Male	5	3.4*	±0.1	260	5.4*	±0.2	-1.51 (L)
Female	36	5.1	±0.4	322	5.5	±0.1	-0.34 (S)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	35	5.1*	±0.4	534	5.5*	±0.1	-0.36 (S)
Sexual Minority	NR	NR	NR	25	4.5	±0.5	NR
Sexual Orientation							
Heterosexual or straight	35	5.1*	±0.4	534	5.5*	±0.1	-0.36 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	10	4.2	±0.5	NA
Bisexual	NR	NR	NR	9	4.4	±1.3	NR
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	21	4.7	±0.6	NR

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

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5.8.1 Unwanted Sexual Attention and Organizational Commitment

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

Table 5.24 ONRR – Unwanted Sexual Attention and Organizational Commitment by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	42	3.0*	±0.4	583	3.6*	±0.1	-0.58 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	NR	NR	NR	6	4.0	±0.7	NR
General Schedule (GS) 7-10	NR	NR	NR	47	4.0	±0.2	NR
General Schedule (GS) 11-12	18	2.4*	±0.5	308	3.5*	±0.1	-1.14 (L)
General Schedule (GS) 13-15	16	4.0	±0.6	212	3.7	±0.1	0.33 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	42	3.9	±0.2	NR
1 to 3 years	NR	NR	NR	92	3.6	±0.2	NR
4 to 5 years	6	3.1	±0.7	85	3.2	±0.2	-0.11
6 to 10 years	8	2.3*	±0.4	148	3.6*	±0.1	-1.60 (L)
11 to 14 years	NR	NR	NR	53	3.5	±0.3	NR
15 to 20 years	7	2.7	±1.2	43	3.5	±0.3	-0.71 (M)
More than 20 years	10	4.4	±0.7	113	4.0	±0.1	0.58 (M)
Appointment Type							
Permanent	42	3.0*	±0.4	583	3.6*	±0.1	-0.58 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA

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

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

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5.9 Sexual Coercion

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

5.9.1 Sexual Coercion and Job Satisfaction

Table 5.25 presents the job satisfaction results for those who indicated they had or had not experienced sexual coercion within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

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

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	8	4.3	±0.4	616	4.0	±0.1	0.48 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	3.8	±0.4	NA
General Schedule (GS) 7-10	--	--	--	48	4.2	±0.2	NA
General Schedule (GS) 11-12	--	--	--	326	3.8	±0.1	NA
General Schedule (GS) 13-15	8	4.3	±0.4	220	4.1	±0.1	0.34 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	4.1	±0.1	NA
1 to 3 years	--	--	--	97	4.0	±0.2	NA
4 to 5 years	--	--	--	90	3.8	±0.1	NA
6 to 10 years	--	--	--	156	3.9	±0.1	NA
11 to 14 years	NR	NR	NR	53	3.9	±0.2	NR
15 to 20 years	--	--	--	51	3.8	±0.2	NA
More than 20 years	7	4.6	±0.0	116	4.3	±0.1	0.52 (M)

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

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

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5.9.2 Sexual Coercion and Job Engagement

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

Table 5.26 ONRR – Sexual Coercion and Job Engagement by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	8	6.5*	±0.8	616	5.4*	±0.1	0.88 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	5.2	±0.8	NA
General Schedule (GS) 7-10	--	--	--	48	5.6	±0.4	NA
General Schedule (GS) 11-12	--	--	--	326	5.2	±0.1	NA
General Schedule (GS) 13-15	8	6.5*	±0.8	220	5.6*	±0.1	0.85 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	5.5	±0.3	NA
1 to 3 years	--	--	--	97	5.4	±0.3	NA
4 to 5 years	--	--	--	90	5.3	±0.3	NA
6 to 10 years	--	--	--	156	5.3	±0.2	NA
11 to 14 years	NR	NR	NR	53	5.0	±0.4	NR
15 to 20 years	--	--	--	51	5.3	±0.3	NA
More than 20 years	7	7.0*	±0.0	116	5.8*	±0.2	1.20 (L)
Appointment Type							
Permanent	8	6.5*	±0.8	616	5.4*	±0.1	0.88 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	8	6.5*	±0.8	610	5.4*	±0.1	0.89 (L)

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	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	8	6.5*	±0.8	610	5.4*	±0.1	0.89 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	--	--	--	265	5.3	±0.2	NA
Women	8	6.5*	±0.8	350	5.4*	±0.1	0.85 (L)
Gender Identity							
Male	--	--	--	265	5.3	±0.2	NA
Female	8	6.5*	±0.8	350	5.4*	±0.1	0.85 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	8	6.5*	±0.8	560	5.5*	±0.1	0.85 (L)
Sexual Minority	--	--	--	26	4.4	±0.5	NA
Sexual Orientation							
Heterosexual or straight	8	6.5*	±0.8	560	5.5*	±0.1	0.85 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	10	4.2	±0.5	NA
Bisexual	--	--	--	10	4.1	±1.2	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	25	4.7	±0.6	NA

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

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5.9.3 Sexual Coercion and Organizational Commitment

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

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

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	8	4.6*	±0.7	616	3.6*	±0.1	1.01 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	3.2	±0.7	NA
General Schedule (GS) 7-10	--	--	--	48	3.9	±0.2	NA
General Schedule (GS) 11-12	--	--	--	326	3.4	±0.1	NA
General Schedule (GS) 13-15	8	4.6*	±0.7	220	3.7*	±0.1	0.90 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	3.8	±0.3	NA
1 to 3 years	--	--	--	97	3.6	±0.2	NA
4 to 5 years	--	--	--	90	3.2	±0.2	NA
6 to 10 years	--	--	--	156	3.5	±0.1	NA
11 to 14 years	NR	NR	NR	53	3.5	±0.3	NR
15 to 20 years	--	--	--	51	3.4	±0.3	NA
More than 20 years	7	5.0*	±0.0	116	4.0*	±0.1	1.33 (L)
Appointment Type							
Permanent	8	4.6*	±0.7	616	3.6*	±0.1	1.01 (L)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	8	4.6*	±0.7	610	3.5*	±0.1	1.02 (L)

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	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	8	4.6*	±0.7	610	3.5*	±0.1	1.02 (L)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	--	--	--	265	3.6	±0.1	NA
Women	8	4.6*	±0.7	350	3.5*	±0.1	0.99 (L)
Gender Identity							
Male	--	--	--	265	3.6	±0.1	NA
Female	8	4.6*	±0.7	350	3.5*	±0.1	0.99 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	8	4.6*	±0.7	560	3.6*	±0.1	0.98 (L)
Sexual Minority	--	--	--	26	3.1	±0.4	NA
Sexual Orientation							
Heterosexual or straight	8	4.6*	±0.7	560	3.6*	±0.1	0.98 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	10	3.0	±0.3	NA
Bisexual	--	--	--	10	3.3	±0.8	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	25	2.8	±0.4	NA

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

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5.10 Gender Harassment

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

5.10.1 Gender Harassment and Job Satisfaction

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

Table 5.28 ONRR – Gender Harassment and Job Satisfaction by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	102	3.6*	±0.2	523	4.1*	±0.1	-0.69 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	3.5	±0.5	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	44	4.3	±0.2	NR
General Schedule (GS) 11-12	49	3.2*	±0.2	277	4.0*	±0.1	-1.11 (L)
General Schedule (GS) 13-15	41	4.0	±0.2	187	4.1	±0.1	-0.10
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	9	3.8*	±0.0	36	4.2*	±0.2	-0.86 (L)
1 to 3 years	9	3.2*	±0.5	88	4.0*	±0.2	-0.97 (L)
4 to 5 years	16	3.8	±0.3	75	3.9	±0.2	-0.11
6 to 10 years	24	3.6*	±0.2	131	4.0*	±0.1	-0.63 (M)
11 to 14 years	11	3.2*	±0.8	44	4.0*	±0.2	-0.94 (L)
15 to 20 years	16	3.2*	±0.5	35	4.1*	±0.2	-1.14 (L)
More than 20 years	14	4.2	±0.3	110	4.3	±0.1	-0.07

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

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

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5.10.2 Gender Harassment and Job Engagement

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

Table 5.29 ONRR – Gender Harassment and Job Engagement by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	102	4.9*	±0.3	523	5.5*	±0.1	-0.46 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	4.4	±0.8	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	44	5.7	±0.4	NR
General Schedule (GS) 11-12	49	4.6*	±0.4	277	5.4*	±0.2	-0.59 (M)
General Schedule (GS) 13-15	41	5.4	±0.4	187	5.6	±0.2	-0.18
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	9	5.4	±0.6	36	5.5	±0.3	-0.16
1 to 3 years	9	4.2*	±0.9	88	5.5*	±0.3	-0.94 (L)
4 to 5 years	16	5.7	±0.5	75	5.2	±0.3	0.35 (S)
6 to 10 years	24	4.3*	±0.4	131	5.5*	±0.2	-1.00 (L)
11 to 14 years	11	3.8*	±1.1	44	5.3*	±0.4	-1.07 (L)
15 to 20 years	16	5.0	±0.4	35	5.4	±0.4	-0.29 (S)
More than 20 years	14	5.9	±0.8	110	5.9	±0.2	-0.05
Appointment Type							
Permanent	102	4.9*	±0.3	523	5.5*	±0.1	-0.46 (S)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	102	4.9*	±0.3	517	5.5*	±0.1	-0.45 (S)

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

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

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5.10.3 Gender Harassment and Organizational Commitment

Table 5.30 presents the organizational commitment results for those who indicated they had or had not experienced gender harassment within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

Table 5.30 ONRR – Gender Harassment and Organizational Commitment by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	102	3.0*	±0.2	523	3.7*	±0.1	-0.63 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	6	2.2	±0.2	NR	NR	NR	NR
General Schedule (GS) 7-10	NR	NR	NR	44	4.1	±0.2	NR
General Schedule (GS) 11-12	49	2.6*	±0.3	277	3.6*	±0.1	-0.98 (L)
General Schedule (GS) 13-15	41	3.7	±0.4	187	3.7	±0.1	0.03
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	9	3.4	±0.6	36	3.9	±0.3	-0.64 (M)
1 to 3 years	9	2.4*	±0.6	88	3.7*	±0.2	-1.12 (L)
4 to 5 years	16	3.0	±0.6	75	3.2	±0.2	-0.25 (S)
6 to 10 years	24	3.0*	±0.4	131	3.6*	±0.1	-0.67 (M)
11 to 14 years	11	2.9	±0.8	44	3.6	±0.3	-0.67 (M)
15 to 20 years	16	2.6*	±0.7	35	3.8*	±0.3	-1.09 (L)
More than 20 years	14	4.0	±0.7	110	4.0	±0.1	0.02
Appointment Type							
Permanent	102	3.0*	±0.2	523	3.7*	±0.1	-0.63 (M)
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA

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	Experienced gender harassment			Did not experience gender harassment			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	102	3.0*	±0.2	517	3.7*	±0.1	-0.62 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	102	3.0*	±0.2	517	3.7*	±0.1	-0.62 (M)
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	21	3.2	±0.4	244	3.6	±0.1	-0.42 (S)
Women	80	3.0*	±0.3	279	3.7*	±0.1	-0.71 (M)
Gender Identity							
Male	21	3.2	±0.4	244	3.6	±0.1	-0.42 (S)
Female	80	3.0*	±0.3	279	3.7*	±0.1	-0.71 (M)
Transgender	NR	NR	NR	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	93	3.1*	±0.2	476	3.7*	±0.1	-0.67 (M)
Sexual Minority	NR	NR	NR	22	3.0	±0.4	NR
Sexual Orientation							
Heterosexual or straight	93	3.1*	±0.2	476	3.7*	±0.1	-0.67 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	8	2.9	±0.3	NR
Bisexual	NR	NR	NR	8	3.0	±0.8	NR
Other	NR	NR	NR	NR	NR	NR	NR
I prefer not to say	NR	NR	NR	20	3.0	±0.5	NR

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

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5.11 Sexual Assault Related Behaviors

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

5.11.1 Sexual Assault Related Behaviors and Job Satisfaction

Table 5.31 presents the job satisfaction results for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in ONRR.

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

	Experienced sexual assault			Did not experience sexual assault			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Overall	NR	NR	NR	621	4.0	±0.1	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	10	3.8	±0.4	NA
General Schedule (GS) 7-10	--	--	--	48	4.2	±0.2	NA
General Schedule (GS) 11-12	NR	NR	NR	322	3.9	±0.1	NR
General Schedule (GS) 13-15	--	--	--	228	4.1	±0.1	NA
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA

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	Experienced sexual assault			Did not experience sexual assault			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	45	4.1	±0.1	NA
1 to 3 years	--	--	--	97	4.0	±0.2	NA
4 to 5 years	--	--	--	90	3.8	±0.1	NA
6 to 10 years	--	--	--	154	3.9	±0.1	NA
11 to 14 years	--	--	--	54	3.8	±0.2	NA
15 to 20 years	--	--	--	51	3.8	±0.2	NA
More than 20 years	--	--	--	123	4.3	±0.1	NA
Appointment Type							
Permanent	NR	NR	NR	621	4.0	±0.1	NR
Term	--	--	--	--	--	--	NA
Temporary	--	--	--	--	--	--	NA
Work Schedule							
Seasonal	--	--	--	NR	NR	NR	NR
Non-Seasonal	NR	NR	NR	615	4.0	±0.1	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	615	4.0	±0.1	NR
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	--	--	--	263	3.9	±0.1	NA
Women	NR	NR	NR	357	4.0	±0.1	NR
Gender Identity							
Male	--	--	--	263	3.9	±0.1	NA
Female	NR	NR	NR	357	4.0	±0.1	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	565	4.0	±0.1	NR
Sexual Minority	--	--	--	26	3.8	±0.3	NA

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

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

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5.11.2 Sexual Assault Related Behaviors and Job Engagement

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

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

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

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

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

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5.11.3 Sexual Assault Related Behaviors and Organizational Commitment

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

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

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

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	Experienced sexual assault			Did not experience sexual assault			Effect size
	N	*Mean*[a]	*MoE*	*N*	*Mean*[a]	*MoE*	*Hedges' g*
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	NR	NR	NR	NR
Permanent-Non-Seasonal	NR	NR	NR	615	3.6	±0.1	NR
Term	--	--	--	--	--	--	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	--	--	--	NA
Sex							
Men	--	--	--	263	3.6	±0.1	NA
Women	NR	NR	NR	357	3.6	±0.1	NR
Gender Identity							
Male	--	--	--	263	3.6	±0.1	NA
Female	NR	NR	NR	357	3.6	±0.1	NR
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	--	--	--	--	--	--	NA
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	565	3.6	±0.1	NR
Sexual Minority	--	--	--	26	3.1	±0.4	NA
Sexual Orientation							
Heterosexual or straight	NR	NR	NR	565	3.6	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	10	3.0	±0.3	NA
Bisexual	--	--	--	10	3.3	±0.8	NA
Other	--	--	--	NR	NR	NR	NR
I prefer not to say	--	--	--	25	2.8	±0.4	NA

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

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

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

Table 5.34 ONRR – Linear Regression of Harassment and Job Satisfaction

	B	S.E.	*B*	t	*p*	95% C.I.		r	Partial r	Semi Partial r
						Lower	Upper			
Constant	4.181	0.032	--	129.966	0.000	4.118	4.244	--	--	--
Harassment Based on Age	-0.403	0.074	-0.220	-5.419	0.000	-0.549	-0.257	-0.321	-0.219	-0.200
Harassment Based on Race/Ethnicity	-0.362	0.085	-0.167	-4.260	0.000	-0.529	-0.195	-0.275	-0.174	-0.157
Harassment Based on Religious Beliefs	-0.217	0.113	-0.076	-1.917	0.056	-0.440	0.005	-0.210	-0.079	-0.071
Harassment Based on Disability	-0.363	0.108	-0.137	-3.367	0.001	-0.574	-0.151	-0.281	-0.138	-0.124
Harassment Based on Sexual Orientation	0.046	0.174	0.010	0.267	0.789	-0.295	0.388	-0.012	0.011	0.010
Gender Harassment	-0.229	0.084	-0.117	-2.732	0.006	-0.393	-0.064	-0.232	-0.112	-0.101
Sexual Harassment	0.195	0.119	0.067	1.639	0.102	-0.039	0.429	-0.078	0.068	0.060
Sexual Assault	-1.261	0.520	-0.093	-2.426	0.016	-2.282	-0.240	-0.139	-0.100	-0.089

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

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Table 5.35 ONRR – Linear Regression of Harassment and Job Engagement

	B	S.E.	*B*	t	*p*	95% C.I.		r	Partial r	Semi Partial r
						Lower	Upper			
Constant	5.641	0.061	--	92.211	0.000	5.521	5.761	--	--	--
Harassment Based on Age	-0.438	0.141	-0.134	-3.095	0.002	-0.716	-0.160	-0.225	-0.127	-0.122
Harassment Based on Race/Ethnicity	-0.343	0.162	-0.089	-2.118	0.035	-0.660	-0.025	-0.174	-0.087	-0.083
Harassment Based on Religious Beliefs	-0.276	0.215	-0.054	-1.282	0.200	-0.699	0.147	-0.132	-0.053	-0.050
Harassment Based on Disability	-0.603	0.205	-0.128	-2.947	0.003	-1.006	-0.201	-0.215	-0.121	-0.116
Harassment Based on Sexual Orientation	0.190	0.331	0.023	0.575	0.565	-0.459	0.839	0.010	0.024	0.023
Gender Harassment	-0.201	0.159	-0.058	-1.264	0.207	-0.514	0.112	-0.167	-0.052	-0.050
Sexual Harassment	-0.270	0.226	-0.052	-1.195	0.233	-0.715	0.174	-0.143	-0.049	-0.047
Sexual Assault	0.329	0.989	0.014	0.333	0.739	-1.613	2.270	-0.021	0.014	0.013

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

Table 5.36 ONRR – Linear Regression of Harassment and Organizational Commitment

	B	S.E.	*B*	t	*p*	95% C.I.		r	Partial r	Semi Partial r
						Lower	Upper			
Constant	3.835	--	--	86.066	0.000	3.748	3.923	--	--	--
Harassment Based on Age	-0.474	0.103	-0.187	-4.595	0.000	-0.676	-0.271	-0.308	-0.187	-0.170
Harassment Based on Race/Ethnicity	-0.511	0.118	-0.170	-4.333	0.000	-0.742	-0.279	-0.287	-0.176	-0.160
Harassment Based on Religious Beliefs	-0.386	0.157	-0.097	-2.456	0.014	-0.694	-0.077	-0.221	-0.101	-0.091
Harassment Based on Disability	-0.661	0.149	-0.181	-4.430	0.000	-0.954	-0.368	-0.307	-0.180	-0.164
Harassment Based on Sexual Orientation	-0.182	0.241	-0.028	-0.755	0.451	-0.655	0.291	-0.046	-0.031	-0.028
Gender Harassment	-0.168	0.116	-0.062	-1.452	0.147	-0.396	0.059	-0.210	-0.060	-0.054
Sexual Harassment	-0.010	0.165	-0.003	-0.063	0.950	-0.334	0.313	-0.129	-0.003	-0.002
Sexual Assault	-0.454	0.720	-0.024	-0.630	0.529	-1.868	0.960	-0.075	-0.026	-0.023

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

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6 Bystander Intervention and Future Reporting

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

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

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

6.1 Witnessing an Incident of Harassment and Actions Taken

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

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

Table 6.1 ONRR – Percent Witnessing Harassment

	Percent witnessing			Frequency of occurrence[a]			
	N	*Percent*	*MoE*	*Average*	*MoE*	*Median*	*Mode*
Age	81	13.4%	±3.0	2.7	±0.2	2	2
Racial/Ethnic	65	10.6%	±2.7	3.1	±0.3	3	2
Religious	35	5.8%	±2.2	2.6	±0.2	2	2
Disability	44	7.3%	±2.4	3.0	±0.3	3	2
Sexual Orientation	23	3.8%	±1.8	2.6	±0.3	2	2
Sex/Gender	65	10.7%	±2.7	3.2	±0.3	3	3

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

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

Table 6.2 ONRR – Actions Taken in Response to Witnessing Harassment

	N	*Percent*	*MoE*
Q54 Which of the following actions best describes your most typical response(s) to the situation you witnessed?			
I did not take any action	32	24.5%	±8.2
I asked the person who was experiencing the behavior if he/she needed help	52	39.9%	±8.8
I pointed out to person that he/she "crossed the line" with comments/behaviors	22	17.2%	±7.6
I stepped in with the intent of diffusing/stopping the situation	15	11.4%	±6.8
I asked others to step in as a group and diffuse the situation	NR	NR	NR
I told someone in a position of authority about the situation	24	18.8%	±7.8
I considered intervening but I feared I would experience negative consequences	21	15.8%	±7.4
I considered intervening but did not feel I had the authority to do so	21	16.4%	±7.5
I stepped in but then was discouraged or criticized by others for doing so	7	5.7%	±5.7
I stepped in but then was harassed myself by the person(s) I was trying to stop	7	5.2%	±5.5
None selected	NR	NR	NR

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6.2 Future Reporting

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

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

Table 6.3 ONRR – Potential Recipients of a Complaint of Harassment or Assault

	N	*Percent*	*MoE*	*Helpfulness mean score*[a]	*MoE*
Q55 If you were to make an oral and/or written complaint/grievance/report about a harassment experience involving someone at work, which of the following options would you be most likely to use?					
Supervisor or Manager					
Yes	431	71.1%	±3.8	3.8	±0.1
No	94	15.4%	±3.1	--	--
Don't Know	82	13.5%	±3.0	--	--
Employee Assistance Program (EAP)					
Yes	227	38.5%	±4.0	3.6	±0.1
No	222	37.8%	±4.0	--	--
Don't Know	139	23.7%	±3.6	--	--
Ombudsman (if applicable)					
Yes	173	29.7%	±3.9	3.6	±0.2
No	243	41.9%	±4.1	--	--
Don't Know	165	28.4%	±3.8	--	--
CADR Office, CORE PLUS					
Yes	75	13.0%	±3.0	4.0	±0.3
No	262	45.3%	±4.1	--	--
Don't Know	241	41.7%	±4.1	--	--
Employee & Labor Relations (Human Resources)					
Yes	264	44.6%	±4.0	3.8	±0.1
No	181	30.5%	±3.8	--	--
Don't Know	147	24.8%	±3.7	--	--

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

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

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